

West Plains Schools Board of Education  
Regular Session Meeting  
5:00 P.M. February 18, 2014  
Central Administration Office

**AGENDA**

- I. **OPEN SESSION – for a motion to go into closed session**
- II. **CLOSED (EXECUTIVE) SESSION**
  - A. **Adjournment to Closed Executive Session 5:00 p.m.**
    - 1. Pursuant to Section 610.021.1 Legal Matters
    - 2. Pursuant to Section 610.021.2 Real Estate Matters
    - 3. Pursuant to Section 610.021.3 Personnel Matters
    - 4. Pursuant to Section 610.021.6 Student Matters
  - B. **Adjournment from Closed Executive Session**
- III. **CALL TO ORDER – The regular Session of the School Board meeting will be called to order at 5:45 P.M.**
- IV. **PLEDGE OF ALLEGIANCE – Elementary Honor Choir**
- V. **ROLL CALL AND ESTABLISHMENT OF QUORUM**
- VI. **APPROVAL OF AGENDA**
- VII. **CONSENT AGENDA - Items considered routine in nature to be voted on in one motion to conserve time. If discussion is desired, that item will be removed from the Consent Agenda and will become the first item under the Regular Agenda**
  - A. **Approval of Minutes From Regular Meeting January 21, 2014**
  - B. **Payment of Bills**
  - C. **Monthly Finance Report**
  - D. **Program Evaluations:** 1. Library/Media Resources 2. Special Education 3. Gifted Education  
4. English as a Second Language 5. Homeless/Migrant
  - E. **Approval Request for resignations or terminations:** 1. Tammy Harper – Special Education 2. David Adams – MS Science & Head MS Football Coach
  - F. **Approval will be requested for the employment of individuals as recommended by the Superintendent of Schools: Substitutes**
- VIII. **REGULAR AGENDA**
  - A. **Previous Business for Approval, Discussion or Information Only**
    - 1. Academic Update
    - 2. SCCC Accreditation Update
  - B. **New Business for Approval, Discussion or Information Only**
    - 1. Ag-Science Building Bid Results
    - 2. MSBA Board policy updates – AC, AD
    - 3. Health Services Grant – *Healthy Schools = Better Learners*
    - 4. DESE Evaluation Requirements – Committee Report
    - 5. Addendum for Snow Days to the 2014-2015 School Calendar
    - 6. Capital Improvements Update
    - 7. Superintendent Report
- IX. **ADJOURNMENT**
- X. **ADJOURN TO ADDITIONAL CLOSED (EXECUTIVE) SESSION – this session is reserved to complete any unfinished business from the closed (executive) session from the beginning of the meeting.**
- XI. **ADJOURNMENT**

\*Next Board Meeting Scheduled for March 18, 2014, at 5:00 P.M.

## **West Plains R-7 Board of Education**

### **Regular Session Meeting**

**5:00 P.M. January 21, 2014**

**Board of Education Building**

### **Minutes**

- I. CALL TO ORDER:** Jim Thompson called the meeting to order at 5:55 p.m.
- II. PLEDGE OF ALLEGIANCE:** The Pledge of Allegiance was led by the officers of Middle School Junior Beta Club. Junior Beta Club attended the Missouri State Junior Beta Club Convention on January 15<sup>th</sup> & 16<sup>th</sup>.
- III. ROLL CALL:** Board members present: Jim Thompson, Terry “Bo” Pace, Cindy Tyree, Sam Riggs, Brian Mitchell, Lee Freeman and Elizabeth Grisham. Absent: None. Also in attendance: Superintendent Dr. John Mulford, Assistant Superintendents Dr. Scott Smith, Dr. Luke Boyer, Dr. Julie Thompson and Board Secretary Linda Y. Collins.
- IV. APPROVAL OF AGENDA:** Mr. Thompson added the following items to the Consent Agenda Item E. Approval Request for Resignations—Jeanette Frey-MS Counselor and Erin Lovelace- HS Volleyball Coach. Mrs. Tyree made a motion to approve the changes to the Agenda. The motion was seconded by Ms. Grisham and voted as follows: AYE: Mr. Thompson, Mr. Pace, Mrs. Tyree, Mr. Riggs, Mr. Mitchell, Mr. Freeman and Ms. Grisham. NAY: None. ABSTAIN: None.
- V. CONSENT AGENDA - (Items considered routine in nature to be voted on in one motion to conserve time. If discussion is desired, that item will be removed from the Consent Agenda and will become the first item under the Regular Agenda**
  - A. Approval of Regular Board Meeting Minutes from December 17, 2013 and the special meeting January 7, 2014**
  - B. Payment of Bills**
  - C. Monthly Finance Report**
  - D. Program Evaluations:**
    - Vocational Education
    - Adult/Community Education
    - Technology
    - Instructional Effectiveness/Curriculum/Assessment
  - E. Approval Request for Resignations or Termination**
    - Nikki Dulaney-Payroll Clerk
    - Ron Hayes-Bus Driver
    - Jeanette Frey-MS Counselor (Amended)
    - Erin Lovelace-HS Volleyball Coach (Amended)
  - F. Approval Request for the employment of individuals as recommended by the Superintendent of Schools:**
    - Substitutes

Mr. Pace made a motion to approve the Consent Agenda The motion was seconded by Mr. Riggs and voted as follows: AYE: Mr.

Thompson, Mr. Pace, Mrs. Tyree, Mr. Riggs, Mr. Mitchell, Mr. Freeman and Ms. Grisham. NAY: None

**VI. REGULAR AGENDA**

**A. Previous Business for Approval , Discussion or Information Only**

1. Academic Update.
2. SCCC Accreditation Update. SCCC has started the self-study process. This involves a review of each adult program and an assessment of the overall institution by the 10 standards set by COE.
3. Board Candidate Filing Dates – December 17, 2013 – January 21, 2014. At the close of filing, Lee Freeman, Terry “Bo” Pace and Elizabeth Grisham were signed up to run for the 3 vacant seats. The district will not hold an election and the 3 incumbents will be sworn in at the April reorganization meeting.
4. Approval of 2014-2015 Course Offerings. Mrs. Tyree made a motion to approve the 2014-2015 HS Course offerings. The motion was seconded by Mr. Freeman and voted as follows:  
AYE: Mr. Thompson, Mr. Pace, Mrs. Tyree, Mr. Riggs, Mr. Mitchell, Mr. Freeman and Ms. Grisham. NAY: None

**B. New Business for Approval, Discussion or Information Only**

1. Boys and Girls Club Presentation. Dakota Crow expressed his appreciation for the support from the Board for the Boys and Girls Club of West Plains. The Club is currently serving about 200 students from this area.
2. Designate Mrs. Amy Ross as Foster Care Liaison. Mr. Riggs made a motion designate Mrs. Amy Ross as the Foster Care Liaison. The motion was seconded by Mr. Freeman and voted as follows: AYE: Mr. Thompson, Mr. Pace, Mrs. Tyree, Mr. Riggs, Mr. Mitchell, Mr. Freeman and Ms. Grisham. NAY: None
3. DESE Evaluation Requirements for 2014-2015. Dr. Smith will bring a recommendation regarding an evaluation tool to be used next year.
4. Approval of the 2014-2015 School Calendar. Mr. Pace made a motion to approve the 2014-2015 School Calendar.  
DISCUSSION: An opportunity was given for public comment. There was no public comment.  
The motion was seconded by Mrs. Tyree and voted as follows: AYE: Mr. Thompson, Mr. Pace, Mrs. Tyree, Mr. Riggs, Mr. Mitchell, Mr. Freeman and Ms. Grisham. NAY: None
5. Set Tuition Rate for 2014-2015 School Year. Mrs. Tyree made a motion to set the 2014-2015 tuition rate at \$7,436.29. The motion was seconded by Ms. Grisham and voted as follows: AYE: Mr. Thompson, Mr. Pace, Mrs. Tyree, Mr. Riggs, Mr. Mitchell, Mr. Freeman and Ms. Grisham. NAY: None

6. **MSBA Board Recognition.** Ms. Grisham made a motion to elect Mr. Terry “Bo” Pace as MSBA Regional Executive Committee Chair. The motion was seconded by Mr. Mitchell and voted as follows: AYE: Mr. Thompson, Mrs. Tyree, Mr. Riggs, Mr. Mitchell, Mr. Freeman and Ms. Grisham. NAY: None ABSTAIN: Mr. Pace.
  7. **Capital Improvements Update.** Dr. Boyer reported the bids on the AG building are out as of today and should be back in 1 month.
  8. **The Superintendent Report** provides an opportunity for the Board of Education to be updated on various educational topics and items of interest to the District.
- VII. ADJOURNMENT TO AN ADDITIONAL CLOSED SESSION:** At 7:40 p.m. Mr. Riggs made a motion to adjourn from Open Session to an additional Closed Session. The motion was seconded by Mr. Pace and voted as follows: AYE: Mr. Thompson, Mr. Pace, Mrs. Tyree, Mr. Riggs, Mr. Mitchell, Mr. Freeman, and Ms. Grisham. NAY: None. ABSTAIN: None.
- VIII. ADJOURNMENT.** At 9:00 p.m. Mr. Mitchell made a motion to adjourn the meeting. The motion was seconded by Mr. Freeman and voted as follows: AYE: Mr. Thompson, Mr. Pace, Mrs. Tyree, Mr. Riggs, Mr. Mitchell, Mr. Freeman, and Ms. Grisham. NAY: None. ABSTAIN: None.

---

Jimmy E. Thompson, President

---

Linda Y. Collins, Secretary

**Next Board Meeting Scheduled for February 18, 2014 At 5:00 P.M.**

West Plains R-VII School District  
 ACCOUNTS PAYABLE CHECK REGISTER SUMMARY LISTING  
 Accounts Payable COMPUTER Check Register

15:33:13 10 FEB 2014

PAGE 9

CK CD	CHK NUM	CK DATE	VENDOR NAME	AMOUNT
CC	2492	02/10/14	003349 ALMOST FAMOUS BBQ	94.73
CC	2493	02/10/14	000008 AMAZON	222.41
CC	2494	02/10/14	000008 AMAZON.COM BOOKS	904.24
CC	2495	02/10/14	000008 GE MONEY BANK/AMAZON	1,501.96
CC	2496	02/10/14	000169 AMERICAN RED CROSS	810.00
CC	2497	02/10/14	000190 ARES SPORTSWEAR	3,652.28
CC	2498	02/10/14	000202 HOUNDSTOOTH & POLKA DOTS	1,545.57
CC	2499	02/10/14	004221 AUTOZONE	96.99
CC	2500	02/10/14	000236 BEST WESTERN GRAND VILLA	161.95
CC	2501	02/10/14	000245 BIO CORPORATION	161.18
CC	2502	02/10/14	003838 BRODER BROTHERS	762.32
CC	2503	02/10/14	004204 BUZZ'S BBQ & STEAKHOUSE	91.52
CC	2504	02/10/14	001812 CAPITOL PLAZA HOTEL	169.06
CC	2505	02/10/14	004098 CARLOS O'KELLYS	19.00
CC	2506	02/10/14	003101 CASEY'S GENERAL STORE #2838	19.04
CC	2507	02/10/14	003101 CASEY'S GENERAL STORE	38.03
CC	2508	02/10/14	003023 COLTON'S STEAK HOUSE & GRILL	77.56
CC	2509	02/10/14	004219 COSTUME GALLERY, LLC	800.00
CC	2510	02/10/14	000373 COUNTRY MART	275.56
CC	2511	02/10/14	003857 CROSSROADS CONVENIENCE	75.50
CC	2512	02/10/14	003857 U-HAUL CROSSROADS CONVENIENCE	81.34
CC	2513	02/10/14	000437 DOLLAR GENERAL STORE #07371	51.71
CC	2514	02/10/14	000438 DOMINOS PIZZA	152.25
CC	2515	02/10/14	000454 DRURY INN	296.25
CC	2516	02/10/14	003014 EL CHARRO WEST PLAINS	52.61
CC	2517	02/10/14	004213 ENTERTAINMART	12.98
CC	2518	02/10/14	003736 FASTRIP #15	50.00
CC	2519	02/10/14	004211 GRAND HYATT TAMPA BAY	434.56
CC	2520	02/10/14	003460 GREENSTAY HOTEL & SUITES	324.01
CC	2521	02/10/14	003291 HOWELL COUNTY OUTPOST LLC	141.97
CC	2522	02/10/14	000719 HOWELL OREGON ELECTRIC	2,066.36
CC	2523	02/10/14	003290 J & J INTERNATIONAL, INC.	24.15
CC	2524	02/10/14	003352 KUM & GO	38.00
CC	2525	02/10/14	000860 LAKESHORE LEARNING MAT.	160.84
CC	2526	02/10/14	000908 MAESP	544.00
CC	2527	02/10/14	000051 MCGRAW-HILL	498.00
CC	2528	02/10/14	000946 MCSA OUTREACH	50.00
CC	2529	02/10/14	004222 MISSOURI BANDMASTERS	240.00
CC	2530	02/10/14	000986 CSI MISSOURI DEPARTMENT OF REV	107.12
CC	2531	02/10/14	004196 MISSOURI WELDING INSTITUTE, INC	100.00
CC	2532	02/10/14	001028 MOASBO	635.00
CC	2533	02/10/14	001028 MOASBO	430.00
CC	2534	02/10/14	001050 MSDC	1,435.00
CC	2535	02/10/14	004206 NATIONAL SOFTWARE, INC.	69.95
CC	2536	02/10/14	003289 NEWEGG.COM	353.94
CC	2537	02/10/14	001694 OZARK CAFE	249.88
CC	2538	02/10/14	002965 PAYPAL/EBAY	152.85
CC	2539	02/10/14	001743 POSTMASTER	12.22
CC	2540	02/10/14	001214 RADIOSHACK	32.98
CC	2541	02/10/14	001227 RAMEYS SUPERMARKET	11.79
CC	2542	02/10/14	000058 RENAISSANCE LEARNING	54.89
CC	2543	02/10/14	004218 RIDGE CREST PLAZA	506.34
CC	2544	02/10/14	002452 SAM'S CLUB #4985	139.63

West Plains R-VII School District  
ACCOUNTS PAYABLE CHECK REGISTER SUMMARY LISTING  
Accounts Payable COMPUTER Check Register

CK CD	CHK NUM	CK DATE	VENDOR NAME	AMOUNT
CC	2545	02/10/14	001309 SCHWEGMAN OFFICE SUPPLY	20.47
CC	2546	02/10/14	003894 SIGNAL FOOD STORE 110	41.25
CC	2547	02/10/14	004205 SNAK-ATAK #8	40.00
CC	2548	02/10/14	003968 SPRINGFIELD-BRANSON NATIONAL	51.00
CC	2549	02/10/14	002991 STEAK 'N SHAKE	38.71
CC	2550	02/10/14	002991 STEAK 'N SHAKE	23.22
CC	2551	02/10/14	000129 SUBWAY	107.25
CC	2552	02/10/14	000129 SUBWAY OF WEST PLAINS	234.23
CC	2553	02/10/14	000129 SUBWAY	16.21
CC	2554	02/10/14	000155 TAN TAR A RESORT	1,141.54
CC	2555	02/10/14	003395 TARGET	62.52
CC	2556	02/10/14	004080 TEACHERSPAYTEACHERS.COM	34.00
CC	2557	02/10/14	003681 THE DONUT PALACE	223.32
CC	2558	02/10/14	003310 THE HOME DEPOT	340.70
CC	2559	02/10/14	004202 TRAVELSCAPE,LLC	162.80
CC	2560	02/10/14	001474 UNIVERSITY OF MO COL AR	3,360.00
CC	2561	02/10/14	002845 VERIZON WIRELESS	1,799.75
CC	2562	02/10/14	001502 WALMART COMMUNITY	2,359.85

\*\*\*\*\* GRAND TOTAL AMOUNT OF ALL CHECKS REPORTED FOR CODE CC \*\*\*\*\*

31,046.34\*

---

# WEST PLAINS SCHOOL DISTRICT

# MONTHLY

# FINANCE REPORTS

---

*THROUGH THE MONTH OF JANUARY*  
*SCHOOL YEAR 2013-2014*

*PRINTED ON: FEBRUARY 12, 2014*

## REPORT INDEX

<i>Points of Interest</i>	<i>2</i>	<i>Tuition Report</i>	<i>13</i>
<i>Revenues &amp; Expenditures</i>	<i>3</i>	<i>Debt Payment</i>	<i>14</i>
<i>Graphical Financial Data</i>	<i>4</i>	<i>H.S. Tuition From Rual Districts</i>	<i>15</i>
<i>Graphical Financial Data</i>	<i>5</i>	<i>Local Tax Report</i>	<i>16</i>
<i>Revenues</i>	<i>6</i>	<i>Salary Report</i>	<i>17</i>
<i>Expense by Fund</i>	<i>7</i>		
<i>Expense by Object Code</i>	<i>8</i>		
<i>Itemized Revenue Report</i>	<i>9</i>		
<i>Itemized Revenue Report Con't</i>	<i>10</i>		
<i>Substitue Report</i>	<i>11</i>		
<i>Text Book Report</i>	<i>12</i>		

# POINTS OF INTEREST

PAGE 1

*This report includes the month of January.*

*Printed On: February 12, 2014*

~ When the district made early calculations for State money (includes both Basic Formula [5311] and Classroom Trust Fund [5319] ) the district budgeted a payment total of \$7,138,506. The percentage has formula payment has increased to 93.3% wich has increased to budgeted amount to \$7,420,953. Fortunately this is a positive swing of approximatly \$280,000 to the budget.

