KANSAS CITY
KANSAS
PUBLIC SCHOOLS

2010 N. 59th Street, Kansas City, KS 66104
(913) 551-3200 FAX: (913) 551-3217

WWW.KCKPS.ORG

REGULAR AGENDA

Tuesday
October 22, 2013
5:30 p.m.

I. Call to Order

II. Roll Call

III. Pledge of Allegiance

IV. Approval of Regular and Addendum Agendas

V. Approval of Consent Agenda

A. Approve Items on the Consent Agenda (Note Pages 3-29).

1) Approve Payment of Bills in the Amount of $2,603,687.59 (Note Page 3).

2) Approve Minutes for the October 8, 2013 – Regular Meeting (Note Page 25).

VI. Communications

A. Superintendent

B. Board President

C. Board Reports

VII. Recognitions and Awards

A. Student of the Month Recognition (Note Page 30).

B. Recognition of Top Foundation of Excellence Sponsors (Note Page 32).

VIII. Legislative Report

IX. Community Comment

A. Kelly Newton, KCKCC
B. Christy Heath, Good News Clubs

X. Library Communications

A. Carol Levers, Director of Libraries

XI. Reports of the Superintendent

A. Approve Public Library Human Resources and Library Operations Recommendations (Note Page 33).

B. Accept Report on Healthy Campus for Northeast Kansas City, Kansas (Note Page 35).

C. Accept Report on Graduation On-Track and On-Time (Note Page 37).

D. Approve Early Graduation of Student from Wyandotte High School (Note Page 38).

E. Accept Report on the Submission of the Head Start Grant (Note Page 40).

F. Approve Human Resources Report and Recommendations (Note Page 41).

G. Recess to Executive Session for the Following Exceptions to the Kansas Open Meetings Act:
   (a) Attorney Client Privilege – to protect attorney-client privilege and the public interest.
   (b) Non-Elected Personnel – to protect the privacy interests of an identifiable individual(s).

XIII. New Business

XIV. Board Discussion

A. Upcoming Dates:
- October 23 – Special BOE Workshop, 2 p.m.
- October 24 – Family Advocacy, No School
- October 25 – Teacher Non-Duty Day, No School
- October 31 – United Way Auction/Luncheon, Central Office, 11:30 am
- November 12 – BOE Meeting, 5:30 p.m.
- November 26 – BOE Meeting, 5:30 p.m.
- November 27-29 – Holiday/Administrative Offices Closed

XV. Adjournment

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MEMORANDUM

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

FROM: Dr. Cynthia Lane, Superintendent of Schools

DATE: October 22, 2013

SUBJECT: **PAYMENT OF BILLS**

RECOMMENDATION:

The Kansas City Board of Education **approve the Payment of Bills** as submitted by Dr. Kelli Mather, Chief Financial Officer and as recommended by Dr. Cynthia Lane, Superintendent of Schools.

EXPLANATION:

The bills are certified as due and payable in the amount of $2,603,687.59 in accordance with Board Policy and Administrative Guidelines and any and all State Board of Education Regulations, State Laws and/or Federal Laws.

Recommended by:

Dr. Cynthia Lane
Superintendent of Schools

Submitted by:

Dr. Kelli Mather
Chief Financial Officer

KANSAS CITY, KS PUBLIC SCHOOLS
Accounts Payable Invoice Edit
Subtotals by Bank and Vendor Name
10/22/13 - 10/22/13

Bank 2 Bank Name UMB NATIONAL BANK OF AMERICA

Vendor #	Name	Credit Memo Amt / Discount Amt	Tax Amount	Gross Invoice Amt / Manual Check Amount	Liquidation Amount / ACH Amount	Expenditure Amount / Wire Payment Amount	Total Amount
23233	ABBOTT, JENNIFER			$26.43	$26.43	$26.43	$26.43
36948	ABRAHAM, CINDY			$62.72	$62.72	$62.72	$62.72
17217	ABRAMS PUBLISHERS & CO.			$2,415.60	$2,415.60	$2,415.60	$2,415.60
29684	ADVANCE EDUCATION, INC.			$725.00	$725.00	$725.00	$725.00
36510	AGNEW, RYAN			$113.90	$113.90	$113.90	$113.90
19749	ALEXANDER OPEN SYSTEMS			$3,907.50	$3,907.50	$3,907.50	$3,907.50
00234	ALGY COSTUMES & UNIFORMS			$1,023.40	$1,023.40	$1,023.40	$1,023.40
26736	ALIBRIS			$28.94	$28.94	$28.94	$28.94
00242	ALL NATIONS FLAG COMPANY			$369.36	$369.36	$369.36	$369.36
37018	ALLEN, SUZY			$42.06	$42.06	$42.06	$42.06
25681	ALLIED STAFFING, LLC			$3,277.92	$3,277.92	$3,277.92	$3,277.92
25538	ALPHA & OMEGA LLC			$220.00	$220.00	$220.00	$220.00
00259	ALTUNA, MARITES			$123.76	$123.76	$123.76	$123.76
37179	AMERICAN DIGITAL SECURITY, LLC			$6,949.27	$6,949.27	$6,949.27	$6,949.27
37475	AMERICAN FLOOR CARE LLC			$10,258.08	$10,258.08	$10,258.08	$10,258.08
				$10,258.08			
00357	AMERICAN SPRING COMPANY INCORPORATED			$519.11	$519.11	$519.11	$519.11

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23185	AMERIPRIDE LINEN AND APPAREL SERVICES			$181.64	$181.64	$181.64	$181.64
11290	ANDERSON, SHARON			$17.64	$17.64	$17.64	$17.64
29875	APAC - KANSAS, INC.			$79.55	$79.55	$79.55	$79.55
00743	APPLE COMPUTER			$4,109.00	$4,110.00	$4,109.00	$4,109.00
00713	APPLE, DEBORAH			$36.68	$9.84	$36.68	$36.68
28728	ARREOLA, MARIA D.			$34.98	$34.98	$34.98	$34.98
00814	ARROW-COLD CONTROL PARTS			$276.07	$276.07	$276.07	$276.07
36690	ARTZ-MCCOMB, LANA			$23.10	$23.10	$23.10	$23.10
00861	ASCD			$888.35	$888.35	$888.35	$888.35
28596	AT & T			$273.02	$273.02	$273.02	$273.02
01075	BAKER & TAYLOR ENTERTAINMENT			$1,998.22	$1,998.22	$1,998.22	$1,998.22
01066	BAKER & TAYLOR, INC.			$238,092.77	$236,253.82	$238,092.77	$238,092.77
01177	BARNES & NOBLE			$587.80	$587.80	$587.80	$587.80
01177	BARNES & NOBLE BOOKSTORE			$3,945.04	$3,945.04	$3,945.04	$3,945.04
24183	BARNES AND NOBLE			$312.39	$312.39	$312.39	$312.39
36513	BARRY, SHAWN						

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				$69.22	$69.22	$69.22	$69.22
01188	BASIC BUSINESS PRODUCTS INC.			$688.61	$688.33	$688.61	$688.61
02814	BAY INSULATION OF KANSAS CITY, INC.			$181.82	$167.81	$181.82	$181.82
22190	BERRY, KRISS			$154.00	$154.00	$154.00	$154.00
01418	BILL'S FLOOR MACHINE SERVICE			$580.24	$580.24	$580.24	$580.24
29801	BLACK, LINDSAY			$100.86	$100.86	$100.86	$100.86
01595	BLACKSTONE AUDIO BOOKS			$8.00	$8.00	$8.00	$8.00
03434	BLICK ART MATERIALS			$1,818.03	$1,818.03	$1,818.03	$1,818.03
29254	BLUE CROSS BLUE SHIELD OF KANSAS CITY, INC.			$1,765,690.49 $1,765,690.49	$1,765,690.49	$1,765,690.49	$1,765,690.49
01604	BOB D. CAMPBELL & CO.			$750.00 $750.00	$750.00	$750.00	$750.00
27442	BONNIE O'NEAL CONSULTING, INC.			$1,462.17	$1,462.17	$1,462.17	$1,462.17
21823	BOOTH, JO ANN			$224.39	$224.39	$224.39	$224.39
01596	BOYD, LAURIE			$11.26	$11.26	$11.26	$11.26
01621	BRIGHT, ALICE			$269.64	$269.64	$269.64	$269.64
36630	BRIGHTARROW TECHNOLOGIES, INC.			$3,659.84	$3,659.84	$3,659.84	$3,659.84
01753	BRODART CO. (REMITTANCE ADDRESS)			$49.37	$49.37	$49.37	$49.37

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01664	BROWN, ANGELA			$232.68	$232.68	$232.68	$232.68
01722	BSN SPORTS/COLLEGIATE PACIFIC			$196.49	$196.49	$196.49	$196.49
20491	BURNHAM, SARAH			$87.25	$87.25	$87.25	$87.25
37244	C & C PRODUCE			$9,172.45	$9,172.45	$9,172.45	$9,172.45
36879	CAFE 500			$172.00	$157.90	$172.00	$172.00
26217	CARTRIDGE KING OF KANSAS			$2,357.31	$2,355.83	$2,357.31	$2,357.31
25136	CBIZ BENEFITS & INSURANCE			$2,336.75 $2,336.75	$2,336.75	$2,336.75	$2,336.75
18038	CDW GOVERNMENT, INC.			$25,230.00	$25,230.00	$25,230.00	$25,230.00
18038	CDW LLC			$1,039.79	$1,039.79	$1,039.79	$1,039.79
20466	CENGAGE LEARNING			$36.45	$36.45	$36.45	$36.45
19315	CENGAGE LEARNING (FORMERLY GALE)			$335.85	$335.85	$335.85	$335.85
02257	CFM DISTRIBUTORS			$656.60	$656.60	$656.60	$656.60
06550	CHARLES D. JONES CO.,INC.			$1,444.23	$1,444.23	$1,444.23	$1,444.23
02321	CHELSEA HOUSE PUBLISHERS, LLC			$4,044.45	$4,044.45	$4,044.45	$4,044.45
02346	CHIEFTAIN PUBLISHERS INC			$37.00	$37.00	$37.00	$37.00
23965	CINTAS DOCUMENT MANAGER			$49.55	$49.55	$49.55	$49.55

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02473 CLARK, LOREE			$193.68	$193.68	$193.68	$193.68
02477 CLARKS TOOL & EQUIP			$51.54	$51.54	$51.54	$51.54
19069 CLASSROOM DIRECT			$96.92	$96.92	$96.92	$96.92
02572 COCA COLA COMPANY			$1,121.97	$1,121.97	$1,121.97	$1,121.97
28323 COMPASS LEARNING, INC.			$17,300.00	$17,300.00	$17,300.00	$17,300.00
02815 CONSTRUCTIVE PLAYTHINGS			$996.16	$996.16	$996.16	$996.16
29218 COPY CENTER			$651.76	$651.76	$651.76	$651.76
37147 CRAWFORD MECHANICAL CONTRACTORS, INC.			$7,598.80	$7,598.80	$7,598.80	$7,598.80
37156 CRAWFORD, SHELLY			$149.86	$149.86	$149.86	$149.86
19737 CREATIVE TEACHING PRESS			$113.15	$113.15	$113.15	$113.15
03103 CROFT RENTAL			$338.12	$338.12	$338.12	$338.12
03102 CROFT TRAILER SUPPLY			$311.67	$311.67	$311.67	$311.67
03120 CRS, INC.			$1,496.44	$1,496.44	$1,496.44	$1,496.44
03149 CUSTOM RADIO			$31,671.27	$31,671.27	$31,671.27	$31,671.27
27528 DELOACH, DAVID			$54.43	$54.43	$54.43	$54.43
22902 DEMCO, INC.						

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				$1,336.99	$1,619.71	$1,336.99	$1,336.99
27085	DESIGNED BUSINESS INTERIORS, INC.			$177.78	$177.78	$177.78	$177.78
29415	DIGITAL LAGOON LTD			$200.00	$200.00	$200.00	$200.00
36462	DISCOUNT OFFICE ITEMS.COM			$996.15	$1,000.00	$996.15	$996.15
36561	DODDERIDGE, TAMMY			$92.40	$92.40	$92.40	$92.40
28246	DONAHY, JILL			$46.38	$46.38	$46.38	$46.38
22558	DONNELLY, KATHLEEN			$27.10	$27.10	$27.10	$27.10
03524	DORMA USA DBA/DOOR CONTROLS INC			$141.06	$141.06	$141.06	$141.06
19297	DRAGNET ENTERPRISES			$439.90	$439.90	$439.90	$439.90
10761	DURHAM SCHOOL SERVICES			$104.46	$104.46	$104.46	$104.46
04165	ELECTRONIC SUPPLY			$181.24	$181.24	$181.24	$181.24
04206	ELLISON EDUCATIONAL EQUIP			$11.00	$11.00	$11.00	$11.00
25760	EMEDCO, INC.			$170.74	$170.79	$170.74	$170.74
29603	FABRIC PRINT INC.			$168.00	$2,508.00	$168.00	$168.00
04523	FERGUSON ENTERPRISE, INC.#215			$672.51	$667.48	$672.51	$672.51
24635	FERGUSON, JENNIFER			$57.94	$57.94	$57.94	$57.94

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04621	FISHER SCIENCE EDUCATION			$2,334.15	$2,334.18	$2,334.15	$2,334.15
37148	FLEET CHARGE			$11,068.39	$10,985.17	$11,068.39	$11,068.39
22705	FOLLETT EDUCATIONAL SERVICES			$324.50	$324.50	$324.50	$324.50
19744	FOX, DARYL			$80.30	$80.30	$80.30	$80.30
17070	FREDRICKSON, LESLIE			$84.00	$84.00	$84.00	$84.00
26174	FRY, CYNTHIA			$18.58	$18.58	$18.58	$18.58
18329	GABLE, DEBBIE			$73.25	$73.25	$73.25	$73.25
27580	GEIGER READY MIX COMPANY			$732.58	$732.58	$732.58	$732.58
05018	GIANAKON, LOUISE			$76.44	$76.44	$76.44	$76.44
29843	GIL, SARAH			$175.00	$175.00	$175.00	$175.00
25152	GIRL SCOUTS OF N.E KANSAS AND N.W.MISSOURI			$2,070.00	$2,070.00	$2,070.00	$2,070.00
29866	GLEASON, TREVOR			$331.24	$331.24	$331.24	$331.24
05061	GLEN-GERY CORP.			$33.36	$33.60	$33.36	$33.36
05126	GOPHER SPORT			$1,242.15	$1,242.15	$1,242.15	$1,242.15
05107	GORDON N. STOWE & ASSOC.			$409.62	$400.00	$409.62	$409.62
22583	GORDON, STAN			$2,580.00	$2,580.00	$2,580.00	$2,580.00

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05177 GRAINGER, INC.			$2,440.07	$2,440.07	$2,440.07	$2,440.07
05209 GRASS PAD			$209.90	$209.90	$209.90	$209.90
27293 GREEN, GAIL LYNNE			$91.17	$91.17	$91.17	$91.17
21349 GTM SPORTSWEAR			$921.00	$921.00	$921.00	$921.00
28702 GUARDIAN-APPLETON			$131,782.00	$131,782.00	$131,782.00	$131,782.00
			$131,782.00			
19296 HABER, BRUCE			$25.76	$25.76	$25.76	$25.76
17428 HALE, NANCY			$95.30	$95.30	$95.30	$95.30
05470 HANNA RUBBER CO			$67.10	$63.90	$67.10	$67.10
25491 HEARTLAND TOW, INC.			$89.00	$89.00	$89.00	$89.00
23578 HEINEMAN CLASSROOM			$430.65	$430.65	$430.65	$430.65
05636 HEN HOUSE			$97.28	$97.28	$97.28	$97.28
26819 HEWITT, LORI			$193.34	$193.34	$193.34	$193.34
37290 HICKORY GROVE PRESS			$106.65	$106.65	$106.65	$106.65
22683 HILLYARD			$7,440.51	$7,432.97	$7,440.51	$7,440.51
05729 HINES, DEANNA			$520.96	$520.96	$520.96	$520.96
			$520.96			
25615 HOUGHTON MIFFLIN						

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			$1,333.07	$1,333.07	$1,333.07	$1,333.07
28822 HOWARD CORE CO, LLC			$203.39	$203.39	$203.39	$203.39
25449 HUDDLESTON, JIM			$54.32	$54.32	$54.32	$54.32
05867 HY-VEE			$2,418.82	$2,418.82	$2,418.82	$2,418.82
22942 HYVEE			$1,627.56	$1,604.28	$1,627.56	$1,627.56
06032 INGRAM'S			$37.41	$37.41	$37.41	$37.41
26647 INTERLINK SUPPLY OF KANSAS			$474.95	$474.95	$474.95	$474.95
22819 J.L. SMITH & CO.			$555.65	$553.00	$555.65	$555.65
13430 J.W.PEPPER MALECKI-WINGERT-JONES MUSIC,INC.			$924.09	$924.09	$924.09	$924.09
24778 JACKSON, LARRY			$19.60	$19.60	$19.60	$19.60
06337 JACOBSEN, SARAH			$23.63	$23.63	$23.63	$23.63
01780 JERRY BURKE TRAVEL SERV			$870.60	$870.60	$870.60	$870.60
06441 JIM'S LOCK & SAFE			$3.90	$3.90	$3.90	$3.90
06536 JOHNSTONE SUPPLY			$2,097.26	$2,097.26	$2,097.26	$2,097.26
17422 JONES, LUCINDA M.			$110.37	$100.00	$110.37	$110.37
25307 JUNIOR LIBRARY GUILD			$110.37 $342.00	$342.00	$342.00	$342.00

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06783	KANSAS CITY AUDIO VISUAL (KCAV)			$2,318.20	$2,318.20	$2,318.20	$2,318.20
06778	KANSAS CITY BRICK			$42.30	$42.30	$42.30	$42.30
06805	KANSAS CITY STAR SUBSCRIPTIONS			$180.00	$180.00	$180.00	$180.00
06807	KANSAS CITY STEEL SUPPLY			$366.50	$366.50	$366.50	$366.50
06729	KANSAS CITY WINNELSON CO			$411.74	$356.28	$411.74	$411.74
06875	KATM CONFERENCE			$200.00	$200.00	$200.00	$200.00
29926	KAUFFMAN, LISLE			$35.50	$35.50	$35.50	$35.50
36363	KC STRINGS			$58,719.00	$58,719.00	$58,719.00	$58,719.00
36440	KC WINDUSTRIAL COMPANY			$486.12	$486.12	$486.12	$486.12
07130	KLEMP ELECTRIC MACHINE CO			$1,693.58	$1,681.83	$1,693.58	$1,693.58
25141	KOSTUS, ASHLEY			$237.94	$237.94	$237.94	$237.94
21985	LABOR READY CENTRAL, INC.			$16,211.63	$16,211.63	$16,211.63	$16,211.63
36964	LACEY, ANNE			$60.48	$60.48	$60.48	$60.48
07362	LAKESHORE BASICS			$1,633.75	$1,698.76	$1,633.75	$1,633.75
24570	LAKESHORE LEARNING MATERIALS			$635.57	$635.57	$635.57	$635.57
07416	LASER EQUIPMENT			$84.00	$84.00	$84.00	$84.00

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25992 LAW, LACEY			$109.37	$109.37	$109.37	$109.37
07495 LEADERSHIP 2000			$1,500.00	$1,500.00	$1,500.00	$1,500.00
07643 LEONARD, CHRISTINA			$42.34	$42.34	$42.34	$42.34
07675 LIBEER, LARRY			$339.92	$339.92	$339.92	$339.92
19198 LIBERTY HARDWOODS, INC.			$795.10	$795.10	$795.10	$795.10
21278 LIN, JODI			$67.54	$67.54	$67.54	$67.54
37445 LITTLE, DIANE			$113.79	$113.79	$113.79	$113.79
07795 LOVELESS, LAURA			$53.20	$53.20	$53.20	$53.20
25996 LOWE'S OF KANSAS CITY, KS (SHOP ONLY)			$1,731.59	$1,694.03	$1,731.59	$1,731.59
08131 MAHONEY, SUSANNE			$91.71	$91.71	$91.71	$91.71
05747 MANLOVE, BEVERLY			$26.88	$26.88	$26.88	$26.88
12088 MARLIN COMPANY, THE			$2,479.32	$2,479.32	$2,479.32	$2,479.32
36719 MASON, ERICA			$94.19	$94.19	$94.19	$94.19
07941 MASSCO MAINTENANCE SUPPLY			$1,170.88	$873.96	$1,170.88	$1,170.88
36721 MCCOY, BRIG			$40.94	$40.94	$40.94	$40.94
08072 MCDONALD, CHERYL						

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Vendor #	Name	Credit Memo Amt / Discount Amt	Tax Amount	Gross Invoice Amt / Manual Check Amount	Liquidation Amount / ACH Amount	Expenditure Amount / Wire Payment Amount	Total Amount
				$169.40	$169.40	$169.40	$169.40
24451	MEDCO SCHOOL FIRST-AID			$2,061.08	$2,061.07	$2,061.08	$2,061.08
27696	MERIDIAN WINDS			$104.00	$104.00	$104.00	$104.00
08325	MHS CASTOR & EQUIP.			$222.72	$222.72	$222.72	$222.72
22900	MICRO FOCUS, INC.			$1,991.02	$1,991.02	$1,991.02	$1,991.02
08402	MIDWAY FORD			$341.58	$341.58	$341.58	$341.58
08473	MIDWEST TAPE			$221.75	$221.75	$221.75	$221.75
08442	MIDWEST TOW & TRANSPORT SPECIALIST			$225.00	$225.00	$225.00	$225.00
26905	MITY-LITE			$4,455.06	$4,455.06	$4,455.06	$4,455.06
08592	MOBILFONE			$120.38	$120.38	$120.38	$120.38
19967	MONAGHEN, PATRICIA			$259.95	$259.95	$259.95	$259.95
19715	MOODY, LOUISE			$90.55	$90.55	$90.55	$90.55
08659	MOORE, STEVEN			$88.65	$88.65	$88.65	$88.65
27223	MOST, RYAN			$29.12	$29.12	$29.12	$29.12
21931	MOZAFFARI, CAROLINE			$148.18	$148.18	$148.18	$148.18
20507	MURPHY, PATRICIA A.			$35.28	$35.28	$35.28	$35.28

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08746	MURPHY, PATRICIA L.			$308.00	$308.00	$308.00	$308.00
36652	MUSIC AND ARTS CENTERS			$6,861.00	$6,861.00	$6,861.00	$6,861.00
08620	MUSIC THEATRE INTERNATIONAL			$390.00	$390.00	$390.00	$390.00
21191	NANCE-DURST, SHERYL			$55.88	$55.88	$55.88	$55.88
08790	NASCO			$340.36	$340.36	$340.36	$340.36
22052	NCH CORPORATION			$8,769.22	$8,769.22	$8,769.22	$8,769.22
29774	NEADERHISER, JEAVENN			$39.94	$39.94	$39.94	$39.94
24939	NEBRASKA FURNITURE MART			$3,524.96	$3,524.96	$3,524.96	$3,524.96
28699	NGLIC C/O SUPERIOR VISION PLAN			$29,251.78 $29,251.78	$29,251.78	$29,251.78	$29,251.78
28674	NICKOLETT, MICHELLE			$43.68	$43.68	$43.68	$43.68
09140	NILL BROTHERS SPORTING CO			$432.29	$432.29	$432.29	$432.29
37315	NORRIS EQUIPMENT			$665.61	$665.61	$665.61	$665.61
09256	O'REILLY AUTO PARTS			$780.53	$780.53	$780.53	$780.53
08399	ODORITE MID AMERICA			$13.98	$13.98	$13.98	$13.98
09322	OLATHE FORD TRACTOR & EQUIPMENT COMPANY			$170.16	$170.16	$170.16	$170.16
23045	OMEGA DOOR AND HARDWARE			$43,974.00	$43,974.00	$43,974.00	$43,974.00

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Vendor # Name	Credit Memo Amt / Discount Amt	Tax Amount	Gross Invoice Amt / Manual Check Amount	Liquidation Amount / ACH Amount	Expenditure Amount / Wire Payment Amount	Total Amount
09352 ORIENTAL TRADING CO			$506.39	$485.10	$506.39	$506.39
29916 PACIFIC NORTHWEST PUBLISHING, INC.			$240.75	$240.75	$240.75	$240.75
25863 PBS DISTRIBUTION, LLC			$104.74	$104.74	$104.74	$104.74
18155 PEARSON EDUCATION			$687.21	$687.21	$687.21	$687.21
24734 PETER ZARET & SONS VIOLINS			$41.00	$40.00	$41.00	$41.00
09800 PITNEY BOWES GLOBAL FINANCIAL SERVICES			$3,487.66	$3,487.66	$3,487.66	$3,487.66
			$3,487.66			
09895 POSITIVE PROMOTIONS			$99.70	$99.70	$99.70	$99.70
10092 PUR-O-ZONE CHEMICAL CO			$450.41	$418.58	$450.41	$450.41
10131 QUILL CORPORATION			$12.32	$21.56	$12.32	$12.32
28286 RAMIREZ, JENNIFER D.			$99.46	$99.46	$99.46	$99.46
10226 READING REPTILE			$109.22	$109.22	$109.22	$109.22
10222 REALLY GOOD STUFF			$3,111.92	$3,059.25	$3,111.92	$3,111.92
22221 RECORDED BOOKS			$1,227.33	$1,227.33	$1,227.33	$1,227.33
26881 RICHARDSON, ANDREA			$50.14	$50.14	$50.14	$50.14
29789 RICHARDSON, LEANNE			$30.80	$30.80	$30.80	$30.80
21860 RISCOVALLEZ, OLIVIA						

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Vendor #	Name	Credit Memo Amt / Discount Amt	Tax Amount	Gross Invoice Amt / Manual Check Amount	Liquidation Amount / ACH Amount	Expenditure Amount / Wire Payment Amount	Total Amount
				$32.03	$32.03	$32.03	$32.03
19957	ROBERTS DAIRY			$31,189.01	$31,189.01	$31,189.01	$31,189.01
10461	ROBINSON, JOAN			$2.52	$2.52	$2.52	$2.52
26018	ROGERS, KAREN			$16.69	$16.69	$16.69	$16.69
37446	RUSSELL, CHRISTINA			$109.20	$109.20	$109.20	$109.20
10565	RYAN BUILDING MATERIALS, LLC.			$136.85	$136.85	$136.85	$136.85
05145	SAFETY & HEALTH COUNCIL			$80.00	$80.00	$80.00	$80.00
36940	SANCHEZ, GINA M.			$21.28	$21.28	$21.28	$21.28
19968	SCHMIEDING, WANDA			$112.61	$112.61	$112.61	$112.61
11560	SCHOLASTIC - STORYWORKS			$447.70	$448.00	$447.70	$447.70
22994	SCHOOL OUTFITTERS			$2,472.54	$2,387.99	$2,472.54	$2,472.54
22624	SCHOOL SPECIALITY			$554.00	$554.00	$554.00	$554.00
23362	SCHOOL SPECIALTY			$2,245.52	$2,248.24	$2,245.52	$2,245.52
10762	SCHOOL SPECIALTY INC.			$56.80	$56.80	$56.80	$56.80
37447	SCHUTTE, LINDSAY			$40.32	$40.32	$40.32	$40.32
36958	SEJKORA, MAKAYLA			$78.06	$78.06	$78.06	$78.06

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Vendor #	Name	Credit Memo Amt / Discount Amt	Tax Amount	Gross Invoice Amt / Manual Check Amount	Liquidation Amount / ACH Amount	Expenditure Amount / Wire Payment Amount	Total Amount
10963	SHERWIN WILLIAMS			$2,059.75	$2,453.06	$2,059.75	$2,059.75
37479	SIMMONS COLLEGE			$250.00	$250.00	$250.00	$250.00
09305	STAPLES BUSINESS ADVANTAGE			$107.98	$118.22	$107.98	$107.98
11380	SUBSCRIPTION SERVICE OF AMERICAN, INC.			$453.43	$453.43	$453.43	$453.43
36990	TERRY, ALESHA			$29.12	$29.12	$29.12	$29.12
29102	UNIQUE MANAGEMENT SERVICES, INC.			$1,270.90	$1,270.90	$1,270.90	$1,270.90
37375	WOOLERY, KIM			$20.16	$20.16	$20.16	$20.16
Bank Total:				$2,598,480.09 $1,944,188.09	$2,598,955.19	$2,598,480.09	$2,598,480.09
Grand Total:				$2,598,480.09 $1,944,188.09	$2,598,955.19	$2,598,480.09	$2,598,480.09

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Vendor # Name	Credit Memo Amt / Discount Amt	Tax Amount	Gross Invoice Amt / Manual Check Amount	Liquidation Amount / ACH Amount	Expenditure Amount / Wire Payment Amount	Total Amount
* 70465 BAKER, JOSEPH C.			$45.00		$45.00	$45.00
* 70467 BARTLETT, DOUGLAS			$100.00		$100.00	$100.00
* 70605 BETTS, ANDREW MICHAEL			$70.00		$70.00	$70.00
* 70821 BLONDIN, JAMES D			$150.00		$150.00	$150.00
* 70481 BUEHLER, GREGG E.			$60.00		$60.00	$60.00
* 70331 CAHILL, MARK			$85.00		$85.00	$85.00
* 70822 CALLAHAN, MICHAEL W			$70.00		$70.00	$70.00
* 70445 CARTER, PRIDE			$70.00		$70.00	$70.00
* 70063 CARTER, STEVEN L.			$60.00		$60.00	$60.00
* 70399 CASPER, ROGER J.			$70.00		$70.00	$70.00
* 70820 CLEM, TAMMY			$107.50		$107.50	$107.50
* 70000 COLLINS, DAVID			$50.00		$50.00	$50.00
* 70003 CROCKETT, RICHARD A.			$50.00		$50.00	$50.00
* 70304 DAVIS, CHARLOTTE J.			$50.00		$50.00	$50.00
* 70377 DEBOSE, DOUGLAS			$150.00		$150.00	$150.00
* 70345 DRATH, CRAIG R.			$100.00		$100.00	$100.00

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Vendor # Name	Credit Memo Amt / Discount Amt	Tax Amount	Gross Invoice Amt / Manual Check Amount	Liquidation Amount / ACH Amount	Expenditure Amount / Wire Payment Amount	Total Amount
* 70116 ECCLESTON, THOMAS E.			$50.00		$50.00	$50.00
* 70444 EMANUEL, LOUIS			$70.00		$70.00	$70.00
* 70422 FAZIO, DONALD T.			$85.00		$85.00	$85.00
* 70461 FLAHARTY, DAPHNE			$90.00		$90.00	$90.00
* 70131 FREEMAN, ROD			$45.00		$45.00	$45.00
* 70044 GLAVIN, GERALD R.			$50.00		$50.00	$50.00
* 70614 GOODWIN, CORY A.			$70.00		$70.00	$70.00
* 70609 GREGOIRE, KIMBERLY W.			$150.00		$150.00	$150.00
* 70132 GUMMINGER, ED			$110.00		$110.00	$110.00
* 70362 HILL, STEVEN			$60.00		$60.00	$60.00
* 70254 HOUGLAND, BLAINE A.			$60.00		$60.00	$60.00
* 70382 HUDSON, ROBERT E.			$60.00		$60.00	$60.00
* 70057 JANNER, WILLIAM P.			$150.00		$150.00	$150.00
* 70745 JOHNSON, ALLEN G			$72.50		$72.50	$72.50
* 70198 KING, DOUGLAS			$85.00		$85.00	$85.00
* 70118 LAVENDER, LANCE M.						

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Vendor # Name	Credit Memo Amt / Discount Amt	Tax Amount	Gross Invoice Amt / Manual Check Amount	Liquidation Amount / ACH Amount	Expenditure Amount / Wire Payment Amount	Total Amount
			$50.00		$50.00	$50.00
* 70823 LEWIS, KYLE N			$45.00		$45.00	$45.00
* 70538 LINDSAY, SR., MARK A.			$45.00		$45.00	$45.00
* 70450 LONGSTON, MELISSA			$25.00		$25.00	$25.00
* 70221 LOYA, DAVID P.			$132.50		$132.50	$132.50
* 70492 LYONS, WAYNE			$45.00		$45.00	$45.00
* 70380 MARTIN, SHARETTA			$25.00		$25.00	$25.00
* 70734 MCGINNIS, LESLIE			$107.50		$107.50	$107.50
* 70471 MUSCARI, ANTHONY J.			$100.00		$100.00	$100.00
* 70088 NANCE, CHARLES			$150.00		$150.00	$150.00
* 70096 NOLL, RANDY P.			$50.00		$50.00	$50.00
* 70107 NUNLEY, LOWELL			$50.00		$50.00	$50.00
* 70230 POOLMAN, DAN			$50.00		$50.00	$50.00
* 70025 PRICE, THOMAS L.G.			$100.00		$100.00	$100.00
* 70729 RICHARDSON, CARRIE			$90.00		$90.00	$90.00
* 70098 ROBARE, GEORGE B.			$142.50		$142.50	$142.50

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Vendor # Name	Credit Memo Amt / Discount Amt	Tax Amount	Gross Invoice Amt / Manual Check Amount	Liquidation Amount / ACH Amount	Expenditure Amount / Wire Payment Amount	Total Amount
* 70800 SARGENT, JOHN WHITAKER (WHIT)			$100.00		$100.00	$100.00
* 70145 SAUCEDA, SALLY			$100.00		$100.00	$100.00
* 70387 SCHLEICHER, ED			$142.50		$142.50	$142.50
* 70726 STRIGGOW, RUTH			$22.50		$22.50	$22.50
* 70403 STUTHEIT, STEVE			$107.50		$107.50	$107.50
* 70532 ULRICH, JOEL			$150.00		$150.00	$150.00
* 70722 VEGA, MICHAEL			$60.00		$60.00	$60.00
* 70768 WALTERS, ROBERT			$100.00		$100.00	$100.00
* 70536 WATSON, BRIAN J.			$70.00		$70.00	$70.00
* 70473 WELTY, BONNIE			$107.50		$107.50	$107.50
* 70263 WILLS, MARCUS			$85.00		$85.00	$85.00
* 70711 WOICKE, DAN			$70.00		$70.00	$70.00
* 70372 WOLSLEGER, CHRISTOPHER			$70.00		$70.00	$70.00
* 70631 WOODY, RACHAEL			$150.00		$150.00	$150.00
* 70784 YOUOGO, MEDIE			$100.00		$100.00	$100.00
* 70449 ZIMMERMAN, KEITH C.			$70.00		$70.00	$70.00

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Vendor # Name	Credit Memo Amt / Discount Amt	Tax Amount	Gross Invoice Amt / Manual Check Amount	Liquidation Amount / ACH Amount	Expenditure Amount / Wire Payment Amount	Total Amount
Bank Total:			$5,207.50		$5,207.50	$5,207.50
Grand Total:			$5,207.50		$5,207.50	$5,207.50

KANSAS CITY BOARD OF EDUCATION (USD #500)
MINUTES – REGULAR MEETING
October 8, 2013
5:30 P.M.

