

**West Plains Schools Board of Education
Regular Session Meeting
5:00 P.M. April 17, 2012
Central Administration Office**

AGENDA

- I. CALL TO ORDER**
- II. ROLL CALL**
- III. REORGANIZATION**
 - A. Certify Election Results**
 - B. Dissolution of the Board of Education**
 - C. Oath to Office to Elected Members**
 - D. Appoint Board Officials as per Board Policy BCA**
 - 1. Elect Board President**
 - 2. Elect Vice President**
 - 3. Appoint Board Secretary and Board Treasurer (Currently Linda Collins and Luke Boyer)**
 - E. Appoint MSBA Delegate and Alternate**
 - F. Appoint TIF Committee Member**
- IV. Adjournment**

West Plains Schools Board of Education
Regular Session Meeting
5:15 P.M. April 17, 2012
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 610.021.3 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 5:45 P.M.**
- VI. PLEDGE OF ALLEGIANCE**
- 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 Special Meeting March 27, 2012**
 - B. Payment of Bills**
 - C. Monthly Finance Report**
 - D. Program Evaluations: 1. Facilities, Buildings & Grounds**
 - E. Approval Request for resignations or terminations: Larry Noller**
 - F. Approval will be requested for the employment of individuals as recommended by the Superintendent of Schools: Substitutes**
- X. REGULAR AGENDA**
 - A. Previous Business for Approval, Discussion or Information Only**
 - 1. MSBA Region 15 Spring Meeting Thursday, April 26th West Plains Middle School
 - 2. Salary Committee Proposal
 - 3. MSBA Policy 2012 Update – 2nd Read 2012B – 1st Read
 - B. New Business for Approval, Discussion or Information Only**
 - 1. Top 10% Banquet – April 23rd 5:30 pm
 - 2. Middle School Promotion, Civic Center, 7:00 pm Tuesday, May 8th
 - 3. High School Graduation, Civic Center, 7:00 pm Thursday, May 10th
 - 4. Celebrations of Achievement – Wednesday May 2nd 4:00 HS Cafeteria
 - 5. 2012-2013 Tuition Rate
 - 6. Superintendent Report
 - C. Reports: Review and Evaluation of Program and Process Update**
 - 1. Capital Projects
 - a. Summer Maintenance Projects
- 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 May 15, 2012 at 5:00 P.M.**

West Plains R-7 Board of Education

**Regular Session Meeting
5:00 P.M. March 27, 2012
Central Administration Office
Minutes**

- I. CALL TO ORDER:** Jim Thompson called the meeting to order at 5:55.
- II. PLEDGE OF ALLEGIANCE:** The Pledge of Allegiance was led by Bob Pekarek, Ron Hayes and Gust Steckman. State Highway Patrol recently inspected buses and the district received a 100% pass rate for the 4th consecutive year and the 8th consecutive year over 90%. This is an outstanding achievement and special thanks should be given to Ron Hayes for his countless hours of work to see to the safety of the buses and our kids.
- III. ROLL CALL:** Board members present: Jim Thompson, Terry “Bo” Pace, Sam Riggs, Shawn Rhoads, Chuck Robson and Lee Freeman. Absent: Cindy Tyree. Also in attendance: Superintendent Dr. Fred Czerwonka, Dr. John Mulford and Board Secretary Linda Y. Collins.
- IV. APPROVAL OF AGENDA:** Mr. Thompson indicated a change in the Consent Agenda. Item E. 1. Approval Request for Resignations or Terminations: Andy Brown, Amanda Douglas, Gary Haddock, Peter Bryant, Alice Smith, Wesley Marriott and Kathleen Aid should be added as additional resignations. Motion to approve the amended agenda was made by Mr. Pace. The motion was seconded by Mr. Rhoads and voted as follows:
AYE: Mr. Thompson, Mr. Pace, Mr. Riggs, Mr. Rhoads, Mr. Robson and Mr. Freeman. NAY: None
- V. CONSENT AGENDA -** (Items considered routine in nature to be voted on in one motion to conserve time. If discussion is desired, that item will be removed from the Consent Agenda and will become the first item under the Regular Agenda
 - A. Approval of Special Board Meeting Minutes on March 5th , 2012**
 - B. Payment of Bills**
 - C. Monthly Finance Report**
 - D. Program Evaluations**
 - Guidance and Counseling
 - E. Approval Request for Resignations or Terminations:**
 - Shirley Dollins
 - Stephanie Cash
 - Sara Jane Nichols
 - Emily Gibson
 - Andy Brown (as amended)
 - Amanda Douglas (as amended)
 - Gary Haddock (as amended)
 - Peter Bryant (as amended)
 - Alice Smith (as amended)

- Wesley Marriott (as amended)
 - Kathleen Aid (as amended)
- F. Approval will be requested for the employment of individuals as recommended by the Superintendent of Schools:

- Substitute Teachers

Mr. Riggs made a motion to approve the Consent Agenda. The motion was seconded by Mr. Freeman and voted as follows: AYE: Mr. Thompson, Mr. Pace, Mr. Riggs, Mr. Rhoads, Mr. Robson and Mr. Freeman. NAY: None

VI. REGULAR AGENDA

A. Previous Business for Approval, Discussion or Information Only

1. MSBA Region 15 Hosting Spring Meeting Thursday, April 26th. This meeting will be held at the MS FEMA building with OPAA catering. All board members should attend.
2. Distinction in Performance Banquet March 5. Twenty four admin/staff/board members attended the recognition banquet from West Plains. 200 schools were in attendance.

B. New Business for Approval , Discussion or Information Only

1. Salary Committee Report. The salary committee presented their requests for the 2012-2013 school year. The board will consider the requests.
2. Set 2011-2012 Summer School Calendar 5/21-6/14. Mr. Pace made a motion to approve the 2011-2012 summer school calendar as May 21st thru June 14th. The motion was seconded by Mr. Rhoads and voted as follows: AYE: Mr. Thompson, Mr. Pace, Mr. Riggs, Mr. Rhoads, Mr. Robson and Mr. Freeman. NAY: None
3. Adopt Professional Development Plan. Mr. Rhoads made a motion to approve the Professional Development Plan. The motion was seconded by Mr. Robson and was voted as follows: AYE: Mr. Thompson, Mr. Pace, Mr. Riggs, Mr. Rhoads, Mr. Robson and Mr. Freeman. NAY: None
4. MSBA Policy 2012 Updates—1st Read. Dr. Czerwonka presented the board with the MSBA 2012 Policy updates. He asked that the board review and be ready to approve at April meeting.
5. Bi-Annual Transportation Route Approval. Mr. Pekarek presented the board information regarding the bus routes, drivers and length of routes. Mr. Freeman made a motion to approve the Transportation Routes. The motion was seconded by Mr. Rhoads and voted as follows: AYE: Mr. Thompson, Mr. Pace, Mr. Riggs, Mr. Rhoads, Mr. Robson and Mr. Freeman. NAY: None.
6. Bus Inspection Report. Mr. Pekarek gave information concerning inspections during pledge of allegiance.

- 7. Superintendent Report.** Dr. Czerwonka reported several activities around the district that are intended to improve instruction for students.

Dr. Mulford requested that the auction proceeds of \$8,439.10 be applied to the cost of renovating the EL Library. Mr. Riggs made a motion to apply the auction proceeds to the EL library renovation project. The motion was seconded by Mr. Pace and voted as follows: AYE: Mr. Thompson, Mr. Pace, Mr. Riggs, Mr. Rhoads, Mr. Robson and Mr. Freeman. NAY: None.

- VII. ADJOURNMENT:** At 6:37 Mr. Riggs made a motion to adjourn from Open Session to go immediately into Closed Session. The motion was seconded by Mr. Pace and voted as follows: AYE: Mr. Thompson, Mr. Pace, Mr. Riggs, Mr. Rhoads, Mr. Robson and Mr. Freeman. NAY: None.

At 7:43 p.m. Mr. Freeman made a motion to adjourn Open Session. The motion was seconded by Mr. Rhoads and voted as follows: AYE: Mr. Thompson, Mr. Pace, Mr. Riggs, Mr. Rhoads, Mr. Robson and Mr. Freeman. NAY: None.

Jimmy E. Thompson, President

Linda Y. Collins, Secretary

***Next Board Meeting Scheduled for April 17, 2012 At 5:00 P.M.**

After March Board Checks for Approval #45634 - 45789

AP3069

West Plains R-VII School District
ACCOUNTS PAYABLE CHECK REGISTER SUMMARY LISTING
CHECKS FROM 45634 TO 45789

15:47:14 11 APR 2012

PAGE 1

CK CD	CHK NUM	CK DATE	VENDOR NAME	AMOUNT
10	45634	03/20/12	000160 ALLIED BUS SALES INC.	255.74
10	45635	03/20/12	001213 CENTURYLINK	147.97
10	45636	03/20/12	000664 HIRSCH FEED & FARM SUPPLY	7.68
10	45637	03/20/12	000706 HORN PLUMBING	26.50
10	45638	03/20/12	003239 MISSOURI STATE UNIVERSITY	200.00
10	45639	03/20/12	002762 MOUNTAIN GROVE RENTALS INC	303.19
10	45640	03/20/12	002393 MR. DENT COLLISION REPAIR	175.86
10	45641	03/20/12	001052 MSHSAA	56.00
10	45642	03/20/12	001580 OPAA FOOD MANAGEMENT INC.	90.30
10	45643	03/20/12	001257 RIVERCUT GOLF COURSE	125.00
10	45644	03/20/12	001327 SHERWIN WILLIAMS	15.87
10	45645	03/20/12	003181 SUMMIT NATURAL GAS OF MISSOURI	25.57
10	45646	03/20/12	002758 TRXC TIMING, LLC	800.00
10	45647	03/20/12	001483 UPS	169.30
10	45648	03/27/12	001617 JOSHUA C COTTER	184.00
10	45649	03/27/12	000438 DOMINOS PIZZA	95.84
10	45650	03/27/12	000664 HIRSCH FEED & FARM SUPPLY	48.45
10	45651	03/27/12	001412 STEWART-MORRISON REDIMIX	344.00
10	45652	03/27/12	001425 THE BATTERY STATION LLC	31.25
10	45653	03/27/12	003187 TJ'S PUB AND GRILL	395.00
10	45654	03/27/12	001512 WEST PLAINS ELECTRIC	39.83
10	45655	03/27/12	001649 JOAN E WRIGHT	496.18
10	45678	04/09/12	002911 BOB FLOREZ	163.00
10	45679	04/09/12	002911 BOB FLOREZ	163.00
10	45680	04/09/12	003245 DYLAN YORK	55.00
10	45681	04/09/12	003245 DYLAN YORK	70.00
10	45682	04/09/12	000542 FROMUTH TENNIS	953.88
10	45683	04/09/12	000810 JUSTIN FRAZIER	70.00
10	45684	04/09/12	000810 JUSTIN FRAZIER	70.00
10	45685	04/09/12	000810 JUSTIN FRAZIER	75.00
10	45686	04/09/12	003203 WORLDSTRIDES HERITAGE	13,039.00
10	45687	04/09/12	002740 NAOMI CARDOZA	55.00
10	45688	04/09/12	002740 NAOMI CARDOZA	55.00
10	45689	04/09/12	002740 NAOMI CARDOZA	55.00
10	45690	04/09/12	001129 OREILLY AUTOMOTIVE	264.33
10	45691	04/09/12	001144 OZARKO TIRE CENTER	5,313.70
10	45692	04/09/12	001389 SPRINGFIELD SCHOOLS	120.00
10	45693	04/09/12	002895 SUPER HOLIDAY TOURS	16,607.50
10	45694	04/09/12	003249 TIMOTHY BROWN	163.00
10	45695	04/09/12	001506 WEST PLAINS CHAMBER OF COMMERC	80.00
10	45777	04/11/12	003280 CHRIS SPRAGUE	200.00
10	45778	04/11/12	003279 CRAIG EDWARDS	200.00
10	45779	04/11/12	003214 DOUG POTTS	247.00
10	45780	04/11/12	003277 LARRY BENNETT	200.00
10	45781	04/11/12	000871 LARRY SILVEY	145.00
10	45782	04/11/12	000871 LARRY SILVEY	195.00
10	45783	04/11/12	000871 LARRY SILVEY	145.00
10	45784	04/11/12	003278 MICHAEL WRIGHT	200.00
10	45785	04/11/12	001687 NATHAN WAGNER	90.80
10	45786	04/11/12	001101 NIXA HIGH SCHOOL	210.00
10	45787	04/11/12	003276 RICK CASTENS	200.00
10	45788	04/11/12	001257 RIVERCUT GOLF COURSE	100.00
10	45789	04/11/12	002300 SAM CLAXTON	227.80

AP3069

West Plains R-VII School District
ACCOUNTS PAYABLE CHECK REGISTER SUMMARY LISTING
CHECKS FROM 45634 TO 45789

