

Hardeman R-X
21051 Highway D
Marshall, MO 65340
6:50 pm-Levy Hearing
Regular Open School Board Meeting
Upon Completion of Levy Hearing- Regular Meeting
Monday, August 22, 2022
Location: School Library

AGENDA

- I. Call to Order
- II. Roll Call
- III. Welcome Visitors
- IV. Consent Agenda
 - A. Approve the consent agenda
 - B. Levy hearing
 - C. Approve minutes from the July 25, 2022 school board meeting
- V. Financial Statement
 - A. Approve Financial Statement
 - B. Approve Payment of Bills
- VI. Administrative Report
- VII. Board Report
- VIII. Citizenship Participation
- IX. Old Business
- X. New Business
 - A. Adult Meal Prices
 - B. Appoint Homeless, ELL, Migrant Coordinator and Foster Care Liason
 - C. Adoption of DESE Model Special Education Compliance Plan
 - D. Adoption of DESE Model Lactation Policy
 - E. Set Staff pricing for preschool
 - F. Approve Monthly Activity Calendar
 - G. Discuss enrollment
 - H. *Addition of substitute to substitute list
- XI. Adjournment

*PURSUANT to RSMO 610.021 This item may be subject to closed session

August 22, 2022 Administrative Report

MAP Data Review- Mrs. Forrester discussed overall MAP scores and areas in need of improvement. Mrs. Johnson discussed ideas to address areas of concern. An IXL learning platform will be purchased to strengthen areas of weaknesses in mathematics.

Staff Career Ladder Interest- Mrs. Johnson reported to the BOE that there is a high level of interest from teachers to participate in Career Ladder opportunities. A guidance document came out from DESE today and Mrs. Forrester and Mrs. Johnson will review the document and report back to the BOE with high-need areas such as student support both academically and social/emotional and also our district's written curriculum.

Back to School Trainings- Mrs. Forrester filled the BOE in on the required trainings for all employees. Mrs. Forrester also discussed that she switched to assigning teacher training videos so that they could watch them and test from home or school.

Open House Night- Mrs. Forrester reported that Back-to-School night went well. Mrs. Leimkuehler says there are pros and cons to the online enrollment versus enrolling during open house. We will revisit it next year.

August 2022 Administrative Report

MAP Data Review

Staff Career Ladder Interest

Back to School Trainings

Open House Night

Hardeman R-X
21051 Highway D
Marshall, MO 65340
6:50 pm-Levy Hearing
Regular Open School Board Meeting
Upon Completion of Levy Hearing- Regular Meeting
Monday, August 22, 2022
Location: School Library
Board Minutes

- I. Call to Order
 - A. Meeting convened at 7:00 pm in the library following the tax rate hearing
- II. Roll Call
 - A. Members present: Kelly Boyer, Derek Davis, Shane Christy, Nathan Boggs, Mike Jewell, Hannah Meyer
 - B. Members absent: Isaac Christy
- III. Welcome Visitors: NONE
- IV. Consent Agenda
 - A. A motion was made by Shane C. and seconded by Hannah M. to approve the consent agenda. Motion carried 6-0.
 - B. A motion was made by Hannah H. and seconded by Mike J. to accept the minutes of the July 25, 2022 Regular Board Meeting. Motion carried 6-0.
- V. Financial Statement
 - A. A motion was made by Mike J. and seconded by Nathan B. to accept the financial report as presented. Motion carried 6-0.
 - B. A motion was made by Mike J. and seconded by Nathan B. to pay the current bills. Motion carried carried 6-0
- VI. Administrative Report: See Attached
- VII. Board Report
 - A. Hannah M. asked for an update regarding a teacher/board member committee to address support of staff and retention measures. Mrs. Forrester stated the staff are very interested.

