

The Board of Education met in regular session Tuesday, May 14, 2019, at 6:00 p.m. in the Board Room at the Board of Education Office, 201 North Forest Avenue, Independence, Missouri.

Members Present: Mr. Greg Finke, President
Dr. Matt Mallinson, Treasurer
Mrs. Jill Esry, Director
Mr. Blake Roberson, Director
Mrs. Carrie Dixon, Director
Mr. Eric Knipp, Director

Member Absent: Mrs. Denise Fears, Vice President

Also Present: Dr. Dale Herl, Superintendent
Dr. Lance Stout, Dr. Cindy Grant, Dr. Janet Richards, Dr. Pam Boatright,
Mr. Randy Maglinger, Ms. Prissy LeMay, Mr. Dean Katt, Mrs. Sherry
Potter, Mr. Todd Theen, Mr. Salum Stutzer, Mrs. Jana Corrie, PTA, INEA,
interested patrons, staff, and Ms. Annette Miller.

The meeting was called to order by the President, Mr. Greg Finke, and minutes of the meeting were recorded by the secretary, Ms. Annette Miller. Mr. Finke welcomed those in attendance.

Blake Roberson made the motion to approve the May 14, 2019 Agenda as presented. The motion was seconded by Eric Knipp and unanimously approved by the Board of Education.

Dr. Herl reviewed the May 14th Bills List totaling \$9,346,928.06.

Jill Esry made the motion that the Board of Education approves the May 14, 2019 Consent Agenda as printed.

1. Minutes – April 9 and 29, 2019
2. Approval of May 14, 2019 List of Bills totaling \$9,346,928.06
3. Approval of Personnel Recommendation #19:
 - A. Request to Resign (Certificated Staff) Effective End of the 2018-2019 School Year.
 1. Kelly Davis, SLP/Glendale Elementary School
 2. Dee Hurt, Counselor/Truman High School
 3. Rebecca Kolkmeier, Administrative Intern/Independence Academy
 4. Mary Beth rich, ELA/Van Horn High School
 5. Jennifer Waterfield, Culinary Teacher/Van Horn High School
 - B. Request to Retire (Certificated Staff) Effective End of the 2018-2019 School Year.
 1. Mary Kate Hamilton, LMS/Randall Elementary School
 2. Kathleen Jenkins, Teacher/Korte Elementary School
 3. Lynette Vinson, SLP/Truman High School
 - C. Employment of Certificated Teaching Staff for the 2019-2020 School Year.
 1. Casy Askins, Physical Education-Health
 2. Janelle Ballard, Instructional Coach
 3. Deron Brinkley, Physic Education
 4. Rocchina Bruner, ELA Teacher
 5. Andrew Bunyar, Elementary Alternative Teacher
 6. Tyler DeCavele, ISS Teacher
 7. Makenzie Erikson, Middle School Science
 8. Michelle Fry, Speech language Pathologist
 9. Nicole Gilbert, Counselor
 10. Taylor Griffin, ELA Teacher
 11. Megan Keller, Middle School Science
 12. Katherine Lewis, Middle School Math
 13. Aaron Litvak, Math
 14. Suzie Lottie, Special Education
 15. April McReynolds, Counselor
 16. Jamie Powers, School Psychologist
 17. Madison Ragar, Special Education
 18. Brittany Randall, Counselor
 19. David Randall, Freshman Academy
 20. Stephen Schlutow, Math

21. Madison Shank, Elementary Alternative Teacher
 22. Megan Stinnett, Social Studies
 23. Henry Stratton, ISS Teacher
 24. Jacqueline Sweet, English
 25. Amanda Swindell, Special Education
 26. Austin Thomas, Special Education
 27. Nestor Torres, ROTC Instructor
 28. Peter Tuttle, High School Alternative Teacher
 29. Paul Vaillancourt, Special Education
 30. Nicolette Van Winkle, Instructional Coach
 31. Jeri Williard, Speech/Debate Teacher
 32. Zach Wilson, Special Education
- D. Employment of Teaching Fellows for the 2019-2020 School Year.
1. Kaitlyn McCain, English Teacher
 2. Tiffany Miller, Elementary Teacher
 3. Mackenzie Struempf, Elementary Teacher
- E. Employment of Foundation Formula Teachers for the 2019-2020 School Year.
1. Jennifer Friday, Pre-K Kindergarten Prep
 2. M'Shale Gillroy, Pre-K Kindergarten Prep
 3. Brittany Jones, Pre-K Kindergarten Prep
 4. Jessica Price, Pre-K Kindergarten Prep
 5. Kelli Rodabaugh, Pre-K Kindergarten Prep

