

**West Plains Schools Board of Education
Regular Session Meeting
5:00 P.M. September 15, 2015
Central Administration Office
AGENDA**

- I. CALL TO ORDER**
- II. ROLL CALL**
- III. OPEN SESSION – for a motion to go into closed session**
- IV. CLOSED (EXECUTIVE) SESSION**
 - A. Adjournment to Closed Executive Session**
 - 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
 - B. Adjournment from Closed Executive Session**
- V. CALL TO ORDER – The regular Session of the School Board meeting will be called to order at 5:30 P.M.**
- VI. PLEDGE OF ALLEGIANCE - Misty Hathcock, Surgical Tech Instructor**
- VII. ROLL CALL AND ESTABLISHMENT OF QUORUM**
- VIII. APPROVAL OF AGENDA**
- IX. 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 Meeting August 18, 2015**
 - B. Payment of Bills**
 - C. Monthly Finance Report**
 - D. Program Evaluations: 1) Summer School, 2) Transportation, 3) Communications**
 - E. Approval will be requested for the employment of individuals as recommended by the Superintendent of Schools: Sub Teacher List**
- X. REGULAR AGENDA**
 - A. Previous Business for Approval, Discussion or Information Only**
 - 1. Strategic Plan Review (*Goal 4, Obj. 1*)
 - 2. Academic Update (*Goal 1, Obj. 2*)
 - 3. MSBA Fall Conference, Oct. 1 – 4 (*Goal 5, Obj. 1*)
 - B. New Business for Approval, Discussion or Information Only**
 - 1. MSBA Fall Regional Meeting, Oct. 29, 6:00 pm, Cabool (*Goal 5, Obj. 2*)
 - 2. 2015-16 Bus Route Approval (*Goal 6, Obj. 2*)
 - 3. Homecoming, Parade Sept. 18th, at 1:30 pm, Game at 7 pm (*Goal 4, Obj. 1*)
 - 4. MSBA Policy Updates (*Goal 3, Obj. 1*)
 - 5. Professional Based Teacher Evaluation Update (*Goal 5, Obj. 2*)
 - 6. Ballot Issue Discussion (*Goal 3, Obj. 2 & Goal 6, Obj. 2*)
 - 7. Superintendent's Report
- XI. ADJOURNMENT**
- XII. 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.**
- XIII. ADJOURNMENT - Next Board Meeting Scheduled for October 20, 2015 at 5:00 P.M., Central Administration Office**

West Plains R-7 Board of Education
Tax Rate Hearing
5:00 P.M. August 18, 2015
Board of Education Building
Minutes

- I. CALL TO ORDER: Jim Thompson called the meeting to order at 5:03 p.m.
- II. PLEDGE OF ALLEGIANCE
- III. ROLL CALL: Board members present: Jim Thompson, Cindy Tyree, Brian Mitchell, Courtney Beykirch, Lee Freeman and Elizabeth Grisham. Absent: Sam Riggs. Also in attendance: Superintendent Dr. John Mulford, Assistant Superintendents Dr. Scott Smith, Dr. Luke Boyer, Dr. Julie Williams and Board Secretary Linda Y. Collins.
- IV. APPROVAL OF AGENDA. Mrs. Beykirch made a motion to approve the Agenda as presented. The motion was seconded by Mrs. Grisham Bennett and voted as follows: AYE: Mr. Thompson, Mrs. Tyree, Mr. Mitchell, Mrs. Beykirch, Mr. Freeman and Mrs. Grisham Bennett. NAY: None. ABSTAIN: None.
- V. REGULAR AGENDA
 - A. Tax Rate Calculation – Recommendation is \$3.6450 (2014 = \$3.6318). Dr. Boyer recommended the levy to be moved to the tax rate ceiling of \$3.6450.
 - B. Public Comment. No Public Comment.
 - C. Setting Tax Rate. Mrs. Tyree made a motion to set the 2015-16 tax rate at the tax rate ceiling - \$3.6450. The motion was seconded by Mr. Freeman and voted as follows: AYE: Mr. Thompson, Mrs. Tyree, Mr. Mitchell, Mrs. Beykirch, Mr. Freeman and Mrs. Grisham Bennett. NAY: None
- VI. ADJOURNMENT. At 5:10 p.m. Mr. Mitchell made a motion to adjourn the meeting. The motion was seconded by Mrs. Grisham Bennett and voted as follows: AYE: Mr. Thompson, Mrs. Tyree, Mr. Mitchell, Mrs. Beykirch, Mr. Freeman, and Mrs. Grisham Bennett. NAY: None. ABSTAIN: None.

Jimmy E. Thompson, President

Linda Y. Collins, Secretary

Next Board Meeting Scheduled for September 15, 2015 At 5:00 P.M.

West Plains R-7 Board of Education
Regular Session Meeting
5:15 P.M. August 18, 2015
Board of Education Building
Minutes

- I. CALL TO ORDER: Jim Thompson called the meeting to order at 5:10 p.m.
- II. MOVE TO CLOSED (EXECUTIVE) SESSION. Mrs. Grisham Bennett made a motion to move into Closed Session to discuss items pursuant to Section 610.021.1 Legal Matters, Section 610.021.3 Personnel Matters and Section 610.021.6 Student Matters. The motion was seconded by Mrs. Beykirch and voted as follows: AYE: Jim Thompson, Cindy Tyree, Brian Mitchell, Courtney Beykirch, Lee Freeman and Elizabeth Grisham Bennett. NAY: None.
- III. RETURN TO OPEN SESSION. Jim Thompson called the meeting to order at 6:07 p.m.
- IV. PLEDGE OF ALLEGIANCE: The Pledge of Allegiance was led by the Board President Jim Thompson.
- V. ROLL CALL: Board members present: Jim Thompson, Cindy Tyree, Brian Mitchell, Courtney Beykirch, Lee Freeman and Elizabeth Grisham Bennett. Absent: Sam Riggs. Also in attendance: Superintendent Dr. John Mulford, Assistant Superintendents Dr. Scott Smith, Dr. Luke Boyer, Dr. Julie Williams and Board Secretary Linda Y. Collins.
- VI. APPROVAL OF AGENDA. Mr. Mitchell made a motion to approve the Agenda as presented. The motion was seconded by Mrs. Grisham Bennett and voted as follows: AYE: Mr. Thompson, Mrs. Tyree, Mr. Mitchell, Mrs. Beykirch, Mr. Freeman and Mrs. Grisham Bennett. NAY: None. ABSTAIN: None.
- 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 Regular Board Meeting Minutes from Meeting June 30, 2015
 - B. Payment of Bills
 - C. Approval Request for Resignations or Termination
 - Erin Maupin Paraprofessional
 - Ashley Strazdas Paraprofessional
 - D. Approval Request for the employment of individuals as recommended by the Superintendent of Schools:
 - Kevin Botkin PE/Health/Band Teacher
 - Tracy Grisgby Parents As Teachers Coordinator
 - Dale Carstensen Paraprofessional
 - Leslie Dennis Paraprofessional
 - Gail Harris Paraprofessional
 - Koree Vance Paraprofessional
 - Megan Fielder Paraprofessional
 - Substitute Bus Drivers
 - Debra Collins
 - Melissa Collins
 - Al Donaldson

- Gary Maynard
- Bradley Parrish
- Rusty Smith
- Vickie Smith
- Barbara Turner
- Dennis Weatherford

Substitute Teachers

- Cheryl Adams
- Matthew Asher
- Lucille Brown
- Lorraine Ellett
- JoAnn Frank
- Nicholas Haring
- Kathy Harrington
- Patrick Hicks
- Pat Hoopes
- Brandon Hunt
- Myeesha Johnson
- Timothy Kneedler
- Donald Laughary
- Vickie Lawrence
- Becky Lott
- Frances Meek
- Kathy Miller
- Sally Norberg
- Steve Roseman
- Becky Rutledge
- Randy Schutjer
- Jennifer Sterner
- John Ueltzen
- Dorothy Ueltzen
- Jane Whited
- Sherry Willis
- Teresa (Tracy) Wiley

Mrs. Tyree made a motion to approve the Consent Agenda The motion was seconded by Mr. Freeman and voted as follows: AYE: Mr. Thompson, Mrs. Tyree, Mr. Mitchell, Mrs. Beykirch, Mr. Freeman and Mrs. Grisham Bennett. NAY: None

VIII. REGULAR AGENDA

A. Previous Business for Approval , Discussion or Information Only

1. Academic Update.
2. Annual Audit Update. Dr. Boyer reported that the audit firm of Schultz, Wood and Rapp were conducting the annual audit of West Plains R-VII the week of August 24-28, 2015
3. Open Forum Dates to Discuss Ballot Issue Options Mrs. Tyree made a motion to move forward with the following open forum schedule to gather public information on which scenarios the public would support in April 2016:

August 27 5:30-6:30 p.m. HS Library

September 1 5:30-6:30 p.m. HS Library

September 15 8:30-9:30 a.m. MS Library

The motion was seconded by Mr. Freeman and voted as follows:

AYE: Mr. Thompson, Mrs. Tyree, Mr. Mitchell, Mrs. Beykirch, Mr. Freeman and Mrs. Grisham Bennett. NAY: None

4. Early Separation Incentive. Mrs. Beykirch made a motion to approve an Early Separation Incentive for 2015-16 giving 20% cash payment of current placement to be paid on or before August 31, 2016. The signed agreement must be turned in by October 30, 2015. The motion was seconded by Mrs. Grisham Bennett and voted as follows: AYE: Mr. Thompson, Mrs. Tyree, Mr. Mitchell, Mrs. Beykirch, Mr. Freeman and Mrs. Grisham Bennett. NAY: None

B. New Business for Approval, Discussion or Information Only

1. MSBA Fall Conference – October 1-4. All board members have been registered.
2. Financial Update.
3. Approval of ECSE Local Compliance Plan (State Model), Final Read & Approval. Mrs. Tyree made a motion to approve the ECSE Local Compliance Plan (State Model) for the 2015-16 school year. The motion was seconded by Mrs. Beykirch and voted as follows: AYE: Mr. Thompson, Mrs. Tyree, Mr. Mitchell, Mrs. Beykirch, Mr. Freeman and Mrs. Grisham Bennett. NAY: None.
4. Capital Improvements Update. Dr. Boyer indicated the SWAT room at the PRIDE building should be ready to move into next week. The signage for the AG building will not be able to come from a local vendor.
5. 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.

- IX. ADJOURNMENT. At 7:00 p.m. Mr. Mitchell made a motion to adjourn from Open Session. The motion was seconded by Mr. Freeman and voted as follows: AYE: Mr. Thompson, Mrs. Tyree, Mr. Mitchell, Mrs. Beykirch, Mr. Freeman, and Mrs. Grisham Bennett. NAY: None. ABSTAIN: None.

Jimmy E. Thompson, President

Linda Y. Collins, Secretary

Next Board Meeting Scheduled September 15, 2015 at 5:00 P.M, Board of Education Building

WEST PLAINS R-VII SCHOOL DISTRICT
ACCOUNTS PAYABLE CHECK REGISTER SUMMARY LISTING

*****AFTER AUGUST BOARD CHECKS FOR APPROVAL #60196 - #60286*****

10	60196	08/20/15	22	TRIUMPHLEARNING	\$10,370.68
10	60197	08/20/15	706	HORN PLUMBING	\$618.60
10	60198	08/20/15	803	JOSTENS	\$10.25
10	60199	08/20/15	952	MEEKS	\$60.73
10	60200	08/20/15	1129	OREILLY AUTOMOTIVE	\$251.56
10	60201	08/20/15	1129	OREILLY AUTOMOTIVE	\$4.81
10	60202	08/20/15	58	RENAISSANCE LEARNING	\$13,009.88
10	60203	08/20/15	1545	WOOD MECHANICAL INC.	\$7,500.00
AD	60204	08/20/15	4026	BILL HOFFMAN	\$360.00
AD	60205	08/20/15	3691	BRIAN REESE	\$95.20
AD	60206	08/20/15	296	CAMDENTON R-III SCHOOLS	\$190.00
AD	60207	08/20/15	3448	CHRISTOPHER CLARK	\$85.00
AD	60208	08/20/15	4489	DANNY DURKEE	\$65.00
AD	60209	08/20/15	4489	DANNY DURKEE	\$90.00
AD	60210	08/20/15	401	DAVID BUSH	\$126.00
AD	60211	08/20/15	473	EDDIE DUGGER	\$110.00
AD	60212	08/20/15	4935	ELAINA MARTIN	\$60.00
AD	60213	08/20/15	2855	EMILY PETTY	\$120.00
AD	60214	08/20/15	2855	EMILY PETTY	\$120.00
AD	60215	08/20/15	2855	EMILY PETTY	\$120.00
AD	60216	08/20/15	2855	EMILY PETTY	\$85.00
AD	60217	08/20/15	2855	EMILY PETTY	\$85.00
AD	60218	08/20/15	516	FERNIECE SMITH	\$114.40
AD	60219	08/20/15	516	FERNIECE SMITH	\$114.40
AD	60220	08/20/15	564	GAYLORD GREGORY	\$63.00
AD	60221	08/20/15	564	GAYLORD GREGORY	\$65.00
AD	60222	08/20/15	564	GAYLORD GREGORY	\$85.00
AD	60223	08/20/15	708	HORTON-SMITH GOLF COURSE	\$110.00
AD	60224	08/20/15	1684	JEFF HOLLIS	\$136.40
AD	60225	08/20/15	1684	JEFF HOLLIS	\$136.40
AD	60226	08/20/15	4016	JEFFERY HUGHES	\$223.40
AD	60227	08/20/15	4613	JEREMY HAYNES	\$80.00
AD	60228	08/20/15	3521	JOANN CARTER	\$68.00
AD	60229	08/20/15	4430	JOHN STUART RABON	\$85.00
AD	60230	08/20/15	797	JOPLIN R-8 SCHOOLS	\$250.00
AD	60231	08/20/15	3755	JORDAN DAVID HUNTER	\$85.00
AD	60232	08/20/15	4918	JOSH HOLSTEIN	\$85.00
AD	60233	08/20/15	4919	KEVIN MCNEIL	\$85.00
AD	60234	08/20/15	1664	LARRY BEEZLEY	\$85.00
AD	60235	08/20/15	2040	ERIN LOVELACE	\$60.00
AD	60236	08/20/15	2040	ERIN LOVELACE	\$60.00

WEST PLAINS R-VII SCHOOL DISTRICT
ACCOUNTS PAYABLE CHECK REGISTER SUMMARY LISTING

AD	60237	08/20/15	2040	ERIN LOVELACE	\$60.00
AD	60238	08/20/15	2040	ERIN LOVELACE	\$60.00
AD	60239	08/20/15	929	MARSHFIELD HIGH SCHOOL	\$150.00
AD	60240	08/20/15	4923	MATTHEW ANDERSON	\$85.00
AD	60241	08/20/15	4480	MELISSA WOOD	\$80.00
AD	60242	08/20/15	4920	MICHAEL WEHRMAN	\$85.00
AD	60243	08/20/15	2390	MISSY LEE	\$180.00
AD	60244	08/20/15	2390	MISSY LEE	\$180.00
AD	60245	08/20/15	2390	MISSY LEE	\$180.00
AD	60246	08/20/15	2390	MISSY LEE	\$145.00
AD	60247	08/20/15	2390	MISSY LEE	\$145.00
AD	60248	08/20/15	1757	MSU GOLF RELAYS	\$40.00
AD	60249	08/20/15	3450	PAUL CARROLL	\$85.00
AD	60250	08/20/15	3447	PAUL REAVES	\$173.00
AD	60251	08/20/15	1231	RANDY WARD	\$105.00
AD	60252	08/20/15	1231	RANDY WARD	\$83.00
AD	60253	08/20/15	1231	RANDY WARD	\$85.00
AD	60254	08/20/15	3595	RAYMOND EDING	\$85.00
AD	60255	08/20/15	3595	RAYMOND EDING	\$63.00
AD	60256	08/20/15	3595	RAYMOND EDING	\$90.00
AD	60257	08/20/15	1252	RICHARD JOHNSTON	\$154.00
AD	60258	08/20/15	2858	ROB PAYNE	\$85.00
AD	60259	08/20/15	1262	ROBERT BROWN	\$130.00
AD	60260	08/20/15	1262	ROBERT BROWN	\$130.00
AD	60261	08/20/15	2868	SCOTT TURNER	\$85.00
AD	60262	08/20/15	4929	SHONBAY JONES	\$85.00
AD	60263	08/20/15	1389	SPRINGFIELD SCHOOLS	\$150.00
AD	60264	08/20/15	1400	STACY ESTES	\$167.40
AD	60265	08/20/15	1411	STEWART GOLF COURSE	\$60.00
AD	60266	08/20/15	3048	TIM MCKNIGHT	\$85.00
AD	60267	08/20/15	1663	TOM STANTON	\$85.00
AD	60268	08/20/15	2857	TONY RUSSELL	\$85.00
AD	60269	08/20/15	762	JAY TOWELL	\$85.00
AD	60270	08/20/15	762	JAY TOWELL	\$63.00
AD	60271	08/20/15	762	JAY TOWELL	\$65.00
AD	60272	08/20/15	4426	WADE JENNINGS	\$85.00
AD	60273	08/20/15	1802	WILLIAM BARNES	\$173.00
AD	60274	08/20/15	1541	WILLOW SPRINGS HIGH	\$60.00
AD	60275	08/21/15	3596	JACOB REESE	\$60.00
AD	60276	08/21/15	797	JOPLIN R-8 SCHOOLS	\$50.00
AD	60277	08/21/15	1032	MONETT HIGH SCHOOL	\$110.00
AD	60278	08/21/15	762	JAY TOWELL	\$90.00
10	60283	09/02/15	3546	3M COGENT,INC.	\$1,388.80

