

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

**Regular Meeting – Administration Building, Board Room  
July 13, 2015 – 5:30 p.m.**

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

**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, July 13, 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 – July 13, 2015  
Strategic Plan Goal Area – Governance

Motion: Move to approve the agenda of the Regular July 13, 2015, meeting as presented.  
Masterson/Schulte - all ayes.

**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 – June 8, 2015  
Strategic Plan Goal Area - Governance
- B. Approve Minutes and Documentation of Special Meeting – June 26, 2015  
Strategic Plan Goal Area - Governance
- C. Set Tax Rate Hearing Date for August 10, 2015, at 5:30 p.m.  
Strategic Plan Goal Area - Governance
- D. Energy Education Report  
The annual Energy Education Report which outlines the District's energy conservation program was presented for review.  
Strategic Plan Goal Area - Facilities/Support/Instructional Resources
- E. Accept Bid Recommendations for 2015-2016 for Dairy, Bread, Tires, and Fuel  
Bid summaries for dairy, bread, tires, and fuel were presented.
  - We recommend Hiland Dairy for dairy products and Earth Grains (Bimbo Bakeries) for bread.
  - For tires we are recommending staying with TCI.
  - For fuel we are recommending continuing our relationship with Lakeland Oil.
 Strategic Plan Goal Area – Governance
- F. Approve Student Handbooks (Elementary, Oak Ridge, Middle School, High School/Horizons, & LCTC)  
Copies of student handbooks were presented. Handbooks include policies which have previously been approved by the Board. Handbooks also contain administrative procedures and rules which do not necessarily require Board approval; however, these handbooks are listed as an item for the Board's consideration in order to enhance communication process.  
Strategic Plan Goal Area - Governance
- G. Approve Transportation Handbook

The Transportation Department has updated the information contained in the handbook and submitted it for approval.

Strategic Plan Goal Area - Governance

H. Accept Bid for Removal, Supply & Installation of Boilers and Pumps at the Middle School

The bid received was recommended.

Strategic Plan Goal Area - Governance

I. Accept Bid for Concrete Supply & Installation of Bus Parking Lot

A summary of bids received and a recommendation were presented.

Strategic Plan Goal Area - Governance

J. Approve Career Ladder Funding

Currently our Career Ladder Program is funded at 80% of the level of funding prior to the state withdrawing their share several years ago. Current funding for Career Ladder stages is as follows. Recommend funding Career Ladder at 80% for the 2015-2016 school year.

Stage I: \$1,200 for 48 hours of Career Ladder time.

Stage II: \$2,400 for 72 hours of Career Ladder time.

Stage III: \$4,000 for 96 hours of Career Ladder time.

Strategic Plan Goal Area – Governance

K. Accept Bid for Food Service Box Truck

The current truck is fourteen years old and has some significant motor and transmission issues along with suspension problems. Replacement vehicles have been priced and the purchase of a new 2014 delivery truck is recommended.

Strategic Plan Goal Area - Governance

Motion: Move to approve consent items as presented, excluding items B & K. Schulte/Masterson - all ayes.

Motion: Move to approve consent item B. as presented. Hulett/Schulte – all ayes; McElyea abstained, absent.

Motion: Move to approve consent item K. as presented. Schulte/Masterson – all ayes; Hulett abstained, nepotism.

V. APPROVAL OF BILLS

Strategic Plan Goal Area – Governance

Motion: Move to approve all bills and addenda as submitted, excluding the bill to Phillips, McElyea, Carpenter & Welch. Masterson/Davis – all ayes.

Motion: Move to approve the bill to Phillips, McElyea, Carpenter & Welch. Masterson/Hulett – all ayes; McElyea abstained, nepotism.

VI. APPROVAL OF TREASURER’S REPORT

Strategic Plan Goal Area - Governance

Motion: Move to approve the June 2015 Treasurer’s Report as submitted. Schulte/Hulett - all ayes.

VII. NEW BUSINESS

A. STRATEGIC PLANNING

Rick Nobles reviewed information from the recent community phone survey. The Board also had an opportunity to further inform the strategic planning process. A draft of the updated strategic plan will be shared with the Board soon.

Strategic Plan Goal Area – Governance

No motion necessary.

**B. HEALTH SERVICES REPORT**

Rhonda Franken, Coordinator of School Health Services, presented the Health Services Report including a review of student health services, employee health services, community collaboration, nurses’ professional development/continuing education, and plans for the upcoming school year.

Strategic Plan Goal Area – Governance

No motion necessary.

**C. VOLUNTEER/COMMUNITY RELATIONS REPORT**

Joi Dickemann, Director of the Department of Volunteers and Community Relations, presented their annual report and a balanced scorecard. Joi was available to discuss the programs and services provided.

Strategic Plan Goal Area – Governance

No motion necessary.

**D. FOOD SERVICES REPORT, APPROVE FOOD SERVICE GUIDELINES & PRICES**

Dawn Matthews submitted the written annual report and balanced scorecard from the Food Services Department. Also included were related food service documents. Free and reduced breakfast and lunch guidelines are approved annually. The Board was also asked to consider increasing elementary lunch prices five cents in order to maintain compliance with Federal guidelines.

Strategic Plan Goal Area – Governance

Motion: Move to approve the 2015-2016 free and reduced breakfast and lunch guidelines as submitted and set student and adult breakfast and lunch prices for the 2015-2016 school year as proposed.

Masterson/Schulte - all ayes.

	2015-2016
Elementary Lunch	1.95
Elementary Breakfast	1.10
Reduced Price Lunch	0.40
Reduced Price Breakfast	0.30
Secondary Lunch	2.25
Secondary Breakfast	1.20
Adult Breakfast	1.85
Adult Lunch	2.90

**VIII. UNFINISHED BUSINESS**

**A. BOARD POLICY UPDATES**

The Board held a first read of the following policies in May.

Strategic Plan Goal Area – Governance

<b>POLICY CODE</b>	<b>POLICY TITLE</b>
<b>BF</b>	School Board Policy Process
<b>CB</b>	School Superintendent
<b>GBCA</b>	Staff Conflict of Interest – <i>with District revision.</i>
<b>GBCBC</b>	Staff Absences and Tardiness
<b>GBI</b>	Gifts to and Solicitations by Staff
<b>GCBDA</b>	Professional Staff Short-Term Leaves - <i>with District revisions.</i>
<b>GCBDA A</b>	Professional Staff Sick Leave Pool – <i>revised by District.</i>
<b>GCPB</b>	Resignation of Professional Staff Members
<b>GCPD</b>	Suspension of Professional Staff Members

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

**XI. ADJOURN MEETING**

Motion: Move that the meeting adjourn.

Schulte/Hulett - all ayes.

Meeting adjourned at 8:50 p.m.

\_\_\_\_\_  
Chris C. McElyea - President of the Board

\_\_\_\_\_  
Linda Leu – Secretary of the Board

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# Camdenton R-III Schools

Energy Conservation Program

Scott Martin, Energy Education Specialist

## Energy Conservation Program

July 2015

### Cumulative Cost Savings

Expected Energy Costs	\$6,005,564
Actual Energy Cost	\$3,862,575
Program Savings	\$2,142,989
Savings Percent	35.68%
Special Savings	\$829
Total Savings	\$2,143,818



Expected Energy Costs	Actual Energy Costs	Program Savings
Amount you would have spent on energy without energy management program.  This is the base year usage adjusted for changes in weather, equipment, schedules, occupancy and prices	Actual utility costs for electricity, gas, water, sewer, etc obtained directly from bills.	The difference between Expected and Actual Costs, calculated in accordance with the International Performance Measurement & Verification Protocol. Does not include savings attributable to reduced equipment maintenance and replacement costs and other collateral benefits. These savings can increase the program savings up to 20%.
Special Savings	Additional documented savings attributable to Program activities but not the direct result of usage reductions, such as rebates, refunds, tariff changes, etc.	

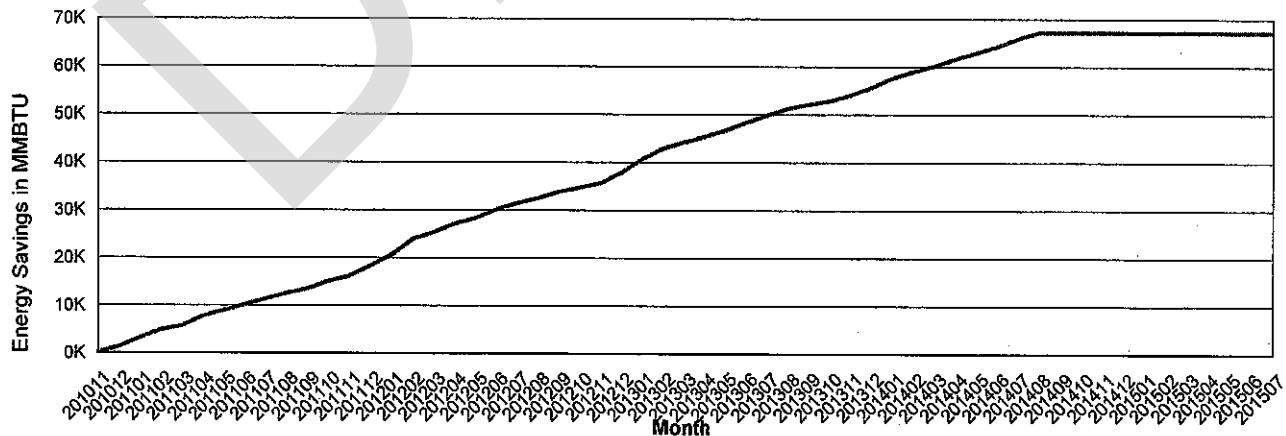
### Cumulative Greenhouse Gas Reduction

**Energy Reduction Impact:** 67,159 MMBTU 14,635 equiv. metric tons of CO2

This is equivalent to the following:

Passenger cars not driven for one year:	2,627
Tree seedlings grown for 10 years:	374,325

### Cumulative Energy Savings



**Camdenton R-III Schools**  
**Energy Conservation Program**  
**Scott Martin, Energy Education Specialist**  
**Energy Conservation Program**

June 2015

**Cumulative Energy Savings**

Expected Energy Usage	196,965MMBTU
Actual Energy Usage	129,809MMBTU
Program Savings	67,159MMBTU
Savings Percent.	34.10%



**Expected Energy Usage**

Amount of energy you would have used without energy management program.

This is the base year usage adjusted for changes in weather, equipment, schedules, occupancy and prices

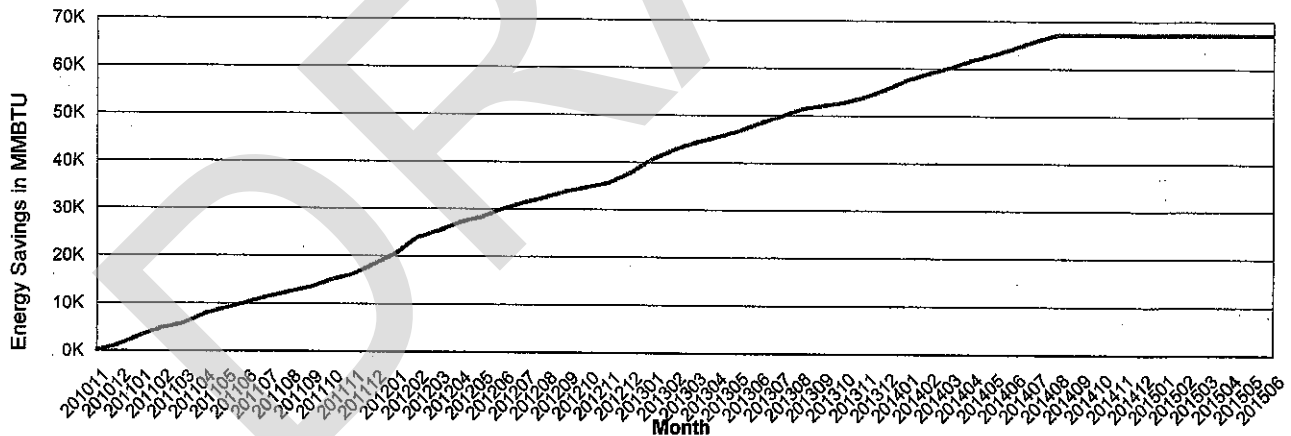
**Actual Energy Usage**

Actual energy usage for electricity, gas, etc obtained directly from utility bills.

**Program Savings**

The difference between Expected and Actual Usage, calculated in accordance with the International Performance Measurement & Verification Protocol.

**Cumulative Energy Savings**



**Cumulative Greenhouse Gas Reduction**

**Energy Reduction Impact:** 67,159 MMBTU 14,635 equiv. metric tons of CO2

This is equivalent to the following:

Passenger cars not driven for one year:	2,627
Tree seedlings grown for 10 years:	374,325

# Camdenton R-III Schools

Energy Conservation Program

Scott Martin, Energy Education Specialist

## Savings To Date

Grouped by Energy Type

Site: All Sites

Energy Type: Electricity

Units: KWH

	Use	Cost
Estimated Use & Cost Without Energy Management from Program Inception to 201506	53,336,530	\$5,593,981
Actual Use & Cost With Energy Management from Program Inception to 201506	36,160,067	\$3,578,811
Cost Avoidance %	32.2 %	36.0 %
Avoided Use/Cost	17,176,463	\$2,015,170

Facility Energy & Cost Totals

Units: MMBTU

	Use	Cost
Estimated Use & Cost Without Energy Management from Program Inception to 201506	182,038	\$5,593,981
Actual Use & Cost With Energy Management from Program Inception to 201506	123,414	\$3,578,811
Cost Avoidance %	32.2 %	36.0 %
Avoided Use/Cost	58,623	\$2,015,170

Filters: Energy Type Equal To Electricity; Savings Through Equal To 201506

Bids for 2015-2016 School Year  
Due June 19, 2015 - 10:00 a.m.

Bids for 2015-2016 School Year  
Due June 19, 2015 - 10:00 a.m.

	Hand Dairy	No other bids received.
<b>DAIRY</b>		
<i>1/2 Pints</i>		
1% Unflavored Milk	.2680	
Skim Unflavored Milk	.2630	
Skim Chocolate Milk	.2880	
Skim Strawberry Milk	.2880	
<i>12 Oz. Bottles</i>		
Low-Fat Unflavored Milk	.7717	
Skim Chocolate Milk	.7620	
Skim Strawberry Milk	.7620	
Orange Juice 100%	.72	
<i>Red Diamond</i>		
Tea-Unsweetened	.8625	
Tea-Splenda	.8625	
Drinking Water, 16 oz. bottle	.605	
Slice American Cheese, 160	Board, 5 lb.	
Shredded Cheddar Cheese	Board	
Low-Fat Cottage Cheese	.960	
Low-Fat Cottage Cheese, Ind.	4 oz.	
Low-Fat Sour Cream	5 lbs.	.880

Give the price per unit as specified.

Submit Both a Firm Bid and an Escalating/De-Escalating Bid

\*RECOMMEND for 2015-2016

BREAD PRODUCTS		2015 Year's Bid - Bamboo Bakeries (Bamboo Bakeries) Products
Whole Grain White Bread, 20 slice	1 1/2 lb	1.53
Whole Grain Wheat Bread, 20 slice	20 oz	1.90
Texas Toast, 16 slice, White	1 1/2 lb	1.80
Whole Grain Hamburger Buns, 4"	Packed 12/1	1.80
Whole Grain Hot Dog Buns, 6"	Packed 16/1	2.45
Whole Grain Deli Buns, Hoagie, 6"	Packed 6/1	1.50
Regular White Hot Dog Bun	Packed 16/1	2.30
Regular White Hamburger Bun	Packed 12/1	1.88

WHOLE GRAIN BREAD PRODUCTS	Flowers Baking Co.	Bamboo Bakeries
Whole Grain White Bread, 20 slice	1 1/2 lb.	1.40 1 1/2 lb.
Whole Grain Wheat Bread, 20 slice	1 1/2 lb.	1.10 1 1/2 lb. 22 sl
Whole Grain Texas Toast, 16 slice	1 1/2 lb.	DG 1.65
Whole Grain Hamburger Buns, 4"	Packed 12/1	4.40 30/1
Whole Grain Hot Dog Buns, 6"	Packed 16/1	2.20
Whole Grain Deli Buns, Hoagie, 6"	Packed 8/1	2.20 12/1
Regular White Hot Dog Bun	Packed 16/1	DG 1.92
Regular White Hamburger Bun	Packed 12/1	DG 1.44
		1.60
		1.60
		1.70, not whole grain & 1.5 sl
		2.00
		2.62
		6.02 24/1
		1.90
		2.00

\*RECOMMEND for 2015-2016

Submit Firm Bid Only



Bids for 2015-2016 School Year  
Due June 19, 2015 - 10:00 a.m.

Camdenton R-III School District

TIRES	*TCL Tire Center Jefferson City		Ozarko Tire Springfield						-Last Year's BID	
	7/1/15 - 12/31/15 Amount	1/1/16 - 6/30/16 Amount	7/1/15 - 12/31/15 Amount	1/1/16 - 6/30/16 Amount	7/1/15 - 12/31/15 Amount	1/1/16 - 6/30/16 Amount	7/1/15 - 12/31/15 Amount	1/1/16 - 6/30/16 Amount	7/1/15 - 12/31/15 Amount	1/1/16 - 6/30/16 Amount
Firm Bid (Yes/No)	Yes		Yes							
10 R 22.5										
Michelin recap XDHT and casing - tubeless	187.50	187.50	191.00	191.00					187.50	187.50
Michelin recap XDHT - tubeless	147.50	147.50	146.00	146.00					147.50	147.50
Michelin XZE - 14 ply - tubeless	375.56	375.56	375.56	375.56					375.56	375.56
275/80 R 22.5 Michelin recap XDHT and casing	250.00	250.00	254.00	254.00					245.00	245.00
295/75 R 22.5 Michelin recap XDHT and casing	250.00	250.00	254.00	254.00					249.00	249.00
11 R 22.5										
Michelin recap XDHT and casing - tubeless	245.00	245.00	257.00	257.00					245.00	245.00
Michelin recap XDHT - tubeless	162.50	162.50	157.00	157.00					162.50	162.50
Michelin XZE-2 - 14 ply - tubeless	385.44	385.44	385.44	385.44					384.46	384.46
Michelin XDN-2 - 14 ply - tubeless	410.08	410.08	398.16	398.16					410.11	410.11
Credit offer for good carcasses 11 R 22.5	50.00	50.00	50.00	50.00						50.00
Credit offer for good carcasses 10 R 22.5	25.00	25.00	25.00	25.00						25.00
Tire Disposal Fee - any size	No Charge	No Charge	5.00	5.00					NC	NC

\*RECOMMEND for 2015-2016

**MUST BID ONLY TIRES REQUESTED**  
Bid amounts good for July 1, 2015, through June 30, 2016

Bids for 2015-2016 School Year  
Due June 19, 2015 - 10:00 a.m.

Camdenton R-III School District

PETROLEUM		Terminal Origin - Freight rate from specified terminal to Camdenton School					
		Mt. Vernon	Jefferson City	St. Louis	Williams Pipeline Springfield	Williams Pipeline Columbia	Cahokia, Ill.
*Lakeland Oil Co LLC		.0751	.0522	.1219	.0638	.0638	
Petroleum Traders Corp	No Bid						
MFA Oil	No Bid						
Energy Companies	No Bid						
Empire Energy		.0411 Gas .0447 Diesel	.0265 Gas .0301 Diesel	.0708 Gas .0811 Diesel	.0328 Gas .0376 Diesel	.0348 Gas .0399 Diesel	.0742 Gas .0847 Diesel
-Last Year's BID Lakeland Oil Co LLC		.0714	.0484	.1247	.0612	.0612	

	*Lakeland Oil Co LLC	Petroleum Traders Corp	MFA Oil	Energy Companies	Empire Energy	-Last Year's BID Lakeland Oil
Profit per gallon to nearest tenth of a cent - for transport loads.	.01				.009	.01
Profit per gallon to nearest tenth of a cent - for tank wagon deliveries.	.055				.009	.055
Cost per treated gallon of fuel for anti-gel fuel additive	.034				.02	.034
Cost per treated gallon of fuel for algacide additive	.057				.04	.057

\*RECOMMEND for 2015-2016

**CAMDENTON MIDDLE SCHOOL**  
**REMOVAL, SUPPLY & INSTALLATION OF BOILERS AND PUMPS**  
*July 2015*

Bids were accepted on or before 9:00 a.m. on July 7, 2015, at Camdenton R-III Public School's Administration Building, 172 Dare Boulevard, Camdenton, Mo. 65020, at which time they were publicly opened.

Company	
*Amsco Mechanical, Inc.	\$201,504

*\*Recommend Amsco Mechanical, Inc.*

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**BUS PARKING LOT  
CONCRETE SUPPLY & INSTALLATION**  
*July 2015*

Bids were accepted on or before 9:00 a.m. on July 7, 2015, at Camdenton R-III Public School's Administration Building, 172 Dare Boulevard, Camdenton, Mo. 65020, at which time they were publicly opened.

Company	Bid
Clark's Concrete Construction Co. <i>This does not include rock for grading or placement of rock.</i>	\$33,904
*Southway Concrete Construction	\$33,600

*\*Recommend Southway Concrete Construction.*

**CAMDENTON R-III FOOD SERVICES DEPARTMENT**  
**DELIVERY TRUCK**  
*July 2015*

The following quotes were received for a food service delivery truck.

Company	Quote
Ron Hulett Chevrolet-Buick 2016 New Chevrolet Express	\$39,315
Ron Hulett Chevrolet-Buick 2015 New Chevrolet Express	\$38,132
Ron Hulett Chevrolet-Buick *2014 New Chevrolet Express	\$37,430
Lindsay Chevrolet, Inc. 2015 New Chevrolet Express	\$39,716

*\*Recommend Hulett's 2014 New Chevrolet Express.*

## Board of Education

## Paid Invoices

June 2015

Vendor Name	Invoice Number	Invoice Description	PO Number	Amount
Ameren Missouri	99110-00116	OBE Electric		2,975.46
<b>Total Ameren Missouri</b>				<b>2,975.46</b>
AT&T	57337453695106	HDE Telephone		268.20
AT&T	57334824613033	OBE Telephone		276.61
<b>Total AT&amp;T</b>				<b>544.81</b>
AT&T Long Distance	848921511	HDE, OBE, Horizons Long Distance		29.31
<b>Total AT&amp;T Long Distance</b>				<b>29.31</b>
AT&T Mobility - Maint Cell	28724860739105282015	SRO Internet Access		267.10
AT&T Mobility - Maint Cell	82621582705222015	Cell Phone Service		430.52
<b>Total AT&amp;T Mobility - Maint Cell</b>				<b>697.62</b>
Charter	8750 27 680 0000102	Campus Local & Long Distance, OBE Fiber		1,870.82
<b>Total Charter</b>				<b>1,870.82</b>
City of Camdenton	01-3560-00	Horizons Water Sewer		41.00
City of Camdenton	Campus Water/Sewer			5,949.70
<b>Total City of Camdenton</b>				<b>5,990.70</b>
City of Osage Beach	01-7555-00	Water/Sewer		70.78
City of Osage Beach	04-6330-00	Water/Sewer		245.79
City of Osage Beach	01-7550-00	Water/Sewer		31.50
<b>Total City of Osage Beach</b>				<b>348.07</b>
Lapeyre, Kim B	5/19/15	Mileage- field trip		77.08
<b>Total Lapeyre, Kim B</b>				<b>77.08</b>
Morrison, Codi A	5/28/15	Hep A Shot		50.00
<b>Total Morrison, Codi A</b>				<b>50.00</b>
Postmaster	PO Box 1409	Annual PO Box renewal		90.00
<b>Total Postmaster</b>				<b>90.00</b>
Republic Services #435	0435-000366476	OBE Trash service		214.45
Republic Services #435	0435-000367508	HDE Trash Service		275.80
Republic Services #435	0435-000367679	Recycling container		48.21
Republic Services #435	0435-000366684	Main Campus Trash service		4,129.58
<b>Total Republic Services #435</b>				<b>4,668.04</b>
Shockley, Steven T	5/29/15	Lunch meeting		25.34
Shockley, Steven T	5/19/15	Mileage - field trips		137.24
<b>Total Shockley, Steven T</b>				<b>162.58</b>

## Board of Education

## Paid Invoices

June 2015

Sho-Me Technologies	031378	6/1/15 to 6/30/15		975.98
<b>Total Sho-Me Technologies</b>				<b>975.98</b>
Stevens, Dianna L	5/28/15	Parent night supplies		20.76
<b>Total Stevens, Dianna L</b>				<b>20.76</b>
Sunrise Beach Water System	70	HDE Water		665.12
<b>Total Sunrise Beach Water System</b>				<b>665.12</b>
Travis, Lorri B	5/29/15	Mileage		15.98
<b>Total Travis, Lorri B</b>				<b>15.98</b>
Vance, Linnea M	5/18/15	Supplies reimbursement		38.59
<b>Total Vance, Linnea M</b>				<b>38.59</b>
VanLant, Deb	5/29/15	Reimburse lunch meeting		72.85
<b>Total VanLant, Deb</b>				<b>72.85</b>
Varner, Lucinda M	5/19/15	Mileage - field trip		137.24
<b>Total Varner, Lucinda M</b>				<b>137.24</b>
Warren, Cynthia	5/29/15	Reimburse Cakes	403-8496	180.00
<b>Total Warren, Cynthia</b>				<b>180.00</b>
Wolfe, Brooke L	6/1/15	Fingerprint reimbursement		43.05
<b>Total Wolfe, Brooke L</b>				<b>43.05</b>
<b>Grand Total</b>				<b>19,654.06</b>









**Board Of Education****Check Preview Addendum II****July 13, 2015**

<b>Vendor Name</b>	<b>Invoice Number</b>	<b>Invoice Description</b>	<b>PO Number</b>	<b>Amount</b>
Jacks Sporting Goods	394586	Track Pants, Tees, Shorts	873-7998	600.00
Jacks Sporting Goods	394587	Varsity Soccer Nets, Tape etc	873-7999	995.00
Jacks Sporting Goods	393146	Cross Country T Shirts	873-8429	192.00
<b>Total Jacks Sporting Goods</b>				<b>1,787.00</b>
<b>Grand Total</b>				<b>1,787.00</b>

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## Board of Education

## Purchasing Card Payments

June 2015

Vendor Name	PO Number	Invoice Number	Invoice Description	Amount
American Airlines		393456805	IB Travel Expense	25.00
American Airlines		393456806	IB Travel Expense	25.00
Barnes & Noble, Inc.	106-8513	391645657	Supplies	1,432.31
Best Buy	106-8512	391645656	Travel Converter & Adapter	86.16
Best Western-KC Airport	108-8529	393456800	IB Training Hotel	122.99
Best Western-KC Airport	108-8529	393456801	IB Training Hotel	117.20
BMO Harris MasterCard		Gaylord Palms	M Jackson Yearbook Training	706.25
BMO Harris MasterCard		Flying Bridge	IB Travel Expense	63.79
BMO Harris MasterCard		Fridays	IB Travel Expense	29.44
BMO Harris MasterCard		Skidders Restaurant	IB Travel Expense	109.41
BMO Harris MasterCard		UDIS Denver	IB Travel Expense	33.91
BMO Harris MasterCard		United	IB Travel Expense	75.00
BMO Harris MasterCard		G Horne Six Flags	Hotel	193.00
BMO Harris MasterCard		G Horne Six Flags	Hotel	193.00
BMO Harris MasterCard		393262827	Fuel Transportation Meeting	46.32
BMO Harris MasterCard		390464276	Bus Fuel	53.09
BMO Harris MasterCard		393262826	Fuel	53.40
BMO Harris MasterCard		Crabby Bills	IB Travel Expense	50.18
BMO Harris MasterCard		Larry's on the Lake	Food Service	215.47
BMO Harris MasterCard		Fred Pryor Seminars	FS - Dealing W/difficult people	198.00
BMO Harris MasterCard		SweepScrub.com	Squeegee blades	33.65
BMO Harris MasterCard		Gerbes	Planters, cards	104.05
BMO Harris MasterCard		G Horne Six Flags	Meals	652.73
GripCase		GripCase	15-16 PO 805-4503 & 4504	7,042.84
Hilton Branson Convention Center	550-6676	Hilton Branson	Refund - April 24-26, 2015	(247.72)
Hilton Garden Inn - Conway	900-7524	171523 A	Hotel Transportation Meeting	374.36
Hilton Garden Inn - Conway	900-7524	171528 A	Hotel Transportation Meeting	374.36
Hilton Garden Inn - Conway	900-7524	171526 A	Hotel Transportation Meeting	374.36
Hilton Garden Inn - Conway	900-7524	171525 A	Hotel Transportation Meeting	374.36
Hilton Washington Dulles	105-8594	3189429575	C Bennion DC Trip Hotel	350.00
Laclede Electric Cooperative		2364200	Middle School	9,967.72
McNair Travel Management		392127814	Flight C Bennion Washington DC	884.20
McNair Travel Management		392127815	Travel Agent Fee	35.00

## Board of Education

## Purchasing Card Payments

June 2015

Newegg		127449411	15-16 PO 805-4640 - 12 Month Membership	49.99
PCard - Corner - 9686	106-8431	Flashingblinklights	Robotics Supplies	295.26
Southwest Airlines	700-8453	152445	Airline ticket	274.00
Southwest Airlines	700-8453	152447	Early bird check in	25.00
Summit Natural Gas of MO		00023326	Oak Ridge	185.80
Summit Natural Gas of MO		00023327	Maintenance	81.16
Summit Natural Gas of MO		00023330	Concession/Maintenance	48.36
Summit Natural Gas of MO		00023331	LCTC - West	216.30
Summit Natural Gas of MO		00023332	Transportation	51.18
Summit Natural Gas of MO		00023333	Horticulture Bldg.	30.90
Summit Natural Gas of MO		00023340	High School	183.96
Summit Natural Gas of MO		00023341	Grounds Bldg.	47.31
Summit Natural Gas of MO		00025269	OBE - New	140.63
Summit Natural Gas of MO		00023334	Middle School	311.19
Summit Natural Gas of MO		00023335	Dogwood	188.89
Summit Natural Gas of MO		00023336	Hawthorn	209.77
Summit Natural Gas of MO		00023337	LCTC - East	108.97
Summit Natural Gas of MO		00023338	OBE	78.85
Summit Natural Gas of MO		00023339	HDE	58.76
Tradewinds Island Resorts	108-5376	392290314	FLIBS Conference Hotel	567.84
Tradewinds Island Resorts	108-5376	392793908	FLIBS Conference Hotel	567.84
Tradewinds Island Resorts	108-5376	392793909	FLIBS Conference Hotel	567.84
UPS		6X3421235	Shipping	58.82
UPS		6X3421225	Shipping	121.11
UPS		6X3421215	Shipping	90.11
UPS		6X3421205	Shipping	30.14
Water Environment Federation		5/20/15	Registration Fee	60.00
<b>Grand Total</b>				<b>28,798.81</b>





	Inc. Operations	Teachers	Capital Proj.	Bond	Sub Total	Debt Service	Grand Total	Medical SI Acct
Beg Bal	16,394,265.28	6,892,811.91	4,903,836.69	8,543,534.55	36,734,448.43	2,958,414.02	39,692,862.45	1,602,054.68
Rev. Rec	1,901,018.75	(34,947.03)	168,166.20	5,066,377.71	7,100,615.63	15,005,027.51	22,105,643.14	954,685.93
Expend.	2,175,010.58	6,857,864.88	52,985.83	1,450,703.50	10,536,564.79	14,982,306.25	25,518,871.04	385,816.22
* Adjustment								
<b>Ending Bal</b>	<b>16,120,273.45</b>	<b>-</b>	<b>5,019,017.06</b>	<b>12,159,208.76</b>	<b>33,298,499.27</b>	<b>2,981,135.28</b>	<b>36,279,634.55</b>	<b>2,170,924.39</b>
Prev. Year	15,700,288.95	-	6,293,566.49	21,784,166.83	43,778,022.27	2,268,966.79	46,046,989.06	1,767,315.91
YTD Interest	9,028.54	1,482.97	61.73	5,809.68	16,382.92	757,084.99	773,467.91	163.77
<b>YTD Sum.</b>								
Beg Bal	15,700,288.95		6,293,566.49	21,784,166.83	43,778,022.27	2,268,966.79	46,046,989.06	1,767,315.91
Rev Budget	19,403,789.00	23,480,061.00	949,779.00	3,400,000.00	47,233,629.00	17,353,887.00	64,587,516.00	
Rev YTD Actual	21,774,887.34	22,991,211.20	761,221.75	5,071,816.38	50,599,136.67	18,454,668.91	69,053,805.58	4,790,180.78
Exp Budget	17,700,717.72	26,606,827.54	1,974,645.00	14,840,787.00	61,122,977.26	17,844,750.00	78,967,727.26	
EXP YTD Actual	17,666,029.95	26,480,084.09	2,035,771.18	14,696,774.45	60,878,659.67	17,742,500.42	78,621,160.09	4,586,572.30
* Adjustment	3,688,872.89	3,488,872.89			200,000.00		200,000.00	200,000.00
<b>Ending Bal</b>	<b>16,120,273.45</b>	<b>-</b>	<b>5,019,017.06</b>	<b>12,159,208.76</b>	<b>33,298,499.27</b>	<b>2,981,135.28</b>	<b>36,279,634.55</b>	<b>2,170,924.39</b>
<b>Bank Recon</b>								
Central A/P	269,192.25	*MSI Transfer	\$200,000					
Central Payroll	2,116,424.72	*Zero Teacher	\$1,066,614.48					
Revolving	3,000.00							
Mosip 2013 Bond	7,159,066.24							
Mosip 2015 Bond	5,000,137.52							
Escrow 0150022007	144,000.00							
Escrow 0150022008	4,132.00							
Central Debt Acct	244,764.20							
Mosip Debt Acct	3,907,222.09							
MOSIP	17,136,750.48							
Central Lunch Acct.	240,519.21							
Cred Card Central	54,425.84							
<b>Grand Total</b>	<b>36,279,634.55</b>							
							36,279,634.55 Fund Accounts	
							36,279,634.55 Bank Accounts	
								0.00
<b>Medical SI Acct.</b>	<b>2,170,924.39</b>							

