

BOARD OF EDUCATION
The School District of Independence

The Board of Education met in regular session Tuesday, April 9, 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, Mr. Dean Katt, Mr. Kevin Lathrom, Mrs. Leslie Hochsprung, Mrs. Sherry Potter, Mr. Todd Theen, Mr. Greg McGhee, PTA, INEA, 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 those in attendance.

Denise Fears made the motion to approve the minutes from the March 12, 2024 Board of Education meeting. The motion was seconded by Blake Roberson and unanimously approved by the Board of Education.

Anthony J. Mondaine made the motion that the Board of Education certifies the April 2, 2024 School Board member election results received from the Jackson County Board of Election Commissioners and the Kansas City Board of Election Commissioners with Brandi Prunte, Wendy Baird, and Carrie Dixon being elected as members of the Independence School District from April 2024 until April 2030.

Eric Knipp	5,326
Wendy Baird	7,313
Carrie Dixon	6,198
Zac Harmon-McLaughlin	4,951
Dr. Jason Vollmecke	2,166
Brandi Prunte	6,654
Dennis Green	5,199

The motion was seconded by Jill Esry and unanimously approved by the Board of Education

Mr. Knipp thanked the Independence community for allowing him to serve on the Board of Education for the last six years. He said he learned a lot about myself and about the Independence School District. He thanked the teachers and administrators for their dedication to the District, the staff, and especially to the kids. Mr. Knipp thanked Dr. Herl, Dr. Stout, Dr. Grant, and the Board of Education directors for their commitment and leadership for the Independence School District.

Mr. Greg Finke said that 12 years is a long time and he appreciated serving on the Board of Education. He thanked his wife and family for their support during this time. When he announced his candidacy 12 years ago, he felt it was time to give back to the community and the School District. He said it was a tough decision not to run again but his sons are now 12 and 11 years old and he needs to spend time with them. During his tenure he has seen a lot of changes: new schools built, numerous renovations to current buildings, innovative programs such as AVID, Leader in Me, and the Academies. He said these programs prepare students for the next 60 years of their lives by providing higher education courses and job certification opportunities. He commended the Administration for being visionary and innovative leaders for the ISD. He said they don't take people where they want to go but they take people where they ought to go. And lastly, to his fellow Board of Education members he said this is a thankless job that requires many decisions. He stated he appreciated their support and having been associated with the Independence School District for 25 years and the progress he has been part of during this time.

Mr. Blake Roberson shared that he had enjoyed working with and getting to know Mr. Knipp and Mr. Finke. He said Mr. Knipp is very trustworthy and he has known Mr. Finke since he was a student selling magazine subscriptions in the neighborhood. Mr. Roberson then read the story of the "Starfish" and on behalf of the Board of Education presented Mr. Knipp and Mr. Finke each with a Starfish plaque in honor of their service to the Independence School District

Mrs. Denise Fears said thank you to Mr. Knipp for his gift of providing his calm leadership to the Board of Education, for his even tone, unwavering ability to keep the Board on track, and never making her feeling she was

in the wrong. She said to Mr. Finke that she had enjoyed watching his family grow over the 12 years, appreciated his financial expertise, and for always advocating for kids. She wished them the very best.

Mrs. Esry said she will miss their business minds on the Board and their quiet leadership. She thanked them and wished them well and said they had contributed more than they would ever know during their service on the Board of Education.

Mr. Anthony J. Mondaine thanked them for their leadership. He said they were an inspiration to the other Board of Education members and he was proud to be part of this Board.

Mrs. Carrie Dixon said she appreciated the mentoring, support, and expertise that they had provided to her during her first six years. She thanked them for their commitment to the Independence School District and the Board of Education and said that they will be missed.

The motion was made by Blake Roberson, second by Greg Finke, to adjourn the 2022-2024 Board of Education Sine Die. The motion was unanimously approved by the Board of Education.

Dr. Herl then reconvened the meeting and said the three recently elected members would be sworn in by the Board Secretary, Ms. Annette Miller.

Ms. Miller then administered the Oath of Office to Mrs. Brandi Prunte, Ms. Wendy Baird, and Mrs. Carrie Dixon.

Following the swearing in ceremony, Dr. Herl asked for nominations for the office of President of the Board of Education for the 2024-2026 term.

Jill Esry made the motion to nominate Carrie Dixon as President of the Board of Education for the 2024-2026 term.