WEST PLAINS R-VII SCHOOL DISTRICT
ACCOUNTS PAYABLE CHECK REGISTER SUMMARY LISTING

10	60284	09/02/15	51	MCGRAW-HILL	\$29,399.75
10	60285	09/02/15	1389	OZARK CONFERENCE	\$600.00
10	60286	09/02/15	1421	TEAM WORKS	\$2,975.00

Total Amount Reported Since Last Board Meeting For Approval: \$74,193.66

*****SEPTEMBER BOARD CHECKS FOR APPROVAL #60322 - #60499*****

10	60322	09/15/15	3757	5 STAR CLEANERS	\$500.50
10	60323	09/15/15	108	A/C PRINTING INC.	\$617.50
10	60324	09/15/15	112	ABC HOME FURNISHINGS	\$1,290.00
10	60325	09/15/15	4223	BONNIE L ADAMS	\$31.66
10	60326	09/15/15	3463	ADVANCED HEALTHSTYLES FITNESS	\$3,431.34
10	60327	09/15/15	3095	AIRE-MASTER OF AMERICA, INC.	\$37.08
10	60328	09/15/15	119	AIRGAS USA,LLC	\$94.50
10	60329	09/15/15	125	RIDDELL/ALL AMERICAN SPORTS CO	\$1,323.20
10	60330	09/15/15	4802	ALPHA IMAGING SUPPLIES,INC.	\$330.00
10	60331	09/15/15	1725	AMERICAN BAND	\$942.60
10	60332	09/15/15	186	APPLE COMPUTER INC.	\$3,276.00
10	60333	09/15/15	189	AREAWIDE MEDIA INC.	\$151.76
10	60334	09/15/15	1957	ASHLEY HAMBY	\$387.39
10	60335	09/15/15	204	AUTO ZONE	\$54.17
10	60336	09/15/15	1868	DIANA L BARNARD	\$61.60
10	60337	09/15/15	770	JERRY C. BEAN	\$100.00
10	60338	09/15/15	1607	LUKE A BOYER	\$114.40
10	60339	09/15/15	273	BROCAW BEARING & DRIVE	\$213.65
10	60340	09/15/15	1255	BROWN'S LAWN & GARDEN,LLC	\$76.64
10	60341	09/15/15	1730	PATRICIA BROWN	\$73.85
10	60342	09/15/15	279	BSN SPORTS INC	\$944.37
10	60343	09/15/15	2700	BUCKEYE CLEANING CENTER	\$4,933.45
10	60344	09/15/15	283	BURTON CREEK PHARMACY	\$213.93
10	60345	09/15/15	299	CAPE ELECTRICAL SUPPLY LLC	\$2,332.12
10	60346	09/15/15	4393	CASH SAVER	\$1,179.09
10	60347	09/15/15	309	CAWVEYS ELECTRIC MOTOR	\$2,821.02
10	60348	09/15/15	314	CENTRAL STATES BUS	\$826.71
10	60349	09/15/15	316	CENTURYLINK	\$4,423.60
10	60350	09/15/15	1213	CENTURYLINK	\$167.59
10	60351	09/15/15	1213	CENTURYLINK	\$5.47
10	60352	09/15/15	317	CEV MULTIMEDIA,LTD.	\$750.00
10	60353	09/15/15	2607	CINTAS #569	\$350.58
10	60354	09/15/15	333	CITY UTILITIES	\$30,576.52
10	60355	09/15/15	336	SCHOOL SPECIALTY/CLASSROOM DIR	\$48.38
10	60356	09/15/15	347	COLORVISION CORPORATION	\$7,404.11

WEST PLAINS R-VII SCHOOL DISTRICT
ACCOUNTS PAYABLE CHECK REGISTER SUMMARY LISTING

10	60357	09/15/15	4178	CORLEY PRITCHARD OSBORNE TECH	\$14,158.33
10	60358	09/15/15	4031	COUNTRY MEATS.COM	\$890.00
10	60359	09/15/15	4068	DAVENPORT GROUP	\$6,316.00
10	60360	09/15/15	418	DENNIS CRIDER	\$696.00
10	60361	09/15/15	428	DICK BLICK	\$3,896.19
10	60362	09/15/15	438	DOMINOS PIZZA	\$55.93
10	60363	09/15/15	4562	ALFRED DONALDSON	\$8.63
10	60364	09/15/15	443	DONS AUTO SERVICE	\$13.73
10	60365	09/15/15	1621	LENNY R EAGLEMAN	\$146.02
10	60366	09/15/15	467	EBSCO INFORMATION SERVICES	\$810.45
10	60367	09/15/15	474	EDGELLER & HARPER	\$661.49
10	60368	09/15/15	475	EDUCATION TO GO	\$67.25
10	60369	09/15/15	4958	BRIDGETT EDWARDS	\$51.25
10	60370	09/15/15	4483	ESGI,LLC	\$1,790.00
10	60371	09/15/15	509	FASTENAL COMPANY	\$703.60
10	60372	09/15/15	514	FELLERS	\$1,593.56
10	60373	09/15/15	1622	LISA J FOX	\$213.20
10	60374	09/15/15	1623	PENNY FOX-JONES	\$69.20
10	60375	09/15/15	593	GRAPHIC EDGE,INC.	\$225.90
10	60376	09/15/15	602	GRENNAN COMMUNICATIONS	\$984.90
10	60377	09/15/15	1708	JAY G HALE	\$326.40
10	60378	09/15/15	3564	HANEYS TIRE,MUFFLER,& BRAKE SE	\$1,281.95
10	60379	09/15/15	46	HARCOURT OUTLINES,INC.	\$1,303.93
10	60380	09/15/15	2994	HERALD PUBLISHING CO	\$189.00
10	60381	09/15/15	3323	HILAND DAIRY	\$145.20
10	60382	09/15/15	660	HILLYARD/SPRINGFIELD	\$12,577.05
10	60383	09/15/15	664	HIRSCH FEED & FARM SUPPLY	\$431.08
10	60384	09/15/15	664	HIRSCH FEED & FARM SUPPLY	\$217.35
10	60385	09/15/15	706	HORN PLUMBING	\$1,023.85
10	60386	09/15/15	10	HOUGHTON MIFFLIN CO.	\$13,160.00
10	60387	09/15/15	3291	OZARK AWARDS	\$73.75
10	60388	09/15/15	3291	OUTPOST EXPRESSIONS	\$470.50
10	60389	09/15/15	1626	SETH A HUDDLESTON	\$160.00
10	60390	09/15/15	4470	INSIGHT PUBLIC SECTOR,INC.	\$215.00
10	60391	09/15/15	754	J.W. PEPPER & SON INC.	\$90.95
10	60392	09/15/15	757	JACKSON TERMITE CO INC	\$200.00
10	60393	09/15/15	1963	JEANNE HARRIS	\$35.86
10	60394	09/15/15	2007	AUDIE JOHNSON	\$299.20
10	60395	09/15/15	2012	DUANE JONES	\$61.36
10	60396	09/15/15	1628	KELLY L JONES	\$103.52
10	60397	09/15/15	804	JOSTENS	\$165.00
10	60398	09/15/15	4558	KATIE JENSEN	\$229.82
10	60399	09/15/15	817	KDR PUBLISHING LLC	\$48.00

WEST PLAINS R-VII SCHOOL DISTRICT
ACCOUNTS PAYABLE CHECK REGISTER SUMMARY LISTING

10	60400	09/15/15	833	KEY SPORT SHOP INC.	\$608.25
10	60401	09/15/15	4358	ERIC C KRISTEFF	\$604.50
10	60402	09/15/15	1047	M-S MUSIC, INC.	\$857.92
10	60403	09/15/15	4500	TRAVIS MACKEY	\$855.33
10	60404	09/15/15	944	MCCTA	\$250.00
10	60405	09/15/15	3032	MCDONALD'S	\$176.53
10	60406	09/15/15	51	MCGRAW-HILL	\$4,944.56
10	60407	09/15/15	1632	JODIE L MCKINNEY	\$53.60
10	60408	09/15/15	952	MEEKS	\$374.51
10	60409	09/15/15	954	MEEKS	\$148.89
10	60410	09/15/15	4517	MEGGIN HOGSETT	\$242.00
10	60411	09/15/15	962	MERIDIAN STUDENT PLANNRS	\$2,558.00
10	60412	09/15/15	1796	METALWELD, INC.	\$242.99
10	60413	09/15/15	4932	MIA HARRIS	\$46.94
10	60414	09/15/15	2061	MICHELLE MILLER	\$78.48
10	60415	09/15/15	975	MICKES GOLDMAN O'TOOLE, LLC	\$1,492.00
10	60416	09/15/15	978	MIDWEST TECHNOLOGY CONNECTION	\$2,265.00
10	60417	09/15/15	4296	MIDWEST TRANSIT EQUIPMENT	\$3,135.67
10	60418	09/15/15	4052	HEATHER N MILLER	\$81.60
10	60419	09/15/15	1010	MISSOURI STATE UNIVERSITY-WP	\$25.00
10	60420	09/15/15	3819	MONTY'S OUTDOORS	\$2,125.50
10	60421	09/15/15	2762	RENTAL CENTERS OF AMERICA INC.	\$302.50
10	60422	09/15/15	1044	MOUNTAIN VIEW STANDARD NEWS	\$97.20
10	60423	09/15/15	1060	MSU-W. PLAINS	\$910.00
10	60424	09/15/15	1587	JONATHAN D MULFORD	\$302.40
10	60425	09/15/15	2825	MVATA	\$460.00
10	60426	09/15/15	1906	NANCY DAVIDSON	\$79.11
10	60427	09/15/15	1086	NATIONAL FFA ORGANIZA.	\$58.00
10	60428	09/15/15	1635	ANITA M NELSON	\$62.08
10	60429	09/15/15	2384	NEWBERRY AUTO SALES	\$312.25
10	60430	09/15/15	1611	NEWS JOURNAL	\$278.99
10	60431	09/15/15	1097	NEWS-LEADER	\$205.49
10	60432	09/15/15	1104	NORMAN ORR OFFICE SUPPLY	\$1,641.85
10	60433	09/15/15	1580	OPAA FOOD MANAGEMENT INC.	\$71,525.02
10	60434	09/15/15	1128	OREILLY AUTO	\$179.17
10	60435	09/15/15	1129	OREILLY AUTOMOTIVE	\$972.82
10	60436	09/15/15	1130	OREILLY AUTOMOTIVE	\$100.19
10	60437	09/15/15	1131	OREILLY AUTOMOTIVE	\$45.84
10	60438	09/15/15	2819	OZARK COUNTY TIMES	\$77.70
10	60439	09/15/15	1140	OZARK HORSE TRADER, INC.	\$2,824.10
10	60440	09/15/15	1140	OZARK HORSETRADER INC.	\$102.00
10	60441	09/15/15	847	OZARK RADIO NETWORK	\$1,030.00
10	60442	09/15/15	1144	OZARKO TIRE CENTER	\$1,671.94

WEST PLAINS R-VII SCHOOL DISTRICT
ACCOUNTS PAYABLE CHECK REGISTER SUMMARY LISTING

10	60443	09/15/15	1149	PARCEL EXPRESS	\$39.28
10	60444	09/15/15	4020	R.P.LUMBER CO.,INC.	\$32.78
10	60445	09/15/15	2038	RHONDA LORING	\$67.50
10	60446	09/15/15	736	RICOH USA,INC.	\$14,250.00
10	60447	09/15/15	4975	PATRICIA J RODRIGUEZ	\$38.00
10	60448	09/15/15	3233	AMY M ROSS	\$139.20
10	60449	09/15/15	1724	ROTARY CLUB OF WEST PLAINS	\$357.00
10	60450	09/15/15	1275	ROVER GUN CLUB	\$380.00
10	60451	09/15/15	100	ROY'S HOME ENTERTAINMENT	\$29.00
10	60452	09/15/15	1302	SCHOLASTIC INC.	\$1,557.83
10	60453	09/15/15	4614	SCHOOL DATEBOOKS,INC.	\$168.28
10	60454	09/15/15	63	SCHOOL SPECIALTY	\$213.20
10	60455	09/15/15	1309	SCHWEGMAN OFFICE SUPPLY	\$2,097.39
10	60456	09/15/15	1310	SCMMEA	\$280.00
10	60457	09/15/15	652	SCREENSHOTS PRINTING & DESIGN	\$1,359.89
10	60458	09/15/15	2524	SEITZ FUNDRAISING	\$480.00
10	60459	09/15/15	1316	CONTINUUM RETAIL ENERGY SERVIC	\$962.54
10	60460	09/15/15	1326	SHEPHERD COMMUNICATIONS	\$78.00
10	60461	09/15/15	1327	SHERWIN WILLIAMS	\$906.11
10	60462	09/15/15	1640	GREG SIMPKINS	\$83.60
10	60463	09/15/15	4137	SHYLA J SIMPSON	\$77.00
10	60464	09/15/15	1343	SKEETER KELL SPORTING	\$2,294.00
10	60465	09/15/15	4606	JULIE SMITH	\$69.20
10	60466	09/15/15	1641	SCOTT A SMITH	\$151.20
10	60467	09/15/15	3413	SMC SPRINGFIELD	\$300.00
10	60468	09/15/15	1833	SPRINGFIELD GROCER COMPANY	\$1,631.04
10	60469	09/15/15	1391	SPRINGFIELD STAMP &	\$382.55
10	60470	09/15/15	3123	STERNER TOWING	\$65.00
10	60471	09/15/15	129	SUBWAY	\$296.04
10	60472	09/15/15	4294	SUMMIT TRUCK GROUP	\$49.75
10	60473	09/15/15	3500	SWMASA	\$150.00
10	60474	09/15/15	4122	SYSCO KANSAS CITY	\$868.68
10	60475	09/15/15	1425	THE BATTERY STATION LLC	\$90.00
10	60476	09/15/15	1405	THE STEEL YARD INC	\$55.00
10	60477	09/15/15	2843	THE SUMMERSVILLE BEACON	\$56.10
10	60478	09/15/15	4047	TERRI J TOMLINSON	\$76.80
10	60479	09/15/15	1444	TONY'S TIRE SERVICE	\$131.00
10	60480	09/15/15	2011	TRACIE JOINER	\$86.00
10	60481	09/15/15	1461	UMB BANK N.A.	\$1,616.50
10	60482	09/15/15	1648	KAREN L VAUGHN	\$27.36
10	60483	09/15/15	1499	W. SCHILLER & CO., INC.	\$997.75
10	60484	09/15/15	2181	ERICA N WALKER	\$24.00
10	60485	09/15/15	4944	WEST PLAINS DAILY QUILL	\$1,604.86

WEST PLAINS R-VII SCHOOL DISTRICT
ACCOUNTS PAYABLE CHECK REGISTER SUMMARY LISTING

10	60486	09/15/15	1511	WEST PLAINS DOOR & BLDG.	\$68.00
10	60487	09/15/15	4976	WEST PLAINS EDUCATION FOUNDATI	\$500.00
10	60488	09/15/15	1512	WEST PLAINS ELECTRIC	\$22.50
10	60489	09/15/15	1520	WEST PLAINS MUSIC STORE	\$8.39
10	60490	09/15/15	1825	WEST PLAINS OCCUPATIONAL & INS	\$806.00
10	60491	09/15/15	1523	WEST PLAINS POSEY PATCH	\$83.00
10	60492	09/15/15	1524	WEST PLAINS PROPANE INC.	\$32.00
10	60493	09/15/15	1531	WEST PLAINS SUNRISE	\$167.50
10	60494	09/15/15	1533	WEST PLAINS WINNELSON CO	\$240.08
10	60495	09/15/15	1646	JULIE R WILLIAMS	\$321.36
10	60496	09/15/15	1545	WOOD MECHANICAL INC.	\$7,093.50
10	60497	09/15/15	95	WORLD WIDE TECHNOLOGY IN	\$840.90
10	60498	09/15/15	1551	XEROX CORPORATION	\$327.98
10	60499	09/15/15	4662	YANCY K. YATES	\$200.00

