

BOARD OF EDUCATION
School District of Independence
Tuesday, June 9, 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. Approval of Minutes of Board Meeting- May 12, 2026
 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 June 8, 2026 list of bills totaling \$14,428,650.68 as printed.
- IV. Superintendent's Report/Miscellaneous.
- V. New Business
 1. Approval of Independence School District Health Insurance Renewal.
 2. Approval of Independence School District Dental Insurance Renewal.
 3. Approval of Benefits Direct (AmeriLife) Consulting and Administration Agreement.
 4. Approval of District July 1, 2026 Insurance Renewals.
 5. Approval to Rescind Effective July 1, 2026 Policy Numbers: S-100-P, I-100-P and F-230-P.
 6. Approval of Board of Education Policy Changes- Second and Final Reading.
 7. Approval to Schedule 2026-2027 School District Budget Hearing.
 8. Approval of Membership in the Cooperating School Districts of Greater Kansas City for 2026-2027.
 9. Approval of the Fourth Addendum to the Collective Bargaining Agreement with INEA.
 10. Approval of the Fourth Addendum to the Collective Bargaining Agreement with IESP.
 11. Approval of the Fourth Addendum to the Collective Bargaining Agreement with ITEA.
 12. Approval of the Employee Manual for the 2026-2027 School Year.
 13. Approval of the High School, Middle School and Elementary School Student-Parent Handbook for the 2026-2027 School Year.
 14. Approval of Breakfast and Lunch Prices for Students.

15. Approval to Accept and Sign Proposal for Phase 3 Restoration of the Grandstand at Crysler Stadium.
16. Approval to Accept Proposal for the Installation of Retrofit LED Sport Lighting at the Crysler Stadium.
17. Approval of District 12 Month Contract Calendar for the 2026-2027 School Year.
18. Approval to Authorize Payment to Hollis and Miller.
19. Approval of Declaration of Surplus Items.

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

The Next Regular Board of Education Meeting is Scheduled for Tuesday, July 14, 2026.

BOARD OF EDUCATION
EXECUTIVE SESSION
School District of Independence
Tuesday, June 9, 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- May 12, 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.

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 June 09, 2026, totaling \$14,428,650.68, as printed. The complete detailed list of bills is available for review in the Business Office.

MAY 2026 LIST OF BILLS 9-Jun-26

LIST OF BILLS

11 PHIL ROBERTS SCHOLARSHIP	0.00
12 GENERAL OPERATING	12,007,110.03
15 NUTRITION SERVICES	437,209.58
16 ACTIVITY FUNDS	75,491.85
17 SELF-INSURANCE FUNDS	-233,141.60
21 TEACHERS RESTRICTED	0.00
22 TEACHERS OPERATING	177,870.23
31 DEBT SERVICE	200.00
41 CAPITAL BOND FUNDS	768,964.33
42 CAPITAL OPERATING	1,026,491.26
45 NUTRITION CAPITAL FUND	168,455.00
46 ACTIVITY CAPITAL FUND	0.00
77 FIDUCIARY BENEFITS	0.00
79 PUBLIC BUILDING CORP	0.00

TOTAL DISBURSEMENTS TO BE APPROVED

14,428,650.68

Agenda Item #: V1

Subject / Title: Approval of Independence School District Health Insurance Renewal.

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

Description of Issue:

Background and rationale for this program / item:

CBIZ has negotiated the District's health insurance renewal with Blue Cross and Blue Shield of Kansas City which will be effective October 1, 2026. Following are the results of that renewal process:

- There will be an overall increase of 5.9% to the District's plans; however, there will be no increase to employees enrolled in either of the District's "Core" plans, OR either of the Buy Up 1 plans.
- The Core Blue Select Plus Qualified High Deductible Plan and the Buy Up Preferred Care Blue Qualified High Deductible Plan will have a statutory change to the in-network deductible from \$3,300 to \$3,400 to keep the family deductible embedded.

This renewal will allow for the rates of the District's two Core Plans to continue to be funded 100% by the ISD. Additionally, the Core plans' dependent costs will not increase. Only Buy Up 2 plans will increase by various amounts.

The ISD will continue to provide two QHDHP options. The District will continue the contribution of \$1,000 to an HSA for each employee enrolled in one of the QHDHPs.

Desired results

Provide high quality health insurance benefits to employees of ISD.

Personnel

N/A

Resources

District general funds

Reviewed and Recommended:



Interim Superintendent

6.2.26

Date

Motion for Board Action:

The Board of Education approves Blue Cross/Blue Shield to provide Health Insurance coverage and a service agreement to the Independence School District. The District will also continue to provide an annual HSA contribution of \$1,000 to participants in the Qualified High Deductible Healthcare Plans.

Motion: _____

Second: _____

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

Agenda Item #: V2

Subject / Title: Approval of Independence School District Dental Insurance Renewal.

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

Description of Issue:

Background and rationale for this program / item

The District's current dental carrier, Cigna, proposed a renewal increase of 7.5%. After CBIZ reviewed the market for dental insurance programs, it has been determined that a move from Cigna to Metropolitan Life Insurance company will provide a more cost-effective alternative for both the District and its employees for their dental insurance program. CBIZ reviewed several alternatives, and was able to secure a better alternative based on the following points of consideration:

- Cost (a 2.21% reduction for both the District cost and employee cost), with multi-year rate guarantee
- Plan Benefits (roughly equivalent, with the exception of annual maximum rollover benefit)
- Available providers (slightly higher)
- Service level (at least equivalent, if not better)

Desired results

Provide high quality dental insurance benefits to the employees of ISD at cost effective rates.

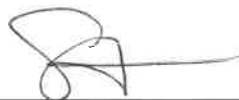
Personnel

N/A

Resources

District General funds

Reviewed and Recommended:



Interim Superintendent

6-2-26
Date

Motion for Board Action:

The Board of Education approves a move to MetLife Insurance Company to provide dental insurance coverage to the employees of Independence School District becoming effective on October 1, 2026.

Motion: _____

Second: _____

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

Agenda Item #: V3

Subject / Title: Approval of Benefits Direct (AmeriLife) Consulting and Administration Agreement.

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

Description of Issue:

Background and rationale for this program / item

AmeriLife Benefits (AB) is a local independent firm that partners with ISD and CBIS on non-medical benefits offered to employees. Ameri Life Benefits handles the no medical carrier negotiations for highly competitive benefits plan features, underwriting, pricing and technology support. AmeriLife Benefits (AB) provides The Independence School District employees with robust benefit options, including short term disability, accident insurance, cancer insurance, critical illness, hospital indemnity, pre-paid legal, ID theft coverage, medical transportation coverage.

Desired results

Approval of the service agreement.

Personnel

Dr. Lance Stout

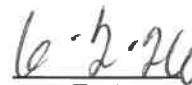
Resources

N/A

Reviewed and Recommended:



Interim Superintendent



Date

Motion for Board Action:

Approve the agreement between The Independence School District and AmeriLife Benefits (AB).

Motion: _____

Second: _____

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

Agenda Item #: V4

Subject / Title: Approval of District July 1, 2026 Insurance Renewals.

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

Description of Issue: Property/Liability Insurance Program

Background and rationale for this program / item

The incumbent Property insurance carrier, GovPro, an exclusive product to Arthur J. Gallagher and Co. had a fantastic renewal result. All terms, conditions, limits and deductibles will renew as per expiring. Total Insured Values (TIV) were increased by 2.8% to account for annual inflation, bringing the district's total TIV to \$1.007B. The property insurance rate decreased .88%, leading to the premium increase of 1.9%.

The results are as follows:

Property: \$1,360,000
Cyber/Crime: \$110,000
Liability: \$625,000
Excess Workers' Compensation: \$165,000
Total Cost for these lines of coverage: \$2,260,000

Desired results

Provide high quality insurance protection for the District, including excellent coverage and claims service at a fair price.

Personnel

Dr. Lance Stout, Deputy Superintendent of Operations

Resources

District general funds

Reviewed and Recommended:



Interim Superintendent

6-4-26

Date

Motion for Board Action:

The Board approves the Property & Casualty Insurance Program, on a not to exceed basis, for 2026 as detailed above in the amount of \$2,260,000.

