

BOARD OF EDUCATION
School District of Independence
Tuesday, December 9, 2025

**The Meeting Will Be Held at Central Office:
201 North Forest Avenue
Independence, MO 64050**

6:00 P.M. - Regular Board of Education Meeting

CALL TO ORDER

- I. Approval of Agenda.
- II. Request of District Citizens or Employees.
- III. Consent Agenda (Action)
The matters listed under Item III. Consent Agenda, are considered to be routine by The Board of Education and will be enacted by one motion. There will be no separate discussions of the items. If discussion is desired, that item will be removed from the Consent Agenda and will be listed as the first item under the appropriate section of the Regular Agenda.
 1. Minutes of Board Meeting- November 11, 20 and 24, 2025
 2. Approval of Bills (III.2)
Authorize the transfer of monies from the Incidental Fund to the Teachers Fund to meet the Teachers Fund obligations for the month and further approved the December, 9 2025 list of bills totaling \$12,052,403.02 as printed.
 3. Approval to Let Bids for Substitute Services.
 4. Approval to Let Bids for the Replacement of the Elevator at James Bridger Middle School.
 5. Approval to Let Bids for the Renovations of the Counseling Suite at William Chrisman High School.
 6. Approval to Let Bids for the Renovations of the Classrooms at Truman High School.
 7. Approval to Let Bids for the Renovation of the FSL Suite at Randall Elementary School.
 8. Approval to Let Bids for the Renovations of the Second Floor at Independence Academy.
- IV. Superintendent's Report/Miscellaneous.

V. New Business

1. APR Presentation.
2. Approval of Changes to the Program of Studies for the 2026-2027 School Year.
3. Approval of Changes to Board of Education Policies- First Reading.
4. Approval of Salary Guides for the 2025-2026 School Year.
5. Approval of Special Election on April 7, 2026 for the Purpose of a Bond Issue in the Amount of \$60,000,000.
6. Approval of Herndon Career Center Tuition.
7. Approval of Declaration of Surplus Items.
8. Approval to Accept Bid and Contract for Roof Replacement at Mill Creek Elementary School.
9. Approval to Accept eRate Bid for the District Internet.
10. Approval of FY25 Audit.

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

The Next Regular Board of Education Meeting is Scheduled for Tuesday, January 13, 2026

BOARD OF EDUCATION
EXECUTIVE SESSION
School District of Independence
Tuesday, December 9, 2025

**Closed Session Meeting Will Be Held at Central Office:
201 North Forest Avenue
Independence, MO 64050**

Immediately Following Regular Session

CALL TO ORDER

- I. Approval of Minutes of Executive Session- November 11 and 24, 2025
- II. Closed Session For:

Personnel – § 610.021(3), RSMo. Actions related to the hiring, firing, disciplining or promotion of a District employee when the performance or individual merit of this employee is considered and **§ 610.021(13), RSMo.** Individually identifiable personnel records.

Legal Matters – 610.021(1) RSMo. - Litigation including privileged communications between the Board, its representatives, and its attorneys.

Students – § 610.021(6), RSMo Scholastic probation, expulsion, discipline, or graduation of identifiable persons, including records of individual test or examination scores subject to the provisions of the Board's student records policy and regulations.

- III. Adjournment.

The Board authorizes the transfer of monies from the Incidental Fund to the Teachers Fund to meet the Teachers Fund obligation for the month and further approves the list of bills dated December 9, 2025, totaling \$12,052,403.02 as printed. The complete detailed list of bills is available for review in the Business Office.

**NOVEMBER 2025 LIST OF BILLS
9-Dec-25**

LIST OF BILLS

11 PHIL ROBERTS SCHOLARSHIP	1,000.00
12 GENERAL OPERATING	10,020,915.38
15 NUTRITION SERVICES	563,795.41
16 ACTIVITY FUNDS	112,318.95
17 SELF-INSURANCE FUNDS	163,868.85
21 TEACHERS RESTRICTED	0.00
22 TEACHERS OPERATING	149,138.20
31 DEBT SERVICE	200.00
41 CAPITAL BOND FUNDS	0.00
42 CAPITAL OPERATING	1,041,166.23
45 NUTRITION CAPITAL FUND	0.00
46 ACTIVITY CAPITAL FUND	0.00
77 FIDUCIARY BENEFITS	0.00
79 PUBLIC BUILDING CORP	0.00

TOTAL DISBURSEMENTS TO BE APPROVED

12,052,403.02

Agenda Item #: III. 3

Subject / Title: Approval To Let Bids For Substitute Services.

Action Required Information Only (check one)

Description of Issue:

The District desires to increase the substitute fill rate for the following positions: teachers, paraprofessionals, special education paraprofessionals, early education teachers, and early education paraprofessionals, in order to maintain consistent academic services for the ISD's students and families.

Background and rationale for this program / item

The Independence School District recommends letting bids for Substitute Services. The District is seeking an agency to provide services such as recruiting, employing and placing temporary/substitute staff with the District for temporary/substitute staffing service needs. Positions for which temporary staffing services are needed include teachers, paraprofessionals, special education paraprofessionals, early education teachers, and early education paraprofessionals.

Desired results

Approval to let bids for Substitute Services

Personnel

Teachers, paraprofessionals, special education paraprofessionals, early education teachers, and early education paraprofessionals.

Resources

NA

Reviewed and Recommended:



Interim Superintendent

12.1.25

Date

Motion for Board Action:

The Board of Education approves the letting of bids for Substitute Services

Motion: _____

Second: _____

Board Action: Approved Not Approved Postponed (check one)

Agenda Item #: III. 4

Subject / Title: Approval to Let Bids for the Replacement of the Elevator at James Bridger Middle School.

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

Description of Issue:

Background and rationale for this program / item

As part of the School District's improvement plan program, the Administration recommends the letting of bids for the replacement of the elevator at James Bridger Middle School.