The motion was seconded by Carrie Dixon and unanimously approved by the Board of Education.

Dr. Herl stated that Friday is the end of the Legislative Session. He said that it appears the Charter School expansion bill and the ESAs are dead at this time. Governor Parson is pro workforce and economic development. Approximately six Republican senators are pushing charter schools and want to filibuster the Governor's proposal but the General Motors plant in Wentzville is in one of these senators area. The District received a good revenue report which shows an increase of 2.8% compared to last year. The Budget also includes fully funding the Foundation Formula for next year.

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

Dr. Grant presented information on the 2019 Collective Bargaining Negotiations. She said the sessions concluded last week. She addressed a change that needs to be made in the current agreements due to requirements stipulated in HB 1413. *"If the provision of HB 1413 giving rise to this term is found to invalid or unenforceable by a court with jurisdiction over the District, and through a valid order by such court, the District is prohibited from enforcing HB 1413 or a relevant portion thereof, then the required language in this term shall be null and void. Within 30 days, upon mutual agreement of the parties, negotiations may begin on a replacement provision"* has to be added to the current agreements. She reviewed additional information that reflects changes that all three Associations had agreed to during the negotiation sessions. (Pages 11714-11716) Mr. Finke asked if any Board of Education member or anyone in the audience had questions or comments specifically relating to the information from the Collective Bargaining sessions that had been presented. No questions or comments were made.

Dr. Herl said the District has received the Missouri School Boards Associations' dues statement for the 2019-2020 school year for \$13,510.00 and the Administration recommends approval. This is the same amount as the current year which is based on the District's expenditures as reported to DESE.

Blake Roberson made the motion that the Board of Education authorizes the School District to pay membership dues in the amount of \$13,510.00 to the Missouri School Boards Association for the 2019-2020 school year. The motion was seconded by Matt Mallinson and unanimously approved by the Board of Education.

Dr. Herl stated that the District is entitled to appoint a voting representative to the Jackson County Board of Equalization. The Administration recommends that Ms. Debi Allen, real estate broker, be appointed as she has the qualifications that are required under the Jackson County Charter.

Eric Knipp made the motion that the Board of Education approves the appointment of Ms. Debi Allen as the Independence School District's representative to the 2019 Jackson County Board of Equalization. The motion was seconded by Carrie Dixon and unanimously approved by the Board of Education.

Dr. Herl said the Administration is recommending a fee increase for the District's Youth Development Department effective for the 2019-2020 school year. He said the fees for this program have not been adjusted since the 2014-2015 school year.

CBA HB1413 Required Agreement Changes

HB1413 Required Agreement Provisions

The District cannot pay any union representative or employee for time spent participating in bargaining or preparing for bargaining on behalf of the union, except to the extent the person is an employee and elects to use accrued leave. (§ 105.580, RSMo.) Page 6 - NEA, Page 3 - ITEA and IESP.

Section 2.2 Payments to Employees.

No Association representatives or employees will be paid by the District for time spent participating in bargaining or preparing for bargaining on behalf of the Association, except to the extent the individual is an employee of the District and elects to use accrued leave. Association representatives and District employees are prohibited from accepting paid time, other than unused paid time off that was accrued by such District employees, by the District for the purposes of conducting labor organization-related activities concerning collective bargaining, including, but not limited to, negotiations, bargaining meetings, meet and confer sessions, and any other collective bargaining-related activity on behalf of the Association.