- B. Shane C. would like to investigate the cost associated with concreting the drive entrances to address frequent potholes. He also suggests at the same time looking into replacing the back entrance landing pad and walk due to upheaving.
- C. A motion was made by Mike J. and seconded by Nathan B. to purchase the IXL Learning platform for this school year and reimburse Mrs. Blumhorst for the IXL agreement that she has already purchased. Motion carried 6-0

VIII. Citizenship Participation: NONE

IX. Old Business: NONE

X. New Business

- A. A motion was made by Hannah M. and seconded by Mike J. to set adult lunch prices at \$3.25 and adult breakfast prices at \$2.00. Motion carried 6-0
- B. A motion was made by Shane C. and seconded by Hannah M. to appoint Carey Johnson as Homeless, ELL, Migrant Coordinator and Foster Care Liason. Motion carried 6-0
- C. A motion was made by Mike J. and seconded by Hannah M. to adopt the DESE Model Special Education Compliance Plan. Motion carried 6-0
- D. A motion was made by Derek D. and seconded by Mike J. to adopt the DESE Model Lactation Policy. Motion carried 6-0
- E. A motion was made by Nathan B. and seconded by Shane C. to reduce preschool tuition to half price for staff children. Motion 6-0
- F. A motion was made by Mike J. and seconded by Hannah M. to approve the monthly activity calendar. Motion carried 6-0
- G. A motion was made by Derek D. and seconded by Shane C. to cease enrollment of out of district students paying tuition until administrators get a better grasp on building instructional needs of current enrollment. Motion carried 6-0
- H. *A motion was made by Mike J. and seconded by Shane C. to add Kathy Weekley to the substitute list. Motion carried 6-0 Roll Call Kelly-yes, Derek-yes, Shane-yes, Nathan-yes, Mike-yes, Hannah-yes

XI. Adjournment

- A. A motion was made by Derek D. and seconded by Mike J. to adjourn. Motion carried 6-0.

*PURSUANT to RSMO 610.021 this item may be subject to closed session

Board Members:

President Isaac Christy
Vice President Kelly Boyer
Treasurer Derek Davis
Member Shane Christy
Member Mike Jewell
Member Hannah Meyer
Member Nathan Boggs
Secretary Kristy Forrester

Kelly Boyer
Shane Christy
Hannah Meyer
Nathan Boggs
Kristy Forrester

Tax Rate Hearing Minutes

August 22, 2022

6:50 p.m.

Roll Call: Present were Kelly Boyer, Derek Davis, Shane Christy, Nathan Boggs, Mike Jewell, Hannah Meyer, Mrs. Forrester and Mrs. Johnson

Absent: Isaac Christy

Meeting was called to order at 6:50 p.m. by Kelly B.

New Business:

a. Hearing was held with the Board Members above in attendance

b. Mike J. motioned to set the tax rate at \$3.9784 Derek D. seconded. Motion carried 6-0

Adjournment: Kelly B. moved to adjourn at 6:55 p.m. and the motion was seconded by Shane C. Motion carried 6-0

Signed: Kelly Boyer

Dated: 9.22.22

August 22, 2022 Administrative Report

MAP Data Review- Mrs. Forrester discussed overall MAP scores and areas in need of improvement. Mrs. Johnson discussed ideas to address areas of concern. An IXL learning platform will be purchased to strengthen areas of weaknesses in mathematics.

Staff Career Ladder Interest- Mrs. Johnson reported to the BOE that there is a high level of interest from teachers to participate in Career Ladder opportunities. A guidance document came out from DESE today and Mrs. Forrester and Mrs. Johnson will review the document and report back to the BOE with high-need areas such as student support both academically and social/emotional and also our district's written curriculum.

Back to School Trainings- Mrs. Forrester filled the BOE in on the required trainings for all employees. Mrs. Forrester also discussed that she switched to assigning teacher training videos so that they could watch them and test from home or school.

Open House Night- Mrs. Forrester reported that Back-to-School night went well. Mrs. Leimkuehler says there are pros and cons to the online enrollment versus enrolling during open house. We will revisit it next year.

