

BOARD OF EDUCATION
The School District of Independence

10782

The Board of Education met for a Tax Rate Levy Hearing on Tuesday, August 12, 2014, at 5:45 p.m. in the Board Room at the Board of Education Office, 201 North Forest Avenue, Independence, Missouri.

Members Present: Mrs. Ann Franklin, President
 Mrs. Jill Esry, Vice President
 Mrs. Denise Fears, Treasurer
 Mr. Ken Johnston, Director
 Dr. Matt Mallinson, Director
 Mr. Greg Finke, Director
 Mr. Blake Roberson, Director

Also Present: Dr. Dale Herl, Superintendent
 Dr. Dred Scott, Dr. Lance Stout, Dr. Brad MacLaughlin, Dr. Linda Gray
 Smith, Mrs. Cindy Grant, Mr. Robert Burkey, interested patrons and staff,
 and Mrs. Annette Miller.

The meeting was called to order by the President, Mrs. Ann Franklin, and minutes of the meeting were recorded by the secretary, Mrs. Annette Miller.

Dr. Herl reviewed the proposed Tax Rate Levy for the 2014-2015 school year.

Dr. Herl recommended a Tax Rate Levy for the 2014-2015 school year of \$4.43 for the Operating Fund and \$1.27 for Debt Service for a total of \$5.70 per \$100 of Assessed Valuation. This is not an increase from last year. The School District lost \$17.5 million in Assessed Valuation this year from last year. In the last several years, the Assessed Valuation has decreased even more when the District receives the final Assessed Valuation totals for the year. The District submits the Tax Rate Summary to the County Clerk's Office and then to the State Auditor's office annually, using the State's forms, for their approval.

The Board of Education commended the District for the great job it does educating students while continuing to receive less revenue every year.

There being no further business to come before the Board of Education, the motion was made by Matt Mallinson, second by Blake Roberson, at 5:50 p.m. to adjourn the meeting. The motion was unanimously approved by the Board of Education.


Secretary


President

The Board of Education met in regular session Tuesday, August 12, 2014, at 6:00 p.m. in the Board Room at the Board of Education Office, 201 North Forest Avenue, Independence, Missouri.

Members Present: Mrs. Ann Franklin, President
Mrs. Jill Esry, Vice President
Mrs. Denise Fears, Treasurer
Mr. Ken Johnston, Director
Dr. Matt Mallinson, Director
Mr. Greg Finke, Director
Mr. Blake Roberson, Director

Also Present: Dr. Dale Herl, Superintendent
Dr. Dred Scott, Dr. Lance Stout, Dr. Brad MacLaughlin, Dr. Beth Savidge,
Dr. Linda Gray Smith, Mrs. Cindy Grant, Mrs. Sherry Potter, Mr. Robert
Burkey, Mrs. Nancy Lewis, The Examiner, INEA, PTA, interested patrons
and staff, and Mrs. Annette Miller.

The meeting was called to order by the President, Mrs. Ann Franklin, and she welcomed the guests in attendance. The minutes of the meeting were recorded by the secretary, Mrs. Annette Miller.

Ken Johnston made the motion to approve the August 12, 2014 Board of Education Agenda as presented. The motion was seconded by Jill Esry and unanimously approved by the Board of Education.

Mrs. Franklin asked if there were patrons or staff that wished to address the Board of Education in open session.

Netty Doyle, president of INEA and Van Horn High School teacher, addressed the Board. She announced that Kurt Swanson is leaving as the INEA representative and he has served this area for 22 years. A new director has been appointed; Yvonne McCarty and she will start September 1. Mrs. Doyle expressed appreciation on behalf of INEA to Mr. Swanson for what he has done for the teachers during his tenure here. Mrs. Franklin, on behalf of the Board of Education and School District, expressed appreciation and well wishes to Mr. Swanson as he continues to serve NEA in other school districts.

Dr. Herl said that the Bills for this month were a little higher. This was due to ordering additional supplies for the Learning League summer program.

Denise Fears made the motion to approve the June 10, 2014 Consent Agenda as printed.

1. Minutes – July 8, 2014 – Regular Session
2. Approval of August 12, 2014 List of Bills totaling \$7,415,613.34
3. Personnel Recommendation #3
 - A. Employment of Certificated Staff for the 2014-2015 School Year.
 1. Andrea Wilson, Vocal Music
 2. Claudia Perry, Math Teacher
 3. Kayla Sager, ELA Teacher
 4. Stacey Barnoskie, ELA Teacher
 5. Travis Wescott, Physical Education Teacher
 6. Natalie Krahenbuhl, English Language Arts Teacher
 7. Spencer Bergsten, Physical Education Teacher
 8. Jamasa Huntley, Library Media Specialist
 9. Ann Giguere, Special Education Teacher
 10. Kyle Palmer, Broadcast Journalism

The motion was seconded by Blake Roberson and unanimously approved by the Board of Education.

