

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

**Regular Meeting – Administration Building, Board Room
June 8, 2015 – 5:30 p.m.**

Present:

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

I. CALL TO ORDER & RECITE PLEDGE OF ALLEGIANCE

The Camdenton R-III Board of Education met in Regular Session in the Board Room of the Administration Office on Monday, June 8, 2015. The meeting was called to order by President McElyea at 5:30 p.m. The pledge of allegiance was recited.

II. APPROVAL OF AGENDA

Regular Meeting – June 8, 2015
Strategic Plan Goal Area – Governance

Motion: Move to approve the agenda of the Regular June 8, 2015, meeting as presented.
Barbour/Masterson - all ayes.

Dr. Hadfield introduced Darren Figgins, the new student advisor to the Board of Education.

III. PUBLIC COMMENT

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

IV. CONSENT ITEMS

- A. Approve Minutes and Documentation of Regular Meeting – May 11, 2015
Strategic Plan Goal Area - Governance
- B. Approve Minutes and Documentation of Special Meeting – May 28, 2015
Strategic Plan Goal Area - Governance
- C. Set Facilities Rental Fees
Pursuant to Board policy, the Board must review the District's rental fee schedule on a yearly basis. (Fee Schedule in Buildings & Fees for RC Worthan Auditorium). An increase in gym rental rates was proposed for OBE, HD and Hawthorn.
Strategic Plan Goal Area - Governance
- D. School Climate/Discipline Reports
Information from each building related to discipline reports was presented.
Strategic Plan Goal Area – Governance
- E. End-of-Year Bus Route Approval
Modifications made to bus routes during the school year must be approved by the local Board by the end of June. Revised route information was included.
Strategic Plan Goal Area - Governance
- F. Accept Bids for Used Buses
Used bus bid recommendations were made.
Strategic Plan Goal Area - Governance
- G. Approve New LEAD Time Enrichment Course
A description was presented for the enhancement to LEAD time course.
Strategic Plan Goal Area - Governance

H. Approve 2015-2016 Annual/Perpetual Calendar

The recommended 2015-2016 Annual/Perpetual Calendar was presented.

Strategic Plan Goal Area - Governance

I. Approve Bids for Technology including Wireless Access Points, Apple iPad Air 2, OC4 Fiber

Installation, SMART SPNL-6065 Interactive TV

Bid recommendations were presented for the above items.

Strategic Plan Goal Area - Governance

Motion: Move to approve consent items as presented.

Schulte/Hulett - all ayes.

V. APPROVAL OF BILLS

Strategic Plan Goal Area – Governance

Motion: Move to approve all bills and addenda as submitted, excluding bills from ACI/Boland.

Williams/Schulte – all ayes.

Motion: Move to approve ACI-Boland bills as presented.

Williams/Masterson – all ayes; Barbour abstained, nepotism.

VI. APPROVAL OF TREASURER’S REPORT

Strategic Plan Goal Area - Governance

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

Masterson/Barbour - all ayes.

VII. NEW BUSINESS

A. GUIDANCE & COUNSELING REPORT

Tim Roettgen, Guidance Coordinator, reviewed the Guidance and Counseling report.

Strategic Plan Goal Area – Governance

No motion necessary.

B. BOARD POLICY UPDATES

The Board held a first read of the following policies.

Strategic Plan Goal Area – Governance

POLICY CODE	POLICY TITLE
BF	School Board Policy Process
CB	School Superintendent
GBCA	Staff Conflict of Interest
GBCBC	Staff Absences and Tardiness
GBI	Gifts to and Solicitations by Staff
GCBDA	Professional Staff Short-Term Leaves
GCBDA A	Professional Staff Sick Leave Pool
GCPB	Resignation of Professional Staff Members
GCPD	Suspension of Professional Staff Members
GCPE	Termination of Professional Staff Members
GCPF	Renewal of Professional Staff Members
GDBDA	Support Staff Leaves
GDBDA A	Support Staff Sick Leave Pool
GDPA	Nonrenewal, Suspension and Termination of Support Staff Members
IGCB	Programs for Migrant Students
IGDA	Student-Initiated Group Use of District Facilities (K-12 Districts)

IKFB	Graduation Exercises
JHCD	Administration of Medications to Students

No motion necessary.

C. ARROWHEAD CENTRE TAX INCREMENT FINANCING PLAN

An update was given regarding the TIF plan in Osage Beach. The TIF committee will meet at the end of the month. Tim and Jackie are the District's representatives on this committee and sought direction from the Board of Education. After legal review it appears the plan meets the provisions of Board policy.

Strategic Plan Goal Area - Governance

Motion: Move to direct the Board's representatives to approve the Tax Increment Financing Agreement per District policy.

Barbour/Masterson - all ayes.

VIII. UNFINISHED BUSINESS

A. BOARD GOALS

An update to annual Board goals was presented.

Strategic Plan Goal Area - Governance

Motion: Move to adopt the proposed 2015-2016 Board goals as presented.

Hulett/Schulte - all ayes.

B. ELEMENTARY CONSTRUCTION UPDATE

Dr. Hadfield provided construction project updates. Change orders for Osage Beach Elementary and Hurricane Deck Elementary were presented.

Strategic Plan Goal Area - Facilities/Support/Instructional Resources

Motion: Move to approve change order #10 for Osage Beach Elementary and change order #5 for Hurricane Deck Elementary as presented.

Schulte/Barbour - all ayes.

IX. BOARD WRAP-UP

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

Strategic Plan Goal Area - Governance

- Board Activity Calendar for June & July
- MSBA Leadership Summit – June 13-14, 2015 at Tan-Tar-A (*Nancy, Laura & Tim are registered.*)
- Second June Board Meeting – Friday, June 26, 2015, 7:30 a.m.
- July Board Meeting Reports tentatively include: Health Services Report, Food Services Report & Approve Food Service Guidelines, and Volunteer/Community Relations Report
- All-Staff Breakfast – Monday, August 17, 7:00 a.m.
- MSBA Annual Conference – October 1-4, 2015

No motion necessary.

X. EXECUTIVE SESSION

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

- 1) Leasing, purchase or sale of real estate by a public governmental body (610.021)(2).
- 2) Hiring, firing, disciplining, or promoting particular employees (610.021)(3).

- 3) Scholastic probation, expulsion, or graduation of identifiable individuals (610.021)(6).
- 4) 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.

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

XI. ADJOURN MEETING

Motion: Move that the meeting adjourn.

Schulte/Hulett - all ayes.

Meeting adjourned at 7:20 p.m.

Chris C. McElyea - President of the Board

Linda Leu – Secretary of the Board

Camdenton R-III School District

Revised for 2015-2016

Fee Schedule per Meeting for Use of School Building/Facility		
Classroom	\$ 5.00	per hour
Dogwood Elementary Gymnasium	60.00	per hour
Hawthorn Elementary Gymnasium	60.00 75.00	per hour
Hurricane Deck Elementary Gymnasium	50.00 75.00	per hour
Osage Beach Elementary Gymnasium	50.00 75.00	per hour
Oak Ridge Intermediate Gymnasium	75.00	per hour
Middle School Gymnasium	100.00	per hour
Dogwood Elementary Cafeteria	25.00	per hour
Hawthorn Elementary Commons	25.00	per hour
Oak Ridge Intermediate Commons	25.00	per hour
Middle School Commons	25.00	per hour
High School Commons	50.00	per hour
Dogwood Elementary Kitchen	75.00	per hour + cook
Hawthorn Elementary Kitchen	75.00	per hour + cook
Hurricane Deck Elementary Kitchen	75.00	per hour + cook
Osage Beach Elementary Kitchen	75.00	per hour + cook
Oak Ridge Intermediate Kitchen	75.00	per hour + cook
Middle School Kitchen	75.00	per hour + cook
High School Kitchen	100.00	per hour + cook
Little Theater	50.00	per hour – includes ceiling lights and seating
Computer Lab	25.00	per hour
Library	7.50	per hour
Outdoor Athletic Areas	100.00	per hour
RC Worthan Auditorium (High School)	150.00	Per hour – additional fees for technology personnel

Revised & Approved 6/11/2012

Approved 6/10/2013

Revised & Approved 6/9/2014

Revised & Seeking Approval 6/8/2015

Fees for Use of RC Worthan Auditorium

	Hourly Charge	Fee	Notes
Level I: Podium and wired mic Computer for Power Point presentation and Screen	1-Technician @ \$30.00/Hr		
Level II: Sound system with music/body mics /stage mics and headsets	2-Technicians @ \$30.00/ Hr. each 1-Technician @ \$30.00/ Hr (additional) if orchestra pit is used		
Level III: Lighting	1-Technician @ \$30.00/ Hr		Time prior to performance may be required to program lighting cues.
Level IV: Stage rigging/fly space	Minimum of one trained person @ \$30.00/ Hr		Additional people will be needed for complex rigging.
Level V: Orchestra Pit		\$500	Cost to remove and reinstall cover.
Damage Deposit		20% of the total fees and charges with a minimum of \$125.	
Payment of Fees and Charges			All fees, charges and damage deposit are due prior to the event being placed on the school schedule.
Supervision and Cleanup	As per schedule.		

Revised & Approved 6/11/2012
Approved 6/10/2013
Revised & Approved 6/9/2014
Seeking Approval 6/8/2015

**ANNUAL DISCIPLINE REPORT
DOGWOOD ELEMENTARY
2014 - 2015**

The following report reflects the disciplinary problems and actions, which resulted from behaviors of students in our building that required written notice and parental contacts. Note: other minor office visits may not have required written notice. There were 174 school days.

NUMBER OF STUDENTS ENROLLED AS OF

K - 226	1 - 229	2 - 261	Total - 865
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DISCIPLINE NOTICES	K	1 st	2 nd	Totals 2014- 2015	Totals 2013- 2014	Totals 2012- 2013	Totals 2011- 2012
Excessive Absence							
Absent from In-School Suspension							
Verbally Abusive							
Alcohol - Consumption/Possession							
Alcohol - Distribution or Sale of							
Arson FD							
Arson SD							
Arson TD							
Assault - FD							
Assault - SD							
Assault - TD							
Bogus Note							
Bullying/Extortion		1	1	2	2	5	6
Bus Misconduct	21	22	22	65	106	89	122
Cell Phone Misuse							
Cheating							
Computer Policy Violation							
Dangerous Item		1	3	4	4	5	4
Defacing School Property					1	1	
Disruptive Speech or Conduct	7	6	7	20	16	28	20
Disrespectful Speech or Conduct	18	17	16	49	31	45	50
Dress Code Violation							
Drugs - Distribution or Sale of							
Drug Use							
Drug Possession							
Failure to serve Detention							

Weapon - Knife			1				
Weapon - Other Firearm							
Weapon - Other							
Weapon - Shotgun or Rifle							
TOTALS	67	94	84	170	269	263	300

CONSEQUENCES 2013-2014	#	CONSEQUENCES 2013-2014	#	# OF DAYS
Conference with principal	135	After School Detention		
Loss of privileges	104	Saturday School		
Corrective Actions/including Focus Room placements	10	In-School Suspension	10	12
In-School Isolation	2	Out-of-School Suspension	9	14
Parent Conference		Referral to Authorities/Juvenile		

GENERAL INFORMATION

	Total Conduct Reports = 270
Kindergarten	Total Conduct Reports = 92 # of Students Responsible for Reports = 31
1 st Grade	Total Conduct Reports = 94 # of Students Responsible for Reports = 48
2 nd Grade	Total Conduct Reports = 84 # of Students Responsible for Reports = 31

Failure to serve ISS							
Failure to serve Saturday School							
False Alarms							
Fighting							
Food Violation							
Gang Related Behavior							
Harassment-Sexual							
Harassment-General							
Hazing							
Horseplay							
ID Violation							
Insubordination							
Irregular Attendance							
Lack of Effort in the classroom		3	2	5		4	3
Misbehavior	1	1		2	3	1	3
Nuisance/Dangerous Item		1		1	2	2	
Parking Lot Violation							
Public Display of Affection							
Physical Aggression	43	21	22	86	66	70	60
Profanity		6	3	9	6	3	2
Prohibited/Nuisance Item							
Property Damage							
Sexual Assault FD							
Sexual Assault SD							
Sexual Assault TD							
Skipping Class							
Sleeping in Class							
Selling or Trading Articles in School							
Excessive Tardiness							
Tobacco							
Computer/Internet/Email Violation							
Theft		5	5	10	5	8	5
Threats	4	7	2	13	4	4	13
Truancy							
Coming to Class Unprepared							
Vandalism/Destruction of property		2	1	3		1	
Weapon - Handgun							

Oak Ridge Intermediate Discipline Report

The following report reflects the disciplinary problems and actions which resulted from behaviors of students in our building that required written notice and parental contacts. Note: other minor office visits may not have required written notice. There were **174** school days in the 2014-2015 school year.

NUMBER OF STUDENTS ENROLLED AS OF May 26, 2015

5th - 306
6th - 313
Total - 619

DISCIPLINE NOTICES	5 th	6 th	Class 2014- 2015	Total 2014- 2015	Class 2013- 2014	Total 2013- 2014	Class 2012- 2013	Total 2012- 2013
Excessive Absence								
Absent from In-School Suspension								
Verbally Abusive								
Alcohol - Consumption/Possession								
Alcohol - Distribution or Sale of								
Arson FD								
Arson SD								
Arson TD								
Assault - FD								
Assault - SD								
Assault - TD								
Bogus Note								
Bullying	3							
Bus Misconduct	37	52						
Cell Phone Misuse	1	1						
Cheating								
Dangerous Item	1							
Defacing School Property								
Disruptive Speech or Conduct	17	23						
Disrespectful Speech or Conduct	33	59						
Dress Code Violation								
Drugs - Distribution or Sale of								
Drug Use								
Drug Possession								
Failure to serve Detention	1							
Failure to serve ISS								
Failure to serve Saturday School								
False Alarms								
Fighting	3							
Food Violation								

CONSEQUENCES	#	# OF DAYS	CONSEQUENCES	#	# OF DAYS
Conference/warning with principal	106		After School Detention	90	90
Loss of privileges	60		Saturday School	9	9
Corrective Actions			In-School Suspension	28	122
In-School Isolation			Out-of-School Suspension	2	
Restitution/Reimbursement			Referral to Authorities/Juvenile		
Corporal Punishment			Bus Suspensions	19	
Bus Assigned Seat			Bus -Seatbelt required		

GENERAL INFORMATION

Total Conduct Reports = 452
of Conduct Reports of dropped students = 17 conduct reports from 7 students

5th Grade Total conduct Reports = 188
of Students Responsible for Reports = 64
Total Conduct Reports = 264
of Students Responsible for Reports = 86

Students Responsible for Discipline Reports

113 students had 1-4 discipline reports
15 students had 5-10 discipline reports
8 students had 11-16 discipline reports
2 students with 17-22 discipline reports
0 students with 23-28 discipline reports

Gang Related Behavior								
Harassment-Sexual		1						
Harassment-General	12	14						
Hazing								
Horseplay	9	13						
ID Violation								
Insubordination	3	4						
Irregular Attendance								
Lack of Effort in the classroom	4	6						
Misbehavior								
Nuisance/Dangerous Item		6						
Parking Lot Violation								
Public Display of Affection	1	2						
Physical Aggression	56	54						
Profanity								
Prohibited/Nuisance Item		1						
Property Damage	5	8						
Sexual Assault FD								
Sexual Assault SD								
Sexual Assault TD								
Sleeping Class		2						
Sleeping in Class								
Selling or Trading Articles in School								
Excessive Tardiness								
Tobacco								
Computer/Internet/Email Violation	4	5						
Theft		4						
Threats	1	2						
Truancy								
Coming to Class Unprepared		4						
Vandalism/Destruction of property								
Weapon - Handgun								
Weapon - Knife								
Weapon - Other Firearm								
Weapon - Other								
Weapon - Shotgun or Rifle								
TOTALS	188	264	1,452	2,287	583	406	1,274	1,274

**ANNUAL DISCIPLINE REPORT
CAMDENTON HIGH SCHOOL
2014-2015**

The following report reflects the disciplinary problems and actions resulting from behaviors of students in our buildings that required written notice and parental contacts. Information provided by Assistant Principals Larry Lewis and J. D. Hunter.

High School Enrollment

High School Enrollment Last Day of School	9 th	10 th	11 th	12 th	Total
2014-2015	321	334	280	295	1330
2013-2014	336	329	302	330	1397
2012-2013	288	311	334	301	1334

High School Discipline Referrals

HIGH SCHOOL	9th	10th	11th	12th	TOTALS 2014-2015	TOTALS 2013-2014	TOTALS 2012-2013
Alcohol - Consumption/Possession	2	2	0	0	4	7	7
Alcohol - Distribution or Sale of	2				2	2	2
Arson FD	0	0	0	0	0	0	0
Arson SD	0	0	0	0	0	0	0
Arson TD	0	0	0	0	0	0	0
Assault FD	0	0	0	0	0	0	0
Assault SD	0	0	0	0	0	0	0
Assault TD	6	4			10	17	6
Bogus Note	0	0	0	0	0	2	2
Bullying	3	1		3	7	8	8
Bullying/Extortion	0	0	0	0	0	0	0
Bus Misconduct	38	24	3	1	66	41	55
Cell Phone Misuse	50	31	16	9	106	175	154
Cheating	2	7		2	11	12	20
Coming to Class Unprepared	1				1	1	1
Computer Policy Violation	9	6	4	13	32	17	53
Computer/Internet/Email Violation	2	1	4	7	14	10	14
Dangerous Item			1	1	2	1	10
Defacing School Property			1	1	2	2	4
Disrespectful Speech or Conduct	63	29	14	10	116	116	141
Disruptive Speech or Conduct	51	30	4	4	89	80	108
Dress Code Violation	18	13	10		41	34	107
Drugs - Distribution or Sale of			2	2	4	0	4
Drug Possession	11	2	2	2	17	15	15
Drug Use	3	4	2		9	16	16
Excessive Tardiness	184	85	80	62	429	460	566

High School Discipline Consequences by Category

	9th	10th	11th	12th	TOTALS 2014-2015	TOTALS 2013-2014	TOTALS 2012-2013
After-School Detention	20	9	8	6	43	47	28
Alternate Suspension (ASP)	27	12	5	3	47	15	47
Bus - Assigned to a seat	1	1			2	5	2
Bus - Off Bus until further notice	21	11		2	34	26	28
Bus - Seatbelt required					0	0	0
Bus - Warning	1				1	0	0
Computer Usage Suspended					0	0	0
Conference	1	2	1		4	4	0
Counseling					0	0	0
Expulsion					0	0	0
In-School Isolation (Lunch det)	186	108	87	53	434	432	639
In-School Suspension (ISS)	241	120	58	56	475	398	508
Intervention Plan			2		2	0	0
Loss of Privilege	6	7	10	18	41	56	72
No Action Taken					1	0	0
Out-of-Suspension (OSS)	72	32	18	13	135	129	124
Referral					80	0	0
Reimbursement for School Property Damage					0	0	0
Restitution				1	1	0	0
Saturday Detention	17	21	14	20	72	84	110
Warning	103	80	39	31	253	412	338

LCTC Enrollment

LCTC Enrollment Last Day of School	9 th	10 th	11 th	12 th	Total
2014-2015	145	146	123	134	563
2013-2014	133	114	131	147	525
2012-2013	135	161	125	140	561

Lake Career Technical Center Discipline Referrals

LCTC	9th	10th	11th	12th	TOTALS 2014-2015	TOTALS 2013-2014	TOTALS 2012-2013
Alcohol - Consumption/Possession					0	0	0
Alcohol - Distribution or Sale of					0	0	0
Arson FD					0	0	0
Arson SD					0	0	0
Arson TD					0	0	0
Assault FD					0	0	0
Assault SD					0	0	0
Assault TD					0	0	0
Bogus Note					0	0	0
Bullying	2				2	0	0
Bullying/Extortion					0	0	0
Bus Misconduct	2				2	0	0
Cell Phone Misuse		2	1	2	5	17	15
Cheating					0	0	0
Coming to Class Unprepared					0	0	0
Computer Policy Violation					0	0	0
Computer/Internet/Email Violation	3	1	5	4	13	15	0
Dangerous Item	1				1	0	0
Defacing School Property			1		1	0	0
Disrespectful Speech or Conduct	1	1			2	8	8
Disruptive Speech or Conduct		3		1	4	2	20
Dress Code Violation					0	0	0
Drugs - Distribution or Sale of					0	0	0
Drug Possession					0	0	0
Drug Use			2		2	0	0
Excessive Tardiness			3		3	5	0
Failure to serve Detention					0	0	0
Failure to serve ISS					0	0	0
Failure to serve Saturday School					0	0	0
False Alarms					0	0	0
Fighting					0	0	0
Food Violation					0	0	0
Gang Rel Beh					0	0	0

LCTC (continued)	9th	10th	11th	12th	TOTALS 2014-2015	TOTALS 2013-2014	TOTALS 2012-2013
Harassment					0	0	0
Hazing					0	0	0
Horseplay			3	1	4	3	3
ID Violation					0	0	0
Insubordination	2		1	2	5	8	13
Irreg Attendance					0	0	0
Lack of Effort					0	0	0
Misbehavior		1	1		2	1	0
Nuisance/Dangerous Item					0	0	0
Parking Lot Violation	1	1	3	7	12	20	11
Physical Aggression					0	0	0
Profanity	2	3		1	6	12	14
Prohibited Item					0	0	0
Property Damage					0	0	0
Public Display of Affection					0	0	0
Selling or Trading Articles in School					0	0	0
Sexual Assault FD					0	0	0
Sexual Assault SD					0	0	0
Sexual Assault TD					0	0	0
Sexual Harassment				1	1	0	0
Skipping Class		1		4	5	10	8
Sleeping in Class					0	0	2
Theft					0	0	2
Threat					0	0	0
Tobacco	2	4	4	2	12	14	1
Truancy				4	4	0	2
Vandalism					0	0	0
Verbally Abusive					0	0	0
Weapon - Hand-gun					0	0	0
Weapon - Knife					0	0	0
Weapon - Other					0	0	0
Weapon - Other firearm					0	0	0
Weapon - Shotgun or Rifle					0	0	0
Zero Attendance					0	0	0
Totals	16	17	21	32	87	113	100

LCTC Discipline Consequences by Category

	9th	10th	11th	12th	TOTALS 2014-2015	TOTALS 2013-2014	TOTALS 2012-2013
After-School Detention	0	0	1	3	4	1	2
Alternate Suspension (ASP)	1	1	1		3	3	6

LCTC (Continued)	9th	10th	11th	12th	TOTALS 2014-2015	TOTALS 2013-2014	TOTALS 2012-2013
Bus - Assigned to a seat	0	0	0	0	0	0	0
Bus - Off Bus until further notice	0	0	0	0	0	0	0
Bus - Seatbelt required	0	0	0	0	0	0	0
Bus - Warning	1				1	0	0
Computer Usage Suspended	0	0	0	0	0	0	0
Conference	0	1	1	1	3	8	2
Counseling					0	0	0
Expulsion					0	0	0
In-School Isolation (Lunch det)	3	7	2	12	24	23	26
In-School Suspension (ISS)	4	5	4	3	16	8	28
Intervention Plan					0	0	0
Loss of Privilege	1	0	1	2	4	7	3
No Action Taken					0	0	0
Out-of-Suspension (OSS)			1		1	5	2
Referral					0	0	0
Reimbursement for School Property Damage					0	0	0
Restitution					0	0	0
Saturday Detention	1				1	4	6
Warning	5	3	10	11	30	42	27

Horizons Enrollment

Horizons Enrollment Last Day of School	9 th	10 th	11 th	12 th	Total
2014-2015	4	16	26	44	92
2013-2014	5	13	17	26	61
2012-2013	1	14	32	44	93

Horizons Laker Educational Center Discipline Referrals

	9th	10th	11th	12th	TOTALS 2014-2015	TOTALS 2013-2014	TOTALS 2012-2013
Alcohol - Consumption/Possession						0	0
Alcohol - Distribution or Sale of						0	0
Arson FD						0	0
Arson SD						0	0
Arson TD						0	0
Assault FD						0	0
Assault SD						0	0
Assault TD						0	0
Bogus Note						0	0
Bullying						0	0
Bullying/Extortion						0	0
Bus Misconduct						0	0
Cell Phone Misuse		2	5		7	0	0
Cheating						0	0
Coming to Class Unprepared						0	0
Computer Policy Violation	1	1	1	1	4	0	0
Computer/Internet/Email Violation			2		2	0	0
Dangerous Item						0	0
Defacing School Property						0	0
Disrespectful Speech or Conduct	1	13	18	8	40	46	13
Disruptive Speech or Conduct		3	7	3	13	18	1
Dress Code Violation						0	0
Drugs - Distribution or Sale of		1	1		2	0	0
Drug Possession		3			3	5	10
Drug Use			5	3	8	6	2
Excessive Tardiness			2	5	7	6	2
Failure to serve Detention		1	2		3	0	0
Failure to serve ISS						0	0
Failure to serve Saturday School						0	0

	9th	10th	11th	12th	TOTALS 2014-2015	TOTALS 2013-2014	TOTALS 2012-2013
False Alarms						0	0
Horizons (continued)							
Fighting			1	1	2	7	0
Food Violation						0	0
Gang Ref Beh						0	0
Harassment		2	1		3	3	0
Hazing						0	0
Horseplay						0	0
ID Violation						0	0
Insubordination			14	15	29	12	12
Irreg Attendance						0	0
Lack of Effort						0	0
Misbehavior		1	7	2	10	16	15
Nuisance/Dangerous Item						0	0
Parking Lot Violation						0	0
Physical Aggression						0	0
Profanity		1	5	3	9	20	7
Prohibited Item						0	0
Property Damage						0	0
Public Display of Affection			2		2	0	0
Selling or Trading Articles in School						0	0
Sexual Assault FD						0	0
Sexual Assault SD						0	0
Sexual Assault TD						0	0
Sexual Harassment						0	0
Skipping Class						0	0
Sleeping in Class						0	0
Theft				3	3	2	0
Threat						0	0
Tobacco		1	11	4	16	15	4
Truancy		8	17	5	30	26	15
Vandalism			1		1	3	0
Verbally Abusive						0	0
Weapon - Hand-gun						0	0
Weapon - Knife						0	0
Weapon - Other						0	0
Weapon - Other firearm						0	0
Weapon - Shotgun or Rifle						0	0
Zero Attendance						0	0
Totals	2	55	113	41	211	299	152

Horizons Discipline Consequences by Category

	9th	10th	11th	12th	TOTALS 2014-2015	TOTALS 2013-2014	TOTALS 2012-2013
After-School Detention		11	25	12	48	44	27
Alternate Suspension (ASP)		5	15	6	26	27	26
Athletic/Activity Event Suspended						0	4
Before School Suspension				1	1		0
Bus - Assigned to a seat						0	0
Bus - Off Bus until further notice						0	4
Bus - Seatbelt required						0	0
Bus - Warning						0	0
Computer Usage Suspended						0	2
Conference						0	2
Counseling						0	0
Exclusion						0	0
In-School Isolation (Lunch det)						0	9
In-School Suspension (ISS)	1	16	23	7	47	47	36
Intervention Plan						0	0
Loss of Privilege		5	17	2	24	12	24
No Action Taken						0	0
Out-of-Suspension (OSS)		13	14	7	34	28	24
Out of School Suspension 1 year						0	0
Referral						0	0
Reimbursement for School Property Damage						0	0
Restitution						0	24
Saturday Detention						0	0
Warning	1	5	19	6	31	53	27

**TOTAL HIGH SCHOOL DISCIPLINE REFERRALS
 (HS + LCTC + Bus + Horizons)**

Grade	Referrals 2014-2015	Referrals 2013-2014	Referrals 2012-2013
9	855	471	595
10	476	451	327
11	375	399	513
12	275	441	332
Totals	1981	1862	1767

DRAFT

**ANNUAL DISCIPLINE REPORT
HAWTHORN ELEMENTARY
2014 - 2015**

The following report reflects the disciplinary problems and actions in which resulted from behaviors of students in our building that required written notice and parental contacts. Note: other minor office visits may not have required written notice. There were 174 school days in the 2014-2015 school year.

NUMBER OF STUDENTS ENROLLED AS OF May
3rd - 245 4th - 242 Total - 487

	3 rd	4 th	Total
Excessive Absence			
Absent from In-School Suspension			
Verbally Abusive			
Alcohol - Consumption/Possession			
Alcohol - Distribution or Sale of			
Arson FD			
Arson SD			
Arson TD			
Assault - FD			
Assault - SD			
Assault - TD			
Bogus Note			
Bullying/Extortion			
Bus Misconduct			
Cell Phone Misuse			
Cheating			
Computer Policy Violation			
Dangerous Item			
Defacing School Property			
Disruptive Speech or Conduct			
Disrespectful Speech or Conduct			
Dress Code Violation			
Drugs - Distribution or Sale of			
Drug Use			
Drug Possession			
Failure to serve Detention			
Failure to serve ISS			
Failure to serve Saturday School			
False Alarms			
Fighting			
Food Violation			

CONDUCT REPORTS	CONDUCT REPORTS	DAYS
Admin/Parent Conference	Before / After School Detention	
Admin/Student Conference	Focus Room	
Alternative Suspension	In School Isolation	
Assigned Seat	In School Suspension	
Banned from activity	Out of School Suspension	
Bus Warning	Saturday Detention	
Conference	Suspended from Bus	
Counseling		
Intervention Plan		
Loss of Privileges		
Restitution		
Seat Belt Required		
Unilateral Removal		
Warning		

GENERAL INFORMATION

Total Conduct Reports = 333
of Conduct Reports of dropped students = 51

3rd Grade Total Conduct Reports = 154
of Students Responsible for Reports = 51

4th Grade Total Conduct Reports = 179
of Students Responsible for Reports = 58

109 students responsible for discipline report

- 91 =students had 1-4 discipline reports
- 14 =students had 5-10 discipline reports
- 3 =students had 11-20 discipline reports
- 1 =students had 20+ discipline reports

Discipline Notices	3 rd	4 th
Gang Related Behavior		
Harassment-Sexual		
Harassment-General		
Hazing		
Horseplay		
ID Violation		
Insubordination		
Irregular Attendance		
Lack of Effort in the classroom		
Misbehavior		
Nuisance/Dangerous Item		
Parking Lot Violation		
Public Display of Affection		
Physical Aggression		
Profanity		
Prohibited/Nuisance Item		
Property Damage		
Sexual Assault FD		
Sexual Assault SD		
Sexual Assault TD		
Skipping Class		
Sleeping in Class		
Selling or Trading Articles in School		
Excessive Tardiness		
Tobacco		
Computer/Internet/Email Violation		
Theft		
Threats		
Truancy		
Coming to Class Unprepared		
Vandalism/destruction of property		
Weapon - Handgun		
Weapon - Knife		
Weapon - Other Firearm		
Weapon - Other		
Weapon - Shotgun or Rifle		

**ANNUAL DISCIPLINE REPORT
CAMDEN TON MIDDLE SCHOOL
2014-2015**

The following report reflects the disciplinary problems and actions resulting from behaviors of students in our buildings that required written notices and parental contacts. Information provided by Assistant Principal William Kurtz.

Enrollment Last Day of School	7 th	8 th	Total
2014-2015	415	337	752
2013-2014	340	316	656
2012-2013	297	327	624
2011-2012	325	297	622

TOTAL MIDDLE SCHOOL DISCIPLINE REFERRALS

Grade	Referrals 2014-2015	Referrals 2013-2014	Referrals 2012-2013	Referrals 2011-2012
7	378	513	188	188
8	338	441	182	204
Totals	716	954	370	392

*Reflects the removal of 35 duplicate referrals.

