

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

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

<b>Present:</b>			
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		
<b>Absent:</b>			
Nancy A. Masterson	Vice-President		

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

The Camdenon 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).
- 4) 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

<b>POLICY/REGULATION CODE</b>	<b>POLICY/REGULATION TITLE</b>
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
KK	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 AMENDMENTS**

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.

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Chris C. McElyea – President of the Board

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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: Network: Plan Option:	Guardian DentalGuard Preferred Base	Guardian DentalGuard Preferred Buy-Up	Sun Life Assurant Dental Base	Sun Life Assurant Dental Buy-Up
Coinsurance: Preventive (A): Basic (B): Major (C): Orthodontia (D):	In/Out 100% 50% 0% n/a	In/Out 100% / 100% 90% / 80% 60% / 50% n/a	In/Out 100% 50% 0% n/a	In/Out 100% 90% / 80% 60% / 50% 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	\$50	\$50	\$50
Family Deductible:	\$150	\$150	\$150	\$150
Deductible Waived for Preventive:	Yes	Yes	Yes	Yes
Deferred Major:	N/A	No	N/A	12 Months
UCR:	90%	90%	90%	90%
Endodontics & Periodontics Coverage Level:	Not Covered	Major	Not Covered	Major
<b>MONTHLY RATES:</b>	<u>Base</u>	<u>Buy-up</u>	<u>Base</u>	<u>Buy-up</u>
Employee Only:	<u>Current</u>   <u>Renewal</u>	<u>Current</u>   <u>Renewal</u>	<u>Option</u>	<u>Option</u>
Employee + 1 Dependent:	\$19.93   \$19.93	\$36.21   \$36.21	\$19.93	\$36.21
Employee + 2 or more:	\$38.91   \$38.91	\$69.89   \$69.89	\$38.91	\$69.89
Rate Guarantee	\$71.49   \$71.49	\$122.44   \$122.44	\$71.49	\$122.44
	24 Months	24 Months	24 Months	24 Months

*These are preliminary rates only. Final rates are subject to underwriting and/or final enrollment.*

*This is only a summary of benefits.*

*Carrier's proposals, summaries, & certificate booklets (when issued) preside over this summary.*

# LIFE RATE SUMMARY

COMPANY	Life Amount	RATE PER \$1,000.00		Dependent Life per EE	Voluntary Life	VOLUME	Total Monthly Premium	Total Annual Premium	Rate Guarantee
		LIFE	AD&D						
Guardian - Current /	1 x Earnings/ \$150K Max.	\$0.10	\$0.02	\$0.12	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	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	\$0.09	Matching Current	\$25,810,350	\$2,322.93	\$27,875.18	24 Months
*Guardian renewal requires all lines to renew for current rates + 24 month rate guarantee									
These are preliminary rates only. Final rates are subject to medical underwriting and/or final enrollment.									
This is only a summary of benefits. Carrier's proposals, summaries & certificate booklets (when issued) preside over this Rate Summary.									

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# SHORT-TERM DISABILITY RATE SUMMARY

Carrier	Elimination	Duration	Weekly Benefit	Rate per \$10 of Weekly Benefit	Rate Guarantee
Guardian - Current	8/15	13 Weeks	60% to \$500 Max.	\$0.88	24 Months
Guardian - Renewal	8/15	13 Weeks	60% to \$500 Max.	\$0.84	24 Months
Sun Life - Option	8/15	13 Weeks	60% to \$500 Max.	\$0.84	24 Months
This is only a summary of benefits. Carrier's proposals, summaries, & certificate booklets (when issued) preside over this rate summary.					

# VISION RATE SUMMARY

Carrier: Network:	Guardian VSP Choice	Guardian Davis Vision	Sun Life VSP Choice
Examinations: Glasses or Contact Lenses: Frames:	Once every 12 mos. Once every 12 mos. Once every 24 mos.	Once every 12 mos. Once every 12 mos. Once every 24 mos.	Once every 12 mos. Once every 12 mos. Once every 24 mos.
Exams (every 12 mo) Network: Non-Network:	\$10 copay \$10 copay	\$10 copay \$10 copay	\$10 copay Up to \$52 allowance
Glasses (Lenses & Frames): Network: Non-Network:	\$25 Lenses & Frames / \$120 allowance for Frames Reimbursement Schedule	\$25 Lenses & Frames / \$120 allowance for Frames Reimbursement Schedule	\$25 copay Lenses & Frames / \$130 allowance for Frames Reimbursement Schedule
Contact Lens Network: Non-Network: Rate Guarantee:	Up to \$120 Max. Up to \$120 Max. 24 Months	Up to \$120 Max. Up to \$105 Max. 24 Months	\$130 allowance \$105 allowance 24 Months
MONTHLY RATES: Employee Only: Employee + 1: Employee + 2 or more:	<u>Current</u> \$9.67 \$17.44 \$29.93	<u>Current</u> \$9.67 \$17.44 \$29.93	<u>Option</u> \$9.67 \$17.44 \$29.93
<p>These are preliminary rates only. Final rates are subject to underwriting and/or final enrollment.</p> <p>This is only a summary of benefits.</p> <p>Carrier's proposals, summaries, &amp; certificate booklets (when issued) preside over this summary.</p>			





EXPLANATION: BUILDING AND GROUNDS SECURITY

MSBA has modified this policy to address not only vandalism, but the theft and loss of district property. New federal regulations require school districts to protect property purchased with federal funds from damage, loss and theft. Even without the requirements of federal regulations, school districts have a duty to protect the property for which they are responsible.

IMPORTANT NOTICE

MSBA has also made a second version of this policy that includes the option for school districts to appoint school protection officers as authorized by Senate Bill 656 (2014). A school protection officer (SPO) is defined as an elementary or secondary teacher or administrator who has been designated as an SPO by the school district. While the law does not require the district to designate an SPO, it does provide an extensive and detailed procedure for this process, including specific training requirements, about the district needs to do so. MSBA strongly encourages districts to carefully study these requirements and to contact the MSBA career and attorney to discuss the financial and legal ramifications of appointing SPOs.

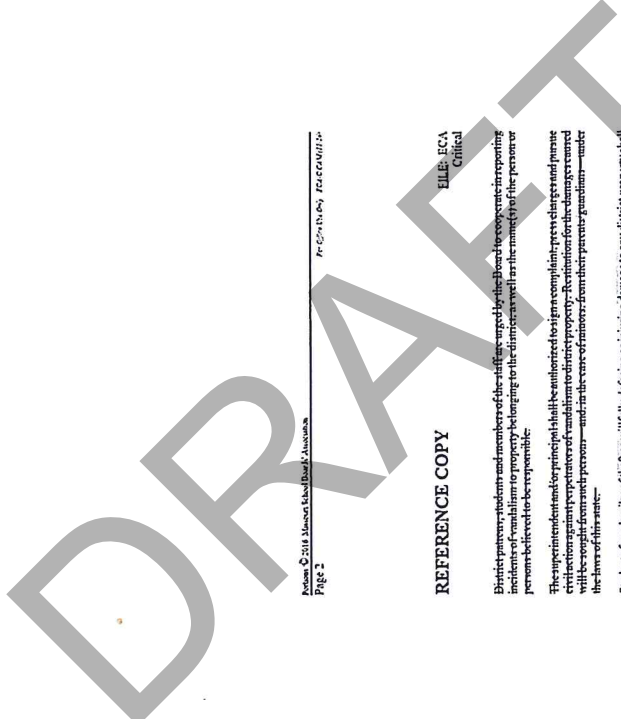
MSBA also created an administrative procedure that reflects the requirements of state law regarding the designation, training and use of SPOs. That procedure, ECA-AP2, should only be approved by districts appointing SPOs.

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

1. Hold a public hearing to determine whether the use of SPOs as part of the district's emergency response is appropriate for the school district. The hearing must be publicized 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.
2. Adopt version two of policy ECA-AP2, which includes the use of SPOs, and implement procedure ECA-AP2.
3. Solicit applications from teachers and administrative staff who want to serve as SPOs.
4. In a closed session meeting (pursued under § 610.021(14), RSMo.), authorize one or more employees who meet the requirements established by law to serve as SPOs. In the same meeting, vote on whether to allow the appointed SPOs to carry a concealed firearm.

If you would like to see the other version of this policy and the procedure that addresses SPOs, please let your editor know.

