BOARD OF EDUCATION The School District of Independence

The Board of Education met in regular session Tuesday, March 12, 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

Also Present:

Dr. Dale Herl, Superintendent

Dr. Lance Stout, Dr. Cindy Grant, Dr. Randy Maglinger, Dr. Pam Boatright, Dr. Anthony Robinson, Mrs. Leslie Hochsprung, Mr. Todd Theen, Mr. Greg McGhee, MSTA, INEA, 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.

Anthony J. Mondaine made the motion to approve the March 12, 2024 Agenda as presented. The motion was seconded by Denise Fears and was unanimously approved by the Board of Education.

Mr. Knipp said there were two requests to address the Board of Education this evening.

Christopher Eager, 1819 S. Leslie Avenue, Independence, MO 64055. Mr. Eager stated that he was a former history teacher in the District. He talked about when the District had a Policy where a team of employees and administrators would negotiate for salary and benefits. He said that INEA filed a suit and that Policy was rescinded and INEA was elected through a vote to represent the teachers group in negotiations. This is when Collective Bargaining Agreements (CBA) began in the District. He said that Board of Education members are elected officials and they take an oath to uphold the Missouri Constitution. The Missouri Constitution gives employees the right to bargain. Mr. Eager said the CBA remains intact but it is not perfect. He said the Supreme Court supports collective bargaining as an agreement for negotiating bodies to abide by. He said the District should move forward and not go back to how things were in 2002.

Amy Arnote - 3016 Sweet Briar Drive, Independence, MO 64057. Mrs. Arnote stated that she is the President of ICTA/MSTA and an employee in the Independence School District. She stated that neither the District nor the Board of Education can do away with the Collective Bargaining Agreement. The initial proposal says that any teacher can change their association membership. If a teacher or group of teachers want to change the association that is recognized as the Collective Bargaining representatives that petitions have to be presented and then an election has to be held. Currently there is a small window in which this process can be done. Mrs. Arnote said that some teachers do not feel that they are being represented. This year the CBA group (INEA) turned down an offer from the District that would have benefited potential retirees.

Dr. Herl reported the List of Bills for the month of March totals \$22,800,310.12 which is typical. He shared that there are two items under the Consent Agenda to Let Bids for: 1) Nutrition Services General Grocery Supplies Contract and 2) Renovations at Independence Academy.

Blake Roberson made the motion that the Board of Education approves the March 12, 2024 Consent Agenda as presented:

- 1. Minutes February 13, 2024
- 2. Approval of March 12, 2024 List of Bills totaling \$22,800,310,12
- 3. Approval of Personnel Recommendation #17
 - A. Request to Resign (Certificated Staff) Effective End of the 2023-2024 School Year.
 - 1. Margaret Bower, Spanish/Nowlin Middle School
 - 2. Kristen Cuffman, First Grade/Randall Elementary School
 - 3. Allison Dowell, Math/Van Horn High School
 - 4. Rachel Hart, First Grade/Fairmount Elementary School
 - 5. Fllisha Jones, Kindergarten/Sugar Creek Elementary School
 - 6. Madison Keller, Functional Skills/Little Blue Elementary School
 - 7. Jennifer Morrow, Elementary Alternative/Independence Academy

- 8. Stacey Portillo, ELLL/Fairmount Elementary School
- 9. Maranda Stevens, Counselor/Randall Elementary School
- 10. May Beth Vaughn, Pre K-Prep/Christian Ott Elementary School
- 11. Caelyn Ward-Loffredo, Second Grade/Three Trails Elementary School
- B. Request to Retire (Certificated Staff) Effective the End of the 2023-2024 School Year.
 - 1. Cassandra McBee, Special Education/Mill Creek and Sugar Creek Elementary Schools
 - 2. Tammy Smallwood, Special Education/George Caleb Bingham Middle School
 - 3. Timothy Wilson, Physical Education/Fairmount Elementary School
- C. Request to Hire (Certificated Staff) Effective 2024-2025 School Year.
 - 1. Alexandria Beatty, Elementary Teacher
 - 2. Erika Beebe, Middle School ELA
 - 3. Kassandra Campbell, English Teacher
 - 4. Rodney Clodfelter, Math Teacher
 - 5. Elizabeth Englebrecht, Special Education
 - 6. Anastasia Hanes, Elementary Teacher
 - 7. Paige Higgins, ELL Teacher
 - 8. Major Johnson,
 - 9. Breana Koch, SLP
 - 10. Christin Meyn, German Teacher
 - 11. Lainey Ruth, ELL Teacher
 - 12. Jana Smith, ELL Teacher
 - 13. Katelyn Sundin, Elementary Teacher
- 4. Approval to Let Bids for Nutrition Services General Grocery Supplies Contract
- 5. Approval to Let Bids for Renovations at Independence Academy

The motion was seconded by Greg Finke and unanimously approved by the Board of Education.

Dr. Herl stated that March is recognition month for Board of Education members and the Missouri School Boards Association has provided certificates for each Board member. Dr. Herl said he has not received an updated Assessed Valuation certification from Jackson County at this time. He did receive the amount paid under protest which is \$1,304,349.52 and that is exceptionally high. Dr. Herl reported that the Legislature has an Open Enrollment Bill on the Senate floor and a filibuster is currently going on. He also reported SB727 looks like it may become an omnibus bill and the Four Day School Week is one of the items that has been added. Some great news from Metropolitan Community Colleges, they will be adding nine (9) course for Monday classes (Fifth Day) starting in the Fall. Dr. Herl said he will check on the number of students participating in the classes at MCC. He also said the Assessed Valuation collection rate in 2020 was 89% so this year could be below that rate but hopefully it will be around 92%.

