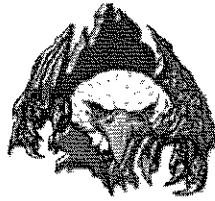


Vision: The Mountain View-Birch Tree School District is two communities working as one to develop caring and responsible citizens.



Mission: Our mission is to empower and inspire all students to be successful before and after graduation. We strive to improve the quality of life through rigor, relevance, and relationships.

Mountain View-Birch Tree R-III School District

1054 Old Highway 60 Mountain View, MO 65548

417-934-5408

Fax 417-934-5404

To: Board of Education Members

From: Mrs. Lanna Tharp, Superintendent

Re: Board Meeting Materials

Date Printed: July 13, 2023

Board Meeting Date: July 20, 2023

Enclosed please find the following Board packet information:

1. School Board Meeting Agenda
2. Explanation of School Board Meeting Agenda Items
3. Minutes of Previous Meeting
4. Copy of Monthly Bills
5. Monthly Financial Report
6. Salary Protocol (will also be included in final budget book)
7. Tiered Academic Program Procedures Manual
8. Detailed description of proposal for the Herb Henry Baseball Field
9. Missouri Association of Rural Education benefits
10. Administrator Reports

SUPERINTENDENT'S OFFICE

Dr. Don Christensen - Superintendent
Lanna Tharp - Asst. Superintendent
Susan Smotherman - Supt. Secretary
Tressa Henry - Accountant
Rhonda Henry - Bookkeeper
(417) 934-5408/5409

LIBERTY HIGH SCHOOL

John Daniels - Principal
Tammy Heiney - Asst. Principal
Eli Ernst - Athletic Director
(417) 934-2020

LIBERTY MIDDLE SCHOOL

Ryan Chowning - Principal 6-8
Eli Ernst - Asst. Principal
(417) 934-5412

SPECIAL SERVICES

Barbara Medina - Director
(417) 934-2020

MTN VIEW ELEMENTARY

Angie Jester - Principal
Wade Marriott - Asst. Principal
(417) 934-2550

BIRCH TREE ELEMENTARY

Paula Renshaw - Principal
(573) 292-3106

MOUNTAIN VIEW-BIRCH TREE R-III BOARD OF EDUCATION MEETING
REGULAR SESSION
Thursday, July 20, 2023
6:00 P.M.
Liberty High School Media Center

- I. Determination of Quorum/Call Meeting to Order**
- II. Pledge of Allegiance:** Mrs. Tharp
- III. Public Comment:** The Board will listen to the statement of any person speaking his/her opinion on any given agenda item.
- IV. Approval of Consent Agenda Items**
 - A. Minutes of Previous Meeting: Approval of last month's board meeting minutes
 - B. Approval of Payment of Monthly Bills
- V. Adoption of Agenda**
- VI. Student Time**
 - A. None
- VII. Committee Reports**
 - A. MSBA Delegate Report - - MSBA Board Delegate
- VIII. Old Business**
 - A. None
- IX. New Business**
 - A. Items extracted from consent agenda
 - B. Exceptions to monthly bills: Payment related to individuals related to Board members
 - C. Monthly Financial Report
 - D. Year-Ending Budget Amendments for 2022-2023
 - E. Budget Approval for 2023-2024
 - F. Establish Non-Resident Tuition for 2023-2024
 - G. Set Tax Rate Hearing Date and Time
 - H. Set Date for Board/Admin Retreat (Closed Session Meeting/Training)
 - I. Propane Bids
 - J. Tiered Academic Program Manual Approval
 - K. Discussion about a proposal regarding entering into an agreement with the City of Mountain View in regards to the Herb Henry Baseball field.
 - L. Missouri Association of Rural Education membership discussion
- X. Other Business**
 - A. None
- XI. Monthly Program Report/Review**
 - A. None
- XII. Administrators' Reports**
 - A. Principals will not have anything to report on this month. Mr. Chowning's report is included in this packet.
- XIII. Move To Closed Session, Closed Vote, Closed Record**

The Board hereby gives notice to meeting in Closed Session to consider the following items pursuant to RSMo 610.021 (3) (13) (14)
- XIV. Return to regular session**
- XV. Adjourn**

MOUNTAIN VIEW-BIRCH TREE BOARD OF EDUCATION MEETING

Explanation of Agenda Items

REGULAR SESSION

Thursday, July 20, 2023

6:00 P.M.

Liberty High School Media Center

The information found on the following pages is provided for the Board Members to have advanced preparation to assist in making decisions and voting on issues relating to the publicly posted School Board Agenda. Information regarding state law and board policy have been included, as applicable, as well as an explanation of agenda items and the superintendent's recommendation for the agenda items.

I. Determination of Quorum/Call Meeting To Order

II. Pledge of Allegiance

- a. Mrs. Tharp will lead the pledge

III. Public Comment

According to Board policy BDDH: "A specifically designated time will be set aside for public comments at regular meetings of the Board of Education. The following rules will be applied to the public comment portion of the meeting:

- *The Board will establish a time limit for the public comment period.*
- *No individual will be permitted to speak more than once during this period.*
- *The individual must reside in the district or be a landowner of the district.*
- *The Board will establish a uniform time limit for each speaker.*
- *Only items from the posted agenda may be discussed."*

IV. Approval of Consent Agenda Items

"The consent agenda allows members to vote on a group of items (en bloc) without discussion. This is a good way to dispose of business that is noncontroversial. "The presentation of the consent agenda is established by a special rule of order and should be taken up before committee reports. If the consent agenda includes the approval of the minutes, then it should be taken up before any business is transacted."

Consent Agenda Items include:

Minutes of previous meeting

Monthly bills- - Identify and remove bills that must be approved individually

V. Adoption of Agenda

"The agenda shouldn't tie the hands of the assembly, prevent members from bringing up business, or enable a small group to railroad through their pet projects." "Agendas should have flexibility to provide for unseen things that may come up in a meeting."

VI. Student Time

- a. None

VII. Committee Reports

"If a committee report includes a recommendation of action that it wants the organization to take, its report should include a motion at the end of the report by the committee chairperson." "A motion from a committee of more than one does not need a second."

- a. MSBA delegate report regarding upcoming meetings or issues

VIII. Old Business

Discuss items tabled from previous school board meetings.

- a. None

IX. New Business

a. Items extracted from consent agenda

Exceptions to monthly bills and any other item that was extracted from the consent agenda

b. Exceptions to monthly bills

This is where bill payment is approved for individuals related to board members. Additionally, any bill paid to an entity where a board member or a board member's relative is at least a part-owner should be paid here.

c. Monthly Financial Report

Month ending June 2023

Balances:	Incidental Fund (Fund 1): \$5,978,103.82
	Teacher's Fund (Fund 2): \$0
	Debt Service Fund (Fund 3): \$0
	Capital Projects Fund (Fund 4): \$2,428,658.22
	Total (All Funds): \$8,406,762.04
	Previous Year's Total (All Funds): \$8,228,971.70

This financial report is as close as we can get it prior to closing out the year after the audit. We will give you the completed version at the board meeting, but these are the totals that we have right now to end the year.

We will transfer the full amount possible to fund 4 to make sure we have enough money in fund 4 to complete all construction projects and still maintain a decent balance.

d. Year-Ending Budget Amendments for 2022-2023

The budget amendments will be presented at the board meeting. We will make some budget amendments to ensure that we have not under-budgeted in any area. Our revenue will be much more than our expenditures when it is all said and done. We will also need to approve "any budget transfers as recommended by our auditor". Our audit this year will take place on August 9-11.

Recommendation: Approve the budget amendments as listed as well as any other amendments and transfers recommended by our auditor.

e. **Budget Approval for 2023-2024**

The budget for 2023-2024 has been finalized. We won't know our assessed valuation until August, so this is as close as we can get it right now. We have closed out the month of June so we can calculate our final balances to start the year in the new budget. I'll give everyone a copy of the new budget and will explain the main points of the budget and how it all works together.

There were no significant changes between the initial budget that Dr. C presented last month, and this final budget. I am starting to receive our initial assessed valuation numbers from the counties. There is an inverse relationship between our assessed valuation and our tax levy. As our valuation increases, our levy decreases so nobody pays significantly more in taxes in any given year. That said, we will get more local tax revenue when our assessed valuation numbers increase.

I will explain the high points of the budget and answer any questions that you might have regarding anything in the budget.

Recommendation: Approve the final budget for the 2023-2024 school year.

f. **Establish Non-Resident Tuition for 2023-2024**

There are several statutes relating to the admission of non-resident students (RSMo 161.121 to 161.151). Our applicable school board policy (JECB) states the following:

1. *"Nonresident students may be permitted to attend the district's schools upon payment of tuition as established by the Board unless exempt from payment of tuition as allowed by law. **Tuition rates shall be determined annually on the basis of the per-pupil cost for the preceding year** for the operation, maintenance and debt service of the schools, as prescribed by state law. A nonresident student shall be defined as a student who does not meet the requirements to be a resident student of the Mountain View-Birch Tree R-III School District, as defined in Board policies and law.*

With the extra federal money coming in to pay numerous projects, our per-pupil expenditure amount is artificially high. Here is a breakdown from the last few years:

2017-2018 PPE for the 2018-2019 School Year: \$7,804
2018-2019 PPE for the 2019-2020 School Year: \$7,855
2019-2020 PPE for the 2020-2021 School Year: \$7,445
2020-2021 PPE for the 2021-2022 School Year: \$7,936
2021-2022 PPE for the 2022-2023 School Year: \$9,315

Last year we set the nonresident tuition rate at \$7,000 for all non-resident students for the 2022-2023 school year.

Recommendation: I recommend we continue to set the nonresident tuition rate at \$7000 for all non-resident students for the 2023-2024 school year.

g. Set Tax Levy Hearing Date & Time

School board policy DC (Taxing and Borrowing Authority/Limitations) requires the following:

"The Mountain View-Birch Tree R-III School District will annually set the tax rate after first notifying the public and conducting at least one (1) public hearing...The tax rate hearing will include an opportunity for citizens to speak before the Board. The Board will set the tax rate after the hearing...The Board shall forward a tax rate to the county clerk of every county in which the district is located on or before September 1."

The August board meeting is scheduled to be held at Liberty Middle School on August 17. We will do the tax rate hearing at 6:00 p.m. and start the normal school board meeting right after the hearing is over. State Statutes 67.110 & 164.011 require a public hearing with tax rates submitted to the county clerks no later than September 1, of each year. I will submit the proper forms to the county clerks on Friday, August 18.

Recommendation: I would recommend setting the Tax Rate Hearing on August 17, 2023 at 6:00 p.m. with the regular school board meeting to follow immediately after.

h. Set Board/Admin Retreat Date & Time

The Board/Admin retreat is scheduled to be held at Echo Bluff on August 3, 2023. This will be a day full of policy and procedure training for the board and administrators. The meeting will be posted at least 24 hours prior to August 3. *This retreat is tied to our Continuous School Improvement Goal 1, Strategy 2.*

i. Propane Bids

Last year we sought bids in April, which we felt were high bids. Those bids were rejected and we waited a few months and sought bids in July. Our district accepted the bid from Ferrell Gas at that time. Mrs. Webb placed notices for bids in local papers and mailed notices to local propane companies. We will be reviewing the newest bids that we received to choose a propane provider. Bids are not due until the day before the school board meeting, so I will bring the bids to the meeting.

