

The Board of Education met in regular session Tuesday, May 14, 2024, at 6:00 p.m. in the Board Room at the Board of Education Office, 201 North Forest Avenue, Independence, Missouri.

Members Present: Mrs. Carrie Dixon, President
Mr. Anthony J. Mondaine, Vice President
Mrs. Denise Fears, Treasurer
Mrs. Jill Esry, Director
Mr. Blake Roberson, Director
Mrs. Brandi Prunte, Director
Ms. Wendy Baird, 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. Dean Katt, Mr. Kevin
Lathrom, Mr. Todd Theen, Mr. Greg McGhee, Mrs. Megan Murphy, MSTA,
INEA, PTA, interested patrons, staff, and Ms. Annette Miller.

The meeting was called to order by the President, Mrs. Carrie Dixon, and minutes of the meeting were recorded by the secretary, Ms. Annette Miller. Mrs. Dixon welcomed those in attendance.

Denise Fears made the motion to approve the May 14, 2024 Agenda as presented. The motion was seconded by Anthony J. Mondaine and was unanimously approved by the Board of Education.

Mrs. Dixon read Policy C-140-P regarding patrons and employees addressing the Board of Education as representatives from the State Auditor's Office had requested to speak.

Todd Schuler and Mackenzie Wooster, Office of the Missouri State Auditor, Mr. Schuler said school districts are selected for audits without a particular reason, due to a petition request, or other issues brought to the State Auditor's attention. Mr. Shuler said he doesn't know of any issues that prompted this audit. He said they are also auditing a school district on the St. Louis side and Kingston School District at this time. He talked about the items to be audited: internal controls, cash handling, compliance standpoint, management practices, appropriate approval of items by the Board of Education, areas where risks may exist, etc. Mr. Schuler said their field work may run through June 30 or longer possibly into August. He stated that when they are finished, they will bring a draft report back with recommendations to the Board of Education to be reviewed in a closed session before it becomes a public document. When asked if the District going to a four day school week was a determining factor for the audit, Mr. Schuler said the State Auditor selected the District and was aware that a survey had been conducted on the four day school week. He said that Mr. Fitzgerald wants to see more school districts audited. Mr. Shuler said Kelly Davis is his boss and he provided his office phone number and the hotline phone number if people would like to talk with them regarding any concerns or comments.

Dr. Herl reported the List of Bills for the month of May totals \$10,149,360.12 which is typical. He shared that there are two items under the Consent Agenda to Let Bids for: 1) Leased Digital Copiers, Supplies, and Services; and 2) Partial Roof Replacement at Three Trails Elementary School.

Brandi Prunte requested that Consent Agenda Items 4. Approval to Let Bids for Leased Digital Copiers, Supplies, and Services; and 5. Approval to Let Bids for Partial Roof Replacement at Three Trails Elementary School be moved to New Business for discussion.

Jill Esry made the motion that the Board of Education approves the May 14, 2024 Consent Agenda as presented:

1. Minutes – April 9, 2024
2. Approval of May 14, 2024 List of Bills totaling \$10,149,360.12
3. Approval of Personnel Recommendation #21
 - A. Request to Resign (Certificated Staff) Effective End of the 2023-2024 School Year.
 1. Leia Baker, Glendale Elementary School
 2. Rebecca Berck, Counselor/Nowlin Middle School
 3. Lauren Hotchkiss, ELA/Jim Bridger Middle School
 4. Kevin Huber, English/Truman High School
 5. Cara Hukill, Fourth Grade/Thomas Hart Benton Elementary School
 6. Melissa Irwin, Pre K Prep/Christina Ott Elementary School
 7. Danah Lindley, Math/Nowlin Middle School
 8. Nichole Light, Art/Procter and Bryant Elementary Schools

