

BOARD OF EDUCATION
The School District of Independence

12391

The Board of Education met in regular session Tuesday, November 8, 2022, at 6:00 p.m. in the Board Room at the Board of Education Office, 201 North Forest Avenue, Independence, Missouri.

Members Present: Mr. Eric Knipp, President
 Mr. Blake Roberson, Vice President
 Mrs. Carrie Dixon, Treasurer
 Mrs. Jill Esry, Director
 Mr. Greg Finke, Director
 Mrs. Denise Fears, Director
 Mr. Anthony J. Mondaine, Director

Also Present: Dr. Dale Herl, Superintendent
 Dr. Lance Stout, Dr. Cindy Grant, Dr. Pam Boatright, Dr. Randy Maglinger,
 Dr. Anthony Robinson, Mrs. Leslie Hochsprung, Mr. Dean Katt, Mrs.
 Megan Murphy, Mrs. Sherry Potter, Mr. Todd Theen, Mr. Salum Stutzer,
 INEA, MSTA, PTA, interested patrons, staff, and Ms. Annette Miller.

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

Greg Finke made the motion to approve the November 8, 2022 Agenda as presented. The motion was seconded by Blake Roberson and unanimously approved by the Board of Education.

Mr. Knipp said that several patrons/staff members had requested to address the Board of Education this evening. He read Policy 0412 regarding the process when addressing the Board of Education.

Sarah Nelson - 17101 E. George Franklyn Drive, Independence, 64055 addressed the Board of Education and said her pronouns are she, her, and hers. Mrs. Nelson has been a life-long resident of the District and currently serves as the President of INEA. She said she was aware of the many hours the Calendar Committee has spent on creating calendars for the 2023-2024 school year. Mrs. Nelson said she was impressed and appreciated their work and what is being presented. The four (4) day instructional week has potential. She stated that there are large systemic changes with this calendar due to all of the pieces and teachers are not for or against this proposal as there are still many questions that need answers. She reported that there is a need for more information and time to have conversations about the proposed changes. She also suggested looking at other ways to retain teachers. Mrs. Nelson discussed the need for Board of Education Policy 0412 to be more transparent for the community when requesting to address the Board of Education. She said this is the first reading of changes to Policy 0412 and how the public will need to request items be placed on the Agenda. She talked about alternative ways to engage the community that are not seen as being in opposition to requests.

Wendy Baird, 2312 Viking Drive, Independence, 64057. She thanked the Board of Education for the recent changes for the public when requesting to address the Board of Education. Mrs. Baird said that when she submitted her request to address the Board of Education this month that she was informed she needed to address an Agenda item. She said it is a short time to respond based on when the Agenda is posted. She said this does not allow members of the public to speak on various items. She said she believes enforcement of 0412 is a good thing but the actions do not match the words. She talked about Policy 6241 on challenged materials and that only one partisan group was behind the removal of a book and the Board's decision did not reflect the Board's policy. She asked the Board of Education to reflect, engage, and improve with their communications.

Brandi Prunte, 610 North River Boulevard, Independence, 64050. She addressed the Board regarding Agenda Item 4. Four Day Instructional Week. She was confused since she did not know what it would look like. She talked about the surveys sent to families, staff, and students. She said based on the percentages of responses that the Board should not make assumptions based on skewed results. She said some students would see staying at home a detriment. With most holidays falling on Monday and the majority of residents may try to schedule appointments on those days for students which could create issues. Ms. Prunte said with longer work days, it means staff cannot pick up their children and be involved in their after school activities. She encouraged the Board to do more research before making a decision for a Four Day Instructional Week.

Ashely Caselman, 2007 N. Plymouth Road, Independence, 64058. She said she teaches 6th grade and has concerns about the proposed 4 day instructional week. She said focusing on the extended day to meet the DESE requirement of 1,044 hours for students does not mean that staff can add value to daily lessons. She said the extended day has negative impacts for everyone. She said older students are concerned due to not being able to

work late shifts, people spending less time with family members, higher amount of time spent outside of their homes, and child care issues for families. She talked about better pay for staff and that some will work the 5th day for additional compensation. She said working longer hours had a negative impact on people's health. She said she believes the 4 day instructional week will work but it is not necessarily helpful.

Angie Warner, 803 North Mohawk Avenue, Independence, 64056. She said she was a voice of support for the ISD, active in PTA and serves on the state PTA Council. She appreciates PTA being recognized at the state convention by the District and Dr. Grant's strong relationship with PTA. She said she is an advocate for all children across the ISD and as PTA Council president she always served on the Calendar Committee. She talked about the Four Day Instructional Week Committee and that building principals' recommended parents from their schools but no PTA Council leaders were included. PTA cannot be a powerful voice for everyone or advocate for every child if they are not allowed a seat at the table. She urged the Board to reach out to local schools and engage in listening sessions with parents, staff, and students regarding their concerns.

Angy Hill, 700 North Sioux Avenue, Independence, 64057. She said she is a product of the Independence School District and has taught at Jim Bridger Middle School for 15 years. She said she was selected to represent the middle schools on the Calendar Committee and she is also a PTSA member. Ms. Hill said that historically there would be 10-12 members on the Calendar Committee but this year there were 32 people which included parents, teachers, students, Transportation staff, Nutrition Services staff, business people, Administrators, and community people due to the discussion of a Four Day Instructional Week. She said that all concerns were addressed during the meetings and the Committee spent time researching the proposals. She said this task was not taken lightly by the Committee. She said there are still many questions needing answers that will be addressed by other committees. The students that were on the Calendar Committee were in favor of the 4 day week. She said she appreciated the opportunity to serve on this committee and to be part of the discussions.

