

BOARD OF EDUCATION
School District of Independence
Tuesday, August 13, 2024

THE MEETING WILL BE HELD AT CENTRAL OFFICE, 201 NORTH FOREST AVENUE.

6:00 P.M. – Regular Board of Education Meeting

CALL TO ORDER

I. Approval of Agenda.

II. Request of District Citizens or Employees.

III. Consent Agenda (Action)

The matters listed under Item III. Consent Agenda, are considered to be routine by the Board of Education and will be enacted by one motion. There will be no separate discussions of the items. If discussion is desired, that item will be removed from the Consent Agenda and will be listed as the first item under the appropriate section of the Regular Agenda.

1. Minutes of Board Meeting – July 9, 2024

2. Approval of Bills (III. 2.)

Authorize the transfer of monies from the Incidental Fund to the Teachers Fund to meet the Teachers Fund obligations for the month and further approve the August 13, 2024 list of bills totaling \$7,798,924.93 as printed.

3. Approval to Let Bids for Two Lathes and Two Vertical Mills for Van Horn High School.

4. Approval to Let Bids for Partial Roof Replacement at Van Horn High School.

IV. Superintendent's Report/Miscellaneous.

V. New Business.

1. Approval of the 2024-2025 Professional Development Plan.

2. Approval of the 2024-2025 Curriculum Plan.

3. Approval of the 2024-2025 Assessment Plan.

4. Approval of Breakfast and Lunch Prices for Students and Adults

5. Approval to Accept Bid for Chiller Replacement for Truman High School.

6. Approval to Accept Bid for Chiller Replacement for William Chrisman High School.

7. Approval of Membership in the following Cooperatives: AEPA, Buy Board, Education Plus, Kansas City Suburban Joint Purchasing Cooperative, NPPGov, Omnia Partners, PEPPM, Sourcewell, and TIPS-USA

8. Approval of District Tuition Rate for 2024-2025 School Year.

9. Approval of Board of Education Goals.

10. Approval of Board of Education Norms.

11. Approval of Board of Education Manual.

12. Approval to Schedule Tax Levy Rate Hearing.

VI. Motion to Adjourn to Closed Session (Mo State Statutes 610.021)

The Next Regular Board of Education Meeting is Scheduled for Tuesday, September 10, 2024.

EXECUTIVE SESSION
Immediately Following Regular Meeting
**Closed Session Meetings will be held at Central Office, 201 North Forest Avenue,
Independence, Missouri**

- I. Approval of Minutes of Executive Session held: (Action)
1. July 9 and 15, 2024.

II. Closed Session for:

Personnel – § 610.021(3), RSMo. Actions related to the hiring, firing, disciplining or promotion of a District employee when the performance or individual merit of this employee is considered.

1. Personnel Recommendation #3

It is recommended that the: (II. 1.)

Certificated personnel requests for leaves of absence, resignation, or retirements be approved as listed.

Certificated personnel listed on the enclosed attachment be employed for the 2023-2024 school year.

Certificated personnel listed on the enclosed attachment be employed for the 2024-2025 school year.

Legal Matters – § 610.021(1), RSMo. Litigation including privileged communications between the Board, its representatives, and its attorneys.

III. Adjournment.

The Board authorizes the transfer of monies from the Incidental Fund to the Teachers Fund to meet the Teachers Fund obligation for the month and further approves the list of bills dated August 13, 2024 totaling \$7,798,924.93 as printed. The complete detailed list of bills is available for review in the Business Office.

**JULY 2024 LIST OF BILLS
13-Aug-24**

LIST OF BILLS

11 PHIL ROBERTS SCHOLARSHIP	11,000.00	
12 GENERAL OPERATING	5,461,886.12	
15 NUTRITION SERVICES	49,081.66	
16 ACTIVITY FUNDS	10,033.67	
17 SELF-INSURANCE FUNDS	-231,110.50	
21 TEACHERS RESTRICTED	0.00	
22 TEACHERS OPERATING	0.00	
31 DEBT SERVICE	636.00	
41 CAPITAL BOND FUNDS	0.00	
42 CAPITAL OPERATING	2,480,877.98	
45 NUTRITION CAPITAL FUND	16,520.00	
46 ACTIVITY CAPITAL FUND	0.00	
77 FIDUCIARY BENEFITS	0.00	
79 PUBLIC BUILDING CORP	0.00	
TOTAL DISBURSEMENTS TO BE APPROVED		7,798,924.93

Agenda Item #: III. 3.