Total Amount Reported For SEPTEMBER Board For Approval: \$285,981.74

*****GRAND TOTAL AMOUNT OF ALL CHECKS REPORTED FOR CODES 10 & AD*****

\$360,175.40

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	4606	09/10/15	001744 AGILE SPORTS TECHNOLOGIES	400.00
CC	4607	09/10/15	001744 AGILE SPORTS TECHNOLOGIES	400.00
CC	4608	09/10/15	001744 AGILE SPORTS TECHNOLOGIES	400.00
CC	4609	09/10/15	001744 AGILE SPORTS TECHNOLOGIES	800.00
CC	4610	09/10/15	004616 AJR INTERNATIONAL	520.00
CC	4611	09/10/15	004370 ALLHEART	684.37
CC	4612	09/10/15	003349 ALMOST FAMOUS BBQ	169.50
CC	4613	09/10/15	000008 AMAZON	1,251.53
CC	4614	09/10/15	000008 AMAZON.COM BOOKS	50.25
CC	4615	09/10/15	000008 GE MONEY BANK/AMAZON	11,154.19
CC	4616	09/10/15	000008 AMAZON.COM, INC.	837.35
CC	4617	09/10/15	000187 APPRIVER	981.00
CC	4618	09/10/15	003064 ARBY'S	22.19
CC	4619	09/10/15	003064 ARBY'S	21.84
CC	4620	09/10/15	004441 ARTS AND ACTIVITIES	17.00
CC	4621	09/10/15	000214 BAND SHOPPE	119.90
CC	4622	09/10/15	004874 BEDFORD CAMERA & VIDEO, INC.	1,999.98
CC	4623	09/10/15	000239 BIG LOTS #1157	50.00
CC	4624	09/10/15	004942 BIGGER BOOKS	2,957.60
CC	4625	09/10/15	003410 BIZCHAIR.COM	213.74
CC	4626	09/10/15	004440 BLICK ART MATERIALS	350.35
CC	4627	09/10/15	004860 BLINDS.COM	595.56
CC	4628	09/10/15	000279 US GAMES	64.99
CC	4629	09/10/15	000022 TRIUMPHLEARNING	637.77
CC	4630	09/10/15	002232 C & H DISTRIBUTORS LLC	2,566.32
CC	4631	09/10/15	003101 CASEY'S GENERAL STORE	100.00
CC	4632	09/10/15	004393 CASH SAVER	790.38
CC	4633	09/10/15	001760 CCAR	249.00
CC	4634	09/10/15	003007 CHICK-FIL-A	83.22
CC	4635	09/10/15	000336 CLASS ROOM DIRECT	1,286.06
CC	4636	09/10/15	000336 SCHOOL SPECIALTY/CLASSROOM DIR	36.70
CC	4637	09/10/15	003023 COLTON'S STEAK HOUSE & GRILL	353.00
CC	4638	09/10/15	003246 CORNER CO	6.48
CC	4639	09/10/15	000411 DECKER INC.	318.78
CC	4640	09/10/15	000414 DEMCO	484.85
CC	4641	09/10/15	003125 DENNIS' SPECIALTY CUTS	57.05
CC	4642	09/10/15	004409 DIDAX EDUCATION	68.45
CC	4643	09/10/15	003228 DISCOUNT SCHOOL SUPPLY	407.68
CC	4644	09/10/15	004959 DOLLAMUR	300.00
CC	4645	09/10/15	000437 DOLLAR GENERAL STORE #07371	30.20
CC	4646	09/10/15	000437 DOLLAR GENERAL STORE #14939	158.75
CC	4647	09/10/15	003861 DOLLAR TREE STORES, INC	33.00
CC	4648	09/10/15	000438 DOMINOS PIZZA	331.64
CC	4649	09/10/15	004950 EDUNOVA	649.85
CC	4650	09/10/15	003014 EL CHARRO WEST PLAINS	230.46
CC	4651	09/10/15	000525 FLINN SCIENTIFIC INC.	216.51
CC	4652	09/10/15	004969 FOLD A GOAL	33.95
CC	4653	09/10/15	004969 FOLD A GOAL	150.00
CC	4654	09/10/15	000530 FOLLETT SCHOOL SOLUTIONS, INC.	407.83
CC	4655	09/10/15	000542 FROMUTH TENNIS	1,263.38
CC	4656	09/10/15	000596 GREAT LAKES SPORTS	94.37
CC	4657	09/10/15	004947 HAMPTON INN	5.99
CC	4658	09/10/15	004947 HAMPTON INN	882.14

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	4659	09/10/15	004941 HEART RATE MONITORS USA	68.92
CC	4660	09/10/15	000664 HIRSCH FEED & FARM SUPPLY	5.12
CC	4661	09/10/15	003291 HOWELL COUNTY OUTPOST LLC	188.24
CC	4662	09/10/15	000719 HOWELL OREGON ELECTRIC	1,055.16
CC	4663	09/10/15	002897 HEROES COFFEE	367.50
CC	4664	09/10/15	000730 I-CAR WORLD HEADQUARTERS	1,350.00
CC	4665	09/10/15	000748 IPA EDUCATIONAL SUPPLY	2,145.24
CC	4666	09/10/15	004957 K&K INSURANCE GROUP	171.00
CC	4667	09/10/15	004952 KELVIN.COM	69.95
CC	4668	09/10/15	000860 LAKESHORE LEARNING MAT.	57.49
CC	4669	09/10/15	004886 LD PRODUCTS	711.50
CC	4670	09/10/15	002844 LEARNING A-Z	99.95
CC	4671	09/10/15	002450 LITTLE CAESAR'S PIZZA	69.97
CC	4672	09/10/15	000933 MASL	66.75
CC	4673	09/10/15	000936 MASSP	259.00
CC	4674	09/10/15	000944 MCCTA	155.00
CC	4675	09/10/15	003032 MCDONALD'S	0.01
CC	4676	09/10/15	003032 MCDONALD'S	100.40
CC	4677	09/10/15	000051 MCGRAW-HILL	1,346.34
CC	4678	09/10/15	000051 CTB/MCGRAW-HILL, LLC	443.84
CC	4679	09/10/15	004953 MCMASTER-CARR	17.23
CC	4680	09/10/15	002269 MOACAC	35.00
CC	4681	09/10/15	004968 MISSOURI STATE FAIR	2.00
CC	4682	09/10/15	001821 MOSPRA	180.00
CC	4683	09/10/15	004951 MSC INDUSTRIAL SUPPLY	19.37
CC	4684	09/10/15	001052 MSHSAA	4,944.30
CC	4685	09/10/15	002580 MUSICIAN'S FRIEND	330.40
CC	4686	09/10/15	000084 ARISTOTLE CORPORATION	28.90
CC	4687	09/10/15	000084 NASCO	520.81
CC	4688	09/10/15	001087 NATIONAL FORENSIC LEAGUE	354.00
CC	4689	09/10/15	004960 NATIONAL SCIENCE TEACHERS ASSO	900.00
CC	4690	09/10/15	003289 NEWEGG.COM	4,576.90
CC	4691	09/10/15	001097 NEWS-LEADER	203.42
CC	4692	09/10/15	001128 OREILLY AUTO	12.99
CC	4693	09/10/15	001132 ORIENTAL TRADING CO.	110.42
CC	4694	09/10/15	003043 OVERSTOCK.COM	50.38
CC	4695	09/10/15	001694 OZARK CAFE	268.63
CC	4696	09/10/15	001149 PARCEL EXPRESS	42.58
CC	4697	09/10/15	002965 PAYPAL/EBAY	303.38
CC	4698	09/10/15	002965 PAYPAL/CHANCEIUSA	3,899.97
CC	4699	09/10/15	002965 PAYPAL/J G BWS LLC	105.07
CC	4700	09/10/15	000054 HARCOURT ASSESSMENT INC	133.00
CC	4701	09/10/15	001750 PLANK ROAD PUBLISHING	109.95
CC	4702	09/10/15	001743 POSTMASTER	10.98
CC	4703	09/10/15	003540 RAMEY	67.56
CC	4704	09/10/15	004458 PRO-TUFF DECALS	785.96
CC	4705	09/10/15	004841 PROJECT LEAD THE WAY, INC.	4,351.00
CC	4706	09/10/15	004955 PYGRAPHICS	229.00
CC	4707	09/10/15	001234 REALLY GOOD STUFF INC.	549.55
CC	4708	09/10/15	004003 REDCORT SOFTWARE, INC.	395.00
CC	4709	09/10/15	000736 RICOH USA, INC.	665.65
CC	4710	09/10/15	000737 RICOH USA, INC.	1,764.60
CC	4711	09/10/15	001264 ROCHESTER 100 INC.	115.00

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

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CK CD	CHK NUM	CK DATE	VENDOR NAME	AMOUNT
CC	4712	09/10/15	003494 RUBY TUESDAY	71.87
CC	4713	09/10/15	000063 SCHOOL SPECIALTY	99.03
CC	4714	09/10/15	000063 SCHOOL SPECIALTY	296.92
CC	4715	09/10/15	001309 SCHWEGMAN OFFICE SUPPLY	254.39
CC	4716	09/10/15	004946 SENSEEZ	105.82
CC	4717	09/10/15	001329 SHIFFLER EQUIPMENT SALES	1,469.19
CC	4718	09/10/15	004965 SMARTSIGN.COM	162.45
CC	4719	09/10/15	004038 SOCCER.COM	194.65
CC	4720	09/10/15	004038 SOCCER.COM	523.10
CC	4721	09/10/15	004924 SOUTHPAW ENTERPRISES INCORPORA	1,562.01
CC	4722	09/10/15	003308 STAPLES	288.55
CC	4723	09/10/15	004949 STATE FAIR FLORAL	54.05
CC	4724	09/10/15	002991 STEAK 'N SHAKE	13.48
CC	4725	09/10/15	000129 SUBWAY	101.80
CC	4726	09/10/15	004927 TEACHER HEAVEN	435.06
CC	4727	09/10/15	004080 TEACHERSPAYTEACHERS.COM	404.48
CC	4728	09/10/15	003681 THE DONUT PALACE	338.85
CC	4729	09/10/15	004956 THE LODGE AT OLD KINDERHOOK	227.82
CC	4730	09/10/15	000021 TIGER DIRECT INC.	75.50
CC	4731	09/10/15	004970 THART	62.64
CC	4732	09/10/15	004000 TRAVELOCITY.COM	1,265.50
CC	4733	09/10/15	004418 TRIARCO ARTS & CRAFTS	3,385.54
CC	4734	09/10/15	001474 UNIVERSITY OF MO COL AR	4,404.99
CC	4735	09/10/15	004966 USHIP	493.96
CC	4736	09/10/15	002845 VERIZON WIRELESS	2,153.73
CC	4737	09/10/15	001502 WALMART COMMUNITY	12,003.65
CC	4738	09/10/15	001502 WALMART COMMUNITY	75.84
CC	4739	09/10/15	001502 WALMART COMMUNITY	75.36
CC	4740	09/10/15	001502 WALMART COMMUNITY	211.88
CC	4741	09/10/15	001510 WEST PLAINS DAILY QUILL	80.00
CC	4742	09/10/15	003151 WESTIN CROWN PLAZA HOTEL	609.96
CC	4743	09/10/15	004069 WESTLAKE ACE HARDWARE	11.25
CC	4744	09/10/15	003334 WINGARD PHOTOGRAPHY, INC.	7.00

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

102,629.85*

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

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CK CD	CHK NUM	CK DATE	VENDOR NAME
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AMOUNT

***** 139 Checks listed. GRAND TOTAL AMOUNT OF ALL CHECKS REPORTED *****

102,629.85*

WEST PLAINS SCHOOL DISTRICT

MONTHLY

FINANCE REPORTS

THROUGH THE MONTH OF AUGUST
SCHOOL YEAR 2015-2016

PRINTED ON: SEPTEMBER 11, 2015

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<i>Graphical Financial Data</i>	<i>4</i>	<i>December 31st FB</i>	<i>14</i>
<i>Graphical Financial Data</i>	<i>5</i>	<i>Local Tax Report</i>	<i>15</i>
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POINTS OF INTEREST

PAGE 1

This report includes the month of August.

Printed On: September 11, 2015

- Please note that this report lacks enough data to be a 'great' document. The information is accurate, so the information is useful, however, precaution should be taken when speculating about L38irregular figures.

REVENUES & EXPENDITURES

PAGE 1

This report includes the month of August.

Printed On: September 11, 2015

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
2016	761,873	1,795,102										
2015	799,672	1,739,816	3,078,361	4,671,065	6,040,635	8,765,498	15,597,049	17,477,994	19,236,147	21,375,181	23,200,818	25,793,492
2014	908,184	1,871,777	2,797,124	4,661,150	6,429,165	8,841,482	14,843,645	16,739,005	18,547,966	20,360,108	22,682,150	24,894,243
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

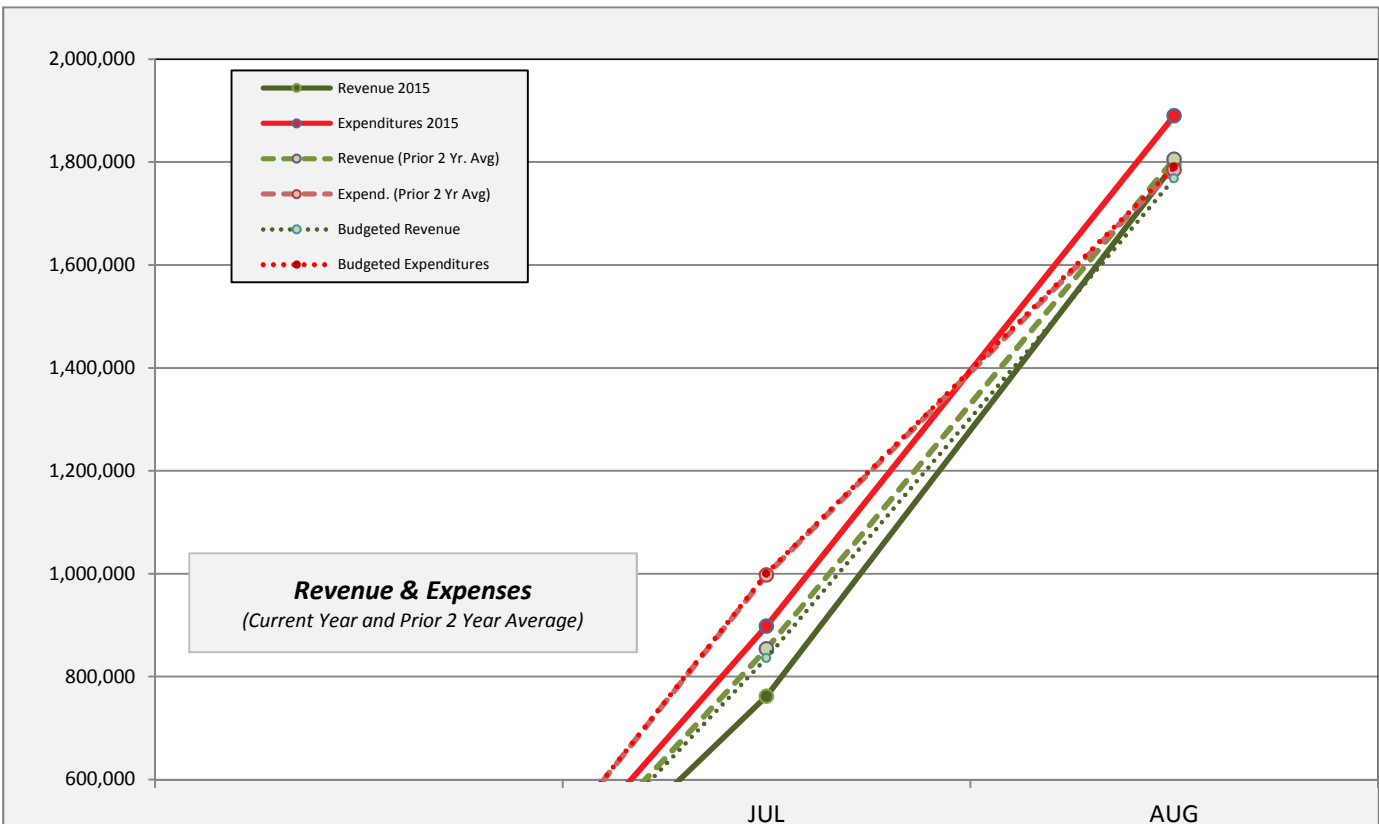
Total Expenditures

	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN
2016	\$898,389	1,890,399	2,204,353	2,204,353	2,204,353	2,204,353	2,204,353	2,204,353	2,204,353	2,204,353	2,204,353	2,204,353
2015	1,005,374	1,834,941	4,016,990	6,198,503	8,446,589	10,400,661	13,819,658	16,156,864	17,962,515	20,064,367	22,086,103	26,706,664
2014	990,323	1,735,525	3,928,438	5,952,853	7,913,229	10,277,617	12,895,540	14,855,596	16,671,513	18,615,452	20,526,074	25,183,121
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

Revenues less Expenditures

	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN
2016	-136,517	-95,298										
2015	-205,703	-95,125	-938,630	-1,527,438	-2,405,954	-1,635,163	1,777,391	1,321,130	1,273,632	1,310,813	1,114,715	-913,172
2014	-82,139	136,252	-1,131,314	-1,291,703	-1,484,064	-1,436,135	1,948,105	1,883,409	1,876,453	1,744,656	2,156,076	-288,878
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

	Revenue Budget	Through AUG	Total	% of Actual Through AUG	Estimate based on Prior Year %	Expense Budget	Through AUG	Total	% of Actual Through AUG	Estimate based on Prior Year %
2016	24,814,438	1,795,102	24,814,438		25,086,553	26,010,373	1,890,399	26,010,373		25,280,667
2015	24,891,141	1,739,816	25,793,492	6.75		26,682,433	1,834,941	26,706,664	6.87	
2014	24,565,546	1,871,777	24,894,243	7.52		25,854,694	1,735,525	25,183,121	6.89	
2013	25,428,180	1,801,046	25,004,776	7.20		26,628,503	2,192,147	25,282,520	8.67	



GRAPHICAL FINANCIAL DATA

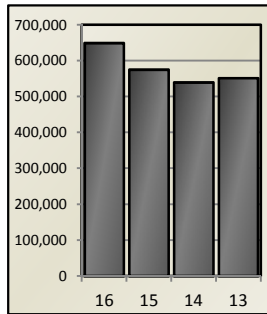
PAGE 1

This report includes the month of August.