Hardeman R-X
21051 Highway D
Marshall, MO 65340
Regular Open School Board Meeting
Monday, September 26, 2022 6:00 p.m.
Location: School Library

AGENDA

- I. Call to Order
 - II. Roll Call
 - III. Welcome Visitors
 - IV. Consent Agenda
 - A. Approve the consent agenda
 - B. Approve minutes from the August 22, 2022 school board meeting
 - V. Financial Statement
 - A. Approve Financial Statement
 - B. Approve Payment of Bills
 - VI. Administrative Report
 - VII. Board Report
 - VIII. Citizenship Participation
 - IX. Old Business
 - X. New Business
 - A. Seeking approval of the FY22 Audit and pages to be published
 - B. Seeking approval of AHERA Asbestos Inspection
 - C. Adoption of DESE Model Career Ladder Plan
 - D. Seeking approval of updates to Safe Return to Learning Plan
 - E. Seeking approval of MCE policy updates
 - F. Seeking approval of Monthly Activity Calendar
 - G. Seeking approval of staff resignation
 - H. *Seeking approval of the hire of a cookstodian
 - I. *Addition of substitute to substitute list
 - XI. Adjournment
- *PURSUANT to RSMO 610.021 This item may be subject to closed session

Board Refresher Training to follow

Hardeman R-X
21051 Highway D
Marshall, MO 65340
Regular Open School Board Meeting
Monday, September 26, 2022 6:00 p.m.
Location: School Library
Board Minutes

- I. Call to Order
 - A. Meeting convened at 6:00 pm in the library.
- II. Roll Call
 - A. Members present: Kelly Boyer, Derek Davis, Shane Christy, Nathan Boggs, Hannah Meyer
 - B. Members absent: Isaac Christy, Mike Jewell
- III. Welcome Visitors: NONE
- IV. Consent Agenda
 - A. A motion was made by Derek D. and seconded by Shane C. to approve the consent agenda. Motion carried 5-0.
 - B. A motion was made by Shane C. and seconded by Nathan B. to accept the minutes of the August 22, 2022 Regular Board Meeting. Motion carried 5-0.
- V. Financial Statement
 - A. A motion was made by Derek D. and seconded by Shane C. to accept the financial report as presented. Motion carried 5-0.
 - B. A motion was made by Derek D. and seconded by Shane C. to pay the current bills. Motion carried carried 5-0
- VI. Administrative Report: See Attached
- VII. Board Report
 - A. Kelly B. suggested communicating to the BOE when there is a staffing change so that they are aware of the change in case they are approached by the community about the change.
- VIII. Citizenship Participation: NONE

IX. Old Business: A motion was made by Shane C. and seconded by Derek D. to contact Jarid King about smoothing out the driveway entrances and adding rock to them. Motion carried 5-0

X. New Business

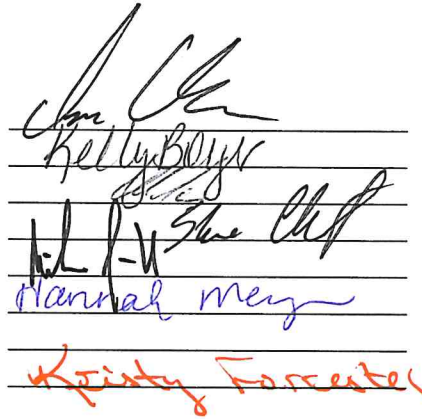
- A. A motion was made by Shane C. and seconded by Hannah M. to approve the FY22 Audit with the pages to be published in the Marshall Democrat. Motion carried 5-0
- B. A motion was made by Derek D. and seconded by Hannah M. to approve the AHERA asbestos inspection from Roth Environmental Consultants, Inc. in the amount of \$1620. Motion carried 5-0
- C. A motion was made by Shane C. and seconded by Hannah M. to adopt the DESE Career Ladder Plan and expend the forty percent this year for any qualifying teachers who would like to participate in curriculum writing, extra district approved professional development, tutoring, and after school clubs. Motion carried 5-0
- D. A motion was made by Shane C. and seconded by Derek D. to approve required additions to the Safe Return to Learning Plan. Motion carried 5-0
- E. A motion was made by Derek D. and seconded by Shane C. to adopt the following policies and regulations. Motion carried 5-0
- Policy 0320
 - Policy 0324
 - Policy 2420
 - Policy 2710
 - Policy 2770
 - Policy 4120
 - Policy and Regulation 4320
 - Policy 4322
 - Policy 4867
- F. A motion was made by Shane C. and seconded by Derek D. to approve the monthly activity calendar. Motion carried 5-0

