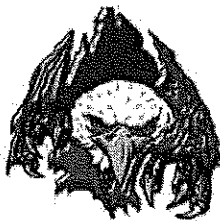


Vision: The Mountain View-Birch Tree School District is two communities working as one to develop caring and responsible citizens.



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

To: Board of Education Members

From: Lanna Tharp, Superintendent

Re: Board Meeting Materials

Date Printed: June 14, 2024

Board Meeting Date: June 20, 2024

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. Administrative Reports
6. Policy Updates

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

Marsha Webb: Secretary to the Superintendent

Rhonda Henry: Bookkeeper

Tressa Henry: Accountant

MOUNTAIN VIEW-BIRCH TREE R-III SCHOOL DISTRICT
REGULAR SCHOOL BOARD MEETING
Thursday, June 20, 2024
6:00 P.M.
Central Office

- 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.
 - C. Monthly Administrative/Principal Reports
- 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. Proposed/Preliminary Budget Approval
 - E. Policy Updates
- X. Other Business**
 - A. None
- XI. Monthly Program Report/Review**
 - A. None
- XII. Administrators' Reports**
 - A. Principals report on each of their buildings
- 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 (1) (3) (13) (14)
- XIV. Return to regular session**
- XV. Adjourn**

MOUNTAIN VIEW-BIRCH TREE R-III BOARD OF EDUCATION MEETING
Explanation of Agenda Items
REGULAR SESSION
Thursday, June 20, 2024
6:00 P.M.
Central Office

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
Monthly Administrative/Principal Reports'

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 meetings or issues related to MSBA

VIII. Old Business

Discuss items tabled from previous school board meetings or issues ongoing from meeting to meeting.

- 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

The board packet also includes a new financial report statement showing fund balances at the end of last month which reflect our current balances. It is summarized as follows:

Month ending May 2023

Balances: Incidental Fund (Fund 1): \$7,231,634.47
Teacher's Fund (Fund 2): \$727,094.67
Debt Service Fund (Fund 3): \$0
Capital Projects Fund (Fund 4): \$2,178,498.19

Total (All Funds): \$10,137,227.33

Previous Year's Total (All Funds): \$9,315,018.19

Month ending May 2024

Balances: Incidental Fund (Fund 1): \$7,551,346.57
Teacher's Fund (Fund 2): \$1,131,027.42
Debt Service Fund (Fund 3): \$0
Capital Projects Fund (Fund 4): \$2,725,792.91

Total (All Funds): \$11,047,036.96

Previous Year's Total (All Funds): \$10,137,227.33

d. Proposed/Preliminary Budget Approval

The fiscal year of the school district starts on July 1, and ends on June 30, each year. As board policy states, "the annual district budget is a written document presenting the Board's plan for allocation of the available financial resources to sustain and improve the educational function of the school district." The initial budget that the board will see tonight is "preliminary" in nature. We are still paying bills out of this year's budget through the end of the month, so we won't know our ending balances until July 1, which means we won't know our beginning balances for the new budget. Also, we won't finalize our local revenue projections until after we certify our assessed valuations and tax levy in a few months. This initial budget is based on our best guesses. As firm numbers become available, we will amend the budget to match.

This "budget" is nothing more than an expanded ledger showing projected revenues and expenditures. I'll hit the high points on the budget, but this is very much a rough draft. The plan is to have the formal and final budget, based on this rough draft, finalized and

ready to present to you at the July board meeting. By then, we will know our beginning balances.

Budget Highlights:

- We added Mentor stipends for teachers who are not impacted by the minimum teacher salary grant. Stipends are based on years of experience and degrees.
- The state will be paying the full costs associated with paying every teacher at least \$40,000 next year.
- We are paying for a portion of the costs associated with paying every eligible teacher for Career Ladder. Our costs associated with funding career ladder will be just over \$? next year.
- Our estimated fund balance will be around 8.4 million dollars. Last year the fund balance was 8.2 million dollars. This might sound like a high balance, but it's only enough to pay our teachers for 6 months in case of a government shutdown and will leave enough money in our capital projects fund in case of a capital emergency in the district. As you know, the cost of salaries increase every year and the cost of supplies, construction, and materials increase every year.
- The budget for MVE decreased significantly due to increasing class sizes and not replacing teachers hired with Covid funds.
- Special Education costs are increasing due to the needs of the students and increased cost for services
- Our Title I allocation is less than it has been in the past.
- Building level administration costs are increasing due to increased salary and benefits, adding a "building enhancement" line item, and increasing the amount for furniture and instructional apparatus.
- The amount budgeted for transportation is less due to not budgeting for 2 buses next year.
- The Board of Education costs have increased due to an increase in liability insurance, workmen compensation, professional services, and equipment supplies.
- I have increased equipment costs from \$1000 to \$5000. This is due to : Effective July 1, 2024, the capitalization threshold for equipment in Missouri will increase from \$1,000 to \$5,000 in accordance with 15 CSR 40-2.031.
- Facilities and Construction and improvement costs are decreasing from \$2,728,975 to \$100,000. This is due to Covid money ending and the many recent facility updates completed with Covid money.
- We will be spending more than \$7,000,000 in salaries and benefits next year.
- Local revenue is expected to increase due to increased revenue from taxes.
- State revenues is increasing due to an increase in the State Adequacy Target, which is tied to the foundation formula.
- Federal revenue will be decreasing significantly due to Covid money ending.

I will show the budget ledger and a comparison of the proposed budget with last year's budget. I'm still finalizing the proposed budget, so I don't have a copy to put in the board packet.

Recommendation: I recommend that the board approve the preliminary budget "ledger" with the full and final budget to be presented at the July board meeting.

e. Policy Updates

The changes in this update are primarily based on recent changes in Missouri state law. Changes include adding two new grounds for closing meetings or records under the Sunshine Law (information from tip lines and suspicious activity reports), billing back

districts for the enrollment of non-resident students, requirements for background checks for adults on school campus during school hours, and a provision on adult learners. New law calls for permanent retention of special education records, but it is unclear whether this includes all special education records or only the most recent records, so MSBA has recommended language that the district will preserve such records according to law. Other changes include a consolidated policy on gifts to the district, memorials, and crowdfunding.

The explanations on the first page of each document include information and instructions that will assist the board and administration in understanding why these documents are being updated and how to modify the documents to best suit the district. Please read these documents and the accompanying explanations carefully.

Recommendation: I recommend that the board approve the following policy updates recommended by MSBA, included in this board packet.

BDC: Closed Meeting, Records, and Votes

BDDL: Release of Information

DFI-1: Setting Tuition for District Programs

EEA-AP (1)- Student Transportation Services (Administrative Procedure)

EHBD: Artificial Intelligence Use

EHBD-AP(1): Artificial Intelligence Use Plan (Administrative Procedure)

FFA: Memorials on Facilities and Grounds

GBEBC: Criminal Background Checks

GCD-1: Professional Staff Recruiting and Hiring

GDC-1: Support Staff Recruiting and Hiring

IND: Ceremonies and Observances

JEC-1: School Admissions

JECA-1: Eligibility to Enroll

JO-1: Student Records

KH: Public Gifts to the Schools

In addition I recommend the board approve the changes to Regulation JED-R2 and JED R1: Student Absences and Excuses (Grades K-8 and Grades 9-12)

Grades K-8 are currently permitted 8 absences per semester in this regulation. This update changes those permitted absences to 4 absences per semester. Grades 9-12 are currently permitted 6 absences per class per semester. This update changes those permitted absences to 4 permitted absences per class per semester. This change was discussed by the administrators and board at the beginning of the 2023-2024 school year and is reflected in the school handbook.

X. Other Business

- a. None

XI. Monthly Program Report/Review

- a. None

XII. Administrators' Reports

Administrators' Reports are enclosed in board packet. Additions or questions regarding Administrators' Reports should be discussed at this time

- a. Each administrator will report on things occurring at their school.

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 (1), (3), (9) (13), & (14)

RSMo 610.021.

(1) Legal actions, causes of action or litigation involving a public governmental body and any confidential or privileged communications between a public governmental body or its representatives and its attorneys. However, any minutes, vote or settlement agreement relating to legal actions, causes of action or litigation involving a public governmental body or any agent or entity representing its interests or acting on its behalf or with its authority, including any insurance company acting on behalf of a public government body as its insured, shall be made public upon final disposition of the matter voted upon or upon the signing by the parties of the settlement agreement, unless, prior to final disposition, the settlement agreement is ordered closed by a court after a written finding that the adverse impact to a plaintiff or plaintiffs to the action clearly outweighs the public policy considerations of section 610.011, however, the amount of any moneys paid by, or on behalf of, the public governmental body shall be disclosed; provided, however, in matters involving the exercise of the power of eminent domain, the vote shall be announced or become public immediately following the action on the motion to authorize institution of such a legal action. Legal work product shall be considered a closed record;

(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 (1), (3), (13), (14).

XIV. Return to regular session

XV. Adjourn



**Mountain View – Birch Tree R-III
School District**
502 N Elm Street
Mountain View, MO 65548
Phone (417) 934-5408 Fax (417) 934-5405

MINUTES OF BOARD MEETING

Meeting Place: Birch Tree Elementary Media Center
Type of Meeting: Regular Meeting
Time and Date: 6:00 p.m. May 23, 2024

Present	Members	Absent
<u>Eric Wells, Presiding</u> Board President		
<u>Mikael Orchard (7:13 p.m.)</u> Board Vice-President		
<u>Shelly Mantel</u> Delegate		
<u>Gaylon Noble</u>		
<u>Josh Roberts (6:18 p.m.)</u>		
<u>Mike Smith</u>		
<u>John Thompson</u>		
<u>Lanna Tharp</u> Superintendent of Schools		
<u>Rhonda Henry</u> Board Secretary/Treasurer		

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Mountain View – Birch Tree R-III School District

**502 N Elm Street
Mountain View, MO 65548
Phone (417) 934-5408 Fax (417) 934-5405**

Continuation of regular district board meeting held on May 23, 2024

I. Determination of Quorum

The Mountain View-Birch Tree R-III Board of Education met in regular session at 6:00 p.m. on May 23, 2024 at the Birch Tree Elementary Media Center. A quorum was present with Shelly Mantel, Gaylon Noble, Mikael Orchard (7:13 p.m.), Josh Roberts (6:18 p.m.), Mike Smith, John Thompson and Eric Wells in attendance.

Mrs. Renshaw led the Pledge of Allegiance.

III. Public Comment

There were no requests for public comment.

IV. Consent Agenda

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

- A. Minutes of the April 16 Special Election and Regular Board meetings
- B. Payment of bills in the amount of \$407,144.31 after removing \$732.00 to Lois Wood
- C. Monthly Administrative/Principal Reports

V. Adoption of Agenda

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

VI. Student Time

- A. None

VII. Shelly Mantel gave a MSBA Delegate report.

VIII. Old Business

- A. None



Mountain View – Birch Tree R-III School District

**502 N Elm Street
Mountain View, MO 65548
Phone (417) 934-5408 Fax (417) 934-5405**

Continuation of regular district board meeting held on May 23, 2024

IX. New Business

- A. Shelly Mantel made a motion, seconded by John Thompson, to approve payment of \$732.00 and \$12.00 to Lois Wood for shirts. The motion passed with four members in favor. Gaylon Noble abstained.
- B. John Thompson made a motion, seconded by Gaylon Noble, to approve payment of \$201.00 to The Angel Garden for supply. The motion passed with four members in favor. Shelly Mantel abstained.

Shelly Mantel made a motion, seconded by Mike Smith, to approve payment of \$729.40 to Brown's Lawn & Garden for supply. The motion passed unanimously.

Shelly Mantel made a motion, seconded by Gaylon Noble, to approve payment of \$270.00 to Debbie Willbanks for supply. The motion passed unanimously.

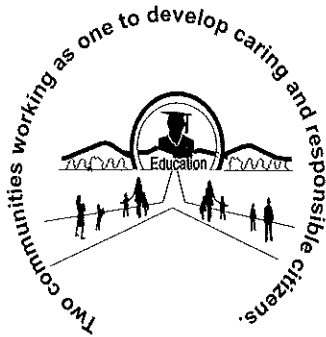
- C. Lanna Tharp presented the April 2024 financial report. The balance in all funds was \$11,137,766.31.
- D. Angie Jester presented a district Rookie Teacher of The Year Plaque to Elizabeth Robertson and a district Teacher of the Year Plaque to Sabrina Reese. Tammy Heiney presented district Support Staff Professional of The Year Plaque to Leon Rinear.

Josh Roberts entered the meeting at 6:18 p.m.

- E. Tammy Heiney presented the iReady end of the year testing results.
- F. Josh Roberts made a motion, seconded by Gaylon Noble, to table the salary schedule for 2024-25. The motion passed unanimously.
- G. Mrs. Tharp discussed dates and places for a school board retreat in August.

Mikael Orchard entered the meeting at 7:13 p.m.

- H. Josh Roberts made a motion, seconded by Shelly Mantel, to accept the propane bid from Ferrell Gas for the 2024-2025 school year as presented \$1.16 per gallon for Transport, \$1.385 per gallon for Bobtail. The motion passed unanimously.



Mountain View – Birch Tree R-III School District

**502 N Elm Street
Mountain View, MO 65548
Phone (417) 934-5408 Fax (417) 934-5405**

Continuation of regular district board meeting held on May 23, 2024

- I. Josh Roberts made a motion, seconded by John Thompson, to accept the bid from Ozarks Healthcare for Physical Therapy, Beth Trotter for Occupational Therapy and Bayada for Private Duty Nursing as presented for the 2024-2025 school year. The motion passed unanimously.
- J. Mikael Orchard made a motion, seconded by Gaylon Noble, to approve the District Safety and Crisis Plan manual as presented. The motion passed unanimously.
- K. Mr. Chowning and the principals discussed the updated building handbooks for the 2024-2025 school year as presented.
- L. Mr. Chowning discussed the capital projects list for 2024-2025.
- M. Josh Roberts made a motion, seconded by John Thompson, to approve the financial authority and signatory rights of specific members of the board of education, Superintendent, and Board Treasurer as presented. The motion passed unanimously.
- N. Mikael Orchard made a motion, seconded by Josh Roberts, to approve payment of the \$38,000 minimum base salary list as presented. The motion passed unanimously.

Shelly Mantel made a motion, seconded by Gaylon Noble, to approve payment to Jessica Abbey, Trina Frazier and Kristy Reese for Career Ladder. The motion passed with five members in favor. Mikael Orchard and Josh Roberts abstained.

Mike Smith made a motion, seconded by Shelly Mantel, to approve payment to Janiece Wilbanks for Career Ladder. The motion passed with six members in favor. Josh Roberts abstained.

Josh Roberts made a motion, seconded by John Thompson, to approve payment to Holly Smith for Career Ladder. The motion passed with six members in favor. Mike Smith abstained.

Mikael Orchard made a motion, seconded by Shelly Mantel, to approve the Career Ladder list as presented. The motion passed unanimously.

X. Other Business

- A. None



**Mountain View – Birch Tree R-III
School District
502 N Elm Street
Mountain View, MO 65548
Phone (417) 934-5408 Fax (417) 934-5405**

Continuation of regular district board meeting held on May 23, 2024

- XI. Mikael Orchard made a motion, seconded by Josh Roberts, to approve the Technology Plan as presented by Mike McAfee. The motion passed unanimously.
- XII. Mrs. Renshaw, Mrs. Jester, Mrs. Heiney, Mr. Daniels, Mr. Hoagland, and Mrs. Medina gave administrator reports.

Adjournment to Closed Session

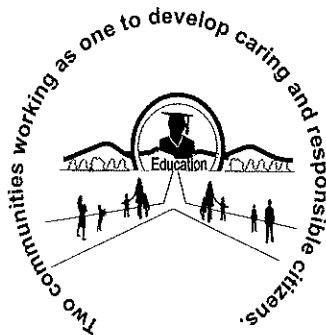
Mikael Orchard made a motion at approximately 8:06 p.m., seconded by Josh Roberts, to go into closed session for the purpose of consideration of agenda items as authorized in RSMo Section 610.021 (3) (13)(14). The motion passed as follows:

Shelly-yea
Gaylon-yea

Mikael-yea
Josh-yea

Mike-yea
John-yea

Eric-yea



Mountain View – Birch Tree R-III School District

502 N Elm Street
Mountain View, MO 65548
Phone (417) 934-5408 Fax (417) 934-5405

Continuation of regular district board meeting held on May 23, 2024

CLOSED SESSION

Mikael Orchard made a motion, seconded by Josh Roberts, to accept the resignation from Tina Bland, Custodian effective May 23, 2024. The motion passed as follows:

Shelly-yea	Mikael-yea	Mike-yea	Eric-yea
Gaylon-yea	Josh-yea	John-yea	

Mikael Orchard made a motion, seconded by John Thompson, to employ Sherri Caldwell, ECSE Teacher (Retired WARS), Paul Whittier, SE Teacher, Brenda Allen, MV Teacher (Retired WARS), Brendan Iverson, HS/MS Band, Whitney Smith, HS Teacher, Jessica Tune, HS Teacher, Sydney Foster, HS Teacher and Mason Tharp, HS Teacher for the 2024-2025 school year. The motion passed as follows:

Shelly-yea	Mikael-yea	Mike-yea	Eric-yea
Gaylon-yea	Josh-yea	John-yea	

John Thompson made a motion, seconded by Josh Roberts, to employ Jessica Abbey and Ryan Chowning for Summer School. The motion passed as follows:

Shelly-yea	Mikael-abstain	Mike-yea	Eric-yea
Gaylon-yea	Josh-yea	John-yea	

Josh Roberts made a motion, seconded by Gaylon Noble, to employ the attached list for Summer School as presented. The motion passed as follows:

Shelly-yea	Mikael-yea	Mike-yea	Eric-yea
Gaylon-yea	Josh-yea	John-yea	

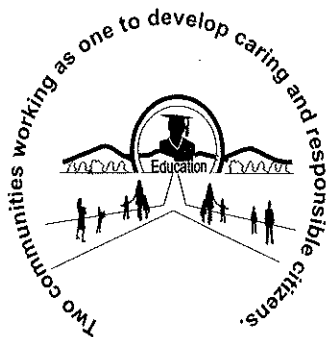
Josh Roberts made a motion, seconded by Mikael Orchard, to employ Destiny Vandevort, MS Secretary, Jordan Berry, SE Para and Jaris Acklin, SE Para for the 2024-2025 school year. The motion passed as follows:

Shelly-yea	Mikael-yea	Mike-yea	Eric-yea
Gaylon-yea	Josh-yea	John-yea	

John Thompson made a motion, seconded by Mike Smith, to employ Brittney Dennison, Shari Tune, Kelstin Roy, Eric Tripp, Justin Harrill, Dylan Cooper, Shelly Harrill, Noah Jester, Braden Gastineau, Donna DePee', Lyla Cornman, Josh Pruett, and Brad Jester as coaches for the 2024-2025 school year. The motion passed as follows:

Shelly-yea	Mikael-yea	Mike-yea	Eric-yea
Gaylon-yea	Josh-yea	John-yea	

Rhonda Henry left the meeting at 8:35 p.m. Eric Wells recorded the minutes.



Mountain View – Birch Tree R-III School District

**502 N Elm Street
Mountain View, MO 65548**
Phone (417) 934-5408 Fax (417) 934-5405

Continuation of regular district board meeting held on May 23, 2024

CLOSED SESSION

Josh Roberts made a motion, seconded by Gaylon Noble, to return to Open Session. The motion passed as follows:

Shelly-yea
Gaylon-yea

Mikael-yea
Josh-yea

Mike-yea
John-yea

Eric-yea

Eric Wells, Board President

Rhonda Henry, Board Secretary



Mountain View – Birch Tree R-III School District

502 N Elm Street
Mountain View, MO 65548
Phone (417) 934-5408 Fax (417) 934-5405

Continuation of regular district board meeting held on May 23, 2024

Josh Roberts made a motion at approximately 10:06 p.m., seconded by Mikael Orchard, to adjourn the meeting. The motion passed as follows:

Shelly-yea
Gaylon-yea

Mikael-yea
Josh-yea

Mike-yea
John-yea

Eric-yea

Eric Wells, Board President

Rhonda Henry, Board Secretary



**Mountain View – Birch Tree R-III
School District**
502 N Elm Street
Mountain View, MO 65548
Phone (417) 934-5408 Fax (417) 934-5405

MINUTES OF BOARD MEETING

Meeting Place: Central Office Conference Room
Type of Meeting: Special Meeting
Time and Date: 4:00 p.m. June 6, 2024

Members

Present

Absent

Eric Wells, Presiding
Board President

Mikael Orchard
Board Vice-President

Shelly Mantel
Delegate

Gaylon Noble

Mike Smith

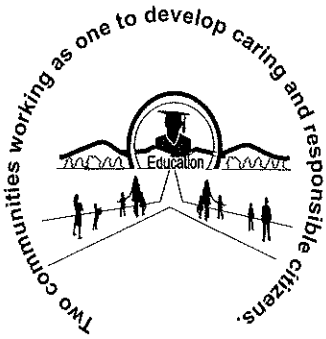
John Thompson

Lanna Tharp
Superintendent of Schools

Rhonda Henry
Board Secretary/Treasurer

Josh Roberts

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Mountain View – Birch Tree R-III School District

502 N Elm Street
Mountain View, MO 65548
Phone (417) 934-5408 Fax (417) 934-5405

Continuation of special district board meeting held on June 6, 2024

I. Determination of Quorum

The Mountain View-Birch Tree R-III Board of Education met in regular session at 4:00 p.m. on June 6, 2024, in the Central Office Conference Room. A quorum was present with Shelly Mantel, Gaylon Noble, Mikael Orchard, Mike Smith, John Thompson, and Eric Wells in attendance. Josh Roberts was absent.

II. Gaylon Noble made a motion, seconded by Mikael Orchard, to approve the Salary Protocol for 2024-2025 as presented. The motion passed unanimously.

III. John Thompson made a motion, seconded by Mike Smith, to change the location of the June 20, 2024 and July 18, 2024 board meetings to the Central Office Conference Room. The motion passed unanimously.

IV. Mikael Orchard made a motion at approximately 4:32 p.m., seconded by Gaylon Noble, to adjourn the meeting. The motion passed as follows:

Shelly-yea

Mikael-yea

Mike-yea

Eric-yea

Gaylon-yea

John-yea

Eric Wells, Board President

Rhonda Henry, Board Secretary

MOUNTAIN VIEW-BIRCH TREE R-III SCHOOL DISTRICT

MONTHLY FINANCIAL REPORT

MONTH ENDING MAY 2024

FUND	OPENING BALANCE	RECEIPTS	TRANSFER RECEIPTS	EXPENDITURES	TRANSFER EXPENDITURES	CLOSING BALANCE
INCIDENTAL	\$ 7,533,381.07	\$ 395,438.98		\$ (377,473.48)		\$ 7,551,346.57
TEACHERS	\$ 897,162.13	\$ 1,346,740.72		\$ (1,112,875.43)		\$ 1,131,027.42
DEBT SERVICE						
CAPITAL PROJ	\$ 2,707,223.11	\$ 58,433.13		\$ (39,863.33)		\$ 2,725,792.91
TOTAL	\$ 11,137,766.31	\$ 1,800,612.83		\$ (1,530,212.24)		\$ 11,408,166.90

PREVIOUS YEAR	\$ 10,202,213.67	\$ 1,209,637.46	\$ (1,274,623.80)	\$ 10,137,227.33
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DEPOSITS

SIMMONS BANK OF MV	\$ 4,181,919.52
ALTON BANK	\$ 6,768,401.50
ALTON BANK SENIOR	\$ 96,715.94
TOTAL	\$ 11,047,036.96
PREVIOUS YEAR	\$ 989,851.45

RECONCILIATION

BANK BALANCE	\$ 11,047,036.96
OUTSTANDING CHECKS	\$ (375,235.60)
OUTSTANDING DEPOSITS	\$ 736,365.54
ENDING BALANCE	\$ 11,408,166.90

Mountain View-Birch Tree R-III
502 N Elm St
Mountain View, MO 65548

Dated : 6/14/2024 2023-2024
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Board Monthly Report

Selection Criteria : Check # = 159642 |

Check #	Vendor Name	Invoice Description	Check Amount	Line Amount
0000159642	ANGEL GARDEN	PD EOY ROOKIE OF YEAR	213.75	75.00
		2024 GRAD SUPPLY	213.75	138.75

Mountain View-Birch Tree R-III
502 N Elm St
Mountain View, MO 65548

Dated : 6/14/2024 2023-2024
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Board Monthly Report

Selection Criteria : Check # = 159643 |

Check #	Vendor Name	Invoice Description	Check Amount	Line Amount
0000159643	CHOWNING RYAN	OM TRAVEL	76.80	76.80

Check #	Vendor Name	Invoice Description	Check Amount	Line Amount
0000159463	DENTON JAMES	HS SOCCER OFFICIAL	125.00	125.00
0000159464	MESSERSMITH MANUF INC	OM TANK SERVICES	6,656.93	6,656.93
0000159465	WEST PLAINS R-VII SCHOOL	MS/HS TRACK ENTRY	600.00	100.00
		MS/HS TRACK ENTRY		50.00
		HS TENNIS ENTRY		100.00
		MS/HS TRACK ENTRY		50.00
		MS/HS TRACK ENTRY		300.00
0000159515	BIG RIVER COMMUNICATIONS	OM TELEPHONE	390.55	390.55
0000159516	CITY OF BIRCH TREE	BT W/S/TRASH	642.19	347.19
				295.00
0000159517	CITY OF MOUNTAIN VIEW	PT/MV W/S/TRASH	5,700.95	40.00
				1,260.24
				203.10
				499.05
				472.30
				2,757.84
				28.93
				27.00
				325.83
				86.66
0000159518	HEARTLAND BUSINESS SYSTEMS	TECH SERVICES	4,494.53	4,494.53
0000159519	MCI	OM TELEPHONE	94.67	94.67
0000159520	PITNEY BOWES BANK INC	PURC OM POSTAGE	900.00	900.00
0000159521	RICOH USA INC	COPIER USAGE	1,154.86	10.98
		COPIER USAGE		100.34
		COPIER USAGE		154.45
		COPIER USAGE		219.17
		COPIER USAGE		316.65
		COPIER USAGE		347.44
		COPIER USAGE		5.83
0000159522	SPECTRUM RESEARCH INC	BE TIMECLOCK SVC	113.00	113.00
0000159523	TNT WIFI	ATH COMPLEX WIFI	100.00	100.00
0000159524	90 DEGREE BENEFITS	Payroll Dated : 06/11/24	#####	1,824.00
		Payroll Dated : 06/11/24		454.00
		Payroll Dated : 06/11/24		173.17
		Payroll Dated : 06/11/24		31.73
		Payroll Dated : 06/11/24		936.00
		Payroll Dated : 06/11/24		5.77
		Payroll Dated : 06/11/24		88.00
		Payroll Dated : 06/11/24		33.99
		Payroll Dated : 06/11/24		5.77
		Payroll Dated : 06/11/24		176.00
		Payroll Dated : 06/11/24		912.00
		Payroll Dated : 06/11/24		456.00
		Payroll Dated : 06/11/24		456.00