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

Dr. Herl said the School District can have a representative serve on the Jackson County Board of Equalization and Ms. Debi Allen has agreed to represent the ISD for the 2024 year. As a real estate agent/broker, Ms. Allen has the qualifications the Board of Equalization requires.

Blake Roberson made the motion that the Board of Education approves the appointment of Ms. Debi Allen as the Independence School District's representative to the 2024 Jackson County Board of Equalization. The motion was seconded by Jill Esry and unanimously approved by the Board of Education.

Dr. Herl said the School District typically has the largest Summer School program in the area. The sites for Summer School for 2024 are: Cassell Park, Santa Fe Trail, Thomas Hart Benton, Little Blue, Abraham Mallinson, Mill Creek, Spring Branch, Sycamore Hills, and Three Trails Elementary Schools; George Caleb Bingham Middle School for sixth grade; Pioneer Ridge Middle School and Independence Academy for seventh and grades; and William Chrisman High School for ninth through twelfth grades. The Administration is recommending approval of the 2024 Summer School program.

Carrie Dixon made the motion, second by Greg Finke, that the Board of Education approves the 2024 Summer School Program and the locations as presented. The motion was unanimously approved by the Board of Education.

Dr. Herl said that as part of the renovations for the Project Shine schools, the Administration is recommending approval of the bid for carpet, stair tread, cove base, rubber tile landings, VCT, and LVT for Hanthorn School and

Truman High School from Regents Flooring. He said Regents Flooring was the only bidder but the District has used them in the past and their work and prices have always been good.

A motion was made by Greg Finke that the Board of Education approves the bid of \$152,695.00 from Regents Flooring for carpet, stair tread, cove base, rubber tile landings, VCT, and LVT for Hanthorn Early Education and

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

Dr. Herl said the Administration is recommending approval of the bid from Uni Floor, Inc. for the epoxy floor finishing at the following Project Shine schools: Glendale and William Southern Elementary Schools, Hanthorn Early Education, and Truman High School at a cost of \$243,940.00

Denise Fears made the motion, second by Blake Roberson, that the Board of Education approves the bid of \$243,940.00 from Uni Floor, Inc. for epoxy floor finishing at Glendale and William Southern Elementary Schools, Hanthorn Early Education, and Truman High School. The motion was unanimously approved by the Board of Education.

Dr. Herl said the small gyms at Truman and William Chrisman High Schools need to be repainted. Due to the significant amount of lift work based on the height of the walls, the Administration is recommending approval of the bid from Dayco Painting, Inc. at a cost of \$44,330.00.

The motion was made by Jill Esry, second by Carrie Dixon, that the Board of Education approves the bid of \$44,330.00 from Dayco Painting, Inc. for repainting the small gyms at Truman and William Chrisman High Schools. The motion was unanimously approved by the Board of Education.

Dr. Herl said the Administration is recommending approval of the bid from HD Supply Facilities Maintenance, Ltd. for the restroom partitions at Hanthorn Early Education for a cost of \$17,449.74. He said this bid was for materials only as District facilities staff will do the installation.

Greg Finke made the motion, second by Blake Roberson, that the Board of Education approves the bid of \$17,449.74 from HD Supply Facilities Maintenance, LTD. for restroom partition supplies to be used at Hanthorn Early Education. The motion was unanimously approved by the Board of Education.

Dr. Herl said bids were let for replacement of interior and exterior doors for Hanthorn Early Education and Truman, Van Horn, and William Chrisman High Schools. He said based on the bids received, the Administration is recommending approval of the bid of \$83,010.00 from Integrated Openings Solutions, LLC for replacement of interior and exterior doors at Hanthorn Early Education and Van Horn and William Chrisman High Schools; and the bid of \$165,951.00 from Omega Construction Services for replacement of interior and exterior doors at Truman High School.

The motion was made by Carrie Dixon, second by Anthony J. Mondaine, that the Board of Education approves the bid of \$83,010.00 from Integrated Openings Solutions, LLC for replacement of interior and exterior doors at Hanthorn Early Education and Van Horn and William Chrisman High Schools; and the bid of \$165,951.00 from Omega Construction Services for replacement of interior and exterior doors at Truman High School. The motion was unanimously approved by the Board of Education.

Dr. Herl stated the gymnasium floor at Jim Bridger Middle School is the original floor which is 51 years old and needs to be replaced. The Administration is recommending approval of the proposal of \$158,100.00 from Lankford Enterprises, Inc. under the Greenbush 22.4 Esc-Sportsfloorin2022 agreement.

Denise Fears made the motion, second by Greg Finke, that the Board of Education approves the proposal of \$158,100.00 from Lankford Enterprises, Inc. for the James Bridger Middle School gymnasium floor replacement under the Greenbush 22.4 Esc-Sportsfloorin2022 agreement. The motion was unanimously approved by the Board of Education.

Dr. Herl said that as part of the District improvement plan, the furniture in the Industrial Arts and Library at Truman High School, Science rooms and Fine Arts at Nowlin Middle School, and Science rooms at James Bridger Middle School need to be replaced. The Administration recommends approving the quote from Freedom Inters for a total cost of \$342,544.54 per the TIPS Contract #230301 for the Academia, National Public Seating, Wisconsin Bench, MooreCo., AmTab, and Diversified.

The motion was made by Jill Esry, second by Greg Finke, that the Board of Education approves the quote from Freedom Inters for a total cost of \$342,544.54 per the TIPS Contract #230301 for the Academia, National Public Seating, Wisconsin Bench, MooreCo., AmTab, and Diversified. The motion was unanimously approved by the Board of Education.

Dr. Herl stated that the roof at Christian Ott Elementary School needs to be replaced. The Administration is recommending approval of the bid of \$149,000.00 from Quality Roofing.

Carrie Dixon made the motion that the Board of Education approves the bid of \$149,000.00 for the roof replacement at Christian Ott Elementary School. The motion was seconded by Denise Fears and unanimously approved by the Board of Education.