MSBA recommends that copies of this document be retained in the following areas because the content is of continuing importance for the district's operations for the remainder of the fiscal year.	
X	Board Secretary
X	Business Office
X	Food Service
X	Human Resources
X	Procurement
X	Special Education
X	Transportation
	Facilities
	Finance
	Information Technology
	Legal
	Library/Media Center
	Physical Education
	Recruitment
	Security
	Student Activities
	Technology
	Transportation
	Wrestling



District patrons, students and members of the public who are responsible for the loss, damage or theft of district property should be held accountable for their actions. The superintendent or designee shall be authorized to file a complaint with the appropriate law enforcement officials to seek criminal justice action against anyone who is responsible for the loss, damage or theft of district property.

The superintendent or designee shall be authorized to file a complaint with the appropriate law enforcement officials to seek criminal justice action against anyone who is responsible for the loss, damage or theft of district property.

Students found guilty of theft or willful damage to any district property shall be disciplined in accordance with Board policies and regulations. Any employee whose actions or inactions cause the loss, damage or theft of district property may be disciplined or terminated. The district will seek restitution for willful damage to district property under the laws of this state. In the case of minors, restitution will be sought from their parents/guardians.

Security Records

In accordance with law and district policy, the district has closed records pertaining to district security policies, policies and response plans, structural plans of real property, security systems, and access and authorization codes for security systems. Other security-related records will only be provided to members of the public upon request when required by law.

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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 information.

- Adopted: 08/08/1991
- Revised: 11/10/2003; 09/10/2009; 06/09/2014;
- Cross Ref: BDC, Closed Meetings, Records and Votes  
DID, Inventory Management  
JED, Student Suspension and Expulsion  
KG, Community Use of District Facilities  
KK, Visitors to District Property/Events  
KKB, Audio and Visual Recording

BUILDING AND GROUNDS SECURITY

It is the goal of the Camdenton R-III School District to provide a safe, learning environment for students and a safe working environment for employees. The Board directs the superintendent or designee to routinely inspect the district's property and being responsible for improving security to the Board.

Property Access

In person, district buildings and property are not open to the public unless the district has invited. The superintendent or designee will establish regular business hours and locations where members of the general public may contact the district and interact with district employees.

The superintendent or designee will set hours when parents/guardians may drop off and pick up their students. The district is not responsible for the supervision of students except during regular school hours or other times designated by the district.

The superintendent or designee will determine which district employees need access to district buildings or grounds outside regular building hours. Each staff member shall have a key to those areas of the building for which he or she is responsible. Keys to exterior doors shall be given to members of the staff when a critical need is demonstrated to the principal. At no time should staff members loan their keys to students or parents without the consent of the principal. The district will maintain a list of employees with access and will routinely monitor this list to ensure that only current employees continue to have access. An employee's access may be revoked at any time.

All district employees and volunteers are required to maintain security in district buildings, enforce building access rules and take action when doors are left unsecured or district security is otherwise compromised.

Security Personnel

The district may employ or contract for trained and appropriately licensed personnel or independent contractors to provide security during the regular school day, after regular business hours or during event or activities where additional security is determined necessary.

Surveillance Cameras

The district utilizes surveillance equipment on district property and in district facilities for security purposes.

Legal Refs: § 163.215, 165.201, 171.011, 177.031, 211.181, 185, 188, 189, 571.010, 571.010, 107, 574.085, 610.021, RSMo.  
11 C.S.R. 75-17.010-040  
2 C.F.R. 200.313

Camdenton R-III School District, Camdenton, Missouri

EXPLANATION: BUILDING AND GROUNDS SECURITY

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

**BUILDING AND GROUNDS SECURITY**

The Board of Education enacts and adopts the following regulations for the maintenance of public order on real property owned, leased or otherwise used by the district.

- 1. No person on school property shall:
  - a. Injure or threaten to injure the person of another.
  - b. Damage the property of another or of the school district.
  - c. Violate any provision of the penal law of the state of Missouri relating to the maintenance of public order.
  - d. Conduct himself or herself in such manner as to impede, delay or otherwise interfere with the orderly conduct of the educational program of the school district or any other activity taking place on school property which has been authorized by the Board or principal.
  - e. Enter upon any portion of school premises at any time for purposes other than those which are lawful and/or authorized by the Board.
  - f. Carry a firearm, a concealed weapon or any other weapon readily capable of lethal use into any school, onto any school transportation or onto the premises of any function or activity sponsored or sanctioned by the district, except for authorized law enforcement officials. Students may participate in school-sanctioned gun safety courses, student military or ROTC courses, or other school-sponsored or club-sponsored firearm-related events, provided the student does not carry a firearm or other weapon readily capable of lethal use into any school, onto any school bus, or onto the premises of any other function or activity sponsored or sanctioned by school officials or the district School Board.
- 2. Violators shall be dealt with as follows:
  - a. Students shall be subject to suspension and expulsion pursuant to the provision of Board policy.
  - b. 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.

- d. Any other person on school property may be requested by the principal or his or her agent to register at the proper office stating name, address and purpose or business on school property. Any person violating or threatening to violate the above rules relating to the maintenance of public order shall be directed to leave the premises forthwith. Should he or she fail or refuse to do so, the state police or sheriff's department shall be notified and requested to cause his or her ejection as a loiterer or trespasser as defined in the penal law of the state of Missouri.

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*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 information.*

Adopted: 08/08/1994

Revised: 11/10/2003;

Legal Refs: §§ 168.201, 171.011, 177.031, 211.181, .185, .188, 537.045, 571.030, .094, 574.085, RSMo.

Camdenton R-III School District, Camdenton, Missouri



**EXPLANATION: STAFF EXTRA-DUTY ASSIGNMENTS**

MSBA has updated this policy to apply to all district employees, reworded and re-filled it, and revised the language for clarity and consistency with updated policy GCBA. Some information has been removed from this policy because it is covered more thoroughly in GCBA and new policy GDBA.

*MSBA recommends that copies of this document be retained in the following areas because the content is of particular importance to them. The files and this list may not match those used by the district. Please forward any changes to the list to the MSBA.*

X	Board Secretary	X	Human Capital	X	Contracts/Sponsors
X	Facility Maintenance	X	Food Service		United
X	Human Resources	X	Transportation		Library/Media Center
	Health Services		Counselor		Special Education
	Transportation		Public Info/Communication		Technology

**REFERENCE COPY**

**Compensated Extra-Duty Positions**

If the Board determines that a particular assignment would make a major demand on an employee's time, the Board may determine that the employee should be compensated extra-duty position. An affirmative vote of a majority of the Board is necessary to assign an employee to a compensated extra-duty position. The Board will approve regular extra-duty assignments and compensation for those assignments on an annual basis.

Extra-duty positions may be at-will positions, or the Board may enter into an employment contract for them. Employees will be compensated as directed in policies GCBA and GDBA. The district will avoid assigning extra-duty positions to employees if the assignment is not necessary and the additional amount is included in the budget for extra duties. Extra-duty positions are not subject to the provisions of the Teacher Tenure Act.

**Occasional or Sporadic Extra Duties**

If the Board decides to compensate employees for occasional or sporadic extra duties, such as taking letters to the community, the Board will annually recruit current employees who are interested in accepting additional compensation for these duties. The Board will approve the list of interested employees and will set compensation for the duties. After approval, the superintendent or designee has the responsibility for equitably assigning approved employees to those extra duties throughout the year. A line card must be submitted by the employee in order to receive compensation.

The factors considered in determining the amount of stipends shall include such items as: the number of students participating in the activity; the number of employees; the time required for the assigned duty; and the number of students participating in the activity.