## Monthly Financial Report

	Incidental	Teachers	Capital Projects	Bond/Lease	Sub Total	Debt Service	Med. SI Acct.	
June Opening Balance	\$ 16,394,265.28	\$ 8,892,811.91	\$ 4,903,838.69	\$ 8,543,534.95	\$ 36,734,448.43	\$ 2,958,414.02	\$ 39,692,862.45	\$ 1,602,054.68
June								
2015 Ending Balance	\$ 16,120,273.45	\$ -	\$ 5,019,017.06	\$ 12,159,208.76	\$ 33,298,499.27	\$ 2,987,135.28	\$ 36,279,634.55	\$ 2,170,924.39
2014 Ending Balance	\$ 15,700,288.95	\$ -	\$ 8,266,413.38	\$ 21,784,166.83	\$ 43,750,869.14	\$ 2,296,119.92	\$ 46,046,989.08	\$ 1,767,315.91
2013 Ending Balance	\$ 16,186,273.00	\$ -	\$ 9,679,548.00	\$ 1,804,140.00	\$ 21,669,961.00	\$ 1,726,511.00	\$ 23,396,472.00	\$ 1,859,283.00
2012 Ending Balance	\$ 14,367,000.00	\$ -	\$ 4,784,093.00	\$ 1,797,674.00	\$ 20,948,767.00	\$ 1,746,557.00	\$ 22,695,324.00	\$ 2,587,708.00
2011 Ending Balance	\$ 12,749,139.00	\$ -	\$ 5,516,103.00	\$ 1,549,108.00	\$ 19,814,350.00	\$ 1,492,609.00	\$ 21,306,959.00	\$ 1,861,584.00
2010 Ending Balance	\$ 12,138,810.00	\$ -	\$ 4,439,508.00	\$ 1,839,688.00	\$ 18,417,988.00	\$ 1,611,144.00	\$ 20,029,130.00	\$ 1,458,539.00
2009 Ending Balance	\$ 12,677,648.00	\$ -	\$ 3,388,824.00	\$ 1,865,782.00	\$ 17,932,254.00	\$ 1,539,823.00	\$ 19,472,077.00	\$ 1,883,552.00
2008 Ending Balance	\$ 11,926,556.00	\$ -	\$ 2,803,305.00	\$ 1,675,211.00	\$ 16,405,072.00	\$ 1,441,241.00	\$ 17,846,313.00	\$ 2,448,551.00
2007 Ending Balance	\$ 11,180,469.00	\$ -	\$ 3,389,980.00	\$ 1,314,535.00	\$ 15,884,984.00	\$ 1,530,228.00	\$ 17,415,212.00	\$ 2,587,945.00
2006 Ending Balance	\$ 10,308,828.00	\$ (1,228,068.00)	\$ 1,598,404.00	\$ 1,145,356.00	\$ 11,828,320.00	\$ 1,214,342.00	\$ 13,046,662.00	\$ 2,848,470.00
June								
2015 Receipts	\$ 1,901,018.75	\$ (34,947.03)	\$ 188,166.20	\$ 5,065,377.71	\$ 7,100,615.63	\$ 15,005,027.51	\$ 22,105,643.14	\$ 954,685.93
2014 Receipts	\$ 1,153,754.78	\$ 988,702.08	\$ 8,219,056.51	\$ 675.37	\$ 10,362,188.68	\$ 2,136,798.66	\$ 12,498,987.34	\$ 1,004,747.83
2013 Receipts	\$ 1,533,606.00	\$ 670,896.00	\$ 14,463.00	\$ 32,191.00	\$ 2,251,146.00	\$ 20,888.00	\$ 2,272,034.00	\$ 1,005,866.00
2012 Receipts	\$ 910,883.00	\$ 1,305,828.00	\$ 5,452.00	\$ 16,357.00	\$ 2,238,520.00	\$ 23,697.00	\$ 2,262,187.00	\$ 1,073,178.00
2011 Receipts	\$ 968,642.00	\$ 1,319,303.00	\$ 71,983.00	\$ 17,996.00	\$ 2,377,924.00	\$ 21,801.00	\$ 2,399,725.00	\$ 877,460.00
2010 Receipts	\$ 746,802.00	\$ 1,481,425.00	\$ 110,704.00	\$ 25,968.00	\$ 2,344,899.00	\$ 16,487.00	\$ 2,361,386.00	\$ 874,037.00
2009 Receipts	\$ 658,530.00	\$ 992,777.00	\$ 281,959.00	\$ 89,040.00	\$ 2,022,306.00	\$ 19,595.00	\$ 2,041,901.00	\$ 1,007,304.00
2008 Receipts	\$ 809,853.00	\$ 1,090,825.00	\$ 134,119.00	\$ 47,123.00	\$ 2,081,920.00	\$ 33,935.00	\$ 2,115,855.00	\$ 789,614.00
2007 Receipts	\$ (1,244,580.00)	\$ 3,398,043.00	\$ 84,284.00	\$ 36,122.00	\$ 2,273,869.00	\$ 33,974.00	\$ 2,307,843.00	\$ 723,032.00
2006 Receipts	\$ 1,070,720.00	\$ 1,069,014.00	\$ 63,742.00	\$ 39,067.00	\$ 2,242,543.00	\$ 31,565.00	\$ 2,274,108.00	\$ 707,579.00
June								
2015 Expenditures	\$ 2,175,010.58	\$ 8,857,864.88	\$ 52,985.83	\$ 1,460,703.50	\$ 10,536,564.79	\$ 14,982,308.25	\$ 25,518,871.04	\$ 385,816.22
2014 Expenditures	\$ 2,016,026.82	\$ 6,654,306.18	\$ 8,100,177.71	\$ 1,873,987.44	\$ 18,644,498.25	\$ 2,234,889.23	\$ 20,879,387.48	\$ 512,035.47
2013 Expenditures	\$ 2,142,157.00	\$ 6,404,218.00	\$ 243,863.00	\$ -	\$ 8,790,238.00	\$ -	\$ 8,790,238.00	\$ 827,245.00
2012 Expenditures	\$ 2,351,067.00	\$ 6,186,196.00	\$ 278,648.00	\$ -	\$ 8,813,911.00	\$ 82.00	\$ 8,814,003.00	\$ 464,491.00
2011 Expenditures	\$ 1,984,462.00	\$ 6,094,709.00	\$ 124,856.00	\$ -	\$ 8,214,027.00	\$ -	\$ 8,214,027.00	\$ 334,457.00
2010 Expenditures	\$ 1,915,673.00	\$ 6,379,484.00	\$ 447,085.00	\$ -	\$ 8,742,242.00	\$ -	\$ 8,742,242.00	\$ 619,900.00
2009 Expenditures	\$ 1,728,471.00	\$ 6,181,667.00	\$ 115,403.00	\$ -	\$ 8,025,541.00	\$ -	\$ 8,025,541.00	\$ 669,556.00
2008 Expenditures	\$ 1,765,948.00	\$ 5,835,700.00	\$ 491,110.00	\$ -	\$ 8,092,758.00	\$ -	\$ 8,092,758.00	\$ 389,454.00
2007 Expenditures	\$ 1,519,737.00	\$ 5,588,836.00	\$ 103,759.00	\$ -	\$ 7,192,432.00	\$ -	\$ 7,192,432.00	\$ 1,202,818.00
2006 Expenditures	\$ 2,097,131.00	\$ 4,703,601.00	\$ 139,746.00	\$ -	\$ 6,931,478.00	\$ -	\$ 6,931,478.00	\$ 295,131.00

YTD								
2015 Receipts	\$ 21,774,887.34	\$ 22,991,211.20	\$ 761,221.75	\$ 5,071,816.38	\$ 50,598,136.67	\$ 18,454,668.91	\$ 69,053,805.58	\$ 4,790,160.78
2014 Receipts	\$ 19,398,457.70	\$ 23,648,075.11	\$ 9,923,212.67	\$ 27,106,329.89	\$ 60,064,075.37	\$ 5,481,489.37	\$ 85,545,564.74	\$ 5,335,659.85
2013 Receipts	\$ 20,878,388.00	\$ 23,430,327.00	\$ 877,885.00	\$ 1,508,841.00	\$ 48,495,439.00	\$ 2,200,331.00	\$ 48,695,770.00	\$ 5,304,475.00
2012 Receipts	\$ 18,384,573.00	\$ 23,265,679.00	\$ 602,443.00	\$ 1,807,333.00	\$ 45,040,028.00	\$ 2,283,093.00	\$ 47,323,111.00	\$ 4,610,291.00
2011 Receipts	\$ 16,552,188.00	\$ 24,145,694.00	\$ 4,688,087.00	\$ 1,167,023.00	\$ 46,532,992.00	\$ 1,827,596.00	\$ 48,360,588.00	\$ 4,708,071.00
2010 Receipts	\$ 16,618,188.00	\$ 24,093,506.00	\$ 4,728,032.00	\$ 1,304,344.00	\$ 46,742,070.00	\$ 1,826,434.00	\$ 48,568,504.00	\$ 4,723,365.00
2009 Receipts	\$ 15,828,873.00	\$ 23,571,338.00	\$ 4,368,826.00	\$ 1,379,945.00	\$ 45,149,982.00	\$ 1,788,518.00	\$ 46,948,500.00	\$ 4,329,726.00
2008 Receipts	\$ 15,523,002.00	\$ 22,232,148.00	\$ 4,621,395.00	\$ 1,608,844.00	\$ 43,985,379.00	\$ 1,880,888.00	\$ 45,866,267.00	\$ 3,734,655.00
2007 Receipts	\$ 14,826,749.00	\$ 20,788,698.00	\$ 3,417,383.00	\$ 1,357,442.00	\$ 40,388,252.00	\$ 1,904,011.00	\$ 42,292,263.00	\$ 3,543,868.00
2006 Receipts	\$ 16,770,325.00	\$ 18,310,171.00	\$ 2,196,457.00	\$ 1,346,216.00	\$ 38,623,169.00	\$ 1,774,421.00	\$ 40,397,590.00	\$ 3,514,365.00
YTD								
2015 Expenditures	\$ 17,668,029.95	\$ 26,460,084.09	\$ 2,035,771.18	\$ 14,696,774.45	\$ 60,878,659.67	\$ 17,742,500.42	\$ 78,621,160.09	\$ 4,588,572.30
2014 Expenditures	\$ 16,968,598.55	\$ 25,883,918.83	\$ 9,810,487.09	\$ 5,322,163.06	\$ 57,983,167.33	\$ 4,911,880.17	\$ 62,895,047.50	\$ 5,427,628.89
2013 Expenditures	\$ 16,593,898.00	\$ 24,366,013.00	\$ 2,382,429.00	\$ 1,502,374.00	\$ 44,844,714.00	\$ 2,219,776.00	\$ 47,064,490.00	\$ 6,032,898.00
2012 Expenditures	\$ 16,333,990.00	\$ 24,682,718.00	\$ 1,331,223.00	\$ 1,557,958.00	\$ 43,906,889.00	\$ 2,028,419.00	\$ 45,935,308.00	\$ 3,884,467.00
2011 Expenditures	\$ 15,766,760.00	\$ 24,330,771.00	\$ 3,591,492.00	\$ 1,457,582.00	\$ 45,136,605.00	\$ 1,946,128.00	\$ 47,082,731.00	\$ 4,305,027.00
2010 Expenditures	\$ 16,288,146.00	\$ 24,572,947.00	\$ 4,006,968.00	\$ 1,408,245.00	\$ 46,259,306.00	\$ 1,755,145.00	\$ 48,014,451.00	\$ 5,148,379.00
2009 Expenditures	\$ 15,077,761.00	\$ 23,571,059.00	\$ 3,643,286.00	\$ 1,330,393.00	\$ 43,622,519.00	\$ 1,699,935.00	\$ 45,322,454.00	\$ 4,894,722.00
2008 Expenditures	\$ 14,776,962.00	\$ 22,232,147.00	\$ 5,208,026.00	\$ 1,248,153.00	\$ 43,465,288.00	\$ 2,068,876.00	\$ 45,535,164.00	\$ 3,884,049.00
2007 Expenditures	\$ 12,728,844.00	\$ 20,786,699.00	\$ 2,625,785.00	\$ 1,188,263.00	\$ 37,329,591.00	\$ 1,588,125.00	\$ 38,917,716.00	\$ 3,794,392.00
2006 Expenditures	\$ 14,962,832.00	\$ 17,564,925.00	\$ 1,891,482.00	\$ 1,152,717.00	\$ 35,572,056.00	\$ 1,977,559.00	\$ 37,549,615.00	\$ 2,828,108.00

## Financial Summary – June 2015

July 2015

To: Board of Education

As a summary to our Board Meeting on June 26, 2015, the following are the District's end-of-year fund balances for the 2014-2015 fiscal year.

Incidental Fund	\$16,120,273.45
Teachers Fund	\$0
Capital Projects Fund	\$5,019,017.06
Bond/Construction Fund	\$12,159,208.76
Debt Service Fund	\$2,981,135.28
<b>Total</b>	<b>\$36,279,634.55</b>

The Incidental and Teachers Fund balance of \$16,120,273.45 is 36.52% of the total 2014-2015 Teacher and Incidental Fund expenditures. The Incidental and Teachers Fund balance increased by \$419,984.50 from the balance on June 30, 2014. The Capital Projects Fund decreased by \$1,247,396.30. The Debt Service Fund increased by \$685,015.36.

The following are year-end balances for the past ten years.

	Incidental	Teachers	Capital Projects	Lease Purchase/Bond/Construction	Debt Services	Total
2006	\$9,082,560	\$0	\$1,598,404	\$1,145,356	\$1,214,342	\$13,040,662.00
2007	\$11,180,520	\$0	\$3,389,945	\$1,314,520	\$1,530,228	\$17,415,213.00
2008	\$11,926,556	\$0	\$2,803,305	\$1,675,211	\$1,441,241	\$17,846,313.00
2009	\$12,692,545	\$0	\$3,375,465	\$1,864,244	\$1,539,823	\$19,472,077.00
2010	\$12,138,810	\$0	\$4,439,508	\$1,839,668	\$1,611,144	\$20,029,130.00
2011	\$12,749,139.32	\$0	\$5,516,103.30	\$1,549,107.15	\$1,492,608.77	\$21,306,958.54
2012	\$14,367,000.15	\$0	\$4,784,092.51	\$1,797,673.71	\$1,746,556.93	\$22,695,323.30
2013	\$16,186,273	\$0	\$3,679,548	\$1,804,140	\$1,726,511	\$23,396,472
2014	\$15,700,288.95	\$0	\$6,266,413.36	\$21,784,166.83	\$2,296,119.92	\$46,046,989.06
2015	\$16,120,273.45	\$0	\$5,019,017.06	\$12,159,208.76	\$2,981,135.28	\$36,279,634.55

The ending fund balance for the Self-Insurance Medical Account was \$2,170,924.39. This reflects an increase of \$403,608.48 from the previous year-end fund balance. During the 2014-2015 school year we paid \$4,586,572.30 in discounted claims as compared to \$5,427,626.99 the previous year. This reflects a decrease of \$841,054.69.

Pledged Securities

Bank	Deposit Balance	FDIC Insurance	Balance	Securities Pledged	Amt Under/Over Collateralized
US Bank	\$2,170,924.39	\$250,000.00	\$1,920,924.39	\$3,500,000.00	\$1,579,075.61
Central Bank	\$6,389,614.61	\$250,000.00	\$6,139,614.61	\$9,833,789.44	\$3,694,174.83



**2014-2015 MONTHLY  
FINANCIAL STATEMENT**

**JULY 2014 FINANCIAL STATEMENT  
Medical Self-Insurance Account**

Beginning Bal.	Revenue	Expenses	Ending Bal.
	<i>Premiums</i> \$276,320.05	<i>Fixed Premium</i> \$73,684.34	
	<i>COBRA</i> \$580.93	<i>Claims</i> \$219,019.81	
	<i>Interest</i> \$15.27	<i>Overpay/Refund</i> \$500.00	
	<i>Reimb/Void Ck.</i> \$0.00	<i>Sv. Chg./NSF Chks</i> \$111.10	
	<i>Stop Loss Reimb.</i> \$62,356.42	<i>ERRP Adm. fees</i> \$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	Expenses	Ending Bal.
	<i>Premiums</i> \$111,795.40	<i>Fixed Premium</i> \$73,442.53	
	<i>COBRA</i> \$702.89	<i>Claims</i> \$444,780.89	
	<i>Interest</i> \$13.49	<i>Overpay/Refund</i> \$0.00	
	<i>Reimb/Void Ck.</i> \$0.00	<i>Sv. Chg./NSF Chks</i> \$180.65	
	<i>Stop Loss Reimb.</i> \$90,907.80	<i>ERRP Adm. fees</i> \$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	Expenses	Ending Bal.
	<i>Premiums</i> \$377,507.29	<i>Fixed Premium</i> \$73,970.10	
	<i>COBRA</i> \$0.00	<i>Claims</i> \$257,836.80	
	<i>Interest</i> \$12.78	<i>Overpay/Refund</i> \$500.00	
	<i>Reimb/Void Ck.</i> \$0.00	<i>Sv. Chg./NSF Chks</i> \$90.70	
	<i>Stop Loss Reimb.</i> \$0.00	<i>ERRP Adm. fees</i> \$0.00	
\$1,498,288.84	\$377,520.07	\$332,397.60	\$1,543,411.31

**OCTOBER 2014 FINANCIAL STATEMENT  
Medical Self-Insurance Account**

Beginning Bal.	Revenue	Expenses	Ending Bal.
	<i>Premiums</i> \$385,106.46	<i>Fixed Premium</i> \$73,337.51	
	<i>COBRA</i> \$0.00	<i>Claims</i> \$301,019.48	
	<i>Interest</i> \$13.60	<i>Overpay/Refund</i> \$900.00	
	<i>Reimb/Void Ck.</i> \$10,664.40	<i>Sv. Chg./NSF Chks</i> \$559.95	
	<i>Stop Loss Reimb.</i> \$0.00	<i>ERRP Adm. fees</i> \$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	Expenses	Ending Bal.
	<i>Premiums</i> \$386,046.00	<i>Fixed Premium</i> \$74,121.54	
	<i>COBRA</i> \$0.00	<i>Claims</i> \$175,137.59	
	<i>Interest</i> \$13.50	<i>Overpay/Refund</i> \$1,000.00	
	<i>Reimb/Void Ck.</i> \$0.00	<i>Sv. Chg./NSF Chks</i> \$123.40	
	<i>Stop Loss Reimb.</i> \$0.00	<i>ERRP Adm. fees</i> \$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	Expenses	Ending Bal.
	<i>Premiums</i> \$386,501.35	<i>Fixed Premium</i> \$74,695.53	
	<i>COBRA</i> \$0.00	<i>Claims</i> \$303,748.68	
	<i>Interest</i> \$14.15	<i>Overpay/Refund</i> \$0.00	
	<i>Reimb/Void Ck.</i> \$0.00	<i>Sv. Chg./NSF Chks</i> \$87.70	
	<i>Stop Loss Reimb.</i> \$0.00	<i>ACA Fees*</i> \$69,005.79	
\$1,699,055.80	\$386,515.50	\$447,537.70	\$1,638,033.60

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

**JANUARY 2015 FINANCIAL STATEMENT  
Medical Self-Insurance Account**

Beginning Bal.	Revenue	Expenses	Ending Bal.
	<i>Premiums</i> \$384,671.35	<i>Fixed Premium</i> \$75,420.96	
	<i>COBRA</i> \$0.00	<i>Claims</i> \$267,267.57	
	<i>Interest</i> \$14.23	<i>Overpay/Refund</i> \$0.00	
	<i>Reimb/Void Ck.</i> \$0.00	<i>Sv. Chg./NSF Chks</i> \$123.75	
	<i>Stop Loss Reimb.</i> \$0.00	<i>ACA Fees*</i> \$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	Expenses	Ending Bal.
	<i>Premiums</i> \$384,726.35	<i>Fixed Premium</i> \$74,546.56	
	<i>COBRA</i> \$0.00	<i>Claims</i> \$380,636.79	
	<i>Interest</i> \$13.30	<i>Overpay/Refund</i> \$450.00	
	<i>Reimb/Void Ck.</i> \$9,153.68	<i>Sv. Chg./NSF Chks</i> \$87.70	
	<i>Stop Loss Reimb.</i> \$0.00	<i>ACA Fees*</i> \$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	Expenses	Ending Bal.
	<i>Premiums</i> \$385,941.00	<i>Fixed Premium</i> \$74,712.65	
	<i>COBRA</i> \$0.00	<i>Claims</i> \$415,021.71	
	<i>Interest</i> \$13.65	<i>Overpay/Refund</i> \$185.00	
	<i>Reimb/Void Ck.</i> \$0.00	<i>Sv. Chg./NSF Chks</i> \$105.55	
	<i>Stop Loss Reimb.</i> \$0.00	<i>ACA Fees*</i> \$0.00	
\$1,618,079.18	\$385,954.65	\$490,024.91	\$1,514,008.92

**APRIL 2015 FINANCIAL STATEMENT  
Medical Self-Insurance Account**

Beginning Bal.	Revenue	Expenses	Ending Bal.
	<i>Premiums</i> \$381,811.00	<i>Fixed Premium</i> \$75,030.18	
	<i>COBRA</i> \$0.00	<i>Claims</i> \$240,533.20	
	<i>Interest</i> \$12.89	<i>Overpay/Refund</i> \$0.00	
	<i>Reimb/Void Ck.</i> \$12,060.35	<i>Sv. Chg./NSF Chks</i> \$123.05	
	<i>Stop Loss Reimb.</i> \$0.00	<i>ACA Fees*</i> \$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	Expenses	Ending Bal.
	<i>Premiums</i> \$384,022.50	<i>Fixed Premium</i> \$73,989.69	
	<i>COBRA</i> \$0.00	<i>Claims</i> \$304,562.43	
	<i>Interest</i> \$13.48	<i>Overpay/Refund</i> \$0.00	
	<i>Reimb/Void Ck.</i> \$4,469.29	<i>Sv. Chg./NSF Chks</i> \$105.20	
	<i>Stop Loss Reimb.</i> \$0.00	<i>ACA Fees*</i> \$0.00	
\$1,592,206.73	\$388,505.27	\$378,637.32	\$1,602,054.68

**JUNE 2015 FINANCIAL STATEMENT  
Medical Self-Insurance Account**

Beginning Bal.	Revenue	Expenses	Ending Bal.
	<i>Premiums</i> \$954,672.50	<i>Fixed Premium</i> \$74,290.10	
	<i>COBRA</i> \$0.00	<i>Claims</i> \$311,420.92	
	<i>Interest</i> \$13.43	<i>Overpay/Refund</i> \$0.00	
	<i>Reimb/Void Ck.</i> \$0.00	<i>Sv. Chg./NSF Chks</i> \$105.20	
	<i>Stop Loss Reimb.</i> \$0.00	<i>ACA Fees*</i> \$0.00	
\$1,602,054.68	\$954,685.93	\$385,816.22	\$2,170,924.39

**2014-2015 School Year-to-Date (July 1 - June 30)**

<i>Premiums</i>	\$4,799,121.25	<i>Fixed Premium</i>	\$891,241.69
<i>COBRA</i>	\$1,283.82	<i>Claims</i>	\$3,620,985.87
<i>Interest</i>	\$163.77	<i>Overpay/Refund</i>	\$3,535.00
<i>Reimb/Void Ck.</i>	\$36,347.72	<i>Sv. Chg./NSF Chks</i>	\$1,803.95
<i>Stop Loss Reimb.</i>	\$153,264.22	<i>ACA fees</i>	\$69,005.79
<b>Revenue Totals</b>	<b>\$4,990,180.78</b>	<b>Expenditure Totals</b>	<b>\$4,586,572.30</b>

CLAIMS	14-15 Med-Pay	13-14 Med-Pay	12-13 Med-Pay	11-12 Med-Pay	10-11 Med-Pay	09-10 Med-Pay	08-09 Med-Pay	07-08 Med-Pay	06-07 Med-Pay	05-06 Med-Pay	04-05 Med-Pay	03-04 Med-Pay
July	\$219,315.25	\$263,361.32	\$283,611.71	\$168,985.39	\$287,494.22	\$427,698.06	\$400,005.10	\$375,122.92	\$170,342.46	\$321,334.42	\$133,185.69	\$ 27,756.09
August	\$444,780.89	\$315,541.80	\$408,976.99	\$278,743.46	\$350,511.96	\$499,214.99	\$325,691.66	\$325,523.23	\$292,877.95	\$193,063.00	\$159,151.40	\$123,263.78
September	\$257,836.80	\$610,700.44	\$297,969.21	\$196,355.63	\$281,166.96	\$159,283.29	\$227,522.56	\$171,598.80	\$177,547.88	\$208,795.27	\$160,373.47	\$329,978.42
October	\$301,019.48	\$383,327.05	\$369,519.56	\$153,415.65	\$305,672.28	\$270,695.04	\$188,889.41	\$280,051.14	\$203,034.06	\$201,555.02	\$138,418.35	\$178,931.74
November	\$175,137.59	\$298,086.82	\$281,331.80	\$230,438.11	\$287,238.73	\$228,018.13	\$496,053.93	\$262,066.34	\$173,262.57	\$172,064.09	\$149,008.84	\$259,307.29
December	\$303,748.68	\$438,077.43	\$344,447.92	\$263,849.58	\$253,818.66	\$315,072.19	\$355,010.03	\$224,715.26	\$227,712.73	\$203,068.55	\$192,828.60	\$245,001.81
January	\$267,267.57	\$530,197.02	\$640,607.35	\$324,307.75	\$295,383.46	\$401,218.11	\$323,193.62	\$347,811.13	\$289,925.16	\$150,889.30	\$600,356.91*	\$200,497.18
February	\$380,636.79	\$253,495.18	\$335,319.29	\$309,115.12	\$158,984.63	\$382,084.19	\$288,437.52	\$223,255.51	\$170,715.55	\$238,954.33	\$202,519.30	\$155,762.54
March	\$415,021.71	\$341,882.88	\$542,822.33	\$288,183.00	\$645,113.36	\$355,349.54	\$261,119.46	\$327,659.47	\$165,512.88	\$150,227.03	\$213,795.04	\$151,813.65
April	\$240,533.20	\$298,895.37	\$377,751.83	\$209,003.76	\$250,777.23	\$623,165.38	\$611,927.60	\$304,963.31	\$155,347.87	\$112,346.51	\$145,756.34	\$169,280.63
May	\$304,562.43	\$410,141.08	\$528,231.95	\$293,487.96	\$210,957.88	\$330,653.24	\$281,544.76	\$195,502.35	\$161,885.14	\$198,171.03	\$326,388.68	\$125,881.05
June	\$311,420.92	\$437,341.00	\$755,193.69	\$394,830.02	\$279,578.73	\$570,849.67	\$627,090.46	\$347,913.00	\$166,397.33	\$210,294.04	\$307,724.92	\$238,590.03

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

ENDING BAL.	14-15 Med-Pay	13-14 Med-Pay	12-13 Med-Pay	11-12 Med-Pay	10-11 Med-Pay	09-10 Med-Pay	08-09 Med-Pay	07-08 Med-Pay	06-07 Med-Pay	05-06 Med-Pay
July	\$1,813,273.33	\$2,099,348.12	\$2,342,401.12	\$1,778,463.34	\$1,290,123.31	\$1,519,208.40	\$2,219,251.64	\$2,247,901.71	\$2,743,175.51	\$1,990,479.12
August	\$1,498,288.84	\$1,826,664.27	\$2,020,500.95	\$1,555,840.66	\$1,068,654.63	\$1,084,739.74	\$1,943,307.87	\$1,972,318.12	\$2,516,667.11	\$1,844,329.10
September	\$1,543,411.31	\$1,514,176.69	\$2,018,458.75	\$1,656,465.73	\$1,084,561.66	\$1,223,531.50	\$1,983,836.00	\$2,061,260.27	\$2,591,203.84	\$1,876,376.20
October	\$1,563,378.83	\$1,439,070.74	\$1,944,978.04	\$1,849,342.69	\$1,086,260.23	\$1,380,986.96	\$2,069,605.93	\$2,040,015.95	\$2,647,375.12	\$1,922,364.82
November	\$1,699,055.80	\$1,444,264.45	\$1,970,544.15	\$1,916,054.51	\$1,118,232.16	\$1,437,355.85	\$1,881,910.94	\$2,035,990.32	\$2,725,325.48	\$1,997,768.23
December	\$1,638,033.60*	\$1,188,377.89	\$1,923,248.19	\$1,947,829.81	\$1,182,695.03	\$1,407,949.09	\$1,801,549.29	\$2,071,788.95	\$2,751,330.33	\$2,043,557.19
January	\$1,679,906.90	\$1,127,127.13	\$1,504,828.88	\$1,932,663.64	\$1,242,822.18	\$1,291,254.88	\$1,750,245.27	\$1,987,174.73	\$2,719,007.58	\$2,139,116.83
February	\$1,618,079.18	\$1,318,863.10	\$1,803,485.61	\$1,921,673.92	\$1,409,517.93	\$1,192,724.07	\$1,776,115.70	\$1,939,554.54	\$2,803,867.63	\$2,148,965.93
March	\$1,514,008.92	\$1,310,282.99	\$1,791,335.63	\$1,943,934.31	\$1,081,226.00	\$1,222,988.32	\$1,860,988.26	\$1,988,239.08	\$2,890,136.79	\$2,245,745.08
April	\$1,592,206.73	\$1,385,131.96	\$1,881,033.82	\$2,040,436.96	\$1,272,477.12	\$1,069,996.72	\$1,521,756.36	\$1,991,081.99	\$2,984,645.73	\$2,384,039.28
May	\$1,602,054.68	\$1,274,603.55	\$1,680,562.96	\$1,979,020.73	\$1,318,582.01	\$1,204,401.70	\$1,545,804.73	\$2,068,391.30	\$3,077,731.48	\$2,436,022.30
June	\$2,170,924.39	\$1,767,315.91	\$1,859,283.05	\$2,587,708.04	\$1,861,584.09	\$1,458,538.89	\$1,883,552.42	\$2,448,550.87	\$3,597,945.49*	\$2,848,470.13

July 1, 2007 we transferred \$1,000,000.00 out of Medical Account per Ron Hendricks. July 1, 2014 \$200,000.00 transferred back into Medical Account per Dr. Tim Hadfield.  
 \*December 2014 was the first annual ACA Fee of \$69,005.79 (\$63 per covered life)

ENDING BALANCE	04-05 Med-Pay	03-04 Med-Pay
July	\$1,405,052.13	\$732,281.15
August	\$1,293,874.89	\$652,166.64
September	\$1,412,907.63	\$604,225.16
October	\$1,546,279.68	\$752,563.91
November	\$1,587,513.47	\$727,790.43
December	\$1,641,944.28	\$719,625.14
January	\$1,621,403.72	\$752,419.67
February	\$1,668,769.75	\$827,471.99
March	\$1,735,650.63	\$914,136.08
April	\$1,861,600.57	\$975,544.29
May	\$1,796,353.55	\$1,088,051.57
June	\$2,163,214.87	\$1,503,987.81

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

**Account # 126062814**

**Balance 6/01/2015** **\$50,141.23**

**Deposits** **\$19,586.98 Premium**

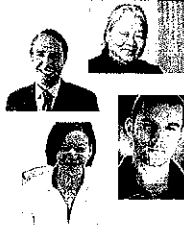
**Total Deposits** **\$19,586.98**

**Withdrawals**

\$ 890.63
3,113.09
722.00
1,129.26
1,345.58
140.00
464.04
751.70
959.20
1,313.49
715.91
1,498.64
122.51
1,080.83 <b>Claims</b>

**Total Withdrawals** **\$14,246.88**

**Balance 6/30/2015** **\$55,481.33**



**Camden R-III School District  
2015 Patron Telephone Survey**

**Final Report**

**June 17, 2015**



**Camden R-III School District  
2015 Community Telephone Survey  
Executive Summary  
June 17, 2015**

In May 2015, a 10- to 12-minute telephone survey was conducted with 400 randomly selected, registered voter patrons in the Camden R-III School District to learn their thoughts on a host of issues, including the district's current performance, when they turn for district news, and what the district's priorities should be, as it considers how to update its Strategic Plan.

The calls were placed to landlines and cell phone numbers, and the completed interviews were divided based on the district's elementary school drawing areas, in quantities that mirrored the district's population pattern. This means that the results shown in this report that reflect the views of the entire survey group have a Margin of Error of plus or minus 5%. (The Margin of Error within the demographic and geographic subgroups is larger, because the number of participants in each group is smaller.)

The results were as follows:

**Evaluation of the school district's current performance**  
Respondents gave 11 of 14 different people, program, facility and district/patron relationship factors – plus the district's overall performance – a grade of "B" or better for the statistical equivalent of "B" on the traditional A-F grading scale. The highest grade was given to "Safety of students." "Quality of technology available to students," "Quality of school facilities" and "Overall quality of the education provided."

The three factors that scored below a "B" were not much below that level. Specifically, they were "Efforts of the district to involve citizens in decision-making," "The district's responsiveness to citizen concerns" and "The balance of spending between academics, athletics and the arts."

**Patron Hot Buttons**

All 14 graded factors achieved Patron Hot Button status, meaning that at least 81% of the survey participants were willing to offer a grade, rather than saying, "Don't know." This is highly unusual and suggests the presence of an interested and opinionated patron community.



**Strength of the school district and areas needing improvement**

In answer to open-ended questions about the positive and less-than-positive aspects of the district, "Strong academics/curriculum," "Teachers" and "Community support" topped the list of strengths. The list of areas to be improved about that needed improvement was led by "Don't know." This was followed by "Managing the budget" and "Teaching life skills."

**Strategic Plan recommendations on the subject of Facilities**  
The open-ended opportunities to share specific ideas about facilities for the Strategic Plan noted minimal participation. When offered the chance to rank order a list of provided ideas, "Add safe rooms or shelters to the schools in the district that do not have them now" was a clear number one. "Expand technology equipment – such as more computers and tablets, such as iPads – for students to use" came in second, in terms of priority, followed by "Expand security systems in the school buildings."

**Strategic Plan recommendations on the subject of Curriculum**

When asked what the school district's focus should be in the area of Curriculum, the top answer for this open-ended question was "Don't like Common Core." This was followed by "More life skills classes" and "Emphasize academics over athletics."

Working from a provided list of ideas – and asked to provide their thoughts on a rank order – "Expand course offerings in the area of life skills" was a strong top choice. Three of the four remaining ideas were rather tightly bunched (and notably below the top choice): "Expand course offerings in what is often called STEM, which is an abbreviation for Science, Technology, Engineering and Math courses," "Expand college preparation coursework" and "Expand technical training coursework."