Dr. Herl said the gymnasium floor at George Caleb Bingham Middle School needs to be replaced as it is 27 years old. Dr. Herl said the Administration is recommending approval of the bid by Keifer U.S.A. at a cost of \$107,550.00 under the TIPS Contract #23010402.

Blake Roberson made the motion, second by Jill Esry, that the Board of Education approves the bid of \$107,550.00 from Kiefer U.S.A. under TIPS contract #23010402 for George Caleb Bingham Middle School gymnasium floor replacement.

Dr. Stout said the District operates a fleet of 130 school buses. He said the District is replacing the current fleet with propane buses as propane fuel is less expensive than diesel fuel and has less emissions. Currently, there are 33 propane buses and the District is recommending purchasing another six propane buses.

Greg Finke made the motion that the Board of Education approves the purchase from Central States Sales, Inc. for six (6) propane powered school buses at a cost of \$987,660.00 through the NJPA/Sourcewell Contract #102115-BBB. The motion was seconded by Denise Fears and unanimously approved by the Board of Education.

Dr. Stout explained that as part of Technology's improvement plan, they need to purchase 500 new Non-Touch Chromebooks to be used at the middle schools and high schools to replace older models. This is under the CDW-G Contract at a cost of \$147,535.00.

A motion was made by Denise Fears, second by Anthony J. Mondaine, that the Board of Education approves the quote from CDW-G under the Education Plus (Missouri Schools) (022-G) contract to purchase 500 new Non-Touch Chromebooks for a total cost of \$147,535.00. The motion was unanimously approved by the Board of Education.

Dr. Stout said another part of Technology's update plans include classroom project technology for nine elementary schools, three high schools, and independence Academy. Based on the bids received, the recommendation is to purchase NewLine Interactive Displays and Mobile Stands from Sumner One for \$900,238.40 which will be paid for by ESSER III funds.

Blake Roberson made the motion, second by Carrie Dixon, that the Board of Education approves the bid to purchase NewlLne Interactive Displays and Mobile Stands from Sumner One for a cost of \$900,238.40 funded by ESSER III funds. The motion was unanimously approved by the Board of Education.

Dr. Stout said the Technology Department needs to update teacher laptops which would consist of purchasing 470 Dell Laptops and 460 Laptop Thunderbolt Docks to replace the current ones in nine elementary schools. This would be through CDW-G under the Education Plus (Missouri Schools) contract at a cost of \$563,790.00 funded with ESSER III funds.

The motion was made by Denise Fears, second by Anthony J. Mondaine, that the Board of Education approves the quote to purchase 470 Dell Laptops and 460 Thunderbolt Docks to replace teacher laptops and docks in nine elementary school buildings for \$563,790.00 from CDW-G under the Education Plus (Missouri Schools) contract. The motion was unanimously approved by the Board of Education.

Dr. Herl stated that the negotiated salary increase this year was the largest pay increase for staff in District history. He said the Administration made a proposal that would not have taken anything away from the Collective Bargaining Agreement process. The proposal was to pay \$110 per day for up to 100 sick leave days upon retirement and it was not approved by the Negotiation team.

Dr. Grant stated that the District and the INEA negotiation team met and discussed the proposals. Following are the items of agreement:

1. Adding additional clarification to the "immediate family" wording for Bereavement Leave;

- 2. Inspiring Greatness funds will be put in the General Fund to provide funding for Career Ladder and Inspiring Greatness;
- 3. Approval of Certified Staff Salary Schedule and Paraprofessionals Salary Schedule (Section 6.2 and 6.3) with \$44,625 new base salary on the schedule for classroom teachers; and
- 4. Article 5, Section 5.12 Insurance Benefits the District will keep all base plans at the same rates, regardless of the renewal in March.

Following several questions, Dr. Herl explained that the clarification provided regarding the Collective Bargaining Agreement process, based on Board of Education Policy, and which organization/union will represent the teachers can only be changed by the teachers, not the Administration or the Board of Education.

Greg Finke made the motion, second by Blake Roberson, that the Board of Education approves the Second Addendum to the Collective Bargaining Agreement between the Independence National Education Association and The School District of the City of Independence, Missouri. The motion was unanimously approved by the Board of Education. (Pages 12601-12604)

Dr. Grant stated that the District and the IESP negotiation team had met and reviewed the proposals. She shared the following items that were agreed upon:

- 1. Listing of the five (5) paid Holidays;
- 2. Adding additional clarification to the "immediate family" wording for Bereavement Leave;
- 3. Salary Schedule for support personnel;
- 4. Insurance Benefits the District will keep all base plans at the same rates, regardless of the renewal in March
- 5. Clarification and opportunity for input on Personnel Leave Policy changes;
- 6. Leave benefits for twelve month (12), full-time employees;
- 7. Impact of changes to Personnel Leave Policy;
- 8. Clarification and opportunity for input on Vacation Leave Policy changes; and
- 9. Vacation Leave Compensation for up to one-half of annual allotment of unused vacation leave if permitted by the Superintendent of the Superintendent's designee.

Denise Fears made the motion, second by Jill Esry, that the Board of Education approves the Second Addendum to the Collective Bargaining Agreement between the Independence Educational Support Personnel and The School District of the City of Independence. The motion was unanimously approved by the Board of Education. (Pages 12605-12608)

Dr. Grant said the District and the ITEA negotiations team had met and reviewed the negotiation proposals. Following are the agreed upon proposals:

- 1. Adding additional clarification to the "immediate family" wording for Bereavement Leave;
- 2. Salary Schedule for transportation personnel;
- 3. Insurance Benefits the District will keep all base plans at the same rates, regardless of the renewal in March.

