

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

**Regular Meeting – Hurricane Deck Elementary
December 9, 2013 – 5:30 p.m.**

Present:

Chris C. McElyea	President	Dr. Tim Hadfield	Superintendent
Nancy A. Masterson	Vice-President	Roma France	Assistant Superintendent
Selynn Barbour	Treasurer	Dr. Jim Rich	Assistant Superintendent
John L. Beckett	Member	Dr. Ryan Neal	Assistant Superintendent
Jackie Schulte	Member	Linda Leu	Secretary
Laura L. Martin	Member		
Tom Williams	Member		

Absent:

I. CALL TO ORDER & RECITE PLEDGE OF ALLEGIANCE

The Camdenon R-III Board of Education met in Regular Session at Hurricane Deck Elementary on Monday, December 9, 2013. 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 – December 9, 2013
Strategic Plan Goal Area – Governance

Motion: Move to approve the agenda of the regular December 9, 2013, meeting as presented.
Beckett/Barbour - all ayes.

A plaque and a card were presented to Sarah Wages, retiring Student Advisor to the Board of Education, in appreciation for her time and effort to serve in this role.

III. CLASSIFIED EMPLOYEE OF THE MONTH

Due to inclement weather the December “Classified Employee of the Month” will be recognized at the January Board meeting.

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. CONSENT ITEMS

A. Approve Minutes and Documentation of Regular Meeting- November 11, 2013
Strategic Plan Goal Area - Governance

B. Approve Excellence in Education Nominations
Strategic Plan Goal Area – High Quality Teachers

This month’s recipients are as follows:

Dogwood Elementary	Kim Lapeyre
Hawthorn Elementary	Vickie Vest
Oak Ridge Intermediate	Melodee Derby
Middle School	Jane Noyes
High School/Horizons	Steve Bayless

LCTC	Ryan Bearden
Hurricane Deck Elementary	Paige Gift
Osage Beach Elementary	Carol Patrick

C. Approve Participation in Buy Board National Purchasing Cooperative

This was the program highlighted at the MSBA Fall Regional meeting at LCTC, endorsed by MSBA. There is no obligation with the program, but Board approval would allow the District to shop prices with the program and compare.

Strategic Plan Goal Area - Governance

Motion: Move to approve consent items as presented.
Masterson/Schulte – all ayes.

VI. APPROVAL OF BILLS

Strategic Plan Goal Area - Governance

Motion: Move to approve all bills and addendums as submitted excluding bills from ACI-Boland.
Beckett/Barbour – all ayes.

Motion: Move to approve ACI-Boland bills.
Schulte/Masterson – all ayes; Barbour abstained, nepotism.

VII. APPROVAL OF TREASURER'S REPORT

Strategic Plan Goal Area - Governance

Motion: Move to approve the November 2013 Treasurer's Report as submitted.
Beckett/Barbour - all ayes.

VIII. NEW BUSINESS

A. BOND ISSUANCE UPDATE

Dick Bartow, from George K. Baum, will address the Board of Education regarding the issuance of bonds at a future Board meeting.

Strategic Plan Goal Area - Governance

No motion necessary.

B. AFTERSCHOOL SERVICES REPORT

Sherry Comer was on hand to discuss the future for afterschool services in the Camdenton School District. Sherry shared information about the current program as well as projections on what services could look like in the future along with funding levels needed for these services.

Strategic Plan Goal Area - Governance

No motion necessary.

C. MSTA/CTA REPORT

Due to inclement weather, Nickie Jones, Camdenton Teachers' Association president, was unable to attend the meeting. CTA vice president, David Swantner, updated the Board on recent events and provided information from the MSTA State Convention including resolutions passed and changes made to bylaws.

Strategic Plan Goal Area - High Quality Teachers

No motion necessary.

D. INTERVENTIONS REPORT

(Parents as Teachers, Pre-School, 504, Special Education, etc.)

Lorri Travis presented information related to the Camdenton R-III Interventions Department including Special Education services, Early Childhood, Parents as Teachers, Section 504, Homebound/Hospital instruction, and the Medicaid reimbursement program.

Strategic Plan Goal Area – Student Performance

No motion necessary.

E. GIFTED REPORT

Mrs. Varner presented the annual report on Gifted Education – Capstone, including the program’s vision, current status, goals, strategies to close the gap between the current status and the program’s vision, and survey results.

Strategic Plan Goal Area – Student Performance

No motion necessary.

IX. UNFINISHED BUSINESS

A. BOARD GOALS

Responses gathered thus far regarding annual goals related to the Board of Education were reviewed. The Board set a Special Board meeting for Tuesday, January 28, 2014, beginning at 7:30 a.m. in the Board Room of the Administration Building to identify Board goals.

Strategic Plan Goal Area – Governance

No motion necessary.

B. BOARD MEMBER EMAILS

Mrs. France updated the Board on Board Member email accounts. Mrs. France has contacted Susan Goldammer at MSBA after a few questions arose at a previous board meeting.

Strategic Plan Goal Area – Parent & Community Development

Motion: Move to approve establishment of public communication via a Board member email account with rules as presented and require the name, address, and phone number of senders. Beckett/Schulte – all ayes.

C. ADOPT BOARD POLICIES

The Board reviewed the following policies as presented last month.

POLICY CODE	POLICY TITLE
BBBA	Board Member Qualifications
JHG	Reporting and Investigating Child Abuse/Neglect
GCA	Professional Staff Positions
GCBC	Professional Staff Fringe Benefits
GDA	Support Staff Positions
GDBC	Support Staff Fringe Benefits

Strategic Plan Goal Area – Governance

Motion: Move to adopt policies listed above as presented. Williams/Schulte - all ayes.

X. 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

- Groundbreaking Ceremonies – November 24, 2013
- Nancy attended a recent School Health Advisory Committee (SHAC) meeting. Services offered through our Health Services Department are impressive.
- Ryan Neal was congratulated for completion of his Doctorate degree with his graduation ceremony upcoming on December 13th.
- MSBA Legislative Forum – February 18, 2014

No motion necessary.

XI. 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) Lease, purchase, or sale of real estate (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.

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

XII. ADJOURN MEETING

Motion: Move that the meeting adjourn.

Martin/Barbour - all ayes.

Meeting adjourned at 9:19 p.m.

Chris C. McElyea - President of the Board

Linda Leu – Secretary of the Board

EXCELLENCE IN EDUCATION CERTIFICATE

December 2013

Dogwood Elementary	Kim Lapeyre	your commitment to providing CPR training for all staff members and your willingness to assist any individual with medical or related needs.
Hawthorn Elementary	Vickie Vest	establishing positive relationships with students, families, and staff. Along with working with a diverse range of students, you work with teachers in compiling intervention and extension groups. You demonstrate leadership in helping make curriculum decisions in your team. Your work with the PBS team to establish student expectations and help implement plans of action has been extremely beneficial to the students of Hawthorn.
Oak Ridge Intermediate	Melodee Derby	being very instrumental in using paraprofessionals to help students during building-wide interventions. You plan all instruction for the paraprofessionals to use with small groups of students. You have helped a new paraprofessional become familiar with small group reading instruction at Oak Ridge Intermediate. You work directly with at least 65 students every day. As a Title I Teacher, we all benefit from the work you do for students and staff.
Middle School	Jane Noyes	your vibrant personality and enthusiasm that engages students in Math and Science. Your energy and excitement captures students and motivates them to not only learn but to enjoy math and robotics. You teach Math I & Pre-Algebra during the day and after school you teach sixty 5 th and 6 th graders in Robotics. You put in many after school hours working with children on robotics. You also train them to speak and present at robotics competitions. Your students are successful because of your efforts.
High School	Steve Bayless	building positive relationships with your students and maintaining high expectations for them. You also encourage students to set goals for themselves and you monitor student performance and progress toward their goals. Additionally, you have gone above and beyond by helping a student who has very little support at home. Your efforts are appreciated for the students and student-athletes of Camdenton High School.

EXCELLENCE IN EDUCATION CERTIFICATE

December 2013

LCTC	Ryan Bearden	building positive relationships with students and fellow colleagues, overseeing construction projects while ensuring students learn the necessary Power Standards to be successful in the construction field, striving to improve instructional strategies and techniques, having a strong work ethic, and willingly taking on tasks when asked. You began several years without a solid project for your students; however, you found outside jobs relevant to your curriculum to fill the time. You work hard with your students and always have your students on task on a variety of projects.
Hurricane Deck Elementary	Paige Gift	taking each new situation as a key learning experience for yourself and your students. As a first year teacher, there are many stressful situations to overcome. You have done an exceptional job in creating positive relationships with your students, learning the curriculum and planning appropriate interventions for students. You are a valued member of our Lighthouse Leadership Team and are responsible for co-planning staff development discussions at our Building Leadership Team meetings. You are a great addition to our family at Hurricane Deck Elementary.
Osage Beach Elementary	Carol Patrick	doing a wonderful job. You are constantly looking for new strategies and activities to use with students to ensure they are learning the objectives you are teaching. You incorporate many different cooperative learning opportunities into your classroom and use many hands-on activities to hit the different learning modalities of students. You truly go above and beyond to try and reach all students.

BuyBoard®
National Purchasing Cooperative/Inc
**NATIONAL PURCHASING COOPERATIVE
INTERLOCAL PARTICIPATION AGREEMENT**

This Interlocal Participation Agreement ("Agreement") is made and entered into on the date indicated below by and between The National Purchasing Cooperative ("Cooperative"), an administrative agency of cooperating local governments, acting on its own behalf and the behalf of all participating local governments, and the undersigned local government ("Cooperative Member").

I. RECITALS

WHEREAS, the National Purchasing Cooperative was formed on May 26, 2010, pursuant to Md. CODE ANN., STATE FIN. & PROC. § 13-110 (West 2009), and R.I GEN. LAWS § 16-2-9.2 (2009); and

WHEREAS, the purpose of this Agreement is to facilitate compliance with state procurement requirements, to identify qualified vendors of commodities, goods and services, to relieve the burdens of the governmental purchasing function, and to realize the various potential economies, including administrative cost savings, for Cooperative Members;

NOW THEREFORE, in consideration of the mutual covenants, promises and obligations contained herein, the undersigned Cooperative Member and the Cooperative agree as follows.

II. TERMS AND CONDITIONS

1. **Adopt Organizational Interlocal Cooperation Agreement.** The Cooperative Member by the execution or acceptance of this Agreement hereby adopts and approves the Organizational Interlocal Agreement dated May 26, 2010, which agreement is incorporated herein by reference (and is available from the Cooperative upon request). The Organizational Interlocal Agreement established the Cooperative as an administrative agency of its collective participants, and Cooperative Member agrees to become a participant or additional party to that Organizational Interlocal Agreement.

2. **Term.** The initial term of this Agreement shall commence on the date it is executed by both parties and shall automatically renew for successive one-year terms unless sooner terminated in accordance with the provisions of this Agreement.

3. **Termination.**

(a) **By the Cooperative Member.** This Agreement may be terminated by the Cooperative Member at any time by thirty (30) days prior written notice to the Cooperative, provided any amounts owed to any vendor have been fully paid.

(b) **By the Cooperative.** The Cooperative may terminate this Agreement by:

(1) Giving ten (10) days notice by certified mail to the Cooperative Member if the Cooperative Member breaches this Agreement; or

(2) Giving thirty (30) days notice by certified mail to the Cooperative Member with or without cause.

(c) **Termination Procedure.** If the Cooperative Member terminates its participation under this Agreement or breaches this Agreement, or if the Cooperative terminates participation of the Cooperative Member, the Cooperative Member shall bear the full financial responsibility for all of its purchases made from vendors under or through this Agreement. The Cooperative may seek the whole amount due, if any, from the terminated Cooperative Member. In addition, the Cooperative Member agrees it will not be entitled to a distribution which may occur after the Cooperative Member terminates from the Cooperative.

4. **Payments by Cooperative Member.** The Cooperative Member will make timely payments to the vendor for the goods, materials and services received in accordance with the terms and conditions of the bid invitation, instructions, and all other applicable procurement documents. Payment for goods, materials and services and inspections and acceptance of goods, materials and services ordered by the procuring Cooperative Member shall be the exclusive obligation of the procuring Cooperative Member, and not the Cooperative. Furthermore, the Cooperative Member is solely responsible for negotiating and securing ancillary agreements from the vendor on such other terms and conditions, including provisions relating to insurance or bonding, that the Cooperative Member deems necessary or desirable under state or local law, local policy or rule, or within its business judgment.

5. **Payments by Vendors.** The parties agree that the Cooperative will require payment from vendors which are selected to provide goods, materials or services to Cooperative Members. Such payment (hereafter "Vendor Fees") may be up to two percent (2%) of the purchase price paid by Cooperative Members or a flat fee amount that may be set from time to time by the Cooperative Board of Directors. Cooperative Member agrees that these Vendor Fees fairly compensate the Cooperative for the services and functions performed under this Agreement and that these Vendor Fees enable the Cooperative to pay the administrative, endorsement, licensing, marketing, and other expenses involved in successfully operating a program of electronic commerce for the Cooperative Members. Further, Cooperative Member affirmatively disclaims any rights to such Vendor Fees, acknowledging all such fees are the property of the Cooperative. Similarly, in no event shall a Cooperative Member be responsible for payment of Vendor Fees.

6. **Distribution.** From time to time, and at the sole discretion of the Cooperative Board of Directors, the Cooperative may issue a distribution to Cooperative Members under a plan developed by the Cooperative Board of Directors. The Cooperative Member acknowledges that a distribution is never guaranteed and will depend on the overall financial condition of the Cooperative at the time of the distribution and the purchases made by the Cooperative Member.

7. **Administration.** The Cooperative may enter into contracts with others, including non-profit associations, for the administration, operation and sponsorship of the purchasing program provided by this Agreement. The Cooperative will provide reports, at least annually, to the Cooperative Member electronically or by

mail. Cooperative Member will report purchase orders generated under this Agreement to the Cooperative or its designee, in accordance with instructions of the Cooperative.

8. **BuyBoard®.** Cooperative Member will have a non-exclusive license to use the BuyBoard electronic purchasing application (BuyBoard) during the term of this Agreement. Cooperative Member acknowledges and agrees that the BuyBoard electronic application and trade name are owned by the Texas Association of School Boards, Inc., and that neither the Cooperative nor the Cooperative Member has any proprietary rights in the BuyBoard electronic application or trade name. The Cooperative Member will not attempt to resell, rent, or otherwise distribute any part of BuyBoard to any other party; nor will it attempt to modify the BuyBoard programs on the server or acquire the programming code. The Cooperative Member may not attempt to modify, adapt, translate, distribute, reverse engineer, decompile, or disassemble any component of the application. The Cooperative Member will use BuyBoard in accordance with instructions from the Cooperative (or its designee) and will discontinue use upon termination of participation in the Cooperative. The Cooperative Member will maintain equipment, software and conduct testing to operate the BuyBoard system at its own expense.

III. GENERAL PROVISIONS

1. **Amendment by Notice.** The Board may amend this Agreement, provided that prior written notice is sent to the Cooperative Member at least 60 days prior to the effective date of any change described in such amendment and provided that the Cooperative Member does not terminate its participation in the Cooperative before the expiration of said 60 days.
2. **Authorization to Participate and Compliance with Local Policies.** Each Cooperative Member represents and warrants that its governing body has duly authorized its participation in the Cooperative and that the Cooperative Member will comply with all state and local laws and policies pertaining to purchasing of goods and services through its membership in the Cooperative.
3. **Bylaws.** The Cooperative Member agrees to abide by the Bylaws of the Cooperative, as they may be amended, and any and all written policies and procedures established by the Cooperative. Notwithstanding the foregoing, the Cooperative shall provide written notice to the Cooperative Member of any amendment to the Bylaws of the Cooperative and any written policy or procedure of the Cooperative that is intended to be binding on the Cooperative Member. The Cooperative shall promptly notify all Cooperative Members in writing of any Bylaw amendment, policy or procedure change.
4. **Cooperation and Access.** The Cooperative Member agrees that it will cooperate in compliance with any reasonable requests for information and/or records made by the Cooperative. The Cooperative reserves the right to audit the relevant records of any Cooperative Member. Any breach of this provision shall be considered material and shall make the Agreement subject to termination on ten (10) days written notice to the Cooperative Member.
5. **Coordinator.** The Cooperative Member agrees to appoint a program coordinator who shall have express authority to represent and bind the Cooperative Member, and the Cooperative will not be required to contact any other individual regarding program matters. Any notice to or any agreements with the coordinator shall be binding upon the Cooperative Member. The Cooperative Member reserves the right to change the coordinator as needed by giving written notice to the Cooperative. Such notice is not effective until actually received by the Cooperative.

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(Revised by the Cooperative Board of Trustees on April 23, 2012).

6. **Current Revenue.** The Cooperative Member hereby warrants that all payments, fees, and disbursements required of it hereunder shall be made from current revenues budgeted and available to the Cooperative Member.

7. **Defense and Prosecution of Claims.** The Cooperative Member authorizes the Cooperative to regulate the commencement, defense, intervention, or participation in a judicial, administrative, or other governmental proceeding or in an arbitration, mediation, or any other form of alternative dispute resolution, or other appearances of the Cooperative in any litigation, claim or dispute which arises from the services provided by the Cooperative on behalf of its members, collectively or individually. Neither this provision nor any other provision in this Agreement will create a legal duty for the Cooperative to provide a defense or prosecute a claim; rather, the Cooperative may exercise this right in its sole discretion and to the extent permitted or authorized by law. The Cooperative Member shall reasonably cooperate and supply any information necessary or helpful in such prosecution or defense. Subject to specific revocation, the Cooperative Member hereby designates the Cooperative to act as a class representative on its behalf in matters arising out of this Agreement.

8. **Governance.** The Board of Directors (Board) will govern the Cooperative in accordance with the Bylaws.

9. **Jurisdiction/Venue.** This Agreement shall be governed by and construed in accordance with the laws of the State of Rhode Island.

10. **Legal Authority.** The Cooperative Member represents and warrants to the Cooperative the following:

- a) The Cooperative Member has conferred with legal counsel and determined it is duly authorized by the laws of the jurisdiction in which the Cooperative Member lies to participate in cooperative purchasing, and specifically, the National Purchasing Cooperative.
- b) The Cooperative Member possesses the legal authority to enter into this Agreement and can allow this Agreement to automatically renew without subsequent action of its governing body.
- c) Purchases made under this Agreement will satisfy all procedural procurement requirements that the Cooperative Member must meet under all applicable local policy, regulation, or state law.
- d) All requirements—local or state—for a third party to approve, record or authorize the Agreement have been met.

11. **Disclaimer.** THE COOPERATIVE, ITS ENDORSERS AND SPONSORS, (INCLUDING, THE NATIONAL SCHOOL BOARDS ASSOCIATION, THE MARYLAND ASSOCIATION OF BOARDS OF EDUCATION, AND THE RHODE ISLAND ASSOCIATION OF SCHOOL COMMITTEES) AND SERVICING CONTRACTOR(S) (INCLUDING, THE NATIONAL SCHOOL BOARDS ASSOCIATION AND THE TEXAS ASSOCIATION OF SCHOOL BOARDS, INC.) DO NOT WARRANT THAT THE OPERATION OR USE OF COOPERATIVE SERVICES WILL BE UNINTERRUPTED OR ERROR FREE.

THE COOPERATIVE, ITS ENDORSERS, SPONSORS AND SERVICING CONTRACTORS, HEREBY DISCLAIM ANY AND ALL WARRANTIES, EXPRESS OR IMPLIED, IN REGARD TO ANY INFORMATION, PRODUCT OR SERVICE FURNISHED UNDER THIS AGREEMENT, INCLUDING WITHOUT LIMITATION, ANY AND ALL IMPLIED WARRANTIES OF MERCHANTABILITY OR FITNESS FOR A PARTICULAR PURPOSE.

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(Revised by the Cooperative Board of Trustees on April 23, 2012).

12. **Limitation of Liability.** Without waiver of the disclaimer or other limitation of liability in this Agreement, the parties agree that:
- (a) Neither party waives any immunity from liability afforded under law;
 - (b) In regard to any lawsuit or formal adjudication arising out of or relating to this Agreement, neither party shall be liable to the other under any circumstance for special, incidental, consequential, or exemplary damages;
 - (c) The maximum amount of damages recoverable will be limited to the amount of fees which the Cooperative received as a direct result of the Cooperative Member's purchase activity, within 12 months of when the lawsuit or action was filed; and
 - (d) In the event of a lawsuit or formal adjudication the prevailing party will be entitled to recover reasonable attorney's fees pursuant to the applicable law of the State of Rhode Island.