Dr. Herl reported the November List of Bills total is \$13,194,406.16 which is about normal for this time of year.

Denise Fears made the motion that the Board of Education approves the November 8, 2022 Consent Agenda as printed

1. Minutes – October 11, 13, and 20, 2022
2. Approval of November 8, 2022 List of Bills totaling \$13,194,406.16
3. Approval of Personnel Recommendation #9 as follows:
 - A. Request to Assume Retirement Status Effective End of the 2022-2023 School Year.
 1. Angel Bureson, German/William Chrisman High School
 - B. Employment of Certificated Staff Effective January 1, 2023
 1. Allison Dowell, Math Teacher

The motion was seconded by Jill Esry and unanimously approved by the Board of Education.

Dr. Herl said that today was a District PD day as well as Election Day. He said that eight schools were being used as elections sites: Truman, Van Horn, and William Chrisman High Schools; Jim Bridger, George Caleb Bingham, and Nowlin Middle Schools; and Glendale and Mallinson Elementary Schools. Dr. Herl talked about the Four Day Instructional Week and that the three committees (Calendar, Fifth Day, and Early Education/Kids Safari) were some of the largest committees the District has had and they are wrapping up their great discussions. He said the Fifth Day and Early Education/Kids Safari Committees' reports are almost ready. A video on the calendars will be coming out soon. Dr. Herl thanked the Board for attending the MSBA Conference November 3-5, 2022 in Kansas City. Several Board members responded with comments regarding the various sessions they attended during the Conference: over 100 breakout sessions; panel discussion with State Board of Education and Commissioner VanDeven; defending local control of school districts; information on DESE's Blue Ribbon Commission; teacher retention; competency based education; mandated training requirements for School Board members; legislation changes; mental health issues; District staff served on Early Education panel; parent from Sandy Hook and principal from Columbine incidents session; focus on student safety; and public education being under attack by legislators. The Board of Education agreed that the District is fortunate to have the Administration and staff that focuses on many of these issues already.

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

Mr. Stutzer shared an update on the Bond Issue projects. He said the District is still having supply chain issues that affect Phase 2 projects. He focused on work that has been done at Christian Ott and William Southern Elementary Schools. Christian Ott's secure entry has been completed with the hand rails ready to be installed and then the design branding will be put up. A classroom was captured from previous space as well as work spaces, principal's office, secretary's office, an ADA staff restroom, nurse's office, counselor's office, and an FSL office. He shared pictures of the hallway as it looks now which matches previous style. William Southern's new secure entry has been moved to the southeast side of the building (faces Phelps Road) from the previous entry on the north. This

has allowed for additional office space: Counselor, FSL, and office for traveling teachers. Also, an elevator has been installed. All of this work matches the integrity of the interior structure design. Both schools' projects are near completion. Mr. Stutzer said he may have information on Sugar Creek Elementary School's improvements to share at the December Board of Education meeting. The kickoff work for the Van Horn auditorium work will start on November 28th if approved by the Board. Mrs. Dixon shared that at the MSBA Conference vendor fair, several vendors spoke highly of Mr. Stutzer.

Dr. Pam Boatright presented a PowerPoint showing the 2023-2024 Instructional Calendars. She shared the parameters on the 4 and 5 day instructional calendars. The first day of school will be August 21 and the last day will be May 22, 2023 for the four (4) day instructional week. The first day of school for the five (5) day instructional week will be August 21, 2022 and the last day of school will be May 16, 2023. Dr. Boatright shared the dates for staff professional development, teacher work days, Thanksgiving break, winter break, parent teacher conferences, and spring break. Both calendars also indicate when snow days' attendance would be made up. The Board of Education extended their gratitude to the Calendar Committee for developing the two (2) calendars that meet the needs of both students and staff.

Dr. Herl said the Administration is recommending approval of the Four Day Instructional Calendar for the 2023-2024 school year as presented.

Greg Finke made the motion, second by Blake Roberson, that the Board of Education approves the 2023-2024 Four Day Instructional Week School District Calendar as presented. The motion was unanimously approved by the Board of Education. (Page 12394)

Dr. Herl said the Administration is recommending approval of the Five Day Instructional Calendar for the 2023-2024 school year as presented.

A motion was made by Jill Esry, second by Carrie Dixon, that the Board of Education approves the 2023-2024 Five Day Instructional Week School District Calendar as presented. The motion was unanimously approved by the Board of Education. (Page 12395)

Dr. Herl explained the updates and additions to Board of Education Policies for the Board of Education's consideration.

Denise Fears requested that Policy 0412 be pulled from the list of updates/additions to Board of Education Policies as she would like to recommend a change.

The motion was made by Denise Fears to remove Policy 0412 from V. New Business – Agenda Item 5. Changes to Board of Education Policies. The motion was seconded by Greg Finke and unanimously approved by the Board of Education.

Denise Fears made the motion to amend Policy 0412 (Page 2) to read as follows: "Should there be multiple speakers, the Board may limit comments to ~~two~~ five minutes or less based on the number of speakers."

