

BOARD OF EDUCATION
The School District of Independence

11974

The Board of Education met for a Tax Rate Levy Hearing on Tuesday, August 11, 2020, at 5:45 p.m. in the Board Room at the Board of Education Office, 201 North Forest Avenue, Independence, Missouri.

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

Member Absent: Mr. Greg Finke, Director

Also Present: Dr. Dale Herl, Superintendent
Dr. Lance Stout, Dr. Cindy Grant, staff, and Ms. Annette Miller.

The meeting was called to order by the President, Mrs. Denise Fears, and minutes of the meeting were recorded by the secretary, Ms. Annette Miller. Mr. Finke stated the purpose of this meeting was for a public hearing on the 2020-2021 Tax Rate Levy.

Dr. Herl reviewed the proposed Tax Rate Levy for the 2020-2021 school year. He shared a recap of the District's Tax Levy history and the issues on Assessed Valuation last year. He explained that the law allows the District to recoup funds from the prior year due to the Assessed Valuation drop. Dr. Herl said based on the preliminary Assessed Valuation dated June 29, 2020 from the Jackson County Clerk's office, the Administration is recommending a Tax Rate Levy for the 2020-2021 school year of \$4.3236 for the Operating Fund and \$1.2145 for the Debt Service fund for a total of \$5.5381 per \$100 of Assessed Valuation which includes the \$0.0404 recoupment. The District submits the Tax Rate Summary to the County Clerk's Office and then to the State Auditor's Office annually, using the State's forms for their approval.

The Board of Education 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 Matt Mallinson, second by Jill Esry, at 5:52 p.m. to adjourn the meeting. The motion was unanimously approved by the Board of Education.


Secretary


President

BOARD OF EDUCATION
The School District of Independence

11975

The Board of Education met in regular session Tuesday, August 11, 2020 at 6:00 p.m. in the Board Room at the Board of Education Office, 201 North Forest Avenue, Independence, Missouri.

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

Member Absent: Mr. Greg Finke, Director

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

The meeting was called to order by the President, Mrs. Denise Fears, and minutes of the meeting were recorded by the secretary, Ms. Annette Miller. Mrs. Fears welcomed everyone in attendance.

Blake Roberson made the motion to approve the August 11, 2020 Agenda as presented. The motion was seconded by Carrie Dixon and unanimously approved by the Board of Education.

Dr. Herl shared that the Bills List for the month of August 11 totals \$6,912,397.12 which is up due to purchasing items for the 2020-2021 school year.

Matt Mallinson made the motion to approve the August 11, 2020 Consent Agenda as printed.

1. Approval of July 14, 2020 Minutes.
2. Approval of August 11, 2020 List of Bills totaling \$6,912,397.12
3. Personnel Recommendation #3
 - A. Employment of Certificated Teaching Staff for the 2020-2021 School Year.
 1. April Joelle, ISS Teacher

The motion was second by Jill Esry and approved by the Board of Education as follows:

Ayes: Denise Fears
Eric Knipp
Matt Mallinson
Jill Esry
Carrie Dixon
Blake Roberson

Absent: Greg Finke

Dr. Herl stated that school will start on August 24th and Professional Development is scheduled to begin August 18th. He said this is about choice and what is best for families, students, and the community. Parents have the choice of selecting the virtual model or in-person for their children. Dr. Herl shared that a proposal for a change to Board of Education Policy and Regulation 4320 is on the Agenda. He explained that if any employees felt uncomfortable returning to school at this time, they would have the option to request a short term or long term sabbatical. The School District would continue to provide their share for the insurance benefits and employees will provide their share. He talked about employee groups that would not have jobs depending on plans utilized (in-person, virtual, hybrid). He is concerned about employees and District families and he understands people's apprehension. The Board of Education expressed their support: for starting school as parents can have the choice of in-person or virtual; the District is trying to provide the best option for employees, children, and families; and the plans that have been developed to support the various educational options for the 2020-2021 school year.

Sarah Nelson, President of INEA, addressed the Board of Education. She said she was speaking on behalf of INEA and that MNEA had conducted a survey and collected results from 536 Independence School District teachers. She said they are concerned about starting school and are asking for more time. INEA is requesting to begin classes remotely for the first quarter to utilize time to arrange classrooms, prepare lesson plans, and develop procedures for when they are back in the buildings. (Copy of statement is attached - Pages 11976-11977.)