Without waiver of the disclaimer or other limitation of liability in this Agreement, the parties further agree to limit the liability of the Cooperative's Endorsers, Sponsors and Servicing Contractors (defined in Paragraph 11, above) up to the maximum amount each received from or through the Cooperative, as a direct result of the undersigned Cooperative Member's purchase activity, within 12 months of the filing of any lawsuit or action.

13. **Limitation of Rights.** Except as otherwise expressly provided in this Agreement, nothing in this Agreement is intended to confer upon any person, other than the parties hereto, any benefits, rights, or remedies under or by reason of this Agreement.
14. **Merger/Entirety.** This Agreement, together with the Cooperative's Bylaws and Organizational Interlocal Agreement, represents the complete understanding of the Cooperative and Cooperative Member. To the extent there exists any conflict between the terms of this Agreement and that of prior agreements, the terms of this Agreement shall control and take precedence over all prior participation agreements.
15. **Notice.** Any written notice to the Cooperative shall be made by first class mail, postage prepaid, and delivered to the National Purchasing Cooperative, 1680 Duke Street, Alexandria, VA, 22314. Notices to Cooperative Member may be made by first class mail, postage prepaid, and delivered to the Cooperative Member's Coordinator or chief executive officer (e.g., superintendent, city manager, county judge or mayor).
16. **Severability.** If any portion of this Agreement shall be declared illegal or held unenforceable for any reason, the remaining portions shall continue in full force and effect.
17. **Signatures/Counterparts.** The failure of a party to provide an original, manually executed signature to the other party will not affect the validity, enforceability or binding effect of this Agreement because either party may rely upon a facsimile signature as if it were an original. Furthermore, this Agreement may be executed in several separate counterparts, each of which shall be an original and all of which shall constitute one and the same instrument.
18. **Warranty.** By the execution and delivery of this Agreement, the undersigned individuals warrant that they have been duly authorized by all requisite administrative action required to enter into and perform

the terms of this Agreement.

IN WITNESS WHEREOF, the parties, acting through their duly authorized representatives, accept this Agreement.

TO BE COMPLETED BY THE COOPERATIVE:

The National Purchasing Cooperative, acting on behalf of all other Cooperative Members


By: _____ Date: _____
 Assistant Executive Director

[Additional signature page follows.]

TO BE COMPLETED BY COOPERATIVE MEMBER:

[Signature required unless accepted as an Amendment by Notice as described in the Agreement.]

Camdenton R-III School District
(Name of Local Government)

By:  Date: 12-9-2013

Signature of authorized representative of Cooperative Member

Chris C. McElvrea
Printed name and title of authorized representative

Coordinator for the
Cooperative Member is: Dr. Timothy Hadfield
Name

Superintendent
Title

PO Box 1409
Mailing Address

Camdenton
City

MO 65020
State Zip Code

573-346-9213
Telephone

573-346-9211
Fax

theadfield@camdentonschools.org
Email

[Last page. Nothing follows.]

Board of Education

Bills Paid Early

December 10, 2013

VENDOR NAME	INVOICE DESCRIPTION	PO NUMBER	AMOUNT
ACI/Boland	Blueprints OBE		17,290.17
ACI/Boland	Blueprints HDE		16,600.51
Total ACI/Boland			33,890.68
Allied Waste Services #435	Trash Service OBE		208.30
Allied Waste Services #435	Trash Service HDE		267.87
Allied Waste Services #435	Trash Service		4,379.62
Allied Waste Services #435	Trash Service		267.87
Allied Waste Services #435	Trash Service		208.30
Total Allied Waste Services #435			5,331.96
Ameren Missouri	OBE Electricity		1,985.80
Ameren Missouri	OBE Electric		32.15
Total Ameren Missouri			2,017.95
AT&T	HDE Telephone		190.00
AT&T	OBE Telephone		153.92
AT&T	DSL JJC		156.62
AT&T	Horizons Local & Campus Alarms		383.55
AT&T	JJC Telephone		156.58
Total AT&T			940.67
AT&T Long Distance	Long Distance Phone HDE, OBE, Horizons		49.74
Total AT&T Long Distance			49.74
AT&T Mobility - Maint Cell	Cell Phone Service		404.18
AT&T Mobility - Maint Cell	Security Officer Web Access		172.50
AT&T Mobility - Maint Cell	Wireless Phone Service		364.43
Total AT&T Mobility - Maint Cell			941.11
Burch, Beth	Stipend/Mile - MO music edu conf.	000-7621	106.40
Total Burch, Beth			106.40
Burton, Jeramey	Funds in Excess of Tuition		399.00
Total Burton, Jeramey			399.00
CDM/CDMA	Fees	105-7820	390.00
Total CDM/CDMA			390.00
Central Mo Newspapers Inc.	2012-13 PO 110-7688		151.20
Total Central Mo Newspapers Inc.			151.20
Charter	Local & Long Distance Phone Campus		702.98

Board of Education

Bills Paid Early

December 10, 2013

Charter	Campus Local & Long Distance		711.94
Total Charter			711.94
City of Camdenton	Horizons Water/Sewer		30.90
City of Camdenton	Campus Water/Sewer		4,281.78
Total City of Camdenton			4,312.68
City of Osage Beach	OBE Water/Sewer		208.88
Total City of Osage Beach			208.88
Co-Mo Electric Cooperative Inc.	Electricity HDE		815.49
Total Co-Mo Electric Cooperative Inc.			815.49
Courtyard St. Louis Westport Plaza	State Quarterfinals FB Player Rooms	873-7929	1,000.00
Total Courtyard St. Louis Westport Plaza			1,000.00
Harrison, Gretchen	Stipend/Mile - MO music edu conf.	000-7622	219.20
Total Harrison, Gretchen			219.20
HyVee #1475	Balance Due	402-7511	95.00
Total HyVee #1475			95.00
John Graham - Management Services	MS Administrative Audit		2,000.00
Total John Graham - Management Services			2,000.00
McDonald's -	State Quarterfinal	873-7916	511.20
Total McDonald's -			511.20
Mexico High School	Entry fees - Speech/Debate	105-8165	256.00
Total Mexico High School			256.00
MMEA	MMEA Guest Badges	403-8156	250.00
Total MMEA			250.00
Nace, Elizabeth	Dec. stipend/mile - MO music edu conf	000-7619	127.08
Total Nace, Elizabeth			127.08
Sunrise Beach Water System	Water		426.43
Total Sunrise Beach Water System			426.43
The Food Bank for Central & NE MO	Camdenton R-III Schools Buddy Packs		250.00
The Food Bank for Central & NE MO	Camdenton R-III Buddy Packs		180.00
Total The Food Bank for Central & NE MO			430.00
Tradewinds Island Resorts	Pat McWhirter	108-6346	636.16
Tradewinds Island Resorts	Michelle Livek	108-6346	636.16
Total Tradewinds Island Resorts			1,272.32
Grand Total			97,657.91

Table with columns: Invoice Description, PO Number, Amount, Vendor Name. Rows include items like Staff Handbook, Bids for Board, and various printer products.

Table with columns: Invoice Description, PO Number, Amount, Vendor Name. Rows include items like Annual Education Expenditures, Central Annual Transport, and printer products.

Table with columns: Invoice Description, PO Number, Amount, Vendor Name. Rows include items like Contract Printing, Business Printing, and printer products.

Table with columns: Invoice Description, PO Number, Amount, Vendor Name. Rows include items like Supply Administration, Office Supplies, and printer products.

Table with columns: Invoice Description, PO Number, Amount, Vendor Name. Rows include items like Lunsin Co Co-Teacher, and printer products.

Table with columns: Invoice Description, PO Number, Amount, Vendor Name. Rows include items like Business Printing, and printer products.

Table with columns: Invoice Description, PO Number, Amount, Vendor Name. Rows include items like Toner, Ricoh, and printer products.

Table with columns: Invoice Description, PO Number, Amount, Vendor Name. Rows include items like Ricoh, and printer products.

Table with columns: Invoice Description, PO Number, Amount, Vendor Name. Rows include items like Ricoh, and printer products.

Board of Education

Check Preview Report

December 10, 2013

Board of Education

December 10, 2013

Check Preview Report

December 10, 2013

Table with columns: Vendor Name, Description, Amount. Includes items like Screen Mkt, Ink, High Business Lumber, etc.

Table with columns: Vendor Name, Description, Amount. Includes items like Greenhouse Inc, Spinnecor, Inc, Green and Associates, etc.

Table with columns: Vendor Name, Description, Amount. Includes items like Fortis Bank, Band Linen, Travel Expense Reimbursement, etc.

Board of Education

Check Preview Report

December 10, 2013

Board of Education

December 10, 2013

Check Preview Report

December 10, 2013

Table with columns: Vendor Name, Description, Amount. Includes items like Kruger - Middle School, HC Metals, Inkjet, etc.

Table with columns: Vendor Name, Description, Amount. Includes items like Board of Education, Board of Education, Board of Education, etc.

Table with columns: Vendor Name, Description, Amount. Includes items like Board of Education, Board of Education, Board of Education, etc.

Board of Education

Check Preview Report

December 10, 2013

Board of Education

December 10, 2013

Check Preview Report

December 10, 2013

Table with columns: Vendor Name, Description, Amount. Includes items like MIA Property, Office Mill, MFC Network, etc.

Table with columns: Vendor Name, Description, Amount. Includes items like Board of Education, Board of Education, Board of Education, etc.

Table with columns: Vendor Name, Description, Amount. Includes items like Board of Education, Board of Education, Board of Education, etc.

Table with 2 columns: Board of Education and Check Preview Report. Includes items like 'Novato High School', 'Astronomy LLC', and 'Manta, Robert T'.

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Table with 2 columns: Board of Education and Check Preview Report. Includes items like 'Wiper Metals of Her', 'Rohrer', and 'In-Closer'.

Table with 2 columns: Board of Education and Check Preview Report. Includes items like 'Wiper Metals of Her', 'Rohrer', and 'In-Closer'.

Table with 2 columns: Board of Education and Check Preview Report. Includes items like 'Wiper Metals of Her', 'Rohrer', and 'In-Closer'.

Table with 2 columns: Board of Education and Check Preview Report. Includes items like 'Peachtree Printing', 'Peachtree Printing', and 'Peachtree Printing'.

Table with 2 columns: Board of Education and Check Preview Report. Includes items like 'Peachtree Printing', 'Peachtree Printing', and 'Peachtree Printing'.

Table with 2 columns: Board of Education and Check Preview Report. Includes items like 'Peachtree Printing', 'Peachtree Printing', and 'Peachtree Printing'.

Board of Education

Check Preview Report

December 10, 2013

December 10, 2013

Board of Education

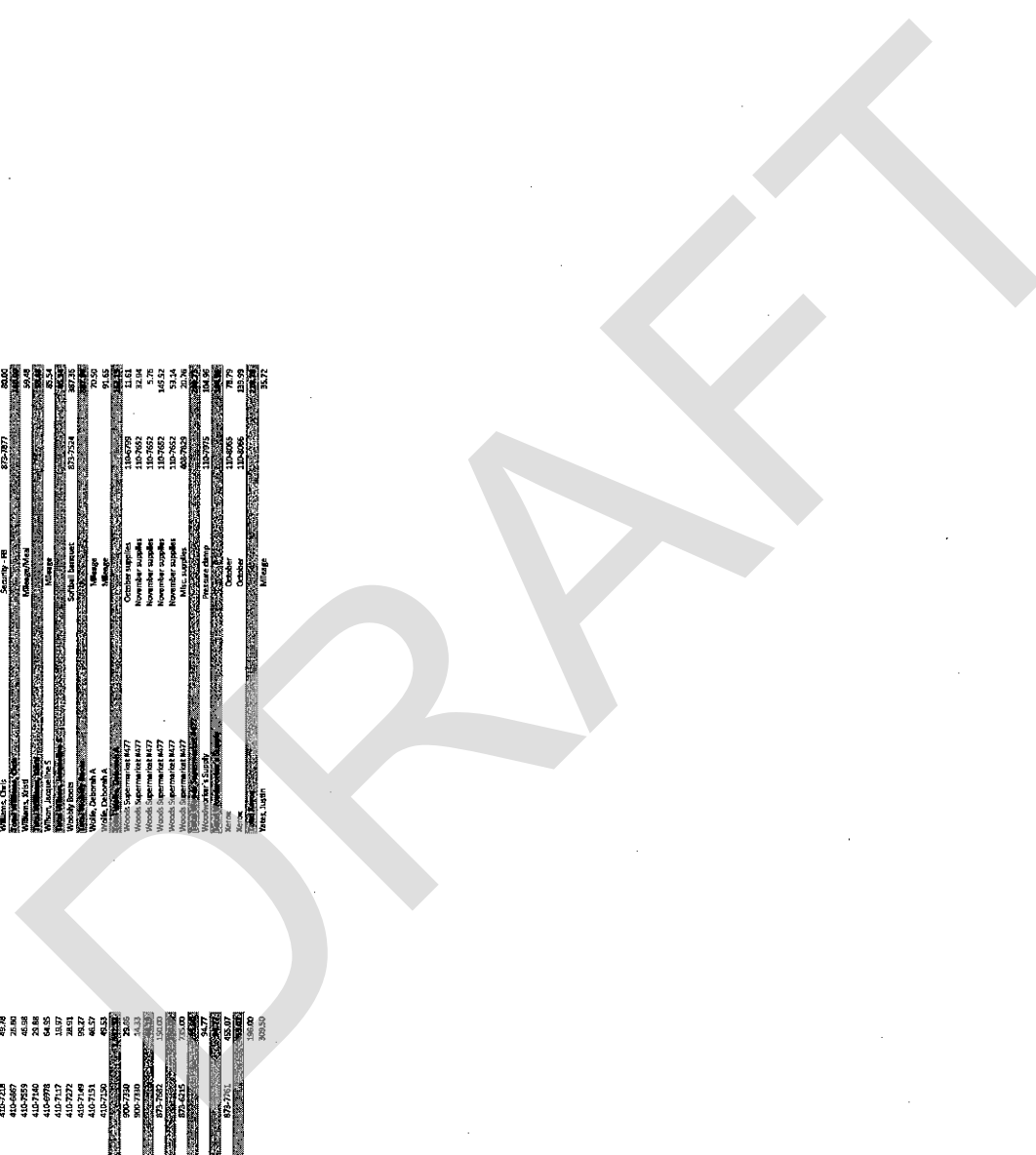
Check Preview Report

December 10, 2013

Table with columns for Vendor Name, Vendor Address, and Amount. Includes vendors like WILSON Special Services, WILSON Special Services, WILSON Special Services, etc. Total amount: 3063.00

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Board of Education

P Card Payments

November 2013

VENDOR NAME	PO NUMBER	INVOICE DESCRIPTION	AMOUNT
A1 Custom Mousepad Imaging Inc.	700-7760	Jelly Sticky Pads	655.50
Active Gaming Company	106-7988	Repair Lightspace Tile	250.00
Air Tran Airways	107-7833	Air Fare for NAEA Conference	691.20
Amazon.Com	805-7697	Go Telescoping Pole	39.95
Amazon.Com	805-7749	Dragon Naturally Speaking	52.93
Amazon.Com	805-7748	Tablet Case	43.19
Amazon.Com	805-7748	Tablet Case	59.80
Arda Wigs	105-7658	Wigs	136.15
BMO Harris MasterCard		Gasoline	39.41
BMO Harris MasterCard		Gasoline	39.41
BMO Harris MasterCard		Gasoline	(39.41)
BMO Harris MasterCard		Gasoline	(43.80)
BMO Harris MasterCard		Gasoline	43.80
BMO Harris MasterCard		Gasoline	43.80
BMO Harris MasterCard		Gasoline	55.25
BMO Harris MasterCard		Gasoline	55.25
BMO Harris MasterCard		Gasoline	(55.25)
BMO Harris MasterCard		Gasoline	(52.90)
BMO Harris MasterCard		Gasoline	52.90
BMO Harris MasterCard		Gasoline	52.90
BMO Harris MasterCard		Gasoline	61.99
BMO Harris MasterCard		Bus Fuel	53.84
BMO Harris MasterCard		Gasoline	40.00
BMO Harris MasterCard		Gasoline	62.42
BMO Harris MasterCard		Gasoline	(62.42)
BMO Harris MasterCard		Gasoline	62.42
BMO Harris MasterCard		Gasoline	77.99
BMO Harris MasterCard		Gasoline	(77.99)
BMO Harris MasterCard		Gasoline	77.99
BMO Harris MasterCard		Gasoline	73.87
BMO Harris MasterCard		Gasoline	(73.87)
BMO Harris MasterCard		Gasoline	73.87
BMO Harris MasterCard		Gasoline	13.33

Board of Education

P Card Payments

November 2013

BMO Harris MasterCard		Gasoline	81.85
BMO Harris MasterCard		Gasoline	72.81
BMO Harris MasterCard		Bus Fuel	60.00
BMO Harris MasterCard		Bus Fuel	(60.00)
BMO Harris MasterCard		Bus Fuel	60.00
BMO Harris MasterCard		Gasoline	69.95
BMO Harris MasterCard		Gasoline	48.62
BMO Harris MasterCard		Gasoline	21.77
BMO Harris MasterCard		Gasoline	(21.77)
BMO Harris MasterCard		Gasoline	21.77
BMO Harris MasterCard		Bus Fuel	17.51
BMO Harris MasterCard		Hotel Double Tree St Louis	308.01
BMO Harris MasterCard		Hotel Double Tree	205.34
BMO Harris MasterCard		Hotel Double Tree	205.34
Drury Inn - Independence	106-7989	Drury inn Robotics	11.50
Drury Inn - Independence	106-7989	Drury inn Robotics	1,112.32
Epromos.com	106-8057	Polo Shirts for Robotics	1,390.90
First Robotics	106-7584	Team Registration	200.00
Hampton Inn - Joplin	105-7190	Hotel for Speech/Debate	612.00
NAEA-National Alternative Education	107-7858	Conference Registration	580.00
PCard - Comer - 9686	106-7267	Tablecloths	210.65
PCard - Comer - 9686	106-7389	Paper Binoculars	231.79
PCard - Comer - 9686	106-7979	Supplies for FLL Qualifier	41.32
PCard - Comer - 9686	106-7983	Meal for Training	21.20
PCard - Comer - 9686	106-7476	LEGO Kids Creator Watches	39.98
PCard - Comer - 9686	106-7982	Meal for Training	28.60
PCard - Comer - 9686	106-7980	McDonalds Robotics	19.71
PCard - M Comer	106-8055	Coach Meal Robotics	22.92
PCard - M Comer	106-8056	Meal Robotics	57.71
Wal-Mart - High School	850-7211	Freezable ice Sheets	95.92
Grand Total			8,271.24

Board of Education December 9, 2013

VENDOR NAME	INVOICE NUMBER	INVOICE DESCRIPTION	PO #	Amount
A-B Rental & Sales	45805	Flex Plate, Isolator Kit		493.00
Total A-B Rental & Sales				493.00
AC Supply	378991	Supplies	107-8102	139.54
AC/Boiland	0031101	OBE Project 3-13020.00		17,533.15
AC/Boiland	0031089	Secure Grips 3-13022.00		844.18
AC/Boiland	0031102	HDE Project 3-13021.00		133,850.26
Total AC/Boiland				117,143.07
Acosta, Juan C	11/25/2013	Mileage		168.26
Total Acosta, Juan C				168.26
Adlai E. Stevenson High School	3/11/2014	Site Visit	700-8323	300.00
Total Adlai E. Stevenson High School				300.00
Admiral, Don	11/22/2013	Girls 8 Ball Jamboree	873-8134	116.00
Total Admiral, Don				116.00
Advanced Communications	23043	Noise Cancelling Headset	873-7873	215.00
Total Advanced Communications				215.00
Argus - IMB America	5072120793	Repair GWNV	115-8200	450.00
Total Argus - IMB America				450.00
AI Scheppers Motor Co., Inc	17/44620	Parts		3,599.21
AI Scheppers Motor Co., Inc	17/44642	Parts		88.10
AI Scheppers Motor Co., Inc	17/44730	Parts		98.43
Total AI Scheppers Motor Co., Inc				3,785.74
All American Termite & Pest - 201	386239	Pest Control Campus		140.00
Total All American Termite & Pest - 201				140.00
All American Termite & Pest - 682	386013	Pest Control OBE		23.00
Total All American Termite & Pest - 682				23.00
Allied Waste Services #435	0435-00071453	Recycling Container		47.43
Allied Waste Services #435	0435-00074971	Recycling Container		82.21
Total Allied Waste Services #435				129.64
Alpine Contracting Services, LLC	2474	Window Replacement HWY	800-3072	11,768.00
Total Alpine Contracting Services, LLC				11,768.00
Amazon.com	139429138429	Toshiba Toner Cartridges	700-7570	34.14
Total Amazon.com				34.14

