

Strafford R-VI Board of Education
Regular Meeting
May 20, 2021

President Dan MacLachlan called the meeting to order at 6:00pm. Those present were Travis Lathrop, Scott Kraus, Kim Edwards, Dan MacLachlan, Nancy Dollins, Tim Goodin, Ashley VanHorn, Brett Soden, Mark Hedger, Marci Chadwell, Michelle Gardner, Michelle LaFollette, Marcy Easterly and Shauna Wiertzema.

The Board and attendees observed a moment of silence and stated the Pledge of Allegiance.

It was a consensus of the Board to approve the agenda as presented.

Mr. Soden reviewed the Program Evaluations of Food Services, Health Services and Activities Programs with the Board.

The motion was made by Travis Lathrop to approve the following items on the consent agenda:

Approval of the April 19, 2021 Minutes;

Approval of bills and payroll;

\$0 transfer;

Treasurer's Report;

Monthly Personnel Report;

Privately Owned Driver's Contracts;

Ashley VanHorn seconded. Carried 7-0

Travis Lathrop made a motion to approve the updates to Policy GCBDA and GDBDA. Kim Edwards seconded. Carried 7-0

Dan MacLachlan made a motion to approve to table the salaries for administrators, department supervisors, nurses and central office staff. Ashley VanHorn seconded. Carried 7-0

Dan MacLachlan made a motion to approve MOSIP proxy. Scott Kraus seconded. Carried 7-0

Michelle Gardner, Elementary Principal, updated the Board on early childhood and elementary activities including end of the year activities, Day in K and track and field day

Marci Chadwell, Middle School Principal, updated the Board on middle school activities including the honors assembly, 4th grade visit to the middle school, 8th grade visit to the high school and MAP testing. Marci also updated the board on high school activities including John Deere donating a couple of small engines.

Marcy Easterly, Communications Director, updated the Board on Talent Ed, Care to Learn, and the new website going live on Monday.

Brett Soden, Superintendent, updated the Board on the plans for the high school remodel over the summer.

The motion was made by Kim Edwards to enter into executive session at 6:43pm as allowed under Section 610.021 (1, 2, 3 & 6) for a closed meeting with closed record and closed vote discussion of legal matters, pupil/personnel and real estate. Nancy Dollins seconded.

YEA: Travis Lathrop, Scott Kraus, Kim Edwards, Dan MacLachlan, Nancy Dollins, Tim Goodin, Ashley VanHorn. NAY: None. ABSENT: None

The Board came out of executive session at 7:34pm.

Travis Lathrop made a motion to approve the salaries for administrators, department supervisors, nurses and central office staff. Tim Goodin seconded. Carried 7-0

The motion was made by Kim Edwards to adjourn at 7:44pm .

Ashley VanHorn seconded.

YEA: Travis Lathrop, Scott Kraus, Kim Edwards, Dan MacLachlan, Nancy Dollins, Tim Goodin, Ashley VanHorn. NAY: None. ABSENT: None.



Dan MacLachlan, President

Attested by:



Nancy Dollins, Secretary

Strafford R-VI Board of Education
Agenda
May 20, 2021

1. Call to Order
2. Moment of Silence
3. Approval of Agenda
4. Reports from Parents and Groups

DISCUSSION ITEMS

5. Fine Arts Curriculum Revisions Update
6. Program Evaluations
 - a. Food Director
 - b. Health Services
 - c. Activities Program

CONSENT ITEMS

7. Approval of April 19, 2021 Minutes
8. Approval of Bills and Payroll
9. Transfer from General Revenue Fund to Special Revenue Fund
10. Treasurer's Report
11. Monthly Personnel Report
12. Privately Owned Driver's Contracts

ACTION ITEMS

13. Policy Update
14. Approval of 2021-22 Administrative and Non Certified Salaries
15. MOSIP Annual Meeting Proxy

DISCUSSION ITEMS

16. Administrator Reports
17. Comments

EXECUTIVE SESSION: The following items will be discussed in executive session as allowed under Section 610.021 (1, 2, 3, & 6) for a closed meeting with closed record and closed vote.

