

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

**Regular Meeting – Administration Building, Board Room
September 14, 2015 – 5:30 p.m.**

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

I. CALL TO ORDER & RECITE PLEDGE OF ALLEGIANCE

The Camdenton R-III Board of Education met in Regular Session in the Board Room of the Administration Office on Monday, September 14, 2015. The meeting was called to order by President McElyea at 5:30 p.m. The pledge of allegiance was recited.

II. APPROVAL OF AGENDA

Regular Meeting – September 14, 2015
Strategic Plan Goal Area – Governance

Motion: Move to approve the agenda of the Regular September 14, 2015, meeting as presented.
Barbour/Masterson - all ayes.

III. CLASSIFIED EMPLOYEE OF THE MONTH

Cindy Campbell was recognized as the Camdenton Classified Employee of the Month for September. Cindy is the secretary at Hurricane Deck Elementary. She has been with the District since August 1999. Cindy will soon be leaving the District and moving to Florida.
Strategic Plan Goal Area – Facilities/Support/Instructional Resources

No motion necessary.

IV. PUBLIC COMMENT

There was no public comment.
Strategic Plan Goal Area – Parent & Community Development

V. TOKEN OF APPRECIATION PRESENTATION TO BOARD OF EDUCATION

Tanner Glodt requested a few minutes to present a flag as a token of his appreciation to the Board of Education for the support shown him during his recent deployment. Tanner was deployed to Afghanistan and has recently returned to the District.

No motion necessary.

VI. CONSENT ITEMS

- A. Approve Minutes and Documentation of August 10, 2015, Board of Education Regular Meeting
- B. Approve Excellence in Education Nominations

Building	Recipient
Dogwood Elementary	Maggie Libby
Hawthorn Elementary	Dawn Moore
Hawthorn Elementary	Whitney Carnahan
Oak Ridge Intermediate	Geana Holland

Middle School	Par Pitts
High School	Stephanie Middleton
LCTC	Lynn Cramer
Hurricane Deck Elementary	Rebecca Plumley

C. Approve Sale of Surplus Property Items

Per policy Board approval is needed to sell surplus property items. A tentative list of sale items was reviewed. The District auction is scheduled for Saturday, October 3, 2015.

D. District Safety (District Report, Blank Drill Reports)

Billy Kurtz, District Safety Officer, provided the Board a safety review of the District.

E. Accept Bid for Early Childhood Soft Playground Material Supply & Installation at Hurricane Deck Elementary

Three bids were received. The bid from Taylormade Co. was recommended.

F. Accept Bid for Dell Desktop Computers

Bids were received from three vendors for a new Middle School Project Lead the Way computer lab. The bid from Ricoh USA was recommended.

G. Accept Bids for LCTC Items for the Law Enforcement/Crime Scene Investigation Program:

- a. FARO 3D Crime Scene Scanner \$70,597. FARO is the only distributor for such an item.
- b. Forensic Lab Camera Set, \$44,100. Arrowhead Scientific Inc. is the only distributor for such an item.
- c. Forensic Tracer Laser, \$28,500. Arrowhead Scientific Inc. is the only distributor for such an item.

These items will be purchased through Enhancement Grant funds through DESE. The district will receive 75% reimbursement from DESE.

H. Accept Bid for LCTC Walk-In Freezer

A bid summary and recommendation for an outdoor walk-in freezer for LCTC Culinary Arts was presented. The recommendation was to accept the bid from CARE Sales and Service. This will also be purchased through Enhancement Grant funds. The district will receive 75% reimbursement from DESE.

Strategic Plan Goal Area – Governance

Motion: Move to approve consent items as presented.

Barbour/Schulte - all ayes.

VII. APPROVAL OF BILLS

Strategic Plan Goal Area – Governance

Motion: Move to approve all bills and addendae as submitted, excluding bills from ACI/Boland, Hulett Chevrolet, Buick, GMC, Inc. and a reimbursement to Bart Schulte.

Barbour/Hulett – all ayes.

Motion: Move to approve the bill to ACI-Boland.

Schulte/Davis – all ayes; Barbour abstained, nepotism.

Motion: Move to approve the bill to Hulett Chevrolet, Buick, GMC, Inc.

Schulte/Masterson – all ayes; Hulett abstained, nepotism.

Motion: Move to approve the reimbursement to Bart Schulte.

Barbour/Hulett – all ayes; Schulte abstained, nepotism.

VIII. APPROVAL OF TREASURER’S REPORT

Strategic Plan Goal Area - Governance

Motion: Move to approve the August 2015 Treasurer’s Report as submitted.

Barbour/Davis - all ayes.

IX. UNFINISHED BUSINESS

A. STRATEGIC PLAN

The Board subcommittee consisting of Tom, Laura, Jackie, and Tim, has met regarding the District’s five-year strategic plan. They reported on the proceedings of its recent meeting and presented a draft plan.

Strategic Plan Goal Area – Governance

No motion necessary.

X. NEW BUSINESS

A. BOARD POLICY UPDATES

The Board had a first read of the following policies.

Strategic Plan Goal Area – Governance

POLICY CODE	POLICY TITLE
CBG	Evaluation of the Superintendent
CFB	Evaluation of Principals
GBBDA	Family and Medical Leave
GCN	Evaluation of Professional Staff

No motion necessary.

XI. UNFINISHED BUSINESS (Continued)

B. ELEMENTARY CONSTRUCTION UPDATE

Dr. Hadfield provided construction project updates.

Strategic Plan Goal Area – Facilities/Support/Instructional Resources

No motion necessary.

XII. BOARD WRAP-UP

This is an opportunity for the Board to report on upcoming meetings, meetings attended, registrations, and deadlines. The following items were discussed:

Strategic Plan Goal Area – Governance

- Board Activity Calendar for September & October
- September Special Board Meeting to be held September 29, 2015, 7:30 a.m.
- Board Self-Evaluation – individual responses due October 2nd.
- MSBA Annual Conference, October 1-4, 2015. *Nancy, Selynn, and Tim are registered to attend.*
- October Board Meeting - Hold at Hurricane Deck Elementary
- December Board Meeting – Possibly hold at Osage Beach Elementary
- October Board Meeting Reports tentatively include: Transportation Report/Bus Route Approval, Library Media Services Report, Buildings & Grounds Review, and i-Ready Benchmark Data.
- MSBA Fall Regional Meeting – October 21, 2015, Osage Beach Elementary. *Who plans to attend?*

No motion necessary.

XIII. 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).

Strategic Plan Goal Area - Governance

Motion: Move to adjourn to Executive Session.

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

XIV. ADJOURN MEETING

Motion: Move that the meeting adjourn.

Masterson/Schulte - all ayes.

Meeting adjourned at 7:50 p.m.

Chris C. McElyea - President of the Board

Linda Leu – Secretary of the Board

Safety Report-Camdenton R-II School District

September 9, 2015

Pursuant to Policy EB-C.1B: The district has a designated individual for implementing building prevention programs.

Pursuant to Policy EB-C.1B: The maintenance department coordinates the periodic testing of drinking water, with an approved testing lab, with the appropriate civil authorities.

Pursuant to Policy EB-C.1B: The superintendent or designee (here) continuously reviews job descriptions and district activities to improve safety in the district.

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Camdenton Fire Department
Physical Address: 35 College Ave
Mailing Address: 437 W US Hwy 54, Camdenton, MO 65020
Business (573) 346-6260 Fax (573) 346-6262
INSPECTION REPORT

Name of Business: Hawthorn Elementary Date: 7/20/15
Address: 296 Minor St

Notes: Exit sign southeast corner gym. Extension chords in 137-0. Emergency lighting outside 139.
Exit sign 1st door east entrance. Emergency lighting 143a. Multiplex in 144.
Exit sign 1st door east entrance. Emergency lighting 143a. Multiplex in 144.
Emergency light needs battery in capitan hallway. Exit sign outside of 134.
Flag pole holder outside 145. Both exit signs at main entrance. Extension chords in 84.
Extension chord in 97. Smoke detector, and storage too high in 98. Extension chord in 103 and
in office. Batter in exit sign outside 99. Extension chord in 104. Extension chords in 111.
Extension chord in 112. Flag holders outside of rooms need removed. Storage too close to
ceiling in 119. Extension chords in 118. Multiplex in 120. Extension chord in 121.
Smoke detector, storage too close in 4th grade storage. Emergency lighting in 122.
Emergency lighting outside room 122. Smoke detector in 3rd grade storage.
Extension chord in 128. Extension chord in 129. Extension chord in 130.
Emergency Light outside 132. Storage too high, smoke detector, extension chord in 96a.

This fire prevention inspection was made for the purpose of promoting life safety and correcting conditions which may tend to cause or contribute to a fire situation. Any classifications marked NO shall be corrected in order to bring the safety conditions up to minimum standards as prescribed by the appropriate codes.
Owner/Agent Signature Inspector Signature



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Physical Address: 35 College Ave
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INSPECTION REPORT

Name of Business: LCTC Date: 8/13/15
Address: 268 DARE

Notes: Extension chord in office. Multiplex outlet in 108. Smoke detector, storage too high in 108a.
Storage too high, smoke detector in 114. Extension chord in 116 storage room.
Smoke detectors, storage too high both closets in 113. No exit sign on door in 113.
Extension chord, smoke detector in storage room in 106b. Storage too close to ceiling, extension
chords in 103 & 101. Exit sign at main door dead. No key to closet by 120.
Emergency light needs load in 120 shop exit. Exit sign broken 131a. Emergency light into shop 120.
Flammable paint product in a fire closet in 137a. 1 fire extinguisher needed by 187 exit.
No Emergency lighting in a door hallway. Exit sign adult into fire exit needs battery.
No Emergency lighting in men's and women's restroom in main. No key to elevator control room.
Co extinguisher needs serviced or removed in metal lab. Co fire extinguisher needs service or removed in 136.
No emergency lighting in metal lab. Co fire extinguisher needs service or removed in 136.
Use of storage area as class room. Emergency lighting in graphic tech lab. Emergency light needs
Battery in 132.

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INSPECTION REPORT

Name of Business: Agricultural building Date: 8/13/15
Address:

Notes: Exit sign and emergency lighting in both classes don't work.
Storage too close to ceiling in office closet. Exit sign on south wall doesn't work.
Blocked access to electrical panels in mechanical room. Open electrical box.
Extension chord in green house.

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INSPECTION REPORT

Name of Business: High School Date: 8/14/15
Address:

Notes: No key to get in secured entrance. Sprinkler head in work room. Storage too high in closets.
By mailboxes. File cabinets in hallway in nurses office. Sprinkler head in main office.
Mats in common room. Storage too high chair room office. Storage too close to sprinkler heads in
Choir rooms. Storage too high in robe storage room. Multi plex adapter in band directors office.
Restricted access to roof access in stage shop. Rear exit from stage dead battery. Fire extinguisher
in fire cabinet near stage needs serviced. Emergency lighting in left side of auditorium exit hallway.
Low battery in left rear auditorium emergency light. Low battery in light booth catwalk stairwell.
Open block in electrical panel in concession stand. Both Emergency lighting need battery in weight
Room. Emergency lighting in football locker room by office. Exit signs and emergency lighting need
Batteries in film room. Emergency lighting outside of girls athletic room. Blocked access to roof
Access and electrical panels in right upper gym storage. Extension chord in kitchen. Storage too
High in dry room storage. Battery low outside kitchen locker room. Blocked access to sprinkler
Control. Extension chord in c114. Storage too high in c108. Extension chord in c122.
Power strip into power strip at 102. Storage too high in a 103. Rear door B103 jammed won't open
Storage access from B100 storage to close to ceiling closet B103 storage to close to ceiling
Storage to close to ceiling A120, extension cord C208, storage to close to ceiling C205.
Exit sign hallway outside A200 needs battery, multi plex adapter A206. Storage to close to ceiling A200
Storage to high A208, stairroom in B210 storage to close to ceiling B207 storage to close to ceiling
B206 storage to close to ceiling, exit sign rear of broadcast studio, D204 storage to close to ceiling

This fire prevention inspection was made for the purpose of promoting life safety and correcting conditions which may tend to cause or contribute to a fire situation. Any classifications marked NO shall be corrected in order to bring the safety conditions up to minimum standards as prescribed by the appropriate codes.
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Timestamp User: F to which building

Table with 2 columns: Timestamp, User: F to which building. Contains a list of inspection dates and times.



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Physical Address: 35 College Ave
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Business (573) 346-6260 Fax (573) 346-6262
INSPECTION REPORT

Name of Business: Dogwood Elementary Date: 8/12/15
Address: 158 Minor Street

Notes: Obstruction in hallway by main doors. Access to panel in 60a. Multiplex adapter in 58.
Multiplex outlet in 59. Emergency lighting over gym men's bathroom. Extension chords in 78.
Multiplex adapter, extension chords in 74. Smoke detector, storage too high in 80a.
Blocked access to electrical panel 81a. Extension chords in 49. Extension chord in 48.
Emergency lighting outside 48. Multiplex outlet, extension chords in 48.
Multiplex outlet, extension chord in 47. Extension chord in 45. Storage height, smoke detectors in 43A
Extension chords in 43. Extension chords in 42. Multiplex outlet in 39. Access to panel in 28b.
Powers trip plugged into extension chord in 33. Extension chords in 32. Extension chords in 34.
Extension chord in 38. Extension chord in 67. Doors to courtyard need signs at eye level on the
Doors themselves that say not an exit. Exit sign in small cafeteria needs to be removed.
Emergency lighting doesn't work/obstructed outside 14. Smoke detector in closet, multiplex outlet
And extension chord in room 12. Exit sign outside 14a doesn't work. Extension chord in 14a.
Extension chord in lunchroom 1-st. Smoke detector in closet in 17. Smoke detector in closet in 19.
Multiplex outlet, smoke detector in closet in 18. Smoke detector in closet in 21.
Smoke detector in closet, bad end on cart chord in 20. Smoke detector in closet in 22.
Smoke detector in closet, extension chord in 23. Smoke detector in closet in 24.
Extension chord to microwave in chef's office. All but the south east Exit sign in cafeteria 1.
Exit sign outside cafeteria 1. Smoke detector in closet 26b. Panel access in closet south east.
Extension chord in Mrs young. Storage in guided reading library. Extension chord in 28a.
Extension chord by restroom 28r. Extension chord to water dispenser.

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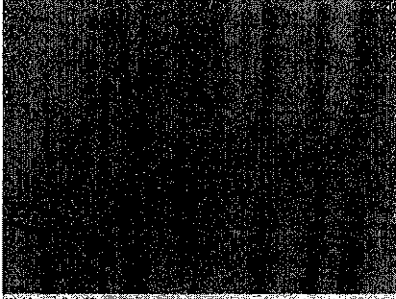
Camdenton Fire Department
Physical Address: 35 College Ave
Mailing Address: 437 W US Hwy 54, Camdenton, MO 65020
Business (573) 346-6260 Fax (573) 346-6262
INSPECTION REPORT

Name of Business: Horizons Date: 8/12/15
Address: 172 W Highway 54

Notes: No address in front of building. Room number for fire extinguisher needs serviced.
Remove stored items from furnace room. Extension cord room 11. Multiplex outlet room 8.
Multiplex outlet by Secretary desk.