Board of Education December 9, 2013

VENDOR NAME	INVOICE NUMBER	INVOICE DESCRIPTION	PO #	Amount
Camdenon Wimmelton Co.	177384.00	Screws		33.32
Total Camdenon Wimmelton Co.				33.32
Carver, Amy D	11/17-18/2013	Travel Expense Reimbursement		300.26
Total Carver, Amy D				300.26
Center, Meredith	November 2013	Occupational Therapy	410-8202	34.46
Total Center, Meredith				34.46
CDW-G Computer Centers, Inc	HH10882	Memo Pads	805-7717	5175.00
CDW-G Computer Centers, Inc	H68711	Memo Pads	805-7717	129.03
CDW-G Computer Centers, Inc	H627524	Memo Pads	805-7717	387.09
CDW-G Computer Centers, Inc	H627523	Memo Pads	805-7671	305.74
CDW-G Computer Centers, Inc	H651357	Memo Pads	805-7671	2,751.56
CDW-G Computer Centers, Inc	H671375	Memo Pads	805-7671	3,798.61
CDW-G Computer Centers, Inc	H630758	Memo Pads	805-7671	5,047.88
Total CDW-G Computer Centers, Inc				16,943.36
CEI	0950-504233	Supplies		145.00
Total CEI				145.00
Cellular Connection-Camdenon	CAMBEIN59887	Phone		25.00
Total Cellular Connection-Camdenon				25.00
Center for Education & Employment Law	06500055	American School Law, Legal Notes for Ed	205-7973	284.95
Total Center for Education & Employment Law				284.95
Central States Bus Sales, Inc	1023195	Parts		140.24
Total Central States Bus Sales, Inc				140.24
Chicago Brothers	11/25/2013	Pizza	106-8104	295.00
Total Chicago Brothers				295.00
Christal, Chuck	11/22/13	Girls 8 Ball Jamboree	873-8135	96.00
Total Christal, Chuck				96.00
Chris Corporation #379	379407763	Uniforms		287.84
Total Chris Corporation #379				287.84
City of Camdenon	Resource Officers			12,581.82
Total City of Camdenon				12,581.82
Cook, Amanda	11/17-19/2013	Travel Expense Reimbursement		39.80
Total Cook, Amanda				39.80
Conks Illustrated		Conks Illustrated		28.55
Total Conks Illustrated				28.55

Board of Education December 9, 2013

VENDOR NAME	INVOICE NUMBER	INVOICE DESCRIPTION	PO #	Amount
American Woodcrafters Supply	116954	Wood Beads	205-8109	204.00
Total American Woodcrafters Supply				204.00
Anazonia Sports Inc	2107175-1	Fobs	873-7575	140.00
Total Anazonia Sports Inc				140.00
APAC, Inc	9000212713	Equipment Rental		1,345.00
APAC, Inc	9000211460	Rap Processed Fine		438.00
APAC, Inc	9000211461	Rap Processed Fine		446.75
APAC, Inc	9000211462	Rap Processed Fine		440.50
APAC, Inc	9000211464	1" Clean, 1" Base		1,380.99
APAC, Inc	9000211516	Rap Processed Fine		428.50
Total APAC, Inc				4,979.74
Asmita, Kwabena A	11/27/13	Girls 8 Ball Jamboree	873-8132	96.00
Total Asmita, Kwabena A				96.00
AuroGlass Professionals	13580	Windshields	800-7794	315.00
Total AuroGlass Professionals				315.00
Bal, Kristin M	Fingerprint Reim			44.80
Total Bal, Kristin M				44.80
Balwell Saw & Tool Co.	161632	Table Insert, Wheel Guard	110-3386	63.28
Total Balwell Saw & Tool Co.				63.28
Bands Of America/Music For All	Oct 2014, Nov 2014	Super Personal Grand Nameplate	105-8194	1,700.00
Total Bands Of America/Music For All				1,700.00
Basnam, Stephanie R	11/20/13	Mileage, food reimbursement		202.12
Total Basnam, Stephanie R				202.12
Berco Printer Products	831487	Toner	403-8146	156.00
Berco Printer Products	831495	LEX E240	105-8155	79.00
Berco Printer Products	831498	Toner	105-8279	109.00
Total Berco Printer Products				344.00
Booksources	279128	Books	404-7832	650.87
Total Booksources				650.87
Bound Tree Medical	81246530	First Aid Supplies	550-8076	258.94
Total Bound Tree Medical				258.94
Camdenon Wimmelton Co.	107-3120013	Toll Charge Reimbursement		34.00
Total Camdenon Wimmelton Co.				34.00
Camdenon Wimmelton Co.	177166.00	Supplies		56.80
Total Camdenon Wimmelton Co.				56.80

Board of Education December 9, 2013

VENDOR NAME	INVOICE NUMBER	INVOICE DESCRIPTION	PO #	Amount
Cowen, Randal	11/27/13	Travel, Supplies etc Reimbursement		1,107.09
Total Cowen, Randal				1,107.09
Crickit Ventures	2974800	Two Way Radio w/ Headset	110-7917	315.91
Total Crickit Ventures				315.91
Cuendlet, Gary	11/11-21/2013	Mileage		203.98
Cuendlet, Gary	11/22-26/2013	Mileage		50.29
Total Cuendlet, Gary				254.27
Culligan	5070074	Correct Credit taken twice	105-6166	235.19
Total Culligan				235.19
Design from the Heart	34956	Paint	873-7964	50.00
Total Design from the Heart				50.00
Diamond, Timothy	11/29/2013	Wrestling	873-8135	96.40
Total Diamond, Timothy				96.40
Dollar Junction	11/27/2013	Hand Sanitizer, Disinfectant Spray etc	800-7734	1,208.76
Total Dollar Junction				1,208.76
Dyer, Renee	11/17/2013	Travel Expense Reimbursement		26.73
Total Dyer, Renee				26.73
Eddison, Mark	10/24/2013	7th Football Official	873-8139	80.00
Total Eddison, Mark				80.00
Electronic Solutions, LLC	4762	Motion Detector	800-7135	544.00
Total Electronic Solutions, LLC				544.00
Employee Screening Services, LLC	161071	Bus Driver Testing		500.40
Employee Screening Services, LLC	161072	Student Testing		672.50
Total Employee Screening Services, LLC				1,172.90
ETA hand2mind	50572626	Math Lab Blocks	404-8029	186.96
Total ETA hand2mind				186.96
Fastenal Company	MOCAM35148	Supplies		44.42
Total Fastenal Company				44.42
FBI	2013-14 Membership	FBI-PAI Online Member Renewal	105-8200	260.00
Total FBI				260.00
Federal Express Corporation	1-248-59384	Shipping		48.81
Total Federal Express Corporation				48.81

	Inc. Operations	Teachers	Capital Proj.	Bond	Sub Total	Debt Service	Grand Total	Medical SI Acct
Beg Bal	11,963,701.11	-	4,235,661.66	4,265,775.10	20,465,137.87	1,190,313.01	21,655,450.88	1,438,570.74
Rev. Rec	633,458.65	939,896.35	6,988.23	134.47	1,580,477.70	8,038.16	1,588,515.86	376,857.02
Expend.	1,499,168.31	2,070,043.58	86,164.61	55,002.35	3,710,378.85	300.00	3,710,678.85	371,163.31
*Adjustment	1,130,147.23	1,130,147.23	-	-	-	-	-	-
Ending Bal	9,967,844.22	-	4,156,485.28	4,210,907.22	18,335,236.72	1,198,051.17	19,533,287.89	1,444,264.45
Prev. Year	8,911,669.96	-	5,671,090.32	-	14,582,760.28	1,170,008.64	15,752,768.92	1,970,544.59
YTD Interest	4,694.47	123.98	20.01	501.81	5,340.27	176.02	5,516.29	114.05
YTD Sum.								
Beg Bal	16,186,273.32	-	5,483,687.78	-	21,669,961.10	1,726,510.72	23,396,471.82	1,859,283.05
Rev Budget	18,680,608.00	23,866,163.00	26,824,010.00	-	69,370,781.00	3,382,129.00	72,752,910.00	-
Rev YTD Actual	2,144,433.79	4,515,735.76	85,868.07	5,076,649.39	11,822,687.01	103,896.70	11,926,583.71	1,792,126.51
Exp Budget	16,471,262.89	26,940,246.22	19,926,176.00	-	63,337,685.11	2,808,000.00	66,145,685.11	-
EXP YTD Actual	6,127,019.37	6,751,579.28	1,413,070.57	865,742.17	15,157,411.39	632,356.25	15,789,767.64	2,207,145.11
*Adjustment	2,235,843.52	2,235,843.52	-	-	-	-	-	-
Ending Bal	9,967,844.22	-	4,156,485.28	4,210,907.22	18,335,236.72	1,198,051.17	19,533,287.89	1,444,264.45
Bank Recon								
1st Nat'l A/P	121,972.23							
1st Nat'l Payroll	1,067,073.75							
Central A/P	1,148,221.26							
Central Payroll	1,438,379.33							
Revolving	3,000.00							
Cred Card	10,786.23							
Mospip 2013 Bond	4,265,904.57							
Escrow 0150022007	144,000.00							
Escrow 0150022008	916,846.75							
Central Debt Acct	25,697.14							
1st Nat'l Debt Acct	76,559.24							
Mospip Debt Acct	34,948.04							
MOSIP	10,237,161.43							
Central Lunch Acct.	42,737.92							
CD	-							
Grand Total	19,533,287.89							
Medical SI Acct.								1,444,264.45

*Zero Teacher Fund

19,533,287.89 Fund Accounts

19,533,287.89 Bank Accounts

0.00

Camdenton R-III School District

Monthly Financial Report									
	Incidental	Teachers	Capital Projects	Bond/Lease	Sub Total	Debt Service	Med. SI Acct		
Nov Opening Balance	\$ 11,963,701.11	\$ -	\$ 4,235,661.66	\$ 4,265,775.10	\$ 20,465,137.87	\$ 1,190,313.01	\$ 21,655,450.88		\$ 1,438,570.74
November									
2013 Ending Balance	\$ 9,967,844.22	\$ -	\$ 4,156,485.28	\$ 4,210,907.22	\$ 18,335,236.72	\$ 1,198,051.17	\$ 19,533,287.89		\$ 1,444,264.45
2012 Ending Balance	\$ 8,911,670.00	\$ -	\$ 3,798,118.00	\$ 1,872,972.00	\$ 14,582,760.00	\$ 1,170,009.00	\$ 15,752,769.00		\$ 1,970,545.00
2011 Ending Balance	\$ 6,488,727.00	\$ -	\$ 4,908,186.00	\$ 1,381,875.00	\$ 12,778,788.00	\$ 857,503.00	\$ 13,636,291.00		\$ 1,916,055.00
2010 Ending Balance	\$ 6,992,189.00	\$ -	\$ 2,627,200.00	\$ 1,702,482.00	\$ 11,321,871.00	\$ 947,566.00	\$ 12,269,437.00		\$ 1,118,232.00
2009 Ending Balance	\$ 7,004,816.00	\$ 194,328.00	\$ 1,574,480.00	\$ 1,660,366.00	\$ 10,433,990.00	\$ 874,386.00	\$ 11,308,376.00		\$ 1,437,356.00
2008 Ending Balance	\$ 8,393,306.00	\$ (1,016,317.00)	\$ (28,301.00)	\$ 1,469,640.00	\$ 8,818,328.00	\$ 793,217.00	\$ 9,611,545.00		\$ 1,881,911.00
2007 Ending Balance	\$ 7,355,818.00	\$ (498,138.00)	\$ (363,725.00)	\$ 1,120,749.00	\$ 7,614,704.00	\$ 852,852.00	\$ 8,467,556.00		\$ 2,035,990.00
2006 Ending Balance	\$ 7,502,501.00	\$ (1,427,557.00)	\$ 17,151.00	\$ 925,976.00	\$ 7,018,071.00	\$ 521,723.00	\$ 7,539,794.00		\$ 2,725,325.00
2005 Ending Balance	\$ 5,539,272.00	\$ (1,342,159.00)	\$ (32,841.00)	\$ 983,288.00	\$ 5,147,560.00	\$ 574,028.00	\$ 5,721,588.00		\$ 1,997,768.00
November									
2013 Receipts	\$ 633,458.65	\$ 939,896.35	\$ 6,988.23	\$ 134.47	\$ 1,580,477.70	\$ 8,038.16	\$ 1,588,515.86		\$ 376,857.02
2012 Receipts	\$ 616,202.00	\$ 828,738.00	\$ 7,824.00	\$ 17,414.00	\$ 1,470,178.00	\$ 9,709.00	\$ 1,479,887.00		\$ 379,415.00
2011 Receipts	\$ 647,712.00	\$ 930,633.00	\$ 1,578.00	\$ 4,734.00	\$ 1,584,657.00	\$ 6,136.00	\$ 1,590,793.00		\$ 366,265.00
2010 Receipts	\$ 632,126.00	\$ 984,465.00	\$ 17,515.00	\$ 4,379.00	\$ 1,638,485.00	\$ 6,795.00	\$ 1,645,280.00		\$ 372,899.00
2009 Receipts	\$ 630,486.00	\$ 1,074,066.00	\$ 24,922.00	\$ 6,231.00	\$ 1,735,705.00	\$ 6,297.00	\$ 1,742,002.00		\$ 333,748.00
2008 Receipts	\$ 543,418.00	\$ 971,098.00	\$ 17,579.00	\$ 5,551.00	\$ 1,537,646.00	\$ 7,115.00	\$ 1,544,761.00		\$ 350,921.00
2007 Receipts	\$ 477,473.00	\$ 1,065,444.00	\$ 12,787.00	\$ 4,493.00	\$ 1,560,197.00	\$ 6,827.00	\$ 1,567,024.00		\$ 299,401.00
2006 Receipts	\$ 637,604.00	\$ 855,552.00	\$ 7,828.00	\$ 3,355.00	\$ 1,504,339.00	\$ 5,106.00	\$ 1,509,445.00		\$ 288,050.00
2005 Receipts	\$ 935,286.00	\$ 638,299.00	\$ 6,568.00	\$ 4,026.00	\$ 1,584,179.00	\$ 4,566.00	\$ 1,588,745.00		\$ 282,878.00
November									
2013 Expenditures	\$ 1,499,168.31	\$ 2,070,043.58	\$ 86,164.61	\$ 55,002.35	\$ 3,710,378.85	\$ 300.00	\$ 3,710,678.85		\$ 371,163.31
2012 Expenditures	\$ 1,344,598.00	\$ 2,025,892.00	\$ 101,850.00	\$ 750.00	\$ 3,473,090.00	\$ 300.00	\$ 3,473,390.00		\$ 353,849.00
2011 Expenditures	\$ 1,864,662.00	\$ 2,029,977.00	\$ 69,070.00	\$ -	\$ 3,963,709.00	\$ 300.00	\$ 3,964,009.00		\$ 299,553.00
2010 Expenditures	\$ 1,407,418.00	\$ 1,981,100.00	\$ 165,496.00	\$ -	\$ 3,554,014.00	\$ 300.00	\$ 3,554,314.00		\$ 340,928.00
2009 Expenditures	\$ 1,367,788.00	\$ 1,934,726.00	\$ 245,188.00	\$ -	\$ 3,547,702.00	\$ 300.00	\$ 3,548,002.00		\$ 277,379.00
2008 Expenditures	\$ 1,291,044.00	\$ 1,856,558.00	\$ 283,172.00	\$ -	\$ 3,430,774.00	\$ 300.00	\$ 3,431,074.00		\$ 538,616.00
2007 Expenditures	\$ 1,263,865.00	\$ 1,738,946.00	\$ 342,997.00	\$ -	\$ 3,345,808.00	\$ -	\$ 3,345,808.00		\$ 303,427.00
2006 Expenditures	\$ 1,135,775.00	\$ 1,630,686.00	\$ 82,971.00	\$ -	\$ 2,849,432.00	\$ -	\$ 2,849,432.00		\$ 210,100.00
2005 Expenditures	\$ 1,244,067.00	\$ 1,381,796.00	\$ 49,517.00	\$ -	\$ 2,675,380.00	\$ -	\$ 2,675,380.00		\$ 207,475.00
YTD									
2013 Receipts	\$ 2,144,433.79	\$ 4,515,735.76	\$ 85,868.07	\$ 5,076,649.39	\$ 11,822,687.01	\$ 103,896.70	\$ 11,926,583.71		\$ 1,792,126.51
2012 Receipts	\$ 2,351,290.00	\$ 4,691,100.00	\$ 93,748.00	\$ 208,664.00	\$ 7,416,242.00	\$ 71,440.00	\$ 7,416,242.00		\$ 1,383,684.00
2011 Receipts	\$ 2,161,358.00	\$ 4,300,081.00	\$ 23,435.00	\$ 70,305.00	\$ 6,555,179.00	\$ 79,548.00	\$ 6,634,727.00		\$ 1,372,006.00
2010 Receipts	\$ 2,198,297.00	\$ 4,788,985.00	\$ 457,421.00	\$ 114,356.00	\$ 7,559,059.00	\$ 59,490.00	\$ 7,618,549.00		\$ 1,438,965.00
2009 Receipts	\$ 2,068,456.00	\$ 4,918,039.00	\$ 234,520.00	\$ 58,630.00	\$ 7,279,645.00	\$ 62,131.00	\$ 7,341,776.00		\$ 1,380,173.00
2008 Receipts	\$ 2,299,294.00	\$ 5,136,387.00	\$ 155,401.00	\$ 49,074.00	\$ 7,640,156.00	\$ 70,599.00	\$ 7,710,755.00		\$ 1,280,851.00
2007 Receipts	\$ 1,928,543.00	\$ 5,325,907.00	\$ 148,066.00	\$ 52,023.00	\$ 7,454,539.00	\$ 69,199.00	\$ 7,523,738.00		\$ 1,052,955.00

2006 Receipts	\$ 3,282,734.00	\$ 3,929,799.00	\$ 343,214.00	\$ 39,949.00	\$ 7,595,696.00	\$ 50,919.00	\$ 7,646,615.00	\$ 1,077,200.00
2005 Receipts	\$ 4,325,078.00	\$ 3,203,836.00	\$ 92,571.00	\$ 56,738.00	\$ 7,678,223.00	\$ 60,788.00	\$ 7,739,011.00	\$ 1,105,968.00
YTD								
2013 Expenditures	\$ 6,127,019.37	\$ 6,751,579.28	\$ 1,413,070.57	\$ 865,742.17	\$ 15,157,411.39	\$ 632,356.25	\$ 15,789,767.64	\$ 2,207,145.11
2012 Expenditures	\$ 5,941,412.00	\$ 6,558,926.00	\$ 1,079,722.00	\$ 133,366.00	\$ 13,713,426.00	\$ 647,388.00	\$ 14,360,814.00	\$ 2,000,848.00
2011 Expenditures	\$ 6,223,374.00	\$ 6,502,795.00	\$ 628,121.00	\$ 236,729.00	\$ 13,591,019.00	\$ 714,938.00	\$ 14,305,957.00	\$ 1,317,535.00
2010 Expenditures	\$ 5,706,211.00	\$ 6,427,668.00	\$ 2,269,729.00	\$ 251,541.00	\$ 14,655,149.00	\$ 723,063.00	\$ 15,378,212.00	\$ 1,779,273.00
2009 Expenditures	\$ 5,991,289.00	\$ 6,473,712.00	\$ 2,048,864.00	\$ 264,046.00	\$ 14,777,911.00	\$ 727,568.00	\$ 15,505,479.00	\$ 1,826,369.00
2008 Expenditures	\$ 5,832,544.00	\$ 6,152,703.00	\$ 2,987,007.00	\$ 254,845.00	\$ 15,226,899.00	\$ 718,622.00	\$ 15,945,521.00	\$ 1,847,490.00
2007 Expenditures	\$ 5,753,244.00	\$ 5,824,044.00	\$ 3,901,736.00	\$ 245,794.00	\$ 15,724,818.00	\$ 746,574.00	\$ 16,471,392.00	\$ 1,614,911.00
2006 Expenditures	\$ 4,862,795.00	\$ 5,357,357.00	\$ 1,924,467.00	\$ 259,329.00	\$ 12,403,948.00	\$ 743,537.00	\$ 13,147,485.00	\$ 1,200,344.00
2005 Expenditures	\$ 5,258,355.00	\$ 4,545,995.00	\$ 1,458,266.00	\$ 49,470.00	\$ 11,312,086.00	\$ 898,021.00	\$ 12,210,107.00	\$ 1,271,415.00

Financial Summary – November 2013

December 9, 2013

To: Board of Education

- November 2013 ending balances were \$3,780,518.89 more than November 2012.
- November 2013 total receipts were \$108,628.86 more than November 2012.
- November 2013 total expenditures were \$237,288.85 more than November 2012.
- YTD total receipts are \$4,510,341.71 more than YTD 2012.
- YTD total expenditures are up \$1,428,953.64 more than YTD 2012.
- YTD total local receipts were up \$23,736. Prop C funds are up and this increase reflects the sale of the building trades home.
- YTD county receipts were up \$19,301. We have not received Railroad/Utility tax yet.
- YTD total state receipts were down \$259,979. Basic Formula monies are down. We are also awaiting an ECSE payment.
- YTD total federal receipts were down \$306,982. Please remember we had an additional payment last year which inflated last year's number.
- Also please note the medical self-insurance fund remained relatively stable this month. We are down \$526,281 as compared to this time last year.