15:47:14 11 APR 2012

PAGE 2

CK CD	CHK NUM	CK DATE	VENDOR NAME
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AMOUNT

***** GRAND TOTAL AMOUNT OF ALL CHECKS REPORTED FOR CODE 10 *****

43,766.54*

West Plains R-VII April Board Checks for Approval #45790 - 46060

West Plains R-VII School District

AP3069

ACCOUNTS PAYABLE CHECK REGISTER SUMMARY LISTING

15:47:46 11 APR 2012

PAGE 1

CHECKS FROM 45790 TO 46060

CK CD	CHK NUM	CK DATE	VENDOR NAME	AMOUNT
10	45790	04/17/12	001715 A-Z AUTO SALVAGE	45.00
10	45791	04/17/12	000107 A/C HEATING AND AIR	230.00
10	45792	04/17/12	000029 ACME BRICK CO.	58.48
10	45793	04/17/12	000116 ADAMS PLUMBING	480.00
10	45794	04/17/12	001861 ASHLEA R ADAMS	95.32
10	45795	04/17/12	003095 AIRE-MASTER OF AMERICA, INC.	150.00
10	45796	04/17/12	000119 AIRGAS	692.97
10	45797	04/17/12	001863 DALENA ALLEN	160.00
10	45798	04/17/12	003087 ALLENA HOLLOWAY	27.60
10	45799	04/17/12	000160 ALLIED BUS SALES INC.	966.20
10	45800	04/17/12	000177 ANDREW EMBERSON	21.25
10	45801	04/17/12	000074 AREA 13 FFA ASSOCIATION	134.00
10	45802	04/17/12	003226 ASHLEY ROMANS	68.98
10	45803	04/17/12	001832 ATI,LLC	10,220.00
10	45804	04/17/12	000204 AUTO ZONE	2,152.91
10	45805	04/17/12	001867 STEVE BALOUGH	299.60
10	45806	04/17/12	002871 BAYMONT INN & SUITES	576.73
10	45807	04/17/12	000770 JERRY C. BEAN	100.00
10	45808	04/17/12	001874 PAMELA F BECKER	15.60
10	45809	04/17/12	003269 BLAYNE COLLINS	2,937.50
10	45810	04/17/12	002214 SUSAN M BOWLES	112.00
10	45811	04/17/12	001607 LUKE A BOYER	325.00
10	45812	04/17/12	000259 BRAD GUFFEY CHEV-OLD	28.60
10	45813	04/17/12	000267 BENDAS RESTAURANT	38.75
10	45814	04/17/12	003268 BRIANNA HENNESEY	255.00
10	45815	04/17/12	000272 BROCAW BEARING	104.21
10	45816	04/17/12	000273 BROCAW BEARING & DRIVE	203.59
10	45817	04/17/12	000276 BROTHERTON PROPANE INC	15.00
10	45818	04/17/12	001844 KAROL BROWN	72.00
10	45819	04/17/12	001614 SETH J BRYANT	222.00
10	45820	04/17/12	000279 SPORT SUPPLY GROUP INC	743.25
10	45821	04/17/12	002641 CANDAS MCGEE	28.45
10	45822	04/17/12	000299 CAPE ELECTRICAL SUPPLY	89.26
10	45823	04/17/12	003223 CAROL FORNEY	75.40
10	45824	04/17/12	001849 SUSAN CARTER	123.00
10	45825	04/17/12	000309 CAWVEYS ELECTRIC MOTOR	23.90
10	45826	04/17/12	000316 CENTURYLINK	2,933.19
10	45827	04/17/12	001213 CENTURYLINK	152.70
10	45828	04/17/12	003272 CHRISTIAN DANE NIELSEN	250.00
10	45829	04/17/12	002350 CHRISTY THARP	63.22
10	45830	04/17/12	002607 CINTAS #569	2,570.70
10	45831	04/17/12	000332 CITY OF WEST PLAINS	795.00
10	45832	04/17/12	000332 CITY OF WEST PLAINS	6,463.98
10	45833	04/17/12	000332 WEST PLAINS CIVIC CENTER	127.50
10	45834	04/17/12	000333 CITY UTILITIES	30,551.06
10	45835	04/17/12	000333 CITY UTILITIES	155.00
10	45836	04/17/12	001897 RUBY COLLINS	296.00
10	45837	04/17/12	000346 COLORTECH PRINTING	35.00
10	45838	04/17/12	000347 COLORVISION CORPORATION	2,188.20
10	45839	04/17/12	000035 COLORVISION	67.40
10	45840	04/17/12	001598 COLUMBIA PUBLIC SCHOOLS	50.00
10	45841	04/17/12	002405 CORINNE AGNEW	61.57
10	45842	04/17/12	001617 JOSHUA C COTTER	100.00

West Plains R-VII School District
 ACCOUNTS PAYABLE CHECK REGISTER SUMMARY LISTING
 CHECKS FROM 45790 TO 46060

CK CD	CHK NUM	CK DATE	VENDOR NAME	AMOUNT
10	45843	04/17/12	000373 COUNTRY MART	126.54
10	45844	04/17/12	002908 CROWLEY COMPANY, INC.	150.00
10	45845	04/17/12	003190 CUSTOMFORM	36.00
10	45846	04/17/12	001588 FRED L CZERWONKA	966.21
10	45847	04/17/12	001814 WENDY CZERWONKA	104.21
10	45848	04/17/12	000406 DAYS INN OF HARRISON	559.35
10	45849	04/17/12	000407 SHRI AMBE LLC	444.48
10	45850	04/17/12	000414 DEMCO	348.69
10	45851	04/17/12	002729 KELLI A DERN	20.00
10	45852	04/17/12	000426 TREASURER, STATE OF MO	75.00
10	45853	04/17/12	000427 DIAMOND INTERNATIONAL	774.75
10	45854	04/17/12	003176 DAWN DIONNE	48.12
10	45855	04/17/12	000438 DOMINOS PIZZA	190.78
10	45856	04/17/12	002761 DOWNTOWN ANTIQUE MALL	35.00
10	45857	04/17/12	001621 LENNY R EAGLEMAN	192.00
10	45858	04/17/12	000474 EDGELLER & HARPER	117.14
10	45859	04/17/12	002637 JENNIFER D EDGELLER	45.02
10	45860	04/17/12	002348 ERIC BROTHERTON	21.56
10	45861	04/17/12	000492 EUROSPOUT	492.95
10	45862	04/17/12	003218 FAITH ENTERPRISES LLC	747.20
10	45863	04/17/12	000509 FASTENAL COMPANY	233.53
10	45864	04/17/12	000514 FELLERS	976.06
10	45865	04/17/12	001622 LISA J FOX	160.40
10	45866	04/17/12	001936 BEKAH FRAZIER	60.00
10	45867	04/17/12	000544 FROSTY TOWERS, INC.	139.00
10	45868	04/17/12	003248 GARRY BUTLER	645.00
10	45869	04/17/12	001736 GLENN'S TRUCK SERVICE 06	199.18
10	45870	04/17/12	000580 GLOBAL GOVT/ED	959.98
10	45871	04/17/12	001949 ROGER GOOD	14.40
10	45872	04/17/12	000593 GRAPHIC EDGE	267.27
10	45873	04/17/12	001776 KIMBERLY GREEN	138.14
10	45874	04/17/12	000601 GRELLNER SALES & SERVICE	59.40
10	45875	04/17/12	000602 GRENNAN COMMUNICATIONS	2,463.00
10	45876	04/17/12	001953 ALICIA GUNTER	104.69
10	45877	04/17/12	001624 TAMMIE D HARPER	114.00
10	45878	04/17/12	001731 DEBRA HAYES	15.00
10	45879	04/17/12	001625 KEVIN M HEDDEN	80.00
10	45880	04/17/12	001778 SCOTT C HEIDY	39.41
10	45881	04/17/12	001970 CHRISTY HEIDY	205.37
10	45882	04/17/12	000647 HERRMAN	503.92
10	45883	04/17/12	000648 HERRMAN	76.11
10	45884	04/17/12	001974 PAMELA HESSEE	57.60
10	45885	04/17/12	000660 HILLYARD/SPRINGFIELD	427.37
10	45886	04/17/12	000664 HIRSCH FEED & FARM SUPPLY	349.62
10	45887	04/17/12	000664 HIRSCH FEED & FARM SUPPLY	30.97
10	45888	04/17/12	001980 CATY HOLMES	170.70
10	45889	04/17/12	000706 HORN PLUMBING	1,294.20
10	45890	04/17/12	001626 SETH A HUDDLESTON	240.00
10	45891	04/17/12	000735 IKON OFFICE SOLUTIONS	14.99
10	45892	04/17/12	000736 IKON OFFICE SOLUTIONS	5,501.86
10	45893	04/17/12	000737 IKON OFFICE SOLUTIONS	4,146.13
10	45894	04/17/12	001998 JACKIE INGALSBIE	155.88
10	45895	04/17/12	000754 J.W. PEPPER & SON INC.	38.79

West Plains R-VII School District
 ACCOUNTS PAYABLE CHECK REGISTER SUMMARY LISTING
 CHECKS FROM 45790 TO 46060

CK CD	CHK NUM	CK DATE	VENDOR NAME	AMOUNT
10	45896	04/17/12	000757 JACKSON TERMITE CO INC	145.00
10	45897	04/17/12	002001 AMY JACKSON	242.00
10	45898	04/17/12	001627 DANNY G JAMES	51.60
10	45899	04/17/12	000760 JAMIE DIXON	93.22
10	45900	04/17/12	002004 JEFFREY JENNEWAIN	433.25
10	45901	04/17/12	003271 JENNIFER DAVIS	23.52
10	45902	04/17/12	001847 LARRY JEWELL	16.00
10	45903	04/17/12	003118 JOAN DIETRICH	37.44
10	45904	04/17/12	003273 JOHNATHAN L JOHNSON	13.00
10	45905	04/17/12	002012 DUANE JONES	51.00
10	45906	04/17/12	001628 KELLY L JONES	49.47
10	45907	04/17/12	000803 JOSTENS	9,500.00
10	45908	04/17/12	002514 KAREY NORSWORTHY	28.22
10	45909	04/17/12	000817 KDR PUBLISHING LLC	161.10
10	45910	04/17/12	000833 KEY SPORT SHOP INC.	2,113.21
10	45911	04/17/12	002349 RETHA KIGER	22.00
10	45912	04/17/12	000842 KLOCKIT	324.05
10	45913	04/17/12	000845 KONE INC.	1,721.28
10	45914	04/17/12	002735 KORBECK PROMOTIONS	10.75
10	45915	04/17/12	002785 LAB SAFETY SUPPLY	162.87
10	45916	04/17/12	000855 LAD	20.00
10	45917	04/17/12	002957 LARRY RUSSELL	123.60
10	45918	04/17/12	001720 LARSON FARM & LAWN INC.	2.16
10	45919	04/17/12	001630 JAMES W LAUGHARY	120.00
10	45920	04/17/12	001604 LAWSON PRODUCTS	151.10
10	45921	04/17/12	000877 LEARNING MEDIA OF	1,198.00
10	45922	04/17/12	000879 LEBANON JR. HIGH SCHOOL	180.00
10	45923	04/17/12	003222 LINDA BUNCH	33.89
10	45924	04/17/12	002840 LIPPINCOTT WILLIAMS & WILKINS	102.00
10	45925	04/17/12	000893 LOCKERROOM SPORTING GOODS	720.00
10	45926	04/17/12	001785 LORI SHANNON	256.00
10	45927	04/17/12	000902 LUNAS DRY CLEANERS	168.20
10	45928	04/17/12	000934 MASL	100.40
10	45929	04/17/12	002311 CYNTHIA M MCFARLAND	36.28
10	45930	04/17/12	002053 CRYSTAL MCGINNIS	35.00
10	45931	04/17/12	001632 JODIE L MCKINNEY	23.66
10	45932	04/17/12	003274 MDHE/ACCESS MISSOURI GRANT	255.00
10	45933	04/17/12	003274 MDHE/ACCESS MISSOURI GRANT	255.00
10	45934	04/17/12	000952 MEEKS	323.25
10	45935	04/17/12	000954 MEEKS	21.85
10	45936	04/17/12	001796 METALWELD, INC.	41.16
10	45937	04/17/12	000968 MFA PROPANE	494.73
10	45938	04/17/12	002259 MICHELLE BROTHERTON	43.20
10	45939	04/17/12	000975 MICKES GOLDMAN O'TOOLE, LLC	4,300.05
10	45940	04/17/12	003224 MISSOURI AFTER SCHOOL NETWORK	275.00
10	45941	04/17/12	002657 MISSOURI COUNCIL ON ECONOMIC E	135.00
10	45942	04/17/12	000990 MISSOURI FFA ASSOCIATION	70.00
10	45943	04/17/12	000990 MISSOURI FBLA	350.00
10	45944	04/17/12	000993 MISSOURI HEALTH CARE AS.	37.00
10	45945	04/17/12	001010 MISSOURI STATE UNIVERSITY	65.00
10	45946	04/17/12	001011 MISSOURI TRAPSHOOTERS	360.00
10	45947	04/17/12	001011 MISSOURI TRAPSHOOTERS	90.00
10	45948	04/17/12	001027 MO-ARK GLASS	530.00

