

BOARD OF EDUCATION
School District of Independence
Tuesday, March 11, 2025

THE MEETINGS WILL BE HELD AT CENTRAL OFFICE, 201 NORTH FOREST AVENUE.

4:00 P.M. – Executive Session

Personnel Issues § 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.

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 – February 11, 2025

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 March 11, 2025 list of bills totaling \$22,430,136.44 as printed.

IV. Superintendent's Report/Miscellaneous.

V. New Business.

1. Approval of Appointment to the Jackson County Board of Equalization for 2025.

2. Approval of Textbooks for the 2025-2026 School Year.

3. Approval to Purchase English/Language Arts Curriculum Software.

4. Approval to Purchase Reading Curriculum Software.

5. Approval to Accept Quote and Contract for the Replacement of the Intercom System at George Caleb Bingham Middle School.

6. Approval to Accept Bids and Contracts for Asphalt and Concrete Replacement Districtwide.

7. Approval to Purchase Non-Touch Chromebooks.

8. Approval of Quote to Purchase One 71-Passenger Propane School Bus.

9. Approval of the Third Addendum to the Collective Bargaining Agreement with ITEA.

10. Approval of the Third Addendum to the Collective Bargaining Agreement with IESP.

11. Approval of the Third Addendum to the Collective Bargaining Agreement with INEA.

12. Approval of Board of Education Code of Civility.

13. Approval for Declaration of Surplus Items

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

The Next Regular Board of Education Meeting is Scheduled for Tuesday, April 8, 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 Session held: (Action)
1. February 11 and 15, 2025.

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.

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 March 11, 2025 totaling 22,430,136.44 as printed. The complete detailed list of bills is available for review in the Business Office.

**FEBRUARY 2025 LIST OF BILLS
11-Mar-25**

LIST OF BILLS

11 PHIL ROBERTS SCHOLARSHIP	3,000.00
12 GENERAL OPERATING	8,497,314.72
15 NUTRITION SERVICES	390,008.84
16 ACTIVITY FUNDS	59,005.07
17 SELF-INSURANCE FUNDS	20,847.57
21 TEACHERS RESTRICTED	0.00
22 TEACHERS OPERATING	255,694.03
31 DEBT SERVICE	11,258,543.25
41 CAPITAL BOND FUNDS	0.00
42 CAPITAL OPERATING	1,945,722.96
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

22,430,136.44

Agenda Item #: v. 1.

Subject / Title: Approval of Appointment to the Jackson County Board of Equalization

Action Required Information Only (check one)

Description of Issue:

Background and rationale for this program / item

Under the Jackson County Charter, the School District is entitled to appoint a voting representative to the Jackson County Board of Equalization each year. The individual has to have some level of experience as a real estate broker, real estate appraiser, home builder, property developer, lending officer, or investor in real estate. Based on these requirements, it is the Administration's recommendation to appoint Ms. Yori Fluhrer, Agent with Reece Nichols Real Estate) to represent the Independence School District on the 2025 Jackson County Board of Equalization.

Desired results

Approval of appointment of District's representative to the Jackson County Board of Equalization.

Personnel

N/A

Resources

N/A

Reviewed and Recommended:



Superintendent

2/26/25
Date

Motion for Board Action:

The Board of Education approves the appointment of Ms. Yori Fluhrer as the Independence School District's representative to the 2025 Jackson County Board of Equalization.

Motion: _____

Second: _____

Board Action: Approved Not Approved Postponed (check one)

Agenda Item #: v. 2.

Subject / Title: Approval of Textbooks for 2025-26 School Year

Action Required Information Only (check one)

Description of Issue:

Background and rationale for this program / item

Attached is a list of recommended textbook adoptions for the 2025-2026 school year. The textbooks were selected by committees of teachers and administrators. The Administration recommends approval of these textbook adoptions.

Desired results

Approval by the Board of Education to adopt the textbooks as listed.

Personnel

N/A

Resources

The funds outlined in the District's 2026 Budget are to be utilized to fund these purchases.

Reviewed and Recommended:



Superintendent

2/26/25
Date

Motion for Board Action:

The Board of Education approves the list of textbook adoptions for the 2025-2026 school year as presented.

Motion: _____

Second: _____

Board Action: Approved Not Approved Postponed (check one)

Agenda Item #: v. 3.

Subject / Title: Approval to Purchase English/Language Arts Curriculum Software

Action Required **Information Only** (check one)

Description of Issue:

Background and rationale for this program / item

As part of the ISD's Curriculum plan, the District uses Newsela Social Studies for sixth through twelfth grade to supplement lesson plans and provide current event news articles and assessments in an interactive way that is structured at the students reading level. The Administration recommends including Newsela ELA for sixth through twelfth grade to be used in the same manner as the social studies content. This content platform is integrated into the curriculum to provide additional resources for students and staff that align to Missouri State Standards and to help students develop critical thinking and reading skills. The Administration recommends renewal of Newsela Social Studies and the initial purchase of Newsela ELA for FY26 for \$91,359.25.

Desired results

Approval to purchase Newsela for FY26.

Personnel

N/A

Resources

N/A

Reviewed and Recommended: 
Superintendent

3/3/25
Date

Motion for Board Action:

The Board of Education approves the quote from Newsela for English/Language Arts Curriculum Software at a total cost of \$91,359.25 for the 2025-2026 school year.

Motion: _____ **Second:** _____

Board Action: Approved Not Approved Postponed (check one)



Newsela Inc.
 169 Madison Ave., #2770
 New York, NY 10016

Order Form

Billing Information:

Billing Frequency: Upfront in full
 Payment Terms: Net 30
 Billing Schedule: Upon license start date

Order Form No. Q-133413
Newsela Sales Rep: Erin Manion
Contact Email: erin.manion@newsela.com
Offer Date: January 21, 2025
Expiration Date: June 30, 2025

To:
 Pam Boatright
 Independence School District 30
 201 N Forest Ave
 Independence, MO 64050-2696

*AS 46,000
 MS 46,000*

Qty	Products/Services	Line Total
1	Newsela	\$91,359.25
Total Before Discount		\$128,675.00
Discount		\$37,315.75
Contract Total		\$91,359.25

*See table above or Appendix for Product/Services details and License Dates.

This Order Form and the Terms of Service [available here](#), which are hereby incorporated by this reference, is entered into by and between Newsela, Inc., and its parents, subsidiaries and affiliates, having an office at 169 Madison Ave., #2770, New York, NY 10016 (together "Newsela") and the customer named above, having an office at the address set forth above ("Customer"). All capitalized terms used in this Order Form and not defined herein shall have the meanings ascribed to them in the Terms of Service linked above. This Order Form is subject to the Terms of Service linked above, Newsela's Privacy Policy and, where applicable, any additional Terms and Conditions, or other binding RFP or binding bid signed by and between the Parties (together the "Customer Agreement").

The Customer Agreement constitutes the entire agreement between the parties with regards to this subject matter, and supersedes all written or oral understandings, proposals, bids, offers, purchase or delivery orders, negotiations, agreements or communications of every kind. Additionally, the Customer Agreement specifically supersedes the terms and conditions of any Purchase Order delivered to Newsela after this Customer Agreement is executed and any such terms and conditions shall not be applicable or considered a part of the terms and conditions that govern this engagement. The Customer's internal requirements for Purchase Orders does not relieve Customer of its obligation to pay Newsela for all years included herein. This Customer Agreement and the terms contained therein are intended only for the Customer and should be kept confidential.

Term: The subscription for the above-identified Newsela Products will commence and end as defined above, or in the License Dates Section of the Appendix in this Customer Agreement. By signing this Order Form, the Customer agrees to the pricing per product and quantity breakdowns underlying this Order Form, which will be provided by Newsela upon

Appendix

Products Breakdown

Sites	Product Code	Products Names	License Dates
8	ATG145	Newsela ELA	07/01/25 - 06/30/26
8	ATG149	Newsela Social Studies	07/01/25 - 06/30/26

Services Breakdown

Qty	Product Code	Services	License Dates
1	ATG016	Individual Virtual Add-On Session	07/01/25 - 06/30/26

Product/Service Breakdown Per School

Line#	Schools	Products/Services	License Dates
1	BINGHAM MIDDLE SCHOOL	Newsela ELA	07/01/25 - 06/30/26
2	BINGHAM MIDDLE SCHOOL	Newsela Social Studies	07/01/25 - 06/30/26
3	BRIDGER MIDDLE SCHOOL	Newsela ELA	07/01/25 - 06/30/26
4	BRIDGER MIDDLE SCHOOL	Newsela Social Studies	07/01/25 - 06/30/26
5	CLIFFORD H NOWLIN MIDDLE SCHOOL	Newsela ELA	07/01/25 - 06/30/26
6	CLIFFORD H NOWLIN MIDDLE SCHOOL	Newsela Social Studies	07/01/25 - 06/30/26
7	INDEPENDENCE ACADEMY	Newsela ELA	07/01/25 - 06/30/26
8	INDEPENDENCE ACADEMY	Newsela Social Studies	07/01/25 - 06/30/26
9	INDEPENDENCE SCHOOL DISTRICT 30	Individual Virtual Add-On Session	07/01/25 - 06/30/26
10	PIONEER RIDGE MIDDLE SCHOOL	Newsela ELA	07/01/25 - 06/30/26
11	PIONEER RIDGE MIDDLE SCHOOL	Newsela Social Studies	07/01/25 - 06/30/26
12	TRUMAN HIGH SCHOOL	Newsela ELA	07/01/25 - 06/30/26
13	TRUMAN HIGH SCHOOL	Newsela Social Studies	07/01/25 - 06/30/26
14	VAN HORN HIGH SCHOOL	Newsela ELA	07/01/25 - 06/30/26
15	VAN HORN HIGH SCHOOL	Newsela Social Studies	07/01/25 - 06/30/26
16	WILLIAM CHRISMAN HIGH SCHOOL	Newsela ELA	07/01/25 - 06/30/26
17	WILLIAM CHRISMAN HIGH SCHOOL	Newsela Social Studies	07/01/25 - 06/30/26

Agenda Item #: v. 4.