Dr. Herl reviewed the proposed Tax Rate Levy for the 2020-2021 year: Operating Levy of \$4.3236, Debt Service of \$1.2145 for a total Levy of \$5.5381 which includes recoupment of \$0.0404 cents.

INEA Statement BoE Meeting 8/11/2020

Good evening, my name is Sarah Nelson, and I am president of Independence National Education Association. This evening I am speaking on behalf of INEA and its constituents by sharing results from a recent survey Missouri NEA conducted. These results were collected from 536 ISD teachers both members and non-members. In current conditions, educators are stressed and concerned about safety of students, fellow educators and families regarding returning to school here in less than a couple of weeks. We are here today to ask you for more time.

The teachers responding to the survey are unclear about critical procedures and plans to handle the pandemic in their school. The low rating of teacher understanding about plans/covid procedures is concerning. 52.3% of surveyed teachers classified their training as "not much training", "no training at all", or "other".

The surveyed ISD educators recommended the following considerations for returning:

- Begin the year remotely at least through the first quarter.
- Spend the time between now and the first day of school focused on utilizing remote/virtual tools in the best way possible.
- Utilize the first quarter to arrange buildings and classrooms correctly.
- Use time between now and the start of school to continue creating very detailed plans, procedures, and training for how to work safely when back in buildings.

Educators often do more with less, but this is not a time to learn as we go. Consequences of inadequate planning will be catastrophic for some students, educators, and families.

According to the Health Department, our positivity rate has grown in Eastern Jackson County to 17.99%. The Jackson County Health Department strongly recommends that districts do not open until September 8th in order to give the positivity rate or number of cases to decline.

Upon returning to school, according to the survey only 6% of teachers believe they will be provided the necessary PPE to keep themselves and their students safe. Prior to the pandemic over 40% of teachers report PPE and cleaning supplies were in short supply. According to the district, "The ISD won't provide these unless asked for by a staff and / or student. We followed this same protocol during summer school and never had any issues. The district has plenty of PPE on hand if requests are made."

In addition to the escalating positivity rate, the amount of students and staff in summer school versus the number of students and staff who will be attending in person this fall will dramatically increase. Even with the great news that ISD has said they will be able to keep class sizes between 11 – 16 at K – 12, only 5.4% of surveyed teachers believe their workspace can be configured to keep students and staff "socially distanced" at 6ft.

For those teachers who did not teach summer school, decoding the puzzle that are your courses, classes, and overall daily schedule is overwhelming and perplexing. Not only are there questions about what their daily lives look like, but it's questionable whether or not teachers will get personal time to take care of basic necessities. They will not be receiving a duty-free lunch, nor are they guaranteed planning time every day.

INEA realizes these decisions do not come lightly. No, INEA did not sit through endless meetings, nor were we invited to be part of a planning committee. The district has worked countless hours to put a plan together and that hard work is commended. However, in order to develop the best plan possible, a district must have a large amount of input from all stakeholders involved. Of the 536 ISD teachers MNEA surveyed, 78.5% of teachers reported having not been contacted by our district to provide input for a back-to-school reopening plan. This evening we are asking for more time. More time for the positivity rate to decline. More time to prepare. More time to familiarize staff with new processes and methods. And more time to understand and prepare for what our brave new classrooms are going to look like so we can teach our students confidently, conscientiously, and above all safely.

Thank you for your time and patience this evening.

The motion was made by Jill Esry, second by Matt Mallinson, authorizing the Superintendent, or his designee, to set the Tax Rate Levy at \$5.5381 with the Operating Tax Levy of \$4.3236 and the Debt Service Levy of \$1.2145 for the 2020-2021 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 approved as follows:

Ayes: Denise Fears
Eric Knipp
Matt Mallinson
Jill Esry
Carrie Dixon
Blake Roberson

Absent: Greg Finke

Dr. Herl presented information on the proposed tuition rate for the 2020-2021 school year. He said the Administration is recommending \$10,520.28 which is less than the 2019-2020 school year rate.

