

BOARD OF EDUCATION
School District of Independence
Tuesday, January 14, 2025

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 – December 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 December 10, 2024 list of bills totaling \$10,929,123.09 as printed.

IV. Superintendent's Report/Miscellaneous.

V. New Business.

1. Presentation on the Program of Studies and Curriculum Changes.

2. Approval of Curriculum Changes and the Program of Studies for the 2025-2026 School Year.

3. Approval of the 2025-2026 School Year Calendar.

4. Approval of Changes to Board of Education Policies – Final Reading.

5. Approval to Accept Bid and Contract for the Addition to the Weight Room at George Caleb Bingham Middle School.

6. Approval to Accept the Guaranteed Maximum Price (GMP) and Amendment 1 from Newkirk Novak Construction Partners Inc. for Fairmount Elementary School Renovations.

7. Approval to Accept Bids and Contracts for Diesel and Unleaded Fuel Purchase.

8. Approval of School Attendance Areas/Boundary Adjustments.

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

The Next Regular Board of Education Meeting is Scheduled for Tuesday, February 11, 2025.

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 Sessions held: (Action)
1. December 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 and **§ 610.021(13), RSMo.** Individually identifiable personnel records.

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 2024-2025 school year.

Certificated personnel listed on the enclosed attachment be employed for the 2025-2026 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 January 14, 2025 totaling \$10,929,123.09 as printed. The complete detailed list of bills is available for review in the Business Office.

**DECEMBER 2024 LIST OF BILLS
14-Jan-25**

LIST OF BILLS

11 PHIL ROBERTS SCHOLARSHIP	0.00
12 GENERAL OPERATING	9,329,231.15
15 NUTRITION SERVICES	452,218.94
16 ACTIVITY FUNDS	81,382.64
17 SELF-INSURANCE FUNDS	-143,340.36
21 TEACHERS RESTRICTED	0.00
22 TEACHERS OPERATING	184,945.18
31 DEBT SERVICE	400.00
41 CAPITAL BOND FUNDS	0.00
42 CAPITAL OPERATING	1,024,285.54
45 NUTRITION CAPITAL FUND	0.00
46 ACTIVITY CAPITAL FUND	0.00
77 FIDUCIARY BENEFITS	0.00
79 PUBLIC BUILDING CORP	0.00

TOTAL DISBURSEMENTS TO BE APPROVED

10,929,123.09

Agenda Item #: v. 2.

Subject / Title: Approval of Curriculum Changes and the Program of Studies for the 2025-2026 School Year

Action Required Information Only (check one)

Description of Issue:

Background and rationale for this program / item

Documents and diagrams outlining the curriculum and course changes associated with the proposed Independence School District *Program of Studies* for the 2025–2026 school year can be viewed at [Program of Studies](#), [K-12 curriculum website](#), and [K-12 curriculum staff portal](#).

These courses and structure are being recommended following an extensive review process involving teachers, counselors, administrators, parents, and Career Academy representatives. The District administrative team recommends approval of the changes as outlined in the curriculum and the *2025-2026 Program of Studies* as presented.

Desired results

Approval of recommendation that the Board of Education adopt the curriculum and changes outlined in the *Program of Studies* for the Independence School District for the 2025-2026 school year.

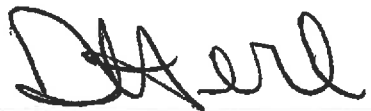
Personnel

Staffing will be determined based on student enrollment for the various courses offered within the District.

Resources

N/A

Reviewed and Recommended:



Superintendent

1/7/25
Date

Motion for Board Action:

The Board of Education approves the curriculum and the *2025-2026 Program of Studies* which outlines the changes for the 2025-2026 school year.

Motion: _____

Second: _____

Board Action: Approved Not Approved Postponed (check one)

Agenda Item #: v. 3.