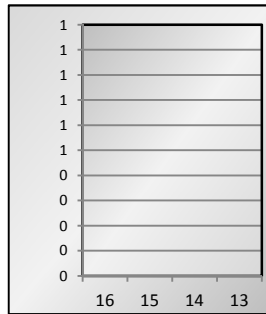
Printed On: September 11, 2015

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

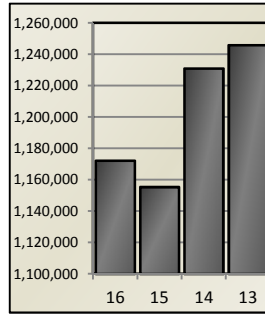
4 YEAR REVENUE COMPARISON THROUGH THE MONTH OF AUGUST



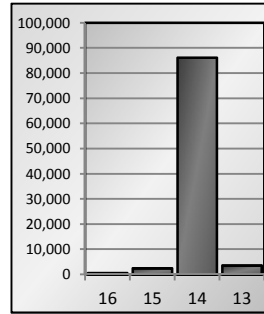
Local Revenue



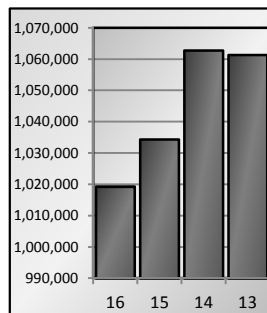
County Revenue



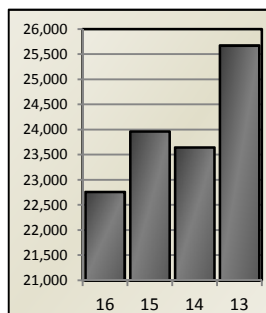
State Revenue



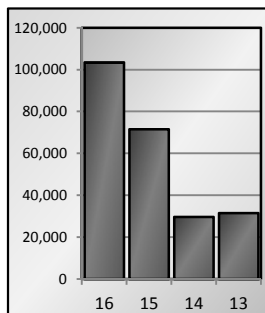
Federal Revenue



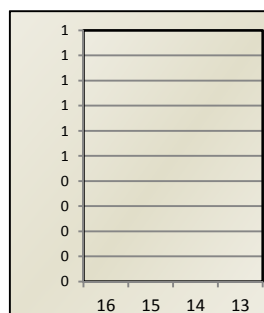
Basic Formula



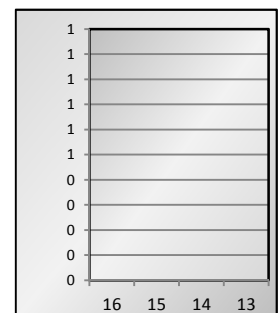
State Transportation



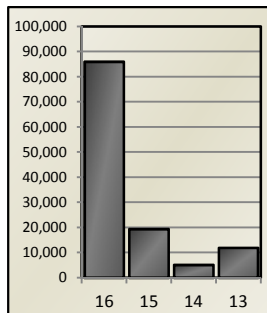
Student Activities (Fund 60)



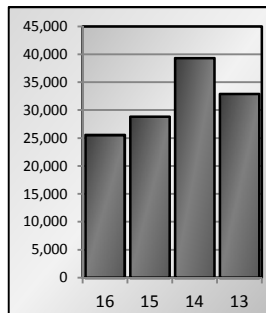
Fed. School Lunch (5445)



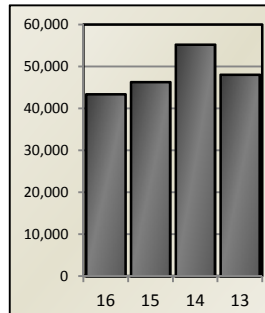
Fed. School Breakfast (5446)



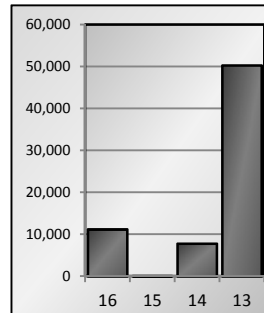
Adult Tuition (5123)



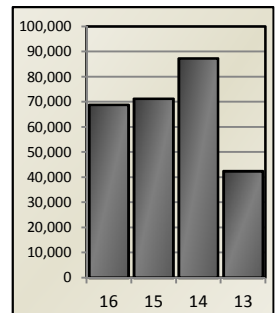
Interest Earned (5141)



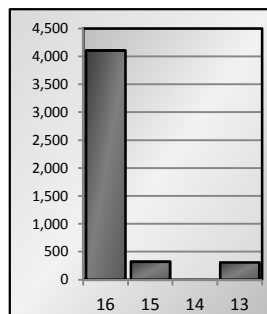
Local Food Service



Miscellaneous Local Rev. (5198)



Current & Delinquent Taxes



Admissions & Gate (5171)

2015:
Ag Building Donations
2013 & 2012:
Football Renovation
Donations

GRAPHICAL FINANCIAL DATA

PAGE 1

This report includes the month of August.

Printed On: September 11, 2015

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 (2016)

	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN
Local	221,600	648,961										
County	0	0										
State	576,476	1,172,243										
Federal	0	610										
Tuition	-36,204	-26,713										
Other	0	0										
Total	761,873	1,795,102										

Revenues By Source (2015)

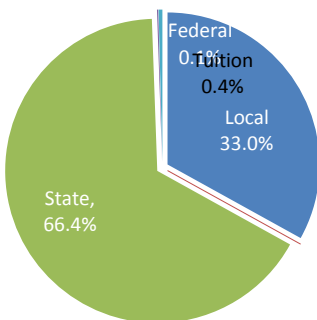
	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN
Local	219,432	574,931	977,977	1,327,036	1,723,056	2,853,181	7,700,417	8,213,511	8,570,180	8,924,011	9,394,201	9,902,185
County	0	0	0	0	0	0	0	319,612	319,612	319,612	313,084	313,084
State	571,564	1,155,358	1,912,562	2,651,124	3,372,190	4,224,606	4,922,619	5,626,927	6,371,867	7,351,219	8,106,504	9,097,094
Federal	1,625	2,477	86,847	145,075	292,702	415,643	968,719	1,168,536	1,347,808	1,667,473	1,758,768	2,571,156
Tuition	7,050	7,050	100,974	547,831	652,687	1,271,743	2,004,969	2,149,083	2,626,355	3,112,540	3,627,935	3,909,648
Other	0	0	0	0	0	325	325	325	325	325	325	325
Total	799,672	1,739,816	3,078,361	4,671,065	6,040,635	8,765,498	15,597,049	17,477,994	19,236,147	21,375,181	23,200,818	25,793,492

Revenues By Source (2014)

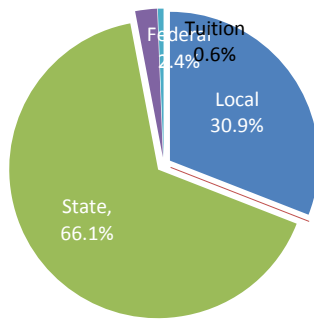
	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN
Local	244,552	539,266	837,113	1,186,124	1,575,408	2,664,972	7,318,806	7,783,550	8,200,658	8,455,590	8,826,868	9,240,770
County	0	0	0	0	0	0	102,193	328,702	328,702	328,702	328,702	322,369
State	591,926	1,231,028	1,899,326	2,561,077	3,221,790	3,848,208	4,514,465	5,162,225	5,906,176	6,698,437	7,814,560	8,614,458
Federal	57,170	86,226	59,241	416,569	560,455	971,298	1,104,441	1,391,358	1,642,614	1,912,004	2,127,968	2,852,326
Tuition	14,536	15,258	1,444	497,379	1,071,512	1,357,004	1,803,741	2,073,170	2,469,815	2,965,375	3,572,052	3,826,016
Other	0	0	0	0	0	0	0	0	0	0	12,000	38,304
Total	908,184	1,871,777	2,797,124	4,661,150	6,429,165	8,841,482	14,843,645	16,739,005	18,547,966	20,360,108	22,682,150	24,894,243

2016 Revenues By Fund

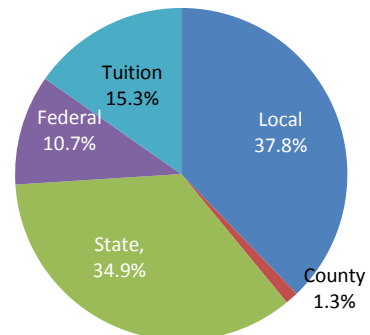
	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN
10	271,204	706,513										
20	410,535	855,950										
30	0	0										
40	47,531	119,459										
60	30,353	103,460										
65	2,250	9,721										
70	0	0										
Other	0	0										
Total	761,873	1,795,102	0	0	0	0	0	0	0	0	0	0



Through August, 2016



Through August, Prior 2 Year Avg.



2 Year Average, End of Year Totals

REVENUES

PAGE 1

This report includes the month of August.

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4 YEAR REVENUE COMPARISON OF MAJOR REVENUE SOURCES

Each month represents total for that month plus prior months.

Current Taxes (5111)

	JUL	AUG	SEP	OCT
2016	0	27,655		
2015	0	0	0	0
2014	0	0	0	0
2013	0	0	0	0

Prop C (5113)

	JUL	AUG	SEP	OCT
2016	156,174	315,251		
2015	190,731	345,748	486,095	622,566
2014	164,779	311,744	480,612	599,260
2013	146,980	294,503	426,774	576,321

Interest Revenue (5141)

	JUL	AUG	SEP	OCT
2016	7,197	25,558		
2015	7,095	28,835	40,247	47,319
2014	17,851	39,361	40,223	49,956
2013	8,543	32,907	45,043	53,400

Fines & Escheats (5211)

	JUL	AUG	SEP	OCT
2016	0	0		
2015	0	0	0	0
2014	0	0	0	0
2013	0	0	0	0

State Basic Formula (5311)

	JUL	AUG	SEP	OCT
2016	517,564	1,019,258		
2015	514,659	1,034,349	1,695,619	2,361,903
2014	504,684	1,062,754	1,622,952	2,178,442
2013	516,722	1,061,341	1,691,503	2,255,642

ECSE (5314)

	JUL	AUG	SEP	OCT
2016	0	0		
2015	0	0	0	0
2014	0	0	0	37,499
2013	0	0	0	0

Career Education (5332)

	JUL	AUG	SEP	OCT
2016	0	0		
2015	0	0	0	0
2014	0	0	0	0
2013	0	0	0	0

Medicaid (5412)

	JUL	AUG	SEP	OCT
2016	0	610		
2015	1,625	2,477	19,104	19,389
2014	843	18,403	18,904	19,498
2013	0	175	175	3,287

IDEA (5441)

	JUL	AUG	SEP	OCT
2016	0	0		
2015	0	0	0	0
2014	0	0	0	58,029
2013	0	0	0	0

Fed Breakfast (5446)

	JUL	AUG	SEP	OCT
2016	0	0		
2015	0	0	0	19,793
2014	0	0	0	20,995
2013	0	0	0	17,499

Delinquent Taxes (5112)

	JUL	AUG	SEP	OCT
2016	0	41,178		
2015	0	71,287	96,596	105,606
2014	45,002	87,290	89,245	105,671
2013	-44,035	42,410	65,726	78,472

M&M Surcharge (5115)

	JUL	AUG	SEP	OCT
2016	0	1,307		
2015	0	2,629	3,246	3,246
2014	2,848	4,867	2,742	2,936
2013	44,035	45,601	46,686	46,831

Pupil Food Service (5151)

	JUL	AUG	SEP	OCT
2016	988	16,509		
2015	588	16,782	31,915	49,162
2014	176	15,447	27,592	49,126
2013	306	14,441	27,617	46,998

RR & Utility Tax (5221)

	JUL	AUG	SEP	OCT
2016	0	0		
2015	0	0	0	0
2014	0	0	0	0
2013	0	0	0	0

State Transportation (5312)

	JUL	AUG	SEP	OCT
2016	11,381	22,762		
2015	11,982	23,965	35,947	45,642
2014	11,823	23,647	35,303	46,630
2013	12,837	25,674	38,730	51,082

Classroom Trust Fund (5319)

	JUL	AUG	SEP	OCT
2016	47,531	119,459		
2015	44,923	97,044	173,400	231,366
2014	75,396	144,578	216,994	283,819
2013	68,668	119,071	178,486	237,955

High Need Fund (5381)

	JUL	AUG	SEP	OCT
2016	0	0		
2015	0	0	0	0
2014	0	0	0	0
2013	24,092	24,092	24,092	24,092

Perkins (5427)

	JUL	AUG	SEP	OCT
2016	0	0		
2015	0	0	61,289	61,289
2014	4,019	4,019	25,747	42,847
2013	0	0	66,502	66,502

Fed Lunch (5445)

	JUL	AUG	SEP	OCT
2016	0	0		
2015	0	0	0	38,149
2014	0	0	0	40,900
2013	0	0	0	40,913

Title I (5451)

	JUL	AUG	SEP	OCT
2016	0	0		
2015	0	0	0	0
2014	0	0	0	187,264
2013	0	0	0	0

EXPENSE BY FUND

PAGE 1

This report includes the month of August.

Printed On: September 11, 2015

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

Expense By Source (2016)

	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN
Fund 10	382,403	937,367										
Fund 20	361,321	659,145										
Fund 40	146,824	254,153										
Fund 60	7,461	39,273										
Fund 65	379	461										
Fund 70	0	0										
Total	898,389	1,890,399										

Expense By Source (2015)

	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN
Fund 10	588,593	1,019,778	1,822,272	2,594,479	3,341,203	3,983,451	5,013,797	5,820,748	6,389,057	7,108,479	7,829,136	9,115,310
Fund 20	234,534	473,280	1,668,851	2,828,060	4,000,345	5,174,915	6,347,344	7,512,495	8,677,762	9,837,208	11,007,528	14,132,157
Fund 40	180,100	316,823	471,724	624,184	862,030	935,656	2,014,266	2,322,150	2,339,981	2,500,207	2,591,339	2,630,144
Fund 60	2,146	24,160	49,492	146,740	215,651	276,465	409,530	463,226	516,242	575,145	608,242	669,906
Fund 65	0	900	4,651	5,039	27,360	30,174	34,722	38,245	39,473	43,329	49,857	159,147
Fund 70	0	0	0	0	0	0	0	0	0	0	0	0
Total	1,005,374	1,834,941	4,016,990	6,198,503	8,446,589	10,400,661	13,819,658	16,156,864	17,962,515	20,064,367	22,086,103	26,706,664

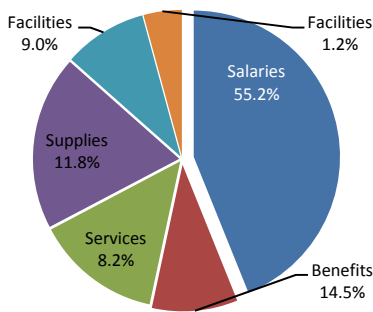
Expense By Source (2014)

	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	4,846,596	5,543,168	6,147,605	6,831,733	7,511,822	8,995,328
Fund 20	344,154	571,042	1,733,704	2,925,870	4,095,327	5,291,574	6,443,472	7,603,776	8,772,373	9,962,509	11,133,271	14,300,061
Fund 40	214,364	305,687	348,374	385,915	422,685	446,205	1,308,848	1,336,210	1,345,526	1,354,910	1,366,367	1,292,476
Fund 60	1,225	11,101	45,598	104,067	163,886	242,625	266,622	318,852	351,499	405,452	448,951	521,457
Fund 65	0	5,663	6,320	11,155	12,866	13,879	25,370	41,510	42,431	48,177	49,408	53,027
Fund 70	0	0	0	0	0	489	4,632	12,079	12,079	12,671	16,256	20,773
Total	990,323	1,735,525	3,928,438	5,952,853	7,913,229	10,277,617	12,895,540	14,855,596	16,671,513	18,615,452	20,526,074	25,183,121

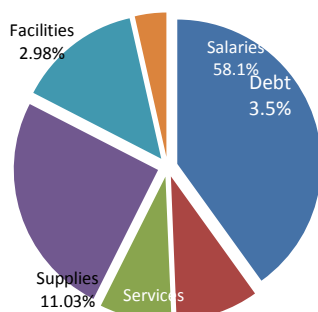
Expense By Source (2013)

	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

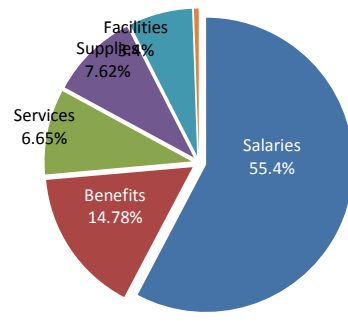
EXPENSE



Through August, 2016



Through August, Prior 2 Year Avg.