Subject / Title: Approval to Let Bids for Two Lathes and Two Vertical Mills for Van Horn High School

Action Required Information Only (check one)

Description of Issue:

Background and rationale for this program / item

The Administration is recommending letting bids for two Lathes and two Vertical Mills for the Metal Shop at Van Horn High School. This equipment will be purchased through the approved DESE Grant for CTE Programs at Van Horn High School.

Desired results

Approval to let bids for two Lathes and two Vertical Mills for Van Horn High School.

Personnel

Greg McGhee, Director of Facilities/Purchasing

Resources

DESE Grant

Reviewed and Recommended:



Superintendent

7/16/24

Date

Motion for Board Action:

The Board of Education approves the letting of bids for two Lathes and two Vertical Mills for Van Horn High School.

Motion: _____

Second: _____

Board Action: Approved Not Approved Postponed (check one)

Agenda Item #: III. 4.

Subject / Title: Approval to Let Bids for Partial Roof Replacement at Van Horn High School

Action Required Information Only (check one)

Description of Issue:

Background and rationale for this program / item

As part of the District's Facilities Comprehensive School Improvement Plan, the Administration recommends letting of bids for the partial roof replacement at Van Horn High School.

Desired results

Approval to let bids for partial roof replacement at Van Horn High School.


Personnel

Greg McGhee, Director of Facilities/Purchasing

Resources

Capital Improvement Funding

Reviewed and Recommended:



Superintendent

8/16/24
Date

Motion for Board Action:

The Board of Education approves the letting of bids for partial roof replacement at Van Horn High School.

Motion: _____

Second: _____

Board Action: Approved Not Approved Postponed (check one)

Agenda Item #: v. 1.

Subject / Title: Approval of the 2024-2025 Professional Development Plan
Plan

Action Required Information Only (check one)

Description of Issue:

Background and rationale for this program / item

The District's professional development plan meets the requirements of the Missouri School Improvement Plan (MSIP) Standards and Guidelines for professional development as well as the Independence School District's Comprehensive School Improvement Plan and all District Initiatives. Professional development in the Independence School District is designed to increase student achievement through improved teacher practice. Professional development addresses the implementation of curriculum and instructional practices related to assessed student needs identified in the Comprehensive School Improvement Plan (CSIP). Continuous improvement is an integral part of every certificated teacher's job responsibilities and expectations.

Per Standards and Indicators L7-E of the MSIP 6 Guidelines, the Curriculum and Professional Development Department is seeking the Board of Education approval of the professional development plan.

Desired results

Approval by the Board of Education

Personnel

N/A

Resources

N/A

Reviewed and Recommended:



Superintendent

7/15/24

Date

Motion for Board Action:

The Board of Education approves the 2024-25 Professional Development Plan as required by the Missouri School Improvement Plan (MSIP) guidelines for the Independence School District.

Motion: _____

Second: _____

Board Action: Approved Not Approved Postponed (check one)

Agenda Item #: v. 2.

Subject / Title: Approval of the 2024-2025 Curriculum Plan

Action Required Information Only (check one)

Description of Issue:

Background and rationale for this program / item

The District's curriculum plan meets the requirements of the Missouri School Improvement Plan (MSIP) guidelines as well as Missouri and National Standards. Curriculum includes state standards, district scope and sequence, teacher planning documents, curricular units of instruction and consistency and coherence both vertically and horizontally. It is the day-to-day outlines of strategies teachers use to support student learning. The curriculum links standards, expectations for student learning and research based instructional practices. With the support of instructional coaches, teachers and administrators, the curriculum is reviewed annually and adjustments are made based on assessment results, student outcomes and teacher feedback. Through our professional development plan, teachers are provided the training and reflection to implement the written curriculum.

