

BOARD OF EDUCATION
School District of Independence
Tuesday, January 13, 2026

**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- December 9, 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 January 13, 2025 list of bills totaling \$13,620,648.25 as printed.
 3. Approval to Let Bids for Asphalt and Concrete Repair Districtwide.
 4. Approval to Let Bids for the Renovation of the Classrooms at Van Horn High School.
- IV. Superintendent's Report/Miscellaneous.
- V. New Business
 1. Leader In Me Presentation.
 2. Approval to Purchase New Chromebooks.
 3. Approval of Changes to Board of Education Policies- Second and Final Reading.
 4. Approval of the Superintendent Job Description
 5. Approval to Accept Bid and Contract for Three Trails Elementary School for the Replacement of Windows.
 6. Approval to Accept Bid and Contract for Three Trails Elementary School for the Masonry Repair.
 7. Approval of Certification of School Board Candidates for the April 7, 2026 Election.
- VI. Motion to Adjourn to Closed Session (Mo State Statutes 610.021)

The Next Regular Board of Education Meeting is Scheduled for Tuesday, February 10, 2026

BOARD OF EDUCATION
EXECUTIVE SESSION
School District of Independence
Tuesday, January 13, 2026

**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- December 9, 2025
- II. Closed Session For:

Personnel – § 610.021(3), RSMo. Actions related to the hiring, firing, disciplining or promotion of particular employees when the performance or individual merit of the employee is discussed or recorded and **§ 610.021(13), RSMo.** Actions related to individually identifiable personnel records pertaining to employees or applicants for employment.

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 January 13, 2026 totaling \$13,620,648.25 as printed. The complete detailed list of bills is available for review in the Business Office.

LIST OF BILLS 13-Jan-26

LIST OF BILLS

11 PHIL ROBERTS SC	5,000.00
12 GENERAL OPERATING	10,475,430.52
15 NUTRITION SERVICES	535,901.87
16 ACTIVITY FUNDS	66,643.71
17 SELF-INSURANCE FUNDS	284,997.70
21 TEACHERS RESTRICTED	0.00
22 TEACHERS OPERATING	549,724.00
31 DEBT SERVICE	200.00
41 CAPITAL BOND FUNDS	0.00
42 CAPITAL OPERATING	1,661,489.45
45 NUTRITION CAPITAL FUND	41,261.00
77 FIDUCIARY BENEFITS	0.00
79 PUBLIC BUILDING CORP	0.00

TOTAL DISBURSEMENTS TO BE APPROVED

13,620,648.25

Agenda Item #: III. 3

Subject / Title: Approval to Let Bids for Asphalt and Concrete Repair Districtwide.

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

Description of Issue:

Background and rationale for this program / item

As part of the District's ongoing comprehensive maintenance program, the Administration recommends letting bids for asphalt and concrete repair districtwide.

Desired results

Approval to let bids for repair of asphalt and concrete repair districtwide.

Personnel

Greg McGhee, Director of Facilities/Purchasing

Resources

District Capital Improvement Dollars

Reviewed and Recommended:


Interim Superintendent

1.7.26
Date

Motion for Board Action:

The Board of Education approves the letting of bids for repair of asphalt and concrete Districtwide.

Motion: _____

Second: _____

Board Action: ☐ Approved ☐ Not Approved ☐ Postponed (check one)

Agenda Item #: III. 4

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

Desired results

Approval to let bids for the Renovations of the Classrooms at Van Horn High School.

Personnel

Greg McGhee, Director of Facilities/Purchasing

Resources

Contingency of the Bond

Reviewed and Recommended:



Interim Superintendent

1-7-24

Date

Motion for Board Action:

The Board of Education approves the letting of bids for the Renovations of the Classrooms at Van Horn High School.

Motion: _____

Second: _____

Board Action: ☐ Approved ☐ Not Approved ☐ Postponed (check one)

Agenda Item # V. 2

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. 3

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

X 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 policies 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

1.7.26

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 resident, student, and/or employee of the District~~n 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@isdschools.org.](mailto:boardsecretary@isdschools.org)

Adoption Date(s): July 12, 2023; Updated July 9, 2024; Updated January 14, 2025

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.

