



**West Plains R-VII School District
Board of Education Update
March 19, 2024
Regular Session Meeting
West Plains High School Library**

Open Session & Student/Staff Spotlight

- President Jim Thompson called the meeting to order.
- The West Plains R-VII School District Board of Education led the Pledge of Allegiance.
- During the student spotlight, Mr. Somoza featured his students from the Zizzer Pride Academy.



Consent Agenda

- Before approving previous board meeting minutes, the board approved the monthly financial report, resignations, employment, transfers, program evaluations, and the annual MSBA Policy Maintenance contract. (The board approved 7-0)

Regular Agenda

- The monthly bills were paid and approved. (The board approved 7-0)

- The payment of the BURO bill was approved. (The board approved 6-0-1; Grigsby abstained)

Previous Business

- CSIP Update (CSIP 1.1) - Strategy 1 - Facility Improvement
 - The information was provided in the packet for the board to review. Mr. Orchard also discussed all the facility updates that have happened over the past few years and plans for the next 24 months.
- MSBA 2023D Policy Update - 2nd Read (CSIP S3 AP2)
 - The majority of the legal documents deal with drug use, possession, and distribution on school property involving staff, students, and visitors. (The board approved 7-0)

New Business

- Discussion of the 2024 - 2025 Tiered Stipend Schedule (CSIP S7 AP1)
 - Dr. Davis has been working with coaches, staff, and sponsors to create stipend tiers. He has also collected years of experience information from all the current and newly hired staff receiving any stipends. He commented he has wanted this for the district since he arrived. He stated he is only interested in pursuing this as long as it is both academic and athletic and that we should not focus on one without looking at the other. He feels it is a vital step to reward our staff with experience as well as recruit experienced staff.
 - His current proposed plan has three tiers: 1-5, 6-10, and 11+ years of service in each specific area. He made special note that for “years of experience” to be credited, the employee must have experience in that exact sport, club, or duty.
 - The tiered stipend schedule will be presented for approval in the upcoming months during either the April, May, or June board meeting.
 - Based on current staff, the following gives an idea of the breakdown for next year:
 - 88 in Tier 1
 - 33 in Tier 2
 - 44 in Tier 3
 - About 25 spots are not filled.
 - The cost difference next year, based on \$31,195, is about \$80,000 plus retirement.
- Health Insurance Contribution Discussion - (CSIP S7 AP1)
 - Dr. Davis and Mr. Orchard said they are looking at insurance plans as they are unhappy with the proposed rates from MEUHP. Right now, the current MEUHP plans could increase by 10%.

	Base Plan Cost	Board Paid Amount	Employee Cost	
20/21	\$468.00	\$425.00	\$43.00	90.81%
21/22	\$480.00	\$425.00	\$55.00	88.54%
22/23	\$509.00	\$450.00	\$59.00	88.41%
23/24	\$514.00	\$475.00	\$39.00	92.41%

- Declare vehicles surplus property (CSIP S1 AP1)
 - Six buses have been declared surplus property. None of these buses are currently in use or in operation (The board approved 7-0)
- Approve Roofing Bids - (CSIP S1 AP1)
 - The board approved a bid from West Plains Roofing for \$29,800 to repair/replace two roofs at the transportation department. (The board approved 7-0)
- Approval of Related Service Provider Bid (CSIP S9 AP1)
 - The district accepts bids each year for occupational and physical therapy services. Dr. Davis recommended the board accept the bid from Ozarks Healthcare Rehabilitation Services as the related service provider for the 2024-2025 school year. The OZH bid was the only bid received by the district. (The board approved 6-0-1; Grigsby abstained)

Updates/Reports to the Board of Education

Administrators reported on current events, projects, and plans in their respective buildings or departments.

- Building-Level Reports—SFES, SMTI, WPMS, WPES, & ZPA (CSIP S5 AP1)—Dr. Huddleston, Dr. Cotter, Dr. Miller, Mrs. Hutchinson, and Mr. Smith all provided reports.
- Public Relations & Communications Report (CSIP S5 AP1, AP2, & AP3) - Lana Snodgras
- Teaching & Learning Report (CSIP S6: AP1 & AP5) - Tiffany Young
- Facility, Human Resources, Security, and Capital Projects Report (CSIP S1 AP1) - Matthew Orchard.
- Superintendent's Report (CSIP S1 AP 1; S3 AP1 & AP2; S5 AP 2 & AP3) - Dr. Davis
 - Dr. Davis shared the district-tenured teacher statistics with the board.
 - SFES - 55.56% Tenured (18 staff)
 - WPES - 46.27% Tenured (67 staff) - 50.74% after August 19th
 - WPMS - 41.46% Tenured (41 staff) - 48.78% after August 19th
 - WPHS - 30.56% Tenured (72 staff) - 36.11% after August 19th
 - ZPA - 20% Tenured (5 staff)
 - SMTI - 45.45% Tenured (22 staff)
 - SPED - 63.64% Tenured (11 staff) - 72.72% after August 19th
 - 10 cannot obtain tenure based on certificate.