9. Jenny Little, fifth Grade/Korte Elementary School
 10. Lauren Miller, Building Coach/Three Trails Elementary School
 11. Kyle Morse, Science/William Chrisman High School
 12. Allison Smith, Math/Jim Bridge Middle School
 13. Maxwell Sollars, Special Education/Van Horn high School
 14. Joanna Varnum, LMS/Bryant Elementary School
- B. Request to Retire (Certificated Staff) Effective the End of the 2023-2024 School Year.
1. Doug Rawie, Science/Pioneer Ridge Middle School
- C. Request to Hire (Certificated Staff) Effective 2024-2025 School Year.
1. Tina Bailey, Art Teacher
 2. Samantha Barry, Music Teacher
 3. Kenneth Beach, Special Education Teacher
 4. Ashtin Bella, Elementary Teacher
 5. Michael Bland, Physical Education
 6. Lynne Boyette, Counselor
 7. Emily Bublo, Elementary Teacher
 8. Kate Cook, Elementary Teacher
 9. Jacob Cooley, Elementary Counselor
 10. Presley Davis, Music Teacher
 11. Mohamadou Diagana, Math Teacher
 12. Crystal Dorman, Elementary Teacher
 13. Stephen Franklin, Special Education Teacher
 14. Seth Fuentes-Dill, Elementary Teacher
 15. Maggie McCormick, Elementary Teacher
 16. Jacob Olszanski, Special Education Teacher
 17. Adrienne Patrick, Middle School Science
 18. Nequill Pese, Alternative Teacher
 19. Alexander Ray, Elementary Teacher
 20. Justin Robinson, Business Teacher
 21. Allison Rudolph, Pre K Teacher
 22. Kurt Schlanker, Social Studies Teacher
 23. Denise Schwery, School Psychologist
 24. Jacqueline Wilson, Music Teacher
 25. Maggie McCormick, Elementary Teacher
 26. Jacob Olszanski, Special Education Teacher
 27. Adrienne Patrick, Middle School Science
 28. Nequill Pese, Alternative Teacher
 29. Alexander Ray, Elementary Teacher
 30. Justin Robinson, Business Teacher
 31. Allison Rudolph, Pre K Teacher
 32. Kurt Schlanker, Social Studies Teacher
 33. Denise Schwery, School Psychologist
 34. Jacqueline Wilson, Music Teacher

The motion was seconded by Anthony J. Mondaine and unanimously approved by the Board of Education.

Dr. Herl reported SB727 was passed by the Legislature and signed by the Governor. It requires school districts in Charter Counties or City's with more than 30,000 to vote on whether to go to a four day school week beginning with the 2026-2027 school year and beginning with the 2025-2026 school year the minimum teacher salary has to be \$40,000 but there is no funding source. Some districts may not be able to pay this amount which could cause them to cut staff or change their salary steps to meet the requirement. It also includes an incentive for districts that have a 5 day school week but it requires them to have 169 days in their school calendar. Dr. Herl shared information on first year teacher certification statistics as provided by the Missouri Department of Elementary and Secondary Education. Dr. Herl discussed the results of the survey done by Missouri State University regarding the four day school week. The survey was sent to staff, students, and families. Missouri State University supplied a list of questions and the Administration selected which ones to use. The District did send e-mails and robo calls reminding staff, students, and families to respond. The survey cost the District \$3,000 and only one researcher from Missouri State University is listed on the results. He said State assessments are being given at the various grade levels and reminded the Board of Education of the upcoming graduations: William Chrisman High School is Friday, May 17, (6:30 p.m.) and Truman (5:00 p.m.) and Van Horn High Schools (6:30 p.m.) are on Saturday, May 18.

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

The Consent Agenda Item for Approval to Let Bids for Leased Digital Copiers, Supplies, and Services was moved to New Business for further discussion. Dr. Herl explained that currently, the District leases Digital Copiers for all District buildings and it is time to consider a new contract. Therefore, the District would need to let bids for the equipment, services, and supplies which will remain as a leased agreement and not a purchase.

Blake Roberson made the motion, second by Denise Fears, that the Board of Education approves letting bids for Leased Copiers, Supplies, and Services. The motion was unanimously approved.

The Consent Agenda Item for Approval to Let Bids for Partial Roof Replacement at Three Trails Elementary School was moved to New Business for further discussion. Dr. Herl said the roof is original from when Three Trails Elementary School became part of the Independence School District. The Facilities Department has a five year plan for building renovations/repairs but they do not have a timeline on replacing building roofs and flat roofs are bad about developing leaks. The Administration is recommending letting bids for a partial roof replacement at Three Trails due to part of the roof leaking. The District will also include in the bid an alternate option for a total roof replacement.