Adoption Date(s): July 12, 2023

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

Adoption Date(s): July 12, 2023

Agenda Item #: V. 4

Subject / Title: Approval of the Superintendent Job Description.

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

Description of Issue:

Background and rationale for this program / item

As part of the superintendent search process, the job description has been carefully developed and reviewed by the Board of Education. It clearly outlines the role, responsibilities, and expectations of the position to ensure alignment with the district's goals and priorities.

Desired results

Approval of the Superintendent Job Description changes/additions as presented.

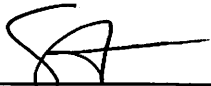
Personnel

N/A

Resources

N/A

Reviewed and Recommended:



Interim Superintendent

1.8.21
Date

Motion for Board Action:

Approval of the Superintendent Job Description changes/additions as presented.

Motion: _____

Second: _____

Board Action: ☐ Approved ☐ Not Approved ☐ Postponed (check one)

Position: Superintendent**Reports To: Independence School District, Board of Education****Supervises: All District Personnel****Employment: Full-Time, Exempt**

The Superintendent serves as the Chief Executive Officer of the Independence School District (“District”) and is responsible for the effective administration of all educational programs and district operations in accordance with Board policy, state statutes, and federal regulations. The Superintendent shall implement the decisions and directives of the Board of Education (“Board”) and provide leadership to ensure that all students have access to a comprehensive, equitable, and high-quality education.

Essential Duties and Responsibilities

The Superintendent shall perform all duties assigned by law, by the Missouri Department of Elementary and Secondary Education (DESE), and by the Board of Education. Specific responsibilities include, but are not limited to, the following:

Board Relations and Governance

- Serve as the chief administrative officer of the District and as the executive agent of the Board of Education.
- Ensure that all Board policies and decisions are implemented and enforced throughout the District.
- Attend and participate in all Board meetings except when excused or when matters directly related to the Superintendent’s employment are under discussion.
- Prepare and submit recommendations, reports, and data to the Board to facilitate informed decision-making.
- Advise the Board on legal, financial, operational, and educational matters affecting the District.
- Execute all contracts, documents, and other instruments as authorized by the Board.

Leadership and Administration

- Provide general supervision of all programs, services, operations, and employees of the District.
- Establish and maintain an organizational structure that promotes effective management, accountability, and communication.
- Ensure compliance with applicable federal and state laws, regulations, and accreditation requirements.

- Develop and implement administrative regulations, procedures, and systems necessary for the efficient operation of the District.
- Delegate authority to subordinate staff as appropriate and hold them accountable for results.

Educational Programs and Student Achievement

- Direct the development, implementation, and evaluation of curriculum, instructional programs, assessment systems, and student services.
- Promote data-driven decision-making to monitor and improve academic performance and district-wide outcomes for continuous District improvement.
- Ensure that instructional programs are aligned with state standards, District goals, and the District's Comprehensive Student Improvement Plan or similar plan.
- Establish processes for evaluating program effectiveness and ensuring equitable access to learning opportunities for all students.

Student Relations

- Serve as the chief advocate for students in all aspects of District decision-making.
- Ensure that all students are provided a safe, orderly, and inclusive learning environment consistent with Board policy and applicable law.
- Establish standards of student conduct and discipline procedures consistent with due process and equity principles.
- Oversee the implementation of student support services, including counseling, mental health resources, health services, and extracurricular programs.
- Promote student engagement, attendance, and participation in academic and co-curricular activities.
- Respond to serious student incidents, grievances, or disciplinary appeals as required by policy or law.
- Ensure compliance with laws governing student rights, including FERPA, IDEA, Section 504, Title IX, and related federal and state statutes.
- Encourage student voice and input through appropriate advisory groups, forums, and community partnerships.

Financial Management

- Prepare and submit the annual District budget to the Board for review and adoption.
- Administer the budget in compliance with law, Board policy, and sound fiscal practices.
- Supervise all financial operations, including accounting, payroll, procurement, and auditing.
- Recommend tax rates, bond issues, and capital improvement plans in coordination with the Board.
- Ensure internal controls are in place to safeguard District assets and maintain fiscal integrity.