Subject / Title: Approval to Purchase Reading Curriculum Software

Action Required Information Only (check one)

Description of Issue:

Background and rationale for this program / item

As part of the ISD's Curriculum plan, the District uses RAZ Plus for Kindergarten through 5th grade to supplement lesson plans and provide a fun interactive way to present the ISD curriculum. Teachers use RAZ Plus to provide differentiated literacy resources that support students at various reading levels. It offers a wide variety of reading genres and foundational skills practice so teachers can tailor instruction to meet individual student needs. The platform provides our Learning League and Summer Success reading lessons that offer engaging and structured opportunities for skill development. Teachers can use the detailed reports to identify strengths and missing skills. The Administration recommends renewing RAZ Plus for FY26 for \$112,144.00.

Desired results

Approval to purchase RAZ Plus renewal for FY26.

Personnel

N/A

Resources

N/A

Reviewed and Recommended:



Superintendent

3/3/25
Date

Motion for Board Action:

The Board of Education approves the quote from RAZ Plus for Reading Curriculum Software at a total cost of \$112,144.00 for the 2025-2026 school year.

Motion: _____

Second: _____

Board Action: Approved Not Approved Postponed (check one)



Quote

Date: 1/17/2025
Valid Until: 8/31/2025
Bill Id #: 10862475
Username: rwingo0

Ship To:

Rhonda Wingo
 Independence School District 30
 201 N Forest Ave Ste 30
 Independence, Missouri 64050
 816-521-5300
 rhonda_wingo@isdschools.org

Bill To:

Rhonda Wingo
 Independence School District 30
 201 N Forest Ave Ste 30
 Independence, Missouri 64050
 816-521-5300
 rhonda_wingo@isdschools.org

Year 1

Products	Quantity	Term (months)	List Price	Discount %	Unit Price	Total Price
Raz-Plus	428.00	12	\$248.00	0.000	\$248.00	\$106,144.00
Customized Professional Development Workshop	2.00	12	\$3,000.00	0.000	\$3,000.00	\$6,000.00
Year 1 sales tax*:						\$0.00
Year 1 total cost:						\$112,144.00

Year 2

Products	Quantity	Term (months)	List Price	Discount %	Unit Price	Total Price
Raz-Plus	428.00	24	\$496.00	7.000	\$461.28	\$197,427.84
Customized Professional Development Workshop	2.00	12	\$3,000.00	0.000	\$3,000.00	\$6,000.00
Year 2 sales tax*:						\$0.00
Year 2 discount amount:						\$14,860.16
Year 2 total cost:						\$203,427.84

Year 3

Products	Quantity	Term (months)	List Price	Discount %	Unit Price	Total Price
Raz-Plus	428.00	36	\$744.00	15.000	\$632.40	\$270,667.20

Internal use only: CPQ Quote # Q-936056, CSI Quote # 772605

Products	Quantity	Term (months)	List Price	Discount %	Unit Price	Total Price
Customized Professional Development Workshop	2.00	12	\$3,000.00	0.000	\$3,000.00	\$6,000.00

Year 3 sales tax*: \$0.00
Year 3 discount amount: \$47,764.80
Year 3 total cost: \$276,667.20

(*) Taxes (if applicable) to be calculated at time of purchase.
 All prices are in U.S. dollars.

Special Notes and Instructions

If paying by purchase order please send a Learning A-Z quote matching your Purchase Order (P.O.)

Email the P.O. along with the Learning A-Z quote to orders@learninga-z.com.

Sales Executive

Chris Miessler
cmiessler@learninga-z.com
(866) 889-3731

P.O. must include:

1. PO number
2. Learning A-Z as the vendor
3. Bill To information
4. The product(s) being purchased
5. Total dollar amount
6. If your PO has a signature line, it must be signed

If paying by credit card online, **log in to your My Account page. If you don't know your password, use the Forgot Password link to reset your password. Click Review. Fill out your card information and click Complete Order.**

Learning A-Z License Agreement

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All subscriptions, products, and services are offered subject to Learning A-Z's standard License Terms of Service, available at <https://help.learninga-z.com/en/articles/7216732-terms-of-service> (the "License"), as supplemented by the terms herein, and Learning A-Z's K-12 processing. By placing any order, customer confirms its acceptance of the License terms, as well as fees in this quote, which, together with any previously awarded proposal and/or any other associated agreement entered into by Learning A-Z and customer regarding the subscriptions, products, and services constitute the entire agreement between customer and Learning A-Z regarding such subscriptions, products, and services (the "Agreement") and provides its authorization to Learning A-Z's K-12 processing as described. Customer and Learning A-Z agree that the terms of this Agreement supersede any additional or inconsistent terms or provisions in any customer drafted purchase order, which shall be void and of no effect, or any communications, whether written or oral, between customer and Learning A-Z relating to the subject matter hereof. In the event of any conflict, the terms of this Agreement shall govern.

Please review our terms and conditions carefully before activating your account.

Thank you for your business!

Agenda Item # V. 5.

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.

Agenda Item # V. 6.

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.

Agenda Item #: v. 7.

Subject / Title: Approval to Purchase Non-Touch Chromebooks

Action Required Information Only (check one)

Description of Issue:

Background and rationale for this program / item

As part of the Technology improvement plan, the Administration recommends purchasing 1,200 Non-Touch Chromebooks from CDWG for \$353,748.00 under the Education Plus (Missouri Schools) (022-G) Contract. These Chromebooks will be used for the FY26 school year.

Desired result

Approval to purchase 1,200 new Non-Touch Chromebooks.

Personnel

N/A

Resources

N/A

Reviewed and Recommended:



Superintendent

2/28/25
Date

Motion for Board Action:

The Board of Education approves the quote from CDWG under the Education Plus (Missouri Schools) (022-G) contract to purchase 1,200 Non-Touch Chromebooks for a total cost of \$353,748.00

Motion: _____ **Second:** _____

Board Action: Approved Not Approved Postponed (check one)



Thank you for choosing CDW. We have received your quote.

Hardware Software Services IT Solutions Brands Research Hub

QUOTE CONFIRMATION

TODD THEEN,

Thank you for considering CDW•G for your technology needs. The details of your quote are below. **If you are an eProcurement or single sign on customer, please log into your system to access the CDW site.** You can search for your quote to retrieve and transfer back into your system for processing.

For all other customers, click below to convert your quote to an order.

Convert Quote to Order

QUOTE #	QUOTE DATE	QUOTE REFERENCE	CUSTOMER #	GRAND TOTAL
PHPM377	2/19/2025	DELL CHROMES	3586248	\$353,748.00

QUOTE DETAILS

ITEM	QTY	CDW#	UNIT PRICE	EXT. PRICE
Google Chrome Education Upgrade Mfg. Part#: CROS-SW-DIS-EDU-NEW Electronic distribution - NO MEDIA Contract: Education Plus (Missouri Schools) (022-G)	1200	5988499	\$29.79	\$35,748.00
DELL CTO 3110 N4500 64 4 CHROME Mfg. Part#: 3000184556492 Contract: Education Plus (Missouri Schools) Chromebooks Only (022-G)	1200	8221324	\$265.00	\$318,000.00

SUBTOTAL	\$353,748.00
SHIPPING	\$0.00
SALES TAX	\$0.00
GRAND TOTAL	\$353,748.00

PURCHASER BILLING INFO	DELIVER TO
Billing Address: INDEPENDENCE PUBLIC SCHOOLS ATTN: PURCHASIN 201 N FOREST AVE INDEPENDENCE, MO 64050-2513 Phone: (816) 521-2700 Payment Terms: NET 30 Days-Govt/Ed	Shipping Address: INDEPENDENCE PUBLIC SCHOOLS TODD THEEN 201 N FOREST AVE TECHNOLOGY INDEPENDENCE, MO 64050-2513 Shipping Method: ELECTRONIC DISTRIBUTION
	Please remit payments to: CDW Government 75 Remittance Drive Suite 1515 Chicago, IL 60675-1515



Sales Contact Info

Steve Grempla Jr | (866) 224-1670 | stevgre@cdwg.com

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Agenda Item #: v. 8.

