



# Kansas City, Kansas Public Schools

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*Unified School District No. 500*

## **SPECIAL AGENDA**

Monday, July 7, 2010  
11:00 a.m.

- I. Call to Order**
- II. Roll Call**
- III. Pledge of Allegiance**
- IV. Approval of Special Agenda**
- V. Reports of the Superintendent**
  - A. Approve the Human Resources Report and Recommendations (Note Page 3).
  - B. Begin Process to Name New Facility Under Construction at 2010 North 59<sup>th</sup> Street (Note Page 14).
  - C. Establish Communication Protocols (Note Page 16).
  - D. Executive Session for the Following Exceptions to the Kansas Open Meetings Act:
    - (a) Attorney Client Exception
      - For consultation with the Board's attorney on a matter protected by the attorney-client privilege.
    - (b) Non-Elected Personnel
      - To protect privacy interests of the individual(s) to be discussed.
    - (c) Negotiations
      - To protect the public interest in negotiating a fair and equitable contract.
    - (d) Real Estate
      - To protect the district's financial interest and bargaining position.
- VI. Adjournment**



# Kansas City, Kansas Public Schools

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Unified School District No. 500

## MEMORANDUM

**TO:** THE KANSAS CITY BOARD OF EDUCATION

**FROM:** Dr. Cynthia Lane, Superintendent of Schools

**DATE:** July 7, 2010

**SUBJECT:** HUMAN RESOURCES REPORT AND RECOMMENDATIONS

### RECOMMENDATION:

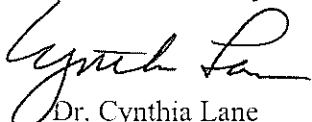
The Kansas City Board of Education **approve the Human Resources Report and Recommendations** as submitted by Mr. Jayson Strickland, Assistant Superintendent for of Teaching for Learning and as recommended by Dr. Cynthia Lane, Superintendent of Schools.

### EXPLANATION:

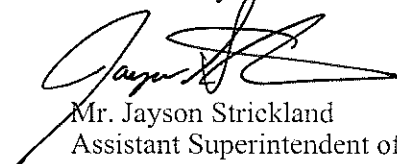
The Human Resources Report and Recommendations are made in accordance with Board Policy and Administrative Guidelines and any and all applicable State Laws and/or State Board of Education Regulations.

It is important to note that the employment process does not terminate with approval of this report by the Board. Employees are required to complete a series of documents (i.e. certification of health, loyalty oath, W-4 forms, KPERS applications, teaching certificate, etc.) with the Human Resources Office. In addition, all information provided on the employee's application must be true, accurate and complete. Any misrepresentation or willful omissions of facts, either before or after Board approval, shall be sufficient cause for disqualification of the application or termination of employment (as indicated on the application).

Recommended by:

  
Dr. Cynthia Lane  
Superintendent of Schools

Submitted by:

  
Mr. Jayson Strickland  
Assistant Superintendent of  
Teaching for Learning

July 7, 2010

**A. EMPLOYMENT**

(1) The following personnel be employed on the effective dates indicated:

