

BOARD OF EDUCATION
The School District of Independence

The Board of Education met in a special session Tuesday, April 8, 2025 at 5:00 p.m. in the Board Room at the Administration Building, 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 (by Chromebook)
 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. Anthony Robinson, Dr.
 Pam Boatright, Mrs. Megan Murphy, Mrs. Sherry Potter, Mr. Todd Theen, Mr. Greg
 McGhee, INEA, MSTA, PTA, patrons, staff, and Ms. Annette Miller.

The meeting was called to order by the President, Mrs. Carrie Dixon. She stated the purpose of this meeting was for a Board of Education Work Session and minutes of the meeting were recorded by the secretary, Ms. Annette Miller.

Mrs. Dixon said the item for discussion is Alternative Methods of Instruction (AMI).

Dr. Boatright presented an overview including the School District's Mission and Vision Statements that address providing a quality education for all students. She referenced the Four Pillars: Literacy, Math Computation and Problem Solving, College and Career Readiness, and Increasing Student Attendance. AMI plans can include online learning, enrichment activities, and learning activities that don't require technology. Virtual plans can be accessed from home or anywhere with an internet connection which will allow students to take classes online or through digital media. Dr. Boatright shared the State requirements regarding a District using an AMI plan which has to be submitted annually to DESE and the maximum hours could not be over 36. She discussed the advantages and challenges of using AMI, the potential financial impact, and how AMI could be effectively instituted.

The Board of Education and Administration discussed the financial implications, number of students with internet in their homes, which students have access to take Chromebooks home, impact on students' average daily attendance, sending paper lesson packets home with elementary students at fall Parent-Teacher Conferences, not having to schedule five day school weeks instead of four, five inclement weather days already built into the 2025-2026 school calendar, students not receiving in-person instructional time, how classified staff would make up time for AMI days, possible grants for hot spots that students could use, and not having any staff person lose pay.

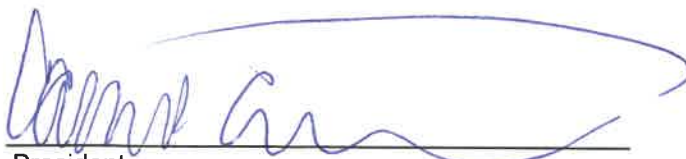
Following this discussion, it was decided that the 2025-2026 school calendar has five (5) inclement weather days already built in and that any additional inclement weather days/hours that the District would be required to make up will be on an every other day basis using AMI.

The motion was made by Brandi Prunte, second by Blake Roberson, to adjourn the Special Session at 5:53 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

BOARD OF EDUCATION
The School District of Independence

The Board of Education met in regular session Tuesday, April 8, 2025, 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, Mrs. Sherry Potter, Mr.
 Kevin Lathrom, Mr. Todd Theen, Mr. Greg McGhee, Mrs. Meghan Murphy,
 MSTA, INEA, 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 everyone.

Brandi Prunte made the motion to approve the April 8, 2025 Agenda as presented. The motion was seconded by Denise Fears and unanimously approved by the Board of Education.

Mrs. Dixon said there were three requests to address the Board of Education. Mrs. Dixon then read Policy C-140-P regarding Public Comment to the Board of Education.

Stana Eager, 1819 South Leslie Avenue, Independence, MO 64055 addressed the Board of Education regarding Agenda Item 10. – Approval of the compilation of communications from the March Board meeting and snow makeup. She said the MSBA web site states that Board members are to be advocates and therefore they need to have all available information in order to make their decisions. She said that barriers are being put up by charging more than \$10,000 for the requested Sunshine Law information. Mrs. Eager said the cost should be waved or reduced. She also addressed that the information would not be available until summer. She said this goes to a problematic issue and there is common knowledge of a lack of transparency in the District.

Angie Warner, 803 North Mohawk Avenue, Independence, MO 64056 addressed the Board of Education regarding Agenda Item 2. – Approval of salary guides for the 2025-2026 school year. She said she has served for over 25 years as a Recovery Room Interventionist with no formal training when she started. Over the years, the RRI role has transformed and now has District led training on how to meet the students' needs. RRIs are still listed as classified staff but they are not typical substitutes. They manage recovery classrooms under supervision, document behavior, and they mirror teacher work days. Ms. Warner said that the RRI roles are difficult positions that require training due to their responsibilities. Ms. Warner said RRIs help students during difficult times and they are their life line. She said they are understaffed and asked that consideration be given to making RRIs a salaried position similar to the Family School Liaison position. She thanked the Board for considering her request.

