

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: Mrs. Lanna Tharp, Superintendent
Re: Board Meeting Materials
Date: May 16, 2025
Board Meeting Date: May 22, 2025

Enclosed please find the following Board of Education packet information:

1. School Board Meeting Agenda
2. Explanation of School Board Meeting Agenda Items
3. Minutes of Previous Meeting
4. Copy of Monthly Bills
5. Monthly Financial Report
6. Gifted and Talented Manual
7. Transportation Manual
8. Building Handbooks
9. Literacy Plan
10. Career Ladder Approval List
11. Elementary Leadership Summary
12. Administrative Reports

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, May 22, 2025
6:00 P.M.
Birch Tree Elementary School Library

I. Determination of Quorum/Call Meeting to Order

II. Pledge of Allegiance: Mrs. Renshaw

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 Board Representatives Report

- A. Our student representatives will make an end of the year report.

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. District Staff of the Year Plaques Presentation
- E. Gifted and Talented Manual Approval
- F. iReady Testing Results: End-of-Year Highlights
- G. Propane Bids
- H. Related Services Contracts (OT, PT, Speech, Nursing)
- I. Transportation Manual Approval
- J. Building Handbooks Presentation
- K. Literacy Plan Approval
- L. Career Ladder Payment Approval
- M. Resident Initiated Item: Elementary Leadership Structure
- N. Resident Initiated Item: District Transparency in regards to Community Involvement
- O. Resident Initiated Item: Overall Student Behavior and Building Trust

X. Other Business

- A. None

XI. Monthly Program Report/Review

- A. Gifted and Talented Program Review

XII. Administrators' Reports

- A. Principals report on each of their buildings
- B. Mr. Chowning will report on facilities and/or transportation

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

The Board hereby gives notice to meeting in Closed Session to consider the following
Items pursuant to RSMo 610.021 (3) (13) (14)

XIV. Return to regular session

XV. Adjourn

MOUNTAIN VIEW-BIRCH TREE R-III BOARD OF EDUCATION MEETING
Explanation of Agenda Items
REGULAR SESSION
Thursday, May 22, 2025
6:00 P.M.
Birch Tree Elementary School Library

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. Renshaw 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 April 2024

Balances: Incidental Fund (Fund 1): \$8,574,481.69
Teacher's Fund (Fund 2): \$1,035,629.85
Debt Service Fund (Fund 3): \$0
Capital Projects Fund (Fund 4): \$2,859,887.82

Total (All Funds): \$12,469,999.36

Previous Year's Total (All Funds): \$11,137,766.31

d. Mountain View-Birch Tree Teacher of the Year and Non-Certified Staff Member of the Year Plaque Presentation

Mrs. Janiece Wilbanks has been voted by the teachers in the district as the "Teacher of the Year" for our school district. We would like to thank Mrs. Wilbanks for her service and congratulate her on this honor.

Mrs. Kelli Smotherman has been voted as the support staff professional of the year. We would like to thank Mrs. Smotherman for her hard work and years of service and congratulate her on this honor.

Mrs. Kenzie Daniels has been voted by the teachers in the district as the "Rookie Teacher of the Year" for our school district. We would like to thank Mrs. Daniels for her service and congratulate her on this honor.

Dr. Orchard will present Mrs. Wilbanks, Mrs. Smotherman, and Mrs. Daniels with plaques.

e. Gifted and Talented Program Manual Presentation/Approval

Mrs. Allen will share information about the Gifted and Talented Program Manual, along with reviewing the overall program with the board. She will be able to answer questions the board has in regards to the manual and the program. An updated manual is included in the board packet.

Recommendation: Approve the Gifted and Talented Program Manual for 2025-2026.

f. iReady Testing Results

Our students have completed their end-of-the year iReady testing. Mrs. Heiney will show the progress that has been made from the beginning of the year to the end of the year. She will primarily show comparisons from the start of the year to know with regards to the percentage of students who are above grade level, at grade level, one year behind and more than one year behind.

g. Propane Bids

Mrs. Webb placed notices for bids in local papers and mailed notices to local propane companies. We will be reviewing the bids that we received to choose a propane provider. Bids are not due until the day before the school board meeting, so I will bring the bids to the meeting.

During this school year we have been contracting with Ferrell Gas.
\$1.16 per gallon (transport)
\$1.385 per gallon (bobtail)

Recommendation: Approve the lowest bid propane provider

h. Related Services Contracts Approval for 2025-2026

Several of our Special Education students require related services (Occupational Therapy, Physical Therapy, Speech Therapy, and/or Private Duty Nursing). We placed notices for bids in local papers and shared notices with local providers. Mrs. Medina and I have reviewed the bids. Those bids/contracts will be available at the meeting for review at individual board member requests.

Contracts to approve:

Ozarks Medical Center: Physical Therapy
Beth Trotter, Registered Occupation Therapist: Occupational Therapy
Bayada: Private Duty Nursing (2 students)
Therapy Log (MSBA): Virtual Speech Therapy
Advantage Nursing Services: Substitute Private Duty Nursing Services

Recommendation:

Approve the related service contract for Occupational Therapy (Beth Trotter)
Approve the related services contract for Physical Therapy (Ozarks Healthcare),
Approve the related services contract for Speech Therapy (MSBA/Therapy Log),
Approve the related services contract for private nursing services (Bayada)
Approve the related services contract for private nursing services (Advantage Nursing Services)

i. Transportation Manual Approval for 2025-2026

Mr. Chowning will present the transportation manual and answer any questions the board has regarding information in the manual. The manual is included in the board packet.

Recommendation: Approve the Transportation Manual for 2025-2026

j. Building handbook discussion for the 2025-2026 school year

Building principals and Assistant Principals have worked together to update handbooks for the 2025-2026 school year. . The principals will be present to answer any questions the board has regarding the handbooks. According to Policy CHCA, the board does not need to approve the handbooks, but the handbooks need to be made available to the Board. Handbooks are required to be reviewed annually. Each handbook will be posted on the district's website. Those handbooks are included in the board packet. The board will be notified when updates are made to the handbooks throughout the 2025-2026 school year.

k. Literacy Plan Presentation/Approval

Missouri districts are required to have a plan to improve literacy. The board has adopted an Administrative Procedure IGAB-AP1: Instructional Interventions, which includes our policy and procedure for Reading Success Plans. A reading success plan includes intensive instructional services and supports as appropriate according to individual student needs to remediate the identified areas of reading deficiency. Services and supports may include additional scientific, evidence-based reading instruction and other strategies prescribed by the district. We provide interventions in reading and math through tiered systems of support, using iReady Reading and Math, along with other evidence based instructional materials. We strive to reduce literacy achievement gaps among subgroups. Several of our teachers have participated in research-based professional development, and we have increased family involvement activities this past school year. Our curriculum is aligned with the Missouri Learning Standards. We monitor student progress using MAP scores, literacy benchmarks, and formative assessment data. The MVBt Literacy Plan is aligned with MSIP 6 and the MVBt Continuous School Improvement Plan (CSIP).

Building principals will be able to answer questions the board has in regards to the Literacy Plan. The plan is included in the board packet.

Mrs. Heiney will share some exciting news about a DESE literacy grant that was just awarded to Liberty Middle School.

Recommendation: Approve the MVBt Literacy Plan

l. Career Ladder Salary Payment Approval

The board will need to approve the payment of teachers who served in various capacities to earn a payment from Career Ladder. A copy of each person receiving a Career Ladder compensation/check will be included in the board packet.

Recommendation: Approve the Career Ladder payments as presented.

m. *Resident Initiated Item: Elementary Leadership Structure

Resident, Rena Foster, asked to add this item to the agenda. She would like to voice her concerns for the new leadership structure that will be in place at Birch Tree Elementary next school year. She will be at the meeting to discuss her concerns. A letter sent to the community on March 25, 2025, is included in the board packet.

n. *Resident Initiated Item: District Transparency in Regards to Community Involvement

Residents, Rachelle McKinney and Erma Kelly, asked to add this item to the agenda. Mrs. Kelly would like to address community involvement, including board involvement with the community. She asked to discuss ways the board might get involved more in the community. Mrs. McKinney would like to discuss transparency with the school system. These items are similar in nature and are included in the same item. Both Mrs. McKinney and Mrs. Kelly will be at the meeting to share their concerns.

o. *Resident Initiated Item: Student Behavior and Trust

Resident, Bobby McKinney, asked to add this item to the agenda. He would like to discuss the discipline policy, in regards to the cause and effects of students. He would like to discuss increasing trust among the community. Mr. McKinney will be at the meeting to explain his concerns.

** In accordance with state law and the district's community engagement policy, residents may request to place an item related to the governance or operation of the district on the agenda of a regularly scheduled board meeting. To begin the process, the resident must submit a written request to meet with the superintendent or designee to attempt to resolve the issue. This meeting must occur within 20 business days unless waived by the superintendent. If the matter is not resolved or the meeting is not held in time, the resident may then submit a written request to the board secretary to place the item on the agenda. This request must be received at least five days before the meeting to be considered for that month's agenda; otherwise, the item will be scheduled for the next regular meeting. The board may delay or decline to hear items that are substantially similar to topics discussed within the previous three months or submitted by residents who have previously violated rules of conduct. No more than three resident-initiated items will be included in a single meeting; any overflow will be scheduled for the following meeting. The board president determines whether the discussion will occur in open or closed session and may also set time limits, with residents typically given five minutes to speak. Only the resident who requested the item may address the board unless otherwise approved by the board president. If multiple residents request to speak on the same item, the board president will determine the total time allowed and may encourage the group to designate a spokesperson. Board members may ask questions, request additional information, or suggest continuing the item at a future meeting, but are not required to take action during the meeting. Policy BDDH-1 Public Participation at Board Meetings*

X. Other Business

- a. None

XI. Monthly Program Report/Review

- a. None

XII. Administrators' Reports

Administrators' Reports are enclosed in the 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 (3), (13), & (14)

RSMo 610.021.

(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 - - Closed Session Agenda Items pursuant to RSMo 610.021 (1), (3), (13)

In accordance with Missouri Revised Statute §610.021, the Board will meet in closed session to discuss matters that are legally exempt from public disclosure. Each code number on the agenda corresponds to a specific exemption:

§610.021 RSMo – Authorized Closed Session Subjects on the agenda:

(1) Legal actions, litigation, or confidential communications with legal counsel

(3) Hiring, firing, disciplining, or promoting particular employees

(13) Individually identifiable personnel records or performance ratings (with exceptions)

XIV. Return to regular session

XV. Adjourn



Mountain View – Birch Tree R-III School District

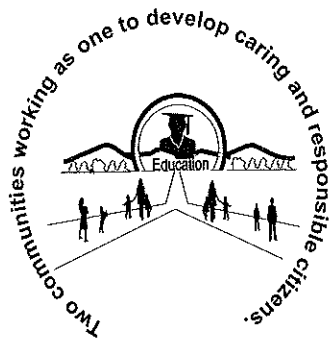
502 N Elm Street
Mountain View, MO 65548
Phone (417) 934-5408 Fax (417) 934-5404

MINUTES OF BOARD MEETING

Meeting Place: Liberty Middle School Media Center
Type of Meeting: Special Meeting
Time and Date: 6:00 p.m. April 10, 2025

Present	Members	Absent
Eric Wells, Presiding President		
Mikael Orchard Vice-President/Delegate		
Shelly Mantel		
Gaylon Noble		
Josh Roberts		
Mike Smith		
John Thompson		
Lanna Tharp Superintendent of Schools		
Rhonda Henry 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) 934-5404

Continuation of special district board meeting held on April 10, 2025

I. Determination of Quorum

The Mountain View-Birch Tree R-III Board of Education met in special session at 6:00 p.m. on April 10, 2025, in the Liberty Middle School Media Center with Eric Wells presiding. A quorum was present with Shelly Mantel, Gaylon Noble, Mikael Orchard, Josh Roberts, Mike Smith, John Thompson and Eric Wells in attendance.

April 8, 2025 Election Results

3-Year Term	Shannon Co.		Howell Co.	Texas Co.	Total
Mikael Orchard	72		116	11	199
Josh Roberts	67		115	7	189

Mikael Orchard and Josh Roberts are the only candidates and will fill the two vacant positions on the board.

John Thompson made a motion, seconded by Gaylon Noble, to certify the election results with Mikael Orchard and Josh Roberts to fill the two vacant positions on the school board. The motion passed unanimously.

II. Swear in new board members

Mikael Orchard and Josh Roberts were sworn into office by Board Secretary, Rhonda Henry.

III. Adjourn "sine die"



Mountain View – Birch Tree R-III School District

502 N Elm Street
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Continuation of special district board meeting held on April 10, 2025

IV. Superintendent Lanna Tharp presiding.

Mike Smith nominated Eric Wells for Board President.

John Thompson nominated Mikael Orchard for Board President, Eric Wells seconded the motion. The motion passed unanimously. Mikael Orchard was elected to the office of School Board President.

Board President Mikael Orchard presiding.

Eric Wells nominated Shelly Mantel for Board Vice-President, Josh Roberts seconded the nomination. The motion passed unanimously. Shelly Mantel was elected to the office of School Board Vice-President.

Eric Wells nominated Rhonda Henry for Board Secretary, Shelly Mantel seconded the nomination. The motion passed unanimously. Rhonda Henry was elected to the office of School Board Secretary.

Josh Roberts nominated Rhonda Henry for Board Treasurer, Eric Wells seconded the nomination. The motion passed unanimously. Rhonda Henry was elected to the office of School Board Treasurer.

John Thompson nominated Eric Wells as Board Delegate, Josh Roberts seconded the nomination. The motion passed unanimously. Eric Wells was elected as School Board Delegate.

Eric Wells made a motion at 6:07 p.m., seconded by Gaylon Noble, to adjourn the meeting. The motion passed unanimously.

Mikael Orchard, 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: Liberty Middle School Media Center
Type of Meeting: Regular Meeting
Time and Date: 6:07 p.m. April 10, 2025

Present	Members	Absent
<u>Mikael Orchard, Presiding</u> Board President		
<u>Shelly Mantel</u> Board Vice-President		
<u>Eric Wells</u> Delegate		
<u>Gaylon Noble</u>		
<u>Josh Roberts</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 April 10, 2025

VI. Determination of Quorum

The Mountain View-Birch Tree R-III Board of Education met in regular session at 6:07 p.m. on April 10, 2025, at the Liberty Middle School Media Center with Mikael Orchard presiding. A quorum was present with Shelly Mantel, Gaylon Noble, Mikael Orchard, Josh Roberts, Mike Smith, John Thompson and Eric Wells in attendance.

VII. Mrs. Heiney led the Pledge of Allegiance.

VIII. Public Comment

There were no requests for public comment.

IX. Consent Agenda

Eric Wells made a motion, seconded by Shelly Mantel, to approve the minutes of the March 14 regular board meeting with the correction: Jacob Shockley was hired as an Elementary Teacher, not as a BT Teacher. The motion passed unanimously.

A. Minutes of the March 14 Regular Board meeting

John Thompson made a motion, seconded by Gaylon Noble, to approve the following on the consent agenda. The motion passed unanimously.

- B. Payment of bills in the amount of \$199,264.52**
- C. Monthly Administrative/Principal Reports**

X. Adoption of Agenda

Eric Wells made a motion, seconded by Mike Smith, to approve the Adoption of Agenda with the addition of Item H. under New Business. Calendar change to the 2024-2025 school year. The motion passed unanimously.

XI. Student Time

- A. Mrs. Heiney presented a video about LMS.**

XII. Committee Reports

- A. Shelly Mantel gave a MSBA Delegate Report.**



Mountain View – Birch Tree R-III School District

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Continuation of regular district board meeting held on April 10, 2025

XIII. Program Review/Report

- A. Alternative Program Review – John Daniels/Tammy Heiney reported
- B. A+ Program Review – John Daniels reported

XIV. Other Business

- A. None

XV. Old Business

- A. None

XVI. New Business

- A. There were no items extracted from the consent agenda.
- B. John Thompson made a motion, seconded by Eric Wells, to approve payment of \$114.40 to Ryan Chowning for travel reimbursement and \$1,502.76 to Brown's Farm & Garden for supply. The motion passed with six members in favor. Mikael Orchard abstained.
- C. Lanna Tharp presented the March 2025 financial report. The balance in all funds was \$12,101,701.04.
- D. Josh Roberts made a motion, seconded by Shelly Mantel, to approve the Career Ladder Plan for 2025-2026 as presented. The motion passed unanimously.
- E. Eric Wells made a motion, seconded by John Thompson, to approve the Certified Salary Schedule as presented. The motion passed unanimously.
- F. Josh Roberts made a motion, seconded by Gaylon Noble, to approve the MSBA Policy Updates as presented. The motion passed unanimously.
- G. John Thompson made a motion, seconded by Eric Wells, to approve the Bus Negotiation Agreement as presented. The motion passed unanimously.



Mountain View – Birch Tree R-III

School District

502 N Elm Street

Mountain View, MO 65548

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Continuation of regular district board meeting held on April 10, 2025

- H. Mike Smith made a motion, seconded by Gaylon Noble, to approve the calendar change to the 2024-2025 school year by adding a full day on April 28th and changing the last day of school, May 23rd, to a half day of school. This will make up for the time missed due to weather on April 4, 2025. The motion passed unanimously.

XVII. Administrators' Report

Mrs. Medina, Mrs. Renshaw, Mrs. Heiney, Mrs. Jester, Mr. Marriott, Mr. Hoagland and Mr. Daniels gave reports.

XVIII. Adjournment to Closed Session

Eric Wells made a motion at approximately 6:55 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



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Continuation of regular district board meeting held on April 10, 2025

CLOSED SESSION

Josh Roberts made a motion, seconded by Eric Wells, to accept resignations from Tanna Reese, PT Driver effective June 30, 2025, Johnny Stark, PT Driver effective June 6, 2025, Samuel Goldsmith, Custodian effective April 22, 2025 and Jessie Henry, BT Teacher effective June 30, 2025. The motion passed as follows:

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

Shelly Mantel made a motion, seconded by Mike Smith, to employ Emmie Reed, Elementary Teacher, Patricia Wilhelm, LHS SE Teacher, Sherri Caldwell, ECSE Teacher, Brenda Allen, Elementary Teacher, and Lisa Niehaus, MVE SE Teacher for the 2025-2026 school year. The motion passed as follows:

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

Shelly Mantel made a motion, seconded by John Thompson, to employ Peggy Moore, LMS SE Teacher for the 2025-2026 school year. The motion passed as follows:

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

Josh Roberts made a motion, seconded by Shelly Mantel, to employ Trista Thomas, BT Nurse for the 2025-2026 school year. The motion passed as follows:

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

Mike Smith made a motion, seconded by John Thompson, to employ Caitlyn Cooper for the 2025-2026 school year. The motion passed as follows:

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

John Thompson made a motion, seconded by Mike Smith, to employ Lucas Frazier for the 2025-2026 school year. The motion passed as follows:

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

Shelly Mantel made a motion, seconded by Eric Wells, to employ Amanda Thompson for the 2025-2026 school year. The motion passed as follows:

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



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Continuation of regular district board meeting held on April 10, 2025

CLOSED SESSION

Shelly Mantel made a motion, seconded by Eric Wells, to employ Katrina Tripp for the 2025-2026 school year. The motion passed as follows:

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

Eric Wells made a motion, seconded by Gaylon Noble, to employ Travis Wilbanks for the 2025-2026 school year. The motion passed as follows:

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

Josh Roberts made a motion, seconded by Eric Wells, to employ the non-certified employee list attached for the 2025-2026 school year. 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 Gaylon Noble, to return to Open Session. The motion passed as follows:

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

Mikael Orchard, 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 April 10, 2025

Eric Wells made a motion at approximately 7:35 p.m., seconded by John Thompson, to adjourn the meeting. The motion passed as follows:

Shelly-yea
Gaylon-yea

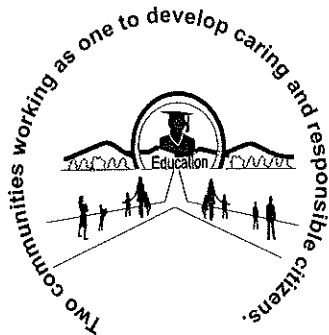
Mikael-yea
Josh-yea

Mike-yea
John-yea

Eric-yea

Mikael Orchard, Board President

Rhonda Henry, Board Secretary



**Mountain View – Birch Tree R-III
School District**
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MINUTES OF BOARD MEETING

Meeting Place: Central Office Conference Room
Type of Meeting: Special Meeting
Time and Date: 4:40 p.m. April 23, 2025

Members

Present

Absent

Mikael Orchard, Presiding
Board President

Shelly Mantel
Board Vice-President

Eric Wells
Delegate

Gaylon Noble

Josh Roberts

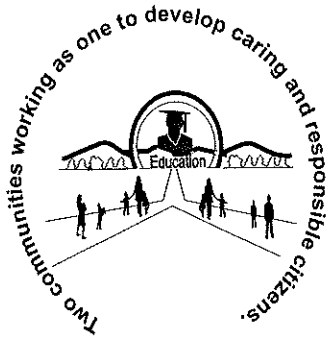
Mike Smith

John Thompson

Lanna Tharp
Superintendent of Schools

Rhonda Henry
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 special district board meeting held on April 23, 2025

I. Determination of Quorum

The Mountain View-Birch Tree R-III Board of Education met in special session at 4:40 p.m. on April 23, 2025, in the Central Office Conference Room with Mikael Orchard presiding. A quorum was present with Shelly Mantel, Gaylon Noble, Mikael Orchard, Josh Roberts, Mike Smith, John Thompson, and Eric Wells in attendance.

II. Mrs. Tharp led the Pledge of Allegiance.

III. John Thompson made a motion, seconded by Josh Roberts, to approve the Adoption of Agenda. The motion passed unanimously.

IV. Eric Wells made a motion, seconded by Gaylon Noble, to approve the contracted services for Speech Therapy with Lydia Hayes for the 2025-2026 school year. The motion passed unanimously.

V. Adjournment to Closed Session

Shelly Mantel made a motion at approximately 4:50 p.m., seconded by Eric Wells, to go into closed session for the purpose of consideration of agenda items as authorized in RSMo Section 610.021, subsection (1), (3), and (6). The motion passed as follows:

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



**Mountain View – Birch Tree R-III
School District**
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Continuation of special district board meeting held on April 23, 2025

CLOSED SESSION

Eric Wells made a motion, seconded by John Thompson, to accept resignations from Barbara Medina, Special Education Director and Lindsey Schwalm, Speech and Language Pathologist effective June 30, 2025. The motion passed as follows:

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

Eric Wells made a motion, seconded by Josh Roberts, to employ Regina Radford, Elementary Teacher, Tina Acklin, Educational Diagnostician/ Process Coordinator, and Maleia Beavers, MS/HS Choir Teacher for the 2025-2026 school year. The motion passed as follows:

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

Shelly Mantel made a motion, seconded by Mike Smith, to employ Dawn Hulvey, BT Title I Paraprofessional for the 2025-2026 school year and to add Bernice Wyatt to the non-certified substitute list. 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 Eric Wells, to return to regular session. The motion passed as follows:

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

Mikael Orchard, 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 special district board meeting held on April 23, 2025

Eric Wells made a motion at approximately 5:52 p.m., seconded by John Thompson, to adjourn the meeting. The motion passed as follows:

Shelly-yea
Gaylon-yea

Mikael-yea
Josh-yea

Mike-yea
John-yea

Eric-yea

Mikael Orchard, Board President

Rhonda Henry, Board Secretary

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

Dated : 5/16/2025 2024-2025
Time : 14:20 Page 1

Board Monthly Report

Selection Criteria : Check # = 161420 | Check # = 161393 | Check # = 161371 |

Check #	Vendor Name	Invoice Description	Check Amount	Line Amount
0000161371	WOOD LOIS	MV KINDERGARTEN SHIRTS	156.00	156.00
0000161393	WOOD LOIS	MS PERF ATTEN SUPPLY	275.00	275.00
0000161420	WOOD LOIS	INTERACT CLUB SHIRTS	288.00	288.00

\$ 719.00

Check #	Vendor Name	Invoice Description	Check Am	Line Amou
0000161343	Blitt and Gaines, P.C.	Payroll Dated : 04/11/25	414.29	414.29
0000161344	CARE TO LEARN	Payroll Dated : 04/11/25	80.00	10.00
0000161344	CARE TO LEARN	Payroll Dated : 04/04/25		20.00
0000161344	CARE TO LEARN	Payroll Dated : 04/01/25		10.00
0000161344	CARE TO LEARN	Payroll Dated : 04/01/25		10.00
0000161344	CARE TO LEARN	Payroll Dated : 04/01/25		15.00
0000161344	CARE TO LEARN	Payroll Dated : 04/01/25		10.00
0000161344	CARE TO LEARN	Payroll Dated : 04/01/25		5.00
0000161345	JTS FINANCIAL SERVICES, LLC	Payroll Dated : 04/01/25	766.65	50.00
0000161345	JTS FINANCIAL SERVICES, LLC	Payroll Dated : 04/01/25		58.33
0000161345	JTS FINANCIAL SERVICES, LLC	Payroll Dated : 04/01/25		83.33
0000161345	JTS FINANCIAL SERVICES, LLC	Payroll Dated : 04/01/25		208.33
0000161345	JTS FINANCIAL SERVICES, LLC	Payroll Dated : 04/01/25		125.00
0000161345	JTS FINANCIAL SERVICES, LLC	Payroll Dated : 04/01/25		75.00
0000161345	JTS FINANCIAL SERVICES, LLC	Payroll Dated : 04/01/25		50.00
0000161345	JTS FINANCIAL SERVICES, LLC	Payroll Dated : 04/01/25		66.66
0000161345	JTS FINANCIAL SERVICES, LLC	Payroll Dated : 04/04/25		50.00
0000161345	JTS FINANCIAL SERVICES, LLC	Payroll Dated : 04/11/25		50.00
0000161346	LEGALSHIELD	Payroll Dated : 04/01/25	25.90	25.90
0000161347	LIVELY	Payroll Dated : 04/01/25	689.42	20.00
0000161347	LIVELY	Payroll Dated : 04/01/25		14.00
0000161347	LIVELY	Payroll Dated : 04/01/25		14.00
0000161347	LIVELY	Payroll Dated : 04/01/25		42.00
0000161347	LIVELY	Payroll Dated : 04/01/25		47.42
0000161347	LIVELY	Payroll Dated : 04/01/25		113.00
0000161347	LIVELY	Payroll Dated : 04/11/25		40.00
0000161347	LIVELY	Payroll Dated : 04/11/25		14.00
0000161347	LIVELY	Payroll Dated : 04/11/25		50.00
0000161347	LIVELY	Payroll Dated : 04/11/25		14.00
0000161347	LIVELY	Payroll Dated : 04/11/25		4.33
0000161347	LIVELY	Payroll Dated : 04/11/25		14.00
0000161347	LIVELY	Payroll Dated : 04/01/25		28.00
0000161347	LIVELY	Payroll Dated : 04/01/25		50.00
0000161347	LIVELY	Payroll Dated : 04/01/25		14.00
0000161347	LIVELY	Payroll Dated : 04/01/25		33.67
0000161347	LIVELY	Payroll Dated : 04/01/25		135.00
0000161347	LIVELY	Payroll Dated : 04/01/25		14.00
0000161347	LIVELY	Payroll Dated : 04/01/25		14.00
0000161347	LIVELY	Payroll Dated : 04/11/25		14.00
0000161348	MASA GLOBAL	Payroll Dated : 04/11/25	1,243.00	14.00
0000161348	MASA GLOBAL	Payroll Dated : 04/11/25		28.00
0000161348	MASA GLOBAL	Payroll Dated : 04/11/25		14.00
0000161348	MASA GLOBAL	Payroll Dated : 04/11/25		42.00
0000161348	MASA GLOBAL	Payroll Dated : 04/11/25		14.00
0000161348	MASA GLOBAL	Payroll Dated : 04/11/25		14.00
0000161348	MASA GLOBAL	Payroll Dated : 04/11/25		14.00

Check #	Vendor Name	Invoice Description	Check Am	Line Amou
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0000161348	MASA GLOBAL	Payroll Dated : 04/01/25		14.00
0000161348	MASA GLOBAL	Payroll Dated : 04/01/25		28.00
0000161348	MASA GLOBAL	Payroll Dated : 04/01/25		14.00
0000161348	MASA GLOBAL	Payroll Dated : 04/01/25		14.00
0000161348	MASA GLOBAL	Payroll Dated : 04/01/25		28.00
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0000161348	MASA GLOBAL	Payroll Dated : 04/01/25		14.00
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0000161348	MASA GLOBAL	Payroll Dated : 04/11/25		14.00
0000161348	MASA GLOBAL	Payroll Dated : 04/11/25		7.00
0000161348	MASA GLOBAL	Payroll Dated : 04/11/25		42.00
0000161348	MASA GLOBAL	Payroll Dated : 04/11/25		14.00
0000161348	MASA GLOBAL	Payroll Dated : 04/11/25		14.00
0000161348	MASA GLOBAL	Payroll Dated : 04/01/25		139.80
0000161348	MASA GLOBAL	Payroll Dated : 04/01/25		140.00
0000161348	MASA GLOBAL	Payroll Dated : 04/01/25		14.00
0000161348	MASA GLOBAL	Payroll Dated : 04/01/25		14.00
0000161348	MASA GLOBAL	Payroll Dated : 04/01/25		14.00
0000161348	MASA GLOBAL	Payroll Dated : 04/01/25		179.20
0000161348	MASA GLOBAL	Payroll Dated : 04/01/25		28.00
0000161348	MASA GLOBAL	Payroll Dated : 04/11/25		14.00
0000161348	MASA GLOBAL	Payroll Dated : 04/04/25		14.00
0000161348	MASA GLOBAL	Payroll Dated : 04/01/25		58.80
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0000161349	METROPOLITAN LIFE INSURA	Payroll Dated : 04/01/25		92.10
0000161349	METROPOLITAN LIFE INSURA	Payroll Dated : 04/01/25		73.42
0000161349	METROPOLITAN LIFE INSURA	Payroll Dated : 04/01/25		9.98
0000161349	METROPOLITAN LIFE INSURA	Payroll Dated : 04/11/25		9.98
0000161349	METROPOLITAN LIFE INSURA	Payroll Dated : 04/11/25		26.45
0000161349	METROPOLITAN LIFE INSURA	Payroll Dated : 04/11/25		9.98
0000161349	METROPOLITAN LIFE INSURA	Payroll Dated : 04/01/25		904.61

Check #	Vendor Name	Invoice Description	Check Am	Line Amou
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0000161349	METROPOLITAN LIFE INSURA	Payroll Dated : 04/01/25	72.62	
0000161349	METROPOLITAN LIFE INSURA	Payroll Dated : 04/01/25	19.95	
0000161349	METROPOLITAN LIFE INSURA	Payroll Dated : 04/01/25	36.71	
0000161349	METROPOLITAN LIFE INSURA	Payroll Dated : 04/01/25	9.98	
0000161349	METROPOLITAN LIFE INSURA	Payroll Dated : 04/01/25	36.71	
0000161349	METROPOLITAN LIFE INSURA	Payroll Dated : 04/01/25	808.02	
0000161349	METROPOLITAN LIFE INSURA	Payroll Dated : 04/01/25	215.91	
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0000161349	METROPOLITAN LIFE INSURA	Payroll Dated : 04/01/25	53.88	
0000161349	METROPOLITAN LIFE INSURA	Payroll Dated : 04/11/25	26.45	
0000161349	METROPOLITAN LIFE INSURA	Payroll Dated : 04/11/25	9.98	
0000161349	METROPOLITAN LIFE INSURA	Payroll Dated : 04/11/25	36.71	
0000161349	METROPOLITAN LIFE INSURA	Payroll Dated : 04/11/25	9.98	
0000161349	METROPOLITAN LIFE INSURA	Payroll Dated : 04/11/25	36.71	
0000161349	METROPOLITAN LIFE INSURA	Payroll Dated : 04/11/25	19.96	
0000161349	METROPOLITAN LIFE INSURA	Payroll Dated : 04/04/25	72.62	
0000161349	METROPOLITAN LIFE INSURA	Payroll Dated : 04/04/25	29.93	
0000161349	METROPOLITAN LIFE INSURA	Payroll Dated : 04/11/25	9.98	
0000161349	METROPOLITAN LIFE INSURA	Payroll Dated : 04/11/25	36.71	
0000161349	METROPOLITAN LIFE INSURA	Payroll Dated : 04/11/25	9.98	
0000161349	METROPOLITAN LIFE INSURA	Payroll Dated : 04/11/25	36.71	
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0000161349	METROPOLITAN LIFE INSURA	Payroll Dated : 04/11/25	54.88	
0000161349	METROPOLITAN LIFE INSURA	Payroll Dated : 04/01/25	102.15	
0000161349	METROPOLITAN LIFE INSURA	Payroll Dated : 04/01/25	9.98	
0000161349	METROPOLITAN LIFE INSURA	Payroll Dated : 04/01/25	72.62	
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Check #	Vendor Name	Invoice Description	Check Am	Line Amou
0000161349	METROPOLITAN LIFE INSURA	Payroll Dated : 04/01/25		9.98
0000161349	METROPOLITAN LIFE INSURA	Payroll Dated : 04/01/25		91.35
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0000161349	METROPOLITAN LIFE INSURA	Payroll Dated : 04/01/25		33.04
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0000161349	METROPOLITAN LIFE INSURA	Payroll Dated : 04/01/25		3.67
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0000161350	MSTA	Payroll Dated : 04/01/25		23.00
0000161350	MSTA	Payroll Dated : 04/01/25		23.00

Check #	Vendor Name	Invoice Description	Check Am	Line Amou
0000161350	MSTA	Payroll Dated : 04/01/25		23.00
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0000161350	MSTA	Payroll Dated : 04/01/25		23.00
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0000161350	MSTA	Payroll Dated : 04/01/25		96.60
0000161351	ONE AMERICA	Payroll Dated : 04/01/25	823.27	15.60
0000161351	ONE AMERICA	Payroll Dated : 04/01/25		2.85
0000161351	ONE AMERICA	Payroll Dated : 04/01/25		65.40
0000161351	ONE AMERICA	I. SCHWALM REIMBURSE		(40.80)
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0000161351	ONE AMERICA	Payroll Dated : 04/11/25		5.30
0000161351	ONE AMERICA	Payroll Dated : 04/11/25		5.50

Check #	Vendor Name	Invoice Description	Check Am	Line Amou
0000161351	ONE AMERICA	Payroll Dated : 04/11/25		11.00
0000161351	ONE AMERICA	Payroll Dated : 04/11/25		15.30
0000161351	ONE AMERICA	Payroll Dated : 04/11/25		13.50
0000161351	ONE AMERICA	Payroll Dated : 04/11/25		1.74
0000161351	ONE AMERICA	Payroll Dated : 04/11/25		9.00
0000161351	ONE AMERICA	Payroll Dated : 04/11/25		13.60
0000161351	ONE AMERICA	Payroll Dated : 04/11/25		3.40
0000161351	ONE AMERICA	Payroll Dated : 04/11/25		3.40
0000161352	RELIANCE STANDARD	Payroll Dated : 04/11/25	3,548.21	0.45
0000161352	RELIANCE STANDARD	Payroll Dated : 04/04/25		10.76
0000161352	RELIANCE STANDARD	Payroll Dated : 04/04/25		158.20
0000161352	RELIANCE STANDARD	Payroll Dated : 04/04/25		1.83
0000161352	RELIANCE STANDARD	Payroll Dated : 04/04/25		115.50
0000161352	RELIANCE STANDARD	Payroll Dated : 04/11/25		0.45
0000161352	RELIANCE STANDARD	Payroll Dated : 04/11/25		6.82
0000161352	RELIANCE STANDARD	Payroll Dated : 04/11/25		6.82
0000161352	RELIANCE STANDARD	Payroll Dated : 04/11/25		1.83
0000161352	RELIANCE STANDARD	Payroll Dated : 04/11/25		3.41
0000161352	RELIANCE STANDARD	Payroll Dated : 04/11/25		0.92
0000161352	RELIANCE STANDARD	Payroll Dated : 04/11/25		0.90
0000161352	RELIANCE STANDARD	Payroll Dated : 04/11/25		3.41
0000161352	RELIANCE STANDARD	Payroll Dated : 04/11/25		0.91
0000161352	RELIANCE STANDARD	Payroll Dated : 04/11/25		0.90
0000161352	RELIANCE STANDARD	Payroll Dated : 04/11/25		0.90
0000161352	RELIANCE STANDARD	Payroll Dated : 04/11/25		0.90
0000161352	RELIANCE STANDARD	Payroll Dated : 04/11/25		3.66
0000161352	RELIANCE STANDARD	Payroll Dated : 04/11/25		21.55
0000161352	RELIANCE STANDARD	Payroll Dated : 04/11/25		4.50
0000161352	RELIANCE STANDARD	Payroll Dated : 04/11/25		0.59
0000161352	RELIANCE STANDARD	Payroll Dated : 04/11/25		0.45
0000161352	RELIANCE STANDARD	Payroll Dated : 04/11/25		39.40
0000161352	RELIANCE STANDARD	Payroll Dated : 04/11/25		1.83
0000161352	RELIANCE STANDARD	Payroll Dated : 04/11/25		6.40
0000161352	RELIANCE STANDARD	Payroll Dated : 04/11/25		2.70
0000161352	RELIANCE STANDARD	Payroll Dated : 04/11/25		0.59
0000161352	RELIANCE STANDARD	Payroll Dated : 04/11/25		6.82
0000161352	RELIANCE STANDARD	Payroll Dated : 04/11/25		17.98
0000161352	RELIANCE STANDARD	Payroll Dated : 04/11/25		78.80
0000161352	RELIANCE STANDARD	Payroll Dated : 04/11/25		0.90
0000161352	RELIANCE STANDARD	Payroll Dated : 04/11/25		0.90
0000161352	RELIANCE STANDARD	Payroll Dated : 04/11/25		69.60
0000161352	RELIANCE STANDARD	Payroll Dated : 04/11/25		2.70
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25		1.83
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25		6.82
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25		19.70

Check #	Vendor Name	Invoice Description	Check Am Line Amou
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	1.83
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	68.00
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	1.80
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	0.90
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	1.80
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	39.65
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	29.60
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	1.80
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	1.83
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	29.65
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	0.90
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	0.90
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	1.80
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	31.25
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	1.83
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	21.75
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	0.90
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	6.82
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	39.40
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	5.80
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	52.20
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	1.71
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	0.09
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	17.98
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	19.70
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	1.83
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	39.10
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	0.90
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	0.90
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	1.80
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	0.90
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	17.98
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	1.83
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	0.90
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	0.90
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	39.65
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	1.83
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	37.76
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	0.90
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	1.62
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	6.35
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	109.41
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	25.26
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	42.03
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	18.88