Motion: _____

Second: _____

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

Agenda Item #: V5

Subject / Title: Approval to Rescind Effective July 1, 2026 Policy Numbers: S-100-P, I-100-P and F-230-P.

☒ **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 rescinding policy numbers S-100-P, 1-100-P and F-230-P from the current Board of Education Policies and Regulations effective July 1, 2026.

Desired results

Approval to rescind policy numbers S-100-P, 1-100-P and F-230-P from the current Board of Education Policies and Regulations effective July 1, 2026.

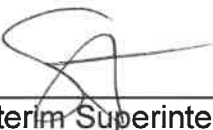
Personnel

N/A

Resources

N/A

Reviewed and Recommended:


Interim Superintendent

6-2-26
Date

Motion for Board Action:

The Board of Education approves rescinding policy numbers S-100-P, 1-100-P and F-230-P from the current Board of Education Policies and Regulations effective July 1, 2026.

Motion: _____

Second: _____

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

Agenda Item #: V6

Subject / Title: Approval of Board of Education Policy Changes- Second and Final 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 S-100-P, I-100-P and F-230-P. These Policy changes require two readings.

The committee will continue its work 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

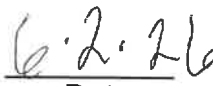
Resources

N/A

Reviewed and Recommended:



Interim Superintendent



Date

Motion for Board Action:

The Board of Education approves this as the second reading of changes/additions to Board of Education Policies and moves to adopt, effective July 1, 2026, S-100-P, I-100-P and F-230-P as presented.

Motion: _____ **Second:** _____

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

School Admissions

S-100-P

General Admission Requirements

The District must provide free education to resident students between five and 21 years old. Children seeking to enroll in a school District must meet all the residency, academic, age, immunization, and discipline pre-requisites. Children who reach the age of five before August 1st are eligible to enroll in Kindergarten. Within two business days of a child's enrollment, the District will request the academic and discipline records from each school the child attended in the last 12 months. If a child has been placed via a foster home, residential care facility, or child-placing agency, within 48 hours of the child's enrollment, the District will request the academic and discipline records from all schools and facilities previously attended by the student. For these students, the District will also request the academic and discipline records from the Department of Social Services, the Department of Mental Health, the Department of Elementary and Secondary Education, and any entity involved with the placement of the student within the last 24 months.

Student Enrolling while on Suspension

At the time of enrollment, the District will require parents/guardians to provide a signed statement indicating whether the student has been suspended or expelled from any school and affirm that the student has not been convicted or charged with any Safe School Act violations. The child will be denied enrollment if he/she is on expulsion from another school at the time of enrollment, and the child's conduct would have resulted in expulsion in the District. The District will enroll and honor a long-term suspension from another school at the time of enrollment unless the Superintendent or designee has determined otherwise. The District will inform the parents/guardians of an entry hearing with the Superintendent or designee to discuss the student's conduct and how the District would have disciplined the conduct.

Resident Student

Prior to admission, students must generally provide proof that they reside in the District. A student is a "resident" of the District if they (1) physically reside in the District; and (2) are domiciled in the District – meaning the student's parent/guardian physically resides in the District. Numerous exceptions to the residency requirement exist under the law. Students are exempt from the residency requirement by law if the student is:

- Homeless,
- Placed in a residential care facility within the District,
- A participant in an inter-District, court-ordered desegregation program,
- Assigned to the District by the commissioner of education due to an unusual or unreasonable transportation hardship (resident District pays tuition),
- Disabled and residing in the District for reasons other than accessing the District's educational program,

- An orphan, has only one parent living, or their parents do not contribute to their support as long as the students are between the ages of six and 20 years old and unable to pay tuition,
- For all school years beginning on or after July 1, 2023, any current owner of residential or agricultural real property or a named beneficiary of a trust that owns residential or agricultural real property and pays school tax in a district or districts other than the district where such current owner/beneficiary resides may send up to four of their children to a school in any district in which such school tax is paid with exceptions and in accordance with law;
- Placed by the Missouri Department of Mental Health, the Missouri Department of Social Services or by court order in facilities or programs located within the District,
- Reside in a District that has been declared unaccredited by the Missouri State Board and that is located in the same county or adjoining county as the District (resident District must pay tuition),
- Placed in the care of another person living in the District because one or both parents/guardians are stationed or deployed out of state or deployed within Missouri by the military or on active duty military service,
- Placed in foster care outside the District, previously attended the District, and are placed in an adjacent District, or
- [District policy may provide that the children of District teachers and/or employees are permitted to attend without payment of tuition. The children of District teachers, contractors, and regular employees as defined by § 167.151, RSMo are permitted to attend without payment of tuition.](#)

Non-Resident Students

A non-resident student is one who does not meet the requirements to be a resident of the District, as defined by the law and the District's policies. The Board, in its discretion and unless otherwise required by law, may admit non-resident students not entitled to free instruction and prescribe the tuition fee to be paid by them. The District will set the rate of tuition based upon the per-pupil cost for the previous school year, including operation, maintenance, and debt service. In some circumstances, the District may also charge transportation costs.

Residency Waivers

Students who live in the District but who do not meet the residency requirements because their parents/guardians do not physically reside within the District, and who want to attend a District school, may request a waiver of proof of residency. Parents must submit requests for a residency waiver to the Superintendent or designee for review.

The review process should first establish if the student physically resides in the District and if the student resides in the District for reasons other than attending the District's school. The District must then determine if hardship or good cause exists for the

request. The District will grant the residency waiver based upon the applicable factors but will not grant a waiver based on a student's athletic ability.

If the Superintendent/designee determines that a student is not entitled to a waiver, the Superintendent/designee will present the residency waiver to the Board for the Board's review and consideration. The Board will conduct this hearing to consider the request as soon as possible, but no later than 45 days after receipt of the request. While a waiver request is pending Board review and determination, the District will conditionally enroll the student unless there is reason to suspect that admission of the student will create an immediate danger to the safety of other students or employees. If there is reason to suspect admission of the student will create an immediate danger to the safety of other students or employees, then the Superintendent or designee must conduct a hearing within five (5) working days of the request for a waiver to determine if the student will be permitted to register and attend school. If the Board does not hold a hearing within 45 days, the request is automatically granted and the student will be allowed to enroll and attend school.

Adoption Date(s): July 12, 2023

Academic Calendar**I-100-P**

The Board will annually adopt an academic calendar that indicates the opening date and days of the school year, provides a minimum of 1,044 hours of student attendance (522 for Kindergarten), and includes 36 make-up hours for possible loss of attendance hours due to inclement weather. When make-up hours exceed 36, half the time will be made up, yet not to exceed 60 total hours.

Effective July 1, 2026, a District that is located wholly or partially in a county with a charter form of government or a school district that is located wholly or partially in a city with more than 30,000 inhabitants must have a minimum of 169 school days in the academic calendar, unless the District has adopted a four-day school week, in which case the District school term shall have a minimum of 142 school days.

In accordance with the law, the District may apply to the Missouri Department of Education and Secondary Education for approval to use alternative methods of instruction.

Adoption Date(s): July 12, 2023

Emergency Preparedness Operations Plan

F-230-P

The Superintendent or designee is responsible for developing an Emergency [Preparedness Operations](#) Plan. This plan will be developed with input from both internal and external stakeholders. Officials experienced in various forms of emergency preparedness [and operations](#) will be utilized to help prepare this plan. The plan will cover all anticipated areas of Emergency Preparedness [and Operations](#) at the District and building level, and it will be reviewed by the Board on an annual basis.

As a part of this plan, emergency drills will be practiced and recorded, to at least the minimum standards of law. District officials are encouraged to work with local emergency management officials during the planning and practice of drills.

A component of the Emergency [Preparedness Operations](#) Plan will be the potential utilization of District facilities for community access in emergency situations. The District may adopt a community emergency plan, which allows the use of school resources to provide relief to the community, with the approval of the Superintendent or designee, in the event of a community emergency. If school resources are used for a community emergency, the Board must review the occurrence within 30 days, or as soon as possible.

Adoption Date(s): July 12, 2023

Agenda Item #: V7

Subject / Title: Approval to Schedule 2026-2027 School District Budget Hearing.