The motion to amend Policy 0412 was seconded by Greg Finke and approved unanimously by the Board of Education. (Pages 12396-12397)

Carrie Dixon made the motion, second by Blake Roberson, that the Board of Education approves this as the first reading of the amended changes to Board of Education Policy 0412 as presented. The motion was unanimously approved by the Board of Education.

Dr. Herl then explained the changes/updates to the following Board of Education Policies:

Policy 0320 – State statute regarding school board candidates

Policy 0342 – State Statute regarding nepotism and conflict of interest regarding Board members

Policy 1210 – School districts cannot start their calendar year prior to 14 days before the first Monday in September

Policy 2876 – Training and professional development for staff will be required as of July 1, 2023 for students with epilepsy or seizure disorders

Policy 4130 – Regards alternative certification to fill hard to staff positions

Policy 4150 – Addresses retired teachers substituting on a part-time basis and not discontinue their retirement payments

Policy 4630 – Staff cannot distribute material that depicts sexual acts or human genitals in any pictorial depiction

Policy 5205 – State Statute regarding testing for lead contamination beginning 2023-2024 year

Policy 6118 – State Statute requiring curriculum instruction regarding mental health in either Health or Physical Education courses

Policy 6119 – State Statue mandates school districts provide at least one computer science course

INDEPENDENCE PUBLIC SCHOOLS
4 Day 2023-2024 CALENDAR
 4 day Draft

July 2023					August 2023					September 2023					October 2023				
M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F
3	4	5	6	7		1	2	3	4					1	2	3	4	5	6
10	11	12	13	14	7	8	9	10	11	4	5	6	7	8	9	10	11	12	13
17	18	19	20	21	14	15	16	17	18	11	12	13	14	15	16	17	18	19	20
24	25	26	27	28	21	22	23	24	25	18	19	20	21	22	23	24	25	26	27
31					28	29	30	31		25	26	27	28	29	30	31			
Student Attendance					Student Attendance					Student Attendance					Student Attendance				
Teacher Contract					Teacher Contract					Teacher Contract					Teacher Contract				
					9					17					17				
					14					18					19				
November 2023					December 2023					January 2024					February 2024				
M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F
		1	2	3					1	1	2	3	4	5				1	2
6	7	8	9	10	4	5	6	7	8	8	9	10	11	12	5	6	7	8	9
13	14	15	16	17	11	12	13	14	15	15	16	17	18	19	12	13	14	15	16
20	21	22	23	24	18	19	20	21	22	22	23	24	25	26	19	20	21	22	23
27	28	29	30		25	26	27	28	29	29	30	31			26	27	28	29	
Student Attendance					Student Attendance					Student Attendance					Student Attendance				
Teacher Contract					Teacher Contract					Teacher Contract					Teacher Contract				
16					13					18					17				
17					14					20					18				
March 2024					April 2024					May 2024					June 2024				
M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F
				1	1	2	3	4	5			1	2	3	3	4	5	6	7
4	5	6	7	8	8*	9	10	11	12	6	7	8	9	10	10	11	12	13	14
11*	12	13	14	15	15	16	17	18	19	13	14	15	16	17	17	18	19	20	21
18	19	20	21	22	22	23	24	25	26	20	21	22	23*	24*	24	25	26	27	28
25	26	27	28	29	29*	30				27	28	29	30	31					
Student Attendance					Student Attendance					Student Attendance									
Teacher Contract					Teacher Contract					Teacher Contract									
17					17					14									
19					17					14									

A. Contract Days

July		Jan	20
August	14	Feb	18
Sept	18	March	19
Oct	19	April	17
Nov	17	May	14
Dec	14	June	

170

Tentative Summer School Start May 29
 Graduation May 17 & 18, 2024
 Seniors last day May 15

Weather Make Up Days

*Snow Days: #1 - March 11, #2 - May 23, #3 - May 24, #4 - April 8, #5 - April 29

All Attendance and Contract Days that are postponed due to inclement weather will be added at the discretion of the Board of Education

Required Student Contact Days	155
Required Teacher Contract Days	170
Floating Contract Day	1
	171