Subject / Title: Approval of District Calendar for the 2025-2026 School Year

Action Required Information Only (check one)

Description of Issue:

Background and rationale for this program / item

The Calendar Committee met and developed the 2025-2026 School District Calendar which allows for a 155 day calendar for student attendance. The school year will start on Monday, August 18, for students. This starting date will allow the District flexibility in scheduling winter recess, work days, and full-day professional development sessions for certificated staff.

Desired results

The proposed 2025-2026 calendar will meet the needs of School District staff and students.

Personnel

N/A

Resources

N/A

Reviewed and Recommended:



Superintendent

1/2/25

Date

Motion for Board Action:

The Board of Education approves the 2025-2026 School District Calendar as presented.

Motion: _____ **Second:** _____

Board Action: Approved Not Approved Postponed (check one)

**INDEPENDENCE PUBLIC SCHOOLS
2025-2026 CALENDAR**

Student Contact / Teacher Contract Final

July 2025					August 2025					September 2025					October 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					1	1	2	3	4	5			1	2	3
7	8	9	10	11	4	5	6	7	8	8	9	10	11	12	6	7	8	9	10
14	15	16	17	18	11	12	13	14	15	15	16	17	18	19	13	14	15	16	17
21	22	23	24	25	18	19	20	21	22	22	23	24	25	26	20	21	22	23	24
28	29	30	31		25	26	27	28	29	29	30				27	28	29	30	31
Student Attendance 0					Student Attendance 10					Student Attendance 17					Student Attendance 19				
Teacher Contract 0					Teacher Contract 15					Teacher Contract 18					Teacher Contract 21				
November 2025					December 2025					January 2026					February 2026				
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
3	4	5	6	7	8	9	10	11	12	5	6	7	8	9	9	10	11	12	13
10	11	12	13	14	15	16	17	18	19	12	13	14	15	16	16	17	18	19	20
17	18	19	20	21	22	23	24	25	26	19	20	21	22	23	23	24	25	26	27
24	25	26	27	28	29	30	31			26	27	28	29	30					
Student Attendance 14					Student Attendance 14					Student Attendance 16					Student Attendance 16				
Teacher Contract 15					Teacher Contract 14					Teacher Contract 18					Teacher Contract 17				
March 2026					April 2026					May 2026					June 2026				
M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F
2	3	4	5	6			1	2	3					1	1	2	3	4	5
9	10	11	12	13	6	7	8	9	10	4	5	6	7	8	8	9	10	11	12
16	17	18	19	20	13	14	15	16	17	*11*	12	13	14	15	15	16	17	18	19
23	24	25	26	27	*20*	21	22	23	24	18	19	20	21	22	22	23	24	25	26
30	31				*27*	28	29	30		25	26	27	28	29	29	30			
Student Attendance 18					Student Attendance 17					Student Attendance 14					Student Attendance 0				
Teacher Contract 20					Teacher Contract 18					Teacher Contract 14					Teacher Contract 0				

July	0	Jan	18
Aug	15	Feb	17
Sept	18	March	20
Oct	21	April	18
Nov	15	May	14
Dec	14	June	0
Total = 170			

Tentative Summer School Start - May 27th, 2026
 Graduation - May 15th and May 16th
 Seniors Last Day - May 14th

**** = Weather Make Up Days**
 #1 February 2, #2 March 2, #3 April 20,
 #4 May 11, #5 April 27

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

Non Work Days Before / After Contract Days
First / Last Day of Semester
Non School / Non Contract
Professional Development - No School / Contract
Teacher Work Day
1/2 PD Day / 1/2 Teacher Work Day
Parent Teacher Conference Week

Agenda Item #: V. 4.

Subject / Title: Approval of Changes to Board of Education Policies – Final Reading

Action Required Information Only (check one)

Description of Issue:

Background and rationale for this program / item

The Board of Education's Policy Review Committee is comprised of Board members and administrators. The committee is charged with updating the Board Policy Manual as necessary to stay compliant with education laws and procedures. The Committee is recommending approval of changes/additions to Board of Education Policies C-140-P and C-155-P. These Policy changes require two readings.

The committee will continue its work on revising polices and regulations and will report back to the Board as additional updates are needed.