Subject / Title: Accept Quote to Purchase One 71-Passenger Propane School Bus

Action Required Information Only (check one)

Description of Issue:

Background and rationale for this program / item

The Transportation Department maintains a fleet of 130 buses. Over the past five years, the District has been moving toward lower emission vehicles and have utilized grant funding to assist in these purchases. The District has been awarded funding for one propane school bus in the amount of \$61,639. This award is through the Missouri Department of Natural Resources Diesel Emissions Reduction Act (DERA) Grant program.

Desired results

Approval of the quote from Central States Bus Sales in the amount of \$178,860.00 through NJPA/Sourcwell. The awarded contract is #102115-BBB.

Personnel

N/A

Resources

N/A

Reviewed and Recommended:



Superintendent

3/4/25

Date

Motion for Board Action:

The Board of Education approves the quote to Purchase One 71-Passenger Propane School Bus through the NJPA/Sourcwell contract #102115-BBB from Central States Bus Sales.

Motion: _____

Second: _____

Board Action: Approved Not Approved Postponed (check one)

March 4, 2025

Independence School District
Attention: Mr. Daryl Huddleston, TD
900 South Powell Road
Independence, MO 64050

Dear Mr. Huddleston:

I'm happy to help you with your school transportation needs. Blue Bird School Buses are unsurpassed in Quality, Durability, and Built-In Safety Features.

In accordance with your request, I have prepared a proposal for your consideration.

2026 Blue Bird Vision 77 Pass Propane with AC and IMMI Std Seats: \$180,450.00 ea

2026 Blue Bird Vision 71 Pass Propane with AC and IMMI Std Seats: \$178,860.00 ea

(see attached spec sheet)

These prices above have been competitively bid and awarded to Blue Bird Corp. and Central States Bus Sales through NJPA/Sourcewell. The awarded contract number is #102115-BBB.

The terms of this bid requires payment due upon the delivery and acceptance of the new bus. An invoice would be submitted prior to delivery to enable the preparation of payment.

I appreciate your business. If you have any questions or require additional information, please feel free to contact me by phone at (314) 882-6047 or by e-mail at [ccaton@centralstatesbus.com](mailto:caton@centralstatesbus.com). Thanks again, and I hope to be hearing from you soon.

Respectfully,

Cliff Caton
Northwest Missouri Regional Sales Manager
Central States Bus Sales, Inc.

QUANTITY:

2026 BLUE BIRD, 71/77 PASSENGER CONVENTIONAL

CHASSIS SPECIFICATIONS

273" Wheel Base
50,000 PSI Frame Rails
Propane Powered Ford Roush Engine – 7.3L
Liquid Propane Auto Gas Fuel System
350 HP @ 468lbs With Econoshift
Heavy Duty Dry Type Air Cleaner
Electro-Magnetic Fan Clutch
Single Aluminized LH Side Exhaust
10,000 lb. Hendrickson Front Axle
21,000 lb. Meritor Rear Axle
10,000 lb. Hendrickson “Softtek” Front Springs
21,000 lb. Rear Springs
Front & Rear Shock Absorbers
Hydraulic Brakes Front And Rear With Dust Shields
Heavy Duty Ford Automatic Transmission
325 Amp. Leece Neville Alternator – Block Heater
Three Group 31 Batteries Measuring 3375 CCA
Quick-View Instrument Cluster
Full Instrumentation-Tachometer,
Fuel, Oil, Temp. And Voltmeter
Tripmeter, Engine Hour Meter
Ross TAS-55 Power Steering
Tilt/Telescoping Steering Column
Column Dimmer Switch
Cruise Control
Fiberglass Tilt Hood
Fender Mounted Turn Signals
Halogen Headlights
Automatic Daytime Running Lights
1/4 in. Heavy Duty 15” Tall Front Bumper
Front and Rear Tow Hooks
98 Gallon Propane AutoGas Fuel Tank
Mounted Behind Rear Axle Between Frame Rails
Euro Style Connector with Locking Fuel Tank Door
22.5" x 8.25 " Hub Piloted Disc Wheels
11R2205 GoodYear Tires
Front and Rear Balanced Tires
Front and Rear Mud Flaps & Front of Wheel Flaps
Rear Rubber Fenders
Intermittent Wipers With Wet Arms
AM/FM/MP3/USB Stereo With PA System and Eight (8)
Deluxe Speakers
Safety Back Up Alarm
Extra Insulation In Driver’s Area
Entrance Area LH and RH Assist Rail
Storage Compartment Above Driver Window
Adjustable Pedal
16 Gauge Side Panels
LED Body Lights
5 yr Bumper to Bumper Warranty
Interior Numbering Over Seats
REI Camera System and 2 Way Radio Installed
3 Route Changers Installed
LED Loading Light
Back up Camera/Front Facing Camera with dash switch
Electronic Stability Control

BODY SPECIFICATIONS

BBCV 3310
77” Headroom
D.O.T. Approved Fully Padded Seats Bottoms
And Barriers
Heavy Duty **Fire Block** Gray Upholstery
Header Pads Above Entrance And
Emergency Doors
Six Way High Back Driver's Cloth Seat With
Shoulder Harness and Aisle Side Armrest
LED 8 Light Warning System With
Solid State Controls
Dual Automatic Operated Stop Arm
With LED Flashing Lights
4 Piece Shaded Windshield
Four Rub Rails Including Snow Rails And
Extended Seat Rails
Aluminized Inner Side Panel
Full Fiberglass Body Insulation
6" x 30" Inside Padded Rearview
Mirror With Visor
Heated/Remote/Timer 9" x 17" Rearview Mirrors
Heated Dual Crossview Mirrors with LED
Electric Outward Opening Entrance Door With Vandal Lock
Three Step Stepwell
Emergency Door Retainer
Enclosed Battery Compartment
With Sliding Tray
LED Driver’s Dome Light
LED Dual Row Dome Lights With Separate Switches
-Front and Rear Configuration
Three Large Heaters
90,000 BTU Left Front
50,000 BTU Stepwell
80,000 BTU Rear
Heavy Duty Heater Water Pump
Two (2) 6" Defroster Fans Left and Right – no center
Two (2) Escape/Vent Hatches
Two (2) Emergency Exit Window On Each
Side Of Bus
LED Side Directional and LED Button Clearance Lights
Crossing Control Arm with Interrupt Switch
Power Port
Black Floor
5/8” Marine Grade Plywood Floor
Aluminum Aisle Trim
Full Length Acoustical Headliner
Strobe Light
All Required Emergency Equipment
3M Diamond Grade Reflective Striping
White Roof and Silver Grill
Laminated Tinted Windows With Black Frames
LH Compartment/Armrest, Cup Holder
All Required Lettering
Body Fluid Kit
**Front and Rear Bulkhead AC with Dash Air and digital
controls, left hand middle mount condenser**

Agenda Item #: v. 9.

Subject / Title: Approval of the Third Addendum to the Collective Bargaining Agreement with ITEA

Action Required Information Only (check one)

Description of Issue:

Background and rationale for this program / item

The District and the ITEA negotiation team have met and reviewed proposals as part of negotiations. Based on the discussions, the Administration is recommending approval of the Third Addendum to the Agreement between the Independence Transportation Employees Association and the School District of the City of Independence, MO. (Attachment A)

Desired results

Approval of the Third Addendum to the Collective Bargaining Agreement between the School District and the Independence Transportation Employees Association.

Personnel

N/A

Resources

N/A

Reviewed and Recommended:



Superintendent

3/3/25
Date

Motion for Board Action:

The Board of Education approves the Third Addendum to the Collective Bargaining Agreement between the Independence School District and the Independence Transportation Employees Association.

Motion: _____

Second: _____

Board Action: Approved Not Approved Postponed (check one)

THIRD ADDENDUM
TO THE AGREEMENT
BETWEEN THE
INDEPENDENCE TRANSPORTATION EMPLOYEES
ASSOCIATION AND THE
SCHOOL DISTRICT OF THE CITY OF
INDEPENDENCE, MISSOURI
JULY 1, 2022-JUNE 30, 2027

WHEREAS, the School District of the City of Independence, Missouri (hereinafter the "District") and the Independence Transportation Employees Association, an affiliate of the Missouri-National Education Association, (hereinafter the "Association") have entered into the final negotiation session which concluded on Thursday, February 20, 2025 ; and,

WHERE AS, the Parties have reached certain understanding they desire to confirm in this Addendum to the Agreement between the Parties originally entered into in April, 2022 (the "Collective Bargaining Agreement"); and,

In consideration of the preceding mutual covenants, this Addendum to the Agreement (the "Addendum") is entered into between the District and the Association this day, July 1 of 2025 (the "Effective Date").