Pledged Securities

Bank	Deposit Balance	FDIC Insurance	Balance	Securities Pledged	Amt Under/Over Collateralized
US Bank	\$1,444,264.45	\$250,000.00	\$1,194,264.45	\$2,500,000.00	\$1,305,735.55(Over)
First National Bank	\$1,374,391.80	\$250,000.00	\$1,124,391.80	\$5,174,791.00	\$4,050,399.20(Over)
Central Bank	\$3,454,852.40	\$250,000.00	\$3,204,852.40	\$4,602,429.07	\$1,397,576.67(Over)

**2013-2014 MONTHLY
FINANCIAL STATEMENT**

JULY 2013 FINANCIAL STATEMENT		Medical Self-Insurance Account	
Premiums	\$74,822.95	Fixed Premium	\$72,481.88
COBRA	\$1,160.15	Claims	\$236,361.32
Interest	\$58.32	Overpay/Refund	\$0.00
Reimb/Void Ck.	\$8,103.80	Sv. Chg./NSF Chks	\$100.65
Stop Loss Reimb.	\$464,863.70	ERRP Adm. fees	\$0.00
	\$549,008.92		\$308,943.85
\$1,859,283.05			\$2,099,348.12

AUGUST 2013 FINANCIAL STATEMENT

AUGUST 2013 FINANCIAL STATEMENT		Medical Self-Insurance Account	
Premiums	\$111,518.30	Fixed Premium	\$72,090.71
COBRA	\$0.00	Claims	\$315,541.80
Interest	\$16.70	Overpay/Refund	\$0.00
Reimb/Void Ck.	\$0.00	Sv. Chg./NSF Chks	\$101.35
Stop Loss Reimb.	\$3,515.01	ERRP Adm. fees	\$0.00
	\$115,050.01		\$387,733.86
\$2,099,348.12			\$1,826,664.27

SEPTEMBER 2013 FINANCIAL STATEMENT

SEPTEMBER 2013 FINANCIAL STATEMENT		Medical Self-Insurance Account	
Premiums	\$369,410.40	Fixed Premium	\$72,266.49
COBRA	\$1161.86	Claims	\$610,700.44
Interest	\$13.89	Overpay/Refund	\$0.00
Reimb/Void Ck.	\$0.00	Sv. Chg./NSF Chks	\$128.10
Stop Loss Reimb.	\$21.30	ERRP Adm. fees	\$0.00
	\$370,607.45		\$683,095.03
\$1,826,664.27			\$1,514,176.69

OCTOBER 2013 FINANCIAL STATEMENT

OCTOBER 2013 FINANCIAL STATEMENT		Medical Self-Insurance Account	
Premiums	\$372,745.75	Fixed Premium	\$72,278.56
COBRA	\$0.00	Claims	\$383,327.05
Interest	\$13.01	Overpay/Refund	\$0.00
Reimb/Void Ck.	\$7,844.35	Sv. Chg./NSF Chks	\$103.45
Stop Loss Reimb.	\$0.00	ERRP Adm. fees	\$0.00
	\$380,603.11		\$455,709.06
\$1,514,176.69			\$1,439,070.74

NOVEMBER 2013 FINANCIAL STATEMENT

NOVEMBER 2013 FINANCIAL STATEMENT		Medical Self-Insurance Account	
Premiums	\$374,545.75	Fixed Premium	\$72,769.69
COBRA	\$1,161.86	Claims	\$298,086.82
Interest	\$12.13	Overpay/Refund	\$0.00
Reimb/Void Ck.	\$0.00	Sv. Chg./NSF Chks	\$806.80
Stop Loss Reimb.	\$1,137.28	ERRP Adm. fees	\$0.00
	\$376,857.02		\$371,663.31
\$1,439,070.74			\$1,444,264.45

2013-2014 School Year-to-Date (July 1 - Nov. 30)

*Premiums	\$1,303,043.15	Fixed Premium	\$361,887.33
COBRA	\$3,483.87	Claims	\$1,844,017.43
Interest	\$114.05	*Overpay/Refund	\$0.00
Reimb/Void Ck.	\$15,948.15	Sv. Chg./NSF Chks	\$1,240.35
Stop Loss Reimb.	\$469,537.29	ERRP Adm. fees	\$0.00
Revenue Totals	\$1,792,126.51	Expenditure Totals	\$2,207,145.11

CLAIMS	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	04-05 Med-Pay	03-04 Med-Pay
July	\$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	\$133,185.69	\$ 27,756.09
August	\$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	\$159,151.40	\$123,263.78
September	\$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	\$160,373.47	\$329,978.42
October	\$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	\$138,418.35	\$178,931.74
November	\$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	\$149,008.84	\$259,307.29
December		\$344,447.92	\$263,849.58	\$253,818.66	\$315,072.19	\$355,010.03	\$224,715.26	\$227,712.73	\$203,068.55	\$192,828.60	\$245,001.81
January		\$640,607.35	\$324,307.75	\$295,383.46	\$401,218.11	\$323,193.62	\$347,811.13	\$289,925.16	\$150,889.30	\$600,356.91*	\$200,497.18
February		\$335,319.29	\$309,115.12	\$158,984.63	\$382,084.19	\$288,437.52	\$223,255.51	\$170,715.55	\$238,954.33	\$202,519.30	\$155,762.54
March		\$542,822.33	\$288,183.00	\$645,113.36	\$355,349.54	\$261,119.46	\$327,659.47	\$165,512.88	\$150,227.03	\$213,795.04	\$151,813.65
April		\$377,751.83	\$209,003.76	\$250,777.23	\$623,165.38	\$611,927.60	\$304,963.31	\$155,347.87	\$112,346.51	\$145,756.34	\$169,280.63
May		\$528,231.95	\$293,487.96	\$210,957.88	\$330,653.24	\$281,544.76	\$195,502.35	\$161,885.14	\$198,171.03	\$326,388.68	\$125,881.05
June		\$755,193.69	\$394,830.02	\$279,578.73	\$570,849.67	\$627,090.46	\$347,913.00	\$166,397.33	\$210,294.04	\$307,724.92	\$238,590.03

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

ENDING BAL.	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	\$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	\$1,990,479.12
August	\$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	\$1,844,329.10
September	\$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	\$1,876,376.20
October	\$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	\$1,922,364.82
November	\$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	\$1,997,768.23
December		\$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	\$2,043,557.19
January		\$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	\$2,139,116.83
February		\$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	\$2,148,965.93
March		\$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	\$2,245,745.08
April		\$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	\$2,384,039.28
May		\$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	\$2,436,022.30
June		\$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*	\$2,848,470.13

July 1, 2007 we transferred \$1,000,000.00 out of Medical Trust Fund per Ron Hendricks. February 2007 - Classified \$100,920.00 was for February was not deposited til March.

ENDING BALANCE	04-05 Med-Pay	03-04 Med-Pay
July	\$1,405,052.13	\$732,281.15
August	\$1,293,874.89	\$652,166.64
September	\$1,412,907.63	\$604,225.16
October	\$1,545,279.68	\$752,563.91
November	\$1,587,513.47	\$727,790.43
December	\$1,641,944.28	\$719,625.14
January	\$1,621,403.72	\$752,419.67
February	\$1,668,769.75	\$827,471.99
March	\$1,735,650.63	\$914,136.08
April	\$1,861,600.57	\$975,544.29
May	\$1,796,353.55	\$1,088,051.57
June	\$2,163,214.87	\$1,503,987.81

Health Insurance Comparison

	408	419	415	394	386	361	348	346	341	328	344
Single Coverage											
Family Coverage	221	213	200	219	213	213	188	185	185	194	207
Total Covered	629	632	615	613	599	574	536	531	526	522	551
Specific Deductible	\$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
Single Specific Premium	\$60.39	\$60.39	\$57.33	\$37.23	\$32.19	\$27.50	\$27.05	\$24.78	\$25.45	\$21.05	\$27.24
Family Specific Premium	\$136.21	\$136.21	\$129.38	\$101.55	\$88.47	\$73.41	\$74.18	\$67.68	\$69.05	\$53.49	\$69.05
Aggregate Premium	\$4.00	\$4.00	\$4.50	\$3.38	\$3.38	\$2.82	\$2.80	\$2.70	\$3.25	\$2.78	\$2.97
Precedentiation Fee	\$1.00	\$1.00	\$2.00	\$2.00	\$2.00	\$2.00	\$2.00	\$2.00	\$1.75	\$1.75	\$1.75
Single Administration Fee	\$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	\$12.50	\$12.50	\$12.50	\$12.50	\$12.50	\$12.50	\$12.50	\$12.50	\$11.00	\$11.00	\$10.00
COBRA/HIPAA Administration	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$0.75	\$0.75	\$0.75
PPO Access Fee	\$7.00	\$7.00	\$7.00	\$8.00	\$8.00	\$8.00	\$7.75	\$4.90	\$3.10	\$3.10	\$3.10
Broker Fee	\$1,000.00	\$1,000.00	\$1,000.00	\$1,000.00	\$1,000.00	\$1,000.00	\$2.00	\$2.00	\$3.00	\$3.00	\$4.00
Expected Monthly Premium	\$72,039.03	\$71,696.14	\$66,757.13	\$53,998.51	\$42,969.57	\$41,245.51	\$38,394.04	\$34,422.78	\$33,462.55	\$28,963.82	\$34,111.96
Total Revenues	\$1,415,269.49	\$5,304,474.38	\$4,610,591.09	\$4,708,072.76	\$4,723,366.06	\$4,329,725.36	\$3,727,807.79	\$3,543,867.14	\$3,514,365.90	\$3,755,002.47	\$3,484,840.43
Total Expenditures	\$1,835,481.80	\$6,032,899.37	\$3,884,467.24	\$4,305,027.56	\$5,146,379.59	\$4,894,723.81	\$3,877,202.41	\$3,794,391.78	\$2,829,109.95	\$3,095,775.41	\$2,705,374.53
Difference	(\$420,212.31)	(\$728,424.99)	\$726,123.85	\$403,045.20	(\$425,013.53)	(\$564,998.45)	(\$149,394.62)	(\$250,524.64)	\$685,255.95	\$659,227.06	\$779,465.90
Interest Earned	\$1,101.92	\$963.57	\$952.34	\$1,081.45	\$953.89	\$16,944.36	\$73,156.12	\$148,964.10	\$92,267.51	\$35,961.73	\$498.32
Rx Costs	\$262,818.45	\$611,630.01	\$646,612.28	\$682,249.55	\$603,829.35	\$505,895.12	\$579,145.60	\$492,705.36	\$449,425.49	\$401,980.89	\$381,651.04
Medical Costs	\$1,283,112.16	\$4,554,153.62	\$2,424,103.15	\$2,924,448.57	\$3,155,573.65	\$3,880,590.99	\$2,807,036.86	\$1,861,856.22	\$1,961,474.39	\$2,327,496.65	\$1,824,413.17
Total Stop Loss Reimb.	\$468,400.01	\$761,212.08	\$152,875.45	\$414,548.68	\$525,724.25	\$537,497.44	\$92,884.19	\$53,728.52	\$94,565.90	\$402,568.17	\$195,081.12
Total Claims minus Stop Loss	\$1,077,530.60	\$4,404,571.55	\$2,917,739.98	\$3,192,149.44	\$3,233,678.75	\$3,848,988.67	\$3,293,296.27	\$2,300,833.06	\$2,316,313.98	\$2,326,909.37	\$2,010,983.09
End of Year Balance	\$1,439,070.74	\$1,859,283.05	\$2,587,708.04	\$1,861,584.09	\$1,458,538.89	\$1,883,552.42	\$2,448,550.87	\$2,587,945.49	\$2,848,470.13	\$2,163,214.87	\$1,503,987.81
(As of 10/31/13)											
6/30/07 \$1,000,000.00 was transferred out of the medical account.											
Open Access (90%/10%) was added to plan July 2006; Adjusted to 80/20 July 2010											
Employee (Paid by School)	\$450.00	\$450.00	\$450.00	\$440.00	\$410.00	\$390.00	\$390.00	\$390.00	\$390.00	\$390.00	\$375.00
Spouse	\$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	\$175.00	\$175.00	\$175.00	\$175.00	\$175.00	\$175.00	\$175.00	\$200.00
Children (2 or more)	\$255.00	\$255.00	\$255.00	\$245.00	\$215.00	\$215.00	\$215.00	\$215.00	\$215.00	\$215.00	\$200.00
Total Retirees	59	65	73	64	63	59	47	40	40	35	31
Deductible	\$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	\$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	\$50.00	\$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	\$40.00	\$40.00	\$40.00	\$40.00	\$40.00
Routine Co-pay	\$0.00	\$0.00	\$0.00	\$0.00	\$25.00	\$25.00	\$20.00	\$20.00	\$20.00	\$20.00	\$20.00

Health Insurance Comparison

	408	419	415	384	386	361	348	348	341	328
Single Coverage	408	419	415	384	386	361	348	348	341	328
Family Coverage	221	213	200	219	213	213	188	185	185	194
Total Covered	629	632	615	613	599	574	536	531	526	522
Specific Deductible	\$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
Single Specific Premium	\$60.39	\$60.39	\$57.33	\$37.23	\$32.19	\$27.50	\$27.05	\$24.78	\$25.45	\$21.05
Family Specific Premium	\$136.21	\$136.21	\$129.38	\$101.55	\$88.47	\$73.41	\$74.18	\$67.68	\$69.00	\$53.49
Aggregate Premium	\$4.00	\$4.00	\$4.50	\$3.38	\$3.38	\$2.82	\$2.80	\$2.70	\$3.25	\$2.78
Prerecertification Fee	\$1.00	\$1.00	\$2.00	\$2.00	\$2.00	\$2.00	\$2.00	\$2.00	\$1.75	\$1.75
Single Administration Fee	\$12.50	\$12.50	\$12.50	\$12.50	\$12.50	\$12.50	\$12.50	\$12.50	\$11.00	\$11.00
Family Administration Fee	\$12.50	\$12.50	\$12.50	\$12.50	\$12.50	\$12.50	\$12.50	\$12.50	\$11.00	\$11.00
COBRA/HIPAA Administration	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$0.75	\$0.75
PPO Access Fee	\$7.00	\$7.00	\$7.00	\$8.00	\$8.00	\$8.00	\$7.75	\$4.90	\$3.10	\$3.10
Broker Fee	\$1.00/\$1.00	\$1.00/\$1.00	\$1.00/\$1.00	\$1.00	\$1.00	\$1.00	\$2.00	\$2.00	\$3.00	\$3.00
Expected Monthly Premium	\$72,039.03	\$71,696.14	\$66,757.13	\$53,998.51	\$42,969.57	\$41,245.51	\$38,394.04	\$34,422.78	\$33,462.55	\$28,863.82
Total Revenues	\$1,792,126.51	\$5,304,474.38	\$4,610,591.09	\$4,708,072.76	\$4,723,368.06	\$4,329,725.36	\$3,727,807.79	\$3,543,867.14	\$3,514,366.90	\$3,755,002.47
Total Expenditures	\$2,207,145.11	\$6,032,898.37	\$3,884,467.24	\$4,305,027.56	\$5,148,379.59	\$4,894,723.81	\$3,877,202.41	\$3,794,391.78	\$2,829,109.95	\$3,095,775.41
Difference	(\$415,018.60)	(\$728,424.99)	\$726,123.85	\$403,045.20	(\$425,011.53)	(\$564,998.45)	(\$149,394.62)	(\$250,524.64)	\$685,256.95	\$659,227.06
Interest Earned	\$114.05	\$963.57	\$952.34	\$1,081.45	\$953.89	\$16,944.38	\$73,156.12	\$148,984.10	\$92,287.51	\$35,981.73
Rx Costs	\$319,415.14	\$611,630.01	\$646,612.28	\$682,249.55	\$603,829.35	\$505,895.12	\$579,145.60	\$482,705.38	\$449,425.49	\$401,980.89
Medical Costs	\$1,524,602.29	\$4,554,153.62	\$2,424,103.15	\$2,924,448.57	\$3,155,573.65	\$3,880,590.99	\$2,807,038.88	\$1,861,856.22	\$1,961,474.39	\$2,327,486.65
Total Stop Loss Reimb.	\$469,537.29	\$761,212.08	\$152,975.45	\$414,548.88	\$525,724.25	\$537,497.44	\$92,884.19	\$53,728.52	\$94,585.90	\$402,588.17
Total Claims minus Stop Loss	\$1,374,480.14	\$4,404,571.55	\$2,917,739.98	\$3,192,149.44	\$3,233,878.75	\$3,848,988.87	\$3,293,298.27	\$2,300,833.08	\$2,316,313.98	\$2,328,908.37
End of Year Balance	\$1,439,070.74 (As of 11/30/13)	\$1,869,283.05	\$2,587,708.04	\$1,861,594.08	\$1,458,538.89	\$1,883,552.42	\$2,448,550.87	\$2,697,845.49	\$2,848,470.13	\$2,163,214.87
6/30/07 \$1,000,000.00 was transferred out of the medical account.										
Open Access (80%/10%) was added to plan July 2006; Adjusted to 80/20 July 2010										
Employee (Paid by School)	\$450.00	\$450.00	\$450.00	\$440.00	\$410.00	\$390.00	\$390.00	\$390.00	\$390.00	\$390.00
Spouse	\$420.00	\$420.00	\$420.00	\$410.00	\$380.00	\$350.00	\$320.00	\$320.00	\$320.00	\$320.00
Child	\$185.00	\$185.00	\$185.00	\$175.00	\$175.00	\$175.00	\$175.00	\$175.00	\$175.00	\$175.00
Children (2 or more)	\$255.00	\$255.00	\$255.00	\$245.00	\$215.00	\$215.00	\$215.00	\$215.00	\$215.00	\$215.00
Total Retirees	59	65	73	64	63	59	47	40	40	35
Deductible	\$1,000.00	\$1,000.00	\$1,000.00	\$1,000.00	\$750.00	\$500.00	\$500.00	\$500.00	\$500.00	\$500.00
Co-insurance	\$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
Office Co-pay General	\$30.00	\$30.00	\$30.00	\$50.00	\$25.00	\$25.00	\$20.00	\$20.00	\$20.00	\$20.00
Office Co-pay Specialist	\$40.00	\$40.00	\$40.00	\$40.00	\$40.00	\$40.00	\$40.00	\$40.00	\$40.00	\$40.00
Routine Co-pay	\$0.00	\$0.00	\$0.00	\$0.00	\$25.00	\$25.00	\$20.00	\$20.00	\$20.00	\$20.00