Blake Roberson made the motion, second by Carrie Dixon, that the Board of Education approves the Second Addendum to the Collective Bargaining Agreement between The School District of the City of Independence and the Independence Transportation Employees Association. The motion was unanimously approved by the Board of Education. (Pages 12609-12612)

Dr. Herl presented the list of items recommended to be declared as surplus since they have met their life cycle for District operations. He said surplus items are submitted four times a year and the District will either be sold, recycled, sold as scrap, or discarded.

Jill Esry made the motion, second by Blake Roberson, 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 unanimously approved by the Board of Education. (Pages 12613-12614)

Jill Esry said she had been checking into the MSIP 6 requirement that the Board of Education conduct a self-evaluation. She said that under Standard 1, it strengthens governance practices and would be beneficial to the Board of Education. Denise Fears and Jill Esry will check into the options available for Board of Education self-evaluations including suggested book review with anonymous results, conducting a self-guided evaluation, utilizing a facilitator, etc. They will report back to the Board of Education.

There being no further business to come before the Board of Education, Greg Finke made the motion, second by Blake Roberson, to adjourn the meeting and go into executive session for legal §610.021(1), RSMo, real estate §610.021(2), personnel §610.021(3) RSMo, and students §610.021(6) RSMo issues at 7:05 p.m. The motion was approved as follows:

SECOND

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 Thursday, February 22, 2024; and,

WHEREAS, the Parties have reached certain understanding they desire to confinn in this Addendum to the Agreement between the Parties originally entered into in April, 2022 (the "Collective Bargaining Agreement"); and, In consideration of the preceding mutual covenants, this Addendum to the Agreement (the Second Addendum) is entered into between the District and the Association this <u>July 1, 2024</u> (the "Effective Date").

The Association and District agree to the following:

Item 1

Section 9.2 Leave Benefits

Add the following language immediately after "Bereavement Leave-3 days"

In the event of death in the immediate family of the employee or spouse, bereavement leave may be used. "Immediate family" is defined for purposes of bereavement leave as spouse, parent, step-parent, grandparent, child, step-child, sibling, daughter or son-in-law, grandchild, aunt, uncle, niece, nephew or non-family residing within the staff member's home. This definition shall not apply to the term "immediate family" for purposes of sick leave. A maximum of three (3) days may be used in any school year for bereavement purposes. Bereavement leave is not accumulative. Bereavement leave will not be deducted from accumulated sick leave. If in any school year additional leave is required for Bereavement purposes, these days will be deducted from sick leave. The administration reserves the right to request confirmation of the event.

Item 2

Inspiring Greatness

Inspiring Greatness Designated Funds will be transferred to General Funds to support Career Ladder and Inspiring Greatness.

Item 3

Article 6

Section 6.2- Certified Staff Salary Schedule

Section 6.3-Paraprofessional Salary Schedule

Certificated Teacher Salary Schedule

- Provide vertical step movement to all employees that qualify
- Provide horizontal step movement to those who qualify based on college hours
- Add step 21 on Masters Column
- Add step 24 on Masters +16 Column
- Add step 25 on Masters +30 and Doctorate Column
- Increase the indexed base by \$1,775 to \$39,350
- Adjust the following overlays to the salary schedule
 - BS(1), \$4,925 (addition of \$1,200)
 - BS(2), BS+16 (1)-\$4,400 (addition of \$1,400)
 - BS(3), BS+16 (2),MS(1)-\$3,850 (addition of \$1,850)
 - BS(4), BS+16(3), MS(2), MS+16(1)-\$3,300 (addition of \$2,300)
 - BS(5), BS+16(4), MS(3), MS+16(2), MA+30(1)-\$2,560 (addition of \$2,060)
 - BS(6), BS+16(5), MS(4), MS+16(3), MA+30(2), Doc(1)-\$1,600 (didn't exist)
 - BS(7), BS+16(6), MS(5) MS+16(4), MA+30(3), Doc(2)-\$700 (didn't exist)

Paraeducator Salary Schedule

- Provide vertical step movement to all employees that qualify
- Provide horizontal step movement to those who qualify based on college hours
- Eliminate Para Praxis + 30 hours, +90 hrs from the salary guide
- Add step 19 to all columns on the salary schedule
- District will keep all base plans at the same rates, regardless of the renewal in March
- Add additional \$1.00 / hr stipend to those working in positions reflected on the salary guide
- Salary increases are reflected on the salary schedule

Article 5

Section 5.12- Insurance Benefits

District will keep all base plans at the same rate, regardless of the renewal in March.