2 Year Average, End of Year Totals

	2016 Budget	2015 Budget	Thru AUG 2016	Thru AUG 2015	Thru AUG 2014	2015 Total	2014 Total	2015 Date %	2014 Date %	2016 Projected	Compared to Prior 2 Years
Fund 10	9,289,247	9,618,712	937,367	842,033	734,465	8,995,328	8,767,459	9.4%	8.4%	10,569,059	
Fund 20	14,477,428	14,179,079	659,145	571,042	477,357	14,300,061	14,173,813	4.0%	3.4%	17,908,731	
Fund 40	1,753,698	1,566,903	254,153	305,687	909,252	1,292,476	1,560,676	23.7%	58.3%	620,556	
Fund 60	450,000	450,000	39,273	11,101	9,136	521,457	533,988	2.1%	1.7%	2,045,566	
Fund 65	40,000	40,000	461	5,663	61,326	53,027	246,584	10.7%	24.9%	2,595	
Fund 70	0	0	0	0	610	20,773	0	0.0%		#VALUE!	
Other											
Total	26,010,373	25,854,694	1,890,399	1,735,525	2,192,147	25,183,121	25,282,520			#VALUE!	0

PAGE 1

Printed On: September 11, 2015

[illegible]

	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN
Salaries (61)	315,268	659,814	1,921,163	3,166,637	4,425,061	5,652,341	6,889,144	8,117,438	9,320,834	10,532,417	11,769,250	14,839,484
Benefits (62)	78,745	161,678	490,459	817,292	1,147,004	1,489,314	1,935,965	2,284,153	2,627,590	2,970,021	3,318,047	4,179,101
Services (63)	74,211	171,347	357,726	553,458	775,939	939,574	1,329,778	1,609,363	1,733,988	1,938,051	2,180,528	2,481,805
Supplies (64)	357,050	525,279	775,918	1,036,931	1,236,556	1,383,776	1,650,505	1,823,761	1,940,122	2,123,671	2,226,937	2,576,130
Facilities (65)	117,103	247,846	402,747	555,208	793,053	859,893	1,858,766	2,166,649	2,184,480	2,343,117	2,427,996	2,473,053
Debt (66)	62,997	68,977	68,977	68,977	68,977	75,763	155,501	155,501	155,501	157,091	163,343	157,091
Other	0	0	0	0	0	0	0	0	0	0	0	0
Total	1,005,374	1,834,941	4,016,990	6,198,503	8,446,589	10,400,661	13,819,658	16,156,864	17,962,515	20,064,367	22,086,103	26,706,664

	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN
<i>Salaries (61)</i>	427,848	766,646	2,003,249	3,274,358	4,548,334	5,807,357	7,009,374	8,244,917	9,443,344	10,688,640	11,925,252	15,076,516
<i>Benefits (62)</i>	82,779	169,335	501,252	826,736	1,161,765	1,598,939	1,923,289	2,255,578	2,578,681	2,907,642	3,235,644	4,061,263
<i>Services (63)</i>	32,120	117,740	369,120	547,343	718,380	1,174,128	1,299,779	1,481,438	1,611,076	1,830,118	2,021,574	2,361,904
<i>Supplies (64)</i>	233,212	376,118	706,442	918,501	1,062,066	1,250,987	1,354,250	1,537,453	1,692,886	1,834,142	1,977,237	2,390,962
<i>Facilities (65)</i>	156,659	247,982	290,669	328,210	364,979	388,500	1,184,488	1,211,850	1,221,166	1,230,549	1,242,006	1,168,115
<i>Debt (66)</i>	57,705	57,705	57,705	57,705	57,705	57,705	124,360	124,360	124,360	124,360	124,360	124,360
<i>Other</i>	0	0	0	0	0	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	12,895,540	14,855,596	16,671,513	18,615,452	20,526,074	25,183,121

	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

Component	Percentage
Salaries	43.9%
Benefits	9.5%
Facilities	9.2%
Supplies	19.3%
Services	13.9%

Category	Percentage
Salaries	50.4%
Facilities	13.9%
Services	8.1%

Component	Percentage
Salaries	57.7%
Benefits	16.2%
Services	8.8%
Supplies	9.4%
Facilities	4.6%
Debt	1.1%

[illegible]

ITEMIZED REVENUE REPORT

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This report includes the month of August.

Printed On: September 11, 2015

Local	2016 Budget	2015 Budget	Thru AUG 2016	Thru AUG 2015	Thru AUG 2014	2015 Total	2014 Total	2015 Date %	2014 Date %	2016 Projected	Compared to Prior 2 Years
Current Taxes	5,087,082	5,109,588	27,655	0	0	5,159,714	5,075,131	0.0%	0.0%		
Delinquent Taxes	335,412	277,695	41,178	71,287	87,290	351,827	356,243	20.3%	24.5%	183,974	
Prop C (STF)	1,861,426	1,711,057	315,251	345,748	311,744	1,847,196	1,840,273	18.7%	16.9%	1,768,214	
Interest	55,000	45,000	0	0	0	52,939	63,025	0.0%	0.0%		
M & M Surcharge Tax	300,000	280,000	1,307	2,629	4,867	315,133	302,816	0.8%	1.6%	107,034	
In Lieu of Tax	0	0	0	0	0	0	0	0.0%	0.0%		
Presch & BASE Tuition	0	0	0	0	0	0	0	0.0%	0.0%		
Adult Ed Tuition	554,300	568,670	85,947	19,350	5,084	553,678	463,995	3.5%	1.1%	3,744,581	
Interest Earned	147,850	163,150	25,558	28,835	39,361	157,566	161,272	18.3%	24.4%	119,691	
Food Service	178,000	186,000	17,847	17,468	15,908	162,232	158,506	10.8%	10.0%	171,578	
Food Service-Non Program	65,000	68,000	5,511	4,657	4,968	58,440	58,936	8.0%	8.4%	67,215	
Admission	35,000	35,000	4,108	325	0	50,218	42,139	0.6%	0.0%	1,269,520	
SA & Boosters	547,000	547,000	113,180	75,587	60,508	818,643	622,042	9.2%	9.7%	1,193,851	
Prior Period Adjustment	30,000	40,000	0	0	0	64,339	26,862	0.0%	0.0%		
Misc Local Rev.	10,650	110,650	11,180	24	7,796	255,612	37,979	0.0%	20.5%	108,874	
Other	39,000	39,000	0	0	0	0	0	0.0%	0.0%		
Total	9,245,720	9,180,810	648,961	539,266	551,517	9,240,770	9,425,654	5.8%	5.9%	11,105,735	

County	2016 Budget	2015 Budget	Thru AUG 2016	Thru AUG 2015	Thru AUG 2014	2015 Total	2014 Total	2015 Date %	2014 Date %	2016 Projected	Compared to Prior 2 Years
Fines, Escheats, Forfeit	105,000	115,000	0	0	0	94,105	102,193	0.0%	0.0%		
State RxR Utility	210,000	200,000	0	0	0	218,980	220,176	0.0%	0.0%		
Other	0	0	0	0	0	0	0	0.0%	0.0%		
Total	315,000		0	0	0	322,369	350,780	0.0%	0.0%		

State	2016 Budget	2015 Budget	Thru AUG 2016	Thru AUG 2015	Thru AUG 2014	2015 Total	2014 Total	2015 Date %	2014 Date %	2016 Projected	Compared to Prior 2 Years
Basic Formula	6,670,439	7,020,000	1,019,258	1,034,349	1,062,754	7,018,536	6,616,587	14.7%	16.1%	6,618,697	
Transportation	140,000	140,000	22,762	23,965	23,647	158,363	143,711	15.1%	16.5%	144,120	
ECSE - State	330,000	330,000	0	0	0	402,671	281,243	0.0%	0.0%		
Basic Formula CTF	750,408	680,000	119,459	97,044	144,578	721,557	784,883	13.4%	18.4%	749,672	
Vocational/At-Risk	20,000	20,000	0	0	0	20,000	20,000	0.0%	0.0%		
Early Childhood (PAT)	0	0	0	0	0	0	905	0.0%	0.0%		
Vocational Tech Aid	393,630	390,130	0	0	0	521,182	540,238	0.0%	0.0%		
Food Service	8,000	7,000	0	0	0	7,203	8,341	0.0%	0.0%		
Adult Basic Ed	0	0	0	0	0	0	0	0.0%	0.0%		
Enhancement Grant	125,524	87,360	0	0	0	109,095	61,104	0.0%	0.0%		
A+ Schools Grant	13,858	14,216	10,580	0	0	38,626	33,440	0.0%	0.0%		
Spec Ed High Need Fund	50,000	80,000	0	0	0	43,868	90,066	0.0%	0.0%		
Mo PreSch Project	0	0	0	0	0	28,800	27,625	0.0%	0.0%		
Misc. State Rev.	7,429	14,717	184	0	49	14,849	6,315	0.0%	0.8%	47,691	
Other	0	0	0	0	0	0	0	0.0%	0.0%		
Total	8,509,287	8,783,423	1,172,243	1,231,028	1,245,921	8,614,458	8,801,999	14.3%	14.2%	8,242,106	

ITEMIZED REVENUE REPORT

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This report includes the month of August.

Printed On: September 11, 2015

Federal	2016 Budget	2015 Budget	Thru AUG 2016	Thru AUG 2015	Thru AUG 2014	2015 Total	2014 Total	2015 Date %	2014 Date %	2016 Projected	Compared to Prior 2 Years
Medicaid	100,000	100,000	610	18,403	175	124,162	87,124	14.8%	0.2%	8,128	
Basic Formula (ARRA)	0	0	0	0	0	0	0	0.0%	0.0%		
Vocational Ed	196,051	185,937	0	4,019	0	134,330	152,608	3.0%	0.0%		
Jobs Bill	0	0	0	0	0	0	0	0.0%	0.0%		
Voc Ed - Perkins	0	0	0	0	0	0	0	0.0%	0.0%		
WIA-JTPA	0	0	0	0	0	0	0	0.0%	0.0%		
Adult Basic Ed.	0	0	0	22,823	-4,794	5,927	80,768	385.0%	-5.9%		
Spec Ed High Need Fund	8,000	8,000	0	0	0	6,181	7,115	0.0%	0.0%		
IDEA (Part B)	400,522	400,522	0	0	0	432,555	470,549	0.0%	0.0%		
ECSE	36,000	36,000	0	0	0	93,748	51,943	0.0%	0.0%		
School Lunch Prog	550,000	548,500	0	0	0	473,760	565,226	0.0%	0.0%		
School Breakfast P.	250,000	271,000	0	0	0	235,948	263,571	0.0%	0.0%		
After School Snack	0	0	0	0	553	0	7,913	0.0%	7.0%		
Title I	790,000	718,626	0	0	0	1,030,074	561,862	0.0%	0.0%		
Title V	0	0	0	0	0	0	0	0.0%	0.0%		
Title IV	0	0	0	0	0	0	0	0.0%	0.0%		
Title I (ARRA)	0	0	0	0	0	0	0	0.0%	0.0%		
21st Cent Gnt (BASE)	0	0	0	0	0	0	0	0.0%	0.0%		
Title IVA-Drug Free	0	0	0	0	0	0	0	0.0%	0.0%		
Title III-ELL	0	0	0	0	0	0	0	0.0%	0.0%		
Title IIA	124,821	128,683	0	0	0	161,077	112,689	0.0%	0.0%		
T IID Tech E-mints	0	0	0	0	0	0	0	0.0%	0.0%		
T VIIB-Homelss	0	0	0	0	0	0	0	0.0%	0.0%		
T IID (ARRA)	0	0	0	0	0	0	0	0.0%	0.0%		
Voc Rehab	61,301	63,976	0	0	7,675	3,095	9,890	0.0%	77.6%		
Dept Health Food Svc Prog	28,924	28,924	0	40,553	0	47,160	35,413	86.0%	0.0%		
JTPA - WIA	41,573	42,650	0	429	0	47,494	94,097	0.9%	0.0%		
Voc - Pell Grants	0	0	0	0	0	0	500	0.0%	0.0%		
TRA	13,858	14,217	0	0	0	0	0	0.0%	0.0%		
Title VI B	30,000	32,905	0	0	0	36,415	39,248	0.0%	0.0%		
Title VI B (ARRA)	0	0	0	0	0	0	0	0.0%	0.0%		
ECSE (ARRA)	0	0	0	0	0	0	0	0.0%	0.0%		
Misc. Fed. Funds	0	0	0	0	0	20,400	60	0.0%	0.0%		
Other	0	0	0	0	0	0	0	0.0%	0.0%		
Total	2,631,049	2,579,940	610	86,226	3,608	2,852,326	2,540,576	3.0%	0.1%	38,577	

Non Revenue Funds	2016 Budget	2015 Budget	Thru AUG 2016	Thru AUG 2015	Thru AUG 2014	2015 Total	2014 Total	2015 Date %	2014 Date %	2016 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	6,778	0	0.0%	0.0%		
Property Sales	0	0	0	0	0	0	0	0.0%	0.0%		
Other	0	0	0	0	0	31,526	0	0.0%	0.0%		
Total	0	0	0	0	0	38,304	0		#DIV/0!		

Tuition	2016 Budget	2015 Budget	Thru AUG 2016	Thru AUG 2015	Thru AUG 2014	2015 Total	2014 Total	2015 Date %	2014 Date %	2016 Projected	Compared to Prior 2 Years
Rural Tuition	3,834,607	3,870,168	-34,400	15,258	0	3,748,174	3,808,811	0.4%	0.0%	-16,901,383	
Area VoTech Tuition	278,774	161,800	0	0	0	73,592	76,956	0.0%	0.0%		
SpecEd Tuition	0	0	0	0	0	0	0	0.0%	0.0%		
Local Tax Effort	0	0	7,687	0	0	4,250	0	0.0%	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%		
Total	4,113,381	4,031,968	-26,713	15,258	0	3,826,016	3,885,767	0.4%	0.0%	-13,397,177	

SUBSTITUTE REPORT: OBJECT CODE 6121

This report includes the month of August.

Printed On: September 11, 2015

		2016 Budget	2015 Budget	2016 Through AUG	2015 Through AUG	2014 Through AUG	2013 Through AUG	2015 Actual	2014 Actual	2013 Actual
10-1111-6121-4030-000-0000	EL Substitute Salaries	3,025	3,025	0	0	0	0	1,120	2,170	1,645
20-1111-6121-4030-000-0000	EL Substitute Salaries	39,164	39,520	0	0	0	0	40,205	22,520	38,798
20-1112-6121-5000-000-0000	SF Substitute Salaries	6,025	6,080	0	0	0	0	9,470	9,205	5,320
20-1131-6121-3000-000-0000	MS Substitute Salaries	33,139	33,440	0	0	0	105	36,935	30,163	34,875
10-1151-6121-1050-000-0000	HS Substitute Salaries	1,980	1,980	735	0	0	0	2,273	1,385	0
20-1151-6121-1050-000-0000	HS Substitute Salaries	64,597	71,440	240	0	0	0	55,860	55,653	71,560
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	0	0	0	0	1,085	2,590	0
20-1152-6121-3000-000-0000	ALC MS Substitute Salaries	0	0	0	0	0	0	280	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	2,561	4,830	0	0	0	0	665	1,890	1,085
20-1191-6121-5000-081-0000	SS SF Substitute Salaries	0	0	0	0	0	0	0	0	0
10-1221-6121-1050-000-0000	SE HS Substitute Salaries	3,960	3,960	0	0	0	0	0	2,680	3,535
20-1221-6121-1050-000-0000	SE HS Substitute Salary	7,486	7,486	0	0	0	0	0	8,530	5,705
10-1221-6121-3000-000-0000	SE MS Substitute Salaries	3,420	3,420	0	0	0	0	0	560	4,340
20-1221-6121-3000-000-0000	SE MS Substitute Salary	6,107	6,107	0	0	0	0	0	3,578	6,220
10-1221-6121-4030-000-0000	SE EL Substitute Salaries	10,080	10,080	0	0	0	0	0	5,550	8,305
20-1221-6121-4030-000-0000	SE EL Substitute Salary	2,955	2,955	0	0	0	0	0	2,030	2,310
10-1221-6121-5000-000-0000	SE SF Substitute Salaries	540	540	0	0	0	0	0	0	0
20-1221-6121-5000-000-0000	SE SF Substitute Salary	591	591	0	0	0	0	0	0	0
20-1221-6121-8000-000-0000	SE Substitute Salary	0	0	0	0	0	0	0	0	0
70-1221-6121-8000-000-PSTG	SE PSTG Substitute Salaries	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
10-1251-6121-3000-051-0000	SI MS Substitute Salary	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
10-1251-6121-4030-051-0000	SI EL Substitute Salary	2,890	7,475	0	0	0	0	3,605	2,765	6,755
20-1251-6121-4030-051-0000	SI EL Substitute Salary	6,800	3,025	0	0	0	0	980	2,575	2,800
10-1251-6121-5000-051-0000	SI SF Substitute Salary	510	1,495	0	0	0	0	140	105	0
20-1251-6121-5000-051-0000	SI SF Substitute Salary	1,360	495	0	0	0	0	665	0	0
20-1261-6121-3000-041-0000	SE IDEA Substitute Salary	0	0	0	0	0	0	0	0	0
20-1261-6121-4030-041-0000	SE IDEA Substitute Salary	0	0	0	0	0	0	0	0	0
10-1281-6121-4030-010-0000	ECSE EL ST\$ Substitute Salary	0								
20-1281-6121-4030-010-0000	ECSE ST\$ EL Sub Salary	0		0						
10-1281-6121-4030-014-0000	ECSE EL Substitute Salary	1,020	2,530	0	0	0	0	0	0	1,960
20-1281-6121-4030-014-0000	ECSE EL Substitute Salary	4,420	1,980	0	0	0	0	0	4,830	350
20-1661-6121-1100-101-0000	LPN Substitute Salary	0		0						
10-2134-6121-1050-000-0000	NURS HS Substitute Pay	0	0	0	0	0	0	380	2,625	140
20-2212-6121-1050-000-0000	CURR HS Substitute Salary	0	0	0	0	0	0	0	560	0
20-2212-6121-1100-000-0000	CURR VO Substitute Salary	0	0	0	0	0	0	0	0	0
20-2212-6121-3000-000-0000	CURR MS Substitute Salary	0	0	0	0	0	0	0	0	0
20-2212-6121-4030-000-0000	CURR EL Substitute Salary	0	0	0	0	0	0	0	2,350	0
20-2212-6121-5000-000-0000	CURR SF Substitute Salary	0	0	0	0	0	0	0	70	0
20-2214-6121-1050-051-0000	PD HS T1 Substitute Salary	0	0	0	0	0	0	0	0	0
20-2214-6121-1050-094-0000	PD HS Substitute Salary	0	0	0	0	0	0	0	280	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	0	0	0	0	0
20-2214-6121-3000-094-0000	PD MS Substitute Salary	0	0	0	0	0	0	0	0	0
20-2214-6121-4030-051-0000	PD EL T1 Substitute Salary	0	0	0	0	0	0	0	0	0
20-2214-6121-4030-094-0000	PD EL Substitute Salary	0	0	0	0	0	0	70	0	0
20-2214-6121-5000-051-0000	PD SF T1 Substitute Salary	0	0	0	0	0	0	0	0	0
20-2214-6121-5000-094-0000	PD SF Substitute Salary	0	0	0	0	0	0	0	0	70
10-2321-6121-9000-000-0000	SUPT Sub Salary	0	0	0	0	0	0	0	280	2,380
20-2415-6121-1100-140-0000	PRIN VO Substitute Salary	0	0	0	0	0	0	0	0	0
10-2540-6121-8500-000-0000	OM Substitute Support Salary	14,850	14,850	0	3,064			5,973		
10-2541-6121-4030-000-0000	OM EL Sub Support Staff Salary	4,050	4,050	0	0			0		
10-2542-6121-5000-000-0000	OM SF Sub Support Staff Salary	1,080	1,080	0	0			140		
10-2543-6121-3000-000-0000	OM MS Sub Support Staff Salary	2,970	2,970	0	0			0		
10-2544-6121-1050-000-0000	OM HS Sub Support Staff Salary	4,050	4,050	0	0			0		
10-3511-6121-4030-000-0000	EC Substitute Salary	0	0	0	0	0		0	0	
10-3512-6121-4030-000-0000	PS EL Substitute Salary	0	0	0	0	0	0	280	1,200	420
20-3512-6121-4030-000-0000	PS EL Substitute Salary	0	0	0	0	0	0	420	0	0
10-3512-6121-5000-000-0000	PS SF Substitute Salary	495	495	0	0	0	0	245	140	490
20-3512-6121-5000-000-0000	PS SF Substitute Salary	1,506	1,520	0	0	0	0	525	385	3,125
20-3811-6121-3000-072-0000	BASE MS Substitute Salary	0	0	0	0	0	0	0	0	0
20-3811-6121-4030-072-0000	BASE EL Substitute Salary	0	0	0	0	0	0	0	0	0
20-3811-6121-5000-072-0000	BASE SF Substitute Salary	0	0	0	0	0	0	0	0	0
		231,631	241,469	975	3,064	0	105	161,316	166,668	202,188
				0.42	1.90	0.00	0.05			

There are 70 accounts reported above. 2014x has 91 codes reported as substitute [6121]

TEXTBOOK REPORT

This report includes the month of August.