	408	419	415	384	386	361	348	348	341	328
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
Generics	\$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	\$20.00	\$20.00	\$20.00	\$20.00
Non-Preferred (+20% of balance)	\$50.00	\$50.00	\$50.00	\$50.00	\$50.00	\$50.00	\$40.00	\$40.00	\$40.00	\$40.00
Specialty Drugs (up to \$1500 per yr)	10% copay	10% copay	10% copay	10% copay	10% copay	10% copay	None	None	None	None
Mail Order - From July 2003 to June 2008										
Retail MedTrak 90 Maintenance Drugs - July 2008 to present										
Maintenance Drugs - 90 supply										
Generics	\$20.00	\$20.00	\$20.00	\$20.00	\$20.00	\$20.00	\$10.00	\$10.00	\$10.00	\$10.00
Preferred	\$60.00	\$60.00	\$60.00	\$60.00	\$60.00	\$60.00	\$40.00	\$40.00	\$40.00	\$40.00
Non-Preferred	\$100.00	\$100.00	\$100.00	\$100.00	\$100.00	\$100.00	\$80.00	\$80.00	\$80.00	\$80.00

344
207
551
\$80,000.00
\$27.24
\$69.05
\$2.97
\$1.75
\$10.00
\$10.00
\$0.75
\$3.10
\$4.00
\$34,111.96
\$3,484,840.43
\$2,705,374.53
\$779,465.90
\$498.32
\$381,851.04
\$1,824,413.17
\$185,081.12
\$2,010,983.09
\$1,503,987.81
\$375.00
\$300.00
\$200.00
\$200.00
31
\$500.00
\$1,000.00
\$20.00
\$20.00

\$10.00
\$20.00
\$40.00
None
\$10.00
\$40.00
\$80.00

DRAFT

**Camdenton R-III
Flex Benefit Account
First National Bank**

Account # 7228968

Balance 11/01/2013 **\$43,256.45**

Deposits **\$18,187.67 Premium**
\$3.99 Interest
\$45.00 Refund
1,445.33 Credit Memo

Total Deposits **\$19,681.99**

Withdrawals **\$ 1,445.33 Debit Memo**
231.10
1,179.99
1,792.71
2,349.93
1,070.06
1,946.66
1,445.33
4,860.93
1,298.09
556.96
1,038.08
1,127.44
733.80 Claims

Total Withdrawals **\$21,076.41**

Balance 11/30/2013 **\$41,862.03**

Expenditures for Osage Beach Elementary Construction
Monday, December 09, 2013

Invoice Date	Invoice No.	Vendor	Description of Work	Amount Invoiced	Amount Paid	Status
Architectural Services						
4/19/2013	30323	ACI-Boland	Complete Schematic Design	\$98,838.33	\$98,838.33	Paid
5/21/2013	30428	ACI-Boland	50% Design Development	\$65,892.14	\$65,892.14	Paid
6/21/2013	30523	ACI-Boland	50% Design Development	\$65,892.15	\$65,892.15	Paid
7/29/2013	30628	ACI-Boland	33% Construction Documents	\$87,847.41	\$87,847.41	Paid
8/22/2013	30755	ACI-Boland	33% Construction Documents/Consultants	\$99,250.91	\$99,250.01	Paid
9/19/2013	30866	ACI-Boland	33% Construction Documents/Geotechnical Report	\$93,473.77	\$93,473.77	Paid
10/23/2013	31023	ACI-Boland	Civil Site Plan/Reimbursement for Spec Books	\$16,602.68	\$16,602.68	Paid
11/13/2013	31095	ACI-Boland	Reimburse payment for bidding documents	\$17,290.17		Pending
Total				\$545,087.56		
Costs Outside Construction Contract						
7/8/2013		DNR	Permit Fees	\$300.00	\$300.00	Paid
7/24/2013	10328390-0	Standard and Poc Bond Rating Services		\$5,000.00	\$5,000.00	Paid
7/29/2013	2013-029	Allen Surveying	Survey Invoice	\$12,650.00	\$12,650.00	Paid
8/12/2013	1606	Ridge Excavation	Clearing for Bore Sites	\$1,300.00	\$1,300.00	Paid
10/10/2013		City of Osage Bea	Building Permit Fee and Site Development Fee	\$52,560.26	\$52,560.26	Paid
10/10/2013		Osage Beach Fire	Permit Fees	\$20,200.00	\$20,200.00	Paid
11/4/2013	2013-029	Allen Surveying	Additional Topo and Utilities	\$2,780.00		Pending
Total				\$94,790.26		
Construction						
Total				\$639,877.82	\$619,806.75	
Grant Total						

Expenditures for Hurricane Deck Elementary Construction

Monday, December 09, 2013.

Invoice Date	Invoice No.	Vendor	Description of Work	Amount Invoiced	Amount Paid	Status
Architectural Services						
4/19/2013	30323	ACI-Boland	Complete Schematic Design	\$68,937.56	\$68,937.56	Paid
5/21/2013	30429	ACI-Boland	50% Design Development	\$45,958.37	\$45,958.37	Paid
6/21/2013	30524	ACI-Boland	50% Design Development	\$45,958.37	\$45,958.37	Paid
7/29/2013	30629	ACI-Boland	33% Construction Documents	\$61,271.00	\$61,271.00	Paid
8/22/2013	30756	ACI-Boland	33% Construction Documents/consultants/expenses	\$103,124.35	\$103,124.35	Paid
9/19/2013	30867	ACI-Boland	33% Construction Documents/Geotechnical Report	\$66,890.09	\$66,890.09	Paid
10/23/2013	31024	ACI-Boland	Structural Consultants/Reimbursements Spec Books	\$4,508.99	\$3,508.99	Paid
11/13/2013	31093	ACI-Boland	Reimburse for bidding documents	\$16,600.51		Pending
11/19/2013	31102	ACI-Boland	Bidding/Negotiation/Civil and Landscape Consultant	\$133,830.26		Pending
Total				\$547,079.50		
Costs Outside Construction Contract						
7/8/2013		DNR	Permit Fee	\$300.00	\$300.00	Paid
7/24/2013	10328390-0	Standard and Poc Bond Rating Services		\$5,000.00	\$5,000.00	Paid
7/26/2013	1600	Ridge Excavation	Clearing for site boring	\$1,400.00	\$1,400.00	Paid
8/15/2013	1614	Ridge Excavation	Clearing for site boring	\$300.00	\$300.00	Paid
10/9/2013		SB Fire Protector	Building Permits	\$11,880.00	\$11,880.00	Paid
Total				\$18,880.00		
Construction						
Total				\$565,959.50	\$414,528.73	
Grand Total						

Expenditures for Secure Entry
Monday, December 09, 2013

Invoice Date	Invoice No.	Vendor	Description of Work	Amount Invoiced	Amount Paid	Status
Architectural Services						
7/31/2013	30656 ACI		Schematic Design, Design Development, Construction Documents, Bi	\$2,981.13	\$2,981.13	Paid
11/11/2013	31089 ACI		Schematic Design, Design Development, Construction Documents, Bi	\$844.18		Pending
Total				\$3,825.31	\$2,981.13	
Costs Outside Construction Contract						
7/24/2013	10328390-0	Smart Postal	Blue Prints for Secure Entry Middle School and Dogwood	\$947.57	\$947.57	Paid
9/9/2013		Standard and Poor	Bond Rating Services	\$5,000.00	\$5,000.00	Paid
		Getze Carpet and Furnitu	Carpet and labor for Dogwood	\$3,656.91	\$3,656.91	Paid
Total				\$9,604.48	\$9,604.48	
Construction				\$63,605.20	\$63,605.00	Paid
9/11/2013		1 Construction Concepts	Completion of Dogwood and Middle School	\$63,605.20	\$63,605.00	
Total				\$77,034.99	\$76,190.61	
Grand Total						



Camdenton R-III Afterschool Services



Important facts about afterschool in Camdenton

Afterschool programs keep kids safe, help working families and inspire learning!

Camdenton Afterschool Services programs serve approximately 3000 students annually.

Students in grades K-12 benefit academically, socially and culturally from existing programs.

1 in 20 students are in **FIRST LASER** robotics currently, a lottery system must be used after identifying students that meet academic eligibility and behavior criteria because of the demand to participate.

Almost 25% of Camdenton students participate in some component of the Afterschool system.

"Before I retired from the Department of Elementary and Secondary Education, I had a chance to see the project begin and quickly develop into one of the most successful programs in our state. Project PASS has great leadership and support from students, faculty, administrators, parents, the Superintendent and the community stakeholders." Harry Kujath

Did you know that PASS and LASER FIRST robotics have been recognized numerous times at not only a local and state level but also at a national level?

The hard working Afterschool team is dedicated to providing extended learning opportunities for our students and their families. The Afterschool team of teachers have been recognized and nominated for numerous awards and PASS is considered a "model site" for the Department of Elementary and Secondary Education. Often new grant recipients are sent to view and shadow the PASS program. PASS has presented the last five years at the 21st CCLC Department of Education new grantee required meeting on lessons learned and how to prepare academically linked lesson plans to link with district curriculum and standards. Over 100 local, state and national presentations have been given by our staff.

Programs offered through Afterschool Services

- Before/Afterschool Programs
- PASS (Partners Assisting Student Success)
- FIRST LASER Robotics (IrFLL, FLL, FTC, FRC)
- Laker Pack
- PLTW (Project Lead the Way National Pilot)

- English Language Learners Adult Ed Classes
- Credit Recovery
- Driver's Education
- Enrichment Programs

- 4-H
- Archery
- Writer's Club
- Art Club
- Art Waves
- Chess Club
- Books 2 Broadway
- Lake Bloomers Garden Club
- Mad Science
- CSI
- Marketing
- Culinary Champions

(Each year enrichment programs change based on funding, teachers and interest)

Other important program notes:

Academic Achievement – PASS participants have had continued academic success throughout all 14 years of the program. Independent evaluation results show that students who participate in PASS raise their reading scores at a higher rate than students who are not enrolled in the program. Regular day attendance also improved with attendees due in large part to the close relationships developed between teachers and students. Small group settings and individualized instruction contribute greatly to PASS student's success.

Partnerships – Important community partnerships are formed through the afterschool system. Many local and state agencies, organizations and businesses partners coordinate services to provide extended learning opportunities for our students.

Family Involvement – Teachers work hard to be the liaison for working parents between the regular school day and afterschool. Many parents have commented that PASS is an important part of their connection to the school as our activities take place during times that are convenient for parents and parent nights are planned far in advance so parents can coordinate their work schedules to attend and participate with their student.

Community Good Will - PASS students give back to the community by serving through various activities: Salvation Army Bell Ringing, CADV, Habitat for Humanity, and by volunteering for civic organization charitable events.

Juvenile Crime – Juvenile crime referrals triple between the hours of three and six pm. Afterschool programs provide a safe place for youth to be while caring adults provide leadership in an extended learning environment.

Work Force Production - Parents can finish out their work day without interruption and knowing that their children are safe. They also can be assured that their children have been provided a snack, are getting homework help and gaining skills not only to be successful academically but they are also learning "soft" skills that will help them be successful in higher education, the work force and their lives as a whole.

Total Districtwide & Office

Position	Count	Pay Rate	Day/ Hour	Hrs/Day	Days/Week	Total Pay	Retirement	CAASD	Medicare	WC	Total Benefits	Total Sal & Ben
PM Site Coordinator	1	\$103.04	day	3.5	115	\$11,849.60	\$0.00	\$784.68	\$171.82	\$62.80	\$2,687.49	\$14,537.09
PM Teacher	4	\$20.50	hour	3	115	\$28,280.00	\$0.00	\$1,753.98	\$410.21	\$149.94	\$6,416.17	\$34,706.17
FLL Coach (2 days/week)	1	\$20.50	hour	3	65	\$3,997.50	\$579.64	\$247.85	\$57.96	\$21.19	\$906.63	\$4,904.13
JrFLL Coach (2 days/week)	1	\$20.50	hour	3	65	\$3,997.50	\$579.64	\$247.85	\$57.96	\$21.19	\$906.63	\$4,904.13
		\$15.00	hour	3	115	\$5,175.00	\$750.38	\$320.85	\$75.04	\$27.43	\$1,173.69	\$6,348.69
Total						\$53,309.60	\$1,659.70	\$3,305.20	\$772.99	\$282.54	\$6,020.42	\$59,330.02

Position	Count	Pay Rate	Day/ Hour	Hrs/Day	Days/Week	Total Pay	Retirement	CAASD	Medicare	WC	Total Benefits	Total Sal & Ben
PM Site Coordinator	1	\$103.04	day	3.5	115	\$11,849.60	\$0.00	\$784.68	\$171.82	\$62.80	\$2,687.49	\$14,537.09
PM Teacher (4 days/week)	5	\$20.50	hour	3	115	\$35,362.50	\$5,127.56	\$2,192.48	\$512.76	\$187.42	\$8,020.22	\$43,382.72
PM Teacher (Kindergarten)	1	\$20.50	hour	3	50	\$3,075.00	\$448.88	\$190.65	\$44.59	\$16.30	\$597.41	\$3,772.41
JrFLL Coach (2 days/week)	1	\$20.50	hour	3	65	\$3,997.50	\$579.64	\$247.85	\$57.96	\$21.19	\$906.63	\$4,904.13
		\$15.00	hour	3	115	\$5,175.00	\$750.38	\$320.85	\$75.04	\$27.43	\$1,173.69	\$6,348.69
Total						\$112,769.20	\$10,281.34	\$6,991.68	\$1,635.15	\$597.68	\$19,505.88	\$132,275.06

Position	Count	Pay Rate	Day/ Hour	Hrs/Day	Days/Week	Total Pay	Retirement	CAASD	Medicare	WC	Total Benefits	Total Sal & Ben
Site Coordinator	1	\$103.04	day	3.5	115	\$11,849.60	\$0.00	\$784.68	\$171.82	\$62.80	\$2,687.49	\$14,537.09
PM Teacher	4	\$20.50	hour	3	115	\$28,280.00	\$0.00	\$1,753.98	\$410.21	\$149.94	\$6,416.17	\$34,706.17
FLL Coach (2 days/week)	1	\$20.50	hour	3	65	\$3,997.50	\$579.64	\$247.85	\$57.96	\$21.19	\$906.63	\$4,904.13
		\$15.00	hour	3	115	\$5,175.00	\$750.38	\$320.85	\$75.04	\$27.43	\$1,173.69	\$6,348.69
Total						\$49,312.10	\$7,150.25	\$3,057.35	\$715.03	\$261.35	\$11,363.98	\$60,496.08

Position	Count	Pay Rate	Day/ Hour	Hrs/Day	Days/Week	Total Pay	Retirement	CAASD	Medicare	WC	Total Benefits	Total Sal & Ben
PM Site Coordinator	1	\$103.04	day	3.5	115	\$11,849.60	\$0.00	\$784.68	\$171.82	\$62.80	\$2,687.49	\$14,537.09
PM Teacher (4 days/week)	4	\$20.50	hour	3	115	\$28,280.00	\$0.00	\$1,753.98	\$410.21	\$149.94	\$6,416.17	\$34,706.17
FTC Coach (2 days/week)	2	\$20.50	hour	3	65	\$7,995.00	\$1,159.28	\$485.69	\$115.93	\$42.37	\$1,813.27	\$9,808.27
		\$15.00	hour	3	115	\$5,175.00	\$750.38	\$320.85	\$75.04	\$27.43	\$1,173.69	\$6,348.69
Total						\$53,309.60	\$7,729.89	\$3,305.20	\$772.99	\$282.54	\$12,080.62	\$65,400.22

Position	Count	Pay Rate	Day/ Hour	Hrs/Day	Days/Week	Total Pay	Retirement	CAASD	Medicare	WC	Total Benefits	Total Sal & Ben
PM Teacher (4 days/week)	3	\$20.50	hour	3	115	\$21,217.50	\$3,076.54	\$1,315.49	\$307.65	\$112.45	\$4,812.19	\$26,029.63
FTC Coach	2	\$20.50	hour	3	81	\$9,968.00	\$1,444.64	\$617.71	\$144.46	\$52.60	\$2,259.61	\$12,222.61

Grand total \$534,262.76 \$79,185.14 \$33,124.29 \$7,746.81 \$2,831.59 \$10,800.00 \$133,687.84 \$688,979.06

Zlat CCIC Cohort 5

PM Site Coordinator		\$103.04	day	3.5	115	\$11,849.60	\$0.00	\$734.68	\$171.82	\$62.80	\$969.30	\$12,818.90
PM Teacher	4	\$20.50	hour	3	115	\$28,290.00	\$0.00	\$1,753.88	\$430.21	\$149.94	\$2,314.12	\$30,604.12
FLL Coach (2 days/week)	2	\$20.50	hour	3	65	\$7,995.00	\$1,159.28	\$485.69	\$115.93	\$42.97	\$1,813.27	\$9,808.27
IFLL Coach (2 days/week)	2	\$20.50	hour	3	65	\$7,995.00	\$1,159.28	\$485.69	\$115.93	\$42.97	\$1,813.27	\$9,808.27
		\$15.00	hour	3	115	\$5,175.00	\$500.42	\$320.85	\$75.04	\$27.43	\$923.74	\$6,098.74
						\$61,904.60	\$2,818.97	\$3,806.89	\$888.92	\$324.01	\$7,833.69	\$69,138.29
PM Site Coordinator		\$103.04	day	3.5	115	\$11,849.60	\$1,718.39	\$734.68	\$171.82	\$62.80	\$2,687.49	\$14,537.08
PM Teacher (6 days/week)	9	\$20.50	hour	3	115	\$35,362.50	\$5,127.56	\$2,192.48	\$512.76	\$187.42	\$8,020.22	\$43,382.72
PM Teacher (Kindergarten)	1	\$20.50	hour	3	50	\$3,075.00	\$445.88	\$190.65	\$44.59	\$16.30	\$697.41	\$3,772.41
IFLL Coach (2 days/week)	1	\$20.50	hour	3	65	\$3,997.50	\$579.64	\$247.85	\$57.96	\$21.19	\$906.63	\$4,904.13
		\$15.00	hour	3	115	\$5,175.00	\$750.98	\$320.85	\$75.04	\$27.43	\$1,173.69	\$6,348.69
						\$120,764.20	\$11,440.61	\$7,487.38	\$1,751.08	\$640.05	\$21,319.13	\$142,083.33
Site Coordinator		\$103.04	day	3.5	115	\$11,849.60	\$1,718.39	\$734.68	\$171.82	\$62.80	\$2,687.49	\$14,537.08
PM Teacher	9	\$20.50	hour	3	115	\$35,362.50	\$5,127.56	\$2,192.48	\$512.76	\$187.42	\$8,020.22	\$43,382.72
FLL Coach (2 days/week)	4	\$20.50	hour	3	65	\$9,997.50	\$579.64	\$247.85	\$57.96	\$21.19	\$906.63	\$4,904.13
		\$15.00	hour	3	115	\$5,175.00	\$750.98	\$320.85	\$75.04	\$27.43	\$1,173.69	\$6,348.69
						\$56,384.60	\$8,175.77	\$3,495.85	\$817.38	\$298.84	\$12,788.03	\$69,172.63
Site Coordinator		103.04	day	3.5	115	\$11,849.60	\$1,718.39	\$734.68	\$171.82	\$62.80	\$2,687.49	\$14,537.08
PM Teacher (6 days/week)	4	\$20.50	hour	3	115	\$28,290.00	\$4,302.05	\$1,753.88	\$410.21	\$149.94	\$6,435.17	\$34,706.17
FTC Coach (2 days/week)	2	\$20.50	hour	3	65	\$7,995.00	\$1,159.28	\$485.69	\$115.93	\$42.97	\$1,813.27	\$9,808.27
		\$15.00	hour	3	115	\$5,175.00	\$750.98	\$320.85	\$75.04	\$27.43	\$1,173.69	\$6,348.69
						\$53,309.60	\$7,729.89	\$3,305.20	\$772.99	\$282.54	\$12,090.62	\$65,400.22
PM Teacher (6 days/week)	9	\$20.50	hour	3	115	\$21,217.50	\$8,076.94	\$1,815.49	\$507.65	\$112.45	\$4,812.18	\$26,029.63
FRC Coach	2	\$20.50	hour	3	81	\$9,953.00	\$1,444.64	\$617.71	\$144.46	\$52.80	\$2,259.61	\$12,222.61
		\$15.00	hour	3	115	\$5,175.00	\$750.98	\$320.85	\$75.04	\$27.43	\$1,173.69	\$6,348.69
						\$36,355.50	\$5,271.55	\$2,254.04	\$527.15	\$152.68	\$8,245.43	\$44,600.93
Grand Total						\$326,118.90	\$35,438.79	\$20,343.83	\$4,757.72	\$1,739.09	\$82,276.88	\$390,593.93