Check #	Vendor Name	Invoice Description	Check Am Line Amou
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	0.90
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	2.70
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	1.83
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	16.50
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	14.04
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	1.83
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	1.80
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	17.98
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	59.10
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	13.80
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	1.83
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	32.85
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	0.90
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	0.90
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	14.04
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	35.35
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	25.87
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	1.83
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	29.35
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	0.90
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	1.80
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	0.59
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	1.83
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	1.80
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	10.76
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	39.40
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	0.90
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	1.80
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	1.80
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	0.90
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	1.80
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	1.83
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	4.05
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	31.25
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	9.10
0000161352	RELIANCE STANDARD	Payroll Dated : 04/11/25	1.83
0000161352	RELIANCE STANDARD	Payroll Dated : 04/11/25	11.20
0000161352	RELIANCE STANDARD	Payroll Dated : 04/11/25	1.83
0000161352	RELIANCE STANDARD	Payroll Dated : 04/11/25	11.20
0000161352	RELIANCE STANDARD	Payroll Dated : 04/11/25	0.90
0000161352	RELIANCE STANDARD	Payroll Dated : 04/04/25	2.70
0000161352	RELIANCE STANDARD	Payroll Dated : 04/11/25	9.90
0000161352	RELIANCE STANDARD	Payroll Dated : 04/11/25	1.77
0000161352	RELIANCE STANDARD	Payroll Dated : 04/11/25	0.90
0000161352	RELIANCE STANDARD	Payroll Dated : 04/11/25	6.82

Check #	Vendor Name	Invoice Description	Check Am Line Amou
0000161352	RELIANCE STANDARD	Payroll Dated : 04/11/25	39.55
0000161352	RELIANCE STANDARD	Payroll Dated : 04/11/25	1.83
0000161352	RELIANCE STANDARD	Payroll Dated : 04/11/25	139.10
0000161352	RELIANCE STANDARD	Payroll Dated : 04/11/25	1.80
0000161352	RELIANCE STANDARD	Payroll Dated : 04/11/25	0.90
0000161352	RELIANCE STANDARD	Payroll Dated : 04/11/25	1.80
0000161352	RELIANCE STANDARD	Payroll Dated : 04/11/25	1.83
0000161352	RELIANCE STANDARD	Payroll Dated : 04/11/25	29.63
0000161352	RELIANCE STANDARD	Payroll Dated : 04/11/25	7.32
0000161352	RELIANCE STANDARD	Payroll Dated : 04/11/25	13.35
0000161352	RELIANCE STANDARD	Payroll Dated : 04/11/25	33.82
0000161352	RELIANCE STANDARD	Payroll Dated : 04/11/25	0.90
0000161352	RELIANCE STANDARD	Payroll Dated : 04/11/25	6.82
0000161352	RELIANCE STANDARD	Payroll Dated : 04/11/25	9.50
0000161352	RELIANCE STANDARD	Payroll Dated : 04/11/25	6.25
0000161352	RELIANCE STANDARD	Payroll Dated : 04/04/25	0.90
0000161352	RELIANCE STANDARD	Payroll Dated : 04/11/25	7.65
0000161352	RELIANCE STANDARD	Payroll Dated : 04/11/25	0.59
0000161352	RELIANCE STANDARD	Payroll Dated : 04/11/25	0.45
0000161352	RELIANCE STANDARD	Payroll Dated : 04/11/25	0.45
0000161352	RELIANCE STANDARD	Payroll Dated : 04/04/25	39.65
0000161352	RELIANCE STANDARD	Payroll Dated : 04/04/25	13.50
0000161352	RELIANCE STANDARD	Payroll Dated : 04/04/25	1.83
0000161352	RELIANCE STANDARD	Payroll Dated : 04/04/25	3.84
0000161352	RELIANCE STANDARD	Payroll Dated : 04/11/25	0.90
0000161352	RELIANCE STANDARD	Payroll Dated : 04/11/25	9.87
0000161352	RELIANCE STANDARD	Payroll Dated : 04/11/25	2.90
0000161352	RELIANCE STANDARD	Payroll Dated : 04/11/25	0.90
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	69.30
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	3.94
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	5.49
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	118.32
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	14.58
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	19.62
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	50.26
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	13.50
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	14.64
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	87.05
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	38.38
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	17.10
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	25.87
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	58.00
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	0.90
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	0.90
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25	1.83

Check #	Vendor Name	Invoice Description	Check Am	Line Amou
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25		19.70
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25		27.96
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25		14.00
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25		6.82
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25		9.85
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25		16.00
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25		0.90
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25		5.58
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25		2.70
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25		142.33
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25		222.40
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25		5.49
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25		144.61
0000161352	RELIANCE STANDARD	ADJUSTMENT		(0.90)
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25		31.25
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25		39.40
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25		9.15
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25		96.19
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25		18.88
0000161352	RELIANCE STANDARD	Payroll Dated : 04/11/25		0.90
0000161352	RELIANCE STANDARD	Payroll Dated : 04/11/25		1.83
0000161352	RELIANCE STANDARD	Payroll Dated : 04/04/25		0.90
0000161352	RELIANCE STANDARD	Payroll Dated : 04/11/25		1.83
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25		14.04
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25		1.83
0000161352	RELIANCE STANDARD	Payroll Dated : 04/01/25		30.85
0000161353	Show-Me Health Administrat	Payroll Dated : 04/01/25	91,149.00	290.00
0000161353	Show-Me Health Administrat	Payroll Dated : 04/11/25		82.00
0000161353	Show-Me Health Administrat	Payroll Dated : 04/04/25		500.00
0000161353	Show-Me Health Administrat	Payroll Dated : 04/11/25		111.00
0000161353	Show-Me Health Administrat	Payroll Dated : 04/11/25		500.00
0000161353	Show-Me Health Administrat	Payroll Dated : 04/01/25		1,129.00
0000161353	Show-Me Health Administrat	Payroll Dated : 04/01/25		2,607.00
0000161353	Show-Me Health Administrat	Payroll Dated : 04/01/25		1,500.00
0000161353	Show-Me Health Administrat	Payroll Dated : 04/01/25		3,000.00
0000161353	Show-Me Health Administrat	Payroll Dated : 04/01/25		500.00
0000161353	Show-Me Health Administrat	Payroll Dated : 04/01/25		8,500.00
0000161353	Show-Me Health Administrat	Payroll Dated : 04/01/25		486.00
0000161353	Show-Me Health Administrat	Payroll Dated : 04/01/25		82.00
0000161353	Show-Me Health Administrat	Payroll Dated : 04/01/25		82.00
0000161353	Show-Me Health Administrat	Payroll Dated : 04/01/25		207.00
0000161353	Show-Me Health Administrat	Payroll Dated : 04/01/25		111.00
0000161353	Show-Me Health Administrat	Payroll Dated : 04/01/25		500.00
0000161353	Show-Me Health Administrat	Payroll Dated : 04/01/25		111.00
0000161353	Show-Me Health Administrat	Payroll Dated : 04/01/25		500.00

Check #	Vendor Name	Invoice Description	Check Am Line Amou
0000161353	Show-Me Health Administrat	Payroll Dated : 04/01/25	7,000.00
0000161353	Show-Me Health Administrat	Payroll Dated : 04/01/25	486.00
0000161353	Show-Me Health Administrat	Payroll Dated : 04/01/25	111.00
0000161353	Show-Me Health Administrat	Payroll Dated : 04/01/25	2,024.00
0000161353	Show-Me Health Administrat	Payroll Dated : 04/01/25	5,100.00
0000161353	Show-Me Health Administrat	Payroll Dated : 04/01/25	1,458.00
0000161353	Show-Me Health Administrat	Payroll Dated : 04/01/25	1,427.20
0000161353	Show-Me Health Administrat	Payroll Dated : 04/11/25	500.00
0000161353	Show-Me Health Administrat	Payroll Dated : 04/11/25	41.00
0000161353	Show-Me Health Administrat	Payroll Dated : 04/04/25	93.00
0000161353	Show-Me Health Administrat	Payroll Dated : 04/11/25	250.00
0000161353	Show-Me Health Administrat	Payroll Dated : 04/04/25	500.00
0000161353	Show-Me Health Administrat	Payroll Dated : 04/11/25	3,250.00
0000161353	Show-Me Health Administrat	Payroll Dated : 04/11/25	486.00
0000161353	Show-Me Health Administrat	Payroll Dated : 04/04/25	82.00
0000161353	Show-Me Health Administrat	Payroll Dated : 04/11/25	1,169.00
0000161353	Show-Me Health Administrat	Payroll Dated : 04/11/25	486.00
0000161353	Show-Me Health Administrat	Payroll Dated : 04/11/25	500.00
0000161353	Show-Me Health Administrat	Payroll Dated : 04/11/25	500.00
0000161353	Show-Me Health Administrat	Payroll Dated : 04/11/25	1,000.00
0000161353	Show-Me Health Administrat	Payroll Dated : 04/11/25	453.00
0000161353	Show-Me Health Administrat	Payroll Dated : 04/11/25	2,000.00
0000161353	Show-Me Health Administrat	Payroll Dated : 04/11/25	486.00
0000161353	Show-Me Health Administrat	Payroll Dated : 04/04/25	1,500.00
0000161353	Show-Me Health Administrat	ADMIN FEE	2,800.00
0000161353	Show-Me Health Administrat	Payroll Dated : 04/04/25	333.00
0000161353	Show-Me Health Administrat	Payroll Dated : 04/11/25	500.00
0000161353	Show-Me Health Administrat	Payroll Dated : 04/11/25	82.00
0000161353	Show-Me Health Administrat	Payroll Dated : 04/11/25	193.00
0000161353	Show-Me Health Administrat	Payroll Dated : 04/11/25	82.00
0000161353	Show-Me Health Administrat	Payroll Dated : 04/11/25	82.00
0000161353	Show-Me Health Administrat	Payroll Dated : 04/01/25	286.00
0000161353	Show-Me Health Administrat	Payroll Dated : 04/01/25	94.00
0000161353	Show-Me Health Administrat	Payroll Dated : 04/01/25	500.00
0000161353	Show-Me Health Administrat	Payroll Dated : 04/01/25	500.00
0000161353	Show-Me Health Administrat	Payroll Dated : 04/01/25	1,000.00
0000161353	Show-Me Health Administrat	Payroll Dated : 04/01/25	500.00
0000161353	Show-Me Health Administrat	Payroll Dated : 04/01/25	500.00
0000161353	Show-Me Health Administrat	Payroll Dated : 04/01/25	972.00
0000161353	Show-Me Health Administrat	Payroll Dated : 04/01/25	94.00
0000161353	Show-Me Health Administrat	Payroll Dated : 04/01/25	500.00
0000161353	Show-Me Health Administrat	Payroll Dated : 04/01/25	500.00
0000161353	Show-Me Health Administrat	Payroll Dated : 04/01/25	500.00
0000161353	Show-Me Health Administrat	Payroll Dated : 04/01/25	193.00
0000161353	Show-Me Health Administrat	Payroll Dated : 04/01/25	370.00

[illegible]

Check #	Vendor Name	Invoice Description	Check Am	Line Amou
0000161353	Show-Me Health Administrat	Payroll Dated : 04/01/25		486.00
0000161353	Show-Me Health Administrat	Payroll Dated : 04/01/25		1,000.00
0000161353	Show-Me Health Administrat	Payroll Dated : 04/01/25		649.00
0000161353	Show-Me Health Administrat	Payroll Dated : 04/01/25		237.00
0000161353	Show-Me Health Administrat	Payroll Dated : 04/11/25		1,000.00
0000161353	Show-Me Health Administrat	Payroll Dated : 04/11/25		1,500.00
0000161353	Show-Me Health Administrat	Payroll Dated : 04/11/25		486.00
0000161353	Show-Me Health Administrat	Payroll Dated : 04/11/25		111.00
0000161353	Show-Me Health Administrat	Payroll Dated : 04/11/25		500.00
0000161353	Show-Me Health Administrat	Payroll Dated : 04/11/25		500.00
0000161353	Show-Me Health Administrat	Payroll Dated : 04/11/25		82.00
0000161353	Show-Me Health Administrat	Payroll Dated : 04/11/25		164.00
0000161353	Show-Me Health Administrat	Payroll Dated : 04/11/25		1,500.00
0000161353	Show-Me Health Administrat	Payroll Dated : 04/11/25		334.00
0000161353	Show-Me Health Administrat	Payroll Dated : 04/11/25		290.00
0000161353	Show-Me Health Administrat	Payroll Dated : 04/11/25		500.00
0000161353	Show-Me Health Administrat	Payroll Dated : 04/11/25		82.00
0000161353	Show-Me Health Administrat	Payroll Dated : 04/11/25		250.00
0000161353	Show-Me Health Administrat	Payroll Dated : 04/11/25		250.00
0000161353	Show-Me Health Administrat	Payroll Dated : 04/11/25		41.00
0000161353	Show-Me Health Administrat	Payroll Dated : 04/11/25		41.00
0000161354	TEXAS LIFE INSURANCE CO	Payroll Dated : 04/04/25	1,104.25	25.25
0000161354	TEXAS LIFE INSURANCE CO	Payroll Dated : 04/11/25		21.70
0000161354	TEXAS LIFE INSURANCE CO	Payroll Dated : 04/11/25		34.90
0000161354	TEXAS LIFE INSURANCE CO	Payroll Dated : 04/11/25		31.90
0000161354	TEXAS LIFE INSURANCE CO	Payroll Dated : 04/01/25		74.00
0000161354	TEXAS LIFE INSURANCE CO	Payroll Dated : 04/01/25		44.00
0000161354	TEXAS LIFE INSURANCE CO	Payroll Dated : 04/01/25		18.45
0000161354	TEXAS LIFE INSURANCE CO	Payroll Dated : 04/01/25		10.40
0000161354	TEXAS LIFE INSURANCE CO	Payroll Dated : 04/01/25		22.25
0000161354	TEXAS LIFE INSURANCE CO	Payroll Dated : 04/01/25		34.00
0000161354	TEXAS LIFE INSURANCE CO	Payroll Dated : 04/01/25		13.60
0000161354	TEXAS LIFE INSURANCE CO	Payroll Dated : 04/01/25		24.80
0000161354	TEXAS LIFE INSURANCE CO	Payroll Dated : 04/01/25		46.50
0000161354	TEXAS LIFE INSURANCE CO	Payroll Dated : 04/11/25		16.50
0000161354	TEXAS LIFE INSURANCE CO	Payroll Dated : 04/11/25		77.85
0000161354	TEXAS LIFE INSURANCE CO	Payroll Dated : 04/11/25		33.50
0000161354	TEXAS LIFE INSURANCE CO	Payroll Dated : 04/01/25		112.60
0000161354	TEXAS LIFE INSURANCE CO	Payroll Dated : 04/01/25		20.25
0000161354	TEXAS LIFE INSURANCE CO	Payroll Dated : 04/01/25		28.00
0000161354	TEXAS LIFE INSURANCE CO	Payroll Dated : 04/01/25		17.10
0000161354	TEXAS LIFE INSURANCE CO	Payroll Dated : 04/01/25		93.75
0000161354	TEXAS LIFE INSURANCE CO	Payroll Dated : 04/01/25		27.10
0000161354	TEXAS LIFE INSURANCE CO	Payroll Dated : 04/01/25		189.15
0000161354	TEXAS LIFE INSURANCE CO	Payroll Dated : 04/01/25		86.70

Check #	Vendor Name	Invoice Description	Check Am	Line Amou
0000161355	TRANSAMERICA	Payroll Dated : 04/01/25	2,399.94	93.83
0000161355	TRANSAMERICA	Payroll Dated : 04/01/25		89.08
0000161355	TRANSAMERICA	Payroll Dated : 04/11/25		21.47
0000161355	TRANSAMERICA	Payroll Dated : 04/01/25		117.08
0000161355	TRANSAMERICA	Payroll Dated : 04/01/25		361.06
0000161355	TRANSAMERICA	Payroll Dated : 04/01/25		21.47
0000161355	TRANSAMERICA	Payroll Dated : 04/01/25		21.47
0000161355	TRANSAMERICA	Payroll Dated : 04/01/25		38.33
0000161355	TRANSAMERICA	Payroll Dated : 04/01/25		21.47
0000161355	TRANSAMERICA	Payroll Dated : 04/01/25		139.42
0000161355	TRANSAMERICA	Payroll Dated : 04/01/25		21.47
0000161355	TRANSAMERICA	Payroll Dated : 04/01/25		351.24
0000161355	TRANSAMERICA	Payroll Dated : 04/11/25		22.26
0000161355	TRANSAMERICA	Payroll Dated : 04/11/25		18.43
0000161355	TRANSAMERICA	Payroll Dated : 04/11/25		21.47
0000161355	TRANSAMERICA	Payroll Dated : 04/11/25		49.74
0000161355	TRANSAMERICA	Payroll Dated : 04/11/25		37.07
0000161355	TRANSAMERICA	Payroll Dated : 04/01/25		21.47
0000161355	TRANSAMERICA	Payroll Dated : 04/01/25		99.93
0000161355	TRANSAMERICA	Payroll Dated : 04/01/25		38.33
0000161355	TRANSAMERICA	Payroll Dated : 04/01/25		21.47
0000161355	TRANSAMERICA	Payroll Dated : 04/01/25		24.37
0000161355	TRANSAMERICA	Payroll Dated : 04/01/25		37.07
0000161355	TRANSAMERICA	Payroll Dated : 04/01/25		21.47
0000161355	TRANSAMERICA	Payroll Dated : 04/01/25		27.64
0000161355	TRANSAMERICA	Payroll Dated : 04/01/25		23.88
0000161355	TRANSAMERICA	Payroll Dated : 04/01/25		37.07
0000161355	TRANSAMERICA	Payroll Dated : 04/01/25		21.47
0000161355	TRANSAMERICA	Payroll Dated : 04/01/25		38.33
0000161355	TRANSAMERICA	Payroll Dated : 04/01/25		5.25
0000161355	TRANSAMERICA	Payroll Dated : 04/01/25		47.28
0000161355	TRANSAMERICA	Payroll Dated : 04/01/25		68.26
0000161355	TRANSAMERICA	Payroll Dated : 04/01/25		37.07
0000161355	TRANSAMERICA	Payroll Dated : 04/01/25		38.33
0000161355	TRANSAMERICA	Payroll Dated : 04/01/25		31.67
0000161355	TRANSAMERICA	Payroll Dated : 04/01/25		37.07
0000161355	TRANSAMERICA	Payroll Dated : 04/01/25		27.82
0000161355	TRANSAMERICA	Payroll Dated : 04/11/25		21.47
0000161355	TRANSAMERICA	Payroll Dated : 04/11/25		23.02
0000161355	TRANSAMERICA	Payroll Dated : 04/11/25		21.47
0000161355	TRANSAMERICA	Payroll Dated : 04/11/25		104.77
0000161355	TRANSAMERICA	Payroll Dated : 04/04/25		59.80
0000161355	TRANSAMERICA	Payroll Dated : 04/11/25		17.80
0000161356	US OMNI & TSACG COMPLIA	Payroll Dated : 04/01/25	2,005.00	25.00
0000161356	US OMNI & TSACG COMPLIA	Payroll Dated : 04/01/25		100.00

Check #	Vendor Name	Invoice Description	Check Am	Line Amou
0000161356	US OMNI & TSACG COMPLIA	Payroll Dated : 04/01/25		125.00
0000161356	US OMNI & TSACG COMPLIA	Payroll Dated : 04/01/25		200.00
0000161356	US OMNI & TSACG COMPLIA	Payroll Dated : 04/04/25		100.00
0000161356	US OMNI & TSACG COMPLIA	Payroll Dated : 04/01/25		1,000.00
0000161356	US OMNI & TSACG COMPLIA	Payroll Dated : 04/01/25		180.00
0000161356	US OMNI & TSACG COMPLIA	Payroll Dated : 04/01/25		175.00
0000161356	US OMNI & TSACG COMPLIA	Payroll Dated : 04/01/25		25.00
0000161356	US OMNI & TSACG COMPLIA	Payroll Dated : 04/01/25		75.00
0000161372	BIRCH TREE MFA	FFA SUPPLY	718.65	186.00
0000161372	BIRCH TREE MFA	FFA SUPPLY		45.20
0000161372	BIRCH TREE MFA	FFA SUPPLY		487.45
0000161373	DANIELS JOHN	SR TRIP DEPOSIT REFUNDS	4,800.00	4,800.00
0000161374	ERNIE WILLIAMSON MUSIC	HS BAND REPAIR	119.00	0.00
0000161374	ERNIE WILLIAMSON MUSIC	HS BAND REPAIR		99.00
0000161374	ERNIE WILLIAMSON MUSIC	HS BAND REPAIR		20.00
0000161374	ERNIE WILLIAMSON MUSIC	HS BAND REPAIR		0.00
0000161375	MARRIOTT WADE	SECURITY SUPPLY	700.00	700.00
0000161376	MO DEPT OF PUBLIC SAFETY	OM BOILER INSPECTION	480.00	480.00
0000161377	NEW DAY COUNSELING	GU BT/MV/MS/HS SVC	1,200.00	300.00
0000161377	NEW DAY COUNSELING	GU BT/MV/MS/HS SVC		300.00
0000161377	NEW DAY COUNSELING	GU BT/MV/MS/HS SVC		300.00
0000161377	NEW DAY COUNSELING	GU BT/MV/MS/HS SVC		300.00
0000161378	OZARKS MEDICAL CENTER	PT MAR SE SVC	11,399.23	1,232.14
0000161378	OZARKS MEDICAL CENTER	PT JAN SE SVC		1,348.89
0000161378	OZARKS MEDICAL CENTER	PT FEB SE SVC		685.95
0000161378	OZARKS MEDICAL CENTER	PT MAR SE SVC		838.41
0000161378	OZARKS MEDICAL CENTER	PT JAN SE SVC		861.40
0000161378	OZARKS MEDICAL CENTER	PT FEB SE SVC		479.69
0000161378	OZARKS MEDICAL CENTER	PT MAR SE SVC		1,400.91
0000161378	OZARKS MEDICAL CENTER	PT JAN SE SVC		1,442.64
0000161378	OZARKS MEDICAL CENTER	PT FEB SE SVC		535.95
0000161378	OZARKS MEDICAL CENTER	PT MAR SE SVC		1,063.41
0000161378	OZARKS MEDICAL CENTER	PT JAN SE SVC		880.15
0000161378	OZARKS MEDICAL CENTER	PT FEB SE SVC		629.69
0000161379	PDK INTERNATIONAL	ED RISING COMPETITION	2,905.00	2,905.00
0000161380	PEPSI MID AMERICA	HS WATER	43.50	43.50
0000161381	RANDOLPH RENT IT ALL	MS MAP TEST INCENTIVE	1,370.00	1,370.00
0000161382	SCHOLASTIC BOOK FAIRS-04	MVE BOOK FAIR	5,302.73	5,302.73
0000161383	WALMART	MV SUPPLY	245.39	205.65
0000161383	WALMART	MS SUPPLY		19.87
0000161383	WALMART	MS SUPPLY		19.87
0000161387	AMAZON CAPITAL SERVICES	MS SUPPLY	2,834.41	20.85
0000161387	AMAZON CAPITAL SERVICES	MS SUPPLY		11.99
0000161387	AMAZON CAPITAL SERVICES	MS SUPPLY		26.83
0000161387	AMAZON CAPITAL SERVICES	MS SUPPLY		46.99

Check #	Vendor Name	Invoice Description	Check Arr Line Amou
0000161387	AMAZON CAPITAL SERVICES	MS SUPPLY	88.19
0000161387	AMAZON CAPITAL SERVICES	MS SUPPLY	289.96
0000161387	AMAZON CAPITAL SERVICES	MS SUPPLY	11.60
0000161387	AMAZON CAPITAL SERVICES	MS SUPPLY	37.48
0000161387	AMAZON CAPITAL SERVICES	MS SUPPLY	21.76
0000161387	AMAZON CAPITAL SERVICES	MS SUPPLY	497.10
0000161387	AMAZON CAPITAL SERVICES	HS CARVING BLOCK REFUND	(34.39)
0000161387	AMAZON CAPITAL SERVICES	BT SUPPLY	23.84
0000161387	AMAZON CAPITAL SERVICES	BT SUPPLY	44.94
0000161387	AMAZON CAPITAL SERVICES	BT SUPPLY	23.31
0000161387	AMAZON CAPITAL SERVICES	BT SUPPLY	17.86
0000161387	AMAZON CAPITAL SERVICES	BT SUPPLY	53.16
0000161387	AMAZON CAPITAL SERVICES	BT SUPPLY	13.12
0000161387	AMAZON CAPITAL SERVICES	BT SUPPLY	37.80
0000161387	AMAZON CAPITAL SERVICES	GU BT SUPPLY	9.99
0000161387	AMAZON CAPITAL SERVICES	GU BT SUPPLY	6.93
0000161387	AMAZON CAPITAL SERVICES	MS SUPPLY	27.24
0000161387	AMAZON CAPITAL SERVICES	MS SUPPLY	46.49
0000161387	AMAZON CAPITAL SERVICES	MS SUPPLY	18.97
0000161387	AMAZON CAPITAL SERVICES	MS SUPPLY	40.36
0000161387	AMAZON CAPITAL SERVICES	MS SUPPLY	23.70
0000161387	AMAZON CAPITAL SERVICES	MV SUPPLY	53.00
0000161387	AMAZON CAPITAL SERVICES	MV SUPPLY	34.95
0000161387	AMAZON CAPITAL SERVICES	MV SUPPLY	28.99
0000161387	AMAZON CAPITAL SERVICES	MV SUPPLY	43.98
0000161387	AMAZON CAPITAL SERVICES	HS STUCO SUPPLY	14.99
0000161387	AMAZON CAPITAL SERVICES	HS STEM	11.59
0000161387	AMAZON CAPITAL SERVICES	HS STEM	19.99
0000161387	AMAZON CAPITAL SERVICES	HS STEM	16.98
0000161387	AMAZON CAPITAL SERVICES	HS STEM	29.99
0000161387	AMAZON CAPITAL SERVICES	HS STEM	16.99
0000161387	AMAZON CAPITAL SERVICES	HS STEM	17.99
0000161387	AMAZON CAPITAL SERVICES	HS STEM	17.99
0000161387	AMAZON CAPITAL SERVICES	HS STEM	22.30
0000161387	AMAZON CAPITAL SERVICES	HS STEM	18.99
0000161387	AMAZON CAPITAL SERVICES	HS STEM	17.99
0000161387	AMAZON CAPITAL SERVICES	HS STEM	16.99
0000161387	AMAZON CAPITAL SERVICES	HS STEM	19.79
0000161387	AMAZON CAPITAL SERVICES	HS STEM	18.99
0000161387	AMAZON CAPITAL SERVICES	HS STEM	18.69
0000161387	AMAZON CAPITAL SERVICES	HS STEM	92.50
0000161387	AMAZON CAPITAL SERVICES	HS STEM	15.99
0000161387	AMAZON CAPITAL SERVICES	HS STEM	9.95
0000161387	AMAZON CAPITAL SERVICES	HS STEM	(2.70)
0000161387	AMAZON CAPITAL SERVICES	HS STEM	9.69

Check #	Vendor Name	Invoice Description	Check Am	Line Amou
0000161387	AMAZON CAPITAL SERVICES	EA SUPPLY		27.98
0000161387	AMAZON CAPITAL SERVICES	EA CLOCKS/ SUPPLY		26.11
0000161387	AMAZON CAPITAL SERVICES	EA CLOCKS/ SUPPLY		498.12
0000161387	AMAZON CAPITAL SERVICES	EA CLOCKS/ SUPPLY		18.60
0000161387	AMAZON CAPITAL SERVICES	EA CLOCKS/ SUPPLY		9.45
0000161387	AMAZON CAPITAL SERVICES	EA CLOCKS/ SUPPLY		5.98
0000161387	AMAZON CAPITAL SERVICES	EA CLOCKS/ SUPPLY		59.98
0000161387	AMAZON CAPITAL SERVICES	EA CLOCKS/ SUPPLY		14.88
0000161387	AMAZON CAPITAL SERVICES	EA CLOCKS/ SUPPLY		13.62
0000161387	AMAZON CAPITAL SERVICES	EA CLOCKS/ SUPPLY		10.30
0000161387	AMAZON CAPITAL SERVICES	EA CLOCKS/ SUPPLY		77.32
0000161387	AMAZON CAPITAL SERVICES	EA SUPPLY REFUND		(39.89)
0000161387	AMAZON CAPITAL SERVICES	MS PAR INV SUPPLY		0.00
0000161387	AMAZON CAPITAL SERVICES	MS PAR INV SUPPLY		0.00
0000161387	AMAZON CAPITAL SERVICES	MS PAR INV SUPPLY		0.00
0000161387	AMAZON CAPITAL SERVICES	MS PAR INV SUPPLY		0.00
0000161387	AMAZON CAPITAL SERVICES	MS PAR INV SUPPLY		0.00
0000161387	AMAZON CAPITAL SERVICES	MS PAR INV SUPPLY		10.99
0000161387	AMAZON CAPITAL SERVICES	MS PAR INV SUPPLY		0.00
0000161387	AMAZON CAPITAL SERVICES	MS PAR INV SUPPLY		0.00
0000161387	AMAZON CAPITAL SERVICES	MS PAR INV SUPPLY		0.00
0000161387	AMAZON CAPITAL SERVICES	MS PAR INV SUPPLY		0.00
0000161387	AMAZON CAPITAL SERVICES	MS PAR INV SUPPLY		0.00
0000161387	AMAZON CAPITAL SERVICES	MS PAR INV SUPPLY		0.00
0000161387	AMAZON CAPITAL SERVICES	MS PAR INV SUPPLY		9.99
0000161387	AMAZON CAPITAL SERVICES	MS PAR INV SUPPLY		8.99
0000161387	AMAZON CAPITAL SERVICES	MS PAR INV SUPPLY		0.00
0000161387	AMAZON CAPITAL SERVICES	BT SUPPLY		78.80
0000161387	AMAZON CAPITAL SERVICES	BT SUPPLY		18.71
0000161387	AMAZON CAPITAL SERVICES	BT SUPPLY		11.81
0000161388	WALMART	BT SUPPLY	1,888.88	9.08
0000161388	WALMART	BE MEETING SUPPLY		46.16
0000161388	WALMART	HS ADULT DAY SUPPLY		80.20
0000161388	WALMART	HS ADULT DAY SUPPLY		13.78
0000161388	WALMART	MV SUPPLY		66.38
0000161388	WALMART	MV SUPPLY		192.40
0000161388	WALMART	MV SUPPLY		157.94
0000161388	WALMART	JR CONCESSIONS		631.00
0000161388	WALMART	PROM DRINKS		124.38
0000161388	WALMART	MS PAR INV SUPPLY		122.10
0000161388	WALMART	MV SUPPLY		391.46
0000161388	WALMART	MS SUPPLY		54.00
0000161389	SIMMONS BANK CARD	MS SUPPLY	9,577.00	95.92
0000161389	SIMMONS BANK CARD	SR TRIP FISHING		635.90
0000161389	SIMMONS BANK CARD	SR TRIP FISHING		0.00

Check #	Vendor Name	Invoice Description	Check Arr Line Amou
0000161389	CHICAGO TROPHY	HS CHEER SUPPLY	22.75
0000161389	CHICAGO TROPHY	HS CHEER SUPPLY	49.92
0000161389	CHICAGO TROPHY	HS CHEER SUPPLY	3.89
0000161389	CHICAGO TROPHY	HS CHEER SUPPLY	29.28
0000161389	ST LOUIS UNIVERSITY	HS SUPPLY	128.00
0000161389	ST LOUIS UNIVERSITY	HS SUPPLY	0.00
0000161389	ONE LESS THING	HS SUPPLY	830.00
0000161389	SIMMONS BANK CARD	7TH GR FIELD TRIP	1,121.12
0000161389	SONIC	BT SUPPLY	200.00
0000161389	SCHOLASTIC BOOK FAIR INC	BT SUPPLY	74.00
0000161389	SCHOLASTIC BOOK FAIR INC	BT SUPPLY	74.00
0000161389	SCHOLASTIC BOOK FAIR INC	BT SUPPLY	0.00
0000161389	SCHOLASTIC BOOK FAIR INC	BT SUPPLY	245.64
0000161389	CHEERLEADING COMPANY	MS CHEER SUPPLY	79.80
0000161389	CHEERLEADING COMPANY	MS CHEER SUPPLY	77.94
0000161389	CHEERLEADING COMPANY	MS CHEER SUPPLY	17.00
0000161389	SIMMONS BANK CARD	HS BSB FEES	100.00
0000161389	SIMMONS BANK CARD	HS BSB FEES	75.00
0000161389	SIMMONS BANK CARD	HS FB CONF	108.00
0000161389	SIMMONS BANK CARD	HS FB CONF	108.00
0000161389	SIMMONS BANK CARD	SR TRIP BUS DRIVER ROOM	862.86
0000161389	LOS AMIGOS	HS STUCO LUNCH	368.93
0000161389	NASSP	HS NHS SUPPLY	97.50
0000161389	NASSP	HS NHS SUPPLY	59.50
0000161389	NASSP	HS NHS SUPPLY	94.50
0000161389	NASSP	HS NHS SUPPLY	19.99
0000161389	MO CASE	SPED TRAVEL	0.00
0000161389	MO CASE	SPED TRAVEL	0.00
0000161389	MO CASE	SPED TRAVEL	0.00
0000161389	MO CASE	SPED TRAVEL	779.52
0000161389	MO CASE	SPED TRAVEL	0.00
0000161389	SIMMONS BANK CARD	SPED TRAVEL	23.60
0000161389	SIMMONS BANK CARD	SPED TRAVEL	65.04
0000161389	SIMMONS BANK CARD	SPED TRAVEL	19.54
0000161389	SIMMONS BANK CARD	SPED TRAVEL	36.35
0000161389	SIMMONS BANK CARD	SPED TRAVEL	55.58
0000161389	BISTRO FRIED RICE	SCA PRINCIPAL LUNCHEON	140.00
0000161389	TAN-TAR-A	PD ADMIN TRAVEL	278.00
0000161389	TAN-TAR-A	PD ADMIN TRAVEL	278.00
0000161389	TAN-TAR-A	PD ADMIN TRAVEL	0.00
0000161389	SIMMONS BANK CARD	PD ADMIN TRAVEL	22.70
0000161389	SIMMONS BANK CARD	PD ADMIN TRAVEL	30.56
0000161389	SIMMONS BANK CARD	PD ADMIN TRAVEL	331.02
0000161389	TAN-TAR-A	PD MV TRAVEL	286.00
0000161389	TAN-TAR-A	PD MV TRAVEL	84.21

Check #	Vendor Name	Invoice Description	Check Am	Line Amou
0000161389	US CELLULAR	CELL PHONE		75.62
0000161389	SIMMONS BANK CARD	SAFETY TRAVEL		29.90
0000161389	SIMMONS BANK CARD	SAFETY TRAVEL		29.23
0000161389	US CELLULAR	CELL PHONE		75.62
0000161389	SIMMONS BANK CARD	BL SUPPLY		25.00
0000161389	SIMMONS BANK CARD	BL SUPPLY		25.00
0000161389	SIMMONS BANK CARD	BL SUPPLY		0.00
0000161389	SIMMONS BANK CARD	BL SUPPLY		0.00
0000161389	SIMMONS BANK CARD	BL SUPPLY		0.75
0000161389	SIMMONS BANK CARD	BL SUPPLY		0.75
0000161389	US CELLULAR	CELL PHONE		75.62
0000161389	US CELLULAR	CELL PHONE		75.62
0000161389	SIMMONS BANK CARD	ATHLETIC SITE IMPROVEMENT		1,065.23
0000161389	SIMMONS BANK CARD	ATH SITE IMPROVEMENT		89.85
0000161390	US CELLULAR	CELL PHONE	12,175.55	99.79
0000161390	US CELLULAR	CELL PHONE		99.80
0000161390	HOWELL OREGON ELECTRIC	OM ELECTRIC		5,889.96
0000161390	HOWELL OREGON ELECTRIC	OM ELECTRIC		1,002.81
0000161390	HOWELL OREGON ELECTRIC	OM ELECTRIC		3,070.50
0000161390	US CELLULAR	CELL PHONE		99.79
0000161390	US CELLULAR	CELL PHONE		99.79
0000161390	HOWELL OREGON ELECTRIC	OM ELECTRIC		511.54
0000161390	COMMERCE BANK	ED RISING SUPPLY		36.52
0000161390	SAMS CLUB	SR CONCESSIONS		350.62
0000161390	COMMERCE BANK	HS BETA CLUB		440.10
0000161390	COMMERCE BANK	HS GOLF SUPPLY		137.59
0000161390	JONES SCHOOL SUPPLY CO	HS SUPPLY		4.00
0000161390	JONES SCHOOL SUPPLY CO	HS SUPPLY		24.00
0000161390	JONES SCHOOL SUPPLY CO	HS SUPPLY		24.00
0000161390	JONES SCHOOL SUPPLY CO	HS SUPPLY		71.60
0000161390	JONES SCHOOL SUPPLY CO	HS SUPPLY		24.00
0000161390	JONES SCHOOL SUPPLY CO	HS SUPPLY		12.00
0000161390	JONES SCHOOL SUPPLY CO	HS SUPPLY		20.00
0000161390	JONES SCHOOL SUPPLY CO	HS SUPPLY		8.00
0000161390	JONES SCHOOL SUPPLY CO	HS SUPPLY		12.00
0000161390	JONES SCHOOL SUPPLY CO	HS SUPPLY		8.00
0000161390	JONES SCHOOL SUPPLY CO	HS SUPPLY		28.00
0000161390	JONES SCHOOL SUPPLY CO	HS SUPPLY		33.50
0000161390	JONES SCHOOL SUPPLY CO	HS SUPPLY		13.46
0000161390	ORIENTAL TRADING COMPAN	BT SUPPLY		54.18
0000161391	MO LIQUIDATOR	OM SOAP DRUMS	500.00	500.00
0000161392	PAYNE STEWART GC	DISTRICT GOLF ENTRY	120.00	120.00
0000161394	APPLE MARKET	ED RISING SUPPLY	298.34	78.63
0000161394	APPLE MARKET	FACS SUPPLY		10.77
0000161394	APPLE MARKET	FACS SUPPLY		20.13
0000161394	APPLE MARKET	FD COFFEE		47.96