~ When the district made early calculations for State money (includes both Basic Formula [5311] and Classroom Trust Fund [5319] ) the district budgeted a payment total of \$7,138,506. The percentage has formula payment has increased to 93.3% wich has increased to budgeted amount to \$7,420,953. Fortunately this is a positive swing of approximatly \$280,000 to the budget.

~ Through November, the following are the number of ADA students we are receiving from the K-8 districts. Fairview-167, Glenwood-90, Howell Valley-84, Junction Hill-61, Richards-130. This is a total of 532 students. With a tuition rate of \$7,219.70, the projected tuition revenue is \$3,840,880. The budgeted tuition revenue for K-8 districts was \$3,819,221. This reflects a small revenue surplus, however, tradition indicates ADA numbers decrease as the year progresses. At this time the budgeted numbers appear to be accurate.

~ In August the district received an Assessed Valuation of \$153,212,896 and set the Tax Rate at \$3.6471. At a 97% collection rate, the district can project revenue of \$5,420,192. This is split between Current [5112] and Delinquent [5112] Taxes. The original budgeted amount for Local Taxes was \$5,211,228. This is an additional \$200,000 in projected revenue from the origial budget.

~ Notice: While the district has received some good news concerning revenue as listed above, the district continues to project the overal revenue down significantly from last year.

~ A few things you might recognize on the finance report is the \$900,000 of Miscelanious Local Revenue the district received last year. This was the one time donation from Pepsi.

~ For comparison reasons, this report does not include stadium renovation expenses or revenues. The revenue and expense ultimately cancels out because of the 2012 Stadium Financing. The district received funds equal to the amount spent.

~ In 2011 the district sold bonds worth \$4,070,000 which appears on the ASBR. In order to make this financial report as comparable as possible, this one-time, unique revenue stream has been removed.



# REVENUES & EXPENDITURES

PAGE 1

This report includes the month of January.

Printed On: February 12, 2014

FOR COMPARISON REASONS, THIS PAGE DOES NOT INCLUDE THE STADIUM RENOVATION EXPENSES OR REVENUES.

## Total Revenue

	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN
2014	908,184	1,871,777	2,797,124	4,661,150	6,429,165	8,841,482	14,834,944					
2013	859,336	1,801,046	2,924,735	4,689,032	6,988,206	8,768,314	14,907,307	17,171,164	19,081,041	20,969,854	22,905,196	25,004,776
2012	709,840	1,845,276	2,835,233	4,076,622	6,371,858	8,494,376	14,987,431	17,039,668	19,213,557	21,299,183	22,991,597	25,565,764
2011	772,372	1,682,797	2,845,597	4,036,669	5,217,884	8,252,994	14,421,187	16,378,147	18,488,290	20,242,083	22,550,815	24,998,561

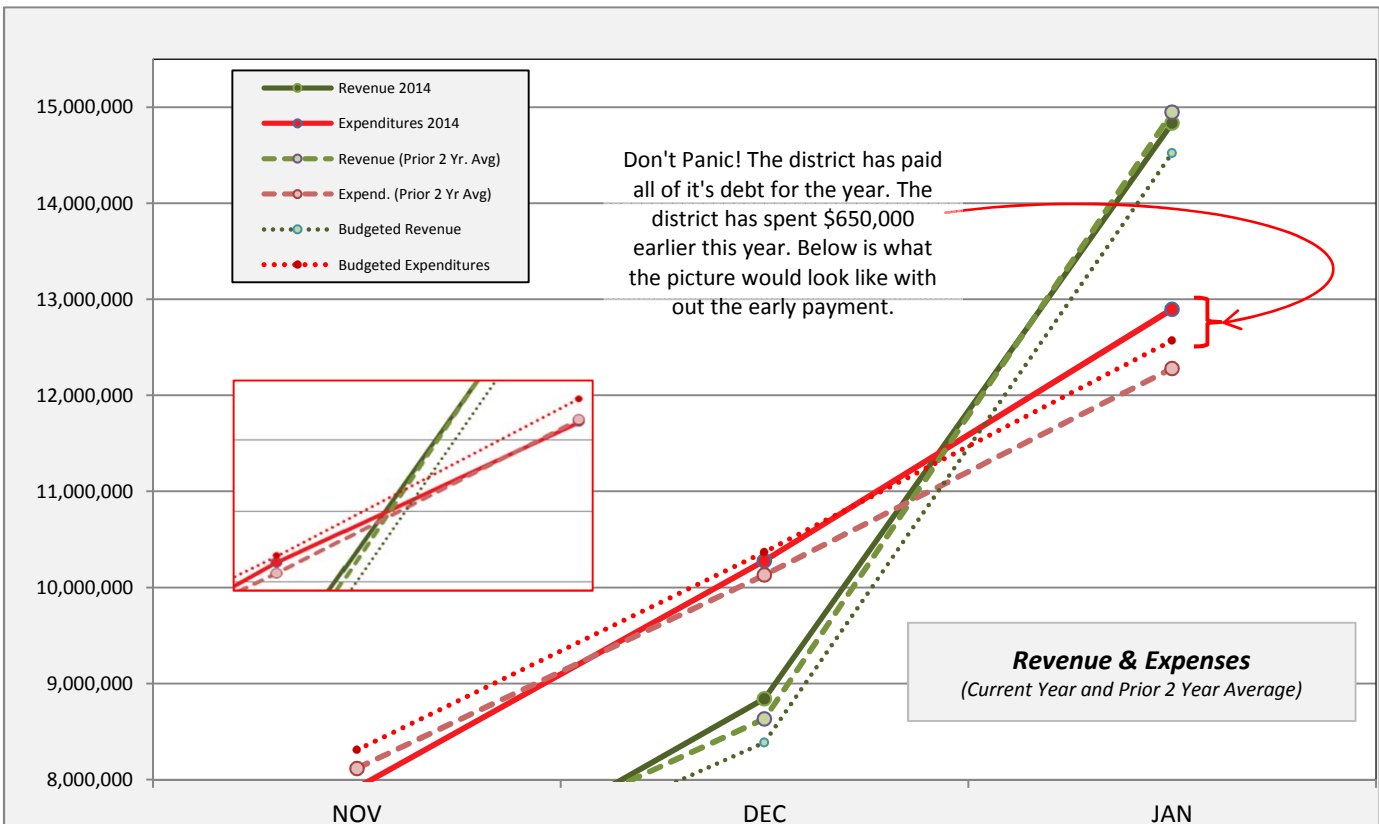
## Total Expenditures

	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN
2014	990,323	1,735,525	3,928,438	5,952,853	7,913,229	10,277,617	12,896,361					
2013	776,580	2,192,147	4,464,166	6,445,389	8,654,142	10,710,453	12,664,819	14,565,597	16,500,946	18,863,877	20,947,290	25,282,520
2012	613,980	1,303,196	3,515,431	5,561,519	7,576,603	9,547,103	11,895,664	13,859,382	16,397,036	18,415,938	20,262,826	25,234,069
2011	552,113	1,429,373	3,356,441	5,556,335	7,390,174	9,543,852	11,448,988	13,635,476	15,804,712	17,695,559	19,534,175	25,179,463

## Revenues less Expenditures

	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN
2014	-82,139	136,252	-1,131,314	-1,291,703	-1,484,064	-1,436,135	1,938,583					
2013	82,757	-391,100	-1,539,431	-1,756,357	-1,665,935	-1,942,138	2,242,488	2,605,566	2,580,095	2,105,977	1,957,906	-277,743
2012	95,860	542,081	-680,198	-1,484,897	-1,204,745	-1,052,726	3,091,768	3,180,286	2,816,520	2,883,245	2,728,772	331,695
2011	220,259	253,424	-510,845	-1,519,666	-2,172,290	-1,290,858	2,972,199	2,742,671	2,683,578	2,546,524	3,016,640	-180,901

	Revenue Budget	Through JAN	Total	% of Actual Through JAN	Estimate based on Prior Year %	Expense Budget	Through JAN	Total	% of Actual Through JAN	Estimate based on Prior Year %
2014	24,565,546	14,834,944	14,835,039			25,854,694	12,896,361	13,042,324		
2013	25,428,180	14,907,307	25,004,776	59.62		26,628,503	12,664,819	25,282,520	50.09	
2012	24,318,640	14,987,431	25,565,764	58.62		24,868,899	11,895,664	25,234,069	47.14	
2011	23,735,379	14,421,187	24,998,562	57.69		23,910,510	11,448,988	25,224,493	45.39	



# GRAPHICAL FINANCIAL DATA

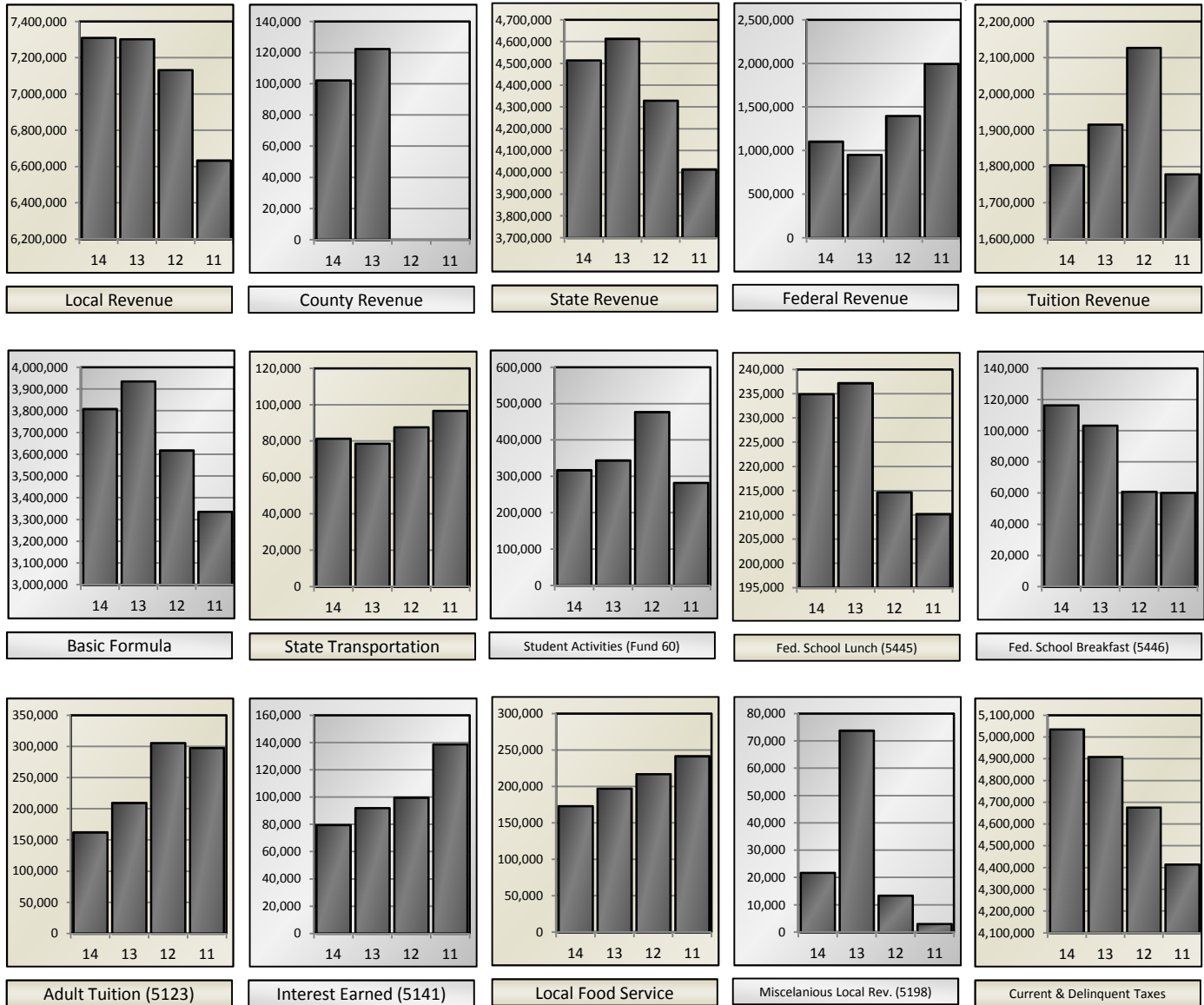
PAGE 1

This report includes the month of January.

Printed On: February 12, 2014

FOR COMPARISON REASONS, THIS PAGE DOES NOT INCLUDE THE STADIUM RENOVATION EXPENSES OR REVENUES.

## 4 YEAR REVENUE COMPARISON THROUGH THE MONTH OF JANUARY



# GRAPHICAL FINANCIAL DATA

PAGE 1

This report includes the month of January.

Printed On: February 12, 2014

FOR COMPARISON REASONS, THIS PAGE DOES NOT INCLUDE THE STADIUM RENOVATION EXPENSES OR REVENUES.

## 4 YEAR REVENUE COMPARISON THROUGH THE MONTH OF

### Revenues By Source (2014)

	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN
Local	244,552	539,266	837,113	1,186,124	1,575,408	2,664,972	7,310,105					
County	0	0	0	0	0	0	102,193					
State	591,926	1,231,028	1,899,326	2,561,077	3,221,790	3,848,208	4,514,465					
Federal	57,170	86,226	59,241	416,569	560,455	971,298	1,104,441					
Tuition	14,536	15,258	1,444	497,379	1,071,512	1,357,004	1,803,741					
Other	0	0	0	0	0	0	0					
Total	908,184	1,871,777	2,797,124	4,661,150	6,429,165	8,841,482	14,834,944					

### Revenues By Source (2013)

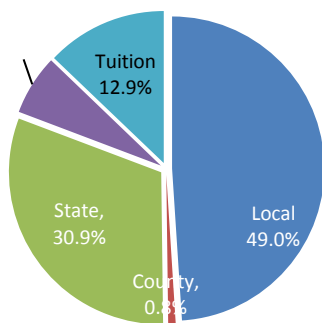
	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN
Local	225,829	551,517	891,467	1,318,243	2,420,406	2,574,154	7,301,885	7,834,181	8,201,583	8,541,246	8,917,813	9,425,654
County	0	0	0	0	0	0	122,387	122,387	318,153	318,153	318,153	350,780
State	618,331	1,245,921	1,953,804	2,601,689	3,282,871	3,983,708	4,613,746	5,358,892	6,034,783	7,004,043	7,962,801	8,801,999
Federal	15,176	3,608	79,464	157,749	229,571	806,690	953,530	1,365,353	1,549,473	1,915,484	2,102,838	2,540,576
Tuition	0	0	0	611,351	1,055,358	1,403,761	1,915,759	2,490,351	2,977,050	3,190,929	3,603,591	3,885,767
Other	0	0	0	0	0	0	0	0	0	0	0	0
Total	859,336	1,801,046	2,924,735	4,689,032	6,988,206	8,768,314	14,907,307	17,171,164	19,081,041	20,969,854	22,905,196	25,004,776

### Revenues By Source (2012)

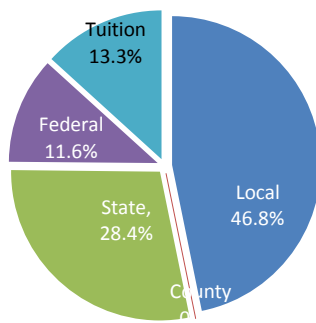
	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN
Local	164,352	598,796	930,412	1,341,567	1,603,122	2,582,543	7,132,026	7,653,883	8,106,647	8,452,529	8,818,025	9,411,825
County	0	0	0	0	0	0	0	107,237	289,248	289,248	289,248	289,248
State	541,259	1,177,638	1,612,083	2,283,070	2,921,673	3,518,030	4,329,546	5,028,187	5,826,301	6,746,423	7,592,109	8,554,691
Federal	4,229	66,276	290,171	449,419	628,695	727,558	1,398,691	1,730,274	1,962,664	2,365,124	2,599,062	3,358,201
Tuition	0	2,566	2,566	2,566	1,218,368	1,666,245	2,127,168	2,520,088	3,028,697	3,445,860	3,693,154	3,951,800
Other	0	0	0	0	0	0	0	0	0	0	0	0
Total	709,840	1,845,276	2,835,233	4,076,622	6,371,858	8,494,376	14,987,431	17,039,668	19,213,557	21,299,183	22,991,597	25,565,764

### Revenues By Source (2011)

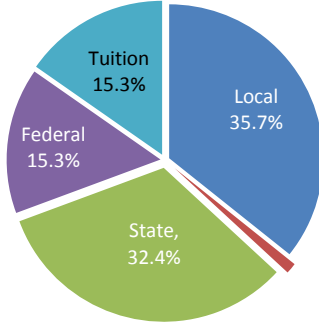
	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN
Local	166,772	464,744	777,255	1,247,115	1,557,785	2,640,779	6,633,132	7,135,520	7,498,282	7,792,096	8,254,783	8,632,907
County	0	0	0	0	0	0	0	281,930	281,930	281,930	281,930	281,258
State	492,882	993,727	1,564,003	2,149,088	2,726,084	3,344,230	4,014,043	4,681,026	5,449,653	6,291,864	6,876,164	7,857,045
Federal	112,718	224,326	504,339	640,466	925,610	1,451,304	1,995,525	2,158,952	2,638,981	2,815,894	3,663,035	4,374,666
Tuition	0	0	0	0	8,405	816,681	1,778,487	2,120,719	2,619,444	3,060,299	3,474,903	3,772,685
Other	0	0	0	0	0	0	0	0	0	0	0	79,999
Total	772,372	1,682,797	2,845,597	4,036,669	5,217,884	8,252,994	14,421,187	16,378,147	18,488,290	20,242,083	22,550,815	24,998,561



Through January, 2014



Through January, Prior 2 Year Avg.