The Association and District agree to the following:

Item 1:

Proposed: Updates to The CBA to reflect Current Policy numbers.

1. Section 4.9 Personnel Records (page 9)

Employees shall have access to all of their personnel files as outlined in Board Policy 4860.

Change to:

Employees shall have access to all of their personnel files as outlined in the Employee Manual under E-190-E.

2. Section 8.1 Reduction in Force (page 15)

The Board may reduce the number of Transportation Employees as outlined in Board Policy and Regulation 4741.

Change to:

The Board may reduce the number of Transportation Employees as outlined in Board Policy E-165-P and outlined in the Employee Manual E-165-E .

3. Section 8.2 Impact of Changes to the Reduction in Force Policy (page 15)

Changes to Policy and Regulation 4741 shall not be construed to reduce or eliminate the rights of the employees on unrequested leave as established by this policy in May 1, 2021.

Change to:

Changes to Policy E-165-P and the Employee Manual E-165-E shall not be construed to reduce or eliminate the rights of the employees on unrequested leave as established by this policy in May 1, 2021.

4. Section 9.1 Personal Leave (page 16)

Board Policy and Regulation 4320 outline the provisions for personal leaves.

Change to:

Board Policy E-115-P and the Employee Manual E-115-E outline the provisions for personal leaves.

5. Section 9.2 Leave Benefits (page 16)

Regulation 4320 provides the following leave benefits to twelve (12) month, full-time employees working 37.5 hours or more per week, including but not limited to:

Change to:

The Employee Manual E-115-E provides the following leave benefit to full-time employees including but not limited to:

6. Section 9.3 Impact of Changes to Personnel Leave Policy (page 16)

Changes to Policy and Regulation 4320 shall not be construed to reduce or eliminate the personal leave benefits as established by this policy in effect as of May 1, 2012.

Change to:

Changes to Policy E-115-P and the Employee Manual E-115-E shall not be construed to reduce or eliminate the personal leave benefits as established by this policy in effect as of May 1, 2012.

Item 2:

Article 5 Transportation Parking Lot Improvements and Transportation Lounge Improvements

ITEA President and Transportation Director (or agree upon designees) will meet:

Monthly to discuss the following items including but not limited to:

- Maintenance Concerns
 - ITEA President will continue to receive work order reports from Facilities.
- Review working conditions

Such concerns can be discussed and potentially addressed throughout the year to ensure a timely resolution.

Item 3:

Article 6-Section 6.1 Salary Schedule and Article 5- Section 5.12- Insurance Benefits

Appendix A and Appendix B

- Provide vertical step movement to all employees that qualify
- Add step 23 to the attendant and driver salary schedule
- District will keep all base health insurance plans at the same rates, regardless of the renewal in March
- Add additional \$3.50 / hr (\$17.50) for trainees, extra non-driving work, and bus fueler
- Salary increases are reflected on the salary schedule
- \$1,500 one-time retention incentive will be given to all full-time employees.
 - Must be employed on or before September 2nd and work continuously through December 1st, to receive the first installment of \$750. Paid with the December 20th, 2025 paycheck
 - Must be employed on or before January 6th and work continuously through May 1st, to receive the second installment of \$750. Paid with the May 20th, 2026 paycheck.
- \$1,000 one-time retention incentive will be given to all non-full-time employees who are benefit eligible.
 - Must be employed on or before September 2nd and work continuously through December 1st to receive the first installment of \$500. Paid with the December 20th, 2025 paycheck.
 - Must be employed on or before January 6 and work continuously through May 1st to receive the second installment of \$500. Paid with the May 20th, 2026 paycheck.

The parties, by the signatures below, represent that this Addendum has been executed by their duly authorized representatives as of the Effective Date.

INDEPENDENCE TRANSPORTATION EMPLOYEES ASSOCIATION

BY: Robert A. Smith 2/28/25
President

SCHOOL DISTRICT OF CITY OF INDEPENDENCE, MISSOURI

BY: _____
President, Board of Education

ATTESTED BY: _____
Secretary, Board of Education

**INDEPENDENCE SCHOOL DISTRICT
TRANSPORTATION DRIVER
SALARY SCHEDULE
2025-2026**

Step	Hourly Rate
1	19.90
2	20.30
3	20.70
4	21.10
5	21.50
6	21.90
7	22.30
8	22.70
9	23.10
10	23.50
11	23.90
12	24.30
13	24.70
14	25.10
15	25.50
16	25.90
17	26.30
18	26.70
19	27.10
20	27.50
21	27.90
22	28.30
23	28.70

OTHER PAY:

Early Education Mid-day Routes	1 -1/2 hours guaranteed at hourly rate
Routes Mid-day Route	1 hour guaranteed at hourly rate
Shuttle	1 hour guaranteed at hourly rate
Route Late	1 - 1/2 hours guaranteed at hourly rate
Activity	\$7.25 per day in addition to guaranteed 6.25 hours a day at driver's hourly rate
Spare Driver	\$9.25 per day In addition to driver's hourly rate
Driver	Step 1 of salary schedule
Mentor	Same as salary schedule placement
Route Driver Trip Rate	Placed on driver salary schedule at the discretion of the Director of Transportation based on experience
Route Driver Trip Rate - full benefits Trip Driver Rate (Non Route)	\$17.50 per hour up to 40 hours \$17.50 per hour (wash buses, meetings, trash) \$17.50 per hour
Trainees	\$15.00 per hour
All Extra Non-Driving Work	
Bus Fueler	
Seasonal Bus Washing Crew	

**INDEPENDENCE SCHOOL DISTRICT
TRANSPORTATION ATTENDANT
SALARY SCHEDULE
2025-2026**

Step	Hourly Rate
1	14.60
2	14.96
3	15.32
4	15.68
5	16.04
6	16.40
7	16.75
8	17.11
9	17.48
10	17.83
11	18.19
12	18.55
13	18.91
14	19.26
15	19.63
16	19.99
17	20.34
18	20.70
19	21.06
20	21.41
21	21.78
22	22.14
23	22.50

Attendants assigned to work with students identified as Emotionally Disturbed on specialized routes, specifically Independence Academy Day Treatment, will receive an additional \$1.00 per hour.

Attendant Pay for Trips: Same as salary schedule placement

Extra Work: \$17.50 per hour (bus washing, meeting, trash)
 \$17.50 per hour (fueller)

Agenda Item #: v. 10.

Subject / Title: Approval of the Third Addendum to the Collective Bargaining Agreement with IESP

Action Required Information Only (check one)

Description of Issue:

Background and rationale for this program / item

The District and the IESP negotiation team have met and reviewed proposals as part of negotiations. Based on the discussions, the Administration is recommending approval of the Third Addendum to the Agreement between the Independence Educational Support Personnel and the School District of the City of Independence, MO. (Attachment A)

Desired results

Approval of the Third Addendum to the Collective Bargaining Agreement between the School District and the Independence Educational Support Personnel.

Personnel
N/A

Resources
N/A

Reviewed and Recommended:



Superintendent

3/3/25

Date

Motion for Board Action:

The Board of Education approves the Third Addendum to the Collective Bargaining Agreement between the Independence School District and the Independence Educational Support Personnel.

Motion: _____

Second: _____

Board Action: Approved Not Approved Postponed (check one)

THIRD ADDENDUM
TO THE AGREEMENT
BETWEEN THE
INDEPENDENCE EDUCATIONAL SUPPORT PERSONNEL
ASSOCIATION AND THE
SCHOOL DISTRICT OF THE CITY OF
INDEPENDENCE, MISSOURI
JULY 1, 2022-JUNE 30, 2027

WHEREAS, the School District of the City of Independence, Missouri (hereinafter the "District") and the Independence Educational Support Personnel Association, an affiliate of the Missouri-National Education Association, (hereinafter the "Association") have entered into the final negotiation session which concluded on Thursday, February 20, 2025 ; and,

WHERE AS, the Parties have reached certain understanding they desire to confirm in this Addendum to the Agreement between the Parties originally entered into in April, 2022 (the "Collective Bargaining Agreement"); and,

In consideration of the preceding mutual covenants, this Addendum to the Agreement (the "Addendum") is entered into between the District and the Association this day, July 1 of 2025 (the "Effective Date").

The Association and District agree to the following:

Item 1:

Proposed: Updates to The CBA to reflect Current Policy numbers

1. Section 4.9 Personnel Records (page 9)

Employees shall have access to all of their personnel files as outlined in Board Policy 4860.

Change to:

Employees shall have access to all of their personnel files as outlined in the Employee Manual under E-190-E.

2. Section 8.1 Reduction in Force (page 16)

The Board may reduce the number of Facilities Employees as outlined in Board Policy and Regulation 4741.

Change to:

The Board may reduce the number of Facilities Employees as outlined in Board Policy E-165-P and outlined in the Employee Manual E-165-E.

3. Section 8.2 Impact of Changes to the Reduction in Force Policy (page 16)

Changes to Policy and Regulation 4741 shall not be construed to reduce or eliminate the rights of the employees on unrequested leave as established by this policy in May 1, 2021.