West Plains R-VII School District
 ACCOUNTS PAYABLE CHECK REGISTER SUMMARY LISTING
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CK CD	CHK NUM	CK DATE	VENDOR NAME	AMOUNT
10	45949	04/17/12	001029 MO-CASE	125.00
10	45950	04/17/12	002762 RENTAL CENTERS OF AMERICA INC.	542.52
10	45951	04/17/12	001048 MSBA	1,698.63
10	45952	04/17/12	001052 MSHSAA	1,330.00
10	45953	04/17/12	001741 MSU/SOUTHWEST RPDC	1,685.00
10	45954	04/17/12	001338 MUDUCKS	183.00
10	45955	04/17/12	003044 MULDER CABINETS & COUNTERTOPS	5,201.58
10	45956	04/17/12	001587 JONATHAN D MULFORD	609.60
10	45957	04/17/12	003247 NATIONAL FASTENER CORP	65.48
10	45958	04/17/12	001086 NATIONAL FFA ORGANIZA.	228.00
10	45959	04/17/12	001094 NCA SUMMER CAMPS	1,239.00
10	45960	04/17/12	001635 ANITA NELSON	2,225.00
10	45961	04/17/12	002958 NICOLE WELLS	19.90
10	45962	04/17/12	002073 LARRY NOLLER	208.00
10	45963	04/17/12	001104 NORMAN ORR OFFICE SUPPLY	28.39
10	45964	04/17/12	001580 OPAA FOOD MANAGEMENT INC.	83,032.59
10	45965	04/17/12	001128 OREILLY AUTO	336.05
10	45966	04/17/12	001129 OREILLY AUTOMOTIVE	670.23
10	45967	04/17/12	001130 OREILLY AUTOMOTIVE	56.44
10	45968	04/17/12	001131 OREILLY AUTOMOTIVE	817.05
10	45969	04/17/12	001636 BRADLEY S OWINGS	200.00
10	45970	04/17/12	001136 OZARK AWARDS COMPANY	491.12
10	45971	04/17/12	001694 OZARK CAFE	46.29
10	45972	04/17/12	001140 OZARK HORSE TRADER, INC.	37.40
10	45973	04/17/12	001141 OZARK MEDICAL CENTER	12,269.25
10	45974	04/17/12	000847 OZARK RADIO NETWORK	150.00
10	45975	04/17/12	001144 OZARKO TIRE CENTER	25.00
10	45976	04/17/12	001146 PALEN MUSIC CENTER	631.07
10	45977	04/17/12	001149 PARCEL EXPRESS	85.18
10	45978	04/17/12	003082 PATSY THRELKELD	87.68
10	45979	04/17/12	001567 PEARSON EDUCATION INC	270.78
10	45980	04/17/12	001168 PEPSI MIDAMERICA	58.35
10	45981	04/17/12	001171 PERMA BOUND	117.61
10	45982	04/17/12	001180 PITNEY BOWES	948.00
10	45983	04/17/12	001853 MEGAN PITTS	81.60
10	45984	04/17/12	001187 POPULAR MECHANICS	14.97
10	45985	04/17/12	001189 POSITIVE PROMOTIONS	150.70
10	45986	04/17/12	001200 PRUDENT PUBLISHING	47.77
10	45987	04/17/12	003231 QSP INC.	1,179.90
10	45988	04/17/12	001209 QUILL PRESS COMPANY	619.04
10	45989	04/17/12	001214 RADIO SHACK	79.96
10	45990	04/17/12	002101 DANA REESE	70.80
10	45991	04/17/12	001254 RICHARDS BROTHERS	27.00
10	45992	04/17/12	002689 ROCKLER WOODWORKING	185.39
10	45993	04/17/12	002689 ROCKLER WOODWORKING	427.38
10	45994	04/17/12	001275 ROVER GUN CLUB	51.00
10	45995	04/17/12	002109 DENISE ROWLAND	54.72
10	45996	04/17/12	000100 ROY'S HOME ENTERTAINMENT	93.00
10	45997	04/17/12	001283 SAH PRINTING	610.00
10	45998	04/17/12	002112 TRINA SANDERS	7.00
10	45999	04/17/12	002513 SANDY AUTRY	22.40
10	46000	04/17/12	002566 SAPP DESIGN ASSOCIATES, P.C.	11,530.70
10	46001	04/17/12	001300 SCHOLASTIC BOOK FAIRS-08	6,310.03

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CK CD	CHK NUM	CK DATE	VENDOR NAME	AMOUNT
10	46002	04/17/12	002119 RANDAL SCHUTJER	43.06
10	46003	04/17/12	001309 SCHWEGMAN OFFICE SUPPLY	3,252.61
10	46004	04/17/12	001316 SEMINOLE RETAIL ENERGY SERVICE	8,362.08
10	46005	04/17/12	001326 SHEPHERD COMMUNICATIONS	60.00
10	46006	04/17/12	001327 SHERWIN WILLIAMS	895.09
10	46007	04/17/12	002106 SHIRLEY ROBERTSON	45.00
10	46008	04/17/12	001639 KAREN J SHOLES	498.00
10	46009	04/17/12	001640 GREG SIMPKINS	771.47
10	46010	04/17/12	001642 BRENDA SMITH	376.00
10	46011	04/17/12	001641 SCOTT SMITH	120.00
10	46012	04/17/12	001643 LANA R SNODGRAS	420.00
10	46013	04/17/12	001833 SPRINGFIELD GROCER COMPANY	1,173.57
10	46014	04/17/12	001644 JOBY B STEELE	80.00
10	46015	04/17/12	001801 MID AMERICA PETROLEUM EQ, INC.	1,894.41
10	46016	04/17/12	000126 STONEY CREEK INN	790.40
10	46017	04/17/12	003181 SUMMIT NATURAL GAS OF MISSOURI	179.95
10	46018	04/17/12	002483 SUPER 8 MONETT	394.28
10	46019	04/17/12	000148 SUSANNAH CURTIS	35.84
10	46020	04/17/12	000155 TAN TAR A RESORT	252.00
10	46021	04/17/12	001846 LINDA TAYLOR	162.00
10	46022	04/17/12	001416 TEACHERS STORE & MORE	19.96
10	46023	04/17/12	001421 TEAM WORKS	2,659.00
10	46024	04/17/12	001425 THE BATTERY STATION LLC	40.00
10	46025	04/17/12	001646 JULIE R THOMPSON	755.12
10	46026	04/17/12	002371 THREE STATES SUPPLY	256.58
10	46027	04/17/12	002156 PAMELA TOPLIFF	8.00
10	46028	04/17/12	001450 TRASHWAGON EXPRESS	268.00
10	46029	04/17/12	003270 TYLA CARTER	20.00
10	46030	04/17/12	002159 PEGGY J TYLER	8.00
10	46031	04/17/12	000070 U.S. FOODS, INC.	438.24
10	46032	04/17/12	001462 UNIFORM SHOPPE	41.25
10	46033	04/17/12	001648 KAREN L VAUGHN	77.76
10	46034	04/17/12	001954 VICKIE HADLEY	120.00
10	46035	04/17/12	001499 W. SCHILLER & CO., INC.	93.45
10	46036	04/17/12	002171 ARNOLD A WADE	63.00
10	46037	04/17/12	001850 DEANNA WATKINS	158.40
10	46038	04/17/12	002185 ORVIE D WEISBROD	1.40
10	46039	04/17/12	003211 WEISER TENT SERVICE	915.00
10	46040	04/17/12	001506 WEST PLAINS CHAMBER OF COMMERC	9.00
10	46041	04/17/12	001510 WEST PLAINS DAILY QUILL	60.00
10	46042	04/17/12	001512 WEST PLAINS ELECTRIC	1,540.62
10	46043	04/17/12	001516 WEST PLAINS FLORAL	81.50
10	46044	04/17/12	001517 WEST PLAINS GREENHOUSE	103.60
10	46045	04/17/12	001520 WEST PLAINS MUSIC STORE	132.95
10	46046	04/17/12	001523 WEST PLAINS POSEY PATCH	293.75
10	46047	04/17/12	001524 WEST PLAINS PROPANE INC.	80.00
10	46048	04/17/12	001531 WEST PLAINS SUNRISE	91.00
10	46049	04/17/12	001613 WEST PLAINS VETERINARY SUPPLY,	142.00
10	46050	04/17/12	003172 WHITE INDUSTRIES, INC.	25.97
10	46051	04/17/12	001536 WILBANKS TIRE	8.00
10	46052	04/17/12	002198 MARTHA A WILLIAMS	76.80
10	46053	04/17/12	001542 WILLOW SPRINGS R-IV	1,540.00
10	46054	04/17/12	001712 J SCOTT WOMACK	248.00

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CK CD	CHK NUM	CK DATE	VENDOR NAME	AMOUNT
10	46055	04/17/12	001545 WOOD MECHANICAL INC.	3,153.50
10	46056	04/17/12	002204 SCOTT A WOOD	20.00
10	46057	04/17/12	000095 WORLD WIDE TECHNOLOGY IN	160.81
10	46058	04/17/12	001649 JOAN E WRIGHT	120.80
10	46059	04/17/12	001551 XEROX CORPORATION	902.84
10	46060	04/17/12	001650 SUSAN M YORK	85.28

***** GRAND TOTAL AMOUNT OF ALL CHECKS REPORTED FOR CODE 10 ***** 292,152.44*

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West Plains R-VII School District
ACCOUNTS PAYABLE CHECK REGISTER SUMMARY
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CHECKS FROM 311 TO 403

CK CD	CHK NUM	CK DATE	VENDOR NAME	AMOUNT
CC	311	04/03/12	000104	4 IMPRINT
				4,738.97
CC	312	04/03/12	003215	AIRFARE.COM
				428.20
CC	313	04/03/12	000160	ALLIED BUS SALES INC.
				1,253.21
CC	314	04/03/12	002995	APPLEBEE'S
				103.72
CC	315	04/03/12	002995	APPLEBEE'S
				12.98
CC	316	04/03/12	002995	APPLEBEE'S
				61.00
CC	317	04/03/12	003064	ARBY'S ROAST BEEF
				49.00
CC	318	04/03/12	003064	ARBY'S ROAST BEEF
				9.24
CC	319	04/03/12	000031	BAKERS PLAYS
				50.47
CC	320	04/03/12	000031	BAKERS PLAYS
				40.00
CC	321	04/03/12	000032	BARNES AND NOBLE
				264.00
CC	322	04/03/12	000239	BIG LOTS #1157
				40.00
CC	323	04/03/12	000288	C & S CLEANING SUPPLY
				10,413.29
CC	324	04/03/12	003262	CALIFORNIA TORTILLA
				6.91
CC	325	04/03/12	003261	CARDULLO'S
				11.58
CC	326	04/03/12	003252	CHAIFETZ CATER,414100
				131.40
CC	327	04/03/12	003057	CHATEAU ON THE LAKE RESORT
				655.20
CC	328	04/03/12	003013	CHILI'S GRILL & BAR
				116.98
CC	329	04/03/12	003023	COLTON'S STEAK HOUSE & GRILL
				83.10
CC	330	04/03/12	000366	CONSTRUCTIVE PLAYTHINGS
				339.20
CC	331	04/03/12	003246	CORNER CO
				36.27
CC	332	04/03/12	000373	COUNTRY MART
				194.25
CC	333	04/03/12	003232	CRESTLINE SPECIALITES INC.
				1,974.85
CC	334	04/03/12	003255	CRYSTAL GATEWAY MARRIOTT
				38.79
CC	335	04/03/12	003125	DENNIS'S SPECIALTY CUTS
				60.65
CC	336	04/03/12	003228	DISCOUNT SCHOOL SUPPLY
				103.61
CC	337	04/03/12	002620	DRAMATIC PUBLISHING CO.
				78.47
CC	338	04/03/12	003014	EL CHARRO WEST PLAINS