- G. *A motion was made by Derek D. and seconded by Shane C. to approve the resignation of Steve Stewart from all duties. Motion carried 5-0
- H. *A motion was made by Derek D. and seconded by Shane C. to hire Lisa Sims as a full- time cook/custodian for the yearly amount of \$40,000 (this amount will be prorated for the current year). Lisa will also be eligible for insurance. Motion carried 5-0 Roll Call Kelly-yes, Derek-yes, Shane-yes, Nathan-yes, Hannah-yes
- I. *Any addition to our sub list will be tabled until we have interest
- XI. Adjournment- A motion was made by Shane C. and seconded by Nathan B. to adjourn. Motion carried 5-0.

*PURSUANT to RSMO 610.021 this item may be subject to closed session

Board Members:

President Isaac Christy
 Vice President Kelly Boyer
 Treasurer Derek Davis
 Member Shane Christy
 Member Mike Jewell
 Member Hannah Meyer
 Member Nathan Boggs
 Secretary Kristy Forrester


 A series of seven horizontal lines with handwritten signatures in various colors (black, blue, red) written over them. The signatures correspond to the board members listed to the left.

Record of Required Board Refresher Training
 2022-2023 School Year
 District Name Hardeman R-X

The following individuals attest that they have completed the Mandatory Board Refresher 1 hour training as stipulated in Missouri State Statute 162.203, subsection 3 below:

3. Any school board member serving a term as of August 28, 2019, or elected or appointed after August 28, 2019, shall complete at least one hour of refresher training each year of any term in office; except that, the refresher training shall not be required in the year in which the member completes the initial orientation and training under subsection 1 of this section. The refresher training shall address concepts covered in the initial training including, but not limited to, the prevention of sexual abuse of children.

<u>Name of Board Member</u>	<u>Signature</u>	<u>Date Training Completed</u>
<u>Nathan Bogg</u>	<u>[Signature]</u>	<u>9/26/22</u>
<u>Hannah Meyer</u>	<u>[Signature]</u>	<u>9/26/22</u>
<u>Kelly Boyer</u>	<u>[Signature]</u>	<u>9-26-22</u>
<u>Derek Davis</u>	<u>[Signature]</u>	<u>9-26-22</u>
<u>Shane Christy</u>	<u>[Signature]</u>	<u>9-26-22</u>
<u>Mike Jewell</u>	<u>[Signature]</u>	<u>10-24-22</u>
<u>Isaac Christ</u>	<u>[Signature]</u>	<u>10-24-22</u>
Board President Signature <u>[Signature]</u>	Date <u>10-24-22</u>	
Board Secretary Signature <u>[Signature]</u>	Date <u>9-26-22</u>	
Superintendent Signature <u>[Signature]</u>	Date <u>9-26-22</u>	

* Districts are encouraged to keep a copy of this record of mandated training in a folder with other documentation (certificates) of Board member training!

September 26, 2022 Administrative Report

Staffing Shortage- Mrs. Forrester and Mrs. Johnson filled the board in on the start of the school year and the classified shortages (bus driver, cook, custodian) that are impacting the smooth operation of our building. The board was very supportive and said that they would be behind the hiring of additional staff if needed. The admin. team will continue to monitor the culture of the building as positions are filled and will consider any need for additional support staff.