18. Legal Matters
19. Pupil/Personnel
20. Personnel
21. Real Estate

April 30, 2021

Cash Balances:	Operating Funds	Debt Service Funds	Total
Obannon Bank (1.15%)	697,521.84		697,521.84
Obannon Money Mkt (1.30%)	9,819,379.75		9,819,379.75
MOSIP			0.00
MAX Account (.06%)	280,535.26		280,535.26
Revolving Funds (1.15%)	<u>10,000.00</u>	<u>0.00</u>	<u>10,000.00</u>
Operating Funds	10,807,436.85	0.00	10,807,436.85
Debt Service Act. (1.30%)	<u> </u>	<u>793,351.13</u>	<u>793,351.13</u>
Total Bank Funds	10,807,436.85	793,351.13	11,600,787.98
MOHEFA	<u> </u>	<u>210,192.83</u>	<u>210,192.83</u>
Total Funds	10,807,436.85	1,003,543.96	11,810,980.81

Fund Balances:

	Operating Fund	Teachers Fund	Debt Service Fund	Capital Projects Fund	Total Fund Balances
	7,381,698.64	(675,834.62)	1,003,543.96	4,101,572.83	11,810,980.81

	YTD	LYTD	Difference
Total Revenue	14,600,665.85	13,284,643.66	1,316,022.19
Total Expenditures	13,133,182.26	12,672,255.72	460,926.54

	Revenue	Expense	
Local Revenue	288,127.49	124,077.49	Salaries and Benefits
County Revenue	9,219.14	43,832.35	Contracted Services
State Revenue	(60,117.57)	30,979.10	Supplies
Federal Revenue	1,077,376.00	240,451.41	Equipment
Non Current Revenue (Bond)	4,732.29	112,966.57	Bond Pmts & Int
Received From Other Districts	(3,315.16)	(91,380.38)	Bond Issue
	1,316,022.19	460,926.54	

Date	Rev	Exp	Total	Obannon Int	Grand Total
07/31/20	\$6,408,323.64	\$265,235.80	\$6,143,087.84	\$6,782.64	\$6,149,870.48
08/31/20		\$258,960.44	\$5,884,127.40	\$6,496.72	\$5,890,624.12
09/30/20		\$341,585.55	\$5,542,541.85	\$6,119.57	\$5,548,661.42
10/31/20		\$227,490.47	\$5,315,051.38	\$5,868.40	\$5,320,919.78
11/30/20		\$102,686.92	\$5,212,364.46	\$5,755.02	\$5,218,119.48
12/31/20		\$230,526.70	\$4,981,837.76	\$5,500.49	\$4,987,338.25
01/31/21		\$75,240.90	\$4,906,596.86	\$5,417.42	\$4,912,014.28
02/28/21		\$58,253.80	\$4,848,343.06	\$5,353.10	\$4,853,696.16
03/31/21		\$35,143.21	\$4,813,199.85	\$5,314.30	\$4,818,514.15
04/30/21		\$19,784.62	\$4,793,415.23	\$5,292.46	\$4,798,707.69
05/31/21					
06/30/21					
		\$1,614,908.41		\$57,900.13	

Strafford R-VI School District Personnel Report May 2021

PROFESSIONAL / CERTIFIED STAFF

Resignations/Retirements:

Name	Position	Notes
Debbie Burks	Spec. Ed.	Retiring
Morgan Hoey	MS Math	
Lindsay Wells	MS Counselor	

Hiring Recommendations:

Name	Position	Notes
Joyce Graves	Kindergarten Summer School	
Courtney Lyons	1st Grade Summer School	
Dacia Wade	2nd Grade Summer School	
Harlea Lowe	3rd Grade Summer School	
Tara Trevarthan	4th Grade Summer School	
Erika Lundien	MS Summer School	
Jessica Berghager	Personal Finance	
Grant Brown	Algebra 1 Review	
Cindy Rear	HS Credit Recovery SS	

Extra Duty Recommendations: None

Other: None

SUPPORT STAFF

Resignations/Retirements:

Name	Position	Notes
Zachary Smith	Para	
Emily Highley	Para	

Hiring Recommendations:

Name	Position	Notes
Heather Long	Cafeteria	
Tiffany Butters	Elem Para	
Liz Blackburn	Part-time PAT	
Laura Johnson	Part-time PAT	

PROFESSIONAL STAFF SHORT-TERM LEAVE

Consistent contact with students and staff is important to the learning environment and district operation and therefore is an essential duty of a professional staff member's position. . However, the Board recognizes that there are circumstances that require an employee to miss work, and the purpose of this policy is to identify situations where paid and unpaid leave from work are appropriate.