21st CLIC Cohort 7 Projected Salaries

Position	# of Teachers	Pay Rate	Day/Week	Hrs/Day	Cont. Days	Total Pay	Retirement	OASDI	Medicare	WC	Total Benefits	Total Sal. & Ben.	
NAAC - Teachers - Classified													
PM Site Coordinator		\$103.04	day	3.5	115	\$11,849.60	\$1,718.19	\$734.68	\$171.82	\$62.80	\$2,687.49	\$14,537.09	
PM Teacher (4 days/week)	5	\$20.50	hour	8	115	\$93,362.50	\$25,637.81	\$2,192.48	\$512.76	\$187.42	\$28,530.47	\$63,892.97	
FL Coach (2 days/week)	9	\$20.50	hour	3	65	\$11,992.50	\$5,216.74	\$743.54	\$173.89	\$63.56	\$6,197.72	\$18,190.22	
JFL Coach (2 days/week)	1	\$20.50	hour	3	65	\$3,997.50	\$579.64	\$247.85	\$57.96	\$21.19	\$906.63	\$4,904.13	
Total		\$15.00	hour	3	115	\$5,175.00	\$750.38	\$920.85	\$75.04	\$27.43	\$1,173.69	\$6,348.69	
Total						\$68,377.10	\$33,802.73	\$4,238.33	\$991.47	\$362.40	\$39,496.00	\$107,873.10	
UTIC - Teachers - Classified													
PM Site Coordinator		\$103.04	day	3.5	115	\$11,849.60	\$1,718.19	\$734.68	\$171.82	\$62.80	\$2,687.49	\$14,537.09	
PM Teacher (4 days/week)	5	\$20.50	hour	8	115	\$93,362.50	\$3,419.55	\$2,192.48	\$512.76	\$187.42	\$6,812.21	\$41,674.71	
PM Teacher (2 days/week)	9	\$20.50	hour	3	65	\$8,997.50	\$386.56	\$247.85	\$57.96	\$21.19	\$719.55	\$4,711.03	
JFL Coach (2 days/week)	1	\$20.50	hour	3	65	\$3,997.50	\$500.42	\$247.85	\$57.96	\$21.19	\$923.74	\$6,098.74	
Total		\$15.00	hour	3	115	\$5,175.00	\$750.38	\$920.85	\$75.04	\$27.43	\$1,173.69	\$6,348.69	
Total						\$56,384.60	\$6,024.73	\$3,495.85	\$837.58	\$289.84	\$10,636.99	\$67,021.59	
HS - Teachers - Classified													
PM Site Coordinator		\$103.04	day	3.5	115	\$11,849.60	\$812.88	\$734.68	\$171.82	\$62.80	\$1,782.18	\$13,631.78	
PM Teacher (4 days/week)	4	\$20.50	hour	8	115	\$7,072.50	\$485.17	\$438.50	\$102.55	\$37.48	\$1,063.70	\$8,136.20	
FL Coach (2 days/week)	1	\$20.50	hour	3	65	\$3,997.50	\$274.23	\$247.85	\$57.96	\$21.19	\$601.22	\$4,598.72	
JFL Coach (2 days/week)	1	\$20.50	hour	3	65	\$3,997.50	\$274.23	\$247.85	\$57.96	\$21.19	\$601.22	\$4,598.72	
JFL Coach (2 days/week)	1	\$15.00	hour	3	115	\$5,175.00	\$355.01	\$320.85	\$75.04	\$27.43	\$778.32	\$5,953.32	
Total						\$32,092.10	\$2,201.52	\$1,899.71	\$465.34	\$170.09	\$4,826.65	\$36,918.75	
Office													
		\$234.36	Day	7	204.5	\$47,926.62	\$3,287.77	\$2,971.45	\$894.94	\$254.01	\$5,400.00	\$12,608.16	\$79,142.93
		\$101.68	Day	8	197.5	\$20,081.80	\$1,377.61	\$1,245.07	\$291.19	\$106.49	\$5,400.00	\$8,420.30	\$36,922.41
		21.09	hour	2	103	\$4,344.54	\$298.04	\$269.36	\$63.00	\$23.03	\$653.42	\$4,997.96	
Total						\$72,352.96	\$4,963.41	\$4,465.88	\$1,049.12	\$383.47	\$11,681.89	\$115,063.91	
Grand Total						\$229,206.76	\$47,092.61	\$14,210.82	\$3,323.50	\$1,214.80	\$76,641.53	\$326,876.75	

Robotics Personnel Districtwide

DGE	# of Teachers	Pay Rate	Day/Week	Hrs/Day	Cont. Days	Total Pay	Retirement	OASDI	Medicare	WC	Total Benefits	Total Sal. & Ben.
JFL Coach (2 days/week)	1	\$20.50	hour	3	65	\$3,997.50	\$579.64	\$247.85	\$57.96	\$21.19	\$906.63	\$4,904.13
HWE												\$29,094.36
FL Coach (2 days/week)	3	\$20.50	hour	3	65	\$11,992.50	\$5,216.74	\$743.54	\$173.89	\$63.56	\$6,197.72	\$18,190.22
JFL Coach (2 days/week)	1	\$20.50	hour	3	65	\$3,997.50	\$579.64	\$247.85	\$57.96	\$21.19	\$906.63	\$4,904.13
ORI												\$4,904.13
FL Coach (2 days/week)	9	\$20.50	hour	3	65	\$3,997.50	\$579.64	\$247.85	\$57.96	\$21.19	\$906.63	\$4,904.13
CMS												\$9,808.27
FLC Coach (2 days/week)	2	\$20.50	hour	3	65	\$7,995.00	\$1,159.28	\$495.69	\$115.93	\$42.97	\$1,815.27	\$9,808.27
CHS												\$12,222.61
FRC Coach	2	\$20.50	hour	3	81	\$9,963.00	\$1,444.64	\$617.71	\$144.46	\$52.80	\$2,259.61	\$12,222.61
HDE												\$6,197.45
FL Coach (2 days/week)	1	\$20.50	hour	3	65	\$3,997.50	\$274.23	\$247.85	\$57.96	\$21.19	\$601.22	\$4,598.72
JFL Coach (2 days/week)	1	\$20.50	hour	3	65	\$3,997.50	\$274.23	\$247.85	\$57.96	\$21.19	\$601.22	\$4,598.72
OBE												\$9,808.27
FL Coach (2 days/week)	1	\$20.50	hour	3	65	\$3,997.50	\$579.64	\$247.85	\$57.96	\$21.19	\$906.63	\$4,904.13
JFL Coach (2 days/week)	1	\$20.50	hour	3	65	\$3,997.50	\$579.64	\$247.85	\$57.96	\$21.19	\$906.63	\$4,904.13
Grand Total						\$57,933.00	\$11,267.29	\$3,591.85	\$840.03	\$307.04	\$16,006.21	\$73,939.21

Total Districtwide without Robotics

	Pay Rate	Day/Week	Wk/Days	Cent Days	Total Pay	Retirement	OSDI	Medicare	WC	Total Benefits	Total Sal & Ben
PM Site Coordinator	\$103.04	day	3.5	115	\$11,849.60	\$0.00	\$734.68	\$171.82	\$62.80	\$969.30	\$12,818.90
PM Teacher	\$20.50	hour	3	115	\$28,290.00	\$0.00	\$1,759.98	\$410.21	\$149.94	\$2,319.13	\$30,609.13
	\$15.00	hour	9	115	\$5,175.00	\$500.42	\$320.85	\$75.04	\$27.43	\$923.74	\$6,098.74
Total					\$45,314.60	\$500.42	\$2,809.51	\$657.06	\$240.17	\$4,207.16	\$49,521.76
PM Site Coordinator	\$103.04	day	3.5	115	\$11,849.60	\$1,718.19	\$734.68	\$171.82	\$62.80	\$2,687.49	\$14,537.09
PM Teacher (4 days/week)	\$20.50	hour	3	115	\$35,362.50	\$5,127.59	\$2,192.48	\$512.76	\$187.42	\$8,020.22	\$43,382.72
PM Teacher (Kindergarten)	\$15.00	hour	3	50	\$3,075.00	\$445.88	\$190.65	\$44.59	\$16.30	\$687.41	\$3,762.41
	\$15.00	hour	9	115	\$5,175.00	\$750.38	\$320.85	\$75.04	\$27.43	\$1,173.69	\$6,348.69
Total					\$100,776.70	\$8,542.49	\$6,248.16	\$1,461.26	\$534.12	\$16,785.96	\$117,562.66
Site Coordinator	\$103.04	day	3.5	115	\$11,849.60	\$1,718.19	\$734.68	\$171.82	\$62.80	\$2,687.49	\$14,537.09
PM Teacher	\$20.50	hour	3	115	\$28,290.00	\$4,102.09	\$1,759.98	\$410.21	\$149.94	\$6,416.17	\$34,706.17
	\$15.00	hour	3	115	\$5,175.00	\$750.38	\$320.85	\$75.04	\$27.43	\$1,173.69	\$6,348.69
Total					\$45,314.60	\$6,570.62	\$2,809.51	\$657.06	\$240.17	\$10,277.55	\$55,591.95
Site Coordinator	\$103.04	day	3.5	115	\$11,849.60	\$1,718.19	\$734.68	\$171.82	\$62.80	\$2,687.49	\$14,537.09
PM Teacher (4 days/week)	\$20.50	hour	3	115	\$28,290.00	\$4,102.09	\$1,759.98	\$410.21	\$149.94	\$6,416.17	\$34,706.17
	\$15.00	hour	3	115	\$5,175.00	\$750.38	\$320.85	\$75.04	\$27.43	\$1,173.69	\$6,348.69
Total					\$45,314.60	\$6,570.62	\$2,809.51	\$657.06	\$240.17	\$10,277.55	\$55,591.95
PM Teacher (4 days/week)	\$20.50	hour	3	115	\$21,217.50	\$3,076.54	\$1,315.49	\$307.65	\$112.43	\$4,812.19	\$26,029.63
	\$15.00	hour	3	115	\$5,175.00	\$750.38	\$320.85	\$75.04	\$27.43	\$1,173.69	\$6,348.69
					\$26,392.50	\$3,826.91	\$1,636.34	\$382.69	\$139.86	\$5,985.82	\$32,378.32
Total					\$45,314.60	\$6,570.62	\$2,809.51	\$657.06	\$240.17	\$10,277.55	\$55,591.95
NAVP Teachers Classified											
PM Site Coordinator	\$103.04	day	3.5	115	\$11,849.60	\$1,718.19	\$734.68	\$171.82	\$62.80	\$2,687.49	\$14,537.09
PM Teacher (4 days/week)	\$20.50	hour	3	115	\$35,362.50	\$5,697.41	\$2,192.48	\$512.76	\$187.42	\$8,590.07	\$43,952.57
Total					\$47,212.10	\$7,415.60	\$2,927.16	\$684.58	\$250.22	\$13,277.56	\$62,484.66
ICTE Teachers Classified											
PM Site Coordinator	\$103.04	day	3.5	115	\$11,849.60	\$1,718.19	\$734.68	\$171.82	\$62.80	\$2,687.49	\$14,537.09
PM Teacher (4 days/week)	\$20.50	hour	3	115	\$35,362.50	\$5,419.59	\$2,192.48	\$512.76	\$187.42	\$8,312.21	\$43,674.71
PM Teacher (2 days/week)	\$20.50	hour	3	65	\$8,997.50	\$386.56	\$247.85	\$57.96	\$21.19	\$713.55	\$9,711.05
	\$15.00	hour	3	115	\$5,175.00	\$500.42	\$320.85	\$75.04	\$27.43	\$923.74	\$6,098.74
Total					\$56,384.60	\$6,024.79	\$9,495.85	\$817.58	\$288.84	\$10,636.99	\$67,021.59
HOPE Teachers Classified											
PM Site Coordinator	\$103.04	day	3.5	115	\$11,849.60	\$812.88	\$734.68	\$171.82	\$62.80	\$1,782.18	\$13,631.78
PM Teacher (4 days/week)	\$20.50	hour	3	115	\$7,072.50	\$485.17	\$498.50	\$102.55	\$37.48	\$1,068.70	\$8,141.20
	\$15.00	hour	3	115	\$5,175.00	\$855.01	\$920.85	\$0	\$27.48	\$703.28	\$5,878.28
Total					\$24,097.10	\$1,653.06	\$1,494.02	\$274.37	\$127.71	\$3,549.17	\$27,646.27
Other											
	\$234.88	Day	7	204.5	\$47,926.62	\$3,287.77	\$2,971.45	\$694.94	\$254.01	\$5,400.00	\$57,474.79
	\$101.68	Day	8	197.5	\$20,081.80	\$1,377.61	\$1,245.07	\$291.19	\$106.43	\$5,400.00	\$28,422.00
	\$15.00	hour	2	103	\$4,344.54	\$298.04	\$269.36	\$63.00	\$23.08	\$653.42	\$4,927.96
Total					\$72,352.96	\$4,963.41	\$4,485.88	\$1,049.12	\$383.47	\$10,800.00	\$82,634.64

Grand total

\$468,334.76 \$66,758.58 \$29,036.76 \$6,715.82 \$2,482.17 \$10,800.00 \$115,793.32 \$605,156.55

Additional Budget Items

Travel & Transportation	\$40,000.00	Busing, Suburbans, Mileage
Purchased Services	\$50,000.00	Robotics Registration Fees, Hotels, Presenters, Evaluation, etc.
Supplies	\$75,000.00	Educational Related Books, Consumables, Robotics parts, etc.
Professional Development	\$5,000.00	National & State Training
Equipment	\$20,000.00	Computers, smartboards, printers, etc.
	\$190,000.00	

DRAFT

**Camdenton Teachers Association
School Board Report
December 9, 2013**

MSTA State Convention

MSTA State Convention was held November 14-15 in Columbia, MO. Camdenton CTA was well-represented by David Swantner, Sandy Letterman, Lisa Jackson, Kim Godar, Kristina Miller, and Tina Murphy. I also attended as a Board member. Thursday was a busy day for our delegates' assembly. We discussed and passed several important resolutions, as well as two Bylaws changes. The Bylaws changes include a \$20 increase in membership dues for certified members, a \$5 increase for associate members, and an elimination of dues for Student-MSTA members. These changes will take effect July 1, 2014.

The most interesting resolution that was passed involves student assessment. The resolution reads: MSTA supports a maximum of 5 state assessments to be given at the high school level. This is in direct contrast to DESE's plan to implement up to 11 assessments to be required by 2018. At this point, I don't know if any legislator will be willing to sponsor a bill regarding this resolution, but it would certainly be the best decision for our kids.

Friday's events included several workshops on various topics and the general session, highlighted by keynote speaker Jamie Vollmer. Mr. Vollmer was a very engaging speaker whose theme, Welcome to the Great Conversation, focused on the importance of changing the education system in order to release the full potential of every child.

Last Plea!

Thank you to Selynn, Jackie, Nancy, and Tom for emailing me your favorite childhood books. I would still like to get responses from the rest, but I have a contingency plan if that doesn't work out. All will be revealed soon!

Again, thank you all for the important work you do. Your efforts and sacrifices are noticed and appreciated!

Respectfully submitted,

Nickie Jones
CTA President

Camdenton R-III School District
Interventions-Special Services
December 2013

Program/Data Information

Type of Program or Data:	Interventions – Special Services
Personnel Responsible for evaluation:	Lorri Travis, Director of Interventions
Level:	PK-12
Month of Annual Review:	December

Vision: The Camdenton R-III Interventions Department will meet the academic, behavioral, and social needs of those students who qualify for English as a second language (ELL), early childhood special education (ECSE), Parents as Teachers (PAT), Section 504, and special education services. It supports district goals by providing students opportunities for maximizing academic and social development, as well as, offers students with disabilities opportunities to grow academically and socially while participating in all activities offered to peer groups. We seek to integrate all students with disabilities into general education settings as often as possible.

Review of Data:

- 426 students with disabilities in grades K-12
- 170 pre-school students with 63 of those students receiving special education services during the 2012-2013 school year.
- December 1, 2013 child count: 494 students are receiving special education services.
- Currently 67 students receive accommodations through a Section 504 plan versus 51 students at this time last year.
- The ELL program provides support to 83 students versus 75 students who were supported last year.
- Parents as Teachers provided 453 screenings to children aged six months to Kindergarten entry and 179 contacts were made to high need families.
- Last school year 45 students were dismissed from special education services; 21 received speech/language therapy and 24 were from other disability categories.
- As of May 2013 the district incident rate was 10.70%, which is lower than the state incident rate of 12.64%.
- Proficiency rate for students with disabilities in grades 3-8, 10 fall below the state target of 57.90% in Communication Arts and 58.60% in Mathematics. Proficiency rate was 20.91% in Communication Arts and 25.93% in Mathematics.
- Graduation rate for students with disabilities is 73.91%, with 5.60% of students with disabilities dropping out last year.
- Strategic plan data revealed that 75% of goals set within the Department of Interventions were met. Thirty-two objectives were selected last year, 29 of these objectives had data reported, and 22 objectives are shown as meeting goals that were set.
- Indirect Medicaid reimbursement totaled \$97,207.84 and direct Medicaid reimbursement totaled \$12,220.00. These totals were slightly less than the 2011-2012 school year.

Annual Report
Submitted to the Board of Directors on January 15, 2008
Information on this report was prepared by the Board of Directors.

Item	2007	2006
1. Total Assets	100.00	100.00
2. Total Liabilities	100.00	100.00
3. Total Equity	100.00	100.00

Services Available to Students with Disabilities

- Services for students with disabilities are available through the following programs:
- The Department of Special Education provides a variety of services to students with disabilities, including:
- Individualized Education Programs (IEPs)
- 504 Plans
- Assistive Technology
- Braille
- Sign Language
- Large Print
- Audio Tapes
- Screen Readers
- Braille Note Takers
- Braille Meters
- Braille Calculators
- Braille Labelers
- Braille Paper
- Braille Pens
- Braille Stickers
- Braille Labels
- Braille Markers
- Braille Highlighters
- Braille Erasers
- Braille Pencils
- Braille Sharpeners
- Braille Rulers
- Braille Protractors
- Braille Compasses
- Braille Scissors
- Braille Staplers
- Braille Hole Punches
- Braille Staple Removers
- Braille Paperclips
- Braille Paperweights
- Braille Bookends
- Braille Bookmarks
- Braille Book Rings
- Braille Book Covers
- Braille Book Spines
- Braille Book Pages
- Braille Book Covers
- Braille Book Spines
- Braille Book Pages

Item	2007	2006
1. Total Assets	100.00	100.00
2. Total Liabilities	100.00	100.00
3. Total Equity	100.00	100.00

Special Education Program (SEP)

The Department of Special Education provides a variety of services to students with disabilities, including:

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1. Total Assets	100.00	100.00
2. Total Liabilities	100.00	100.00
3. Total Equity	100.00	100.00

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Item	2007	2006
1. Total Assets	100.00	100.00
2. Total Liabilities	100.00	100.00
3. Total Equity	100.00	100.00

Enrollment Data

Item	2007	2006
1. Total Assets	100.00	100.00
2. Total Liabilities	100.00	100.00
3. Total Equity	100.00	100.00

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Item	2007	2006
1. Total Assets	100.00	100.00
2. Total Liabilities	100.00	100.00
3. Total Equity	100.00	100.00

Special Education Program (SEP)

The Department of Special Education provides a variety of services to students with disabilities, including:

Item	2007	2006
1. Total Assets	100.00	100.00
2. Total Liabilities	100.00	100.00
3. Total Equity	100.00	100.00

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1. Total Assets	100.00	100.00
2. Total Liabilities	100.00	100.00
3. Total Equity	100.00	100.00

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1. Total Assets	100.00	100.00
2. Total Liabilities	100.00	100.00
3. Total Equity	100.00	100.00

Enrollment Data

Item	2007	2006
1. Total Assets	100.00	100.00
2. Total Liabilities	100.00	100.00
3. Total Equity	100.00	100.00

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3. Total Equity	100.00	100.00

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Item	2007	2006
1. Total Assets	100.00	100.00
2. Total Liabilities	100.00	100.00
3. Total Equity	100.00	100.00

Annual Report
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Item	2007	2006
1. Total Assets	100.00	100.00
2. Total Liabilities	100.00	100.00
3. Total Equity	100.00	100.00

Enrollment Data

Item	2007	2006
1. Total Assets	100.00	100.00
2. Total Liabilities	100.00	100.00
3. Total Equity	100.00	100.00

**Camdenton R-III School District
Gifted Education – Capstone
December, 2013**

Program/Data Information

Type of Program or Data:
Personnel Responsible for evaluation:
Level: K-12
Evaluator(s) Name: Lucinda Varner

Capstone – Gifted Education Department
Coordinator of Capstone
Month of Annual Review: December
Position: Coordinator of Capstone

What We Want the Program to Be/Vision: The Camdenton R-III Gifted Program will meet the academic and social needs of those students who qualify for gifted services. It supports district goals by providing students opportunities for optimal academic development and offers gifted students opportunities to acquire, apply and assess information from all disciplines.

