

BOARD OF EDUCATION
The School District of Independence

12588

The Board of Education met in regular session Tuesday, February 13, 2024, 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 Chromebook)

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.

Greg Finke made the motion to approve the February 13, 2024 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 \$8,687,093.95 for the month of February. He said there were two items to Let Bids for: 1) District Custodial and Operational Supplies, and 2) Partial Roof Replacement at Christian Ott Elementary School. .

Blake Roberson made the motion that the Board of Education approves the February 13, 2024 Consent Agenda as printed

1. Minutes – January 9, 2024
2. Approval of February 13, 2024 List of Bills totaling \$8,687,093.95
3. Approval of Personnel Recommendation #15 as follows:
 - A. Request to Resign (Certificated Staff) Effective End of the 2023-2024 School Year.
 1. Macee Caldwell, Third Grade, Abraham Mallinson Elementary School
 2. Denise Evans, ELL/Pioneer Ridge Middle School
 3. Kaylynn Gallardo, ELL/Thomas Hart Benton Elementary School
 4. Emily Stegemann, Third Grade/Christian Ott Elementary School
 5. Caitlin Torres, Second Grade/Glendale Elementary School
 6. Alisha Travis, Kindergarten/Little Blue Elementary School
 7. Shayla Ultican, Alternative Teacher/Independence Academy
 8. Rusty Westling, ROTC/Truman High School
 - B. Request to Retire (Certificated Staff) Effective End of the 2023-2024 School Year.
 1. Lisa Ausmus, Third Grade/Glendale Elementary School
 2. Russell Clothier, Science/Van Horn High School
 3. Brenda Maples, Process Coordinator/Nowlin Middle School
 4. Eric Mitchell, Fifth Grade/Little Blue Elementary School
 5. Lynette Roberts, Music/John W. Luff Elementary School
 6. Reuben Walcott, Third Grade/Fairmount Elementary School
 7. Marsha Warner, First Grade/Korte Elementary School
 8. Karen Wheeldon, Visually Impaired/William Chrisman High School
 - C. Request to Hire (Certificated Staff) Effective January 16, 2024.
 1. Abigail English, Early Childhood Special Education Teacher
 - D. Request to Hire (Certificated Staff) Effective for the 2024-2025 School Year
 1. Hannah Alesi, Elementary Teacher
 2. Gwentyth McFarlin, Elementary Teacher
 3. Christina Morris, Special Education Teacher
 4. Anita Reliford, Special Education Teacher
 5. Kylee Thurman, Early Childhood Special Education Teacher

The motion was seconded by Jill Esry and approved by the Board of Education as follows:

Ayes: Eric Knipp

Nay:

Blake Roberson

Carrie Dixon

Jill Esry

Greg Finke

Denise Fears

Anthony J. Mondaine (by Chromebook)

Dr. Herl reported on some statistics since the last Board of Education meeting. He said the District has received 295 applications and 146 are for certified positions including teaching, Administration, etc. Comparing this to January of 2022, the District had received 69 applications with 39 of the applications being for certified positions. A survey was sent to first year teachers regarding the four day instructional week. 63.9% said that the four day week impacted their decision to apply with the District and 95.7% said they prefer the four day week over the five day week. Dr. Herl said that he had met with Metropolitan Community Colleges representatives regarding the Monday Fifth Day courses. Based on the enrollment this year in the five courses, MCC will increase the course offerings to seven in the fall and also next spring. Dr. Herl stated that a high school junior will graduate with both a high school diploma and an Associate Degree this spring. Dr. Herl reported the Transportation Department is working on training new drivers and hopefully will have all the routes filled. Dr. Herl said he is working with Dr. Jon Turner who is preparing a survey regarding the four day school week. He will share more information as it is received. He will also provide information on how many first year teachers participated in the recent survey.

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

Dr. Boatright thanked the Board of Education for allowing her to present information on the District's bullying prevention program. She said it is a multi-tiered system of support for the "whole student". She talked about the Leader in Me Program and how it builds leadership and life skills in students, the AVID Program that it is designed to increase learning performance, and the ISD Academies that guides students toward college and career success. She said there are lessons on bullying prevention that includes a "Bootcamp" of a series of lessons that teach students building specific expectations and how events that support Character Development are utilized in each school. She said ISD is a PBIS (Positive Behavioral Interventions Supports) school district.

Dr. Robinson presented information on the Performance Based Evaluation instrument. He said that a Focus Group reviews the instrument and provides suggested changes/additions to the PBE Committee which is composed of teachers, administrators, counselors, etc. The PBE Committee then sends their recommendations to the Administration. Dr. Robinson reviewed the evaluation cycle that includes observations and formative conferences. He referenced the National Educator Effectiveness Indicators (NEE) and said the PBE Committee recommends removal of Indicator 4.2 (The Teacher effectively uses appropriate instructional resources to enhance student learning) and replace it with Indicator 5.3b (The teacher establishes secure teacher-student relationships). Dr. Robinson also shared which Indicators teachers with 1-2 years and 3 plus years in the ISD will be evaluated on during the 2024-2025 school year.