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Room number or other description of location



All but 4 rooms in the building

Most classrooms and office entrances have a multipurpose exit sign, but several 300-400 sq ft emergency exits

811s

all but 8 rooms in the building, electric alarm is a fire hazard, pressure sensor is against safety policy

Outside 40

47

Courtyard exit doors need reversed signs "not exit" on each door

Exit sign in 128 requires reverse or traditionally corrected

Hallway outside 11

128

Cafeteria

Exit

Classroom hallway exit light battery, exit sign near desk, 8th g area locker room exit sign, exit sign 5th corner of gym, emergency light outside 130, exit sign 1st door classroom rooms, 143 needs emergency lighting, both exit signs at front entrance, exit sign by room 10, emergency lighting needed at 122 and hallway on 122 needs service, emergency lighting outside 132

Classroom computer lab

Locker hallway

Key to 811 is not on the keys stored in BOX

Exit flashlights provided by each classroom need to be reviewed

Most storage closets have items too close to the ceiling. 15' clearance required please



Closets filled with detectors installed

Many classrooms are dark, exit door covers as permanent outdoor supply in future entrance

Storage closets need smoke detectors

Room 130 has 1 old style smoke detector that needs service/replacement or removal

Small area needs 1 additional detector by the front side of back office

Direct Follow up



Safety Concerns

Reader Action

Emergency procedures are not posted

Exit door signs emergency exits, multiple classroom

Storage in hallway off of ceiling, no smoke detectors

Electrical panel is not accessible

Exits signs

Exit light needs service

Multiple Exit signs need service

Exit light battery

Emergency light, battery and is obstructed

Smoke detectors required

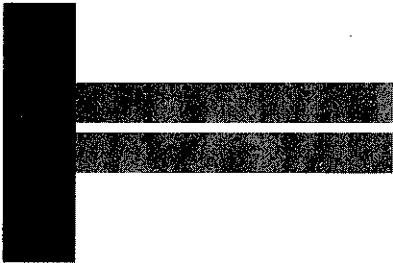
Multiple Exit signs need service

Exit light battery

Exit light needs battery

Electrical panel is not accessible

Storage in hallway off of ceiling



**HURRICANE DECK ELEMENTARY, EARLY CHILDHOOD
SOFT PLAYGROUND MATERIAL SUPPLY & INSTALLATION**
September 2015

Bids were accepted on or before 9:00 a.m. on August 31, 2015, at Camdenton R-III Public School's Administration Building, 172 Dare Boulevard, Camdenton, Mo. 65020, at which time they were publicly opened.

Company	
Play by Design, Inc. 3619 E. 105 th Street Tulsa OK 74137	\$43,800
S. Bollinger and Associates, LLC PO Box 856 Hillsboro MO 63050	\$38,400
*Taylormade Co. 7356 Holliday Drive Kansas City KS 66106	\$33,600

**Recommend Taylormade Co.*

DELL DESKTOP COMPUTERS – STUDENT & TEACHER WORK STATIONS
September 2015

Bids were accepted on or before 12:00 noon on September 4, 2015, at Camdenton R-III Public School's Administration Building, 172 Dare Boulevard, Camdenton, Mo. 65020, at which time they were publicly opened.

Company	Bid
Brandon Jackson Davenport Group 4166 Lexington Avenue N St. Paul MN 55126	\$32,850.00
Mike Marracino Hypertec USA, Inc. 10601 N. Frank Lloyd Wright Blvd, Suite 100 Scottsdale AZ 85259	\$30,158.10
Andrea Huenink Ricoh USA 728 C Heisinger Road Jefferson City MO 65109	\$30,150.00

**Recommend Ricoh USA.*

Accept Bid (\$70,597) for FARO 3D Crime Scene Scanner for the Law Enforcement/Crime Scene Investigation Program.

Background: Lake Career & Technical Center sought bids for a FARO 3D Crime Scene Scanner for the Law Enforcement program. FARO is the only distributor for such an item. The item will be purchased through Enhancement Grant funds through DESE. The district will receive 75% reimbursement from DESE for the 3D crime scene scanner.

Accept Bid (\$44,100) for Forensic Lab Camera set for the Law Enforcement/Crime Scene Investigation Program.

Background: Lake Career & Technical Center sought bids for a FSIS Forensic Lab Camera set for the Law Enforcement program. Arrowhead Scientific Inc is the only distributor for such an item. The item will be purchased through Enhancement Grant funds through DESE. The district will receive 75% reimbursement from DESE for the 3D crime scene scanner.

Accept Bid (\$28,500) for Forensic Tracer Laser for the Law Enforcement/Crime Scene Investigation Program.

Background: Lake Career & Technical Center sought bids for a Forensic Tracer Laser for the Law Enforcement program. Arrowhead Scientific Inc is the only distributor for such an item. The item will be purchased through Enhancement Grant funds through DESE. The district will receive 75% reimbursement from DESE for the 3D crime scene scanner.

WALK-IN FREEZER FOR LCTC CULINARY ARTS
September 2015

The following quotes were received for a walk-in freezer for LCTC Culinary Arts.

Company	Quote
Feller's Food Service Equipment Springfield, Mo.	\$18,556.50
Ford Restaurant Supply Columbia, Mo.	\$18,688.81
*CARE Sales and Service Camdenton, Mo.	\$18,812.18

**Recommend CARE Sales and Service.*

Board of Education

Bills Paid Early

September 14, 2015

Vendor Name	Invoice Description	PO Number	Amount
ACI/Boland	Project 3-13020.00 OBE		4,531.48
ACI/Boland	Project 3-13021.00 HDE		7,958.08
Total ACI/Boland			12,489.56
Ameren Missouri	OBE Electric		10,008.25
Ameren Missouri	OBE Electric		1,507.38
Ameren Missouri	OBE Electric		33.69
Total Ameren Missouri			11,549.32
AT&T	JJC DSL		219.67
AT&T	HDE Telephone		390.91
AT&T	OBE Telephone		540.90
Total AT&T			1,151.48
AT&T Long Distance	HDE, OBE, Horizons Long Distance		195.56
Total AT&T Long Distance			195.56
AT&T Mobility - Maint Cell	Cellular Internet Access		811.25
Total AT&T Mobility - Maint Cell			811.25
Camdenton R-III School-Cafeteria	Kitchens start up cash	850-8876	660.00
Total Camdenton R-III School-Cafeteria			660.00
City of Camdenton	Campus Water/Sewer		572.68
City of Camdenton	Horizons Water/Sewer		20.21
City of Camdenton	Campus Water/Sewer		4,372.91
City of Camdenton	Campus Water/Sewer		(572.68)
Total City of Camdenton			4,393.12
City of Osage Beach	Campus Water/Sewer		572.68
Total City of Osage Beach			572.68
Der Essen Platz	Roma France appreciation dinner	700-8852	660.00
Total Der Essen Platz			660.00
Hulett Chevrolet, Buick, GMC, Inc.	2014 Chevrolet Express - FS Delivery truck	000-9472	37,430.00
Total Hulett Chevrolet, Buick, GMC, Inc.			37,430.00
Khor, Kee long	Refund MO Scholars Academy		500.00
Total Khor, Kee long			500.00
Music For All, Inc.	Bus/Truck Passes	105-9490	275.00
Total Music For All, Inc.			275.00
Neumayer Equipment Co	Shipment of Fuelmaster		8,200.00

Board of Education

Bills Paid Early

September 14, 2015

Neumayer Equipment Co	Downpayment		2,500.00
Total Neumayer Equipment Co			2,500.00
Palmerton & Parrish, Inc.	OBE - New Construction		1,372.56
Total Palmerton & Parrish, Inc.			1,372.56
Schulte, Bart	Refund MO Scholars Academy		500.00
Total Schulte, Bart			500.00
Surette, Evonna L	Travel reimbursement		339.49
Total Surette, Evonna L			339.49
The Food Bank for Central & NE MO	Camdenton Buddy Pack		50.00
The Food Bank for Central & NE MO	Camdenton Buddy Pack		280.00
Total The Food Bank for Central & NE MO			330.00
Total			63,930.02

Board of Education

P Card Payments

August 2015

Vendor Name	PO Number	Invoice Number	Invoice Description	Amount
Amazon.Com	700-8619	103-3666804-5450600	Creative Scheduling	77.48
Amazon.Com	700-8625	115-7849561-8091466	iPad case	60.70
Baba's Bistro & Catering	106-9230	398029785	LEGO Coaches Lunch	90.55
Baymont Inn & Suites - Rolla	805-9172	396821557	Hotel - W Hedrick	334.75
BMO Harris MasterCard	873-9242	397903903	Fun Markers Golf Markers	263.35
BMO Harris MasterCard		Holiday Inn Exp	Lodging - Food Service Dept.	567.52
BMO Harris MasterCard		Target	Supplies - FS Dept.	34.79
BMO Harris MasterCard		Dierbergs	FS Supplies	22.94
BMO Harris MasterCard		HyVee	FS Supplies	31.13
BMO Harris MasterCard	205-8756	Flex Design Costumes	Muscle suit for Mascot	1,364.85
BMO Harris MasterCard	205-8757	Cheapjgear	Laser light	179.87
BMO Harris MasterCard	205-8980	Gameops.com	Mascot slingshot	60.26
BMO Harris MasterCard	205-9057	MO Ozark Liquidators	MOML Furniture	500.00
Drury Inn St. Louis Airport	106-9229	399080857	Hotel Australia Trip	151.71
Enterprise Rent - A - Car		397347986	Car Rental IB Orlando	185.26
IPEVO USA	805-8770	0012015070001067	Wireless document camera	159.00
Laclede Electric Cooperative		2364200	Middle School	9,879.21
Lego Education	106-8486	708532497	Field Set Up Kits	1,102.50
Lego Education	106-9232	JrFLL Registration		400.00
Marriott - Atlanta	000-6489	397010826	Refund - Error	(668.32)
Marriott - Atlanta	000-6489	397010827	Refund - Error	(50.00)
Marriott - Atlanta	000-6489	397523128	Refund - Error	(1,186.64)
Marriott - Atlanta	000-6489	397523129	Refund - Error	(1,186.64)
Marriott - Atlanta	000-6489	397523132	Refund - Error	(1,186.64)
Marriott - Atlanta	000-6489	397523130	Refund - Error	(1,180.64)
Marriott - Atlanta	000-6489	397010823	Refund - Error	(1,186.64)
Marriott - Atlanta	000-6489	397523131	Refund - Error	(50.00)
Marriott - Atlanta	000-6489	397523133	Refund - Error	(1,186.64)
Marriott - Atlanta	000-6489	397523134	Refund - Error	(618.32)
Marriott - Atlanta	000-6489	397010824	Refund - Error	(618.32)
Marriott - Atlanta	000-6489	397010825	Refund - Error	(618.32)
Marriott - Atlanta	000-6489	397010820	Lodging	50.00
Marriott - Atlanta	000-6489	397010821	Refund - Error	(1,186.64)

Board of Education

P Card Payments

August 2015

Marriott - Atlanta	000-6489	397010822	Refund - Error	(1,186.64)
PCard - Comer - 9686	106-8359	399324270	FTC Registration	272.60
PCard - Comer - 9686	106-9266	Black Bird Cafe	Meal Expense Australia Trip	29.99
PCard - Comer - 9686	106-9266	Starbucks	Food Australia Trip	7.63
PCard - Comer - 9686	106-9228	Sydney Capitol Hotel	Hotel Australia Trip	2,669.83
PCard - Comer - 9686	106-9228	Sydney Capitol Hotel	Hotel Australia Trip	117.14
PCard - Comer - 9686	106-9280	Sydney Town Hall	Trains	122.12
PCard - Comer - 9686	106-9281	Sydney Travelodge	Hotel Deposit Australia Trip	241.58
PCard - M Comer	106-9267	TGI Fridays	Robotics Australia Trip	43.54
Pitsco Education/Hearlihy & Comp	106-9231	533732-38	FTC Team Registration	272.60
Pitsco Education/Hearlihy & Comp	106-9231	399324271	FTC Registration	272.60
Pitsco Education/Hearlihy & Comp	106-9231	399324273	FTC Registration	272.60
plasq LLC	805-8753	ST88614099	Comic Life 3 Licenses	557.28
Sheraton Chicago Hotel & Towers	108-6222	530931	Hotel IB	757.96
Summit Natural Gas of MO		00023332	Transportation	42.88
Summit Natural Gas of MO		00023336	Hawthorn	52.11
Summit Natural Gas of MO		00023335	DW	92.46
Summit Natural Gas of MO		00023326	ORI	57.64
Summit Natural Gas of MO		00023339	HDE	34.32
Summit Natural Gas of MO		00023340	High School	85.29
Summit Natural Gas of MO		00023338	OBE	57.64
Summit Natural Gas of MO		00023330	Concession/Maintenance	30.90
Summit Natural Gas of MO		00023337	LCTC East	30.90
Summit Natural Gas of MO		00023334	MS	205.16
Summit Natural Gas of MO		00023327	Maintenance	49.36
Summit Natural Gas of MO		00023331	LCTC West	92.19
UPS		6X3421295	Shipping	90.40
Wal-Mart - Admin.	805-9006	TR# 06520	Optical mouse	21.39
Grand Total				9,965.58

Board of Education

Check Preview Addendum II

September 14, 2015

Vendor Name	Invoice Number	Invoice Description	PO Number	Amount
Amazon.Com	219739947022	US History	108-8767	158.40
Amazon.Com	223709516512	US History	108-8767	901.00
Amazon.Com	078796655292	Conceptual Physics	105-4145	53.99
Amazon.Com	296338283803	Conceptual Physics	105-4145	468.00
Total Amazon.com				1,581.39
Blick Art Materials	4863188	Sketch Pads	205-9016	167.00
Blick Art Materials	4812323	Tempera YLW	205-8924	39.52
Blick Art Materials	4792509	Art Supplies	205-8924	1,305.98
Blick Art Materials	4862528	Art Supplies	205-8926	17.32
Total Blick Art Materials				1,529.82
Branson R-IV School District	ShrockH	Educational Services	410-9766	8,151.76
Branson R-IV School District	ShrockA	Educational Services	410-9766	8,175.32
Branson R-IV School District	ShrockM	Educational Services	410-9766	8,151.76
Total Branson R-IV School District				24,478.84
Carson-Dellosa Publishing Co., Inc.	548007	Classroom Supplies	406-4192	24.93
Total Carson-Dellosa Publishing Co., Inc.				24.93
CDW-G Computer Centers, Inc	WF29304	HP 5406	805-4465	3,959.55
CDW-G Computer Centers, Inc	WB25087	HP 24 Port GIG	805-4474	15,240.00
CDW-G Computer Centers, Inc	WC42148	HP5406	805-4474	7,919.10
CDW-G Computer Centers, Inc	WC54654	HP5406	805-4474	3,959.55
CDW-G Computer Centers, Inc	WB25088	HP X132	805-4475	12,480.00
CDW-G Computer Centers, Inc	WC61407	HP X132	805-4475	12,258.65
CDW-G Computer Centers, Inc	WC42150	HP X132	805-4475	760.00
CDW-G Computer Centers, Inc	WB84515	HP Networking	805-4465	25,852.00
CDW-G Computer Centers, Inc	WV96893	HP5406	805-4465	7,919.10
CDW-G Computer Centers, Inc	WT68753	HP 5406	805-4465	3,959.55
CDW-G Computer Centers, Inc	WF88735	HP X132, HP 5406	805-4465	16,978.20
CDW-G Computer Centers, Inc	WD05125	HP X132, HP 5406	805-4465	23,058.20
CDW-G Computer Centers, Inc	WC41432	HP X132	805-4465	2,718.00
Total CDW-G Computer Centers, Inc				132,775.90
Central Mo Newspapers Inc	LE020265	Public Notice	410-9932	70.00
Total Central Mo Newspapers Inc				70.00
Demco	LE020265	Library Supplies	404-8964	407.83

Board of Education

Check Preview Addendum II

September 14, 2015

Evans, Dustin G	8/25/2015	Supplies for Parent Night BBQ		180.32
Total Evans, Dustin G				180.32
Fastenal Company	MOCAM40686	Supplies		37.85
Total Fastenal Company				37.85
Ford Hotel Supply Co	1048351	FS Equipment	000-4857	1,773.75
Total Ford Hotel Supply Co				1,773.75
Gammill Sewing Center	9/10/2015	Sewing Machine	105-9669	299.00
Gammill Sewing Center	9/10/2015	Sewing Machine Repairs	105-9541	340.00
Total Gammill Sewing Center				639.00
Houghton Mifflin	951683449	Text	105-9210	11,951.55
Houghton Mifflin	951651474	Text	105-8970	23,780.40
Houghton Mifflin	951722752	Text	408-4777	108.00
Houghton Mifflin	951500555	Journeys	408-4777	508.38
Houghton Mifflin	951509539	Journeys	408-4777	1,802.30
Total Houghton Mifflin				38,150.63
John Deere Financial	028897	Supplies		82.90
John Deere Financial	033594	Paint Gun & Supplies	110-4703	129.51
John Deere Financial	027739	Wheels	800-8707	71.96
Total John Deere Financial				284.37
Lake Printing Company	62474	Athletic handbooks, etc.	873-9889	1,904.00
Total Lake Printing Company				1,904.00
Music Is Elementary	229688	Recorders	404-9215	1,085.40
Total Music Is Elementary				1,085.40
Plastic Link	1212	Corrected card		2,001.54
Total Plastic Link				2,001.54
Suzi Davis Travel Inc	431002	Airfare	108-9389	1,201.00
Total Suzi Davis Travel Inc				1,201.00
Grand Total				212,412.57