Check #	Vendor Name	Invoice Description	Check Am	Line Amou
0000161394	APPLE MARKET	MS PAR INV SUPPLY		119.90
0000161394	APPLE MARKET	MS PAR INV SUPPLY		20.95
0000161395	BIG RIVER COMMUNICATION	OM TELEPHONE	390.00	390.00
0000161396	BSN SPORTS LLC	BSB SUPPLY	10,131.20	20.00
0000161396	BSN SPORTS LLC	BSB SUPPLY		6.00
0000161396	BSN SPORTS LLC	HS SOCCER SUPPLY		648.00
0000161396	BSN SPORTS LLC	HS SOCCER SUPPLY		87.30
0000161396	BSN SPORTS LLC	HS SOCCER SUPPLY		14.55
0000161396	BSN SPORTS LLC	HS SOCCER SUPPLY		87.30
0000161396	BSN SPORTS LLC	HS SOCCER SUPPLY		14.55
0000161396	BSN SPORTS LLC	HS SOCCER SUPPLY		984.00
0000161396	BSN SPORTS LLC	HS SOCCER SUPPLY		108.80
0000161396	BSN SPORTS LLC	HS FB JERSEYS		3,792.00
0000161396	BSN SPORTS LLC	HS FB JERSEYS		113.00
0000161396	BSN SPORTS LLC	HS FB JERSEYS		3,360.00
0000161396	BSN SPORTS LLC	HS FB JERSEYS		435.90
0000161396	BSN SPORTS LLC	FIELD PAINT		320.00
0000161396	BSN SPORTS LLC	FIELD PAINT		26.40
0000161396	BSN SPORTS LLC	MS TRACK JACKETS		105.00
0000161396	BSN SPORTS LLC	MS TRACK JACKETS		8.40
0000161397	CITY OF BIRCH TREE	BT WATER/SEWER/TRASH	708.57	295.00
0000161397	CITY OF BIRCH TREE	BT WATER/SEWER/TRASH		413.57
0000161398	CITY OF MOUNTAIN VIEW	PT/MV W/S/TRASH	7,139.12	1,036.40
0000161398	CITY OF MOUNTAIN VIEW	PT/MV W/S/TRASH		983.00
0000161398	CITY OF MOUNTAIN VIEW	PT/MV W/S/TRASH		40.00
0000161398	CITY OF MOUNTAIN VIEW	PT/MV W/S/TRASH		1,260.24
0000161398	CITY OF MOUNTAIN VIEW	PT/MV W/S/TRASH		401.09
0000161398	CITY OF MOUNTAIN VIEW	PT/MV W/S/TRASH		2,648.16
0000161398	CITY OF MOUNTAIN VIEW	PT/MV W/S/TRASH		51.26
0000161398	CITY OF MOUNTAIN VIEW	PT/MV W/S/TRASH		27.00
0000161398	CITY OF MOUNTAIN VIEW	PT/MV W/S/TRASH		605.31
0000161398	CITY OF MOUNTAIN VIEW	PT/MV W/S/TRASH		86.66
0000161399	ED COUNSEL LLC	BE LEGAL SVC	122.00	122.00
0000161400	HOWELL COUNTY NEWS	BE ADV SPRING MEETING	25.88	25.88
0000161401	MCKINSTRY	ENERGY PROJECT SCH OF VALUE	26,897.00	26,897.00
0000161402	MERIDIAN STUDENT PLANNE	ELEM EXTRA PLANNERS	1,472.25	506.25
0000161402	MERIDIAN STUDENT PLANNE	ELEM EXTRA PLANNERS		966.00
0000161403	MO DIV EMPLOY SECURITY	BE UNEMPLOYMENT	1,279.30	1,279.30
0000161404	NEW DAY COUNSELING	GU HS/MV SVC	1,800.00	400.00
0000161404	NEW DAY COUNSELING	GU HS/MV SVC		400.00
0000161404	NEW DAY COUNSELING	GU HS/MV SVC		500.00
0000161404	NEW DAY COUNSELING	GU HS/MV SVC		500.00
0000161405	PERMA BOUND BOOKS	LB BT BOOKS	605.86	385.47
0000161405	PERMA BOUND BOOKS	LB BT BOOKS		0.00
0000161405	PERMA BOUND BOOKS	LB BT BOOKS		0.00

Check #	Vendor Name	Invoice Description	Check Arr	Line Amou
0000161405	PERMA BOUND BOOKS	LB BT BOOKS		0.00
0000161405	PERMA BOUND BOOKS	LB BT BOOKS		17.98
0000161405	PERMA BOUND BOOKS	LB BT BOOKS		0.00
0000161405	PERMA BOUND BOOKS	LB BT BOOKS		0.00
0000161405	PERMA BOUND BOOKS	LB BT BOOKS		0.00
0000161405	PERMA BOUND BOOKS	LB BT BOOKS		0.00
0000161405	PERMA BOUND BOOKS	LB BT BOOKS		138.47
0000161405	PERMA BOUND BOOKS	LB BT BOOKS		0.00
0000161405	PERMA BOUND BOOKS	LB BT BOOKS		0.00
0000161405	PERMA BOUND BOOKS	LB BT BOOKS		0.00
0000161405	PERMA BOUND BOOKS	LB BT BOOKS		(30.00)
0000161405	PERMA BOUND BOOKS	LB MV BOOKS		74.18
0000161405	PERMA BOUND BOOKS	LB HS BOOKS		19.76
0000161406	PITNEY BOWES BANK INC	PU OM POSTAGE	900.00	900.00
0000161407	RICOH USA INC	COPIER USAGE	1,222.29	11.10
0000161407	RICOH USA INC	COPIER USAGE		4.30
0000161407	RICOH USA INC	COPIER USAGE		280.59
0000161407	RICOH USA INC	COPIER USAGE		238.84
0000161407	RICOH USA INC	COPIER USAGE		325.19
0000161407	RICOH USA INC	COPIER USAGE		293.23
0000161407	RICOH USA INC	COPIER USAGE		69.04
0000161408	SHO-ME TECHNOLOGIES LLC	PT/EA TECH SVC	150.00	50.00
0000161408	SHO-ME TECHNOLOGIES LLC	PT/EA TECH SVC		100.00
0000161409	THE LIBRARY STORE	LB HS BOOKS	473.53	473.53
0000161410	TNT WIFI	ATH COMPLEX WIFI	100.00	100.00
0000161411	WEBSTER COUNTY CITIZEN	BL MS ENVELOPES	280.00	280.00
0000161412	SIMMONS BANK CARD	HEALTH CHALLENGE SPA	12,974.45	0.75
0000161412	SIMMONS BANK CARD	HEALTH CHALLENGE SPA		0.00
0000161412	SIMMONS BANK CARD	HEALTH CHALLENGE SPA		25.00
0000161412	SIMMONS BANK CARD	HEALTH CHALLENGE SPA		25.00
0000161412	HOWELL OREGON ELECTRIC	OM ELECTRIC		6,464.31
0000161412	HOWELL OREGON ELECTRIC	OM ELECTRIC		1,130.43
0000161412	HOWELL OREGON ELECTRIC	OM ELECTRIC		3,400.49
0000161412	SIMMONS BANK CARD	OM SUPPLY		163.50
0000161412	COMMERCE BANK	EA ADOBE ACROBAT RENEWAL		239.88
0000161412	SAMS CLUB	EA SUPPLY		129.52
0000161412	SAMS CLUB	EA SUPPLY		13.44
0000161412	HOWELL OREGON ELECTRIC	OM ELECTRIC		443.77
0000161412	SCHOLASTIC INC	BT PAR INV SUPPLY		16.00
0000161412	SCHOLASTIC INC	BT PAR INV SUPPLY		39.00
0000161412	SCHOLASTIC INC	BT PAR INV SUPPLY		66.00
0000161412	SCHOLASTIC INC	BT PAR INV SUPPLY		30.00
0000161412	SCHOLASTIC INC	BT PAR INV SUPPLY		22.00
0000161412	SCHOLASTIC INC	BT PAR INV SUPPLY		15.57
0000161412	SAMS CLUB	SR CONCESSIONS		416.39

Check #	Vendor Name	Invoice Description	Check Am	Line Amou
0000161412	SAMS CLUB	MS SUPPLY		19.98
0000161412	SAMS CLUB	MS SUPPLY		18.98
0000161412	SAMS CLUB	MS SUPPLY		37.96
0000161412	SAMS CLUB	MS SUPPLY		37.26
0000161412	SAMS CLUB	MS SUPPLY		31.08
0000161412	SAMS CLUB	MS SUPPLY		20.96
0000161412	SAMS CLUB	MS SUPPLY		14.98
0000161412	SAMS CLUB	MS SUPPLY		11.42
0000161412	SAMS CLUB	NU MV SUPPLY		15.78
0000161412	SIMMONS BANK CARD	PD HS WEBINAR		125.00
0000161412	SIMMONS BANK CARD	PD HS WEBINAR		0.00
0000161413	MISSOURI DOWN UNDER AD MV 3RD GR FIELD TRIP		641.85	641.85
0000161419	MISSOURI DOWN UNDER AD BTE 3RD GR TRIP		700.00	700.00
0000161419	MISSOURI DOWN UNDER AD BTE 3RD GR TRIP			0.00
0000161470	Blitt and Gaines, P.C.	Payroll Dated : 05/14/25	414.29	414.29
0000161471	CARE TO LEARN	Payroll Dated : 05/14/25	80.00	10.00
0000161471	CARE TO LEARN	Payroll Dated : 05/09/25		20.00
0000161471	CARE TO LEARN	Payroll Dated : 05/01/25		5.00
0000161471	CARE TO LEARN	Payroll Dated : 05/01/25		10.00
0000161471	CARE TO LEARN	Payroll Dated : 05/01/25		10.00
0000161471	CARE TO LEARN	Payroll Dated : 05/01/25		15.00
0000161471	CARE TO LEARN	Payroll Dated : 05/01/25		10.00
0000161472	JTS FINANCIAL SERVICES, LLC	Payroll Dated : 05/01/25	766.65	50.00
0000161472	JTS FINANCIAL SERVICES, LLC	Payroll Dated : 05/01/25		58.33
0000161472	JTS FINANCIAL SERVICES, LLC	Payroll Dated : 05/01/25		83.33
0000161472	JTS FINANCIAL SERVICES, LLC	Payroll Dated : 05/01/25		75.00
0000161472	JTS FINANCIAL SERVICES, LLC	Payroll Dated : 05/01/25		208.33
0000161472	JTS FINANCIAL SERVICES, LLC	Payroll Dated : 05/01/25		125.00
0000161472	JTS FINANCIAL SERVICES, LLC	Payroll Dated : 05/01/25		50.00
0000161472	JTS FINANCIAL SERVICES, LLC	Payroll Dated : 05/09/25		66.66
0000161472	JTS FINANCIAL SERVICES, LLC	Payroll Dated : 05/14/25		50.00
0000161473	LEGALSHIELD	Payroll Dated : 05/01/25	25.90	25.90
0000161474	LIVELY	Payroll Dated : 05/01/25	635.42	14.00
0000161474	LIVELY	Payroll Dated : 05/01/25		113.00
0000161474	LIVELY	Payroll Dated : 05/01/25		20.00
0000161474	LIVELY	Payroll Dated : 05/14/25		14.00
0000161474	LIVELY	Payroll Dated : 05/14/25		14.00
0000161474	LIVELY	Payroll Dated : 05/14/25		4.33
0000161474	LIVELY	Payroll Dated : 05/14/25		50.00
0000161474	LIVELY	Payroll Dated : 05/14/25		14.00
0000161474	LIVELY	Payroll Dated : 05/01/25		28.00
0000161474	LIVELY	Payroll Dated : 05/01/25		14.00
0000161474	LIVELY	Payroll Dated : 05/01/25		47.42
0000161474	LIVELY	Payroll Dated : 05/01/25		42.00
0000161474	LIVELY	Payroll Dated : 05/01/25		50.00

Check #	Vendor Name	Invoice Description	Check Am	Line Amou
0000161474	LIVELY	Payroll Dated : 05/01/25		33.67
0000161474	LIVELY	Payroll Dated : 05/01/25		14.00
0000161474	LIVELY	Payroll Dated : 05/01/25		14.00
0000161474	LIVELY	Payroll Dated : 05/01/25		135.00
0000161474	LIVELY	Payroll Dated : 05/01/25		14.00
0000161475	MASA GLOBAL	Payroll Dated : 05/01/25	1,229.00	14.00
0000161475	MASA GLOBAL	Payroll Dated : 05/01/25		14.00
0000161475	MASA GLOBAL	Payroll Dated : 05/01/25		14.00
0000161475	MASA GLOBAL	Payroll Dated : 05/01/25		28.00
0000161475	MASA GLOBAL	Payroll Dated : 05/01/25		14.00
0000161475	MASA GLOBAL	Payroll Dated : 05/01/25		28.00
0000161475	MASA GLOBAL	Payroll Dated : 05/01/25		14.00
0000161475	MASA GLOBAL	Payroll Dated : 05/01/25		28.00
0000161475	MASA GLOBAL	Payroll Dated : 05/01/25		14.00
0000161475	MASA GLOBAL	Payroll Dated : 05/01/25		14.00
0000161475	MASA GLOBAL	Payroll Dated : 05/01/25		14.00
0000161475	MASA GLOBAL	Payroll Dated : 05/01/25		14.00
0000161475	MASA GLOBAL	Payroll Dated : 05/01/25		25.20
0000161475	MASA GLOBAL	Payroll Dated : 05/01/25		14.00
0000161475	MASA GLOBAL	Payroll Dated : 05/01/25		14.00
0000161475	MASA GLOBAL	Payroll Dated : 05/01/25		14.00
0000161475	MASA GLOBAL	Payroll Dated : 05/01/25		14.00
0000161475	MASA GLOBAL	Payroll Dated : 05/01/25		139.80
0000161475	MASA GLOBAL	Payroll Dated : 05/01/25		140.00
0000161475	MASA GLOBAL	Payroll Dated : 05/01/25		14.00
0000161475	MASA GLOBAL	Payroll Dated : 05/01/25		14.00
0000161475	MASA GLOBAL	Payroll Dated : 05/01/25		14.00
0000161475	MASA GLOBAL	Payroll Dated : 05/01/25		14.00
0000161475	MASA GLOBAL	Payroll Dated : 05/01/25		14.00
0000161475	MASA GLOBAL	Payroll Dated : 05/14/25		28.00
0000161475	MASA GLOBAL	Payroll Dated : 05/14/25		42.00
0000161475	MASA GLOBAL	Payroll Dated : 05/14/25		14.00
0000161475	MASA GLOBAL	Payroll Dated : 05/14/25		14.00
0000161475	MASA GLOBAL	Payroll Dated : 05/14/25		14.00
0000161475	MASA GLOBAL	Payroll Dated : 05/14/25		14.00
0000161475	MASA GLOBAL	Payroll Dated : 05/14/25		14.00
0000161475	MASA GLOBAL	Payroll Dated : 05/14/25		28.00
0000161475	MASA GLOBAL	Payroll Dated : 05/14/25		14.00
0000161475	MASA GLOBAL	Payroll Dated : 05/09/25		14.00
0000161475	MASA GLOBAL	Payroll Dated : 05/14/25		49.00
0000161475	MASA GLOBAL	Payroll Dated : 05/14/25		7.00
0000161475	MASA GLOBAL	Payroll Dated : 05/09/25		14.00

Check #	Vendor Name	Invoice Description	Check Am	Line Amou
0000161475	MASA GLOBAL	Payroll Dated : 05/01/25		28.00
0000161475	MASA GLOBAL	Payroll Dated : 05/01/25		58.80
0000161475	MASA GLOBAL	Payroll Dated : 05/14/25		14.00
0000161475	MASA GLOBAL	Payroll Dated : 05/01/25		179.20
0000161476	METROPOLITAN LIFE INSURA	Payroll Dated : 05/01/25	6,426.22	9.98
0000161476	METROPOLITAN LIFE INSURA	Payroll Dated : 05/01/25		904.61
0000161476	METROPOLITAN LIFE INSURA	Payroll Dated : 05/01/25		123.64
0000161476	METROPOLITAN LIFE INSURA	Payroll Dated : 05/14/25		26.45
0000161476	METROPOLITAN LIFE INSURA	Payroll Dated : 05/14/25		9.98
0000161476	METROPOLITAN LIFE INSURA	Payroll Dated : 05/01/25		307.73
0000161476	METROPOLITAN LIFE INSURA	Payroll Dated : 05/01/25		92.10
0000161476	METROPOLITAN LIFE INSURA	Payroll Dated : 05/01/25		73.42
0000161476	METROPOLITAN LIFE INSURA	Payroll Dated : 05/01/25		9.98
0000161476	METROPOLITAN LIFE INSURA	Payroll Dated : 05/14/25		9.98
0000161476	METROPOLITAN LIFE INSURA	Payroll Dated : 05/14/25		18.35
0000161476	METROPOLITAN LIFE INSURA	Payroll Dated : 05/14/25		4.99
0000161476	METROPOLITAN LIFE INSURA	Payroll Dated : 05/14/25		166.54
0000161476	METROPOLITAN LIFE INSURA	Payroll Dated : 05/14/25		54.88
0000161476	METROPOLITAN LIFE INSURA	Payroll Dated : 05/14/25		36.71
0000161476	METROPOLITAN LIFE INSURA	Payroll Dated : 05/14/25		9.98
0000161476	METROPOLITAN LIFE INSURA	Payroll Dated : 05/09/25		72.62
0000161476	METROPOLITAN LIFE INSURA	Payroll Dated : 05/09/25		29.93
0000161476	METROPOLITAN LIFE INSURA	Payroll Dated : 05/14/25		18.35
0000161476	METROPOLITAN LIFE INSURA	Payroll Dated : 05/14/25		9.97
0000161476	METROPOLITAN LIFE INSURA	Payroll Dated : 05/14/25		18.36
0000161476	METROPOLITAN LIFE INSURA	Payroll Dated : 05/14/25		9.98
0000161476	METROPOLITAN LIFE INSURA	Payroll Dated : 05/14/25		36.71
0000161476	METROPOLITAN LIFE INSURA	Payroll Dated : 05/14/25		19.96
0000161476	METROPOLITAN LIFE INSURA	Payroll Dated : 05/14/25		26.45
0000161476	METROPOLITAN LIFE INSURA	Payroll Dated : 05/14/25		9.98
0000161476	METROPOLITAN LIFE INSURA	Payroll Dated : 05/14/25		36.71
0000161476	METROPOLITAN LIFE INSURA	Payroll Dated : 05/14/25		9.98
0000161476	METROPOLITAN LIFE INSURA	Payroll Dated : 05/14/25		36.71
0000161476	METROPOLITAN LIFE INSURA	Payroll Dated : 05/14/25		9.98
0000161476	METROPOLITAN LIFE INSURA	Payroll Dated : 05/14/25		146.04
0000161476	METROPOLITAN LIFE INSURA	Payroll Dated : 05/14/25		39.91
0000161476	METROPOLITAN LIFE INSURA	Payroll Dated : 05/14/25		9.98
0000161476	METROPOLITAN LIFE INSURA	Payroll Dated : 05/14/25		36.71
0000161476	METROPOLITAN LIFE INSURA	Payroll Dated : 05/14/25		52.07
0000161476	METROPOLITAN LIFE INSURA	Payroll Dated : 05/14/25		9.98
0000161476	METROPOLITAN LIFE INSURA	Payroll Dated : 05/14/25		109.33
0000161476	METROPOLITAN LIFE INSURA	Payroll Dated : 05/14/25		9.98
0000161476	METROPOLITAN LIFE INSURA	Payroll Dated : 05/14/25		110.13
0000161476	METROPOLITAN LIFE INSURA	Payroll Dated : 05/14/25		19.96
0000161476	METROPOLITAN LIFE INSURA	Payroll Dated : 05/01/25		52.07

Check #	Vendor Name	Invoice Description	Check Am Line Amou
0000161476	METROPOLITAN LIFE INSURA	Payroll Dated : 05/01/25	102.15
0000161476	METROPOLITAN LIFE INSURA	Payroll Dated : 05/01/25	9.98
0000161476	METROPOLITAN LIFE INSURA	Payroll Dated : 05/01/25	72.62
0000161476	METROPOLITAN LIFE INSURA	Payroll Dated : 05/01/25	19.95
0000161476	METROPOLITAN LIFE INSURA	Payroll Dated : 05/01/25	36.71
0000161476	METROPOLITAN LIFE INSURA	Payroll Dated : 05/01/25	91.35
0000161476	METROPOLITAN LIFE INSURA	Payroll Dated : 05/01/25	22.27
0000161476	METROPOLITAN LIFE INSURA	Payroll Dated : 05/01/25	104.44
0000161476	METROPOLITAN LIFE INSURA	Payroll Dated : 05/01/25	808.02
0000161476	METROPOLITAN LIFE INSURA	Payroll Dated : 05/01/25	215.91
0000161476	METROPOLITAN LIFE INSURA	Payroll Dated : 05/01/25	367.94
0000161476	METROPOLITAN LIFE INSURA	Payroll Dated : 05/01/25	53.88
0000161476	METROPOLITAN LIFE INSURA	Payroll Dated : 05/01/25	36.71
0000161476	METROPOLITAN LIFE INSURA	Payroll Dated : 05/01/25	36.71
0000161476	METROPOLITAN LIFE INSURA	Payroll Dated : 05/01/25	9.98
0000161476	METROPOLITAN LIFE INSURA	Payroll Dated : 05/01/25	72.62
0000161476	METROPOLITAN LIFE INSURA	Payroll Dated : 05/01/25	19.95
0000161476	METROPOLITAN LIFE INSURA	Payroll Dated : 05/01/25	104.44
0000161476	METROPOLITAN LIFE INSURA	Payroll Dated : 05/01/25	32.25
0000161476	METROPOLITAN LIFE INSURA	Payroll Dated : 05/01/25	26.45
0000161476	METROPOLITAN LIFE INSURA	Payroll Dated : 05/01/25	26.45
0000161476	METROPOLITAN LIFE INSURA	Payroll Dated : 05/01/25	9.98
0000161476	METROPOLITAN LIFE INSURA	Payroll Dated : 05/01/25	94.81
0000161476	METROPOLITAN LIFE INSURA	Payroll Dated : 05/01/25	15.96
0000161476	METROPOLITAN LIFE INSURA	Payroll Dated : 05/01/25	138.86
0000161476	METROPOLITAN LIFE INSURA	Payroll Dated : 05/01/25	36.71
0000161476	METROPOLITAN LIFE INSURA	Payroll Dated : 05/01/25	19.95
0000161476	METROPOLITAN LIFE INSURA	Payroll Dated : 05/01/25	91.35
0000161476	METROPOLITAN LIFE INSURA	Payroll Dated : 05/01/25	22.27
0000161476	METROPOLITAN LIFE INSURA	Payroll Dated : 05/01/25	117.80
0000161476	METROPOLITAN LIFE INSURA	Payroll Dated : 05/01/25	9.98
0000161476	METROPOLITAN LIFE INSURA	Payroll Dated : 05/01/25	3.67
0000161476	METROPOLITAN LIFE INSURA	Payroll Dated : 05/01/25	1.00
0000161476	METROPOLITAN LIFE INSURA	Payroll Dated : 05/01/25	38.85
0000161476	METROPOLITAN LIFE INSURA	Payroll Dated : 05/01/25	9.98
0000161476	METROPOLITAN LIFE INSURA	Payroll Dated : 05/01/25	33.04
0000161476	METROPOLITAN LIFE INSURA	Payroll Dated : 05/01/25	8.98
0000161476	METROPOLITAN LIFE INSURA	Payroll Dated : 05/01/25	22.27
0000161476	METROPOLITAN LIFE INSURA	Payroll Dated : 05/01/25	138.86
0000161476	METROPOLITAN LIFE INSURA	Payroll Dated : 05/01/25	43.82
0000161476	METROPOLITAN LIFE INSURA	Payroll Dated : 05/01/25	38.85
0000161476	METROPOLITAN LIFE INSURA	Payroll Dated : 05/01/25	9.98
0000161476	METROPOLITAN LIFE INSURA	Payroll Dated : 05/01/25	102.15
0000161476	METROPOLITAN LIFE INSURA	Payroll Dated : 05/01/25	72.62
0000161476	METROPOLITAN LIFE INSURA	Payroll Dated : 05/01/25	76.85

Check #	Vendor Name	Invoice Description	Check Am	Line Amou
0000161476	METROPOLITAN LIFE INSURA	Payroll Dated : 05/01/25		9.98
0000161476	METROPOLITAN LIFE INSURA	Payroll Dated : 05/01/25		38.85
0000161476	METROPOLITAN LIFE INSURA	Payroll Dated : 05/01/25		136.87
0000161476	METROPOLITAN LIFE INSURA	Payroll Dated : 05/01/25		9.98
0000161477	MSTA	Payroll Dated : 05/01/25	1,367.52	23.00
0000161477	MSTA	Payroll Dated : 05/01/25		25.52
0000161477	MSTA	Payroll Dated : 05/01/25		23.00
0000161477	MSTA	Payroll Dated : 05/01/25		23.00
0000161477	MSTA	Payroll Dated : 05/01/25		23.00
0000161477	MSTA	Payroll Dated : 05/01/25		23.00
0000161477	MSTA	Payroll Dated : 05/01/25		23.00
0000161477	MSTA	Payroll Dated : 05/01/25		41.40
0000161477	MSTA	Payroll Dated : 05/01/25		23.00
0000161477	MSTA	Payroll Dated : 05/01/25		23.00
0000161477	MSTA	Payroll Dated : 05/01/25		23.00
0000161477	MSTA	Payroll Dated : 05/01/25		23.00
0000161477	MSTA	Payroll Dated : 05/01/25		224.60
0000161477	MSTA	Payroll Dated : 05/01/25		207.00
0000161477	MSTA	Payroll Dated : 05/01/25		46.00
0000161477	MSTA	Payroll Dated : 05/01/25		23.00
0000161477	MSTA	Payroll Dated : 05/01/25		23.00
0000161477	MSTA	Payroll Dated : 05/01/25		23.00
0000161477	MSTA	Payroll Dated : 05/01/25		46.00
0000161477	MSTA	Payroll Dated : 05/01/25		23.00
0000161477	MSTA	Payroll Dated : 05/14/25		9.00
0000161477	MSTA	Payroll Dated : 05/14/25		9.00
0000161477	MSTA	Payroll Dated : 05/01/25		46.00
0000161477	MSTA	Payroll Dated : 05/01/25		96.60
0000161477	MSTA	Payroll Dated : 05/01/25		294.40
0000161478	ONE AMERICA	Payroll Dated : 05/01/25	864.07	16.50
0000161478	ONE AMERICA	Payroll Dated : 05/01/25		3.39
0000161478	ONE AMERICA	Payroll Dated : 05/01/25		21.30
0000161478	ONE AMERICA	Payroll Dated : 05/01/25		15.60
0000161478	ONE AMERICA	Payroll Dated : 05/01/25		59.67
0000161478	ONE AMERICA	Payroll Dated : 05/01/25		160.60
0000161478	ONE AMERICA	Payroll Dated : 05/01/25		2.85
0000161478	ONE AMERICA	Payroll Dated : 05/01/25		65.40
0000161478	ONE AMERICA	Payroll Dated : 05/14/25		18.09
0000161478	ONE AMERICA	Payroll Dated : 05/14/25		5.50
0000161478	ONE AMERICA	Payroll Dated : 05/14/25		11.00
0000161478	ONE AMERICA	Payroll Dated : 05/14/25		3.40
0000161478	ONE AMERICA	Payroll Dated : 05/14/25		2.40
0000161478	ONE AMERICA	Payroll Dated : 05/14/25		5.30
0000161478	ONE AMERICA	Payroll Dated : 05/14/25		5.50
0000161478	ONE AMERICA	Payroll Dated : 05/14/25		11.00

Check #	Vendor Name	Invoice Description	Check Arr Line Amou
0000161478	ONE AMERICA	Payroll Dated : 05/14/25	15.30
0000161478	ONE AMERICA	Payroll Dated : 05/14/25	13.50
0000161478	ONE AMERICA	Payroll Dated : 05/14/25	3.40
0000161478	ONE AMERICA	Payroll Dated : 05/14/25	1.74
0000161478	ONE AMERICA	Payroll Dated : 05/14/25	9.00
0000161478	ONE AMERICA	Payroll Dated : 05/14/25	13.60
0000161478	ONE AMERICA	Payroll Dated : 05/01/25	30.00
0000161478	ONE AMERICA	Payroll Dated : 05/01/25	21.70
0000161478	ONE AMERICA	Payroll Dated : 05/01/25	40.00
0000161478	ONE AMERICA	Payroll Dated : 05/01/25	4.48
0000161478	ONE AMERICA	Payroll Dated : 05/01/25	51.60
0000161478	ONE AMERICA	Payroll Dated : 05/01/25	17.76
0000161478	ONE AMERICA	Payroll Dated : 05/01/25	16.50
0000161478	ONE AMERICA	Payroll Dated : 05/01/25	24.01
0000161478	ONE AMERICA	Payroll Dated : 05/01/25	49.20
0000161478	ONE AMERICA	Payroll Dated : 05/01/25	87.41
0000161478	ONE AMERICA	Payroll Dated : 05/01/25	9.69
0000161478	ONE AMERICA	Payroll Dated : 05/01/25	20.80
0000161478	ONE AMERICA	Payroll Dated : 05/01/25	26.88
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	3,547.31 0.09
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	1.83
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	39.65
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	29.60
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	1.83
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	29.65
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	1.80
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	1.80
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	0.90
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	0.90
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	1.80
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	0.90
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	31.25
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	1.83
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	21.75
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	1.80
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	5.80
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	52.20
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	1.71
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	17.98
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	19.70
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	1.83
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	39.10
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	6.82
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	19.70
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	1.83

Check #	Vendor Name	Invoice Description	Check Arr Line Amou
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	68.00
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	0.90
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	6.82
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	39.40
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	0.90
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	0.90
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	17.98
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	1.83
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	1.80
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	39.65
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	1.83
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	37.76
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	109.41
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	25.26
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	42.03
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	18.88
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	1.62
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	6.35
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	0.90
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	0.90
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	0.90
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	1.83
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	32.85
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	14.04
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	1.83
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	17.98
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	59.10
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	13.80
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	1.80
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	16.50
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	0.90
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	0.90
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	0.90
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	50.26
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	13.50
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	14.64
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	87.05
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	38.38
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	14.58
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	19.62
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	25.87
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	58.00
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	17.10
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	1.83
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	25.87

Check #	Vendor Name	Invoice Description	Check Arr Line Amou
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	19.70
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	27.96
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	14.00
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	0.90
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	0.90
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	14.04
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	35.35
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	1.83
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	29.35
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	0.90
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	1.80
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	0.59
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	1.83
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	1.80
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	0.90
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	1.80
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	1.80
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	10.76
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	39.40
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	1.83
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	4.05
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	31.25
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	9.10
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	0.90
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	2.70
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	1.83
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	0.90
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25	1.80
0000161479	RELIANCE STANDARD	Payroll Dated : 05/14/25	6.82
0000161479	RELIANCE STANDARD	Payroll Dated : 05/14/25	6.82
0000161479	RELIANCE STANDARD	Payroll Dated : 05/14/25	1.83
0000161479	RELIANCE STANDARD	Payroll Dated : 05/14/25	3.41
0000161479	RELIANCE STANDARD	Payroll Dated : 05/14/25	0.91
0000161479	RELIANCE STANDARD	Payroll Dated : 05/14/25	0.90
0000161479	RELIANCE STANDARD	Payroll Dated : 05/14/25	0.90
0000161479	RELIANCE STANDARD	Payroll Dated : 05/14/25	3.66
0000161479	RELIANCE STANDARD	Payroll Dated : 05/14/25	21.55
0000161479	RELIANCE STANDARD	Payroll Dated : 05/14/25	2.70
0000161479	RELIANCE STANDARD	Payroll Dated : 05/14/25	0.59
0000161479	RELIANCE STANDARD	Life insursance	(0.90)
0000161479	RELIANCE STANDARD	Payroll Dated : 05/14/25	39.40
0000161479	RELIANCE STANDARD	Payroll Dated : 05/14/25	1.83
0000161479	RELIANCE STANDARD	Payroll Dated : 05/14/25	6.40
0000161479	RELIANCE STANDARD	Payroll Dated : 05/14/25	4.50
0000161479	RELIANCE STANDARD	Payroll Dated : 05/14/25	0.59

Check #	Vendor Name	Invoice Description	Check Am Line Amou
0000161479	RELIANCE STANDARD	Payroll Dated : 05/14/25	0.45
0000161479	RELIANCE STANDARD	Payroll Dated : 05/14/25	0.90
0000161479	RELIANCE STANDARD	Payroll Dated : 05/14/25	0.90
0000161479	RELIANCE STANDARD	Payroll Dated : 05/14/25	17.98
0000161479	RELIANCE STANDARD	Payroll Dated : 05/14/25	78.80
0000161479	RELIANCE STANDARD	Payroll Dated : 05/14/25	2.70
0000161479	RELIANCE STANDARD	Payroll Dated : 05/14/25	69.60
0000161479	RELIANCE STANDARD	Payroll Dated : 05/14/25	0.90
0000161479	RELIANCE STANDARD	Payroll Dated : 05/14/25	0.90
0000161479	RELIANCE STANDARD	Payroll Dated : 05/14/25	6.82
0000161479	RELIANCE STANDARD	Payroll Dated : 05/14/25	11.20
0000161479	RELIANCE STANDARD	Payroll Dated : 05/09/25	2.70
0000161479	RELIANCE STANDARD	Payroll Dated : 05/14/25	0.90
0000161479	RELIANCE STANDARD	Payroll Dated : 05/14/25	1.83
0000161479	RELIANCE STANDARD	Payroll Dated : 05/14/25	11.20
0000161479	RELIANCE STANDARD	Payroll Dated : 05/14/25	0.45
0000161479	RELIANCE STANDARD	Payroll Dated : 05/14/25	0.45
0000161479	RELIANCE STANDARD	Payroll Dated : 05/14/25	3.41
0000161479	RELIANCE STANDARD	Payroll Dated : 05/14/25	0.92
0000161479	RELIANCE STANDARD	Payroll Dated : 05/09/25	10.76
0000161479	RELIANCE STANDARD	Payroll Dated : 05/09/25	158.20
0000161479	RELIANCE STANDARD	Payroll Dated : 05/09/25	1.83
0000161479	RELIANCE STANDARD	Payroll Dated : 05/09/25	115.50
0000161479	RELIANCE STANDARD	Payroll Dated : 05/14/25	1.83
0000161479	RELIANCE STANDARD	Payroll Dated : 05/14/25	1.80
0000161479	RELIANCE STANDARD	Payroll Dated : 05/14/25	0.90
0000161479	RELIANCE STANDARD	Payroll Dated : 05/14/25	1.80
0000161479	RELIANCE STANDARD	Payroll Dated : 05/14/25	1.83
0000161479	RELIANCE STANDARD	Payroll Dated : 05/14/25	6.82
0000161479	RELIANCE STANDARD	Payroll Dated : 05/14/25	39.55
0000161479	RELIANCE STANDARD	Payroll Dated : 05/14/25	1.83
0000161479	RELIANCE STANDARD	Payroll Dated : 05/14/25	139.10
0000161479	RELIANCE STANDARD	Payroll Dated : 05/14/25	9.00
0000161479	RELIANCE STANDARD	Payroll Dated : 05/14/25	1.77
0000161479	RELIANCE STANDARD	Payroll Dated : 05/14/25	0.90
0000161479	RELIANCE STANDARD	Payroll Dated : 05/14/25	0.90
0000161479	RELIANCE STANDARD	Payroll Dated : 05/14/25	29.63
0000161479	RELIANCE STANDARD	Payroll Dated : 05/14/25	7.32
0000161479	RELIANCE STANDARD	Payroll Dated : 05/14/25	13.35
0000161479	RELIANCE STANDARD	Payroll Dated : 05/14/25	33.82
0000161479	RELIANCE STANDARD	Payroll Dated : 05/14/25	6.82
0000161479	RELIANCE STANDARD	Payroll Dated : 05/14/25	9.50
0000161479	RELIANCE STANDARD	Payroll Dated : 05/14/25	6.25
0000161479	RELIANCE STANDARD	Payroll Dated : 05/09/25	0.90
0000161479	RELIANCE STANDARD	Payroll Dated : 05/14/25	7.65

Check #	Vendor Name	Invoice Description	Check Am	Line Amou
0000161479	RELIANCE STANDARD	Payroll Dated : 05/14/25		0.59
0000161479	RELIANCE STANDARD	Payroll Dated : 05/14/25		0.45
0000161479	RELIANCE STANDARD	Payroll Dated : 05/14/25		0.45
0000161479	RELIANCE STANDARD	Payroll Dated : 05/14/25		0.90
0000161479	RELIANCE STANDARD	Payroll Dated : 05/14/25		9.87
0000161479	RELIANCE STANDARD	Payroll Dated : 05/14/25		2.90
0000161479	RELIANCE STANDARD	Payroll Dated : 05/14/25		1.83
0000161479	RELIANCE STANDARD	Payroll Dated : 05/14/25		1.83
0000161479	RELIANCE STANDARD	Payroll Dated : 05/09/25		0.90
0000161479	RELIANCE STANDARD	Payroll Dated : 05/09/25		39.65
0000161479	RELIANCE STANDARD	Payroll Dated : 05/09/25		13.50
0000161479	RELIANCE STANDARD	Payroll Dated : 05/09/25		1.83
0000161479	RELIANCE STANDARD	Payroll Dated : 05/09/25		3.84
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25		31.25
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25		39.40
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25		9.15
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25		96.19
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25		18.88
0000161479	RELIANCE STANDARD	Payroll Dated : 05/14/25		0.90
0000161479	RELIANCE STANDARD	Payroll Dated : 05/14/25		0.90
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25		14.04
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25		1.83
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25		30.85
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25		142.33
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25		222.40
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25		5.49
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25		144.61
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25		69.30
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25		3.94
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25		5.49
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25		118.32
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25		0.90
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25		5.58
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25		2.70
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25		6.82
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25		9.85
0000161479	RELIANCE STANDARD	Payroll Dated : 05/01/25		16.00
0000161480	Show-Me Health Administrat	Payroll Dated : 05/01/25	90,643.00	82.00
0000161480	Show-Me Health Administrat	Payroll Dated : 05/01/25		1,500.00
0000161480	Show-Me Health Administrat	Payroll Dated : 05/01/25		3,000.00
0000161480	Show-Me Health Administrat	Payroll Dated : 05/01/25		500.00
0000161480	Show-Me Health Administrat	Payroll Dated : 05/01/25		8,500.00
0000161480	Show-Me Health Administrat	Payroll Dated : 05/01/25		486.00
0000161480	Show-Me Health Administrat	Payroll Dated : 05/01/25		1,427.20
0000161480	Show-Me Health Administrat	Payroll Dated : 05/01/25		2,607.00