Any proposed agreement must be ratified by a majority of the members of the union before it's presented to the District. (§ 105.580, RSMo.) Page 7- NEA, Page 5 - ITEA and Page 4 - IESP

Section 2.5.2 Ratification of Agreements.

The Association shall consider the proposed Agreement without change or amendment. Before any agreement is provided to the District for consideration, the agreement must be ratified by a majority of members of the Association in the unit.

Every labor agreement shall include a provision: (§ 105.585, RSMo.)

Reserving to the public body the right to hire, promote, assign, direct, transfer, schedule, discipline, and discharge public employees. Pages 9 and 10 - NEA, Pages 7 and 8 - ITEA and Pages 6 and 7 - IESP

Section 3.2.3

K. To discipline, assign, direct, schedule, discharge, dismiss, demote, evaluate, promote, transfer, or lay off any employee, subject to the terms of this Agreement;

Reserving to management the right to make, amend, and rescind reasonable work rules and standard operating procedures;

Section 3.2.3

C. To maintain executive management and administrative control of the District and its properties and facilities and the activities of its employees as related to the conduct of District affairs, including the right to make, amend, and rescind reasonable work rules and standard operating procedures;

- That expressly prohibits all strikes and picketing of any kind. A strike shall include any refusal to perform services, walkout, sick-out, sit-in, or any other form of interference with the operations of any public body.

And

Acknowledging that any public employee who engages in any strike or concerted refusal to work, or who pickets over any personnel matter, shall be subject to immediate termination of employment;

Section 3.2.3

L. To prohibit all strikes of any kind. A strike shall include a refusal to perform services, walkout, sick-out, sit-in, or any other form of interference with the operations of any public body. Any public employee who engages in any strike or concerted refusal to work, shall be subject to termination of employment.

Extending the duty of fair representation by the labor organization to public employees in a bargaining unit;

(This was already included in the Agreement in section 4.2.)

That expressly prohibits labor organization representatives and public employees from accepting paid time, other than unused paid time off that was accrued by such public employees, by a public body for the purposes of conducting labor organization-related activities concerning collective bargaining, including, but not limited to, negotiations, bargaining meetings, meet and confer sessions, and any other collective bargaining-related activity, provided that every labor agreement may allow for paid time off for the purposes of grievance-handling, advisory committees, establishing a work calendar, and internal and external communication; Page 6 - NEA, Page 3 - ITEA and IESP

(See Section 2.2.5, above.)

That informs public employees of their right to refrain from engaging in and supporting labor organization activity as well as their right to oppose labor

organization activity; Page 10 - NEA and ITEA, Page 8 - IESP

Section 4.1 Non-Discrimination

3. All District employees have the right to refrain from engaging in and supporting Association activity, as well as oppose labor organization activity.

Stating that in the event of a budget shortfall, the public body shall have the right to require the modification of the economic terms of any labor agreement;

That states that if the public body deems it necessary to modify, upon good cause, the economic terms of any labor agreement, the public body shall so notify the labor organization and shall provide a period of thirty days during which the public body and the labor organization shall bargain over any necessary adjustments to the economic terms of the agreement;

and

That if, at the end of the thirty-day period, the parties have been unable to agree upon modifications that meet the public body's requirements, the public body shall have the right, upon good cause, to make necessary adjustments on its own authority. Page 8 - NEA, Page 6 - ITEA and Page 5 - IESP

Section 2.6. District Authority in the Event of a Budget Shortfall.

The District, in the event of a budget shortfall, shall have the right to require the modification of the economic terms of the Agreement. If the District deems it necessary to modify, upon good cause, the economic terms of the Agreement, the District shall notify the Association and shall provide a period of thirty (30) days during which the District and the Association shall bargain over any necessary adjustments to the economic terms of the Agreement. If, at the end of the thirty-day period, the Parties have been unable to agree upon modifications that meet the District's requirements, the District shall have the right, upon good cause, to make necessary adjustments on its own authority.

A term stating that the agreement will terminate if THE ASSOCIATION fails to be certified as the bargaining unit's exclusive bargaining representative. Page 2 - NEA, ITEA and IESP

Section 1.1 Recognition of Exclusive Bargaining Representative

3. In the event the Association is not certified as the exclusive bargaining representative of the above-described unit by the State Board of Mediation on or before August 28, 2020, this Agreement will be void and neither party will continue to be bound by its terms.

