

BOARD OF EDUCATION  
The School District of Independence

11128

The Board of Education met for a Tax Rate Levy Hearing on Tuesday, August 9, 2016, at 5:45 p.m. in the Board Room at the Board of Education Office, 201 North Forest Avenue, Independence, Missouri.

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

Member Absent: Mrs. Denise Fears, Treasurer

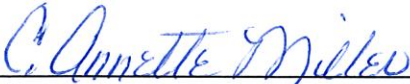
Also Present: Dr. Dale Herl, Superintendent  
Dr. Dred Scott, Dr. Lance Stout, Dr. Cindy Grant, Dr. Janet Richards, Dr. Brad MacLaughlin, Mr. Dean Katt, INEA, PTA, interested patrons and staff, and Ms. Annette Miller.

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

Dr. Herl reviewed the proposed Tax Rate Levy for the 2016-2017 school year. He explained that the District's Assessed Valuation for the 2015 year was \$942,332,327 and for the 2016 year it is \$940,449,114 indicating a drop of \$1.9 million. Dr. Herl said based on preliminary Assessed Valuation from the Jackson County Clerk's Office, the Administration is recommending a Tax Rate Levy for the 2016-2017 school year of \$4.6700 for the Operating Fund and \$1.2430 for Debt Service for a total of \$5.9130 per \$100 of Assessed Valuation. 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 District will receive the final Assessed Valuation from Jackson County in late September or early October.

The Board of Education expressed appreciation for the School District being good stewards of the District's funds.

There being no further business to come before the Board of Education, the motion was made by Blake Roberson, second by Ann Franklin, 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 9, 2016, at 6:00 p.m. in the Board Room at the Board of Education Office, 201 North Forest Avenue, Independence, Missouri.

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

Member Absent: Mrs. Denise Fears, Treasurer

Also Present: Dr. Dale Herl, Superintendent  
Dr. Dred Scott, Dr. Lance Stout, Dr. Beth Savidge, Dr. Brad MacLaughlin,  
Dr. Janet Richards, Dr. Cindy Grant, Mr. Dean Katt, Mrs. Sherry Potter, Mr.  
Robert Burkey, Mrs. Jana Corrie, PTA, INEA, interested patrons, staff, and  
Ms. Annette Miller.

The meeting was called to order by the President, Mrs. Jill Esry, and minutes of the meeting were recorded by the secretary, Ms. Annette Miller. Mrs. Esry welcomed everyone attending the meeting.

The motion was made by Blake Roberson, second by Ann Franklin, to approve the August 9, 2016 Agenda as presented. The motion was unanimously approved by the Board of Education.

Mrs. Esry asked if any District citizen or employee wished to address the Board of Education. No one responded.

Dr. Herl said the List of Bills totaling \$6,323,233.75 is typical for this time of year and is approximately \$500,000 less than last year at this time.

Greg Finke made the motion to approve the August 9, 2016 Consent Agenda as printed.

1. Approval of July 12, 2016 Minutes.
2. Approval of August 9, 2016 List of Bills totaling \$6,323,233.75
3. Personnel Recommendation #3
  - A. Employment of Certificated Staff for the 2016-2017 School Year
    1. Garrett Gordon, Journalism Teacher
    2. Samantha Kroll, Art Teacher
4. Approval to Let Bids for Metal Shop Equipment at William Chrisman High School.
5. Approval to Request Qualifications for a Construction Manager At-Risk.

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

Dr. Herl shared that school starts Thursday, August 11. He said that Convocation today was great with some added fun items. He commended the Facilities Department for the great job they did this summer with the additional summer help. Dr. Herl reported that the District's APR could be 92.9% this year. The State of Missouri (DESE) is looking at the science cut scores and if they re-evaluate the science scores and then the District may gain additional points. The District will receive the final APR scores in October. He said that online Enrollment has gone exceptionally well this year and area metro districts are trying online enrollment for the first time or are planning to use it next year. The Board expressed appreciation for the tour that was provided today and having the opportunity to see some of the buildings' improvements.

Dr. Herl asked Dr. MacLaughlin to present information on the Virtual Learning Center collaboration. Dr. MacLaughlin introduced Doug Cowan, Community Services League Director, and said that partnering with CSL on this program is a unique opportunity for students. The program is working to create interventions to help students (homebound or long term suspension) with their graduation rate. CSL purchased a former bank building on 24 Highway near Sterling Avenue and is providing the District with some valuable space to use as a classroom for students. A full time counselor and a part time teacher will be on staff and it is a budget neutral project. The ADA (average daily attendance) for students in virtual learning programs is based on a course completion, not on hours. Individual success plans will be developed for each student. The accountability factor is there for each student. Mr. Cowan shared a story which tied together the objectives of the program as well as providing the right skills for



students to enter a career path following their graduation. The building will be a place where the community can come together. The program will provide wrap around services such as connecting kids entering the job market with career coaches; guidance will be provided on courses they need to take; the coaches will also work with students' families; and financial coaches will help with other needs for the students. Mr. Cowan said that Revive Church has an area in the former bank building also. Their mission is to serve that part of the community specifically including Van Horn High School and its feeder schools. He also said that CSL is honored to collaborate on this program and further the good long standing relationship with the Independence School District.

In response to Board members questions: staff will teach the kids the way they learn; support CSL as they endeavor to change the society they work with; bus transportation will be provided for homebound students to the site; the facility will be open from 9 a.m.-5 p.m. Monday through Friday and they are working on scheduling time on the weekends; and security logistics currently include a camera on the front door where they will show identification and be buzzed in the facility and more cameras will be installed at a later date. The Board of Education said this is a great collaboration between the District and Community Services League that will benefit students and the community.

Several items under New Business were presented for the Board of Education's consideration for approval.

Dr. Herl reviewed the tax rate levy information that was shared at the 5:45 p.m. public hearing prior to the Board meeting. He stated that the Administration is recommending a Tax Rate Levy of \$5.9130 with \$4.670 in the Incidental Fund and \$1.243 in the Debt Service Fund for the 2016-2017 school year.

Greg Finke made the motion that the Board of Education authorizes the Superintendent, or his designee, to set the Tax Rate levy at \$5.913, with \$4.670 in the Incidental Fund and \$1.243 in the Debt Service Fund, for the 2016-2017 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 Ann Franklin and unanimously approved by the Board of Education.