Professional Trainings- Mrs. Forrester, Mrs. Blumhorst and Mrs. Fletcher continue their professional development through the eMINTS grant. Mrs. Leimkuehler and Mrs. Johnson attended their required training for TherapyLog through MSBA. Ms Deal and Mrs. Hubbard continue their LETRS training recommended for primary teachers by DESE.

Hardeman R-X School District Career Ladder Plan

21051 Highway D
Marshall, MO 65340
(660) 837-3400

The Hardeman R-X School District is committed to providing a successful educational experience for all students. Educational excellence is dependent largely on the skill, talent and dedication of educators. The purpose of the Career Ladder Program is to enhance the educational experience of students by recognizing and rewarding productive, effective educators. The Hardeman R-X School District has developed a School Improvement Plan, a Curriculum Development Plan, a Professional Development Plan and participates in the Missouri School Improvement Program in order to facilitate and improve the educational experience for all students.

All Career Ladder responsibilities will be academic in nature and shall directly and obviously relate to the improvement of programs and services for students as outlined in the Hardeman School Improvement Plan, Curriculum Development Plan, Professional Development Plan, the Missouri School Improvement Program or other instructional improvement plan in the Hardeman R-X School District. The teacher's Career Development Plan (CDP) will associate each Career Ladder responsibility or volunteer effort with either a designated plan or other instructional improvement.

II. The DCLP shall contain three stages and the qualifications, responsibilities or volunteer efforts for each stage. The annual supplemental pay shall not exceed:

- a. \$1,500 for Stage I
- b. \$3,000 for Stage II
- c. \$5,000 for Stage III

The state's payment is contingent upon appropriations for this purpose. This supplemental pay shall be in addition to that which the teacher would normally be accorded by the district's salary schedule.

The Hardeman R-X School District shall assign qualified, participating teachers to the appropriate stage and award teachers supplemental pay in an amount to be specified annually

and not to exceed \$1,500 for Stage I, \$3,000 for Stage II or \$5,000 for Stage III. This supplemental pay shall be in addition to the salary normally accorded the teacher by the district's salary schedule.

III. Responsibilities or volunteer efforts shall be detailed in the teachers CDP. In order to participate, a Hardeman R-X School District educator shall meet the following qualifications prior to participation:

Eligible teachers in Stage I of the Hardeman R-X School District shall have the following:

- a. Completed two (2) years teaching experience in Missouri public schools.
- b. Completed the required beginning teacher assistance program and participated in two (2) years of mentoring (section 168.400.4 RSMo),
- c. Performed at an acceptable level or above on all criteria on the most recent final evaluation instrument of the performance-based teacher evaluation process. The local evaluation process must be fully aligned to the Essential Principles of Effective Evaluation (5 CSR 20-400.375).
- d. Be serving on not less than a regular length full time contract.
- e. Appropriate certification in the subject area for each teacher.
- f. Developed a Career Development Plan (CDP) that contains responsibilities or volunteer efforts that the educator will assume in order to receive his/her Career Ladder supplemental pay. The educator will complete one or more responsibilities or volunteer efforts by May 31, 2023. The district shall ensure that a minimum of fifty (50) clock hours are completed for Stage I. This requirement should coincide with the standard* and be commensurate and adjustable to the compensation offered for Stage I. The educator shall relate each responsibility to an identified plan or other instructional improvement.

Eligible teachers in Stage II of the Hardeman R-X School District shall have the following:

- a. Completed three (3) years teaching experience in Missouri public schools.
- b. Completed the required beginning teacher assistance program and participated in two (2) years of mentoring (section 168.400.4 RSMo)
- c. Performed at an acceptable level or above on all criteria on the most recent final evaluation instrument of the performance-based teacher evaluation process. The local evaluation process must be fully aligned to the Essential Principles of Effective Evaluation (5 CSR 20-400.375).
- d. Be serving on not less than a regular length full time contract.
- e. Appropriate certification in the subject area for each teacher.

f. Developed a Career Ladder Development Plan (CDP) that contains responsibilities or volunteer efforts that the educator will assume in order to receive his/her Career Ladder supplemental pay. The educator will complete one or more responsibilities or volunteer efforts by May 31, 2023. The district shall ensure that a minimum of seventy-five (75) clock hours are completed for Stage II. This requirement should coincide with the standard* and be commensurate and adjustable to the compensation offered for Stage II. The educator shall relate each responsibility to an identified plan or other instructional improvement.