Payroll Dated : 06/11/24	912.00
Payroll Dated : 06/10/24	115.00
Payroll Dated : 06/11/24	139.14
Payroll Dated : 06/11/24	23.07
Payroll Dated : 06/11/24	468.00
Payroll Dated : 06/10/24	456.00
Payroll Dated : 06/10/24	67.24
Payroll Dated : 06/10/24	17.30
Payroll Dated : 06/10/24	902.00
Payroll Dated : 06/11/24	33.99
Payroll Dated : 06/11/24	115.00
Payroll Dated : 06/11/24	33.99
Payroll Dated : 06/11/24	11.54
Payroll Dated : 06/11/24	203.00
Payroll Dated : 06/10/24	1,368.00
Payroll Dated : 06/11/24	456.00
Payroll Dated : 06/11/24	456.00
Payroll Dated : 06/11/24	12.24
Payroll Dated : 06/11/24	5.76
Payroll Dated : 06/11/24	44.00
Payroll Dated : 06/11/24	12.25
Payroll Dated : 06/11/24	5.77
Payroll Dated : 06/11/24	44.00
Payroll Dated : 06/11/24	228.00
Payroll Dated : 06/11/24	228.00
Payroll Dated : 06/11/24	88.00
Payroll Dated : 06/11/24	1,368.00
Payroll Dated : 06/11/24	456.00
Payroll Dated : 06/11/24	98.00
Payroll Dated : 06/11/24	33.99
Payroll Dated : 06/11/24	5.77
Payroll Dated : 06/11/24	88.00
Payroll Dated : 06/11/24	456.00
Payroll Dated : 06/11/24	137.20
Payroll Dated : 06/11/24	11.54
Payroll Dated : 06/11/24	274.00
Payroll Dated : 06/11/24	176.00
Payroll Dated : 06/11/24	912.00
Payroll Dated : 06/11/24	454.00
Payroll Dated : 06/11/24	92.47
Payroll Dated : 06/11/24	11.54
Payroll Dated : 06/11/24	274.00
Payroll Dated : 06/11/24	1,368.00
Payroll Dated : 06/11/24	48.21
Payroll Dated : 06/11/24	5.77
Payroll Dated : 06/11/24	88.00
Payroll Dated : 06/11/24	456.00

Payroll Dated : 06/11/24	456.00
Payroll Dated : 06/11/24	88.00
Payroll Dated : 06/11/24	67.24
Payroll Dated : 06/11/24	11.53
Payroll Dated : 06/11/24	115.00
Payroll Dated : 06/11/24	33.99
Payroll Dated : 06/11/24	5.77
Payroll Dated : 06/10/24	88.00
Payroll Dated : 06/10/24	456.00
Payroll Dated : 06/11/24	2,052.00
Payroll Dated : 06/11/24	454.00
Payroll Dated : 06/11/24	2.88
Payroll Dated : 06/11/24	44.00
Payroll Dated : 06/11/24	228.00
Payroll Dated : 06/10/24	520.00
Payroll Dated : 06/10/24	456.00
Payroll Dated : 06/11/24	5.77
Payroll Dated : 06/11/24	115.00
Payroll Dated : 06/11/24	24.49
Payroll Dated : 06/11/24	5.77
Payroll Dated : 06/11/24	115.00
Payroll Dated : 06/11/24	456.00
ADJUST AUTUMN MILLARD HUSBAND'S	(530.00)
Payroll Dated : 05/31/24	217.69
Payroll Dated : 05/31/24	30.17
Payroll Dated : 05/31/24	593.00
Payroll Dated : 06/11/24	456.00
Payroll Dated : 05/31/24	115.45
Payroll Dated : 05/31/24	23.06
Payroll Dated : 05/31/24	1,236.00
Payroll Dated : 05/31/24	69.96
Payroll Dated : 05/31/24	5.77
Payroll Dated : 05/31/24	217.00
Payroll Dated : 05/31/24	600.67
Payroll Dated : 05/31/24	59.94
Payroll Dated : 05/31/24	2,317.00
Payroll Dated : 05/31/24	94.58
Payroll Dated : 05/31/24	11.53
Payroll Dated : 05/31/24	176.00
Payroll Dated : 05/31/24	33.99
Payroll Dated : 05/31/24	5.77
Payroll Dated : 05/31/24	176.00
Payroll Dated : 05/31/24	2,736.00
Payroll Dated : 05/31/24	912.00
Payroll Dated : 05/31/24	912.00
Payroll Dated : 05/31/24	8,208.00
Payroll Dated : 05/31/24	912.00

Payroll Dated : 05/31/24	912.00
Payroll Dated : 05/31/24	258.98
Payroll Dated : 05/31/24	54.17
Payroll Dated : 05/31/24	2,269.00
Payroll Dated : 05/31/24	5,107.20
Payroll Dated : 05/31/24	908.00
Payroll Dated : 05/31/24	765.57
Payroll Dated : 05/31/24	123.88
Payroll Dated : 05/31/24	2,403.00
Payroll Dated : 05/31/24	6,384.00
Payroll Dated : 05/31/24	908.00
Payroll Dated : 05/31/24	33.99
Payroll Dated : 05/31/24	115.00
Payroll Dated : 05/31/24	456.00
Payroll Dated : 05/31/24	115.00
Payroll Dated : 05/31/24	456.00
Payroll Dated : 05/31/24	67.24
Payroll Dated : 05/31/24	11.53
Payroll Dated : 05/31/24	88.00
Payroll Dated : 05/31/24	33.99
Payroll Dated : 05/31/24	5.77
Payroll Dated : 05/31/24	204.00
Payroll Dated : 05/31/24	24.49
Payroll Dated : 05/31/24	5.77
Payroll Dated : 05/31/24	88.00
Payroll Dated : 05/31/24	24.49
Payroll Dated : 05/31/24	115.00
Payroll Dated : 05/31/24	33.99
Payroll Dated : 05/31/24	115.00
Payroll Dated : 05/31/24	82.97
Payroll Dated : 05/31/24	5.77
Payroll Dated : 05/31/24	1,014.00
Payroll Dated : 05/31/24	62.71
Payroll Dated : 05/31/24	12.87
Payroll Dated : 05/31/24	88.00
Payroll Dated : 05/31/24	456.00
Payroll Dated : 05/31/24	456.00
Payroll Dated : 05/31/24	456.00
Payroll Dated : 05/31/24	454.00
Payroll Dated : 05/31/24	456.00
Payroll Dated : 05/31/24	456.00
Payroll Dated : 05/31/24	1,368.00
Payroll Dated : 05/31/24	454.00
Payroll Dated : 05/31/24	456.00
Payroll Dated : 05/31/24	24.49
Payroll Dated : 05/31/24	11.53
Payroll Dated : 05/31/24	88.00

Payroll Dated : 05/31/24	115.00
Payroll Dated : 05/31/24	157.29
Payroll Dated : 05/31/24	5.77
Payroll Dated : 05/31/24	291.00
Payroll Dated : 05/31/24	456.00
Payroll Dated : 05/31/24	456.00
Payroll Dated : 05/31/24	1,368.00
Payroll Dated : 05/31/24	33.99
Payroll Dated : 05/31/24	5.77
Payroll Dated : 05/31/24	454.00
Payroll Dated : 05/31/24	180.00
Payroll Dated : 05/31/24	24.49
Payroll Dated : 05/31/24	5.77
Payroll Dated : 05/31/24	88.00
Payroll Dated : 05/31/24	820.80
Payroll Dated : 05/31/24	456.00
Payroll Dated : 05/31/24	115.00
Payroll Dated : 05/31/24	456.00
Payroll Dated : 05/31/24	33.99
Payroll Dated : 05/31/24	11.53
Payroll Dated : 05/31/24	88.00
Payroll Dated : 05/31/24	33.99
Payroll Dated : 05/31/24	80.00
Payroll Dated : 05/31/24	456.00
Payroll Dated : 05/31/24	94.58
Payroll Dated : 05/31/24	115.00
Payroll Dated : 05/31/24	88.00
Payroll Dated : 05/31/24	84.58
Payroll Dated : 05/31/24	12.87
Payroll Dated : 05/31/24	520.00
Payroll Dated : 05/31/24	456.00
Payroll Dated : 05/31/24	454.00
Payroll Dated : 05/31/24	456.00
Payroll Dated : 05/31/24	456.00
Payroll Dated : 05/31/24	456.00
Payroll Dated : 05/31/24	128.57
Payroll Dated : 05/31/24	25.33
Payroll Dated : 05/31/24	608.00
Payroll Dated : 05/31/24	912.00
Payroll Dated : 05/31/24	98.00
Payroll Dated : 05/31/24	35.97
Payroll Dated : 05/31/24	5.77
Payroll Dated : 05/31/24	173.00
Payroll Dated : 05/31/24	456.00
Payroll Dated : 05/31/24	454.00
Payroll Dated : 05/31/24	456.00
Payroll Dated : 05/31/24	88.00

	Payroll Dated : 05/31/24	12.87	
	Payroll Dated : 05/31/24	706.00	
	Payroll Dated : 05/31/24	456.00	
	Payroll Dated : 05/31/24	35.97	
	Payroll Dated : 05/31/24	5.77	
	Payroll Dated : 05/31/24	99.00	
	Payroll Dated : 05/31/24	456.00	
	Payroll Dated : 05/31/24	30.59	
	Payroll Dated : 05/31/24	5.19	
	Payroll Dated : 05/31/24	79.20	
	Payroll Dated : 05/31/24	3.40	
	Payroll Dated : 05/31/24	0.58	
	Payroll Dated : 05/31/24	8.80	
	Payroll Dated : 05/31/24	866.40	
	Payroll Dated : 05/31/24	45.60	
	Payroll Dated : 05/31/24	88.00	
	Payroll Dated : 05/31/24	456.00	
	Payroll Dated : 05/31/24	109.07	
	Payroll Dated : 05/31/24	5.77	
	Payroll Dated : 05/31/24	186.00	
	Payroll Dated : 05/31/24	71.16	
	Payroll Dated : 05/31/24	5.77	
	Payroll Dated : 05/31/24	129.00	
	Payroll Dated : 05/31/24	126.73	
	Payroll Dated : 05/31/24	549.00	
	Payroll Dated : 05/31/24	67.24	
	Payroll Dated : 05/31/24	11.53	
	Payroll Dated : 05/31/24	88.00	
	Payroll Dated : 05/31/24	126.73	
	Payroll Dated : 05/31/24	5.77	
	Payroll Dated : 05/31/24	549.00	
	Payroll Dated : 05/31/24	912.00	
	Payroll Dated : 05/31/24	456.00	
	Payroll Dated : 05/31/24	456.00	
	Payroll Dated : 05/31/24	456.00	
	Payroll Dated : 05/31/24	456.00	
	Payroll Dated : 05/31/24	454.00	
	Payroll Dated : 05/31/24	35.97	
	Payroll Dated : 05/31/24	88.00	
	Payroll Dated : 05/31/24	94.58	
	Payroll Dated : 05/31/24	88.00	
	Payroll Dated : 05/31/24	456.00	
	Payroll Dated : 05/31/24	456.00	
0000159525	ABBOTT OSBORN JACOBS PLC	464.57	464.57
0000159526	ACUITY	966.12	58.71
	Payroll Dated : 05/31/24		50.00
	Payroll Dated : 05/31/24		208.33

	Payroll Dated : 05/31/24	83.33
	Payroll Dated : 05/31/24	69.09
	Payroll Dated : 05/31/24	30.00
	Payroll Dated : 05/31/24	125.00
	Payroll Dated : 05/31/24	25.00
	Payroll Dated : 06/10/24	66.66
	Payroll Dated : 06/10/24	250.00
0000159527 CARE TO LEARN	Payroll Dated : 06/10/24 160.00	30.00
	Payroll Dated : 05/31/24	15.00
	Payroll Dated : 06/10/24	15.00
	Payroll Dated : 05/31/24	20.00
	Payroll Dated : 05/31/24	25.00
	Payroll Dated : 05/31/24	5.00
	Payroll Dated : 05/31/24	10.00
	Payroll Dated : 05/31/24	15.00
	Payroll Dated : 05/31/24	10.00
	Payroll Dated : 05/31/24	15.00
0000159528 LEGALSHIELD	Payroll Dated : 05/31/24 25.90	25.90
0000159529 LIVELY	Payroll Dated : 06/11/24 646.00	2.00
	Payroll Dated : 05/31/24	4.00
	Payroll Dated : 05/31/24	75.00
	Payroll Dated : 05/31/24	65.00
	Payroll Dated : 05/31/24	4.00
	Payroll Dated : 05/31/24	50.00
	Payroll Dated : 06/11/24	2.00
	Payroll Dated : 06/11/24	20.00
	Payroll Dated : 06/11/24	50.00
	Payroll Dated : 06/11/24	2.00
	Payroll Dated : 05/31/24	50.00
	Payroll Dated : 05/31/24	10.00
	Payroll Dated : 05/31/24	2.00
	Payroll Dated : 05/31/24	2.00
	Payroll Dated : 05/31/24	135.00
	Payroll Dated : 05/31/24	2.00
	Payroll Dated : 05/31/24	100.00
	Payroll Dated : 05/31/24	2.00
	Payroll Dated : 05/31/24	2.00
	Payroll Dated : 05/31/24	65.00
	Payroll Dated : 05/31/24	2.00
0000159530 MASA GLOBAL	Payroll Dated : 05/31/24 502.00	9.00
	Payroll Dated : 05/31/24	0.90
	Payroll Dated : 05/31/24	9.00
	Payroll Dated : 05/31/24	8.10
	Payroll Dated : 05/31/24	9.00
	Payroll Dated : 05/31/24	9.00
	Payroll Dated : 05/31/24	9.00
	Payroll Dated : 05/31/24	9.00

	Payroll Dated : 05/31/24	9.00
	Payroll Dated : 05/31/24	9.00
	Payroll Dated : 05/31/24	9.00
	Payroll Dated : 05/31/24	14.00
	Payroll Dated : 05/31/24	9.00
	Payroll Dated : 05/31/24	14.00
	Payroll Dated : 05/31/24	9.00
	Payroll Dated : 05/31/24	9.00
	Payroll Dated : 05/31/24	9.00
	Payroll Dated : 05/31/24	9.00
	Payroll Dated : 06/11/24	9.00
	Payroll Dated : 06/11/24	9.00
	Payroll Dated : 06/11/24	9.00
	Payroll Dated : 06/11/24	14.00
	Payroll Dated : 06/10/24	9.00
	Payroll Dated : 06/10/24	9.00
	Payroll Dated : 06/11/24	9.00
	Payroll Dated : 05/31/24	9.00
	Payroll Dated : 05/31/24	9.00
	Payroll Dated : 05/31/24	9.00
	Payroll Dated : 05/31/24	27.00
	Payroll Dated : 05/31/24	39.00
	Payroll Dated : 05/31/24	27.00
	Payroll Dated : 05/31/24	14.00
	Payroll Dated : 06/10/24	14.00
	Payroll Dated : 05/31/24	9.00
	Payroll Dated : 05/31/24	63.00
	Payroll Dated : 05/31/24	14.00
	Payroll Dated : 05/31/24	14.00
	Payroll Dated : 05/31/24	14.00
	Payroll Dated : 05/31/24	9.00
0000159531 MID ATLANTIC TRUST CO	Payroll Dated : 05/31/24	2,330.00 100.00
	Payroll Dated : 05/31/24	25.00
	Payroll Dated : 05/31/24	75.00
	Payroll Dated : 05/31/24	100.00
	Payroll Dated : 05/31/24	1,000.00
	Payroll Dated : 05/31/24	180.00
	Payroll Dated : 05/31/24	200.00
	Payroll Dated : 06/10/24	100.00
	Payroll Dated : 05/31/24	125.00
	Payroll Dated : 05/31/24	200.00
	Payroll Dated : 05/31/24	25.00
	Payroll Dated : 05/31/24	100.00
	Payroll Dated : 05/31/24	100.00
0000159532 MSTA	Payroll Dated : 05/31/24	1,238.53 20.91
	Payroll Dated : 05/31/24	20.91
	Payroll Dated : 05/31/24	20.91

	Payroll Dated : 05/31/24	16.73
	Payroll Dated : 05/31/24	20.91
	Payroll Dated : 05/31/24	20.91
	Payroll Dated : 05/31/24	20.91
	Payroll Dated : 05/31/24	41.82
	Payroll Dated : 05/31/24	20.91
	Payroll Dated : 05/31/24	20.91
	Payroll Dated : 05/31/24	20.91
	Payroll Dated : 05/31/24	23.00
	Payroll Dated : 05/31/24	20.91
	Payroll Dated : 05/31/24	20.91
	Payroll Dated : 06/11/24	8.18
	Payroll Dated : 06/11/24	8.19
	Payroll Dated : 06/11/24	8.19
	Payroll Dated : 05/31/24	41.82
	Payroll Dated : 05/31/24	20.91
	Payroll Dated : 05/31/24	179.10
	Payroll Dated : 05/31/24	242.38
	Payroll Dated : 05/31/24	66.91
	Payroll Dated : 05/31/24	246.74
	Payroll Dated : 05/31/24	41.82
	Payroll Dated : 05/31/24	41.82
	Payroll Dated : 05/31/24	20.91
0000159533 ONE AMERICA	Payroll Dated : 05/31/24	678.76 23.40
	Payroll Dated : 05/31/24	15.60
	Payroll Dated : 05/31/24	22.00
	Payroll Dated : 05/31/24	73.12
	Payroll Dated : 05/31/24	77.70
	Payroll Dated : 05/31/24	3.39
	Payroll Dated : 05/31/24	3.30
	Payroll Dated : 05/31/24	4.48
	Payroll Dated : 05/31/24	22.40
	Payroll Dated : 05/31/24	16.50
	Payroll Dated : 05/31/24	35.40
	Payroll Dated : 06/11/24	5.92
	Payroll Dated : 06/11/24	4.50
	Payroll Dated : 06/11/24	1.74
	Payroll Dated : 06/11/24	9.00
	Payroll Dated : 06/11/24	18.00
	Payroll Dated : 06/11/24	3.85
	Payroll Dated : 06/11/24	6.80
	Payroll Dated : 06/11/24	13.60
	Payroll Dated : 06/11/24	17.44
	Payroll Dated : 06/11/24	5.50
	Payroll Dated : 05/31/24	22.68
	Payroll Dated : 05/31/24	17.76
	Payroll Dated : 05/31/24	16.50

	Payroll Dated : 05/31/24	25.41
	Payroll Dated : 05/31/24	54.87
	Payroll Dated : 05/31/24	9.69
	Payroll Dated : 05/31/24	20.80
	Payroll Dated : 05/31/24	40.80
	Payroll Dated : 05/31/24	8.20
	Payroll Dated : 05/31/24	41.20
	Payroll Dated : 05/31/24	24.01
	Payroll Dated : 05/31/24	13.20
0000159534 RELIANCE STANDARD	Payroll Dated : 05/31/24 3,329.20	49.70
	Payroll Dated : 05/31/24	25.26
	Payroll Dated : 05/31/24	42.03
	Payroll Dated : 05/31/24	0.90
	Payroll Dated : 05/31/24	6.35
	Payroll Dated : 05/31/24	0.90
	Payroll Dated : 05/31/24	1.62
	Payroll Dated : 05/31/24	31.25
	Payroll Dated : 05/31/24	23.85
	Payroll Dated : 05/31/24	1.83
	Payroll Dated : 05/31/24	4.05
	Payroll Dated : 05/31/24	6.82
	Payroll Dated : 05/31/24	2.70
	Payroll Dated : 05/31/24	1.80
	Payroll Dated : 05/31/24	1.80
	Payroll Dated : 05/31/24	17.58
	Payroll Dated : 05/31/24	39.40
	Payroll Dated : 05/31/24	7.00
	Payroll Dated : 05/31/24	0.90
	Payroll Dated : 05/31/24	0.59
	Payroll Dated : 05/31/24	3.60
	Payroll Dated : 05/31/24	0.90
	Payroll Dated : 05/31/24	1.80
	Payroll Dated : 05/31/24	1.80
	Payroll Dated : 05/31/24	0.90
	Payroll Dated : 05/31/24	14.04
	Payroll Dated : 05/31/24	24.85
	Payroll Dated : 05/31/24	19.75
	Payroll Dated : 05/31/24	1.83
	Payroll Dated : 05/31/24	110.20
	Payroll Dated : 05/31/24	39.65
	Payroll Dated : 05/31/24	1.83
	Payroll Dated : 05/31/24	0.90
	Payroll Dated : 05/31/24	17.98
	Payroll Dated : 05/31/24	1.83
	Payroll Dated : 05/31/24	1.80
	Payroll Dated : 05/31/24	0.90
	Payroll Dated : 05/31/24	0.90

Payroll Dated : 05/31/24	31.25
Payroll Dated : 05/31/24	1.83
Payroll Dated : 05/31/24	21.75
Payroll Dated : 05/31/24	52.20
Payroll Dated : 05/31/24	6.82
Payroll Dated : 05/31/24	39.40
Payroll Dated : 05/31/24	0.90
Payroll Dated : 05/31/24	0.90
Payroll Dated : 05/31/24	0.90
Payroll Dated : 05/31/24	0.90
Payroll Dated : 05/31/24	1.83
Payroll Dated : 05/31/24	22.85
Payroll Dated : 05/31/24	0.90
Payroll Dated : 05/31/24	14.04
Payroll Dated : 05/31/24	1.83
Payroll Dated : 05/31/24	13.50
Payroll Dated : 05/31/24	17.98
Payroll Dated : 05/31/24	59.10
Payroll Dated : 05/31/24	13.80
Payroll Dated : 05/31/24	0.90
Payroll Dated : 05/31/24	0.90
Payroll Dated : 05/31/24	0.90
Payroll Dated : 05/31/24	0.90
Payroll Dated : 05/31/24	46.00
Payroll Dated : 05/31/24	9.85
Payroll Dated : 05/31/24	1.83
Payroll Dated : 05/31/24	34.50
Payroll Dated : 05/31/24	39.65
Payroll Dated : 05/31/24	20.85
Payroll Dated : 05/31/24	1.83
Payroll Dated : 05/31/24	1.71
Payroll Dated : 05/31/24	5.80
Payroll Dated : 05/31/24	0.90
Payroll Dated : 05/31/24	0.09
Payroll Dated : 05/31/24	17.98
Payroll Dated : 05/31/24	19.70
Payroll Dated : 05/31/24	1.83
Payroll Dated : 05/31/24	39.10
Payroll Dated : 05/31/24	0.90
Payroll Dated : 05/31/24	0.90
Payroll Dated : 05/31/24	1.83
Payroll Dated : 05/31/24	29.65
Payroll Dated : 05/31/24	0.90
Payroll Dated : 05/31/24	0.90
Payroll Dated : 05/31/24	0.90
Payroll Dated : 05/31/24	0.90
Payroll Dated : 05/31/24	0.90

Payroll Dated : 05/31/24	1.80
Payroll Dated : 06/11/24	29.63
Payroll Dated : 06/11/24	5.49
Payroll Dated : 06/11/24	13.35
Payroll Dated : 06/11/24	33.82
Payroll Dated : 06/11/24	6.82
Payroll Dated : 06/11/24	6.25
Payroll Dated : 06/11/24	0.90
Payroll Dated : 06/11/24	8.10
Payroll Dated : 06/11/24	1.77
Payroll Dated : 06/11/24	1.83
Payroll Dated : 06/11/24	0.90
Payroll Dated : 06/11/24	1.80
Payroll Dated : 06/10/24	83.20
Payroll Dated : 06/11/24	1.80
Payroll Dated : 06/11/24	0.90
Payroll Dated : 06/10/24	0.45
Payroll Dated : 06/11/24	6.82
Payroll Dated : 06/11/24	3.66
Payroll Dated : 06/11/24	103.10
Payroll Dated : 06/10/24	2.70
Payroll Dated : 06/11/24	1.83
Payroll Dated : 06/11/24	11.20
Payroll Dated : 06/11/24	17.65
Payroll Dated : 06/10/24	10.76
Payroll Dated : 06/10/24	118.50
Payroll Dated : 06/10/24	1.83
Payroll Dated : 06/10/24	115.50
Payroll Dated : 06/11/24	0.45
Payroll Dated : 06/11/24	0.45
Payroll Dated : 06/11/24	3.41
Payroll Dated : 06/11/24	0.92
Payroll Dated : 06/11/24	3.41
Payroll Dated : 06/11/24	0.91
Payroll Dated : 06/11/24	0.90
Payroll Dated : 06/11/24	0.90
Payroll Dated : 06/11/24	0.90
Payroll Dated : 06/11/24	17.98
Payroll Dated : 06/11/24	38.00
Payroll Dated : 06/11/24	0.90
Payroll Dated : 06/11/24	6.82
Payroll Dated : 06/11/24	6.82
Payroll Dated : 06/11/24	1.83
Payroll Dated : 06/11/24	10.76
Payroll Dated : 06/11/24	29.00
Payroll Dated : 06/11/24	3.60

Payroll Dated : 06/11/24	0.45
Payroll Dated : 06/11/24	6.82
Payroll Dated : 06/11/24	1.80
Payroll Dated : 06/11/24	0.59
Payroll Dated : 06/11/24	1.83
Payroll Dated : 06/11/24	21.55
Payroll Dated : 06/11/24	45.60
Payroll Dated : 06/11/24	0.90
Payroll Dated : 06/11/24	0.90
Payroll Dated : 06/11/24	3.60
Payroll Dated : 06/11/24	1.83
Payroll Dated : 05/31/24	25.87
Payroll Dated : 05/31/24	38.00
Payroll Dated : 05/31/24	0.90
Payroll Dated : 05/31/24	16.20
Payroll Dated : 05/31/24	0.90
Payroll Dated : 05/31/24	27.96
Payroll Dated : 05/31/24	14.00
Payroll Dated : 05/31/24	3.66
Payroll Dated : 05/31/24	1.83
Payroll Dated : 05/31/24	6.82
Payroll Dated : 05/31/24	9.85
Payroll Dated : 05/31/24	16.00
Payroll Dated : 05/31/24	6.48
Payroll Dated : 05/31/24	69.30
Payroll Dated : 05/31/24	3.94
Payroll Dated : 05/31/24	7.32
Payroll Dated : 05/31/24	124.55
Payroll Dated : 05/31/24	1.80
Payroll Dated : 05/31/24	1.80
Payroll Dated : 05/31/24	18.72
Payroll Dated : 05/31/24	1.80
Payroll Dated : 05/31/24	1.80
Payroll Dated : 05/31/24	14.58
Payroll Dated : 05/31/24	82.28
Payroll Dated : 05/31/24	9.15
Payroll Dated : 05/31/24	67.00
Payroll Dated : 05/31/24	6.82
Payroll Dated : 05/31/24	19.70
Payroll Dated : 05/31/24	1.83
Payroll Dated : 05/31/24	11.35
Payroll Dated : 05/31/24	142.33
Payroll Dated : 05/31/24	187.40
Payroll Dated : 05/31/24	5.49
Payroll Dated : 05/31/24	184.37
Payroll Dated : 05/31/24	14.04
Payroll Dated : 05/31/24	1.83