Middle School Discipline Consequences by Category

	7th	8th	TOTALS 2014-2015	TOTALS 2013-2014	TOTALS 2012-2013	TOTALS 2011-2012
Principal - Parent Conference	0	0	0	0	0	0
Principal - Student Conference	15	11	26	26	11	39
After-School Detention	34	50	84	84	101	71
Saturday School Assignment	8	16	24	24	30	31
In-School Suspension (ISS)	96	172	268	268	298	174
Out-of-School Suspension (OSS)	16	29	45	45	51	35
Alternative Suspension (ASP)	1	1	2	2	0	0
Bus Suspension (Temp Loss of riding priv)	7	8	15	15	15	17
Lunch Detention (LP)	124	199	323	323	237	382

DISCIPLINE NOTICES	7 th	8 th	TOTALS 2014-2015	TOTALS 2013-2014	TOTALS 2012-2013	TOTALS 2011-2012
Excessive Absence	0	0	0	0	0	0
Absent from In-School Suspension	0	0	0	0	0	0
Verbally Abusive	2	3	5	8	12	0
Alcohol - Consumption/Possession	4	0	4	0	0	0
Alcohol - Distribution or Sale of	2	0	2	0	0	0
Arson FD	0	0	0	0	0	0
Arson SD	0	0	0	0	0	0
Arson TD	0	0	0	0	0	0
Assault - FD	2	0	2	0	0	0
Assault - SD	0	0	0	0	0	0
Assault - TD	13	15	28	34	34	34
Bogus Note	0	0	0	0	0	0
Bullying/Extortion	27	19	46	45	22	16
Bus Misconduct	32	36	68	76	36	42
Cell Phone Misuse	16	21	37	57	28	22
Cheating	1	0	1	0	0	0
Computer Policy Violation	8	6	14	10	11	0
Dangerous Item	0	0	0	0	0	0
Defacing School Property	0	1	1	4	0	0
Disruptive Speech or Conduct	70	82	152	222	37	45
Disrespectful Speech or Conduct	39	43	82	47	28	29
Dress Code Violation	2	2	4	2	1	0
Drugs - Distribution or Sale of	0	4	4	2	2	0
Drug Use	0	0	0	0	0	0
Drug Possession	0	8	8	8	4	16
Failure to serve Detention	0	0	0	0	0	0
Failure to serve ISS	1	4	5	1	0	0
Failure to serve Saturday School	0	0	0	0	0	0
False Alarms	0	0	0	0	0	0

DISCIPLINE NOTICES	7 th	8 th	TOTALS 2014-2015	TOTALS 2013-2014	TOTALS 2012-2013	TOTALS 2011-2012
Fighting	5	9	14	21	21	0
Food Violation	0	0	0	0	0	0
Gang Related Behavior	0	0	0	0	0	0
Harassment-Sexual	3	13	16	16	0	0
Harassment-General	1	4	5	3	0	0
Hazing	0	0	0	0	0	0
Horseplay	17	20	37	20	15	25
ID Violation	0	0	0	0	0	0
Insubordination	6	18	24	45	15	54
Irregular Attendance	0	0	0	0	0	0
Lack of Effort in the classroom	4	2	6	25	0	30
Misbehavior	11	11	22	72	2	1
Nuisance/Dangerous Item	1	4	5	4	0	0
Parking Lot Violation	0	0	0	0	0	0
Public Display of Affection	4	9	13	0	2	3
Physical Aggression	0	1	1	0	0	0
Profanity	17	17	34	22	13	18
Prohibited/Nuisance Item	0	2	2	0	0	0
Property Damage	0	1	1	0	0	0
Sexual Assault FD	0	0	0	0	0	0
Sexual Assault SD	0	0	0	0	0	0
Sexual Assault TD	0	0	0	0	0	0
Skipping Class	2	4	6	3	10	30
Sleeping in Class	0	0	0	0	0	0
Selling or Trading Articles in School	0	0	0	0	0	0
Excessive Tardiness	63	101	164	106	62	61
Tobacco	0	6	6	0	0	0
Computer/Internet/Email Violation	4	2	6	0	0	0
Theft	0	10	10	8	2	0
Threats	1	3	4	10	4	11
Truancy	17	44	61	23	2	4
Coming to Class Unprepared	0	8	8	0	0	0
Vandalism/destruction of property	2	3	5	4	0	0
Weapon - Handgun	0	0	0	0	0	0
Weapon - Knife	0	0	0	0	0	0
Weapon - Other Firearm	0	0	0	0	0	0
Weapon - Other	0	0	0	0	0	0
Weapon - Shotgun or Rifle	0	0	0	0	0	0
TOTALS	378	513	891	954	370	392

*Reflects the removal of 35 duplicate referrals.

BUS #	ROUTE		OWN-ERSHIP	DAYS	DISA MILES	APPR MILES	ROUTE MILES	DATE LAST CHANGED
	#	TYPE						
168	1	R	D	174	0	3,132	0	8/19/2014
169	2	R	D	174	0	12,876	0	8/19/2014
170	3	R	D	174	0	12,876	0	8/19/2014
171	4	R	D	174	0	6,960	0	8/19/2014
225	5	R	D	174	68	11,832	0	8/19/2014
183	6	R	D	174	68	11,832	0	8/19/2014
207	7	R	D	174	68	11,832	0	8/19/2014
212	8	R	D	174	56	9,744	0	8/19/2014
189	9	R	D	174	64	11,136	0	8/19/2014
185	10	R	D	174	82	14,256	0	8/19/2014
175	11	R	D	174	40	6,960	0	8/19/2014
208	12	R	D	174	76	13,672	0	8/19/2014
213	13	R	D	174	132	22,968	0	8/19/2014
188	14	R	D	174	12	2,088	0	8/19/2014
211	15	R	D	174	70	12,180	0	8/19/2014
192	16	R	D	174	40	6,960	0	8/19/2014
214	17	R	D	174	82	14,256	0	8/19/2014
190	18	R	D	174	130	22,920	0	8/19/2014
178	19	R	D	174	72	12,624	0	8/19/2014
177	20	R	D	174	16	2,184	0	8/19/2014
217	21	R	D	174	42	7,308	0	8/19/2014
217	23	R	D	174	74	12,978	0	8/19/2014
206	24	R	D	174	86	14,854	0	8/19/2014
180	25	R	D	174	82	14,854	0	8/19/2014
181	26	R	D	174	62	10,788	0	8/19/2014
200	27	R	D	174	76	13,224	0	8/19/2014
224	28	R	D	174	30	5,220	0	8/19/2014
205	29	R	D	174	38	6,612	0	8/19/2014

R = Regular Route
H= Handicap Route
EC= Early Childhood Route
PP= Project Pass Route
RS= Regular Summer School Route
S/CAM= Shuttle on Campus
SMD/SH=Students with Disabilities
SHZ= Shuttle for Horizons
SCAP= Shuttle for Capstone
CBI= Handicapped Other TanTara
ESY= Extended School Year
LP=Laker Pack

BUS #	ROUTE		OWN-ERSHIP	DAYS	DISA MILES	APPR MILES	ROUTE MILES	DATE LAST CHANGED
	#	TYPE						
168	1	R	D	174	0	3,132	0	8/19/2014
169	2	R	D	174	0	12,876	0	8/19/2014
170	3	R	D	174	0	12,876	0	8/19/2014
171	4	R	D	174	0	6,960	0	8/19/2014
225	5	R	D	174	68	11,832	0	8/19/2014
183	6	R	D	174	68	11,832	0	8/19/2014
207	7	R	D	174	68	11,832	0	8/19/2014
212	8	R	D	174	56	9,744	0	8/19/2014
189	9	R	D	174	64	11,136	0	8/19/2014
185	10	R	D	174	82	14,256	0	8/19/2014
175	11	R	D	174	40	6,960	0	8/19/2014
208	12	R	D	174	76	13,672	0	8/19/2014
213	13	R	D	174	132	22,968	0	8/19/2014
188	14	R	D	174	12	2,088	0	8/19/2014
211	15	R	D	174	70	12,180	0	8/19/2014
192	16	R	D	174	40	6,960	0	8/19/2014
214	17	R	D	174	82	14,256	0	8/19/2014
190	18	R	D	174	130	22,920	0	8/19/2014
178	19	R	D	174	72	12,624	0	8/19/2014
177	20	R	D	174	16	2,184	0	8/19/2014
217	21	R	D	174	42	7,308	0	8/19/2014
217	23	R	D	174	74	12,978	0	8/19/2014
206	24	R	D	174	86	14,854	0	8/19/2014
180	25	R	D	174	82	14,854	0	8/19/2014
181	26	R	D	174	62	10,788	0	8/19/2014
200	27	R	D	174	76	13,224	0	8/19/2014
224	28	R	D	174	30	5,220	0	8/19/2014
205	29	R	D	174	38	6,612	0	8/19/2014

BUS #	ROUTE		OWN-ERSHIP	DAYS	DISA MILES	APPR MILES	ROUTE MILES	DATE LAST CHANGED
	#	TYPE						
170	30	R	D	174	105	18,270	0	8/19/2014
223	31	R	D	174	36	6,264	0	8/19/2014
222	32	R	D	174	86	14,964	0	8/19/2014
221	33	R	D	174	52	9,048	0	8/19/2014
187	34	R	D	174	59	10,236	0	8/19/2014
167	35	R	D	174	32	5,592	0	8/19/2014
218	36	R	D	174	35	6,144	0	8/19/2014
209	37	R	D	174	124	21,576	0	8/19/2014
227	38	R	D	174	66	11,544	0	8/19/2014
195	39	R	D	174	36	6,264	0	8/19/2014
196	40	R	D	174	102	17,748	0	8/19/2014
205	41	R	D	174	102	17,748	0	8/19/2014
151	42	R	D	174	45	7,680	0	8/19/2014
204	43	R	D	174	86	14,964	0	8/19/2014
197	44	R	D	174	72	12,624	0	8/19/2014
203	45	R	D	174	32	5,592	0	8/19/2014
169	46	R	D	174	38	6,612	0	8/19/2014
191	48	R	D	174	36	6,264	0	8/19/2014
201	50	R	D	174	127	22,098	0	8/19/2014
210	51	R	D	174	80	13,920	0	8/19/2014
184	52	R	D	174	32	5,592	0	8/19/2014
3	53	R	D	174	44	7,656	0	8/19/2014
178	54	R	D	174	19	3,132	0	8/19/2014
176	55	R	D	174	20	3,480	0	8/19/2014
220	56	R	D	174	40	6,960	0	8/19/2014
216	57	R	D	174	46	8,004	0	8/19/2014
187	58	R	D	174	73	12,702	0	8/19/2014
183	59	R	D	174	44	7,656	0	8/19/2014
202	61	H	D	174	86.5	15,633	0	8/19/2014
219	62	H	D	174	91.2	16,516	0	8/19/2014

DRAFT

Camdenon B-III
Request for Course Addition

Course Number: _____ Course Title: Enrichments
 District Department: elective Graduation Department: elective
 Request Effective Date: ASAP

(Circle appropriate choice)
 Subject Type: Reg
 Subject Term Type: Sem
 Weight: _____
 Honors: No
 Grade Level: 9 To 12
no Used for Core GPA
no Used for HS Transcript
yes Used for Marking Attendance

State Reporting:
 State Code _____
 State Program Code _____
 State Testing Method _____
 State Delivery Method _____
 State Minutes Per Week _____

Detailed Course Description (type below):
 Due to the change in the LEAD time Advisory structure for the 2015-2016 school year, Enrichments is a necessary enhancement to LEAD Time.

See attached for the initial list of Enrichments for the initial year.

Signatures: _____ Counselor _____ Date 6-1-15
 _____ Principal _____ Date June 1, 2015
 _____ Superintendent _____ Date 6-1-2015
 Board Approval _____ Date _____

Enrichment Title	Teacher
Intro to Cabinetmaking	Bearden
Intro to Auto Cosmetics + Extended Lab time for current Collision Repair students	Briscoe
Introduction to Video Game Design	Cramer
SkillsUSA	Dulle
Current Issues in Criminal Justice	Edgar
Intro to Metal Fabrication + Extended Lab time for current Welding/Machine Tool students	Hayes
Introduction to Engine Mechanics	Keeney
Leadership Training in Agricultural Careers	Kitchen & Toops
Automotive Research & Projects	Perkins
Broadcast Media	Poe
Sign Language	Reuba
Extended Classroom Observations for current Teacher Education students	Raus
Creating a Positive Digital Footprint	Tynes
Champions at Work	Wackerman & Bonds
Culinary Arts	Wilson
ACT Prep	
AP/IB Study Hall	Hubbard
Reading Club	Brock
Brass Sectionals	Beur
College and Career Readiness Lab	Crocker
Community Art Project	Farrow
Independent Art	Gibson
Engineering and Design	Jackson, J.
Environtron	Brauer/Reeves
Exploring Cultural/Cultures in Action	Whitaker
Fib Lab	Allman
Film Study	Nickola, J.B.
Games Galore	O'Leary
Creative Video and Film	M. Jackson
3D Modelling	Cornet
Leadership in Action	Sellers
Personal Wellness	B. Eros
Service Learning Project	Life Skills Teacher
Social Life Skills/Career Exploration	House or Cunningham
Speech & Debate	Martin

Sports Leadership and Conditioning	Shore, Caffey, O'Quinn, Bruck, Bayless, Foulk
Student Leaders In Action/Student Council	Becker/Kramer
Study Hall	Self
Travel and Event Planning	Interventionist - New Hire
Trivia and Quiz Bowl	Stavson
Woodwind Sectionals	Fall
Teacher of Origin Help	???

ANNUAL/PERPETUAL CALENDAR

July 2016

2015-2016	School District Perf. (Monitor Funds)	School District Vision (Develop)	Connect to Ownership	Review Policies	Monitor Admin. Limitations	Agenda Consent Items	Agenda Items
	School Resource Officer Rpt						Recognition of Career & Techn. Educ. Month Calendar Hearing - Approve next year's school calendar.
NO REGULARLY SCHEDULED MEETING							
March 2016	Program Evaluations Technology Report		Patron Panel Meeting		Approve Bills	Minutes Ex. in Ed.	Classified Employee of the Month TAC (Teachers Assoc. of Colorado) Salary & Benefit Proposal for Next Year State Budget & Program Update - Preliminary Budget Approval Tech Plan every 3 yrs. (back in 2017)
April 2016	Program Evaluations Literacy Report (2nd Year)				Approve Bills	Ex. in Ed. Resolution Requesting Blair Trust Funds Approve Summer Sch. Prog. Appl.	L. Award Minutes Eliminate Invoicing Adjourn Reopening Board 2nd Agenda Dissolve Board, Appr. Sgt. as Chair Oath in New Board Members Report of Officers Classified Employee of the Month
May 2016 (to 2016)					Approve Bills	Minutes Ex. in Ed.	Plaque to Retiring Student Advisor Classified Employee of the Month

2015-2016	School District Perf. (Monitor Funds)	School District Vision (Develop)	Connect to Ownership	Review Policies	Monitor Admin. Limitations	Agenda Consent Items	Agenda Items
	School Resource Officer Rpt						
NO REGULARLY SCHEDULED MEETING							
June 2016	Program Evaluations Guidance & Counseling Rpt		Patron Panel Meeting		Approve Bills	Minutes District Assessment Plan if revisions are necessary. Approve Facilities Rental Fees End of Yr. Bus Rte Approval Energy Education Rpt School Climate/Discipline Rpts	

2015-2016	School District Perf. (Monitor Funds)	School District Vision (Develop)	Connect to Ownership	Review Policies	Monitor Admin. Limitations	Agenda Consent Items	Agenda Items
July 2015	Program Evaluations Health Services Rpt Food Service Rpt & Approve Library's Health Services Rpt Parent/Community Relations Rpt			Approve Bills	Minutes Accept bids for next year: milk, bread, tires, and heating oil/diesel/gasoline. Adopt Annual/Proposed Calendar Approve Student Handbooks Approve Transportation Handbook Set Tax Rate Hearing Date Set Tuition Rate (July or August)	Minutes Review/Adopt Board Goals Approve Local Career Leader Plan/Funding (July or August)	
NO REGULARLY SCHEDULED MEETING							
August 2015	Program Evaluations Curriculum & Instructional Effectiveness (incl. PD - ATP - 463P)			Approve Bills	Minutes Approve Local Career Leader Plan/Funding (July or August) Set Tax Rate (July or August) Summer School Program Report	Minutes Set Tax Rate (This meeting or a second August meeting) Surplus Property Sale Items Tentative List	
September 2015	Program Evaluations At Risk/High Risk/At Risk to Drop Out BIBS & Grounds Review District Safety			Approve Bills	Minutes Ex. in Ed.	Minutes Ex. in Ed.	Classified Employee of the Month Approve Surplus Property Sale Items
October 2015 (to 2016)	Program Evaluations Transportation Rpt/Bus Route Approvals Annual Performance Report (APR)		Patron Panel Meeting	Approve Bills	Minutes Ex. in Ed. Snow Removal Bids Permissions to Bid for Audit	Minutes Ex. in Ed.	Classified Employee of the Month

2015-2016	School District Perf. (Monitor Funds)	School District Vision (Develop)	Connect to Ownership	Review Policies	Monitor Admin. Limitations	Agenda Consent Items	Agenda Items
NO REGULARLY SCHEDULED MEETING							
November 2015	Program Evaluations Federal/State Programs including Parent, Family and Community Involvement, PASS, ELL, Immigration, Juvenile, Homeless LCTC Annual Report CO Admin. & Bldg. Admin. (February)			Approve Bills	Minutes Ex. in Ed. Preview Board Candidate Filing & Closing Dates Permission to Run Summer School Approve Early Graduation of Students Approve Professional Development Plan	Minutes Ex. in Ed.	Classified Employee of the Month
December 2015 (within 2016)	Program Evaluations Interventions Report GMT Pre-Sat. 50, 55, 56, 61, 62 Gifted Report Audit Report (Nov. or Dec.) Evaluate Suppt. & Asst. Staffs. (January)			Approve Bills	Minutes Ex. in Ed. Accept Audit Bid (to 2016 for yr ending 2017, 2018, 2019)	Minutes Ex. in Ed.	Plaque to Retiring Student Advisor Classified Employee of the Month
NO REGULARLY SCHEDULED MEETING							
January 2016	Evaluate Building Administrators (January)		Patron Panel Meeting	Approve Bills	Minutes Ex. in Ed.	Minutes Ex. in Ed.	Classified Employee of the Month Presentation of next year's school calendar.
February 2016	Board Recognition Program Evaluations Personnel Needs			Approve Bills	Minutes Ex. in Ed.	Minutes Ex. in Ed.	Classified Employee of the Month When necessary - Appoint two Board members to serve on Bldg. Trades Lot

Bid 1 SMART SPNL-6065 Interactive TV

Item	Quantity	Vendor	Bid
SMART SPNL-6065 Interactive TV	46	Kansas City AudioVisual	\$195,499.08
Labor and materials for connection-ready on site	46	Kansas City AudioVisual	\$8,367.00
Total Bid			\$204,416.08

Recommendation: Accept this bid from KC AV in the amount of \$204,416.08.

Bid 2 OS2 Fiber installation (12 Strand Option

Item	Quantity	Vendor	Bid
12 Strand 9/125 Fiber Optic Cable	12000ft (\$2.10 per)	Missouri Bell Telecom	\$25,200.00
1 U Rack Mount WIC	4 (\$140 per)		\$560.00
4 U Rack Mount WIC	1 (\$280 per)		\$280.00
12 Port ST WIC	8 (\$70 per)		\$560.00
ST Hot Melt	96 (\$19.60 per)		\$1881.60
Misc. Fiber term	1 (\$175 per)		\$175.00
Misc. Conduit	1 (\$210 per)		\$210.00
1000 Ft Roll Locate Wire	10 (\$136.85 per)		\$1368.50
Labor			\$6830.00
Excavation			\$89,700.00
Total Bid			\$126,765.10

Recommendation: Accept this bid from Missouri Bell Telecom in the amount of \$126,765.00.

Bid 3 Apple iPad Air 2

Item	Quantity	Vendor	Bid
16GB iPad Air 2	161	Apple	\$76,319.00
Total Bid			\$76,319.00

Recommendation: Accept this bid from Apple in the amount of \$76,319.00

Bid 4 Wireless Access Points for HDE and OBE

Item	Quantity	Vendor	Bid
Aruba AP 225 Access Points w/ity / PEF, RF-Protect including WIP and Spectrum and 1 year support	83	Yellow Dog Networks	\$69,309.00
Total Bid			\$69,309.00

Recommendation: Accept this bid from Yellow Dog Networks in the amount of \$69,309.00.

Vendor Name	Invoice Number	Invoice Description	PO Number	Amount
Ameren Missouri	99110-00116	OBE Electric		1,984.70
Ameren Missouri	7720617118	OBE Electric		32.06
Total Ameren Missouri				2,016.76
American Trainco	107157	S Schmidt Electrical Workshop	800-7750	1,980.00
Total American Trainco				1,980.00
AT&T	57331795205542	JJC DSL		207.03
AT&T	57334672693293	Horizons Local & Campus Alarm Panels		621.01
AT&T	57334824613033	OBE Telephone		276.61
AT&T	57337453695106	HDE Telephone		268.20
Total AT&T				1,372.85
AT&T Long Distance	848921511	Long Distance, HDE, OBE Horizons		43.86
Total AT&T Long Distance				43.86
AT&T Mobility - Maint Cell	28724860739104282015	Cell Phone Service		267.10
Total AT&T Mobility - Maint Cell				267.10
Bills, Pat	118	Chocolate Fountain for Prom	105-5822	395.00
Total Bills, Pat				395.00
Castle, Mike	Reimbursement	Car Rental, Luggage Fee Reimbursement	105-7538	344.53
Total Castle, Mike				344.53
Charter	8750276800000102	Campus Local & LD, OBE Fiber		1,861.49
Total Charter				1,861.49
City of Camdenton	Water/Sewer	Horizons Water/Sewer		35.66
City of Camdenton	Water/Sewer	Campus Water/Sewer		5,799.21
Total City of Camdenton				5,834.87
City of Osage Beach	01-7550-00	Water/Sewer		33.00
City of Osage Beach	04-6330-00	Water/Sewer		216.53
Total City of Osage Beach				249.53
Co-Mo Electric Cooperative Inc.	3430000 0	HDE Electric		4,168.65
Total Co-Mo Electric Cooperative Inc.				4,168.65
Frontier Theater	Admission	54 students field trip	406-8199	432.00
Total Frontier Theater				432.00
Guardian Life Insurance Company	Jody Watson	9 month coverage		90.00
Total Guardian Life Insurance Company				90.00
Grand Total				19,056.84

Board of Education

Vendor Name	PO Number	Invoice Number	Invoice Description	Amount	May 2015
Amazon.com	106-8099	38493448	Youth Programs Book	21.97	
ASDC	700-7394	106-8356	Membership R Meal	89.00	
Big Grps Store	805-8265	134-70	IPad Big Grps	134.70	
BMO Harris MasterCard	107-8173	Wal-Mart	Error correction	(0.01)	
BMO Harris MasterCard	107-8173	Wal Mart TRB 05694	Office	19.82	
BMO Harris MasterCard	107-8173	Wal Mart	Office	98.99	
BMO Harris MasterCard	107-8178	Prep Sporcwear	Go Pro	689.99	
BMO Harris MasterCard	107-8178	Prep Sporcwear	Scarves	238.95	
BMO Harris MasterCard	107-8178	Rum & Co	Credit	(73.90)	
BMO Harris MasterCard		Shell Oil	Fuel	46.77	
BMO Harris MasterCard		exxon	Fuel	53.76	
BMO Harris MasterCard		Shell Oil	Fuel	55.51	
BMO Harris MasterCard		Shell Oil	Fuel	39.00	
BMO Harris MasterCard		Exxon	Bus Fuel	40.00	
BMO Harris MasterCard		Exxon	Bus Fuel	67.10	
BMO Harris MasterCard		UGas	Bus Fuel	83.73	
BMO Harris MasterCard		UGas	Bus Fuel	73.89	
BMO Harris MasterCard		UGas	Bus Fuel	71.02	
BMO Harris MasterCard		UGas	Bus Fuel	104.63	
BMO Harris MasterCard		UGas	Bus Fuel	90.07	
BMO Harris MasterCard		Hearth/Sympathies	Sympathy flowers	68.98	
BMO Harris MasterCard		Gerbes - JC	Supplies	17.78	
BMO Harris MasterCard		Southwest Airlines	Manager of the Year Ceremony - Food Service	481.01	
BMO Harris MasterCard		Hobby Lobby	Cards	12.87	
BMO Harris MasterCard		Gerbes	Supplies	85.20	
BMO Harris MasterCard		Pilet	Fuel	53.00	
BMO Harris MasterCard		Centex	Bus Fuel	38.86	
BMO Harris MasterCard		Shell Oil	Bus Fuel	97.79	
BMO Harris MasterCard		2825159	Draw String bags	1,714.21	
BMO Harris MasterCard		12MAY2015	Special Diet Items	7.79	
BMO Harris MasterCard		15APR2015	Supplies - Tiffany	57.68	
BMO Harris MasterCard		411	Golf Team Hotel 4/26/2015	104.58	

Board of Education

Vendor Name	PO Number	Invoice Number	Invoice Description	Amount	May 2015
PCard - Comer - 9686	106-8356	106-8356	Fuel	106-8356	
PCard - Comer - 9686	106-8356	106-8356	Fuel	106-8356	
PCard - Comer - 9686	106-8356	106-8356	Fuel	106-8356	
PCard - Comer - 9686	106-8357	106-8357	Fuel	106-8357	
PCard - Comer - 9686	106-8371	106-8371	Fuel	106-8371	
PCard - M Comer	106-8351	106-8351	Fuel	106-8351	
PCard - M Comer	106-8352	106-8352	Fuel	106-8352	
PCard - M Comer	106-7347	106-7347	Fuel	106-7347	
PCard - M Comer	412-7733	412-7733	Fuel	412-7733	
Buffalo Wild Wings			Buffalo Wild Wings		
America's Center			America's Center		
Red Wheel Bike Shop			Red Wheel Bike Shop		
Eastern M Sports			Eastern M Sports		
387705176			387705176		
00023327			00023327		
00023330			00023330		
00023331			00023331		
00023333			00023333		
00023330			00023330		
00023331			00023331		
00023326			00023326		
00023327			00023327		
00023332			00023332		
00023332			00023332		
00023332			00023332		
00023337			00023337		
00023338			00023338		
00023340			00023340		
00023341			00023341		
00023339			00023339		
00025269			00025269		
00023340			00023340		
00023341			00023341		
00025269			00025269		

May 2015

Vendor Name	PO Number	Invoice Number	Invoice Description	Amount	May 2015
Food FRC World Championship			Food FRC World Championship		19.25
Food FRC World Championship			Food FRC World Championship		6.46
Food FRC World Championship			Food FRC World Championship		20.23
Food FRC World Championship			Food FRC World Championship		10.10
Food FRC World Championship			Food FRC World Championship		71.45
Food FRC World Championship			Food FRC World Championship		9.90
Food FRC World Championship			Food FRC World Championship		4,311.06
Jr/LL Hotel			Jr/LL Hotel		521.86
Fuel			Fuel		69.49
FRC World Competition			FRC World Competition		36.56
FRC World's Competition			FRC World's Competition		16.00
FRC Parts			FRC Parts		8.62
Credit			Credit		(21.97)
Presidential Pins & Cents			Presidential Pins & Cents		161.45
Oak Ridge			Oak Ridge		103.18
Maintenance			Maintenance		428.97
Concession/Maintenance			Concession/Maintenance		35.01
LCTC - West			LCTC - West		343.47
Horticulture			Horticulture		393.25
136.94			136.94		
Concession/Maintenance			Concession/Maintenance		52.47
LCTC - West			LCTC - West		259.07
Oak Ridge			Oak Ridge		205.16
Maintenance			Maintenance		170.41
Transportation			Transportation		514.92
LCTC - East			LCTC - East		802.37
OBE			OBE		74.23
High School			High School		159.86
Grounds Bldg.			Grounds Bldg.		321.00
HBE			HBE		37.81
OBE - New			OBE - New		4,585.49
High School			High School		180.26
Grounds Bldg.			Grounds Bldg.		85.27
OBE - New			OBE - New		3,309.49

P Card Payments

Vendor Name	PO Number	Invoice Number	Invoice Description	Amount	May 2015
Imo's Pizza	106-8356	106-8356	Imo's Pizza	106-8356	
Chick-FLA	106-8356	106-8356	Chick-FLA	106-8356	
Lakeside Cafe	106-8356	106-8356	Lakeside Cafe	106-8356	
Pizza Hut	106-8357	106-8357	Pizza Hut	106-8357	
Hampton Inn	106-8371	106-8371	Hampton Inn	106-8371	
Drury Inn	106-8351	106-8351	Drury Inn	106-8351	
Exxon	106-8352	106-8352	Exxon	106-8352	
Buffalo Wild Wings	106-7347	106-7347	Buffalo Wild Wings	106-7347	
America's Center	412-7733	412-7733	America's Center	412-7733	
Red Wheel Bike Shop			Red Wheel Bike Shop		
Eastern M Sports			Eastern M Sports		
387705176			387705176		
00023327			00023327		
00023330			00023330		
00023331			00023331		
00023333			00023333		
00023330			00023330		
00023331			00023331		
00023326			00023326		
00023327			00023327		
00023332			00023332		
00023332			00023332		
00023337			00023337		
00023338			00023338		
00023340			00023340		
00023341			00023341		
00023339			00023339		
00025269			00025269		
00023340			00023340		
00023341			00023341		
00025269			00025269		

May 2015

Vendor Name	PO Number	Invoice Number	Invoice Description	Amount	May 2015
Summit Natural Gas of MO	00023334	00023334	Summit Natural Gas of MO	00023334	
Summit Natural Gas of MO	00023334	00023334	Summit Natural Gas of MO	00023334	
Summit Natural Gas of MO	00023334	00023334	Summit Natural Gas of MO	00023334	
Summit Natural Gas of MO	00023335	00023335	Summit Natural Gas of MO	00023335	
Summit Natural Gas of MO	00023336	00023336	Summit Natural Gas of MO	00023336	
Summit Natural Gas of MO	00023337	00023337	Summit Natural Gas of MO	00023337	
Summit Natural Gas of MO	00023338	00023338	Summit Natural Gas of MO	00023338	
Summit Natural Gas of MO	00023339	00023339	Summit Natural Gas of MO	00023339	
Summit Natural Gas of MO	00025269	00025269	Summit Natural Gas of MO	00025269	
Summit Natural Gas of MO	00023340	00023340	Summit Natural Gas of MO	00023340	
Summit Natural Gas of MO	00023341	00023341	Summit Natural Gas of MO	00023341	
Summit Natural Gas of MO	00025269	00025269	Summit Natural Gas of MO	00025269	

P Card Payments

Vendor Name	PO Number	Invoice Number	Invoice Description	Amount	May 2015
Middle School	00023334	00023334	Middle School	00023334	
Dogwood	00023335	00023335	Dogwood	00023335	
Hawthorn	00023334	00023334	Hawthorn	00023334	
Middle School	00023334	00023334	Middle School	00023334	
Dogwood	00023335	00023335	Dogwood	00023335	
Hawthorn	00023336	00023336	Hawthorn	00023336	
LCTC - East	00023337	00023337	LCTC - East	00023337	
OBE	00023338	00023338	OBE	00023338	
HBE	00023339	00023339	HBE	00023339	
Shipping	633421185	633421185	Shipping	633421185	
Shipping	633421185	633421185	Shipping	633421185	
Shipping	633421185	633421185	Shipping	633421185	
Camera	106-8132	106-8132	Camera	106-8132	
Robotics Website Renewal	000-7933	000-7933	Robotics Website Renewal	000-7933	
Weekly			Weekly		

May 2015

Vendor Name	PO Number	Invoice Number	Invoice Description	Amount	May 2015
Summit Natural Gas of MO	104.58	104.58	Summit Natural Gas of MO	104.58	
Summit Natural Gas of MO	224.92	224.92	Summit Natural Gas of MO	224.92	
Summit Natural Gas of MO	235.00	235.00	Summit Natural Gas of MO	235.00	
Summit Natural Gas of MO	2,923.00	2,923.00	Summit Natural Gas of MO	2,923.00	
Summit Natural Gas of MO	407.05	407.05	Summit Natural Gas of MO	407.05	
Summit Natural Gas of MO	247.72	247.72	Summit Natural Gas of MO	247.72	
Summit Natural Gas of MO	240.24	240.24	Summit Natural Gas of MO	240.24	
Summit Natural Gas of MO	240.24	240.24	Summit Natural Gas of MO	240.24	
Summit Natural Gas of MO	240.24	240.24	Summit Natural Gas of MO	240.24	
Summit Natural Gas of MO	7.00	7.00	Summit Natural Gas of MO	7.00	
Summit Natural Gas of MO	14.00	14.00	Summit Natural Gas of MO	14.00	
Summit Natural Gas of MO	22.00	22.00	Summit Natural Gas of MO	22.00	
Summit Natural Gas of MO	35.00	35.00	Summit Natural Gas of MO	35.00	
Summit Natural Gas of MO	375.16	375.16	Summit Natural Gas of MO	375.16	
Summit Natural Gas of MO	144.54	144.54	Summit Natural Gas of MO	144.54	
Summit Natural Gas of MO	9,857.08	9,857.08	Summit Natural Gas of MO	9,857.08	
Summit Natural Gas of MO	290.00	290.00	Summit Natural Gas of MO	290.00	
Summit Natural Gas of MO	77.88	77.88	Summit Natural Gas of MO	77.88	
Summit Natural Gas of MO	475.29	475.29	Summit Natural Gas of MO	475.29	
Summit Natural Gas of MO	475.29	475.29	Summit Natural Gas of MO	475.29	
Summit Natural Gas of MO	40.80	40.80	Summit Natural Gas of MO	40.80	
Summit Natural Gas of MO	1,687.47	1,687.47	Summit Natural Gas of MO	1,687.47	
Summit Natural Gas of MO	241.88	241.88	Summit Natural Gas of MO	241.88	