Dr. Herl asked if there were any other nominations for the office of President of the Board of Education

Wendy Baird nominated Anthony J. Mondaine as President of the Board of Education for 2024-26 term.

Dr. Herl asked if there were any other nominations for the office of President of the Board of Education. There being no other nominations, Dr. Herl stated nominations were closed.

Dr. Herl called for the vote for Carrie Dixon as President of the Board of Education for the 2024-2026 term.

Yes votes: Blake Roberson, Jill Esry, Carrie Dixon, and Denise Fears.

No votes: Brandi Prunte, Wendy Baird, and Anthony J. Mondaine

Dr. Herl declared that Carrie Dixon was elected President of the Board of Education for the 2024-2026 term.

Mrs. Dixon then called for nominations for the office of Vice-President of the Board of Education for the 2024-2026 term.

Brandi Prunte nominated Anthony J. Mondaine as Vice President of the Board of Education for the 2024-2026 term.

Mrs. Dixon asked if there were any other nominations for the office of Vice-President of the Board of Education. There being no other nominations, Mrs. Dixon said nominations were closed.

Mrs. Dixon called for the vote for Anthony J. Mondaine as Vice-President of the Board of Education for the 2024-2026 term.

Yes votes: Brandi Prunte, Wendy Baird, Anthony J. Mondaine, Blake Roberson, Jill Esry, Carrie Dixon, and Denise Fears.

Mrs. Dixon declared that Anthony J. Mondaine was elected Vice-President of the Board of Education for the 2024-2026 term.

Mrs. Dixon then called for nominations for the office of Treasurer of the Board of Education for the 2024-2026 term.

Jill Esry nominated Denise Fears as Treasurer of the Board of Education for the 2024-2026 term.

Mrs. Dixon asked if there were any other nominations for the office of Treasurer of the Board of Education. There being no other nominations, Mrs. Dixon said nominations were closed.

Mrs. Dixon called for the vote for Denise Fears as Treasurer of the Board of Education for the 2024-2026 term.

Yes votes: Brandi Prunte, Wendy Baird, Anthony J. Mondaine, Blake Roberson, Jill Esry, Carrie Dixon, and Denise Fears.

Mrs. Dixon declared that Denise Fears was elected Treasurer of the Board of Education for the 2024-2026 term.

Mrs. Dixon then called for nominations for the office of Secretary of the Board of Education for the 2024-2026 term.

Blake Roberson nominated Annette Miller as Secretary of the Board of Education for the 2024-2026 term.

Mrs. Dixon asked if there were any other nominations for the office of Secretary of the Board of Education. There being no other nominations, Mrs. Dixon said nominations were closed.

Mrs. Dixon called for the vote for Annette Miller as Secretary of the Board of Education for the 2024-2026 term. Yes votes: Brandi Prunte, Wendy Baird, Anthony J. Mondaine, Blake Roberson, Jill Esry, Carrie Dixon, and Denise Fears.

Mrs. Dixon declared that Annette Miller was elected Secretary of the Board of Education for the 2024-2026 term.

Blake Roberson made the motion that the Board of Education approves the Amended Agenda as presented. The motion was seconded by Jill Esry and unanimously approved by the Board of Education.

Mrs. Dixon stated that one person had requested to address the Board of Education. Mrs. Dixon read Policy C-140-P regarding employees or patrons addressing the Board during the Board of Education meeting.

Sheri Tindle, 3708 South Grand Avenue, Independence 64055 requested to address the Board of Education regarding IV. Consent Agenda, Item 3. Approval to Let Bids for Temporary/Substitute Services. She thanked the Board of Education for allowing her to speak and for their service to the community. She wanted to express her thoughts regarding letting bids for sub services and she assumed it was already decided. She talked about how private companies are in this business to make money. She said the money the District would spend on utilizing an outside company would be better spent increasing the rate for substitutes. The District could pay substitutes \$160 per day instead of the current \$130 per day. Ms. Tindle said having permanent subs in buildings is valuable as it provides structure and continuity for kids and staff. She said since she started as a sub for the Independence School District that she has been kept busy.

Mrs. Dixon thanked her for her comments.

Ms. Baird asked that IV. Consent Agenda 3. Approval to Let Bids for Temporary/Substitute Services be pulled and placed under VI. New Business. She said this would provide for further discussion.