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	418.70		
CC	339 04/03/12	003200	EVERNOTE CORPORATION
	2.50		
CC	340 04/03/12	003216	EXPRESS MART #1
	70.01		
CC	341 04/03/12	003264	FLAT PATTIES
	6.42		
CC	342 04/03/12	000531	FOLLETT LIBRARY RESOURCE
	411.86		
CC	343 04/03/12	000008	GE MONEY BANK/AMAZON
	596.09		
CC	344 04/03/12	000008	AMAZON.COM BOOKS
	365.75		
CC	345 04/03/12	000580	GLOBAL GOVT/ED
	239.97		
CC	346 04/03/12	003229	GODADDY.COM,LLC
	23.34		
CC	347 04/03/12	003158	GOLDEN CORRAL
	53.61		
CC	348 04/03/12	003259	GRAFTON STREET
	11.77		
CC	349 04/03/12	002471	HAMPTON INN HOTELS
	1,898.40		
CC	350 04/03/12	003128	HARDEE'S #34
	25.68		
CC	351 04/03/12	000677	HOLIDAY INN EXPRESS
	737.22		
CC	352 04/03/12	000719	HOWELL OREGON ELECTRIC
	2,199.08		
CC	353 04/03/12	003002	INGREDIENT RESTUARANT
	20.86		
CC	354 04/03/12	003005	INTERCONTINENTAL KANSAS CITY
	150.98		
CC	355 04/03/12	003238	J BRUNERS
	83.08		
CC	356 04/03/12	003237	JUMP #336/CARTER ENERGY
	82.04		
CC	357 04/03/12	003253	KABUKI JAPANESE STEAK HOUSE
	21.79		
CC	358 04/03/12	000823	KEN MARTIN SCHOOL SUPPLY
	207.65		
CC	359 04/03/12	003099	KFC/TACO BELL
	39.04		
CC	360 04/03/12	003263	LEGAL SEA FOODS
	41.15		
CC	361 04/03/12	002450	LITTLE CAESAR'S PIZZA
	10.72		
CC	362 04/03/12	000894	LODGE OF FOUR SEASONS
	318.23		
CC	363 04/03/12	000966	M-F ATHLETIC CO. INC.
	99.64		
CC	364 04/03/12	000908	MAESP
	31.90		
CC	365 04/03/12	000917	MARIOTTS TANTARA
	928.38		
CC	366 04/03/12	003204	MCALISTERS DELI
	18.50		
CC	367 04/03/12	003032	MCDONALD'S
	6.43		
CC	368 04/03/12	003032	MCDONALD'S
	17.81		
CC	369 04/03/12	000986	MISSOURI DEPT OF REVENUE
	71.41		

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CC	370	04/03/12	001081	NASSP/NHS/NJHS
	916.52			
CC	371	04/03/12	003258	OCEAN ZEN
	31.00			
CC	372	04/03/12	003217	PACIFIC PEDIATRIC SUPPLY
	84.89			
CC	373	04/03/12	003008	PANERA BREAD
	8.27			
CC	374	04/03/12	003008	PANERA BREAD
	8.36			
CC	375	04/03/12	003008	PANERA BREAD
	2.14			
CC	376	04/03/12	003251	PARAGON MEDICAL SUPPLIES, INC.
	1,786.60			
CC	377	04/03/12	003163	PARKSIDE ON ELLERY
	320.00			
CC	378	04/03/12	002965	PAYPAL/EBAY
	3,636.98			
CC	379	04/03/12	001197	PRO-ED
	573.10			
CC	380	04/03/12	002611	RADISSON HOTEL BRANSON
	1,077.44			
CC	381	04/03/12	003230	RELAX INN LAKE OF THE OZARKS-
	432.53			
CC	382	04/03/12	000058	RENAISSANCE LEARNING
	56.81			
CC	383	04/03/12	002452	SAM'S CLUB
	66.30			
CC	384	04/03/12	003242	SBARRO PIZZA EXPRESS
	27.21			
CC	385	04/03/12	001327	SHERWIN WILLIAMS
	8.99			
CC	386	04/03/12	001371	SPECIALTY PROJECTS CORP.
	260.75			
CC	387	04/03/12	001384	SPRINGFIELD CARDINALS
	715.50			
CC	388	04/03/12	001398	ST. LOUIS ZOO ED.DEPT.
	610.00			
CC	389	04/03/12	000129	SUBWAY
	90.25			
CC	390	04/03/12	000129	SUBWAY
	21.79			
CC	391	04/03/12	003181	SUMMIT NATURAL GAS OF MISSOURI
	1,003.97			
CC	392	04/03/12	003265	SUPER PARK
	43.50			
CC	393	04/03/12	000155	TAN TAR A RESORT
	281.55			
CC	394	04/03/12	003199	THE RECREATION COUNCIL
	40.00			
CC	395	04/03/12	003164	UNITED AIRLINES
	50.00			
CC	396	04/03/12	003017	UNIVERSITY INN AT EMORY
	369.60			
CC	397	04/03/12	002845	VERIZON WIRELESS
	1,806.61			
CC	398	04/03/12	003010	VISTA GRANDE MEXICAN REST
	31.60			
CC	399	04/03/12	001502	WALMART COMMUNITY
	4,251.46			
CC	400	04/03/12	003240	WELK RESORTS BRANSON HOTEL
	128.32			
CC	401	04/03/12	001523	WEST PLAINS POSEY PATCH

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CC	402	35.00 04/03/12 136.75	003241	WHITE RIVER FISH HOUSE
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West Plains R-VII School District
ACCOUNTS PAYABLE CHECK REGISTER SUMMARY
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CHECKS FROM 311 TO 403

CK CD	CHK NUM	CK DATE AMOUNT	VENDOR NAME
CC	403	04/03/12 10.00	ZOE'S

CC *****
49,429.14* ***** GRAND TOTAL AMOUNT OF ALL CHECKS REPORTED FOR CODE

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West Plains R-VII School District
ACCOUNTS PAYABLE CHECK REGISTER SUMMARY
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CHECKS FROM 311 TO 403

CK CD	CHK NUM	CK DATE AMOUNT	VENDOR NAME
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REPORTED *****
***** 93 checks listed.
49,429.14* GRAND TOTAL AMOUNT OF ALL CHECKS

REVENUES VS. EXPENDITURES

This report includes the month of March.

Printed On: April 12, 2012

Total Revenue

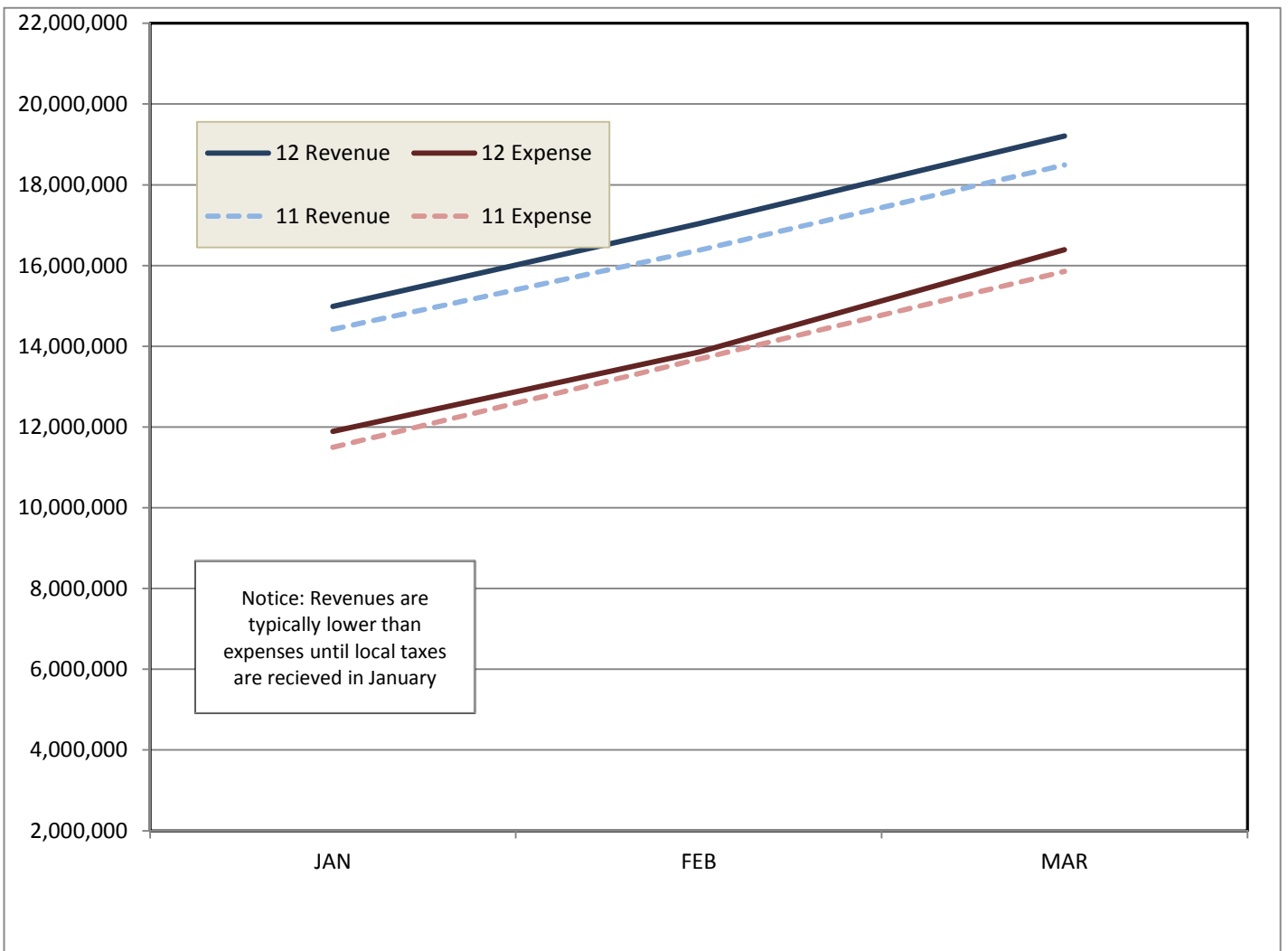
	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN
2011	772,372	1,682,797	2,845,597	4,036,669	5,217,884	8,252,994	14,421,187	16,378,147	18,488,290	20,242,083	22,550,815	24,957,197
2012	707,688	1,843,125	2,833,081	4,074,470	6,369,706	8,492,224	14,985,280	17,037,516	19,211,405			

Total Expenditures

	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN
2011	552,113	1,429,373	3,403,441	5,603,335	7,437,174	9,590,852	11,495,988	13,682,476	15,851,712	17,742,559	19,581,175	25,012,916
2012	611,829	1,301,044	3,513,279	5,559,367	7,574,451	9,544,951	11,893,512	13,857,230	16,394,885			

Revenues less Expenditures

	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN
2011	220,259	253,424	-557,845	-1,566,666	-2,219,290	-1,337,858	2,925,199	2,695,671	2,636,578	2,499,524	2,969,640	-55,719
2012	95,860	542,081	-680,198	-1,484,897	-1,204,745	-1,052,726	3,091,768	3,180,286	2,816,520			



REVENUE REPORT

This report includes the month of March.

Printed On: April 12, 2012

Revenue as Compared to 2011

	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN
2012	-64,684	160,328	-12,516	37,801	1,151,823	239,231	564,093	659,369	723,115			

***This report shows differences between the current year, 2012, and last year.*

Revenue by Source (2012 As Compared to 2011)

	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN
Local	-2,420	134,051	153,157	94,452	45,336	-58,235	498,894	518,364	608,365			
County	0	0	0	0	0	0	0	-174,694	7,317			
State	25,326	160,860	25,029	110,932	172,539	150,750	292,453	324,109	353,597			
Federal	-87,590	-137,150	-193,268	-170,149	-276,016	-702,847	-575,936	-407,779	-655,418			
Non-Rev.	0	0	0	0	0	0	0	0	0			
Tuition	0	0	0	0	1,204,994	854,693	358,995	409,683	419,568			
Total	-64,684	157,761	-15,082	35,235	1,146,853	244,360	574,407	669,684	733,430			

***This report shows differences between the current year, 2012, and last year.*

Revenue by Detailed Source [Independent Month (2012)]

	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN
Prop C	119,681	178,587	129,637	138,745	139,571	147,336	136,329	167,985	142,265	0	0	0
Basic Form.	503,690	530,748	348,392	600,803	537,362	512,325	584,119	544,866	544,853	0	0	0
Transpor	15,358	15,358	15,446	3,297	12,068	10,704	15,393	12,999	16,553	0	0	0
Clasrom Trust	22,211	90,159	47,832	66,887	51,786	73,328	62,601	57,500	73,216	0	0	0
Perkins-Secndry	0	0	7,194	21,374	352	11,278	18,325	15,318	16,058	0	0	0
Perkins-Pst Scndry	0	0	0	3,662	0	2,581	0	0	0	0	0	0
Part B	0	45,000	45,000	45,000	45,000	0	45,000	0	45,000	0	0	0
Lunches 5445	13,601	0	0	29,218	67,042	61,947	56,471	49,674	65,106	0	0	0
Breakfast 5446	7,298	0	0	7,780	19,249	17,702	16,206	14,110	18,850	0	0	0
Snack 5448	0	0	0	174	1,186	1,222	1,200	990	1,333	0	0	0
Title I	0	0	0	12,995	0	0	328,387	107,119	0	0	0	0
Title IIA	0	0	0	10,105	0	0	63,161	15,790	0	0	0	0
SPed Ed EC ARRA	0	0	0	0	0	0	0	0	0	0	0	0
5422 Jobs Bill	0	0	160,481	0	0	0	0	0	0	0	0	0
5424 Jobs Bill	0	0	8,911	0	0	0	0	0	0	0	0	0

Revenue by Detailed Source (2012 As Compared to 2011)

	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN
Prop C	-11,342	14,107	22,527	27,218	14,732	29,135	44,313	48,095	43,829			
Basic Form.	24,591	165,558	19,145	152,054	222,934	240,320	281,632	249,457	212,105			
Transpor	2,678	6,371	6,696	-880	-1,475	-3,210	-9,087	-23,088	-21,646			
Clasrom Trust	21,108	11,868	-650	-2,871	-11,726	4,897	3,423	3,467	2,582			
Perkins-Secndry	90	-15,282	-8,088	-16,632	-40,148	-31,114	-23,538	-23,942	-18,708			
Perkins-Pst Scndry	0	0	0	3,662	3,662	6,243	6,243	6,243	6,243			
Part B	0	45,000	45,500	60,500	60,500	15,500	9,925	-40,650	-46,225			
Lunches 5445	13,441	13,441	13,441	42,659	18,204	21,358	18,086	26,649	38,849			
Breakfast 5446	7,298	7,298	7,298	15,078	8,349	9,121	8,099	10,721	15,544			
Snack 5448	0	0	0	174	915	1,420	912	893	806			
Title I	0	0	0	12,995	12,995	-267,005	-138,618	-31,499	-266,339			
Title IIA	0	0	0	10,105	10,105	-29,895	-6,734	9,055	-30,945			
SPed Ed EC ARRA	0	0	0	0	0	0	0	0	0			
5422 Jobs Bill	0	0	88,568	16,655	-55,258	-127,171	-127,171	-127,171	-127,171			
5424 Jobs Bill	-87,933	-175,866	-166,955	-166,955	-166,955	-166,955	-166,955	-166,955	-166,955			

***This report shows differences between the current year, 2012, and last year. Notice: This chart only shows selected revenue sources.*

EXPENSE REPORT

This report includes the month of March.