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

Description of Issue:

Background and rationale for this program / item

The School District is required to prepare an annual budget detailing the School District's projected revenues and expenditure prior to July 1 of each year. The Administration recommends presenting the 2026-2027 Budget at a public hearing at a Special Board of Education meeting on Monday, June 29, 2026 at 7:30 a.m.

Desired results

Schedule a Special Board of Education meeting on Monday, June 29, 2026 at 7:30 a.m.

Personnel

N/A

Resources

N/A

Reviewed and Recommended:



Interim Superintendent

6.2.26

Date

Motion for Board Action:

The Board of Education approves scheduling a Special Board of Education meeting on Monday, June 29, 2026 at 7:30 a.m.

Motion: _____

Second: _____

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

Agenda Item #: V8

Subject / Title: Approval of Membership in the Cooperating School Districts of Greater Kansas City for 2026-2027.

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

Description of Issue:

Background and rationale for this program / item

The Independence School District has been a member of the Cooperating School District of Greater Kansas City organization for many years. It is time to renew our membership for the 2026-2027 school year. This organization provides opportunities for school districts to purchase services, equipment and supplies at reduced costs by purchasing in bulk based on the numerous participating districts' requests. In addition, various professional developments services/programs and lobbying efforts are included. The membership total is \$27,468.00 based on \$2.00 per student based on the DESE 2025 Student Count.

Desired results

Approval of membership in the CSDGKC for the 2026-2027 school year.

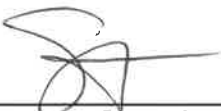
Personnel

N/A

Resources

N/A

Reviewed and Recommended:



Interim Superintendent

6.2.27
Date

Motion for Board Action:

The Board of Education approves the Independence School District's membership dues of \$27,468.00 for the 2026-2027 school year with the Cooperating School District of Greater Kansas City.

Motion: _____

Second: _____

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

Agenda Item #: V9

Subject / Title: Approval of the Fourth Addendum to the Collective Bargaining Agreement with INEA.

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

Description of Issue:

Background and rationale for this program / item

The District and the INEA negotiation team have met and reviewed proposals as part of negotiations. Based on the discussions, the Administration is recommending approval of the Fourth Addendum to the Agreement between the Independence National Education Association and the School District of the City of Independence, MO. (Attachment A)

Desired results

Approval of the Fourth Addendum to the Agreement between the Independence National Education Association and the School District of the City of Independence, MO.

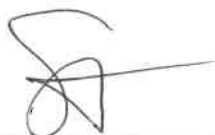
Personnel

N/A

Resources

N/A

Reviewed and Recommended:



Interim Superintendent



Date

Motion for Board Action:

The Board of Education approves the Fourth Addendum to the Agreement between the Independence National Education Association and the School District of the City of Independence, MO.

Motion: _____

Second: _____

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

FOURTH ADDENDUM
TO THE AGREEMENT
BETWEEN THE
INDEPENDENCE-NATIONAL EDUCATION ASSOCIATION
AND THE
SCHOOL DISTRICT OF THE CITY OF
INDEPENDENCE, MISSOURI
JULY 1, 2022-JUNE 30, 2027

WHEREAS, the School District of the City of Independence, Missouri (hereinafter the “District”) and the Independence-National Education Association, an affiliate of the Missouri- National Education Association, (hereinafter the “Association”) have entered in the final negotiation session which concluded on Thursday, May 14, 2026; and,

WHEREAS, the Parties have reached certain understandings they desire to confirm in this Addendum to the Agreement between the Parties originally entered into in April 2022 (The “Collective Bargaining Agreement”); and

In consideration of the preceding mutual covenants, this Addendum to the Agreement (the “Addendum”) is entered into between the District and the Association, July 1 of 2026 (the “Effective Date”).

The Association and District agree to the following:

Item 1:

The following language shall replace all Collective Bargaining Agreement terms regarding Article 5- General Provisions- Section 5.11 Planning Time in previous Agreements or Addendums:

Article 5- General Provisions- Section 5.11- Planning Time

Building leadership teams will work collaboratively with staff and building leadership to develop a plan time schedule for uninterrupted time. If concerns arise, staff may address them with building leadership. If staff concerns continue following consultation with building leadership and after a reasonable opportunity to resolve the concern, staff may direct concerns to Human Resources. Buildings will make their best effort to ensure quality, uninterrupted plan time is available 3 days a week. But may be reduced based upon including, but not limited to, the following reasons:

- Requirements for DESE expectations for Targeted, ATSI, and Comprehensive buildings will be met.
- Requirements needed to be addressed for MSIP 6 expectations.
- Any needs to address the requirements of the A-F Report Card System.
- Necessary IEP, 504, PST meetings as required by law.
- Additional building determined needs as outlined by the building leadership team and administration.

Planning time is calculated between the official start and close of the school day and does not include travel time, lunch time, or time before or after school.

Item 2:

The following language is in addition to all terms in previous Agreements and Addendums:

Article 5- General Provisions- Section 5.12- Virtual Workday

On days the Superintendent or their designee determines are weather-related or emergency closure days that fall on Non-Student Attendance Days, employees may work remotely. The District may require employees to report in person only in case of emergency when specific identifiable operational needs are necessitated, as determined by the Superintendent or designee. Any such determination shall be communicated to employees as early as possible. Employees must comply with all conditions established by the District, which may include, but are not limited to:

1. Remaining continuously available during all contracted work hours via District-approved communication methods;
2. Completing all assignments and duties as directed by the District;
3. Submitting documentation of work performed in the format and timeframe required by the District; and
4. Complying with all District policies, administrative procedures, and supervisor expectations.

Failure to comply with District directives or remote work conditions may result in the employee being required to report in person on future closure days and/or may be addressed through appropriate administrative action.

Item 3:

Article 6-Salary Schedule- Section 6.2- Certificated Staff Salary Schedule and Appendix A

2026 - 2027 school year

- Provide vertical step movement to all employees who qualify
- Provide horizontal step movement to those who qualify based on college hours
- Increase the indexed base by \$625 to \$40,750
- *Teacher Salary Schedule attached as **APPENDIX A***

Item 4:

Article 6-Salary Scheule- Section 6.3- Paraprofessional Salary Schedule and Appendix B

2026 - 2027 school year

- Provide vertical step movement to all employees who qualify
- Provide horizontal step movement to those who qualify based on college hours
- Add step 21 to all columns on the salary schedule

- Salary increases are reflected on the salary schedule
- *Para Salary Schedule attached as **APPENDIX B***

Item 5:

Article 5- General Provisions- Section 5.9- Insurance Benefits

Health Insurance premiums for the two base plans and the two buy-up plans will remain the same as the 2025-2026 school year. This also applies to the employee + spouse, employee + children, and the family plans. The buy-up 2 plans will increase by 5.9%. The District will pay the cost of an individual base plan.

Item 6:

The following language is an addition to all other existing language in Article 9- Personnel Leaves- Section 9.2- Leave Benefits, except that it replaces the language regarding Bereavement Leave in all previous Agreements and the Second Amendment to the Agreement Section 9.2:

All staff shall be entitled to up to five (5) total paid days of Family Leave per school year. Family Leave may be used for bereavement, parental leave, or a combination of both. The total combined use of Family Leave shall not exceed five (5) days per school year.

Family Leave shall not be deducted from accumulated sick leave, does not accumulate from year to year, and shall not be paid out upon separation from employment.

Bereavement Leave

Family Leave may be used following the death of a member of the employee's immediate family. Immediate family includes: spouse, parent, step-parent, grandparent, child, step-child, sibling, son-in-law, daughter-in-law, grandchild, aunt, uncle, niece, nephew, or any individual residing in the employee's home.

If additional time is required, employees may use up to five (5) additional days charged against accumulated sick leave, for a maximum of ten (10) total days per school year for bereavement purposes. The District may request reasonable documentation.

Paid Parental Leave (PPL)

Family Leave may be used as Paid Parental Leave following the birth of a child or placement of a child through adoption or court-ordered guardianship.

Employees are eligible for PPL if they are benefits-eligible and have completed at least one (1) year of consecutive service with the District.

Paid Parental Leave:

- Shall be taken within twelve (12) months of the qualifying event
- Shall be taken consecutively

- Applies equally regardless of gender or caregiver designation
- Runs concurrently with FMLA, where applicable

Upon exhaustion of Family Leave, employees may use available sick leave and/or unpaid leave in accordance with District policy and applicable law.