Printed On: September 11, 2015

		2016 Budget	2015 Budget	2016 Through AUG	2015 Through AUG	2014 Through AUG	2013 Through AUG	2015 Actual	2014 Actual	2013 Actual
10-1111-6421-4030-000-0000	EL Textbooks	0	0	0	1,356	18,073	18,737	0	-2,912	34,888
10-1111-6422-4030-000-0000	EL Textbooks - MOE	0	0	0	0	0	0	0	0	0
10-1111-6431-4030-000-0000	EL Textbooks	37,000	36,675	9,995	15,908	0	0	23,815	62,095	0
10-1112-6421-5000-000-0000	SF Textbooks	0	0	0	0	2,257	4,939	318	-6,105	12,190
10-1112-6431-5000-000-0000	SF Textbooks	9,420	6,695	730	268	0	700	4,602	22,127	700
10-1131-6431-3000-000-0000	MS Textbooks	10,000	10,000	3,667	4,094	0	5,509	6,289	22,709	16,057
10-1151-6431-1050-000-0000	HS Textbooks	20,000	87,350	2,881	57,958	5,218	5,438	76,883	108,935	67,743
10-1221-6431-1050-000-0000	SE HS Textbooks	9,275	9,275	0	17	9,099	6,382	0	9,022	6,999
10-1221-6431-3000-000-0000	SE MS Textbooks	5,725	5,725	0	427	2,251	7,000	0	3,397	7,000
10-1221-6431-4030-000-0000	SE EL Textbooks	2,000	2,000	0	1,030	805	276	0	898	2,000
10-1221-6431-5000-000-0000	SE SF Textbooks	0	0	0	0	0	0	0	0	0
Total		93,420	157,720	17,272	81,058	37,704	48,981	111,907	220,166	147,576

OPERATION & MAINTENANCE

This report includes the month of August.

Printed On: September 11, 2015

		2016 Budget	2015 Budget	2016 Through AUG	2015 Through AUG	2014 Through AUG	2013 Through AUG	2015 Actual	2014 Actual	2013 Actual
254x-61	Salaries	706,610	698,716	119,114	114,836	110,869	110,366	660,034	655,757	643,059
254x-62	Benefits	224,026	204,548	35,278	31,679	31,686	33,885	196,829	192,878	211,848
254x-63	Purchas Services	172,200	219,284	17,384	20,819	15,646	35,722	172,381	198,688	354,060
254x-64	Supplies	602,069	619,194	63,763	64,091	83,092	15,930	609,947	577,907	547,790
254x-65	Equipment	22,000	17,500	4,100	0	0	0	1,349	13,553	8,145
254x-66	Other	0	0	0	0	0	0	0	0	0
Total		1,726,905	1,759,242	239,639	231,425	241,293	195,903	1,640,540	1,638,784	1,764,902

PROGRAM EVALUATIONS

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1. Summer School

2. Transportation

3. Communications

SUMMER SCHOOL PROGRAM EVALUATION

WEST PLAINS ELEMENTARY
& SOUTH FORK ELEMENTARY

MIDDLE SCHOOL

HIGH SCHOOL

2015 Elem. Summer School Information

Many improvements were made to correct some scenarios that occurred during the 2014 session.

- Students in grades 5-8 attended the middle school to alleviate crowded conditions at the elementary. This allowed 5th grade students to become aware of their surroundings in preparation the upcoming school year.
- Assistants were employed for transportation to insure that students were picked up by an adult at each bus stop while bus drivers were able to learn the routes and stop locations.
- Students attended field trips each Thursday as a reward for positive attitudes and attendance each week. Two trips were taken to the city pool and educational trips were taken to Legit Speedway Park and Mammoth Spring State Park.

Attendance

Students attended 120 hours during the summer session

A total of 462 students attended summer school in grades Early Childhood through 4th grade

Enrollment and Attendance Percentage

EC 25	86.27%
K – 79	84.40%
1 – 122	77.86%
2 – 85	80.61%
3 – 73	81.47%
4 – 78	74.39%

WEST PLAINS MIDDLE SCHOOL

Program Evaluation

Date: September 7, 2015

Program: Summer School

Members: None Required

PROGRAM STRENGTHS

1. The building experienced an increase in participation this year
2. Summer school programs are academically focused

PROGRAM CONCERNS

1. Limited space makes completing summer maintenance projects a challenge.
2. Even though total enrollment has increased, the amount of students enrolled in 7th and 8th grade is relatively low.

SUMMARY:

Records in Lumen indicate the following enrollment numbers:

	2014 Summer School	2015 Summer School
5 th	78	92
6 th	26	64
7 th	36	36
8 th	8	23
MS	148	215

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

ACTION STEP	PERSON(S) RESPONSIBLE	TIME FRAME FOR COMPLETION
A meeting will be held prior to the end of the regular school term to review summer facility repairs and projects. The principal and head custodian will make a schedule to help coordinate the cleaning alongside summer school.	Building Principal Head Custodian	May 2016
A meeting will be held during 4 th quarter to discuss opportunities and class offering that would increase the enrollment in the 7 th and 8 th grades.	Building Principals Leadership Team Counselor	April 2016

High School

Summer School 2015 Summary

Credit Recovery:

Here is the breakdown by student:

5 Students recovered 1 credit

1 Students recovered 2 credits

27 Students recovered .5 credits

Original Credit awarded: Credits were awarded to students those credits were earned in the following: Management Internship-A+, Personal Finance (on-line), Health (on-line), Strength Training and Cardio.

Class	# of Sections	# of .5 Credits awarded
Health	2	28
Personal Finance	2	47
Mgt. and Internship	2	35
<u>Zizzer launch</u>	<u>1</u>	<u>7</u>
Total .5 credits awarded		117

PE Classes	#of .25 Credits awarded
Cardio	17
Women's St Train	51
<u>Men's St. Training</u>	<u>84</u>
Total .25 Credits awarded	152

Breakdown of #of Sections and # of students earning credit per course.

3 students earned a two half credits (.5) – (health and personal finance)

117 students earned a half credit

152 students earned a quarter credit

Total Enrollment for summer school 2015: 376

Next Year we would like to offer credit recovery in four areas: Math, Science, Language arts and Social Studies, those areas would be taught by a certified instructor in the past we have done a great deal credit recovery with an on-line educational delivery system. We will continue that during the school year in our afterschool/before school credit recovery program. We feel a direct instruction model would be best for summer school.

WEST PLAINS R-VII SCHOOLS

Program Evaluation

Date: September 2015

Program Title: **Transportation**

Program Evaluation Committee:

Dr. John Mulford, Supt., West Plains
Kevin Hedden, Asst. Principal, High School
Donnie Miller, Elementary Principal
Amy Ross, Special Services Dir.
Larry Jewell, Bus Driver, West Plains
Gust Steckman, Certified Trainer
Robert Pekarek, Transportation Dir.
Jim Laughary, Vo-Tech Dir.
Dr. Julie Thompson, Curriculum Dir.
Jack Randolph, HS Principal
Ben Grace, Asst. Transportation Dir
Dr. West Davis, MS Principal
Dan Holloway, Dir. Trans., Junction Hill

Scott Smith, Asst. Supt., West Plains
Lenny Eagleman, Trans. Dir. And A+
Seth Huddleston, SF Principal
Greg Simpkins, Athletics Dir.
Sandy Hill, Asst. Principal, High School
Erica Walker, Asst. Principal, Middle School
Alva Parks, Bus Mechanic
Brad Jones, Law Enforcement
Donnie Luna, Asst. Principal, Elementary
Lana Snodgrass, Communication &Community
Relations Dir.
Bruce Collins, Dir. Trans., Fairview

Program Objectives and Goals:

1. To provide a safe and efficient means for student transportation to and from school and school events.
2. Increase awareness of school bus safety in the community and school.
3. Increase parental awareness of services provided by the transportation department.
4. Support our students to help them achieve our districts Mission Statement.

Program Description:

Our school buses provide the safest means of transportation for students. All of our drivers must have a yearly physical and are subject to random drug testing. All drivers are tested by the Missouri Highway Patrol and must meet the standards set by the Department of Elementary and Secondary Education which includes a minimum of 8 hours of training each year. In addition, the buses are inspected twice a year and are subject to random inspections by the Missouri Highway Patrol. The drivers are informed of all state and board policies and procedures which are noted in their Rules and Procedures Manuals or updated by memos. The drivers and their students are provided information and training for emergencies.

Our filing system enables us to keep track of the ridership, emergency contacts, and bus stop locations also it enables us to schedule our route times so the buses arrive at

the proper schools on time. All bus stops are evaluated for their safety as well as all loading and unloading zones at the schools, making sure that the proper signs are posted and the lots are properly marked and clearly painted.

Activity trips are requested by the individual schools, scheduled by the High School Assistant Principal and routed by the Transportation Office Manager.

The Transportation Department provides safety instructions to Head Start students and at Elementary registration to help new students understand the importance of following the bus rules for their safety.

Program Evaluation Criteria:

1. Analysis of bus routes and drivers to improve our efficiency and safety.
2. Analysis of equipment for safety and reliability.
3. Safety programs are provided for Elementary and South Fork schools.
4. Elementary, Middle School and South Fork drivers attend open house to meet parents and students to answer questions regarding route scheduling.

Data to be collected and analyzed for evaluation:

1. Ride along with the drivers on their routes, spot check routes and view videos.
2. Make sure all of our buses meet the Missouri School Bus Standards also evaluating the results of our 2 state inspections.
3. View videos on student's behavior.
4. Evaluate feedback received from both the drivers and the parents.

Program Strengths:

1. Positive communication between management and employees has helped retain drivers in the district.
2. Our safety record reflects 90-100% passing rate on state inspections and no major accidents.
3. The implementation of our safety policies is done through our drivers meetings. Missouri law requires that all drivers meet for 8 hours yearly for updates on safety policies and procedures.
4. Professionalism is shown by drivers when working with parents and students.
5. Positive relationships are established between drivers and students through friendly greetings and conversations.
6. The process for scheduling trips is efficient.
7. The flexibility of our department enhances delivery of services and ability to build relationships with all constituents.
8. The new parent loading area at middle school and bus loading area for middle school and high school have improved safety for students in those buildings.
9. Our new communication system allows us the ability to communicate clearly with all our buses throughout our entire district.
10. All buses are equipped with a child reminder safety system which guards against any child being left on the bus.

11. All drivers attend open house at their appropriate schools to assist students and their parents with their transportation needs.
12. To help promote good behavior we use positive reinforcement by awarding the most outstanding student and the most improved student from each bus with medals at the end of the year transportation ceremony for drivers and students.
13. Working with the Elementary School implementing Positive Behavior Support (PBS) program.
14. Extend time allowed for sending school students to board their buses following dismissal.
15. Use the Resource Officer to control traffic flow out of student parking lot following dismissal.
16. We are the recipients of the Exemplary School Bus Maintenance Award from The Department of Elementary and Secondary Education and the Total Fleet Award from the Missouri State Highway Patrol for Exemplary School Bus Maintenance Program for achieving 100% Passage. We have achieved these awards for the past several years.
17. We still maintain 11 bus routes efficiently even with the drop in state funding.
18. We work with the West Plains Police Dept. utilizing their electric speed monitoring sign to make drivers aware of the school zone speed limit.
19. The addition of 9 new buses to update the fleet and cut down the cost of maintenance which indirectly improves the safety of our department.
20. The electronic speed sign provided by the West Plains Police Department has been/will be throughout the school district on Olden, Howell, and Allen Street to assist us in making traffic aware of the 15 mph speed limit, for the safety of our patrons in the district.

Program Concerns:

1. To simplify the loading process at the Elementary School in the afternoon.
2. To maintain the safety of the Middle School students when loading buses at the Middle School/High School loading zone in the afternoon. Also to prevent students from crossing Olden St. at an inappropriate location.

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

ACTION STEP	PERSON(S) RESPONSIBLE	TIME FRAME FOR COMPLETION
The removal of the alphabet on the buses and go with numbers only.	School Principal Asst. Principal Transportation Director	October 2015
Post two people at the bus entrance of the Middle School /High School loading zone along Olden St.	School Principal Asst. Principal Transportation Director	October 2015

Process for Disseminating Finding of Evaluation:

1. Board Meetings
2. Drivers Meetings

West Plains School District



Communications & Community Relations Program Evaluation

Date: **September 9, 2015**

Program Title: **Communications**

Program Mission:

The Communications and Community Relations office plays a central role in engaging all stakeholders by fostering two-way communication. The office is responsible for the district's internal and external communications, media relations, website, newsletters, and other publications.

Program Description:

West Plains School District has made a commitment to provide information and two-way communication with the community and district staff. The district has developed a Comprehensive School Improvement Plan (CSIP) that has provided a framework for the work and improvements of the district. A special emphasis has been made in the areas of attendance, parental involvement, achievement, and culture. Communication is a key in making these four areas flourish.

This communication plan was constructed to establish a complete communications process for West Plains Schools. This plan provides a strategic plan for carrying out all major communications throughout the district.

The Communications Plan is intended to:

1. Establish a communications program that directly helps the district achieve its strategic goals in accordance to the CSIP.
2. The plan is intended to build relationships with all those involved in the district.
3. Provide focus and direction for messages and methods of communications that support district goals.
4. Allow for accurate representation of the district to its audiences (internal & external).

This communication plan will provide a clear vision for the district as it makes efforts to create stronger relationships with its audiences.

Program Strengths:

1. West Plains Schools has a position dedicated to overseeing that district communication is consistent and accurate for its faculty and staff, as well as the area community.
2. The community has access to district information on the district website, ZizzerPride E-News, District App, Facebook, Twitter, radio shows and more; each method portraying the district in a positive manner and as a place that values students and achievement.
3. Through the communications office, more faculty and staff feel better informed than ever before, specifically due to the nature of quality, consistent information.

Objectives	Progress	Completed Actions/Projects Implemented
1. Build strong, lasting community partnerships through reciprocal involvement in projects and events to increase interest and pride in school achievement for all stakeholders.	On going	Zizzer Advisory Council. ZizzerPride E-News. Parent Link Calling System, Blackboard Ap, Peachjar and The R.E.D. Magazine.
2. Increase awareness of educational opportunities and needs.	On going	Relationships established with area media. Weekly Radio Shows. Website. Communicated educational successes to public via media, newsletters and presentations at civic organizations.
3. Increase parent involvement and participation in educational programs: including an understanding of commonly used technologies and technology integration.	In Progress	Zizzer Advisory Council, The R.E.D. Magazine, Peachjar, Zizzer Pride E-News, Blackboard Calling System, Blackboard App, Social Media.
4. Administrators and technology staff will provide initial and quarterly training each year for 100% of teachers/staff to support the system for accessing student information by students, staff, parents, and community.	In Progress	Staff/Faculty contact information available to parents on website and Blackboard App. Educational resources for students and parents are provided on website as well as teacher resources. Parent portal training. Provide website and Blackboard development training to all faculties.

Program Plans/Recommendations for Program Improvement:

1. Tell our story via social media, app, videos and website.
2. Continue to help each building execute its communication goals and develop structures for disseminating information both internally and externally.
3. Promote/Brand district to the community via the Zizzer Advisory Council, Chamber, Realtor's Breakfast, Rotary, etc.
4. Continue to work with vendors and other users on copyrighted district logos.
5. Promote advertising on website and e-newsletters.
6. Establish centralized student registration center and an online registration process for new and returning students.
7. Help to promote West Plains Educational Foundation.
8. Promote the official Zizzer Shop for all students, parents and patrons to purchase Zizzer memorabilia.
9. Continue to promote school spirit through Zizzer Wear Fridays and by mascot visits to K-8 schools.