Printed On: April 12, 2012

****This report shows differences between the current year, 2012, and last year.**

Expenses as Compared to 2011

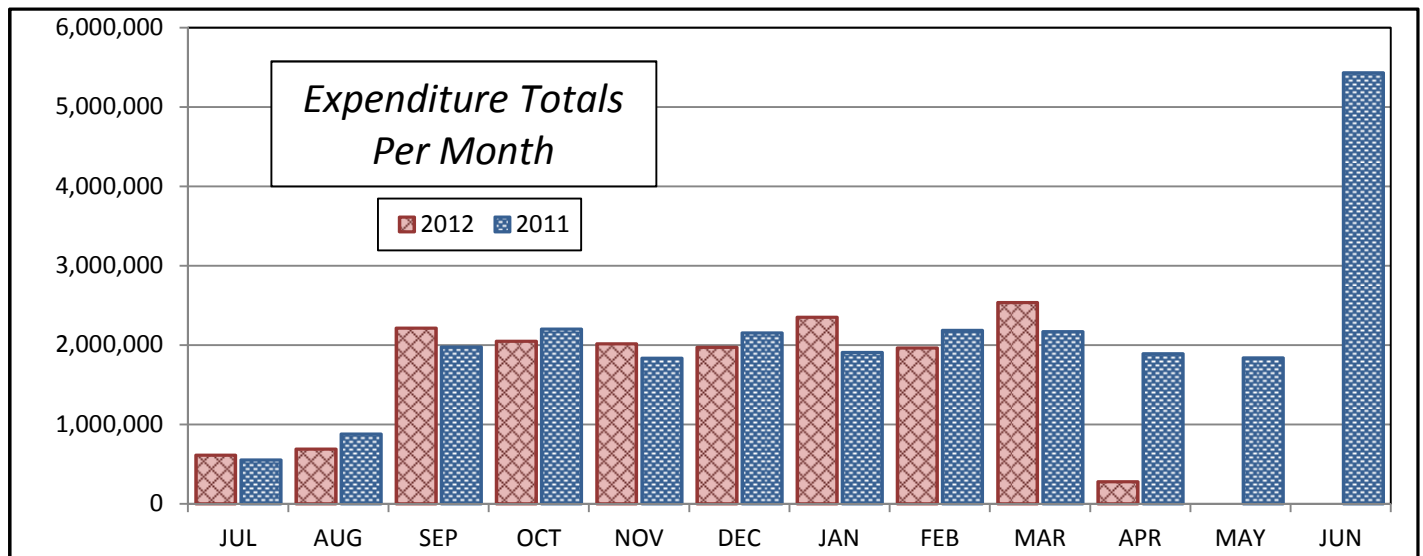
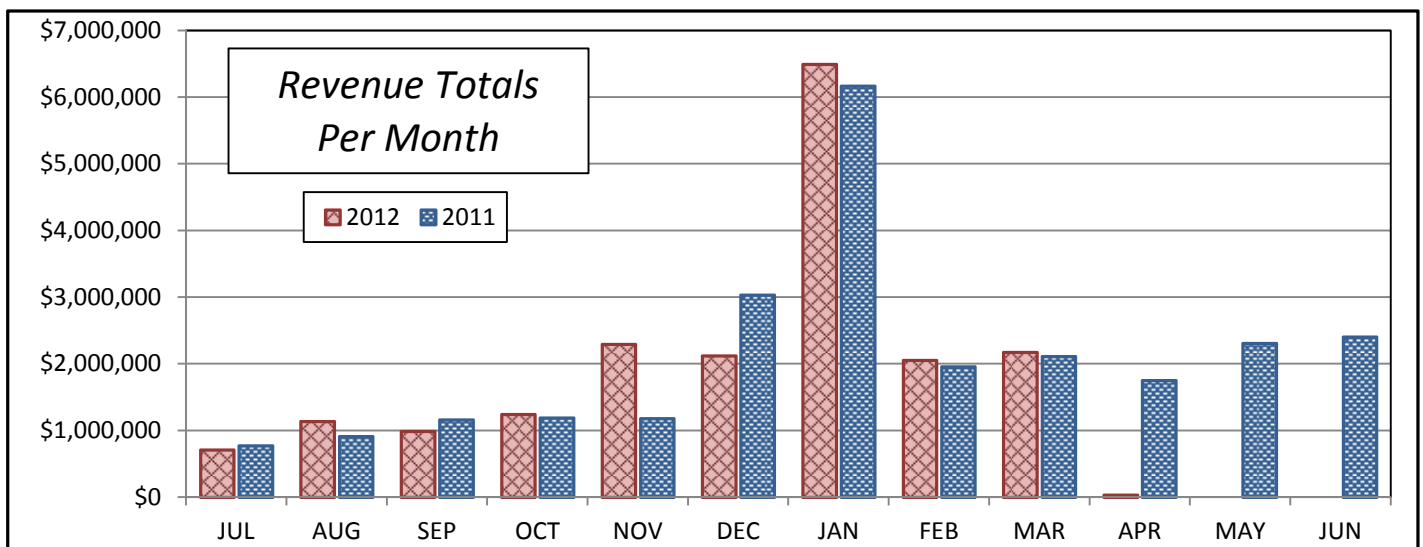
	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN
2012	59,716	-128,329	109,838	-43,968	137,277	-45,901	397,524	174,754	543,173			

****This report shows differences between the current year, 2012, and last year.**

Expense by Source (2012 As Compared to 2011)

	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN
Fund 10	37,660	62,363	221,197	195,619	298,222	49,961	398,210	436,411	453,140			
Fund 20	30,937	30,742	54,629	46,506	61,896	62,222	86,094	76,838	109,884			
Fund 40	-14,748	-261,220	-184,520	-314,777	-318,668	-269,012	-239,227	-486,046	-206,193			
Fund 60	4,132	29,960	-7,070	-3,896	55,292	63,736	95,986	87,895	115,488			
Fund 65	-3,600	-3,176	830	1,221	2,539	2,694	5,459	2,152	-498			
Fund 70	5,334	13,002	24,772	31,360	37,996	44,499	51,001	57,503	71,353			
Total	59,716	-128,329	109,838	-43,968	137,277	-45,901	397,524	174,754	543,173			

****This report shows differences between the current year, 2012, and last year.**

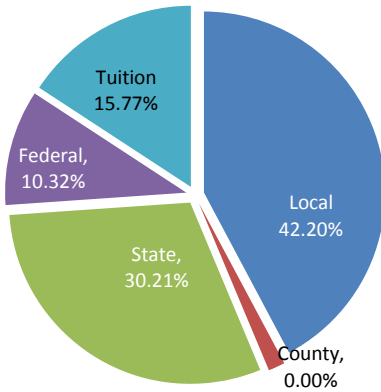


BREAKDOWN OF REVENUE & EXPENSE

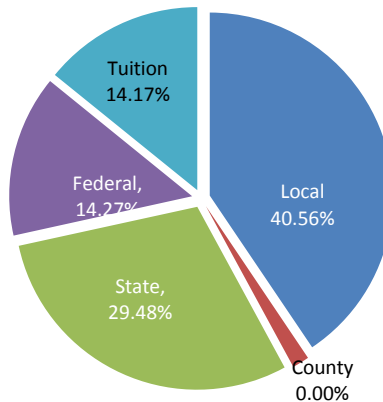
This report includes the month of March.

Printed On: April 12, 2012

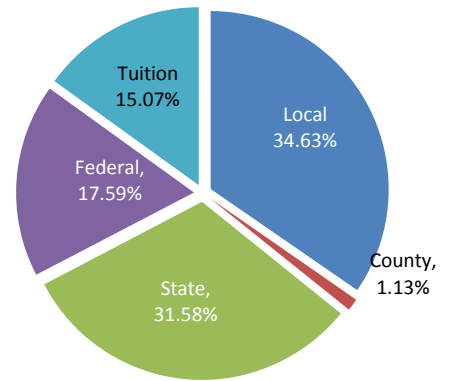
REVENUE



Through MAR, 2011-2012

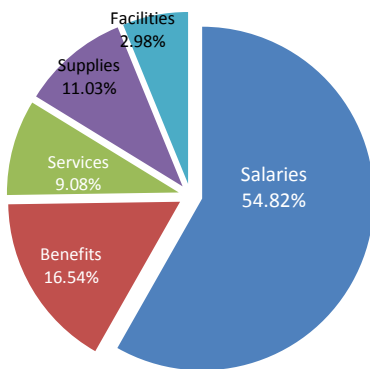


Through MAR, 2010-2011

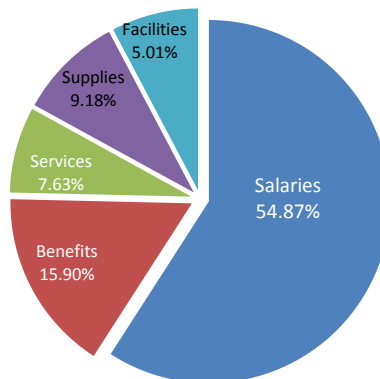


2011 End of Year

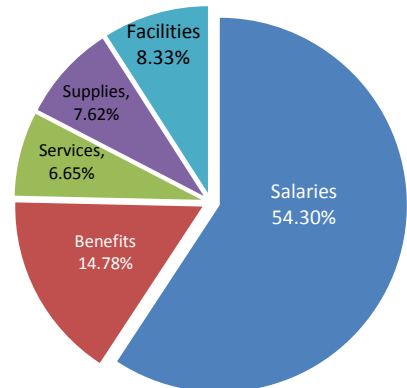
EXPENSE



Through MAR, 2011-2012



Through MAR, 2010-2011



2011 End of Year

WEST PLAINS R-VII SCHOOLS

Facilities & Grounds/Safety Program Evaluation

Program Objective and Goal:

1. Provide a safe, nurturing environment to foster student success.

Program Description:

School facilities promote student success by providing students with a physical setting that fosters pride, invites learning, and provides a feeling of security. School facilities influence feelings and attitudes about a school expressed by students, teachers, staff and parents. The West Plains R-VII School District supports the belief that facilities should be subjected to a high-quality maintenance program and that the district should continually look for opportunities to update the current physical plant, while striving to provide new facilities as the need arises.

Program Evaluation Committee

Date: April 10, 2012

Members:	Brad Owings, Principal	Andrea Bowers, Teacher/Parent
	Justin Bennett, Teacher	Angela Phipps, Teacher
	Mandy Harrison, Teacher	Nancy Davidson, Librarian
	Heather Hufstedler, Librarian	Julia Brake, Teacher/Parent
	Lana Snodgrass, Parent	Scott Smith, Principal
	Mick Price, Patron	Jennifer Skeeters, Teacher
	Seth Huddleston, Principal	Cindy Thompson, Teacher
	Jim Laughary, Principal	Lenny Eagleman, Administrator
	Josh Cotter, Administrator	Ashlea Adams, Teacher
	Fred Czerwonka, Superintendent	Jake Long, Fairview Administrator
	Brenda Smith, Career Center Director	Kevin Hedden, Administrator
	John Mulford, Asst. Superintendent	Greg Simpkins, Activities Director
	Kandi Kimball, Parent	Brian Adcock, Parent

PROGRAM STRENGTHS

1. The school district has been able to complete many of the projects on the facility improvement plan
2. Our school supports and appreciates the sharing of facility improvement ideas by members of our school and community.
3. The district has completed several major improvement projects over the past 4 years using balances.