The regular meeting of the Kansas City Board of Education (USD #500) was held at 5:30 p.m. on Tuesday, October 8, 2013, at Hazel Grove Elementary School, 2401 N. 67th Street, Kansas City, Kansas.

Dr. Hill, Board President, called the meeting to order. Roll call showed the following: **Roll Call**

Members present: Dr. Evelyn Hill, Ms. Brenda C. Jones, Mr. Richard Kaminski, Ms. Vicki Meyer

Members absent: Mr. George Gray Breidenthal Jr., Mrs. Christal Watson, Mrs. Gloria A. Willis

Dr. Hill led the Pledge of Allegiance. **Pledge of Allegiance**

1. Ms. Meyer, seconded by Ms. Jones, moved: That the regular and addendum agendas of the Kansas City Board of Education for October 8, 2013, be approved. **Agenda**

   Motion Carried

2. Ms. Meyer, seconded by Ms. Jones, moved: That the Kansas City Board of Education remove item #6 from the consent addendum agenda and table the item until a later date. **Remove Item Consent Agenda**

   Motion Carried

3. Ms. Meyer, seconded by Ms. Jones, moved: That the Kansas City Board of Education approve items on the consent agenda as submitted below and as recommended by Dr. Cynthia Lane, Superintendent of Schools. **Consent Agenda**

   Motion Carried

   1) Approve the payment of bills in the amount of $3,455,496.33 as submitted by Dr. Kelli Mather, Chief Financial Officer. **Payment of Bills**

   2) Approve the minutes for the regular meeting of the Kansas City Board of Education held on September 24, 2013. **Minutes: 9/24/13**

   3) Approve the monthly financial report for August 2013 as submitted by Dr. Kelli Mather, Chief Financial Officer. **Financial Officer**

4) Approve the Local Education Agency Assurances and Opt-In for Title VI-B (SPED) Funding as submitted by Mr. Jayson Strickland, Assistant Superintendent, and Ms. Kimberly Shaw, Director of Special Education. **Title VI-B SPED Funding**

5) Approve an agreement with Coffeen Fricke and Associates Inc. in the amount of $66,700.00 for theatrical lighting and sound engineering design at four high schools as submitted by Dr. Kelli Mather, Chief Financial Officer, Mr. Robert Young, Director of Purchasing, and Ms. Jean Ney, Coordinator of Fine Arts and Physical Education. **Agreement: Engineering Designs**

6) Table Item. **Table Item**

7) Approve low bid meeting the written requirements of the bid document from Midwest Bus Sales for weight (8) each 24+3+1 passenger buses in the amount of $834,560.00 as submitted by Dr. Kelli Mather, Chief Financial Officer, Mrs. Lenora Miller, Director of Transportation, and Mr. Robert Young, Director of Purchasing. **Tab of Bids: Purchase of Buses**

8) Approve bid meeting written specifications from Matthews Specialty Vehicles in the amount of $242,540.00 for the purchase of a bookmobile as submitted by Dr. Kelli Mather, Chief Financial Officer, and Mr. Robert Young, Director of Purchasing. **Tab of Bids: Bookmobile**

9) Approve an agreement for facility usage for J. C. Harmon High School on Sunday, October 20, 2013, as submitted by Dr. Kell8i Mather, Chief Financial Officer. **Facility Usage: Harmon HS**

Communications – Superintendent **Communications**

- Welcome and thanks to Board members from Mrs. DeeDee Hines, principal, staff and students of Hazel Grove Elementary School.
- Second issue of Education Connection mailed to district households this week.
- Thanks to Metropolitan Baptist Church for their support of the Homeless program.

Communications (continued)

- Thanks to the Baptist Ministers' Alliance for their support of the OK Program.
- District to submit grant proposal to administer Head Start program.
- End of quarter is Thursday, October 10.
- Teachers' bargaining unit ratified contract. The agreement will be submitted to the Board for their approval.

Communications – Board President

- Congrats to the Hazel Grove staff for a successful opening.
- Board book study by Dr. Hill and Ms. Meyer.
- Ms. Jones gave a report on the KASB strategic plan.

Employee of the Month Recognition

The Kansas City Board of Education recognized Mr. Shon Smith and Mr. Dwayne McFedders of the Central Office TIS department, and Mr. Rick Malone, math teacher at J. C. Harmon High School as Employees of the Month for October as submitted by Ms. Brenda C. Jones, EOM Committee Chairperson, and as recommended by Dr. Cynthia Lane, Superintendent of Schools.

Legislative Report

The Kansas City Board of Education heard a report from Mr. David Smith, Chief of Staff, on the oral arguments presented to the Kansas Supreme Court on Tuesday, October regarding the school funding case.

Library Communications

Library Communications were shared by Mrs. Carol Levers, Director of Libraries, including highlights from the South branch library first anniversary.

Public Library HR Report/ Recommendations

4. Ms. Meyer, seconded by Ms. Jones, moved: That the Kansas City Board of Education approve the Public Library Human Resources Report and Library Operations Recommendations as submitted by Mrs. Carol Levers, Director of Libraries, and as recommended by Dr. Cynthia Lane, Superintendent of Schools.

Motion Carried

5. Mr. Kaminski, seconded by Ms. Jones, moved: That the Kansas City Board of Education approve a request for out-of-district travel for the F. L. Schlagle High School marching band to participate in the 2013 National High Stepping Championship Performance October 31 to November 4, 2013, in Atlanta, GA, as submitted by Mr. Jayson Strickland, Assistant Superintendent, and as recommended by Dr. Cynthia Lane, Superintendent of Schools.

Out of District Travel: Schlagle Marching Band Atlanta, GA

Motion Carried

6. Ms. Jones, seconded by Ms. Meyer, moved: That the Kansas City Board of Education approve the insurance renewal for the plan year beginning January 1, 2014, as submitted by Dr. Kelli Mather, Chief Financial Officer, and as recommended by Dr. Cynthia Lane, Superintendent of Schools.

Insurance Renewal

Motion Carried

The Kansas City Board of Education accepted a report on the elementary literacy focus – The Big 3 Plus as submitted by Ms. Marcy Clay, Assistant Superintendent, and as recommended by Dr. Cynthia Lane, Superintendent of Schools.

Report: The Big 3 Plus

7. Ms. Jones, seconded by Mr. Kaminski, moved: That the Kansas City Board of Education approve, subject to modification by legal counsel, a lease agreement with the Unified Government/KCKPD to house the police motorcycle unit at the old Argentine Branch (Carnegie) Library site as submitted by Dr. Kelli Mather, Chief Financial Officer, and as recommended by Dr. Cynthia Lane, Superintendent of Schools.

Lease Agreement: UG/KCKPD

Motion Carried

8. Mr. Kaminski, seconded by Ms. Meyer, moved: That the Kansas City Board of Education approve the Human Resources Report and Recommendations on the regular and addendum agendas as submitted by Mr. Edwin Hudson, Chief of Human Resources, and as recommended by Dr. Cynthia Lane, Superintendent of Schools.

HR Report and Recommendations

Motion Carried

The Board discussed upcoming events and activities. **Board Discussion**

9. Ms. Meyer, seconded by Ms. Jones, moved: That the Kansas City Board of Education recess to executive session at approximately 7:10 p.m. for 25 minutes for the following exception(s) to the KOMA: **Executive Session**

   (a) Attorney-Client – for consultation with the Board's Attorney on a matter protected by attorney-client privilege.
   (b) Non-Elected Personnel – to protect the privacy interests of an identifiable individual(s) to be discussed.

   Motion Carried

10. Ms. Meyer, seconded by Ms. Jones, moved: that the Kansas City Board of Education return to regular session at approximately 7:35 p.m. and roll call showed all persons in attendance who were present in the regular meeting. **Session Resumed**

    Motion Carried

11. There being no further business to come before the Board, Mr. Kaminski, seconded by Ms. Jones, moved: That the meeting be adjourned. **Adjournment**

    Motion Carried

ATTEST: _____ Clerk _____ President

KANSAS CITY
KANSAS
PUBLIC SCHOOLS

2010 N. 59th Street, Kansas City, KS 66104
(913) 551-3200 FAX: (913) 551-3217

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MEMORANDUM

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

FROM: Dr. Cynthia Lane, Superintendent of Schools

DATE: October 22, 2013

SUBJECT: **STUDENT OF THE MONTH RECOGNITION "CELEBRATING SUCCESS"**

RECOMMENDATION:
That the Kansas City Board of Education **recognize J'aniuyah Harris, New Stanley Elementary School, Anthonio Rollins, Eisenhower Middle School, and Gabriel Garcia, J. C. Harmon High School as Students of the Month** as submitted by Mrs. Christal Watson, Committee Chairperson, and as recommended by Dr. Cynthia Lane, Superintendent of Schools.

EXPLANATION:

J'aniuyah Harris, 5th grade
New Stanley Elementary School
Nominated by: Christy Waugh, Teacher
"We want to nominate J'aniuyah Harris for Student of the Month. She has shown fortitude throughout her lessons here at New Stanley in P.E., Music, Art, Library and Science. Her presence stands out as one who is in charge of her learning. . . .We feel that she is very deserving of such an honor because of her unwavering attitude towards her learning."
Sincerely, Christy Waugh, Teacher

Anthonio Rollins, 8th grade
Eisenhower Middle School
Nominated by: Poonam Sharma & Quinn White, Teachers
"Anthonio is an excellent student. He comes to school every day ready to learn. . . . He is a hard worker and likes to give his best. . . .We feel very fortunate to have Anthonio Rollins at Eisenhower Middle School. He will be an excellent choice for Student of the Month."
Sincerely, Poonam Sharma and Quinn White, Teachers

Gabriel "Gabe" Garcia, 12th grade
J.C. Harmon High School
Nominated by: Cheryl McDonald, Beth McMillen, Kameisha White

"Gabriel Garcia, Gabe, is currently a senior at JC Harmon. . . . One of Gabe's IEP goals is to work. For the 2nd school year in a row Gabe is working at the 8th Street YMCA. Gabe was recently honored thru the greater Kansas City YMCA as a "Super Hero" whose super power is "Spreading Joy! . . . Gabe Garcia would be an excellent choice for Student of the Month."
Sincerely, Cheryl McDonald, Beth McMillen, Kameisha White

Recommended by:

Dr. Cynthia Lane
Superintendent of Schools

Submitted by:

Mrs. Christal Watson
Committee Chairperson

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MEMORANDUM

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

FROM: Dr. Cynthia Lane
Superintendent of Schools

DATE: October 22, 2013

SUBJECT: **KCK SCHOOL FOUNDATION FOR EXCELLENCE SPONSOR RECOGNITION**

RECOMMENDATION:
That the Kansas City Board of Education **recognize district partners of the Kansas City, Kansas Schools Foundation for Excellence** as submitted by Dr. Kelli Mather, Chief Financial Officer, and as recommended by Dr. Cynthia Lane, Superintendent of Schools.

EXPLANATION:
The Kansas City, Kansas Schools Foundation for Excellence proudly awards twelve $3,000 scholarships each year to graduating seniors who have demonstrated academic success and the determination to continue their education post high school. Several district partners stepped up to support the Foundation by sponsoring the scholarship golf tournament last spring at the corporate and platinum levels.

Partners to be recognized:

Kelly Construction – Corporate Sponsor
McCownGordon Construction – Corporate Sponsor
C & C Group – Corporate Sponsor
UDP/Datamax KC and Chris Gaunce – Platinum Sponsor
CBIZ – Platinum Sponsor

Recommended by:
Dr. Cynthia Lane
Superintendent of Schools

Submitted by:
Dr. Kelli Mather
Chief Financial Officer

KANSAS CITY, KANSAS PUBLIC LIBRARY

KANSAS CITY KANSAS PUBLIC SCHOOLS

MEMORANDUM

TO: THE KANSAS CITY BOARD OF EDUCATION

FROM: Dr. Cynthia Lane, Superintendent of Schools

DATE: October 22, 2013

SUBJECT: PUBLIC LIBRARY HUMAN RESOURCES AND LIBRARY OPERATIONS RECOMMENDATIONS

RECOMMENDATION:

That the Kansas City Board of Education approve the Public Library Personnel Report and Library Operations Recommendations as submitted by Ms. Carol Levers, Director of Libraries, and as recommended by Dr. Cynthia Lane, Superintendent of Schools.

EXPLANATION:

The Public Library Human Resources Report and Library Operations Recommendations are 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 form, KPERS application, 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 omission 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).

We are requesting the Kansas City, Kansas Board of Education to approve the Public Library Human Resources Report and Library Operations Recommendations.

Recommended by:

Dr. Cynthia Lane
Superintendent of Schools

Submitted by:

Carol Levers

Ms. Carol Levers
Director of Libraries

625 Minnesota Avenue
913•279•2219

Kansas City, Kansas 66101
Fax: 913•551•3243

October 22, 2013

Board of Education
Kansas City, Kansas

The Superintendent of Schools recommends action by the Board with respect to public library human resources and library operations as follows:

EMPLOYMENT:

1) Andria L. Dibbern be employed as Accounting Coordinator, Class VIII, Library Manager, at an annual salary of $45,000.00 effective November 01, 2013. 510 070 004 330000 144.

SEPARATION:

1) The resignation date of Carolanna Artz-McComb be revised to October 15, 2013. (09/24/13 board agenda)

KANSAS CITY KANSAS PUBLIC SCHOOLS

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MEMORANDUM

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

FROM: Dr. Cynthia Lane, Superintendent of Schools

DATE: October 22, 2013

SUBJECT: **HEALTHY CAMPUS**

RECOMMENDATION:

That the Kansas City, Kansas Board of Education accept as an informational item a report on a proposed Healthy Campus for Northeast Kansas City, Kansas, as submitted by Dr. Kelli Mather, Chief Financial Officer, and David A. Smith, Chief of Staff, and as recommended by Dr. Cynthia Lane, Superintendent.

EXPLANATION:

Background:

Over the past several months, a coalition of community institutions has come together to discuss the possibility of the creation of a healthy campus in the Northeast Kansas City, Kansas area. This coalition includes a wide diversity of partners, including the Unified Government of Wyandotte County, the Kansas School for the Blind, the Archdiocese of Kansas City, the Kansas City, Kansas Housing Authority, and the YMCA. This discussion has the potential to significantly impact and benefit an area which includes Sumner Academy of Arts and Science and Douglass Elementary School.

Why This Is Important:

The Kansas City, Kansas Public Schools has a strong interest in the communities that surround its schools, as well as in creating a healthy lifestyle for students and their families. This project has the potential to provide significant benefit to both school communities, along with students throughout the district.

Strategic Framework Priority:

Positive Community Relations and Partnerships

What Action Is the Board Being Asked to Consider:
This is an informational item, and no action from the Board is being requested.

Recommended by:

Dr. Cynthia Lane
Superintendent

Submitted by:

Dr. Kelli Mather
Chief Financial Officer

David A. Smith
Chief of Staff

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MEMORANDUM

TO: KANSAS CITY, KANSAS BOARD OF EDUCATION

FROM: Dr. Cynthia Lane, Superintendent of Schools

DATE: October 22, 2013

SUBJECT: Graduation On-track and On-time

RECOMMENDATION:

The Kansas City, Kansas Board of Education accept an informational report on Graduation On-track and On-time as submitted by Mr. Alan King, Director of Curriculum and Mrs. Sue Pierce, Secondary Content Coordinator and Mr. Jayson Strickland, Assistant Superintendent for Secondary, and as recommended by Dr. Cynthia Lane, Superintendent of Schools.

EXPLANATION:

Background:

The Kansas City Kansas Public Schools has established a goal that "Each student will exit high school prepared for college and careers in a global society, and at every level, performance is on-track and on-time for success." To make sure the District is on track to meet this goal graduation requirements have been established and are listed in the Parent/Student Handbook.

Why this is important:

Graduation is an indicator that the District is meeting its goal that "Each student will exit high school prepared for college and careers in a global society, and at every level, performance is on-track and on-time for success." The requirements provide a guideline to make sure students are on-track and on-time for graduation.

Strategic Framework Priority:

High Expectations for Student Achievement

- Rigorous standards and quality instruction leading to achievement of the District's goals
- Increased graduation rate(students graduating within four years)

What action might the board consider:

Please accept this item as informational only.

Recommended by:

Dr. Cynthia Lane
Superintendent

Submitted by:

Alan King
Director of Curriculum

Jayson Strickland
Assistant Superintendent

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MEMORANDUM

TO: KANSAS CITY, KANSAS BOARD OF EDUCATION

FROM: Dr. Cynthia Lane, Superintendent of Schools

DATE: October 22, 2013

SUBJECT: Early Graduation

RECOMMENDATION:

The Kansas City, Kansas Board of Education approve the early graduation of Dimonic Roden-McKinzy from Wyandotte High School as submitted by Dr. Mary Viveros, District Coach of Implementation for Secondary and Mr. Jayson Strickland, Assistant Superintendent for Secondary, and as recommended by Dr. Cynthia Lane, Superintendent of Schools.

EXPLANATION:

Background:

The Kansas City Kansas Public Schools has established a goal that "Each student will exit high school prepared for college and careers in a global society, and at every level, performance is on-track and on-time for success." To reach this goal, the district has reviewed and approved an Early Graduation policy. It states "Students who complete all state and local graduation requirements may request permission to graduate early. A student who wishes to graduate from high school early may request permission to do so. The student and parents shall consult with high school administrative and/or guidance personnel in order to develop a graduation plan. The board shall approve or deny each request based on the circumstances of each individual student. The student's request shall be in writing, addressed to the superintendent, shall state the reasons supporting the request, include a copy of the graduation plan and a letter of support from the student's parents. The letters of request shall be sent to the superintendent who shall forward them to the board."

Why this is important:

Graduation is an indicator that the District is meeting its goal that "Each student will exit high school prepared for college and careers in a global society, and at every level, performance is on-track and on-time for success."

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Strategic Framework Priority:
High Expectations for Student Achievement

- Rigorous standards and quality instruction leading to achievement of the District's goals
- Student achievement is our primary focus, everything else as support to this outcome
- Students will have a strong academic foundation anchored by strong literacy skills

What action might the board consider:
Please approve the early graduation of Dimonic Roden-McKinzy from Wyandotte High School.

Recommended by:

Dr. Cynthia Lane
Superintendent

Submitted by:

Dr. Mary Viveros
District Coach of Implementation

Mr. Jayson Strickland
Assistant Superintendent

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MEMORANDUM

TO: KANSAS CITY, KANSAS BOARD OF EDUCATION

FROM: Dr. Cynthia Lane, Superintendent of Schools

DATE: October 22, 2013

SUBJECT: Head Start Grant Submission Update

RECOMMENDATION:

The Kansas City, Kansas Board of Education receive as an informational item an update on the submission of the Head Start grant as submitted by Ms. Kimberly Shaw, Director of Special Education and Mr. Jayson Strickland, Assistant Superintendent for Secondary, and as recommended by Dr. Cynthia Lane, Superintendent of Schools.

EXPLANATION:

Background:

The Kansas City Kansas Public Schools has established a goal that "Each student will exit high school prepared for college and careers in a global society, and at every level, performance is on-track and on-time for success." To exit career ready, children must enter school, kindergarten ready. The Head Start grant application supports this work as we strive to reach more children in our community to ensure readiness for kindergarten.

Why this is important:

It is important to provide high quality early education so that children enter kindergarten ready to learn.

Strategic Framework Priority:

High Expectations for student achievement

- Students will have a strong academic foundation anchored by strong literacy skills

Positive Community Relations and Partnerships

- Foster partnerships and collective responsibility for student success with business, industry, and service agencies

What action might the board consider:

To accept the informational item on the update of the Head Start Grant Application.

Recommended by:

Dr. Cynthia Lane
Superintendent

Submitted by:

Ms. Kimberly Shaw
Director of Sp. Education

Mr. Jayson Strickland
Assistant Superintendent

KANSAS CITY KANSAS PUBLIC SCHOOLS

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MEMORANDUM

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

FROM: Dr. Cynthia Lane, Superintendent of Schools

DATE: October 22, 2013

SUBJECT: **HUMAN RESOURCES REPORT AND RECOMMENDATIONS**

RECOMMENDATION:

The Kansas City Board of Education **approve the Human Resources Report and Recommendations** as submitted by Mr. Edwin K. Hudson, Chief of Human Resources 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. Edwin K. Hudson
Chief of Human Resources

A. EMPLOYMENT (* rehire, **previously substitute teacher)

(1) The following personnel be employed on the effective dates indicated: *(Standard substitute teachers must hold a degree and have completed a teacher preparation program. Emergency substitute teachers must have completed a minimum of 60 semester credit hours from a regionally accredited college and/or university.)*

Clemmons, Christopher (Teacher/Middle School)	$39,297	10/21/2013	120.040.206.110000.120	186
Green, Ernest Sr. (Bus Aide/Transportation)	$11.64/Hourly	10/7/2013	290.033.600.279000.159	186

B. SEPARATION

Certified Voluntary Separation

The following certified resignations be accepted on the effective dates indicated and * indicates employment as a standard substitute teacher: *(Standard substitute teachers must hold a degree and have completed a teacher preparation program. Emergency substitute teachers must have completed a minimum of 60 semester credit hours from a regionally accredited college and/or university.)* Budget: 120 040 001 110000 131

(2) The resignation of Jenny Green, Teacher Leader, be accepted, effective October 8, 2013, constituting a breach of contract.

Classified Voluntary Separation

Involuntary Separation

C. SALARY ADJUSTMENTS AND REIMBURSEMENTS

(3) Traci Chambers-Burk, Teacher, be paid $20.72 per hour for up to twenty (20) hours to create on Online Classroom Library resource for Middle School Classrooms performed beyond the duty day for the 2013/2014 school year. Budget: 120.030.090.110000.191

(4) Veronica Ebeling, Production Assistant at JC Harmon High School, be transferred to Production Lead at New Stanley Elementary to be paid $10.83 per hour for seven (7) hours per day, effective October 15, 2013. Budget: 260.023.700.312000.173

(5) Roberta (Kay) Gedminas be paid $20.72 for extra duty as data manager for MIECHV federal grant performed beyond the duty day beginning July 15, 2013 and ending June 15, 2014. Budget: 280.055.001.641400.192

(6) Melvin Moyer, Custodian, be paid $14.51 per hour for 186 days inasmuch as he has been transferred to the position of Paraprofessional at Silver City Elementary School effective October 21, 2013. Budget: 291.033.001.120000.153

(7) CORRECTION: Shur, Elisabeth, High School Teacher, name is corrected to read Schur, Elisabeth.

(8) CORRECTION: Shelly Taft, Nutritional Services Production Assistant, name is corrected to read Shelly Taffe.

D. LEAVES OF ABSENCE

E. APPROVED TRAVEL

(9) Connie Brand, Director, and Kristen Woodbury, Assistant Director, be approved to attend KASBO Fall Conference in Salina, Kansas for two (2) days during the month of November, 2013 and they be reimbursed for expenses incurred in keeping with the Board of Education Policy. Budget: 110.020.001.251900.582

(10) Connie Brand, Director, be approved to attend Understanding Risks of Federal Education Grants Management in Clark County, Nevada for three (3) days during the month of December, 2013 and she be reimbursed for expenses incurred in keeping with the Board of Education Policy. Budget: Paid by KSDE.

(11) Shelly Crawford, Lauren Ware, and Courtney Winslow be approved to attend the Annual Governor's Conference for the Prevention of Child Abuse & Neglect for four (4) days in Topeka, Kansas November 5th through 8th, 2013. Substitutes and overnight stay to be reimbursed in keeping with Board of Education Policy. Budget: 280.055.001.641400.582

(12) Amy Culey, ESL Teacher Leader/Secondary, be approved to attend Writers' Residency at Seton Hill University in Greensburg, PA for seven (7) days during the month of January, 2014 and she be reimbursed for expenses incurred in keeping with the Board of Education Policy. Budget: no expense to the district.

(13) Donald A. Rogers, Lead Instrumental Music Teacher for Secondary Schools, be approved to attend Midwest Band and Orchestra Clinic in Chicago, Illinois for four (4) days during the month of December, 2013 and he be reimbursed for expenses incurred in keeping with the Board of Education Policy. Budget: 110.037.001.221300.582

F. MISCELLANEOUS

Open Positions:

Certified – Elementary	15 (4 Counselors)
Certified – Middle School	2
Certified – High School	0
Certified – All Other	2
Total Openings:	19 (as of 10/16/2013)

Number of Teachers in Breach of Contract: 2

October 22, 2013

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ADDENDUM AGENDA

Tuesday,
October 22, 2013
5:30 p.m.

V. Approval of Consent Agenda

A. Approve Addendum to the Consent Agenda (Note Pages 45-80).

1) Approve Payment of Bills Addendum in the Amount of $ (Note Page 45).

3) Approve Monthly Financial Report (Note Page 71).

4) Approve the Purchase of Humanoid Robotics from Depco LLC (Note Page 74).

5) Acceptance of the Low Bid for Beam Abatement and Fireproofing at Harmon High School (Note Page76).

6) Accept the Turner Library Quarterly Report (Note Page 78).

XI. Reports of the Superintendent

F. Approve Addendum to the Human Resources Report and Recommendations (Note Page 81).

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MEMORANDUM

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

FROM: Dr. Cynthia Lane, Superintendent of Schools

DATE: October 22, 2013

SUBJECT: **PAYMENT OF BILLS ADDENDUM**

RECOMMENDATION:

The Kansas City Board of Education **approve the Payment of Bills Addendum** as submitted by Dr. Kelli Mather, Chief Financial Officer and as recommended by Dr. Cynthia Lane, Superintendent of Schools.

EXPLANATION:

The bills are certified as due and payable in the amount of $1,775,266.86 in accordance with Board Policy and Administrative Guidelines and any and all State Board of Education Regulations, State Laws and/or Federal Laws. This addendum is for bills approved for payment after the regular agenda was forwarded to you.

Recommended by:

Dr. Cynthia Lane
Superintendent of Schools

Submitted by:

Dr. Kelli Mather
Chief Financial Officer

KANSAS CITY, KS PUBLIC SCHOOLS
Accounts Payable Invoice Edit
Subtotals by Bank and Vendor Name
10/22/13 - 10/22/13

Bank 2 Bank Name UMB NATIONAL BANK OF AMERICA

Vendor # Name	Credit Memo Amt / Discount Amt	Tax Amount	Gross Invoice Amt / Manual Check Amount	Liquidation Amount / ACH Amount	Expenditure Amount / Wire Payment Amount	Total Amount
00386 ACT WORKKEYS			$33.00	$33.00	$33.00	$33.00
22222 ALEXANDER-SMITH, JUDITH			$47.04	$47.04	$47.04	$47.04
26736 ALIBRIS			$54.17	$57.83	$54.17	$54.17
37474 ALPHA & OMEGA "NEWCO" LLC			$330.00	$330.00	$330.00	$330.00
25538 ALPHA & OMEGA LLC			$3,937.24	$3,937.24	$3,937.24	$3,937.24
11290 ANDERSON, SHARON			$29.40	$29.40	$29.40	$29.40
20207 APPLE COMPUTER			$110,119.20	$7,267.95	$110,119.20	$110,119.20
37376 APPLIED ECOLOGICAL SERVICES			$102,851.65 $128.80	$128.80	$128.80	$128.80
18141 AQUARIUMS ETC.			$176.50	$150.00	$176.50	$176.50
28596 AT & T			$159.03	$160.00	$159.03	$159.03
00950 AT&T			$122.46	$122.46	$122.46	$122.46
24759 AT&T LONG DISTANCE			$108.68	$87.88	$108.68	$108.68
01075 BAKER & TAYLOR ENTERTAINMENT			$167.17	$167.17	$167.17	$167.17
01066 BAKER & TAYLOR, INC.			$97,223.53	$97,150.14	$97,223.53	$97,223.53
01177 BARNES & NOBLE			$1,228.42	$1,228.42	$1,228.42	$1,228.42
01177 BARNES & NOBLE BOOKSELLERS			$1,422.59	$1,422.59	$1,422.59	$1,422.59

KANSAS CITY, KS PUBLIC SCHOOLS
Accounts Payable Invoice Edit
Subtotals by Bank and Vendor Name
10/22/13 - 10/22/13

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Vendor # Name	Credit Memo Amt / Discount Amt	Tax Amount	Gross Invoice Amt / Manual Check Amount	Liquidation Amount / ACH Amount	Expenditure Amount / Wire Payment Amount	Total Amount
01188 BASIC BUSINESS PRODUCTS INC.			$1,076.05	$1,086.69	$1,076.05	$1,076.05
24932 BASTON, CHERYL			$27.44	$27.44	$27.44	$27.44
05258 BATTAGLIA, MARYLEE			$29.81	$29.81	$29.81	$29.81
01196 BAUDVILLE/IDVILLE			$112.05	$112.00	$112.05	$112.05
25634 BAUMANN, MELINDA S.			$176.40	$176.40	$176.40	$176.40
37390 BEACH, SHANNA			$160.16	$160.16	$160.16	$160.16
36769 BEST BUY FOR BUSINESS			$673.55	$664.42	$673.55	$673.55
28720 BEYOND TODAY, LLC			$4,800.00	$4,800.00	$4,800.00	$4,800.00
01418 BILL'S FLOOR MACHINE SERVICE			$800.00	$800.00	$800.00	$800.00
37271 BLAST INTERMEDIATE UNIT 17 (PATTON)			$746.30	$746.30	$746.30	$746.30
03434 BLICK ART MATERIALS			$865.67	$865.67	$865.67	$865.67
01534 BLUE BELL CREAMERY, L.P.			$75.00	$75.00	$75.00	$75.00
21076 BOOK SOURCE			$9,413.10	$9,413.10	$9,413.10	$9,413.10
11937 BOOKSOURCE, THE			$6,974.86	$6,974.86	$6,974.86	$6,974.86
37407 BOYCE, AMANDA			$59.08	$59.08	$59.08	$59.08
01579 BRADY, CHERYL						

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			$1,779.75	$1,779.75	$1,779.75	$1,779.75
01698 BRAND, CONNIE			$28.22		$28.22	$28.22
			$28.22			
37206 BREIDENTHAL, JONI			$12.32	$12.10	$12.32	$12.32
01753 BRODART CO. (REMITTANCE ADDRESS)			$11.60	$11.60	$11.60	$11.60
01640 BROOKES PUBLISHING CO.			$621.50	$621.50	$621.50	$621.50
37386 BROWN MIDWEST COMMERCIAL CONST. LLC			$94,638.60	$94,638.60	$94,638.60	$94,638.60
01713 BRYANT, LESLIE			$49.06	$49.06	$49.06	$49.06
22587 BUCK INSTITUTE FOR EDUCATION			$144.96	$131.80	$144.96	$144.96
37382 BUDDY SYSTEMS, INC			$328.72	$328.72	$328.72	$328.72
37244 C & C PRODUCE			$4,146.65	$4,146.65	$4,146.65	$4,146.65
36879 CAFE 500			$1,060.22	$1,060.22	$1,060.22	$1,060.22
01876 CAIN, CINDY			$18.48	$18.48	$18.48	$18.48
19922 CAMPFIRE USA			$30,270.24	$30,270.24	$30,270.24	$30,270.24
26217 CARTRIDGE KING OF KANSAS			$104.50	$104.50	$104.50	$104.50
18038 CDW LLC			$768.15	$768.15	$768.15	$768.15
25594 CENTER POINT LARGE			$174.96	$174.96	$174.96	$174.96

KANSAS CITY, KS PUBLIC SCHOOLS
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36955	CHOWNING, DENISE			$67.82	$67.82	$67.82	$67.82
13234	CICERO, CAROL			$75.43	$75.43	$75.43	$75.43
27776	CLARK JR, MELVIN			$86.24	$86.24	$86.24	$86.24
28762	CLARY, MICHELLE			$267.90	$267.90	$267.90	$267.90
19069	CLASSROOM DIRECT			$154.01	$154.01	$154.01	$154.01
37092	CLASSROOM LIBRARY (DBA)			$631.00	$631.00	$631.00	$631.00
02572	COCA COLA COMPANY			$1,750.89	$1,750.89	$1,750.89	$1,750.89
29791	COCHRAN-SANDOVAL, SHIRLEY			$21.39		$21.39	$21.39
				$21.39			
20495	COLVIN, MICHELLE			$62.00		$62.00	$62.00
37001	COMIRE, LAUREN			$133.06	$133.06	$133.06	$133.06
02691	COMMENCO INC			$62.40	$62.40	$62.40	$62.40
36914	CRANE YARD CLAY			$24.90	$24.90	$24.90	$24.90
02160	CTI SOLUTIONS			$694.00	$694.00	$694.00	$694.00
25912	DEBATE KANSAS CITY UMKC			$42,000.00	$42,000.00	$42,000.00	$42,000.00
37372	DEHNER, SARA			$106.79	$106.79	$106.79	$106.79
22902	DEMCO, INC.			$703.22	$670.07	$703.22	$703.22