2 Year Average, End of Year Totals

# REVENUES

PAGE 1

This report includes the month of January.

Printed On: February 12, 2014

## 4 YEAR REVENUE COMPARISON OF MAJOR REVENUE SOURCES

Each month represents total for that month plus prior months.

### Current Taxes (5111)

	NOV	DEC	JAN	FEB	MAR
2014	0	768,524	4,890,182		
2013	0	683,108	4,750,578	4,827,550	4,910,672
2012	0	581,934	4,521,037	4,640,470	4,743,177
2011	0	688,100	4,245,635	4,331,020	4,407,079

### Prop C (5113)

	NOV	DEC	JAN	FEB	MAR
2014	776,875	917,327	1,064,882		
2013	694,581	862,774	1,003,215	1,180,620	1,305,518
2012	706,221	853,557	989,885	1,157,870	1,300,135
2011	691,489	824,422	945,572	1,109,775	1,256,306

### Interest Revenue (5141)

	NOV	DEC	JAN	FEB	MAR
2014	58,331	66,900	79,507		
2013	61,942	69,639	91,940	103,748	120,386
2012	78,861	86,350	99,665	116,763	133,654
2011	97,992	113,284	138,655	164,687	196,432

### Fines & Escheats (5211)

	NOV	DEC	JAN	FEB	MAR
2014	0	0	102,193		
2013	0	0	122,387	122,387	122,387
2012	0	0	0	107,237	107,237
2011	0	0	0	107,770	107,770

### State Basic Formula (5311)

	NOV	DEC	JAN	FEB	MAR
2014	2,730,389	3,258,112	3,807,905		
2013	2,820,050	3,410,259	3,935,355	4,502,287	5,064,782
2012	2,520,995	3,033,320	3,617,439	4,162,305	4,707,158
2011	2,298,061	2,793,000	3,335,807	3,912,848	4,495,053

### ECSE (5314)

	NOV	DEC	JAN	FEB	MAR
2014	74,998	112,497	149,997		
2013	75,401	113,102	150,803	188,503	229,974
2012	0	0	148,383	185,479	222,575
2011	74,420	111,630	148,840	148,840	186,049

### Career Education (5332)

	NOV	DEC	JAN	FEB	MAR
2014	0	0	0		
2013	0	0	0	0	0
2012	0	0	0	0	0
2011	0	0	0	0	0

### Medicaid (5412)

	NOV	DEC	JAN	FEB	MAR
2014	40,220	44,942	70,634		
2013	6,352	11,684	11,684	44,008	48,665
2012	12,144	13,975	29,099	42,735	82,130
2011	2,680	2,778	2,778	6,590	43,849

### IDEA (5441)

	NOV	DEC	JAN	FEB	MAR
2014	58,029	58,029	58,029		
2013	50,470	100,940	151,410	151,410	201,879
2012	180,000	180,000	225,000	225,000	270,000
2011	119,500	164,500	215,075	265,650	316,225

### Fed Breakfast (5446)

	NOV	DEC	JAN	FEB	MAR
2014	54,090	90,667	116,368		
2013	45,163	77,165	103,314	123,749	153,170
2012	27,029	44,731	60,937	75,046	93,896
2011	25,979	42,908	60,135	71,624	85,651

### Delinquent Taxes (5112)

	NOV	DEC	JAN	FEB	MAR
2014	116,587	127,772	145,423		
2013	94,060	104,401	158,598	165,009	176,691
2012	121,217	129,680	155,447	171,222	180,563
2011	131,387	143,374	169,134	172,601	182,092

### M&M Surcharge (5115)

	NOV	DEC	JAN	FEB	MAR
2014	3,017	26,885	289,768		
2013	47,183	69,628	318,538	319,535	320,615
2012	3,465	20,085	255,192	259,004	259,841
2011	6,972	22,890	221,014	224,191	224,683

### Pupil Food Service (5151)

	NOV	DEC	JAN	FEB	MAR
2014	63,310	70,378	86,053		
2013	63,124	75,079	95,011	112,659	126,204
2012	72,483	84,474	108,870	130,882	149,834
2011	66,683	79,298	98,532	114,393	136,432

### RR & Utility Tax (5221)

	NOV	DEC	JAN	FEB	MAR
2014	0	0	0		
2013	0	0	0	0	195,766
2012	0	0	0	0	182,011
2011	0	0	0	174,161	174,161

### State Transportation (5312)

	NOV	DEC	JAN	FEB	MAR
2014	58,391	69,665	81,361		
2013	58,761	70,442	78,650	91,117	102,944
2012	61,527	72,231	87,624	100,623	117,176
2011	63,002	75,441	96,711	123,711	138,822

### Classroom Trust Fund (5319)

	NOV	DEC	JAN	FEB	MAR
2014	342,395	392,265	459,533		
2013	296,824	356,201	415,234	474,666	534,000
2012	278,875	352,203	414,804	472,304	545,520
2011	290,601	347,306	411,381	468,837	542,938

### High Need Fund (5381)

	NOV	DEC	JAN	FEB	MAR
2014	0	0	0		
2013	0	0	0	67,574	67,574
2012	0	0	0	0	115,019
2011	0	0	0	0	0

### Perkins (5427)

	NOV	DEC	JAN	FEB	MAR
2014	65,921	65,921	85,742		
2013	2,991	57,929	64,992	68,724	76,531
2012	28,920	40,198	58,523	73,841	89,899
2011	69,069	71,313	82,062	97,784	108,608

### Fed Lunch (5445)

	NOV	DEC	JAN	FEB	MAR
2014	107,895	183,197	234,925		
2013	105,115	178,035	237,198	288,390	350,928
2012	96,260	158,207	214,678	264,352	329,457
2011	91,657	150,449	210,193	251,303	304,209

### Title I (5451)

	NOV	DEC	JAN	FEB	MAR
2014	187,264	422,239	422,239		
2013	0	272,278	272,278	417,890	417,890
2012	12,995	12,995	341,382	448,501	448,501
2011	0	200,000	400,000	400,000	600,000

# EXPENSE BY FUND

PAGE 1

This report includes the month of January.

Printed On: February 12, 2014

FOR COMPARISON REASONS, THIS PAGE DOES NOT INCLUDE THE STADIUM RENOVATION EXPENSES OR REVENUES.

## Expense By Source (2014)

	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN
Fund 10	430,580	842,033	1,794,443	2,525,846	3,218,465	4,282,844	4,847,208					
Fund 20	344,154	571,042	1,733,704	2,925,870	4,095,327	5,291,574	6,443,472					
Fund 40	214,364	305,687	348,374	385,915	422,685	446,205	1,308,848					
Fund 60	1,225	11,101	45,598	104,067	163,886	242,625	266,830					
Fund 65	0	5,663	6,320	11,155	12,866	13,879	25,370					
Fund 70	0	0	0	0	0	489	4,632					
Total	990,323	1,735,525	3,928,438	5,952,853	7,913,229	10,277,617	12,896,361					

## Expense By Source (2013)

	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN
Fund 10	276,791	734,465	1,538,164	2,222,513	3,044,007	4,055,820	4,666,833	5,322,452	5,950,513	6,530,074	7,307,628	8,767,459
Fund 20	263,411	477,357	1,631,437	2,787,664	3,963,006	5,146,091	6,306,572	7,476,162	8,641,612	9,801,943	10,980,898	14,173,813
Fund 40	174,622	909,252	1,184,716	1,269,436	1,395,702	1,180,410	1,317,127	1,353,880	1,448,764	2,041,365	2,104,973	1,560,676
Fund 60	3,346	9,136	42,761	94,849	178,139	254,243	299,673	338,399	383,598	414,230	477,527	533,988
Fund 65	57,800	61,326	65,219	69,058	70,457	71,059	71,784	71,874	73,629	73,435	73,435	246,584
Fund 70	610	610	1,870	1,870	2,830	2,830	2,830	2,830	2,830	2,830	2,830	0
Total	776,580	2,192,147	4,464,166	6,445,389	8,654,142	10,710,453	12,664,819	14,565,597	16,500,946	18,863,877	20,947,290	25,282,520

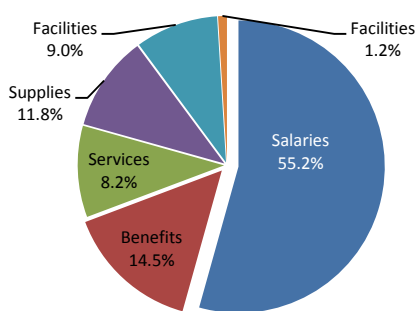
## Expense By Source (2012)

	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN
Fund 10	300,959	728,184	1,591,686	2,377,115	3,130,413	3,791,564	4,754,451	5,447,581	6,160,701	6,870,939	7,481,091	8,886,119
Fund 20	306,926	524,250	1,686,078	2,841,614	4,012,124	5,180,376	6,352,158	7,526,009	8,697,615	9,872,495	11,048,392	14,195,739
Fund 40	0	6,385	146,033	184,580	195,671	274,778	362,758	433,966	1,010,916	1,032,236	1,019,846	1,303,604
Fund 60	4,361	33,442	56,824	112,058	183,972	237,696	343,091	360,557	421,659	531,786	579,162	696,318
Fund 65	-3,600	-2,068	10,037	14,792	16,427	18,189	32,205	33,765	34,793	35,536	59,003	66,552
Fund 70	5,334	13,002	24,772	31,360	37,996	44,499	51,001	57,503	71,353	72,946	75,332	85,737
Total	613,980	1,303,196	3,515,431	5,561,519	7,576,603	9,547,103	11,895,664	13,859,382	16,397,036	18,415,938	20,262,826	25,234,069

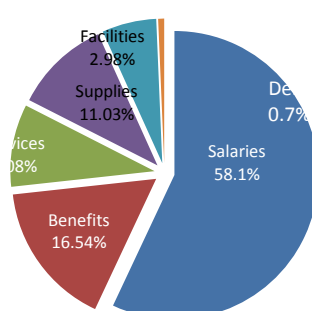
## Expense By Source (2012)

	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN
Fund 10	261,147	663,670	1,368,337	2,179,345	2,830,039	3,739,451	4,354,089	5,009,018	5,705,409	6,378,375	7,029,476	8,386,412
Fund 20	275,989	493,508	1,631,449	2,795,109	3,950,228	5,118,154	6,266,064	7,449,171	8,587,731	9,743,142	10,893,693	13,876,248
Fund 40	14,748	267,605	330,553	499,357	514,339	543,791	601,985	920,012	1,217,109	1,224,138	1,242,930	2,461,257
Fund 60	229	3,481	16,894	68,954	81,680	126,960	200,105	225,663	259,171	313,481	332,043	410,723
Fund 65	0	1,109	9,208	13,570	13,888	15,496	26,746	31,613	35,291	36,423	36,034	44,823
Fund 70	0	0	0	0	0	0	0	0	0	0	0	0
Total	552,113	1,429,373	3,356,441	5,556,335	7,390,174	9,543,852	11,448,988	13,635,476	15,804,712	17,695,559	19,534,175	25,179,463

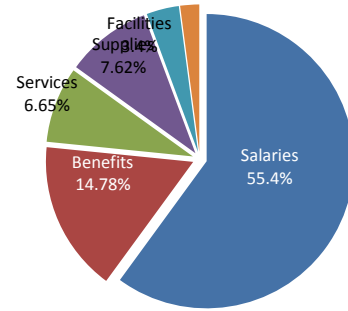
## EXPENSE



Through January, 2014



Through January, Prior 2 Year Avg.



2 Year Average, End of Year Totals

	2014 Budget	2013 Budget	Thru JAN 2014	Thru JAN 2013	Thru JAN 2012	2013 Total	2012 Total	2013 Date %	2012 Date %	2014 Projected	Compared to Prior 2 Years
Fund 10	9,638,262	9,030,980	4,847,208	4,754,451	4,354,089	8,886,119	8,386,412	53.5%	51.9%	9,195,765	
Fund 20	14,160,467	13,965,193	6,443,472	6,352,158	6,266,064	14,195,739	13,876,248	44.7%	45.2%	14,334,165	
Fund 40	1,565,965	1,300,067	1,308,848	362,758	601,985	1,303,604	6,531,257	27.8%	9.2%	7,066,395	
Fund 60	450,000	450,000	266,830	343,091	200,105	696,318	410,723	49.3%	48.7%	544,594	
Fund 65	40,000	40,000	25,370	32,205	26,746	66,552	44,823	48.4%	59.7%	46,955	
Fund 70	0	82,660	4,632	51,001	0	85,737	0	59.5%	0.0%	15,574	
Other											
Total	0	0	0	0	0	0	0				

# EXPENSE BY OBJECT CODE

PAGE 1

This report includes the month of January.

Printed On: February 12, 2014

## Expenditures By Object Code (2014)

	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN
Salaries (61)	427,848	766,646	2,003,249	3,274,358	4,548,334	5,807,357	7,009,374					
Benefits (62)	82,779	169,335	501,252	826,736	1,161,765	1,598,939	1,923,289					
Services (63)	32,120	117,740	369,120	547,343	718,380	1,174,128	1,299,779					
Supplies (64)	233,212	376,118	706,442	918,501	1,062,066	1,250,987	1,355,070					
Facilities (65)	156,659	247,982	290,669	328,210	364,979	388,500	1,184,488					
Debt (66)	57,705	57,705	57,705	57,705	57,705	57,705	124,360					
Other	0	0	0	0	0	0	0					
Total	990,323	1,735,525	3,928,438	5,952,853	7,913,229	10,277,617	12,896,361					

## Expenditures By Object Code (2013)

	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN
Salaries (61)	373,597	700,740	1,942,363	3,184,383	4,463,188	5,710,994	6,945,866	8,189,943	9,413,594	10,643,660	11,910,272	15,128,549
Benefits (62)	83,846	162,371	508,710	837,645	1,174,416	1,637,822	1,964,388	2,290,712	2,620,474	2,946,507	3,276,533	4,131,092
Services (63)	48,400	185,838	313,694	472,623	703,112	1,032,864	1,159,263	1,327,738	1,464,701	1,569,626	1,791,171	2,093,008
Supplies (64)	96,115	233,947	514,685	681,303	917,725	1,148,362	1,278,175	1,403,323	1,553,412	1,662,719	1,864,342	2,369,196
Facilities (65)	174,622	909,252	1,116,148	1,200,868	1,323,999	1,108,708	1,226,651	1,263,404	1,356,276	1,635,310	1,698,917	1,153,030
Debt (66)	0	0	68,568	68,568	71,703	71,703	90,476	90,476	92,488	406,056	406,056	407,646
Other	0	0	0	0	0	0	0	0	0	0	0	0
Total	776,580	2,192,147	4,464,166	6,445,389	8,654,142	10,710,453	12,664,819	14,565,597	16,500,946	18,863,877	20,947,290	25,282,520

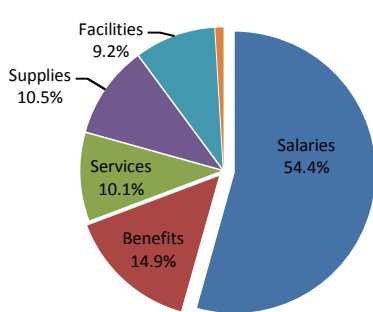
## Expenditures By Object Code (2012)

	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN
Salaries (61)	438,678	766,247	2,013,265	3,274,811	4,533,254	5,801,581	7,033,972	8,290,917	9,545,556	10,746,362	11,994,238	15,202,103
Benefits (62)	99,293	191,419	534,242	873,254	1,229,145	1,566,398	2,021,780	2,376,918	2,710,675	3,046,025	3,379,581	4,230,138
Services (63)	10,865	92,547	273,622	467,295	663,808	798,618	1,113,697	1,296,457	1,475,828	1,711,990	1,862,732	2,123,355
Supplies (64)	65,143	246,598	545,365	758,675	951,821	1,102,823	1,360,553	1,458,221	1,651,157	1,876,421	2,003,526	2,374,869
Facilities (65)	0	6,385	77,746	113,158	124,249	203,357	291,336	362,544	367,802	389,122	376,732	657,586
Debt (66)	0	0	71,191	74,326	74,326	74,326	74,326	74,326	646,018	646,018	646,018	646,018
Other	0	0	0	0	0	0	0	0	0	0	0	0
Total	613,980	1,303,196	3,515,431	5,561,519	7,576,603	9,547,103	11,895,664	13,859,382	16,397,036	18,415,938	20,262,826	25,234,069

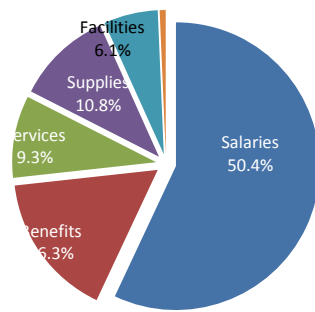
## Expenditures By Object Code (2011)

	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN
Salaries (61)	406,136	733,079	1,947,623	3,181,628	4,413,657	5,670,132	6,889,185	8,115,283	9,327,596	10,566,118	11,792,282	14,776,001
Benefits (62)	84,554	178,753	528,302	874,966	1,211,918	1,641,009	1,964,985	2,295,360	2,618,739	2,946,123	3,278,309	4,096,610
Services (63)	23,918	78,457	196,604	363,899	496,017	797,923	923,508	1,074,826	1,211,310	1,377,831	1,507,448	1,831,905
Supplies (64)	19,858	168,580	350,460	633,182	750,941	886,127	1,064,455	1,225,125	1,425,086	1,575,864	1,707,722	2,013,690
Facilities (65)	14,748	189,342	252,290	391,054	406,036	435,487	493,681	808,709	1,038,059	1,045,088	1,063,880	1,199,696
Debt (66)	2,898	81,162	81,162	111,606	111,606	113,173	113,173	116,173	183,921	184,534	184,534	1,261,561
Other	0	0	0	0	0	0	0	0	0	0	0	0
Total	552,113	1,429,373	3,356,441	5,556,335	7,390,174	9,543,852	11,448,988	13,635,476	15,804,712	17,695,559	19,534,175	25,179,463

## EXPENSE



Through January, 2014



Through January, Prior 2 Year Avg.