Check #	Vendor Name	Invoice Description	Check Arr Line Amou
0000161480	Show-Me Health Administrat	Payroll Dated : 05/01/25	290.00
0000161480	Show-Me Health Administrat	Payroll Dated : 05/14/25	500.00
0000161480	Show-Me Health Administrat	Payroll Dated : 05/14/25	500.00
0000161480	Show-Me Health Administrat	Payroll Dated : 05/01/25	1,129.00
0000161480	Show-Me Health Administrat	Payroll Dated : 05/09/25	93.00
0000161480	Show-Me Health Administrat	Payroll Dated : 05/09/25	500.00
0000161480	Show-Me Health Administrat	Payroll Dated : 05/14/25	82.00
0000161480	Show-Me Health Administrat	Payroll Dated : 05/14/25	111.00
0000161480	Show-Me Health Administrat	Payroll Dated : 05/14/25	41.00
0000161480	Show-Me Health Administrat	Payroll Dated : 05/14/25	250.00
0000161480	Show-Me Health Administrat	Payroll Dated : 05/14/25	3,250.00
0000161480	Show-Me Health Administrat	Payroll Dated : 05/14/25	486.00
0000161480	Show-Me Health Administrat	Payroll Dated : 05/09/25	500.00
0000161480	Show-Me Health Administrat	Payroll Dated : 05/09/25	82.00
0000161480	Show-Me Health Administrat	Payroll Dated : 05/14/25	1,169.00
0000161480	Show-Me Health Administrat	Payroll Dated : 05/14/25	486.00
0000161480	Show-Me Health Administrat	Payroll Dated : 05/14/25	2,000.00
0000161480	Show-Me Health Administrat	Payroll Dated : 05/14/25	453.00
0000161480	Show-Me Health Administrat	Payroll Dated : 05/14/25	500.00
0000161480	Show-Me Health Administrat	Payroll Dated : 05/14/25	500.00
0000161480	Show-Me Health Administrat	Payroll Dated : 05/14/25	1,000.00
0000161480	Show-Me Health Administrat	Payroll Dated : 05/14/25	82.00
0000161480	Show-Me Health Administrat	Payroll Dated : 05/14/25	82.00
0000161480	Show-Me Health Administrat	Payroll Dated : 05/09/25	333.00
0000161480	Show-Me Health Administrat	Payroll Dated : 05/14/25	250.00
0000161480	Show-Me Health Administrat	Payroll Dated : 05/14/25	250.00
0000161480	Show-Me Health Administrat	Payroll Dated : 05/14/25	41.00
0000161480	Show-Me Health Administrat	Payroll Dated : 05/14/25	193.00
0000161480	Show-Me Health Administrat	Payroll Dated : 05/14/25	500.00
0000161480	Show-Me Health Administrat	Payroll Dated : 05/09/25	1,500.00
0000161480	Show-Me Health Administrat	Admin fee	2,780.00
0000161480	Show-Me Health Administrat	Payroll Dated : 05/14/25	82.00
0000161480	Show-Me Health Administrat	Payroll Dated : 05/14/25	111.00
0000161480	Show-Me Health Administrat	Payroll Dated : 05/14/25	1,000.00
0000161480	Show-Me Health Administrat	Payroll Dated : 05/14/25	500.00
0000161480	Show-Me Health Administrat	Payroll Dated : 05/14/25	500.00
0000161480	Show-Me Health Administrat	Payroll Dated : 05/14/25	82.00
0000161480	Show-Me Health Administrat	Payroll Dated : 05/14/25	1,500.00
0000161480	Show-Me Health Administrat	Payroll Dated : 05/14/25	1,500.00
0000161480	Show-Me Health Administrat	Payroll Dated : 05/14/25	486.00
0000161480	Show-Me Health Administrat	Payroll Dated : 05/14/25	164.00
0000161480	Show-Me Health Administrat	Payroll Dated : 05/14/25	334.00
0000161480	Show-Me Health Administrat	Payroll Dated : 05/14/25	290.00
0000161480	Show-Me Health Administrat	Payroll Dated : 05/14/25	500.00
0000161480	Show-Me Health Administrat	Payroll Dated : 05/14/25	41.00

[illegible]

Check #	Vendor Name	Invoice Description	Check Arr Line Amou
0000161480	Show-Me Health Administrat	Payroll Dated : 05/01/25	111.00
0000161480	Show-Me Health Administrat	Payroll Dated : 05/01/25	82.00
0000161480	Show-Me Health Administrat	Payroll Dated : 05/01/25	900.00
0000161480	Show-Me Health Administrat	Payroll Dated : 05/01/25	199.80
0000161480	Show-Me Health Administrat	Payroll Dated : 05/01/25	684.00
0000161480	Show-Me Health Administrat	Payroll Dated : 05/01/25	1,000.00
0000161480	Show-Me Health Administrat	Payroll Dated : 05/01/25	93.00
0000161480	Show-Me Health Administrat	Payroll Dated : 05/01/25	500.00
0000161480	Show-Me Health Administrat	Payroll Dated : 05/01/25	486.00
0000161480	Show-Me Health Administrat	Payroll Dated : 05/01/25	173.00
0000161480	Show-Me Health Administrat	Payroll Dated : 05/01/25	500.00
0000161480	Show-Me Health Administrat	Payroll Dated : 05/01/25	826.00
0000161480	Show-Me Health Administrat	Payroll Dated : 05/01/25	204.00
0000161480	Show-Me Health Administrat	Payroll Dated : 05/01/25	950.00
0000161480	Show-Me Health Administrat	Payroll Dated : 05/01/25	73.80
0000161480	Show-Me Health Administrat	Payroll Dated : 05/01/25	8.20
0000161480	Show-Me Health Administrat	Payroll Dated : 05/01/25	1,000.00
0000161480	Show-Me Health Administrat	Payroll Dated : 05/01/25	94.00
0000161480	Show-Me Health Administrat	Payroll Dated : 05/01/25	500.00
0000161480	Show-Me Health Administrat	Payroll Dated : 05/01/25	82.00
0000161480	Show-Me Health Administrat	Payroll Dated : 05/01/25	500.00
0000161480	Show-Me Health Administrat	Payroll Dated : 05/01/25	500.00
0000161480	Show-Me Health Administrat	Payroll Dated : 05/01/25	1,000.00
0000161480	Show-Me Health Administrat	Payroll Dated : 05/01/25	1,000.00
0000161480	Show-Me Health Administrat	Payroll Dated : 05/01/25	82.00
0000161480	Show-Me Health Administrat	Payroll Dated : 05/01/25	500.00
0000161480	Show-Me Health Administrat	Payroll Dated : 05/01/25	486.00
0000161480	Show-Me Health Administrat	Payroll Dated : 05/01/25	575.00
0000161480	Show-Me Health Administrat	Payroll Dated : 05/01/25	649.00
0000161480	Show-Me Health Administrat	Payroll Dated : 05/01/25	50.00
0000161480	Show-Me Health Administrat	Payroll Dated : 05/01/25	237.00
0000161481	TEXAS LIFE INSURANCE CO	Payroll Dated : 05/01/25	1,104.25 74.00
0000161481	TEXAS LIFE INSURANCE CO	Payroll Dated : 05/01/25	44.00
0000161481	TEXAS LIFE INSURANCE CO	Payroll Dated : 05/01/25	18.45
0000161481	TEXAS LIFE INSURANCE CO	Payroll Dated : 05/01/25	10.40
0000161481	TEXAS LIFE INSURANCE CO	Payroll Dated : 05/01/25	34.00
0000161481	TEXAS LIFE INSURANCE CO	Payroll Dated : 05/01/25	22.25
0000161481	TEXAS LIFE INSURANCE CO	Payroll Dated : 05/01/25	112.60
0000161481	TEXAS LIFE INSURANCE CO	Payroll Dated : 05/01/25	20.25
0000161481	TEXAS LIFE INSURANCE CO	Payroll Dated : 05/01/25	93.75
0000161481	TEXAS LIFE INSURANCE CO	Payroll Dated : 05/01/25	24.80
0000161481	TEXAS LIFE INSURANCE CO	Payroll Dated : 05/01/25	27.10
0000161481	TEXAS LIFE INSURANCE CO	Payroll Dated : 05/01/25	28.00
0000161481	TEXAS LIFE INSURANCE CO	Payroll Dated : 05/01/25	17.10
0000161481	TEXAS LIFE INSURANCE CO	Payroll Dated : 05/01/25	13.60

Check #	Vendor Name	Invoice Description	Check Am	Line Amou
0000161481	TEXAS LIFE INSURANCE CO	Payroll Dated : 05/01/25		46.50
0000161481	TEXAS LIFE INSURANCE CO	Payroll Dated : 05/14/25		21.70
0000161481	TEXAS LIFE INSURANCE CO	Payroll Dated : 05/14/25		34.90
0000161481	TEXAS LIFE INSURANCE CO	Payroll Dated : 05/14/25		31.90
0000161481	TEXAS LIFE INSURANCE CO	Payroll Dated : 05/09/25		25.25
0000161481	TEXAS LIFE INSURANCE CO	Payroll Dated : 05/14/25		16.50
0000161481	TEXAS LIFE INSURANCE CO	Payroll Dated : 05/14/25		77.85
0000161481	TEXAS LIFE INSURANCE CO	Payroll Dated : 05/14/25		33.50
0000161481	TEXAS LIFE INSURANCE CO	Payroll Dated : 05/01/25		86.70
0000161481	TEXAS LIFE INSURANCE CO	Payroll Dated : 05/01/25		189.15
0000161482	TRANSAMERICA	Payroll Dated : 05/01/25	2,399.94	117.08
0000161482	TRANSAMERICA	Payroll Dated : 05/01/25		361.06
0000161482	TRANSAMERICA	Payroll Dated : 05/01/25		21.47
0000161482	TRANSAMERICA	Payroll Dated : 05/14/25		21.47
0000161482	TRANSAMERICA	Payroll Dated : 05/01/25		93.83
0000161482	TRANSAMERICA	Payroll Dated : 05/01/25		89.08
0000161482	TRANSAMERICA	Payroll Dated : 05/14/25		22.26
0000161482	TRANSAMERICA	Payroll Dated : 05/14/25		18.43
0000161482	TRANSAMERICA	Payroll Dated : 05/14/25		21.47
0000161482	TRANSAMERICA	Payroll Dated : 05/14/25		49.74
0000161482	TRANSAMERICA	Payroll Dated : 05/14/25		37.07
0000161482	TRANSAMERICA	Payroll Dated : 05/09/25		59.80
0000161482	TRANSAMERICA	Payroll Dated : 05/14/25		17.80
0000161482	TRANSAMERICA	Payroll Dated : 05/14/25		21.47
0000161482	TRANSAMERICA	Payroll Dated : 05/14/25		23.02
0000161482	TRANSAMERICA	Payroll Dated : 05/14/25		21.47
0000161482	TRANSAMERICA	Payroll Dated : 05/14/25		104.77
0000161482	TRANSAMERICA	Payroll Dated : 05/01/25		21.47
0000161482	TRANSAMERICA	Payroll Dated : 05/01/25		99.93
0000161482	TRANSAMERICA	Payroll Dated : 05/01/25		38.33
0000161482	TRANSAMERICA	Payroll Dated : 05/01/25		38.33
0000161482	TRANSAMERICA	Payroll Dated : 05/01/25		21.47
0000161482	TRANSAMERICA	Payroll Dated : 05/01/25		21.47
0000161482	TRANSAMERICA	Payroll Dated : 05/01/25		351.24
0000161482	TRANSAMERICA	Payroll Dated : 05/01/25		21.47
0000161482	TRANSAMERICA	Payroll Dated : 05/01/25		139.42
0000161482	TRANSAMERICA	Payroll Dated : 05/01/25		24.37
0000161482	TRANSAMERICA	Payroll Dated : 05/01/25		21.47
0000161482	TRANSAMERICA	Payroll Dated : 05/01/25		21.47
0000161482	TRANSAMERICA	Payroll Dated : 05/01/25		27.64
0000161482	TRANSAMERICA	Payroll Dated : 05/01/25		37.07
0000161482	TRANSAMERICA	Payroll Dated : 05/01/25		23.88
0000161482	TRANSAMERICA	Payroll Dated : 05/01/25		37.07
0000161482	TRANSAMERICA	Payroll Dated : 05/01/25		38.33
0000161482	TRANSAMERICA	Payroll Dated : 05/01/25		47.28

Check #	Vendor Name	Invoice Description	Check Am	Line Amou
0000161482	TRANSAMERICA	Payroll Dated : 05/01/25		21.47
0000161482	TRANSAMERICA	Payroll Dated : 05/01/25		5.25
0000161482	TRANSAMERICA	Payroll Dated : 05/01/25		37.07
0000161482	TRANSAMERICA	Payroll Dated : 05/01/25		27.82
0000161482	TRANSAMERICA	Payroll Dated : 05/01/25		68.26
0000161482	TRANSAMERICA	Payroll Dated : 05/01/25		37.07
0000161482	TRANSAMERICA	Payroll Dated : 05/01/25		38.33
0000161482	TRANSAMERICA	Payroll Dated : 05/01/25		31.67
0000161483	US OMNI & TSACG COMPLIA	Payroll Dated : 05/01/25	2,005.00	100.00
0000161483	US OMNI & TSACG COMPLIA	Payroll Dated : 05/01/25		25.00
0000161483	US OMNI & TSACG COMPLIA	Payroll Dated : 05/01/25		125.00
0000161483	US OMNI & TSACG COMPLIA	Payroll Dated : 05/01/25		200.00
0000161483	US OMNI & TSACG COMPLIA	Payroll Dated : 05/01/25		180.00
0000161483	US OMNI & TSACG COMPLIA	Payroll Dated : 05/01/25		1,000.00
0000161483	US OMNI & TSACG COMPLIA	Payroll Dated : 05/09/25		100.00
0000161483	US OMNI & TSACG COMPLIA	Payroll Dated : 05/01/25		75.00
0000161483	US OMNI & TSACG COMPLIA	Payroll Dated : 05/01/25		175.00
0000161483	US OMNI & TSACG COMPLIA	Payroll Dated : 05/01/25		25.00
0000161484	AMAZON CAPITAL SERVICES	MS PAR INV SUPPLY	3,860.62	47.56
0000161484	AMAZON CAPITAL SERVICES	MS PAR INV SUPPLY		14.97
0000161484	AMAZON CAPITAL SERVICES	MS PAR INV SUPPLY		20.89
0000161484	AMAZON CAPITAL SERVICES	MS PAR INV SUPPLY		14.69
0000161484	AMAZON CAPITAL SERVICES	MS PAR INV SUPPLY		24.25
0000161484	AMAZON CAPITAL SERVICES	MS PAR INV SUPPLY		13.49
0000161484	AMAZON CAPITAL SERVICES	MS PAR INV SUPPLY		12.87
0000161484	AMAZON CAPITAL SERVICES	MS PAR INV SUPPLY		16.99
0000161484	AMAZON CAPITAL SERVICES	LB HS SUPPLY		803.43
0000161484	AMAZON CAPITAL SERVICES	TECH SUPPLY		81.30
0000161484	AMAZON CAPITAL SERVICES	TECH SUPPLY		162.60
0000161484	AMAZON CAPITAL SERVICES	TECH SUPPLY		45.99
0000161484	AMAZON CAPITAL SERVICES	TECH SUPPLY		49.69
0000161484	AMAZON CAPITAL SERVICES	TECH SUPPLY		199.96
0000161484	AMAZON CAPITAL SERVICES	TECH SUPPLY		99.71
0000161484	AMAZON CAPITAL SERVICES	TECH SUPPLY		99.99
0000161484	AMAZON CAPITAL SERVICES	BL MV SUPPLY		26.08
0000161484	AMAZON CAPITAL SERVICES	BL MS SUPPLY		18.04
0000161484	AMAZON CAPITAL SERVICES	BL MS SUPPLY		45.52
0000161484	AMAZON CAPITAL SERVICES	BL MS SUPPLY		39.18
0000161484	AMAZON CAPITAL SERVICES	BL MS SUPPLY		0.00
0000161484	AMAZON CAPITAL SERVICES	BL MS SUPPLY		6.99
0000161484	AMAZON CAPITAL SERVICES	BL MV SUPPLY		22.99
0000161484	AMAZON CAPITAL SERVICES	MS SUPPLY		369.97
0000161484	AMAZON CAPITAL SERVICES	BT SUPPLY		38.31
0000161484	AMAZON CAPITAL SERVICES	BT SUPPLY		32.94
0000161484	AMAZON CAPITAL SERVICES	VEVOR ENGINE RETURNED/REPLACED		0.00

Check #	Vendor Name	Invoice Description	Check Arr Line Amou
0000161484	AMAZON CAPITAL SERVICES	VEVOR ENGINE RETURNED/REPLACED	0.00
0000161484	AMAZON CAPITAL SERVICES	FACS SUPPLY	4.98
0000161484	AMAZON CAPITAL SERVICES	FACS SUPPLY	11.71
0000161484	AMAZON CAPITAL SERVICES	FACS SUPPLY	14.99
0000161484	AMAZON CAPITAL SERVICES	FACS SUPPLY	6.98
0000161484	AMAZON CAPITAL SERVICES	FACS SUPPLY	8.99
0000161484	AMAZON CAPITAL SERVICES	MV SUPPLY	68.97
0000161484	AMAZON CAPITAL SERVICES	MV SUPPLY	8.99
0000161484	AMAZON CAPITAL SERVICES	MV SUPPLY	9.99
0000161484	AMAZON CAPITAL SERVICES	MV SUPPLY	9.99
0000161484	AMAZON CAPITAL SERVICES	MV SUPPLY	14.49
0000161484	AMAZON CAPITAL SERVICES	MV SUPPLY	17.99
0000161484	AMAZON CAPITAL SERVICES	MV SUPPLY	9.89
0000161484	AMAZON CAPITAL SERVICES	MV SUPPLY	11.87
0000161484	AMAZON CAPITAL SERVICES	MV SUPPLY	15.99
0000161484	AMAZON CAPITAL SERVICES	MV SUPPLY	24.73
0000161484	AMAZON CAPITAL SERVICES	MV SUPPLY	12.69
0000161484	AMAZON CAPITAL SERVICES	MV SUPPLY	375.12
0000161484	AMAZON CAPITAL SERVICES	MS SUPPLY	6.99
0000161484	AMAZON CAPITAL SERVICES	MS SUPPLY	9.59
0000161484	AMAZON CAPITAL SERVICES	MS SUPPLY	19.98
0000161484	AMAZON CAPITAL SERVICES	MS SUPPLY	8.99
0000161484	AMAZON CAPITAL SERVICES	MS SUPPLY	13.98
0000161484	AMAZON CAPITAL SERVICES	MS SUPPLY	18.80
0000161484	AMAZON CAPITAL SERVICES	MS SUPPLY	125.99
0000161484	AMAZON CAPITAL SERVICES	MS SUPPLY	9.58
0000161484	AMAZON CAPITAL SERVICES	MS SUPPLY	8.89
0000161484	AMAZON CAPITAL SERVICES	MS SUPPLY	13.39
0000161484	AMAZON CAPITAL SERVICES	MS SUPPLY	11.98
0000161484	AMAZON CAPITAL SERVICES	MS SUPPLY	4.99
0000161484	AMAZON CAPITAL SERVICES	MS SUPPLY	4.79
0000161484	AMAZON CAPITAL SERVICES	MS SUPPLY	13.99
0000161484	AMAZON CAPITAL SERVICES	MS SUPPLY	12.99
0000161484	AMAZON CAPITAL SERVICES	MS SUPPLY	12.99
0000161484	AMAZON CAPITAL SERVICES	MS SUPPLY	7.99
0000161484	AMAZON CAPITAL SERVICES	MS SUPPLY	15.99
0000161484	AMAZON CAPITAL SERVICES	MS SUPPLY	15.99
0000161484	AMAZON CAPITAL SERVICES	MS SUPPLY	22.99
0000161484	AMAZON CAPITAL SERVICES	MS SUPPLY	12.99
0000161484	AMAZON CAPITAL SERVICES	MS SUPPLY	14.98
0000161484	AMAZON CAPITAL SERVICES	MS SUPPLY	18.99
0000161484	AMAZON CAPITAL SERVICES	MS SUPPLY	24.97
0000161484	AMAZON CAPITAL SERVICES	MS SUPPLY	19.95
0000161484	AMAZON CAPITAL SERVICES	MS SUPPLY	9.59
0000161484	AMAZON CAPITAL SERVICES	MS SUPPLY	5.99

Check #	Vendor Name	Invoice Description	Check Am	Line Amou
0000161484	AMAZON CAPITAL SERVICES	VEVOR ENGINE RETURNED/REPLACED		11.08
0000161484	AMAZON CAPITAL SERVICES	NU MV SUPPLY		5.97
0000161484	AMAZON CAPITAL SERVICES	NU MV SUPPLY		7.16
0000161484	AMAZON CAPITAL SERVICES	NU MV SUPPLY		12.40
0000161484	AMAZON CAPITAL SERVICES	NU MV SUPPLY		77.80
0000161484	AMAZON CAPITAL SERVICES	NU MV SUPPLY		6.57
0000161484	AMAZON CAPITAL SERVICES	NU MV SUPPLY		9.99
0000161484	AMAZON CAPITAL SERVICES	MV SUPPLY		76.16
0000161484	AMAZON CAPITAL SERVICES	MV SUPPLY		55.99
0000161484	AMAZON CAPITAL SERVICES	GU BT SUPPLY		12.99
0000161484	AMAZON CAPITAL SERVICES	GU BT SUPPLY		8.99
0000161484	AMAZON CAPITAL SERVICES	GU BT SUPPLY		12.99
0000161484	AMAZON CAPITAL SERVICES	GU BT SUPPLY		9.99
0000161484	AMAZON CAPITAL SERVICES	GU BT SUPPLY		13.98
0000161484	AMAZON CAPITAL SERVICES	GU BT SUPPLY		9.99
0000161484	AMAZON CAPITAL SERVICES	GU BT SUPPLY		15.19
0000161484	AMAZON CAPITAL SERVICES	GU BT SUPPLY		14.80
0000161484	AMAZON CAPITAL SERVICES	GU BT SUPPLY		8.27
0000161484	AMAZON CAPITAL SERVICES	GU BT SUPPLY		30.64
0000161484	AMAZON CAPITAL SERVICES	GU BT SUPPLY		30.64
0000161484	AMAZON CAPITAL SERVICES	GU BT SUPPLY		23.94
0000161485	AVA SCHOOL DISTRICT	MS TRACK ENTRY	150.00	150.00
0000161486	BAYADA HOME HEALTH CARE	HS PR NURSE SVC	4,718.75	3,038.75
0000161486	BAYADA HOME HEALTH CARE	HS PR NURSE SVC		780.00
0000161486	BAYADA HOME HEALTH CARE	HS PR NURSE SVC		900.00
0000161487	BLUUM OF TEXAS LLC	CHROMEBOOKS	20,212.50	0.00
0000161487	BLUUM OF TEXAS LLC	CHROMEBOOKS		6,737.50
0000161487	BLUUM OF TEXAS LLC	CHROMEBOOKS		6,737.50
0000161487	BLUUM OF TEXAS LLC	CHROMEBOOKS		6,737.50
0000161487	BLUUM OF TEXAS LLC	CHROMEBOOKS		0.00
0000161488	BOUND TO STAY BOUND BOOKS	LB BT BOOKS	362.91	362.91
0000161488	BOUND TO STAY BOUND BOOKS	LB BT BOOKS		0.00
0000161488	BOUND TO STAY BOUND BOOKS	LB BT BOOKS		0.00
0000161489	BWI SPRINGFIELD	GREENHOUSE SUPPLY	1,177.07	1,177.07
0000161490	BYRNE ENTERPRISES INC	HS G BB SUPPLY	2,153.80	56.70
0000161490	BYRNE ENTERPRISES INC	HS G BB SUPPLY		169.00
0000161490	BYRNE ENTERPRISES INC	HS G BB SUPPLY		55.00
0000161490	BYRNE ENTERPRISES INC	HS BSB SUPPLY		28.35
0000161490	BYRNE ENTERPRISES INC	HS TRACK SUPPLY		1,844.75
0000161491	CABOOL R-IV	HS GOLF ENTRY	100.00	100.00
0000161492	CDWG	EA SUPPLY	439.28	439.28
0000161493	CLAIM CARE INC	MEDICAID	4,309.66	389.00
0000161493	CLAIM CARE INC	MEDICAID		3,920.66
0000161494	CURRENT RIVER EARTHWORKS	HS BSB GRADE WORK	1,000.00	1,000.00
0000161495	DEMCO INC	LB BT SUPPLY	286.80	286.80

Check #	Vendor Name	Invoice Description	Check Arr	Line Amou
0000161496	EWELL EDUCATION SERVICES	VOAG SUPPLY	669.00	669.00
0000161497	GAMETIME ATHLETICS	HS SUPPLY	1,496.00	1,496.00
0000161498	HEARTLAND BUSINESS SYSTE	TECH SVC	6,846.53	0.00
0000161498	HEARTLAND BUSINESS SYSTE	TECH SVC		0.00
0000161498	HEARTLAND BUSINESS SYSTE	TECH SVC		2,340.00
0000161498	HEARTLAND BUSINESS SYSTE	TECH SERVICES		4,506.53
0000161499	HOLLOWAY DISTRIBUTING	ED RISING SUPPLY	76.73	31.35
0000161499	HOLLOWAY DISTRIBUTING	ED RISING SUPPLY		45.38
0000161500	JOSTENS INC	HS SUPPLY	1,201.51	326.30
0000161500	JOSTENS INC	HS SUPPLY		36.47
0000161500	JOSTENS INC	HS GRAD SUPPLY		41.00
0000161500	JOSTENS INC	HS GRAD SUPPLY		41.00
0000161500	JOSTENS INC	HS GRAD SUPPLY		25.39
0000161500	JOSTENS INC	HS GRAD SUPPLY		47.45
0000161500	JOSTENS INC	HS GRAD SUPPLY		300.00
0000161500	JOSTENS INC	HS GRAD SUPPLY		12.30
0000161500	JOSTENS INC	HS DIPLOMAS		12.90
0000161500	JOSTENS INC	HS DIPLOMAS		341.45
0000161500	JOSTENS INC	HS DIPLOMAS		17.25
0000161501	LAY IT ON ME GRAPHICS	HS B BB SUPPLY	82.50	82.50
0000161502	LOOK AT THAT ENGRAVING	HS ATH PLAQUES	2,145.00	36.00
0000161502	LOOK AT THAT ENGRAVING	HS ATH PLAQUES		36.00
0000161502	LOOK AT THAT ENGRAVING	HS ATH PLAQUES		96.00
0000161502	LOOK AT THAT ENGRAVING	HS ATH PLAQUES		30.00
0000161502	LOOK AT THAT ENGRAVING	HS ATH PLAQUES		8.00
0000161502	LOOK AT THAT ENGRAVING	HS ATH PLAQUES		186.00
0000161502	LOOK AT THAT ENGRAVING	HS ATH PLAQUES		168.00
0000161502	LOOK AT THAT ENGRAVING	HS ATH PLAQUES		840.00
0000161502	LOOK AT THAT ENGRAVING	HS ATH PLAQUES		6.00
0000161502	LOOK AT THAT ENGRAVING	HS ATH PLAQUES		6.00
0000161502	LOOK AT THAT ENGRAVING	HS ATH PLAQUES		360.00
0000161502	LOOK AT THAT ENGRAVING	HS ATH PLAQUES		9.00
0000161502	LOOK AT THAT ENGRAVING	HS ATH PLAQUES		168.00
0000161502	LOOK AT THAT ENGRAVING	HS ATH PLAQUES		29.00
0000161502	LOOK AT THAT ENGRAVING	HS ATH PLAQUES		24.00
0000161502	LOOK AT THAT ENGRAVING	HS ATH PLAQUES		19.00
0000161502	LOOK AT THAT ENGRAVING	HS ATH PLAQUES		29.00
0000161502	LOOK AT THAT ENGRAVING	HS ATH PLAQUES		24.00
0000161502	LOOK AT THAT ENGRAVING	HS ATH PLAQUES		19.00
0000161502	LOOK AT THAT ENGRAVING	HS ATH PLAQUES		19.00
0000161502	LOOK AT THAT ENGRAVING	HS ATH PLAQUES		15.00
0000161502	LOOK AT THAT ENGRAVING	HS ATH PLAQUES		12.00
0000161502	LOOK AT THAT ENGRAVING	HS ATH PLAQUES		6.00
0000161503	MANSFIELD R-IV	HS SFTBALL ENTRY	100.00	100.00
0000161504	MARSHFIELD HIGH SCHOOL	HS TRACK ENTRY	300.00	300.00

Check #	Vendor Name	Invoice Description	Check Am	Line Amou
0000161505	MOUNTAIN GROVE R-III	HS GOLF ENTRY	60.00	60.00
0000161506	MSBA	PD ADMIN CONF	10,927.00	99.00
0000161506	MSBA	PD ADMIN CONF		225.00
0000161506	MSBA	FULL POLICY MAINTENANCE		3,479.00
0000161506	MSBA	MSBA ANNUAL MEMEBERSHIP		7,124.00
0000161507	MV-BT CLASS OF 25	FB TRASH CLEANUP	1,059.90	750.00
0000161507	MV-BT CLASS OF 25	SR CLASS PEPSI CREDIT		309.90
0000161508	OZARK PLATEAU INC	CLOCK NAME PLATES	60.00	60.00
0000161509	OZARKS FAMILY YMCA	HS SFTBALL LEAGUE	100.00	100.00
0000161510	PARENTS AS TEACHERS	PAT CURRIC SUBSCRIP	1,320.00	440.00
0000161510	PARENTS AS TEACHERS	PAT CURRIC SUBSCRIP		440.00
0000161510	PARENTS AS TEACHERS	PAT CURRIC SUBSCRIP		440.00
0000161511	PERMA BOUND BOOKS	LB BT BOOKS	190.95	190.95
0000161511	PERMA BOUND BOOKS	LB BT BOOKS		0.00
0000161511	PERMA BOUND BOOKS	LB BT BOOKS		0.00
0000161511	PERMA BOUND BOOKS	LB BT BOOKS		0.00
0000161511	PERMA BOUND BOOKS	LB BT BOOKS		0.00
0000161512	PHOENIX HOME CARE & HOS	SE BT PR NURSE SVC	6,612.00	3,891.20
0000161512	PHOENIX HOME CARE & HOS	SE BT PR NURSE SVC		0.00
0000161512	PHOENIX HOME CARE & HOS	SE BT PR NURSE SVC		2,720.80
0000161512	PHOENIX HOME CARE & HOS	SE BT PR NURSE SVC		0.00
0000161513	POPLAR BLUFF SCHOOL DIST	HS TRACK ENTRY	280.00	280.00
0000161514	QUILL CORPORATION	EA ENVELOPES	607.60	159.45
0000161514	QUILL CORPORATION	EA ENVELOPES		448.15
0000161515	RANDOLPH RENT IT ALL	MVE CELEBRATION	1,578.67	1,578.67
0000161516	REEDS SPRING SCHOOL DIST	TU TO OTHER DISTRICT	1,160.92	1,160.92
0000161517	SCHUTT SPORTS LLC	HS GELMET RECON	5,870.00	1,150.00
0000161517	SCHUTT SPORTS LLC	HS GELMET RECON		379.50
0000161517	SCHUTT SPORTS LLC	HS GELMET RECON		37.00
0000161517	SCHUTT SPORTS LLC	HS GELMET RECON		40.00
0000161517	SCHUTT SPORTS LLC	HS GELMET RECON		230.00
0000161517	SCHUTT SPORTS LLC	HS FB HELMET RECON		1,600.00
0000161517	SCHUTT SPORTS LLC	HS FB HELMET RECON		1,264.00
0000161517	SCHUTT SPORTS LLC	HS FB HELMET RECON		277.50
0000161517	SCHUTT SPORTS LLC	HS FB HELMET RECON		70.00
0000161517	SCHUTT SPORTS LLC	HS FB HELMET RECON		429.00
0000161517	SCHUTT SPORTS LLC	HS FB HELMET RECON		73.00
0000161517	SCHUTT SPORTS LLC	HS FB HELMET RECON		320.00
0000161518	SHANNON COUNTY CLERK	BE ELECTION	1,955.91	1,955.91
0000161519	SOUTHERN MISSOURI TECHN	BACK TO SCH SUPPLY	94.50	94.50
0000161519	SOUTHERN MISSOURI TECHN	BACK TO SCH SUPPLY		0.00
0000161519	SOUTHERN MISSOURI TECHN	BACK TO SCH SUPPLY		0.00
0000161520	SPECTRUM RESEARCH INC	BE TIMECLOCK SVC	118.40	118.40
0000161521	SPRINGFIELD PUBLIC SCHOO	LAUNCH TRAD VIRTUAL TEACH O	265.00	265.00
0000161522	TAHER INC - BIN #135092	FD CONTR SVC APRIL	#####	57,549.93

Check #	Vendor Name	Invoice Description	Check	Arr	Line	Amou
0000161522	TAHER INC - BIN #135092	FD CONTR SVC MAR				65,409.50
0000161523	TAMMY CANTRELL TREASUR	TEX CO ELECTION	387.54			387.54
0000161524	TEXAS COUNTY CLERK	TEX CO ELECT SVC FYND	19.38			19.38
0000161525	TROTTER MERRI BETH	SE OT APR SVC	6,448.00			2,217.60
0000161525	TROTTER MERRI BETH	SE OT APR SVC				378.67
0000161525	TROTTER MERRI BETH	SE OT APR SVC				886.40
0000161525	TROTTER MERRI BETH	SE OT APR SVC				2,496.00
0000161525	TROTTER MERRI BETH	SE OT APR SVC				469.33
0000161526	UNIVERSITY OF MO	PD BT/HS CONF	280.00			0.00
0000161526	UNIVERSITY OF MO	PD BT/HS CONF				0.00
0000161526	UNIVERSITY OF MO	PD BT/HS CONF				0.00
0000161526	UNIVERSITY OF MO	PD BT/HS CONF				0.00
0000161526	UNIVERSITY OF MO	PD BT/HS CONF				0.00
0000161526	UNIVERSITY OF MO	PD BT/HS CONF				80.00
0000161526	UNIVERSITY OF MO	PD HS CONF				20.00
0000161526	UNIVERSITY OF MO	PD BT/HS CONF				0.00
0000161526	UNIVERSITY OF MO	PD BT/HS CONF				0.00
0000161526	UNIVERSITY OF MO	PD BT/HS CONF				0.00
0000161526	UNIVERSITY OF MO	PD BT/HS CONF				0.00
0000161526	UNIVERSITY OF MO	PD BT/HS CONF				80.00
0000161526	UNIVERSITY OF MO	PD MS CONF				20.00
0000161526	UNIVERSITY OF MO	PD BT/HS CONF				80.00
0000161526	UNIVERSITY OF MO	PD BT/HS CONF				0.00
0000161526	UNIVERSITY OF MO	PD BT/HS CONF				0.00
0000161527	WAYNESVILLE R-VI SCH DIS	TU TO OTH DISTRICT	564.16			564.16
0000161528	WEST PLAINS R-VII SCHOOL	HS TRACK ENTRY FEES	800.00			100.00
0000161528	WEST PLAINS R-VII SCHOOL	HS GOLF/SOCCER ENTRY				100.00
0000161528	WEST PLAINS R-VII SCHOOL	HS TENNIS ENTRY				100.00
0000161528	WEST PLAINS R-VII SCHOOL	HS TRACK ENTRY FEES				50.00
0000161528	WEST PLAINS R-VII SCHOOL	HS TRACK ENTRY FEES				300.00
0000161528	WEST PLAINS R-VII SCHOOL	HS GOLF/SOCCER ENTRY				150.00
0000161529	WILLOW SPRINGS R-IV	HS GOLF ENTRY	426.75			40.00
0000161529	WILLOW SPRINGS R-IV	TU TO OTH DISTRICT				386.75
0000161530	WINONA SCHOOL DISTRICT	BETA CONV ROOMS	4,925.00			4,925.00
0000161530	WINONA SCHOOL DISTRICT	BETA CONV ROOMS				0.00
			#####			569,038.74

MOUNTAIN VIEW-BIRCH TREE R-III SCHOOL DISTRICT

MONTHLY FINANCIAL REPORT

MONTH ENDING APRIL 2025

FUND	OPENING BALANCE	RECEIPTS	TRANSFER RECEIPTS	EXPENDITURES	TRANSFER EXPENDITURES	CLOSING BALANCE
INCIDENTAL	\$ 8,406,905.89	\$ 509,396.48		\$ (341,820.68)		\$ 8,574,481.69
TEACHERS	\$ 693,281.45	\$ 935,558.19		\$ (593,209.79)		\$ 1,035,629.85
DEBT SERVICE						
CAPITAL PROJ	\$ 2,910,513.70	\$ 61,805.95		\$ (112,431.83)		\$ 2,859,887.82
TOTAL	\$ 12,010,701.04	\$ 1,506,760.62		\$ (1,047,462.30)		\$ 12,469,999.36

PREVIOUS YEAR	\$ 10,717,412.62	\$ 957,953.46	\$ (537,599.77)	\$ 11,137,766.31
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DEPOSITS

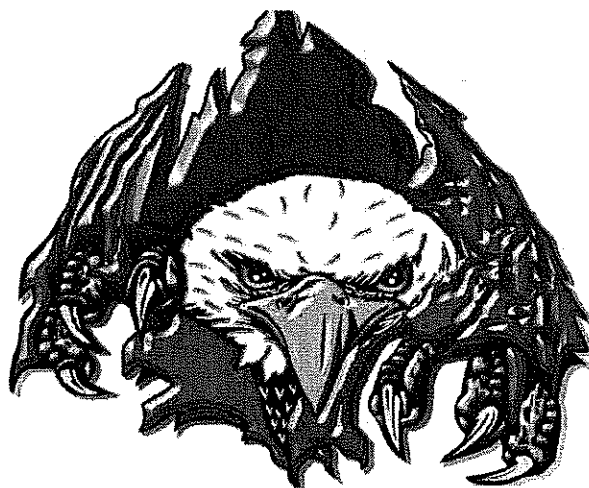
SIMMONS BANK OF MV	\$ 1,972,087.86
ALTON BANK	\$ 10,207,210.25
ALTON BANK SENIOR	\$ 112,176.81
TOTAL	\$ 12,291,474.92
PREVIOUS YEAR	\$ 11,168,450.88

RECONCILIATION

BANK BALANCE	\$ 12,291,474.92
OUTSTANDING CHECKS	\$ (344,042.62)
OUTSTANDING DEPOSITS	\$ 522,567.06
ENDING BALANCE	\$ 12,469,999.36

Gifted and Talented Program Procedures Manual

MOUNTAIN VIEW-BIRCH TREE R-III SCHOOL DISTRICT



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

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

Board Approved on: _____

Board of Education

2024-2025

President-Eric Wells

Vice President-Mikael Orchard

Josh Roberts

Gaylon Noble

John Thompson

Michael Smith

Shelly Mantel

Superintendent of Schools

Lanna Tharp

Assistant Superintendent of Schools

Ryan Chowning

Specials Services Director

Barbra Medina

Gifted Staff

Charlotte Allen

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PROGRAM GOALS

The Missouri Learning Standards approved by the Missouri State Board of Education in May of 2016 provide the basis for the goals of the Gifted Program. The Missouri Learning Standards define the knowledge and skills students need in each grade level and course for success in college, other post-secondary training, and careers. We aim to provide students with support and structure for finding challenges in the school environment. Meeting these goals and standards will also ensure that students leave the Mountain View-Birch Tree School District with a solid foundation of knowledge, skills, and competencies which are essential to leading productive and fulfilling lives.

Goals to address in performance areas include:

- Students will acquire the knowledge and skills to communicate effectively within and beyond the classroom.
- Students will acquire the knowledge and skills to gather, analyze, and apply information and ideas.
- Students will acquire the knowledge and skills to recognize and solve problems.
- Students will acquire the knowledge and skills to creatively evaluate, redefine, and generate divergent solutions and products.
- Students will acquire the knowledge and skills to make decisions and act as responsible members of society.

Goals to address in content areas include:

- Students will acquire a solid foundation in the disciplines of communication arts, mathematics, science, social studies, and the arts.
- Students will apply knowledge of disciplines to produce work that reflects individuality and creativity and is advanced in relation to other students of similar age and experience.

Missouri Guidelines for Gifted Education

MSIP 6 Guide

PROGRAM RATIONALE

The Mountain View-Birch Tree R-III School District's gifted program reflects the district's commitment to academic and personal success for every student, recognizing that all pupils have special talents and abilities. Gifted students, who come from diverse socioeconomic and cultural backgrounds, possess unique potential and abilities that require specialized attention. These students' abilities differ from those of their peers to such a degree that differentiated curricula and instructional techniques are essential for nurturing their growth and development. Giftedness is an indication of ability, but not an automatic guarantee of success. Therefore, it is crucial for teachers, parents, and administrators to collaborate, exerting their own creative and intellectual efforts to challenge and motivate these students.