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27550 DEWBERRY, CHRISTINE D.			$147.07	$147.07	$147.07	$147.07
25780 DIANE L. AGRESTI			$3,080.00	$3,080.00	$3,080.00	$3,080.00
36917 DOMENECH EXPRESSIONS, INC.			$695.60	$695.60	$695.60	$695.60
03895 ED'S TROPHIES			$162.00	$162.00	$162.00	$162.00
26123 ENTERPRISE LEASING			$420.91	$420.91	$420.91	$420.91
29603 FABRIC PRINT INC.			$222.00	$222.00	$222.00	$222.00
04445 FACTS ON FILE			$7,604.10	$7,604.10	$7,604.10	$7,604.10
24990 FASTENAL			$66.93	$66.93	$66.93	$66.93
36912 FELDKAMP, MANDY			$132.16	$132.16	$132.16	$132.16
37370 FELDKAMP, RACHEL			$276.23	$276.23	$276.23	$276.23
04523 FERGUSON ENTERPRISE, INC.#215			$434.51	$434.51	$434.51	$434.51
04586 FINELINE PRODUCTS, INC.			$129.95	$129.95	$129.95	$129.95
20497 FINHOLM, JULIE			$27.44	$27.44	$27.44	$27.44
23934 FIRSTAT NURSING SERVICES			$2,425.75	$2,425.75	$2,425.75	$2,425.75
37148 FLEET CHARGE			$9,084.37	$11,147.81	$9,084.37	$9,084.37
36908 FLEETWOOD, STACEY						

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			$492.80	$492.80	$492.80	$492.80
37207 FLORES, KENDRA			$74.50	$74.50	$74.50	$74.50
29884 FOLEY COMPANY			$1,808.56	$1,808.56	$1,808.56	$1,808.56
04684 FOLLETT EDUCATIONAL SERVICES			$7,957.50	$7,957.50	$7,957.50	$7,957.50
19760 GARRISON, DARYEL			$695.97	$320.32	$695.97	$695.97
27580 GEIGER READY MIX COMPANY			$193.70	$193.70	$193.70	$193.70
23311 GENTRY, VANESSA			$49.39	$49.39	$49.39	$49.39
36904 GOODHEART, JILL			$213.19	$213.19	$213.19	$213.19
05126 GOPHER			$193.30	$193.30	$193.30	$193.30
31629 GOURMET GROCER			$895.00	$895.00	$895.00	$895.00
05177 GRAINGER, INC.			$74.23CR	$52.82	$74.23CR	$74.23CR
05175 GRAINGER,INC			$111.35	$111.35	$111.35	$111.35
37079 GRAN, ELIZABETH C.			$120.00	$120.00	$120.00	$120.00
37043 GRANITE TELECOMMUNICATIONS, LLC			$339.25	$325.00	$339.25	$339.25
05209 GRASS PAD			$92.80	$92.80	$92.80	$92.80
20892 GREEN, TRINA			$180.84	$180.84	$180.84	$180.84

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24392	GREENWOOD PUBLISHING GROUP/HEINEMANN			$13,211.29	$13,211.29	$13,211.29	$13,211.29
24209	GROWNEY, KATHY			$130.27	$130.27	$130.27	$130.27
05312	GTM SPORTSWEAR			$3,624.00	$3,624.00	$3,624.00	$3,624.00
36907	HAMM, ELAINE			$197.12	$197.12	$197.12	$197.12
22659	HANCOCK, MELISA			$750.00	$750.00	$750.00	$750.00
05517	HARRIS, PAMELA			$124.74	$124.74	$124.74	$124.74
27067	HEADSETS.COM			$47.90	$43.94	$47.90	$47.90
23578	HEINEMAN CLASSROOM			$534.62	$534.62	$534.62	$534.62
28680	HENDRICKSON, SUSANNA			$32.42	$32.42	$32.42	$32.42
37505	HERRON II, ROBERT M			$956.00	$956.00	$956.00	$956.00
22270	HERTZ EQUIPMENT CORPORATION			$181.72	$181.72	$181.72	$181.72
37132	HICKS, KHALIA			$141.21	$141.21	$141.21	$141.21
22683	HILLYARD			$2,127.76	$2,127.76	$2,127.76	$2,127.76
29776	HINKLE, KAREN			$103.54	$103.54	$103.54	$103.54
05739	HODGES, AMY			$25.76	$25.76	$25.76	$25.76
23889	HOLMES, KATHRYN			$264.60	$264.60	$264.60	$264.60

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26399	HOSTETTER, SUSAN			$132.72	$132.72	$132.72	$132.72
36959	HUGHES, CARISSA			$88.37	$88.37	$88.37	$88.37
37197	HURLOCK, TIFANY			$268.80	$268.80	$268.80	$268.80
05867	HY-VEE			$66.29	$66.29	$66.29	$66.29
05909	HYDEMAN COMPANY, INC.			$445.60	$445.60	$445.60	$445.60
22942	HYVEE			$399.60	$399.60	$399.60	$399.60
06032	INGRAM'S			$101.49	$101.49	$101.49	$101.49
26647	INTERLINK SUPPLY OF KANSAS			$143.89	$199.11	$143.89	$143.89
06311	J. STONE CREATIONS			$219.88	$219.96	$219.88	$219.88
11013	J.A. SEXAUER			$3,009.09	$3,009.09	$3,009.09	$3,009.09
37397	JASSEN GLASS & DOOR LLC			$975.44	$975.44	$975.44	$975.44
01780	JERRY BURKE TRAVEL			$735.10	$735.10	$735.10	$735.10
27306	JIM MILLAM DITCHING, LLC			$1,320.00	$1,320.00	$1,320.00	$1,320.00
24782	JOHNSON COUNTY LANDFILL			$176.00	$176.00	$176.00	$176.00
06560	JONES, LIZABETH			$137.98	$137.98	$137.98	$137.98
80039	JONES, LUCINDA						

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				$57.23	$57.23	$57.23	$57.23
06585	JOSTENS % TOM GLENNON			$2,145.70	$2,145.70	$2,145.70	$2,145.70
06573	JURADO, CARMEN			$245.73	$245.73	$245.73	$245.73
06727	KANSAS ASSOC OF SCHOOL BOARDS			$951.68	$886.68	$951.68	$951.68
37494	KANSAS CITY JAZZ AMBASSADORS, INC.			$261.00	$261.00	$261.00	$261.00
25794	KANSAS CITY KANSAS FIRE DEPARTMENT			$2,960.00	$2,960.00	$2,960.00	$2,960.00
18433	KANSAS CITY STAR			$229.95	$229.95	$229.95	$229.95
06729	KANSAS CITY WINNELSON CO			$236.61	$236.61	$236.61	$236.61
23940	KANSAS FOUNDATION F/EXCELLENCE IN EDUCATION			$1,040.00	$1,040.00	$1,040.00	$1,040.00
36440	KC WINDUSTRIAL COMPANY			$179.00	$179.00	$179.00	$179.00
06945	KCK COMMUNITY COLLEGE			$35,534.20	$35,534.20	$35,534.20	$35,534.20
36910	KEDROWSKI, SCOTT			$251.50	$251.50	$251.50	$251.50
06970	KELLER FIRE & SAFETY INC			$32.50	$32.50	$32.50	$32.50
06979	KELTNER, DEBRA			$46.20	$46.20	$46.20	$46.20
07071	KING, CONNIE			$237.55	$237.55	$237.55	$237.55
07130	KLEMP ELECTRIC MACHINE CO			$634.05	$634.05	$634.05	$634.05

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29377	KOTTWITZ, JO ESTHER			$158.48	$158.48	$158.48	$158.48
24199	KUHN, AMY			$7.28	$7.28	$7.28	$7.28
21985	LABOR READY CENTRAL, INC.			$12,305.00	$12,305.00	$12,305.00	$12,305.00
07362	LAKESHORE BASICS			$1,060.92	$1,053.76	$1,060.92	$1,060.92
07367	LAKESHORE CURRICULUM MTLS			$116.81	$116.81	$116.81	$116.81
24570	LAKESHORE LEARNING MATERIALS			$1,248.08	$1,790.27	$1,248.08	$1,248.08
37002	LANDAU, ERIN			$457.07	$457.07	$457.07	$457.07
07403	LANGDON, DEBBIE			$246.40	$246.40	$246.40	$246.40
37464	LASHLEY-HILL, JENNIFER			$36.94	$36.94	$36.94	$36.94
26301	LEARNING RESOURCES			$44.94	$44.94	$44.94	$44.94
19198	LIBERTY HARDWOODS, INC.			$2,218.40	$2,218.40	$2,218.40	$2,218.40
36906	LIBLA, EMILY			$106.40	$106.40	$106.40	$106.40
07773	LONG, KELLY			$157.92	$157.92	$157.92	$157.92
25996	LOWE'S OF KANSAS CITY, KS (SHOP ONLY)			$184.30	$184.30	$184.30	$184.30
07845	MAC'S FENCE, INC.			$10,956.13	$10,956.13	$10,956.13	$10,956.13
24204	MAHONEY, SARA			$119.56	$119.56	$119.56	$119.56

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21653 MAILFINANCE, INC.			$606.00	$606.00	$606.00	$606.00
37264 MANGRUM-STRICHART LEARNING RESOURCES			$3,267.00	$3,267.00	$3,267.00	$3,267.00
08301 MANIVONG, KATE			$168.89	$140.00	$168.89	$168.89
08132 MAROZAS, HEIDI			$160.16	$160.16	$160.16	$160.16
27532 MARTIN, JENNIFER			$102.76	$102.76	$102.76	$102.76
36956 MARTIN, LORI			$74.93	$74.93	$74.93	$74.93
07941 MASSCO MAINTENANCE SUPPLY			$234.00	$230.00	$234.00	$234.00
37013 MAUK, AARON			$83.83	$83.83	$83.83	$83.83
07943 MAYFIELD, RAEANNA			$92.02	$92.02	$92.02	$92.02
37442 MCCLAIN, AUDREY			$78.79	$78.79	$78.79	$78.79
08049 MCCONNELL & ASSOCIATES			$171,349.80	$171,349.80	$171,349.80	$171,349.80
08150 MCREL INSTITUTE			$831.00		$831.00	$831.00
			$831.00			
37174 MENENDEZ, BLANCA			$74.76	$74.76	$74.76	$74.76
08298 MEYER LABORATORY INC.			$1,028.87	$1,195.62	$1,028.87	$1,028.87
08320 MICHIGAN BRAILLE TRANSCRIBING SERVICE			$193.31	$123.88	$193.31	$193.31
08407 MIDWEST BUS SALES INC.						

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			$262.50	$262.50	$262.50	$262.50
20226 MIDWEST CARD AND ID SOLUTIONS			$868.78	$868.78	$868.78	$868.78
08473 MIDWEST TAPE			$239.44	$239.44	$239.44	$239.44
37133 MITCHELL, JENNIFER			$194.49	$194.49	$194.49	$194.49
08746 MURPHY, PATRICIA L.			$21.17	$21.17	$21.17	$21.17
08790 NASCO			$485.60	$488.96	$485.60	$485.60
28063 NAVE, JOSEPHINE			$103.77	$103.77	$103.77	$103.77
22052 NCH CORPORATION			$2,166.35 $2,166.35		$2,166.35	$2,166.35
24939 NEBRASKA FURNITURE MART			$69.99	$69.99	$69.99	$69.99
09140 NILL BROTHERS SPORTING CO			$2,522.39	$2,522.39	$2,522.39	$2,522.39
04690 NUTRITIONAL SERVICES			$298.00	$298.00	$298.00	$298.00
23045 OMEGA DOOR AND HARDWARE			$957.44	$957.44	$957.44	$957.44
09352 ORIENTAL TRADING CO			$275.00	$275.00	$275.00	$275.00
37027 ORKIN - KANSAS CITY COMM			$3,540.00 $3,540.00		$3,540.00	$3,540.00
24740 OZANAM			$120.00	$120.00	$120.00	$120.00
29264 PARTNERSHIP FOR REGIONAL PREP. KC, INC.			$6,000.00	$6,000.00	$6,000.00	$6,000.00

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26578	PEARSON ASSESSMENTS			$1,332.45	$1,332.45	$1,332.45	$1,332.45
18155	PEARSON EDUCATION			$1,318.20	$1,318.20	$1,318.20	$1,318.20
29901	PHOTO-GRAPHICS CO. INC.			$2,224.00		$2,224.00	$2,224.00
				$2,224.00			
12109	PIN MAN, THE			$1,641.50	$1,641.50	$1,641.50	$1,641.50
29224	PIONEER MFG.			$3,951.25	$3,951.25	$3,951.25	$3,951.25
09895	POSITIVE PROMOTIONS			$118.95	$118.85	$118.95	$118.95
04978	PRAXAIR			$239.61	$239.61	$239.61	$239.61
10021	PRICE CHOPPER			$442.85	$442.85	$442.85	$442.85
20779	PRIMARY CONCEPTS			$16,805.25	$16,805.25	$16,805.25	$16,805.25
25802	PROGRESSIVE ELECTRIONICS			$152.50	$152.50	$152.50	$152.50
36461	PROPIO LANGUAGE SERVICES, LLC			$1,028.32	$1,028.32	$1,028.32	$1,028.32
25754	QUINDARO DEVELOPMENT CORPORATION			$2,000.00	$2,000.00	$2,000.00	$2,000.00
36722	R.J. COOPER & ASSOCIATES, INC.			$451.44	$451.44	$451.44	$451.44
10222	REALLY GOOD STUFF			$2,175.66	$2,184.27	$2,175.66	$2,175.66
22221	RECORDED BOOKS			$600.07	$600.07	$600.07	$600.07
22306	REDDI ROOTR KC			$204.65	$204.65	$204.65	$204.65

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10304	REEVES-WIEDEMAN COMPANY			$194.53	$194.53	$194.53	$194.53
10355	RENSENHOUSE ELECTRIC			$313.50	$313.50	$313.50	$313.50
10414	RIO GRANDE			$721.99	$721.31	$721.99	$721.99
37421	RIOS, PABLO			$266.73	$266.73	$266.73	$266.73
01154	ROBERT G. SORTORE dba BARTLETT'S VACUUM			$268.14	$268.14	$268.14	$268.14
27979	ROBERT HALF INTERNATIONAL			$1,210.40	$1,210.40	$1,210.40	$1,210.40
22358	ROCHESTER 100 INC.			$218.75	$218.75	$218.75	$218.75
29275	ROMO, CHRISTINA			$69.12	$69.12	$69.12	$69.12
37506	RUNDLE, EMILY			$576.00	$576.00	$576.00	$576.00
37333	RYAN, SHIREEN			$173.60	$173.60	$173.60	$173.60
10591	SADDLEBACK EDUCATION, INC			$1,155.28	$1,155.28	$1,155.28	$1,155.28
36909	SAND, DARCIE			$259.84	$259.84	$259.84	$259.84
23999	SCHINDLER ELEVATOR			$318.62	$318.62	$318.62	$318.62
10728	SCHOLASTIC			$387.18	$387.18	$387.18	$387.18
10719	SCHOLASTIC, INC.			$576.68	$576.68	$576.68	$576.68
10775	SCHOOL HEALTH CORP.						

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				$1,532.23	$1,532.23	$1,532.23	$1,532.23
10775	SCHOOL HEALTH CORPORATION			$90.24	$60.88	$90.24	$90.24
37486	SCHOOL NEWSPAPERS ONLINE			$300.00	$300.00	$300.00	$300.00
22994	SCHOOL OUTFITTERS			$401.99	$377.03	$401.99	$401.99
22624	SCHOOL SPECIALITY			$864.66	$881.37	$864.66	$864.66
23362	SCHOOL SPECIALTY			$3,818.37	$3,818.58	$3,818.37	$3,818.37
10762	SCHOOL SPECIALTY INC.			$1,324.50	$1,324.50	$1,324.50	$1,324.50
10765	SCHOOL SPECIALTY VALLEY DIVISION			$1,504.20	$1,511.45	$1,504.20	$1,504.20
36901	SCHULTE, CAITLIN			$241.86	$241.86	$241.86	$241.86
36398	SCP DISTRIBUTORS, LLC			$218.98	$138.48	$218.98	$218.98
36958	SEJKORA, MAKAYLA			$74.65	$74.65	$74.65	$74.65
10963	SHERWIN WILLIAMS			$411.57	$411.57	$411.57	$411.57
36913	SHONTZ, JOYCE			$371.92	$371.92	$371.92	$371.92
22626	SIMPLEX GRINNELL			$3,417.28	$3,417.28	$3,417.28	$3,417.28
11095	SMALLWOOD LOCKSMITHS			$2,977.30	$2,977.30	$2,977.30	$2,977.30
23165	SMARR, TRACY			$97.97		$97.97	$97.97

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27199	SOUTHEAST KANSAS ED. SERVICE CENTER			$232,930.03	$232,930.03	$232,930.03	$232,930.03
11223	SOUTHERN SERVICES			$135.00	$135.00	$135.00	$135.00
22772	SOUTHLAND FLOORING SUPPLIES			$84.00	$84.00	$84.00	$84.00
11259	SPEC BUILDING MATERIALS CORP,			$36.72	$37.05	$36.72	$36.72
37443	SQUIRE, ABIGAIL			$46.31	$46.31	$46.31	$46.31
25178	STANDARD BATTERY			$24.00	$90.00	$24.00	$24.00
11350	STANION WHOLESALE ELECTRIC			$1,680.99	$1,681.91	$1,680.99	$1,680.99
05785	STANLEY CONVERGENT SECURITY SOLUTIONS, INC.			$1,668.18	$1,668.18	$1,668.18	$1,668.18
09305	STAPLES BUSINESS ADVANTAGE	$136.25CR		$17,717.95	$17,902.88	$17,717.95	$17,717.95
11424	STEPHENS, BECKY			$22.85	$22.85	$22.85	$22.85
26063	STEVENSON, CURTIS			$285.00		$285.00	$285.00
11555	STRASSER HARDWARE			$2,292.93	$2,292.93	$2,292.93	$2,292.93
37411	SUNRISE HITEK GROUP LLC			$4,028.00	$4,028.00	$4,028.00	$4,028.00
11658	SUPPLY CLOSET			$1,210.76	$1,210.76	$1,210.76	$1,210.76
29231	SUREWEST COMMUNICATIONS			$27,472.97	$27,450.23	$27,472.97	$27,472.97
11715	SWAN ENG & SUPPLY CO			$153.72	$153.72	$153.72	$153.72

KANSAS CITY, KS PUBLIC SCHOOLS
Accounts Payable Invoice Edit
Subtotals by Bank and Vendor Name
10/22/13 - 10/22/13

Bank 2 Bank Name UMB NATIONAL BANK OF AMERICA

Vendor # Name	Credit Memo Amt / Discount Amt	Tax Amount	Gross Invoice Amt / Manual Check Amount	Liquidation Amount / ACH Amount	Expenditure Amount / Wire Payment Amount	Total Amount
25283 SWYGERT, LISA			$10.08	$10.08	$10.08	$10.08
37444 SYMMONDS, LAUREN			$41.78	$41.78	$41.78	$41.78
37181 TAYLOR, SEAN			$43.68	$89.71	$43.68	$43.68
27010 TEACHER DIRECT			$166.46	$166.46	$166.46	$166.46
29828 TEACHOUT, SANDRA			$75.88	$75.88	$75.88	$75.88
20184 TEAM CHEER			$2,487.58	$2,487.58	$2,487.58	$2,487.58
29850 TENNANT SALES AND SERVICE CO.			$348.43	$348.43	$348.43	$348.43
37481 THARP, SHAUNA			$26.66	$26.66	$26.66	$26.66
28041 THOMPSON, MARY			$133.91	$133.91	$133.91	$133.91
37484 THOS. PARLE LUTHERIE			$881.30	$881.30	$881.30	$881.30
12309 TIME FOR KIDS			$1,991.96	$1,979.87	$1,991.96	$1,991.96
00393 TIME WARNER CABLE			$3,414.76	$3,414.76	$3,414.76	$3,414.76
36899 TORRES, ANNA			$266.00	$266.00	$266.00	$266.00
37457 TRAMP, DARICE			$71.12	$71.12	$71.12	$71.12
27987 TRANE			$5,540.54	$5,540.54	$5,540.54	$5,540.54
20094 TRANSPORTATION DEPARTMENT						

KANSAS CITY, KS PUBLIC SCHOOLS
Accounts Payable Invoice Edit
Subtotals by Bank and Vendor Name
10/22/13 - 10/22/13

Bank 2 Bank Name UMB NATIONAL BANK OF AMERICA

Vendor #	Name	Credit Memo Amt / Discount Amt	Tax Amount	Gross Invoice Amt / Manual Check Amount	Liquidation Amount / ACH Amount	Expenditure Amount / Wire Payment Amount	Total Amount
				$67,851.37	$67,848.53	$67,851.37	$67,851.37
20579	TRANSUE, PATRICIA			$224.17	$224.17	$224.17	$224.17
12495	TRIARCO ARTS & CRAFTS			$653.65	$653.65	$653.65	$653.65
05862	TUCKER, VICKIE			$35.39	$35.39	$35.39	$35.39
12555	TURNER SCHOOL DIST 202			$1,589.25	$1,589.25	$1,589.25	$1,589.25
20559	U.S. ENGINEERING CO.			$2,041.14	$2,041.14	$2,041.14	$2,041.14
24099	U.S. FOODSERVICE			$320,070.20	$320,070.20	$320,070.20	$320,070.20
12827	U.S. GAMES			$191.84	$191.84	$191.84	$191.84
12671	UMB BANK KANSAS			$265.00	$265.00	$265.00	$265.00
18215	UMB VISA CARD CENTER	$265.00		$34,745.24	$34,630.07	$34,745.24	$34,745.24
12653	UNISOURCE	$34,745.24		$77.14	$77.14	$77.14	$77.14
12653	UNISOURCE DOCUMENT PRODUCTS			$40,429.90	$40,429.90	$40,429.90	$40,429.90
25160	UNITED REFRIGERATION, INC.			$1,551.78	$1,551.78	$1,551.78	$1,551.78
12688	UNITED WAY OF WYANDOTTE COUNTY			$66,835.64	$66,835.64	$66,835.64	$66,835.64
28007	UNIV OF KANSAS HOSPITAL AUTHORITY			$860.00	$860.00	$860.00	$860.00
19092	UNIVERSITY OF KANSAS CENTER FOR RESEARCH			$110.00	$110.00	$110.00	$110.00

KANSAS CITY, KS PUBLIC SCHOOLS
Accounts Payable Invoice Edit
Subtotals by Bank and Vendor Name
10/22/13 - 10/22/13

Bank 2 Bank Name UMB NATIONAL BANK OF AMERICA

Vendor #	Name	Credit Memo Amt / Discount Amt	Tax Amount	Gross Invoice Amt / Manual Check Amount	Liquidation Amount / ACH Amount	Expenditure Amount / Wire Payment Amount	Total Amount
24821	UNUM PROVIDENT LIFE INSURANCE COMPANY			$20,474.66 $20,474.66	$20,474.66	$20,474.66	$20,474.66
12823	UPSTART			$114.98	$114.98	$114.98	$114.98
19593	URBAN, TIM			$29.68	$29.68	$29.68	$29.68
02456	VALIDITY SCREENING SOLUTIONS (1138, INC)			$1,007.00	$1,007.00	$1,007.00	$1,007.00
36902	VAN ZANDT, SARAH			$357.28	$357.28	$357.28	$357.28
12909	VANCE BROTHERS INC.			$344.44	$344.44	$344.44	$344.44
12930	VARSITY SPIRIT FASHIONS			$198.54	$198.54	$198.54	$198.54
12941	VARSITY SPORTS, INC			$2,194.00	$2,184.20	$2,194.00	$2,194.00
37487	VEATCH, MELISSA			$109.65	$109.65	$109.65	$109.65
26598	VERIZON			$10,514.25	$10,514.25	$10,514.25	$10,514.25
23240	VINCENT, WARREN			$60.65	$60.65	$60.65	$60.65
12902	VITAL SIGNS			$2,314.50	$2,250.50	$2,314.50	$2,314.50
18346	VON COLLN, THERESA			$33.10	$33.10	$33.10	$33.10
13314	WAGNER INTERIOR SUPPLY CO			$1,280.00	$1,280.00	$1,280.00	$1,280.00
36569	WARE, LAUREN			$141.40	$141.40	$141.40	$141.40
23076	WATTS UP	$79.50CR		$1,532.25	$1,610.75	$1,532.25	$1,532.25

KANSAS CITY, KS PUBLIC SCHOOLS
Accounts Payable Invoice Edit
Subtotals by Bank and Vendor Name
10/22/13 - 10/22/13

Bank 2 Bank Name UMB NATIONAL BANK OF AMERICA

Vendor # Name	Credit Memo Amt / Discount Amt	Tax Amount	Gross Invoice Amt / Manual Check Amount	Liquidation Amount / ACH Amount	Expenditure Amount / Wire Payment Amount	Total Amount
13172 WEEKLY READER			$1,174.02	$1,067.25	$1,174.02	$1,174.02
13247 WESTERN EXTRALITE CO.			$274.16	$274.16	$274.16	$274.16
13219 WESTFALL GMC TRUCK INC.			$871.69	$871.69	$871.69	$871.69
17205 WHEELER, JULIE			$53.76	$53.76	$53.76	$53.76
13370 WHOLESALE BATTERIES			$482.58	$482.58	$482.58	$482.58
20159 WILLIAMS SCOTSMAN INC.			$1,575.00	$1,575.00	$1,575.00	$1,575.00
28022 WILLIAMS, DEANNA			$190.68	$190.68	$190.68	$190.68
37155 WINSLOW, COURTNEY			$175.67	$178.07	$175.67	$175.67
13450 WOLVERINE SPORTS			$521.87	$449.89	$521.87	$521.87
36898 WRIGHT, KARLA			$195.61	$195.61	$195.61	$195.61
04425 WY.CO. EXTENSION OFFICE - 4H			$30,270.24	$30,270.24	$30,270.24	$30,270.24
29327 WYANDOTTE PUBLISHING GROUP			$570.00	$570.00	$570.00	$570.00
08865 XPEDX			$1,711.44	$1,703.52	$1,711.44	$1,711.44
15943 YORK, CAROLYN			$56.73	$56.73	$56.73	$56.73
29785 ZEIT ENERGY			$8,330.60	$8,330.60	$8,330.60	$8,330.60
25888 ZURICH						

KANSAS CITY, KS PUBLIC SCHOOLS
Accounts Payable Invoice Edit
Subtotals by Bank and Vendor Name
10/22/13 - 10/22/13

Bank 2 Bank Name UMB NATIONAL BANK OF AMERICA

Vendor # Name	Credit Memo Amt / Discount Amt	Tax Amount	Gross Invoice Amt / Manual Check Amount	Liquidation Amount / ACH Amount	Expenditure Amount / Wire Payment Amount	Total Amount
			$18,000.00	$18,000.00	$18,000.00	$18,000.00
Bank Total:	$215.75CR		$1,769,166.86 $167,147.51	$1,659,151.28	$1,769,166.86	$1,769,166.86
Grand Total:	$215.75CR		$1,769,166.86 $167,147.51	$1,659,151.28	$1,769,166.86	$1,769,166.86

KANSAS CITY, KS PUBLIC SCHOOLS
Accounts Payable Invoice Edit
Subtotals by Bank and Vendor Name
10/17/13 - 10/17/13

Bank 2 Bank Name UMB NATIONAL BANK OF AMERICA

Vendor # Name	Credit Memo Amt / Discount Amt	Tax Amount	Gross Invoice Amt / Manual Check Amount	Liquidation Amount / ACH Amount	Expenditure Amount / Wire Payment Amount	Total Amount
* 70521 ABERNATHY, GREGORY J.			$70.00		$70.00	$70.00
* 70627 ALFORD, LAWRENCE CHRISTOPHER			$50.00		$50.00	$50.00
* 70054 ARENSBERG, RICHARD			$100.00		$100.00	$100.00
* 70465 BAKER, JOSEPH C.			$45.00		$45.00	$45.00
* 70367 BENDER, BRIAN			$72.50		$72.50	$72.50
* 70046 BRAMMER, JASON			$45.00		$45.00	$45.00
* 70715 BRANSON, RICHARD D.			$70.00		$70.00	$70.00
* 70063 CARTER, STEVEN L.			$100.00		$100.00	$100.00
* 70733 CLARK, JAMES			$70.00		$70.00	$70.00
* 70255 COOK, DAVID DONALD			$132.50		$132.50	$132.50
* 70304 DAVIS, CHARLOTTE J.			$50.00		$50.00	$50.00
* 70265 EASTER, JOSEPH "GENE"			$100.00		$100.00	$100.00
* 70116 ECCLESTON, THOMAS E.			$50.00		$50.00	$50.00
* 70363 ELLIOTT, SCOTT			$70.00		$70.00	$70.00
* 70489 FLOYD, CHUCK			$25.00		$25.00	$25.00
* 70727 FOLKS, JEFFERY			$45.00		$45.00	$45.00

KANSAS CITY, KS PUBLIC SCHOOLS
Accounts Payable Invoice Edit
Subtotals by Bank and Vendor Name
10/17/13 - 10/17/13

Bank 2 Bank Name UMB NATIONAL BANK OF AMERICA

Vendor # Name	Credit Memo Amt / Discount Amt	Tax Amount	Gross Invoice Amt / Manual Check Amount	Liquidation Amount / ACH Amount	Expenditure Amount / Wire Payment Amount	Total Amount
* 70044 GLAVIN, GERALD R.			$120.00		$120.00	$120.00
* 70214 GRENKE, RAY			$70.00		$70.00	$70.00
* 70381 HEISEY, RAYMOND			$100.00		$100.00	$100.00
* 70455 HOBSON, ROBYN			$90.00		$90.00	$90.00
* 70245 KAUK, MICHAEL R.			$70.00		$70.00	$70.00
* 70411 KNIGHT, JAMES			$70.00		$70.00	$70.00
* 70714 MCKEE, ROBERT DAVIE			$70.00		$70.00	$70.00
* 70456 MILLER II, IRA L.			$100.00		$100.00	$100.00
* 70261 MOZAFFARI, MASOUD			$160.00		$160.00	$160.00
* 70471 MUSCARI, ANTHONY J.			$60.00		$60.00	$60.00
* 70313 NASH, JEFFREY C.			$100.00		$100.00	$100.00
* 70107 NUNLEY, LOWELL			$55.00		$55.00	$55.00
* 70613 PARKER, GEORGE LEIDY			$60.00		$60.00	$60.00
* 70230 POOLMAN, DAN			$50.00		$50.00	$50.00
* 70436 PORDES, CURTIS M.			$100.00		$100.00	$100.00
* 70168 QUANDT, MARK E.						

KANSAS CITY, KS PUBLIC SCHOOLS
Accounts Payable Invoice Edit
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10/17/13 - 10/17/13

Bank 2 Bank Name UMB NATIONAL BANK OF AMERICA

Vendor # Name	Credit Memo Amt / Discount Amt	Tax Amount	Gross Invoice Amt / Manual Check Amount	Liquidation Amount / ACH Amount	Expenditure Amount / Wire Payment Amount	Total Amount
* 70091 RAMOS, CRESENCIO "CHRIS"			$280.00		$280.00	$280.00
* 70827 RAND, JARED			$50.00		$50.00	$50.00
* 70162 REDDICK, KEVIN E.			$100.00		$100.00	$100.00
* 70098 ROBARE, GEORGE B.			$50.00		$50.00	$50.00
* 70268 ROSENAK, ALAN W.			$210.00		$210.00	$210.00
* 70391 SALLUSTIO, MAURO			$100.00		$100.00	$100.00
* 70145 SAUCEDA, SALLY			$100.00		$100.00	$100.00
* 70387 SCHLEICHER, ED			$100.00		$100.00	$100.00
* 70728 SHAUNTY, KEVIN			$240.00		$240.00	$240.00
* 70384 SHOULTS, RICHARD LEE			$70.00		$70.00	$70.00
* 70423 SIMIEN, MARGARET			$180.00		$180.00	$180.00
* 70824 SMITH, DANIEL C.			$72.50		$72.50	$72.50
* 70036 STAMPS, ROBERT E.			$160.00		$160.00	$160.00
* 70403 STUTHEIT, STEVE			$100.00		$100.00	$100.00
* 70826 SWEET, JOHN			$312.50		$312.50	$312.50
			$75.00		$75.00	$75.00

KANSAS CITY, KS PUBLIC SCHOOLS
Accounts Payable Invoice Edit
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10/17/13 - 10/17/13

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Vendor # Name	Credit Memo Amt / Discount Amt	Tax Amount	Gross Invoice Amt / Manual Check Amount	Liquidation Amount / ACH Amount	Expenditure Amount / Wire Payment Amount	Total Amount
* 70475 THOMPSON, SHANE D.			$70.00		$70.00	$70.00
* 70390 THOMPSON, STANLEY D.			$70.00		$70.00	$70.00
* 70792 THORNBURG, ARDEN			$100.00		$100.00	$100.00
* 70740 TILTON, BRIAN M.			$60.00		$60.00	$60.00
* 70807 TODD, CANDACE M			$72.50		$72.50	$72.50
* 70354 VAN HORN, LOUIS G.			$45.00		$45.00	$45.00
* 70795 VERMILLION, CRAIG A			$100.00		$100.00	$100.00
* 70125 WAKE, FRED H. III			$90.00		$90.00	$90.00
* 70825 WATSON, JILL			$60.00		$60.00	$60.00
* 70460 WEBER. LINDA M.			$420.00		$420.00	$420.00
* 70179 WEIGEL, JOHN J.			$180.00		$180.00	$180.00
* 70650 WHITMAN, LEE A.			$132.50		$132.50	$132.50
* 70372 WOLSLEGER, CHRISTOPHER			$70.00		$70.00	$70.00
* 70238 WYSER, REAGAN			$60.00		$60.00	$60.00
Bank Total:			$6,100.00		$6,100.00	$6,100.00

Grand Total:

Kansas City, Kansas
Public Schools

Unified School District No. 500

MEMORANDUM

TO: KANSAS CITY, KANSAS BOARD OF EDUCATION

FROM: Dr. Cynthia Lane, Superintendent of Schools

DATE: October 22, 2013

SUBJECT: Monthly Financial Report

RECOMMENDATION:
The Kansas City Board of Education **approve the Monthly Financial** as submitted by Dr. Kelli Mather, Chief Financial Officer and by Connie Brand, Director of Finance and Budgets and as recommended by Dr. Cynthia Lane, Superintendent of Schools.

BACKGROUND:
Attached please find the Monthly Financial Report.