Desired results

Approval to let bids for the replacement of the elevator at James Bridger Middle School.

Personnel

Greg McGhee, Director of Facilities/Purchasing

Resources

Contingency of the Bond

Reviewed and Recommended:



Interim Superintendent

12.1.25

Date

Motion for Board Action:

The Board of Education approves the letting of bids for the replacement of the elevator at James Bridger Middle School.

Motion: _____

Second: _____

Board Action: Approved Not Approved Postponed (check one)

Agenda Item #: III. 5

Subject / Title: Approval to Let Bids for the Renovations of the Counseling Suite at William Chrisman High School.

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

Description of Issue:

Background and rationale for this program / item

As part of the School District's ongoing comprehensive maintenance program, the Administration recommends the letting of bids for the renovations of the counseling suite at William Chrisman High School.

Desired results

Approval to let bids for the renovations of the counseling Suite at William Chrisman High School.

Personnel

Greg McGhee, Director of Facilities/Purchasing

Resources

Contingency of the Bond

Reviewed and Recommended:



Interim Superintendent

12-1-25

Date

Motion for Board Action:

The Board of Education approves the letting of bids for the renovations of the counseling suite at William Chrisman High School.

Motion: _____

Second: _____

Board Action: Approved Not Approved Postponed (check one)

Agenda Item #: III. 6

Subject / Title: Approval to Let Bids for the Renovations of the Classrooms at Truman High School.

Action Required Information Only (check one)

Description of Issue:

Background and rationale for this program / item

As part of the School District's ongoing comprehensive maintenance program, the Administration recommends the letting of bids for the renovations of the classrooms at Truman High School.

Desired results

Approval to let bids for the renovations of the classrooms at Truman High School.

Personnel

Greg McGhee, Director of Facilities/Purchasing

Resources

Contingency of the Bond

Reviewed and Recommended:



Interim Superintendent

12-1-25

Date

Motion for Board Action:

The Board of Education approves the letting of bids for the renovations of the classrooms at Truman High School.

Motion: _____ **Second:** _____

Board Action: Approved Not Approved Postponed (check one)

Agenda Item #: III. 7

Subject / Title: Approval to Let Bids for the Renovations of the FSL Suite at Randall Elementary School.

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

Description of Issue:

Background and rationale for this program / item

As part of the School District's ongoing comprehensive maintenance program, the Administration recommends the letting of bids for the renovations of the FSL suite at Randall Elementary School.

Desired results

Approval to let bids for the renovations of the FSL suite at Randall Elementary School.

Personnel

Greg McGhee, Director of Facilities/Purchasing

Resources

Contingency of the Bond

Reviewed and Recommended:



Interim Superintendent

12.1.25

Date

Motion for Board Action:

The Board of Education approves the letting of bids for the renovations of the FSL suite at Randall Elementary School.

Motion: _____

Second: _____

Board Action: Approved Not Approved Postponed (check one)

Agenda Item #: V. 2

Subject / Title: Approval of Changes to the Program of Studies for the 2026-2027 School Year.

Action Required Information Only (check one)

Description of Issue:

Background and rationale for this program / item

Documents and diagrams outlining the course changes proposed for the Independence School District's 2026–2027 Program of Studies can be viewed in the [Program of Studies folder](#).

These courses and structural changes are being recommended following an extensive review process that included input from students, teachers, counselors, administrators, parents, college representatives, and Career Academy representatives. The District Administrative Team recommends approval of the proposed 2026–2027 Program of Studies as presented.

Desired results

Approval of recommendation that the Board of Education adopt the changes outlined in the Program of Studies for the Independence School District for the 2026-2027 school year.

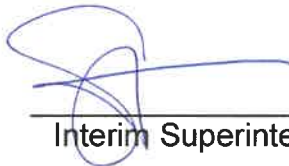
Personnel

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

Resources

N/A

Reviewed and Recommended:



Interim Superintendent

12.1.25
Date

Motion for Board Action:

The Board of Education approves the 2026-2027 Program of Studies which outlines the changes for the 2026-2027 school year.

Motion: _____

Second: _____

Board Action: Approved Not Approved Postponed (check one)

Agenda Item #: V. 3

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

Action Required Information Only (check one)

Description of Issue:

Background and rationale for this program / item

The Board of Education’s Policy Review Committee is comprised of Board members and administrators. The committee is charged with updating the Board Policy Manual as necessary to stay compliant with education laws and procedures. The Committee is recommending approval of changes/additions to Board of Education Policies C-120-P, C-121-P, C-140-P, G-110-P, G-130-P and I-125-P. These Policy changes require two readings.

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

Desired results

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

Personnel

N/A

Resources

N/A

Reviewed and Recommended:



Interim Superintendent

12.1.25

Date

Motion For Board Action:

The Board of Education approves this as the first reading of changes/additions to Board of Education Policies C-120-P, C-121-P, C-140-P, G-110-P, G-130-P and I-125-P as presented.

Motion: _____

Second: _____

Board Action: Approved Not Approved Postponed (check one)

Concerns or Complaints

C-120-P

Effective communication helps avoid and resolve many complaints, concerns, misunderstandings and disagreements. Individuals who have a complaint or concern should discuss their concerns with the school personnel involved in the issue at hand in an effort to resolve problems. This step will usually involve communicating directly with the person or persons with whom the complainant has a concern. This step may be skipped when the complainant in good faith believes that speaking directly to the person would subject the complainant to discrimination, harassment or retaliation.

This step may also be skipped if the complainant in good faith believes that any law or a District policy or written rule has been violated. The District has adopted specific procedures for investigation and resolution for complaints or concerns as required by specific and varying laws that are applicable to the District. The District's Compliance Officer should be contacted with any complaints or concerns that any law or District written rule has been violated, including but not limited to, laws relating to: civil rights, including discrimination, harassment, and retaliation; special education matters including the IEP and 504 processes and services; federal programs and related services; bullying; and The Family Educational Rights and Privacy Act, including student records and confidentiality.