HR 10.31.22

No School / Non Contract

Professional Development (8 days) - No School / Contract

Parent Teacher Conference week

First Day of School/Last Day of School

Teacher Work Day

INDEPENDENCE PUBLIC SCHOOLS
2023-2024 CALENDAR
 5 day Draft

JULY 2023					AUGUST 2023					SEPTEMBER 2023					OCTOBER 2023				
M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F
3	4	5	6	7		1	2	3	4					1	2	3	4	5	6
10	11	12	13	14	7	8	9	10	11	4	5	6	7	8	9	10	11	12	13
17	18	19	20	21	14	15	16	17	18	11	12	13	14	15	16	17	18	19	20
24	25	26	27	28	21	22	23	24	25	18	19	20	21	22	23	24	25	26	27
31					28	29	30	31		25	26	27	28	29	30	31			
Student Attendance					Student Attendance					Student Attendance					Student Attendance				
Teacher Contract					Teacher Contract					Teacher Contract					Teacher Contract				
					9					19					21				
					13					20					22				
NOVEMBER 2023					DECEMBER 2023					JANUARY 2024					FEBRUARY 2024				
M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F
		1	2	3					1	1	2	3	4	5				1	2
6	7	8	9	10	4	5	6	7	8	8	9	10	11	12	5	6	7	8	9
13	14	15	16	17	11	12	13	14	15	15	16	17	18	19	12	13	14	15	16
20	21	22	23	24	18	19	20	21	22	22	23	24	25	26	19	20	21	22	23
27	28	29	30		25	26	27	28	29	29	30	31			26	27	28	29	
Student Attendance					Student Attendance					Student Attendance					Student Attendance				
Teacher Contract					Teacher Contract					Teacher Contract					Teacher Contract				
18					16					19					19				
19					16					21					20				
MARCH 2024					APRIL 2024					MAY 2024					JUNE 2024				
M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F
				1	1	2	3	4	5			1	2	3	3	4	5	6	7
4	5	6	7	8	8	9	10	11	12	6	7	8	9	10	10	11	12	13	14
11	12	13	14	15	15	16	17	18	19	13	14	15	16	17*	17	18	19	20	21
18	19	20	21	22	22	23	24	25	26	20*	21*	22*	23*	24*	24	25	26	27	28
25	26	27	28	29	29	30				27	28	29	30	31					
Student Attendance					Student Attendance					Student Attendance									
Teacher Contract					Teacher Contract					Teacher Contract									
17					20					12									
18					21					12									

A. Contract Days

July		Jan	21
August	13	Feb	20
Sept	20	March	18
Oct	22	April	21
Nov	19	May	12
Dec	16	June	

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Tentative Summer School Start May 29
 Seniors Last Day May 9
 Graduation May 17 and May 18, 2024

* Weather Make Up Days

* Snow Days # 1-6 May 17-24

All Attendance and Contract Days that are postponed due to inclement weather will be added at the discretion of the Board of Education

Required Student Contract Days 170
 Required Teacher Contract Days 182

No School / Non Contract

Professional Development - No School / Contract

First Day of School/Last Day of School

Teacher Work Day

Conference Week

ORGANIZATION, PHILOSOPHY AND GOALS

Policy 0412

Meetings

Requests to Address the Board

The Board is very interested in citizen viewpoints and problems, however, citizens are encouraged to work through problems at the building and/or administrative levels before coming to the Board. For purposes of insuring public awareness of items to be discussed by the Board, residents and employees of the District may only address items on the publicly noticed agenda of the Board meeting. Residents and employees of the District may request that items be added to the agenda only as described below.

Requests to Add an Item to the Agenda

District residents and employees who desire to address the Board during the public comment period ~~must~~ may ~~present~~ request items to be considered for placement on the agenda. The Board President and the Superintendent shall determine whether or not the request is appropriate for inclusion on the agenda, either in open or closed session, or for public comment. Any such requests must meet the following requirements:

- a. This request must be in writing, specifying the individual's name who will be addressing the Board, the subject of the presentation, supporting data, and the desired action.
- b. The request is to be directed to the Board of Education and must be received in the Office of the Superintendent of Schools. ~~by 4:00 pm on the Friday before the regular meeting of the Board of Education. The Board President and the Superintendent shall determine whether or not the request is appropriate for inclusion on the agenda, either in open or closed session, or for public comment.~~
- c. Only items directly related to the governance and operation of the District will be placed on a meeting agenda.
- d. The Board may refuse to address an issue if the individual proposing the topic has not first attempted to resolve the matter through the appropriate established procedures and policies. The resident or employee must first meet with the Superintendent or the Superintendent's designee to attempt a resolution of the issue. The Superintendent or the Superintendent's designee shall meet with the resident within twenty business days of a written request to meet. After such meeting, or if the Superintendent or the Superintendent's designee does not meet with the resident within twenty business days, the resident or employee may submit a written request to the Board secretary to have the issue added to the Board meeting agenda.

The Board reserves the right to impose reasonable restrictions on the number of items placed on the agenda and the number of spokespersons for any given public comment period. In the event the Board agenda is full, items may be rescheduled for the next regular Board meeting.

Policy 0412
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Public Comment ~~Period~~ Regarding an Agenda Item

A period of time ~~not to exceed~~ up to thirty (30) minutes, ~~unless extended by the Board,~~ will be allotted for public comment by District residents and staff members who ~~have received prior approval and placement~~ seek to address the Board regarding an item on the agenda included in the notice of the meeting. District residents and staff members wishing to make public comment must notify the Board Secretary in writing by 4:00 p.m. the Friday before the regular Board meeting and must identify the agenda item they wish to address. ~~Individuals who have not been placed on the agenda, pursuant to this policy, may not speak during the public comment period.~~ The Board has established a maximum limit of five minutes per approved spokesperson, thus allowing a maximum number of participants in the allotted time period. ~~Should there be multiple speakers, the Board may limit comments to two~~ five minutes or less based on the number of speakers. Only items from the posted agenda may be discussed during the public comment period. Board members or other representatives from the District will not respond during the meeting to comments made during the period for public comment. All questions will be responded to by an appropriate person within a reasonable period of time.

Rev. 1/19

Rev. 3/22

REV. 11/22

Policy 6190 – Removes virtual courses being automatically approved for part-time students' participation
 Policy 6191 – State Statute that school districts cannot deny a student from enrolling in virtual programs whether it is in their best interest or not
 Policy 6215 – State Statute SB681 requires school districts to implement a reading success plan
 Policy 6251 – State Statute requiring school districts to provide Braille instruction for visually impaired students

Greg Finke made the motion that the Board of Education approves this as the first reading of changes/additions to Board of Education Policies 0320,0342, 1210, 2876, 4130, 4150, 4630, 5205, 6118, 6119, 6190, 6191, 6215, and 6251 as presented. The motion was seconded by Carrie Dixon and unanimously approved by the Board of Education. (Pages 12399-12420)


Dr. Herl said the District let bids for Auditorium renovations at Van Horn High School and three bids were received. The Administration is recommending approval of the bid from Newkirk Novak Construction Partners at a cost of \$4,752,000.00.