New Hires

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1. Sub Teachers

2. Sub Custodians

Substitutes for September 2015

Karen Sholes
Steven Galbreath
Lindsey Hughes
John Barrett
Christina Wittwer
Lisa Shipp
Jennifer Jacobs
Amy Kaufman
Jo Jones
Anna Waddell
David Masterson
Rachel Larson
Rhonda Brownrigg
Kelly Gleghorn
Jodie Ficken
Barbara Turner
Cindy Rasor
Kimberly Wade (sub secretary)

Sub Custodians 15-16

Benfield	Kevin	257-1174, 204-9295	All locations
Broyles	Robert	?	All locations
Gutierrez	Rick	274-4003	SF, HS
Henry	James	255-3256	HS
Johnson	Ronnie	255-0361	EL
Jones	Everette	255-1943, 319-327-1944	All locations
Mcclellan	Robielyn	505-9175	EL, MS, HS



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Mrs. Cindy Tyree, Vice-President
Mr. Sam Riggs, Member
Mr. Lee Freeman, Member
Mr. Brian Mitchell, Member
Mrs. Elizabeth Grisham, Member
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Ms. Linda Y. Collins, Secretary
Dr. Luke Boyer, Treasurer

Administrative Office
305 Valley View Drive
West Plains, MO 65775
417-256-6150
417-256-8616 (fax)

Dr. John Mulford, Superintendent
Dr. Julie Williams, Assistant Superintendent
Dr. Luke Boyer, Assistant Superintendent
Dr. Scott Smith, Assistant Superintendent
Mr. Jack Randolph, Senior High Principal
Mr. Kevin Hedden, Assistant Senior High Principal
Mrs. Sandy Hill, Assistant Senior High Principal
Mr. Ronnie Harper, Dean of Students
Mr. Jim Laughary, Director, South Central Career Center
Dr. Josh Cotter, Assistant Director, South Central Career Center
Mr. Lenny Eagelman, Middle School Principal
Mrs. Erica Walker, Assistant Middle School Principal
Mr. Donnie Miller, Elementary Principal
Mr. Donnie Luna, Assistant Elementary Principal
Mr. Seth Huddleston, South Fork Principal
Mr. Greg Simpkins, Athletic Director
Mrs. Amy Ross, Special Services Coordinator
Mrs. Lana Snodgrass, Director, Communications and community Relations

September 9, 2015

To: Dr. John Mulford and Board of Education
From: Dr. Scott Smith
Re: Bus Route Approval

Dear Dr. Mulford and Board of Education,

As you know, DESE requires local school districts Board of Education to approve bus routes on an annual basis. Please find attached a list of the West Plains R-7 first semester routes with required information.

Sincerely,

Dr. Scott A. Smith

FALL 2015/16 TRANSPORTATION REPORT INFORMATION

DRIVER	AREA	Route Type	Mileage AM-PM	Ride Time	Route Type	Mileage AM-PM	Ride Time
David Watson	Town	1 Elem.	17.2 miles	31 min.	30/MS-HS	13.8 miles	25 min. *
Willis Leveritt	Town/Country	2 Elem-MS-HS	37.0 miles	90 min.			
Pam Topliff	Town/Country	3 Elem-MS-HS	52.0 miles	60 min.			
Peggy Tyler	Town	4 Elem.	15.8 miles	45 min.	34/MS-HS	14.1 miles	30 min.
Trish Brown	Town	5 Elem.	17.0 miles	40 min.	31/MS-HS	13.0 miles	30 min.
Anna Brauer	Town	6 Elem.	18.0 miles	43 min.	35/MS-HS	20.0 miles	42 min.
Pam Taber	Town	10 Elem.	22.0 miles	30 min.	37/MS-HS	26.0 miles	38 min.
Angela Gregory	Town	7 Elem.	20.5 miles	46 min.	32/MS-HS	20.0 miles	43 min.
Larry Jewell	Town	8 Elem.	17.0 miles	40 min.	33/MS-HS	15.0 miles	29 min.
Susan Carter	Town	9 Elem.	18.8 miles	50 min.	36/MS-HS	13.6 miles	30 min.
Ralph Finley	South Fork	20 Elem/MS-HS	110.0 miles	113 min.			
Craig Harrison	South Fork	22 Elem/MS-HS	96.0 miles	90 min.			
Jerry Pendergrass	South Fork	23 Elem/MS-HS	144.0 miles	125 min.			
Brian Minahan	South Fork	25 Elem/MS-HS	107.0 miles	95 min.			
Duane Jones	South Fork	26 Elem/MS-HS	70.0 miles	82 min.			
Bill Martin	S.F. Sp Nd's	52	46.0 miles	75 min.			
Gust Steckman	Town Sp Nd's	50	56.0 miles	55 min.			

2015B Policy Review

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1. Cover Letter

2. CFB-UAP1.1B

3. GCN-UAP1.1B

4. CBG-UC1D

5. CFB-UC.1D

6. GBBDA-UC.1D

7. GCN-UC.1G

September 9, 2015

Dr. Jonathan Mulford
West Plains R VII School District
305 Valley View Drive
West Plains, MO 65775 2617

Dear Dr. Mulford:

MSBA is pleased to provide your district this 2015B Update of policies and procedures. This update contains evaluation materials that MSBA revised at the request of the Department of Elementary and Secondary Education (DESE). Changes include the addition of language from state law describing the essential principles that must be incorporated in all evaluation procedures. DESE has compiled a tremendous amount of information on its website to help districts with the evaluation process at:

<http://dese.mo.gov/educator-quality/educator-effectiveness>.

This update also includes changes to GBBDA, Family and Medical Leave, based on amendments to the federal regulations interpreting the Family and Medical Leave Act.

Please read these documents and the accompanying explanations carefully. The explanations include information and instructions that will assist the Board in understanding why these documents are being updated and how to modify the documents to best suit the district.

As always, I would appreciate it if you please **USE THE ATTACHED CHECKLIST FORMS** to let me know about action taken by your Board or administration. Using these checklist forms is the best way to speed up processing of your district's revisions.

If we can be of any further assistance, please contact us at the address above, e-mail me at marchesi@msbanet.org, visit us on the Internet at www.msbanet.org/policy or call toll free at 1-800-221-6722, ext. 323.

Sincerely,

Kay Marchesi

Kay Marchesi
Senior Editor, Full Maintenance

Attachments

REFERENCE COPY

FILE: CFB-AP1
Critical

EXPLANATION: EVALUATION OF PRINCIPALS

This NEW procedure was developed as a companion document to policy CFB, Evaluation of Principals. MSBA has also added a provision about the incorporation of student performance data into the evaluation at the request of the Department of Elementary and Secondary Education (DESE).

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

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

FILE: CFB-AP1
Critical

REFERENCE COPY

EVALUATION OF PRINCIPALS

The principal evaluation process will consist of a formative and a summative evaluation administered by the superintendent or designee ("evaluator") in accordance with Board policy.

Formative Evaluation

The purpose of the formative evaluation is to provide the principal information and feedback designed to improve his or her effectiveness as principal. The evaluator and the principal will meet regularly during the formative evaluation period to discuss the principal's progress toward identified areas of focus or quality indicators.

The evaluator and the principal will cooperatively identify two or three areas of focus or quality indicators based on the Missouri Leader Standards for the upcoming school year's evaluation. At least one indicator will address student growth as determined by building-level data. These decisions will be made within the first six weeks of employment for new principals and at the end of the previous school year, or in conjunction with the previous year's summative evaluation, for a returning principal.

The chosen areas of focus or quality indicators must be aligned with the district's current Comprehensive School Improvement Plan (CSIP) and, where applicable, building improvement plans (BIPs). The areas of focus or quality indicators may be changed by the evaluator throughout the year as circumstances dictate.

The evaluator and the principal will:

1. Establish a baseline score for each chosen area of focus or quality indicator. The baseline rating is determined by considering evidence of commitment, practice and impact. This evidence will be used to identify the principal's current level of performance.
2. Cooperatively develop a growth plan for each identified area of focus or quality indicator. The purpose of the growth plan is to move from a lower level of performance to a higher one. For example, the growth plan for a principal identified as "developing" on a particular indicator or area of focus would include strategies for the principal to move to proficiency.
3. Meet regularly to assess progress on the growth plan.
4. Identify the student growth measures to be used in the evaluation process. Multiple student growth measures including, but not limited to, both formative and summative student assessments, will be used to determine student growth. Statewide assessments will be used as a measure when applicable to the principal's assignment, but will not be the sole measure.

Statewide assessment data must measure student growth over two points in time. All measures used in the evaluation process must allow for the comparison of data over several years.

The principal will be responsible for providing evidence of growth on the chosen indicators or areas of focus throughout the formative evaluation process.

Summative Evaluation

The summative evaluation incorporates all the evidence accumulated through the formative evaluation process to determine the principal's level of growth in the identified areas of focus or quality indicators. It reflects the evaluator's final assessment of the principal's performance for the evaluation period.

The evaluator will determine the amount of growth by the principal over the established baseline score and the overall level of performance of the principal. In addition, the evaluator will determine the impact the principal has made on student performance as evidenced by the chosen student growth measures.

This summative evaluation will be presented to the principal no later than February 1 unless extenuating circumstances exist. The principal will be given the chance to respond in writing to any item on the evaluation. A copy of the summative evaluation will be provided to the principal.

Other Evaluation Factors

Nothing in this evaluation process prevents the superintendent or the evaluator, if someone other than the superintendent, from addressing concerns related to a principal's performance as they arise throughout the year. When a concern involving a principal is brought to the attention of the evaluator or the superintendent, he or she will determine whether the concern requires a modification to the selected areas of focus or quality indicators or whether a separate action is necessary or more appropriate. If the evaluator is someone other than the superintendent, the evaluator and superintendent will work together to correct the matter.

* * * * *

Note: The reader is encouraged to review policies and/or forms for related information in this administrative area.

Implemented:

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

REFERENCE COPY

FILE: GCN-AP1
Critical

EXPLANATION: EVALUATION OF PROFESSIONAL STAFF (Teachers)

This NEW procedure was developed as a companion document to policy GCN, Evaluation of Professional Staff. This procedure was revised to reflect changes to policy GCN. MSBA has also added a provision about the incorporation of student performance data into the evaluation at the request of DESE.

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

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

FILE: GCN-AP1
Critical

REFERENCE COPY

EVALUATION OF PROFESSIONAL STAFF (Teachers)

The teacher evaluation process will consist of a formative and a summative evaluation administered in accordance with Board policy. Generally, the teacher's supervising principal will work with the teacher to complete the evaluation process; however, if circumstances dictate, the superintendent may assign the responsibility for evaluating the teacher to another individual.

Evaluation Process

Formative Evaluation

The purpose of the formative evaluation is to provide the teacher information and feedback designed to improve his or her effectiveness as a teacher. The principal or designee ("evaluator") and teacher will meet regularly during the formative evaluation period to discuss the teacher's progress toward identified areas of focus or quality indicators.

The teacher and evaluator will cooperatively identify two or three areas of focus or quality indicators for the upcoming year's evaluation. These decisions will be made within the first six weeks of employment for a new teacher and at the end of the previous school year, or in conjunction with the previous year's summative evaluation, for a returning teacher.

Chosen areas of focus or quality indicators must be aligned with the district's current Comprehensive School Improvement Plan (CSIP) and building improvement plans (BIPs) where applicable. Areas of focus or quality indicators may be changed as circumstances dictate.

The teacher and evaluator will:

1. Establish a baseline score for each chosen area of focus or quality indicator based on the teacher's current level of proficiency. The baseline rating is determined by considering evidence of commitment, practice and impact. This evidence will be used to identify the teacher's current level of performance.
2. Cooperatively develop a growth plan for the teacher. The purpose of the growth plan is to move from a lower level of performance to a higher one. For example, the growth plan for a teacher identified as "developing" on a particular indicator or area of focus would include strategies for the teacher to move to proficiency.
3. Meet regularly to assess progress on the growth plan.

4. Identify the student growth measures to be used in the evaluation process. Multiple student growth measures including, but not limited to, both formative and summative student assessments, will be used to determine student growth. Statewide assessments will be used as a measure when applicable to the teacher's assignment, but will not be the sole measure. Statewide assessment data must measure student growth over two points in time. All measures used in the evaluation process must allow for the comparison of data over several years.

The teacher will be responsible for providing evidence of his or her growth on the chosen indicators or areas of focus throughout the formative evaluation process.

Summative Evaluation

The summative evaluation incorporates all the evidence accumulated through the formative evaluation process to determine the teacher's level of growth in the identified areas of focus or quality indicators. It reflects the evaluator's final assessment of the teacher's performance for the evaluation period.

The evaluator will determine the amount of teacher growth over the established baseline score and the overall level of performance of the teacher. In addition, the evaluator will determine the impact the teacher has made on student performance as evidenced by the chosen student growth measures.

This summative evaluation will be presented to the teacher no later than March 1 unless extenuating circumstances exist, and the teacher will be given the chance to respond in writing to any item on the evaluation. A copy of the summative evaluation will be provided to the teacher.

Other Evaluation Factors

Nothing in this evaluation process prevents the superintendent, principal or other supervisors from addressing issues related to a teacher's performance as they arise. When an issue involving a teacher is brought to the attention of the principal, the principal will determine whether the issue requires a modification to the selected areas of focus or quality indicators or whether a separate action is necessary or more appropriate. If the evaluator is someone other than the supervising principal, the evaluator and the principal will work together to correct the issue.

* * * * *

Note: The reader is encouraged to review policies and/or forms for related information in this administrative area.

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FILE: GCN-AP1
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Implemented:

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

REFERENCE COPY

FILE: CBG
Critical

EXPLANATION: EVALUATION OF THE SUPERINTENDENT

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

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

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

<http://dese.mo.gov/educator-growth-toolbox/student-growth-data>

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

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

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

<http://dese.mo.gov/sites/default/files/SuperintendentStandards.pdf>

MSBA has developed several training tools to assist in evaluating the superintendent. See:

<http://www.msbanet.org/board-training/superintendent-evaluation.html>

FILE: CBG
Critical

REFERENCE COPY

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

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

REFERENCE COPY

FILE: CBG
Critical

EVALUATION OF THE SUPERINTENDENT

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

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

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

Standards-Based Evaluation Standards

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

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

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

Evaluation Process

Formative Evaluation

The purpose of the formative evaluation is to provide the superintendent information and feedback designed to improve his or her effectiveness as superintendent. The Board and superintendent will meet regularly during the formative evaluation period to discuss the superintendent's progress toward established goals identified areas of focus or quality indicators.

The superintendent and Board will jointly identify two or three to five areas of focus or quality indicators based on the Missouri Superintendent Standards for the upcoming year's evaluation. At least one indicator will address student growth as demonstrated by districtwide student growth data. This will be done. These decisions will be made within the first six weeks of employment for a new superintendent and at the end of the previous school year, or in conjunction with the previous year's summative evaluation, for a returning superintendent.

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

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

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

Summative Evaluation

The summative evaluation incorporates all the information evidence accumulated through the formative evaluation process to determine the superintendent's level of growth in the identified areas of focus or quality indicators. It reflects the Board's final assessment of the superintendent's performance for the evaluation period.

The Board will meet prior to the superintendent's summative evaluation. Each Board member will prepare an individual assessment of the superintendent's progress on the selected areas of focus or quality indicators and any other issues that arose during the formative evaluation process. During the meeting, members will reach a consensus regarding the superintendent's progress based on the individual evaluations contributed by each member. The Board president will create a consensus evaluation, provide a copy to each Board member and the superintendent, and then destroy the individual evaluations.

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

Additional Evaluation Factors

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

Superintendent's Personnel File Evaluation Records

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

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FILE: CBG
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REFERENCE COPY

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: 07/1985

Revised: 11/18/2003; 06/17/2014;

Cross Refs: GBL, Personnel Records

Legal Refs: §§ 161.855, 168.201, .410, RSMo.
5 C.S.R. 20 - 400.375

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

REFERENCE COPY

FILE: CFB
Critical

EXPLANATION: EVALUATION OF PRINCIPALS

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

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

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

<http://dese.mo.gov/educator-growth-toolbox/student-growth-data>

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

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

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

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

<i>MSBA recommends that copies of this document be routed to the following areas because the content is of particular importance to them. The titles on this list may not match those used by the district. Please forward copies to the district equivalent of the title indicated.</i>					
X	Board Secretary		Business Office		Coaches/Sponsors
	Facility Maintenance		Food Service		Gifted
X	Human Resources	X	Principals		Library/Media Center
	Health Services		Counselor		Special Education
	Transportation		Public Info/Communications		Technology

FILE: CFB
Critical

REFERENCE COPY

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EVALUATION OF PRINCIPALS

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

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

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

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

Standards-Based Evaluation Standards

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

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

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

Evaluation Records

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

Evaluation Process

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

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

Adopted: 06/17/2014

Revised:

Cross Refs: GBL, Personnel Records

Legal Refs: §§ 161.855, 168.201, .410, RSMo.
5 C.S.R. 20 - 400.375

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

REFERENCE COPY

FILE: GBBDA
Critical

EXPLANATION: FAMILY AND MEDICAL LEAVE

Preface

Changes in this policy are based on regulations released before the U.S. Supreme Court validated same-sex marriage in all states. At this time, the regulations integrated into this policy are law and must be followed by Missouri school districts. It is unclear whether additional changes will be forthcoming. Similarly, this explanation was written prior to the decision and uses examples that, while consistent with the law at the time of the decision, are not as generally applicable now. However, given that some states have indicated they may not be providing marriage licenses to same-sex couples for some time, MSBA has decided to use the examples as originally written. The regulations integrated here only apply to eligibility for Family and Medical Leave Act (FMLA) leave and do not address any of the other rights that accompany marriage.