Desired results

Approval by the Board of Education

Personnel

N/A

Resources

N/A

Reviewed and Recommended:



Superintendent

7/15/24

Date

Motion for Board Action:

The Board of Education approves the 2024-25 Curriculum Plan, as required by the Missouri School Improvement Plan (MSIP) guidelines, for the Independence School District.

Motion: _____

Second: _____

Board Action: Approved Not Approved Postponed (check one)

Agenda Item #: v. 3.

Subject / Title: Approval of the 2024-2025 Assessment Plan

Action Required Information Only (check one)

Description of Issue:

Background and rationale for this program / item

The District's assessment plan meets the requirements of the Missouri School Improvement Plan (MSIP) guidelines. These guidelines require a listing of tests and the purpose of each test, guidelines for students with disabilities, a description of how the district assesses the Show-Me-Standards not addressed by MAP & EOC, how testing results are used, and provisions for staff development activities relating to assessment. In addition, provisions for teaching test taking skills to students and a test security policy are included.

Standard 6.2.5 of the Process Standards outlined in the Missouri School Improvement Plan (MSIP) asks for Board of Education approval of the assessment plan.

Desired results

Approval by the Board of Education

Personnel

N/A

Resources

N/A

Reviewed and Recommended:



Superintendent

7/15/24

Date

Motion for Board Action:

The Board of Education approves the 2024-25 Assessment Plan, as required by the Missouri School Improvement Plan (MSIP) guidelines, for the Independence School District.

Motion: _____

Second: _____

Board Action: Approved Not Approved Postponed (check one)

Agenda Item #: v. 4.

Subject / Title: Approval of Breakfast and Lunch Prices for Students and Adults

Action Required Information Only (check one)

Description of Issue:

Background and rationale for this program / item

Nutrition Services completed the DESE mandated Paid Lunch Equity, or PLE, tool for the 2024-2025 school year.

Breakfasts and lunches served to adults must be priced so that the adult payment is sufficient to cover the overall cost of the meal.

Desired result

Approval to increase:

Breakfast prices by \$0.10 for students to \$1.90;

Breakfast prices by \$0.15 for adults to \$2.65;

Lunch prices by \$0.10 for students to \$2.95 for Elementary and \$3.10 for Secondary students;

Lunch prices by \$0.10 for adults to \$4.35.

Personnel

N/A

Resources

N/A

Reviewed and Recommended:



Superintendent

7/16/24

Date

Motion for Board Action:

The Board of Education approves the following meal prices for breakfast: \$1.90 for Elementary students, \$1.90 for Secondary students and \$2.65 for adults; and for lunch: \$2.95 for Elementary students, \$3.10 for Secondary students, and \$4.35 for adults.

Motion: _____

Second: _____

Board Action: Approved Not Approved Postponed (check one)

Agenda Item #: v. 7.

Subject / Title: Approval of Membership in the following Cooperatives: AEPA, Buy Board, Education Plus, Kansas City Suburban Joint Purchasing Cooperative, NPPGov, Omnia Partners, PEPPM, Sourcewell, and TIPS-USA

Action Required Information Only (check one)

Description of Issue:

Background and rationale for this program / item

As a cost saving measure for the purchase of supplies, furniture, and equipment, the Administration recommends approval of Membership in the following Cooperatives: AEPA, Buy Board, Education Plus, Kansas City Suburban Joint Purchasing Cooperative, NCPA, NPPGov, Omnia Partners, Sourcewell, PEPPM, and TIPS-USA.

Desired results

Approval of Membership in the listed Cooperatives.

Personnel

Greg McGhee, Director of Facilities/Purchasing

Resources

Facilities

Reviewed and Recommended:



Superintendent

7/24/12

Date

Motion for Board Action:

The Board of Education approves District Membership in the following Cooperatives: AEPA, Buy Board, Education Plus, Kansas City Suburban Joint Purchasing Cooperative, NCPA, NPPGov, Omnia Partners, PEPPM, Sourcewell, and TIPS-USA.

Motion: _____

Second: _____

Board Action: Approved Not Approved Postponed (check one)

Agenda Item #: v. 8.