Dr. Herl explained that the bid for The Ennovation Center culinary incubator kitchen renovation came in higher than predicted and included equipment that will be moved in the future to one of the high schools. The current bid includes some hoods that will not be required at this time, so the cost can be reduced to approximately \$80,000. Mr. Burkey explained that the hood system was the biggest expense of the bid. Dr. Herl said that vocational program funds will cover 75% of the cost through an enhancement grant or through the Perkins Grant.

Blake Roberson made the motion that the Board of Education approves the bid of \$201,640.00 from KES Construction LLC for The Ennovation Center culinary incubator kitchen renovation. The motion was seconded by Matt Mallinson and unanimously approved by the Board of Education.

Dr. Stout stated that bids were let to replace a step van for Nutrition Services in June. He said the van will be used in District transfers of food products, vending, catering, light equipment movement, and expanded CACFP and SFSP lunch services. The Administration is recommending approval of the bid from Midway Truck Center for a 2017 E-450 Step Van at a cost of \$45,657.00.

The motion was made by Ann Franklin, second by Blake Roberson, that the Board of Education approves the quote from Midway Truck Center for a 2017 E-450 Step Van at a cost of \$45,657.00. The motion was unanimously approved by the Board of Education.

Dr. H stated that the Board of Education's Policy Review Committee had met and is recommending changes to the following Policies: 1300, 1310, 1320, 2130, 2200, 2655, 2770, 2850, 4110, and 4810. He explained that 2200 is related to neighborhood schools and students attending them; 2655 the change is due to a recent legal ruling on cyber bullying; 2770 relates to the time that a behavior team (Behavior Intervention Plan) can meet which was previously two days and changes to five days; and 2850 is based on Federal policy for homeless students which will allow them 30 days to prove immunizations. Dr. Stout explained that the recommended changes for Policies 1300, 1310, 1320, 2130, 4110, and 4810 was due to multiple discrimination policies which caused some confusion. He explained that this will streamline it into one policy. The District's legal counsel provided this policy update.

Ann Franklin made the motion that the Board of Education approves this as the first reading of changes and additions to Board of Education Policies as presented: 1300, 1310, 1320, 2130, 2200, 2655, 2770, 2850, 4110, and 4810. The motion was seconded by Matt Mallinson and unanimously approved by the Board of Education. (Pages 11131-11157)



**GENERAL ADMINISTRATION****Policy 1300****Equal Opportunity and Statement of Non-Discrimination, Harassment, and Retaliation**

The District is committed to providing equal opportunity in all areas of admission, recruiting, hiring, retention, promotion, contracted services, and access to programs, services, activities, and facilities. The District further commits itself to the policy that there shall be no unlawful discrimination, harassment, or retaliation against any person because of race, color, religion, disability, age, sex, gender, national origin, or any other characteristic protected by law. The District is an equal opportunity employer.

The District's equal opportunity policy extends to prohibitions against discrimination, harassment, and retaliation of and against students or employees due to the individual's race, color, religion, disability, age, sex, gender, national origin, or any other characteristic protected by law. The District strictly prohibits such unlawful discrimination, harassment, and retaliation by its employees and students. The District also prohibits retaliatory action, harassment, or discrimination against individuals who make complaints of, report, or otherwise participate in the investigation of any such unlawful discrimination, harassment, or retaliation.

Persons who believe that they have been discriminated, harassed, and/or retaliated against in violation of this policy should report the alleged discrimination, harassment and/or retaliation to the Compliance Officer, unless the Compliance Officer is unavailable or the subject of the report. In that case, the report should be made directly to the alternative Compliance Officer (see Board Policy/Regulation 1310).

All employees, students, and visitors who have witnessed any incident or behavior that could constitute discrimination, harassment, or retaliation under this policy must immediately report such incident or behavior to the District's Compliance Officer for investigation.

If a student alleges sexual misconduct on the part of any District employee to any person employed by the District, that person will immediately report the allegation to the Children's Division (CD) of the Department of Social Services in accordance with state law.

All complaints of violation of this policy will be promptly investigated by the District, and appropriate action will be taken.

**Public Notice**

The superintendent or designee will continuously publicize the District's policy prohibiting discrimination, harassment, and retaliation, and will disseminate information to employees, parents/guardians, and students, as well as to newly-enrolled students and newly-hired employees, regarding how to report discrimination, harassment, and retaliation.



**GENERAL ADMINISTRATION****Policy 1300****Equal Opportunity**

The District is committed to providing equal opportunity in all areas of recruiting, hiring, retention, promotion, and contracted service. The District further commits itself to the policy that there shall be no unlawful discrimination against any person because of race, color, religion, disability, age, gender, or national origin.

The District's equal opportunity policy extends to prohibitions against harassment of students or employees because of the individual's race, color, religion, disability, age, gender, or national origin. This prohibition against harassment includes, but is not limited to, disparaging comments, written material, physical assaults, verbal threats, and offensive pranks. Persons who believe that they have been harassed in violation of this policy, should report the alleged harassment to their building principal or immediate supervisor unless this person is the alleged harasser. In this case, the report should be made directly to the Superintendent. All complaints of violation of this policy will be promptly investigated and appropriate action will be taken.



**GENERAL ADMINISTRATION****Policy 1310**  
**(Regulation 1310)****Freedom from Discrimination, Harassment, and Retaliation**

It is the policy of the Board of Education to maintain a learning and working environment that is free from discrimination, harassment, and retaliation on the basis of race, color, religion, disability, age, sex, gender, national origin, or any other characteristic protected by law.

The District strictly prohibits unlawful discrimination, harassment, and retaliation against employees, students, or others, as provided in Board Policy/Regulations 1300 and 1310. These policies shall extend not only to students with regard to educational opportunities and freedom from discrimination, harassment, and retaliation, but also to employees with regard to employment opportunities, and to individuals with whom the Board does business.

It will be the policy of the District to continually evaluate its practices and procedures to ensure fair and equitable educational and employment opportunities and freedom from discrimination, harassment, and retaliation for all of its students and employees.

For the purposes of this Policy, the term "school personnel" includes Board members, school employees, agents, volunteers, contractors, and any other persons subject to the supervision and control of the District.

**Compliance Officer**

The Board will designate an individual to act as the compliance officer, and ensure that the compliance officer's name, business address, and telephone number, as well as the District's Board Policy 1300 are published to patrons, employees, and students on an annual basis.