When communicating directly with the school personnel involved in the issue does not resolve matters satisfactorily, or if it is appropriate to skip the first step as described above, a complainant should consult with the District's Compliance Officer who will direct the complainant to the appropriate process for resolution of the complaint. The District designates the following individual to act as the District's Compliance Officer:

Name:	District Compliance Officer
Address:	201 North Forest Avenue, Independence, Missouri 64050
Phone #:	(816) 521-5300
Fax #:	(816) 521-5619
Email Address:	compliance@idschools.org

In the event the District's Compliance Officer is unavailable or is the subject of a report that would otherwise be made to the Compliance Officer, reports should instead be directed to the alternative Compliance Officer:

Name:	Director of Human Resource
Address:	201 North Forest Avenue, Independence, Missouri 64050
Phone #:	(816) 521-5300
Fax #:	(816) 521-5619
Email Address:	compliance@idschools.org

All complaints of violation of any law or a District policy or written rule will be promptly investigated by the District, and appropriate action will be taken. Complainants are

strongly encouraged to provide their concerns in writing. If a complaint against the Superintendent is substantiated, the Board will be notified.

Public Notice

The Superintendent or designee will publicize this policy and will disseminate information about this policy to employees, parents/guardians, and students, as well as to newly enrolled students and newly hired employees.

Adoption Date(s): July 12, 2023

Challenged Materials

C-121-P

Challenged Instructional and/or Media Materials

Instructional or media materials used in the District's educational program consist of a variety of types of materials. The Board is responsible for making final decisions regarding the selection, acquisition and retention of curriculum and instructional and/or media materials to be used in the District based upon recommendations of the District's educators. Materials will support and be consistent with the general educational goals of the District and the objectives of the specific course. It is the Board's policy to require that books, media and other instructional materials are selected based upon the educational needs of all students in the community. Instructional and media materials will not be excluded on the basis of the author's racial, political or religious views.

Filing Objections to Materials

Objections to the selection or retention of instructional or media materials may be made by a parent or guardian of a student of the grade level grouping for which the challenged materials are accessible in the District. If a challenge is made, it will be properly processed through the procedures established by the Superintendent and initiated through the filing of a form requesting the "Review of Instructional or Media Materials" with the building principal.

A copy of the "Review of Instructional Materials" form may be obtained from the building principal or the Superintendent's office. This form must be completed and returned by the parent or guardian seeking review. Once a review is completed and properly submitted, the media in question will be removed from use, pending review and final action by the Board of Education, unless the material in question is a basic text.

Appointment of Review Committee

Within twenty (20) days of the receipt of the completed form requesting review, the Superintendent will appoint a review committee. The committee will consist of nine members with the following composition: the administrator of the building involved, a central office administrator, a library media specialist, three teachers, and three lay people. Lay persons will be appointed at the discretion of the Superintendent based upon nominations from members of the Board of Education. The building administrator will act as chair of the committee and secretary.

Within thirty (30) days of the appointment of the committee, the committee will meet, consider the written request for review, evaluate the questioned materials, prepare a report of its findings and recommendations for the Superintendent. The committee's recommendation will generally request that the materials be retained without restriction, retained with restrictions, or not retained.

Notice of Committee's Recommendation and Parent Objections to Recommendation

Following receipt of the recommendation and report of the committee, the Superintendent will provide notice of the committee's recommendation to the Board at its next regular meeting. Any parent or guardian of a student in a grade level grouping who may have or had access to the materials may object to the committee's recommendation. Such objections must be filed with the Superintendent's office within 10 business days after the date of the Board meeting at which the Superintendent reported the committee's recommendation. Parents filing objections to the committee's recommendation will state their objections and reasons therefore.

Superintendent's Decision

Within ten (10) business days following the deadline for filing objections, the Superintendent will review the report and recommendation of the committee, as well as any additional information provided by the parent requesting the review or parent objecting to the committee's recommendation. The Superintendent will make a written decision as to any restrictions or retention of the material in question. This written decision will be provided to the parent submitting a request for review, any parent who files a timely objection, and the Board of Education.

Appeal of Superintendent's Decision to the Board of Education

A parent who timely filed for committee review or an objection to the committee's recommendation may appeal the Superintendent's decision to the Board of Education by filing written notice of their appeal within five (5) business days of receiving notice of the Superintendent's decision. The Superintendent will then provide to the Board the written Superintendent's decision, the recommendation and report of the committee, and any objections of parents timely filed with the Superintendent.

Board Decision

The Board will make a final decision regarding any restrictions or retention of the materials in question within sixty days of receipt of the written recommendation of the Superintendent. The decision of the Board will be promptly reported to the building principal, the person requesting review and to other appropriate personnel. The library media specialist responsible for the materials in question will maintain a file of all pertinent information concerning the questioned materials. The Board decision shall be final and requests for review of the same media or materials under this policy will not be reconsidered or returned for six years following the date of the final decision.

Adoption Date(s): July 12, 2023

Public Comment to the Board

C-140-P

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

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

If a residents, students, and/or employees of the District ~~individual~~ wishes to have an item placed on the agenda of a regular Board meeting, he or she may make a written request to the Superintendent after going through the appropriate process for a complaint or concern pursuant to District rules. See District Policy C-120-P regarding Complaints or Concerns. The individual is also required to meet with the Superintendent/designee to attempt to resolve the issue. Superintendent/Designee must meet within 20 days of the request. After the meeting or if the Superintendent/designee does not meet with the individual within 20 days, the individual may submit a written request to the Board Secretary to have the item placed on the agenda.