STRATEGIC FRAMEWORK PRIORITY:
Good Stewards of Resources and Financial Accountability

WHY IMPORTANT:
Approval of the Monthly Financial Report by the Board of Education allows the Board to review a snapshot of the financial condition of the District, thereby allowing the Board to fulfill a critical fiduciary responsibility.

WHAT ACTION NEEDED BY BOARD:
Approve the Monthly Financial Report.

Recommended by:

Dr. Cynthia Lane
Superintendent

Submitted by:

Dr. Kelli Mather
Chief Financial Officer

Connie Brand
Director of Finance

2010 N. 59th Street • Kansas City, Kansas 66104
913•551•3200 Fax: 913•279•2085

TREASURERS MONTHLY FINANCIAL STATEMENT
09/01/13 TO 09/30/13

	FUND	BEGINNING BALANCE	RECEIPTS	EXPENDITURES	CASH BALANCE	OPEN PO'S	UNENCUMBERED BALANCE
FUND # 110	GENERAL FUND	$4,738,835.58	$11,172,275.76	$10,824,330.33	$5,086,781.01	$2,253,553.43	$2,833,227.58
FUND # 120	SUPPLEMENTAL GENERAL FUND	$3,018,429.73	$1,365,894.78	$2,876,650.79	$1,507,673.72	$1,507,673.72	$0.00
FUND # 130	AT RISK FUND	$1,466,916.49	$2,064,544.66	$1,989,802.70	$1,541,658.45	$1,541,658.45	$0.00
FUND # 135	AT RISK PRESCHOOL	$5,926.93	$99,288.06	$99,537.31	$5,677.68	$5,677.68	($0.00)
FUND # 140	TEC	($39,819.24)	$0.00	$20,601.82	($60,421.06)	$104.70	($60,525.76)
FUND # 141	VOCATIONAL EDUCATION FUND	$1,633,092.51	$0.00	$173,813.03	$1,459,279.48	$80,975.78	$1,378,303.70
FUND # 145	CARL PERKINS GRANT	($25,337.11)	$0.00	$24,482.96	($49,820.07)	$4,203.93	($54,024.00)
FUND # 150	SPECIAL EDUCATION FUND	$7,421,551.33	$0.00	$354,566.73	$7,066,984.60	$0.00	$7,066,984.60
FUND # 170	TRANSPORTATION FUND	$1,440,022.30	$59,996.75	$767,890.50	$732,128.55	$376,406.46	$355,722.09
FUND # 180	BILINGUAL EDUCATION FUND	$573,832.94	$373,156.13	$388,669.69	$558,319.38	$558,319.38	$0.00
FUND # 210	CAPITAL OUTLAY FUND	$48,010,617.18	$269,956.05	$2,199,238.84	$46,081,334.39	$3,191,441.31	$42,889,893.08
FUND # 220	BOND & INTEREST FUND	$3,151,626.25	$206,992.51	$0.00	$3,358,618.76	$1,484.00	$3,357,134.76
FUND # 230	RETIREMENT FUND	$539,541.11	$54,114.35	$0.00	$593,655.46	$0.00	$593,655.46
FUND # 260	FOOD SERVICE FUND	$3,053,153.09	$269,842.93	$1,032,409.93	$2,290,586.09	$1,957,808.05	$332,778.04
FUND # 280	PARENT EDUCATION FUND	$214,147.32	$0.00	$58,236.95	$155,910.37	$20,806.08	$135,104.29
FUND # 290	COOP SPECIAL ED	$14,206,306.66	$3,387.86	$2,344,209.90	$11,865,484.62	$1,962,345.92	$9,903,138.70
FUND # 320	HEALTH INSURANCE RESERVE	$1,978,401.01	$0.00	$0.00	$1,978,401.01	$0.00	$1,978,401.01
FUND # 330	WORKMAN'S COMPENSATION	$5,593,868.47	$401.29	$148,843.86	$5,445,425.90	$2,411.67	$5,443,014.23
FUND # 340	CONTINGENCY RESERVE	$6,550,220.80	$0.00	$0.00	$6,550,220.80	$0.00	$6,550,220.80
FUND # 350	SUMMER SCHOOL FUND	$62,098.27	$250.00	$0.00	$62,348.27	$49.40	$62,298.87
FUND # 360	KPERS	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00

TREASURERS MONTHLY FINANCIAL STATEMENT
09/01/13 TO 09/30/13

	FUND	BEGINNING BALANCE	RECEIPTS	EXPENDITURES	CASH BALANCE	OPEN PO'S	UNENCUMBERED BALANCE
FUND # 370	STUDENT MATERIAL REVOLVING	$309,262.85	$28,167.25	$44.46	$337,385.64	$62,657.14	$274,728.50
FUND # 410	SPECIAL PROJECTS FUND	$7,179,076.51	$1,169,460.12	$600,486.78	$7,748,049.85	$450,637.47	$7,297,412.38
FUND # 424	TITLE I	$2,002,824.85	$1,000,000.00	$621,963.09	$2,380,861.76	$316,013.64	$2,064,848.12
FUND # 434	21ST CENTURY KIDZONE GRT 13-14	$1,061.72	$34,318.27	$43,169.15	($7,789.16)	$0.00	($7,789.16)
FUND # 444	T IIA TEACHER QUALITY	$52,719.79	$100,000.00	$25,460.54	$127,259.25	$59,445.38	$67,813.87
FUND # 454	MIGRANT	$0.00	$225.00	$85,723.58	($85,498.58)	$5,454.54	($90,953.12)
FUND # 463	T1 PD SUBPART 2 ARRA REALLOCAT	$4,611.35	$0.00	$0.00	$4,611.35	$4,611.35	$0.00
FUND # 474	CELL GRANT, S P A R K GRANT	$145,709.92	$0.00	$94,284.81	$51,425.11	$81,357.10	($29,931.99)
FUND # 480	1003G SIG GRANTS	$1,061,011.41	$477,181.00	$263,449.25	$1,274,743.16	$723,716.29	$551,026.87
FUND # 493	SCHOOL IMPROVEMENT 1003a GRANT	($463,416.98)	$0.00	$103,612.45	($567,029.43)	$737,946.98	($1,304,976.41)
FUND # 510	PUBLIC LIBRARY FUND	$5,496,569.36	$412,903.28	$491,796.05	$5,417,676.59	$423,373.47	$4,994,303.12
FUND # 511	TURNER COMMUNITY LIBRARY FUND	$391,072.19	$297.26	$17,299.11	$374,070.34	$28,113.00	$345,957.34
FUND # 520	PUB LIB EMPLOYEE BENEFIT	$770,682.65	$48,651.29	$32,168.29	$787,165.65	$0.00	$787,165.65
	GRAND TOTAL	$120,544,617.24	$19,211,304.60	$25,682,742.90	$114,073,178.94	$16,358,246.32	$97,714,932.62
		$0.00	$0.00	$0.00	$0.00	$0.00	$0.00

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MEMORANDUM

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

FROM: Dr. Cynthia Lane, Superintendent of Schools

DATE: October 22, 2013

SUBJECT: **APPROVE PURCHASE OF HUMANOID ROBOTICS**

RECOMMENDATION:

That the Kansas City, Kansas Board of Education **approve the purchase of humanoid robotics from Depco LLC in the amount of $41,840.00** as submitted by Robert Young, Director of Purchasing, Dr. Kelli Mather, Chief Financial Officer and as recommended by Dr. Cynthia Lane, Superintendent of Schools.

EXPLANATION:

Background

Sealed bids were received for two NAO humanoid robotics on October 4, 2013. These would be ordered as instructional equipment . One will be placed at Sumner Academy and one will be placed at Wyandotte High School.

Why it is important to the Board

These will be used in the Science, Technology, Engineering and Math (STEM) courses that fall under the Career and Technology Education (CTE) umbrella. This will include several courses in the Engineering and Applied Mathematics Career Pathway. It will also be included in the Web and Digital Communication Career Pathway. This acquisition will include product and implementation training. Some curriculum is provided with the robots. Representatives from the company will be available to assist the instructors after the initial two day training.

What action we want the Board to consider

We would ask the Board to approve the recommendation from Depco LLC the low bid meeting the requirements of the written bid. A bid tab is attached.

Recommended by:

Dr. Cynthia Lane
Superintendent of Schools

Submitted by:

Dr. Kelli Mather
Chief Financial Officer

Robert Young
Director of Purchasing

Bid Number 13-033

Humanoid Robotics – 2 each with training

Firm	Total Cost
Fisher Scientific	$36,007.75*
Robotslab US	$39,725.00**
Depco LLC	$41,840.00
William Gill	$45,600.00

*Does not meet the requirements of the bid document (demonstration tools not included, headphones not included, cannot provide inconsecutive days of training)
**Does not meet the terms and conditions of the bid document

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MEMORANDUM

TO : THE KANSAS CITY KANSAS BOARD OF EDUCATION

FROM : Dr. Cynthia Lane, Superintendent of Schools

DATE : October 22, 2013

SUBJECT : Beam Abatement and Fireproofing – Harmon High School

RECOMMENDATION:

That the Kansas City, Kansas Board of Education **accept the low bid from B&R Insulation in the amouut of $32,958.00** as submitted by Robert Young, Director of Purchasing, Dr. Kelli Mather, Chief Financial Officer, and as recommended by Dr. Cynthia Lane, Superintendent of Schools.

BACKGROUND:

This bid solicited contractors for the removal and abatement of asbestos fireproofing on roof beams in the Northwest Exterior wall at Harmon High School (Choral Room & Auditorium Stage). Bids were received on October 17, 2013 in the Purchasing Department office. Bids were publicly advertised, and posted to the District website. Three firms responded: B&R Insulation, New Horizons Enterprises and Major Abatement.

WHY THIS IS IMPORTANT:

Necessary to remove asbestos materials to allow needed additional repairs to the building structure.

WHAT ACTION MIGHT THE BOARD CONSIDER:

Approve low bid so that work may proceed with requested concrete pavement repairs project.

Recommended by:

Dr. Cynthia Lane
Superintendent of Schools

Submitted by:

Dr. Kelli Mather
Chief Financial Officer

Robert Young
Director of Purchasing

13-034 HARMON HIGH SCHOOL BEAM ABATEMENT & FIREPROOFING - BID ANALYSIS

Requirement	Low Bid	2	3
	B&R Insulation	Major Abatement	New Horizons
	Cost		Cost
Beam Abatement & Fireproofing - Harmon HS	$ 32,958.00	$ 48,750.00	$ 65,000.00

KANSAS CITY, KANSAS PUBLIC LIBRARY

KANSAS CITY KANSAS PUBLIC SCHOOLS

MEMORANDUM

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

FROM: Dr. Cynthia Lane, Superintendent of Schools

DATE: October 22, 2013

SUBJECT: Turner Quarterly Report

RECOMMENDATION:

That the Kansas City, Kansas Board of Education accept as an informational item the Turner Quarterly Report, as submitted by Carol Levers, Director of Libraries and as recommended by Dr. Cynthia Lane, Superintendent of Schools.

EXPLANATION:

- Attached is the report submitted to the parties before the October 15, 2013 deadline. The report reflects budget activity from January 1, 2013 through September 30, 2013.
- As required by the Interlocal Agreement for the Turner Community Library, a quarterly budget report is due to the three parties – USD 500, Turner Recreation Center and the Wyandotte County Library Board.
- We are asking the Board to accept this report as an informational item.

Recommended by:

Dr. Cynthia Lane
Superintendent

Submitted by:

Carol Levers
Director of Libraries

625 Minnesota Avenue
913•279•2219

Kansas City, Kansas 66101
Fax: 913•551•3243

Turner Community Library

2013 Budget

REVENUE, EXPENDITURES AND FUNDS BALANCE

as of 09/30/13

General Fund Carryover	**$**	**123,200.08**
Grants Carryover	**$**	**597.03**
REVENUE - General Fund		
Wyandotte County Library Board	$	273,708.56
Fines & Fees	$	4,407.29
Total Revenue	**$**	**278,115.85**
REVENUE - Grants	**$**	**-**
EXPENDITURES - General Fund		
Personnel	$	88,113.40
Employee Benefits	$	16,468.41
Library Materials	$	23,970.19
Utilities	$	1,909.03
Operating	$	3,651.27
Maintenance	$	360.00
Data Processing	$	19,374.84
Equipment	$	4,421.79
Programs	$	998.95
Total Expenditures	**$**	**159,267.88**
CAPITAL FUND	**$**	**-**
EXPENDITURES - Grants		
Personnel	$	-
Employee Benefits	$	-
Library Materials	$	-
Operating	$	-
Maintenance	$	-
Data Processing	$	-
Equipment	$	-
Programs	$	540.00
Total Expenditures (Grants)	**$**	**540.00**
FUNDS BALANCE - General Fund	**$**	**242,048.05**
FUNDS BALANCE - w/out Carryover or Fines & Fees	**$**	**114,440.68**
FUNDS BALANCE - Grant	**$**	**57.03**

Turner Community Library Expenditures 2013

General Fund	2013 Budget	2013 Expenditures	2013 Remaining
Local			
144 Prof Salaries	43,000.00	30,637.55	12,362.45
145 Paraprof Salaries	54,080.00	37,093.06	16,986.94
146 Hourly Salaries	36,000.00	20,382.79	15,617.21
181 Custodial Salaries	0.00		0.00
196 Custodial Overtime	0.00		0.00
319/183 Security Guard	0.00		0.00
TOTAL PERS	**133,080.00**	**88,113.40**	**44,966.60**
210 Board Fringe	14,003.00	9,727.73	4,275.27
220 Social Security	11,711.00	6,740.68	4,970.32
250 Unemploy Comp	0.00		0.00
260 Workmen's Comp	0.00		0.00
TOTAL BENEFITS	**25,714.00**	**16,468.41**	**9,245.59**
559 Book Binding	0.00	0.00	0.00
641 Books	13,300.00	14,852.82	-1,552.82
642 Periodicals	600.00	553.86	46.14
659 Audiovisuals	14,355.00	8,563.51	5,791.49
TOTAL LIB MAT	**28,255.00**	**23,970.19**	**4,284.81**
411 Water	0.00		0.00
532 Telephone	2,000.00	1,909.03	90.97
621 Gas	0.00		0.00
622 Electricity	0.00		0.00
TOTAL UTILITIES	**2,000.00**	**1,909.03**	**90.97**
350 Staff Services	0.00		0.00
520 Insurance	0.00		0.00
531 Postage	200.00	51.40	148.60
549 Publishing	0.00		0.00
581 In-district Travel	250.00	74.76	175.24
582 Staff Development	500.00	168.20	331.80
610 Supplies	5,250.00	3,356.91	1,893.09
680 Miscellaneous	0.00		0.00
TOTAL OPER	**6,200.00**	**3,651.27**	**2,548.73**
591 Contracted Serv	28,000.00	360.00	27,640.00
618 Custodial Supplies	0.00		0.00
890 Bookmobile/Van	0.00		0.00
895 Maint & Rep	2,500.00		2,500.00
TOTAL MAINT	**30,500.00**	**360.00**	**30,140.00**
342 Data Processing	17,885.00	19,374.84	-1,489.84
TOTAL DATA PROC	**17,885.00**	**19,374.84**	**-1,489.84**
730 Equipment	10,739.00	4,421.79	6,317.21
TOTAL EQUIP	**10,739.00**	**4,421.79**	**6,317.21**
599 Programming	3,000.00	998.95	2,001.05
TOTAL PROGR	**3,000.00**	**998.95**	**2,001.05**
340 Contracted Services	0.00		0.00
TOTAL PROF SER	**0.00**	**0.00**	**0.00**
TOTAL EXPEND	**257,373.00**	**159,267.88**	**98,105.12**
Capital Fund - 730	**27,414.00**	**-**	**27,414.00**
TOTAL	**284,787.00**	**159,267.88**	**125,519.12**

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MEMORANDUM

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

FROM: Dr. Cynthia Lane, Superintendent of Schools

DATE: October 22, 2013

SUBJECT: **HUMAN RESOURCES REPORT AND RECOMMENDATIONS ADDENDUM #1**

RECOMMENDATION:

The Kansas City Board of Education **approve the Human Resources Report and Recommendations Addendum #1** as submitted by Mr. Edwin K. Hudson, Chief of Human Resources 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.

These addendum recommendations are for human resources matters that occurred after the regular agenda was forwarded to you.

Recommended by:

Dr. Cynthia Lane
Superintendent of Schools

Submitted by:

Mr. Edwin K. Hudson
Chief of Human Resources

ADDENDUM

A. EMPLOYMENT (* rehire, **previously substitute teacher)

(1) The following personnel be employed on the effective dates indicated: *(Standard substitute teachers must hold a degree and have completed a teacher preparation program. Emergency substitute teachers must have completed a minimum of 60 semester credit hours from a regionally accredited college and/or university.)*

Airey, Spenser (Second Grade Teacher/Elementary School)	$39,072	10/14/2013	120.040.483.110000.120	186
Cordill, Timothy (Regular Substitute)	$132.60/Daily	11/14/2013	120.040.001.110000.131	
Daniels, Denise (Lunchroom Monitor/Elementary School)	$10.07/lunch period	10/14/2013	110.040.437.319000.156	186
Fuel Jr., David (Library Aide/Coronado)	$11.34/Hourly	10/28/2013	110.040.308.249000.147	186
Gonzalez, Charlotte (SPED Teacher/High School)	$44,422	10/21/2013	150.033.001.120000.120	186
Greene, Ernest (Bus Aide/Transportation)	$11.64/Hourly	10/07/2013	290.033.600.279000.159	186
Herviey, Terrance (Custodian/High School)	$12.77/Hourly	10/14/2013	110.024.005.262100.181	261
McCray, James (Emergency Substitute)	$123.40/Daily	10/23/2013	120.040.001.110000.131	
*Mitchell, Ja'Nice (Benefits Clerk/Payroll)	$15.93/Hourly	10/21/2013	110.040.001.251100.151	261
Pennington, Lisa (On Call Substitute/Nutritional Services)	$9.50/Hourly	10/07/2013	260.023.700.312000.173	
Rainey, Cynthia (Emergency Substitute)	$123.40/Daily	10/16/2013	120.040.001.110000.131	
Shortridge, Margot (Regular Substitute)	$132.60/Daily	10/26/2013	120.040.001.110000.131	
Sullivan, Lisa (Emergency Substitute)	$123.40/Daily	10/15/2013	120.040.001.110000.131	
*Wilson, Michele (Kindergarten Teacher/Elementary School)	$60,872	10/10/2013	120.040.474.110000.120	186

B. SEPARATION

Certified Voluntary Separation

The following certified resignations be accepted on the effective dates indicated and * indicates employment as a standard substitute teacher: *(Standard substitute teachers must hold a degree and have completed a teacher preparation program. Emergency substitute teachers must have completed a minimum of 60 semester credit hours from a regionally accredited college and/or university.)* Budget: 120 040 001 110000 131

Classified Voluntary Separation

(2) The resignation of Michael Brewer, Truancy Facilitator, be accepted effective September 12, 2013.

(3) The resignation of Lolimir Lopez, ESL Aide/Translator at Hazel Grove Elementary School, be accepted, effective October 24, 2013.

(4) The retirement date of David May be updated to reflect his official retirement date with KPERS is November 1, 2013.

(5) The retirement of Steve McGill, General Mechanic, be accepted effective December 1, 2013.

Involuntary Separation

(6) The employment of Justin Cervantes, Custodian, be terminated effective October 23, 2013.

(7) The employment of Ryan Halsey, Paraprofessional, be terminated effective October 23, 2013.

C. SALARY ADJUSTMENTS AND REIMBURSEMENTS

(8) Jennifer Beard, Instructional Aide at M.E. Pearson Elementary School, be transferred to Paraprofessional at Parker Elementary School to be paid $15.18 per hour effective October 16, 2013. Budget: 454.050.001.700333.055 and 474.033.001.628200.155

(9) The salary of Lisa Bozzoli, Counselor at Claude Huyck Elementary School, be corrected to $42,227.

(10) Stacie Downs, Computer Tech Title 1, be paid her regular hourly rate for a maximum of forty (40) hour and time and one-half beyond forty hours for work with Leadership Team at Welborn Elementary School performed beyond the duty day for the 2013/2014 school year. Budget: 110.090.489.221303.191

(11) Charmaigne Eaton, Teacher at Washington High School, be paid $20.72 per hour for Literacy Planning Committee performed beyond the duty day for the 2013/2014 school year. Budget: 120.030.001.110000.191

(12) Kristen Fasnacht, Substitute Teacher, be transferred to Kindergarten Teacher at Caruthers Elementary School to be paid $39,447 for 186 days, effective October 14, 2013. Budget: 120.040.435.110000.120

C. SALARY ADJUSTMENTS AND REIMBURSEMENTS (continued)

(13) Susan Gamby, Substitute Teacher, be transferred to Second Grade Teacher at M.E. Pearson Elementary school to be paid $39,297 for 186 days, effective October 9, 2013. Budget: 120.040.458.110000.120

(14) Doris Hamilton, Substitute Librarian, be paid her regular hourly rate for a maximum of forty (40) hour and time and one-half beyond forty hours for up to six (6) hours for Grade Card Computer training at Noble Prentis Elementary School, effective October 21, 2013. Budget: 110.040.501.110000.131

(15) Heather Huninghake, Teacher, be paid $20.72 per hour for New Teacher Training at Welborn Elementary School performed beyond the duty day for the 2013/2014 school year. Budget: 110.090.489.221303.191

(16) Sheila Jones, Secretary, be paid her regular hourly rate for a maximum of forty (40) hour and time and one-half beyond forty hours for work with Academic Assistants performed beyond the duty day for the 2013/2014 school year. Budget: 483.090.312.638300.191

(17) Martina Messmer, Teacher at J.C. Harmon High School, be paid $20.72 per hour for Literacy Leadership Team Meeting performed beyond the duty day for the 2013/2014 school year. Budget: 120.090.101.221305.191

(18) Rabiah O'Neal, Secretary, be paid her regular hourly rate for a maximum of forty (40) hour and time and one-half beyond forty hours for work with Family Fun Night/Music in the Lot and Leadership Team at Welborn Elementary School performed beyond the duty day for the 2013/2014 school year. Budget: 110.040.001.110000.191

(19) Katherine Ruprecht, Substitute Teacher, be transferred to Fourth Grade Teacher at Quindaro Elementary School to be paid $39,072 for 186 days, effective October 11, 2013. Budget: 120.040.469.110000.120

(20) Catherine Ruskin, Elementary Teacher, be transferred to Regular Substitute Teacher to be paid $132.60 per day effective October 21, 2013. Budget: 120.040.001.110000.131

(21) Margaret Stubbs, Substitute Teacher, be transferred to Kindergarten Teacher at Parker Elementary School to be paid $39,072 for 186 days, effective October 14, 2013. Budget: 120.040.458.110000.120

(22) Maria Uhlig, ESL Aide, be paid her regular hourly rate for a maximum of forty (40) hour and time and one-half beyond forty hours for work with Open House at Mark Twain Elementary School on September 10, 2013. Budget: 424.090.445.113000.191

(23) The personnel listed below be paid $20.72 per hour for Homework Zone at Rosedale Middle School, performed beyond the duty day for the 2013/2014 school year. Budget: 424.090.206.114000.191

Antonio Droge
Megan Green

C. SALARY ADJUSTMENTS AND REIMBURSEMENTS

(24) The personnel listed below be paid $20.72 per hour up to twenty (20) hours for After School Literacy Club at McKinley Elementary School performed beyond the duty day for the 2013/2014 school year. Budget: 493.090.457.110457.191

Emily Hohendorf
Erin Ryan
Melissa Wheeler

(25) The personnel listed below be paid $20.72 per hour for Literacy Leadership Team meeting at Argentine Middle School performed beyond the duty day for the 2013/2014 school year. Budget: 120.090.101.221305.191

Katie Don Carlos
Veronica Viegra

(26) The personnel listed below be paid $20.72 per hour for Tutoring performed beyond the duty day for the 2013/2014 school year. Budget Listed.

Lindsey Schutte	Douglass	483.090.415.700352.120
Carolina Loera	Frances Willard	434.050.001.700322.120
Allison Weaver	M E Pearson	434.050.001.700368.120
Sheena Wagner	M E Pearson	434.050.001.700368.120
Consuelo Marshall	M E Pearson	434.050.001.700368.120
Hope Inglehart	M E Pearson	434.050.001.700368.120
Konya Tyler	M E Pearson	434.050.001.700368.120
Ruth DiSilvestro	New Chelsea	434.050.001.700369.120
Connie Oakes	New Chelsea	434.050.001.700369.120
Renee McCall	New Chelsea	434.050.001.700369.120
Susan Sprague	New Chelsea	434.050.001.700369.120

(27) The personnel listed below be paid her/his regular hourly rate for a maximum of forty (40) hour and time and one-half beyond forty hours for work with Tutoring performed beyond the duty day for the 2013/2014 school year. Budget Listed.

Tracye Green	M E Pearson	434.050.001.700368.191
Zack Payne	M E Pearson	434.050.001.700368.191
Gloristine Garrett	New Chelsea	434.050.001.700369.191

(28) The personnel listed below be paid $20.72 per hour for Leadership Team Meeting at Welborn Elementary School performed beyond the duty day for the 2013/2014 school year. Budget: 493.090.489.110489.191

Julia Cordes
Jamila Harris-Smith
Tamera Jordan

C. SALARY ADJUSTMENTS AND REIMBURSEMENTS

(29) The personnel listed below be paid her/his regular hourly rate for a maximum of forty (40) hour and time and one-half beyond forty hours up to 3.75 hours per week for work with KidZone Before and After School Program Custodians performed beyond the duty day for the 2013/2014 school year. Budget Listed.

Brian Parker	New Chelsea	434.050.001.700369.191
Terence Wilson	Emerson	483.090.421.638400.191
Kevin Davidson	Stony Point North	434.050.001.621400.191
Thomas Tucker	Silver City	434.050.001.700347.191

(30) The personnel listed below be paid $20.72 per hour for Parent Night/Family Fun Night/Music in the Lot at Welborn Elementary School performed beyond the duty day for the 2013/2014 school year. Budget: 110.090.489.210003.191

Amanda Atchison
Stephanie Berg
Carolyn Chambers
Latisia Craig
Becky Decoster
Erickia Grant
Jamila Harris-Smith
Tamera Jordan
Mary Kuhn
Jennifer LaBarr
Shonielle Roberson
Nancy Wolf

(31) The following teachers be paid $20.72 an hour for a maximum of ten (10) hours for work on Science Vision 2020—Next Generation Cadre for the 2013-2104 school year. Budget: 120.031.001.110000.191

Dominick DeRosa	Teacher	Schlagle
Lacie Dunn	Teacher	West
Cassandra Gentry	Teacher	Eisenhower
Claire Hall	Teacher	Wyandotte
Gayle Kebodeaux	Teacher	Washington
Charles Lunney	Teacher	Sumner Academy
Marjorie Marchin	Teacher	Harmon
Monique McDaniel-Pinto	Teacher	Whittier
Laura McNellis	Teacher	Mark Twain
Kimberly Montini	Teacher	Mark Twain
Carl Perico	Teacher	Rosedale
Paula Threadgill	Teacher	Arrowhead
Casey Welch	Teacher	Northwest

(32) The personnel on the attached motion be approved as recruiters for the 2013/2014 school year and they be reimbursed for expenses incurred in keeping with Board of Education Policy. Budget: 110.040.001.257000.582

D. LEAVES OF ABSENCE

E. APPROVED TRAVEL

(33) Lisa M. Garcia, Director of Student Services, be approved to attend Migrant Service Delivery Plan in Wichita Kansas for two (2) days during the month of December, 2013 and she be reimbursed for expenses incurred in keeping with Board of Education Policy. Budget: costs covered by Kansas Migrant Education Program.

(34) Daryel Garrison and Trina Green, KidZone, be approved to attend 10th Annual Summer Changes Everything National Conference on Summer Learning in Orlando, FL for three (3) days during the month of November, 2013 and they be reimbursed for expenses incurred in keeping with the Board of Education Policy. Budget: 434.050.001.700369.582

(36) Daryel Garrison and Trina Green, KidZone, be approved to attend AmeriCorps Member Training in Junction City, KS for two (2) days during the month of November, 2013 and they be reimbursed for expenses incurred in keeping with the Board of Education Policy. Budget: 434.050.001.700374.582

(37) Rachel Macek, Teacher in Central Office, Maggi Schoonover and Kaleena Viruete, Counselors at J. C. Harmon High School, be approved to attend the Project Lead the Way Counselor and Administrator Workshop in Wichita, Kansas in November, 2013. Attendance is required to retain national certification for Project Lead the Way and is also required by the Carl Perkins Grant. Total expenses of approximately $1,500.00 will be covered by the Carl Perkins Grant: 145.031.001.116000.582

F. MISCELLANEOUS

Open Positions:

Certified – Elementary	15 (4 Counselors)
Certified – Middle School	2
Certified – High School	0
Certified – All Other	2
Total Openings:	19 (as of 10/16/2013)

Number of Teachers in Breach of Contract: 2

RECRUITERS 2013/2014

CANISE SALINAS	Principal, John F. Kennedy
LORI COOPER	Principal, Stony Point North
BEV MANLOVE	Principal, KCKECC
MARYLEE BATTAGLIA	Principal, Hazel Grove Early Childhood
KIM SHAW	Director of SPED
ALICIA MIGUEL	Director of ESL
JEREME BREUGGEMANN	Principal, Argentine
KRISTEN SCOTT	Principal, Central
JEWELL RAGSDALE	Principal, Coronado
SAMIA GUESS	Principal, Eisenhower
ELVIRA RANDLE	Principal, West
DOMINIC FLORA	Principal, New Chelsea
IVA LEE COLGAN	Principal, Lindbergh
ANDREW TAYLOR	AP, Northwest
SARAH PIKE	Principal, Frances Willard
DIONANDRE JOSENBERGER	Principal, Caruthers
CASSY KINCAID	AP, Wyandotte
MARY STEWART	Principal, Wyandotte
MARITZA PAUL	Principal, Schlagle
GEOFF MARKOS	AP, Schlagle
DAVID DELOACH	SPED
MICHELEL COLVIN	SPED
MICHELLE CLARY	SPED
DEBI APPLE	Principal, Morse Early Childhood
CARNEST MITCHELL	Principal, Northwest
SCOTT KEDROWSKI	Infant Toddlers

KMEA

Jean Ney	Eli Jones
Jodie Lin	Frank Glaser
Donald Rodgers	Pam Garrett
Bridget Gish	Andrea Watts
Beth Wheeler	
Donna Johnson	
Becky Thomas	

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ADDENDUM AGENDA #2

Tuesday,
October 22, 2013
5:30 p.m.

XI. Reports of the Superintendent

H. Accept for First Read the 2013/2014 Changes to the Negotiated Agreement for Teachers (Note Page 90).

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MEMORANDUM

TO: The Kansas City, Kansas Board of Education

FROM: Cynthia Lane, Superintendent of Schools

DATE: October 22, 2013

SUBJECT: Approval of Changes to the 2013-2014 Teachers Negotiated Agreement

RECOMMENDATION:

That the Kansas City, Kansas Board of Education **accept as first read** the 2013/2014 changes to the agreement for the Teachers Unit represented by NEA-KCK and the Kansas City, Kansas Board of Education as submitted by Edwin K. Hudson, Chief of Human Resources, Deryl W. Wynn, Spokesperson and recommended by Dr. Cynthia Lane, Superintendent of Schools.

EXPLANATION:

The attached changes are for 2013/2014 school year between the Teachers' Bargaining Unit represented by NEA-KCK and the Board of Education.

Members of the Interest Based Bargaining (IBB) team include: Patricia Hodison, LaDonna Flippin, Jamelle Brown, Jarius Jones, Michael Rebne, Shelly Beech, Sherry L. Samples, Jayson Strickland and Edwin K. Hudson.

See attachment for changes.

Recommended by:

Dr. Cynthia Lane
Superintendent of Schools

Submitted by:

Edwin K. Hudson
Chief of Human Resources

SUMMARY OF CHANGES

Changes to compensation, benefits and other items agreed to by mutual consent were made to the 2013-2014 Negotiated Agreement. New or altered language is underlined and italicized. Non-formatted text is for explanation only.

ARTICLE VI.K.

K. ~~KEEP~~ Marzano Evaluation & Growth Model Evaluation

Teachers at ~~Northwest Middle, Emerson Elementary,~~ New Stanley Elementary and Douglas Elementary that are on cycle will be evaluated using the ~~KEEP~~ Marzano protocol for 201~~2~~3-201~~3~~4. They will receive training prior to beginning the process for ~~KEEP~~ Marzano. The ~~KEEP~~ Marzano protocol will be implemented as described in the MOU with KSDE and signed by the NEA-KCK president.

ARTICLE XII.A.8.

8. ~~Teachers and nurses already on level 10 will receive a onetime lump sum payment of $100~~. Credit allowed for experience outside the District shall be in accord with Section A, Paragraph 1, of Article XII.

Level Placement for Accredited Experience from

Outside USD 500 for 2013-2014 School Year

Level placement for teachers newly hired to the district for 2013-2014 school year after ratification will be based on the following table.

2013-2014 School Year

		BS-DOC
Level 1	~~0~~	0
Level 2	~~1-2~~	1
Level 3	~~3~~	2
Level 4	~~4-9~~	3-4
Level 5	~~10-15~~	5
Level 6	~~16-17~~	6-11
Level 7	-	12-17
Level 8	~~18~~	18-19
Level 9	~~19~~	-

Initial placement for new teachers in the hard-to-fill areas, namely, secondary math, secondary science, special education, speech language pathologist, school psychologist, occupational therapist, and physical therapist, with twenty (20) years of experience or more will be at Level 10.

ARTICLE XII.A.9

9. Nurses

Nurses holding a bachelor's degree and employed as school nurses shall be placed on the regular teacher's salary schedule. Registered nurses not holding a bachelor's degree shall be contracted on the recommendation of the Superintendent. Salaries for the 2013-2014 school year will be based on the following schedule: Newly hired nurses for 2013-2014 school year will be paid the salary listed on their contract.