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

Descriptions

SCHOOL DISTRICT OF GITY OF INDEPENDENCE. MISSOURI

B1:__

President. Board of Education

INDEPENDENCE PUBLIC SCHOOLS SALARY SCHEDULE - CLASSROOM TEACHERS 2024-2025

| STEP | B S \$44,625 | BS+16 (a) | MS(F) (b) | MS(F)+16 (c) | MS(F)+30 (c) | Doctorate |
|------|-----------------|-----------|-----------------|------------------|--------------|------------------|
| 1 | \$44,275 | \$45,718 | \$49,103 | \$50,52 0 | \$51,748 | \$54,132 |
| 2 | \$45,304 | \$46,722 | \$50,107 | \$51,334 | \$52,342 | \$54,787 |
| 3 | \$46,309 | \$47,726 | \$50,921 | \$51,929 | \$52,996 | \$55,641 |
| 4 | \$47,313 | \$48,540 | \$51,515 | \$52,583 | \$53,850 | \$57,195 |
| 5 | \$48,127 | \$49,135 | \$52,170 | \$53,437 | \$55,405 | \$58,750 |
| 6 | \$48,722 | \$49,789 | \$53,024 | \$54,992 | \$56,959 | \$60,304 |
| 7 | \$49,376 | \$50,643 | \$54,578 | \$56,546 | \$58,513 | \$61,858 |
| 8 | \$50,230 | \$52,198 | \$56,133 | \$58,100 | \$60,068 | \$63,413 |
| 9 | \$51,785 | \$53,752 | \$57,687 | \$59,655 | \$61,622 | \$64 ,967 |
| 10 | \$53,339 | \$55,306 | \$59,241 | \$61,209 | \$63,176 | \$66,521 |
| 11 | \$54,893 | \$56,861 | \$60,796 | \$62,763 | \$64,731 | \$68,076 |
| 12 | \$56,448 | \$58,415 | \$62,350 | \$64,318 | \$66,285 | \$69,630 |
| 13 | \$58,002 | \$59,969 | \$63,904 | \$65,872 | \$67,839 | \$71,184 |
| 14 | \$59,556 | \$61,524 | \$65,459 | \$67,426 | \$69,394 | \$72,738 |
| 15 | \$61,111 | \$63,078 | \$67,013 | \$68,981 | \$70,948 | \$74,293 |
| 16 | \$62,665 | \$64,632 | \$68,567 | \$70,535 | \$72,502 | \$75,847 |
| 17 | | \$66,187 | \$70,122 | \$72,089 | \$74,057 | \$77,401 |
| 18 | | | \$71,676 | \$73,644 | \$75,611 | \$78,956 |
| 19 | | | \$73,230 | \$75,198 | \$77,165 | \$80,510 |
| 20 | | | \$74,785 | \$76,752 | \$7B,720 | \$82,064 |
| 21 | | | \$76,339 | \$78,307 | \$80,274 | \$53,619 |
| 22 | | | | \$79,861 | \$81,828 | \$85,173 |
| 23 | | | | \$81,415 | \$83,383 | \$86,727 |
| 24 | | | | \$82,969 | \$84,937 | \$88,282 |
| 25 | | | | | \$86,491 | \$89,836 |
| | | | | | | |

(a) The indexed base is \$39,350. Step 1 BS includes a salary overlay of \$4,925. Step 2 B3 and Step 1 BS+16 include a salary overlay of \$4,400. Step 3 B5, Step 2 B5+16 and Step 1 Manters Include a salary overlay of \$3,050. Step 4 B8, Step 3 B5+16, Step 2 MA and Step 1 MA+16 include a salary overlay of \$3,300. Step 6 B5, Step 4 B5+16, Step 3 MA and Step 2 MA+16, Step 1 MA-20 include a salary overlay of \$2,680. Step 6 B5, Step 5 B5+16, Step 5 MA, Step 3 MA+16, Step 2 MA+50, Step 1 Doc Include salary overlay of \$1,600 Step 7 B5, Step 6 B5+16, Step 5 MA, Step 4 MA+16, Step 3 MA+30, Step 2 Doc Include salary overlay of \$700

- (b) Graduate hours applicable to a Graduate Degree granted after qualifying for Missouri Certificate.
- (c) MS(F) requires a Master's Degree in Education, a Master's Degree in the teacher's content area or a Master's Degree, above, other than those defined plus a minimum of 18 graduate hours related to the teacher's assignment.
- (D) One-half hours must be graduate for all hours earned after Master's in Field.
- (E) National Board Certification will receive a \$3,000 annual atipend.
- (F) Master plus hours apply to those hours earned beyond the Master's Degree being conferred.
- (G) CTE certification placement in master's column based on number of years in applicable industry.
- (*) Reflects \$350 Stipend for additional training required of entry level teachers.

INDEPENDENCE SCHOOL DISTRICT PARAEDUCATOR SALARY SCHEDULE 2024-2025

| | | | | MS* or |
|------|--------|-------------|------------|----------------|
| | Para | A.A. or +60 | B.S. or | Current Teach. |
| Step | Praxis | hrs. * | +120 hrs * | Cert. |
| 1 | 15.50 | 16.50 | 17.39 | 18.45 |
| 2 | 15.80 | 16.80 | 17.71 | 18.86 |
| 3 | 16.10 | 17.10 | 18.02 | 19.29 |
| 4 | 16.40 | 17.40 | 18.33 | 19.74 |
| 5 | 16.70 | 17.70 | 18.66 | 20.13 |
| 6 | 17.00 | 18.00 | 18.97 | 20.55 |
| 7 | 17.30 | 18.30 | 19.29 | 20.97 |
| 8 | 17.60 | 18.60 | 19.60 | 21.39 |
| 9 | 17.90 | 18.90 | 19.92 | 21.82 |
| 10 | 18.20 | 19.20 | 20.24 | 22.23 |
| 11 | 18.50 | 19.50 | 20.55 | 22.66 |
| 12 | 18.80 | 19.80 | 20.87 | 23.09 |
| 13 | 19.10 | 20.10 | 21.18 | 23.50 |
| 14 | 19.40 | 20.40 | 21.51 | 23.93 |
| 15 | 19.70 | 20.70 | 21.82 | 24.34 |
| 16 | 20.00 | 21.00 | 22.13 | 24.77 |
| 17 | 20.30 | 21.30 | 22.45 | 25.19 |
| 18 | 20.60 | 21.60 | .22.76 | 25.51 |
| 19 | 20.90 | 21.90 | 23.08 | 25.82 |

Paraeducators may enter the scale on Step 1-12 based on prior experience as a paraeducator or classroom teacher in a public or private school setting.