Abakah, Melissa (Kindergarten Teacher/Whittier Elementary School)	\$39,100	08/04/10	120 040 495 110000 120	189
Albertson, Jacqueline (Grade 2 Teacher/Quindaro Elementary School)	\$40,200	08/04/10	130 030 469 176000 120 120 040 469 110000 120	189
Bhatia, Deepti (Math Teacher/Eisenhower Middle School)	\$41,350	08/04/10	130 020 309 172300 120 120 040 309 110000 120	189
Bright, Jennifer (Grade 4 Teacher/John Fiske Elementary School)	\$41,350	08/04/10	120 040 441 110000 120	189
Brown, Eddie (In-School Suspension Monitor/Wyandotte High School)	\$30,570	08/09/10	110 040 106 249000 141	186
Campbell, John (Call in Substitute Bus Driver/Transportation)	\$19.86/hrly.	07/12/10	170 025 600 272000 171	
Carroll, Dana (Reading Teacher/Northwest Middle School)	\$38,500	08/04/10	420 090 312 110000 120	189
Chiaverini, Katie (Grade 1 Teacher/Emerson Elementary School)	\$39,275	08/04/10	120 040 421 110000 120	189
Dodderidge, Tammy (Part-Time Communications Manager/Central Office)	\$40,000	07/06/10	110 080 001 282200 169	261
Eigenberg, David (Science Teacher/Schlagle High School)	\$43,600	08/04/10	120 040 100 110000 120	189
Goodman, Laurie (Science Teacher/Harmon High School)	\$39,100	08/04/10	120 040 101 110000 120	189
Gould, Heather (ESL Teacher/Coronado Middle School)	\$46,850	08/04/10	180 039 308 110000 120	189
Jones, Celestine (Principal's Secretary/Parker Elementary School)	\$20,840	07/19/10	110 040 438 241300 151	211
Levers, Carol (Director of Libraries/Central Office)	\$89,984	07/08/10	510 070 004 330000 144	261

**A. EMPLOYMENT CONTINUED**

Majors, Lori (Grade 2 Teacher/Banneker Elementary School)	\$38,500	08/04/10	120 040 404 110000 120	189
Martin, Constance (Special Education Teacher/Northwest Middle School)	\$40,200	08/04/10	150 033 312 120000 120	189
McCaffery, Shawna (Grade 3 Teacher/ Whittier Elementary School)	\$38,500	08/04/10	421 035 495 110000 120 120 040 495 110000 120	189
McDonald, Sheila (Grade 5 Teacher/Grant Elementary School)	\$38,550	08/04/10	120 040 433 110000 120	189
McDonough, Shannon (Grade 2 Teacher/New Chelsea Elementary)	\$40,200	08/04/10	130 030 411 176000 120 120 040 411 110000 120 130 020 411 173000 120	189
Metcalf, Brenda (Grade 1 Teacher/Grant Elementary School)	\$38,950	08/04/10	130 020 433 172300 120 120 040 433 110000 120	189
Murray, Sarah (Grade 1 Teacher/New Chelsea Elementary School)	\$38,500	08/04/10	120 040 411 110000 120	189
Patterson, Angela (ESL Teacher/Eisenhower/Washington)	\$41,350	09/04/10	180 039 309 110000 120 180 039 104 110000 120	189
Raney, Diana (Math Teacher/Coronado Middle School)	\$40,075	08/04/10	130 020 308 172300 120 120 040 308 110000 120	189
Reeter, Melynda (Grade 3 Teacher/JFK Elementary School)	\$38,650	08/04/10	130 030 439 176000 120 120 040 439 110000 120 130 020 439 172300 120	189
Robben, Liana (Math Teacher/Northwest Middle School)	\$38,950	08/04/10	130 020 312 172300 120 120 040 312 110000 120	189
Valentine, Jacqueline (Grade 3 Collaborative Teacher/Mark Twain Elementary School)	\$38,500	08/04/10	421 035 455 110000 120	189
Vinatda, Thao Lo (Math Teacher/Washington High School)	\$38,500	08/04/10	120 040 104 110000 120	189

(2) The following students be employed as summer school tutors at Washington High School to be paid \$8.00 per hour, effective June 3, 2010: Budget: 120 030 001 110000 191

Adams-Buckner, Robert  
 Henre, Skylar  
 Johnson, Brittany  
 McKeithen, Jasmine  
 Waters, Rachel

## **B. SEPARATION**

- (3) The resignations of the following personnel be accepted on the effective dates indicated:

Anderson, Dameron	Paraprofessional/M.E. Pearson Elem.	Eff. 06/28/10
Davidson, Thomas	Teacher/New Chelsea Elementary	Eff. Cl. 09/10 schyr.
Flora, Dominic	Instr. Coach/Argentine Middle	Eff. Cl. 09/10 schyr.
Legris, Justin	Substitute Teacher	Eff. 06/30/10

