

BOARD OF EDUCATION
School District of Independence
Tuesday, April 14, 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 Minutes of Board Meeting- March 10, 2026
- II. Approval of Certification of School Board Candidates.
 1. Recognition of Outgoing Board Members.
- III. 2024-2026 Board of Education Adjourns – Sine Die.

Call to Order- Temporary Chairperson, Dr. Cindy Grant, Interim Superintendent

- I. Swear in New Board of Education Members.

Election of Officers – Dr. Cindy Grant, Interim Superintendent

1. President
 2. Vice President
 3. Treasurer
 4. Secretary
- II. Approval of Agenda
- III. Request of District Citizens or Employees.
- IV. 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. Approval of Bills

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 April 14, 2026 list of bills totaling \$11,523,199.90 as printed.
- V. Superintendent's Report/Miscellaneous.

VI. New Business

1. Approval of Property and Casualty Broker of Record.
2. Approval to Increase Weekly Fees for Early Childhood Program.
3. Approval of Kid's Safari Fee Schedule.
4. Approval of Career Ladder for 2026-2027- Stages I, II, and III.
5. Approval to Accept and Sign Proposal for Replacement of Interior and Exterior Doors at Bryant Elementary School.
6. Approval to Accept and Sign Proposal for Air Condition Unit Replacement at Clifford H. Nowlin Middle School Small Gymnasium.
7. Approval to Accept Proposal for the Construction and Installation of Synthetic Turf on the Crysler Stadium Baseball Infield and Bullpens.
8. Approval to Accept Proposal for the Construction and Installation of Synthetic Turf on the Truman High School Baseball Infield and Bullpens.
9. Approval to Accept Bid and Contract for Asphalt and Concrete Replacement at John W. Luff Elementary School, Pioneer Ridge Middle School and Thomas Hart Benton Elementary School.
10. Approval to Accept and Sign Proposal for Clifford H. Nowlin Middle School for the Exterior Painting and Masonry Repair.
11. Approval to Accept HUDL Grant for Each of the ISD High Schools.
12. Approval to Accept Bid and Contract for Renovations at Truman High School and Van Horn High School Classrooms.
13. Approval to Accept the Bid and Contract for Demolition Scope of Work and Asbestos and Lead Paint Removal at Fairmount Elementary School.
14. Approval to Accept and Sign Proposal from Freedom Interiors for Furniture Replacement at Korte Elementary School.
15. Approval to Accept Bid and Contract for Phase Two Renovations at Independence Academy.
16. Approval to Accept Bid and Contract for Renovation at William Chrisman High School Counseling Suite, Randall Elementary School Family School Liaison Suite and James Bridger Middle School Elevator.
17. Approval to Accept the Guaranteed Maximum Price (GMO) Amendment No 1 from Newkirk Novak Construction Partners Inc. for Fairmount Elementary School Renovation and Korte Elementary School Classroom Renovations.
18. Approval to Accept Quote and Agreement for the Replacement of the Intercom System at William Chrisman High School.
19. Approval of the Chief Financial Officer (CFO) Job Description.
20. Approval of Lease and Agreement with Messiah Lutheran Church.

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

The Next Regular Board of Education Meeting is Scheduled for Tuesday, May 12, 2026.

BOARD OF EDUCATION
EXECUTIVE SESSION
School District of Independence
Tuesday, April 14, 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- March 10 & 25, 2026
- II. Closed Session For:

Grievance Appeal

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. - Actions regarding legal actions, causes of action or litigation involving the District or privileged communications between the District or its representatives and its attorneys.

Real Estate – 610.021(2) RSMo. The Lease, purchase or sale of real estate where public knowledge of the details of the proposed acquisition might adversely affect the District's interests.

- III. Adjournment.

Agenda Item #: II

Subject / Title: Approval of Certification of April 7, 2026 School Board Election.

☒ Action Required ☐ Information Only (check one)

Description of Issue:

Background and rationale for this program / item

An election was held on April 7, 2026 to elect two members to the Independence School District Board of Education. Each candidate is elected to serve a six-year term as director. Four candidates had filed for two seats: Jefferey Jewell, Zachary Harmon McLaughlin, Sarah Wimberley and Justin Durham. Based on the results received from the Jackson County Board of Election Commissioners and the Kansas City Board of Election Commissioners, the current Board of Education needs to certify the results and swear in the newly elected Board Members.