Recommendation: Approve the lowest bid propane provider

j. Tiered Academic Program

Last month, Mrs. Jester, Mrs. Heiney, and Mrs. Renshaw worked together, along with other stakeholders, to make sure we are consistent throughout the district with our expectations and procedures for tiered academic interventions. Our district has a modified response to intervention plan. We are not fully implementing RtI and we do not intend to. The manual broadly outlines the program that the district will consistently implement. We currently implement portions of the plan, but are not always consistent with the expectations of students as they feed into the middle school from the elementary schools. This plan will help both elementary buildings be more consistent with the use of interventions. It will establish a plan that can follow students throughout middle school. *This plan is tied to our Continuous School Improvement Plan Goal 2, Strategy 1 and Goal 4, Strategy 1.*

Recommendation: Approve the Tiered Academic Program Manual

k. Herb Henry Baseball Field Discussion

We would like to propose entering into an agreement with the City of Mountain View in regards to the Herb Henry Baseball Field. The proposal would be a 20 year lease in exchange for \$1.00. The terms of the lease would be that the field would remain a public facility as it has always been, but the MVBT School District would take over all maintenance and upkeep of the facility, along with drafting any pertinent rules to protect the facility, just as we have done at the football complex. Mr. Chowning has included a detailed description of his proposal that he would like to present to the MV City Council in August. His description includes a cost breakdown that has not been budgeted for this year, but will be gradually budgeted and paid for over the course of the next few years. Before prioritizing the needs and including them in a budget, we feel board approval for the proposal is the first step. We have been working to improve the gym and football facilities in our district. We feel it's time to focus more on the baseball facilities our students use. *This proposal is tied to our Continuous School Improvement Plan Goal 5 and Goal 3, Strategy 2.*

Recommendation: Approve the initial proposal to go before the city council in order to get their approval. If the City of Mountain View agrees to the agreement, it will be brought back to the board for any further discussion and approval.

l. Missouri Association of Rural Educators membership discussion: \$500 annual cost

MARE is a Service Organization

Whose purpose is to serve the member schools in such a way that:

- The students of rural Missouri will have an equal opportunity to receive excellent education.
- The students of rural Missouri will be able to compete academically with students around the world.
- The citizens of Missouri will be proud of the educational programs in rural Missouri schools.

Several districts in our area belong to this organization. I feel it will be a great benefit to me, as a new Superintendent, and to the district as a whole.. I've included some of their benefits in this packet. The board does not need to approve the membership, but I wanted to make sure the board was aware of the benefits of the program and the purpose for joining.

X. Other Business

XI. Monthly Program Report/Review

- a. None

XII. Administrators' Reports

- a. Since administrators are on an 11-month contract, they aren't expected to attend the July board meeting.

XIII. Move To Closed Session, Closed Vote, Closed Record

"I make a motion to go into closed session for the purpose of consideration of agenda items as authorized in RSMo Section 610-021 (3,13,14)"

(3) Hiring, firing, disciplining or promoting of particular employees by a public governmental body when personal information about the employee is discussed or recorded. However, any vote on a final decision, when taken by a public governmental body, to hire, fire, promote or discipline an employee of a public governmental body shall be made available with a record of how each member voted to the public within seventy-two hours of the close of the meeting where such action occurs; provided, however, that any employee so affected shall be entitled to prompt notice of such decision during the seventy-two-hour period before such decision is made available to the public. As used in this subdivision, the term "personal information" means information relating to the performance or merit of individual employees;

(13) Individually identifiable personnel records, performance ratings or records pertaining to employees or applicants for employment, except that this exemption shall not apply to the names, positions, salaries and lengths of service of officers and employees of public agencies once they are employed as such, and the names of private sources donating or contributing money to the salary of a chancellor or president at all public colleges and universities in the state of Missouri and the amount of money contributed by the source;

(14) Records which are protected from disclosure by law;

Recommendation - - Move to go into Closed Session, Closed Record, Closed Vote pursuant to RSMo 610.021 (3), (13), (14).

XIV. Return to regular session

XV. Adjourn



**Mountain View – Birch Tree R-III
School District**
1054 OLD HWY 60
Mountain View, MO 65548
Phone (417) 934-5408 Fax (417) 934-5404

MINUTES OF BOARD MEETING

Meeting Place: Mountain View Elementary School Media Center
Type of Meeting: Regular Meeting
Time and Date: 6:00 p.m. June 15, 2023

Present	Members	Absent
<u>Jennifer Foster, Presiding (via Google)</u> Board President		
<u>Eric Wells (via Google Meet)</u> Board Vice-President		
<u>Shelly Mantel</u> Delegate		
	<u>Beverly Denton</u>	
<u>Mikael Orchard</u>		
	<u>Josh Roberts</u>	
<u>John Thompson</u>		
<u>Don Christensen</u> Superintendent of Schools		
<u>Rhonda Henry</u> Board Secretary/Treasurer		

=====



**Mountain View – Birch Tree R-III
School District
1054 OLD HWY 60
Mountain View, MO 65548
Phone (417) 934-5408 Fax (417) 934-5404**

Continuation of regular district board meeting held on June 15, 2023

I. Determination of Quorum

The Mountain View-Birch Tree R-III Board of Education met in regular session at 6:00 p.m. on June 15, 2023, in the Mountain View Elementary Media Center. A quorum was present with Jennifer Foster, Presiding (via Google Meet), Shelly Mantel, Mikael Orchard, John Thompson and Eric Wells (via Google Meet) in attendance. Beverly Denton and Josh Roberts were absent.

II. Pledge of Allegiance

Mrs. Jester led the Pledge of Allegiance.

III. Public Comment

There were no requests for public comment.

IV. Consent Agenda

Mikael Orchard made a motion, seconded by John Thompson, to approve the following items on the consent agenda. The motion passed unanimously.

- A. Minutes of the May 18 Regular Board meeting
- B. Payment of bills in the amount of \$1,962,946.47
- C. Monthly Administrative/Principal Reports

V. Adoption of Agenda

Shelly Mantel made a motion, seconded by Mikael Orchard, to approve the Adoption of Agenda. The motion passed unanimously.

VI. Student Time

- A. None

VII. Committee Report

- A. Shelly Mantel gave a MSBA Delegate report.



**Mountain View – Birch Tree R-III
School District**

**1054 OLD HWY 60
Mountain View, MO 65548
Phone (417) 934-5408 Fax (417) 934-5404**

Continuation of regular district board meeting held on June 15, 2023

VIII. Old Business

- A. Dr. Christensen gave an update on the summer construction.

IX. New Business

- A. There were no items extracted from the Consent Agenda.
- B. Eric Wells made a motion, seconded by Mikael Orchard, to approve payment of \$67.00 to Foster's Small Engines for supply and \$66.00 to Kaylie Foster for ACT reimbursement. The motion passed with four members in favor. Jennifer Foster abstained.
- Shelly Mantel made a motion, seconded by John Thompson, to approve payment of \$393.69 to Browns Farm & Garden for supply, \$66.00 to Lucas Frazier for ACT reimbursement and \$66.00 to Abigail Orchard for ACT reimbursement. The motion passed with four members in favor. Mikael Orchard abstained.
- C. Dr. Christensen presented the May 2023 financial report. The balance in all funds was \$10,137,227.33.
- D. Mikael Orchard made a motion, seconded by John Thompson, to approve the proposed preliminary budget as presented. The motion passed unanimously.
- E. Mikael Orchard made a motion, seconded by John Thompson, to approve the salary schedules for non-degreed subs teaching/ coaching in certified positions as presented. The motion passed unanimously.
- F. Mikael Orchard made a motion, seconded by Shelly Mantel, to approve the Board Member Conflict of Interest Policy BBFA as presented. The motion passed unanimously.
- G. Eric Wells made a motion, seconded by Mikael Orchard, to approve the salary schedule for central office staff and directors as presented. The motion passed unanimously.
- H. John Thompson made a motion, seconded by Shelly Mantel, to approve the summer school salary protocol adjustments as presented. The motion passed unanimously.
- I. Mrs. Tharp discussed the Board Policy KC-Community Engagement Policy.



**Mountain View – Birch Tree R-III
School District
1054 OLD HWY 60**

Mountain View, MO 65548
Phone (417) 934-5408 Fax (417) 934-5404

Continuation of regular district board meeting held on June 15, 2023

- J. Shelly Mantel made a motion, seconded by John Thompson, to approve the Career Ladder and \$38,000 minimum salary checks as presented minus the listed related to the board. The motion passed unanimously.

John Thompson made a motion, seconded by Shelly Mantel, to approve Mark Stephens for Career Ladder and Jessica Abbey for \$38,000 minimum salary. The motion passed with four members in favor. Mikael Orchard abstained.

X. Other Business

A. None

XI. Monthly Program Report/Review

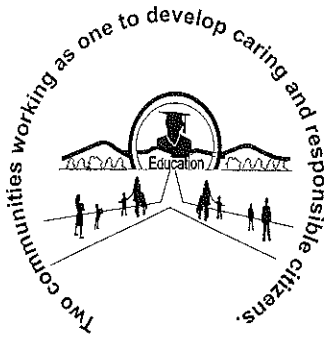
A. None

- XII. Mrs. Heiney, Mrs. Renshaw, Mr. Chowning, Mr. Ernst, Mrs. Medina, Mrs. Jester, Dr. Christensen and Mrs. Tharp gave reports to the board.

Adjournment to Closed Session

Mikael Orchard made a motion at approximately 6:55 p.m., seconded by John Thompson, to go into closed session for the purpose of consideration of agenda items as authorized in RSMo Section 610.021 (1), (3), (13), (14). The motion passed as follows:

Jennifer-yea	Shelly-yea	Eric-yea
	Mikael-yea	John-yea



**Mountain View – Birch Tree R-III
School District**

**1054 OLD HWY 60
Mountain View, MO 65548
Phone (417) 934-5408 Fax (417) 934-5404**

Continuation of regular district board meeting held on June 15, 2023

CLOSED SESSION

Eric Wells made a motion, seconded by John Thompson, to accept the resignation from Darra French, MVE Secretary effective June 30, 2023. The motion passed as follows:

Jennifer-yea	Shelly-yea	Eric-yea
	Mikael-yea	John-yea

Mikael Orchard made a motion, seconded by John Thompson, to employ Gina Freeman, SE Process Coordinator and Alexis Shumpert, Non-Certified LMS Teacher for the 2023-2024 school year. The motion passed as follows:

Jennifer-yea	Shelly-yea	Eric-yea
	Mikael-yea	John-yea

Mikael Orchard made a motion, seconded by Eric Wells, to add Michael Castevens, and Daniel Hohn to the non-certified substitute list and Timothy Matlack and Benjamin Kimbrough to the PT Driver substitute list. Also, to employ Janine McGuire, MV PK Aide and Brad Jester, HS Asst Baseball Coach for the 2023-2024 school year. The motion passed as follows:

Jennifer-yea	Shelly-yea	Eric-yea
	Mikael-yea	John-yea

Eric Wells made a motion, seconded by Mikael Orchard, to employ Lauren Thompson, SE HS Aide. The motion passed as follows:

Jennifer-yea	Shelly-yea	Eric-yea
	Mikael-yea	John-abstain

Shelly Mantel made a motion, seconded by Eric Wells, to employ Timothy Matlack, PT Driver for summer school. The motion passed as follows:

Jennifer-yea	Shelly-yea	Eric-yea
	Mikael-yea	John-yea

Mikael Orchard made a motion, seconded by John Thompson, to return to Open Session. The motion passed as follows:

Jennifer-yea	Shelly-yea	Eric-yea
	Mikael-yea	John-yea

Jennifer Foster, Board President

Rhonda Henry, Board Secretary



**Mountain View – Birch Tree R-III
School District
1054 OLD HWY 60
Mountain View, MO 65548
Phone (417) 934-5408 Fax (417) 934-5404**