The parties, by the signatures below, represent that this Addendum has been executed by their duly authorized representatives as of the Effective Date.

INDEPDENDENCE-NATIONAL EDUCATION ASSOCIATION

BY: Jorjana Pehlman
President

SCHOOL DISTRICT OF THE CITY OF INDEPENDENCE, MISSOURI

BY: _____
President, Board of Education

Attest: _____

INDEPENDENCE PUBLIC SCHOOLS
SALARY SCHEDULE - CLASSROOM TEACHERS
2026-2027

Appendix A

STEP	B S	BS+16 (a)	MS(F) (b)	MS(F)+16 (c)	MS(F)+30 (c)	Doctorate
	\$48,120 *					
1	\$47,770	\$49,258	\$52,593	\$53,670	\$54,808	\$57,571
2	\$47,795	\$49,282	\$52,617	\$53,695	\$54,832	\$57,596
3	\$47,819	\$49,307	\$52,642	\$53,719	\$54,857	\$57,621
4	\$48,879	\$50,176	\$53,291	\$54,429	\$55,766	\$59,230
5	\$49,749	\$50,826	\$54,001	\$55,339	\$57,376	\$60,840
6	\$50,398	\$51,536	\$54,911	\$56,948	\$58,986	\$62,449
7	\$51,108	\$52,445	\$56,520	\$58,558	\$60,595	\$64,059
8	\$52,017	\$54,055	\$58,130	\$60,167	\$62,205	\$65,669
9	\$53,627	\$55,665	\$59,740	\$61,777	\$63,815	\$67,278
10	\$55,237	\$57,274	\$61,349	\$63,387	\$65,424	\$68,888
11	\$56,846	\$58,884	\$62,959	\$64,996	\$67,034	\$70,498
12	\$58,456	\$60,493	\$64,568	\$66,606	\$68,643	\$72,107
13	\$60,066	\$62,103	\$66,178	\$68,216	\$70,253	\$73,717
14	\$61,675	\$63,713	\$67,788	\$69,825	\$71,863	\$75,326
15	\$63,285	\$65,322	\$69,397	\$71,435	\$73,472	\$76,936
16	\$64,894	\$66,932	\$71,007	\$73,044	\$75,082	\$78,546
17		\$68,542	\$72,617	\$74,654	\$76,692	\$80,155
18			\$74,226	\$76,264	\$78,301	\$81,765
19			\$75,836	\$77,873	\$79,911	\$83,375
20			\$77,445	\$79,483	\$81,520	\$84,984
21			\$79,055	\$81,093	\$83,130	\$86,594
22			\$80,665	\$82,702	\$84,740	\$88,203
23			\$82,274	\$84,312	\$86,349	\$89,813
24				\$85,921	\$87,959	\$91,423
25				\$87,531	\$89,569	\$93,032
26				\$89,141	\$91,178	\$94,642
27					\$92,788	\$96,252

(a) The indexed base is \$40,750. Step 1 includes a salary overlay of: BS \$7,020, BS+16 \$6,470, MA \$5,730, MA+16 \$4,770, MA+30 \$3,870, DOC \$3,170
Step 2 includes a salary overlay of: BS \$5,435, BS+16 \$4,885, MA \$4,145, MA+16 \$3,185, MA+30 \$2,285, DOC \$1,585
Step 3 BS includes a salary overlay of \$3,850
Step 4 BS and Step 3 BS+16 include a salary overlay of \$3,300.
Step 5 BS, Step 4 BS+16, and Step 3 MA include a salary overlay of \$2,560
Step 6 BS, Step 5 BS+16, Step 4 MA, and Step 3 MA + 16 include a salary overlay of \$1,600
Step 7 BS, Step 6 BS+16, Step 5 MA, Step 4 MA + 16, and Step 3 MA +30 include a salary overlay of \$700

(b) Graduate hours applicable to a Graduate Degree - granted after qualifying for Missouri Certificate.

(c) MS(F) requires a Master's Degree in Education, a Master's Degree in the teacher's content area or a Master's Degree, above, other than those defined plus a minimum of 18 graduate hours related to the teacher's assignment.

(d) One-half hours must be graduate for all hours earned after Master's in Field.

(e) National Board Certification will receive a \$3,000 annual stipend.

(f) Master plus hours apply to those hours earned beyond the Master's Degree being conferred.

(g) CTE certification placement in master's column based on number of years in applicable industry.

(h) Speech Language Pathologists will receive a \$3,000 stipend.

(i) Counselors will receive a \$1,500 stipend.

(*) Reflects \$350 Stipend for additional training required of entry level teachers.

**INDEPENDENCE SCHOOL DISTRICT
PARAEDUCATOR
SALARY SCHEDULE
2026-2027**

Appendix B

Step	Para Praxis	A.A. or +60 hrs. *	B.S. or +120 hrs *	MS* or Current Teach. Cert.
1	16.35	17.37	18.38	19.30
2	16.66	17.67	18.69	19.80
3	16.96	17.98	18.99	20.31
4	17.27	18.28	19.30	20.82
5	17.57	18.59	19.60	21.33
6	17.87	18.89	19.91	21.84
7	18.18	19.19	20.21	22.34
8	18.48	19.50	20.52	22.85
9	18.79	19.80	20.82	23.36
10	19.09	20.11	21.12	23.87
11	19.40	20.41	21.43	24.37
12	19.70	20.72	21.73	24.88
13	20.01	21.02	22.04	25.39
14	20.31	21.33	22.34	25.90
15	20.62	21.63	22.65	26.41
16	20.92	21.94	22.95	26.91
17	21.23	22.24	23.26	27.42
18	21.53	22.55	23.56	27.93
19	21.84	22.85	23.87	28.44
20	22.14	23.16	24.17	28.94
21	22.44	23.46	24.48	29.45

Paraeducators may enter the scale on Step 1-15 based on prior experience as a paraeducator or classroom teacher in a public or private school setting.

Specific hourly rates will be added to the salary of Paraeducators who currently work in noted classroom settings:

- \$4.00 Behavior, Academic and Social Skills (BASS) Paraeducator
- \$4.00 Communication, Behavior and Social Skills (CBSS) Paraeducator
- \$3.00 Early Childhood Special Education (ECSE) Paraeducator
- \$4.00 Life Skills Paraeducator
- \$2.50 Paraeducator with Braille Responsibilities
- \$3.00 R.I.S.E. Paraeducator
- \$3.00 Recovery Room Interventionist
- \$3.00 MS / HS Functional Skills
- \$3.50 Independence Academy Paraprofessionals and Recovery Room Interventionists

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

* Missouri Substitute Teacher Certificate required.

Agenda Item #: V10

Subject / Title: Approval of the Fourth Addendum to the Collective Bargaining Agreement with IESP.

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

Description of Issue:

Background and rationale for this program / item

The District and the IESP negotiation team have met and reviewed proposals as part of negotiations. Based on the discussions, the Administration is recommending approval of the Fourth Addendum to the Agreement between the Independence Educational Support Personnel and the School District of the City of Independence, MO. (Attachment A)

Desired results

Approval of the Fourth Addendum to the Collective Bargaining Agreement between the School District and the Independence Educational Support Personnel.

Personnel
N/A

Resources
N/A

Reviewed and Recommended:



Interim Superintendent

6.4.26

Date

Motion for Board Action:

The Board of Education approves the Fourth Addendum to the Collective Bargaining Agreement between the Independence School District and the Independence Educational Support Personnel.

Motion: _____ **Second:** _____

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

FOURTH ADDENDUM
TO THE AGREEMENT
BETWEEN THE
INDEPENDENCE EDUCATIONAL SUPPORT PERSONNEL
AND THE
SCHOOL DISTRICT OF THE CITY OF
INDEPENDENCE, MISSOURI
JULY 1, 2022-JUNE 30, 2027

WHEREAS, the School District of the City of Independence, Missouri (hereinafter the “District”) and the Independence Educational Support Personnel, an affiliate of the Missouri- National Education Association, (hereinafter the “Association”) have entered into the final negotiation session which concluded on Thursday, May 14, 2026; and,

WHEREAS, the Parties have reached certain understandings they desire to confirm in this Addendum to the Agreement between the Parties originally entered into in June 2022 (The “Collective Bargaining Agreement”); and

In consideration of the preceding mutual covenants, this Addendum to the Agreement (the “Addendum”) is entered into between the District and the Association, 1st of July 2026 (the “Effective Date”).