Desired results

Fill two positions on the Independence School District Board of Education.

Personnel

N/A

Resources

N/A

Reviewed and Recommended:


Interim Superintendent

4.9.26
Date

Motion for Board Action:

The Board of Education certifies the April 7, 2026 School Board Member election results received from the Jackson County Board of Election Commissioners and the Kansas City Board of Election Commissioners as follows:

Candidate	JCBOEC	KCBOEC	Total
Jefferey Jewell	3,712	49	3,761
Zachary Harmon McLaughlin	3,739	39	3,778
Sarah Wimberley	4,808	76	4,884
Justin Durham	3,838	62	3,900

With Sarah Wimberley and Justin Durham being elected as members of the Independence School District Board of Education from April 2026 until April 2032.

Motion: _____

Second: _____

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

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 April 14, 2026, totaling \$11,523,199.90 as printed. The complete detailed list of bills is available for review in the Business Office.

MARCH 2026 LIST OF BILLS 14-Apr-26

LIST OF BILLS

11 PHIL ROBERTS SCHOLARSHIP	0.00
12 GENERAL OPERATING	10,068,171.23
15 NUTRITION SERVICES	705,538.32
16 ACTIVITY FUNDS	84,684.11
17 SELF-INSURANCE FUNDS	-148,864.74
21 TEACHERS RESTRICTED	0.00
22 TEACHERS OPERATING	236,446.66
31 DEBT SERVICE	200.00
41 CAPITAL BOND FUNDS	0.00
42 CAPITAL OPERATING	577,024.32
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

11,523,199.90

Agenda Item #VI.1

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 #: VI.2

Subject / Title: Approval to Increase Weekly Fees for Early Childhood Program.

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

Description of Issue:

Background and rationale for this program/item

Due to an increase in operational costs, the Early Childhood Department recommends increasing fees for the 2026-2027 school year. Children ages 3-5 currently are charged \$20/day, approval would result in a fee of \$25/day, effective at the start of the school term. Children under the age of 3 are currently charged a fee of \$210-week, approval would result in a fee of \$230/week.

Desired results

Approval of increases in parental fees for the Early Childhood services.

Personnel

Dr. Cindy Grant

Resources

N/A

Reviewed and Recommended:



Interim Superintendent

4.6.26
Date

Motion for Board Action:

The Board of Education approves of the weekly fee increases for the Early Childhood Program.

Motion: _____

Second: _____

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

Agenda Item #: VI.3

Subject / Title: Approval of Kids' Safari Fee Schedule.

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

Description of Issue:

Background and rationale for this program/item

The Administration is recommending the following fee schedule for the District's Youth Development Department for the 2026-2027 school year. These fees cover the overall program operating costs for the school year.

Desired results

Proposed fees for the Kids' Safari Program:

	<u>Proposed Fee</u>
Before and After	\$60.00 per week/per child
Before Only	\$45.00 per week/per child
After Only	\$45.00 per week/per child
Drop In	\$25.00 per AM or PM visit
Full Day	\$35.00 per day/per child
Full Day/Snow Day Single Use	\$50.00 per day/per child
Summer Full Day	\$150.00 per week/per child
Pre-K Before & After	\$70.00 per week/per child
Pre-K Before Only	\$55.00 per week/per child
Pre-K After Only	\$55.00 per week/per child
Pre-K Full Day	\$45.00 per day/per child
Pre-K Full Day Single Use	\$60.00 per day/per child

Personnel

Erica Smith

Resources

N/A

Reviewed and Recommended:



Superintendent

4.6.26

Date

Motion for Board Action:

The Board of Education approves the fee schedule for the Kids' Safari Program as presented.

Motion: _____

Second: _____

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

Agenda Item #: VI.4

Subject / Title: Approval of Career Ladder for 2026-2027 – Stages I, II, and III.

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

Description of Issue:

Background and rationale for this program / item

The Administration recommends approval to continue the Career Ladder Program for the 2026-2027 school year with the state funding a portion of the program.