In response to this need, the Mountain View-Birch Tree R-III School District offers a gifted program that provides challenging and diverse opportunities to prepare students for the future. The curriculum is qualitatively different from the regular school program, offering greater complexity in content, process, and products, designed to push gifted students to achieve their highest potential. By offering an interdisciplinary approach and differentiated instruction, the program fosters intellectual curiosity, critical thinking, and personal growth, ensuring that gifted students are equipped with the tools they need to excel both academically and in life.

DEFINITION OF GIFTED

Through the leadership of the United State Department of Education and the State of Missouri, the Mountain View-Birch Tree R-III District accepts the commitment to provide academic and personal success for all students including those who are cognitively advanced.

Gifted and talented children are by virtue of outstanding abilities those identified by professionally qualified persons as being capable of high performance. These children require differentiated educational programs and/or services beyond those normally provided by the regular school program in order to realize their contribution to self and society.

-U.S. Office of Educational Report to Congress

Missouri Statute

Section 162.675. RSMo. defines gifted children as "those children who exhibit precocious development of mental capacity and learning potential as determined by competent professional evaluation to the extent that continued educational growth and stimulation could best be served by an academic environment beyond that offered through a standard grade level curriculum."

Section 162.720. RSMo. states that school districts may establish programs for gifted children "where a sufficient number of children are determined to be gifted and their development requires programs or services beyond the level of those ordinarily provided in regular public school programs . . ." and states that the State Board of Education "shall determine standards for such programs. Approval of such programs shall be made by the State Department of Education based upon project applications submitted each year."

STATE LAW

By law and tradition, Missouri school systems are expected to provide programs of instruction suitable for the full range of student ability, from students with disabilities through those who are academically advanced. In 1973, the Missouri General Assembly recognized that there are a limited number of students whose mental capacity and learning potential are so advanced that they need services beyond the level of those ordinarily provided. As a result, that same year, The General Assembly authorized the state program for gifted students. In so doing, the General Assembly did not intend to diminish in any way the regular program of instruction or to supplant existing programs for the academically advanced students. The intent was clearly to support special efforts to increase the educational opportunities available for students who are identified as gifted.

The state special education law (Missouri House Bill 474) enacted in 1973, authorized the State Board of Education to establish standards for special programs for gifted students. The following sections of state law pertain to gifted education programs:

Section 162.675, RSMo, defines gifted children as "those children who exhibit precocious development of mental capacity and learning potential as determined by competent professional evaluation to the extent that continued educational growth and stimulation could best be served by an academic environment beyond that offered through a standard grade level curriculum."

Section 162.720, RSMo, states that school districts may establish programs for gifted children "where a sufficient number of children are determined to be gifted and their development requires programs or services beyond the level of those ordinarily provided in regular public school programs . . ." and states that the State Board of Education "shall determine standards for such programs. Approval of such programs shall be made by the State Department of Education based upon project applications submitted each year."

In 2008, the Interstate Compact on Educational Opportunity for Military Children was enacted to facilitate transition of military children:

The compact states (Section 160.2000, RSMo) that "the receiving state school shall initially honor placement of the student in educational programs based on current educational assessments conducted at the school in the sending state or participation/placement in like programs in the sending state. Such programs include but are not limited to 1) gifted and talented programs; and 2) English as a Second language (ESL). This does not preclude the school in the receiving state from performing subsequent evaluations to ensure appropriate placement of the student."

In 2012, the legislature implemented Section 160.1990, RSMo, to facilitate transition of foster children:

“The receiving school shall initially honor placement of a foster care student in educational programs based on current educational assessments conducted at the sending school or participation or placement in like programs in the sending school.

Such programs include, but are not limited to, gifted and talented programs and English as a second language (ESL). This requirement does not preclude the receiving school from performing subsequent evaluations to ensure appropriate placement of the student.”

Districts must report: “whether the school district currently has a state-approved gifted education program, and the percentage and number of students who are currently being served in the district's state-approved gifted education program” and this information appears on their annual report card. (Section 160.522, RSMo).

In 2013, Section 161.249, RSMo established the Advisory Council on the Education of Gifted and Talented Children (the Council). The Council has seven members , and two alternates, appointed by the Commissioner of Education. Members serve for a term of four years and alternates serve for a term of one year. Members must be Missouri residents and are selected based on their knowledge and experience with the education of gifted and talented children. The Council provides advice to the Commissioner and State Board of Education regarding all rules and policies relating to the education of gifted and talented children.

In 2016, the legislature promulgated a state law (Section 163.031.6, RSMo) that requires a withholding for districts who experience a significant drop in identified and served gifted students:

“In the 2017-18 school year and in each subsequent school year, if a district experiences a decrease in its gifted program enrollment of twenty percent or more from the previous school year, an amount equal to the product of the difference between the number of students enrolled in the gifted program in the current school year and the number of students enrolled in the gifted program in the previous school year multiplied by six hundred eighty dollars shall be subtracted from the district's current year payment amount. The provisions of this subdivision shall apply to districts entitled to receive state aid payments under both subsections 1 and 2 of this section but shall not apply to any school district with an Average daily attendance of three hundred fifty or less.”

The payment adjustment provision was first implemented in the 2017-18 school year. To determine the payment adjustments, desk audits are completed using the data submitted by districts in their October, Missouri Student Information System (MOSIS) Student Information files indicating if a student is identified as gifted and currently being served in a state-approved

gifted program. Districts with state-approved gifted programs need to accurately complete the required Core Data and MOSIS information about these programs to ensure compliance with the provisions of this legislation.

In 2018, the review policy and acceleration policy were passed into law:

According to Section 162.720.4, RSMo, "any district with a gifted education program...shall have a policy, approved by the board of education of the district, that establishes a process that outlines the procedures and conditions under which parents or guardians may request a review of the decision that determined that their child did not qualify to receive services through the district's gifted education program."

According to Section 162.722, RSMo, "each school district shall establish a policy, approved by the board of education of that district, that allows acceleration for students who demonstrate:

(1) advanced performance or potential for advanced performance and (2) the social and emotional readiness for acceleration. The policy shall allow, for students described in this section, at least the following types of acceleration (1) subject acceleration; and (2) whole grade acceleration."

The gifted program is an extension of the quality education offered to students and does not substitute or replace the excellent classroom instruction and enrichment already provided in the district

GOALS FOR GRADUATES

As a result of offering differentiated curriculum and personalized support, gifted students in the Mountain View-Birch Tree R-III School District will have the opportunity to achieve district goals that align with their talents. They will be challenged to apply their knowledge and skills in complex and advanced ways, fostering continued academic growth. These goals provide students with the support and structure needed to encounter meaningful challenges in the school environment while encouraging them to reach their maximum potential. Achieving these standards ensures that students graduate from the Mountain View-Birch Tree R-III School District with a solid foundation of knowledge, skills, and competencies, preparing them to lead productive and fulfilling lives as they pursue further education, enter the workforce, and take on their civic responsibilities.

PROGRAM GOALS

Goals to address in the gifted program's performance skill areas in the Mountain View-Birch Tree R-III School District include the following:

Students will:

- Acquire the knowledge and skills to make decisions and act as responsible members of society.

- Acquire the knowledge and skills to communicate effectively within and beyond the classroom.
- Acquire the knowledge and skills to creatively evaluate, redefine, and generate divergent solutions and products.
- Acquire the knowledge and skills to recognize and solve problems.
- Acquire the knowledge and skills to gather, analyze, and apply information and ideas.

Goals to address in content areas include the following:
Students will:

- Acquire a solid foundation in the disciplines of communication arts, mathematics, science, social studies, and the arts.
- Apply knowledge of disciplines to produce work that reflects individuality, creativity, and advanced thinking in relation to peers of similar age and experience.

In the Mountain View-Birch Tree R-III School District, gifted students have the opportunity to achieve district goals at a level that aligns with their talents. Students are challenged to apply their knowledge and skills in complex and advanced ways to continue their academic development. The overall goals of the gifted program are to:

- Provide challenging learning experiences beyond the regular curriculum.
- Develop and promote high-level thinking and problem-solving skills.
- Foster creative expression.
- Provide opportunities to develop self-awareness, autonomy, and self-direction.
- Offer opportunities for sharing and exchanging ideas in a supportive environment.

PROGRAM EVALUATION AND REVIEW

Evaluation of the gifted program and its curriculum in the Mountain View-Birch Tree R-III School District is an ongoing process. This evaluation involves all individuals engaged in the gifted education process. Surveys are used to gather feedback from parents, students, and staff regarding the program's effectiveness. Student assessment data from the Missouri Assessment Program (MAP) and other district assessments are reviewed by the program staff, with student and staff achievements being noted. Developments in both gifted and general education are also considered to help inform recommendations for program improvements. A formal report, including survey and assessment data as well as recommendations for change, is presented to the Mountain View-Birch Tree R-III Board of Education annually. The gifted program in the Mountain View-Birch Tree R-III School District is overseen by the Gifted Program Administrator.

PROGRAM OVERVIEW

The Mountain View-Birch Tree R-III School District provides differentiated gifted education for identified students in grades 1 through 12. According to the Missouri Department of Elementary and Secondary Education's Gifted Education Program Guidelines, gifted students are described as: "...those children who exhibit precocious development of mental capacity and learning potential, as determined by competent professional evaluation, to the extent that continued educational growth and stimulation could best be served by an academic environment beyond that offered through a standard grade-level curriculum."

PROGRAM DESIGN

The Mountain View-Birch Tree School District is committed to providing an educational program in which students may grow to become productive and contributing members of society. The Gifted Program is designed to provide an array of learning opportunities that help students realize their potential, instills a desire to develop their talents and abilities, and encourages scholastic rigor. Students in grades one through five participate in a "pull out" program known as G.A.P.. The G.A.P. (Gifted Academic Program) program provides services for students in first thru fifth grade at Mountain View and Birch Tree Elementary. This program provides pull-out services for 150 minutes per week. A certified gifted specialist provides a curriculum that focuses on communication, research skills, thinking skills and problem-solving, creative expression, and effective education. The G.A.P. program also endeavors to make its resources available to the regular classroom teachers. G.A.P. students, at the classroom teacher request, develop and provide presentations to supplement classroom lessons. Teachers are invited to the G.A.P. classroom for in-service on gifted characteristics, appropriate materials and activities.

Performance Skills Objectives

The gifted program curriculum fosters independent, self-directed learning and is tailored to address students' academic and affective needs. Through an interdisciplinary and multicultural approach, learning activities focus on developing higher-level cognitive skills, such as analysis, synthesis, and evaluation. The alignment of the gifted curriculum at all grade levels centers on performance skills applicable across all content areas and essential for lifelong success. Key performance skills for the gifted program include: affective skills, communication, creativity, critical thinking, problem-solving, and research.

AFFECTIVE OUTCOME

Students will develop an understanding of what it means to be gifted, while also learning strategies to enhance their personal strengths, interpersonal skills, group dynamics, and life skills.

COMMUNICATION OUTCOME

Students will develop the ability to plan, create, and present verbal, visual, and written information to effectively share their thoughts and ideas with others.

CREATIVITY OUTCOME

Students will cultivate the ability to demonstrate fluency, flexibility, originality, and elaboration in their thinking and problem-solving.

CRITICAL THINKING OUTCOME

Students will develop the ability to engage in critical and reflective thinking, focusing on evaluating what to believe or do. This involves supporting ideas with facts and/or logic and explaining relationships between concepts.

PROBLEM SOLVING OUTCOME

Students will develop the ability to recognize when a problem exists, define and analyze the problem, apply problem-solving strategies, and assess potential solutions.

RESEARCH OUTCOME

Students will develop the ability to gather, organize, analyze, and apply information to solve problems and answer questions.

GENERAL IDENTIFICATION

Students selected for the Gifted Program are not selected as a reward for either good performance or model behavior but because they have special needs. Therefore, the goal of the identification process is to apply comprehensive and unbiased procedures to find students who possess superior abilities and/or potential in the areas of general intellectual ability and/or specific ability aptitude.

Universal Screening

All available data on the total school population should be considered during the screening stage, including group administered ability test scores, nationally-normed achievement test scores, group intelligence test scores, Missouri Assessment Program (MAP) scores, and benchmark tests. Anecdotal records demonstrating creative problem-solving and general creativity may be beneficial. Recommendations from teachers, parents, peers, and other personnel may be considered, but a recommendation should not be required for screening. School systems should also consider what methods will be effective in selecting hard-to-identify and traditionally underrepresented students. School systems should establish their own criteria so as to allow for approximately 20% of the population to be considered for further evaluation.

Further Evaluation

Following screening, the school system may determine criteria which would be appropriate for the academic or fine arts service(s) provided, the grade levels to be served, and the background and needs of students. After gathering data in all four areas, the school system **MUST** use at least three of the four areas below to place a child in gifted services. It is expected that the use of tests and scales may differ within school systems as well as between districts. For example, different procedures or instruments may be used with students of different ages or for parts of the program with specific curriculum focus, such as a Fine Arts, Math, or Science focus. Alternate selection criteria and methods **MUST HAVE** prior DESE approval before they can be used for special populations or students with special needs (i.e., English Learners, students with an IEP, cultural minorities, low income students, etc.).

Testing Referral/Screening

The gifted staff will provide guidance to classroom teachers in making referrals for the gifted program. Each school year, an article is placed in the elementary handbooks briefly describing the referral and identification process. A checklist is provided to each teacher to help them clarify what a gifted child "looks like" and whether a referral should be made. A teacher or parent may refer a student any time during the school year, but the evaluation process might not begin until the end of the school year in which the referral was made.

Students in grades 3-5 in the Mountain View-Birch Tree School District participate in state assessments each spring. The building counselors, the Gifted coordinator and the Gifted Education teacher will review the results of those tests when they are received in the fall. The building counselors will review the results of district or building assessments in grades K-3. Students who

score above the 95th percentile in at least two areas on MAP and/or the district or buildings assessments are considered for referral to the gifted program. However, the evaluation process might not occur until the end of the school year, following a year of classroom documentation to support further evaluation.

Teachers must complete a "Teacher Nomination Form" when referring a student for the gifted program. In order to be considered for an evaluation, students must be nominated by two teachers and have two "Teacher Nomination Forms" on file.

Exceptions to the referral and evaluation timeline can be made by the building principal.

Selection Process

The Missouri Department of Education has established the identification criteria for participating students. These criteria are based on test scores and nominations. To qualify for the gifted program, students must meet both state and Mountain View-Birch Tree R-III guidelines.

The district MUST use at least three of these four areas to place a child in gifted services

1. General Mental Ability

Full-scale or GAI scores on an individual intelligence test at or above the 95th percentile: The Mountain View-Birch Tree School District will consider a Full Scale or GAI score above or equal to 125 to be eligible for the gifted program. Although they are more time-consuming, individually administered intelligence tests provide more accurate indicators for final placement purposes than do group tests. The district may use various IQ tests, administered according to their appropriateness in reference to program areas and student needs.

2. Academic Ability

If achievement test scores are used for formal evaluation and placement, they must be derived from a norm-referenced test and the cut-off score must be set at the 95th percentile or higher. For interdisciplinary programs, tests must be used that sample a majority of the core subject areas of Math, Science, Social Studies and Communication Arts. While composite scores shall be used for multi-disciplinary academic programs, it may be appropriate to use subtest scores if an academic program is focused on a specific subject area. The scores must be in the subject area(s) or in the subtest area(s) most related to the design of the gifted program.

3. Creativity, Reasoning, and Problem-solving Ability

Results of valid tests or other assessments indicating outstanding ability in one of the following areas: (1) creative and productive thinking, (2) advanced insight, (3) outstanding imagination, (4) innovative or creative reasoning ability, (5) advanced perception of cause and effect relationships, (6) problem solving, or (7) abstract concepts. These areas of ability must be related to the design of the gifted program.

4. Other

Documented evidence of exceptional performance in a general academic area, a fine arts area, or another area related to the design of the gifted program: Such evidence may take the form of portfolios of student work, MAP test scores, formal classroom observations by persons

knowledgeable about characteristics of gifted students, auditions, product demonstrations, etc.

The gifted staffing team (building administrator, Gifted program coordinator, building counselor, Gifted teacher) will evaluate all four areas to determine if a student meets gifted criteria.

The parental permission to test and all testing results will be kept on file in the student's permanent record in the school office. That file will move to the next school as a student moves through the school system.

Alternative Testing Procedures

Alternative testing procedures such as tests given in the native language, non-verbal IQ testing, etc. will be considered if such a need is warranted. Other adaptations may also be appropriate. The examples listed above do not include all possibilities. Any special conditions that may impact the testing process should be brought to the attention of the counselor or gifted teacher in each building. Students with learning disabilities, visual or hearing impairments, physical challenges, or behavioral difficulties will not be excluded from the gifted program solely on these conditions. The school district recognizes that there are various, and possibly negative, manifestations of giftedness that may make it difficult to identify that student. The Mountain View-Birch Tree School District pledges to make every effort to identify all gifted students.

Re-evaluation Procedure

Students who do not meet entrance criteria after a screening or a full evaluation administered by the Mountain View-Birch Tree School District are eligible for retesting by school personnel. Retesting can be requested by a parent or staff member by using a standard referral form. If requested, the Mountain View-Birch Tree School District will provide up to two full evaluations per student for the duration of the student's enrollment in the district. Students can be considered for retesting by the gifted program after two years have elapsed since the initial evaluation took place. For students who did not meet the minimum screening score (95%ile: 125 Full Scale, or GAI) on the WISC V, one year must elapse before that test can be re-administered.

Appeals

The appeal process begins at the building level. The parent/guardian or staff member must submit to the principal or gifted coordinator a written request to appeal a student's placement decision. The building gifted teacher, principal or counselor arranges an appeals meeting. The purpose of an appeal is to allow the person or persons advocating student admission to submit additional information that was not available during the original screening. The gifted review team hearing an appeal is comprised of a building administrator, gifted teacher, counselor, teacher(s), gifted coordinator, parent/guardian and student, if appropriate, and one additional member at the parent's/guardian's request. Every consideration of the new data will be made.

Transfer Student

Students who were previously in a gifted program and have recently transferred to the Mountain View-Birch Tree School District shall be placed in the Gifted Program if all of the following conditions are met:

- The student must previously have been placed in a state-assisted gifted program.
- The areas addressed by the programs must be similar: i.e. both are general academic programs, etc.
- The student meets or exceeds the selection criteria established by the Mountain View-Birch Tree School District for placement in its gifted program.

It is the parents'/guardians' responsibility to inform the building counselor or gifted instructor of their child's placement in a previous state approved gifted program.

Rural/Small Schools

Traditionally people think of underrepresented gifted populations as students who qualify for free or reduced priced meals or students with certain racial identities. In Missouri, rural and small school systems also struggle with underrepresentation of identified gifted students. DESE's goal is to reduce barriers for school systems so that gifted learners may receive appropriate services. Rural and small school systems may work with the Director of Gifted Education to create an Alternate Identification Plan. Any alternative pathway a school system chooses to use must be approved by DESE's Director of Gifted Education prior to implementation. The process for submitting a proposed alternative pathway is listed above.

GIFTED PROGRAM EXIT PROCEDURES

Once students are identified for the *Gifted Program*, the Mountain View-Birch Tree School District staff makes a commitment to work with them for success. However, students may, occasionally, need to be considered for withdrawal from the *Gifted Program*. Students may be withdrawn from these programs via either a furlough or formal withdrawal process. In order for a student to be placed on probation, given a furlough, or withdrawn from the *Gifted Program*, the following process must be followed.

PRIOR TO ANY FURLOUGH OR WITHDRAWAL REQUEST, A CONFERENCE BETWEEN PARENT/GUARDIAN, GIFTED SPECIALIST, AND STUDENT MUST BE HELD.

Furlough

A furlough is an authorized leave of absence from the *Gifted Program*. Furloughs may not exceed one school year. In order for a furlough to be granted, an application for furlough shall be obtained from the building gifted teacher and must be submitted to the gifted teacher or counselor. (See Furlough Request Form.). Reasons for a furlough could include, but are not limited to the following:

- Increased demand upon time caused by scheduling or extra-curricular activities;
- Prolonged illness;
- Emotional problems stemming from self, school, or home;
- Inability to participate because of course scheduling conflicts;
- Unsatisfactory performance;
- Desire to circumvent potential problems arising from placement (example: inability to keep up with regular classroom work).

Furlough should not be initiated until after the first six weeks' period unless the student is experiencing a crisis.

Furlough Process:

- Furlough Request Form is submitted to the building gifted teacher or counselor.
- Building counselor schedules furlough conference.
- Furlough conference is held with student, parents, teacher(s), gifted teacher, counselor, and other appropriate persons.
- The decision will be made at the conference.
- A follow-up conference will be scheduled as needed.
- No more than two furloughs should be requested per student except for extreme circumstances. After two furlough requests withdrawal procedures will be initiated.

NOTE: A furlough should NOT be used as a disciplinary tool and should be granted without adding undue pressure or prejudice to the student.

Formal Withdrawal Procedures

PRIOR TO ANY FURLOUGH OR WITHDRAWAL REQUEST, A CONFERENCE BETWEEN PARENT/GUARDIAN, GIFTED SPECIALIST, AND STUDENT MUST BE HELD.

School Requested

Once students are identified for the *Gifted Program*, the Mountain View-Birch Tree School District staff makes a commitment to work with them for success. However, students may, occasionally, not be performing in accordance with the standards established for the *Gifted Program*, even with the help of the staff. These students are placed on probation. Students will be allowed to continue participation in the *Gifted Program* as long as they are making positive contributions to the program, working with others in a spirit of cooperation, acting in a responsible manner while participating in the program and maintaining appropriate levels of achievement in the regular education program. Students who consistently perform below expected standards will be withdrawn and placed in appropriate classes. Withdrawal of students from the *Gifted Program* will be based on multiple criteria, including student performance in the program and what is determined to be in the best interest of the student.

In order for a student to be placed on probation or withdrawn from the *Gifted Program*, the following process must be followed.

Withdrawal Process (Grades K-5)

1. A formal conference is held between parent, gifted teacher, counselor and student.
2. Concern is voiced by a parent/guardian, student, teacher, counselor or administrator. A Withdrawal Request Form is completed by the person making the withdrawal request and submitted to the gifted teacher, counselor or to the building principal. (See Withdrawal Request Form.)
3. During the conference, the following decisions should be made:
 - a. That a plan for improvement and probationary process be developed.
 - b. That a furlough (limited to the current school year) be granted
 - c. To initiate a formal withdrawal from the program.

4. Appeals are made to the gifted coordinator.
5. Should a student be withdrawn from the program, exiting should be accomplished in such a manner as to avoid adding undue pressure to the student or parent/guardian without prejudice.
6. Students who are withdrawn from either program will remain eligible for participation at a later date. The student must qualify under the current matrix criteria to support that the student is being placed in appropriate programming. An appropriate time for entry will be determined by the gifted coordinator. A formal request to re-enter the program must be completed and approved before a student can re-enter either program. Parents/guardians will be notified and consulted regarding their child's re-entry to the program.

Parent/Guardian Request to Withdraw from Program

The parent/guardian of a gifted student may request that his or her child be withdrawn from the *Gifted Program* at any time. This request should come in writing to the building principal. (See *Withdrawal Request Form*.) While parents/guardians may withdraw a student from the program at any time, withdrawals, other than furlough requests, are considered formal exits from the program with re-entry only after consultation with the Gifted Coordinator's Office.

Gifted Program Re-entry Procedures

A re-entry form should be obtained from the building gifted teacher or counselor. This form should be completed and submitted to the gifted teacher or counselor for consideration. (See *Re-entry Form*.) An appropriate time for entry will be determined by the gifted coordinator. Parents/guardians will be notified and consulted regarding their child's re-entry to the program.

PARTICIPATION OF NON-PUBLIC STUDENTS

Gifted education and related services are available to students enrolled in non-public schools who reside in the Mountain View-Birch Tree School District. Students in non-public schools will follow the same identification procedures as district students. Non-public students who take part in the *Gifted Program* must:

- Be a resident in the Mountain View-Birch Tree School District,
- Meet or exceed selection criteria as defined by the district,
- Provide their own transportation to screenings/testing and classes.

Non-public school responsibilities include:

- Sharing and distributing gifted program and contact information to families,
- Modifying student schedules so as to enable student participation in gifted programs,
- Providing necessary student data/information to the Mountain View-Birch Tree School District.

Qualifying non-public students must register at the school where they will be receiving services prior to participating in the *Gifted Program*.

Homework Policy

The Mountain View-Birch Tree School District has determined that the elementary gifted instruction is considered a substitute for regular education class time. While the student is expected to demonstrate an understanding of the concepts presented, he/she is not required to make up work that is missed. It is the classroom teacher's responsibility to explain any new concepts but not expect the student to complete assignments missed while attending the gifted program. This homework policy can be adjusted at the discretion of the building principal.

**Missouri Department of Elementary and Secondary Education
CERTIFICATION REQUIREMENTS and
STANDARDS FOR GIFTED EDUCATION (GRADES K-12)**

Gifted Certification Requirements Beginning August 1, 2017

General Requirements

1. Valid Missouri Teaching Certification
2. Two-Years of Teaching Experience
3. The applicant must achieve a score equal to or in excess of the qualifying score on the required exit assessment(s) as defined in 5 CSR 20-400.310 and 5CSR 20-400.440. **There currently is no exit exam for gifted certification and requirement # 3 does not apply.**

Professional Requirements (Minimum of 23 semester hours)

1. Psychology and/or Education of the Exceptional Child (two semester hours)
 2. Gifted Content Knowledge Area – Minimum of 15 semester hours which must include:
 - a. A Survey of Gifted and Talented Education
 - b. Programming, Planning and Development: An Understanding of Administration and Supervision of Gifted Programs
 - c. Screening, Assessing, and Evaluating Gifted Students
 - d. Curriculum and Instruction for the Gifted
 - e. Meeting the Affective Needs of Gifted Students
 3. Graduate course in Research Procedures (three semester hours)
 4. Culminating Clinical Experience with Gifted Students (three semester hours to include both elementary and secondary settings)
- Instructional personnel in the staff positions coded 08 must hold a valid Missouri teaching certificate. Coursework must be completed at a college or university with an approved program. For questions regarding certification of teachers, please contact the Educator Certification Section of the Department of Elementary and Secondary Education at (573) 751-0051, or e-mail at certification@dese.mo.gov**

Mountain View-Birch Tree R-III School District
Gifted Program
PARENT Referral Form

Date: _____

Student's Name: _____

Date of Birth: _____ Grade: _____ School: _____

Parents'/Guardians' Names: _____

Address: _____ City: _____ Zip Code: _____

Phone Number: _____ Alternate phone number: _____

Name of Person Making Referral: _____

Relationship to Student: _____

Has student been evaluated for this program before? _____ No _____ Yes School Year Last
Evaluated _____

Please take a few moments to review the checklist of gifted behaviors attached to this form. **Then describe below the specific talent you think this student demonstrates and the reasons for this referral:**

Signature of Referring Party: _____ Date: _____

NOTE: Referral forms must be completed and returned to the building counselor or district gifted coordinator.

Received by:	Date Received:
-----------------	-------------------

**Mountain View-Birch Tree R-III School District
Gifted Program
TEACHER Nomination Form**

Date: _____

Student's Name: _____

Date of Birth: _____ Grade: _____ School: _____

Parents'/Guardians' Names: _____

I believe that this student, _____, is performing well above grade level or demonstrates exceptional strengths in the following areas. I would like his/her performance and achievement to be reviewed to determine eligibility for gifted education services.

Suspected Areas of Exceptional Ability (check all those that apply):

_____ General Ability (critical and creative thinking, problem solving, learning aptitude)

_____ Specific Academic Aptitude: _____ Reading _____ Writing _____ Math

_____ Other Areas: _____ Visual Arts _____ Performing Arts _____ Leadership

Please take a few moments to review the checklist of gifted behaviors attached to this form. Then describe below the specific talent you think this student demonstrates and the reasons for this referral:

Signature of Referring Party: _____ Date: _____

NOTE: Referral forms must be completed and returned to the building counselor or district gifted coordinator.

Received by:	Date Received:
-----------------	-------------------

**Mountain View-Birch Tree R-III School District
Gifted Program
Permission to Test Form**

Student's Name: _____

Date of Birth: _____ Grade: _____ School: _____

Parents'/Guardians' Names _____

Address: _____ City: _____ Zip Code: _____

Phone Number: _____ Alternate Phone Number: _____

_____ I give permission for my child to be tested as part of the Mountain View-Birch Tree Gifted Program screening and identification process. I understand that the screening and testing may include, but not be limited to, the *WISC V*, Scales for Identifying Gifted Students (SIGS), and the *Wechsler Individual Achievement Test®-Third Edition (WIAT®-III)*

_____ I do not give permission for the screening and testing to be conducted.

Has your child ever been tested for the Mountain View-Birch Tree Gifted Program?
_____ No _____ Yes If so, when? _____

Please indicate if your child has the following: _____ IEP _____ 504 Plan

Parent/Guardian's Signature: _____ Date: _____

Please return this form to the building counselor by: _____

Received by: _____	Date Received: _____
-----------------------	-------------------------

**Mountain View-Birch Tree School District
Gifted Program Furlough Request Form**

Date: _____

NOTE: PRIOR TO ANY FURLOUGH DECISION, A CONFERENCE BETWEEN PARENT/GUARDIAN, TEACHER, AND STUDENT MUST BE HELD.

Date of Conference: _____

Persons in Attendance: _____

I, _____, request a furlough from the Gifted Program

(Parent/Guardian)

on behalf of _____

(Student Presently Participating)

School: _____ Grade: _____ Teacher _____

Parents'/Guardians' Names: _____

Address: _____

Phone Number: _____ Alternate Phone Number: _____

Reason(s) for request:

To be completed following Conference:

Date Furlough Granted _____ (Furlough is granted for the current school year.)

_____ Furlough Not Granted

Comments: _____

(Signature, Student)

(Signature, Parent/Guardian)

**Mountain View-Birch Tree R-III School District
Gifted Program
Withdrawal Request Form**

Date: _____

I, _____, wish to request _____
(Parent/ Guardian, Student, School Personnel) (Participating Student)

be allowed to withdraw from the Gifted Program.

Reason(s) for request:

(Signature, Student)

(Signature, Parent/Guardian)

**NOTE: PRIOR TO ANY WITHDRAWAL DECISION, A CONFERENCE BETWEEN
PARENT/GUARDIAN, TEACHER, AND STUDENT MUST BE HELD.**

Date of Conference: _____

Persons in Attendance: _____

(Signature, Gifted Teacher)

(Signature, Building Principal)

Please return this form to the building counselor or the building principal

**Mountain View-Birch Tree R-III School District
Gifted Program Re-Entry Form**

Student's Name: _____

Date of Birth: _____ Grade: _____ School: _____

Parents'/Guardians' Names _____

Address: _____ City: _____ Zip Code: _____

Phone Number: _____ Alternate Phone Number: _____

I am requesting my child re-enter the gifted program due to the following reasons:

Parent/Guardian's Signature: _____ Date: _____

Please return this form to the building counselor by: _____

Received by:	Date Received:
-----------------	-------------------

MOUNTAIN VIEW-BIRCH TREE SCHOOL DISTRICT

CONSIDERATION FOR GIFTED REFERRAL

This form is not to be used as part of the formal evaluation process. Its purpose is to help teachers and parents clarify whether a student should be referred.

Part I: Learning and Motivational Characteristics

Has unusually advanced vocabulary for age and grade level; uses terms in a meaningful way; has verbal behavior characterized by "richness of expression," elaboration and fluency.
Possesses a large storehouse of information about a variety of topics (beyond the usual interests of youngsters his/her age).
Has quick mastery and recall of factual information.
Has rapid insight into cause-effect relationships; tries to discover the how and why of things; asks many provocative questions (as distinct from informational and factual questions); wants to know what makes things or people "tick."
Becomes absorbed, truly involved in certain topics or problems; is persistent in seeking task completion. (It is sometimes difficult to get child to move on to another topic.) Prefers to work independently with little teacher direction.
Is easily bored with routine tasks.
Strives toward perfection; is self-critical; is not easily satisfied with his/her own speed or products.
Likes to organize and bring structure to things, people and situations.

Part II: Creativity Characteristics

Displays a great deal of curiosity about many things; is constantly asking questions about anything and everything.
Generates a large number of ideas or solutions to problems and questions; often offers unusual "way out," unique, clever responses.
Is uninhibited in expressions of opinion; is sometimes radical and spirited in disagreement; is tenacious; often has a keen sense of humor.
Is a high risk taker; is adventurous and speculative.
Manipulates ideas (i.e. changes or elaborates); concerned with adapting, improving or modifying.
Is non-conforming; does not fear being different.

Part III: Leadership Characteristics

Carries responsibility well; can be counted on to do what he/she has promised and usually does it well.
Is self-confident with others of his/her own age, as well as adults; seems comfortable when asked to show his/her work to the class.
Tends to dominate; generally directs activities in which he/she is involved.
Is cooperative with teacher and classmates; tends to avoid bickering and is generally easy to get along with; well-liked by classmates.

MSBA Board Policy IGBB

The Board of Education is committed to improving student learning opportunities for all students in the district and authorizes a program for meeting the educational needs of identified gifted students in an educational environment beyond that offered in the regular classroom. The Board of Education will make every effort to provide the level of monetary support necessary to sustain the gifted program.

The program will:

1. Provide a minimum of 150 minutes per week of contact time in which gifted program personnel work exclusively with identified gifted students.
2. Include a systematic process for the identification and selection of gifted students at all grade levels. The identification process will include alternative identification plans designed to identify gifted students who are traditionally underidentified and underserved, such as students with language differences, cultural differences, special educational needs and those from families living in poverty.
3. Utilize instructional personnel with the appropriate certification for the gifted program services they are providing.
4. Have class sizes and caseloads in accordance with Missouri Department of Elementary and Secondary Education (DESE) guidelines.
5. Include activities beyond the level usually provided in regular school programs that particularly contribute toward meeting the identified unmet needs of participating students.

The superintendent will designate a member of the district's professional staff to serve as the coordinator of gifted education. The coordinator is responsible for:

1. Oversight of the gifted education program.
2. Completing and submitting the application for a gifted education program through Core Data in a timely manner.
3. Reporting instructional positions and assignments of gifted program personnel through Core Data in a timely manner.
4. Completing an annual evaluation report before June 30 of each year that will be available in the central office.
5. Maintaining in the central office a description of the program's goals, learner objectives, and activities as well as the annual program evaluation report.

* * * * *

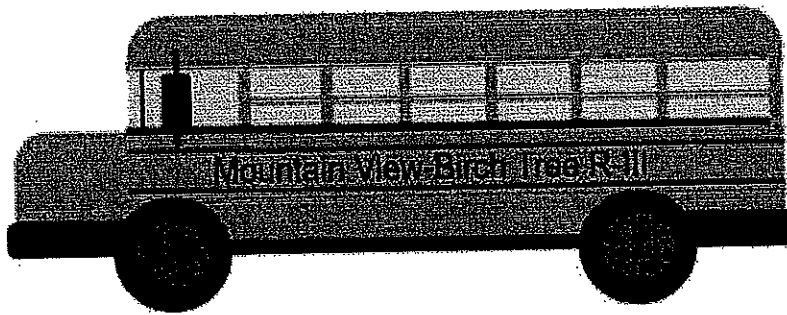


Mtn View-Birch Tree R-III

Date Adopted: 12/16/93

Last Revised: 5/15/08

MOUNTAIN VIEW-BIRCH TREE R-III
TRANSPORTATION PROCEDURES AND GUIDELINES
2025-2026



Lanna Tharp, Superintendent
Ryan Chowning, Assistant Superintendent/Transportation Director

MVBT Vision:

Two communities working together as one to develop caring and responsible citizens.

MVBT Mission Statement:

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

Board Approved on May __, 2025

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This manual has been prepared using the School Transportation Administrator's Handbook, revised by the Department of Elementary and Secondary Education in 2021. Our district follows the guidance outlined in the DESE School Transportation Administrator's Handbook.

Mountain View-Birch Tree R-III Transportation Goal

Our goal is to provide safe and reliable transportation for all eligible students in accordance with school board policy. This goal will only be achieved through the combined efforts of drivers, students, school officials, and parents.

The major purpose of school transportation is to get pupils to school, between campuses, and back home in an efficient, safe and economical manner. Other purposes include the provision of transportation for academic field trips in direct support of the curriculum and transportation for support of the co-curricular program (athletic, music, vocational programs, etc.)

Our transportation program contributes to the successful achievement of our district's vision and mission and supports our district's Continuous School Improvement Plan.

PURPOSE OF MANUAL:

The purpose of this manual is to acquaint bus drivers with their responsibilities as well as pupil responsibilities. The transportation system is a very visible part of the school program.

This handbook has been designed to provide information and should be available for easy reference for the Student Transportation Department. Department employees should familiarize themselves with the procedures and policies. The handbook is expected to be reviewed and updated each year.

The handbook is intended to be a quick source of readily available information. It is not intended to include all district policies. Mountain View-Birch Tree R-III board approved policies are available in the superintendent's office and on the district's website.

SCHOOL TRANSPORTATION PROGRAM MODEL

(Administrative Responsibilities)

Laws authorizing public school transportation require boards of education to assume certain responsibilities. Through the local administration, these responsibilities are administered in accordance with the policies adopted by the local board of education and in conformity with the statutes and regulations governing student transportation.

- A. The local school district board of education responsibilities are to:
1. Determine the student transportation needs of the local district.
 2. Secure proper authorization in accordance with law for providing student transportation.
 3. Adopt specific written policies regarding the student transportation program.
 4. Provide and maintain safe buses which meet approved standards.
 5. Plan routes and schedules to render reasonable and economical service.
 6. Employ only drivers that have met all licensing requirements and State Board of Education regulations relating to driver qualification.
 7. Require liability and property damage insurance for contracted vehicles transporting students.
 8. Prepare and submit student transportation reports required by the State Board of Education.
- B. School district administration shall provide the following:
1. Leadership in the implementation of a comprehensive student transportation program consistent with federal law, state statutes, the code of state regulations, and board of education policy.
 2. A local director of student transportation with the staff and other resources necessary for optimal transportation performance.
 3. A clear, concise student transportation discipline policy.
 4. A cost accounting system for all expenditures in the area of student transportation.
 5. A student transportation safety program utilizing community resources, law enforcement, and state agencies.
 6. A student handbook containing detailed instructions for implementing the school district's transportation policies.
 7. A comprehensive school bus driver training program for both pre-service and inservice instruction which includes classroom and behind the wheel instruction.
 8. A comprehensive safety and ridership curricula for student passengers.
 9. A comprehensive school bus preventive and ongoing maintenance program.
 10. Prepare and distribute bus schedules to drivers and transported students.
 11. Keep a record of students transported.
 12. Prepare and keep current all school bus route maps.

C. Local director of student transportation duties include, but are not limited to:

1. Assist in planning, budgeting and forecasting for the student transportation system.
2. Supervise the implementation of the school district's plan for equipment preventative and on-going maintenance.
3. Recruit, instruct and supervise student transportation personnel.
4. Route and schedule school buses for safe, efficient and economical student transportation service and annually evaluate route pickup and drop-off locations for student safety.
5. Assist in the development and implementation of student transportation safety education programs.
6. Investigate and report school bus accidents.
7. Maintain student transportation records and prepare reports as required.
8. Conduct an annual evaluation of the student transportation system.
9. Provide continuous supervision of loading and unloading areas at or near the school building(s).
10. Provide transportation personnel opportunities for growth in job related activities.
11. Provide to each school bus driver at the time of employment, a school bus driver's handbook.