The Association and District agree to the following:

Item 1:

The following language shall replace all Collective Bargaining Agreement and Addendum terms regarding Article 5- General Provisions- Section 5.8- Holidays and Non-Work Day to add the following to the list of paid-holidays in Section 5.8:

Paid holiday and other observations as non-workdays are defined in the District school calendar.

Individuals serving in skilled trades positions will not be required to serve on the facilities on-call rotation during the following district observed holidays:

- a. Independence Day;
- b. Labor Day;
- c. Thanksgiving Day;
- d. Winter recess Day;
- e. Memorial Day; and
- f. Juneteenth National Independence Day

Exact dates will be provided once the board of education has approved a 12-month employee calendar that includes changes to the district observed holidays, the district reserves the right to amend changes to the on-call rotation to align with the board adjustments to the calendar.

Snow removal duties to support student instructional shall override the affected days identified in this section.

Item 2:

Article 6-Section 6.1- Salary Schedule

- Provide vertical step movement to all employees that qualify;
- Add step 20 to all salary schedules;
- Mileage will be provided for two (2) full-time subs that travel between District buildings; and
- Salary increases are reflected in the salary schedule attached as Appendix A.

Item 3:

Article 5, Section 5.14- Insurance Benefits

Health Insurance premiums for the two base plans and the two buy-up plans will remain the same as the 2025-2026 school year. This also applies to the employee + spouse, employee + children, and the family plans. The buy-up 2 plans will increase by 5.9%. The District will pay the cost of an individual base plan.

The parties, by the signatures below, represent that this Addendum has been executed by their duly authorized representatives as of the Effective Date.

INDEPENDENCE EDUCATIONAL SUPPORT PERSONNEL

BY:  6-1-2026
President

SCHOOL DISTRICT OF THE CITY OF INDEPENDENCE, MISSOURI

BY: _____
President, Board of Education

Attest: _____

Appendix A

INDEPENDENCE SCHOOL DISTRICT FACILITIES SALARY SCHEDULE 2026-2027

Step	Custodian	Full Time Sub Custodian	Small Elem	Large Elem	Middle Schools & Academy	High Schools	MS / HS Night Custodian	Wrhse/ Grounds	Grds/Maint	Maint*
1	17.17	17.28	18.01	18.47	18.99	19.56	17.68	18.06	19.31	22.07
2	17.75	17.85	18.58	19.04	19.56	20.14	18.26	18.63	19.89	22.64
3	18.32	18.42	19.14	19.61	20.14	20.71	18.83	19.21	20.45	23.21
4	18.89	18.99	19.72	20.19	20.71	21.28	19.40	19.78	21.02	23.78
5	19.46	19.56	20.30	20.77	21.28	21.87	19.97	20.35	21.59	24.35
6	20.04	20.14	20.87	21.34	21.87	22.43	20.55	20.92	22.17	24.92
7	20.61	20.71	21.44	21.92	22.43	23.00	21.11	21.49	22.74	25.50
8	21.18	21.28	22.02	22.49	23.00	23.57	21.68	22.07	23.31	26.08
9	21.74	21.87	22.59	23.05	23.57	24.15	22.25	22.64	23.88	26.65
10	22.32	22.43	23.16	23.62	24.15	24.72	22.83	23.21	24.47	27.22
11	22.90	23.00	23.72	24.20	24.72	25.29	23.41	23.78	25.03	27.79
12	23.47	23.57	24.30	24.77	25.29	25.86	23.98	24.35	25.60	28.37
13	24.05	24.15	24.87	25.34	25.86	26.44	24.56	24.92	26.18	28.93
14	24.62	24.72	25.44	25.91	26.44	27.00	25.13	25.50	26.75	29.50
15	25.19	25.29	26.03	26.49	27.00	27.57	25.69	26.08	27.32	30.07
16	25.76	25.86	26.60	27.06	27.63	28.16	26.26	26.65	27.89	30.65
17	26.33	26.44	27.17	27.63	28.21	28.73	26.84	27.22	28.47	31.22
18	26.90	27.00	27.74	28.21	28.78	29.30	27.41	27.79	29.04	31.79
19	27.47	27.57	28.31	28.78	29.35	29.87	27.98	28.37	29.60	32.38
20	28.04	28.14	28.88	29.35	29.92	30.44	28.55	28.93	29.97	32.74

Small Elem: Elementary Head Custodians with buildings of less than 55,000 square feet and MS Asst. Head Custodian

Large Elem: Elementary Head Custodians with buildings larger than 55,000 square feet and HS Asst. Head Custodian

*Facilities Employees completing advanced training in requested areas of maintenance will receive \$2.00 more per hour for initial certification and \$2.50 more per hour for multiple certifications.

New employees may enter the scale from Step 1 to 7 based on previous experience or specialized skills.

Part Time Custodian	\$	16.50
Part Time Sub Custodian	\$	16.50
Sub Maintenance/Grounds	\$	16.50
Custodial Trainer Stipend	\$	1.00

Agenda Item #: V11

Subject / Title: Approval of the Fourth Addendum to the Collective Bargaining Agreement with ITEA.

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

Description of Issue:

Background and rationale for this program / item

The District and the ITEA negotiation team have met and reviewed proposals as part of negotiations. Based on the discussions, the Administration is recommending approval of the Fourth Addendum to the Agreement between the Independence Transportation Employee Association and the School District of the City of Independence, MO. (Attachment A)

Desired results

Approval of the Fourth Addendum to the Collective Bargaining Agreement between the School District and the Independence Transportation Employees Association.

Personnel

N/A

Resources

N/A

Reviewed and Recommended:



Interim Superintendent

6-2-He
Date

Motion for Board Action:

The Board of Education approves the Fourth Addendum to the Collective Bargaining Agreement between the Independence School District and the Independence Transportation Employees Association.

Motion: _____

Second: _____

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

FOURTH ADDENDUM
TO THE AGREEMENT
BETWEEN THE
INDEPENDENCE TRANSPORTATION EMPLOYEES
ASSOCIATION AND THE
SCHOOL DISTRICT OF THE CITY OF
INDEPENDENCE, MISSOURI
JULY 1, 2022-JUNE 30, 2027

WHEREAS, the School District of the City of Independence, Missouri (hereinafter the “District”) and the Independence Transportation Employees Association, an affiliate of the Missouri- National Education Association, (hereinafter the “Association”) have entered into the final negotiation session which concluded on Thursday, May 14, 2026; and,

WHEREAS, the Parties have reached certain understandings they desire to confirm in this Addendum to the Agreement between the Parties originally entered into in June 2022 (The “Collective Bargaining Agreement”); and

In consideration of the preceding mutual covenants, this Addendum to the Agreement (the “Addendum”) is entered into between the District and the Association, 1st of July 2026 (the “Effective Date”).

The Association and District agree to the following:

Item 1:

The following language shall be in addition to all previous Collective Bargaining Agreement and Addendum terms regarding Article 5- General Provisions- Transportation Bus Parking Lot Improvements.

The ITEA Leadership Team, District Transportation Team, and the District Facilities Leaders shall collaborate to develop a plan to improve the transportation facility parking lot. This plan will call for concrete paving for approximately one-third of the parking lot to be completed no later than August, 21, 2026, subject to all applicable regulatory approvals and requirements. The bus parking layout shall be evaluated by the ITEA Leadership Team, District Transportation Team, and the District Facilities Leaders and reconfigured accordingly to ensure the most effective use of available space on the concrete section of the lot.

Item 2:

Article 6-Section 6.1- Salary Schedule

- Provide vertical step movement to all employees that qualify;
- Add step 24 to the attendant and driver salary schedule; and
- Salary increases are reflected on the salary schedules attached as Appendix A and B.

Item 3:

Article 5, Section 5.12- Insurance Benefits

Health Insurance premiums for the two base plans and the two buy-up plans will remain the same as the 2025-2026 school year. This also applies to the employee + spouse, employee + children, and the family plans. The buy-up 2 plans will increase by 5.9%. The District will pay the cost of an individual base plan.