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

The item will be placed on the agenda if it directly relates to the governance or operation of the District. The District may refuse to place an item on the agenda; (1) if the Board has heard an identical or substantially similar issue in the previous 3 calendar months or (2) if the resident previously violated District rules regarding conduct at meetings or on school property and upon a specific finding by the superintendent or board that the refusal or delay in hearing the resident's agenda item is necessary to protect the board's ability to conduct business at its meetings and is unrelated to any viewpoint expressed by that resident or the proposed agenda item. If an individual's request to place an item on the agenda is denied, the District shall provide a short explanation in writing within five (5) business days of the denial. The District may delay hearing an agenda item if more than 3 resident-initiated agenda items are scheduled for the same meeting. If the agenda item is delayed or denied, the resident may communicate to the Board as outlined in the first paragraph of this section about the agenda item.

[Questions about this policy may be directed to Central office by emailing boardsecretary@idschools.org.](mailto:boardsecretary@idschools.org)

School Superintendent**G-110-P**

The Superintendent of Schools shall be the chief executive officer of the Board and the administrative leader of the District. The Superintendent is responsible to the Board for the execution and implementation of its policies and decisions. The execution of all decisions made by the Board concerning the internal operation of the District shall be delegated to the Superintendent. The Superintendent shall then be responsible for the delegation of responsibility and authority for the operations of the District. The Board will channel all directives from the Board to its employees or students through the Superintendent. The Superintendent also provides direction on all District matters not covered by the Board policies or decisions. The Superintendent job description resides with Human Resources.

Appointed Board Officials**G-130-P**

Within ten days after an election, the Board shall elect a president, vice president, secretary, and treasurer. The Board will set the terms of service and compensation unless the Secretary or Treasurer is a member of the Board, in which case no compensation for services will be received. The term of office of ~~the Secretary and Treasurer~~ Board Officials shall be for two years and until their successors are elected by the Board and qualified. ~~Either~~ Any of them may be removed by the Board for cause.

Adoption Date(s): July 12, 2023

Special Education and Section 504

I-125-P

The District will find and evaluate children from ages three through 21 who reside within the District's attendance areas and who may need special education and related services. This requirement includes students who attend private or home schools. Students eligible to receive special education and related services who attend the Independence School District will be provided a free and appropriate education (FAPE) in accordance with the Individuals with Disabilities Education Act (IDEA), the Missouri State Plan for Special Education (State Plan), the District's local compliance plan, and all federal and state laws. Students who attend private or home schools are not entitled to FAPE, yet may be eligible for special education and related services as defined by the District through the expenditure of a proportionate share of its IDEA Part B funds.

The District will identify all students ages three through five (not Kindergarten eligible) by using any of the disability categories, other than Language Impairment, including that of Young Child with a Developmental Delay (YCDD) in accordance with the Missouri State Plan. For a child with a disability who becomes **eligible for Kindergarten age-eligible** (age five before August 1) **or first grade**, the District will determine continuing eligibility for special education **under the category of Young Child with a Developmental Delay (YCDD) if they were identified as such prior to attaining Kindergarten age eligibility, or by using young child with a developmental delay or** apply any of the other disability categories **yes other than YCDD. A child who is not identified as eligible for special education services prior to reaching kindergarten age under the category of YCDD, or is age seven before August 1 of the current school year, will be identified using disability categories excluding that of YCDD.**

When a student is evaluated for special education and the parents/guardians disagree with the results, they have a right to an independent evaluation by a qualified examiner who is not employed by the District. Administrative procedures are established that define the required examiner qualifications, and permissible locations and costs. Parents requesting an independent evaluation should contact the Director of Special Education.

For students with disabilities who receive services as defined in an Individual Education Program (IEP), the IEP team must consider the need for Extended School Year (ESY) services as a provision of FAPE. The determination regarding the need for ESY will be based upon data regarding the student's need for services beyond the school year, including but not limited to, the nature and severity of the disability, learning crucial to the students IEP goals and objectives, the child's progress, behavioral and physical needs, documented or projected regression/recoupment, and other factors as identified by the State. If there is insufficient data at the time of the IEP meeting to determine whether ESY is appropriate, the IEP team will specify a time frame and the additional data collection methods necessary to make a decision at a future IEP meeting. If ESY is necessary for the provision of FAPE, the IEP team will identify the length, nature, and type of ESY services for the student.

Students may be evaluated, identified, and accommodated for disabilities by Section 504 of the Rehabilitation Act of 1973 and the American with Disabilities Act to ensure any student is provided FAPE, access to and participation in programs and activities. The District has developed a 504 Procedures Manual for the implementation of federal regulations for Section 504 of the Rehabilitation Act, Subpart D. The District anticipates the need for nonvisual accessibility and has procedures in place to reduce or eliminate common barriers experienced by blind or visually impaired students, parents, educators, administrators, and other staff in accordance with law.

Students eligible for services under the Individuals with Disabilities Education Act (IDEA) who will have completed four years of high school at the end of a school year may participate in the graduation ceremony and all related activities of the student's graduating class if:

1. The student's Individualized Education Program (IEP) prescribes special education, transition planning, transition services or related services beyond the student's four years of high school, and
2. The student's IEP team determines the student is making progress toward the completion of the IEP and that participation in the graduation ceremony is appropriate.

The student and the student's parent/guardian will be provided written notice of this policy at the annual IEP meeting prior to or during the student's fourth year of high school.

For information on recording IEP or 504 meetings, please refer to [C-165-P, Use of Recording Devices or Drones](#). For information regarding an initial referral, procedural safeguards, evaluation, or services, parents/guardians should contact the building principal. To obtain information regarding an independent evaluation, mediation, child complaints or appeal processes, please contact the Director of Special Services.

Name:	Director of Special Services
Phone #:	(816) 521-5300 ext. 10101
Email Address:	spedcompliance@idschools.org

Agenda Item #: V. 4

Subject / Title: Approval of Salary Guides for the 2025-2026 School Year.