Dr. Herl reported that the Bills total for the month of April is \$9,445,912.80 and there was one item to Let Bids for: an Intercom System at James Bridger Middle School.

Blake Roberson made the motion to approve the Consent Agenda as presented:

1. Approval of April 9, 2024 List of Bills totaling \$9,445,912.80
2. Approval of Personnel Recommendation #19
 - A. Request to Resign (Certificated Staff) Effective End of the 2023-2024 School Year.
 1. Janelle Baldi, Art/George Caleb Bingham Middle School
 2. Tyler Beck, Second Grade/Spring Branch Elementary School
 3. Chloe Bertish, Speech Language/Abraham Mallinson Elementary School
 4. Shelby Bessett, ELA/George Caleb Bingham Middle School
 5. Payton Caldwell, Fifth Grade/ Abraham Mallinson Elementary School
 6. Betty Gowler, ELA/Nowlin Middle School
 7. Matthew Hahn, Science/ George Caleb Bingham Middle School
 8. Quentin Hill, Social Studies/Truman High School
 9. Moriah Johns, Math/Math/Jim Bridger Middle School
 10. Jay Koster, PE/Jim Bridger Middle School
 11. Michael Lane, Science/Nowlin Middle School
 12. Dennis Luke, Metals/Van Horn High School
 13. Taylor McCoy, ELA/Jim Bridger Middle School
 14. Vicky Nunez, Second Grade/John W. Luff Elementary School
 15. Marilyn Padgett, Spanish/Pioneer Ridge and George Caleb Bingham Middle Schools
 16. Brittany Peck, Special Education/Little Blue Elementary School
 17. Lauren Rankin, Music/Abraham Mallinson and Sugar Creek Elementary Schools
 18. Rachel Schmidt, Special Education/Sycamore Hills Elementary School
 19. Jennifer Silvy, Fifth Grade/William Southern Elementary School
 20. Jenna Socha, Kindergarten/Sugar Creek Elementary School
 21. Kaycee Speiser, Third Grade/Bryan Elementary School
 22. Margaret Stewart, French/Van Horn High School

23. Jesse Taylor, Art.Thomas Hart Benton Elementary School
 24. Jaedon Tesairik, Music/Cassell Park Elementary School
 25. Silvia Whiteto, Science/Van Horn and Truman High Schools
 26. Leigh Ann Williams, Teacher/Glendale Elementary School
 27. Haylee Woods, Mentor Teacher/Pioneer Ridge Middle School
 28. Lydia Zimmerman, Teacher/Cassell park Elementary School
- B. Request to Retire (Certificated Staff) Effective End of the 2023-2024 School Year.
1. Sherrill Callahan, Parent Educator/Shine Center
 2. Kim Engstrom, First Grade/Korte Elementary School
 3. David Maglich, Special Education/Truman High School
- C. Request to Hire (Certificated Staff) for the 2024--2025 School Year.
1. Jamaal Anderson, ROTC Instructor
 2. Seresa Arndt, Science Teacher
 3. Wendy Basso, Special Education Teacher
 4. Cyrene Brown, Elementary teacher
 5. Holly Cain, Elementary Teacher
 6. Rosemary Collins, Middle School Math
 7. Allyson Craig, Elementary Teacher
 8. Katrina Hlousek, ELL Teacher
 9. Megan Hummel, Special Education Teacher
 10. Amy Kempfe, English Teacher
 11. Desiree Labbe, Elementary Teacher
 12. Heidi Mertens, Counselor
 13. America Nicholson, ELL Teacher
 14. Mariah Reeves, Process Coordinator
 15. Andre Sockmack, French Teacher
 16. Jaclyn Uptegrove, Journalism Teacher

3. Approval to Let Bids for an Intercom System at James Bridger Middle School.

The motion was seconded by Jill Esry and was unanimously approved by the Board of Education.