Dr. Herl said that today was the first day of school for the 2014-2015 school year and the Kansas City Royals are in 1st place. He went on say that it had been a very smooth start and administrators were at each of the schools today. William Southern Elementary School had some smoke from a breaker box but it did not create any problems. Transportation was extremely busy with transporting more than 10,000 students. Accommodations for changes to students' bus schedules will be made as quickly as possible.

Dr. Herl shared preliminary enrollment information. In comparison of today to last year: 2013 – enrollment showed 6,726 student for grades K-5 and 6,818 students in grades 6-12 for a total of 13,544 students. The

enrollment for 2014 shows 6,974 in grades K-5 and 7,332 in grades 6-12 for a total of 14,306 students. This is an increase of 762 students. As of May 1, 2013 the District had 13,962 students. This indicates an increase of over 400 students in one year. Last year the District had more than 1,200 students in kindergarten and second grade. This year the District has more than 1,200 students in grades kindergarten, first, second, and third. The School District's Assessed Valuation is declining but the enrollment is growing. Dr. Herl also discussed an issue that will be on the November ballot which will affect the number of state assessments used. Currently, assessment data is used to determine where instruction needs to be adjusted. This ballot issue says that all teachers have to be evaluated on quantitative assessments primarily. The proposal is to increase from 211 to 761 assessments per year and the price tag for this will cost the state over \$2 billion. The Foundation Formula is already underfunded and people need to understand the full impact this ballot issue will have if it is approved. This will take away local control as well as do away with all salary schedules.

Jennifer Walker and Christy Compton presented information on the 2014 Summer School and Learning League Programs. Ms. Walker stated that the District did a phenomenal job in taking over a vendor run program and turning it into a District run program. There were 15 locations (13 on site and 2 off site). The Summer School session was from June 2 through June 26 for grades K-8 and from June 2 through July 3. She said how very impressed she was with the staff and their instructional activities. She expressed appreciation to the administration, teaching staff, nutrition services for the meals served, to transportation for their efficient job, and to the facilities department for transporting the materials and supplies to each of the sites - great job by everyone. Ms. Walker did recommend starting the staffing process earlier next year.

Ms. Walker said this was a learning process of evaluating how the program is currently operated and improvements that can be made to enhance the program. Registration was conducted on-line this year and the District was pleased with this system. Summer School was a four day program this year, Monday through Thursday. This allowed for a balance of summer by having three days off and this will continue for next year. The District capitalized on technology as a sharing of information mechanism with parents, students, and staff. An early registration helped with enrollment and Spanish enrollment information was also on-line. A \$50 gift card was tied into enrollment as well as student attendance. She commended Dr. Savidge and her instructional team for their assistance and leadership as teachers were very pleased with the instructional services provided. She expressed appreciation to the Board of Education for their support with the Summer School Program.

Mrs. Compton coordinated the Learn League program which was new this year and was held at George Caleb Bingham Middle School. The program focused on helping students below grade level. It was held from July 8 through 31 for (four days a week) 16 days from 8 a.m. until noon each day with two hours of reading and two hours math instruction. Four hundred students were invited and 149 enrolled. She recommended sending invitation notices to the parents out earlier next year. A parent survey was conducted following the program with the following results: 96% of the students enjoyed the program; 80% strongly agreed that the staff was very supportive; and 87% agreed that they would recommend the Learning League program to others. Books were given to students as incentives and as a reward for their learning achievements. Data was used to target students with the appropriate instruction so they could move forward in the learning process. STAR data will be used in tracking the students that attended Summer School and Learning League. The Board of Education said they were extremely glad to receive this information about the focus on helping students learn and achieve to their potential. Dr. Herl added that the same process has to be utilized with these programs as with the regular school year: student class schedule/instruction; transportation, and nutrition services. He commended Ms. Walker and Mrs. Compton for a great job coordinating these two programs.

Robert Burkey, Director of Facilities, updated the Board of Education on several summer projects. He stated that playgrounds had been resurfaced, mudjacking was done at several schools, multiple flooring and carpeting replacements, upgraded HVAC systems with new air handlers and chilled water valves, gym floors refinished, numerous painting projects as well as those included in the Project Shine event, as well as roofing repairs. The Capital projects included: the softball/baseball field at William Chrisman High School which is 99% done; Thomas Hart Benton Elementary School's storage room is also 99% done; Korte Elementary School's new front doors are 95% done; the kitchen renovation at Korte Elementary School was a challenge this summer with some items still needing to be addressed; and the largest project is the new gymnasium at Nowlin Middle School and it is progressing right on schedule with a finish date of November.