Action Required Information Only (check one)

Description of Issue:

Background and rationale for this program / item

House Bill 567 was signed into law on July 10, 2025 which requires the minimum wage to be \$15.00 as of January 1, 2026. Previously public employers were exempt to this minimum wage. These salary guide changes ensure that all of the ISD salary guides are compliant with HB 567.

Desired results

Approval of the Salary Guides for the 2025-2026 school year.

Personnel

N/A

Resources

N/A

Reviewed and Recommended:



Superintendent

12-1-26
Date

Motion For Board Action:

The Board of Education approves the 2025-2026 Salary Guides as presented.

Motion: _____

Second: _____

Board Action: Approved Not Approved Postponed (check one)

**INDEPENDENCE SCHOOL DISTRICT
EXTRA DUTY
SALARY SCHEDULE
2025-2026**

(values are a factor of the Teacher Schedule base \$40125)								
Position/Experience	A	B	C	D	E	F	G	H
High School Head								
Years 1-5	\$9,229	\$7,824	\$6,219	\$5,016	\$4,013	\$3,009	\$1,806	\$1,003
Years 6+	\$9,690	\$8,218	\$6,532	\$5,268	\$4,213	\$3,162		\$1,055
High School Coordinator								
Years 1-5	\$6,460	\$5,477						
Years 6+	\$6,785	\$5,750						
High School Assistant								
Years 1-5	\$5,537	\$4,695	\$3,732	\$3,009	\$2,408	\$1,806		
Years 6+	\$5,814	\$4,931	\$3,920	\$3,162	\$2,528	\$1,898		
Middle School Head								
Years 1-5	\$5,537	\$4,695	\$3,732	\$3,009	\$2,408	\$1,806		
Years 6+	\$5,814	\$4,931	\$3,920	\$3,162	\$2,528	\$1,898		
Middle School Assistant								
Years 1-5	\$3,230	\$2,741	\$2,179	\$1,757	\$1,404	\$1,055		
Years 6+	\$3,391	\$2,877	\$2,287	\$1,842	\$1,477	\$1,107		

Athletic Group by Season	Full Year	Fall Events	Winter Events	Spring Events
A	Weight Room	Football	Basketball (Boys) Basketball (Girls)	
B		Soccer (Boys) Softball Volleyball	Wrestling(B&G)	Baseball Soccer (Girls) Track (B&G)* Soccer (MS)
C	Cheerleading Drill Team	Swimming (HS Boys)	Swimming (HS Girl)	Swimming (MS)
D		Golf (Girls) Tennis (Girls) Cross County (B&G)*		Golf (Boys) Tennis (Boys)
E				Flag Football (Girls)
<i>* multiple-partial teams with prorated head coach</i>				
Curricular Group	High School	Middle School		
A	Band JROTC NFL Theatre Vocal Music Orchestra			
B				
C	Robotics			
D	Broadcast Production Media Communications Student Council Extra Class			
E	Scholar Bowl HOSA DECA /FBLA FCCLA			
F			Robotics	
G			Band NFL Theatre Vocal Music Orchestra Media Communications Student Council Scholar Bowl	
H	e-Sports (per semester)			
	Musical Stipend (Vocal/Band/Orchestra)			Musical Stipend
	Jazz Band			

**INDEPENDENCE SCHOOL DISTRICT
EXTRA WORK
SALARY SCHEDULE
2025-2026**

Position	Hourly Wage
Certificated Work Rate * <i>(Current Teaching Certificate Required for Certificated Work)</i>	26.00
Curriculum Work Rate (incl. Certificated Prof Dev Participation) <i>(Minimum Substitute Certificate Required)</i>	20.00
Homebound Instruction <i>(Minimum Substitute Certificate Required)</i>	23.00
Inspiring Greatness Club/Detention	18.50
Credit Recovery <i>(Minimum Substitute Certificate Required)</i>	28.00
Seasonal General Work	15.00
Seasonal Technical Work <i>(Technology Intern, Academy Entrepreneurship)</i>	15.00
Language Translation	23.00
Accompanist	24.00
Classified Work Rate **	15.00
Athletic / Activities <i>(Minimum of two (2) hours for athletic games; Lighting/Sound Technician)</i>	15.00
Crossing Guard <i>(primary position)</i>	15.00
Safety Officer	16.00
Wellness Center Attendant or Champion	16.50
Group Instructor / Supervisor / Graduation Coach	25.00
Special Education Tester / SLP Interventionist	36.00
Hearing Officer / Certified Administrative Assistant, LIM Coordinator	42.00
Off Duty Police Officer	45.00
Off Duty Police Supervisor	50.00

*** Certificated Work Includes:**

- Tutoring / Instruction (Teacher Cert)
- Grant-Related Professional Duties
- Professional Development Facilitator
- Substitute Teaching in Planning Period
- Miscellaneous Professional Duties

**** Classified Work Includes:**

- Tutoring / Instruction (Substitute Certificate required)
- Grant-Related Duties
- Optional Professional Development
- Kids Safari After School Club

**INDEPENDENCE SCHOOL DISTRICT
ROBERT H. HENLEY AQUATIC CENTER
SALARY SCHEDULE
2025-2026**

POSITION	HOURLY WAGE
Lifeguard	15.00
Water Safety Instructor	15.25
Aqua Fitness Instructor	15.25
Meet Manager	15.25
Supervisor	17.25

11.1.25

**INDEPENDENCE SCHOOL DISTRICT
LIBRARY MEDIA CLERKS
SALARY SCHEDULE
2025-2026**

Step	A.A. or +60 hrs.	B.S. or +120 hrs
1	15.00	15.75
2	15.40	16.13
3	15.80	16.56
4	16.20	16.96
5	16.60	17.32
6	17.00	17.75
7	17.40	18.17
8	17.80	18.55
9	18.20	18.95
10	18.60	19.34
11	19.00	19.75
12	19.40	20.16
13	19.80	20.54
14	20.20	20.93
15	20.60	21.33
16	21.00	21.76
17	21.40	22.15
18	21.80	22.56
19	22.20	22.94
20	22.60	23.35
21	23.00	23.76

New employees may enter the scale from Step 1 to 12 based on related previous experience.