Level	1	$33,856
	2	$34,200
	3	$34,855
	4	$35,527
	5	$36,213
	6	$37,060
	7	$37,632
	8	$38,655
	9	$39,754
	10	~~$40,986~~ $41,486

ARTICLE XII.A.14

14. Base Salary Scale

Returning teachers will be paid on the schedule listed below.

Base salary scale for computation of 2013-2014 salaries are as follows:

~~2012/2013~~

	~~Class 1~~	~~Class 2~~	~~Class 3~~	~~Class 4~~	~~Class 5~~	~~Class 6~~	~~Class 7~~	~~Class 8~~	~~Class 9~~	~~Class 10~~	~~Nurses~~
	~~BA~~	~~BA+15~~	~~BA+30~~	~~MA~~	~~MA+15~~	~~MA+30~~	~~MA+45~~	~~MA+60~~	~~SPEC~~	~~PHD~~	~~W/O BA~~
~~Level 1~~	~~$38,072~~	~~$39,522~~	~~$40,022~~	~~$40,772~~	~~$41,272~~	~~$41,772~~	~~$42,272~~	~~$42,772~~	~~$43,172~~	~~$44,172~~	~~$33,856~~
~~Level 2~~	~~$39,297~~	~~$39,747~~	~~$40,247~~	~~$41,572~~	~~$42,072~~	~~$42,147~~	~~$42,647~~	~~$43,147~~	~~$43,847~~	~~$44,847~~	~~$34,200~~
~~Level 3~~	~~$39,347~~	~~$39,897~~	~~$40,547~~	~~$42,247~~	~~$43,147~~	~~$43,297~~	~~$43,797~~	~~$44,322~~	~~$45,647~~	~~$46,697~~	~~$34,855~~
~~Level 4~~	~~$39,447~~	~~$39,997~~	~~$40,922~~	~~$43,747~~	~~$44,422~~	~~$44,897~~	~~$45,447~~	~~$46,047~~	~~$47,797~~	~~$48,797~~	~~$35,527~~
~~Level 5~~	~~$39,747~~	~~$40,297~~	~~$41,272~~	~~$45,647~~	~~$46,222~~	~~$46,847~~	~~$47,447~~	~~$47,997~~	~~$49,947~~	~~$50,997~~	~~$36,213~~
~~Level 6~~	~~$40,172~~	~~$40,947~~	~~$42,247~~	~~$47,847~~	~~$48,472~~	~~$49,122~~	~~$49,697~~	~~$50,647~~	~~$52,497~~	~~$53,597~~	~~$37,060~~
~~Level 7~~	~~$41,122~~	~~$41,847~~	~~$43,047~~	~~$50,072~~	~~$51,122~~	~~$51,772~~	~~$52,397~~	~~$53,347~~	~~$55,372~~	~~$56,522~~	~~$37,632~~
~~Level 8~~	~~$42,222~~	~~$42,997~~	~~$44,547~~	~~$52,772~~	~~$53,772~~	~~$54,497~~	~~$55,147~~	~~$56,097~~	~~$58,372~~	~~$59,472~~	~~$38,655~~
~~Level 9~~	~~$44,197~~	~~$44,897~~	~~$47,022~~	~~$55,147~~	~~$56,372~~	~~$57,172~~	~~$57,822~~	~~$58,847~~	~~$61,372~~	~~$62,422~~	~~$39,754~~
~~Level 10~~	~~$47,392~~	~~$48,047~~	~~$50,572~~	~~$59,772~~	~~$60,372~~	~~$60,872~~	~~$61,422~~	~~$62,172~~	~~$64,397~~	~~$65,397~~	~~$40,986~~

2013/2014

	Class 1	**Class 2**	**Class 3**	**Class 4**	**Class 5**	**Class 6**	**Class 7**	**Class 8**	**Class 9**	**Class 10**	**Nurses**
	BA	**BA+15**	**BA+30**	**MA**	**MA+15**	**MA+30**	**MA+45**	**MA+60**	**SPEC**	**PHD**	**W/O BA**
Level 1	**39,072**	**$39,522**	**$40,022**	**$42,572**	**$43,072**	**$43,572**	**$44,072**	**$44,572**	**$44,972**	**$45,972**	**$45,972**
Level 2	**$39,372**	**$39,822**	**$40,3227**	**$43,422**	**$43,922**	**$44,422**	**$44,922**	**$45,422**	**$46,172**	**$47,172**	**$34,200**
Level 3	**$39,672**	**$40,122**	**$40,622**	**$44,422**	**$44,972**	**$45,472**	**$45,972**	**$46,522**	**$47,772**	**$48,772**	**$34,855**
Level 4	**$39,972**	**$40,447**	**$41,072**	**$45,522**	**$46,072**	**$46,572**	**$47,122**	**$47,672**	**$49,672**	**$50,672**	**$35,527**
Level 5	**$40,272**	**$40,922**	**$41,772**	**$47,172**	**$47,722**	**$48,222**	**$48,772**	**$49,322**	**$51,872**	**$52,872**	**$36,213**
Level 6	**$40,772**	**$41,622**	**$42,747**	**$49,372**	**$49,922**	**$50,422**	**$50,972**	**$51,572**	**$54,122**	**$55,122**	**$37,060**
Level 7	**$41,772**	**$42,622**	**$43,847**	**$52,072**	**$52,622**	**$53,122**	**$53,672**	**$54,272**	**$56,622**	**$57,622**	**$37,632**
Level 8	**$42,972**	**$43,822**	**$45,647**	**$54,772**	**$55,347**	**$55,847**	**$56,397**	**$57,022**	**$59,222**	**$60,222**	**$38,655**
Level 9	**$45,272**	**$46,022**	**$48,122**	**$57,472**	**$58,072**	**$58,572**	**$59,122**	**$59,822**	**$62,022**	**63,022**	**$39,754**
Level 10	**$47,892**	**$48,547**	**$51,072**	**$60,272**	**$60,872**	**$61,372**	**$61,922**	**$62,672**	**$64,897**	**$65,897**	**$41,486**

AGREEMENT

This agreement is made and entered into on the 10th of October, 2013 by and between the Board of Education of Unified School District 500, Kansas City, Wyandotte County, Kansas and the National Education Association – Kansas City, Kansas, Inc., 11015 West 75th Terrace, Shawnee, Kansas 66214. This agreement is the result of good faith collective negotiations which have been conducted under the requirements of and directives of the Professional Negotiations Act (K.S.A. 72-5413 et.seq).

This agreement shall be effective as August 1, 2013 and shall continue in effect until July 31, 2014. This agreement shall not be extended orally and it is understood that it shall expire on the date indicated.

The Agreement [official and most current] version of this agreement shall be made accessible on the district web page. Once ratified, the Agreement will be sent via email to the bargaining unit with one copy for each associate representative provided by the Board.

Patricia Hodison, President
National Education Association
Kansas City, Kansas

Dr. Evelyn Hill, President
Board of Education

Date: _____

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ARTICLE I

BOARD'S MANAGEMENT RIGHTS

A. Rights Reserved and Retained

Nothing in this agreement shall be construed to change or affect any right or duty conferred or imposed by law upon the Board. Subject to the provisions of this Agreement the Board has and will continue to retain, whether exercised or not, the sole and unquestioned right, responsibility and prerogative to maintain, develop and operate the district.

ARTICLE II

TERMS AND DEFINITIONS RELATING TO POLICIES

GOVERNING TEACHERS

A. Special terms relating to this agreement are defined as follows:

1. *The Association:* National Education Association of Kansas City, Kansas.

2. *Primary Contract:* The basic contract of each teacher excluding any extended contract or supplemental contract.

3. *Supplemental Contract:* A teacher's contract for services different from and in addition to those provided for in the teacher's primary contract.

4. *Contract Day, Duty Day or Working Day:* Any day on which a teacher is required to be on duty within the terms of the primary and/or extended contract and is paid for services rendered.

5. *Non-teaching Contract Days*: Contract days on which school is not in session.

6. *Non-working Days:* All days interspersed between the first and last contract days and on which the teacher is not required to be on duty and for which no salary is paid.

7. *Holiday:* All days, other than Saturday or Sunday, which are declared holidays by the state of Kansas or by the United States, on which teachers are excused from duty, and which fall between the first and last duty day of any school year.

8. *Extended Contract:* A teacher's contract for services which extends the number of working days of the individual teacher in any year for employment which is an extension of the work provided for in the teacher's basic or primary contract and which is compensated at the same daily salary rate as established in the primary contract.

9. *Board:* The Board of Education of Unified School District No. 500, Wyandotte County, Kansas.

10. *District:* Unified School District No. 500 (USD 500).

11. *Teacher:* For purposes of this agreement only, "teacher" is defined as any member of the teachers' negotiating unit as defined in Kansas law. This includes teachers, counselors, librarians, school psychologists, degree and non-degree nurses, social workers, therapists, speech pathologists, and teachers of disabled and exceptional children.

12. *** *Term of contract.* For purposes of this agreement only, "term of contract" refers to the effective period of this agreement which is August 31, 2013, up to and including, July 31, 2014.

ARTICLE III

OFFICIAL HUMAN RESOURCE RECORDS

A. Teacher Access to District Human Resources File

All material compiled in a teacher's official Human Resources file during the period of employment, including evaluation documents, shall be available for inspection by the teacher during regular hours of the Human Resources Office. Excluded from the teacher's inspection shall be any references gathered as a result of the teacher applying for another position within the district. The teacher may obtain, upon written request, a copy of material in his/her file not excluded from bis/her inspection. At the teacher's option, a person of the teacher's choosing may accompany the teacher for inspection. At the option of the administration, a Human Resources Office employee may be present during the inspection by the teacher.

B. Teacher's Right to Respond

The teacher shall have the right to respond to any material subject to inspection in his/her Human Resources file. Such response shall be affixed to the material and placed in the teacher's file.

ARTICLE IV

DUTIES AND RESPONSIBILITIES

A. Term of Employment

The primary contract shall require 186 duty days for all full-time teachers who have completed their initial year of employment with the district. 189 duty days shall be required during the first full year of service. Excluded shall be all days on which a teacher is not required to be present for professional services. If emergency conditions require the closing of school, schedule modifications will be made.

1. Emergency Closing Days

   Whenever a school is closed by order of the Superintendent for causes beyond the control of the board and such order is relayed to local news media less than one (1) hour prior to the time the teacher is required to be on duty, such day shall be counted as one of the duty days for any affected teacher or the Board may elect to pay such teacher(s) one-half (½) of one day's salary in lieu thereof and no service shall be required by the teacher on such day. The Association president shall be contacted to verify the official time of notification.

2. Additional Work Days

   All basic or primary work performed by teachers in addition to the number of duty days required by the primary contract shall be covered by an extended contract. Such additional workdays shall be compensated at the teacher's regular daily rate. Teachers working on extended contracts shall have salaries adjusted in keeping with the new Agreement.

3. **Salary Deductions for Absences**

Daily salary deductions for absences shall be made on the basis of the amount of the contract divided by the number of duty days stipulated in the contract.

4. Holidays and Non-Working Days

For the 20123-20134 school year, holidays and non-working days shall be those designated by the Board of Education as reflected in Exhibit A, which refers to teachers assigned to work in KCK Public Schools; Exhibit B, New Stanley Elementary School; Exhibit C, USD 500 Preschool; or Exhibit D, Wyandotte County Special Education Cooperative.

5. Records Preparation

All teachers shall receive at the end of each quarter at least one-half (½) of a duty day (4 hours) for record preparation and planning. Any additional time for record preparation shall be established at the discretion of the administration.

6. Classroom Setup

Teachers shall be scheduled one (1) full duty day to work in their classroom areas prior to the first day of student attendance at the beginning of the school year.

B. Time Schedules - Work Day

1. Professional Day

The professional day for a teacher shall consist of all time necessary for full preparation and performance of the task or tasks for which the teacher has contracted.

2. Teachers

The normal work day for teachers, to be established by the schedules of the school, shall be eight (8) hours unless otherwise specified in this agreement and shall include the duty free lunch period. A teacher's work day may be modified by mutual consent of teacher and principal or administrator in charge. In no event shall a work day exceed eight (8) hours. In addition to performance of duties under the primary contract, teachers shall perform within the normal working day those assigned duties considered necessary to the operation of the school by the principal or administrator in charge.

a. Each teacher shall have at least a twenty-five (25) minute uninterrupted lunch period free of direct pupil supervision or travel requirement, unless otherwise specifically directed by the principal or other staff person in charge. The denial of a twenty-five (25) minute uninterrupted lunch period should be a rare occurrence. Typically, the duty free lunch period should be scheduled between 10:00 a.m. and 2:00 p.m. Whenever a teacher is assigned student supervision during the teacher's duty free lunch period, the teacher shall be given equal released time by the principal or staff member in charge immediately after students are dismissed at the regular dismissal time. Such equal released time will normally be given the same day. If the released time cannot be taken the same day, it shall be given the next available work day. The teacher will remain on duty to meet a professional responsibility, i.e. including but not limited to a faculty meeting, parent conference, student supervision, in-service, special education staffing, or emergency situation.

b. Teachers may leave the building during their scheduled lunch period with permission of the principal or the staff member in charge.

c. During a normal five day work week, the Board will schedule for each teacher at least 225 minutes per week for preparation and conferences associated with assigned duties. Such time shall be exclusive of lunch period. Each individual school will establish a specific number of periods for collaborative and personal planning. The principal, supervisor, or staff member in charge may assign to a teacher an instructional or supervisory duty during the scheduled preparation and/or conference time when the administrator or staff member in charge deems it necessary for the efficient operation of the school.

d. Teachers assigned to short-term periods of instruction of students (in excess of thirty (30) minutes) in addition to their regularly assigned duties within the contract day shall be compensated at an hourly rate established in salary schedules for any such special assignments. When a short-term assignment is thirty (30) minutes or less and is uncompensated, the teacher shall be given equal released time by the principal or staff member in charge after students are dismissed at the regular dismissal time. Such equal released time will normally be given the same day. If the released time cannot be taken the same day, it shall be given the next available work day. The teacher will remain on duty to meet a professional responsibility i.e. including but not limited to a faculty meeting, parent conference, student supervision, in-service, special education staffing, or emergency situation.

e. An effort will be made to schedule faculty and/or other professional meetings within the normal workday.

f. A teacher may request and the principal may permit the teacher to leave the building prior to the expiration of the normal eight-hour day.

g. As part of the normal professional duty of each teacher, not more than seven (7) meetings or conferences during the school year which take place after the duty day on a regular school day may be specified. Teachers are not required to serve these meetings or conferences on a non-duty day and/ or on a day when class is not in session. This requirement is per person not per number of buildings served by the individual teacher. Additionally, with the exception of emergencies as determined by the Superintendent or his/her designee, teachers will be provided at least two weeks notice of meetings which take place after the duty day. Such meetings or conferences shall include but not be limited to school open house; back-to-school nights for parents; parent conferences; commencement exercises, regularly scheduled PTA or PTO meetings; National Honor Society initiation; Family Advocacy conferences; school carnivals or other school-wide fund raising events; and plays, music performances, or gym shows scheduled as a part of a PTA or PTO meeting. At the discretion of the principal or department supervisor, the teacher may be assigned to supervise students during meetings or conferences provided that (1) such supervision is not the primary reason for the attendance of the teacher; and (2) the supervision takes place at the site of the actual meeting or conference

h. The number of instructional periods in the middle and high schools shall be determined by the Board upon recommendation of the principals through the Superintendent of Schools. Such determination shall be made prior to January 1 preceding the school year in which a change is effective.

i. A teacher shall have the right to delay for one (1) day a conference with a hostile or irate person, and may require the presence of an administrative staff member at such conference.

3. Counselors

Counselors must be available for conferences before and after school every day.

a. Minimum hours for all counselors shall be as follows:

On the days when school is in session, middle and high school counselors shall be on duty each day for a period of not less than eight (8) hours and thirty-five (35) minutes, such time to extend over a nine (9) hour time span and allowing twenty-five (25) minutes for lunch and additional break time as scheduled by the principal. When school is not in session, counselors shall be paid a wage equal to a regular 8 hour day.

4. Librarians

a. Elementary librarians shall observe the normal work day time schedule.
b. All middle and high school librarians shall be on duty each day for a period extending over not less than eight (8) hours and fifteen (15) minutes including one (1) hour of time for lunch and other non-duty break times.

5. Nurses

Whenever scheduling permits, school nurses shall be on duty eight (8) hours including the duty-free lunch period. When scheduling problems require additional time, nurses shall be on duty (8) hours during a period extending over not more than nine (9) hours. Scheduling shall be the responsibility of a designated administrator.

C. Safe and Secure Working Conditions

The district is committed to providing a professional working environment for employees free of workplace violence.

Each building site shall establish a Safety Committee whose purpose will include the responsibility to advise the administration on matters relating to providing a healthy, safe and secure building environment. There shall be at least two (2) teachers appointed to each such committee who are selected by that building's faculty in a manner to be determined by the District. The committee shall meet at least one (1) time during each school year for this purpose. All written plans and procedures developed by the Safety Committee shall be distributed to all teachers in the building and the Central Office Administration.

Subject to prohibitions against the use of video cameras/surveillance in the teacher evaluation process, surveillance equipment for security reasons consisting of video cameras, and other types of equipment, may be placed in areas where there may be congestion and/or heavy traffic, including but not limited to cafeterias, hallways, sporting facilities/gyms, entryways, stairs and parking lots.

D. Building Committees

Participation by teachers on building committees shall be mandatory or voluntary depending on the intent and the needs of the committee as determined by the administration. Mandatory committees shall meet within the teachers' 8-hour work day whenever possible. Hours worked on mandatory committees outside of the teachers' 8-hour work day shall be subject to compensation as provided in Article XIII. Non-participation on voluntary committees shall not be considered in teacher evaluations or disciplinary actions.

ARTICLE V

WARNING STATUS EMPLOYMENT, TENURE AND CONTINUING EMPLOYMENT OF TEACHERS

A. Warning Status for Tenure Teachers

A tenured teacher may be placed on warning status due to unsatisfactory service. Warning status for unsatisfactory service shall be used only after specific and written notice of problems have been given to the teacher and placed in the teacher's Human Resources file.

1. Intensive Assistance for Improvement

   During the warning status period, the administration shall provide Intensive Assistance in improving the teacher's unsatisfactory service as defined by the Continuous Improvement Through Evaluation document. The nature of such Intensive Assistance shall be determined by administrative Human Resources, directors and principals with input from the teacher. Such Intensive Assistance may include but not be limited to classroom visitations by administrative and supervisory staff, conferences with administrative Human Resources, professional improvement days to observe another teacher or participation in district staff development programs.

2. Responsibility for Improvement

   The responsibility for improvement of teaching service to a satisfactory level as determined by the administration rests with the teacher.

3. Right to Dismiss

   Nothing in this Article shall deny the right of the Board to terminate or non-renew a teacher for unsatisfactory service at any time in accord with the laws of Kansas.

4. Notice of Warning Status

   A teacher shall be notified by his/her building principal or immediate supervisor by May 1 of placement on warning status for the following school year. However, a building principal or immediate supervisor may place a teacher on warning status for a school year by October 1st for problems identified after the start of the school year. Conferences in which a teacher is placed on Warning Status shall be conducted in confidence. The teacher shall be notified at least twenty-four (24) hours in advance of the conference.

ARTICLE VI

EVALUATION OF TEACHER PERFORMANCE
(Use in conjunction with Continuous Improvement Evaluation Document)

A. First and Second Year Teachers

Teachers employed under this policy for the first and second year of service in the district shall be evaluated at least one time per semester by a designated administrator by not later than the date established by Kansas law on teacher evaluation (the 60th school day of the semester), except that any employee who is not employed for the entire semester shall not be required to be evaluated.

B. Third and Fourth Year Teachers

Teachers employed under this policy for the third and fourth year of service in the district shall be evaluated at least one time each school year by the date established by Kansas law on teacher evaluation (February 15). After the fourth year of employment in the district, all teachers employed under this policy shall be evaluated at least once in every three years. Such evaluation shall occur by not later than the date established by Kansas law on teacher evaluation (February 15). ~~Reference policy 4.2.9.0.0~~

C. Written and Signed Evaluations

All evaluations shall be in *electronic and/or written form and acknowledged or signed by the teacher being evaluated. Said teacher shall acknowledge or sign the evaluation form as required by law indicating only that the teacher has read the evaluation. All evaluations shall be maintained in the teacher's file for a period of not less than three (3) years. Electronic signatures shall comply with the following:*

Use of Electronic Signature Language:
Electronic Documentation Signature
Electronic signatures may be utilized in the evaluation process.
When electronic signatures are utilized the method will:

- Assure the signature is unique to the person using it and is under the sole control of the person using it
- Assure the signature is verifiable
- Include the date and time the signature is affixed
- Assure the documentation cannot be altered after the signature has heen affixed by liniting access to the code or key sequence.
- Capture and preserve signer's intent, consent, understanding and responsibility related to the document being signed

The use of an electronic signature is deemed to constitute a signature and has the same effect as a written signature on a document.
The provider who uses computer keys as electronic signatures must sign a statement ensuring exclusive access and use of the key or computer password. This policy and statement of exclusive use must be maintained and available upon request.

Further reference and information about the district's use of electronic signature; ~~please see the policy 3.3.4.0.0 through 3.3.4.1.3.~~

D. Teacher's Right to Append Response

A teacher shall have the right to attach a written response to an evaluation, such response to be made within two weeks after signing of the original evaluation of the teacher.

E. Teacher's Right to Examine Documents

A teacher shall have the right upon request to examine any evaluation reports placed in the teacher's official Human Resources file.

F. Electronic Monitoring Prohibited

Monitoring of a teacher by means of electronic devices is not permissible without the teacher's knowledge and consent.

G. Classroom Visits for Evaluation

As a part of the summative evaluation of a first or second year teacher, the evaluator shall spend at least two (2) continuous periods of not less than thirty (30) minutes of classroom observation prior to completing the evaluation. For all other teachers, the evaluator shall spend at least three (3) continuous periods of not less than thirty (30) minutes of classroom observation prior to completing the evaluation. The first classroom observation period of a probationary teacher shall be scheduled by the evaluator with the teacher at least one (1) day in advance. All subsequent observations may or may not be scheduled at the discretion of the evaluator.

H. Visitation Feedback

The teacher shall be given feedback by the evaluator within seventy-two (72) hours of an evaluation observation, except where illness, professional leave, or an emergency situation on the part of either the teacher or evaluator occurs. In such a situation, the feedback shall be provided within seventy-two (72) hours after the person returns to work.

I. Responsibility for Evaluation

The responsibility for evaluating staff assigned to a school full time shall be with the building principal or other administrative staff assigned to that school. A teacher assigned to two schools shall be evaluated by the principal or other administrative staff of the school where the teacher has the most classes. If the classes are equal, the principal or other administrative staff of the school which has the smaller teaching staff shall be responsible for the evaluation. Itinerant teachers shall be evaluated by supervisory staff.

J. Orientation

Early in each school year, those teachers being evaluated during the school year will have an orientation on the evaluation of teacher performance by the building principal or other designated evaluator. A teacher hired or reassigned after the beginning of the school year shall receive an orientation by the building principal or other designated evaluator on the evaluation of teacher performance. No required observation as described in Paragraph G shall take place until the orientation has been completed.

K. ~~KEEP~~ Marzano Evaluation & Growth Model Evaluation

Teachers at ~~Northwest Middle, Emerson Elementary,~~ New Stanley Elementary and Douglas Elementary that are on cycle will be evaluated using the ~~KEEP~~ Marzano ~~Evaluation & Growth Tool~~ protocol for 201~~3~~2-201~~4~~3. They will receive training prior to beginning the process for ~~KEEP~~Marzano. The ~~KEEP~~ Marzano protocol will be implemented as described in the MOU with KSDE and signed by the NEA-KCK president.

ARTICLE VII

SEPARATION OF SERVICES OF TEACHERS

A. Resignations and Cancellation of Contracts

1. Written Notice of Resignation

A teacher who does not desire to continue in a position with the district shall submit a written resignation indicating the effective date. The Board will accept resignations for the succeeding school year without restriction if tendered on or before the date established by Kansas law. Except where otherwise provided by law, the Board may refuse to accept such resignations tendered after the date established by Kansas law.

2. Penalties for Late Resignations

Teachers resigning after the statutory notice period set forth in Kansas Statues Annotated [K.S.A. 72-5401 et seq.] shall be subject to penalties authorized by Kansas law.

B. Separation Due to Staff Reduction

When in the sole discretion and judgment of the Board, it is necessary to reduce the number of teachers within the district, before a tenured teacher can be non-renewed, the Board shall conduct a good faith examination of the certification and experience of all teachers in the area where the reduction in force is to occur. Absent good cause, no tenured teacher shall be non-renewed to reduce staff until all non-tenured teachers in all areas in which the tenured teacher is certified shall have been non-renewed. Where there is a need to non-renew a tenured teacher to reduce staff, the Board shall use the following factors in determining which tenured teacher's contract will be non-renewed due to reduction in force:

1. Tenured teachers with the least years of active service.
2. Areas of certification.

1. Active Service Defined

For the purposes of this agreement active service under contract shall include all active full-time contracted teaching service and all time absent from duty under approved leave; provided however, active service under contract shall not include time absent from duty for long-term professional leave; extended maternity leave; voluntary military service; and adoptive or parental leave.

2. Preferred Eligibility List

Teachers whose contracts are non-renewed due to staff reduction in accord with ARTICLE VII, Section B shall be placed on a preferred eligibility list for a period of three years and shall be offered positions as positions become available in the area for which they are certified. Tenured teachers shall be recalled in reverse order of non-renewal.

3. Required Current Information

Teachers affected by staff reduction under the conditions of this agreement who desire reinstatement must notify the Superintendent in writing of their interest and availability every six months after the terminal date of their contract and shall keep the Human Resources Office informed of any change in their telephone number and address.

4. Failure to Accept Duty Voids Rights

Failure to accept within five (5) days and to be available for duty within twenty (20) days after receiving notice of recall to any assignment in the field in which the teacher was teaching at the time of staff reduction shall relieve the Board of any responsibility with regard to recall of the teacher who so rejects such an assignment and such rejection shall be deemed to be a resignation by such teacher from the preferred eligibility list. Provided further, any teacher whose employment is terminated as a result of staff reduction and thereafter accepts a teaching position in another district shall retain reemployment rights until the end of the year for which the subsequent contract was signed.

ARTICLE VIII

DISCIPLINARY REPRIMAND

A. Defined

A disciplinary reprimand is a reprimand issued by a supervisor of a teacher or by the Board based on just cause which may be a factor in the suspension, termination, non-renewal or other specific diminution of the benefits of a teacher which is recorded and made a part of the written Human Resources file of a teacher. Informal discussions or suggestions for improving not subsequently made an action of record shall not be considered as a disciplinary reprimand.

B. Written Reprimand

A copy of any written reprimand shall be given to the teacher involved by either (1) personal service or (2) letter mailed to the teacher's residence on or before the day the reprimand is inserted into the teacher's Human Resources file. The teacher may file a statement of clarification or refutation. The teacher's statement shall remain in his/her Human Resources file for the period in which the reprimand is maintained in the teacher's Human Resources file.

C. Notice of Complaint

Any complaint made against a teacher or persons for whom the teacher is administratively responsible by any parent, student, or other person which forms the factual basis for the issuance of a letter of reprimand will promptly be called to the attention of the teacher. Any complaint not so called to the attention of the teacher shall not be used as the basis for a disciplinary reprimand.

D. Prior Discussion

No disciplinary reprimand resulting from a complaint by a parent or student or other person shall be recorded against a teacher before a conference is held between the teacher and the administrator involved.

E. Conference Conditions

Conferences where written reprimands are issued shall be conducted in confidence. The teacher shall be notified at least twenty-four (24) hours in advance of the conference. The teacher may he accompanied by the representative of the teacher's choice.

F. Employee Notification and Response

A copy of any written report of disciplinary action shall be given to the teacher and the teacher shall have the right to file with the report a statement of clarification or refutation.

ARTICLE IX

SUSPENSION, NONRENEWAL, TERMINATION

A. Suspension from Duty

1. Right to Appeal

A teacher suspended from duty shall have the right to appeal such suspension through the grievance procedure to determine the presence of just cause for such suspension. Any such grievance shall be filed initially at Level III.

2. Salary Payments During Short-Term Suspension

When the suspension is for disciplinary reasons and less than six (6) days, payment of salary for up to six (6) days may be withheld upon order of the Superintendent or the Superintendent's designee. (Except as provided in Article XVIII.A.8.a.b.c.)

B. Termination or Non-renewal of Contract by the Board

For just cause, the Board may terminate any teacher's contract or non-renew a tenured teacher's contract. The Board need not show cause for non-renewal of the contract of a non-tenured teacher except as required in KSA 72-5436 et seq. Termination of a contract means a complete severance of the employer-employee relationship between the Board and the teacher prior to the end of the contract period. Non-renewal of a contract means that the current contract is not to be continued for the next succeeding school year and the employer-employee relationship will terminate at the conclusion of the current contract period.

C. Notice of Non-renewal of Contract by the Board

Written notice of intention not to renew a teacher's contract will be served on or before the date established by Kansas law. Any teacher regardless of employment experience shall be entitled to such notice.

D. Service of Notice to Non-renew or Terminate the Contract.

Whenever a teacher is to be given written notice of a proposed non-renewal or termination of his or her contract, service of the written notice shall be as follows:

1. by delivering a copy of the written notice to the teacher personally; or
2. in situations where a teacher to be served cannot after diligent efforts be served personally, by registered mail to the last official address filed by such teacher in the Human Resources Office. Such mailed service shall be considered sufficient and in full compliance with lawful requirements.

E. Termination or Non-renewal of Contract of Tenured Teachers by the Board

Procedural due process requirements as provided in K.S.A. 72-5438 through 72-5443 or amendments thereto shall be extended only to:

1. Teachers who successfully complete three consecutive years of employment with the district; and
2. Teachers who successfully complete two consecutive years of employment with the district if at any time prior to the current employment the teacher has achieved tenure in any other Kansas school district.
3. Teachers at the time of reemployment by this school district if any time prior to the current employment the teacher achieved tenure in this school district.

For purposes of this provision the term tenure shall mean successfully completing the years of employment specified in KSA 72-5445.

F. Teaching License Expiration

If the teacher fails to renew his/her license prior to expiration, the teacher will be removed from the classroom without pay and be given five working days to correct/obtain his/her license. Failure to correct may be subject to discipline up to and including termination in accordance with applicable law.

G. Contract Change by Mutual Agreement

The contract of a teacher may always be changed, terminated, or non-renewed by mutual agreement of both the Board and the teacher.

ARTICLE X

TEACHER ORGANIZATIONS AND ORGANIZATIONAL RELATIONS

A. Membership Communication

1. In Faculty Meetings

   The Association shall be given the opportunity to announce any regular or special meetings at regularly scheduled faculty meetings but no organizational business shall be discussed. Such announcement shall include only the date, time and place and may include a concise statement of the purpose of the meeting. Any other communication or announcement must be approved in advance by the principal.

2. Use of Mail Boxes and Bulletin Boards

   Duly authorized representatives of the Association shall be allowed to place Association notices, circulars, or other material (exclusive of local, state, and national political campaign material) dealing with activities or concerns of the Association in building mailboxes and on bulletin boards located in faculty lounges. A copy of any notices, circulars, or other material shall be provided to the building principal before being placed in mailboxes or on bulletin boards.

   The Association's president or designee shall be allowed use of the district's Staff Information Packet with the terms of Article X-A #2 and in accordance with the district procedures for submitting information into the Staff Information Packet; subject to the approval of the Superintendent, the association may access the SIP for the purpose of announcements of meetings, copies of notices and circulars.

3. Use of Inter-School Delivery Service

   To the extent permitted by law, the interschool delivery service may be used by the Association to distribute Association material to the schools with the annual approval from the Superintendent.

4. Mail Distribution

   All communications, magazines and other materials bearing the name of any staff member and sent through the United States mails will be delivered to such staff member through regularly established school communication distribution systems.

5. Acceptable Use of Electronic Mail

   a. NEA-KCK Leadership may initiate emails as outlined in Board of Education policy 4.1.13.9.0 et, al. Permissible use also includes items related to the IBB process, ie. surveys, ratification. Prior approval by the Superintendent or designee is needed for items other than those listed.
   b. The parties will annually review the association's use of this technology.

6. Meeting with Representative During the Work Day

   A duly authorized representative of the Association may meet with a teacher or teachers during the duty free lunch period, during the teacher's regularly scheduled planning time, or after the normal dismissal time for students if the teacher or teachers request that such a meeting take place. The principal or staff member in charge shall be notified in advance of the meeting. The meeting date shall be scheduled with the principal or staff member in charge so as not to interfere with nor interrupt the educational program or other professional responsibility. Such professional responsibility shall include but not be limited to a faculty meeting, a parent conference, student supervision, in-service, special education staffing or emergency situation. The location of the meeting shall be approved by the principal or staff member in charge.

B. Use of School Facilities and Equipment

1. Advance Authorization Required

   The Association may be authorized to use various schools and meeting rooms therein provided that authorization for such use has been secured at least twenty-four (24) hours in advance from the principal or administrator in charge of the building and provided further that no such meeting shall extend beyond 5:00 p.m. and shall not interfere with activities of the school.

2. Use of Building After 5:00 p.m.

   Any use of buildings after 5:00 p.m. by the Association shall be on the basis of Board policy relating to general public use of facilities.

3. Use of School Equipment

   No school equipment shall be employed in the conduct of Association activities except as provided in Board policy.

C. Dues for Membership in NEA-KCK

1. Authorization of Deduction

   Upon written authorization by the individual teacher executed on an approved form, membership dues in NEA-KCK will be deducted from the teacher's salary and remitted to NEA-KCK at the rate of 1/24 of the total annual dues amount every pay period beginning in September and ending in August.

2. Initiation and Continuation

Such authorization forms for dues deduction shall be filed at any time during the school year, but the Board shall not be required to make new deductions from the payroll for any month except for September if the authorization is delivered to it later than the first day of the month in which the deduction is to be made. For September, the authorization shall be done on or before the 10th day. Deductions shall continue in succeeding years unless and until authorization for deduction is modified or revoked in writing by NEA-KCK or the teacher or the teacher's contract of employment is terminated.