**Strategic Plan recommendations on the subject of Relations with the Community**

This section produced some of the most diverse responses, beginning with the open-ended, "What should be the district's focus?" question. The answers on this inquiry were led by "More town hall/open forum-type meetings" and "Need better overall communication."

On the rank order questions, "Attrition of the district" was deemed the most important audience for the school district to focus on. Somewhat below that (but close together) were "Area businesses," "Percent of graduated students" and "Senior citizens."

**Overall district status**

Research participants expressed strong agreement with three statements about the district overall. "I think the Camden School District is moving in the right direction," "I think the Camden School District is one of the best in the region" and "It is important to me that the Camden School District be seen as one of the best in Missouri in the near future."

**Interest in having a separate Finance section in the Strategic Plan**

Just over half (52%) of the survey participants said they would "Strongly agree" or "Agree" with a statement expressing a desire for the Strategic Plan to have a section specifically on Finance. What they would like to see as priorities in such a section (6, in fact, it was part of the Strategic Plan) included "Make certain that each expenditure is cost-effective money," "Keeping technology updated," and "Providing good teachers' salaries."

**Views of school district news**

Thirteen different potential sources of news about the school district are considered "frequently" by at least 25% of the survey participants. The list was led by "Friends and neighbors." The quarterly printed newsletter from the school district that is called, *The Labor Letter*. "Teachers in the Camden R-III" and *The Labor Star* newspaper.

The full report that follows contains a series of findings, a discussion of each of these findings, and all the questions, answers and cross-tabulations. A brief summary closes the report.



**Camden R-III School District  
2015 Community Telephone Survey  
Final Report  
June 17, 2015**

**Finding 1: Survey participants gave 11 of 14 different people, program, facility and district/patron relationship factors – plus the district's overall performance – a grade of "B" or better on the traditional A-F grading scale. All 14 factors qualified as Patron Hot Buttons, suggesting a very interested patron population.**

In May 2015, a 10- to 12-minute telephone survey was conducted with 400 randomly selected, registered voter heads of households living within the boundaries of the Camden R-III School District to check on the perception of typical patrons about various aspects of the district's performance, to sense input regarding the school district's Strategic Plan, and to find out where patrons go for news about the district, among other topics.

Calls were placed to landlines and cell phone numbers, and the completed interviews were divided into three groups, based on the elementary school drawing areas, in quantities that mirror the general population pattern, according to the school district. This means that the results shown in this report that reflect the opinions of the entire participant group have a Margin of Error of plus or minus 5%. (The Margin of Error within the demographic and geographic subgroups is larger, because the number of respondents in the each subgroup is smaller.)

After clearing the qualification hurdles, respondents were asked to "grade" – A, B, C, D or F – 14 different people, program, facility and district/patron relationship factors, along with the district's overall performance.

Starting this survey with such evaluation questions serves three purposes.

First, it provides an easy start for the respondents, giving them confidence that they can actively participate in this process, without needing any "inside information." Second, it offers the chance for the respondents and the interviewers to clarify responses, which will be important once the questions become more complex later in the survey.

Third, and most importantly, these questions provide respondents an opportunity to express their views on the district's current performance – views that play a key role in their willingness to support a ballot measure, no matter how much they may like the ideas that ballot measure contains.



All of the grades for all of the factors are displayed below. However, to simplify the analysis, a 5-point weighted scale has also been applied.

In this scale, each grade of "A" is worth 5 points, down to each grade of "F" being worth 1 point. The point values are equal, and then divided by the number of respondents willing to offer a grade (rather than saying, "Don't know") to arrive at a single number between 1.00 and 5.00.

Recognizing that an "A" – meaning a 5.00 – would be next to impossible (because it would require all those with an opinion to say "A"), the dividing line between areas of strength and those that may need attention is considered a "B," or 4.00. Taking into account the Margin of Error, a score as low as 3.89 is, statistically speaking, still considered a "B."

In the case of the Camden School District, 11 of the 14 graded factors – plus the district's overall performance – had a score of 3.89 or higher. Among those at the top of the list were the following:

- Safety of students – 4.56
- Quality of technology available to students – 4.56
- Quality of school facilities – 4.54
- Overall quality of the education provided – 4.40
- Performance of district teachers – 4.47

The factors that were below a score of 3.89 were only modestly below that level:

- Efforts of the district to involve citizens in decision-making – 3.65
- The district's responsiveness to citizen concerns – 3.64
- The balance of spending between academics, athletics and the arts – 3.62

To see if a respondent's demographic characteristics, or where he or she lives, had a meaningful impact on the scores for these three selected factors, a cross-tabulation analysis was conducted.

In reviewing this cross-tabulation data, it is important to look for trends – such as one subgroup always having a lower score than for others, for example – rather than fixating on individual numbers, which can be significantly impacted by the number of participants in each subgroup.

In doing so, the age of the respondent, how long he or she had lived in the school district, and his or her elementary drawing area had no consistent pattern of response.

As is typical, current student families gave the highest scores on all three areas, as compared to past student families (meaning all the district students in the family have graduated) and "new" student families. Male respondents were somewhat more positive than female participants, but, generally speaking, the results on this cross-tabulation analysis were not at all dramatic.

The other part of this evaluation is Patron Hot Buttons, which are the factors that received grades (other than a answer of "Don't know") from at least 81% of the survey participants. These are, therefore, the factors that "typical" patrons think of, when they think of the school district.

Interestingly, all 14 factors qualified as Hot Buttons – which is very unusual. This means that (after respondents are in tune with the nuances of the school district, believe they are or (probably) a little bit of both. Whatever the case may be, it is clear that typical area residents are very interested in their school district.

Questions 1-2 are not displayed, because they confirmed that the individual was a head of household and a registered voter. A "yes" answer was required on both questions for the interview to continue. Percentages may add to more or less than 100% due to rounding. All vertical movement shown in this report represents one column, by one person each. Find they been indicative of a trend, they would have appeared in enough quantity to be displayed in the chart associated with the question.

3. To make certain that we have people from all parts of the district participating in this survey, which of the following elementary schools do the children in your area typically attend? Number of participants in each area identified by the district on being representative of the general population pattern. Numbers, rather than percentages, displayed below.

Region	Number
In Dequod and/or Hawthorn Elementary drawing area	250
In Osage Beach Elementary drawing area	100
In Hurricane Deck Elementary drawing area	40

As you know, students in school are usually given a grade to reflect the quality of their work. These grades are usually A, B, C, D or F. Based on your experience, the experience of your children, or things you have heard about the Camden R-III School District from others, please tell me what grade you would give the Camden R-III School District on each of the following items. Let's start with... Questions 4 through 17 were omitted to eliminate order bias.



**4. Performance of school principals**

Response	Percentage
A	33%
B	45%
C	12%
D	1%
F	1%
Don't know (not read)	9%

**5. Performance of district teachers**

Response	Percentage
A	5%
B	34%
C	4%
D	<1%
F	0%
Don't know (not read)	5%

**6. Performance of the Central Office administration, such as the superintendent and other Central Office administration**

Response	Percentage
A	46%
B	26%
C	14%
D	3%
F	1%
Don't know (not read)	9%



**7. Performance of the Camden School Board**

Response	Percentage
A	32%
B	26%
C	18%
D	2%
F	1%
Don't know (not read)	17%

**8. Value for the tax dollars spent**

Response	Percentage
A	37%
B	34%
C	22%
D	1%
F	1%
Don't know (not read)	4%

**9. Preparation of students for college, vocational training or employment**

Response	Percentage
A	5%
B	32%
C	7%
D	3%
F	0%
Don't know (not read)	5%

10. Overall quality of the education provided

Response	Percentage
A	58%
B	34%
C	5%
D	0%
F	<1%
Don't know (not read)	1%

11. Quality of technology available to students

Response	Percentage
A	51%
B	27%
C	17%
D	1%
F	0%
Don't know (not read)	1%

12. Safety of students

Response	Percentage
A	67%
B	22%
C	8%
D	1%
F	0%
Don't know (not read)	1%

Cross-tabulation: 5-point weighted scale rating for each graded factor, plus the district's "overall" grade. In this scale, 5 points are given for each "A" grade, down to 1 point for each "F" grade. The points are totaled and divided by the number of respondents willing to offer a grade. A score of 4.0 is a "B," however, when the Margin of Error is taken into account a score as low as 3.80 is still, statistically speaking, a "B." All the factors were Patron Hot Buttons, meaning at least 61% of the respondents were willing to offer a grade, rather than saying, "Don't know." This suggests the presence of a very interested patron population.

Factor	5-point weighted scale score
Safety of students	4.56
Quality of technology available to students	4.56
Quality of school facilities	4.54
Overall quality of the education provided	4.49
Performance of district teachers	4.47
Preparation of students for college, vocational training or employment	4.42
Overall grade	4.37
Performance of the Central Office administration, such as the superintendent and other Central Office administration	4.26
Performance of school principals	4.19
The district's efforts to report to plans and progress to patrons	4.13
Value for the tax dollars spent	3.13
Performance of the Cambridge School Board	3.11
Efforts of the district to involve citizens in decision-making	3.05
The district's responsiveness to citizen concerns	3.04
The balance of spending between academics, athletics and the arts	3.02

Does a good job getting students involved in activities, which helps the kids feel like they belong.  
 Their facilities and technology. They offer the world to students who want to learn.  
 They're always on the cutting edge.  
 I like that there is a science program that takes them out of the community to expand their minds.  
 The leadership of the district is very strong and it models for students on how to lead. Students are acquiring leadership skills.  
 Preparation for further education and college.  
 Academic, quality of teachers, because they really care; and extracurricular activities they offer.  
 Their faculty and staff are excellent. Communication with parents is quick and so helpful.  
 Teachers care; students get help, if they need it, when they need it. Programs are effective; scholarship programs, technical department, nursing or automotive.  
 None.  
 Predicting people that are ready for the real world. The graduates are ready for life.  
 They get an awful lot of hype in the newspapers.  
 I can speak for Hurricane Deck: The teachers and the staff care a lot about the kids; it really makes a difference.  
 Athletics.  
 Extracurriculars are very good. The robotics is getting a lot of interest.  
 The Board and staff are excellent. They are dedicated. Curriculum is strong. The school district is top 1 was police chief and city commissioner at one time. I worked closely with the district.  
 It has a good balance between academics, arts and athletics.

13. Efforts of the district to involve citizens in decision-making

Response	Percentage
A	28%
B	38%
C	24%
D	7%
F	5%
Don't know (not read)	9%

14. Quality of school facilities

Response	Percentage
A	62%
B	28%
C	8%
D	0%
F	1%
Don't know (not read)	2%

15. The district's responsiveness to citizen concerns

Response	Percentage
A	19%
B	28%
C	25%
D	12%
F	1%
Don't know (not read)	17%

Cross-tabulation: 5-point scale rating for the factors that scored below 3.00 by age, length of time living in the district, and the presence of a current (former student, parent/teacher) or no district student ever in the household. Note: "F" equals the amount of respondents who did not answer the question.

Factor	Overall mean	Age 18 or younger	Age 19-34	Age 35-54	Age 55+	Length of time living in the district	Current/former student/parent/teacher	No district student ever
Efforts of the district to involve citizens in decision-making	3.05	2.74	3.11	3.23	3.50	3.0	3.0	3.0
The district's responsiveness to citizen concerns	3.04	2.59	3.08	3.01	3.13	3.09	3.07	3.07
The balance of spending between academics, athletics and the arts	3.02	2.70	3.23	3.09	3.07	3.09	3.05	3.05

Cross-tabulation: 5-point scale rating for the factors that scored below 3.00 by location of the respondent's residence, based on the name of the elementary school their "children" in the neighborhood typically attend" and gender. Note: "F" equals the number of respondents who did not answer the question.

Factor	Elementary school	Designated gender	Female	Male
Efforts of the district to involve citizens in decision-making	3.05	3.05	3.05	3.05
The district's responsiveness to citizen concerns	3.04	3.04	3.04	3.04
The balance of spending between academics, athletics and the arts	3.02	3.02	3.02	3.02

I like that all the schools are on one big campus.  
 High-quality teachers and administrators who care about the kids and their education.  
 I have nothing good to say about the place.  
 Education and safety.  
 They are really good with their sports and academics.  
 The facilities.  
 Their feelings for the students and showing the students what it was there; preparing them. Athletics, coaches and staff.  
 I'm treated well as a parent; teachers make themselves available. Most buildings are clean and nice, except Dogwood. Buildings are made for the direction of teaching what kids need to know.  
 Great teachers, technology provided is on par with the world.  
 The emphasis they are putting on science is great.  
 They take care of the kids and are family-based.  
 Administration, teachers and Board.  
 The alternative schools.  
 The bussing system is really good, I think. The curriculum is fairly decent.  
 Faculty and parents care so much.  
 It has most of the benefits of a large school district, but with a small-town feel.  
 The way they teach the kids.  
 Care about their students.  
 Good quality of teachers, education opportunities.  
 Preparing the students for the real world.

16. The district's efforts to report its plans and progress to citizens

Response	Percentage
A	30%
B	34%
C	13%
D	4%
F	2%
Don't know (not read)	9%

17. The balance of spending between academics, athletics and the arts

Response	Percentage
A	17%
B	32%
C	21%
D	10%
F	2%
Don't know (not read)	14%

18. Overall, what grade would you give the Cambridge R-3 School District?

Response	Percentage
A	34%
B	49%
C	10%
D	1%
F	1%
Don't know (not read)	0%

Finding 2: Survey participants applauded the district's "Strong academics/curriculum," "Teachers" and "Community support." In terms of areas of the district that need improvement, 171 respondents said, "Don't know." Of those with a specific suggestion, "Managing the budget," topped the list, followed by "Teaching life skills" and "Communication."

The evaluation section closed with two open-ended questions that asked respondents to share their thoughts on the district's strengths and on areas that may need improvement.

The answers were coded – meaning common words, phrases and ideas were collected together to identify which ideas were most frequently shared.

In doing so, the most prevalent strengths were "Strong academics/curriculum" (92 mentions), "Teachers" (40 mentions) and "Community support" (43 mentions). Areas needing improvement were a bit harder for participants to identify, as 171 respondents said, "Don't know." The list of actual suggestions for improvement featured "Managing the budget" (77 mentions), "Teaching life skills" (17 mentions) and "Communication" (13 mentions).

Below each of the charts attached to these two questions are verbatim answers of respondents whose on the question at hand either included more than one idea, had ideas that were not mentioned in enough quantity to earn a spot on the chart or a combination. These always take for interesting reading. However, as mentioned earlier, it is important to remember that each is one comment, by one person, rather than a trend of note.

19. What do you think are the greatest strengths of the Cambridge R-3 School District?

Responses were coded, based on common words, phrases and ideas. Numbers, rather than percentages, displayed below.

Response	Number
Strong academics/curriculum	92
Teachers	40
Community support	43
Other (see below)	51
Extracurricular activities	46
Leadership	37
High graduation rate	24
Don't know	17

Verbatim "other" comments

I think to-ech has a really cool program, and parents work well with students.

We have a great music department, and the support of the community and parents.  
 I think we have great teachers. We have great facilities. The performance of the students.  
 Socialization at a young age. They do a good job at getting young children involved.  
 High scores on aptitude tests.  
 I can't think of anything right now. Probably they have good athletics.  
 They do a good job communicating and keeping us updated.  
 I don't think they have any strengths.  
 The campus environment is nice.  
 Work for the betterment of students; offer a lot of extracurriculars for students.  
 They really make sure teachers are certified. Huge range of extracurriculars. My son helped with establishing core standards for English.  
 Size of the school district. It's big, and districts like that have a lot more power in the community.  
 Diverse academics and activities.  
 Music program is very good. Athletic program is excellent.

20. Where could the district improve? Responses were coded, based on common words, phrases and ideas. Numbers, rather than percentages, displayed below.

Response	Number
Don't know	171
Managing the budget	77
Other (see below)	57
Teaching life skills	37
Communication	33
Reduce class size	25

Verbatim "other" comments

I really don't know. I think it's a great district. They just need to get their heads together, look over what they have been doing and then decide.

I wish they had not redrawn lines for the elementary schools.

More should be done for the non-athletes. More opportunities for those who don't have the athletic skills.

Teach some life skills classes on basic life things – bills, stock markets, life insurance. They just need a little exposure.

There isn't one – continually improving.

I think Common Core is horrible, and they need to bring in education on social instruction and how to deal with rejection in the real world.

Art two days a week.

Nothing now.

Harrison Deck is 26 miles away from other schools, ignored for many years and finally being included. Keep them in the loop, have buses for after school for students in extracurricular programs.

By having the citizens more informed and brought into the decision-making.

Need more arts opportunities.

Not enough meeting events for kids; social gatherings. We're all so spread out; we need a program for them on a Saturday to gather and have fun.

They need to put back materials for art and music. Teachers are having to provide these themselves.

Camdenron should be honest with everyone. Some students are passed on without being at passing level. The teachers themselves could use better training. There is a lack of guidance, based on ability.

Basic skills need more emphasis. More courses associated with social studies.

18

Athletes could use more funding for equipment.

That, I don't know. I'm not familiar with the problems. In the School Board, I think that they should be more open, not so closed door.

Drugs are a problem today.

Do away with federal funding and guidelines.

They must keep up with the pace of the growing population.

Longer lunch hours. Children have little time to eat lunch.

Safety of the students; the busing thing is not enough, because a lot of the time they buse you in without asking who you are.

Nowhere. They are doing fine.

Better plans for bullying.

Listen to the teachers, not the administration.

Improve the food.

I really don't think they need too much.

Overall communication with the parents – with finance plans, budgets, things like that.

Create to improve all the facilities.

Well, a year and a half ago, I would have said the physical plant, but they have fixed that.

Dogwood is dirty and old; bathrooms are old and not enough supplies. We are not big on Common Core.

Nothing.

Make the distribution of power more equal. It feels like it's all you "name." Who makes the most money has the most say.

Giving the community more of a heads up when the district does something.

19

Make sure they continue to upgrade the teaching staff. May have to pay higher salaries to get the best.

Better security.

Definitely sports.

I don't really think they need to.

Common Core needs to go!

Newer technology.

Smaller class sizes. Continue to provide equal services to all schools.

Match the academic and athletic programs.

More funding to improve their Ag program.

Lowering the standards the district has – that way the schools can better help the struggling students.

The way they treat disabled children.

Finding funds to continue the arts.

They need to pay their teachers more for one thing, and they need to listen to their teachers.

By receiving more input from citizens and parents.

Spend, spend, spend. Way too much spending going on right now.

Reduce the number of administrators.

Expand the vo-tech programs.

I think a better sex education program is needed.

Too many to mention.

Emphasize academics more than sports.

20

Perhaps after-school tutoring programs for those who need it. Overcrowded classrooms have been a concern in the past.

Put a pool in for all the children.

I don't know; it's pretty good from what I heard.

21

**Finding 3: On the subject of "Facilities," research participants identified safe rooms and expanding the technology available for students to use as their top priorities.**

The survey then asked to three relatively similar sets of questions for each of the Strategic Plan categories that had been identified in the interviews and group meetings to date – Facilities, Community Engagement and Curriculum.

Beginning with Facilities, respondents were first asked to identify what they believed should be the school district's "general approach," as it thinks about its school buildings, equipment and other school facilities over the next five years.

More than half of the respondents (342 out of 460) said, "Don't know." "Everything is fine as is/continue on the current path," "Improve as needed/see specific ideas," or work in that effect. (This lack of any specific ideas is likely at least partially due to the recent bond issue that addressed the district's most pressing facility needs.)

Those with a suggestion were led by "Plan for the future/keep growth in mind" (53 mentions), "Focus on learning student safety" (34 mentions) and "Keep technology updated" (24 mentions).

An additional 47 respondents had suggestions that were not mentioned in enough quantity to appear on the chart associated with the question and are shown below that chart. As mentioned above, it is important to remember when reviewing these comments that each is by one person, and it is not indicative of a trend.

Respondents were then presented a list of seven possible Strategic Plan priorities that would fall under the category of Facilities. After the list was read, participants were asked to rank order the top three.

Their answers were analyzed using a 3-point weighted scale, in which every "Most important" response was worth 3 points, down to every "Third-most important" answer being worth 1. Totalling the points from this exercise provides a clearer picture as to which items are truly seen as important, when the varying intensity of opinions is accounted for.

In doing so, "Adding safe rooms or shelters to the schools in the district that do not have them now" was the clear top choice, followed by "Expand technology equipment – such as more computers and tablets, such as iPads – for students to use."

In context of a distant third place was "Expand security systems in the school buildings," followed very closely by "Provide an Early Childhood Education program at one or more buildings in the school district." The other three items had much more modest support.

22

The cross-tabulation shows extremely minimal variations in the perceived order of importance, meaning that respondent characteristics such as age and student status did not appear to affect one's views on this topic. A final opportunity to share additional facility ideas generated only 13 responses.

The Camdenron School District is currently working to update its Strategic Plan to make certain that the district is focused on the areas that are most important to the community. So far, that plan has three categories – Community Engagement, Facilities and Curriculum. It is now going to ask you a few questions about each of these categories, plus some more general questions about the school district.

Let's start with... (Questions were rotated in groups – 21 through 23, 26 through 30, and 31 through 38 – so keep questions about the three subject areas (Facilities, Curriculum, and Community Engagement) together.)

**21. Under the category of Facilities, what do you think should be the school district's general approach, as it thinks about its school buildings, equipment and other school facilities over the next five years? Responses were coded, based on common words, phrases and ideas. Numbers, rather than percentages, displayed below.**

Response	Number
Don't know	152
Everything is fine as is/continue on the current path	92
Plan for the future/keep growth in mind	53
Other (see below)	47
Improve as needed/see specific ideas	45
Focus on learning student safety	34
Keep technology updated	24

Verbatim "other" comments

I think they should look into the bus rides, both ways, not taking so long.

The preschool should have easier access and expand to reach more kids.

They are already making building improvements.

23

I think that it's public access. I think the community should be able to use it, since they paid for them, like for the Sports center or skating.

Building coming along is excellent. I think they picked the best one.

History shows that it is not necessary to keep building new; maintain what is already there by hiring people to keep up with the different areas of building improvement.

The district has all new facilities.

Safety, in process of building new schools. Rumors have been that they've stopped building, because of the lack of safety – make sure that doesn't happen in the future.

We have plenty of facilities. Too much politics are an influence on district decisions.

Harrison Deck is being worked on. I hope the district will continue to attract top faculty.

Facilities are pretty good, like the new school, but they don't offer music programs or provide instruments.

District should have contractors come and check buildings for safety issues.

They are just now completing a construction project. Now, they must pay attention to maintenance.

They make beautiful buildings. Great improvements.

They should keep maintaining them.

I'm not really sure. They're building a brand new school.

Think locally, not federally.

Plus, ideas for how to finance any new facilities project.

Population is growing and they must plan ahead, so the classes can be kept small. Students must continue to receive the best education.

I don't know; they are doing so much right now that is good for the district.

Maintenance is most important.

Continue updating all the buildings.

24

Upgrade the buses; they seem really rundown.

I think what they've done recently, the buildings; everything is good.

Keep everything updated, safety, equipment, buildings, etc.

Keep facilities up to date with what they have – don't fall behind on upkeep.

Everything is new, so no improvements.

All the buildings are new so they're doing good.

Equipment and updating.

Security and weather protection.

Would be nice to get a new pool.

Make it more of community feeling.

Updating on buildings and putting in more security measures – which they are currently doing.

We're growing and will need more rooms.

I think they've done a good job on that probably.

I think they're fine the way they are. Parking racks – the way you pick up your children in the afternoon.

All the buildings are going in the right way and are updated.

We already have great facilities.

They shouldn't look people in the building. They shouldn't be questioned as to why they are leaving.

They need to make them more functional. I have that the little ones have a bathroom in their room. Actually, I think one in every classroom would be ideal.

Plan for upkeep.

25

Everything can use improvement, including new buildings.

How to help kids' education advance with a lesser emphasis on sports.

If enrollment stays the same, the current facilities should be adequate. Swimming pool should be installed indoors.

Very good, seems to be progressive about the buildings.

Instead of focusing so much on building new schools, they should revamp the old ones.

I really can't answer that, because it has greatly improved since my children went there.

26

22-24. I'm now going to send you a short list of ideas that some people in the community have had on the subject of the school district's facilities. After I finish with the list, I'm going to ask you which one you think is most important, in other words, which one is your highest priority? And, if you think that one is your highest priority, what would be your second-highest priority? And, if you think that one is your second-highest priority, what would be your third-highest priority? Answers represent values, using a 7-point weighted scale, with 7 points for most important, 6 for second-highest priority, 5 for third-highest priority, 4 for fourth-highest priority, 3 for fifth-highest priority, 2 for sixth-highest priority, and 1 for seventh-highest priority. The total of all points indicates the rank order of preference for the ideas.

Item	Facilities (rank 1-7)	Security (rank 1-7)	Special programs (rank 1-7)	Other (rank 1-7)	Total points (rank 1-7)
Add and/or renovate school in the district that do not have them now	1	1	1	1	4
Expand technology equipment - such as more computers and tablets	2	2	2	2	8
Expand security equipment in the school building	3	3	3	3	12
Provide an Early Childhood Education program in one or more schools	4	4	4	4	16
Provide more extracurricular activities	5	5	5	5	20
Provide more computer equipment for middle school students	6	6	6	6	24
Change to more green - including environmentally-friendly	7	7	7	7	28
Expand Daywood Elementary School in Washington	1	1	1	1	4

Crosstabulation: Rank order of weighted 7-point scale ratings on district Facilities by age, length of time living in the district, and the presence of a current district student, past district student or no district student ever in the household. Note: "n" represents the number of respondents in each group, and "ag" will first square with "years" since, because two respondents indicated no answer for this question.

Item	All district students in the household		Past district student		No district student	
	Facilities (rank 1-7)	Security (rank 1-7)	Special programs (rank 1-7)	Other (rank 1-7)	Facilities (rank 1-7)	Security (rank 1-7)
Add and/or renovate school in the district that do not have them now	1	1	1	1	1	1
Expand technology equipment - such as more computers and tablets	2	2	2	2	2	2
Expand security equipment in the school building	3	3	3	3	3	3
Provide an Early Childhood Education program in one or more schools	4	4	4	4	4	4
Provide more extracurricular activities	5	5	5	5	5	5
Provide more computer equipment for middle school students	6	6	6	6	6	6
Change to more green - including environmentally-friendly	7	7	7	7	7	7
Expand Daywood Elementary School in Washington	1	1	1	1	1	1

Crosstabulation: Rank order of weighted 7-point scale ratings on district Facilities, based on the number of the elementary school children in the neighborhood typically attend\* and gender. Note: "n" represents the number of respondents in each group.

Item	0-2 children		3-4 children		5-6 children	
	Facilities (rank 1-7)	Security (rank 1-7)	Special programs (rank 1-7)	Other (rank 1-7)	Facilities (rank 1-7)	Security (rank 1-7)
Add and/or renovate school in the district that do not have them now	1	1	1	1	1	1
Expand technology equipment - such as more computers and tablets	2	2	2	2	2	2
Expand security equipment in the school building	3	3	3	3	3	3
Provide an Early Childhood Education program in one or more schools	4	4	4	4	4	4
Provide more extracurricular activities	5	5	5	5	5	5
Provide more computer equipment for middle school students	6	6	6	6	6	6
Change to more green - including environmentally-friendly	7	7	7	7	7	7
Expand Daywood Elementary School in Washington	1	1	1	1	1	1

\* Public utilities considered

25. Are there any other priorities that you think the district should focus on, in terms of its facilities, that you haven't yet mentioned? The verbatim comments of all 13 respondents who answered, "Yes" are displayed below.

- Facilities to expand the arts program.
- Bring fifth and sixth grade to Westside. This would take the pressure off Dogwood.
- The cafeteria should be cleaned, so the kids do not fall ill.
- Take advantage of technology and use it.
- Bigger band room.
- Make sure there are plenty of facilities that provide exercise, like playgrounds, gyms, workout rooms, pool, etc.
- Maintain and improve traffic flow and parking around all buildings.
- Maintenance of all facilities must be a priority.
- Parents need to be informed of things.
- After-school activities for students, like playground staff, summer recreational activities are very needed.
- We could use a community pool.
- Keep it safe vs-tech needs.
- Adding a pool.

Finding 4: Adding more "life skills" classes was the dominant theme of the survey responses under the category of Curriculum.

The survey then followed the same process on the topic of Curriculum—beginning with a general question, then asking for a rank order on a set of ideas, and then offering an opportunity to share additional ideas, if desired.

Respondents took the opportunity presented by the open-ended introductory question to express their concerns about Common Core (56 mentions), followed by the suggestion to offer "More life skills classes" (61 mentions) and "Emphasize student-led activities" (50 mentions). More than 10% of the participants (43) had comments that were not mentioned in enough quantity to appear on the chart associated with the question. Those thoughts are displayed in verbatim form below.

This was followed by the presentation of five specific ideas and the same request to rank order the top three. The already-expressed theme of "Life skills classes" was clearly evident here, as it was the runaway winner for the most important idea, with 667 points.

Three of the remaining four items were in a tight cluster below—about a possible distance back from the "Life skills" idea. Those ideas, in the order in which they were scored by participants, were as follows:

- Expand coursework in what is often called STEM, which is an abbreviation for Science, Technology, Engineering and Math courses—459 points
- Expand college preparation coursework—441 points
- Expand technical training coursework—409 points

Interestingly, under the district's curriculum more rigorous, meaning more challenging for students, only scored 218 points, suggesting the typical residents feel little if any faith with the quality of the current courses being offered. They would simply like to see more offerings in key areas.

The cross-tabulation showed total agreement on the value of adding life skills classes. And while there was some modest variation in the order of the remaining four ideas, generally speaking, the items that were second and third in the overall score, were either second or third in the cross-tabulations, and those that were fourth and fifth overall were also fourth or fifth in the cross-tabulations.

Once again, a small number of respondents (21, in this case) had Curriculum ideas beyond those on the provided list, indicating that the suggestions presented in the rank order questions were considered solid concepts by the typical persons who participated in this study.

26. Under the category of Curriculum, what do you think should be the school district's general approach, as it thinks about its Curriculum over the next five years? Responses were coded, based on common words, phrases and ideas. Numbers, rather than percentages, displayed below.

Response	Number
Don't like Common Core	86
Don't know	80
More life skills classes	61
Emphasize academics over activities	50
Other (see below)	48
Make science and math a priority	44
Everything is fine as is/continue on the current path	31

Verbatim "other" comments

- Stay involved with students and their particular needs.
- It should be individualized. Each child should be accountable. Goals need to be specified and met. We need to not let them use their phones and have them need books. Know where they come from. I don't mean go backwards, but know where they came from.
- Going above and beyond what the state is trying to do.
- Bring in the art of responsibility and how to make your own money, instead of depending on the government.
- Add more foreign language offered at the elementary level.
- My children are young and the curriculum is fine as it is.
- Seems like kids are graduating without proper preparation for the real world, like grammar and punctuation skills.
- I don't think that creative should be taken out of schools, and they shouldn't follow text talk in the classrooms.

Arts and music should be as important as academics. Science should be taught at the elementary level.

Think in terms of the needs of students first.

Teach to the kids' abilities, not general overall. No guidance right now.

They should be responsive to the educational needs of students, rather than following the state's requirements.

Bring the 10 Commandments back into the schools.

I don't think that they should make everything so complicated. Just reading, writing, arithmetic and geography. They make the arithmetic more complicated the way they do it.

Stay away from federal guidelines; we need to stay local.

Keep current affairs up to date.

Practical skills must be taught for future life. Things like checkbook-keeping, cooking and family life management should be priorities.

I would love to see an emphasis on communicating verbally. These kids have very short attention spans, due to their nose being in their electronic gadgets all the time. They need frequent gratification.

Do a better job in preparing elementary age for high-level education courses.

Will it serve them as they become adults? Tech or vocational careers especially, if they stay in the area.

Can't just teaching the basics.

Keep up the high standards at each grade level.

Better literary coursework.

History.

I never had any issues about it when my kids were there a couple of years ago.

Probably just secondary education curriculum, whether it is for vocational or a four-year college.

More finance-type courses to teach about investment and money.

Just to continue to meet the strong requirements they have set. In the step to see and be ready for the changes.

Keep up with curriculum; some get behind.

I would like to see a curriculum that is more individualized. Kids should learn at a challenged pace, but each could be different.

Doing good. Emphasize more on post-education preparation.

Informing the community about the things the district does.

They are doing well right now, but I see a need to provide them with more problem-solving skills.

More for kids to do, like neighborhood events.

Focus on more rigorous coursework for students that need a challenge.

Technical training courses.

I think they can always improve it probably.

They have to keep up with the times. They have to keep the kids interested. They have to make it learning-friendly.

Maybe even foreign languages would be nice. We live in a diverse world.

Since switching to the Common Core, everything is being taught fast. They should slow down.

Drop the No Child Left Behind.

Help the students that are struggling.

Improve academics, get more teachers I guess—but not really sure how to answer that.

Need to go back to the basics. No cursive writing is being taught.

As students move from one district to another, they run into different standards, especially the military kids. Common Core standards should address this problem.

Keep up with technology and prepare children for college.

Improving reading, comprehensive skills and definitely writing.

Not a lot of focus on football.

30. Are there any other priorities that you think the district should focus on, in terms of its Curriculum, that you haven't yet mentioned? The verbatim comments of all 21 respondents who answered, "Yes" are displayed below.

Table with 5 columns: Item, Most important responses, Second most important responses, Third most important responses, Total's weighted responses. Rows include 'Expand course offerings in the area of life skills', 'Expand course offerings in what is often called STEAM', 'Expand curriculum, technology, engineering and math content', 'Expand technical training coursework', and 'Make the district's curriculum more rigorous, meaning more challenging for students'.

For the most part, the suggestions that were mentioned in enough quantity to appear in the charts associated with this specific audience were rather generic, common sense ideas. The verbatim comments below each chart (plus the final question in this section, asking for suggestions for additional audiences to consider) have some of the more unique suggestions, even if they are modest in terms of the number of mentions for each one.

31. Under the category of Engaging with the Community, what do you think should be the school district's general approach, as it thinks about how best to Engage with the Community over the next five years? Responses were coded, based on common words, phrases and ideas. Numbers, rather than percentages, displayed below.

