

BOARD OF EDUCATION  
The School District of Independence

The Board of Education met in regular session Tuesday, March 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. Pam Boatright,  
                                 Dr. Anthony Robinson, Mrs. Leslie Hochsprung, Mrs. Sherry Potter, Mr.  
                                 Kevin Lathrom, Mr. Todd Theen, Mr. Greg McGhee, Mrs. Meghan Murphy,  
                                 MSTA, INEA, interested patrons, staff, and Ms. Annette Miller.

The meeting was called to order by the President, Mrs. Carrie Dixon, and minutes of the meeting were recorded by the secretary, Ms. Annette Miller. Mrs. Dixon welcomed everyone including the teachers as they are also having to do Parent Teacher Conferences this week.

Denise Fears made the motion to approve the March 11, 2025 Agenda as presented. The motion was seconded by Jill Esry.

Brandi Prunte made the motion to amend the Agenda to include discussion of exploration of staff making up days due to inclement weather. The motion was seconded by Wendy Baird and approved as follows:

|                                                                              |                                                      |
|------------------------------------------------------------------------------|------------------------------------------------------|
| Ayes:    Anthony J. Mondaine<br>Denise Fears<br>Brandi Prunte<br>Wendy Baird | Nays:    Carrie Dixon<br>Jill Esry<br>Blake Roberson |
|------------------------------------------------------------------------------|------------------------------------------------------|

Mrs. Dixon said there were six requests to address the Board of Education. Mrs. Dixon read Policy C-140-P regarding Public Comment to the Board of Education.

Amy Arnote, 3016 Sweet Briar Drive, Independence, MO 64057 addressed the Board of Education regarding Agenda Item V. 11. - Collective Bargaining Agreement with INEA. She said she is the President of ICTA and expressed her gratitude in recognizing the good faith efforts of the District. She said that staff are very grateful for the two additional steps that were added, the sick live reimbursement, and the salary increases. She said the sick leave incentive was rejected last year as the bargaining representatives were more focused on retaining their seat as the bargaining representative organization. The open window issue was expanded for when teachers can go through the petition process to choose their representation and have a voice to bargain in good faith openly and without deceit. Mrs. Arnote said the bargaining representatives did not provide details of the 2025 negotiation sessions. On February 23 a general message with no details was sent and on February 25 a message with successful highlights was sent but no mention of the updated election petition change. She said the lack of information was a failure on the bargaining representatives' part. Mrs. Arnote said that representatives bargaining in good faith for all staff is what is needed.

Christopher Eager, 1819 South Leslie Avenue, Independence, MO 64055 addressed the Board of Education regarding Agenda Item V. 12 – Code of Civility. Mr. Eager said he closely read the document and some of the statement is ambiguous such as who this is for. Dr. Herl said it was developed by the Board of Education but includes the Superintendent and the Board of Education. Mr. Eager referenced the Board of Education Norms which account to a higher standard. He said courtesy, sensitivity, and kindness makes a difference when communicating with people. He said the Code of Civility promotes an agreeable atmosphere. He used a sample sharing the NASA shuttle explosion and how it happened and that this is what needs to be avoided. He said that kindness and niceness on both sides is what needs to be used when working together.

Jeff Williams, 14309 East 44<sup>th</sup> Street South, Independence, MO 64055 addressed the Board of Education regarding Agenda Item V. 11 – Collective Bargaining Agreement. He expressed his appreciation and his staff's on the benefits that had been approved through the negotiation process. He thanked the Board of Education for their commitment to the staff and rewarding them for their contribution to making the District a place where teachers want to teach and students want to learn.

Katherine Miller, 16511 East 52nd Street South, Independence, MO 64055 addressed the Board of Education regarding Agenda Item V. 12 Code of Civility – She said she is Vice President of INEA, a teacher, a parent, and a member of the community. She asked who crafted the code, was this a cooperative effort, does the code apply to the Board of Education and the Superintendent, does it only apply to the Board of Education, is it more personal rather than professional, is it to promote unity, how long has it been in development, how is this code going to be enforced, and who will enforce it? Ms. Miller said she appreciates the idea of working toward a common goal. She said she will submit her written list of questions to the Board of Education.

Angy Hill, 1700 South Harris Avenue, Independence, MO 64052 addressed the Board of Education regarding Agenda Item V. 11 – Collective Bargaining Agreement. She expressed her appreciation for the new salary and benefits agreement. She said she had learned quite a bit in the last three years through attending negotiation sessions. This year left her with a sour residue such as the reason for not approving the decertification information last year. The representative group stated I must see what they were trying to protect and pressured me into thinking it was the only path. Ms. Hill said employees do have another path/choice. The negotiation bargaining representatives need to recognize what employees are asking for – and remember the many above the few.