Denise Fears made the motion, second by Anthony J. Mondaine, that the Board of Education approves the bid of \$4,752,000.00 from Newkirk Novak Construction Partners for Auditorium Renovations at Van Horn High School. The motion was unanimously approved by the Board of Education.

There being no further information to come before the Board of Education, Jill Esry made the motion, second by Greg Finke, to adjourn the meeting and go into executive session for legal, real estate, and personnel issues at 7:30 p.m. The motion was approved as follows:

Ayes: Eric Knipp
 Blake Roberson
 Carrie Dixon
 Jill Esry
 Greg Finke
 Denise Fears
 Anthony J. Mondaine

Nays:


 Secretary


 President

ORGANIZATION, PHILOSOPHY AND GOALS

Policy 0320
(Regulation 0320)
Form 0320

School Board Organization**School Board Elections and Term**

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.

An election shall not be held if the number of candidates who have filed for the Board is equal to the number of 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 seventeenth (17th) Tuesday prior to the election and ending at 5:00 p.m. on the fourteenth (14th) 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.

Candidates must be citizens of the United States and resident taxpayers of the District, reside in the District 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

Policy 0320
Page 2

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.

Expenditure of District Funds

No contribution or expenditure of District funds will be made directly by any officer, employee, or agent of the District to advocate, support, or oppose the passage or defeat of any ballot measure, or the nomination or election of any candidate for public office, or to direct any public funds to, or pay any debts, or obligations of any committee supporting or opposing such ballot measure or candidates. This policy shall not be construed to prohibit any district official from making public appearances or from issuing press releases concerning such ballot issue.

REV. 6/19

REV. 11/21

REV. 11/22

ORGANIZATION, PHILOSOPHY AND GOALS

Policy 0342
(Regulation 0342)
(Form 0342)

School Board Organization

Nepotism, Conflict of Interest and Financial Disclosure

~~Board members shall~~ The Board may employ a person ~~not debate or vote upon the employment of any person to whom they are~~ related within the fourth degree to a Board member. ~~(See (see Form 0342.).~~ ~~P~~provided the ~~related~~ Board member ~~relative~~ does not debate or vote upon the employment issue ~~the Board may employ a person related to a Board member.~~ However, the Board may not under any circumstances employ one of its ~~own~~ members.

In order to consider employment of a Board member's spouse, the position must have been advertised as required in Policy 4120 – Employment Procedures. In addition, the Superintendent must consider and submit a written affirmative recommendation to the Board. The names of all applicants for that position, as well as the name of the applicant hired, shall be included in the Board minutes.

Members of the Board of Education will conduct themselves in a manner which complies not only with the letter of conflict of interest laws, but also in the spirit of those provisions. Board members will at all times make good faith efforts to avoid the appearance of a conflict of interest. If a situation arises which involves the potential for a conflict of interest, the individual Board member will declare his interest and will refrain from debating or voting upon the question of engaging or using the business entity in question.

REV. 11/22

GENERAL ADMINISTRATION**Policy 1210
(Regulation 1210)****Calendar Requirements****School Year and School Day**

~~Beginning with the 2019-2020 school year, the~~ The Board will annually adopt a school calendar that will provide for 1,044 hours of pupil attendance with no minimum number of school days. The beginning of the school year shall not be earlier than fourteen (14) calendar days prior to ~~Labor Day~~ the first Monday in September.

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.

The District will only be required to make up the first thirty-six (36) hours of school lost or canceled due to inclement weather and half the number of hours lost or canceled in excess of thirty-six (36) hours up to twenty-four (24) hours of additional lost or canceled hours. Thus, the maximum number of hours that must be made up is sixty (60) hours. Days missed in the District's half-day education program will only be made up if required of the District due to inclement weather on a proportional basis. For purposes of this Policy, "inclement weather" shall mean ice, snow, extreme cold, flooding, a tornado, or excessive heat.

The District ~~may make up thirty-six (36)~~ will not be required to make up any hours of school lost or canceled due to exceptional or emergency circumstances during a school year, if DESE has approved an alternative method of instruction plan submitted by the District. (See Regulation 1210).

Rev. 11/2019

REV. 11/22

STUDENTS**Policy 2876**
(Regulation 2876)**Student Services****Epilepsy/Seizure Disorder**

Beginning on July 1, 2023, parents of a student with epilepsy or a seizure disorder who are seeking care for their child while at school are encouraged to inform the school nurse or in the absence of the nurse, the building administrator of their request. Upon such request, the school nurse will develop an individualized emergency health care plan for the student. Parents must annually provide written authorization for the provision of epilepsy or seizure care as set out in the student's individualized health care plan.

NEW 11/22

PERSONNEL SERVICES**Policy 4130
(Regulation 4130)
(Form 4130)****Employment****Certificated Staff Contracts**

Employment contracts will be in writing and will be signed by the employee, the Board president and the Board secretary. Contracts will include the amount of annual compensation and the days of service.