Change to:

Changes to Policy E-165-P and the Employee Manual E-165-E shall not be construed to reduce or eliminate the rights of the employees on unrequested leave as established by this policy in May 1, 2021.

4. Section 9.1 Personal Leave (page 17)

Board Policy and Regulation 4320 outline the provisions for personal leaves.

Change to:

Board Policy E-115-P and the Employee Manual E-115-E outline the provisions for personal leaves.

5. Section 9.2 Leave Benefits (page 17)

Regulation 4320 provides the following leave benefits to twelve (12) month, full-time employees working 37.5 hours or more per week, including but not limited to:

Change to:

The Employee Manual E-115-E provides the following leave benefit to full-time employees including but not limited to:

6. Section 9.3 Impact of Changes to Personnel Leave Policy (page 17)

Changes to Policy and Regulation 4320 shall not be construed to reduce or eliminate the personal leave benefits as established by this policy in effect as of May 1, 2012.

Change to:

Changes to Policy E-115-P and the Employee Manual E-115-E shall not be construed to reduce or eliminate the personal leave benefits as established by this policy in effect as of May 1, 2012.

7. Section 9.4 Vacation Leave (page 17)

Board Policy and Regulation 4331 outline the provisions for vacation leave.

Change to:

Board Policy E-115-P and the Employee Manual E-115-E outline the provisions for vacation leave.

8. Section 9.5 Vacation Leave Benefits (page 17)

Regulation 4331 provides the following vacation leave benefits to a full-time, 12 month employee:

Change to:

The Employee Manual E-115-E outlines the following vacation leave benefits to a full-time, 12 month employee:

9. Section 9.6 Impact of Changes to Vacation Leave Policy (page 17)

Changes to Policy and Regulation 4331 shall not be construed to reduce or eliminate the vacation leave benefits as established by this policy in effect as of May 1, 2012.

Change to:

Changes to Policy E-115-P and the Employee Manual E-115-E shall not be construed to reduce or eliminate the vacation leave benefits as established by this policy in effect as of May 1, 2012.

Item 2:

Article 5- Seniority

Calculation of Seniority

Seniority for all full-time and regular part-time employees shall be determined by the years of service and by the date of hire with the Independence School District. If an employee leaves the district, and later returns to employment with the district, they shall retain seniority if gone 90 days or less and lose any accrued seniority from previous employment if gone more than 90 days. An employee can only return 1 time to the district and retain seniority as outlined above.

Tie-Breaker: In the event of a seniority tie, where the original date of hire is the same, past evaluations will determine precedence.

Item 3:

**Article 6, Section 6.1- Salary Schedule and Article 5, Section 5.14- Insurance Benefits
Appendix A**

- Provide vertical step movement to all employees that qualify
- Add step 19 to all salary schedules
- District will keep all base plans at the same rates, regardless of the renewal in March.
- Add additional \$0.50 / hr (\$16.50) for part time, sub, and sub maintenance rate
- Add \$1.00 / hr for employee that have certification(s)
- Add MS / HS Night Custodian
- Salary increases are reflected on the salary schedule
- \$1,500 one-time retention incentive will be given to all full-time employees.
 - Must be employed on or before September 2nd and work continuously through December 1st to receive the first installment of \$750. Paid with the December 20th, 2025 paycheck.
 - Must be employed on or before January 6th and work continuously through May 1st, to receive the second installment of \$750. Paid with the May 20th, 2026 paycheck.
- \$1,000 one-time retention incentive will be given to all non-full-time benefit eligible employees.
 - Must be employed on or before September 2nd and work continuously

- through December 1st to receive the first installment of \$500. Paid with the December 20th, 2025 paycheck.
- Must be employed on or before January 6 and work continuously through May 1st to receive the second installment of \$500. Paid with the May 20th, 2026 paycheck.

The parties, by the signatures below, represent that this Addendum has been executed by their duly authorized representatives as of the Effective Date.

INDEPENDENCE EDUCATIONAL SUPPORT PERSONNEL ASSOCIATION

BY: Mihel Verti 2/28/25
President

SCHOOL DISTRICT OF CITY OF INDEPENDENCE, MISSOURI

BY: _____
President, Board of Education

ATTESTED BY: _____
Secretary, Board of Education

**INDEPENDENCE SCHOOL DISTRICT
FACILITIES
SAIARY SCHEDULE
2025-2026**

Step	Custodian	Full Time Sub Custodian	Small Elem	Large Elem	Middle Schools & Academy	High Schools	MS/HS Night Custodian	Wrhse/ Grounds	Grds/Maint	Maint*
1	16.91	17.01	17.73	18.19	18.70	19.26	17.41	17.78	19.01	21.73
2	17.48	17.58	18.29	18.75	19.26	19.83	17.98	18.34	19.58	22.29
3	18.04	18.14	18.85	19.31	19.83	20.39	18.54	18.91	20.14	22.85
4	18.60	18.70	19.42	19.88	20.39	20.95	19.10	19.48	20.70	23.41
5	19.16	19.26	19.99	20.45	20.95	21.53	19.66	20.04	21.26	23.98
6	19.73	19.83	20.55	21.01	21.53	22.09	20.23	20.60	21.83	24.54
7	20.29	20.39	21.11	21.58	22.09	22.65	20.79	21.16	22.39	25.11
8	20.85	20.95	21.68	22.14	22.65	23.21	21.35	21.73	22.95	25.68
9	21.41	21.53	22.24	22.70	23.21	23.78	21.91	22.29	23.51	26.24
10	21.98	22.09	22.80	23.26	23.78	24.34	22.48	22.85	24.09	26.80
11	22.55	22.65	23.36	23.83	24.34	24.90	23.05	23.41	24.65	27.36
12	23.11	23.21	23.93	24.39	24.90	25.46	23.61	23.98	25.21	27.93
13	23.68	23.78	24.49	24.95	25.46	26.03	24.18	24.54	25.78	28.49
14	24.24	24.34	25.05	25.51	26.03	26.59	24.74	25.11	26.34	29.05
15	24.80	24.90	25.63	26.08	26.59	27.15	25.30	25.68	26.90	29.61
16	25.36	25.46	26.19	26.64	27.21	27.73	25.86	26.24	27.46	30.18
17	25.93	26.03	26.75	27.21	27.78	28.29	26.43	26.80	28.03	30.74
18	26.49	26.59	27.31	27.78	28.34	28.85	26.99	27.36	28.59	31.30
19	27.05	27.15	27.88	28.34	28.90	29.41	27.55	27.93	29.15	31.88

Small Elem: Elementary Head Custodians with buildings of less than 55,000 square feet and MS Asst. Head Custodian
Large Elem: Elementary Head Custodians with buildings larger than 55,000 square feet and HS Asst. Head Custodian

*Facilities Employees completing advanced training in requested areas of specialized maintenance will receive \$2.00 more per hour for initial certification and \$2.50 more per hour for multiple certifications.

New employees may enter the scale from Step 1 to 7 based on previous experience or specialized skills.

Part Time Custodian	\$ 16.50
Part Time Sub Custodian	\$ 16.50
Sub Maintenance/Grounds	\$ 16.50
Facilities Trainer/Certification Stipend	\$ 1.00

Agenda Item #: v. 11.

Subject / Title: Approval of the Third Addendum to the Collective Bargaining Agreement with INEA

Action Required Information Only (check one)

Description of Issue:

Background and rationale for this program / item


The District and the INEA negotiation team have met and reviewed proposals as part of negotiations. Based on the discussions, the Administration is recommending approval of the Third Addendum to the Agreement between the Independence National Education Association and the School District of the City of Independence, MO. (Attachment A)

Desired results

Approval of the Third Addendum to the Agreement between the Independence National Education Association and the School District of the City of Independence, MO.

Personnel
N/A

Resources
N/A

Reviewed and Recommended: 
Superintendent

3/4/25
Date

Motion for Board Action:

The Board of Education approves the Third Addendum to the Agreement between the Independence National Education Association and the School District of the City of Independence, MO.

Motion: _____ **Second:** _____

Board Action: Approved Not Approved Postponed (check one)

THIRD ADDENDUM
TO THE AGREEMENT
BETWEEN THE
INDEPENDENCE -NATIONAL EDUCATION ASSOCIATION
ASSOCIATION AND THE
SCHOOL DISTRICT OF THE CITY OF
INDEPENDENCE, MISSOURI
JULY 1, 2022-JUNE 30, 2027

WHEREAS, the School District of the City of Independence, Missouri (hereinafter the "District") and the Independence-National Education Association, an affiliate of the Missouri-National Education Association, (hereinafter the "Association") have entered into the final negotiation session which concluded on Monday, February 24, 2025 ; and,

WHERE AS, the Parties have reached certain understanding they desire to confirm in this Addendum to the Agreement between the Parties originally entered into in April, 2022 (the "Collective Bargaining Agreement"); and,

In consideration of the preceding mutual covenants, this Addendum to the Agreement (the "Addendum") is entered into between the District and the Association this day, July 1 of 2025 (the "Effective Date").