Desired results

Approval of Career Ladder Program, Stages I, II and III for the 2026-2027 School Year.

Personnel

Resources

Reviewed and Recommended:



Superintendent

4.6.26

Date

Motion for Board Action:

The Board of Education approves the 2026-2027 Career Ladder Program, Stages I, II, and III for District teachers that participate in the program.

Motion: _____

Second: _____

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

Agenda Item #VI.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 # VI.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 # VI.7

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 # VI.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 # VI.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 # VI.10

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 #: VI.11

Subject / Title: Approval to Accept HUDL Grant for each of the ISD High Schools.

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

Description of Issue:

Background and rationale for this program / item

HUDL has selected all three ISD High Schools to be part of 10 Missouri High School's to receive \$10,000 in the form the HUDL Grant Agreement. We have reviewed the grant specification along with our legal team and we are excited to be part of this recipient program.

Desired results

Approval to accept the HUDL grant for each ISD High School in the amount of \$10,000 each (\$30,000 for ISD) to go towards their "Athletic Department". All grant funds must be administered by and through the Athletic Department at each high school. The funds can be used at the discretion of the Athletic Director for things such as uniforms, helmets, cameras, etc.

Personnel

N/A

Resources

Each High School will be awarded \$10,000 for their Athletic Programs

Reviewed and Recommended:



Interim Superintendent



Date

Motion for Board Action:

The Board of Education accepts the HUDL Grant for each ISD High School in the amount of \$10,000 per each High School.

Motion: _____

Second: _____

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

Agenda Item # VI.12

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 # VI.13

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 # VI.14

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 # VI.15

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 # VI.16

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 # VI.17

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 # VI.18

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 #: VI.19

Subject / Title: Approval of the Chief Financial Officer (CFO) Job Description.

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

Description of Issue:

Background and rationale for this program / item

The District requests Board approval to establish and fill the position of Chief Financial Officer (CFO). The CFO will be responsible for the comprehensive administration of the District's business operations and operational infrastructure. This role is intended to integrate financial oversight with the management of support services, ensuring that both the fiscal and physical environments of the District effectively support high-quality instructional outcomes.

In light of the complexity and regulatory requirements associated with public and federal funding, the District has determined that the addition of a CFO is necessary to ensure sound fiscal management and responsible budgeting practices that maintain the District's long-term financial stability. This position will also provide the capacity to analyze, forecast, and project future budgetary needs and revenue sources.

Furthermore, the District recognizes the importance of having a dedicated executive leader who will collaborate closely with the Board of Education, Superintendent, business office staff, directors, and principals to provide strategic leadership in all school business functions. These responsibilities will include, but are not limited to, budget development and monitoring, long-range financial planning, evaluation of budget requests and allocation of fiscal resources, as well as demographic and financial projections.

Desired results

At this time, we are recommending the Board of Education approve the position of Chief Financial Officer (CFO) for the school District.

Personnel

N/A

Resources

The CFO will be employed for a twelve (12) month position. The salary and work year will be established by the Board of Education.

Reviewed and Recommended:



Interim Superintendent

4.7.26

Date

Motion for Board Action:

Motion: _____

Second: _____

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

INDEPENDENCE SCHOOL DISTRICT JOB DESCRIPTION

CHIEF FINANCIAL OFFICER

Qualifications:

- Bachelor's degree in Finance, Accounting, Business Administration, or related field (other degrees may be considered with in-depth finance experience).
- CPA preferred; prior experience managing business operations or preferred experience as a finance officer.
- Experience in school or public finance preferred.
- Knowledge and experience with technology and accounting application systems required.
- Such modifications of the above qualifications as the Board of Education shall find appropriate.

Fair Labor Standards Act Status: Exempt

Reports to:

Superintendent of Schools

Supervises:

Director of Benefits and Business Office

Other areas of supervision may be assigned per the Superintendent of Schools.

Job Goal:

The Chief Financial Officer/CFO is charged with the comprehensive administration of the district's business affairs and operational infrastructure. This role integrates financial oversight with the management of support services, ensuring that the district's physical and fiscal environments are conducive to high-level instructional outcomes.