3. Filing and Notification Requirements

NEA-KCK shall be responsible for filing of all authorizations with the Board in a timely manner as set forth in Section C, Paragraph 2.

4. Responsibility for Remittance of Dues

If a payroll warrant is not issued to a member during any one or more of the months covered in the period indicated, the Board assumes no responsibility for payments not made to NEA-KCK.

5. Release and Indemnification

NEA-KCK shall indemnify and hold the Board harmless from any liability resulting from any and all claims, suits, or any action arising from compliance with the provisions of this agreement, or in reliance on any list, notice, certification or authorization furnished under this agreement between the parties for deduction.

D. Leave for Association Purposes

Designated teacher representatives of the Association shall be entitled, upon advanced notice of at least 72 hours and approval by the Superintendent of Schools or his/her designated representative, to draw on a bank of forty-five (45) days of leave for the purpose of conducting business of the Association. Such leave shall not be granted during the first or last ten (10) working days of the school year, on the days immediately preceding or following a vacation period, nor on any district in-service day. The request for a leave of absence may be denied if the availability of substitute teachers is such that full coverage cannot be provided for absent teachers on the day(s) requested. The Association agrees to reimburse the district for the cost of substitute teachers to cover the Association teacher representatives' absences for any of the fifteen (15) days of leave after the first thirty days of leave taken.

1. Extended Association Business Leave

One designated teacher representative of the Association shall, upon request, be granted full time release from duties for one year with full pay. The Association shall reimburse the district the sum of 20% of the designated teacher's contract salary for his/her release. It is understood that the representative's work time shall be shared between the Association and the district at the rate of 80% for Association activities and 20% at the discretion of the Superintendent of Schools.

The designated teacher representative shall remain under contract with the district during extended association business leave. When the representative is ready to return to a teaching position, he/she shall be placed in a comparable position to the one held before the leave began except if the designated teacher representative returns at the end of two (2) years, he/she shall be given the option of returning to his/her former position. If the teacher representative opts to return to his/her former position, he/she shall notify the district's Human Resources Office prior to April 1 of the year preceding his/her return. The date of return shall be by mutual agreement between the administration and the teacher representative but in no case shall it be later than the beginning of the following school year.

The designated teacher representative shall follow the same procedure for professional development leave as all other employees. Such days shall be deducted from the bank of 45 days.

ARTICLE XI

RESOLUTION OF GRIEVANCES

The purpose of grievance procedures is to secure at the lowest possible administrative level equitable solutions to grievances.

A. Definitions:

1. *Grievance:* A charge by one or more teachers or the Association which alleges a violation, misapplication or misinterpretation of the negotiated agreement.
2. *Grievant:* The teacher(s) or the Association presenting a grievance.
3. *Department:* Any school office or administrative unit of the Board.
4. *Immediate Supervisor:* The supervisory staff member in the department or building unit wherein the grievance exists and who assigns and supervises the teacher's work and approves his/her time record or evaluates his/her work performance.
5. *Party in Interest:* A person or group of persons, including the Board through its staff, who might be required to take action or against whom action might be taken in order to resolve the grievance.

B. Procedure for Resolution of a Grievance

Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level shall be considered as maximum and an effort shall be made to expedite the process. Time limits specified may be extended by mutual agreement.

1. *Level I:* A teacher with a grievance shall first discuss it personally with his/her immediate supervisor with the objective of resolving the matter informally. Any such grievance shall be presented to the immediate supervisor by the teacher within a period of ten (10) days after the incident occurs specifying the grievance and requesting a conference to discuss it.

2. *Level II:* In the event that the teacher is not satisfied with the disposition of the grievance at Level I or in the event that no decision has been rendered within five (5) days after presentation of the grievance, the teacher may present it as a formally written grievance to the immediate supervisor in the form prescribed herein and filing of such form shall be considered as a request for a conference to discuss the grievance.

a. Within five (5) days following presentation of the grievance, the immediate supervisor shall discuss the grievance with the teacher and if the teacher so elects, he/she may be represented by any person or representative of an organization of his/her choosing. If the teacher elects to be so represented, then the immediate supervisor shall have the option to be represented by the Superintendent or a designated representative of the Superintendent. In the event that both the teacher and the supervisor choose such representation, Level III procedures may be waived at the election of either party.
b. Within five (5) days after discussion of the written grievance, the immediate supervisor shall make a decision and communicate the same in writing to the teacher presenting the grievance.

3. *Level III:* In the event that the grievant is not satisfied with the disposition of the grievance at Level II, the grievant may file the grievance in writing with the Superintendent.

    a. Within ten (10) days after receipt of the grievance, the Superintendent or a designated representative shall meet with the grievant in an effort to resolve it.
    b. If the grievance is not forwarded to the Superintendent within thirty (30) days after original presentation of the charge at Level I, then the grievance shall have been waived.
    c. The grievant may be represented by any person or representative of an organization of his/her choosing. The administration may be represented at this hearing by a person of its choosing.
    d. The grievant or the administration may have witnesses at this hearing, provided that the grievant shall present his or her list of witnesses to the Superintendent and the administration shall present its list of witnesses to the grievant not less than three (3) days before the date of the hearing. Failure to timely present such a list shall preclude the use of witnesses at the hearing or shall extend for a like number of days the time limits for scheduling the hearing date. If after the presentation of the respective list of witnesses the grievant or the administration so requests, the hearing date shall be postponed by five (5) days.
    e. The decision of the Superintendent, or a designated representative, shall be given to the grievant in written form within ten (10) days after meeting with the grievant.

4. *Level IV:* In the event that the grievant is not satisfied with the disposition of the grievance at Level III, or in the event no decision has been rendered within seven days after the grievant has first met with the Superintendent or a designated representative, the grievant may file the grievance in writing within seven (7) days with the Clerk of the Board.

    a. Within ten (10) school days after the first meeting of the Board at which the written grievance is presented, the Board or hearing examiner(s) appointed from its members of the Board shall meet with the grievant for the purpose of resolving the grievance.
    b. The grievant may be represented by any person or representative of an organization of his/her choosing. The administration may be represented at this hearing by a person of its choosing.

c. The grievant or the administration may have witnesses at this hearing, provided that the grievant shall present his or her list of witnesses to the Superintendent and the administration shall present its list of witnesses to the grievant not less than three (3) days before the date of hearing. Failure to timely present such list shall preclude the use of witnesses at the hearing or shall extend for a like number of days the time limits for scheduling the hearing date. If after the presentation of the respective list of witnesses the grievant or the administration so requests, the hearing date shall be postponed by five (5) days.

d. Any Board hearing examiner(s) appointed shall make a report of finding and recommendations to the Board and the decision of the Board shall conclude the district's grievance process.

e. The hearing examiner(s) shall make their report to the Board within ten (10) days following the conclusion of the hearing or at the first Board meeting thereafter. The Board shall make a final disposition of the matter in not less than seven (7) days after receiving the report or at the first Board meeting thereafter unless the Board determines a need for further testimony or information. In such case, the Board's decision shall be made and given to the teacher within ten (10) days after receipt of such additional testimony or information.

f. The final decision of the Board shall be given to the teacher in written form within seven (7) days after the decision is made.

C. Miscellaneous Grievance Resolution Provisions

1. Forms

   Forms for the filing of grievances shall be furnished by the Superintendent's office and shall conform to the provisions of Article XI. Grievance forms may be obtained from principals, the district Human Resources office or the Association.

2. Written Material Required

   Beyond Level I in the grievance procedure, all related facts, appeals, and decisions shall be in writing.

3. Closed Hearings

4. Separate Files

   All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the Human Resources files of the party(s) in interest.

5. No Reprisals

   No reprisals of any kind shall be taken by the Board or by any member of the administration against anyone by reason of his/her participation in the grievance procedure.

6. Right to Informal Discussion

   Nothing herein contained will be construed as limiting the right of any teacher having a complaint or dispute to discuss the matter informally with any appropriate member of the administrative staff.

7. Initial Filing at Level III

   All grievance hearings and conferences shall be closed to individuals, groups, and organizations not directly involved in the hearing.

   If the grievance is such as to be beyond the authority of the immediate supervisor, such grievance may be initiated and filed at Level III.

8. Days

   Days when school is not in session shall be excluded in computing the number of days within which action must be taken or notice given, except that after the close of the school year, days shall be counted as days on which the central office of the Board is regularly open for business.

ARTICLE XII

TEACHER COMPENSATION AND OTHER BENEFITS

All salary guides contained in Article XII shall, unless specifically indicated to the contrary, be regarded as minimum salary guidelines.

A. Salary Guides - Classroom Teachers

1. Every Teacher Classified

   Every teacher shall be classified for salary purposes in accordance with the salary schedule provisions. For purposes of this schedule, the term "teacher" is used to apply to all certificated Human Resources whose salary is based upon the teacher's salary scales as contained in this section. At the time of initial employment, each teacher shall be placed on the Level and in the Class for which he/she qualifies as determined by the Superintendent. The term level as used in this section does not convey the number of years of teaching experience. Rather, it reflects a teacher's placement on the salary schedule, which takes into account level of education, and accredited teaching experience.

2. Dates for Reclassification

   Any teacher qualifying for a higher Class prior to September 1 due to completion of additional college courses shall be placed in the new Class but on the same Level as would be held in the previous Class except as otherwise noted herein. Any teacher qualifying for a higher Class after September 1 and prior to February 1 shall be placed in the new Class for the remainder of the contract period effective February 1.

3. Salary Adjustment

   Any teacher qualifying for a higher Class must submit copies of official transcripts and/or confirmed Professional Development Points verifying the completion of the additional work by August 31 for a September adjustment and by January 31 for a February adjustment. It shall be the responsibility of the individual teacher to notify in writing the Human Resources Division when the teacher qualifies for a new Class. Reclassification shall occur at the next September 1 or February 1, whichever occurs sooner, following notification by the teacher. Beginning with the 1998/99 school year, teachers will begin with zero points.

a. To qualify for salary schedule movement on Professional Development Points, the individual must have an approved Individual Development Plan on file and meet the recertification guidelines as set forth by the Kansas State Department of Education.
b. A maximum number of 120 Professional Development Points may be earned in one year. (20 Professional Development Points = 1 graduate hour.)
c. The staff training experience must be pre-approved by the Professional Development Salary Committee in advance if professional development points are requested.
d. Professional Development Points are only usable during a five year period for salary schedule movement.
e. In-service during contractual da y or paid in-service cannot be used for movement on the salary schedule.
f. Professional Development points are not awarded for activities where the individual is earning college credit or is receiving a stipend or payment.
g. An earned degree is required for movement into degree classification on the district salary schedule. When utilizing Professional Development Points, individuals are restricted to movement from one classification to another in any one year.
h. Staff needs to carefully record their attendance at training activities on the sign-in sheets and/or validation by workshop presenter.

4. Classes Defined

Class I	Teachers holding a baccalaureate degree.
Class II	Teachers holding a baccalaureate degree and having at least 15 semester hours of college graduate credit or 8 college graduate hours and up to 140 PD Points.
Class III	Teachers who have completed at least 30 semester hours of college credit beyond the baccalaureate degree with at least 18 of such hours being graduate credit or 16 college graduate hours and up to 280 PD Points.
Class IV	Teachers holding a masters degree.
Class V	Teachers holding a masters degree and having 15 semester hours of graduate credit beyond the master's degree or 8 college graduate hours and up to 140 PD Points.
Class VI	Teachers holding a masters degree and having 60 semester hours of graduate credit beyond the baccalaureate degree or 32 college graduate hours and up to 560 PD Points or 30 semester hours of graduate credit beyond the masters degree or 16 college graduate hours beyond degree and up to 280 PD Points.
Class VII	Teachers holding a masters degree and having 75 semester hours of graduate credit beyond the baccalaureate degree or 45 college graduate hours and up to 600 PD Points or 45 semester hours of graduate credit beyond the masters degree or 24 college graduate hours beyond degree and up to 420 PD Points.
Class VIII	Teachers holding a masters degree and having 90 semester hours of graduate credit beyond the baccalaureate degree or 60 college hours and up to 600 PD Points or having 60 semester hours of graduate credit beyond the masters degree or 32 college hours beyond Masters and up to 560 PD Points.
Class IX	Teachers holding an earned specialist-degree from an accredited university.

Class X Teachers holding an earned doctorate degree from an accredited university.

a. Credit submitted for movement to a higher Class on the salary schedule shall be such as to maintain or improve skills related to the teacher's employment as a teacher or other certificated position. Credit shall be appropriate for the endorsement or endorsements which appear on the teacher's certificate, to an endorsement desired by the teacher, or to a professional development. Decisions relating to the appropriateness of credit for schedule movement shall be made by administrative staff in the Human Resources Division. Credit submitted shall not be unreasonably denied.

5. Salary Schedule Level Defined, Adjustment

A "Level" on the salary schedule is defined as one of a series of relative positions held by individual teachers within any Class for salary purposes. Adjustments and movement from an assigned Level to any other Level shall be in accord with policies and actions of the Board.

6. Duty Days Per Year

Whenever duty days are mentioned, 186 duty days shall be required for all teachers who have completed the initial year of employment with the District. 189 duty days shall be required during the first full year of service. Other exceptions shall be specified in the individual teacher's primary contract or in related provisions of this policy.

7. Level Assignment for 2013-201~~43~~ Contract Year

Teachers and Nurses will be granted a level increase for the 201~~2~~3-201~~3~~4 school year.

8. ~~Teachers and nurses already on level 10 will receive a onetime lump sum payment of $100.~~

Credit allowed for experience outside the District shall be in accord with Section A, Paragraph 1, of Article XII

Level Placement for Accredited Experience from

Outside USD 500 for ~~2012~~2013-~~2013~~2014 School Year

Level placement for teachers newly hired to the district for 201~~2~~3-201~~3~~4 school year after ratification will be based on the following table.

~~2012~~2013-~~2013~~2014 School Year

	BS-DOC
Level 1	0
Level 2	~~1~~-21
Level 3	~~3~~2
Level 4	~~4-9~~3-4
Level 5	~~10-15~~5
Level 6	~~16-17~~6-11
Level 7	-12-17
Level 8	~~18~~18-19
Level 9	~~19-~~

Initial placement for new teachers in the hard-to-fill areas, namely, secondary math, secondary science, special education, speech language pathologist, school psychologist, occupational therapist, and physical therapist, with twenty (20) years of experience or more will be at Level 10.

9. Nurses

Nurses holding a bachelor's degree and employed as school nurses shall be placed on the regular teacher's salary schedule. Registered nurses not holding a bachelor's degree shall be contracted on the recommendation of the Superintendent. Salaries for the 2012~~3~~-2013~~4~~ school year will be based on the following schedule: Newly hired nurses for 2012~~3~~-2013~~4~~ school year will be paid the salary listed on their contract.

Level	1	$33,856
	2	$34,200
	3	$34,855
	4	$35,527
	5	$36,213
	6	$37,060
	7	$37,632
	8	$38,655
	9	$39,754
	10	$~~40,986~~41,486

10. Special Education Teachers

Special education teachers who were employed prior to the 1976-77 school year and who are assigned to a definite classroom and who have been approved by the Department of Special Education, State Department of Education, shall continue to be paid $400 above the regular schedule. These include teachers of the emotionally disturbed, hard of hearing, mentally retarded, and visually handicapped. No such differential shall be paid for teachers who began service after the close of the 1975-76 school term.

Teachers who are certified for special education and who were employed prior to the 1976-77 school year but are not assigned to a definite classroom shall continue to receive $200 above the regular schedule. These include hearing conservation, home and hospital bound, special health problems, gifted and speech clinicians. No such differential shall be paid for teachers who began service after the close of the 1975-76 school term.

11. Vocational Education Endorsement Recognition

Teachers who are certified by the State Department of Education and who are required to have vocational endorsement to teach in their respective fields shall be paid according to the following scale. Teachers holding Special Needs Vocational certification shall not qualify for the following scale unless provisional or full vocational certification is attained.

Training Class	Certification
(1) Non Degree and Provisional Vocational	BS Salary Schedule
(2) Non Degree and Vocational	BS Salary Schedule + $141 or Degree and Provisional Vocational
(3) Non Degree and Vocational +30 Hours	BS Salary Schedule + $426
(4) Non Degree and Vocational +60 Hours	BS Salary Schedule + $705
(5) Non Degree and Vocational +90 hours	BS Salary Schedule + $900
(6) Degree and Vocational	BS Salary Schedule + $1412 or Secondary Teachers Certificate and Vocational

All hours counted in Class (3), (4), and (5) shall be semester hours and shall be a part of a degree plan approved by the district. Teachers required to teach a full day without a planning period will be paid an additional $20.72 per day.

12. Counselor

Counselors shall be contracted on the basis of the teacher's salary schedule. Counselors will be paid at their individual normal hourly rate for the required hour beyond the teacher's work day.

13. Compensation for Required In-District Travel

Teachers required in the course of their work to drive personal automobiles from one school building to another shall be reimbursed for approved travel expenses submitted during the current academic year. To be reimbursed, claims for mileages expenses must be submitted no later than December 1 and June 1 of the current academic year. Teachers shall be reimbursed at the maximum rate authorized by the State of Kansas and this rate shall be paid on or after the effective date adopted by the state.

14. Base Salary Scale

Returning teachers will be paid on the schedule listed below.

Base salary scale for computation of ~~2012~~2013 ~~2013~~2014 salaries are as follows:

	~~Class 1~~ BA	~~Class 2~~ BA+15	~~Class 3~~ BA+30	~~Class 4~~ MA	~~Class 5~~ MA+15	~~Class 6~~ MA+30	~~Class 7~~ MA+45	~~Class 8~~ MA+60	~~Class 9~~ SPEC	~~Class 10~~ PHD	~~Nurses~~ W/O BA
Level 1	~~$39,072~~	~~$39,522~~	~~$40,022~~	~~$40,772~~	~~$41,272~~	~~$41,772~~	~~$42,272~~	~~$42,772~~	~~$43,172~~	~~$44,172~~	~~$33,856~~
Level 2	~~$39,297~~	~~$39,747~~	~~$40,247~~	~~$41,572~~	~~$42,072~~	~~$42,147~~	~~$42,647~~	~~$43,147~~	~~$43,847~~	~~$44,847~~	~~$34,200~~
Level 3	~~$39,347~~	~~$39,897~~	~~$40,547~~	~~$42,247~~	~~$43,147~~	~~$43,297~~	~~$43,797~~	~~$44,322~~	~~$45,647~~	~~$46,697~~	~~$34,855~~
Level 4	~~$39,447~~	~~$39,997~~	~~$40,922~~	~~$43,747~~	~~$44,422~~	~~$44,897~~	~~$45,447~~	~~$46,047~~	~~$47,797~~	~~$48,797~~	~~$35,527~~
Level 5	~~$39,747~~	~~$40,297~~	~~$41,272~~	~~$45,647~~	~~$46,222~~	~~$46,847~~	~~$47,447~~	~~$47,997~~	~~$49,947~~	~~$50,997~~	~~$36,213~~
Level 6	~~$40,172~~	~~$40,947~~	~~$42,247~~	~~$47,847~~	~~$48,472~~	~~$49,122~~	~~$49,697~~	~~$50,647~~	~~$52,497~~	~~$53,597~~	~~$37,060~~
Level 7	~~$41,122~~	~~$41,847~~	~~$43,047~~	~~$50,072~~	~~$51,122~~	~~$51,772~~	~~$52,397~~	~~$53,347~~	~~$55,372~~	~~$56,522~~	~~$37,632~~
Level 8	~~$42,222~~	~~$42,997~~	~~$44,547~~	~~$52,772~~	~~$53,772~~	~~$54,497~~	~~$55,147~~	~~$56,097~~	~~$58,372~~	~~$59,472~~	~~$38,655~~
Level 9	~~$44,197~~	~~$44,897~~	~~$47,022~~	~~$56,147~~	~~$56,372~~	~~$57,172~~	~~$57,822~~	~~$58,847~~	~~$61,372~~	~~$62,422~~	~~$39,754~~
Level 10	~~$47,392~~	~~$48,047~~	~~$50,572~~	~~$59,772~~	~~$60,372~~	~~$60,872~~	~~$61,422~~	~~$62,172~~	~~$64,397~~	~~$65,397~~	~~$40,986~~

	Class 1 BA	**Class 2** BA+15	**Class 3** BA+30	**Class 4** MA	**Class 5** MA+15	**Class 6** MA+30	**Class 7** MA+45	**Class 8** MA+60	**Class 9** SPEC	**Class 10** PHD	**Nurses** W/O BA
Level 1	**39,072**	**$39,522**	**$40,022**	**$42,572**	**$43,072**	**$43,572**	**$44,072**	**$44,572**	**$44,972**	**$45,972**	**$45,972**
Level 2	**$39,372**	**$39,822**	**$40,3227**	**$43,422**	**$43,922**	**$44,422**	**$44,922**	**$45,422**	**$46,172**	**$47,172**	**$34,200**
Level 3	**$39,672**	**$40,122**	**$40,622**	**$44,422**	**$44,972**	**$45,472**	**$45,972**	**$46,522**	**$47,772**	**$48,772**	**$34,855**
Level 4	**$39,972**	**$40,447**	**$41,072**	**$45,522**	**$46,072**	**$46,572**	**$47,122**	**$47,672**	**$49,672**	**$50,672**	**$35,527**
Level 5	**$40,272**	**$40,922**	**$41,772**	**$47,172**	**$47,722**	**$48,222**	**$48,772**	**$49,322**	**$51,872**	**$52,872**	**$36,213**
Level 6	**$40,772**	**$41,622**	**$42,747**	**$49,372**	**$49,922**	**$50,422**	**$50,972**	**$51,572**	**$54,122**	**$55,122**	**$37,060**
Level 7	**$41,772**	**$42,622**	**$43,847**	**$52,072**	**$52,622**	**$53,122**	**$53,672**	**$54,272**	**$56,622**	**$57,622**	**$37,632**

Level 8	$42,972	$43,822	$45,647	$54,772	$55,347	$55,847	$56,397	$57,022	$59,222	$60,222	$38,655
Level 9	$45,272	$46,022	$48,122	$57,472	$58,072	$58,572	$59,122	$59,822	$62,022	63,022	$39,754
Level 10	$47,892	$48,547	$51,072	$60,272	$60,872	$61,372	$61,922	$62,672	$64,897	$65,897	$41,486

15. Short-Term Assignments

Compensation rate for teachers given short-term assignments as governed by Article IV, Section B Paragraph 2-d shall be $20.72 per hour for supervision of a complete class group and $11.81 per hour for less than 65% of a class.

16. Summer School

Teachers teaching summer school shall be paid $20.72 per hour.

17. National Certification

Teachers who obtain National Certification from the National Board for Professional Teaching Standards shall be paid $2,000 above the regular schedule.

ARTICLE XIII

SUPPLEMENTAL AND EXTRACURRICULAR SALARIES

SUPPLEMENTAL CONTRACTS

Special contracts for services other than those services covered in the principal or primary contract of a teacher as described in KSA 72-5412a, shall be based on the following schedules:

A. Compensation for Extracurricular Duties

Co-curricular activities requiring significant additional time, effort and responsibility are designated herein and amounts of additional compensation shall be in accord with the following schedule.

Annual position review: *At the beginning of each academic year or prior to the beginning of the contracted activity, the building administrator and supplemental sponsor will meet to review the district minimum expectation guidelines.*

1. Activities - High School

	HEAD	ASST.
Football, Basketball, Track, Wrestling	$4,130	$2,545
Cheerleaders	$3,490	
Marching Band, Debate	$2,974	$2,005
Volleyball, Swimming, Baseball, Softball, Soccer, Cross Country	$2,268	$1,610
Tennis, Golf, Special Olympics, Bowling	$1,652	$ 959

Intramurals, Robotics	$ 959
Drama	$2,581
Yearbook, Newspaper, Vocal Music, Pep Club	$2,426
(Vocal music instructors who direct a musical play will be paid an additional $360)	
Forensics, Orchestra, Student Council, Drill Team, Quiz Bowl	$1,652
Pep Band	$1,269
Teachers of Tomorrow	$1,163

2. Activities - Middle School

	HEAD	ASST.
Football, Basketball, Track, Cheerleaders	$2,274	$1,526
Wrestling	$1,748	$1,153
Volleyball, Cross Country, Soccer	$1,450	$1,000
Intramurals, Robotics	$ 931	
Music, Orchestra, Pep Club, Yearbook, Newspaper	$1,597	
Drill Team, Student Council, Debate	$1,229	

3. Activities - Elementary School

Student Council	$440
Cafeteria Supervision	$15.59 per hour Partial Assignment Prorated

4. When the service is performed for less than the full season for the activity, amounts shall be prorated accordingly.

B. Longevity Component

1. An employee must perform a duty in the exact same assignment on a consecutive basis, from year to year, to be eligible for the longevity salary. A change in assignment will result in an employee returning to the Extra Curricular Base Salary.

2. Longevity amount = Extracurricular Base Salary times (x) the longevity step percent factor.

3. Longevity Step Percent Factor
   a. Year 1 0%
   b. Year 2 0%
   c. Year 3 2.5%
   d. Year 4 5%
   e. Year 5 7.5%
   f. Year 6 10%
   g. Year 7 12.5%
   h. Year 8 15%
   i. Year 9 17.5%
   j. Year 10 & up 20%

4. Base Year Implementation - Service on the Extra Curricular Salary Longevity Component will begin with the1997/98 contract year.

C. Special Duty Personnel for Special Activities

1. Duties Outside Regular School Day

   Specific duties to be assigned as compensated duty outside the regular school day and not included as part of extra-curricular duty shall be such as are not considered a normal part of the teacher's assignment. Extracurricular assignments, club sponsorships, field trips and other activities which are extensions of regular teaching assignment and similar activities are not included as compensated special duty assignments.

2. Teachers May Request Duty

   Any teacher regularly assigned to the school may list availability for such assignment with the principal.

3. Compensation Determination

   Amount of compensation for such assignment shall be determined by established extra pay for extra work salary schedules.

D. Extra Pay for Extra Work Schedules

1. Yearly Contract Method

   a. In the middle and high schools, teachers may be contracted for a single year at an hourly rate of $20.72 to perform extra duty assignments. Teachers will be contracted for a maximum of 110 hours at the high school level and 75 hours at the middle school level. By mutual consent of the principal and the teacher, the maximum number of hours of extra duty may be waived. Hours of extra duty will be assigned at the discretion of the principal, such duty to be performed outside the teachers' normal work day or on days when schools are not in session. No extra duty assignment will be allowed during time for which compensation for an extra-curricular assignment is received.

2. Hourly Rate of Pay Method

   a. Hourly rates of pay for time worked after a teacher's regular school dismissal time and on days when schools are in session shall be $20.72.

3. Pay for Supplemental Teaching Services

   a. Homebound teaching and other special teaching services assigned and performed outside of the terms of the primary contract and as supplementary services after the close of the regular school day shall be compensated at the rate of $20.72. Individuals who teach staff development courses approved by the district and for which credit is granted by an accredited college or university shall be paid at the rate of $605 per credit hour. If more than one person teaches a class, the $605 will be divided among the instructors based on a percentage of time worked by each.

b. Hourly rate for special curriculum planning and preparation services assigned and performed outside of the terms of the primary contract and as supplementary services outside of the regular school day shall be compensated at the rate of $20.72 per hour.

c. The hourly rate for teaching night school adult education classes shall be $20.72 per hour.

d. The hourly rate for teaching driver education shall be $20.72 per hour.

e. Teachers performing district wide instructional training as a part of their regularly assigned duties will be paid a stipend in the amount of $2,000.

f. Teacher Leaders (Instructional Coaches) shall be paid the amount designated by the Board of Education in the posted job description.

E. Compensation for Student Teacher Supervision

A payment of not less than $128 per student teacher shall be made to teachers who supervise student teachers during any one semester. The amount of pay to each cooperating teacher shall be based on the length of time that a student teacher is assigned to the cooperating teacher and the designation of responsibilities as assigned by the Superintendent or his/her designee.

ARTICLE XIV

TEACHER FRINGE BENEFITS

A. Workers' Compensation

1. All Teachers Included

All teachers shall be protected by a workers' compensation insurance policy provided by the Board. (See related disability leave provisions)

2. Immediate Injury Report Required

Any teacher who is accidentally injured in any way while in the performance of duties for the Board shall immediately report such injury to the school principal or to the immediate supervisor.

B. Tax Deferred Annuities

All teachers employed by the Board, for a minimum of twenty (20) hours per week shall be eligible to request specified reduction in salary and the purchase of non-forfeitable annuities (tax sheltered annuities) by the Board. The Board shall make such purchases as provided for in Section 403 (b) of the Internal Revenue Code of 1954, as amended and in section 457 (b) tax deferred retirement program.

1. Participating Companies Approved by Board

All companies participating in a tax sheltered annuity program and specific agreements made must be approved by the Board.

a. No new participating company will be approved by the Board unless the request for such approval is accompanied by thirty (30) bona fide applications for the company seeking such approval.
b. All applicants requesting participation in a tax sheltered annuity program must agree to participate in said program for a minimum of twelve (12) months unless contract for employment is terminated.
c. If the district found the need to reduce the number of companies [403b] participating; the Association shall be given advance notice in order to have input.

2. Two Application Periods Per Year

Applications for participation in a tax sheltered program will be accepted twice during each twelve (12) month period: October 1 for payroll deduction effective November 1 and March 1 for payroll deduction effective April 1.

3. Continuation of Pre-Employment Agreement

Whenever an individual teacher is employed and has a prior contract agreement for purchase of a tax sheltered annuity, said agreement may be continued by proper amendment of contract agreements with the Board. This agreement shall not be construed as authorizing the initiating of new contracts with companies not specifically authorized by the Board.

C. Section 125 - Cafeteria Plan

The Board shall establish a flexible benefit plan intended to quality as a "Cafeteria Plan" within the meaning of Section 125 (d) of the Internal Revenue Code of 1954, as amended to provide teachers with a choice of receiving certain taxable and tax-free benefits provided by the Board.

1. Allocation for Medical Insurance

The Board of Education shall purchase for all teachers a single medical insurance policy from a carrier selected by the Board, or pay an equal amount toward the purchase of an optional medical insurance policy offered by the same carrier.

2. Continued Monthly Allocations After Disability Leave Benefits Exhausted

For any teacher who is not receiving salary compensation due to absence from duty because of personal sickness or injury of the teacher and exhaustion of all disability leave benefits, the Board shall continue the payments specified in 1 above for six (6) months from the month in which disability leave benefits are exhausted. No payment shall be made after separation of such teacher's employment with the district.

3. Voluntary Salary Reduction Contribution

A teacher shall be entitled once annually on forms provided by the Board to elect to have a portion of the teacher's salary used to purchase a benefit or benefits under the plan. Such reduction shall be applied to the teacher's salary before federal and state income tax is deducted.

4. Plan Benefits

Optional benefits to be offered shall include at least the following:

(a) Medical and Dental Insurance
(b) Group Term Life Insurance

(c) Salary Protection Insurance
(d) Other Appropriate Miscellaneous Coverage's

Selection of any option(s) by a teacher will be permitted upon original employment and thereafter prior to the beginning of such succeeding contract year. A teacher shall be permitted to change options once during the contract year to the extent allowed by law.

5. Husband/Wife Combination Option

If both husband and wife are teachers or covered employees in the district, they may jointly elect to have all of the combined total of the Board's monthly payment under Article XIV, Section C., Paragraph 1, applied toward the purchase of additional medical insurance offered by the insurance carrier.

6. Association Right to Designate

NEA-KCK shall have the right to designate the teacher representatives to serve on the advisory committee established by Board policy. ~~4.2.19.3.6.5.~~

D. Legal Protection of Teachers

1. Reimbursement for Certain Losses

The Board will reimburse teachers for any damage or destruction of clothing or personal property of the teacher occurring as a result of assault upon a teacher while on duty in the school or any other place a teacher is required to perform professional duties, not to exceed $250. Losses insured by the teacher will not be reimbursed.

E. Payroll Deductions

Upon written authorization from the individual teacher on the approved form, and consistent with Board resolution, payroll deductions shall be made for the following purposes:

1. Charitable Organizations

United Community Fund

Kansas City Kansas School Foundation for Excellence

2. Credit Unions

Midwest Regional Credit Union
Wyandotte Credit Union

3. Voluntary Salary Reduction contribution to cover benefits under Article XIV, Section C., Paragraph 4.

F. Protection of Rights

1. Protection of Rights in Reassignment and Transfer

No teacher who is transferred or reassigned shall by reason thereof be deprived of rights based on length of

service, leave provisions, or placement on the salary schedule.

2. Transfers Occasioned by ESEA Considerations, Enrollment Adjustments or State and Federal Requirements

***Teachers to **be** transferred due to enrollment adjustments, or pursuant to state or federal requirements, or due to Title I of the Elementary and Secondary Education Act of 1965 (20 U.S.C. 6301 et seq.) as amended or enrollment adjustments shall **be notified of the transfer** within three working days of the determination to transfer. NEA-KCK shall also receive notice of such transfers within three working days of the determination to transfer.

3. After teacher receives notice of transfer, the teacher will have 3 days to accomplish the move, with one of those days being a moving day.

G. Chemical Dependency

Chemical dependency is recognized as a treatable health problem. A teacher who is so diagnosed by a physician shall receive the same consideration and opportunity for treatment that is extended to teachers with other types of health problems. The Board's responsibility for chemical dependency is limited to its effect on the teacher's job performance. For purposes of this provision, chemical dependency is defined as a health problem in which a teacher's use of mood-altering chemicals repeatedly interferes with job performance and adversely affects health. A teacher with chemical dependency will not have job security or promotional opportunity affected either by the diagnosis itself or by the teacher's request for treatment.

If the teacher refuses to accept diagnosis and treatment by an attending physician, or fails to cooperate with treatment and the result of such refusal or failure is such that job performance continues to be affected, the teacher's status as an employee will be handled in the same way that similar refusal or treatment failure would be handled for any other health problem. Implementation of this provision will not require or result in any special regulations, privileges, or exemptions from the standard administrative practice applicable to job performance requirements. The confidential nature of the medical records of a teacher with chemical dependency shall be preserved.