The motion was made by Jill Esry, second by Carrie Dixon, that the Board of Education approves the 2019-2020 fee increases for the Kids' Safari Program as presented. The motion was unanimously approved by the Board of Education. (Page 11718)

Dr. Herl reported that several changes/additions were necessary for the Board of Education Policies due to State or Federal requirements. He reviewed the changes/additions to Policies: 0320, 1210, 2640, and 3425. He said the Administration and Board of Education Policy committee are recommending approval of these changes/additions.

The motion was made by Blake Roberson, second by Eric Knipp, that the Board of Education approves this as the first reading of changes and additions to Board of Education Policies as presented: 0320, 1210, 2640, and 3425. The motion was unanimously approved by the Board of Education. (Pages 11719-11723)

Dr. Stout explained the process used relative to the District's membership in the Greater Suburban Kanas City Joint Purchasing Cooperative and securing bids from various vendors for custodial and operational supplies for the 2019-2020 school year.

The motion was made by Jill Esry that the Board of Education approves the bids from vendors to purchase the custodial and operational supplies for the 2019-2020 school year as presented. The motion was seconded by Matt Mallinson and unanimously approved by the Board of Education.

Dr. Stout stated that to support the District's in-house laundering and delivery of supplies and products, the Administration is recommending purchasing a Ford Transit Connect LWB Cargo Van. This purchase would be through the Missouri Department of Transportation contract #3-170105TV at a cost of \$27,225.20.

Eric Knipp made the motion, second by Blake Roberson, that the Board of Education approves the purchase of one (1) 2019 Ford Transit Connect LWB Cargo Van for the new laundry area and delivery services by the Facilities Department at a total cost of \$27,225.20. The motion was unanimously approved by the Board of Education.

Dr. Stout said that as part of not outsourcing laundry services, the Administration is recommending purchasing mops and handles for the District's buildings through the Greater Suburban Kansas City Joint Purchasing Cooperative for a bid of \$44,445.70. He also stated that after the initial year of securing supplies, that this process would save the District over \$100,000 per year.

The motion was made by Carrie Dixon, second by Jill Esry, that the Board of Education approves the purchase of mops and handles from Hillyard for District buildings at a total cost of \$44,445.70. The motion was unanimously approved by the Board of Education.

Dr. Herl said the Administration is recommending installing Automated Logic Controls in the entrance at Korte Elementary School and at the south entrance and the Science classrooms at Truman High School. He said this is a sole source quote with Control Service Company due to the compatibility of the current system throughout the District. The total cost is \$69,914.00.

Matt Mallinson made the motion, second by Eric Knipp that the Board of Education accepts the proposal with Control Service Company for the installation of Automated Logic Controls for Korte Elementary School secure entrance and Truman High School south entrance and Science classrooms renovations area for a total cost of \$69,914.00. The motion was unanimously approved by the Board of Education.

Dr. Stout stated that a bus needed to be replaced due to age and cost of repairs caused from an accident. Insurance will cover the cost of the replacement of the bus with the exception of the following additional items: power adjustable pedals for \$950; remote power mirrors for \$600; and air conditioning for \$8,500 plus \$5,000 deductible which totals \$15,050.

A motion was made by Carrie Dixon that the Board of Education accepts the proposal from Central State Bus Sales for the purchase of one 77 Passenger Conventional Bus. The motion was seconded by Blake Roberson and unanimously approved by the Board of Education.

