

The Board of Education met in regular session Tuesday, August 13, 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. 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 everyone.

Anthony J. Mondaine made the motion to approve the August 13, 2024 Agenda as presented. The motion was seconded by Blake Roberson and was unanimously approved by the Board of Education.

Mrs. Dixon said there were no requests to address the Board of Education.

Denise Fears made the motion, second by Jill Esry, that the Board of Education approve the Consent Agenda as presented. Dr. Herl stated that the Bills total for August 13, 2024 was \$7,798,924.93 which is comparable to last year. He also said the District needs to let bids for two items: 1) Two lathes and two vertical mills for Van horn High School and 2) Partial roof replacement at Van Horn High School.

1. Minutes – July 9, 2024
2. Approval of August 13, 2024 List of Bills totaling \$7,798,924.93
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.

The motion as unanimously approved by the Board of Education.

Dr. Herl stated that teachers have reported back and school starts on Monday, August 19th. The Facilities staff has done a phenomenal job getting the schools and grounds ready for the start of the new school year. The State Tax Commission has issued that Jackson County's Assessed Valuation is capped at 15%. Dr. Herl said this could contain potential litigation. If Jackson County's AV is capped at 15%, the District could lose approximately \$8,862,078 and this could be a multi-year issue. What is known as a Claw Back could happen to the District. This means the District might not receive any property taxes from Jackson County until the identified amount is paid. This would affect setting the Tax Levy. The District will continue scheduling to set the Tax Levy before October 1 as required by law. Dr. Herl shared some comparison staff information regarding teachers. 2024-2025 school year – 148 new teachers with 22 positons added (Special Education and ELL); 2023-2024 school year – 166 new teachers with 13 added positions; and 2022-2023 school year – 175 new teachers without any added positions. With the establishment of the four day week, the number has gone down.

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

Blake Roberson made the motion, second by Jill Esry, that the Board of Education approves the 2024-2025 Professional Development Plan. Dr. Boatright shared that the Professional Development Plan is focused on improvement of student learning which is on-going. She said it is aligned to the CSIP and building school improvement comprehensive plans, the National Learning Forward Standards of Professional Learning, and the evaluation of learning. The committee meets monthly to evaluate the plan and ensure it supports staff at all levels. There are eight (8) PD days for staff throughout the school year. The PD funds are divided into three funds: District, Building, and Department as referenced on page 24 of the PD Plan. Dr. Boatright said that mentor teachers work with new teachers and the Instructional Coaches work on content with the new teachers. She also said that a five question survey is issued to staff for their feedback. Professional Development has improved due to the value that is placed on the feedback from staff.

The motion was unanimously approved by the Board of Education.

Brandi Prunte made the motion, second by Denise Fears, that the Board of Education approves the 2024-2025 Curriculum Plan, as required by the Missouri School Improvement Plan (MSIP) guidelines, for the Independence School District. Dr. Boatright said the Curriculum is aligned to the District's Comprehensive School Improvement Plan as well as the state and national standards. She said that training throughout the summer is provided for new staff and returning staff are trained on the curriculum. Dr. Boatright shared the curriculum changes/updates for elementary and secondary grades as well as the changes with the elective curriculum. She said that feedback from staff drives the changes that need to be made.

The motion was unanimously approved by the Board of Education.

Anthony J. Mondaine made the motion, second by Brandi Prunte, that the Board of Education approves the 2024-2025 Assessment Plan, as required by the Missouri School Improvement Plan (MSIP) guidelines, for the Independence School District. Dr. Boatright said the purpose of the assessment program is to allow teachers to gauge students learning and improve instructional practices. She reviewed the elementary and secondary assessments: STAR and DnA. She also shared information on the assessments required by DESE: WIDA-ACCESS, MAP, and EOC (End of Course). By administering these assessments, teachers can adjust instructional programs to meet students' learning needs.

The motion was unanimously approved by the Board of Education

Blake Roberson made the motion, second by Jill Esry, that 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. Dr. Stout explained that the Nutrition Services Department had completed the Paid Lunch Equity (PLE) tool that is required by DESE for the 2024-2025 school year and that adult prices have to cover the total cost of the adult breakfast and lunch meals. He said the increase is also due to commodity/food costs.

The motion was unanimously approved by the Board of Education.

Anthony J. Mondaine made the motion, second by Brandi Prunte, that the Board of Education accepts the bid of \$759,828 from Lippert Mechanical Service, LLC for existing chiller replacement at Truman High School. Dr. Herl said the District received good participation as four companies submitted bids. The Administration is recommending approval of the bid from Lippert Mechanical and they would be installing a Carrier HVAC chiller unit. The motion was unanimously approved by the Board of Education.

Brandi Prunte made the motion, second by Denise Fears, that the Board of Education accepts the bid of \$670,715 from Lippert Mechanical Service, LLC for existing chiller replacement at William Chrisman High School. Dr. Herl said the current unit had been installed in 1999 and has had issues with free-on leaks. The Administration is recommending approval of the bid from Lippert Mechanical for installation of a Carrier HVAC chiller unit. The motion was unanimously approved by the Board of Education.

Brandi Prunte made the motion, second by Blake Roberson, that 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. Dr. Stout said the District annually joins these cooperatives (at no cost) as they provide savings when purchasing supplies and furniture for the District. Periodically, the District does check to compare prices to get the best price possible on items.

The motion was unanimously approved by the Board of Education.

Jill Esry made the motion, second by Brandi Prunte, that the Board of Education approves the recommendation to set the 2024-2025 tuition rate at \$13,011.18 as presented. Dr. Herl shared last year's rate of \$12,423.84 as a comparison. He explained that this is for students whose parents/guardians own property in the District but live outside the District boundary. Currently, we do not have anyone taking advantage of this option.

The motion was unanimously approved by the Board of Education.

Denise Fears, made the motion, second by Brandi Prunte, that the Board of Education approves the Board of Education Goals for the 2025-2029 school years. Mrs. Dixon said the Board of Education held a Work Session on July 15 and disused the current goals. She said that this is a road map for the Board for a five year plan.

The motion was unanimously approved by the Board of Education. (Page 12660)

Anthony J. Mondaine made the motion, second by Brandi Prunte, that the Board of Education approves the 2024 Norms as presented. Mrs. Dixon said the Board of Education reviewed the previous Norms at their recent Board of Education Work Session and talked about what is important regarding the Board's expectations. Mrs. Prunte said this was a great opportunity for the Board to work together and make some changes.

The motion was unanimously approved by the Board of Education. (Pages 12661-12662)



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

**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

Denise Fears made the motion, second by Anthony J. Mondaine, that the Board of Education approves the Board of Education Manual as presented. Dr. Herl thanked the Board members for reviewing the proposed changes for the Manual. He said that Dr. Stout gets the credit for this revision as he worked with legal on the document. Several Board members commented on the process and changes that were made to provide clarification on several items.

The motion was unanimously approved by the Board of Education.

Wendy Baird made the motion, second by Brandi Prunte, that the Board of Education approves Tuesday, September 10, 2024 at 5:45 p.m. for a Tax Levy Rate Hearing. Dr. Herl said that State Statute requires the District to set the Tax Levy Rate prior to October 1st each year. He said that if additional Assessed Valuation information is received from Jackson County, that a Special Board of Education meeting may be required.

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 closed session for legal §610.021(1), RSMo and personnel §610.021(3) RSMo issues at 6:54 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:

C. Annette Miles

Secretary

Carrie Dixon

President