Camden R-III School District								
Monthly Financial Report								
	Incidental	Teachers	Capital Projects	Bond/Lease	Sub Total	Debt Service	Total All Funds	Med. SI Acct
Aug Opng Balance	\$ 15,538,326.98	\$ 780,256.30	\$ 4,146,994.47	\$ 10,519,364.90	\$30,984,942.65	\$3,009,873.16	\$ 33,994,815.81	\$ 1,977,054.64
August								
2015 Ending Balance	\$ 14,945,096.82	\$ 1,357,676.64	\$ 3,879,568.66	\$ 8,012,688.18	\$28,196,030.30	\$ 1,882,716.69	\$ 30,078,746.99	\$ 1,561,930.16
2014 Ending Balance	\$ 14,525,041.98	\$ 1,274,147.34	\$ 5,186,558.21	\$ 17,976,202.50	\$38,961,950.03	\$ 1,121,335.90	\$ 40,083,285.93	\$ 1,497,788.84
2013 Ending Balance	\$ 15,278,326.52	\$ 1,429,145.89	\$ 4,624,891.18	\$ 4,782,642.34	\$26,115,005.93	\$ 1,159,901.40	\$ 27,274,907.33	\$ 1,826,664.27
2012 Ending Balance	\$ 13,804,141.00	\$ 1,536,924.00	\$ 3,993,388.00	\$ 1,816,928.00	\$21,151,381.00	\$ 1,137,816.00	\$ 22,289,197.00	\$ 2,020,501.00
2011 Ending Balance	\$ 12,001,132.00	\$ 1,221,379.00	\$ 5,162,085.00	\$ 1,347,320.00	\$19,731,916.00	\$ 823,579.00	\$ 20,555,495.00	\$ 1,555,841.00
2010 Ending Balance	\$ 11,431,707.00	\$ 1,056,731.00	\$ 3,416,419.00	\$ 1,630,773.00	\$17,535,630.00	\$ 924,528.00	\$ 18,460,158.00	\$ 1,068,655.00
2009 Ending Balance	\$ 11,581,301.00	\$ 1,400,791.00	\$ 2,499,734.00	\$ 1,632,352.00	\$17,094,178.00	\$ 851,847.00	\$ 17,946,025.00	\$ 1,084,740.00
2008 Ending Balance	\$ 11,047,551.00	\$ 1,695,044.00	\$ 1,214,643.00	\$ 1,454,151.00	\$15,411,389.00	\$ 762,324.00	\$ 16,173,713.00	\$ 1,943,308.00
2007 Ending Balance	\$ 10,121,631.00	\$ 1,706,641.00	\$ 1,143,234.00	\$ 1,104,001.00	\$14,075,507.00	\$ 824,382.00	\$ 14,899,889.00	\$ 1,972,318.00
2006 Ending Balance	\$ 9,052,678.00	\$ 1,048,505.00	\$ 461,733.00	\$ 913,164.00	\$11,486,080.00	\$ 500,508.00	\$ 11,986,588.00	\$ 2,516,667.00
2005 Ending Balance	\$ 6,461,984.00	\$ 828,796.00	\$ 415,727.00	\$ 957,217.00	\$ 8,663,704.00	\$ 539,720.00	\$ 9,203,424.00	\$ 1,844,329.00
August								
2015 Receipts	\$ 297,939,210.00	\$ 831,922.87	\$ 4,466,466.00	\$ 396,200.00	\$ 1,134,724.74	\$ 24,123,530.00	\$ 1,158,848.27	\$ 63,027.64
2014 Receipts	\$ 432,800.47	\$ 856,341.66	\$ 10,109.39	\$ 685.74	\$ 1,299,937.26	\$ 32,108.68	\$ 1,332,043.94	\$ 203,419.58
2013 Receipts	\$ 320,937.04	\$ 784,861.24	\$ 39,879.55	\$ 5,076,147.58	\$ 6,221,825.41	\$ 37,008.97	\$ 6,258,834.38	\$ 115,050.01
2012 Receipts	\$ 798,375.00	\$ 1,206,868.00	\$ 12,200.00	\$ 27,155.00	\$ 2,044,598.00	\$ 21,648.00	\$ 2,066,246.00	\$ 158,384.00
2011 Receipts	\$ 372,235.00	\$ 1,018,007.00	\$ 6,212.00	\$ 18,637.00	\$ 1,415,091.00	\$ 24,508.00	\$ 1,439,599.00	\$ 122,910.00
2010 Receipts	\$ 536,733.00	\$ 1,074,188.00	\$ 121,053.00	\$ 30,283.00	\$ 1,762,237.00	\$ 17,601.00	\$ 1,780,038.00	\$ 182,546.00
2009 Receipts	\$ 321,043.00	\$ 960,648.00	\$ 66,706.00	\$ 16,676.00	\$ 1,365,073.00	\$ 19,172.00	\$ 1,384,245.00	\$ 112,627.00
2008 Receipts	\$ 365,360.00	\$ 863,370.00	\$ 54,074.00	\$ 17,076.00	\$ 1,399,880.00	\$ 18,539.00	\$ 1,418,419.00	\$ 90,875.00
2007 Receipts	\$ 338,694.00	\$ 928,995.00	\$ 50,662.00	\$ 17,800.00	\$ 1,336,151.00	\$ 19,204.00	\$ 1,355,355.00	\$ 88,993.00
2006 Receipts	\$ 844,470.00	\$ 401,613.00	\$ 32,672.00	\$ 14,002.00	\$ 1,292,757.00	\$ 13,706.00	\$ 1,306,463.00	\$ 101,256.00
2005 Receipts	\$ 601,639.00	\$ 492,333.00	\$ 27,424.00	\$ 16,808.00	\$ 1,138,204.00	\$ 10,455.00	\$ 1,148,659.00	\$ 81,300.00
August								
2015 Expenditures	\$ 890,169.37	\$ 254,502.53	\$ 271,892.27	\$ 2,507,072.92	\$ 3,923,637.09	\$ 1,151,080.00	\$ 5,074,717.09	\$ 478,152.12
2014 Expenditures	\$ 935,693.15	\$ 253,787.98	\$ 387,453.69	\$ 2,117,314.84	\$ 3,694,249.66	\$ 1,210,569.17	\$ 4,904,818.83	\$ 517,904.07
2013 Expenditures	\$ 913,735.72	\$ 289,332.96	\$ 226,759.11	\$ 180,107.15	\$ 1,609,934.84	\$ 631,456.25	\$ 2,241,391.09	\$ 387,733.86
2012 Expenditures	\$ 925,144.00	\$ 290,606.00	\$ 392,356.00	\$ 14,438.00	\$ 1,622,544.00	\$ 646,488.00	\$ 2,269,032.00	\$ 480,284.00
2011 Expenditures	\$ 825,306.00	\$ 272,097.00	\$ 217,874.00	\$ 231,229.00	\$ 1,546,506.00	\$ 713,738.00	\$ 2,260,244.00	\$ 345,533.00
2010 Expenditures	\$ 782,120.00	\$ 730,268.00	\$ 560,447.00	\$ 246,041.00	\$ 2,318,876.00	\$ 721,863.00	\$ 3,040,739.00	\$ 404,015.00
2009 Expenditures	\$ 808,630.00	\$ 270,246.00	\$ 463,731.00	\$ -	\$ 1,542,607.00	\$ 726,363.00	\$ 2,268,970.00	\$ 547,096.00
2008 Expenditures	\$ 836,568.00	\$ 256,338.00	\$ 1,025,795.00	\$ 252,145.00	\$ 2,370,846.00	\$ 714,422.00	\$ 3,085,268.00	\$ 366,819.00
2007 Expenditures	\$ 860,654.00	\$ 259,635.00	\$ 1,340,033.00	\$ 243,294.00	\$ 2,693,616.00	\$ 742,938.00	\$ 3,436,554.00	\$ 364,577.00
2006 Expenditures	\$ 737,312.00	\$ 214,006.00	\$ 439,268.00	\$ 253,823.00	\$ 1,644,409.00	\$ 742,937.00	\$ 2,387,346.00	\$ 327,764.00
2005 Expenditures	\$ 717,721.00	\$ 174,492.00	\$ 454,526.00	\$ 46,970.00	\$ 1,393,708.00	\$ 897,421.00	\$ 2,291,130.00	\$ 227,450.00

YTD								
2015 Receipts	\$ 709,774.83	\$ 1,934,141.76	\$ 9,806.49	\$ 784.34	\$ 2,654,307.22	\$ 52,961.41	\$ 2,707,268.63	\$ 197,169.13
2014 Receipts	\$ 747,689.38	\$ 1,791,961.68	\$ 15,871.73	\$ 1,346.98	\$ 2,556,869.77	\$ 62,915.78	\$ 2,619,785.55	\$ 342,692.25
2013 Receipts	\$ 703,834.28	\$ 1,977,444.18	\$ 62,581.19	\$ 5,076,147.58	\$ 7,820,007.23	\$ 65,146.93	\$ 7,885,154.16	\$ 664,058.93
2012 Receipts	\$ 985,305.00	\$ 2,083,417.00	\$ 16,485.00	\$ 36,692.00	\$ 3,131,899.00	\$ 38,647.00	\$ 3,170,546.00	\$ 267,948.00
2011 Receipts	\$ 742,196.00	\$ 1,809,679.00	\$ 11,063.00	\$ 33,249.00	\$ 2,596,207.00	\$ 45,024.00	\$ 2,641,231.00	\$ 223,520.00
2010 Receipts	\$ 922,033.00	\$ 2,116,460.00	\$ 160,583.00	\$ 40,146.00	\$ 3,239,222.00	\$ 35,863.00	\$ 3,275,075.00	\$ 354,759.00
2009 Receipts	\$ 700,859.00	\$ 2,133,812.00	\$ 112,462.00	\$ 28,115.00	\$ 2,975,248.00	\$ 38,986.00	\$ 3,014,234.00	\$ 223,869.00
2008 Receipts	\$ 853,267.00	\$ 2,359,460.00	\$ 98,436.00	\$ 31,065.00	\$ 3,342,268.00	\$ 39,106.00	\$ 3,381,374.00	\$ 302,662.00
2007 Receipts	\$ 718,723.00	\$ 2,336,740.00	\$ 93,284.00	\$ 32,775.00	\$ 3,180,522.00	\$ 40,428.00	\$ 3,220,950.00	\$ 153,096.00
2006 Receipts	\$ 1,443,907.00	\$ 1,600,855.00	\$ 57,486.00	\$ 24,637.00	\$ 3,126,885.00	\$ 29,403.00	\$ 3,156,288.00	\$ 201,331.00
2005 Receipts	\$ 1,499,036.00	\$ 1,304,803.00	\$ 45,954.00	\$ 28,165.00	\$ 2,877,958.00	\$ 26,181.00	\$ 2,904,139.00	\$ 264,494.00
YTD								
2015 Expenditures	\$ 1,883,951.26	\$ 576,466.12	\$ 1,149,054.89	\$ 4,147,304.92	\$ 7,756,776.19	\$ 1,151,380.00	\$ 8,908,156.19	\$ 806,163.36
2014 Expenditures	\$ 1,722,936.35	\$ 517,814.34	\$ 1,122,880.01	\$ 3,809,317.37	\$ 7,172,942.01	\$ 1,210,546.67	\$ 8,383,488.68	\$ 812,219.32
2013 Expenditures	\$ 1,811,781.08	\$ 848,293.29	\$ 821,377.79	\$ 293,505.24	\$ 3,874,962.40	\$ 631,756.25	\$ 4,006,718.65	\$ 696,677.71
2012 Expenditures	\$ 1,560,781.00	\$ 546,492.00	\$ 807,190.00	\$ 17,438.00	\$ 2,931,901.00	\$ 646,788.00	\$ 3,578,689.00	\$ 835,155.00
2011 Expenditures	\$ 1,491,939.00	\$ 560,881.00	\$ 361,870.00	\$ 234,229.00	\$ 2,678,919.00	\$ 714,338.00	\$ 3,393,257.00	\$ 529,263.00
2010 Expenditures	\$ 1,629,104.00	\$ 1,059,736.00	\$ 1,183,672.00	\$ 249,041.00	\$ 4,121,553.00	\$ 722,463.00	\$ 4,844,016.00	\$ 744,644.00
2009 Expenditures	\$ 1,817,206.00	\$ 733,021.00	\$ 1,001,552.00	\$ 261,546.00	\$ 3,813,325.00	\$ 726,963.00	\$ 4,540,288.00	\$ 1,022,682.00
2008 Expenditures	\$ 1,732,292.00	\$ 664,415.00	\$ 1,687,099.00	\$ 252,145.00	\$ 4,335,951.00	\$ 718,022.00	\$ 5,053,973.00	\$ 807,905.00
2007 Expenditures	\$ 1,777,611.00	\$ 629,098.00	\$ 2,339,995.00	\$ 243,294.00	\$ 4,989,998.00	\$ 746,274.00	\$ 5,736,272.00	\$ 778,724.00
2006 Expenditures	\$ 1,463,790.00	\$ 552,351.00	\$ 1,194,167.00	\$ 258,829.00	\$ 3,467,127.00	\$ 743,237.00	\$ 4,210,364.00	\$ 533,133.00
2005 Expenditures	\$ 1,509,621.00	\$ 476,007.00	\$ 963,082.00	\$ 46,970.00	\$ 2,995,680.00	\$ 897,721.00	\$ 3,893,401.00	\$ 583,380.00

Financial Summary – August 2015

September 2015

To: Board of Education

- August 2015 ending balances were \$10,004,538.94 less than August 2014.
- August 2015 total receipts were \$173,195.67 less than August 2014.
- August 2015 total expenditures were \$169,898.26 more than August 2014.
- YTD total receipts are \$87,483.08 more as compared to this time last year.
- YTD total expenditures are \$524,667.51 more as compared to this time last year.
- YTD local receipts are down \$150,461.01 as compared to this time last year. This is due to lower delinquent receipts and lower Prop C payments.
- YTD federal receipts are up \$129,119.37 as compared to this time last year. This is due to larger Title I and 21st Century reimbursements this month. Also last year we did not receive Title III, IIA, or VI.B funds this month.
- YTD state receipts are \$118,774.67 more as compared to last year at this time. Basic Formula and Classroom Trust Fund receipts were significantly higher.

Pledged Securities

Bank	Deposit Balance	FDIC Insurance	Balance	Securities Pledged	Amt Under/Over Collateralized
US Bank	\$1,561,930.16	\$250,000.00	\$1,311,930.16	\$2,500,000.00	\$1,188,069.84
Central Bank	\$4,649,276.62	\$250,000.00	\$4,399,276.62	\$5,135,290.33	\$736,013.71

**2015-2016 MONTHLY
FINANCIAL STATEMENT**

JULY 2015 FINANCIAL STATEMENT Medical Self-Insurance Account					
Beginning Bal.	Revenue Received		Expenditures		Ending Bal.
	<i>Premiums</i>	\$83,348.38	<i>Fixed Premium</i>	\$77,590.88	
	<i>COBRA</i>	\$641.91	<i>Claims</i>	\$250,315.16	
	<i>Interest</i>	\$17.70	<i>Overpay/Refund</i>	\$0.00	
	<i>Reimb/Void Ck.</i>	\$0.00	<i>Sv. Chg./NSF Chks</i>	\$105.20	
	<i>Stop Loss Reimb.</i>	\$50,133.50	<i>ACA fees</i>	\$0.00	
\$2,170,924.39		\$134,141.49		\$328,011.24	\$1,977,054.64

AUGUST 2015 FINANCIAL STATEMENT Medical Self-Insurance Account					
Beginning Bal.	Revenue Received		Expenditures		Ending Bal.
	<i>Premiums</i>	\$52,527.50	<i>Fixed Premium</i>	\$77,926.18	
	<i>COBRA</i>	\$0.00	<i>Claims</i>	\$399,750.39	
	<i>Interest</i>	\$15.38	<i>Overpay/Refund</i>	\$370.00	
	<i>Reimb/Void Ck.</i>	\$10,484.76	<i>Sv. Chg./NSF Chks</i>	\$105.55	
	<i>Stop Loss Reimb.</i>	\$0.00	<i>ACA fees</i>	\$0.00	
\$1,977,054.64		\$63,027.64		\$478,152.12	\$1,561,930.16

\$60,530.00 for Classified "Premiums" was not deposited till 9/1.