The Association and District agree to the following:

Item 1:

Updates to the CBA to reflect current policy numbers.

Section 8.1 Reduction in Force (page 17)

The Board may reduce the number of Certificated Employees as outlined in Board Policy and Regulation 4740.

Change to:

The Board may reduce the number of Certificated Employees as outlined in Board Policy E-165-P and outlined in the Employee Manual E-165-E.

Section 8.2 Impact of Changes to the Reduction in Force Policy (page 18)

Changes to Policy and Regulation 4720 shall not be construed to reduce or eliminate the rights of the employees on unrequested leave as established by this policy in May 1, 2012.

Change to:

Changes to Policy E-165-P and the Employee Manual E-165-E shall not be construed to reduce or eliminate the rights of the employees on unrequested leave as established by this policy in May 1, 2012.

Section 9.1 Personal Leave (page 18)

Board Policy and Regulation 4320 outline the provisions for personal leaves.

Change to:

Board Policy E-115-P and the Employee Manual E-115-E) outline the provisions for personal leaves.

Section 9.2 Leave Benefits (page 18)

Regulation 4320 provides the following leave benefits to full-time certificated employees, including but not limited to:

Change to:

The Employee Manual E-115-E provides the following leave benefit to full-time certificated employees including but not limited to:

Section 9.3 Impact of Changes to Personnel Leave Policy (page 18)

Changes to Policy and Regulation 4320 shall not be construed to reduce or eliminate the personal leave benefits as established by this policy in effect as of May 1, 2012.

Change to:

Changes to Policy E-115-P and the Employee Manual E-115-E shall not be construed to reduce or eliminate the personal leave benefits as established by this policy in effect as of May 1, 2012.

Section 10.1 Personnel Records (page 19)

Employees shall have access to all of their personnel files as outlined in Board Policy 4860.

Change to:

Employees shall have access to all of their personnel files as outlined in the Employee Manual under E-190-E.

Section 10.3 Transfers and Vacancies (page 19)

Board Policy 4210 outlines the provisions for the assignment of employees, ability to request a transfer of assignment and the postings of notices of all vacancies.

Change to:

Board Policy E-105-P and the Employee Manual E-105-E outlines the provisions for the assignment of employees, ability to request a transfer of assignment and the postings of notices of all vacancies.

Section 10.4 Impact of Changes to the Transfer and Vacancies Policy (page 19)

Changes to Policy 4210 shall not construe to limit or reduce the rights of the employees to be assigned, seek transfer or receive vacancy notices as established by this policy in effect as of May 1, 2012.

Change to:

Changes to Policy E-105-P shall not construe to limit or reduce the rights of the employees to be assigned, seek transfer or receive vacancy notices as established by this policy in effect as of May 1, 2012.

Item 2:

Article 5-General Provisions

Section 5.10 Meetings and Events Outside of School Hours

Building Leadership Teams will work collaboratively with staff to develop a building plan for school as a whole meetings and attendance expectations for events outside of school hours. Not to include Curriculum Night, Meet the Teacher Night, and Parent/Teacher Conference expectations. Parent Teacher Conference expectations will remain the same as already outlined within the CBA.

Item 3:

Article 5-General Provisions-Section 5.11 Planning Time

Building Leadership teams will work collaboratively with staff to develop a building plan for weekly planning time and collaboration schedules. Planning time is calculated between the official start and close of the school day and does not include travel time, lunch time, or time before or after school.

Item 4:

Article 6 Salary Schedule -Section 6.2 and Section 6.3

Article 5 -Section 5.9 Insurance Benefits

Appendix A and Appendix B

Teacher

- Provide vertical step movement to all employees that qualify
- Provide horizontal step movement to those who qualify based on college hours
- Provide an additional step to employees that have been continuously employed by the District since before 2019-2020 who were eligible for step movement that year
- Add step 22 and 23 on Masters Column
- Add step 25 and 26 on Masters + 16 Column
- Add step 26 and 27 on Masters +30 and Doctorate Column
- Increase the indexed base by \$775 to \$40,125
- Adjust the following overlays to the salary schedule
 - Step 1 includes a salary overlay of: BS \$7,020, BS+16 \$6,470, MA \$5,730, MA+16 \$4,770, MA+30 \$3,870, DOC \$3,170
 - Step 2 includes a salary overlay of: BS \$5,435, BS+16 \$4,885, MA \$4,145, MA+16 \$3,185, MA+30 \$2,285, DOC \$1,585

- Step 3 BS includes a salary overlay of \$3,850
- Step 4 BS and Step 3 BS+16 include a salary overlay of \$3,300
- Step 5 BS, Step 4 BS+16, and Step 3 MA include a salary overlay of \$2,560
- Step 6 BS, Step 5 BS+16, Step 4 MA, and Step 3 MA+ 16 include a salary overlay of \$1,600
- Step 7 BS, Step 6 BS+16, Step 5 MA, Step 4 MA+ 16, and Step 3 MA +30 include a salary overlay of \$700
- District will keep all base health insurance plans at the same rates, regardless of the renewal in March.
- \$1,500 one-time retention incentive will be given to all currently employed full-time certificated employees who sign a contract for the 2025-2026 school year by April 1, 2025. Incentive will be paid with the May 20th paycheck. Any employee not completing the entirety of the 2025-2026 school year will be required to reimburse the district for the incentive.
- \$1,000 one-time retention incentive will be given to all currently employed non-full-time employees who are benefit eligible, that sign a contract for the 2025-2026 school year by April 1, 2025. Incentive will be paid with the May 20th paycheck. Any employee not completing the entirety of the 2025-2026 school year will be required to reimburse the district for the incentive.

Para

- Provide vertical step movement to all employees that qualify
- Provide horizontal step movement to those who qualify based on college hours
- Add step 20 to all columns on the salary schedule
- District will maintain all insurance base plans at the same rates, regardless of the renewal in March
- Add additional supplemental hourly rates for specific program assignments and building assignments. Each is reflected on the salary schedule
 - MS / HS functional skills was added to the supplemental scale
- Salary increases are reflected on the salary schedule
- Paras can enter the salary schedule at Step 15, whereas it was previously step 12
- \$1,500 one-time retention incentive will be given to all full-time employees.
 - Must be employed on or before September 2nd and work continuously through December 1st to receive the first installment of \$750. Paid with the December 20th, 2025 paycheck.
 - Must be employed on or before January 6 and work continuously through May 1st to receive the second installment of \$750. Paid with the May 20th, 2026 paycheck.
- \$1,000 one-time retention incentive will be given to all non-full-time benefit eligible employees.
 - Must be employed on or before September 2nd and work continuously through December 1st to receive the first installment of \$500. Paid with the December 20th, 2025 paycheck.

- Must be employed on or before January 6 and work continuously through May 1st to receive the second installment of \$500. Paid with the May 20th, 2026 paycheck.

Item 5:

Article 9 Personal Leaves -Section 9.2 -Personal Leave

Teacher Unit:

Personal Leave will be limited to no more than ten (10) percent of each building staff usage on any given day. One personal leave day may be carried forward at the end of each school year to the following school year for a maximum number of four (4) personal leave days in any given school year. No additional personal leave days will be granted. Personal leave days are to be deducted from current or accumulated sick leave.

Para Educators:

Personal Leave will be limited to no more than ten (10) percent of each building staff usage on any given day. One personal leave day may be carried forward at the end of each school year to the following school year for a maximum number of three (3) personal leave days in any given school year. No additional personal leave days will be granted. Personal leave days are to be deducted from current or accumulated sick leave.

Item 6:

Article 9 Personal Leaves -Section 9.5-Sick Leave Compensation

The District will cap the number of reimbursable days for unused sick leave at 100. The days will be paid at the rate of \$130 per day at the employee's retirement.

Item 7:

Article 1 Recognition Section 1.3 -Election of Successor Representative of Teacher Unit

- 1. Request to Change or Decertify Representation.** The Board will only recognize an organization, association, union, or professional group ("a union") as the representative for District teachers through a secret ballot election. District teachers may request to change or decertify the representative of the bargaining unit through a secret ballot election. To request an election, a District teacher must submit the following to the secretary of the board:
 - a.** For a change in the representative of the bargaining unit, a description of the proposed bargaining unit. This will include the general classifications of employees to be included and excluded as well as the approximate number of teachers in the proposed unit. For decertification of representation, a description of the current bargaining unit.
 - b.** The name of the proposed union as the exclusive representative and the name and contact information for the union's contact person. For decertification of representation, the name of the current representative and the contact information for the union's contact person.