- (4) The retirement of June Trumble, bus aide, be accepted, effective June 1, 2010.
- (5) The termination due to reduction in force of Mary Kay Graham, secretary, be rescinded and she be transferred to assessment control specialist to be paid \$33,000 per 261 days, effective July 1, 2010. Budget: 110 040 001 251100 169
- (6) The resignation of Christina Paradine, teacher, be rescinded and she be transferred to regular substitute teacher to be paid \$132.60, effective the 2010/2011 school year. Budget: 110 040 001 110000 131

## **C. SALARY ADJUSTMENTS AND REIMBURSEMENTS**

- (7) The personnel on the attached motion be paid \$20.72 per hour for after school tutoring at Sumner Academy, effective the 2010/2011 school year. Budget: 130 090 102 171000 191
- (8) The instructional coaches on the attached motion be transferred to teacher leaders to be paid a \$3,000 stipend for teacher leader duties, a \$2,000 stipend for district staff development duties, and twenty-five (25) additional days at their daily rate in addition to their annual teacher salary, effective July 19, 2010. Budget: 410 035 750 624100 120
- (9) Lauren Burns, substitute teacher, be transferred to fourth grade teacher at New Stanley Elementary School to be paid \$38,950 per 189 days, effective July 30, 2010. Budget: 421 035 475 110000 120
- (10) Sarah Pike, instructional coach, be transferred to Principal at Frances Willard Elementary School to be paid \$82,269 per 211 days, effective July 1, 2010. Budget: 110 040 427 241000 162
- (11) Anya Arnold, teacher, be transferred to teacher leader to be paid a \$3,000 stipend for teacher leader duties, a \$2,000 stipend for district staff development duties, and twenty-five (25) additional days at her daily rate in addition to her annual teacher salary, effective July 19, 2010. Budget: 410 035 750 624100 120
- (12) Suzanne Legg, instructional coach, be transferred to Elementary Curriculum Coordinator to be paid \$71,013 per 216 days, effective July 1, 2010. Budget: 110 040 001 232000 165
- (13) Melissa McCoy, special education teacher, be transferred to Continuous Improvement Facilitator to be paid a \$5000 stipend and ten (10) additional days, effective the 2010/2011 school year. Budget: 290 033 632 700048 120 and 290 033 632120000 120

**C. SALARY ADJUSTMENTS AND REIMBURSEMENTS CONTINUED**

- (14) Kendra Parris, special education teacher, be transferred to Continuous Improvement Facilitator to be paid a \$5000 stipend and ten (10) additional days, effective the 2010/2011 school year. Budget: 290 033 632 700048 120 and 290 033 632120000 120
- (15) Tonya Ellison, bus driver, be transferred from class I to class II bus driver to be paid \$19.86 per hour, effective May 12, 2010.
- (16) Jennifer Fields, bus driver, be transferred from class I to class II bus driver to be paid \$19.86 per hour, effective July 14, 2010.
- (17) Andrea Purvis, migrant data worker, be transferred from 186 days to 261 days to be paid \$40,900 per 261 days, effective August 1, 2010. Budget: 185 039 750 110000 169
- (18) Richard Nance, substitute teacher, be transferred to English teacher at J.C. Harmon High School to be paid \$38,500 per 189 days, effective August 4, 2010. Budget: 120 040 101 110000 120
- (19) The following personnel be paid \$20.72 per hour for work with Math Camp at Sumner Academy, effective July 26 – July 31, 2010. Budget: 130 090 102 171000 191

Behrman, Andrea	Kvasnicka, Amy	Stout, Brandi
Christwell, Cecil	Leighton, Cindy	Stout, Randy
Clark, Terry	Redway, Gayle	Tommer Marion
Gunter, Edward	Riley, Michael	Walsh, Catherine
Jay, Jason	Souder, Fred	Whitney, Kerri
Jolley, Brenda	Stigers, Joshua	
King, Canda	Stout, Barbara	