2015-2016 School Year-to-Date (July 1 – August 31)

<i>*Premiums</i>	\$135,875.88	<i>Fixed Premium</i>	\$155,517.06
<i>COBRA</i>	\$641.91	<i>Claims</i>	\$650,065.55
<i>Interest</i>	\$33.08	<i>*Overpay/Refund</i>	\$370.00
<i>Reimb/Void Ck</i>	\$10,484.76	<i>Sv. Chg. NSF Chks</i>	\$210.75
<i>Stop Loss Reimb.</i>	\$50,133.50	<i>ACA fees</i>	\$0.00
Revenue Totals	\$197,169.13	Expenditure Totals	\$806,163.36

CLAIMS	15-16 Med-Pay	14-15 Med-Pay	13-14 Med-Pay	12-13 Med-Pay	11-12 Med-Pay	10-11 Med-Pay	09-10 Med-Pay	08-09 Med-Pay	07-08 Med-Pay	06-07 Med-Pay	05-06 Med-Pay
July	\$250,315.16	\$219,315.25	\$263,361.32	\$283,611.71	\$168,985.39	\$287,494.22	\$427,698.06	\$400,005.10	\$375,122.92	\$170,342.46	\$321,334.42
August	\$399,750.39	\$444,780.89	\$315,541.80	\$408,976.99	\$278,743.46	\$350,511.96	\$499,214.99	\$325,691.66	\$325,523.23	\$292,877.95	\$193,063.00
September		\$257,836.80	\$610,700.44	\$297,969.21	\$196,355.63	\$281,166.96	\$159,283.29	\$227,522.56	\$171,598.80	\$177,547.88	\$208,795.27
October		\$301,019.48	\$383,327.05	\$369,519.56	\$153,415.65	\$305,672.28	\$270,695.04	\$188,889.41	\$280,051.14	\$203,034.06	\$201,555.02
November		\$175,137.59	\$298,086.82	\$281,331.80	\$230,438.11	\$287,238.73	\$228,018.13	\$496,053.93	\$262,066.34	\$173,262.57	\$172,064.09
December		\$303,748.68	\$438,077.43	\$344,447.92	\$263,849.58	\$253,818.66	\$315,072.19	\$355,010.03	\$224,715.26	\$227,712.73	\$203,068.55
January		\$267,267.57	\$530,197.02	\$640,607.35	\$324,307.75	\$295,383.46	\$401,218.11	\$323,193.62	\$347,811.13	\$289,925.16	\$150,889.30
February		\$380,636.79	\$253,495.18	\$335,319.29	\$309,115.12	\$158,984.63	\$382,084.19	\$288,437.52	\$223,255.51	\$170,715.55	\$238,954.33
March		\$415,021.71	\$341,882.88	\$542,822.33	\$288,183.00	\$645,113.36	\$355,349.54	\$261,119.46	\$327,659.47	\$165,512.88	\$150,227.03
April		\$240,533.20	\$298,895.37	\$377,751.83	\$209,003.76	\$250,777.23	\$623,165.38	\$611,927.60	\$304,963.31	\$155,347.87	\$112,346.51
May		\$304,562.43	\$410,141.08	\$528,231.95	\$293,487.96	\$210,957.88	\$330,653.24	\$281,544.76	\$195,502.35	\$161,885.14	\$198,171.03
June		\$311,420.92	\$437,341.00	\$755,193.69	\$394,830.02	\$279,578.73	\$570,849.67	\$627,090.46	\$347,913.00	\$166,397.33	\$210,294.04

*04-05 Jan. included \$330,159.26 which was pd by Stop Loss. Claims were \$270,197.65 that we pd.

ENDING BAL.	15-16 Med-Pay	14-15 Med-Pay	13-14 Med-Pay	12-13 Med-Pay	11-12 Med-Pay	10-11 Med-Pay	09-10 Med-Pay	08-09 Med-Pay	07-08 Med-Pay	06-07 Med-Pay
July	\$1,977,054.64	\$1,813,273.33	\$2,099,348.12	\$2,342,401.12	\$1,778,463.34	\$1,290,123.31	\$1,519,208.40	\$2,219,251.64	\$2,247,901.71	\$2,743,175.51
August	\$1,561,930.16	\$1,498,288.84	\$1,826,664.27	\$2,020,500.95	\$1,555,840.66	\$1,068,654.63	\$1,084,739.74	\$1,943,307.87	\$1,972,318.12	\$2,516,667.11
September		\$1,543,411.31	\$1,514,176.69	\$2,018,458.75	\$1,656,465.73	\$1,084,561.66	\$1,223,531.50	\$1,983,836.00	\$2,061,260.27	\$2,591,203.84
October		\$1,563,378.83	\$1,439,070.74	\$1,944,978.04	\$1,849,342.69	\$1,086,260.23	\$1,380,986.96	\$2,069,605.93	\$2,040,015.95	\$2,647,375.12
November		\$1,699,055.80	\$1,444,264.45	\$1,970,544.15	\$1,916,054.51	\$1,118,232.16	\$1,437,355.85	\$1,881,910.94	\$2,035,990.32	\$2,725,325.48
December		\$1,638,033.60*	\$1,188,377.89	\$1,923,248.19	\$1,947,829.81	\$1,182,695.03	\$1,407,949.09	\$1,801,549.29	\$2,071,788.95	\$2,751,330.33
January		\$1,679,906.90	\$1,127,127.13	\$1,504,828.88	\$1,932,663.64	\$1,242,822.18	\$1,291,254.88	\$1,750,245.27	\$1,987,174.73	\$2,719,007.58
February		\$1,618,079.18	\$1,318,863.10	\$1,803,485.61	\$1,921,673.92	\$1,409,517.93	\$1,192,724.07	\$1,776,115.70	\$1,939,554.54	\$2,803,867.63
March		\$1,514,008.92	\$1,310,282.99	\$1,791,335.63	\$1,943,934.31	\$1,081,226.00	\$1,222,988.32	\$1,860,988.26	\$1,988,239.08	\$2,890,136.79
April		\$1,592,206.73	\$1,385,131.96	\$1,881,033.82	\$2,040,436.96	\$1,272,477.12	\$1,069,996.72	\$1,521,756.36	\$1,991,081.99	\$2,984,645.73
May		\$1,602,054.68	\$1,274,603.55	\$1,680,562.96	\$1,979,020.73	\$1,318,582.01	\$1,204,401.70	\$1,545,804.73	\$2,068,391.30	\$3,077,731.48
June		\$2,170,924.39	\$1,767,315.91	\$1,859,283.05	\$2,587,708.04	\$1,861,584.09	\$1,458,538.89	\$1,883,552.42	\$2,448,550.87	\$3,597,945.49*

July 1, 2007 we transferred \$1,000,000.00 out of Medical Account per Ron Hendricks. July 1, 2014 \$200,000.00 transferred back into Medical Account per Dr. Tim Hadfield.

*December 2014 was the first annual ACA Fee of \$69,005.79 (\$63 per covered life)

CLAIMS	04-05 Med-Pay	03-04 Med-Pay
July	\$133,185.69	\$ 27,756.09
August	\$159,151.40	\$123,263.78
September	\$160,373.47	\$329,978.42
October	\$138,418.35	\$178,931.74
November	\$149,008.84	\$259,307.29
December	\$192,828.60	\$245,001.81
January	\$600,356.91*	\$200,497.18
February	\$202,519.30	\$155,762.54
March	\$213,795.04	\$151,813.65
April	\$145,756.34	\$169,280.63
May	\$326,388.68	\$125,881.05
June	\$307,724.92	\$238,590.03

ENDING BALANCE	05-06 Med-Pay	04-05 Med-Pay	03-04 Med-Pay
July	\$1,990,479.12	\$1,405,052.13	\$732,281.15
August	\$1,844,329.10	\$1,293,874.89	\$652,166.64
September	\$1,876,376.20	\$1,412,907.63	\$604,225.16
October	\$1,922,364.82	\$1,546,279.68	\$752,563.91
November	\$1,997,768.23	\$1,587,513.47	\$727,790.43
December	\$2,043,557.19	\$1,641,944.28	\$719,625.14
January	\$2,139,116.83	\$1,621,403.72	\$752,419.67
February	\$2,148,965.93	\$1,668,769.75	\$827,471.99
March	\$2,245,745.08	\$1,735,650.63	\$914,136.08
April	\$2,384,039.28	\$1,861,600.57	\$975,544.29
May	\$2,436,022.30	\$1,796,353.55	\$1,088,051.57
June	\$2,848,470.13	\$2,163,214.87	\$1,503,987.81

Health Insurance Comparison

	382	403	405	419	415	384	385	361	348	348	341	328	344
Single Coverage	237	226	221	213	200	219	213	213	188	165	165	154	207
Family Coverage	629	629	629	632	616	613	599	574	636	531	528	522	551
Total Covered	\$96,000.00	\$96,000.00	\$90,000.00	\$90,000.00	\$85,000.00	\$85,000.00	\$85,000.00	\$85,000.00	\$85,000.00	\$85,000.00	\$75,000.00	\$75,000.00	\$60,000.00
Specific Deductible	\$63.02	\$60.49	\$60.39	\$60.39	\$57.33	\$37.23	\$32.19	\$27.50	\$27.06	\$24.78	\$25.45	\$21.06	\$27.24
Single Specific Premium	\$142.75	\$136.21	\$136.21	\$136.21	\$129.36	\$101.55	\$88.47	\$73.41	\$74.16	\$67.68	\$69.00	\$53.49	\$69.05
Family Specific Premium	\$6.38	\$6.38	\$4.00	\$4.00	\$4.50	\$3.38	\$3.38	\$2.82	\$2.80	\$2.70	\$3.25	\$2.78	\$2.97
Aggregate Premium	\$1.00	\$1.00	\$1.00	\$1.00	\$2.00	\$2.00	\$2.00	\$2.00	\$2.00	\$2.00	\$2.00	\$1.75	\$1.75
Pre-certification Fee	\$13.50	\$12.50	\$12.50	\$12.50	\$12.50	\$12.50	\$12.50	\$12.50	\$12.50	\$12.50	\$11.00	\$11.00	\$10.00
Single Administration Fee	\$13.50	\$12.50	\$12.50	\$12.50	\$12.50	\$12.50	\$12.50	\$12.50	\$12.50	\$12.50	\$11.00	\$11.00	\$10.00
Family Administration Fee	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$0.75	\$0.75	\$0.75
COBRA/HPAA Administration	\$7.00	\$7.00	\$7.00	\$7.00	\$7.00	\$8.00	\$8.00	\$8.00	\$8.00	\$7.75	\$4.90	\$3.10	\$3.10
PPO Access Fee	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$2.00	\$3.00	\$4.00
Broker Fee	\$78,194.31	\$73,953.45	\$72,039.03	\$71,690.14	\$68,757.13	\$63,999.51	\$42,969.57	\$41,245.51	\$38,394.04	\$34,422.78	\$33,482.55	\$28,963.82	\$34,111.96
Expected Monthly Premium													
Total Revenues	\$134,141.49	\$4,990,180.78	\$5,335,859.85	\$6,304,474.38	\$4,610,591.09	\$4,709,072.76	\$4,723,388.08	\$4,329,725.36	\$3,727,807.79	\$3,543,667.14	\$3,514,365.90	\$3,765,002.47	\$3,484,840.43
Total Expenditures	\$328,011.24	\$4,596,572.30	\$5,427,626.99	\$6,032,899.37	\$3,884,487.24	\$4,305,027.56	\$5,148,379.59	\$4,894,723.81	\$3,977,202.41	\$3,794,391.78	\$2,529,109.56	\$3,095,775.41	\$2,705,374.59
Difference	(\$193,869.75)	\$403,608.48	(\$91,967.14)	(\$728,424.99)	\$726,103.85	\$403,045.20	(\$425,011.53)	(\$564,998.45)	(\$149,394.62)	(\$250,724.64)	\$685,256.34	\$669,227.06	\$779,465.84
Interest Earned	\$17.70	\$163.77	\$191.47	\$93.57	\$93.34	\$1,081.45	\$93.89	\$16,944.36	\$73,156.12	\$148,964.10	\$92,267.51	\$35,961.73	\$498.92
Rx Costs	\$75,277.76	\$892,510.97	\$783,382.14	\$611,630.01	\$646,612.26	\$682,249.55	\$603,629.35	\$505,895.12	\$579,145.60	\$492,705.39	\$449,425.49	\$401,980.88	\$381,651.04
Medical Costs	\$175,037.40	\$2,728,474.90	\$3,790,668.46	\$4,564,183.62	\$2,424,103.15	\$2,924,448.57	\$3,155,573.65	\$3,660,590.99	\$2,807,036.88	\$1,961,856.22	\$1,961,474.39	\$2,327,496.65	\$1,824,413.17
Total Stop Loss Reimb.	\$50,133.50	\$153,284.22	\$830,561.63	\$761,212.08	\$152,975.45	\$414,548.68	\$526,724.25	\$537,497.44	\$92,884.19	\$53,728.52	\$94,585.90	\$402,568.17	\$195,081.12
Total Claims minus Stop Loss	\$200,181.66	\$3,467,721.65	\$3,723,488.96	\$4,404,571.55	\$2,917,739.98	\$3,192,149.44	\$3,233,678.75	\$3,948,986.67	\$3,293,298.27	\$2,300,839.06	\$2,316,313.99	\$2,236,909.37	\$2,010,983.09
End of Year Balance	\$1,977,054.84 (As of 7/30/15)	\$2,170,924.39	\$1,767,315.91	\$1,859,283.05	\$2,587,708.04	\$1,861,584.08	\$1,458,538.89	\$1,863,652.42	\$2,448,950.87	\$2,597,945.49	\$2,848,470.13	\$2,163,214.87	\$1,503,987.81

6/30/07 \$1,000,000.00 was transferred out of the medical account; 07/01/14 \$200,000.00 was transferred back in
 Open Access (90%/10%) was added to plan July 2006, Adjusted to 80/20 July 2010; ACA Transition Reinsurance Fee of \$69,005.79 paid in Dec. 2014

	382	403	405	419	415	384	385	361	348	348	341	328	344
Employee (Paid by School)	\$450.00	\$450.00	\$450.00	\$450.00	\$450.00	\$440.00	\$410.00	\$390.00	\$390.00	\$390.00	\$390.00	\$390.00	\$375.00
Spouse	\$500.00	\$500.00	\$420.00	\$420.00	\$420.00	\$410.00	\$380.00	\$350.00	\$320.00	\$320.00	\$320.00	\$320.00	\$300.00
Child	\$185.00	\$185.00	\$185.00	\$185.00	\$185.00	\$175.00	\$175.00	\$175.00	\$175.00	\$175.00	\$175.00	\$175.00	\$200.00
Children (2 or more)	\$300.00	\$300.00	\$256.00	\$256.00	\$256.00	\$245.00	\$215.00	\$215.00	\$215.00	\$215.00	\$215.00	\$215.00	\$200.00
Total Retires	54	59	59	65	73	64	63	59	47	40	40	39	31
Deductible	\$1,500.00	\$1,500.00	\$1,000.00	\$1,000.00	\$1,000.00	\$1,000.00	\$750.00	\$500.00	\$500.00	\$500.00	\$500.00	\$500.00	\$500.00
Co-insurance	\$4,850.00	\$4,850.00	\$1,500.00	\$1,500.00	\$1,500.00	\$1,500.00	\$1,000.00	\$1,000.00	\$1,000.00	\$1,000.00	\$1,000.00	\$1,000.00	\$1,000.00
Office Co-pay General	\$30.00	\$30.00	\$30.00	\$30.00	\$30.00	\$30.00	\$25.00	\$25.00	\$20.00	\$20.00	\$20.00	\$20.00	\$20.00
Office Co-pay Specialist	\$40.00	\$40.00	\$40.00	\$40.00	\$40.00	\$40.00	\$25.00	\$25.00	\$20.00	\$20.00	\$20.00	\$20.00	\$20.00
Routine Co-pay	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$25.00	\$25.00	\$20.00	\$20.00	\$20.00	\$20.00	\$20.00