Eligible teachers in Stage III of the Hardeman R-X School District shall have the following:

- a. Completed five (5) years teaching experience in Missouri public schools.
- b. Completed the required beginning teacher assistance program and participated in two (2) years of mentoring (section 168.400.4 RSMo),
- c. Performed at an acceptable level or above on all criteria on the most recent final evaluation instrument of the performance-based teacher evaluation process. The local evaluation process must be fully aligned to the Essential Principles of Effective Evaluation (5 CSR 20-400.375).
- d. Be serving on not less than a regular length full time contract.
- e. Appropriate certification in the subject area for each teacher.
- f. Developed a Career Ladder Development Plan (CDP) that contains responsibilities or volunteer efforts that the educator will assume in order to receive his/her Career Ladder supplemental pay. The educator will complete one or more responsibilities or volunteer efforts by May 31, 2023. The district shall ensure that a minimum of one hundred (100) clock hours are completed for Stage III. This requirement should coincide with the standard* and be commensurate and adjustable to the compensation offered for Stage III. The educator shall relate each responsibility to an identified plan or other instructional improvement.

IV. Each career ladder stage shall contain specific qualifications to be completed prior to application. Responsibilities or voluntary efforts are commensurate and adjustable to the compensation offered for that stage and will be completed by the teacher while on the Career Ladder. Teachers on each stage of the Career Ladder Plan will complete a required number of clock hours of efforts:

- a. Stage I – fifty (50) clock hours
- b. Stage II – seventy-five (75) clock hours
- c. Stage III – one hundred (100) clock hours Eligible teachers participating in the Career Ladder

Eligible teachers participating in the Career Ladder Grant Program of the Hardeman R-X School District R-X shall complete a minimum of clock hours in one or more responsibilities or volunteer efforts. Hardeman R-X School District teachers will complete:

- a. At least fifty (50) clock hours for those teachers in Stage I
- b. At least seventy-five (75) clock hours for those teachers in Stage II
- c. At least one hundred (100) clock hours for those teachers in Stage III

Hardeman R-X School district teachers participating in the Career Ladder Grant Program shall complete a minimum of the required hours on responsibilities or voluntary efforts in one of the following areas:

- a. Serving in teacher externships as provided in section 168.025, RSMo;
- b. Serving as a coach, supervisor, or organizer of any extracurricular activities for which the teacher does not already receive additional compensation;
- c. Serving as a mentor or cooperating teacher for new teachers for which the teacher does not already receive additional compensation;
- d. Serving as a mentor for students, whether in a formal or informal capacity;
- e. Providing high quality tutoring or additional learning opportunities to students;
- f. Assisting students with postsecondary education preparation including, but not limited to, teaching an ACT or SAT preparation course or assisting students with completing college or career school admission or financial assistance applications;
- g. Receiving additional teacher training or certification outside of that offered by the school district (i.e. National Board Certification); and
- h. Other (with a description of how this teacher's responsibility or voluntary effort directly and obviously relates to the improvement of programs and services for students as outlined in the District School Improvement Plan, Curriculum Development Plan, Professional Development Plan, Missouri School Improvement Program or instructional improvement).

V. The DCLP shall show evidence of teacher, administrator and patron involvement in the development of the DCLP. The Hardeman R-X School District teachers selected five teachers, two administrators, one parent and one board member to serve on a working group that developed the Hardeman School District's DCLP. This working group gathered feedback on the

draft of the DCLP and made appropriate revisions before it was presented to the local school board for approval.