Current Status of Program/Data: The gifted program is proudly serving 133 first through sixth grade students, 55 seventh and eighth grade students, and 100 ninth through twelfth grade students for the 2013-2014 school year. An EKT (Educational Resource Teacher) program for grades K-6 and SCT (Special Class Teacher) program for grades 7-8 will continue. In grades 9-12 AP (Advanced Placement) and IB (International Baccalaureate) classes are offered.

Goals for Program:

1. Educators will improve student learning for students participating in gifted services through the implementation of research based strategies.
2. Curriculum revision: Revise and adopt district components which include goals, power standards and other expectations, alignment to state curriculum documents, recommended in-services, and budget planning

Strategies to Close the Gap between Current Status and Vision:

1. Implement Marzano's Art and Science of Teaching, specifically as it relates to the Professional Development being offered at Hawthorn.
2. Match curriculum to GLE's at levels 2-3 levels above age peers.
3. Increase Depth of Knowledge (DOK) levels of questions in class and on pre- and post-tests
4. Increase the level of expectations on writing and communication by using classroom rubrics at or above age peers.
5. Administer Student Learning Style Inventories to identify the kind of environment and methods each individual student prefers when learning and producing new or difficult material. This information will also be shared with each student's classroom teacher and parents.
6. Administer EXPLORE test in December to fifth through eighth grade students. Results will be compared to previous data to monitor academic progress. Students' strengths and weaknesses can be identified early in their educational development, when they have the greatest opportunity to establish a program of studies that will help them achieve their career and educational goals.
7. Host a parent night with guest speaker to support parents in caring for the needs of gifted students.

Capstone Student Percentage Identified and Served grades 1-12 and 1-8

Year	% Identified 1-12	% Served 1-12	Total District Enrollment	% Identified 1-8	% Served 1-8	District Enrollment 1-8
2012-2014	(331) 7.5%	(285) 6%	4463	(192) 6.3%	(185) 6%	3083
2012-2013	(323) 7.5%	(262) 6%	4297	(180) 7.2%	(176) 7%	2492
2011-2012	(335) 8%	(226) 5.4%	4177	(182) 7.3%	(173) 6.9%	2489
2010-2011	(341) 8.1%	(332) 7.9%	4173	(194) 6.8%	(185) 6.5%	2822
2009-2010	(346) 8%	(312) 7%	4177	(204) 7%	(170) 6%	2808
2008-2009	(374) 9%	(345) 8%	4,260	(234) 8%	(205) 7%	2826
2007-2008	(379) 9%	(330) 8%	4,223	(261) 9%	(212) 8%	2802
2006-2007	(382) 9%	(340) 8%	4,130	(266) 10%	(224) 8%	2719
2005-2006	(371) 9%	(325) 8%	4,037	(251) 9%	(205) 8%	2632

**Spring 2013 MAP/EOC Communication Arts Data
for Identified Gifted Students**

	2008 CA MAP	2009 CA MAP	2010 CA MAP	2011 CA MAP	2012 CA MAP
Advanced	56%	57%	64% (165)	68% (197)	65% (149)
Proficient	39%	37%	32% (83)	31% (90)	32% (74)
Basic	5%	6%	3% (8)	1% (3)	3% (6)
Below Basic	0%	0%	0% (0)	0% (0)	0% (0)

% based on 212 students for 2013 (3rd - 12th Grades)

% based on 229 students for 2012

% based on 290 students for 2011

% based on 258 students for 2010

% based on 246 students for 2009

% based on 188 students for 2008

**Spring 2013 MAP/EOC Math Data
for Identified Gifted Students**

	2008 Math MAP	2009 Math MAP	2010 Math MAP	2011 Math MAP	2012 Math MAP
Advanced	53% (127)	53% (122)	55% (126)	63% (184)	69% (159)
Proficient	45% (108)	43% (100)	42% (95)	35% (102)	29% (67)
Basic	2% (6)	4% (10)	3% (7)	1% (3)	2% (4)
Below Basic	0% (0)	0% (0)	0% (0)	0% (0)	0% (0)

% based on 267 students for 2013 (3rd - 12th Grades)

% based on 229 students for 2012

% based on 289 students for 2011

% based on 228 students for 2010

% based on 232 students for 2009

% based on 241 students for 2008

2013 Pre/Post Data

Fall testing of major units of study will be completed prior to Christmas break.

Parent/Teacher Conference Attendance Data:

	Students represented	Students enrolled	% attending conferences
2013-2014 (October)	57	137	42%
2012-2013 (October)	50	110	45%
2011-2012 (October)	62	108	57%
2010-2011 (March)	55	125	45%
2010-2011 (October)	80	118	68%
2009-2010 (October)	59	117	50%
2008-2009 (October)	66	119	55%
2007-2008 (Dec/Jan)	57	140	40%
2006-2007 (Dec/Jan)	81	164	49%

Fall Shine Night Report:

- o Major unit of study: Ozarks
- o Displays of major units of study
- o Friday, November 22, 2013
- o First-Sixth Grades
- o 5:30-7:00 p.m.
- o 79 % of students were represented – 350+ people in attendance

Morning Munch with the Capstone Bunch:

- o Families invited in for bagels
- o Students share classwork
- o First-Sixth Grades
- o Attendance:
 - 1st/2nd grade: 97%
 - 3rd/4th grade: 70%
 - 5th grade: 48%
 - 6th grade: 45%

Laker ABC:

There has been no communication received from the officers regarding a meeting this school year.

Parent Survey Results

48 elementary school parents and 8 middle school parents participated in the survey. Most parents of the gifted program and that they felt that their child benefited from involvement in the program.

A majority of parents indicated that the gifted program broadened their child's ability to develop communication, creativity, research and problem solving skills. Parents also indicated that the students benefited from being grouped with and interacting with peers.

Elementary Parent Comments:

- The program is very beneficial to our child, and we appreciate the opportunity this program has provided.
- Our son has a better attitude toward school and education since he began Capstone.
- We love Capstone and are beyond grateful for what it has to offer for students who are capable of above and beyond the state requirements.
- My only concern is that over the past two or three years, it seems Capstone has been in a transition phase with staff.
- Glad the school offers this program.
- Keep up the good work!
- XX loves when it is Capstone day! Thanks to everyone for all you do.
- This is the first year my child has been involved in Capstone, he enjoys it and I think his communication skills have improved. Thanks for all you do with the kids!
- Great program - great teachers!
- For the first time in years, it feels like a 'cheery' place to be and we feel welcomed as a family.
- We love the invitations to come to the Capstone Center.
- My child looks forward to Capstone days. He does occasionally become concerned with completing work. I do believe that this is due to his personality not to the actual amount of work.
- The Capstone program is great for them. He/she really looks forward to it every week & has a great attitude after school on the day he goes. It's great to see.
- We appreciate the school reach calls and emails from the Center.

Middle School Parent Comments:

- I have not received any newsletters from our school.
- Elementary Capstone was great!
- I wish we knew more about the program and what was going on.

Extension/ Enrichment:

- New effort this year to address more systematically question number four. What do we do when students already get it?
- All Capstone facilitators spend some time each week outside the center to extend learning beyond grade level expectations or enrich learning through research, critical thinking and problem solving.
 - Skills include problem solving, sequencing, math computation, time, money, writing, interpret data, parts of speech, prefix, suffix, root words and patterns
- Approximately 125 students are served through extension/enrichment weekly

Whole Grade Acceleration:

Three students were whole-grade accelerated since the last report. One accelerated from kindergarten to first grade at Osage Beach Elementary, one from second grade at Dogwood to third grade at Hawthorn, while another accelerated from seventh to ninth grade at middle/high school.

Subject Acceleration:

The following subject accelerations have received services for the 2013-14 school year:

- Kindergarten-none
- First Grade
 - One student subject accelerated to second grade communication arts (DW)
 - One student subject accelerated to second grade communication arts (DW)
- Second Grade
 - One student subject accelerated to third grade math (DW/HE)
- Third Grade - none
- Fourth Grade
 - One student subject accelerated to fifth grade math (OBE)
- Fifth Grade
 - Three students subject accelerated to sixth grade math (ORI)
 - One student subject accelerated to sixth grade communication arts (ORI)
- Sixth Grade
 - Eight students subject accelerated to seventh grade Pre-Algebra

Advanced Class Report 2013-2014:

- Seventh Grade
 - Four 7th graders in Spanish
 - One 7th grader in French
 - Seven 7th graders in MS Algebra
 - Eight 7th graders in Advanced Communication Arts
 - Six 7th graders in Advanced Social Studies
 - Thirteen 7th graders in Advanced Science
- Eighth Grade
 - Twelve 8th grade students in Geometry
 - Three 8th grade students in Freshman Physics
 - Seven 8th grade students Spanish II
 - One 8th grade student in French II
 - Seven 8th graders in Advanced Communication Arts
 - One 8th grader in Advanced Social Studies
 - Six 8th graders in Advanced Science

1st & 2nd Grade Student Survey Results

33 students in first and second graders participated in the survey.

A majority of students like the information that they are learning at Capstone. Most students indicated that they are encouraged to use their brain and think differently when at Capstone.

Most students indicated that they felt that the Capstone teachers helped them learn as well as liking to come to Capstone. Most felt that they were comfortable in sharing their ideas in Capstone as well.

No comments were made by first and second grade students.

3rd - 6th Grade Student Survey Results

95 third, fourth, fifth and sixth grade students participated in the survey. The majority of students said they obtained new information through major units of study as well as learned, practiced, and improved critical thinking skills. They also indicated that they gained skills in communication, research, and problem solving. Most students felt that they had been given the opportunity to express themselves creatively. They also specified that they enjoyed the opportunity to interact in a class of gifted students.

The following are comments from third – sixth graders:

(3-6) List activities that do not challenge your abilities:

- Having a guest speaker
- Writing/math/reading/science/social studies
- Studying plants/HaHa Tonka
- Scraminals
- Home team
- Recess and lunch
- Games
- Peirinnon seeds
- See Run Do
- Word processing
- Sitting in a chair
- Research
- Taking leadership roles
- HaHa Tonka Prezi
- Animal games
- Problem solving
- Checkers/Marbles/Arm Wrestling
- Word puzzles
- Communication skills
- Story telling
- Making a website
- Spontaneous verbal
- Making things from my resources
- Pre/Post Test
- Plant unit

(3-6) List activities that challenge your abilities:

- Problem solving
- Memorizing a poem
- See Run Do
- Research for major units
- Writing
- Poems/Poetry presentation
- History
- Study of endangered animals
- Scraminal study
- Meeting new people
- Typing
- Travel brochure
- Persimmon seed clock
- Tree stump time line
- Quotes
- Logic Links
- Hot Seat
- Stories with holes
- Surprise inside
- Doing presentations in front of an audience/public speaking
- Problem solving
- Critical thinking
- Thinking under pressure
- Native Plant design
- Impromptu speaking
- Creativity
- Thinking outside of the box
- Science, writing, math, history, spelling
- Computer activities
- Video taping
- Map skills
- Bridge building
- Word puzzles/Perplexers
- Coming up with the answers as fast as my peers
- Know what directions I need to follow without lots of details

(3-6) List topics for major units you would like to learn about:

- Animals from around the world
- Ancient Egypt and Rome
- Comics
- Computer
- Cultures
- Detectives
- Dinosaurs
- Disabled Humans (Downs Syndrome/Autism)
- Electronic Devices
- Famous People
- Flight
- Foreign Countries
- Forensics
- Gaming
- Geology
- History of: baseball, USA, Missouri, Presidents, Scientists, Cost of items, wars, automobile, National Parks
- Human body
- Indians
- Inventions
- Magnetism
- Maps
- Math Skills
- Medicine
- Medieval Times
- Money (Saving/Investing/History)
- Musical instruments
- Mythology
- Philanthropy
- Plants
- Rocks and Minerals
- Science (Chemistry/Solar/Nuclear)
- Sea Life
- Space
- Sports
- Slavery
- Stock Market
- Technology
- Turtles
- Volcanoes

Middle School Student Survey Results

44 Middle School students took the survey. The majority of middle school students who are gifted said they learned new information through major units of study as well as learned, practiced, and improved critical thinking skills. They also specified that they enjoyed the opportunity to interact in a class of gifted students.

The following are comments from seventh and eighth graders:

(7-8) List activities that challenge your abilities:

- Reel Spirit
- Debate
- Brain Teasers
- Extempore
- Logical Fallacies
- Origami
- Riddles
- Video Games
- Writing

(7-8) List activities that do not challenge your abilities:

- Soduko
- Paper airplanes
- What in the world?
- Math games on the computer
- Debate
- Fallacies
- Dominoes
- Extempore
- Golf Course
- Pictionary
- Research
- Writing/Speaking/Reading
- Boat Building

(3-6) List suggestions to improve the Capstone Program:

- No rotations for major unit
- Research on the computers
- Recess immediately to follow lunch
- Less down time after lunch
- More lessons on responsibilities/organization
- Start Capstone on the first day of school and end Capstone on the last day
- More than one day each week
 - o Even if that means less time each day – I'd rather there be more frequent contact.
- Have changes for all grades to come together to see each other's work
- More subjects like science and math
- Have major unit in the morning and spend more time on it.
- Have only 2 rotations instead of 4
- Either we all get snack or none of us – all at the same time
- One more teacher for more choices
- More hands on activities
- Less sitting and talking
- Field Trips
- Less movies – I can watch them on You Tube
- More creative teaching
- Better communication to me and my family
- Let students use their own electronic devices throughout the day
- I loved Mrs. Stornello and Mrs. Townsley – any chance they will come back?
- Better learning environment
- Have a schedule on the wall in each room
- I would like to have color/decorations on the walls – more comfortable feeling
- Let us have a choice in major unit
- Changing the schedule so it's not quite so boring
- Use more computer time/less writing
- Longer rotations
- Earlier lunch

(7-8) List topics for major units of study that you would like to learn more about:

- Mythology
- Extempore
- Reel Spirit
- American History
- Website Design
- Astronomy
- Bugs
- Business
- Cooking
- Crime Scene Investigation
- Forensic Science
- Science Experiments
- Detective Unit
- Solar
- Engineering
- Unexplained phenomena
- Math/Science
- Mysteries
- Olympics
- Business
- Video Games

(7-8) List suggestions to improve the Capstone Program:

- Stop doing Extempore
- No grades for Capstone – unfair to have more graded classes than other kids
- Do more challenging projects
- More open minded thinking
- A more organized class system
- I have some very substantial issues with the way Capstone has changed. First and foremost, I hate that Capstone is now graded. Now students in Capstone have eight graded classes while other students only have seven.
- Do away with the grades – everyone hates the grades, including the teachers.
- Learn more about the topics changing in the world around us
- More hands on learning
- I would like to stop having Capstone for a grade. It has never been for a grade before, and although I understand the reasons why it is being graded, I do not agree. It creates too much extra stress on students and most of us already deal with issues of being hard on ourselves.
- Do more fun stuff, not papers and worksheets
- No grades
- More presentations
- Critical thinking challenges

Goal Evaluation Worksheet

December 2013

Please rate the degree which you would like to implement the goal.
5 - highest value to 1 - lowest value.

Please rate the degree which you value the goal.
5 - highest value to 1 - lowest value.

GOAL

5	4	3	2	1	5	4	3	2	1
///	//			1	///				1
5	4	3	2	1	5	4	3	2	1
////	/				////	/			
5	4	3	2	1	5	4	3	2	1
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5	4	3	2	1	5	4	3	2	1
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5	4	3	2	1	5	4	3	2	1
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5	4	3	2	1	5	4	3	2	1
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Goal Evaluation Worksheet

December 2013

Nancy's priority of the BOE goals:

I think a few of the goals would always be annual goals and, as a package, define the role we have as effective school board members.

Priority 1: Outstanding and visionary governance of the Camdenton R-III School District.

Action Steps:

Ensure data and information are used for improvement.

Maintain 20% fund balance in teachers and incidental funds.

Align decision-making with District strategic goals.

Annually review Board of Education goals in June and set new goals for coming school year in July.

Proactively develop and maintain positive relationships with internal stakeholders and external communities by frequent and focused communications; use of citizen involvement on committees and panels; and by our visibility in the schools, community, and school board association functions.

Priority 2: Monitor expenses in capital improvement projects by way of monthly reports till conclusion of the project.

Priority 3: Increase involvement in education-based legislation.

(This could actually be part of the first priority, but since we have not done a particularly good job of it in the past, perhaps we should make it a separate priority till it becomes more instilled as a part of our effective governance.)

Priority 4: Complete the requirements of the Outstanding Board of Education Award for 2014 in one or more areas.

Priority 5: Complete the requirements for the Governance Team Award so to be eligible in coming years.

Tom:

Feedback on goals - I think 1 & 4 should be considered for combining. They could read something like, "Create a system that aligns Board decision making with the District's strategic objectives through the effective integration of data." I believe improvement should be inherent in our strategic objectives.

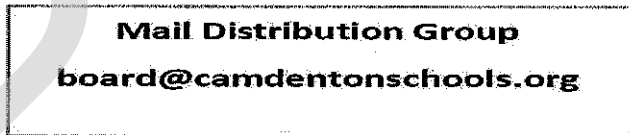
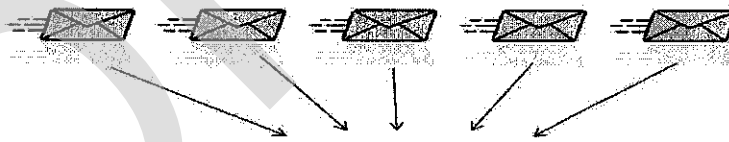
How do we measure improved involvement in education legislation?

I would question how we measure increased communication. Hard to discount any of these goals.

Board Communication

October 30, 2013

Email from patrons



Forwards email to each board member's email account to be answered individually



General Rule: Superintendent crafts response on behalf of District and Board



Recommended Protocol Per MSBA

- o 1. Board members and Superintendent or designee receives questions/comments from patrons via board@camdentonschools.org
- o 2. General Rule: Administration responds on behalf of the District and copies board members on response
- o Any board member may request a topic is added to the Board agenda if Board discussion is needed

Receiving and Sending eMails

- o 1. eMails received or sent from school account are subject to the Sunshine Law
- o 2. eMails responded to from a personal account may or may not be subject to Sunshine Law
- o 3. MSBA recommends that board members have a school email account rather than using personal accounts

- o 4. **Word of caution:** you may further confuse the issue by sending seven different answers to patrons; clarify in email that it is your own personal opinion...NOT THE OPINION OF THE BOARD
- o Never use 'Reply All'—concern is in accidentally creating a Board discussion in violation of the Sunshine Law
- o Using school accounts rather than personal accounts makes it easier for Board members to separate official business from personal business, thus making it easier to comply with the Sunshine Law

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BOARD MEMBER QUALIFICATIONS

Pursuant to law, members of the Board of Education shall meet all of the following requirements:

1. Be citizens of the United States and of America.
2. Be resident taxpayers of the Camdenton R-III School District. A "taxpayer" is an individual who has paid taxes to the state or any subdivision thereof within the immediately preceding 12-month period, or the spouse of such individual.
3. They shall also have resided in the state of Missouri for a minimum of one year immediately preceding their election or appointment.
4. Members shall be at least 24 years of age.
5. Be eligible to hold office in accordance with Missouri law, including § 561.021, RSMo.
6. While holding office, not be serving a sentence or period of probation for a felony in Missouri or for a crime that would be a felony if committed in Missouri.
7. Have never pled guilty or *nolo contendere* nor been convicted under Missouri law or the law of another jurisdiction of a felony connected with the exercise of the right of suffrage.
8. Not be registered or required to be registered as a sex offender pursuant to Missouri law, §§ 589.400 - 425, RSMo.
9. Have filed all required campaign disclosure reports for all previous elections in which they were candidates and have paid all fees assessed against them by the Missouri Ethics Commission, if applicable.

All Board members should have a knowledge of and an interest in the welfare and educational opportunities of students.