Board of Education

Vendor Name	PO Number	Invoice Number	Invoice Description	Amount	May 2015
Golf Team Hotel 4/26/2015	407</				

Vendor Name	Invoice Number	Invoice Description	PO Number	Amount
Bales Construction Co., Inc.	Application 18	HDE Renovations		757,607.43
Total Bales Construction Co./Inc.				757,607.43
Balfour	200	Cap, Gow, Tassel	107-8514	129.00
Total Balfour				129.00
Fiene, Gary R	5/1-26-2015	Mileage		159.82
Total Fiene, Gary R				159.82
Wal-Mart - Hawthorn	TR# 03489	Chips	403-7988	11.92
Total Wal-Mart - Hawthorn				11.92
Wal-Mart - High School	TR# 09118	Card reload	105-8185	24.94
Wal-Mart - High School	TR# 05225	Lemonade, etc.	105-7547	50.78
Wal-Mart - High School	TR# 04614	Supplies	105-7547	76.76
Total Wal-Mart - High School				152.48
Wal-Mart - LCTC	TR# 03675	Culinary supplies	110-7355	9.48
Wal-Mart - LCTC	TR# 02301	Culinary supplies	110-7355	37.59
Wal-Mart - LCTC	TR# 09047	Culinary supplies	110-7355	48.06
Total Wal-Mart - LCTC				95.13
Wal-Mart - Special Service	TR# 08450	Clothes	410-8146	75.00
Wal-Mart - Special Service	TR# 08449	HS CBI	410-8137	71.45
Wal-Mart - Special Service	TR# 08448	HS CBI	410-8143	75.00
Wal-Mart - Special Service	TR# 00890	Return	410-8218	(24.44)
Wal-Mart - Special Service	TR# 02207	MS LS	410-8218	294.93
Wal-Mart - Special Service	TR# 08447	HS CBI	410-8142	75.00
Wal-Mart - Special Service	TR# 08446	HS CBI	410-8144	74.70
Wal-Mart - Special Service	TR# 04548	HS CBI	410-8122	80.60
Wal-Mart - Special Service	TR# 08445	HS CBI	410-8141	74.85
Wal-Mart - Special Service	TR# 04543	HS CBI	410-8140	142.75
Wal-Mart - Special Service	TR# 06369	HS CBI	410-8117	74.63
Wal-Mart - Special Service	TR# 04539	HS CBI	410-8121	70.67
Wal-Mart - Special Service	TR# 08902	TR# 08902	410-8145	74.19
Wal-Mart - Special Service	TR# 06370	HS CBI	410-8115	74.90
Wal-Mart - Special Service	TR# 01500	HS CBI	410-8123	149.60
Wal-Mart - Special Service	TR# 01501	HS CBI	410-8118	74.85
Wal-Mart - Special Service	TR# 04545	HS CBI	410-8120	80.82

Wal-Mart - Special Service	TR# 01151	Supplies	410-7724	102.56
Wal-Mart - Special Service	TR# 02393	Supplies	410-8116	83.91
Wal-Mart - Special Service	TR# 02508	Storage totes	410-8214	149.09
Wal-Mart - Special Service	TR# 09847	Supplies	410-8147	89.77
Wal-Mart - Special Service	TR# 09846	Supplies	410-8139	74.66
Wal-Mart - Special Service	TR# 09845	Supplies	410-8138	71.79
Wal-Mart - Special Service	TR# 08452	Supplies	410-8136	72.04
Wal-Mart - Special Service	TR# 02898	Supplies	410-8244	185.95
Total Wal-Mart - Special Service				936.77
Grand Total				760,925.05

Monthly Financial Report

	Incidental	Teachers	Capital Projects	Bond/Lease	Sub Total	Debt Service	Total/All Funds	Med. SI Acct
May Opening Balance	\$ 17,048,344.47	\$ 8,038,834.45	\$ 4,921,679.34	\$ 9,962,638.19	\$39,971,496.45	\$ 2,927,381.57	\$ 42,898,878.02	\$ 1,592,206.73
May								
2015 Ending Balance	\$ 16,394,265.28	\$ 6,892,811.91	\$ 4,903,836.89	\$ 8,543,534.55	\$38,734,448.43	\$ 2,958,414.02	\$ 39,692,862.45	\$ 1,602,054.68
2014 Ending Balance	\$ 17,232,561.09	\$ 5,665,604.10	\$ 5,477,534.56	\$ 23,657,478.96	\$52,033,178.71	\$ 2,394,210.49	\$ 54,427,389.20	\$ 1,274,603.55
2013 Ending Balance	\$ 17,394,824.49	\$ 5,733,329.71	\$ 5,080,897.44	\$ -	\$28,209,051.64	\$ 1,705,623.02	\$ 29,914,674.66	\$ 1,680,582.98
2012 Ending Balance	\$ 17,221,017.00	\$ 3,466,538.00	\$ 5,055,288.00	\$ 1,781,317.00	\$27,524,158.00	\$ 1,722,982.00	\$ 29,247,140.00	\$ 1,979,021.00
2011 Ending Balance	\$ 13,960,027.00	\$ 4,590,338.00	\$ 5,568,976.00	\$ 1,531,112.00	\$25,650,453.00	\$ 1,470,808.00	\$ 27,121,261.00	\$ 1,318,582.00
2010 Ending Balance	\$ 13,480,061.00	\$ 4,745,680.00	\$ 4,775,889.00	\$ 1,813,701.00	\$24,815,331.00	\$ 1,594,657.00	\$ 26,409,988.00	\$ 1,204,402.00
2009 Ending Balance	\$ 13,747,588.00	\$ 5,188,890.00	\$ 3,363,288.00	\$ 1,635,722.00	\$23,935,488.00	\$ 1,520,228.00	\$ 25,455,716.00	\$ 1,545,805.00
2008 Ending Balance	\$ 12,882,851.00	\$ 4,744,875.00	\$ 3,160,298.00	\$ 1,628,088.00	\$22,415,910.00	\$ 1,407,306.00	\$ 23,823,216.00	\$ 2,068,391.00
2007 Ending Balance	\$ 13,944,786.00	\$ 2,170,893.00	\$ 2,409,455.00	\$ 1,278,413.00	\$19,803,547.00	\$ 1,496,253.00	\$ 21,299,800.00	\$ 3,077,731.00
2006 Ending Balance	\$ 11,306,354.00	\$ 2,379,834.00	\$ 1,704,834.00	\$ 1,130,453.00	\$16,521,475.00	\$ 1,176,557.00	\$ 17,698,032.00	\$ 2,438,022.00
May								
2015 Receipts	\$ 748,550.60	\$ 994,043.43	\$ 6,721.94	\$ 328.18	\$ 1,749,644.15	\$ 31,512.45	\$ 1,781,156.60	\$ 398,505.27
2014 Receipts	\$ 738,024.08	\$ 1,279,769.77	\$ 46,354.52	\$ 837.55	\$ 2,062,985.92	\$ 33,628.06	\$ 2,096,613.98	\$ 372,136.90
2013 Receipts	\$ 598,331.00	\$ 956,814.00	\$ 5,305.00	\$ 11,808.00	\$ 1,572,258.00	\$ 20,993.00	\$ 1,593,251.00	\$ 399,801.00
2012 Receipts	\$ 592,141.00	\$ 893,295.00	\$ 14,545.00	\$ 43,835.00	\$ 1,543,816.00	\$ 26,741.00	\$ 1,570,557.00	\$ 300,744.00
2011 Receipts	\$ 604,850.00	\$ 1,211,745.00	\$ 128,651.00	\$ 32,163.00	\$ 1,977,409.00	\$ 19,911.00	\$ 1,997,320.00	\$ 363,372.00
2010 Receipts	\$ 558,970.00	\$ 1,051,210.00	\$ 276,081.00	\$ 64,780.00	\$ 1,951,021.00	\$ 20,485.00	\$ 1,971,506.00	\$ 514,160.00
2009 Receipts	\$ 517,790.00	\$ 1,059,940.00	\$ 51,068.00	\$ 16,127.00	\$ 1,644,925.00	\$ 21,827.00	\$ 1,666,752.00	\$ 348,281.00
2008 Receipts	\$ 479,772.00	\$ 873,912.00	\$ 69,415.00	\$ 24,389.00	\$ 1,447,488.00	\$ 28,146.00	\$ 1,475,634.00	\$ 314,451.00
2007 Receipts	\$ 716,895.00	\$ 742,435.00	\$ 44,386.00	\$ 19,022.00	\$ 1,522,738.00	\$ 30,375.00	\$ 1,553,111.00	\$ 281,383.00
2006 Receipts	\$ 742,408.00	\$ 500,418.00	\$ 26,010.00	\$ 15,941.00	\$ 1,284,778.00	\$ 21,577.00	\$ 1,306,355.00	\$ 284,945.00
May								
2015 Expenditures	\$ 1,402,829.79	\$ 2,140,065.97	\$ 24,564.59	\$ 1,419,431.82	\$ 4,986,892.17	\$ 480.00	\$ 4,987,172.17	\$ 378,657.32
2014 Expenditures	\$ 1,542,289.80	\$ 2,099,471.00	\$ 165,692.82	\$ 854,818.96	\$ 4,662,272.58	\$ -	\$ 4,662,272.58	\$ 482,665.31
2013 Expenditures	\$ 1,402,704.00	\$ 1,150,212.00	\$ 481,635.00	\$ 20.00	\$ 3,034,571.00	\$ 300.00	\$ 3,034,871.00	\$ 600,272.00
2012 Expenditures	\$ 1,158,192.00	\$ 2,000,839.00	\$ 12,808.00	\$ -	\$ 3,171,638.00	\$ -	\$ 3,171,638.00	\$ 361,928.00
2011 Expenditures	\$ 1,241,166.00	\$ 1,984,424.00	\$ 46,753.00	\$ -	\$ 3,272,345.00	\$ 300.00	\$ 3,272,645.00	\$ 317,287.00
2010 Expenditures	\$ 1,266,381.00	\$ 1,945,900.00	\$ 317,421.00	\$ -	\$ 3,529,702.00	\$ 294.00	\$ 3,529,996.00	\$ 379,756.00
2009 Expenditures	\$ 1,139,060.00	\$ 1,860,902.00	\$ 42,145.00	\$ -	\$ 3,042,107.00	\$ 300.00	\$ 3,042,407.00	\$ 324,233.00
2008 Expenditures	\$ 1,141,155.00	\$ 1,746,182.00	\$ 219,042.00	\$ -	\$ 3,106,379.00	\$ -	\$ 3,106,379.00	\$ 237,142.00
2007 Expenditures	\$ 1,086,485.00	\$ 1,639,887.00	\$ 93,168.00	\$ -	\$ 2,799,540.00	\$ -	\$ 2,799,540.00	\$ 198,297.00
2006 Expenditures	\$ 1,296,599.00	\$ 1,369,403.00	\$ 13,050.00	\$ -	\$ 2,679,052.00	\$ -	\$ 2,679,052.00	\$ 232,962.00

YTD								
2015 Receipts	\$ 19,873,868.59	\$ 23,028,158.23	\$ 593,055.55	\$ 5,438.67	\$43,498,521.04	\$ 3,449,641.40	\$ 46,948,162.44	\$ 3,835,494.85
2014 Receipts	\$ 18,232,702.92	\$ 22,659,373.03	\$ 1,704,158.16	\$ 27,105,654.58	\$69,701,886.69	\$ 3,344,690.71	\$ 73,046,577.40	\$ 4,330,912.02
2013 Receipts	\$ 19,344,780.00	\$ 22,759,441.00	\$ 683,422.00	\$ 1,476,850.00	\$44,244,293.00	\$ 2,179,443.00	\$ 46,423,736.00	\$ 4,298,509.00
2012 Receipts	\$ 18,453,690.00	\$ 21,959,851.00	\$ 596,991.00	\$ 1,790,976.00	\$42,801,508.00	\$ 2,259,416.00	\$ 45,060,924.00	\$ 3,537,113.00
2011 Receipts	\$ 15,583,546.00	\$ 22,826,391.00	\$ 4,598,104.00	\$ 1,149,027.00	\$44,155,068.00	\$ 1,805,795.00	\$ 45,960,863.00	\$ 3,830,811.00
2010 Receipts	\$ 15,871,386.00	\$ 22,632,081.00	\$ 4,815,328.00	\$ 1,278,376.00	\$44,397,171.00	\$ 1,809,947.00	\$ 46,207,118.00	\$ 3,849,328.00
2009 Receipts	\$ 15,170,343.00	\$ 22,579,561.00	\$ 4,087,867.00	\$ 1,290,905.00	\$43,127,676.00	\$ 1,778,923.00	\$ 44,906,599.00	\$ 3,322,422.00
2008 Receipts	\$ 14,713,149.00	\$ 21,141,323.00	\$ 4,487,266.00	\$ 1,561,721.00	\$41,803,459.00	\$ 1,946,953.00	\$ 43,750,412.00	\$ 2,965,041.00
2007 Receipts	\$ 16,071,329.00	\$ 17,388,655.00	\$ 3,333,079.00	\$ 1,321,320.00	\$38,114,383.00	\$ 1,870,037.00	\$ 39,984,420.00	\$ 2,820,836.00
2006 Receipts	\$ 17,699,605.00	\$ 15,241,157.00	\$ 2,132,715.00	\$ 1,307,149.00	\$36,360,626.00	\$ 1,742,856.00	\$ 38,123,482.00	\$ 2,808,786.00
YTD								
2015 Expenditures	\$ 15,491,019.37	\$ 19,622,219.21	\$ 1,982,785.35	\$ 13,246,070.95	\$50,342,094.88	\$ 2,760,194.17	\$ 53,102,289.05	\$ 4,200,758.08
2014 Expenditures	\$ 14,950,571.63	\$ 19,229,612.45	\$ 1,710,309.38	\$ 3,448,175.62	\$39,338,669.08	\$ 2,676,990.94	\$ 42,015,660.02	\$ 4,915,591.52
2013 Expenditures	\$ 14,451,741.00	\$ 17,961,797.00	\$ 2,138,566.00	\$ 1,502,374.00	\$38,054,478.00	\$ 2,219,776.00	\$ 38,274,254.00	\$ 5,205,653.00
2012 Expenditures	\$ 13,982,923.00	\$ 18,499,522.00	\$ 1,054,575.00	\$ 1,557,958.00	\$35,091,978.00	\$ 2,029,327.00	\$ 37,121,305.00	\$ 3,419,976.00
2011 Expenditures	\$ 13,762,298.00	\$ 18,236,062.00	\$ 3,466,636.00	\$ 1,457,582.00	\$36,922,578.00	\$ 1,948,126.00	\$ 38,888,704.00	\$ 3,970,570.00
2010 Expenditures	\$ 14,352,473.00	\$ 18,193,483.00	\$ 3,559,883.00	\$ 1,408,245.00	\$37,514,064.00	\$ 1,765,145.00	\$ 39,269,209.00	\$ 4,528,479.00
2009 Expenditures	\$ 13,349,310.00	\$ 17,389,392.00	\$ 3,527,883.00	\$ 1,330,393.00	\$35,596,978.00	\$ 1,699,935.00	\$ 37,296,913.00	\$ 4,225,166.00
2008 Expenditures	\$ 13,011,014.00	\$ 16,396,447.00	\$ 4,716,916.00	\$ 1,248,153.00	\$35,372,530.00	\$ 2,059,876.00	\$ 37,442,406.00	\$ 3,494,595.00
2007 Expenditures	\$ 11,209,107.00	\$ 15,217,763.00	\$ 2,522,026.00	\$ 1,188,283.00	\$30,137,159.00	\$ 1,588,125.00	\$ 31,725,284.00	\$ 2,591,574.00
2006 Expenditures	\$ 12,865,801.00	\$ 12,861,324.00	\$ 1,760,736.00	\$ 1,152,717.00	\$28,840,578.00	\$ 1,977,559.00	\$ 30,818,137.00	\$ 2,533,977.00

Camdenton R-III School District
 Tim Hadfield
 Superintendent of Schools

Financial Summary – May 2015

June 2015

To: Board of Education

- May 2015 ending balances were \$14,734,526.75 less than May 2014.
- May 2015 total receipts were \$315,457.38 less than May 2014.
- May 2015 total expenditures were \$324,899.49 more than May 2014.
- YTD total receipts are down \$24,098,414.96 as compared to this time last year.
- YTD total expenditures are up \$11,086,629.03 as compared to this time last year.

Source	Budget Adopted	Actual	Percent of Budget
Total Local Receipts	\$35,616,806	\$36,403,180	102.21%
Prop C Sales Tax	\$3,520,000	\$3,433,317	97.59%
Earnings on Investments	\$23,000	\$16,546	66.18%
Current Taxes	\$28,363,262	\$29,367,698	103.54%
Delinquent Taxes	\$2,256,544	\$2,013,975	89.22%
Local Food Service	\$640,000	\$636,770	99.50%

Source	Budget Adopted	Actual	Percent of Budget
Total County Receipts	\$902,000	\$792,725	87.89%
Fines & Forfeitures	\$500,000	\$154,824	31.61%
SARRU	\$602,000	\$637,900	105.96%

Source	Budget Adopted	Actual	Percent of Budget
Total State Receipts	\$6,478,710	\$6,077,393	93.81%
Foundation Formula	\$2,600,000	\$2,612,994	100.50%
Transportation	\$600,000	\$499,944	83.32%
Classroom Trust Fund	\$1,500,000	\$1,331,855	88.79%

Source	Budget Adopted	Actual	Percent of Budget
Total Federal Receipts	\$3,985,000	\$3,584,605	89.95%
Title I	\$1,105,000	\$910,926	82.44%
Federal Lunch Reimbursement	\$900,000	\$854,648	94.96%
School Breakfast	\$300,000	\$272,146	90.72%
IDEA	\$770,000	\$688,943	89.47%

Source	Budget Adopted	Actual	Percent of Budget
Total Budgeted Revenue	\$50,387,516	\$46,948,162	92.81%
Total Budgeted Expenses	\$75,448,453	\$53,102,289	70.38%

Pledged Securities

Bank	Deposit Balance	FDIC Insurance	Balance	Securities Pledged	Amt Under/Over Collateralized
US Bank	\$1,602,054.68	\$250,000.00	\$1,352,054.68	\$2,500,000.00	\$1,147,945.32 Over
Central Bank	\$6,009,157.89	\$250,000.00	\$5,759,157.89	\$5,982,061.09	\$222,903.20 Over

**2014-2015 MONTHLY
FINANCIAL STATEMENT**

JULY 2014 FINANCIAL STATEMENT Medical Self-Insurance Account				
Beginning Bal.	Revenue		Expense	
	Premiums	\$276,320.05	Fixed Premium	\$73,684.34
	COBRA	\$580.93	Claims	\$219,019.81
	Interest	\$15.27	Overpay/Refund	\$500.00
	Reimb/Void Ck.	\$0.00	Sv. Chg./NSF Chks	\$111.10
	Stop Loss Reimb.	\$62,356.42	ERRP Adm. fees	\$0.00
\$1,767,315.91		\$339,272.67		\$293,315.25
				\$1,813,273.33

\$200,000 was transferred back into medical account. It is included under the "Premiums".

AUGUST 2014 FINANCIAL STATEMENT Medical Self-Insurance Account				
Beginning Bal.	Revenue		Expense	
	Premiums	\$111,795.40	Fixed Premium	\$73,442.53
	COBRA	\$702.89	Claims	\$444,780.89
	Interest	\$13.49	Overpay/Refund	\$0.00
	Reimb/Void Ck.	\$0.00	Sv. Chg./NSF Chks	\$180.65
	Stop Loss Reimb.	\$90,907.80	ERRP Adm. fees	\$0.00
\$1,813,273.33		\$203,419.58		\$518,404.07
				\$1,498,288.84

SEPTEMBER 2014 FINANCIAL STATEMENT Medical Self-Insurance Account				
Beginning Bal.	Revenue		Expense	
	Premiums	\$377,307.29	Fixed Premium	\$73,970.10
	COBRA	\$0.00	Claims	\$257,836.80
	Interest	\$12.78	Overpay/Refund	\$500.00
	Reimb/Void Ck.	\$0.00	Sv. Chg./NSF Chks	\$90.70
	Stop Loss Reimb.	\$0.00	ERRP Adm. fees	\$0.00
\$1,498,288.84		\$377,320.07		\$332,397.60
				\$1,543,411.31

JANUARY 2015 FINANCIAL STATEMENT Medical Self-Insurance Account				
Beginning Bal.	Revenue		Expense	
	Premiums	\$384,671.35	Fixed Premium	\$75,420.96
	COBRA	\$0.00	Claims	\$267,267.57
	Interest	\$14.23	Overpay/Refund	\$0.00
	Reimb/Void Ck.	\$0.00	Sv. Chg./NSF Chks	\$123.75
	Stop Loss Reimb.	\$0.00	ACA Fees*	\$0.00
\$1,638,033.60		\$384,685.58		\$342,812.28
				\$1,679,906.90

FEBRUARY 2015 FINANCIAL STATEMENT Medical Self-Insurance Account				
Beginning Bal.	Revenue		Expense	
	Premiums	\$384,726.35	Fixed Premium	\$74,546.56
	COBRA	\$0.00	Claims	\$380,636.79
	Interest	\$13.30	Overpay/Refund	\$450.00
	Reimb/Void Ck.	\$9,153.68	Sv. Chg./NSF Chks	\$87.70
	Stop Loss Reimb.	\$0.00	ACA Fees*	\$0.00
\$1,679,906.90		\$393,893.33		\$455,721.05
				\$1,618,079.18

MARCH 2015 FINANCIAL STATEMENT Medical Self-Insurance Account				
Beginning Bal.	Revenue		Expense	
	Premiums	\$385,941.00	Fixed Premium	\$74,712.65
	COBRA	\$0.00	Claims	\$415,021.71
	Interest	\$13.65	Overpay/Refund	\$185.00
	Reimb/Void Ck.	\$0.00	Sv. Chg./NSF Chks	\$105.55
	Stop Loss Reimb.	\$0.00	ACA Fees*	\$0.00
\$1,618,079.18		\$385,954.65		\$490,024.91
				\$1,514,008.92

OCTOBER 2014 FINANCIAL STATEMENT Medical Self-Insurance Account				
Beginning Bal.	Revenue		Expense	
	Premiums	\$385,106.46	Fixed Premium	\$73,337.51
	COBRA	\$0.00	Claims	\$301,019.48
	Interest	\$13.60	Overpay/Refund	\$900.00
	Reimb/Void Ck.	\$10,664.40	Sv. Chg./NSF Chks	\$559.95
	Stop Loss Reimb.	\$0.00	ERRP Adm. fees	\$0.00
\$1,543,411.31		\$395,784.46		\$375,816.94
				\$1,563,378.83

NOVEMBER 2014 FINANCIAL STATEMENT Medical Self-Insurance Account				
Beginning Bal.	Revenue		Expense	
	Premiums	\$386,046.00	Fixed Premium	\$74,121.54
	COBRA	\$0.00	Claims	\$175,137.59
	Interest	\$13.50	Overpay/Refund	\$1,000.00
	Reimb/Void Ck.	\$0.00	Sv. Chg./NSF Chks	\$123.40
	Stop Loss Reimb.	\$0.00	ERRP Adm. fees	\$0.00
\$1,563,378.83		\$386,059.50		\$250,382.53
				\$1,699,055.80

DECEMBER 2014 FINANCIAL STATEMENT Medical Self-Insurance Account				
Beginning Bal.	Revenue		Expense	
	Premiums	\$386,501.35	Fixed Premium	\$74,695.53
	COBRA	\$0.00	Claims	\$303,748.68
	Interest	\$14.15	Overpay/Refund	\$0.00
	Reimb/Void Ck.	\$0.00	Sv. Chg./NSF Chks	\$87.70
	Stop Loss Reimb.	\$0.00	ACA Fees*	\$69,005.79
\$1,699,055.80		\$386,515.50		\$447,537.70
				\$1,638,033.60

*ACA Fees - Transitional Reinsurance Fee - \$63 per covered life due annually by Jan. 15. Amount will reduce each year over the next couple of years.

APRIL 2015 FINANCIAL STATEMENT Medical Self-Insurance Account				
Beginning Bal.	Revenue		Expense	
	Premiums	\$381,811.00	Fixed Premium	\$75,030.18
	COBRA	\$0.00	Claims	\$240,533.20
	Interest	\$12.89	Overpay/Refund	\$0.00
	Reimb/Void Ck.	\$12,060.35	Sv. Chg./NSF Chks	\$123.05
	Stop Loss Reimb.	\$0.00	ACA Fees*	\$0.00
\$1,514,008.92		\$393,884.24		\$315,686.43
				\$1,592,206.73

MAY 2015 FINANCIAL STATEMENT Medical Self-Insurance Account				
Beginning Bal.	Revenue		Expense	
	Premiums	\$384,022.50	Fixed Premium	\$73,989.69
	COBRA	\$0.00	Claims	\$304,562.43
	Interest	\$13.48	Overpay/Refund	\$0.00
	Reimb/Void Ck.	\$4,469.29	Sv. Chg./NSF Chks	\$105.20
	Stop Loss Reimb.	\$0.00	ACA Fees*	\$0.00
\$1,592,206.73		\$388,505.27		\$378,657.32
				\$1,602,054.68

2014-2015 School Year-to-Date (July 1 - May 31)			
*Premiums	\$3,844,448.75	Fixed Premium	\$816,951.59
COBRA	\$1,283.82	Claims	\$3,309,564.95
Interest	\$150.34	*Overpay/Refund	\$3,535.00
Reimb./Void Ck	\$36,347.72	Sv. Chg./NSF Chks	\$1,698.75
Stop Loss Reimb.	\$153,264.22	ACA fees	\$69,005.79
Revenue Totals	\$4,035,494.85	Expenditure Totals	\$4,200,756.08

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

Account # 126062814

Balance 5/01/2015 **\$43,377.74**

Deposits **\$19,736.98 Premium**

Total Deposits **\$19,736.98**

Withdrawals **\$ 246.78**
778.28
620.00
1,020.00
1,449.57
220.00
257.87
1,466.92
2,888.28
67.52
731.31
3,226.96 Claims

Total Withdrawals **\$12,973.49**

Balance 5/31/2015 **\$50,141.23**

2014-2015 Board of Education Report

What a year we have had as a District Guidance Department! The key word in our department this year has been **"WORK!"** The superior work ethic of the Guidance Counselors shows their commitment to the students of our District. We have risen to the challenges placed before us, and we have exceeded several expectations.

As a group we worked together to re-ignite the District Guidance Advisory Council. It was exciting to offer information to a diverse group of members, and it was equally tantalizing to hear from our stakeholders about what could be done to ameliorate our program. What great collaborative moments we had during our two meetings this year. The council is comprised of parents, former counselors, current students, and other interested community members.

Our District Guidance Counselors have seen a noteworthy rise in individual and responsive services. It is important that our counselors maintain autonomy within each building so that they can be available to students and parents as situations arise. There are a sizable number of students with a variety of problems that must be dealt with on a daily basis. Several administrators have taken a huge leap to guarantee that their counselor(s) have the flexibility to provide services to clients along with offering classroom lessons in a non-restrictive environment.

New Activities for 2014-2015:

- ❖ District Guidance – District Guidance Advisory Council: Deanna Martin and Jamin English co-chairs
- ❖ District Guidance – Camdenton School District Resource Guide: Jessi Koviak editor
- ❖ Secondary Guidance – Implementing the use of High School Majors for enrollment purposes
- ❖ Secondary Guidance – Individual pre-enrollment meeting with each rising 9th grade student
- ❖ Elementary Guidance – Utilizing the ideas of the Leader in Me program in multiple buildings
- ❖ High School – membership on teams that support the High Schools That Work initiative
- ❖ Horizons – conducted more career readiness activities, students earned more scholarships, and more students will be attending post-secondary education opportunities.
- ❖ Lake Career and Technical Center – participated in Osage High and Camdenton Middle Schools Career Fairs, began the College Connections Program with State Fair Community College, and had STEM presentations from Universal Technical Institute.
- ❖ Middle School – sponsored a Career/ACI Fair for grades 5-8, sponsored field trips for non-traditional gender roles, served on multiple focus teams for Making Middle Grades Work
- ❖ Oak Ridge – work continued on Attendance and "Flash Forward Day" (for rising 5th grade students and for advancing 7th graders)
- ❖ Hawthorn – divide and conquer – two counselors working in cinque with each other, establish recess play groups, and created an extensive attendance plan working toward having 90% attendance
- ❖ Dogwood – Attendance remains a focus area
- ❖ Osage Beach and Hurricane Deck – continued success with the Leader in Me program and new construction

2015-2016 needs:

- ❖ Continued work on the District Guidance Manual
- ❖ Hire one or two School Social Workers

Departures: Xann Boyd will be leaving due to family re-location. Randy Sweatt will become the School Psychological Examiner for the District.

Respectfully appreciative of the continued support the Board of Education provides to the District Guidance Counselors!

Balanced Building Scorecard Spring 2015

Key Indicators		Measures		SCORING CRITERIA										Raw Score (%)	
				Target	Stretch			Goal	Moderate			Risk			
					1	2	3		1	2	3	1	2		3
Missouri Comprehensive Guidance Program	Dogwood	Curriculum	2	32	30	28		12	10	8	6	4	2	25	
		Individual Planning	3	42	40	38	25-35	22	20	18	16	14		3	
		Responsive	4	42		38	25-35	22	20	18	16	14	12	40.75	
		System Support	5	28	24	22		12	10	8	6	4	2	18.75	
		Non Guidance Activity	6	0	0	0	0	5	10	15	20	25	30	12.5	
Missouri Comprehensive Guidance Program	Hawthorn	Curriculum	2	32	30	28	15-25	12	10	8	6	4	2	10.3	
		Individual Planning	3	42	40	38	25-35	22	20	18	16	14		5.3	
		Responsive	4	42	40	38		22	20	18	16	14	12	26.4	
		System Support	5	28	24		15-20	12	10	8	6	4	2	21.5	
		Non Guidance Activity	6	0	0	0	0	5	10	15	20	25		35.3	
Missouri Comprehensive Guidance Program	OBE/HD	Curriculum	2	32	30	28		12	10	8	6	4	2	20.14	
		Individual Planning	3	42	40	38	25-35	22	20	18	16	14		0	
		Responsive	4	42	40	38		22	20	18	16	14	12	31.25	
		System Support	5		24	22	15-20	12	10	8	6	4	2	31.94	
		Non Guidance Activity	6	0	0	0	0	5	10	15	20	25	30	16.67	
Missouri Comprehensive Guidance Program	Oak Ridge	Curriculum	2	32	30	28		12	10	8	6	4	2	16	
		Individual Planning	3	42	40	38	25-35	22	20	18	15	14		5	
		Responsive	4		40	38	25-35	22	20	18	16	14	12	58	
		System Support	5	28	24	22		12	10	8	6	4	2	10	
		Non Guidance Activity	6	0	0	0	0	5	10	15	20	25	30	5	
Missouri Comprehensive Guidance Program	Middle School	Curriculum	2	32	30	28		12	10	8	6	4	2	20	
		Individual Planning	3	42	40	38	25-35	22	20	18	16		12	13	
		Responsive	4	42	40	38		22	20	18	16	14	12	34	
		System Support	5	28	24	22		12	10	8	6	4	2	20	
		Non Guidance Activity	6	0	0	0	0	5	10	15	20	25	30	13	

Balanced Building Scorecard Spring 2015

Key Indicators		Measures		SCORING CRITERIA										Raw Score (%)
				Target	Stretch			Goal	Moderate			Risk		
			1	2	3		1	2	3	1	2	3		
Missouri Comprehensive Guidance Program	High School	Curriculum	2	32	30	28	15-25	12	10	8	6	4		1.09
		Individual Planning	3	42	40	38	25-35	22	20	18	16	14	12	37.1
		Responsive	4	42	40	38	25-35	22	20	18	16	14	12	21.63
		System Support	5	28	24	22		12	10	8	6	4	2	18.84
		Non Guidance Activity	6	0	0	0	0	5	10	15	20	25	30	12.56
Missouri Comprehensive Guidance Program	LCTC	Curriculum	2	32	30	28	15-25	12	10	8	6	4	2	8.33
		Individual Planning	3	42	40	38		22	20	18	16	14	12	35.3
		Responsive	4	42	40	38		22	20	18	16	14	12	35.4
		System Support	5	28	24	22	15-20	12	10	8		4	2	7.61
		Non Guidance Activity	6	0	0	0	0	5	10	15	20	25	30	3.1
Counselors : Student Ratio	Dogwood	17	175:1	200:1	225:1	250:1	300:1	325:1	350:1	375:1	400:1		4331 *	
	Hawthorn	18	175:1	200:1	225:1	250:1	300:1	325:1	350:1	375:1	400:1		2441	
	Oak Ridge	19	175:1	200:1	225:1	250:1	300:1	325:1	350:1	375:1	400:1	425:1	3081	
	Ozage Beech / Hurricane Deck	20	175:1	200:1	225:1	250:1	300:1	325:1	350:1	375:1	400:1	425:1	3391 & #	
	Middle School	22	175:1	200:1	225:1	250:1	300:1	325:1	350:1	375:1	400:1	425:1	3281	
	High School	23	175:1	200:1	225:1		300:1	325:1	350:1	375:1	400:1	425:1	2641	
	LCTC	24	175:1	200:1	225:1	250:1	300:1	325:1	350:1	375:1	400:1		4841	
TOTAL SCORE														

Legend:
 * The Dogwood building serves more than two grade levels Pre-K through Second grade.
 # Ozage Beech and Hurricane Deck will each have a full time counselor for the 2015-16 year.
 & The high school and Horizons numbers have been combined.