ARTICLE XV

ABSENCES, LEAVES, VACATIONS

A. Disability Leave

1. Conditions for Use

Disability leave may be used for absences from duty caused by personal sickness or injury, or serious health condition of the teacher, teacher's spouse or parent, or the teacher's dependent children. A child shall be deemed a dependent child if the child is under the age of 23, and the teacher claimed the child as a dependent on his/her tax return for the calendar year immediately preceding the term of this agreement. A teacher may be required to submit proof of such dependency upon the submission of a leave request. A teacher may also use disability leave for a child not claimed on the teacher's income-tax return for the calendar year immediately preceding the term of this agreement if the child is a relative of the teacher, under the age of 19, who lived in the teacher's home as a family member during the year immediately preceding the term of this agreement. A teacher seeking leave under this provision may be required to submit proof of such dependency. The following persons are considered relatives for use of this disability leave provision:

The teacher's birth child, stepchild, adopted child; a child who lived in the teacher's home as a family member if placed by an authorized placement agency for legal adoption; a foster child, any child for whom the teacher has legal guardianship; or the teacher's spouse or parent.

Absences for one-half (1/2) day or less shall be charged as one-half (1/2) day. Absences for less than a day but more than one-half (1/2) shall be charged as one (1) day. Absence due to sickness or injury, or serious health condition of a teacher's dependent children, a teacher's spouse or parent shall be limited to a total of ten (10) days annually. The term "days" as used herein is defined as days on which the teacher drawing disability leave would normally have reported for duty.

2. Coverage

Disability leave benefits are extended to all teachers for whom deductions are made for either the Kansas City, Kansas or Kansas State School Retirement Plans.

3. Annual Allowance

Except during the initial year of employment, teachers' annual disability leave shall be allowed at the following rates: Teachers whose primary and extended contract year is 181 days to 205 days, 10 days allowance; 206 to 239 days, 12 days allowance; 240 days or over, 14 days allowance. In the event a teacher resigns during the contract year, final salary payment shall be reduced for disability leave taken in excess of any disability leave accrued plus that which is credited during the year of resignation at the rate of one day per complete month of service.

4. Initial Employment

Upon commencing service at the beginning of the first full year of school service, a teacher shall be provisionally credited with 10, 12, or 14 days of disability leave in accord with Paragraph 3. In the event of separation of services during the first year of employment, adjustment in final salary payment shall be such as to provide for the allowance of a total number of disability leave days not in excess of one day per complete month of service. Teachers commencing service during the school year shall be provisionally credited with 10, 12, or 14 days less one day for each preceding whole or major portion of a month not worked, beginning with September.

5. Accumulation of Unused Disability Leave

Unused disability leave shall be allowed to accumulate to a maximum of 185 days. Nothing in this provision shall operate so as to annul or modify any teacher's number of accumulated disability leave days existing on July 31, 1991, in excess of 185 days except that such teacher will not accumulate additional unused disability leave beyond the number of such days accumulated as of July 31, 1991.

a. Nothing herein shall preclude the Board from granting in its discretion requests for additional disability leave to any teacher, regardless of length of service, in cases of personal emergency. In considering requests for such additional leave, the Board shall give special attention to teachers who at some time in their career have foregone disability leave accumulation by virtue of being at the maximum level of accumulation for one or more years.

6. Current Day Use After Five Days' Service

Current days of disability leave may not be used until after the teacher has been on duty at least five consecutive days in the current school year. This restriction does not apply to

accumulated days. On the first duty day of any given year, all unused accumulated disability leave shall be available for use.

7. Physician Statement May Be Required

Any teacher absent due to illness or disability may be requested to present a licensed physician's statement indicating the nature of the illness or disability and the readiness of the teacher to resume his/her duties. Such certification shall be secured at the teacher's expense.

a. Any teacher absent more than five consecutive days due to illness or disability shall present a statement from a physician licensed to practice medicine, indicating the nature of the illness or disability and verifying that the absentee is in good health and able to resume teaching and related duties.

b. Any request for disability leave benefits for any absence in excess of twenty (20) working days for the same disability shall be accompanied by a comprehensive statement by a licensed physician stipulating the nature of the illness or disability necessitating the extended absence. Such statement shall be presented to the Superintendent on or before the 20th day of absence. Further review and examination by a committee of three licensed physicians employed by the Board may be required for allowance of time in excess of twenty (20) working days.

8. Loss or Preservation of Disability Leave Upon Termination

Resignation not related to Early Separation, non-renewal, or termination of employment shall automatically void all accumulated days of disability leave.

a. A teacher who resigns in good standing from the district and then is reemployed may retain accumulated disability leave if he/she returns to work or is given a contract to return to work within twenty-four (24) months of the effective date of the teacher's resignation.

9. Abuse or Misuse of Leave

No salary shall be paid for any day's absence for which a disability is falsely reported as the cause for absence.

10. Credit Upon Retirement or Death

Upon retirement a teacher or, in the event of death, the teacher's estate shall be eligible to receive a lump sum payment for accumulated unused disability leave based on the following formula:

Total accumulated unused disability leave (not to exceed the maximum accumulation of disability leave allowed) x .75 x the base daily salary rate for the salary schedule class in which the teacher is classified at the time of retirement or death.

The maximum number of accumulated unused disability leave days for which payment may be made in accord with the above formula shall be limited as follows:

185-205 days of employment, 120 days allowed.

206-239 days of employment, 132 days allowed.

240 or more days of employment, 144 days allowed

Teachers who resign from the district after completing thirty (30) years of service in the district or twenty (20) years of service in the district and are 55 years of age shall also be eligible to receive a lump sum payment for accumulated unused disability leave based on the above-stated formula. Any payment under this provision to a teacher's estate shall be made to the court-appointed fiduciary (executor, administrator, or other designee) of the decedent's estate.

Any individual initially employed by the district as a teacher after July 31, 1996, shall not be eligible for the payment as described in this provision (XV.A.10.)

11. Injury When on Duty

Absence due to injury incurred while a teacher is on duty in the school or any other place a teacher is required to perform professional duties shall not be charged against the teacher's disability leave days if the teacher is receiving temporary total or temporary partial worker's compensation benefits.

Upon written request, such teacher shall continue to receive salary payment less worker's compensation temporary total disability payment over the length of his/her disability to work or until the end of the contractual period whichever is shorter with his/her disability leave being charged at not less than 0.5 day increments. Permanent partial payments, either body as a whole or scheduled, shall not be deducted from salary if the teacher has returned to work following temporary total disability.

The Board shall pay salary less worker's compensation total disability payment for the length of a disability or until the end of the contractual period whichever is shorter to a teacher who is injured while physically restraining a student or who is the victim of an assault while on duty and is injured thereby.

12. Statement of Accumulated Leave

A statement of accumulated disability leave will be provided each teacher on each payroll warrant. Such statement is informational only and not made or given as a warranty of the number of days stated. Each teacher shall be solely responsible for determining the accuracy of the statement. The Board shall not be liable for errors, mistakes or failure to provide the statement unless due to intentional or willful fault on the part of the Board.

13. Serious Health Condition Defined

A serious health condition means an illness, injury, impairment, or physical, or mental condition that involves inpatient care in a hospital, hospice, or residential care facility or which requires continuing treatment by a health care provider.

B. Health Leave

A teacher who is unable to teach because of personal illness or physical disability and who has exhausted all disability leave available shall be granted upon request a leave of absence without pay for the duration of such illness or disability, provided, however, any such leave shall not extend beyond the current school year. This leave, at the Board's option, may be renewed for the subsequent school year upon written request of the teacher. The teacher may return to active employment during the year in which he/she becomes sick or disabled as soon as a physician certifies the teacher is capable of performing all tasks required under his/her contract.

C. Short-Term Professional Leave

1. In Best Interest of District

A teacher may be granted professional leave with pay when such leave is considered by the Superintendent as being in the best interest of the district.

2. Advance Application

Application for professional leave shall be made in writing at least five (5) working days in advance of the absence.

D. Long-Term Professional Leave

1. Non-Academic

A leave of absence of up to two (2) years may be granted to any teacher, upon application, for the purpose of participating in exchange teaching programs in other states, territories or countries; foreign or military teaching programs; the Peace Corps, Teacher's Corps or Job Corps as a full-time participant in such program; or a cultural travel or work program related to his/her professional responsibilities.

a. Salary Advancement

Upon return from such leave and upon furnishing satisfactory evidence of successful completion of the work for which the leave was granted, advancement in level on the salary schedule for such leave time shall be granted.

2. Academic

A long-term professional leave of absence up to two (2) years for approved college or university study may be granted except that salary schedule advancement based on academic study shall be in advancement to appropriate scheduled classes earned and shall not be reflected in level movement.

E. Legal Commitments and Jury Duty

1. Jury Duty with Pay

Whenever a teacher is required to perform services as a juror, said teacher shall be paid full salary for the period of such service provided that:

a. The Board is notified at least three (3) days in advance of the absence that a jury summons has been received.
b. The Board receives a statement from the teacher listing the days of such service and the court in which the service was performed.
c. The teacher presents to the Board within 60 days the endorsed (un-cashed) check issued by the court for the number of days of such service.

2. Jury Fee Retained by Board

The proceeds of the court payment shall be retained by the Board.

3. Court Summons

Leave will be granted in order to meet the requirements of a court summons as a witness when the teacher is not a litigant. Such absence will not be deducted from accumulated disability.

F. Emergency Leave

1. Ten-Day Maximum

Provided that the employee has disability leave available, a maximum of ten days' absence without deduction in pay during any work year may be allowed for reasons of emergency as defined in paragraph 2. Whenever possible, requests for approval of an absence under emergency leave shall be made in writing on a district leave request form to the Human Resources Office prior to the absence. If the nature of the emergency does not allow for a written request prior to the absence, the teacher shall file the proper form within three (3) work days of returning to work after the absence. In all cases where a prior written request is not made, the teacher shall notify his/her immediate supervisor of the absence on or before the first day of the absence. Emergency leave shall be approved by the Superintendent or his/her designated representative.

2. Emergency Leave Defined

Emergency leave shall be granted for reasons of critical illness in the immediate family or for absences which are not a consequence of the choice or actions of the teacher. Emergency leave shall terminate when the event giving rise to the leave no longer exists. The following circumstances are examples of events which DO NOT qualify as emergency leave.

a. Recreational activities
b. Accompanying spouse on business or vacation
c. Routine medical or dental matters
d. Working for another person or business
e. Interviews for employment
f. Examinations by a college or university
g. To attend to legal matters
h. Personal illness
i. Problems associated with transportation to work.

3. No Accumulation

Emergency leave time shall not accumulate.

4. Immediate Family Defined

As used herein, "immediate family" shall designate the teacher's spouse, children, parents, brothers, and sisters, grandparents, grandchildren, and spouse's parents.

5. Deducted from Disability Leave Time

Any day taken as emergency leave shall be deducted from current or accumulated disability leave time.

6. Critical Illness Defined

Critical illness as used herein shall not be understood to include normal care for family members, but includes such illness or injury as to produce a life-threatening condition and is so verified by medical report of the attending physician.

G. Maternity Leave

1. Short–term Maternity Leave

Female teachers may be granted a paid leave of absence for a consecutive period of four (4) to eight (8) weeks for the purpose of short-term maternity leave provided that the requesting teacher has accrued unused disability leave in an amount equal to the period of time requested. Length of leave will be determined by the physician. A total of twelve (12) weeks (combined paid and unpaid leave) is allowed under FMLA.

a. Applications within three months following the beginning of pregnancy
b. A teacher's last day of duty will be a time mutually agreed upon by the teacher and the Board.
c. A physician's statement

2. Extended Maternity Leave

Female teachers having three or more years of service in the district whose performance of duty is interrupted by reason of pregnancy may apply for and on application shall be extended the benefits of a maternity leave provided that the applicant has not been notified in writing prior to application that her work is unsatisfactory. The following provisions must be met.

a. Application Within Three Months
Application for maternity leave shall be made within three (3) months following beginning of pregnancy and shall be accompanied by a physician's statement indicating anticipated date of confinement.

b. Mutual Agreement on Duty Termination
Actual performance of duties will terminate at a time mutually agreed upon hy the teacher and the
Board.

c. Physician's Statement of Physical Condition
A physician's statement indicating that the teacher is physically able to resume full teaching duties shall be presented prior to reassignment.

d. Terms of Reinstatement to Active Duty
In accord with the provisions contained herein, reinstatement of a teacher on maternity leave shall be made at the earliest date practicable but only when a suitable opening is available. A teacher returning from extended maternity leave shall have an opportunity to discuss and express her preference for reassignment with the Superintendent or his/her designated representative if she so requests. Rejection of the assignment when offered shall void the leave protection and shall automatically be treated as a voluntary resignation.

(1) Teachers on maternity leave who desire reinstatement at the beginning of the next school year shall notify the Superintendent of their availability for assignment. Teachers shall give notice prior to May 10 if they expect to return to full time employment at the beginning of the school year next following. Upon approval of the Superintendent, the leave may be extended one school year beyond the year in which confinement occurs.
(2) Notification of availability for assignment shall be given within (9) months following confinement. Failure to provide such notification shall constitute an act of resignation.

(3) Nothing herein shall be interpreted to assure a teacher of a position or building assignment identical to that previously held except that it shall be in a position for which the individual has fulfilled the requirements for certification.

e. Employment Rights and Benefits Retained
Teachers requesting and being granted extended maternity leave shall retain employment rights and benefits relating to tenure, position on the salary schedule, accumulated disability leave and coverage under the retirement system of the district.

f. No Payment of Salary During Extended Maternity Leave
No payment of salary under terms of the disability leave policy shall be made to any teacher for disability during the period of time for which extended maternity leave is granted.

G. Parental and Adoptive Leave

Without Pay: A teacher with three (3) or more years of service in the district may be granted a leave of absence without pay for the purpose of parental or child care or for the purpose of child adoption provided that any such leave granted will be subject to 1-7 below,

Adoption Leave With Pay: Upon at least 60 days prior notice, a teacher with three (3) or more years of service in the district may be granted a paid leave of absence for a consecutive period of no more than four weeks for the purpose of child adoption provided that the requesting teacher has accrued unused disability leave in an amount equal to the period of time requested for adoption leave. Adoption leave with pay shall be charged against the teacher's accrued but unused disability leave and personal leave and shall be subject to 1-3 and 5-6 below.

1. Terminates at End of Current Year

Such leave shall not extend beyond the current school year. Termination of performance of duty shall be at such time as mutually agreed upon by the teacher and the Board.

2. No vacancy will be created

No teacher under contract during the contract year in which the returning teacher applies for reinstatement following such leave will be terminated in order to provide a position for the teacher making an application for reinstatement.

3. Advance Notice of Intention to Adopt

The teacher planning to apply for leave for the purpose of child adoption shall notify the principal in writing of such intention at the same time that the teacher's application for adoption is submitted to any agency or authority authorized by law to assist or approve an adoption.

4. Not Granted in Combination with Disability

No teacher will be granted parental or adoptive leave following disability leave when the reason for the request for parental leave is based upon the same factual situation for which the prior disability leave was granted; provided that the decision of the Board shall be final.

5. Reinstatement Requirements

The reinstatement of a teacher on parental or adoptive leave shall be contingent upon the teacher being certified and qualified in those activities and disciplines for any existing vacancy, and provided further, the rejection of an assignment when offered shall void the leave protection and shall automatically be treated as a voluntary resignation.

6. Request for Reinstatement Required

Teachers on parental or adoptive leave who wish to return to the district shall notify the Human Resources Office in writing on or before May 10 of the year in which the leave was granted. Failure to provide such notification shall constitute an act of resignation.

7. Leave Conditions Required

For the purposes of this subsection, "child care," "parental care," "child leave," or "parental leave" shall mean that care or leave necessitated by the physical or mental illness or disability of the child or parent of the applicant.

H. Military Leave

1. Required for Drafted Personnel

A military leave of absence shall be granted to any teacher who shall be drafted for military duty in any ranch of the armed forces of the United States. Upon return from such leave, the teacher shall be placed at the same position on the salary schedule as he/she would have been had he/she taught in the district during such period. Such leave shall not extend more than three months beyond the period of compulsory service.

2. Optional for Enlistees

Military leave may be approved by the Superintendent or his/her designated representative for persons enlisting in the military service. Such leave shall not extend more than three (3) months beyond the termination of the first enlistment period.

3. Required Temporary Military Duty for Emergency

a. A teacher who is a member of the National Guard, or of the Army, Navy, Air Force or Marine Corps Reserves and who is required to report for an active duty period by reason of an emergency declared by the President or the Governor shall be granted temporary military duty leave.
b. Leave for temporary military duty as provided by this agreement will be with full salary less the amount the teacher is compensated for the days of military service while on leave from the school district.

4. Temporary Training Duty

A teacher who is a member of the National Guard, or of the Army, Navy, Air Force or Marine Corps Reserves and who is required to report for an active duty period for training purposes required to retain such membership shall be granted temporary military training duty leave. If the teacher's military pay is less than his/her teacher's pay during the period approved for temporary military training duty leave, the teacher will be paid the difference between his/her military pay and his/her teacher's pay.

5. No Deduction From Disability Leave

For the purpose of computing disability leave, Required Temporary Military Duty Leave for Emergency (Paragraph 3) and Temporary Training Duty Leave (Paragraph 4) shall count as full service with the school district.

6. Teaching Position Preserved

Upon return from Required Temporary Military Duty Leave for Emergency or Temporary Training Duty Leave, a teacher will be returned to a teaching position with the school district.

J. Authorized Absence

A teacher may be granted five (5) days of authorized absence for personal reasons without pay during any school year for activities which cannot reasonably be performed outside of regular duty hours or on a non-school day.

1. Limitation

Such authorization shall not be granted on any day preceding or following a holiday, holiday weekend, or any vacation period including the opening and closing days of the school year.

2. Application Required

Application for authorized absence shall be made in writing at least two (2) days in advance of the absence and stating the reasons which necessitate the leave.

3. Extension

Extension of authorized absence beyond five (5) days may be granted without pay when such extension is considered by the Superintendent as in the best interest of the school district.

4. Non-Accumulative Authorized absence days shall be non-accumulative.

K. Bereavement Leave

1. Four-Day Maximum Per Occurrence

A maximum of four (4) days absence per occurrence without deduction in pay during any year may be allowed for reasons of death in the immediate family as defined herein.

2. Immediate Family Defined

As used herein, "immediate family" shall designate the teacher's spouse, children, parents, sisters, brothers, aunts, uncles, grandparents, grandchildren, and spouse's parents, sisters, brothers, aunts, uncles, grandparents, grandchildren, by blood or marriage. Exceptions to this provision may be requested and approved on a case-by-case basis by the Superintendent or his/her designee.

3. No Accumulation

Bereavement leave time shall not accumulate.

4. Written Request and Approval

Any request for bereavement leave shall be in writing. Approval shall be granted by the Superintendent or his/her designated representative.

L. Personal Leave

1. Two Day Leave

A two (2) day absence without deduction in pay during any year may be allowed for personal leave.

2. Approval of Leave

To be classified as personal leave, authorization must be secured prior to the day leave is taken except for instance of emergency. Teachers desiring to use personal leave shall submit their request in writing at least five (5) working days in advance of the anticipated absence. In cases of an emergency not covered by emergency leave (Section F) the notification for such leave must be made to the principal or immediate supervisor on or before the day of leave by the normal absence reporting procedures, and a written request shall be submitted within three (3) days of the absence. All requests for personal leave must be submitted to the Superintendent or his/her designated representative.

3. Limitation

Personal leave shall not be used for seeking other employment, rendering services, nor working either with or without remuneration for themselves, nor for anyone else, for hunting, for fishing, nor other recreational activities, nor because of severe weather when school is in session. Absent the existence of extenuating circumstances, which shall be determined solely by the Superintendent or his/her designee, and which such determination shall not be subject to further review or appeal, such personal leave shall not be granted for the first eight (8) nor the last five (5) duty days under this agreement; nor on the first duty day preceding or following a holiday or non-working day; nor on any in-service days.

4. Unused Personal Leave Days

Unused personal leave days may not accumulate; however, any days of unused personal leave shall be credited as days of disability leave unless the teacher has accumulated the maximum allotment of 185 disability leave days.

5. Right to Reject

The district reserves the right to refuse requests when the number of requests made on any given day is such as to exceed the available supply of substitutes. Approval will be granted in the order of application except for clear emergency situations.

M. Sabbatical Leave

1. Purpose

A sabbatical leave may be granted to a full-time teacher to provide opportunity to engage in professional experiences having a major force on self-improvement and which also will have positive consequences for the teacher's students and/or co-workers.

2. Qualifications

The applicant must have been employed in the district for at least five (5) consecutive years beyond the applicant's statutory probationary period. Absences from service for a period more

than one (1) year under a leave of absence with or without pay shall be deemed a break in continuity of service. The applicant must not have been granted a sabbatical leave from the district during the seven (7) consecutive years of service immediately preceding the current application.

3. Application

Applications shall be filed with the Superintendent by March 1 for leave for the next school year. Applicants requesting sabbatical leave shall be notified by April 1 as to the status of their application. Applicants shall include an outlined plan for the year requested. The plan shall include: The activity or activities to be undertaken during the leave; The benefit of the leave for the teacher; The benefits to be realized by students and/or other staff as a result of the leave. The plan shall be indicated on the application form or as an attached statement.

4. Compensation

A sabbatical leave shall be compensated at 50% of full contracted salary and 100% of benefits provided a full time teacher for the year of the leave. Upon return from sabbatical leave the teacher shall be placed at the position on the salary schedule he/she would have attained had he/she taught in the district during such period.

5. Status Upon Return from Sabbatical Leave

Upon completion of sabbatical leave, the teacher shall be reassigned in a position which is comparable to the one held when assuming sabbatical leave status, exclusive of supplemental assignments. The teacher shall retain all accumulated disability leave days hut no such days shall accumulate during the period of the sabbatical leave.

6. Selection

Selection of teachers for sabbatical leave shall be made by the Superintendent or his/her designated representative(s). The following factors shall be considered when making the selection:

1. Merit of the applicant's proposed program;
2. Applicant's length of service in the district;
3. Applicant's quality of service as determined by evaluators' and administrators' recommendation;
4. Distribution from the areas of elementary, middle, high schools, special education, and AVTS;
5. Availability of qualified replacements.

Annually, no more than three (3) eligible teachers shall be granted sabbatical leave for the following school year.

7. Required Service Agreement

As a condition for the granting of sabbatical leave, the teacher shall sign an agreement to return to the district for at least two (2) years of service immediately following the sabbatical leave. Upon failure by the teacher to perform the required service, he/she shall repay the district the amount paid to the teacher by the district during the sabbatical leave. Such payment shall be due within ten (10) days of the teacher's failure to commence or continue his/her assigned duties.

The teacher shall not deviate from the approved program before its completion without written permission of the Superintendent. Failure to receive written permission shall result in the district immediately stopping all payments to the teacher.

N. Political Leave

1. Any teacher shall have the right to become a candidate for public office and to serve in such elective office unless there is a legal prohibition. An unpaid leave of absence not to exceed (two) 2 years shall be granted to any teacher upon application for the purpose of campaigning for, or serving in, a public office. Such leave may be extended by mutual agreement of the teacher and the Board.

2. No teacher shall, during the hours for which pay is received, use such time for the solicitation, promotion, election, or defeat of any candidate for public office.

3. No teacher shall use the classrooms, schools, or students for the purpose of solicitation, promotion, election, or defeat of any candidate for public office.

4. No teacher shall use school equipment or supplies for the purpose of solicitation, promotion, election, or defeat of any candidate for public office.

5. Reinstatement of a teacher on political leave shall be made when a suitable opening is available. Nothing herein be interpreted to assure a teacher of a position or building assignment identical to that previously held except that it shall be in a position for which the teacher has fulfilled the requirements for certification.

O. Disability Leave Bank

USD 500 shall establish a disability leave bank for teachers who choose to participate. The day-to-day administration of the bank shall be the responsibility of the District. This bank shall be governed by the following regulations:

1. Participation shall be voluntary. Those who choose to participate shall contribute one (1) day of their accumulated temporary disability leave to the bank at the beginning of their period of participation.

2. Eligibility. An employee who meets the eligibility requirements and who suffers a serious health condition shall be entitled to annual use of the disability leave bank consistent with the following table:

   1st year in district no more than 30 Calendar Days 2nd year in district no more than 60 Calendar Days 3rd year in district no more than 90 Calendar Days 4 or more years in district no more than 180 Calendar Days These years of employment must be consecutive.

3. Only participating teachers are eligible to draw from the bank. The periods for which participating teachers are eligible to use days from the bank shall begin on the fourth (4) consecutive contract day of an absence for which the teacher had no accumulated temporary disability leave days. Eligibility shall continue until (1) the teacher is able to return to duty or (2) until the date which reflects the maximum number of benefit days after the date of the commencement of the disability for which use of the disability leave bank is, sought whichever occurs first. However, in no event shall a person, within a twelve-month period be eligible for use of the disability leave bank in an amount which exceeds the limitations set forth in the table of section 2, above.

4. In no case shall additional days be granted that would extend beyond the teacher's current contract year.

5. Should the total number of days in the leave bank drop below 250, all participants who have a personal accumulation of one (1) or more temporary leave days shall contribute one (1) additional leave day to the bank.

6. Teachers may enroll in the temporary disability leave bank at the beginning of each contract year but must submit the appropriate form by October 1. Any teacher on duty from the beginning of the contract year desiring to enroll after October 1 must wait until the following year. Teachers hired after the beginning of the contract year who desire to enroll must do so within thirty (30) calendar days after their first day at work or by October 1 of the current contract year, whichever is later.

7. Once enrolled, participation remains in effect until the teacher notifies the District that the teacher desires to withdraw from participation in the bank. The period during which withdrawal is allowed coincides with the enrollment period. Any request for withdrawal from participation which is submitted during the enrollment period takes effect immediately. Any request for withdrawal from participation which is not submitted during the enrollment period takes effect at the beginning of the next enrollment period. No days previously contributed may be restored to the teacher's personal accumulation.

8. Leave days from the bank may be used only due to a serious health condition on the part of the participating employee. A serious health condition means an illness, injury, impairment, or physical or mental condition that involves inpatient care in the hospital, hospice, or residential care facility or which requires continuing treatment by a health care provider. No such days may be used due to the disability of any other person.

9. Teachers whose contracts are terminated or non-renewed in accordance with Kansas law shall not be allowed to use temporary disability leave bank days to otherwise extend their employment.

10. Teachers shall not be allowed to withdraw days from the disability leave bank for any days for which workers' compensation benefits are received.

11. Use of the Disability Leave Bank for a period in excess of two consecutive years is prohibited.

ARTICLE XVI

EARLY SEPARATION PROGRAM

A. Definitions

1. Year of Experience

A year of experience is a contracted year of full-time duty for at least 160 days of the regular contract year. Previous contracted administrator experience shall be counted as teaching experience. Previous experience listed as part-time shall be evaluated on the basis that two years of part-time equal one year of full-time experience.

2. Total Annual Salary

For teachers holding only a Teacher's Primary Contract, the total annual salary shall be the figure shown as annual salary on the primary contract. If the teacher holds only a part-time contract, the total annual salary shall be the average of the teacher's salary for the last three years. If the teacher also holds an extended contract, the total annual salary shall be the amount shown as "Total Primary and Extended Contract" on the extended contract. Pay for extra-curricular duties is expressly excluded from the total annual salary.

B. Eligibility

To participate in the Early Separation Program, the teacher must meet all of the following eligibility criteria:

a. The teacher must have been under contract to the Kansas City, Kansas Public Schools (USD 500) on or before August 1, 1996.
b. On the year that separation is to begin, the teacher must be at least fifty-five by July 1, and no more than sixty-one years old.
c. The teacher must have completed twenty-five years of contracted teaching experience, with at least seventeen years in USD 500.
d. The teacher must submit to the Human Resources Office a completed Early Separation Application on or before April 30 of the year in which separation is to begin.
e. Normally, a teacher will not be allowed to begin early separation prior to the end of the contract year. Any exceptions must be approved by the Superintendent or his/her designee.

C. Benefits

1. Teachers approved for the early separation benefits will be paid not more than eighty-four monthly payments with payments beginning on July 1 of the year separation begins and ending on the first day of the month in which the teacher dies or becomes sixty-two years old, whichever occurs first.

2. The monthly benefit shall be one twelfth of the product of the teacher's experience factor and the teacher's final total annual salary. The experience factor is based on the teacher's years of experience both in and out of the district.

3. The teacher electing early separation, if otherwise eligible, has the right to remain a member of the Board's health insurance program of his or her choice until age sixty-five at the teacher's expense.

4. The early separation benefits specified in this plan are independent of any other retirement for which the teacher may be eligible from sources other than the school district.

D. Restrictions

1. A teacher who applies for and receives pay from the Early Separation Program forfeits the right to return to full time employment in any capacity in USD 500. It is permissible for the teacher to be hired as a substitute in the district.

E. Procedure for Determining Early Separation Benefit

1. Determine the number of years of experience in USD 500. Locate the horizontal row headed by that number. If it is less than seventeen, it does not qualify. If it is greater than thirty-five, use the "35" row.

2. Determine the number of years of experience in districts other than USD 500. Credit will be given for no more than eight years outside the district. The maximum total credit shall be thirty-five years.

3. The intersection of the "USD 500" row with the "other" column is the experience factor.

4. Multiply the experience factor times the total annual salary. Divide the product by twelve to find the month benefit.

(See Experience Factor Table)

EXPERIENCE FACTOR TABLE

Experience in other districts

E		0	1	2	3	4	5	6	7	8
X	17									0.195
P	18								0.204	0.205
E	19							0.213	0.214	0.215
R	20						0.222	0.223	0.224	0.225
I	21					0.231	0.232	0.233	0.234	0.235
E	22				0.240	0.241	0.242	0.243	0.244	0.245
N	23			0.249	0.250	0.251	0.252	0.253	0.254	0.255
C	24		0.258	0.259	0.260	0.261	0.262	0.263	0.264	0.265
E	25	0.267	0.268	0.269	0.270	0.271	0.272	0.273	0.274	0.275
	26	0.277	0.278	0.279	0.280	0.281	0.282	0.283	0.284	0.285
1	27	0.287	0.288	0.289	0.290	0.291	0.292	0.293	0.294	0.295
N	28	0.297	0.298	0.299	0.300	0.301	0.302	0.303	0.304	
	29	0.307	0.308	0.309	0.310	0.311	0.312	0.313		
U	30	0.317	0.318	0.319	0.320	0.321	0.322			
S	31	0.327	0.328	0.329	0.330	0.332				
D	32	0.337	0.338	0.339	0.340					
	33	0.347	0.348	0.349						

5	34	0.357	0.358							
0	35	0.367								
0										

ARTICLE XVII

CONTRACT FLEXIBILITY PLAN

A. Contract Flexibility Plan

The following Contract Flexibility Plan has been approved through formal negotiations between the Board of Education and the Kansas City, Kansas National Education Association to allow individual schools the flexibility needed to meet identified goals of the schools. Through the plan, schools will be able to consider adjustments in limited areas of the Negotiated Agreement.

Areas of the Negotiated Agreement which may be considered for contract flexibility will be limited to the following sections: Article IV - Duties and Responsibilities

B. Procedures

1. Step 1

   A plan including a need for contract flexibility is presenting in writing to the principal by a committee, group, or individual for his/her recommendation.

2. Step 2

   Formal written notification of a proposed waiver of the contract shall be presented to the Association at the same time the plan is submitted to the Superintendent or his/her designated representative. If the plan is approved by the Superintendent or his/her designated representative(s), the contract flexibility proposal is presented to the members of the bargaining unit assigned to the building for their information and input. Final approval and implementation of the plan shall be subject to acceptance by the Review Committee as established in these procedures.

3. Step 3

   A vote by secret ballot on the proposed contract waiver shall be held with all members of the bargaining unit assigned full or part-time to the building. The vote shall be conducted by the Association building representative or other individual(s) selected by the Association.

4. Step 4

   If the vote is 100% of those casting ballots for approval of the contract waiver proposal, the proposal s forwarded to the Review Committee made up of, two teachers to be named by the Association and two administrators. The Review Committee reviews the contract waiver proposal and determines to approve or disapprove it. If the Committee approves the proposal, it shall go into effect at the time stipulated in the proposal. If the Committee denies the

proposal, it shall be returned to the school with a written explanation providing the specific reason(s) for the denial. The school sponsors of the proposal may begin the process over in an attempt to alter the proposal in order to gain approval.

5. Step 5

If the vote is less than 100% but at least 85% of those casting ballots, the proposal may be reviewed in the school in an attempt to reach a 100% vote or it may be forwarded to the Review Committee. In considering the proposal, the Committee shall seek out the minority view. If the Committee approves the proposal, it shall go into effect at the time stipulated in the proposal. If the Committee denies the proposal, it shall be returned to the school with a written explanation providing the specific reason(s) for the denial. The school sponsors of the proposal may begin the process over in an attempt to alter the proposal in order to gain approval.

6. Step 6

If the vote is less than 85% of those casting ballots, the sponsors of the proposal shall decide whether to drop the proposal or attempt to reach a compromise which will gain a vote of at least 85% approval.

C. Revocation of Waiver

Any approved waiver shall remain in effect for the time period stipulated in the waiver or absent such time period until the waiver is revoked by the following procedure:

1. A petition to revoke the waiver shall be subject to a vote of all members of the bargaining unit assigned full or part-time to the school providing the petition has been signed by at least 50% of the assigned staff.

2. A vote on the revocation of the waiver shall be conducted as stipulated in section B.3 of this Article.

3. The waiver shall be revoked if more than 33% of those casting ballots vote to do so.

4. If the waiver is revoked, the waived provision in the contract shall be reinstated at the beginning of the next contract year.

D. Miscellaneous Provisions

1. The review Committee must receive the proposal at least one grading period in advance of them desired implementation date.

2. The Review Committee must respond within three weeks of receipt of the proposal.

3. The Review Committee should make a final determination by May 1 for proposals which affect the first

reading period of the next school year.