Table with 2 columns: Response, Number. Rows include 'More town hall-type meetings', 'Need better overall communication than I know', 'Everything is fine as it continues on the current path', 'Other (see below)', 'Listen to/don't ignore residents', and 'Get parents more involved'.

Verbatim "other" comments: They should stay connected with the school system and then let individuals in the community decide what users they are interested in knowing about. Get parents involved. Those who work might attend meetings on the weekends. I think if they had a hot dog/burger cookout and a carnival atmosphere with the kids reading books, they would have a great turnout. The community loves to support the kids. They would come for a free hot dog/burger and they would end up spending more. Incorporate businesses to come in and speak to the schools. Offer internships to the high school students, so they can start learning a trade they enjoy or are interested in sooner. Go back to the basics.

Comments: Rank order of weighted, 3-point scale ratings on Characteristics by age, length of time in the district, and the number of respondents in each group, and "age" will not square with "overall" score, because two respondents refused to answer this question.

Table with 10 columns: Item, 18-24 (n=44), 25-34 (n=44), 35-44 (n=44), 45-54 (n=44), 55-64 (n=44), 65-74 (n=44), 75-84 (n=44), 85+ (n=44), Overall (n=440), Standard Deviation (SD).

Nationally, we send kids in the same grade to working at the same level. A high number of kids go to more than one school system. With our diverse population, I would like to see more emphasis on other languages. Some sort of internship program.

Hurricane Dora Elementary is redoing traffic and it may be a problem. Some are careless with pick-up and drop-off. The school district should be sure parents are safe, when coming and going. More communication with the newspaper. Do more for keeping us informed through television. Warm up to the community. It is paying for most of the schools' needs. More church-filled events, add more school events to bring the community together. Don't hesitate to engage with everyone. Expand the volunteer they send out. Keep community informed of all upcoming projects. New state education regulations must be reported to the community. The newsletter. More online access to events, offer to students through community service, volunteering—should teach students to be a part of the community. It should publicize open houses, plays, concerts, etc. to the entire community. Do not lie to them. Inform better—maybe in the mail. Being very forthcoming about future plans. Holding more meetings, taking more suggestions from the community. If they would ask parents on how students are being taught, let parents know how they can help their kids with their studies. Need to include the lower-class citizens—needs to be more equal. With the senior citizens and church involvement. More tech social media on what's going on in the community. Newsletters. Better newsletter disbursement.

Comments: Rank order of weighted, 3-point scale ratings on Curriculum, based on the same of the elementary school that children in the neighborhood typically attend" and gender. Note: "n" equals the number of respondents in each group.

Table with 10 columns: Item, Overall (n=440), Hispanic (n=100), Other (n=100), Black (n=100), White (n=100), Female (n=220), Male (n=220), Standard Deviation (SD), Overall (n=440), Standard Deviation (SD).

Finding 5: When asked about the topic of "Engaging with the Community," survey participants suggested more one-way (information disseminated by the district to patrons) and two-way (town hall-type meetings) communication efforts. In terms of the audiences that the district should be focusing on as it tries to step up its Engagement, alumni, area businesses and parents of graduated students topped the list.

The final topic was, "Engaging with the Community" and the research participants offered some particularly interesting perspectives on the subject.

The open-ended, "What should the district's general approach be..." question that led off this segment produced two very strong, communication-oriented responses at the top of the suggestions.

Specifically, 160 participants suggested "More town hall-type meetings," while 82 individuals said "Need better overall communication." This was followed by 58 who said, "Don't know" and an additional 49 respondents who said, "Everything is fine as it continues on the current path" (or words to that effect). The remaining ideas that were mentioned frequently enough to be presented in the chart featured two suggestions: list are also related to communications— "Listen to/don't ignore residents" (35 mentions) and "Get parents more involved" (26 mentions).

The survey then presented a list of seven different stakeholder groups. As before, respondents were asked to rank order the top three—in this case, based on which of the groups the district should "focus on most, as it seeks to improve its Community Engagement over the next five years."

Topping the list, with some modest separation from the rest of the audience shown, was "Alumni of the district" (480 points). Three other groups generated a possible level of support—"Area businesses" (399 points), "Parents of graduated students" (397 points) and "Senior citizens" (355). The cross-tabulation results were generally unremarkable, meaning that there was a high level of agreement among survey participants as to the groups that should be the focus of additional attention from the district going forward.

The follow-up question section was handled a bit differently for the issue of Engagement, to allow for maximum feedback from the participants.

Respondents received a specific follow-up question for each of their top three audience selections, asking for suggestions for improving Engagement. For simplicity's sake, all the responses on the follow-up questions are shown in one spot, regardless of whether the individual had named that audience first, second or third.

Phone announcements are really good, but I really don't know if they could maybe make it better. Spend time going door to door and asking how we feel. I also think they should make the town look more homey. I don't really know, but I do know I don't hear much very often. They need to expand tutoring. Parents need to be invited more into the school to see what is going on. They need to be up to date on topics and discuss issues. Providing information to the community about what is going on. The School Board and the district should send out more newsletters to keep the community informed. Get out in the community more and get to know us and our needs. More newsletters. Have more one-on-one engagement with the students. I think they need to get out in the community and talk about what's going on more often. I think they should put out more newsletters. Keep it better informed. Less political—more about the kids. With the newsletter, more about what is being offered to students, need information on what parents really want to know. Students and how they are performing. Include what students need. Spend less time focusing on sports and more on the education and programs. Same as they are already doing, we are always getting papers of things going on.



Cross-tabulation: Rank order of weighted 3-point scale ratings on key audiences for Community Engagement by district, by age, length of time living in the district, and the presence of a current district student, past district student or no district student in each group, and "age" with the square root of "overall" score, because two respondents refused to answer this question.

Item	Overall 3-point scale rating	Overall 3-point scale rating by age	Overall 3-point scale rating by length of time living in the district	Overall 3-point scale rating by presence of a current district student, past district student or no district student in each group	Overall 3-point scale rating by square root of "overall" score
Alumni of the district	489	1	1	1	1
Parents of graduated students	397	2	2	2	2
Senior citizens	355	3	3	3	3
Members of the Hispanic community	177	4	4	4	4
Members of the African American community	117	5	5	5	5
Members of the Latino community	89	6	6	6	6

Make them aware of things they offer in the district, better communication.

Have a cookout; they would love to come out and see people and kids. Right now, we don't even know when the games are.

We have a lot of knowledge, but we keep getting overlooked.

Kids should get more involved with the senior citizens, because they can learn from them.

A large part of the community is senior citizens. They should be considered as having something to offer to students.

They should do volunteer work. They have expertise in multiple areas and could share that.

Make the school and the community one.

We like input about our community and how our money is being used.

I would have the kids go to the nursing homes during the year to visit and perform activities with the seniors.

This is a big one - they shouldn't push us aside, because we have a lot of input to give.

Senior citizens can bring a whole new perspective to solving problems with their eyes and a depth of experience.

Put on some type of event that could bring the community together.

Newsletters.

They have a lot to contribute to the young kids.

I think the kids should do work to help the seniors. Like with yard work and stuff like that.

They need to keep the families in the community informed about changes they want to make and keep them aware of what it is for and why.

Not to be so political.

Have a senior citizen night where the high school performs - or fun stuff.

Maybe providing for students who are interested in them, groups at the school with some sort of church-type group.

Put on an event.

Continue the newsletter.

Have a newsletter the church can give out.

Help out the lower-income children whose families cannot feed or clothe them well. Also, help in educating about God.

I would send a speaker to the prayer meeting - someone from the school district to invite people.

Get student opinions as to how to engage with the school district.

Stop dividing the churches and state so much. Get the church more involved.

**Audience: Hispanic community**

Response	Number
Adult ESL classes	23
Educate district students on Hispanic culture	17
Other (see below)	12
Don't know	7

Verbatim "other" comments

To have a program for people who have trouble with reading and writing.

Perhaps a focus group could be formed. Hispanic families might contribute to educating other students regarding their culture.

Work with businesses; communicate through employers about parents assisting with the education.

Address the language barrier to improve engagement.

It would improve the overall communication within the district, if we made an effort to reach out to them.

Cross-tabulation: Rank order of weighted 3-point scale ratings on key audiences for Community Engagement by district, by age, length of time living in the district, and the presence of a current district student, past district student or no district student in each group, and "age" with the square root of "overall" score, because two respondents refused to answer this question.

Item	Overall 3-point scale rating	Overall 3-point scale rating by age	Overall 3-point scale rating by length of time living in the district	Overall 3-point scale rating by presence of a current district student, past district student or no district student in each group	Overall 3-point scale rating by square root of "overall" score
Alumni of the district	489	1	1	1	1
Parents of graduated students	397	2	2	2	2
Senior citizens	355	3	3	3	3
Members of the Hispanic community	177	4	4	4	4
Members of the African American community	117	5	5	5	5
Members of the Latino community	89	6	6	6	6

Have speakers in different professions come and give talks about their work. This could be an assembly.

Need more businesses that don't close; if they are open, they can be more involved.

Get more involved with the kids, helping them get jobs with their companies.

Tell them about what's going on, and tell them and show them where their donated money is going.

Businesses are a valuable source for lending expertise and fundraising.

I think they do a good job.

I think if the district and businesses work together, they can raise money for programs.

Because they can support things, because they have the finances to do so.

A lot of businesses sponsor the sports teams; branch out from sports.

Help students graduating get jobs, get together and help students learn the area; it would be a win-win.

They are a huge part of the community and can do so much to help the district.

Seek their support; they can advertise just as much as the schools can.

**Audience: Senior citizens**

Response	Number
Bring them into the classroom to share their expertise/experiences	50
Improve communication to this audience about school events	37
Provide more volunteer opportunities	31
Other (see below)	25

Verbatim "other" comments

A lot of us are low income and do not always know where the money is going, because we do not all have children in the schools.

Having seniors work with the kids can help the students with manners and the ability to pick their buses.

They need to be included by way of information through regular mail, because a lot don't have computers or get out much.

Very knowledgeable and can offer insight into the neighborhood and the schools.

Engage older people to get out and participate.

Should be more noted and told about what is happening.

Make up majority, biggest voting party, their opinions matter most.

**Audience: Individuals whose home in the community is a second or vacation home.**  
*Eighteen respondents said, "Don't know." The remaining nine verbatim answers are displayed below.*

They do pay taxes, so they should be invited to open houses and other events.

It would make them feel more a part of the community to be involved.

Newsletter, expand it to be more in-depth, per building - specific newsletter.

Meet have done well for themselves to be able to afford a vacation home, so include their success stories.

To keep them informed for when they do more here or away from it. We've got plenty of jobs here.

They would have a different perspective on things.

Get them here more often.

I think this audience could provide feedback, without having politics involved.

More open School Board meetings.

**Audience: Area churches**

Response	Number
Partner with them to offer valuable volunteer opportunities to students	38
Teach the importance of moral values	26
Use as space meeting places for patron input	22
Other (see below)	19
Work with them on day care programs	15
Don't know	10

Verbatim "other" comments

We need the Lord. A lot of kids today do not even know who the Lord is.

Churches might appreciate kids helping with lawn mowing or other volunteer work.

All you would have to do is ask if they have volunteers to help send and stuff. The churches would love to help a day care or a youth group or something.

Expertise on God and the history of the church and different religions. Kids need that again.

A priest, pastor, etc. could be a good buffer between troubled students and their problems.

We have turned away from God and that needs to change.

So many churches would like to be helpful to schools. They would not try to teach their religion.

Add more church events.

Having church leaders reach out to students who attend the church.

Show more interest and appreciation of the children's views of religion.

The kids need church back in the schools.

Cross-tabulation: Rank order of weighted 3-point scale ratings on key audiences for Community Engagement by district, by age, length of time living in the district, and the presence of a current district student, past district student or no district student in each group, and "age" with the square root of "overall" score, because two respondents refused to answer this question.

Item	Overall 3-point scale rating	Overall 3-point scale rating by age	Overall 3-point scale rating by length of time living in the district	Overall 3-point scale rating by presence of a current district student, past district student or no district student in each group	Overall 3-point scale rating by square root of "overall" score
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Parents of graduated students	397	2	2	2	2
Senior citizens	355	3	3	3	3
Members of the Hispanic community	177	4	4	4	4
Members of the African American community	117	5	5	5	5
Members of the Latino community	89	6	6	6	6

37. What suggestions would you have for the district, as it seeks to improve its engagement with this audience? As indicated above, suggestions shown for this section are for each specific audience. Responses were coded, based on common words, phrases and ideas. Numbers, rather than percentages displayed below.

**Audience: Area businesses**

Response	Number
Work with them on internship programs	59
Have a job fair	48
Bring them into the classroom to share their expertise	31
Other (see below)	25
Don't know	14

Verbatim "other" comments

Maybe more activities and make sure everybody knows about them.

Some business owners might like to talk to career classes about them.

Invite leadership to the facilities.

Getting them involved in interacting with the kids about their business and business in general.

Send kids notes in the mail.

Businesses will help with sponsorship, if approached. Build friendly relationships.

Field trips might be supported by businesses.

Use them, especially for tech training. Some businesses might offer internship opportunities.

Make businesses part of the community by bringing more involved in events.

Businesses can be a big source of spirit and support for education in a community. They may be able to help with programs and pay hire students in the future.

Engagement over the next few years, so please focus on that. If your top priority group is just part of the list I need, going to add you which one you think the school district should focus on based as it needs to improve its Community Engagement? What would be your second-highest priority audience for the district? And then by what would be your third-highest priority audience for the district? Any responses using a 3-point weighted scale, with 1 being the lowest priority audience and 3 being the highest priority audience. Each question (22, 23, 24, 25) had a follow-up asking for suggestions to improve the district's engagement with the audience the respondent selected. Because the plans (first, second or third) of the respondent are not ranked, the responses for each audience are displayed as percentages of total responses.

**Audience: Area churches**

Response	Number
Partner with them to offer valuable volunteer opportunities to students	38
Teach the importance of moral values	26
Use as space meeting places for patron input	22
Other (see below)	19
Work with them on day care programs	15
Don't know	10

Verbatim "other" comments

We need the Lord. A lot of kids today do not even know who the Lord is.

Churches might appreciate kids helping with lawn mowing or other volunteer work.

All you would have to do is ask if they have volunteers to help send and stuff. The churches would love to help a day care or a youth group or something.

Expertise on God and the history of the church and different religions. Kids need that again.

A priest, pastor, etc. could be a good buffer between troubled students and their problems.

We have turned away from God and that needs to change.

So many churches would like to be helpful to schools. They would not try to teach their religion.

Add more church events.

Having church leaders reach out to students who attend the church.

Show more interest and appreciation of the children's views of religion.

The kids need church back in the schools.

They could relate better to the growing Hispanic community.

Better lines of communication.

Because they are a growing community.

Communication with them.

To see how we could help their children that go to school.

A good Hispanic program was cut. It used to send home worksheets to help parents learn English. Reinstiate it.

Get the parents and teachers more involved with each other – communication.

**Audience: Parents of graduated students**

Response	Number
Provide input on how the district helped their student	41
Provide input on barriers their student had to overcome	38
Provide input on the best way to communicate with current parents, based on their experiences	33
Other (see below)	26
Don't know	18

**Verbatim "other" comments**

Let parents know how schools have changed since their children were in school.

Character-building in the children – hold them accountable.

One way to understand what parents think about the district is to talk with those that have experience with it.

Sometimes the school district forgets parents of graduates. They are still taxpayers. Do not neglect to include them.

Allow a forum for them to communicate with other patrons.

If you could get local businessmen that were alumni, that would provide a wealth of information.

They would be a good source for volunteer work.

More newsletters, more parent involvement in after-school academics.

Fresh ideas from someone having been there are invaluable.

They have experience with the district and since they have to leave the area to go to college, they can bring in new ideas.

Ask them that.

Alumni should be kept in the loop. Keep them on meeting invites. They may be good volunteers in the classroom.

38. Are there any other priority audiences that you think the district should focus on that you haven't yet mentioned? The verbatim comments of all 39 respondents who answered. \*Yes are displayed below.

Veterans – Their life experiences would be valuable. They could also teach the importance of respect and authority.

Current parents – It would be good to have a forum where past parents could speak with current parents.

Military – Having the military get involved would give students more of a perspective of the job opportunities they could provide, outside of combat, of course.

Use them all – The more different types of audiences available the better.

Parents of current students – Have more open houses for parents of current students.

Homeless – Let the students help or volunteer with them, so they know what it is like.

Seasonal people and second-home people.

Chamber of Commerce, Lake-area residents.

Invite civic groups, like Rotary and Kiwanis. They do cultural exchange projects.

They would be a good resource for teacher evaluations.

Previous experience is always helpful.

Parents of graduates oftentimes know how the politics work in the district and how to best get things done.

Provide them with more opportunities to stay involved with the school district. May be with volunteering in the classrooms, sports and athletics, or field trips.

Realize that the parents have already been through it. Can have quarterly or semi-annually meetings with them. Understand what that group of people thought, after it was all over; listen to their suggestions for change.

They would be good volunteers.

Graduates themselves.

To put on events that will draw the community together.

Good as is.

They are the best to discuss what is good or not.

We went through it all.

I think they carry weight and should be listened to by both students and staff.

I think they've done a very good job over the last few years.

Pretty much the same as the seniors – to keep them informed about what is going on.

Open the lines of communication.

I think there should be a group of people they talk to – get their ideas after they graduate.

They have been through it, so they can offer pros and cons of what they experienced.

I would love to see this group more involved. They would be good fundraising sources.

They have been there.

They have experience in the district.

Congressmen.

Parents of current students.

Parents' involvement.

Veterans.

Student groups.

The students themselves.

Recent graduates.

Seek the opinions of alumni.

The kids themselves, because they are there and can give good input on what is isn't working for them.

The teachers' perspective would be very helpful.

If you have kids that went there, you will have first-hand experience with what is good and bad for your future generations possibly attending.

I don't know. Just get them more involved with the everyday going on at the schools.

**Audience: Alumni**

Response	Number
Have them share personal experiences/successes/failures	71
Use their credibility to motivate current students	42
Have them lead/help with fundraising events	29
Provide pep talks to students	17
Other (see below)	15
Don't know	11

**Verbatim "other" comments**

When alumni know about what is going on, they would be more willing to help financially and otherwise to keep that schools good.

An alumni committee might be invited to form and come up with projects for mutual engagement of schools.

Should track students who go on to college. Those who are back home could come back and guest speak about options for careers.

I am still in touch with my school. Alumni could raise money for scholarships or for equipment.

Who would know better than them about changes that do or don't need to be made?

Let them be more active in events, not just sports.

They could give you good insight into what the students are thinking.

I think they could relate to the students and even young teachers well.

**Finding 6: There was strong agreement among the participants on three separate statements regarding the direction and status of the Camdenston School District. A slight majority also said that they thought that the Strategic Plan should include a separate section on the subject of Finance.**

The survey began to draw to a close with a series of overall questions about the district, followed by one specifically on the need for a separate part of the Strategic Plan just on the topic of Finance.

The general questions about the district produced very strong support. In terms of the combined "Strongly agree/Agree" percentages, the results were as follows:

- I think the Camdenston School District is moving in the right direction – 89%
- It is important to me that the Camdenston School District be seen as one of the best in Missouri in the near future – 87%
- I think the Camdenston School District is one of the best in the region – 86%

Not surprisingly, considering the high percentages, these results carried through to the extrapolations.

This section closed with a statement about whether the Strategic Plan should have a section specifically for Finance. The support for this idea was not nearly as strong (53% combined "Strongly agree/Agree"). However, those who supported this idea had some very tangible concepts to be considered, such as keeping technology updated (prioritized), paying in the Plan that funds would be available to do so) and providing good teacher's salaries, among other suggestions.

Thinking now about the school district as a whole, please tell me whether you strongly agree, agree, neither agree nor disagree, disagree or strongly disagree with the following statements. Questions 39 through 47 were omitted, but questions 42 and 43 were not, because they dealt with the same subject.

39. I think the Camdenston School District is moving in the right direction.

Response	Percentage
Strongly agree	21%
Agree	46%
Neither agree nor disagree	9%
Disagree	2%
Strongly disagree	0%
Don't know (not read)	22%

40. I think the Camdenston School District is one of the best in the region.

Response	Percentage
Strongly agree	27%
Agree	59%
Neither agree nor disagree	1%
Disagree	10%
Strongly disagree	2%
Don't know (not read)	1%

41. It is important to me that the Camdenston School District be seen as one of the best in Missouri in the near future.

Response	Percentage
Strongly agree	19%
Agree	51%
Neither agree nor disagree	8%
Disagree	3%
Strongly disagree	2%
Don't know (not read)	16%

42. I think that the Strategic Plan for the Camdenston School District should have a separate section just on Finance.

Response	Percentage
Strongly agree	18%
Agree	34%
Neither agree nor disagree	24%
Disagree	15%
Strongly disagree	3%
Don't know (not read)	9%

43. What do you think the priorities should be for the Finance section of the district's Strategic Plan? Asked only of the 206 respondents who answered question 42 either "Strongly agree" or "Agree." Percentages are of the 206 who responded.

Response	Percentage
Make certain that expenditure is properly managed money	24%
Keep up technology updated	22%
Providing good teachers' salaries	17%
Other (see below)	15%
Focus on academics over athletics	14%
Don't know	7%

**Verbatim "other" comments**

Probably, be sure we keep our music program going.

The citizens should be allowed opinions on where the finances should go, but then an expert in finance should take that and make the final decisions.

They should have a committee. School Board members, business leaders, parents – diversity is important.

Do things like this survey or something to find out what we consider important for our money.

Finance is an integral part of any strategy.

What they are spending money on and make sure those things help the kids.

Plans must include how to pay for projects.

Set the money in a trust. Should have a vote for where the money is spent.

Not to spend money that they don't have.

Try to keep things in balance – intake and expenditures.

Have sufficient dollars. Do not waste our dollars, as we do not like to see that. We must be informed of the budget and how money is spent.

I think it's important that it is better learned how the money is being used.

Education, athletics and arts.

Stop taking money from the teachers and giving it to other places, like athletics.

Focusing on education.

I guess keeping the facilities up to date with technology.

See soon oversight, like to see where the money is being spent.

Money on tech and how it's being improved.

Consider the district's schools equally.

More money on curriculum.

Security, weather safety and technology.

Increase taxes on us to help out with what the school kids need.

Teach them how to better handle money.

More money should go to education and less to football. Sports are important, but not as much as education.

Tighter control on what is going on – a person stole \$12,500 in a course of four years from the lunchroom.

Value some of their teachers that have been there a long time, so they don't leave for better pay.

Should see where any money goes and spend it wisely.

I think teachers need to be paid more for one and we should cater to every child's needs; we should have plenty of educator supplies available.

Distribute funds more equally throughout all areas, both scholastically and extracurricular.

Accept voter opinions.

Most money should not go to the sports. Needs to be watched better.

Finances should be more for the teachers' salaries.

Response	Percentage
The school district's website	37%
Individual school newsletters	34%
School Reach telephone messaging system	32%
The Lake Side Star newspaper	29%
School principals in Camdenton R-3	25%
Social networking sites, like Facebook and Twitter	23%
The Lake Leader newspaper	23%
The Focus newspaper	21%
The Parent Teacher Organization, also known as the PTO	17%
Key Camdenton area newsletter	14%
The Reporter-Newsleader	5%

Summary

The primary purpose of the May 2015 survey of Camdenton R-III patrons was to seek input on the updating of the district's Strategic Plan. However, so much more was learned beyond this objective.

Specifically:

- Typical patrons seem to be generally satisfied with the school district's performance.
- They believe they have enough information to offer an opinion about nearly every aspect of the school district and its performance, and they state that they consult a wide variety of potential news sources to stay up to date.
- When asked for their ideas about what should be a priority as the district works on its Strategic Plan update, they offered few of their own suggestions. This would seem to reaffirm that they are mostly satisfied, because they can't readily identify areas for the Strategic Plan that the district should focus on (and, therefore, are currently deficient in).
- When presented with three distinct lists of potential Strategic Plan priorities, they focused on practical ideas – adding safe rooms, expanding life skills coursework – and they believe that the district should ramp up its efforts to engage alumni and local businesses in the life of the district.

Taken together, these findings would also reaffirm that the trust in the district and its leadership continues to grow. As in any school district, Camdenton R-III was not without its critics. Yet, the typical resident's level of satisfaction and interest in the district – combined with a lack of ideas for the Strategic Plan, beyond those provided by the district in this survey – suggests quite strongly that average citizens do not see glaring deficiencies.

This is good news for the district and for the Strategic Plan process. It means that the general view is that the district is headed in the right direction, and that the next steps in the targeted Strategic Plan areas should focus on common sense growth areas, rather than a dramatic change of direction.

Cross-tabulation: Combined "Strongly Agree/Agree" percentage for each statement by age, length of time living in the district, and the presence of a current district student, past district student or no district student ever in the household. Note: "n" represents the number of respondents in each group, and "age" will not sum with "overall" age, because two respondents refused to answer this question.

Statement	18 to 24 (n=50)	25 to 34 (n=48)	35 to 44 (n=46)	45 to 54 (n=43)	55 to 64 (n=41)	65 to 74 (n=38)	75 to 84 (n=35)	85 to 94 (n=32)	95 to 104 (n=29)	105 to 114 (n=26)	115 to 124 (n=23)	125 to 134 (n=20)	135 to 144 (n=17)	145 to 154 (n=14)	155 to 164 (n=11)	165 to 174 (n=8)	175 to 184 (n=5)	185 to 194 (n=2)	205 to 214 (n=0)
I am satisfied with the way the Camdenton School District is run.	87%	89%	91%	89%	87%	85%	83%	81%	79%	77%	75%	73%	71%	69%	67%	65%	63%	61%	59%
The School Board, either in person, or when a member of the Board is quoted in the news media.	87%	89%	91%	89%	87%	85%	83%	81%	79%	77%	75%	73%	71%	69%	67%	65%	63%	61%	59%
Other district employees, such as maintenance, food service, bus drivers and building secretaries.	87%	89%	91%	89%	87%	85%	83%	81%	79%	77%	75%	73%	71%	69%	67%	65%	63%	61%	59%

63

66

69



Demographics

The survey closed with demographic questions that allowed the results to be divided by key audience segments, in addition to the location of the residence.

The highlights from these questions were:

- The participant group leaned toward long-term residents, with 58% having lived in the district more than 15 years.
- 63% of the respondents were between the ages of 25 and 54.
- There were 125 current student families, 124 past student families and 151 "never" student families.

My last few questions will help us divide our interviews into groups.

45. How long have you, yourself, lived within the boundaries of Camdenton R-3? Is it... Choices were read to respondents.

Response	Percentage
Less than 2 years	3%
2 years to 4 years	6%
More than 5 years to 10 years	17%
More than 10 years to 15 years	14%
More than 15 years	46%
I've lived here all my life	13%

46. In what age group are you? Is it... Choices were read to respondents.

Response	Percentage
18 to 24	3%
25 to 34	10%
35 to 44	21%
45 to 54	23%
55 to 64	20%
65 or older	13%
Refused (not read)	1%

67

Finding 7: Interest in the district is high, as 13 different potential sources of district news (aside from weather-related school closing information) are consulted "frequently" for such information by at least 25% of the survey participants.

The final substantive section of the research presented respondents with a list of 10 potential sources of district news and asked them to identify which ones they consult "frequently" for information beyond news about weather-related school closings.

Thirteen of the 10 sources were identified as such by at least 25% of the respondents, suggesting a strong community with a very active interest in district news.

At the top of this list were the following:

- "Friends and neighbors" – 73%
- The quarterly printed newsletter from the school district that's called, *The Lake Leader* – 71%
- Teachers in Camdenton R-3 – 63%
- The Lake Sun Leader* newspaper – 62%

44. And finally, I'm wondering where you turn for information about the Camdenton R-3 School District, besides news about weather-related school closings. I'm going to read a short list of people and places where you might turn for district news. If you consult this source frequently, say, "yes." If you consult it only every so often, or you don't consult it at all for district news, say, "no." Let's start with... Choices were read.

Response	Percentage
Friends and neighbors	73%
The quarterly printed newsletter from the school district that's called, <i>The Lake Leader</i>	71%
Teachers in Camdenton R-3	63%
<i>The Lake Sun Leader</i> newspaper	62%
Local radio stations	49%
The district's administration, either in person, or when a member of administration is quoted in the news media	48%
The School Board, either in person, or when a member of the Board is quoted in the news media	42%
Other district employees, such as maintenance, food service, bus drivers and building secretaries	40%

65

68

47. Do you have any children or grandchildren who attend school in the Camdenton R-3 School District right now? Numbers, rather than percentages, displayed below.

Response	Number
Yes, children	123
Yes, children and grandchildren	2
Yes, grandchildren	89
No	186

48. Do you have any children or grandchildren who previously were students in the district, but who have graduated? Asked only of the 275 respondents who answered question 47 either "yes, grandchildren," or "no." Numbers, rather than percentages, displayed.

Response	Number
Yes, children	94
Yes, children and grandchildren	30
Yes, grandchildren	19
No	152

49. RECORD GENDER

Response	Percentage
Female	58%
Male	42%



Rhonda Franken, RN, BSN  
Health Services Coordinator  
PO Box 1409, Camden, MO 65020  
573-317-3469, Fax 573-346-9238

Camden R-III School District

Health Services Board Report  
July 13, 2015

1. STUDENT HEALTH SERVICES:

a. **Clinic Log Visits for 2014-15 School Year (174 days):** The following table represents the logged student visits to the health room in each school. This does not include employee visits, screening visits, or other visits that may have not been logged as a clinic visit.

SCHOOL	VISITS	AVERAGE DAILY VISITS
Hurricane Deck Elementary	2,491	14.3
Osage Beach Elementary	5,704	32.8
Dogwood Elementary	11,382	65.4
Hawthorn Elementary	9,404	54.0
Oak Ridge Intermediate	8,177	47.0
Middle School	6,553	37.7
High School	4,274	24.6
<b>DISTRICT TOTAL</b>	<b>47,985</b>	<b>275.8</b>

b. **Immunization Compliance:** Our nurses work diligently at obtaining immunization compliance of all our students in accordance with state laws. See attached annual Summary Report of Immunization Status which was submitted to Missouri Department of Health and Senior Services.

c. **Student Diabetic Club:** Amy Rabenold, RN and Tammie Lawson, RN facilitated this club. The Diabetic club met 3 times throughout the year and the group focused on creating relationships between students, diabetes education, current trends, and resources for diabetic students. With the resignation of Nurse Amy, Nurse Tammie plans to continue to facilitate the club with the assistance of myself and Amy Cole, RN.

d. **Miles for Smiles Program:** The Health Services team has continued to promote this program which gives our students access to affordable and convenient dental care. The mobile dental unit visited each of our schools twice during the school year. The following table represents the amount of service that was provided:

SCHOOL	VISITS	SERVICE VALUE
Hurricane Deck Elementary	16	\$3,061.00
Osage Beach Elementary	11	Amount: unavailable
Dogwood Elementary	151	\$27,109.00
Hawthorn Elementary	156	\$29,289.00
Oak Ridge Intermediate	65	\$15,338.00
Middle School	43	\$10,578.00
High School	72	\$13,974.00
<b>TOTALS</b>	<b>514</b>	<b>\$99,349.00</b>

e. **Screenings:**

- Vision, Hearing, Scoliosis, Dental and Body Mass Index screenings were completed and referrals made if indicated.

f. **Student CPR/First Aid:** Kim Lapeyre, RN has continued to offer CPR and First Aids classes to our students. The following table represents the students who took the courses.

CLASS	CPR	FIRST AID	BLS	HEARTSAVER
Robotics	14	3		
LCTC			45	55

2. EMPLOYEE HEALTH SERVICES:

a. **Annual Employee Flu Shot Clinic:** In collaboration with the Camden County Health Department, 263 staff members and/or family members received the influenza vaccine.

b. **Annual Employee Wellness Clinic:** 240 staff members and/or family members participated in our wellness clinic on May 27, 2015. Attendance was increased from years past. The following services were provided at NO COST to our insured employees and at a reduced service fee for employees who are not insured by the school district:

- Labs: Blood Chemistry, Complete Blood Count, Hemoglobin A1C, Thyroid Stimulating Hormone, Prostate Specific Antigen
- Blood Pressure Screening
- Fingertick Blood Sugar
- Vision/Glaucoma Screening
- Pulmonary Function Test
- Dietician Consulting
- Body Analysis Screening
- Take home kit for Colon Cancer Screening

c. **Exercise Classes:** Ingrid Davis continued to offer exercise classes twice a week to employees.

d. **Health Clinic Services:** The nursing staff has open door policy in their clinic where we provide services to our staff such as, blood pressure monitoring, body analysis, weight, blood sugar monitoring, and assessment if illness is suspected.

e. **Workman's Compensation Evaluation:** The nursing staff provides initial evaluation and treatment to those employees who have been hurt on the job.

f. **CPR/First Aid Training for Staff:** Kim Lapeyre, RN continued CPR/First Aid Training for our staff. The School District currently has 92 employees with CPR certification and 37 employees with First Aid certification.

g. **High School AED (Automated External Defibrillator):** Due to the size of the building and location of the current AED outside of the gymnasium, it was determined that a second AED was needed to provide adequate AED coverage for the second floor of the Academic wing. The Health Services Department was able to purchase this additional AED for the High School.

3. COMMUNITY COLLABORATION:

a. **Lamb House:** The Lamb house provides a free pair of athletic shoes per year to students in need

b. **Child Advocacy:** Child Advocacy assists our students in a variety of ways.

c. **Lions Club:** The Lions Club assists our students with eye exams and prescription glasses.

d. **Lake of the Ozarks Idiots Club:** This club provides various items to our students in need. They provide clothing, shoes, gas cards, automotive repairs, etc.

e. **Lake Ozark Daybreak Rotary:** Provides an annual monetary donation used to purchase extra clothing for our health rooms.

f. **Laclede Cooperative:** This organization provides a variety of toiletries and personal care items which can be ordered monthly. They also provide coats, jackets, sweatpants, gloves and hats.

g. **State Fair Community College (SFCC):** Collaborated with SFCC by providing pediatric clinical experience for their nursing students in our Dogwood Elementary and Osage Beach Elementary Schools.

h. **Columbia College (CC):** Collaborated with CC by providing pediatric clinical experience for their nursing students in the Nursing office during summer school.

i. **Lake Regional Health System (LRHS):** LRHS provided the services offered at our Employee Wellness Clinic.