The district may require an employee to provide the district verification of illness from a healthcare provider or supply other documentation verifying the absence before the district applies sick leave or other applicable paid leave to the absence. In accordance with law, the district may require an employee to present a certification of fitness to return to work whenever the employee is absent from work due to the employee's health.

The following leaves with pay will be provided to full-time professional staff employees. Regular part-time professional staff employees will receive these leaves on a pro rata basis. This policy does not apply to temporary or substitute staff members unless otherwise noted.

1. **Sick Leave** - Professional staff employees whose assignments call for 12 months of full-time employment will be entitled to ten (10) days of sick leave. Professional staff employees whose assignments call for 11 months of full-time employment will be entitled to nine (9) days of sick leave. Professional Staff employees whose assignments call for full-time employment only during the regular school term will be entitled to eight (8) days of sick leave. Unused sick leave will be cumulative to 50 sick leave days. An absence of over one through four hours shall be counted as a half-day of sick leave.
 - Professional Staff employees, who have accumulated more than 50 days, will be paid \$50 per day for each day over 50.

Absences may be charged against sick leave for the following reasons:

- a. Illness, injury or incapacity of the employee. The Board reserves the right to require a healthcare provider's certification attesting to the illness or incapacity of the claimant and/or inclusive dates of the employee's incapacitation. FMLA health certification procedures apply to FMLA-qualifying absences, even if such absences are paid sick leave.
- b. Illness, injury or incapacity of a member of the immediate family. The Board defines "immediate family" to include:
 - < The employee's spouse.

- < The following relatives of the employee or the employee's spouse: parents, children, children's spouses, grandparents, grandchildren, siblings and any other family member residing with the employee.
- < Any other person over whom the employee has legal guardianship or for whom the employee has power of attorney and is the primary caregiver.

(Note: "Family" for FMLA purposes is more limited.)

- c. Illness, injury or incapacity of other relatives, with permission granted by the superintendent.
- d. Pregnancy, childbirth and adoption leave in accordance with this policy.

Staff members who are ill are encouraged to stay home to promote healing and reduce the risk of infecting others, especially during a pandemic or other significant health event. In the event of a pandemic or other significant health event, schools may be closed to all staff and students or just students. If schools are closed only to students, staff members are expected to work regular schedules or use appropriate leave.

A district employee may not use sick leave during the period the employee receives Workers' Compensation for time lost to work-related incidents.

Any certificated employee who is a member of a retirement system shall remain a member during any period of leave under sick leave provisions of the district or under Workers' Compensation. The employee shall also receive creditable service credit for such leave time if the employee makes contributions to the system equal to the amount of contributions that he or she would have made had he or she been on active service status.

Beginning with new hires after October 2019, professional staff who have been employed in the district for five (5) years will receive one half (1/2) of the accumulated sick leave upon leaving the system, provided a letter of resignation is submitted to the superintendent no later than June 1 of the current contractual year. The rate of pay shall be on a per diem basis as related to the current contract. Professional staff who was employed before October 2019 are grandfathered in and will receive this paid leave if the above stipulations are met.

- 2. **Personal Leave** - A maximum of four (4) days of personal leave will be available per school year. Unused personal leave days will accumulate to sick leave days under the sick leave guidelines.

Absences may be charged against personal leave for the following reasons:

- a. Tax investigation.
- b. Court appearances, unless applicable law or policy provides for paid leave.
- c. Wedding, graduation or funeral.
- d. Observance of a religious holiday.
- e. Conducting personal business of such a nature that it cannot be performed on a Saturday, Sunday or before or after school hours, including parent-teacher conferences.
- f. Absences under leaves authorized by law, policy or the Board that would otherwise be unpaid including, but not limited to, leave under the FMLA.
- g. Leave for other purposes as approved by the principal.

Whenever possible, it is expected that requests for leave will be made in writing to the designated administrator at least 48 hours in advance of the time leave is requested. However, 30 days' notice is required by law if the leave qualifies as FMLA leave and such notice is practical. The administrator will respond promptly to the employee's written request.

The following stipulations will pertain to personal days:

- a. No personal days will be allowed the day before or after a holiday or school break.
- b. No personal days will be allowed during the first five (5) days and last five (5) days of the school year.

A district employee may request a waiver to use a personal day that may occur during the times outlined in the above stipulations (a) and (b). The waiver must be submitted in writing no less than 3 days in advance of the time leave is requested. The written request must be made to the superintendent of schools, who will have the final determination if the request is approved.