Several new Business Items were presented for the Board of Education's consideration.

Dr. Herl reviewed the Tax Rate Levy information shared at the 5:45 p.m. public hearing prior to this Board of Education meeting. He stated that the Administration is recommending a Tax Rate Levy of \$5.70 per \$100 assessed valuation with \$4.43 in the Operating Fund and \$1.27 in the Debt Service Fund. This is the same tax rate

as the 2013-2014 school year so there is not an increase.

Blake Roberson made the motion that the Board of Education authorizes the Superintendent, or his designee, to set the Tax Rate Levy at \$5.70, with the Operating Fund of \$4.43 and Debt Service Fund of \$1.27, for the 2014-2015 school year and to authorize the Superintendent, or his designee, to submit the Estimate of Required Local Taxes to the Jackson County Clerk. The motion was seconded by Greg Finke and unanimously approved by the Board of Education.

Dr. Herl said the State allows school districts to set their tuition rate each year and the Administration is recommending \$9,215.03 for the 2014-2015 school year. He also stated that if an individual owns property in the School District but does not actually reside in the District, when their tuition student is enrolled, the amount of their Personal Property tax would be deducted from this amount.

Denise Fears made the motion that the Board of Education approves the recommendation to set the 2014-2015 student tuition rate at \$9,215.03 as presented. The motion was seconded by Jill Esry and unanimously approved by the Board of Education.

Dr. Herl stated that the tuition rate for non-resident students from unaccredited school districts is based on State Statute 167.131 as additional factors have to be included in the calculations. The Administration is recommending the following tuition rates for non-resident students from unaccredited school districts for the 2014-2015 school year: Elementary - \$9,309.73, Middle School - \$9,356.61, and High School - \$10,264.56.

Greg Finke made the motion that the Board of Education approves the recommendation to set the non-resident tuition rates for students from unaccredited school districts for the 2014-2015 school year as follows:

Elementary - \$9,309.73

Middle School - \$9,356.61

High School - \$10,264.56

The motion was seconded by Ken Johnston and unanimously approved by the Board of Education.

Dr. Herl discussed the Board of Education supporting the Governor's veto of special interest tax break bills (HB 1296, 1455, and 1865 and Senate Bills 584, 612, 662, 693, 727, 829, and 860) that were passed by the Legislature during the final days of the session. If the General Assembly does not uphold the Governor's veto on these bills, then the Independence School District would lose \$1.6 million in revenue. The Administration is recommending approval of a Resolution on State Tax Break Bills that urges the General Assembly to sustain the vetoes on these special interest tax break bills. If approved, copies will be sent to MSBA and to local legislators.

The motion was made by Matt Mallinson that the Board of Education approves the attached Resolution on State Tax Break Bills urging the General Assembly to sustain the vetoes of the special interest tax break bills passed in the 2014 regular Legislative Session. The motion was seconded by Blake Roberson and unanimously approved by the Board of Education. (Page 10786)

Dr. Herl explained the process utilized when considering changes or addition to current Board of Education policies. Based on changes in state and federal laws, recommendations are received from Missouri Consultants for Education; these changes are then reviewed by District legal counsel make sure they do not conflict with current policies; and then the recommendations are reviewed by the Board of Education Policy Committee. Dr. Herl stated that he met with both INEA and MSTa to review the proposed policy changes/additions

Ken Johnston made the motion, second by Jill Esry, that the Board of Education approves this as the first reading of changes and additions to Board of Education Policies as presented: 1210, 1220, 2200, 2210, 2230, 2290, 2640, 2780, 2835, 3381, 3450, 4440, 4610, 5250, 6110, and 6117. The motion was unanimously approved by the Board of Education. (Pages 10787-10806)

Greg Finke made the motion that the Board of Education approves the Independence School District's membership dues of \$27,874.00 for the 2014-2015 school year with the Cooperating School Districts of Greater Kansas City. The motion was unanimously approved by the Board of Education.