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

Human Resources Supervisor  
201 North Forest Avenue  
Independence, MO 64050  
(816) 521-5300  
Fax: (816) 521-5619

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

Director of Human Resources  
201 North Forest Avenue  
Independence, MO 64050  
(816) 521-5300  
Fax: (816) 521-5680

It shall be the compliance officer's responsibility to assure compliance with Title VI of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, Title IX of the Education Amendments of 1972, and the Age Discrimination Act of 1975.



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The compliance officer will act to promptly investigate all complaints, either formal or informal, verbal or written, of unlawful harassment, discrimination, or retaliation because of race, color, religion, disability, age, sex, gender, national origin, or any other characteristic protected by law.

**Discrimination**

It is the policy of the Board of Education to maintain a learning and working environment that is free from discrimination on the basis of race, color, religion, disability, age, sex, gender, national origin, or any other characteristic protected by law.

The District does not and will not discriminate on the basis of race, color, religion, disability, age, sex, gender, national origin, or any other characteristic protected by law in the educational programs, activities, and vocational opportunities offered by the District.

The District assures that it will comply with:

1. This Policy/Regulation and state and federal law.
2. The Missouri Human Rights Act, MO. Rev. Stat. § 213.010 et seq., which prohibits discrimination and harassment on the basis of race, color, religion, national origin, sex, disability and age. The Act also makes it unlawful to retaliate against any individual for filing a complaint of discrimination and/or harassment or for participating in an investigation into a complaint of discrimination and/or harassment.
3. Title VI of the Civil Rights Act of 1964, as amended, 42 U.S.C. 2000d et seq., which prohibits discrimination on the basis of race, color, or national origin in programs and activities receiving Federal financial assistance.
4. Section 504 of the Rehabilitation Act of 1973, as amended, 29 U.S.C. 794, which prohibits discrimination on the basis of handicap in programs and activities receiving Federal financial assistance.
5. Title IX of the Education Amendments of 1972, as amended, 20 U.S.C. 1681 et seq., which prohibits discrimination on the basis of sex in education programs and activities receiving Federal financial assistance. The provisions of Title IX apply to students with regard to educational opportunities and freedom from harassment, employees with regard to employment opportunities and freedom from harassment, and to individuals with whom the District does business.
6. The Age Discrimination Act of 1975, as amended 42 U.S.C. 6101 et seq., which prohibits discrimination on the basis of age in programs or activities receiving Federal financial assistance.
7. The Boy Scouts of America Equal Access Act, by which the District will provide equal access to District facilities and related benefits and services and will not discriminate against any group officially affiliated with the Boy Scouts of America, the Girl Scouts of the United States of America, or any other youth group designated in applicable federal law.
8. The National School Lunch Act, and other requirements of the U.S. Department of Agriculture (USDA), as it relates to school nutrition programs for which the District receives federal financial



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assistance, including the National School Lunch Program, the Special Milk Program, the School Breakfast Program, and the Summer Food Service Program.

9. All regulations, guidelines, and standards lawfully adopted under the above statutes by the United States Department of Education.

### **Harassment**

It is the policy of the Board of Education to maintain a learning and working environment that is free from harassment on the basis of race, color, religion, disability, age, sex, gender, national origin, or any other characteristic protected by law. The District's prohibition against harassment extends not only to students with regard to educational opportunities, but also to employees with regard to employment opportunities, and to individuals with whom the Board does business.

It shall be a violation of District policy for any student, teacher, administrator, or other school personnel of this District to harass or unlawfully discriminate against any other student or staff member through conduct or communication of a sexual nature. Furthermore, it shall be a violation of this Policy for any person who is not an employee or student of the District to harass a staff member or student of the District through conduct or comments of a sexual nature while such employee is engaged in the performance of duties for the District or while such student is under District supervision.

It shall also be a violation of District policy for any teacher, administrator, or other school personnel of this District to tolerate harassment or sexual harassment of a student because of the student's race, color, religion, disability, age, sex, gender, national origin, as defined by this Policy, by a student, teacher, administrator, other school personnel, or by any third parties who are participating in, observing, or otherwise engaged in activities, including sporting events and other extracurricular activities, under the auspices of the District.

### **Retaliation**

The District prohibits retaliation against any person who files a complaint of discrimination, harassment, or retaliation, and further prohibits retaliation against any person who testifies, assists, or otherwise participates in any investigation, proceeding, or hearing relating to such discrimination, harassment, or retaliation. The District will discipline or take other appropriate action against any student, teacher, administrator, or other school personnel who retaliates against any such person.

### **Consequences and Remedies**

When the District receives a report of unlawful discrimination, harassment, and/or retaliation, the District will take appropriate interim measures to protect the alleged victim(s). If, after investigation, it is determined that discrimination, harassment, and/or retaliation in violation of Policies 1300 and 1310 did occur, the District shall take prompt, effective, appropriate action reasonably calculated to end the harassment, discrimination, and/or retaliation and to protect individuals from further such harassment, discrimination, and/or retaliation.

The District will discipline or take other appropriate action against any student, teacher, administrator, or other school personnel who is found to have violated this Policy. Patrons, contractors, visitors, or others

**Policy 1310**  
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who violate this Policy may be prohibited from District property or otherwise restricted while on District property.

**Grievances**

It is the policy of the District to process all grievances in a fair and expeditious manner. Regulation 1310 provides mechanisms for the resolution of grievances/complaints by employees, patrons, and/or students under this Policy.

**Students with Disabilities**

This policy and corresponding regulation do not pertain to the identification, evaluation, or placement of students under Section 504. The topics of the identification, evaluation, and placement of students under Section 504 are addressed in the following separate District policies and regulations: Policy 2110 – Equal Education Opportunity, and Policy and Regulation 6250 – Instruction for Students with Disabilities.

