

BOARD OF EDUCATION  
The School District of Independence

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The Board of Education met in regular session Tuesday, October 13, 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  
Mr. Blake Roberson, Director  
Mr. Greg Finke, Director  
Mrs. Carrie Dixon, Director

Also Present: Dr. Dale Herl, Superintendent  
Dr. Lance Stout, Dr. Cindy Grant, Dr. Randy Maglinger, Dr. Janet Richards, Dr. Prissy LeMay, Dr. Pam Boatright, Mr. Dean Katt, Mr. Salum Stutzer, INEA, PTA, interested patrons, 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. Mrs. Fears welcomed those in attendance.

The motion was made by Eric Knipp, second by Jill Esry, to approve the October 13, 2020 Agenda as presented. The motion was unanimously approved by the Board of Education.

Dr. Herl shared that the Bills List totaled \$9,474,582.68 and is typical for this time of year. He said the Administration is recommending letting bids for a replacement freezer at Christian Ott Elementary School and for a discus and shot put ring for the Track and Field at Van Horn High School.

Greg Finke made the motion to approve the October 13, 2020 Consent Agenda as printed.

1. Approval of September 8, 2020 Minutes.
2. Approval of October 13, 2020 List of Bills totaling \$9,474,582.68
3. Approval to Let Bids for a Replacement Freezer at Christian Ott Elementary School.
4. Approval to Let Bids for a Discus and Shot Put Ring for the Track and Field at Van Horn High School

The motion was seconded by Carrie Dixon and approved by the Board of Education as follows:

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

Absent:

Dr. Herl reported on transition of students back to in-person classes. He said that seniors were given the option to return back to classes on October 5th. He said there are approximately 975 seniors with 300 remaining virtual and 225 returning to in-person classes. The notification went out to parents of ELL and IEP students, grades 6-12, that they could return in-person on October 19<sup>th</sup> and 295 students elected to return. The juniors could possibly return on November 9<sup>th</sup> and a survey will be sent out regarding this. Dr. Herl provided an update on the District's finances. He said the Governor did release \$61.5 million which is equivalent to \$70 per student with about \$960,000 for ISD in CARES Act money. \$2.4 million were withheld from the District's July payment. The general revenue in the State is about \$781 million ahead of last year. The State did allow individuals to file their income taxes up to July 15 which also impacted revenues. Dr. Herl said the Governor may undo the withholdings from July which would give back the \$2.4 million that was withheld. On the last Wednesday in September (Child Count Report), the District was down approximately 300 students in enrollment which is equivalent to about a \$1.7 million revenue reduction. The Foundation Formula allows districts to calculate using current or prior preceding enrollment. Dr. Herl said he is concerned looking at 2-3 years down the road and what the District's financials will be then. The September revenues were down \$4.4 million which relates to the District being hybrid and virtual and the Prop C funds. Dr. Herl said the drop in enrollment is due to lower numbers of kindergarten students enrolled (which is not a mandatory grade) and students transferring to home schooling during the pandemic.

Mrs. Fears discussed the MSBA Conference that was held virtually September 24-26. She said the Delegate Session focused on legislative advocacy. She said the group expressed opposition to State mandates to fund

MOCAP and support of MOCAP guidelines. Susan Goldhamer with MSBA is looking for school board members who will testify regarding this issue. Mrs. Fears said several breakout sessions that she attended included: cyber security, presentation by Robert Redfield from the CDC, and legislation updates.

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

Dr. Herl introduced Dr. Brent Blevins, Bond Counsel advisor from Stifel, Nicolaus & Company. Dr. Blevins said that it was a pleasure to address the Board this evening and his company has three goals in mind when recommending refunding of the District's lease participation certificates: obtain the largest amount at the lowest cost, refunding of existing debt, and meeting the District's facility needs while maintaining the debt service levy. He said this recommendation is just reselling the 2011A Bonds. Dr. Herl is scheduled to do rating call with Standards and Poor's as part of the refunding process. Dr. Blevins will provide the Resolution for the Board of Education's approval to sell the Bonds at the November 10th Board meeting with the final pricing. He worked with Gilmore Bell to determine if any of the Bonds were tax exempt. This refunding will mean a \$580,000 savings or 27% savings. The call date to pay off or refund these Bonds will be March 1, 2028.