Blake Roberson made the motion that the Board of education approves the recommendation to set the 2020-2021 tuition rate at \$10,520.28 as presented. The motion was seconded by Carrie Dixon and approved as follows:

Ayes: Denise Fears
Eric Knipp
Matt Mallinson
Jill Esry
Carrie Dixon
Blake Roberson

Absent: Greg Finke

Dr. Herl explained that the Administration is recommending approval of changes and additions to Board of Education Policy and Regulation 4320 which will allow employees to take a sabbatical due to COVID-19 concerns. This is an emergency reading which only requires one reading before the Board of Education.

The motion was made by Matt Mallinson, second by Carrie Dixon, that the Board of Education approves this as an emergency approval of changes and additions to Board of Education Policy and regulation 4320 as presented and will require only one reading. The motion was approved as follows: (Pages 11979-11987)

Ayes: Denise Fears
Eric Knipp
Matt Mallinson
Jill Esry
Carrie Dixon
Blake Roberson

Absent: Greg Finke

Dr. Herl said Nutrition Services issued an RFP for Produce Supplies and the Administration is recommending approval of the bid from CC produce Company for the 2020-2021 school year at a cost of \$334,031.25 with a renewal option for a total of three years

Carrie Dixon made the motion that the Board of Education approves CC Produce Company as the vendor for Nutrition Services Produce Supplies in the estimated amount of \$334,031.25 for the 2020-2021 school year and the contract will be renewable annually for a total of three years. The motion was second by Blake Roberson and approved as follows:

Ayes: Denise Fears
Eric Knipp
Matt Mallinson
Jill Esry
Carrie Dixon
Blake Roberson

Absent: Greg Finke

Dr. Herl said that the District transports students who qualify for services under the McKinney Vento Homeless Assistance Act in cabs. The Administration is recommending approval of the proposals from WHC KCT, ALC Schools, and Assist Services to provide cab services.

Blake Roberson made the motion, second by Matt Mallinson, that the Board of Education approves the proposal from WHC KCT, ALC Schools, and Assist Services for cab services supporting the McKinney Vento Homeless Assistance Act. The motion was approved as follows:

Ayes: Denise Fears
Eric Knipp

Absent: Greg Finke

PERSONNEL SERVICES**Policy 4320**
(Regulation 4320)**Absences, Leave and Vacation****Personnel Leave**

The Board of Education shall adopt regulations for the following types of leave for District employees:

1. Sick Leave
2. Personal Leave
3. Authorized Leave
4. Authorized Leave of Absence Without Pay
5. Bereavement Leave
6. Emergency Leave
7. Leave for Jury Duty
8. Military Leave
9. Leave of Absence
10. Family and Medical Care Leave (See Policy and Regulation 4321)
11. COVID-19 Leave Without Pay

Specific provisions of the various types of District leave are set out in Regulation 4320.

Paid Time Off (“PTO”)

As a result of the public health emergency due to COVID-19, any sick, personal, or vacation leave accrued by an employee as of March 13, 2020 through June 30, 2020 is hereby converted to “Paid Time Off” or “PTO.” PTO may be used on or between March 13, 2020 through June 30, 2020, for any reason approved by District administration.

Should an employee retain any PTO after June 30, 2020, it will be restored to the appropriate leave designation (sick, personal, vacation, etc.) based on the amount(s) and type(s) of leave the employee had accrued, or did accrue, as of March 13, 2020 through June 30, 2020, and any PTO used during that timeframe. When restoring PTO to the appropriate designation, PTO leave taken by the employee will be considered to have

Policy 4320
(Regulation 4320)
Page 2

been used from the employee's available accrued leave until depleted, in the following order: vacation, personal, and sick.

Borrowed Leave During the 2019-2020 School Year

As a result of the public health emergency due to COVID-19, leave under this policy and as outlined in Regulation 4320 may be borrowed from any anticipated leave an employee will accrue during the 2020-2021 school year, based on the position the employee will hold in the 2020-2021 school year, for use during the 2019-2020 school year.

Should an employee who borrowed leave to use during the 2019-2020 school year not continue working for the District through the 2020-2021 school year for any reason, any such monies paid to an employee as a result of the employee borrowing leave during the 2019-2020 school year shall be repaid to the District within 30 days of the employee's termination of employment.