Dr. Herl reported that the Four Day School Week survey from Missouri State University has been sent out. He said another reminder will go out Thursday. The survey will then be closed and hopefully by the next Board of Education meeting the results will be available. He stated that SB 727 has become an omnibus bill that includes: vouchers with \$50 million as the hard cap with \$75 million as a soft cap depending on inflation; the income threshold goes from \$200% to 300% of free and reduced lunch requirements (family of four could earn \$165,000); vouchers could go statewide and not just in charter counties; and it would no longer be tied to transportation funding. SB727 would also establish a minimum of 169 days attendance; the Four Day School Week would have to go to a vote in 2026-2027; it adjusts the attendance formula to 50% enrollment and 50% daily attendance by 2029-2030 school year; requires a \$40,000 minimum teacher salary for 2025-2026, and would be adjusted annually starting in 2028-2029 but there is no funding mechanism for this requirement. This requirement could bankrupt school districts based on these calculations: FY25 cost of \$160 million and FY26 cost of \$581 million. Dr. Herl reported on the Attorney General's lawsuit against Jackson County regarding the Assessed Valuation issue. He and the Attorney General is wanting to put the Jackson County Assessed Valuation rates back to the 2021 level which means the District would lose \$15.7 million from the Operating Fund and \$3.4 million from the Debt Service Fund.

The Agenda Item for letting bids for temporary/substitute services was discussed. Dr. Stout said the District is wanting to increase the substitute fill rate for teachers, paraprofessionals, special education paraprofessionals, early education teachers, early education paraprofessionals, RNs, and LPNs. He said that he, Dr. Robinson, and Kevin Lathrom had discussed this issue as the Human Resources Department is seeing an uptick in the need for fill rates. He said the District is looking at ways to help teachers as they see teachers having to cover other classrooms during their planning time every day. He said this agenda item is only to gather information and see what data they might receive. He stated that the Administration is asking the Board of Education to allow them to let bids and gather the information to see if the District would want to pursue this possibility.

Blake Roberson made the motion that the Board of Education approves the Letting of Bids for Temporary/Substitute Staff Services. The motion was seconded by Jill Esry and unanimously approved by the Board of Education.

Dr. Robinson reviewed the proposed changes to the 2024-2025 Career Ladder Program. He said Stage I requires 50 clock hours, Stage II requires 75 clock hours, and Stage III requires 100 clock hours. Dr. Robinson said Career Ladder Plans can be submitted from May 1st to September 30th; February 1st is the deadline for submitting amendments; and April 15th is the date to submit completed Career Ladder Plans for approval.

The motion was made by Blake Roberson that the Board of Education approves the 2024-2025 Career Ladder Program, Stages I, II, and III for District teachers that participate in the Program. The motion was seconded by Denise Fears and unanimously approved by the Board of Education.

Dr. Herl stated that the Department of Elementary and Secondary Education requires the District's 2023-2024 Calendar be adjusted for non-attendance due to inclement weather days. The adjustments for the five days that school will now be in session are as follows: March 11, April 8 and 29, and May 23 and 24, 2024.

Anthony J. Mondaine made the motion that the Board of Education approves adjusting the 2023-2024 School calendar to include March 11, April 8 and 29, and May 23 and 24, 2024 to regular student attendance days. The motion was seconded by Jill Esry and unanimously approved by the Board of Education. (Page 12621)

Dr. Herl said that Salary Guides are not usually approved at this time of year but due to Negotiations finishing early they are being submitted now. Typically they are included in the Budget process and approved in June with the District's Budget.

The motion was made by Denise Fears, second by Blake Roberson, that the Board of Education approves the 2024-2025 Salary Guides as presented. The motion was unanimously approved by the Board of Education.

Dr. Stout provided information regarding the recommendation to purchase Network Switches. He explained that the new switches would replace the outdated switches at Central Office, Nutrition Services, and Transportation. The purchase would be through the NASPO Contract and the Administration is recommending approving the quote from Provision Data Solutions at a cost of \$214,772.00.

Brandi Prunte made the motion that the Board of Education approves the purchase of Network Switches from Provision Data Solutions for \$214,772.00 using the NASPO contract. The motion was seconded by Jill Esry and unanimously approved by the Board of Education.

Dr. Herl said that SpedTrack is a software program used by the Special Education Department. This program assists with writing IEPs, evaluation reports, progress monitoring, and translation services for more than 20 different languages. The recommendation is to renew SpedTrack for four years at a cost of \$287,725.00 from Ion Wave Technologies, LLC.

A motion was made by Denise Fears, second by Wendy Baird, that the Board of Education approves the quote from Ion Wave Technologies, LLC for Sped Track for four years at a total cost of \$287,725.00. The motion was unanimously approved by the Board of Education.