Blake Roberson made the motion, second by Eric Knipp, that the Board of Education approves the following Resolution:

RESOLUTION AUTHORIZING THE OFFERING FOR SALE OF A SERIES OF LEASE PARTICIPATION CERTIFICATES TO REFUND \$1,965,000 PRINCIPAL AMOUNT OF LEASE PARTICIPATION CERTIFICATES ISSUED IN 2011, TO BE ACCOMPLISHED PURSUANT TO AN ANNUALLY RENEWABLE LEASE PURCHASE AGREEMENT.

The motion was unanimously approved by the Board of Education.

Dr. Herl said this was the first reading of proposed changes for Board of Education Policies 1300, 1301, 1310, 2763, 5205, 5530, and 6145. He said these are due to Title IX and Federal regulation requirements. Policy 1300 deals with filing sexual harassment or retaliation allegations, 1301 addresses prohibiting sexual harassment; 1310 defines process for filing complaints, 2763 allows a caregiver to make educational decisions, 5205 references lead contamination, 5530 states the District cannot discriminate against Israel, and 6145 defines the difference between therapy dogs and service dogs. He also said that Policy changes require two readings.

The motion was made by Jill Esry, second by Eric Knipp, that the Board of Education approves this as the first reading of changes and additions to Board of Education Policies 2763, 5205, 5530, and 6145 as presented. The motion was unanimously approved by the Board of Education. (Pages 11995-12007)

Dr. Stout stated that the District's legal services agreements have expired. He cited Policy 3180 which states that the District does not have to bid these services if the Administration and Board of Education are comfortable with the services they are receiving from the current legal services providers. Dr. Stout said the Administration is recommending that the District enter into new agreements/contracts with EdCounsel, LLC for general education legal services and Thomeczek & Brink, LLC for special education legal services.

Matt Mallinson made the motion that the Board of Education approves the contract/agreement with EdCounsel, LLC for general education legal services and the contract/agreement with Thomeczek & Brink, LLC for special education legal services. 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, Greg Finke made the motion, second by Jill Esry, to adjourn the meeting and go into executive session for legal and personnel issues at 6:30 p.m. The motion was approved as follows:

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

Absent:



Secretary



President

**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 [identity](#), 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 [or Board Policy/Regulation 1301](#)).

[A complaint regarding sexual harassment or related retaliation of a student or employee under Title IX and that is alleged to have occurred on or after August 14, 2020, should be filed in accordance with the procedures outlined in Regulation 1301. Any complaint regarding sexual harassment or related retaliation of a student or employee under Title IX and that is alleged to have occurred before August 14, 2020, should be filed in accordance with the procedures outlined in 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.

**Policy 1300**  
**Page 2****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.

**NEW 9/16**  
**REV. 10/2020**

**GENERAL ADMINISTRATION****Policy 1301  
(Regulation 1301)****Equal Opportunity****Prohibition Against Sexual Harassment and Retaliation under Title IX**

Sexual harassment is prohibited in this District. The District also prohibits retaliation against a person who files a complaint of sexual harassment or who participates in an investigation of allegations of sexual harassment under this Policy and its corresponding Regulation.

This Policy governs the District's compliance with Title IX of the Education Amendments of 1972. The following person is designated and authorized as the District's Title IX Coordinator, with the responsibility to identify, prevent, and remedy unlawful harassment and retaliation under Title IX in the District:

District Compliance Officer  
201 North Forest Avenue, Independence, Missouri 64050  
816-421-5300

A complaint regarding sexual harassment or related retaliation of a student or employee under Title IX and that is alleged to have occurred on or after August 14, 2020, should be filed in accordance with the procedures outlined in Regulation 1301. A complaint by students, employees, parents, and patrons of the District alleging harassment, discrimination, or related retaliation based on a protected classification under the laws identified above (outside of Title IX) should be filed in accordance with the procedures outlined in Regulation 1310. A complaint regarding the identification, evaluation, educational program, or placement of a child with a disability under Section 504 should be filed in accordance with the procedures outlined in Regulation 2110.