Certificated staff members under contract include probationary teachers, permanent teachers and administrative staff. The probationary period allows a teacher to demonstrate, and the District to assess the teacher's competence. Beginning after the initial one (1) year contract, teachers who have demonstrated their competence through performance may be offered additional contracts.

Alternative Certification

Applicants who have not successfully achieved a qualifying score on the teacher examination are issued two-year nonrenewable provisional certificates.

During the two-year provisional period, the affected teacher may gain full teacher certification by:

1. Achieving a qualifying score on the designated exam; or
2. Successfully achieving an acceptable score on the state-approved evaluation system from seven walk-through evaluations; two formative evaluations; and one summative evaluation for each of the two provisional years and being offered a third contract by the District; and
3. District recommendation to DESE that the teacher be given full teacher certification.

Visiting Scholar Certificate

The District may employ teachers with the Visiting Scholar Certification under the following provisions:

1. Verification from the District that such teacher will be employed as part of a business-education partnership designed to build career-pathways to teach in the ninth grade or higher for which the teacher's academic degree or professional experience qualifies the teacher or employed as part of an initiative designed to fill vacant positions in hard-to-staff public schools or hard-to-fill subject areas for students in a grade or grades not lower than the ninth grade for which the applicant's academic degree or professional experience qualifies the applicant.
2. Appropriate and relevant bachelor's degree or higher, occupational license or industry-related recognized credential.

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Page 2

3. Completion of the application for a one year visiting scholar certificate.
4. Completion of a background check as required by state law.

Under these circumstances, Department of Elementary and Secondary Education may issue a one year visiting scholar certificate. The visiting scholar may renew their certificate for a maximum of two (2) years based upon completion or completion of the requirements listed above; completion of professional development required by the District and attainment of a satisfactory performance-based teacher evaluation.

Rev. 1/19
REV. 11/22

PERSONNEL SERVICES**Policy 4150****Employment****Substitute Teacher Employment**

The Board of Education will employ qualified substitutes for all employee groups. The Superintendent/Designee will prepare and submit to the Board a procedure for reporting absences, assigning substitutes and developing a substitute compensation plan.

Substitute teachers shall meet all requirements as established by the State Board of Education. Rate of compensation shall be according to the annual school budget approved by the Board of Education.

Records shall be kept by the Superintendent/Designee concerning number of days taught by substitutes and the amount of funds expended. The Board shall be informed concerning this data at periodic intervals.

Retired Certificated Employees

Retired certificated employees may be employed to substitute teach in the District on a part-time or temporary substitute basis without a discontinuance of their retirement allowance. Such individuals may also be utilized by the District as a part-time or temporary substitute through a third-party or as an independent contractor. No deduction will be made for retirement purposes.

Retired certificated employees may be employed as a full-time substitute in the District. However, during any month of full-time employment, the individual's retirement payment will be discontinued. Such retirees may be required by the retirement system to provide documentation showing compliance with this provision.

Substitute Teacher Certificates

The State Board of Education may grant such certificate to an individual who has completed:

1. At least 36 semester hours at an accredited institution of higher education; or
2. The 24-hour online training program requirement required by the State and who possesses a high school diploma or the equivalent.

Such certificate may also be granted for a qualified individual with expertise in a technical field or with experience in the Armed Forces of the United States and who has completed a background check. No such substitute teacher certificate holder who is under 20 years of age may be a substitute in grades 9 to 12. Such certificate is valid for 4 years. A substitute certificate will expire at the end of any calendar year in which the substitute has failed to substitute teach for at least five (5) days for 40 hours of in-seat instruction.

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Page 2

Substitute Teacher Survey

Each substitute teacher will complete a DESE survey at the end of each day of teaching. The District will provide substitute teachers, by email, a weblink to the survey. If needed, the District will provide brief access to a computer or other device to allow completion of the survey or If preferred the substitute's personal device.

Reporting

The District will annually provide information to DESE regarding use of third-party employment agencies for substitute teachers; daily rate of substitute pay; employment of full-time or part-time substitute teachers; substitute teachers' recruitment efforts; interview process as well as use of current school staff as substitute teachers during unassigned time.

REV. 11/22

PERSONNEL SERVICES**Policy 4630****Performance Evaluation****Staff Conduct**

The Board of Education requires all staff members to serve as positive role models for District students. District schools exist to provide quality, cognitive, and affective education for District students in a safe and appropriate setting. In achieving these objectives, staff are required to meet certain performance criteria including, but not limited to:

1. Review and Comply with Board policies, regulations, and procedures as well as related building rules and practices.
2. Properly prepare for student instruction.
3. Fully utilize instructional time for learning activities.
4. Maintain students under active supervision at all times.
5. Assess student performance in a regular and accurate manner.
6. Modify instructional goals to meet the needs of each student.
7. Comply with administrative directives.
8. Communicate with students in a professional and respectful manner.
9. Communicate with colleagues, parents, and District citizens in a professional manner.
10. Properly operate and maintain district property.
11. Utilize district technology solely for school district business.
12. Maintain required records and submit requested reports in a timely manner.
13. Comply with all safety guidelines and directives.
14. Refrain from the use of profane and obscene language.
15. Dress in a professional manner.
16. Attend to all duties in a punctual manner
17. Maintain student confidentiality pursuant to state and federal law.