	Payroll Dated : 05/31/24	30.85
	Payroll Dated : 06/11/24	0.90
	Payroll Dated : 05/31/24	31.25
	Payroll Dated : 05/31/24	39.40
	Payroll Dated : 05/31/24	5.49
	Payroll Dated : 05/31/24	56.98
	Payroll Dated : 06/11/24	0.90
	Payroll Dated : 06/11/24	1.83
	Payroll Dated : 05/31/24	3.66
	Payroll Dated : 05/31/24	22.25
	Payroll Dated : 06/10/24	0.90
	Payroll Dated : 06/11/24	1.83
	Payroll Dated : 06/10/24	39.65
	Payroll Dated : 06/10/24	13.50
	Payroll Dated : 06/10/24	1.83
	Payroll Dated : 06/10/24	3.84
	Payroll Dated : 06/11/24	0.45
	Payroll Dated : 06/11/24	9.87
	Payroll Dated : 06/11/24	2.90
	Payroll Dated : 06/11/24	0.90
	Payroll Dated : 06/11/24	5.85
	Payroll Dated : 06/11/24	0.59
	Payroll Dated : 06/11/24	0.45
	Payroll Dated : 06/10/24	0.90
0000159535 TEXAS LIFE INSURANCE CO	Payroll Dated : 06/11/24	1,189.20 33.50
	Payroll Dated : 05/31/24	86.70
	Payroll Dated : 05/31/24	189.15
	Payroll Dated : 05/31/24	132.85
	Payroll Dated : 05/31/24	24.80
	Payroll Dated : 05/31/24	27.10
	Payroll Dated : 05/31/24	93.75
	Payroll Dated : 05/31/24	17.10
	Payroll Dated : 05/31/24	28.00
	Payroll Dated : 06/11/24	10.50
	Payroll Dated : 06/11/24	31.90
	Payroll Dated : 06/11/24	34.90
	Payroll Dated : 06/11/24	21.70
	Payroll Dated : 06/10/24	25.25
	Payroll Dated : 06/11/24	16.50
	Payroll Dated : 06/10/24	74.45
	Payroll Dated : 06/11/24	77.85
	Payroll Dated : 05/31/24	44.00
	Payroll Dated : 05/31/24	74.00
	Payroll Dated : 05/31/24	22.25
	Payroll Dated : 05/31/24	34.00
	Payroll Dated : 05/31/24	18.45
	Payroll Dated : 05/31/24	13.60

	Payroll Dated : 05/31/24		46.50
	Payroll Dated : 05/31/24		10.40
0000159536 TRANSAMERICA	Payroll Dated : 05/31/24	1,535.65	21.47
	Payroll Dated : 05/31/24		23.02
	Payroll Dated : 05/31/24		38.33
	Payroll Dated : 05/31/24		37.07
	Payroll Dated : 05/31/24		17.59
	Payroll Dated : 05/31/24		38.33
	Payroll Dated : 05/31/24		21.47
	Payroll Dated : 05/31/24		37.07
	Payroll Dated : 05/31/24		21.47
	Payroll Dated : 05/31/24		24.37
	Payroll Dated : 05/31/24		37.07
	Payroll Dated : 05/31/24		38.33
	Payroll Dated : 05/31/24		37.07
	Payroll Dated : 06/11/24		18.43
	Payroll Dated : 06/10/24		37.07
	Payroll Dated : 06/11/24		49.74
	Payroll Dated : 06/11/24		37.07
	Payroll Dated : 06/10/24		59.80
	Payroll Dated : 06/11/24		21.47
	Payroll Dated : 06/11/24		104.77
	Payroll Dated : 06/11/24		21.47
	Payroll Dated : 05/31/24		38.33
	Payroll Dated : 05/31/24		42.94
	Payroll Dated : 05/31/24		18.55
	Payroll Dated : 05/31/24		21.47
	Payroll Dated : 05/31/24		87.02
	Payroll Dated : 05/31/24		21.47
	Payroll Dated : 05/31/24		101.46
	Payroll Dated : 05/31/24		295.58
	Payroll Dated : 05/31/24		61.52
	Payroll Dated : 05/31/24		21.47
	Payroll Dated : 05/31/24		42.40
	Payroll Dated : 05/31/24		40.96
0000159547 ABBOTT OSBORN JACOBS PLC	Payroll Dated : 06/26/24	464.42	464.42
0000159548 ACUITY	Payroll Dated : 06/26/24	616.66	83.33
	Payroll Dated : 06/26/24		58.33
	Payroll Dated : 06/26/24		208.33
	Payroll Dated : 06/26/24		125.00
	Payroll Dated : 06/26/24		50.00
	Payroll Dated : 06/26/24		75.00
	Payroll Dated : 06/26/24		16.67
0000159549 CARE TO LEARN	Payroll Dated : 06/26/24	80.00	20.00
	Payroll Dated : 06/26/24		15.00
	Payroll Dated : 06/26/24		10.00
	Payroll Dated : 06/26/24		15.00

	Payroll Dated : 06/26/24	15.00
	Payroll Dated : 06/26/24	5.00
0000159550 LEGALSHIELD	Payroll Dated : 06/26/24 25.90	25.90
0000159551 LIVELY	Payroll Dated : 06/26/24 794.42	20.00
	Payroll Dated : 06/26/24	14.00
	Payroll Dated : 06/26/24	28.00
	Payroll Dated : 06/26/24	63.00
	Payroll Dated : 06/26/24	14.00
	Payroll Dated : 06/26/24	28.00
	Payroll Dated : 06/26/24	47.42
	Payroll Dated : 06/26/24	50.00
	Payroll Dated : 06/26/24	14.00
	Payroll Dated : 06/26/24	40.00
	Payroll Dated : 06/26/24	4.33
	Payroll Dated : 06/26/24	14.00
	Payroll Dated : 06/26/24	14.00
	Payroll Dated : 06/26/24	50.00
	Payroll Dated : 06/26/24	14.00
	Payroll Dated : 06/26/24	33.67
	Payroll Dated : 06/26/24	14.00
	Payroll Dated : 06/26/24	14.00
	Payroll Dated : 06/26/24	135.00
	Payroll Dated : 06/26/24	88.00
	Payroll Dated : 06/26/24	14.00
	Payroll Dated : 06/26/24	53.00
	Payroll Dated : 06/26/24	14.00
	Payroll Dated : 06/26/24	14.00
0000159552 MASA GLOBAL	Payroll Dated : 06/26/24 1,159.00	28.00
	Payroll Dated : 06/26/24	14.00
	Payroll Dated : 06/26/24	14.00
	Payroll Dated : 06/26/24	14.00
	Payroll Dated : 06/26/24	11.20
	Payroll Dated : 06/26/24	14.00
	Payroll Dated : 06/26/24	14.00
	Payroll Dated : 06/26/24	28.00
	Payroll Dated : 06/26/24	14.00
	Payroll Dated : 06/26/24	14.00
	Payroll Dated : 06/26/24	14.00
	Payroll Dated : 06/26/24	14.00
	Payroll Dated : 06/26/24	14.00
	Payroll Dated : 06/26/24	28.00
	Payroll Dated : 06/26/24	14.00
	Payroll Dated : 06/26/24	49.00
	Payroll Dated : 06/26/24	14.00
	Payroll Dated : 06/26/24	14.00

Payroll Dated : 06/26/24	14.00
Payroll Dated : 06/26/24	42.00
Payroll Dated : 06/26/24	14.00
Payroll Dated : 06/26/24	28.00
Payroll Dated : 06/26/24	14.00
Payroll Dated : 06/26/24	14.00
Payroll Dated : 06/26/24	14.00
Payroll Dated : 06/26/24	14.00
Payroll Dated : 06/26/24	14.00
Payroll Dated : 06/26/24	14.00
Payroll Dated : 06/26/24	14.00
Payroll Dated : 06/26/24	112.00
Payroll Dated : 06/26/24	14.00
Payroll Dated : 06/26/24	111.80
Payroll Dated : 06/26/24	42.00
Payroll Dated : 06/26/24	7.00
Payroll Dated : 06/26/24	58.80
Payroll Dated : 06/26/24	14.00
Payroll Dated : 06/26/24	179.20
Payroll Dated : 06/26/24	14.00
Payroll Dated : 06/26/24	28.00
Payroll Dated : 06/26/24	14.00
Payroll Dated : 06/26/24	14.00
0000159553 METROPOLITAN LIFE INSURANCE Payroll Dated : 06/26/24	6,462.43 36.71
Payroll Dated : 06/26/24	124.69
Payroll Dated : 06/26/24	39.90
Payroll Dated : 06/26/24	36.71
Payroll Dated : 06/26/24	9.98
Payroll Dated : 06/26/24	193.50
Payroll Dated : 06/26/24	19.95
Payroll Dated : 06/26/24	674.40
Payroll Dated : 06/26/24	103.69
Payroll Dated : 06/26/24	9.98
Payroll Dated : 06/26/24	26.45
Payroll Dated : 06/26/24	9.98
Payroll Dated : 06/26/24	235.11
Payroll Dated : 06/26/24	52.20
Payroll Dated : 06/26/24	18.35
Payroll Dated : 06/26/24	4.99
Payroll Dated : 06/26/24	294.23
Payroll Dated : 06/26/24	97.70
Payroll Dated : 06/26/24	797.31
Payroll Dated : 06/26/24	202.03
Payroll Dated : 06/26/24	36.71
Payroll Dated : 06/26/24	9.98
Payroll Dated : 06/26/24	36.71
Payroll Dated : 06/26/24	72.62

Payroll Dated : 06/26/24	19.95
Payroll Dated : 06/26/24	67.73
Payroll Dated : 06/26/24	32.25
Payroll Dated : 06/26/24	36.71
Payroll Dated : 06/26/24	9.98
Payroll Dated : 06/26/24	52.07
Payroll Dated : 06/26/24	9.98
Payroll Dated : 06/26/24	9.98
Payroll Dated : 06/26/24	72.62
Payroll Dated : 06/26/24	19.95
Payroll Dated : 06/26/24	148.18
Payroll Dated : 06/26/24	19.96
Payroll Dated : 06/26/24	36.71
Payroll Dated : 06/26/24	164.77
Payroll Dated : 06/26/24	19.96
Payroll Dated : 06/26/24	36.71
Payroll Dated : 06/26/24	19.96
Payroll Dated : 06/26/24	18.35
Payroll Dated : 06/26/24	9.97
Payroll Dated : 06/26/24	18.36
Payroll Dated : 06/26/24	9.98
Payroll Dated : 06/26/24	36.71
Payroll Dated : 06/26/24	26.45
Payroll Dated : 06/26/24	9.98
Payroll Dated : 06/26/24	36.71
Payroll Dated : 06/26/24	9.98
Payroll Dated : 06/26/24	182.75
Payroll Dated : 06/26/24	39.91
Payroll Dated : 06/26/24	205.39
Payroll Dated : 06/26/24	64.86
Payroll Dated : 06/26/24	72.62
Payroll Dated : 06/26/24	136.87
Payroll Dated : 06/26/24	9.98
Payroll Dated : 06/26/24	117.80
Payroll Dated : 06/26/24	9.98
Payroll Dated : 06/26/24	38.85
Payroll Dated : 06/26/24	102.15
Payroll Dated : 06/26/24	36.71
Payroll Dated : 06/26/24	19.95
Payroll Dated : 06/26/24	102.15
Payroll Dated : 06/26/24	36.71
Payroll Dated : 06/26/24	91.35
Payroll Dated : 06/26/24	22.27
Payroll Dated : 06/26/24	38.85
Payroll Dated : 06/26/24	9.98
Payroll Dated : 06/26/24	138.86
Payroll Dated : 06/26/24	43.82

	Payroll Dated : 06/26/24	38.85
	Payroll Dated : 06/26/24	9.98
	Payroll Dated : 06/26/24	169.88
	Payroll Dated : 06/26/24	9.98
	Payroll Dated : 06/26/24	26.45
	Payroll Dated : 06/26/24	9.98
	Payroll Dated : 06/26/24	36.71
	Payroll Dated : 06/26/24	9.98
	Payroll Dated : 06/26/24	58.10
	Payroll Dated : 06/26/24	15.96
	Payroll Dated : 06/26/24	36.71
	Payroll Dated : 06/26/24	26.45
	Payroll Dated : 06/26/24	130.89
	Payroll Dated : 06/26/24	9.98
	Payroll Dated : 06/26/24	109.33
	Payroll Dated : 06/26/24	29.93
	Payroll Dated : 06/26/24	91.35
	Payroll Dated : 06/26/24	22.27
0000159554 MID ATLANTIC TRUST CO	Payroll Dated : 06/26/24 2,230.00	100.00
	Payroll Dated : 06/26/24	100.00
	Payroll Dated : 06/26/24	25.00
	Payroll Dated : 06/26/24	200.00
	Payroll Dated : 06/26/24	125.00
	Payroll Dated : 06/26/24	200.00
	Payroll Dated : 06/26/24	100.00
	Payroll Dated : 06/26/24	1,000.00
	Payroll Dated : 06/26/24	180.00
	Payroll Dated : 06/26/24	75.00
	Payroll Dated : 06/26/24	100.00
	Payroll Dated : 06/26/24	25.00
0000159555 MSTA	Payroll Dated : 06/26/24 1,215.53	246.74
	Payroll Dated : 06/26/24	41.82
	Payroll Dated : 06/26/24	41.82
	Payroll Dated : 06/26/24	20.91
	Payroll Dated : 06/26/24	66.91
	Payroll Dated : 06/26/24	242.38
	Payroll Dated : 06/26/24	179.10
	Payroll Dated : 06/26/24	41.82
	Payroll Dated : 06/26/24	20.91
	Payroll Dated : 06/26/24	8.19
	Payroll Dated : 06/26/24	8.19
	Payroll Dated : 06/26/24	8.18
	Payroll Dated : 06/26/24	20.91
	Payroll Dated : 06/26/24	20.91
	Payroll Dated : 06/26/24	20.91
	Payroll Dated : 06/26/24	20.91

	Payroll Dated : 06/26/24		16.73
	Payroll Dated : 06/26/24		20.91
	Payroll Dated : 06/26/24		20.91
	Payroll Dated : 06/26/24		41.82
	Payroll Dated : 06/26/24		20.91
	Payroll Dated : 06/26/24		20.91
	Payroll Dated : 06/26/24		20.91
	Payroll Dated : 06/26/24		20.91
0000159556 ONE AMERICA	Payroll Dated : 06/26/24	699.28	21.70
	Payroll Dated : 06/26/24		48.00
	Payroll Dated : 06/26/24		13.57
	Payroll Dated : 06/26/24		13.20
	Payroll Dated : 06/26/24		9.69
	Payroll Dated : 06/26/24		20.80
	Payroll Dated : 06/26/24		40.80
	Payroll Dated : 06/26/24		17.76
	Payroll Dated : 06/26/24		16.50
	Payroll Dated : 06/26/24		5.30
	Payroll Dated : 06/26/24		5.50
	Payroll Dated : 06/26/24		1.74
	Payroll Dated : 06/26/24		9.00
	Payroll Dated : 06/26/24		13.60
	Payroll Dated : 06/26/24		11.00
	Payroll Dated : 06/26/24		8.64
	Payroll Dated : 06/26/24		4.50
	Payroll Dated : 06/26/24		18.09
	Payroll Dated : 06/26/24		5.50
	Payroll Dated : 06/26/24		11.00
	Payroll Dated : 06/26/24		3.40
	Payroll Dated : 06/26/24		3.40
	Payroll Dated : 06/26/24		4.48
	Payroll Dated : 06/26/24		24.80
	Payroll Dated : 06/26/24		40.00
	Payroll Dated : 06/26/24		3.39
	Payroll Dated : 06/26/24		3.30
	Payroll Dated : 06/26/24		16.50
	Payroll Dated : 06/26/24		4.80
	Payroll Dated : 06/26/24		42.00
	Payroll Dated : 06/26/24		23.40
	Payroll Dated : 06/26/24		22.00
	Payroll Dated : 06/26/24		57.72
	Payroll Dated : 06/26/24		138.60
	Payroll Dated : 06/26/24		15.60
0000159557 RELIANCE STANDARD	Payroll Dated : 06/26/24	3,277.92	142.33
	Payroll Dated : 06/26/24		202.70
	Payroll Dated : 06/26/24		5.49
	Payroll Dated : 06/26/24		153.36

Payroll Dated : 06/26/24	6.82
Payroll Dated : 06/26/24	19.70
Payroll Dated : 06/26/24	1.83
Payroll Dated : 06/26/24	11.35
Payroll Dated : 06/26/24	3.66
Payroll Dated : 06/26/24	22.25
Payroll Dated : 06/26/24	13.50
Payroll Dated : 06/26/24	14.04
Payroll Dated : 06/26/24	1.83
Payroll Dated : 06/26/24	17.35
Payroll Dated : 06/26/24	31.25
Payroll Dated : 06/26/24	39.40
Payroll Dated : 06/26/24	7.32
Payroll Dated : 06/26/24	73.94
Payroll Dated : 06/26/24	18.88
Payroll Dated : 06/26/24	1.83
Payroll Dated : 06/26/24	0.90
Payroll Dated : 06/26/24	0.90
Payroll Dated : 06/26/24	0.90
Payroll Dated : 06/26/24	9.87
Payroll Dated : 06/26/24	2.90
Payroll Dated : 06/26/24	0.45
Payroll Dated : 06/26/24	1.83
Payroll Dated : 06/26/24	6.75
Payroll Dated : 06/26/24	0.59
Payroll Dated : 06/26/24	0.90
Payroll Dated : 06/26/24	6.82
Payroll Dated : 06/26/24	9.85
Payroll Dated : 06/26/24	16.00
Payroll Dated : 06/26/24	1.80
Payroll Dated : 06/26/24	0.90
Payroll Dated : 06/26/24	0.90
Payroll Dated : 06/26/24	18.72
Payroll Dated : 06/26/24	1.80
Payroll Dated : 06/26/24	1.80
Payroll Dated : 06/26/24	62.48
Payroll Dated : 06/26/24	3.94
Payroll Dated : 06/26/24	7.32
Payroll Dated : 06/26/24	323.67
Payroll Dated : 06/26/24	6.48
Payroll Dated : 06/26/24	14.58
Payroll Dated : 06/26/24	84.05
Payroll Dated : 06/26/24	13.50
Payroll Dated : 06/26/24	9.15
Payroll Dated : 06/26/24	67.00
Payroll Dated : 06/26/24	38.38
Payroll Dated : 06/26/24	25.87

Payroll Dated : 06/26/24	58.00
Payroll Dated : 06/26/24	0.90
Payroll Dated : 06/26/24	16.20
Payroll Dated : 06/26/24	0.90
Payroll Dated : 06/26/24	27.96
Payroll Dated : 06/26/24	19.70
Payroll Dated : 06/26/24	14.00
Payroll Dated : 06/26/24	3.66
Payroll Dated : 06/26/24	3.41
Payroll Dated : 06/26/24	0.91
Payroll Dated : 06/26/24	0.90
Payroll Dated : 06/26/24	0.90
Payroll Dated : 06/26/24	0.90
Payroll Dated : 06/26/24	3.41
Payroll Dated : 06/26/24	0.92
Payroll Dated : 06/26/24	0.45
Payroll Dated : 06/26/24	0.45
Payroll Dated : 06/26/24	17.65
Payroll Dated : 06/26/24	1.83
Payroll Dated : 06/26/24	11.20
Payroll Dated : 06/26/24	1.80
Payroll Dated : 06/26/24	0.90
Payroll Dated : 06/26/24	1.83
Payroll Dated : 06/26/24	6.82
Payroll Dated : 06/26/24	39.55
Payroll Dated : 06/26/24	1.83
Payroll Dated : 06/26/24	139.10
Payroll Dated : 06/26/24	0.90
Payroll Dated : 06/26/24	1.80
Payroll Dated : 06/26/24	0.90
Payroll Dated : 06/26/24	29.63
Payroll Dated : 06/26/24	7.32
Payroll Dated : 06/26/24	13.35
Payroll Dated : 06/26/24	33.82
Payroll Dated : 06/26/24	6.82
Payroll Dated : 06/26/24	9.50
Payroll Dated : 06/26/24	6.25
Payroll Dated : 06/26/24	8.10
Payroll Dated : 06/26/24	1.77
Payroll Dated : 06/26/24	3.60
Payroll Dated : 06/26/24	0.45
Payroll Dated : 06/26/24	1.83
Payroll Dated : 06/26/24	21.55
Payroll Dated : 06/26/24	6.82
Payroll Dated : 06/26/24	1.80
Payroll Dated : 06/26/24	0.59
Payroll Dated : 06/26/24	3.60

Payroll Dated : 06/26/24	1.83
Payroll Dated : 06/26/24	69.60
Payroll Dated : 06/26/24	0.90
Payroll Dated : 06/26/24	0.90
Payroll Dated : 06/26/24	6.82
Payroll Dated : 06/26/24	6.82
Payroll Dated : 06/26/24	1.83
Payroll Dated : 06/26/24	10.76
Payroll Dated : 06/26/24	38.50
Payroll Dated : 06/26/24	17.98
Payroll Dated : 06/26/24	78.80
Payroll Dated : 06/26/24	0.90
Payroll Dated : 06/26/24	0.90
Payroll Dated : 06/26/24	0.90
Payroll Dated : 06/26/24	0.90
Payroll Dated : 06/26/24	1.83
Payroll Dated : 06/26/24	32.85
Payroll Dated : 06/26/24	16.50
Payroll Dated : 06/26/24	14.04
Payroll Dated : 06/26/24	1.83
Payroll Dated : 06/26/24	0.90
Payroll Dated : 06/26/24	0.90
Payroll Dated : 06/26/24	0.90
Payroll Dated : 06/26/24	17.98
Payroll Dated : 06/26/24	59.10
Payroll Dated : 06/26/24	13.80
Payroll Dated : 06/26/24	1.80
Payroll Dated : 06/26/24	17.98
Payroll Dated : 06/26/24	1.83
Payroll Dated : 06/26/24	39.65
Payroll Dated : 06/26/24	1.83
Payroll Dated : 06/26/24	18.88
Payroll Dated : 06/26/24	0.90
Payroll Dated : 06/26/24	0.90
Payroll Dated : 06/26/24	31.25
Payroll Dated : 06/26/24	1.83
Payroll Dated : 06/26/24	21.75
Payroll Dated : 06/26/24	0.90
Payroll Dated : 06/26/24	0.90
Payroll Dated : 06/26/24	0.90
Payroll Dated : 06/26/24	31.72
Payroll Dated : 06/26/24	15.76
Payroll Dated : 06/26/24	20.48
Payroll Dated : 06/26/24	0.90
Payroll Dated : 06/26/24	6.35
Payroll Dated : 06/26/24	0.90

Payroll Dated : 06/26/24	0.72
Payroll Dated : 06/26/24	1.83
Payroll Dated : 06/26/24	4.05
Payroll Dated : 06/26/24	31.25
Payroll Dated : 06/26/24	23.85
Payroll Dated : 06/26/24	1.80
Payroll Dated : 06/26/24	1.80
Payroll Dated : 06/26/24	2.70
Payroll Dated : 06/26/24	6.82
Payroll Dated : 06/26/24	17.58
Payroll Dated : 06/26/24	39.40
Payroll Dated : 06/26/24	7.00
Payroll Dated : 06/26/24	1.80
Payroll Dated : 06/26/24	3.60
Payroll Dated : 06/26/24	0.90
Payroll Dated : 06/26/24	1.80
Payroll Dated : 06/26/24	0.90
Payroll Dated : 06/26/24	0.59
Payroll Dated : 06/26/24	0.90
Payroll Dated : 06/26/24	25.87
Payroll Dated : 06/26/24	1.83
Payroll Dated : 06/26/24	14.04
Payroll Dated : 06/26/24	35.35
Payroll Dated : 06/26/24	19.75
Payroll Dated : 06/26/24	1.83
Payroll Dated : 06/26/24	110.20
Payroll Dated : 06/26/24	0.90
Payroll Dated : 06/26/24	0.90
Payroll Dated : 06/26/24	1.80
Payroll Dated : 06/26/24	1.83
Payroll Dated : 06/26/24	39.65
Payroll Dated : 06/26/24	29.60
Payroll Dated : 06/26/24	0.90
Payroll Dated : 06/26/24	1.83
Payroll Dated : 06/26/24	29.65
Payroll Dated : 06/26/24	0.90
Payroll Dated : 06/26/24	0.90
Payroll Dated : 06/26/24	0.90
Payroll Dated : 06/26/24	17.98
Payroll Dated : 06/26/24	19.70
Payroll Dated : 06/26/24	1.83
Payroll Dated : 06/26/24	39.10
Payroll Dated : 06/26/24	0.90
Payroll Dated : 06/26/24	0.90
Payroll Dated : 06/26/24	46.00
0000159558 Show-Me Health Administrator Payroll Dated : 06/26/24	82.00
Payroll Dated : 06/26/24	575.00

Payroll Dated : 06/26/24	649.00
Payroll Dated : 06/26/24	500.00
Payroll Dated : 06/26/24	82.00
Payroll Dated : 06/26/24	500.00
Payroll Dated : 06/26/24	204.00
Payroll Dated : 06/26/24	500.00
Payroll Dated : 06/26/24	82.00
Payroll Dated : 06/26/24	500.00
Payroll Dated : 06/26/24	500.00
Payroll Dated : 06/26/24	1,000.00
Payroll Dated : 06/26/24	500.00
Payroll Dated : 06/26/24	500.00
Payroll Dated : 06/26/24	82.00
Payroll Dated : 06/26/24	486.00
Payroll Dated : 06/26/24	1,088.00
Payroll Dated : 06/26/24	82.00
Payroll Dated : 06/26/24	111.00
Payroll Dated : 06/26/24	111.00
Payroll Dated : 06/26/24	500.00
Payroll Dated : 06/26/24	500.00
Payroll Dated : 06/26/24	500.00
Payroll Dated : 06/26/24	486.00
Payroll Dated : 06/26/24	500.00
Payroll Dated : 06/26/24	500.00
Payroll Dated : 06/26/24	500.00
Payroll Dated : 06/26/24	1,500.00
Payroll Dated : 06/26/24	486.00
Payroll Dated : 06/26/24	188.00
Payroll Dated : 06/26/24	1,500.00
Payroll Dated : 06/26/24	500.00
Payroll Dated : 06/26/24	1,000.00
Payroll Dated : 06/26/24	275.00
Payroll Dated : 06/26/24	94.00
Payroll Dated : 06/26/24	500.00
Payroll Dated : 06/26/24	400.00
Payroll Dated : 06/26/24	82.00
Payroll Dated : 06/26/24	486.00
Payroll Dated : 06/26/24	88.80
Payroll Dated : 06/26/24	500.00
Payroll Dated : 06/26/24	486.00
Payroll Dated : 06/26/24	500.00
Payroll Dated : 06/26/24	173.00
Payroll Dated : 06/26/24	94.00
Payroll Dated : 06/26/24	500.00
Payroll Dated : 06/26/24	684.00
Payroll Dated : 06/26/24	93.00
Payroll Dated : 06/26/24	1,000.00