This handbook shall include the following:

- (A) The state transportation laws, regulations and local policies governing student transportation and school bus operation.
 - (B) Vehicle operation and maintenance.
 - (C) Procedures for the driver to perform when involved in an accident.
 - (D) Basic first aid procedures.
12. Conduct regularly scheduled safety meetings for employees to meet the annual requirement of at least 8 hours.

SCHOOL BUS ROUTING

A. In determining school bus routing procedures, the following general criteria should be studied:

1. Location of student's residence.
2. Grade and age of the student to be transported.
3. Type and condition of roads.
4. Standard of service desired.
5. Funds available for transportation service.

B. The following information should also be taken into consideration when establishing school bus routes.

1. The general safety of all routes in relation to hazards such as hills, intersections, railroad crossings, bridges, sharp curves, and obstructions to visibility.
2. The general safety of loading and unloading stops in relation to the visibility of approaching motorists.
3. Walking distance to the bus stop in relation to the age of the student.
4. Walking route safety to loading stop, from unloading stop, and loading zones.

C. The following are guidelines recommended by the State Board of Education to help school officials review bus routes and their transportation program in general:

1. Bus stops should be authorized and designated by the school administration. Procedures for changes in bus stops should be established.
2. Duplication of route miles and "deadheading" should be avoided if at all possible.
3. In towns and cities, school bus stops should be established at least six to eight blocks apart, unless conditions make it impractical to do so.
4. In order to use the fewest number of buses, multiple routes should be used when possible. This can be accomplished by using tiered starting times for attendance centers.
5. All buses should be loaded as near capacity as possible, using a bus of appropriate size for each route.
6. Routes should be planned to avoid dead-end streets or cul-de-sacs whenever possible.
7. School district officials should assign students to buses in a way that equalizes bus loads and avoids overloading.
8. Buses should be used primarily to transport students to and from school. Buses may be used to transport students on school-sponsored activity trips, but such trips should not interfere with the transportation of students to and from school.

Maps for each route are available to be seen at the District Transportation Facility

(All district policies are available in our central office and on our district website.)

Important Board Approved Transportation Policies

Transportation Eligibility/Bus Access (Determining eligibility and access to buses)

School Transportation Administrator's Handbook (Administrative Responsibilities)

School Bus Scheduling and Routing (routing constraints)

Student Conduct on buses (Student behavior, rules, and regulations)

Transportation Safety (Guidelines for drivers and students)

References to other board policies relevant to school transportation:

[Click Here for Mountain View-Birch Tree Board Policies](#)

Policy AC: Prohibition Against Discrimination, Harassment and Retaliation

Policy DJF-1: Purchasing

Policy EEA: Student Transportation Services

Policy EEAB: School Bus Scheduling and Routing

Policy GBB: Staff Involvement in Decision Making

Policy GBBDA: Family and Medical Leave

Policy GBCA: Staff Conflict of Interest

Policy GBCBC: Staff Absences and Tardiness

Policy GBCC: Staff Use of Communication Devices

Policy GBE: Staff Health and Safety

Policy GBEB: Employee Assistance Program

Policy GBEBA: Drug Free Workplace

Policy GBEBB-2: Employee Alcohol and Drug Testing

Policy GBEBC: Criminal Background Checks

Policy EBB: Communicable Diseases
Policy GBH: Staff/Student Relations
Policy GBL: Personnel Records
Policy GBM: Staff Grievances
Policy GDPD: Suspension of Support Staff Members
Policy GDN: Evaluation of Support Staff
Policy GDPB-2: Resignation of Support Staff Members
Policy JG: Student Discipline
Policy JHCF: Student Allergy Prevention and Response
Policy JHD: Student Counseling Program

Mountain View-Birch Tree R-III District Transportation Procedures

- **Current student transportation fleet:**

20 full-size buses	3 Handicapped buses	2 Suburbans
2 minivans	1 Driver's Ed Car	Misc. Non Student Transportation Vehicles

- **purchasing procedures:**

Buses are budgeted annually, with a goal of purchasing 1-2 buses each year. Our goal is to not have buses that are more than 10 years old. Our district follows board approved purchasing policies when purchasing buses.

- **desired limits of insurance coverage:**

The MVBT district abides by guidelines established by MUSIC (insurance) when insuring the transportation fleet.

- **Emergency procedures and/or contingency plans to be followed in the event of an accident, unexpected school closing, or unforeseen route change:**

The emergency procedures and contingency plans are outlined in detail in the bus driver's handbook and reviewed annually with our transportation staff.

- **Days on which service will be available**

The current calendar can be found on our district's website. Our district provides transportation every school day, unless emergency circumstances prevent safe transportation.

- **School daily start and closing times.**

MVE and BTE: 7:50-3:40

LMS: 7:50-3:25

LHS: 7:50-3:20

Half day schedule:

MVE and BTE: 7:50-12:30

LMS: 7:50-12:25

LHS: 7:50-12:20

- **The extent of special transportation service.**

Board policy EEA: Transportation for a student with a disability will be provided if the IEP team determines that such transportation is necessary as a related service due to the student's disability. Transportation for special education students or students classified as homeless will be provided in accordance with law.

- **Organization chart, identifying the flow of responsibility from the board of education to the school bus driver. (See pages 3-4)**

- **Bus Drivers will report to their direct supervisor or other designated person. The supervisor will report to the Superintendent. The Superintendent will report to the board of education.**

STUDENT RESPONSIBILITIES

It is the responsibility of the school administration to instruct students in the proper behavior expected of bus passengers. For the safety of all, a tight system of discipline and observance of school rules is expected. The following rules and regulations will apply:

1. On all regular route runs the driver is in charge, and all students must obey the driver promptly.
2. "Classroom conduct" is to be observed by all students while riding the bus.
3. Students are not to make unnecessary conversation with the driver, or cause unnecessary distractions.
4. Students must be on time to catch the bus; the driver is not expected to wait beyond the regular schedule for those who are tardy.
5. Students are to stand clear of the bus, and not approach it to enter until the bus makes a complete stop.
6. Students will be expected to pay for any unnecessary damage done to a bus. All damage should be reported immediately to the driver.
7. Students are not to extend any body parts out of the windows at any time.
8. Students are not to throw any objects out the bus windows.
9. Students are to be seated with their back to the seat while the bus is moving.
10. Students are not to leave the bus for any reason without permission from the driver.
11. Students will follow the bus driver's assigned seating chart.
12. All students on LMS and LHS shuttle buses will sit in the first four rows of the bus.
13. All students will ride their assigned bus.

Bus Misconduct - All bus offenses will be handled according to district policy and rules published in Student Handbooks in each building.

Note: The Principal or Assistant Principal reserves the right to treat offenses that occur on the bus as Student Code of Conduct offenses if he/she deems it more appropriate (i.e. fighting, using obscene language, etc.). Bus Misconduct Consequences may also be added to any Code of Conduct Consequences that are imposed as a result of the offense occurring on a bus.

DRIVER RESPONSIBILITIES

1. Student Safety – Seating charts are required as a help to drivers enforce bus rules. Behavior expectations must be clearly communicated to students. Effective use of preventive strategies (i.e. proximity, eye contact, non-verbal cues, and seat change) along with recognizing and reinforcing appropriate student behavior should be used prior to reporting to the principal. Only the administration has the authority to deny a student the right to ride the bus. No students are to be put off the bus enroute to school or home.
2. Bus Routes – The Superintendent and Bus Supervisor are responsible for setting up all bus routes. No route changes are to be made without their permission. There will be no stops on Highway 60 or travel on private roads without prior permission of the Superintendent and the Bus Supervisor.
3. Extracurricular Trips – At least one teacher/sponsor is to be aboard each bus on an extracurricular trip. The teacher/sponsor is responsible for student behavior on these trips. If for any reason a teacher/sponsor is unable to ride the bus, administrative approval for the trip is required before the trip is to be taken.
4. Speed Limits – The following speed limits are to be strictly observed by all drivers at all times:
 - a. Posted speed limits on all U.S. and State Highways
 - b. and 25-35 mph maximum on all gravel roads.
5. Breakdowns – If a breakdown occurs on a major highway or well-traveled road, use the bus radio to call the bus barn supervisor or bus barn mechanic. During breakdowns, all students should stay aboard the bus until another bus comes to get them.
6. Accidents – Immediately following an accident, the driver's main concern should be for the welfare of the students. The accident should be reported to the bus barn. If the accident is of a serious nature, the driver should call 911. The driver should decide whether or not it is safe to allow students to remain on the bus after an accident.
7. Overloading – No bus should be overloaded. Each student is to have a seat, and have his/her back to the seat. An overload should be reported immediately to the Bus Supervisor and Superintendent.
8. Bad Weather Days/School Cancellation – An attempt will be made to notify all

drivers by telephone (text messages or school notification system), as soon as possible if school is to be dismissed due to snow, ice, flooding, or any other factor that would cause school to be canceled. If any driver has not received notification of school cancellation and has a question about reporting for work he/she may call the Bus Barn. If school is in session on days when roads are somewhat bad---Drive Slowly and Be Carefull! Time is not a factor on these days, but Safety is!

9. Bus radio – The bus radio is to be in operation at all times – regular route trips as well as extracurricular. The bus radio is not intended for casual conversations. The radio is heard in all buildings by administrative staff.

TITLE 5—DEPARTMENT OF ELEMENTARY AND SECONDARY EDUCATION DIVISION
30—DIVISION OF SCHOOL SERVICES CHAPTER 261—PUPIL TRANSPORTATION

5 CSR 30-261.010 Requirements for the Operation of School Buses

PURPOSE: The State Board of Education has the authority to adopt and enforce regulations for the operation of all school buses used for the transportation of schoolchildren when owned and operated by any school district or privately-owned and operated under contract with any school district in this state. This rule establishes guidelines for the safe, efficient and economical operation of school buses.

Driver Operation

School bus drivers shall:

1. Observe carefully all signs, signals and rules of the road as provided by the Missouri Motor Vehicle Laws;
2. Follow these loading and unloading procedures:
 - a) If school bus is equipped with a master switch, make sure the master switch is in the "on" position;
 - b) Activate pre warning amber flashing lights at least five hundred feet (500') before a designated stop;
 - c) When stopping for a designated stop, apply brakes hard enough to light up the brake lights so that vehicles behind the school bus will know it is slowing down;
 - d) Pull as far to the right as practicable on the traveled portion of the roadway and at a location so that the school bus is visible for at least three hundred feet (300') in both directions or five hundred feet (500') if the speed limit is greater than sixty (60) miles per hour. Check all mirrors to see that traffic is clear and it is safe to stop;
 - e) Approach waiting students with extreme care, paying attention to the surface on which the school bus will stop (dry, slippery, slopes right, rough ground, and the like). Bring the school bus to a complete stop so that the closest part of the school bus is not less than six feet (6') and not more than ten feet (10') from the closest student;
 - f) Place the transmission in neutral and set the parking brake as needed;

g) Deactivate the pre warning amber flashing lights and activate the red flashing warning lights and the stop arm when opening the service door after stopping;

h) Check traffic in front and rear of the school bus before you give the students a hand signal that it is okay to cross the road. Drivers should train students not to approach the school bus until given a signal and to check traffic before crossing the roadway;

i) Require students who must cross the roadway after leaving the bus or before boarding the bus to cross a minimum of ten feet (10') in front of the bus and only upon a signal given by the driver, monitor or bus patrol when organized bus patrols are used; and

j) Have students go directly to their seats. When students are seated, check traffic and close the front door to deactivate the red flashing warning lights and stop arm;

3. Perform and prepare written documentation of the daily pre trip inspection which is to be submitted to the transportation administrator. Pretrip inspection of vehicle shall include brakes, steering components, lights, signaling devices, emergency door, tires and safety equipment, as a minimum. Any defects or deficiencies that may affect the safety of vehicle operation or result in mechanical breakdown shall be reported immediately in writing and driver shall not operate school bus until the defect or deficiency has been corrected;

4. Activate the pre warning amber flashing lights if a school bus stop must be made in close proximity to the crest of a hill or on curves with limited sight distance, approximately one hundred feet (100') before passing the crest so that vehicles following to the rear shall be made aware the bus is preparing to stop for the purpose of loading or unloading pupils;

5. Assume control of all children while they are being transported requiring respectable and orderly behavior from them. Particular attention should be given to the care and protection of the younger pupils. Any continued disorderly conduct should be reported to the proper school authorities;

6. Not back school bus on school grounds unless rear is guarded by school patrol or adult and driver is advised that the way is clear. Backing the bus at any time shall be avoided if at all possible;

7. Follow these procedures when a school bus is disabled:

- a) Stop the bus as far to the right as possible (on the shoulder, if available);
- b) Secure the bus, activate hazard/warning lights and set parking brake;
- c) Keep children in bus. If location of the bus is unsafe, remove the children to a safer location;
- d) Place triangular reflectors a minimum of one hundred feet (100') in both the front and rear of the bus;

- e) Telephone, radio or send capable student to call authorities, giving bus location and description of breakdown; and
 - f) See that all pupils are delivered to their destinations;
8. Keep inside of vehicle clean and comfortable at all times;
 9. Keep lettering and lights on front and rear of bus clean so that all markings are clearly visible;
 10. Keep service door closed at all times when bus is in motion;
 11. Not leave a loaded bus while motor is running;
 12. Fill the fuel tank only when there are no children in the bus;
 13. Not allow animals on the school bus except for seeing eye dogs or other specially trained animals necessary to furnish special education services for students with disabilities to comply with applicable state law and regulations;
 14. Not allow weapons or explosive material on the school bus;
 15. Not allow items on the school bus to protrude into or block the aisle or be left in the driver or emergency exit areas;
 16. Make and promptly file all daily, weekly and monthly reports which may be required;
 17. Use seat belt whenever the bus is in motion;
 18. Not drive any school bus for more than:
 - a) Eight (8) consecutive hours. Hours will be consecutive unless the individual ceases operation of the vehicle for at least sixty (60) minutes; or
 - b) An aggregate of twelve (12) hours in a twenty-four (24)-hour period;
 19. Illuminate headlights whenever students are being transported;
 20. Not use tobacco products at any time in the school bus; and
 21. Not operate a school bus while under the influence of intoxicants, narcotics or drugs.

GOOD STUDENT RELATION STRATEGIES

1. Show a personal interest in each student's welfare.
2. Provide a parental image, if appropriate.
3. Talk with your students, not down to them.
4. Be alert and flexible; it is the unexpected behavior that causes many of a school bus driver's problems.
5. To keep students safe, you must control them tactfully as well as you control the bus-but students aren't always as predictable as your vehicle. Good student management must be practiced not only during the ride but especially during loading and unloading.

In cases of **continued** misconduct, report the pupil to the supervisor and principal.

BUS ROUTE STUDENT RIDERSHIP REPORT

1. The driver on each Board approved bus route must prepare an accurate listing of pupils scheduled to be transported each school year.
2. Ridership days are the second Wednesday of the month for the months of October and February.
3. Bus Route Student Ridership Listing Form is provided in Section VI of this manual.

JOB DESCRIPTION: TRANSPORTATION DIRECTOR

Reports to: Superintendent

Evaluated by: Superintendent

Terms of Employment: Determined in yearly contract, reflecting approved school calendar

SUMMARY

To administer the overall transportation operation of the District directly and through the Superintendent so as to provide safe and efficient transportation to and from school and to and from approved extracurricular, co-curricular and other non-route activities.

ESSENTIAL DUTIES AND RESPONSIBILITIES

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skills and abilities required. Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions.

1. Reviews and Assigns Routes and Stops.
2. Assumes responsibility for obtaining qualified drivers.
3. Communicates with patrons concerning transportation function; investigates concerns directly or in conjunction with administration and/or law enforcement; responds to patrons.
4. Assists with the budget for transportation expenditures.
5. Accurately completes and submits required reports to DESE Transportation Department, including but limited to Depreciation Schedules, Route Approval Forms, Application for Transportation Aid and Accident Reports.
6. Provides a system to keep accurate records of student count, mileage, etc.
7. Ensures that all transportation rules and regulations are followed.
8. Recommends to District Administration whether to operate or close school during inclement weather. Will assist in checking roads.
9. Coordinate annual safety inspections with HWP and performs annual on-site safety evaluation prior to each school year.
10. Plans and delivers required bus driver training.

SUPERVISORY DUTIES

1. Speaks to students and adult groups concerning bus safety and to provide an open channel of communication between the students, faculties, and the Transportation Department.
2. Assists in the planning of traffic flow for new school constructions or the remodeling of existing buildings within the district.
3. Provides input for the Transportation Handbook
4. Attends meetings as required by the Superintendent.
5. Evaluates all transportation personnel.
6. Maintains confidential nature of all school-related matters.
7. Performs other tasks and assumes other responsibilities as assigned by the supervisor or Superintendent.

QUALIFICATIONS

Background Checks Clearance on all background checks required by law that is satisfactory to the Administration. Education/Experience Education in Management or related field preferred. Experience in Transportation related field preferred. Certificates, Licenses, Registrations Valid Driver's License with CDL, Passenger & School Bus endorsement preferred.

SKILLS AND ABILITIES

Language

The ability to read, write, and communicate fluently are required. Employee must be able to interpret and follow directions.

Computation

Minimal math skills are required.

Reasoning

The ability to investigate, fact find, and problem-solve are needed qualifications. The ability to interpret and follow directions proficiently are required.

Technology

The ability to operate proficiently hardware and/or software specific to employment.

Additional Skills and Abilities

The ability to work closely with a group of individuals and possess interpersonal communication skills necessary to move people forward.

PHYSICAL DEMANDS

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions.

Physical Requirements

The individual who holds this position is regularly required to walk and stand throughout the day. Hearing and speaking must be accurate in a regularly noisy environment over engine sounds and the sounds of children. Frequent communication over mobile devices is required. Must have close moderate and distance vision ability. This position requires regular use of close vision and does require prolonged computer use. Physical requirements also include, but are not limited to, sitting (normal seated position), standing, walking (level or uneven surface), bending/twisting neck, bending/twisting at the waist, kneeling, crouching, crawling, climbing, reaching, lifting (over 50 lbs.), carrying objects (over 50 lbs.) while walking, pushing, pulling, presence of heat (summer high temperatures, high humidity, ovens, furnaces, etc.), presence of cold (winter low temperatures, walk-in refrigerator/freezer).

Hours / Attendance / Travel

Beginning and ending work hours will be established by the supervisor. Hours may vary. Hours include an extended work day while buses are transporting students. Overtime hours may be necessary, with approval of administration. Attendance is an essential function of the job during student attendance days. Regularly drive between schools, throughout the district, and to professional development activities.

CONDITIONS AND ENVIRONMENT

The work conditions and environment described here are representative of those that an individual will encounter while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions. While performing the duties of this job, the employee may occasionally work in temperatures that exceed 100 degrees Fahrenheit. Be exposed seasonally, to extreme cold temperatures. Regularly be exposed to engine exhaust, and be in close proximity to moving vehicles. The work environment is frequently loud. The employee will be regularly working under deadlines.

The individual who holds this position is frequently required to work irregular or extended hours.

JOB DESCRIPTION: TRANSPORTATION MECHANIC

Reports to: Superintendent and Transportation Director

Evaluated by: Superintendent and Transportation Director

Terms of Employment: Determined in yearly contract, reflecting approved school calendar

General Summary

Responsible for the overall safe and efficient operation of the bus garage in order to keep the district's bus fleet in such a state of operative excellence that it presents no problems or interruptions to the educational program.

ESSENTIAL DUTIES AND RESPONSIBILITIES

1. Assists the director of transportation with the day-to-day operations of the transportation department.
2. Provides the director with ongoing updates on fleet operational status and funding requirements.
3. Prepares parts funding request forms and bid specification worksheets for bus, tire, and equipment acquisitions.
4. Validates the equipment procurement process; researches product specifications, capabilities, and costs.
5. Performs skilled journeyman level work in the diagnosis, overhaul, repair, and preventive maintenance of the district's bus fleet.
6. Establishes and maintains a clear tracking system for the receipt and issuance of parts and supplies.
7. Maintains an efficient and effective system for routine bus fueling and weekly maintenance checks.
8. Establishes and maintains files and repair/maintenance records.
9. Maintains availability at any hour to assist in the event of an emergency or vehicle malfunction.

10. Ensures that buses are in a constant state of readiness and conform to Highway Patrol standards at all times.
11. Provides guidance to bus drivers on proper parking lot safety, pre-/post-check requirements, and the care and upkeep of district buses.
12. Oversees the safe and efficient operation of the bus maintenance facility.
13. Maintains availability to assist with checking road conditions during inclement weather, inspects for road hazards (i.e., snow/ice, downed trees and/or electrical lines), and other safety related conditions as required by the director of transportation. Reports findings to the director of transportation.
14. Serves as an emergency substitute bus driver if an appropriate substitute cannot be secured. Performs duties and functions of these positions, and maintains all licenses and certifications required to perform these duties.
15. Attends appropriate workshops and training programs as assigned by the director.

QUALIFICATIONS

1. High school diploma or equivalent.
2. Training or coursework in gasoline and diesel powered motorized equipment repair, overhaul, and maintenance.
3. Demonstrated success in performing a wide variety of tasks requiring an understanding of, and proficiency at, automotive mechanical repair including diesels.
4. Minimum of five years of experience in the repair and maintenance of school buses or similar vehicles.
5. Valid Missouri Commercial Drivers License (CDL) with Passenger and School Bus endorsements
6. Any equivalent combination of experience and training that provides the required knowledge, skills, and abilities to perform the essential functions of the position.
7. Such alternatives to the above qualifications as the Board may deem appropriate or acceptable.

SKILLS AND ABILITIES

Language

The ability to read, write, and communicate fluently are required. Employee must be able to interpret and follow directions.

Computation

Minimal math skills are required.

Reasoning

The ability to investigate, fact find, and problem-solve are needed qualifications. The ability to interpret and follow directions proficiently are required.

Technology

The ability to operate proficiently hardware and/or software specific to employment.

Additional Skills and Abilities

The ability to work closely with a group of individuals and possess interpersonal communication skills necessary to move people forward.

PHYSICAL DEMANDS

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions.

Physical Requirements

The individual who holds this position is regularly required to walk and stand throughout the day. Hearing and speaking must be accurate in a regularly noisy environment over engine sounds and the sounds of children. Frequent communication over mobile devices is required. Must have close moderate and distance vision ability. This position requires regular use of close vision and does require prolonged computer use. Physical requirements also include, but are not limited to, sitting (normal seated position), standing, walking (level or uneven surface), bending/twisting neck, bending/twisting at the waist, kneeling, crouching, crawling, climbing, reaching, lifting (over 50 lbs.), carrying objects (over 50 lbs.) while walking, pushing, pulling, presence of heat), presence of cold.

Hours / Attendance / Travel

Beginning and ending work hours will be established by the supervisor. Hours may vary. Hours include an extended work day while buses are transporting students. Overtime hours may be necessary, with approval of administration. Attendance is an essential function of the job during student attendance days. You may be required to regularly drive between schools, throughout the district, and to professional development activities.

CONDITIONS AND ENVIRONMENT

The work conditions and environment described here are representative of those that an individual will encounter while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions. While performing the duties of this job, the employee may occasionally work in temperatures that exceed 100 degrees Fahrenheit. Be exposed seasonally, to extreme cold temperatures. Regularly be exposed to engine exhaust, and be in close proximity to moving vehicles. The work environment is frequently loud. The employee will be regularly working under deadlines.

The individual who holds this position is frequently required to work irregular or extended hours.

JOB DESCRIPTION: BUS DRIVER

Reports to: Transportation Director

Terms of Employment: Determined in yearly contract, reflecting approved school calendar

Evaluated by: Transportation Director

SUMMARY

Operates a school bus transporting students to/from assigned education centers; manages passenger behavior and maintains safe operation of the assigned bus.

ESSENTIAL DUTIES AND RESPONSIBILITIES

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skills and abilities required. Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions.

1. Performs pre-trip safety inspections prior to transporting students and post-trip procedure to ensure that no children remain on the bus.
2. Inspects bus for cleanliness, condition of windows, seats, and door operation.
3. Adjusts driver's seat, mirrors, and safety belt.
4. Departs assigned parking area in adequate time to arrive at first stop as indicated on route sheet. First stop may be considered a route pick-up or a school site pick-up.
5. Completes all scheduled routes on schedule as safety allows, and returns vehicle to assigned parking.
6. Cleans bus at end of each day or as needed and otherwise as required.
7. Completes periodic student count sheets, mileage trip sheets, absentee reports, time sheets, and other reports as requested.
8. Reports any malfunction and/or unsafe operating condition of vehicle to bus mechanic.
9. Recommends for administrative consideration, any route changes deemed appropriate for greater safety and/or route efficiency.
10. Reports discipline problems to the responsible principal on forms provided.
11. Fulfills driver responsibilities, is punctual, reliable, and is in attendance on a daily schedule.
12. Attends required in-services training.
13. Conducts emergency evacuation drills as required.
14. Maintains cordial relations with parents, administrators, other employees and the general public.
15. Presents professional appearance.

16. Special Education Lift Bus Only: Operates wheelchair lift and secures door on lift during transport.
17. Special Education Lift Bus Only: Performs necessary tie downs for wheelchairs and seat security devices for students.
18. Maintains confidential nature of all school-related matters.
19. Performs other tasks and assumes other responsibilities as assigned by the supervisor or Superintendent.

SUPERVISORY DUTIES

Supervise students at all times while transporting them.

QUALIFICATIONS

Background Checks Clearance on all background checks required by law that is satisfactory to the Administration.

Education/Experience

Must be 21 years of age or older; and other such qualifications as the board of education may find appropriate and acceptable.

Certificates, Licenses, Registrations

Must hold a valid Missouri CDL and School Bus Permit certification with passenger vehicle (P) endorsement.

SKILLS AND ABILITIES

Language

Ability to read and write simple sentences in English, read and understand maps and possess basic writing skills sufficient to complete pre and post trip reports and student discipline referrals

Computation

Ability to add, subtract, multiply and divide and to do so using units of American weight, volume and distance measurement

Reasoning

Ability to understand and follow Board policies, administrative procedures and training and handbook materials

Additional Skills and Abilities

Ability to interact in a friendly manner with co-workers, parents and students

PHYSICAL DEMANDS

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions.

Physical Requirements

The individual who holds this position must: Sit for long periods of time Occasionally walk and stand Frequently bend and twist the torso and neck Frequently use repetitive arm, wrist and hand movements Occasionally lift up to 75 pounds. Use close, distance and peripheral vision as well as depth perception

Hours / Attendance / Travel

Consistent and regular attendance is an essential duty of this position. Monday through Friday; Beginning and ending time set by supervisor. May accept extra duty trips during days, evenings, or weekends.

CONDITIONS AND ENVIRONMENT

The work conditions and environment described here are representative of those that an individual will encounter while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions. The individual who holds this position must: Frequently work in temperatures below 32 degrees and above 100 degrees Fahrenheit. Occasionally work in rain, sleet and ice and drive on slippery conditions Often work in an area with a high noise level including engine noise and the sound of many children speaking; a raised voice may be necessary.

Bus Driver Evaluation: Print from the following link:

[Link to Printable Bus Driver Evaluation](#)

MVBET R-III
Bus Driver Evaluation

Bus Driver's Name: _____ Date Completed: _____
Bus Driver Signature: _____ Evaluator Signature: _____

Instructions:
Performance is to be rated either as "At Standard" or "Below Standard," with supporting statements recorded for each criterion rated as below standard, thus providing the basis for improvement of performance. "Below Standard" is to be indicated by "1"; "At Standard" by "2". Unless a criterion is rated as below standard, it is understood to be at standard.

Performance Criteria		1	2	Supporting Statements
Category A - Bus Operations				
1. Exercises the greatest care at all times in the transportation of students.				
2. Operates the bus at a safe speed. Activates bus warning and stop lights at appropriate distances, and stop arms at all stops.				
3. Adheres to the schedule by arriving at stops/school on time each morning and afternoon.				
4. Loads and unloads only at the regularly designated stops, except by permission of the principal. Reports requests for changes to the principal. Does not allow students to ride the bus that are not assigned or have written authorization from parent and principal.				
5. Wears safety lap belt when bus is in operation and is in the driver's seat while students are on the bus.				
6. Follows all safety procedures including conducting emergency exit drills, proper crossing of railroad tracks, keeping aisles/entrance/exits clear of items.				
7. Keeps the bus still until boarding students are seated and requires all students to remain in their seats while the bus is in motion.				
Category B - Reporting				
1. Makes a proper count of students transported and reports overloads to the principal.				
2. Performs pre-trip and post-trip inspections. Notifies principal and mechanic of mechanical and related problems as they arise.				
3. Follows prescribed procedures in case of collision or breakdown. Reports all collisions in accordance with local policy.				
4. Keeps accurate time driving the bus for payroll purposes.				
Category C - Communication				
1. Informs students of rules/expectations for riding the bus. Maintains positive discipline on bus.				
2. Works well with students, parents, and all school personnel.				
3. Follows oral and written directions.				
4. Positively role models for students through dress, conduct, and interpersonal communication.				
Category D - Vehicle Maintenance				
1. Secures bus properly when parked.				
2. Cleans bus inside daily. Empties trash and keeps rear windows free of dirt and dust.				
3. Checks bus in lot or after each trip for vandalism/damage and reports such to principal.				
4. Keeps dash area and console clear at all times.				
Category E - Bus Driver Responsibilities				
1. Knows and abides by State and local Board of Education regulations and policies.				
2. Gives adequate notification to the principal when unable to drive.				
3. Dependable. Reports to work regularly and on time.				
4. Knows and abides by the Handbook for School Bus Drivers.				
OVERALL PERFORMANCE				

AGREEMENT BETWEEN
THE
MOUNTAIN VIEW-BIRCH TREE R-III
AND THE
MISSOURI NATIONAL EDUCATION ASSOCIATION-SPRINGFIELD-
Mountain View-Birch Tree Bus Drivers
JULY 1, 2025 – JUNE 30, 2028

This Agreement is entered into between the Mountain View-Birch Tree R-III School District (hereinafter the "District") and the Missouri National Education Association-Springfield-Mountain View-Birch Tree Bus Drivers (hereinafter the MNEA MVBT Bus Drivers) this 10th day of April, 2025. The term of Agreement shall begin July 1, 2025 and shall end June 30, 2028.

ARTICLE I
DEFINITIONS

Section 1.1 "Bargaining Unit." The defined group of employees identified in Section 2.1 of this Agreement represented by the MNEA MVBT Bus Drivers in negotiations for a collectively bargained agreement with the District.

Section 1.2 "MNEA MVBT-Bus Drivers." Missouri National Education Association-Springfield-MVBT Bus Drivers, refers to the local affiliate of the Missouri National Education Association. The Missouri National Education Association-Springfield was elected by

employees in the Bargaining Unit to represent the unit to negotiate a collectively bargained agreement with the District.

Section 1.3 "District." The Mountain View-Birch Tree R-III, the Board of Education and its administration, collectively.

Section 1.4 "Board" or "Board of Education." The representative body elected by the registered voters of the Mountain View-Birch Tree School District of Howell County to exercise general supervision over the schools of the District, and to ensure that the schools are maintained as provided by the state statutes, the rules and regulations of the Missouri State Board of Education and/or the Missouri Department of Elementary and Secondary Education, and the policies, rules and regulations of the District in a manner accountable to the electorate, and responsive to the educational needs and the imposed financial constraints of the District.

Section 1.5 "Parties." The District and Missouri National Education Association-Springfield-Mountain View-Birch Tree Bus Drivers (MNEA MVBT Bus Drivers), collectively.

Section 1.6 "Proposal." A submission requesting a change in a term or condition of employment for members of the Bargaining Unit or term of this Agreement, sufficiently limited in scope so as to include only a single, concise issue, presented by either party, for negotiation under the terms of this Agreement.

Section 1.7 "Member." Any regular bus driver, substitute bus driver, including the Assistant Transportation Director.

Section 1.8 "Regular Assigned Routes." The route which an assigned driver drives each school day morning and the route an assigned driver drives each school day afternoon during the regular school year calendar as adopted by the Board of Education.

ARTICLE II RECOGNITION

Section 2.1 Recognition. The District recognizes the Missouri National Education Association-Springfield, as the exclusive bargaining representative pursuant to Section 105.525, RSMo. of all regular bus drivers and substitute bus drivers (including the Assistant Transportation Director); excluding Transportation Director and all other employees.

The Missouri National Education Association-Springfield was certified as the exclusive bargaining representative of the above-described Bargaining Unit by the State Board of Mediation and the District's Board of Education, following an election by those employees in the unit on the 28th day of February, 2006. (The Missouri National Education Association shall be hereinafter referred to as "MNEA MVBT Bus Drivers".)

Section 2.2 Publication of the Agreement. Within 15 days of final approval of this Agreement by both Parties, this Agreement will be placed on the District's website. The District will provide a hard copy of the Agreement to each member of the Bargaining Unit within 15 days of final approval of this Agreement by both Parties, and will be made available in print following an appropriate request.

ARTICLE III NEGOTIATION PROCEDURES

Section 3.1 Term of Agreement. This Agreement shall be in effect from July 1, 2025 or such later date as may be shown above, through June 30, 2028. All matters within the scope of bargaining have been negotiated and agreed upon. The terms and conditions set forth in this Agreement represent the full and complete understanding and commitment between the District and the MNEA MVBT Bus Drivers. The Parties each voluntarily and unqualifiedly waive any rights which might otherwise exist under law to negotiate over any matter during the term of this Agreement, and each agrees that the

other shall not be obligated to bargain collectively during the term of this Agreement with respect to any matter, even though each subject or matter may not have been within the knowledge or contemplation of either or both parties at the time they negotiated or signed the Agreement.

Section 3.2 Establishment of Ground Rules. Specific rules for the conduct of the negotiations consistent with policies and parameters established by the Board will be established by agreement of the Parties, if possible, by January 15th of the bargaining year.

Section 3.3. Reopeners. During the term of this Agreement, in each school year either party may negotiate:

(a) Article VI, Section 1, relating to salary schedules for members of the Bargaining Unit may be reopened for negotiations each school year pursuant to the procedures of this Agreement. In addition to consideration of operation of the salary schedule, modifications to the existing salary schedule will be considered.

(b) During the term of this Agreement, each school year, either party may negotiate any current Agreement language changes to provisions in Articles I through IV. In addition to Article VI, Section 1, regarding Salary Schedule, either party may make two proposals related to working conditions and/or compensation of the Members of the Bargaining Unit or the language of this Agreement.

Nothing shall compel either party to agree to reopen or renegotiate the Agreement except as provided for in this Agreement.

Section 3.4 Contract Ratification. Any tentative agreement reached will be reduced to writing and initialed by the agents of the respective negotiating teams.

All members of the Bargaining Unit shall be permitted a reasonable opportunity to vote on ratification of this Agreement.

MNEA MVBT Bus Drivers will notify the Board, via the Superintendent, in writing of the outcome of the vote.

If ratified by the Bargaining Unit, the Agreement will be submitted to the Board of Education for approval.

Section 3.5 Contractual Amendments. Nothing shall compel either party to re-open the Agreement except as provided in Section 3.3 of this Agreement unless a provision shall be deemed unlawful by a court of competent jurisdiction. Any section found to be unlawful by a court of competent jurisdiction shall be bargained. Bargaining on that section only shall commence within sixty (60) days of the determination that the section(s) is unlawful by a court order. Bargaining shall conform to the procedures outlined in this Agreement. The bargaining on any amendments is limited to thirty (30) days and shall follow the process for bargaining outlined in this Agreement.

ARTICLE IV DISTRICT RIGHTS AND AUTHORITY

SECTION 4.1 Agreement Consistency with Board Policy. The MNEA MVBT Bus Drivers and the District agree to follow the terms of this Agreement to the extent the terms of this Agreement are consistent with the terms of the Board of Education policies and/or regulations and applicable law. In the event of a conflict or inconsistency in the terms of this Agreement and Board policies and/or regulations, this Agreement shall govern. In the event of a conflict or inconsistency in the terms of this Agreement and applicable law, applicable law shall govern. The Board of Education shall

have the sole discretion to determine if the terms of this Agreement conflict with or are inconsistent with Board of Education policies or regulations or applicable law.

SECTION 4.2 District Authority Altered Only by Specific and Express Agreement. It is understood and agreed that the District possesses the right and authority to operate and direct the employees of the District in all respects including, but not limited to, all rights and authority exercised by the District prior to the execution of this Agreement except as expressly and specifically limited in this Agreement. The authority and powers of the District as prescribed by the statutes and the Constitution of the State of Missouri and the United States shall continue unaffected by this Agreement except as expressly limited by the provisions of this Agreement. These rights and authority include, but are not limited to, the following:

1. To determine the District's mission, objectives, policies and budget and to determine and set all standards of service offered to the public;
2. To maintain executive management and administrative control of the District and its properties and facilities and the activities of its employees as related to the conduct of District affairs;
3. To delegate authority through recognized administrative channels for the development and organization of the means and methods of instruction and the performance of professional duties according to current Board policy or as the same may from time to time be amended, and to introduce new or improved methods, equipment and facilities;
4. To establish, modify or eliminate programs, curricula and/or courses of instruction, including special programs and athletic, recreational and social events for students. To determine whether to provide or purchase goods and services and to determine the methods, means and number of personnel needed to carry out the District's mission, all as deemed necessary or advisable by the Board;

5. To hire, direct, and schedule all employees and to determine their qualifications;
6. To determine employee's conditions for employment or continued employment and subject to the provisions of existing law and the terms of this Agreement;
7. To discipline, dismiss, demote, evaluate, promote, transfer or lay off any employee;
8. To determine the academic calendar; and
9. To determine the duties, responsibilities, and assignments of those individuals in this bargaining unit.

SECTION 4.3 District Authority to Make Changes without Negotiations. MNEA MVBT Bus Drivers and the District agree that the District specifically reserves the right to unilaterally change past practices, Board of Education policy or regulations without negotiations with the MNEA MVBT Bus Drivers prior to any such changes unless the language of such policy or regulation is quoted in this Agreement with specific reference to the title of the policy or regulation.

ARTICLE V INDIVIDUAL AND UNION RIGHTS

Section 5.1. Membership. No present or future member of the Bargaining Unit shall be required to become a member of the Association. Neither shall any present or future Bargaining Unit employee be required, for any reason, to tender fees, dues or assessments to the Association. Employees may become a member of the Association if they choose.

Section 5.2. Use of Buildings. MNEA MVBT Bus Drivers shall have the same right to use District buildings in the same manner as any other employee group in the District subject to the reasonable regulations and/or policies of the Board governing use of such buildings.

Section 5.3. Bulletin Board. The MNEA MVBT Bus Drivers shall be granted space at the Bus Office, where Bargaining Unit employees are regularly assigned to work, for the placement of one (1) bulletin board to be purchased and installed at the MNEA MVBT Bus Driver's expense. The Association may use an existing bulletin board provided if it is in agreement with the District and the MNEA MVBT Bus Drivers. A disclaimer will be displayed on the bulletin board notifying readers that the views expressed on the board are exclusively those of the union, and not necessarily reflective of those of the District.