The parties, by the signatures below, represent that this Addendum has been executed by their duly authorized representatives as of the Effective Date.

INDEPENDENCE TRANSPORTATION EMPLOYEES ASSOCIATION

BY: _____

President

6-2-26

SCHOOL DISTRICT OF THE CITY OF INDEPENDENCE, MISSOURI

BY: _____

President, Board of Education

Attest: _____

Appendix A

INDEPENDENCE SCHOOL DISTRICT TRANSPORTATION DRIVER SALARY SCHEDULE 2026-2027

Step	Hourly Rate
1	20.21
2	20.62
3	21.02
4	21.43
5	21.84
6	22.24
7	22.65
8	23.05
9	23.46
10	23.87
11	24.27
12	24.68
13	25.09
14	25.49
15	25.90
16	26.30
17	26.71
18	27.12
19	27.52
20	27.93
21	28.34
22	28.74
23	29.15
24	29.55

OTHER PAY:

Early Education Mid-day Routes	1 - 1/2 hours guaranteed at hourly rate
Routes Mid-day Route	1 hour guaranteed at hourly rate
Shuttle Route	1 hour guaranteed at hourly rate
Late Activity	1 - 1/2 hours guaranteed at hourly rate
Spare Driver	\$7.25 per day in addition to guaranteed 6.25 hours a day at driver's hourly rate
Driver Mentor	\$9.25 per day in addition to driver's hourly rate
Route Driver Trip Rate - full benefits	Same as salary schedule placement
Trip Driver Rate (Non Route)	Placed on driver salary schedule at the discretion of the Director of Transportation based on experience
Trainees	\$17.50 per hour up to 40 hours
All Extra Non-Driving Work	\$17.50 per hour (wash buses, meetings, trash)
Bus Fueler	\$17.50 per hour
Seasonal Bus Washing Crew	\$15.00 per hour

Appendix B

INDEPENDENCE SCHOOL DISTRICT TRANSPORTATION ATTENDANT SALARY SCHEDULE 2026-2027

Step	Hourly Rate
1	15.23
2	15.59
3	15.94
4	16.30
5	16.66
6	17.01
7	17.37
8	17.72
9	18.08
10	18.43
11	18.79
12	19.14
13	19.50
14	19.86
15	20.21
16	20.57
17	20.92
18	21.28
19	21.63
20	21.99
21	22.34
22	22.70
23	23.05
24	23.41

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)

Agenda Item #: V12

Subject / Title: Approval of the Employee Manual for the 2026-2027 School Year.

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

Description of Issue:

Background and rationale for this program / item

EdCounsel and the Administration have reviewed the Employee Manual that includes hiring, benefits, payroll, professional development, etc. (table of contents attached) that are defined in this manual. They recommend approval of the Employee Manual for the 2026-2027 school year.

Desired results

Approval of employee manual for 2026-2027 school year.

Personnel

N/A

Resources

N/A

Reviewed and Recommended:



Interim Superintendent



Date

Motion for Board Action:

The Board of Education moves to adopt the Employee Manual for the 2026-2027 school year as presented effective July 1, 2026.

Motion: _____

Second: _____

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

Agenda Item #: V13

Subject / Title: Approval of the High Schools, Middle Schools, and Elementary Schools Student-Parent Handbooks for the 2026-2027 School Year.

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

Description of Issue:

Background and rationale for this program / item

The High Schools, Middle Schools, and Elementary Schools Student-Parent Handbooks provide guidance to students and parents regarding enrollment, attendance, discipline, instructional programs, special services, etc. (table of contents attached) that are covered in these handbooks. The Administration recommends approval of the High Schools, Middle Schools, and Elementary Schools Student-Parent Handbooks for the 2026-2027 school year.

Desired results

Approval of the High Schools, Middle Schools, and Elementary Schools Student-Parent Handbooks for the 2026-2027 school year.

Personnel

N/A

Resources

N/A

Reviewed and Recommended:



Interim Superintendent

6.2.26

Date

Motion for Board Action:

The Board of Education moves to adopt the High Schools, Middle Schools, and Elementary Schools Student-Parent Handbooks for the 2026-2027 school year as presented effective July 1, 2026.

Motion: _____

Second: _____

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

Agenda Item #: V14

Subject / Title: Approval of Breakfast and Lunch Prices for Students.

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

Description of Issue:

Background and rationale for this program / item

Nutrition Services completed the DESE mandated Paid Lunch Equity, or PLE, tool for the 2026-2027 school year. Regulations require school food authorities, or SFAs, participating in the National School Lunch Program to ensure sufficient funds are provided to the nonprofit school food service account for meals served to students not eligible for free or reduced-priced meals. There are two ways to meet this requirement: either through the prices charged for "paid" meals or through other non-Federal sources provided to the nonprofit school food service account.

The PLE tool determined that pricing should move \$0.10 for paid lunches, which is the minimum amount that pricing must move in order to keep from having to contribute non-Federal funds to the non-profit school food service account.

Desired results

Approval to increase:

Paid breakfast prices by \$0.10 for Elementary and Secondary students to \$2.00.

Paid lunch prices by \$0.10 for Elementary students to \$3.05.

Paid lunch prices by \$0.10 for Secondary students to \$3.20.

Personnel

Brad Kramer

Resources

N/A

Reviewed and Recommended:



Interim Superintendent

6.2.26

Date

Motion for Board Action:

The Board of Education approves the following: Paid breakfast price for Elementary and Secondary students: \$2.00; Paid lunch price for Elementary students: \$3.05; Paid lunch price for Secondary students: \$3.20.

Motion: _____

Second: _____

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

Agenda Item #: V15

Subject / Title: Approval to Accept and Sign Proposal for Phase 3 Restoration of the Grandstand at Crysler Stadium.

X Action Required _____ Information Only (check one)

Description of Issue:

Background and rationale for this program / item

As part of the District's improvement plan, the District will restore the grandstand at Crysler Stadium. It is the Administration's recommendation to accept and sign the proposal of \$299,531.58 from Gordian.

Desired results

Approval to accept and sign proposal from Gordian under Sourcewell Contract# MO-R3-GC04-051222-MTS for phase 3 restoration of the grandstand at Crysler Stadium.

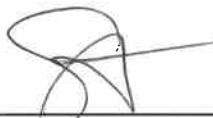
Personnel

Greg McGhee, Director of Facilities/Purchasing

Resources

Capital Improvement Funding

Reviewed and Recommended:



Interim Superintendent

6.2.20
Date

Motion for Board Action:

The Board of Education accept and sign the proposal of \$299,531.58 from Gordian for the phase 3 restoration of the grandstand at Crysler Stadium.

Motion: _____

Second: _____

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

Agenda Item #: V16

Subject / Title: Approval to Accept Proposal for the Installation of Retrofit LED Sport Lighting at the Crysler Stadium.

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

Description of Issue:

Background and rationale for this program / item

As part of the District's improvement plan, the District will install retrofit LED sports lighting at Crysler Stadium. It is the Administration's recommendation to accept the proposal of \$210,800 from Musco Sports Lighting, LLC.

Desired results

Approval to accept proposal from Musco Sports Lighting, LLC under Sourcewell Contract# 041123-MSL for installation of the Retrofit LED sports lighting at Crysler Stadium.

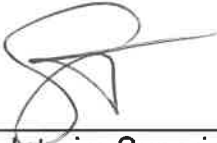
Personnel

Greg McGhee, Director of Facilities/Purchasing

Resources

Bond

Reviewed and Recommended:



Interim Superintendent

6.2.26

Date

Motion for Board Action:

The Board of Education accepts the proposal of \$210,800 from Musco Sports Lighting, LLC for the installation of retrofit LED sports lighting at the Crysler Stadium.

Motion: _____

Second: _____

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

Agenda Item #: V17

Subject / Title: Approval of District 12 Month Contract Calendar for the 2026-2027 School Year.

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

Description of Issue:

Background and rationale for this program / item

As part of the 2026–2027 negotiations process, IESP requested that Juneteenth National Independence Day be recognized as a paid holiday within its employee calendar. This request was mutually agreed upon by IESP and the Independence School District.