Payroll Dated : 06/26/24	111.00
Payroll Dated : 06/26/24	544.00
Payroll Dated : 06/26/24	82.00
Payroll Dated : 06/26/24	500.00
Payroll Dated : 06/26/24	500.00
Payroll Dated : 06/26/24	486.00
Payroll Dated : 06/26/24	500.00
Payroll Dated : 06/26/24	500.00
Payroll Dated : 06/26/24	111.00
Payroll Dated : 06/26/24	82.00
Payroll Dated : 06/26/24	500.00
Payroll Dated : 06/26/24	111.00
Payroll Dated : 06/26/24	500.00
Payroll Dated : 06/26/24	500.00
Payroll Dated : 06/26/24	82.00
Payroll Dated : 06/26/24	111.00
Payroll Dated : 06/26/24	82.00
Payroll Dated : 06/26/24	500.00
Payroll Dated : 06/26/24	82.00
Payroll Dated : 06/26/24	500.00
Payroll Dated : 06/26/24	111.00
Payroll Dated : 06/26/24	126.00
Payroll Dated : 06/26/24	1,500.00
Payroll Dated : 06/26/24	257.00
Payroll Dated : 06/26/24	1,000.00
Payroll Dated : 06/26/24	486.00
Payroll Dated : 06/26/24	208.00
Payroll Dated : 06/26/24	1,500.00
Payroll Dated : 06/26/24	708.00
Payroll Dated : 06/26/24	2,000.00
Payroll Dated : 06/26/24	486.00
Payroll Dated : 06/26/24	486.00
Payroll Dated : 06/26/24	1,058.00
Payroll Dated : 06/26/24	500.00
Payroll Dated : 06/26/24	500.00
Payroll Dated : 06/26/24	453.00
Payroll Dated : 06/26/24	82.00
Payroll Dated : 06/26/24	500.00
Payroll Dated : 06/26/24	1,000.00
Payroll Dated : 06/26/24	82.00
Payroll Dated : 06/26/24	193.00
Payroll Dated : 06/26/24	111.00
Payroll Dated : 06/26/24	250.00
Payroll Dated : 06/26/24	250.00
Payroll Dated : 06/26/24	41.00
Payroll Dated : 06/26/24	500.00
Payroll Dated : 06/26/24	500.00

Payroll Dated : 06/26/24	41.00
Payroll Dated : 06/26/24	452.00
Payroll Dated : 06/26/24	207.00
Payroll Dated : 06/26/24	500.00
Payroll Dated : 06/26/24	82.00
Payroll Dated : 06/26/24	7,000.00
Payroll Dated : 06/26/24	972.00
Payroll Dated : 06/26/24	500.00
Payroll Dated : 06/26/24	111.00
Payroll Dated : 06/26/24	111.00
Payroll Dated : 06/26/24	2,082.00
Payroll Dated : 06/26/24	5,600.00
Payroll Dated : 06/26/24	972.00
Payroll Dated : 06/26/24	2,294.20
Payroll Dated : 06/26/24	1,000.00
Payroll Dated : 06/26/24	1,000.00
Payroll Dated : 06/26/24	8,500.00
Payroll Dated : 06/26/24	500.00
Payroll Dated : 06/26/24	500.00
Payroll Dated : 06/26/24	1,000.00
Payroll Dated : 06/26/24	606.00
Payroll Dated : 06/26/24	164.00
Payroll Dated : 06/26/24	3,000.00
Payroll Dated : 06/26/24	486.00
Payroll Dated : 06/26/24	2,750.00
Payroll Dated : 06/26/24	486.00
Payroll Dated : 06/26/24	82.00
Payroll Dated : 06/26/24	250.00
Payroll Dated : 06/26/24	41.00
Payroll Dated : 06/26/24	500.00
Payroll Dated : 06/26/24	500.00
Payroll Dated : 06/26/24	111.00
Payroll Dated : 06/26/24	562.00
Payroll Dated : 06/26/24	82.00
Payroll Dated : 06/26/24	731.00
Payroll Dated : 06/26/24	126.00
Payroll Dated : 06/26/24	2,216.00
0000159559 TEXAS LIFE INSURANCE CO	1,089.50
Payroll Dated : 06/26/24	189.15
Payroll Dated : 06/26/24	86.70
Payroll Dated : 06/26/24	33.50
Payroll Dated : 06/26/24	132.85
Payroll Dated : 06/26/24	28.00
Payroll Dated : 06/26/24	17.10
Payroll Dated : 06/26/24	93.75
Payroll Dated : 06/26/24	27.10
Payroll Dated : 06/26/24	16.50
Payroll Dated : 06/26/24	77.85

	Payroll Dated : 06/26/24	21.70
	Payroll Dated : 06/26/24	34.90
	Payroll Dated : 06/26/24	31.90
	Payroll Dated : 06/26/24	10.50
	Payroll Dated : 06/26/24	34.00
	Payroll Dated : 06/26/24	22.25
	Payroll Dated : 06/26/24	18.45
	Payroll Dated : 06/26/24	10.40
	Payroll Dated : 06/26/24	46.50
	Payroll Dated : 06/26/24	24.80
	Payroll Dated : 06/26/24	13.60
	Payroll Dated : 06/26/24	44.00
	Payroll Dated : 06/26/24	74.00
0000159560 TRANSAMERICA	Payroll Dated : 06/26/24	1,895.33 37.07
	Payroll Dated : 06/26/24	68.26
	Payroll Dated : 06/26/24	37.07
	Payroll Dated : 06/26/24	27.82
	Payroll Dated : 06/26/24	38.33
	Payroll Dated : 06/26/24	21.47
	Payroll Dated : 06/26/24	30.33
	Payroll Dated : 06/26/24	27.64
	Payroll Dated : 06/26/24	75.73
	Payroll Dated : 06/26/24	37.07
	Payroll Dated : 06/26/24	23.88
	Payroll Dated : 06/26/24	21.47
	Payroll Dated : 06/26/24	24.37
	Payroll Dated : 06/26/24	37.07
	Payroll Dated : 06/26/24	21.47
	Payroll Dated : 06/26/24	23.02
	Payroll Dated : 06/26/24	21.47
	Payroll Dated : 06/26/24	104.77
	Payroll Dated : 06/26/24	21.47
	Payroll Dated : 06/26/24	17.80
	Payroll Dated : 06/26/24	18.43
	Payroll Dated : 06/26/24	21.47
	Payroll Dated : 06/26/24	49.74
	Payroll Dated : 06/26/24	37.07
	Payroll Dated : 06/26/24	21.47
	Payroll Dated : 06/26/24	38.33
	Payroll Dated : 06/26/24	21.47
	Payroll Dated : 06/26/24	111.52
	Payroll Dated : 06/26/24	21.47
	Payroll Dated : 06/26/24	54.66
	Payroll Dated : 06/26/24	21.47
	Payroll Dated : 06/26/24	22.26
	Payroll Dated : 06/26/24	42.22
	Payroll Dated : 06/26/24	21.47

	Payroll Dated : 06/26/24		117.08
	Payroll Dated : 06/26/24		355.41
	Payroll Dated : 06/26/24		61.52
	Payroll Dated : 06/26/24		69.81
	Payroll Dated : 06/26/24		51.30
	Payroll Dated : 06/26/24		19.58
0000159567 ABBOTT OSBORN JACOBS PLC	Payroll Dated : 06/27/24	448.08	448.08
0000159568 ACUITY	Payroll Dated : 06/27/24	612.90	83.33
	Payroll Dated : 06/27/24		54.57
	Payroll Dated : 06/27/24		208.33
	Payroll Dated : 06/27/24		125.00
	Payroll Dated : 06/27/24		50.00
	Payroll Dated : 06/27/24		75.00
	Payroll Dated : 06/27/24		16.67
0000159569 CARE TO LEARN	Payroll Dated : 06/27/24	80.00	20.00
	Payroll Dated : 06/27/24		15.00
	Payroll Dated : 06/27/24		10.00
	Payroll Dated : 06/27/24		15.00
	Payroll Dated : 06/27/24		15.00
	Payroll Dated : 06/27/24		5.00
0000159570 LEGALSHIELD	Payroll Dated : 06/27/24	25.90	25.90
0000159571 LIVELY	Payroll Dated : 06/27/24	726.42	20.00
	Payroll Dated : 06/27/24		14.00
	Payroll Dated : 06/27/24		4.33
	Payroll Dated : 06/27/24		47.42
	Payroll Dated : 06/27/24		28.00
	Payroll Dated : 06/27/24		50.00
	Payroll Dated : 06/27/24		14.00
	Payroll Dated : 06/27/24		63.00
	Payroll Dated : 06/27/24		28.00
	Payroll Dated : 06/27/24		14.00
	Payroll Dated : 06/27/24		14.00
	Payroll Dated : 06/27/24		50.00
	Payroll Dated : 06/27/24		33.67
	Payroll Dated : 06/27/24		14.00
	Payroll Dated : 06/27/24		14.00
	Payroll Dated : 06/27/24		135.00
	Payroll Dated : 06/27/24		14.00
	Payroll Dated : 06/27/24		88.00
	Payroll Dated : 06/27/24		14.00
	Payroll Dated : 06/27/24		14.00
	Payroll Dated : 06/27/24		53.00
0000159572 MASA GLOBAL	Payroll Dated : 06/27/24	1,061.00	14.00
	Payroll Dated : 06/27/24		14.00
	Payroll Dated : 06/27/24		14.00
	Payroll Dated : 06/27/24		11.20
	Payroll Dated : 06/27/24		14.00

Payroll Dated : 06/27/24	28.00
Payroll Dated : 06/27/24	14.00
Payroll Dated : 06/27/24	28.00
Payroll Dated : 06/27/24	14.00
Payroll Dated : 06/27/24	14.00
Payroll Dated : 06/27/24	14.00
Payroll Dated : 06/27/24	14.00
Payroll Dated : 06/27/24	14.00
Payroll Dated : 06/27/24	14.00
Payroll Dated : 06/27/24	14.00
Payroll Dated : 06/27/24	14.00
Payroll Dated : 06/27/24	14.00
Payroll Dated : 06/27/24	14.00
Payroll Dated : 06/27/24	42.00
Payroll Dated : 06/27/24	14.00
Payroll Dated : 06/27/24	14.00
Payroll Dated : 06/27/24	28.00
Payroll Dated : 06/27/24	14.00
Payroll Dated : 06/27/24	14.00
Payroll Dated : 06/27/24	14.00
Payroll Dated : 06/27/24	111.80
Payroll Dated : 06/27/24	14.00
Payroll Dated : 06/27/24	14.00
Payroll Dated : 06/27/24	14.00
Payroll Dated : 06/27/24	14.00
Payroll Dated : 06/27/24	112.00
Payroll Dated : 06/27/24	49.00
Payroll Dated : 06/27/24	7.00
Payroll Dated : 06/27/24	14.00
Payroll Dated : 06/27/24	165.20
Payroll Dated : 06/27/24	14.00
Payroll Dated : 06/27/24	28.00
Payroll Dated : 06/27/24	14.00
Payroll Dated : 06/27/24	58.80
0000159573 METROPOLITAN LIFE INSURANCE Payroll Dated : 06/27/24	5,892.52 124.69
Payroll Dated : 06/27/24	39.90
Payroll Dated : 06/27/24	36.71
Payroll Dated : 06/27/24	36.71
Payroll Dated : 06/27/24	9.98
Payroll Dated : 06/27/24	674.40
Payroll Dated : 06/27/24	103.69
Payroll Dated : 06/27/24	9.98
Payroll Dated : 06/27/24	26.45
Payroll Dated : 06/27/24	9.98
Payroll Dated : 06/27/24	235.11
Payroll Dated : 06/27/24	52.20

Payroll Dated : 06/27/24	18.35
Payroll Dated : 06/27/24	4.99
Payroll Dated : 06/27/24	205.39
Payroll Dated : 06/27/24	64.86
Payroll Dated : 06/27/24	797.31
Payroll Dated : 06/27/24	202.03
Payroll Dated : 06/27/24	36.71
Payroll Dated : 06/27/24	72.62
Payroll Dated : 06/27/24	19.95
Payroll Dated : 06/27/24	36.71
Payroll Dated : 06/27/24	9.98
Payroll Dated : 06/27/24	36.71
Payroll Dated : 06/27/24	9.98
Payroll Dated : 06/27/24	193.50
Payroll Dated : 06/27/24	19.95
Payroll Dated : 06/27/24	294.23
Payroll Dated : 06/27/24	97.70
Payroll Dated : 06/27/24	52.07
Payroll Dated : 06/27/24	9.98
Payroll Dated : 06/27/24	72.62
Payroll Dated : 06/27/24	19.95
Payroll Dated : 06/27/24	148.18
Payroll Dated : 06/27/24	19.96
Payroll Dated : 06/27/24	36.71
Payroll Dated : 06/27/24	164.77
Payroll Dated : 06/27/24	19.96
Payroll Dated : 06/27/24	36.71
Payroll Dated : 06/27/24	19.96
Payroll Dated : 06/27/24	9.98
Payroll Dated : 06/27/24	18.35
Payroll Dated : 06/27/24	9.97
Payroll Dated : 06/27/24	18.36
Payroll Dated : 06/27/24	9.98
Payroll Dated : 06/27/24	36.71
Payroll Dated : 06/27/24	9.98
Payroll Dated : 06/27/24	36.71
Payroll Dated : 06/27/24	26.45
Payroll Dated : 06/27/24	9.98
Payroll Dated : 06/27/24	38.85
Payroll Dated : 06/27/24	102.15
Payroll Dated : 06/27/24	36.71
Payroll Dated : 06/27/24	19.95
Payroll Dated : 06/27/24	102.15
Payroll Dated : 06/27/24	36.71
Payroll Dated : 06/27/24	91.35
Payroll Dated : 06/27/24	22.27
Payroll Dated : 06/27/24	138.86

	Payroll Dated : 06/27/24	43.82
	Payroll Dated : 06/27/24	38.85
	Payroll Dated : 06/27/24	9.98
	Payroll Dated : 06/27/24	38.85
	Payroll Dated : 06/27/24	9.98
	Payroll Dated : 06/27/24	109.33
	Payroll Dated : 06/27/24	29.93
	Payroll Dated : 06/27/24	169.88
	Payroll Dated : 06/27/24	9.98
	Payroll Dated : 06/27/24	26.45
	Payroll Dated : 06/27/24	9.98
	Payroll Dated : 06/27/24	58.10
	Payroll Dated : 06/27/24	15.96
	Payroll Dated : 06/27/24	36.71
	Payroll Dated : 06/27/24	9.98
	Payroll Dated : 06/27/24	130.89
	Payroll Dated : 06/27/24	9.98
	Payroll Dated : 06/27/24	36.71
	Payroll Dated : 06/27/24	67.73
	Payroll Dated : 06/27/24	32.25
	Payroll Dated : 06/27/24	26.45
	Payroll Dated : 06/27/24	91.35
	Payroll Dated : 06/27/24	22.27
0000159574 MID ATLANTIC TRUST CO	Payroll Dated : 06/27/24 2,230.00	100.00
	Payroll Dated : 06/27/24	100.00
	Payroll Dated : 06/27/24	25.00
	Payroll Dated : 06/27/24	200.00
	Payroll Dated : 06/27/24	125.00
	Payroll Dated : 06/27/24	180.00
	Payroll Dated : 06/27/24	200.00
	Payroll Dated : 06/27/24	100.00
	Payroll Dated : 06/27/24	1,000.00
	Payroll Dated : 06/27/24	75.00
	Payroll Dated : 06/27/24	100.00
	Payroll Dated : 06/27/24	25.00
0000159575 MSTA	Payroll Dated : 06/27/24 1,203.68	246.62
	Payroll Dated : 06/27/24	20.90
	Payroll Dated : 06/27/24	41.80
	Payroll Dated : 06/27/24	66.88
	Payroll Dated : 06/27/24	168.00
	Payroll Dated : 06/27/24	41.80
	Payroll Dated : 06/27/24	20.90
	Payroll Dated : 06/27/24	242.18
	Payroll Dated : 06/27/24	41.80
	Payroll Dated : 06/27/24	8.10
	Payroll Dated : 06/27/24	8.18
	Payroll Dated : 06/27/24	8.10

	Payroll Dated : 06/27/24	20.90
	Payroll Dated : 06/27/24	20.90
	Payroll Dated : 06/27/24	20.90
	Payroll Dated : 06/27/24	20.90
	Payroll Dated : 06/27/24	20.90
	Payroll Dated : 06/27/24	20.90
	Payroll Dated : 06/27/24	16.72
	Payroll Dated : 06/27/24	20.90
	Payroll Dated : 06/27/24	20.90
	Payroll Dated : 06/27/24	41.80
	Payroll Dated : 06/27/24	20.90
	Payroll Dated : 06/27/24	20.90
	Payroll Dated : 06/27/24	20.90
0000159576 ONE AMERICA	Payroll Dated : 06/27/24	699.28 21.70
	Payroll Dated : 06/27/24	13.57
	Payroll Dated : 06/27/24	13.20
	Payroll Dated : 06/27/24	48.00
	Payroll Dated : 06/27/24	9.69
	Payroll Dated : 06/27/24	20.80
	Payroll Dated : 06/27/24	40.80
	Payroll Dated : 06/27/24	17.76
	Payroll Dated : 06/27/24	16.50
	Payroll Dated : 06/27/24	5.30
	Payroll Dated : 06/27/24	5.50
	Payroll Dated : 06/27/24	1.74
	Payroll Dated : 06/27/24	9.00
	Payroll Dated : 06/27/24	13.60
	Payroll Dated : 06/27/24	8.64
	Payroll Dated : 06/27/24	4.50
	Payroll Dated : 06/27/24	11.00
	Payroll Dated : 06/27/24	11.00
	Payroll Dated : 06/27/24	18.09
	Payroll Dated : 06/27/24	5.50
	Payroll Dated : 06/27/24	3.40
	Payroll Dated : 06/27/24	3.40
	Payroll Dated : 06/27/24	16.50
	Payroll Dated : 06/27/24	22.00
	Payroll Dated : 06/27/24	3.39
	Payroll Dated : 06/27/24	3.30
	Payroll Dated : 06/27/24	4.48
	Payroll Dated : 06/27/24	24.80
	Payroll Dated : 06/27/24	40.00
	Payroll Dated : 06/27/24	4.80
	Payroll Dated : 06/27/24	42.00
	Payroll Dated : 06/27/24	23.40
	Payroll Dated : 06/27/24	15.60
	Payroll Dated : 06/27/24	57.72

0000159577 RELIANCE STANDARD	Payroll Dated : 06/27/24		138.60
	Payroll Dated : 06/27/24	2,860.94	6.82
	Payroll Dated : 06/27/24		19.70
	Payroll Dated : 06/27/24		1.83
	Payroll Dated : 06/27/24		11.35
	Payroll Dated : 06/27/24		135.51
	Payroll Dated : 06/27/24		202.70
	Payroll Dated : 06/27/24		5.49
	Payroll Dated : 06/27/24		142.36
	Payroll Dated : 06/27/24		14.04
	Payroll Dated : 06/27/24		1.83
	Payroll Dated : 06/27/24		17.35
	Payroll Dated : 06/27/24		13.50
	Payroll Dated : 06/27/24		3.66
	Payroll Dated : 06/27/24		22.25
	Payroll Dated : 06/27/24		31.25
	Payroll Dated : 06/27/24		39.40
	Payroll Dated : 06/27/24		7.32
	Payroll Dated : 06/27/24		73.94
	Payroll Dated : 06/27/24		18.88
	Payroll Dated : 06/27/24		1.83
	Payroll Dated : 06/27/24		0.90
	Payroll Dated : 06/27/24		1.83
	Payroll Dated : 06/27/24		0.90
	Payroll Dated : 06/27/24		6.75
	Payroll Dated : 06/27/24		0.59
	Payroll Dated : 06/27/24		0.90
	Payroll Dated : 06/27/24		9.87
	Payroll Dated : 06/27/24		2.90
	Payroll Dated : 06/27/24		0.90
	Payroll Dated : 06/27/24		0.45
	Payroll Dated : 06/27/24		25.87
	Payroll Dated : 06/27/24		58.00
	Payroll Dated : 06/27/24		0.90
	Payroll Dated : 06/27/24		84.05
	Payroll Dated : 06/27/24		13.50
	Payroll Dated : 06/27/24		9.15
	Payroll Dated : 06/27/24		67.00
	Payroll Dated : 06/27/24		38.38
	Payroll Dated : 06/27/24		16.20
Payroll Dated : 06/27/24		27.96	
Payroll Dated : 06/27/24		0.90	
Payroll Dated : 06/27/24		3.66	
Payroll Dated : 06/27/24		19.70	
Payroll Dated : 06/27/24		14.00	
Payroll Dated : 06/27/24		62.48	
Payroll Dated : 06/27/24		3.94	

Payroll Dated : 06/27/24	7.32
Payroll Dated : 06/27/24	323.67
Payroll Dated : 06/27/24	14.58
Payroll Dated : 06/27/24	6.82
Payroll Dated : 06/27/24	9.85
Payroll Dated : 06/27/24	16.00
Payroll Dated : 06/27/24	6.48
Payroll Dated : 06/27/24	1.80
Payroll Dated : 06/27/24	0.90
Payroll Dated : 06/27/24	0.90
Payroll Dated : 06/27/24	17.82
Payroll Dated : 06/27/24	1.80
Payroll Dated : 06/27/24	1.80
Payroll Dated : 06/27/24	3.41
Payroll Dated : 06/27/24	0.92
Payroll Dated : 06/27/24	0.45
Payroll Dated : 06/27/24	0.45
Payroll Dated : 06/27/24	3.41
Payroll Dated : 06/27/24	0.91
Payroll Dated : 06/27/24	0.90
Payroll Dated : 06/27/24	0.90
Payroll Dated : 06/27/24	0.90
Payroll Dated : 06/27/24	1.83
Payroll Dated : 06/27/24	11.20
Payroll Dated : 06/27/24	29.63
Payroll Dated : 06/27/24	7.32
Payroll Dated : 06/27/24	13.35
Payroll Dated : 06/27/24	33.82
Payroll Dated : 06/27/24	0.90
Payroll Dated : 06/27/24	6.82
Payroll Dated : 06/27/24	9.50
Payroll Dated : 06/27/24	6.25
Payroll Dated : 06/27/24	1.83
Payroll Dated : 06/27/24	1.80
Payroll Dated : 06/27/24	0.90
Payroll Dated : 06/27/24	17.65
Payroll Dated : 06/27/24	0.90
Payroll Dated : 06/27/24	1.80
Payroll Dated : 06/27/24	6.82
Payroll Dated : 06/27/24	3.60
Payroll Dated : 06/27/24	69.60
Payroll Dated : 06/27/24	0.90
Payroll Dated : 06/27/24	1.83
Payroll Dated : 06/27/24	0.90
Payroll Dated : 06/27/24	3.60
Payroll Dated : 06/27/24	0.45
Payroll Dated : 06/27/24	1.80

Payroll Dated : 06/27/24	0.59
Payroll Dated : 06/27/24	1.83
Payroll Dated : 06/27/24	21.55
Payroll Dated : 06/27/24	6.82
Payroll Dated : 06/27/24	6.82
Payroll Dated : 06/27/24	1.83
Payroll Dated : 06/27/24	10.76
Payroll Dated : 06/27/24	38.50
Payroll Dated : 06/27/24	17.98
Payroll Dated : 06/27/24	78.80
Payroll Dated : 06/27/24	0.90
Payroll Dated : 06/27/24	0.90
Payroll Dated : 06/27/24	0.90
Payroll Dated : 06/27/24	0.90
Payroll Dated : 06/27/24	1.83
Payroll Dated : 06/27/24	32.85
Payroll Dated : 06/27/24	0.90
Payroll Dated : 06/27/24	14.04
Payroll Dated : 06/27/24	1.83
Payroll Dated : 06/27/24	0.90
Payroll Dated : 06/27/24	0.90
Payroll Dated : 06/27/24	0.90
Payroll Dated : 06/27/24	16.50
Payroll Dated : 06/27/24	17.98
Payroll Dated : 06/27/24	59.10
Payroll Dated : 06/27/24	13.80
Payroll Dated : 06/27/24	39.65
Payroll Dated : 06/27/24	1.83
Payroll Dated : 06/27/24	18.88
Payroll Dated : 06/27/24	0.90
Payroll Dated : 06/27/24	0.90
Payroll Dated : 06/27/24	1.80
Payroll Dated : 06/27/24	17.98
Payroll Dated : 06/27/24	1.83
Payroll Dated : 06/27/24	31.25
Payroll Dated : 06/27/24	1.83
Payroll Dated : 06/27/24	21.75
Payroll Dated : 06/27/24	0.90
Payroll Dated : 06/27/24	0.90
Payroll Dated : 06/27/24	0.90
Payroll Dated : 06/27/24	1.83
Payroll Dated : 06/27/24	4.05
Payroll Dated : 06/27/24	31.25
Payroll Dated : 06/27/24	23.85
Payroll Dated : 06/27/24	1.80
Payroll Dated : 06/27/24	1.80
Payroll Dated : 06/27/24	2.70