2 Year Average, End of Year Totals

	2014 Budget	2014 Budget	Thru JAN 2014	Thru JAN 2013	Thru JAN 2012	2013 Total	2012 Total	2013 Date %	2012 Date %	2014 Projected
Salaries (61)	15,028,048	15,059,451	7,009,374	7,033,972	6,889,185	15,202,103	14,776,001	46.3%	46.6%	15,091,144
Benefits (62)	4,131,133	4,106,786	1,923,289	2,021,780	1,964,985	4,230,138	4,096,610	47.8%	48.0%	4,016,862
Services (63)	2,557,614	2,018,786	1,299,779	1,113,697	923,508	2,123,355	1,831,905	52.4%	50.4%	
Supplies (64)	2,544,967	2,307,532	1,355,070	1,360,553	1,064,455	2,374,869	2,013,690	57.3%	52.9%	
Facilities (65)	1,428,240	2,716,548	1,184,488	291,336	493,681	657,586	1,199,696	44.3%	41.2%	
Debt (66)	164,693	419,400	124,360	74,326	113,173	646,018	5,331,561	11.5%	2.1%	
Other										
Total										



# ITEMIZED REVENUE REPORT

PAGE 1

This report includes the month of January.

Printed On: February 12, 2014

Local	2014 Budget	2013 Budget	Thru JAN 2014	Thru JAN 2013	Thru JAN 2012	2013 Total	2012 Total	2013 Date %	2012 Date %	2014 Projected	Compared to Prior 2 Years
Current Taxes	5,149,182	4,705,800	4,890,182	4,750,578	4,521,037	4,910,672	4,743,177	96.7%	95.3%	5,092,440	
Delinquent Taxes	262,899	334,000	145,423	158,598	155,447	373,878	391,671	42.4%	39.7%	354,223	
Prop C (STF)	1,699,255	1,700,240	1,064,882	1,003,215	989,885	1,722,263	1,760,981	58.2%	56.2%	1,860,673	
Interest	30,000	30,000	63,025	54,893	70,503	54,893	67,642	100.0%	104.2%	61,720	
M & M Surcharge Tax	280,000	215,000	289,768	318,538	255,192	292,966	263,457	108.7%	96.9%	281,887	
In Lieu of Tax	0	12,000	0	0	0	0	0	0.0%	0.0%		
Presch & BASE Tuition	0	7,000	0	-100	8,742	0	15,658		55.8%		
Adult Ed Tuition	568,670	720,975	162,292	209,529	305,413	596,822	542,490	35.1%	56.3%	355,103	
Interest Earned	163,150	200,000	79,507	91,940	99,665	177,734	191,914	51.7%	51.9%	153,397	
Food Service	186,000	186,000	93,612	105,399	117,543	189,648	204,235	55.6%	57.6%	165,496	
Food Service-Non Program	68,000	95,000	35,471	47,050	45,157	71,605	71,213	65.7%	63.4%	54,943	
Admission	64,120	45,000	32,547	25,313	32,905	33,294	42,649	76.0%	77.2%	42,494	
SA & Boosters	547,000	490,000	388,784	410,577	500,826	627,211	881,699	65.5%	56.8%	635,979	
Prior Period Adjustment	40,000	25,000	26,613	40,966	22,653	32,184	24,533	127.3%	92.3%	24,235	
Misc Local Rev.	10,650	3,000	21,776	73,829	13,395	243,729	205,066	30.3%	6.5%	118,274	
Other	39,000	5,000	0	0	0	0	0	0.0%	0.0%		
Total	9,107,927	8,774,015	7,310,105	7,132,026	6,633,132	9,411,825	8,632,907	75.8%	76.8%	9,579,941	

County	2014 Budget	2013 Budget	Thru JAN 2014	Thru JAN 2013	Thru JAN 2012	2013 Total	2012 Total	2013 Date %	2012 Date %	2014 Projected	Compared to Prior 2 Years
Fines, Escheats, Forfeit	115,000	105,000	102,193	122,387	0	122,387	107,237	100.0%	0.0%	204,385	
State RxR Utility	195,000	170,000	0	0	0	228,393	182,011	0.0%	0.0%		
Other	0	0	0	0	0	0	0	0.0%	0.0%		
Total	310,000	275,000	102,193	0	0	289,248	281,258	0.0%	0.0%		

State	2014 Budget	2013 Budget	Thru JAN 2014	Thru JAN 2013	Thru JAN 2012	2013 Total	2012 Total	2013 Date %	2012 Date %	2014 Projected	Compared to Prior 2 Years
Basic Formula	6,530,439	6,458,500	3,807,905	3,935,355	3,617,439	6,768,010	6,481,586	58.1%	55.8%	6,683,031	
Transportation	140,000	150,000	81,361	78,650	87,624	138,234	165,645	56.9%	52.9%	148,205	
ECSE - State	330,000	285,000	149,997	150,803	148,383	325,063	296,766	46.4%	50.0%	311,223	
Basic Formula CTF	890,514	824,582	459,533	415,234	414,804	712,092	751,886	58.3%	55.2%	809,890	
Vocational/At-Risk	20,000	20,000	0	0	0	20,000	20,000	0.0%	0.0%		
Early Childhood (PAT)	0	0	605	1,870	0	4,205	0	44.5%	0.0%	2,721	
Vocational Tech Aid	390,130	495,254	0	0	0	508,063	478,253	0.0%	0.0%		
Food Service	7,000	29,000	0	0	0	8,177	6,336	0.0%	0.0%		
Adult Basic Ed	0	38,000	0	15,742	10,893	15,742	10,893	100.0%	100.0%		
Enhancement Grant	87,360	122,687	0	0	0	95,977	50,731	0.0%	0.0%		
A+ Schools Grant	14,216	0	11,770	11,937	10,666	42,245	31,190	28.3%	34.2%	37,693	
Spec Ed High Need Fund	80,000	60,000	0	0	0	109,855	139,112	0.0%	0.0%		
Mo PreSch Project	0	110,000	0	0	30,654	41,438	110,500	0.0%	27.7%		
Misc. State Rev.	14,717	1,500	3,294	4,155	9,084	12,898	11,793	32.2%	77.0%	6,030	
Other	0	0	0	0	0	0	0	0.0%	0.0%		
Total	8,504,376	8,594,523	4,514,465	4,329,546	4,014,043	8,554,691	7,857,045	50.6%	51.1%	8,878,121	

# ITEMIZED REVENUE REPORT

PAGE 2

This report includes the month of January.

Printed On: February 12, 2014

Federal	2014 Budget	2013 Budget	Thru JAN 2014	Thru JAN 2013	Thru JAN 2012	2013 Total	2012 Total	2013 Date %	2012 Date %	2014 Projected	Compared to Prior 2 Years
Medicaid	100,000	140,000	70,634	29,099	2,778	152,759	157,276	19.0%	1.8%	678,682	
Basic Formula (ARRA)	0	169,392	0	176,110	463,518	176,110	524,438	100.0%	88.4%		
Vocational Ed	183,219	241,638	85,742	58,523	82,062	231,927	245,066	25.2%	33.5%	292,042	
Jobs Bill	0	0	0	0	0	0	424,558	0.0%	0.0%		
Voc Ed - Perkins	0	0	0	6,243	0	6,243	0	100.0%	0.0%		
WIA-JTPA	0	0	0	0	1,755	0	4,255	0.0%	41.2%		
Adult Basic Ed.	0	85,000	5,927	45,446	33,018	126,320	87,937	36.0%	37.5%	16,123	
Spec Ed High Need Fund	8,000	0	0	0	0	20,094	0	0.0%	0.0%		
IDEA (Part B)	400,522	453,080	58,029	225,000	215,075	443,833	473,129	50.7%	45.5%	120,702	
ECSE	36,000	36,000	0	0	0	37,096	37,210	0.0%	0.0%		
School Lunch Prog	548,500	513,000	234,925	214,678	210,193	529,606	513,843	40.5%	40.9%	576,918	
School Breakfast P.	271,000	140,000	116,368	60,937	60,135	174,663	144,430	34.9%	41.6%	304,133	
After School Snack	10,000	10,000	0	3,782	2,869	10,103	11,529	37.4%	24.9%		
Title I	793,626	800,000	422,239	341,382	400,000	869,441	800,000	39.3%	50.0%	946,039	
Title V	0	0	0	0	0	0	0	0.0%	0.0%		
Title IV	0	0	0	0	80,000	0	114,840	0.0%	69.7%		
Title I (ARRA)	0	0	0	0	0	0	40,000	0.0%	0.0%		
21st Cent Gnt (BASE)	0	150,000	0	79,680	71,739	150,000	210,000	53.1%	34.2%		
Title IVA-Drug Free	0	0	0	0	0	0	1,854	0.0%	0.0%		
Title III-ELL	0	0	0	0	0	0	0	0.0%	0.0%		
Title IIA	128,683	141,000	74,228	73,266	80,000	148,799	155,000	49.2%	51.6%	147,204	
T IID Tech E-mints	0	0	0	0	0	0	628	0.0%	0.0%		
T VIIB-Homelss	0	0	0	0	0	0	4,115	0.0%	0.0%		
T IID (ARRA)	0	0	0	0	0	0	31	0.0%	0.0%		
Voc Rehab	63,976	3,000	3,095	825	2,550	12,537	4,759	6.6%	53.6%	10,289	
Dept Health Food Svc Prog	28,924	0	5,140	0	0	28,924	0	0.0%	0.0%		
JTPA - WIA	42,650	15,000	429	44,986	6,988	125,281	25,511	35.9%	27.4%	1,354	
Voc - Pell Grants	0	0	0	0	0	0	0	0.0%	0.0%		
TRA	14,217	64,000	0	23,500	72,731	48,590	72,731	48.4%	100.0%		
Title VI B	32,905	48,992	12,385	15,235	20,000	47,584	45,425	32.0%	44.0%	32,572	
Title VI B (ARRA)	0	0	0	0	190,115	0	190,115	0.0%	100.0%		
ECSE (ARRA)	0	0	0	0	0	18,272	0	0.0%	0.0%		
Misc. Fed. Funds	0	30,000	15,300	0	0	21	85,987	0.0%	0.0%		
Other	0	0	0	0	0	0	0	0.0%	0.0%		
<b>Total</b>	<b>2,662,222</b>	<b>3,040,102</b>	<b>1,104,441</b>	<b>1,398,691</b>	<b>1,995,525</b>	<b>3,358,201</b>	<b>4,374,666</b>	<b>41.7%</b>	<b>45.6%</b>	<b>2,531,220</b>	

Non Revenue Funds	2014 Budget	2013 Budget	Thru JAN 2014	Thru JAN 2013	Thru JAN 2012	2013 Total	2012 Total	2013 Date %	2012 Date %	2014 Projected	Compared to Prior 2 Years
Sale of Bonds	0	0	0	0	0	0	0	0.0%	0.0%		
Insurance Recovery	0	0	0	0	0	0	0	0.0%	0.0%		
School Bus Sale	0	0	0	0	0	0	0	0.0%	0.0%		
Property Sales	0	0	0	0	0	0	80,000	0.0%	0.0%		
Other	0	0	0	0	0	0	0	0.0%	0.0%		
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>80,000</b>	<b>0.0%</b>	<b>0.0%</b>		

Tuition	2014 Budget	2013 Budget	Thru JAN 2014	Thru JAN 2013	Thru JAN 2012	2013 Total	2012 Total	2013 Date %	2012 Date %	2014 Projected	Compared to Prior 2 Years
Rural Tuition	3,819,221	3,550,000	1,757,757	2,071,256	1,712,261	3,885,080	3,686,474	53.3%	46.4%	3,523,964	
Area VoTech Tuition	161,800	85,000	45,984	53,345	66,226	64,154	86,211	83.2%	76.8%	57,491	
SpecEd Tuition	0	0	0	0	0	0	0	0.0%	0.0%		
Local Tax Effort	0	0	0	2,566	0	2,566	0	100.0%	0.0%		
Transportation Other LEAs	0	0	0	0	0	0	0	0.0%	0.0%		
Other	0	0	0	0	0	0	0	0.0%	0.0%		
<b>Total</b>	<b>3,981,021</b>	<b>3,635,000</b>	<b>1,803,741</b>	<b>2,127,168</b>	<b>1,778,487</b>	<b>3,951,800</b>	<b>3,772,685</b>	<b>53.8%</b>	<b>47.1%</b>	<b>3,572,863</b>	



# SUBSTITUTE REPORT

This report includes the month of January.

