## CAMDENTON R-III SCHOOL DISTRICT MINUTES OF BOARD OF EDUCATION MEETING

## Special Meeting – Administration Office Board Room March 28, 2017 – 7:00 a.m.

Present:			
Chris C. McElyea	President	Dr. Tim Hadfield	Superintendent
_		Dr. Ryan Neal	Asst. Supt.
Selynn Barbour	Treasurer	Dr. Julie Dill	Asst. Supt.
Jackie Schulte	Member		
Tom Williams	Member	Linda Leu	Secretary
Laura Davis	Member	_	
Courtney R. Hulett	Member		
Absent:			
Nancy A. Masterson	Vice-President		

## I. CALL TO ORDER & RECITE PLEDGE OF ALLEGIANCE

The Camdenton R-III Board of Education met in Special Session at the Administration Office Board Room on Tuesday, March 28, 2017. The meeting was called to order by President McElyea at 7:02 a.m. and the pledge of allegiance was recited.

## II. APPROVAL OF AGENDA

Special Meeting – March 28, 2017 Strategic Plan Goal Area – Stakeholder Engagement

Motion: Move to approve the agenda of the special March 28, 2017, meeting as presented. Hulett/Barbour – all ayes.

## III. TAC (TEACHERS ASSOCIATION OF CAMDENTON) SALARY AND BENEFIT PROPOSAL FOR 2017-2018

Representatives of the TAC Salary and Benefit Committee submitted their proposal for the 2017-2018 school year.

Strategic Plan Goal Area - Stakeholder Engagement

Nancy Masterson arrived.

Motion: Move that the TAC Salary proposal be tabled for further study. Barbour/Schulte - all ayes.

## IV. EXECUTIVE SESSION

In compliance with State Statute 610.021 (closed meetings and closed records), move that the Board go into Executive Session for the following purposes:

- 1) Leasing, purchase or sale of real estate by a public governmental body (610.021)(2).
- 2) Hiring, firing, disciplining, or promoting particular employees (610.021)(3).
- 3) Individually identifiable personnel records, performance ratings, or records pertaining to employees (610.021)(13).
- Records which are protected from disclosure by law. (160.021)(14)
   Strategic Plan Goal Area Stakeholder Engagement & Facility Effectiveness

Motion: Move to adjourn to Executive Session.

Schulte/Hulett - Roll call vote: Masterson – aye, Barbour – aye, Schulte – aye, McElyea – aye, Davis – aye, Williams – aye, and Hulett- aye.

## V. UNFINISHED BUSINESS

## **B. FACILITY UPGRADE**

All static sponsorships on the proposed scoreboard have been sold. Digital sponsors remain as well as the 25-second clock sponsor. Pledged contributions total \$61,000 annually. This would

generate \$305,000 for the five-year agreement. This is just over 75% of the anticipated costs of the project.

Strategic Plan Goal Area – Facility Effectiveness

Motion: Move to purchase/lease scoreboard products from Daktronics for \$331,125 for stadium display, \$38,920 for gym message center, and \$1,900 for personalized team spirit package. Schulte/Davis - all ayes.

## A. DISTRICT INSURANCE ANALYSIS

Representatives from Med Pay, Wallstreet, and McGrath Insurance were present to provide preliminary insurance information.

Strategic Plan Goal Area - Stakeholder Engagement

Jackie Schulte left the meeting.

Motion: Move to approve Guardian's renewal rates for our ancillary insurance products. Williams/Davis - all ayes.

## C. ADOPT BOARD POLICIES & REGULATION

The Board held a second read and was asked to adopt the following policies and regulation. Strategic Plan Goal Area – College & Career-Ready Curriculum, Stakeholder Engagement

POLICY/REGULATION CODE	POLICY/REGULATION TITLE
ECA	BUILDING AND GROUNDS SECURITY
ECA-Regulation	BUILDING AND GROUNDS SECURITY
GBA	EXEMPT AND NONEXEMPT EMPLOYEES
GBAA	STAFF EXTRA-DUTY ASSIGNMENTS
GCBA	PROFESSIONAL STAFF COMPENSATION
GCD	PROFESSIONAL STAFF RECRUITING AND HIRING
GDBA	SUPPORT STAFF COMPENSATION
GDC	SUPPORT STAFF RECRUITING AND HIRING
IGBCA	PROGRAMS FOR HOMELESS STUDENTS
IND	CEREMONIES AND OBSERVANCES
JEC	SCHOOL ADMISSIONS
JGF	DISCIPLINE REPORTING AND RECORDS
КК	VISITORS TO DISTRICT PROPERTY/EVENTS
BGB	BOARD-STAFF COMMUNICATIONS

Motion: Move to adopt the Board policies and regulation as presented. Barbour/Masterson - all ayes.

## VI. APPROVE BUDGET AMENDEMENTS

Budget amendments were presented from Jackie Jenkins and Dr. Dill. These will align our current local budget to the budget submitted to DESE. Amendments were also presented from Tim Hadfield. These amendments update the current budget to reflect the recent bond refunding. Strategic Plan Goal Area – Stakeholder Engagement

Motion: Move to approve budget amendments as recommended.

Barbour/Masterson - all ayes.

## VII. STUDENT & STAFF RECOGNITIONS

Student and staff recognitions were tabled. Strategic Plan Goal Area – Stakeholder Engagement No motion necessary.

## VIII. APPROVE BILLS

The Board was asked to approve the bill list as presented. Strategic Plan Goal Area – Stakeholder Engagement

Motion: Move to approve the bills and addendum as presented. Barbour/Williams - all ayes.

## IX. BOARD WRAP-UP

This is an opportunity for the Board to report on upcoming meetings, meetings attended, registrations, and deadlines.

- Board Activity Calendar
- Board Volunteer for Blair Grant Committee Courtney Hulett.
- April Board Meeting Report, tentatively: Literacy Report
- MSBA Region 8 Spring Meeting Wednesday, April 19, 2017, Dixon High School. Who is planning to attend? (Tom Williams, Nancy Masterson...)
- April Special Board Meeting April 25, 2017, 7:00 a.m.
- Elegant Evening Date April 28, 2017
- MSBA Leadership Summit, June 2-4, 2017, Tan-Tar-A Strategic Plan Goal Area – Stakeholder Engagement

No motion necessary.

## X. ADJOURN MEETING

Motion: Move that the meeting adjourn. Hulett/Masterson - all ayes. Meeting adjourned at 8:47 a.m.

Chris C. McElyea - President of the Board

Linda Leu - Secretary of the Board



## Teachers' Association of Camdenton Salary Proposal

## March 28, 2017

TAC proposes the district shall:

- Continue Career Ladder for all stages as currently funded (80%).
- Continue competitive salaries and compensation packages for all certified staff
- Continue insurance with current premiums, deductibles, co-pays, and out-of-pocket maximums.
- Move each employee down one step and/or over on the pay scale and give an additional 1.5% increase to the base cell in each column.
- If a payday falls on a weekend or a holiday, paychecks shall be issued on the workday prior.
- If a teacher is called in to speak with an administrator, the teacher is allowed one representative (colleague, department chair, professional organization representative, etc.) to witness the meeting.

IT'S A GREAT DAY TO BE A LAKER!!!!

DENTAL RATE SUMMARY

Carrier:		Guardian	Guardian	Sun Life	Sun Life
Motucals	DentalGuard	Guard	DentalGuard	Assurant	
NETMOLK		Preferred	Preferred	Dental	Assurant Dental
Plan Option:		Base	Buy-Up	Base	Buy-Up
	ln/(	In/Out	In/Out	In/Out	In/Out
Coinsurance: Preventive (A):		100%	100% / 100%	100%	100%
Basic (B):		50%	80% / 80%	50%	<b>%08 / %06</b>
Major (C):		%0	60% / 50%	%0	60% / 50%
Orthodontia (D):		n/a	n/a	n/a	n/a
(A) (B) & (C) Calendar Year Maximum:		\$750	\$1,000	\$750	\$1,000
(D) Lifetime Maximum if applicable:		n/a	n/a	n/a	n/a
Individual Deductible:		\$50	<b>\$50</b>	\$50	<b>\$</b> 50
Family Deductible:		\$150	\$150	\$150	\$150 ·
Deductible Waived for Preventive:		Yes	Yes	Yes	Yes
Deferred Major:	N,	N/A	No	N/A	12 Months
UCR:		%06	%06	%06	%06
Endodontics & Periodontics Coverage Level:		Not Covered	Major	Not Covered	Major
MONTHLY RATES:	Base	<u>se</u>	<u>Buy-up</u>	Base	<u>Buy-up</u>
	Current	Renewal	Current Renewal	<u>Option</u>	<u>Option</u>
Employee Only:	\$19.93	\$19.93	\$36.21 \$36.21	\$19.93	\$36.21
Employee + 1 Dependent:	\$38.91	\$38.91	\$69.89 \$69.89	\$38.91	\$69.89
Employee + 2 or more:	\$71.49	\$71.49	\$122.44 \$122.44	\$71.49	\$122.44
Rate Guarantee		24 Months	24 Months	24 Months	24 Months
These are preliminary rates only. Final rates are subjmect to underwriting and/or final enrollment.	Final rate	s are subjn	. Final rates are subjmect to underwriting	and/or final er	rollment.
Carrier's proposals, summaries, & certificate booklets (when issued) preside over this summary.	, & certifico	ite booklet	s (when issued) pres	ide over this su	mmary.

Prepared by: Wallstreet Group

# LIFE RATE SUMMARY

	Life	RAT	RATE PER \$1,000.00	0.00	Dependent	Voluptary Life		Total Monthly	Total Annual	
COMPANY	Amount	LIFE	AD&D	TOTAL	Life per EE		VOLUME	Premium	Premium	עמוב מתמו מווובב
Guardian - Current /	1 x Earnings/ \$150K Max.	\$0.10	\$0.02	\$0.12	\$1.57	No Change	\$25,810,350	\$3,097.27	\$37,167.24	24 Months
Guardian - Renewal*	1 x Earnings/ \$150K Max.	\$0.08	\$0.02	\$0.10	\$1.57	No Change	\$25,810,350	\$2,571.04	\$30,852.48	24 Months
Sun Life - Option	1 x Earnings/ \$150K Max.	\$0.07	\$0.02	\$0.0 <del>\$</del>	\$1.57	Matching Current	\$25,810,350	\$2,322.93	\$27,875.18	24 Months
		5 *	uardian rene	ewal require	s all lines to rene	w for current rate	*Guardian renewal requires all lines to renew for current rates + 24 month rate guarantee	rantee		
			These are pr	These are preliminary rates only.		bject to medical underw	Final rates are subject to medical underwriting and/or final enrollment.			
		This is only	r a summary of b	enefits. Carrier's	proposals, summaries	& certificate booklets (	This is only a summary of benefits. Carrier's proposals, summaries & certificate booklets (when issued) preside over this Rate Summary.	Rate Summary.		

Prepared for: Camdenton R-III School District 3/10/2017

SHORT-TERM DISABILITY RATE SUMMARY

Duration 13 Weeks
13 Weeks
13 Weeks
r's proposals, summaries, & certificate booklets (when issued) preside over this rate summary.

Proposal prepared for: Camdenton R-III School District 3/10/2017

Prepared by Wallstreet Group

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Carrier:	Guardian	ian	Guardian	an	Sun Life
Network:	VSP Choice	oice	Davis Vision	sion	VSP Choice
Examinations:	Once every 12 mos.	12 mos.	Once every 12 mos.	12 mos.	Once every 12 mos.
Glasses or Contact Lenses:	Once every 12 mos.	12 mos.	Once every 12 mos.	12 mos.	Once every 12 mos.
Frames:	Once every 24 mos.	24 mos.	Once every 24 mos.	24 mos.	Once every 24 mos.
Exams (every 12 mo) Network:	\$10 copay	рау	\$10 copay	ау	\$10 copay
Non-Network:	\$10 copay	рау	\$10 copay	ау	Up to \$52 allowance
	\$25 Lenses & Frames	Frames /	\$25 Lenses & Frames	Frames /	\$25 copay Lenses &
Glasses (Lenses & Frames): Network:	\$120 allowance for	ance for	\$120 allowance for	ince for	Frames / \$130
	Frames	SS	Frames	S	allowance for Frames
Non-Network:	Rei	ement	Reimbursement Schedule	t Schedule	Reimbursement
	ochequie	alle			Schedule
Contact Lens Network:	Up to \$120 Max.	) Max.	Up to \$120 Max.	) Max.	\$130 allowance
Non-Network:	Up	О Мах.	Up to \$105 Max.	i Max.	\$105 allowance
Rate Guarantee:	24 Months	iths	24 Months	ths	24 Months
	VSP Choice	oice	Davis		
MONTHLY RATES:	Current	Renewal	Current	Renewal	Option
Employee Only:	\$9.67	\$9.67	\$9.67	<b>\$9.67</b>	<b>\$9.67</b>
Employee + 1:	\$17.44	\$17.44	\$17.44	\$17.44	\$17.44
Employee + 2 or more:	\$29.93	\$29.93	\$29.93	\$29.93	<b>\$29.93</b>
These are preliminary rates only. Final rates are subject to underwriting and/or final enrollment.	y. Final rates ar	e subject to	o underwriting a	and/or final	enrollment.
F	This is only a summary of benefits.	nmary of b	enefits.		
Carrier's proposals, summaries, & certificate booklets (when issued) preside over this summary.	, & certificate b	ooklets (wł	nen issued) pres	ide over thi	s summary.

Prepared for: Camdenton R-III School District 3/10/2017

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ELLE: ECA Critical	If you would like to see the other version of this policy and the proceedure that addresses SPOs.	presses test your ecolor searon. Sisted recommendants that copies of the Accument by round on the following areas housen the control it of particular transmission. Do that the on this fort any materials that a stably that divide. Provid forward reports a the divider generation of the state on this fort any materials that a stably that divide. Provid	X         Fault Structure         X         Fault Structure         Constant synown           X         Fault Structure         Fao3 Structure         Constant synown           X         Hauna Resources         X         Fao3 Structure         Catality Structure           X         Hauna Resources         X         Faust Structure         Catality Structure           1         Halan Structure         Constant         Literal Structure         System Literal Structure           1         Introduction         Pollute Literal Structure         Pollute Literal Structure						2	Materian Collis Standards Land Stand Standards Page 2	REFERENCE COPY	District patterney, indexits and members of the staff ac way of by the Doard to consecute interporting incidents of remainism to property belonging to the district as well as the manuel (1) of the person or persons believed to be responsible:	The superimemdent and vor principal hall be authorized to signs accomplain Lyrers telargest and pursue the the strings against preparators of variabilization to district proposity. Also infundion for the changes remarked will be complete market persons — and, in the case of minors. from their parents guardinus — and or the larve of dinit ranket.	Students found guilty of theft or withfully-deficing over injuring damage to any district property shall by for-her damages resuscient thereby meaning warm produced several data provided by the most like distribution of the distributions. Any employee whose astrons are disciplicated in the total meanse or thereby and fragmitions. Any employee whose astrons are inscribed resusted by damages or thereby and of district property used by disciplicated or terminated. The distribution set warms the full and mange or the district property used to distributions for the area of distributions are the laws of this store. In the case of distribution for the output from their parents branchings.	Security Records	In accordance with law and district policy, the district has closed records pertuning to district security guidding, policies adstroproved pows, survent phase of real property, security-system; and access that analorization does for scenity y system. Cherr security-vialed records will only be provided to members of the public upon request when required by law.	 Note: The reader is encouraged to check the Index located at the beginning of this section. De other pertinent policies and to extrem abninitrative procedures and/or forms for encouraged hypermetry.	Adopted: 06.03:1994	Revised: 11/10/2003;08/10/2009;06/09/2014;	Cross Refs. BDC, Chocal Meeting, Records and Voice DDD, Jarvendor Managazarat FCJ, Wenport in Schwerkin and Explicit KCJ, Student Subseristion and Explicit KCK, Visitor District Eachlifes KKRB, Audio and Visual Recording	Account C 2014 Minerar Lobad Duratic Amountees In one on the second state of Amountees

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## ENPLANATION: BUILDING AND GROUNDS SECURITY

MSBA has modified this policy to address not only vanitalism, but the theft and loss of district superproc. Swe test regardinators requestions of the test to protect superstructureshared with foreral found, from chanage, loss and theft. Even vulbout the requirements of federal regulations, echool district taste a dury to protect the property for which they are responsible.

IMPORTANT NOTICE

MSDA, has also unade a second version of this policy that include the option for school oliviteits to a spont taking protection offers a su aturbarized by Starts UII 86 (2014). A school protection offerse (SPO) to defined as an elementary or recondary tracker or administrator who has been driggared as an SFO by the school district. While the has not require the district to designate an SFO (16 des) provides an extending the control free who have driggared as 200 (16 des) provides an extending and the school district to a school provide an extending and the clinical force for don's process, heredular spreter ranking regurements, should be clinical force of a don. NSFA trenggire accurate olivitati to are fully study these requirement and contact the insurance strenggire accurate olivitati to are fully study these requirements and contact the insurance artifer and allowary of theore the financial and legal relations of spholulng SFO.

MSBA, also created an administrative procedure that reflects the requirements of state law regarding factor existing and new of STOs. That procedure, ECA-MP2, should only be approved by districts appointing STOs.

While the statutory language governing the appointment of SPOs it somewhat confluring, MSBA. recommends that any district considering appointing SPOs do so in the following sequence:

- Hold a public hearing to determine whether the use of SPOs at part of the district's encreptory: response is approxize for mis suboil district. The hearing must be publicited at least 15 days in advance. If the district determines that using SPOs is appropriate, the Board must take a public vote adopting the practice. \_
- Adopt version two of policy ECA, which includes the use of SPOs, and implement procedure ECA.AP2. ň
- Solicit applications from teachers and administrative staff who want to serve as SPOs. 'n.
- In a closed seasion meeting posted under § 610.021((14), RSMo., authorize one or more employees who meet the requirement established by law to serve as SPOs. In the same meeting, vote on whether to allow the appolated SPOs to carry a concealed Arearm. ÷

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Firearms and Other Weapons

No pervent shall posters a freem, a concelled weapour entry ealer weapour teality careable of fethal use on school property, once any school manatomic the premists of any function or entry promoted or stantional by the district, except for anihosized lare enforcement of fittals. Adults machemistraping yours, weapons on school property (for anihosized lare enforcement of fittals), and the machemistrapic yours, weapons on school property (for anihosized lare enforcement of fittals), adults machemistrapic yours, weapons on school property (for anihosized lare enforcement of fittals), and the machemistrapic yours weapons on school property (for anihosized lare enfortered on protected weapons of the school standioned fitterame school entry and the school school protected property or to action school school standing any protect of markin military of ROIC curres, or other school spontoried or club-postoried fitteramivalities develoating any protect of the induct does not extra relations of other functions in a relative school and the military of ROIC curres, or other relative other school spontoried or club-postoried fitteramivalities of events, provided the induct does not extra relative or other vegators and the primeric school and the induct does not extra a frame school spontoried or club-postoried fitteramivalities of school and in the policy, or other premiser of any other fitterility spontored or school, onto my school uncore and the remister of the postoried fitter school, other is the old officials or the distinct School Basini.