Desired results

Approval of Board of Education Policy changes/additions as presented.

Personnel

N/A

Resources

N/A

Reviewed and Recommended:



Superintendent

 1/2/25
Date

Motion For Board Action:

The Board of Education approves this as the second and final reading of changes/additions to Board of Education Policies C-140-P and C-155-P as presented.

Motion: _____

Second: _____

Board Action: Approved Not Approved Postponed (check one)

Public Comment to the Board
C-140-P

Written submissions may be directed to the Board, through the Superintendent, for consideration at a Board meeting. Copies of all correspondence directed to the Board will be made available to all Board members.

In addition to written submissions, a specific time will be set aside at regular Board meetings for public comments regarding items from the posted agenda. Individuals who want to make public comments regarding an agenda item must provide a written request to the Board of Education and received in the Office of the Superintendent of Schools by 4:00 p.m. on the Friday prior to the Board meeting or 24 hours after the public posting of the agenda on the District website, whichever is later. To provide notice to the public of matters to be discussed by the Board, only comments directly related to the posted agenda item will be permitted. The Board President will apply reasonable restrictions on individuals addressing the Board including but not limited to restrictions on the number of items to be considered, the number of spokespersons and the amount of time each spokesperson may have to address the Board. At each meeting, up to thirty minutes will be allotted for public comment. There is a maximum limit of five minutes per approved individual. If the meeting agenda is full, the Board President may reschedule an item for the next regular meeting. The Board President will set a time limit for the public comment portion of the meeting. No individual will be permitted to speak more than once during this part of the meeting. Each member of the public to speak will be given the same amount of time to address the Board.

If an individual wishes to have an item placed on the agenda of a regular Board meeting, he or she may make a written request to the Superintendent after going through the appropriate process for a complaint or concern pursuant to District rules. *See* District Policy C-120-P regarding Complaints or Concerns. The individual is also required to meet with the Superintendent/designee to attempt to resolve the issue.

Superintendent/Designee must meet within 20 days of the request. After the meeting or if the Superintendent/designee does not meet with the individual within 20 days, the individual may submit a written request to the Board Secretary to have the item placed on the agenda.

The written request must be received by Board of Education and received in the Office of the Superintendent of Schools by 4:00 p.m. on the Friday prior to the Board meeting and must describe the items to be discussed with reasonable particularity. The item may then be placed on the agenda as deemed appropriate by the Superintendent and the Board President. The Board President will refuse to allow discussion of an issue that has not gone through the appropriate process as a complaint or concern pursuant to District rules.

The item will be placed on the agenda if it directly relates to the governance or operation of the District. The District may refuse to place an item on the agenda: (1) if the Board

has heard an identical or substantially similar issue in the previous 3 calendar months or (2) if the resident previously violated District rules regarding conduct at meetings or on school property and upon a specific finding by the superintendent or board that the refusal or delay in hearing the resident's agenda item is necessary to protect the board's ability to conduct business at its meetings and is unrelated to any viewpoint expressed by that resident or the proposed agenda item. If an individual's request to place an item on the agenda is denied, the District shall provide a short explanation in writing within five (5) business days of the denial. The District may delay hearing an agenda item if more than 3 resident-initiated agenda items are scheduled for the same meeting. If the agenda item is delayed or denied, the resident may communicate to the Board as outlined in the first paragraph of this section about the agenda item.

Adoption Date(s): July 12, 2023; Updated July 9, 2024

Visitors to District Property and Events

C-155-P

~~All visitors to school property or events must demonstrate appropriate behavior as good role models for the District's students.~~ Visitors during school hours, including Board members, must sign in at the building main office prior to proceeding elsewhere in the building. The principal of each school building will ensure signs are posted to direct visitors to designated doors nearest the building office.