Continuation of regular district board meeting held on June 15, 2023

Eric Wells made a motion at approximately 7:03 p.m., seconded by Shelly Mantel, to adjourn the meeting. The motion passed as follows:

Jennifer-yea	Shelly-yea	Eric-yea
	Mikael-yea	John-yea

Jennifer Foster, Board President

Rhonda Henry, Board Secretary

Mountain View-Birch Tree R-III
1054 Old Highway 60
Mountain View, MO 65548

CHECK REGISTER (summary)

Dated: 7/14/2023

Page No: 1 of 1

Period: All Year

Year: 2023-2024

Selection Criteria :- Check Number Value = 157473 |

Check No.	Date	Description	Check Amount	Void Amount	Month
Account Number:	510899	ALTON BANK			
157473	07/21/23	ANGEL GARDEN	49.00	0.00	7
Total Amount:			49.00	0.00	
TOTAL NUMBER OF CHECKS: 1			49.00	0.00	
Total Amount (All Accounts):			49.00	0.00	
GRAND TOTAL:			49.00		

Mountain View-Birch Tree R-III
1054 Old Highway 60
Mountain View, MO 65548

CHECK REGISTER (summary)

Dated: 7/14/2023

Page No: 1 of 1

Period: All Year

Year: 2023-2024

Selection Criteria : Check Number Value = 157474 |

Check No.	Date	Description	Check Amount	Void Amount	Month
<u>Account Number:</u> 510899 ALTON BANK					
157474	07/21/23	BROWNS FARM & GARDEN	472.36	0.00	7
Total Amount:			<u>472.36</u>	<u>0.00</u>	
TOTAL NUMBER OF CHECKS: 1			<u>472.36</u>	<u>0.00</u>	
Total Amount (All Accounts):			<u>472.36</u>	<u>0.00</u>	
GRAND TOTAL:			<u><u>472.36</u></u>		

Check No.	Date	Description	Check Amount	Void Amount	Month
<u>Account Number:</u>	510899	ALTON BANK			
157359	06/27/23	DISCOUNT SCHOOL SUPPLY	1,827.16	0.00	6
157364	06/30/23	90 DEGREE BENEFITS	1,181.98	0.00	6
157365	06/30/23	MASA GLOBAL	14.00	0.00	6
157366	06/30/23	RELIANCE STANDARD	0.90	0.00	6
157367	06/30/23	Schwartzkopf Law Office	174.56	0.00	6
157368	06/30/23	CANTRELL & NICHOLSON LLC	131.00	0.00	6
157369	06/30/23	CONWAY MARK	60.38	0.00	6
157370	06/30/23	TNT WIFI	100.00	0.00	6
157371	06/30/23	WEST PLAINS MIDDLE SCHOO	75.00	0.00	6
157372	06/30/23	WEST PLAINS R-VII SCHOOL	300.00	0.00	6
157373	06/30/23	SIMMONS BANK CARD	11,755.67	0.00	6
Total Amount:			15,620.65	0.00	
<u>Account Number:</u>	510907	ALTON BANK			
000023	06/27/23	ALTON BANK CARD	611.42	0.00	6
000024	06/30/23	ALTON BANK CARD	219.95	0.00	6
Total Amount:			831.37	0.00	
TOTAL NUMBER OF CHECKS:		13	Total Amount (All Accounts):	16,452.02	0.00
			GRAND TOTAL:	16,452.02	

Mountain View-Birch Tree R-III
1054 Old Highway 60
Mountain View, MO 65548

CHECK REGISTER (summary)

Dated: 7/14/2023

Page No: 1 of 3

Period: All Year

Year: 2023-2024

Selection Criteria : Check Number Range From 157392 To 157472 | Check Number Range From 157378 To 157391 |

Check No.	Date	Description	Check Amount	Void Amount	Month
Account Number:	510899	ALTON BANK			
157378	07/05/23	90 DEGREE BENEFITS	8,483.86	0.00	7
157379	07/05/23	ACUITY	366.66	0.00	7
157380	07/05/23	MASA GLOBAL	59.00	0.00	7
157381	07/05/23	MID ATLANTIC TRUST CO	100.00	0.00	7
157382	07/05/23	MSTA	43.91	0.00	7
157383	07/05/23	ONE AMERICA	179.57	0.00	7
157384	07/05/23	RELIANCE STANDARD	605.21	0.00	7
157385	07/05/23	TEXAS LIFE INSURANCE CO	99.70	0.00	7
157386	07/05/23	TRANSAMERICA	217.26	0.00	7
157387	07/11/23	BIG RIVER COMMUNICATIONS	390.32	0.00	7
157388	07/11/23	CITY OF BIRCH TREE	391.99	0.00	7
157389	07/11/23	CITY OF MOUNTAIN VIEW	5,933.45	0.00	7
157390	07/11/23	MCI	92.29	0.00	7
157391	07/11/23	PITNEY BOWES GLOBAL FINANCIAL SERV	437.37	0.00	7
157392	07/21/23	417 HELMETS	659.90	0.00	7
157393	07/21/23	ACTE	160.00	0.00	7
157394	07/21/23	AIRGAS USA LLC	590.70	0.00	7
157395	07/21/23	ALL AMERICAN VOLLEYBALL CAMPS	4,175.00	0.00	7
157396	07/21/23	ALL PEST & TERMITE	400.00	0.00	7
157397	07/21/23	ANDERSON HOME FURN LLC	1,561.00	0.00	7
157398	07/21/23	APPLE MARKET	31.96	0.00	7
157399	07/21/23	B & W ASPHALT LLC	24,098.38	0.00	7
157400	07/21/23	BATTERY OUTFITTERS INC	358.74	0.00	7
157401	07/21/23	BAYADA HOME HEALTH CARE	2,457.00	0.00	7
157402	07/21/23	BIRCH TREE LUMBER	46.24	0.00	7
157403	07/21/23	BIRCH TREE MFA	126.00	0.00	7
157404	07/21/23	BIRDY BOUTIQUE LLC	2,250.00	0.00	7
157405	07/21/23	BLICK ART MATERIALS	4,337.08	0.00	7
157406	07/21/23	BSN SPORTS LLC	9,917.56	0.00	7
157407	07/21/23	BWI SPRINGFIELD	573.49	0.00	7
157408	07/21/23	CAPEDER DARAH K	170.00	0.00	7
157409	07/21/23	CENTRAL R-III SCHOOLS	1,988.71	0.00	7
157410	07/21/23	CENTRAL STATES BUS	2,552.05	0.00	7
157411	07/21/23	COLLINS COUNTRY CLUNKERS LLC	60.00	0.00	7
157412	07/21/23	COUNTRYSIDE PROPANE	18.00	0.00	7
157413	07/21/23	COUNTY FUELS LLC	15,384.15	0.00	7
157414	07/21/23	CURRENT INC	1,927.50	0.00	7

Mountain View-Birch Tree R-III
1054 Old Highway 60
Mountain View, MO 65548

CHECK REGISTER (summary)

Dated: 7/14/2023

Page No: 2 of 3

Period: All Year

Year: 2023-2024

Selection Criteria : Check Number Range From 157392 To 157472 | Check Number Range From 157378 To 157391 |

Check No.	Date	Description	Check Amount	Void Amount	Month
157415	07/21/23	CUSTOM METAL FINISHERS RENTAL	2,434.40	0.00	7
157416	07/21/23	D.O.C. LUBRICATION SPECIALISTS	617.00	0.00	7
157417	07/21/23	DANIELS TIRE LLC	33.00	0.00	7
157418	07/21/23	DATA RECOGNITION CORP	1,054.80	0.00	7
157419	07/21/23	DECKER INC SCHOOL FIX	203.95	0.00	7
157420	07/21/23	DENNIS COULTER HEATING	720.00	0.00	7
157421	07/21/23	EASY WAY SAFETY SERVICES INC	224.87	0.00	7
157422	07/21/23	ERNST ELIJAH	176.93	0.00	7
157423	07/21/23	ESGI LLC	3,774.00	0.00	7
157424	07/21/23	FAIRVIEW R-XI	2,427.72	0.00	7
157425	07/21/23	FELLERS FOOD SVC EQUIP	80.89	0.00	7
157426	07/21/23	GASTINEAU APRIL D	170.00	0.00	7
157427	07/21/23	GOODYEAR TIRE & RUBBER	1,465.41	0.00	7
157428	07/21/23	HEINEY TAMMY	892.36	0.00	7
157429	07/21/23	HENRY JESSIE	210.00	0.00	7
157430	07/21/23	HILLYARD/SPRINGFIELD	841.60	0.00	7
157431	07/21/23	HOUGHTON MIFFLIN HARCOUR	17,238.99	0.00	7
157432	07/21/23	HOUSTON R-I	2,455.23	0.00	7
157433	07/21/23	HOUSTON XPRESS LLC	90.00	0.00	7
157434	07/21/23	HUDDLESTON JIM	200.00	0.00	7
157435	07/21/23	INTERSTATE BILLING SERVICE	350.40	0.00	7
157436	07/21/23	IXL LEARNING	4,333.00	0.00	7
157437	07/21/23	LAWSON PRODUCTS INC	594.18	0.00	7
157438	07/21/23	MAESP	305.00	0.00	7
157439	07/21/23	MARMIC FIRE & SAFETY CO	3,526.32	0.00	7
157440	07/21/23	MARSHALL, HALI	210.00	0.00	7
157441	07/21/23	METALWELD INC	69.35	0.00	7
157442	07/21/23	MIDWEST COMPUTECH	5,185.81	0.00	7
157443	07/21/23	MONTYS OUTDOORS	230.00	0.00	7
157444	07/21/23	MOUNTAIN VIEW CHAMBER OF COMMERCE	75.00	0.00	7
157445	07/21/23	MSBA	589.23	0.00	7
157446	07/21/23	MTN VIEW AUTO PARTS INC	414.58	0.00	7
157447	07/21/23	MTN VIEW LUMBER CO	1,998.83	0.00	7
157448	07/21/23	MURPHYS PLUMBING LLC	105.00	0.00	7
157449	07/21/23	NWEA	412.20	0.00	7
157450	07/21/23	OLSON PRECAST CONCRETE	1,347.00	0.00	7
157451	07/21/23	OSBURN ASSOCIATES INC	349.50	0.00	7
157452	07/21/23	OWENS KELSEY L	210.00	0.00	7

Mountain View-Birch Tree R-III
1054 Old Highway 60
Mountain View, MO 65548

CHECK REGISTER (summary)

Dated: 7/14/2023

Page No: 3 of 3

Period: All Year

Year: 2023-2024

Selection Criteria : Check Number Range From 157392 To 157472 | Check Number Range From 157378 To 157391 |