Printed On: February 12, 2014

		2014 Budget	2013 Budget	2014 Through JAN	2013 Through JAN	2012 Through JAN	2011 Through JAN	2013 Actual	2012 Actual	2011 Actual
10-1111-6121-4030-000-0000	EL Substitute Salaries	3,000	3,000	2,170	1,330	700	3,290	1,645	2,345	5,320
10-1151-6121-1050-000-0000	HS Substitute Salaries	2,000	2,000	1,070	0	735	70	0	1,890	455
10-1221-6121-1050-000-0000	SE HS Substitute Salaries	3,000	3,000	2,190	1,260	1,050	1,365	3,535	2,310	6,273
10-1221-6121-3000-000-0000	SE MS Substitute Salaries	2,500	2,000	315	2,590	560	70	4,340	1,680	175
10-1221-6121-4030-000-0000	SE EL Substitute Salaries	9,000	9,000	3,415	2,730	5,390	2,275	8,305	8,960	8,088
10-1221-6121-5000-000-0000	SE SF Substitute Salaries	500	1,000	0	0	0	35	0	0	175
10-1251-6121-3000-051-0000	SI MS Substitute Salary	0	0	0	0	0	0	0	0	0
10-1251-6121-4030-051-0000	SI EL Substitute Salary	7,500	8,000	1,575	2,170	3,245	0	6,755	7,235	0
10-1251-6121-5000-051-0000	SI SF Substitute Salary	1,500	3,000	0	0	980	0	0	2,330	0
10-1281-6121-4030-014-0000	ECSE EL Substitute Salary	2,000	2,000	630	945	315	0	1,960	1,540	0
10-2134-6121-1050-000-0000	NURS HS Substitute Pay	0	0	2,415	140	0	N/A	140	0	N/A
10-2321-6121-9000-000-0000	SUPT Sub Salary	0	2,000	280	2,030	2,135	0	2,380	2,135	0
10-3511-6121-4030-000-0000	EC Substitute Salary	0	0	0	1,015	N/A	N/A	4,235	N/A	N/A
10-3512-6121-4030-000-0000	PS EL Substitute Salary	0	0	360	0	0	0	420	0	0
10-3512-6121-5000-000-0000	PS SF Substitute Salary	500	500	105	350	140	0	490	210	0
20-1111-6121-4030-000-0000	EL Substitute Salaries	38,000	45,000	13,143	20,195	17,740	19,886	38,798	42,228	47,776
20-1112-6121-5000-000-0000	SF Substitute Salaries	6,000	9,000	6,335	2,730	2,870	5,350	5,320	5,950	11,275
20-1131-6121-3000-000-0000	MS Substitute Salaries	30,000	30,000	15,925	15,960	14,310	17,308	34,875	27,050	32,110
20-1151-6121-1050-000-0000	HS Substitute Salaries	65,000	65,000	29,850	34,720	28,735	28,947	71,560	63,610	56,612
20-1151-6121-1050-062-0000	HS Substitute A+ Salary	0	0	0	0	0	0	0	0	0
20-1152-6121-1050-000-0000	ALC HS Substitute Salaries	0	0	1,050	0	0	0	0	0	0
20-1152-6121-3000-000-0000	ALC MS Substitute Salaries	0	0	0	0	0	0	0	0	0
20-1191-6121-1050-081-0000	SS HS Substitute Salaries	0	0	0	0	0	0	0	0	0
20-1191-6121-3000-081-0000	SS MS Substitute Salaries	0	0	0	0	0	0	0	0	0
20-1191-6121-4030-081-0000	SS EL Substitute Salaries	2,500	1,540	0	0	1,540	2,520	1,085	2,765	2,520
20-1191-6121-5000-081-0000	SS SF Substitute Salaries	0	0	0	0	0	0	0	0	0
20-1221-6121-1050-000-0000	SE HS Substitute Salary	7,000	11,000	5,520	2,765	2,835	5,586	5,705	10,420	9,419
20-1221-6121-3000-000-0000	SE MS Substitute Salary	6,000	5,100	1,155	2,415	1,820	1,733	6,220	5,390	5,580
20-1221-6121-4030-000-0000	SE EL Substitute Salary	2,500	5,000	1,505	805	1,400	10,261	2,310	1,855	20,051
20-1221-6121-5000-000-0000	SE SF Substitute Salary	500	1,000	0	0	805	2,238	0	840	2,308
20-1221-6121-8000-000-0000	SE Substitute Salary	0	0	0	0	0	0	0	0	0
20-1234-6121-1050-053-0000	HB HS Substitute Salaries	0	0	0	0	0	0	0	0	0
20-1234-6121-3000-053-0000	HB MS Substitute Salaries	0	0	0	0	0	0	0	0	0
20-1234-6121-4030-053-0000	HB EL Substitute Salaries	0	0	0	0	0	0	0	0	0
20-1234-6121-5000-053-0000	HB SF Substitute Salaries	0	0	0	0	0	0	0	0	0
20-1251-6121-3000-051-0000	SI MS Substitute Salary	0	0	0	0	0	0	0	0	0
20-1251-6121-4030-051-0000	SI EL Substitute Salary	3,000	6,000	2,050	1,050	1,915	0	2,800	4,455	0
20-1251-6121-5000-051-0000	SI SF Substitute Salary	500	500	0	0	0	0	0	140	0
20-1261-6121-3000-041-0000	SE IDEA Substitute Salary	0	500	0	0	0	0	0	210	0
20-1261-6121-4030-041-0000	SE IDEA Substitute Salary	0	500	0	0	0	0	0	140	0
20-1281-6121-4030-014-0000	ECSE EL Substitute Salary	2,000	2,000	315	35	210	0	350	1,685	0
20-2212-6121-1050-000-0000	CURR HS Substitute Salary	0	2,500	560	0	0	0	0	0	0
20-2212-6121-1100-000-0000	CURR VO Substitute Salary	0	1,200	0	0	0	0	0	0	0
20-2212-6121-3000-000-0000	CURR MS Substitute Salary	0	2,000	0	0	0	0	0	0	0
20-2212-6121-4030-000-0000	CURR EL Substitute Salary	0	2,000	2,350	0	0	665	0	0	665
20-2212-6121-5000-000-0000	CURR SF Substitute Salary	0	1,200	70	0	280	70	0	280	210
20-2214-6121-1050-051-0000	PD HS T1 Substitute Salary	0	0	0	0	105	0	0	105	0
20-2214-6121-1050-094-0000	PD HS Substitute Salary	0	3,600	280	0	0	0	0	0	0
20-2214-6121-1100-094-0000	PD VO Substitute Salary	0	0	0	0	0	0	0	0	0
20-2214-6121-3000-051-0000	PD MS T1 Substitute Salary	0	0	0	0	490	0	0	490	0
20-2214-6121-3000-094-0000	PD MS Substitute Salary	0	1,800	0	0	0	0	0	0	0
20-2214-6121-4030-051-0000	PD EL T1 Substitute Salary	0	3,000	0	0	2,940	0	0	2,940	0
20-2214-6121-4030-094-0000	PD EL Substitute Salary	0	4,500	0	0	0	0	0	0	0
20-2214-6121-5000-051-0000	PD SF T1 Substitute Salary	0	0	0	0	245	0	0	245	0
20-2214-6121-5000-094-0000	PD SF Substitute Salary	0	1,700	0	0	0	0	70	70	0
20-2415-6121-1100-140-0000	PRIN VO Substitute Salary	0	0	0	0	0	0	0	0	6,860
20-3512-6121-4030-000-0000	PS EL Substitute Salary	0	0	0	0	0	0	0	0	0
20-3512-6121-5000-000-0000	PS SF Substitute Salary	500	500	105	420	35	0	3,125	175	0
20-3811-6121-3000-072-0000	BASE MS Substitute Salary	0	0	0	0	0	4,152	0	0	4,232
20-3811-6121-4030-072-0000	BASE EL Substitute Salary	0	0	0	0	0	14,126	0	0	14,326
20-3811-6121-5000-072-0000	BASE SF Substitute Salary	0	0	0	0	0	210	0	0	690
70-1221-6121-8000-000-PSTG	SE PSTG Substitute Salaries	0	0	0	0	0	0	0	0	0
		195,000	241,640	94,738	95,655	93,525	120,156	206,423	201,678	235,119
				48.58	46.34	46.37	51.10			

# TEXTBOOK REPORT

*This report includes the month of January.*

*Printed On: February 12, 2014*

		2014 Budget	2013 Budget	2014 Through JAN	2013 Through JAN	2012 Through JAN	2011 Through JAN	2013 Actual	2012 Actual	2011 Actual
10-1111-6421-4030-000-0000	EL Textbooks	65,000	37,000	62,723	34,405	46,169	27,725	34,888	46,169	25,559
10-1111-6422-4030-000-0000	EL Textbooks - MOE	0	0	0	0	0	-5,460	0	0	0
10-1111-6431-4030-000-0000	EL Textbooks	0	0	10,001	0	0	0	0	0	0
10-1112-6421-5000-000-0000	SF Textbooks	21,000	14,900	22,127	9,377	9,155	5,671	12,190	9,542	5,878
10-1112-6431-5000-000-0000	SF Textbooks	0	0	0	700	0	0	700	0	0
10-1131-6431-3000-000-0000	MS Textbooks	34,000	16,000	34,023	15,888	10,325	26,715	16,057	10,348	26,887
10-1151-6431-1050-000-0000	HS Textbooks	87,500	45,000	87,386	63,054	71,826	66,445	67,743	73,426	68,303
10-1221-6431-1050-000-0000	SE HS Textbooks	9,275	7,000	9,022	6,999	3,000	7,143	6,999	3,036	7,143
10-1221-6431-3000-000-0000	SE MS Textbooks	5,725	7,000	3,397	7,000	4,000	114	7,000	4,000	114
10-1221-6431-4030-000-0000	SE EL Textbooks	2,000	2,000	898	2,000	8,000	122	2,000	8,000	122
10-1221-6431-5000-000-0000	SE SF Textbooks	0	0	0	0	0	44	0	0	44
Total		224,500	128,900	229,576	139,423	152,474	128,518	147,576	154,520	134,049

# TUITION REPORT

This report includes the month of January.

Printed On: February 12, 2014

			2014 Budget	2013 Budget	2014 Through JAN	2013 Through JAN	2012 Through JAN	2011 Through JAN	2013 Actual	2012 Actual	2011 Actual
10-0000-5810-0000-551-0000	Rural Dist Tuit-Fair View		1,220,129	1,088,000	561,446	529,398	674,777	426,842	1,216,119	1,215,853	1,043,238
10-0000-5810-0000-552-0000	Rural Dist Tuit-Glenwood		635,334	714,288	292,041	333,755	350,958	335,843	624,711	656,742	684,906
10-0000-5810-0000-553-0000	Rural Dist Tuit-Howell V.		592,015	574,164	318,659	314,463	352,184	273,557	596,549	671,678	550,546
10-0000-5810-0000-554-0000	Area Dist Tuit-Junction Hill		382,644	458,986	186,496	207,013	223,953	185,148	387,809	432,169	440,106
10-0000-5810-0000-555-0000	Rural Dist Tuit-Richards		989,099	1,019,743	394,783	525,053	469,384	490,872	983,624	908,639	977,797
			3,819,221	3,855,181	1,753,425	1,909,682	2,071,256	1,712,261	3,808,811	3,885,080	3,696,594
When it comes checking revenue against the budget, this number should					45.91	50.14	53.31	46.32			

Fairview	Aug	Sept	Oct	Nov	Dec	Jan	Feb	March	April	May	June
2014	1,878	0	236,563	407,472	407,472	561,446					
2013	0	0	234,178	404,979	529,398	529,398					
2012	0	0	0	379,295	566,006	674,777	819,485	941,792	1,063,930	1,155,632	1,215,853
2011	0	0	0	0	0	426,842	507,101	712,247	837,691	953,915	1,043,238

Glenwood	Aug	Sept	Oct	Nov	Dec	Jan	Feb	March	April	May	June
2014	0	0	0	0	0	292,041					
2013	0	0	0	0	0	333,755					
2012	0	0	0	205,793	205,793	350,958	350,958	512,800	584,178	584,178	656,742
2011	0	0	0	0	0	335,843	408,187	470,006	550,976	626,695	684,906

Howell Valley	Aug	Sept	Oct	Nov	Dec	Jan	Feb	March	April	May	June
2014	5,062	0	0	318,659	318,659	318,659					
2013	0	0	114,508	197,879	262,543	314,463					
2012	0	0	0	207,365	280,328	352,184	427,029	503,896	577,297	627,294	671,678
2011	0	0	0	0	225,467	273,557	273,557	381,242	444,369	504,907	550,546

Junction Hill	Aug	Sept	Oct	Nov	Dec	Jan	Feb	March	April	May	June
2014	4,174	0	85,338	148,338	186,496	186,496					
2013	0	0	76,443	129,099	172,133	207,013					
2012	0	0	0	135,340	182,892	223,953	280,048	327,223	374,398	407,930	432,169
2011	0	0	0	0	125,026	185,148	272,956	311,311	361,491	406,125	440,106

Richards	Aug	Sept	Oct	Nov	Dec	Jan	Feb	March	April	May	June
2014	3,422	0	173,312	173,312	394,783	394,783					
2013	0	0	186,222	323,402	439,686	525,053					
2012	0	0	0	277,200	381,444	469,384	586,656	687,074	790,145	862,208	908,639
2011	0	0	0	0	411,278	490,872	592,693	678,412	790,876	897,050	977,797

Based on the latest tuition bills, the schools are producing the following number of tuition collecting students

	Hours	Enrlmnt	ADE*	Tuition	Projected	Budgeted	2013	2012	2011
Fairview	1,097.50	190,110.87	173.22	7,009.42	1,214,184	1,088,000	1,216,119	1,215,853	1,043,238
Glenwood		98,644.13	89.88		630,012	714,288	624,711	656,742	684,906
Howell Valley		92,612.24	84.38		591,488	574,164	596,549	671,678	550,546
Junction Hill		60,067.82	54.73		383,636	458,986	387,809	432,169	440,106
Richards		153,475.46	139.84		980,204	1,019,743	983,624	908,639	977,797
			542.06		3,799,524	3,855,181	3,808,811	3,885,080	3,696,594

\*Average Daily Enrollment

	14 ADE	13 ADE	12 ADE
Fairview	173.2	173.2	167.9
Glenwood	89.9	89.9	96.4
Howell Valley	84.4	84.4	95.8
Junction Hill	54.7	54.7	63.7
Richards	139.8	139.8	135.4
	542.1	542.1	559.3

# DEBT PAYMENTS

*This report includes the month of January.*

*Printed On: February 12, 2014*

		2014 Budget	2013 Budget	2014 Through JAN	2013 Through JAN	2012 Through JAN	2011 Through JAN	2013 Actual	2012 Actual	2011 Actual
40-4051-6521-1100-714-0000	Bldg Acq Constr & Impr-2010B	0	250,000	0	0	N/A	N/A	250,000	N/A	N/A
40-4051-6521-9000-716-0000	Bldg Acq Constr/Impr-2013 Series	625,000	0	625,000	0	N/A	N/A	0	N/A	N/A
40-4051-6531-1050-715-0000	Bldg Acq Constr/Improv-Stadium	140,000	152,000	140,000	152,000	N/A	N/A	152,000	N/A	N/A
40-5122-6614-0000-000-0000	PRINC Payments-Long Term Loan	0	0	0	0	0	0	0	500,000	800,000
40-5122-6614-0000-711-0000	PRINC Pmts LT Loan- 2010A	0	245,000	0	0	0	0	245,000	0	4,260,000
40-5200-6623-9000-000-0000	Interest - 01 Bond Series	0	0	0	0	0	0	0	0	3,000
40-5200-6623-9000-711-0000	Interest - 05 Bond Series	0	0	0	0	0	108,708	0	0	150,081
40-5222-6621-0000-000-0000	Interest - Long Term Loans	0	0	0	0	71,191	0	0	142,883	17,681
40-5222-6624-0000-711-0000	Interest-Long Term Loans-2010A	0	106,145	0	53,073	N/A	N/A	106,145	N/A	N/A
40-5231-6623-1050-715-0000	Interest L-Purch - Stadium	29,377	30,965	29,377	18,774	N/A	N/A	18,774	N/A	N/A
40-5231-6623-1100-714-0000	Interest L-Purch - 2010B	0	30,990	0	15,495	N/A	N/A	30,990	N/A	N/A
40-5231-6623-9000-716-0000	Interest L-Purch - 2013 Series	98,448	0	94,984	0	N/A	N/A	0	N/A	N/A
Total		892,825	815,100	889,360	239,341	71,191	108,708	802,909	642,883	5,230,763

# PROGRAM EVALUATIONS

*CLICK HERE TO RETURN THE THE AGENDA*

*This document contains hyperlinks.*

*Click on a section to advance to that area.*

*Click in the blue box to return to the Board Agenda*

1. Library/Media Resources

2. Special Education

3. Gifted Education

4. English as Second Language

5. Homless/Migrant

# **WEST PLAINS R-VII SCHOOLS**

## **Program Evaluation**

Date: **February 2014**

Program Title: **Library Media Center**

Program Evaluations Committee/Library Media Center Advisory Council Members

Joni Joice – WPHS Librarian  
Nancy Davidson – WPES Librarian  
Seth Huddleston – SF Principal  
Jamie Cook – WPES Parent  
Casey Buehler – WPHS Student  
Zoe Cook – WPES Student  
Emily Wheeler – WPMS Student  
Brayden Kantala – WPES Student  
Cyndi Wright – Bridges Director  
Brett Lair – WPHS Student  
Rhonda Loring – WPMS Teacher  
Lenny Eagleman – WPMS Principal

Heather Hufstedler – WPMS Librarian  
Jodi Ficken – WPMS Teacher  
Mick Price – SF Title I Tutor/Library  
Jenny Buehler – WPHS Parent  
Heather Mulford – WPMS Teacher/Parent  
Jack Randolph – WPHS Principal  
Alyssa Cochran – WPES Parent  
Jordan Kantala – WPMS Student  
Morgan Smith – WPHS Student  
Erin Lair – WPHS Parent  
Dena Shannon – WPMS Teacher

### **Program Objectives and Goals:**

- (1) Provide instruction and guidance to students and staff in the use of research and informational literacy skills by establishing the library as an integral part of the educational program.
- (2) Incorporate and upgrade new technologies by providing professional development to staff members on library media center resources.
- (3) Provide support, resource materials and professional development to all shareholders.
- (4) Provide a positive, interactive environment for students and staff to research and for informational literacy.
- (5) Increase availability of library services for parents and students.

**Program Description:**

The Library Media Center (LMC) is an extension of the classroom. The library contains many resources that supplement textbook materials and add new dimensions to the learning situation. The library media program helps further the major instructional goals of the school district. With the varied library resources, goals from all areas of the curriculum are integrated as community, educators, parents, and students work together to plan enrichment experiences and opportunities.

**Program Evaluation Criteria:**

1. Increase utilization of Library Media Center resources by staff and students.
2. Increase the professional development opportunities regarding the availability and use of Library Media Center resources.
3. Increase student knowledge of information literacy skills.
4. Increase number of upgraded new technologies available to staff members.
5. Update and maintain the collection of materials.

**Data to be Collected and Analyzed for Evaluation:**

Student and Teacher Surveys  
Library Media Center Advisory Committee  
Core Data  
Budget Allocations  
Circulation Statistics  
Missouri School Improvement Program (MSIP) Standards  
Teacher Usage

**Program Strengths:**

1. Library Media Specialists work with staff to incorporate resources to meet curriculum and instructional needs. Additional resources such as Show-Me Readers, Mark Twain, Truman Awards, Caldecott, Newbery and Gateway books are added to library collections annually.
2. All libraries have upgraded to Destiny software, putting the libraries online and more accessible than before. Students have been very complimentary of the new system, its versatility and ease of use.
3. Organization and instruction in locating materials allows students to easily access materials in each Library Media Center. This organization, along with colorful book displays, also provides for student-friendly atmospheres within the Library Media Centers.
4. Maximum use of Library Media Center facilities is accomplished through scheduled class periods and time for special projects.
5. Accelerated Reader book list is online for easy access.
6. The middle school and elementary have upgraded their Accelerated Reader to *Enterprise* to promote literacy and reading for pleasure. Students have commented positively on its many available tests.
7. The elementary library has been recently remodeled and upgraded, providing a new pleasant, spacious learning environment.
8. Middle school encourages student involvement through incentive programs, give-aways and use of audio books.
9. The high school has two computer labs and two mobile labs, totaling 114 computers available to students daily.
10. The middle school and high school libraries organize technology calendars for access to computer and mobile labs.
11. The middle school and high school libraries are beginning to offer ebooks.