- Three juniors will be interviewed by the board in a closed session next month for the student seat on the board.
- The board workshop is on July 18, 2024, at the Lincoln School in West Plains.
- The admin team and Dr. Davis shared their appreciation for the board for school board appreciation week.

Below is the attendance report and enrollment figures:

2023-2024 Attendance										
	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May
SFES										
PK - SF	91.76%	92.90%	95.09%	92.32%	91.70%	90.75%	95.93%			
Kind - SF	97.77%	92.90%	95.68%	95.41%	91.23%	92.95%	94.82%			
1st - SF	97.67%	94.87%	94.41%	95.52%	95.20%	95.12%	93.97%			
2nd - SF	97.40%	97.55%	95.67%	96.55%	93.13%	95.91%	94.39%			
3rd - SF	93.66%	95.52%	95.15%	92.38%	92.51%	94.57%	95.62%			
4th - SF	97.98%	94.78%	95.89%	95.27%	93.89%	93.91%	94.94%			
5th - SF	97.88%	96.51%	93.17%	97.02%	94.22%	93.38%	94.38%			
6th - SF	96.53%	95.97%	96.00%	96.64%	94.84%	96.47%	96.33%			
2023-2024 SFES Attendance	96.74%	94.98%	95.10%	95.30%	93.36%	94.26%	94.93%			
2022-2023 SFES Attendance	95.53%	93.47%	94.65%	93.99%	94.43%	94.21%	94.00%	93.57%	95.40%	94.99%
2021-2022 SFES Attendance	94.82%	93.64%	95.72%	95.82%	96.57%	91.74%	95.92%	92.71%	95.27%	95.10%
WPES										
PK - WPES	93.53%	89.40%	88.36%	88.32%	86.93%	84.31%	86.18%			
Kind - WPES	96.06%	92.83%	91.99%	91.88%	90.57%	93.05%	90.82%			
1st - WPES	97.49%	94.51%	92.96%	93.46%	91.62%	90.79%	90.43%			
2nd - WPES	96.40%	93.15%	92.37%	93.71%	91.67%	91.60%	90.64%			
3rd - WPES	97.34%	93.26%	94.20%	94.19%	92.70%	92.63%	91.39%			
4th - WPES	97.00%	94.01%	93.10%	93.22%	91.81%	92.20%	90.22%			
2023-2024 WPES Attendance	96.71%	93.49%	92.89%	93.15%	91.72%	91.88%	90.93%			
2022-2023 WPES Attendance	94.71%	92.18%	90.62%	90.29%	91.86%	93.58%	93.21%	91.92%	93.40%	91.57%
2021-2022 WPES Attendance	95.69%	92.56%	92.50%	91.22%	90.51%	89.32%	93.44%	92.91%	91.04%	90.58%
WPMS										
5th - WPMS	96.83%	94.11%	93.27%	93.22%	90.25%	92.83%	89.51%			
6th - WPMS	95.13%	91.44%	92.04%	91.97%	91.71%	90.83%	88.91%			
7th - WPMS	93.42%	90.89%	91.78%	91.12%	88.48%	88.30%	87.89%			
8th - WPMS	93.32%	90.56%	90.81%	90.56%	88.58%	90.15%	89.39%			
2023-2024 WPMS Attendance	95.92%	91.52%	91.97%	91.72%	89.75%	90.45%	88.93%			
2022-2023 WPMS Attendance	95.37%	92.08%	91.73%	88.25%	91.49%	93.39%	90.91%	90.98%	92.43%	93.45%
2021-2022 WPMS Attendance	95.46%	92.81%	92.03%	88.55%	91.03%	89.70%	91.67%	91.75%	90.57%	90.69%
WPHS										
9th - WPHS	92.40%	88.89%	87.45%	88.83%	90.56%	89.57%	88.71%			
10th - WPHS	93.27%	91.41%	91.73%	90.21%	89.32%	90.65%	89.42%			
11th - WPHS	94.84%	91.67%	91.37%	91.62%	90.86%	91.74%	90.63%			
12th - WPHS	95.13%	91.48%	92.77%	92.13%	90.62%	90.92%	90.64%			
2023-2024 WPHS Attendance	93.48%	90.73%	90.59%	90.52%	90.30%	90.72%	89.72%			
2022-2023 WPHS Attendance	94.88%	92.44%	91.34%	90.02%	91.62%	92.64%	91.06%	91.24%	90.69%	91.25%
2021-2022 WPHS Attendance	95.88%	92.04%	91.83%	89.53%	89.82%	87.24%	91.77%	91.61%	91.20%	92.82%