4. The approval of a waiver shall be binding on all affected by the proposal.

5. A teacher who wishes to transfer from a school which will have a waiver in the Negotiated Agreement during the next school year will be given consideration if vacancies exist in his/her teaching area.

6. Approval of a contract waiver proposal by the Review Committee shall require the approval of at least three of the four members.

E. Appeal Procedures

1. If a teacher(s) feels that the agreed waiver of the Negotiated Contract is not being implemented as approved, he/she may submit his/her concern in writing to the Review Committee stipulating the exact provision of the proposal being violated. Any appeal must be filed within five (5) days after the alleged violation occurs.

2. Upon receipt of the written appeal from the teacher(s), the Review Committee shall hold an appeal hearing within ten (10) days to allow all parties to present facts and testimony. Within seven days of the appeal hearing, the Committee shall issue in writing its findings on the appeal. The Committee's findings shall be binding on all parties. Decisions by the Committee shall be unanimous.

3. The Review Committee's scope of review shall only be the waiver of the Negotiated Agreement. An appeal may not be filed on the merits of the waiver of the Negotiated Contract once it has been approved by the Review Committee.

4. An appeal must be submitted on a form prepared by the Review Committee. Forms will be available in the District's Human Resources Office and in the offices of NEA-KCK.

5. The term "days" in this provision shall be understood to mean days when teachers are on duty.

ARTICLE XVIII

TESTING AND SUBSTANCE ABUSE

A. Drug Testing and Substance Abuse

1. Statement of Purpose

The use of illegal drugs, on or off duty, by USD 500 teachers who perform safety sensitive functions is inconsistent both with the duty of all citizens to abide by the law and with the duty of care expected of teachers who drive USD 500 vehicles.

While a function of schools in a democratic society is to foster adherence to constitutional rights, USD 500 believes that its adherence to the constitutional rights of employees performing safety sensitive functions must be measured against its interest in regulating certain conduct of employees performing said functions to ensure the safety of the traveling public, other employees and students. Toward this end, USD No. 500 has engaged in careful analysis and has determined that its interest presents special needs beyond normal law enforcement which justify adopting a physical examination procedure designed to identify improper drug and alcohol use. The procedure selected and which is hereby implemented includes testing blood, breath, and urine as well as utilizing other diagnostic tests designed to detect alcohol and/or drugs (or drug metabolites).

The inherent difficulty in detecting drug abuse, coupled with the safety concerns such use poses to the public and our students when such abuse is committed by employees performing safety sensitive functions, mandates the implementation of a detection procedure designed to

identify improper drug and alcohol use. This procedure should include, among other things, breath, blood and urinalysis testing. Furthermore, any such procedure should be targeted toward those individuals performing "safety sensitive functions" as defined below. Our goal, therefore, and the purpose of this policy is to establish and maintain a safe workplace and a healthy and efficient workforce free from the effects of drug and alcohol abuse.

The examination and detection procedures described herein are not intended to be punitive in nature. Reports of physical examination which disclose improper drug and alcohol use will not be voluntarily submitted for use in criminal prosecutions.

2. Definitions

a. Accident means an occurrence associated with the operation of a USD 500 vehicle, whether or not such vehicle is situated on the premises of USD 500.
b. Applicant means any teacher tentatively selected for employment with USD 500 whose position requires the teacher to operate a USD 500 vehicle.
c. Employee Assistance Program (EAP) means the USD 500 based Counseling program that offers assessment, short-term counseling, and referral services to employees for a wide range of drug, alcohol, and mental health problems, and monitors the progress of employees while in treatment.
d. Illegal or prohibited drug includes, but is not limited to the following substances specified in Schedule I or Schedule II of the Controlled Substances Act, 21 U.S.C. & 801 et. seq. published at 21 CFR & 1308.11 and 21 CFR & 1308.12, and K.S.A. 65-4101 and amendments thereto of the Uniform Controlled Substance act, to wit: marijuana, cocaine, opiates, phencyclidine (PCP), and amphetamines.
e. Medical Review Officer means the individual responsible for receiving laboratory results generated from USD 500's Drug Free Workplace Program and this policy who is a licensed physician with knowledge of substance abuse disorders and the appropriate medical training to interpret and evaluate all positive test results together with an individual's medical history and any other relevant biomedical information.
f. Pass a drug test means that a medical review officer has determined that the results of a drug test administered under this policy:
    i. Showed no evidence or insufficient evidence of a prohibited drug or drug metabolite;
    ii. Showed evidence of a prohibited drug or drug metabolite but there was a legitimate medical explanation or the result;
    iii. Were scientifically insufficient to warrant further action; or
    iv. Were suspect because of irregularities in the administration of the test or observation of chain of custody procedures.
g. Positive test result means a test result which reveals a detectable concentration of an illegal or prohibited drug (or its metabolites) {above 50 nanograms} or a blood-alcohol concentration of a .04% or more (or its equivalent as determined by a diagnostic test such as a breathalyzer) for teachers who are entrusted with the operation of a vehicle on behalf of USD 500.
h. Safety sensitive function means any duty related to the operation of a USD 500 including:
    i. Operation of a USD 500 vehicle, whether or not such vehicle is in USD 500 service; or
    ii. Controlling movement of a USD 500 vehicle.
    iii. Supervisor means an employee having authority to hire, direct, assign, promote, reward, transfer, furlough, layoff, recall, suspend, discipline, or remove other employees, to adjust their grievances or to effectively recommend such action, if the exercise of the authority is not merely routine or clerical in nature, but requires consistent exercise of independent judgment.

3. Prohibited Activities

Rules applicable to all teachers. Teacbers are prohibited from engaging in the unlawful manufacture, distribution, dispensing, possession, or use of controlled substances and/or alcohol in the workplace. Violation of this prohibition shall result in appropriate disciplinary action up to and including termination and referral for prosecution.

Teachers are further prohibited from reporting to or remaining on duty while impaired by controlled substances and/or alcohol. Violation of this prohibition shall result in appropriate disciplinary action up to and including termination and referral for prosecution.

Rules applicable to teachers performing safety-sensitive functions. The use, possession, sale or distribution of prohibited drugs or alcohol by teachers performing safety sensitive functions while on USD 500 property or while engaged in or performing USD 500 business is prohibited. To possess means to have either in or on the teacher's person, personal effects, motor vehicle, or areas substantially entrusted to the control of the teacher.] Such conduct will further result in immediately discharge. Illegal substances will be confiscated and the appropriate law enforcement agency notified. Note however, that Reports of Physical Examinations will not be voluntarily submitted to law enforcement.

a. Teachers performing safety sensitive functions are required to refrain from the use of illegal drugs.
b. Teachers performing safety sensitive functions are required to refrain from any and all alcohol consumption while on duty. The consumption of alcohol while off duty is likewise prohibited where such consumption impairs the ability of the teacher to fully perform the duties to which he/she has been or will be assigned. ["Impaired" means under the influence of a substance such that the teacher's motor sense (i.e., sight, hearing, balance, or reaction, reflex or judgment) either are or may be presumed to be effected.]
c. The use of illegal drugs by teachers performing safety sensitive functions, whether on or off duty, is contrary to the efficiency of public service.
d. The consumption of alcohol by teachers performing safety sensitive functions while on duty and the consumption of alcohol while off duty which impairs the ability of the teacher to fully perform all duties assigned to him or her is also contrary to the efficiency of public service.
e. Teachers performing safety sensitive functions who use illegal drugs, consume alcohol while on duty, or consume alcohol while off duty where such consumption impairs the ability to fully perform all duties assigned are not suitable for employment USD 500.
f. Teachers performing safety sensitive functions who take over-the counter or prescribed medication are responsible for being aware of any effect the medication may have on the performance of their duties and must promptly report to their supervisors the use of medication likely to impair their ability to do their job. A teacher who fails to so notify his/her supervisor shall be subject to disciplinary action, up to and including discharge. Moreover, teachers who take over-the-counter or prescribed medication contrary to instructions may be subject to disciplinary action, up to and including termination.

4. Procedures of Implementation of Policy

NOTICE: Sixty days prior to the initial implementation of a physical examination or other testing procedure designed to identify improper drug and alcohol use, USD 500 shall notify all teachers performing safety sensitive functions that testing for use of illegal drugs and improper alcohol consumption is to be conducted and that they may seek counseling and rehabilitation.

a. USD 500 shall also inform such teachers of the procedures for obtaining assistance through the USD 500 Employee Assistance Program. Drug Policy. USD 500 shall also inform its teachers of the following:
    i. The purpose of this policy and the Drug Free Workplace Act;
    ii. The availability of procedures necessary to obtain counseling and rehabilitation through the EAP;
    iii. The circumstances under which testing may occur;
    iv. That the laboratory assessment is a series of tests which are bighly accurate and reliable, and that, as an added safeguard, laboratory results are reviewed by the Medical Review Officer;
    v. That positive test results verified by the Medical Review Officer may only be disclosed to the teacher, the appropriate EAP administrator, the appropriate management officials necessary to process an adverse action against the teacher, or a court of law or administrative tribunal in any adverse Human Resources action;
    vi. That all medical and rehabilitation records in an EAP will be deemed confidential "patient" records and may not be disclosed without the prior written consent of the patient, an authorizing court order, or otherwise as permitted, or required by State and Federal law.

b. Before conducting a drug test, USD 500 shall inform all teachers performing safety sensitive functions who are to be tested of the opportunity to submit medical documentation that may support a legitimate use for a specific drug.

c. Before conducting a drug test, USD 500 sball inform all teachers performing safety sensitive functions of the procedures for timely submission of requests for retention of records and specimens; procedures for re-testing; and procedures consistent with applicable law, to protect the confidentiality of test results and related medical and rehabilitation records. USD 500 recognizes that procedures for providing urine specimens must allow individual privacy, unless there is reason to believe that a particular individual may alter or substitute the specimen provided. Notice of positive test result shall be given to the tested employee within two business days of the application of the gas chromatography mass spectrometry analysis or as soon thereafter as is practical.

d. Conditions for Testing: The following circumstances and activities detail those instances in which any teachers performing safety sensitive functions will be required to submit to alcohol and/or drug testing:

    1. At the time of the pre-employment examination.

    2. Where two supervisors concur that probable cause exists to believe that the teacher appears to be acting in an intoxicated or impaired manner; however, if only one supervisor is available, his or her opinion alone is sufficient.

        (A) Probable cause means that, because of the teacher's appearance or conduct, the employer has information which leads him/her to conclude with a reasonable degree of certainty that the teacher is impaired due to drug or alcohol use.
        (B) In evaluating the existence of probable cause, the actions or observations of the teacher must occur while the employee is on duty.
        (C) Where probable cause is found to exist; the teacher must be taken by his/her supervisor or other designated representative immediately to an approved collection site to obtain a urine or blood sample.
        (D) Upon the collection of a probable cause blood or urine examination, the teacher will be transported to his/her home address.

(E) Immediately following (usually within 24 hours) a probable cause blood or urine examination, the supervisor must complete the probable cause recording form.

3. When a teacher is involved in a vehicle accident involving:

(A) A pedestrian
(B) A fixed object;
(C) Two or more vehicles/equipment belonging to USD 500;
(D) A USD 500 vehicle striking the rear of another vehicle;
(E) A head-on collision;
(F) A USD 500 vehicle striking another vehicle broadside;
(G) Substantial physical damage to residence, equipment or vehicle (combined physical damage believed to be in excess of $1,000.00);
(H) When a teacher is involved in an accident which, in the sole discretion of USD No. 500, it appears carelessness, poor judgment or lack of alert mental faculties may have contributed to the accident.
(I) When a teacher is in flagrant violation of standard operating or safety procedures of USD 500, federal or state safety regulations.
(J) As a condition of discipline due to a previous alcohol or drug-related offense.
(K) At the discretion of USD 500 Management, when a teacher returns from any unauthorized absence from work whereby two or more consecutive days of absence occurred, the teacher may be required to submit to a test.

e. A decision not to administer a drug test under this section shall be made by an individual who was not involved in the accident. The determination shall be based on the best information available at the time.
f. Testing applicable to all teachers. Every teacher, including those who do not perform safety-sensitive functions shall be subject to probable cause and post accident testing as described in Article XVIIIA4d(2) and d(3). The purpose of this requirement is to comply with the Drug--free Workplace Act of 1988, 34 CFR Part 85, Subpart F, which requires grantees to certify that they will maintain a drug-free workplace.

5. Testing of Applicants Seeking Safety Sensitive Positions.

After a conditional offer of employment has been tendered, applicants seeking safety sensitive positions with USD 500 may be given breath, blood, urine, or other diagnostic tests to detect alcohol and/or drugs (or drug metabolites) in their systems. Positive test results for drugs or alcohol will be considered in making the final employment decision. Refusal to submit to the requirements of this drug and alcohol policy will render the applicant ineligible for employment

a. Every vacancy announcement for positions designated for applicant testing shall state: *"All applicants tentatively selected for this position will be required to submit to testing to screen for illegal or prohibited drug and alcohol use prior to appointment."*

b. In addition, each applicant will be notified that appointment to the subject position will be contingent upon a negative drug test result. Failure of the vacancy announcement to contain this statement notice will not preclude applicant testing if advance written notice is provided applicants in some other manner.

6. Additional Explanation Regarding Conditions for Testing:

   a. Post Accident Testing:
   The urine sample for a post-accident drug test required by this section shall be collected as soon as possible but no later than 24 hours after the accident.

   b. Retests:
   A teacher who does not pass a drug test administered under this part may request that the original urine sample be analyzed again. A teacher requesting a retest under this section must submit a written request within 60 days of the teacher's receipt of the test result. The teacher may specify retesting by the original laboratory site or by a second laboratory site that is certified to perform drug tests by the Department of Health and Human Services. All retesting of this nature shall be at the expense of the teacher.

7. Voluntary Compliance, EAP and Referral

   a. The USD 500 EAP plays an important role in preventing and resolving teacher drug use by: demonstrating USD 500's commitment to eliminating illegal drug use; providing teachers an opportunity, with appropriate assistance, to discontinue their drug use; providing educational materials to supervisors and teachers on drug use issues; assisting supervisors in confronting teachers who have performance and/or conduct problems and making referrals to appropriate treatment and rehabilitative facilities; and follow-up with individuals during the rehabilitation period to track their progress and encourage successful completion of the program. The EAP, however shall not be involved in the collection of urine samples or the initial reporting of test results. Specifically, the EAP shall:

   Provide counseling and assistance to teachers who self-refer for treatment or whose drug tests have been verified positive, and monitor the teachers' progress through treatment and rehabilitation;

   Provide needed education and training to teachers on types and effects of drugs, symptoms of drug use and its impact on performance and conduct, relationship of the EAP to drug testing, and related treatment, rehabilitation, and confidentiality issues;

   Ensure that confidentiality of test results and related medical treatment and rehabilitation records is maintained in accordance with this policy.

   b. Any teacher found to be using drugs shall be referred to the EAP. The EAP shall be administered separately from the testing program and shall be available to all teachers without regard to a finding of drug use. The EAP shall provide counseling or rehabilitation for all referrals, as well as education and training regarding illegal drug use.

   c. A teacher who voluntarily identifies him/himself as a user of illegal drugs or who volunteers for drug testing, prior to being identified through other means, will be considered a candidate for retention provided that said teacher obtains counseling or rehabilitation through the Employee Assistance Program and thereafter refrains from using illegal drugs and/or from the improper consumption of alcohol. However, the decision to retain the teacher rests solely within the discretion of USD 500.

   d. A teacher performing a safety sensitive function who is shown to have improperly consumed alcohol and/or drugs shall not be allowed to remain on duty in a safety sensitive position prior to the successful completion of rehabilitation through the

Employee Assistance Program. However, as part of rehabilitation or counseling, the Superintendent or his/her designee may, in his or her discretion, allow a teacher to return to duty in a safety sensitive position if it is determined that this action would not pose a danger to public health or safety or the safety of students and other employees.

8. Effect of Positive Results; Refusals

a. Alcohol: Safety-sensitive. A teacher performing a safety sensitive function found to have a blood-alcohol concentration of .04% or more (or its equivalent as determined by a diagnostic tests such as a breathalyzer) while on USD 500 property or while on USD 500 business, shall receive a thirty (30) day suspension without pay on the first offense and shall he required to participate in the Employee Assistance Program. In addition, the teacher shall be placed on probation for twelve (12) months and shall be subject to random drug and alcohol testing for that period. If the teacher violates any rules set forth in this policy during the probationary period, he or she shall be discharged.

Alcohol: Non Safety-sensitive. A teacher tested in accordance with the terms of this agreement performing a non safety-sensitive function found to have a blood-alcohol concentration of .04% or more (or its equivalent as determined by a diagnostic tests such as a breathalyzer) while on USD 500 property or while on USD 500 business, shall receive up to a ten (10) day suspension without pay on the first offense and shall be required to participate in the Employee Assistance Program. In addition, the teacher shall be placed on probation for twelve (12) months and shall be subject to random drug and alcohol testing for that period. If the teacher violates any rules set forth in this policy during the probationary period, he or she shall be discharged.

b. Marijuana: Safety-sensitive: A teacher performing a safety sensitive function found to have a detectable concentration of marijuana (or its metabolites) [above 50 nanograms] in his or her system, shall receive a thirty (30) day suspension without pay on the first offense and shall be required to participate in the Employee Assistance Program. In addition, the teacher shall be placed on probation for twelve (12) months and shall be subject to random drug and alcohol testing for that period. If the teacher violates any rules set forth in this policy during the probationary period, he or she shall be discharged.

Marijuana: Non Safety-sensitive: A teacher tested in accordance with the terms of this agreement performing a non safety-sensitive function found to have a detectable concentration of marijuana (or its metabolites) [above 50 nanograms] in his or her system, shall receive a ten (10) day suspension without pay on the first offense and shall be required to participate in the Employee Assistance Program. In addition, the teacher shall be placed on probation for twelve (12) months and shall be subject to random drug and alcohol testing for that period. If the teacher violates any rules set forth in this policy during the probationary period, he or she shall be discharged.

c. Drugs other than Marijuana or Alcohol: Safety-sensitive. A teacher performing a safety sensitive function found to have a detectable concentration of any drug other than marijuana or alcohol in his or her system, including, but not limited to, heroin, cocaine, morphine, phencyclidine (PCP), amphetamines, barbiturates, or hallucinogens (or metabolites of any such drugs), shall receive a thirty (30) day suspension without pay on the first offense and shall be required to participate in the Employee Assistant Program. In addition, the teacher shall be placed on probation for twelve (12) months and be

subject to random drug and alcohol testing for that period. If the teacher violates any rules set forth in this policy during the probationary period, he or she shall be discharged.

Drugs other than Marijuana or Alcohol: Non Safety-sensitive. A teacher tested in accordance with the terms of this agreement performing a non safety-sensitive function found to have a detectable concentration of any drug other than marijuana or alcohol in his or her system, including, but not limited to, heroin, cocaine, morphine, phencyclidine (PCP), amphetamines, barbiturates, or hallucinogens (or metabolites of any such drugs), shall receive a ten (10) day suspension without pay on the first offense and shall be required to participate in the Employee Assistant Program. In addition, the teacher shall be placed on probation for twelve (12) months and be subject to random drug and alcohol testing for that period. If the teacher violates any rules set forth in this policy during the probationary period, he or she shall be discharged.

d. A teacher tested in accordance with the terms of this agreement, who has been previously identified as having improperly consumed alcohol or drugs, who within a two-year period thereafter fails to refrain from using illegal drugs, shall be immediately terminated upon the discovery thereof.

e. The results of a drug test and information developed by USD 500 in the course of the testing of teachers tested in accordance with the terms of this agreement may be considered in processing adverse Human Resources actions against said teachers and may be used for other administrative purposes. However, preliminary test results may not be used in an administrative proceeding unless they are confirmed by a second analysis of the same sample or unless the teacher confirms the accuracy of the initial test by admitting the use of illegal drugs.

f. Refusal to obtain counseling or to participate in a rehabilitation program shall be sufficient grounds for immediate termination. Refusal by any teacher to consent to testing permitted in accordance with the terms of this agreement shall provide sufficient grounds for termination.

g. Any action to discipline a teacher tested in accordance with the terms of this agreement, who is using illegal drugs shall be taken in compliance with otherwise applicable procedures including termination, if appropriate.

h. The disciplinary steps set forth in other USD 500 policies which provide for progressive discipline do not apply to violations of this policy. The suspension policy 4.2.12.1.3 also does not apply to violations of this policy. This discipline to be imposed for violations of this drug and alcohol policy shall be governed solely by the provisions set forth herein.

9. Testing Procedures:

a. The procedure for the collection and submission of urine samples shall be determined by the Medical Review Officer of the certified laboratory and testing facility administering the test, except that such procedure must be in substantial compliance with that set forth in 49 CFR Part 40. Such procedures will be periodically reviewed by USD 500 to ensure accuracy, fairness, and adherence to the principles and mandates set forth herein. Specific attention during such reviews shall be devoted to the integrity of specimen chain-of-custody and teacher privacy.

b. If an initial screening test indicates positive drug findings, in every case, a confirmatory test, using gas c chromatography/mass spectrometry, will be conducted.

10. Confidentiality

Except as provided herein, no test result or other information from an anti- drug program may be released.

a. The laboratory may disclose laboratory test results only to the Medical Review Officer or the staff of the Medical Review Officer. Any positive result which the Medical Review Officer justifies by acceptable and appropriate medical or scientific documentation to account for the result as other than the intentional ingestion of an illegal drug will be treated as a negative test result and may not be released for purposes of identifying illegal drug use. Test results will be protected under the provisions of state and federal Privacy Acts including, but not limited to 5 U.S.C. 522a, et seq., and may not be released in violation of either Act. The Medical Review Officer may maintain only those records necessary for compliance with this order. Any records of the Medical Review Officer, including drug test results, may be released to any management official for purposes of auditing the activities of the Medical Review Officer, except that the disclosure of the results of any audit may not include personal identifying information on any teacher.

b. The results of a drug test of a USD 500 teacher may not be disclosed without the prior written consent of such teacher, unless the disclosure would be --

To the Medical Review Officer;

To the EAP Administrator in which the teacher is receiving counseling or treatment or is otherwise participating;

To any supervisory or management official within USD 500 to take adverse Human Resources action against such teacher; or Pursuant to the order of a court or competent jurisdiction or where required by the United States Government or the State of Kansas to defend against any challenge against any adverse Human Resources action.

c. For purposes of this Section, "management official" includes any management, government, security or Human Resources official whose duties necessitate review of the test results in order to process adverse Human Resources action against the teacher. In addition, test results with all identifying information removed shall also be made available to USD 500 Human Resources, including the Drug Testing Program Coordinator, for data collection and other activities necessary to comply with appropriate federal and state statutes.

d. Any teacher who is the subject of a drug test shall, upon written request, have access to any records relating to --

Such teachers' drug test; and

The results of any relevant certification, review, or revocation-of-certification proceedings.

e. Except as authorized by law, an applicant who is the subject of a drug test, however, shall be entitled to this information.

MEMORANDUM OF UNDERSTANDING

~~2012~~2013-2014

Beginning August 1, ~~2012~~2013 and continuing through July 31, 2014, the parties agree that disputes concerning the terms and conditions of employment shall be addressed, whenever possible, by using interested-based problem solving techniques. In furtherance of this objective, and to illustrate the collaborative nature of the bargaining process to date, the parties acknowledge and agree that only the preceding ~~2012~~2013-2014 agreement is subject to the Kansas Professional Negotiations Act, K.S.A., 72-5413 et.seq. The parties further agree that the terms contained in this Memorandum of Understanding do not reflect a waiver of or encroachment upon those items reserved to USD. 500 which are not mandatorily negotiable. It is a joint responsibility of both NEA-KCK and KCKHR to confirm, on or before October 31 of each school year that all MOU statements are in progress. The parties will undertake measures to continue to enhance communication among the bargaining unit and the bargaining teams. Subject to these conditions, the parties agree and understand as follows:

Section 1. The parties declare their commitment to the ideals expressed in the No Child Left Behind Act of 2001 (NCLBA). The NCLBA redefines the federal role in K-12 education and is designed to assist in closing the achievement gap between disadvantaged and minority students and their peers.

Section 2. Under NCLBA, each local school system receiving assistance with Title I funds must ensure that all teachers hired and teaching in a school supported by Title I funds are highly qualified. This means those teachers hired in a Title I "school-wide" program or a Title I teacher in a "Targeted Assistance" program must meet the highly qualified criteria. In "school-wide" programs, this applies to all teachers and for a "Targeted Assistance" program, it applies to those paid with Title I funds. The parties agree to work collaboratively toward these ends and other matters mutually identified by the parties.

Section 3. In recognition of the requirements of NCLBA, USD 500 and NEA-KCK agrees to provide materials to teachers regarding meeting the requirements for a highly qualified teacher designation. USD 500 further agrees to use the Staff Information Packet and Principal Information Packet to publish periodic NCLBA updates. NEA-KCK will provide similar updates. These updates shall contain technical information as well as information communicating support of the efforts of USD 500 teaching staff to meet NCLBA requirements. USD 500 and NEA-KCK agree to approach local universities about providing, in USD 500 facilities, classes in support of NCLBA highly qualified teacher requirements. Additionally, USD 500 and NEA- KCK agrees to provide teachers with materials designed to increase teacher awareness of their professional obligation to supervise paraprofessional teachers and aides. USD 500 will also design and implement, as appropriate, joint training opportunities for teachers and administrators.

ISSUE I. ENHANCE THE QUALITY OF STAFF DEVELOPMENT

ISSUE II. JOINT EFFORTS TO IMPROVE TEACHER ATTENDANCE

A. When reporting tardiness or an anticipated absence, teachers will notify their building principal or his/her designee in addition to the sub-finder system.

B. USD 500 will investigate and implement, when feasible, modifications to the sub-finder system designed to reduce excessive absenteeism.

ISSUE III. IMPROVE RECORDS PREPARATION CLAUSE SO AS TO ENSURE AGAINST ABUSE AND PROVIDE A MEANINGFUL AND ADEQUATE OPPORTUNITY TO COMMUNICATE STUDENT ACHIEVEMENT

UNDERSTANDING:

USD 500 Board of Education and the National Education Association of Kansas City, Kansas Inc. conveys, in the strongest terms, the important of teacher planning time. There is no doubt that within USD 500, many positive educational advances and innovations have been borne out of an effective use of teacher planning time and the administration of procedures and policies designed to foster and encourage an appropriate use of teacher planning time. Accordingly, adequate planning time remains an integral part of USD 500's current and future success. The IBB team is aware of periodic tensions that have resulted from staffing realities, increased need for student attention and the use of teacher planning time. At times, this tension has created a perception that planning time must always give way to other concerns. Such a perception is unfortunate as are its consequences and should be
immediately addressed.

It is significant that this issue has been discussed by the parties at some length over the past few years. Yet, resolution has been slow in coming with the school district and NEA-KCK expressing concern that alleged abuses are not always reported in a timely fashion. Nonetheless, the parties have agreed to work together in providing close scrutiny of these concerns and to submit joint recommendations to the Superintendent regarding strategies designed to encourage, protect, and affect a meaningful use of teacher planning time.

USD 500 Administration shall issue no less than four administrative advisories each of the next two school terms expressing the Administration's assurance to protect the integrity of planning time and encouraging school administrators to be creative when responding to staffing and student challenges. Particularly, school administrators will be discouraged from unnecessary encroachment upon a teacher's planning time or the use of planning time for matters inconsistent with endeavors designed to foster and improve student learning.

For its part, NEA-KCK shall send out no less than four advisories during each of the next two school terms, advising its members of the consequences for abuse of planning time and further encouraging that planning time be used for only the endeavors designed to foster and improve student development and other relevant educational objectives. Both the school administration and NEA-KCK recognize that issues relating to the proper use of teacher planning time should be addressed periodically throughout the year rather than waiting until the end of each academic term. Therefore, each side promises to bring concerns regarding the use of teacher planning time to the attention of the other as individual circumstances require.

ISSUE IV. ATTRACT AND RETAIN QUALIFIED TEACHERS.

A. USD 500, at its sole discretion, will designate hard to fill subject-matter areas and will be given broad discretion, including, but not limited to the ability to pay moving expenses, incentives and signing bonuses in filling vacant positions in such areas.

B. USD 500, at its sole discretion will pay for 12 master level hours for existing teachers who desire and agree to placement in hard to fill subject areas provided that these teachers provide a 3-year commitment of employment.

C. USD 500, at its sole discretion, will pay a one time $1,000 bonus to teachers who are willing to recertify and teach in the hard to fill areas for a minimum of 3 years.

D. USD 500, at its discretion, will grant a year of credit equal to every year taught in hard to fill areas for teachers that come in from other districts.

E. On or before the 30th school day of each school year, the Superintendent or his/her designee shall designate a budget limit and procedure for the reimbursement of expenses incurred in connection with testing and processing of the content PRAXIS. This will not include the cost of registration or late fees.

F. USD 500, at its sole discretion, will work with building principals to advertise money available to become highly qualified.

G. USD 500, at its sole discretion, will provide classes through the district for teachers seeking permanent license.

H. USD 500, at its sole discretion, will produce DVD/videos which articulate orientation topics to incoming teachers.

I. USD 500, at its sole discretion, will create an advisory team comprised of 2nd year teachers to the district to suggest improvement for the orientation process.

J. USD 500, at its sole discretion, will invite business community vendors to sponsor midyear orientation refresher.

K. Principals will be encouraged to review orientation topics throughout the school year.

ISSUE V. PILOT/PRIORITY SCHOOLS

The terms "Pilot School" and "Priority School" have the same meaning and refer to the Title I School Improvement statutory scheme designation of persistently low-performing schools as defined by federal law.

A. Representatives of the IBB team will inquire of the Superintendent and the district leadership regarding opportunities to work together to develop an FAQ document about pilot schools.

B. When teachers are considered for involuntary transfer or reassignment, a schedule will be established which outlines the dates for interviews, notification of transfer and/or commencement of the assignment. When possible, teachers will be notified of their assignments for the following school year by May 10.

C. Prior to implementation, teachers will receive a copy [digital or hardcopy] of new curriculum resources. Teachers will be provided specific training and coaching on utilization of those resources.

D. Meetings that occur during the planning periods must be scheduled 24 hours in advance, unless an emergency arises or the meeting time is mutually agreed upon.

E. Teachers at pilot/priority schools will be evaluated with the same process as all teachers, as outlined in Article VI of the Negotiated Agreement.

F. The IBB team will meet on or before December 15, 2010 to determine a process to assess the support provided to teachers and to determine if additional supports are needed. The purpose of this process is to support teachers as they work to improve student achievement.

ISSUE VI. SCHEDULE ACCOMMODATIONS

A building administrator and his/her designee, may at his/her discretion, alter the duty day so as to accommodate teachers who have demonstrated the performance of substantial time of required duties outside the normal work day. Such accommodation may include, but are not limited to, late arrival times, early departure times, and duty-free periods.

ISSUE VII. INSURANCE COMMITTEE

The parties agree to implement the following strategies, which are designed to increase a teacher's knowledge

concerning the activities of the districts – wide insurance committee.

. Have insurance committee survey on the SIP with a hot link
. Insurance committee share their decision making process (with all employees eligible for insurance)
. A member of the IBB (NEA-KCK) Team, in addition to the two teacher designees, will be on Insurance Committee
. Publish membership criteria for Insurance Committee in SIP annually (In order for employees to know how and if they want to be on the committee, then to let their reps know)
. Publish names of Insurance Committee members (Staff Notebook NEA-KCK Communiqué, SIP)
. Publish insurance meeting dates, times and locations in SIP

ISSUE VIII: PROFESSIONAL DRESS

UNDERSTANDING:

USD 500 and NEAKCK strongly concur that the following policy is essential:
Teachers shall always maintain high standards of personal cleanliness with respect to their physical person and wearing apparel. Dress and grooming shall be such as to maintain high standards of professional dignity and command the respect
of students, *established and appropriately modified to conform to the demands of the specific teaching assignments and activity by the principal of the school. ~~[Policy 4.2.13.5.2]~~

KCKHR will email the professional dress policies at the same time monthly policies are emailed to principals.

ISSUE IX: CALENDAR/INSURANCE COMMITTEES

A. IBB team will continue to utilize the calendar committee.

B. IBB team will continued to utilize the insurance committee. Toward this end, on or before October 15 of each year, the IBB team and the payroll department will work collaboratively to gather and disseminate to the bargaining unit relevant information with changes in health care legislation.

ISSUE X JOINT STUDY COMMITTEE

The parties agree there is great benefit to their mutual examinations of issues pertaining to terms and conditions of work. In this regard and without waiving any rights under law, the parties shall study jointly the following topics and report their findings to the IBB committee:

A. Issues related to incentives for retiring when eligible and giving early notification to the district.

B. Existing models for addressing bargaining issues by bargaining on an ongoing basis. Prepare an informational campaign to make the bargaining unit and Board aware of the benefits and reasons for a change in the current model.

C. In collaboration with the NEA-KCK/USD 500 Planning Grant, study ways to improve student achievement and close the
achievement gap in our urban school district determining ways to rapidly adjust to the NCLBA and QPA requirements.

D. Generate and evaluate data to determine why teachers are leaving prior to retirement and to suggest strategies to address the retention of career teachers. The study group shall consist of four members [two administrators/two teachers] and shall report written findings to the IBB team.

B. Teams will hold IEP meetings during the contractual day, provided the legal requirement of meeting at a time mutually agreed upon by the parents is met.

C. Building administration should utilize flexible scheduling for teachers who must remain after their contract time as may be required to hold IEP meetings or fulfill other needs and requirements related to special education.

D. Special education teachers will be given access to printers, paper, and ink provided by their buildings or the special education department.

E. Technology should be provided to conduct IEP meetings [including laptop access, wireless routers, projectors, smartboards, etc.]. These technology items should be available for checkout from the Instructional Media Center.

F. Continue to provide training opportunities for administration regarding special education regulations, processes, policies, and the role of administration.

G. Continue to provide online IEP and other special education related resources via the district website.

H. Building administration should consider creating a schedule which dedicates one day a month to annual IEP meetings. Money would need to be allotted from the budget to provide a substitute to rotate in for the general education teacher, so that general education teacher may attend the IEP meetings.