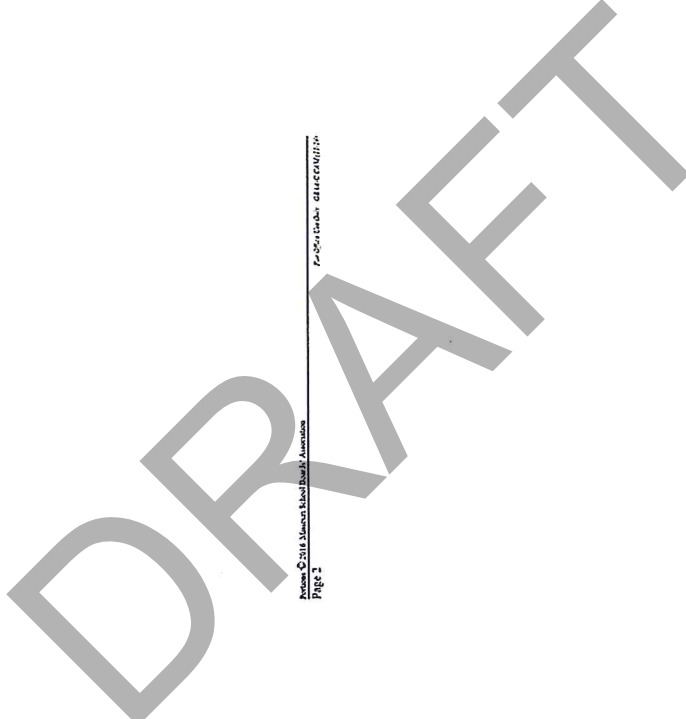
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Adopted: 08-08-1994

Revised: 10/13/1997;

Legal Ref: Fair Labor Standards Act, 29 U.S.C. § 301 - 216

*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 information.*



**PROFESSORIAL STAFF EXTRA-DUTY ASSIGNMENTS**

All staff members will be expected to assume reasonable duties over and above their regular teaching responsibilities when the district determines that such additional work is necessary to supervise students, monitor an event, assist in an emergency situation or otherwise further the district's educational mission. Activities and services that make minor demands on the teacher's time shall be part of each teacher's basic assignment. Schedules of supervisory responsibilities will be established by the building principal. Administrators will strive to equitably share duties among teachers.

Pay for staff members outside the school day for extra-duty for such activities as gatekeepers, academic competitions and approved activity trips will be paid at rate established annually by the Board. All such activities must be approved in advance by the building administrator for payment and a time card must be submitted. All such activities must clearly be over and above the required duties of the school day and be activities for which the teacher is not receiving extra duty pay.

Extra-duty assignments which make major demands on a teacher's time shall be compensated in accordance with the extra-duty policy which is established annually by the Board. Extra-duty assignments which make minor demands on a teacher's time shall be compensated in accordance with the regular teaching assignment. Compensation for extra-duty assignments shall be based on the number of hours spent on the assignment. Faculty members to be appointed to extra-duty positions will be recommended by the superintendent and approved by the Board. Appointees will be treated as contract for the term of their extra-duty employment. The particular assignment, its duration and the compensation to be paid, which is subject to the Board's annual review, shall be stated in the assignment contract. When a teacher is performing an extra-duty assignment, they will not be paid an amount for their regular job duties. For circumstances such as supervising students in district activities in part of their regular job duties.

The Board directs the district administrative staff to carefully plan for staffing needs in advance, equitably distribute duties among qualified staff members when possible, and avoid situations where the district is obligated to pay overtime compensation when possible.

The district expects all employees to act professionally in all of their duties, regardless of whether it is the employee's regular position or an extra duty and regardless of whether the employee is compensated an additional amount for the duty. An employee's actions while performing an extra-duty position will be included in the employee's regular performance evaluation and may be used to determine the employee's suitability for continued employment in the district in any capacity.

**EXPLANATION: PROFESSIONAL STAFF COMPENSATION**

This policy has been updated for clarity and to incorporate information previously found in regulation CCBA-RI. Please read the rules regarding salary schedules carefully to ensure that this policy accurately reflects how the district will utilize salary schedules in the future.

MSBA has also taken the opportunity to clarify that only the Board may authorize compensation, either through salary schedules or stipends, for extra-duty assignments where it was not previously authorized. The Board may also authorize compensation for extra-duty assignments where it was not previously authorized. Board involvement or knowledge.

Districts employ a variety of professionals who are not required to have teaching or administrative certificates, such as IT specialists, nurses, certified public accountants, and even professional staff. Please review this language closely and ensure it adequately addresses how the district will set compensation for these employees in the future.

MSBA receives many calls every year involving situations where teachers and other employees were underpaid or overpaid due to mistakes made in applying salary schedules or other compensation rules. Sometimes this overpayment or underpayment has gone undetected for years. While the law is not clear regarding the district's obligations in these situations, MSBA has added a section titled "Employee Responsibility" that states that employees have 30 days to report mistakes made in compensation. While this does not definitively limit district liability to 30 days, it will hopefully encourage employees to take a more active role in reviewing their compensation and will provide districts an argument that the employee bears some responsibility for past inaccuracies.

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

MSBA has included an option where employees may be paid for extra duties during the seasons or months when the work is performed. In some situations, such as for extra-duty assignments for the first day over 12 months, but was unable to fulfill the teaching duties. It is difficult to recoup money that has already been paid. Districts can avoid this situation by paying for extra-duty stipends only in the months the compensation is earned.

**PROFESSIONAL STAFF SALARY SCHEDULES/COMPENSATION**

**Instructional Staff**

Adequate salary schedules are necessary to secure new teachers whose personally completed and professionally well prepared to ensure the professional growth of teachers while in service and to retain the most competent teachers within the school system. The Board of Education shall annually review salary schedules having the following essential features:

- A salary schedule beginning in the system which will be at or above the minimum salary established by state statute;

The superintendent of schools shall prepare salary schedules for approval of the Board of Education and implement the salary schedules adopted by the Board of Education. The superintendent may consult with staff members in preparing the salary schedule.

**Administrative Staff**

The Board will annually determine the salaries for the administrative staff. The Candidate R-III School District needs highly qualified employees to accomplish its education mission and must offer competitive compensation to attract and maintain experienced professional staff in the district. The Board directs the superintendent or designee to annually research regional and statewide trends in employee compensation and consult with district employees to prepare competitive salary schedules and make recommendations for the Board to consider, within the constraints of the district's budget. On an annual basis, the Board may increase an employee's regular compensation or grant employees an extra-duty position or stipend.

As required by law, teachers will be paid in accordance with a salary schedule adopted by the Board of Education. All full-time teachers will be paid at least the minimum teachers' salary as required in state law. Non-certificated professional staff and certificated staff members other than teachers will be compensated in accordance with a board-approved salary schedule or will receive the amount of compensation approved by the board for particular positions or particular employees.

**All Professional Staff Salary Schedules**

The Board is required to adopt salary schedules for the compensation of teachers and may use a salary schedule to compensate administrative and noncertificated professional staff. When creating a salary schedule, the Board may recognize characteristics beneficial to the district, such as certification in high-need areas, in addition to traditional factors, such as experience and education.

The following rules apply to all district salary schedules unless determined otherwise by the Board:

MSBA recommends that copies of this document be mailed to the following areas because the content is of interest to the district employees of this institution.

<input checked="" type="checkbox"/>	Board Secretary	<input checked="" type="checkbox"/>	Business Office	<input type="checkbox"/>	Counselor
<input checked="" type="checkbox"/>	Facility Maintenance	<input type="checkbox"/>	Food Service	<input type="checkbox"/>	Gifted
<input checked="" type="checkbox"/>	Human Resources	<input type="checkbox"/>	Principal	<input type="checkbox"/>	Library/Media Center
<input type="checkbox"/>	Health Services	<input type="checkbox"/>	Superintendent	<input type="checkbox"/>	Special Education
<input type="checkbox"/>	Transportation	<input type="checkbox"/>	Public Life Communications	<input type="checkbox"/>	Treasurer

**REFERENCE COPY**

**Employee Responsibility**

Employees are responsible for verifying that their salary schedule placement, compensation rate and paychecks are accurate. An employee is required to notify the district within 30 days of receiving an inaccurate payment, and failure to do so could lead to discipline, forfeiture of amounts owed or deductions for excess pay received, as allowed by law.

**Compensation Disbursement**

In general, professional staff will be paid in equal installments over 12 months, even if the employee's regular work schedule is less than 12 months. However, payment for extra duties that are seasonal or limited to a specific timeframe may be paid in the month the work was performed.

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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 information.