Disruptive Conduct

Visitors who engage in disruptive conduct or exceed the scope of their permission ~~granted to be on District property~~ may be considered trespassers and subject to arrest and prosecution. ~~The~~If a visitor engages in disruptive conduct, the Superintendent or designee may limit or revoke the visitor's permission to visit school property or parts of school property ~~at any time~~. The Superintendent or designee may inform the visitor that he or she is not welcome back on District property, or a specified portion of District property, and/or at District events ~~indefinitely or~~ for a specific period of time: not to exceed one year. During any period of prohibition, the visitor will not be allowed on District property, except that no person may be denied the ability to attend open, public meetings of the Board and its committees or advisory committees except upon a specific finding by the Superintendent or Board of Education that denial of admission to such meetings is necessary to protect the Board's ability to conduct business at its meetings and is unrelated to any viewpoint expressed by that person. The Superintendent may make exceptions for parents, guardians or custodians of students enrolled in the District if the person's presence is necessary to transport the student or may benefit the student educationally, or in situations where the parent, guardian or custodian will be supervised at all times.

To inform a visitor that he or she is not welcome back on District property or at District events, the Superintendent must send a restriction letter to the visitor, sent by first-class mail and by email, if known. The restriction letter shall include:

1. A description of the visitor's disruptive conduct;
2. The time period for which admission to District property and District events will be denied, not to exceed one year;
3. A description of the District property and events from which the visitor is restricted;
4. Whether the visitor is being restricted from attending open, public meetings of the Board and its committees or advisory committees; and
5. Notice of the visitor's right to appeal the restriction to the Board of Education, by referencing this policy, a copy of which will be provided with the letter

Appeals

Any visitor restricted for “disruptive” conduct under C-155-P, or a representative of the visitor, may submit a written appeal of the restriction to the Board of Education’s Secretary via electronic mail or first-class mail. The appeal must be received by the Board of Education’s Secretary within thirty (30) calendar days after the restricted visitor’s receipt of the restriction letter. Therein, the visitor shall state all reasons why they believe the restriction should be revised or overturned. Within fourteen (14) days following receipt of the visitor’s appeal letter, the District’s administration shall provide a written response to the Board of Education’s Secretary, with a copy provided to the visitor, stating all reasons why the restriction should be affirmed. If the visitor submitted their appeal via electronic mail, the District shall provide its written response to the visitor via electronic mail; otherwise, the response shall be provided via first-class mail.

Within seven (7) days after receipt of the District administration’s written response, the visitor or their representative may, but is not required to, submit to the Board of Education’s Secretary a written rebuttal via electronic mail or first-class mail. If the visitor makes new factual assertions that were not raised in the original written appeal, the District’s administration may, within seven (7) days following receipt of the written rebuttal, submit to the Board of Education’s Secretary a written reply to address only those new factual assertions, with a copy provided to the visitor. Otherwise, the District’s administration shall not provide any information to the Board of Education regarding the appeal outside of the contents of the administration’s written submission until the Board of Education has issued a decision regarding the appeal.

Upon receipt of any written rebuttal, the Board of Education shall consider the visitor’s appeal at the next regularly scheduled meeting of the Board of Education that is scheduled to take place at least five (5) business days after receipt of such rebuttal.

A visitor who is restricted from attending open, public meetings of the Board and its committees or advisory committees may, in lieu of submitting a written rebuttal, submit to the Board of Education’s Secretary a request to provide an oral rebuttal at a Board of Education meeting. Upon receipt of any request to provide an oral rebuttal by a visitor who is restricted from attending open, public meetings of the Board and its committees or advisory committees, the visitor or a representative designated by the visitor shall be provided with the opportunity to address the Board at the next meeting of the Board of Education that is scheduled to take place at least five (5) business days after receipt of such request, and the Board of Education shall consider the visitor’s appeal at that same meeting. If the District administration determines there is reason to believe that the visitor’s presence at a Board of Education meeting will create an immediate danger to the physical safety of individuals present at the Board of Education meeting, the visitor may be required to address the Board of Education virtually rather than in person.