**NEW 8/16**



GENERAL ADMINISTRATIONPolicy 1310(Regulation 1310)Equal Opportunity(Form 1310)Civil Rights, Title IX, Section 504

~~The District shall appoint an administrator to assure compliance with Title VI of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, Title IX of the Education Amendments of 1972, and the Age Discrimination Act of 1975. A school district may designate only one employee to serve as both the Title IX and/or Section 504 Administrator.~~

The District assures that it will comply with:

1. ~~Title VI of the Civil Rights Act of 1964, as amended, 42 U.S.C. 2000d et seq., which prohibits discrimination on the basis of race, color, or national origin in programs and activities receiving Federal financial assistance.~~
2. ~~Section 504 of the Rehabilitation Act of 1973, as amended, 29 U.S.C. 794, which prohibits discrimination on the basis of handicap in programs and activities receiving Federal financial assistance.~~
3. ~~Title IX of the Education Amendments of 1972, as amended, 20 U.S.C. 1681 et seq., which prohibits discrimination on the basis of sex in education programs and activities receiving Federal financial assistance. The provisions of Title IX apply to students with regard to educational opportunities and freedom from harassment, employees with regard to employment opportunities and freedom from harassment, and to individuals with whom the District does business.~~
4. ~~The Age Discrimination Act of 1975, as amended 42 U.S.C. 6101 et seq., which prohibits discrimination on the basis of age in programs or activities receiving Federal financial assistance.~~
5. ~~All regulations, guidelines, and standards lawfully adopted under the above statutes by the United States Department of Education.~~

It is the policy of the District to process all grievances in a fair and expeditious manner, with the intent of resolving them in a mutually agreeable manner. Regulation 1310 provides mechanisms for the resolution of grievances/complaints by employees, patrons and/or students relating to discrimination under Section 504 and Title IX.

This policy and the corresponding regulation do not pertain to the identification, evaluation or placement of students under Section 504. The topics of the identification, evaluation and placement of students under Section 504 are addressed in the following separate District policies

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and regulations: ~~Policy 2110—Equal Education Opportunity, and Policy and Regulation 6250—Instruction for Students with Disabilities.~~

For issues pertaining to freedom from harassment, refer to ~~Policy and Regulation 2130—Harassment, and Policy and Regulation 4810—Sexual Harassment.~~

~~December 04~~



GENERAL ADMINISTRATIONPolicy 1320Equal OpportunityNondiscrimination and Freedom from Harassment on the Basis of Sex

Title IX of the Educational Amendments of 1972 provides as follows:

~~— No person in the United States shall on the basis of sex, be excluded from  
— participation in, be denied the benefits of, or be subjected to discrimination  
— under any education program or activity receiving Federal financial  
— assistance.~~

~~It is the policy of the Board of Education to maintain a learning and working environment that is free from discrimination or harassment on the basis of sex. The School District does not and will not discriminate on the basis of sex in the educational programs, activities, and vocational opportunities offered by the District. The provisions of Title IX extend not only to students with regard to educational opportunities and freedom from harassment, but also to employees with regard to employment opportunities and freedom from harassment, and to individuals with whom the Board does business.~~

~~The Board will designate an individual to act as the Title IX compliance coordinator, and ensure that the coordinator's name, business address, and telephone number, as well as the statements of nondiscrimination and harassment by the District, are published to patrons, employees, and students on an annual basis.~~

~~It will be the policy of the District to continually evaluate its practices and procedures to ensure fair and equitable educational and employment opportunities and freedom from harassment without regard to sex for all of its students and employees.~~

~~It shall be the policy of the Board that individuals be provided with an opportunity to present a discrimination grievance which should aid in the elimination of discriminatory acts. No person shall suffer reprisals as a result of having initiated or presented a grievance. The Superintendent shall develop procedures to resolve grievances and alleged discrimination or harassment.~~

STUDENTSPolicy 2130

(Regulation 2130)

Nondiscrimination and Student Rights

(Form 2130)

Harassment

~~It is the policy of the District to maintain a learning environment that is free from harassment because of an individual's race, color, sex, national origin, age, ethnicity, disability, sexual orientation, or perceived sexual orientation. The School District prohibits any and all forms of unlawful harassment and discrimination because of race, color, sex, national origin, age, ethnicity, disability, sexual orientation, or perceived sexual orientation.~~

~~It shall be a violation of District policy for any student, teacher, administrator, or other school personnel of this District to harass or unlawfully discriminate against a student through conduct of a sexual nature, or regarding race, color, sex, national origin, age, ethnicity, disability, sexual orientation, or perceived sexual orientation as defined by this Policy.~~

~~It shall also be a violation of District policy for any teacher, administrator, or other school personnel of this District to tolerate sexual harassment or harassment because of a student's race, color, sex, national origin, age, ethnicity, disability, sexual orientation, or perceived sexual orientation, as defined by this Policy, by a student, teacher, administrator, other school personnel, or by any third parties who are participating in, observing, or otherwise engaged in activities, including sporting events and other extracurricular activities, under the auspices of the School District.~~

~~For purposes of this Policy, the term "school personnel" includes school board members, school employees, agents, volunteers, contractors, or persons subject to the supervision and control of the District.~~

~~The school system and District officials, including administrators, teachers, and other staff members will act to promptly investigate all complaints, either formal or informal, verbal or written, of unlawful harassment or unlawful discrimination because of race, color, sex, national origin, age, ethnicity, disability, sexual orientation, or perceived sexual orientation; to promptly take appropriate action to protect individuals from further harassment or discrimination; and, if it determines that unlawful harassment or discrimination occurred, to promptly and appropriately discipline any student, teacher, administrator, or other school personnel who is found to have violated this Policy, and/or to take other appropriate action reasonably calculated to end the harassment/discrimination.~~

~~The District prohibits retaliation against a person who files a complaint of discrimination or harassment, and further prohibits retaliation against persons who participate in related proceedings or investigations.~~

REV. 6/11



**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 law. Students entering the 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.

**Placement of Students**

The Independence School District believes neighborhood schools are essential in providing a high quality public education to our students and building a strong sense of community and collaboration throughout the district. Students shall attend the school designated for the attendance area in which the student resides.

## STUDENTS

## Policy 2655

### Discipline

### Bullying

The District is committed to maintaining a learning and working environment free of any form of bullying or intimidation toward District personnel or students on school grounds, during the school day, at any school-sponsored activity, or in any school-related context. Bullying of students and District personnel is prohibited on all school property, during any District-sponsored activity, and on all District school buses.

“Bullying” means intimidation, unwanted aggressive behavior, or any other unwanted negative action that is repetitive or is substantially likely to be repeated and causes a reasonable student to fear for his or her physical safety or property; substantially interferes with the educational performance, opportunities, or benefits of any student without exception; or substantially disrupts the orderly operation of the school. Bullying may consist of physical actions, cyberbullying, electronic or written communication, and any threat of retaliation for reporting such acts.