3. **Vacation** - All professional staff employed on a 12-month basis will receive vacation per year. An employee must submit a written request for vacation to the superintendent or designee and receive written authorization before taking vacation days. If the employee's

FILE: GCBDA
Critical

absence may disrupt district operations, the superintendent or designee has the discretion to deny a request for vacation or to limit the time of year the employee may take his or her vacation.

Vacation time is accumulated as follows:

1 year – 10 years	2 weeks
Over 10 years	3 weeks

A district employee may not use vacation days during the period the employee receives Workers' Compensation for time lost to work-related incidents.

4. **Bereavement Leave** - When a death occurs in an employee's immediate family, the district will pay for one (1) day of leave for the employee to attend the service. The employee may take up to four (4) days sick or personal days off with pay to attend the funeral or make funeral arrangements. The district may require verification of the need for the leave. The Board defines "immediate family" to include:

- < The employee's spouse.
- < The following relatives of the employee or the employee's spouse: parents, children, children's spouses, grandparents, grandchildren, siblings and any other family member residing with the employee.
- < Any other person over whom the employee has legal guardianship or for whom the employee has power of attorney and is the primary caregiver.
- < Death of other relatives, with permission granted by the Superintendent.

Unless otherwise provided, the following leaves will be provided to full-time and part-time professional employees.

1. **Holidays** - The school calendar, as adopted by the Board, establishes the school recess periods and holidays for certified staff members employed on a school-year basis. The official school holidays for twelve-month certified employees are as follows: New Years Eve, New Years Day, Friday of Spring Break, Memorial Day, July 4th, Labor Day, Thanksgiving Day, the Friday after Thanksgiving, Christmas Eve, and Christmas Day. If school is in session due to make-up days on one of the above holidays, another day will be substituted.

2. **Professional Leave** - Employees may be granted professional leave to attend classes or conferences, meet with mentors or participate in other approved professional growth activities. Professional leave must be approved by the superintendent or designee, arranged well in advance and is not considered personal leave.
3. **Military Leave** - The Board shall grant military leave as required by law. Members of the National Guard or any reserve component of the U.S. Armed Forces who are engaged in the performance of duty or training will be entitled to a leave of absence of 120 hours in any federal fiscal year (October 1 - September 30) without impairment of efficiency rating or loss of time, pay, regular leave or any other rights or benefits. Employees shall provide the district an official order verifying that they are required to report to duty.
4. **Election Leave** - Any employee who is appointed as an election judge pursuant to state law may be absent on any election day for the period of time required by the election authority. The employee must notify the district at least seven days prior to any election in which the employee will serve as an election judge. No employee will be terminated, disciplined, threatened or otherwise subjected to adverse action based on the employee's service as an election judge.
5. **Leave to Vote** - Employees who do not have three successive hours free from work while the polls are open will be granted a leave period of up to three hours to permit the employees three successive hours while the polls are open for the purpose of voting. Requests for such leave must be made prior to Election Day, and the employee's supervisors will designate when during the workday the leave should be taken. Any employee who properly requests leave to vote and uses the leave for that purpose will not be subject to discipline, termination or loss of wages or salary.
6. **Jury Duty Leave** - An employee will be granted paid leave for time spent responding to a summons for jury duty, time spent participating in the jury selection process or time spent actually serving on a jury. An employee will not be terminated, disciplined, threatened or otherwise subjected to adverse action because of the employee's receipt of or response to a jury summons.
7. **Leave for Court Subpoena** - If the subpoena is directly related to the employee's school duties, the employee will be released for court appearance without loss of leave. Other court appearances will be deducted from personal leave.
8. **Firefighter Leave** - Employees will be allowed to use personal, vacation and/or unpaid leave for any time taken to respond to an emergency in the course of performing duties as a volunteer firefighter. For the purposes of this section, "volunteer firefighter" includes members of Missouri-1 Disaster Medical Assistance Team, Missouri Task Force One, Urban

Search and Rescue Team or those activated by the Federal Emergency Management Agency (FEMA) in times of national disaster. Employees covered under this section shall not be terminated from employment for joining a volunteer fire department or for being absent from or late to work in order to respond to an emergency. Employees shall make every reasonable effort to notify the principal or supervisor if the employee may be absent from or late to work under this section. Employees are required to provide their supervisors with a written statement from the supervisor or acting supervisor of the volunteer fire department stating that the employee responded to an emergency along with the time and date of the emergency.