REFERENCE COPY

FILE: BF
Critical

EXPLANATION: SCHOOL BOARD POLICY PROCESS

MSBA has revised this policy for clarity, to remove outdated language and to remove language that was repetitive of other policies (see policies CB and CH). The processes described in this policy are not required by law; however, establishing Board policy is an important Board function and should not be taken lightly.

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.

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

REFERENCE COPY

FILE: BF
Critical

SCHOOL BOARD POLICY PROCESS

The Board of Education shall determine the policies to serve as a basis for the administration of the school district. The formulation, development, adoption and revision of written policies, rules and procedures shall constitute the basic method by which the Board of Education shall exercise its leadership in the operation of the school district function, and adopted policies are among the Board's governing documents.

The Board may direct the district's administrative staff members to promulgate, implement and maintain administrative procedures which are consistent with the Board's policies. While the Board may wish to periodically review these procedures, the administration has the authority to make adjustments to these procedures without Board approval, unless otherwise instructed by the Board. The district's policies, rules and procedures of the Board of Education shall be consistent with the philosophy, goals and objectives of the district, and shall be readily available to school district patrons. In the event of a discrepancy between written materials in the district, Board policy will take precedence.

The term "policy" includes any Board regulations.

The superintendent shall ensure that pertinent policies, rules and procedures shall be made available to the entire school staff annually.

It shall be the duty of the members of the professional and support staff to become familiar with the policies, rules and procedures so that each may clearly recognize his or her duties and relationships within the school policies.

Policy Proposals

Proposals for new policies or revisions of current policies may be initiated by anyone interested in or connected with the district; and must be presented in writing to the superintendent. The superintendent and administration will review the proposal and recommend appropriate disposition of the proposal to the Board. In addition, the district may utilize an outside entity that provides sample policies, service and support. Upon its decision, the Board will inform the interested parties of the status of the proposal and the Board's reasons for acceptance or rejection of the proposal. Except for the alternative procedures described in this policy, the adoption of policies by the Board will follow the sequence outlined for policy adoption. In the event of a discrepancy between written materials in the district, Board policy will take precedence.

REFERENCE COPY

Policy Adoption

Policies may be adopted, and/or amended or rescinded only upon a majority vote of the members of the Board present at a legally constituted meeting in which the proposed policy or amendment has been included on the agenda, described in writing, and made available with Board meeting materials. Information about proposed policies or amendments will be provided to Board members in advance of the meeting where the policies will be discussed to permit time for study of new policies or amendments to policies, and to provide an opportunity for interested parties to react, proposed policies or amendments will be presented as agenda items to the Board.

The formal adoption, or revision or repeal of policies will be recorded in the minutes of the Board meeting. Only those written statements so adopted or revised and so recorded will be regarded as official policies of the Board. Policies may become effective immediately upon adoption, or at a specific effective date established by the Board and provided in the motion to adopt.

Alternative Adoption Procedures

When an updating service, such as that provided by the Missouri School Boards' Association, recommends adopting, amending or rescinding policies, the Board may vote to accept the recommendations after Board review. The recommended changes will then be considered immediately adopted and will be regarded as official Board policy.

The Board can adopt, amend or rescind a policy after any number of readings, however, if the Board determines that an emergency exists, the Board may adopt, amend or rescind a policy immediately. The fact that such policy change is adopted as an emergency measure shall be stated in the minutes.

Suspension of Policies

Policies of the Board may only be suspended at an official meeting of the Board by one of the following procedures:

1. A majority vote of all the members of the Board, if members when the proposed suspension has been described in writing.
2. A unanimous vote of all the members of the Board members when the proposed suspension has not been described in writing.

Administration in Policy Absence

The superintendent shall have the power to implement action within the school district if an emergency situation should develop for which the Board has provided no policy guidelines.

REFERENCE COPY

However, the superintendent's decision shall be subject to review by the Board at its next regular meeting. It is the superintendent's duty to inform the Board of any such action and of the need for an official policy statement.

Policy Review

The superintendent shall be responsible for the administration of the policies, rules and regulations adopted by the Board of Education. In the Board will review its policies on a continual basis in an effort to ensure that policies are updated to comply with and in compliance with the most recent federal and state regulations, statutes and court decisions; the Board will review its policies on a continuing basis.

The superintendent shall be responsible for the administration of the policies adopted by the Board of Education and is responsible for calling the Board's attention to all policies that are out of date or that appear to need revision. The superintendent may designate a specific staff person who will be responsible for entering policy update material into the manual and presenting any update material received to the superintendent or contact with an outside entity for assistance with updating policies and maintaining an online version of the policy manual as required by law. For the purpose of this policy, the term "manual" refers to the district's collected policies, whether in print or electronic format.

The Board directs that the district maintains multiple copies of paper manuals, the superintendent to recall policy manuals periodically for purposes of administrative updating and Board review. The superintendent and administrative staff designate shall make every effort to ascertain that each copy of the policy manual or any excerpt therefrom is identical. However, only the copy which is designated "official copy" and which is kept at all times in the office of the superintendent of schools shall be recognized as authoritative.

Alternative Procedures

The following procedure may be used to formally adopt or delete policies or amend any part of an existing policy as recommended by an updating service such as that provided through the Missouri School Boards' Association. Following review of the recommended changes, the Board may vote to accept the recommendations of the policy service. The recommended changes will then be considered immediately adopted and will be regarded as official Board policy.

In addition, the Board may determine that an emergency exists, and in such cases may immediately adopt, repeal or amend a policy. The fact that such policy change is adopted as an emergency measure shall be stated in the minutes.

REFERENCE COPY

FILE: BF
Critical

Distribution of School Board Policies and Regulations

The superintendent of schools shall have a copy of this manual available in the administrative office of each building unit operated by the Board of Education and in the libraries of each unit. All manuals shall be kept up-to-date relative to the Board of Education policies and amended policies.

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: 08/13/2001

Cross Refs: CH, Policy Implementation and Dissemination
GIBB, Staff Involvement in Decision Making
KC, Community Involvement in Decision Making

Legal Refs: § 171.011, RSMo.

Camdenton R-III School District, Camdenton, Missouri

REFERENCE COPY

FILE: CB
Critical

EXPLANATION: SCHOOL SUPERINTENDENT

MSBA has revised this policy for clarity, to update terminology and to incorporate language removed from policy BF.

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.

<input checked="" type="checkbox"/>	Board Secretary	Business Office	Coaches/Sponsors
<input type="checkbox"/>	Facility Maintenance	Food Service	Gifted
<input type="checkbox"/>	Human Resources	Principals	Library/Media Center
<input type="checkbox"/>	Health Services	Counselor	Special Education
<input type="checkbox"/>	Transportation	Public Info/Communications	Technology

REFERENCE COPY

FILE: CB
Critical

SCHOOL SUPERINTENDENT

The superintendent of schools shall be the chief executive officer of the Board of Education and the administrative head of all divisions and departments of the Camdenon R-III School District. The superintendent shall be responsible to the Board for the execution of its policies, rules and procedures. The superintendent shall be the Board's representative of the Board and the channel through which all directives from the Board to its employees or students shall be communicated. The superintendent may also give directives, which for the management of the school district to employees and students on points not covered by the adopted Board policies and regulations. Such directives shall be valid until they are disapproved by the Board, for the management of the school district to employees and students on points not covered by the adopted policies, rules and procedures.

The superintendent is charged with creating, implementing and maintaining written administrative procedures to provide guidance on policy implementation to the district. Administrative procedures must be consistent with the adopted policies of the Board in every respect. While the Board may wish to periodically review these procedures, the administration has the authority to make modifications to procedures without Board approval, unless otherwise instructed by the Board.

The superintendent shall be held accountable to the Board for all aspects of administering to the school district administration. The execution of all decisions made by the Board concerning the internal operation of the school district shall be delegated to the superintendent. The superintendent shall then be responsible for the delegation of responsibility and authority for the operation of the various functions of the district.

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:

Legal Refs: §§ 168.191, 201, RSMo.

Camdenon R-III School District, Camdenon, Missouri

EXPLANATION: **STAFF CONFLICT OF INTEREST**

Senate Bill 719 (2014) modified the conflict of interest provisions to allow all employees of all school districts to do business with the district where they are employed subject to notice and bidding requirements and statutory limitations. Previously, the law prohibited employees of districts in first-class counties from selling personal property to the district where they were employed, but allowed district employees from second-, third- and fourth-class counties to do so. Now there is no distinction. For that reason, MSBA will no longer have two versions of this policy.

In addition, Senate Bill 719 corrected a situation allowing "administrative and executive employees" to legally engage in business transactions with their employing districts while excluding other employees from doing so. The notice and bidding requirements applicable to all employees have been extended to apply to employees' spouses, dependent children in their custody and businesses with which the employees are associated.

MSBA has added several items to the "Additional Prohibitions" section and one to the "Administrative and Executive Employees" section. *Except for the statements about copyright, tutoring and not accepting gifts, these provisions were already part of the conflict of interest laws but had not been included in this policy.*

MSBA modified the statement about gifts from students to allow for a situation where the members of a team, club or other student group all contribute a small amount of money to purchase a gift for a coach or sponsor. At only five dollars per student, this could easily break the previous \$50 limit, so MSBA has raised the limit to \$100.

This policy now includes a section intended to remind superintendents, chief financial officers and district general counsel—if the district employs these persons—to annually fill out a personal financial disclosure statement.

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
X Human Resources	X	Principals	Library/Media Center
Health Services		Counselor	Special Education
Transportation		Public Info/Communications	Technology

STAFF CONFLICT OF INTEREST

(Districts Including Any Portion of a First-Class County)

Employees of the Board will not engage in any activity that raises a reasonable question of conflict of interest with their duties and responsibilities as members of the Camdenton R-III School District staff and may be disciplined or terminated for doing so. All employees of the Camdenton R-III School District shall adhere to the laws regarding conflict of interest and avoid situations where their decisions or actions in their employment capacities violate the provisions of this policy or conflict with the mission of the district.

Definitions

Business with Which an Employee is Associated—For the purposes of this policy, a "business with which a person an employee is associated" means:

1. A sole proprietorship owned by the employee, his or her spouse or any dependent children in the person's custody.
2. A partnership or joint venture in which the employee or spouse is a partner, other than as a limited partner of a limited partnership, and any corporation or limited partnership in which the employee is an officer or director or of which the employee or his or her spouse or dependent children in the employee's custody, whether singularly or collectively, own more than ten percent of the outstanding shares of any class of stock or partnership units.
3. Any trust in which the employee is the settlor or trustee, or in which the employee, spouse or dependent children, singularly or collectively, are beneficiaries or holders of a reversionary interest of ten percent or more of the corpus of the trust.

Special Monetary Benefit—Being materially affected in a substantially different manner or degree than the mass or per degree in which the public in general will be affected or, if the matter affects only a special class of persons, then affected in a substantially different manner or degree than the manner or degree in which such class will be affected.

Sale, Rental or Lease of Personal Property (Property other than Real Estate)

No employee of the district shall sell, rent or lease any personal property to the school district for consideration in excess of five hundred dollars' value per transaction or five thousand dollars' value per year to him or her, to his or her spouse, to a dependent child in his or her custody or to any business with which he or she is associated unless the transaction is made pursuant to an award on a contract let or sale made after public notice and competitive bidding, provided that the bid or offer accepted is the lowest received.

Sale, Rental or Lease of Real Property (Real Estate)

No employee of the district shall sell, rent or lease any real property to the school district for consideration in excess of five hundred dollars' value per transaction or five thousand dollars' value per year to him or her, to his or her spouse, to a dependent child in his or her custody or to any business with which he or she is associated unless the transaction is made pursuant to an award on a contract let or sale made after public notice.

Independent Contractor Services

No employee of the district shall perform service as an independent contractor for consideration in excess of five hundred dollars' value per transaction or five thousand dollars' value per year to him or her, to his or her spouse, to a dependent child in his or her custody or to any business with which he or she is associated unless the transaction is made pursuant to an award on a contract let or sale made after public notice and competitive bidding, provided that the bid or offer accepted is the lowest received.

Additional Prohibitions

The following activities are explicitly prohibited:

1. In accordance with law, employees or businesses with which they are associated are prohibited from selling or providing to the district personal property, including goods and supplies. Employees may not act or refrain from acting by reason of any payment, offer to pay, promise to pay or receipt of anything of actual pecuniary value paid or payable, or received or receivable, to themselves or any third person. This includes a gift or contribution made or received in relationship to or as a condition of the performance of an official act.
2. Employees shall not favorably act on any matter that is specifically designed to provide a special monetary benefit to them, their spouse or any dependent children in their custody.
3. Employees will not use their decision-making authority for the purpose of obtaining a financial gain that materially enriches them, their spouse or any dependent children in their custody by acting or refraining from acting for the purpose of coercing or extorting anything of actual pecuniary value.
4. Employees shall not offer, promote or advocate for a political appointment in exchange for anything of value to any political subdivision.
5. An employee will not participate in any manner, attempt to directly or indirectly, in which the employee attempts to influence any district decision of the district when the employee

REFERENCE COPY

FILE: GBCA
Critical

knows the result of the decision may be the district's acceptance of the performance of a service or the sale, rental or lease of any property to the district and the employee, his or her spouse, dependant children in his or her custody or any business with which the employee is associated will benefit financially.

- 36. An employee will not use his or her position with the district to influence purchases made by students or their parents/guardians resulting that result in the financial gain of the employee, the employee's spouse, the employee's dependent children of the employee or businesses with which the employee is they are associated, unless authorized by the Board of Education.
- 47. An employee will not trademark, patent, copyright or claim ownership interest in any inventions, publications, ideas, processes, compositions, programs, images or other intellectual property created by the employee in their his or her capacity as an employee of the district, unless authorized by the Board of Education. The district will not pay royalties, licensing fees or other fees to employees or businesses with which they are associated for the use of intellectual property an employee creates in his or her capacity as an employee of the district to the employee or businesses with which the employee is associated created by employees in their employment capacities, unless authorized by the Board of Education.
- 58. An employee will not receive compensation, other than the compensation received from the district, for tutoring students currently enrolled in a class the employee teaches unless authorized by the Board of Education. Any private tutoring of students for a fee on district property is subject to facility usage policies and procedures. Any professional staff member wishing to use district facilities to provide private lessons or private tutoring for a fee must make a request to the director of the evening programs located in the vo-tech school prior to any lessons or tutoring.
- 69. Employees will not accept gifts of substantial value from vendors, individual students or parents/guardians unless authorized by the Board of Education or the employee's immediate supervisor. For the purposes of this policy, a gift has a "substantial value" if it is worth more than \$50.00.
- 7. Employees will not use district property, including the district's intellectual property, or confidential information obtained in their capacity as employees of the district to financially benefit themselves or any other person or business unless authorized by the Board of Education.

REFERENCE COPY

FILE: GBCA
Critical

In the event of a promotion which brings about the conditions described above, the employee of lower rank shall be transferred to another position for which he or she is qualified and where a vacancy has occurred or the employee of lower rank shall be assigned to another administrator for the purpose of evaluation and recommendation for employment.

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

Adopted: 08/08/1994

Revised: 09/13/1999; 12/12/2005;

Cross Refs: BBFA, Board Member Conflict of Interest and Financial Disclosure
DA, Fiscal Responsibility
DJF, Purchasing
DN, Surplus District Property
KG, Community Use of District Facilities

Legal Refs: §§ 105.450 - 458, 462, 466 - 467, 472, 168.114, 126, 171.181, RSMo.

Camdenton R-III School District, Camdenton, Missouri

FILE: GBCA
Critical

REFERENCE COPY

Use of Confidential Information

Employees shall not use or disclose confidential information obtained in the course of or by reason of their employment in any manner with intent to result in financial gain for themselves, their spouses, dependent children in their custody, any business with which they are associated or any other person. Even when there is no financial gain involved, misuse of confidential information or failure to keep information confidential violates Board policy and could also violate state and federal law.

Administrative and Executive Employees

In addition to the above-listed requirements, the following restrictions apply to all administrative and executive employees in the school district, in accordance with law. Administrative and executive employees of the district may not:

- 1. Provide services to the district as independent contractors, in addition to the compensation provided for the performance of their official duties. If the compensation for such services exceeds \$500 per transaction or \$5,000 per year, the district must first give public notice and competitively bid the services, and the district employee's bid must be the lowest received.
- 2. Sell, rent or lease real estate to the district. Public notice of the transaction must be given prior to execution if the payment the employee receives exceeds \$500 per transaction or \$5,000 per year.
- 3. Not receive compensation or payment for services from any person, firm or corporation, other than the compensation provided by the district for the performance of their official duties, to attempt to influence a decision by the district.
- 4. Not perform any service for compensation by which they attempt to influence a decision of the district for one year after the termination of their employment with the district.

Financial Disclosure

The superintendent, chief purchasing officer and general counsel, if employed full-time by the district, will file an annual disclosure statement with the Missouri Ethics Commission in accordance with law and Board policy BBFA.

Nepotism

No administrator or any other person in a supervisory position shall have under his or her direct supervision any employee whose relationship is of first or second degree either by blood or marriage.

EXPLANATION: STAFF ABSENCES AND TARDINESS

This is a NEW policy for district consideration. MSBA has removed language from GCBDA and GDBDA regarding excessive absences and tardiness and created this policy so that districts may address the thorny issue of employee attendance in more detail. Unfortunately, many districts struggle with employees who do not value regular attendance. This policy allows the district to address the topic separately from paid leaves.

MSBA recommends this policy language because Senate Bill 510 (2014) amended the state unemployment statute to give employers greater freedom in challenging unemployment claims for terminations due to any of the following:

1. A violation of an employer's no-call, no-show policy.
2. Chronic absenteeism or tardiness in violation of a known policy of the employer.
3. Two or more unapproved absences following a written reprimand or warning relating to an unapproved absence, unless the absence is protected by law.

In addition, the law allows for unemployment to be challenged for "violation of an employer's rule." For these reasons, it is important for the district to have a strong attendance policy and written rules on the district's expectations regarding attendance.

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.

<input type="checkbox"/>	Board Secretary	<input type="checkbox"/>	Business Office	<input type="checkbox"/>	Coaches/Sponsors
<input type="checkbox"/>	Facility Maintenance	<input type="checkbox"/>	Food Service	<input type="checkbox"/>	Gifted
<input checked="" type="checkbox"/>	Human Resources	<input type="checkbox"/>	Principals	<input type="checkbox"/>	Library/Media Center
<input type="checkbox"/>	Health Services	<input type="checkbox"/>	Counselor	<input type="checkbox"/>	Special Education
<input type="checkbox"/>	Transportation	<input type="checkbox"/>	Public Info/Communications	<input type="checkbox"/>	Technology

Employees will not be disciplined or terminated for absences qualifying for protection under the Family and Medical Leave Act (FMLA), the Uniformed Services Employment and Reemployment Rights Act (USERRA) or other applicable law.

Failure to Contact the District

If an employee without an employment contract is absent from work, does not contact his or her supervisor, and does not respond to attempts by the district to contact the employee and the employee's emergency contact, the district will assume the employee has resigned his or her employment with the district and will consider the position vacant.

If an employee with an employment contract is absent from work, does not contact his or her supervisor, and does not respond to attempts by the district to contact the employee and the employee's emergency contact, the district will send a letter and any other appropriate communication to the employee stating that if the employee does not contact the district, the district will assume that the employee has voluntarily resigned from his or her position with the district. If the employee still does not contact the district, the district will assume that the employee has resigned and will consider the position vacant.

The district may share with potential employers seeking information about a former employee the fact that the employee failed to contact the district or resign.

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

Adopted:

Cross Refs: DLB, Salary Deductions
HPA, Employee Walkouts, Strikes and Other Disruptions

Legal Refs: §§ 168.114, 116, 288.030, RSMo.
Family and Medical Leave Act of 1993, 29 U.S.C. §§ 2611 - 2619
Uniformed Services Employment and Reemployment Rights Act, 38 U.S.C. §§ 4301-4333
Willis v. School Dist. of Kansas City, 606 S.W.2d 189 (Mo. Ct. App. 1980)

STAFF ABSENCES AND TARDINESS

Consistent contact with students and coworkers is necessary for an optimal learning environment and an effective working environment. Therefore, consistent attendance is an essential duty of any employee's position. While some absences are unavoidable, when an employee is routinely tardy, frequently absent or is absent for an extended period of time, the learning environment and district operations are negatively impacted.

Employees may be disciplined or terminated for excessive absences, which includes situations where employees come to work late, leave early or abandon their duties without permission from a supervisor. Unless authorized by the Board or the superintendent or otherwise authorized by law, an employee's absence will be considered excessive or unreasonable in any of the following circumstances:

1. The absence is for a reason not granted as paid or protected leave under Board policy or law.
2. The absence results in the employee exceeding the amount of leave granted by the Board.
3. The employee has not otherwise exhausted applicable leave days, but the absence exceeds 5 days a month, 20 days in a semester or 40 days per school year, notwithstanding the amount of paid leave accumulated, or is otherwise disruptive to district operations, as determined by the district.
4. The employee fails to appropriately notify the district of an absence as soon as possible after the employee knows he or she will be absent (commonly called No-Call, No-Show).
5. The employee does not provide the district complete and accurate information about the absence, does not respond to requests for information, or does not provide documentation related to the absence as requested or required.
6. The employee does not first obtain permission to be absent from the appropriate supervisor when required to do so.
7. The absence is for any reason other than the one given for the absence.

Even if the absence is authorized by the Board or the superintendent, if the absence occurs for a reason not granted as paid leave under Board policy or if it exceeds the number of days the employee has been granted under a designated leave, the employee's salary will be docked. Violation of this policy constitutes misconduct and may result in the loss of unemployment benefits if a claim is filed.

Stewart v. Board of Educ. of Ritenour, 574 S.W.2d 471 (Mo. Ct. App. 1978)
Aubuchon v. Gasconade County R-I Sch. Dist., 541 S.W.2d 322 (Mo. Ct. App. 1976)

Camdenton R-III School District, Camdenton, Missouri

REFERENCE COPY

FILE: GBI
Basic

EXPLANATION: GIFTS TO AND SOLICITATIONS BY STAFF

MSBA recommends that the district combine this policy language with GBCA, because both of them address the theme of gifts to school personnel and the appropriateness of those gifts. Whenever the district addresses the same topic in two separate policies there is a danger of a conflict and, as demonstrated below, MSBA's legal team is concerned such a conflict already exists.

The second paragraph states, "Gifts should be token in nature and should not exceed \$500." Our legal team encourages the district to clarify that the district will not give gifts in excess of \$500. Otherwise, this language conflicts with GBCA, which previously set the limit for gifts from vendors, students and parents at \$50 (changed to \$100 in this update).

Likewise, this policy seems to discourage gifts from students. Policy GBCA indicates that gifts from students are fine as long as they do not exceed a certain dollar amount.

MSBA recommends rescinding this policy or at least modifying it to remain consistent with policy GBCA.

REFERENCE COPY

FILE: GBI
Basic

GIFTS TO AND SOLICITATIONS BY STAFF

The Camdenon R-III School District provides remuneration to its employees through wages and salary and benefits paid under existing policy.

Gifts should be token in nature and should not exceed \$500.00.

No other payment may be made by the Board for any other purpose unless directed by 100% of the Board at a publicly held meeting.

Gifts to Teachers

Gifts to teachers from students should be discouraged by principals and teachers. It is hardly fair to set up a rule saying that teachers will not receive gifts, as there are times and circumstances when it is a very gracious and thoughtful thing on the part of young people to remember their teacher in this manner. However, the giving of gifts to teachers can lead to unpleasant situations in the school, and for this reason the practice should be discouraged.

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: 07/10/2006

Camdenon R-III School District, Camdenon, Missouri

- 1) Being a program presenter.
- 2) Representing the district by virtue of office or position held in an organization.
- 3) Supervising students who have gained eligibility to attend a state conference.
- 4) Representing the district in an official capacity.
- 5) Attending professional staff development activities.
 - a. Being a program presenter.
 - b. Representing the state by virtue of office or position held in an organization.
 - c. Supervising students who have gained eligibility to attend a national conference.
 - d. Representing the school district.
 - e. Attending professional staff development activities.

These requests, complete with cost estimates, must be submitted to the building administrator by October 15 or as early as possible and must be approved by the superintendent.

- d. **International Activities** - Any request to travel outside the continental United States must be reviewed by the superintendent and presented to the Board of Education for approval.
3. **Advanced Professional Training Leave** - One day each year may be granted to certified personnel for the management of their advanced professional training with the approval of the superintendent or designee. There is no accumulation of professional leave.
4. **Military Leave** - The Board shall grant military leave as required by law. Members of the National Guard or Reserve shall be granted military leave for the period of their active performance of duty or training will be entitled to a leave of absence of 120 hours in any

time spent responding to a summons for jury duty, does count participating in the jury selection process or time spent actually serving on a jury.

- b. This policy shall apply to those certified faculty, staff and administrators who are compensated for the regular school term (presently 9 1/2 months) and those who are compensated for the summer months beyond that term. It will apply only to those districts which would have resulted in loss of salary or pay had the policy not been enacted.
- c. An employee will not be terminated, disciplined, threatened or otherwise subjected to adverse action because of the employee's receipt of or response to jury summons.
8. **Leave for Court Siblings** - If the subpoena is directly related to the employee's school duties, the employee will be released for court appearance without loss of leave. Other court appearances will be deducted from personal leave.
9. **Healthier Leave** - Employees will be allowed to use personal vacation and/or unpaid leave for the duration of the school year to accompany a family member who is a volunteer firefighter. For the purposes of this section, "volunteer firefighter" includes members of Missouri's Disaster Medical Assistance Team, Missouri Task Force One, Urban Search and Rescue Team or those recruited by the Federal Emergency Management Agency (FEMA) in times of national disaster. Employees covered under this section shall not be required to work in order to respond to an emergency. Employees shall make every reasonable effort to notify the principal or supervisor if the employee may be absent from or late to work under this section. Employees are required to provide their supervisors with a written statement from the supervisor or acting supervisor of the volunteer fire department stating that the employee responded to an emergency along with the time and date of the emergency.
10. **Crime Victim Leave** - Any employee who is a crime victim, who witnesses a crime or who has an immediate family member who is a crime victim will not be required to use vacation, personal or sick leave in order to honor a subpoena to testify in a criminal proceeding, attend a criminal proceeding or participate in the preparation of the criminal proceeding.
11. **Civil Air Patrol Leave** - Any employee who is a member of Civil Air Patrol and has completed the requirements of their advanced professional training with the approval of the superintendent or designee shall be granted unpaid leave to perform Civil Air Patrol emergency service duty or communication missions without loss of time, regular leave or any other rights/benefits in accordance with law. The leave is limited to 15 working days in any calendar year, but is unlimited when responding to a state or nationally declared

who are eligible to draw unused leave pay. The district will pay pro-rated unused leave pay to employees who leave the district after less than two and one-half (2 1/2) years of service or to employees who are terminated by the Board of Education. They will be paid in the following rates:

Years of Service in the Classification Category	Amount Paid Per Day for Unused Leave Days (State and Personal)
2 1/2 to 4	\$22.50
4 1/2 to 9	29.25
9 1/2 to 16	36.00
16 or more	42.00

These same benefits will go to second receivers should an employee die while under contract to the Board of Education. The beneficiary designation will be consistent with the employee's Board-paid life insurance policy.

An employee must complete two and one-half (2 1/2) years of service to be eligible to draw unused leave pay.

If an employee breaks the contract and does not fulfill specified time, the pay for unused sick and personal leave for the contract year is waived and will not be paid, except in special cases approved by the Board of Education as recommended by the superintendent. (If the employee qualified for prior years, he or she will be paid.) This regulation applies to teachers and also to non-teaching personnel.

Notification of retirement must be made by March 1 of the current school year. In order to receive full payment for unused sick and personal leave days, if notification is not made by March 1, the School Board may exercise the option of making payment in two installments - the first installment on the first day following the second installment on the second day following.

Transfer of Unused Paid Leave

Part-time professional employees accumulate sick and personal leave on a pro rata basis. If these employees are transferred to a full-time position, they may carry forward all days at their pro-rated rate.

district fiscal year (October 1 - September 30) without impairment of efficiency rating or loss of time, pay, regular leave or any other rights or benefits. Employee shall provide the district an affidavit certifying that they are required to report to duty.

5. **Election Leave** - Any employee who is appointed as an election judge pursuant to state law may be absent on any election day for the period of time required by the election authority. The employee must notify the district at least seven days prior to any election in which the employee will serve as an election judge. No employee will be terminated, disciplined, demoted or otherwise subjected to adverse action based on the employee's service as an election judge.
6. **Leave in Years** - Employees who do not have three successive hours free from work while the polls are open will be granted a leave period of up to three hours to permit the employee to attend to family or other matters. Employees will not be permitted to request this leave until the polls are closed prior to election day and will not be permitted to request this leave during the workday the leave should be taken. Any employee who properly requests leave to vote and uses the leave for that purpose will not be subject to discipline, reprimand or loss of wages or salary.
7. **Jury Duty Leave** - Both the philosophy and the policies of the Camden R-III School System have always attempted to foster and promote educational development and growth as well as community service, not only of the students in the system, but also of the certified faculty, staff and administrators. Jury service is one of those areas of community service. Thus, the purpose of this policy is to assure that the Camden R-III School District does not discriminate against any employee who is called to jury duty. (Contractually, staff and administrators are not exempt from jury duty under present Missouri law.)

It shall be the policy of the Camden R-III Board of Education to pay those certified faculty, staff and administrators who are called to jury duty as just during their court period (including extra weeks if so contracted). The difference between the pay they would receive for jury duty and the pay they would receive as jurors.

This policy will be implemented by subtracting the amount of money paid to the certified faculty member, staff member or administrator by the court for jury service from the amount of money paid to the certified faculty member, staff member or administrator. This would mean that members of the certified faculty, staff and administration would actually receive no monetary loss of salary per month while doing jury service. Paid leave for jury duty will include

emergency in Missouri. The district may request that the employee be exempted from responding to a specific mission.

12. **Coast Guard Auxiliary Leave** - Employees who are members of the United States Coast Guard Auxiliary will be granted an employee leave of absence for periods during which they are engaged in the performance of United States Coast Guard or United States Coast Guard Auxiliary duties, including travel related to such duties, when authorized by the director of auxiliary or other appropriate United States Coast Guard Authority. Such leaves of absence will be given on a pro rata basis of time regular leave or any other rights or benefits to which such employees would be entitled if they were not on leave. The leave shall be used in any calendar year, but is unlimited when responding to a state or nationally declared emergency in Missouri or upon any navigable waterway within or adjacent to the State of Missouri. The district may request that an employee be exempted from responding to a specific mission.