Prescriptions - 30 days supply													
Annual Deductible per person	\$50.00	\$50.00	\$50.00	\$50.00	\$50.00	\$50.00	\$50.00	\$50.00	\$50.00	\$50.00	\$50.00	\$50.00	\$50.00
Generics	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00
Preferred (+20% of balance)	\$30.00	\$30.00	\$30.00	\$30.00	\$30.00	\$30.00	\$30.00	\$30.00	\$30.00	\$30.00	\$30.00	\$30.00	\$30.00
Non-Preferred (+20% of balance)	\$50.00	\$50.00	\$50.00	\$50.00	\$50.00	\$50.00	\$50.00	\$50.00	\$50.00	\$50.00	\$50.00	\$50.00	\$50.00
Specialty Drugs (up to \$1500 per yr)	10% copay	10% copay	10% copay	10% copay	10% copay	10% copay	10% copay	10% copay	10% copay	None	None	None	None

Mail Order - From July 2003 to June 2009													
Retail MedTrak 90 Maintenance Drugs - July 2009 to present													
Maintenance Drugs - 90 supply	\$20.00	\$20.00	\$20.00	\$20.00	\$20.00	\$20.00	\$20.00	\$20.00	\$20.00	\$10.00	\$10.00	\$10.00	\$10.00
Generics	\$20.00	\$20.00	\$20.00	\$20.00	\$20.00	\$20.00	\$20.00	\$20.00	\$20.00	\$10.00	\$10.00	\$10.00	\$10.00

Preferred	\$50.00	\$50.00	\$50.00	\$50.00	\$50.00	\$50.00	\$50.00	\$50.00	\$40.00	\$40.00	\$40.00	\$40.00	\$40.00
Non-Preferred	\$100.00	\$100.00	\$100.00	\$100.00	\$100.00	\$100.00	\$100.00	\$100.00	\$80.00	\$80.00	\$80.00	\$80.00	\$80.00

**Camdenton R-III
Flex Benefit Account
Central Bank of the Ozarks**

Account # 126062814

Balance 8/01/2015 **\$51,978.28**

Deposits **\$21,457.69 Premium**

Total Deposits **\$21,582.69**

Withdrawals \$ 4,240.34
437.09
3,596.97
588.70
1,340.23
3,553.72
720.76
731.00
4,172.06
1,199.22
5,203.59 **Claims**

Total Withdrawals **\$25,783.68**

Balance 8/31/2015 **\$47,777.29**

**Camdenon R-III School District
DRAFT 3 Strategic Plan 2015-2020**

Strategic Plan 2015-2020

Mission Statement

To create a learning community that maximizes each individual's performance for future success.

Vision Statement

Everyone Learning Every Day!

Organizational Values

1. Student success, both individually and collectively
2. Engaging, encouraging environment for faculty and staff
3. Supportive district leadership and Board of Education
4. Active, ongoing engagement with stakeholder groups
5. Responsible use of all resources

Competitive Advantages

1. Recent bond issue passage leading to new and updated facilities
2. Commitment to communication and transparency
3. Effective financial management practices
4. Evolving academic programming aimed at expanding college and career readiness
5. Growing relationships (formal and informal) with all communities being served

Strategic Issues

1. Large geographic footprint makes it difficult to develop a singular school district "community"
2. Changing government policies, not all of them met with total support among stakeholders, which can impact district/patron relationships
3. Delivering education that targets the needs of each individual student
4. Continuous funding uncertainty at the state level
5. Making certain that facilities and technology for student and staff use remain current enough to enable, rather than inhibit, the delivery of a quality education

Organization-wide strategies

1. Camdenon R-III will have a facilities plan for the next five years that incorporates anticipated building and technology needs, and that will keep stakeholders informed as milestones are reached and steps are taken.
2. Camdenon R-III will expand its academic offerings to better serve students of all skill levels and interests, and will seek to provide equitable opportunities to all students, no matter where they live in the district.
3. Camdenon R-III will have plans in place to build stronger, mutually beneficial relationships with a broader array of stakeholder groups.

2015-2020 Strategic Plan

Goal area: College and career-ready curriculum

Objective: The Camdenon R-III School District will offer curriculum that prepares students effectively for the next phase in their lives and will keep that curriculum current with changing student and marketplace needs.

Persons Responsible: Central Office and Building Administration

Progress measures:

1. Students will achieve performance in the top 10% statewide on the Annual Performance Report from DESE.
2. S.T.E.M. courses will increase in number by the 2016-2017 school year, will be equivalent to peer districts by the 2017-2018 school year, and will offer at least one unique course in this area (not available in all peer districts) by the start of the 2020-2021 school year.
3. Building-to-building course equivalency will improve each school year, with the goal of full equivalency (or documentation as to why that is not possible or not appropriate in specific cases) by the start of the 2020-2021 school year.
4. Courses that teach "skills for life" (or the inclusion of such skills in existing courses) will begin by the 2016-2017 school year.
5. By the end of each academic year 90% of students will show at least one year's growth in their communication arts scores.

Strategies and tactics (action steps)

Strategy: Create and execute a plan to expand course offerings in S.T.E.M.

1. Identify a district team (faculty, staff, Administration, students, etc.) responsible for researching leading-edge S.T.E.M. courses in regional peer districts, statewide and, where appropriate, nationally.
2. Conduct research with recent (within the last four years) alumni who are attending/attended college to determine S.T.E.M. areas where they felt well-prepared, and those which fell short, once they were introduced to college-level curriculum on the same subject areas.
3. From this research, prepare a list of courses to be added, in priority order, identifying the challenges – budget, staffing, facility shortcomings, etc. – that will need to be overcome to do so.

4. Set timetable for implementation of identified courses, along with identifying responsible parties for various steps in the implementation process.

Strategy: Expand the teaching of basic skills for life through specific courses or by adding to the curriculum of appropriate existing courses.

1. Conduct research with current students, recent alumni (within the last four years) and parents of both regarding what they consider to be "skills for life" for which a school district has some responsibility to teach, and their (or their student's) level of success in these areas.
2. Conduct secondary research by reviewing industry publications and contacting professional societies to determine current views on the role of school districts in skills for life teaching and the existence of strategies that are proving to be successful in other districts.
3. Compare the findings from these two steps with current district curriculum (either entire courses or the addressing of skills for life topics within existing courses) to determine gaps in the skills for life area.
4. Identify community resources that may be able to assist with materials, individuals to teach this information, or both (such as local banks teaching basics of managing a checking account, for example).
5. Assemble all data and prepare a final plan for implementing/expanding skills for life training.

Strategy: Increase curriculum equivalency across the school district.

1. Create a master list of curriculum that is inconsistent from building to building, engaging faculty in this process to make certain that the list is complete.
2. Gather feedback from faculty in affected school buildings on which equivalency issues should be a higher priority than others.
3. Engage a subset of those faculty members to assist with creating and executing a plan to address the high priority curriculum equivalency issues.

Strategy: Engage stakeholders in ongoing curriculum review.

1. Assemble a multi-disciplinary committee consisting of parents, faculty, Administration, students and non-parent patrons to monitor and advise on changing curriculum needs.
2. Schedule quarterly committee meetings, publicize the results through the local media and dedicate a space on the district website for news and information about the committee's work.

Strategy: Create and Monitor a plan for the utilization of effective instructional practices in the area of Communication Arts.

1. Identify a team to research effective schools in the state of Missouri in relation to APR scores in the area of Communication Arts during the 2015-2016 school term.
2. Conduct research regarding why these schools are effective and determine what practices can be used in the district.
3. Utilize i-Ready as a diagnostic and intervention tool in the area of Communication Arts for grades K - 8.
4. Implement Literacy Design Collaborative process in grades 9-12. The high school will implement at least two modules during the 2015-2016 school term with additional modules to be completed during future years.

5

Strategy: Determine current and anticipated student and staff technology needs during Strategic Plan period and match those needs with an appropriate protocol for updating technology.

1. Have an independent technology audit conducted to compare district's status and current plans for upgrading with model school districts.
2. Using this audit as the starting point, assemble a committee of parents, faculty, staff and, if possible, the author of the audit to create (and monitor the execution of) a plan to keep the district current with student and staff technology needs and industry improvements.

Strategy: Engage stakeholders in the Early Childhood Education center analysis.

1. Identify peer districts (such as Rolla) with ECE programs, or programs in development, and conduct research on what is/is not working for these districts.
2. Engage DESE and/or others independent organizations who can assist the district in conducting an evaluation of the need, capabilities and challenges associated with launching such a program in the Camdenon R-III School District.
3. Create a database of local providers of Early Childhood Education services, documenting names, addresses, capacity (number of students), details about their programs, for profit or not-for-profit status, and length of time offering an ECE program.
4. Once all this information has been assembled, determine if there is sufficient merit to continue and, if so, identify a committee of staff, parents, Board of Education members and administrators to continue development.

7

Goal area: Facility effectiveness

Objective: The Camdenon R-III School District will have facilities that are safe, and that enable, rather than inhibit, the delivery of a high-quality education.

Person responsible: TBD

Progress measures:

1. All buildings will have industry-standard security systems (equipment and protocols) by the 2017 - 2018 school year and develop a plan that assesses the feasibility of construction of safe rooms/storm shelters by the end of the 2016 - 2017 school year.
2. Develop a connected learning community through a comprehensive technology plan that identifies, develops, and provides access to the digital tools, devices, and support that will expand visionary administrative leadership, improve teacher effectiveness, and raise student achievement. This plan will be drafted during the 2015-2016 school year and launched in time for the 2016-2017 school year.
3. A comprehensive analysis of the need, opportunities and challenges associated with a school-based Early Childhood Education program will be completed before the end of the 2017-2018 school year.

Strategies and tactics (action steps)

Strategy: Evaluate existing security systems and create a plan for upgrading, where necessary.

1. Complete an audit of current security systems and protocols across the district and compare the results to peer districts.
2. Engage appropriate security vendors (or create an RFP to do so) to identify various options and timetables for upgrading systems that are insufficient.
3. Review and update protocols for parent notification in the case of a security situation.
4. Insure that the district has an up-to-date crisis communications plan, consulting peer districts for counsel if such a plan does not currently exist.
5. Consultation with local emergency management services regarding findings of the audit.

Strategy: Identify safe room/storm shelter deficiencies and establish timetable for implementing improvements.

1. Solicit an audit of safe room/storm shelter capabilities (and options) by an architecture firm that is familiar with the district.
2. Create a plan for addressing deficiencies in this area as expeditiously as possible.
3. Inform key stakeholders about the feasibility study.

6

Goal area: Stakeholder Engagement

Objective: The Camdenon R-III School District will effectively engage all stakeholder groups to build a stronger school district/community relationship through enhanced one-way (outbound from the district) and two-way communications initiatives.

Person responsible: TBD

Progress measures:

1. Engagement, as measured by participation levels for events, on committees and other commitments of time and/or resources, will increase each year throughout the Strategic Plan period.
2. Execution of strategies for specifically targeted stakeholder groups, identified by community-based Strategic Plan contributors as ones who have been under-represented in engagement activities to date, including district alumni, parents of graduates, area businesses, and the Hispanic community.
3. Routine and episodic financial information will be presented in format(s) that are understandable to stakeholders of varying levels of interest, beginning with the 2015-2016 school year, with modifications as necessary throughout the Strategic Plan period, based on feedback.

Strategies and tactics (action steps):

Strategy: Evaluate current levels of engagement with each stakeholder group, with numerical/statistical measurements preferred, and create a specific plan for improvement.

1. Identify engagement opportunities and numerical/statistical ways of measuring engagement, such as attendance at events, volunteering, increased social media presence, etc.
2. Using these measurement methods, tabulate engagement for each individual stakeholder group over an appropriate time period.
3. Identify specific areas where specific stakeholder group engagement is deficient, and draft a logical - meaning not all at once - plan to increase engagement in ways that can be measured.

8

Strategy: Create and execute separate engagement plans for previously under-represented stakeholder groups.

1. Assemble a targeted Patron Panel group (or more than one, if necessary) that includes representatives from the under-represented groups mentioned above.
2. Conduct quarterly meetings with this Panel group to secure input on district developments.
3. Through these interactions, identify potential methods to increase engagement with these stakeholder groups, securing input from the Patron Panel group members.
4. Strategically increase outbound communications to these targeted groups, having a plan in place to measure the response; modify the plans accordingly.

Strategy: Identify effective ways to offers a multi-tier approach (from simple to comprehensive) to presenting financial information.

1. Begin by formalizing the presentation of financial information into two formats – abstract/brief summary and detailed/full presentation.
2. Post both approaches on the district website (abstract on the front page or one page below – accessed by a single click – and detailed one click below that).
3. Include a feedback link each time information is presented, seeking input on the information and how it was presented.
4. Continue modifying and improving the presentation as guided by the feedback (perhaps adding additional level of complexity between the basic and comprehensive presentation, if desired by stakeholders).

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EXPLANATION: EVALUATION OF THE SUPERINTENDENT

This policy was revised at the request of the Department of Elementary and Secondary Education (DESE) as a way of helping districts understand that student growth must be part of the evaluation process.

This policy was also revised to reflect the requirements of House Bill 1490 (2010) that prohibits the sharing of evaluation results with state and federal agencies. MSBA has also included language from state law defining the essential principles that must be incorporated in all ongoing from state law defining the essential principles that must be incorporated in all ongoing changes for clarity and consistency with standards approved by the State Board.

DESE has a wealth of information on incorporating student performance data into the evaluation process on its website at: <http://desesms.com/collegesuccesswiththelinkbetweenstudentgrowthandthe>

The DESE website also has information on implementing the evaluation process (Effective Evaluation Implementation Rubric): <http://desesms.com/collegesuccesswiththelinkbetweenstudentgrowthandthe>

The MSBA Superintendent Standards adopted by the Missouri State Board of Education are available at: <http://desesms.com/collegesuccesswiththelinkbetweenstudentgrowthandthe>

MSBA has developed several training tools to assist in evaluating the superintendent. See: <http://www.msba.net/collegesuccesswiththelinkbetweenstudentgrowthandthe>

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EVALUATION OF THE SUPERINTENDENT

The Board of Education will annually complete a summative evaluation of the superintendent's performance using an evaluation instrument reflecting the Essential Principles of Effective Leadership as adopted by the Missouri State Board of Education (State Board). Pursuant to these principles, the evaluation process shall:

- 1. Use specific, measurable performance targets aligned with state standards;
2. Evaluate indicators of performance articulated across differentiated levels with identified leading indicators at all levels, using a wide variety of student performance indicators;
3. Provide for the accurate and appropriate accumulation of performance data;
4. Use student growth as a significant component factor in the evaluation of performance at all levels, using a wide variety of student performance indicators;
5. Assess performance on a regular basis, providing timely feedback from multiple sources that promotes formative development at all career stages and supporting overall improvement;
6. Be designed to ensure the evaluation will collect evidence of performance and provide a clear, objective, and specific, evidence that manages and supports performance;
7. Be designed to provide direct feedback regarding determinations of merit, recognition, development, improvement and public acknowledgment of performance in the system.

The primary purpose of the evaluation is to improve student performance by providing the continuous growth of the superintendent in a manner that is aligned with the district's Comprehensive School Improvement Plan (CSIP). Results of the evaluation will inform employment and compensation decisions, but may not be the determinative factor considered.