Personnel Administration

- Recommend to the Board ~~all~~ appointments, assignments, transfers, promotions, suspensions, and terminations of District personnel in compliance with Policy E-105-P.
- Ensure that personnel actions comply with applicable laws, contracts, and Board policy.
- Oversee the development and implementation of staff evaluation systems and professional development programs.
- Promote compliance with all applicable collective bargaining agreements and personnel policies.
- Maintain an employment environment consistent with nondiscrimination and equal opportunity principles.
- Supervise and manage Central Office staff.

Operations and Facilities

- Oversee the planning, maintenance, and utilization of District facilities, transportation systems, food service operations, and technology infrastructure.
- Develop and implement safety, security, and emergency management procedures consistent with state and federal guidelines.
- Ensure compliance with all facility-related regulations, including environmental and accessibility standards.

Communication and Community Relations

- Serve as the official spokesperson for the District ~~unless otherwise designated by the Board~~.

- Maintain open, transparent, and accurate communication with the community, parents, staff, and students.
- Represent the District in legal, governmental, and professional forums as required.
- Establish and maintain cooperative relationships with local, regional, and state agencies and organizations.

Legal Compliance

- Ensure the District operates in conformity with the Missouri Constitution, Missouri statutes, federal law, DESE regulations, and all other applicable legal requirements.
- Keep the Board informed of legislative developments and their potential impact on District operations.
- Respond to complaints, grievances, and legal claims in coordination with Board counsel.

Required Qualifications

- Valid Missouri Administrator Certificate or eligibility for such certification at the time of appointment.
- Master's degree in Educational Administration or related field required; Doctorate in Education or Educational Leadership preferred.
- Minimum of ten (10) years of successful experience in public education, including at least five (5) years in a senior administrative or district-level leadership capacity.
- Demonstrated knowledge of public school law, finance, curriculum, personnel administration, and collective bargaining practices.

Knowledge, Skills, and Abilities

- Ability to interpret and apply state and federal laws, Board policy, and administrative regulations.
- Competence in strategic planning, organizational management, and operational oversight.
- Proficiency in public finance, budgeting, and audit principles.
- Strong written and verbal communication skills appropriate for Board and public interaction.
- Capacity to maintain confidentiality, exercise sound judgment, and manage complex issues objectively and lawfully.

Employment Terms and Evaluation

- The Superintendent shall be employed under a written contract as approved by the Board of Education pursuant to §168.201, RSMo.
 - Performance shall be evaluated annually by the Board in accordance with state law and Board policy.
-
- Compensation, benefits, and contract duration shall be determined by the Board based on qualifications and experience.

Working Conditions

- Work is primarily performed in an office environment, with frequent visits to schools and facilities.
- Attendance at evening and weekend meetings, events, and conferences is required.
- The position requires travel within the District and occasional travel outside the District or state.

Agenda Item # V. 5

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

Agenda Item # V. 6

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

Agenda Item #: V.7

Subject / Title: Certification of School Board Candidates for the April 7, 2026 Election.

X Action Required Information Only (check one)

Description of Issue:

Background and rationale for this program / item

Every two years, the Independence School District conducts an election for School Board members. Two Board member position are to be filled effective April 7, 2026, each for a six-year term. There are 4 patrons in the Independence School District that have met the requirement to serve on the Independence School District Board of Education.

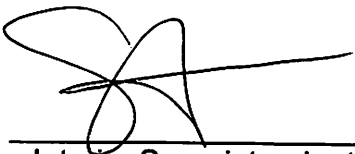
Desired results

N/A

Personnel

Resources

Reviewed and Recommended:



Interim Superintendent

1.13.26

Date

Motion for Board Action:

The Board of Education for the Independence School District approves the following people as candidates for the April 7, 2026 School Board member election:

Jeffery Jewell
Zachary Harmon-McLaughlin
Sarah Wimberley
Justin Durham

Motion: _____

Second: _____

Board Action: Approved Not Approved Postponed (check one)