This policy is being updated because the federal regulations interpreting the FMLA have been amended. The federal regulations were amended primarily to ensure that employers recognize same-sex marriages when applying the FMLA, even if the employee lives in a state in which those marriages are not performed. This amendment also allows for the recognition of common law marriages in some circumstances.

Previously the regulations defined a "spouse" based on the definition of marriage in the state where the employee lived. Now the federal regulations define "spouse" as the "other person with whom an individual entered into marriage" as defined in the state in which the marriage took place. If the marriage takes place outside the United States, the marriage will be recognized if it is recognized in the country in which it was entered into and would also be recognized in at least one state in the United States.

This means that if an employee of a Missouri school district goes to Iowa to marry his or her same-sex partner, the Missouri school district must recognize the marriage for FMLA purposes.

Likewise, if an employee entered into a common law marriage in a state that recognizes such marriages, the district would also be required to recognize that marriage even though Missouri does not currently recognize common law marriages. Washington, DC, and the following states recognize common law marriages:

FILE: GBBDA
Critical

REFERENCE COPY

Alabama
Colorado
Georgia (if created before 1/1/97)
Idaho (if created before 1/1/96)
Iowa
Kansas
Montana
New Hampshire (for inheritance purposes only)
Ohio (if created before 10/10/91)
Oklahoma
Pennsylvania (if created before 1/1/05)
Rhode Island
South Carolina
Texas
Utah

The regulations have also removed references to "mother" and "father" and now reference "parents" or "expectant mother" to be more inclusive.

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	Health Services		Counselor		Special Education
	Transportation		Public Info/Communications		Technology

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FAMILY AND MEDICAL LEAVE

The district will administer leave that qualifies for Family and Medical Leave Act (FMLA) protection in accordance with federal law. This policy is intended for guidance and shall not be interpreted to expand the district's responsibilities beyond the requirements of the law. For employees who are not eligible for FMLA leave, including employees who have exhausted available FMLA-protected leave, requests for leave shall proceed according to the district's established policies.

Definitions

The following definitions apply to FMLA leave:

~~*Covered Active Duty* – In the case of a member of a regular component of the Armed Forces, duty during the deployment of the member with the Armed Forces to a foreign country. In the case of a member of a reserve component of the Armed Forces, duty during the deployment of the member with the Armed Forces to a foreign country under a call or order to active duty in accordance with law.~~

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

Child – A biological, adopted or foster child; a stepchild; a legal ward; or a child of a person acting as a parent if the child is under 18 or 18 or over but incapable of self-care due to mental or physical disability at the time that FMLA leave is to commence. For the qualifying exigency leave and military caregiver leave only, the age of the child does not matter.

Covered Active Duty – In the case of a member of a regular component of the Armed Forces, duty during the deployment of the member with the Armed Forces to a foreign country. In the case of a member of a reserve component of the Armed Forces, duty during the deployment of the member with the Armed Forces to a foreign country under a call or order to active duty in accordance with law.

Covered Servicemember (for qualifying exigency leave) – The employee's spouse, child or parent under a federal call or order to covered active duty.

Covered Servicemember (for military caregiver leave) – The employee's spouse, child, parent or next of kin who is 1) a member of the Armed Forces (including a member of the National Guard or Reserves) who is undergoing medical treatment, recuperation or therapy, is otherwise in outpatient status, or is otherwise on the temporary disability retired list, for a serious injury or illness; or 2) a veteran who is undergoing medical treatment, recuperation or therapy for a serious injury or illness

and who was a member of the Armed Forces (including a member of the National Guard or Reserves) at any time during the period of five years preceding the date the eligible employee takes FMLA leave to care for the veteran.

Instructional Employees – Employees whose principal function is to teach and instruct students in a class, a small group or an individual setting. This term includes athletic coaches, driving instructors and special education assistants, such as signers for the hearing impaired. It does not include teachers' assistants or aides who do not have as their principal job actual teaching or instructing, nor does it include auxiliary personnel such as counselors, psychologists or curriculum specialists. It also does not include cafeteria workers, maintenance workers or bus drivers.

Next of Kin – For the purposes of military caregiver leave, the nearest blood relative other than a spouse, parent, son or daughter, in order of priority as established by 29 C.F.R. § 825.127.

Outpatient Status – Covered servicemember assigned to a military medical treatment facility or a unit established for the purpose of providing command and control of members of the Armed Forces as outpatients.

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

Qualifying Exigency – Issues that arise due to covered active duty or a call to covered active duty of an employee's spouse, child or parent, including issues involved with short-notice deployment, military events and related activities, childcare and school activities, the need for financial and legal arrangements, counseling, rest and recuperation, post-deployment activities, parental care, and other activities as defined by 29 C.F.R. § 825.126.

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

Serious Illness or Injury (for military caregiver leave) – 1) In the case of a current member of the Armed Forces, an injury or illness incurred in the line of duty on active duty in the Armed Forces (including the National Guard or Reserves) or that existed before the beginning of the servicemember's active duty and was aggravated by service in the line of duty, that may render the servicemember medically unfit to perform the duties of the servicemember's office, grade, rank or rating; and 2) in the case of a veteran, an injury or illness that meets one or more of the standards listed in 29 C.F.R. § 825.127 and that was incurred in the line of duty on active duty in the Armed Forces, or that existed before the beginning of the servicemember's active duty and was aggravated by service in the line of duty, and that manifested itself before or after the servicemember became a veteran.

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Spouse – Husband or wife as defined or recognized under the state law in the state in which the employee resides. In accordance with law and for the purposes of this policy, this includes the other person with whom an individual entered into marriage as defined or recognized under state law in the state in which the marriage was entered into. If the marriage was entered into outside of any state, the marriage will be recognized if it is valid in the place where it was entered into and could have been entered into in at least one state. This definition includes an individual in a same-sex or common law marriage.

Veteran – An individual who was a member of the Armed Forces (including a member of the National Guard or Reserves) and was discharged or released under conditions other than dishonorable at any time during the five-year period prior to the first date the eligible employee takes FMLA leave to care for the veteran. For veterans discharged or released prior to March 8, 2013, the period between October 28, 2009, and March 8, 2013, does not count toward the determination of the five-year period mentioned in the previous sentence.

Eligibility

To be eligible for FMLA leave benefits, the employee must:

1. Have been employed in the district for at least 12 months (but not necessarily consecutively).
2. Have been employed for at least 1,250 hours of service during the 12-month period immediately preceding the leave.
3. Be employed at a worksite where 50 or more employees are employed by the district within 75 miles of that worksite.

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

1. Birth and first-year care of the employee's child.
2. Adoption or foster placement of a child with the employee.
3. Serious health condition of the employee that makes the employee unable to perform one or more of the essential functions of his or her job or the serious health condition of the employee's spouse, child or parent.
4. Care of a spouse, child, parent or next of kin who is a covered servicemember (including some veterans) with a serious illness or injury (military caregiver leave).

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

Notice to Employees

General Notice

The district will post notice to employees explaining FMLA benefits in accordance with law. If the district employs 50 or more employees, it will include FMLA notice in an employee handbook or other written guidance to employees concerning employee benefits or leave rights or will distribute a copy of the general notice to each new employee upon hiring. Notice may be provided electronically in accordance with law.

Eligibility and Rights and Responsibilities Notices

Absent extenuating circumstances, the district will provide the employee notice of the employee's eligibility to take FMLA leave and the rights and responsibilities of the employee within five business days of the request for leave or acquiring knowledge that an employee's leave may be for an FMLA-qualifying reason. Such notice will be provided at the commencement of the first instance of leave for each FMLA-qualifying reason in the applicable 12-month period, and no subsequent notice is required in the 12-month period unless leave is taken for a different qualifying reason or the employee's eligibility status has changed.

Designation Notice

When the district has enough information to determine whether the leave is being taken for an FMLA-qualifying reason, the district will provide written notice to the employee within five business days, absent extenuating circumstances, regarding whether the leave will be counted as FMLA leave. The district will notify the employee if a fitness-for-duty certification is required before returning to work and, if required, include a list of the essential functions of the employee's position. The district will notify the employee of the number of hours, days or weeks that will be counted against the employee's FMLA leave entitlement, if known. The district may designate leave as FMLA leave retroactively if the retroactive designation will not cause harm or injury to the employee.

Employee Notice to the District

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

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

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

If the leave is for a qualifying exigency, an employee must provide notice as soon as practicable, regardless of how far in advance the leave is foreseeable. For all other qualifying reasons, an employee must provide 30 days' notice of the need to take FMLA leave when the need for leave is foreseeable. When 30 days' notice is ~~unforeseeable or impractical~~ **not practicable**, the employee must provide notice as soon as practicable. ~~If fewer than 30 days' notice is given, the employee shall~~ **and must** explain upon request why ~~such~~ **30 days'** notice was not practicable.

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

Leave Use

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

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

2. The FMLA leave year for military caregiver leave begins on the first day that such leave is taken and runs for the following 12 months. All eligible employees are entitled to military caregiver leave for a period not to exceed 26 workweeks of leave per single 12-month period for the care of a spouse, child, parent or next of kin who is a covered servicemember. Twenty-six weeks of leave are available per covered servicemember, per injury/illness; however, no more than 26 weeks of leave may be used during each single 12-month period.
3. An eligible employee is entitled to a combined total of 26 workweeks of leave for any FMLA-qualifying reason during a single 12-month period, provided that the employee is entitled to no more than 12 workweeks of leave for one or more of the following: the birth of the employee's child or to care for such child; the placement of a child with the employee for adoption or foster care; in order to care for the employee's spouse, son, daughter or parent with a serious health condition; for the employee's own serious health condition; or because of a qualifying exigency. For example, an employee could take 16 weeks of military caregiver leave and still have ten weeks available for the birth of a child. However, an employee who used ten weeks of military caregiver leave could not take 14 weeks for the birth of a child because that exceeds the 12 weeks allowed for such leave. Leave that qualifies as both military caregiver leave and leave for the serious health condition of a parent, spouse or child will be designated first as military caregiver leave.
4. When a ~~husband and wife~~ entitled to FMLA leave are both **spouses are** employed by the district and ~~both wish to use FMLA leave for the same qualifying event, both employees~~ **eligible for FMLA leave, the leave** will be limited to an aggregate total of 12 workweeks during a 12-month period in cases where the leave is taken for the birth or first-year care of the employees' child, adoption or foster placement of a child with the employees, or to care for a parent with a serious health condition. However, where ~~the husband and wife~~ both **spouses** use a portion of the total 12-week FMLA leave entitlement for the same qualifying event, the ~~husband and wife~~ **spouses** would each be entitled to the difference between the amount he or she has taken individually and 12 weeks for another qualifying purpose. When a ~~husband and wife~~ are both **spouses are** employed by the district and ~~both wish to use military caregiver leave or a combination of military caregiver leave and leave for the birth or first-year care of their child, adoption or foster placement of a child with the employees, or to care for a parent with a serious health condition, both employees will be limited to an aggregate total of 26 workweeks of leave.~~
5. The district shall apply all appropriate paid leave to an FMLA absence to the extent allowed by law and policy, giving proper notice to the employee. If an employee's accrued paid leave is exhausted, but an FMLA-qualifying reason for absence persists or a new FMLA-qualifying reason for absence occurs, the resulting absences will continue to be protected FMLA leave until allowable FMLA leave has been used, but such absences will be unpaid.

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6. When an employee has an absence that meets the criteria to be an FMLA-qualified absence, the district will designate such absence as part of the employee's total annual FMLA entitlement, even if the employee has not requested FMLA leave and/or is absent under paid or unpaid leave in accordance with law or district policy. If an employee is on a Workers' Compensation absence due to an injury or illness that would also qualify as a serious health condition under the FMLA, the same absence will also be designated as an FMLA-qualifying absence and charged against the employee's FMLA-protected time entitlement.
7. FMLA leave may be taken intermittently as required for the health of the employee or family member or as reduced-schedule leave in increments no greater than the shortest period of time that the district uses to account for use of other forms of leave, provided that it is not greater than one hour and provided that the FMLA entitlement is not reduced by more than the amount of leave actually taken. Instructional employees may take intermittent or reduced-schedule leave to be with a healthy newborn only when the district and the employee have reached agreement for how the leave will be used.
8. The district reserves the right to require adequate certification and recertification of any FMLA-qualifying event or condition of the employee or employee's spouse, child, parent or next of kin and authentication or clarification of such certification as the district deems necessary. Failure to provide such certification when requested will result in denial of the leave, and may result in discipline or termination of employment. Employees on FMLA-designated leave must periodically report on their status and intent to return to work. The district may also require that an employee present a certification of fitness to return to work.

Instructional Employees

If intermittent leave or reduced-schedule leave equals more than 20 percent of instructional time, the district may require instructional employees who take such leave due to medical reasons to take block leave or to find an alternative placement for the period of planned medical treatment. When an instructional employee on FMLA leave is scheduled to return close to the end of a school term, the district may elect to use a special rule to prolong the employee's leave until the beginning of the next school term, thus extending the leave beyond the period where an FMLA-qualifying reason exists. In such an instance, the prolonged leave time is unpaid and is not charged against the employee's annual FMLA entitlement. In cases where the special rules for instructional employees apply, the superintendent may apply those special rules or the general FMLA rules as best serves the interest of the district.

Leave Protections

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

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

Eligible employees who are absent for an FMLA-qualifying reason generally may return to the same position or an equivalent position with equivalent pay, benefits and working conditions at the conclusion of the leave, in accordance with law. However, the district has the discretion to assign employees taking intermittent leave or returning from FMLA leave to a different position or a position in a different building, grade level or classroom as long as the employee has the appropriate certification or license for the position. Depending on the circumstances, instructional employees may be assigned to substitute teacher positions, positions as in-school suspension supervisors or other district positions for which they are certificated if the district determines that such placement is necessary to ensure consistency of instruction.

The FMLA makes it unlawful for any employer to interfere with, restrain or deny the exercise of any right provided under the FMLA. Additionally, it is unlawful for any employer to discharge or discriminate against any person for opposing any practice made unlawful by the FMLA or for involvement in any proceeding under or relating to the FMLA.

Recordkeeping

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

Enforcement

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

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

Adopted: 01/20/2009

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Revised: 04/20/2010; 04/15/2014;

Cross Refs: DLB, Salary Deductions

Legal Refs: 10 U.S.C. § 101(a)(13)
Family and Medical Leave Act of 1993, 29 U.S.C. §§ 2611 - 2619
29 C.F.R. §§ 825.100 - 825.702

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

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EXPLANATION: EVALUATION OF PROFESSIONAL STAFF

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

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

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

<http://dese.mo.gov/educator-growth-toolbox/student-growth-data>

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

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

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

<http://dese.mo.gov/sites/default/files/TeacherStandards.pdf>

<i>MSBA recommends that copies of this document be routed to the following areas because the content is of particular importance to them. The titles on this list may not match those used by the district. Please forward copies to the district equivalent of the title indicated.</i>					
	Board Secretary		Business Office		Coaches/Sponsors
	Facility Maintenance		Food Service		Gifted
X	Human Resources	X	Principals		Library/Media Center
	Health Services		Counselor		Special Education
	Transportation		Public Info/Communications		Technology

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EVALUATION OF PROFESSIONAL STAFF

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

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

Evaluation of Professional Staff Other Than Teachers

All professional staff members contribute toward the achievement of the district's students and the overall success of the district. To ensure continuous improvement and growth, the supervisors of professional staff members or their designees will set performance goals in consultation with the employee, conduct continuous performance evaluations and complete a written summative evaluation annually.

Teacher Evaluations

The superintendent or designee ("evaluator") will annually complete a summative evaluation of the performance of the district's teachers in the district using an evaluation instrument that incorporates the Essential Principles of Effective Evaluation as adopted by the State Board.

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

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

Teacher Evaluation Standards

Teachers in the West Plains R-VII School District will be held to the following standards. The evaluator will measure performance based on the Missouri Teacher Standards. In accordance with these standards, detailed below, the teacher must demonstrate the knowledge and ability to ensure the success of all students.

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

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

Counselor and Librarian Evaluation Standards

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

Recordkeeping

A copy of the professional staff member's summative evaluation and supporting documentation will be kept in the employee's personnel file.

Evaluation Records

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

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

Adopted: 11/19/1991

Revised: 04/20/2010; 06/17/2014;

MSIP Refs: 6.5.2

Legal Refs: §§ 160.045, 161.855, 168.128, RSMo.
5 C.S.R. 20 - 400.375

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

Proposed Changes to Evaluation System for Certified Staff

Pg. 4 & 6 of PBTE

The NEE system will include:

1. Classroom observations- Every non-tenure teacher will receive a minimum of eight (8) observations of varying lengths. Teachers who are tenured in the West Plains School District will receive a minimum of four (4) observations of varying lengths.
2. Units of instruction- Provided by each teacher.
3. Professional development plan provided by each teacher. Teacher will meet with administration 3 times each year to discuss plan.
4. Student surveys will be done for each teacher of grades 4-12.

Evaluation Timeline

	Non-tenured					Tenured		
	Year 1	Year 2	Year 3	Year 4	Year 5	Year 1	Year 2	Year 3 Full Review
Summative Evaluation	Yes	Yes	Yes	Yes	Yes	*	*	Yes
Classroom Observations	8	8	8	8	8	4	4	4
Unit of Instruction	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Professional Development Plan	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Student Survey	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

*The tenured teacher participates in the evaluation phase on a three-year cycle unless the administrator/supervisor determines a more frequent schedule is appropriate.

Most observations are short 10 minute unannounced observations with full period observations as needed.

Unit of Instruction submitted electronically and scored on 10 elements.

Professional Development Plan will be used to gather data related to specific indicators and scored on 10 elements.

Student Surveys will be administered in Grades 4-12.