A motion as made by Wendy Baird, second by Jill Esry, that the Board of Education approves the letting of bids for partial roof replacement at Three Trails Elementary School. The motion was unanimously approved by the Board of Education.

Dr. Herl stated the District received the membership statement from the Missouri Schools Boards Association for the 2024-2025 year. He said the amount of the dues, \$13,510.00, is the same amount as last year's.

The motion was made by Anthony J. Mondaine that the Board of Education authorizes the School District to pay membership dues in the amount of \$13,510.00 to the Missouri School Boards Association for the 2024-2025 school year. The motion was seconded by Denise Fears and unanimously approved by the Board of Education.

Dr. Herl said the Policy Committee had reviewed Board of Education Policies and is recommending changes/additions to the following: C-110-P, C-140-P, C-170-P, G-235-P, G-275-P, E-200-P, F-105-P, F-130-P, and F-135-P. He said that all Policy changes require two readings for approval.

Wendy Baird and Brandi Prunte requested to remove Policies C-140-P and G-235-P for further discussion. Ms. Baird stated that she had some suggestions for changes to both of these Policies. These suggestions for changes/additions to Policies C-140-P and G-235-P will be taken back to ECounsel and the Policy Committee for further discussion and consideration.

Denise Fears made the motion to approve this as the first reading of changes/additions to Board of Education Policies C-110-P, C-170-P, G-275-P, E-200-P, F-105-P, F-130-P, and F-135-P as presented. The motion was seconded by Anthony J. Mondaine and unanimously approved by the Board of Education.

Dr. Herl asked Dave Johnson with CBIZ to share information on the District's upcoming Insurance coverages.

Mr. Johnson said CBIZ had negotiated for the District's dental insurance renewal with Cigna. The employee dental plan rate renewal will not have an increase in premium for the next 24 months with a rate cap of 7.5% effective with the 10/1/2026 renewal. Also, the dental plan's dependent costs will not increase.

Anthony J. Mondaine made the motion, second by Blake Roberson, that the Board of Education approves Cigna to continue to provide Dental Insurance coverage to the Independence School District effective on October 1, 2024. The motion was unanimously approved by the Board of Education.

Mr. Johnson said CBIZ negotiated with Blue Cross and Blue Shield of Kansas City for the District's health insurance coverage renewal. He said there will be an overall increase of 1% but there will be no increase to employees enrolled in the District's "Core" plans. The two Qualified High Deductible Plan and the Buy Up Preferred Care Blue Qualified High Deductible Plan will have a change to the in-network deductible from \$3,000 to \$3,200. The District will continue to contribute \$1,000 to a Health Savings Plan (HSA) for each employee enrolled in one of the QHDHP plans.

A motion was made by Brandi Prunte, second by Jill Esry, that the Board of Education approves Blue Cross and Blue Shield of Kansas City to provide Health Insurance coverage to the Independence School District becoming effective on October 1, 2024 as presented. The motion was unanimously approved by the Board of Education.

CBIZ also negotiated the renewal with Standard Insurance Company for the District's Board Paid Life, AD&D, Voluntary (employee paid) Life Insurance, and Board paid Long Term Disability Insurance. Mr. Johnson said there

will be no increase in cost for the Board Paid Life, AD&D, or Voluntary Life Insurance but there will be an increase cost for the Board Paid Long Term Disability coverage due to the higher claims experience. The rates are for two years effective October 1, 2024.

Blake Roberson made the motion that the Board of Education approves Standard Insurance Company to provide Life, AD&D, Voluntary (employee paid) Life Insurance, and Long Term Disability insurance coverage to the Independence School District becoming effective on October 1, 2024 and guaranteed for 24 months. The motion was seconded by Denise Fears and unanimously approved by the Board of Education.

Dr. Grant provided information on the STAR assessment platform. She said it is used by K-12 teachers to screen students in literacy and math and meets the State requirements established in SB681 for literacy and dyslexia and is also approved by DESE as an assessment vendor. The Administration is recommending approval of the purchase of Renaissance STAR for three years at a total cost of \$757,815.00.

The motion was made by Denise Fears, second by Blake Roberson, that the Board of Education approves the purchase of Renaissance STAR as the independence School District's assessment platform for three years at a total cost of \$757,815.00. The motion was unanimously approved by the Board of Education.