Dr. Herl said the District utilizes the SeeSaw software to track student performance and provide two-way communication with families. The Administration is recommending renewing SeeSaw for three years and approving the quote at a cost of \$168,720.00.

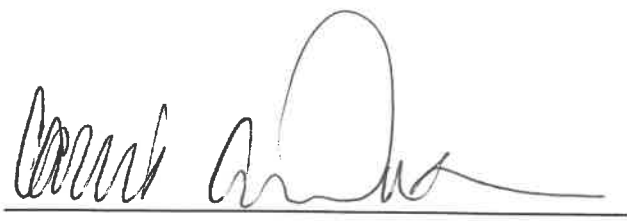
Anthony J. Mondaine made the motion, second by Brandi Prunte, that the Board of Education approves the quote from SeeSaw, Inc. to renew the SeeSaw software package for three years at a total cost of \$168,720.00. The motion was unanimously approved by the Board of Education.

There being no further business to come before the Board of Education, Blake Roberson made the motion, second by Denise Fears, to adjourn the meeting and go into executive session for legal, personnel, and real estate issues at 6:59 p.m. The motion was approved as follows:

Ayes: Carrie Dixon
Anthony J. Mondaine
Denise Fears
Blake Roberson
Jill Esry
Brandi Prunte
Wendy Baird

Nays:


Secretary


President

**INDEPENDENCE PUBLIC SCHOOLS
2023-2024 Teacher CALENDAR
REVISED 2/16/2024**

July 2023					August 2023					September 2023					October 2023					
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	3	4	5	6	
10	11	12	13	14	7	8	9	10	11	4	5	6	7	8	9	10	11	12	13	
17	18	19	20	21	14	15	16	17	18	11	12	13	14	15	16	17	18	19	20	
24	25	26	27	28	21	22	23	24	25	18	19	20	21	22	23	24	25	26	27	
31					28	29	30	31		25	26	27	28	29	30	31				
Student Attendance	0				Student Attendance	9				Student Attendance	17				Student Attendance	17				
Teacher Contract	0				Teacher Contract	14				Teacher Contract	18				Teacher Contract	19				
November 2023					December 2023					January 2024					February 2024					
M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	
		1	2	3					1	1	2	3	4	5					1	2
6	7	8	9	10	4	5	6	7	8	8	9	10	11	12	5	6	7	8	9	
13	14	15	16	17	11	12	13	14	15	15	16	17	18	19	12	13	14	15	16	
20	21	22	23	24	18	19	20	21	22	22	23	24	25	26	19	20	21	22	23	
27	28	29	30		25	26	27	28	29	29	30	31			26	27	28	29		
Student Attendance	16				Student Attendance	13				Student Attendance	14				Student Attendance	16				
Teacher Contract	17				Teacher Contract	14				Teacher Contract	16				Teacher Contract	17				
March 2024					April 2024					May 2024					June 2024					
M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	
				1	1	2	3	4	5			1	2	3	3	4	5	6	7	
4	5	6	7	8	8	9	10	11	12	6	7	8	9	10	10	11	12	13	14	
11	12	13	14	15	15	16	17	18	19	13	14	15	16	17	17	18	19	20	21	
18	19	20	21	22	22	23	24	25	26	20	21	22	23	24	24	25	26	27	28	
25	26	27	28	29	29	30				27	28	29	30	31						
Student Attendance	18				Student Attendance	19				Student Attendance	16				Student Attendance	0				
Teacher Contract	20				Teacher Contract	19				Teacher Contract	16				Teacher Contract	0				

A. Contract Days

July	Jan	16
August	Feb	17
Sept	March	20
Oct	April	19
Nov	May	16
Dec	June	17
		<u>170</u>

Tentative Summer School Start May 29
 Graduation May 17 & 18, 2024
 Seniors last day May 15

Weather Make Up Days

*Snow Days: #1-March 11, #2-May 23, #3-May 24, #4-April 8, #5-April 29

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

Required Student Contact Days	155
Required Teacher Contract Days	170
Float Work Day	<u>1</u>
Total Contract Days	171

Non Work Days Before/After Contract Days

No School / Non Contract
Professional Development - No School / Contract
First Day of School/Last Day of School
Teacher Work Day

Parent Teacher Conference week work extra Tu-Fr for Monday off (October)

*Snow day makeup March 11th
 March Parent Teacher Conference week work extra hours to equal 5 workdays Tuesday - Friday