**Program Aims:**

1. Continue updating staff resources for professional development.
2. Coordinate meetings with R-7 library media specialists to evaluate programs.
3. Continue communication with faculty concerning purchasing and receiving new materials.
4. Encourage students to read for pleasure.
5. Continue the use of e-reader technology.
6. Open discourse for high school Accelerated Reader upgrade.
7. Increase parent contact to create awareness of new programs.



**Program Recommendations** (including action steps, person(s) responsible, and time frame for completion of recommendations):

<b>Action Step</b>	<b>Person(s) Responsible</b>	<b>Time Frame For Completion</b>
1. Meet second Monday after start of each quarter.	District Library Media Specialists	Dates established ongoing
2. Continue a consistent communication with faculty and staff also providing professional development avenues.	Library Media Specialists	ongoing
3. Explore activities for reading for pleasure.	District Library Media Specialists	ongoing
4. Examine AR upgrade for high school.	Library Media Specialists Curriculum Director Building Administrators	Fall 2014
5. Increase patron contact to encourage awareness of new programs.	Library Media Specialists	Spring 2014

## **WEST PLAINS R-VII SCHOOL DISTRICT**

### **PROGRAM EVALUATION**

**Date:** January 31, 2014

**Program:** Gifted Education Services

#### **Program Evaluation Committee Members:**

Dr. Scott Smith – Assistant Superintendent for Student Services

Amy Ross – Special Services Coordinator

Karen Sholes – Gifted Coordinator

Nancy Poppe - Gifted Instructor-Elementary-South Fork-Middle School

Allison Arnold – Gifted Instructor-Elementary-South Fork-Middle School (2014-15)

Stephanie Smith - Gifted Resource Educator-High School

Jack Randolph - High School Principal

Ronnie Harper – High School Dean of Students

Courtney Hughes – High School Counselor

Lenny Eagleman - Middle School Principal

Jeanette Frey - Middle School Counselor

Donnie Miller - Elementary School Principal

Michelle Miller - Elementary School Counselor

Seth Huddleston - South Fork Principal

Heather Miller - South Fork Counselor

#### **Program Objectives and Goals:** -West Plains High School- *Currently we have 52 students identified at the High School Level*

1. Direct the instruction of individuals or small groups of identified gifted students
2. Provide services targeting the social and emotional needs of identified gifted students
3. Provide college and career counseling
4. Assist in the selection, planning, and scheduling of college entrance exams
5. Assist in researching, planning, and scheduling of educational options such as dual credit
6. Assist with post-secondary school research, selection, admissions procedures, and completion of scholarship applications
7. Monitor identified students' progress in any of the above activities
8. Work with regular classroom teachers to modify regular classroom curriculum to meet the needs of identified gifted students.

#### **Program Description**

The GES program at West Plains High School is available two (2) days a week for 1<sup>st</sup> through 7<sup>th</sup> hour. Students may also participate in group activities during zero hour and at all lunch periods. Activities are geared to meet individual student's needs and the program objectives. The remainder of the GES program time is spent working on an individual basis with GES students and in providing assistance to faculty members.

### **Program Strengths:**

1. *Makes information on scholarships opportunities readily available.*
2. *Provide individual counseling*
3. *Provide tutoring*
4. *Promotes interaction between students of different ages*
5. *Offers a “supportive environment,” “safe haven,” “relaxed atmosphere,” and a “stress free environment”*
6. *Provides assistance with college planning and testing*
7. *Provides assistance with scholarship searches*
8. *Houses a reference library of books and CD’s on career planning, college information, and collegiate entrance exams*
9. *Responsive to the needs of gifted students*
10. *Develops lessons geared to students needs and requests*
11. *Provides guest speakers*
12. *Sponsors campus visits to various Universities in Missouri.*
13. *Promotes a quiet place to complete assignments*
14. *Offers challenging strategy games in a non-competitive atmosphere*
15. *Promotes an atmosphere for interesting discussions*
16. *Provides access to the Internet*
17. *Provides access to an electric typewriter for application completion*
18. *Promotes cultural diversity awareness*
19. *Works with local civic groups to make opportunities available and known to students*

### **Program Concerns:**

1. *The GES program is not available every day, group time is limited, and not all GES students have the opportunity to take advantage of the program.*
2. *Identification process needs revision.*

### **Process for Dissemination Findings of Evaluation:**

1. Gifted staff meetings
2. Building level faculty meetings
3. Board meetings

### **Program Objectives and Goals: SOAR (Gifted 1-4) at the West Plains Elementary and K-6<sup>th</sup> grade at South Fork Elementary. We currently have 27students in the 1<sup>st</sup>-4<sup>th</sup> grade program**

1. The program’s purpose is to identify academically gifted students, including at risk, low socioeconomic, ESL, and exceptional students with learning disabilities.
2. The program is to provide academic challenges as well as addressing the social/emotional of gifted students.
3. Develop critical thinking, reasoning, problem solving and logic skills to increase test scores
4. To develop creativity as an outlet for intellectual needs
5. Increase student attendance at the elementary level by developing personal growth and social skills needed for the individual gifted personalities.

6. To overall reduce the drop out rate of at risk gifted students by identifying and serving their individual needs throughout elementary and middle school.
7. To develop communication skills, in order for gifted students to increase their achievement and ability levels.
8. Develop research, communication, presentation, and technology skills to use with daily educational experiences.

### **Program Descriptions:**

1. To meet the needs of the gifted students with activities which enable them to operate at complex levels during the thought process.
2. To develop critical thinking skills, creative thinking skills, analytical, and organizational skills.
3. Opportunities for divergent production
4. Challenging group and individual work which demonstrates process/product outcomes.
5. Discussions with intellectual peers of their own age as well as older individuals.
6. The opportunity to see interrelationships in all bodies of knowledge.
7. Special course topics in areas of strength and interest which accelerate the pace and depth of the content.
8. Greater exposure to new areas of learning within and outside the school structure
9. Opportunities to apply abilities to real problems.
10. Skills in critical thinking, creative thinking, research, problem solving, coping with exceptionality, decision-making, and leadership.

### **SOAR Curriculum is divided into three segments.**

- In **Higher Order Thinking Skills**, the students participate in different types of problem solving; learn to use various critical thinking and analytical skills, as well as time management and organization skills.
- In **Affective Needs of Gifted Students**, the student work to understand themselves, their high ability level, strength and weaknesses as well as learning to relate to others
- During the **Major Units** portion of the day, the students are exposed to various areas of study throughout the year. These interest areas are either not in the everyday classroom curriculum or not in the depth of learning that we will investigate throughout the year.
- Each major unit has tasks for the students to create with a focus on using higher level thinking skills and developing unusual products for their age level. The second segment focuses directly on enhancing and developing students' thinking skills through inquiry. The third segments focuses on the affective area with the gifted student's need for a better understanding and appreciate individual differences in others, to learn to work in a group setting, and to understand how he/she fits into society.

### **Program Strengths:**

1. *The program is tailored to meet the needs of individual students*
2. *The program is state assisted and meets the criteria under MSIP guidelines*
3. *Students have the resources available to develop skills in the areas of research, technology, communication, and creativity at their own level.*

### **Program Concerns:**

1. *Having only one teacher in the Middle, Elementary, and South Fork Schools limits availability of the teacher to students when needs arise.*
2. *Additional in-services/workshops on characteristics of a gifted child are needed for parents, teachers and support staff.*
3. *The technology being utilized has been undated but with the increase in the number of students identified additional computers are needed.*
4. *The current classroom space is not big enough for the increased class sizes.*

### **Program Objectives and Goals: SEARCH (Gifted 5-8). We currently have 27 students in the 5<sup>th</sup>-8<sup>th</sup> program.**

1. To meet the needs of the gifted students with activities which enable them to operate at complex levels of thought and feelings.
2. Gives student opportunities for divergent thinking and production.
3. The program's purpose is to identify academically gifted students, including at risk, low socioeconomic, ESL and twice exceptional students with learning disabilities.
4. The program is to provide academic challenges as well as addressing the social and emotional needs of gifted students.
5. Develop critical thinking, reasoning, problem solving, and logistic skills to increase test scores
6. To develop creativity as an outlet for intellectual needs
7. Increase student attendance by developing personal growth and social skills needed for the individual gifted personality.
8. To reduce the drop out rate of at risk gifted students by identifying and serving their individual needs through out elementary and middle school
9. Develop research, communication, presentation, and technology skills to use with daily educational experiences
10. Develop critical thinking, reasoning, problems solving and logic skills to increase test scores
11. Develop creativity as an outlet for intellectual needs
12. Increase student attendance at the middle school level by developing personal growth and social skills needed for the individual gifted personalities
13. Develop technology skills to use with daily experiences
14. To overall reduce the drop out rate of at risk gifted students by identifying and serving their individual needs throughout elementary and middle school

### **Program Descriptions:**

1. To meet the needs of the gifted students by activities which enable them to operate at complex levels of thought and feeling
2. Opportunities for divergent production
3. Challenging group and individual work which demonstrates process and product outcomes
4. Discussions with intellectual peers
5. The opportunity to see interrelationships in all bodies of knowledge
6. Special courses in areas of strength and interest which accelerate the pace and depth of the content
7. Greater exposure to new areas of learning within and outside the school structure

8. Opportunities to apply abilities to real problems
9. Skills in critical thinking, creative thinking, research, problem solving, coping with exceptionality, decision-making, and leadership

The SEARCH curriculum is taught in a four-year cycle. During the four years that students are in the Middle School Gifted Program, they will be exposed to all the Reading GLE's that have been set forth by the state of Missouri's Department of Elementary and Secondary Education that are to be covered between fifth and eighth grade. To meet the students' gifted needs these objectives will be investigated with a focus on using higher-level thinking skills and developing unusual products for their age level. Units of study will be delivered in an investigative "hands-on" approach. Technology and field trips will be used as needed to expose students to hands-on learning. Students will be challenged to increase ability to function in relationships with others.

**Program Strengths:**

1. *The program is tailored to meet the needs of individual students*
2. *The program is state assisted and meets the state criteria guidelines*
3. *Students have the availability and resources to develop skills in the areas of science, technology, communication, and higher level thinking*

**Program Concerns:**

1. *One teacher in Middle School, Elementary, and South Fork limits the availability of the teacher to students when needs arise*
2. *Limited time to provide in-services and workshops for classroom teachers on the characteristics, needs and risks of gifted adolescents*
3. *The technology being utilized has been undated but with the increase in the number of students identified additional computers are needed.*
4. *The current classroom space is not big enough for the increased class size.*
5. *The current model of tying the gifted program to a core curriculum is problematic and other delivery models need to be explored.*

**Program Recommendations – 2014-2015** (including action steps, person(s) responsible, and time frame for completion of recommendations):

<b><u>Action Step</u></b>	<b><u>Person Responsible</u></b>	<b><u>Time Frame</u></b>
<b><u>Concern #1</u></b> Appropriate administrators will study the need for a full time gifted teacher for each building (Middle School, Elementary/South Fork, and High School)	Superintendent  Assistant Superintendent of Student Services  Coordinator of Special Services  Building Administrators	On-going

<p><b><u>Concern #2</u></b>          Gifted teachers and the PDC committee will work together to incorporate increased education of gifted characteristics in teacher in-service/workshops.</p>	Assistant Superintendent of Student Services  Assistant Superintendent of Curriculum and Instruction  Coordinator of Special Services  Gifted Instructor  Vocational Resource Counselor  Building Administrators	On-going
<p><b><u>Concern #3</u></b>          Appropriate administrators will study the need for increasing the amount of technology available for the gifted programs.</p>	Assistant Superintendent of Student Services  Coordinator of Special Services  Gifted Instructor  Vocational Resource Counselor  Building Administrators	On-going.
<p><b><u>Concern #4</u></b>          West Plains R-VII School Board, patrons, and administration will study the need for future facility growth.</p>	West Plains R-VII School Board  West Plains R-VII School Patrons  Building Administrators  Assistant Superintendent of Student Services	On-going.
<p><b><u>Concern #5 (#2 for HS)</u></b>           Other models of Gifted identification and instruction for High School and Middle School will be researched and evaluated.</p>	Assistant Superintendent of Student Services  Assistant Superintendent of Curriculum and Instruction  Coordinator of Special Services  Gifted Instructor	Prior to 2014-15 school year.

	<p>Vocational Resource Counselor</p> <p>Building Administrators</p>	
--	---	--



## **WEST PLAINS R-VII SCHOOL DISTRICT**

### **PROGRAM EVALUATION**

**Date:** January 31, 2014

**Program:** ESL/ELL/ESOL

#### **Program Evaluation Committee Members:**

Dr. Scott Smith - Assistant Superintendent for Student Services

Amy Ross – Special Education Coordinator

Karen Sholes - ESL Coordinator

Zoe Clinton - ESL Instructor-Districtwide

Jack Randolph - High School Principal

Ronnie Harper – High School Dean of Students

Stephanie Smith - High School Special Services Counselor

Courtney Hughes – High School Counselor

Lenny Eagleman - Middle School Principal

Jeanette Frey - Counselor-Middle School

Donnie Miller - West Plains Elementary Principal

Michelle Miller - Counselor-Elementary School

Seth Huddleston - South Fork Principal

Michelle Miller - South Fork Counselor

#### **Program Objectives and Goals:**

1. To increase student's ability to speak the English Language
2. To provide parents/guardians information regarding instructional programs available for not only their child but for them to utilize to become a part of our community
3. To assess students in determining placement in appropriate classroom environments
4. To promote parent involvement in their child's education

#### **Program Description:**

ESL/ELL/ESOL-The West Plains R-7 School District recognizes the need to provide equal educational opportunities for all students in the district. Therefore, if the inability to speak and understand the English language due to national origin or non-English speaking environments excludes a student from effective participation in the educational programs offered by the district, the district takes appropriate action to rectify the English language deficiency in order to provide the student equal access to it programs.

The district provides the following:

- Student identification through the use of a Student Home Language survey. All new and currently enrolled students complete the Home Language Survey in each campus location. The building administrator will implement procedures to ensure the completion of the survey on an annual basis.
- Any student who indicates the use of language other than English will be assessed for English proficiency using the state-provided assessment WAP-T

Screening. The assessment includes all the modalities of reading, writing, listening, and speaking.

- Determination of appropriate instructional environment for ESL/ELL/ESOL students. Types of services provided by the district are, but not limited to, bilingual or ESL/ELL/ESOL paraprofessional help, tutoring, ESL/ELL/ESOL instruction, , and personal interpreter to accompany student in regular classroom setting, based on individual need.
- Annually assess the English proficiency of ESL/ELL/ESOL students and monitor the progress of students receiving ESL/ELL/ESOL or bilingual instruction in order to determine their readiness for the mainstream classroom environment.
- Provide parent with notice and information regarding the instructional program as required by law. Parental involvement will be encouraged and parents will be regularly apprised of their child's progress.

**Number of students/language involved in the program.**

*19 students are involved in the program. Support is provided for students speaking Russian, Ukrainian, Spanish and Vietnamese.*

**Program Evaluation Criteria:**

1. Parents/guardians will become actively involved with their child's education
2. Assessments administered yearly will show an increase of proficiency of the English Language.