Bullying occurs when a student:

- Communicates to another individual by any means (including face to face, by telephone, in writing, through cyberbullying, or via electronic communications), an intention to intimidate, or inflict physical, emotional, or mental harm without legitimate purpose, or
- Physically contacts another individual with the intent to intimidate or to inflict physical, emotional, or mental harm without legitimate purpose. Physical contact does not require physical touching, although touching may be included.

“Cyberbullying” means bullying as defined above through the transmission of a communication including, but not limited to, a message, text, sound, or image by means of an electronic device including, but not limited to, a telephone, wireless telephone, or other wireless communication device, computer, or pager.

The District shall have jurisdiction to prohibit cyberbullying that originates on a school’s campus or at a District activity if the electronic communication was made using the school’s technological resources, if there is sufficient nexus to the educational environment, or if the electronic communication was made on the school’s campus or at a District activity using the student’s own personal technological resources. The District may discipline any student for such cyberbullying to the greatest extent allowed by law.



**Anti-Bullying Coordinator**

The Superintendent shall, on an annual basis, appoint a District employee who is teacher-level staff or above at each school to serve as the Anti-Bullying Coordinator.

The list of District Anti-Bullying Coordinators shall be kept on file at central office, along with this Policy.

**Reporting**

District employees are required to report any instance of bullying of which the employee has first-hand knowledge. District employees who witness an incident of bullying are required to report the incident to the school Anti-Bullying Coordinator within two (2) school days of the employee witnessing the event, unless the Anti-Bullying Coordinator is unavailable or is the subject of a report. In that case, the report should be made directly to the District's Compliance Officer (see Board Policy 1310).

All District employees shall instruct all persons seeking to report an incident of bullying to communicate directly with the Anti-Bullying Coordinator.

If a verbal report is made, the person will be asked to submit a written complaint to the Anti-Bullying Coordinator. If such person refuses or is unable to submit a written complaint, the Anti-Bullying Coordinator will summarize the verbal complaint in writing.

Even if a written complaint is not directly filed, if the Anti-Bullying Coordinator otherwise learns about possible bullying or cyberbullying, the District will conduct a prompt, impartial, adequate, reliable, and thorough investigation to determine whether unlawful conduct occurred and will implement the appropriate interim measures, if necessary. The District may take action upon finding a violation of law, District policy, or District expectations even if a complaint is not directly filed.

**Investigation**

Within two (2) school days of receiving a report of an incident of bullying, the Anti-Bullying Coordinator, the school principal, or his/her designee shall initiate an investigation of the incident. The school principal may appoint other school staff to assist with the investigation.

The investigation shall be completed within ten (10) school days from the date of the written complaint of bullying, unless good cause exists to extend the investigation.

**Retaliation**

The District prohibits retaliation against any person who files a complaint of bullying, cyberbullying, or retaliation, and further prohibits retaliation against any person who testifies,

**Policy 2655**  
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assists, or otherwise participates in any investigation, proceeding, or hearing relating to such bullying, cyberbullying, or retaliation. The District will discipline or take other appropriate action against any student, teacher, administrator, or other school personnel who retaliates against any such person.

**Consequences and Remedies**

When the District receives a report of bullying, cyberbullying, and/or retaliation, the District will take appropriate interim measures to protect the alleged victim(s). If, after investigation, it is determined that bullying, cyberbullying, and/or retaliation did occur, the District shall take prompt, effective, appropriate action reasonably calculated to end the bullying, cyberbullying, and/or retaliation and to protect individuals from further bullying, cyberbullying, and/or retaliation.

Students who are found to have violated this policy will be subject to the following consequences: loss of privileges, classroom detention, conference with teacher, parents contacted, conference with principal, in-school suspension, out-of-school suspension, expulsion, and/or law enforcement contacted. Consequences imposed shall depend on factors such as: age of student(s), degree of harm, severity of behavior, disciplinary history and number of incidents.

The District will discipline or take other appropriate action against any student, teacher, administrator, or other school personnel who is found to have violated this Policy. Patrons, contractors, visitors, or others who violate this Policy may be prohibited from District property or otherwise restricted while on District property.

**Public Notice**

The superintendent or designee will continuously publicize the District's anti-bullying policy and will disseminate information to employees, parents/guardians, and students, as well as to newly-enrolled students and newly-hired employees, regarding how to report incidents of bullying. This Policy shall also be published in District student handbooks.

In addition, the District shall:

- a. Provide information and appropriate training to district staff who have significant contact with students regarding the policy;
- b. Give annual notice of the policy to students, parents/guardians, and staff;
- c. Provide education and information to students regarding bullying, including information regarding the school district policy prohibiting bullying, the harmful effects of bullying, and other applicable initiatives to address bullying (including student peer-to-peer initiatives to provide accountability and policy enforcement for those found to have



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- d. engaged in bullying, reprisal, or retaliation against any person who reports an act of bullying);
- e. Instruct school counselors, school social workers, licensed social workers, mental health professionals, and school psychologists to educate students who are victims of bullying on techniques for students to overcome bullying's negative effects. Such techniques shall include, but not be limited to, cultivating the student's self-worth and self-esteem; teaching the student to defend himself or herself assertively and effectively; helping the student develop social skills; and/or encouraging the student to develop an internal locus of control; and
- f. Implement programs and other initiatives to address bullying, respond to such bullying conduct in a manner that does not stigmatize the victim, and make resources or referrals available to victims of bullying.

All complaints of violation of this policy will be promptly investigated by the District, and appropriate action will be taken. Complaints alleging unlawful discrimination, harassment, or retaliation in violation of Board Policy/Regulation 1300 and/or 1310 shall be referred to the compliance officer for investigation pursuant to Board Policy/Regulation 1310.

**NEW 8/16**

**STUDENTS****Policy 2655****Discipline****Bullying**

The District is committed to maintaining a learning and working environment free of any form of bullying or intimidation by students toward District personnel or students on school grounds, or school time, at a school sponsored activity or in a school related context. "Bullying" means intimidation or harassment that causes a reasonable student to fear for his or her physical safety or property. Bullying may consist of physical actions, including gestures, or oral, cyberbullying, electronic, or written communication, and any threat of retaliation for reporting of such acts.