A motion was made by Carrie Dixon that the Board of Education approves the revision to the Performance Based Evaluation Instrument for Certificated staff as presented. The motion was seconded by Denise Fears and unanimously approved by the Board of Education.

Dr. Herl presented information on amendments to the FY24 Budget. He stated that Budget adjustments are presented in January or February each year and at the Budget close out in June. Dr. Herl said that building carryover funds and changes to grants reflect the revenue and expenditure adjustments for the FY24 Budget.

Denise Fears made the motion that the Board of Education approves the FY24 Budget adjustments as presented. The motion was seconded by Jill Esry and unanimously approved by the Board of Education. (Page 12590)

Dr. Herl said the Administration is recommending approval of the preliminary budgets for ordering and delivery of supplies and textbooks for the start of school and for summer projects to be encumbered.

Greg Finke made the motion that the Board of Education approves the preliminary budgets for the 2024-2025 school year for classroom supplies, textbooks, and department supplies as presented for the purpose of encumbering funds for the timely ordering of these items. The motion was seconded by Blake Roberson and unanimously approved by the Board of Education.

Dr. Herl said that as part of the Sourcewell Contract, the Administration is recommending approval of the purchase of playground equipment and surface renovations for Three Trials Elementary School from PlayPower LT

Budget Amendments FY24 - BOE - February

Fund	Revenue	Expenditures	Change
R11 X11 11	Scholarship	-	-
R12 X12 12	Incidental	49,206.82	1,090,324.59
R15 X15 15	Nutrition Services	-	-
R16 X16 16	Activity	-	-
R17 X17 17	Self Insurance Funds	-	500,000.00
	General - Total	49,206.82	1,590,324.59
			(1,541,117.77)
R22 X22 22	Special Revenue	(1,107,186.00)	(2,563,033.35)
R31 X31 31	Debt Service	-	-
R41 X41 41	Bond Construction	-	-
R42 X42 42	Capital Projects	-	4,751,040.74
R45 X45 45	Nutrition Service Capital	-	-
R46 X46 46	Activity Capital	-	-
		(1,057,979.18)	3,778,331.98
			(4,836,311.16)

Farmington, Inc. at a cost of \$353,549.65. He said this is the same company that has updated several other elementary schools in the District.

Jill Esry made the motion that the Board of Education approves the purchase of Playground Equipment and Surface Renovations for Three Trials Elementary School from PlayPower LT Farmington, Inc. for a total cost of \$353,549.65. The motion was seconded by Carrie Dixon and unanimously approved by the Board of Education.

Dr. Herl said that as part of the District's improvement plan, the Administration is recommending approval of the bid from McConnell and Associates to replace the synthetic rubber track surface at William Chrisman High School for a cost of \$389,917.00.

The motion was made by Denise Fears, second by Greg Finke, that the Board of Education approves the bid for resurfacing of the William Chrisman High School track from McConnell and Associates at a cost of \$389,917 under the TIPS Contract #23020102. The motion was unanimously approved by the Board of Education.

Dr. Herl said the District let bids to replace the roof at Blackburn Elementary School and a partial roof replacement at Central Office. Based on the bid results, the Administration is recommending approval of the bid from Delta Innovative at a cost of \$1,019,000.

Blake Roberson made the motion that the Board of Education approves the bid of \$1,019,000 from Delta Innovative for roof replacement at Blackburn Elementary School and a partial roof replacement at Central Office. The motion was seconded by Greg Finke and unanimously approved by the Board of Education.

Dr. Stout said the Administration recommends purchasing annual licenses for Microsoft products for \$127,676.65 under the Education Plus (Missouri Schools) (018-A) Contract. This provides yearly software maintenance and upgrades as needed.

A motion was made by Denise Fears, second by Blake Roberson, that the Board of Education approves the quote from CDW for \$127,676.65 under the Education Plus (Missouri Schools) (018-A) Contract to purchase Annual Microsoft Licenses. The motion was unanimously approved by the Board of Education.

Dr. Herl stated that the District's comprehensive maintenance program includes replacing asphalt and concrete as needed. The Administration is recommending approval of the bid from Phillips Paving at a cost of \$1,396,864 for concrete and asphalt replacement District-wide.

Greg Finke made the motion that the Board of Education approves the bid of \$1,396,864.00 from Phillips Paving for concrete and asphalt replacement District-wide. The motion was seconded by Carrie Dixon and unanimously approved by the Board of Education.

Dr. Stout said the Administration recommends approving a five year contract with Provision Data Solutions for Firewalls and Services. The District bid this through E-rate and will only be responsible for \$163,685.69 of the total cost of \$256,931.00. A portion of the total bid was eligible for the 20% discount through E-rate.