**Data to be Collected and Analyzed for Evaluation:**

1. ESL/ELL/ESOL District Profile
2. The ACCESS assessment administered annually in the spring
3. Programs and courses available to ESL/ELL/ESOL students

**Program Strengths:**

- 1. School District has employed a full time ESL/ELL/ESOL Educator*
- 2. Students have an increased time to receive ESL/ELL/ESOL instruction from a certified ESL/ELL/ESOL instructor.*
- 3. Interpreters are available for most languages.*
- 4. School District has a good process of identifying students in need of services.*
- 5. The program moves swiftly to provide intervention services if a need arises, including services outside of the ESL/ELL/ESOL program.*

**Program Concerns:**

- 1. There is limited access for ESL parents to materials in native languages i.e. enrollment, services provided by district, etc.*
- 2. Teachers need additional training in helping ESL students acclimate to the classroom.*
- 3. ESL classroom facilities are lacking in technology.*

**Process for Dissemination Findings of Evaluation:**

1. Building level faculty meetings
2. Board meeting

**Program Recommendations - 2014-15**(including action steps, person(s) responsible, and time frame for completion of recommendations):

<b><u>Action Step</u></b>	<b><u>Person Responsible</u></b>	<b><u>Time Frame</u></b>
<b><u>Concern # 1 and #2</u></b> Investigate the possibility of providing curriculum materials in native languages to parents. When a new curriculum series is adopted, a request for materials in any additional languages available will be made.	Assistant Superintendent of Student Services  Assistant Superintendent of Curriculum and Instruction  Coordinator of Special Services  ESL Instructor  Building Administrators	On-going
<b><u>Concern #4</u></b> Technology needs to be updated or added to the ESL classrooms at Elementary and Middle School	Assistant Superintendent of Student Services  Coordinator of Special Services  ESL Instructor  Building Administrators	On-going
<b><u>Concern #3</u></b> Additional trainings need to be provided to classroom teachers on techniques to successfully include ESL students.	Assistant Superintendent of Student Services  Assistant Superintendent of Curriculum and Instruction  Coordinator of Special Services  ESL Instructor  Building Administrators	On-going

## **WEST PLAINS R-VII SCHOOL DISTRICT** **PROGRAM EVALUATION**

**Date:** January 31, 2014

**Program:** Homeless and Migrant

### **Program Evaluation Committee Members:**

Dr. Scott Smith - Assistant Superintendent for Student Services

Amy Ross - Special Education Coordinator

Karen Sholes - Assistant Special Services Coordinator

Pam Becker - School and Family Coordinator

Cyndi Wright - Bridges Program Coordinator

Jack Randolph - High School Principal

Ronnie Harper - Dean of Students, High School

Stephanie Smith - Special Services Counselor, High School

Courtney Hughes – Counselor, High School

Lenny Eagleman - Middle School Principal

Jeanette Frey - Counselor-Middle School

Donnie Miller - West Plains Elementary Principal

Michelle Miller - Counselor-Elementary School

Seth Huddleston - South Fork Principal

Heather Miller – South Fork/Elementary Counselor

### **Program Description-Homeless:**

The West Plains R-7 School District recognizes that homelessness alone should not be sufficient reason to separate students from the mainstream school environment.

Therefore, the district in accordance with state and federal law and the Missouri State Plan for education of the homeless, will give special attention to ensure that Homeless Students in the school district have access to a free and appropriate public education.

Homeless students are individuals who lack a fixed, regular and adequate night time residence and include the following:

- Children and youth who are sharing the housing of other persons due to loss of housing, economic hardship or a similar reason; are living in motels, hotels, trailer parks or camping grounds due to the lack of alternative adequate accommodations are living in emergency or transitional shelters; are abandoned in hospital; or are awaiting foster care placement.
- Children and youth who have a primary night time residence that is a public or private place not designated for or ordinarily used as a regular sleeping accommodation for human beings.
- Children and youth who are living in cars, parks, public spaces, abandoned buildings, substandard housing, bus or train stations or similar settings.
- Migratory children who meet one (1) of the above-described circumstances.

If it is determined that a student is homeless, our district is obligated to:

- Place the student in the school of best interest.
- Allow the student to enroll without regard to residence.
- Assign a staff member to meet the homeless student's needs.
- Have a policy to remove barriers to homeless students' education.

Additionally, MSIP requirements indicate that school personnel must be notified that the district does have a homeless coordinator and be informed of the duties of this position. The West Plains R-VII School District's Homeless/Migrant Coordinators duties are as follows:

- To ensure that homeless children and youth enroll and succeed in the school of that agency.
- Homeless families, children and youth receive educational services, which they are eligible.
- Referrals to health care services, dental services, mental health services and other appropriate services.
- Ensures that disputes regarding placement or education of homeless children or youth be resolved in a timely fashion.

The Homeless Coordinator also ensures that disputes regarding placement or education of homeless children or youth be resolved in a timely fashion. These duties are specified in Board Policy IGBCA. <http://policy.msbanet.org/westplains>

A person is designated in each building to maintain a list of identified homeless students. The list is submitted to the Homeless Coordinator, in order to assist in completing the Homeless Children and Youth Census the district is required to annually submit.

*The West Plains R-VII School District's Homeless Count as of January 1, 2014, indicates the following:*

	<u>2013-14</u>	<u>2012-2013</u>	<u>2011-2012</u>	<u>2010-11</u>
<b>High School</b>	<b>49</b>	<b>59</b>	<b>40</b>	<b>53</b>
<b>Middle School</b>	<b>17</b>	<b>14</b>	<b>4</b>	<b>28</b>
<b>Elementary</b>	<b>32</b>	<b>39</b>	<b>19</b>	<b>37</b>
<b>South Fork</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

#### **Program Description-Migrant**

**Migrant:** Programs for migrant students, as required by law, are implemented by the West Plains R-7 School District by identifying Migrant Students and assessing the educational, health, and social needs of each identified student through utilizing information obtained through the family interview form (see attached). If a migrant student is identified by the district, the Superintendent or designee will notify the State

Director and if needed request assistance. The Special Services Coordinator for the West Plains R-VII School Districts and/or Migrant Coordinator's duties are to:

- Ensure that migrant children and youth enroll and succeed in the school of that agency.
- Migrant families, children and youth receive educational services, which they are eligible.
- Referrals to health care services, dental services, mental health services and other appropriate services.

The district provides the following:

- A full range of services to migrant students including, but not limited to special education, gifted education, language programs, counseling programs, elective classes, etc.
- A full range of services to migrant students including but not limited to vocational education, language programs, counseling programs, elective classes, etc.
- Provide migratory children with the opportunity to meet the same statewide assessment standards that all children are expected to meet.
- To the extent feasible, provide advocacy and outreach programs to migratory students and their families and professional development for district staff.
- Provide parents an opportunity for meaningful participation in the programs.

**The West Plains R-VII School District's migrant counts as February, 2014, indicate the following:**

**PK-12<sup>th</sup> grade     0 students**

#### **Homeless/Migrant Program Strengths**

- 1. Teachers are becoming more observant in determining that a child may be homeless or have additional needs. They are bringing this to the attention of the Counselor or Family/School Coordinator much more quickly.*
- 2. A handout supplying details about available services is provided to each homeless/migrant family when they enroll their children.*
- 3. The Family/School Coordinator serves as the liaison between homeless/migrant families and available services in the community. Students and families from all buildings may be referred to her.*
- 4. The Bridges Program has been established to also meet the needs of students and their families. This program services this district and also*

*the surround rural districts. Staff at any building may contact the Bridges Program Coordinator for information on available services.*

- 5. Posters explaining services available to homeless/migrant families have been placed around town in priority areas such as the Health Department, Ozark Action, Hospital, etc.*
- 6. A limited source of funding for transportation has been identified. The need for transportation must be deemed necessary by Homeless Coordinator and Building Administration.*
- 7. Additional resources are available to families in need through the Backpack program at the Elementary and South Fork and the food pantries at High School and Middle School.*

**Homeless/Migrant Program Concerns:**

- 1. There continues to be a need for better identification of homeless families when they first enroll with the school district.*
- 2. Additional training needs to be provided to staff in the identification of homeless students and their unique needs. Staff members also need a better understanding of services available in the community and how they can help on a personal level.*
- 3. Continued support for the Bridges Program and the Backpack Program by the District and community agencies are vitally important.*

**Program Recommendations 2014-15** (including action steps, person(s) responsible, and time frame for completion of recommendations):

<b><u>Action Step</u></b>	<b><u>Person Responsible</u></b>	<b><u>Time Frame</u></b>
<b><u>Concern #1</u></b>  Counselors in all buildings will review enrollment forms and revise where necessary to better identify homeless families upon enrollment	Assistant Superintendent of Student Services  Coordinator of Special Services  Vocational Resource Counselor  Building Counselors	Before the beginning of the 2014-15 school year.

	Building Administrators  Dean of Students	
<u><b>Concern #2</b></u>  Training will be provided to all staff members in recognizing the needs of a Homeless Students and how to utilize available resources.	Assistant Superintendent of Student Services  Coordinator of Special Services  Vocational Resource Counselor  Building Counselors  Building Administrators  Dean of Students  Bridges Program Coordinator	On-going
<u><b>Concern #2</b></u>  Local agencies will be invited to provide information on how district staff members may help homeless youth and families on a personal level.	Assistant Superintendent of Student Services  Coordinator of Special Services  Vocational Resource Counselor  Building Counselors  Building Administrators  Dean of Students  Bridges Program Coordinator	On-going



# Resignations

*CLICK HERE TO RETURN THE THE AGENDA*

*This document contains hyperlinks.*

*Click on a section to advance to that area.*

*Click in the blue box to return to the Board Agenda*

1. Tammy Harper

2. David Adams



**Special Education Services**  
Mrs. Amy Ross-Coordinator

**Process Coordinators**

Mrs. Stephanie Cloven-Dow, High School  
Mrs. Tammie Harper, Elem & South Fork  
Mrs. Kelly Jones, High School  
Mrs. Karen Vaughn, Middle School

**Special Services Office**  
**610 E. Olden Street**  
**West Plains, MO 65775**  
**417-255-8676**  
**417-256-7806 (fax)**  
[www.zizzers.org](http://www.zizzers.org)

**Support Services**

Mrs. Karen Sholes, Assistant Director  
Mr. Danny James, Educational Diagnostician  
Mrs. Cindy McFarland, Educational Diagnostician  
Mrs. Jodie McKinney, Administrative Assistant

January 31, 2014

Dear members:

This letter is to inform you I will be retiring at the end of the 2013-2014 school year.

Thank you for the opportunity to assist students with communication difficulties for 22 years as a school Speech/Language Pathologist and assist students and parents the past 6 years as a Process Coordinator.

I respectfully ask to be paid for any unused leave I have remaining.

Sincerely,

Tammie Harper, MSP CCC/SLP  
Speech Language Pathologist  
Process Coordinator

David Adams

1609 Sara Street

Mountain View, Mo 65548

Dr. John Mulford

Superintendent of Schools

305 Valley View Drive

West Plains, MO65775

To whom it may concern:

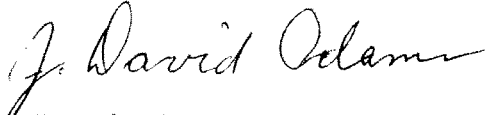
I, Jimmie David Adams will be retiring from my positions of teaching and coaching with the West Plains R-VII School District, effective at the end of the 2013-2014 school year.

I have spent 24 of the 32 years of my teaching career in the West Plains School district. I thank you for the opportunity of professional and personal development as well as the support provided to me during my tenure.

---

I am looking forward to retirement, but will miss working with the staff, administration and community. I will hold fond memories of all my years here and will always be a Zizzer.

Sincerely,



J. David Adams

**Julie Thompson, Ed.D**  
Assistant Superintendent of  
Curriculum & Instruction

**Scott Smith, Ed.D**  
Assistant Superintendent of  
Student Services



**Dr. John Mulford**, Superintendent of Schools

**Luke Boyer, Ed.D**  
Assistant Superintendent of  
Finance & Operations

**Lana Snodgras**  
Communications & Community  
Relations Director

## **POLICY AC – PROHIBITION AGAINST DISCRIMINATION, HARRASSMENT AND RETALIATION**

### Policy currently reads:

#### **Compliance Officer**

The Board designates the following individual to act as the district's compliance officer:

Assistant Superintendent

613 West First St., West Plains, MO 65775

Ph: (417)256-6150; Fax (417)256-8616

E-mail: [jmulford@zizzers.org](mailto:jmulford@zizzers.org)

#### **Superintendent**

613 West First St., West Plains, MO 65775

Ph: (417)256-6150; Fax (417)256-8616

E-mail: [fczerwonka@zizzers.org](mailto:fczerwonka@zizzers.org)

### **THE BOARD HAS APPROVED THE FOLLOWING CHANGES:**

The Board designates the following individual to act as the district's compliance officer:

Assistant Superintendent

305 Valley View Drive, West Plains, MO 65775

Ph: (417)256-6155; Fax (417)256-8616

E-mail: [ssmith@zizzers.org](mailto:ssmith@zizzers.org)

#### **Superintendent**

305 Valley View Drive, West Plains, MO 65775

Ph: (417)256-6155; Fax (417)256-8616

E-mail: [jmulford@zizzers.org](mailto:jmulford@zizzers.org)

#### **Board of Education**

**Julie Thompson, Ed.D**  
Assistant Superintendent of  
Curriculum & Instruction

**Scott Smith, Ed.D**  
Assistant Superintendent of  
Student Services



**Luke Boyer, Ed.D**  
Assistant Superintendent of  
Finance & Operations

**Lana Snodgras**  
Communications & Community  
Relations Director

## POLICY AD – SCHOOL DISTRICT MISSION

### Policy currently reads:


The mission of the West Plains R-VII School District is: Maximizing Educational Opportunities While Creating Productive Citizens

### THE BOARD HAS APPROVED THE FOLLOWING CHANGES:

The mission of the West Plains R-VII School District is: “Excellence in Education, Service, Life”.

#### **Board of Education**

Jim Thompson, President • Bo Pace, Vice President • Sam Riggs • Cindy Tyree  
Brian Mitchell • Lee Freeman • Elizabeth Grisham

 <b>West Plains R-7 School District</b> <b>POLICY ONLINE</b>		
<b>Jump to section:</b>	<b>Go directly to code:</b>	<b>Search by Keyword:</b>
<a href="#">A</a> <a href="#">B</a> <a href="#">C</a> <a href="#">D</a> <a href="#">E</a> <a href="#">F</a> <a href="#">G</a> <a href="#">H</a> <a href="#">I</a> <a href="#">J</a> <a href="#">K</a> <a href="#">L</a>	<input type="text"/> <b>Go</b>	<input type="text"/> <b>Go</b>
<hr/>		
<b>FILE: AC CRITICAL</b>		
<b>PROHIBITION AGAINST DISCRIMINATION, HARASSMENT AND RETALIATION</b>		
<b>General Rule</b>		
<p>The West Plains R-VII School District Board of Education is committed to maintaining a workplace and educational environment that is free from discrimination and harassment in admission or access to, or treatment or employment in, its programs, services, activities and facilities. In accordance with law, the district strictly prohibits discrimination and harassment against employees, students or others on the basis of race, color, religion, sex, national origin, ancestry, disability, age, genetic information or any other characteristic protected by law. The West Plains R-VII School District is an equal opportunity employer.</p>		
<p>The Board also prohibits:</p>		
<ol style="list-style-type: none"><li>1. Retaliatory actions including, but not limited to, acts of intimidation, threats, coercion or discrimination against those who:<ol style="list-style-type: none"><li>a) Make complaints of prohibited discrimination or harassment.</li><li>b) Report prohibited discrimination or harassment.</li><li>c) Participate in an investigation, formal proceeding or informal resolution, whether conducted internally or outside the district, concerning prohibited discrimination or harassment.</li></ol></li></ol>		
<hr/>		
<ol style="list-style-type: none"><li>2. Aiding, abetting, inciting, compelling or coercing discrimination, harassment or retaliatory actions.</li><li>3. Discrimination, harassment or retaliation against any person because of such person's association with a person protected from discrimination or harassment in accordance with this policy.</li></ol>		
<p>All employees, students and visitors must immediately report to the district for investigation any incident or behavior that could constitute discrimination, harassment or retaliation in accordance with this policy. If discrimination, harassment or retaliation that occurs off district property and that is unrelated to the district's activities negatively impacts the school environment, the district will investigate and address the behavior in accordance with this policy, as allowed by law.</p>		
<b>Additional Prohibited Behavior</b>		
<p>Behavior that is not unlawful or does not rise to the level of illegal discrimination, harassment or retaliation might still be unacceptable for the workplace or the educational environment. Demeaning or otherwise harmful actions are prohibited,</p>		

particularly if directed at personal characteristics including, but not limited to, socioeconomic level, sexual orientation or perceived sexual orientation.

#### **Boy Scouts of America Equal Access Act**

As required by law, the district will provide equal access to district facilities and related benefits and services and will not discriminate against any group officially affiliated with the Boy Scouts of America, the Girl Scouts of the United States of America or any other youth group designated in applicable federal law.

#### **Interim Measures**

When a report is made or the district otherwise learns of potential discrimination, harassment or retaliation, the district will take immediate action to protect the alleged victim, including implementing interim measures. For example, the district may alter a class seating arrangement, provide additional supervision for a student or suspend an employee pending an investigation. The district will take immediate steps to prevent retaliation against the alleged victim, any person associated with the alleged victim, or any witnesses or participants in the investigation. These steps may include, but are not limited to, notifying students, employees and others that they are protected from retaliation, ensuring that they know how to report future complaints, and initiating follow-up contact with the complainant to determine if any additional acts of discrimination, harassment or retaliation have occurred.

#### **Consequences and Remedies**

If the district determines that discrimination, harassment or retaliation have occurred, the district will take prompt, effective and appropriate action to address the behavior, prevent its recurrence and remedy its effects.

Employees who violate this policy will be disciplined, up to and including employment termination. Students who violate this policy will be disciplined, which may include suspension or expulsion. Patrons, contractors, visitors or others who violate this policy may be prohibited from school grounds or otherwise restricted while on school grounds. The superintendent or designee will contact law enforcement or seek a court order to enforce this policy when necessary or when actions may constitute criminal behavior.

Students, employees and others will not be disciplined for speech in circumstances where it is protected by law.

In accordance with law and district policy, any person suspected of abusing or neglecting a child will be reported to the Children's Division (CD) of the Department of Social Services.