**NEW 10/2020**

**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 **identity**, 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, **1301**, 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

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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.

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 ~~identity~~, national origin, or any other characteristic protected by law.

A complaint by students, employees, parents, and patrons of the District alleging harassment, discrimination, or related retaliation based on a protected classification under the laws identified above (outside of Title IX) should be filed in accordance with the procedures outlined in Regulation 1310. A complaint regarding sexual harassment or related retaliation of a student or employee under Title IX and that is alleged to have occurred on or after August 14, 2020, should be filed in accordance with the procedures outlined in Regulation 1301.

### **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.

**Policy 1310**  
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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 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~~



**Policy 1310**  
**Page 4**

~~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 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. [Regulation 1301 provides mechanisms for the resolution of grievances/complaints by employees, patrons, and/or students under Board Policy 1301.](#)

**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 9/16**  
**REV. 10/2020**

**STUDENTS****Policy 2763****Student Welfare****Temporary Alternative Placement Agreements**

If a parent/guardian is temporarily unable to provide care or support for their child and if the child is not in imminent danger of death, serious bodily injury, or being sexually abused, an adult relative and the parent/guardian of the child may enter into a Temporary Alternative Placement Agreement (“Agreement”) with Missouri’s Children’s Division.

The Agreement provides for a placement with an adult relative for a period of ninety (90) days. The adult relative shall make the day-to-day decisions for the child as provided in the agreement, and shall further have the authority to make educational and medical decisions.

The adult caregiver (relative) is required to notify the District of the Agreement and is required to provide the District with notice of the Agreement.

This provision will become effective only when the Children’s Division has prepared and disseminated Rules and Regulations governing such Agreements.

**NEW 10/2020**

**SUPPORT SERVICES****Policy 5205****Building and Grounds Management****Lead Testing in Water Samples**

Subject to appropriations, the District may elect to test samples from sources of potable water in District facilities serving students under first grade in buildings built prior to 1996. A “source of potable water” means a source of nonbottled water that provides water that may be ingested by students or used for food preparation of students under first grade, including but not limited to, any tap, faucet, drinking fountain, wash basin in a classroom, or similar point of use. This does not include bathroom sinks or wash basins used by janitorial staff.

The purpose of such testing would be to determine the presence of and quantity of lead. If election to test is made, the District will submit sample(s) to a Department of Health and Senior Services-approved laboratory for analysis for the presence of lead. Written sampling results will be submitted by the laboratory to the Department of Health and Senior Services within seven (7) days of receipt.

If any of the submitted samples exceed standards for parts-per-billion of lead set by the U.S. Environmental Protection Agency (EPA), the District will promptly notify by written or electronic communication to the parents/guardian of all enrolled students. Notice to parents/guardians will include the:

1. Sampling location within the building;
2. EPA’s website for information for lead in the drinking water; and
3. The specific lead level in each testing site.

If any of the samples are at or below five parts per billion, parental notification may be made by posting on the District’s website.

**NEW 10/2020**

**SUPPORT SERVICES****Policy 5330**  
**(Form 5330)****Purchasing and Supply Management****Anti-Israel Boycott Prohibition**

Pursuant to the Anti-Discrimination Against Israel Act, § 34.600, RSMo., the District will not contract to acquire or dispose of services, supplies, information technology, or construction for a total potential value of One Hundred Thousand Dollars (\$100,000.00) or more with any company, unless the contract includes written certification that the company is not currently engaged in and shall not, for the term of the contract, engage in a boycott of goods and services from the State of Israel; companies doing business in or with Israel; or authorized by, licensed by, or organized under the laws of the State of Israel; or persons or entities doing business in the State of Israel.

The term “boycott” as used in this Policy is defined as set forth in § 34.600.3(1), RSMo.

This provision shall not apply to contractors with fewer than ten (10) employees.