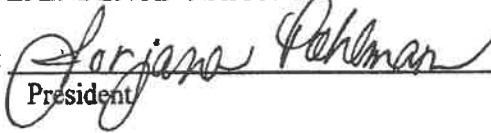
- c. A petition, signed by at least 30% of the District's teachers in the proposed unit or current unit if decertification is sought, requesting an election by secret ballot. Signatures cannot be older than 90 days from the date the petition was submitted to the secretary of the board. The petition must be submitted in a sealed envelope separate from the other information submitted and must be labeled "Petition".
 - d. When the secretary of the board receives the request and the information outlined above, as applicable, the secretary of the board will post notice of receipt of the request in the same location Board meeting notices are posted and notify the current exclusive representative of such notice. The notice will include a deadline of 20 business days from the date the notice was posted for District teachers interested in representation by a different union to submit a request.
- 2. Interest in Representation by Another Union.** District teachers interested in representation by a different union must submit the same information outlined above. The Board will delay setting a date for the election until the information is reviewed by the person designated to review the petition(s). If the request is submitted before the deadline and includes the information outlined above, the union will be listed on the ballot.
- 3. Person Designated to Review the Petition(s).** The Superintendent, the union contact person identified by the requesting District teacher, and the union contact person of the union currently representing District teachers, will select a person mutually acceptable to the District and the union(s) to review the petition(s).
- 4. Election Procedures.** The superintendent and one representative from each organization on the ballot shall meet to discuss, develop, and agree to ground rules and procedures for conducting the election.
- a. **Ballot Language.** The ballot language will be developed and mutually agreed upon by the superintendent, the union currently recognized, and the union seeking recognition.
 - b. **Timetable and Notice of Election.** After all petitions have been verified by the person designated to review the petition(s), an election will occur within twenty (20) business days. Notice of the election shall be posted to all eligible members of the bargaining unit no less than six (6) business days prior to the opening of the election polls.
 - c. **Election Results.** If a union receives a majority of the votes cast by members of the bargaining unit, that union will be elected the exclusive bargaining representative.
 - d. **Objections to Conduct of Election.** Within ten (10) business days after the tally of ballots has been furnished to the parties, any party may file objections to the conduct of the election or conduct affecting the results of the election. If objections are filed, the parties shall meet to mutually agree upon a person to investigate the claims and, if deemed necessary, that person will hold a hearing with the parties to make a decision on the objections.
 - e. **Election Costs.** Any costs of the election shall be borne equally by the district and each organization on the ballot.

5. **Open-Window Period.** A petition for decertification of the Association as the exclusive bargaining representative, or request to change representation, of the teacher unit may be filed by any District teacher, as outlined above no earlier than January 1, 2026 and no later than April 1, 2026.

The parties, by the signatures below, represent that this Addendum has been executed by their duly authorized representatives as of the Effective Date.

INDEPENDENCE- NATIONAL EDUCATION ASSOCIATION

BY:



President

SCHOOL DISTRICT OF CITY OF INDEPENDENCE, MISSOURI

BY:

President, Board of Education

ATTESTED BY:

Secretary, Board of Education

**INDEPENDENCE PUBLIC SCHOOLS
SALARY SCHEDULE • CLASSROOM TEACHERS
2025-2026**

STEP	BS	BS+16 (a)	MS(F) (b)	MS(F)+16 (c)	MS(F)+30 (e)	Doctorate
	\$47,495 *					
1	\$47,145	\$48,601	\$51,874	\$52,920	\$54,026	\$56,737
2	\$47,145	\$48,601	\$51,874	\$52,920	\$54,026	\$56,737
3	\$47,145	\$48,601	\$51,874	\$52,920	\$54,026	\$56,737
4	\$48,180	\$49,446	\$52,499	\$53,605	\$54,911	\$58,322
5	\$49,025	\$50,071	\$53,184	\$54,490	\$56,496	\$59,907
6	\$49,650	\$50,756	\$54,068	\$56,075	\$58,081	\$61,492
7	\$50,335	\$51,641	\$55,653	\$57,660	\$59,666	\$63,077
8	\$51,220	\$53,226	\$57,238	\$59,245	\$61,251	\$64,661
9	\$52,805	\$54,811	\$58,823	\$60,830	\$62,836	\$66,246
10	\$54,389	\$56,396	\$60,408	\$62,414	\$64,421	\$67,831
11	\$55,974	\$57,981	\$61,993	\$63,999	\$66,006	\$69,416
12	\$57,559	\$59,566	\$63,578	\$65,584	\$67,591	\$71,001
13	\$59,144	\$61,151	\$65,163	\$67,169	\$69,176	\$72,586
14	\$60,729	\$62,735	\$66,748	\$68,754	\$70,760	\$74,171
15	\$62,314	\$64,320	\$68,333	\$70,339	\$72,345	\$75,756
16	\$63,899	\$65,905	\$69,918	\$71,924	\$73,930	\$77,341
17		\$67,490	\$71,503	\$73,509	\$75,515	\$78,926
18			\$73,088	\$75,094	\$77,100	\$80,511
19			\$74,673	\$76,679	\$78,685	\$82,096
20			\$76,258	\$78,264	\$80,270	\$83,681
21			\$77,843	\$79,849	\$81,855	\$85,266
22			\$79,427	\$81,434	\$83,440	\$86,851
23			\$81,012	\$83,019	\$85,025	\$88,436
24				\$84,604	\$86,610	\$90,020
25				\$86,189	\$88,195	\$91,605
26				\$87,773	\$89,780	\$93,190
27					\$91,365	\$94,775

(a) The indexed base is \$40,125. Step 1 includes a salary overlay of: BS \$7,020, BS+16 \$6,470, MA \$5,730, MA+16 \$4,770, MA+30 \$3,670, OOC \$3,170
 Step 2 include a salary overlay of: BS \$5,435, BS+16 \$4,885, MA \$4,145, MA+16 \$3,185, MA+30 \$2,265, OOC \$1,685
 Step 3 BS includes a salary overlay of \$3,650
 Step 4 BS and Step 3 BS+16 include a salary overlay of \$3,300
 Step 5 BS, Step 4 BS+16, and Step 3 MA include a salary overlay of \$2,660
 Step 6 BS, Step 6 BS+16, Step 4 MA, and Step 3 MA+ 16 include a salary overlay of \$1,600
 Step 7 BS, Step 6 BS+16, Step 5 MA, Step 4 MA+ 16, and Step 3 MA +30 include a salary overlay of \$700

(b) Graduate hours applicable to a Graduate Degree - granted after qualifying for Missouri Certificate.

(c) MS(F) requires a Master's Degree in Education, a Master's Degree in the teacher's content area or a Master's Degree, above, other than those defined plus a minimum of 18 graduate hours related to the teacher's assignment.

(d) One-half hours must be graduate for all hours earned after Master's in Field.

(e) National Board Certification will receive a \$3,000 annual stipend.

(f) Master plus hours apply to those hours earned beyond the Master's Degree being conferred.

(g) CTE certification placement in master's column based on number of years in applicable industry.

(h) Speech Language Pathologists will receive a \$3,000 stipend.

(i) Counselors will receive a \$1,500 stipend.

(*) Reflects \$350 Stipend for additional training required of entry level teachers.

**INDEPENDENCE SCHOOL DISTRICT
PARAEDUCATOR
SALARY SCHEDULE
2025-2026**

Step	Para Praxis	A.A. or +60 hrs. *	B.S. or +120 hrs *	MS* or Current Teach. Cert.
1	16.10	17.10	18.10	19.00
2	16.40	17.40	18.40	19.50
3	16.70	17.70	18.70	20.00
4	17.00	18.00	19.00	20.50
5	17.30	18.30	19.30	21.00
6	17.60	18.60	19.60	21.50
7	17.90	18.90	19.90	22.00
8	18.20	19.20	20.20	22.50
9	18.50	19.50	20.50	23.00
10	18.80	19.80	20.80	23.50
11	19.10	20.10	21.10	24.00
12	19.40	20.40	21.40	24.50
13	19.70	20.70	21.70	25.00
14	20.00	21.00	22.00	25.50
15	20.30	21.30	22.30	26.00
16	20.60	21.60	22.60	26.50
17	20.90	21.90	22.90	27.00
18	21.20	22.20	23.20	27.50
19	21.50	22.50	23.50	28.00
20	21.80	22.80	23.80	28.50

Paraeducators may enter the scale on Step 1-15 based on prior experience as a paraeducator or classroom teacher in a public or private school setting.

Specific hourly rates will be added to the salary of Paraeducators who currently work in noted classroom settings:

- \$4.00 Behavior, Academic and Social Skills (BASS) Paraeducator
- \$4.00 Communication, Behavior and Social Skills (CBSS) Paraeducator
- \$3.00 Early Childhood Special Education (ECSE) Paraeducator
- \$4.00 Life Skills Paraeducator
- \$2.50 Paraeducator with Braille Responsibilities
- \$3.00 R.I.S.E. Paraeducator
- \$3.00 Recovery Room Interventionist
- \$3.00 MS / HS Functional Skills
- \$3.50 Independence Academy paraprofessionals

Substitute Para Daily Rate: \$125.00 + 60 College Hours/Substitute Teacher Certificate required

For schedule placements, college hours must be from a college or university with accreditation recognized by the Missouri Department of Elementary and Secondary Education.

