

**Regular Board Meeting
At District Offices, 951 West College, Troy, MO
Tuesday, December 18, 2012**

All meetings are held in the Board of Education meeting room at the District's Central Offices located at 951 West College St. in Troy. Open Session meetings begin at 5:00 P.M. unless otherwise announced. This meeting started at 6:30 P.M.

Board Members Present

Eric Hood, President
Ron Mills, Vice-President
Mary Sue Thompson, Secretary
Susan Eales, Treasurer
Randy Siebert, Member (left Board Meeting at 6:31 P.M. and returned at 7:30 P.M.)
Dan Reed, Member
Greg Strawhun, Member

Board Members Absent**1.00 Open Session**

- 1.01 President Eric Hood called the open session meeting to order
- 1.02 Roll Call (see above)
- 1.03 Pledge of Allegiance
United States Air Force Staff Sergeant Charles Andrae Walker from the 131st Bomb Wing of the Missouri Air National Guard / Whiteman Air Force Base led all those present in reciting the Pledge of Allegiance. His military enlistment dates are 2006-2015. Mr. Walker teaches Social Studies at New Horizons High School and is a graduate of Missouri Baptist University and Hazelwood Central High School.

NOTE: Randy Siebert left the meeting at 6:31 P.M.

2.00 Approval of Agenda

Action – Mary Sue Thompson moved, Susan Eales seconded, to approve the proposed, December 18, 2012, open session agenda. Motion carried 6-0.

3.00 Approval of Consent Agenda

Action – Ron Mills moved, Susan Eales seconded, to approve the consent agenda. Motion carried 6-0. Items approved included 3.01-3.05.

3.01 Approval of Board Minutes

- 1. Regular Monthly Open Session November 20, 2012

3.02 Approval of Monthly Financial Reports

- 1. Balance Sheet
- 2. Cash Flow
- 3. Revenue/Expenditures Statement

4. Bank Record
5. Monthly Payables

3.03 Approval of Personnel Items

A. Termination of Employments (includes retirements, resignations, etc.)

1. Marion Keim, Transportation Bus Driver

B. Employments

1. Nichole Castiaux, CPE SPED Paraprofessional
2. Whitney Cox, NHHS, Missouri Options Teacher
3. Jennifer Ivy, WCE Reading Interventionist (part-time)
4. Christie Peggs, Central Office Finance Clerk
5. Shelly Winter, Transportation Bus Driver

C. Transfers

1. Christina Armour, TMS School Nurse to ECEC School Nurse
2. Amanda Champion, CPE Fifth Grade Teacher to CBE Principal
3. Rebecca Milner, CPE SPED Paraprofessional to CPE Second Grade Teacher

D. Extra Duty Terminations of Employment (includes retirements, resignations, etc.) (None)

E. Extra Duty Employments

1. Justin Heinen, TMS part-time Assistant Wrestling Coach
2. Matthew Summers, TMS part-time Assistant Wrestling Coach

3.04 Approval of Special Professional Leave

Christina Ryan, Fifth Grade teacher at Hawk Point Elementary School requested one (1) day of special professional leave to attend a Differentiated Instruction workshop.

3.05 Monthly Building Reports

Monthly building and department reports were presented as written reports to the Board.

4.00 Curricular Presentation

4.01 Boone Center, Inc.

Troy Buchanan High School Principal, Stephen Hunter, delivered a presentation on Boone Center, Inc. (aka BCI). BCI is a modern social enterprise committed to achieving its social and business missions. Their business is concentrated in contract packaging and miscellaneous assembly. BCI provides employment opportunities to adults with disabilities and is a 501(c)3 non-profit organization. Troy Buchanan High School has established a partnership with BCI.

5.00 Report of the Superintendent

5.01 Education Foundation Update

Lincoln County R-III Education Foundation President, Tracy Black, and Steering Committee Member/Community & Public Relations Chairperson, Lauren Fast, presented an update on the progress of the Education Foundation.

5.02 Professional Advancement and Salary (PAS) Committee Update

Mr. Penny presented background information and an update on the work of the PAS Committee.

5.03 2013 Graduation Dates

Mr. Penny explained and recommended for approval the following 2013 graduation dates:

1. New Horizons High School: Friday, May 10 at 6:00 p.m. in Bonfils Auditorium
2. Troy Buchanan High School: Sunday, May 12 at 2:00 p.m. in the St. Charles Family Arena

Action – Ron Mills moved, Susan Eales seconded, to approve the 2013 graduation dates as proposed. Motion carried 6-0.

5.04 Candidate Filing Update

Mr. Penny informed the Board that Board Candidate filing for the April 2, 2013 election began at 8:00 a.m. on December 11, 2012 and runs until 5:00 p.m. on January 15, 2013. Candidate sign ups are accepted only on days that school is in session. The final certification date is January 22, 2013. Two seats with three-year terms are open.

To date, three candidates have filed to run for a seat on the R-III Board of Education. They are Dan Busekrus, Randy Siebert, and Dale Black.

5.05 Approval of Retirement Incentive

Superintendent Mark Penny explained and recommended for annual approval the Retirement Incentive.

Action – Mary Sue Thompson moved, Ron Mills seconded, to approve the Retirement Incentive. Motion carried 6-0.

5.06 Security & Safety

In light of the Newtown, Connecticut, school shooting at Sandy Hook Elementary School, Mr. Penny and Mr. Branham informed the Board of security and safety measures put into place over the past 10 years at Lincoln County R-III. Some of those measures include:

1. locked front doors at elementary schools
2. stationing of clerical staff at front entrances with required visitor check in
3. installation of video surveillance cameras
4. development of a crisis manual and crisis training for faculty/staff
5. conducting safety drills (including intruder drills)
6. implementation of character education program for students
7. development of student management plans (fair, but firm building discipline policy for students)
8. implementation of a threat assessment tool
9. increased administrator communication via cell phones and radios
10. established the presence of School Resource Officers
11. maintaining an excellent professional working relationship with local law enforcement/local law enforcement personnel who are responsive when called
12. Mental health counselors from Crider Center and Preferred Health Care available to students at no charge

NOTE: Randy Siebert returned to the meeting at 7:30 P.M.

6.00 Motion to go into Closed Session (7.00-8.00)

Action – Mary Sue Thompson moved, Ron Mills seconded, to go into closed session pursuant to RSMo 610.021 (3) Hiring, Firing, disciplining or promotion of particular employees, and RSMo 610.021 (13) Individually identifiable personnel records. Roll call vote: Eric Hood, Aye; Ron Mills, Aye; Mary Sue Thompson, Aye; Susan Eales, Aye; Randy Siebert, Aye; Dan Reed, Aye; Greg Strawhun, Aye; Motion carried 7-0.

9.00 ADJOURN

Action – Randy Siebert moved, Dan Reed seconded, to adjourn. Motion carried 7-0. Meeting adjourned at 8:40 P.M.