Essential Principles of Evaluation Objectives

The Board will measure performance based on the Missouri Superintendent Standards adopted by the State Board. In accordance with these standards, the superintendent demonstrates the knowledge and ability to ensure the success of all students by:

- 1. Facilitating the development, articulation, implementation and stewardship of a vision of learning that is shared and supported by the school community.

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After each report the Board will consider the evidence presented, may request additional evidence and will record the progress made on the formative evaluation form.

Summative Evaluation

The summative evaluation instrument will be administered annually. The summative evaluation process will determine the superintendent's level of performance based on the identified areas of focus for quality indicators. It reflects the Board's final assessment of the superintendent's performance for the evaluation period.

The Board will meet prior to the superintendent's summative evaluation. Each Board member will provide a copy of the superintendent's summative evaluation to the superintendent. During the meeting, members will reach a consensus regarding the superintendent's progress based on the individual evaluations contributed by each member. The Board president will create a consensus evaluation, provide a copy to each Board member and the superintendent, and then destroy the individual evaluations.

The superintendent and the Board will meet to discuss the results of the summative evaluation. The superintendent will be provided a copy of the evaluation and given the opportunity to respond in writing to any item on the evaluation.

Additional Evaluation Factors

Nothing in this evaluation process prevents the Board from addressing additional concerns related to the superintendent's performance as they arise throughout the year. Board members with concerns are required to share those concerns with the rest of the Board at the first opportunity. The Board will then determine whether the concern requires a modification to the selected areas of focus or quality indicators or whether a separate action is necessary or more appropriate.

Superintendent's Personnel File/Confidentiality Matters

The summative evaluation and any written responses by the superintendent will be maintained in the superintendent's personnel file. The superintendent will be notified of the date of the summative evaluation to allow for the opportunity to review the evaluation with the superintendent's representative. If it is required by law to disclose:

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Table with 2 columns: Item, Location. Includes items like X. Board Secretary, X. Facility Maintenance, X. Human Resources, X. Health Services, X. Transportation, X. Business Office, X. Food Service, X. Cafeteria, X. Physicals, X. Library/Media Center, X. Special Education, X. Technology.

MSBA recommends that copies of this document be mailed to the following areas because the contents is of potential importance to them. The table on this page may not match those used by the district. Please forward to the appropriate area if you have any questions.

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- 2. Promoting a positive school culture and an effective instructional program, applying best practices to student learning and designing comprehensive professional growth plans for staff.
3. Leading personnel and managing the organizational structure and resources in a way that promotes a safe, efficient and effective learning environment.
4. Collaborating with families and other community members, responding to diverse community interests and needs and mobilizing community resources.
5. Acting with integrity, accountability and in an ethical manner.
6. Understanding, responding to and influencing the larger political, social, economic, legal and cultural context.
7. Remaining current on best practices in education administration and school-related issues as evidenced by establishing a plan for his or her professional development each year.

Evaluation Process

Formative Evaluation

The purpose of the formative evaluation is to provide the superintendent, information and feedback designed to improve his or her effectiveness as superintendent. The Board and superintendent will meet regularly during the formative evaluation period to discuss the superintendent's progress toward achieving growth targets across all areas of quality indicators.

The superintendent and Board will jointly identify two or three performance areas of focus or quality indicators related to the Missouri Superintendent Standards for the upcoming year's evaluation. At least one indicator will address student growth as demonstrated by diagnostic student growth data. The superintendent will meet with the Board at least once within the first six weeks of employment for a new superintendent and at the end of the year for an incumbent superintendent, or in conjunction with the previous year's summative evaluation, for a returning superintendent.

Chosen areas of focus or quality indicators must be aligned with the district's current CSIP. The areas of focus or quality indicators may be changed throughout the year as circumstances dictate.

At the request of the Board, the superintendent will regularly, but at least twice prior to the summative evaluation, report progress on all chosen areas of focus or quality indicators. The report will include specific evidence supporting the superintendent's progress.

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Note: This policy is intended to be used as a guide only. It is not intended to be a contract or a guarantee of any kind. It is subject to change without notice and is not intended to be a contract or a guarantee of any kind.

Adopted: 06/08/1994

Revised: 01/12/2004; 02/09/2015

Cross Refs: GBL, Personnel Records

Legal Refs: §§ 101.335, 108.201, 410, RSMo. 5 C.S.R. 10 - 400.175

Commission B-11 School District, Candenton, Missouri

EXPLANATION: EVALUATION OF PRINCIPALS

NOTE: A version of this policy is currently pending with the district. This version combines changes from both the 2014B and 2015B updates, making it the most up-to-date version.

2014B Update

MSBA has created this NEW policy to assist districts in complying with the new employee evaluation requirements the State Board of Education committed to as part of the Elementary and Secondary Education Act (ESEA) flexibility waiver granted by the U.S. Department of Education and the MSIP 5 Process Standards.

The Department of Elementary and Secondary Education (DESE) has been in the process of soliciting input and revising educator evaluation recommendations since 2008. In 2012, Missouri received an ESEA flexibility waiver from the U.S. Department of Education. This waiver requires the state of Missouri to address three principles: "college- and career-ready expectations for all students; state-developed recognition, accountability and support; and supporting effective instruction and leadership." Pursuant to the waiver, every district in Missouri must have an effective evaluation process in place by the 2014-2015 school year. An effective evaluation process is one that is aligned with the Essential Principles of Effective Evaluation (Essential Principles) as defined in the Missouri Code of State Regulations.

DESE, in cooperation with education organizations, educators and others, has developed model evaluation tools for teachers, leaders and superintendents that incorporate the Essential Principles. Districts have the option of using the DESE model or creating their own evaluation forms and process as long as they are based on the Essential Principles. This policy was also revised to align with current research on effective educator evaluation and recommendations from DESE.

The details of this policy may be modified to reflect the district's chosen method for evaluating principals, but please be advised that any process the district uses must conform to the Essential Principles! The Board may need to change its current practices to conform to the new requirements.

MSBA has also created a procedure (CFB-AP) that includes principal evaluation timelines and a specific process based on DESE recommendations, but these are not required. Districts should carefully read this policy and the procedure and make modifications to reflect the district's chosen method for evaluating principals.

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

X	Board Secretary	Business Office	Coaches/Sponsors
	Facility Maintenance	Food Service	Gifted
X	Human Resources	X Principals	Library/Media Center
	Health Services	Counselor	Special Education
	Transportation	Public Info/Communications	Technology

The new terminology of the model evaluation system can be a bit confusing. The applicable principles and standards use the term "leader," but the document itself is titled "Principal Evaluation." MSBA contacted DESE and was told that the process outlined in the Principal Evaluation model would be appropriate for evaluating others in a leadership role, even though the terminology is specific to building-level administrators. MSBA has drafted this policy to apply to principals and assistant principals. The district may choose to expand the scope of this policy to apply to other administrators.

2015B Update

This policy was revised at the request of the Department of Elementary and Secondary Education (DESE) as a way of helping districts understand that student growth must be part of the evaluation process.

This policy was also revised to reflect the requirements of House Bill 1490 (2014) that prohibits the sharing of evaluation results with state and federal agencies. MSBA has also included language from state law describing the essential principles that must be incorporated in all evaluation procedures. MSBA has also made language changes for clarity and consistency with standards approved by the State Board.

DESE has a wealth of information on incorporating student performance data into the evaluation process on its website at:

<http://dece.mn.gov/educator-growth-toolbox/student-growth-data>

The DESE website also has information on implementing the evaluation process (Effective Evaluation Implementation Rubric):

<http://dece.mo.gov/sites/default/files/Effective-Evaluation-Implementation-Rubric.pdf>

The Missouri Leader Standards adopted by the Missouri State Board of Education are available at:

<http://dece.mo.gov/sites/default/files/LeaderStandards.pdf>

EVALUATION OF PRINCIPALS

The superintendent or designee ("evaluator") will annually evaluate the performance of principals in the district using an evaluation instrument incorporating the Essential Principles of Effective Evaluation as adopted by the Missouri State Board of Education. Pursuant to these principles, the evaluation process should:

1. Use research-based performance targets aligned with state standards;
2. Establish indicators of performance articulated across differentiated levels with standards specifying expectations at all levels of practice;
3. Be aligned with the probation period for the educator as specified in state law and provide for the accurate and appropriate accumulation of performance data;
4. Use student growth in learning as a significant contributing factor in the evaluation of practice at all levels, using a wide variety of student performance measures;
5. Assess performance on a regular basis, providing timely feedback from multiple sources that promotes formative development at all career stages and supporting overall improvement;
6. Be designed to ensure that evaluators who collect evidence of performance and provide feedback are highly trained and objective, ensuring that ratings are fair, accurate and reliable; and
7. Be designed to guide district decisions regarding determinations of status, recognition, development, interventions and policies that impact student learning in the system.

The primary purpose of the evaluation is to improve student performance by promoting the continuous growth of principals in a manner that is aligned with the district's Comprehensive School Improvement Plan (CSIP) and, where applicable, building improvement plans (BIPs). Results of the evaluation will inform employment and compensation decisions, but may not be the only factor considered. The term "principal" also includes assistant principals.

The superintendent or designee may use the evaluation process described in this policy for the evaluation of other administrators, if appropriate.

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 Refs: GBL, Personnel Records

Legal Refs: §§ 161.835, 168.201, 410, RSMo.
5 C.S.R. 20 - 400.375

Camdenon R-III School District, Camdenon, Missouri

Standards-Based Evaluation Standards

The ~~board~~evaluator will measure performance based on the Missouri Leader Standards. ~~In accordance with these standards, detailed below, the leader must demonstrate the knowledge and ability to ensure the success of all students.~~

These standards emphasize the ~~leader~~principal as a competent manager and instructional leader who continuously acquires new knowledge and skills and is constantly seeking to improve his or her leadership practice to provide for high academic achievement for all students. In accordance with these standards, the principal demonstrates the knowledge and ability to ensure the success of all students by:

1. Facilitating the development, articulation, implementation and stewardship of a vision of learning that is shared and supported by the school community.
2. Promoting a positive school culture, providing ~~and~~ an effective instructional program; ~~applying that applies~~best practices to student learning; and designing comprehensive professional growth plans for staff.
3. Managing the organizational structure, personnel and resources in a way that promotes a safe, efficient and effective learning environment.
4. Collaborating with families and other community members, responding to diverse community interests and needs, and mobilizing community resources.
5. Acting with integrity and in an ethical manner.
6. Remaining current on best practices in education administration and school-related areas as evidenced by his or her ~~plan~~for annual professional development each year plan.

Evaluation Records

The summative evaluation and any written responses by the principal will be maintained in the principal's personnel file in accordance with the state retention manuals applicable to schools. The district will not share the evaluation with any state or federal agency unless it is required by law to do so.

Evaluation Process

The superintendent will create a procedure for implementing the principal evaluation process.

EXPLANATION: FAMILY AND MEDICAL LEAVE

Changes in this policy are based on regulations released before the U.S. Supreme Court... The federal regulations were amended primarily to ensure that employees responsible...

This policy is being updated because the federal regulations interpreting the FMLA have been amended. The federal regulations were amended primarily to ensure that employees responsible...

Previously the regulations defined a "spouse" based on the definition of marriage in the state where the employee lived. Now the federal regulations define "spouse" as the "other person...

This means that if an employee of a Missouri school district goes to Iowa to marry, he or her...

Likewise, if an employee entered into a common law marriage in a state that recognizes such...

FAMILY AND MEDICAL LEAVE

The district will administer leave that qualifies for Family and Medical Leave Act (FMLA) protection in accordance with federal law. This policy is intended for guidance and shall not be...

Definitions

The following definitions apply to FMLA leave.

Government Employee - In the case of a member of a regular component of the Armed Forces...

Armed Forces - Army, Navy, Air Force, Marine Corps and Coast Guard, including the National...

Child - A biological, adopted or foster child, a stepchild, a legal ward, or a child of a person acting...

Government Employee (for military caregiver leave) - The employee's spouse, child, parent or next...

Government Employee (for military caregiver leave) - The employee's spouse, child, parent or next...

Spouse - Husband or wife, including a common-law spouse, who is domiciled with the employee...

Parent - An individual who was a member of the Armed Forces (including a member of the National...

Eligibility

- To be eligible for FMLA leave benefits, the employee must:
1. Have been employed by the district for at least 12 months (not necessarily consecutively).
2. Have been employed for at least 1,250 hours of service during the 12-month period...

An absence may qualify for FMLA protection if it is for one of the following reasons:

- 1. Birth and first-year care of the employee's child.
2. Adoption or foster placement of a child with the employee.
3. Serious health condition of the employee that makes the employee unable to perform one or...

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and who was a member of the Armed Forces (including a member of the National Guard or Reserve) at any time during the period of five years preceding the date the eligible employee takes...

Instructional Employee - Employees whose principal function is to teach and instruct students in a class, a small group or an individual setting. This term includes athletic coaches, driving...

Next of Kin - For the purposes of military caregiver leave, the nearest blood relative other than a spouse, parent, son or daughter, in order of priority as established by 29 C.F.R. § 825.117.

Overseas Duty - Covered servicemember assigned to a military medical treatment facility or a...

Parent - The biological, adoptive, stepmother or foster parent of a "child" as defined in this policy.

Qualifying Emergency - Leave that arises due to covered active duty or a covered active duty of an employee's spouse, child or parent, including states involved with short notice deployment...

Serious Health Condition - Illness, injury, impairment or physical or mental condition that involves inpatient care in a hospital, hospice or residential medical facility or continuing treatment by a...

Serious Illness or Injury (for military caregiver leave) - 1) In the case of a current member of the Armed Forces (including the National Guard or Reserve) or that served before the beginning of the...

REFERENCE COPY

A qualifying emergency arising out of the fact that the spouse, child or parent of the employee is on covered active duty, or has been notified of an impending call or order to covered active...

Notice to Employees

General Notice

The district will post notices to employees explaining FMLA benefits in accordance with law. If the district employs 50 or more employees, it will include FMLA notices in an employee handbook or...

Eligibility and Rights and Responsibilities Notices

Absent extenuating circumstances, the district will provide the employee notice of the employee's eligibility to take FMLA leave and the rights and responsibilities of the employee within five...

Designation Notice

When the district has enough information to determine whether the leave is being taken for an FMLA-qualifying reason, the district will provide written notice to the employee within five business days...

Employee Notice to the District

An employee must notify the district of the need for leave and explain the reasons for this leave so the district can determine whether the leave qualifies for FMLA. The leave may be elapsed or denied if the employee fails to give such notice.

- Alabama
Arkansas
California
Colorado
Connecticut
Delaware
Florida
Georgia
Illinois
Indiana
Iowa
Kansas
Kentucky
Louisiana
Maine
Maryland
Massachusetts
Michigan
Minnesota
Mississippi
Missouri
Montana
Nebraska
Nevada
New Hampshire
New Jersey
New Mexico
New York
North Carolina
North Dakota
Ohio
Oklahoma
Oregon
Pennsylvania
Rhode Island
South Carolina
South Dakota
Tennessee
Texas
Utah
Virginia
Washington
West Virginia
Wisconsin
Wyoming

The regulations have also removed references to "mother" and "father" and now reference "parent" or "step-parent" to be more inclusive.

Table with 2 columns: State and Coverage. Rows include Alabama, Arkansas, California, Colorado, Connecticut, Delaware, Florida, Georgia, Illinois, Indiana, Iowa, Kansas, Kentucky, Louisiana, Maine, Maryland, Massachusetts, Michigan, Minnesota, Mississippi, Missouri, Montana, Nebraska, Nevada, New Hampshire, New Jersey, New Mexico, New York, North Carolina, North Dakota, Ohio, Oklahoma, Oregon, Pennsylvania, Rhode Island, South Carolina, South Dakota, Tennessee, Texas, Utah, Virginia, Washington, West Virginia, Wisconsin, Wyoming.

In all cases of foreseeable leave, the employee must provide notice, in the same manner that is required under the district's leave policies, to the superintendent or designee of the reasons for the leave, the anticipated duration of the leave and the anticipated start of the leave. If an employee fails to provide the required notice, the district may deny or deny the FMLA-protected leave.