Adopted: 08/08/1994

Revised: 10/13/1997;

Cross Refs: AC; Prohibition against Discrimination, Harassment and Retaliation

DLEB; Salary Deductions

HA; Negotiations with Employee Representatives

Legal Refs: §§ 163.122, 168.101, 110.03, RSA 661

Equal Pay Act, 29 U.S.C. § 206(d)

Candidate R-III School District, Candemont, Mishicot



EXPLANATION: PROFESSIONAL STAFF RECRUITING AND HIRING

This policy was revised to address the requirements of Senate Bill 997 (2016), which requires public employers to adopt a policy that provides up-to-date, accurate and complete information to each new employee regarding eligibility for public service loan forgiveness. The new statute requires the policy to be adopted by April 1, 2017. Information must be provided to new employees within ten days of beginning employment. Current employees must receive the information by June 30, 2017. The Missouri Department of Higher Education is required to develop the information the district is required to provide, which can be found at: <http://dhr.mo.gov/resources/publications/comp/psr.php>. The following is a sample notice districts could use:

Notice Regarding Public Service Loan Forgiveness

In accordance with state law, the Camdenton R-III School District is required to provide all new employees with information regarding eligibility for the Public Service Loan Forgiveness Program. Employees who work full-time in a public school district might be eligible for this program. The Public Service Loan Forgiveness Program forgives the remaining balance on Direct Student Loans for borrowers after they have made 120 qualifying monthly payments under a qualifying repayment plan, as long as the borrower is not in default. For more information about the program and to determine whether you are eligible under this program, go to the Missouri Department of Higher Education's website at:

<http://dhr.mo.gov/resources/publications/comp/psr.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 language regarding the employment of persons who do not have full certification in the area in which they are working. For example, if a teacher or other applicant for a certificated position does not have a certificate at the time he or she is employed, MSBA recommends that the district make the employment contract conditional on the certificate or license being received by a specific date. This will assist in those hopefully rare situations where a teacher fails the content assessment or for some other reason does not obtain the certification as expected.

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

MSBA recommends that copies of this document be posted in the following areas because the content is of particular importance to them. The sites on this list may not match those used by the district. Please forward copies to the district equivalent of the sites indicated.

Board Secretary	X	Business Office	Coaches/Sponsors
Facility Maintenance		Food Service	Cafeteria
X Human Resources		Principal	Library/Media Center
Health Services		Counselor	Special Education
Transportation		Public Logic Communications	Teachers

PROFESSIONAL STAFF RECRUITING AND HIRING

Because an effective educational program requires quality staff members, the Board and the administration of the Camdenton R-III School District will make every effort possible to attract and retain the best-qualified, highly skilled and experienced personnel. The Board of Education will employ personnel in accordance with law.

The district's hiring procedures will comply with all federal and state laws, including laws prohibiting discrimination. All teachers and administrators must have valid certification to teach in Missouri schools or, when employment of a person without appropriate certification is unavoidable or necessary as determined by the district, must obtain the appropriate certification by a district-specified deadline. The district is an equal opportunity employer and hires only citizens of the United States and persons who are legally authorized to work in the United States. The Camdenton R-III School District will enroll and actively participate in a federal work authorization program in accordance with law.

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

Recruiting and Advertising

Efforts will be made to recruit the best-qualified candidates for the position. New or vacant positions will be posted for at least five business days in the district's buildings and publicized externally by other means as determined appropriate by the superintendent or designee. However, if the superintendent or designee determines that it would be detrimental to wait five business days or that a longer period is necessary, the position will be advertised for a number of days as indicated appropriate. Further, if the same or similar position was recently advertised, the superintendent or designee may utilize applications previously received without re-advertising the position. A position is not considered vacant if the Board, superintendent or designee transfers or assigns an existing employee to the position, subject to Board approval.

Recruitment procedures will not overlook the talents and potential of individuals already employed by the school district. Any current, qualified employee meeting the stated requirements may apply for new or vacant positions in the district.

All requests for information concerning professional staff vacancies in the district shall be directed to the assistant superintendent.

Screening Process

Persons interested in positions in the district must complete a formal application and provide all necessary information requested by the assistant superintendent. The assistant superintendent shall conduct interviews, review references and obtain other information as deemed necessary. A personal interview with the assistant superintendent is required. In case of persons summoned for the purpose of an exclusive interview with the superintendent, traveling expenses may be assumed by the school 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 vacancies are filled on or before June 1, whenever possible, and vacancies arising during the summer are filled as soon as possible after such vacancies occur.

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

Hiring

A position other than the superintendent's position will be filled by the Board of Education only after receiving the recommendation of the superintendent or assistant superintendent. It is the policy of the Board of Education to employ highly-qualified teachers with post-secondary degrees from fully accredited universities and the appropriate teaching certificate. In making recommendations, the superintendent or assistant superintendent shall give first consideration to applicants who, in addition to proper general education qualifications, have special training and other qualifications for the particular type of vacancy to be filled. If a candidate is not acceptable to the Board, the superintendent or assistant superintendent should recommend another candidate.

Before the Board votes to employ an applicant as a position that requires a certificate or other professional license, the superintendent or assistant superintendent will verify that the applicant currently possesses the appropriate license or certification. Upon the recommendations of the superintendent or designee, the Board may approve the employment of an applicant to a certificated position for which the individual does not have a current certificate, but the employment will be conditioned upon the applicant completing the certification process by a district-specified deadline. The superintendent or assistant superintendent will also verify licenses and certifications and they are renewed—any applicant found to have presented any document referencing false academic credentials will immediately be removed from consideration.

All applicants for a particular position will be promptly notified once a determination has been made the position has been filled—by required-by-law, probationary teachers, principal, assistant principals and other certificated employees in positions ineligible for tenure, except the superintendent, shall be notified in writing concerning employment on or before April 16 of the year in which the current contract expires.

A spouse of a Board member will only be hired to fill a vacant or new position if the position has been advertised in accordance with this policy and if the superintendent has submitted a written recommendation supporting the employment of the spouse. If the spouse of a Board member is hired, the names of all applicants for the position as well as the name of the individual hired will be included in the appropriate Board minutes.

Board Members

The district will not accept an application for employment from a Board member, consider a Board member for employment or decide to employ a Board member while the member remains on the Camdenton R-III School District Board of Education. Board members who wish to apply for employment in the district must first resign from the Board.

Spouses of Board Members

In accordance with law, a Board member's spouse will only be hired to fill a vacant or new position if the position has been advertised in accordance with this policy and the superintendent has submitted a written recommendation supporting the employment of the spouse. If a Board member's spouse is hired, the names of all applicants for that position and the name of the individual hired will be included in the appropriate Board minutes.

Critical Shortage of Teachers

If the district determines that it has a shortage of certificated teachers, the district may hire retired certificated teachers receiving retirement benefits from the Missouri Public School Retirement System to teach full time for up to two years without loss of benefits to the teacher if the district meets the requirements set by state law. The district may only hire retired teachers under this program if it has:

1. Made a good-faith effort to fill positions with candidates who have not retired.
2. Not offered early retirement incentives for either of the previous two years.
3. Posted the vacancy for at least one month and solicited applications through local newspapers, other media or teacher education programs.

4. Determined that there is an insufficient number of eligible applicants.
5. 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 ten percent 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 PCTI certification are responsible for meeting the requirements for certification upgrade and submitting a current upgraded certificate to the superintendent's office.

Contracting

Probationary teachers, principals, assistant principals and other certificated employees in positions ineligible for tenure, except the superintendent, will receive a contract no later than May 15 of the year in which the current contract expires. Once such an employee has received a contract, the employee will have 15 calendar days to sign and return the contract or the contract shall be deemed to have been rejected.

Tenured teachers shall be notified in writing by May 15 regarding the beginning date and length of the next school year and the amount of their compensation to be received for the next school year as provided by the salary schedule adopted by the Board. A tenured teacher who does not notify the district of his or her intent to leave the district by June 1 is contractually bound to the district for the following school year.

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 offered employment, he or she will be given a written copy of the applicable contract and a deadline by which the signed contract must be returned to the district.

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.

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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 information.