Check No.	Date	Description	Check Amount	Void Amount	Month
157453	07/21/23	OZARKS MEDICAL CENTER	2,671.65	0.00	7
157454	07/21/23	QUILL CORPORATION	408.15	0.00	7
157455	07/21/23	RIDDELL	2,610.99	0.00	7
157456	07/21/23	ROBERTSON ELIZABETH	170.00	0.00	7
157457	07/21/23	SIZEMORE LISA	170.00	0.00	7
157458	07/21/23	SMCAA	300.00	0.00	7
157459	07/21/23	SMITH HEATHER	210.00	0.00	7
157460	07/21/23	SMOTHERMAN REBECCA J	170.00	0.00	7
157461	07/21/23	SPC SUPPLY	9,351.56	0.00	7
157462	07/21/23	SPECTRUM RESEARCH INC	42.80	0.00	7
157463	07/21/23	SPED TRACK	3,775.00	0.00	7
157464	07/21/23	TEACHER DIRECT	411.94	0.00	7
157465	07/21/23	THOMAS, BECKY	170.00	0.00	7
157466	07/21/23	TITAN INDUSTRIAL	732.00	0.00	7
157467	07/21/23	TRI COUNTY AUTO PARTS	355.49	0.00	7
157468	07/21/23	TROTTER MERRI BETH	2,130.00	0.00	7
157469	07/21/23	WALMART	298.34	0.00	7
157470	07/21/23	WATER SMART TESTING LLC	205.00	0.00	7
157471	07/21/23	WOOLSEY CARPET SHOP	281.25	0.00	7
157472	07/21/23	YOUNGS HARDWARE LLC	17.88	0.00	7
Total Amount:			171,342.65	0.00	
TOTAL NUMBER OF CHECKS: 95			Total Amount (All Accounts):	171,342.65	0.00
GRAND TOTAL:			171,342.65		

MOUNTAIN VIEW-BIRCH TREE R-III SCHOOL DISTRICT

MONTHLY FINANCIAL REPORT

MONTH ENDING JUNE 2023

FUND	OPENING BALANCE	RECEIPTS	TRANSFER RECEIPTS	EXPENDITURES	TRANSFER EXPENDITURES	CLOSING BALANCE
INCIDENTAL	\$ 7,231,634.47	\$ 519,779.04		\$ (483,004.42)		\$ 7,268,409.09
TEACHERS	\$ 727,094.67	\$ 1,500,680.63		\$ (2,227,775.30)		\$ -
DEBT SERVICE						
CAPITAL PROJ	\$ 2,178,498.19	\$ 167,855.09		\$ (1,214,558.35)		\$ 1,131,794.93
TOTAL	\$ 10,137,227.33	\$ 2,188,314.76		\$ (3,925,338.07)		\$ 8,400,204.02

PREVIOUS YEAR	\$ 9,315,018.19	\$ 1,303,102.04	\$ (2,389,148.52)	\$ 8,228,971.71
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DEPOSITS

SIMMONS BANK OF MV	\$ 1,527,836.60
ALTON BANK	\$ 7,840,376.17
ALTON BANK SENIOR	\$ 93,025.21
TOTAL	\$ 9,461,237.98
PREVIOUS YEAR	\$ 9,401,480.37

RECONCILIATION

BANK BALANCE	\$ 9,461,237.98
OUTSTANDING CHECKS	\$ (1,094,451.55)
OUTSTANDING DEPOSITS	\$ 33,417.59
ENDING BALANCE	\$ 8,400,204.02

MOUNTAIN VIEW-BIRCH TREE R-III SCHOOL DISTRICT



Mission: Our mission is to empower and inspire all students to be successful before and after graduation. We strive to improve the quality of life through rigor, relevance, and relationships.

Vision: The Mountain View-Birch Tree School District is two communities working as one to develop caring and responsible citizens.

SALARY PROTOCOL 2023-2024

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**MOUNTAIN VIEW-BIRCH TREE R-III SCHOOL DISTRICT
PROFESSIONAL STAFF SALARY PROTOCOL
2023-2024**

1. Professional staff members are appointed by the Board of Education on the recommendation of the Superintendent of Schools and he/she may be assigned to any building and/or teaching assignment for which he/she is qualified.
2. The schedule applies to all full-time professional staff employed, under contract, by the Mountain View-Birch Tree R-III School District.
3. Professional staff accepting employment or contracts agree to accept the assignment of the Superintendent, as approved by the Board of Education. According to MSBA policy GCBA, additional duties such as supervising activities may be assigned without additional compensation.
4. Extended days will be applied to all assignments in Schedule A attached to this protocol. Extended day assignments will be made on a separate contract by the Superintendent with the Building Principal's recommendation and Board approval.
5. Extra duty stipends are noted in Schedule B attached to this protocol. A stipend may not be received for activities held on regular school time. Extra duty assignments will be made on a separate contract by the Superintendent with the Building Principal's recommendation and Board approval. Payment for extra duties that are seasonal or limited to a specific timeframe may be paid in the month the work was performed.
6. All professional staff will be placed on the salary schedule in accordance with his/her full years of teaching/administrative experience and graduate hours or degree earned. All full year teaching experience in public schools in/out of state will be awarded.
7. The Board of Education may pay above the salary schedule in fields where there is a critical teacher shortage upon recommendation of the Superintendent.
8. Professional staff contracted for 179 days/1432 hrs. will receive their salary in twelve (12) monthly payments, beginning September of each school year. Checks will be disbursed on the first day of each month if that day falls on a Saturday or Sunday, checks will be disbursed on the preceding Friday
9. Deductions for time lost from contracted days shall be determined by dividing the employee's annual salary, excluding extra duty pay, by the number of contracted days and multiplying this quotient by the number of days absent.

10. Sick/Personal leave will be allowed as defined in Section GCBDA of the Board of Education Policy Manual and payments for accumulated sick leave will be made in accordance with the provisions in Section GCBDA.

Benefits—Section GCBDA

- a) Sick/Personal Leave – Full time professional staff are entitled to ten (10) days of sick/personal leave.
- b) Unused sick/personal days may accumulate to seventy (70) sick days.
- c) Employees will not be allowed to use “personal days” for absences occurring immediately before or after holidays without prior administrative approval.
- d) An absence of over one through four hours shall be counted as a half-day of sick/personal leave.
- e) Employees leaving the system will be paid on a per day basis for unused sick/vacation days according to the following schedule.

Notice by November 1 st - \$100 per sick day	Max pay 70 days - \$7,000
Notice by December 1 st - \$90 per sick day	Max pay 70 days - \$6,300
Notice by January 1 st - \$75 per sick day	Max pay 70 days - \$5,250
Notice by February 1 st - \$60 per sick day	Max pay 70 days - \$4,200
Notice by March 1 st - \$50 per sick day	Max pay 70 days - \$3,500
After March 1 st - \$25 per sick day	Max pay 70 days - \$1,750
- f) Returning employees will be paid annually for unused sick days/vacation over seventy (70) at sub pay rate (currently \$100.00 per day).
- g) A teacher who does not use a sick/personal day during a contract year will be paid \$300.00 attendance incentive.
- h) Whenever possible, it is expected that requests for leave will be made in writing to the designated administrator at least 48 hours in advance of the time leave is requested.
- i) 30 days' notice is required by law if the leave qualifies as FMLA leave and such notice is practical.
- j) All professional staff employed on a 12-month basis will receive two weeks of vacation per year, and three weeks annually after completing five years of employment with the district.
- k) The district will pay professional dues for the Superintendent, Assistant Superintendent, district accountant, and the district SLP up to \$2500/year.

11. The Board recognizes that fringe benefits, such as insurance opportunities, are an integral part of the total compensation plan for full-time professional staff members. The superintendent or designee will research and present to the Board fringe benefit opportunities that will assist the district in attracting and retaining quality employees.
 - a) The district will provide, as a benefit to all professional staff, a twelve month premium for health care coverage through a group plan. The extent of coverage for each year will be determined by the insurance carrier's proposal as approved by the Board of Education. Family, spouse, and child coverage in excess of the individual premium will be paid by the employee. The district will pay up to \$456 per month for each employee's health coverage.
 - b) The district will provide, as a benefit to all professional staff, a twelve month premium for life insurance.
 - c) The District Cafeteria Plan will include a non-reimbursable maximum of \$2,750.
 - d) The district offers participation in a 403(b) annuity program in accordance with law. The district has selected and contracted with a third-party company to administer the program. A copy of the district's written plan is available in the central office.
 - e) Benefits provided by the district at employee expense:
 1. Vision Insurance
 2. Dental Insurance
 3. Cancer Insurance
 4. Disability Insurance
 5. Accident Insurance
 6. Critical Illness Insurance
 - f) Employees contribute 14.5% of their gross income/health insurance to Missouri PSRS. The district matches the amount the employee contributes.
12. It is recognized that this Salary Protocol represents the adopted policy of the Board of Education for the school year 2023-2024. The Board of Education has the authority to modify, terminate, or suspend this policy, in accordance with school law, at any time.
13. The Mountain View-Birch Tree R-III School Board and all professional staff accepting an employment contract will be bound by the rules and regulations of the Board of Education as approved with the beginning date of the employment

contract. A copy of these rules and regulations is available to all staff on our district's website and in the district's central office.

14. **Substitute Teachers:** The district will pay substitute teachers at a rate of \$100.00 per day. Non-certificated substitutes or those employed to teach for a period of time to exceed twelve (12) consecutive work days will be paid at a rate of \$100.00 per day. A certified teacher who is employed as a substitute for a period of time to exceed twelve (12) full consecutive work days will be paid at a daily rate equivalent to the appropriate salary schedule increment for teaching experience and graduate hours.
15. **Mileage/Meals** – The district will reimburse for travel for approved school business at the rate of .40 cents per mile. The District will reimburse meals for up to two (2) meals (not snacks) for day trips (\$30) and three (3) meals (not snacks) for an overnight trip (\$50) except when the meal is provided by the club or conference/meeting.
16. The district will pay Summer School Teachers at the rate of \$25.00 per hour, for a total of \$200.00 per day to work from 7:30 a.m. to 3:30 p.m. during summer school. The district will pay Summer School PE Teachers by the following formula: total student generated attendance hours divided by 5600 times \$3,500. Example: 982 total student hours/5600 x \$3,500 = \$613.75. Non-certified staff will be paid at the hourly rate they were paid during the year prior to the start of summer school.
17. Any teacher earning a second Master's degree in their Certificated field or Doctoral degree will receive an additional 3% added to their base salary.
18. When professional staff provide remedial tutoring for eligible students according to DESE guidelines, they will be compensated by the following formula based on student generated hours:

Total qualifying student hours/4.5 x \$25.

Example: 10 students stay for after-school tutoring for 90 minutes (1.5hrs).
 $1.5 \times 10 = 15$ student hours
 $15 \text{ student hours} / 4.5 = 3.33$
 $3.33 \times \$25 = \83.33
19. Compensation for Career Ladder and/or Minimum State Grant, if appropriated by the state (DESE), will be paid in a separate (13th) check in the month of June.
20. Certified positions and non-certified coaching positions filled with non-certificated employees:

a. Individuals with four-year college degrees and a substitute teaching certificate, will be paid on the regular district salary schedule and will be eligible to receive the Minimum salary bonus taking their salary up to \$38,000.

b. Individuals with 60 hours or more of college credit, but who have not yet received their Bachelor's degree, and have a substitute teaching certificate, will be paid 85% of where they would fall on the district teacher's salary schedule, but will not be eligible to receive the State Minimum salary bonus because they have not yet obtained a college bachelor's degree. This year, our district's base teaching salary is \$32,500. These individuals will be paid $(32,500 \times .85 = \$27,625)$ \$27,625.

c. Individuals with less than 60 hours of college credit, and who have a substitute teaching certificate, will be paid 75% of where they would fall on the district teacher's salary schedule, but will not be eligible to receive the State Minimum salary bonus because they have not yet obtained a college bachelor's degree. This year, our district's base teaching salary is \$32,500. These individuals will be paid $(32,500 \times .75 = \$24,375)$ \$24,375.

d. Individuals who are coaching for us, but don't have a four-year bachelor's degree, will receive their full coaching stipend based upon the approved stipend amounts. However, if such a coach is paid "extra" days as part of their coaching duties, then their "extra day" pay will be computed based upon their yearly salary amount. Extra day stipend amounts are calculated as follows: We start with the base salary amount that each teacher makes per year—this does not include any amount provided by the state for the State Minimum salary bonus. Teachers are contracted for 179 days. We then divide their district-provided salary amount by 179 to get their daily pay rate. We then multiply that daily pay rate by the number of extra days that a coach is allotted based upon their coaching assignment.