- (20) The following personnel be paid \$20.72 per hour for work as Professional Learning Center Coordinators at Sumner Academy, effective the 2010/2011 school year: Budget: 120 090 102 115001 191

Bergman, Elizabeth	Mock, Brett
Biggar, Paula	Thomas, Becky
Gonzales, Frank	Douglas, Wolff
Johnson, Kathleen	

- (21) Jim Clevenger, Director, be approved as a regular substitute teacher to be paid \$132.60 per day, effective the 2010/2011 school year. Budget: 110 040 001 110000 131
- (22) Paula Biggar, teacher, be paid \$20.72 per hour for work as International Baccalaureate Coordinator at Sumner Academy, effective the 2010/2011 school year. Budget: 120 090 102 115001 191
- (23) Douglas Wolff, teacher, be paid \$20.72 per hour for work as North Central Association Chairperson at Sumner Academy, effective the 2010/2011 school year. Budget: 120 090 102 115001 191

**C. SALARY ADJUSTMENTS AND REIMBURSEMENTS CONTINUED**

- (24) The following personnel be paid \$20.72 per hour for summer work on the special education social work handbook, effective summer 2010: Budget: 294 033 001 700183 568

Long, Jeannie  
Romo, Christina  
York, Carolyn

- (25) The salary of Lesleigh Junk-Terrill, new teacher, be adjusted to \$38,950 per 189 days based on completion of additional college credit, effective the 2010/2011 school year. Budget: 290 033 309 120000 120

- (26) The following personnel be paid \$20.72 per hour for work as Extended School Year substitute teachers for a maximum of forty-eight (48) hours, effective summer 2010: Budget: 291 033 001 700127 191

Ainsworth, Melissa    Stuart, Janette

- (27) The following teacher leaders be paid \$20.72 per hour for a Northwest Middle School leadership team retreat, effective July 11 – July 13, 2010: Budget: 410 090 312 638117 191

Pierce, Beverly    Toevs, Delanna

- (28) The following administrators be paid their normal daily rate for a Northwest Middle School leadership team retreat, effective July 11 – July 13, 2010: Budget: 410 090 312 638117 191

Guess, Samia    Mitchell, Carnest

- (29) Michael Boyda, teacher, be paid \$1,000 per week for a maximum of three (3) weeks for summer school principal duties at Rosedale Middle School outside of normal contract time, effective summer 2010. Budget: 429 035 001 140000 191

- (30) The following content teacher leaders be paid a \$3000 stipend for teacher leader duties, a \$2000 stipend for district staff development duties, and twenty-five (25) additional days at their daily rate in addition to their annual teachers salary, effective July 19, 2010. Budget: 410 035 750 624100 120

Burney, Brenda – Soc. Studies/World Languages  
Leach, Julie – 21<sup>st</sup> Century Literacy  
Ramirez, Margie – Secondary Literacy  
Scanlon, John – Secondary Mathematics

- (31) Maria Arreola, ESL aide, be paid her regular hourly rate for a maximum of forty (40) hours per week for migrant work with parents and students, effective July 2010. Budget: 185 039 001 110000 191

- (32) Edwin Wright, teacher, be paid \$20.72 per hour for work with curriculum review, effective summer 2010. Budget: 110 030 001 221200 191