Pregnancy, Childbirth and Adoption Leave

This section confers no rights extending beyond the contracted period of employment. FMLA certification and recertification procedures apply to FMLA-eligible employees. An employee must notify the district of the need for and anticipated duration of the leave at least 30 days before leave is to be taken, if foreseeable. If 30 days notice is not practical, the employee must give as much notice as is feasible, but at least as long as is practicable. If an employee is unable to give as much notice as is to be so and as long as being able to perform her duties is not impaired, based on a medical opinion.

Employees eligible for FMLA leave for the birth, first year care, adoption or foster care of a child are eligible for FMLA leave for the birth, first year care, adoption or foster care of a child and may use any combination of accrued sick leave, personal leave, vacation leave or unpaid leave.

Pregnant employees who need more than six weeks of paid or unpaid leave for a pregnancy-related incapacity must provide certification of the medical necessity for such leave. The district will change an employee's sick leave days to such an extent.

Compensation for Unused Paid Leave

Employees covered by the sick leave policy for the Camden R-III School District, when retiring or resigning from the system, will be paid for any unused leave which has accumulated since September, 1969. Employees must complete two and one-half (2 1/2) years of service with the district

Classified employees moving to a certified position may carry forward no more than 30 days. If the employee has more than 30 days accumulated, the employee will be compensated for those days per district policy.

Short-Term Leave of Absence Without Pay

Certified personnel may find themselves in unusual circumstances where they are compelled to be absent for unusual or unforeseen reasons. The superintendent may grant up to five days of leave without pay in these circumstances. A request must be submitted to the building principal in writing. Unused personal days may be used in place of unpaid leave days in the short-term leave request.

Notice: This notice is encouraged to check the index located at the beginning of this section for other performance policies and to review administrative procedures and/or forms for related information.

Adopted: 08/07/1994
 Revised: 09/19/2005, 12/12/2005, 03/27/2006, 07/16/2007, 04/14/2008, 10/13/2008, 08/10/2009, 03/08/2010, 12/13/2010, 06/11/2011, 04/08/2011;

Classified Employees, Employees Representatives
 HPA, Employee Walkouts, Strikes and Other Disturbances

Legal Refs: § 41.1000, 1085, 105.270 - 271, 115.102, 639, 168.12, 169.595, 320.300, 330 - 339, 494.460, 595.209, 638.06

Fair Labor Standards Act, 29 U.S.C. §§ 201 - 218 (FLSA)
 Title VII of the Civil Rights Act of 1964, as amended, by the Pregnancy Discrimination Act, 42 U.S.C. § 2004e-17, 2004e-17

29 C.F.R. § 1604.10
 Missouri School Boards' Association - 686-686-6866
 Missouri School Boards' Association - 686-686-6866
 Missouri School Boards' Association - 686-686-6866

Camden R-III School District, Camden, Missouri



PRINT



Select Language ▼

PROFESSIONAL STAFF SICK LEAVE POOL

Effective October 14, 1996, a sick leave donation policy shall be implemented for critical illnesses. All contracted Camdenton R-III certificated personnel who qualify under the sick leave and personal leave policy, GCBDA, will be covered under this plan. Employees who are drawing Public School Retirement System of Missouri (PSRS) retirement funds are not covered under this plan.

The incentive sick leave donation policy shall be implemented using the following guidelines:

1. Unused sick days will accumulate as sick leave. Unused personal leave days will accumulate as personal leave up to a maximum of five days; after five personal days have accumulated, all future personal leave days will accumulate as sick leave days.
2. Of the 11 days that are given for sick leave and personal leave, any certificated employee may donate up to five days annually to another certificated employee who has used up all of his/her sick leave days for unusual and lengthy absences due to serious illness or accident.
3. No recipient of donated sick leave days may accept and use more than 90 such days in any one school year.
4. In order to request assistance, the teacher must have used all of his/her sick leave days plus five consecutive days. In certain instances, absences resulting from an ongoing critical illness/disability need not be consecutive after the initial five-day loss of pay is satisfied (example: chemotherapy). The need for such an arrangement must receive prior approval by the School Board.
5. Donations must be deducted from current year's available leave days before accumulated leave days from previous years may be used.
6. Application for use of the sick leave donation policy shall be made to the superintendent or designee in writing.
7. Employees who have met all requirements and have completed designated employment periods in the Camdenton R-III School District may draw days from policy as follows:
 - a. Beginning first-year employees and employees beginning their second year of teaching -- 30 days.
 - b. Employees beginning their third year or fourth year of employment -- 60 days.
 - c. Employees beginning their fifth year of teaching and above -- 90 days.
8. Donations of sick leave days will not reduce the donor's on-the-job incentive pay.

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.

EXPLANATION: SUSPENSION OF PROFESSIONAL STAFF MEMBERS

MSBA has revised this policy for clarity. Under "Employees with Contracts," MSBA has clarified that a hearing is not required when an employee has consented to an unpaid suspension in writing.

MSBA has also changed language under "Special Circumstances Requiring Suspension" for consistency with other policies.

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

SUSPENSION OF PROFESSIONAL STAFF MEMBERS

The Board delegates to the superintendent the authority to suspend any staff member for any legal reason in accordance with district policy and law. Action shall be taken when, in the judgment of the superintendent, the best interests of the school will be served by immediate suspension. An employee will be immediately suspended in situations where the superintendent or designee determines that suspension is necessary to prevent disruption to the education environment, protect the safety of the students, appropriately investigate alleged misconduct, or in other circumstances where suspension serves the district's interests.

Employees without Contracts

The superintendent may suspend, with or without pay, professional staff members who are not under contract. The superintendent shall report any such suspension to the Board of Education. The superintendent's decision will stand approved unless reversed by the Board.

Employees with Contracts

Employees with contracts may be suspended with pay in accordance with law.

Employees with contracts may be suspended without pay only after appropriate due process, unless the employee consents in writing to a suspension without pay. Prior to suspending a professional staff member without pay during the term of a contract, the district will notify the employee of the charges, give the employee an opportunity to discuss the charges and inform the employee of the opportunity to appeal the suspension to the Board of Education. The employee must request an appeal within ten days of notice of suspension without pay. If the employee appeals, the employee may also be suspended with pay pending the appeal.

In general, pay will not be withheld until the Board renders its decision, unless an appeal has been waived or the employee consents in writing to a suspension without pay.

Special Circumstances Requiring Suspension

Pursuant to state law, any employee who strip searches a student in violation of law will be immediately suspended without pay and may be terminated. Prior to suspending a professional staff member with an employment contract, the district will notify the employee of the charges, give the employee an opportunity to discuss the charges and inform the employee of the opportunity to appeal the suspension to the Board of Education. If the Board reverses the suspension, the employee will be reimbursed for any pay withheld. Depending on the length and nature of the suspension, the employee may receive additional due process as required by law.

If the district receives information that an employee has allegedly been involved in sexual misconduct with a student or any other child, the district will suspend and place the employee on administrative leave with pay pending an investigation. In accordance with law, the district will suspend or continue a suspension of an employee if the Children's Division (CD) of the Department of Social Services finds that an allegation of sexual misconduct with a student is substantiated, but the district may return the employee to his or her position if the finding is reversed by a court on appeal and becomes final. The district reserves the right to suspend or terminate an employee for any legal reason, including sexual misconduct, regardless of whether another agency or a court substantiates the claim. A hearing will be provided to an employee upon request when 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: 06/14/1999; 12/12/2005; 05/09/2011; 06/11/2012;

Cross Refs: AC, Prohibition against Discrimination, Harassment and Retaliation
IA, Test Integrity and Security
JFCF, Hazing and Bullying
JFCF, Interrogations, Interviews and Searches
JHG, Reporting and Investigating Child Abuse/Neglect

Legal Refs: §§ 162.068, 167.166, 168.071, J01 - J2633, RSMo.

Camdenton R-III School District, Camdenton, Missouri

EXPLANATION: **TERMINATION OF PROFESSIONAL STAFF MEMBERS**

This policy has been revised for clarity and to address some changes in the law.

MSBA has amended the section titled "Allegations of Sexual Misconduct with a Student." In 2013 the legislature amended the Amy Healy Student Protection Act to require districts to share information with not only other public schools, but also charter schools, regarding employees who have resigned from the district due to allegations of sexual misconduct.

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

TERMINATION OF PROFESSIONAL STAFF MEMBERS

Noncertificated Personnel

~~Noncertificated Employees with Employment Contracts~~

Employees with ~~employment~~ contracts will be terminated after due process in accordance with the contract and law.

~~Noncertificated Employees without Employment Contracts~~

The superintendent or designee may terminate employees who are not under contract. The superintendent shall report any such termination or suspension to the Board of Education, and the decision will stand approved unless reversed by the Board.

Certificated Personnel

Employees whose positions require a teaching certificate in accordance with law (certificated personnel) shall be terminated in accordance with the provisions of the Teacher Tenure Act of Missouri or other applicable law. In addition to termination, the district reserves the right to file and prosecute charges with the State Board of Education for the revocation of a teaching certificate, pursuant to state law. The district may also petition the office of the Attorney General to file charges with the State Board of Education on behalf of the school district for any reason other than annulment of contract.

The superintendent or designee shall immediately provide written notice to the State Board of Education and the Attorney General upon learning that a certificated employee has pled guilty to or was found guilty of any offense that would authorize the State Board to seek discipline or revoke a teaching certificate.

Tenured Teachers

I. Method

A. A tenured teacher shall not ~~may~~ be terminated by the Board of Education of a school district ~~except~~ for one or more of the following ~~causes~~ reasons:

1. Physical or mental condition unfitting him or her to instruct or associate with children. ~~This provision will not be used for termination unless the district is also in compliance with other state and federal laws requiring the reasonable accommodation of persons with disabilities.~~

2. Immoral conduct.
 3. Incompetency, inefficiency or insubordination in the line of duty.
 4. Willful or persistent violation of or failure to obey the school laws of the state or the published regulations of the Board of Education of the school district employing him or her.
 5. Excessive or unreasonable absence from performance of duties.
 6. Conviction of a felony or crime involving moral turpitude.
- B. In determining the professional competency or efficiency of a tenured teacher, consideration should be given to regular and special evaluation reports prepared in accordance with district policy, teachers' performance evaluations, other documentation or evidence of performance, and to any written standards of performance adopted by the Board.
- C. A tenured teacher's contract may not be terminated by the Board of Education until after service upon the teacher of written charges specifying with particularity the grounds alleged to exist for termination of such contract, notice of a hearing on charges and, if requested by the teacher, a hearing by the Board of Education.
- D. If the charges are for incompetency, inefficiency or insubordination, at least 30 days before service of the notice of charges, the superintendent will give the teacher a warning in writing stating specifically the causes which, if not removed, may result in charges. Thereafter, the superintendent or designee and the teacher shall meet in an effort to resolve the matter. Thirty days' notice is not necessary for termination for charges other than incompetency, inefficiency and insubordination.
- E. Notice of a hearing upon charges, together with a copy of charges, shall be served on the tenured teacher at least 20 days prior to the date of the hearing. The notice and copy of charges may be served upon the teacher by certified mail with personal delivery, addressed to the employee at his or her last known address. If the teacher or the teacher's agent does not within ten days after receipt of the notice request a hearing on the charges, the Board may, by a majority vote, order the contract of the teacher terminated. If a hearing is requested by either the teacher or the Board of Education, it shall take place not less than 20 or more than 30 days after notice of the hearing has been furnished to the tenured teacher.

F. On the filing of charges in accordance with this section, the Board may suspend the teacher from active performance of duty until a decision is rendered by the Board, but the teacher's salary shall be continued during such suspension unless the law requires the suspension to be without pay. If a decision to terminate a teacher's employment is appealed and the decision is reversed, the teacher shall be paid his or her salary lost while the appeal was pending.

II. Termination Hearing

If a hearing is requested on the termination of a tenured contract or is otherwise used for the termination of a professional staff member under this policy, it shall be conducted by the Board of Education in accordance with the following provisions:

- A. The hearing shall be public.
- B. Both the teacher and the person filing charges may be represented by counsel who may cross-examine witnesses.
- C. Testimony at hearings shall be on oath or affirmation administered by the president of the Board of Education; who shall have the authority to administer oaths in accordance with law.
- D. The Board shall have the power to subpoena witnesses and documentary evidence as provided in § 536.077, RSMo., and shall do so on its own motion or at the request of the teacher against whom charges have been made. The Board shall hear testimony of all witnesses named by the teacher. However, the Board may limit the number of witnesses to be subpoenaed on behalf of the teacher to not more than ten.
- E. The Board of Education shall employ a stenographer who shall make a full record of the proceedings of the hearings and who shall, within ten days after the conclusion thereof, furnish the Board of Education and the teacher, at no cost to the teacher, a copy of the transcript of the record, which shall be certified by the stenographer to be complete and correct. The transcript shall not be open to public inspection unless the hearing on the termination of the contract was an open hearing or if an appeal from the decision of the Board is taken by the teacher.
- F. All costs of the hearing shall be paid by the Board except the cost of counsel for the teacher.
- G. The decision of the Board of Education resulting in the demotion of a tenured teacher or the termination of a tenured contract shall be by a majority vote of the members

Certificated Administrative Staff Ineligible for Tenure

Certificated employees ineligible for tenure (other than the superintendent) in their present positions, such as principals and assistant principals, may be terminated during the course of a contract for any legal reason including, but not limited to, the reasons for terminating instructional personnel. No improvement period is required prior to the notice of charges.--

If an administrator other than the superintendent is also a tenured teacher, the district will provide the terminated administrator a teaching position for which he or she is qualified if a position is available in accordance with law, unless the teaching contract has also been terminated.--

An administrator will receive due process prior to termination as required by law. The district may utilize the process for dismissal of tenured teachers.

Additional Remedies

In addition to termination, the district reserves the right to seek the revocation or discipline of a teaching or administrative certificate with the State Board of Education, pursuant to state law. The district may petition the Attorney General's Office to file charges with the State Board of Education on behalf of the school district for any reason other than annulment of contract. The district may also file criminal charges or seek other civil damages when appropriate.

Notification to the State Board

The superintendent or designee shall immediately provide written notice to the State Board of Education and the attorney general upon learning that a certificated employee has pled guilty to or was found guilty of any offense that would authorize the State Board to seek discipline or revoke a teaching certificate.

Allegations of Sexual Misconduct with a Student

If a former district employee whose job involved contact with children was terminated, nonrenewed or allowed to resign in lieu of termination as a result of an allegation of sexual misconduct with a student, or as a result of such allegations being substantiated by the Children's Division (CD) of the Department of Social Services' child abuse and neglect review board, the district is required by law to release information regarding the sexual misconduct to a potential public school or charter school employer who contacts the district regarding the former employee. In addition, if the CD substantiates a complaint of sexual misconduct with a student against a former employee of the district, the law requires the district to release the results of the CD investigation to any potential public school or charter school employer who contacts the district.

of the Board of Education, and the decision shall be made within seven days after the transcript is furnished them. A written copy of the decision shall be furnished to the teacher within three days thereafter.

III. Appeal

- A. The teacher may appeal the decision of the Board of Education to the circuit court of the county where the district is located. The appeal shall be taken within 15 days after service of a copy of the decision of the Board of Education upon the teacher, and if an appeal is not taken within that time, the decision of the Board of Education shall become final.
- B. The appeal may be taken by filing notice of appeal with the Board of Education, whereupon the Board of Education, under its certificate, shall forward to the court all documents and papers on file in the matter, together with a transcript of the evidence, the findings and the decision of the Board of Education, which shall thereupon become the record of the cause. Such appeal shall be heard as provided in Chapter 536, RSMo.

Probationary Teachers

A probationary teacher may be terminated during the course of a contract for any legal reason including, but not limited to, the reasons for terminating a tenured teacher.

If in the opinion of the Board of Education any probationary teacher has been doing unsatisfactory work, the Board of Education, through its authorized administrative representative, shall provide the teacher with a written statement definitely setting forth his or her alleged incompetency and specifying the nature thereof in order to furnish the teacher an opportunity to correct his or her fault and overcome the incompetency. If improvement satisfactory to the Board of Education has not been made within 90 days of receipt of the notification, the Board of Education may terminate the employment of the probationary teacher immediately. Termination on other grounds may progress immediately.

Any motion to terminate the employment of a probationary teacher shall include only one person and must be approved by a majority of the members of the Board of Education. A tie vote thereon constitutes termination. A probationary teacher will receive due process as required by law prior to termination. The district may utilize the hearing process detailed above for dismissal/termination of tenured teachers.

When employment ends as a result of an allegation of sexual misconduct with a student, the district will provide appropriate due process prior to the release of information regarding the sexual misconduct to a potential public school or charter school employer, if feasible. The superintendent or designee is authorized to consult with the district's attorney to determine the appropriate level of due process to provide.

For the purposes of this policy, employees are considered "former employees" if they have resigned, been terminated, had their contracts nonrenewed, or been notified that their contracts with the district will not be renewed or that the district is pursuing termination, even if the process has not been completed.

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: 12/12/2005

Revised: 05/09/2011; 06/28/2012;

Cross Refs: AC, Prohibition against Discrimination, Harassment and Retaliation
HPA, Employee Walkouts, Strikes and Other Disruptions
IEA, Test Integrity and Security
JFCR, Hazing and Bullying
JHG, Reporting and Investigating Child Abuse/Neglect

Legal Refs: §§ 162.068, 168.101, .114, .116, .118, .120, .126, RSMo.
U.S. Const. amend. XIV

Camdenton R-III School District, Camdenton, Missouri

REFERENCE COPY

FILE: GCPF
Critical

EXPLANATION: RENEWAL OF PROFESSIONAL STAFF MEMBERS

This policy was amended for clarity and legal compliance.

MSBA has changed the name of this policy from "Nonrenewal of Professional Staff Members" to "Renewal of Professional Staff Members" because staff are renewed much more frequently than they are nonrenewed.

MSBA has also revised this policy to reflect provisions of the Missouri Constitution that prohibit the district from increasing an employee's salary after a contract has begun. It has been relatively common for districts to enter into multi-year contracts with some administrators; however, the trade-off for this type of job security is that the salary cannot be renegotiated during the term of the contract.

MSBA has added a section regarding tenured teachers. Tenured teachers have an indefinite contract with the district and therefore the Board does not vote to renew a tenured teacher's contract. That said, many districts still do so. This addition explains the law in more detail.

MSBA has added language under "Noncertificated Professional Staff" to make it clear that these employees will not receive employment contracts. MSBA does not recommend that districts issue employment contracts to any employee unless required by law to do so. The law has never required districts to contract with professional staff who are not required to be certificated.

MSBA has amended the section titled "Allegations of Sexual Misconduct with a Student." In 2013 the legislature amended the Amy Hestir Student Protection Act to require districts to share information with not only other public schools, but also charter schools, regarding employees who have resigned from the district due to allegations of sexual misconduct.

MSBA recommends that copies of this document be mailed 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	Business Office	Coaches/Sponsors
Facility Maintenance	Food Service	Gifted
X Human Resources	X Principals	Library/Media Center
Health Services	Counselor	Special Education
Transportation	Public Info/Communications	Technology

REFERENCE COPY

FILE: GCPF
Critical

Certificated Administrative Staff Ineligible for Tenure

The following rules apply to the employment renewal of all certificated administrative staff, other than the superintendent. On or before April 15 of the year in which a contract expires, the Board of Education shall notify the administrator in writing an administrator ineligible for tenure (other than the superintendent) concerning his or her re-employment. Any motion regarding re-employment of such certificated employee shall include only one person and shall be made in the positive. A majority of the elected members voting in the affirmative shall constitute re-employment.

Nonrenewed administrators who have tenure as a teacher in the district will be offered a teaching position in accordance with law and must provide written notice to the district by June 1 if they do not intend to accept the position.

If an administrator is nonrenewed or demoted, and if the employee has been re-employed five times by the district, the employee may, within ten days following receipt of the notice, request a written statement of reasons. The statement shall be provided within ten days of receipt of the request. The employee shall be granted a hearing, if requested in writing within ten days after receipt of the statement of reasons. The hearing shall be held within ten days of the receipt of the request, and shall be open at the employee's request. The employee may have counsel, testify, offer evidence and cross-examine witnesses. After the hearing, no further action by the Board shall be required.

Noncertificated Professional Staff

Unless otherwise required by law, the district may nonrenew the contract of a noncertificated professional staff member by notifying the employee prior to entering into a new contract with the employee that his or her contract will not be renewed. In general, the district does not enter into employment contracts with noncertificated professional staff. Noncertificated professional staff employees are considered at-will employees and will continue to be employed with the district from year to year, unless notified otherwise. When applicable, the district will provide reasonable assurance of continued employment status to employees prior to the summer break.

Allegations of Sexual Misconduct with a Student

If a former district employee whose job involved contact with children was terminated, nonrenewed or allowed to resign in lieu of termination as a result of an allegation of sexual misconduct with a student, or as a result of such allegations being substantiated by the Children's Division (CD) of the Department of Social Services' child abuse and neglect review board, the district is required by law to release information regarding the sexual misconduct to a potential public school or charter school employer who contacts the district regarding the former employee. In addition, if the CD substantiates a complaint of sexual misconduct with a student against a former employee of the

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FILE: GCPF
Critical

NONRENEWAL OF PROFESSIONAL STAFF MEMBERS

The Camdenton R-III School District will consider professional staff performance and the district's future staffing needs at least annually and make decisions regarding the continued employment of professional staff members for the next school year.

Employment Contracts

Certificated employees whose employment has been renewed will receive contracts no later than May 15.

When the district issues an employment contract to an employee, the district may notify the employee of the date the signed contract must be returned to the district. Failure to return the contract by that date will be considered a rejection of the district's offer of employment. Unless notified otherwise, a re-employed, certificated staff member (other than the superintendent) has 15 calendar days to sign and return a contract to the designated person in the district, or the district, in its discretion, may consider the employment offer revoked.

In accordance with law, if an employee has a multi-year contract in which the employee's salary is set in the contract for the next fiscal year, the Board cannot take action to increase the salary in the existing contract unless the employee's duties are increased.

Tenured Teachers

By law, tenured teachers have an indefinite contract with the district and are therefore automatically considered employed for the next school year without Board action. In accordance with law, the district will notify these teachers on or before May 15 of their compensation for the next school year in accordance with the salary schedule and the school calendar.

Probationary Teachers

On or before April 15 of each school year, the Board of Education shall notify in writing a probationary teacher who will not be retained by the school district of the nonrenewal of his or her contract.

If the teacher was nonrenewed due to a decrease in student enrollment, school district reorganization or the financial condition of the school district, the written notice will include the reason for nonrenewal. Otherwise, upon request, the district will provide a concise written statement of the reason or reasons the contract was not renewed.

REFERENCE COPY

FILE: GCPF
Critical

district, the law requires the district to release the results of the CD investigation to any potential public school or charter school employer who contacts the district.

When employment ends as a result of an allegation of sexual misconduct with a student, the district will provide appropriate due process prior to the release of information regarding the sexual misconduct to a potential public school or charter school employer, if feasible. The superintendent or designee is authorized to consult with the district's attorney to determine the appropriate level of due process to provide.

For the purposes of this policy, employees are considered "former employees" if they have resigned, been terminated, had their contracts nonrenewed, or been notified that their contracts with the district will not be renewed or that the district is pursuing termination, even if the process has not been completed.

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: 12/12/2005

Revised: 06/28/2012

Cross Refs: AC, Prohibition against Discrimination, Harassment and Retaliation
BDDF, Voting Method
CBC, Superintendent's Contract/Compensation and Benefits
JHG, Reporting and Investigating Child Abuse/Neglect

Legal Refs: Mo. Const. art. III, §§ 38(4), 39(3)
§§ 162.068, 168.101, .126, RSMo.
U.S. Const. amend. XIV

Camdenton R-III School District, Camdenton, Missouri

EXPLANATION: SUPPORT STAFF LEAVES

MSBA is updating this policy to move the information regarding extensive absences and sick leave to the MSBA Handbook for clarity. The MSBA Handbook policy regarding sick leave may be found at: https://www.msba.org/.../handbook/.../sick-leave-policy

Table with 2 columns: Category and Description. Includes items like Board Secretary, Business Office, Food Service, etc.

SUPPORT STAFF LEAVES AND ABSENCES

Consistent staffing is important to the learning environment and district operation and therefore is an essential duty of all employees. When an employee is unable to work, the district must ensure that the employee's duties are covered by other staff members.

- Employees may be terminated for excessive absences...
1. Excessive absences are defined as...
2. Excessive absences are defined as...
3. Excessive absences are defined as...

Employees will be disciplined or terminated for absences...
The district may require an employee to provide the district verification of illness from a healthcare provider...
Employees to present a certification of illness to return to work whenever the employee is absent from work due to the employee's health.

Definitions

At-Will Employment - Employment for an indefinite period that may be assigned or terminated in accordance with Board Policy.
Period of Active Employment - Days when an employee is expected to be at work. Each employee will be notified as to the length of this or their period of active employment.

Authorized Leaves

Absence from duty of any member of the support staff...
However, the Board of Education recognizes that there are times when it is absolutely necessary for employees to be absent from duty and has set up a plan that provides for certain authorized absences.

REFERENCE COPY

Family Illness - Family illness is limited to illness, injury or incapacity of an employee's immediate family. The Board defines "immediate family" as include:
- The employee's spouse.
- The following relatives of the employee or the employee's spouse; parents, children, siblings, grandparents, aunts, uncles and any other family member residing with the employee.

Personal Leave - Two personal leave days each year are granted to each employee. This leave will be allowed to accumulate to a maximum of five days. Should five days of personal leave be accumulated, all future personal leave days will accumulate as sick leave days.

Advanced notice for use of personal days must be made to the supervisor two days in advance...
A written request for use of personal days must be made to the supervisor two days in advance...
A district employee may not use personal leave days during the period the employee receives Workers' Compensation for time lost to work-related incidents.

Vacation - Support staff employees working a minimum of 240 days shall be entitled to two weeks of vacation pay per year. However, this rule does not apply until after one full year of employment in the Cranston R-111 School System. Employees who have worked a minimum of 240 days for ten years will earn an additional week of vacation per year for a total of three weeks of vacation per year.

For certain authorized leaves, the district will ensure the support employee against loss of salary. For some leaves, no pay will be provided and some leaves will not be authorized.

Coverage

- All regular support staff employees of the school system are covered.
Temporary or substitute employees are not covered unless otherwise noted.

Paid Leave

Within this category, support staff will be provided nine days of paid leave per year. The unused leave days each year will accumulate. The accumulation will be unlimited, except where specifically noted, and the accumulated leave may be used in subsequent years.

In case of a necessary absence of an employee, he or she shall notify the supervisor at the earliest possible time so that a substitute may be provided. Likewise, the supervisor should be notified in regard to the employee's return to work in time to discontinue the services of the substitute.

The following leaves with pay will be provided to full-time support staff employees:

- Personal Illness (including illness, injury or incapacity of the employee) - The Board reserves the right to require a healthcare provider's certification attesting to the illness or incapacity of the claimant and/or inclusive dates of the employee's incapacitation. FMLA health certification procedures apply to FMLA-qualifying absences, even if such absences are paid sick leave.
Staff members who are ill are encouraged to stay home to promote healing and reduce the risk of infecting others, especially during a pandemic or other significant health event. In the event of a pandemic or other significant health event, schools may be closed to all staff and students for a period of time. If schools are closed only to students, staff members are expected to work regular schedules to an appropriate level.
A district employee may not use paid leave during the period the employee receives Workers' Compensation for time lost to work-related incidents.
Any support staff employee who is a member of a retirement system shall remain a member during any period of leave under sick leave provisions of the district or other Workers' Compensation. The employee shall also receive credit for such leave if the employee makes contributions to the system equal to the amount of contributions that he or she would have made had he or she been on active service status.

minimum of 240 days for ten years will earn an additional week of vacation per year for a total of three weeks of vacation per year.

Employees may not accumulate more than one year of vacation days on the anniversary date of employment. Employees may not accumulate more than one year of vacation days but credited for the year at the time of employment. An employee may submit a written request for vacation to his or her supervisor and receive written authorization before taking vacation days. If the employee's absence may disrupt district operations, the supervisor has the discretion to deny a request for vacation or to limit the time of year the employee may take his or her vacation.

If employment is terminated early for any reason, vacation days will be pro-rated based on the number of days worked.

A district employee may not use vacation days during the period the employee receives Workers' Compensation for time lost to work-related incidents.

Reemployment Leave - After an employee has had one year of employment with the district, the employee may take bereavement leave as set out below. The district may require verification of the need for the leave.

Immediate Family - When a death occurs in the employee's immediate family, the employee may take up to three days off with pay. The Board defines "immediate family" for this leave to include:

- The employee's spouse.
The following relatives of the employee or the employee's spouse; parents, children, children's spouses and siblings.

Use of the three days of bereavement leave for immediate family would not reduce any possible pay earned under the one-day job incentive plan.

Extended Family - The number of days an employee may take for bereavement leave for an extended family member's death will be determined by the principal and superintendent in consultation with the employee and will be taken from the employee's accrued paid leave.

Unrelated Family - The Board defines "unrelated family" for this leave to include:



SUPPORT STAFF SICK LEAVE POOL

Select Language



Effective July 1, 2001, a sick leave donation policy shall be implemented. All Camdenon R-III classified personnel who qualify under the sick leave and personal leave policy, GDBDA, will be covered under this plan.

The incentive sick leave donation policy shall be implemented using the following guidelines:

1. Unused sick days will accumulate as sick leave. Unused personal leave days will accumulate as personal leave up to a maximum of five days; after five personal days have accumulated, all future personal leave days will accumulate as sick leave days.
2. Of the 11 days that are given for sick leave and personal leave, any classified employee may donate up to five days annually to another classified employee who has used up all of his/her sick leave days for unusual and lengthy absences due to serious illness or accident.
3. No recipient of donated sick leave days may accept and use more than 90 such days in any one school year.
4. In order to request assistance, the employee must have used all of his/her sick leave days plus five consecutive days. In certain instances, absences resulting from an ongoing critical illness/disability need not be consecutive after the initial five-day loss of pay is satisfied (example: chemotherapy). The need for such an arrangement must receive prior approval by the School Board.
5. Donations must be deducted from current year's available leave days before accumulated leave days from previous years may be used.
6. Application for use of the sick leave donation policy shall be made to the superintendent or designee in writing.
7. Employees who have met all requirements and have completed designated employment periods in the Camdenon R-III School District may draw days from policy as follows:
 - a. Beginning first-year employees and employees beginning their second year of employment -- 30 days.
 - b. Employees beginning their third year or fourth year of employment -- 60 days.
 - c. Employees beginning their fifth year of employment and above -- 90 days.
8. Donations of sick leave days will not reduce the donor's on-the-job incentive pay.

EXPLANATION: **NONRENEWAL, SUSPENSION AND TERMINATION OF SUPPORT STAFF MEMBERS**

MSBA has amended this policy for clarity and consistency with other policies revised in this update. In 2013 the legislature amended the Amy Hestir Student Protection Act to require districts to share information not only with other public schools, but also charter schools, regarding employees who have resigned from the district due to allegations of sexual misconduct.

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

NONRENEWAL, SUSPENSION AND TERMINATION OF SUPPORT STAFF MEMBERS

The superintendent may suspend (with or without pay) or terminate support staff members who are not under contract. The superintendent shall report any such termination or suspension to the Board of Education. The superintendent's decision will stand approved unless reversed by the Board.

Although support staff employees have no contractual right to continued employment from one academic term or year to the next, such employees may reasonably expect continued employment until notified otherwise.

Special Circumstances

Pursuant to state law, any employee who strip searches a student in violation of law will be immediately suspended without pay and may be terminated. Appropriate due process in accordance with law and this policy will be provided prior to suspending a staff member with an employment contract.

If the district receives information that an employee has allegedly been involved in sexual misconduct with a student or any other child, the district will suspend or place the employee on administrative leave pending an investigation. In accordance with law, the district will suspend or continue a suspension of an employee if the Children's Division (CD) of the Department of Social Services finds that an allegation of sexual misconduct with a student is substantiated, but the district may return the employee to his or her position if the finding is reversed by a court on appeal and becomes final. Regardless, the district reserves the right to suspend or terminate an employee for any legal reason, including sexual misconduct, regardless of whether another agency or a court substantiates the claim.

