

The Board of Education met in regular session Tuesday, February 11, 2025, at 6:00 p.m. in the Board Room at the Board of Education Office, 201 North Forest Avenue, Independence, Missouri.

Members Present: Mrs. Carrie Dixon, President  
Mr. Anthony J. Mondaine, Vice President  
Mrs. Denise Fears, Treasurer  
Mrs. Jill Esry, Director  
Mr. Blake Roberson, Director  
Mrs. Brandi Prunte, Director  
Ms. Wendy Baird, Director

Also Present: Dr. Dale Herl, Superintendent  
Dr. Lance Stout, Dr. Cindy Grant, Dr. Randy Maglinger, Dr. Anthony Robinson, Mrs. Leslie Hochsprung, Mr. Kevin Lathrom, Mr. Todd Theen, Mr. Greg McGhee, Mrs. Megan Murphy, INEA, interested patrons, staff, and Ms. Annette Miller.

The meeting was called to order by the President, Mrs. Carrie Dixon, and minutes of the meeting were recorded by the secretary, Ms. Annette Miller. Mrs. Dixon welcomed everyone.

Blake Roberson made the motion to approve the February 11, 2024 Agenda as presented. The motion was seconded by Jill Esry and was unanimously approved by the Board of Education.

Mrs. Dixon said there were no presenter requests for this evening's meeting

Denise Fears made the motion, second by Blake Roberson, that the Board of Education approves the Consent Agenda as presented. Dr. Herl stated that the Bills total for February 11, 2025 was \$11,385,336.00 which is up about \$2,000,000 due to employee salary raises, payment of taxes and benefits, and the capital project for Fairmount Elementary School. The Administration is recommending letting bids for: District Custodial and Operational Supplies for 2025-2026, Asphalt and Concrete Repair Districtwide, Epoxy Floor Finishing at Project Shine Schools (Procter and William Southern Elementary Schools and George Caleb Bingham Middle School), and Carpet, Stair Tread, Cove Base, Rubber Tile Landings, LVT and VCT at Project Shine Schools.

1. Minutes – January 14, 2025
2. Approval of February 11, 2025 List of Bills totaling \$11,385,336.00.
3. Approval to Let Bids for District Custodial and Operational Supplies.
4. Approval to Let Bids for Asphalt and Concrete Repair Districtwide.
5. Approval to Let Bids for Epoxy Floor Finishing at Project Shine Schools.
6. Approval to Let Bids for Carpet, Stair Tread, Cove Base, Rubber Tile Landings, LVT and VCT at Project Shine Schools.

The motion was unanimously approved by the Board of Education.

Dr. Herl reported that he attended the State of the State address by Governor Kehoe and the Governor talked about a push for Open Enrollment (HB 711). School Vouchers will also be a big topic during this Legislative Session. The Governor's Budget priorities include \$200 million increase for education funding but it would take \$500 million to fully fund the Foundation Formula so this amount is short \$300 million. There could be a chance for another appropriation sent in the spring. The Governor's budget also includes Charter School expansion including funding for capital improvements. The January revenue receipts were down over 11% compared to last year and the District is down about 2.2% compared to this time last year. The Governor is starting a task force to look at the Foundation Formula. Dr. Herl said there is a lot of talk about ending the U. S. Department of Education by President Trump. It would take an act of Congress for this to happen. Lastly, the District is starting to form CSIP committees. Hopefully, the largest one, the Facilities Department will start soon. He said the CSIP committees will address a number of the issues from the Board of Education's previous community event. Dr. Herl also responded to issues about ICE and communication sent to principals. He said that the District has a process in place for when law enforcement officials come to schools for various issues. The individual(s) are required to provide identification (school makes a copy), they have to provide any paperwork they have, and during this time the Superintendent, Assistant Superintendent, and the Director of Safety are notified. The School District does not track immigration status of parents/students. The District's focus is to educate students as they deserve an education. The District's Family School Liaisons have a safety plan for families for when emergencies occur.

Dr. Robinson presented information on changes to the Performance Based Evaluation instrument for 2025-2026. He said the timeline on Page 13 had been updated; the Building Coaches had recommended a change to demonstrate responsiveness to the needs of individual teachers, small groups, and the entire faculty (Page 33); the

Counselors suggested changes (Pages 27-30) to include a) provide responsive services, b) provide school system support by collaborating with educators and other professionals from within and outside the school community, and c) provide school system support by contributing to building and school district initiatives; and evaluation criteria has been added for Board Certified Behavior Analysts and Diagnosticians (Pages 47-50).

Wendy Baird made the motion, second by Anthony J. Mondaine, that the Board of Education approves the revision to the Performance Based Evaluation Instrument for certificated staff for the 2025-2026 School Year. The motion was unanimously approved by the Board of Education.

Denise Fears made the motion, second by Blake Roberson, that the Board of Education approves the FY25 Budget adjustments as presented. Dr. Herl said there were 36 pages of changes which includes Grants, buildings are allowed to carryover unspent revenue from the previous year, ISD Foundation grants, the Head Start Program timeline agreement from October 1-Sept. 30 of each year, and state and federal required coding changes. Denise Fears noted that almost \$7 million was from ESSER transfers, \$2 million in Title funds, \$1 million in facilities, and \$1 million for propane buses. Dr. Herl said that he had just received a change in the Title 1 census poverty level for next year. He said it went down 5.8% which will create a loss of Title 1 funds of approximately \$287,000. The motion was unanimously approved by the Board of Education.