**C. SALARY ADJUSTMENTS AND REIMBURSEMENTS CONTINUED**

- (33) Andrea Purvis, migrant data monitor, be paid her regular hourly rate for a maximum of fifteen (15) hours per week for migrant work with parents and students, effective July 2010. Budget: 185 039 001 110000 191
- (34) The certified personnel listed below be paid \$20.72 per hour for work on Whittier Elementary School resource room, effective July 7 –21, 2010: Budget: 410 035 001 710015 191
- |                   |                     |
|-------------------|---------------------|
| Absher, Phillip   | Letourneau, Deanne  |
| Andersen, Matthew | McDaniel, Monique   |
| Barber, Effie     | Molinar, Edna       |
| Beard, Ellen      | Ochoa, Raina        |
| Burton, Kristian  | Quinteros, Sildiane |
| Estell, Carla     | Rhodes, Melissa     |
| Fevold, Terri     | Richardson, Maggie  |
| Haught, Tammy     | Roman, Maria        |
| James, Robin      |                     |
- (35) Marilyn Nichols, paraprofessional, be paid her regular daily rate for tutoring at Washington High School, effective summer 2010. Budget: 141 030 104 116000 191
- (36) Sindy Suazo, ESL aide, be paid her regular daily rate for translating at Northwest Middle School, effective summer 2010. Budget: 110 030 001 221200 191
- (37) The following personnel be paid \$20.72 per hour for work with Extended School, effective summer 2010. Budget: 120 030 001 110000 191
- |                |               |
|----------------|---------------|
| Garcia, Daniel | Wright, Edwin |
|----------------|---------------|
- (38) Terry Grimes, teacher, be paid \$20.72 per hour for work with Behavior/Discipline Policy, effective summer, 2010. Budget: 410 035 001 710015 191
- (39) Adam Kelne, teacher, be paid \$20.72 per hour for work with the School Wide Discipline Committee, effective summer 2010. Budget: 410 035 001 710015 191
- (40) Stephen Palmerin, teacher be paid \$20.72 per hour for work with Extenship Mission, effective the 2009/2010 school year. Budget: 145 030 001 116000 191
- (41) Lesley Rodgers, teacher, be paid \$20.72 per hour for work with elementary summer reading, effective summer 2010. Budget: 410 031 001 700309 191
- (42) Kathleen Andalikiewicz, teacher, be approved as a summer school teacher to be paid \$20.72 per hour, effective summer 2010. Budget 130 090 001 140000 120
- (43) The following instructional coaches be paid their regular daily rate for work with preschool summer school, effective summer 2010. Budget: 420 035 001 140000 191

Ramirez, Margie	Sherretts-Risley, Scarlett
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**C. SALARY ADJUSTMENTS AND REIMBURSEMENTS CONTINUED**

(44) Christine Dewberry, early childhood mentor specialist, be paid her regular daily rate for work with preschool summer school, effective summer 2010. Budget: 420 035 001 140000 191

(45) The following certified staff be paid \$20.72 per hour for work with the On the Job Training Program, effective summer 2010: Budget: 145 030 001 116000 191

Rollins, Sue                  Stein, Scott

(46) The following classified staff be paid their regular daily rate for work summer school, effective summer 2010: Budget: 420 035 001 140000 191

Manherz, Nora              Phelps, Kathryn

(47) Cindy Leighton, teacher, be paid \$20.72 per hour for work with summer school, effective summer 2010. Budget: 350 032 001 140000 191

(48) The following personnel be paid \$20.72 per hour for work with Dr. Geisler training, effective summer 2010: Budget: 410 035 001 710015 191

Burton, Kristina              Kelsey, Sarah  
Davis, Pamela                Lockwood, Kristy  
Garman, Julie                Smith, Tracy  
Ikerd, Jacqueline            Wortman, Merriam  
Johnson, Anthony

**D. LEAVES OF ABSENCE**

**E. APPROVED TRAVEL**

**F. MISCELLANEOUS**

Allen, Torrence  
Bergman, Elizabeth  
Behrman, Andrea  
Biggar, Paula  
Brown, Jamelle  
Bufton, Kevin  
Burns, Kelly  
Christwell, Cecil  
Clark, Terry  
Conklin, Scott  
Duncan, Dan  
Foster-Reynolds, Kristian  
Gontesky, Kelly  
Gonzales, Frank  
Gunter, Eddie  
Highlander, Charisse  
Hopkins, Rick  
Imperiale, Betzaida  
Jackson, Gale  
Jay, Jason  
Jensen, Erick  
Johnson, katie  
Jolley, Brenda  
Jolley, Charles  
King, Canda  
Klein, Joyce  
Kvasnicka, Amy  
Leighton, Cindy