Dr. Grant said that Happy Numbers is currently used for grades K-5 as it is an electronic math resource for students who struggle with math or students who need an enrichment program to enhance their math instruction. The Administration is recommending approval to purchase Happy Numbers for three years at a cost of \$155,295.00.

Brandi Prunte made the motion, second by Denise Fears, that the Board of Education approves the renewal purchase of Happy Numbers math resource for grades K-5 for three years at a total cost of \$155,295.00. The motion was unanimously approved by the Board of Education.

Dr. Grant stated that teachers from all three high schools have selected the "On Baking" by Pearson as the class textbook for the new course called Baking Essentials for the 2024-2025 school year. The Administration recommends approval of this textbook.

Anthony J. Mondaine made the motion, second by Brandi Prunte, that the Board of Education approves the use of "On Baking" for the new course Baking Essentials. The motion was unanimously approved by the Board of Education.

Dr. Herl said that the District invests excess funds and bond funds through the MSBA Program called Missouri Securities Investment Program (MOSIP). The annual meeting is scheduled for June and the District is allowed to appoint a delegate. Dr. Herl said the District normally grants its proxy vote option to the MOSIP Board of Directors.

A motion was made by Blake Roberson that the Board of Education approves the District to elect to grant its proxy to the MOSIP Board of Directors to vote on its behalf. The motion was seconded by Jill Esry and unanimously approved by the Board of Education.

Dr. Herl explained that the Independence Academy building had been used for various purposes in the past and needed renovating into more of a school format as well as removal of some asbestos. The Administration is recommending accepting the bid of Excel Constructors for a cost of \$889,800.00 which is about \$300,000.00 less than expected.

Jill Esry made the motion, second by Anthony J. Mondaine, that the Board of Education approves the bid of \$889,800.00 from Excel Constructors for the renovation work at Independence Academy. The motion was unanimously approved by the Board of Education.

Dr. Herl said when remodeling a space, the District tries to provide new furniture. The Administration is recommending approval of the bid from SSI Furnishings under the TIPS Contract# 230201 for the Global and Offices to Go, the Omnia Contact# 07-65 for Carpets for Kids, and Equalis# EQ-052920-01B for Artcobell at a total cost of \$85,123.68 for Independence Academy.

The motion was made by Denise Fears, second by Blake Roberson, that the Board of Education approves the quote from SSI Furnishings for a total cost of \$85,123.68 for the replacement of furniture at Independence Academy. The motion was unanimously approved by the Board of Education.

Dr. Herl said the Administration is recommending approval of the bids from vendors through the Greater Suburban Kansas City Joint Purchasing Cooperative for District chemicals, lamination film, custodial equipment, and

consumable supplies for the 2024-2025 school year. He said the District saves money as they get very good prices through this Cooperative,

Wendy Baird made the motion, second by Blake Roberson, that the Board of Education approves the bids from vendors through the Greater Suburban Kansas City Joint Purchasing Cooperative to purchase the chemicals, lamination film, custodial equipment, and consumable supplies for the 2024-2025 school year. The motion was unanimously approved by the Board of Education.

Dr. Stout said the Nutrition Services Department in March issued an RFP for a General Grocery Supplies contract for a three year term with an additional option for another two years. Based on the bids received, the Administration is recommending approval of the bid from US Foods as the vendor for Nutrition Services General Grocery Supplies at a cost of \$3,290,609.73.

The motion was made by Anthony J. Mondaine, second by Jill Esry, that the Board of Education approves US Foods as the vendor for Nutrition Services General Grocery Supplies in the estimated amount of \$3,290,609.73 for a three-year initial timeframe with renewable options for a fourth and fifth year. The motion was unanimously approved by the Board of Education.

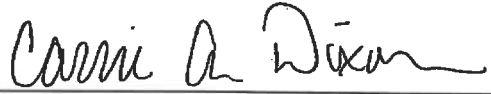
There being no further business to come before the Board of Education, Denise Fears made the motion, second by Jill Esry, to adjourn the meeting and go into executive session for legal §610.021(1), RSMo, real estate §610.021(2), and personnel §610.021(3) RSMo issues at 7:19 p.m. The motion was approved as follows:

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

Nays:



 Secretary



 President