PROGRAM CONCERNS

1. West Plains Elementary experiences large class sizes due to lack of available classroom space.
2. West Plains High School has limited classroom space available and hallways are overcrowded.
3. Playgrounds at WPE are outdated.
4. South Fork Elementary has limited kitchen and physical education space available.
5. Jackson street campus is in need of a complete renovation.
6. The Adult programs at SCCC are spread out and unappealing for prospective students.
7. The high school campus does not have a performing arts theatre.

PROGRAM RECOMMENDATIONS (including action steps, person(s) responsible, and time frame for completion of recommendations)

** See the attached Facility Improvement Plan.

FACILITY IMPROVEMENT PLAN

WEST PLAINS R-VII SCHOOL DISTRICT

This plan was initially developed based upon information contained in the “Capital Improvements Manual” and “Maintenance Project Manual” prepared for the West Plains R-VII School District by district architect Sam Winn and Associates. This information has been reviewed by district administration, facility maintenance staff, and the building facility committees in an effort to assess and prioritize district facility needs. The plan provides an overview of major district facility improvement needs, and does not include maintenance items that are considered routine in nature. In addition to providing guidance for facility improvement, this plan is intended for use in the preparation of the district’s budget. Fund 1 refers to the district’s Operating Fund, while Fund 4 refers to the Capital Projects Fund.

WEST PLAINS HIGH SCHOOL – MAIN BUILDING

PROJECT	LOCATION	DESCRIPTION	NOTES	EST COST	TIME
Door Renovation and Replacement	Interior hallway doors	1. Refinish 16 wood doors and frames that meet code; replace hardware with ADA approved. 2. Replace 45 doors with 20 minute fire rated.	Fund 1 Fund 4	\$7,840 \$90,000	Summer 2014 Summer 2014
Ceiling Replacement	All interior	Replace 4x4 suspended ceilings with 2x2, with new drop in lighting as needed.	Fund 4	\$20,389	Summer 2014
Renovation of Concession Stand	HS Gym	Replace existing concession stand with new stand tied into west exterior wall	Fund 4	\$40,000	Summer 2014
Performing Arts Theatre	TBD	Build a performing arts theatre on main high school campus.	Fund 4 – Bond issue	\$4,000,000	TBD
Commons or entrance area	South side between gym and cafeteria	Add a commons/entrance area to the existing building, to include offices.	Fund 4 – Bond issue	\$1,000,000	TBD
Renovation of Science Labs	HS	Replace lab furniture and restructure current classroom setups	Fund 4	\$120,000	Summer 2012

WEST PLAINS HIGH SCHOOL – EAST WING

PROJECT	LOCATION	DESCRIPTION	NOTES	EST COST	TIME
Ceiling Replacement	All interior	Replace 4x4 suspended ceilings with 2x2, with new drop in lighting as needed.	Fund 4	\$8,148	Summer 2014
Door Replacement	Throughout interior	Replace interior doors with 20 minute fire rated.	Fund 4	\$19,100	Summer 2014
Canopy	North Elevation	Replace plywood canopy ceiling and repaint	Fund 1	\$4,200	Summer 2014

FIELD HOUSE

PROJECT	LOCATION	DESCRIPTION	NOTES	EST COST	TIME
Door replacement		Replace doors as needed with 20 minute fire rated and upgrade all hardware to ADA	Fund 4	\$8,760	Summer 2014
Ventilation	Gang Shower, small weight room, CC locker rooms	Install power ventilation through exterior wall	Fund 4	\$11,200	Summer 2014
Lockers	CC locker rooms	Install new metal lockers, athletic size	Fund 4	\$8,300	Summer 2014
H/C	Throughout	Install H/C lavatories, water closets, water fountains	Fund 4	\$5,825	Summer 2014
Walkway	Front of field house	Install steps from field house to track	Fund 4	\$8,000	Summer 2012

WEST PLAINS MIDDLE SCHOOL

PROJECT	LOCATION	DESCRIPTION	NOTES	EST COST	TIME
Door Renovation and Replacement	Interior hallway doors	1. Refinish 16 wood doors and frames that meet code; replace hardware with ADA approved.	Fund 1	\$9,600	Summer 2014
		2. Replace 45 doors with 20 minute fire rated.	Fund 4	\$40,000	Summer 2014
Ceiling Replacement	Old wing classrooms	Replace 4x4 suspended ceilings with 2x2, with new drop in lighting as needed.	Fund 4	\$27,965	Summer 2014
Awning	Courtyard – From FEMA to 7 th grade hall	Install covering over sidewalks connecting the two wings of the building	Fund 4	\$15,000	Summer 2014
Kiln Room	Art Room	Replace with masonry firewall and exhaust	Fund 4	\$3,300	Summer 2012
Wall pads	FEMA Gymnasium	Replace wall pads with new pads with logo	Fund 1	\$5000	Summer 2013
Fine Arts Addition	TBD	Explore the possibility of adding a Fine Arts wing to the Middle School	Fund 4	\$300,000	TBD
Outdoor Classroom	TBD	Explore the possibility of and cost associated with building an outdoor classroom.	Fund 4	TBD	Summer 2012
Railing for stairwells	5 th & 6 th grade hall	Replace existing rails with updated, safety rails	Fund 4	\$2,000	Summer 2013
Paneling above lockers	Hallways	Replace paneling in hallways with a more aesthetic material	Fund 4	\$5000	TBD

WEST PLAINS ELEMENTARY SCHOOL

PROJECT	LOCATION	DESCRIPTION	NOTES	EST COST	TIME
Ceiling Replacement	Cafeteria	Replace 4x4 suspended ceilings with 2x2, with new drop in lighting as needed.	Fund 4	\$9,570	Summer 2013
Ceiling Replacement	Classrooms	Replace 4x4 suspended ceilings with 2x2, with new drop in lighting as needed.	Fund 4	\$35,052	Summer 2013
Bathroom Stall Replacement	All restrooms	Replace rusted bathroom stalls with hard plastic bathroom stalls	Fund 4	\$25,000	Summer 2012
Landscaping	Various Locations	Restore landscaped area in front and add landscaping to north side and rear of building	Fund 1	\$4,000	Summer 2012
Library Renovation	Library	Replace carpet, tables, chairs, add shelving, and paint interior	Fund 1	\$12,000	Summer 2012
Replace intercom	Throughout building	Replace existing intercom with a phone system intercom	Fund 4	\$30,000	Summer 2013
Playground equipment and location	North and South end of building	Add additional equipment to playground area, explore possibility of relocating South end playground	Fund 4	\$120,000	TBD
Additional classrooms	South end	Add 10-12 additional classrooms to the existing facility	Fund 4 – Bond issue	\$1,500,000	TBD

WEST PLAINS ELEMENTARY SCHOOL (continued)

PROJECT	LOCATION	DESCRIPTION	NOTES	EST COST	TIME
Resurface Track	South End	Overlay existing track with 2" of asphalt, restripe	Fund 4	\$40,000	Summer 2015
Entrance Awning	Main Entrance	Install awning from building to drive	Fund 4	\$30,000	Summer 2013

SOUTH FORK ELEMENTARY SCHOOL

PROJECT	LOCATION	DESCRIPTION	NOTES	EST COST	TIME
Ceiling Replacement	Classrooms	Replace 4x4 suspended ceilings with 2x2, with new drop in lighting as needed.	Fund 4	\$11,280	Summer 2014
Door replacement		Replace doors as needed with 20 minute fire rated and upgrade all hardware to ADA	Fund 4	\$14,800	Summer 2014
Asphalt	Front Lot	Overlay with 2 inches of new asphalt	Fund 1	\$6,000	Summer 2013
Student pick-up/drop-off area	Entrance	Add a gravel drive from the bottom of the hill on the north side to eliminate cars stopped on highway	Fund 4	\$8,000	Summer 2012
Additional Playground equipment	East side of building	Add playground equipment and surfacing	PTA	\$20,000	TBD
Signage	Front of Building	Add signage to front exterior wall	Fund 4	\$5,000	Summer 2012
Gymnasium	North side	Building a full size gymnasium with stage	Fund 4	\$350,000	TBD

New Entrance	Entrance	Build a new entrance to include reception area	Fund 4	\$35,000	TBD
Pea gravel barrier	Playground	Install a barrier that prevents pea gravel from washing down the hillside	Fund 4	\$3,000	Summer 2012

ADMINISTRATION BUILDING

PROJECT	LOCATION	DESCRIPTION	NOTES	EST COST	TIME
Door replacement	Various interior doors	Replace doors as needed with 20 minute fire rated and upgrade all hardware to ADA	Fund 4	\$34,180	Summer 2014
Ceiling Replacement	Throughout interior	Replace 4x4 suspended ceilings with 2x2, with new drop in lighting as needed.	Fund 4	\$4,920	Summer 2014
Flashing	Roof reference section B	Replace all roof flashing.	Fund 4	\$36,400	Summer 2014

SOUTH CENTRAL CAREER CENTER – JACKSON STREET AND HOWELL STREET CAMPUS

The district recently purchased property that will allow all current Career Center campuses to be combined into one central location. SDA architects out of Springfield, MO, are currently working with district faculty to complete a needs assessment and develop structural plans for the facility. Pending funding, it is the hope of the district that the new Career Center campus will be open for the 2012-13 school year.

April 10, 2012

Brenda Smith:

Please accept this letter as notice of my resignation as instructor with the South Central Career Center effective May 31, 2012.

This was not an easy decision to make. I am grateful for the rewarding employment that I have had with the West Plains R-7 district. After much consideration I have decide to retire from this profession.

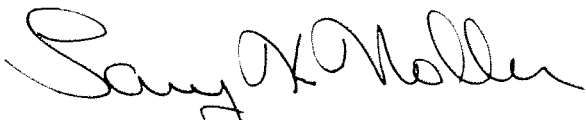
I request payment for all personal and sick days that I have accrued.

I request payment for mentoring during school year 2011-2012.

I would like to continue my dental and eye care insurance.

I would like to continue any life insurance policies on myself and my wife.

Sincerely



Larry K. Noller

MSBA Policy Updates

First Read

GBLB -UC

GCPB – UC

GCPE – UC

GCPF – UC

GDPB – UC

GDPD – UC

REFERENCE COPY

FILE: GBLB
Critical

EXPLANATION: REFERENCES

This NEW policy was created to meet the requirements of Senate Bill 54 (2011), § 162.068, RSMo. Every school district must adopt, by **July 1, 2012**, a written policy on information that the district provides about former employees to other public schools. The policy must include designation of individuals permitted to respond to requests and the information those individuals may release. This policy states that the superintendent or designee will respond to requests. MSBA encourages districts to specify in the policy who will respond to requests for the district if someone other than the superintendent will be responsible. The district is required to provide notification of the existence of this policy to current employees and all potential employers who contact the school district regarding the possible employment of a district employee or former district employee.

MSBA has written the policy to address references provided to all potential employers. However, Senate Bill 54 focuses on references provided to public school districts regarding former employees who left the West Plains R-VII School District after an allegation of sexual misconduct. Unfortunately, the new law is not clear and appears to divide into the following two obligations:

1. If the Children's Division (CD) of the Department of Social Services has substantiated a complaint against any former employee of the district involving sexual misconduct with a student, and another public school contacts the district for a reference, the district is required to disclose the results of the CD investigation.
2. If an employee "whose job involves contact with children" is dismissed or resigns due to allegations of sexual misconduct or as a result of allegations being substantiated, the district must disclose the allegations to a potential employing district.

MSBA is particularly disturbed by the obligation in number two above because it appears the district may be required to disclose to potential employers allegations that have not been substantiated. This is an area of huge liability, not just for defamation, but also for a constitutional claim in state or federal court that the district violated the employee's liberty interest in his or her reputation without first providing appropriate due process. However, if the district does not disclose the information as required under the statute, the district becomes legally liable for damages to any student who becomes a victim of the former employee's sexual misconduct at a subsequent employing district. The district also becomes liable to the subsequent employing district. The statute explicitly states that the district will be liable for the legal fees, costs and expenses incurred by the subsequent employing district if the appropriate information is not revealed. Needless to say, this is a severe financial penalty.

The statute provides immunity from liability for employees following district policy but does not provide immunity to the district itself. Further, the state legislature cannot provide immunity for districts or employees for claims brought in federal court.

This is not a frivolous concern. In *Jamison v. State Dept. of Social Services*, 218 S.W.3d 399 (Mo. 2007), the Missouri Supreme Court found that the Department of Social Services had failed to provide adequate due process to childcare workers who had been investigated for neglecting children. The childcare workers' names were posted on the state's child abuse and neglect registry as substantiated after an initial investigation, but prior to the workers receiving a hearing regarding the allegations.