Payroll Dated : 06/27/24	31.72
Payroll Dated : 06/27/24	15.76
Payroll Dated : 06/27/24	20.48
Payroll Dated : 06/27/24	6.35
Payroll Dated : 06/27/24	0.72
Payroll Dated : 06/27/24	0.90
Payroll Dated : 06/27/24	6.82
Payroll Dated : 06/27/24	0.90
Payroll Dated : 06/27/24	25.87
Payroll Dated : 06/27/24	1.83
Payroll Dated : 06/27/24	19.75
Payroll Dated : 06/27/24	1.83
Payroll Dated : 06/27/24	110.20
Payroll Dated : 06/27/24	14.04
Payroll Dated : 06/27/24	35.35
Payroll Dated : 06/27/24	1.80
Payroll Dated : 06/27/24	0.90
Payroll Dated : 06/27/24	0.90
Payroll Dated : 06/27/24	1.80
Payroll Dated : 06/27/24	0.59
Payroll Dated : 06/27/24	3.60
Payroll Dated : 06/27/24	0.90
Payroll Dated : 06/27/24	17.58
Payroll Dated : 06/27/24	39.40
Payroll Dated : 06/27/24	7.00
Payroll Dated : 06/27/24	1.83
Payroll Dated : 06/27/24	29.65
Payroll Dated : 06/27/24	0.90
Payroll Dated : 06/27/24	0.90
Payroll Dated : 06/27/24	0.90
Payroll Dated : 06/27/24	0.90
0000159578 Show-Me Health Administrator Payroll Dated : 06/27/24	##### 500.00
Payroll Dated : 06/27/24	500.00
Payroll Dated : 06/27/24	82.00
Payroll Dated : 06/27/24	500.00
Payroll Dated : 06/27/24	500.00
Payroll Dated : 06/27/24	82.00
Payroll Dated : 06/27/24	82.00
Payroll Dated : 06/27/24	500.00
Payroll Dated : 06/27/24	1,500.00
Payroll Dated : 06/27/24	486.00
Payroll Dated : 06/27/24	500.00
Payroll Dated : 06/27/24	500.00
Payroll Dated : 06/27/24	500.00
Payroll Dated : 06/27/24	486.00
Payroll Dated : 06/27/24	500.00
Payroll Dated : 06/27/24	500.00

Payroll Dated : 06/27/24	82.00
Payroll Dated : 06/27/24	1,088.00
Payroll Dated : 06/27/24	111.00
Payroll Dated : 06/27/24	111.00
Payroll Dated : 06/27/24	486.00
Payroll Dated : 06/27/24	500.00
Payroll Dated : 06/27/24	400.00
Payroll Dated : 06/27/24	82.00
Payroll Dated : 06/27/24	88.80
Payroll Dated : 06/27/24	1,500.00
Payroll Dated : 06/27/24	500.00
Payroll Dated : 06/27/24	1,000.00
Payroll Dated : 06/27/24	275.00
Payroll Dated : 06/27/24	94.00
Payroll Dated : 06/27/24	188.00
Payroll Dated : 06/27/24	500.00
Payroll Dated : 06/27/24	486.00
Payroll Dated : 06/27/24	500.00
Payroll Dated : 06/27/24	173.00
Payroll Dated : 06/27/24	94.00
Payroll Dated : 06/27/24	93.00
Payroll Dated : 06/27/24	1,000.00
Payroll Dated : 06/27/24	500.00
Payroll Dated : 06/27/24	500.00
Payroll Dated : 06/27/24	684.00
Payroll Dated : 06/27/24	111.00
Payroll Dated : 06/27/24	82.00
Payroll Dated : 06/27/24	500.00
Payroll Dated : 06/27/24	500.00
Payroll Dated : 06/27/24	486.00
Payroll Dated : 06/27/24	544.00
Payroll Dated : 06/27/24	500.00
Payroll Dated : 06/27/24	111.00
Payroll Dated : 06/27/24	500.00
Payroll Dated : 06/27/24	82.00
Payroll Dated : 06/27/24	111.00
Payroll Dated : 06/27/24	500.00
Payroll Dated : 06/27/24	500.00
Payroll Dated : 06/27/24	82.00
Payroll Dated : 06/27/24	111.00
Payroll Dated : 06/27/24	82.00
Payroll Dated : 06/27/24	208.00
Payroll Dated : 06/27/24	1,000.00
Payroll Dated : 06/27/24	486.00
Payroll Dated : 06/27/24	1,500.00
Payroll Dated : 06/27/24	708.00
Payroll Dated : 06/27/24	500.00

Payroll Dated : 06/27/24	82.00
Payroll Dated : 06/27/24	126.00
Payroll Dated : 06/27/24	500.00
Payroll Dated : 06/27/24	111.00
Payroll Dated : 06/27/24	1,500.00
Payroll Dated : 06/27/24	257.00
Payroll Dated : 06/27/24	500.00
Payroll Dated : 06/27/24	500.00
Payroll Dated : 06/27/24	111.00
Payroll Dated : 06/27/24	82.00
Payroll Dated : 06/27/24	500.00
Payroll Dated : 06/27/24	1,000.00
Payroll Dated : 06/27/24	82.00
Payroll Dated : 06/27/24	486.00
Payroll Dated : 06/27/24	193.00
Payroll Dated : 06/27/24	500.00
Payroll Dated : 06/27/24	500.00
Payroll Dated : 06/27/24	250.00
Payroll Dated : 06/27/24	250.00
Payroll Dated : 06/27/24	41.00
Payroll Dated : 06/27/24	41.00
Payroll Dated : 06/27/24	1,000.00
Payroll Dated : 06/27/24	1,000.00
Payroll Dated : 06/27/24	8,000.00
Payroll Dated : 06/27/24	500.00
Payroll Dated : 06/27/24	500.00
Payroll Dated : 06/27/24	1,000.00
Payroll Dated : 06/27/24	3,000.00
Payroll Dated : 06/27/24	486.00
Payroll Dated : 06/27/24	164.00
Payroll Dated : 06/27/24	606.00
Payroll Dated : 06/27/24	5,600.00
Payroll Dated : 06/27/24	972.00
Payroll Dated : 06/27/24	2,294.20
Payroll Dated : 06/27/24	207.00
Payroll Dated : 06/27/24	452.00
Payroll Dated : 06/27/24	500.00
Payroll Dated : 06/27/24	82.00
Payroll Dated : 06/27/24	111.00
Payroll Dated : 06/27/24	2,082.00
Payroll Dated : 06/27/24	500.00
Payroll Dated : 06/27/24	111.00
Payroll Dated : 06/27/24	7,000.00
Payroll Dated : 06/27/24	972.00
Payroll Dated : 06/27/24	250.00
Payroll Dated : 06/27/24	41.00
Payroll Dated : 06/27/24	2,750.00

	Payroll Dated : 06/27/24	486.00
	Payroll Dated : 06/27/24	1,058.00
	Payroll Dated : 06/27/24	500.00
	Payroll Dated : 06/27/24	82.00
	Payroll Dated : 06/27/24	500.00
	Payroll Dated : 06/27/24	111.00
	Payroll Dated : 06/27/24	562.00
	Payroll Dated : 06/27/24	731.00
	Payroll Dated : 06/27/24	82.00
	Payroll Dated : 06/27/24	126.00
	Payroll Dated : 06/27/24	2,105.00
0000159579 TEXAS LIFE INSURANCE CO	Payroll Dated : 06/27/24 999.00	189.15
	Payroll Dated : 06/27/24	86.70
	Payroll Dated : 06/27/24	77.85
	Payroll Dated : 06/27/24	33.50
	Payroll Dated : 06/27/24	28.00
	Payroll Dated : 06/27/24	17.10
	Payroll Dated : 06/27/24	93.75
	Payroll Dated : 06/27/24	27.10
	Payroll Dated : 06/27/24	132.85
	Payroll Dated : 06/27/24	34.90
	Payroll Dated : 06/27/24	31.90
	Payroll Dated : 06/27/24	10.50
	Payroll Dated : 06/27/24	21.70
	Payroll Dated : 06/27/24	34.00
	Payroll Dated : 06/27/24	22.25
	Payroll Dated : 06/27/24	18.45
	Payroll Dated : 06/27/24	46.50
	Payroll Dated : 06/27/24	10.40
	Payroll Dated : 06/27/24	13.60
	Payroll Dated : 06/27/24	24.80
	Payroll Dated : 06/27/24	44.00
0000159580 TRANSAMERICA	Payroll Dated : 06/27/24 1,690.49	68.26
	Payroll Dated : 06/27/24	38.33
	Payroll Dated : 06/27/24	27.64
	Payroll Dated : 06/27/24	21.47
	Payroll Dated : 06/27/24	30.33
	Payroll Dated : 06/27/24	75.73
	Payroll Dated : 06/27/24	37.07
	Payroll Dated : 06/27/24	23.88
	Payroll Dated : 06/27/24	21.47
	Payroll Dated : 06/27/24	24.37
	Payroll Dated : 06/27/24	21.47
	Payroll Dated : 06/27/24	37.07
	Payroll Dated : 06/27/24	23.02
	Payroll Dated : 06/27/24	21.47
	Payroll Dated : 06/27/24	104.77

	Payroll Dated : 06/27/24		21.47	
	Payroll Dated : 06/27/24		17.80	
	Payroll Dated : 06/27/24		37.07	
	Payroll Dated : 06/27/24		21.47	
	Payroll Dated : 06/27/24		54.66	
	Payroll Dated : 06/27/24		61.52	
	Payroll Dated : 06/27/24		21.47	
	Payroll Dated : 06/27/24		21.47	
	Payroll Dated : 06/27/24		38.33	
	Payroll Dated : 06/27/24		21.47	
	Payroll Dated : 06/27/24		111.52	
	Payroll Dated : 06/27/24		22.26	
	Payroll Dated : 06/27/24		18.43	
	Payroll Dated : 06/27/24		42.22	
	Payroll Dated : 06/27/24		21.47	
	Payroll Dated : 06/27/24		117.08	
	Payroll Dated : 06/27/24		323.74	
	Payroll Dated : 06/27/24		19.58	
	Payroll Dated : 06/27/24		51.30	
	Payroll Dated : 06/27/24		69.81	
0000159581	CMU FOOTBALL	HS FB CAMP ENTRY	3,840.00	3,840.00
0000159586	ADAMS JESSIN	PAT MEMBERSHIP	30.00	30.00
0000159587	ALL PEST & TERMITE	OM PEST CONTROL	2,370.00	2,370.00
0000159588	ALLEN CHARLOTTE	SP/L MS TRAVEL	99.20	99.20
0000159589	ALTON R-IV	TUITION	2,027.16	2,027.16
0000159590	APPLE MARKET	BE RETIREMENT SUPPLY	800.95	1.99
		BE RETIREMENT SUPPLY		95.96
		MS CHEER CAKE		35.99
		HS GRAD SUPPLY		81.66
		GREENHOUSE SUPPLY		32.50
		BUSY HANDS SUPPLY		57.56
		MS CONCESSIONS		33.90
		FFA SUPPLY		104.45
		FFA SUPPLY		298.76
		FACS SUPPLY		58.18
0000159591	BAYADA HOME HEALTH CARE	SE PR NU SVC	5,385.00	4,305.00
		SE PR NU SVC		0.00
		SE PR NU SVC		1,080.00
		SE PR NU SVC		0.00
0000159592	BEESON DAVID	SPRING SPORT OFFICIALS	150.00	150.00
0000159593	CDWG	EA TONER	1,053.97	391.99
		EA TONER		269.99
		EA TONER		391.99
		EA TONER		0.00
		EA TONER		0.00
0000159594	CLAIM CARE INC	MEDICAID	3,050.58	272.14
		MEDICAID		2,778.44

0000159595	DANIELS JOHN	HS BSB TRAVEL	11.86	11.86
0000159596	ERNST ELIJAH	PT/MS BB TRAVEL	51.65	24.56
		PT/MS BB TRAVEL		27.09
0000159597	GET THE LEAD OUT	GET THE LEAD OUT	2,821.50	2,821.50
0000159598	GODFATHERS PIZZA EXPRESS	MS INCENTIVES	300.00	300.00
0000159599	HOLLOWAY DISTRIBUTING	MS CONCESSIONS	50.40	50.40
0000159600	HOUSTON R-I	TUITION	2,740.08	2,740.08
0000159601	HOWELL CO CLERK	BE ELECTION	50.81	50.81
0000159602	HOWELL COUNTY NEWS	BE ADV BIDS PROF SVC	27.32	27.32
0000159603	JOSTENS INC	HS SUPPLY	589.83	382.50
		HS SUPPLY		188.78
		HS DIPLOMA		0.00
		HS DIPLOMA		0.00
		HS DIPLOMA		18.55
0000159604	K LOG INC	HS DESKS	5,849.82	4,286.40
		HS DESKS		1,563.42
0000159605	LOOK AT THAT ENGRAVING	HS B BB PLAQUE	226.00	27.00
		HS B BB PLAQUE		6.00
		HS BNBB PLAQUES		24.00
		HS BNBB PLAQUES		29.00
		HS BNBB PLAQUES		11.00
		HS ART PLAQUE		120.00
		HS ART PLAQUE		9.00
0000159606	LYON COLLEGE	HS B BB CAMP	200.00	200.00
0000159607	MAHIN LAUREN	MV TRAVEL	9.60	9.60
0000159608	MARTIN CANDRA N	MV TRAVEL	76.80	76.80
0000159609	MARTIN ED	HS SOCCER ANNOUNCER	75.00	75.00
0000159610	MCKINSTRY	HS SITE IMP	#####	164,510.00
0000159611	MEDINA BARBARA	SPED TRAVEL	1,654.09	1,654.09
0000159612	METALWELD INC	PT/VO AG TANK RENT	77.80	62.95
		PT/VO AG TANK RENT		14.85
0000159613	MSBA	BE CONFERENCE	150.00	150.00
0000159614	MV-BT FFA	HS SHRIMP BOIL SUP	390.95	390.95
0000159615	MV-BT GREENHOUSE	BE TEACH APPREC	360.00	360.00
0000159616	NATIONAL FFA ORGANIZATIO	FFA SUPPLY	12.00	12.00
0000159617	NEW DAY COUNSELING	MENTAL HEALTH SVC MAY	1,200.00	400.00
		MENTAL HEALTH SVC MAY		133.33
		MENTAL HEALTH SVC MAY		133.34
		MENTAL HEALTH SVC MAY		133.33
		MENTAL HEALTH SVC MAY		400.00
0000159618	NORWOOD R-I SCHOOL DISTRICT	TUITION	1,600.15	1,600.15
0000159619	OZARK AWARDS CO	MS MEDALS	217.20	35.00
		PD AWARDS		182.20
0000159620	OZARK PLATEAU INC	HS PLAQUES	70.00	70.00
0000159621	OZARK RACING SYSTEMS LLC	TRACK MEET TIMER	1,800.00	1,800.00
0000159622	OZARKS MEDICAL CENTER	SE PT SVC APRIL	6,110.46	1,104.91
		SE PT SVC APRIL		1,069.45

	SE PT SVC APRIL		1,672.95
	SE PT SVC APRIL		1,229.20
	SE PT SVC APRIL		1,033.95
0000159623 PERMA BOUND BOOKS	LB HS BOOKS	1,308.38	450.70
	LB MS BOOKS		494.16
	LB MV BOOKS		363.52
0000159624 PHOENIX HOME CARE & HOSPI	SE PR NU SVC MAY	5,270.08	2,187.84
	SE PR NU SVC MAY		0.00
	SE PR NU SVC APRIL		3,082.24
	SE PR NU SVC APRIL		0.00
0000159625 PLAY IT AGAIN SPORTS	HS TENNIS SUPPLY	311.62	96.00
	HS TENNIS SUPPLY		16.62
	HS SB SUPPLY		102.00
	HS SB SUPPLY		68.00
	HS SB SUPPLY		29.00
0000159626 QUILL CORPORATION	EA SUPPLY	1,194.60	49.29
	EA SUPPLY		13.12
	EA SUPPLY		22.62
	EA SUPPLY		7.55
	EA SUPPLY		26.84
	EA SUPPLY		31.49
	EA SUPPLY		23.16
	EA SUPPLY		29.69
	EA SHREDDER		990.84
0000159627 QUILLIAN, KYLIE	ECSE MV TRAVEL	296.00	296.00
0000159628 RADFORD DERRICK	AIR MED CARE REFUND	364.00	364.00
0000159629 RIB CITY SHOOTOUT	HS G BB ENTRY	600.00	600.00
0000159630 SAVVAS LEARNING CO LLC	HS TEXT- SCIENCE	6,765.00	4,725.00
	HS TEXT- SCIENCE		1,567.50
	HS TEXT- SCIENCE		0.00
	HS TEXT- SCIENCE		472.50
0000159631 SCHWALM LINDSEY M	S/L MV TRAVEL	81.60	81.60
0000159632 SHO-ME TECHNOLOGIES LLC	PT/EA TECH SVC	150.00	100.00
	PT/EA TECH SVC		50.00
0000159633 SOUTHERN MISSOURI TECHNIC	BACK TO SCH SUPPLY	115.50	115.50
	BACK TO SCH SUPPLY		0.00
	BACK TO SCH SUPPLY		0.00
0000159634 SWAN DOUGLAS	HS BASEBALL OFFICIAL	133.50	75.00
	HS BASEBALL OFFICIAL		58.50
0000159635 TAHER INC - BIN #135092	FD CONTR SERVICE	#####	62,129.53
0000159636 TAMMY CANTRELL TREASURER	TEX CO ELECTION	198.57	198.57
0000159637 TEXAS COUNTY CLERK	TEX CO ELECT SVC FYND	9.93	9.93
0000159638 TROTTER MERRI BETH	SE OT MAY SVC	5,491.20	1,009.07
	SE OT MAY SVC		1,355.73
	SE OT MAY SVC		641.07
	SE OT MAY SVC		1,645.87
	SE OT MAY SVC		839.46

0000159639	VARNER JOSH	PD TRAINING	3,000.00	750.00
		PD TRAINING		750.00
		PD TRAINING		750.00
		PD TRAINING		750.00
0000159640	WAKE DEBBIE	PT TRAVEL	11.44	11.44
0000159641	WEST PLAINS R-VII SCHOOL	TUITION	1,718.57	1,718.57
		#####		639,313.29

June BOARD REPORT

ADMINISTRATOR: Renshaw

K-5 CURRENT ENROLLMENT: 174

Focusing on Leadership (CSIP Goal 1)

- *Acceleration for All*
- *Teach Like a Champion 3.0*
- *Tech Like a Pirate*
- *The Excellent 11*
- *2024 Educator Summit*
- Brian Mendler (Managing student behavior)

Focusing on Effective Teaching and Learning (CSIP Goal 2)

- Reading Success Plans completed for the year
- May 24 teachers finished LETRS training for the year
- Moving toward discussions for next year!

Focusing on Collaborative Climate and Culture (CSIP Goal 3)

- Task Teams are in place for 2024/2025! Some are already working on next year's ideas!

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

- Looking at Priority Standards
- In July I will be attending a conference concerning closing the gap in learning.

Focusing on Equity and Access (CSIP Goal 5)

- Summer school

- Summer school

MVE JUNE BOARD REPORT

ADMINISTRATOR(S): Jester/Marriott

Summer School ENROLLMENT:253
Attendance: 73.95% (as of 6/14)

Focusing on Leadership (CSIP Goal 1)

- As an admin team we are working on goals and adjustments for the 24/25 school year
- Identifying issues and improvements for the building.

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

- Academic focus on math and reading in the AM
- Utilizing iReady to continue identifying gaps and promote growth.
- Fun learning activities to keep students engaged

Focusing on Effective Teaching and Learning (CSIP Goal 2)

- Our staff are pushing academics during the crucial morning hours and then introducing fun, hands-on learning activities in the afternoons
- This is a great time to introduce our incoming Kindergarten students to the expectations and procedures during a full school day.

Focusing on Equity and Access (CSIP Goal 5)

- Holding high standards for behavior. Especially for our incoming younger students
- Removing students who disrupt the instructional environment.

Focusing on Collaborative Climate and Culture (CSIP Goal 3)

- Several grade levels work collaboratively with the other classes on projects and activities.
- With less staff in the building, our classroom teachers are always willing to step in and help with arrival and dismissal procedures.

CALENDAR

6/3: First Day of Summer School
6/7: Elementary Pool Day
6/13: Elementary Pool Day
6/14: 5th Grade: Water Wonder Science Activity Day
6/21: Elementary Pool Day
6/27: Elementary Pool Day
6/28: Last Day of Summer School

JUNE BOARD REPORT

ADMINISTRATOR: Tammy Heiney

CURRENT ENROLLMENT Summer

School: 114

Attendance: Year 94.24% May 95.03%

Focusing on Leadership (CSIP Goal 1)

- Mrs. Heiney attended the Instructional Leadership Summit in Columbia with 420 other administrators. Sessions focused on academic acceleration, teacher recruitment and development, and student and staff well-being.
- Mrs. Heiney will be attending the SMCAA 2024 Assessment Summit at Kinderhook Lodge on June 24-26. Sessions will focus on assessment creation and data dialogues, along with using data to modify instruction.

Focusing on Effective Teaching and Learning (CSIP Goal 2)

- Mrs. Davis finalized ICAPs (Individual Career Academic Plans) for all 8th graders.
- This year, LMS focused on building character using Character Counts. During 8th grade promotion, we presented six students with medals for showing exemplary character.
- Our Career Day Task Team did an amazing job scheduling speakers and job shadowing activities for students. It was a great success!

Focusing on Collaborative Climate and Culture (CSIP Goal 3)

- As we plan for next year, our planners are a key component. We held a contest for the cover of our planner. Seventh-grader Kinley Young was the winner.
- Mrs. Heiney sent out a Google Form to all current middle school parents and parents of incoming students. The data collected will drive our parent involvement activities for the 24-25 school year.

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

- Mrs. Heiney is finalizing the plan for the Curriculum Summit. This will be held in July. A small group of teachers will gather and review the district's curriculum. The team will focus on alignment of standards and checking units of study for all key components.

Focusing on Equity and Access (CSIP Goal 5)

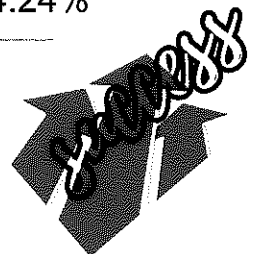
- PDC is planning many things for the new staff at MVBT.
 - August 5 and 6: Joyful Journeys: A Camp for new educators. Please join on Tuesday, August 6 for breakfast and a short session of collaboration with our new staff.
 - August 12: New Teacher Orientation: Meet all of the district's new staff. Join us for breakfast.
- We are planning for our PD Event in November! This has been a successful event the past three years, and we are hoping to make it the best yet!

At LMS, we set many goals. One was to increase our attendance. It took a lot of effort on everyone's part. We made a lot of phone calls, picked up a few students here and there, followed policy, and focused on making LMS a great place to attend. The numbers speak for themselves!

	22-23	23-24
Students with 95% attendance	139	164
Students with 100% attendance	7	17
Building Attendance	92.34%	94.24%



Cover by
Kinley
Young



SPECIAL EDUCATION

June BOARD REPORT

ADMINISTRATOR: Barbara Medina

CURRENT ENROLLMENT: 210

- ECSE: 11
- K-12: 199
- MSB: 1
- Transfer In: 42
- Drops: 45
- Referrals: 65
- 2024 Graduates: 8

SECTION 504:

- Current: 23

Focusing on Leadership (CSIP Goal 1)

- DESE Special Education Finance Training 6/4/2024: Budget Application, Obligation of Funds, Period of Availability, June Core Data File
- Working on How to Improve as a Leader

Focusing on Effective Teaching and Learning (CSIP Goal 2)

- Copies of IEP's & 504's provided to Summer School Staff.

Focusing on Collaborative Climate and Culture (CSIP Goal 3)

- Working on a plan to improve our climate and encourage more teamwork for the 2024-2025 school year.

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

- Working with new staff on curriculum: The Emerging Language & Literacy Curriculum Review for the Early Childhood Special Education Classroom.

Focusing on Equity and Access (CSIP Goal 5)

- The district assures all special education students have an equal opportunity to participate in program options, nonacademic and/or extracurricular activities and services offered by the district.
- 83 Special Education Students are attending the 2024 summer school session.
- 10 Special Education/504 Students Participating in the Firefly Summer Work Program through Vocational Rehabilitation and Supported Living & Employment Services.

CALENDAR

- June 1-30 ESY Services Provided at both MVE & BTE locations.
- Part B Entitlement Budget Application Due: July 1, 2024.

Mtn View-Birch Tree R-III
Board Policy Manual

Board Policy Manual

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Policy BDC: CLOSED MEETINGS, RECORDS, AND VOTES

Status: DRAFT

Original Adopted Date: 12/16/1993 | Last Revised Date: 03/18/2014

**24B UPDATE
EXPLANATION**

MSBA has updated this policy for clarity and to comply with the law. Senate Bills 28 (2023) and 186 (2023) modified § 610.021(18), RSMo., to add new categories of records that districts could declare to be closed and not publicly available and to revise an existing exception.

1. The law now closes information or data provided to a tip line for the purpose of safety or security at an educational institution. That allows school districts to advertise that these tip lines are "confidential" and mean it. Some districts have their own tip lines for reporting, for example, bullying. Other districts rely on statewide tip lines like Courage2Report: <https://www.mshp.dps.missouri.gov/MSHPWeb/Courage2ReportMO/index.html>.

2. The law now closes any information contained in any suspicious activity report provided to law enforcement if disclosure might endanger any person. MSBA is not certain that this exception would ever be needed by a school district but decided to include it in the policy.

3. The previous exception that allowed closure of emergency response plans, but only for an incident that "appears to be terrorist in nature," has been revised to exclude the terrorist limitation, which now allows all emergency response plans to be closed.

The board will conduct closed meetings, maintain records, and hold votes in accordance with the Missouri Sunshine Law.

Closed Meeting Notice

The board will give public notice of closed meetings shall be given in accordance with board policy and law. The motion and the vote to authorize closed session must occur in open session. The motion must include the specific reason for closing the meeting with reference to a specific section of the statute, and the vote on the motion must be taken by roll call and entered into the minutes. The motion will pass if a majority votes in the affirmative.

Posted notice of a closed meeting will include the time, date, and place of the closed meeting and the reasons for holding the meeting with reference to the specific statutory exemption under which the meeting will be closed. Only business directly related to the specific statutory exemptions provided may be discussed or voted upon at a closed meeting.

Objection

In the event a motion is made to close Board members who believe that closing a meeting, record, or vote, and a board member believes that the motion would violate the Missouri Sunshine Law if passed, the board member may state his or her objection to the motion to close before or at the time the vote is taken. The board secretary will enter the objection in the minutes. Once the objection has been made, the Board members shall be allowed to fully participate in the meeting, record, or vote even if it is closed over their member's objection. If the Board members who also voted against the motion to close the meeting, record, or vote, the recorded objection and the vote constitute an absolute defense to any claim filed against the board member pursuant to the Missouri Sunshine Law violation claim.

Meeting Location

The board shall only close only that portion of the meeting facility needed to house the board in closed session. Members of the public must be allowed to remain in the meeting facility so that they may attend any open meeting that follows the closed meeting.

Confidentiality

The board members, employees, and others in attendance at closed meetings are honor bound not to disclose the details or discussions of the closed meetings, records, or votes or any other information that is deemed confidential by law, board policy, or district procedures. It is an essential job function of every all district employees in the district

to follow confidentiality laws and the district's confidentiality policies and procedures regarding confidential information. District employees who fail to keep closed information or closed meetings confidential may be disciplined or terminated. District employees are required to report to their supervisors when they accidentally disclose confidential information or reasonably believe another person is disclosing confidential information in violation of law, board policy, or district procedures.