4. PROFESSIONAL DEVELOPMENT/CONTINUING EDUCATION: The nurses in our District are committed to continuing education in order to provide the best practice in our health rooms as indicated by the following courses attended:

a. **School Nurse Survival Conference (July 2014):** Attended by Nancy Dickerson, RN, Tammie Lawson, RN, Amy Rabenold, RN, and Susan Neal, RN

b. **Missouri Association of School Nurses School Nurse Orient, Renew, and Review (SNORR) conference (September 2014):** Attended by Rhonda Franken, RN

c. **Missouri Coordinated School Health Conference (December 2014):** Attended by Kim Saab, RN and Rhonda Franken, RN

d. **Youth Mental Health First Aid Course (2015):** 3 year certification obtained by Nancy Dickerson, RN and Rhonda Franken, RN

e. **Missouri Association of School Nurses Spring Conference (April 2015):** Attended by Tammie Lawson, RN and Susan Neal, RN

f. **CPR Instructor Course (April 2015):** Recertification obtained by Kim Lapeyre, RN

g. **Basic Life Support (BLS):** All of the nurses in the District are currently BLS certified.

5. PLANS FOR 2015-2016 SCHOOL YEAR:

a. **Thrive Kids Program:** I have initiated discussion with LRHS and Sherry Comer regarding an afterschool program that is going to be offered by LRHS called Thrive Kids. It is a program that will be offered at Oak Ridge Intermediate and Hurricane Deck Elementary. The program educates students and parents about activity and nutrition in order to stay healthy. The plan is to pilot the program in these schools this year and potentially expand thereafter.

b. **School Health Advisory Council (SHAC):** The council met 3 times last year and the topic of interest was the possibility of conducting the CDC's School Health Index (SHI). The SHI is a self-assessment and planning tool that will allow the School District to identify our school health needs and develop action plans for improvement. The SHI addresses each of the 8 components of Coordinated School Health which include the following:

- Health Education
- Physical Education
- Health Services
- Nutrition Services
- Counseling, Psychological, & Social Services
- Healthy School Environment
- Health Promotion for Staff
- Family/Community Involvement

The SHAC invited representatives from Missouri Department of Health and Senior Services (MODHSS) to give presentation about the SHI. The SHAC decided feedback was needed from other schools who have conducted the assessment to determine if the data collected was valuable to their schools. 5 out of the 5 Missouri Schools who were contacted, had positive feedback and would recommend the assessment. The SHAC has decided to proceed with the SHI if feasible next year.

**c. Back to School Health/Safety Fair at Hurricane Deck Elementary:**

This event is scheduled for Friday, August 7, 2015 from 1:00-5:00pm at Hurricane Deck Elementary in the Art and Music Rooms. Multiple Community Organizations and Vendors will present to encourage the students and families to be healthy and safe this school year.

**d. Continue all the Services that the Nurses currently provide to students and employees.**

**6. HEALTH SERVICES STAFF FOR 2015-2016 SCHOOL YEAR:**

**a. Full Time Staff:**

- Rhonda Franken, RN, Health Services Coordinator
- Amy Cole, RN, Hawthorn Clinic
- Nancy Dickerson, RN, Middle School Clinic
- Kim Lapeyre, RN, Dogwood Clinic
- Tammie Lawson, RN, Oakridge Clinic
- Shelli Maher, RN, High School Clinic
- Meagan Hardwick, RN, Hurricane Deck Clinic
- Kimberly Saab, RN, Osage Beach Clinic
- Sharon Sweat, LPN, Dogwood Clinic

**b. Substitute Nurses:**

- Rosemary Chance, LPN
- Annette Petersen, LPN
- Trisha Murphy, RN
- Karen Harris, RN
- Amy Rabenold, RN
- Heather Schnebly, LPN
- Apryl Welch, RN

Respectfully Submitted,

Rhonda Franken, RN, BSN  
Health Services Coordinator  
Camdenton R-III School District

Attachment: MODHHS Immunization Status Reports 2014-2015

MISSOURI DEPARTMENT OF HEALTH AND SENIOR SERVICES  
 2014-2015 SUMMARY REPORT OF IMMUNIZATION STATUS OF  
 MISSOURI PUBLIC, PRIVATE AND PAROCHIAL SCHOOL CHILDREN

By OCTOBER 15, 2014 this completed CD-31 form must be submitted online or forwarded to: Missouri Department of Health and Senior Services Bureau of Immunization Assessment & Assistance, P.O. BOX 370, Jefferson City, MO 64102-0370 (731) 751-6124 toll free 1-866-628-8891  
 If School Name or Address has changed, email changes to SchoolImmunizationReports@dhhs.mo.gov or call (572) 751-6124

Candidate R III (0145-0020) - 015002 CAMDEN  
 119 Service Road  
 P.O. Box 1409  
 Camden, MO 65401-1409  
 Date: 10/14/2014

Approved By\* (Superintendent or School Administrator) \_\_\_\_\_

Prepared By: Rhonda Frenlon, RN

CLASS LEVEL	2014-2015												
	K	1	2	3	4	5	6	7	8	9	10	11	12
<b>STANDARD/DAD</b>	104	562	541	512	511	500	518	540	519	510	526	500	525
<b>STANDARD/DAD</b>	104	562	541	512	511	500	518	540	519	510	526	500	525
Students Fully Immunized	222	289	282	285	290	292	273	242	272	259	277	277	277
Students in Progress	7	4	1	1	1	1	1	1	1	1	1	1	1
Students with medical exemption	1	1	1	1	1	1	1	1	1	1	1	1	1
Students with religious exemption	1	1	1	1	1	1	1	1	1	1	1	1	1
Students Noncompliant with Immunization records	1	1	1	1	1	1	1	1	1	1	1	1	1
Students Noncompliant without Immunization records	1	1	1	1	1	1	1	1	1	1	1	1	1
<b>FIELD</b>	1	1	1	1	1	1	1	1	1	1	1	1	1
Students Fully Immunized	222	289	282	285	290	292	273	242	272	259	277	277	277
Students in Progress	7	4	1	1	1	1	1	1	1	1	1	1	1
Students with medical exemption	1	1	1	1	1	1	1	1	1	1	1	1	1
Students with religious exemption	1	1	1	1	1	1	1	1	1	1	1	1	1
Students Noncompliant with Immunization records	1	1	1	1	1	1	1	1	1	1	1	1	1
Students Noncompliant without Immunization records	1	1	1	1	1	1	1	1	1	1	1	1	1
<b>MUR, MEXASER, MIMARS, MUBELLA</b>	1	1	1	1	1	1	1	1	1	1	1	1	1
Students Fully Immunized	222	289	282	285	290	292	273	242	272	259	277	277	277
Students in Progress	7	4	1	1	1	1	1	1	1	1	1	1	1
Students with medical exemption	1	1	1	1	1	1	1	1	1	1	1	1	1
Students with religious exemption	1	1	1	1	1	1	1	1	1	1	1	1	1
Students Noncompliant with Immunization records	1	1	1	1	1	1	1	1	1	1	1	1	1
Students Noncompliant without Immunization records	1	1	1	1	1	1	1	1	1	1	1	1	1
<b>RECAPITULATED</b>	1	1	1	1	1	1	1	1	1	1	1	1	1
Students Fully Immunized	222	289	282	285	290	292	273	242	272	259	277	277	277
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Students with religious exemption	1	1	1	1	1	1	1	1	1	1	1	1	1
Students Noncompliant with Immunization records	1	1	1	1	1	1	1	1	1	1	1	1	1
Students Noncompliant without Immunization records	1	1	1	1	1	1	1	1	1	1	1	1	1
<b>VARICELLA</b>	1	1	1	1	1	1	1	1	1	1	1	1	1
Students Fully Immunized	222	289	282	285	290	292	273	242	272	259	277	277	277
Students in Progress	7	4	1	1	1	1	1	1	1	1	1	1	1
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Students with religious exemption	1	1	1	1	1	1	1	1	1	1	1	1	1
Students Noncompliant with Immunization records	1	1	1	1	1	1	1	1	1	1	1	1	1
Students Noncompliant without Immunization records	1	1	1	1	1	1	1	1	1	1	1	1	1

VARICELLA

Students Fully Immunized  
 Students in Progress  
 Students with medical exemption  
 Students with religious exemption  
 Students Noncompliant with Immunization records  
 Students Noncompliant without Immunization records

CLASS LEVEL	K	1	2	3	4	5	6	7	8	9	10	11	12
<b>STANDARD/DAD</b>	104	562	541	512	511	500	518	540	519	510	526	500	525
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Students Noncompliant with Immunization records	1	1	1	1	1	1	1	1	1	1	1	1	1
Students Noncompliant without Immunization records	1	1	1	1	1	1	1	1	1	1	1	1	1

Entry: 01/02/2014 9:29:46 AM ONLINE Last Changed: Submitted: N

\* DENOTES NEED TO COMPLETE THE REPORT OF STUDENTS IN NON-COMPLIANCE WITH MISSOURI SCHOOL IMMUNIZATION LAW (SMOIP-13)



MISSOURI DEPARTMENT OF HEALTH AND SENIOR SERVICES  
**2015-2016 CHILD CARE/PRESCHOOL IMMUNIZATION STATUS REPORT**

By January 15, 2016, this completed IMM-P-32 form must be forwarded to:  
 Missouri Department of Health and Senior Services  
 Bureau of Immunization Assessment & Assurance  
 P.O. Box 670  
 Jefferson City, MO 65102-0670  
 (573) 751-8124 toll free 1-800-210-3224  
 Fax: (573) 628-0238

Facility Name: **Camdenton R-III School District**  
 Address: **PO Box 1408** Address2:  
 City: **Camdenton** State: **MO** Zip: **65020**

Mailing Address Correct:  Yes  No  
 (if no, please make corrections on the label to the right)  
 County: **Camden** DVN: **015002**  
 Phone: **573-317-3469** Email Address: **rfranken@camdentonschools.org**

If 10 or more preschool age children (birth to school entry) are enrolled, complete entire report and return by January 15, 2016.  
 If less than 10 preschool age children (birth to school entry) are enrolled, check box and return report by January 15, 2016.

	PRESCHOOL AGE GROUPS				Total Kindergarten entry
	0-24 months	25-36 months	37-48 months	49-60 months	
<b>TOTAL</b>	0	0	0	0	178
<b>DIPHTHERIA</b>					
Children fully immunized					170
Children in progress					1
Children with medical exemption	not applicable				1
Children with parental exemption					2
Children in noncompliance with immunization record					4
Children in noncompliance without immunization record					0
<b>POLIO</b>					
Children fully immunized					175
Children in progress					1
Children with medical exemption	not applicable				0
Children with parental exemption					2
Children in noncompliance with immunization record					0
Children in noncompliance without immunization record					0
<b>HIB</b>					
Children fully immunized					165
Children in progress					1
Children with medical exemption	not applicable				0
Children with parental exemption					2
Children in noncompliance with immunization record					10
Children in noncompliance without immunization record					0
<b>HEPATITIS B</b>					
Children fully immunized					174
Children in progress					0
Children with medical exemption					0
Children with parental exemption					3
Children in noncompliance with immunization record					4
Children in noncompliance without immunization record					0
<b>PERUSSIA (Pneumococcal)</b>					
Children fully immunized					170
Children in progress					1
Children with medical exemption	not applicable				0
Children with parental exemption					2
Children in noncompliance with immunization record					5
Children in noncompliance without immunization record					0
<b>MMR (Measles, Mumps, Rubella)</b>					
Children fully immunized					175
Children with medical exemption	not applicable				0
Children with parental exemption					3
Children in noncompliance with immunization record					0
Children in noncompliance without immunization record					0
<b>VARICELLA</b>					
Children fully immunized					174
Children with proof of disease					0
Children with medical exemption	not applicable				0
Children with parental exemption					4
Children in noncompliance with immunization record					0
Children in noncompliance without immunization record					0

Prepared by: **Rhonda Franken, RN, BSN** Title: **Health Services Coordinator** Date: **1/9/15**

## Volunteer Services Community Relations

### Board Report 2015

#### Community Relations

##### Annually:

District Profile - This booklet contains information per building and also stats of the district. The profiles main purpose is to showcase our district and used as a tool by administrators when they attend college recruitment fairs. It is also available on the website to give parents and community members a quick glance of our entire district. Updated annually

Fall and Winter/Spring Sports Guides - This is a collaborative effort between coaches and the community relations department highlighting not only student academics, but also athletics.

Pictorial Directory - Many hours are spent creating this directory. What a great way to put a face with a name in a district of our size.

Maintain the volunteer website - This site shows all the ways volunteers and teachers work together using volunteer services.

Alumni Facebook page - We have had fun highlighting alumni staff throughout the year and would like to see this Facebook page grow as the Foundation outlines it's areas of growth.

Reaching our community through Media - We send almost daily press releases to various media outlets in our community. Typically that includes five different local papers plus radio and TV stations when asked.

Events chair for the Foundation Elegant Evening

Lake Area Food Bank Advisory Council member and in September will take over as council President.

##### Quarterly:

The Laker Letter has been a popular way to communicate school news in the community. Four letters are created and mailed each school year.

First quarter newsletter - 8 pages, mailed to 19,558 residents in October, and also available on the district website

Second quarter newsletter - 8 pages, mailed to 19,635 residents in January, and also on the district website

Third quarter newsletter - 8 pages, mailed to 19,635 residents in March, and also on the district website.

Fourth quarter newsletter - 16 pages, graduation issue, full color and mailed to nearly 20,000 residents in June, and also on district website.

Community relations provides the printed program for the TOY and EOY banquet

Kiwanis Club of Camdenton's Terrific Kids Program - The club reached 224 students this past school year. Certificates are printed for each student awarded and presentations are made at Oak Ridge and Hurricane Deck school.

Looking Good Program - Local non-profit groups donate over \$2,500 which supports our teachers and nursing department with hygiene and clothing items. Daybreak Rotary just announced we will be receiving another 2,000 gift in August and Harper Chapel and Kiwanis are also going to support the program as well.

#### Volunteers in Public Schools

Parents letter are sent to all parents throughout the year. Press releases are also circulated and oftentimes I present a program to organizations in hopes to recruit new volunteers

The program held a volunteer orientation in October at Hawthorn for additional training and to better inform volunteers of the districts vision for the school year.

The volunteer program is proud of the 250+ volunteers who assisted in some way this school year. Out of the 250 volunteers, 30 volunteers reached the 100 or more hour mark for the very first time. Sixty-three returning volunteers continued to give over 100 hours of services. Twenty volunteers were nominated to receive the Volunteer of the Year award. Over two hundred volunteers, staff members, and guests attended the annual dinner. *I especially want to thank the school board members who attended and assisted with this special evening.*

##### Special Programs:

OARS - Outstanding Adults Reading with Students, Oak Ridge Intermediate - 80 students in the interventions program was involved in this quarterly program. Each student was paired with an adult partner

Buddy Packs - 20,000 packs were sent home this past year. The number of Schools Served - (7) Dogwood, Hawthorn, Oak Ridge, Hurricane Deck, Osage Beach, Macks Creek and Climax Springs. We also served Middle School and High School students when asked.

Dogwood Elementary started the Bikes for Books program. This was very exciting for our school. When my assistant, Andrea Rhoades, saw the request come for community support she did a little research and was instrumental in getting community support for our students.

*I could go on and on and tell you about the many more great things that happen each day in our district due to community support. I can't say enough about the teachers who are just phenomenal using the great resource of our department. We try each day to touch the classroom, touch the community, and in our small way help us all grow as Lakers. It is always a great day in Laker Nation. Please feel free to visit our website. We try hard to put our touches out there for all to see.*

Joi





## Annual Food Service Report

June 22, 2015

### 2014-2015 School Year Highlights:

- The Food Service Department, along with in building support, implemented the new Smart Snack regulations mandated by USDA for the 2014-15 school year. The regulations required a la-carte, vending machines and school fundraisers to meet specific nutritional standards.
- Annual Student Meals Served:
  - Lunch Total = 501,764
    - Free = 285,843
    - Reduced = 44,820
    - Paid = 171,101
  - Breakfast Total = 221,560
    - Free = 151,657
    - Reduced = 19,661
    - Paid = 50,242
  - Afterschool Snacks Total = 25,852
  - Supper Total = 10,047
- Breakfast & Lunch Participation Rates
  - Lunch = 75%; Up 1% from 13-14 SY
  - Breakfast = 46%; Up 14% from 13-14 SY
- 66% of Lunches served were to free or reduced price students.
- 77% of Breakfasts served were to free or reduced price students.
- 58% of our student population qualifies for free or reduced price benefits.
- The food service department will continue to offer breakfast in the classroom at Hurricane Deck Elementary and Osage Beach Elementary no cost to the students. We will also begin implementation at Dogwood Elementary at the start of the 15-16 SY.
- 22 food service employees maintained their level 1 certification through the National School Nutrition Association. Two food service employees achieved level 2 certification. The Food Service Department continues to provide a stipend for those receiving and maintaining certification.
- Each site had 2 Health Inspections. Those sites feeding summer school had 3 inspections. All inspections had positive remarks. Any sited items have been addressed and corrected.
- The department continues to use social media to promote our meal programs. A Facebook page (Camdenton Schools Food & Nutrition) was created to share with the community the great things we are doing in food service.
- Camden Co. University Extension along with the Project PASS planted student gardens at Oak Ridge and Hurricane Deck. Vegetables from the gardens were use in our meals programs. The

PASS students enjoyed seeing the produce they had grown offered to all the students and staff on the serving line. It was a great Nutrition Education opportunity! Extension plans to start gardens at Hawthorn.

- The Food Service Department offered the supper program to students participating in Project Pass. All kitchens were open for service afterschool except for Middle School. Those students walked over to Dogwood to receive their meal. A program review was conducted by the Dept. of Health and Senior Services. No violations were found. We will continue to work with Project PASS and explore options to expand this program to the students at LCTC. We will also look to open it to any student in any afterschool program.
- Oak Ridge Intermediate and Dogwood Elementary each received a \$200.00 stipend from the Department of Health and Senior Services for implementing a Rainbow Day Event. The event encouraged colorful eating by having students select at least three different colors of fruits and vegetables from the salad bar. This was a very successful and fun event! We plan to offer it again next school in all buildings.

### Recommendation

Recommend increasing meal prices 5 cents (\$1.95) on paid elementary student lunches to comply with The Healthy Hunger-Free Kids Act of 2010 Paid Lunch Equity requirements. Schools are required to charge students for paid meals at a price that is on average equal to the difference between free meal reimbursement and paid meal reimbursement; Schools that currently charge less are required to gradually increase their prices over time until they meet the requirement.

### Approval

Board approval is needed for the Free and Reduced Price Guidelines (Policy Attachment A) for the 2015-2016 SY.



**ELIGIBILITY CRITERIA FOR FREE AND REDUCED PRICE MEALS  
EFFECTIVE JULY 1, 2015**

Household Size	Maximum Household Income Eligible for Free Meals		Maximum Household Income Eligible for Reduced Price Meals	
	Monthly	Weekly	Annually	Monthly
1	\$15,301	\$295	\$21,775	\$1,815
2	20,709	399	29,471	2,456
3	26,117	503	37,167	3,098
4	31,525	607	44,863	3,739
5	36,933	711	52,559	4,380
6	42,341	815	60,255	5,022
7	47,749	919	67,951	5,663
8	53,157	1,023	75,647	6,304
Each add'l member	+ 5,408	+ 451	+ 7,696	+ 642

**Family/Household** means a group of people who may or may not be related and who do not live in an institution or a boarding house, but who are living as one economic group. Students who are temporarily away at school should be counted as members of the family; however, students who are full-time residents of an institution are considered a family of one.

**Gross Income** means income before deductions for income taxes, employee's social security taxes, insurance premiums, charitable contributions, bonds, etc. It includes the following:

1. Monetary compensation for services, including wages, salary, commissions, or fees;
2. Net income from non-farm self-employment;
3. Net income from farm self-employment;
4. Social security;
5. Dividends or interest on savings or bonds or income from estates or trusts;
6. Net rental income;
7. Public assistance or welfare payments;
8. Unemployment compensation;
9. Government civilian employee or military retirement, or pensions, or veterans payments;
10. Private pensions or annuities;
11. Alimony or child support payments;
12. Regular contributions from persons not living in the household;
13. Net royalties; and
14. Other cash income. Other cash income would include cash amounts received or withdrawn from any source including savings, investments, trust accounts, and other resources which would be available to pay the price of a child's meal.

**Income** does not include any income or benefits received under any Federal program, which are excluded from consideration as income by any legislative prohibition.

In a household where there is income from wages and self-employment and the self-employment reflects a negative net income, consider that income as zero so as not to offset the wages earned.

In applying guidelines, the family's current rate of income should be used in determining eligibility.

**Current Income** is defined as income received during the month prior to application if such income is representative. Where the prior month's income was much higher or lower than usual, expected income for this year (12 months starting from the prior month) may be used; for example, self-employed people, farmers, and migrant workers

**Foster Children** whose care and placement is the responsibility of the State or who is placed by a court with a caretaker, household is categorically eligible for free meals and may be certified without a application. Households with foster and non foster children may chose to include the foster child as a household member, as well as any personal income earned by the foster child on the same household application that includes the non foster children.

**Institutionalized Children** are considered a one-member family and only monies the child actually receives and controls shall be considered as income for determining eligibility.

**Adopted Children** for whom a household has accepted legal responsibility is considered to be a member of that household. If the adoption is a "subsidized" adoption, which may include children with special needs, the subsidy is included in the total household income.

Because some adopted children were first placed in families as foster children, parents may not be aware that, once the child is adopted, he/she must be determined eligible based on the economic unit and all income available to that household, including any adoption assistance, is counted when making eligibility determination.

Missouri Department Of Elementary and Secondary Education  
 School Food Services  
 SFR035 Meal Count / Reimbursement Summary  
 July 2014 thru June 2015, 015-002 - CAMDENTON R-III

School Lunch Program	Public Count	NonPublic Count	Total Count	Public Amount	NonPublic Amount	Total Amount
1. Average Daily Attendance	3,945	0	3,945			
2. Reimb. Lunches Served						
A. Full Price Lunches	171,101	0	171,101	\$61,596.99	\$0.00	\$61,596.99
B. Reduced Price Lunches	44,820	0	44,820	\$119,221.20	\$0.00	\$119,221.20
C. Free Lunches	285,843	0	285,843	\$874,578.68	\$0.00	\$874,578.68
D. Total Lunches Reimbursable	501,764	0	501,764			
E. Approved ADA Sect 4	501,754	0	501,754			
3. Total Lunch Reimbursement				\$1,055,497.14	\$0.00	\$1,055,497.14
4. Lunches Not Reimbursable	0	0	0			
5. Adult Lunches	22,310	0	22,310			
6. No. Approved - Free	21,218	0	21,218			
7. No. Approved - Reduced	3,599	0	3,599			
8. Percent Free/Reduced Lunches Served	65.90%	0.00%	65.90%			
9. Average Daily Participation	2,888	0	2,888			
10. Percent ADP of ADA	73.15%	0.00%	73.15%			

Missouri Department Of Elementary and Secondary Education  
 School Food Services  
 SFR035 Meal Count / Reimbursement Summary  
 July 2014 thru June 2015, 015-002 - CAMDENTON R-III

After School Snack Program	Public Count	NonPublic Count	Total Count	Public Amount	NonPublic Amount	Total Amount
1. Average Daily Attendance	215	0	215			
2. Reimb. Snacks Served						
A. Full Price Snacks	0	0	0	\$0.00	\$0.00	\$0.00
B. Reduced Price Snacks	0	0	0	\$0.00	\$0.00	\$0.00
C-1. Free Snacks (Area Eligible)	25,852	0	25,852	\$21,198.64	\$0.00	\$21,198.64
C-2. Free Snacks (Non Area Eligible)	0	0	0	\$0.00	\$0.00	\$0.00
D. Total Snacks Reimbursable	25,852	0	25,852			
3. Total Snack Reimbursement				\$21,198.64	\$0.00	\$21,198.64
4. Snacks Not Reimbursable	0	0	0			
5. Adult Snacks	0	0	0			
6. Percent Free/Reduced Snacks Served	100.00%	0.00%	100.00%			
7. Average Daily Participation	204	0	204			
8. Percent ADP of ADA	94.88%	0.00%	94.86%			
Combined Lunch, Breakfast, Snack, Milk						
1. Lunch/Breakfast/Snack/Milk						\$1415,508.98

Missouri Department Of Elementary and Secondary Education  
 School Food Services  
 SFR035 Meal Count / Reimbursement Summary  
 July 2014 thru June 2016, 015-002 - CAMDENTON R-III

School Breakfast Program	Public Count	NonPublic Count	Total Count	Public Amount	NonPublic Amount	Total Amount
1. Average Daily Attendance	3,933	0	3,933			
2. Reimb. Breakfasts Served						
A. Full Price Breakfasts	60,242	0	60,242	\$14,067.78	\$0.00	\$14,067.78
B-1. Reduced Price Breakfasts (Basic)	0	0	0	\$0.00	\$0.00	\$0.00
B-2. Reduced Price Breakfasts (Severe)	18,661	0	18,661	\$32,047.43	\$0.00	\$32,047.43
C-1. Free Breakfasts (Basic)	0	0	0	\$0.00	\$0.00	\$0.00
C-2. Free Breakfasts (Severe)	151,657	0	151,657	\$287,698.01	\$0.00	\$287,698.01
D. Total Breakfasts Reimbursable	221,560	0	221,560			
3. Total Breakfast Reimbursement				\$335,813.20	\$0.00	\$335,813.20
4. Breakfasts Not Reimbursable	0	0	0			
5. Adult Breakfasts	5,847	0	5,847			
6. Percent Free/Reduced Breakfasts Served	77.32%	0.00%	77.32%			
7. Average Daily Participation	1,270	0	1,270			
8. Percent ADP of ADA	32.29%	0.00%	32.29%			

# Camdenton R-III Schools

## Student Eligibility Report

As of 6/29/2015

Buildings	Total	Student Eligibility				Eligibility by Application Type			
		Free	Reduced	Fee	Reduced	F&R	Direct	Denied	Apprs
		#	%	#	%	#	%	#	%
Camdenton High School	1169	441	38%	106	9%	547	47%	257	290
Camdenton Middle School	653	316	48%	63	10%	379	58%	159	220
Dogwood Elementary	867	494	57%	70	8%	564	65%	159	405
Hawthorn Elementary	488	295	60%	35	7%	330	68%	102	228
Horizons Center	66	48	73%	3	5%	51	77%	20	31
Hurricane Deck Elementary	170	116	68%	10	6%	126	74%	29	97
Oak Ridge Intermediate	619	307	50%	52	8%	359	58%	123	236
Osage Beach Elementary	238	107	45%	8	3%	115	48%	29	86
<b>Totals</b>	<b>4270</b>	<b>2124</b>	<b>50%</b>	<b>347</b>	<b>8%</b>	<b>2471</b>	<b>58%</b>	<b>878</b>	<b>1593</b>

\*\* Totals may vary due to Mid-Day Eligibility Changes

Results	Application Totals										
	Income	SNAP	TANF	FDPIR	Homeless	Migrant	Runaway	Foster	Per Admin	Medicaid	Totals
Free Applications	243	21	0	0	24	0	0	20	0	0	308
Reduced Applications	201	0	0	0	0	0	0	0	0	0	201
Paid Applications	50	0	0	0	0	0	0	0	0	0	50
<b>Totals</b>	<b>494</b>	<b>21</b>	<b>0</b>	<b>0</b>	<b>24</b>	<b>0</b>	<b>0</b>	<b>20</b>	<b>0</b>	<b>0</b>	<b>559</b>

Eligibility	Student Eligibility Totals Based on Direct Certification										
	Income	SNAP	TANF	FDPIR	Homeless	Migrant	Runaway	Foster	Per Admin	Medicaid	Totals
Free	401	29	0	0	57	0	0	44	0	0	531
Reduced	347	0	0	0	0	0	0	0	0	0	347
Paid	85	0	0	0	0	0	0	0	0	0	85
<b>Totals</b>	<b>833</b>	<b>29</b>	<b>0</b>	<b>0</b>	<b>57</b>	<b>0</b>	<b>0</b>	<b>44</b>	<b>0</b>	<b>0</b>	<b>963</b>

Eligibility	Student Eligibility Totals Based on Direct Certification										
	Income	SNAP	TANF	FDPIR	Homeless	Migrant	Runaway	Foster	Per Admin	Medicaid	Totals
Direct Certification	1488	12	0	0	0	0	0	0	0	0	1500
Extended Direct Certification	93	0	0	0	0	0	0	0	0	0	93
Letter Received	0	0	0	0	0	0	0	0	0	0	0
<b>Total Direct Certifications</b>	<b>1581</b>	<b>12</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1593</b>

Combined	Student Eligibility Totals Based on Applications and Direct Certification										
	Income	SNAP	TANF	FDPIR	Homeless	Migrant	Runaway	Foster	Per Admin	Medicaid	Totals
<b>Totals</b>	<b>833</b>	<b>1610</b>	<b>12</b>	<b>0</b>	<b>57</b>	<b>0</b>	<b>0</b>	<b>44</b>	<b>0</b>	<b>0</b>	<b>2556</b>

# Food Service Price Comparison

July 2015

**Rolla** 458-0100

nmewhorter@rolla.k12.mo.us

	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16
K-6 Breakfast	\$1.25	\$1.25	\$1.35	\$1.35	\$1.35	\$1.35	\$1.45
7-12 Breakfast	\$1.25	\$1.25	\$1.35	\$1.35	\$1.35	\$1.35	\$1.45
Elementary & MS Lunch	\$1.60	\$1.60	\$1.70	\$1.85	\$1.95	\$2.05	\$2.15
JH & HS Lunch	\$1.80	\$1.80	\$1.90	\$2.05	\$2.15	\$2.25	\$2.35
Adult Breakfast	\$1.50	\$1.50	\$1.50	\$1.50	\$1.70	\$1.70	\$1.80
Adult Lunch	\$2.50	\$2.50	\$2.75	\$2.85	\$2.95	\$3.05	\$3.15

**School of the Osage** 365-4091 x-1

mcpheetersl@osage.k12.mo.us

	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16
K-5 Breakfast	\$0.75	\$0.75	\$0.75	\$0.75	\$0.85	\$0.85	\$0.95
6-12 Breakfast	\$1.00	\$1.00	\$1.00	\$1.00	\$1.10	\$1.10	\$1.20
Elementary Lunch	\$1.25	\$1.25	\$1.25	\$1.25	\$1.40	\$1.40	\$1.50
Upper Elementary Lunch	\$1.35	\$1.35	\$1.35	\$1.35	\$1.50	\$1.50	\$1.60
Middle School Lunch	\$1.50	\$1.50	\$1.50	\$1.50	\$1.65	\$1.65	\$1.75
High School Lunch	\$1.75	\$1.75	\$1.75	\$1.75	\$1.90	\$1.90	\$2.00
Adult Breakfast	\$1.50	\$1.50	\$1.50	\$1.50	\$1.60	\$1.60	\$1.70
Adult Lunch	\$2.50	\$2.50	\$2.50	\$2.50	\$2.65	\$2.65	\$2.75

**Waynesville** 774-6499 (Fd. Svc. Office)

dhouse@waynesville.k12.mo.us

	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16
Elementary Breakfast	\$1.25	\$1.25	\$1.25	\$1.25	\$1.25	\$1.25	Free
MS & HS Breakfast	\$1.25	\$1.25	\$1.25	\$1.25	\$1.25	\$1.25	Free
K-8 Lunch	\$1.65	\$1.65	\$1.75	\$1.75	\$1.85	\$1.85	\$1.95
9-12 Lunch	\$1.90	\$1.90	\$2.00	\$2.00	\$2.10	\$2.10	\$2.15
Adult Breakfast	\$2.05	\$2.05	\$2.05	\$2.05	\$2.05	\$2.05	\$1.30
Adult Lunch	\$2.50	\$2.50	\$2.50	\$2.50	<del>\$2.85</del>	<del>\$2.85</del>	\$2.65

**Lebanon** 417-532-3481 or 9141

balbright@lebanon.k12.mo.us

	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16
Elementary Breakfast	\$1.00	\$1.00	\$1.00	\$1.00	\$1.10	\$1.10	\$1.15
MS & HS Breakfast	\$1.10	\$1.10	\$1.10	\$1.10	\$1.20	\$1.20	\$1.25
Elementary Lunch	\$1.60	\$1.60	\$1.65	\$1.70	\$1.80	\$1.90	\$1.95
MS & HS Lunch	\$2.00	\$1.70	\$1.75	\$1.80	\$1.90	\$2.00	\$2.05
Adult Breakfast	\$1.50	\$1.50	\$1.50	\$1.50	\$1.60	\$1.60	\$1.65
Adult Lunch	\$2.10	\$2.10	\$2.10	\$2.15	\$2.25	\$2.25	\$2.30

**Camdenton**

	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16 Proposed
Elementary Breakfast	\$1.00	\$1.00	\$1.00	\$1.00	\$1.10	\$1.10	\$1.10
MS & HS Breakfast	\$1.10	\$1.10	\$1.10	\$1.10	\$1.20	\$1.20	\$1.20
Elementary Lunch	\$1.75	\$1.75	\$1.75	\$1.75	\$1.85	\$1.90	\$1.95
MS & HS Lunch	\$2.10	\$2.10	\$2.10	\$2.10	\$2.20	\$2.25	\$2.25
Adult Breakfast	\$1.75	\$1.75	\$1.75	\$1.75	\$1.85	\$1.85	\$1.85
Adult Lunch	\$2.75	\$2.75	\$2.75	\$2.75	\$2.85	\$2.90	\$2.90

CAMDENTON R-III FOOD SERVICE PROGRAM													
Meal Price History													
	2015-2016	2014-2015	2013-2014	2012-2013	2011-2012	2010-2011	2009-2010	2008-2009	2007-2008	2006-2007	2005-2006	2004-2005	2003-2004
Elementary Lunch	1.95	1.90	1.85	1.75	1.75	1.75	1.75	1.75	1.65	1.55	1.50	1.45	1.45
Elementary Breakfast	1.10	1.10	1.10	1.00	1.00	1.00	1.00	1.00	0.90	0.80	0.80	0.80	0.80
Reduced Price Lunch	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40
Reduced Price Breakfast	0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30
Secondary Lunch	2.25	2.25	2.20	2.10	2.10	2.10	2.10	2.10	2.00	1.80	1.75	1.75	1.70
Secondary Breakfast	1.20	1.20	1.20	1.10	1.10	1.10	1.10	1.10	1.00	0.90	0.90	0.80	0.80
Adult Breakfast	1.85	1.85	1.85	1.75	1.75	1.75	1.75	1.75	1.50	1.30	1.30	1.30	1.25
Adult Lunch	2.90	2.90	2.85	2.75	2.75	2.75	2.75	2.75	2.50	2.30	2.30	2.30	2.25



**Profit and Loss Statement  
Camdenton R-III Food Service Program**

Opening Balance July 1, 2014	\$	24,036.39			
<b>Local Receipts</b>					Difference from 2013-14
Food Service - Students	Code 500-5151	\$	513,205.07		\$ 51,761.13
Food Service - Adults	Code 500-5161	\$	57,936.31		(1,379.89)
Food Service - Non-Program	Code 500-5165	\$	72,049.21		(2,760.87)
Sub Total		\$	643,190.59		47,620.37
<b>State Receipts</b>					
Food Services - Students	Code 500-5333	\$	18,160.20		\$ (265.52)
Sub Total		\$	18,160.20		\$ (265.52)
<b>Federal Receipts</b>					
Federal Lunch Reimbursement	Code 500-5445	\$	1,071,957.63		\$ 72,109.44
Federal School Breakfast Reimbursement	Code 500-5446	\$	343,811.82		\$ 24,974.89
After School Snack	Code 500-5448	\$	21,198.64		\$ (4,197.36)
Summer School Reimbursement	Code 500-5481	\$	46,699.14		\$ 29,698.08
Sub Total		\$	1,483,667.23		\$ 122,585.05
<b>Grand Total Receipts</b>			\$ 2,145,018.02		\$ 169,939.90
<b>Expenditures</b>					
Food Service Expenditures	Code 500-2561	\$	2,159,722.47		\$ 311,878.16
Food Service - Banquets	Code 500-2562	\$	23,878.27		\$ (21,077.81)
<b>Grand Total Expenditures</b>			\$ 2,183,600.74		\$ 290,800.35
Receipts less Expenditures		\$	(38,582.72)		\$ (120,859.95)
Closing Balance as of June 30, 2015		\$	(14,546.33)		\$ (38,582.71)
Amount Uncollected		\$	2,058.38		



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 files on this list may not match those used by the district. Please forward copies to the district equivalent of the title indicated.*

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

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 Camdenton R-III School District. The superintendent shall be responsible to the Board for the execution of its policies, rules and procedures/regulations. 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 unless 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.