Section 5.4. Use of District Mailboxes. All bus drivers will be assigned a mailbox for inter-District mail.

Section 5.5 Use of District Email and Computer. The District will provide each bus driver a school email address for the purpose of District-related communications. The District will provide a computer in the bus office for bus drivers to access their email accounts for school-related business.

Section 5.6 List of Bargaining Unit Employees. The MNEA MVBT Bus Drivers Association, as the exclusive representative of the Bargaining Unit, may request contact information for the current members of the Bargaining Unit. Upon reasonable request, no more than twice per school year, the District will provide the Union with the names, and email addresses for the members of the Bargaining Unit.

Section 5.7 Lot/Yard and Other Maintenance Requests. Work order forms are located in the bus office and may be submitted by drivers when maintenance issues are identified. Work orders should be turned into the Transportation Director. In the event that a work order has not been fulfilled, a driver should make contact with the Superintendent regarding the maintenance matter.

The District will make reasonable best efforts to ensure that bus cameras are in working order and will create a schedule for incremental upgrades to bus cameras, while prioritizing upgrades based on specific safety concerns identified by District administration. Drivers should complete a work order form when a Driver identifies a malfunctioning bus camera and turn the form into the Transportation Director.

Section 5.8 Bus Cleaning Supplies and Training. The District will provide cleaning supplies necessary for required bus cleaning and sanitization protocols. Requests for additional supplies may be submitted to the Transportation Director. The District will provide all drivers with training related to the handling of hazardous material pursuant to Board Policy EBAB. The District will provide all drivers with training related to universal precautions related to communicable diseases pursuant to Board Policy EBB and EBB-AP. The District will provide all drivers with training related to illness and injury response and prevention pursuant to Board Policy EBBA. The District will provide all drivers with personal protective equipment in accordance with recommendations from the Howell County Health Department regarding COVID-19.

Section 5.9 Student Ridership. Drivers will issue bus write ups by completing the bus write up form and sending the bus write up form, via email, to the student's building principal and to the transportation director. After review and investigation, the building principal will respond, within a reasonable period of time, to the driver and the transportation director with the discipline action determined and provide any other pertinent information that the driver and transportation director need to know regarding the matter. The District will notify a driver in the event that a student of the District has been removed from a bus route and will include in the notification the duration of the removal. The District will notify a driver in the event that a student requires an assigned seat and the duration of the assignment. School administrators will notify a driver in the event that a student-rider has committed an act of school violence under the Safe Schools Act for which notification is required.

In the event that a driver experiences ongoing disciplinary or behavior issues with a student rider, the driver shall contact the Transportation Director to arrange a meeting with the student's building

principal to collaborate regarding effective behavior management strategies, and the principal shall submit their recommendations in writing to the transportation director to provide to the driver. The strategies may include, in the District's discretion, the temporary presence of a District administrator or designee, on the driver's route in order to review and assist with behavior management strategy implementation by the driver.

If the strategy is implemented by the driver and the behavior continues and is determined by the driver to be a safety issue, the driver shall notify the building principal and District administration who will determine if the next level of consequence in the student code of conduct for transportation shall be implemented.

On at least a quarterly basis, the Superintendent will meet with all drivers and the transportation director to provide ongoing communication related to student ridership, student discipline, and general training and information pertaining to transportation of students of the District.

Section 5.10 Seniority and Route Vacancies. The District will create and maintain a seniority list for all drivers and make such list available upon request to the Transportation Director. Seniority shall be defined as an employee's length of continuous service from the most recent date of hire for a bus driver position by the Board of Education. When a regular, full time route vacancy occurs, the District shall post a notification of such vacancy for a minimum of five (5) business days in a designated location at the bus office prior to filling the position. Drivers who desire to be considered for the route vacancy shall provide written notification to the Transportation Director within five (5) business days from the date the notification was posted. Routes will be assigned by the Transportation Director taking the following factors into consideration, in no particular order of priority: seniority, the needs of the District; the applicant's work performance and evaluations; training, experience, and work experience; qualifications; and service to the District.

Section 5.11 Grievance Procedure. A grievance is an allegation by an individual employee that a collective bargaining agreement or a specific, written, Board-adopted policy or regulation has been violated or misinterpreted. A grievance does not include concerns regarding performance evaluations

or remedial documents, nonrenewal of contracts, employee discipline, reduction in force or termination. Employees may file a grievance according to Board Policy GBM, "Staff Grievances."

Section 5.12 Rights of Representation. Members of the Bargaining Unit will have a right to the presence of a representative, if requested by the Member, for the sole purpose of note-taking and providing support in understanding the nature of the meeting, when meeting with a District-level administrator regarding an issue that:

- a) Is disciplinary and will result in documentation in the employee's personnel file;
- b) Involves a grievance filed by the Member pursuant to Board Policy GBM;

"Representative" shall mean an MNEA staff member or designated member leader.

Such meetings will be scheduled so as to allow a reasonable amount of time for the unit Member to obtain appropriate representation, if such representation is requested, but at least 24 hours in advance, when practicable, unless both parties agree to an earlier meeting. The representative requirement does not apply when immediate action is required by the administration to protect the health/safety of employees and/or students, or when the meeting is for investigatory purposes other than which would be related to (a) or (b) above. Administrators or supervisors may exclude a representative if the representative fails to conduct themselves in a professional and appropriate manner.

Section 5.13 Rider Expectations. The role of the bus driver is to create and provide a safe method of travel for all students and staff on the bus. The relationship between drivers and passengers in the school district shall be one of cooperation, understanding, and mutual respect. In an effort to allow for the driver to maintain focus on, attention to, and control of the bus, all riders must adhere to bus rules and regulations. Bus rules and regulations will be posted at the front of the bus for all passengers to view. These rules will be reviewed annually by the transportation director. Bus rules will be included in the Student-Parent Handbook, the Activities Handbook, and attached to each trip request form completed by staff members. All students of the District will receive a review of the bus rules at the beginning of each school year.

percent attendance for all required work days in a school quarter and who have no safety violations during the school quarter will receive a two hundred dollar incentive payment on the payroll date immediately following the end of the applicable school quarter. Drivers who elect to utilize available leave provided pursuant to Board Policy GDBDA for bereavement purposes, in the event of the death of a spouse, child, grandchild, or parent, will not have those absences counted against the attendance requirement set forth herein so long as no more than two leave days are taken during the applicable quarter.

- a. "Safety violation" shall be defined as: Any moving or non-moving violation that results in a ticket; any collision; any incident, which after an investigation by the District, is determined to have placed a student, staff member, or member of the public at risk of injury or harm due to the Driver's actions.
- B. Beginning July 1, 2022, for the term of this Agreement, drivers will be eligible for an Employment Referral Incentive. Any driver who refers an individual for employment as a bus driver will, upon the completion of the newly hired bus driver's 40th regularly scheduled work day, receive a \$200 payment, which will be applied to the next regular payroll. Newly hired drivers who have been referred by the current driver shall also receive a \$200 incentive upon the completion of their 40th regularly scheduled work day. This Employment Referral Incentive shall not apply if the individual referred for employment currently works for the District in a different employment position or if the individual referred for employment has worked for the District as a bus driver within the 365 days prior to the date of the referral.

Section 6.3 Meal Reimbursement. The District will reimburse meals for up to two (2) meals (not snacks) for day trips up to \$30.00 per diem and three (3) meals (not snacks) for an overnight trip up to \$50.00 per diem except when the meal is provided by the club, team, or conference/meeting.

ARTICLE VII

Discipline while on a bus trip is under the direction of the accompanying staff. It is the responsibility of the chaperone to ensure all students are following safety procedures and to correct any action that goes against the bus rules and regulations and jeopardizes the safety of all passengers.

Section 5.14 Bus Evacuation Drills. To ensure awareness and comprehension as a key ingredient to the learning process and in preparation for the state mandated bus evacuation drills, the transportation director will work with Members of the Bargaining Unit to develop age-appropriate educational materials for student riders that will be reviewed annually by riders.

Section 5.15 Training. Drivers shall be compensated for 17.5 hours of required training annually. The District will notify Members of the Bargaining Unit of available CPR training and the District will pay the cost for Members to attend one such training annually, should a Driver elect to attend such training voluntarily.

Section 5.16 Trips and Trip Cancellations. Members shall receive preference for trip assignments for all trips that do not interfere with a Driver's regularly scheduled route, with the exception of trips that are assigned to a coach or sponsor as part of the coach/sponsor's duties. If such a trip is cancelled four (4) hours or less prior to a trip beginning, Drivers will be offered priority for the next available trip not already assigned.

ARTICLE VI COMPENSATION

Section 6.1 Salary Schedule. The Salary Schedule is incorporated into this Agreement as Exhibit A. The Salary Schedule will be operated for the 2025-26 school year with the improvements listed therein.

Section 6.2 Attendance/Safety Incentive and Employment Referral Incentive.

A. Beginning July 1, 2022, for the term of this Agreement, Bus Drivers will be eligible for an Attendance and Safety incentive each school quarter. Bus Drivers who have one hundred

EXHIBIT A

GENERAL PROVISIONS

Section 7.1 Governed by Missouri Law. This Agreement shall be subject to and interpreted in accordance with the laws of the State of Missouri.

Section 7.2 Savings Clause. If any of the provisions of this Agreement are found or deemed by a court of competent jurisdiction to be invalid or unenforceable, they shall be severable from the remainder of this Agreement and shall not cause the invalidity or unenforceability of the remainder of this Agreement.

Section 7.3 Execution in Counterparts. This Agreement may be executed in two (2) or more counterparts and all counterparts so executed shall for all purposes constitute one agreement, binding upon all parties.

The Parties, by the signatures below, represent that this Agreement has been executed by their duly authorized representatives as of the Effective Date.

MISSOURI NATIONAL EDUCATION ASSOCIATION-SPRINGFIELD

BY: Tanna Reese
President

BY: Sabrina Reese

BUS DRIVER SALARY SCHEDULE


2025-2026 School Year

Years of Service	Hourly Rate	3.5 Hr/Day Annual	3.75 Hr/Day Annual	4 Hr/Day Annual	4.25 Hr/Day Annual	Longevity Stipend (Annual)	17.5 Hrs of Training	Total Annual (3.5 Hr/Day)	Total Annual (3.75 Hr/Day)	Total Annual (4 Hr/Day)	Total Annual (4.25 Hr/Day)
0-3	\$26.00	\$14,105	\$15,113	\$16,120	\$17,128	\$0	\$453	\$14,558	\$15,567.50	\$16,575	\$17,583
4-6	\$26.75	\$14,572	\$15,598	\$16,625	\$17,652	\$100	\$468	\$15,080.00	\$16,116.50	\$17,153	\$18,190
7-9	\$27.75	\$15,054	\$16,133	\$17,235	\$18,280	\$150	\$486	\$15,690.00	\$16,755.51	\$17,841	\$18,916
10-12	\$28.50	\$15,481	\$16,586	\$17,670	\$18,774	\$200	\$498	\$16,160.00	\$17,284.38	\$18,388	\$19,473
13-15	\$29.25	\$15,888	\$17,002	\$18,135	\$19,268	\$250	\$512	\$16,680.00	\$17,813.44	\$18,947	\$20,080
16-18	\$30.25	\$16,411	\$17,583	\$18,785	\$19,927	\$300	\$529	\$17,440.00	\$18,612.19	\$19,784	\$20,957
19-21	\$31.25	\$16,953	\$18,164	\$19,375	\$20,586	\$350	\$547	\$18,300.00	\$19,410.94	\$20,622	\$21,833
22-24	\$31.75	\$17,224	\$18,455	\$19,685	\$20,915	\$400	\$566	\$18,860.00	\$19,910.31	\$21,141	\$22,371
25-27	\$32.75	\$17,767	\$19,036	\$20,305	\$21,514	\$1,100	\$573	\$19,440.00	\$20,709.06	\$21,918	\$23,237
28-30	\$33.75	\$18,309	\$19,617	\$20,925	\$22,233	\$1,300	\$591	\$20,200.00	\$21,507.81	\$22,815	\$24,123

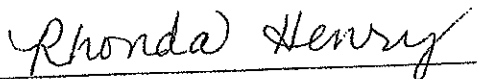
VO-TECH	\$9.437
END-CAP/SE/S&M	Hourly wage per driver hourly rate
*Routes Certified Driver Multiplier	1.25
Coach/Sponsor Trip Pay	\$75 per trip
Non-certified SUB Pay	\$75 per day
*MYET Employees Certified Staff	\$93.75 per day
Trip Pay All Staff	\$15 per hour
*Must be currently employed as a certified staff member of MYET School Dist.	

Chairperson, Negotiating Committee

MOUNTAIN VIEW-BIRCH TREE R-III

BY: 

President, Board of Education

ATTESTED BY: 

Secretary, Board of Education

Final Agreement 03-24-2025

Dear Parents, Guardians, and Students,

Welcome back! We hope you had a wonderful summer filled with joy and relaxation.

At Mountain View-Birch Tree Elementary Schools, we believe that success is a collaborative effort between students, parents, guardians, teachers, and staff. Together, we can create an environment where every child can thrive academically, socially, and emotionally.

We want to reassure you that your child's well-being and education are our top priorities. Our dedicated team of educators is committed to providing a nurturing and stimulating learning environment where every student can reach their full potential.

As we begin the school year, we want to remind everyone of the importance of familiarizing themselves with our school procedures and rules outlines in the handbook and on our website. These guidelines are designed to ensure the safety, well-being, and success of all students. By adhering to these policies, we can create a positive and respectful learning environment for everyone.

Once again, welcome to the 2025-2026 school year at MVBT Elementary Schools! We are excited about the journey ahead and look forward to working together to make this a memorable and successful year for all!

Sincerely,

Mrs. Angie Jester: Elementary Lead Principal

Mr. Wade Marriott: Elementary Assistant Principal

Mrs. Katie Shockley: Elementary Assistant Principal

POLICIES AND PROCEDURES

ENTRANCE REQUIREMENTS

- A pupil must be five before August 1.
- Immunizations must be up-to-date before entering school according to state law.
- The student must be a resident of the school district.
- Students entering school must be toilet trained. In the event an accident happens, you will be called to come to school to attend to your child.

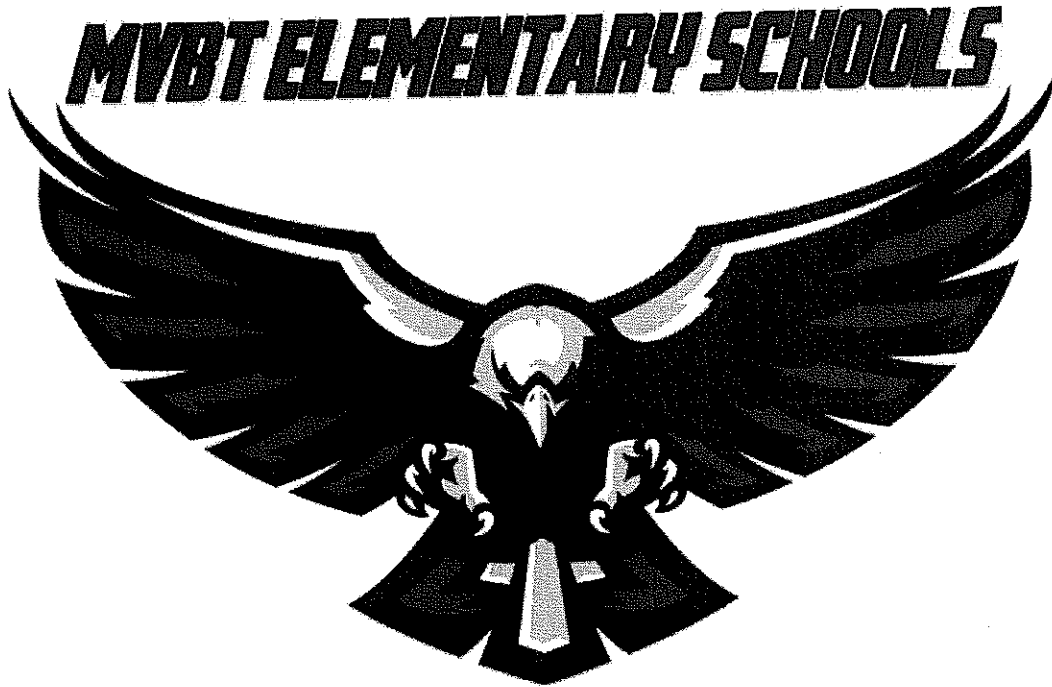
Emergency Information for Students

- Parent(s) or guardian(s) name(s).
- Complete and up-to-date address.
- Home phone and each parent/guardian's work phone (connected and working).
- Two emergency phone numbers of relatives or friends.
- Physician's name and address.
- Medical alert information.
- Authorized person(s) allowed to pick up the child.

Custody Order Procedures

The school **MUST** have a copy of the current court order on file regarding custody; otherwise either parent may check the child out of school with proper identification. It is not the school's responsibility to interpret the judgment regarding the parenting plan of any student enrolled in our school.

PARENT – STUDENT HANDBOOK
Mountain View - Birch Tree R-3
Elementary Campuses



2025 – 2026

Mrs. Lanna Tharp, Superintendent
Mr. Ryan Chowning, Assistant Superintendent
Mrs. Angie Jester, Lead Principal
Mr. Wade Marriott, Assistant Principal
Mrs. Katie Shockley, Assistant Principal

VISION STATEMENT

Two communities working as one to develop caring and responsible citizens.

MISSION

Mountain View-Birch Tree District's 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.

SCHOOL ARRIVAL AND DISMISSAL

MVE Arrival Procedures

- Teachers arrive at 7:20 a.m.
- Classes begin at 7:50 a.m.
- Students in kindergarten through fifth grade will get off the buses at the main entrance and report directly to their homeroom.
- Students being dropped off will enter the building from the south entrance.
- **Crossing guards will be located at both Elm Street entrances from 7:15 to 7:30.**
- The main entrance is a bus drop-off ONLY, from 7:20 am- 7:40 am.
- **No students are to be dropped off at the main entrance by parents/guardians before 7:40.**

MVE Dismissal Procedures

- Students being picked up by parents/guardians and walkers will be dismissed at 3:20 at our south exits.
- Parents/guardians of students not riding the bus must use the drop-off/pick-up lane.
- At 3:40 bus riders will be dismissed to the buses.
- **Crossing guards will be located at both Elm Street entrances 3:15-3:35 p.m.**

(BTE ARRIVAL AND DISMISSAL PROCEDURES WILL BE UPDATED AND SENT OUT THE BEGINNING OF AUGUST)

School personnel will assist with drop-off and pick-up. Parents/Guardians should be courteous, and patient, and remain in line until asked by school personnel to pull forward and/or around. If you need to exit your vehicle to assist your child, please pull over to the parking spaces to allow the line to continue. Please utilize the school-issued car tag when picking up children.

Parent or Guardianship After School

CHILDREN MUST HAVE A WRITTEN NOTE FROM THEIR PARENT OR GUARDIAN IF THEY INTEND TO GO HOME WITH SOMEONE OR TO RIDE A DIFFERENT BUS OTHER THAN THEIR REGULAR BUS.

Student Early Dismissal

A parent/guardian should give advance notice if a student is leaving for an appointment. Any child who leaves the school for any reason must be checked out through the office. Students signing out early will be counted absent for time missed. Students are expected to be present in the classroom until the normal dismissal time at the end of each day. Parents/guardians are discouraged from picking up their children early to "beat the rush". This practice is disruptive and may result in the student missing important information and/or assignments. A full day's learning experience is planned for each child. Therefore, children should not leave school before dismissal time unless it is an emergency.

To ensure the safety of each child and to share the responsibilities of school staff for that safety, individuals must report to the office before children may be released from school. Parents/guardians must inform the front office, in writing, of a specific person(s) not allowed to take their children from school.

Emergency School Closing

In the event of extreme weather, every effort will be made to announce the closing using the phone system, local radio stations, social media outlets, and informing KY3 and KOLR 10 in Springfield, MO.

ATTENDANCE POLICY

Promptness and regular attendance are imperative for students to receive the full benefits of the school program. The educational loss resulting from absences from class, which cannot be adequately measured or entirely regained through makeup work, is the rationale for this attendance policy.

Students who are absent and/or tardy are not able to participate in class discussions, small group activities, or class experiments, which cannot be made up; they miss explanations of concepts and ideas that will appear on homework assignments and tests. Poor attendance can result in poor work habits, lower grades, reduced self-esteem, and a lack of self-discipline.

The parent or guardian has the responsibility to decide times and reasons why a student should not come to school. However, it is the school's responsibility to set limits concerning attendance because of the high correlation between attendance and success in school.

Please refer to the district website for the full district attendance policy. [K-8 Attendance Policy](#)

SCHOOL MEAL PRICES

Students:
Lunch \$3.00
Breakfast \$1.55

Adult:
Lunch \$3.76
Breakfast \$2.28

VISITORS

All visitors to the school must check in at the front office. Non-essential visitors will not be allowed in the building. Instructional time is very important and we do limit the number of interruptions to the classroom.

CONFERENCES AND CORRESPONDENCE

Conferences with parents/guardians are held at the end of the first quarter. We urge parents/guardians to come to the conference. Appointments will be scheduled for parent/teacher conference days.

If a conference is desired at other times during the year, please call and make an appointment with the teacher during his/her planning time. Teachers will not be called out of their classrooms to confer with a parent during instructional time.

NURSE

The nurse is responsible for taking care of all health needs, checking immunization records, giving medicine prescribed by doctors, checking height, weight, hearing, vision, and keeping accurate health records on all students. She is also available for emergencies that might arise.

If students are required to take medication during school hours, a request must be filled out in writing by the parent. All medications must be checked in with the school nurse.

The school district retains the right to reject requests for administering medication. The parent/guardian of the student must assume responsibility for informing school personnel of any change in the student's health or change in medication.

Prescription Medications

Prescription medications must be brought to school in a container properly labeled by a pharmacy including the child's name, name of medicine, dosage, directions for administration, and doctor's name. Your pharmacy will give you an extra-labeled container for school use if requested. The school nurse will not administer the first dose of any medication.

Over-The-Counter Medication

Parents/guardians may not send nor are students permitted to bring over-the-counter medicines to school. Over-the-counter medicines include Tylenol, ibuprofen, cough syrup, antihistamines, topicals, etc. The only over-the-counter medicines that will be administered by the school nurse (or any other school personnel in her absence) are those that are listed in the doctor's protocol or the ones that have prior approval from the parent/guardian. The school will provide these over-the-counter medicines.

Physical Education (P.E.)

Any limitations or modifications for a student's activity in P.E. must be specifically explained in a doctor's note that will be filed with the school nurse.

Head lice Information and Treatment Procedure

School personnel shall actively pursue the prevention and control of head lice in the district's schools by developing a consistent screening and follow-up program for all students. To support such a program, the following will be implemented: If the school nurse or teacher should discover head lice/nits on a student the parent/guardian of that student will be notified, and the student will be removed from school. Other students who reside with the infected student will also be checked. The school nurse will instruct the parent/guardian concerning various shampoos, sprays, and other appropriate treatments that can be purchased to eliminate head lice or nits and will also give information concerning necessary procedures to be taken in the home to ensure that the head lice are eradicated. **The student should not return to school for 24 hours after the discovery of the head lice/nits to allow for treatment and removal of the head lice/nits.**

To be readmitted to school a student must be examined by the school nurse and determined to be free of live head lice/nits. Within six to ten (6-10) days after being readmitted, a student will be examined again by the school nurse. If live head lice/nits are found at that time, the parent/guardian will again be called and reinstructed concerning the treatment of the head lice/nits. **The student will be excluded from school for 24 hours to allow for additional treatment. This process will continue until the student is free of head lice/nits.**

The school nurse will keep accurate and confidential records of students infected with head lice/nits. If it appears the parent/guardian of an infested student is failing to secure timely treatment for the infestation after having been given notice of the existence of head lice or nits in accordance with these procedures, the nurse will notify the school principal, who may report the matter to the Children's Division (CD) of the Department of Social Services.

The school nurse will develop education programs regarding the diagnosis, treatment, and prevention of head lice/nits for staff, students, parents/guardians, and the community.

AFTER-SCHOOL-EXTENDED LEARNING

After-school tutoring will be offered. Details will be sent home by your child's classroom teacher.

INAPPROPRIATE ITEMS

Students are discouraged from bringing personal articles such as toys to school. Guns or knives (either real or toy) are not allowed. Students are not allowed to have digital devices at school including cell phones, smartwatches, and games. All inappropriate and electronic items will be confiscated and left in the office until a parent or guardian can pick them up or other arrangements are made with the administration.

SEASONAL CELEBRATIONS

Parents/guardians will be notified of scheduled seasonal celebrations. Students who do not participate in these celebrations, for religious or other reasons will be provided with an alternative activity during party time. Parents/guardians are expected to inform their child's teachers of this and any other special requirements prior to the parties or other activities.

Parents/guardians may send pre-packaged treats for birthday children. **NO ORGANIZED BIRTHDAY PARTIES ALLOWED. NO PERSONAL BIRTHDAY PARTY INVITATIONS WILL BE HANDED OUT IN SCHOOL.**

FIELD TRIPS

Parents/guardians will be notified of any field trips and permission slips will be required.

STANDARDS OF CONDUCT FOR AN ORDERLY ENVIRONMENT

In order to protect a positive, orderly school climate, standards of conduct will be understood by everyone and enforced consistently. All faculty members share responsibility for maintaining orderly student conduct throughout the school and at all school-related activities. In addition, all students and staff are expected to take responsibility to be accountable for their actions. This district will use the code of conduct below. Parents/guardians, students, and staff have supplied input into these policies and procedures.

Student Code of Conduct

The Student Code of Conduct is designed to encourage students to accept responsibility, respect the rights of others, and ensure the orderly operations of the elementary schools. No discipline policy can cover all offenses. This discipline policy is to be used as a guide in dealing with the most common types of offenses. The principals reserve the right to modify the punishment to fit the offense when appropriate. It is the school's goal to be as fair as possible to all students. Occasionally, the teacher or principal may be forced to make a judgment call on a situation. The teacher or principal will listen to all sides involved and weigh all the evidence presented before making such a call. Parents/guardians and students are asked to understand that no one is perfect and that they may not always agree with the decision made by the teacher or principal. Every attempt will be made to be as fair and just as possible. Students with disabilities are expected to adhere to the same code of conduct that applies to all other students. The applied consequences may be modified to accommodate the tenants of the Individuals with Disabilities in Education Act (IDEA) as reauthorized in June of 1997.

Students are expected to abide by the Student Code of Conduct at all school-sponsored activities. Students who do not follow the code of conduct may be required to; leave the activity, may be barred from future activities, and will be accountable for other consequences as directed in the Student Code of Conduct.

Dress Code

Students will be required to dress in a manner in keeping with good taste and as established by the School Board Regulations. No headwear, including hats and hoods, shall be worn inside the building during school hours. Articles of clothing that display inappropriate advertising or messages will be considered improper attire. Students may wear shorts. However, the shorts should be no shorter than the fingertips when the arms are hanging at the sides of the body. Holes in clothing must be appropriate.

Students not dressing in a manner in keeping with good taste will be asked to wear something from the nurse's office or will be asked to have their parent or guardian bring another item of clothing to wear.

Discipline

The Student Code of Conduct includes both inappropriate student conduct (Offenses) and the specific punishments for inappropriate conduct (Consequences). Specific consequences are listed on the district website.

Harassment- Words and/or actions directed toward an individual that intimidates and/or harasses that individual based on a person's sex, race, religion, or ethnic origin are considered harassment.

Bullying- In accordance with state law, bullying is defined as intimidation, unwanted aggressive behavior, or harassment that is repetitive or is substantially likely to be repeated and causes a reasonable student to fear for his or her physical safety or property; that substantially interferes with the educational performance, opportunities or benefits of any student without exception; or that substantially disrupts the orderly operation of the school. Bullying includes, but is not limited to: physical actions, including violence, gestures, theft, or property damage; oral, written, or electronic communication, including name-calling, put-downs, extortion, or threats; or threats of reprisal or retaliation for reporting such acts.

Cyberbullying- A form of bullying committed by transmission of a communication including, but not limited to, a message, text, sound or image by means of an electronic device including, but not limited to, a telephone, wireless telephone or other wireless communication device, computer or pager. The district has jurisdiction over cyberbullying that uses the district's

PLAYGROUND RULES

PLATFORM STRUCTURES

No shoving or pushing.
Go down slide feet first.
Do not climb up slides.
No games of tag, etc., on slides.

BALL GAMES

Keep clear of swings and other equipment.
Do not go outside the fence to retrieve balls.

SWINGS

No twisting or swinging sideways.
Wait until the swing stops to get off.
No jumping from swings.
No bumping or jerking of swings by people on the ground.
Do not swing with more than one person in a swing.
The handicap swing is reserved for handicapped children only.

CAFETERIA/FOOD & SNACKS RULES

Remain seated unless permitted by school staff
Keep your personal space; hands and feet to yourself
Do not yell or speak to others at other tables
Do not share or trade food/drinks
Pick up all food and trash when leaving the table.
Outside food and drinks will not be allowed unless they are in a lunch box.
Please do not send soda in lunch boxes for grades K-2
Energy drinks will not be allowed
Only water is allowed in water bottles and cups brought from home
****Microwaves will not be available for student use at either elementary campus****
Staff will not be responsible for heating students' lunch

CLASS ROSTERS

The principal, counselor, and teachers spend many hours making sure all classes are equitable in gender, ability, and needs with the goal of creating heterogeneous groups that work well together with an assigned teacher. If you, the parent or guardian, have information about your child that we need to take into consideration as we make class lists (such as not being placed in the same classroom as a relative or if you, as a parent or guardian, would not work well with a teacher because of a prior incident) you will be asked to place this information in writing to the elementary principal, not the counselor.

MVE Code of Conduct Offenses and Consequences

Offenses	Consequences
Level A: Assault to Student or Staff Fighting (see below) Major/Violent Threats Towards Student/Staff Possession of a Deadly Weapon or Explosive Device Possession of an Imitation Weapon with the Intent to Scare or Intimidate Possession, Use, or Distribution of Controlled Substance/Paraphernalia	Level A: 1st Offense: 10 Days of OSS, Meeting with Superintendent Notification of Proper Authority 2nd Offense: Long Term Suspension, Meeting with Superintendent Notification of Proper Authority 3rd Offense: Long Term Suspension, Meeting with Superintendent Notification of Proper Authority Some 1st Offenses could automatically require a long term
Level B: Aggressive Behavior Bullying False Alarm or False Accusations Harassment Inappropriate/Unwanted Touching of a Student or Staff Major Technology Misconduct Major Theft: \$100 or more (restitution) Minor Threats Towards Student/Staff Possession of a Weapon or Imitation Weapon Possession, Use, or Distribution of Tobacco Products/Paraphernalia Possession, Use, or Distribution, of Obscene or Offensive Material	Level B: 1st offense: Notification of appropriate authority and/or parents/guardians, 2- 3 day suspension. 2nd offense: Notification of appropriate authority and/or parents/guardians, 3- 5 days of suspension. 3rd offense: Notification of appropriate authority and/or parents/guardians, 5- 10 days suspension and parent conference required 4th offense: Notification of appropriate authority and/or parents/guardians, long term suspension and parent conference required
Level C: Academic Dishonesty/Cheating Carelessness that Leads to Injury or Destruction of Property (restitution) Destruction of School/Personal Property (restitution) Excessive Horseplay Inappropriate Display of Affection Minor Theft: Less than \$100 (restitution) Provoking a Fight or Disruption Truancy Bathroom Behaviors/Creating Excessive Mess Use of Vulgar, Demeaning, Racially Offensive or Obscene Language or Gestures	Level C: 1st offense: 1 day suspension 2nd offense: 2-3 days suspension 3rd offense: 3-5 days suspension 4th offense: 5-7 days suspension and parent conference required 5th offense: 7-10 days suspension and parent conference required
Level D: Defiant Behavior Dishonesty Disrespectful Behavior Disruptive Behavior Minor Technology Misconduct Possession or Use of Cellular Phone during normal school hours	Level D: 1st offense: Warning or 1 day of suspension 2nd offense: 1-2 days suspension 3rd offense: 2-3 days suspension 4th offense: 3-4 days suspension and parent conference required 5th offense: 4-5 days suspension and parent conference required

Note: Consequences are determined by the age of the child and the severity of the offense. The elementary principal may use alternative discipline forms if deemed appropriate. It is the policy of the elementary principal to notify a student's parent(s)/guardian(s) any time his or her child is sent to the principal for a discipline problem and disciplinary consequences are imposed.

Accumulated C-o-C (Code-of-Conduct) Offenses and Consequences

(The consequences are in addition to the individual consequences for the specific offense.)

3rd C-o-C offense: All consequences will be dealt with on second offense or higher level.

4th C-o-C offense: Suspension until parent conference with assistant principal or principal, counselor, and teacher(s)

Bus Code of Conduct

The safe transportation of district students to and from school is of primary concern to school officials in the administration of the school bus program of the school district. Drivers, students, and district personnel will observe all state laws and regulations pertaining to the safe use of school buses.

The driver is in charge of the students and the bus. Students must obey the driver promptly. Once a pupil enters a bus, his/her safety becomes the responsibility of the school and he/she must not leave the bus while en route to or from school unless parents/guardians give written permission and assume responsibility for his/her safety. The parents/guardians are responsible for the conduct of their children while en route to and from school, and will be required to pay for any damage created by their children while passengers are on the bus, such as damage to the bus, public, or personal property. Students will go immediately to their seats and remain seated facing the front while the bus is in motion. The driver cannot proceed until students are seated.

Normal classroom conduct is expected of bus passengers. Loud or unusual noise that may distract the driver's attention is prohibited. Foul language or actions will not be tolerated.

Students must be on time; the bus cannot wait beyond its regular schedule for those who are tardy. Unnecessary conversation with the driver is prohibited.

Students must observe the directions of the driver when leaving the bus.

Students who must cross roads upon leaving the bus shall do so in front of the bus and shall cross only on orders of the driver.

Students must not extend their arms or heads or throw objects out of windows.

The school or driver will not be responsible for items lost or destroyed on the bus but will make a reasonable effort to see that items are found.

Any damage to the bus should be reported at once to the driver.

Chronic discipline problems or violators of safety rules will be denied bus transportation privileges. No gum or candy is allowed on the bus. Balloons are only allowed on the child's birthday. We ask for your cooperation in instructing your children about these regulations. School transportation may be denied to the pupil who has a chronic discipline problem or who has flagrantly violated any of the safety rules outlined above.

Bus Misconduct

Riding a district-owned or contracted bus is a privilege. Any offense committed by a student while riding the bus shall be addressed as if the offense had occurred at school and will be subject to disciplinary action under the Student Conduct Code. This may include, but is not limited to, suspension of bus riding privileges.

Because bus safety is critical, consequences for misconduct will be determined by administration and may vary depending on the nature and severity of the offense, the student's age, prior incidents, and other relevant factors.

Examples of possible administrative responses include, but are not limited to:

- Assigned seating by the driver
- Student conference or parent contact
- Lunch detention
- In-School Suspension (ISS)
- Suspension of bus riding privileges (short or long-term)

Repeated or severe offenses may result in progressive consequences, including long-term suspension from the bus.

Note: The principals reserve the right to treat offenses that occur on the bus as regular code of conduct offenses if he/she deems it more appropriate (i.e. Fighting, using Obscene Language, etc.).

Bus Misconduct Consequences may also be added to any other Code of Conduct Consequences that are imposed as a result of the offense occurring on a bus.

BULLYING INCIDENT REPORT FORM

If you have been the target of bullying or have witnessed the bullying of a District student, complete this form and submit it to the building principal. Complaints against building principals should be submitted to the Superintendent. Complaints against the Superintendent should be submitted to the Board of Education. Reports of bullying will be investigated and disciplinary actions will be taken as warranted.

Date Filed: _____ Your Name: _____

Phone Number(s): _____

Indicate the appropriate response to the following with a check mark(s):

You are a : _____ Student _____ Parent _____ Employee _____ Volunteer

Date(s) of alleged bullying: _____

Name of Student(s) subject to bullying: _____

Person(s) alleged to have committed the bullying or harassment: _____

Summarize the incident(s) or occurrence(s) of bullying as accurately as possible. Attach additional sheets or use the back side of the form if necessary. _____

Names of Witnesses: _____

Have you reported this to anyone else: _____ Yes _____ No. If so who? _____

*Signature of Complainant: _____

***Student have the right to complete this form anonymously. However, it will be easier for the District to investigate this matter if as much information as possible is provided. Submission of a good faith complaint or report of bullying or harassment will not affect the complainant or reporter's future employment, grades, learning, or working environment. A complainant that falsely accuses someone will be subject to disciplinary action.**

This Section is for use of District Administration

Date Received by Principal: _____

Investigative Action taken: _____

Result of investigation/Action taken: _____

Signature of Principal: _____

Mountain View-Birch Tree R-III Schools					
School Calendar (Adopted by Board of Education on January 23, 2025)					
2025-2026 School Year					
	M	TU	W	TH	F
August					1
	4	5	6	7	8
	11	12	13	14	15
	18	19	20	21	22
	25	26	27	28	29
September	1	2	3	4	5
	8	9	10	11	12
	15	16	17	18	19
	22	23	24	25	26
	29	30			
October			1	2	3
	6	7	8	9	10
	13	14	15	16	17
	20	21	22	23	24
	27	28	29	30	31
November	3	4	5	6	7
	10	11	12	13	14
	17	18	19	20	21
	24	25	26	27	28
December	1	2	3	4	5
	8	9	10	11	12
	15	16	17	18	19
	22	23	24	25	26
	29	30	31		
January			1	2	
	5	6	7	8	9
	12	13	14	15	16
	19	20	21	22	23
	26	27	28	29	30
February	2	3	4	5	6
	9	10	11	12	13
	16	17	18	19	20
	23	24	25	26	27
March	2	3	4	5	6
	9	10	11	12	13
	16	17	18	19	20
	23	24	25	26	27
	30	31			
April			1	2	3
	6	7	8	9	10
	13	14	15	16	17
	20	21	22	23	24
	27	28	29	30	
May					1
	4	5	6	7	8
	11	12	13	14	15
	18	19	20	21	22
	25	26	27	28	29
Aug. 11 & 12: New Teacher Orientation Aug. 12: All teachers work day in p.m. & Back-To-School Kick off from 5:00-8:00 p.m. Aug. 11-15: Teachers' Inservice/Workshops Aug. 14: School Board Meeting & Tax Rate Hearing @ LMS 6:00 Aug. 18: First Day of School 10 School Days Sept. 1: Labor Day Sept. 18: School Board Meeting @ BTE 6:00 17 School Days Oct. 10: End of First Quarter (34 school days) Oct. 17: Homecoming Parade/Game (half Day) Oct. 23: School Board Meeting @ MVE at 6:00 Oct. 20: Parent/Teacher Conferences 1:00 to 8:00 p.m. 18.5 Nov. 10: Teacher Professional Development All Day-- Ed. Camp Nov. 20: School Board Meeting @ LHS 6:00 Nov. 26-28: (No School) Thanksgiving Break 14 School Days Dec. 18: School Board Meeting @ LMS 6:00 Dec. 19: End of First Semester (40.5 Days in 2nd Quarter) Dec. 22-31: (No School) Christmas Break 15 School Days 74.5 days in 1st Semester Jan. 1-2: (No School) New Years Day Break Jan. 5: Beginning of Second Semester Jan. 15: School Board Meeting @ BTE 6:00 18 School Days Feb. 9: Teacher Professional Development All Day Feb. 19: School Board Meeting @ MVE 6:00 16 School Days Mar. 6: End of Third Quarter (38 School Days) Mar. 19: School Board Meeting @ LHS 6:00 16 School Days Apr. 16: School Board Meeting @ LMS 6:00 March 30-April 6: Spring Break/Easter Break 15 School Days May 14: School Board Meeting @ BTE 6:00 May 15: Commencement @ 7:00 p.m. May 22: Last day of school & end of 2nd Semester 15.5 School Days 80.5 days in 2nd Semester					
The minimum number of hours of instructional time in a school calendar is 1,044. We have scheduled 155 full days of school during the school year. This gives us 1087,5885 hours of instructional time. Six (6) Snow Days (421002) are built in to the calendar and will not need to be made up if missed. That leaves us with a total of 1,045,4863 instructional hours. After missing the 6 built in snow days, the following days will be used as makeup days: 1st Feb. 2 2nd Feb. 16; 3rd Feb. 23; 4th Mar. 2; and 5th March 9. If more than 6 days are not missed prior to the scheduled makeup day, then that day will not be used as a make-up day. Additional makeup days will be added to the end of the calendar (starting on May 22) if needed.					

technology resources or that originates on district property, at a district activity or on district transportation. Even when cyberbullying does not involve district property, activities or technology resources, the district will impose consequences and discipline for those who engage in cyberbullying if there is a sufficient nexus to the educational environment, the behavior materially and substantially disrupts the educational environment, the communication involves a threat as defined by law, or the district is otherwise allowed by law to address the behavior.