SCHEDULE A: Extended Days 2023-2024

Extended days will be added to the 179 contracted days for the following:
(Calculated per item #4)

Individual Salary divided by 179 times added days = Extended Pay

Head HS Football Coach	34 added days
Head MS Football Coach (Asst HS)	11 added days
Asst Football Coach (HS,MS)	11 added days
Head HS Volleyball Coach	20 added days
Head MS Volleyball Coach	11 added days
Asst Volleyball Coach (HS,MS)	11 added days
Head HS Boys Basketball	20 added days
Head MS Boys BB (Asst HS)	11 added days
Head HS Boys BB (Asst HS)	11 added days
Asst Boys BB Coach (HS, MS)	11 added days
Head Girls Basketball	20 added days
Head MS Girls Basketball(Asst HS)	11 added days
Asst Girls BB (MS)	11 added days
Vocational Agriculture	81 added days
Vocational Agriculture #2	40 added days
Band	20 added days
Counselors	20 added days
Librarians	20 added days
Technology Coordinator	30 added days
Counselor (HS) SR/JR	25 added days
Counselor (HS) SOPH/FR	20 added days
Special Ed Process Coordinator	10 added days

SCHEDULE B: STIPENDS 2022-2023

Head HS Coaches (FB,BB,VB,Bsb, Sb, Soccer)	3,750.00
All Head MS Coach/Asst Coaches (HS,MS)	1,500.00
All HS Track Coaches	2,625.00
LMS Track	1,500.00
Golf	1,500.00
Tennis	1,500.00
Cross Country	1,500.00
Elementary Coach (VB—BB)	937.50
Cheerleaders (HS)	1,500.00
Cheerleaders (MS)	1,500.00
Band	1,750.00
Choir	1,750.00
FFA Sponsor (2)	2,500.00
Vo-Ag (2)	1,750.00
IEP Preparation/504	625.00
Elementary Music	1,250.00
Jr. Class Sponsor (2)	437.50
Sr. Class Sponsor (4)	1,000.00
Graduation Coordinator	500.00
HS Student Council (2)	625.00
FBLA	625.00
FTA (one-time grant)	1,000.00
MS Student Council (2)	375.00
Pep Club Sponsor (2)	750.00
FCCLA	625.00
MVE/BTE Morning Duty	1,000.00
Safety (HS,MS,MVE,BTE)	1,500.00
Technology Coordinator	2,500.00
Alternative Coordinator	2,500.00
Special Ed Process Coordinator	3,000.00
SLP-A	4,000.00
Activity Supervisor Varsity (per game)	25.00
Activity Supervisor JV & MS (per game)	20.00
*Gatekeeper	25.00
*Clock/Scoreboard (2)	25.00
*Official Book	25.00
*Announcer	20.00
*Libero (Varsity Only)	20.00
After School Detention (Admin. Approved)	20.00/hr
Homebound Instruction (Admin. Approved)	20.00/hr
Student Make-up Hours (Admin. Approved)	20.00/hr
Credit Recovery (Admin. Approved)	20.00/hr
PAT Supervisor	2,000.00
PAT Screening	30.00/student
PAT Visit	50.00/per child
* \$10 additional for each game after two	

Mountain View Birch Tree R-III School District

SALARY SCHEDULE

2023-2024

Years of Service	B.S. Degree	*B.S. +8	B.S. +16	*B.S. +16	B.S. +24	*B.S. +24	B.S. +30	*B.S. +30	MS +8	*MS +8	MS +16	*MS +16	MS +24	*MS +24	Spec State
1	\$32,500	\$5,300	\$33,100	\$4,900	\$33,700	\$4,300	\$34,300	\$3,700	\$34,900	\$3,100	\$35,500	\$2,500	\$36,100	\$1,900	\$36,700
2	\$33,050	\$4,950	\$33,650	\$4,350	\$34,250	\$3,750	\$34,850	\$3,150	\$35,450	\$2,550	\$36,050	\$1,350	\$36,650	\$750	\$37,250
3	\$33,600	\$4,400	\$34,200	\$3,800	\$34,800	\$3,200	\$35,400	\$2,600	\$36,000	\$2,000	\$36,600	\$800	\$37,200	\$200	\$37,800
4	\$34,150	\$3,850	\$34,750	\$3,250	\$35,350	\$2,650	\$35,950	\$2,050	\$36,550	\$1,450	\$37,150	\$250	\$37,750	\$38,950	\$39,550
5	\$34,700	\$3,300	\$35,300	\$2,700	\$35,900	\$2,100	\$36,500	\$1,500	\$37,100	\$900	\$37,700	\$38,900	\$39,500	\$40,100	\$40,700
6	\$35,250	\$2,750	\$35,850	\$2,150	\$36,450	\$1,550	\$37,050	\$950	\$37,650	\$350	\$38,250	\$39,450	\$40,050	\$40,650	\$41,250
7	\$35,800	\$2,200	\$36,400	\$1,600	\$37,000	\$1,000	\$37,600	\$400	\$38,200	\$300	\$38,800	\$40,000	\$40,600	\$41,200	\$41,800
8	\$36,350	\$1,650	\$36,950	\$1,050	\$37,550	\$450	\$38,150	\$38,750	\$39,350	\$40,550	\$41,150	\$41,750	\$42,350	\$42,950	\$43,550
9	\$36,900	\$1,100	\$37,500	\$500	\$38,100	\$38,700	\$39,300	\$40,500	\$41,100	\$41,700	\$42,300	\$42,900	\$43,500	\$44,100	\$44,700
10	\$37,450	\$550	\$38,050	\$38,650	\$39,250	\$39,850	\$40,450	\$41,050	\$41,650	\$42,250	\$42,850	\$43,450	\$44,050	\$44,650	\$45,250
11	\$38,000	\$0	\$38,600	\$39,200	\$39,800	\$40,400	\$41,000	\$41,600	\$42,200	\$42,800	\$43,400	\$44,000	\$44,600	\$45,200	\$45,800
12	\$38,550		\$39,150	\$39,750	\$40,350	\$40,950	\$41,550	\$42,150	\$42,750	\$43,350	\$43,950	\$44,550	\$45,150	\$45,750	\$46,350
13	\$39,100		\$39,700	\$40,300	\$40,900	\$41,500	\$42,100	\$42,700	\$43,300	\$43,900	\$44,500	\$45,100	\$45,700	\$46,300	\$46,900
14	\$39,650		\$40,250	\$40,850	\$41,450	\$42,050	\$42,650	\$43,250	\$43,850	\$44,450	\$45,050	\$45,650	\$46,250	\$46,850	\$47,450
15	\$40,200		\$40,800	\$41,400	\$42,000	\$42,600	\$43,200	\$43,800	\$44,400	\$45,000	\$45,600	\$46,200	\$46,800	\$47,400	\$48,000
16		\$41,350	\$41,950	\$42,550	\$43,150	\$43,750	\$44,350	\$44,950	\$45,550	\$46,150	\$46,750	\$47,350	\$47,950	\$48,550	\$49,150
17			\$42,500	\$43,100	\$43,700	\$44,300	\$44,900	\$45,500	\$46,100	\$46,700	\$47,300	\$47,900	\$48,500	\$49,100	\$49,700
18				\$43,650	\$44,250	\$44,850	\$45,450	\$46,050	\$46,650	\$47,250	\$47,850	\$48,450	\$49,050	\$49,650	\$50,250
19					\$44,800	\$45,400	\$46,000	\$46,600	\$47,200	\$47,800	\$48,400	\$49,000	\$49,600	\$50,200	\$50,800
20						\$46,550	\$47,150	\$47,750	\$48,350	\$48,950	\$49,550	\$50,150	\$50,750	\$51,350	\$51,950
21						\$47,700	\$48,300	\$48,900	\$49,500	\$50,100	\$50,700	\$51,300	\$51,900	\$52,500	\$53,100
22						\$48,850	\$49,450	\$50,050	\$50,650	\$51,250	\$51,850	\$52,450	\$53,050	\$53,650	\$54,250
23							\$48,200	\$48,800	\$49,400	\$50,000	\$50,600	\$51,200	\$51,800	\$52,400	\$53,000
24								\$50,550	\$51,150	\$51,750	\$52,350	\$52,950	\$53,550	\$54,150	\$54,750
25															

*These columns are only funded with state appropriations equal to 70% specified. Such amounts may not be available in subsequent school years.

This additional state money (*) will be paid in one lump sum in a separate check in June of 2024.

**Schedule D: Administrator Salary Schedule
2023-2024**

Position	Months/Days	Sick/Personal Leave	Vacation Days	Multiplier
Superintendent	12/260	12	3 weeks	2.19885277
Assistant Superintendent	12/260	12	3 weeks	1.78776291
Special Education Director	12/260	12	3 weeks	1.34739962
LMS Principal/Curriculum Director	12/260	12	3 weeks	1.64881453
Liberty High School Principal	11/240	11	NA	1.7725239
Mountain View Elementary Principal	11/240	10	NA	1.54586998
Birch Tree Elementary Principal	11/240	10	NA	1.35229446
LMS Assistant School Principal	11/240	10	NA	1.24156788
MVE Assistant Principal	11/240	10	NA	1.22114723
LHS Assistant Principal/Activities Director	11/240	10	NA	1.31931166

The multiplier is tied directly to the highest increment on the Salary Schedule C (Cross Reference, Schedule D). Multipliers on the schedule do not necessarily reflect years of experience for administrators, with the exception of the Superintendent. The Board will negotiate the initial salary of the Superintendent. Initial salary placement for all other administrators will be determined at the time of hire by the Superintendent. The Superintendent will determine annual increases of administrator salaries.

Speech Pathologist's salary is calculated from annual placement on Professional Salary Schedule C x 1.59 multiplier.

SUPPORT STAFF SALARY PROTOCOL 2023-2024

The following is the policy of the terms and conditions of employment for all support staff personnel for the 2023-2024 school year. A complete policy statement can be found in the District Policy Manual Section GDA-GDPE.

I. GENERAL TERMS AND CONDITIONS

- A. All terms and conditions of employment are administered under the District Policy Manual.
- B. Employment
 - 1. Support staff employees will be employed with Board approval.
 - 2. Employees will terminate employment by giving written notice two weeks prior to the last day of employment.
 - 3. New Hires:
 - a) A new hire is a person hired after the beginning of the fiscal/school year.
 - b) A new hire will receive his/her first paycheck in the month following initial employment by the Board of Education and the amount will be equal to the monthly rate as defined in part C.1.
 - c) Subsequent monthly pay amounts will be as described in Part C, 2.
 - d) New hire Board paid insurance will begin on the 1st of the month following employment by the Board of Education.

C. Compensation and Benefits

- 1. Monthly Rate for Current Employees

Total annual salary divided 12 monthly pay periods equals the monthly pay. For new hires the annual salary is divided by number of days in the position, multiplied by the number of days remaining in the position, divided by number of months remaining in fiscal/school year.
- 2. Pay Periods

The number of months remaining in a fiscal year.