Melissa Sutherland, 821 East Lexington, Independence, MO 64050 addressed the Board of Education regarding Agenda Item 2. – Approval of salary guides for the 2025-2026 school year. She said that she is a parent and started as a substitute teacher in the District in August 2020. Ms. Sutherland said that she enjoys subbing and strives to give her best when filling in for the teachers. She was honored last year to be asked to serve as a long term substitute. She said the current substitute daily rate is \$130, long term with a Missouri certificate is \$165 per day and without a Missouri certificate the rate is \$140 per day. She asked that the pay rate for long term substitutes be amended to be equal to teachers and that the increased incentive might result in more long term positions being filled.

Wendy Baird made the motion, second by Brandi Prunte, that the Board of Education approves the Consent Agenda as presented. Dr. Herl said the Bills total for April 2025 is \$10,915,745.81 which is a little higher than last year (\$9,445,912.80) due to salary increases, taxes, etc. The Administration is recommending approval to let bids for: 1. Nutrition Service Preventative Maintenance Contract; 2. Secure Pricing for Propane Fuel; and 3. Concrete Repair at the Chrysler Stadium Grandstands.

1. Minutes – March 11, 2025

2. Approval of April 8, 2025 List of Bills totaling \$10,915,745.81

The motion was unanimously approved by the Board of Education.

Dr. Herl reported on the Legislative Session concerning funding issues for public education. He said that all three major revenue sources are at risk. Federal - don't know the future. The State budget was approved out of the House and is now on the Senate side. The Governor recommended to add \$200,000,000 but the Foundation Formula will still be down by \$300,000,000. The Local – based on the Judge's recent ruling regarding the assessed valuation issue in Jackson County it is not clear how local taxes will be effected and if there will be a claw back for revenues from 2023 and 2024. He said there are a lot of significant bills being introduced in the Legislature that would reduce revenues in the General Fund. The state budget deadline is May 9th. HB2 would fund ESA for scholarships for private schools and there is approximately \$75 million through a tax credit program for them. HB594 says any capital gains amount could be deducted on state income tax which could result in a loss of \$430 million for the State. Transportation funding is usually the first area that is cut. Depending on the possible loss of revenue sources, the District's reserves won't last long.

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

Denise Fears made the motion that the Board of Education approves the 2025 Summer School Program and locations a presented. The motion was seconded by Anthony J. Mondaine. Dr. Herl said the District's Summer School Program is one of the largest in the State. Summer School will be held at the following schools: Elementary – Cassell Park, Santa Fe Trail, Blackburn, Glendale, John W. Luff, Abraham Mallinson, Christian Ott, Spring Branch, and Sycamore Hills; Middle School – Jim Bridger and Pioneer Ridge; and High School will be at Truman. Erica Smith said that currently there are 2,556 students enrolled in the 2025 Summer School Program. The motion was unanimously approved by the Board of Education.

Wendy Baird made the motion that the Board of Education approves the 2025-2026 Salary Guides as presented. The motion was seconded by Brandi Prunte. Dr. Herl said usually the Salary Guides are approved with the Budget but since Negotiations finished early they are being brought to the Board of Education now. The Board of Education approved the CBA agreements and that percentage of increase (4.43%) will apply to all groups across the District. He said the District is also providing a \$1,000 one-time retention incentive to non-full time staff and \$1,500 one-time retention incentive to full time staff. Dr. Herl shared that the Para educators salary schedule was part of the Negotiations and BASS and CBSS paras would receive an additional \$4.00 per hour on top of their normal salary.

He also shared comparative information from the Cooperating School Districts of Greater Kansas City survey regarding substitute salaries:

Blue Springs - \$120	Long Term - \$136
Fort Osage - \$130	Retired Teacher - \$145
Grain Valley - \$100	Long Term - \$110
Kansas City - \$115	Long Term - \$135
Liberty - \$130	Long Tern - \$155
Lee's Summit - \$118	Long Term - \$147.50
Independence - \$130	Long Term - \$165

Dr. Herl said that Substitute Salary Schedules are decided by the District.

Following this discussion, Wendy Baird amended the original motion to remove the Substitute Salary Schedule and table it to next month and approve the other Salary Schedules as presented. The motion was seconded by Brandi Prunte. The motion was approved as follows

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

Anthony J. Mondaine made the motion that the Board of Education approves the 2025-2026 Career Ladder Program, Stages I, II, and III for District teachers that participate in the program. The motion was seconded by Jill Esry. Dr. Robinson stated that there were two changes (highlighted on page 2 and page 9) in the Career Ladder Plan. Wendy Baird requested clarification on the teaching experience transfer for members of the Armed Forces or their spouse which Dr. Robinson provided. The motion was unanimously approved by the Board of Education.