The addition of Juneteenth will impact 12-month employee calendars by increasing the number of paid holidays from five (5) to six (6). As a result, the annual contract period for affected employees will increase from two hundred fifty (250) days to two hundred fifty-one (251) days.

Desired results

Approval of the updated twelve (12) month work calendar.

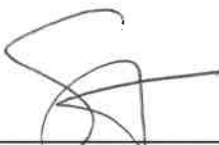
Personnel

N/A

Resources

N/A

Reviewed and Recommended:



Interim Superintendent

6.2.26
Date

Motion for Board Action:

Seeking Board approval of the updated twelve (12) month work calendar.

Motion: _____

Second: _____

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

**INDEPENDENCE PUBLIC SCHOOLS
2026-2027 CALENDAR**

12 Month

July 2026					August 2026					September 2026					October 2026				
M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F
		1	2	3	3	4	5	6	7		1	2	3	4				1	2
6	7	8	9	10	10	11	12	13	14	7	8	9	10	11	5	6	7	8	9
13	14	15	16	17	17	18	19	20	21	14	15	16	17	18	12	13	14	15	16
20	21	22	23	24	24	25	26	27	28	21	22	23	24	25	19	20	21	22	23
27	28	29	30	31	31					28	29	30			26	27	28	29	30
Workdays 22					Workdays 21					Workdays 21					Workdays 22				
November 2026					December 2026					January 2027					February 2027				
M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F
2	3	4	5	6		1	2	3	4					1	1	2	3	4	5
9	10	11	12	13	7	8	9	10	11	4	5	6	7	8	8	9	10	11	12
16	17	18	19	20	14	15	16	17	18	11	12	13	14	15	15	16	17	18	19
23	24	25	26	27	21	22	23	24	25	18	19	20	21	22	22	23	24	25	26
30					28	29	30	31		25	26	27	28	29					
Workdays 18					Workdays 17					Workdays 19					Workdays 19				
March 2027					April 2027					May 2027					June 2027				
M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F
1	2	3	4	5				1	2	3	4	5	6	7		1	2	3	4
8	9	10	11	12	5	6	7	8	9	10	11	12	13	14	7	8	9	10	11
15	16	17	18	19	12	13	14	15	16	17	18	19	20	21	14	15	16	17	18
22	23	24	25	26	19	20	21	22	23	24	25	26	27	28	21	22	23	24	25
29	30	31			26	27	28	29	30	31					28	29	30		
Workdays 23					Workdays 22					Workdays 20					Workdays 21				

A. Contract Days

July	22	Jan	19
Aug	21	Feb	19
Sept	21	March	23
Oct	22	April	22
Nov	18	May	20
Dec	17	June	21
Total			245

Employee Work Days

245

Holidays

6

Total

251

B. Holidays

6

Non-Contract Days

Agenda Item #: V18

Subject / Title: Approval to Authorize Payment to Hollis and Miller.

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

Description of Issue:

Background and rationale for this program / item

Hollis + Miller has been engaged by the District to provide architectural and professional services. The services performed to date align with the scope of work outlined in the agreement and have progressed as anticipated. Approval of this payment ensures timely compensation for services rendered and allows the project to continue moving forward as planned.

Desired results

Approve payment to Hollis + Miller for professional services rendered, in accordance with the terms of their agreement with the District, in the amount of \$167,860.78, as presented.

Personnel

Business Office

Resources

Reviewed and Recommended:



Interim Superintendent



Date

Motion for Board Action:

Approve payment to Hollis + Miller for professional services rendered, in accordance with the terms of their agreement with the District, in the amount of \$167,860.78, as presented.

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 June 09, 2026, totaling \$167,860.78 as printed. The complete detailed list of bills is available for review in the Business Office.

MAY 2026 LIST OF BILLS
9-Jun-26

LIST OF BILLS

11 PHIL ROBERTS SCHOLARSHIP	0.00
12 GENERAL OPERATING	167,860.78
15 NUTRITION SERVICES	0.00
16 ACTIVITY FUNDS	0.00
17 SELF-INSURANCE FUNDS	0.00
21 TEACHERS RESTRICTED	0.00
22 TEACHERS OPERATING	0.00
31 DEBT SERVICE	0.00
41 CAPITAL BOND FUNDS	0.00
42 CAPITAL OPERATING	0.00
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	167,860.78

Agenda Item #: V19

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.

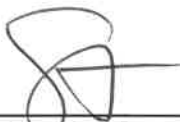
Personnel

Greg McGhee, Director of Facilities/Purchasing

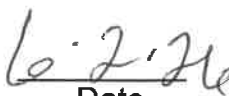
Resources

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:		6-9-26		PUR-009			
Asset Description	Quantity	Asset #	Serial #/VIN #	Donate Item	Condition of Items(s)	Grant Item	Disposal/Scrap/Donate
All-In-One PC	5			No	Obsolete	No	Disposal
American Dish Service Dish Machine Model ADC-66 (Truman)	1	16000285	LH1774-6	No	Broken	No	Scrap
Amplifier	1			No	Broken	No	Disposal
Beverage-Air Milk Cooler Model SM58N-W-02 (Fairmount)	1	13038579	1109679	No	Broken	No	Scrap
Blodgett Convection Oven Model DUAL FLOW DFG-1003-S (Chrisman)	1	13005715	111700RA0141	No	Obsolete	No	Surplus
Blodgett Convection Oven Model DUAL FLOW DFG-1003-S (Chrisman)	1	13005716	111700RA0158	No	Obsolete	No	Surplus
Blodgett Convection Oven (Three Trails)	1	13018845	120297RA025S	No	Obsolete	No	Surplus
Book Cart - Rolling Wood	1			No	Used	No	Disposal
Cabinet - Rolling	1			No	Broken	No	Disposal
Cabinet - Multi Locker	1			No	Poor	No	Disposal
Calculator	1 Box			No	Broken	Yes	Disposal
Chair - Office	1			No	Broken	No	Disposal
Chairs - Large	22			No	Poor	No	Disposal
Chairs - Mult Style	40			No	Poor	No	Disposal
Chairs - Small	18			No	Poor	No	Disposal
Channel Bun Pan Rack	1			No	Broken	No	Scrap
Chef Master Salad Spinner {Sunshine}	1	13039124		No	Broken	No	Scrap
ChromeBit	1			No	Broken	No	Disposal
Chromebook	69			No	Broken	No	Disposal
Cleveland Steamer Model 24CEA10 (Bingham)	1	13006840	WC 42887-97L-01	No	Obsolete	No	Surplus
Desk	1			No	Poor	No	Disposal
Desktop	13			No	Broken	No	Disposal
Electric Double Oven	2			No	Broken	Yes	Disposal
GE Gas Single Range	1	19000387	AS152222P	No	Obsolete	Yes	Surplus
Hatco 2-Tier Slider Warmer (Truman)	1	13002745	Not in Keystone; can't read label	No	Broken	No	Scrap