There being no further information to come before the Board, Blake Roberson made the motion, second by Greg Finke, to adjourn the meeting and go into executive session for legal, real estate, and personnel issues at 6:53 p.m. The motion was approved as follows:

RESOLUTION ON STATE TAX BREAK BILLS

Independence Board of Education

WHEREAS, the series of special interest tax break bills passed by the General Assembly in the final hours of the 2014 regular session will reduce state revenue available to fund our public schools; and

WHEREAS, the series of special interest tax breaks passed by the General Assembly in the final hours of the 2014 regular session could reduce Proposition C funding for Missouri school districts by approximately \$94 million or \$105 per student; and

WHEREAS, the Proposition C funding reduction alone could result in a loss of \$1,630,440 in revenue for the Independence School District; and

WHEREAS, the revenue loss caused by the series of special interest tax breaks passed by the General Assembly in the final hours of the 2014 regular session was not taken into account in the state budget passed by the legislature, forcing withholdings by the governor from school funding and other essential services and subsequent; and

WHEREAS, the series of special interest tax breaks passed by the General Assembly are unnecessary to make the state economically competitive;

Therefore be it RESOLVED, the Independence Board of Education on this 12th day of August, 2014 hereby urges the General Assembly to sustain the vetoes of the special interest tax break bills passed in the final hours of the 2014 regular session.



Ann Franklin, President
Independence School District Board of Education

GENERAL ADMINISTRATION**Policy 1210****Calendar Requirements****School Year and School Day**

The Board will annually adopt a school calendar that will provide for a minimum of ~~174~~ 173 days and 1,044 hours of pupil attendance.

The length of the school day will meet State Department of Elementary and Secondary Education requirements for six (6) clock hours of instruction. A school year and school day in excess of the state required minimum may be recommended by the Superintendent and approved by the Board.

If the District's schools are dismissed due to inclement weather after school has been in session for three or more hours, that day shall count as a full day. When the total hours lost due to inclement weather exceed twelve (12) hours, the time must be made up in half- or full-day additions to the school term.

The District shall be required to make up no more than eight (8) school days lost or canceled due to inclement weather and half the number of days in excess of eight days.

GENERAL ADMINISTRATION**Policy 1220****Calendar Requirements****School Day**

The length of the school day will meet State Department of Elementary and Secondary Education requirements for six clock hours of instruction. The length of the school day in excess of the state required minimum will be recommended by the Superintendent and approved by the Board. The specific daily opening and closing time for individual schools may vary to facilitate the scheduling of the District's transportation program.

If the District's schools are dismissed due to inclement weather after school has been in session for three or more hours, that day shall count as a full day.

Days that the District's schools are closed for inclement weather or emergency reasons, which cause a violation of the necessary ~~174~~ 173 days of pupil attendance, will be made up in accordance with state statutes and as approved by the Board upon the Superintendent's recommendation.

STUDENTS**Policy 2200****Admission and Withdrawal**

The admission and denial of admission of all students shall be under the direction of the Superintendent/Designee, subject to the approval of the Board of Education. All persons seeking admission to the District and its instructional programs must satisfactorily meet all residency, academic, age, immunization, health, safety, and other eligibility prerequisites as established by Board policies, rules and regulations, and by state law. Students entering the School District will be required to present a birth certificate or some other acceptable proof of age, proof of residency in the District or a request for a waiver of the residency requirements unless the student is exempt from the residency requirements as set forth in District policies, rules, and regulations and/or law.

Upon a request to enroll any student in the District, the Superintendent/Designee will request the student's previous school records along with any other relevant records as set forth in Regulation 2200 and state law. Any enrollment of a student prior to receipt of the student's previous discipline records will remain conditional until receipt of such records. A student will be allowed to attend school during conditional enrollment so long as the student does not violate the District's code of conduct or pose a threat of harm to students or employees of the District. (See Regulation 2200, Policy 2290, and Policy and Regulation 2664).

Students who are entering kindergarten or first grade are encouraged to pre-register in the spring prior to the fall semester in which they are to begin attendance.

STUDENTS**Policy 2210****Admission and Withdrawal****Entrance Age****Entrance Age for Pre-Kindergarten Programs**

If the District chooses to maintain a pre-kindergarten program, the students must have reached the age of three (3) before August 1 of the school year beginning that calendar year to be eligible for admission.

Entrance Age for Kindergarten

To be admitted to kindergarten or to summer school prior to the student's regular term, a student must be five (5) years old before August 1 preceding entrance.

Entrance Age for First Grade

To be admitted to first grade a student must be six (6) years old before August 1 preceding entrance. However, students who have completed an accredited kindergarten program will be considered for enrollment in the first grade regardless of the August 1 cut-off date.

A birth certificate or some other acceptable document will be required as proof of age ~~will be required~~.