If a former district employee whose job involved contact with children was terminated, nonrenewed or allowed to resign in lieu of termination as a result of an allegation of sexual misconduct with a student, or as a result of such allegations being substantiated by the CD's child abuse and neglect review board, the district is required by law to release information regarding the sexual misconduct to a potential public school or charter school employer who contacts the district regarding the former employee. In addition, if the CD substantiates a complaint of sexual misconduct with a student against a former employee of the district, the law requires the district to release the results of the CD investigation to any potential public school or charter school employer who contacts the district.

When employment ends as a result of an allegation of sexual misconduct with a student, the district will provide appropriate due process prior to the release of information regarding the sexual misconduct to a potential public school or charter school employer, if feasible. The superintendent

or designee is authorized to consult with the district's attorney to determine the appropriate level of due process to provide.

For the purposes of this policy, employees are considered "former employees" if they have resigned, been terminated, had their contracts nonrenewed, or been notified that their contracts with the district will not be renewed or that the district is pursuing termination, even if the process has not been completed.

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: 01/09/1995; 06/13/2005; 10/13/2008; 06/28/2012
- Cross Refs: AC, Prohibition against Discrimination, Harassment and Retaliation
FC, School Closings, Consolidations and Reorganizations
HPA, Employee Walkouts, Strikes and Other Disruptions
~~HPA, Test Integrity and Security~~
JFCF, Hazing and Bullying
JFG, Interrogations, Interviews and Searches
JHG, Reporting and Investigating Child Abuse/Neglect
- Legal Refs: §§ 162.068, 167.166, RSMo.
U.S. Const. amend. XIV
- Camdenton R-III School District, Camdenton, Missouri

EXPLANATION: PROGRAMS FOR MIGRANT STUDENTS

This change was made to comply with Department of Elementary and Secondary Education (DESE) expectations regarding policies for migrant students. Technically the district does not formally "identify" students as eligible for migrant student services. The district is responsible for screening students, typically through enrollment forms. If a student might qualify as a migrant student, the district is required to notify DESE. DESE is then responsible for making the formal identification.

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

PROGRAMS FOR MIGRANT STUDENTS

The Board of Education of the Camdenton R-III School District directs the administration to identify migratory children in the district screen students, as required by law, and to assist the state in identifying migratory children. If the district becomes aware of any student who might be a migrant student, the superintendent or designee will notify the state director of migrant education, as designated by the Department of Elementary and Secondary Education (DESE), so that the student may be formally recognized as a migrant student.

The administration will develop written administrative procedures for ensuring that migrant students, once identified, receive services for which they are eligible. In developing and implementing a program to address the needs of migratory children, the district will:

1. Identify migratory screen students and assess the educational and related health and social needs of each student identified students migrant.
2. Provide a full range of services to migrant students, including applicable Title I programs, special education, gifted education, vocational or technical education, language programs, counseling programs, elective classes, fine arts classes, etc.
3. Provide migratory children with the opportunity to meet the same statewide assessment standards that all children are expected to meet.
4. To the extent feasible, provide advocacy and outreach programs to migratory children and their families and professional development for district staff.
5. Provide parents/guardians an opportunity for meaningful participation in the program.

If a potential migrant student is identified by the district, the superintendent or designee will notify the State Director and request assistance if needed.

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: 10/09/1995

Revised: 08/11/2003; 01/13/2014

Cross Refs: AC, Prohibition against Discrimination, Harassment and Retaliation
CGC, State and Federal Programs Administration
JEC, School Admissions

Legal Refs: No Child Left Behind Act of 2001, 20 U.S.C. §§ 6301-7941(6391)-6399
34 C.F.R. §§ 200.40-45

Camdenton R-III School District, Camdenton, Missouri

EXPLANATION: STUDENT-INITIATED GROUP USE OF DISTRICT FACILITIES
(K-12 Districts)

House Bill 1303 (2014) prohibits discrimination against noncurricular, student-initiated groups that engage in religious expression or have a religious purpose. Specifically, if a district allows any noncurricular, student-initiated groups to use district facilities, it must allow student-initiated groups that include religious expression to use the facilities as well.

The Equal Access Act (EAA), a federal law, already requires secondary schools that have district-sponsored noncurricular groups to allow student-initiated noncurricular groups to use school facilities to the same extent as district-sponsored groups, so the new state law will not likely have much impact. However, MSBA has taken this opportunity to clarify a few provisions of this policy.

For example, many districts struggle with the definition of "secondary" school. Missouri does not have a statutory definition of this term, and the EAA simply defers to the state. MSBA has defined it as grades 9-12 so that it is now clear which students may initiate these groups. However, if the district wishes to extend the definition to include middle school students, there is some basis for that interpretation as well.

Districts have the option of prohibiting the use of district facilities by all noncurricular groups. However, if the district has even one district-sponsored noncurricular group, the EAA and the provisions of House Bill 1303 apply, and the district must provide student-initiated groups the same access.

Districts may not be aware that some of the groups they sponsor are noncurricular. To be curricular, a group must be related to the curriculum. A club relates to the curriculum if 1) the subject matter is actually taught in a regularly offered course, 2) the focus of the group concerns the body of courses as a whole, or 3) participation is required as part of a course grade or results in academic credit.

If a group does not fall into one of these categories, it is probably noncurricular. The following are some of the groups that courts have found to be noncurricular:

- | | |
|----------------------------|---|
| Community service clubs | Bible clubs |
| Christian fellowship clubs | Cheerleading |
| Drama club | Future Health Services Club |
| Red Cross club | Scuba diving club |
| Young Democrats | Students Against Destructive Decisions (SADD) |

STUDENT-INITIATED GROUP USE OF DISTRICT FACILITIES
(K-12 Districts)

Pursuant to the federal Equal Access Act and Missouri law, secondary schools of the district will provide an opportunity for student-initiated noncurricular groups to conduct meetings or activities on district property to the same extent that the district allows other noncurricular student groups to meet on school premises during noninstructional time. Student-initiated noncurricular groups will not be denied access on the basis of religious, political, philosophical or other content of speech at such meetings or activities. Only students in secondary schools will be allowed to initiate groups whose meetings or activities are held on district property. For the purposes of this policy, a secondary school student is a student enrolled in grades 9-12.

The superintendent or designee may create administrative procedures to govern the use of district facilities by student-initiated noncurricular groups. In addition, district-sponsored student groups are governed by policy IGD, and community use of district facilities is governed by policy KG.

The following guidelines apply to all student-initiated noncurricular groups, meetings and activities:

1. Meetings and activities must be voluntary and student initiated. No student shall be in any way coerced to participate.
2. Employees of the district may not sponsor, promote or lead student-initiated noncurricular groups, activities or meetings, but a teacher, administrator or other school employee may be assigned to the meeting or activity to monitor facility use and student conduct. No employee will be compelled to attend a meeting or activity if the content of the speech at the meeting or activity is contrary to the employee's beliefs. Employees and agents of the school are to be present solely in a nonparticipatory capacity at any student-initiated religious activity held at school and will strictly observe a policy of official neutrality regarding religious activity.
3. Meetings and activities may not materially and substantially interfere with the orderly conduct of educational activities within the school.
4. Except for incidental building costs, no public funds will be expended for student-initiated noncurricular groups.
5. Community members other than students may not direct, conduct, control or regularly attend meetings or activities.

7-12

The determination of whether a group is noncurricular is fact based. For example, in the case where the court found a drama club to be noncurricular, the district did not offer drama, and the students did not receive academic credit for rehearsing and presenting a play. The decision would likely have been different had the district offered a drama course or included drama as part of another course. Some courts have found student councils to be curricular, and some have not. The key appears to be the function the council serves. If the student council focuses on social events, it is likely noncurricular. If the council solicits input and makes recommendations or proposals regarding academic or curricular issues, it may be curricular.

Many districts confuse student-initiated groups with district-sponsored groups or community-sponsored groups. This policy only applies to groups that are initiated and run by students. Policy IGD applies to district-sponsored groups and activities, such as athletics and curricular clubs. Policy KG applies to groups and activities sponsored by community members, even if students are the primary audience for those activities. For example, the Boy Scouts of America or a Good News Club obtain access to district facilities through policy KG.

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Human Resources	X Principals		Library/Media Center
Health Services	Counselor		Special Education
Transportation	Public Info/Communications		Technology

Student Conduct at Meetings

Students attending student-initiated noncurricular meetings or activities must follow all district rules and procedures governing student conduct. The district reserves the right to maintain order and discipline, as well as to protect the safety and well-being of students and employees.

Access to Communication Channels

Student-initiated noncurricular groups at the secondary school level shall have the same access allowed to all other noncurricular student groups to channels of communication for publicizing their meetings, including the public address system, designated bulletin boards, school newspapers and the calendar of events. The school may uniformly state in these media that such organizations or their meetings are not sponsored by the school.

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; 06/11/2012

Cross Refs: KG, Community Use of District Facilities
KI, Public Solicitations/Advertising in District Facilities
KKB, Audio and Visual Recording

Legal Refs: § 166.2400, RSMo
U.S. Const. amend. 1
The Equal Access Act, 20 U.S.C. §§ 4701-4702, 4071, 4072
"Religious Expression in Public Schools," U.S. Dept. of Education May 30, 1998
Westside Community Bd. of Educ. v. Mergens, 496 U.S. 226 (1990)

Camdenton R-III School District, Camdenton, Missouri

EXPLANATION: GRADUATION EXERCISES

MSBA has updated this policy to include a statement that speakers at graduation ceremonies are subject to the provisions of policy INC, Speakers at District Events.

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.

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Human Resources	X Principals	Library/Media Center
Health Services	X Counselor	Special Education
Transportation	Public Info/Communications	Technology

GRADUATION EXERCISES

When a student completes all graduation requirements, it is an achievement of not only the student, but also the community. The Board will recognize the student in a public graduation ceremony to celebrate this accomplishment. It has as its purpose honoring and celebrating the graduate. The superintendent or designee will plan an appropriate ceremony on the date approved by the Board, with input from the students graduating. If appropriate, the district may hold more than one ceremony or recognition celebration.

Speakers at graduation ceremonies are subject to the provisions of policy INC.

Unless otherwise stated in this policy, students may only participate in graduation ceremonies if they have successfully completed all graduation requirements or the requirements to receive an alternative diploma or a certificate of attendance in accordance with Board policy. Students seeking to apply credits earned through other accredited schools, as defined in policy IKF, toward graduation requirements must provide the district with verified documentation of the completion of these courses by April 20 in order to participate in the ceremony. Any student who has otherwise met all requirements for graduation will be granted a diploma, regardless of whether he or she participates in graduation exercises.

Participation in the graduation ceremony is a privilege and not a right. A student must be in good standing with the district, as defined by the district, in order to participate in graduation exercises.

Elementary, middle and junior high schools may hold promotion exercises, but formal graduation programs will be reserved for students successfully exiting the district's educational program.

Students Eligible for Services under the IDEA

Students eligible for services under the Individuals with Disabilities Education Act (IDEA) who will have completed four years of high school at the end of a school year may participate in the graduation ceremony and all related activities of the student's graduating class if:

1. The student's Individualized Education Program (IEP) prescribes special education, transition planning, transition services or related services beyond the student's four years of high school; and
2. The student's IEP team determines the student is making progress toward the completion of the IEP and that participation in the graduation ceremony is appropriate.

The student and the student's parent/guardian will be provided written notice of this policy at the annual IEP meeting prior to or during the student's fourth year of high school.

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: 01/14/2008

Revised: 01/10/2011

Cross Refs: JECC, Assignment of Students to Grade Levels/Classes
JG, Student Discipline
KK, Visitors to District Property/Events

Legal Refs: §§ 160.2500, 162.1300-1125, RSMo.

Camdenton R-III School District, Camdenton, Missouri

GOALS FOR THE CAMDENTON R-III BOARD OF EDUCATION

Proposed June 8, 2015

- I. The Camdenton R-III Board of Education will annually review the following progress indicators in order to make an informed decision regarding staff compensation. Items to review include:
 - A. Maintaining at least a 25 percent fund balance in the General and Special Revenue Funds
 - B. Obtain and maintain a ranking within the top two districts in the Ozark Conference in relation to compensation
 - C. Become one of the top ten percent of the districts in the State of Missouri in relation to salary
 - ~~D. Establish an Ozark Conference total compensation comparison document~~
- ~~H. Develop an activities calendar and have board representation at district events~~
- II. Board action will be directly aligned with District goals and Board goals will be reviewed annually.
- III. The Board will perform annual self-evaluations and also will survey the staff regarding the performance of the Board at the end of January.

Propose adding the following goal:

- IV. The Board is supportive of a technology rich learning environment for students and staff. The Board will support this environment by budgeting 12-15% of the capital projects budget for technological improvements in the District.

Expenditures for Charge Back Elementary Construction

Invoice Date	Invoice No.	Vendor	Description of Work	Monday, June 08, 2015	Amount Invoiced	Amount Paid	Status
4/19/2013	30023	ACI-Bohnd	Complete Schematic Design	598,838.33	598,838.33	Paid	
5/21/2013	30023	ACI-Bohnd	50% Design Development	556,892.14	556,892.14	Paid	
7/29/2013	30623	ACI-Bohnd	50% Design Development	556,892.14	556,892.14	Paid	
8/22/2013	30623	ACI-Bohnd	30% Construction Documents/Comments	\$87,847.41	\$87,847.41	Paid	
9/25/2013	30656	ACI-Bohnd	30% Construction Documents/Comments	\$99,250.91	\$99,250.91	Paid	
10/27/2013	31023	ACI-Bohnd	30% Construction Documents/Geotechnical Report	\$93,473.77	\$93,473.77	Paid	
11/27/2013	31023	ACI-Bohnd	On Site Play/Measurement for Spec Boils	\$16,002.08	\$16,002.08	Paid	
12/07/2013	31023	ACI-Bohnd	On Site Play/Measurement for Spec Boils	\$16,002.08	\$16,002.08	Paid	
4/16/2014	31176	ACI-Bohnd	Fee for Contract Administration/Civil Engineer	\$4,000.00	\$4,000.00	Paid	
4/16/2014	31538	ACI-Bohnd	Fee for Contract Administration/Civil Engineer	\$4,822.50	\$4,822.50	Paid	
5/19/2014	31618	ACI-Bohnd	Fee for Contract Administration/Civil Engineer	\$5,334.08	\$5,334.08	Paid	
6/19/2014	31700	ACI-Bohnd	Fee for Contract Administration	\$10,204.28	\$10,204.28	Credit	
7/14/14	31882	ACI-Bohnd	Fee for Contract Administration	\$9,098.83	\$9,098.83	Credit	
8/14/2014	32016	ACI-Bohnd	Fee for Contract Administration	\$16,538.83	\$16,538.83	Credit	
9/15/2014	32016	ACI-Bohnd	Fee for Contract Administration	\$6,779.11	\$6,779.11	Credit	
10/29/2014	32262	ACI-Bohnd	Fee for Contract Administration/Civil Engineer	\$8,853.12	\$8,853.12	Paid	
11/20/2014	32485	ACI-Bohnd	Fee for Contract Administration	\$11,803.93	\$11,803.93	Paid	
12/31/2014	32525	ACI-Bohnd	Fee for Contract Administration	\$5,653.56	\$5,653.56	Paid	
1/19/2015	32720	ACI-Bohnd	Fee for Contract Administration	\$4,584.93	\$4,584.93	Paid	
2/25/2015	32788	ACI-Bohnd	Fee for Contract Administration	\$4,635.07	\$4,635.07	Paid	
3/26/2015	32888	ACI-Bohnd	Fee for Contract Administration	\$4,797.11	\$4,797.11	Paid	
4/15/2015	32988	ACI-Bohnd	Fee for Contract Administration	\$4,954.09	\$4,954.09	Paid	
5/22/2015	33122	ACI-Bohnd	Fee for Contract Administration	\$6,124.99	\$6,124.99	Pending	
				\$612,437.99	\$606,033.84		

Total

Invoice Date	Invoice No.	Vendor	Description of Work	Monday, June 08, 2015	Amount Invoiced	Amount Paid	Status
4/24/2015	6030	Forest Lawn Nurseries	Forest Lawn Nurseries for Landscape	\$3,750.00	\$3,750.00	Pending	
5/21/2015	14052	Palmerston Peris Materials	Palmerston Peris Materials testing	\$1,394.00	\$1,394.00	Pending	
5/20/2015	4627	W&P Landscape	Landscape Stone	\$1,240.20	\$1,240.20	Pending	
				\$6,384.20	\$6,384.20		

Total

Invoice Date	Invoice No.	Vendor	Description of Work	Monday, June 08, 2015	Amount Invoiced	Amount Paid	Status
3/6/2014	1780	Curbs Mares	Curbs Mares for Payment Application 1	\$772,105.01	\$772,105.01	Paid	
3/24/2014	1789	Curbs Mares	Curbs Mares for Payment Application 2	\$83,826.74	\$83,826.74	Paid	
3/24/2014	1807	Curbs Mares	Curbs Mares for Payment Application 3	\$69,184.17	\$69,184.17	Paid	
3/25/2014	1817	Curbs Mares	Curbs Mares for Payment Application 4	\$80,324.31	\$80,324.31	Paid	
4/25/2014	1815	Curbs Mares	Curbs Mares for Payment Application 5	\$760,705.00	\$760,705.00	Paid	
5/25/2014	1823	Curbs Mares	Curbs Mares for Payment Application 6	\$915,765.29	\$915,765.29	Paid	
6/24/2014	1841	Curbs Mares	Curbs Mares for Payment Application 7	\$832,075.11	\$832,075.11	Paid	
7/29/2014	1850	Curbs Mares	Curbs Mares for Payment Application 8	\$800,140.71	\$800,140.71	Paid	
8/21/2014	1850	Curbs Mares	Curbs Mares for Payment Application 9	\$750,551.57	\$750,551.57	Paid	
8/29/2014	1854	Curbs Mares	Curbs Mares for Payment Application 10	\$892,425.02	\$892,425.02	Paid	
11/26/2014	1894	Curbs Mares	Curbs Mares for Payment Application 11	\$1,134,054.15	\$1,134,054.15	Paid	
12/8/2014	1891	Curbs Mares	Curbs Mares for Payment Application 12	\$437,895.47	\$437,895.47	Paid	
1/30/2015	1901	Curbs Mares	Curbs Mares for Payment Application 13	\$448,809.97	\$448,809.97	Paid	
2/28/2015	1911	Curbs Mares	Curbs Mares for Payment Application 14	\$837,758.58	\$837,758.58	Paid	
3/25/2015	1919	Curbs Mares	Curbs Mares for Payment Application 15	\$800,862.58	\$800,862.58	Paid	
4/29/2015	1925	Curbs Mares	Curbs Mares for Payment Application 16	\$563,015.08	\$563,015.08	Pending	
5/26/2015	1932	Curbs Mares	Curbs Mares for Payment Application 17	\$10,338,648.89	\$9,705,653.81		
				\$11,120,372.47	\$10,539,528.54		

Total

Grand Total

Cost Outside Construction Comment

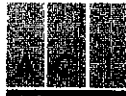
Invoice Date	Invoice No.	Vendor	Description of Work	Monday, June 08, 2015	Amount Invoiced	Amount Paid	Status
7/8/2013	1028300-0	Permit Fees	Standard and A/C Bond Rating Services	\$500.00	\$500.00	Paid	
7/29/2013	2013-009	Survey Invoice	Allen Surveying - Survey Invoice	\$1,650.00	\$1,650.00	Paid	
8/27/2013	1000	Ridge Excavation	City of Charge Back Building Permit Fee and Site Development Fee	\$1,300.00	\$1,300.00	Paid	
10/16/2013	700-8765	Smart Point	City of Charge Back Building Permit Fee and Site Development Fee	\$5,300.00	\$5,300.00	Paid	
11/19/2013	2013-029	Additional Topo and Utilities	Allen Surveying - Additional Topo and Utilities	\$664.78	\$664.78	Paid	
1/13/2014	700-8765	Commerce Bank	Commerce Bank	\$5,161.75	\$5,161.75	Paid	
2/7/2014	11360	Palmerston Peris	Palmerston Peris Soil Testing/Nuclear Field Density	\$5,869.55	\$5,869.55	Paid	
3/18/2014	11333	Palmerston Peris	Palmerston Peris Soil Testing/Nuclear Field Density	\$68.33	\$68.33	Paid	
4/17/2014	11792	Palmerston Peris	Palmerston Peris Soil Testing/Nuclear Field Density	\$5,452.85	\$5,452.85	Paid	
4/24/2014	11861	Palmerston Peris	Palmerston Peris Soil Testing/Nuclear Field Density	\$24.82	\$24.82	Paid	
5/19/2014	12043	Palmerston Peris	Palmerston Peris Materials Testing	\$9,949.97	\$9,949.97	Paid	
6/9/2014	12043	Palmerston Peris	Palmerston Peris Materials Testing	\$10,257.89	\$10,257.89	Paid	
7/25/2014	12043	Palmerston Peris	Palmerston Peris Materials Testing	\$4,611.95	\$4,611.95	Paid	
9/19/2014	12803	Palmerston Peris	Palmerston Peris Materials Testing	\$4,483.98	\$4,483.98	Paid	
11/24/2014	13213	Palmerston Peris	Palmerston Peris Materials Testing	\$2,125.40	\$2,125.40	Paid	
1/27/2015	13559	Palmerston Peris	Palmerston Peris Materials Testing	\$2,740.00	\$2,740.00	Paid	
1/16/2015	13560	Palmerston Peris	Palmerston Peris Materials Testing	\$9,849.97	\$9,849.97	Paid	
2/19/2015	13612	Palmerston Peris	Palmerston Peris Materials Testing	\$5,932.89	\$5,932.89	Paid	
2/24/2015	132874	Macquart	Macquart Trophy and Storage	\$16,595.00	\$16,595.00	Paid	
2/24/2015	129194	Macquart	Macquart Bell Telephone System Hardware	\$24,840.40	\$24,840.40	Paid	
3/25/2015	129195	Macquart	Macquart Bell Telephone System Hardware	\$1,473.81	\$1,473.81	Paid	
4/29/2015	9119274	Forest Keeling	Forest Keeling Plans for Landscape	\$4,283.65	\$4,283.65	Paid	
4/7/2015	12225	Missouri Bell	Missouri Bell Telephone for power of O&E	\$8,975.00	\$8,975.00	Paid	
4/7/2015	12225	Missouri Bell	Missouri Bell Telephone for power of O&E	\$8,975.00	\$8,975.00	Paid	
4/8/2015	14084	Palmerston Peris	Palmerston Peris Materials Testing	\$3,873.78	\$3,873.78	Paid	

Total

Expenditures for Hurricane Deck Elementary Construction

Invoice Date	Invoice No.	Vendor	Description of Work	Monday, June 08, 2015	Amount Invoiced	Amount Paid	Status
4/15/2013	30333	ACI-Bohnd	Complete Schematic Design	\$59,837.56	\$59,837.56	Paid	
5/21/2013	30429	ACI-Bohnd	50% Design Development	\$45,958.37	\$45,958.37	Paid	
6/21/2013	30624	ACI-Bohnd	50% Design Development	\$45,958.37	\$45,958.37	Paid	
7/29/2013	30629	ACI-Bohnd	30% Construction Documents	\$51,271.00	\$51,271.00	Paid	
8/22/2013	30955	ACI-Bohnd	30% Construction Documents	\$103,124.35	\$103,124.35	Paid	
9/19/2013	30967	ACI-Bohnd	30% Construction Documents/Geotechnical Report	\$66,890.09	\$66,890.09	Paid	
10/15/2013	31095	ACI-Bohnd	Structural Consultancy/Instruments Spec Boils	\$4,508.99	\$4,508.99	Paid	
11/13/2013	31102	ACI-Bohnd	Bidding/Measurement/Civil and Landscape Consultant	\$16,000.51	\$16,000.51	Paid	
12/17/2013	31177	ACI-Bohnd	Fee for Contract Administration/Civil Engineer	\$2,378.66	\$2,378.66	Paid	
1/7/2014	31245	ACI-Bohnd	Slope Stability Study	\$4,391.00	\$4,391.00	Paid	
4/16/2014	31259	ACI-Bohnd	Contract Administration/Civil Engineer	\$3,434.21	\$3,434.21	Paid	
5/19/2014	31559	ACI-Bohnd	Contract Administration/Civil Engineer	\$6,051.62	\$6,051.62	Paid	
6/19/2014	31688	ACI-Bohnd	Contract Administration	\$30,245.62	\$30,245.62	Paid	
7/29/2014	31688	ACI-Bohnd	Contract Administration	\$6,928.42	\$6,928.42	Paid	
8/27/2014	31884	ACI-Bohnd	Contract Administration/Civil Engineer	\$4,045.36	\$4,045.36	Paid	
9/15/2014	32005	ACI-Bohnd	Contract Administration	\$5,690.34	\$5,690.34	Paid	
10/12/2014	32363	ACI-Bohnd	Contract Administration	\$2,761.14	\$2,761.14	Paid	
11/29/2014	32668	ACI-Bohnd	Contract Administration	\$5,151.59	\$5,151.59	Paid	
12/19/2014	32854	ACI-Bohnd	Contract Administration	\$5,684.34	\$5,684.34	Paid	
1/19/2015	32854	ACI-Bohnd	Contract Administration	\$5,745.73	\$5,745.73	Paid	
4/15/2015	32888	ACI-Bohnd	Contract Administration/Civil Engineer	\$3,330.01	\$3,330.01	Pending	
5/22/2015	33113	ACI-Bohnd	Contract Administration	\$686,334.55	\$682,923.95		

Total



BOLAND
ARCHITECTS
ACI/BOLAND, INC. - KANSAS CITY
1421 E 104th Street, Suite 100
Kansas City, Missouri 64131
T. 816.763.9600
F. 816.763.9757

Palmerton & Parrish, Inc
4188 W Kearney St
Springfield, MO 65803-6509
(417) 864-8000

Camdenton R-II School District (c/o ACI)
c/o ACI Boland Architects
1421 E 104th St, Ste 100
Kansas City, MO 64131

Invoice number 14158
Date 05/11/2015

Project 218034 Hurricane Deck Elementary -
Sunrise Beach, MO

TRANSMITTAL

Date: May 18, 2015
To: Tim Hadfield
Camdenton R-II School
District
PO Box 1409
Camdenton MO 65020-1409

From: Michael Kautz
Project Name: Hurricane Deck Elementary
Camdenton R-II School District

Project No: 3-13021

pc: Sent via:

Enclosed herewith:

Quantity	Date	Description
1	05/11/2015	Palmerton & Parrish Invoice No. 14158 (Hurricane Deck Elementary)

Remarks:
Tim,
We have reviewed this invoice and find them acceptable for payment.
Michael

Attn: Connie Laur

Labor
Field

	Date	Hours	Rate	Billed Amount
Cylinder Pickup Tony R. Kaelte	04/22/2015	1.00	54.00	54.00
Concrete James A. Pickett	04/21/2016	4.50	54.00	243.00
Soil James A. Pickett	05/01/2015	2.00	54.00	108.00
Scott L. Sutterfield	04/29/2016	2.00	54.00	108.00

Office

	Date	Hours	Rate	Billed Amount
Report Prep Cora S. Parrish	04/23/2015	0.25	52.00	13.00

Unit Fees

Field	Units	Rate	Billed Amount
Mileage Lab	320.00	0.67	214.40

TEST MOLDS	Units	Rate	Billed Amount
CONCRETE CYLINDERS, TESTED	4.00	1.80	8.40
	4.00	12.00	48.00

Invoice total 784.80

Aging Summary

Invoice Number	Invoice Date	Outstanding	Current	Over 30	Over 60	Over 90	Over 120
14158	05/11/2015	794.80	794.80				
	Total	794.80	794.80	0.00	0.00	0.00	0.00

Camdenton R-II School District (c/o ACI)

Invoice number 14158

Invoice date 05/11/2015

Page 1 of 2

INVOICE

Remit Payment to: ACI/Boland, Inc.
1421 E. 104th Street, Suite 100
Kansas City, Missouri 64131
T. 816.763.9600 F. 816.763.9757



Camdenton R-II School District
Dr. Tim Hadfield, Superintendent
P.O. Box 1409
Camdenton, MO 65020-1409

May 22, 2015
Project No: 3-13021.00
Invoice No: 0093123

Project 3-13021.00 Camdenton SD Hurricane Deck Elementary

INVOICE FOR PROFESSIONAL SERVICES;

Fee
Estimated Construction Cost: 13,067,447.00
Fee Percentage: 4.35
Total Fee: 568,433.94

Billing Phase	Percent of Fee	Fee	Percent Complete	Earned
Schematic Design	15.00	85,265.09	100.00	85,265.09
Design Development	20.00	113,686.79	100.00	113,686.79
Construction Documents	40.00	227,373.58	100.00	227,373.58
Bidding/Negotiation	5.00	28,421.70	100.00	28,421.70
Contract Administration	20.00	113,686.79	61.00	69,348.94

Total Earned 524,096.10
Previous Fee Billing 520,685.60
Current Fee Billing 3,410.60

Total Fee 3,410.60

TOTAL THIS INVOICE \$3,410.60

Respectfully Submitted:

Michael Kautz



ACI/BOLAND, INC. - KANSAS CITY
1421 E 104th Street, Suite 100
Kansas City, Missouri 64131
T. 816.763.9600
F. 816.763.9757

TRANSMITTAL

Date: May 18, 2015
To: Tim Hadfield
Camdenton R-III School
District
PO Box 1409
Camdenton MO 65020-1409

From: Michael Kautz
Project Name: Osage Beach Elementary
Camdenton R-III School District

Project No: 3-13020

PC: Sent via:

Enclosed herewith:

Quantity	Date	Description
1	05/12/2015	Palmerton & Parrish Invoice No. 14282

Remarks:
Tim,

We have reviewed this invoice and find them acceptable for payment.

Michael

Camdenton R-III School District (c/o ACI)
Project: 216010 Osage Beach Elementary - Osage Beach, MO

Invoice number: 14282
Date: 05/12/2015

Unit Fees
Lab

	Units	Rate	Billed Amount
MOISTURE DENSITY STANDARD 6	1.00	200.00	200.00
TEST MOLDS	28.00	1.60	44.80
SIEVE ANALYSIS - COARSE	1.00	94.10	94.10
AGGREGATE (WELL GRADED, WET)			
CONCRETE CYLINDERS, NOT TESTED (EXTRA)	7.00	8.00	56.00
CONCRETE CYLINDERS, TESTED	21.00	12.00	252.00

Invoice total: **3,384.80**

Aging Summary

Invoice Number	Invoice Date	Outstanding	Current	Over 30	Over 60	Over 90	Over 120
14034	04/08/2015	3,873.78		3,873.78			
14282	05/12/2015	3,384.60	3,384.60				
	Total	7,258.38	3,384.60	3,873.78	0.00	0.00	0.00

Camdenton R-III School District (c/o ACI) Invoice number 14282 Invoice date 05/12/2015 Page 2 of 2

Palmerton & Parrish, Inc
4188 W Kearney St
Springfield, MO 65808-9809
(417) 884-6000

INVOICE

Remit Payment to: ACI/Boland, Inc.
1421 E. 104th Street, Suite 100
Kansas City, Missouri 64131
T. 816.763.9600 F. 816.763.9757



Camdenton R-III School District (c/o ACI)
c/o ACI Boland Architects
1421 E 104th St, Ste 100
Kansas City, MO 64131

Invoice number: 14282
Date: 05/12/2015
Project: 216010 Osage Beach Elementary -
Osage Beach, MO

Camdenton R-III School District
Dr. Tim Hadfield, Superintendent
P.O. Box 1409
Camdenton, MO 65020-1409

May 22, 2015
Project No: 3-13020.00
Invoice No: 0033122

Attn: Connie Leuer

Labor
Field

	Date	Hours	Rate	Billed Amount
Soil Undercut Tony R. Keatts	04/17/2015	3.50	64.00	189.00
Cylinder Pickup Scott L. Butterfield	04/30/2015	2.00	54.00	108.00
Concrete Tony R. Keatts	04/14/2015	5.50	64.00	287.00
	04/19/2015	5.50	64.00	287.00
	04/22/2015	5.50	64.00	287.00
	04/23/2015	5.50	64.00	287.00
Proof-rolling Tony R. Keatts	04/19/2015	2.00	54.00	108.00
	04/17/2015	2.00	54.00	108.00
Office				
Report Prep Core S. Parrish	04/23/2015	0.80	82.00	26.00
	04/28/2015	0.25	52.00	13.00
Janice R. Hatch	04/17/2015	0.25	52.00	13.00

Unit Fees

Field	Units	Rate	Billed Amount
Mileage	1,410.00	0.87	944.70
Lab			
FIELD DENSITY NUCLEAR	4.00	10.00	40.00

Project: 3-13020.00 Camdenton SD Osage Beach Elementary

INVOICE FOR PROFESSIONAL SERVICES:

Estimated Construction Cost	13,021,501.45			
Fee Percentage	4.35			
Total Fee	568,435.31			
Billing Phase	Percent of Fee	Fee	Percent Complete	Earned
Schematic Design	15.00	84,965.30	100.00	84,965.30
Design Development	20.00	113,287.06	100.00	113,287.06
Construction Documents	40.00	228,574.12	100.00	228,574.13
Bidding/Negotiation	8.00	28,321.77	100.00	28,321.77
Contract Administration	20.00	113,287.08	83.00	94,028.26
Total Earned				547,176.52
Previous Fee Billing				540,722.47
Current Fee Billing				6,454.05
Total Fee				6,454.05
TOTAL THIS INVOICE				\$6,454.05

Respectfully Submitted:

[Signature]
Michael Kautz

RECEIVED

MAY 18 2015

ACI/BOLAND, INC.