Adrienne Topel, 1484 Glen Brook Lane, Liberty, MO 64068 addressed the Board of Education regarding Agenda Item V. 11 – Collective Bargaining Agreement. She said this is her 22<sup>nd</sup> year teaching and currently she teaches 6<sup>th</sup> grade at Jim Bridger Middle School. She shared some thoughts about the negotiation sessions this year and thanked the District leadership for providing the sizeable benefit for sick leave days for future retirement staff. This was an appropriate gesture to long term employees. She also talked about the extension of time to petition to elect the bargaining organization as it provides an equitable opportunity. She said she sat in and witnessed a lot of things this year during the negotiation sessions. Ms. Topel said retaining quality education in this District is a topic that matters to her. She expressed appreciation to the District and the Board of Education for their time, service, and dedication to providing high quality education in the Independence School District.

Wendy Baird made the motion, second by Blake Roberson, that the Board of Education approves the Consent Agenda as presented. Dr. Herl said the Bills total for March 2025 is \$22,430,136.44 which is very close to the same amount last year of \$22,800,310.12.

1. Minutes – February 11, 2025

2. Approval of March 11, 2025 List of Bills totaling \$22,430,136.44

The motion was unanimously approved by the Board of Education.

Dr. Herl reported this is Board of Education appreciation month and provided each Board member with a certificate that had been provided by the Missouri School Boards' Association. He said that Denise Fears is serving on a committee called Stirred to Action group. Mrs. Fears said they discuss different education topics including barriers to education. She explained that Kansas City and Independence share what they struggle with and ideas of what they can do within their communities. Dr. Herl said a lot of work is being done on CSIP committees and the Facilities Committee toured buildings last Saturday. Dr. Herl shared information about proposed Legislation bills and how other bills are being tacked on to current bills. HB711 is on open enrollment and passed on a voice vote last night in the House and the final vote could happen this week. There comes a time and the community has been very generous with the District's Bond and Levy elections, but when they vote they are voting for what happens for their students that live in the Independence School District. Another layer of this bill is how it can impact funding for rural/suburban school districts. This is your opportunity to contact your legislators about how you feel about this Open Enrollment Bill. Dr. Herl said this is not in the best interest for ISD students. Dr. Herl said that there are bills being introduced that would reduce funding to public education and the Foundation Formula is not being fully funded. The Governor is not in support of fully funding public education. Mrs. Fears said she is on the Facilities CSIP Committee and participated in the tours this past weekend. She said approximately 100 people attended and it was a great opportunity for the committee.

Amended Agenda to include an item for discussion of exploring ways that staff can make up inclement weather days.

Mrs. Prunte said staff members working in education are in an impactful profession. She said that staff often goes beyond what is required. A typical school day means that teachers arrive before students, they are preparing for their daily lesson delivery in the classroom, have before and after school required meetings, etc. which makes for a 50-60 hour a week job. She said most teachers are not here for the money. Dr. Herl said the Administration values the time teachers spend on their job but the classified staff also has to be considered. He said the entire Administration Cabinet have spent their last four weekly meetings discussing how to adjust the calendar and make sure no one loses any pay, complies with the law, meets contractual obligations, provides flexibility in making up the missed time, and honors the value of classified staff and teachers equally. A number of the teachers have already completed making up their missed four days. Dr. Herl said the Administration has to make tough decisions

while abiding and following the law at all times. Dr. Herl shared information on the recent email adjusting time increments for making up missed days – 2, 3, 4, or 6 hour increments. Employee groups can make up time as follows: Saturday from March 8-May 31, April 18, April 21, or May 26-30 and staff can bring their children to work during this time. The option to use Personal Leave or Leave With-Out Pay are also available. Mrs. Prunte shared that Missouri State Statute 168.11 says a district can modify a contract between a teacher and the district. The weather is not predictable and the Administration's focus is trying to be innovative in exploring ways to make sure that both classified staff and teachers are honored equally while staying within the law and being good stewards of the District's funds. The Board of Education asked to be included in emails so they also are aware of options that are shared with staff. Dr. Herl said that Mr. Martin will share more information during the executive session.

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

Anthony J. Mondaine made the motion that 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. The motion was seconded by Denise Fears. Dr. Herl explained that the District is entitled annually to appoint a representative to the Jackson County Board of Equalization. The representative is required to have specific real estate background in order to qualify. He stated the Ms. Fluhrer has served as representative for the Independence School District and is willing to do so again. The motion was unanimously approved by the Board of Education.