When the approximate timing of the need for leave is not foreseeable, an employee must provide notice to the district as soon as practicable under the facts and circumstances of the particular case, in the same manner that notice is required under the district's leave policies. The employee or the employee's spokesperson, if necessary, shall provide sufficient information for the district to reasonably determine whether the FMLA may apply to the leave request.

If the leave is for a qualifying exigency, an employee must provide notice as soon as practicable, regardless of how far in advance the leave is foreseeable. For all other qualifying reasons, an employee must provide 30 days' notice of the need to take FMLA leave when the need for leave is foreseeable. When 30 days' notice is unreasonably or impracticably precluded, the employee must provide notice as soon as practicable under the facts and circumstances of the particular case. The district may require an employee to provide notice in writing, if the employee's supervisor and district captain upon request may deny 30 days' notice, was not practicable.

"As soon as practicable" means as soon as both possible and practical under all the facts and circumstances of the individual case.

Leave Use

For all FMLA purposes except military caregiver leave, the district adopts a 12-month leave year beginning on July 1 and ending the following June 30.

1. All eligible employees are entitled to leave for a period not to exceed 12 workweeks per leave year for:
 - The birth and first-year care of the employee's child.
 - The adoption or foster placement of a child with the employee.
 - A serious health condition of the employee that makes the employee unable to perform one or more of the essential functions of his or her job or the serious health condition of the employee's spouse, child or parent.
 - A qualifying exigency arising out of the fact that the spouse, child or parent of the employee is a covered active duty, in the Armed Forces. The amount of leave available for a particular type of qualifying exigency may be limited by law.

6. When an employee has an absence that meets the criteria to be an FMLA-qualified absence, the district will designate such absence as part of the employee's total annual FMLA entitlement, even if the employee has not requested FMLA leave and/or is absent under paid or unpaid leave in accordance with law or district policy. If an employee is on a Workday Compensation absence due to an injury or illness that would also qualify as a serious health condition, the employee's FMLA-protected leave will be applied to the FMLA-protected leave and charged against the employee's FMLA-protected leave entitlement.

7. FMLA leave may be taken intermittently as required for the health of the employee or family member or as substitute schedule leave in increments no greater than the shortest period of time in the district used to schedule leave in increments of one hour, provided that it is not greater than the amount of FMLA leave available to the employee. The FMLA-protected leave amount of leave actually taken. Instructional employees may take intermittent or reduced-schedule leave to be with a healthy newborn only when the district and the employee have reached agreement for how the leave will be used.

8. The district reserves the right to require adequate certification of necessary, or any FMLA-qualifying event or condition of the employee or employee's spouse, child, parent or next of kin and submission or certification of such certification as the district deems necessary. Failure to provide such certification when requested will result in denial of the leave, and may result in discipline or termination of employment. Employees on FMLA-designated leave must periodically report on their status and intent to return to work. The district may also require that an employee present a certification of fitness to return to work.

Instructional Employees

If an intermittent leave or reduced-schedule leave equals more than 20 percent of instructional time, the employee will be considered an instructional employee for the purposes of this policy. This block leave or a full alternative arrangement for the period of absence (noted below) for an instructional employee on FMLA leave is scheduled to return close to the end of a school term. The district may elect to use a special rule to protect the employee's leave until the beginning of the next school term, thus extending the leave beyond the period where an FMLA-qualifying reason exists. In such instances, the prolonged leave time is unpaid and is not charged against the employee's FMLA-protected leave. This special rule will not apply to employees who are not instructional employees. This special rule may apply to other FMLA-protected leave as the district determines to be in the best interest of the district.

Leave Protections

The use of FMLA leave cannot result in the loss of any employment benefit that accrued prior to the start of the employee's leave. Eligible employees are entitled to continued participation in the

Revised: 01/10/2011: 08/09/2014;
Cross Refs: DLR, Salary Deductions
Legal Refs: 10 U.S.C. § 10101(13)
29 C.F.R. §§ 825.100-1202
Missouri Labor Law Act of 1993, 29 U.S.C. §§ 2611 - 2619
Cameron R-III School District, Camdenton, Missouri

2. The FMLA leave year for military caregiver leave begins on the first day that such leave is taken by the employee. The FMLA leave year for military caregiver leave for a period not to exceed 26 workweeks of leave per single 12-month period for the care of a spouse, child, parent or next of kin who is a covered servicemember. Twenty-six weeks of leave are available per covered servicemember, per injury/illness; however, no more than 26 weeks of leave may be used during each single 12-month period.

3. An eligible employee is entitled to a combined total of 26 workweeks of leave for any FMLA-qualifying reason during a single 12-month period, provided that the employee is entitled to no more than 12 workweeks of leave for one or more of the following: the birth of the employee's child or to care for such child; the placement of a child with the employee for adoption or foster care; in order to care for the employee's spouse, son, daughter or parent of a qualifying exigency; or to take care of the employee's spouse, son, daughter or parent of a qualifying exigency. The employee's own serious health condition or because the employee is the primary caregiver for a child with a serious health condition. An employee who used ten weeks of military caregiver leave could not take 14 weeks for the birth of a child because that exceeds the 12 weeks allowed for such leave. Leave that qualifies as both military caregiver leave and leave for the serious health condition of a parent, spouse or child will be designated first as military caregiver leave.

4. When a husband-and-wife couple is entitled to FMLA leave as both spouses, an employee by the district and both spouses may use FMLA leave for the same qualifying event, both employees being eligible for FMLA leave. The leave will be limited to an aggregate total of 12 workweeks of leave per single 12-month period. The leave may be used for the birth or foster care of a child, adoption or foster placement of a child, or to care for a parent with a serious health condition. However, where both spouses are both FMLA-qualified, a portion of the total 12-week FMLA leave entitlement for the same qualifying event, the husband-and-wife couple would each be entitled to the difference between the amount he or she has taken individually and 12 weeks for another qualifying employee. The remaining FMLA-protected leave would be available to the employee for the birth or first-year care of their child, adoption or foster placement of a child with the employee, or to care for a parent with a serious health condition. Both employees will be limited to an aggregate total of 26 workweeks of leave.

5. The district shall apply all appropriate and laws as an FMLA absence to the extent allowed by law and policy, giving proper notice to the employee. If an employee's accrued paid leave is exhausted, but an FMLA-qualifying reason for absence persists, any new FMLA-qualifying reason for absence occurs, the remaining absences will continue to be protected FMLA leave until allowable FMLA leave has been used, but such absences will be unpaid.

district's health plan as long as they are entitled to FMLA leave protection. However, an employee who fails to return to work after the expiration of the or her allowed leave time will be required to reimburse the district for those benefits paid, as required by law.

Eligible employees who are absent for an FMLA-qualifying reason generally may return to the same position or an equivalent position with equivalent pay, benefits and working conditions at the conclusion of the leave, in accordance with law. However, the district has the discretion to assign employees substituting intermittent leave or returning from FMLA leave to a different position or position with a different grade or pay level if the employee has the appropriate qualifications for the position. The district may assign an employee to a different position or other district positions for which they are certified if the district determines that such placement is necessary to ensure consistency of instruction.

The FMLA rights are provided for any employees who have left, remain on duty, the exercise of any right provided under the FMLA. Additionally, if an employee is on FMLA leave, the district may discriminate against any person for opposing any practice made unlawful by the FMLA or for involvement in any proceeding under or relating to the FMLA.

The superintendent or designee will ensure that personnel records regarding FMLA eligibility and leave are maintained in accordance with law and available for inspection, copying and transcription by representatives of the U.S. Department of Labor upon request.

Enforcement

The U.S. Department of Labor is authorized to investigate and resolve complaints of violation of the FMLA. An eligible employee may bring a civil action against an employer for violations. For additional information, contact the nearest office of the U.S. Department of Labor's Wage and Hour Division.

Notice: This notice is intended to check the notice provided at the beginning of this section for other pertinent policies and to verify administrative procedures and/or forms for related information.

Adopted: 08/10/2009

EXPLANATION: EVALUATION OF PROFESSIONAL STAFF

This policy was revised at the request of the Department of Elementary and Secondary Education (DESE) as a way of helping districts understand that student growth must be part of the evaluation process.

This policy was also revised to reflect the requirements of House Bill 1490 (2014) that prohibits the sharing of evaluation results with state and federal agencies. DESE has also included language from state law describing the essential principles that must be incorporated in all evaluation procedures and made changes in wording for clarity and consistency with standards approved by the State Board.

DESE has a wealth of information on incorporating student performance data into the evaluation process on its website at:

<http://desecms.com/edevol/evaluatingteacherperformance.html>

The DESE website also has information on implementing the evaluation process (Effective Evaluation Implementation Rubric):

<http://desecms.com/sites/default/files/EffectiveEvaluationImplementationRubric.pdf>

The Missouri Teacher Standards adopted by the Missouri State Board of Education are available at:

<http://desecms.com/sites/default/files/TeacherStandards.pdf>

MSBA recommends that copies of this document be mailed to the following areas because the contents of this document are critical to the operation of the state and may be subject to public release. Please forward copies to the district equivalent of the title indicated.

Board Secretary	Business Office	Classroom Supervisor
Facility Maintenance	Food Service	Editor
Finance	Front Office	Energy Risk Center
Health Services	Human Resources	Information Technology
Transportation	Public Risk/Compliance	Technology

EVALUATION OF PROFESSIONAL STAFF

The Board requires a program of comprehensive, performance-based evaluations for the teachers and other professional staff members in order to ensure high-quality staff performance that improves student achievement. Evaluation instruments used by the district will annually reflect the standards of evaluation of professional staff members as adopted by the Missouri State Board of Education (State Board). Pursuant to these principles, the evaluation process shall include:

1. The evaluation process shall be designed to provide a fair and equitable process for the evaluation of all professional staff members.
2. The evaluation process shall be designed to provide a fair and equitable process for the evaluation of all professional staff members.
3. The evaluation process shall be designed to provide a fair and equitable process for the evaluation of all professional staff members.
4. The evaluation process shall be designed to provide a fair and equitable process for the evaluation of all professional staff members.
5. The evaluation process shall be designed to provide a fair and equitable process for the evaluation of all professional staff members.
6. The evaluation process shall be designed to provide a fair and equitable process for the evaluation of all professional staff members.
7. The evaluation process shall be designed to provide a fair and equitable process for the evaluation of all professional staff members.

Evaluation of Professional Staff Other Than Teachers

All professional staff members contribute toward the achievement of the district's students and the overall success of the district. To ensure continuous improvement and growth, the supervisors of non-teacher professional staff members shall be evaluated annually. The evaluation process shall be designed to provide a fair and equitable process for the evaluation of all professional staff members.

5. **Positive Classroom Environment:** The teacher uses an understanding of individual and group motivation and behavior to create a learning environment that encourages active engagement in learning, positive social interaction and self-confidence.
6. **Effective Communication:** The teacher models effective verbal, nonverbal and media communication techniques with students, colleagues and families to foster active inquiry, collaboration and supportive interaction in the classroom.
7. **Student Assessment and Data Analysis:** The teacher understands and uses formative and summative assessment strategies to assess the learner's progress and use both classroom and standardized assessment data to plan ongoing instruction. The teacher monitors the performance of each student and designs instruction to enable students to grow and develop; understanding adequate academic progress.
8. **Professionalism:** The teacher is a reflective practitioner who continually assesses the efforts at success and science on other terms. The teacher actively seeks out opportunities to grow professionally in order to improve learning for all students.
9. **Professional Collaboration:** The teacher has effective working relationships with students, parents/guardians, school colleagues and community members.

Complaint and Grievance Evaluation Standards

The district adopts the model standards for grievance and complaint developed by the Department of Elementary and Secondary Education and adopted by the State Board.

Recordkeeping

As a part of the professional staff evaluation system, the district shall maintain a record of all evaluations and supporting documentation with respect to the employee's personnel file.

Evaluation Records

The summative evaluation and any written responses by the teacher or professional staff member shall be maintained in the employee's personnel file in accordance with the State Board standards for recordkeeping. The district shall ensure that the evaluation and any written responses are accessible as required by law (16 CSR 10.010).

The supervisor or designee ("evaluator") will annually complete a summative evaluation of the performance of the teacher or designee using an evaluation instrument that incorporates the Missouri Principles of Effective Evaluation as adopted by the State Board.

The primary purpose of the evaluation is to improve student performance by promoting the continuous growth of teachers in a manner that is aligned with the district's Comprehensive School Improvement Plan (CSIP) and, where applicable, building improvement plans (BIPs). Results of the evaluation will inform employment and compensation decisions, but may not be the only factor considered.

The superintendent or designee, in consultation with the district's teaching staff, will develop procedures and instruments for professional staff evaluation.

Teacher Evaluation Standards

Teachers in the Compendium for the School District will be held to the following standards. The evaluation will measure performance based on the Missouri Teacher Standards. In accordance with these standards, district leaders will ensure that teachers demonstrate the knowledge and ability to meet the needs of all students.

1. **Content Knowledge Aligned with the Appropriate Instruction:** The teacher understands the central concepts, standards, and tools of inquiry of the discipline(s) taught and creates learning experiences that make these aspects of subject matter meaningful and engaging for all students.
2. **Student Learning Goals and Development:** The teacher understands how students learn, develop and differ in their approaches to learning and the teaching practices and learning opportunities that are adapted to diverse learners and support the intellectual, social and personal development of all students.
3. **Curriculum Implementation:** The teacher recognizes the importance of using appropriate content and curriculum development work. The teacher develops, implements and evaluates curriculum based on student, district and state standards data.
4. **Critical Thinking:** The teacher uses a variety of instructional strategies and resources to encourage student critical thinking, problem-solving and performance skills, including assessment processes.

Note: The teacher is encouraged to check the policy located at the beginning of this section for any updates to the Missouri Teacher Standards and to ensure compliance with the Missouri Teacher Standards.

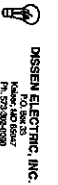
Adopted: 08/08/1994

Revised: 06/12/2000; 06/16/2010; 02/09/2015

MSIP Ref: 6.5.2

Legal Ref: §§ 160.045, 160.855, 168.138, RSMo, 5 C.S.R. 20 - 400.375

Compendium for the School District, Columbia, Missouri



INVOICE

Customer: Ft. St. School Dist.
PO Box 1019
Camden, NJ 08203

Customer: Ft. St. School Dist.
Hurricane Deck Elementary Adm.
JOS
Elex optics

Table with columns: Description, Quantity, Unit Price, Total Price. Includes item 1: Hurricane Deck Elementary Adm. JOS Elex optics.

4,625.83
GROSS AMOUNT
\$4,625.83

Preparation & Review, Inc.
4166 W. Kennedy St.
Springfield, NJ 07081-4609
(717) 864-9800

Camden Real School District (08203)
Hurricane Deck Elementary
1421 E. 10th St. 3rd Fl.
Camden, NJ 08203

Table with columns: Labor, Material, Subcontract, etc. Includes items like Hurricane Deck Elementary Adm. JOS Elex optics.

APPLICATION FOR PAYMENT - CONTINUATION SHEET. Includes sections for Application Information, Contract Information, and Payment Information.

APPLICATION FOR PAYMENT - CONTINUATION SHEET. Includes sections for Application Information, Contract Information, and Payment Information.

Table with columns: Description, Quantity, Unit Price, Total Price. Includes items like Hurricane Deck Elementary Adm. JOS Elex optics.

Table with columns: Description, Quantity, Unit Price, Total Price. Includes items like Hurricane Deck Elementary Adm. JOS Elex optics.