Dr. Boatright shared information on the District's Comprehensive Literacy Plan for birth through Grade 12. She said it aligns with the District's Four Pillars and CSIP and DESE's outlines in SB 681: 1. Literacy; 2. Math Computation and Problem Solving; 3. College and Career Readiness; and 4. Increasing Student Attendance. Dr. Boatright said the Plan focuses on the following four main components: literacy philosophy including reading, writing, and speaking; leadership with shared vision through collaboration at the District, building, and classroom levels; standards based curriculum, instruction, and assessment that are aligned with the Missouri Learning Standards; and Professional Development that provides ongoing training, instruction, and support for each educator. Dr. Grant said this started in 2021 with commitment from teachers and instructors for the plan. The motion was unanimously approved by the Board of Education.

Blake Roberson made the motion, second by Wendy Baird, that the Board of Education accepts the bid and contract of \$304,652 from Uni Floor, Inc. for Epoxy Floor Finishing at George Caleb Bingham Middle School, Christian Ott Elementary School, Clifford Nowlin Middle School, Glendale Elementary School, Transportation, William Southern Elementary School and bid and contract of \$132,895 from Uni Floor, Inc. for Simerrazzo Flooring at Hanthorn Early Education. Dr. Herl said the Administration is recommending approval of the bids and contracts from Uni Floor, Inc. for Epoxy Floor Finishing at George Caleb Bingham Middle School, Christian Ott Elementary School, Clifford Nowlin Middle School, Glendale Elementary School, Transportation, William Southern Elementary School and Simerrazzo Flooring at Hanthorn Early Education. He said the District's architect and Mr. McGhee have reviewed the contracts and this process will help prevent slipping accidents better than tile flooring. The motion was unanimously approved by the Board of Education.

Anthony J. Mondaine made the motion, second by Brandi Pruenete, that the Board of Education accepts the bid and contract of \$199,330 from Regents Flooring for Carpet, LVT for George Caleb Bingham Middle School, Ennovation Center, Glendale Elementary School, Procter Elementary School, William Southern Elementary School and Polished Concrete bid and contract of \$302,900 from Uni Floor, Inc. for George Caleb Bingham Middle School and Transportation. Dr. Herl said the contracts have been reviewed by the District's architect and Mr. McGhee and the Administration is recommending approval of these winning bids and contracts. The motion was unanimously approved by the Board of Education.

Jill Esry made the motion that the Board of Education approves adjusting the 2024-2025 School Calendar to include March 3, March 17, March 24, March 31, April 28, May 5, and May 12, 2025 as regular student attendance days. The motion was seconded by Denise Fears. Dr. Herl said that March 17 and March 24 were dates selected by parents and staff. The last day of student attendance will remain the same, May 23, 2025. The motion was unanimously approved by the Board of Education. (Page 12743)

Denise Fears requested that the Board of Education discuss broadcasting the Board of Education meetings. She said the District had entered into an agreement with the City of Independence for the meetings to be shown on the City's Channel 7. The District then learned that only patrons with cable were able to view the meetings on Channel 7. The City was then contacted to see if they would agree for the Board of Education meetings to be shown on the City's You-Tube Channel. The City denied this request. Mrs. Fears discussed using the District's You-Tube Channel for showing the Board of Education meetings and said they would only be retained for one year. There is no additional cost for this and District personnel can do it.

Following this discussion, the motion was made by Denise Fears, second by Blake Roberson, that the Independence School District use the file currently being forwarded to the City of Independence to upload a recording of each Board meeting to the ISD You-Tube Channel to reside on that Channel for one (1) year and be removed from You-tube after that so that only meetings that have occurred less than 12 months prior, reside on the ISD You-Tube Channel at any given time. Wendy Baird made the motion to amend the current motion to include that the District's website would have a link to view the You-Tube Board meeting recordings. The motion was seconded by Brandi Pruenete and was unanimously approved by the Board of Education.