Districts need to adopt a policy in this area; however, prior to responding to any request for a reference for an employee who has left the district under allegations of sexual misconduct, MSBA strongly recommends that the district consult with its private attorney.

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

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

REFERENCE COPY

FILE: GBLB
Critical

REFERENCES

Definitions

Employee – Any staff member or student teacher of the West Plains R-VII School District.

Former Employee – An employee who was terminated or resigned or whose contract was nonrenewed; an employee who has been notified that his or her contract with the district will not be renewed or that the district is pursuing termination, even if the process has not been completed.

Potential Employer – Another school district, business or person seeking to hire a current or former employee or screening the current or former employee for a volunteer position, internship or other activity.

Reference – Information regarding the employment of, or services provided by, a current or former employee including, but not limited to, specific information regarding dates of employment or service, salary, job duties, performance or character.

Sexual Misconduct – Engaging in any conduct with a student, on or off district property, that constitutes the crime of sexual misconduct; illegal sexual harassment as defined in policy AC, as determined by the district; or child abuse involving sexual behavior, as determined by the Children's Division (CD) of the Department of Social Services.

General

The district will maintain information regarding current and former employees as confidential within the limits of the law. Only the superintendent or a person or persons specifically designated by the superintendent may respond on behalf of the district to a reference request for a current or former employee. District employees must direct reference requests to the superintendent or designee. Upon request, employees will assist the superintendent or designee with the preparation of accurate reference information.

Employees other than the superintendent or designee may provide personal references at the request of a current or former employee, but by doing so, they are acting outside of the scope of their employment. Employees may not use district letterhead or otherwise indicate that the reference is sponsored by the district. The district will not endorse any reference provided outside the directives of this policy and is not responsible for providing legal advice or protection for unauthorized employees who provide references.

Content

In accordance with law, the following information about employees will be provided to any member of the public upon request:

1. Names
2. Positions
3. Salary
4. Length of service

Unless otherwise required under this policy or by law, before providing a reference for a current or former employee, the superintendent or designee will verify that the employee consents to the release of further information. The district may obtain a blanket consent from the employee when the employee leaves the district.

Unless otherwise authorized by the Board or the district's attorney, the superintendent or designee may only provide the following factual information when requested, without offering opinions or commentary on job performance:

1. A description of the employee's job duties when employed.
2. Additional district-sponsored committees, activities or duties the employee volunteered for or was designated to perform.
3. Honors and awards received by the employee.
4. Documented, factual information on work performance.
5. Whether the employee resigned or was nonrenewed or terminated. Based on documentation in the personnel file, potential employers will be notified if the employment was ended due to the financial condition of the district, a decrease in enrollment or reorganization of the department, school or district.
6. When requested, a "yes" or "no" answer to a question about whether the district would re-employ the current or former employee if an appropriate position existed or whether the superintendent would recommend re-employment.
7. Allegations of sexual misconduct with a student as required below.

REFERENCE COPY

FILE: GBLB
Critical

Disclosing Allegations of Sexual Misconduct to Other Public Schools

If a potential public school employer requests a reference regarding a former employee whose job involved contact with children, the district will, in accordance with state law, notify the potential public school employer if the employee was terminated, nonrenewed or allowed to resign in lieu of termination as a result of allegations of sexual misconduct with a student or as a result of such allegations being substantiated by the CD's child abuse and neglect review board.

If a potential public school employer contacts the district for a reference for any former employee about whom the CD has investigated allegations of sexual misconduct with a student and reached a finding of substantiated, the district will provide the results of the CD investigation to the potential public school employer, regardless of whether the employee's job involved contact with children.

The district must provide these notifications regardless of whether the former employee has authorized the release of information. The district will provide due process as required by law prior to releasing information in accordance with this section, if feasible. The superintendent or designee is authorized to contact the district's attorney for advice on implementing this policy in accordance with law.

Recordkeeping

When the district is contacted for a reference for a current or former employee, the superintendent or designee will document the date, the name of the person and entity requesting the information, the person responding to the request, the method of disclosure, the information provided and, when applicable, the consent received.

In accordance with law, if the district responds to any requests by letter, the district will forward a copy of the reference letter to the current or former employee at the employee's last known address.

Notice

The district will notify all current employees of this policy. The superintendent or designee will provide notification of the existence of this policy to all potential employers who contact the district for a reference. The notification must also include a statement that the district's responses are limited to the scope of this policy. The district will also provide copies of the policy to former employees upon request.

Immunity

Any district employee who is permitted under this policy to respond to requests for references regarding former employees and who communicates only the information authorized by this policy

FILE: GBLB
Critical

REFERENCE COPY

in good faith and without malice is entitled to immunity against any civil action for damages brought by the former employee arising out of the communication of such information, in accordance with law. District employees responding to requests for references in accordance with this policy may request the attorney general to defend them if sued.

* * * * *

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

Adopted:

Cross Refs: AC, Prohibition against Discrimination, Harassment and Retaliation
BDC, Closed Meetings, Records and Votes
BDDL, Release of Information
JHG, Reporting and Investigating Child Abuse/Neglect

Legal Refs: §§ 162.068, 290.152, 610.021, RSMo.
Jamison v. State Dept. of Soc. Serv., 218 S.W.3d 399 (Mo. 2007)

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

REFERENCE COPY

FILE: GCPB
Critical

EXPLANATION: RESIGNATION OF PROFESSIONAL STAFF MEMBERS

MSBA has added language to this policy in an attempt to protect districts from claims that the district did not provide adequate due process to employees when complying with the requirements of Senate Bill 54 (2011), § 162.068, RSMo. This new law requires districts to disclose to a potential public school employer who contacts the district regarding the possible employment of a district employee whose job involved contact with children whether the employee was dismissed or resigned in lieu of being fired as a result of allegations of sexual misconduct. Although the law is unclear, it appears to require districts to disclose the allegations even if the allegations have not been substantiated by the Children's Division (CD) of the Department of Social Services. Districts that fail to disclose information as required in the statute become legally liable for damages to any student who becomes a victim of the former employee's sexual misconduct at a subsequent employing district. The district also becomes liable to the subsequent employing district. The statute explicitly states that the district will be liable for the legal fees, costs and expenses incurred by the subsequent employing district if the appropriate information is not revealed. Needless to say, this is a severe financial penalty.

MSBA is concerned that districts following this new law could be sued by a former employee for violating the former employee's due process liberty interest in his or her reputation by releasing stigmatizing statements regarding the employee without first providing the employee adequate due process as is required under the Missouri and U.S. Constitutions. To prove a violation of an employee's liberty interest, the employee must prove that 1) the employee was stigmatized by the allegations, 2) the allegations were made public, and 3) the employee denied the allegations. *Putnam v. Keller*, 332 F.3d 541 (8th Cir. 2003).

When a district provides another potential employer a negative reference regarding an employee who left due to allegations of sexual misconduct, the district is making the allegations public. Allegations of sexual misconduct are certainly stigmatizing, which means that if the employee denies the allegations, the district needs to provide adequate due process to the employee prior to providing the information to the potential employer to avoid this federal constitutional claim. Due process has been provided if an employee has received a termination hearing before the Board; however, many employees resign, are nonrenewed or are at-will employees and are not entitled to a hearing before the Board. This policy was revised to remind districts that in some narrow circumstances they may be obligated to provide a hearing or some other due process to an employee who is leaving the district, even if the employee is not otherwise entitled to a hearing or normally provided a hearing.

FILE: GCPB
Critical

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MSBA recommends that districts offer an opportunity for a hearing before the Board to employees who are terminated, nonrenewed or allowed to resign in lieu of termination due to allegations of sexual misconduct with a student. This will help provide school districts protection from federal claims while still complying with the new state law. Appropriate language has been added to this policy.

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	Health Services		Counselor		Special Education
	Transportation		Public Info/Communications		Technology

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FILE: GCPB
Critical

RESIGNATION OF PROFESSIONAL STAFF MEMBERS

The district encourages ~~teachers~~ **employees** to notify the superintendent as soon as they ~~teacher~~ decides not to return or not to accept another contract with the district. Resignations become effective at the end of the school year in which they are submitted unless the district is notified otherwise.

A tenured teacher has a binding contract with the district for the next school year if the teacher does not notify the district of his or her resignation in writing by June 1, ~~or at the time a new contract is executed with the district if executed prior to June 1.~~ A probationary teacher has a binding contract with the district once the teacher and the Board have executed a contract.

Release from Contract

Once under contract, only the Board has the authority to release ~~the teacher~~ **an employee** from a contract. The Board considers serious illness, transfer of **a** spouse and military service legitimate reasons for resignation of professional staff. ~~However,~~ **but** the Board will consider each resignation on an individual basis. ~~An teacher~~ **employee** will not be released from a contract unless a suitable replacement is found.

The Board reserves the right to pursue all available legal remedies when an employee breaks a contract with the district including, but not limited to, filing charges to have a ~~teacher's~~ **teaching** certificate **or professional license** revoked or seeking a monetary judgment.

Allegations of Sexual Misconduct with a Student

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

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

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Critical

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

* * * * *

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

Adopted: 09/23/2003

Revised:

Legal Refs: §§ 168.101 - .130, RSMo.
U.S. Const. amend. XIV

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

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FILE: GCPE
Critical

EXPLANATION: TERMINATION OF PROFESSIONAL STAFF MEMBERS

MSBA has added language to this policy in an attempt to protect districts from claims that the district did not provide adequate due process to employees when complying with the requirements of Senate Bill 54 (2011), § 162.068, RSMo. This new law requires districts to disclose to a potential public district employer who contacts the district regarding the possible employment of a school employee whose job involved contact with children whether the employee was dismissed or resigned in lieu of being fired as a result of allegations of sexual misconduct. Although the law is unclear, it appears to require districts to disclose the allegations even if the allegations have not been substantiated by the Children's Division (CD) of the Department of Social Services. Districts that fail to disclose information as required in the statute become legally liable for damages to any student who becomes a victim of the former employee's sexual misconduct at a subsequent employing district. The district also becomes liable to the subsequent employing district. The statute explicitly states that the district will be liable for the legal fees, costs and expenses incurred by the subsequent employing district if the appropriate information is not revealed. Needless to say, this is a severe financial penalty.

MSBA is concerned that districts following this new law could be sued by a former employee for violating the former employee's due process liberty interest in his or her reputation by releasing stigmatizing statements regarding the employee without first providing the employee adequate due process as is required under the Missouri and U.S. Constitutions. To prove a violation of an employee's liberty interest, the employee must prove that 1) the employee was stigmatized by the allegations, 2) the allegations were made public, and 3) the employee denied the allegations. *Putnam v. Keller*, 332 F.3d 541 (8th Cir. 2003).

When a district provides another potential employer a negative reference regarding an employee who left due to allegations of sexual misconduct, the district is making the allegations public. Allegations of sexual misconduct are certainly stigmatizing, which means that if the employee denies the allegations, the district needs to provide adequate due process to the employee prior to providing the information to the potential employer to avoid this federal constitutional claim. Due process has been provided if an employee has received a termination hearing before the Board; however, many employees resign, are nonrenewed or are at-will employees and are not entitled to a hearing before the Board. This policy was revised to remind districts that in some narrow circumstances they may be obligated to provide a hearing or some other due process to an employee who is leaving the district, even if the employee is not otherwise entitled to a hearing or normally provided a hearing.

MSBA recommends that districts offer an opportunity for a hearing before the Board to employees who are terminated, nonrenewed or allowed to resign in lieu of termination due to

FILE: GCPE
Critical

REFERENCE COPY

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Critical

TERMINATION OF PROFESSIONAL STAFF MEMBERS

Noncertificated Personnel

Employees with Contracts

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

Employees without Contracts

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

Certificated Personnel

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

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

Tenured Teachers

I. Method

- A. A tenured teacher shall not be terminated by the Board of Education of a school district except for one or more of the following causes:
 - 1. Physical or mental condition unfitting him or her to instruct or associate with children.
 - 2. Immoral conduct.