3. Non-Completion of Employment Period

When a support staff employee quits or is terminated before the ending date of his/her employment period, the pay calculations will be as follows:

- a) Year-to-date paid minus overtime or extra duty (taken from last check stub), compared to
- b) amount earned (daily rate x days worked),
- c) less personal/sick days used over the allowable.
Amount Earned
 - Year to date paid
 - Payments made outside of the base pay (if any)
 - Excessive days missed (if any)= Pay Due
- d) any pay due will be paid after the next monthly Board meeting.

4. The Board recognizes that fringe benefits, such as insurance opportunities, are an integral part of the total compensation plan for full-time professional staff members. The superintendent or designee will research and present to the Board fringe benefit opportunities that will assist the district in attracting and retaining quality employees.

- a) The district will provide, as a benefit to all support staff, a twelve month premium for health care coverage through a group plan. The extent of coverage for each year will be determined by the insurance carrier's proposal as approved by the Board of Education. Family, spouse, and child coverage in excess of the individual premium will be paid by the employee. The district will pay up to \$456 per month for each employee's health coverage.
- b) The district will provide, as a benefit to all professional staff, a twelve month premium for life insurance.
- c) The District Cafeteria Plan will include a non-reimbursable maximum of \$2,750.
- d) Benefits provided by the district at employee expense:
 - 1. Vision Insurance
 - 2. Dental Insurance
 - 3. Cancer Insurance
 - 4. Disability Insurance
 - 5. Accident Insurance
 - 6. Critical Illness Insurance

- e) Employees contribute 6.86% of their gross income/health insurance to Missouri PEERS for employees working 20 or more hours per week. The district matches the amount the employee contributes.
- 5. Mileage/Meals – The district will reimburse for travel for approved school business at the rate of .40 cents per mile. The District will reimburse meals for up to two (2) meals (not snacks) for day trips (30) and three (3) meals (not snacks) for an overnight trip (\$50) except when the meal is provided by the club or conference/meeting.
- 6. All comp. hours must be used in the school year in which it is accrued.
- 7. Vacation allowance will be a benefit for twelve (12) month employees. Vacation allowance will be granted in accordance to Board Policy, Section GDBDA. Holidays will be observed for Memorial Day, Labor Day, Thanksgiving (2 days), Christmas (2 days), New Year's Day, and the Fourth of July.

D. Monthly Pay Information

- 1. Current Staff will have 12 equal monthly pay periods beginning with the first day following a regular monthly Board meeting or the 15th of the month, whatever comes first.

E. Absence from Work

- 1. Sick leave shall be granted as follows:
 - a) Employees working on a 9-month employment period will receive annually (7) sick/personal days. Unused sick/personal days will be accumulated as sick days up to (40) days. The district will pay for unused sick days up to (40) days for any employee leaving the district at the end of the employment period, or up to (40) days for any employee leaving before the end of the employment period at the rate of \$25 per day.
 - **b) Employees working on a 12-month employment period will receive annually (10) sick/personal days. Unused sick/personal days will be accumulated as sick days up to (40) days. The district will pay for unused sick/vacation

days up to (45) days for any employee leaving the district at the end of the employment period, or up to (40) days for any employee leaving before the end of the employment period at the rate of \$25 per day.

- c) **Employees leaving the system, at the end of the school year, will be paid on a per day basis for unused sick/vacation days according to when notice is given.

Notice by November 1 st - \$100 per sick day	Max pay 40 days - \$4,000
Notice by December 1 st - \$90 per sick day	Max pay 40 days - \$3,600
Notice by January 1 st - \$75 per sick day	Max pay 40 days - \$3,000
Notice by February 1 st - \$60 per sick day	Max pay 40 days - \$2,400
Notice by March 1 st - \$50 per sick day	Max pay 40 days - \$2,000
After March 1 st - \$25 per sick day	Max pay 40 days - \$1,000

2. Absences will be calculated as either (1/2) one-half day or one day. A (1/2) one-half day is defined as any period equal to or less than 54% of an employee's full working day.
3. Returning employees will be paid annually for unused sick days over the accumulated amount (40) at a the sub pay rate (currently \$100 per day).
4. Support staff employed on a 12-month, full-time, 8 hours per day, 260 days per year basis, will be allowed vacation based on earned 5 days after the first year of employment, 10 days earned after 2 years of employment and 15 days earned after 10 years of employment
 - a) All vacation days for custodial staff must be arranged through the supervisor. No more than (2) vacation days will be allowed during the November firearms deer season.
 - b) No pay will be given for unused vacation time when one resigns or is dismissed.
5. Absences from work which are not allowed by Board policy will be grounds for dismissal upon supervisory recommendation to the Superintendent.

F. Over-Time

1. Over-time is work time more than 40 hours per work week. In order for the district to keep track of hours worked all support staff will clock in and out on district provided time cards. Employees shall not clock in any earlier than 5 minutes prior to start time, or clock out any later than 5 minutes past quit time. All support staff personnel shall clock in and out to take a 30 minute lunch daily.
2. Support staff employees in all classifications, except for (list), are eligible for over-time pay.
3. Over-time will be paid at a rate of one-and-one-half (1.5) times the employees regular hourly rate. Comp time may be taken in lieu of pay with prior approval from the Superintendent.
4. Authorization of over-time must be given in writing by the immediate supervisor, the building principal, and the Superintendent.
5. Over-time requests must be approved prior to the performance of over-time work.
6. Over-time work shall be performed on school premises unless otherwise authorized in writing by the Superintendent.
7. All over-time must be recorded on the time card or approved time log.

II. TERMS AND CONDITIONS FOR SPECIFIC SUPPORT STAFF POSITIONS

A. Bus Drivers

1. This is a 174 day contract position.
2. The district will pay for the initial CDL Licensing/school bus operator's permit, physical exam, and all drug testing required by Statute. If for uncontrollable reasons, the driver cannot get their physical exam done by the school contracted facility, the district will reimburse up to \$60.00 for each physical exam not covered by employee insurance.
3. Route assignments will be made by the transportation supervisor.
4. Extra trip assignments will be made by the transportation supervisor on a rotational schedule.

5. Extra trip pay rate will be \$15.00 per hour.
We will not pay 8-hour sleep time for "overnight trips".
6. Bus drivers will be eligible for an Employment Referral Incentive. Any driver who refers an individual for employment as a bus driver will, upon the completion of the newly hired bus driver's 40th regularly scheduled work day, receive a \$200 payment, which will be applied to the next regular payroll. Newly hired drivers who have been referred by the current driver shall also receive a \$200 incentive upon the completion of their 40th regularly scheduled work day. This Employment Referral Incentive shall not apply if the individual referred for employment currently works for the District in a different employment position or if the individual referred for employment has worked for the District as a bus driver within the 365 days prior to the date of the referral.
7. Bus Drivers will be eligible for an Attendance and Safety incentive each school quarter. Bus Drivers who have one hundred percent attendance for all required work days in a school quarter and who have no safety violations during the school quarter will receive a two hundred dollar incentive payment on the payroll date immediately following the end of the applicable school quarter. Drivers who elect to utilize available leave provided pursuant to Board Policy GDBDA for bereavement purposes, in the event of the death of a spouse, child, grandchild, or parent, will not have those absences counted against the attendance requirement set forth herein so long as no more than two leave days are taken during the applicable quarter.

* "Safety violation" shall be defined as: Any moving or non-moving violation that results in a ticket; any collision; any incident, which after an investigation by the District, is determined to have placed a student, staff member, or member of the public at risk of injury or harm due to the Driver's actions.

B. Aides/Para-professions/Nurses

1. This is a 155 day (9 month) position.
2. Paraprofessionals engaged in any instructional support activities must have sixty (60) college hours, or an Associate Degree, completed the 20 hour DESE substitute certificate course, or have passed the State approved paraprofessional assessment with an established minimum.

3. Paraprofessionals assigned to buildings not designated as Title I School-wide (Building) Projects engaged solely in activities of personal assistance (i.e. feeding, mobility, toileting, etc.) must have a High School Diploma or GED.
4. A Special Education paraprofessional will be assigned to a Special Education teacher to perform duties as assigned by the teacher.
5. School nurses must be Registered Nurses (RN) or Licensed Practical Nurses (LPN). LPNs must be under the supervision of a RN.

PARAPROFESSIONAL/AIDE SALARY SCHEDULE

(155 days@8hours/day)

Step	Annual	Hourly
1	17323	\$13.97
2	17673	\$14.25
3	18023	\$14.53
4	18373	\$14.82
5	18723	\$15.10
6	19073	\$15.38
7	19423	\$15.66
8	19773	\$15.95
9	20123	\$16.23
10	20473	\$16.51
11	20823	\$16.79
12	21173	\$17.08
13	21523	\$17.36
14	21873	\$17.64
15	22223	\$17.92
16	22573	\$18.20
17	22923	\$18.49
18	23273	\$18.77
19	23623	\$19.05
20	23973	\$19.33
21	24323	\$19.62
22	24673	\$19.90
23	25023	\$20.18
24	25373	\$20.46
25	25723	\$20.74
26	26073	\$21.03
27	26423	\$21.31
28	26773	\$21.59

Additional compensation added to salary above:

Each Unit of 60 credit hours	\$500
2 year Degree	\$1,000
4 year Degree	\$2,000
Substitute Pay for these positions	\$100/day

BUS DRIVER SALARY SCHEDULE

(1.75 hours per route up to 3.5 hours per day for an average of 17.5 hours per week)

Step	Yearly	Hourly
1	\$13,900.00	\$22.82
2	\$14,050.00	\$23.07
3	\$14,200.00	\$23.32
4	\$14,350.00	\$23.56
5	\$14,500.00	\$23.81
6	\$14,650.00	\$24.06
7	\$14,800.00	\$24.30
8	\$14,950.00	\$24.55
9	\$15,100.00	\$24.79
10	\$15,250.00	\$25.04
11	\$15,400.00	\$25.29
12	\$15,550.00	\$25.53
13	\$15,700.00	\$25.78
14	\$15,850.00	\$26.03
15	\$16,000.00	\$26.27
16	\$16,150.00	\$26.52
17	\$16,300.00	\$26.77
18	\$16,450.00	\$27.01
19	\$16,600.00	\$27.26
20	\$16,750.00	\$27.50
21	\$16,900.00	\$27.75
22	\$17,050.00	\$28.00
23	\$17,200.00	\$28.24
24	\$17,350.00	\$28.49
25	\$17,500.00	\$28.74
26	\$17,650.00	\$28.98
27	\$17,800.00	\$29.23
28	\$17,950.00	\$29.47
29	\$18,100.00	\$29.72
30	\$18,250.00	\$29.97

VO-TECH	\$ 9,437.00
HND-CAP	\$ 9,500.00
*CERTIFIED DRIVER MULTIPLIER	1.25
Non-certified Sub Pay	\$75 per day
MVBT Employee Certified Staff Sub Pay	\$93.75 per day
Trip Pay	\$15 per hour
Trip Pay MVBT Certified Staff	\$15 per hour
*Must be currently employed as a certified staff member of MVBT School Dist.	