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

Adopted: 08/08/1994

Revised:

Legal Refs: §§ 168.191, .201, RSMo.

Camdenton R-III School District, Camdenton, Missouri





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.

GIFTS TO AND SOLICITATIONS BY STAFF

The Camdenton 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

Camdenton R-III School District, Camdenton, Missouri

EXPLANATION: PROFESSIONAL STAFF SHORT-TERM LEAVES

MSBA is updating this policy to move the information regarding excessive absences and professional leave to the MSBA's new contract. The MSBA has reviewed this information for clarity so that this policy may be developed with clarity to devices, and to other districts want to expand on this topic of excessive employee absences.

Table with 2 columns: Position and Title. Rows include: School Secretary, Business Office Clerk, Office Supervisor, X, Facility Maintenance, Book Service, Director, X, Human Resources, Principal, Library/Media Center, Health Services, Counselor, Special Education, and Transportation. Public Staff Communication is listed as Technology.

MSBA recognizes that copies of this document be used to the following areas because the content is of particular importance to them. The copies are for use by any and all staff who use this policy. Please forward the following information to the MSBA:

This policy does not apply to temporary or substitute staff members, or those employed on an hourly basis, unless otherwise noted.

District administrators are granted leave as provided by district policy GCBCD.

Child Leave

Within this category, certified staff will be provided nine days of paid leave per year. The unused leave days each year will accumulate, except where specifically noted. The accumulation will be unlimited, except where specifically noted, and the accumulated leave may be used in subsequent years. The nine days of paid leave will be earned on a pro rata basis based on a nine-month contract.

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

The following leaves with pay will be provided to full-time professional staff employees. Regular part-time professional staff employees will receive these leaves on a pro rata basis:

1. Personal illness (including illness, injury or incapacity of the employee) - The Board of Education requires a doctor's prescription certifying the illness or injury or incapacity of the employee for absence from work. The Board of Education requires a health certification procedure 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 spreading illness to other staff members. In the event of a pandemic or other significant health event, absences may be closed to all staff and students or just students. If schools are closed only to students, staff members are expected to work regular schedules or use appropriate leave.

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

Any certificated 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 under Workers' Compensation. The employee shall also receive credits for service credit for such leave time.

Sick leave is not to be used for any other purpose. The system shall discontinue contributions that are not allowed to be used for any other purpose.

direction to deny a request for vacation or to limit the time of year the employee may take his or her vacation.

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

5. Bereavement Leave - After an employee has had one year of employment with the district, the employee may take bereavement leave in an amount 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 payouts under the on-the-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 district. Bereavement leave taken in combination with the employee's accrued paid leave. Bereavement leave in combination with family illness is limited to not more than nine days paid leave per year. The Board defines "extended family" for this leave to include:

- The following relatives of the employee or the employee's spouse: grandparent, grandchild, aunts, nephews, aunts, nieces and any other family members residing with the employee.
- Close personal friends of the employee.

Any other person over whom the employee has legal guardianship or for whom the employee has power of attorney and is the primary caregiver.

Unless otherwise provided, the following leaves will be provided to full-time and part-time professional employees.

PROFESSIONAL STAFF SHORT-TERM LEAVES AND ABSENCES

Consistent contact with students and staff is important to the learning environment and district operation and therefore is an essential duty of a professional staff member's position. When a professional staff member is routinely unable to perform his or her duties for an extended period of time, the learning environment and district operations are adversely affected. The district will allow professional staff members to take short-term leave for personal or family reasons. The district will allow professional staff members to take short-term leave for personal or family reasons. The district will allow professional staff members to take short-term leave for personal or family reasons.

The district will allow professional staff members to be absent from their duties for the reasons and the length of time listed in this policy, so long as these absences are not excessive.

Professional employees may be terminated for excessive absences. Excessive absences are defined as: professional employees who are terminated for excessive absences are considered excessive if:

- 1. In the event that a professional employee is paid or protected leave under their policy.
- 2. Excessive days are accumulated.
- 3. Excessive days are accumulated.

Even if the absence is authorized by the Board or the superintendent, if the absence exceeds for a reason not granted under a designated policy or if it exceeds the number of days of the employee's family and medical leave, the employee's salary will be docked.

No employee will be disciplined or terminated for excessive absences if the professional employee's family and medical leave is exhausted under applicable law. The Board's policy GCBCD/MSBA.

The district may require an employee to provide the district verification of illness from a healthcare provider or supply other documentation verifying the absence before the district applies sick leave or other applicable paid leave to the absence. In accordance with law, the district may require an employee to provide a certificate of illness to remain to work whenever the employee is absent from work due to the employee's health.

Authorized Leaves

Any regular employees of the school system is covered with exception of administrators.

2. Family illness - Family illness is limited to illness, injury or incapacity of an employee's immediate family. The Board defines "immediate family" to include:

- The employee's spouse.
- The following relatives of the employee or the employee's spouse: parents, children, children's spouses, siblings and any other family member residing with the employee.
- Any other person over whom the employee has legal guardianship or for whom the employee has power of attorney and is the primary caregiver. (Note: "Family" for FMLA purposes is more limited.)

Family illness in combination with bereavement leave is limited to not more than nine days of paid leave per year. The Board defines "immediate family" for this purpose as accumulated leave. Unpaid leave may be granted in accordance with the FMLA.

3. Personal Leave - This personal leave each year is granted to each employee. This leave will be allowed for as available as a maximum of 15 days. Should the employee's personal leave be accumulated, all future personal leave days will accumulate as sick leave days.

Absence may be charged against personal leave for court appearances, unless applicable law or policy provides for paid leave.

A written request for use of personal leave must be made to the building administrator two days in advance, unless the situation is an emergency. Use of personal leave is subject to supervisor's approval. However, 30 days' notice is required by law if the leave qualifies as FMLA leave and such notice is practical. Personal days cannot be taken on the day leave will be earned on a pro rata basis over a nine-month contract.

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

4. Vacation - Administrators and other certificated professional employees on a 12-month basis will receive a minimum of two weeks of vacation per year.

A written request for vacation should be submitted to the superintendent for approval. If the employee's absence may disrupt district operations, the superintendent or designee has the authority to deny the request.

1. Holidays - Certificated staff employees employed on a 12-month basis shall receive the following paid holidays: Independence Day, Labor Day, Thanksgiving Day, Christmas Day, President's Day and Memorial Day.

The district will grant paid unpaid holiday in accordance with the academic calendar adopted by the Board. Holidays may be modified or eliminated if the academic calendar is changed due to inclement weather or for other reasons. Holidays may change from year to year.

Should school be in session on an assigned nonworking day, then the July 4 following will be observed as a day off. The day following the day off will be the paid holiday and the following Tuesday will be the paid holiday for the independent day.

2. Professional Leave - Leave for professional purposes, such as attending classes or conferences, or participating in activities approved by the Missouri State High School Activities Association, will not be deducted if prior approval is obtained from the superintendent. Professional leave may be granted for the following:

a. Symptom Management - The Camden R-II School District encourages participation in activities approved by the Missouri State High School Activities Association by the Missouri State Department of Elementary and Secondary Education (DESE).

The district also encourages staff to actively assume leadership roles in this level of activities to ensure that these activities are ethically sound and that they motivate student growth and development.

These activities must be approved by the building administrator.

b. Staff - The quality of excellence of the education in Missouri is a shared responsibility of all who work within the state. The Camden R-II School District encourages its staff in leadership, development and community activities. The building administrator, in consultation with the staff member, may approve this involvement after knowing the reason and time needed and the cost involved. These requests should be made before the beginning of the school year and preferably by October 15 of the school year or as soon as possible.

Requests may be approved based on these priorities:

- 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.
- c. **National - National conferences** are more time consuming and costly; however, the district may approve participation in national conferences based on these priorities:
- 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 superintendent by October 15, or as early as possible and must be approved by the superintendent.

4. **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.

5. **Advanced Professional Training Leave** - One day each year may be granted to certified personnel for the arrangement of their advanced professional training with the approval of the superintendent or designee. There is no accumulation of professional leave.

6. **Military Leave** - The Board shall grant military leave as required by law. Members of the National Guard or any reserve component of the U.S. Armed Forces who are engaged in the 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 not participate 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 contracted for extra weeks beyond the regular school term. It will apply to only those days missed which would have resulted in loss of salary or pay had this policy not been enacted.

c. An employee will not be terminated, disciplined, threatened or otherwise subjected to undue retribution because of the employee's receipt of or response to jury summons. Leave for Court Summons - If the subpoena is directly related to the employee's school duties, the employee will be relieved for court appearance without loss of leave. Other court appearances will be deducted from personal leave.

8. **Firefighter Leave** - Employees will be allowed to use personal, vacation and/or unpaid leave for any time taken to respond to an emergency in the course of performing duties as a volunteer firefighter. For the purposes of this section, "volunteer firefighter" includes members of Missouri - Disaster Medical Assistance Team, Missouri Task Force One, Urban Search and Rescue, and other emergency response organizations. Employees shall be terminated from employment for joining a volunteer fire department or for being absent from duty 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 work to work under this section. Employees are required to provide their supervisors with a written statement of the emergency and a copy of the subpoena for the court appearance stating that the employee responded to an emergency along with the time and date of the emergency.

9. **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 handle subpoenas to testify in a criminal proceeding, attend a criminal proceeding or participate in the preparation of the criminal proceeding.

10. **Civil Air Patrol Leave** - Any employee who is a member of Civil Air Patrol and has been certified by the Civil Air Patrol emergency service specialty or who is certified to fly commercial aircraft shall be granted unpaid leave to perform Civil Air Patrol duties. Any other rights or 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 emergency in Missouri.

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

11. **Coast Guard Auxiliary Leave** - Employees who are members of the United States Coast Guard Auxiliary will be granted an unpaid 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 being related to such duties, when authorized by the director of the United States Coast Guard Auxiliary. The leave is limited to 15 working days 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.

12. **Emergency, Childbirth and Adoption Leave**

This section creates no rights extending beyond the contracted period of employment. FMLA certification and coordination procedures apply to FMLA-eligible employees. An employee must certify the need for leave in accordance with FMLA regulations. If the employee is unable to begin, if foreseeable, if 30 day notice is not practical, the employee must give as much notice as possible. A program employee will continue in the performance of her duties as long as she is able to do so and as long as her ability 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 will have such leave applied in accordance with the FMLA. The district shall only apply to six weeks of accrued paid leave in such instances.

Employees who are eligible for FMLA leave may take up to six weeks of leave for the birth, first-year care, adoption or foster care of a child. Employees may use any combination of accrued sick leave, personal leave, vacation leave or unpaid leave.

Program 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 charge employees' sick leave days to such absences.

**Compensation for Unpaid Paid Leave**

Employees covered by the sick leave policy for the Candelton R-III School District, when returning to regular duty, will be paid for any unpaid leave which has accumulated since September 1, 1995. Employees must complete two and one-half (2 1/2) years of service with the district

to be eligible to draw unused leave pay. This district will not provide 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 as follows:

Teachers

Years of Service in the Candelton District	Amount Paid For Days (Sick and Personal)
2 1/2 up to 4	\$22.50
4 up to 9	29.25
9 up to 16	36.00
16 or more	42.00

These same benefits will go to an asset survivor should an employee die while under contract to the Candelton R-III School District. 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 the Board-paid life insurance policy, the employee will be paid. This regulation applies to contracts and also to non-union 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 Superintendent may exercise the option of making payment in two installments - the first installment on the first day following the recent installment on the second day following.

**Transfer of Unused Paid Leave**

Part-time professional employees accumable 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.

Classified employees moving to a certified position may carry forward no more than 20 days. If the employee has more than 20 days accumulated, the employee will be compensated for those days per district policy.

**Short-Term Leave of Absence Without Pay**

Certified personnel may absent themselves in unusual circumstances where they are compelled to be absent for a total or substantial reason. The superintendent may grant up to five days of leave without pay in such circumstances. Unpaid personal days may be used in place of unpaid leave days in the short-term leave request.

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**Adopted:** 08/07/1994

**Revised:** 09/19/2002; 12/13/2005; 03/27/2006; 07/16/2007; 04/14/2008; 10/12/2008; 08/10/2009; 03/06/2010; 12/13/2010; 06/17/2012; 04/08/2013;

**Coast Guard:** D.E.B. Salary Deductions  
HA, Negotiations with Employee Representatives  
HFA, Employee Walkouts, Strikes and Other Disruptions

**Legal Refs:** §§ 41.1008, 1005, 1005.270 - 271, U.S.C. § 59, 108, 122, 150, 595, 320, 300, 330 - 335, 405, 406, 407, 408, 409, 410, 411, 412, 413, 414, 415, 416, 417, 418, 419, 420, 421, 422, 423, 424, 425, 426, 427, 428, 429, 430, 431, 432, 433, 434, 435, 436, 437, 438, 439, 440, 441, 442, 443, 444, 445, 446, 447, 448, 449, 450, 451, 452, 453, 454, 455, 456, 457, 458, 459, 460, 461, 462, 463, 464, 465, 466, 467, 468, 469, 470, 471, 472, 473, 474, 475, 476, 477, 478, 479, 480, 481, 482, 483, 484, 485, 486, 487, 488, 489, 490, 491, 492, 493, 494, 495, 496, 497, 498, 499, 500, 501, 502, 503, 504, 505, 506, 507, 508, 509, 510, 511, 512, 513, 514, 515, 516, 517, 518, 519, 520, 521, 522, 523, 524, 525, 526, 527, 528, 529, 530, 531, 532, 533, 534, 535, 536, 537, 538, 539, 540, 541, 542, 543, 544, 545, 546, 547, 548, 549, 550, 551, 552, 553, 554, 555, 556, 557, 558, 559, 560, 561, 562, 563, 564, 565, 566, 567, 568, 569, 570, 571, 572, 573, 574, 575, 576, 577, 578, 579, 580, 581, 582, 583, 584, 585, 586, 587, 588, 589, 590, 591, 592, 593, 594, 595, 596, 597, 598, 599, 600, 601, 602, 603, 604, 605, 606, 607, 608, 609, 610, 611, 612, 613, 614, 615, 616, 617, 618, 619, 620, 621, 622, 623, 624, 625, 626, 627, 628, 629, 630, 631, 632, 633, 634, 635, 636, 637, 638, 639, 640, 641, 642, 643, 644, 645, 646, 647, 648, 649, 650, 651, 652, 653, 654, 655, 656, 657, 658, 659, 660, 661, 662, 663, 664, 665, 666, 667, 668, 669, 670, 671, 672, 673, 674, 675, 676, 677, 678, 679, 680, 681, 682, 683, 684, 685, 686, 687, 688, 689, 690, 691, 692, 693, 694, 695, 696, 697, 698, 699, 700, 701, 702, 703, 704, 705, 706, 707, 708, 709, 710, 711, 712, 713, 714, 715, 716, 717, 718, 719, 720, 721, 722, 723, 724, 725, 726, 727, 728, 729, 730, 731, 732, 733, 734, 735, 736, 737, 738, 739, 740, 741, 742, 743, 744, 745, 746, 747, 748, 749, 750, 751, 752, 753, 754, 755, 756, 757, 758, 759, 760, 761, 762, 763, 764, 765, 766, 767, 768, 769, 770, 771, 772, 773, 774, 775, 776, 777, 778, 779, 780, 781, 782, 783, 784, 785, 786, 787, 788, 789, 790, 791, 792, 793, 794, 795, 796, 797, 798, 799, 800, 801, 802, 803, 804, 805, 806, 807, 808, 809, 810, 811, 812, 813, 814, 815, 816, 817, 818, 819, 820, 821, 822, 823, 824, 825, 826, 827, 828, 829, 830, 831, 832, 833, 834, 835, 836, 837, 838, 839, 840, 841, 842, 843, 844, 845, 846, 847, 848, 849, 850, 851, 852, 853, 854, 855, 856, 857, 858, 859, 860, 861, 862, 863, 864, 865, 866, 867, 868, 869, 870, 871, 872, 873, 874, 875, 876, 877, 878, 879, 880, 881, 882, 883, 884, 885, 886, 887, 888, 889, 890, 891, 892, 893, 894, 895, 896, 897, 898, 899, 900, 901, 902, 903, 904, 905, 906, 907, 908, 909, 910, 911, 912, 913, 914, 915, 916, 917, 918, 919, 920, 921, 922, 923, 924, 925, 926, 927, 928, 929, 930, 931, 932, 933, 934, 935, 936, 937, 938, 939, 940, 941, 942, 943, 944, 945, 946, 947, 948, 949, 950, 951, 952, 953, 954, 955, 956, 957, 958, 959, 960, 961, 962, 963, 964, 965, 966, 967, 968, 969, 970, 971, 972, 973, 974, 975, 976, 977, 978, 979, 980, 981, 982, 983, 984, 985, 986, 987, 988, 989, 990, 991, 992, 993, 994, 995, 996, 997, 998, 999, 1000

**Arkansas Labor Standards Act of 1993, 29 U.S.C. § 2611 - 2619**  
**Family and Medical Leave Act of 1993, 29 U.S.C. § 2601 - 2611**  
**Title VII of the Civil Rights Act of 1964, as amended by the Pregnancy Discrimination Act of 1978, 42 U.S.C. § 2004b(1) - 2004b(7)**  
**39 C.F.R. § 1654.10**  
**Arkansas - Board of Education - Arkansas City - 606-SW-344-189 (Ar. Ct. App. 1989)**  
**Arkansas - Board of Education - Arkansas City - 606-SW-344-189 (Ar. Ct. App. 1989)**  
**Arkansas - Board of Education - Arkansas City - 606-SW-344-189 (Ar. Ct. App. 1989)**

Candelton R-III School District, Candelton, Missouri



**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.

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



REFERENCE COPY

FILE: GCPD  
Critical

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

REFERENCE COPY

FILE: GCPD  
Critical

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.

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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 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.

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

Adopted: 08/08/1994

Revised: 06/14/1999; 12/12/2005; 05/09/2011; 06/11/2012

Cross Refs: AC, Prohibition against Discrimination, Harassment and Retaliation  
H.A., 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, 168.071, .101 - 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 Heslin 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

1. Method

A. A tenured teacher ~~shall not~~ <sup>may</sup> 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 policies, teacher's 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.

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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

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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.

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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 the termination of tenured teachers.

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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.

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

Adopted: 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  
ILA, Test Integrity and Security  
JFCF, 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

Camdenon R-III School District, Camdenon, Missouri

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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 sent 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.

Table with 3 columns: 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.

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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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.

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.

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

Adopted: 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  
JHC, Reporting and Investigating Child Abuse/Neglect

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

Camdenton R-III School District, Camdenton, Missouri

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EXPLANATION: SUPPORT STAFF LEAVES

MSBA is updating this policy to ensure the information regarding excessive absences and tardiness is more policy. GDBDA, MSBA has moved this information for clarity so that this information is more consistent with the rest of the policy. The following information is provided for excessive employee absences.

MSBA recommends that copies of this document be placed in the following areas because the content is of particular importance to them. The office or staff may not wish these working the district. Areas covered include:

Administrative Services	Business Office	Compliance Systems
Facilities Management	Food Service	Direct
Human Resources	Information	Library/Media Center
Health Services	Counselor	Special Education
Transportation	Public Data Communications	Technology

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SUPPORT STAFF LEAVES-ADJ-ARGENSES

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, it is the responsibility of the employee to ensure that the learning environment and district operations are not disrupted. The following information is provided for excessive employee absences and tardiness. The following information is provided for excessive employee absences and tardiness.

- Employees may be terminated for excessive absences, unless authorized by the Board or the superintendent, or otherwise authorized by law, an employee's absences considered excessive if:
  - Is for a reason not granted as part of protected leave under Board policy
  - Exceeds the number of days allowed by the Board for that particular leave
  - Exceeds five days in a month, 30 days in a semester or 60 days per school year, notwithstanding the amount of paid leave accumulated.

No employee will be disciplined or terminated for absences qualifying for protection under the Family Medical Leave Act (FMLA) or other applicable law. For Board policy GDBDA:

The district may require an employee to provide the district verification of illness from a health care provider or another qualified person before the absence. Before the district applies sick leave or other applicable paid leave to the absence, in accordance with law, the district may require an employee to present a certification of illness to return to work whenever the employee is absent from work due to the employee's illness.

**De-Unionization**  
At-Will Employment - Employment for an indefinite period that may be resigned 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 his or her period of active employment.

**Authorized Leaves**  
Absence from duty during members of the support staff includes the effectiveness of the school year. 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.

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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 absent staff member inclusive of the employee's incapacity. 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 or just students. If schools are closed only to students, staff members are expected to work regular substitutes or use appropriate leave.
  - Administrative leave** may not be used during the period the employee receives Workers' Compensation for time lost to work-related incidents.
- Any support staff employee who is a member of retirement systems shall receive a credit during any period of leave under sick leave provisions of the district or under Workers' Compensation. The employee shall also receive a credit for each leave time. 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.

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**Family Illness** - Family illness is limited to illness, injury or incapacity of an employee's immediate family. The Board defines "immediate family" to include:

- The employee's spouse.
- The following relatives of the employee or the employee's spouse, parents, children, children's spouses, siblings and any other family member residing with the employee.
- Any other person over whom the employee has legal guardianship or for whom the employee is the legal guardian or parent of attorney and is the primary caregiver. (Note: Family for FMLA purposes is more limited.)

Family illness in combination with bereavement leave is limited to not more than a total of nine days paid leave in any one year. In a critical situation, the number of days may be extended by the amount of education within the limits of accumulated leave. Unpaid leave may be granted in accordance with the FMLA.

**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.

Absences may be charged against personal leave for court appearances, unless applicable law or policy provides for paid leave.

A written request for use of personal days must be made to the supervisor two days in advance, unless the situation is an emergency. Use of personal leave is subject to supervisor's approval. However, 30 days notice is required by law if the leave qualifies as FMLA leave and such notice is practical. Personal days cannot be taken on the day immediately preceding or following a scheduled school holiday. The two days of personal leave will be earned on a pro rata basis based on an employee's work days.

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 209 days shall be entitled to two weeks of paid vacation per year. Employees who do not supply staff after one year of employment in the Clatskanie K-12 School System. Employees who have worked a

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minimum of 209 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 unless approved by the superintendent. Vacation days are earned monthly but credited for the year at the time of employment. An employee must 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 right to request a request for vacation or to limit the time of the employee may take the on 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.

**Bereavement 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** - Where 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 payouts under the on-the-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's school paid leave. Bereavement leave for bereavement leave for extended family is limited to three days paid leave per year. The Board defines "extended family" for this leave to include:

- The following relatives of the employee or the employee's spouse, grandparents, grandchildren, nieces, nephews, aunts, uncles and any other family member residing with the employee.
- Close personal friends of the employee.
- Any other person over whom the employee has legal guardianship or for whom the employee has the power of attorney and is the primary caregiver.

Unless otherwise provided, the following leaves will be provided to full-time support staff employees.

1. **Holidays** - The Candemnon R-III School District will pay support staff for the following holidays provided the holiday falls during the period of active employment: Independence Day, Labor Day, Thanksgiving Day, Christmas Day, President's Day and Memorial Day. The district will grant paid and unpaid holidays in accordance with the schedule adopted by the Board. Holidays may be modified or eliminated as needed when the academic calendar is changed due to inclement weather or for other reasons. Holidays may change from year to year. Should a paid holiday fall on Saturday or Sunday, the following holiday will become a paid holiday.
  - Should school be in session on an unpaid nonworking day, then the July 3 following will be given as a comp day. Should July 3 fall on a Saturday or Sunday, the following Monday will be the paid holiday and the following Tuesday will be the paid holiday for Independence Day.
2. **Professional Leave** - Employees may be granted professional leave to attend classes or conferences, meet with mentors or participate in other approved professional growth activities. Professional leave must be approved by the immediate supervisor, arranged well in advance and is not considered personal leave. Support staff employees shall attend meetings and workshops called by their supervisor. Expenses incurred by support personnel attending required workshops or classes will be reimbursed by the district. Should a meeting/workshop be held on a day when employees would not be expected to work, employees will be compensated for attending said workshop or given compensatory time off.

- b. This policy shall apply to only those days missed that would have resulted in loss of salary or pay had this 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 a jury summons. **Leave for Court Summons** - If the summons is directly related to the employee's school duties, the employee will be released for court appearance without loss of pay. Other court appearances will be deducted from personal leave.
- 7. **Firefighter Leave** - Employees will be allowed to use personal, vacation and/or unpaid leave to respond to an emergency in the course of performing duties as a volunteer firefighter for the district. Employees who are members of the Missouri Fire Search and Rescue Team or those activated by the Federal Emergency Management Agency (FEMA) in times of national disaster. Employees covered under this section shall not be terminated from employment for joining a volunteer fire department or for being absent from work to attend to emergency duties. Employees who are members of a volunteer fire department or who are called to duty by the fire department shall be given priority over other employees to make up their unpaid leave. 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.
- 9. **Criminal 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.
- 10. **Call Air Patrol Leave** - Any employee who is a member of Civil Air Patrol and is qualified for a Civil Air Patrol emergency response mission shall be given priority over other employees to make up their unpaid leave to perform Civil Air Patrol emergency service duty or counterterrorism missions without loss of time, regular leave or any other rights or benefits in accordance with law. The leave is limited to 15 working days per year. Employees shall be notified when responding to a state or nationally declared emergency. An employee who is called to duty by the district may request that the employee be exempted from responding to a specific mission.
- 11. **County Guard Auxiliary Leave** - Employees who are members of the United States Coast Guard Auxiliary will be granted an unpaid 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.

Years of Service in District	Amount Paid Per Day (Sick and Personal) is Based on % of
2 1/2 up to 4	80%
4 up to 6	85%
6 up to 10	90%
10 or more	100%

**Example:** Assume employee had worked for a period of ten years, employee had accumulated 100 days of sick leave and 100 days of personal leave. The employee is eligible for 80% of the amount for unpaid leave days. One-half (50) of 270 equals 135. 80% of 135 = 108. 108 X 80 = \$24,000.

These same benefits will be provided to employees who leave the district after less than two and one-half (2 1/2) years of employment or to employees terminated for cause.

No pay for unpaid leave will be provided to employees who leave the district after less than two and one-half (2 1/2) years of employment or to employees terminated for cause.

**Short-Term Leave of Absence Without Pay**

Support 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 employee's supervisor in writing. Unpaid personal days may be used in place of unpaid leave days in the short-term leave request.

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

Adopted: 08/08/1994

3. **Military Leave** - The Board shall grant military leave as required by law. Members of the military who are called to duty during the period of active employment will receive the pay and benefits of the employee. Employees who are called to duty during the period of active employment will receive the pay and benefits of the employee. Employees who are called to duty during the period of active employment will receive the pay and benefits of the employee. Employees who are called to duty during the period of active employment will receive the pay and benefits of the employee.

4. **Excused Leave** - Any employee who is appointed as an election judge is exempt from duty and will be compensated for the period of time required by the election in which the employee will serve as an election judge. No employee will be terminated, disciplined, threatened or otherwise subjected to adverse action based on the employee's service as an election judge.

5. **Leave in Year** - 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 employees three successive hours while the polls are open for the purpose of voting. Requests for such leave must be submitted prior to election day, and the employee's supervisor will designate when to vote and use the leave for that purpose and will not be subject to discipline, termination or loss of wages or salary.

6. **Jury Duty Leave** - Both the philosophy and the policies of the Candemnon R-III School District are to support and encourage professional development and growth as well as to ensure the highest quality of instruction. The district's commitment to professional development, support staff and administrators. Jury service is one of these areas of community service. Thus, the purpose of this policy is to assure that the Candemnon R-III School District does not necessarily penalize support staff for performing their community duty by serving on a jury when called to do so.

7. **Jury Service** - It shall be the policy of the Candemnon R-III Board of Education to pay those support staff who are called to jury duty as jurors during their period of active employment the difference between what they would receive in monthly salary had they not been called to jury duty and the pay they would receive as jurors.

8. **Jury Service** - This policy will be implemented by subtracting the amount of money paid to the support staff member by the court for jury duty from the amount of money that would have been paid to the support staff member for the month in which the support staff member was called to jury duty. Time spent participating in the jury selection process or time spent actually serving on a jury.

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 without loss of time, regular leave or any other rights or benefits to which such employees are entitled. The leave is limited to 15 working days in any calendar year, but is unlimited in any calendar year. Employees who are called to duty in Missouri or upon any navigable waterway within or adjacent to the state of Missouri. The district may require that an employee be exempted from responding to a specific mission.

**Pregnancy, Childbirth and Adoption Leave**

This section creates a rights extending beyond the contractual period of employment. FMLA certification and re-certification procedures apply to FMLA-eligible employees. An employee must notify the district of the need for such anticipated duration of the leave at least 30 days before leave is to begin, if foreseeable. If 30 days notice is not practical, the employee must give as much notice as is able to do so and as long as the ability to perform the duties is not impacted, based on medical opinion.

Employees eligible for FMLA leave for the birth, first year care, adoption or foster care of a child will be given leave in accordance with the FMLA. The district shall only apply to six weeks of absence paid leave to such instances.

Employees who are ineligible for FMLA leave may take up to six weeks of 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 charge employee's sick leave days to such absence.

**Compensation For Unpaid Paid Leave**

Employees covered by the sick leave policy for the Candemnon R-III School Districts, when resigning or retiring from this 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 to be eligible to draw unpaid leave pay. The district will not provide unpaid leave pay to employees who have worked for the district for 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 at the following rates:

Revised: 09/19/2003; 05/10/2004; 10/11/2004; 04/13/2005; 12/13/2005; 03/27/2006; 07/16/2007; 04/11/2008; 10/11/2008; 08/10/2009; 03/08/2010; 12/17/2010; 06/11/2012; 04/02/2013

Cross Refs: DL Salary Deductions  
Regulations with Employee Representatives  
IHA, Employee Wellness, Stress and Other Disruptions  
339, 494, 460, 552, 399, 8536  
Fair Labor Standards Act, 29 U.S.C. §§ 201 - 219(a)(6)  
Employee Retirement Income Security Act of 1974, 29 U.S.C. §§ 1011 - 1019  
Title VII of the Civil Rights Act of 1964 as amended by the Pregnancy Discrimination Act, 42 U.S.C. § 2000e(b)(7) - 2000e(f)(7)  
29 C.F.R. § 1604.10

09/19/2003; 05/10/2004; 10/11/2004; 04/13/2005; 12/13/2005; 03/27/2006; 07/16/2007; 04/11/2008; 10/11/2008; 08/10/2009; 03/08/2010; 12/17/2010; 06/11/2012; 04/02/2013

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**Policy**

**SUPPORT STAFF SICK LEAVE POOL**

Descriptor Code: GDBDAA

Select Language 

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.

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

Date Adopted: 7/1/2001  
Last Revised: 4/8/2013

Camdenton R-III

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 Camdenton 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.

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FILE: GDPD  
Critical

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 Healy 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

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FILE: GDPD  
Critical

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 ~~and~~ 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

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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.

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

Adopted: 08/08/1994

Revised: 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  
IIA, Fiscal 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's area, 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 ~~direct~~ students and assess the educational and related health and social needs of each ~~student identified student's~~ migrant.
2. Provide a full range of services to migrant students, including applicable Title I programs, special education, gifted education, vocational ~~career~~ 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:

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

Adopted: 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.

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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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.

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

Adopted: 08/08/1994

Revised: 09/19/2002; 06/11/2012

Cross Refs: KG, Community Use of District Facilities  
K1, Public Solicitations/Advertising in District Facilities  
KKB, Audio and Visual Recording

Legal Refs: § 160.2500, RSMo  
U.S. Const. amend. I  
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.

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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 that has as its purpose honoring and celebrating the graduates. 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 education 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.

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

Adopted: 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, 125, RSMo.

Camdenton R-III School District, Camdenton, Missouri

EXPLANATION: ADMINISTRATION OF MEDICATIONS TO STUDENTS

House Bill 2238 permits the use of a medication derived from hemp oil to treat seizures... MSRA also made clarifications to the section titled "Possession and Self-Administration of Medications."