Kendi Deal, teacher

Ashley Hubbard, teacher

Hadley Sims, teacher

Josh Hubbard, teacher

Jodi Blumhorst, teacher

Kristy Forrester, teacher/administrator

Carey Johnson, teacher/administrator

Hannah Meyer, board member

Jacob Forrester, parent

VI.

The DCLP shall contain provisions for assessment of the district's Career Ladder.

The Hardeman School District has created an assessment committee. This committee consists of educators, administrators and patrons. This committee will annually assess the success of the DCLP. They will report to the board each year at the regular May board meeting regarding the benefits for school and students, and teacher interest and participation. In addition, the Hardeman R-X School District will report data on their Career Ladder Grant Program to the Department of Elementary and Secondary Education upon request. Information reported to the department upon request may include but not be limited to:

- a. Total number of teachers participating at each stage
- b. Total state contribution
- c. Total local contribution
- d. Total hours of teacher participation in these categories:

- Participating in teacher externships as provided in section 168.025, RSMo;
- Serving as a coach, supervisor, or organizer of any extracurricular activities for which the teacher does not already receive additional compensation;
- Serving as a mentor or cooperating teacher for new teachers for which the teacher does not already receive additional compensation;

- Serving as a mentor for students whether in a formal or informal capacity;
 - Providing high quality tutoring or additional learning opportunities to students;
 - Assisting students with postsecondary education preparation including, but not limited to, teaching an ACT or SAT preparation course or assisting students with completing college or career school admission or financial assistance applications; and
 - Receiving additional teacher training or certification outside of that offered by the school district (i.e. National Board Certification)

 - Other (with description of how this responsibility or voluntary effort directly and obviously relates to the improvement of programs and services for students as outlined in the District School Improvement Plan, Curriculum Development Plan, Professional Development Plan, Missouri School Improvement Program or instructional improvement.
- e. Overall annual retention rates of participating teachers

VII.

The DCLP shall contain procedures for appealing decisions made regarding approval or denial of application and placement on the Career Ladder, including the right to substantive and procedural appeals of the PBTE.

Any Hardeman R-X School District educator who is denied participation in the Career Ladder Program due to a determination from the performance-based evaluation process or a determination that they have not met the requirements for participation will have the option to appeal that determination. The appeal procedure shall include:

- a. An opportunity to have the decision reviewed by the superintendent of schools of the Hardeman R-X School District; and
- b. An opportunity to have the decision rendered by the superintendent reviewed by the local board of education for the Hardeman R-X School District.

Appeal procedures shall be implemented in a timely fashion. All decisions made with respect to a teacher's application to and placement on any stage of the Career Ladder shall be based on the qualifications for that stage as stated in this XYZ School District Career Ladder Plan.

VIII.

The DCLP shall contain provisions for recognition of teacher mobility from one participating district to another within the state.

An educator entering the Hardeman R-X School District may apply to participate on any Career Ladder stage for which he/she is qualified based on total years of experience in a Missouri public school.

Hardeman R-X is only committing to participate in career ladder for the 2022-2023 school year. The Hardeman School District Board of Education will base next year's participation on the district's budget.

* The Career Ladder Grant Program Standard is:

Stage I
\$1,500
50 hours

Stage II
\$3,000
75 hours

Stage III
\$5,000
100 hours

The minimum number of responsibilities or volunteer efforts and the minimum number of clock hours must be met for a teacher to be eligible under the Career Ladder Grant Program.