CUSTODIAN SALARY SCHEDULE

260 Days @8 hours/day

Step	Yearly	Hourly
1	\$27,477.00	\$13.21
2	\$27,727.00	\$13.33
3	\$27,977.00	\$13.45
4	\$28,227.00	\$13.57
5	\$28,477.00	\$13.69
6	\$28,727.00	\$13.81
7	\$28,977.00	\$13.93
8	\$29,227.00	\$14.05
9	\$29,477.00	\$14.17
10	\$29,727.00	\$14.29
11	\$29,977.00	\$14.41
12	\$30,227.00	\$14.53
13	\$30,477.00	\$14.65
14	\$30,727.00	\$14.77
15	\$30,977.00	\$14.89
16	\$31,227.00	\$15.01
17	\$31,477.00	\$15.13
18	\$31,727.00	\$15.25
19	\$31,977.00	\$15.37
20	\$32,227.00	\$15.49
21	\$32,477.00	\$15.61
22	\$32,727.00	\$15.73
23	\$32,977.00	\$15.85
24	\$33,227.00	\$15.97
25	\$33,477.00	\$16.09
26	\$33,727.00	\$16.21
27	\$33,977.00	\$16.34
28	\$34,227.00	\$16.46

Additional compensation added to salary above:

Each Unit of 60 credit hours	\$500
2 year Degree	\$1,000
4 year Degree	\$2,000
Substitute Pay for these positions	\$13/hour

MAINTENANCE/CUSTODIAN SALARY SCHEDULE

260 Days @8 hours/day

Step	Yearly	Hourly
1	\$ 28,250.00	\$13.58
2	\$ 28,500.00	\$13.70
3	\$ 28,750.00	\$13.82
4	\$ 29,000.00	\$13.94
5	\$ 29,250.00	\$14.06
6	\$ 29,500.00	\$14.18
7	\$ 29,750.00	\$14.30
8	\$ 30,000.00	\$14.42
9	\$ 30,250.00	\$14.54
10	\$ 30,500.00	\$14.66
11	\$ 30,750.00	\$14.78
12	\$ 31,000.00	\$14.90
13	\$ 31,250.00	\$15.02
14	\$ 31,500.00	\$15.14
15	\$ 31,750.00	\$15.26
16	\$ 32,000.00	\$15.38
17	\$ 32,250.00	\$15.50
18	\$ 32,500.00	\$15.63
19	\$ 32,750.00	\$15.75
20	\$ 33,000.00	\$15.87
21	\$ 33,250.00	\$15.99
22	\$ 33,500.00	\$16.11
23	\$ 33,750.00	\$16.23
24	\$ 34,000.00	\$16.35
25	\$ 34,250.00	\$16.47
26	\$ 34,500.00	\$16.59
27	\$ 34,750.00	\$16.71
28	\$ 35,000.00	\$16.83

Additional compensation added to salary above:

Each Unit of 60 credit hours	\$500
2 year Degree	\$1,000
4 year Degree	\$2,000
Assistant Maintenance	\$1000
Night Custodian Director	\$5000

SECRETARY SALARY SCHEDULE

175 Days @8 hours/day

Step	Yearly	Hourly
1	\$19,852.00	\$14.18
2	\$20,352.00	\$14.54
3	\$20,852.00	\$14.89
4	\$21,352.00	\$15.25
5	\$21,852.00	\$15.61
6	\$22,352.00	\$15.97
7	\$22,852.00	\$16.32
8	\$23,352.00	\$16.68
9	\$23,852.00	\$17.04
10	\$24,352.00	\$17.39
11	\$24,852.00	\$17.75
12	\$25,352.00	\$18.11
13	\$25,852.00	\$18.47
14	\$26,352.00	\$18.82
15	\$26,852.00	\$19.18
16	\$27,352.00	\$19.54
17	\$27,852.00	\$19.89
18	\$28,352.00	\$20.25
19	\$28,852.00	\$20.61
20	\$29,352.00	\$20.97
21	\$29,852.00	\$21.32
22	\$30,352.00	\$21.68
23	\$30,852.00	\$22.04
24	\$31,352.00	\$22.39
25	\$31,852.00	\$22.75
26	\$32,352.00	\$23.11
27	\$32,852.00	\$23.47
28	\$33,352.00	\$23.82

Additional compensation added to salary above:

Additional summer work	Hourly rate based on salary schedule
Each Unit of 60 credit hours	\$500
2 year Degree	\$1,000
4 year Degree	\$2,000
Substitute Pay for these positions	\$100/day

NURSE SALARY SCHEDULE

155 Days @8 hours/day

Steps	Yearly	Hourly
1	\$ 20,537.00	\$16.56
2	\$ 20,937.00	\$16.88
3	\$ 21,337.00	\$17.21
4	\$ 21,737.00	\$17.53
5	\$ 22,137.00	\$17.85
6	\$ 22,537.00	\$18.18
7	\$ 22,937.00	\$18.50
8	\$ 23,337.00	\$18.82
9	\$ 23,737.00	\$19.14
10	\$ 24,137.00	\$19.47
11	\$ 24,537.00	\$19.79
12	\$ 24,937.00	\$20.11
13	\$ 25,337.00	\$20.43
14	\$ 25,737.00	\$20.76
15	\$ 26,137.00	\$21.08
16	\$ 26,537.00	\$21.40
17	\$ 26,937.00	\$21.72
18	\$ 27,337.00	\$22.05
19	\$ 27,737.00	\$22.37
20	\$ 28,137.00	\$22.69
21	\$ 28,537.00	\$23.01
22	\$ 28,937.00	\$23.34
23	\$ 29,337.00	\$23.66
24	\$ 29,737.00	\$23.98
25	\$ 30,137.00	\$24.30
26	\$ 30,537.00	\$24.63
27	\$ 30,937.00	\$24.95
28	\$ 31,337.00	\$25.27
29	\$ 31,737.00	\$25.59

Additional compensation added to salary above:

RN	\$5000
Each Unit of 60 credit hours	\$500
2 year Degree	\$1,000
4 year Degree	\$2,000
Substitute Pay for these positions	\$100/day

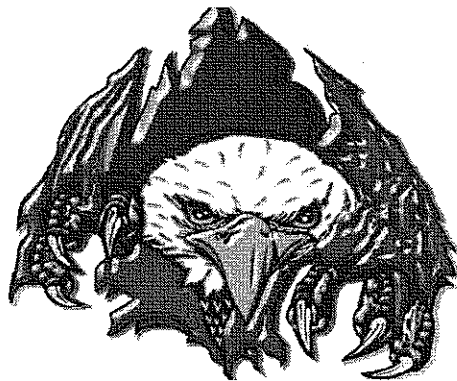
Supervisory Support Staff Schedule

Steps	District Accountant (260)	District Bookkeeper/Secretary to the Board (260)	Secretary to the Superintendent /MOSIS/Core Data(260)	Transportation Director (260)	Maintenance Director (260)	District Mechanic (260)
1	47,500	31,500	31,500	44,200	47,500	39,000
2	48,450	32,130	32,130	45,084	\$48,450	\$39,780
3	49,419	32,773	32,773	46,211	\$49,661	\$40,576
4	50,407	33,428	33,428	47,366	\$50,903	\$41,387
5	51,416	34,097	34,097	48,551	\$52,175	\$42,215
6	52,444	34,779	34,779	49,764	\$53,480	\$43,059
7	53,493	35,474	35,474	51,008	\$54,817	\$43,920
8	54,563	36,184	36,184	52,284	\$56,187	\$44,799
9	55,654	36,907	36,907	53,591	\$57,592	\$45,695
10	56,767	37,645	37,645	54,930	\$59,032	\$46,609
11	57,902	38,398	38,398	56,304	\$60,507	\$47,541
12	59,060	39,166	39,166	57,711	\$62,020	\$48,492
13	60,241	39,950	39,950	59,154	\$63,571	\$49,461
14	61,446	40,749	40,749	60,633	\$65,160	\$50,451
15	62,675	41,564	41,564	62,149	\$66,789	\$51,460
16	63,929	42,395	42,395	63,703	\$68,459	\$52,489
17	65,207	43,243	43,243	65,295	\$70,170	\$53,539
18	66,511	44,108	44,108	66,927	\$71,924	\$54,609
19	67,842	44,990	44,990	68,601	\$73,722	\$55,702
20	69,199	45,890	45,890	70,316	\$75,565	\$56,816
21	70,583	46,807	46,807	72,074	\$77,455	\$57,952
22	71,994	47,743	47,743	73,875	\$79,391	\$59,111
23	73,434	48,698	48,698	75,722	\$81,376	\$60,293
24	74,903	49,672	49,672	77,615	\$83,410	\$61,499
25	76,401	50,666	50,666	79,556	\$85,495	\$62,729
26	77,929	51,679	51,679	81,545	\$87,633	\$63,984
27	79,487	52,713	52,713	83,583	\$89,824	\$65,263

Additional Stipends: Secretary to the Board \$3000

Tiered Academic Program Procedures Manual

MOUNTAIN VIEW-BIRCH TREE R-III SCHOOL DISTRICT



Vision: The Mountain View-Birch Tree School District is two communities working as one to develop caring and responsible citizens.

Mission: Our mission is to empower and inspire all students to be successful before and after graduation. We strive to improve the quality of life through rigor, relevance, and relationships.

Board Approved on: _____

Purpose of Program

The Mountain View Birch Tree R-III School District promotes student success through collaborative teamwork that enables each student to learn at their full potential. The MTSS (Multi-Tiered Systems of Support) uses information gathered through classroom observation and assessments to determine how our staff can work toward meeting each individual child's needs.

Overview of Program

The MTSS process provides multi-tiered levels of support around academic, behavioral and social/emotional goals that include:

- High-quality classroom instruction (Universal)
- Regular universal screenings
- Curriculum-based and diagnostic assessments
- Frequent progress monitoring
- Interventions that support student needs (Supplemental and Intensive)
- Ongoing communication with families about student progress toward goals

Stakeholders

Administrators	Tammy Heiney, Paula Renshaw, Angie Jester
Teacher(s)	Jolie Owens, Candra Martin, Gina Anderson, Julie Woolsey, Wendy Holden, Shelby Yarber
Parent(s)	Karena Tripp, Missy Rutledge, Jessie Henry
Community Member(s)	Teresa Miley, Lisa Fann, Kerri Roberts

Data Sources Used to Make Decisions

MAP/EOC assessment results and district assessment results will be used to make decisions regarding the effectiveness of our tiered academic program, along with any changes that need to be made to the program.

MSIP 6 Standards Addressed

TL7 -The school system provides a comprehensive multi-tiered system of support that addresses the academic, emotional, behavioral, social, and physical needs of each student.

A.The school system establishes learning and behavioral supports that are identified,coordinated, and implemented with fidelity at the classroom, building, and system level.

B.The school system monitors the implementation of these supports through observation, program evaluation, and data analysis.

C.The school system implements a written process for the early identification of students' needs and implements differentiated learning and behavioral supports for each student.

D.The school system uses targeted student assessment and data collection to monitor,evaluate, and inform decision-making to identify and implement successful learning and behavioral supports.

E.The school system collaborates with community partners to provide information and resources to students and parents/guardians to address barriers impacting student success.

F.The school system implements methodologies to support social-emotional learning,culturally responsive teaching, and trauma-informed practices based on student need.

Equity and Access of Program

All students receive challenging, grade-appropriate Tier I instruction and have equitable access to high quality, universally designed academic, behavioral, and social emotional curriculum and instruction that integrates culturally sustaining pedagogy and is linguistically responsive. In our planning, it is important to ensure equitable access to highly qualified teachers along with comprehensive efforts to diversify our workforce.

Program Requirements at Mountain View-Birch Tree

The MTSS process provides multi-tiered levels of support around academic, behavioral and social/emotional goals that include:

- **High-quality classroom instruction (Universal)**

TIER I	TIER II	TIER III
Identify & process referrals	Develop more intensive plans	More intensive plans
Develop intervention plan	Smaller groups	One-on-one instruction
Coach Teachers/Teacher progress monitors	Progress monitoring occurs more regularly	FBA-BIP
Suggested supports: reteaching/pre-teaching strategies, demonstrate learning in multiple ways, integrated technology, graphic organizers, study guides, leveled readers, flashcards & coaching/collaboration	Specialized reading material: student's level is identified and reading materials provided on the student's level Mentor Mindset	Assistive technology

- **Regular universal screenings:** These tests are typically brief, conducted with all students at a grade level, and followed by additional testing and progress monitoring to monitor students' risk status. Screening measures must be administered with fidelity and be proven to be valid and reliable.