**CURTIS
MANE
SCHULTE**
General Contractor

Request and Authorization for Payment

From: Curtis-Mane-Schulte, Inc. To: Camden-ton R-11 School District Project: 1932
 P.O. Box 233 P.O. Box 1408 Orange Beach Elementary School
 Blount, MO 65025 Camden-ton, MO 65022 1241 Hickole Road
 Orange Beach, MO 65065 Invoice date: 5/25/2018
 Contract date: 10/17/2015
 Architect: 1421 E. 104th St. Suite 100 Scope: Orange Beach Elementary School
 Period ending date: 5/25/2018
 Contract date: 10/17/2015

REQUEST FOR PAYMENT:

ORIGINAL CONTRACT AMOUNT	\$12,802,316.00
Approved Change Orders	\$159,653.45
REVISED CONTRACT AMOUNT TO DATE	\$13,061,969.45
CONTRACT COMPLETED TO DATE	\$11,409,810.14
Less Retainage	\$1,140,901.20
TOTAL COMPLETED LESS RETAINAGE	\$10,268,908.94
Less Previous Payments	\$8,755,653.01
CURRENT REQUEST FOR PAYMENT	\$1,513,255.93
Retainage Outstanding to Bid	\$1,703,518.58

I hereby certify that the work performed and the materials supplied to date, as shown on the above represent the actual value of the accomplishment under the terms of the Contract (and all authorized changes thereto) between the undersigned and the Camden-ton R-11 School District relating to the above referenced project. I also certify that the contractor has paid all accounts previously billed and paid by the owner.

CONTRACTOR: Curtis-Mane-Schulte, Inc.
 By: *[Signature]*
 State Of Missouri County of Orange
 Subscribed and sworn to before me on 5/25/2018
 Notary Public: Se Schulte My Commission Expires: 10/28/2018
 My Commission Expires: 10/28/2018 My Commission Expires: 10/28/2018

ARCHITECT'S AUTHORIZATION FOR PAYMENT
 The Architect certifies to the Owner that to the best of the Architect's knowledge, information and belief the amount by payment hereon represents the value of work completed to date under the terms of the Contract relating to the above referenced project.

AMOUNT AUTHORIZED: \$1,513,255.93
 ARCHITECT: Acme, Burt & Sons
 1421 E. 104th St. Suite 100
 Orange Beach, MO 65065
 By: Conrad Lauer Date: 5-25-18

REQUEST FOR PAYMENT DETAIL

Project: 1919 / Orange Beach Elementary School Invoice: 1932 Draw: 1319-00016 Period Ending Date: 5/25/2018 Detail Pg 2 of 14 Pgs

Item ID	Description	Total Contract Amount	Previously Completed Work	Work Completed This Period	Presently Stored Materials	Completed And Stored To Date	% Comp	Balance To Finish	Retainage Balance
202	Erosion Control	49,240.00	49,240.00			43,020.00	100.00	4,854.00	4,386.00
203	Tree Removal/Clearing	89,218.00	89,218.00			89,218.00	100.00		825.00
204	Site/Photocopy Topsoil	81,488.00	81,488.00			81,488.00	100.00		3,146.00
205	Moss Floor Removal	300,800.00	300,800.00			300,800.00	100.00		32,062.00
206	Temporary Construction Fence	74,130.00	74,130.00			74,130.00	100.00		751.00
207	Underdrain Bldg #6&7&8	82,971.00	82,971.00			82,971.00	100.00		6,287.11
208	Rough Grade Bldg #6	41,880.00	41,880.00			41,880.00	100.00		4,188.00
209	Rough Grade North Parking Lot	13,880.00	13,880.00			13,880.00	100.00		1,388.00
210	Rough Grade South Parking Lot	44,078.00	44,078.00			44,078.00	100.00		4,407.80
211	Scrub Lift Service/Transformer	36,820.00	36,820.00			36,820.00	100.00		3,682.00
212	Bus Parking Storage Building	19,119.00	19,119.00			19,119.00	100.00		1,911.90
213	Water Service	28,411.00	28,411.00	4,449.42		28,411.00	100.00	8,281.78	6,541.10
214	Sanitary Piping	74,418.00	74,418.00			74,418.00	100.00		7,441.80
215	Rough Grade South Parking Lot	31,485.00	31,485.00			31,485.00	100.00		3,148.50
216	Rough Grade West Parking Lot	20,800.00	20,800.00			20,800.00	100.00		2,080.00
217	Sanitary Sewer Pump Station	31,485.00	31,485.00	8,007.80		31,485.00	100.00		3,148.51
218	Rough Grade Site	46,181.00	46,181.00			46,181.00	100.00		4,618.11
219	Site Lighting Conduits	31,188.00	31,188.00			31,188.00	100.00	4,000.28	3,118.67
220	Storm Sewer Piping	222,490.00	222,490.00			222,490.00	100.00		22,249.01
221	Site Fencing Walls	69,500.00	69,500.00			69,500.00	100.00		6,950.00
222	Site Playground Storage Bldg	20,400.00	20,400.00	4,200.00		20,400.00	100.00		2,040.00
223	Softly Playground Storage Bldg	30,000.00	30,000.00	4,200.00		30,000.00	100.00		3,000.00
224	Monument Sign	48,544.00	48,544.00			48,544.00	100.00		4,854.44
225	Storm Sewer Structures	62,271.00	62,271.00			62,271.00	100.00		6,227.10
226	Detention Basin	60,400.00	60,400.00			60,400.00	100.00		6,040.00
227	Site Fencing	33,150.00	33,150.00			33,150.00	100.00		3,315.00
228	Landscaping Deck	2,801.00	2,801.00			2,801.00	100.00		280.10
229	Dumpster Enclosure	40,220.00	40,220.00			40,220.00	100.00		4,022.00
230	Concrete Paving	7,871.00	7,871.00			7,871.00	100.00		787.10
231	Site Curbings & Retaining	18,991.00	18,991.00			18,991.00	100.00		1,899.10
232	Gravel/Fill Base/Driveway Lot	51,180.00	51,180.00			51,180.00	100.00		5,118.00
233	Gravel/Fill Base/Driveway Lot	31,180.00	31,180.00	11,542.82		31,180.00	100.00	11,542.82	1,154.28
234	Asphalt Paving Bus Parking	118,810.00	118,810.00			118,810.00	100.00		11,881.00

REQUEST FOR PAYMENT DETAIL

Project: 1319 / Orange Beach Elementary School Invoice: 1932 Draw: 1319-00016 Period Ending Date: 5/25/2018 Detail Pg 3 of 14 Pgs

Item ID	Description	Total Contract Amount	Previously Completed Work	Work Completed This Period	Presently Stored Materials	Completed And Stored To Date	% Comp	Balance To Finish	Retainage Balance
100	Bond & License	158,890.00	158,890.00			158,890.00	100.00	7,089.72	16,888.00
101	General Requirements	236,624.00	236,624.00	7,089.72		236,624.00	100.00	1,541.61	22,222.30
102	Project Construction Schedule	15,845.00	15,845.00	577.25		15,845.00	100.00	1,181.13	159.00
103	Shoring	18,290.00	18,290.00			18,290.00	100.00	1,271.03	159.00
104	Allowance Submittal Exchange	9,780.00	9,780.00			9,780.00	100.00	4,168.00	
106	Allow 2-Ton Rebar/Steel	4,188.00	4,188.00			4,188.00	100.00	0.00	
106	Allowance 10-CY Concrete	0.00	0.00			0.00	100.00	1,260.00	
107	Allowance Definition Paving	1,200.00	1,200.00			1,200.00	100.00	840.04	
108	Allow 2000 LBS Idles Steel	2,495.28	2,495.28			2,495.28	100.00	2,062.43	
109	Allowance Utility Pave	42,897.00	42,897.00			42,897.00	100.00	10,642.74	2,302.43
110	PROVISIONAL								
111	Fab & Deliver Foundation Rebar	83,816.00	83,816.00			83,816.00	100.00	8,381.60	
112	Fab & Deliver Heavy Rebar	133,698.00	133,698.00			133,698.00	100.00	13,369.80	
113	Structural Steel Shop Drawings	13,844.00	13,844.00			13,844.00	100.00	1,384.40	
114	Fab & Deliver Structural Steel	218,413.00	218,413.00			218,413.00	100.00	8,738.62	29,987.88
116	Fab & Deliver Steel Joist Deck	280,310.00	280,310.00			280,310.00	100.00	28,031.00	
116	Hoist Hoisting Shop Draw	8,818.00	8,818.00			8,818.00	100.00	881.80	
117	Deliver Metal Roofing	288,623.00	288,623.00			288,623.00	100.00	28,862.30	
118	Deliver DR Framing/Trusswork	209,660.00	209,660.00			209,660.00	100.00	20,966.00	
119	Fab & Deliver HVAC Duct	20,660.00	20,660.00	8,247.80		20,660.00	100.00	2,066.00	
120	HVAC Units Shop Drawings	5,848.00	5,848.00			5,848.00	100.00	584.80	
121	Fab & Deliver HVAC Units	119,846.00	119,846.00			119,846.00	100.00	11,984.60	
122	Fab & Deliver Light Fixtures	189,867.00	189,867.00			189,867.00	100.00	18,986.70	
123	Fab & Deliver Elec Duct/Support	61,231.00	61,231.00	1,894.07		61,231.00	100.00	6,123.10	
124	Deliver Lighting Control Pys	27,287.00	27,287.00			27,287.00	100.00	2,728.70	
125	Fab & Deliver Cable Tray	22,040.00	22,040.00			22,040.00	100.00	2,204.00	
125	Fab & Deliver TVSS Systems	12,894.00	12,894.00			12,894.00	100.00	1,289.40	
127	Fab & Deliver Fire Alarm/Conrs	70,853.00	70,853.00			70,853.00	100.00	7,085.30	
128	Fab & Deliver Cabinet Equip	60,778.00	60,778.00			60,778.00	100.00	6,077.80	
129	Deliver Service Feeder Cable	23,088.00	23,088.00			23,088.00	100.00	2,308.80	
130	Deliver Branch Service Cable	28,508.00	28,508.00			28,508.00	100.00	2,850.80	
200	UTILITY WORK								
201	Electrical Mobilization	17,818.00	17,818.00			17,818.00	100.00	1,781.80	

REQUEST FOR PAYMENT DETAIL

Project: 1319 / Orange Beach Elementary School Invoice: 1932 Draw: 1319-00016 Period Ending Date: 5/25/2018 Detail Pg 4 of 14 Pgs

Item ID	Description	Total Contract Amount	Previously Completed Work	Work Completed This Period	Presently Stored Materials	Completed And Stored To Date	% Comp	Balance To Finish	Retainage Balance
236	On-site PPE Safety Drive Lane	31,180.00	31,180.00			31,180.00	100.00	3,118.00	
236	Asphalt Paving Drive Parking	116,810.00	116,810.00			116,810.00	100.00	11,681.00	
237	Curbs & Ditch	69,440.00	69,440.00	1,790.95	36,761.15	41,648.80	70.00	17,790.20	4,184.18
238	Asphalt Paving SW Drive Lane	110,817.87	110,817.87			110,817.87	100.00	11,081.79	
239	Flag Pole	8,491.00	8,491.00			8,491.00	100.00	849.10	
240	Flag Pole	5,828.00	5,828.00			5,828.00	100.00	582.80	
241	Blockwall/Retain	60,378.00	60,378.00	35,203.20		60,378.00	100.00	6,037.80	417.13
242	Final Grading/Retain & Ditch	60,400.00	60,400.00			60,400.00	100.00	6,040.00	
243	West Side Play Area	5,308.00	5,308.00			5,308.00	100.00	530.80	
244	South West Play Field	5,308.00	5,308.00			5,308.00	100.00	530.80	
248	West West Play Area	5,308.00	5,308.00			5,308.00	100.00	530.80	
248	South South Play Area	5,308.00	5,308.00			5,308.00	100.00	530.80	
247	South West Play Area	5,308.00	5,308.00			5,308.00	100.00	530.80	
300	AREA CLOSER PROVISIONAL								
301	Prap & Place Foundation Wall	61,187.00	61,187.00			61,187.00	100.00	6,118.70	
302	Waterproof Foundation Walls	3,485.00	3,485.00			3,485.00	100.00	348.50	
303	Prap & Place Gravel Base	63,366.00	63,366.00			63,366.00	100.00	6,336.60	
304	Backfill Fdn's With & Prap Es	82,971.00	82,971.00			82,971.00	100.00	8,297.10	
309	Underlaid Plumbing Rough In	21,819.00	21,819.00			21,819.00	100.00	2,181.90	
309	Prap & Place Lower Deck	63,343.00	63,343.00			63,343.00	100.00	6,334.30	
327	Soft Paving	1,378.00	1,378.00			1,378.00	100.00	137.80	
328	Underlaid Electrical Rough In	17,842.00	17,842.00			17,842.00	100.00	1,784.20	
329	Prap & Place Lower Deck	19,941.00	19,941.00			19,941.00	100.00	1,994.10	
310	Heavy Floor Overlay	18,470.00	18,470.00			18,470.00	100.00	1,847.00	
311	Deliver Heavy Duty Lower	70,855.10	70,855.10			70,855.10	100.00	7,085.51	
312	Clear Walk & Place Drivng	69,304.00	69,304.00			69,304.00	100.00	6,930.40	
313	AMC-A LOCKER FIT OUT FIN								
314	Interior CMU Walls	188,032.00	188,032.00			188,032.00	100.00	18,803.20	
315	Play Wall Rough In	20,800.00	20,800.00			20,800.00	100.00	2,080.00	
316	Electrical Wall Rough In	28,238.00	28,238.00			28,238.00	100.00	2,823.80	
317	Interior Ceiling & Suspend	3,448.00	3,448.00			3,448.00	100.00	344.80	
318	Interior Play Floor Rough In	4,188.00	4,188.00			4,188.00	100.00	418.80	
319	Above City HVAC Piping Rough	2,872.00	2,872.00	1,486.20		2,872.00	100.00	287.20	

REQUEST FOR PAYMENT DETAIL

Project: 1519 / Orange Beach Elementary School Invoice: 1632 Draw: 1519-00016 Period Ending Date: 6/30/2019 Detail Pg 2 of 14 Pgs

Item ID	Description	Total Contract Amount	Previously Completed Work	Work Completed This Period	Previously Stored Materials	Completed And Stored To Date	% Comp	Balance To Finish	Retainage Balance
320	Gas Piping	6,814.00	6,814.00			6,814.00	100.00	591.40	
321	1st Wall Framing - 1st Flr Studs	10,498.00	10,498.00			10,498.00	100.00	1,049.80	
322	Set Back HVAC Units	16,743.00	16,743.00			16,743.00	100.00	1,674.30	
323	Above Cg Tie Alarm Rough In	4,198.00	3,988.00	200.00		4,188.00	100.00	419.80	
324	Above Cg Low Voltage Rough	6,207.00	4,108.00	1,161.00		6,207.00	100.00	620.70	
325	Install Fire Alarm Panel	1,674.00	1,054.00	519.42		1,674.00	100.00	167.40	
326	Above Cg HVAC Duct Rough In	29,238.00	29,238.00			29,238.00	100.00	2,923.80	
327	Above Cg Sprinkler Pipe Rough In	23,098.00	23,098.00			23,098.00	100.00	2,309.80	
328	Above Cg Electrical Rough In	28,238.00	28,238.00	524.79		28,238.00	100.00	2,823.80	
329	Install Elevator Stroke Curtain	12,410.00	10,424.00	1,986.00		12,410.00	100.00	1,241.00	
330	Install Wall Framing Insulation	920.00	920.00			920.00	100.00	92.00	
331	Phone & Tel Coat Paint	12,238.00	11,068.00			11,068.00	90.00	1,229.80	
332	Hang Int Drywall Partitions	6,244.00	3,948.00			6,244.00	100.00	624.40	
333	Trim & Finish Drywall	2,414.00	2,414.00			2,414.00	100.00	241.40	
334	HVAC Controls	15,292.00	15,292.00			15,292.00	100.00	1,529.20	
335	HVAC Installation	4,306.00	3,986.00			4,306.00	100.00	430.60	
336	Crystalline Waterproofing	4,198.00						4,198.00	
337	PLB DSI 1st Flr Panels to Devices	15,743.00	15,743.00			15,743.00	100.00	1,574.30	
338	Accounting Cg Unit	14,908.00	14,908.00	149.08		14,908.00	100.00	1,490.80	
339	Hang Light Fixtures	6,207.00	6,207.00	167.92		6,207.00	100.00	620.70	
340	HVAC Trim Out	3,878.00	3,878.00			3,878.00	100.00	387.80	
341	Main Transfer Int Switching to DN	4,248.00	4,248.00			4,248.00	100.00	424.80	
342	Total Partitions & Access	7,654.00			2,833.28	8,687.28		868.72	
343	Exterior Trim Out	9,877.00	9,877.00			9,877.00	100.00	987.70	
344	Drywall and Patched Concrete	18,470.00	17,251.10			17,251.10	93.35	1,218.90	
345	Install Ceiling Fans	14,908.00	14,908.00			14,908.00	100.00	1,490.80	
346	Architectural Specifications	15,292.00	15,292.00			15,292.00	100.00	1,529.20	
347	Carpet, VOT Flooring & Base	19,770.00	4,778.21	5,478.19		10,256.40	52.00	13,513.60	
348	Recessed Lighting	6,422.00	6,422.00			6,422.00	100.00	642.20	
349	Final Coat Paint	6,003.00	6,003.00			6,003.00	100.00	600.30	
350	Doors & Hardware	2,400.00	2,400.00			2,400.00	100.00	240.00	
351	Window Blinds	1,390.00	1,390.00			1,390.00	100.00	139.00	

REQUEST FOR PAYMENT DETAIL

Project: 1519 / Orange Beach Elementary School Invoice: 1632 Draw: 1519-00016 Period Ending Date: 6/30/2019 Detail Pg 7 of 14 Pgs

Item ID	Description	Total Contract Amount	Previously Completed Work	Work Completed This Period	Previously Stored Materials	Completed And Stored To Date	% Comp	Balance To Finish	Retainage Balance
417	Above Cg Fire Alarm Rough In	4,198.00	4,198.00			4,198.00	100.00	419.80	
418	Above Cg Low Voltage Rough	6,207.00	6,207.00			6,207.00	100.00	620.70	
419	Install Fire Alarm Panel	1,674.00	1,674.00			1,674.00	100.00	167.40	
420	Above Cg HVAC Duct Rough In	29,238.00	31,073.00	1,484.07		32,557.00	100.00	3,255.70	
421	Above Cg Sprinkler Pipe Rough In	23,098.00	23,098.00			23,098.00	100.00	2,309.80	
422	Above Cg Electrical Rough In	19,441.00	19,441.00			19,441.00	100.00	1,944.10	
423	Install Elevator	63,171.00	24,885.50	23,923.95		48,809.45	77.24	15,361.55	
424	Phone & Tel Coat Paint	12,238.00	11,028.00			11,028.00	90.00	1,210.00	
425	Hang Int Drywall Partitions	6,244.00	3,986.00			6,244.00	100.00	624.40	
426	Fire Alarm Cabling	3,142.00	3,142.00			3,142.00	100.00	314.20	
427	Trim & Finish Drywall	2,414.00	2,414.00			2,414.00	100.00	241.40	
428	HVAC Controls	15,292.00	15,292.00	1,911.87		15,292.00	100.00	1,529.20	
429	HVAC Installation	4,306.00	3,974.00	1,699.20		5,673.20	131.74	1,699.20	
430	Crystalline Waterproofing	4,198.00						4,198.00	
431	PLB DSI Int Flr Panels to Devices	15,743.00	15,743.00			15,743.00	100.00	1,574.30	
432	Accounting Cg Unit	14,908.00	14,908.00			14,908.00	100.00	1,490.80	
433	Hang Light Fixtures	6,207.00	7,099.49	539.80		7,639.29	123.07	739.29	
434	HVAC Trim Out	3,878.00	3,878.00			3,878.00	100.00	387.80	
435	Main Transfer Int Switching to DN	4,248.00	4,248.00			4,248.00	100.00	424.80	
436	Total Partitions & Access	7,654.00			2,833.28	8,687.28		868.72	
437	Exterior Trim Out	9,877.00	9,877.00			9,877.00	100.00	987.70	
438	Drywall and Patched Concrete	18,470.00	17,251.10			17,251.10	93.35	1,218.90	
439	Install Ceiling Fans	14,908.00	14,908.00			14,908.00	100.00	1,490.80	
440	Architectural Specifications	15,292.00	15,292.00			15,292.00	100.00	1,529.20	
441	Carpet, VOT Flooring & Base	19,770.00	4,778.21	5,478.19		10,256.40	52.00	13,513.60	
442	Recessed Lighting	6,422.00	6,422.00			6,422.00	100.00	642.20	
443	Final Coat Paint	6,003.00	6,003.00			6,003.00	100.00	600.30	
444	Doors & Hardware	2,400.00	2,400.00			2,400.00	100.00	240.00	
445	Window Blinds	1,390.00	1,390.00			1,390.00	100.00	139.00	
446	Interior Signage	2,227.00						2,227.00	
447	Install Casework/Work	92,970.00						92,970.00	
448	Exterior Wrapped Panel	3,827.25	36,307.50	5,805.44		46,940.19	122.63	4,137.06	

REQUEST FOR PAYMENT DETAIL

Project: 1519 / Orange Beach Elementary School Invoice: 1632 Draw: 1519-00016 Period Ending Date: 6/30/2019 Detail Pg 8 of 14 Pgs

Item ID	Description	Total Contract Amount	Previously Completed Work	Work Completed This Period	Previously Stored Materials	Completed And Stored To Date	% Comp	Balance To Finish	Retainage Balance
503	Interior Signage	2,227.00						2,227.00	
504	Install Casework/Work	23,494.00	18,000.00	6,404.00		24,404.00	103.87	2,340.40	
505	Exterior Wrapped Panel	3,827.25	36,307.50	5,805.44		46,940.19	122.63	4,137.06	
506	Communications Trim Out	4,198.00	4,198.00			4,198.00	100.00	419.80	
507	Electrical Trim Out	5,046.00	4,723.00	624.00		5,347.00	105.94	524.00	
508	AREA 2 EXTERIOR ENCLOSURE								
509	Install Air Handler	18,722.86	18,722.86			18,722.86	100.00	1,872.29	
510	Rough Carpentry - Roof Header	7,603.00	7,603.00			7,603.00	100.00	760.30	
511	Door Frames	1,476.00	1,476.00			1,476.00	100.00	147.60	
512	Block Veneer North Elevation	87,850.00	87,850.00			87,850.00	100.00	8,785.00	
513	Block Veneer South Elevation	84,744.00	84,744.00			84,744.00	100.00	8,474.40	
514	Block Veneer West Elevation	85,416.00	85,416.00			85,416.00	100.00	8,541.60	
515	Paint Exterior Metals	78.00		384.00		462.00	592.31	384.00	
516	Install EPDM Roofing	66,818.00	66,818.00			66,818.00	100.00	6,681.80	
517	Install Alarm Entrance/Window	120,948.00	114,330.00			114,330.00	94.13	12,618.00	
518	Carpeting & Baseboards	8,888.00	8,888.00			8,888.00	100.00	888.80	
519	AREA 2 UPPER PROGRAMS & 6'								
520	In Slab Framing Rough In	15,429.00	15,429.00			15,429.00	100.00	1,542.90	
521	In Slab Electrical Rough In	8,297.00	8,297.00			8,297.00	100.00	829.70	
522	Trim & Finish Electrical Slab	62,473.00	62,473.00			62,473.00	100.00	6,247.30	
523	Heavy Floor Grind	19,478.00						19,478.00	
524	Exterior Masonry CMU Upper	70,803.00	70,803.00			70,803.00	100.00	7,080.30	
525	Steel Joist & Roof Framing	66,070.00	66,117.00			66,117.00	100.00	6,611.70	
526	AREA 2 UPPER FIT OUT FMS								
527	Interior CMU Walls	152,262.00	152,262.00			152,262.00	100.00	15,226.20	
528	Play Wall Rough In	31,488.00	31,488.00			31,488.00	100.00	3,148.80	
529	Electrical Wall Rough In	29,238.00	29,238.00			29,238.00	100.00	2,923.80	
530	Interior Ceiling & Baseboards	3,448.00	3,448.00			3,448.00	100.00	344.80	
531	Interior Play Room Rough In	6,207.00	6,207.00			6,207.00	100.00	620.70	
532	Above Cg HVAC Piping Rough	5,948.00	5,948.00	1,048.00		6,996.00	117.62	696.00	
533	Gas Piping	3,774.00	3,774.00			3,774.00	100.00	377.40	
534	1st Wall Framing - Metal Studs	6,612.00	6,612.00			6,612.00	100.00	661.20	
535	Set Back HVAC Units	15,743.00	15,743.00			15,743.00	100.00	1,574.30	

REQUEST FOR PAYMENT DETAIL

Project: 1519 / Orange Beach Elementary School Invoice: 1632 Draw: 1519-00016 Period Ending Date: 6/30/2019 Detail Pg 9 of 14 Pgs

Item ID	Description	Total Contract Amount	Previously Completed Work	Work Completed This Period	Previously Stored Materials	Completed And Stored To Date	% Comp	Balance To Finish	Retainage Balance
601	Communications Trim Out	4,198.00	4,198.00			4,198.00	100.00	419.80	
602	Electrical Trim Out	5,046.00	4,723.00	624.00		5,347.00	105.94	524.00	
603	AREA 2 FOUNDATIONS & 6"								
604	Prep & Place Concrete Beams	42,987.00	42,987.00			42,987.00	100.00	4,298.70	
605	Set Wall Section & Pile Caps	38,733.00	38,733.00			38,733.00	100.00	3,873.30	
606	Underlayment Paving Rough In	15,916.00	15,916.00			15,916.00	100.00	1,591.60	
607	Granular Base	19,941.00	19,941.00			19,941.00	100.00	1,994.10	
608	Soil Protection	1,001.00	1,001.00			1,001.00	100.00	100.10	
609	Unexcavated Electrical Rough In	17,442.00	17,442.00			17,442.00	100.00	1,744.20	
610	Prep & Place Slab on Grade	36,756.00	36,756.00			36,756.00	100.00	3,675.60	
611	Heavy Floor Grind	14,224.00						14,224.00	
612	Exterior Masonry CMU	70,803.00	70,803.00			70,803.00	100.00	7,080.30	
613	Steel Joist & Roof Framing	40,811.00	40,811.00			40,811.00	100.00	4,081.10	
614	Install Air Handler	18,748.00	18,748.00			18,748.00	100.00	1,874.80	
615	Door Frames	1,476.00	1,476.00			1,476.00	100.00	147.60	
616	Block Veneer North Elevation	87,850.00	87,850.00			87,850.00	100.00	8,785.00	
617	Block Veneer South Elevation	84,744.00	84,744.00			84,744.00	100.00	8,474.40	
618	Block Veneer West Elevation	85,416.00	85,416.00			85,416.00	100.00	8,541.60	
619	Rough Carpentry - Roof Header	7,603.00	7,						

REQUEST FOR PAYMENT DETAIL

Project: 1319 / Orange Beach Elementary School Invoice: 1032 Draw: 1319-0018 Period Ending Date: 6/30/2015 Detail Pg 8 of 14 Pg

Item ID	Description	Total Contract Amount	Previously Completed Work	Work Completed This Period	Previously Stored Materials	Completed And Stored To Date	% Comp	Balance To Finish	Retention Balance
531	Interior Pipe Rough In	2,631.00	2,631.00			2,631.00	100.00		263.10
532	Above Cfg Fire Alarm Rough In	4,198.00	4,198.00			4,198.00	100.00		419.80
533	Above Cfg Low Voltage Rough In	6,297.00	6,297.00			6,297.00	100.00		629.70
534	Interior Fire Alarm Panel	1,674.00	1,674.00			1,674.00	100.00		167.40
535	Above Cfg HVAC Piping Rough	6,247.00	3,899.00	1,312.00		5,211.00	83.42		624.70
536	Above Cfg HVAC Duct Rough In	10,891.00	10,891.00			10,891.00	100.00		1,089.10
537	Above Cfg Sprinkler Pipe Rgn In	19,782.00	19,782.00			19,782.00	100.00		1,978.20
538	Above Cfg Ductwork Rough In	31,485.00	31,485.00			31,485.00	100.00		3,148.50
539	Metal Wall Framing Installation	106.00	106.00			106.00	100.00		10.60
540	Prime & 1st Coat Paint	9,171.00	8,283.00			8,283.00	90.21	817.10	141.80
541	Hang In Drywall Partitions	1,498.00	1,498.00			1,498.00	100.00		149.80
542	Fire Alarm Cabing	3,148.00	3,148.00			3,148.00	100.00		314.80
543	Tap & Finish Drywall	1,086.00	1,086.00			1,086.00	100.00		108.60
544	HVAC Controls	11,250.00	11,250.00			11,250.00	100.00		1,125.00
545	HVAC Installation	7,347.00	7,347.00			7,347.00	100.00		734.70
546	Put Down Flange to Device	16,740.00	16,740.00			16,740.00	100.00		1,674.00
547	Gas Piping	6,927.00	6,927.00			6,927.00	100.00		692.70
548	Main Feeder from Building in Dc	6,247.00	6,247.00			6,247.00	100.00	0.34	624.70
549	Accounting Cfg Grid	10,810.00	10,810.00			10,810.00	100.00		1,081.00
550	Table Partitions & Access	4,966.00			1,950.00	4,966.00	100.00	3,876.00	19.00
551	Hang Light Fixtures	6,396.00	6,396.00	187.80		6,396.00	100.00		639.60
552	HVAC Trim Out	4,198.00	4,198.00			4,198.00	100.00		419.80
553	Plumbing Fixtures	27,812.00	25,728.00	2,084.00		27,812.00	100.00		2,781.20
554	Prep/Place Pkg/Unseal Bearr	8,473.00	8,473.00			8,473.00	100.00		847.30
555	Drywall Partitions & Access	11,250.00	11,250.00			11,250.00	100.00	423.50	604.85
556	Architectural Specifications	10,810.00	10,810.00			10,810.00	100.00		1,081.00
557	Install Ceiling Panels	10,486.00	10,486.00			10,486.00	100.00		1,048.60
558	Carpet VCT Flooring & Base	19,782.00	19,782.00			19,782.00	100.00		1,978.20
559	Radiant Floorng	3,710.00	3,710.00		1,378.80	3,710.00	100.00		371.00
560	Doors & Hardware	8,927.00	8,927.00			8,927.00	100.00		892.70
561	Final Contract	26,915.00	26,915.00			26,915.00	100.00		2,691.50
562	Window Blinds	1,300.00	1,300.00			1,300.00	100.00		130.00
563	Interior Signage & Exit Letters	7,648.00				7,648.00	100.00		764.80

REQUEST FOR PAYMENT DETAIL

Project: 1319 / Orange Beach Elementary School Invoice: 1032 Draw: 1319-0018 Period Ending Date: 6/30/2015 Detail Pg 11 of 14 Pg