Any person who postettes a weapon in violation of this policy will be akted to leave district property. In addition, district administration may report the incident to law enforcement officially, bant becan from school property or school events in a accordance with policy FK or sete duter applications. The school property or school events in a accordance with policy FK or sete duter Rel 1/G-R2 and 1/G-R3.

## VandaliumLoss, Damage and Theft

The superintendent or designee will existink controls to preven the four Amange and theft of duting property. The emaintations, department inside train hypervisors of programs, buildings used departments are responsible for example, and removing previces and protocols to scene exploration in dutyprings and to movie during the endorce previces and protocols to scene exploration and upper endorce during property.

All district employees must report inisting or damaged property to their supervisor as soon as they necessare sure than that property is naising or damaged. District partors and inisting are encouraged to report incidents of damage to or their 0 of district property. All reports of missing or damaged property will be investigated.

The Board shall seek all regal rederse against persons found to have committed invidentisets of solution or malicious above, dearmations determeduating and area that for the fulficity fromytowithe solution or malicious above. Abstractive This upperimendant or distigates is sufficiented to the charges on behalf of the distinct for theil, "yandhinia" or other extramal activity involving divict property.

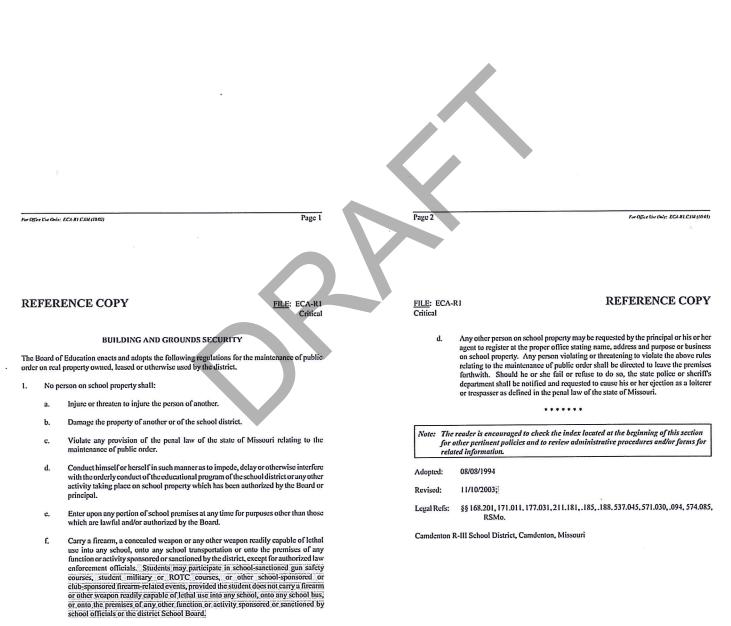
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## **REFERENCE COPY**

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EXPLANATION: BUILDING AND GROUNDS SECURITY

This regulation has been updated in order to remain consistent with the changes made to policy ECA.



- 2. Violators shall be dealt with as follows:
  - Students shall be subject to suspension and expulsion pursuant to the provision of Board policy.
  - Faculty shall be subject to the penalties and procedures provided in the revised statutes of Missouri or other appropriate penalties as may be determined.
  - c. Support staff shall be subject to suspension or dismissal or other appropriate penalties as may be determined.

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MSBA.1t updating policiertrated to employrecementation inhibiting transmortexpections. MSBA.1t updating policiertration for users resear check of diricia mality. Breaver compression for vertimer and the use of compression (complime are frequent topics of equipy from tobolicities). MSBA to making check are only time are frequent topics of each changes are intended to better reflect the scope of this policy.

ENPLANATION: ENEMPT AND NONENEMPT EMPLOYEES

Currently, MSBA has two versions of this policy: one for districts that use comp lime reard one no softicits hand one. Thorevers, the analytic dist use comp lime for supersonatempi and fust no softers. For example, the thirtier mappi user comp mine for its circled empoyers but pay or entime for 1k maintennets and pathorical employees because it is difficult to give these entime for 1k maintennets and pathorical employees because it is difficult to give these entime for 1k maintennets and pathorical employees because it is difficult to give these entime for 1k maintennets and pathorical employees because it is difficult to give these entime for the analytic softward to be an order of the two versions. The policy now establishes that all employees that the available of the policy now establishes that all employees the available to be available at an polition for which coupt time h available.

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Compensatory (Comp) Time – Tune off avarded to nonexempt employees at the rate of one aud one-half times the number of actual hours worked in excess of 40 in a workweek.

*Haurs Hooked* – For the purpose of this policy, hears worked means all hours during which the individual is required to an objave-meanical from the transfer distribution is required to a biave-meanical properties of the predict of the mean set of the mean set of the predict of the mean set of the predict of the mean set of the mean se

Noncergue Environce— This includes all direct employees not pareficially dentified as accord under forbal law. This greatually includes noncerdificated staff: Bowever, in some circumstances under forbal law. This greatually includes noncerdificated staff: Bowever, in some circumstances under forbal law. This greatually includes according that The Bowed direct the superimendura noncerdificated staff and/ors. Environment as exampt or transcent and that entiplyces are nate avaited fulnes-classifications. Employees in dools dool their statis subult contact the immediate upervisor.

Exempt and nuccernity employees will be competinated an execution with the applicable Board and a second second and a second second and a second second and a second a second and a second a second a second and a second a second

All monceening employees are required to complete a daily time record showing actual hours worked, Supervisors of nonecempt employees must verify the accuracy of such records on a weekly basis, Failure to maintain or verify such records of falsification of these records will be ground, for disciplinary section.

GBBBCBA Critical

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Overtime-Compensation

للہ د following proviniour apply to nonexempt that who work more hours each workweek than egalar hours specified as a requirement of their job by the employee's immediate supervisor.

Understuhe afistatist and the employee have an spreement or understanding in advance that the comployee-sublex given econopensatory (teramp) inco of fifes overtainte work, have or ab-will be guid one cand once half inter this order regular rate of pay for struch how worked over 40 hom within action of work works.

Unitese the district and the employees have an agreement or understanding in advance that the employee will be given comp time off for overline work, he or she will be paid one time:

-The Board discourages overtime work by nonecentry employees. A nonecentry employee, a half not work overtime visione the express space of oth of the approvisor. Nonexempt employees who begin work antifer or work hard than these assigned hours without prior autobraction from their immediate supervisor are whyter to discipline, lacidoning returnation. J.

Unleist a nonexempt employee works in one of the classifications listed in the 7Comp Time", testion of this policy, ine or site will be paid one and one hall times his or her regular rate of pay for each hour of overtime.

Compensatory Time

The district uses comp time in lieu of overtime compensation for all nonexempt employees:

This policy constitutes an agreement or understanding in advance that these employees will be given compilate off for overtimes work. Employees will be awarded anot compliane off at the rate of oue hour for each loar vorked in excess of their current) do troutiencempto of thems. Employees will be avarded stuch compliance off at the rate of one and one-balf floaturt for each hour worked in excess of 10 hours.

The following provisions apply to comp time:

Comp itine may be accrued up to 40 hours earned. Overliner work beyond this maximum accrual will be monetanily compensated on comp into a work that need of one thour for each hour worked in accress of the employee's phortequirement up to 34 hours each workweck and a the inte of one and need inflowers for each hour of overtime worked in workweck and a the inte of one and need inflowers for each hour of overtime worked in

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ENEMPT AND NONEXEMPT EMPLOYEES SUPPLEMENTARY PAY PLANS (Dhinke User Compensation Time)

*Evongt Euployco* – Those employees whose duties and compensation meet the requirements of ear exempt exercise, administrative, predistands to compression of more employees and defined in federal law ind vito are rise eligible for overtime compensation for compressions) time.

Overthine - Actual hours worked in excess of 40 hours in a workweek.

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Definitions

Some districts have obligation de migness wate as transmostinging directive. Noo service and some internation supervision, and none central outlies detectal suff as recensiv moder the abilitation of servicine screening. These are the speed for allocation area likely to be applied by a direction of the servicine according to the service and the operative direction of the servicine according to the service and the direction of the servicine according and who do not meet new substrated as quarky under the professional tecnyling and who do not meet new substrated the service according to the servicine of the servicine of servicine of the service according to the service of the interdance meeting of the service of composition of the service of the service of the interdance according to the service of the service of

 MSEX representsh that copies of this decrement is restart for events the order of the

Under the FLSA, all employers are chavilled as exempt or nonexempt. Perhaps the biggest difference between scenario and nonexempt employers that are more predication for eventime pay regarding and nonexempt employers they work. Nonexempt employers must be paid time and non-shalf of their registric houry is ro dipay for each hour worked in excess of do in a vorkerse, untext the district two scenes prime. More sensitive registers are allowed and the district two scenes plane. Nonexempt temployees required to log their three worked, and the district to required to no allohability prove that three myory evelop and works and the district to required to no allohability prove that three myory evelop and work more than 40 hours in a workwork or ward paid overtune or provided compt thin.

New Fair Labor Standardt Act (FLSA) regulatioms that take effect later in 2016 will impact some exempt employees in the district.

ELSA

This change will not impact certified staff such as trachers or principals since there is a special exemption for these employees. is paid no less than \$913 per week. Further, the new regulations require that, beginning, January 1, 2020, and every three system, the unkneum static researcy to quality for the sulmaintentive or executive examplion be adjusted to article changes in stage rate.

Compensation

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The new regulations change part of the test for determining whether an employee qualifier an an animulterative screenity reaction. Exempt and propress must be plad on a starty bath, a composed to an hearty bash, and most exempt rendorsers must be plad a minimum anomut Currently, in order to qualify term bard minimum term or executive screenings, employers must be paid a starty of a that S458 per week. Under the new regulation, an employer evoid to be classified a starty of the administrative or exteruity exceedings endorsers must be classified a starty of the administrative or extention starts.

There are four types of exempt employees administrative, executive, professional and computer. The administrative and executive employee exemptions are defined by the dutive of the employee's position and flow work the remployee is paid.

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excess of 40 hours. All remup time must be used by the end of the velocol year unused comp time does not necembate. Each employee will be noneenfory constrained for all nunsed comp time at the end of each science) year. The district may require an employee to use accord ecorp time to avoid excessive excemblating or monetary liability.

Every effort will be made to permit the use of coup time at a time manually agreed upon by the individual mad his or her supervisor. However, when the individual's densers would madely discript the districts operations, the district realm the right to pospone comp time uspec. ci

Upon leaving the district, individuals will be paid for any unueed comp time at the rule of one hour for each hour worked in excess of the employer's job trouguement up to a blow each workshow that at the rate of one and one-half hours for each hour of overtime worked in excess of 40 hours. -

Individuals covered by this policy are required to complete a daily time record showing actual hours worked. Tailune to maintain or fahification of such records may be grounds for disciplinary action.

Required Breaks

In accordance with have the diratic will provide a reasonable break lime for an employre to express mills for her muniting that estimation tempoyres has a read to exprave if the fulfick of the transition of the section of other fulnan bathroom, abuts shielded from view and the from interuption from revorkets and the public that trapfoly ests may use to express milk.

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Note: The reader is encouraged to check the index located at the beginning of this section for other perthempolicies and to review administrative procedures and/or forms for related information.

Revised:

Fair Labor Standards Act. 29 U.S.C. §§ 201 - 216 Garcia v. San Antonio Metro. Tranult Auth., 469 U.S. 528 (1935) 1112/2004; 12/12/2005; 05/09/2011; Legal Refs:

1661/20/20 Adopted:

Candenton R-III School District. Candenton, Missouri

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MSBA hav updated this policy to apply to all direct employees, recorded and retified it, and revised the hanguage for charly and consistency with updated policy CCTA. Somethaformation has been removed from this policy because it is covered more thoroughly in CCTA and new policy CDDA.

ENPLANATION: STAFF ENTRA-DUTY ASSIGNMENTS

 XISBA reconserved has logicy of this preserved by more the principle areas because the control in d performance in the control of the material areas and have used by the hole. The transmission of the performance of the material areas and the material areas and the material areas areas because the performance of the material areas are areas and the material areas ar

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PROFESSIONAL-STAFF ENTRA-DUTY/ASSIGNMENTS

reperform reasonable duties determines that such addit Activities and services that an mbled by the building pri ingresponsibilities when the distric students, monitor an event, assist i Professional All stall'members will beare expected to my I he part of each to urther the district's education mission. o equalize those duties ranong teachers. bove their regular teachi

Da ad. - All stark netivities must be approved in advance by the building administrator for popu and a time caudi must be sumfact. All with activities must clearly be over and above the requi duits of the school dapt and be estivities for which the teacher is not receiving caude of popu-dations of the school dapt and be estivities for which the teacher is not receiving. Pay-to - staff members outside -the -school-day-for-extra-duty-for-such-netivities as gate kee academic competitions and approved activity trips will be paid at a rate established annually t

<del>nt in egular se staffectural internals, may be paid at un hourly rate. Fo</del>t example, employees unsy assigned to a tribitest for extraouricultar events or supervise students at district activities as part their regular job duties. or extra-dury positions will be recommended by the uper intendiat mad approved by the 10 approved by the structure account of eacher trans of their extra dary employment altim gated as any equation of the componention of the component of the structure of the structure and any events of the structure of the component of the structure of the structure of the and the structure of yor-demands our a reacher's time-shall-be-compensat e salary schednle established annually by the Board-רקפולוד להמלוווה באצובותות היה לשור צמתיולו נאל אז אז באנד רול ווהר רבאנוווים שנד - ווא אי שעארא כטפוולורוכל שטלוכרונים לוב קורטי רוזיסטו גיל לוור לכשלורה לכשלורה לכוורים באולוי וובנשלירו ניל ליכיקן נוי בינדום לשרץ זיסווןוניסטו ירוון ליב רוכניסווותניםלו ליך ואר יוויסיבווונדומלו של מקרעי שרא באיר באיל אירו אר -but not be defined as those duries and resp rith an extra-duty-allow Extra-cluty-ms huice shall

The Board directs the district daminitentive staff to carefully plan for staffing needs in advance, estuably distribute donis among qualificatificantieves through possible, and avoid simution visces the district is obligated to pay overline compension which possible.

The diartiel expects all employees to act professionally in all of their duries, regardless of whether the employees the employees to act professionally in all of their duries, regardless of whether the employee is the employees is the employees the additional anomaly can be employeed as the employee is the compensated an additional anomal for the dury. An employees actions within performance eventuation and any approximation for the employees for additional and employee actional determine the employee's autability for exclaimed employance in the division in any experision.

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Compensated Extra-Duty Positions

If the Board determines that a particular assignment would make analyre demand on un employed's first the Board may reduce to everate compensate teacherly position. For a first marker of the analysis of the majority of the Board in tree starty to assign an employee to a companiate data with position. For a bar and on with pypers regular extinctions using mental and compensation for those assignments on an ensued basis.

Extin-duty positions may be advisit positions, or the Board may enter into an employment contract fram. Employees will be compended as directed in policies CGDA. The district will need assigning erran datase to an employee if and assignment would result in poyment of occurate compensation, unless, the superimendant or dispinse determines the astignment is necessary and the additional answer is publiced in the bold of for extin during. Extra-duty positions are not index to the additional answer is the bold of for extra duits. Extra-duty positions are not index to the provident of the Technet of the contexpect of the extra duits.

Occasional or Sporadic Extra Dutles

The Board decider to compensate employees for occasional or sporadic com duties, unch a tabling the state at events, the state of the s

The factors considered in determining the amount of stipends shall include such items as: the training, experience and ability of the snaff members; the time required for the assigned dury; and the number of students participating in the activity.

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Note: The reader is encouraged to chick the hulder located at the beginning of this section for other pertinent policier and to review administrative procedures and/or forms for related informulan.

Adopted: 08:08/1994

10/13/1997; Revised: Legal Refs: Fair Labor Standards Act, 29 U.S.C. §§ 201 - 216

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			The ill card will annually determine the adaries for the administrative staff. The Ca
r involving threatlon where teachers and other employees and an analysis much an applying axial registry of the factor oscrepayment or underpayment has gover underford for set reprosenting the direction of underformed and an analysis are fleeponsibility " that taste in the employees have 30 days are anounce of the ore not underlively limit durict inty encourses employees (to face a more active role in			School Districated highly guild fired methylacy sets according his challend methylacy competitive emperation to anter and matulation experienced professional and fair geometry and according the set of the set of the set of the set of the employer ecompetation and count with durate employees to prepare competitives to many results the set of the Board to exceed a set on a set and stary, resonance and from twith durate employees to prepare competitives to many prepare and exact the set of the Board to exceed a set on a guidence of the set of the Board to be exceeded within the competitive of employees an extra-dury position for the set of the and of the set of the employees an extra-dury position for the set of the set of the employees an extra-dury position for the set of the set of the employees an extra-dury position for the set of the set of the employees an extra-dury position for the set of the set of the set of the employees an extra-dury position for the set of the set of the set of the employees an extra-dury position for the set of
vill provide districts an argument that the employee bears ractes.			As required by law, teachers will be paid in accordance with a talary schedule adopte of Education . All full-time teachers will be paid at least the minimum teacher's sat
regarding payment of compensation over 12 months, even 13-month schedule. This is allowed by state and federal ricts.			la nate la une la une viscentificate professiona dur da decratatoria en un funderatoria de la mentere cole valifice compessated in accediance visita Babard-approved statyr chendule or vali tea of compensation approved by the Board for particular positions or particular employ
eemployees may be paid for extra dutles during the season			All Professional Staff Salary Schedules
rend. Undernaury to mon cluricity have that inggative lighted to conch a spring upper, for example, and was paid are analy. Districts can avoid this illustion by paying for this the connensation is examed.			The Board is required to adopt salary scheduler for the compensation of teachers takay schedule concompared schmitturing and amount and and and a salary schedule, the Board may recognize characteristics benefatil so the di- certification in high-need areas, in addition to traditional factors, such as experience
			The following rules apply to all district salary schedules unless determined otherwise
	Artuen O 2016 March Ridovi Baveli, Ausoration		Parton C 2014 Ninces Educi Dowle' Anessina
Page 1	Page 2	A GAALAND CONTROL OF	Programmed concounter
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fort to adopt salary schedules prior to the statutory deadline for	Employee Responsibility		
anor constances, but status schedules and nutre compresention to the district taking to bate than June 30. Any salary schedule althe effect and continue to operate until Board action is taken ary schedule.	Employees are responsible for verifying that their failing schedule placement, compensation rate and psychecks are accurate. An employee is required to notify the district within 30 days of receiving an inscrute systematic and dialmer to also could latel of discipline, forfehrie of anotants owed or dedinetions for exercise systematic as allowed by law.	ry schedule placement, compensation rate and notify the district within 30 days of receiving di o dicepitae, forfeiture of amounts owed or w.	×
rantion of the salary schedule when warranted by the financial errelevant reasons, as determiniced by the Board. Once a salary	Compensation Disbursement		
s will not advance on the salary schedule until a vote is taken sement on the salary schedule,	In general, professional staff will be paid in equal installments over 12 months, even if the employee's results work schedule is it sus than 12 months. However, payment for even abute stata	sl'installments over 12 months, even if the anths. However, payment for extra duties that	
ce more than one step vertically and one column horizontally	are seasonal or limited to a specific timeframe may be paid in the month the work was performed.	be paid in the month the work was performed.	