Baker Construction Company
 1901 Ebersole 66 West
 Weymouth, MA 02533

Invoice
 DATE: 8/20/85
 INVOICE # 347

DEL TO
 Cambridge 231 Street
 Cambridge, MA 02142

20

CONTRACTOR'S CONTINUATION SHEET

DATE OF INVOICE: 8/20/85
 PROJECT: Cambridge 231 Street
 CONTRACT NO.: 85-001
 SHEET NO.: 1

NO.	DESCRIPTION	QTY	UNIT PRICE	TOTAL PRICE	DATE
1	Excavation	100	10.00	1000.00	8/15/85
2	Backfill	200	5.00	1000.00	8/15/85
3	Gravel	100	10.00	1000.00	8/15/85
4	Asphalt	50	20.00	1000.00	8/15/85
5	Concrete	10	100.00	1000.00	8/15/85
6	Rebar	200	5.00	1000.00	8/15/85
7	Formwork	100	10.00	1000.00	8/15/85
8	Paint	100	10.00	1000.00	8/15/85
9	Other	100	10.00	1000.00	8/15/85
10	Subtotal			10000.00	
11	Tax			1000.00	
12	Total			11000.00	

NO.	DESCRIPTION	QTY	UNIT PRICE	TOTAL PRICE	DATE
1	Excavation	100	10.00	1000.00	8/15/85
2	Backfill	200	5.00	1000.00	8/15/85
3	Gravel	100	10.00	1000.00	8/15/85
4	Asphalt	50	20.00	1000.00	8/15/85
5	Concrete	10	100.00	1000.00	8/15/85
6	Rebar	200	5.00	1000.00	8/15/85
7	Formwork	100	10.00	1000.00	8/15/85
8	Paint	100	10.00	1000.00	8/15/85
9	Other	100	10.00	1000.00	8/15/85
10	Subtotal			10000.00	
11	Tax			1000.00	
12	Total			11000.00	

OSKAR TROSHI & ENGINEERING
 CAMBRIDGE, MA 02142

DATE: 8/20/85
 PROJECT: Cambridge 231 Street
 SHEET NO.: 1

NO.	DESCRIPTION	QTY	UNIT PRICE	TOTAL PRICE	DATE
1	Excavation	100	10.00	1000.00	8/15/85
2	Backfill	200	5.00	1000.00	8/15/85
3	Gravel	100	10.00	1000.00	8/15/85
4	Asphalt	50	20.00	1000.00	8/15/85
5	Concrete	10	100.00	1000.00	8/15/85
6	Rebar	200	5.00	1000.00	8/15/85
7	Formwork	100	10.00	1000.00	8/15/85
8	Paint	100	10.00	1000.00	8/15/85
9	Other	100	10.00	1000.00	8/15/85
10	Subtotal			10000.00	
11	Tax			1000.00	
12	Total			11000.00	

INVOICE

Bank Payment to: AGS/Bechtel, Inc.
101 E. 9th Street, Suite 100
Des Moines, IA 50319
515-281-9900 515-281-7377



Canderton R-13 School District
Dr. Tim Hofffield, Superintendent
P.O. Box 1409
Canderton, MO 65020-1409

August 19, 2018
Project No: 5-15020.00
Invoice No: 000471

Project: 5-15020.00 Canderton SO Osage Beach Elementary

INVOICE FOR PROFESSIONAL SERVICES

Estimated Construction Cost:	13,016,811.70	
Fee Percentage:	4.33	
Total Fee:	562,236.66	
Percent of Fee	Percent Comp'd	Earned
Schematic Design	15.00	64,935.98
Design Development	20.00	113,247.13
Construction Documents	40.00	226,494.26
Bidding/Negotiation	5.00	23,319.76
Contract Administration	20.00	113,247.13
Total Earned		562,236.24
Previous Fee Billing		467,640.60
Current Fee Billing		4,890.68
Total Fee		4,890.68

Reimbursable Expenses			
Reproduction	7/15/2015	Printing/Printing	13.05
Total Reimbursables			13.05

Outstanding Invoice			
Number	Date	Balance	
0033251	01/17/2015	4,031.48	
Total		4,031.48	

Respectfully Submitted:
Michael Kaud
Michael Kaud

Palmerston & Partners, Inc.
6165 W. 9th Street
Des Moines, IA 50325-8000
(515) 954-8000

Ozark Mountain Installations, Inc

Jim B. Pass II, and Cindi L. Pass
9706 Lawrence 2237
Monett, MO 65708

Invoice

Date Invoice #
8/24/2018 2018-45

Phone # Fax # E-Mail Address
417-235-5302 417-235-0897 cindy.pass@yahoo.com

Bill To:
Canderton Schools
Kerry Dickmann
1010 Canyon Blvd
Canderton, MO 65020
office: 573-346-9265

P.O. No.	Terms	Due on receipt

Description	Amount
Rehabilitation of playground equipment at Osage Beach Elementary - Final Payment:	47,300.00
Total	47,300.00

Please make check payable to Ozark Mountain Installations, Inc and mail to address listed above.

Total 47,300.00

TurfMark Services, LLC
PO Box 939
Osage Beach, MO 65065

Invoice #

Date Invoice #
8/16/2018 670

Bill To:
Canderton Schools
Kerry Dickmann
P.O. Box 1409
Canderton, MO 65020

Service Address:
PO Box 939
Osage Beach, MO 65065
AUG 16 2018

Service Date	Item Code	Description	Price Each	Amount
07/02/2018	Rebar	Osage Beach Elementary Installation of Rebar into 38,440 sqft	17,320.00	17,320.00
Total				17,320.00
Balance Due				\$17,320.00

Thank you for your business.

Phone # (573) 434-7323 | E-mail info@turfmark.com | Web Site www.turfmark.com

TurfMark Services, LLC
PO Box 939
Osage Beach, MO 65065

Invoice

Date Invoice #
7/25/2018 866

Bill To:
Canderton Schools
Kerry Dickmann
P.O. Box 1409
Canderton, MO 65020

Service Address:
Osage Beach Elementary

Service Date	Item Code	Description	Price Each	Amount
06/20/2018	Spewer Turf	Hydra Seeding Osage Beach Elementary: 44,000 sqft	4,400.00	4,400.00
Total				\$4,400.00
Balance Due				\$4,400.00

Thank you for your business.

Phone # (573) 434-7323 | E-mail info@turfmark.com | Web Site www.turfmark.com



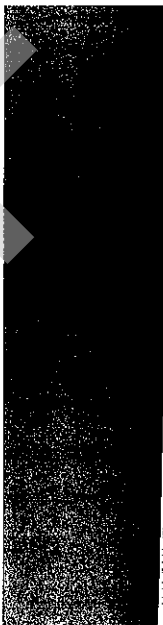
OZARK TROPHY & ENGRAVING
817 THORNE ROAD
CANDERTON, MO 65020
573-346-3015

624116

DATE: 8/24/18
BY: Canderton R-13 School District
ADDRESS: PO Box 1409, Canderton, MO 65020
CITY: Canderton, MO 65020

QUANTITY	DESCRIPTION	PRICE	AMOUNT
1	1/4" x 1/4" x 1/4" Brass	300.00	300.00
1	1/4" x 1/4" x 1/4" Brass	200.00	200.00

This is not a contract. Payment is due at the time of order. Please call for details.



OZARK TROPHY & ENGRAVING
817 THORNE ROAD
CANDERTON, MO 65020
573-346-3015

624117

DATE: 8/16/18
BY: Canderton R-13 School District
ADDRESS: PO Box 1409, Canderton, MO 65020
CITY: Canderton, MO 65020

QUANTITY	DESCRIPTION	PRICE	AMOUNT
1	1/4" x 1/4" x 1/4" Brass	172.00	172.00
1	1/4" x 1/4" x 1/4" Brass	172.00	172.00

This is not a contract. Payment is due at the time of order. Please call for details.

Canderton R-13 School District (PA AC)
1421 E 9th St, Box 100
Des Moines, IA 50319

Invoice number: 2018-45
Date: 08/09/2018
Project: 515020 Osage Beach Elementary - Osage Beach, MO

Bill To: Candice Lauer

Date	Hours	Rate	Billed Amount
07/04/2018	1.00	64.00	64.00
07/21/2018	4.00	64.00	256.00
07/28/2018	4.00	64.00	256.00
07/31/2018	0.25	52.00	13.00
07/28/2018	0.25	52.00	13.00

TEST Molds: CONCRETE CYLINDERS, NOT TESTED (\$1200) 1.00 8.00 8.00
CONCRETE CYLINDERS, TESTED 3.00 12.00 36.00

Agging Summary:
Invoice Number: 14484 | Invoice Date: 07/02/2018 | Outstanding: 3,808.82 | Current: 3,808.82 | Over 30: 0.00 | Over 60: 0.00 | Over 90: 0.00 | Over 120: 0.00

Canderton R-13 School District (PA AC)
Project: 515020 Osage Beach Elementary - Osage Beach, MO

Invoice number: 2018-45
Date: 08/09/2018

Agging Summary	Invoice Date	Outstanding	Current	Over 30	Over 60	Over 90	Over 120
202460	08/09/2018	3,808.82	3,808.82	0.00	0.00	0.00	0.00
Total		4,400.00	3,808.82	0.00	0.00	0.00	0.00

SUPERIOR IRRIGATION
1027 14th Street
Canderton, MO 65020
573-346-3015
Fax: 573-346-3015

Invoice

Date Invoice #
8/23/2018 12471

Bill To:
NEW OSAGE BEACH ELEMENTARY SCHOOL
1181 WOODS RD
P.O. BOX 1409
CANDERTON, MO 65020

Job Address:

Contract	Job #	P.O. No.	Terms
BLANCKE IRRIGATION INSTALLATION CONTRACT - THIS BILLING DOES NOT INCLUDE CHANGE ORDERS			
DESCRIPTION	City	Rate	Amount
BLANCKE IRRIGATION INSTALLATION CONTRACT - THIS BILLING DOES NOT INCLUDE CHANGE ORDERS		32,000.00	32,000.00
Total			\$32,000.00
Payments/Credits			\$0.00
Balance Due			\$32,000.00

Check out our latest projects on...

Subtotal: \$32,000.00
Sales Tax (0.0%): \$0.00
Total: \$32,000.00
Payments/Credits: \$0.00
Balance Due: \$32,000.00

For your convenience, we accept Visa, Mastercard, and Discover. A 3% processing fee will be added to all credit card payments over \$250. Please call the office to make your payment. Accounts over 90 days will be charged finance charges at 18% APR.

90-1000-1623, 1-800-800

REQUEST FOR PAYMENT DETAIL
 02412

OSCAR TROPHY & ENGRAVING
 BY TROPHY ROAD
 CALLENTON, MD 66020
 (703) 462-3218

OFFER NUMBER: 0000000000
 DATE: 12-22-12

NAME: Camberton, Bill

ADDRESS: 10000 Rockwell Rd
Rockville, MD 20850

OTL: 12/22/12

SOLD BY: 10000

LINE	DESCRIPTION	PRICE	AMOUNT
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This amount is subject to change at all times without prior approval.

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Request and Authorization for Payment

Requester: OSCAR TROPHY & ENGRAVING

Requester Address: BY TROPHY ROAD, CALLENTON, MD 66020

Requester Phone: (703) 462-3218

Requester Fax:

Requester Email:

Requester Website:

Requester Business Type:

Requester Tax ID:

Requester State:

Requester City:

Requester Zip:

Requester Country:

Requester Account Number:

Requester Account Type:

Requester Account Status:

Requester Account Balance:

Requester Account History:

Requester Account Terms:

Requester Account Conditions:

Requester Account Notes:

Requester Account Comments:

Requester Account Details:

Requester Account Information:

Requester Account Summary:

Requester Account Status:

Requester Account Type:

Requester Account Status:

Requester Account Balance:

Requester Account History:

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BOARD SELF-EVALUATION
September 2015

	Unknown	Disagree	Agree	Strongly Agree
1. My board expects change in the instructional practice of teachers as a routine feature of continuous school improvement.				
2. My board expects change in the managerial practice of administrators as a routine feature of continuous school improvement.				
3. My board expects change in the governance practice of the school board as a routine feature of continuous school improvement.				
4. My board welcomes change in instructional, administrative, and governance practices.				
5. My board made changes in its governance practices during the past year.				
6. I know with certainty that changes in governance practices my board has made during the past three years have led to improvements in student achievement.				
7. My board is committed to ongoing professional development for the board.				
8. My school board's own professional development is selected to address governance challenges identified by student performance data and board self-evaluation.				
9. My district provides in-house orientation for new board members, conducted in part by board members, as a supplement to state-required certification training.				
10. My board always seeks pertinent data and information prior to making a decision or taking action.				
11. The data I receive from my superintendent and staff is delivered in a form or manner that makes sense to me.				
12. The data my board receives is of sufficient quantity (amount) to be helpful to my decision-making.				
13. I can find my district's state-published student performance data on DESE's website.				
14. The data my board receives is sufficiently specific/pertinent to the issue(s) under consideration to be helpful to my decision-making.				

31. My board expects and receives reports throughout the year showing the ongoing progress in the measured execution of strategic plan goals.				
32. I can name specific projects and programs at the classroom level that are the result of the board-approved district strategic plan.				
33. My district's strategic plan contains goals and objectives that exceed minimum performance requirements from the state or federal governments.				
34. My board requires meeting agenda items to be connected to the strategic plan, to policy, or to other governing documents whenever possible.				
35. Creation of the proposed board meeting agenda is a collaborative effort between the superintendent and board president.				
36. My requests for the inclusion of agenda items are generally granted.				
37. Board member requests for the inclusion of agenda items are not refused without reasonable explanation.				
38. I refer citizen inquiries regarding board meeting agendas to the Superintendent's Office or to the board president.				
39. My board conducts itself in a polite, professional manner during board meetings.				
40. If I need help from the district, I make my request to the superintendent.				
41. My board routinely and publicly recognizes the separation between management and governance.				
42. My board does not manage/micromanage district affairs.				
43. District staff is directly accountable to the superintendent, not the board.				
44. I feel my opinion is valued by my fellow board members.				
45. I feel my opinion is valued by my superintendent.				
46. I feel welcome to express my view during board meetings.				

15. My board never receives reporting data or information without considering whether it requires a response.				
16. My board always consults district policy before making a decision or taking an action.				
17. My board views superintendent recommendations as one of several types of information used in governance decision making.				
18. My board does not protect "sacred cow" programs unless there is data or information showing that program's effectiveness.				
19. My board routinely, accurately, and publicly reports the status of district finances.				
20. My board receives an annual presentation from an independent financial auditor as part of an open meeting.				
21. I know the proportions of federal, state, and local funds my district receives as revenue.				
22. I know or can find the performance standards currently used by DESE to determine the district's accreditation level.				
23. My district's mission statement is meaningful.				
24. My district's mission statement is focused on student achievement.				
25. My district's mission statement reflects the board's vision and beliefs.				
26. My board meets at least annually for the specific purpose of identifying superintendent performance goals for the coming year.				
27. My board meets at least annually for the specific purpose of identifying board goals for the coming year.				
28. At least once every five years, my board considers every part of the strategic plan in a collaborative revision process.				
29. My board includes specific objectives, strategies, and action steps for itself as a part of the district strategic plan.				
30. My district's strategic plan identifies specific evidences/documents to be used in measuring progress toward meeting strategic plan goals.				

47. My board president works hard to prevent a minority of board members from dominating board meetings and work.				
48. I feel my board is respected by district staff.				
49. My board routinely recognizes student excellence.				
50. My board routinely recognizes staff excellence.				
51. I feel the viewpoint and opinion of my board colleagues are equally important as my own.				
52. My board is fair.				
53. My board does not hold grudges.				
54. My board respects the authority of the superintendent over his or her staff.				
55. The superintendent is the only district employee directly accountable to the board.				
56. I keep closed session and other confidential information to myself.				
57. My colleagues on the board can be trusted with confidential information.				
58. Keeping information confidential when appropriate is not a problem on my board.				



**Missouri School
Boards' Association**

Helping School Boards Succeed

Reg 8 FRM Camdenton R-III

Start Date 10/21/2015 06:00 PM

End Date 10/21/2015 08:30 PM

Address Osage Beach Elementary Commons. 1241 Nichols Rd. Osage Beach,
MO 65020



[Register Now >](#)

2015 Fall Regional Meetings

- 5:45 p.m. Registration
- 6:00 p.m. Regional Action Committee Pre-Meeting
Networking with regional colleagues for all others
- 6:30 p.m. Welcome / Pledge of Allegiance
Introductory Remarks
MSBA Officer Remarks
- 6:45 p.m. Dinner
- 7:15 p.m. Program
- 8:25 p.m. FRM Evaluation, Regional Attendance Award
- 8:30 p.m. Adjournment