By borrowing leave from the 2020-2021 school year to use in the 2019-2020 school year, the employee also expressly allows the District to withhold this amount from any paychecks due to the employee prior to, or at the time of, termination of employment with the District. Should the employee fail to repay any amount due to the District for borrowed leave not yet accrued, the employee also expressly agrees to pay any costs the District incurs to obtain repayment from such employee, including but not limited to, court costs and attorney's fees.

For purposes of borrowed leave, "school year" shall mean the period running from July 1 to June 30 of such school year.

Rev. 8/2020

PERSONNEL SERVICES**Regulation 4320****Absences, Leave and Vacation****Personnel Leave****Paid Sick Leave**

Sick leave may only be used for illness of the staff member or a member of the immediate family of the employee or spouse. Immediate family is defined as spouse, parent, grandparent, child, sibling, daughter or son-in-law, grandchild, or non-family residing within the staff member's home. The Superintendent/Designee may request a physician's statement regarding an absence and/or verification that the employee may return to work. Sick leave may not be used on days in which the employee engages in other employment for which remuneration is received.

The employee is required to contact the building principal or immediate supervisor each day to report the need to be absent due to personal illness.

Full-time employees are allowed sick leave to include nine (9) days per school year plus one (1) day for each additional full contract month beyond a regular nine-month contract.

Regularly appointed part-time certificated teachers are allowed the proportionate part of sick leave as determined by their assigned schedule.

Part-time support staff employed to work between 25-37.49 hours per week will be eligible to receive the following leave benefits:

- 9 month part-time support staff employees - 5 sick days (2 of which can be used as a personal day)
 - 3 Bereavement Days
- 10 month part-time support staff employees - 6 sick days (2 of which can be used as a personal day)
 - 3 Bereavement Days
- 11 month part-time support staff employees - 7 sick days (2 of which can be used as a personal day)
 - 3 Bereavement Days
- 12 month part-time support staff employees - 8 sick days (2 of which can be used as a personal day)
 - 3 Bereavement Days

Sick leave days will accumulate to-75 days. Bereavement days do not accumulate.

Rev. 6/06 Rev. 8/15

During the first year of employment, sick leave time shall accumulate at the rate of two (2) days per month until allowable days are accumulated. During the second and subsequent years of employment, annual allowable sick leave days are accumulated immediately upon assuming responsibilities during said year and are designated current days. Sick leave days not used each year shall accumulate and total accumulated sick leave shall be capped at 75 days effective June 30, 2019. To be eligible to draw from current sick leave, an employee shall have actually assumed his/her school duties for the year in which such leave is drawn. Cumulative

Regulation 4320
Page 2

time may be drawn irrespective of current days. Deductions from such leave time shall be made only for school days missed and not holidays.

As of June 30, 2019, the District will cap the number of reimbursable days for unused sick leave at 75. The days will be paid at the prevailing Board approved rate at the employee's time of retirement, with the exception of the grandfathered employees identified in the next paragraph.

For employees with more than 65 days of accumulated sick leave on June 30, 2004 the following provision will apply. Upon retirement, the June 30, 2004 accumulated sick leave total, if unused, will be reimbursed at the prevailing Board approved rate at their time of retirement. The maximum number of days the District will reimburse any employee grandfathered under this provision is the total identified on June 30, 2004 – minus any days sold back to the District in the 2004-2005 school year.

Upon retirement all unused sick leave days shall be redeemed at the prevailing Board approved rate per day. Rev. 8/15/05

Upon the death of a staff member, the surviving spouse or the beneficiary so designated in the Public School Retirement System of Missouri shall be paid for up to 75 days of accumulated sick leave days, unless a grandfathered employee, at the prevailing Board approved rate per day.

Substitute teachers placed on reserve teacher status are allowed sick leave of one (1) day for each twenty (20) consecutive days of assignment. These days are only cumulative during each appointment period and are only available for use during that appointment period. Rev. 6/28/04

Employees may be reimbursed for up to twenty (20) unused sick leave days annually, payable in December, at the Board approved rate. The employee's total number of accumulated sick leave days at the time of reimbursement cannot be less than 75 sick leave days. To receive reimbursement for unused sick leave days, the employee must notify Human Resources by October 1st in writing that he or she wishes to participate.

Personal Leave

Each full-time employee shall be granted three (3) days of personal leave annually, limited to no more than ten (10) percent of each building staff usage on any given day. Regularly appointed part-time teachers shall be granted the proportionate part of personal leave as determined by their assigned schedule. Rev. 7/8/2003

Personal leave days are to be deducted from current or accumulated sick leave.