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ENPLANATION: PROFESSIONAL STAFF COMPENSATION

This policy has been modified for clarify and to lucorporate information previously found in regulation of CED-AAR. There read the rule regarding analysis vict-older carefully to eau restart is policy accurately reflect how the district will utilize a slarizy extending in the fource.

MSBA has also taken the opportunity to charify that only the Board may authorize promortation, there: threads a strategic and a strategic and a strategic and the strategic and the strategic and the data of the strategic and the data of the strategic and the data of the strategic and the strategic and the data of the strategic and the

Districts employ a variety of professionals who are not required to have tracking or administrative certificates, used as if T specialists, nurses, certified publicarcountants, and even exginers. MSBA has included a steading that address comparation of noncertificated professional static Preserview hist hanguage cooky and nature indequarily address how the district will set compensation for thise employees in the future.

MSBA receives many calls everyysarth compensation rules. Somethar of the oil compensation rules. Somethars this years. While the law is not citarregart particles and the avery somethar regart or report individes made in compen-tionality to a down, it will be perfuly reviewing their compensation and will pour responsibility for past inaccurate

MSBA has also included language r when an employee does not work a law and is the practice of most divi

MSBA has included an optilon where error or mouths when the work it perforts experiences where a leacher was assign for that duty over 12 month, but was for that duty over 14 month, but was recoupt money that has already been extra-duty stipends only in the month error extra-duty stipends only in the month error er

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- The Board will make every effor issuing teacher and adminitrati must be determined along with th adopted by the Board will remain to change or eliminate the salary ri
- The Board may freeze the opera condition of the district or other schedule is frozen, employees v by the Board authorizing move
- An employse may not advance make than oue stop vertically and one column horizontally per years on the staticy checkelle unless such movement is allowed by the rules adopted by the Board and Use trundformity applicable to that particular staticy releade or is otherwise upproved by the Board. 'n
- An employee cannot progress on the salary tehedule after entering into a contract for a school year tuplets such novement is specifically authorized in the contract. Ŧ

Note: The reader is encouraged to check the index located at the beginning of this section for other pertinent policies and to review administrative procedures and/or forms for related hiformation.

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AC: Prohibition against Discrimination, Harasument and Retaliation DLB, Salary Deductions HA, Negotiations with Europoyce Representatives

10/13/1997; 03/08/1994

Adopted: Revised: Cross Refs:

Camdenton R-III School District, Camdenton, Missouri

§§ 163.172, 168.101, .110 (2), RSMo. Equal Pay Act, 29 U.S.C. § 206(d)

Legal Reis:

- Education courses and other professional development may not be used to advance on a salary state-lade unless the employee had prior administrative approval to have be conne or participate. In the professional development and count if for advancement on the salary stebular. ŝ
- The divider will recognize timilar, previous experience of an employee when placing that employee on the starting relation of the starting of the starting of the starting of the attinoing to see guidating relations acceptance appendix to the starting may recognize and starting previous volts experient and functionables the distance position. If it the employee it separability to this perpise the distance of the starting partice background and the starting previous of the starting distribution. The starting previous position. If it the employee it separability possible the distribution previous background when the batter previous distribution. Dotte in experimentary that intuing partice on the starty checking. The distribution of the placement. 3

## Compensation for Extra Duties

Additional dariet, such as supervising intrivites, may be avaigned to professional hard thional disciplicationsciences in sinone insubment audivisibuti analyzing variant and a supervised extra-tary competinging or a singleral to competant the employee for performing additional failur, a base situation, and a supervised on the situation of externation by the sentiation of the set of the above situation.

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PROFESSIONAL STAFF SALARYSCHEDULESCOMPENSATION

-A salary for thore beginning in the system, which will be at or above the minimum salary enablished by state-statute. l

The superintendent of schools shall prepare takey schedukter for approval of the Board of Education and implement the salary scheduke subjects view Hones Vie the Board of Education cound with suff mentioners sin proprinting the salary scheduke.

## Administrative Staff

mdenton R-III and unst offer te district. The wide trends in ilnry schedules f the district's isation or grant

d by the Board ary as required r than teachers ive the amount yees.

When creating When creating strict, such as and education.

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Instructional-Staff

તેમ edequate sallary selectule is meessangy to secure enew teachers who are personally competent nea to the second in which are a second or account of the second second second second second second second second to retain the most recompetent retention which in the exchool system. The Doard of Education shall annually adopt a salary sechedine huming the following second in Actantors:

by the Board:

REFERENCE COPY Critical	PROFESSIONAL-5TAFF.SALARY-5GIIEDULES L	A proposed static is recommended by the salary committee and presented to the Floard for considention: 		——D.——A teacher surve advances from the two routs and the advance groups to advance from the two routs and the advance from the the two routs and the advances and the two routs and the trajector and the advances and vector the advances are not advances and the two routs are not advances and the two routs are not advances and the advances are not advances and the trade of the advances are not advances and the trade of the advances are not advances and the trade of the advances are not advance	eelarum veithour Neing accepted in a specialist degree program. To advance beyond dhe manter 3 de noe volumar the Acachar mush hold a manter 3 degree or stational inqualifications under Sectional Leftur policy for advancement to the manter's shegree columar. To advance beyond the manter's degree - 1 de columar, the tracher must be formally necessarid in as second time master's degree - to be columar, the tracher must be formally	To advance to marker's depect –34 graduate hours columny the teacher mut be envolted that a second masters, specialist or dectoral program approved by the superintendent:	To advance to the speciality technum, the teacher must have completed an approved specialist data persons be cancilled in an approved doctives program and cancel 40 hours owned the doctionate degree. This policy shall be administered as follows:	Prove C 2X115/cont Libert B Annotion Pre 2x-15.005, 621-61 C 10/170	ELLE: GCBA-RI Critical	— <u>G. The standards and septimion established by the State Department of Education</u> and i <del>or the North Cantal A</del> sociation of Colle <u>ges and Schools s</u> hall- <u>govern-the</u> evaluation of college degrees much exclute:	— II. — Ticket whore, supervisors, and volter chergingung de settivity personnel shall be paid an hondy rate approved by the Board with the neurourd alray's stretchle. — 1. — A threemonick have been in red treti an internet methods.	<ul> <li>e-unitable-replacement/currel/control from the recordance-with Dowed policy-GCPB.</li> <li>Ji — Stipenth-shall-ke-provided to certofficenced and pron-excitification-anoffic members as recommendative their negretary and instances and instances and the regiment of their regiment and the recommendative transmission and the recommentation of their regiment with the recommentation of their regiment and the recommendation of the relative statement of their regiment of their regiment of the relative statement of their regiment of the relative statement of the relative state</li></ul>			In every sense to reveal everyon the team reaction thinkness of periodiation. The reacher must be clipble for a Shur-Dynatusan of Edoention Teaching technical relation to other will be placed on the salary activable raty as follown: Industrial Experiments Step <u>3-4-years</u> 4	Anton © 241 Mineri Mand Davit Anoniana Page 6 - Autoritation activitation
ELLE: GCBA-R1 Chilcal	<ul> <li>What Is "Industrial Experience". Who decides what counts for this experience? This metal to be charific-dochaed.</li> <li>The factive-orient policy-stating-productor exchandbook. There are qualitation in this are not exercisely board adopted and are more qualitation in the set of exercisely board adopted and are more</li> </ul>	appropriately handled administralively. If the diverter has any questions or would like to discuss these recommendations, please contact the NSBA fepal department at any time.	it togics of this decourd by tread to the fullewing are often. The title calledual is any not match those weed about an of the statement of the statement of the statement of the statement of the statement of the statement of the statement of the statement of the the statement of the statement o	Itelaissoriste         Consolet         Pseulblocation           Interpretation         Public Hidy Venturationton         I chaology				Page 2 Automotion factor factor factor for the factor factor for the factor factor for the factor fa	REFERENCE COPY	be expressed = The tracker will provide obserumminian from the profensional organizations of contact theore of chatedbaces with even shoppet or the anxional proprintendent = Calary - schedulet workshoppehone of certain that the granted me extension	territory     territory for deck hours of conditional one GEU	7. Industry-sportsored training for center and technical education reachers shall be exproved by the exacts and training for exacts. "One there shows that are could fee advancement or the stating are distributed and the exact and the beam of industry sponsored training. "The instances with provide documentation from the professional equation of exacts than of the documentation of the exact and technical equations of exacts than of the documentation of the exact and technical equations."	<ul> <li><u>Constructions and the production of the market static marketions are static static for advancement on the definition static static static static static static static static the graduate crackits on instructive markets with a static static static static <u>A static static static static program from an according to static static static static proposed markets "of states program from an according college-static approved markets" - righter program from an according to static <u>and the static static</u> and provide the market "of the market" of a static market and and a static static static static static static static static static and static market and the found static full galaxies market and static static static static static static static static static static for the static static static static static static static static static static s</u></u></li></ul>	D. — The Doard of Edwardsormay recognice certification and beaching in high need areas on the subary -andoduch when is docume in meetanger or an increase or a varian equalified personnel is may rarea where chore is a rabonize of organizing and infifted while. E. — The schedule will be embigated or eventioner and the Docard of Edwardsorfer main receasary to continue luiting and retinining the best tetolers:	To A realist accessing an employment approximation to access the an any transmission of the preparimentary within thicker-meas of centification are approach of the Board of Education and evaluated day the sensitizant supportendent. Note new and with the Board of Education and evaluated day the sensitizant supportendent. Note new and and the effective and evaluated day the resistant support readent. We one can advance more then one can approximately the resistant support readent will be existing deformined at the time the tendent contracts with the direct, yeely September 1 for all tenderar.	Neuron C Stati Linner Idoned Amonina Presen Carlos, estruti relativati
REFERENCE COPY Chical	EXPLANATION: <u>PROFESSIONAL STAFESALARY SCHERULES</u> MISBA ben movellen information from the regulation to policy GCBA. Dirtrict thould RESCRIPT	Decaue the diktrict's regulation had a large amount of cutiom language, it went through process of a legal review by one of NSBA's attornays. The results of the legal review are as follows:	<ol> <li>MSBA strongly recommends the district adopt MSBA's GCBA policy language - particulary the flast ivore scients, the Karto Duliet, Employer Respondingly, and prepression Diffurements rections. It is obsyto multi-remultive numberedit(screbish). The district needs to have the basic language in the policy that corresponds to the ratious/prediments. AmSBA's language the even if redistrict's easions in the date and and argually gretchino more of a preducer han policy.</li> </ol>	<ol> <li>The district's language:         <ul> <li>This hanguage belongs is a suparate document - either a procedure or perhaps</li> <li>This hanguage belongs is a suparate document - either a proceedure or perhaps</li> </ul> </li> </ol>	<ul> <li>In a Halffreeden handbook. That is all langues that could be handed at any time and the direction bandbook. That is all langues that could be handed at any languest goard approval (because most of this) is not loand adoption material). Item: "C" and "C" valued be combined as they address the same transb. Item: "C" and "C" valued be combined as they address the same transb.</li> <li>Item: "C" and "C" valued be combined as they address the same transb. Item is "C" and "C" valued be combined as they address the same transb. Item is "C" and "C" valued be combined as they address the same transb. Item is "C" and "C" valued be combined as they address the same transb. Dutlets." However, if the dutter util wholes document. This is valued by placet as a suparatory conducer or handbook document.</li> </ul>	have lo go lo the board to change these ltem. Section 11 • It exemu unclear what this section is supposed to address. The little references	<ul> <li>"non-technic degrees the "instruction starts the reactormutic folgolo for starts the instruction of the section of a solar work of the sector starts this instruction for clarity.</li> <li>NSEA resonanced placing this section in a solar policy dealing with non scriftlettel provide of solarity that section in a solar policy dealing with anon evolution of the section starts raised with the tracker instruction of the section of the section in a solar policy dealing with a composers are trackers of they arents. If they have a superset starty solaridi, that's fine - but it shouldn't be included in this policy.</li> </ul>	Prom. C. SATA Marcu Mark Martinan Programa Saturational Programa Saturational	ELLE: GCBA-R1 Critical	<ol> <li>Written noise of eighting for reclassification to a higher salar classification group ahall be abhuitted by the teacher to the assistant superintendent:</li> </ol>	<ol> <li>Gollege-transcript of catelia-to-sub-lumine-work-completed-when-the requirements for the rectainful definition are seconglished shall be admitted to the anti-instructureduction.</li> </ol>	<ol> <li>All graduate hours up to a MS 16 must be in the tracket's availanced mean of regonability in under submission grayoure the Para instainar angementation. Uppearlot on the Parket availants mention from the decision cars he appearlot on the Parket vision and Committee and superinted on to tablet.</li> </ol>	<ol> <li>Wech loggitomatumists from the randor waiting mease of treptomathility and approach dry the random any provintentiating. Upper available mergeness the random system and the decision scales by applications of the other hydrochronic Development of from theory development of the decision of the article scale and the decision development of the analysis returner scales free beam scheres the FFS much 455 evolution of the analysis applied the advancement of the much art "defense in Wordshop hours applied the advancement of the much art "defense in Wordshop hours applied the advancement of the much art "defense in Wordshop hours of applied the advancement of the much art "defense in Wordshop hours of applied the advancement of the much art "defense in Wordshop hours of applied the advancement of the advancement of the much art "defense provide advancement of the advancement of the much art "defense in the appendix", degree program.</li> </ol>	2. Local in-service course for teachern and other proferrional trapicoyees shall be established under the synchronism or the threat house botter professional Development Committees and the maintain superintednet.— Char- banne of committees and the antistant synchronism spectra the shorts of participation in housily provided in-service course staticitation by the Professional Development Committees and the switch antistation course in the Professional Development Committees and the switch antistation of participation in the provided and an even in the switch antistation of the Professional Development Committees and the switch antistation of participation in the provided and an even in the switch antistation of the Professional Development Committees and the switch antistation of the provided and the switch and the switch and the switch and the provided and the provided and the switch and the switch and the switch and the provided and the switch and	<ul> <li>In compliance-roter of all part of the over content of all part of the of the other other part of the other othether other other other other other other other other other ot</li></ul>	Product Section Contract Amongson Product and Amongson Section 2014 1914

## EXPLANATION: PROFESSIONAL STAFF RECRUITING AND HIRING

This policy was resided to address the requirements of Senate BH 997 (2016), which requires policy may resided to address a policy "that provides up-to-date, accurate and complete information to each are remplayer enganding eligibility for policy service to as forphyreness." The aren statest requires the policy to be adapted by April 1, 3017. Efformation must be provided to nore employers which are days of beginning employment. Current employers must receive the information by June 30, 2017. The Mixener Dipartment efficiency in the formation of the state in required to develop the Information the district in required to provide, which can be found at <u>http://discupsourcestoresymbilicenticemployers.php</u>. The following its asmple accier districts could user

Notice Regarding Public Service Loan Forgiveness

In accordance with state hav, the Candenian R-III School District is required to provideal arccemployees with information argunding digibility for the Public Service Lans Forgheness Program. Employees with owned Kull and a public school district might be editfible for this program. The Public Service Lans Forgheness's Program mode 120 qualifying monthly payments under aqualifying repayment plan, as long as the borrowset is not in default, te more information about the program and the program and the state of the program and the default of the program and the borrowset is not in default, te under this program, go to the Missuer Department of IIgher Education's weblic as:

## http://dhe.mo.gov/resources/publicsers/ceemployees.php

MSBA has also clarified some of the language in this policy and added subheadings to make the policy easier to read.

In addition, MSBA has added inguage regarding the comployment of persons who do not have fall certification in the area in which they are working. For example, if a teacher or other application for a certificated position does not have a certificater at the time here at heir comployed. MSBA treeommonds that the district individual teacher at heir the set of the theoretificate or learner teacher certained by a specific date. This will matter it have bapefully error tables the set of the example of the certificate or a set of the objication of the certification as a expected.

MSBA has also revised the section regarding employment contracts to more specifically apply to contracts issued when an employee is initially bired, as opposed to renewed.

Parama C 2016 Manager Sites Daught Assessment

## REFERENCE COPY

Page I

## EILE: GCD Critical Screening Process

Persons intercated in positions in the district must complete a formal application and provide all accessary information requested by the assurant upermittedem. The assurant upermittedent shall conclusat interview, recovert effections and debuildowing informational adversarial networks and interview with the assistant superimmediant is required. In eace of persons summond for the purpose of an exclusive attentive with the superimmediant is required. In several providences summond for the purpose of an exclusive attentive with the superimmediant interview of persons may be summal by the sheadow of an exclusive attention with superimmediant interview. district.

The assistant superintendent or designee will conduct background checks on employees and applicants for employment in accordance with law and Board policy.

All applications received are kept on file until December 31, Should a person desire to have his or her application considered for a second time, a new application form will be required. All known verancies are filled one before/area to Momerey possible, cal s searcies arising during the summer are filled as soon as possible after such vacancies occur.