Table with 2 columns: Service and Status. Rows include: School Security, Health Services, Physical, Special Education, Transportation, Business Office, Food Service, Other, Library/Media Center, Computer, and Other.

medication in good faith and according to standard medical practices. A staffed employee is one who has been trained to administer medication according to standard medical practices.

The nurse or designee must maintain thorough documentation of all medications administered to students. Nurses must use reasonable and prudent judgment to determine whether to administer particular medications to students while also working in collaboration with parents/guardians and the school administration.

The district shall not knowingly administer medications in an amount exceeding the recommended daily dosage listed in the Physicians' Desk Reference (PDR) or other recognized medical or pharmaceutical text. Except for the medication that may be used in an emergency as prescribed on the emergency response plan, the district will not administer any prescription medication to students unless the student has been prescribed the medication by a licensed health care provider.

Students are not to carry any medication (prescription or over-the-counter) on their person except as specified below for those students self-administering medications. Controlled substances are not to be carried on their person.

Self-administered medications are prohibited from processing or administration, except for those medications that are used in an emergency as prescribed on the emergency response plan.

Over-the-Counter Medications: The district may administer over-the-counter medication to a student upon receipt of a written request and permission to do so by the parent/guardian. All over-the-counter medications must be administered in accordance with the manufacturer's instructions.

Prescription Medications: Districts shall not administer prescription medications to students unless the student has been prescribed the medication by a licensed health care provider. The prescription label will be provided to the student in a separate document and a separate document is not needed.

ADMINISTRATION OF MEDICATIONS TO STUDENTS

Definition: Authorized Prescriber - Includes a healthcare provider licensed or otherwise authorized by state law to prescribe medication. Districts Medical Management Plan - A document developed by the student's personal healthcare team that sets out for health services needed by the student at school and that is signed by the student's personal healthcare team and parent/guardian.

Medication - For the purposes of this policy, medications include prescription drugs and over-the-counter drugs, including herbal supplements and vitamins, and include substances that are used in a chain or purport to be medicinal or performance enhancing.

General: The Candidate R-III School District is not legally obligated to administer medication to students unless specifically included in a Section 504 plan or an individualized education program (IEP).

However, the Board recognizes that some students may require medication for chronic or short-term illnesses to enable them to remain in school and participate in the district's educational services. Districts are encouraged to obtain appropriate information regarding the medications their students are taking and to develop an IEP, Section 504 Plan or individualized health care plan (IHCP). The district may use the information submitted by the parent/guardian and work with them to create a plan to meet the student's medical needs while at school or school activities.

The district prohibits students from processing or self-administering medications while on district premises unless specifically included in a Section 504 plan or an individualized education program (IEP) and in accordance with this policy. The responsibility for ensuring that the student's medication is administered in accordance with this policy and federal law is the responsibility of the parent/guardian. Medications will only be administered at school when it is not possible or effective for the student to receive the medication at home.

The administration of medications is a nursing activity that must be performed by or under the supervision of a registered professional nurse. A registered professional nurse may delegate the administration of medication to a licensed practical nurse or unlicensed personnel who are trained by the nurse to administer medications. The registered professional nurse is responsible for developing written procedures for training unlicensed personnel in the administration of medications and for ensuring that unlicensed personnel are trained and supervised by a registered professional nurse or qualified employee who will be held harmless and immune from civil liability for administering

The physician has provided a written treatment plan for the condition for which the medication was prescribed or authorized that includes a certification that the student is capable of and has been instructed in the correct and responsible use of the medication and has demonstrated to the physician or the physician's designee the skill level necessary to use the medication.

The student has demonstrated proper self-administration technique to the school nurse. The student's parent/guardian has signed a statement authorizing self-administration of the medication to the student. The student's parent/guardian will assume no liability as a result of any injury arising from the self-administration of such medication unless such injury is a result of negligence on the part of the district or its employees or agents.

Emergency Medications: All student-occupied buildings in this district are equipped with certified epinephrine auto injectors and asthma-related rescue medications. The school nurse or another employee trained and supervised by the school nurse may administer these medications when they believe, based on their training, that a student is having a life-threatening allergic reaction or life-threatening asthma attack. The school nurse or another employee trained and supervised by the school nurse may administer these medications only in an emergency situation.

Epinephrine and asthma-related rescue medications will only be administered in accordance with written protocols provided by an authorized prescriber. The Board will purchase an adequate amount of epinephrine auto injectors and asthma-related rescue medications based on the recommendations of the school nurse and will be responsible for maintaining adequate supplies and replacing expired supplies and expirations.

Consequences: Students who possess or consume medications in violation of this policy while on district premises, on district transportation or during a district activity, may be disciplined up to and including suspension or expulsion. Employees who violate this policy may be disciplined up to and including termination. District administrators will notify law enforcement when they believe a crime has occurred.

Adopted: 08/08/1994

Revised: 12/13/1995; 07/10/2006; 01/06/2007; 06/09/2011; 04/08/2013; 06/09/2014

Cross Refs: AHS, UHS, DHS, School District, and Administration of Medications

Legal Refs: 816 R.S.M. 431, 432, 433, 434, 435, 436, 437, 438, 439, 440, 441, 442, 443, 444, 445, 446, 447, 448, 449, 450, 451, 452, 453, 454, 455, 456, 457, 458, 459, 460, 461, 462, 463, 464, 465, 466, 467, 468, 469, 470, 471, 472, 473, 474, 475, 476, 477, 478, 479, 480, 481, 482, 483, 484, 485, 486, 487, 488, 489, 490, 491, 492, 493, 494, 495, 496, 497, 498, 499, 500, 501, 502, 503, 504, 505, 506, 507, 508, 509, 510, 511, 512, 513, 514, 515, 516, 517, 518, 519, 520, 521, 522, 523, 524, 525, 526, 527, 528, 529, 530, 531, 532, 533, 534, 535, 536, 537, 538, 539, 540, 541, 542, 543, 544, 545, 546, 547, 548, 549, 550, 551, 552, 553, 554, 555, 556, 557, 558, 559, 560, 561, 562, 563, 564, 565, 566, 567, 568, 569, 570, 571, 572, 573, 574, 575, 576, 577, 578, 579, 580, 581, 582, 583, 584, 585, 586, 587, 588, 589, 590, 591, 592, 593, 594, 595, 596, 597, 598, 599, 600, 601, 602, 603, 604, 605, 606, 607, 608, 609, 610, 611, 612, 613, 614, 615, 616, 617, 618, 619, 620, 621, 622, 623, 624, 625, 626, 627, 628, 629, 630, 631, 632, 633, 634, 635, 636, 637, 638, 639, 640, 641, 642, 643, 644, 645, 646, 647, 648, 649, 650, 651, 652, 653, 654, 655, 656, 657, 658, 659, 660, 661, 662, 663, 664, 665, 666, 667, 668, 669, 670, 671, 672, 673, 674, 675, 676, 677, 678, 679, 680, 681, 682, 683, 684, 685, 686, 687, 688, 689, 690, 691, 692, 693, 694, 695, 696, 697, 698, 699, 700, 701, 702, 703, 704, 705, 706, 707, 708, 709, 710, 711, 712, 713, 714, 715, 716, 717, 718, 719, 720, 721, 722, 723, 724, 725, 726, 727, 728, 729, 730, 731, 732, 733, 734, 735, 736, 737, 738, 739, 740, 741, 742, 743, 744, 745, 746, 747, 748, 749, 750, 751, 752, 753, 754, 755, 756, 757, 758, 759, 760, 761, 762, 763, 764, 765, 766, 767, 768, 769, 770, 771, 772, 773, 774, 775, 776, 777, 778, 779, 780, 781, 782, 783, 784, 785, 786, 787, 788, 789, 790, 791, 792, 793, 794, 795, 796, 797, 798, 799, 800, 801, 802, 803, 804, 805, 806, 807, 808, 809, 810, 811, 812, 813, 814, 815, 816, 817, 818, 819, 820, 821, 822, 823, 824, 825, 826, 827, 828, 829, 830, 831, 832, 833, 834, 835, 836, 837, 838, 839, 840, 841, 842, 843, 844, 845, 846, 847, 848, 849, 850, 851, 852, 853, 854, 855, 856, 857, 858, 859, 860, 861, 862, 863, 864, 865, 866, 867, 868, 869, 870, 871, 872, 873, 874, 875, 876, 877, 878, 879, 880, 881, 882, 883, 884, 885, 886, 887, 888, 889, 890, 891, 892, 893, 894, 895, 896, 897, 898, 899, 900, 901, 902, 903, 904, 905, 906, 907, 908, 909, 910, 911, 912, 913, 914, 915, 916, 917, 918, 919, 920, 921, 922, 923, 924, 925, 926, 927, 928, 929, 930, 931, 932, 933, 934, 935, 936, 937, 938, 939, 940, 941, 942, 943, 944, 945, 946, 947, 948, 949, 950, 951, 952, 953, 954, 955, 956, 957, 958, 959, 960, 961, 962, 963, 964, 965, 966, 967, 968, 969, 970, 971, 972, 973, 974, 975, 976, 977, 978, 979, 980, 981, 982, 983, 984, 985, 986, 987, 988, 989, 990, 991, 992, 993, 994, 995, 996, 997, 998, 999, 1000

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Total  
\$10,861,448.16 \$10,368,648.89  
\$11,207,851.34 \$11,119,371.47

Expenses for Ouga Beach Elementary Construction

Monday, July 15, 2015

Invoice Date	Invoice No.	Vendor	Description of Work	Amount Invoiced	Amount Paid	Status
<b>Architectural Services</b>						
4/17/2013	30323 AC-Belard	Complete Schematic Design	\$28,838.33	\$28,838.33	Paid	
5/21/2013	30448 AC-Belard	50% Design Development	\$65,892.14	\$65,892.14	Paid	
5/21/2013	30523 AC-Belard	50% Design Development	\$66,899.83	\$66,899.83	Paid	
7/25/2013	30628 AC-Belard	10% Construction Documents	\$82,840.41	\$82,840.41	Paid	
8/23/2013	30755 AC-Belard	33% Construction Documents/Consultants	\$99,354.81	\$99,354.81	Paid	
9/13/2013	30886 AC-Belard	33% Construction Documents/Geotechnical Report	\$59,478.77	\$59,478.77	Paid	
10/27/2013	31073 AC-Belard	Cost of the Field/Measurement for Spec Books	\$16,660.88	\$16,660.88	Paid	
11/19/2013	31095 AC-Belard	Retainage payment for Bidding documents	\$17,280.17	\$17,280.17	Paid	
12/17/2013	31176 AC-Belard	Fee for Contract Administration/Geotechnical Engineer/Civil Survey/BD	\$8,000.33	\$8,000.33	Paid	
4/16/2014	31338 AC-Belard	Fee for Contract Administration/Civil Engineer	\$1,871.30	\$1,871.30	Paid	
5/19/2014	31618 AC-Belard	Fee for Contract Administration/Civil Engineer	\$5,334.08	\$5,334.08	Paid	
6/10/2014	31700 AC-Belard	Fee for Contract Administration	\$10,204.28	\$10,204.28	Credit	
6/20/2014	31700 AC-Belard	Fee for Contract Administration	\$46,366.00	\$46,366.00	Credit	
7/17/2014	31881 AC-Belard	Fee for Contract Administration	\$9,038.83	\$9,038.83	Credit	
8/17/2014	31881 AC-Belard	Fee for Contract Administration	\$18,538.83	\$18,538.83	Credit	
11/21/2014	31700 AC-Belard	Fee for Contract Administration	\$1,779.13	\$1,779.13	Credit	
10/27/2014	31183 AC-Belard	Fee for Contract Administration	\$6,779.11	\$6,779.11	Credit/Partial Check for 1973.16	
11/27/2014	31292 AC-Belard	Fee for Contract Administration/Geotechnical Engineer	\$6,879.11	\$6,879.11	Credit	
11/27/2014	31294 AC-Belard	Fee for Contract Administration	\$11,028.81	\$11,028.81	Credit	
11/19/2015	32553 AC-Belard	Fee for Contract Administration	\$5,481.96	\$5,481.96	Paid	
2/25/2015	32720 AC-Belard	Fee for Contract Administration	\$3,859.91	\$3,859.91	Paid	
4/16/2015	32748 AC-Belard	Fee for Contract Administration	\$4,663.67	\$4,663.67	Paid	
4/16/2015	32868 AC-Belard	Fee for Contract Administration	\$6,747.21	\$6,747.21	Paid	
5/22/2015	33222 AC-Belard	Fee for Contract Administration	\$8,484.00	\$8,484.00	Paid	
6/17/2015	33324 AC-Belard	Fee for Contract Administration	\$7,973.08	\$7,973.08	Paid	

Expenses for Hurricane Deck Elementary Construction

Monday, July 13, 2015

Invoice Date	Invoice No.	Vendor	Description of Work	Amount Invoiced	Amount Paid	Status
<b>Architectural Services</b>						
4/19/2013	30323 AC-Belard	Complete Schematic Design	\$45,917.58	\$45,917.58	Paid	
6/17/2013	30429 AC-Belard	50% Design Development	\$45,958.37	\$45,958.37	Paid	
6/17/2013	30524 AC-Belard	50% Design Development	\$45,948.87	\$45,948.87	Paid	
7/19/2013	30628 AC-Belard	33% Construction Documents	\$61,373.00	\$61,373.00	Paid	
9/27/2013	30756 AC-Belard	33% Construction Documents/Consultants/Geotechnical	\$16,114.85	\$16,114.85	Paid	
10/19/2013	30867 AC-Belard	33% Construction Documents/Geotechnical Report	\$45,900.09	\$45,900.09	Paid	
10/27/2013	31074 AC-Belard	Structural Consultants/Retainage/Spec Books	\$4,508.89	\$4,508.89	Paid	
11/17/2013	31093 AC-Belard	Retainage for Bidding documents	\$16,600.51	\$16,600.51	Paid	
11/19/2013	31093 AC-Belard	Retainage/Spec Books/Civil and Landscape Consultant	\$19,800.88	\$19,800.88	Paid	
12/17/2013	31177 AC-Belard	Fee for Contract Administration/Civil Engineer	\$7,376.64	\$7,376.64	Paid	
1/29/2014	31245 AC-Belard	Scope Stability Study	\$4,391.00	\$4,391.00	Paid	
4/18/2014	31559 AC-Belard	Contract Administration/Civil Engineer	\$6,651.62	\$6,651.62	Paid	
5/19/2014	31619 AC-Belard	Contract Administration/Civil Engineer	\$14,421.21	\$14,421.21	Paid	
6/7/2014	31668 AC-Belard	Contract Administration	\$18,242.82	\$18,242.82	Paid	
7/24/2014	31881 AC-Belard	Contract Administration	\$6,874.42	\$6,874.42	Paid	
8/21/2014	31864 AC-Belard	Contract Administration/Civil Engineer	\$14,164.56	\$14,164.56	Paid	
9/15/2014	31985 AC-Belard	Contract Administration	\$3,414.11	\$3,414.11	Paid	
10/27/2014	32191 AC-Belard	Contract Administration	\$1,999.84	\$1,999.84	Paid	
11/20/2014	32363 AC-Belard	Contract Administration	\$1,278.64	\$1,278.64	Paid	
12/19/2014	32496 AC-Belard	Contract Administration	\$5,151.99	\$5,151.99	Paid	
1/13/2015	32594 AC-Belard	Contract Administration	\$1,888.34	\$1,888.34	Paid	
5/17/2015	32760 AC-Belard	Contract Administration/Civil Engineer	\$2,839.76	\$2,839.76	Paid	
4/15/2015	32980 AC-Belard	Contract Administration	\$2,416.63	\$2,416.63	Paid	
5/22/2015	33224 AC-Belard	Contract Administration	\$7,480.90	\$7,480.90	Paid	
6/17/2015	33254 AC-Belard	Contract Administration	\$4,581.48	\$4,581.48	Pending	

Total

\$628,448.07 \$624,487.99

Total

\$441,646.03 \$438,345.59

Total

\$885,076.11 \$874,335.59

Invoice Date	Invoice No.	Vendor	Description of Work	Amount Invoiced	Amount Paid	Status
<b>Costs Outside Construction Contract</b>						
7/17/2013	DNR	Permit Fee	\$300.00	\$100.00	Paid	
7/24/2013	80383830-0	DNR	Standard and Pre-Work Rating Services	\$6,000.00	\$6,000.00	Paid
7/26/2013	1606	Ridge Excavation Clearing for site boring	\$1,400.00	\$1,400.00	Paid	
8/15/2013	8014	Soil Investigation Clearing for site boring	\$300.00	\$100.00	Paid	
10/9/2013	10710003	City of Ouga (including Permit Fee and Site Development Fee)	\$11,880.00	\$11,880.00	Paid	
10/10/2013	10710003	Charge Sheet Fee Permit Fees	\$20,000.00	\$20,000.00	Paid	
11/29/2013	11147018 2013-078	Alan Surlocky	Additional Toppo and Utilities	\$2,760.00	\$2,760.00	Paid
11/29/2013	11147018 798-878	Scott Porter	Costs Over Price	\$684.78	\$684.78	Paid
1/7/2014	11400	Palmetton Pansol Soil Testing/Under Field Density	\$5,194.76	\$5,194.76	Paid	
3/10/2014	11533	Palmetton Pansol Soil Testing/Nuclear Field Density	\$9,866.55	\$9,866.55	Paid	
4/10/2014	11602	Contract Blank, Acceptance and Set Fee	\$83.85	\$83.85	Paid	
4/17/2014	11783	Palmetton Pansol Soil Testing/Under Field Density	\$5,625.85	\$5,625.85	Paid	
5/20/2014	11961	Palmetton Pansol Materials Testing	\$24.43	\$24.43	Paid	
6/27/2014	12141	Palmetton Pansol Materials Testing	\$16,527.69	\$16,527.69	Paid	
7/25/2014	12169	Palmetton Pansol Materials Testing	\$4,593.67	\$4,593.67	Paid	
9/2/2014	12800	Palmetton Pansol Materials Testing	\$4,611.65	\$4,611.65	Paid	
9/16/2014	12813	Palmetton Pansol Materials Testing	\$4,481.08	\$4,481.08	Paid	
1/17/2015	13359	Palmetton Pansol Materials Testing	\$1,125.40	\$1,125.40	Paid	
1/29/2015	13361	Palmetton Pansol Materials Testing	\$2,740.00	\$2,740.00	Paid	
2/27/2015	13449	Palmetton Pansol Materials Testing	\$4,648.91	\$4,648.91	Paid	
3/2/2015	13812	Palmetton Pansol Materials Testing	\$2,463.00	\$2,463.00	Paid	
3/18/2015	13874	Coast Trophy and Signage	\$9,932.00	\$9,932.00	Paid	
3/18/2015	13918	Miscellaneous Bell Telephone System Hardware	\$191,096.00	\$191,096.00	Paid	
2/24/2015	13912	Miscellaneous Bell Telephone System Hardware	\$14,642.40	\$14,642.40	Paid	
3/19/2015	13943	Palmetton Pansol Materials Testing	\$1,413.81	\$1,413.81	Paid	
4/16/2015	13974	Miscellaneous Bell Telephone System Hardware	\$4,183.85	\$4,183.85	Paid	
4/7/2015	13235	Miscellaneous Bell Telephone System Hardware for OBE wiring	\$16,588.00	\$16,588.00	Paid	

Total

\$885,076.11 \$874,335.59

Invoice Date	Invoice No.	Vendor	Description of Work	Amount Invoiced	Amount Paid	Status
<b>Construction Contract</b>						
4/4/2014	18793	Palmetton Pansol Soil Testing	\$18,000.00	\$18,000.00	Paid	
3/9/2014	17157	Co-Adv Electric	Movement of electrical poles and service	\$130,000.00	\$130,000.00	Paid
4/10/2014	731277	Co-Adv Electric	Service fee for movement of electrical service	\$140.00	\$140.00	Paid
5/5/2014	11659	Palmetton Pansol Materials Testing	\$2,514.73	\$2,514.73	Paid	
4/29/2014	12155	Palmetton Pansol Materials Testing	\$7,748.11	\$7,748.11	Paid	
4/29/2014	12155	Palmetton Pansol Materials Testing	\$7,748.11	\$7,748.11	Paid	
4/23/2014 2014-36	0248	Mountain Removal Piling and Equipment	\$7,650.00	\$7,650.00	Paid	
7/17/2014 400-1649	12619	Palmetton Pansol Materials Testing	\$161,161.90	\$161,161.90	Paid	
7/25/2014	12619	Palmetton Pansol Materials Testing	\$4,664.78	\$4,664.78	Paid	
8/27/2014 2014-44	0248	Mountain Removal Piling and Equipment	\$18,400.00	\$18,400.00	Paid	
9/23/2014	12619	Palmetton Pansol Materials Testing	\$2,788.38	\$2,788.38	Paid	
9/27/2014	12741	Palmetton Pansol Materials Testing	\$1,438.78	\$1,438.78	Paid	
9/27/2014	13355	Palmetton Pansol Materials Testing	\$4,913.00	\$4,913.00	Paid	
1/9/2015	13623	Palmetton Pansol Materials Testing	\$14,633.37	\$14,633.37	Paid	
1/9/2015	13609	Palmetton Pansol Materials Testing	\$6,361.16	\$6,361.16	Paid	
1/19/2015	132474	Ouga Trophy and Signage	\$5,937.89	\$5,937.89	Paid	
2/18/2015	13933	Miscellaneous Bell Telephone System Hardware	\$16,206.90	\$16,206.90	Paid	
2/24/2015	13939	Miscellaneous Bell Telephone System Hardware	\$14,656.00	\$14,656.00	Paid	
3/5/2015	13943	Palmetton Pansol Materials Testing	\$2,821.49	\$2,821.49	Paid	
4/2/2015	15524	Palmetton Pansol Materials Testing	\$1,998.00	\$1,998.00	Paid	

Total

\$885,076.11 \$874,335.59

Invoice Date	Invoice No.	Vendor	Description of Work	Amount Invoiced	Amount Paid	Status
<b>Construction</b>						
1/19/2014	1740	Curtiss Maces Software Application 1	\$272,655.61	\$272,655.61	Paid	
12/24/2014	1738	Curtiss Maces Software Application 2	\$87,674.74	\$87,674.74	Paid	
7/27/2014	1797	Curtiss Maces Software Application 3	\$67,184.17	\$67,184.17	Paid	
6/13/2015	1801	Curtiss Maces Software Application 4	\$108,803.11	\$108,803.11	Paid	
4/25/2014	1813	Curtiss Maces Software Application 5	\$156,706.23	\$156,706.23	Paid	
5/20/2015	1860	Curtiss Maces Software Application 6	\$5,240.20	\$5,240.20	Paid	
6/20/2015	1833	Curtiss Maces Software Application 7	\$1,000.34	\$1,000.34	Pending	
4/9/2014	1841	Curtiss Maces Software Application 8	\$19,768.29	\$19,768.29	Pending	
7/25/2014	1851	Curtiss Maces Software Application 9	\$63,825.11	\$63,825.11	Pending	
8/21/2014	1860	Curtiss Maces Software Application 9	\$680,140.71	\$680,140.71	Paid	
9/2/2014	1876	Curtiss Maces Software Application 10	\$90,553.57	\$90,553.57	Paid	
10/27/2014	1878	Curtiss Maces Software Application 11	\$437,475.02	\$437,475.02	Paid	
11/15/2014	1884	Curtiss Maces Software Application 12	\$1,158,054.15	\$1,158,054.15	Paid	
12/10/2014	1891	Curtiss Maces Software Application 13	\$931,717.87	\$931,717.87	Paid	
1/20/2015	1901	Curtiss Maces Software Application 14	\$437,890.47	\$437,890.47	Paid	
2/24/2015	1911	Curtiss Maces Software Application 15	\$448,829.97	\$448,829.97	Paid	
3/2/2015	1915	Curtiss Maces Software Application 16	\$617,758.98	\$617,758.98	Paid	
4/23/2015	1925	Curtiss Maces Software Application 17	\$900,252.98	\$900,252.98	Paid	
5/28/2015	1934	Curtiss Maces Software Application 18	\$368,215.02	\$368,215.02	Paid	
6/26/2015	1940	Curtiss Maces Software Application 19	\$569,793.27	\$569,793.27	Pending	

Total

\$885,076.11 \$874,335.59

4/17/2015	SH-19274	Forest Keeling W Plants for Landscape	54,281.65	54,281.65	Paid
4/21/2015		6050 Forest Lawn West Plants for Landscape	59,760.00	59,760.00	Paid
5/11/2015		14158 Palmerton Fertilizer Materials Testing	1704.00	1704.00	Paid
5/20/2015		4437 Mike Katschman Landscape Stone	52,240.20	52,240.20	Paid
6/7/2015		9865 RJ Services Mulch	1540.00		Pending
6/17/2015		14350 Palmerton Fertilizer Materials Testing	11,790.00		Pending
<b>Total</b>			<b>249,846.17</b>	<b>247,478.27</b>	

<b>Construction</b>					
1/22/2013		1 Bales Payment Application #1	361,292.94	361,292.94	Paid
1/23/2014		2 Bales Payment Application #2	503,377.41	503,377.41	Paid
7/20/2014		3 Bales Payment Application #3	544,434.25	544,434.25	Paid
7/22/2014		4 Bales Payment Application #4	538,758.73	538,758.73	Paid
4/27/2014		5 Bales Payment Application #5	519,095.50	519,095.50	Paid
5/21/2014		6 Bales Payment Application #6	511,045,522.15	511,045,522.15	Paid
4/23/2014		7 Bales Payment Application #7	514,893.47	514,893.47	Paid
7/24/2014		8 Bales Payment Application #8	508,811.20	508,811.20	Paid
7/27/2014		9 Bales Payment Application #9	526,259.69	526,259.69	Paid
9/15/2014		10 Bales Payment Application #10	527,169.56	527,169.56	Paid
10/17/2014		11 Bales Payment Application #11	534,314.63	534,314.63	Paid
11/13/2014		12 Bales Payment Application #12	5425,097.46	5425,097.46	Paid
12/22/2014		13 Bales Payment Application #13	528,790.22	528,790.22	Paid
1/22/2015		14 Bales Payment Application #14	546,074.63	546,074.63	Paid
2/25/2015		15 Bales Payment Application #15	537,219.58	537,219.58	Paid
3/24/2015		16 Bales Payment Application #16	532,093.04	532,093.04	Paid
4/23/2015		17 Bales Payment Application #17	577,267.34	577,267.34	Paid
5/18/2015		18 Bales Payment Application #18	571,607.43	571,607.43	Paid
6/14/2015		19 Bales Payment Application #19	581,260.30		Pending
<b>Total</b>			<b>58,355,830.84</b>	<b>57,945,078.34</b>	

<b>Grand Total</b>					
			<b>58,665,997.84</b>	<b>58,448,875.16</b>	

**Expenditures for Secure Entry**

<b>Monday, July 13, 2015</b>						
Invoice Date	Invoice No.	Vendor	Description of Work	Amount Invoiced	Amount Paid	Status
<b>Architectural Services</b>						
7/11/2015	10666 AD		Schematic Design, Design Development, Construction Documents, B	\$7,881.18	\$7,881.18	Paid
11/17/2015	11080 AD		Schematic Design, Design Development, Construction Documents, B	\$844.18	\$844.18	Paid
7/13/2014	11840 AD		Schematic Design, Design Development, Construction Documents, B	\$1,194.00	\$1,194.00	Paid
3/15/2014	13413 AD		Schematic Design, Design Development, Construction Documents, B	\$1,164.00	\$1,164.00	Paid
3/11/2014	11910 AD		Contract Administration	\$1,387.68	\$1,387.68	Paid
5/15/2014	12002 AD		Contract Administration	\$136.40	\$136.40	Paid
5/18/2015	12787 AD		Contract Administration	\$7,513.00	\$7,513.00	Paid
5/27/2015	13157 AD		Bidding Documents	\$497.60	\$497.60	Paid
<b>Total</b>				<b>\$15,326.99</b>	<b>\$15,326.99</b>	

<b>Costs Outside Construction Contract</b>						
7/28/2013	30121890-0	Smart Postal	Blue Prints for Secure Entry Middle School and Dogwood Standard and Poor	\$947.57	\$947.57	Paid
8/27/2013		Getze Carpet and Floor	Send Rating Services	\$5,000.00	\$5,000.00	Paid
3/27/2014		Smart Postal	Blue Prints for Secure Entry at Houshonn and OH	\$1,905.71	\$1,905.71	Paid
4/11/2014		Commerce Bank	Acceptance and set up fee	\$83.24	\$83.24	Paid
7/14/2014		Levy's	Cont. Sealer, Mixer	\$388.83	\$388.83	Paid
7/17/2014		Stover Carpet and Drapes	Stiver Carpet and Drapes for Houshonn	\$1,684.00	\$1,684.00	Paid
7/21/2014		Wayne Hunt	Floor tile for entry area	\$1,195.40	\$1,195.40	Paid
8/15/2014		Palmerton Farms	Fertilizer Materials	\$66.80	\$66.80	Paid
8/21/2014	1142707251	Tech Electronics	Intercom down payment	\$4,823.00	\$4,823.00	Paid
8/14/2014	0950408400	G.E.D.	Writing Supplies	\$391.75	\$391.75	Paid

8/18/2014	0950508643	G.E.D.	Writing Supplies	\$19.98	\$19.98	Paid
8/29/2014	1142008188	Tech Electronics	Intercom Progress Billing	\$1,628.18	\$1,628.18	Paid
8/25/2014	55252	Stover Carpet and Drapes	Stover Carpet and Drapes for Middle School - Outside	\$1,195.00	\$1,195.00	Paid
8/25/2014	55316	Stover Carpet and Drapes	Stover Carpet and Drapes for Middle School - Inside	\$1,195.00	\$1,195.00	Paid
8/25/2014	55317	Stover Carpet and Drapes	Stover Carpet and Drapes for Middle School - Office	\$210.00	\$210.00	Paid
8/25/2014	55318	Stover Carpet and Drapes	Stover Carpet and Drapes for Middle School - Stairs	\$480.00	\$480.00	Paid
10/1/2014	1141070144	Tech Electronics	Intercom Progress Billing	\$1,406.70	\$1,406.70	Paid
11/7/2014	1141070144	Tech Electronics	Intercom Final Bill	\$1,808.03	\$1,808.03	Paid
<b>Total</b>				<b>\$28,866.99</b>	<b>\$28,866.99</b>	

<b>Construction</b>						
8/11/2013		1 Construction Contract	Completion of Dogwood and Middle School	\$61,005.20	\$61,005.20	Paid
3/21/2014		1 Bales Construction	Bond Application Payment	\$1,843.00	\$1,843.00	Paid
1/20/2014		3 Bales Construction	Construction Application #1	\$22,874.88	\$22,874.88	Paid
7/28/2014		3 Bales Construction	Construction Application #2	\$81,525.10	\$81,525.10	Paid
8/18/2014		4 Bales Construction	Construction Application #3	\$18,724.71	\$18,724.71	Paid
<b>Total</b>				<b>\$118,973.90</b>	<b>\$118,973.90</b>	
<b>Grand Total</b>				<b>\$72,259,888</b>	<b>\$72,259,888</b>	



**APPLICATION FOR PAYMENT - CONTINUATION SHEET** CAP703 Page 3 of 5 Pages

A	B	C	D		F	G	H	I
			Work Completed (0-100)	Value Paid				
28	Concrete	800,000.00	781,844.00	0.00	0.00	781,844.00	84	45,156.00
27	Structural Reinforcement	50,000.00	50,000.00	0.00	0.00	50,000.00	100	0.00
26	Microsilica/Polysilica Pigments	75,000.00	75,000.00	0.00	0.00	75,000.00	100	0.00
25	Dye and Pigment Concrete	170,810.00	170,810.00	15,878.20	0.00	158,931.80	93	11,878.20
24	Dormer Deck/Lightweight Concrete	222,800.00	222,800.00	0.00	0.00	222,800.00	100	0.00
23	Masonry	1,800,000.00	1,800,000.00	0.00	0.00	1,800,000.00	97	48,000.00
22	Structural Steel	467,000.00	467,000.00	0.00	0.00	467,000.00	100	0.00
21	Structural Steel Erection	300,000.00	300,000.00	0.00	0.00	300,000.00	100	0.00
20	Metal Column Covers	150,000.00	150,000.00	0.00	0.00	150,000.00	100	0.00
19	Rough Carpentry	180,000.00	180,000.00	0.00	0.00	180,000.00	100	0.00
18	Blasting	16,000.00	16,000.00	0.00	0.00	16,000.00	72	4,478.00
17	Crewwork	341,800.00	0.00	0.00	0.00	341,800.00	0	0.00
16	Sheet Piling/Grouting	4,700.00	4,700.00	0.00	0.00	4,700.00	100	0.00
15	Fluid Applied Air Barriers	62,871.00	62,871.00	0.00	0.00	62,871.00	100	0.00
14	Roofing	286,875.00	228,400.00	0.00	0.00	228,400.00	79	63,475.00
13	Insulation	369,875.00	0.00	0.00	0.00	369,875.00	0	0.00
12	Caulking & Sealants	43,615.00	17,895.82	2,700.00	0.00	20,595.82	38	23,019.18
11	Door/Window Hardware	186,785.00	178,128.00	1,000.00	0.00	177,128.00	95	9,657.00
10	Aluminum Siding/Decking	250,000.00	195,000.00	11,000.00	0.00	184,000.00	90	66,000.00
9	Decorative Ceiling Tiles	200,000.00	0.00	0.00	0.00	200,000.00	0	0.00
8	MEP Penetration/Block/Drywall	100,000.00	45,148.92	35,000.00	0.00	65,148.92	65	34,851.08
7	Suspended Ceiling	308,760.00	43,918.84	140,918.21	0.00	197,841.79	64	16,663.21
6	Wood Framing/Flooring	61,288.00	0.00	0.00	0.00	61,288.00	0	0.00
5	Tilework/Flooring	38,880.00	0.00	0.00	0.00	38,880.00	0	0.00
		3,260,488.00	6,190,147.23	260,267.46	0.00	6,250,414.69	78	1,809,972.32

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APPROVED FOR PAYMENT  
 Date: 6/10/15  
 Signature: [Signature]  
 Title: [Title]

Application No: 19  
 Application Date: 6/24/2015  
 Period To: 6/30/2015  
 Contract Date: 11/21/2013  
 Antitrust Project:

Contractor: [Name]  
 Project: [Name]  
 Location: [Address]

Application No: 19  
 Application Date: 6/24/2015  
 Period To: 6/30/2015  
 Contract Date: 11/21/2013  
 Antitrust Project:

APPROVED FOR PAYMENT  
 Date: 6/10/15  
 Signature: [Signature]  
 Title: [Title]

**APPLICATION FOR PAYMENT - CONTINUATION SHEET** CAP703 Page 4 of 5 Pages

A	B	C	D		F	G	H	I
			Work Completed (0-100)	Value Paid				
50	Floor Coverings	169,200.00	12,264.00	10,864.00	0.00	23,128.00	14	144,072.00
49	Fabric Wall Panels	37,000.00	0.00	0.00	0.00	37,000.00	0	0.00
48	Sound Absorbing Wall Units	21,200.00	0.00	0.00	0.00	21,200.00	100	0.00
47	Painting	160,000.00	37,000.00	38,000.00	0.00	75,000.00	50	75,000.00
46	Wood Display Surfaces	22,800.00	0.00	0.00	0.00	22,800.00	0	0.00
45	Flag Poles	3,805.00	0.00	0.00	0.00	3,805.00	0	0.00
44	Signage	8,800.00	0.00	0.00	0.00	8,800.00	0	0.00
43	Metal Lockers	2,800.00	0.00	0.00	0.00	2,800.00	0	0.00
42	Play Equipment	2,200.00	0.00	0.00	0.00	2,200.00	0	0.00
41	Operable Partitions	12,000.00	0.00	0.00	0.00	12,000.00	0	0.00
40	Curtain & Track	2,000.00	0.00	0.00	0.00	2,000.00	0	0.00
39	Towel Partitions	7,799.00	0.00	0.00	0.00	7,799.00	0	0.00
38	Towel Accessories	3,216.00	0.00	0.00	0.00	3,216.00	0	0.00
37	Desk Benches	800.00	0.00	0.00	0.00	800.00	100	0.00
36	Shag Curtains	8,000.00	0.00	0.00	0.00	8,000.00	0	0.00
35	Projection Screens	5,000.00	0.00	0.00	0.00	5,000.00	100	0.00
34	Optimization Equipment	34,000.00	0.00	0.00	0.00	34,000.00	0	0.00
33	Kitchen Equipment	309,000.00	0.00	42,810.46	0.00	42,810.46	14	266,189.54
32	Refrigerators	2,800.00	0.00	0.00	0.00	2,800.00	0	0.00
31	Roller Shutter	30,000.00	0.00	0.00	0.00	30,000.00	0	0.00
30	Lower Stairs	7,800.00	0.00	0.00	0.00	7,800.00	0	0.00
29	Telescoping Stairs	28,700.00	0.00	0.00	0.00	28,700.00	0	0.00
28	Passenger Elevator	48,044.00	58,819.32	6,204.80	0.00	42,614.52	100	0.00
27	Fire Protection	152,710.00	101,200.00	12,800.00	0.00	118,400.00	78	34,310.00
26	Flaming	854,148.00	800,832.64	80,901.80	0.00	699,930.84	81	84,217.16
		10,007,318.00	6,897,893.80	819,008.81	0.00	7,006,902.61	74	2,990,416.19

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**APPLICATION FOR PAYMENT - CONTINUATION SHEET** CAP703 Page 5 of 5 Pages

A	B	C	D		F	G	H	I
			Work Completed (0-100)	Value Paid				
76	HVAC	1,281,862.00	844,698.48	138,655.33	0.00	582,823.52	78	270,038.48
75	Electrical	1,018,000.00	705,148.88	103,877.80	0.00	808,184.45	79	208,815.55
74	Plumbing	891,000.00	575,602.80	36,718.15	0.00	413,884.65	84	227,817.80
73	Alternate 1-7' Solid Partitions	7,200.00	0.00	0.00	0.00	7,200.00	0	0.00
72	Alternate 2-Luxury Vinyl Tile	25,800.00	0.00	0.00	0.00	25,800.00	0	0.00
71	Alternate 3-Linear Vinyl Tile	13,800.00	0.00	0.00	0.00	13,800.00	0	0.00
70	Alternate 4-Concrete Play Area	28,000.00	0.00	0.00	0.00	28,000.00	0	0.00
69	Change Order #1	31,460.00	31,460.00	0.00	0.00	31,460.00	100	0.00
68	Change Order #2	22,818.40	22,818.40	0.00	0.00	22,818.40	100	0.00
67	Change Order #3	1,386.78	1,386.78	0.00	0.00	1,386.78	100	0.00
66	Change Order #4	7,638.00	7,638.00	0.00	0.00	7,638.00	100	0.00
		15,007,447.00	6,829,896.00	900,200.00	0.00	8,730,197.00	74	3,237,278.41

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**APPLICATION FOR PAYMENT** CAP703 Page 1 of 2

Contractor's Application for Payment  
 Application is made for payment on work done, with attached Certification Sheet.