Board Approval Date September 26, 2022

Hardeman R-X
21051 Highway D
Marshall, MO 65340
Regular Open School Board Meeting
Monday, October 24, 2022 6:00 p.m.
Location: School Library

AGENDA

- I. Call to Order
 - II. Roll Call
 - III. Welcome Visitors
 - IV. Consent Agenda
 - A. Approve the consent agenda
 - B. Approve minutes from the September 26, 2022 school board meeting
 - V. Financial Statement
 - A. Approve Financial Statement
 - B. Approve Payment of Bills
 - VI. Administrative Report
 - VII. Board Report
 - VIII. Citizenship Participation
 - IX. Old Business
 - X. New Business
 - A. Seeking approval of Monthly Activity Calendar
 - B. *Addition of substitute to substitute list Stephanie Eidson
 - C. *Personnel discussion
 - XI. Adjournment
- *PURSUANT to RSMO 610.021 This item may be subject to closed session

Board Refresher Training to follow for those absent last meeting

Hardeman R-X
21051 Highway D
Marshall, MO 65340
Regular Open School Board Meeting
Monday, October 24, 2022 6:00 p.m.
Location: School Library
Board Minutes

- I. Call to Order
 - A. Meeting convened at 6:00 pm in the library.
- II. Roll Call
 - A. Members present: Isaac Christy, Kelly Boyer, Derek Davis, Shane Christy, Hannah Meyer, Mike Jewell
 - B. Members absent: Nathan Boggs
- III. Welcome Visitors: None
- IV. Consent Agenda
 - A. A motion was made by Derek D. and seconded by Mike J. to approve the consent agenda. Motion carried 6-0.
 - B. A motion was made by Kelly B. and seconded by Shane C. to accept the minutes of the September 26, 2022 Regular Board Meeting. Motion carried 6-0.
- V. Financial Statement
 - A. A motion was made by Mike J. and seconded by Shane C. to accept the financial report as presented. Motion carried 6-0.
 - B. A motion was made by Mike J. and seconded by Shane C. to pay the current bills. Motion carried carried 6-0
- VI. Administrative Report: See Attached
- VII. Board Report: None
- VIII. Citizenship Participation: Kelly Boyer requested clarification (as a parent) on dress up masks for the fall parties. Mrs. Forrester clarified that students could wear scary masks in the classroom with their same aged peers and just take them off when leaving the classroom so our younger students didn't get scared.
- IX. Old Business: None
- X. New Business

- A. A motion was made by Mike J. and seconded by Hannah B. to approve the monthly activity calendar. Motion carried 6-0
- B. *A motion was made by Derek D. and seconded by Mike J. to approve the addition of Stephanie Eidson to our substitute list. Motion carried 6-0 Roll Call Issac=yes, Kelly=yes, Derek=yes, Shane=yes, Hannah=yes, Mike=yes
- C. * Moved to executive session to discuss personnel matters

XI. Adjournment-A motion was made by Isaac C. and seconded by Kelly B. to adjourn at 10:12 p.m. Motion carried 6-0.

*PURSUANT to RSMO 610.021 this item may be subject to closed session

Board Members:

President	Isaac Christy	_____
Vice President	Kelly Boyer	_____
Treasurer	Derek Davis	_____
Member	Shane Christy	_____
Member	Mike Jewell	_____
Member	Hannah Meyer	_____
Member	Nathan Boggs	_____
Secretary	Kristy Forrester	_____

Board minutes are unofficial until approved by the BOE.

October 24, 2022 Administrative Report

MAP Data Report- Mrs. Forrester presents 2022 MAP data.

Professional Training- Mrs. Johnson attended the Commissioner's Advisory in Jefferson City on the 11th. She was invited by Commissioner Vandeven to share the voice of K-8 districts across the state on school and legislative issues.

Grant Opportunity- DHSS grant for school nurse supervision and support. The grant also covers items for the health room.

Building Needs- Back sidewalk leveling (waiting on bids), entryways to the drives (Jerid King), new lead testing water legislation (Mrs. Johnson will contact the Health Department and check on testing), possible roof audit to check for the source of leaks.

Communication Needs- Go Net Speed/Otelco we are in need of a second line in case of emergency. The fax line was a rollover line which the telephone company does not support. Mrs. Johnson has a message out to see if we can utilize the fax line for a second line.