Regulation 4320
Page 3

Buildings with less than ten (10) full-time staff equivalent will be considered eligible for one personal leave approval under this limitation.

Personal leave is authorized for personal business and should not be used for other employment for which remuneration is received or for vacation time.

Personal leave will not be granted on the day immediately before and immediately following authorized holidays, holiday weekends, or vacation periods, as defined by the adopted school calendar.

Personal leave may not be used on the opening and closing contract day or the first and last pupil attendance day of each school year.

Use restrictions, other than the allotted days, will be waived when airports and/or roads are closed due to inclement weather occurring while involved in out-of-area travel, personal business activities, and professional development activities that are approved by the Human Resources office and the building principal. Personal business activities under this restriction must be accompanied by a written request explaining the reason for the leave.

Personal leave will be administered by the building principal or the immediate supervisor.

Authorized Leave

No staff member shall be absent from regular assignment for the purpose of attending professional meetings without the prior approval and authorization of the Superintendent of Schools.

The Superintendent of Schools may direct or request a staff member to attend such meetings, as in their opinion, shall serve the best interest of the schools. In this instance, the District shall assume the cost of meals, transportation, and lodging as well as costs of substitutes. No deductions shall be made from salary or leave time.

Teacher association officers and/or delegates will be given authorized absences to attend regular business sessions of the state and national associations. Absences for such purposes shall not exceed seven (7) per school year. The association will reimburse the district the substitute rate per day for each day of absence. Teacher association activities will be conducted outside the regular classroom hours.

Upon request, the Superintendent of Schools may grant an employee special permission to discharge the duties of an officer in a state or national professional education association to which the employee has been elected or appointed. The association concerned must provide total reimbursement to cover the salary and fringe benefits of the employee. In such cases, the

Regulation 4320
Page 4

employee will retain all District benefits and will be considered a current employee of the District.

Upon request, tenured certificated employees shall be granted a leave of absence of up to one year in order to run for public office. If elected, further extension may be requested annually from the Board of Education. At the conclusion of this public service, the employee may request to be reinstated according to the provisions of the return from leave of absence policy.

Authorized Leave of Absence Without Pay

Each certificated staff member who desires a special leave of absence without pay must submit a written request for said absence to the Superintendent of Schools/Designee. Each request shall be considered on the basis of its individual merit. Salary reduction will be the annual salary divided by the number of contract days for each day of absence under this provision.

Action

All administrators who process conference and workshop requests shall inform their personnel of these guidelines prior to making any recommendation and forwarding the request.

Bereavement Leave

In the event of death in the immediate family of the employee or spouse, bereavement leave may be used. Immediate family is defined as spouse, parent, grandparent, child, sibling, daughter or son-in-law, grandchild, or non-family residing within the staff member's home. A maximum of three (3) days may be used in any school year for bereavement purposes. Bereavement leave is not accumulative. Bereavement leave will not be deducted from accumulated sick leave.

If in any school year additional leave is required for Bereavement purposes, these days will be deducted from sick leave. The administration reserves the right to request confirmation of the event.

Emergency Leave

Emergency Leave not to exceed the allotted number of days listed in items a. through d. of this section of policy, may be granted yearly to each full-time employee, upon approval by the Superintendent of Schools/Designee for the following reasons:

- a. critical illness in the immediate family of the employee or spouse, or death in the immediate family of the employee or spouse (provided bereavement leave has been used). Immediate family is defined as spouse, parent, grandparent, child, sibling, daughter or son-in-law,

Regulation 4320
Page 5

- grandchild, or non-family residing within the staff member's home (not to exceed 10 days);
- b. marriage in the immediate family (not to exceed 5 days);
 - c. employee's divorce (not to exceed 5 days);
 - d. obligations incurred by an employee through the process of adopting a child (not to exceed 5 days).

When practicable, emergency leave must be requested in advance of the absence. Any days taken as emergency leave, shall be deducted from current or accumulated sick leave.

All regularly appointed part-time certificated employees will be given a proportionate allotment of Emergency Leave.