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Page 2

18. Follow and implement student Individual Education Programs (IEP) under the Individuals with Disabilities Education Act (IDEA) or plans under Section 504 of the Rehabilitation Act.
19. Maintain and account for District funds in the staff member's possession and control.
20. Maintain professional relationships with students. With the exception of students who are immediate family with the staff member, this requirement also includes avoiding situations that could lead to allegations of inappropriate relationships with students, including, but not limited to:
 - a. Being present in any setting where students are provided or are consuming alcohol or illegal drugs.
 - b. Communicating with students, electronically or in person, about the student's sexual activity or concerning the staff member's sexual or romantic conduct.
 - c. Being present on District premises alone with a student in a room where the door is closed, the door is locked, or the lights are off, unless required temporarily due to emergency circumstances. Counselors and administrators are exempted from this prohibition in performance of professional duties.
 - d. Communicating with students about sexual topics outside approved District curriculum, unless done as part of a District investigation into sexual abuse or harassment.
 - e. Allowing students to drive a staff member's vehicle.
 - f. Provision to a student of any pictorial, three-dimensional or visual depiction of sexual acts of any sort as well as human genitals. However, works of art, when taken as a whole, have serious significance or materials used in science class are not considered to be violations of this subparagraph. Questions regarding the applicability of the subparagraph must be directed to the teacher's building administrator.

REV. 3/16

REV. 11/22

SUPPORT SERVICES

Policy 5205

Building and Grounds Management

Removal of Lead from Water Supplies—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.~~

Beginning the 2023-24 school year, the District school will provide drinking water in a large enough quantity to meet the drinking needs of student and staff with a lead concentration level below five parts per billion.

On or before January 1, 2024, the District school will:

1. Conduct an inventory of all drinking water and all outlets used for dispensing water for cooking or for cleaning cooking and eating utensils.
2. Develop a plan for testing each inventoried outlet (above) and will make the plan available to the public; and
3. Provide general information on the health effects of lead contamination and additional informational resources to employees and parents upon request.

A priority will be assigned to District schools which house early childhood education programs, kindergarten and all elementary schools.

Before August 1, 2024, the District school will:

1. Perform all testing for lead annually and thereafter using first draw and follow-up flush surplus of a random sampling of at least 25% of remediated drinking water outlets until all remediated sources have been tested as recommended by the EPA.
2. Make all test results and any lead remediation plans available on the school’s website.
3. Remove and replace any drinking water outlets that the EPA has determined are not lead free as provided in the Lead Contamination and Control Act except for drinking water outlets and water coolers that have been determined to be dispensing drinking water with a lead contamination level less than five parts per billion.

Policy 5205**Page 2**

If testing indicates that the water source is causing the contamination and until such time that the source of the contamination has been remediated the affected school will:

1. Install a filter at each point at which the water supply enters the building.
2. Install a filter that reduces lead in drinking water on each water outlet inventoried to ensure lead contamination are below five parts per billion.
3. Provide purified water at each water outlet inventoried.

If testing in any District school indicates that internal piping is causing the contamination, the following items will be put in place until the contamination has been remediated:

1. Install a filter at each point at which the water supply enters the building.
2. Install a filter that reduces lead in drinking water on each water outlet inventoried to ensure lead contamination are below five parts per billion.
3. Provide purified water at each water outlet inventoried.

If a pipe, sodder, fitting or fixture is replaced as part of remediation and the replacement will be lead free, which under Federal regulation means containing less than 0.2 percent lead.

If a test result exceeds five parts per billion, the affected school will:

1. Contact parents and staff by written notification within seven (7) business days after receiving the test result. The notification will include:
 - a. Test result and summary explanation of the test result.
 - b. Description of any remedial steps taken; and
 - c. Description of general health effects of lead contamination and community specific resources.

In such instance, the district will also provide, at affected school(s), bottled water if there is not enough drinking water from uncontaminated outlets to meet the drinking needs of the students and staff. No District school constructed after January 4, 2014 will be required to install, maintain or replace filters.

Testing

If in the ten (10) years prior to the 2023-24 school year, a fixture tested above five parts per billion for lead such fixture does not need to be retested for lead, but remediation will begin on such fixture.

The District will annually report to the Department of Health and Human Services the results of annual testing.

Policy 5205
Page 3

A District school whose testing does not find a drinking source with a lead concentration above, the acceptable level will only be required to test every five (5) years.

For school year 2022-23, the District may elect to test samples of potable water in District facilities serving students under first grade in buildings built prior to 1996. 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 approved laboratory for analysis for the presence of lead. Written sampling results will be submitted to the Department of Health 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 11/2020
REV. 11/22

INSTRUCTIONAL SERVICES**Policy 6118****Curriculum Services****State Mandated Curriculum-Mental Health Awareness**

District students will receive instruction on mental health awareness at some point during grades 9-12. Students with disabilities will participate to the extent appropriate and to the extent consistent with the IDEA and Section 504 provisions of the Mental Health Awareness Program.

Mental health awareness will be included in the District's health or physical education curriculum. Such instruction shall be consistent with the Mental Health Awareness Program developed by the Department of Elementary and Secondary Education.

REV. 11/22

INSTRUCTIONAL SERVICES

Policy 6119

Curriculum Services

Computer Science Class

Beginning with the 2023-24 school year, the District will provide at least one computer science course as an in-person course or as a virtual or distance course option. The computer science courses offered by the District are:

1. Defined as a high-quality course by DESE.
2. Meets or exceeds the computer performance standards developed and adopted by DESE.
3. Offered in each school's course catalog.