* Missouri Substitute Teacher Certificate required.

Agenda Item #: v. 12.

Subject / Title: Approval of Board of Education Code of Civility

Action Required Information Only (check one)

Description of Issue:

Background and rationale for this program / item

The Board of Education recently reviewed the Board of Education Norms. The Board of Education has developed a Code of Civility in order to promote a positive, respectful, and professional atmosphere as they work as a team in leading the Independence School District.

Desired results

Approval of Code of Civility.

Personnel

Board of Education

Resources

N/A

Reviewed and Recommended:



Superintendent

2/28/25
Date

Motion for Board Action:

The Board of Education approves the Code of Civility as presented.

Motion: _____

Second: _____

Board Action: Approved Not Approved Postponed (check one)

Code of Civility

To promote a positive, collegial atmosphere with mutual honesty, integrity and respect among professionals, staff and parents, Independence School District Board of Education and Superintendent, has developed the following Code of Civility:

Respect

Treat all Board members, the superintendent, staff, students and families with respect and in a professional and courteous manner at all times, whether in person or in written communication (including e-mail and social media).

Courtesy

Embrace courteous discourse (oral, verbal, non-verbal and electronic) and refrain from using profanities, insults, or other disparaging remarks. Avoid using your own personal lens to infer the motivations of others. Extend grace whenever possible and seek to clarify intent of all communication when unsure.

Truth

Endeavor to speak truthfully and not knowingly misrepresent, mischaracterize, or misquote professional or private information received from others. Stand up for truth from others. Vow to respectfully and professionally voice when others are not being truthful.

Responsibility

Take responsibility for your own actions. Maintain personal integrity, keep promises and support open professional communications.

Cooperation

Work together with all Board members, the superintendent, staff, students and families in a spirit of cooperation toward our common goals of seeking and providing high-quality results for our district.

Collaboration

Foster a sense of inclusivity and teamwork. Include others whenever possible and lift up each other and our respective strengths.

Privacy

Strive to uphold the right to privacy and not share private, confidential information.

Nondiscrimination

Respect the differences in people and their ideas and opinions and reject bigotry. Support tolerance of differing points of view.

Acknowledgement

I have reviewed and understand the Code of Civility. I acknowledge that my review was conducted this ____ of _____, 2025, and that I have received a copy of the Code of Civility.

Signature

Printed Name

Agenda Item #: v. 13.

Subject / Title: Approval for Declaration of Surplus Items

Action Required **Information Only** (check one)

Description of Issue:

Background and rationale for this program / item

The Administration is recommending declaring the attached listed property as surplus as it has met its life cycle for District operations.

Desired result

Approval to declare items surplus for the purpose of: GovDeals.com, recycle, sold as scrap, or discarded.

Personnel

Greg McGhee, Director of Facilities/Purchasing

Resources

N/A

Reviewed and Recommended:



Superintendent

3/3/25

Date

Motion for Board Action:

The Board of Education approves declaring for surplus the list of attached items pursuant Section 177.091 R.S.M.o.

Motion: _____

Second: _____

Board Action: Approved Not Approved Postponed (check one)

**INDEPENDENCE SCHOOL DISTRICT
INVENTORY ASSET SHEET FOR DISPOSAL/SCRAP/DONATE**

Date: 3-11-25

PUR-009

Asset Description	Quantity	Asset #	Serial #	Donate Item	Condition of Items(s)	Grant Item	Disposal/Scrap/Donate
All-In-One PC	19			No	Obsolete	No	Disposal
Auto Scrubber - Advance VS20	1	16004156	2053489	No	Poor	No	Surplus
Auto Scrubber - BU800	1	18004080	3000177550	No	Poor	No	Surplus
Auto Scrubber - Kent Select Gloss 20B	1	13012172	1653523	No	Poor	No	Surplus
Baby Crib	1	16003213		No	Broken	No	Disposal
Baby Crib	1	16003242		No	Broken	No	Disposal
Burnisher - Clarke CFP	1	18002526	EE3031	No	Poor	No	Surplus
Burnisher - Pacific	1	13001035		No	Poor	No	Surplus
Burnisher - Thoro-Matic	1		23014	No	Poor	No	Surplus
Cabinet	1			No	Broken	No	Disposal
Cabinet/Laptop Storage	10			No	Broken	No	Disposal
Camera	2			No	Broken	No	Disposal
Cart	4			No	Broken	No	Disposal
Central Speed Rack Model 942-026 (Southern)	1			No	Broken	No	Scrap
Chromebook	147			No	Broken	No	Disposal
Desk - Small	1			No	Broken	No	Disposal
Document Camera	2			No	Obsolete	No	Disposal
DVD/VCR Player	2			No	Broken	No	Disposal
EPCO Warmer Model 1290002 (Santa Fe)	1	13008890	(Sycamore)	No	Broken	No	Scrap
Filing Cabinet	1			No	Poor	No	Disposal
Filing Cabinet	1			No	Poor	No	Disposal
Filing Cabinet	1			No	Poor	No	Disposal
Filing Cabinet	1			No	Poor	No	Disposal
Ford F150 - 2018 (Truck# 64)	1		VIN# 1FTEW1E53JKE86534	No	Poor	No	Surplus
Furinno Jaya Simply Home 5-Shelf Bookcase, 5-Tier, Espresso	1	23005755		No	Broken	No	Disposal
Hobart Commercial Refrigerator Model Q2 (Sycamore)	1	13008083	32 532 881	No	Broken	No	Scrap

INDEPENDENCE SCHOOL DISTRICT
INVENTORY ASSET SHEET FOR DISPOSAL/SCRAP/DONATE

Date: 3-11-25

PUR-009

Asset Description	Quantity	Asset #	Serial #	Donate Item	Condition of Items(s)	Grant Item	Disposal/Scrap/Donate
Ice and Water Dispenser & Stand - DCM-0500BAH	1	13021725	G079148C	No	Broken	No	Scrap
Ice-O-Matic Ice Machine Model ICE0320HA4 (Nowlin)	1	13010045	11091280013069	No	Broken	No	Scrap
iPad	9			No	Obsolete	No	Disposal
LapTop	9			No	Obsolete	No	Disposal
Lathe - 600L Clausing	1	13004374	307018	No	Poor	No	Surplus
Lathe - Clausing Colchester 13"	1	13002869	MG0035	No	Poor	No	Surplus
Library Books	1,848			Yes	Poor	No	Donate
Manitowoc Ice Machine Model UYF0240A-161B (Ott)	1	18001649	310436378	No	Broken	No	Scrap
Mavic Air II Drone	1	20001789	OK1UF5900E01KB	No	Broken	No	Scrap
Mavic Air II Drone	1	19003325	0K10Etv1A00249	No	Broken	No	Scrap
Mavic Air II Drone	1	20001884	0K1DF57A0M3Q9	No	Broken	No	Scrap
Mavic Air II Drone	1	20001928	OK1UFS000EO0BL	No	Broken	No	Scrap
Mavic Air II Drone	1	18009197	OK1DF3E1ADSP9E	No	Broken	No	Scrap
Mavic Air II Drone	1	19003326	OK1UF4400E0040	No	Broken	No	Scrap
Mavic Air II Drone	1	20001927	0K1DF572ADKFE6	No	Broken	No	Scrap
Microscope	1		75656	No	Broken	No	Scrap
Microscope	1		000000008845	No	Broken	No	Scrap
Microscope	1	13010624		No	Broken	No	Scrap
Microscope	1	KCPS-00079067		No	Broken	No	Scrap
Microscope	1	KCPS-00079066		No	Broken	No	Scrap
Microscope	1	KCPS-08215		No	Broken	No	Scrap
Microscope	1	KCPS-8215		No	Broken	No	Scrap
Microscope	1	KCPS-416640		No	Broken	No	Scrap
Microwave	1	17002791		No	Broken	No	Scrap
Microwave - Magic Chef	1			No	Broken	Perkins	Disposal
Monitor	3			No	Broken	No	Disposal
Panasonic Model PRO II Microwave/Steam	1	13016087	6K72030036	No	Obsolete	No	Disposal
Phantom Drone	1	18008142	11UCF730A50222	No	Broken	No	Scrap

**INDEPENDENCE SCHOOL DISTRICT
INVENTORY ASSET SHEET FOR DISPOSAL/SCRAP/DONATE**

Date: 3-11-25

PUR-009

Asset Description	Quantity	Asset #	Serial #	Donate Item	Condition of Items(s)	Grant Item	Disposal/Scrap/Donate
Phone	2			No	Obsolete	No	Disposal
Printer	4			No	Obsolete	No	Disposal
Projector	37			No	Obsolete	No	Disposal
SPOT Vision Screener	1		MW4015-760f-NC-BX	No	Broken	Head Start	Disposal
Television	1			No	Broken	No	Disposal
Vertical Mill - Bridgeport	1	13003354	HDNGO992	No	Poor	No	Surplus
Vertical Mill - Bridgeport	1	13003352	HDNGO990	No	Poor	No	Surplus