Adopted: 03/08/1994

Revised: 09/13/1999; 06/13/2005; 12/12/2005; 08/10/2009; 09/13/2010; 01/10/2011; 05/09/2011;

Cross Ref: AC, Prohibition against Discrimination, Harassment and Retaliation  
BIFA, Board Member Conflict of Interest and Financial Disclosure  
DD, Grants  
DGA, Authorized Signatures

MSIP Ref: 5.1, 8.4

Legal Ref: §§ 105.255, 144.5, 162.261, 301.168.101 - 133, 169.331, 596.213.010, 035, 070, 235.250, 290.400 - 410, 335.073, RSMo.  
Immigration Reform and Control Act of 1986, 8 U.S.C. § 1324a  
Title IX of the Education Amendments of 1972, 20 U.S.C. § 1651  
Equal Pay Act, 29 U.S.C. § 206(d)  
Age Discrimination in Employment Act, 29 U.S.C. §§ 621 - 634  
The Rehabilitation Act of 1973, Section 501, 29 U.S.C. § 794  
Family and Medical Leave Act, 29 U.S.C. § 2615  
Title VI of the Civil Rights Act of 1964, 42 U.S.C. §§ 2000d - 2000d-7  
Title VII of the Civil Rights Act of 1964, 42 U.S.C. §§ 2000e - 2000e-17  
Genetic Information Nondiscrimination Act, 42 U.S.C. §§ 2000ff - 2000ff-11  
Age Discrimination Act of 1975, 42 U.S.C. §§ 6101 - 6107  
Americans with Disabilities Act, 42 U.S.C. §§ 12101 - 12113



**EXPLANATION: SUPPORT STAFF COMPENSATION**

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

This policy is not required by law, and the district is free to modify it to reflect the district's needs. The policy is being proposed for district consideration. MSBA has reviewed the policy in this area. Recent audits of school districts have revealed that certain employees received raises or payments without Board involvement or knowledge. This policy clarifies that only the Board may authorize compensation, either through a salary schedule or by adopting a salary or wage to a particular position or employee.

MSBA receives many calls every year involving situations where employees were underpaid or overpaid due to mistakes made in applying salary schedules or other compensation rules. Sometimes this overpayment or underpayment has gone uncorrected for years. While the law does not require districts to correct these mistakes, MSBA has found that many districts have adopted "Finality" or "Finality with Responsibility" that states that employees have 30 days to report mistakes made in compensation. While this does not definitively limit district liability to 30 days, it will hopefully encourage employees to take a more active role in reviewing their compensation and will provide districts an argument that the employee bears some responsibility for past inaccuracies.

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

MSBA has included an option where employees may be paid for extra duties during the season or months where the work is performed. Unfortunately, some districts have had negative experiences where an employee was assigned to coach a spring sport, for example, and was paid for that duty over 12 months, but was unable to fulfill the coaching duties. It is difficult to recoup money that has already been paid. Districts can avoid this situation by paying for extra-duty stipends only in the months the compensation is earned.

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

3. An employee may not advance more than one step vertically and one column horizontally per year on the salary schedule unless such movement is allowed by the rules adopted by the Board and is uniformly applicable to that particular salary schedule or is otherwise approved by the Board.

4. Additional training or licenses obtained after the employee has begun work with the district may not be used to advance on a salary schedule unless the employee had prior administrative approval to participate in the training or obtain the license and count it for advancement on the salary schedule.

5. The district will recognize similar, previous experience of an employee when placing that employee on the salary schedule. The board delegates to the superintendent or designee the authority to set the minimum experience requirements for placement on the salary schedule. The superintendent or designee may determine that the employee's background when first being employed in the position. Once the employee is initially placed on the salary schedule, the district is under no obligation to review the placement.

**Compensation for Extra Duties**

Additional duties, such as supervising activities, may be assigned to support staff without additional compensation. Income situations and with board approval, an employee may be provided extra-duty compensation or a stipend to compensate the employee for performing additional duties. In those situations, the amount of compensation will be determined by the Board and may be set by adopting an extra-duty salary schedule or approving a specific amount for the position.

**Employee Responsibility**

Employees are responsible for verifying that their salary schedule placement, compensation rate and paycheck are accurate. Employees are required to notify the district within 30 days of receiving an inaccurate payment, and failure to do so could lead to discipline, forfeiture of amounts owed or deductions for excess pay received, as allowed by law.

**Compensation Withholding**

In general, support staff will be paid in equal installments over 12 months, even if the employee's regular work schedule is less than 12 months. However, payment for extra duties that are seasonal or limited to a specific timeframe may be paid in the month the work was performed.

MSBA recommends that copies of this document be provided to the following areas because the content is of public interest. If you have any questions, please contact the person listed below. Please forward copies to the district representative of the title indicated.

<input checked="" type="checkbox"/> Board Secretary	<input checked="" type="checkbox"/> Business Office	<input type="checkbox"/> Custodian	<input type="checkbox"/> Facilities
<input type="checkbox"/> Facility Management	<input type="checkbox"/> Food Service	<input type="checkbox"/> Library Media Center	<input type="checkbox"/> Gifted
<input checked="" type="checkbox"/> Human Resources	<input type="checkbox"/> Principal	<input type="checkbox"/> Special Education	<input type="checkbox"/> Technology
<input type="checkbox"/> Transportation	<input type="checkbox"/> Public Info/Communication	<input type="checkbox"/> Safety	<input type="checkbox"/> Other

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 information.

Adopted:

Cross Ref: AC, Prohibition against Discrimination, Harassment and Retaliation  
DLH, Salary Deduction

Camdenon R-III School District, Camdenon, Missouri

**SUPPORT STAFF COMPENSATION**

The Camdenon R-III School District needs highly qualified employees to accomplish its education mission and must offer competitive compensation to attract and maintain experienced staff. The Board directs the superintendent or designee to annually research regional and statewide trends in employee compensation and consult with district employees to prepare competitive salary schedules and salary recommendations for the Board to consider, within the constraints of the district's finances.

An employee of the district will be compensated, in accordance with a Board-approved salary schedule or will receive the amount of compensation approved by the Board for that position or that of grant that employee an extra-duty position or stipend.

**Compensation Considerations**

Unless an employee is paid in accordance with a salary schedule, as discussed later in this policy, these employees will be paid on an individual basis. When making compensation recommendations made by the superintendent or designee. When making compensation recommendations, the superintendent or designee will consider all legal, relevant factors including, but not limited to, the experience necessary to meet student needs, required training or licenses, experience in the position, current compensation trends for the position in the state or region, the number and quality of applicants available for the position, the district's financial circumstances, and the individual's performance evaluation.

**Salary Schedules**

The Board may annually adopt salary schedules for the various categories of support staff personnel. Each support staff member will be placed on the appropriate schedule commensurate with, but not limited to, job category and experience with the district. When creating a salary schedule, the Board may recognize characteristics beneficial to the district, such as training, licenses and employment in high-need areas. In addition to traditional factors such as years of experience.

If the Board adopts a salary schedule, the following will apply:

1. Salary schedules and other compensation will be determined along with the district budget by June 30. Any salary schedule adopted by the Board will remain in effect and continue to operate until Board action is taken to change or eliminate the salary schedule.
2. The Board may freeze the operation of the salary schedule when warranted by the financial condition of the district or for other relevant reasons, as determined by the Board. Once a







*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 information.*

Adopted: 08/03/1994

Revised: 01/12/2004; 10/13/2003;

Cross Ref: IEA, Student Transportation Services  
JEC, School Admissions  
JECA, Admission of Returning Students  
~~JEEB, Admission of Nonresident Students~~  
JEEC, Assignment of Students to Grade Levels/Classes

Legal Ref: §§ 167.020, .181, 210.003, RSMo.  
19 CSR 120-38-010  
Family Educational Rights and Privacy Act of 1974, 20 U.S.C. § 1232g  
U.S. Constitution  
McKinney-Vento Homeless Education Assistance Improvements Act of 2001, 42 U.S.C. §§ 11431 ~~error: 11435~~

Camden R-III School District, Camden, Missouri

DRAFT

EXPLANATION: CEREMONIES AND OBSERVANCES

Senate Bill 638 (2016) altered state law governing the recitation of the Pledge of Allegiance in schools. Previously, schools were required to ensure that the Pledge of Allegiance was recited once per week. Now schools must ensure that the Pledge of Allegiance is recited in at least one scheduled class of every student "no less often than once per school day." YISDA has altered this policy accordingly.

*Note: Ceremonies and Observances will be observed in accordance with the following items, however, the responsibility of the school is to ensure that the Pledge of Allegiance is recited in at least one scheduled class of every student no less often than once per school day. The following items are provided for informational purposes only and do not constitute a policy of the district. Items provided are for informational purposes only and do not constitute a policy of the district. Items provided are for informational purposes only and do not constitute a policy of the district.*

Board Secretary	Business Office	Clerical Support
Facility Maintenance	Food Service	Gifted
Human Resources	Principal	Library/Media Center
Health Services	Counselor	Special Education
Transportation	Public Information/Communication	Technology

CEREMONIES AND OBSERVANCES

The Board of Education recognizes the value of district-sponsored programs and ceremonies during school hours and at other appropriate times. Recognizing achievement and talent encourages further learning. District-sponsored programs, ceremonies and observances also provide an opportunity to involve the community in public education.