Jill Esry made the motion, second by Blake Roberson, that the Board of Education approves the preliminary budgets for the 2025-2026 school year for classroom supplies, textbooks, and department supplies as presented for the purpose of encumbering funds for the timely ordering of these items. Dr. Herl said the District does this every year and approval by the Board of Education is required by State Statute. The amounts are determined by taking half of the previous year's expenditures amount. Purchased Services is \$10,753,671.00 and Supplies are \$12,425,132.00. The motion was unanimously approved by the Board of Education.

Anthony J. Mondaine made the motion, second by Denise Fears, that the Board of Education approves the quotes from CDW for \$127,676.65 under the Education Plus (Missouri Schools) (022-G) Contract for the Microsoft yearly license. Dr. Stout said this Microsoft yearly license agreement runs 115 servers and provides support for District laptops and workstations. This also aligns with MSIP 6 standards for providing up-to-date infrastructure, software, and training. The quantity of licenses allows the District to use them as needed. The motion was unanimously approved by the Board of Education.

Denise Fears made the motion, second by Jill Esry, that the Board of Education approves the E-rate bid and contract for UPS (Uninterruptible Power Supply) and Wireless Access Points from Provision Data solutions for \$437,721.00. Dr. Stout said the lithium battery backup switches will last longer and provide additional wireless access points for wireless coverage in all of the buildings. The District will only be responsible for 20% (\$87,544.20) of the total cost. Appreciation was expressed to Mr. Theen for putting notes on the bottom of the bid evaluation sheet explaining the advantage of using Provision's bid. The motion was unanimously approved by the Board of Education.

Anthony J. Mondaine made the motion, second by Brandi Prunte, that the Board of Education accepts the bid and contract from Timekey Enterprise, LLC for Replacement of Windows at Korte Elementary School at a cost of \$985,962.00. Dr. Herl said this is exciting as it had been planned before COVID. Bids were previously brought to the Board of Education and rejected because the bids were so high. This bid including roller shades allows the District to save approximately \$400,000 from previous bids. The motion was unanimously approved by the Board of Education.

Wendy Baird made the motion, second by Brandi Prunte, that the Board of Education accepts the Guaranteed Maximum Price and Amendment 2 of \$1,293,824.00 from Newkirk Novak Construction Partners Inc. for the renovations at Fairmount Elementary School. Dr. Herl said this project will add six (6) classrooms and it came in under estimate. The construction project is on track but will have construction engineers on site to make sure that everything is supported where needed. The school will be able to use the cafeteria but the cooking/kitchen area will not be available so food will be brought in. The architect, Superintendent, and Mr. McGhee have reviewed the agreement. The motion was unanimously approved by the Board of Education.

Denise Fears made the motion, second by Wendy Baird, that the Board of Education approves the proposed ten, eleven, and twelve month work calendars for the 2025-2026 school year. Dr. Herl said the 10, 11, and 12 month calendars include the same number of days as this year. Several Board members said they were glad to see Juneteenth included for next year. Dr. Herl said employees are allowed the flexibility of choosing to or not to work on Juneteenth this year. The motion was unanimously approved by the Board of Education. (Pages 12708-12710)

**INDEPENDENCE PUBLIC SCHOOLS  
2025-2026 CALENDAR  
10 Month**

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	
Workdays 9					Workdays 21					Workdays 18					Workdays 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					
Workdays 15					Workdays 14					Workdays 18					Workdays 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				
Workdays 20					Workdays 18					Workdays 15					Workdays				

Non Work Days Before / After Contract Days  
 Non School / Non Contract  
 First / Last Day of Semester  
 Parent Teacher Conference Week

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

All Attendance and Contract Days that are postponed due to inclement weather will be added at the discretion of the Board of Education

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

July	9	January	18
August	21	February	17
September	18	March	20
October	21	April	18
November	15	May	15
December	14	June	
			<hr/>
			186

Employee Work Days	186
Holidays	3
Floating Work Days	4
Total	<hr/>
	193

**INDEPENDENCE PUBLIC SCHOOLS  
2025-2026 CALENDAR**

11 Month

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	
Workdays 9					Workdays 21					Workdays 18					Workdays 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					
Workdays 15					Workdays 14					Workdays 18					Workdays 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			
Workdays 20					Workdays 18					Workdays 18					Workdays 18				

Non Work Days Before / After Contract Days  
 Non School / Non Contract  
 First / Last Day of Semester  
 Parent Teacher Conference Week

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

All Attendance and Contract Days that are postponed due to inclement weather will be added at the discretion of the Board of Education

July	9	January	18
August	21	February	17
September	18	March	20
October	21	April	18
November	15	May	18
December	14	June	18
			<u>207</u>

Employee Work Days	207
Holidays	3
Floating Work Days	5
Total	<u>215</u>

INDEPENDENCE PUBLIC SCHOOLS

2025-2026 CALENDAR

12 Month

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
Workdays 22					Workdays 21					Workdays 21					Workdays 23				
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					
Workdays 17					Workdays 17					Workdays 20					Workdays 19				
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				
Workdays 22					Workdays 22					Workdays 20					Workdays 21				

A. Contract Days

July	22	January	20
August	21	February	19
September	21	March	22
October	23	April	22
November	17	May	20
December	17	June	21
			<u>245</u>

Employee Work Days	245
Holidays	5
Total	<u>250</u>

B. Holidays

5

Non-Contract

There being no further business to come before the Board of Education, Denise Fears made the motion, second by Jill Esry, to adjourn the meeting and go into closed session for legal §610.021(1), RSMo; personnel §610.021(3) and §610.021(13) RSMo issues at 6:40 p.m. The motion was approved as follows:

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

Nays:



Secretary



President