Bidders for contracts described in this Policy will be required to submit with their bid a certification of compliance with this Policy (Form 5330). In addition, all contracts subject to this Policy will contain a contract provision certifying compliance with the “Anti-Discrimination Against Israel Act.”

**NEW 10/2020**

**INSTRUCTIONAL SERVICES****Policy 6145**  
**(Regulation 6145)****Curriculum Services****Service Animals and Professional Therapy Dogs in Schools**

~~The District recognizes that service animals may be used to provide assistance to qualified individuals with disabilities.~~ This policy governs the presence of service animals in the District's buildings, on school property (including school buses), and at school activities. The Board of Education adopts this policy to ensure that individuals with disabilities are permitted to participate in and benefit from District programs, activities and services, and to ensure that the District does not discriminate on the basis of disability.

~~Qualified~~ Students and/or adults with disabilities may be accompanied by a "service animal" as defined by federal and Missouri law on school property, in school buildings, and at school functions ~~when required~~ as permitted by law and subject to the conditions of this Policy.

**Service Animals**

Under federal law, a "service animal" means "any dog that is individually trained to do work or perform tasks for the benefit of an individual with a disability, including a physical, sensory, psychiatric, intellectual or other mental disability." Other species of animals, whether wild or domestic, trained or untrained, are not service animals for the purposes of this definition (See, however, provisions on miniature horses below). The work or tasks performed by a service animal must be directly related to the handler's disability. The crime deterrent effects of an animal's presence and the provision of emotional support, well-being, comfort, or companionship do not constitute work or tasks for the purposes of this definition.

Under Missouri law, the term "service dog" is defined as ~~any a dog specifically that is being or has been individually trained to assist a person with a physical disability by performing necessary physical tasks which the person cannot perform. Such tasks shall include, but not be limited to, pulling a wheelchair, retrieving items, and carrying supplies~~ do work or perform tasks for the benefit of an individual with a disability, including a physical, sensory, psychiatric, intellectual, or other mental disability. Service dogs include but are not limited to: guide dogs, hearing dogs, medical alert or response dogs, mobility dogs, and mental health service dogs or psychiatric service dogs.

An emotional support dog, whose purpose is to provide comfort or companionship does not meet the definition of a service dog under Missouri or federal law.

The District will permit the use of a miniature horse as a service animal if the miniature horse has been individually trained to do work or perform tasks for the benefit of an individual with a disability.

**Policy 6145**  
**Page 2**

In determining whether to permit the use of a miniature horse as a service animal, the District will consider: (1) the type, size and weight of the miniature horse and whether the facility can accommodate these features; (2) whether the handler has sufficient control of the miniature horse; (3) whether the miniature horse is housebroken; and (4) whether the miniature horse's presence compromises legitimate safety requirements that are necessary for the safe operation of the facility. All additional requirements outlined in this Policy which apply to service animals, shall apply to miniature horses.

If an individual with a disability requests to use a service animal in a District building, on District property, in a District vehicle or at a District function, the District will not ask about the nature or extent of the person's disability. However, the District may make the following inquiries to determine whether an animal qualifies as a service animal: (1) whether the animal is required because of a disability; and (2) what work or task the animal has been trained to perform. The District may not make these inquiries when it is readily apparent that an animal is trained to work or perform tasks for an individual with a disability.

The District may request but will not require documentation, such as proof that the animal has been certified, trained, or licensed as a service animal.

**Misrepresentation of Service Dogs**

In accordance with Missouri law, a person knowingly misrepresenting a dog as a service dog for the purpose of receiving accommodations of the Americans with Disabilities Act will be guilty of a class C misdemeanor and shall be civilly liable for damages resulting from such misrepresentation.

**Professional Therapy Dogs**

An animal that is used to provide a supportive or therapeutic service for a student does not meet the definition of a "Service Animal" which is permitted for use by qualified individuals with disabilities consistent with this Policy. However, the District may, at its discretion, permit the use of such dogs that have been individually trained and certified to work with staff to provide certain types of support for its students.

Such dogs are not for the personal use of District students or employees and will be utilized at the discretion of District administration and counselors for their intended purpose.

**REV. 1/18**

**REV. 10/2020**