Subject / Title: Approval of District Tuition Rate for 2024-2025 School Year

Action Required Information Only (check one)

Description of Issue:

Background and rationale for this program / item

The Board of Education has the responsibility of setting the tuition rate for students whose parents or guardians own property in the Independence School District but live outside the District. These students are not counted in District numbers for any state aid purposes. At the present time, there are no tuition students. The Administration is recommending that the rate be set at \$13,011.18 for the 2024-2025 school year.

Desired results

Approval of the recommended tuition rate for the 2024-2025 school year.

Personnel
N/A

Resources
N/A

Reviewed and Recommended:



Superintendent

8/2/24

Date

Motion for Board Action:

The Board of Education approves the recommendation to set the 2024-2025 tuition rate at \$13,011.18 as presented.

Motion: _____

Second: _____

Board Action: Approved Not Approved Postponed (check one)

Agenda Item #: v. 9.

Subject / Title: Approval of Board of Education Goals

Action Required Information Only (check one)

Description of Issue:

Background and rationale for this program / item

The ISD Board of Education recently reviewed the 2019-2024 Board of Education Goals for the governance of the Independence School District. The goals provide a roadmap for the continuing improvement of the District. Based on the review, the Board of Education has revised the Goals for 2025-2029.

Desired results

Approval of the Independence School District Board of Education Goals.

Personnel

N/A

Resources

N/A

Reviewed and Recommended:



Superintendent

7/22/24

Date

Motion for Board Action:

The Board of Education approves the Board Goals for the 2025-2029 school years.

Motion: _____

Second: _____

Board Action: Approved Not Approved Postponed (check one)



INDEPENDENCE SCHOOL DISTRICT BOARD OF EDUCATION
GOALS 2025-2029



Academic Achievement

- Prioritize the Four Pillars of Success: Literacy, Math Computation and Problem Solving, College and Career Readiness, and Increasing Student Attendance
- Aggressively attract and retain exemplary staff
- Provide quality Professional Development that supports learning and growth of all ISD employees
- Successfully implement District umbrella programs (Leader in Me, AVID, ISD Academies)

Communication, Collaboration, and Culture

- Ensure everyone is treated with courtesy and professionalism
- Use a variety of strategies to reach our stakeholders such as town hall meetings, round-tables, forums, etc.
- Proactively seek out and involve community partners
- Highlight opportunities for parental engagement
- Promote the District as destination of choice for families
- Promote a secure, supportive and nurturing culture where everyone feels valued

Fiscal Responsibility

- Maintain sufficient fund balances to withstand financial difficulties
- Maintain and support long-range facilities plan
- Continue transparent fiscal reporting
- Maintain procedures to ensure fiscal accountability
- Seek innovative approaches for good financial stewardship

Legislative Advocacy

- Educate and inform federal, local and state officials about ISD legislative priorities
- Develop an annual legislative platform
- Inform patrons and employees of legislative issues
- Review Board of Education Policies at least semi-annually to include Board of Education suggestions and legally required changes

Agenda Item #: v. 10.

Subject / Title: Approval of Board of Education Norms

Action Required Information Only (check one)

Description of Issue:

Background and rationale for this program / item

The ISD Board of Education recently met and reviewed their 2018 Board of Education Norms for achieving the District's Vision, Mission, and Goals. This document includes the expectations of Board of Education members regarding their character traits (respect, responsibility, compassion, and integrity); preparation for meetings; governing in one voice; promotion of public education legislation; and acting as ambassadors for the ISD.

Desired results

Approval of the Independence School District Board of Education Norms.

Personnel

N/A

Resources

N/A

Reviewed and Recommended:



Superintendent

7/22/24
Date

Motion for Board Action:

The Board of Education approves the 2024 Board Norms as presented.

Motion: _____

Second: _____

Board Action: Approved Not Approved Postponed (check one)

**Board of Education Norms
Independence School District**

ISD Vision:

A community united to improve the quality of life through education.

District Mission Statement:

The Independence School District will ensure that each learner will achieve the skills and self-confidence to be successful in an ever-changing world.

Board of Education Goals:

Academic Achievement, Communication, Collaboration and Culture, Fiscal Responsibility, Legislative Advocacy

In order to achieve the District's Vision, carry out its Mission, and achieve the Board of Education's Goals, it is expected that ISD Board members will:

Demonstrate Professional and Ethical Behavior: Whether interacting with each other, administration, staff, students or community, Board members will adhere to character traits that are at the core of the ISD—respect, responsibility, compassion and integrity.