Blake Roberson made the motion that the Board of Education approves the list of textbook adoption for the 2025-2026 school year as presented. The motion was seconded by Brandi Prunte. Dr. Grant stated that only one textbook adoption was being presented and it was for Social Studies – AP Comparative Government Course at a cost of \$14, 577.30. The motion was unanimously approved by the Board of Education.

Brandi Prunte made the motion that 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. The motion was seconded by Wendy Baird. Dr. Grant explained that the District currently uses Newsela for sixth through twelfth grade social studies to supplement lesson plans and provide current events at the students reading levels. The Administration is recommending adding Newsela ELA for the sixth through twelfth grades to help students develop critical thinking and reading skills. The recommendation is to renew Newsela Social Studies and add the purchase of Newsela ELA for the 2025-2026 school year. The motion was unanimously approved by the Board of Education.

Anthony J. Mondaine made the motion that 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. The motion was seconded by Blake Roberson. Dr. Grant shared that the District uses RAZ Plus for Kindergarten through fifth grade to supplement lesson plans. She said this platform allows teachers to tailor instruction to students' individual needs. It also provides teachers with reports that identify students' strengths and missing skills. The motion was unanimously approved by the Board of Education.

Blake Roberson made the motion that the Board of Education approves the quote and contract from Automated Control Systems for replacement of the intercom system at George Caleb Bingham Middle School for a cost of \$133,222.00. The motion was seconded by Denise Fears. Dr. Herl said the current system is original to the school. He also explained that this is a sole source purchase as this is the only dealer in the Kansas City metro area that can provide the new system which is compatible with the current security system and panic button. The motion was unanimously approved by the Board of Education.

Denise Fears made the motion that the Board of Education approves the bids and contracts for asphalt of \$373,040.00 from Phillips Sitework, Inc. and concrete for \$247,287.00 from Wil-Pav, Inc. The motion was seconded by Anthony J. Mondaine. Dr. Herl explained that the lowest concrete bidder did not include all of the projects in their bid and therefore they were not willing to honor their bid so the District went to the next lowest bidder – Wil-Pav, Inc. Dr. Herl said the District's architect, Greg McGhee, and Facilities staff reviewed the contracts. The motion was unanimously approved by the Board of Education.

Anthony J. Mondaine made the motion that 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. The motion was seconded by Brandi Prunte. Dr. Stout said that ordering the Non-Touch Chromebooks now will save the District money as the price will be increasing. The plan is to use these with incoming freshmen and they will retain them through their senior year. The motion was unanimously approved by the Board of Education.

Jill Esry made the motion that 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. The motion was

seconded by Denise Fears. Dr. Herl said the total cost is \$178,860.00 but the District is eligible for a grant which will pay for all but \$61,639.00. Dr. Herl said the District still has about 60 diesel buses and they are fine except in cold weather, the fuel can gel not necessarily when they are started but later when they are being driven. 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 Third Addendum to the Collective Bargaining Agreement between the Independence School District and the Independence Transportation Employees Association. Dr. Grant reviewed the agreed to changes and salary updates as outlined in the Agreement. (Pages 12716-12720) The motion was unanimously approved by the Board of Education.

Brandi Prunte made the motion, second by Wendy Baird, that the Board of Education approves the Third Addendum to the Collective Bargaining Agreement between the Independence School District and the Independence Educational Support Personnel. Dr. Grant reviewed the agreed to changes and salary updates as outlined in the Agreement. (Pages 12721-12725) The motion was unanimously approved by the Board of Education.

Blake Roberson made the motion, second by Anthony J. Mondaine, that the Board of Education approves the Third Addendum to the Collective Bargaining Agreement between the Independence School District and the Independence National Education Association. Dr. Grant reviewed the agreed to changes and salary updates as outlined in the Agreement. (Pages 12726-12734) The motion was unanimously approved by the Board of Education.