9. **Crime Victim Leave** - Any employee who is a crime victim, who witnesses a crime or who has an immediate family member who is a crime victim will not be required to use vacation, personal or sick leave in order to honor a subpoena to testify in a criminal proceeding, attend a criminal proceeding or participate in the preparation of the criminal proceeding.

10. **Civil Air Patrol Leave** - Any employee who is a member of Civil Air Patrol and has qualified for a Civil Air Patrol emergency service specialty or who is certified to fly counternarcotics missions shall be granted unpaid leave to perform Civil Air Patrol emergency service duty or counternarcotics missions without loss of time, regular leave or any other rights or benefits in accordance with law. The leave is limited to 15 working days in any calendar year, but is unlimited when responding to a state- or nationally declared emergency in Missouri. The district may request that the employee be exempted from responding to a specific mission.

11. **Coast Guard Auxiliary Leave** - Employees who are members of the United States Coast Guard Auxiliary will be granted an unpaid leave of absence for periods during which they are engaged in the performance of United States Coast Guard or United States Coast Guard Auxiliary duties, including travel related to such duties, when authorized by the director of auxiliary or other appropriate United States Coast Guard Authority. Such leaves of absence will be given without loss of time, regular leave or any other rights or benefits to which such employees would otherwise be entitled. The leave is limited to 15 working days in any calendar year, but is unlimited when responding to a state- or nationally declared emergency in Missouri or upon any navigable waterway within or adjacent to the state of Missouri. The district may request that an employee be exempted from responding to a specific mission.

Pregnancy, Childbirth and Adoption Leave

This section creates no rights extending beyond the contracted period of employment. FMLA certification and recertification procedures apply to FMLA-eligible employees. An employee must notify the district of the need for and anticipated duration of the leave at least 30 days before leave is to begin, if foreseeable. If 30 days' notice is not practical, the employee must give as much notice as

possible. A pregnant employee shall continue in the performance of her duties as long as she is able to do so and as long as her ability to perform her duties is not impaired, based on medical opinion.

Employees eligible for FMLA leave for the birth, first-year care, adoption or foster care of a child will have such leave applied in accordance with the FMLA. The district shall apply up to twelve (12) weeks of accrued paid leave to such absences.

Employees who are ineligible for FMLA leave may take up to six weeks of leave for the birth, first-year care, adoption or foster care of a child and may use any combination of accrued sick leave, personal leave, vacation leave or unpaid leave.

Pregnant employees who need more than six weeks of paid or unpaid leave for a pregnancy-related incapacity must provide certification of the medical necessity for such leave.

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Note: The reader is encouraged to check the index located at the beginning of this section for other pertinent policies and to review administrative procedures and/or forms for related information.

Adopted: December 21, 1995

Revised: February 20, 1997/September 24, 1998/March 18, 1999/May 16, 2000/May 16, 2001/October 18, 2001/July 17, 2003/December 17, 2003/February 16, 2005/May 15, 2008/March 19, 2009/March 15, 2012/March 26, 2013/May 21, 2015/June 21, 2018/October 24, 2019, May 20, 2021

Cross Refs: DLB, Salary Deductions
HA, Negotiations with Employee Representatives
HPA, Employee Walkouts, Strikes and Other Disruptions

Legal Refs: ' ' 41.1000, .1005, 105.270 - .271, 115.102, .639, 168.122, 169.595, 320.200, .330 - .339, 494.460, 595.209, RSMo.
Fair Labor Standards Act, 29 U.S.C. ' ' 201 – 2198(c)
Family and Medical Leave Act of 1993, 29 U.S.C. ' ' 2611 - 2619
Title VII of the Civil Rights Act of 1964 as amended by the Pregnancy Discrimination Act, 42 U.S.C. ' 2000-1 – 2000e-17
29 C.F.R. ' 1604.10
Willis v. School Dist. of Kansas City, 606 S.W.2d 189 (Mo. Ct. App. 1980)

FILE: GCBDA
Critical

Stewart v. Board of Educ. of Ritenour, 574 S.W.2d 471 (Mo. Ct. App. 1978)
Aubuchon v. Gasconade County R-1 Sch. Dist., 541 S.W.2d 322 (Mo. Ct. App. 1976)