Mock, Bret  
Parra, Daniel  
Parra, Mallory  
Prier, Michael  
Rhodes, Rashandra  
Riley, Michael  
Souder, Fredrick  
Stigers, Josh  
Stout, Barb  
Stout, Randy  
Walsh, Catherine  
Whitney, Kerri  
Wolff, Doug

**HIGH SCHOOL**

Eddie Wright	Harmon
Lindsey Schneider	Harmon
Mary Blomquist	Schlagle
Jarius Jones	Schlagle
Lisa Perry	Sumner
Sue Bowman	Washington
Joe Graham	Washington
Brian Dolezal	Wyandotte

**MIDDLE SCHOOL**

Monica Randle	Arrowhead
Cindy Comer	Central
Patrice Dorian	Coronado
Anne Marie Bixler-Funk	Eisenhower
Yandell Toevs	Northwest
Sue Pierce	Northwest
April Banks	Rosedale
Jennifer Ray	West

**ELEMENTARY SCHOOL**

Julie Garman	Banneker
Donna Heady	Bethel
Stacey Chatmon	Caruthers
Ania Johnson	Claude Huyck
Barbara Hermocillo	Emerson
Teresa McKinley	Eugene Ware
Ellen Beckley	Frances Willard
Mary Hernandez	Frank Rushton
Zaneta Jordon	Grant
Evelyn Lohrey	Hazel Grove
Denise Blinn	Lindbergh
Lisa Schonhoff	Mark Twain
Eloise Davidson	ME Pearson
Molly Struzzo	New Chelsea
Mary Ann Petrich	New Stanley
Jolene Jackson	Noble Prentis
Douglass Pratt	Parker
Jenny Sanchez	Silver City
Carla Herron	Stony Point North
Iva Lee Colgan	Stony Point South
Vickie Trutzel	T.A Edison
Kim Williams	Welborn
Jane Martin	White Church
Deanne Letourneau	Whittier
Maggie Knowlton-Richardson	Whittier
Clara Graham	W.A White

**PRESCHOOL**

Jackie Hostetler	Kansas City Kansas Early Childhood Ctr.
Heather Turi	Morse
Michelle Garrett	Quindaro



# Kansas City, Kansas Public Schools

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Unified School District No. 500

## MEMORANDUM

**TO:** THE KANSAS CITY, KANSAS BOARD OF EDUCATION

**FROM:** Dr. Cynthia Lane, Superintendent of Schools

**DATE:** July 7, 2010

**SUBJECT:** NAMING OF NEW CENTRAL OFFICE FACILITY

### RECOMMENDATION:

That the Kansas City, Kansas Board of Education **begin the process of considering names for the new central office building under construction at 2010 North 59<sup>th</sup> Street in Kansas City, Kansas** as submitted by Mr. David Smith, Chief of Staff and as recommended by Dr. Cynthia Lane, Superintendent of Schools.

### EXPLANATION:

The Board of Education has approved the construction of a new facility to house staff from the Education Center at Indian Springs (which the district must vacate by December 31, 2010), and the Central Office at 625 Minnesota Avenue. The facility will be ready for occupancy in November, 2010. The administration seeks input from the Board of Education about the process to be used to decide on the name of the new facility.