Wendy Baird made the motion, second by Brandi Prunte, that the Board of Education approves the Code of Civility as presented. A Board of Education sub-committee worked on developing the Code which goes along with the Board of Education Norms. The Code of Civility was read and a discussion included that some areas might benefit from additional suggestions, provide additional clarity on some items, it will promote unity and cooperation, and it will serve as a tool to be used in future endeavors. The motion was approved as follows: (Page 12735-12737)

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

Nays: Denise Fears

Anthony J. Mondaine made the motion, second by Brandi Prunte, that the Board of Education approves declaring for surplus the list of attached items pursuant to section 177.091 R.S.M.o. The motion was unanimously approved by the Board of Education. (Pages 12738)

There being no further business to come before the Board of Education, Denise Fears made the motion, second by Jill Esry, to adjourn the meeting and go into closed session for legal §610.021(1), RSMo; and personnel §610.021(3) RSMo and §610.021(13) RSMo; issues at 7:45 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

**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

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

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

**OTHER PAY:**

Early Education Mid-day Routes

Routes Mid-day Route

Shuttle

Route Late

Activity

Spare Driver

Driver

Mentor

Route Driver Trip Rate

Route Driver Trip Rate - full

benefits Trip Driver Rate (Non  
Route)

Trainees

All Extra Non-Driving Work

Bus Fueler

Seasonal Bus Washing Crew

1 - 1/2 hours guaranteed at hourly  
rate 1 hour guaranteed at hourly  
rate

1 hour guaranteed at hourly rate

1 - 1/2 hours guaranteed at hourly rate

\$7.25 per day in addition to guaranteed 6.25 hours a day at driver's hourly  
rate

\$9.25 per day in addition to driver's hourly  
rate Step 1 of salary schedule

Same as salary schedule placement

Placed on driver salary schedule at the discretion of the Director of  
Transportation based on experience

\$17.50 per hour up to 40 hours

\$17.50 per hour (wash buses, meetings, trash)

\$17.50 per hour

\$15.00 per hour

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

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



## 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 20<sup>th</sup>, 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 20<sup>th</sup>, 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 20<sup>th</sup>, 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 20<sup>th</sup>, 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: [Signature]

President, Board of Education

ATTESTED BY: C. Annette Miller

Secretary, Board of Education

**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

**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  |

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: [Signature]  
President, Board of Education

ATTESTED BY: C. Annette Miller  
Secretary, Board of Education

**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:
  - 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.
  - 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.

## Appendix A

**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 \$8,470, MA \$5,730, MA+16 \$4,770, MA+30 \$3,670, DOC \$3,170  
 Step 2 includes a salary overlay of: BS \$5,435, BS+16 \$4,685, MA \$4,145, MA+16 \$3,185, MA+30 \$2,285, DOC \$1,585  
 Step 3 BS includes a salary overlay of \$3,650  
 Step 4 BS and Step 3 BS+16 include a salary overlay of \$3,200  
 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

(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 16 graduate hours related to the teacher's assignment.

(d) One-half hour 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 \$1,600 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<br>hrs. * | B.S. or<br>+120 hrs * | MS* or<br>Current<br>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.

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

**Date:** 3-11-25

PUR-009

| Asset Description                                           | Quantity | Asset #  | Serial #                  | Donate Item | Condition of Item(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 208                       | 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 Warner 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#<br>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**

| <b>Asset Description</b>                          | <b>Quantity</b> | <b>Asset #</b> | <b>Serial #</b> | <b>Donate Item</b> | <b>Condition of Items(s)</b> | <b>Grant Item</b> | <b>Disposal/Scrap/Donate</b> |
|---------------------------------------------------|-----------------|----------------|-----------------|--------------------|------------------------------|-------------------|------------------------------|
| 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       | OK1OEV1A00249   | No                 | Broken                       | No                | Scrap                        |
| Mavic Air II Drone                                | 1               | 20001884       | OK1DF572AOM3Q9  | No                 | Broken                       | No                | Scrap                        |
| Mavic Air II Drone                                | 1               | 20001928       | OK1UF5000EOOBL  | 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       | OK1DF572ADKFE6  | 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                        |
| Microscope                                        | 1               | 17002791       |                 | No                 | Broken                       | Perkins           | Disposal                     |
| Microwave - Magic Chef                            | 1               |                |                 | No                 | Broken                       | No                | Disposal                     |
| Monitor                                           | 3               |                |                 | No                 | Obsolete                     | No                | Disposal                     |
| Panasonic Model PRO II Microwave/Steam            | 1               | 13016087       | 6K72030036      | No                 | Broken                       | No                | Scrap                        |
| 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

| <b>Asset Description</b>   | <b>Quantity</b> | <b>Asset #</b> | <b>Serial #</b>   | <b>Donate Item</b> | <b>Condition of Items(s)</b> | <b>Grant Item</b> | <b>Disposal/Scrap/Donate</b> |
|----------------------------|-----------------|----------------|-------------------|--------------------|------------------------------|-------------------|------------------------------|
| 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                      |

## **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.

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**Signature**

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**Printed Name**