Remedies provided by the district will attempt to minimize the burden on the victim. Such remedies may include, but are not limited to: providing additional resources such as counseling, providing access to community services, assisting the victim in filing criminal charges when applicable, moving the perpetrator to a different class or school, providing an escort between classes, or allowing the victim to retake or withdraw from a class. The district may provide additional training to students and employees, make periodic assessments to make sure behavior complies with district policy, or perform a climate check to assess the environment in the district.

#### **Definitions**

*Compliance Officer* – The individual responsible for implementing this policy, including the acting compliance officer when he or she is performing duties of the compliance officer.

***Discrimination*** – Conferring benefits upon, refusing or denying benefits to, or providing differential treatment to a person or class of persons in violation of law based on race, color, religion, sex, national origin, ancestry, disability, age, genetic information or any other characteristic protected by law, or based on a belief that such a characteristic exists.

***Grievance*** – A verbal or written report (also known as a complaint) of discrimination, harassment or retaliation made to the compliance officer.

***Harassment*** – A form of discrimination, as defined above, that occurs when the school or work environment becomes permeated with intimidation, ridicule or insult that is sufficiently severe or pervasive enough that it unreasonably alters the employment or educational environment.

Behaviors that could constitute illegal harassment include, but are not limited to, the following acts if based on race, color, religion, sex, national origin, ancestry, disability, age, genetic information or any other characteristic protected by law or based on a belief that such a characteristic exists: graffiti; display of written material, pictures or electronic images; name calling, teasing or taunting; insults, derogatory remarks or slurs; jokes; gestures; threatening, intimidating or hostile acts; physical acts of aggression, assault or violence; theft; or damage to property.

***Sexual Harassment*** – A form of discrimination, as defined above, on the basis of sex. Sexual harassment is unwelcome conduct that occurs when a) benefits or decisions are implicitly or explicitly conditioned upon submission to, or punishment is applied for refusing to comply with, unwelcome sexual advances, requests for sexual favors or conduct of a sexual nature; or b) the school or work environment becomes permeated with intimidation, ridicule or insult that is based on sex or is sexual in nature and that is sufficiently severe or pervasive enough to alter the conditions of participation in the district's programs and activities or the conditions of employment. Sexual harassment may occur between members of the same or opposite sex. The district presumes a student cannot consent to behavior of a sexual nature with an adult regardless of the circumstance.

Behaviors that could constitute sexual harassment include, but are not limited to:

1. Sexual advances and requests or pressure of any kind for sexual favors, activities or contact.
2. Conditioning grades, promotions, rewards or privileges on submission to sexual favors, activities or contact.
3. Punishing or reprimanding persons who refuse to comply with sexual requests, activities or contact.
4. Graffiti, name calling, slurs, jokes, gestures or communications of a sexual nature or based on sex.
5. Physical contact or touching of a sexual nature, including touching of intimate parts and sexually motivated or inappropriate patting, pinching or rubbing.
6. Comments about an individual's body, sexual activity or sexual attractiveness.
7. Physical sexual acts of aggression, assault or violence, including criminal offenses (such as rape, sexual assault or battery, and sexually motivated stalking) against a person's will or when a person is not capable of giving consent due to the person's age, intellectual disability or use of drugs or alcohol.
8. Gender-based harassment and acts of verbal, nonverbal, written, graphic or physical conduct based on sex or sex stereotyping, but not involving conduct of a sexual nature.



*Working Days* – Days on which the district's business offices are open.

### **Compliance Officer**

The Board designates the following individual to act as the district's compliance officer:

Assistant Superintendent  
613 West First St., West Plains MO 65775  
Ph: (417) 256-6150; Fax: (417) 256-8616  
E-mail: jmulford@zizzers.org

In the event the compliance officer is unavailable or is the subject of a report that would otherwise be made to the compliance officer, reports should instead be directed to the acting compliance officer:

Superintendent  
613 West First St., West Plains, MO 65775  
Ph: (417) 256-6150; Fax: (417) 256-8616  
E-mail: fczerwonka@zizzers.org

The compliance officer or acting compliance officer will:

1. Coordinate district compliance with this policy and the law.
2. Receive all grievances regarding discrimination, harassment and retaliation in the West Plains R-VII School District.
3. Serve as the district's designated Title IX, Section 504 and Americans with Disabilities Act (ADA) coordinator, as well as the contact person for compliance with other discrimination laws.
4. Investigate or assign persons to investigate grievances; monitor the status of grievances to ensure that additional discrimination, harassment and retaliation do not occur; and recommend consequences.
5. Review all evidence brought in disciplinary matters to determine whether additional remedies are available, such as separating students in the school environment.
6. ~~Determine whether district employees with knowledge of discrimination, harassment or retaliation failed to carry out their reporting duties and recommend disciplinary action, if necessary.~~
7. Communicate regularly with the district's law enforcement unit to determine whether any reported crimes constitute potential discrimination, harassment or retaliation.
8. Oversee discrimination, harassment or retaliation grievances, including identifying and addressing any patterns or systemic problems and reporting such problems and patterns to the superintendent or the Board.
9. Seek legal advice when necessary to enforce this policy.
10. Report to the superintendent and the Board aggregate information regarding the number and frequency of grievances and compliance with this policy.
11. Make recommendations regarding changing this policy or the implementation of this policy.
12. Coordinate and institute training programs for district staff and supervisors as necessary to meet the goals of this policy, including instruction in

recognizing behavior that constitutes discrimination, harassment and retaliation.

13. Perform other duties as assigned by the superintendent.

#### **Public Notice**

The superintendent or designee will continuously publicize the district's policy prohibiting discrimination, harassment and retaliation and disseminate information on how to report discrimination, harassment and retaliation. Notification of the district's policy will be posted in a public area of each building used for instruction or employment or open to the public. Information will also be distributed annually to employees, parents/guardians and students as well as to newly enrolled students and newly hired employees. District bulletins, catalogs, application forms, recruitment material and the district's website will include a statement that the West Plains R-VII School District does not discriminate in its programs, services, activities, facilities or with regard to employment. The district will provide information in alternative formats when necessary to accommodate persons with disabilities.

#### **Reporting**

Students, employees and others may attempt to resolve minor issues by addressing concerns directly to the person alleged to have violated this policy, but they are not expected or required to do so. Any attempts to voluntarily resolve a grievance will not delay the investigation once a report has been made to the district.

Unless the concern is otherwise voluntarily resolved, all persons must report incidents that might constitute discrimination, harassment or retaliation directly to the compliance officer or acting compliance officer. All district employees will instruct all persons seeking to make a grievance to communicate directly with the compliance officer. Even if the potential victim of discrimination, harassment or retaliation does not file a grievance, district employees are required to report to the compliance officer any observations, rumors or other information regarding actions prohibited by this policy. If a verbal grievance is made, the person will be asked to submit a written complaint to the compliance officer or acting compliance officer. If a person refuses or is unable to submit a written complaint, the compliance officer will summarize the verbal complaint in writing. A grievance is not needed for the district to take action upon finding a violation of law, district policy or district expectations.

Even if a grievance is not directly filed, if the compliance officer otherwise learns about possible discrimination, harassment or retaliation, including violence, the district will conduct a prompt, impartial, adequate, reliable and thorough investigation to determine whether unlawful conduct occurred and will implement the appropriate interim measures if necessary.

#### **Student-on-Student Harassment**

Building-level administrators are in a unique position to identify and address discrimination, harassment and retaliation between students, particularly when behaviors are reported through the normal disciplinary process and not through a grievance. The administrator has the ability to immediately discipline a student for prohibited behavior in accordance with the district's discipline policy. The administrator will report all incidents of discrimination, harassment and retaliation to the compliance officer and will direct the parent/guardian and student to the compliance officer for further assistance. The compliance officer may determine that the incident has been appropriately addressed or recommend additional action. When a grievance is filed, the investigation and complaint process detailed below will be used.

#### **Investigation**

The district will immediately investigate all grievances. All persons are required to cooperate fully in the investigation. The district compliance officer or other designated investigator may utilize an attorney or other professionals to conduct the investigation.

In determining whether alleged conduct constitutes discrimination, harassment or retaliation, the district will consider the surrounding circumstances, the nature of the behavior, the relationships between the parties involved, past incidents, the context in which the alleged incidents occurred and all other relevant information. Whether a particular action or incident constitutes a violation of this policy requires a determination based on all of the facts and surrounding circumstances. If, after investigation, school officials determine that it is more likely than not (the preponderance of the evidence standard) that discrimination, harassment or other prohibited behavior has occurred, the district will take immediate corrective action.

#### **Grievance Process Overview**

1. If a person designated to hear a grievance or appeal is the subject of the grievance, the compliance officer may designate an alternative person to hear the grievance, or the next highest step in the grievance process will be used. For example, if the grievance involves the superintendent, the compliance officer may designate someone outside the district to hear the grievance in lieu of the superintendent, or the grievance may be heard directly by the Board.
2. An extension of the investigation and reporting deadlines may be warranted if extenuating circumstances exist as determined by the district's compliance officer. The person filing the complaint will be notified when deadlines are extended. If more than twice the allotted time has expired without a response, the appeal may be taken to the next level.
3. Failure of the person filing the grievance to appeal within the timelines given will be considered acceptance of the findings and remedial action taken.
4. The district will investigate all grievances, even if an outside enforcing agency such as the Office for Civil Rights, law enforcement or the CD is also investigating a complaint arising from the same circumstances.
5. The district will only share information regarding an individually identifiable student or employee with the person filing the grievance or other persons if allowed by law and in accordance with Board policy.
6. Upon receiving a grievance, district administrators or supervisors, after consultation with the compliance officer, will implement interim measures as described in this policy if necessary to prevent further potential discrimination, harassment or retaliation during the pending investigation.

#### **Grievance Process**

1. Level I – A grievance is filed with the district's compliance officer. The compliance officer may, at his or her discretion, assign a school principal or other appropriate supervisor to conduct the investigation when appropriate.

Regardless of who investigates the grievance, an investigation will commence immediately, but no later than five working days after the compliance officer receives the grievance. The compliance officer or designee shall conduct a prompt, impartial, adequate, reliable and thorough investigation, including the opportunity for the person filing the grievance and other parties involved to identify witnesses and provide information and other evidence. The compliance officer or designee will evaluate all relevant information and documentation relating to the grievance.

Within 30 working days of receiving the grievance, the compliance officer will complete a written report that summarizes the facts and makes

conclusions on whether the facts constitute a violation of this policy based on the appropriate legal standards. If a violation of this policy is found, the compliance officer will recommend corrective action to the superintendent to address the discrimination, harassment or retaliation; prevent recurrence; and remedy its effects. If someone other than the compliance officer conducts the investigation, the compliance officer or acting compliance officer will review and sign the report. The person who filed the grievance, the victim if someone other than the victim filed the grievance, and any alleged perpetrator will be notified in writing, within five working days of the completion of the report, in accordance with law and district policy, regarding whether the district's compliance officer or designee determined that district policy was violated.

2. Level II – Within five working days after receiving the Level I decision, the person filing the grievance, the victim if someone other than the victim filed the grievance, or any alleged perpetrator may appeal the compliance officer's decision to the superintendent by notifying the superintendent in writing. The superintendent may, at his or her discretion, designate another person (other than the compliance officer) to review the matter when appropriate.

Within ten working days, the superintendent will complete a written decision on the appeal, stating whether a violation of this policy is found and, if so, stating what corrective actions will be implemented. If someone other than the superintendent conducts the appeal, the superintendent will review and sign the report before it is given to the person appealing. A copy of the appeal and decision will be given to the compliance officer or acting compliance officer. The person who initially filed the grievance, the victim if someone other than the victim filed the grievance, and any alleged perpetrator will be notified in writing, within five working days of the superintendent's decision, regarding whether the superintendent or designee determined that district policy was violated.

3. Level III – Within five working days after receiving the Level II decision, the person filing the grievance, the victim if someone other than the victim filed the grievance, or any alleged perpetrator may appeal the superintendent's decision to the Board by notifying the Board secretary in writing. The person filing the grievance and the alleged perpetrator will be allowed to address the Board, and the Board may call for the presence of such other persons deemed necessary. The Board will issue a decision within 30 working days for implementation by the administration. The Board secretary will give the compliance officer or acting compliance officer a copy of the appeal and decision. The person who filed the grievance, the victim if someone other than the victim filed the grievance, and the alleged perpetrator will be notified in writing, within five working days of the Board's decision, in accordance with law and district policy, regarding whether the Board determined that district policy was violated. The decision of the Board is final.

### **Confidentiality and Records**

To the extent permitted by law and in accordance with Board policy, the district will keep confidential the identity of the person filing a grievance and any grievance or other document that is generated or received pertaining to grievances. Information may be disclosed if necessary to further the investigation, appeal or resolution of a grievance, or if necessary to carry out disciplinary measures. The district will disclose information to the district's attorney, law enforcement, the CD and others when necessary to enforce this policy or when required by law. In implementing this policy, the district will comply with state and federal laws regarding the confidentiality of student and employee records. Information regarding any resulting employee or student disciplinary action will be maintained and released in the same manner as any other disciplinary record. The district will keep any documentation created in investigating the complaint including, but not limited to, documentation considered when making any conclusions, in accordance with the Missouri Secretary of State's retention manuals and as advised by the district's attorney.

## Training

The district will provide training to employees on identifying and reporting acts that may constitute discrimination, harassment or retaliation. The district will instruct employees to make all complaints to the district's compliance officer or acting compliance officer and will provide current contact information for these persons. The district will inform employees of the consequences of violating this policy and the remedies the district may use to rectify policy violations. All employees will have access to the district's current policy, required notices and complaint forms. The district will provide additional training to any person responsible for investigating potential discrimination, harassment or retaliation.

The district will provide information to parents/guardians and students regarding this policy and will provide age-appropriate instruction to students.

\*\*\*\*\*

***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: 12/19/2000

Revised: 11/20/2007; 05/15/2012

Cross Refs: ECG, Animals on District Property  
 EHB, Technology Usage  
 GBCB, Staff Conduct  
 GBCC, Staff Cell Phone Use  
 GBH, Staff/Student Relations  
 GBL, Personnel Records  
 GBLB, References  
 GCD, Professional Staff Recruiting and Hiring  
 GCPD, Suspension of Professional Staff Members  
 GCPE, Termination of Professional Staff Members  
 GCPF, Nonrenewal of Professional Staff Members  
 GDC, Support Staff Recruiting and Hiring  
 GDPD, Nonrenewal, Suspension and Termination of Support Staff Members  
~~IGBA, Programs for Students with Disabilities~~  
 IGBCB, Programs for Migrant Students  
 IGBH, Programs for English Language Learners  
 IGD, District-Sponsored Extracurricular Activities and Groups  
 IICC, School Volunteers  
 JFCF, Hazing and Bullying  
 JG, Student Discipline  
 JHCF, Student Allergy Prevention and Response  
 JHG, Reporting and Investigating Child Abuse/Neglect  
 KG, Community Use of District Facilities  
 KK, Visitors to District Property/Events

Legal Refs: §§ 105.255, 160.261, 162.068, 213.010 - .137, 290.400 - .450, RSMo.  
 Individuals with Disabilities Education Act, 20 U.S.C. §§ 1400 - 1417  
 Title IX of the Education Amendments of 1972, 20 U.S.C. § 1681  
 Boy Scouts of America Equal Access Act, 20 U.S.C. § 7905  
 Equal Pay Act, 29 U.S.C. § 206(d)  
 Age Discrimination in Employment Act, 29 U.S.C. §§ 621 - 634  
 The Rehabilitation Act of 1973, Section 504, 29 U.S.C. § 794  
 Title VI of the Civil Rights Act of 1964, 42 U.S.C. §§ 2000d - 2000d-7

Title VII of the Civil Rights Act of 1964, 42 U.S.C. §§ 2000e - 2000e-17  
Genetic Information Nondiscrimination Act, 42 U.S.C. §§ 2000ff - 2000ff-11  
Age Discrimination Act of 1975, 42 U.S.C. §§ 6101 - 6107  
Americans with Disabilities Act, 42 U.S.C. §§ 12101 - 12213  
*Davis v. Monroe County Bd. of Educ.*, 526 U.S. 629 (1999)  
*Faragher v. City of Boca Raton*, 524 U.S. 775 (1998)  
*Burlington Indust. v. Ellerth*, 524 U.S. 742 (1998)  
*Gebser v. Lago Vista Ind. Sch. Dist.*, 524 U.S. 274 (1998)  
*Oncale v. Sundowner Offshore Serv.*, 523 U.S. 75 (1998)  
*Harris v. Forklift Syst., Inc.*, 510 U.S. 17 (1993)

West Plains R-VII School District, West Plains, Missouri

[Link to Missouri Statutes](#)

[Link to Missouri Regulations](#)

[Top of Page](#)

---

Portions © 2012, Missouri School Boards' Association, Registered in U.S. Copyright Office  
For Office Use Only: AC-C.WP7 (01/12)

## Translate

Select Language



Powered by Google **Translate**

The translation feature for this site is provided by Google Translate. The district does not guarantee the accuracy of the translation. Please call the district for clarification of board policies and administrative procedures.