Anthony J. Mondaine requested to discuss the process for updating Board of Education Policies. He would like to have an open work session scheduled for the Board of Education once Policy recommendations have been prepared. The process begins with Legal Counsel reviewing the Policies based on recent legislation changes that is then shared with the Board Policy Committee. The Committee then shares suggestions for changes that have been shared by Board of Education members. Following this step, the recommendations go back to Legal Counsel for review. Legal Counsel then brings the approved changes back to the Policy Committee. Once all changes have been reviewed and approved, they are then listed as an Agenda Item for an upcoming Board of Education meeting and will require two readings for final approval. Mr. Mondaine said that the Policy Committee would remain but to add an additional component of scheduling an open Work Session to discuss the suggested changes. Dr. Herl shared the upcoming timeline (May and June) to approve Board Policies to go into effect July 1, 2025. Dr. Stout said he has been working with EGS on potential changes and is prepared to share them with the Policy Committee so the first reading can be at the May 13, 2025 Board meeting. Mrs. Dixon shared a letter she received from MSBA outlining the process for the Board of Education receiving a clean draft of the Policy changes. (Pages 12744-12745)

Wendy Baird made the motion, second by Brandi Pruenete, that the Board of Education approve the Compilation of Communications from March Board Meeting Planning and Snow Day Makeup. Mrs. Pruenete said she asked for the communications for clarity including what would be required of staff. She wanted the Board to have access to any communication regarding snow make up time. She stated that because she had not received a response to her requests that she filed a Sunshine Law request for the information. Denise Fears said that there is a Board Policy regarding requests for information as well as the Sunshine Law request. Dr. Herl said either one can be used but if a Sunshine Law request is received then it has to follow the same procedure as all other Sunshine Law requests.

INDEPENDENCE PUBLIC SCHOOLS

2024-2025 CALENDAR

Teacher - Revised 3/5/25

JULY 2024						AUGUST 2024						SEPTEMBER 2024						OCTOBER 2024					
M	T	W	T	F		M	T	W	T	F		M	T	W	T	F		M	T	W	T	F	
1	2	3	4	5						1	2	2	3	4	5	6			1	2	3	4	
8	9	10	11	12		5	6	7	8	9		9	10	11	12	13		7	8	9	10	11	
15	16	17	18	19		12	13	14	15	16		16	17	18	19	20		14	15	16	17	18	
22	23	24	25	26		19	20	21	22	23		23	24	25	26	27		21	22	23	24	25	
29	30	31				26	27	28	29	30		30						28	29	30	31		
Student Attendance					0	Student Attendance					10	Student Attendance					16	Student Attendance					19
Teacher Contract					0	Teacher Contract					15	Teacher Contract					17	Teacher Contract					21
NOVEMBER 2024						DECEMBER 2024						JANUARY 2025						FEBRUARY 2025					
M	T	W	T	F		M	T	W	T	F		M	T	W	T	F		M	T	W	T	F	
				1		2	3	4	5	6				1	2	3		3	4	5	6	7	
4	5	6	7	8		9	10	11	12	13		6	7	8	9	10		10	11	12	13	14	
11	12	13	14	15		16	17	18	19	20		13	14	15	16	17		17	18	19	20	21	
18	19	20	21	22		23	24	25	26	27		20	21	22	23	24		24	25	26	27	28	
25	26	27	28	29		30	31					27	28	29	30	31							
Student Attendance					15	Student Attendance					13	Student Attendance					12	Student Attendance					11
Teacher Contract					16	Teacher Contract					13	Teacher Contract					14	Teacher Contract					12
MARCH 2025						APRIL 2025						MAY 2025						JUNE 2025					
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		2	3	4	5	6	
10	11	12	13	14		7	8	9	10	11		5*	6	7	8	9		9	10	11	12	13	
17	18	19	20	21		14	15	16	17	18		12*	13	14	15	16		16	17	18	19	20	
24	25	26	27	28		21	22	23	24	25		19	20	21	22	23		23	24	25	26	27	
31*						28*	29	30				26	27	28	29	30		30					
Student Attendance					19	Student Attendance					19	Student Attendance					17	Student Attendance					0
Teacher Contract					21	Teacher Contract					20	Teacher Contract					20	Teacher Contract					1

A. Contract Days

July	0	Jan	14
August	15	Feb	12
Sept	17	March	21
Oct	21	April	20
Nov	16	May	20
Dec	13	June	1
			170

Tentative Summer School Start - May 28, 2025

Graduation May 16 & 17, 2025

Seniors Last Day - May 15th

Weather Make Up Days:

#1 March 3, #2 - May 5, #3 - March 31, #4 - April 28, #5 - May 12

Additional Make Up Days March 17, March 24, May 28, May 29, May 30, June 2

Required Student Contact Days	155
Required Teacher Contract Days	170
Float Work Day	1
Total Contract Days	171