Military Dependents

Military dependents that have completed an accredited pre-kindergarten or kindergarten program in another state may enter kindergarten or first grade regardless of age. The District will facilitate the timely enrollment of children of military families and will ensure that they are not placed at a disadvantage due to difficulty in their transfer of education records from the previous school district(s) or variations in entrance legal requirements.

STUDENTS

Policy 2230
(Regulation 2230)
(Form 2230)

Admission and Withdrawal

Admission of Non-Tuition Students

~~Admission of~~ Resident Students

Resident ~~All~~ students of the District, five to twenty-one (5-21) years of age who have not graduated from high school or received any document evidencing completion of the equivalent of a secondary curriculum (G.E.D.) and are not barred from enrollment by provisions of the Safe Schools Act (See Policy and Regulation 2664) ~~who reside within the boundaries of the District~~ may attend District schools tuition free. Resident students must provide proof of residency in the District at the time of enrollment. To be a resident of the District, a student must both physically reside and be ~~In order to "reside" within the District, the student must be physically~~ domiciled within District boundaries. The domicile of a minor child is the domicile of a parent, military guardian pursuant to a military issued guardianship, or court-appointed legal guardian.

In addition, the District will provide tuition-free special education services to resident students who qualify for special education services between the ages of 3 and 21 as required by law.

~~A student may only register in the District if the student provides proof of residency or if the student or parent/guardian requests a waiver from the Board of Education on the basis of hardship or good cause. A Residency Enrollment Checklist (Form 2230) and Affidavit Regarding Prior Discipline (Form 2230.2) will be completed at the time of enrollment. If the Superintendent has reason to suspect that the admission of a student will create an immediate danger to the safety of others, a hearing will be convened within three (3) working days of the request to register. At the hearing, the Board of Education or a Committee of the Board will determine whether the student may enroll.~~

~~Waiver~~

~~Students or parents/guardians seeking a waiver of the District's residency requirement must complete and submit to the Superintendent/Designee a Request for Waiver of Proof of Residency (Form 2230.1) stating the reasons for which the waiver is requested. If a waiver is requested, the Board of Education or a Committee of the Board must convene a hearing no later than forty-five (45) days after the request for waiver is filed with the Superintendent/Designee. Following the hearing, the Board or a Committee of the Board will provide written notice of its decision and the reasons for its approval or denial of the waiver request. If the waiver request is denied, the student will not be allowed to attend school in the district. Any person aggrieved by a decision of the board or Committee of the Board on a request for waiver may appeal such decision to the local circuit court.~~

~~Records Review~~

~~Within two (2) business days of enrolling a new student, the Superintendent/designee will request copies of the new student's transfer and discipline records from all schools in which the new student~~

Policy 2230**Page 2**

~~attended at any time within a twelve (12) month period preceding enrollment in the District. In addition, parents/guardians of students new to the District will be required to complete and sign the Affidavit Regarding Prior Discipline informing the District of suspensions or expulsions incurred at schools previously attended.~~

Exceptions Students Entitled to Enroll Without Proof of Residency

~~The residency provisions of this policy are not applicable to homeless students, wards of the state, students placed in residential care facility due to a mental illness or developmental disability, a student placed in a residential facility by a juvenile court, or students attending regional or cooperative alternative education programs. The exemptions are expressly established by state law and entitle such students to tuition free school attendance.~~

The residency provisions of this policy are not applicable to homeless students, inter-District court-ordered desegregation students wards of the state, students placed in residential care facilities, students placed in a residential care facility due to a mental illness or developmental disability, students placed in a residential facility by a juvenile court, students with a disability identified under state eligibility criteria if the student in the district for reasons other than accessing the district's educational program, students attending regional or cooperative alternative education programs, students attending an alternative education program on a contractual basis, or students attending a school pursuant to R.S.Mo s/s 167.151(2) or (4). The exemptions to the residency requirement are expressly established by state law and entitle such students to tuition free school attendance. Additionally, a student may be partially exempt from the payment of tuition as set forth in Policy and Regulation 2240 and state law. For purposes of IDEA special education evaluation and provision of special education services, a student attending a private school located within the District will be evaluated as a resident student.

Requests for Waiver of Proof of Residency Requirements

Those students who are unable to satisfy the proof of residency requirements and who are not entitled to enroll as provided in the previous section of this Policy and state law may request a waiver of the proof of residency requirements. Upon filing a Request for Waiver of Proof of Residency (Form 2230.1) and satisfaction of all other enrollment requirements, the student will be conditionally enrolled and allowed to attend school pending a Board of Education hearing on the student's request unless there is reason to suspect that the admission of the pupil will create an immediate danger to the safety of other students or employees of the District. If there is reason to suspect that the student poses an immediate danger, the Superintendent/Designee may convene a hearing within five working days of the request to register and determine whether or not the pupil may register. (See Policy and Regulation 2200, Regulation 2230 and Policy and Regulation 2664).