- Results of state tests
- Results of standardized testing
- Report/Progress cards
- Board Approved Diagnostic Assessments

- **Curriculum-based and diagnostic assessments**

- Board Approved Curriculum and Diagnostic Assessments
- Please refer to our current District Assessment Plan for up to date Board Approve Curriculum and Assessments.

- Frequent progress monitoring
- Interventions that support student needs (Supplemental and Intensive)
- Ongoing communication with families about student progress toward goals

MSBA Program Policies

<https://simbli.eboardsolutions.com/Policy/PolicyListing.aspx?S=207&Sch=207>

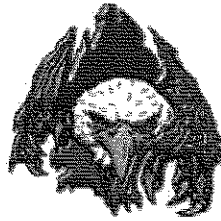
Policy AD
Policy IGAB
Administrative Procedure IL-AP(1)

Annual Professional Development Required

Annual trainings will be provided in district:

- MTSS refresher course
 - iReady training
- Building data meetings

Vision: The Mountain View-Birch Tree School District is two communities working as one to develop caring and responsible citizens.



Mission: Our mission is to empower and inspire all students to be successful before and after graduation. We strive to improve the quality of life through rigor, relevance, and relationships.

Mountain View-Birch Tree R-III School District

Proposal

Summary:

The Mountain View-Birch Tree R3 School District would like to enter into an agreement with the City of Mountain View in Regards to the Herb Henry Baseball Field. The proposal would be a 20 year lease in exchange for \$1.00. The terms of the lease would be that the field would remain a public facility as it has always been, but the MVBT School District would take over all maintenance and upkeep of the facility, along with drafting any pertinent rules to protect the facility, just as we have done at the football complex.

Purpose:

There are many current concerns at the baseball field that need to be addressed. The school district has always hosted high school baseball games at Herb Henry in partnership with the City of Mtn. View and we are thankful for that relationship. In an effort to make the facility safer and better, here are a list of things that need to be completed that we, the MVBT School District, would potentially like to financially encumber, if we could get a long-term lease in place, so that we could confidently utilize the money of our patrons during the 20 year lease.

- Bleachers- very unsafe and outdated. They've been an ongoing conversation piece between school and city personnel. We'd like to formulate a plan to alleviate the liability that they are and replace them with newer, safer, and more practical seating. **(Approximate cost: \$6,500 per section of 15x5 row of metal bleachers, multiple sections needed)**
- Building behind the bleachers- Currently is storage underneath and the "crows nest" where the scorekeeper and announcer sit is on top of the storage. The structure is unsafe, so we'd like to look at alleviating that liability. This new building could also house a concession stand, which would allow the current concession area to be cleaned up and made into better storage. **(Approximate cost: \$10,000-12,000)**
- Lights- currently a wire hangs across the field, which according to Eddie Owens, is necessary for the current function of the lights. One pole currently leans fairly severely, so it needs addressed very soon. **(Approximate cost: unknown at this time)**
- Fencing- extended to each corner of the field. **(Approximate cost: \$4,000)**

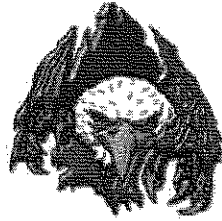
502 N. Elm, Mountain View, MO 65548 Phone: 417-934-5408

website: <https://home.liberty.mvbt.k12.mo.us/>

Superintendent: Mrs. Lanna Tharp email: ltharp@liberty.mvbt.k12.mo.us

Assistant Superintendent: Mr. Ryan Chowning email: rchowning@liberty.mvbt.k12.mo.us

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- Drainage- currently the area behind home plate slopes to the field, thus causing any run off to pool on the field versus being diverted away from the field. Fairly simple dirt work and drainage pipe could alleviate this problem. **(Approximate cost: unknown)**
- Backstop padding (Liberty logo) and top rail padding on the fence in front of each dugout for safety purposes. **(Approximate cost: \$900)**
- Extending/finishing the dugouts and adding proper seating for home and away guests. **(Approximate cost: unknown)**
- Removing the storage building behind, to the east, of the home dugout. With other changes, it wouldn't be needed, plus it is in very rough shape currently. **(Approximate cost: \$0)**
- Mowing/Dragging/Lining- we currently do all of that, we would continue to.

Benefits:

The benefits from this agreement between the City of Mtn. View and the MVBT School District would be great for both parties. Our new Athletic/Activities Director is already planning a "wood bat" baseball tournament, which would bring many schools to our area to patronize our businesses. With some upgrades, we would be able to host many more events, plus the potential for being a host site for MSHSAA District games, SCA conference games, etc. which would all provide an economic stimulus for our businesses.

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--YOUR ANNUAL MARE MEMBERSHIP PROVIDES SUPPORT FOR--

Missouri Association of Rural Education

<p><u>Policy Services</u></p> <p>Missouri Consultants for Education (MCE) Board Policy Service provides a practical and legally sound set of policies and regulations developed by trial-experienced school attorneys.</p>	<p><u>Legal Consultation Service</u></p> <p>The Legal Telephone Consultation (HOTLINE) Service allows for unlimited telephone consultation with a school attorney under certain conditions. Participating firms:</p> <ul style="list-style-type: none"> • Mickes O'Toole • EdCounsel, LLC • Guin Mundorf 	<p><u>Special Education Legal Issues</u></p> <p>This legal service provides up to two (2) "initial consultations" during the school year pertaining to special education legal issues. Participating firm:</p> <ul style="list-style-type: none"> • Thomeczek & Brink
<p><u>State Legislative Advocacy</u></p> <p>MARE is a member of the School Administrators Coalition (SAC). SAC employs individuals/firms to represent their interests at the Missouri State Capitol during the legislative session.</p>	<p><u>National Advocacy</u></p> <p>MARE is a member of the National Rural Education Advocacy Consortium (NREAC), which represents the interests of rural public schools in national forums where education issues are decided.</p>	<p><u>Superintendent Searches</u></p> <p>MARE is available to all school districts in Missouri to facilitate the search for your next superintendent. A professional cost effective proposal and fee structure is available upon request. Our consultant team includes – Dr. Mike Jinks, Dr. Paul Ricker, Dr. Craig Eaton & Dr. Jerry Cochran.</p>
<p><u>School Board Training</u></p> <p>MARE conducts training sessions for newly elected school board members to receive the 18.5 hours of orientation and training required by statute within one year of their election or appointment. Sessions are FREE. Our training team includes Dr. Margret Anderson & Mr. Leroy Huff.</p>	<p><u>Board of Education Self-Analysis</u></p> <p>MARE supports member school districts by offering boards of education re-training and/or self analysis sessions which outline the characteristics of effective school boards. Contact the MARE office for a proposal that includes services and related fees.</p>	<p><u>Building Principal Searches</u></p> <p>MARE is available to all school districts in Missouri to facilitate the search for your next building principal. A professional cost effective proposal and fee structure is available upon request.</p>
<p><u>Annual Convention</u></p> <p>MARE & MO K-8 Associations provide an annual fall conference that includes general/breakout/keynote sessions and exhibits focused on supporting rural education themes. The event is held at the Lodge of Four Seasons in Lake Ozark, MO. Outstanding Rural Education and Friend of Rural Education Awards are given annually.</p>	<p><u>Communication</u></p> <p>Timely and up-to-date articles and information on rural education issues:</p> <ul style="list-style-type: none"> • MARE FOCUS • MARE Website • MARE Facebook • MARE Mobile App • Legal Articles • Copy of Annual School Directory 	<p><u>Special Partnerships</u></p> <ul style="list-style-type: none"> • American Legion Boys State • Missouri Administrator Job Posting • MASA Medical Transport Solutions • Missouri Girls State
<p><u>Saves School Districts Money</u></p> <ul style="list-style-type: none"> • Lease Purchase – L.J. Hart & Company • Natural Gas – Pro Energy Solutions • Cooperative Purchasing – Education Plus • Record Scanning/Storage -- IMS • Website Support – SOCS • SlateXP - LearnSafe Program 	<p><u>Other Preferred Providers</u></p> <ul style="list-style-type: none"> • American Fidelity Assurance Co. – Cafeteria Plans • Claim Care – Medicaid Claiming • CTS Group – Project Management • Forrest T. Jones & Co. – Long Term Care • MEUHP – Health Insurance • Mike Keith Insurance – Health Insurance • M.U.S.I.C. – Building/Property Ins. Ins. • Benefits 360 LLC 	<p><u>Rural Missouri Scholarship</u></p> <p>The level of economic development of an area is directly related to the quality of education available. To improve the adequate number of well-trained, dedicated teachers, 15 \$1,000 scholarships are given annually to junior and senior level college students meeting certain criteria. The Scholarship Program is supported by the annual MARE Scholarship Golf Tournament.</p>
<p><u>Special Workshop Sponsors</u> (Not all held annually)</p> <ul style="list-style-type: none"> • Custodial Staff Training • Board Leadership • Board Secretary • Building Secretary • Annual Legal Update Seminars • School Nurses • Brain Injury - Concussion 	<p><u>Rural Missouri High School Senior Scholarship Fund</u></p> <p>The level of economic development of an area is directly related to the quality of education available. To encourage high school students to consider a career in education, 25-30 \$500 scholarships will be given annually to high school graduates of MARE member school districts.</p>	<p><u>MARE Executive Board Membership</u></p> <ul style="list-style-type: none"> • 10 Elected Regional Representatives • 2 At-large School Board Members • 1 K-8 Schools Representative • 1 Higher Education Representative • 2 Advisory Board Representatives

MARE is a service organization whose purpose is to serve the member school districts in such a way that:

- The students of rural Missouri will have an equal opportunity to receive an excellent education.
- The students of rural Missouri will be able to compete academically with students throughout the world.
 - The citizens of Missouri will be proud of the educational programs in rural Missouri schools.

Assisting, Leading, Protecting Missouri Rural Schools for 33 Years

Contact the MARE Office at (660) 747-8050 with any questions.

JULY BOARD REPORT

ADMINISTRATOR: Ryan Chowning, Assistant Supt.

PK-12: CURRENT ENROLLMENT: 1320

Focusing on Leadership (CSIP Goal 1)

- Enrolling in a leadership academy put on by MOASBO that happens throughout the year
- Jumping in head first to ALL district construction projects. I'm not where I need to be yet, but I assure you I'm working hard to get there.
- Reading a great book called *Extreme Ownership* in an effort to improve myself as a leader.

Focusing on Effective Teaching and Learning (CSIP Goal 2)

- Trying to finish hiring all positions in the district.

Focusing on Collaborative Climate and Culture (CSIP Goal 3)

- Assisting JC as he's beginning his tenure with us. Familiarizing myself with the things under the activities umbrella that I will be responsible for.

Focusing on Alignment of Standards, Curriculum, and Assessment (CSIP Goal 4)

- Not currently working any specific curriculum and assessment things, but I am working on updating our Title IX and Safety/Crisis Manuals.

Focusing on Equity and Access (CSIP Goal 5)

- Hosting a free athletic/activity physical event on 7/14 at LMS with the help of OZH healthcare professionals.



**New Year, New
Leadership, SAME
Goal...Progress!!**