Program, Ceremonies and Observances

- The flag of the United States of America will be prominently displayed, either on the outside of the building or upon a pole erected in the school yard, at every school in the district during school hours.
- Pursuant to state law, the Pledge of Allegiance will be recited in at least one scheduled class of every student no less than once per 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 required by law:
  - Bird Appreciation Day (March 21)
  - Prisoners of War Remembrance Day (April 9)
  - Patriots Day (April 19)
  - Constitution Day and Citizenship Day (September 17, or the preceding or following week if this date falls on a weekend or holiday)
  - Missouri Day (the third Wednesday of October)
  - Pearl Harbor Remembrance Day (December 7)
- The district may observe the following days and months, as recommended in state statute:
  - Missouri Lifelong Learning Month (February)
  - National History Day (April)
  - Albert Day (the first Friday in April)

REFERENCE COPY

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

- Adopted: 08/09/094
- Revised: 08/11/2003; 06/13/2005; 12/12/2005; 01/10/2011; 06/11/2012; 04/03/2013; 12/05/2014
- Cross Refs: AC: Prohibition against Discrimination, Harassment and Retaliation  
GDCB: Staff Conduct  
RG: Community Use of District Facilities
- Legal Refs: Mo. Const. art. I, §§ 2-8, art. IX, § 8  
§§ 9.030, 9.040, 9.070, 9.072, 100, 105, 110, 115, 130, 138, 140, 141, 161, 160, 360, 162, 946, 170, 919, 171, 021, RSN6.  
U.S. Const. amend. 1  
Paine and National Observance and Ceremonies, 36 U.S.C. § 106  
Smith v. Independent Sch. Dir. v. Dow, 230 U.S. 290 (2009)

Cumtamm R-III School District, Camdenton, Missouri



EXPLANATION: DISCIPLINE REPORTING AND RECORDS

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

While many of the crimes that districts must report to law enforcement have changed, the most notable one is the change to the definition of third-degree assault. School districts have struggled to report third-degree assaults because the previous definition of the crime encompassed many minor offenses, and school employees who typically are not trained in law enforcement frequently classified these incidents as battery and did not think to report the offense as a crime under the Safe Schools Act.

As of January 1, third-degree assault will occur when a person "knowingly causes physical injury to another person." Physical injury is defined as a "slight impairment of any function of the body or temporary loss of use of any part of the body." MSBA anticipates that district employees will have an easier time identifying these offenses as third-degree assault.

The law did not change requirements for district reporting of incidents of third-degree assault to law enforcement, nor did it change regarding the ability of districts to enter into agreements with local law enforcement entities regarding the reporting of third-degree assaults. If the district currently has an agreement with law enforcement on the reporting of third-degree assaults, the district needs to review that agreement to determine whether it still reflects how the district wants to operate given the change to the definition of third-degree assault.

MSBA recommends that copies of this document be posted in the following areas because the reader is of particular importance to show. The sites are the only ones that may not match those used by the district. Please forward copies to the district copy of the site below.

Table with 3 columns: Role, District Office, and Contact Information. Rows include: Board Secretary, Facility Maintenance, Human Resources, Health Services, Transportation, Business Office, Food Service, Principals, Counselor, Public Information Coordinator, Custodian, Library Media Center, Special Education, and Technology.

DISCIPLINE REPORTING AND RECORDS

In compliance with state law, the Board of Education establishes clear channels of communication between teachers, administrators, law enforcement officials and other schools concerning acts of school violence and other behaviors that endanger the welfare or safety of students, staff or patrons of the district. The purpose of this policy is to designate specific actions committed by students that must be reported to teachers, administrators and/or law enforcement officials as well as those actions that must be documented in a student's discipline record.

Definitions

The following definitions and terms apply to this policy:

Act of School Violence or Violent Behavior - The exertion of physical force by a student with the intent to do serious physical injury to another person while on school property, including while on school transportation in service on behalf of the district or while involved in school activities.

Not on Duty - Relates to school personnel who are directly responsible for the student's education or who otherwise interact with the student on a professional basis while acting within the scope of their assigned duties.

School or District Property - Property utilized, supervised, owned, rented, leased or controlled by the school district including, but not limited to, school playgrounds, parking lots, 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 Violation 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.
3. Any offense that results in an out-of-school suspension for more than ten school days.

Not on Duty - Relates to school personnel who are directly responsible for the student's education or who otherwise interact with the student on a professional basis while acting within the scope of their assigned duties.

REFERENCE COPY

School or District Property - Property utilized, supervised, owned, rented, leased or controlled by the school district including, but not limited to, school playgrounds, parking lots, school transportation and any property on which any school activity takes place.

Reporting to School Staff

School administrators shall report acts of school violence to all teachers at the attendance areas in which the involved students or an educated aid to other school district employees with a need to know the information to adequately supervise the students and to protect themselves or others. In addition, any portion of a student's individualized education program (IEP) that is related to demonstrated or potentially violent behavior shall be provided to any teacher and other district employees with a need to know the information.

The superintendent or designee will inform district employees with a need to know of any criminal act committed or allegedly committed by a student in the district that is reported to the district by a juvenile officer or an employee of the Children's Division (CD) of the Department of Social Services, sheriff, chief of police or other appropriate law enforcement agency in accordance 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 accurate reporting, the Board encourages all employees who have information about any criminal act to share that information with their supervisors. The Board expects employees to share information regarding serious criminal acts, and employees must report criminal acts when required 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 at any school activity must be reported immediately by the appropriate school administrator to the appropriate law enforcement agency. The following criminal acts are subject to this reporting requirement:

- 1. First- or second-degree murder under §§ 565.020, .021, RSMo.
2. Voluntary or involuntary manslaughter under § 565.023, .024, RSMo.
3. Involuntary manslaughter in the first or second degree under §§ 565.024, .027, RSMo.
34. First- or second-degree kidnapping under §§ 565.110, .120, RSMo.
43. First-, second- or third-degree assault under §§ 565.050, .0502, .05054, RSMo.
44. Rape in the first or second degree under §§ 566.030, .031, RSMo.
67. Sodomy in the first or second degree under §§ 566.060, .061, RSMo.
78. Burglary in the first or second degree under §§ 569.160, .170, RSMo.

REFERENCE COPY

- 59. Robbery in the first degree under § 569.020-023, RSMo.
910. Possession of a weapon under chapter 571, RSMo.; 18 U.S.C. § 921
1611. Distribution of drugs and distribution of drugs to a minor/Manufacture of a controlled substance under §§ 195.211-.212 579.055, RSMo.
12. Delivery of a controlled substance under § 579.020, RSMo.
4413. Arson in the first degree under § 569.010, RSMo.
13- Felony reentry under § 566.130, RSMo.
1314. Property damage in the first degree under § 569.100, RSMo.
1415. First-, second- or third-degree child molestation in the first-degree punishment tier under §§ 566.097, .068, .069, RSMo.
1617. Sexual abuse in the first degree pursuant to § 566.100, RSMo.
1718. First-degree harassment under § 565.090, RSMo.
1819. First-degree stalking under § 565.225, RSMo.

\* Immediate reporting of third-degree assault under § 565.05054, RSMo, may not be required if an agreement with law enforcement exists.

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

All employees shall immediately report to the principal any incident that constitutes a crime, including any incident in which a person is believed to have committed an act that if committed by an adult could be first-, second- or third-degree assault, rape in the second degree or sodomy in the second degree against a student or school employee while on school property, school transportation or school activities. Employees shall also inform the principal if a student is discovered to possess a controlled substance or weapon in violation of the district's policy. The principal shall immediately report these listed offenses to the appropriate law enforcement agency and the superintendent. However, if the district has entered into an agreement with law enforcement regarding the reporting of third-degree assaults, the district will report third-degree assaults to law enforcement in accordance with that agreement.

School districts may report or disclose education records to law enforcement entities and juvenile justice authorities if the disclosure concerns the law enforcement entity's or juvenile justice authority's ability to effectively investigate, prosecute, or adjudicate the student whose records are released. The officials and authorities to whom such information is disclosed must comply with applicable restrictions set forth in state and federal law.