Bullying occurs when a student:

- ~~Communicates with another by any means including telephone, writing, cyberbullying, or via electronic communications, intention to intimidate, or inflict physical, emotional, or mental harm without legitimate purpose, or~~
- ~~Physically contacts another person with the intent to intimidate or to inflict physical, emotional, or mental harm without legitimate purpose. Physical contact does not require physical touching, although touching may be included.~~

~~Students who are found to have violated this policy will be subject to the following consequences depending on factors such as: age of student(s), degree of harm, severity of behavior, number of incidences, etc. Consequences: Loss of privileges, classroom detention, Conference with Teacher, parents contacted, conference with Principal, in-school suspension, out-of-school suspension, expulsion and law enforcement contacted.~~

~~District employees are required to report any instance of bullying of which the employee has first-hand knowledge. Moreover, the District will provide training for employees relative to enforcement of this policy.~~

**Rev. 8/15**



**STUDENTS****Policy 2770****Student Welfare****Seclusion and Restraint****Purpose**

Through the adoption of this policy the Board expects to:

- Promote safety and prevent harm to all students, school personnel and visitors in the school district.
- Foster a climate of dignity and respect in the use of discipline and behavior-management techniques.
- Provide school personnel with clear guidelines about the use of seclusion, Safe Room placement, and restraint on school district property or at any school district function or event.
- Promote retention of teachers and other school personnel by addressing student behavior in an appropriate and safe manner.
- Promote parent understanding about state guidelines and district policies related to the use of discipline, behavior management, behavior interventions and responses to emergency situations.
- Promote the use of non-aversive behavioral interventions and positive behavior support techniques.
- Meet the requirements of RSMo 160.263.

**Definitions:**

“**Authorized School Personnel**” means school personnel who have received annual training in:

- De-escalation practices,
- Appropriate use of physical restraint,
- Professionally-accepted practices in physical management and use of restraints,
- Methods to explain the use of restraint to the student who is to be restrained and to the individual’s family,
- Appropriate use of Safe Room placement,
- Appropriate use of seclusion, and
- Information on the policy and appropriate documentation and notification procedures.

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**“Assistive technology device”** means any item, piece of equipment or product system that is used to increase, maintain or improve the functional capacities of a child with a disability.

**“Aversive behavioral interventions”** means an intervention that is intended to induce pain or discomfort to a student for the purpose of eliminating or reducing maladaptive behaviors, including such interventions as: contingent application of noxious, painful, intrusive stimuli or activities; any form of noxious, painful or intrusive spray, inhalant or tastes; or other stimuli or actions similar to the interventions described above. The term does not include such interventions as voice control, limited to loud, firm commands; time-limited ignoring of a specific behavior; token fines as part of a token economy system; brief physical prompts to interrupt or prevent a specific behavior; interventions medically necessary for the treatment or protection of the student. Corporal punishment administered in accordance with state law is not an aversive intervention for the purpose of this policy.

**“Behavior Intervention Plan (BIP)”** means a plan developed by an IEP team for a student with a disability who displays need for specific behavior interventions for chronic patterns of problem behavior. If a disabled student’s team develops a BIP in those circumstances, the BIP becomes a part of the IEP.

**“Chemical restraint”** means the administration of a drug or medication to manage a student’s behavior that is *not* a standard treatment and dosage for the student’s medical condition.

**“Discipline”** means consequences for violating the district’s student code of conduct.

**“Emergency situation”** is one in which a student’s behavior poses a serious, probable threat of imminent physical harm to self or others or destruction of property.

**“Functional Behavior Assessment”** a formal assessment to identify the function or purpose the behavior serves for the student so that classroom interventions and behavior support plans can be developed to improve behavior. The assessment could include observations and charting of the behavior and interviews with family, teachers, and the student, so as to determine the frequency, antecedent and response of the targeted behavior.

**“IEP”** means a student’s Individualized Education Program as defined by the Individuals with Disabilities Education Act (IDEA).

**“Law enforcement officer”** means any public servant having both the power and duty to make arrests for violations of the laws of this state.

**“Locking hardware”** means mechanical, electrical or other material devices used to lock a door or to prevent egress from a confined area.



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**“Mechanical restraint”** means a device or physical object that the student cannot easily remove that restricts a student’s freedom of movement of or normal access to a portion of his or her body. This includes but is not limited to straps, duct tape, cords or garments. The term does not include: (1) an adaptive or protective device recommended by a physician or therapist when used as recommended; (2) safety equipment used by the general student population as intended (e.g. seat belts, safety harnesses on student transportation; or (3) assistive technology devices.

**“Physical escort”** means the temporary touching or holding of the hand, wrist, arm, shoulder or back for the purpose of inducing a student who is acting out or eloping to walk to a safe location.

**“Physical restraint”** means the use of person-to-person physical contact to restrict the free movement of all or a portion of a student’s body. This would include, for example, the act of preventing a student from leaving an enclosed space for safety purposes. It does not include briefly holding or hugging a student without undo force for instructional or other purposes, briefly holding a student to calm them, taking a student’s hand to transport them for safety purposes, physical escort, intervening in a fight, or carrying a student when developmentally appropriate to do so.

**“Positive Behavior Supports”** means comprehensive, school-wide procedures applied in a proactive manner that constitute a continuum of strategies and methods to support and/or alter behavior in all students.

**“Safe Room placement”** means the confinement of a student in an enclosed room without the use of locking hardware, with a staff member present in the room with the student. Safe Room placement also includes the confinement of a student alone in a room with a staff-engaged locking system where the student is constantly attended and supervised by school personnel through a window or other viewing device. Safe Room placement does not include supervised in-school suspension, detention, or timeout/time away used as disciplinary consequences in accordance with the district’s student discipline code.

**“School personnel”** means

- Employees of a local board of education.
- Any person, paid or unpaid, working on school grounds in an official capacity.
- Any person working at a school function under a contract or written agreement with the school system to provide educational or related services to students.
- Any person working on school grounds or at a school function for another agency providing educational or related services to students.

**“Seclusion”** means the confinement of a student alone and unattended in an enclosed space from which the student is physically prevented from leaving by locking hardware. Seclusion does not include situations where a student is alone in a locked room if the student is constantly attended and supervised by school personnel through a window or other viewing device.