\$2.50 will be added to the hourly salary of Paraeducators who currently work in noted classroom settings:

Behavior, Academic and Social Skills (BASS) Paraeducator
Communication, Behavior and Social Skills (CBSS) Paraeducator
Early Childhood Special Education (ECSE) Paraeducator
Life Skills Paraeducator
Paraeducator with Brailling Responsibilities
Emotionally Disturbed (ED) Paraeducator
R.I.S.E. Paraeducator

\$3.00 will be added to the hourly salary of Paraeducators who work as a Recovery Room Interventionist \$3.50 will be added to the hourly salary of Paraeducators/Recovery Room Interventionists who currently work in noted locations:

Independence Academy, Independence Academy Day Treatment, and Independence Academy Reach Program

Substitute Para Daily Rate: \$125

+ 60 College Hours/Substitute Teacher Certificate required

For schedule placements, college hours must be from a college or university with accreditation

* Missouri Substitute Teacher Certificate required.

SECOND 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 Thursday, February 22, 2024; 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 April, 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 <u>July 1</u> of 2024 (the "Effective Date").

The Association and District agree to the following:

Item 1

Section 5.8, Holidays and Non-workdays

Add the following Language

Paid holidays and other observations as non-work are defined in the District school calendar, unless otherwise designated by the Board are as follows:

- Fourth of July
- Labor Day
- Thanksgiving
- Christmas
- Memorial Day

Item 2

Article 9. Section 9.2-Leave Benefits

Add language immediately following "Bereavement Leave -3days" in Section 9.2:

In the event of death in the immediate family of the employee or spouse, bereavement leave may be used. "Immediate family" is defined for purposes of bereavement leave as spouse, parent, step-parent, grandparent, child, step-child, sibling, daughter or son-in-law, grandchild, aunt, uncle, niece, nephew or non-family residing within the staff member's home. This definition shall not apply to the term "immediate family" for purposes of sick leave. A maximum of three (3) days may be used in any school year for bereavement purposes. Bereavement leave is not accumulative. Bereavement leave will not be deducted from accumulated sick leave.

If in any school year additional leave is required for Bereavement purposes, these days will be deducted from sick leave. The administration reserves the right to request confirmation of the event.

Item 3

Article 6, Section 6.1-Salary Schedule

- Provide vertical step movement to all employees that qualify
- Add step 18 to all salary schedules
- Add additional \$1.00/hr (\$16.00) for part time, sub, and sub maintenance rate
- Salary increases are reflected on the salary schedule

Article 5, Section 5.12- Insurance Benefits

District will keep all base plans at the same rates, regardless of the renewal in March

Item 4

Article 9. Personnel Leaves

SECTION 9.1 Personnel Leaves

Policy E-115-P and Employee Manual E-115-E outline the provisions for personnel leaves. Prior to the effective date of any changes to this policy, the Association shall receive written notice of proposed changes and shall have the opportunity to provide comments regarding proposed changes.

SECTION 9.2 Leave Benefits

Employee Manual E-115-E provides the following leave benefits to twelve (12) month, full-time employees working 37.6 hours or more per week, including but not limited to:

Sick Leave – 12 days Personal Leave – 3 days

Bereavement Leave - 3 days

Emergency Leave - 5 to 10 days depending on circumstances

Leave of Absence - at the discretion of the Superintendent and approval of the Board.

SECTION 9.3 Impact of Changes to Personnel Leave Policy

Changes to Policy E-115-P and Manual Section E-115-E shall not be construed to reduce or eliminate the personal leave benefits as established by this policy in effect as of May 1, 2012.

SECTION 9.4 Vacation Leave

Policy E-115-P and Employee Manual E-115-E outline the provisions for vacation leave. Prior to the effective date of any changes to this policy, the Association shall receive written notice of proposed changes and shall have the opportunity to provide comments regarding the proposed changes.

SECTION 9.5 Vacation Leave Benefits

Employee Manual E-115-E provides the following leave benefits to twelve (12) month, full-time employee:

Less than six (6) months of service

Six (6) months to one year of service

One (1) year to five (5) years of service

Five (5) years of service and over

Ten (10) years of service and over

18 workdays

Twenty (20) years and over

20 workdays

As of June 30, of each year, up to one-half of the annual vacation allotment, if unused, may be compensated at the employee's then current rate if permitted by the Superintendent or the Superintendent's designee. This compensation, if provided, will be included in the July paycheck. All other vacation days, if unused by June 30, will be forfeited.

INDEPENDENCE EDUCATION SUPPORT PERSONNEL

BY: Milel U

3-1-24

President

SCHOOL DISTRICT OF CITY OF INDEPENDENCE, MISSOURI

BY:

President, Board of Education

ATTESTED BY:_

Secretary, Board of Education

INDEPENDENCE SCHOOL DISTRICT FACILITIES SALARY SCHEDULE 2024-2025

| Step | Custodian | Full Time Sub Custodian | Small Elem | Large Elem | Middle Schools & Academy | High Schools | Wrhse/ Grounds | | o d |
|------|-----------|-------------------------------|------------|------------|--------------------------------|-----------------|-------------------|------------|--------|
| 1 | 16.50 | 16.60 | 17.30 | 17.75 | 18.25 | 18,80 | | Grds/Maint | Maint* |
| 2 | 17.05 | 17.15 | 17.85 | 18.30 | | | 17.35 | 18.55 | 21.20 |
| 3 | 17.60 | 17.70 | 18.40 | 18.85 | 18.80 | 19,35 | 17.90 | 19.10 | 21.75 |
| 4 | 18.15 | 18.25 | 18.95 | | 19.35 | 19.90 | 18.45 | 19.65 | 22.30 |
| 5 | 18.70 | 18.80 | 2 400 | 19.40 | 19.90 | 20.45 | 19.00 | 20.20 | 22.85 |
| 6 | 19.25 | | 19.50 | 19,95 | 20.45 | 21.00 | 19.55 | 20.75 | 23.40 |
| 7 | 1 | 19.35 | 20.05 | 20,50 | 21.00 | 21.55 | 20.10 | 21.30 | 23.95 |
| 8 | 19.80 | 19.90 | 20.60 | 21.05 | 21.55 | 22.10 | 20.65 | 21.85 | 24.50 |
| | 20.35 | 20.45 | 21.15 | 21.60 | 22.10 | 22.65 | 21.20 | 22.40 | 25.05 |
| 9 | 20.90 | 21.00 | 21,70 | 22.15 | 22.65 | 23.20 | 21.75 | 22.95 | |
| 10 | 21.45 | 21.55 | 22.25 | 22.70 | 23,20 | 23.75 | 22.30 | 23.50 | 25.60 |
| 11 | 22,00 | 22.10 | 22.80 | 23.25 | 23.75 | 24.30 | 22.85 | | 26.15 |
| 12 | 22.55 | 22.65 | 23.35 | 23.80 | 24.30 | 24.85 | 23.40 | 24.05 | 26.70 |
| 13 | 23.10 | 23.20 | 23.90 | 24.35 | 24.85 | 25.40 | | 24.60 | 27.25 |
| 14 | 23.65 | 23,75 | 24.45 | 24.90 | 25.40 | | 23.95 | 25.15 | 27.80 |
| 15 | 24.20 | 24.30 | 25.00 | 25.45 | 25.95 | 25.95 | 24.50 | 25.70 | 28.35 |
| 16 | 24.75 | 24.85 | 25,55 | 26.00 | | 26.50 | 25.05 | 26.25 | 28.90 |
| 17 | 25,30 | 25.40 | 26.10 | | 26.55 | 27.05 | 25.60 | 26.80 | 29.45 |
| 18 | 25,85 | 25.95 | | 26.55 | 27.10 | 27.60 | 26.15 | 27.35 | 30.00 |
| | | 65,53 | 26.65 | 27.10 | 27.65 | 28.15 | 26.70 | 27.90 | 30.55 |

Small Elem: Elementary Head Custodians with buildings of less than 55,000 square feet and MS Asst. Head Custodian Large Elem: Elementary Head Custodians with buildings larger than 55,000 square feet and HS Asst. Head Custodian

New employees may enter the scale from Step 1 to 7 based on previous experience or specialized skills.

| Part Time Custodian Part Time Sub Custodian | \$ | 16.00 |
|---|----|-------|
| Sub Maintenance/Grounds | \$ | 16.00 |
| Custodial Trainer Stipend | Ş | 16.00 |
| Costodiai Tramer Stipeng | \$ | 1.00 |

^{*}Facilities Employees completing advanced training in requested areas of maintenance will receive \$1.00 more per hour for initial certification and \$1.50 more per hour for multiple certifications.

SECOND ADDENDUM TO THE AGREEMENT

BETWEEN THE

INDEPENDENCE TRANSPORTATION EMPLOYEES

ASSOCIATION AND THE

SCHOOL DISTRICT OF THE CITY OF

INDEPENDENCE, MISSOURI JULY I, 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, February 22, 2024; and,

WHERE AS, the Parties have reached certain understanding they desire to confinn in this Addendum to the Agreement between the Parties originally entered into in April, 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 <u>July 1</u> of 2024 (the "Effective Date").

The Association and District agree to the following:

Item 1

Article 9, Section 9.2-Leave Benefits

Add language immediately following "Bereavement Leave -3days" in Section 9.2:

In the event of death in the immediate family of the employee or spouse, bereavement leave may be used. "Immediate family" is defined for purposes of bereavement leave as spouse, parent, step-parent, grandparent, child, step-child, sibling, daughter or son-in-law, grandchild, aunt, uncle, niece, nephew or non-family residing within the staff member's home. This definition shall not apply to the term "immediate family" for purposes of sick leave. A maximum of three (3) days may be used in any school year for bereavement purposes. Bereavement leave is not accumulative. Bereavement leave will not be deducted from accumulated sick leave. If in any school year additional leave is required for Bereavement purposes, these days will be deducted from sick leave. The administration reserves the right to request confirmation of the event.

Item 2 Article 6, Section 6.1-Salary Schedule

- Provide vertical step movement to all employees that qualify
- Add step 22 to the attendant and driver salary schedules
- Add additional \$.50/hr (\$14.00) for extra work performed
- Salary increases are reflected on the salary schedule

Article 5. Section 5.12- Insurance Benefits

• District will keep all base plans at the same rates, regardless of the renewal in March

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 | V |
|---|---|
| BY: Lobert 1 mill 3-1-24 President | |
| SCHOOL DISTRICT OF CITY OF INDEPENDENCE, MISSOURI BY: | |
| President, Board of Education ATTESTED BY: Annatta Miller | |
| ATTESTED BY: (In Alle I (Illes) Secretary, Board of Education | |

INDEPENDENCE SCHOOL DISTRICT TRANSPORTATION DRIVER SALARY SCHEDULE 2024-2025

| | Hourly |
|----------|--------|
| Step | Rate |
| 4 | 19.10 |
| | |
| 3 | 19.50 |
| 3 | 19.90 |
| 4 | 20.30 |
| 5 | 20.70 |
| .6 | 21.10 |
| 7 | 21.50 |
| 8 | 21.90 |
| 9 | 22,30 |
| 10 | 22.70 |
| . 11 | 23,10 |
| 12 | 23.50 |
| 13 | 23.90 |
| 14 | 24,30 |
| 15 16 | 24.70 |
| 16 | 25.10 |
| 17 | 25,50 |
| 18 | 25.90 |
| 19 | 26.30 |
| 20 | 26.70 |
| 21 | 27.10 |
| 22 | 27.50 |

OTHER PAY:

Early Education Mid-day Routes

Routes Mid-day Route

Shuttle Route

Late Activity

Spare Driver

Bus Fueler

Driver Mentor

Route Driver Trip Rate

Route Driver Trip Rate - full benefits

Trip Driver Rate (Non Route)