Board members who violate the confidentiality laws, board policy policies, or district procedures regarding confidentiality may be removed from all district committees and publicly admonished by the board, and the board may take legal action against the member by seeking an injunction or monetary damages. The board may also seek legal action from the local prosecutor or the Missouri Attorney General's Office. In addition, it is a crime, punishable by a fine of up to \$500 or a year in jail, for any school board member or district employee of a school district to willfully neglect or refuse to perform a duty imposed by certain state statutes applicable to school districts, some of which contain confidentiality requirements.

Closed Topics

Pursuant to the Missouri Sunshine Law, the board of education hereby closes all meetings, records, and votes pertaining to:

1. Legal actions, causes of action, or litigation involving the district and any confidential or privileged communication between the district or its representatives and its attorneys. Any minutes, vote, or settlement agreement relating to legal actions, causes of action, or litigation involving the district or an agent or entity representing the district, including any insurance company acting on the district's behalf, shall become available to the public upon final disposition of the matter voted upon or upon the signing of a settlement agreement by the parties. A settlement agreement may be ordered closed by a court; however, the amount of any moneys paid by or on behalf of the school district, pursuant to the settlement agreement, must be available to the public. When the district makes a decision involving the exercise of eminent domain, the vote shall become public immediately following the meeting in which the vote was taken to authorize institution of such legal matter. Legal work product is considered a closed record. § 610.021(1), RSMo.
2. The lease, purchase, or sale of real estate by the district where public knowledge of the transaction might adversely affect the amount to be received or spent by the district. Any minutes, vote, or public record approving such a contract shall become available to the public upon execution of the lease, purchase, or sale of the real estate. § 610.021(2), RSMo.
3. Hiring, firing, disciplining, or promoting of particular employees by the district when personal information about the employee is discussed or recorded. Any vote on a final decision to hire, fire, promote, or discipline an employee must be made available to the public, with a record of how each member voted, to the public within 72 hours of the close of the meeting where the action occurred. The district will attempt to notify the affected employee during the 72-hour period before the decision is made available to the public. The term "personal information" means information relating to the performance or merit of individual employees. § 610.021(3), RSMo.
4. Proceedings involving the mental or physical health of an identifiable individual. § 610.021(5), RSMo.
5. Scholastic probation, expulsion, or graduation of identifiable persons, including records of individual tests or examination scores. However, personally identifiable student records maintained by public educational institutions shall be open for inspection by the parents, guardians or other custodians of students under the age of 18 and by the parents, guardians or other custodians and the student if the student is over 18. § 610.021(6), RSMo.
6. Testing and examination materials until the test or examination is given for the final time. § 610.021(7), RSMo.
7. Welfare cases of identifiable individuals. § 610.021(8), RSMo.
8. Preparations on behalf of the district or its representatives for negotiations with employee groups, including any discussion or work product. § 610.021(9), RSMo.
9. Software codes for electronic data processing and documentation thereof. § 610.021(10), RSMo.
10. Competitive bidding specifications until officially approved or published. § 610.021(11), RSMo.

11. Sealed bids and related documents until the bids are opened; sealed proposals and related documents until all proposals are rejected; or any documents related to a negotiated contract until a contract is executed. § 610.021(12), RSMo.
12. Individually identifiable personnel records, performance ratings, or records pertaining to employees or applicants for employment. However, the names, positions, salaries, and lengths of service of district officers and employees shall be available to the public. § 610.021(13), RSMo.
13. Records protected from disclosure by law. § 610.021(14), RSMo.
14. Scientific and technological innovations in which the owner has a proprietary interest. § 610.021(15), RSMo.
15. Records relating to municipal hotlines established for reporting abuse and wrongdoing. § 610.021(16), RSMo.
16. Confidential or privileged communications between the board and its auditor, including all auditor work product. However, all final audit reports issued by the auditor are to be considered open records. § 610.021(17), RSMo.
17. Operational guidelines, policies, and specific response plans developed, adopted, or maintained by the district for use in responding to or preventing any critical incident that is or appears to be terrorist in nature and that has the potential to endanger individuals or public health or safety. The board affirmatively states that disclosure would impair its ability to protect the health or safety of persons and that the public interest in nondisclosure outweighs the public interest in disclosure of the records. Financial records related to procurement or expenditures related to operational guidelines, policies, or plans shall be open records. § 610.021(18), RSMo.
18. Any information or data provided to a tip line for the purpose of safety or security at an educational institution that, if disclosed, has the potential to endanger the health or safety of an individual or the public. § 610.021(18), RSMo.
19. Any information contained in any suspicious activity report provided to law enforcement that, if disclosed, has the potential to endanger the health or safety of an individual or the public. § 610.021(18), RSMo.
20. Existing or proposed security systems and structural plans of real property owned or leased by the district where public disclosure would threaten public safety. Procurement records or expenditures relating to security systems purchased with public funds shall be open. The board affirmatively states that disclosure would impair the district's ability to protect the security or safety of persons or real property and that the public interest in nondisclosure outweighs the public interest in disclosure of the records. § 610.021(19), RSMo.
21. The portion of a record that identifies security systems, access codes, or authorization codes for security systems of real property. § 610.021(20), RSMo.
22. Records that identify and would allow unauthorized access to or unlawful disruption of the configuration of components or the operation of a computer, computer system, computer network, or telecommunications network of the district if released. This exception shall not be used to limit or deny access to otherwise public records in a file, document, data file, or database containing public records. Records related to the procurement of or expenditures for such computer, computer system, computer network, or telecommunications network shall be open. § 610.021(21), RSMo.
23. Credit card numbers, personal identification numbers, digital certificates, physical and virtual keys, access codes, or authorization codes that are used to protect the security of electronic transactions between the district and a person or entity doing business with the district. However, the record of a person or entity using a district credit card or any record of a transaction that is reimbursed by the district will be open. § 610.021(22), RSMo.

Policy DFI-1: SETTING TUITION FOR DISTRICT PROGRAMS

Status: DRAFT

Original Adopted Date: 10/15/2020

**24B UPDATE
EXPLANATION**

House Bill 447 (2023) has expanded state statute to allow the district to bill tuition back to resident school districts when a nonresident student is placed in a residential psychiatric facility located in the district.

If your district would like assistance in billing back resident districts for education provided to students who are publicly placed in your district or who are now in psychiatric facilities in your district, please consider MSBA's Local Tax Effort program. For more information, contact Theresa Bielawski at bielawski@mosba.org or 314-332-1185.

(District Allows Tuition-Paying Nonresident Students to Enroll and Attend)

The Mountain View-Birch Tree R-III School District School Board recognizes that there are situations where nonresident students and residents who are not otherwise entitled to free education may be allowed by law to attend the Mountain View-Birch Tree R-III School District or district programs on a tuition basis. In these situations, the board will set tuition in an amount that, minimally, recoups the costs of the program and meets any applicable legal requirements.

The superintendent will make recommendations to the board annually to set tuition rates for the following year. The board will set all applicable tuition rates no later than February 1.

Per-Pupil Cost

When used in this policy, "per-pupil cost" refers to the cost of maintaining the district's grade-level grouping in the school the student will attend divided by the average daily pupil attendance. In no case will the per-pupil cost exceed the amounts spent for teachers' wages, incidental purposes, debt service, maintenance, and replacements. The term "debt service" means expenditures for the retirement of bonded indebtedness and expenditures for interest on bonded indebtedness. The per-pupil cost may be offset by any state or federal funding received for the attendance of the nonresident student.

Collecting Tuition

The board expects the superintendent or designee to take action to minimize delinquent or uncollected tuition payments including, but not limited to, securing binding contracts with the persons responsible for paying tuition and requiring prepayment of tuition from individuals when appropriate. If a party is delinquent in payment, the board authorizes the superintendent or designee to contact the district's attorney and take all available legal action to recoup tuition payments owed to the district. Unless otherwise prohibited by law, the district may exclude students from the district's education programs after the responsible party is notified of the delinquency and given a reasonable amount of time to pay the district.

Tuition for the Education of Nonresident Students

The district allows nonresident students to attend the district on a tuition basis even in situations where enrollment is not required by law. The tuition will be set at the per-pupil cost of maintaining the district's grade-level grouping in the school the student will attend.

Early Childhood Tuition (§ 161.213, RSMo.)

The tuition for any district-operated early childhood programs that charge tuition will be set at the per-pupil cost of maintaining the early childhood program.

Summer School Tuition (§ 167.227, RSMo.)

The district has the option of charging tuition for nonresidents to attend its summer school program. If the district selects this option, tuition will be set at the per-pupil cost of operating the summer school program.

Career and Technical Education Tuition (§ 178.510, RSMo.)

If the district has a career and technical education program open to neighboring districts, the district may contract to provide those services to students in other districts and will charge those districts tuition set at the per-pupil cost of the program.

Disputes between the Mountain View-Birch Tree R-III School District and the student's resident district may be submitted to the State Board of Education for resolution.

Tuition for Children Placed in the District (§ 167.126, RSMo.)

For nonresident students placed by the Department of Mental Health, the Department of Social Services (DSS), or a court order in facilities or programs located within the district or who temporarily reside (for more than three days) in a children's hospital or psychiatric residential treatment facility located in the district, the Mountain View-Birch Tree R-III School District will charge the student's resident district tuition equal to the average sum produced per student by the local tax efforts of the student's resident district. A special school district will pay the average sum produced per child by the local tax efforts of the domiciliary districts. If the resident district fails to pay the appropriate amount to this district within 90 days of billing, this district will notify the Department of Elementary and Secondary Education (DESE) so that the appropriate amounts may be withheld from the resident district's state aid and paid to the Mountain View-Birch Tree R-III School District. In addition, the district may receive payments from DESE in lieu of receiving the local tax effort from the domiciliary district in some situations.

The district will seek additional payments from DESE for students placed in programs or facilities operated by the Department of Mental Health, DSS, or a court or placed by DSS or a court into a publicly contracted residential site in Missouri when the per-pupil costs of the education services provided to the student exceed the amounts received from the student's resident district.

Tuition Charged to K-6 or K-8 School Districts (§ 167.131, RSMo.)

For students who enroll in the Mountain View-Birch Tree R-III School District because they reside in a school district located in the same county as the Mountain View-Birch Tree R-III School District or an adjoining county that does not provide education through grade 12, the district will set tuition at the per-pupil cost of maintaining the district's grade-level grouping in the school the student will attend, which will be charged to the student's resident school district as required by law. Disputes between this district and the student's resident district may be submitted to the State Board of Education for resolution.

Tuition for Students of Nonresident Taxpayers to the District (§ 167.151, RSMo.)

A parent/guardian who pays a school tax in the Mountain View-Birch Tree R-III School District may receive as a credit on the amount charged for tuition the amount of school tax paid to the district. The deduction will be prorated among the number of students per family attending the district's schools. The tuition will be set at the per-pupil cost of maintaining the district's grade-level grouping in the school the student will attend.

The parent/guardian must submit a tax statement to the superintendent or designee before a student will be admitted. The district and the parent/guardian will enter into a contract outlining the payment schedule for any remaining tuition owed. Attendance will not begin until the parent/guardian makes the first payment, and the district may remove a student from attendance if the parent/guardian is delinquent with tuition payments.

Tuition Charged for Two-Year College Courses (§§ 178.370 - .400, RSMo.)

If the district establishes a program for two-year college courses as allowed by law, the district may charge tuition to enroll in such courses to all nonresident students as well as resident students who are ineligible for free education. The tuition will be set at the per capita costs of the courses. Tuition may be paid by individual students or the school district of residence.

Tuition for Night School (§ 178.290, RSMo.)

If the district establishes a night school as allowed by law, the district will charge tuition to all nonresident students and any resident students who are ineligible for free education. The tuition will be set at a rate that recoups the costs associated with the program.

Tuition for Students Assigned with a Hardship Transfer (§§ 167.121, .125, RSMo.)

If the commissioner of education assigns a nonresident student to the district due to a transportation hardship under § 167.121, RSMo., the district will enroll the student and charge the student's resident district the pro rata cost of instruction for the student. If the commissioner of education assigns a student living in St. Elizabeth, St. Albans, or Maries County to the district under § 167.125, RSMo., the school district of residence will pay the Mountain View-Birch Tree R-III School District the pro rata cost of instruction. However, if the Mountain View-Birch Tree R-III School District's tuition is greater than the tuition of the student's school district of residence, the student's parent/guardian will pay the difference in tuition.

Tuition Charged for Transfers from Unaccredited School Districts (§§ 167.132, .895, RSMo.)

In situations where DESE assigns students residing in an unaccredited district to be educated in the Mountain View-Birch Tree R-III School District, the board will set tuition in accordance with law that will be either the state adequacy target plus the average sum produced per child by the sending district's local tax effort or a lesser amount as determined by the board.

If costs associated with the provision of special education and related services to a student with a disability exceed the tuition amount set by the board, the unaccredited district will pay the excess cost to the Mountain View-Birch Tree R-III School District. For districts served by a special school district, the unaccredited district will contract directly with the special school district for special education and related services.

Administrative Procedure EEA-AP(1): STUDENT TRANSPORTATION SERVICES - (Student Transportation in Private Vehicles and Common Carriers)

Status: DRAFT

Original Adopted Date: 12/16/1993 | Last Revised Date: 06/10/2021 | Last Reviewed Date: 06/10/2021

**24B UPDATE
EXPLANATION**

MSBA has updated this procedure to reflect new Department of Elementary and Secondary Education regulations that allow for drivers other than bus drivers to transport students. The changes are meant to encourage flexibility in the district's transportation system by allowing new transportation options. The changes do not remove any options.

Section 304.060, RSMo., authorizes vehicles other than approved school buses to be used for transportation of students subject to regulations adopted by the State Board of Education. The district, its officers and employees, volunteers, and every person employed under contract by a school district shall be subject to these regulations. All contracts executed for transporting children in school buses on behalf of the district shall include a reference to these regulations. ~~The following is a copy of Missouri Regulation 5 C.S.R. 30-261.045:~~

~~This procedure does not apply to private carpooling arrangements or persons transporting their own children unless parents/guardians are transporting students in accordance with an agreement with the district to provide student transportation on the district's behalf.~~

Requirements for Transportation of Students in Vehicles Designed for Transporting ~~m~~More ~~t~~Than Ten Passengers Including the Driver

~~After July 1, 2001, newly purchased, newly leased, newly contracted vehicles or vehicles replaced under contracted services with a rated capacity, as defined by the manufacturer, Vehicles designed to carry more than ten passengers, including the driver, that are used to transport students to or from school or to transport students to or from any place for educational purposes or school purposes shall meet state and federal specification and safety standards applicable to school buses. Contract common carriers meeting federal Department of Transportation standards may be used for field trips as outlined later in Section III of this procedure.~~

Requirements for Transportation of Students in Vehicles Designed for Transporting Ten Passengers or Fewer, Including the Driver

1. The number of passengers, including students and driver, that may be transported at any one time shall be limited to the number the manufacturer suggests as appropriate for that vehicle in accordance with § 304.060, RSMo., or if not posted in the vehicle, then limited to the number of seat belts in the vehicle.
2. The driver and each passenger shall be properly secured with the appropriate seat restraint at all times while the vehicle is in motion.
3. Motor vehicles designed for enclosed passenger transportation may be used subject to ~~board approval by the local board of education.~~
4. Motor vehicles shall be licensed according to law and shall display a current state safety inspection sticker.
5. The driver of a district-owned or district-contracted vehicle shall have a valid Missouri operator's license for the motor vehicle operated and comply with § 302.272, RSMo., and 5 C.S.R. 30-261.010(2)(A) 1-3, ~~not to include a parent or guardian transporting only their children under a written contract with the district and who is not compensated by the district. The parent or guardian shall have a valid Missouri operator's license for the vehicle operated as per 5 C.S.R. 30-261.010(2)(A).~~
6. The driver of a privately owned vehicle ~~who is not compensated by the school district to transporting students to and from school or school-related events on the school district's behalf shall have a valid Missouri operator's license for the vehicle operated as per 5 C.S.R. 30-261.010(2)(A). This shall include any person who transports school children as an incident to employment with a school or school district, such as a teacher, coach, administrator, secretary, school nurse or janitor unless such person is under contract with or employed by a school or school district as a school bus operator as per § 302.010(19), RSMo. Compensation shall be defined for the purpose of this section as any reimbursement received by the driver that exceeds the average cost of~~

~~operating a car per mile as established by the American Automobile Association.~~

7. Motor vehicles shall have liability insurance coverage in accordance with ~~law§ 537.610, RSMo., and as required by the local board of education.~~ The transportation contracts with private firms or individuals may establish the minimum policy limits the private firm or individual must have in force.
8. ~~When transportation service in motor vehicles other than those licensed as school buses is contracted, there shall be a written contract between the district and the individual or firm providing the service.~~

Requirements for Transportation of Students in Authorized Common Carriers

1. Authorized common carriers shall ~~only~~ be used ~~only~~ to transport students to and from field trips or other special trips for educational purposes and shall not be used to transport students to and from school. Authorized common carriers, as used in this procedure, are over-the-road, intercity-type coaches equipped with reclining seats and air conditioning. Authorized common carriers must also hold authority from the Missouri Department of Transportation Motor Carrier Services or the Federal Motor Carrier Safety Administration.
2. There shall be a written contract between the district and ~~the~~ individual or firm providing the vehicle.
3. All contracts with authorized common carriers shall include:
 - Proof of liability insurance in the amount of five million dollars per accident.
 - Proof of safety inspections and compliance with applicable Federal Motor Carrier Safety Regulations.
4. The driver of an authorized common carrier shall hold a valid Missouri commercial driver's license or a similar license valid in any other state and shall comply with all applicable driver qualifications of the Federal Motor Carrier Safety Regulations.

Policy EHBD: ARTIFICIAL INTELLIGENCE USE

Status: DRAFT

Original Adopted Date: Pending

24A UPDATE EXPLANATION

This is a NEW policy for district consideration. Artificial intelligence (AI) presents both issues and opportunities for districts and their students, employees, and community. This policy sets the governing framework for creating a comprehensive district AI Use Plan (see EHBD-AP1, also in this update) and outlines the general principles that the AI Use Plan will follow. MSBA recommends that the district consult with employees, students, parents/guardians, and community members when developing the AI Use Plan to determine what AI uses may be appropriate for their district and the conditions that may need to be set on AI use.

This policy and other district policies and procedures addressing artificial intelligence (AI) apply to student and employee AI use of district technology resources (as defined in policy EHB and including district-provided login credentials) regardless of whether the use occurs on district property, at district activities, or off campus when a nexus can be drawn to the educational environment.

This policy and other district AI policies and procedures also apply to free AI resources.

Students and employees may be disciplined, and employees may be terminated, for AI use that violates this policy or any related policy or procedure.

Definitions

The following definitions will apply to all district policies and procedures that relate to artificial intelligence:

Artificial Intelligence (AI) – Any hardware or software capable of adapting its output or performance by applying probabilistic algorithms to input. For the purposes of this policy, any product or service that contains or uses AI, is marketed as AI, or is marketed as using or containing any kind of AI will also be defined as AI when the AI component is used.

Confidential Data/Information – Information that the district is prohibited by law, policy, or contract from disclosing or that the district may disclose only in limited circumstances. Confidential data includes, but is not limited to, personally identifiable information (PII) about students and employees, student and employee medical information, student education records, and information about any student's individualized education program (IEP) or Section 504 plan.

Critical Data/Information – Information that is essential to district operations and that must be securely maintained to avoid disruption to district operations.

Generative AI – A type of AI whose primary purpose is to accept input, process the input through probabilistic algorithms, and use the result to generate new output that resembles human-made intellectual or creative work, such as writing or art. Large language models (chatbots) are an example of generative AI.

AI Coordinator and AI Use Plan

The superintendent will designate a district AI coordinator who will have chief responsibility for regulating, monitoring, and adjusting AI use in the district and developing the district's AI Use Plan. The AI coordinator may consult with experts or others outside the district but may share critical or confidential data only under appropriate confidentiality or nondisclosure agreements. The board encourages employees, students, parents/guardians, and community members to provide input to the AI coordinator on the district's AI Use Plan.

The AI Use Plan will provide a detailed set of rules for acceptable AI use in the district that may be regularly updated as new issues emerge. The purpose of the AI Use Plan is to protect the safety and security of students, employees, and the district while allowing for appropriate educational and productive enhancements enabled by AI. AI may be used by employees and students only in accordance with the AI Use Plan.

The AI Use Plan and any actions or decisions that affect AI use must prioritize the security of student, employee, and district data.

The AI coordinator must be knowledgeable of the contents of the privacy policies of all AI products used in the district, including any relevant changes to the policies. Any AI product used must comply with legal privacy requirements.

If the district has an information security officer (ISO) who is not also the AI coordinator, the AI coordinator will coordinate with the ISO to maintain the integrity, privacy, and safety of the district's network(s), technology, and data.

Annual Review of AI Use

At least once per school year, the AI coordinator will review the district's AI use for safety, data privacy, appropriateness, and effectiveness and make appropriate changes. Employees and students may submit requests for new AI uses to the AI coordinator according to the procedures outlined in the AI Use Plan.

Notice to Parents/Guardians

The district will update parents/guardians at least annually with a summary of AI use in the district, including any significant changes to the AI Use Plan.

Training

The district will train all employees and students on the requirements of this policy, other district policies regarding data management and privacy, acceptable uses of AI, and AI prohibitions.

Administrative Procedure EHBD-AP(1): ARTIFICIAL INTELLIGENCE USE - (AI Use Plan)

Status: DRAFT

Original Adopted Date: Pending

24A UPDATE EXPLANATION

MSBA has created this NEW procedure to assist districts with developing standards and rules for acceptable artificial intelligence (AI) use.

This procedure provides a sample framework for a districtwide AI Use Plan. Districts are free to customize this procedure, including its processes and prohibitions. Districts could also choose to create a team rather than appointing a single AI coordinator. MSBA recommends that districts consult with employees, students, parents/guardians, and district community members when developing the AI Use Plan to determine what AI uses may be locally appropriate and the conditions that may need to be set on AI use.

Districts should designate a district AI coordinator and fill in the blank on the first page of this procedure.

This sample procedure prohibits common AI misuses, clarifies the scope of the prohibitions, and gives notice that all district AI users will be responsible for any harm caused by their AI use in or related to the district.

MSBA will be happy to assist districts with this process and serve as a resource for creating the plan.

This procedure and other district policies and procedures addressing artificial intelligence (AI) apply to student and employee AI use of district technology resources (as defined in policy EHB and including district-provided login credentials) regardless of whether the use occurs on district property, at district activities, or off campus when a nexus can be drawn to the educational environment.

This procedure and other district AI policies and procedures also apply to free AI resources.

The superintendent designates the _____ [title] as the district AI coordinator.

AI Use and Prohibitions

District students and employees must use AI responsibly and in accordance with this AI Use Plan. AI users are responsible for any harm caused by their AI use. District instructional staff will oversee student AI use in the classroom to monitor whether the use is safe, educational, and effective.

District students and employees are strictly prohibited from engaging in the following uses of AI:

1. Using AI in a way that violates any district policy or applicable law;
2. Inputting into any AI any confidential or critical data, as defined in policy EHBD, or any other confidential information unless the AI coordinator has approved the use as safe, appropriate, and legal;
3. Using AI to violate the instructions or requirements of any assignment;
4. Representing AI-generated content as their own work;
5. Using AI to create or disseminate false information on matters or events of public importance;
6. Using AI to create any altered image or voice of any person without obtaining that person's permission;
7. Using AI to generate any material that is obscene or harmful to minors;
8. Using AI to harass, embarrass, defame, misinform, or otherwise harm any person;
9. Using AI to cause disruption to district operations, including instruction;
10. Using an AI product that is not permitted by the AI Use Plan; or
11. Using AI to negatively affect the district or in a way that causes harm.

The AI coordinator may intervene in or prohibit additional AI use that, in the AI coordinator's determination, poses unacceptable risk to the privacy or safety of any person.

Students may be disciplined and employees may be disciplined or terminated for violating these prohibitions, including violations that occur off campus and create a nexus to the educational environment. When AI is involved in other misconduct, the principal or designee may view the use of AI as an aggravating factor that justifies stronger disciplinary consequences.

Reporting AI Concerns and Misuse

Individuals who have a concern about the safety or effectiveness of approved AI products should report the concern to the AI coordinator, who will investigate the matter and take steps to resolve the concern.

Individuals who suspect AI misuse or are aware of AI use that is potentially harmful or otherwise violates the law or district policies or procedures must report the matter to the AI coordinator. The AI coordinator will notify the building administrator of the allegations and work with the administrator to investigate the alleged misuse or harm.

Approved AI Products

The AI coordinator will identify AI products and uses that align with the philosophy and strategy set by the board and that meet the criteria for AI use in the district as set out in this AI Use Plan. The AI coordinator will maintain a list of approved AI products and make the list available to employees and students.

New AI Products or Uses

District employees and students who wish to use an approved AI product for an unapproved use or who wish to use an unapproved AI product may submit a request to the AI coordinator. The request must:

1. Clearly identify the AI product and use being requested;
2. Articulate an educational or productive purpose for the new product or use;
3. Include a copy of the product's data privacy policy and terms of use; and
4. Explain why the requester believes the requested use of the product would be safe.

The AI coordinator will decide whether the request meets these requirements and whether the requested use is safe, appropriate, and legally compliant. The AI coordinator will promptly approve or deny all requests. If a request is denied, the AI coordinator will provide an explanation for the denial to the person who made the request.

AI Training

The AI coordinator will be responsible for providing appropriate training to employees and students on the nature of AI; safe, appropriate use of AI; and compliance with district policies and procedures governing AI use.

Policy FFA: MEMORIALS ON FACILITIES AND GROUNDS

Status: DRAFT

Original Adopted Date: 05/15/2008

**24B UPDATE
EXPLANATION**

Districts should RESCIND this policy. Pertinent information from this policy has been merged into policy KH, which is also included in this update.

The district board of education recognizes that the loss of a member of the school community is deeply felt, and that on occasion it may be desirable to remember a deceased individual by establishing a memorial. District facilities are designed to support learning, and the board will not permit changes to facilities that interfere with that purpose or detract from the district's educational mission. The following guidelines apply to requests for memorials in school facilities or on district grounds:

Approval of Memorials

All memorials must be approved by the superintendent and building-level administration before being placed within a school building or on school grounds. To avoid unnecessary expense and possible disappointment, the district recommends that individuals refrain from purchasing any type of memorial until it is approved by the administration.

The administration will determine the location of all memorials on school grounds or in school facilities. While requests will be considered when possible, the administration must consider such issues as design parameters, whether the memorial blends with the school campus, ongoing and future maintenance, and the effect a memorial may have on students and staff.