A successfully completed computer science class will be counted toward state graduation requirements as the equivalent to one science class or one practical arts credit for purposes of satisfying any admission requirements of any public higher education institution in this state.

Reporting

Annually by June 30, the District will submit a report to DESE focused on the District's computer science program for the current school year.

The District's annual report will contain the names and course codes for computer science classes with a course description and performance standards for computer science classes offered. In addition, the computer science class report will provide the number and demographic percentage of students in each computer class.

The demographic data provided for each such course will include the member of each group as follows:

1. Sex
2. Race and ethnicity
3. Identified special education students
4. English Language Learner students
5. Eligibility for free or reduced meals
6. Grade level

If a category contains 1 to 5 students, the number shall be replaced by a symbol. The number of computer science instructors at each school by:

Policy 6119
Page 2

1. Certification
2. Sex
3. Race and ethnicity
4. Highest academic degree

REV. 11/22

INSTRUCTIONAL SERVICES**Policy 6190**
(Regulation 6190)**Student Academic Achievement****Virtual Instruction Program - [Less than Full-Time Equivalent](#)**

The District will participate in the Missouri Course Access and Virtual School Program ("Program"). The Program offers District students the opportunity to enroll in virtual school courses in a variety of grade level and content areas from Kindergarten through grade 12. The District may elect to offer specific courses as part of the program. ~~Any on-line courses or virtual programs offered by the District prior to August 18, 2018 will be automatically approved for program participation, where the District course meets program requirements.~~

Rev. 1/19
REV. 11/22

INSTRUCTIONAL SERVICES**Policy 6191**
(Regulation 6191)**Curriculum Services****Virtual Education – Full-Time Equivalent**

District students will have the opportunity to participate in a virtual education program as a full-time student as provided in the Policy/Regulation. For purposes of this policy, a full-time student is a student enrolled in six (6) credits per regular term.

The District will, in good faith, collaborate with the parents/guardians of full-time virtual students, the virtual program and the Host District. Designated “Host Districts” for full-time virtual students will be responsible for enrolling, monitoring, reporting, disenrolling, if required, full-time virtual District students. The District will not play any significant role in these decisions.

REV. 11/22

INSTRUCTIONAL SERVICES**Policy 6215**
(Regulation 6215)**Instruction****Reading Success**

The District is committed to taking substantial procedures for maximizing student success in reading. As set forth in the accompanying Regulation 6215, these procedures include but are not limited to reading proficiency/readiness screening; provision of intensive reading instruction particularly to students exhibiting a substantial reading deficiency and informing and involving parents/guardians in improvement of student reading proficiency/readiness.

NEW 11/22

INSTRUCTIONAL SERVICESPolicy 6251
(Regulation 6251)InstructionBlind Students Independence, Training and Education

Each blind or visually impaired student will receive instruction in Braille reading and writing as part of the student's Individualized Education Program (IEP) or Individualized Family Support Plan (IFSP) unless the IEP team determines, based on the student's skills, needs and whether the student requires Braille instruction. No student will be denied instruction in Braille reading and writing solely because the student has some vision. During the evaluation process, consideration shall be given regarding appropriate Braille instruction based on a potential vision loss due to a degenerative medical diagnosis.

For purposes of this Policy/Regulation, the following terms and definitions are applicable:

1. "Accessible assistive technology device," an assistive technology device, as defined In 20 U.S.C. Section 55 1401, as amended, that provides blind or visually impaired students benefits of an educational program in an equally effective and integrated manner as that provided to nondisabled students.
2. "Adequate Instruction," the quality teaching of blind or visually impaired students, as it pertains to general education and necessary blindness skills, in alignment with the U.S. Department of Education's definition of free appropriate public education, as defined In 20 U.S. C. Section 1401, as amended.
3. "Blind or visually impaired student":
 - a) A child who:
 - i. Has an Individualized Education Program (IEP) as such terms are defined in 20 U.S.C, Section 1401, as amended, or a 504-plan created under Section 504 of the Federal Rehabilitation Act of 1973, 29 U.S.C. Section 794, as amended; and
 - ii. Is identified as having the disability of "visual Impairment (Including blindness)" within the definition of "child with a disability" in 20 U.S.C. Section 1401 as amended; or
4. "Braille", the system of reading and writing through touch.
5. "Expanded core curriculum," a disability-specific curriculum that compensates for vision loss, is foundational to all other learning, and that covers the nine essential areas of compensatory access, sensory efficiency, assistive technology, orientation and mobility, social interaction, recreation and leisure, independent living, self-determination, and career education.
6. "Grade level instruction", instruction that aligns with state-designated content standards and curricula for students of the same age or level of maturity, based on the development of intellectual, emotional, physical, and behavioral capacity that is typical for the student's age or age group.

Policy 6251
(Regulation 6251)
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7. "Local educational agency" or "LEA", the same definition as In 20 U.S.C. 1401, as amended.
8. "Nonvisual access", the ability of a blind or visually impaired student to use all functions of a device, without using the student's vision, In an equally effective, equally Integrated manner and with equivalent ease of use as the student's sighted peers.
9. "Nonvisual skills," skills that are taught in such a way that the student does not need to use any vision.
10. "State educational agency," the same definition as In 20 U.S. C. Section 1401, as amended.

NEW 11/22