Strafford R-VI School District, Strafford, Missouri

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2. **Professional Leave** - Employees may be granted professional leave to attend classes or conferences, meet with mentors or participate in other approved professional growth activities. Professional leave must be approved by the superintendent or designee, arranged well in advance and is not considered personal leave.
3. **Military Leave** - The Board shall grant military leave as required by law. Members of the National Guard or any reserve component of the U.S. Armed Forces who are engaged in the performance of duty or training will be entitled to a leave of absence of 120 hours in any federal fiscal year (October 1 - September 30) without impairment of efficiency rating or loss of time, pay, regular leave or any other rights or benefits. Employees shall provide the district an official order verifying that they are required to report to duty.
4. **Election Leave** - Any employee who is appointed as an election judge pursuant to state law may be absent on any election day for the period of time required by the election authority. The employee must notify the district at least seven days prior to any election in which the employee will serve as an election judge. No employee will be terminated, disciplined, threatened or otherwise subjected to adverse action based on the employee's service as an election judge.
5. **Leave to Vote** - Employees who do not have three successive hours free from work while the polls are open will be granted a leave period of up to three hours to permit the employees three successive hours while the polls are open for the purpose of voting. Requests for such leave must be made prior to Election Day, and the employee's supervisors will designate when during the workday the leave should be taken. Any employee who properly requests leave to vote and uses the leave for that purpose will not be subject to discipline, termination or loss of wages or salary.
6. **Jury Duty Leave** - An employee will be granted paid leave for time spent responding to a summons for jury duty, time spent participating in the jury selection process or time spent actually serving on a jury. An employee will not be terminated, disciplined, threatened or otherwise subjected to adverse action because of the employee's receipt of or response to a jury summons.
7. **Leave for Court Subpoena** - If the subpoena is directly related to the employee's school duties, the employee will be released for court appearance without loss of leave. Other court appearances will be deducted from personal leave.
8. **Firefighter Leave** - Employees will be allowed to use personal, vacation and/or unpaid leave for any time taken to respond to an emergency in the course of performing duties as a volunteer firefighter. For the purposes of this section, "volunteer firefighter" includes members of Missouri-1 Disaster Medical Assistance Team, Missouri Task Force One, Urban

Search and Rescue Team or those activated by the Federal Emergency Management Agency (FEMA) in times of national disaster. Employees covered under this section shall not be terminated from employment for joining a volunteer fire department or for being absent from or late to work in order to respond to an emergency. Employees shall make every reasonable effort to notify the principal or supervisor if the employee may be absent from or late to work under this section. Employees are required to provide their supervisors with a written statement from the supervisor or acting supervisor of the volunteer fire department stating that the employee responded to an emergency along with the time and date of the emergency.

9. **Crime Victim Leave** - Any employee who is a crime victim, who witnesses a crime or who has an immediate family member who is a crime victim will not be required to use vacation, personal or sick leave in order to honor a subpoena to testify in a criminal proceeding, attend a criminal proceeding or participate in the preparation of the criminal proceeding.
10. **Civil Air Patrol Leave** - Any employee who is a member of Civil Air Patrol and has qualified for a Civil Air Patrol emergency service specialty or who is certified to fly counternarcotics missions shall be granted unpaid leave to perform Civil Air Patrol emergency service duty or counternarcotics missions without loss of time, regular leave or any other rights or benefits in accordance with law. The leave is limited to 15 working days in any calendar year, but is unlimited when responding to a state- or nationally declared emergency in Missouri. The district may request that the employee be exempted from responding to a specific mission.
11. **Coast Guard Auxiliary Leave** - Employees who are members of the United States Coast Guard Auxiliary will be granted an unpaid leave of absence for periods during which they are engaged in the performance of United States Coast Guard or United States Coast Guard Auxiliary duties, including travel related to such duties, when authorized by the director of auxiliary or other appropriate United States Coast Guard Authority. Such leaves of absence will be given without loss of time, regular leave or any other rights or benefits to which such employees would otherwise be entitled. The leave is limited to 15 working days in any calendar year, but is unlimited when responding to a state- or nationally declared emergency in Missouri or upon any navigable waterway within or adjacent to the state of Missouri. The district may request that an employee be exempted from responding to a specific mission.

Pregnancy, Childbirth and Adoption Leave

This section creates no rights extending beyond the contracted period of employment. FMLA certification and recertification procedures apply to FMLA-eligible employees. An employee must notify the district of the need for and anticipated duration of the leave at least 30 days before leave is to begin, if foreseeable. If 30 days' notice is not practical, the employee must give as much notice as

possible. A pregnant employee shall continue in the performance of her duties as long as she is able to do so and as long as her ability to perform her duties is not impaired, based on medical opinion.