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

Date: 6-9-26

PUR-009

Asset Description	Quantity	Asset #	Serial #/VIN #	Donate Item	Condition of Items(s)	Grant Item	Disposal/Scrap/Donate
Hatco 3-Tier Slider Warmer Model (Truman)	1	13002746	Not in Keystone ??57360729	No	Broken	No	Scrap
Hatco Booster Heater Model C-45 (Truman)	1	13038829	1575449610	No	Broken	No	Scrap
Hatco Countertop Warmer Model GR2SDS-30D (Chrisman)	1	13003095	4057370729	No	Broken	No	Scrap
Hatco Countertop Warmer Model GR2SDS-42D (Chrisman)	1	13005818	996258015	No	Broken	No	Scrap
HeartSine Samaritan AED	1	20004323	19D00025948	No	Expiring	No	Disposal
HeartSine Samaritan AED	1	20004319	19D00025949	No	Expiring	No	Disposal
HeartSine Samaritan AED	1	20004318	19D00025954	No	Expiring	No	Disposal
HeartSine Samaritan AED	1	20004322	19D00025955	No	Expiring	No	Disposal
HeartSine Samaritan AED	1	19000547	19D00027765	No	Expiring	No	Disposal
HeartSine Samaritan AED	1	20004534	22D91129646F22	No	Expiring	No	Disposal
HeartSine Samaritan AED	1	20004533	22D91129651F22	No	Expiring	No	Disposal
HeartSine Samaritan AED	1	20004888	22D91133944H22	No	Expiring	No	Disposal
HeartSine Samaritan AED	1	20004537	22D91133949H22	No	Expiring	No	Disposal
HeartSine Samaritan AED	1	20004890	22D91133951H22	No	Expiring	No	Disposal
HeartSine Samaritan AED	1	20004897	22D91133982H22	No	Expiring	No	Disposal
HeartSine Samaritan AED	1	23005987	23D98008633F23	No	Expiring	No	Disposal
HeartSine Samaritan AED	1	23005919	23D98013694F23	No	Expiring	No	Disposal
HeartSine Samaritan AED	1	23005920	23D980136997F23	No	Expiring	No	Disposal
HeartSine Samaritan AED	1	23006101	24G90009715D24	No	Expiring	No	Disposal
HeartSine Samaritan AED	1	13021715	17D00019014	No	Expiring	No	Disposal
HeartSine Samaritan AED	1	13021713	17D00020794	No	Expiring	No	Disposal
HeartSine Samaritan AED	1	13021717	17D00021008	No	Expiring	No	Disposal
HeartSine Samaritan AED	1	13021888	19D00006358	No	Expiring	No	Disposal
HeartSine Samaritan AED	1	13021887	19D00006775	No	Expiring	No	Disposal
HeartSine Samaritan AED	1	17002040	19D00024904	No	Expiring	No	Disposal
HeartSine Samaritan AED	1	17002044	19D00024905	No	Expiring	No	Disposal
HeartSine Samaritan AED	1	17002039	17D00024906	No	Expiring	No	Disposal
HeartSine Samaritan AED	1	17002045	19D00024907	No	Expiring	No	Disposal
HeartSine Samaritan AED	1	17002043	19D0024909	No	Expiring	No	Disposal

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

PUR-009

Date: 6-9-26

Asset Description	Quantity	Asset #	Serial #/VIN #	Donate Item	Condition of Items(s)	Grant Item	Disposal/Scrap/Donate
HeartSine Samaritan AED	1	17002041	19D00025194	No	Expiring	No	Disposal
HeartSine Samaritan AED	1	17002034	19D00025195	No	Expiring	No	Disposal
HeartSine Samaritan AED	1	17002037	19D00025196	No	Expiring	No	Disposal
HeartSine Samaritan AED	1	17002042	19D00025322	No	Expiring	No	Disposal
HeartSine Samaritan AED	1	17002031	19D00025351	No	Expiring	No	Disposal
HeartSine Samaritan AED	1	17002034	19D00025352	No	Expiring	No	Disposal
HeartSine Samaritan AED	1	17002035	19D00025365	No	Expiring	No	Disposal
HeartSine Samaritan AED	1	None	16D00945985	No	Expiring	No	Disposal
HeartSine Samaritan AED	1	None	16D00945995	No	Expiring	No	Disposal
HeartSine Samaritan AED	1	None	16D00946994	No	Expiring	No	Disposal
HeartSine Samaritan AED	1	20003569	16D00947152	No	Expiring	No	Disposal
HeartSine Samaritan AED	1	13008950	16D00947250	No	Expiring	No	Disposal
HeartSine Samaritan AED	1	13013938	16D00947330	No	Expiring	No	Disposal
HeartSine Samaritan AED	1	None	16D00947333	No	Expiring	No	Disposal
HeartSine Samaritan AED	1	23000115	16D00947819	No	Expiring	No	Disposal
HeartSine Samaritan AED	1	13021718	17D00018854	No	Expiring	No	Disposal
HeartSine Samaritan AED	1	13021716	17D00018928	No	Expiring	No	Disposal
HeartSine Samaritan AED	1	13021714	17D00018969	No	Expiring	No	Disposal
HeartSine Samaritan AED	1	17002038	19d00024908	No	Expiring	No	Disposal
HeartSine Samaritan AED	1	None	22d91129510f22	No	Expiring	No	Disposal
HeartSine Samaritan AED	1	20004535	22d91129647f22	No	Expiring	No	Disposal
HeartSine Samaritan AED	1	None	17d00018978	No	Expiring	No	Disposal
HeartSine Samaritan AED	1	20004321	19d00026733	No	Expiring	No	Disposal
HeartSine Samaritan AED Trainer	1	20004521	TRT0922-2515	No	Expiring	No	Disposal
HeartSine Samaritan AED Trainer	1	20004524	TRT0922-2518	No	Expiring	No	Disposal
HeartSine Samaritan AED Trainer	1	20004526	TRT0922-2503	No	Expiring	No	Disposal
HeartSine Samaritan AED Trainer	1	20004523	TRT0922-2465	No	Expiring	No	Disposal
HeartSine Samaritan AED Trainer	1	20004532	TRT0622-0943	No	Expiring	No	Disposal
Infrared Thermometer	1	17002134	20200504377	No	Broken	No	Disposal
iPad	272			No	Obsolete	No	Disposal
iPod	1			No	Broken	No	Disposal
Kidney Table	2			No	Broken	No	Broken
LapTop	144			No	Obsolete	No	Disposal
Library Books	387			Yes	Poor	No	Donate

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

Date: 6-9-26

PUR-009

Asset Description	Quantity	Asset #	Serial #/VIN #	Donate Item	Condition of Items(s)	Grant Item	Disposal/Scrap/Donate
Market Forge Braising Pan (Sycamore)	1	13016089	217287	No	Broken	No	Scrap
Monitor	20			No	Obsolete	No	Disposal
Montague Convection Oven (Sycamore)	1	13016079		No	Broken	No	Scrap
Nebulizer	1	16005173	D7493831	No	Broken	No	Disposal
Nonin Pulse Ox	1	23003637		No	Broken	Yes	Disposal
Nonin Pulse Ox	1	23003634		No	Broken	Yes	Disposal
Nonin Pulse Ox	1	23006072		No	Broken	Yes	Disposal
Nonin Pulse Ox	1	23003634		No	Broken	Yes	Disposal
Port Replicator	10			No	Broken	No	Disposal
Printer	7			No	Broken	No	Disposal
Projector	2			No	Obsolete	No	Disposal
Roper Clothes Dryer Model RED440VQ2 (Bridger)	1	13012318	M15001025	No	Broken	No	Scrap
Samsung Gas Double Range	1	23000166	0JE47DDTC00051X	No	Broken	Yes	Surplus
Table - Rectangle	1			No	Broken	No	Disposal
Tablet	1			No	Broken	No	Disposal
True Milk Cooler Model TMC-58 (Glendale)	1		5270485	No	Broken	No	Scrap
TV Cart	2			No	Obsolete	No	Disposal
Vulcan Convection Oven Model VC4GD-10 (Bingham)	1	13006838	54-1044799	No	Broken	No	Scrap
Vulcan Convection Oven Model VC4GD-10 (Bingham)	1	13006839	54-1044800	No	Broken	No	Scrap
Vulcan Convection Oven Model VC4GD-10 (Little Blue)	1	13018263	54-1051101	No	Broken	No	Scrap
Vulcan Convection Oven Model VC4GD-10 (Little Blue)	1	13018264	54-1051100	No	Broken	No	Scrap
Vulcan Double Stack Convection Oven Model VC4GD-11DI Bottom Oven (Truman)	1	16000292	54-1074461	No	Obsolete	No	Surplus
Vulcan Double Stack Convection Oven Model VC4GD-11DI Top Oven (Truman)	1	16000291	54-1074462	No	Obsolete	No	Surplus
WA Blood Pressure Machine	1	13021830	(21)BA331718903740D	No	Broken	Yes	Disposal
WA Blood Pressure Machine	1	17002381	(21)BA510220401530D	No	Broken	Yes	Disposal

INDEPENDENCE SCHOOL DISTRICT

INVENTORY ASSET SHEET FOR DISPOSAL/SCRAP/DONATE

PUR-009

6-9-26

Date:

Asset Description	Quantity	Asset #	Serial #/VIN #	Donate Item	Condition of Items(s)	Grant Item	Disposal/Scrap/Donate
Washer	1	13004056		No	Broken	No	Disposal
Welch Allyn Otoscope	1	23002828		No	Broken	Yes	Disposal