Any applicant who provides false information or insecurate academic credentials will immediately be removed from consideration

## Illrige

Apprices other than the superintendent's position will be filled by the Board of Education only after receiving the recommendation of the superintendent or assistant apprintendent. It is the policy of the Board of Education to employ high-position for activation with post-secondary degrees from afflued accredited numeronistics and the appropriate teaching certification. It assistant apprintendent are avisual superintendent are avisitual superintendent are avisitual superintendent are avisitual superintendent are superint who in a Maline to prove general education qualifications. In a special training and other qualifications for the superintendent are avisature superintendent with a life and the superintendent are avised by the superintendent are avised by the superintendent are avised as a structure of the superintendent are avised and ber considered.

Before the Board votes to employ an applicant in a position that requires a certificate or other profosional license. The superintendent or antistant superintendent will verify that the spylicant currently possess the appropriate baces or certifications. Upon the recommission of the superintendent or deligner, the Board may approve the employment of an applicant to accellisated position for which the individual does not have a current conflictance of employment will be conditioned upon the applicant completing the certification process by a distribution state the transport of the superintendent constraint parameters with licenses and temployment will be are transported to a substate superintendent will also recently a distribution state the state contend the superintendent function before the superintendent of the superintendent function and the superintendent function of the superintendent function and the superintendent function of the superintendent distribution and the superintendent function and the superintendent function of the superintendent distribution and the superintendent distribution and the superintendent function and the superintendent function and the superintendent function and the superintendent function and the superintendent distribution and distrib

Paraces C 2016 Moren School Beach: Association Page 4

## REFERENCE COPY

EILE: GCD Critical

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Eligibility for Public Service Loan Forgiveness

In accordance with law, the district will provide current, accurate and complete information to each new employee regarding eligibility for public service loan forgiveness. The notice will be provided within ten days following the start of employment. .....

Note: The reader is encouraged to check the index located at the beginning of this section for other pertinent policies and to review administrative procedures and/or forms for for other permation

03 05-1994 Adopted:

- Revised 09/13/1999; 06/13/2005; 12/12/2005; 08/10/2009; 09/13/2010; 01/10/2011; 05/09/2011;
- AC, Prohibition against Discrimination, Harassment and Retalistion BBFA, Board Member Conflict of Interest and Financial Disclosure Cross Rets DD, Grants DGA, Authorized Signatures
- MSIP Refs: 5.1, 8.4

Mair Refit 51, 54
 Jasir Refit 51, 54, 54
 Legal Refit 51, 555, 1143 (162, 261, 201, 168, 101 - 133, 1693 51, 596, 213,010, 055, 070, 283,550, 290,400 - 410, 335,075, R53,16.
 Imangution Reform and Control, Act of 1948, 8, U.S.C. § 137,14
 Tink IX of the Education A membraness of 1972, 20 U.S.C. § 1651
 Equal Pay Act, 29 U.S.C. § 20, 560
 Age Discrimination in Employment Act, 29 U.S.C. § 651 - 631
 Tink To the Education (1977), Section 297, 30 U.S.C. § 1651
 Tink To the Cont Rights Act of 1964, 21 U.S.C. § 10001 - 2000,17
 Tink Vito the Cont Rights Act of 1964, 21 U.S.C. § 12000, 2000,17
 The Vito the Cont Rights Act of 1964, 21 U.S.C. § 2000,17
 The Vito Tom Nondiscriminities, Act, 21 U.S.C. § 2000,17-2000,171
 Age Discriminition Act of 1975, 21 U.S.C. § 51001 - 6107
 Americana with Dissibilities, Act, 42 U.S.C. § 2100,1-1213

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PAT	B & reconnereds that copies ticular importance to them. ies to the district equivalent	Thenda	coment be rooted to the following a on this list may not match those as indicated.	ures because the control is of ed by the district. Places forward
-	Board Secretary	IX	Baumens Office	Conches Sprasons
-	Facility Mantenance	-	Ford Sanke	Gadad
X	Huma Roosces		Principeus	Litrey Meas Calif
-	Health Services		Catavelor	Special Educations
-	Insportance		Public Late Communications	Incases

Parton C (2016 Mission School Brasts' Association Parto 2

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All applicants for a particular position will be promptly notified once and the position has been filled—to required by have probationary tack principals and other continuous complexers in positions included preprinted out, shall be notified in writing constraining re-employments

e of a Doard member will only be bired to fill a vacuat or ne verised in accordance with this policy and if the superime addition supporting the employment of the spectre. If the r manes of all application for that position as well as the man this is becaused in Doard intervention as well as the man

Board Members

Prom C SIE

The district will not accept an application of employment form a Board member, consider a Board member for employment or device to employ a Doard member while the member remains on the Comdenton R-III School District Board of Education. Beard members who with to apply for employment in the dustrict must first testing from the Board.

## Spouses of Board Members

In accordance with law, a Board member's sposse will only be hird to fill a vacant or new position if the position has been advertised in accordance with thir policy and the superintendent has submitted a winter recommendation appointing the employment of the spose. If B and memberly sposser it here, the names to all applicants for hand positive and the spose. If B and strendby's the fields of in the sportprint B board intertet.

## Critical Shortage of Teachers

If the descript determines that it has a shortage of orchifered teachers, the district may here retired certificated teachers receiving retirement benefits from the Min-souri Public School Retirement System i oteach full limits for up to two years without be store of benefits to the teacher if the during meets the requestments set by same law. The district may only hire retired teachers under thus program if it has,

Made a good-fanth effort to fill positions with candidates who have not retired.

Not offered early retirement incentives for either of the previous two years. 2

Corr Lad Bash Annun

Posted the vacancy for at least one month and solucited applications through local newspapers, other media or teacher education programs. 3.

Pres

## PROFESSIONAL STAFF RECRUITING AND HIRING

Because an effective educational program requires quality staff members, the Board and the administration of the Canaderson R-III School Datters will make every effort possible to astract and team the bener-qualified, highly skilled and experienced personal. The Board of Education will employ personali in accendance with how.

The distinct's hiring procedures will comply with all federal and state laws, including laws prohibing discrimination. All teachers and shanisi status: must have wild certification to teach in Muscors itselos teachers when employment of garness without propyreits certification is marchalder or necessary as determined by the district, must obtain the appropriate certification is gardening specified detailing. The district must obtain the appropriate certification is district based for the state and persons who are legally autorated to well in the linked States. The Condense Rel Science States was personed by the district person with a federal work autoritation program in Rel Science Daries will need the advectory participate its a federal work autoritation program in the Rel Science Daries will need the advectory participate its a federal work autoritation program in the accordance with law

A majority of the Boerd must vote to employ any person or enter into an employment contract.

Recruiting and Advertising

REFERENCE COPY

Efforts will be made to recruit the best-qualified can listic for the position. New or vacuat positions will be posted for a least five business days in the district's buildags and publicited externally by ofter means as detenined appropriate by the superintendent or designer. However, if the appendendent of earliese determines that is would be detimined to will for business days or that a longer period is necessary, the position will be scherized for armungthe fittable for days as indernood appropriate. Further, if the same or similar position was recently shortlind, the superintendent or designer may utilize applications previously recrited without re-scherrining the position. A position is not considered vacuat if the Benetic superintendent or designee trainforts or availant and and approved to the position, subject to Boord approval.

certritinent procedures will not overlook the talents and potential of individuals already employed the school district. Any carrent, qualified employ ee meeting the stated requirements may apply e new or vacuut positions in the district.

All requests for information concerning professional staff vacancies in the district shall be dire to the assistant superintenders -

Prese C 1114 Martin Scheri Bords

Page 3

## EILE: GCD

## REFERENCE COPY

Determined that there is an insufficient number of eligible applicants.

Declared a critical shortage of certificated teachers that is active for one year.

The total number of retired teachers hired under this section cannot exceed at any one time the lesser of empercent of the total teacher staff in the district or five certificated teachers. This provision does not apply to a retired certificated teacher employed as a superintendent.

Teachers holding a Missouri PCI or PCII certification are responsible for meeting the requir for certification upgrade and submitting a current upgraded certificate to the superintendent's

## Contracting

Probationary teachers, principals, arritent principals and other centificated employeer in position incligible for tenancy except the superintendents will receive a contact no later than May 15 of the year in middle the cumert counset expires. Once such are employee has received a contact, the employeer will have 15 calculate days to sign and return the contact that concerned like documents.

Tenared reacher shall be notified in writing by May 15 reparding the begins the next school year and the answart of compensation to be received for the provided by the salary relateduit adopted by the Doord. A treated tracker wit durit of the robust memory beare the district by lane 1 is occurring stall.

## Employment Contracts

The district will only offer employment contracts to certificated employees who are required by law to receive a contract. All other professional staff employees will be considered at will employees and will not be offered contracts.

All employment contracts will comply with applicable law. The superintendent or designee is authorized to seek legal advice regarding district employment contracts.

When an employee is initially officed employment, he or she will be given a written copy of the applicable contact and a deadline by which the signed contract must be returned to the district.

Person C 2016 Marca School Barris Amazana Page 6

Industry SubCountry

X         Death Sector, etc.         Death Sector, etc.           X         Death Sector, etc.         Death Sector, etc.           I Reality Attachmance         1 exact sector, etc.         Death Sector, etc.           I Hold Sector, etc.         Constraint, etc.         Constraint, etc.		
8	Costher Sponters	ture canonemu rviti scienci uzvite cents ingin patinite eriphysis e negazione and metavite scenigitaria e canon nisteria and mute office connections to anteres and metavite scenesized and "The science" scenesized and "The
	Gilled	Board direct the unscripted or a competitive competition of a mark and main and mark and a construction with the
	Library: Medua Center	cuploves connective and with a first provided and a second state of the managere of an endower of the second state and second state of the second
		and salary recommendations for the Board to consider, within the constraints of the district.
	ons Technology	finances.
		An employee of the district will be compensated in accordance with a Board-approved tably schedule or villected the amount of compensation upproved by the Board-approved tably particular employee. Only the Board last the anthonity to increase the compensation of an employee or grant that employee an extra-dury position or slipetad.
	a)	Compensation Considerations
		Unlets an employee Ir paid in accordance with a taby schedule, as discusted later in this policy, the compensition of poptin talifvaller masking temporal accounterations made by the superimedent of edipace. When making composition recommunations, the superimedant of actions will consider the part (accurate the part of the acpetite accessity to meet student needs, required training or lifesta, experiment corrent compensition treaks for the position in the state or region, the number and quality of poplicants evaluations.
		Salary Schedules
		The Board may annually adopt schery-scheduler for the various caregories of support staff personnel. Esch apport sufficientlew will be physical and the appropriate schoolies continuentiants will be unto limited by Job screegory and experience with the district. What retraining a subgry schoolie, the Board may receptive characteristic beneficient to mediate the an instinging the strengt and emphasized the school experience interpretion and factors and a screegory effective.
		If the Board adopts a salary schedule, the following will apply:
		<ol> <li>Salary verhednes and other compensation will be determined along with the diratict budget by Thue30 Curva proparejenticular explored type hand will remain in clrick and technine to operate unil Board action is taken to change or chimitate the salary steholic.</li> </ol>
		<ol> <li>The Board may freeze the operation of the subay schedule when warranted by the financial condition of the district or for other relevant reasons, as determined by the Board. Once a</li> </ol>
O XIIA Mandan Bubwi Duawi Anazanian Arputana au U. Copu <u>pit O Sar</u> Page 2	ALUNIONCO (CONTAGON	C. Style Shawan Sahaol Bandi Annezakan Bryanen in U.S. Gaynylu Olfer Pre Gynetros, Gon Gynetria

Page 1

É 2014, Marvan Sebel Boude Arocration Reprinted in U.S. Copingh Uffer Pre Opentieurs) - CORECTERTIN

## ELLE: GDBA Basic

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salary schechtle is frozen, employees will not advance on the salary schedule until a vote is taken by the Board authorizing movement on the salary schedule.

- An employee may not advance more than one step verifically and one column horizontally per years can be salary schedule unics is such movement its allowed by the rules adopted by the Board and it uniformly applicable to that particular salary schedule or is otherwise upproved by the Board.
  - Additional training or licenses obtained after the employee has begun work with the district may not be study to advance on a stabily schedule unless the employee had prior administrative exproval to participate in the training or obtain the freense and count if for advancement on the staby schedule.
- The direct will recognize similar, previous experience of an employee when placing that employee on the large steading. The Basic direction to the superimediation of lengine the antihory to set guidelines on which previous experiences quarky. In addition, the direct margo recognize initiary services unsk experience that direct condent beneficiation the position. It is the employee streptomiability of 10th paptries the direct of this or for external position. It is the employee streptomiability of 10th paptries the direct of this or for external to discremand when the indirect is antifection of longing the rectorism on the adary schedule, the direct is antifection of longing to rectore the placement.

## Compensation for Extra Dutles

Additional dutics, unch supervising entricis, any be suspend to support additional comparation. Income thanion and vial Board approval, an employeemary by provided true-any comparation: et a stopend to comparate the employee for performing additional duties. In those students, the anomet of comparation that be extensioned with the stude duties of a three students. The around to compression the storemarked by the Board and thins. I duties students the around to compression the storemarked by the Board and then be depinded and extending stargy schedules or approving a specific amount for the partition.

## Employee Responsibility

Employees are responsible for verifying that their salary veloculer phacement, compensationi rate and psychecks are accumts. Employees are required to could by the district within. 30 days of receiving an psychecks are accumts registrate to do as could lead to discipline, forfeince of anounts owed or deductions for excees pay received, as allowed by law.

## Compensation Disbursement

In general, support staff will be paid in equal insultments over 12 months, reset if the support staff will be paid in equal insultments over 12 months, reset in the support of the start in the instaff. Index the part is the start instaff in the start start is the start is the start start in the start instaff in the start instaff in the start instaff in the start instaff.

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Page 5

EILE: GDBA Basic

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This policy is not required by law, and the district is free to modify it to reflect the district's practice. Lineverse, JASA trendby resonancies that and interfacts adopt any for struct in this area. Recent audits of stored intricts have revealed that certain employse reserved ratios exciptions without Board Involved nearestor knownlegts. This policy chariften that only the Board may authorize componention, either through a staticy tabelle or by surgining a talary or verget to a particular polition or employee.

This is a NEW policy for district consideration. It was previously considered supplementals, however, MSBA now recommends that all districts adopt this updated version.

ENPLANATION: SUPPORT STAFF COMPENSATION

MSILA receives unay calls very year haveling utuations where employere were underpaid or every statistic date to minister match in applying statisty reductions or notice compensation reduc-Simultane this very applying to the productions or notice compensation reductions of arcs and applying the statistic reductions or notice and in not determined with the production in the random, statistical statistic and their "Employees Respondingly" radiational the fundation and the and in the determination of the statistic that requires the statistic and the antitistic transmission of the statistic that requires the statistic statistic and the statistic and the statistic and the statistic that requires the statistic and the origination of the statistic and argument that the employee bears some reponduling for past will proceed duricities an argument that the employee bears some reponduling for past indicatical. MSBA has lactuded an option where employeres may be paid for extra during the vession expendito, where work is proceed. Understudied, some during the vession experiences where an employer was a sudgered to coach a spirity sport, for example, and was paid for that dupy over 12 month, but was unable to 600111 for exceeding durte. If is difficult to recomp money that has already been paid. Dirticles can avoid this futured by paying for extendent option when when the compressible is earch.

MSDA has also included language regarding payment of compensition over 12 months, even when an employee does not works a 12-month schedule. This is allowed by state and federal law and is the practice of most districts.

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Note: The reader is encouraged to check the hudes located at the beginning of 4th is seeion for other perfluent politice and to review administrative procedures audue form, for related information.

.....

Cross Refs: AC, Prolubiliton ugainst Discrimination. Harsesment and Retaliation DLB. Salary Deductions

Adopted:

Candenton R-III School District. Candenton. Missouri

REFERENCE COPY Critical	SUPPORT STAFF RECRUITING AND HIMNG To provide a positive calorational environment for student, the district mana employ quality suff members. It is the seponding or the superior state contrasting the store of district and to locate studied support sufficient and the school district and to locate studied support sufficients. The superioral meets of the school district and to locate studied support sufficients for endiates. The superioral filt maker complexity with all federal and state law, including laws physical. The Board still maker scenarios with alls. The district hims procedures will evenly with all federal and state law, including laws pollohing discrimination. The Canderion RAII School District in an equil opportunity employer dualers and opportant to approximate and state law, including laws under State. The Canderion RAII School District in a equily opportunity enables work autoirization pogram in accordance with law.	A majority of the Board must vote to employ any person or enter into an employment contract. Recretiling and Advertilian Efforts will be made to recurit the best-qualified candidate for the position. New or vacant positions will be protof for a lost three to involve days in the advertist's to high sear any positions. The matter means a determined propertie by the appropriate by the approximation will be protocol and the advertised days are approximately approximately the position will be advertised for examples durated the appropriate. Functional will be advertised for examples durated the appropriate protocol and exploration are will be protocol as we be determed appropriate. The samples applications previously received without re-adverting the position. Application is not considered variant approximate approximated candidate a deducer any ulike a bench supplications are received by received without re-adverting the position. Application is not considered variant application are received by received and supports.	Set to the school district, any entroy equations are near one software are any supervised of the school district, any entroy equations are equal field entroy of the school district, any entroy equation of the school district, any entroy equation of the school district, any entroy equation of the school district any entropy and the school district any entropy entropy is the school distribution of the school d	Page 3 Fregultude, descautifier	ELLE: GDC Grideal Elgebility for Public Service Lain Forgivereisi	In accordance with law, the district will provide current, accurate and complete information to each new employee regarding eligibility for public service loan for giveness. The notice will be provided within ten days following the start of employment.	Note: The reader is encouraged in check the hides located at the beginning of this section for other perturbalities and to review administrative procedures and/or forms for related hijormation. Adoptes: 08.08:1994	Reviset: 09/13/1992, 06/13/2005; 12/12/2005; 03/10/2009; 09/13/2019; 01/10/2011; 05/09/2011; Cross Refe: AC: Prohibition against Discrimination. Haravaneat and Realiation IBBA. Thand Miember Conflict of Insterist and Frinancial Disclosure DD, Grants	MSIP Refit: 6.4 Legal Refit: 58 105.255, 11445, 162.261, .301, 168.133, 213.010, .035, .070, 255.530, 290.400 - 10.01, 203.2037, R801, and Control Act of 1986, 8 U.S.C. § 1324a Tatler K. Soft the Education and mathema to 1972, 20 U.S.C. § 1321a Equal Per Act. 20 U.S.C. § 206(J) Equal Per Act. 20 U.S.C. § 206(J) The Per Activation in an importance Act. 30 U.S.C. § 634 The Per Activation in a transformation act. 20 U.S.C. § 294.	Emily and Addiesi Letsor, in: D. J.C. 55, 2004 - 2004-7 Tatk VI of the Criti Might Act of 1964, 24 U.S.C. 55 2004 - 2004-7 Tatk VI of the Criti Might Act of 1964, 24 U.S.C. 55 2006 - 2006-17 Carrett Micromision Neurotication action Act a 20 U.S.C. 55 2007 - 2006-17 Act Diversion Neurotication Act of 1973, 24 U.S.C. 55 2007 - 20071-1 Act Diversion Neurotication Act of 1973, 24 U.S.C. 55 2007 - 20071-1 American with Dissolities Act - 24 U.S.C. 55 12101 - 12213 Candenton R-III School District, Candenton, Missouri	Press Coll Lience Harlibuli Aussina Page G
ELLE: GDC REFERENCE COPY Critical	JACRAL Freesmersch, And regiker gritale dieszweit her naderfte nicht pätterheite ausen beschart ohn ersennet in de genetreduit in genetiernet eine eine hich ist.     An eine streich streich eine eine hich ist.     Freese freesmersch       All Bassel Strentzer     J. Bassel Strentzer     J. Bassel Strentzer     Catality-Strentzer       X. Hannanker     P. Bassel Strentzer     J. Bassel Strentzer     Catality-Strentzer       X. Hanna Reporter     Provesial     Honsen Krücker     Extension       X. Hanna Reporter     Provesial     Provesial     Strentzer       I. Hanna Reporter     Provesial     Provesial     Strentzer       Y. Hanna Reporters     Provesial     Strentzer     Extension			Page 2 Page 2	REFERENCE COPY Entry Daried Methods	The ditrict will not accept an application of employment flowa Board member, consider a Board member for employment or decide to employ a Board languler while the member regulates on the Considering R-201 District Board of Education. Board members who with to apply for employment in the district must first resign from the Board.	Spontrict) power storeners In second and the second member is pouse will only be lined to fill a vename or new position If the position has been advertised in secondance with this policy and the superimendent has unbinited a veniment recommendation vurporting the employment of the powers. If a Board member's power is lined, the remarks of all applicant for that position and the name of the individual lined will be indicated in the appropriate Board minutes.	Critical Stiartage In acceleance with have, the district will hite individuals reactiving retirement benefits doon the Mascourt Public Education Employer Retirement System to work dult time only if the district has determined that it has a stuarting of frameerificanced employees. The district may only line retired employees under this pregram if it has:	<ol> <li>Made a good/dath effort to fill positions with caudidates who have not retired.</li> <li>Not offered early retirement internitives for either of the previous two yean.</li> <li>Posted the vacancy for at least one month and solicited applications through local averages for an least one month and solicited applications through local averages and that there is an insufficient number of eligible applicants.</li> </ol>	<ol> <li>Declared a critical abortage of noncertificated employees that is active for one year. The total number of retarda movertificated employees intred under this section cannot exceed at any one time the leaver of ten percent of the total anoteertificated staff in the district or five noncertificated employees.</li> </ol>	Persons © 2011 Almeets Land Party Americans Pre Persons Concentrities
REFERENCE COPY Crited	EXPLANATION: SUPPORTSTAFE RECRUITING AND JIBING This policy was revised to address the requirement of Scante 2011 937 (2010), which requires public employer to a doint 9 and 1010° vitan portorist - supervised and reprintent." Information to each are employer expanding adjuility for public tervice hand reprintent." The new statute requires the public programment of Scanter 2011 Mornalmon and the provided to new employer within the stays of beginning employment." In the new statute for the state and 2013/17 for Minard 19 provides and programment must receivers the formation by 1981 2013 of 17 for Minard 19 provides and Partenets." In the state of the formation by 1981 2013 of 18 for Minard 19 provides and the cardinal statement of elector the Information Bay 2013 of 18 for Minard 19 provides and the card for the statement of elector the Information Bay 2013 of 18 for Minard 19 provides and the card for the statement of the statement of the state of the statement of Information Statement at Minard 10 are statement of Minard 18 for Minard 19 provides and the statement district could use.	Active registrong, account state state and statements and statement of a secondance with state law, the Camdenon R.J.II School District is required to provide all acversariports and more statistical that and state statements and	It is policy easiter to read. In a dulline, Albita addetinguage regarding the employment of previous who do not have all of the litenses or certifications necessary for the area in which they are working. For example, for antinenser context media to be interent districtions but has not to referive the litensery. AlbitA, recommends that the fuller and the the strenge ment control conditions for the fleeres rolps of a strengt on be all minute in the theorem distribution where the employee datays to baining the fleeres, fails the fleering catantiation or for some other reason does not obtain the certification as tespected.	reem E zie Maren staalikuult Aunona rees-Auso, ese esuittik	ELE: GDC Critical Scrivialiae Provessi	Persons interviews positions in the diviter must complete a formal application and provide all persons interviews increased by the assistant amperimendant. The assistant superimendant shall accessing interviews, review references and obtain other information as deemed necessary. Background checks on comployses and applicants for employment in accordance with law rand Board	policy. Any appletant who provides this information or any document referencing false information will immediately be tenaved from condideration. Thring	A position valide filled high the found of Education only after rescissing the recommendation of the Astistant superintendent for human resources. All standigists will be considered on the basis of qualitations, ratining, respectence and ability to fulfill the requirements of the position—Jorry proprioration discussive systemetical fibries conductions are observable effective of shifter evidentia breath imprediction-between the fibries conductors Support tal. Personal tary to a fibries evidentia breath imprediction-between effective evidentianes. Support tal. Personal tary to a fibries evidentia breath prior to the beginning of the next school year or at any time a vectory is created.	It fore the Board verse to employ an applicant in a position that requires a kicent or other necessary certification, which and smares or the electriciant. Measure upschemeter of edgrees will verifyinal the applicant currently posteres. The apport only approve the employment of an applicant for a of the superinductant or delayers, the Board may approve the employment of an applicant for a position for which the individual does not have a current lifense or necessary cultification. but the employment with the individual does not have a current lifense or necessary cultification. but the employment with the endividual does not have a current lifense or necessary cultification. but the employment will deadline. The avaitant superintendent or designe will also reverify lifenses and certifications once they are transved.	All spplitcaris for a particular position will be prompty notified once the position has been fulled. A-prove of a Board member will work yet his of the any member of the morphone that the any members the social member in the project social three any members the social socia	horan C.XIA Mineral Monthau F. Amatana Page 4 Article and Constraints

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provident; runaway and bomelen youth centers; providers of services and programs funded under the Runaway and Bomelen Youth Act; and providers of services, transitional, and permatant boundar, lactuding public houting agencies, shelter operators of traditional houber facilities.

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The FSSA has also removed the term "availing foster care placement" from the definition of "unentro so tailorer and youth..." This means that reducer who are saveling foster care placement with no longer be conducted bounders and will interfore not be rigible for McKinney-Vento services unless they meet the revised definition of "homeless children and youkh...

For more detailed information, please see the following links:

The U.S. Department of Education non-regulatory program guidance on McKinney-Vento: http://www.ked.gov/programs/homelexs/feghiation.html.

لأعدا sheel for teachers and administrators: http://www.2.ech.cov/noilcz/eh.cc/tev/cssa/160315chcy/acthhee(022716.ndf

Dear Colleague Letter: http://www.2.ed.gov/polley/elsec/guid/secletter/160726.html

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PROGRAMS FOR HOMELESS STUDENTS

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Homeless students are individuals who lack a fixed, regular and adequate nighttime residence and include the following:

- Childern and youths who are sharing the housing of other per tors of ale to loss of Unoving. economic budging or a similar reasor, are fiving in mostle), holed, nailer you's to rearping grounds date to the lack of Alternative adequate accommodations; are fiving in an entergency of transitional shelters; of via ebandoned th thospirals<del>; or are enveling fost even pherement</del>.
- Children and youths who have a prinnary urghttime residence that is a public or private place not designated for or ontimarily used as a regular sleeping accontruoclation for humma beings. e i
  - Children and youths who are living in cars, parks, public spaces, abandoned buildings, substandard housing, bus or train stations or similar settings. з.

    - Migratory children who meet one of the above-described circumstances.

District Lisison for Homeless Children and Youths

The Board designates the following individual to act as the district's liaiton for homeless children and youths (district liaiton):

Arithtant Principal Learn O'Quinn Caïndearion R-111 School Djitrict P.O. 1967, 1967 Caïndernon, NIO 76302 Phonec: 573-346,9219 (Fax: 573:346,9291 Ø

The district flaison shall designate and train another district employee to serve as the district flaison in the absence of the district liaison.

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	Facility Manuferance		Food Service	Gifted
	Ilunan Kesouces	~	Pruscipals	Library/Media Center
1.	Health Services	×	Counselor	Special Education
1.	Iransvortation		Public Info Communications	Technology

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School of Origin

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For the purposes of this policy, "school of origin" to idented as the exhool that the student attended presentation to the product of the school of the school the school of the school of identing a public presentoal. When the student completes the final gated level sterest by the school of origin, the term shall then include the designated receiving school of the scars. grade level for all fock-trained, the shall then include the designated receiving school of the scars.

Enrollment

The selected tachool shall immediately enroll the homeless structure server if the structure is unable to induce reconstructure interpretingent, usual previous structure recond, immutation or other health recond, proof of residency, or other downmentation and even if the taudent list insisted may application or complement of residency, and way period to londerinsense. Domanding fines, fees or absences tabli not present a barrier to according the advect list interved to a priority gauding of a bounders student to this structure. However, the durated may require a priority gauding of a bounders student to submit works induced theorem in any require a priority gauding of a bounders student to submit works induced to the structure in the structure and the structure or accounter of the structure in the structure of the intervention of the structure or accounter of the structure of the structure in the structure of the intervention of the structure of the structure or accounter of the structure of the structure of the structure of the intervention of the structure or accounter of the structure of the

lumediately upon identifying the student as being eligible for homeless services, the selected school shall ensure that the student is attending class and participating fully in school activities;

Enroliment/Placement

The district will consider the best interest of the homeless tundern, with parental involvement, in determining whether the variation of the neurable in the school of origine or the school that undernaming whether the burk in a mitchance area in which the homeless student is a truthy living are digible to neural. For her extern femilelyer and unsteaders student is a truthy living are digible to neural. For her extern femilelyer, and unsteaders are the from effect and the best interest the homeless rubent. Another about the student for the best interest we homeless rubent about 50 million in the school of origin best interest. except when contrary to the student, the district will; Presume that keeping the inderit in the school of origin it in the inderity her interest, except when doing a 61 young to the youtst of the student parentiguating. If the interest student is unsecongularly by a parentre-righting the hermiter-recording district faitories unlike the views of the honders student in deciding where he or the will be chirated— 

Consider sudent-centred factor related to the indent's best interest. including factors related to the impact of mobility on achievement, substation, health and active of homeless duration, piving priority to the request of the homeless student's parent/guardian or the unaccomparied student, ri

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<u>Pertrom © 2014. Strivern febrol Dow Jr' Ausonina</u> Page 4

MSBA has amended this policy to reflect the changes brought about by the Every Student Successis Act (SESA). Specifically, the ESSA anended the McKinery-Venio Hondrey Astistance Actin frelation to the education rights of homelets children and youths. October 1, 2016, th the effective data for three changes.

ENPLANATION: PROGRAMS FOR HOMELESS STUDENTS

Privacy of student records, Including Information about a homeless student's living situation.

6) Removing enrollment barriers, including those related to mixed application or enrollment cacalities, fines, for exercist required for enrollment (including, immunization or other required basilit receivity provid Circuldency; and academic receivit, including documentation for recult retarker or bitsr documentation).

5) Requirements that district llaisons participate in state training.

3) A pre-unpilon that keeping, homelers students arrolled in their "school of origin" is in the activation of several constraints are strategisted in the student's brinting strategisted in the student's brinting of they are unscreempanelise). "School of origin" is in the school network your strategister strategis

3) Requirements in the student must be able to remain in the school of origin for the unaution of homelessness or until the end of the school year in which the student becomes permittently housed.

10) Dispute resolution procedures that now address eligibility issues in addition to school selection and encolment.

In JIFs preservitation for evolution there adjourned as duried thereful or youh must be immediately stronded in the action in which piacement is sought and, at the request of the piacedgravitation of the action of an unscennparied youth, the local lishon, us provided provided provided and the refuse of or the duration of the dispute, lactualize any appeals.

13) Lacs listens now have the authority to affirm the eligibility of identified homeies, students when meet the eligibilities of homeies programs administered by the U.S. Department of itoloxing and Urban Development.

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Under the McKimey-Yento Act, state and local agrentia must reaver that homelex tellidren and youth provession act, state and local agrentia must reaver that homelex tellidras, a public pretection detection, an provided to other cellidras. The new changes require local culturation and your are supropriately localized and environment and how the opportantly to stillaren and your are supropriately localized and environment for the area with the state of the stillarent and how the opportantly to attraviabli preventioned to store. Evaluation and how the opportantly to attraviabli preventioned to your equation and a state of the state and a state of the store. The state distributed and environ and how the opportantly that would preventioned to your terraristic from rectiving appropriate steel of or full or partial coursevery that was stillafoorly completed at a prior rebool. Districts may not separate homeless students from the mainstream school environment simply because they are homeles.

The law requires districts to designate a liaison for homeless children and youth.

The policy language also reflects these key provision changes in the McKinney-Vento Act:

1) A greater emphasis on identifying bomelers children and youth. Districtuare now required to provide training and professional development opportunities for staff members so they are able to identify and meet the needs of homelers children and youths.

2) Requirements that eligible homelers students not face any barriers to accessing academic and extractivities activities. Including appresiseholos, nonmere etional, careter and technical education, advanced placement opportunities, online learning and charter school programs.

3) A greater focus on precisioni-ge homeleus children, including clariffication that local liakoon must ensure that there children and their familier have access to and receive sterifers, if eligible, usered editor-denishitered prevision programs, including lived Start, Part C of the funditional with Distallitich Education Act (IDEA), and other preschool programs administreed by the district.

4) Collaboration and coordination with other restricte protect, inforting public and private bill wither and social restricts agreed is: an enforcement agreed is: juveile and family courts agreed is providing menial health services youncile voltate agreed with child are courts agreed in providing menial health services youncile voltate agreed with child are service and service agreed agre