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**“Section 504 Plan”** means a student’s individualized plan developed by the student’s Section 504 multidisciplinary team after a pre-placement evaluation finding the student is disabled within the meaning of Section 504 and its implementing policy.

**“Student Support Plan”** sets forth specific behavior interventions and/or supports for a specific student who displays chronic patterns of problem behavior.

**“Time out”** means brief removal from sources of reinforcement within instructional contexts that does not meet the definition of seclusion or Safe Room placement. Time out includes both of the following:

- a) Non-exclusionary time out: removal of reinforcers from the student without changing the physical location of the student (*e.g.*, asking the student to put his/her head down on the desk); and
- b) Exclusionary time-out: removal of the student from participation in an activity or removal from the instructional area.

### **Use of Restrictive Behavioral Interventions:**

#### **Time-Out**

Nothing in this policy is intended to prohibit the use of time-out as defined in this section.

#### **Seclusion**

Seclusion as defined in this policy is strictly prohibited.

#### **Use of Aversive Interventions**

Aversive interventions will only be used in accordance with this policy. District personnel shall never use aversive interventions that compromise health and safety.

#### **○ Safe Room Placement**

Safe Room placement, as defined in this policy, may only be used by authorized school personnel, as defined in this policy.

At the time a student’s Individualized Education Program (IEP), Section 504 plan, BIP, or other parentally agreed-upon plan to address a student’s behavior is developed, the parent/guardian will be provided with a permission form regarding the use of the Safe Room.

If a student’s parent/guardian has not had the opportunity to sign the permission form because no IEP, Section 504 Plan, BIP, or other parentally agreed-upon plan to address a student’s behavior is in place for the student, the following procedure will take place if deemed necessary by school personnel:



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- The classroom will be cleared of all other students and the student's behavior will be managed in that room, *if appropriate*;
- The student will be disciplined in accordance with the student discipline code;
- A parent/guardian will be notified of the need to clear the classroom due to the student's behavior and of the discipline imposed;
- A behavior team meeting will take place within ~~two (2)~~ *five (5)* school days following the incident and a BIP *or other parentally agreed upon plan* will be ~~implemented~~ *developed* for the student, *if necessary*.

If a student's parent/guardian has signed the permission form, the Safe Room will be utilized for that student if necessary and a staff member will be present in the room with the student at all times unless one of the following escalations in conduct occurs: (1) the student becomes physically violent; (2) the student expels bodily fluids; or (3) the student begins disrobing. If any of these escalated behaviors occurs, the staff member will leave the room, utilize the staff-engaged locking system, and supervise the student through a window or other viewing device.

If a parent chooses not to give permission for his/her student to be placed in the Safe Room, the following procedure will take place if deemed necessary by school personnel:

- The student will be taken to the Recovery Room;
- The Recovery Room will be cleared of all other students;
- The student's parent/guardian will be notified of the behavior issue and will be required to pick-up the student from school;
- Law enforcement officials will be notified if an assault or other crime has occurred and charges may be pressed against the student; and
- If the parent/guardian of the student fails to pick-up the student within thirty (30) minutes of receiving notification of the behavior issue (or if the parent/guardian cannot be reached upon reasonable attempts by school personnel) and it is determined that an emergency situation exists, the student will be placed in the Safe Room.
- The parent/guardian will be responsible for any and all damage to property caused by their student during the incident.

Use of Safe Room placement requires all of the following:

- The student to be monitored by an adult in close proximity who is able to see and hear the student at all times. Monitoring shall be face-to-face unless personal safety of the child or staff member is significantly compromised, in which case technology-supported monitoring may be utilized.
- The total time in Safe Room placement is to be reasonably calculated by District personnel on a case-by-case basis based on the age of the child and circumstances, and is not to exceed 40 minutes without a reassessment of the situation and consultation with parents and/or administrative staff, unless otherwise specified in an IEP or Section 504 Plan or other parentally agreed-upon plan to address a student's behavior.

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- The space in which the student is placed should be a normal-sized meeting or classroom commonly found in a school setting.
- The space in which the student is placed is comparable in lighting, ventilation, heating, cooling, and ceiling height to those systems that are in use in other places in the school.
- The space in which the student is placed must be free of objects that could cause harm.

Safe Room placement shall never be used as a form of punishment or for the convenience of school personnel.

- **Physical Restraint**

Physical restraint shall only be used in one of the three circumstances below:

- In an emergency situation as defined in this policy;
- When less restrictive measures have not effectively de-escalated the situation; or
- When otherwise specified in an IEP, Section 504 Plan or other parentally agreed-upon-plan to address a student's behavior.

Physical restraint shall:

- Only be used by authorized school personnel as defined in this policy.
- Only be used for as long as necessary to resolve the actual risk of danger or harm that warranted the use of the physical restraint;
- Use no more than the degree of force necessary to protect the student or other persons from imminent physical harm [or harm to property];
- Not place pressure or weight on the chest, lungs, sternum, diaphragm, back, neck or throat of the student which restricts breathing; and
- Only be done by school personnel trained in the proper use of restraint.

Any school personnel using physical restraint shall:

- Use only methods of restraint in which the person has received district approved training.
- 
- Conduct restraint with at least one additional adult present and in line of sight, unless other school personnel are not immediately available due to the unforeseeable nature of an emergency situation.

Physical restraints should never be used as a form of punishment or for the convenience of school personnel.

- **Mechanical Restraint**

Mechanical restraint shall only be used as specified in a student's IEP, Section 504 plan,



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BIP, or other parentally agreed-upon plan to address a student's behavior with the exception of mechanical restraints employed by law enforcement officers in school settings used in accordance with law enforcement policies, procedures, and appropriate professional standards.

- **Chemical Restraint**

Chemical restraints shall never be used by school personnel.

## **Communication and Training**

- **School Personnel Meeting**

Following any situation involving the use of Safe Room placement or restraint, as defined in this policy, a meeting shall occur as soon as possible but no later than two (2) school days after the emergency situation. The meeting shall include, at a minimum, a discussion of the events that led to the emergency and why the de-escalation efforts were not effective; any trauma reactions on the part of the student, other students or school personnel; what, if anything, could have been done differently; and an evaluation of the process.