1. Original Contract Amount: \$ 13,028,000.00  
 2. Net of Change Orders: \$ 17,427.00  
 3. Net Amount of Contract: \$ 13,045,427.00  
 4. Total Completed & Stored to Date: \$ 1,350,157.00  
 5. Retainage Authority:  
 a. 10.00 % of Completed Work \$ 135,015.70  
 b. 10.00 % of Month Retainage \$ 0.00  
 Total Retainage: \$ 135,015.70  
 6. Total Completed Less Retainage: \$ 1,215,141.30  
 7. Less Previous Applications: \$ 7,866,070.34  
 8. Contract Payment Due, This Application: \$ 439,071.00  
 9. Contract Balance (Including Retainage): \$ 4,315,130.27

Contractor's Certification  
 I, the undersigned, certify that the above is a true and correct statement of the work done and the amount due to me for the work done on the above project.

Contractor: [Name]  
 Date: 6/10/15

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**APPLICATION FOR PAYMENT - CONTINUATION SHEET** CAP703 Page 2 of 5 Pages

A	B	C	D		F	G	H	I
			Work Completed (0-100)	Value Paid				
1	Submittal Exchange Allowance	7,000.00	7,000.00	0.00	0.00	7,000.00	100	0.00
2	Site Visit Allowance	5,825.00	5,825.00	0.00	0.00	5,825.00	100	0.00
3	Fieldwork Allowance	1,000.00	1,000.00	0.00	0.00	1,000.00	100	0.00
4	Permit Allowance	128,000.00	128,000.00	0.00	0.00	128,000.00	100	0.00
5	General Conditions	108,264.00	91,286.50	6,419.70	0.00	84,866.80	80	23,417.20
6	Temporary Facilities	48,000.00	48,000.00	750.00	0.00	47,250.00	97	750.00
7	Site Preparation	18,000.00	18,000.00	0.00	0.00	18,000.00	0	0.00
8	Project Management	78,000.00	61,888.00	3,300.00	0.00	58,588.00	77	19,412.00
9	Supervision	138,000.00	111,700.00	6,000.00	0.00	105,700.00	89	32,300.00
10	Equipment & Materials	80,000.00	45,200.00	2,800.00	0.00	42,400.00	53	37,600.00
11	Clean-up During and Final	30,000.00	27,500.00	7,500.00	0.00	20,000.00	75	10,000.00
12	Bole Polishing	4,800.00	4,800.00	0.00	0.00	4,800.00	100	0.00
13	Interior Sign, Demolition	70,000.00	2,800.00	0.00	0.00	2,800.00	4	67,200.00
14	Building Demolition	30,000.00	0.00	0.00	0.00	30,000.00	0	0.00
15	Site Mobilization	80,000.00	80,000.00	0.00	0.00	80,000.00	100	0.00
16	Brickwork	97,000.00	78,000.00	0.00	0.00	78,000.00	81	19,000.00
17	Cladding and Siding	180,000.00	180,000.00	0.00	0.00	180,000.00	100	0.00
18	Exterior	90,000.00	40,000.00	0.00	0.00	40,000.00	44	50,000.00
19	Storm Drainage	21,800.00	163,780.00	0.00	0.00	163,780.00	75	57,900.00
20	Water Distribution	112,000.00	101,100.00	0.00	0.00	101,100.00	90	10,900.00
21	Sanitary Sewers	30,000.00	30,000.00	0.00	0.00	30,000.00	100	0.00
22	Applied Painting	228,288.00	148,800.00	36,788.34	0.00	112,011.66	50	116,276.34
23	Finishing and Cases	28,940.00	18,800.00	0.00	0.00	18,800.00	65	10,140.00
24	Moulder/Joining Walls	20,000.00	10,000.00	0.00	0.00	10,000.00	50	10,000.00
		2,886,742.00	1,729,820.43	80,236.94	0.00	1,709,583.49	70	71,886.05

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**INVOICE**

Architects & Engineers, Inc.  
 4180 W. Main St.  
 Springfield, MO 65803-1509  
 (417) 884-8900

Camden R-III School District  
 615-AJ Board Building  
 421 E. 18th St. 3rd Fl.  
 Kansas City, MO 64111

Project: Camden SD Hurricane Deck Elementary  
 Invoice # 1430  
 Date: 06/02/15

Project No: 3-1521  
 Estimate No: 1430  
 Estimated Construction Cost: \$3,067,447.00  
 Fee Percentage: 4.35  
 Total Fee: \$132,806.44

Billing Phase	Percent of Fee	Fee	Amount
Schematic Design	15.00	86,269.09	100.00
Design Development	15.00	86,269.09	100.00
Construction Documents	15.00	86,269.09	100.00
Bidding/Negotiation	5.00	26,423.06	100.00
Contract Administration	20.00	112,845.20	100.00
<b>Total Earned</b>		<b>328,076.53</b>	
Previous Fee Billing		0.00	
Current Fee Billing		132,806.44	
<b>Total Fee</b>		<b>132,806.44</b>	

TOTAL THIS INVOICE: \$132,806.44

Prepared by: Michael Kozicki  
 Submitted: Michael Kozicki

Invoice Number	Date	Invoice Amount	Over 90	Over 120
1430	06/02/15	132,806.44	0.00	0.00
<b>Total</b>		<b>132,806.44</b>	<b>0.00</b>	<b>0.00</b>

CONCRETE CYLINDERS: NOT TESTED  
 (EXTRA)  
 CONCRETE CYLINDERS: TESTED

Architect's Summary  
 Invoice Date: 06/02/15  
 Invoice Number: 1430  
 Total: 132,806.44

Camden R-III School District (SO A-2)  
 Project: 615-AJ Hurricane Deck Elementary - Kansas State, MO  
 Invoice number: 1430  
 Date: 06/02/15



ARCHITECTS & ENGINEERS  
 407 Main St., 3rd Floor  
 Kansas City, Missouri 64101  
 Phone: (816) 234-5200

**TRANSMITTAL**

Date: June 17, 2015  
 From: Michael Kozicki  
 Project Name: Hurricane Deck Elementary  
 Camden R-III School District  
 Project No: 3-1521

To: Tim Haddock  
 Camden R-III School District  
 PO Box 1409  
 Camden MO 65202-1409

PC: Michael Kozicki  
 Description: Hurricane Deck Elementary  
 Camden R-III School District  
 Project No: 3-1521

Enclosed herewith:  
 Date: 06/02/15  
 Description: Payment & Parish Invoice No. 1430

Remarks:  
 We have reviewed the invoice and find them acceptable for payment.  
 Michael Kozicki



Miracle  
 The Force of Joy  
 408 Dallas TX 75204-47  
 119 SERVICE ROAD  
 CAMDEN, MO 65202

Camden R-III Schools  
 PO Box 1409  
 Camden, MO 65202

Invoice # 1430  
 Date: 06/02/15  
 Total: 132,806.44

CONCRETE CYLINDERS: NOT TESTED  
 (EXTRA)  
 CONCRETE CYLINDERS: TESTED

Architect's Summary  
 Invoice Date: 06/02/15  
 Invoice Number: 1430  
 Total: 132,806.44

Camden R-III School District (SO A-2)  
 Project: 615-AJ Hurricane Deck Elementary - Kansas State, MO  
 Invoice number: 1430  
 Date: 06/02/15



Miracle  
 The Force of Joy  
 408 Dallas TX 75204-47  
 119 SERVICE ROAD  
 CAMDEN, MO 65202

Camden R-III School District (SO A-2)  
 615-AJ Board Building  
 421 E. 18th St. 3rd Fl.  
 Kansas City, MO 64111

Project: 615-AJ Hurricane Deck Elementary  
 Invoice number: 1430  
 Date: 06/02/15

Date	Hours	Rate	Amount
06/02/15	2.00	84.00	168.00
06/02/15	2.00	84.00	168.00
06/02/15	4.00	84.00	336.00
06/02/15	5.00	84.00	420.00
06/02/15	4.00	84.00	336.00
06/02/15	1.00	84.00	84.00
06/02/15	4.00	84.00	336.00

Unit Fees:  
 Field: 550.00 @ 0.87 = 478.50  
 Message: 1.00 @ 1.00 = 1.00  
 Lab: 1.00 @ 1.00 = 1.00

TEST HOURS:  
 1.00 @ 1.00 = 1.00  
 1.00 @ 1.00 = 1.00

Camden R-III School District (SO A-2)  
 Project: 615-AJ Hurricane Deck Elementary - Kansas State, MO  
 Invoice number: 1430  
 Date: 06/02/15

**INVOICE**

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 The Force of Joy  
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 119 SERVICE ROAD  
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 PO Box 1409  
 Camden, MO 65202

Invoice # 1430  
 Date: 06/02/15  
 Total: 132,806.44

NO OTHER COMMENTS ON INVOICES OR DAMAGES  
 ALL BE FURNISHED BY MIRACLE WITHOUT A COPY  
 IF FREIGHT COMPANIES NOTATED FREIGHT BILL  
 CERTIFYING SHORTAGE AND/OR DAMAGE

TERMS OF SALE: NET 30 DAYS FROM INVOICE DATE  
 15% DISCOUNT FOR IMMEDIATE PAYMENT  
 REMIT TO: MIRACLE RECREATION EQUIPMENT CO  
 PO BOX 204197 - DALLAS, TX 75204-4197  
 CUSTOMER

ACKNOWLEDGMENT

Page 1



FROM: CAMDEN TOWNSHIP, NJ  
 TO: CAMDEN TOWNSHIP, NJ  
 115 SERVICE ROAD  
 CAMDEN, NJ 08102

SHIP TO: CAMDEN TOWNSHIP, NJ  
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 CAMDEN, NJ 08102

DRAFT

NO BEE AGREEMENTS ON SHAKES OR DAMAGES  
 WILL BE FURNISHED BY MIRACLE WITHOUT A COPY  
 OF FREIGHT COMPANYS NOTATED FREIGHT BILL  
 CERTIFYING SHORTAGE AND/OR DAMAGE



REQUEST FOR PAYMENT DETAIL

Project: 1371 Change South Elementary School - Budget: 1940 Date: 12/14/2019 Period Ending Date: 02/28/2020 Sheet Page 4 of 14 Page

Table with columns: Item ID, Description, Total Contract Amount, Priority, etc. Lists various construction items like '230 On Site Prep', '231 18\"/>

CURTIS

Request and Authorization for Payment

Form for Request and Authorization for Payment. Includes fields for Project Name, Date, and Amount. Contains a table for Change Order Summary with columns for Description, Amount, and Deductions. Includes a signature line for the contractor.

REQUEST FOR PAYMENT DETAIL

Project: 1370 Change South Elementary School - Budget: 1940 Date: 12/14/2019 Period Ending Date: 02/28/2020 Sheet Page 4 of 14 Page

Table with columns: Item ID, Description, Total Contract Amount, Priority, etc. Lists various construction items like '230 Interior Drywall', '231 Interior Wall Finish', '232 Interior Ceiling Finish', etc.

REQUEST FOR PAYMENT DETAIL

Project: 1370 Change South Elementary School - Budget: 1940 Date: 12/14/2019 Period Ending Date: 02/28/2020 Sheet Page 4 of 14 Page

Table with columns: Item ID, Description, Total Contract Amount, Priority, etc. Lists various construction items like '230 Drywall & Boardform', '231 Ceiling Boardform', '232 Ceiling Boardform', etc.

REQUEST FOR PAYMENT DETAIL

Project: 1371 Change South Elementary School - Budget: 1940 Date: 12/14/2019 Period Ending Date: 02/28/2020 Sheet Page 4 of 14 Page

Table with columns: Item ID, Description, Total Contract Amount, Priority, etc. Lists various construction items like '230 Interior Drywall', '231 Interior Wall Finish', '232 Interior Ceiling Finish', etc.

REQUEST FOR PAYMENT DETAIL

Project: 1370 Change South Elementary School - Budget: 1940 Date: 12/14/2019 Period Ending Date: 02/28/2020 Sheet Page 4 of 14 Page

Table with columns: Item ID, Description, Total Contract Amount, Priority, etc. Lists various construction items like '230 Interior Drywall', '231 Interior Wall Finish', '232 Interior Ceiling Finish', etc.

REQUEST FOR PAYMENT DETAIL

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Table with columns: Item ID, Description, Total Contract Amount, Priority, etc. Lists various construction items like '230 Interior Drywall', '231 Interior Wall Finish', '232 Interior Ceiling Finish', etc.

REQUEST FOR PAYMENT DETAIL

Project: 1370 Change South Elementary School - Budget: 1940 Date: 12/14/2019 Period Ending Date: 02/28/2020 Sheet Page 4 of 14 Page

Table with columns: Item ID, Description, Total Contract Amount, Priority, etc. Lists various construction items like '230 Interior Drywall', '231 Interior Wall Finish', '232 Interior Ceiling Finish', etc.





(4) 15155649 - Swing Hanger Assembly, 3.5 Diameter - \$21.00 each - \$100 total  
 (2) 2035-05-00 - 3"Y End Cap - \$2.00 each - \$4 total  
 Grand total: \$2,460.00 plus freight  
 Please let me know if we can proceed?  
 Thank you!  
 Mike Yeager  
 Sales/Project Manager  
 Curtiss-Mannes-Schultz, Inc.  
 1211 South US Highway 54  
 Chicago, IL 60606  
 Phone: 773.226.4200  
 Fax: 773.226.4201  
 Email: myeager@cms-s.com

From: Bob Brown  
 To: Mike Yeager  
 Subject: RFQ: Basketball goals  
 Date: Friday, June 09, 2011 7:09 AM

Mike,  
 See attached basketball goal RFQ response and call me to discuss.  
 Thank,  
 Bert Lindqvist, Superintendent, LEED AP  
 Curtiss-Mannes-Schultz, Inc.  
 3211 Business Park South | P.O. Box 233  
 Chicago, Illinois 60606  
 T: 773.226.4200 | F: 773.226.4201  
 bvl@cms-s.com | www.cms-s.com

From: Bob Brown  
 To: Mike Yeager  
 Subject: Basketball goals  
 Date: Friday, June 09, 2011 7:09 AM

**CURTISS-MANNES-SCHULTZ, INC.**  
**MANAGER**  
**SCHEFFLE**  
 General Contractor

**PROPOSED CHANGE ORDER**  
 No. 00044

DATE: 07/20/11  
 PROJECT: Chicago Public Schools  
 Location: Chicago Branch, MO  
 1211 South US Highway 54  
 Chicago, IL 60606  
 TITLE: HYDRANT

DESCRIPTION OF PROPOSAL:  
 Per annex to 07/14/11 to use different materials and include hydroblast goals from observations.

Item	Quantity	Unit	Unit Price	Net Amount
100' 3/4" Schedule 40 Pipe	100	ft	\$45.00	\$4,500.00
100' 4" Schedule 40 Pipe	100	ft	\$45.00	\$4,500.00
<b>Total:</b>				<b>\$9,000.00</b>

ATTN: Dennis Lauer  
 Curtiss-Mannes-Schultz, Inc.  
 1211 South US Highway 54  
 Chicago, IL 60606  
 Phone: 773.226.4200  
 Fax: 773.226.4201

From: Bob Brown  
 To: Mike Yeager  
 Subject: Basketball goals  
 Date: Friday, June 12, 2011 8:22 PM

On Jun 8, 2011, at 2:53 PM, Bob Brown <bbrown@cms-s.com> wrote:  
 What about the credit for the material that we are not going to be using?  
 Bob Brown  
 Director of Operations  
 Curtiss-Mannes-Schultz, Inc.  
 1211 Business Park South | P.O. Box 233  
 Chicago, Illinois 60606  
 T: 773.226.4200 | F: 773.226.4201  
 www.cms-s.com | www.cms-s.com

From: Mike Yeager  
 To: Bob Brown  
 Subject: Basketball goals  
 Date: Friday, June 10, 2011 10:22 AM

Please see material cost below on the items needed to correct BG Goals at Chicago Branch:  
 (B) 3010-04-00PC - 4" Schedule 40 Pipe - \$50.00 per foot - \$1,500.00 total  
 (C) 3313-02-08 - Welded Beam Clamp Assembly - \$55.00 each - \$270 total  
 (D) 3300-04-00PC - 3 1/2" Pipe - \$8.20 per foot - 713' - \$5,856.60  
 (E) 3000-04-00PC - 1.9 Pipe - \$3.50 per foot - 7' - \$24.50  
 (F) 3170-04-00PC - 1.3/8 Pipe - \$5.00 per foot - 11' - \$55.00

Request for Change Order  
 Project: Chicago Branch Elementary School  
 Location: Chicago Branch, MO  
 Labor Rate: \$55.00  
 We strongly suggest adding this-off values to the (B) (E) (F) (H) apply this

Material	Unit	Material Price	Total Material	Total Man	Total Hours	Less Total
100' 3/4" Schedule 40 Pipe	100	\$45.00	\$4,500.00			
100' 4" Schedule 40 Pipe	100	\$45.00	\$4,500.00			
Subtotal			\$9,000.00			
Overhead/profit						
Amounting Order						
<b>Total</b>			<b>\$9,000.00</b>			<b>\$ 328.29</b>

Request for Information  
 Project: Chicago Branch Elementary School  
 Location: Chicago Branch, MO  
 Labor Rate: \$55.00  
 We strongly suggest adding this-off values to the (B) (E) (F) (H) apply this

Material	Unit	Material Price	Total Material	Total Man	Total Hours	Less Total
100' 3/4" Schedule 40 Pipe	100	\$45.00	\$4,500.00			
100' 4" Schedule 40 Pipe	100	\$45.00	\$4,500.00			
Subtotal			\$9,000.00			
Overhead/profit						
Amounting Order						
<b>Total</b>			<b>\$9,000.00</b>			<b>\$ 328.29</b>

Request for Information  
 Project: Chicago Branch Elementary School  
 Location: Chicago Branch, MO  
 Labor Rate: \$55.00  
 We strongly suggest adding this-off values to the (B) (E) (F) (H) apply this

Request for Information  
 Project: Chicago Branch Elementary School  
 Location: Chicago Branch, MO  
 Labor Rate: \$55.00  
 We strongly suggest adding this-off values to the (B) (E) (F) (H) apply this

Request for Information  
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 Location: Chicago Branch, MO  
 Labor Rate: \$55.00  
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 Location: Chicago Branch, MO  
 Labor Rate: \$55.00  
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Request for Information  
 Project: Chicago Branch Elementary School  
 Location: Chicago Branch, MO  
 Labor Rate: \$55.00  
 We strongly suggest adding this-off values to the (B) (E) (F) (H) apply this

Request for Information  
 Project: Chicago Branch Elementary School  
 Location: Chicago Branch, MO  
 Labor Rate: \$55.00  
 We strongly suggest adding this-off values to the (B) (E) (F) (H) apply this





AIA Document G701 - 2001

Change Order Form with fields for Project Name, Date, and Description.

Change Order No. 010215
Project Name: ...
Date: July 1, 2010
Description: ...

Change Order No. 1
Attachment
PR 622, provide power to scoreboard (in gym)
Aug: 1983.10

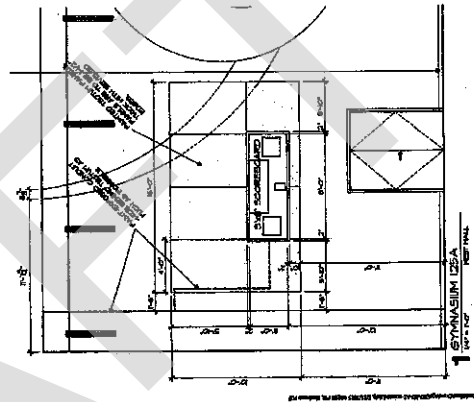


PROPOSAL
GENERAL CONTRACTORS
MAY 2010

Work to be performed at:
MERSHMAN CRISLER BUILDING
1000 ...

Accepted by:
[Signature]

REQUEST FOR INFORMATION (RFI)
TO: ACI BOLAND
ATTN: MR. KEN KEITH
SUBJECT: ...



SYNASIUM USA
1000 ...

CHANGE ORDER PROPOSAL table with columns for Description, Quantity, Unit, and Price.

Page 1 of 1



July 8, 2010
To: The Honorable
Commissioner of Education
1000 ...

Enclosed please find three (3) copies of Change Order No. 6 for the above referenced project.
Please sign all copies and return them to our office for further processing.

Attachments:
1. Change Order No. 6
2. ...

PROPOSAL form with fields for Project Name, Date, and Description.

Page 1 of 1

**THOMAS CONSTRUCTION CO.**  
 6533 Orange Beach Parkway  
 Orange Beach, AL 36561  
 251-348-3225

To: Camdenton R-II School District  
 172 Dare Boulevard  
 Camdenton MO 65020

License: 1126

**Change Order**

Order #: 1  
 Order Date: 06/25/2016

Project: 577  
 Camdenton H.S. - Secure Access

The contractor agrees to perform and the owner agrees to pay for the following changes to this contract.

Customer Order:

Plans Attached   
 Specifications Attached

Description of Work Amount

Add Security Camera per Principal. 1,257.87  
 All-Com Digital Proposal Attached. 180.30  
 Cost Code #16723  
 15% Overhead & Profit  
 Cost Code #1998

Negative changes will lower the overall contract prior receiving no additional payment by owner.

Requested Amount of Change 1,438.17

The original Contract Sum was 0.00  
 Net change by previous Change Orders 0.00  
 The Contract Sum prior to this Change Order 0.00  
 The Contract Sum will be charged by this Change Order 1,438.17  
 The new Contract Sum including this Change Order will be 1,438.17  
 The Contract Time will be changed by 0 Days

Contractor: \_\_\_\_\_ Date: \_\_\_\_\_  
 Signature: \_\_\_\_\_ Date: \_\_\_\_\_

**ALL-COM DIGITAL**

**FIRE & SECURITY**  
 P.O. Box 626  
 Eldon, MO 65026

**Proposal**

Date: 6/7/2015  
 Estimate #: 1-12-2111

Name / Address: CAMDENTON PUBLIC SCHOOLS  
 CAMDENTON MO  
 Ship To: \_\_\_\_\_

WEB-SITE: www.allcomfireandsecurity.com  
 PHONE # 573-392-4377  
 FAX # 573-392-8284  
 E-MAIL ADDRESS: allcomdigital@mlbbhinc.net

Item	Description	Qty	Cost	Total
ARC-12097DVF..	*****SECURITY CAMERA PROPOSAL**** SONY J3 INDOOR DOME DAY NIGHT 900 TVL 3.7-12 MIL LVDC / 2AVAC	1	189.99	189.99
EP4QVGA	EVER FOCUS 4 CH VIDEO QUAD SWITCHER	1	129.99	129.99
ES-40LEZ10	ALBERA VIDEO DISPLAY / 40 IN COLOR LED	1	378.99	378.99
MISC	ART WALL ADJUSTABLE MONITOR MOUNT	1	118.00	118.00
MISC	50 FT VGA EXTENSION CABLE	1	76.00	76.00
MISC	WRB-CONNECTORS-COAX	1	125.00	125.00
LABOR	INSTALLATION	1	250.00	250.00
OPTIONS	ADD 1 NVR RECORDER 4 CHANNEL 1 TB HARD DRIVE ADD \$ 426.00	1	0.00	0.00

**Acceptance of Proposal**

The above prices, specifications and conditions are satisfactory and are hereby accepted. You are authorized to do the work as specified. Payment will be made as outlined above.

Subtotal: \$1,267.97  
 Sales Tax (0.0%): \$0.00  
**Total: \$1,267.97**

HO Construction  
Change Orders

CHANGE ORDER NO. 1	HD	Construct rock buttress as part of slope stability analysis. Material, labor, equipment, Bales overhead & profit.		
		TOTAL INCREASE	\$	31,460.00
CHANGE ORDER NO. 2	HD	Deletion of fiber mesh from concrete slabs	\$	(3,830.50)
		Substitute aluminum feeders for copper feeders in elect panels	\$	(21,100.20)
		Substitute alternate refrigerant piping	\$	(4,400.00)
		Addition of floor sink to properly service kitchen scrapmaster	\$	6,735.30
		Addition of concrete culvert under north driveway to bus plug	\$	7,381.00
		Delete dedication plaques, interior and exterior signage	\$	(7,605.00)
		TOTAL DEDUCT	\$	(22,819.40)
CHANGE ORDER NO. 3	HD	Elevator oil pump revision	\$	(1,617.62)
		Revise gym and conference floor boxes	\$	666.60
		Revise focus room light fixture	\$	(39.82)
		Add new water meter	\$	2,368.62
		TOTAL INCREASE	\$	1,369.78
CHANGE ORDER NO. 4	HD	Additional conduit required by COMO	\$	3,695.45
		PVC sleeves below walk at bus parking	\$	3,541.17
		TOTAL INCREASE	\$	7,636.62
CHANGE ORDER NO. 5	HD	Vestibule HVAC (FDL) - Option 1 return and restock of unit.	\$	2,572.90
		Provide 2 x 2 ceiling tile and grid in lieu of wood ceiling in vestibule.	\$	(4,513.70)
		Provide additional steel for partition load and brick support ledge.	\$	356.50
		Add wire mold for thermostats in 144A, 150A, 134B, 101D, 105D.	\$	1,253.49
		TOTAL DECREASE	\$	(730.81)
CHANGE ORDER NO. 6	HD	Provide power to scoreboard in the gym.	\$	1,053.10
		<i>This WILL BE CREDITED TO THE DISTRICT.</i>	\$	1,053.10
		BALANCE	\$	17,969.29

HS Secure Entry  
Change Orders

CHANGE ORDER NO. 1	HS	Add Security Camera	\$	1,458.17
		BALANCE	\$	1,458.17

Secure Entries  
Change Orders

CHANGE ORDER NO. 1	HAW & ORI	Provide new built-in desk at Haw reception area.	\$	3,190.00
		Delete sink proposed at Haw work room 107	\$	(894.50)
		Provide reimbursement for building permit	\$	738.00
		TOTAL INCREASE	\$	3,033.50
CHANGE ORDER NO. 2	HAW	Furnish new wood doors 104 and 106.	\$	1,339.80
CHANGE ORDER NO. 3	HAW	Two additional countertops.	\$	385.00
CHANGE ORDER NO. 4	ORI	Install additional smoke detector at Oak Ridge per Fire Marshal.	\$	378.40
		BALANCE	\$	5,134.70

OBE Construction  
Change Orders

CHANGE ORDER NO. 1	OBE	Change food service subcontractor to Ford Restaurant Supply	\$	1,450.00
		City requests, add door signs	\$	404.00
		Delete AWW certification paperwork	\$	(3,500.00)
		Revisions to lift station retention chambers as City requested	\$	5,540.00
		Deduct for interior door signage and exterior big letters	\$	(15,182.00)
		TOTAL DECREASE	\$	(11,288.00)
CHANGE ORDER NO. 2	OBE	Rede location of fire dept connection as req by Fire Marshal	\$	5,434.00
		Mass rock removal	\$	90,365.85
		TOTAL INCREASE	\$	95,799.85
CHANGE ORDER NO. 3	OBE	Sewer line connection to main on Nichols Road	\$	(7,700.00)
		Change floor height (Revised S1 - 0/13/14)	\$	48,266.00
		TOTAL INCREASE	\$	40,666.00
CHANGE ORDER NO. 4	OBE	Revise electrical floor boxes in gym and adding power for motorized roller shades and microphone outlet.	\$	4,747.89
		TOTAL INCREASE	\$	4,747.89
CHANGE ORDER NO. 5	OBE	Change tempered glass to laminated, focus room door.	\$	18.79
		Focus room electrical requirements.	\$	(187.50)
		TOTAL DECREASE	\$	(168.71)
CHANGE ORDER NO. 6	OBE	Vegetable oil provided at elevator sump pump	\$	(871.56)
		Additional electrical revisions in various rooms	\$	2,493.37
		TOTAL INCREASE	\$	1,621.81

OBE Construction  
Change Orders

CHANGE ORDER NO. 7	OBE	Provide block heaters at bus area	\$	29,472.42
		Deduct power at two playground storage buildings	\$	(4,337.76)
		Revise responsibility matrix for data systems from contractor to owner	\$	(18,327.84)
		TOTAL INCREASE	\$	6,766.82
CHANGE ORDER NO. 8	OBE	Added letters to monumental sign	\$	1,945.26
		Modifications to elevator hallway beams	\$	761.28
		TOTAL INCREASE	\$	2,706.54
CHANGE ORDER NO. 9	OBE	Added electrical power for fan coil units	\$	1,607.46
		Added electrical power for water heater	\$	6,135.95
		Switch recessed light fixture to surface mounted RFI 105	\$	321.12
		Added electrical power to smoke curtain per RFI 94	\$	3,341.20
		Added cable tray per RFI 114	\$	2,687.96
		Additional steel supports at gym ductwork	\$	1,611.94
		Additional thermostats	\$	3,883.62
		TOTAL INCREASE	\$	18,989.25
CHANGE ORDER NO. 10	OBE	Revised dyed and polished concrete flooring	\$	(19,000.00)
		Unsuitable soil conditions under parking lots	\$	3,464.63
		Topsoil revisions per owner	\$	(7,800.00)
		Structural steel angles at operable partitions	\$	10,693.39
		TOTAL DECREASE	\$	(13,001.98)
CHANGE ORDER NO. 11	OBE	Unsuitable soil conditions under south parking lot	\$	3,645.38
		Add shut off valves at roof hydrants	\$	359.52

OBE Construction  
Change Orders

Add changing out one bent basketball mast w/straight one	\$	4,407.33
TOTAL INCREASE	\$	8,412.23
BALANCE	\$	155,269.70