The visitor or their representative may address the Board of Education for a period of time not to exceed five (5) minutes. If, during their presentation, the visitor makes new

factual assertions that were not raised in the original written appeal, the District's administration may address only those new factual assertions for a period of time not to exceed five (5) minutes, and the visitor may listen to such address. Otherwise, the District's administration shall not provide any information to the Board of Education regarding the appeal outside of the contents of the administration's written submission until the Board of Education has issued a decision regarding the appeal.

If the visitor does not submit a written rebuttal or request to provide an oral rebuttal within seven (7) days of receiving the District administration's written response, the Board shall consider the appeal at the next meeting of the Board of Education that is scheduled to take place at least five (5) business days after the expiration of the time to submit such written rebuttal or request an oral rebuttal.

The Board of Education shall consider the visitor's written appeal, the District's response, and the visitor's written or oral rebuttal, if any, and the District's reply to any new factual assertions in the visitor's rebuttal in deciding whether to affirm, overturn, or revise the restriction. The Board of Education will provide notice of its decision to the appealing visitor and Superintendent within three (3) business days of the Board meeting. The Board of Education's decision shall be final.

Possession of Weapons

Possession of weapons, including concealed weapons, is strictly prohibited on District property, on District transportation or at any District function or activity sponsored by the District unless the visitor is an authorized law enforcement official or is specifically authorized by the Board.

Sex Offenders

Individuals listed on the Missouri Highway Patrol's sex offender registry may not be present in any school building, or on District property, in any District vehicle utilized to transport students, or be present at school activities without the written permission of the Superintendent. For those extraordinary circumstances when permission is granted, it will be granted in writing for a specific event. In such cases, the Superintendent will notify the principal of the building in which the sex offender will be present and arrange for the sex offender to be supervised at all times and the sex offender will not be permitted to be alone with a child.

Adoption Date(s): July 12, 2023

Agenda Item V. 5.
Weight Room at George Caleb
Bingham Middle School

**This Agenda Item has been
redacted as it pertains to a Bid and
Contract for services.**

Agenda Item #: v. 6.

Subject / Title: Approval to Accept the Guaranteed Maximum Price (GMP) and Amendment 1 from Newkirk Novak Construction Partners Inc. for Fairmount Elementary School Renovations

Action Required Information Only (check one)

Description of Issue:

As part of the District's capital improvements program, the District will renovate Fairmount Elementary School. The Administration recommends accepting the Guaranteed Maximum Price and Amendment 1 of \$1,671,006 from Newkirk Novak Construction Partners Inc.

Desired results

Approval to accept the Guaranteed Maximum Price and Amendment 1 from Newkirk Novak Construction Partners Inc. for the renovation of Fairmount Elementary School for a total cost of \$1,671,006.

Personnel

Greg McGhee, Director of Facilities/Purchasing

Resources

Capital Improvement Funding

Reviewed and Recommended:



Superintendent

1/8/25

Date

Motion for Board Action:

The Board of Education accepts the Guaranteed Maximum Price and Amendment 1 of \$1,671,006 from Newkirk Novak Construction Partners Inc. for the renovations at Fairmount Elementary School.

Motion: _____ Second: _____

Board Action: Approved Not Approved Postponed (check one)

Agenda Item V. 7.
Diesel and Unleaded Fuel
Purchase

This Agenda Item has been redacted as it pertains to a Bid and Contract for services.

Agenda Item #: v. 8.

Subject / Title: Approval of School Attendance Areas/Boundary Adjustments

Action Required Information Only (check one)

Description of Issue:

Background and rationale for this program / item

The Administration is recommending necessary attendance boundary adjustments due to overcrowding and a lack of classroom space at some schools. The adjustments will also help to maximize efficiency and transportation safety at other elementary schools.

Desired results

Approval of changing attendance boundary areas effective with the 2025-2026 School Year.

Personnel

N/A

Resources

N/A

Reviewed and Recommended:



Superintendent

1/7/25

Date

Motion for Board Action:

The Board of Education approves changing the attendance boundary areas effective the fall of 2025.

Motion: _____

Second: _____

Board Action: Approved Not Approved Postponed (check one)