2023-24 Enrollment											
Current Year as Compared to Previous Years											
	First Day	31-Aug	30-Sep	31-Oct	30-Nov	31-Dec	31-Jan	29-Feb	31-Mar	30-Apr	Last Day
SPES											
PE - SF	16	16	15	16	17	15	16	16	16		
Kind - SF	33	33	34	34	34	36	36	36	35		
1st - SF	29	30	31	31	30	31	31	31			
2nd - SF	19	19	20	20	20	20	21	21			
3rd - SF	16	17	16	16	19	19	22	22			
4th - SF	27	27	27	27	27	26	26	26			
5th - SF	25	25	25	25	25	25	25	25			
6th - SF	17	17	17	18	19	19	19	19			
2023-2024 SPES Enrollment	1807	1882	1883	1817	1911	1911	1860	1955			
Free/Reduced Percentage		53.29%	56.83%	57.75%	57.06%	58.02%	56.12%	58.97%			
SPED Percentage		14.26%	15.30%	15.50%	15.18%	17.27%	16.83%	16.42%			
2022-2023 SPES Enrollment	1807	1882	1883	1817	1911	1911	1860	1955			
2021-2022 SPES Enrollment	1613	1519	1519	1519	1613	1613	1668	1653	1613	1613	1613
2020-2021 SPES Enrollment	1354	1353	1352	1353	1352	1408	1448	1447	1408	1409	1448
2019-2020 SPES Enrollment	1354	1445	1352	1353	1351	1352	1353	1353	1353	1352	1353
WPES (EC Not Included)											
PE - WPES	71	66	70	73	72	69	72	72			
Kind - WPES	146	134	133	133	135	137	139	139			
1st - WPES	145	134	131	130	130	129	132	132			
2nd - WPES	141	140	140	139	140	141	139	139			
3rd - WPES	145	132	133	133	131	128	127	128			
4th - WPES	141	132	131	130	131	132	134	134			
2023-2024 WPES Enrollment	767	738	738	738	739	736	745	744			
Free/Reduced Percentage		57.45%	66.67%	67.66%	72.17%	72.69%	73.21%	75.67%			
SPED Percentage		11.95%	12.82%	12.72%	13.93%	14.40%	14.26%	14.38%			
2022-2023 WPES Enrollment	767	738	738	738	739	736	745	744			
2021-2022 WPES Enrollment	730	730	729	740	742	743	750	749	743	743	738
2020-2021 WPES Enrollment	711	704	703	721	713	706	710	723	727	722	725
2019-2020 WPES Enrollment	726	721	699	695	696	697	705	700	696	696	679
WPMS											
5th - WPMS	128	127	125	125	125	128	128	122			
6th - WPMS	145	145	142	145	142	143	143	144			
7th - WPMS	143	144	143	142	141	143	137	136			
8th - WPMS	150	153	153	152	153	154	153	152			
2023-2024 WPMS Enrollment	566	569	563	564	561	563	556	554			
Free/Reduced Percentage		49.52%	57.54%	58.86%	59.71%	60.52%	61.15%	61.79%			
SPED Percentage		18.80%	18.47%	18.08%	18.18%	17.93%	18.70%	18.42%			
2022-2023 WPMS Enrollment	566	569	563	564	561	563	556	554			
2021-2022 WPMS Enrollment	630	621	622	630	611	610	605	599	602	602	601
2020-2021 WPMS Enrollment	619	618	630	638	636	632	602	600	610	603	603
2019-2020 WPMS Enrollment	664	644	632	624	626	626	631	629	621	626	620
WPHS											
9th - WPHS	352	343	346	339	330	330	325	322			
10th - WPHS	324	324	314	313	312	308	305	303			
11th - WPHS	260	254	257	256	256	254	241	239			
12th - WPHS	240	238	235	235	237	236	218	219			
2023-2024 WPHS Enrollment	1176	1159	1152	1143	1135	1128	1099	1083			
Free/Reduced Percentage		36.58%	40.45%	41.39%	42.05%	42.10%	42.51%	42.76%			
SPED Percentage		14.23%	14.32%	14.43%	14.09%	14.09%	14.60%	14.49%			
Non-Resident Percentage		18.22%	20.88%	20.93%	22.20%	22.18%	20.02%	20.05%			
2022-2023 WPHS Enrollment	1176	1159	1152	1143	1135	1128	1099	1083			
2021-2022 WPHS Enrollment	1101	1120	1120	1157	1156	1153	1121	1120	1109	1103	1098
2020-2021 WPHS Enrollment	1190	1187	1155	1154	1149	1136	1105	1098	1100	1092	1090
2019-2020 WPHS Enrollment	1171	1144	1122	1108	1080	1087	1062	1058	1058	1050	1052
District Enrollment	2709	2648	2636	2630	2626	2618	2584	2576			
District Free/Reduced Percentage		44.33%	52.57%	53.53%	54.88%	55.69%	56.58%	57.99%			
District SPED Percentage		15.14%	15.13%	15.09%	15.00%	15.24%	15.57%	15.45			
District Non-Resident Percentage		16.72%	16.99%	16.92%	16.94%	16.88%	16.48%	16.42%			
2023-2024 8-12 Enrollment	2709	2648	2636	2630	2626	2618	2584	2576			
2021-2022 8-12 Enrollment	2698	2686	2676	2684	2676	2667	2642	2643	2616	2609	2605
2020-2021 8-12 Enrollment	2693	2682	2648	2644	2615	2593	2561	2544	2543	2546	2563
2019-2020 8-12 Enrollment	2715	2675	2663	2643	2644	2604	2589	2540	2531	2536	2533
2023-2024 9-12 Enrollment	2702	2647	2637	2643	2642	2648	2623	2618	2618	2618	2618
2021-2022 9-12 Enrollment	2633	2603	2608	2608	2603	2610	2596	2545	2578	2573	2573
2020-2021 9-12 Enrollment	2633	2581	2567	2538	2534	2527	2518	2510	2526	2519	2518
2019-2020 9-12 Enrollment	2694	2523	2518	2523	2511	2505	2498	2481	2496	2472	2488