There being no further information to come before the Board of Education, Eric Knipp made the motion, second by Jill Esry, to adjourn the meeting and go into executive session for legal, personnel, and real estate issues at 6:30 p.m. The motion was approved as follows:

Ayes: Greg Finke
Matt Mallinson

Absent: Denise Fears

Proposed Fee Increases for the Kids' Safari Program - 2019-2020

	<u>Current</u>	<u>Proposed Fee</u>
Before and After	\$63.00 per week/per child	\$65.00 per week/per child
Before Only	\$43.00 per week/per child	\$45.00 per week/per child
After Only	\$43.00 per week/per child	\$45.00 per week/per child
Drop In	\$13.00 per AM or PM visit	\$15.00 per AM or PM visit
Full Day / Snow Day	\$30.00 per day/per child	\$35.00 per day/per child
Summer Full Day	\$130.00 per week/per child	\$135.00 per week/per child
Pre-K Before & After	\$70.00 per week/per child	\$75.00 per week/per child
Pre-K Before Only	\$50.00 per week/per child	\$55.00 per week/per child
Pre-K After Only	\$50.00 per week/per child	\$55.00 per week/per child

Sliding Scale Option (Korte, Fairmount, Mallinson, Sugar Creek, Three Trails)

Before and After	\$31.50 per week/per child	\$40.00 per week/per child
Before Only	\$21.50 per week/per child	\$27.50 per week/per child
After Only	\$21.50 per week/per child	\$27.50 per week/per child
Full Day / Snow Day	\$15.00 per day/per child	\$21.50 per day/per child
Summer Full Day	\$65.00 per week/per child	\$95.00 per week/per child

ORGANIZATION, PHILOSOPHY AND GOALS**Policy 0320
(Regulation 0320)****School Board Organization****School Board Elections and Term**

~~The governance and control of The School District of the City of Independence shall be vested in a board of seven (7) directors elected by the qualified voters of the District as provided in the Revised Statutes of Missouri (RSMo).~~

The qualified voters of the School District shall biennially, on the first Tuesday after the first Monday of April, elect two (2) directors for terms of six (6) years, except, effective for Board elections beginning in April of 1994, and each six years thereafter, when three (3) directors shall be elected for terms of six (6) years.

~~Elections shall be conducted in accordance with all provisions of state law.~~ An election shall not be held if the number of candidates who have filed for the Board is equal to the number or positions available, unless a ballot proposition (i.e. tax levy, bond issue) is on the ballot as well. If no election would be held due to the number of candidates equaling the number of vacancies when there is not a ballot proposition on the ballot, the District will publish a notice containing the names of the candidates who will assume a Board directorship absent an election. This notice will be published in a newspaper of general circulation in the District on or by March 1 prior to the scheduled election.

Qualified Voters in the School District

An individual must be a registered voter in order to vote in a school election. In order to vote, a person must be eighteen (18) years of age or older, must be a citizen of the United States, and must reside in the School District thirty (30) days.

Candidate Qualification - Method of Filing

Qualified applicants for the Board may file for office beginning at 8:00 a.m. in the Superintendent's office commencing on the sixteenth (16th) Tuesday prior to the election and ending at 5:00 p.m. on the eleventh (11th) Tuesday before the election. The candidate shall declare his/her intent to become a candidate, in person and in writing to the secretary of the Board of Education. The names of qualified candidates shall be placed on the ballot in the order of filing. The notice of election and certification of candidates must be submitted to the county clerk by the tenth Tuesday prior to the election. Candidates must comply with all of the prevailing laws concerning eligibility and campaign financing.

A candidate who files for one vacancy and later decides to run for another shall be positioned on the ballot according to the time when his/her change of declaration is received by the secretary of the Board, not on the basis of when the first petition was filed.

Policy 0320**Page 2**

Candidates must be citizens of the United States and resident taxpayers of the District, reside in his/her state for one year next preceding their election or appointment, and be at least twenty-four (24) years of age. Candidate must also complete a notarized copy of Missouri Department of Revenue Form 5120 (MCE Form 0320) attesting that the candidate is not currently aware of any delinquency in the filing or payment of state income taxes, personal property taxes, municipal taxes or real property taxes on the candidate's place of residence provided on the Department of Revenue Form 5120. Candidates will be disqualified from participation in a Board election if the candidate is delinquent in the payment of any state income taxes, personal property taxes, municipal taxes, or real property taxes on the residence of the candidate. The candidate must further attest that they are not a past or present corporate officer of the office that owes any taxes to the state, which are not in dispute. Failure to accurately complete and file Form 5120 with the Department of Revenue may disqualify a candidate from the ballot. Each newly elected or appointed director shall qualify and take his/her oath of office in the manner prescribed by law and according to Policy 0330 - Oath of Office.