3. Incompetency, inefficiency or insubordination in the line of duty.
 4. Willful or persistent violation of or failure to obey the school laws of the state or the published regulations of the Board of Education of the school district employing him or her.
 5. Excessive or unreasonable absence from performance of duties.
 6. Conviction of a felony or crime involving moral turpitude.
- B. In determining the professional competency or efficiency of a tenured teacher, consideration should be given to regular and special evaluation reports prepared in accordance with district policy and to any written standards of performance adopted by the Board.
- C. A tenured teacher's contract may not be terminated by the Board of Education until after service upon the teacher of written charges specifying with particularity the grounds alleged to exist for termination of such contract, notice of a hearing on charges and, if requested by the teacher, a hearing by the Board of Education.
- D. If the charges are for incompetency, inefficiency or insubordination, at least 30 days before service of the notice of charges, the superintendent will give the teacher a warning in writing stating specifically the causes which, if not removed, may result in charges. Thereafter, the superintendent or designee and the teacher shall meet in an effort to resolve the matter. Thirty days' notice is not necessary for termination for charges other than incompetency, inefficiency and insubordination.
- E. Notice of a hearing upon charges, together with a copy of charges, shall be served on the tenured teacher at least 20 days prior to the date of the hearing. The notice and copy of charges may be served upon the teacher by certified mail with personal delivery, addressed to the employee at his or her last known address. If the teacher or the teacher's agent does not within ten days after receipt of the notice request a hearing on the charges, the Board may, by a majority vote, order the contract of the teacher terminated. If a hearing is requested by either the teacher or the Board of Education, it shall take place not less than 20 or more than 30 days after notice of the hearing has been furnished to the tenured teacher.
- F. On the filing of charges in accordance with this section, the Board may suspend the teacher from active performance of duty until a decision is rendered by the Board, but the teacher's salary shall be continued during such suspension unless the law requires the suspension to be without pay. If a decision to terminate a teacher's employment

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is appealed and the decision is reversed, the teacher shall be paid his or her salary lost while the appeal was pending.

II. Termination Hearing

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

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

III. Appeal

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

Probationary Teachers

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

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

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

Certificated Administrative Staff Ineligible for Tenure

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

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FILE: GCPE
Critical

teaching position if a position is available in accordance with law, unless the teaching contract has also been terminated. An administrator will receive due process prior to termination as required by law. The district may utilize the process for dismissal of tenured teachers.

Allegations of Sexual Misconduct with a Student

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

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

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

* * * * *

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

Adopted: 03/15/2005

Revised: 01/18/2011;

Cross Refs: AC, Prohibition against Discrimination, Harassment and Retaliation
HPA, Employee Walkouts, Strikes and Other Disruptions

FILE: GCPE
Critical

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JFCF, Hazing and Bullying
JHG, Reporting and Investigating Child Abuse/Neglect

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

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

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FILE: GCPF
Critical

EXPLANATION: NONRENEWAL OF PROFESSIONAL STAFF MEMBERS

MSBA has added language to this policy in an attempt to protect districts from claims that the district did not provide adequate due process to employees when complying with the requirements of Senate Bill 54 (2011), § 162.068, RSMo. This new law requires districts to disclose to a potential public school employer who contacts the district regarding the possible employment of a district employee whose job involved contact with children whether the employee was dismissed or resigned in lieu of being fired as a result of allegations of sexual misconduct. Although the law is unclear, it appears to require districts to disclose the allegations even if the allegations have not been substantiated by the Children's Division (CD) of the Department of Social Services. Districts that fail to disclose information as required in the statute become legally liable for damages to any student who becomes a victim of the former employee's sexual misconduct at a subsequent employing district. The district also becomes liable to the subsequent employing district. The statute explicitly states that the district will be liable for the legal fees, costs and expenses incurred by the subsequent employing district if the appropriate information is not revealed. Needless to say, this is a severe financial penalty.

MSBA is concerned that districts following this new law could be sued by a former employee for violating the former employee's due process liberty interest in his or her reputation by releasing stigmatizing statements regarding the employee without first providing the employee adequate due process as is required under the Missouri and U.S. Constitutions. To prove a violation of an employee's liberty interest, the employee must prove that 1) the employee was stigmatized by the allegations, 2) the allegations were made public, and 3) the employee denied the allegations. *Putnam v. Keller*, 332 F.3d 541 (8th Cir. 2003).

When a district provides another potential employer a negative reference regarding an employee who left due to allegations of sexual misconduct, the district is making the allegations public. Allegations of sexual misconduct are certainly stigmatizing, which means that if the employee denies the allegations, the district needs to provide adequate due process to the employee prior to providing the information to the potential employer to avoid this federal constitutional claim. Due process has been provided if an employee has received a termination hearing before the Board; however, many employees resign, are nonrenewed or are at-will employees and are not entitled to a hearing before the Board. This policy was revised to remind districts that in some narrow circumstances they may be obligated to provide a hearing or some other due process to an employee who is leaving the district, even if the employee is not otherwise entitled to a hearing or normally provided a hearing.

MSBA recommends that districts offer an opportunity for a hearing before the Board to employees who are terminated, nonrenewed or allowed to resign in lieu of termination due to

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	Transportation		Public Info/Communications		Technology

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FILE: GCPF
Critical

NONRENEWAL OF PROFESSIONAL STAFF MEMBERS

Probationary Teachers

On or before April 15 of each school year, the Board of Education shall notify in writing a probationary teacher who will not be retained by the school district of the nonrenewal of his or her contract. If the teacher was nonrenewed due to a decrease in student enrollment, school district reorganization or the financial condition of the school district, the written notice will include the reason for nonrenewal. Otherwise, upon request, the district will provide a concise written statement of the reason or reasons the contract was not renewed.

Certificated Administrative Staff Ineligible for Tenure

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

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

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

Noncertificated Professional Staff

Unless otherwise required by law, the district may nonrenew the contracts of a noncertificated professional staff members by notifying the employee prior to entering into a new contract with the employee that his or her contract will not be renewed.

Allegations of Sexual Misconduct with a Student

If a former district employee whose job involved contact with children was terminated, nonrenewed or allowed to resign in lieu of termination as a result of an allegation of sexual misconduct with a

student, or as a result of such allegations being substantiated by the Children's Division (CD) of the Department of Social Services' child abuse and neglect review board, the district is required by law to release information regarding the sexual misconduct to a potential public school employer who contacts the district regarding the former employee. In addition, if the CD substantiates a complaint of sexual misconduct with a student against a former employee of the district, the law requires the district to release the results of the CD investigation to any potential public school employer who contacts the district.

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Adopted: 03/15/2005

Revised:

Cross Refs: AC, Prohibition against Discrimination, Harassment and Retaliation
BDDF, Voting Method
JHG, Reporting and Investigating Child Abuse/Neglect

Legal Refs: §§ 162.068, 168.101, .126, RSMo.
U.S. Const. amend. XIV

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

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FILE: GDPB
BasicCritical

EXPLANATION: RESIGNATION OF SUPPORT STAFF MEMBERS (Employees Not Under Contract)

MSBA has added language to this policy in an attempt to protect districts from claims that the district did not provide adequate due process to employees when complying with the requirements of Senate Bill 54 (2011), § 162.068, RSMo. This new law requires districts to disclose to a potential public school employer who contacts the district regarding the possible employment of a district employee whose job involved contact with children whether the employee was dismissed or resigned in lieu of being fired as a result of allegations of sexual misconduct. Although the law is unclear, it appears to require districts to disclose the allegations even if the allegations have not been substantiated by the Children's Division (CD) of the Department of Social Services. Districts that fail to disclose information as required in the statute become legally liable for damages to any student who becomes a victim of the former employee's sexual misconduct at a subsequent employing district. The district also becomes liable to the subsequent employing district. The statute explicitly states that the district will be liable for the legal fees, costs and expenses incurred by the subsequent employing district if the appropriate information is not revealed. Needless to say, this is a severe financial penalty.

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FILE: GDPB
BasicCritical

RESIGNATION OF SUPPORT STAFF MEMBERS (*Employees Not Under Contract*)

Any support staff member who desires to resign must submit a written letter of resignation to his or her immediate supervisor. The letter should specify when the resignation is to be effective and should be submitted at least two weeks prior to the effective date. A resignation is final upon submission and cannot be withdrawn unless authorized by the supervisor to whom it was submitted. The resignation need not be approved by the Board.

Allegations of Sexual Misconduct with a Student

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

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Adopted: 09/23/2003

FILE: GDPB
BasicCritical

REFERENCE COPY

Revised:

Legal Refs: U.S. Const. amend. XIV

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

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FILE: GDPD
Critical

EXPLANATION: NONRENEWAL, SUSPENSION AND TERMINATION OF SUPPORT STAFF MEMBERS

This policy was amended to include the directive in Senate Bill 54 (2011), § 162.068, RSMo., that school districts must immediately suspend any employee "about whom the children's division conducts an investigation involving allegations of sexual misconduct with a student and reaches a finding of substantiated."

In addition, this policy has been reorganized to group the two suspension provisions mandated by law—suspension for strip searching a student and suspension for sexual misconduct with a student—in one location.

MSBA has also added language to this policy in an attempt to protect districts from claims that the district did not provide adequate due process to employees when complying with the requirements of Senate Bill 54 (2011), §162.068, RSMo. This new law requires districts to disclose to a potential public school employer who contacts the district regarding the possible employment of a district employee whose job involved contact with children whether the employee was dismissed or resigned in lieu of being fired as a result of allegations of sexual misconduct. Although the law is unclear, it appears to require districts to disclose the allegations even if the allegations have not been substantiated by the Children's Division (CD) of the Department of Social Services. Districts that fail to disclose information as required in the statute become legally liable for damages to any student who becomes a victim of the former employee's sexual misconduct at a subsequent employing district. The district also becomes liable to the subsequent employing district. The statute explicitly states that the district will be liable for the legal fees, costs and expenses incurred by the subsequent employing district if the appropriate information is not revealed. Needless to say, this is a severe financial penalty.

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FILE: GDPD
Critical

NONRENEWAL, SUSPENSION AND TERMINATION OF SUPPORT STAFF MEMBERS

Employees without Contracts

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

Although support staff employees not employed under contract have no contractual right to continued employment from one academic term or year to the next, such employees may reasonably expect continued employment until notified otherwise.

~~Any employee who strip searches a student in violation of state law will be immediately suspended without pay as required by law and may be terminated.~~

Employees with Contracts

Nonrenewal

Unless otherwise required by law, the district may nonrenew the contracts of support staff by notifying the employee prior to entering into a new contract with the employee that his or her contract will not be renewed.

Suspension with Pay

Support staff members under contract may be suspended by the superintendent with pay in accordance with law. Suspensions with pay will stand approved unless reversed by the Board.

Suspension without Pay

Support staff members employed under contract may be suspended without pay by the superintendent during the term of such contract for violation of the policies of the Board of Education, for violation of state law, or for any other legal reason. Prior to ~~the suspension~~ **suspending an employee, the district will notify the employee** ~~shall be notified of the charges, given the employee an opportunity to discuss the charges and informed the employee of the opportunity to appeal the suspension to the Board of Education.~~ In general, pay will not be withheld until the Board renders its decision, unless an appeal has been waived. If the employee appeals, the employee may still be suspended with pay in accordance with Board policy pending the appeal.

~~Any employee who strip searches a student in violation of state law will be immediately suspended without pay and may be terminated. Prior to suspension without pay, the staff member shall be notified of the charges, given an opportunity to discuss the charges and informed of the opportunity to appeal the suspension to the Board of Education. If the Board reverses the suspension, the employee will be reimbursed for any pay withheld. Depending on the length and nature of the suspension, the employee may receive additional due process as required by law.~~

Termination

Support staff members employed under contract may be terminated during the term of such contract for violation of Board policies, violation of state law, or for any other legal reason. Prior to the termination, **the district will notify** the employee ~~shall be notified~~ in writing of the charges and the action to be taken; and shall ~~be given~~ **the employee** an opportunity to discuss or rebut the charges.

Unless an employee's contract allows for termination for any reason at the end of a notice period, the employee may appeal the termination to the Board by filing a written notice of appeal with the superintendent within ten days after receiving the notice of charges.

The employee will be suspended but will continue to be paid until the time for appeal has expired, and if an appeal is taken, until the Board renders its decision unless the law requires the suspension to be without pay. If no appeal is taken, or if the Board terminates the employee after a hearing, the employee's pay will be docked retroactively for any period of suspension.

Termination Pursuant to Contract Terms

If an employee's contract allows for termination for any reason at the end of a notice period and such notice is given, the employee's contract rights shall expire in accordance with the contract. Notice of termination from the superintendent shall be deemed to be notice from the Board of Education and shall be effective for such purpose when given, unless later reversed by the Board.

Special Circumstances

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

If the district receives information that an employee has allegedly been involved in sexual misconduct with a student or any other child, the district will suspend the employee pending an investigation. In accordance with law, the district will suspend or continue a suspension of an employee if the Children's Division (CD) of the Department of Social Services finds that an

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allegation of sexual misconduct with a student is substantiated, but the district may return the employee to his or her position if the finding is reversed by a court on appeal and becomes final. Regardless, the district reserves the right to suspend or terminate an employee for any legal reason, including sexual misconduct, regardless of whether another agency or a court substantiates the claim.

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

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

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

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

Adopted: 12/20/1994

Revised: 03/15/2005; 01/18/2011;

Cross Refs: **AC, Prohibition against Discrimination, Harassment and Retaliation**
FC, School Closings, Consolidations and Reorganizations
HPA, Employee Walkouts, Strikes and Other Disruptions
JFCF, Hazing and Bullying

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JFG, Interrogations, Interviews and Searches
JHG, Reporting and Investigating Child Abuse/Neglect

Legal Refs: §§ 162.068, 167.166, RSMo.
U.S. Const., amend. XIV

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