Students of Nonresident Teachers and Regular Employees

~~Employees, staff employed to work more than 25 hours per week on an annual basis, that are non-residents of the Independence School District may enroll their children, Grades K-12, in the Independence School District. For the purpose of state aid, such students will be counted as resident students.~~

~~Enrollment should be made prior to the start of each school year. Students may be enrolled at the school of their parent's choice, contingent on the capacity for additional enrollment at the particular grade level of the student. Students will not be enrolled in grades where the average class size is above the M.S.I.P. minimum standard. Building principals are responsible for enrollment decisions and their decision shall be final.~~

Nonresident students of District teachers or regular District employees may be permitted to attend school without payment of tuition. Such students will be considered a "resident" student for purposes of state aid.

STUDENTS**Policy 2290****Admission and Withdrawal****Denial of Admission and Student Withdrawal from School****Denial of Admission**

A student who is conditionally enrolled pending a Waiver of the Proof of Residency Requirement hearing may be denied admission and barred from attending school after denial of the student's waiver request as provided in Regulation 2230 and state law.

A student may be denied admission based upon a previous disciplinary expulsion that would result in expulsion in the District or criminal conduct as provide in Policy and Regulation 2664 and state law.

A nonresident student who is not otherwise entitled to a free public education in the District may be denied admission for any nondiscriminatory reason in accordance with District policies, regulations and rules, and state and federal law.

Administrative Removal of Student from Enrollment Not Resulting from Student Disciplinary Action

Upon information that calls into question a student's entitlement to a free public education in the District, the Superintendent/Designee will attempt to contact the student's parent(s) or guardian and give him/her the opportunity to respond. If the Superintendent/Designee determines after this communication or attempted communication that the student is not entitled to a free public education in the District, the Superintendent/Designee will provide written notification of this determination to the parent(s)/guardian and will notify the parent(s)/guardian of the right to appeal this determination to the Board of Education. The student will not be removed from the District's enrollment and barred from school attendance until after the time period to appeal to the Board has expired or if the Superintendent/Designee's determination is appealed, the Board has upheld the Superintendent/Designee's determination.

Voluntary Student Withdrawal**~~Student Withdrawal from School~~**

Students who voluntarily withdraw from school for any reason are required to notify the building principal and provide a specific reason for withdrawal.

Each building principal will submit a monthly report to the Superintendent concerning the identity and reason of each student withdrawing from school.

Policy 2290

Page 2

Requests to Transfer Student's Records to Another Public, Private or Charter School

Building principals will respond within five (5) business days to requests by other schools for the records of students transferring from District schools. Records transferred pursuant to such requests will include the written notification of criminal charges/adjudications by law enforcement officials for criminal acts listed in Regulation 2673.

~~Any student age sixteen years or older who drops out of school for any reason other than to attend another school, college or university, or to enlist in the armed services, shall be reported to the state literacy hotline by the School District.~~

Rev. 8/2014

STUDENTS**Policy 2640****Discipline****Student Use of Tobacco, Alcohol and Drugs****Smoking**

The Board of Education believes that smoking, the use of any tobacco products, and substances appearing to be tobacco products are is detrimental to the health and well-being of staff and students. Therefore the Board prohibits the use, sale, transfer, and possession of any tobacco products and substances appearing to be tobacco products, i.e. e-cigarettes, at school and at school activities.

Alcohol and Drug Use

The improper use of controlled substances, alcohol, and substances represented to be such is detrimental to the health and welfare of students and is detrimental to discipline in school. Such conduct, as well as the possession of drug paraphernalia, is prohibited and is subject to disciplinary action as set forth in Regulation 2610.

Pursuant to 29 U.S.C. 705(20)(c)(iv), a student with a 504/ADA disability who is currently engaging in the illegal use of alcohol or drugs is not considered a student with a disability under those laws, and the District may take disciplinary action – to the same extent that disciplinary action is taken against nondisabled students – in relation to that use or possession of alcohol or drugs. In such cases, the due process procedures contained in the Section 504 regulations will not apply to protect those students. This provision does not apply to students who are identified as disabled under the Individuals with Disabilities Education Act. However, school personnel may remove an IDEA disabled student to an interim alternative educational setting for not more than 45 school days without regard to whether that student's behavior is a manifestation of his/her disability where that student knowingly possesses or uses illegal drugs, or sells or solicits the sale of a controlled substance, while at school, on school premises, or at a school function under the District's jurisdiction. "Illegal drug," as it pertains to the discipline of IDEA students, means a controlled substance but does not include a controlled substance that is legally possessed or used under the supervision of a licensed health-care professional or under any other authority.