Suspension- may be either in-school or out-of-school

In-School Suspension- A student is isolated from his/her peers at school. He/she will be supervised by a certified adult. The student will be expected to do all additional assignments given, as well as regular daily assignments given to the rest of the class. He/she will not be allowed to participate in or attend any curricular or extracurricular activities during the suspension. Parents/guardians will be notified when ISS is assigned.

Out-of-School Suspension- A student is not allowed to come to school. He/she will not be allowed to participate in or attend any curricular or extracurricular activities during the suspension. Parents/Guardians will be notified when OSS is assigned.

Fighting- Fighting is mutual combat in which both parties have contributed to the conflict by physical action. All fights of a serious nature occurring at school will be reported to the proper authorities.

1st offense: 5-10 days in-school suspension or out-of-school suspension.

2nd offense: 10 days out-of-school suspension

3rd offense: Long-term suspension (1-180 days)

Firearms- Any student who brings or possesses a firearm, as defined by 18 U.S.C. 921 (pursuant to Gun Free Schools Act of 1994), on school property will be suspended/expelled from school for at least one calendar year. In addition, the student will be referred to the appropriate legal authorities.

Weapons- (Policy JFCJ) - A weapon is defined to mean one or more of the following:

1. A firearm as defined in 18 U.S.C., 921
2. A blackjack, concealable firearm, firearm, firearm silencer, explosive weapon, gas gun, knife, knuckles, machine gun, projectile weapon, rifle, shotgun, spring gun, switchblade knife, as these are defined in 571.010, RSMo.
3. A dangerous weapon as defined in 18 U.S.C. 930(g)(2).
4. All knives and any other instrument or device used or designed to be used to threaten or assault, whether for attack or defense.
5. Any object designed to look like or imitate a device as described in 1-4.

Pursuant to the Missouri Safe Schools Act and the federal Gun-Free Schools Act of 1994, any student who brings or possesses a weapon as defined in #1 or #2 above on school property will be suspended from school for at least one (1) calendar year or expelled and will be referred to the appropriate legal authorities. The suspension or expulsion may be modified on a case-by-case basis upon recommendation by the superintendent to the Board of Education. Students who bring or possess weapons as defined in #3, #4, and #5 and not otherwise included in #1 and #2, will also be subject to suspension and/or expulsion from school and may be referred to the appropriate legal authorities.

Possession and/or Use of Tobacco/Vaping-The use and/or possession of tobacco, chewing tobacco products and/or any smoking devices will not be permitted in school buildings, on school premises, or at school-sponsored activities. Smoking paraphernalia, lighter, matches, etc., will be confiscated.

School Property- Parents of students who deface or damage school property, shall be required to pay all damages. Lockers and desks are property of the school. Therefore, these may be subject to search at any time.

Mountain View-Birch Tree R-III School District
502 N. Elm Street, Mountain View, MO 65548

Dear Parent,

Asbestos is an issue we have been dealing with for many years. The Asbestos Hazard Emergency Response Act of 1986 (referred to as AHERA), was enacted recently by Congress. AHERA was enacted to determine the extent of and develop solutions for any problems schools may have with asbestos.

To give you some background, asbestos has been used as a building material for many years. It is a naturally occurring material that is mined primarily in Canada, South Africa, and the U.S.S.R. Asbestos' properties made in an ideal building material for insulation, sound absorption, decorative plasters, and different products made using asbestos materials. EPA began to limit its uses of asbestos products in 1973.

In October 2010, we had our facilities inspected by a certified asbestos inspector, as required by AHERA. The inspector located, sampled, and rated the conditions and hazard potential of all material in our facilities suspected of containing asbestos. The inspection and laboratory analysis records were turned over to a certified management plan writer to develop an asbestos management plan.

An asbestos management plan was developed for our facilities which require this notification letter to be sent home with students annually. The plan also contains procedures designed to minimize the disturbance of the asbestos containing materials, and plans for regular surveillance of the asbestos-containing materials. Our next inspection will be in 2013.

A copy of the asbestos management plan is available for your inspection in our administrative offices during regular office hours. Mr. Ryan Chowning is our Asbestos Program Manager and all inquiries regarding the plan should be directed to him.

We are intent on not only complying with, but exceeding, federal steps necessary to ensure that your children and our employees have a healthy, safe environment in which to learn and work.

Lanna Tharp, Superintendent

ANNUAL NOTIFICATION OF DIRECTORY INFORMATION

1. "Directory Information" is information contained in an education record of a student that would not generally be considered harmful or an invasion of privacy if disclosed. The school district designates the following items as "Directory Information:" student's name, parent's name, date and place of birth, grade level, bus assignment, enrollment status (e.g., full-time or part-time), participation in school-based activities and sports, weight and height of members of athletic teams, dates of attendance, honors, and awards received, artwork or coursework displayed by the district, most recent previous school attended, and photographs, videotapes, digital images and recorded sound unless such photographs, videotapes, digital images and recorded sound would be considered harmful or an invasion of privacy.
2. The district shall annually notify parents/guardians of students currently in attendance and eligible students currently in attendance of the "Directory Information" the district will release annually. Parents/guardians or eligible students will have ten (10) school days after the annual public notice to view the student's "Directory Information" and to provide notice in writing to the school district that they choose to not have this information or any portion of the "Directory Information" without the parent's or eligible student's prior written consent including in print and electronic publications of the school district.
3. "Directory Information" is considered a "public record" that must be released by the district to any person who requests it under the Missouri Sunshine Law, section 610.010 - .030, RSMo.
4. At various times throughout the school year "Directory Information" will be used and released in the making of extra-curricular and co-curricular pamphlets and programs (such as a basketball tournament program). If such a program is sold to the patrons attending the event, then the information will be used for marketing purposes.

PUBLIC COMPLAINTS

The Board recognizes that situations of concern to parents/guardians or the public may arise in the operation of the district. Such concerns are best resolved through communication with the appropriate staff members and officers of the school district, such as faculty, principals, superintendent, or the Board.

The following steps are proper procedures to be followed by persons with questions or complaints regarding the operation of the school district:

1. Complaints on behalf of individual students should first be addressed to the teacher.
2. Unsettled matters from (1) above, or problems and questions concerning individual schools, should be directed to the principal of the school.
3. Unsettled matters from (2) above, or problems and questions concerning the school district, should be directed to the superintendent.
4. If the matter cannot be settled satisfactorily by the superintendent, it should be brought to the Board of Education. Questions and comments submitted to the secretary of the Board in letter form will be brought to the attention of the entire Board at a regularly scheduled or called meeting. If necessary, a Board hearing will be scheduled to resolve the complaint. However, the decision of the Board shall be final except in the case of complaints concerning the administration of federal programs. In that case, the complainant may go to the appropriate section of the Department of Elementary and Secondary Education and from there on to the United States Secretary of Education.

The Board considers it the obligation of the professional and support staff of the district to field questions from parents/guardians or the public.

The Missouri General Assembly in 2001 required school districts under section 167.645 RSMo that if a student's reading level is more than one grade level behind, additional steps must be taken to help insure success.

The Mountain View – Birch Tree Schools have implemented reading programs based on a belief in the need to provide early and ongoing assistance to students who are at-risk. Our aim must be that all students have the reading skills critical for success

in school and life. In response to 167.645 RSMo the Mountain View Elementary School and the Birch Tree Elementary School have established the following process to determine compliance to state law.

Notification and Documentation:

After a reading grade level is determined in early fall, parents/guardians will receive notification regarding those students who are considered at risk for retention. Notification will include steps required for intervention and remediation. Individual parent conferences will be scheduled quarterly to provide information for parents/guardians to reinforce reading skills at home.

TECHNOLOGY USAGE

Policy EHB: TECHNOLOGY USAGE Status: Adopted Original Adopted Date: 02/16/1996 | Last Revised Date: 11/16/2017

The Mountain View-Birch Tree R-III School District's technology exists for the purpose of enhancing the educational opportunities and achievement of district students. Research shows that students who have access to technology improve achievement. In addition, technology assists with the professional enrichment of the staff and increases engagement of students' families and other patrons of the district, all of which positively impact student achievement. The district will periodically conduct a technology census to ensure that instructional resources and equipment that support and extend the curriculum are readily available to teachers and students. The purpose of this policy is to facilitate access to district technology and to create a safe environment in which to use that technology. Because technology changes rapidly and employees and students need immediate guidance, the superintendent or designee is directed to create procedures to implement this policy and to regularly review those procedures to ensure they are current.

Definitions

For the purposes of this policy and related procedures and forms, the following terms are defined: *Technology Resources* – Technologies, devices, and services used to access, process, store or communicate information. This definition includes, but is not limited to: computers; modems; printers; scanners; fax machines and transmissions; telephonic equipment; mobile phones; audio-visual equipment; Internet; electronic mail (e-mail); electronic communications devices and services, including wireless access; multi-media resources; hardware; and software. Technology resources may include technologies, devices, and services provided to the district by a third party.

User – Any person who is permitted by the district to utilize any portion of the district's technology resources including, but not limited to, students, employees, School Board members, and agents of the school district. *User Identification (ID)* – Any identifier that would allow a user access to the district's technology resources or to any program including, but not limited to, e-mail and Internet access.

Password – A unique word, phrase, or combination of alphabetic, numeric, and non-alphanumeric characters used to authenticate a user ID as belonging to a user.

Authorized Users

The district's technology resources may be used by authorized students, employees, School Board members, and other persons approved by the superintendent or designee, such as consultants, legal counsel, and independent contractors. All users must agree to follow the district's policies and procedures and sign or electronically consent to the district's User Agreement prior to accessing or using district technology resources, unless excused by the superintendent or designee.

Use of the district's technology resources is a privilege, not a right. No potential user will be given an ID, password, or other access to district technology if he or she is considered a security risk by the superintendent or designee.

User Privacy

A user does not have a legal expectation of privacy in the user's electronic communications or other activities involving the district's technology resources including, but not limited to, voice mail, telecommunications, e-mail, and access to the Internet or network drives. By using the district's network and technology resources, all users are consenting to have their electronic communications and all other uses monitored by the district. A user ID with e-mail access will only be provided to authorized

users on condition that the user consents to interception of or access to all communications accessed, sent, received, or stored using district technology.

Electronic communications, downloaded material, and all data stored on the district's technology resources, including files deleted from a user's account, may be intercepted, accessed, monitored, or searched by district administrators or their designees at any time in the regular course of business. Such access may include but is not limited to, verifying that users are complying with district policies and rules and investigating potential misconduct. Any such search, access, or interception shall comply with all applicable laws. Users are required to return district technology resources to the district upon demand including, but not limited to, mobile phones, laptops, and tablets.

Technology Administration

The Board directs the superintendent or designee to assign trained personnel to maintain the district's technology in a manner that will protect the district from liability and will protect confidential student and employee information retained on or accessible through district technology resources.

Administrators of district technology resources may suspend access to and/or availability of the district's technology resources to diagnose and investigate network problems or potential violations of the law or district policies and procedures. All district technology resources are considered district property. The district may remove, change, or exchange hardware or other technology between buildings, classrooms, or users at any time without prior notice. Authorized district personnel may install or remove programs or information, install equipment, upgrade any system, or enter any system at any time.

Content Filtering and Monitoring

The district will monitor the online activities of minors and operate a technology protection measure ("content filter") on the network and all district technology with Internet access, as required by law. In accordance with the law, the content filter will be used to protect against access to visual depictions that are obscene or harmful to minors or are child pornography. Content filters are not foolproof, and the district cannot guarantee that users will never be able to access offensive materials using district equipment. Evading or disabling, or attempting to evade or disable, a content filter installed by the district is prohibited.

The superintendent, designee, or the district's technology administrator may fully or partially disable the district's content filter to enable access for an adult for bona fide research or other lawful purposes. In making decisions to fully or partially disable the district's content filter, the administrator shall consider whether the use will serve a legitimate educational purpose or otherwise benefit the district.

The superintendent or designee will create a procedure that allows students, employees, or other users to request that the district review or adjust the content filter to allow access to a website or specific content.

Online Safety, Security, and Confidentiality

In addition to the use of a content filter, the district will take measures to prevent minors from using district technology to access inappropriate matter or materials harmful to minors on the Internet. Such measures shall include, but are not limited to, supervising and monitoring student technology use, careful planning when using technology in the curriculum, and instruction on appropriate materials. The superintendent, designee, and/or the district's technology administrator will develop procedures to provide users guidance on which materials and uses are inappropriate, including network etiquette guidelines. All minor students will be instructed on safety and security issues, including instruction on the dangers of sharing personal information about themselves or others when using e-mail, social media, chat rooms, or other forms of direct electronic communication. Instruction will also address cyberbullying awareness and response and appropriate online behavior, including interacting with other individuals on social networking websites and in chat rooms.

This instruction will occur in the district's computer courses, courses in which students are introduced to the computer and the Internet, or courses that use the Internet in instruction. Students are required to follow all district rules when using district technology resources and are prohibited from sharing personal information online unless authorized by the district. All district employees must abide by state and federal law and Board policies and procedures when using district technology resources to communicate information about personally identifiable students to prevent unlawful disclosure of student information or records.

All users are prohibited from using district technology to gain unauthorized access to a technology system or information; connecting to other systems in evasion of the physical limitations of the remote system; copying district files without authorization; interfere with the ability of others to utilize technology; secure a higher level of privilege without authorization; introduce computer viruses, hacking tools, or other disruptive/destructive programs onto district technology; or evade or disable a content filter.

Closed Forum

The district's technology resources are not a public forum for expression of any kind and are to be considered a closed forum to the extent allowed by law. The district's webpage will provide information about the school district, but will not be used as an open forum. All expressive activities involving district technology resources that students, parents/guardians, and members of the public might reasonably perceive to bear the imprimatur of the district and that are designed to impart particular knowledge or skills to student participants and audiences are considered curricular publications. All curricular publications are subject to reasonable prior restraint, editing, and deletion on behalf of the school district for legitimate pedagogical reasons. All other expressive activities involving the district's technology are subject to reasonable prior restraint and subject matter restrictions as allowed by law and Board policies.

Inventory and Disposal

The district will regularly inventory all district technology resources in accordance with the district's policies on inventory management. Technology resources that are no longer needed will be disposed of in accordance with law and district policies and procedures related to the disposal of surplus property.

Violations of Technology Usage Policies and Procedures

The Use of technology resources in a disruptive, inappropriate, or illegal manner impairs the district's mission and squanders resources and shall not be tolerated. Therefore, a consistently high level of personal responsibility is expected of all users granted access to the district's technology resources. Any violation of district policies or procedures regarding technology usage may result in temporary, long-term, or permanent suspension of user privileges. User privileges may be suspended pending an investigation into the use of the district's technology resources. Employees may be disciplined or terminated, and students suspended or expelled, for violating the district's technology policies and procedures. Any attempted violation of the district's technology policies or procedures, regardless of the success or failure of the attempt, may result in the same discipline or suspension of privileges as that of an actual violation. The district will cooperate with law enforcement in investigating any unlawful use of the district's technology resources.

Damages

All damages incurred by the district due to a user's intentional or negligent misuse of the district's technology resources, including loss of property and staff time, will be charged to the user. District administrators have the authority to sign any criminal complaint regarding damage to district technology.

No Warranty/No Endorsement

The district makes no warranties of any kind, whether expressed or implied, for the services, products, or access it provides. The district's technology resources are available on an "as is, as available" basis. The district is not responsible for loss of data, delays, nondeliveries, misdeliveries, or service interruptions. The district does not endorse the content nor guarantee the accuracy or quality of information obtained using the district's technology resources.

[Click here for a full listing of all...](#)

[MVBT School District Policies and Notices](#)

[MVBT Handbook Policies and Notices \(quick reference\)](#)

NOTIFICATION OF RIGHTS UNDER FERPA FOR ELEMENTARY AND SECONDARY SCHOOLS

The Family Educational Rights and Privacy Act (FERPA) affords parents and students over 18 years of age ("eligible students") certain rights with respect to the student's education records. These rights are:

1. The right to inspect and review the student's education records within 45 days of the day Liberty Middle/ High School receives a request for access. Parents or eligible students should submit to Liberty Middle/High School's principal [or appropriate school official] a written request that identifies the record(s) they wish to inspect. The Liberty Middle/ High School official will make arrangements for access and notify the parent or eligible student of the time and place where the records may be inspected.

2. The rights to request the amendment for the student's education records that the parent or eligible student believes are inaccurate, misleading, or otherwise in violation of the student's privacy rights under FERPA. Parents or eligible students who wish to ask Liberty Middle/ High School to amend a record should write Liberty Middle/ High School principal [or appropriate school official] clearly identify the part of the record they want changed, and specify why it should be changed. If Liberty Middle/ High School decides not to amend the record as requested by the parent or eligible student, Liberty Middle/ High School will notify the parent or eligible student of the decision and advise them of their right to a hearing regarding the request for amendment. Additional information regarding the hearing procedures will be provided to the parent or eligible student when notified of the right to a hearing.

3. The right to consent to disclosures of personally identifiable information contained in the student's education records, except to the extent that FERPA authorize disclosure without consent. One exception, which permits disclosure without consent, is disclosure to Liberty Middle/ High School officials with legitimate educational interests. A school official is a person employed by Liberty Middle/ High School as an administrator, supervisor, instructor, or support staff member (including health or medical staff and law enforcement unit personnel); a person serving on the Liberty Middle/ High School Board; a person or company with whom Liberty Middle/ High School has contracted as its agent to provide a service instead of using its own employees or officials (such as an attorney, auditor, medical consultant, or therapist); or a parent or student serving on an official committee, such as a disciplinary or grievance committee, or assisting other school official in performing his or her tasks. A school official has a legitimate educational interest of the official needs to review an education record in order to fulfill his or her professional responsibility. [Optional] Upon request, Liberty Middle/ High School disclosed education records without consent to officials of another school district in which a student seeks or intends to enroll. [NOTE: FERPA requires a school district to make a reasonable attempt to notify the parent or student of the records request unless it states in its annual notification that it intends to forward records on request.]

4. The right to file a complaint with the U. S. Department of Education concerning alleged failures by Liberty Middle/ High School District to comply with the requirements of FERPA. The name and address of the Office that administers FERPA are:

Superintendent
502 N. Elm Street
Mountain View, MO 65548
(417)934-5412

NOTICE OF NONDISCRIMINATION

Applicants for admission or employment, students, parents of elementary and secondary school students, employees, sources of referral and applicants for employment, and all professional organizations that have entered into agreements with the Mountain View-Birch Tree R-III School District ("School District") are hereby notified that the School District does not discriminate on the basis of race, color, national origin, sex, age, or disability in admission or access to, or treatment or employment in, its programs and activities. In addition, the School District provides equal access to the Boy Scouts of America and other designated youth groups.

Any person having inquiries concerning the School District's compliance with the laws and regulations implementing Title VI of the Civil Rights Act of 1964 (Title VI), Title IX of the Education Amendments of 1972 (Title IX), the Age Discrimination Act, Section 504 of the Rehabilitation Act of 1973 (Section 504), Title II of the Americans with Disabilities Act of 1990 (ADA) or the Boy Scouts of America Equal Access Act, is directed to the respective Compliance Coordinator listed below, who oversees the School District's efforts to comply with the laws and regulations implementing the laws and regulations cited above.

The School District has established grievance procedures for persons unable to resolve problems arising under the statutes above. The School District's Compliance Coordinator will provide information regarding those procedures upon request.

Any person who is unable to resolve a problem or grievance arising under any of the laws and regulations cited above may contact the Office for Civil Rights, Region VII, 8930 Ward Parkway, Suite 2037, Kansas City, Missouri 64114; telephone (816) 268-0550.

COMPLIANCE COORDINATOR

Lanna Tharp

502 N. Elm St.

Mountain View, Missouri 65548

(417) 934-5408

ltharp@liberty.mvbt.k12.mo.us

COMMITMENT TO COMPLIANCE UNDER THE AMERICANS WITH DISABILITIES ACT

In accordance with the requirements of Title II of the Americans with Disabilities Act of 1990 ("ADA"), the Mountain View-Birch Tree R-III School District ("School District") does not discriminate on the basis of disability against qualified individuals with a disability with respect to the School District's services, programs or activities.

Employment: *The School District does not discriminate on the basis of disability in its hiring or employment practices. The School District complies with the federal regulations under Title I of the ADA (which governs the application of the ADA in the hiring and employment setting).*

Effective Communication: *The School District will comply with the ADA with respect to providing auxiliary aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in School District programs, services, and activities. These aids and services are designed to make information and communications accessible to people who have impairments, in areas such as speech, hearing, and vision. The School District will not place a surcharge on a qualified individual with a disability, or any group of qualified individuals with disabilities, to cover the cost of providing auxiliary aids/services or reasonable modifications of policy (for example, retrieving items from locations that are open to the public but inaccessible to users of wheelchairs).*

Anyone who requires an auxiliary aid or service for effective communication, or a modification of policies or procedures to participate in a service, program, or activity of the School District should contact the respective Compliance Coordinator, whose contact information is listed below. Such contact should be made as soon as possible, but not later than 48 hours before the scheduled event (and, preferably, at least five (5) business days before the event).

Modifications to Policies and Procedures: *The School District will make reasonable modifications to policies and programs to ensure that qualified individuals with disabilities have an equal opportunity to enjoy its services, programs and activities.*

The ADA does not require the School District to take any action that would fundamentally alter the nature of its programs or services or impose an undue financial or administrative burden.

Complaints that a School District service, program, or activity is not accessible to persons with a disability may be directed to the Compliance Coordinator below. In addition, as stated in the School District's Notice of Nondiscrimination, a person who is unable to resolve a problem or grievance arising under Title II of the ADA may contact the Office for Civil Rights, Region VII, 8930 Ward Parkway, Suite 2037, Kansas City, Missouri 64114; telephone (816) 268-0550.

COMPLIANCE COORDINATOR

Lanna Tharp

502 N. Elm St.

Mountain View, Missouri 65548

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ltharp@liberty.mvbt.k12.mo.us

Parental Information and Resource Center (PIRC)

Local educational agencies (LEAs) or buildings that receive Title I.A funds **must** assist parents and parental organizations by informing them of the PIRCs and their purpose. The following is a sample notification that LEAs could put in a Parent Handbook, in their district newsletter, provide to their PTO/PTA, and that buildings could also send in a newsletter, provide to booster clubs/groups, etc. The LEA or building might want to use the link below to go to Missouri's PIRCs' website to include more specific information for their area. Documentation of notifications need to be kept on file.

The Parental Information and Resource Center (PIRC) program is funded by the US Department of Education, Office of Innovation and Improvement, established to provide training, information, and support to parents and individuals who work with local parents, districts, and schools that receive Title I.A funds. PIRCs provide both regional and statewide services and disseminate information to parents on a statewide basis.

PIRCs help implement successful and effective parental involvement policies, programs, and activities that lead to improvements in student academic achievement, and that strengthen partnerships among parents, teachers, principals, administrators, and other school personnel in meeting the education needs of children; and to assist parents to communicate effectively with teachers, principals, counselors, administrators, and other school personnel.

The recipients of PIRC grants are required to: serve both rural and urban areas, use at least half their funds to serve areas with high concentrations of low-income children, and use at least 30 percent of the funds they receive for early childhood parent program.

Centers must include activities that establish, expand, or operate early childhood parent education programs and typically engage in a variety of technical assistance activities designed to improve student academic achievement, including understanding the accountability systems in the state and school districts being served by a project. Specific activities often include helping parents to understand the data that accountability systems make available to parents and the significance of that data for such things as opportunities for supplemental services and public school choice afforded to their children attending buildings in school improvement.

PIRCs generally develop resource materials and provide information about high quality family involvement programs to families, schools, school districts, and others through conferences, workshops, and dissemination of materials. Projects generally include a focus on serving parents of low-income, minority, and limited English proficient (LEP) children enrolled in elementary and secondary schools.

Missouri has two PIRCs – one in St. Louis and one in Springfield. For service and contact information, go to their website at <http://www.nationalpirc.org/directory/MO-32.html>

NON-DISCRIMINATION STATEMENT

The U.S. Department of Agriculture prohibits discrimination against its customers, employees, and applicants for employment on the basis of race, color, national origin, age, disability, sex, gender identity, religion, reprisal, and where applicable, political beliefs, marital status, familial or parental status, sexual orientation, or all or part of an individual's income is derived from any public assistance program, or protected genetic information in employment or in any program or activity conducted or funded by the Department. (Not all prohibited bases will apply to all programs and/or employment activities.) If you wish to file a Civil Rights program complaint of discrimination, complete the USDA Program Discrimination Complaint Form (PDF), found online at http://www.ascr.usda.gov/complaint_filing_cust.html, or at any USDA office, or call (866) 632-9992 to request the form. You may also write a letter containing all of the U.S. Department of Agriculture, Director, Office of Adjudication, 1400 Independence Avenue, S.W., Washington, D.C. 20250-9410, by fax (202) 690-7442 or email at program.intake@usda.gov. Individuals who are deaf, hard of hearing or have speech disabilities may contact USDA through the Federal Relay Service at (800) 877-8339; or (800) 845-6135 (Spanish). USDA is an equal opportunity provider and employer.

Federal Programs Parent/Guardian Notification

No Child Left Behind (NCLB) requires notification to parents/guardians when any of the following situations exist in a district/LEA (local educational agency) receiving Federal funds.

1. Districts/LEAs must annually disseminate Federal Programs Complaint Resolution Procedures to parents/guardians of students and appropriate private school officials or representatives.
2. At the beginning of each school year, a participating school district/LEA must notify the parents/guardians of each student attending a building that receives Title I funds that they may request, and the district/LEA will provide in a timely manner, information regarding the professional qualifications of their child's classroom teachers and any paraprofessionals providing services to their child.
3. A building that receives Title I funds must provide all parents/guardians notice that their child has been assigned, or has been taught for four or more consecutive weeks, by a teacher or a person who is not appropriately certified.
4. When a school is identified for School Improvement, the district/LEA must notify the parents/guardians of all children in the identified Title I building of its School Improvement status. Yearly updates are provided to parents with available options until the building is no longer identified for improvement.
5. Within thirty days after the beginning of the school year, a district/LEA must inform parents/guardians that their limited English proficient (LEP) child has been identified for participation in a language instruction educational program.
6. Parents/guardians of students enrolled in a persistently dangerous school, or students who are victims of violent criminal offense while on school property, must be notified of their option to transfer their student to a school that is not designated persistently dangerous.

(From the Missouri Consolidated Federal Programs Administrative Manual, January 2005)

The Department of Elementary and Secondary Education does not discriminate on the basis of race, color, national origin, sex, disability, or age in its programs and activities. Inquiries related to Department programs and to the location of services, activities, and facilities that are accessible by persons with disabilities may be directed to the Jefferson State Office Building, Civil Rights Compliance (Title VI/Title IX/504/ADA/Age Act), 5th Floor, 205 Jefferson Street, Jefferson City, MO 65102-0480; telephone number 573-526-4757 or Relay Missouri 800-735-2966.

Missouri Department of Elementary & Secondary Education

NCLB COMPLAINT PROCEDURES

The Federal No Child Left Behind Act of 2001 (NCLB), Title IX Part C. Sec. 9304(a)(3)(C) requires the Missouri Department of Elementary & Secondary Education (DESE) to adopt procedures for resolving complaints regarding operations of programs authorized under the Act, including Title I, Title II, Title III, Title IV (Part A), Title V, Title VI, and Title VII and Title IX, part C.

Who May File a Complaint

Any local education agency (LEA), consortium of LEAs, organization, parent, teacher, or member of the public may file a complaint.

Definition of a Complaint

There are both formal and informal complaint procedures.

A formal complaint must be a written, signed statement that includes:

1. an allegation that a federal statute or regulation applicable to the state educational agency (SEA) or a local education agency (LEA) program has been violated,
2. facts, including documentary evidence that supports the allegation, and
3. the specific requirement, statute, or regulation being violated.

Alternatives for Filing Complaints

It is federal and state intent that complaints are resolved at a level nearest the LEA as possible. As described below, formal complaints filed with the SEA will be forwarded to the appropriate LEA for investigation and resolution. Informal complaints made to the SEA will be subject of an initial investigation by the SEA, but will be forwarded to the LEA if a formal complaint evolves. Precise processes in both instances are described below.

Informal and Formal Complaints Received by the Local Education Agency

Informal and formal complaints filed with the LEA concerning NCLB program operations in that LEA are to be investigated and resolved by the LEA according to locally developed procedures, when at all possible. Such procedures will provide for:

1. disseminating procedures to the LEA school board,
2. central filing of procedures within the district,
3. addressing informal complaints in a prompt and courteous manner,
4. notifying the SEA within 15 days of receipt of written complaints,
5. timely investigating and processing of complaints within 30 days, with an additional 30 days if exceptional conditions exist,
6. disseminating complaint findings and resolutions to all parties to the complaint and the LEA school board. Such findings and resolutions also shall be available to parents, teachers and other members of the general public, provided by the LEA, free of charge, if requested, and
7. appealing to the Missouri Department of Elementary & Secondary Education within 15 days

Appeals to the Missouri Department of Elementary & Secondary Education will be processed according to the procedures outlined in sections below.

Informal Complaints Received by the SEA Office

Informal complaints (i.e., verbal and/or anonymous) to the SEA by individuals (who may ask not to be identified to the LEA) concerning program operations in an LEA will be investigated by the SEA, according to procedures deemed most appropriate by the SEA, within 10 days of receipt of the complaint. Findings of this investigation shall be reported to the complainant within 10 additional days. In the event that the complainant requests further investigation or a hearing, the complainant must file a signed written complaint. This formal complaint will be processed according to procedures outlined in sections below.

Formal Complaints Initially Received by the SEA Office

1. Record. Upon receipt of a written complaint, a record of the source and nature of the complaint, including the applicable program involved in the complaint, statute violated and facts on which the complaint is based, will be initiated.
2. Notification of LEA. Within 15 days of receipt of the complaint, a written communication will notify the district superintendent and the district NCLB coordinator of the complaint filed with the SEA. Upon receipt of the communication, the LEA will initiate its complaint procedures as set forth above. If the complaint is that an LEA is not providing equitable services to private school children, it also will be filed with the U.S. Secretary of Education.
3. Report by LEA. Within 20 days of receipt of the complaint, the LEA will advise the SEA of the status of the complaint resolution proceedings and, at the end of 30 days, will submit a written summary of the LEA investigation and complaint resolution. This report is considered public record and may be made available to parents, teachers, and other members of the general public. A copy of this procedure also will be filed with the U.S. Secretary of Education, if it involves equity of services to private school children.
4. Verification. Within ten days of receipt of the written summary of a complaint resolution, the DESE office will verify the resolution of the complaint through an on-site visit, letter or telephone call(s). Verification will include direct contact with the complainant. If the complaint is about equity of services to private school children, the U.S. Secretary of Education shall also be given copies of all related communications.

Appeals

Appeal to the SEA

1. Record. Upon receipt of a written appeal to a complaint unresolved at the LEA level, a record of the source and nature of the complaint, including the applicable program involved in the complaint, statute violated and facts on which the complaint is based, will be initiated.
2. Investigation. The SEA will initiate an investigation within 10 days, which will be concluded within 30 days from receipt of the appeal. Such investigation may include a site visit if the SEA determines that an on-site investigation is necessary. By stipulation of all concerned, this investigation may be continued beyond the 30-day limit.
3. Hearing. If required by the SEA, or formally requested by parties to the complaint, this investigation will include an evidentiary hearing(s) before an SEA Division Director acting as chairperson and designated staff personnel. Conduct of such hearings will follow the procedures outlined in state rules. The hearing proceedings shall be tape recorded and the recording preserved for preparation of any transcript required on appeal.

Decision

Within 10 days of conclusion of the investigation and/or evidentiary hearing(s), the SEA will render a decision detailing the reasons for its decision and transmitting this decision to the LEA, the complainant, and the district school board. Recommendations and details of the decision are to be implemented within 15 days of the decision being given to the LEA. This 15-day implementation period may be extended at the discretion of the SEA Division Director. The complainant or the LEA may appeal the decision of the SEA.

Formal LEA Complaints Against SEA

1. Record. The SEA will record the source, and nature of the complaint, including the applicable program involved in the complaint, statute violated and facts on which the complaint is based.
2. Decision. The SEA decision will be rendered within 15 days of the complaint receipt. The LEA will be promptly notified of the SEA's decision.
3. Appeal. The LEA may appeal the decision of the SEA to the SEA review board within 30 days of receipt of the decision. Procedures under the "Appeal to the State Agency Review Board" section will be followed.
4. Second Appeal. An applicant has the right to appeal the decision of the SEA Review Board to the U.S. Secretary of Education. The applicant shall file written notice of the appeal with the Secretary within 20 days after the applicant has been notified by the SEA of its decision.

Complaints Against LEAs Received from the United States Department of Education

1. Complaints against LEAs received from the U.S. Department of Education will be processed as though they had been received initially at the SEA.
2. A report of final disposition of the complaint will be filed with the U.S. Department of Education.
3. These procedures shall not prevent the SEA from partially or wholly interrupting funding of any LEA IASA program or taking any other action it deems appropriate.

Procedure Dissemination

1. This procedure will be disseminated to all interested parties through the agency webpage at <http://dese.mo.gov> and to subscribers to the Federal Programs listserv.
2. This guidance will be distributed through regional and statewide meetings with Federal Programs Coordinators. LEAs are asked to incorporate the elements of the complaint procedure into their own policies and procedures.
3. DESE will also keep records of any complaints filed through this policy.

Policy Assessment Program

The district will use assessments as one indication of the success and quality of the district's education program. Further, the Board recognizes its obligation to provide for and administer assessments as required by law. The Board directs the superintendent or designee to create procedures governing assessments consistent with law and Board policy.

In cooperation with the administrative and instructional staff, the Board will regularly review student performance data and use this information to evaluate the effectiveness of the district's instructional programs, making adjustments as necessary.

The district will comply with all assessment requirements for students with disabilities mandated by federal and state law, including the Individuals with Disabilities Education Act (IDEA).

In order to achieve the purposes of the student assessment program, the district requires all enrolled students to participate in all applicable aspects of the assessment program.

District Assessment Plan

The superintendent or designee shall ensure that the district has a written assessment plan that will test competency in the subject areas of English, reading, language arts, science, mathematics, social studies and civics, as required by law.

The purposes of the district wide assessment plan are to facilitate and provide information for the following:

1. *Student Achievement* – To produce information about relative student achievement so that parents/guardians, students and teachers can monitor academic progress.
2. *Student Guidance* – To serve as a tool for implementing the district's student guidance program.
3. *Instructional Change* – To provide data that will assist in the preparation of recommendations for instructional program changes to:
 - a. Help teachers with instructional decisions, plans and changes regarding classroom objectives and program implementation.
 - b. Help the professional staff formulate and recommend instructional policy.
 - c. Help the Board of Education adopt instructional policies.

4. *School and District Evaluation* – To provide indicators of the progress of the district and individual schools toward established goals.

5. *Accreditation* – To ensure the district maintains accreditation.

There shall be broad-based involvement of staff and others with appropriate expertise in the development of the assessment program and its implementation. Instructional staff will be given training and responsibilities in coordinating the program. Every effort will be made to ensure that testing contributes to the learning process rather than detracts from it and that cultural bias does not affect the accuracy of assessments.

Reading Assessment

The district will administer a reading assessment to students in third, fourth, fifth and sixth grades to determine whether additional reading instruction and retention are needed, as required by law. The district will also administer a reading assessment to all students who transfer to the district in grades four, five or six, and to all students attending summer school due to a reading deficiency, as required by law.

The reading assessment will be a recognized method, or combination of methods, of assessing a student's reading ability. Results of assessments will be expressed as reading at a particular grade level. The superintendent or designee will determine which methods of reading assessment the district will utilize.

Mountain View Elementary School
2024-2025 Student Handbook Signature Form

Student Name (Please Print) Grade

STUDENT HANDBOOK RECEIPT

This is to acknowledge my receipt of a copy of the Mountain View Student Handbook, which includes informational items, The Technology Usage Agreement, and the Student Code of Conduct. By signing below, I agree to all policies and procedures listed herein.

Student Signature

Parent/Guardian Signature

Please return this completed sheet to your homeroom teacher.

English Proficiency Assessments

The district will annually assess the English reading, writing and oral language skills of district students with limited English proficiency.

Statewide Assessments

The district will implement the components of the Missouri Assessment Program (MAP) in order to monitor the progress of all students in meeting the standards adopted by the Missouri State Board of Education.

End-of-course (EOC) assessments will be administered in accordance with law and the rules of the Department of Elementary and Secondary Education (DESE). In courses where EOC assessments are given, the superintendent will determine what percent of the course grade will be decided by performance on EOC assessments.

If a student is taking a course that requires an EOC assessment and is failing the course or for some other reason may be required to retake the course, the district may choose to delay administration of the EOC assessment until the student has completed the course the second time. A team consisting of the course instructor, the principal and a counselor will determine when delayed administration of an EOC assessment is appropriate. In the case of a student with an individualized education program (IEP), the IEP team will make the determination.

The School Board authorizes the superintendent to establish a process designed to encourage the students of this district to give their best efforts on each portion of any statewide assessment, which may include, but is not limited to, incentives or supplementary work as a consequence of performance.

The district's policy on student participation in statewide assessments shall be provided at the beginning of the school year to each student and the parent/guardian or other person responsible for every student under 18 years of age. The policy will also be kept in the district office and be available for viewing by the public during business hours of the district office.

National Assessment of Educational Progress

If chosen, the district will participate in the National Assessment of Educational Progress (NAEP) as required by law.