The motion was made by Blake Roberson, second by Denise Fears, that the Board of Education approves the E-rate bid for five years for Firewalls and Services from Provision Data Solutions at a cost of \$163,685.69 to the District after E-rate deductions. The motion was unanimously approved by the Board of Education.

Dr. Stout explained that the new switches will supply faster speeds and additional power over Ethernet resources to meet the requirements for the District's newer wireless access points. The Administration is recommending approving the Network Switch E-rate bid from Provision Data Solutions at a cost of \$646,767.00 with the District's cost being \$131,353.40 after the E-rate discount.

Denise Fears made the motion that the Board of Education approves the E-rate bid for Network Switches from Provision Data Solutions at a cost of \$131,353.40 after the E-rate discount. The motion was seconded by Blake Roberson and unanimously approved the Board of Education.

Dr. Stout said the Administration is recommending taking advantage of the wireless licensing service through Aruba Central and entering into a five year contract since it is now E-rate eligible. The total bid cost from Provision Data Solutions is \$302,400.00 and after the E-rate deduction, the District will only be responsible for \$60,480.00.

The motion was made by Jill Esry, second by Greg Finke, that the Board of Education approves the E-rate bid for Wireless Licensing Service from Provision Data Solutions for a District cost of \$60,480.00 after the E-rate discount. The motion was unanimously approved by the Board of Education.

Dr. Herl said the Board of Education annually approves the ten, eleven, and twelve month work calendars. He explained that these are base calendars as there are over 30 work calendars due to the various District departments. The Calendar Committee is composed of Administrators, Board of Education directors, principals, students, teachers, parents, etc.

Greg Finke made the motion that the Board of Education approves the ten, eleven, and twelve month work calendars for the 2024-2025 school year as presented. The motion was seconded by Jill Esry and unanimously approved by the Board of Education. (Pages 12593-12595)

There being no further business to come before the Board of Education, the motion was made by Greg Finke, second by Jill Esry, at 6:54 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	Nays:
	Blake Roberson	
	Carrie Dixon	
	Jill Esry	
	Greg Finke	
	Denise Fears	
	Anthony J. Mondaine (by Chromebook)	



Secretary



President

**INDEPENDENCE PUBLIC SCHOOLS
2024-2025 CALENDAR
10 Month Draft**

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	
Workdays 8					Workdays 22					Workdays 17 Non Workdays 4					Workdays 21 Non Workdays 3				
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					
Workdays 16 Non Workdays 4 Holidays 1					Workdays 13 Non Workdays 8 Holidays 1					Workdays 19 Non Workdays 4					Workdays 17 Non Work Days 2 Holidays 1				
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				
Workdays 18 Non Workdays 4					Workdays 19 Non Workdays 3					Workdays 15 Non Workdays 7									

Non Work Days Before/After Calendar Days

No School/Non Work Days

First Day of School/Last Day of School

Tentative Summer School Start - May 28, 2025

Graduation May 16 & 17, 2025

Seniors Last Day - May 15th

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

Weather Make Up Days:

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

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

**INDEPENDENCE PUBLIC SCHOOLS
2024-2025 CALENDAR
11 Month Draft**

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							
Workdays 10					Workdays 22					Workdays 17 Non Workdays 4					Workdays 21 Non Workdays 3				
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								
Workdays 16 Non Workdays 4 Holidays 1					Workdays 13 Non Workdays 8 Holidays 1					Workdays 19 Non Workdays 4					Workdays 17 Non Work Days 2 Holidays 1				
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										
Workdays 18 Non Workdays 4					Workdays 19 Non Workdays 3					Workdays 19 Non Workdays 3					Workdays 16				

Non Work Days Before/After Calendar Days

No School/Non Work Days

First Day of School/Last Day of School

Tentative Summer School Start - May 28, 2025

Graduation May 16 & 17, 2025

Seniors Last Day - May 15th

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

Weather Make Up Days:

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

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

INDEPENDENCE PUBLIC SCHOOLS 2024-2025 CALENDAR 12 Month Draft

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	
Workdays 22 Holidays 1					Workdays 22					Workdays 20 Non Workdays 1					Workdays 23				
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					
Workdays 18 Non Workdays 2 Holidays 1					Workdays 15 Non Workdays 6 Holidays 1					Workdays 21 Non Workdays 1 Holiday 1					Workdays 19 Holidays 1				
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				
Workdays 21					Workdays 22					Workdays 21 Non Workdays 1					Workdays 21				

A. Contract Days

July	22	Jan	21
August	22	Feb	19
Sept	20	March	21
Oct	23	April	22
Nov	18	May	21
Dec	15	June	21
			245

B. Holidays

5

D. Appointment Days

Workdays	245
Holidays	5
	250