- **Parental Notification**

Except as otherwise specified in a student's IEP, Section 504 plan, BIP, or other parentally agreed-upon plan to address a student's behaviors:

Following a situation involving the use of restraint or use of the Safe Room where the staff member was required to leave the room due to escalated behaviors, the parent or guardian of the student shall be notified through verbal or electronic means of the incident as soon as possible, but no later than the end of the day of the incident unless circumstances render it unreasonable or impossible to notify the parent or guardian by the end of the day in which case the parent or guardian shall be notified through verbal or electronic means of the incident no later than noon of the next day.

- The parent or guardian shall receive a written report of the emergency situation within five (5) school days of the incident. The written incident report shall include all of the following:

- Date, time of day, location, duration, and description of the incident and de-escalation interventions.
- Event(s) that led up to the incident.
- Nature and extent of any injury to the student.
- Name of a school employee the parent or guardian can contact regarding the incident, and contact information for that employee.

- **Staff Training**

School districts shall ensure that all school personnel are trained annually regarding the

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policy and procedures involving the use of seclusion, Safe Room placement and restraint.

**Students with Disabilities**

The foregoing policy applies to all students. However, if the IEP or multi-disciplinary team determines that a form of restraint, Safe Room placement, or aversive behavior intervention may be appropriate in certain identified and limited situations, the team may set forth the conditions and procedures in the IEP or Section 504 plan. Any use of restraint, Safe Room placement, or aversive behavior interventions must be limited to what is set forth in the IEP or Section 504 plan unless otherwise provided for in this policy. Before adding the use of restraint, Safe Room placement, or aversive behavior interventions to an IEP or Section 504 plan, the student must have undergone appropriate assessments which may include, but are not limited to, a functional behavior assessment, a review of existing data, and formal assessment observations. The plan must outline preventative techniques, de-escalation strategies, and the development of coping strategies, and the preventative techniques should support the elimination of the use of restraint, Safe Room placement, or aversive behavior intervention over time.

**Reports on Use of Safe Room Placement, Restraint or Aversive Behavior Interventions**

The District will maintain records documenting the use of Safe Room placement and restraint showing each of the following: when they were used, reason for use, duration of use, names of school personnel involved, whether students or school personnel were injured, name and age of the student, whether the student has an IEP, Section 504 plan, Behavior Intervention Plan (BIP) or other personal safety plan when the parents were notified, if the student was disciplined, and any other documentation required by federal or state law.

**Applicability of this Policy**

This policy applies to all district school personnel. School personnel assigned to programs not located on district premises (hospitals, detention centers, juvenile facilities, and mental health facilities) shall follow the policy and procedure of the facility/program where they work.



**STUDENTS****Student Services****Policy 2850  
(Regulation 2850)  
(Form 2850)****Inoculations of Students**

All students attending District schools are required to be in compliance with state programs mandating immunization against specific diseases. Failure to comply with District immunization requirements will result in exclusion from school until proof of compliance is provided. Homeless children will be granted a temporary ~~twenty-four (24)-hour~~ **thirty (30) day** grace period within which to submit proof of compliance.

The Superintendent shall institute procedures for the maintenance of health records, which are to show the immunization status of every student enrolled or attending in the District, and for the completion of all necessary reports in accordance with guidelines prepared by the Department of Social Services-Missouri Division of Health.

Upon written request, the District will notify the parents/guardians of pre-kindergarten students whether other pre-kindergarten students are attending school with an immunization exemption. The identity of students for whom an immunization exemption has been filed is confidential and will not be released except as required by law.

REV. 8/16

**PERSONNEL SERVICES****Policy 4110****Employment****Equal Opportunity Employment**

~~The Board of Education of the School District is an equal opportunity employer. The Board is committed to providing equal opportunity for all individuals in all areas of recruitment, selection, placement, training, assignment, transfer, compensation, benefits, discipline, retention, and promotion. The Board commits itself to the policy that there shall be no unlawful discrimination or harassment against any person because of race, color, religion, age, sex, national origin, ethnicity, disability, sex orientation or perceived sex orientation. All decisions with regard to employment shall be in compliance with applicable state and federal laws.~~

~~The Board is required by the Immigration Reform and Control Act to employ only American citizens and aliens who are authorized to work in the United States. The purpose of this law is to preserve jobs for those individuals who are legally entitled to them.~~



PERSONNEL SERVICESPolicy 4810(Regulation 4810)Staff WelfareSexual Harassment

Sexual harassment constitutes unlawful sex discrimination. It is the policy of the Board of Education to maintain a learning and working environment that is free from sexual harassment.

It shall be a violation for any employee of the School District to harass another staff member or student through conduct or communication of a sexual nature. It shall also be a violation of this policy for students to harass other students through conduct or comments of a sexual nature. Furthermore, it shall be a violation of this policy for any person who is not an employee or student of the District to harass a staff member or student of the District through conduct or comments of a sexual nature while such employee is engaged in the performance of duties for the District or while such student is under District supervision.

Dr. Stout stated that the School District had let bids for Food Safety and Sanitation System Service for the Nutrition Services Department and the Administration is recommending accepting the quote from SFSPac/Portionpac Chemical Corporation for the 2016-2017 school year.

Blake Roberson made the motion that the Board of Education approves the quote under contract TIPS #1032416 from SFSPac/Portionpac Chemical Corporation to provide Food Safety and Sanitation System services for 29 sites for the 2016-2017 school year at a cost of \$43,505.82. The motion was seconded by Ken Johnston and unanimously approved by the Board of Education.

Dr. Herl said the Administration is recommending that the District Tuition Rate for the 2016-2017 school year be set at \$10,184.14. He said this amount comes from the ASBR, it is the total expenditures divided by total number of students, and it is an increase of approximately \$500 over the 2015-2016 tuition rate.

Matt Mallinson made the motion that the Board of Education approves the 2016-2017 tuition rate at \$10,184.14 as presented. The motion was seconded by Ann Franklin and unanimously approved by the Board of Education.

There being no further business to come before the Board of Education, Blake Roberson made the motion, second by Greg Finke, to adjourn the meeting and go into executive session for real estate, legal, and personnel issues at 6:36 p.m. The motion was approved as follows:

Ayes: Jill Esry

Greg Finke

Ann Franklin

Ken Johnston

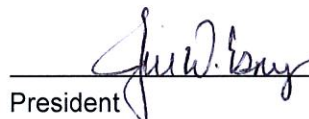
Matt Mallinson

Blake Roberson

Absent: Denise Fears



Secretary



President