Memorial Options

Planting (trees, shrubs, perennials, etc.) on school grounds — The administration must approve the type and placement of any planting before it is placed. Such planting may be accompanied by a movable flat ground marker. The engraving on the marker must be limited to the memorialized individual's name, dates of birth and death, and the words, "donated in memory of" or "in memory of." The marker will be moved when necessary and may be permanently removed after ten years and offered to the nearest relative.

Benches, tables and other outdoor furnishings; sidewalks, stepping stones, statuary, etc. — The board will accept memorials of this type only to the extent that there is a suitable location and the style is complementary to the buildings and grounds. Each item may contain a plaque engraved with the memorialized individual's name, dates of birth and death, and the words, "donated in memory of" or "in memory of."

Other types of memorials are addressed in the district's policy on acceptance of gifts. All items received as memorials become the property of the district, and the district cannot guarantee that memorials that become damaged or worn will be replaced at district expense.

Policy GBEB: CRIMINAL BACKGROUND CHECKS

Status: DRAFT

Original Adopted Date: 11/17/2005 | Last Revised Date: 09/17/2020

**24B UPDATE
EXPLANATION**

Senate Bills 28, 40, and 186 (2023) amended the state statute governing school district participation in the federal Rap Back program, which allows the fingerprints of school employees to remain on file and automatically notifies the school district if those persons are arrested, charged, or convicted of a crime. The amendment removed the requirement that fingerprints be submitted every six years.

Senate Bill 50 created a new law, § 195.817, RSMo., which requires the district to conduct a background check on adult students who enroll in a course on a district campus where district K-12 students also attend. If the background check reveals crimes or offenses like those for which a teacher's license may be disciplined—that is, any of those listed in subsection 6 of § 168.071, RSMo.—the adult may not enroll in the course. MSBA has added language to this policy. See policy JEC, also in this update, for more details on this new law.

The district is committed to providing a safe learning environment for students to learn. As part of this effort, in accordance with this policy, the district will require criminal background checks of employees as well as certain volunteers and others working present on district property. The board directs the superintendent or designee to develop procedures and practices consistent with this policy.

Definitions

Criminal Background Check – A search of all of the following:

1. The Federal Bureau of Investigation's (FBI) criminal history files;
2. The Missouri State Highway Patrol's (MSHP) criminal history database and sexual offender registry;
3. The Family Care Safety Registry (FCSR) or the central registry of child abuse and neglect of the Children's Division (CD) of the Department of Social Services;
4. Missouri Case.net; and
5. Other databases required by law or by the district.

Driving Records – Traffic-related offenses contained in the Missouri Department of Revenue's databases.

Rap Back – A program designed to provide school districts automatic criminal history updates about individuals who have been previously fingerprinted. "Rap" is an acronym for "record of arrest and prosecution." Rap Back is available on the state and federal level.

Employees

Generally, the district will conduct criminal background checks in accordance with law on all new employees authorized to have contact with students prior to the employees working with students; however, the district may forgo a criminal background check when:

1. A teacher is employed to work on a part-time or substitute basis within one year of having retired from the Mountain View-Birch Tree R-III School District.
2. An employee or potential employee has had a background check conducted by another Missouri public school within the past year and the district receives a copy of the background check directly from the other district or obtains electronic access to the previous background check.
3. An employee or potential employee has successfully completed a criminal background check, including a check of the FCSR, as part of the professional license application process within one year prior to employment.

In order to participate in Rap Back, the district must conduct its own background checks and may not use any of the above exceptions. Any employment offer is contingent upon the satisfactory outcome of any district-required

criminal background checks. The district has the sole and absolute discretion to determine whether the outcome is satisfactory.

Drivers

The district will conduct a criminal background check on all new bus drivers. Background checks on current drivers all occur with license renewal. The district may allow bus drivers to operate district transportation pending the results of the criminal background check.

If the district contracts for student transportation services, the contract will require the transportation company to conduct background checks on the company's employees who will have contact with district students. The contract will require the company to exclude persons who have exhibited behavior that is violent or harmful to children or adults.

Volunteers

The district will conduct a criminal background check on all individuals volunteering in positions where they may be periodically left alone with students or have access to student records. Volunteers who chaperone students on overnight trips or are sponsors, advisors, or coaches of district-sponsored activities must satisfactorily complete a criminal background check.

The district is not required to conduct a background check on volunteers who have had a background check conducted by another Missouri public school within the past year if the district receives a copy of the background check directly from the other district or obtains electronic access to the previous background check.

In addition to the volunteers who are required by law to receive a full background check, the superintendent or designee may require other volunteers to undergo a background check or the district may conduct a search of the MSHP's criminal history database and the FCSR or the CD's central registry of child abuse and neglect.

Contracted Services

If the district contracts with another person or entity to provide services to students, the district may include in the contract a requirement that a criminal background check be conducted on any person who will have regular contact with students. Staff members of an early childhood education program that is under contract with the district will undergo criminal background checks as required by law.

Payment

In general, applicants for employment and volunteers are responsible for the cost of the criminal background check. However, when an applicant has had a background check conducted by another Missouri public school within the past year and the district receives a copy of the background check directly from the other district or obtains electronic access to the previous background check, the district will not require an additional background check as a condition of employment or unless the district pays the cost, in accordance with law.

In cases where the district requires independent contractors to conduct criminal background checks, payment for the background checks will be determined by the contract.

Updating Information

The district reserves the right to require any employee or volunteer to submit to additional criminal background checks at the district's expense or to rerun background checks at any time. The district will provide the Department of Elementary and Secondary Education (DESE) the relevant personnel information necessary to conduct postemployment background checks as allowed by law.

The district may update all criminal background checks required under this policy at least every five years if the person is still volunteering or working for the district or working on district property. The district may check the driving records of all drivers of district transportation every six months. Any employee refusing to submit to a background check may be disciplined or terminated. The district may decline to utilize the services of volunteers or contractors who refuse to participate.

Ongoing Background Checks

The district may participate in the state and federal Rap Back programs, which automatically notify the district when a district employee is arrested for a reportable offense after the district has conducted an initial background check under the program. Once notified, the superintendent or designee will discuss the incident with the employee. The superintendent or designee is authorized to take appropriate action as allowed by law and district policy and to contact the district's attorney to discuss any legal concerns. ~~Continued participation in the program requires all employees to be fingerprinted every six years and comply with each program's terms and conditions.~~

District Notification

As a condition of continuing to work within the district, all employees and other persons required to submit to a criminal background check pursuant to this policy must notify the district if they are charged, convicted, plead guilty to, or are otherwise found guilty of any misdemeanor or felony, regardless of the imposition of sentence. This notification must be made as soon as possible, but no later than five business days after the event, and is in addition to any reporting requirement established by law.

Reporting Requirements

The superintendent or designee shall immediately provide written notice to the State Board of Education and the attorney general upon learning that a certificated employee has pled guilty to or was found guilty of any offense that would authorize the State Board to seek discipline of or revoke a teaching certificate.

In accordance with law, the district will notify the Public School Retirement System (PSRS), the Public Education Employee Retirement System (PEERS), or any other relevant state retirement system when an employee or former employee is charged with or convicted of any of the following crimes committed in direct connection with or directly related to the employee's or former employee's duties as an employee with the district when the charge or conviction is a felony:

1. Stealing under § 570.030, RSMo., when the offense involved money, property, or services valued at \$5,000 or more;
2. Receiving stolen property under § 570.080, RSMo., as it existed before January 1, 2017, when such offense involved money, property, or services valued at \$5,000 or more;
3. Forgery under § 570.090, RSMo.;
4. Counterfeiting under § 570.103, RSMo.;
5. Bribery of a public servant under § 576.010, RSMo.;
6. Acceding to corruption under § 576.020, RSMo.; or
7. Any substantially similar offense under federal law.

Confidentiality

Information received by the district pursuant to a criminal background check is confidential. Except as allowed by law, the district will use this information only for the district's internal purposes in determining the suitability of an applicant, employee, volunteer, or other worker on district property. The district will keep this information in a location that is accessible only to persons who need to know the information to carry out their responsibilities with the district. Any person submitting to a criminal background check may receive a copy of the background check information received by the district during the time period the district has access to the information.

Pursuant to state law and upon the written request of an employee or former employee, the district may transfer a criminal background check to another school district within one year of receiving the background check.

Pursuant to state and federal law, information submitted to the MSHP for background checks will be shared with state and national Rap Back criminal background check programs if the district opts to use these programs. The information, including fingerprints, shall be retained by the state central repository and the FBI and shall be searched against other fingerprints on file, including latent fingerprints. Applicant fingerprints, while retained, may continue to

be compared against other fingerprints submitted to or retained by the FBI, including latent fingerprints.

Consequences

The superintendent or designee is directed to exclude from employment or to take action to terminate individuals whose criminal background checks reveal that they have exhibited behavior that is violent or harmful to children or adults and may terminate any employees or exclude any applicants if the background check reveals behavior that would make him or her them unsuitable for the position in the discretion of the superintendent or designee. A personIndividuals whose background checks reveals behavior that would make them person unsuitable to volunteer in the district will not be allowed to volunteer. Employees who fail to keep background check results confidential as required by law or this policy or who violate any portion of this policy or district procedure will be subject to disciplinary action up to and including termination.

Admissions for Adult Learners

Adults taking courses on district property during the school day may be required to undergo a background check in accordance with law and policy JEC.

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Policy GCD-1: PROFESSIONAL STAFF RECRUITING AND HIRING

Status: DRAFT

Original Adopted Date: 12/16/1993 | Last Revised Date: 09/17/2020

EXPLANATION

MSBA has moved language from GBEBB that is more appropriate for this policy code.

Because an effective educational program requires quality staff members, the board and the administration of the Mountain View-Birch Tree R-III School District will make every effort possible to attract and retain qualified, highly skilled and experienced personnel.

The district's hiring procedures will comply with all federal and state laws, including laws prohibiting discrimination. The district is an equal opportunity employer and hires only citizens of the United States and persons who are legally authorized to work in the United States. The Mountain View-Birch Tree R-III School District will enroll and actively participate in a federal work authorization program in accordance with law.

A majority of the board must vote affirmatively to employ any person or enter into an employment contract.

Recruiting and Advertising

The district will recruit the best-qualified candidates for open positions. New or vacant positions will be posted for at least five business days in the district's buildings and publicized externally by other means as determined appropriate by the superintendent or designee. However, if the superintendent or designee determines that it would be detrimental to wait five business days or that a longer period is necessary, the position will be advertised for the number of days deemed appropriate. Further, if the same or similar position was recently advertised, the superintendent or designee may utilize applications previously received without re-advertising the vacancy. A position is not considered vacant if the superintendent or designee transfers or reassigns an existing employee to the position. Board approval is required when a transfer or reassignment results in a change to the employee's compensation, benefits or contract.

Recruitment procedures will not overlook the talents and potential of individuals already employed by the school district. Any current, qualified employee meeting the stated requirements may apply for new or vacant positions in the district.

All requests for information concerning professional staff vacancies in the district shall be directed to the superintendent or designee.

Screening Process

Applicants must complete a formal application and provide all required information. The superintendent or designee shall conduct interviews, review references and obtain other information as deemed necessary.

The superintendent or designee will conduct background checks on employees and applicants for employment in accordance with law and board policy and will check references in accordance with law and policy GBLB.

As required by law, before offering employment to any teacher who is or was employed by a Missouri school district or charter school, the superintendent or designee will contact the Department of Elementary and Secondary Education to determine the school districts or charter schools that previously employed the applicant. The superintendent or designee shall request information about the applicant's previous job performance from the most recent school district or charter school that employed the teacher.

Generally, all teachers and administrators must have valid certification to teach in Missouri schools, and the superintendent or designee will verify that applicants currently possess the required certification or license before the board votes to employ them in a position that requires a certificate or other professional license. The superintendent or designee will also reverify licenses and certifications once they are renewed. When the district determines that employing someone without the appropriate certificate or license is necessary or unavoidable, the employee will be required to obtain the appropriate certificate or license by a district-specified deadline.

Any applicant who provides false information or inaccurate academic credentials will immediately be removed from consideration.

Hiring

A position other than the superintendent's position will be filled by the board only after receiving the recommendation of the superintendent or designee. It is the policy of the board to employ qualified teachers with postsecondary degrees from fully accredited universities and the appropriate teaching certificates. In making recommendations, the superintendent or designee shall give first consideration to applicants who, in addition to proper general education qualifications, have special training and other qualifications for the particular type of vacancy to be filled.

The district requires applicants for employment to submit to an alcohol and drug test after the person has received an offer of employment, but before employment has begun. The district will revoke any offer of employment if the applicant refuses to submit to a drug test, tests positive for prohibited substances, or takes deliberate action with the intent to falsify test results.

All applicants for a particular position will be promptly notified once the position has been filled.

Board Members

The district will not accept an employment application from a Board member, consider a Board member for employment or decide to employ a Board member while the member remains on the Mountain View-Birch Tree R-III School District Board of Education. Board members who wish to apply for employment in the district must first resign from the Board.

Spouses of Board Members

In accordance with law, a Board member's spouse will be hired to fill a vacant or new position only if the position has been advertised in accordance with this policy and the superintendent has submitted a written recommendation supporting the employment of the spouse. If a Board member's spouse is hired, the names of all applicants for that position and the name of the individual hired will be included in the appropriate Board meeting minutes.

Retirees

The district may employ persons who are retired and currently receiving a retirement allowance from a public retirement system as permitted by law.

Employment Contracts

The district will offer employment contracts only to certificated employees who are required by law to receive a contract. All other professional staff employees will be considered at-will employees and will not be offered contracts.

All employment contracts will comply with applicable law. The superintendent or designee is authorized to seek legal advice regarding district employment contracts.

When an employee is initially offered employment, he or she will be given a written copy of the applicable contract and a deadline by which the signed contract must be returned to the district.

Eligibility for Public Service Loan Forgiveness

In accordance with law, the district will provide current, accurate and complete information to each new employee regarding eligibility for public service loan forgiveness. The notice will be provided within ten days following the start of employment.

Note: The reader is encouraged to check the index located at the beginning of this section for other pertinent policies and to review administrative procedures and/or forms for related information.

Policy GDC-1: SUPPORT STAFF RECRUITING AND HIRING

Status: DRAFT

Original Adopted Date: 12/16/1993 | Last Revised Date: 09/17/2020

EXPLANATION

MSBA has moved language from GBEBB that is more appropriate for this policy code.

The superintendent or designee is responsible for determining the district's support staff personnel needs and locating suitable support staff candidates. The superintendent will make employment recommendations to the board, and the board will employ personnel in accordance with law.

The district's hiring procedures will comply with all federal and state laws, including laws prohibiting discrimination. The Mountain View-Birch Tree R-III School District is an equal opportunity employer and hires only citizens of the United States and persons who are legally authorized to work in the United States. The Mountain View-Birch Tree R-III School District will enroll and actively participate in a federal work authorization program in accordance with law.

A majority of the board must vote affirmatively to employ any person or enter into an employment contract.

Recruiting and Advertising

The district will recruit the best-qualified candidates for open positions. New or vacant positions will be posted for at least five business days in the district's buildings and publicized externally by other means as determined appropriate by the superintendent or designee. However, if the superintendent or designee determines that it would be detrimental to wait five business days or that a longer period is necessary, the position will be advertised for the number of days deemed appropriate. Further, if the same or similar position was recently advertised, the superintendent or designee may utilize applications previously received without re-advertising the vacancy. A position is not considered vacant if the superintendent or designee transfers or reassigns an existing employee to the position. Board approval is required when a transfer or reassignment results in a change to the employee's compensation, benefits or contract.

Recruitment procedures will not overlook the talents and potential of individuals already employed by the school district. Any current, qualified employee meeting the stated requirements may apply for new or vacant positions in the district.

All requests for information concerning vacancies in the district shall be directed to the superintendent or designee.

Screening Process

Applicants must complete a formal application and provide all required information. The superintendent or designee shall conduct interviews, review references and obtain other information as deemed necessary.

The superintendent or designee will conduct background checks on employees and applicants for employment in accordance with law and board policy.

The superintendent or designee will verify that applicants currently possess the appropriate certification or license before the board votes to employ them in a position that requires a certificate or other professional license. The superintendent or designee will also reverify licenses and certifications once they are renewed. When the district determines that employing someone without the appropriate certificate or license is necessary or unavoidable, the employee will be required to obtain the appropriate certificate or license by a district-specified deadline.

Any applicant who provides false information or any document referencing false information will immediately be removed from consideration.

Hiring

The board will fill a vacancy after receiving a recommendation from the superintendent or designee. All candidates will be selected on the basis of qualifications, training, experience and ability to fulfill the requirements of the position.

The district requires applicants for employment to submit to an alcohol and drug test after the person has received

an offer of employment, but before employment has begun. The district will revoke any offer of employment if the applicant refuses to submit to a drug test, tests positive for prohibited substances, or takes deliberate action with the intent to falsify test results.

All applicants for a particular position will be promptly notified once the position has been filled.

Board Members

The district will not accept an employment application from a board member, consider a board member for employment or decide to employ a board member while the member remains on the Mountain View-Birch Tree R-III School District Board of Education. Board members who wish to apply for employment in the district must first resign from the board.

Spouses of Board Members

In accordance with law, a board member's spouse will be hired to fill a vacant or new position only if the position has been advertised in accordance with this policy and the superintendent has submitted a written recommendation supporting the employment of the spouse. If a board member's spouse is hired, the names of all applicants for that position and the name of the individual hired will be included in the appropriate board meeting minutes.

Retirees

The district may employ persons who are retired and currently receiving a retirement allowance from a public retirement system as permitted by law.

Eligibility for Public Service Loan Forgiveness

In accordance with law, the district will provide current, accurate and complete information to each new employee regarding eligibility for public service loan forgiveness. The notice will be provided within ten days following the start of employment.

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Note: The reader is encouraged to check the index located at the beginning of this section for other pertinent policies and to review administrative procedures and/or forms for related information.

Policy IND: CEREMONIES AND OBSERVANCES

Status: DRAFT

Original Adopted Date: 12/16/1993 | Last Revised Date: 10/19/2023

**24B UPDATE
EXPLANATION**

Senate Bill 139 (2023) officially changed the name of the observance during the first week of March to match the more common phrase, Science, Technology, Engineering, and Math (STEM). MSBA has updated this policy to reflect that change.

The board of education recognizes the value of district-sponsored programs and ceremonies during school hours and at other appropriate times. Recognizing achievement and talent encourages further learning. District-sponsored programs, ceremonies, and observances also provide an opportunity to involve the community in public education.

Programs, Ceremonies, and Observances

1. The flag of the United States of America will be prominently displayed, either on the outside of the building or upon a pole erected in the school yard, at every school in the district during school hours.
2. Pursuant to state law, the Pledge of Allegiance will be recited in at least one scheduled class of every student no less than once per school day. However, in accordance with law, no student will be required to participate in the recitation.
3. The text of the Bill of Rights of the U.S. Constitution will be displayed in all school buildings in a conspicuous and legible manner.
4. Teachers and students should observe the following days with the appropriate exercises, as required by law:
 - Bird Appreciation Day (March 21)
 - Prisoners of War Remembrance Day (April 9)
 - Holocaust Education Week (the second week of April or another week designated by the district)
 - Patriots Day (April 19)
 - Constitution Day and Citizenship Day (September 17, or the preceding or following week if this date falls on a weekend or holiday)
 - Missouri Day (the third Wednesday of October)
 - Pearl Harbor Remembrance Day (December 7)
5. The district may observe the following days and months, as recommended in state statute:
 - Missouri Lifelong Learning Month (February)
 - ~~Math, Engineering, Technology and Science~~, Science, Technology, Engineering, and Math (STEM) Week (the first week of March)
 - Arbor Day (the first Friday in April)
 - Jefferson Day (April 13)
 - Emancipation Day (June 19)
 - Emergency Services Day (September 11)
 - POW/MIA Recognition Day (the third Friday of September)

- Disability History and Awareness Month (October)
 - Bill of Rights Day (December 15)
6. The district may host a diploma ceremony on or around Veterans Day for any veteran receiving an honorary diploma from the Department of Elementary and Secondary Education (DESE) pursuant to "Operation Recognition."
 7. Each school in the district shall, prior to any scheduled Veterans Day observance, conduct programs and activities that convey the meaning and significance of Veterans Day. Veterans Day observances will be held as closely as possible to November 11, and the duration of activities and programs that lead up to such an observance shall be the equivalent of at least one class period.

The superintendent or designee will create administrative procedures addressing how ceremonies and observances will be conducted.

Religious Content in Programs and Ceremonies

The schools of the district, as well as all employees of the district as governmental officials, are required by law to remain neutral and refrain from endorsing any particular religious belief. However, this policy should not be interpreted to preclude the factual and objective teaching about religions, religious holidays, and religious differences.

In particular, music, art, literature, and drama with religious themes and programs involving religious themes will be permitted if presented in an objective manner without sectarian indoctrination. Religious content included in any student performance or ceremony will be selected on the basis of independent educational merit.

To the extent required by law, district employees or officials shall not lead attendees of a district-sponsored event in prayer or any other religious ritual, nor shall they direct, whether implicitly or explicitly, a student to lead attendees in a prayer or any other religious ritual. However, this policy shall not be used to deny any student, employee, or district official any personal legal right of expression.

Policy JEC-1: SCHOOL ADMISSIONS

Status: DRAFT

Original Adopted Date: 12/16/1993 | Last Revised Date: 09/17/2020

**24B UPDATE
EXPLANATION**

MSBA has updated this policy pursuant to Senate Bill 40 (2023), which requires certain adult students who are not counted for state aid under the district's K-12 program to undergo a background check as a condition of enrollment in courses that:

1. Are on school property;
2. Are held during school hours; and
3. Include K-12 students in the course.

Please note that this is not the same kind of background check required of district employees. The law requires only an "open records" check through the Missouri Highway Patrol, not a fingerprint check that is run through the FBI. The new law requires the district to deny enrollment to students who are convicted of crimes listed in § 168.071.6, RSMo., or similar offenses under prior Missouri law or in other states, the U.S., or other countries. MSBA has included a list of those crimes in the supplemental materials provided with this update.

(K-12 Districts)

Persons seeking admission to the district and its instructional programs must satisfactorily meet all legal requirements to be enrolled. In addition, the district requests additional information from parents/guardians so that the district may better serve the student.

The district encourages parents/guardians to preregister their children in the spring prior to initial enrollment or register their children prior to the beginning of school so that the district can hire the appropriate staff and adequately prepare for the school year. In accordance with law, students enrolling in the district whose parents/guardians are transferring to Missouri under military orders will be allowed to register remotely without the parent/guardian or student being physically present.

Students who are homeless, in foster care, or are otherwise entitled to admission will be admitted in accordance with board policy and law.

Immunizations

Unless otherwise required by law or board policy, the district will not allow a student to attend school, including a district-sponsored preschool, daycare, or nursery school, until the district has satisfactory evidence on file demonstrating that the student has been immunized, that the immunization process has begun and satisfactory progress is being accomplished, or that the student is exempted from obtaining immunizations in accordance with law.

Residency or Eligibility to Enroll

For admission into the district, students must reside in the district or otherwise be entitled to enrollment in accordance with law and policy JECA.

Proof of Age

During the admission process, the district may require the parent/guardian to provide documentation of the student's age for the purpose of determining whether the student satisfies state entrance age requirements. Such documentation may include, but is not limited to, a birth certificate, immunization records, a baptism certificate, any government-issued identification, or an affidavit sworn by the parent/guardian in the presence of a district official.

Entrance Ages

In general, students between the ages of 5 and 21 years old who do not have a high school diploma may attend the district's K-12 program. Any senior qualifying for graduation at the end of the school semester and attaining age 21 during the course of the semester may complete that particular semester tuition free.

In accordance with law, ~~a student is~~ eligible for admission to attend the Mountain View-Birch Tree R-III School District, and ~~is~~ eligible for admission to summer school the summer prior to entering kindergarten, if ~~they student~~:

1. ~~Reaches~~ the age of five before August 1 of the school year in which ~~he or she they~~ plans to enroll;
2. ~~Has~~ attended school, or the summer school prior to a kindergarten school term, in the St. Louis City School District or the Kansas City 33 School District, regardless of the age of the student; or
3. ~~Is~~ a child in the household of an active duty member of the military, including some veterans who are deceased or injured as defined by law, who has successfully completed an accredited prekindergarten program or has attended an accredited kindergarten in another state, regardless of the age of the student.

~~A student who meets~~ one of the entrance age requirements in this subsection and ~~has~~ previously attended a kindergarten program or otherwise demonstrates to the district's satisfaction that ~~he or she is they are~~ socially and academically ready to progress may be placed in a class, grade, or program that would best meet their ~~student's~~ educational needs, after consultation with their ~~student's~~ parents/guardians. Likewise, ~~a student who demonstrates~~ that ~~he or she is they are~~ not socially or academically ready to enter kindergarten or the grade in which ~~he or she they~~ would otherwise be placed may be placed in a preschool or other appropriate class or program offered by the district, after consultation with their ~~student's~~ parents/guardians.

Preschool and Prekindergarten Entrance Ages

In accordance with law, if the district maintains a preschool or prekindergarten program for which state aid is collected, ~~a child is children are~~ eligible for admission to attend the preschool or prekindergarten program if ~~they child~~ reaches the age of three before August 1 of the school year in which ~~he or she they~~ plans to enroll.

Special Education Entrance Ages

Federal law requires the district to provide special education services to qualifying resident students as well as qualifying nonresident students attending private schools located in the district who are between the ages of 3 and 21.

Requests for Student Records

Within two business days of enrolling a student, the school official enrolling the student shall request those records required by district policy for student transfer, including discipline records, from all schools previously attended by the student within the last 12 months.

Within 48 hours of enrolling a nonresident student placed in the district via foster homes, residential care facilities, or child-placing agencies pursuant to law, the school official enrolling the student shall request those records required by district policy for student transfer, including discipline records, from all schools and facilities previously attended by the student; the Department of Social Services; the Department of Mental Health; the Department of Elementary and Secondary Education; and any entity involved with the placement of the student within the last 24 months.

The district will accept hand-carried or unofficial records for the purpose of enrolling a student transferring from another state who is in the household of an active duty member of the military, including some veterans who are deceased or injured as defined by law, but will request official records in accordance with this policy.

Statement of Prior Suspension, Expulsion, or Criminal Offense

The board of education requires the parent, guardian, or other person having control or charge of a child of school age to provide upon enrollment a signed statement indicating whether the student has been suspended or expelled from a public or private school in this state or any other state for an offense in violation of board policies. In addition, the person enrolling the student must affirm that the student has not been convicted of or charged with an act listed in the "Admission Restrictions" section of this policy. This registration document shall be maintained as a part of the student's scholastic record.