All college hours must be from a college or university accredited by the Missouri
Department of Elementary and Secondary Education.

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

Step	Hourly Rate
1	15.00
2	15.35
3	15.70
4	16.05
5	16.40
6	16.75
7	17.10
8	17.45
9	17.80
10	18.15
11	18.50
12	18.85
13	19.20
14	19.55
15	19.90
16	20.25
17	20.60
18	20.95
19	21.30
20	21.65
21	22.00
22	22.35
23	22.70

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)

**INDEPENDENCE SCHOOL DISTRICT
EARLY EDUCATION TEACHING ASSISTANT
SALARY SCHEDULE
2025-2026**

Step	**Diploma/GED	CDA	60 HRS or AA	(CDA + 60 HRS) or (CDA + AA) or (Degree in ECE or related field)
1	15.00	15.38	15.89	16.50
2	15.25	15.68	16.19	16.80
3	15.50	15.99	16.50	17.11
4	15.75	16.29	16.80	17.43
5	16.00	16.60	17.11	17.73
6	16.25	16.91	17.48	18.09
7	16.50	17.21	17.83	18.45
8	16.75	17.53	18.19	18.80
9	17.00	17.89	18.55	19.16
10	17.25	18.24	18.91	19.53
11	17.50	18.60	19.26	19.88
12	17.75	18.96	19.63	20.24
13	18.00	19.31	19.99	20.60
14	18.25	19.68	20.34	20.95
15	18.50	20.04	20.70	21.31
16	18.75	20.39	21.06	21.68
17		20.75	21.41	22.04
18		21.11	21.78	22.39
19		21.46	22.14	22.75

New employees may enter the scale from Step 1-10 based on previous experience.

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

**Diploma/GED column: Staff must be working toward their CDA and have a maximum of 2 years to complete certification and must complete an Early Education Credential Plan & Timeline form upon starting their new position.

Substitute Rate:	\$15.00	Diploma/GED
	\$15.89	60 + College Hours

\$1.50 will be added to the hourly salary of Early Education Teacher Assistants who currently work in noted classroom settings:

Early Head Start Teacher Assistant

**INDEPENDENCE SCHOOL DISTRICT
NUTRITION SERVICES
SALARY SCHEDULE
2025-2026**

Step	Cashier, Sanitation, Part-Time	Food Prep	Cook	Asst. Manager	Elem. Manager	Second. Manager	Wrhse/ Del	Wrhse/ Del Mgr	Dietician
1	15.00	15.10	16.25	17.75	19.00	21.50	19.50	21.00	24.75
2	15.30	15.50	16.75	18.25	19.50	22.00	20.00	21.55	25.30
3	15.60	15.90	17.25	18.75	20.00	22.50	20.50	22.10	25.85
4	15.90	16.30	17.75	19.25	20.50	23.00	21.00	22.65	26.40
5	16.20	16.70	18.25	19.75	21.00	23.50	21.50	23.20	26.95
6	16.50	17.10	18.75	20.25	21.50	24.00	22.00	23.75	27.50
7	16.80	17.50	19.25	20.75	22.00	24.50	22.50	24.30	28.05
8	17.10	17.90	19.75	21.25	22.50	25.00	23.00	24.85	28.60
9	17.40	18.30	20.25	21.75	23.00	25.50	23.50	25.40	29.15
10	17.70	18.70	20.75	22.25	23.50	26.00	24.00	25.95	29.70
11	18.00	19.10	21.25	22.75	24.00	26.50	24.50	26.50	30.25
12	18.30	19.50	21.75	23.25	24.50	27.00	25.00	27.05	30.80
13	18.60	19.90	22.25	23.75	25.00	27.50	25.50	27.60	31.35
14	18.90	20.30	22.75	24.25	25.50	28.00	26.00	28.15	31.90
15	19.20	20.70	23.25	24.75	26.00	28.50	26.50	28.70	32.45
16	19.50	21.10	23.75	25.25	26.50	29.00	27.00	29.25	33.00
17	19.80	21.50	24.25	25.75	27.00	29.50	27.50	29.80	33.55

Cashier / Sanitation - cashier responsibilities w/ sanitation duties

Food Prep - cashier and sanitation training, cold food prep, and additional duties as directed by the Manager

Cook - cashier, sanitation, and cold food prep training, w/ Cook responsibilities, and additional duties as directed by the Manager

Asst. / Elem. / Second. Manager - cashier, sanitation, cold food prep, w/ Cook responsibilities, Assistant Manager and/or Manager responsibilities and additional duties as directed by Nutrition Service Director

*** Career Path Advancement:**

Employees are encouraged to follow a career path. Qualified internal candidates are given equal opportunity for career advancement based on job description.

New employees may enter the scale from step 1 to 10 based on previous experience or specialized skills.

NS Sub Warehouse \$19.50

NS Sub Workers \$15.00

**INDEPENDENCE SCHOOL DISTRICT
KIDS SAFARI STAFF
SALARY SCHEDULE
2025-2026**

Step	Student, Diploma, GED	30 + College Hours	60 + College Hours, A.A., or A.S. Degree
1	15.00	15.58	16.19
2	15.25	15.89	16.50
3	15.50	16.19	16.80
4	15.75	16.50	17.11
5	16.00	16.80	17.43
6	16.25	17.11	17.73
7	16.50	17.43	18.04
8	16.75	17.73	18.34
9	17.00	18.04	18.65
10	17.25	18.34	18.96
11	17.50	18.65	19.26
12	17.75	18.96	19.58
13	18.00	19.26	19.88
14	18.25	19.58	20.19
15	18.50	19.88	20.50
16	18.75	20.19	20.80

New employees may enter the scale from Step 1-8 based on previous related experience.