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Condenses.MO-66939 Phone:-573-316-9529-Fize:-573-346-929 Responsibilities of Dutriet Labion for Homelers Children and Youthi The district labion vill micrain freques dy accound development and other fedmical assistance services as determined, amonotate IV the Decaminent of Elementary with Secondary Education	CREEN: A required approximation of the presented are not approximately an encourtent provide the presented of the presente	<ol> <li>Homelers student are carolled in and have, a full and equal opportunity to succeed in schools in the district.</li> </ol>	<ol> <li>Hourdes families and students larke necess to and receive obscaltonal services for which they are clipbly, moting the Ad Sarat and Lary Head Sark. Ferex-barrenty intervenion recrease under Sarb Individuals. with Disbilities Education Act (IDEA), and precision programs administered by the district, as well as refermals to health-care services, denal services, meanh head ubsiding services, housing services and other appropriate services based on their assessed need.</li> </ol>	Construction of the second	Mean U SI Channel Industrieur Anderson Pregnations, statucturatie	ELLE: IGUCA Critical	The studient will remain enrolled and will be allowed to attend and fully participate in all school activities during the dispute process. If the extentiferantian or unascennanical womh are English learners, use analyse language other than	English, or néed odditional kupport due to a disability, the distinct shall make translators, interpreters or other support territes weallable, without charge and in the appropriate language. Reorbring Orferances	Exercit 1- Arcomplaint regarding the photometar or chemicators the home tests mature and half first be presented-search and informably the alter district's homeless-coordinators—first econoplaint's in and promply-resolved-the complainant may present a channel within complexity information data of high promply-resolved-the complainant may present a channel within complexity information data of high promplexity considentiants. The variate raining running includes the following information data of high description of hexed effected extensors the removed on present involved and a recapituation description of the relative extension of the removed on present involved and a recapituation.	of the environment entire interfacement teams regard, and regard, which and receivers and store factors receiver semiclass calls recoordination-which native addictions in writing or other comparison from the supporting evidence and the officient endition the eccordinator will inform the supporting ordered to fiber formal semiclass and the officientiation of the other store of the formal semiconduction of the formal semiconduction of the other store of the other store of the store of the formal semiconduction of the other store of the other store of the other store of the store of the formal semiconduction of the other store of the other store of the store of the store of the store of the store of the store of the store of the other store of the stor	<i>Level 14 – Withine five burinese days after receiving the decision at Level 1- the complainmant unay appeal date decision of the superior day filing a virther appeal package. This package shall</i>	cents to the recomplaints' features that not exploration transition are to the rate transition transition of the strategy for a present both the second feature with the complainteent with so that which the multi-constructions that Widdin for the both and strate the strategy fragments that the source of the source of the source of the source while for the complaints, which supporting which each way are provided and the source of t	<i>facult</i> 111—116 are nothinon rimor trachtad in Level H., a similar written uppents pockage shall be directed through transmission to the Doud Chanenion repressing a hearing for an and directed through the second and a consectivity of the Annexis and Manimum verder with the representation of the	the mean start start of starts and a start of starts of starts of starts of starts and sta Starts and starts and sta	Arrest H - The Coordination is transmission with a measure on even on a reconverture wither modes - nating the reasons for dissuification may be filed with the Stare Hammless Coordinator. Federal Discretionary Granut, P.O. Diox 100, 3-different Gipy, MO: 62102-90180 - An appeal of thir devision ranke made within ten days to the Doputy Commission: of Education:		Prese 2 stat States (sheet Davi i' Amounda Page 12 <i>Trefore</i> (state), <i>NELECENTEE</i>
ELLE: IGBCA Chilical	which the nuclear meets the eligibility criteria, such as educational programs for disadvantaged nuclears, audents with disabilities and pilled andmatrix rescinembrograms in facers'cander chinical education's school membratismission programs. Reschool programs, before, and all concellent chinical programs, and programs for structures with limited English proficiency characters, floanders tructans will not be screeginged in a sequent school or i <del>n a segurat program</del> s (region within a school based on the student's fatus at homelas.	The district will coordinate services for homeless students with local steels service agencies and other agencies or entities providing exervices us home and their familits. Including services and programming the providing the Runawiy and Homeless (North Act. The difficiential do coordinate transportation, transfer of tabool records, and other interdistrict activities with other school and district.	If the homeless student's school of original including a public precisiool, and temporary housing are located in the Canademon R-UII School District. Inc district will provide Laranyaration to and from the school of origina at the request of the parenti-paradian or h <del>omeless recordinated</del> (bittict flation, provided it is in the best interest of the theat— relative school of original and a formation and moment homeless recordinated in that the formation.	In the inductor's student is stationed using and reproprint a montage are reproduced and the induction may allow the reproduction of the direction may appending the reproduction of the direction may appending the reproduction of the control of control in The argumentum rescale. If a hold refer will repute the reproduction of the reputed of control in The argumentum rescale. If a hold refer will reput the reproduction of the reput to the reput tot tot to the reput to th	errolled in a public preschool moves to another district that does not provide a widely available or universal preschool.	Records When a homelets variate errols in the diaries or a district school, the district will immediately conter the school the homelets structure has arreaded in order to obtain academic or other referent records. Any records ordinarity keet by the school for each homelets turbents (including immunization or	older leiktlinkeroh, menkunieterood, brint eeufinenes, grandimahip recenda und evaluations for apoesia territest or programa), alailt be mammined to that the ditrict is equipped to provide the Riuden scille services, meyber growthesubent-arbitratic accessary referatio services the	Prome Cost Manuar Ibra Bank Auronation Page 8	REFERENCE COPY	14. Every effort is made to enroll preechool-age thenders children in preschool if they are not inteady enrolled.	puputs Paramis Guardians, or unaccompanied youth may, appeal district decisions regarding eligibility, encolment or placement in accordance with the Standard Complain Recolution Process adopted by DESE.	<ol> <li>Parents Chardinas or unaccompanied symuth will inhamit disparies to the district liation, who will earry out the dispute calculation process an experimentive provides. The particular fillention will worked the parent/particular or unaccompanied symuth awritice explanation of any doxidism relating to eligibility, encollancert or placement. The written explanation will include:</li> </ol>	<ul> <li>A description of the action properts of refused by the dimitet;</li> <li>An explanation of why the action was proposed of refused;</li> </ul>	<ul> <li>A description of any other options the techool considered;</li> <li>The reasons other options were referred;</li> </ul>	A description of any other relevant factors to the district's destinoin and information related to be ergitably by exbin interact determination including the facts, voluces st and evidence relief uppen and the <i>x</i> , sources,		<ol> <li>Context information for the level much mut the reconstruction connected, children acyclyath (just ecoefficiation) and haired eleverphonon (functive)serviewines,</li> <li>The liniton will discuss the explanation with the puretu/guardina or unaccompanied youth</li> </ol>		resolution process and ensure that the practifyendual or unaccomparated youth has the contact information for the state coordinator. If requested, the liaiton will aviit any unaccomparited youth its submitting the appeal.	Auron 6.2011.Minerri Lakoltarek Austriana Pregve troch, 2016 centri In
REFERENCE COPY Critical	The choice regarding phacement thall be made regardlers of whether the homeless student lives with the homelessity of the parental guardina or has been temporarily placed claswhere. With the district determine that placement should be in the relation of the class of the district determine that placement should be in the relation of the formelesses. When the inderivation is the class of the place of the formelesses when the inderivation of the formelesses when the inderivation of the class of the formelesses. When the inderivation of the formelesses when the inderivation of the class of the formelesses, when the inderivation of the class of the formelesses. When the inderivation of the class of the formelesses, when the inderivation of the class of the formelesses, when the inderivation of the class	of the evolution year even in the student becomes permunently yoursed outing use materiants year, If the district determinest that it is not in the best intervet of the student to attend either the student of evolution of the student studentset by the paraframetization transcompanies instant data the district shall provide a written explanation for the reasons for a determination. The explanation shall be given include information regarding the reasons for a determination. The explanation shall be given include information regarding the reasons for the parent-typometization of under an under include information regarding the right to speed the district's determination.	If the student is unaccompanied, the district lishon shall assist the student in placenter of enrollment destinion, shall give priority to the views of the indent, and shall provide the student with noise of his or the right to appeal the distributed setsion. The shall be student the school-selected shall-immediately-caused but becalen-trudent-eventific to ever the rit numble to produce reconstruction by regiment the same second structure events and the student producer reconstructure by regiment of the standard structure treatment event if the crystar in numble to produce reconstructure by regiment of the structure treatment event if the crystar immunitation producer reconstructure by regiment of the structure treatment event if the crystar immunitation producer reconstructure and the structure of the structure treatment event if the crystar immunitation produce the structure of the s	recends, prochofent endensy or the outhening counter of information. However, the chinick transp requires a practic of generation of the home lever and ent to a number counter information. The second	If a dispute mixer over reduced redection over enrollmeent in a sechood; nice short let se mukens hull be immediated; padmitted to the enclosion which encollmeent is roughts pending ero on history of the dispute.	The homelow ruled are put early or granding shall be referred to the diritivit boarder a coordinator, who will entry order the dirpote treeduring protects we capabilitority as possible. For the purposes of this policy, "achood of origin" is at efficient are the school than the indem after ded when permanently housed on the relood in which the ruled my war fast runoflet.	Services Each homeleus smudent shall be provided services comparable to the services offered to other students in the district including, but not limited to, transportation services, cultactioned services for	benean O suk Aurona Kant Bearly Aurona Prego Astrody Auducentum: He	ELLE: IQUCA Critical	<ol> <li>The parents over guardians of humelens students as informed of the educational and related opportunities available to heiric tuibilaren and are provided with meaningful opportunities to participate in the education of their children.</li> </ol>	<ol> <li>Public notice of the educational rights of hontlets tandents is distornizated where web undents rescince survives, markmain focations. Groundants, by interrupticationillant, youth and unsecompated yourh focability schools, family tachters, public librariet and yourh kitchens, in a manare rand form understandable to the parents grantifiant and youth.</li> </ol>	<ol> <li>Eurollment disputes are mediated in accordance with law.</li> <li>The parently for acquising of entomelors studenti and arry-nusceontpanied, studenti static dully informated relative providentian storetice, including transportation to be school of orbital, and</li> </ol>	riarg a stituted in necessing transportation to the netestor tenoorversense. 3. Unaccompatied mutations will be subsidied in phasement or encollment devisions, their views will be considered, and they will be provided motice of the right to appeal.	<ol> <li>School personnel providing services to homelers students, and their, puents/guardians, receive professional development/and other support.</li> </ol>	<ol> <li>Unaccompanical structures</li> <li>Are curolical in school;</li> </ol>		X-real informed in their young, includenciment intromy introlutions to influence designing and their young option assistances from the district linkson in order to increate eventification of this is naws for the purposes of applying for federal index and.	<ol> <li>Students who need to obtain immunizations; or immunization-erucletal for fimminization records; will receive adviance.</li> <li>The district effective adviance.</li> <li>The district effective and reports reliable, yabld and comprehentive data to DESE regarding homolese restored.</li> </ol>	<ol> <li>All hometers index school violentis receive information and individualized counseling regarding college readines, college celercitor, the application process, financial aid and the walkability for cheramput support.</li> </ol>	Prime C.XIA. Survey March Dawly, Assessment Page 10 Press, Data Sector March Dawly, Assessment

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ie.	The reader is encouraged to check the thack located at the beginning of this section
	for other pertinent policies and to review administrative procedures and/or forms for

Adopted: 08/03/1994

Revised:

01/12/2004; 10/13/2008;

Cross Refs: EEA, Student Transportation Services EC: Salool Mukiokow. EECA, Aualivision of Perekern Students EECH, Aualivisor Orbitanci and Students JECC, Avaignment of Students to Grade LeekeClasses

Legal Refs: §§ 167020, .181, 20.003, RSMo. 19 CSR19: 20-3010 Fundy Educational Rights and Privacy. Act of 1971, 20 U.S.C. § 1232g 31 CL R.B. Part 199 McRimey-Vento Il Ionelets Education Astistance Inprovements Act of 2001, 42 U.S.C. § 11431 errorp:11435

Camdenton R-III School District, Camdenton, Missouri

Page 13

Periodi D 2016 Milioci Educi Dardi' Avecuina Programos, macacontrana

ELLE: IND Critical	CEREMONIES AND OBSERVANCES	The Board of Education recognizes the value of distrifet-youroored programs and ceremonics during ection() trans and an other supportising trans. Recognizing achievement and taking recourages further ensing. District-sponsored programs, ceremonics and observances alto provide an opportunity to involve the community in public solvention.	433	The flag of the United States of America will be prominently displayed, either on the omside of the building etrupon a pole erected in the school yard, at every school in the district during school Jours.	Pursuaut to state law, the Pledge of Allegiance will be recited in at least one selfeduled class of every student to less dan once <del>a verifier</del> school day. However, in accordance with law, no student will be required to participate in the recitation.	The text of the Bill of Rights of the U.S. Constitution will be displayed in all school buildings in a conspicuous and legible manner.	Teachers and students should observe the following days with the appropriate exercises, as tequired by law:	(larch 21)	brance Day (April 9)		Constitution Day and Chitzenship Day (September 17, or the preceding or following week if this date falls on a weekend or holiday)	Vednesday of October)	nce Day (December 7)	The district may observe the following days and months, as recommended in state statute:	Missouri Lifelong Leaning Month (Felvuary) Math, Engineering. Technology and Science Week (the first week of March) Athor Day (the first Friday in April)	n V S Copyrela 005:4	Page 3
REFERENCE COPY	CERENION	The Board of Education recognizes the value school hours and at other appropriate linnes. I, learning. District-sponsored programs, cere involve the community in public education.	Programs, Ceremonies and Observances	<ol> <li>The flag of the United States of A of the building or upon a pole erec school hours.</li> </ol>	<ol> <li>Pursuant to state law, the Pledge of Allegiance will be treeit of every student to less than once <del>a vector</del>ist silioid day. H no student will be required to participate in the recitation.</li> </ol>	<ol> <li>The text of the Bill of Rights of the U.S. Co buildings in a conspicuous and legible manner.</li> </ol>	<ol> <li>Teachers and students should ob- required by law:</li> </ol>	<ul> <li>Bird Appreciation Day (March 21)</li> </ul>	<ul> <li>Prisoners of War Remembrance Day (April 9)</li> </ul>	<ul> <li>Patriots Day (April 19)</li> </ul>	<ul> <li>Constitution Day and Citi week if this date falls on</li> </ul>	<ul> <li>Missouri Day (the third Wednesday of October)</li> </ul>	<ul> <li>Pearl Harbor Remembrance Day (December 7)</li> </ul>	5. The district may observe the foll	<ul> <li>Missouri Lifelong Leanuing Month (February)</li> <li>Math, Engineering. Technology and Science V</li> <li>Athor Day (the first Friday in April)</li> </ul>	C: 2014, Mission School Boards' Association: Reputered in U.S. Copyright Office	regulados socialista
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ENPLANATION: CEREMONIES AND OBSERVANCES

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Husaness Office Food Service X Principals

Facility Maintenance

Coacher/Syconory Giñed Library:Media Center Syrenal Education Feducation Concher Syonion

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- Actication Day (April 113) Entergradient Day (April 114) Entergendy Servicet Day (September 11) Entergendy Servicet Day (September 11) Distability Hitsony and Avarenees Month (October) Bill of Rights Day (Occendre 15) . . .
- The district may host a diploma ceremony on or around Veteraus Day for any veteran receivinganhorotory diploma from the Department of Elementary and Secondary Education (DESE) pursuant to "Operation Recognition." 6
- Each shope in the divider shall price on say to changed V versus 20 year-currents, conduct pressume and servicing that comey the remaining and significance OV certain D3. Versum D3 year-currents will be held as closely as pavallele to Vorentber 11, and the duration of activities and programs that lead up to tack in observance shall be the equivalent of a least one classis period. 7.

The superintendent or designee will create administrative procedures addressing how ceremonics and observances will be conducted.

Mo. Const. att. 1, §§5 - 8, att. 1X, § 8 §§ 200, 000, -070, -000, -100, -110, -113, -130, -138, -140, -141, -161, 103,061, 152-96, 1500, 9, 171,021, RSMo U.S. Const. anstend. Britchier and National Observances and Ceremonics, ±30 U.S.C. § 106 Sami Fe Inderpendix Sch. Dits. v. Der, 530 U.S. 290 (2000)

Caudenton R-III School District, Caudenton, Missouri

1002/2013; 04/03/2005; 12/12/2005; 01/10/2011; 06/01/2012; 04/08/2013;

AC: Prohibition against Discrimination, Harassment and Retaliation GBCB, Shiff Condict KG, Community Use of District Facilities

Cross Refs:

Legal Refs:

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g of this section and/or farms far

located at the

Note: The reader is encouraged to check the huder i for other pertinent policies and to review adm related information.

1661/20/20

.Adopted: Revised:

## Religious Content in Programs and Ceremonies

The schools of the Candenion R-III School Divitiet, as well as all employees of the diritiet as the advectory of the contract of the second and the second and the second and particular tracking in the full contract of the policy should not be interpreted to preclude the factual and objective teaching about religions, religions holidutys and religions utilizences.

In particular, music, art. Interanue and drama with religious themes and program involving religious themes. With the permitting if presented in an objective ansurer without scenarian indectrination. Religious contant included in any student performance or contonoy will be selected on the busis of independent educational meth.

To the cortext required by law, district employees or officials shall not lead attendace of a district-standard server in inspect cargo both recipitons intend and attendace for any employing or explicitly, a student to fixed meter employees or district efficient intend. To beever, this policy attending to be used to deay any student, employee or district efficient any personal legal right of expression.

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Presented about the C 2014. Nausan Selavi Baudir Auszaura, Repared at U 4. Copingia O.264 Page 4

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	Student Admitvion The floand of Education shall provide free public education to all students who are residents of the school district and how are between the ages of 2 and 21 years and who otherwise quality free dustication under Nissouri in a wulst so therevier by federal law. Federal have a fored and the district provide accrises to mean under student argentifying for system admission services between the spece of 3 and 21. Aug senior qualifying for graduation at the end of the relator of sources and	whose exercated on propertum or has strateded in a acredited kubderpatter in another state, pre-kinderpatter upoerrun or has strateded in accredited kubderpatter in another state, regardless of the age of the strateding the strated a kinderpatter program or outcovise demonstrates to the strateding of the district that the or add is a total by an acconding ready to program strate by placed in a class, guide or pergam that would be struct the student's classification acceleration of the strateding of the district that the or add is a student's classification program, strates to placed in a class, guide or program that would be struct the student's classification models, after constrates to addicity particulation. Elevand the struct the student's classification models, after constrates to addicity particulation.
	ataming egg = 1 utung arctitus to interstatistaria may conjuct una paratena sources rumanen contante articular The districtizative operate an exity childbood or pre-kindergatarian program on a free or tuition-poying pasis and encoll students meeting the get requirements of that program. Persons seeking admission to the bisriet and its instructional programs muus stillaforatify uncel all residency, academics are allowed and the prodress in incore are or are otherwise entitled to be and policy and law. Students who are monotes, in incore can or are otherwise entitled to definision will be and law.	she would otherwise be placed may be placed in a preschool or other appropriate class or program offected by the district, after econtrabation with the student's parent/grandfaa. Students whose resting kindenterion frant grand encentowards of processiver in the spring prior to the fill sensetter in which they are to begin artendance. Students outcains thereabools in the district will be required to present to hirth certificate or other acceptable proof of age if necessary to determine whether the student is edgine to artend school.
	Unless otherwise required by hav or Board policy, the district well not allow a student to attend iceload, including a district-potenticed pracefood, daystare or matery school, until the district has spiritoscory, evidence on file demonstrating that the student has been immunized, that the fundamentation processivitatisegue matificationy progress its being accomplication of the student is extended and the district or student of the student of the student the student is been immunized. That the science of the district or student of the student of the student of the student is a student of the st	Preschool and Pre-Kindergarten Entrance. Aget In accordance with law, if the district maintains a preschool or pre-kindergarten program for which tate add is collected, a child is eligible for admission to attend the pre-chiod or pre-kindergarten program if the child reaches the age of futer lefting Argust 1 of the school yer in which he or she plans to enroll.
	Students who transfer to the district from another district will be placed in accordance with Board policy. Policy: Earcrate Ages	Requests for Student Records Within two business days of carrolling a student, the school official carolling the student shall request those records targined by district probler for student, the school official carolling stress schools mercicolary startedad by the student within the Last 12 months.
	In accordance with law, a student is eligible for admission to attend the Canndraton R-III School In accordance with law, a student is eligible for admission to attend the Canndraton R-III School If the studenty. 1. Readtes the age of the before August 1 of the echool year in which he or the plans to encolf- 1. It as attended school, or the summer school prior to a Nindergarten school term, in the St. 2. It as attended school, or the summer school prior to a Nindergarten school term, in the St. 1. Autorety School Divisit or the Nama City 33 School District, reparkes of the age of the students?	Within a point of entelling a noncetident student pheed in the district parameters <del>of 5 2000 bits</del> <del>2556/BSARC</del> is fonce house, steadental care follissies or distributing agreement point of the the observation of dirich and area to a statical statication and individual agreement of the statication of the statication of the statication of the static servels steading agreement point for the static transfer and and the statication of the Department of Strend Health: the Department of Elementry and Screendary Education; and any entity involved with the placement of the student within the hard statication of the statication of the student static point in the static to static statication of the static static static static static point of the student within the hard static static static static static static static static point of the student to the student static stati
	Annum Citta Sunner Havel Nametrion Proge 2	the formation in a server and which is in the household of an active dury member of the military. <b>Prove C 2111 Above Jacotionaly Account</b> <b>Prove</b> , the secret state that a secret
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	Eistv-idegree murder under § 565.020, J&Moo     Second-idegree murder under § 565.021, RSMo.     Eirevidence soonli muder § 565.021, RSMo.	tie r
	<ol> <li>Statutory tape under § 566.002, RSMo.</li> <li>Statutory solency under § 566.002, RSMo.</li> <li>Robberg in the furt degree under § 70002, RSMo.</li> <li>Robberg in the furt degree under § 70002, RSMo.</li> </ol>	Legalttefe: §5 43-408, 10601 - 053, 505, 156, 157,021, 101, 122, 161, 171, 120,003, 168,009, 101,105,100,110,566,019, 032, 466,023,040, 570,023, 579,020,158,150,00 McKimerVenio Henders Education Assistance Improvement Act of 2001, 420,55, §5 11431 - 11435
	<ol> <li>Distribution of they is not set of second set of second set is existed prior to January 1.</li> <li>Distribution of they is no minor under § 509.020, RANG, as it existed prior to January 1.</li> <li>Anson in the first degree under § 509.010, RANG.</li> <li>Anson in the first degree under § 509.010, RANG.</li> <li>Kidanpping, or kidaspping in the first degree, when classified as a class A felony under § 508.100, RANG.</li> </ol>	Camdenton K-III School District. Camdenton, Mixouri
	Nothing in this section half poublis the relationiscore correction function of the work of the section half poublis the relation of the above sets. This section does not popyli to a modern with a disability, set identify the maker as the above sets. This section does not apply to a modern with a disability, set identify the maker take fullishing. If the above sets, This section does not apply to a modern with a disability, set identify the maker take fullishing relative sets. This section does not apply to a modern with a disability, set identify the maker take and the set of the statement is the distribution and the distribution matternative activation popylis. If the distribution maintains an alternative activation that and the distribution and distri	
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MSIIA has revised the policy to refer the charge that the terminal conductor from the second many solution of General Bill -91 and Houre Bill 1,312 (2014), which received many statistic and remarked terminary Specifically. Engages Mile are consider and the second second second second second second many solution and second second second second second second second and second second second second second second second second difference, whether its advall of preventive source, it predicted frame difference whether its advall of preventive source and advalled frame difference and second second second second second second second second difference and advalled advalled advalled frame difference advalled advalled advalled advalled advalled frame difference advalled advalled advalled advalled advalled frame difference advalled advalled advalled advalled advalled advalled frame difference advalled advalled advalled advalled advalled advalled frame difference advalled advall

Speelfically, the bills:

Changeil the statutory number for first-degree robbery from § 569 § 570.023, RSNIo.