Employees eligible for FMLA leave for the birth, first-year care, adoption or foster care of a child will have such leave applied in accordance with the FMLA. The district shall apply up to twelve (12) weeks of accrued paid leave to such absences.

Employees who are ineligible for FMLA leave may take up to six weeks of leave for the birth, first-year care, adoption or foster care of a child and may use any combination of accrued sick leave, personal leave, vacation leave or unpaid leave.

Pregnant employees who need more than six weeks of paid or unpaid leave for a pregnancy-related incapacity must provide certification of the medical necessity for such leave.

* * * * *

Note: The reader is encouraged to check the index located at the beginning of this section for other pertinent policies and to review administrative procedures and/or forms for related information.

Adopted: December 21, 1995

Revised: February 20, 1997/September 24, 1998/March 18, 1999/May 16, 2000/May 16, 2001/October 18, 2001/July 17, 2003/December 17, 2003/February 16, 2005/May 15, 2008/March 19, 2009/March 15, 2012/March 26, 2013/May 21, 2015/June 21, 2018/October 24, 2019, May 20, 2021

Cross Refs: DLB, Salary Deductions
HA, Negotiations with Employee Representatives
HPA, Employee Walkouts, Strikes and Other Disruptions

Legal Refs: ' ' 41.1000, .1005, 105.270 - .271, 115.102, .639, 168.122, 169.595, 320.200, .330 - .339, 494.460, 595.209, RSMo.
Fair Labor Standards Act, 29 U.S.C. ' ' 201 – 2198(c)
Family and Medical Leave Act of 1993, 29 U.S.C. ' ' 2611 - 2619
Title VII of the Civil Rights Act of 1964 as amended by the Pregnancy Discrimination Act, 42 U.S.C. ' 2000-1 – 2000e-17
29 C.F.R. ' 1604.10
Willis v. School Dist. of Kansas City, 606 S.W.2d 189 (Mo. Ct. App. 1980)

FILE: GCBDA
Critical

Stewart v. Board of Educ. of Ritenour, 574 S.W.2d 471 (Mo. Ct. App. 1978)
Aubuchon v. Gasconade County R-1 Sch. Dist., 541 S.W.2d 322 (Mo. Ct. App. 1976)

Strafford R-VI School District, Strafford, Missouri

**Ballot, Authorization of Voting Delegate
or
Proxy for the 2021 MOSIP Annual Meeting of Participants**

All entities participating in the Missouri Securities Investment Program are eligible to participate in the election of directors and other business at the Annual Meeting of Participants.

Pursuant to Section 6.2 of the Intergovernmental Cooperation Agreement, participants may be represented at the Annual Meeting by registered delegate or proxy. Alternatively, the delegate may participate by conference call.

(Please select and complete only one column)

The _____

The _____

The _____

elects to participate in the MOSIP Annual Meeting by registered delegate via in-person attendance, virtual attendance or via conference call. The delegate is

hereby grants its proxy to the MOSIP Board of Directors to vote on its behalf in the election of Directors and upon any other matters that may properly come before the meeting.

_____ hereby casts its vote as follows:

ELECTION OF DIRECTORS
Note: Terms expire June 30, 2024
Vote for five (5)

Mrs. Rhonda Gilstrap
BOE Member, Blue Springs

For Against

Mr. Kyle McDonald
BOE Member, Cape Girardeau

For Against

Shawn Manuel
BOE Member, Morgan Co. R-II

For Against

Dr. Allan Markley
Superintendent, Raytown C-2

For Against

Pam Frazier
CFO, Webster Groves

For Against

(name)

Approved this 20th day of May, 2021.

And they will participate:

_____ virtually



BOE President or Chief Administrator

_____ via conference call

ATTEST:



BOE Secretary or Chief Administrator

Must be submitted by 4:00 p.m. CDT on Thursday, June 10, 2021
Attn: Mike Parnell Fax: 573-445-9981 or email
parnell@mosba.org
Mail: MSBA, 2100 I-70 Drive SW, Columbia, MO 65203

The foregoing was approved by resolution adopted by majority vote of the Board of Education, Directors or Administrative Council on _____ (mm/dd/yy)

ATTEST:

BOE Secretary or Chief Administrator