Performance Responsibilities:

- Serve on the Superintendent Administrative Cabinet and attend all Board of Education meetings.
- Present periodic reports and recommendations to the Superintendent and the Board of Education as required or deemed necessary.
- Assume responsibility for recommending, administering, and executing policies relating to all levels of district business functions.
- Provide leadership and direction for the administration of school business functions, including budget development and monitoring, long-range financial planning, evaluation of budget requests and fiscal resources, and population and financial projections.
- Lead the development and presentation of the annual budget.
- Work with the Superintendent and other appropriate personnel to formulate policies and procedures related to district financial operations.

- Collaborate with administrators to develop budgets for their respective areas of responsibility.
- Collaborate with administrators and legal counsel regarding procurement and purchasing and associated contracts.
- Coordinate and implement district voter-authorized general obligation bond activities, including finance, investment, and capital expenditures.
- Provide leadership, direction, and procedures for the administration, organization, and operation of educational facilities, pupil transportation, food services, and custodial services.
- Develop long- and short-term goals related to effective operations of transportation, nutrition services, health services, and the technology division.
- Ensure the district is in compliance with Missouri School Improvement Standards and strategic planning initiatives related to finance.
- Develop and maintain systems of internal controls to safeguard district financial assets.
- Arrange for internal auditing of school reports.
- Assist in financial advice for Collective Bargaining and labor negotiations.
- Prepare state reports and claims as required.
- Supervise and evaluate the Director of the Business and Benefits Office and business and benefits employees
- Provide appropriate in-service training for personnel in finance.
- Oversee district insurance programs, including property, casualty, liability, and workers' compensation.
- Evaluate and maintain quality employee benefits and health care coverage.
- Maintain district property, casualty, liability, and workers' compensation insurance.
- Travel will be required between district buildings.
- Perform such other duties as may be assigned by the Superintendent of Schools.

Communication Skills:

- Must have effective oral and written communication skills.
- Must have strong interpersonal communication skills.
- Must have the ability to lead groups to consensus.
- Must be able to make effective presentations to the Board of Education, staff, parents, and community.

Accounting Skills:

- Ability to perform and oversee general accounting functions with fund accounting experience preferred.
- Ability to create, maintain and evaluate accounting spreadsheets and related information.
- Ability to understand, evaluate, develop, and make recommendations related to operating a multi-million-dollar budget.

Reasoning Ability:

- Ability to solve practical problems and deal with a variety of concrete variables in situations where only limited standardization exists.
- Ability to interpret a variety of written, oral, diagram, and/or schedule form instructions.
- Ability to process complex legislative fiscal data, plan and project future challenges and opportunities for the district.
- Ability to concentrate, think, read and learn is necessary to perform the essential job duties

Other Skills and Abilities:

- Ability to work independently and collaboratively.
- Strong organizational skills and detail oriented.
- Knowledge of current State and Federal statutes and regulations governing fiscal management.
- Possess effective participatory management skills.
- Ability to understand, interpret and communicate/present complicated financial data and information.
- Ability to perform duties in full compliance with all District requirements and Board policies.
- Ability to learn and utilize software programs and/or databases as related to finance management.

Terms of Employment:

The Chief Financial Officer will be employed for a twelve-month position. The salary and work year will be established by the Board of Education.

Evaluation:

Performance of this job will be evaluated in accordance with provisions of Board of Education policy for Evaluation of Professional Personnel.

Agenda Item #: VI.20

Subject / Title: Approval of Lease and Agreement with Messiah Lutheran Church.

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

Description of Issue:

Background and rationale for this program / item

With the passage of the 60 million no tax increase Bond on April 7, 2026, the complete renovation of Fairmount Elementary will begin approximately on May 28, 2026 and conclude approximately May, 2027. For the duration of the 26-27 school year the Independence School District will lease space at Messiah Lutheran Church for grades K-4 to attend.

Desired results

Approval of lease agreement for Messiah Lutheran Church.

Personnel

Greg McGhee, Director of Facilities/Purchasing

Resources

In-kind improvements to facility.

Reviewed and Recommended:



Interim Superintendent

4.9.26
Date

Motion for Board Action:

Approval of lease agreement for Messiah Lutheran Church.

Motion: _____

Second: _____

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