I. New Hires – Board Action Required

Certified Positions

- Leah Tidwell - WPHS Social Studies Teacher
- Megan Hughes - WPES 1st Grade Teacher
- Kim Brunson - WPES Kindergarten Teacher
- Eli Ernst - WPHS Science Teacher
- John May - ZPA Math Teacher
- Ashley Bray - WPES Teacher (Anticipated)

Non-Certified Positions

- Onna Hackworth - School Nurse
- Justin Davis - Paraprofessional (24-25 SY)

- Madalyn Ivy - Paraprofessional (24-25 SY)
- Jeremiah Woodring - Asst. Boys Soccer Coach
- Jason Osswald - Full Time Bus Driver
- Crystal Burnett - WPHS 10 Month Secretary
- Lathen Coursey - 2nd Shift Custodian
- Eli Ernst - WPHS Asst. GBB Coach
- Lianna Ward - Paraprofessional
- **Transfers – Board Action Required**
 - Jessica Jackson - WPES 2nd Grade to WPMS Social Studies
 - Lindsey Mitchell - WPES Kindergarten to WPES 2nd Grade
- **Volunteers - Board Action Required**
 - None at this time
- **Resignations – Board Action Required**
 - Stetson Neldon - 7/8 Grade Social Studies and WPHS Asst. Boys Basketball (EOY)
 - Mike Kenslow - Head Girls Softball
 - Stephanie Huddleston - WPMS Student Council Sponsor
 - Devin Sexton - WPMS Student Council Sponsor
 - Terry Gunter - Paraprofessional (3/7/24)
 - Hailee Erickson - Paraprofessional & WPHS Asst. GBB Coach (EOY)
 - Jacob Womack - WPHS BBB Asst. Coach (EOY)
 - Jonathan Guilbert - WPHS Science Teacher (EOY)
 - Sammi Radosevich - WPHS Asst. GBB Coach
- **Retirements - Board Action Required**
 - None at this time
- **Terminations - Board Action Required**
 - Jedidiah Fling - WPHS Custodian
 - Bryan Lester - SMTI Practical Nursing Instructor
 - Steve Evans - Full Time Bus Driver

Next Board Meeting - Tuesday, April 16, 2024 - Open Session will begin at 6:00 pm. *The school board meetings are held monthly on the third Tuesday of each month at the West Plains High School Library unless otherwise posted.*