Quarter 1: August 19th - October 11th
 Quarter 2: October 15 - December 20th
 Quarter 3: January 7th - March 7th
 Quarter 4: March 11th - May 23rd

Non Work Days Before / After Contract Days
Non School / Non Contract
Professional Development - No School / Contract
First / Last Day of Semester
Teacher Work Day
Parent Teacher Conference Week



**MISSOURI SCHOOL
BOARDS' ASSOCIATION**
HELPING SCHOOL BOARDS ENSURE ALL STUDENTS SUCCEED

info@mosba.org
573-445-9920
2100 I-70 Drive Southwest
Columbia, Missouri 65203

April 8, 2024

Ms. Carrie Dixon
Independence 30 School District

Ms. Dixon:

Thank you for contacting the Missouri School Boards' Association. You have asked me to provide an opinion on the use of a policy committee. MSBA has provided Missouri school districts policy services for over 50 years and over 250 school districts currently use our policy services. We are familiar with many models for reviewing and processing board policy and we do recommend that school boards use a policy committee.

The purpose of a policy committee is to read suggested policy changes and ensure that they are a good fit for the school district. The policy committee frequently seeks legal advice on changes, researches best practices, obtains input from staff members that must implement the policy, makes clarifying or grammatical changes, and makes recommendations to the school board. This ensures that when the policy reaches the school board it has been thoroughly vetted and that the school board is reviewing the cleanest draft of the policy changes. Alternatively, if a policy or a policy amendment is not recommended, the school board benefits from the research and reasoning of the committee.

The use of a policy committee does not negate the school board's role in policy development. It enhances it. The school board still has the obligation to read suggested policies and consider the recommendations of the committee. The board is not required to follow those recommendations, but they should certainly be considered. If the recommendations are not followed, the board should be prepared to explain the reasoning. The board is also free to send a policy back to the committee for reconsideration as well.

Individual school board members may suggest policy changes, but those suggestions should be processed by the policy committee as well. This is not intended to thwart new ideas. It is intended to ensure that major policy decisions are not made haphazardly, without the appropriate input by all parties impacted. Because policies remain for years and might not be reviewed anytime soon, it is important that the district do what it can to get it right the first time.

Not every school district has a policy committee, but most larger districts do. The larger the district, the more voices there are that need to be considered and a policy committee can save the school board a lot of time by synthesizing and correcting concerns before the policy reaches the school board.



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2100 I-70 Drive Southwest
Columbia, Missouri 65203

I hope this helps. Please feel free to contact me if you have additional questions.

Sincerely,

Susan Goldammer

Mr. Todd Theen explained the process that is used when determining responses to Sunshine Law requests. First, he does a random test on what needs to be searched, then an approximate length of time for the search, and then determines the cost by using the lowest salary for the person that can search and collect the requested information. He explained that based on the Sunshine Law request he received, that he would need to search over 6,000 mailboxes. This would average five (5) minutes per mailbox to clean up and convert to a PDF averaging 12 per hour. This require approximately 572 hours at a cost of \$17.93 per hour for a total cost of \$10,273.89. Several Board members said they had received questions from families and staff members regarding the make-up day process. Mrs. Dixon thanked the Board members for listening to the concerns and referred to Board Policy G-200-B that states people should be referred back to their supervisor or to Human Resources Office regarding questions about procedures concerning the make-up days. Following the discussion a vote for the motion was called for and the motion failed as follows:

Ayes:

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

Wendy Baird made the motion that the Board of Education approves researching the time and cost for a compilation of communications from only the Cabinet Administrators and Superintendent regarding the March Board meeting planning and the snow day makeup. The motion was approved as follows:

Ayes: Anthony J. Mondaine
Denise Fears
Brandi Prunte
Wendy Baird

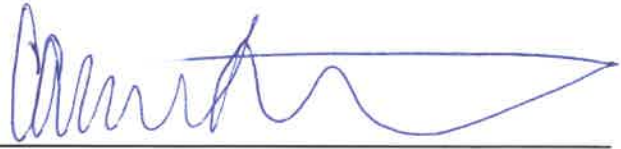
Nays: Carrie Dixon
Jill Esry
Blake Roberson

There being no further business to come before the Board of Education, Denise Fears made the motion, second by Anthony J. Mondaine, to adjourn the meeting and go into closed session for legal §610.021(1), RSMo; and personnel §610.021(3) RSMo and §610.021(13) RSMo; issues at 8:00 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