Substitute Rate: \$15.00 Diploma/GED
 \$16.19 60 + College Hours, A.A., or A.S. Degree

Lead Kids Safari Staff Stipend: \$1.50 per hour
 Lead Kids Safari Staff with Director's Certificate: \$2.00 per hour

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

Agenda Item #: V. 5

Subject / Title: Approval of Special Election on April 7, 2026 for the Purpose of a Bond Issue in the Amount of \$60,000,000.

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

Description of Issue:

Background and rationale for this program / item

The Board of Education needs to schedule a special election on the question of issuance of General Obligation Bonds on April 7, 2026. The Bond Issue in April would finance constructing, improving, repairing, renovating, furnishing and equipping school sites and facilities, including remodeling and renovating Fairmount Elementary, Korte Elementary, and Procter Elementary. Additional improvements would be made to school facilities throughout the District. There would be no tax increase due to the issuance of the Bonds.

Desired results

Authorization to place a \$60,000,000 General Obligation Bond Issue on the April 7, 2026 ballot.

Personnel

N/A

Resources

General Obligation Bonds will be issued for this purpose

Reviewed and Recommended:



Interim Superintendent

12-1-25

Date

Motion For Board Action:

The Board of Education approves the Resolution to place a \$60,000,000 General Obligation Bond Issue on the April 7, 2026 ballot for the purpose of improvements at school facilities throughout the District, including remodeling and renovating Fairmount Elementary, Korte Elementary, and Procter Elementary.

Motion: _____

Second: _____

Board Action: Approved Not Approved Postponed (check one)

Agenda Item #: V. 6

Subject / Title: Approval of Herndon Career Center Tuition.

Action Required Information Only (check one)

Description of Issue:

Background and rationale for this program / item

Herndon Career Center, supported by the Raytown School District in partnership with five surrounding school districts (Independence, Center, Grandview, Hickman Mills, and Lee's Summit), provides students with high-quality career and technical education (CTE) programs that serve as a foundation for rewarding careers. In response to the growing demand for a skilled workforce, program graduates are entering the workforce directly after high school with starting wages ranging from \$15 to \$35 per hour.

Desired results

Approval of the 2025-2026 tuition for Independence School District Students to attend Herndon's CTE Programs. The tuition for the 2025-2026 school year will be \$3,850 per student for 623 students (26 students attending both sessions) totaling \$419,650.

Personnel

N/A

Resources

N/A

Reviewed and Recommended:



Interim Superintendent

12-1-25

Date

Motion for Board Action:

The Board of Education approves the tuition for Independence School District Students to attend Herndon for the 2025-2026 school year.

Motion: _____

Second: _____

Board Action: Approved Not Approved Postponed (check one)

Agenda Item #: V. 7

Subject / Title: Approval for Declaration of Surplus Items.

Action Required Information Only (check one)

Description of Issue:

Background and rationale for this program / item

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

Desired result

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

Personnel

Greg McGhee, Director of Facilities/Purchasing

Resources

N/A

Reviewed and Recommended:



Interim Superintendent



Date

Motion for Board Action:

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

Motion: _____

Second: _____

Board Action: Approved Not Approved Postponed (check one)

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

Date: 12-9-25

PUR-009

Asset Description	Quantity	Asset #	Serial #/VIN #	Donate Item	Condition of Items(s)	Grant Item	Disposal/Scrap/Donate
All-In-One PC	6			No	Obsolete	No	Disposal
Band Saw	1	18002079		No	Broken (electrical issue)	Yes	Scrap
Car Seat - Grey	7		36212069	No	Poor	No	Disposal
Car Seat - Red and Black	2		36212170	No	Poor	No	Disposal
Car Seat - Tan	2		22013-PAW	No	Poor	No	Dispose
Chevrolet 2014 Traverse (Car# 45)	1		1GNKVHKD2EJ106323	No	Poor	No	Surplus
Chevy 2000 C6500 (Truck# 27)	1		1GBJ7H1C5YJ513519	No	Poor	No	Surplus
Chromebook	715			No	Broken	No	Disposal
CNC Machine (Small)	1	13004415		No	Broken	No	Scrap
CNC Router	1	16000467	LC-4848-0042-010405	No	Broken	No	Scrap
Desktop	76			No	Broken	No	Disposal
Document Camera	6			No	Obsolete	No	Disposal
DVD/VCR Player	1			No	Broken	No	Disposal
EDM machine	1	13004433		No	Poor	No	Surplus
File Cabinet - Horizontal	1	13017593		No	Poor	No	Disposal
GMC 1994 Topkick (Truck# 17)	1		1GDL7H1J1ORJ506896	No	Poor	No	Surplus
HeartSine Samaritan AED	1	20002824	15D00932636	No	Expired	Yes	Rebate/Trade-in
HeartSine Samaritan AED	1		15D00932664	No	Expired	Yes	Rebate/Trade-in
HeartSine Samaritan AED	1		15D00933122	No	Expired	Yes	Rebate/Trade-in
HeartSine Samaritan AED	1		15D00932699	No	Expired	Yes	Rebate/Trade-in
HeartSine Samaritan AED	1	16005408	15D00932686	No	Expired	Yes	Rebate/Trade-in
HeartSine Samaritan AED	1		15D00933123	No	Expired	Yes	Rebate/Trade-in
HeartSine Samaritan AED	1	13021788	18D00015092	No	Expired	Yes	Rebate/Trade-in
HeartSine Samaritan AED	1	13021729	17D00027787	No	Expired	Yes	Rebate/Trade-in
HeartSine Samaritan AED	1	18001548	15D00933101	No	Expired	Yes	Rebate/Trade-in
HeartSine Samaritan AED	1		15D00932694	No	Expired	Yes	Rebate/Trade-in
HeartSine Samaritan AED	1	20002155	15D00932702	No	Expired	Yes	Rebate/Trade-in
HeartSine Samaritan AED	1	13021787	18D00007888	No	Expired	Yes	Rebate/Trade-in
HeartSine Samaritan AED	1		15D00932656	No	Expired	Yes	Rebate/Trade-in