Item ID	Description	Total Contract Amount	Previously Completed Work	Work Completed This Period	Previously Stored Materials	Completed And Stored To Date	% Comp	Balance To Finish	Retention Balance
620	Install Alarm Entrance Windows	133,903.00	122,408.76			122,408.76	91.34	10,494.24	12,240.38
621	Rectum Roof Pits & LVI Covers	303,863.00	303,863.00			303,863.00	100.00		30,386.30
622	Install EPDM Roofing	109,264.00	109,264.00			109,264.00	100.00		10,926.40
623	Caulking & Sealants	9,900.00	9,900.00			9,900.00	100.00		990.00
624	Shoring Beams Metal Roof	65,562.00	65,562.00			65,562.00	100.00		6,556.20
625	Demomote Olden Flash/Apge Tr	11,691.00	11,691.00			11,691.00	100.00		1,169.10
626	ANSA-A FIT OUT & FINISHES								1,169.10
627	Interior CMU Walls	382,336.00	382,336.00			382,336.00	100.00		38,233.60
628	Flg Wall Rough In	115,446.00	115,446.00			115,446.00	100.00		11,544.60
629	Electrical Wall Rough In	26,238.00	26,238.00			26,238.00	100.00		2,623.80
630	Interior Caulking & Sealants	9,900.00	9,900.00	468.00		9,900.00	100.00	624.76	2,671.36
631	Interior Pkg Riser Rough In	7,148.00	7,148.00			7,148.00	100.00		714.80
632	Above Cfg HVAC Piping Rough	31,485.00	31,485.00	15,742.50		47,227.50	150.00	15,742.50	1,574.25
633	Gas Bldg HVAC Units	44,079.00	44,079.00			44,079.00	100.00		4,407.90
634	Int Wall Framing- Metal Studs	48,178.00	41,690.00	4,617.00		46,307.00	96.31	4,617.00	4,617.00
635	Fire Alarm Cabling	3,148.00	3,148.00			3,148.00	100.00		314.80
636	Above Cfg Fire Alarm Rough In	4,198.00	4,198.00			4,198.00	100.00		419.80
637	Above Cfg Low Voltage Rough	6,247.00	6,247.00			6,247.00	100.00		624.70
638	Install Fire Alarm Panel	1,674.00	1,674.00		619.42	1,674.00	100.00	1,054.58	167.40
639	Paint Cym Screens	6,927.00	6,927.00	4,966.00		6,927.00	100.00	1,961.00	496.54
640	Gas Piping	19,418.00	19,418.00			19,418.00	100.00		1,941.80
641	Above Cfg HVAC Duct Rough In	19,782.00	19,782.00	5,332.10		25,114.10	126.91	8,232.10	8,232.10
642	Above Cfg Sprinkler Pipe Rgn In	19,782.00	19,782.00			19,782.00	100.00		1,978.20
643	Metal Wall Framing Installation	1,086.00	1,086.00			1,086.00	100.00		108.60
644	Prime & 1st Coat Paint	27,812.00	27,812.00			27,812.00	100.00	2,781.20	2,781.20
645	Hang In Drywall Partitions	34,934.00	34,934.00		3,148.00	34,934.00	100.00	3,148.00	3,148.00
646	Architectural Specifications	10,810.00	10,810.00			10,810.00	100.00		1,081.00
647	Tap & Finish Drywall	12,944.00	12,944.00			12,944.00	100.00		1,294.40
648	HVAC Controls	20,900.00	14,850.00	8,297.00		23,147.00	110.70	2,090.00	2,090.00
649	Final Contract	20,915.00	20,915.00			20,915.00	100.00		2,091.50
650	Crytalline Waterproofing	15,740.00	15,740.00			15,740.00	100.00		1,574.00
651	Put Gado from Pkg to Device								1,574.00

REQUEST FOR PAYMENT DETAIL

Project: 1319 / Orange Beach Elementary School Invoice: 1032 Draw: 1319-0018 Period Ending Date: 6/30/2015 Detail Pg 12 of 14 Pg

Item ID	Description	Total Contract Amount	Previously Completed Work	Work Completed This Period	Previously Stored Materials	Completed And Stored To Date	% Comp	Balance To Finish	Retention Balance
654	Install Casework/Work	64,143.00	64,000.00		8,608.44	64,000.00	100.00	2,743.00	6,540.00
655	Paint/Wrap/Wall Panels	4,198.00	4,198.00			4,198.00	100.00	2,231.21	596.54
656	Communications Trim Out	4,198.00	4,198.00			4,198.00	100.00	419.80	
657	Electrical Trim Out	4,198.00	4,198.00			4,198.00	100.00	419.80	
658	AREA A FOUNDATIONS & BT							2,240.00	472.22
659	Backfill Path Walk & Pkg Exc	79,314.00	79,314.00			79,314.00	100.00	7,931.40	
660	Prep/Place Pkg/Unseal Bearr	178,510.00	178,510.00			178,510.00	100.00	17,851.00	
661	Underground Plumbing Rough	51,743.00	51,743.00			51,743.00	100.00	5,174.30	
662	Gravel Base	43,000.00	39,240.00	3,442.40		42,682.40	99.25	13,339.30	3,089.07
663	Underdrain Conduits West	19,944.00	19,944.00			19,944.00	100.00	1,994.40	
664	Sub Paving	3,878.00	3,878.00			3,878.00	100.00	387.80	
665	Underdrain Conduits East	19,944.00	19,944.00			19,944.00	100.00	1,994.40	
666	Prep & Place Stone on Grade	137,344.00	137,344.00			137,344.00	100.00	13,734.40	
667	Install Concrete C&G	65,910.00	65,910.00			65,910.00	100.00	6,591.00	
668	Heavy Floor Grnd	16,104.00				16,104.00	100.00		1,610.40
669	30 Column & Roof Framing by	79,314.00	77,032.31			77,032.31	97.12	1,480.99	7,703.23
670	Subdrain Heavy Duty West	17,178.00	17,178.00			17,178.00	100.00	1,717.80	
671	Subdrain Heavy Duty East	17,178.00	17,178.00			17,178.00	100.00	1,717.80	
672	30 Column & Roof Framing West	37,782.00	37,782.00			37,782.00	100.00	3,778.20	
673	30 Column & Roof Framing East	34,106.00	34,106.00			34,106.00	100.00	3,410.60	
674	AREA A EXTERIOR ENCLOSURE								3,410.60
675	Install AV Raster	20,823.18	20,823.18			20,823.18	100.00	2,082.32	
676	Door Frames	3,970.00	3,970.00			3,970.00	100.00	397.00	
677	Brick Veneer Huth Elevation	66,141.00	66,141.00			66,141.00	100.00	6,614.10	
678	Overhead Ceiling Cover	3,714.36						2,714.24	
679	Brick Veneer East Elevation	63,061.00	63,061.00			63,061.00	100.00	6,306.10	
680	Brick Veneer South Elevation	43,408.00	43,408.00			43,408.00	100.00	4,340.80	
681	Brick Veneer West Elevation	24,011.00	24,011.00			24,011.00	100.00	2,401.10	
682	Rough Carpentry - Roof Waler	20,823.18	20,823.18			20,823.18	100.00	2,082.32	
683	Roof S&U Concrete (W/headers)	9,700.00	9,700.00			9,700.00	100.00	970.00	
684	Install Expansion Joint	8,927.00						8,927.00	
685	Paint Exterior Walls	1,610.00						1,610.00	
686	Metal Wall Panels	80,842.00	47,221.20	13,518.00		60,840.00	75.15	5,162.00	6,084.00

REQUEST FOR PAYMENT DETAIL

Project: 1319 / Orange Beach Elementary School Invoice: 1032 Draw: 1319-0018 Period Ending Date: 6/30/2015 Detail Pg 13 of 14 Pg

Item ID	Description	Total Contract Amount	Previously Completed Work	Work Completed This Period	Previously Stored Materials	Completed And Stored To Date	% Comp	Balance To Finish	Retention Balance
687	Accounting Cfg Grid	103,901.00	80,854.99	14,648.14		103,901.00	100.00	10,390.10	10,390.10
688	Hang Light Fixtures	6,396.00	6,396.00			6,396.00	100.00	639.60	639.60
689	HVAC Trim Out	17,851.00	17,851.00	2,141.04		17,851.00	100.00	1,784.96	214.10
690	Main Feeder from Building in Dc	6,247.00	6,247.00			6,247.00	100.00	624.70	624.70
691	Drywall Partitions & Access	11,250.00	11,250.00	6,082.00		11,250.00	100.00	8,052.00	905.20
692	Sprinkler Trim Out	22,713.00	22,713.00			22,713.00	100.00	2,271.30	2,271.30
693	Install Ceiling Grid	22,554.74	20,348.00	2,048.00		22,396.00	99.27	3,058.00	2,048.00
694	Plumbing Fixtures	58,140.00	61,997.83	4,211.17		66,209.00	114.03	6,069.00	6,069.00
695	Carpet VCT Flooring & Base	19,782.00	19,782.00			19,782.00	100.00	1,978.20	
696	Interior Caulking & Sealants	9,900.00	9,900.00	4,966.00		9,900.00	100.00	4,934.00	4,966.00
697	Subdrain Conduits	1,086.00	1,086.00			1,086.00	100.00	108.60	
698	Architectural Specifications	10,810.00	10,810.00			10,810.00	100.00	1,081.00	
699	Interior Caulking & Sealants	9,900.00</							

Forest Lawn Nursery, L.L.C.
 11 Old Bishop Road
 Jonesburg, MO 63351-2303

3750 405-4001-6521-000-406
 3750 405-4001-6521-000-408

Invoice

Date	Invoice #
4/23/2015	6030

Bill To
Camdenton Public Schools PO Box 1409 Camdenton MO 65020

Ship To

P.O. No.	Terms	Due Date	Ship Date	Ship Via	FOB
		4/23/2015	4/23/2015		

Qty	Item	Description	Rate	Amount
20	acrpleq1tc300	Acer platanoides 'emerald queen'	150.00	3,000.00
30	acrbfr1tc300	Acer rubrum 'franksred'	150.00	4,500.00

Subtotal	\$7,500.00
Sales Tax	\$0.00
Total	\$7,500.00
Payments/Credits	\$0.00
Balance Due	\$7,500.00

A 2% Monthly Finance Charge will be assessed on all invoices past due.

Maint.

Mike Katschman Trucking

P. O. Box 234
California, Mo. 65018

Invoice To:
Camdenton R-3
P.O. Box 1409
Camdenton, MO 65020

OB/HD Landscape Stone	
Invoice Number:	4627
Invoice Date:	20-May-15
Terms:	Net 10

Baseball Field

Date	Scale Number	Truck	Commodity	Destination	Quantity	Rate	LoadTotal
11-May-15	1091469	5	2" Deco Rock	Camdenton, MO	50,600	Tons \$85,000	\$2,150.50
				Camdenton R-3	25.30		
12-May-15	1091470	5	2" Deco Rock	Camdenton, MO	50,380	Tons \$85,000	\$2,141.15
				Camdenton R-3	25.19		
13-May-15	1091475	5	2" Deco Rock	Camdenton, MO	51,500	Tons \$85,000	\$2,188.75
				Camdenton R-3	25.75		

Invoice Total \$6,480.40

405-4001-6521-110-406 - \$3,240.20
 405-4001-6521-110-408 - \$3,240.20

DRAFT

INVOICE

Remit Payment to: ACI/Boland, Inc.

1421 E. 104th Street, Suite 100
 Kansas City, Missouri 64131
 T. 816.763.9600 F. 816.763.9757



Camdenton R-III School District
 Dr. Tim Hadfield, Superintendent
 P.O. Box 1409
 Camdenton, MO 65020-1409

May 27, 2015
 Project No: 3-15035.00
 Invoice No: 0033157

Project: 3-15035.00 Camdenton SD HS Secure Entries

INVOICE FOR PROFESSIONAL SERVICES:

Fee
 Estimated Construction Cost 55,277.00
 Fee Percentage 6.00
 Total Fee 3,316.62

Billing Phase	Percent of Fee	Fee	Percent Complete	Earned
Schematic Design	15.00	497.49	100.00	497.49
Design Development	20.00	663.32	100.00	663.32
Construction Documents	40.00	1,326.65	100.00	1,326.65
Bidding/Negotiation	5.00	165.83	100.00	165.83
Contract Administration	20.00	663.32	0.00	0.00
Total Earned				2,653.29
Previous Fee Billing				2,925.00
Current Fee Billing				-271.71

Total Fee -271.71

Reimbursable Expenses

Reproductions		Bidding Documents	758.50	
3/31/2015 Smart Postal Centers		Delivery 03/31/15	10.81	
Postage/Shipping/Delivery		1Z6766750394092833		
4/30/2015 United Parcel Service				
Total Reimbursables			769.31	769.31

TOTAL THIS INVOICE \$497.60

Respectfully Submitted:

Michael Kautz



TWINHOUS EXCAVATING CO., INC.
 Excavating Contractors • Roads • Jobs • Road Bidding
 804 LIBERTY ROAD - JEFFERSON CITY, MISSOURI 65101
 Tel: 636-633-4444



CURTIS MANAGER SCHALTE
 General Contractor
 1111 Business 14 Road
 Chester, Missouri 63017
 Tel: 636-633-4444

May 20, 2015

Mr. Bob Brown
 Curtis Manager Schalte
 1111 Business 14 Road
 Chester, Missouri 63017

RE: Orange Beach Elementary School

Dear Mr. Brown,

This is to advise you that my subcontract for the additional work that was completed on April 17, 2015. The work was completed from the program and including a 2" base rock. The breakdown of the work is as follows:

2.0 hours @ \$45.00/hour	\$90.00
4.0 hours @ \$150.00/hour	\$600.00
5.5 hours @ \$205.00/hour	\$1,127.50
Car 2.0 hours @ \$55.00/hour	\$110.00
Labor	\$27.50
Superintendent	\$40.00
2" base rock	\$3,272.50
Total	\$5,167.50

Attached is a copy of Special Work Directive 2125 verifying the hours and materials. If you have any questions, please feel free to contact me.

Sincerely,

Robert L. Pechout
 Robert L. Pechout
 Vice President
 Tredwell Excavating Co., Inc.

11126

CURTIS MANAGER SCHALTE
 General Contractor

SPECIAL WORK DIRECTIVE

DATE: 5/14/15 JOB # 14-135
 TO: Curtis Manager Schalte PROJECT: Orange Beach Elementary School
 DISTRIBUTION: P-21 School District
 Change Order No. 00059

DESCRIPTION OF WORK: 2" BASE ROCK MATERIAL AT THE END OF PARKING LOT AT ORANGE BEACH ELEMENTARY SCHOOL. SEE SPECIAL WORK DIRECTIVE 2125 FOR DETAILS.

DATE: 5/14/15 QUANTITY: 1,000
 UNIT: SQUARE FEET
 UNIT PRICE: \$5.1675
 TOTAL PRICE: \$5,167.50

DATE: 5/14/15 QUANTITY: 1,000
 UNIT: SQUARE FEET
 UNIT PRICE: \$5.1675
 TOTAL PRICE: \$5,167.50

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 UNIT: SQUARE FEET
 UNIT PRICE: \$5.1675
 TOTAL PRICE: \$5,167.50

PROPOSED CHANGE ORDER

PROJECT: Orange Beach Elementary School
 Distribution P-21 School District
 Change Order No. 00059

DATE: 5/20/15 TITLE: 2" Base Rock

DESCRIPTION OF PROPOSAL: 2" Base Rock

Quantity: 1,000
 Unit Price: \$5.1675
 Total: \$5,167.50

Remove unusable soil from end parking lot and replace with 2" base rock. Allowance for disposal of unusable soil.

Item Description: 2" Base Rock
 Quantity: 1,000
 Unit Price: \$5.1675
 Total: \$5,167.50

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Item Description: 2" Base Rock
 Quantity: 1,000
 Unit Price: \$5.1675
 Total: \$5,167.50

PROPOSED CHANGE ORDER

PROJECT: Orange Beach Elementary School
 Distribution P-21 School District
 Change Order No. 00059

DATE: 5/20/15 TITLE: 2" Base Rock

DESCRIPTION OF PROPOSAL: 2" Base Rock

Quantity: 1,000
 Unit Price: \$5.1675
 Total: \$5,167.50

Remove unusable soil from end parking lot and replace with 2" base rock. Allowance for disposal of unusable soil.

Item Description: 2" Base Rock
 Quantity: 1,000
 Unit Price: \$5.1675
 Total: \$5,167.50

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Item Description: 2" Base Rock
 Quantity: 1,000
 Unit Price: \$5.1675
 Total: \$5,167.50

Remove unusable soil from end parking lot and replace with 2" base rock. Allowance for disposal of unusable soil.

Item Description: 2" Base Rock
 Quantity: 1,000
 Unit Price: \$5.1675
 Total: \$5,167.50

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ACI ARCHITECTS

ACI ARCHITECTS - MISSOURI CITY
 1111 Business 14 Road
 Chester, Missouri 63017
 Tel: 636-633-4444

Mr. Bob Brown
 Curtis Manager Schalte
 1111 Business 14 Road
 Chester, Missouri 63017

RE: CHANGE ORDER NO. 10
 ORANGE BEACH ELEMENTARY SCHOOL
 CAMDENTON R-II SCHOOL DISTRICT

Dear Bob,

Enclosed please find three (3) copies of Change Order No. 10 for a total deduct credit of \$119,001.98. This includes the following:

1. Unexcused and polished concrete flooring Deduct (\$19,000.00)
2. Reversed soil conditions at under parking lots Add (\$5,000.00)
3. Structural steel angle at operable partitions Deduct (\$10,000.00)
4. Structural steel angle at operable partitions Add (\$10,000.00)

Total Deduct Credit: (\$19,001.98)

Please sign all copies and return them to Tim Harfield with Camden-ton School District at P.O. Box 1409, Camden-ton, MO. 63000. Please email a signed copy to me.

Should you have any questions, please do not hesitate to contact our office at your convenience.

Sincerely,

AGIBOLAND, INC.

Ann Lawler
 Ann Lawler
 Associate/Architect

Enclosure: Copy: File 3-1020

AIA Document G701 - 2001

Change Order

PROJECT (name and address): Orange Beach Elementary School
 1111 Business 14 Road
 Chester, Missouri 63017

OWNER (name and address): Curtis Manager Schalte
 1111 Business 14 Road
 Chester, Missouri 63017

DATE: May 21, 2015

ARCHITECT (name and address): AGIBOLAND, INC.
 1111 Business 14 Road
 Chester, Missouri 63017

CONTRACT NO.: 102015-0001

CONTRACT DATE: November 11, 2014

CONTRACT FOR: General Construction

CONTRACT FOR: General Construction

CONTRACT FOR: General Construction

CONTRACT FOR: General Construction

CONTRACT FOR: General Construction

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CONTRACT FOR: General Construction

CONTRACT FOR: General Construction

CONTRACT FOR: General Construction

OWNER: Curtis Manager Schalte
 ARCHITECT: AGIBOLAND, INC.
 CONTRACTOR: Curtis Manager Schalte

DATE: May 21, 2015

PROJECT: Orange Beach Elementary School

CONTRACT NO.: 102015-0001

CONTRACT DATE: November 11, 2014

CONTRACT FOR: General Construction

CONTRACT FOR: General Construction

CONTRACT FOR: General Construction

CONTRACT FOR: General Construction

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CONTRACT FOR: General Construction

CONTRACT FOR: General Construction

CONTRACT FOR: General Construction

13188

5-
Curtains
Manns
Chalkite
General Contracting

FIELD PURCHASE ORDER

TO: DAM STEEL DATE: 4/20/16
JOB #: 13188
JOB NAME: 0856

DESCRIPTION	QUANTITY	UNIT COST	TOTAL COST
10' x 5' x 1/4" ANCHOR	1 EA	185.00	185.00
10' x 3' x 1/2" ANCHOR	1 EA	100.00	100.00
TOTAL			285.00

REF 100 \$
105
EXTRA STEEL FOR
BARREL STORAGE
C. ANSELINO

10, New 233, 2332 Business 14 South
Ann, Michigan 48106
(734) 392-8833 FAX (734) 392-4277
Curtains, Manns, Chalkite
General Contracting

With Copy - Client Office
Name Copy - CMS Superintendent

INVOICE

DAM STEEL SUPPLY, INC.
4/20/2016 INVOICE NO. 08563

REL TO: Curtains, Manns, Chalkite, Inc.
P.O. Box 233
Eaton, MO 65026

SHIP TO: -CS&SE BRANCH ELEMENTARY-

QTY	UNIT PRICE	AMOUNT
10	18.50	185.00
10	10.00	100.00
		TOTAL \$285.00

REQUEST FOR INFORMATION (RFI)

Project: **6/21/2014**
 Drawing: **3/6**

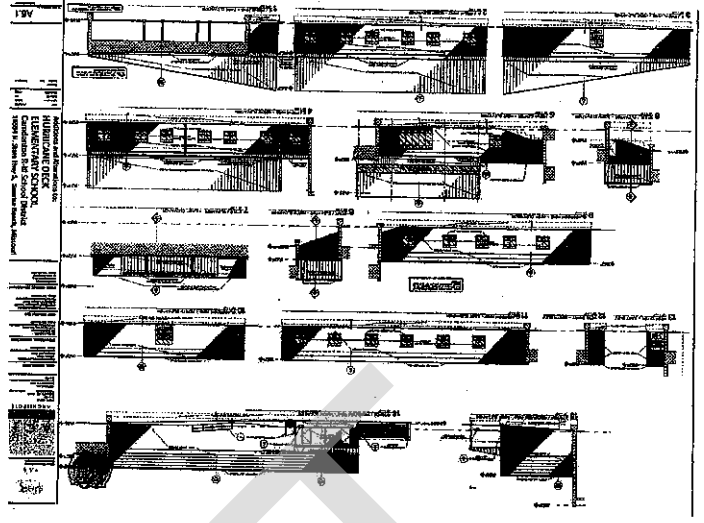
TO: **ACI BOLMAD**
 ATTN: **MR. KEN KEITH**
 ADDRESS: **AMERICAN DECK**
557 S. 31st
WYOMING, WY 83001

FROM: **GOV AUGENSTEIN**
 ADDRESS: **214**

QUESTION: **PLEASE ADVISE ON HOW BALES IS GOING TO SUPPORT THE BRICK ON THE SHADED PORTION (YELLOW) ALONG THE NORTH ELEVATION? THANKS, GUY**

ANSWER: **see attached supplementary drawings**

DATE: **6/21/14**



Change Order No. 5 Attachment

PR #22: Vestibule HVAC (COU)-Option 1 return and rework of unit \$2,572.30

PR #25 Provide 2x2 ceiling tile and grid (same type as Office to allow access) in lieu of wood ceiling in Vestibule. (\$4,913.70)

PR #15, 36 Provide additional steel for partition load and steel for brick support ledge. \$388.50

ASI #13 Add woodruff for thresholds in 144A, 150A, 150B, 150C, 101D, 103D. \$1,253.49

Deduct to Owner: (\$750.81)



ACI ARCHITECTS
 1210 N. UNIVERSITY
 SUITE 100
 CHELSEA, MI 48118

June 1, 2015

Dr. Tim Hatfield
 Camberton R-II School District
 PO Box 1409
 Camberton MO 65025-1409

RE: CHANGE ORDER NO. 5
 ADDITIONS AND ALTERATIONS TO
 CAMBERTON R-II SCHOOL DISTRICT
 CAMBERTON R-II SCHOOL DISTRICT

Dear Dr. Hatfield:

Enclosed please find three (3) copies of Change Order No. 5 for the above referenced project.

Please sign all copies and return them to our office for further processing. Should you have any questions, please do not hesitate to contact our office at your convenience.

Sincerely,

ACIBOLAND, INC.
 Brad Kramer
 Associate/Project Manager
 Enclosures

cc: MICKIAB CO File 5-15021

AIA Document G701 - 2001

Change Order

OWNER: OWNER
 ARCHITECT
 CONTRACTOR
 FIELD
 OTHER

DATE: June 1, 2015

PROJECT NAME: **Camerton R-II School District**

TO CONTRACTOR (Name and address):
 ACI ARCHITECTS
 1210 N. UNIVERSITY
 SUITE 100
 CHELSEA, MI 48118

FROM OWNER (Name and address):
 CAMBERTON R-II SCHOOL DISTRICT
 PO BOX 1409
 CAMBERTON, MO 65025

DATE: **6/1/15**

PROJECT NUMBER: **5-15021**

DATE: **11/2014**

PROJECT NAME: **Camerton R-II School District**

DATE: **6/1/15**

THE CONTRACT IS CHANGED AS FOLLOWS:
 Provide, where applicable, any multiplied amount (multiplier) to previously recorded Construction Change Directives.
 Refer to Schedule: **7/2011**

Trade Order: **57981**

The original Contract Sum was **\$1,000,000.00**
 The Contract Sum prior to this Change Order was **\$1,000,000.00**
 The Contract Sum after this Change Order was **\$1,000,000.00**
 The Contract Sum with this Change Order is **\$1,000,000.00**

The Contract Time will be increased by **Zero (0) Days**.

The date of Substantial Completion as of date of this Change Order remains the same.

NOTE: This Change Order does not include design in the Contract. Contract Time of Occupancy Maximum Price will have no effect on this Change Order. This Change Order is intended to amend the Construction Change Directive.

NOT VALID UNTIL SIGNED BY THE ARCHITECT, CONTRACTOR AND OWNER.

Architect: **ACI ARCHITECTS**
 1210 N. University
 Suite 100
 Chelsea, MI 48118

Contractor: **ACI ARCHITECTS**
 1210 N. University
 Suite 100
 Chelsea, MI 48118

Owner: **Camerton R-II School District**
 172 Deer Street
 Camberton, MO 65025

DATE: **6/1/15**

BALS
 SINCE 1981

GENERAL CONTRACTORS

Propose Construction Co., Inc.
 6515 S. 10th St.
 Wagonville, MO 65083

Phone #: **616-282-9600**

Address: **MR. KEN KEITH**
601 BOLMAD

PROPOSAL SUBMITTED TO:
HURRICANE DECK ELEMENTARY

PROPOSAL
 Date: **4/28/2015**

Owner: **617/774-2900**
 Fax: **617/774-5163**
 Email: **guy@balsbale.com**

WORK TO BE PERFORMED AT:
HURRICANE DECK ELEMENTARY

Item	Description	Quantity	Unit	Price
1	REWORK TO BE PERFORMED AT HURRICANE DECK ELEMENTARY			
2	REWORK TO BE PERFORMED AT HURRICANE DECK ELEMENTARY			
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O&E Construction
Change Orders

CHANGE ORDER NO. 1	Change food service sub-contractor to food restaurant supply	\$ 1,450.00	
OBE	City requirements door signs	\$ 404.00	
OBE	Revisions to fire protection chambers as City required	\$ 5,400.00	
OBE	Defect for fire door signage and window signage	\$ (11,182.00)	
	TOTAL DECREASE		\$ (11,288.00)
CHANGE ORDER NO. 2	Review location of the steel connection as req by Fire Marshal	\$ 5,624.00	
OBE	Material	\$ 90,355.85	
OBE	Change floor finish	\$ 48,385.00	
	TOTAL INCREASE		\$ 99,768.85
CHANGE ORDER NO. 3	Supply fire connection to meet Fire Marshal	\$ 17,764.63	
OBE	Change floor finish	\$ 48,385.00	
	TOTAL INCREASE		\$ 66,149.63
CHANGE ORDER NO. 4	Require electrical floor boxes in gym and adding power for motorist roller chairs and table lamps	\$ 4,237.89	
OBE	Change ramped glass to tempered, floor cover door, floor room electrical requirements	\$ 18,779.00	
	TOTAL INCREASE		\$ 23,016.89
CHANGE ORDER NO. 5	Change ramped glass to tempered, floor cover door, floor room electrical requirements	\$ 18,779.00	
OBE	Change ramped glass to tempered, floor cover door, floor room electrical requirements	\$ (187,820)	
	TOTAL DECREASE		\$ (169,041)
CHANGE ORDER NO. 6	Verify cable tray installation in various rooms	\$ (877.55)	
OBE	Verify cable tray installation in various rooms	\$ 2,095.37	
	TOTAL INCREASE		\$ 1,217.82

HD Construction
Change Orders

CHANGE ORDER NO. 1	Construct Rock Buttress as part of slope stability analysis. Material, labor, equipment, Bales overhead & profit.	\$ 35,463.00	
	TOTAL INCREASE		\$ 35,463.00
CHANGE ORDER NO. 2	Deletion of linemen from concrete side	\$ (10,815.00)	
HD	Deletion of linemen from concrete side	\$ (10,815.00)	
HD	Addition of linemen to steel work	\$ 64,000.00	
HD	Addition of floor slab to property service structure on rampway	\$ 6,778.30	
HD	Addition of concrete caisson water north driveway to base PM	\$ 7,852.00	
HD	Change steel interior and exterior signage	\$ (7,000.00)	
	TOTAL DEBIT		\$ (22,810.00)
CHANGE ORDER NO. 3	Review of ramp revision	\$ (6,077.60)	
HD	Review of ramp revision	\$ 66,650	
HD	Review floor room light fixture	\$ (9,830)	
HD	Review floor room light fixture	\$ 2,360.92	
	TOTAL INCREASE		\$ 1,892.78
CHANGE ORDER NO. 4	Material and supplies needed for ramp	\$ 3,666.45	
HD	PVC frames below walk to base parking	\$ 3,043.17	
	TOTAL INCREASE		\$ 7,866.62
CHANGE ORDER NO. 5	Yieldable HVAC (FCU) - Option 1 return and exhaust of unit.	\$ 2,572.90	
HD	Yieldable HVAC (FCU) - Option 1 return and exhaust of unit.	\$ (43,117.00)	
HD	Provide additional load for precast concrete and brick support walls.	\$ 356.50	
HD	Provide additional load for precast concrete and brick support walls.	\$ 1,230.49	
	TOTAL DEBIT		\$ (79,837.21)

Secure Entries
Change Orders

CHANGE ORDER NO. 1	Provide new built-in desk at new reception area.	\$ 3,100.00	
MAVE OBI	Deliver file proposed at 11:00 work room 107	\$ (986.50)	
OBI	Provide permit for building permit	\$ 786.00	
	TOTAL INCREASE		\$ 3,000.50
CHANGE ORDER NO. 2	Furnish new work doors 104 and 106.	\$ 1,139.80	
HW	Furnish new work doors 104 and 106.	\$ 1,139.80	
CHANGE ORDER NO. 3	Two additional counter tops.	\$ 380.00	
HW	Two additional counter tops.	\$ 380.00	
CHANGE ORDER NO. 4	Install additional smoke detector at OBI Bridge per Fire Marshal.	\$ 376.40	
OBI	Install additional smoke detector at OBI Bridge per Fire Marshal.	\$ 376.40	
	BAUANCE		\$ 5,134.70

O&E Construction
Change Orders

CHANGE ORDER NO. 7	Provide lock hardware at base door	\$ 28,472.42	
OBE	Direct power at base of ramped storage building	\$ 6,127.76	
OBE	Review responsibility matrix for data systems from contractor to owner	\$ (186,377.64)	
	TOTAL DEBIT		\$ (153,877.46)
CHANGE ORDER NO. 8	Add lock to management sign	\$ 1,845.26	
OBE	Modifications to elevator recovery beam	\$ 741.28	
	TOTAL INCREASE		\$ 2,586.54
CHANGE ORDER NO. 9	Added electrical power for fan coil units	\$ 1,627.60	
OBE	Added electrical power for water heater	\$ 6,135.95	
OBE	Switch increased light fixture to uniform mounted 8ft 108	\$ 3,113	
OBE	Added electrical power for 24	\$ 2,667.96	
OBE	Added cable tray per 104, 106, 108, 110, 112, 114	\$ 1,621.94	
OBE	Additional steel supports at Gym. Deckwork	\$ 3,683.02	
OBE	Additional steel supports at Gym. Deckwork	\$ 3,683.02	
	TOTAL INCREASE		\$ 18,982.25
CHANGE ORDER NO. 10	Check door and window connections	\$ (18,100.00)	
OBE	Unusable steel connections over parking lot	\$ 18,464.00	
OBE	Topsoil relocations per owner	\$ (7,500.00)	
OBE	Structural steel angles at operable partitions	\$ 10,073.99	
	TOTAL DEBIT		\$ (13,100.00)

HD Construction
Change Orders

\$ 16,916.59

BAUANCE

\$ 346,851.47

BAUANCE