No person may be a candidate for a position on the Board if such person is registered as a sex offender or is required to be registered as a sex offender under state law. Any Board member who is likewise required to register or who is registered as a sex offender under state law will immediately be requested by the Board to resign from the Board. Should such Board member refuse to resign, the member will be ineligible to serve as a Board member at the end of his/her term.

In addition, no person shall qualify as a candidate for the Board of Education who has been found guilty of or has pled guilty to a felony or misdemeanor under federal law or to a felony under Missouri law or has been found guilty of an offense in another state, that would be considered to be a felony in the State of Missouri.

It is not the District's responsibility to investigate and determine a candidate's eligibility. That responsibility rests with the Department of Revenue and/or the County Election Authority.

GENERAL ADMINISTRATIONPolicy 1210Calendar RequirementsSchool Year and School Day

Beginning with the 2019-2020 school year, ~~the~~ Board will annually adopt a school calendar that will provide for ~~a minimum of 173 days and~~ 1,044 hours of pupil attendance with no minimum number of school days. The beginning of the school year will not generally be set more than ten (10) days prior to Labor Day. Should the Board decide to set an earlier start date, the Board will:

- * Give public notice of the meeting to discuss an earlier start date
- * Conduct a public meeting
- * Vote at that meeting to allow an earlier start date

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. The planned calendar adopted prior to the beginning of the school year must be reported to DESE on Core Data Screen 10 by August 15 of each year, and cannot be changed after that date.

~~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~~ will be required to make up the first thirty-six (36) hours of ~~no more than eight (8) school days~~ lost or cancelled due to inclement weather ~~and half the number of days in excess of eight days~~. If there are additional hours lost or cancelled over the initial thirty-six (36) hours, the District will be required to make up half the number of additional lost or cancelled hours. However, once the total number of hours lost or cancelled equals eighty-four (84) hours, the District will no longer be required to make up any additional lost or cancelled hours, resulting in no more than sixty (60) total make up hours. For purposes of this Policy, "inclement weather" shall mean ice, snow, extreme cold, flooding or a tornado, but not excessive heat.

REV. 5/2019

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

The Board of Education believes that smoking and the use of any tobacco products or substances appearing to be tobacco products are 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 or substances appearing to be tobacco products, ~~i.e.~~ e.g. e-cigarettes, vaping paraphernalia, and/or other tobacco or nicotine delivery devices at school and at school activities. This prohibition includes, but is not limited to, electronic cigarettes, vaping devices, electronic nicotine delivery systems, and similar devices used in conjunction with vaping.

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(20c)(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.

REV. 5/19

FINANCIAL OPERATIONPolicy 3425Accounting and ReportingAccountability Portal

By September 1, 2019, the District will develop, maintain and make publically available, on its website, a searchable expenditure and revenue document or database detailing actual income, expenditures and disbursements for the current calendar or fiscal year. The District's financial accounting software will detail actual year-to-date income; actual year-to-date and expenditures; and detail the year-to-date check register. The data may be in the form of a searchable PDF, document, or spreadsheet. The District may also provide a link to a database the District may have that details the above-mentioned information.

Only information that is a public record and not confidential or otherwise protected by state or federal law will be included within the document or database. The District will not post online any personal information relating to payroll including but not limited to payroll deductions, payroll contributions, or any other information that is confidential or statutorily protected.

The financial data contained in the document or database will be updated at least quarterly. The District will archive the financial data for a minimum of ten (10) years. The archived financial data will remain accessible and searchable during this period.

As an alternative to creating and/or posting a searchable expenditure and revenue document or database as described above, the District may provide on its website a direct link to the Department of Elementary and Secondary Education's (DESE) website which has detailed financial and budgetary information about the District.

NEW 5/19

Jill Esry
Blake Roberson
Carrie Dixon
Eric Knipp

C. Annette Miles

Secretary

[Handwritten Signature]

President