REFERENCE COPY

Reporting Third-Degree Assault

The superintendent and the appropriate local law enforcement agency may develop a written agreement outlining the procedure for reporting any incident in which a student is believed to have committed an act that if committed by an adult would be third-degree assault. If such an agreement exists in the district, the principal shall report third-degree assaults to the appropriate local law enforcement agency in accordance with the agreement.

Student Discipline Records

The Board of Education directs the superintendent or designee to compile and maintain records of any serious violation of the district's discipline policy for each student enrolled in the district. Such records shall be made available to all district employees with a need to know and shall be provided to any school district in which the student subsequently attempts to enroll within five business days of receiving the request, in accordance with state law. If a student is placed in another school by the CD, the records will be transferred to the new school within two business days after notification by the CD. Personally identifiable student records will only be released or destroyed in accordance with state and federal law.

Pursuant to Department of Secondary and Elementary Education (DSE) state reporting requirements, the district shall report rates and durations of, and reasons for, student suspension 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.

Liability

Teachers and authorized district personnel, including volunteers selected with reasonable care by the district, shall not be civilly liable when acting in accordance with the Board's policies, including the Board's discipline policies, or when reporting to the appropriate law enforcement or other personnel acts of school violence or threatened acts of school violence to the appropriate supervisor or other person, pursuant to law and district policy.

\*\*\*\*\*

REFERENCE COPY

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 information.

Adopted: 09/18/1996

Revised: 09/19/2002; 09/13/2004; 07/10/2006; 09/13/2010; 05/09/2011; 06/09/2014;

Legal Refs: §§ 160.261, .522, 167.020, .115, .117, .112, 210.855, 211.032, 565.002, RSMo.

Camden R-III School District, Camden, Missouri



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 promoting a sexual performance by a child have changed. MSBA has also included new language related to building security.

*MSBA recommends that copies of this document be routed to the following areas because the content is of particular importance to them. The sites on this list may not match those used by the district. Please forward copies to the district equivalent of the sites below.*

Board Secretary	Business Office	X	Counsel/Spouses
X Faculty/Management	Food Service		Gifted
Human Resources	X Principals		Library/Student Center
Health Services	Coordinator		Special Education
Transportation	Public Job/Communications		Technology

Parents' guardians of students who have concerns with regard to the assessment or evaluation of academic programs, teachers or student performance can request a professional administrator observe their student's classroom and review these findings with the parents or guardians through an individual conference with the professional administrator. Only administrators or practicing professionals will be allowed to observe classes during instructional time.

Should parents/legal guardians wish to discuss the academic performance of their student with a classroom teacher (after regular education or special program), they will contact that teacher to arrange an appointment to meet with him or her outside of instructional time. Conference time is available during the school day for this purpose. Also, conference time is available during the school day for special education teachers to discuss a student's Individual Education Program (IEP) or progress.

Appropriate Behavior

The Camdenon R-III School District believes that district events are a vital part of the total educational program and should be used as a means for developing positive social interaction, good sportsmanship and appropriate behavior, in addition to knowledge and skills. Well-organized and well-conducted programs contribute to the morale of the student body and strengthen school-community relations.

To this end, the Board encourages district patrons to exhibit good sportsmanship, citizenship, ethics and integrity at all district events and at all times while on district grounds. The district will work with the Missouri State High School Activities Association (MSHSAA) and other organizations to promote good behavior by the patrons at athletic and other events. The Board will work with parents/guardians, alumni associations and local service organizations to keep appropriate behavior a top priority. The superintendent will establish procedures for crowd control at district events consistent with this policy.

Registered Sex Offenders and Persons Prohibited on or Near District Property

Sex offenders required to be listed on the Missouri Highway Patrol's sex offender registry, or who have pled guilty, pled *nolo contendere* or been convicted of crimes for which the law currently requires offenders to be listed, regardless of when those crimes were committed, are not allowed on district property or transportation or at district activities, regardless of whether those activities are held on or off district property, unless access is required by law.

In accordance with law, the district also prohibits all persons who have pled guilty or *nolo contendere* to or who have been convicted of or found guilty of violating the following provisions from being on or within 100 feet of any school building, district property, district activity or any vehicle used to transport students:

*Lovern v. Edwards*, 190 F.3d 618 (10th Cir. 1999)  
*Lukatskiy v. Board of Sch. Trustees of Mo. Co.*, 973 F.2d 403 (7th Cir. 1992)  
*Miller v. Montgomery County R-II Sch. Dist.*, 2011 WL 1299536 (April 1, 2011)

Camdenon R-III School District, Camdenon, Missouri

1. Any of the provisions in Chapter 566 of the Missouri Revised Statutes.
2. Incest, § 563.020, RSMo.
3. Endangering the welfare of a child in the first degree, § 563.045, RSMo.
4. Use of a child in a sexual performance, § 566.060-573.200, RSMo.
5. Promoting a sexual performance by a child, § 566.090-573.205, RSMo.
6. Sexual exploitation of a minor, § 573.023, RSMo.
7. Promoting child pornography in the first degree, § 573.025, RSMo.
8. Furnishing pornographic material to minors, § 573.010, RSMo.
9. Any offense committed in another state, a foreign country, or under tribal, federal or military jurisdiction that, if committed in this state, would be a violation listed above.

Despite the prohibitions in this section, the superintendent may grant permission for a parent, guardian or custodian of a student to be on district property for the limited purpose of attending meetings with district staff or in other situations where the student may benefit. Permission will be granted sparingly, if ever, and only in situations where the parent, guardian or custodian will be supervised at all times or will not be alone with a child. If the superintendent does not grant permission, the parent, guardian or custodian may seek permission from the Board. The superintendent will inform the principal and other relevant district staff of the scope of the permission granted.

This section may not apply to a student entitled by law to be on district property for educational services if the student's presence is necessary to obtain those services and the student is not otherwise prohibited by law from being on district property. The exceptions cited in this section do not apply if the person is otherwise prohibited or banned from district property by other sections of this policy.

Disruptive Conduct

If a visitor's conduct becomes disruptive, threatening or violent, the superintendent, principal or a designee of either may require the visitor to leave. The superintendent or designee may inform the visitor that he or she is not welcome back on district property or at district events indefinitely or for a specific period of time. During any period of prohibition, the visitor will not be allowed on district property. The superintendent may make exceptions for parents, guardians or custodians of students enrolled in the district if the person's presence is necessary to transport the student or may benefit

VISITORS TO DISTRICT PROPERTY EVENTS

District Property

Parents, Guardians and persons of the district are welcome to visit district schools and attend district events however, all visitors during business hours, including Board members, must sign or check in at the building office prior to proceeding elsewhere in the building. The district discourages parents/guardians or others from using district property or events as places for visiting students and may refuse the use of district property for that purpose.

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 disturbs or interferes with district activities or hinders the instructional process. Visitors to district property may not possess weapons, including concealed weapons, on district property, on district transportation or at any district function or activity sponsored or sanctioned by the district unless the visitor is an authorized law enforcement official or is otherwise authorized by Board policy.

Parent/Legal Guardian Access to Classrooms

Due to the disruptive effect on instructional activities and breach of student confidentiality which can occur due to unstructured observations by parents/legal guardians of students during classroom instructional time, it is the policy of Camdenon R-III Schools that no parents/legal guardians or relatives of students may observe classes during instructional time during the school day. Parents or guardians of students (both regular education and qualified disabled) have several established ways of gaining information as to the academic performance of their student without direct observation during instructional time. Some of these established options are as follows:

- Parent-Teacher conference
- Open house
- Meetings with counselors
- Meetings with professional personnel or administrators
- Meetings with principal or assistant principal
- Report cards and/or progress reports
- Homework samples
- Classroom work samples
- Standardized testing data
- SIS K-12 Parent Portal Gradebook

the student educationally, or in situations where the parent, guardian or custodian will be supervised at all times. The superintendent may make an exception for visitors to attend a meeting of the Board or its committees but is not obligated to do so. This paragraph does not apply if the person is otherwise prohibited or banned from district property by other sections of this policy.

Enforcement

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 superintendent, principal or a designee of either may file a report or sign a complaint with law enforcement on behalf of the district. The Board grants the superintendent or designee the authority to consult an attorney for guidance or to seek a court order banning the visitor from district property. A visitor denied access to district property may communicate with the Board in writing but will not be allowed back onto district property unless allowed by the Board.