Engage in the Work of the Board: Members will thoroughly prepare for meetings by reading the Board packet. Questions of the Superintendent will be asked in advance of meetings when possible. Board members will attend Board, committee, and community meetings, arrive on time, remain on topic and adhere to the agenda. Board members will strive to attend all Board of Education sponsored events. (See Attachment A) Regular and intentional communication between the Board and the Superintendent will help ensure that all are on the same page and that information is shared in a timely manner. Board members will maintain confidentiality when necessary and appropriate.

Value and Respect Each Other, the Superintendent and Staff: Each opinion deserves the listening ear of every Board member. We will deliberate in many voices, but we will govern in one. While believing that each member is working for the best interests of ISD students, staff and community, the Board of seven will collaboratively engage to reach decisions as a whole board; and each member will give his or her undivided support of board decisions both in public and private. Courtesy shall be extended to every Board member, Superintendent and staff at all times.

Serve as Advocates for K-12 Public Education: Within the community, state and nation, ISD Board members will fight fiercely for the preservation of the public education system. Maintaining open communication with legislators, attending forums, legislative briefings and pursuing opportunities to become educated about public education is essential to the effectiveness of the ISD Board of Education.

Listen and Communicate Effectively: Board members will be District ambassadors in the community. As concerns, questions, and issues arise, Board members will be available and will listen to understand the situation. They will show appreciation for the information, direct the individual to make contact with the appropriate district personnel, and if circumstances warrant, shall channel this information to the Superintendent. Board members should make no promises to district residents related to administrative or policy issues nor should they contact district staff other than the superintendent in an effort to resolve administrative or policy issues. The first and most direct line of communication for Board members shall be with the Superintendent and the Board of Education President.

Approved by the Board of Education – August 2024

Carrie Dixon

Anthony J. Mondaine

Denise Fears

Jill Esry

Blake Roberson

Brandi Prunte

Wendy Baird

Attachment A

List of Board of Education Sponsored Events

1. New Teacher Luncheon
2. Project SHINE
3. Eighth Grade/McCoy Awards
4. Baccalaureate
5. High School Graduations
6. Teacher of the Year Breakfast
7. Classified Employee of the Year Breakfast
8. Retirement Banquet
9. Convocation
10. Adult Education Graduation
11. Wagon Wheel Games
12. Leadership Retreat Luncheon
13. Foundation Gala
14. Summer School Graduation
15. Cooperating School Districts of Greater Kansas City Annual Meeting

Agenda Item #: v. 11.

Subject / Title: Approval of the Board of Education Manual

Action Required Information Only (check one)

Description of Issue:

Background and rationale for this program / item

The Board of Education, Administration, and legal counsel have reviewed the Board of Education Manual that includes guidelines and responsibilities for the Board of Education Directors. The Administration recommends approval of the Board of Education Manual as presented.

Desired results

Approval of Board of Education Manual.

Personnel

N/A

Resources

N/A

Reviewed and Recommended:



Superintendent

8/6/24
Date

Motion for Board Action:

The Board of Education approves the Board of Education Manual as presented.

Motion: _____

Second: _____

Board Action: Approved Not Approved Postponed (check one)

Agenda Item #: v. 12.

Subject / Title: Approval to Schedule Tax Levy Rate Hearing

Action Required Information Only (check one)

Description of Issue:

Background and rationale for this program/item:

State statute requires the School District to hold a tax rate hearing and to set the tax levy rate prior to October 1 of each year. It is recommended that the tax rate hearing be scheduled for Tuesday, September 10, 2024 at 5:45 p.m. This is an open meeting.

Desired results:

Approval of Tax Levy Rate hearing.

Personnel:

N/A

Resources:

Included in District budget.

Reviewed and Recommended:



Superintendent

7/31/24
Date

Motion for Board Action:

The Board of Education approves Tuesday, September 10, 2024 at 5:45 p.m. for a Tax Levy Rate hearing.

Motion: _____ **Second:** _____

Board Action: Approved Not Approved Postponed (check one)