Students Suspended or Expelled from Another District

Without the superintendent's or designee's permission, no student may enroll in a school in the district during a suspension or expulsion from another in-state or out-of-state school district, including a private, charter, or parochial school or school district, if it is determined upon attempt to enroll that the student's conduct would have resulted in a suspension or expulsion in this district. The parent/guardian or student may request a conference with the superintendent or designee to consider whether the conduct of the student would have resulted in a suspension or expulsion in this district. The superintendent or designee may make such suspension or expulsion from another district effective if it is determined that such conduct would have resulted in a suspension or expulsion in this district. If it is determined that such conduct would not have resulted in a suspension or expulsion in this district, the superintendent or designee shall not make such suspension or expulsion from another school or district effective. The superintendent or designee will consider whether the student has received the due process required by law before making any decision.

A remedial conference will be held in accordance with board policy prior to the enrollment of any student following a suspension or expulsion from another school for an act of school violence as defined in § 160.261.2, RSMo. The remedial conference will be held regardless of whether such act was committed at a public or private school in this state, provided that such act shall have resulted in the suspension or expulsion of such student in the case of a private school.

Admission Restrictions

In accordance with § 167.171, RSMo., ~~no students may not be readmitted or enrolled to a regular program of instruction in the school district if he or she has~~ they have been convicted of or charged with an act that if committed by an adult would be one of the following:

1. First-degree murder under § 565.020, RSMo.
2. Second-degree murder under § 565.021, RSMo.
3. First-degree assault under § 565.050, RSMo.
4. Forcible rape, as it existed prior to August 28, 2013, or rape in the first degree under § 566.030, RSMo.
5. Forcible sodomy, as it existed prior to August 28, 2013, or sodomy in the first degree under § 566.060, RSMo.
6. Statutory rape under § 566.032, RSMo.
7. Statutory sodomy under § 566.062, RSMo.
8. Robbery in the first degree under § 569.020, RSMo., as it existed prior to January 1, 2017, or robbery in the first degree under § 570.023, RSMo.
9. Distribution of drugs to a minor under § 195.212, RSMo., as it existed prior to January 1, 2017, or delivery of a controlled substance under § 579.020, RSMo.
10. Arson in the first degree under § 569.040, RSMo.
11. Kidnapping, or kidnapping in the first degree, when classified as a class A felony under § 565.110, RSMo.

Nothing in this section shall prohibit the readmittance or enrollment of any student if a charge has been dismissed or when a student has been acquitted of any of the above acts. This section does not apply to a student with a disability, as identified under state eligibility criteria, who is convicted as a result of an action related to the student's disability. If the district maintains an alternative education program and the district determines that the placement is appropriate, a student subject to these admission restrictions may be admitted to such an alternative education program.

Social Security Numbers

The district will not require the disclosure of a Social Security number as a condition for registration purposes but may request that a parent/guardian provide a student's Social Security number if the district explains in writing how

the district will use the information and that such disclosure is voluntary.

Documentation

The district seeks to provide a safe learning environment for students and will work with both parents/guardians to meet the student's educational needs. However, the district will not mediate disputes between parents/guardians or enforce or monitor visitation arrangements and parenting plans. The district may request court orders or documentation of custody for the limited purpose of verifying who the legal parents/guardians are and who may have contact with the student.

Adult Learner Admissions

The district may provide education for adult learners who are not eligible under the district's K-12 program. Participating adults may be required to pay tuition and meet other district admissions criteria based on the program.

In accordance with law, individuals must undergo a qualifying criminal history background check through the Missouri Highway Patrol prior to enrollment when:

1. They are 18 or older and not counted by the district for purposes of average daily attendance; and
2. They are requesting to enroll in a course that takes place on district property, occurs during regular school hours, and includes students who are counted for the purposes of average daily attendance.

Individuals requesting enrollment must pay the background check fee. Adult students cannot be admitted to these courses if they have been convicted of any crime listed in § 168.071, RSMo.

Policy JECA-1: ELIGIBILITY TO ENROLL

Status: DRAFT

Original Adopted Date: 12/16/1993 | Last Revised Date: 11/16/2023

**24B UPDATE
EXPLANATION**

House Bill 447 (2023) amended state statute to require school districts to educate students who have been placed in psychiatric facilities under doctor's orders, even if the student's permanent residence is in another district. Districts may now bill back the district of residence for these students.

If your district would like assistance in billing back resident districts for education provided to students who are publicly placed in your district, or who are now in psychiatric facilities in your district, please consider MSBA's Local Tax Effort program. For more information, contact Theresa Bielawski at bielawski@mosba.org or 314-332-1185.

(District Allows Tuition-Paying, Nonresident Students to Enroll and Attend)

The Mountain View-Birch Tree R-III School District (District) encourages all eligible students to enroll in the District. The superintendent or designee will develop an admission process that meets legal requirements and is efficient and welcoming to parents/guardians and students.

Enrollment

In general, in order to enroll a student in the District, the parent, legal guardian, military guardian, person acting as a parent, or the student must provide proof of legal residency in the District or request a waiver of proof of residency (as outlined in this policy) and must complete all admission requirements as determined by board policies, regulations, and procedures. Students whose parents/guardians are being relocated to Missouri under military orders and who are registering remotely are required to provide proof of residency within ten days of the student's actual attendance in the District.

The District may allow nonresident students to enroll in and attend the District upon payment of tuition as detailed in this policy.

Resident and Nonresident Students

A student is a "resident" student if the student meets at least one of the following criteria:

1. The student physically resides and is domiciled in the District. The domicile of a minor child shall be the domicile of a parent, military guardian pursuant to a military-issued guardianship, or court-appointed legal guardian. A "power of attorney" document alone, with the exception of a special power of attorney document relevant to the guardianship of a child in the household of an active duty member of the military, is insufficient to satisfy the "court-appointed legal guardian" requirement.
2. The student does not live with a parent, military guardian, or court-appointed guardian but does physically reside in the District for reasons other than obtaining access to the District's schools and has a waiver of proof of residency on file.
3. The student will soon physically reside in the District due to relocation to Missouri of one or both of the student's parents/guardians under military orders.

Students who do not meet the requirements to be a resident student of the District, as defined in board policies and law, will be considered nonresidents.

Waiver of Proof of Residency

In cases where a student living in the District wishes to enroll, but the student does not live with a parent, military guardian, or court-appointed guardian in the District and is not otherwise allowed by law or a contractual relationship with another school district to attend, the student, parent, military guardian, legal guardian, or person acting as a parent must request a waiver of proof of residency. Waivers of proof of residency will be granted only on the basis of hardship or good cause. Good cause shall include situations where the student is living in the District for

reasons other than attending school in the District. Under no circumstances shall athletic ability be a valid basis of hardship or good cause for the issuance of a waiver.

The board delegates to the superintendent or designee the responsibility for bringing to the board's attention any waiver application in which the student is not clearly entitled to attend school in the District. All other applications will be accepted and granted by the superintendent or designee on behalf of the board. Once a waiver application has been identified for board review, the board shall convene a hearing to consider the request as soon as possible, but no later than 45 days after the receipt of the waiver request, or else the waiver shall be granted. The board president may appoint a committee of the board to act in lieu of the board to consider waiver requests.

If a waiver request has been forwarded to the board for review, the superintendent or designee may permit a student to temporarily enroll and attend school until the board meets to decide whether the waiver request will be granted, if it is determined to be in the best interest of the student. If the board grants the waiver request, the student will be allowed to continue attending school in the District. If the board denies the waiver request, the student shall not be allowed to continue attending school in the District.

In instances where there is reason to suspect that admission of the student will create an immediate danger to the safety of other students and employees, the superintendent or designee may convene a hearing within five working days of the enrollment request to determine whether the student may enroll.

Students Otherwise Entitled by Law to Enroll

In accordance with law, students will be enrolled and admitted without going through the waiver process when they attend under one of the following conditions, and tuition for these students, when applicable, will be charged in accordance with policy DFI. These conditions include students who:

1. Are considered homeless in accordance with state and federal law (42 U.S.C. § 11431 - 11435; § 167.020, RSMo.).
2. Are attending as participants in an interdistrict transfer program established under a court-ordered desegregation program (§ 167.020, RSMo.).
3. Are wards of the state and have been placed in a residential care facility within the District by state officials (§ 167.020, RSMo.).
4. Have been placed in a residential care facility within the District due to a mental illness or developmental disability (§ 167.020, RSMo.).
5. Have been placed in a residential care facility within the District by a juvenile court (§ 167.020, RSMo.).
6. Are assigned to the District by the commissioner of education due to an unusual or unreasonable transportation hardship (§ 167.121, RSMo.). The school district the student lives in will pay the tuition.
7. Have been identified as students with disabilities under state eligibility criteria and are in the District for reasons other than accessing the District's educational program (§ 167.020, RSMo.).
8. Have a permanent or temporary home in the District and are orphans, have only one parent living,[§] or their parents do not contribute to their support, as long as the students are between the ages of 6 and 20 years old and are unable to pay tuition (§ 167.151, RSMo.).
9. Are children whose parent:
 - Currently owns residential or agricultural real property in the District or is a named beneficiary of a trust that owns such property;
 - Provides proof of ownership, or proof of the trust's ownership, of the property for at least the previous four consecutive years;
 - Provides proof that the parent or the trust has annually paid a minimum of \$2,000 in school taxes to the school district levied on the property;

- Resides in the same county as the District; and
- Provides 30 days' written notice to the District of their intent to enroll the child.

The parent may send up to four of their children to the District under this provision. For the purposes of this exception, "residential real property" does not include multi-family residential property that exceeds four units.

10. Have been placed by the Missouri Department of Mental Health, the Missouri Department of Social Services, or by court order in facilities or programs located within the District, even if their domicile is in another school district (§ 167.126, RSMo.). Tuition will be collected in accordance with policy DFI.
11. Have been placed in a psychiatric residential treatment facility under a physician's order because of a determination of medical necessity for a diagnosed mental illness, even if their domicile is in another school district (§ 167.126, RSMo.). Tuition will be collected in accordance with policy DFI.
12. Are residing in a Missouri school district that has been declared unaccredited by the Missouri State Board of Education (State Board) and that is located in the same county as the District or an adjoining county (§ 167.895, RSMo.). The unaccredited school district will pay tuition as required by law. The District is not responsible for providing transportation.
13. Are living in a school district that does not provide education for all grade levels (such as K-6 or K-8 school districts) that is located in the same county as the District or an adjoining county (§ 167.131, RSMo.). The school district the student lives in will pay tuition as calculated by the District or the State Board in accordance with law. The District is not responsible for providing transportation. Before the District will enroll the student, the student must first enroll in the school district the student lives in and verify residency in that school district.
14. Are placed in the care of another person living in the District because one or both of their parents/guardians have been stationed or deployed out of state or deployed within Missouri by the military or because of active duty military service. These students will be allowed to attend without the payment of tuition (§§ 160.2000, 167.020, RSMo.). In addition, if the active duty orders expire during the school year, the students may finish the school year in the District in accordance with law.
15. Were enrolled in the District but, due to the active duty military service of a parent/guardian, are placed in the care of a person who resides in another school district. These students will be allowed to continue to attend school in the District without payment of tuition (§ 160.2000, RSMo.).
16. Attend a private school within the District and are enrolled in the District for the limited purpose of special education identification and the receipt of some special education services when available as mandated by federal special education law (§ 167.020, RSMo.).
17. Previously attended the District and have been placed in foster care in an adjacent school district (§ 167.019, RSMo.).
18. Are otherwise required by law to be enrolled and admitted.

Enrollment at the Option of the District

The board, in its discretion, may also allow students to enroll and attend under the following circumstances without going through the waiver process. Unless required by law, no student will be enrolled if the enrollment might result in overcrowding, disruption to the educational environment, or a financial hardship to the District.

1. The District may enroll and educate nonresident students on a contractual basis with another school district that will pay the tuition or educational expenses (§ 167.020, RSMo.). For example, students may attend a District alternative education program on a contractual basis or as part of a regional or cooperative education program.
2. The children of nonresident teachers and regular employees may enroll without paying tuition when the resident school district is not otherwise liable for tuition (§§ 163.011, 168.151, RSMo.). In accordance with law, these students will be considered resident students for the purpose of determining average daily attendance, and the board shall not solicit or receive money from a teacher employed by the District for the purpose of paying tuition or any other expenses for the operation of schools.

3. The District may enroll students pursuant to a contractual arrangement that complies with the Enrollment Option Act when permitted by law (§§ 162.1040 - .1059, RSMo.). A nonresident student enrolled pursuant to an enrollment option program shall be counted as a resident student for the purposes of determining state aid.
4. Nonresident students living in Missouri will be permitted to enroll in the District's schools upon payment of tuition if admission will not exceed the target class sizes and student-to-teacher ratios set by the board.
5. In accordance with law, the District may enroll nonresident students in its summer school program if there is room in the program to accommodate the students, and the students are not attending summer school in another school district (§ 167.227, RSMo.). The District will either count the students as residents for state aid purposes or allow them to attend upon payment of tuition by another school district or the parents/guardians.

The District will not enroll nonresident students in summer programs funded entirely by federal funds unless there is an interdistrict agreement to provide those services.

6. Foreign exchange students living within the boundaries of the District who have obtained a J-1 visa and who are sponsored by an organization listed on the Council on Standards for International Educational Travel (CSIET) Advisory List will be allowed to enroll in the District. Such enrollment will be conditioned upon approval of the superintendent and in accordance with procedures set forth by the superintendent or designee. The board of education reserves the right to limit the number of foreign exchange students enrolled in a given year. Attendance by foreign exchange students is a privilege, not a right.
7. Children residing in institutions located within the District that provide a place of residence for three or more such children whose domicile is not in the state of Missouri may be admitted pursuant to a contractual arrangement, provided that the District, its taxpayers, the state of Missouri, or its political subdivisions bear no financial burden as a result of the placement (§ 167.126, RSMo.).

Tuition

The District or the State Board will determine the amount of tuition, when referenced in this policy, in accordance with law and policy DFI.

Removal of Students Ineligible to Attend

The superintendent or designee will investigate any information the District receives indicating that a student is not a resident of the District or not otherwise entitled to attend the District in accordance with law or this policy. If the superintendent or designee determines after the investigation that the student is not a resident of the District and is not otherwise entitled to enroll in and attend the District in accordance with law and the District's policy, the District will notify the student's parents/guardians, ask them to withdraw the student by a specific date, and offer the parents/guardians a hearing. If the parents/guardians do not request a hearing by the specified deadline and do not withdraw the student, the District will formally remove the student from its rolls and notify the parents/guardians that the student may no longer attend school in the District.

Unless otherwise prohibited by law, the District may exclude students from the District's education programs for failure to pay tuition after the responsible party is notified of the delinquency and given a reasonable amount of time to pay the District.

Educational Larceny

It is a crime to provide the District false information regarding residency. The board authorizes the superintendent or designee to make a criminal complaint and pursue civil recourse against any person who fraudulently claims or attempts to fraudulently claim residency in the District.

Policy JO-1: STUDENT RECORDS

Status: DRAFT

Original Adopted Date: 12/16/1993 | Last Revised Date: 09/17/2020

**24B UPDATE EXPLANATION
(VERSION 1)**

Senate Bill 106 (2023) requires that districts retain student individualized education programs (IEPs), individualized family service plans (IFSPs), and Section 504 plans as permanent records. The statute goes on to state that the district "cannot destroy the most recent" record, so it is currently unclear whether all these records must be kept permanently or just the most current version. Until this is clarified, MSBA recommends this language that requires records retention "as required by law."

(K-12 Districts)

In order to provide students with appropriate instruction and educational services, it is necessary for the district to maintain extensive and sometimes personal information about students and families. These records must be kept confidential in accordance with law, but must also be readily available to district personnel who need the records to effectively serve district students.

The superintendent or designee will provide for the proper administration of student records in accordance with law, develop appropriate procedures for maintaining student records, and standardize procedures for the collection and transmittal of necessary information about individual students throughout the district. The superintendent and building principals will develop a student records system that includes protocols for releasing student education records. Principals are responsible for maintaining and protecting student education records in each school. The superintendent or designee will make arrangements so that all district employees are trained annually on the confidentiality of student education records, as applicable for each employee classification.

Definitions

Eligible Student – A student or former student who has reached age 18 or is attending a postsecondary school.

Parent – A biological or adoptive parent of a student, a guardian of a student, or an individual acting as a parent or guardian in the absence of the student's parent or guardian.

Student – Any person who attends or has attended a school in the school district and for whom the district maintains education records.

Health Information

Student health information is a type of student record that is particularly sensitive and protected by numerous state and federal laws. Student health information shall be protected from unauthorized, illegal, or inappropriate disclosure by adherence to the principles of confidentiality and privacy. The information shall be protected regardless of whether the information is received orally, in writing, or electronically and regardless of the type of record or method of storage.

Parent and Eligible Student Access

All parents may inspect and review their student's education records, seek amendments, consent to disclosures, and file complaints regarding the records as allowed by law unless a court order, statute, or legally binding document prohibits such access. These rights transfer from the parent to the student once the student becomes an eligible student; however, under the Missouri Sunshine Law, parents maintain some rights to inspect student records even after a student turns 18. The district will extend the same access to records to either parent, regardless of divorce, custody, or visitation rights, unless the district is provided with evidence that the parent's rights to inspect records have been legally modified.

If a parent or eligible student believes an education record related to the student contains information that is inaccurate, misleading, or in violation of the student's privacy, the parent or eligible student may use the appeals procedures created by the superintendent or designee to request that the district amend the record.

The district will annually notify parents and eligible students of their rights in accordance with law.

Directory Information

Directory information is information contained in an education record of a student that generally would not be considered harmful or an invasion of privacy if disclosed without the consent of a parent or eligible student. The district will designate the types of information included in directory information and release this information without first obtaining consent from a parent or eligible student unless a parent or eligible student notifies the district in writing as directed or unless disclosure is otherwise prohibited by law. Parents and eligible students will be notified annually of the information the district has designated as directory information and the process for notifying the district if they do not want the information released.

Even if parents or eligible students notify the district in writing that they do not want directory information disclosed, the district may still disclose the information if required or allowed to do so by law. For example, the district may require students to disclose their names, identifiers, or district email addresses in classes in which they are enrolled, or students may be required to wear, publicly display, or disclose a student identification card or badge that exhibits information that is designated as directory information.

The school district designates the following items as directory information.

General Directory Information – The following information the district maintains about a personally identifiable student may be disclosed by the district to the school community through, for example, district publications, or to any person without first obtaining written consent from a parent or eligible student:

Student's name; date of birth; parents' names; grade level; enrollment status (e.g., full-time or part-time); student identification number; user identification or other unique personal identifier used by the student for the purposes of accessing or communicating in electronic systems as long as that information alone cannot be used to access protected educational records; participation in district-sponsored or district-recognized activities and sports; weight and height of members of athletic teams; athletic performance data; dates of attendance; degrees, honors, and awards received; artwork or coursework displayed by the district; schools or school districts previously attended; and photographs, videotapes, digital images, and recorded sound unless such records would be considered harmful or an invasion of privacy.

Limited Directory Information – In addition to general directory information, the following information the district maintains about a personally identifiable student may be disclosed to parent groups or booster clubs that are recognized by the board and are created solely to work with the district, its staff, students, and parents and to raise funds for district activities for the purposes of encouraging membership or participation in the group or club; parents of other students enrolled in the same school as the student whose information is released when the release is for the purpose of facilitating communication between parents; governmental entities including, but not limited to, law enforcement, the juvenile office, and the Children's Division (CD) of the Department of Social Services for official governmental purposes:

The student's address, telephone number, and email address and the parents' addresses, telephone numbers, and email addresses.

The district may require a person or entity that requests limited directory information to certify in writing that the information will not be redisclosed without the prior written consent of the parent or eligible student.

Law Enforcement Access

The district may report or disclose education records to law enforcement and juvenile justice authorities if the disclosure concerns law enforcement's or juvenile justice authorities' ability to effectively serve, prior to adjudication, the student whose records are released. The officials and authorities to whom such information is disclosed must comply with applicable restrictions set forth in federal law.

If the district reports a crime committed by a student with a disability as defined in the Individuals with Disabilities Education Act (IDEA), the district will transmit copies of the special education and disciplinary records to the authorities to whom the district reported the crime as allowed by law.

Law enforcement officials also have access to directory information and may obtain access to student education records in emergency situations as allowed by law. Otherwise, law enforcement officials must obtain a subpoena or

consent from the parent or eligible student before a student's education records will be disclosed.

Children's Division Access

The district may disclose education records to representatives of the CD when reporting child abuse and neglect in accordance with law. Once the CD obtains custody of a student, CD representatives may also have access to education records in accordance with law. CD representatives may also have access to directory information and may obtain access to student education records in emergency situations, as allowed by law.

Military and Higher Education Access

The district will disclose the names, addresses, and telephone numbers of secondary school students to military recruiters or institutions of higher education as required by law. However, if a parent, or a secondary school student who is at least 18, submits a written request, the district will not release the information without first obtaining written consent from the parent or the student. The district will notify parents, and secondary school students who are at least 18, that they may opt out of these disclosures.

Volunteer Access

District staff will not allow volunteers to access student records unless the volunteer has completed a criminal background check and the district has determined that the volunteer should have access. A volunteer who has completed a criminal background check may access student education records only under the supervision of staff members and when necessary to assist the district.

Records Retention

The district shall retain all student records in accordance with applicable federal and state law, as well as the current version of the Missouri Secretary of State's Public School Records Retention Schedule and General Records Retention Schedule. The district will permanently maintain student individualized education programs (IEPs), individualized family service plans (IFSPs), and Section 504 plans as required by law.

Policy KH: PUBLIC GIFTS TO THE SCHOOLS

Status: DRAFT

Original Adopted Date: 03/11/2004 | Last Revised Date: 05/15/2008

24B UPDATE EXPLANATION

MSBA has updated this policy to address crowd-sourced fundraising and incorporate the content of policy FFA, Memorials on Facilities and grounds.

Definitions

Crowdfunding – The activity or process of raising money through solicitations, typically via an online community or platform. Crowdfunding does not include district requests for direct gifts made using the district's social media accounts or website.

District-Approved Crowdfunding – Crowdfunding activities approved by the superintendent or designee and initiated by the district, a district employee, or any agent or volunteer acting on behalf of the district, even if the district is not specifically named.

Gifts – For the purpose of this policy, any gift, donation, or bequest made to the district or a district foundation.

Gifts, Donations and Bequests to the District Foundation

The board of education encourages the community to direct all gifts, donations or bequests ("gifts") to foundations created to support the district. Gifts, donations and bequests made to foundations are not considered public funds, which allows the district greater flexibility in using the funds for the benefit of the district. Further, a foundation is eligible for grants and gifts not otherwise available to governmental entities.

Gifts, Donations and Bequests to the District

All gifts accepted by the district will become the property of the district, to be expended or used at the discretion of the board of education and in accordance with board policies and law for the benefit of the district as a whole. All gifts the district accepts will become district property, and the board, in its discretion, may expend or use them, in accordance with board policies and law, for the district's benefit. In general, the superintendent or designee is authorized to accept gifts to the school district, but the board must take action to accept all contributions of real property and gifts that require ongoing annual service, a maintenance fee, significant personnel time, or initial or continuing financial commitments from the district or gifts of real property.

In deciding whether to accept a gift, the superintendent, the board, or its designee will minimally consider whether the contribution gift:

1. Will further the goals of the district, whether it
2. Will be used, whether it
3. Is appropriate for the school environment, and whether it
4. Will unequally distribute resources in the district. No gift will be accepted without verification that there are no encumbrances against the gift.

The board requires gifts of real property to have acceptable evidence of title and the district's agreement to accept any encumbrances on the property.

The superintendent or designee will report all accepted gifts accepted will be reported to the board of education. Gifts will be publicly announced and appropriately acknowledged. The donor will be officially thanked in the district's name unless the donor wishes to remain anonymous.

Memorials

Memorials are a special type of gift, subject to the general provisions above, given in memory of a deceased

individual to commemorate an individual or event. Memorial text on physical items must be simply presented as the name of the individual or event; birth, death, or event dates and the words "donated in memory of" or "in memory of" unless the board specially permits a variation of this language. The district recognizes the following as appropriate forms of memorialization:

1. *Memorial scholarships* – Application and award guidelines should be finalized prior to the scholarship being announced. A typed copy of the application and award guidelines along with the timeline for the scholarship implementation is to be kept on file at the office of the building principal or designee. If desired, the district Foundation may be used as a resource to establish and administer the scholarship. The district must first approve the award criteria, the administrative process, and the process to be used if the scholarship becomes insolvent or the principal is significantly diminished.
2. *Purchases of library books, educational CD-ROM materials, school supplies, and equipment* – The district will maintain a "wish list" of these items from which a person establishing a memorial may choose. Books may include a book plate, and equipment/supplies (if applicable) may include an engraved plate. Wording on each plate must be limited to "donated in memory of" or "in memory of," along with the memorialized individual's name and dates of birth and death. All engraved plates may be removed at the end of ten years and offered to the nearest relative. Selections must be aligned with the district's needs and curriculum.
3. *Funds designated for a particular school activity or department* – The use of such funds must be approved in writing by the building principal and forwarded to the superintendent or designee for final approval. *Plants and trees* – The administration must approve the type and placement of any planting before it is placed.
4. *Benches, tables, and other outdoor fixtures, such as sidewalks, stones, and statuary* – The district will accept this type of memorial only to the extent that there is a suitable location and the style is complementary to the buildings and grounds.

Memorials such as plantings or benches are accepted in accordance with the district's policies on buildings and grounds.

As with all gifts, items received as memorials become the property of the district.

District-Approved Crowdfunding

The rules in this section apply only to district-approved crowdfunding activities. The purpose of these controls is not to thwart the charitable intentions of donors but to promote legal compliance, consistent messaging, and confidence in the handling of funds, as well as to prevent duplication of efforts and gift purposes.

The superintendent or designee shall vet proposed crowdfunding platforms and limit them to those with a satisfactory reputation and expected functionality for both donors and the district.

Before a solicitation through crowdfunding, the superintendent or designee must give approval in writing after reviewing all relevant details of the request. The superintendent or designee's review must include, but is not limited to:

1. An assessment of legal and district policy compliance;
2. A determination of whether the crowdfunding will interfere with other fundraising efforts;
3. Assurance that the district does not have the targeted property, supplies, or materials (if any); and
4. An investigation into whether the district can adequately support, store, or maintain the gift when received.

In district-approved crowdfunding, the requesting party hosting the solicitation is the agent of the school district for financial purposes. The personal profile of the requesting party as it appears on the website or platform must reference the party's connection to the district. All funds, supplies, materials, and property that are donated via district-approved crowdfunding are considered the property of the district, not the requesting party.

The crowdfunded gift(s) will be transferred from the crowdfunding website or platform directly to the district whenever possible. The superintendent or designee is responsible for determining how and where to use the gifts in a manner consistent with the purpose of the crowdfunding request.

The district does not issue individual acknowledgments or receipts to crowdfunding donors, although the crowdfunding site may do so. Donors are responsible for their own tax considerations and documentation when using crowdfunding to support the district.

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