

The Board of Education met in regular session Tuesday, October 8, 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, Ms. Madyson Grant, 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.

Anthony J. Mondaine made the motion to approve the October 8, 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 Brandi Prunte, that the Board of Education approve the Consent Agenda as presented. Dr. Herl stated that the Bills total for October 8, 2024 was \$11,967,157.90 which is typical for this time of year.

1. Minutes – September 10, 2024
2. Approval of October 8, 2024 List of Bills totaling \$11,967,157.90

The motion was unanimously approved by the Board of Education.

Dr. Herl reported the World Café event is scheduled for November 21 in the Cafeteria at Central Office. This will be a community conversation event and he suggested using three (3) generic questions for community members to discuss with Board of Education members. Dr. Herl said that notification of the World Café meeting would be sent out prior at one month, two weeks, and one week on the District's website and through robo calls. Dr. Herl said that a publication regarding the impact of the Four (4) Day School Week would be published on the Prime Center website from St. Louis University on October 14th. This will include information from the ISD. He also discussed Amendment 2 that is on the November 5th election ballot. This is up to each community member how they vote – yes or no. He just wanted to clarify that their decision should not be about schools. He said that he believes the money, if approved, would flow through what is called the Classroom Trust which means any additional money from approval of Amendment 2 would supplant funding for education and not supplement it. He said individuals' votes need to be based on their personal thoughts and to not let commercials that are incorrect affect their vote. The Board discussed the World Café event regarding table hosts, what questions might be used, and if training for Board members would be utilized.

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

Wendy Baird made the motion, second by Jill Esry, that the Board of Education approves the revised salary schedules for 10 and 11 month Family School Liaison staff effective January 1, 2025 as presented. Dr. Herl said the recommended changes are necessary to meet the exempt amount required by 29CFR Part 541 that pertains to exemption amounts. He explained that Federal guidelines state the minimum salary amount is \$844 per week and as of January 1, 2025 it will change to \$1,128 weekly. Currently, the Family School Liaisons salary guide does not meet this threshold for 10 and 11 month staff. The revised Salary Schedules reflect the explanation for the required recommended changes. (Pages 12674-12675)

The motion was unanimously approved by the Board of Education.

Denise Fears made the motion, second by Blake Roberson, that the Board of Education approves the bid and contract from Delta Innovative Services for partial roof replacement at Van Horn High School at a cost of \$1,047,000.00. Dr. Herl said this is the area over the secondary gym and the third floor classrooms. The District received good participation from a number of companies on this bid. The motion was unanimously approved by the Board of Education.

**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.

Blake Roberson made the motion, second by Jill Esry, that the Board of Education approves the bid and contract of \$607,476.00 from Mid-American Sports Construction for William Chrisman High School synthetic turf football field replacement. Dr. Herl said the current turf is 14 years old. He said the Administration is recommending approving the bid and contract under the Sourcewell Contract #031622-AST for replacement of the synthetic turf on William Chrisman High Schools' football field for the total cost of \$607,476.00 from Mid-American Sports Construction. The motion was unanimously approved by the Board of Education

Wendy Baird made the motion, second by Anthony J. Mondaine, that the Board of Education approves the bid for a three-year contract from Waste Management of Kansas, Inc. for the solid waste and recycling services for a yearly cost of \$249,776.48. Dr. Stout said the Administration is recommending approving the bid and three-year contract from Waste Management of Kansas, Inc. He said the bid in 2021 was \$164,370.00 a year. The motion was unanimously approved by the Board of Education.

Blake Roberson made the motion, second by Denise Fears, that the Board of Education approves the letting of bids for interior renovation work at Fairmount Elementary School. Dr. Herl said that Fairmount Elementary School is over 100 years old. He stated the District is experiencing growth in several elementary school areas and an expansion at Fairmount would be helpful. Dr. Herl said that currently a number of District elementary classrooms have been capped due to student enrollment. He said some Fairmount students are having to be transported to Abraham Mallinson, Mill Creek, and Christian Ott Elementary Schools. He said this is not an ideal situation of having to bus students to other schools. Approximately 15 elementary schools have at least one classroom capped due to enrollment. He shared information and costs on various renovation proposals for Fairmount Elementary School. The current recommendation is to renovate the auditorium to create six classrooms and finish the gymnasium at a cost of \$4,027,000 which would be ready by the start of next school year. He also said that none of the other elementary schools have an auditorium. The cost to build a new school would be approximately \$38,800,000. This would require passing a Bond Issue in April 2026 and additional land purchase at a separate cost. The District's current Bonding capacity is \$55,000,000. Dr. Herl met with staff at Fairmount and some said they would like to save some of the architectural items. The teachers have let Mr. Younts, the principal, know some of their suggestions regarding the renovation. Dr. Herl said if this motion is approved, it would take about 60 days for letting bids and if the bid is approved at the December Board of Education meeting, then construction could begin in January.

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 Brandi Prunte, to adjourn the meeting and go into closed session for legal §610.021(1), RSMo; real estate §610.021(2), RSMo; personnel §610.021(3) RSMo; and students §610.021(6) RSMo; issues at 6:49 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