The determination of whether or not a student is under the influence of alcohol or a controlled substance is based upon a variety of information including but not limited to physical appearances, speech patterns, and witnesses' statements. While not required, District administrators may request a student suspected of alcohol use to submit to a Breathalyzer. Conduct that includes possession of or use of alcohol or controlled substances as well as the possession of drug paraphernalia is prohibited and is subject to disciplinary action as set forth in Regulation 2610.

STUDENTSPolicy 2780Student WelfareUse of Tracking Devices

District employees are prohibited from requiring students to use an identification device that uses radio frequency identification technology, or related technology to identify the student, to transmit information regarding the student, or to monitor or trace the location of the student.

New 8/2014

STUDENTSPolicy 2835
(Form 2835)Student ServicesConsent to Medical Treatment and Educational Service

As provided by statute, and as otherwise provided in Board Policy, the following individuals may consent to student medical treatment and educational services:

1. Parents
2. Student's legal guardian
3. Relative caregiver
4. Foster parent
5. Any person who under court order is authorized to give consent for a student

A "relative caregiver" is defined by statute as a competent adult (18 years of age or older) who is related to the student by blood, marriage, or adoption and who is not the parent. Relative caregivers are required to provide an affidavit attesting that the student lives with the relative caregiver and they are responsible for the care of the student. (See Form 2835).

A relative caregiver acting under the requirements of an affidavit may consent to medical treatment and educational services for a student who cannot otherwise legally consent if the parent has delegated these responsibilities in writing or if after reasonable efforts the consent of the parent cannot be obtained.

The consent of the relative caregiver will be revoked in the event the student's parent withdraws their authorization provided the parent's decision does not threaten the life, health or safety of the student. In addition, if the student ceases to live with the relative caregiver, the relative caregiver must immediately notify the District. Upon receipt of such notice, the relative caregiver can no longer consent to medical treatment or educational services.

A relative caregiver's affidavit is valid for one year from the date received by the District.

New 8/2014

FINANCIAL OPERATION**Policy 3381****Revenue****Purchase Lease of Real Estate**

The Board may enter into agreements in order to provide for the acquisition, construction, improvement, extension, repair, remodeling, renovation, and financing of sites, buildings, facilities, furnishings, and equipment for the use of the District for educational purposes.

Lease

The Board may approve a lease of sites, buildings, facilities, furnishings, and equipment. The Board may also sell or lease at fair market value any existing sites, buildings, and facilities in order to acquire, construct, improve, extend, repair, remodel, renovate, furnish and equip buildings and lease back or purchase such sites provided that any lease back to the District is not for more than one (1) year in length and will not provide for more than twenty-five (25) successive options to renew the lease under the same conditions and provided there is an agreement to convey or sell the sites, buildings, or facilities and attendant improvements back to the District with clear title at the time payments have been completed.

The Board may make such rental payments under such leases provided that in no event shall the District become indebted in an amount in any year exceeding the income and revenue of the District for such year plus any unencumbered balances from previous years.

Notice that the Board is considering such project shall be given publication in a newspaper published within the county in which all or part of the District is located which has general circulation in the area once a week for two (2) consecutive weeks, the last publication to be at least seven (7) days prior to the date of the Board meeting at which the project will be concluded and acted upon.

New 8/2014

FINANCIAL OPERATION**Policy 3470****Accounting and Reporting****Average Daily Attendance – Early Childhood Program**

Pupils between the ages of three and five years old who are eligible for free and reduced lunches and who attend the early childhood education program are included in the District's calculation of average daily attendance.

The total number of three and five year olds included in the District's calculation of average daily attendance must not exceed four percent (4%) of the total number of students who are eligible for free and reduced lunch between the ages of three and eighteen who are included in the District's average daily attendance.

New 8/2014

PERSONNEL SERVICES**Policy 4440****Professional Activities, Training and Professional Grants****Mentoring**

The District's mentoring goal is to facilitate the growth and development of new educators by pairing them with experienced veteran educators. Through the effort of both the mentor and the mentee, the mentee shall draw upon the experience and knowledge of the veteran mentor to enhance professional skills and enhance student learning. It is vital to the success of our students that new educators become integrated through the mentoring program into the school's culture and are given the opportunity to better themselves with the assistance of one of their veteran peers.