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

Date: 12-9-25

PUR-009

Asset Description	Quantity	Asset #	Serial #/VIN #	Donate Item	Condition of Items(s)	Grant Item	Disposal/Scrap/Donate
HeartSine Samaritan AED	1	18004032	15D00932662	No	Expired	Yes	Rebate/Trade-in
HeartSine Samaritan AED	1	18001685	15D00933124	No	Expired	Yes	Rebate/Trade-in
HeartSine Samaritan AED	1	16002981	15D00932697	No	Expired	Yes	Rebate/Trade-in
HeartSine Samaritan AED	1		15D00932641	No	Expired	Yes	Rebate/Trade-in
Hobart Floor Mixer Model H-600 (Hanthorn)	1	13016614	1776762	No	Poor	No	Surplus
Horizontal Milling machine	1	13004462		No	Poor	No	Surplus
Infrared Thermometer	1	17002078	20200504452	No	Broken	No	Disposal
iPad	8			No	Obsolete	No	Disposal
Lang Oven (Santa Fe)	1	13009167		No	Broken	No	Scrap
Lang Oven (Santa Fe)	1	13009168		No	Broken	No	Scrap
LapTop	22			No	Obsolete	No	Disposal
Library Books	300			Yes	Poor	No	Donate
M&R Economax II	1	18003530		No	Poor	No	Surplus
Maytag Washing Machine Model MVWC565FW1 (Ott)	1	13038884	C84445466		Broken	No	Scrap
Monitor	15			No	Obsolete	No	Disposal
Onyx 9590 Pulse Oximeter	1	23003630		No	Broken	No	Disposal
Phone	27			No	Obsolete	No	Disposal
Powder Coating oven	1			No	Obsolete	No	Surplus
Printer	4			No	Obsolete	No	Disposal
Projector	8			No	Obsolete	No	Disposal
RealCare 3 Baby	1	17002327	10021001382041B1BC84	No	Poor	Yes	Disposal/Surplus
RealCare 3 Baby	1	17002329	10251001232041B77BDD	No	Poor	Yes	Disposal/Surplus
RealCare 3 Baby	1	17002333	10251001372041BFF698	No	Poor	Yes	Disposal/Surplus
RealCare 3 Baby	1	17002744	102510013321403CCB10	No	Poor	Yes	Disposal/Surplus
RealCare 3 Baby	1	17002743	10251001332140302634	No	Poor	Yes	Disposal/Surplus
RealCare 3 Baby	1	17002330	102510012719418B7A26	No	Poor	Yes	Disposal/Surplus
RealCare 3 Baby	1	17002328	10251001272041BFF7C2	No	Poor	Yes	Disposal/Surplus
RealCare 3 Baby	1	17002318	102510012818417C98A7	No	Poor	Yes	Disposal/Surplus

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

Date: 12-9-25

PUR-009

Asset Description	Quantity	Asset #	Serial #/VIN #	Donate Item	Condition of Items(s)	Grant Item	Disposal/Scrap/Donate
RealCare 3 Baby	1	17002331	10251001222040633C07	No	Poor	Yes	Disposal/Surplus
RealCare 3 Baby	1	17002321	102510012618416DF01C	No	Poor	Yes	Disposal/Surplus
RealCare 3 Baby	1	17002314	102510012718417C9862	No	Poor	Yes	Disposal/Surplus
RealCare 3 Baby	1	17002320	102510012718417C9889	No	Poor	Yes	Disposal/Surplus
RealCare 3 Baby	1	17002319	102510012818417C97FA	No	Poor	Yes	Disposal/Surplus
Rockwell Grinder	1	13003350		No	Broken	No	Scrap
Stove - Electric	2	16001023 & 18002567		No	Broken	Yes	Scrap
Stove - Gas	1	1700204		No	Broken	Yes	Scrap
Surface Grinder	1			No	Poor	No	Scrap
Walker Turner Grinder	1	23002097		No	Broken	No	Scrap
Washer/Dryer Stackable	1	16002244		No	Broken	No	Disposal
Weich Allyn BP Machine	1	13021866	(21)BA331718903529D	No	Broken	Yes	Disposal
Winston Model CAT522GJ (Hanthorn)	1	13016609	20081006-098	No	Poor	No	Scrap

Agenda Item # V. 8

This is an active Bid Proposal, so no information will be disclosed until the Board of Education acts on the presented information at the Board of Education meeting.

Agenda Item # V. 9

This is an active Bid Proposal, so no information will be disclosed until the Board of Education acts on the presented information at the Board of Education meeting.

Agenda Item #: V.10

Subject / Title: APPROVAL OF FY25 AUDIT.

Action Required Information Only (check one)

Description of Issue:

Background and rationale for this program / item:

Missouri Public School Districts are required to have an annual audit. The District audit for the 2024-2025 school year is presented for review and acceptance.

Desired results:

Audit approval for submission to DESE and other entities.

Personnel:

Resources:

Reviewed and Recommended:



Interim Superintendent

12.1.25
Date

Motion for Board Action:

The Board approves the financial audit for the 2024-2025 school year as presented.

Motion: _____

Second: _____

Board Action: Approved Not Approved Postponed (check one)