Recommended by:

Dr. Cynthia Lane  
Superintendent of Schools

Submitted by:

Mr. David Smith  
Chief of Staff



# Kansas City, Kansas Public Schools

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Unified School District No. 500

## MEMORANDUM

**TO:** THE KANSAS CITY, KANSAS BOARD OF EDUCATION

**FROM:** Dr. Cynthia Lane, Superintendent of Schools

**DATE:** July 7, 2010

**SUBJECT:** COMMUNICATION PROTOCOLS

### RECOMMENDATION:

That the Kansas City, Kansas Board of Education **work with administration to develop protocols for communication between the administration and the Board** as submitted by Mr. David A. Smith, Chief of Staff and as recommended by Dr. Cynthia Lane, Superintendent of Schools.

### EXPLANATION:

In order to maintain strong communication between the Superintendent and the Board of Education, it is important to establish protocols for communication between the administration and the Board. The attached recommendations are meant as a starting place for discussion with the Board.

Recommended by:

Dr. Cynthia Lane  
Superintendent of Schools

Submitted by:

Mr. David Smith  
Chief of Staff

**Kansas City, Kansas Public Schools  
BOARD AND SUPERINTENDENT EXPECTATIONS  
2010-2011**

**Developing an Effective Partnership and Leadership Team**

In order to maintain strong communication between the Superintendent and the Board of Education, it is important to establish protocols for communication between the administration and the Board. The suggestions below generally follow current practice, and are presented as ideas for discussion.

**COMMUNICATION**

- **Frequency** – Weekly Friday Note
- **Type of Information** – Share an update on activities of the Superintendent of interest to the Board. Student or staff incidents will be immediately reported to the Board
- **Format** – Email with urgent communication via phone calls
- **Depth of Information** – Shared so the Board can take any necessary action or respond to requests from patrons and/or staff
- **How will Board Members request information from the Superintendent?**
- **Regular Reports pertaining to “student achievement”** – Once a month during a regular Board meeting
- **Procedure for communication loop when Board members are contacted by district staff** – Email or call to Superintendent
- **Procedures for communication loop when Board Members are contacted by patrons** – Email or call to Superintendent

**ESTABLISHING BOARD MEETING AGENDA**

- **How shall we determine what items should be advanced to the Board’s Agenda?** Superintendent will organize the agenda and recommend items to be advanced to the Board President

- **Does the Board want to see the tentative agenda prior to the full agenda distribution?** The tentative agenda (list of items) may be emailed to the Board prior to the preparation of the agenda
- **KCK Public Library development and placement of items on agenda** – All KCKPL agenda items will be placed on the agenda to be addressed between 5:00 and 5:25. The Board will begin the “regular” meeting of the District at 5:30. Doing so allows for focused time on Public Library business.
- **Board workshops/ retreats** – Will focus on finances and budget; student achievement; district reform initiatives; establishing and monitoring progress on district goals. We would like to schedule a retreat in August to fully examine the reform initiative and strategic plans for the next 5 years.

## **PERSONNEL**

- **Expectation for communicating personnel decisions-** The Board will be given advanced notice of any “major” district level staffing changes. Notice will be via phone call or email.
- **Procedure for informing Board of issues involving personnel** – Regular updates will be provided in executive session or via phone calls for any “urgent” or high profile situations.
- **Staff concerns-** Please direct to Superintendent to assign staff to follow-up and report back to Board

## **STUDENTS**

- **Expectation for communicating student related incidents** – Regular updates provided in executive session or phone call for any “urgent” or high profile situations.

## **VISIBILITY OF SUPERINTENDENT AND COUNCIL AT SCHOOL EVENTS**

- The Superintendent and “Council” will regularly attend school events and activities.

## KEY COMMUNITY ORGANIZATIONS TO FORM STRONG RELATIONS

- Chamber of Commerce
- Service Organizations (identify key groups)

## POLICY REVIEW AND REVISION

- **Procedures for reviewing Board Policies**- The Superintendent and Council will routinely review Policies and make recommendations to the Board following our past practices
- 

## DECISION MAKING

- **Time needed for making decisions** - Do you have sufficient time to review the agendas? Any changes or improvements recommended?

## OTHER