NOTE: Emergency leave will not be interpreted to include (1) absence because of weather and road conditions or lack of transportation; or (2) illness of employee. Rev. 6/28/04

Leave for Jury Duty

Employees called for jury duty or subpoenaed to testify in a civil or criminal proceeding will be granted leave, not to be deducted from accumulated sick leave or personal leave. A copy of the summons must accompany the leave form.

Military Leave

An employee who is a member of the National Guard, or an organized military service of the United States, and who is required by laws of the United States or the State of Missouri to report for military duty, including training, shall be eligible for a grant of military leave.

Application for military leave shall be made in advance, as soon as practicable after the employee becomes aware of his/her obligation to report and immediately upon the employee's receipt of official notice to report. A copy of the official orders must be added to the leave application. The Superintendent/Designee must approve the application. Emergency mobilization orders shall be dealt with on an individual basis.

The District recognizes that employees who receive notice to report for duty typically are not provided with discretion as to when to report. However, whenever an employee has a choice as to when to report for military duty, the employee's military leave shall be arranged during periods in which school is not in session. When the employee is given a choice as to when to report for duty, the Superintendent/Designee may request that the employee seek a change in military orders if such a change appears in the best interest of the District.

Regulation 4320
Page 6

Employees shall receive leave with pay for up to 120 hours of military leave in each federal fiscal year. Additional military leave shall be without pay, except as required by federal and state law.

Each employee shall furnish a copy of the employee's military payroll voucher to the Superintendent/Designee within thirty (30) days of the employee's return to regular assignment so that the necessary salary adjustments can be made.

Employee eligibility for reinstatement after military duty is completed shall be determined in accordance with federal and state laws. Rev. 7/8/2003

Leave of Absence

Upon the recommendation of the Superintendent/Designee and the approval of the Board, an employee of the District may be granted a leave of absence for non-Family and Medical Leave Act (FMLA) child care, education, or other good cause. Such leave is renewable upon written request for one additional year only. Application for leave is to be made in writing to the Superintendent/Designee via principal/supervisor and must include the period for which the leave is requested and the reasons for the request. The period should be set to least disrupt the education of students. Requests for leave for an entire school year should normally be made in writing before March 1 of the preceding year.

If leave is approved by the Board, the employee is not paid for the period of the leave. Insurance benefits may be continued by the employee by making all payments to the Payroll Office, one month in advance.

Whenever a leave of absence has been granted by the Board to the end of the school year, the employee must notify the Superintendent in writing by the first day of March of an intention to resume his/her position at the beginning of the next school year. Failure to notify the Superintendent/Designee of such intention will be regarded as a resignation.

Upon completion of an approved leave, provided proper notification is given, a teacher will be re-employed by the District unless placed on involuntary leave of absence if tenured; or, if notified of non-renewal of contract by April 15 if a probationary teacher.

If desired, and whenever feasible, the employee will be placed in the same or equivalent position to the one held prior to the approved leave.

The employee shall not lose accumulated sick leave or experience credit on the appropriate salary schedule when employment is resumed at the conclusion of the officially granted leave.

NOTE: Leave of absence without pay under the provisions of this regulation does not apply as service towards tenure for probationary teachers.

Rev. 6/2019

Regulation 4320
Page 7

COVID-19 Leave Without Pay

For the 2020-2021 school year only, employees may request to be placed on a leave of absence without pay for up to eight (8) weeks by submitting a written request to the Superintendent or designee. Requests will be approved as determined appropriate by the Superintendent or designee. While on this leave, staff members will not receive salary or benefits, except that the District will pay its portion of the staff member's health insurance premium. The staff member will be responsible for paying to the District his or her own portion of the premium during this period of leave in order to maintain health insurance coverage. This option for leave will sunset on June 30, 2021.

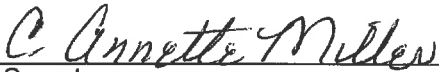
REV. 9/2020

Matt Mallinson
Jill Esry
Carrie Dixon
Blake Roberson

There being no further information to come before the Board of Education, Jill Esry made the motion, second by Blake Roberson, to adjourn the meeting and go into executive session for legal and personnel issues at 6:18 p.m. The motion was approved as follows:

Ayes: Denise Fears
Eric Knipp
Matt Mallinson
Jill Esry
Carrie Dixon
Blake Roberson

Absent: Greg Finke


Secretary


President