Board members initially elected or appointed after August 28, 1993, in addition to the other qualifications listed in this policy, are required by law to successfully complete orientation and training requirements within one year of the date of the election or appointment. The orientation and training shall be offered by a statewide association organized for the benefit of members of boards of education or approved by the State Board of Education and consist of at least 16 hours, with the cost of such training/travel expenses to be paid by the district. All programs providing the orientation and training required under the provisions of this section shall be offered by a statewide association

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organized for the benefit of members of Boards of Education or be approved by the State Board of Education.

A Board member is a "public servant" under the Missouri Criminal Code provisions regarding bribery, according to corruption, official misconduct and misuse of official information.

A "taxpayer" is an individual who has paid taxes to the state or any subdivision thereof within the immediately preceding 12-month period, or the spouse of such individual.

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

Adopted: 08/08/1994

Revised: 07/10/2000;

Cross Refs: AA, School District Legal Status

Legal Refs: Mo. Const. art. VII, § 8
§§ 130.071, 160.011(H), 162.014, 203, 291, 556.061(23), 561.021, 575.100, 120,
520, 576.010 - 050, RSMo.

Camdenton R-III School District, Camdenton, Missouri

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EXPLANATION: REPORTING AND INVESTIGATING CHILD ABUSE/NEGLECT

Districts should adopt these changes prior to January 1, 2014.

MSBA has revised this policy to meet the new requirements brought about by House Bill 505 (2013) regarding the obligations of mandated reporters in the school setting. Specifically, House Bill 505 now requires any teacher, principal or other school official who has reasonable cause to suspect that a child has been or may be subjected to abuse or neglect to immediately file a report with the Children's Division (CD) of the Department of Social Services. Further, if a student reports alleged sexual misconduct on the part of a teacher or other school employee to a school employee who is a mandated reporter, that person and the superintendent must immediately file a report with the CD.

The law previously stated that the mandated reporter should file a report or "cause a report to be made." Now the employee should report directly and immediately to the CD.

House Bill 505 also requires districts to implement an annual training program for all school district employees who are mandated reporters of child abuse or neglect. The training program must include specific information about a variety of topics (listed in the "training" section of this policy). The law also requires the School Board to "adopt and implement training guidelines and an annual training program for all school employees who are mandatory reporters of child abuse or neglect..." by January 1, 2014. Because this deadline is fast approaching, MSBA is releasing this policy earlier than the rest of the legislative update.

Please note that MSBA is developing online staff training to assist districts in meeting all of the legally required training obligations, as well as other recommended training. Districts that subscribe to this training will have access to a short course that meets the requirements of House Bill 505, as well as several other courses on topics such as confidentiality, preventing discrimination and harassment, and disciplining students. The full course offering will be available to districts this fall.

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REPORTING AND INVESTIGATING CHILD ABUSE/NEGLECT

The Camdenon R-III School District and its employees will take action to protect students and other children from harm including, but not limited to, abuse and neglect, and will respond immediately when discovering evidence of harm to a child. Employees must cooperate fully with investigations of child abuse and neglect. The district prohibits discrimination, negative job action or retaliation against any district employee who, in good faith, reports alleged child abuse or neglect, including alleged misconduct by another district employee.

Employees failing to follow the directives of this policy or state or federal law will be subject to discipline including, but not limited to, termination, and may be subject to criminal prosecution.

Public School District Liaison

The superintendent shall designate a specific person or persons to serve as the public school district liaison(s) and forward that information to the local division office of the Children's Division (CD) of the Department of Social Services. The liaison(s) shall develop protocols in conjunction with the chief investigator of the local division office to ensure information regarding the status of a child abuse or neglect investigation is shared with appropriate school personnel.

The liaison(s) will also serve on multidisciplinary teams used in providing protective or preventive social services along with law enforcement, the juvenile officer, the juvenile court and other agencies, both public and private.

It will be the responsibility of the liaison(s) to arrange for training and information necessary to assist staff members in identifying possible instances of child abuse and neglect, including annual updates regarding any changes in the law. Additionally, the liaison is charged with implementing a planned program of personal safety and awareness education, including methods for preventing sexual abuse, that shall be provided to teachers, students and parents/guardians.

Training

The superintendent or designee shall implement annual training necessary to assist staff members in identifying possible instances of child abuse and neglect, including annual updates regarding any changes in the law. Such training shall:

1. Provide current and reliable information on identifying signs of sexual abuse in children and danger signals of potentially abusive relationships between children and adults;
2. Emphasize how to establish an atmosphere of trust so that students feel that their school has concerned adults with whom they feel comfortable discussing matters related to abuse.

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3. Emphasize that all mandatory reporters shall, upon finding reasonable cause, directly and immediately report suspected child abuse or neglect. These reports must be made even if the person suspected of abusing the child is another mandated reporter, such as another school employee.
4. Emphasize that no supervisor or administrator may impede or inhibit any reporting under state law.
5. Emphasize that no person making a report in accordance with law shall be subject to any sanction, including any adverse employment action, for making such a report.

Reporting Child Abuse/Neglect

The Board of Education requires its staff members to comply with the state child abuse and neglect laws and the mandatory reporting of suspected neglect and/or abuse. Any school official or employee acting in his or her official capacity who knows or has reasonable cause to suspect that a child has been subjected to abuse or neglect, or who observes the child being subjected to conditions or circumstances that would reasonably result in abuse or neglect, withshall directly and immediately make a report to the school administrator or designee CD, including any report of excessive absences that may indicate educational neglect. The school principal or designee will then become responsible for making a report via the Child Abuse and Neglect Hotline to the CD, as required by law. This policy does not preclude any employee from directly reporting abuse or neglect to the CD; however, the school official or employee must notify the school administrator or designee immediately after making a report. No internal investigation shall be initiated until such a report has been made, and even then the investigation may be limited if the report involves sexual misconduct by a school employee. Employees who make such reports to the CD must notify the school administrator or designee that a report has been made. The administrator or designee will notify the superintendent or designee and the district liaison(s) about the report.

The school administrator or designee will inform the superintendent or designee and the liaison(s) that a report has been made and will keep them aware of the status of the case. The school administrator or designee may also notify law enforcement or the juvenile office when appropriate. If the school administrator or designee can employ a reasonable cause to believe that a victim of such abuse or neglect is a resident of another state or was injured as a result of an act that occurred in another state, then, in addition to notifying the Missouri CD pursuant to this policy, he or she may also make a report to the child protection agency with the authority to receive such reports, pursuant to law, in the other state.

In accordance with law, if a student reports alleged sexual misconduct on the part of a school district employee to an employee of this district, the employee who receives the report and the superintendent shall forward immediately report the allegation to the CD within 24 hours of receiving

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the information set forth in law. For the purposes of this policy, the term "sexual misconduct" is defined as engaging in any conduct with a student, on or off district property, that constitutes the crime of sexual misconduct; illegal sexual harassment as defined in policy AC, as determined by the district; or child abuse involving sexual behavior, as determined by the CD.

The reporting requirements in this section are individual, and no supervisor or administrator may impede or inhibit any reporting under this section. No employee making a report in accordance with law shall be subject to any sanction, including any adverse employment action, for making such a report. Further, the superintendent and other district administrators shall ensure that any employee mandated by law to make a report shall have immediate and unrestricted access to the communication technology necessary to make an immediate report. Employees shall also be temporarily relieved of other work duties for such time as is required to make any mandated report.

Investigating Child Abuse/Neglect

Except in situations involving sexual misconduct, when the CD receives a child abuse report alleging that an employee of the district has abused a student, the report shall be immediately referred to the superintendent (or the president of the School Board in situations concerning the superintendent), who will conduct an initial investigation. If the initial investigation determines that the report relates to a spanking by a certificated district employee or the use of reasonable physical force against a student for the protection of persons or property by any district personnel administered pursuant to district policy, or if it is determined that the sole purpose of the report is to harass a district employee, the report will be investigated as detailed below in accordance with law. All other reports of any nature will be immediately returned to the CD for investigation.

Harassment, Spanking or Protection of Persons or Property

If a report to the CD relates to a spanking by a certificated district employee or the use of reasonable physical force against a student for the protection of persons or property by any district personnel administered pursuant to district policy, or if it is determined that the sole purpose of the report is to harass a district employee, the superintendent, Board president or a designee of either will notify law enforcement of the county in which the alleged incident occurred. The district will jointly investigate the matter with the law enforcement officer. The superintendent, Board president and their designees are authorized to contact and utilize the district's attorney to assist in the investigation.

Once the investigation is concluded, the law enforcement officer and the investigating district personnel will issue separate reports of their findings, no later than seven days after the district receives notice of the allegation from the CD. The reports must contain a statement of conclusion as to whether the preponderance of evidence supports a finding that the alleged incident of child abuse is substantiated or unsubstantiated. The Board will consider the separate reports and will issue

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its findings and conclusions, if any, within seven days after receiving the last of the two reports. The findings and conclusions will be made as required by state law and will be sent to the CD.

Sexual Misconduct Involving an Employee

The district takes all allegations of sexual misconduct seriously, regardless of the source. When an allegation is made, district employees will immediately take appropriate action to protect students and other children, which will include reporting to the CD in accordance with Board policy and notifying the superintendent. The superintendent or designee will contact law enforcement and begin an investigation.

In accordance with law, if a student reports alleged sexual misconduct on the part of a teacher or other employee of a school district to a district employee, the employee who receives the report shall notify the superintendent immediately and forward report the allegation to the CD within 24 hours of receiving the information. The superintendent will also forward the allegation to the CD within 24 hours of receiving the report. The CD will investigate all allegations of sexual misconduct involving district employees. The district may investigate the allegations for the purpose of making employment decisions.

Referral to the Office of Child Advocate for Children's Protection and Services

If the CD determines that a report of child abuse or neglect is unsubstantiated, the district or a district employee may request that the report be referred to the Office of Child Advocate for Children's Protection and Services for additional review.

Information from the Children's Division

In accordance with law, as mandated reporters district employees reporting child abuse and neglect are entitled upon request to information on the general disposition of a report of child abuse or neglect and may receive findings and information concerning the case at the discretion of the CD. The CD will also notify the district when a student is under judicial custody or when a case is active regarding a student.

Any information received from the CD will be kept strictly confidential in accordance with law and will only be shared with district employees who need to know the information to appropriately supervise the student or for intervention and counseling purposes. All written information received by any public school district liaison or the district shall be subject to the provisions of the Family Educational Rights and Privacy Act (FERPA). Information received from the CD will not be included in the student's permanent record.

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Immunity

In accordance with law, any person who in good faith reports child abuse or neglect; cooperates with the CD or any law enforcement agency, juvenile office, court, or child-protective service agency of this or any other state in reporting or investigating child abuse or neglect; or participates in any judicial proceeding resulting from the report will be immune from civil or criminal liability.

Any person who is not an employee of the district and who in good faith reports to a district employee a case of alleged child abuse by any district employee will be immune from civil or criminal liability for making such a report or for participating in any judicial proceedings resulting from the report.

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

Adopted: 08/08/1994

Revised: 08/11/2003; 09/13/2004; 07/10/2006; 05/09/2011; 06/11/2012; 04/08/2013

Cross Refs: AC, Prohibition against Discrimination, Harassment and Retaliation
GBH, Staff/Student Relations

GBLB, References
GCPD, Suspension of Professional Staff Members
GCPE, Termination of Professional Staff Members
GDPE, Nonrenewal of Professional Staff Members
GDPP, Nonrenewal, Suspension and Termination of Support Staff Members

Legal Refs: §§ 160.261, 162.069, 167.122 - 123, 210.110 - .165, 865, RSMo.
Family Educational Rights and Privacy Act of 1974, 20 U.S.C. § 1232g

Camdenton R-III School District, Camdenton, Missouri

REFERENCE COPY

FILE: GCA
Basic

PROFESSIONAL STAFF POSITIONS

The Board of Education may, upon the recommendation of the superintendent, ~~elect and appoint certificated~~ employ professional staff positions, assistant principals, principals, directors, and other supervisory personnel as may be required for proper classification and the accreditation of the schools; and to accomplish the district's goals and objectives.

The term "professional staff" will be used to designate those employees who must either possess teaching, administrative or professional certificates issued by state educational authorities or degrees from accredited institutions of higher learning in order to maintain their status with the district positions that legally require a certificate issued by the Department of Elementary and Secondary Education (DESE) or that have been designated by the district as "professional" positions in the relevant job descriptions. Positions not designated as "professional" will be considered "support staff" positions for the purposes of Board policies.

The Board instructs the superintendent to will maintain a comprehensive and up-to-date current set of job descriptions for all positions in the school system district. These job descriptions are kept in a separate manual and are available during regular business hours in the office of the assistant superintendent.

The superintendent or designee shall have general responsibility for coordinating the employment of all professional staff and maintaining adequate personnel records. The superintendent or designee will assign all professional staff one or more immediate supervisors who will provide training, direction and performance evaluations.

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

Adopted: 08/08/1994

Revised: 09/19/2002;

Camdenton R-III School District, Camdenton, Missouri

PROFESSIONAL STAFF FRINGE BENEFITS

The Board recognizes that fringe benefits, such as insurance opportunities, are an integral part of the total compensation plan for full-time professional staff members. The Board of Education shall provide fringe benefits to all full-time contracted professional staff members contracted for 178 days or more per year and who work 30 hours or more per week by offering participation in a group insurance plan. The superintendent or designee will research and present to the Board fringe benefit opportunities that will assist the district in attracting and retaining quality employees.

Unless otherwise indicated in this policy, a professional staff member is considered to be a full-time employee if he or she is contracted for 178 days or more per year and works 30 hours or more per week in accordance with the employee's job description.

Benefits Fully or Partially Paid by the District

The district will provide access to and contribute toward the cost of the following benefit options for full-time professional staff members:

- 1. Health insurance or a group health plan
- 2. Life insurance
- 3. [REDACTED]
- 5. Other benefits as approved by the Board

In accordance with law, any contract for an insurance policy provided for the benefit of employees will be submitted to competitive bidding at least every three years.

Health Insurance or Group Health Plan

The Board will provide eligible full-time employees access to district-sponsored health insurance or a group health plan, in accordance with federal law. For health insurance or health plan purposes, an eligible employee is defined as a staff member the district reasonably expects to work an average of 30 hours or more per week as determined by law.

The Board of Education will purchase medical insurance for each certificated employee. The health insurance carrier will be selected by the Board and will be reviewed annually.

Any plan of group/district health insurance contract or plan shall include a provision allowing persons who retire, or who have retired, from the district to remain or become members of the plan if they are eligible to receive benefits under the Public School Retirement System of Missouri (PSRS) or the Public Education Employee Retirement System of Missouri (PEERS), by paying premiums at

the same rate as other members of the group, pursuant to the limitations set forth in § 169.590, RSMo. In addition, the retiree's spouse and children must be allowed to become members of the plan if they are receiving or are eligible to receive benefits under the PSRS or PEERS. Retirees and their spouses and children will have one year from the date of retirement to qualify and enroll in the coverage. Once that date has passed, if a retiree or his or her spouse or children discontinue district coverage, they are not eligible to re-enroll.

Benefits Provided by the District at Employee Expense

In addition, the Board of Education will provide to employees, at employee expense, a premium-only cafeteria plan, as permitted under federal law, which includes pre-taxing elective contributions for medical expenses and dependent child care.

It is the policy of the Board to make deductions from salaries for dependent insured coverage, if requested.

Consolidated Omnibus Budget Reconciliation Act of 1986 (COBRA) Requirements

At the time of commencement of coverage under the plan, an employee shall be given his or her first notification of rights under the Consolidated Omnibus Budget Reconciliation Act (COBRA). Further notification is contingent upon the occurrence of a qualifying event and, in applicable situations, notification to the district that a qualifying event has occurred, as required by law. In accordance with law, the district-sponsored health insurance or group health plan will allow for continuing coverage of employees and their spouses, former spouses or dependent children after certain qualifying events upon payment of the applicable premium. This obligation applies to both district-paid and employee-paid options. Qualifying events include, but are not limited to, employee resignation from the district, most situations involving employee termination and situations where an employee's hours have been reduced so that he or she no longer qualifies for district-paid health insurance or the group health plan. The district will provide notices as required by law.

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

Adopted: 08/08/1994

Revised: 09/19/2002; 01/12/2009;

REFERENCE COPY

FILE: GCBC
Critical

Legal Refs: §§ 67.150, 210, 169.590, 376.428, 453, RSMo.
Internal Revenue Code, 26 U.S.C. § 125
~~Consolidated Omnibus Budget Reconciliation Act, 29 U.S.C. §§ 1161-1169~~
~~Patient Protection and Affordable Care Act, 26 U.S.C. § 49801H~~
~~Public Health Service Act, 42 U.S.C. §§ 30066-1, 30066-8~~

Camdenton R-III School District, Camdenton, Missouri

REFERENCE COPY

FILE: GDA
Basic

FILE: GDA REFERENCE COPY
Basic

EXPLANATION: SUPPORT STAFF POSITIONS

This policy was previously considered supplemental, but MSBA now recommends that all districts adopt this policy.

MSBA has modified this policy for clarity and strongly encourages the district to carefully review the definition of "support staff." As student needs have changed, school district staff have diversified. New positions that did not exist even 15 years ago are now common. MSBA's personnel policies are divided between "professional staff" and "support staff," so it is important for the definitions of these terms to be clear and for the district to clearly understand where each employee position falls.

In particular, the following job categories should be analyzed to determine whether they belong in the "professional staff" or "support staff" categories in your district:

1. Nurses
2. Information technology (IT) specialists
3. Parents as Teachers educators
4. Bus, maintenance or custodial supervisors
5. Central office staff, such as accountants or bookkeepers

MSBA has also merged language from another supplemental policy, GDM, into this policy. Districts that have not adopted GDM should now rescind it and replace it with GDA.

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

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

REFERENCE COPY

FILE: GDBC
Critical

SUPPORT STAFF FRINGE BENEFITS

The Board recognizes that fringe benefits, such as insurance opportunities, are an integral part of the total compensation plan for support staff members. The Board of Education shall provide fringe benefits to all support staff employees who work 177.5 days and 30 hours or more a week by offering participation in a group insurance plan. The superintendent or designee will research and present to the Board fringe benefit opportunities that will assist the district in attracting and retaining quality employees.

Unless otherwise indicated in this policy, a support staff member is considered to be a full-time employee if he or she works 177.5 days per year and 30 hours or more per week in accordance with the employee's job description.

Benefits Fully or Partially Paid by the District

The district has a wide variety of support staff members with varying schedules and compensation expectations. The district will notify employees in writing of the benefits associated with their positions. The district may provide access to and contribute toward the cost of the following benefit options, depending on the position:

- 1. Health insurance or a group health plan
- 2. Life insurance
- 3. [REDACTED]
- 4. Other benefits as approved by the Board

In accordance with law, any contract for an insurance policy provided for the benefit of employees will be submitted to competitive bidding at least every three years.

Health Insurance or Group Health Plan

The Board will provide eligible full-time employees access to district-sponsored health insurance or a group health plan, in accordance with federal law. For health insurance or health plan purposes, an eligible employee is defined as a staff member the district reasonably expects to work an average of 30 hours or more per week as determined by law.

Any plan of group/district health insurance contract or plan shall include a provision allowing persons who retire, or who have retired, from the district to remain or become members of the plan if they are eligible to receive benefits under the Public School Retirement System of Missouri (PSRS) or the Public Education Employee Retirement System (PEERS); by paying premiums at the same rate as other members of the group/purchase to the extent that the limitations set forth in § 169.590, RSMo. In addition,

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FILE: GDBC
Critical

The retiree's spouse and children must be allowed to become members of the plan if they are receiving or are eligible to receive benefits under the PSRS or PEERS. Retirees and their spouses and children will have one year from the date of retirement to qualify and enroll in the coverage. Once that date has passed, if a retiree or his or her spouse or children discontinue district coverage, they are not eligible to re-enroll.

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Adopted: 08/08/1994
Revised: 09/19/2002, 01/08/2007, 05/11/2009, 05/24/2011
Legal Refs: §§ 67.150, .210, 169.590, 376.428, 453, RSMo.

REFERENCE COPY

FILE: GDBC
Critical

Internal Revenue Code, 26 U.S.C. § 125
Consolidated Omnibus Budget Reconciliation Act, 29 U.S.C. §§ 1161-1168
Patient Protection and Affordable Care Act, 26 U.S.C. § 4980H
Public Health Service Act, 42 U.S.C. §§ 300bb-1 - 300b-8

Camdenton R-III School District, Camdenton, Missouri

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