\*\*\*\*\*  
**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 information.

- Adopted: 08/08/1994  
Revised: 09/19/2002; 12/12/2005; 01/03/2007; 09/13/2010; 06/11/2012;  
Cross-Ref: AC, Prohibition against Discrimination, Harassment and Retaliation  
AH, Use of Tobacco Products and Limitation Tobacco Products  
BDDH, Public Participation at Board Meetings  
ECA, Building and Grounds, Security  
ECD, Traffic and Parking Controls  
ECG, Animals on District Property  
INC, Speakers at District Events  
JEDB, Student Disciplinary Procedures  
Legal Ref: Mo. Const. art. IX, § 11(a)  
§§ 566.149, 569.400, RSMo.  
U.S. Postal Serv. v. Greenburgh Civic Ass'n., 453 U.S. 114 (1981)  
Embrey v. Lorton, 215 F.3d 854 (5th Cir. 2000)

*Lovern v. Edwards*, 190 F.3d 618 (10th Cir. 1999)  
*Lukatskiy v. Board of Sch. Trustees of Mo. Co.*, 973 F.2d 403 (7th Cir. 1992)  
*Miller v. Montgomery County R-II Sch. Dist.*, 2011 WL 1299536 (April 1, 2011)

Camdenon R-III School District, Camdenon, Missouri

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 School District Board of Education recognizes the Teachers' Association of Camdenton (T.A.C.) 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 grievances.

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 on advisory 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.

\* \* \* \* \*

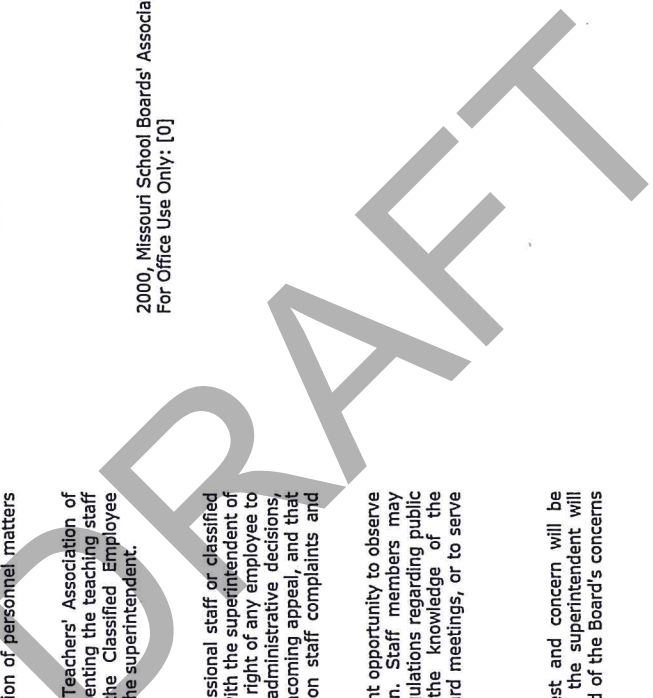
Note: The reader is encouraged to check the index located at the beginning of this section for other

Camdenton R-III

Date Adopted:

8/8/1994

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## Board of Education

## Check Preview

March 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
<b>Total A-B Rental &amp; Sales</b>				<b>616.50</b>
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
<b>Total Airgas - Mid America</b>				<b>208.96</b>
Baba's Bistro & Catering	0017393614878	Family Night ORI	106-5260	240.00
<b>Total Baba's Bistro &amp; Catering</b>				<b>240.00</b>
Barnes & Noble, Inc.	3420550	Glass Castle, Into the Wild	105-5359	980.00
<b>Total Barnes &amp; Noble, Inc.</b>				<b>980.00</b>
Baur, Paul	1/14-2/17/2017	Mileage, BOA Entry Fee		1,992.36
<b>Total Baur, Paul</b>				<b>1,992.36</b>
Bowling Electric, Inc.	3159	Bow-Misc Led	800-5484	225.00
<b>Total Bowling Electric, Inc.</b>				<b>225.00</b>
Camdenton Lawn & Garden Center	009729	Dyna Mix	700-5452	55.96
<b>Total Camdenton Lawn &amp; Garden Center</b>				<b>55.96</b>
Central States Bus Sales, Inc.	IN340512	Hose		111.49
<b>Total Central States Bus Sales, Inc.</b>				<b>111.49</b>
City of Camdenton	March 2017	Resource Officers		13,182.03
<b>Total City of Camdenton</b>				<b>13,182.03</b>
Clark Tire II, LLC	60177	Tires		236.00
<b>Total Clark Tire II, LLC</b>				<b>236.00</b>
Curriculum Associates, Inc.	90458815	GR K Data Sheets	410-5387	291.20
<b>Total Curriculum Associates, Inc.</b>				<b>291.20</b>
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
<b>Total Davenport Group</b>				<b>16,075.00</b>
e2e Exchange	2016294	E-rate Consulting		1,250.00
<b>Total e2e Exchange</b>				<b>1,250.00</b>

## Board of Education

## Check Preview

March 28, 2017

EdCounsel, LLC	3918	Legal Fees		380.00
<b>Total EdCounsel, LLC</b>				<b>380.00</b>
Fastenal Company	MOCAM46976	Supplies		23.17
<b>Total Fastenal Company</b>				<b>23.17</b>
Follett School Solutions, Inc.	543934F-4	Books	406-4687	344.59
<b>Total Follett School Solutions, Inc.</b>				<b>344.59</b>
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
<b>Total Foy Inventerprises, Inc.</b>				<b>5,116.07</b>
Fun Express, LLC	682453989-01	Classroom Supplies	106-5384	262.48
<b>Total Fun Express, LLC</b>				<b>262.48</b>
Idea Art	8801268	Letter Paper, Brochure Paper	412-5407	171.87
<b>Total Idea Art</b>				<b>171.87</b>
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
<b>Total Jacks Sporting Goods</b>				<b>230.11</b>
JW Pepper	11C60018	Siyahamba	205-5132	225.00
JW Pepper	11C54362	Music	105-5161	1,048.99
<b>Total JW Pepper</b>				<b>1,273.99</b>
<b>Grand Total</b>				<b>43,266.78</b>

Vendor Name	Invoice Number	Invoice Description	PO Number	Amount
All American Termite & Pest - 201	461102	Pest Control Campus		140.00
<b>Total All American Termite &amp; Pest - 201</b>				<b>140.00</b>
All American Termite & Pest - 682	461062	Pest Control OBE		35.00
<b>Total All American Termite &amp; Pest - 682</b>				<b>35.00</b>
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
<b>Total Balfour</b>				<b>2,193.65</b>
Bowling Electric, Inc.	3115	Buna N Spider		10.00
Bowling Electric, Inc.	3114	Credit		(7.50)
<b>Total Bowling Electric, Inc.</b>				<b>2.50</b>
Capital Materials	4012825	2" Clean		130.20
<b>Total Capital Materials</b>				<b>130.20</b>
Corporate Business Systems	9120	Copier Base Rate		6,878.09
<b>Total Corporate Business Systems</b>				<b>6,878.09</b>
Ellis Battery Specialists LLC	397658	Batteries		11.25
<b>Total Ellis Battery Specialists LLC</b>				<b>11.25</b>
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
<b>Total Jacks Sporting Goods</b>				<b>534.24</b>
<b>Grand Total</b>				<b>9,924.93</b>

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 MSBA's Action Center 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 a discussion on Bullying led by Kelli Hopkins. You can register by clicking on the date for our Spring Regional Meeting here.

I also hope you are planning to attend the **MSBA Leadership Summit to 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. Click here for more information on the 2017 Leadership Summit.

Be sure your board is represented at the Delegate Assembly held during the Leadership Summit on June 3. This Delegate Assembly will be especially important as **delegates have the opportunity to review and discuss the NEW merged advocacy document for MSBA**. Be sure to discuss this document with your local school board before June 3<sup>rd</sup> to make 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 Fulmer from the Waynesville School District who participated on the Advocacy committee for many years and his contribution and diligence in working on this significant merger of MSBA advocacy documents.*

The Delegate Assembly will also be electing statewide officers for the coming year: *President Jan Meess*, Columbia 93 School District; *President Elect Mike Pratt*, Gasconade Co. R-1; and *Vice-President Rhonda Gilstrap*, 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 MSBA Action Center 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.