

BOARD OF EDUCATION
School District of Independence
Tuesday, October 8, 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 – September 10, 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 October 8, 2024 list of bills totaling \$11,967,157.90 as printed.

IV. Superintendent's Report/Miscellaneous.

V. New Business.

1. Approval of Salary Schedule Changes for Family School Liaison Staff.

2. Approval to Accept Bid and Contract for Partial Roof Replacement at Van Horn High School.

3. Approval to Accept Bid and Contract for the Replacement of the Football Synthetic Turf Field at William Chrisman High School.

4. Approval to Accept Bid and Contract for District Wide Solid Waste, Recycling, and Portable Restroom Service

5. Approval to Let Bids for Renovation of Fairmount Elementary School.

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

The Next Regular Board of Education Meeting is Scheduled for Tuesday, November 12, 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. September 10, 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.

Real Estate – § 610.021(2), RSMo. The Lease, purchase or sale of real estate where public knowledge of the details of the proposed acquisition might adversely affect the District's interests

Students – § 610.021(6), RSMo Scholastic probation, expulsion, discipline, or graduation of identifiable persons, including records of individual test or examination scores subject to the provisions of the Board's student records policy and regulations. (Amended 9-10-2024)

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 October 09, 2024 totaling \$11,967,157.90 as printed. The complete detailed list of bills is available for review in the Business Office.

**SEPTEMBER 2024 LIST OF BILLS
9-Oct-24**

LIST OF BILLS

11 PHIL ROBERTS SCHOLARSHIP	2,000.00
12 GENERAL OPERATING	7,783,648.80
15 NUTRITION SERVICES	1,195,292.18
16 ACTIVITY FUNDS	40,264.90
17 SELF-INSURANCE FUNDS	150,997.71
21 TEACHERS RESTRICTED	0.00
22 TEACHERS OPERATING	10,108.56
31 DEBT SERVICE	0.00
41 CAPITAL BOND FUNDS	0.00
42 CAPITAL OPERATING	2,781,904.75
45 NUTRITION CAPITAL FUND	2,941.00
46 ACTIVITY CAPITAL FUND	0.00
77 FIDUCIARY BENEFITS	0.00
79 PUBLIC BUILDING CORP	0.00

TOTAL DISBURSEMENTS TO BE APPROVED

11,967,157.90

Agenda Item #: v. 1.

Subject / Title: Approval of Salary Schedule Changes for Family School Liaison Staff

Action Required Information Only (check one)

Description of Issue:

Background and rationale for this program / item

The Administration is recommending approval of changes to the 2024-2025 Salary Schedules for 10 and 11 month Family School Liaison employees effective January 1, 2025. This change is necessary in order to meet the exempt amount required by 29CFR Part 541 that pertains to exemption amounts for executive, administrative, professional, computer, and outside sales employees.

Desired results

Approval of salary schedule changes effective January 1, 2025 for 10 and 11 month Family School Liaison Staff.

Personnel

N/A

Resources

N/A

Reviewed and Recommended:



Superintendent

9/24/24

Date

Motion for Board Action:

The Board approves the revised salary schedules for 10 and 11 month Family School Liaison staff effective January 1, 2025 as presented.

Motion: _____

Second: _____

Board Action: Approved Not Approved Postponed (check one)

**INDEPENDENCE SCHOOL DISTRICT
FAMILY SCHOOL LIAISON
10 MONTH
SALARY SCHEDULE
2024-2025**

STEP	BS	BS + 16	MS/MA
1	40,691	41,558	43,024
2	41,776	42,754	44,326
3	42,862	43,946	45,628
4	43,946	45,139	46,931
5	45,031	46,334	48,232
6	46,116	47,526	49,535
7	47,201	48,721	50,835
8	48,286	49,915	52,139
9	49,373	51,108	53,441
10	50,458	52,301	54,743
11	51,542	53,496	56,045
12	52,627	54,688	57,347
13	53,712	55,883	58,650
14	54,797	57,076	59,951
15	55,883	58,270	61,254
16	56,973	59,463	62,555
17	58,064	60,657	63,858
18	0	61,851	65,160
19	0	0	66,463
20	0	0	67,764

New employees will be placed on the scale as follows:

- BS placed on Step 10 and frozen until experience matches step.
- BS + 16 placed on Step 8 and frozen until experience matches step.
- MS/MA placed on Step 7 and frozen until experience matches step.

**INDEPENDENCE SCHOOL DISTRICT
FAMILY SCHOOL LIAISON
11 MONTH
SALARY SCHEDULE
2024-2025**

STEP	BS	BS + 16	MS/MA
1	45,574	46,658	48,286
2	46,658	47,880	49,617
3	47,744	49,100	50,946
4	48,830	50,322	52,275
5	49,915	51,542	53,604
6	51,001	52,763	54,933
7	52,084	53,982	56,262
8	53,169	55,204	57,591
9	54,255	56,425	58,920
10	55,340	57,646	60,250
11	56,425	58,867	61,579
12	57,510	60,087	62,908
13	58,595	61,308	64,238
14	59,681	62,529	65,567
15	60,766	63,749	66,896
16	61,851	64,970	68,226
17	62,936	66,191	69,554
18	0	67,413	70,884
19	0	0	72,214
20	0	0	73,544

New employees will be placed on the scale as follows:

- BS placed on Step 9 and frozen until experience matches step.
- BS + 16 placed on Step 8 and frozen until experience matches step.
- MS/MA placed on Step 6 and frozen until experience matches step.

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FAMILY SCHOOL LIAISON
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2024-2025**

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17	58,064	60,657	63,858
18	0	61,851	65,160
19	0	0	66,463
20	0	0	67,764

New employees will be placed on the scale based on experience.

**INDEPENDENCE SCHOOL DISTRICT
FAMILY SCHOOL LIAISON
11 MONTH
SALARY SCHEDULE
2024-2025**

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This is an active Bid proposal, so no information will be disclosed until the Board of Education acts on the presented information at the Board of Education meeting.

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Agenda Item #: v. 5.

Subject / Title: Approval to Let Bids for Renovation of Fairmount Elementary School

Action Required Information Only (check one)

Description of Issue:

Background and rationale for this program / item

The Administration recommends letting bids for interior renovation work at Fairmount Elementary School. This will allow for updates to the facility by adding classrooms and providing necessary space for staff and students.

Desired results

Approval to let bids for interior renovation work at Fairmount Elementary School.

Personnel

Greg McGhee, Director of Facilities/Purchasing

Resources

District Capital Improvement Dollars

Reviewed and Recommended:



Superintendent

10/1/24

Date

Motion for Board Action:

The Board of Education approves the letting of bids for interior renovation work at Fairmount Elementary School.

Motion: _____

Second: _____

Board Action: Approved Not Approved Postponed (check one)