Changed the crime of distribution of drugs to a minor under § 195.312, H: of a controlled substance under § 579.020, RSMo.

3) Altered the kidnapping statute to add the language of kidnapping in the

4) Clarified that certain crimes were still in effect "as they existed prior to J

This policy also reflects the changes brought about by Houte THI 1689, wh deforment that the folicities maticalized as pre-klouderstrea program, theo chil for admission to that program only if they have reschied the age of three ket of August of the year in which they plan to enroll.

MSBA has also added language that more specifically states the limmunizati students must meet prior to admission.

Facility Attaitenance         Tood Service         Uithat           Harnan Keroureta         X         Principals         LthatryActual G           Harnan Keroureta         X         Constelor         Special Educator	Boud Secretary	-	Duvness Office	Conchest Sponsory
Human Resources X Principals Library Media C Halth Service X Connelor Special Education	Facility Maniference		Food Service	Gifted
Health Services X Councilor Special Education	Human Resources	×	Principals	Libiary/Media Center
	Health Services	×	Countelor	Special Education

Pernon C. 2016 Murch School Brudy: Ausonation

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ELLE: JEC Critical

including some veterans who are deceased or injured as defined by law, but w records in accordance with this policy.

Statement of Prior Suspension, Expulsion or Criminal Offense

The Board of Education requires the parent, guardina or other person laving con child of school age reportise upone molecular a signed rearrent indication where the networks of the second part of the second second in this share or not offense in volumion of Deard policies. In addition, the person mending the stude attacken is not been convicted of or charged with an art flicted in the "Anthi-tection of this policy. This registration decoment shall be maintained at a par-solulation freedul.

Students Suspended or Expelled from Another District

Without the superintendent's or designee's permixtion, no student may enroll in a district during a supression or expansion from another harse or on-robeate sa including a private character systemical scales of estivity. If it is determined as a private private character systemical scales of estivity in the supersity are student. Another may respect to a conference with the spectral perturbation of student may regular to a conference with the supersity and the student conduct rough law repeation or expansion of the parentification of student may regular to a conference with the supersition of student may regular to a conference with the superimentor of district. The superimendance of estigates and the superimon of expansion district effective fit is determined that such conder would have expandion appression or expansion from anoder valued that such conder would not have supposition or expansion from anoder valued that such conder would not have supposition or expansion from anoder valued that such conder would not have supposition or expansion from anoder valued that such conder would not have supposition or expansion from anoder valued that such respect to all will conder whether the student has streetived the due provess required by law bof decided.

A remedial conference will be held in accordance with Board policy prior to the tundent following a suppension or expandison from another school for an set of the standing 18,000,512,5300. Thermotel conference will be held regredfess to use sconamical as a public wyritwice school fan this state. provided that such as in the suspension or exputsion of such student in the case of a private achool.

Admission Restrictions

In accordance with § 167.171, RSMo, no student may be readmitted or enrolled of instruction in the school district if the or she has been convicted of or charge committed by an adult would be one of the following:

FOR STATES AND TO COMPLETE Petrose © 2016 Mireen Mooi Dow Jr. Ausoning Page -1

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## EILE: JGF Critical

EXPLANATION: DISCIPLINE REPORTING AND RECORDS

MSBA has revised this policy to reflect changes in the criminal code. These changes go lato effect on January 1, 2017.

As of January 1, third-degree assails will occur when a person "knowingly causes physical lajury to assoiter person." Physical lajery to defined as a "slight impairment of any function of the body or temporary loss of one of any part of the body." MSRA satisfasts that district employees will have an easier time identifying these offenses as hind-degree assoil.

The law did not charge requirements for district reporting of fund-denses to third-degree assume to have referenced, nor diditi charge regarding the shiftly of districts in enter late agreements with beal have referencent collisies regarding the reporting of Mint-degree assume. It district currently has an agreement with have referenced so the reporting of Mint-degree assume, the district seeds to review that agreement to district distribution for the district have the district wants to operate given the charge in the distribution of third-degree assume.

947	BA recommends that copies ticular importance to them les to the district equivalent	Themin	comment be reasted to the failure is on this list may not match these buildcale it.	aved	by the district. Planese forward
	Beard Secretary	1	Basacs Office	X	Contes Spans
_	Faculty Mantanance		Food Santae		Gifei
_	Hamm Resources	X	Pracipali		Library Media Center
-	Haubbanka	-	Comediat		Special Education
v	Iransottaben	_	Patie Into Consume shares	-	Introic g

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y utilized, supervised, oward, rented, Kased er centrolled by net limited to, school playgrounde, parking lote, school úch any school scivity takes place nd any property

## Reporting to School Staff

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School adminutation shall report acts of school violence to all textures at the attendance areas in which the involved students are cluarated and to other school district employees with a need to know the information to despective particular the underst and longered themselves or others. In addition, any portion of a student's individual de destation program (EP) that is related to demonstrated or potentially violate behavior shall be provided to any teachers and other damicst employees with a need to know the information.

The superimtendant or designee will inform district employees with a need to know of any criminal act covarained or allogedly communed by a student is the district that is reported to the district by a jorvaile efficient or ast employees of the Children's Division (CD) of the Department of Social Services, heiff, likelf oploit or other superspiratize law referement methorement with state law. Such reports shall not be used as the sole basis for denying educational services to a student.

## Reporting to Law Enforcement Officials

School administrators are required by law to report certain crimes to law enforcement. In an effort to support timely and accenter reporting, the Board accentages all employers who have information about any criminal act to share that information with their supervisor. The Board epperes amployees to have information regarding science criminal acts, and employees must report reinnant acts who enception by law and Board policy.

Any crime listed in this section, or any act that if committed by an adult would be a crime listed in this section, that is committed on school property, on any school transportation or as any school activity must be reported immediately by the appropriate tokol-administruot to the appropriate law enforcement agencymity. The following criminal acts are subject to this reporting requirement:

- First or scroend-degree numder under §§ 565.020.021, RSMo. Volutary or investigation and the state of the screen degree number of the screen degree RSMo. Incohinary means have the screen degree number §§ 565.021, 2027, RSMo. First or screend-degree RSMonphing under §§ 565.000, 00452, 6°0054, RSMo. First, screend ethic-degree analyticate §§ 565.000, 00452, 6°0054, RSMo. Rape in the first or screend degree under §§ 566.000, 001, RSMo. Burglary in the first or screend degree under §§ 569.160, 0.01, RSMo. Burglary in the first or screend degree nuder §§ 569.160, 1.70, RSMo. 3. 34. 45. 67. 78.

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Note: The reader is encoaraged to check the index located at the beginning of this section for other persinent policies and to recter administrative procedures and/or forms for related information.

Adopted: 09-18-1996

09 19 2002; 09 13 2004; 07/10 2006; 09 13 2010; 05 09 2011; 06 09 2014; Revised Lenal Refs: \$\$ 160.261, 522, 167.020, 115 - 117, 122, 210.555, 211.032, 565.002, RSMo.

Candenton R-III School District, Centdenton, Missouri

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   Doliving of a coronalisal duratione under § 759/020, RSMo.
   Tokina eric and an eric or a strain and a strapport of the strain and strapport of the strapport o

- Immediate reporting of third-degree assault under § 565.070054, RSMo., may not be required a greement with law enforcement exists.

If the district is aware that a student who is unpended for more than ten days or expelled is under court jeruidation, the superintendent shall notify the appropriate division of the juvenile or family court of the supersion or expulsion.

Course of a subjectment sequence. All employees shall immediately report to the pracepal any incident that constitutes a erise, including any incident in which a person is believed to have committed an act that if committed by models models for the spectra of models and sequences and the spectra deprese various to inte-seend degree against a subject or school employee, while on-school property, school transportation or acchool activities. Employees sublication from the principal if is attend in discovered to proves a school activities. Employees sublication from the principal if is attend in discovered to prove a school activities. Employees sublication for the principal if is attend in discovered to prove a school activities. Employees sublication for the principal if is attend in discovered to prove specificated in the start of the school and approach to the spectra depart with the report report these lines denses to have approved to the school access and the report models. However, if the discipit has sentened into an age recent with law enfortement regarding the reporting of the degree results, the distinct will report thind-degree assume to have enforcement in scientation with the agreement.

ad duricu may report or disclose education records to have enforcement entities and jorentile ce andoneus if the daclourse exocerns the have enforcements' entity? or jorentile junce enforcements' in the daclourse coverns the have enforcements' entity? or jorentile junce referentiativity in high staffectively or cover point adjudgetion, the student base records are staffect environs on all other have an early down in high market and the point differentiations and forth in state and folkent have.

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## DISCIPLINE REPORTING AND RECORDS

In compliance with state law, the Board of Education establishes clear channels of comm in compared with such that the second second

Definitions

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ure of a controlled

The following definitions and terms apply to this policy:

Act of School Fisioner Fisionet Behavior – The evotion of physical force by a stakent with the intent to do serious physical injury to another period while on school property, including while on school transportation in service on behalf of the distinct or while unvelved in school activities.

Neer to Know - Relates to school personnel who are directly respectible for the student's education or who otherwise interact with the student on a professional basis while acting within the scope of their assigned daties.

School or District Property - Property utilized, supervised, owned, reased, leaved or controlled by the school district including, but not limited to, school playerounds, parting loss, school transportation and any property on which any school activity takes place.

Serious Physical Injury - Physical injury that creates a substantial risk of death or that causes serious disfigurement or protracted loss or impairment of any part of the body.

Serious Fishation of District's Discipline Policy - One or more of the following acts if committed by a student enrolled in the district:

## 1. Any act of school violence violent behavior

2 Any offense that occurs on district property, on district transportation or at any district activity and that is required by law to be reported to law enforcement officials.

Any offense that results in an out-of-school suspension for more than ten school days. 3.

on – Relates to school personael who are directly responsible for the student's education arrive interset with the student en a professional basis while acting within the scope of red duties.

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## Reporting Third-Degree Assault

The superimtendant and the appropriate local law enforcement segme-primity may develop a written presentent outdaining the procedure for reporting any facilitation which as market it behaved to have committed an activitie fromminted by an addit would be finded-segres assume. It is addit and the activities and the district, the priority and and the set of the sector and the set of the divergence segregarchild is an accounter with the agreement.

## Student Discipline Records

The Board of Education directs the superintradent or designee to compile and maintain records of any serious, violation of the dation? I disciplice policy for each tasket records limit the division. Such records tail its much available to all division employers with a need to have add ball be provided to any school dation in which the student tablecoundly attempts to entall within firet bains at days offerening the records in all the student tablecoundly attempts to entall which firet bains at days Offerening the records in all the student tablecoundly attempts to entall which firet bains at days Offere in the trends in the student tablecoundly attempt to be maders table by they the CD. Proceeding its initial base inductions are subord which new basiners days after applications by the CD. Proceeding its initial base instant records will only be released or destroyed in secondance with state and federal law.

Parsual to Department of Secondary and Elementary Education (DESE) data reporting tequirements, the district shall report rates and durations of, and teasons for, student surpensives of ten days or longer and expulsions.

## Confidentiality

Any information received by a school district employee relating to the conduct of a student shall be received in confidence and used for the limited purpose of assuring that good order and discipline are maintained in the schools.

## Lisbility

Teschers and authorized district personnel, including voltates velected with reasonable carely the district, dual not be civilly liable when a string in accordance with the Board's policies, including the Board's disright policies, or when personice there deprecision supervisor when persons rule to accord policy and the strip of the supervision of the

C 214 Mineral Adeel South Association Reports of a U.S. Copyrgit Office Page 6 Mana Man

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Incest, § 568.020, RSMo.

Any of the provisions in Chapter 566 of the Missouri Revised Statutes

Endangering the welface of a child in the first degree, § 563.045, RSMo.

Promoting a sexual performance by a child, § 566 090573.205, RSMo.

Use of a child in a sexual performance, § 565 0-66573.200, RSMs

Promoting child pomography in the first degree, \$ \$73.025, RSMo

8. Furtishing persongraphic tail/training to the spices passes.
9. Any offense committed in moders take a foregraceously or under trained fordard ermilitary jurisdicion that if committed in this static words is visible to load how.
Despite the produbilizes in this section, the supernetadapt may prain permissive for a parent, permits or galaxies of a single to be or divide typoperior for the limited papers of another parent permitsive trained supers). If error, and one is instrument where the person statement will be predicted at all lines or will be be added to be predicted at all lines or will be be added to be predicted at all lines or will be be above table a child. If the unpredicted at data in the total, the super includent will be predicted at all lines or valid as a valid a child. If the unpredicted or excludes any line table, the super includent will be predicted at all lines or valid as a valid a child. If the unpredicted or down and the predicted or supersonal the predicted or substantiation.

This section may not apply to a suid-int ennited by link to be on distinct property for educational navies if the suid-may research increasing to obtain those territors and the suid-main is not obtain sublicitle by use from being on distinct property. The acceptions critical this is such and not apply (the person) is charm is prohibited or banned from dustict property by other sections of this policy.

If a value's conduct because discupitive, threatening or violent, the superinterchent, principal or a designee of pilter may require the violator to leave. The superintercheater designeer may inform the violate that he or he near tweekeen beaket on ultrainty property ard durits a event in addentially or for a specific period of time. During any period of probabilition, the violate will not be allowed endusire property. The requirements may may access the exceptions for promits, purposed and conditions of submetting encoded in the district if the period's presence is necessary to transport the student of may benefit the violation of the student of the student of may benefit and the district if the period's presence is necessary to transport the student of may benefit the student of the student of the student of may benefit and the student of the student of

Furniching pornographic material to minors, \$ \$73,040, RSMo

Sexual exploitation of a minor, \$ 573.023, RSMo.

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prohibite if the peri

mission granted.

Disruptive Conduct

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Page 5

## VISITORS TO DISTRICT PROPERTVÆVENTS

## District Property

Parents Gaustians and partners of the district are velocate to visit district schools and attend durater events (however, all visites during business haves, including Boerd members, most sign or clarck in a the building office prior to proceeding devolves in the building. The district discoverger parents/gausdaus or other from using district property or events a place for vusing students and may refine the use of other forms using district property or events a place for vusing students and may refine the use of other forms of the distription.

The principal or designee of each school building will post appropriate signs to direct visitors to designated doors nearest the building office. It is the responsibility of all district employees to direct visitors to the office and report any person in violation of district rules;

The Board and administration will not tolerate any person whose presence distuits classes or district activities or hinders the instructional process. Vision to district property may not possess response including correlation derapoot, on district property, or district transporting on a star distribution or a stickly sponsered or saccional by the district makes the visites i can anche ited its or information of the distribution of the district makes the visites i can anche ited its or information distribution of the distribution of the

## Parent:Legal Guardian Access to Classrooms

Due to the disruptive effect on instructional activities and breach of student confidentiality which Due to the duraptive effect on instructional strutistics and Preach of mudant confidentiality which cancever that to unstructured observations by parent kept guardians of statement training classroom instructional time, it is the policy of Canaderova AIII Schools that no present kept guardians or relative of enduation may observe classics admin instructional lines during the school day. Paratte or guardians of students (both repute robustion and qualified disabled) have served catabilished ways of gianting information at the two academic proformance of their mutant without direct observation during instructional time. Some of these established options are as follows:

## Parent-Teacher conference

- Parnit Facher conference Open bouse Meetings with contextual personnel or administrators Meetings with professional personnel or administrators Meetings with principal or substant principal Report cash adaptor Homework samples Clautoron weak samples SeeaMulter in Found Gradebook

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the student educationally, or in situations where the parent, guardian errouted into will be supervised at all times. The supermixed set may make an exception for vision to attend a meeting of the Board eight accumitered but is not obligated to do so. This parent sho set an apply if the person is otherwise probabilited or banzed from durant property by other sections of this policy.

If a visitor prohibited from district property or events under this policy is on district property, district staff will contact law enforcement and/or escort the person from district grounds and inform the person of the district policy prohibiting his or her presence.

The superintradent, principal or a designce of either may file a report or sign a complaint with law enforcement on behalf of the district. The Board grants the superintradent or designer the sembarry to cousult an attenuoty for paintance to be eak a contrated or humain the visite from distribute poper. A visited conied access to district property may communicate with the Board in writing but will not be allowed back con distance property may communicate with the Board in writing but will not be allowed back con distance property may communicate the Board.

## .....

Note: The reader is encouraged to check the index located at the beginning of this section for other pertinent policies and to terieve administrative procedures and/or forms for related information.