Through the mentoring program the Board hopes to not only create a stronger learning community but also a community where the strong professional and personal bonds between the educators in the District provide students and employees the best possible working and learning environment.

New 8/2014

PERSONNEL SERVICES**Policy 4610**
(Form 4610)**Performance Evaluation****Certificated Personnel Performance Evaluation**

The Board of Education's ultimate goal in education is to provide the highest quality educational experience to all District students. The District's performance-based evaluation system contributes to that goal by promoting the professional improvement of each staff member and, when necessary, by providing data to remove an employee whose employment is detrimental to students.

Performance-based evaluation is a process endorsed by the Board of Education for performance improvement that includes identification of performance expectations, documentation of performance, discussion of performance, development of improvement plans, and making personnel decisions based upon performance. The evaluation process for every employee is an on-going process that takes place every day. Formal, summative evaluations will be prepared and reviewed with each tenured teacher at least every other year. All other District employees will receive summative evaluations annually.

Evaluation of all teachers is to be made in accordance with the following guidelines:

1. Procedure for Evaluation - The evaluator shall be the teacher's principal and/or immediate supervisor.
2. Frequency and Time Schedule
 - a. Probationary Teachers

All probationary teachers shall be evaluated annually. The evaluations will be completed by March 1.
 - b. Tenure Teachers

A permanent teacher may be evaluated at any time at the teacher's request or the evaluator's discretion. However, the teacher must be evaluated at least once every four years before March 1.
 - c. Reevaluation

A teacher may request a reevaluation of the formal evaluation between March 1 and April 1. The principal will complete the evaluation prior to October 15.
3. Evaluation Conference - The evaluator(s) shall discuss with the teacher in personal conference the evaluation instrument and any other information relative to the success and professional growth of the teacher.

Policy 4610**Page 2**

The District's performance evaluation system incorporates the seven "Essential Principles of Effective Evaluation" adopted by the State Board of Education and set out as follows:

1. Uses research-based and proven practices to measure educator performance;
2. Establishes performance indicators for educators based on their level of performance;
3. Aligns the evaluation process with an educator's probationary period to provide for an appropriate accumulation of performance data;
4. Uses student learning, based on a variety of performance measures, in the evaluation process;
5. Assesses educator performance on a regular basis and provides feedback to teachers and administrators that they can use to improve their performance through their careers;
6. Ensures evaluators are highly trained so that evaluation ratings are fair, accurate and reliable; and
7. Uses the evaluation process to guide school district policies that impact the development of educators and student learning.

Notwithstanding the State's essential principles, the major focus on the District's evaluation system is on positive learning outcomes, cognitive and affective, for District students. Educators are responsible for the positive learning outcomes for their students.

SUPPORT SERVICES**Policy 5250****Safety, Security and Communications****Use of Tobacco Products**

The Board of Education recognizes that the use of tobacco products represents a health and safety hazard. Similarly, the use of substances appearing to be tobacco products, including, but not limited to, e-cigarettes, creates an environment where tobacco products are endorsed. Therefore, the use of tobacco products and substances appearing to be tobacco products shall be prohibited in all District buildings, grounds, and vehicles. This Policy applies to all employees, students, and patrons attending school-sponsored activities and meetings.

Rev. 8/2014

INSTRUCTIONAL SERVICES**Policy 6110****Curriculum Services****Curriculum Development**

The Board of Education recognizes the need and value of a systematic and on-going program of curriculum review. The Board encourages and supports the professional staff in its efforts to identify and review new curricular ideas, develop and improve existing programs and evaluate all instructional programs.

The Board of Education directs the Superintendent to continuously carry out the curriculum development and implementation process. As used in this Policy, curriculum is the process, attitudes, skills, and knowledge that ~~is~~ are taught and learned at the appropriate levels in District schools.

However, the Board of Education is responsible for the approval and adoption of curriculum used by the District.

Similarly, the Board may adopt the District's own education standards, in addition to those already adopted by the state, provided the additional standards are in the public domain and do not conflict with the standard adopted by the State Board of Education.

INSTRUCTIONAL SERVICESPolicy 6117Curriculum ServicesVeteran's Day Commemoration

Each District school will devote at least one class period in preparation for Veteran's Day in order to convey the meaning and significance of Veteran's Day. In addition, the Board may annually designate Veteran's Day as a school holiday.

New 8/2014

Ayes: Ann Franklin
Jill Esry
Denise Fears
Ken Johnston
Matt Mallinson
Greg Finke
Blake Roberson

Absent:



Secretary



President