1 - 1/2 hours guaranteed at hourly rate

1 hour guaranteed at hourly rate

1 hour guaranteed at hourly rate

1 - 1/2 hours guaranteed at hourly rate

\$7.25 per day in addition to guaranteed 6.25 hours a day at driver's hourly rate

\$9.25 per day in addition to driver's hourly rate

Step 1 of salary schedule

Same as salary schedule placement

Placed on driver salary schedule at the discretion of the Director of

Transportation based on experience

Trainees \$14,00 per h

\$14.00 per hour up to 40 hours

All Extra Non-Driving Work \$14.00 per hour (wash buses, meetings, tresh)

\$14.00 per hour

Seasonal Bus Washing Crew \$14.00 per hour

INDEPENDENCE SCHOOL DISTRICT TRANSPORTATION ATTENDANT SALARY SCHEDULE 2024-2025

| Step | Hourly Rate |
|----------------|-------------|
| T T | 14.25 |
| 2 | 14.60 |
| 3 | 14.95 |
| 4 | 15.30 |
| 5 | 15.65 |
| 6 | 16.00 |
| .7 | 16.35 |
| 8 | 16.70 |
| 9_ | 17.05 |
| 10 | 17.40 |
| 11 | 17.75 |
| 12 | 18.10 |
| 13 | 18.45 |
| 14 | 18.80 |
| 15 | 19.15 |
| 16 | 19,50 |
| 17 | 19.85 |
| 18 | 20.20 |
| 19 | 20.55 |
| 20 | 20.90 |
| 21 | 21.25 |
| 22 | 21.60 |

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:

\$14.00 per hour (bus washing, meeting, trash)

\$14.00 per hour (fueler)

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

Donate Item | Condition of Items(s) | Grant Item | Disposal/Scrap/Donate Disposal PUR-009 Disposal Disposal Disposal Disposal Disposal Disposal Disposal Donate Disposal Perkins 9 9 8 2 å 9 2 2 9 $\frac{9}{2}$ 8 8 2 8 2 2 8 8 2 S_N 2 2 2 2 å Obsolete Broken Obsolete Obsolete Obsolete Broken Broken Broken Broken Broken Broken Obsolete Obsolete Obsolete Obsolete Broken Broken Broken Broken Broken Broken Broken Poor Poor Poor Poor Donate 8 2 å ž å $\frac{9}{2}$ 2 9 9 2 ŝ 2 å 8 No 2 8 Š 9 $\frac{9}{2}$ 2 9 2 2 A191030297000759 Clarke2015HD-6 18WD-u-41223 XD01240754 1804867 1803563 Serial # 1246042 16004920 16004921 13017160 16000760 16000619 13007009 23000343 20003561 13021986 23000371 Asset # 23 Boxes Quantity 3-12-24 193 11 1 69 -ന 56 'n 4 \vdash 9 24 12 \leftarrow \leftarrow -Auto Scrubber - Advance BA 3521D Auto Scrubber - Converta Max20 Auto Scrubber - Advance 265LX Music Divider with metal Rails **Asset Description** Combo - Washer/Dryer Grand Piano and Dolly Commercial Freezer Flip Video Recorder Side by Side - Clarke Document Camera Refrigerator - Mini Folding Machine Shop Vac - Viper Chrome Flip Bit Books - Library All-In-One PC Chromebook Shelf - Purple Camcorder Projector Camera LapTop Monitor Freezer Phone Printer Easel IPad

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

| Date: | 3-12-24 | | | | CNAP/ DONAIE | | | |
|--------------------------------|----------|----------|---------------|-------------|--|----------------|-----------------------|----|
| Accet Decription | | | | | | | PUR-009 | |
| | Knantity | Asset # | Serial # | Donate Item | Donate Item Condition of Items(s) Grant Item | Grant Item | Dienocal /Carry | |
| Side by Side - Viper | - | 18003075 | 3031/ | N. | | | Disposal/scrap/Donate | |
| Side by Side Winer | | | 11000 | ON | Broken | No No | Disposal | |
| orde by side - viber | 1 | 20004563 | | No | Broken | A IN | | 7 |
| Smartboard | | | | | Dancie Concern | ON | Disposal | _ |
| | | | | 20 | Broken | S | Dienoral | |
| Student Desk - Combo | 26 | 13021645 | | S | Decker | | Disposal | |
| Telescope | - | 16002500 | | | DIOREII | No | Disposal | _ |
| - | 7 | TONOTONA | | 2 | Poor | SN C | Disposal | τ- |
| Upright Piano | -1 | 13010784 | | S | 2 | | Disposal | _ |
| Woching Machine | | | | 2 | POOF | 02 | Disposal | _ |
| washing machine - ringidalre | 1 | 13004957 | 4C03004120 | S | Broken | NI. | | |
| Wet/Dry Vac - Advance AWD 1320 | - | 23001420 | 2510422454525 | : | OCOUCIE | ON | Disposal | _ |
| | • | 07470007 | 521015210167 | 2 | Broken | 2 | Disposal | - |
| Wet/Dry Vac - Advance VL500 | Н | 13021573 | 10288 | S | Drokos | 1 | Disposal | _ |
| Wet/Drv Vac - Windsor Titan | - | A20000CC | | | DIONEIL | ON | Disposal | _ |
| | -1 | 4200022 | | S N | Broken | SN CN | Dicascal | - |
| Wet/Dry Vac - Windsor Titan | | 20002613 | | N N | Draken | | Disposal | - |
| Wet/Dry Vac - Windsor Titan | - | 01100000 | | | DIONEIL | 02 | Disposal | _ |
| | 4 | 23000370 | | No | Broken | S _o | Disposal | _ |
| | | | | | | | | _ |

Ayes:

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

Nays:

President