## 1001-80.80 Adopted.

09-19-2002; 12:12:2005; 01:03:2007; 09:13:2010; 06:11:2012; Revised:

Cross Refs:

AC, Prehibiten againd Discriminaton, Huravanent and Retallation AH, Use of Tobacco Products and Imiusion Tobacco Products BDDH, Puble Participation as Board Meetings ECA, Buildang and Grounds Security ECA, Buildang and Grounds Security ECG, Animuk on Datricit Property NC, Speiderin 3 Diricit Teorem IDDD, Student Diracits Property IDD, Student Diracits Prevantions

Legal Refs: Mo. Const. art. IX. § 1(a) §§ 565.149, 539.400, RSMo. U.S. Postal Serv. v. Gryenbia

U.S. Postal Serv. v. Govenburgh Cove Ass'ru., 453 U.S. 114 (1931) Enebry v. Lewis, 215 F.3d 884 (8th Cir. 2000)

Parara C XIII Manus Schel Barts' Annuna. Parar 6 -----

EXPLANATION: VISITORS TO DISTRICT PROPERTY/EVENTS

MSBA has updated this policy to reflect the changes in the criminal code that will take effect on January 1, 2017. Specifically, the statutory references to the use of a child in a sexual performance and permonting a sexual performance by a child have changed. MSBA has also included new language related to building security.

par	BA recommends that copies ticular importance to them. ries to the district cych alent	Thetties	cument be routed to the followin on this list may not match these indicated.	and.	n because the content to of by the district. Please forward
	Board Searchary	1	Bassen Office	X	Condes Spansers
X	Facility Manumance		Food Samuel		Ganet
	Haran Resources	N	Pratopala	1	Litery-Media Center
_	Heard Sonces		Consider		Special Education
-	Transportsteen	_	Public Into Commence strans	-	Technology

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Page 1

Pacent's guardans of muders who have ecoceras with repard to the assessment or evaluation of academic programs, teachers or standart performance cun requosi a professional administrator observe their standard: chavorona and review theor facility with the prant or guardans through an individual conference with the professional administrator. Only administrators or practicas through professional will be allowed to observe classics due in intractional inter-

Should purers legal puzzlians with to discuss the academic performance of their student with a classroom tescher (either regular subaction or special program), they will contact that tescher to armage an appearance to meet with him or ber out-foot disclassing and the conference time is available during the school days for this purpose. Also, conference time is available during the school day for a special detaction teschers to discuss a malter National Exclassion Response to Response to the school days for a special detaction teschers to discuss a malter National Exclassion Response to Response t progress

Appropriate Behavior

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The Candemon R-III School Distorte believes that distinct events are a vital part of the total educational program and thetald be used as a means for developing postnerv social interactions, pood spectramabilg and superprise the hybric, in a Mainto Lowellege and skills. Well-expander all well-conducted programs contribute to the morale of the student body and strengthen school-community tellions.

To this end, the Board encourager district partoes to exhibit good sportsmanhip, entirenship, ethics and integring at all distinct events and at all times while on distinct grounds. The distinct will work with the Missional Stars High School Archites Associational (MSISAA) and other equations promote good behavior by the pattona at addels and other events. The Board will used, with participatibles, administration and local service comparisons to keep appropriate behavior at a granticipatibles administration and local service comparisons to keep appropriate behavior at a granticipatible policy.

red Sex Offenders and Persons Prohibited on or Near District Property

See offenders required to be lated on the Minouri Highway Patol's see offender repistry, or who have plot julip, plot not convention or been convicted of trainers for which the law canterdy requires effective to be lated, regardless of who those ensures we recommander, acress allowed on distint property or transportations or at distint activities, regardless of whother those activities are beld on or off distint property, unless acress is required by law.

In accordance with law, the distirit also prohibits all periors who have pled pully or solo concorders to or Wish have been convicted of or found pully of violating the following provisions from bring on or which 500 feet of any school building, district property, district activity or any vehicle most to transport indensi:

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Lovern v. Edwardz, 150 F.3d 648 (4th Cit. 1999) Yukudnovich v. Board of Sch. Trastees of Mich. City, 973 F.2d 403 (7th Cit. 1992) Miller v. Montgomery: Coursy: R-II Sch. Dist., 2011 W.L. 1299536 (April 1. 2011)

Camdenton R-III School District, Camdenton, Mussouri

pertinent policies and to review administrative procedures and/or forms for related information.

Descriptor Code: BGB

# Camdenton (T.A.C.), MSTA/CTA, and MNEA/NEA

## BOARD-STAFF COMMUNICATIONS

The success of the school district requires effective communication between the Board and the school staff. Such communication is necessary for facilitating proposals for the continuing improvement of the educational program and for the proper disposition of personnel matters which may arise. The Camdenton Schlool District Board of Education recognizes the Teachers' Association of Gamdenton (T.A.G.) and MSTA/CTA as the professional bodies representing the teaching staff in the Camdenton Public Schools. The district also recognizes the Classified Employee Association (C.E.A.). The basic line of communication will be through the superintendent.

## Staff Communications to the Board

All communications to the Board of Education from certificated professional staff or classified support staff employees of the school district shall be filed in writing with the superintendent of schools. However, this procedure will not be construed as denying the right of any employee to appeal to the Board regarding alleged misapplication of policy or administrative decisions, provided that the superintendent shall have been notified of the forthcoming appeal, and that it is processed in accordance with Board policies and regulations on staff complaints and orievances. Board meetings are public meetings. As such, they provide an excellent opportunity to observe first-hand the Board's deliberations on problems of staff concern. Staff members may participate in Board meetings in accordance with the policies and regulations regarding public participation at such meetings. Further, at times and with the knowledge of the superintendent, the Board may invite staff members to speak at Board meetings, or to serve and avisory committees to the Board.

## **Board Communications to Staff**

All official communications, policies, and directives of staff interest and concern will be communicated to staff members through the superintendent, and the superintendent will employ such media as are appropriate to keep the staff fully informed of the Board's concerns and actions.

## Visits to Schools

Individual Board members who, in their parental capacity, wish to visit the school(s) or classroom(s) of their child(ren) will follow the regular procedures for visitors. Board members who wish to visit other schools or classrooms as an informal expression of interest in school affairs will inform the appropriate building administrator.

\*\*\*\*\*\*

Note: The reader is encouraged to check the index located at the beginning of this section for other

Camdenton R-III

Date Adopted:

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LCTC Budget Amendments	Current Working Budget		NEW Working Budget	
FROM	Amount	5	Amount	Explanation
117-1661-6391-110-427	S120.00	117-1661-6391-110-427	<b>S</b> 0.00	align with DESE ePeOS app
117-1391-6411-110-427	S3,878.19	117-1391-6411-110-427	\$3,000.00	align with DENE «PrOS aly
407 1311 6411 110 332	\$4.800.00	407 1311 6411 110 332	\$9,175.00	align with DESE spreval
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407-1331-6542-110-359	\$3,825.00	407-1331-6542-110-359	S1,012.50	The SOAP IS DESE APOS and
407-1331-6542-110-159	S1.275.00	407-1331-6542-110-159	\$337.50	align with DESE eProS app
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117-1331-6411-110-159	\$0.00	117-1331-6411-110-159	S1,688.00	ate sold, as DESE Pros and
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407-1341-6543-110-359	S26.438.00	407-1341-6543-110-359	S0.00	abits with DESE ePedos app
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NEW	\$0.00	117-1341-6411-110-159	S1,512.50	abgn with DESE ePeos app
407-13-41-65-42-110-359	\$0.00	407-1341-6542-110-359	\$23,625.00	align with DESE ePeols app
407-1341-6542-110-159	S0.00	407-1341-6542-110-159	S7,875.00	align with DENE «PeOS app
117 1351 6391 110 427	\$0.00	117 1351 6391 110 427	S120.00	The SOAP ISED they up the
117-1332-6362-110-427	S878.19	117-1336-6363-110-427	S878.19	align with DESE ePeds aly
117-1361-6411-110-359	\$0.00	117-1361-6411-110-359	S18,875.75	Align with DESE (POO) app
117-1361-6411-110-159	S0.00	117-1361-6411-110-159	\$7,213.25	align with DESE ePeop app
407-1361-6542-110-359	S117.971.00	407-1361-6542-110-359	S100,702.50	align with DESE eProS aly
407-1361-6542-110-159	S39,324.00	407-1361-6542-110-159	\$33,567.50	align with DESE ePedo aly-
407-1361-6543-110-359	S0.00	407-1361-6543-110-359	S1,425.00	align with DESE ePros app
407-1361-65-43-110-159	S0.00	407-1361-6543-110-159	S475.00	align with DESE ePeos app
NEW	n/a	407-4001-6521-110-359	S1,625.00	align with DESE ePrOS aly
NEW	n/a	407-4001-6521-110-159	S1,625.00	align with DESE «Peos aly
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117-1361-6431-110-159	S1.407.00	117-1361-6431-110-159	\$0.00	alger with DENE +Peols alg
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Account Code Description Budget Adopted Budget Revised Difference 307-0000-5692-0000-000 Refunding Proceeds 50 55,600,000 58,600,000

\$8,600,000.00 \$8,600,000.00 \$0.00

LCTC Budget Amendments FROM	Current Working Budget Amount	ę	NEW Working Budget Amount	Explanation
	n/a	117-1371-6411-110-159	S822.50	ahim with DESE ePeGS app
07-1371-6543-110-359	S17,318.75	407-1371-6543-110-359	\$16,496.25	align with DESE eProS app
07-1371-6543-110-159	S6.322.00	407-1371-6543-110-159	S5.498.75	abut with DESE ePects app

Account Code Description 307-5111-6611-000-000 Bond Principal 307-5211-6621-000-000 Interest on Bonds 307-5310-6631-000-000 Fees

Budget Adopte Budget Revised Difference 51,500,000,00 51,0500,000 59,000,000,00 52,475,235,00 52,710,000,00 5234,765,00 53,000,00 549,000,00 546,000,00

March Budget Amendment

Total

\$3,978,235.00 \$13,259,000.00 \$9,280,765.00

Board of Education	Check P	review	Marc	:h 28, 2017
Vendor Name	Invoice Number	Invoice Description	PO Number	Amount
A-B Rental & Sales	60042	Charriott repair	800-5626	502.50
A-B Rental & Sales	59965	Bolts		16.00
A-B Rental & Sales	60074	Couplers		98.00
Total A-B Rental & Sales				616.50
Airgas - Mid America	9060632565	Mig	110-5154	9.60
Airgas - Mid America	9060632566	Argon	110-5154	149.61
Airgas - Mid America	9060691411	Nitrogen, Acetylene		49.75
Total Airgas - Mid America		statistics without a relation to	AND DESCRIPTION OF A DE	208.96
Baba's Bistro & Catering	0017393614878	Family Night ORI	106-5260	240.00
Total Baba's Bistro & Catering				240.00
Barnes & Noble, Inc.	3420550	Glass Castle, Into the Wild	105-5359	980.00
Total Barnes & Noble, Inc.				980.00
Baur, Paul	1/14-2/17/2017	Mileage, BOA Entry Fee		1,992.36
Total Baur, Paul			EXCILLANCE STREET, MARK	1,992.36
Bowling Electric, Inc.	3159	Bow-Misc Led	800-5484	225.00
Total Bowling Electric, Inc.				225.00
Camdenton Lawn & Garden Center	009729	Dyna Mix	700-5452	55.96
Total Camdenton Lawn & Garden Center				55.96
Central States Bus Sales, Inc.	IN340512	Hose		111.49
Total Central States Bus Sales, Inc.				111.49
City of Camdenton	March 2017	Resource Officers		13,182.03
Total City of Camdenton				13,182.03
Clark Tire II, LLC	60177	Tires		236.00
Total Clark Tire II, LLC				236.00
Curriculum Associates, Inc.	90458815	GR K Data Sheets	410-5387	291.20
Total Curriculum Associates, Inc.	an a			291.20
Davenport Group	96883	Dell Latitude	700-5214	1,175.00
Davenport Group	96882	Dell Latitude	700-5200	1,175.00
Davenport Group	96814	Chromebooks, License	106-4857	6,100.00
Davenport Group	96815	Chromebooks, License	106-4858	7,625.00
Total Davenport Group	the same state of the second state of the			16,075.00
e2e Exchange	2016294	E-rate Consulting		1,250.00
Total e2e Exchange				1,250.00

Board of Education	Che	ck Preview	Mar	ch 28, 2017
EdCounsel, LLC	3918	Legal Fees		380.00
Total EdCounsel, LLC		All the second second second second	Sector Salar	380.00
Fastenal Company	MOCAM46976	Supplies		23.17
Total Fastenal Company				23.17
Follett School Solutions, Inc.	543934F-4	Books	406-4687	344.59
Total Follett School Solutions, Inc.				344.59
Foy Inventerprises, Inc.	A-23875	Royalty Fees "Mary Poppins"	873-4092	2,250.00
Foy Inventerprises, Inc.	A-23876	Royalty Fees "Mary Poppins"	873-4092	1,235.00
Foy Inventerprises, Inc.	A-24292	Expenses for H Christensen Flying Effects	873-4092	1,631.07
Total Foy Inventerprises, Inc.				5,116.07
Fun Express, LLC	682453989-01	Classroom Supplies	106-5384	262.48
Total Fun Express, LLC				262.48
Idea Art	8801268	Letter Paper, Brochure Paper	412-5407	171.87
Total Idea Art				171.87
Jacks Sporting Goods	417245	Strainers		9.95
Jacks Sporting Goods	417118	Supplies		5.18
Jacks Sporting Goods	417246	Plate Caster		22.74
Jacks Sporting Goods	416959	Door Hardware		5.58
Jacks Sporting Goods	417066	Plumbing Supplies		9.59
Jacks Sporting Goods	417087	Door Hardware		11.16
Jacks Sporting Goods	417232	Drain Cleaner		17.38
Jacks Sporting Goods	417255	Plumbing Supplies		19.99
Jacks Sporting Goods	417120	Faucet		75.00
Jacks Sporting Goods	417114	Supplies		22.17
Jacks Sporting Goods	417136	Toilet Seat		13.99
Jacks Sporting Goods	417014	Drain Cleaner		17.38
Total Jacks Sporting Goods	11.5 · · · · · · · · · · · · · · · · · · ·			230.11
JW Pepper	11C60018	Siyahamba	205-5132	225.00
JW Pepper	11C54362	Music	105-5161	1,048.99
Total JW Pepper Grand Total				1,273.99 43,266.78

Board of Education	Check Preview Addendum	Addendum	Marc	March 28, 2017
Vendor Name	Invoice Number	Invoice Description	PO Number	Amount
All American Termite & Pest - 201	461102	Pest Control Campus		140.00
Total All American Termite & Pest - 201				140.00
All American Termite & Pest - 682	461062	Pest Control OBE		35.00
Total All American Termite & Pest - 682				35.00
Balfour	1018730	Diplomas	105-4491	26.02
Balfour	1022489	Diploma Covers	105-4491	71.25
Balfour	1026005	Diplomas	105-4491	48.04
Balfour	1018247	Backdated Diploma	105-5684	34.02
Balfour	1023950	Diploma Covers	105-4491	2,014.32
Total Balfour				2,193.65
Bowling Electric, Inc.	3115	Buna N Spider		10.00
Bowling Electric, Inc.	3114	Credit		(7.50)
Total Bowling Electric, Inc.				2.50
Capital Materials	4012825	2" Clean		130.20
Total Capital Materials				130.20
Corporate Business Systems	9120	Copier Base Rate		6,878.09
Total Corporate Business Systems				6,878.09
Ellis Battery Specialists LLC	397658	Batteries		11.25
Total Ellis Battery Specialists LLC				11.25
Jacks Sporting Goods	416408	Supplies		21.65
Jacks Sporting Goods	417015	Credit Chainsaw Chain		(25.99)
Jacks Sporting Goods	416989	Chainsaw Chain		25.99
Jacks Sporting Goods	416968	Chainsaw Chain		24.99
Jacks Sporting Goods	416944	Supplies		44.46
Jacks Sporting Goods	416769	Supplies		36.37
Jacks Sporting Goods	416792	Drain Cleaner		17.38
Jacks Sporting Goods	416638	Credit Black Iron, Plumbing Supplies		(147.11)
Jacks Sporting Goods	416384	Screen Printing	873-4730	442.50
Jacks Sporting Goods	417031	B Balls	873-5345	94.00
Total Jacks Sporting Goods				534.24
Grand Total				9,924.93

REC Chair Message for March 2017

Dear Region 8 Board Members and Superintendents:

I hope this message finds you well as we enter the busy spring season for our school districts. Just a little over 2 months of school left before summer!

You probably have noticed the main MSBA web site has been down recently due to some serious technical issues beyond MSBA's control. Work is continuing to restore the site as soon as possible. In the meantime, you can visit <u>MSBA's Action Center</u> site where you can get excellent information related to advocacy and register for upcoming events. Speaking of upcoming events, I hope you are planning to attend the **Region 8 Spring Regional Meeting to be held on April 19<sup>th</sup> at Dixon**. The main program for our meeting will feature <u>a discussion on Bullying led by Kelli Hopkins</u>. You can register by clicking on the date for our Spring Regional Meeting here.

I also hope you are planning to attend the <u>MSBA Leadership Summit to</u> **be held June 3-4 at Tan-Tar-A.** The event features numerous workshops and sessions designed to improve your leadership skills and the governance of your school district. <u>Click here</u> for more information on the 2017 Leadership Summit. Be sure your board is represented at the <u>Delegate Assembly held during</u> the <u>Leadership Summit on June 3</u>. This Delegate Assembly will be especially important as <u>delegates have the opportunity to review and</u> <u>discuss this document with your local school board before June 3<sup>rd</sup> to make</u> sure it is agreeable to your district. The Advocacy Committee has been working on merging MSBA's Legislative Resolutions, Platform Statements, and Vision Project document for the past few months into one advocacy document.

A huge thanks to Leroy Rulmer from the Vraymesville School District who participated on the Advocacy committee for many years and his contribution and diligence in working on this significant merger of MSB4 advocacy documents. The Delegate Assembly will also be electing statewide officers for the coming year: *President Jan Nees*, Columbia 93 School District; President Elect *Mike Pratt*, Gasconade Co. R-I; and Vice- President *Rhonda Glistrap*, Blue Springs R-IV.

We're at the midpoint of the 2017 legislative session. Be sure to keep in contact with your legislators and express your views on pending legislation including the possible expansion of charter schools in some parts of the state and the effort to pass voucher programs such as Education Savings Accounts. MSBA remains strongly opposed to both charter school expansion and Education Savings Accounts.

Visit the <u>MSB4 Action Center</u> for more information on those issues and for resources you can use to contact your legislators. Keep up with legislative developments through the weekly Legislative Voice newsletter sent to your inbox every Friday during the session.

As always, thank you for the leadership you are providing to your school district and for your commitment to your students. Never hesitate to contact me if I can be of assistance to you. Looking forward to seeing you at the Spring Dinner at Dixon.