

**THE GIST
BROOKFIELD R-III SCHOOL DISTRICT
OPEN SESSION --- REGULAR BOARD MEETING
OCTOBER 19, 2021**

The Brookfield R-III Board of Education, Brookfield, Missouri met in open session on Tuesday, October 19, 2021, beginning at 5:30 p.m. in person in the HS Media Center. All board members were present: Jim McIntyre, Blake DeVoy, Jered Wallace, Galen Hicks, Dave Shaw, Mandy Tarpenting and Noel Staddie. President McIntyre called the meeting to order and led those in attendance in the Pledge of Allegiance.

The board unanimously approved the Agenda as presented and the Consent Agenda items as presented.

Under program evaluation Dr. Collins reviewed the district's food service program participation numbers and how that effects reimbursement from the state. Dr. Collins also reviewed the district's long-range plan for facilities and grounds.

The board reviewed upcoming calendar dates, as well as finance reports for 09/30/21.

The board conducted a final reading of the proposed Sick Leave Policy changes. Director DeVoy moved to approve the proposed Sick Leave Policy changes in order to incentivize teachers and staff who have accumulated the maximum amount of sick leave days, which read as follows:

**SUMMARY OF PROPOSED LEAVE POLICY
(Proposed for adoption at 10/19/2021 Meeting)**

***Proposal**

* Increase the amount paid for unused sick leave for employees when leaving the District. The amounts to be increased as follows: Certified Staff increased from \$32.50 per day to \$40 per day; Non-Certified Staff increased from \$11 per day to \$25 per day.

* Change the length of continuous employment with the District required to become eligible for sick leave payout from "after one year of continuous employment" to "after five years of continuous employment".

* Begin compensating employees that have reached the maximum number of accumulated sick days for any of the current year's sick leave that is above the maximum and still remaining at the end of the employee's current year employment period. (See paragraph regarding Unused Sick Leave for maximum accumulations and maximum payouts.)

Sick Leave:

Yearly/ Max

Certified Staff

All Certified Staff 11/ 180

Non-Certified Staff

12 Mo. Non-Certified 11/ 180

11 Mo. Non-Certified 10/ 160

10 Mo. Non-Certified 9/ 140

9 Mo. Non-Certified 8/ 120

Personal Days:

All certified staff, secretaries, clerical aides, para's, & custodians get 3 personal days each year. As of 05/19/98 all unused personal days will be converted into sick leave days at the end of each year. Bus drivers are not allowed personal days as they do not work 40 hours per week.

UNUSED SICK DAYS:

Certified staff is paid ~~\$32.50/day~~ **\$40/day** for unused sick leave regardless of how long they've been here or why they are leaving **after five years of continuous employment with the District, regardless of why they are leaving.** Limit is ~~\$3250~~ **\$4000** (100 days @ ~~\$32.50~~) (100 days @ **\$40.00**).

~~As of 07/01/2000, upon leaving the district, all non-certified staff is paid \$11/day for unused sick leave at the end of a 12-month employment period, regardless of why they are leaving.~~ **As of 10/18/2021 after five years of continuous employment with the District, regardless of why they are leaving, all non-certified staff will be paid \$25/day for unused sick leave.** The limit is based on how many months they work for the district **per year.**

12 Mo. Non-Certified Employees - 100 day maximum	(\$1100)	(\$2500)
11 Mo. Non-Certified Employees - 90 day maximum	(\$990)	(\$2250)
10 Mo. Non-Certified Employees - 80 day maximum	(\$880)	(\$2000)
9 Mo. Non-Certified Employees - 70 day maximum	(\$770)	(\$1750)

As of 10/18/2021 certified staff will be compensated at the rate of \$40/day for unused sick leave above the maximum accumulation of 180 days in June of the current fiscal year. Limit is \$440 (11 days @ \$40).

As of 10/18/2021 non-certified staff will be compensated at the rate of \$25/day for unused sick leave above the maximum accumulation of sick days. The limit is based on how many months they work for the District.

12 Mo. Non-Certified Employees-	11 day maximum	(\$275)
11 Mo. Non-Certified Employees-	10 day maximum	(\$250)
10 Mo. Non-Certified Employees-	9 day maximum	(\$225)
9 Mo. Non-Certified Employees-	8 day maximum	(\$200)

Director Tarpenting seconded the motion. The motion passed unanimously.

Dr. Collins updated the board on the Proposition 2 Construction project. The scoreboard installation should take place the week of October 18th. Dr. Collins and the construction team are working on resolving some plumbing issues and drainage issues on the new facility and grounds. The ribbon cutting is still set for October 28th at approximately 7:15 p.m. The public is invited to attend this event.

Dr. Collins gave an update on the HVAC Construction. RTU's for the LCACTC have been installed and are almost complete. Dr. Collins stated the CTS has been great to work with throughout the HVAC installations.

Dr. Collins reported that only one bid was received on our request for RFQ's for Energy Related ESSER III funded projects. That bid was from CTS and has no monetary value connected to it at this point, but it will be based on our plans for a district-wide restroom remodel, HVAC for the MS/ES gym, ES/MS/BBB playground renovations, HVAC upgrades/RTU replacements, all as funds allow. The board unanimously approved the bid from CTS on the district's ESSER III funded projects.

Dr. Collins reported that the district received the following bids on the Forker property:

Jeremiah Tucker	\$550.00
Crystal Woody	\$500.00
Tom Jesaitis	\$100.00

The board unanimously approved the bid for \$550 from Jeremiah Tucker.

The board unanimously approved the following list of vocational surplus items to be put out for bid the night of Parent/Teacher Conferences on October 28, 2021:

Career Center Surplus Items for Proposed Sale

- Makita cordless drill (with charger & battery)
- 2 Meridian survey transit
- Universal 150000 btu/hr (heater—does not work/fan out)
- Black & Decker jig saw (works)
- Black & Decker professional drill (works)
- Bostitch 2hp air compressor (missing parts) electric -Craftsman roofing nailer
- 2 Craftsman finish nailer
- Bostitch finish nailer
- Bostitch roofing nailer
- Dewalt circular saw (doesn't work)
- 2 Milwaukee circular saws (no cords)
- Dewalt jig saw (works but bad cord)
- Meridian survey transit
- Dewalt cordless drill (no battery or charger)
- 2 Dewalt angle drills (doesn't work)
- Milwaukee circular saw (works but bad cord)
- Milwaukee circular saw (works bad case on saw)
- Craftsman router (doesn't work)
- Bench Grinder (doesn't work)
- Grizzly air compressor (1 electric motor doesn't work) -Sokkin B40 survey transit
- New job box
- Wen jigsaw (works bad cord)
- Router (works bad cord)
- Rockwell 20in. Vertical band saw
- Paslode 16ga cordless angled finish nailer
- Transit measure stick
- Stanely Bostitch roofing nailer (air)
- 2 Stanley Bostitch roofing nailer (air)
- Stanley Bostitch finish 15ga nailer (air)
- 2 Stanley Bostitch finish nailer (air)
- 3 Stanley Bostitch roofing nailers (battery packs with charger) ----lot of old doors and windows
- exhaust hood for roof
- lot of old flooring
- lot of leftover material

The board unanimously approved Policy GCPB – RESIGNATION OF PROFESSIONAL STAFF MEMBERS, which provides professional staff members the opportunity to participate in the Early Resignation Incentive for the 2021-22 school year. Under such policy any full-time certified staff member who submits a resignation letter by the following dates, effective at the end of his or her contract year, and completes all contractual obligations to the district, will receive the following compensation: ON OR BEFORE FEBRUARY 1, 2022 AN INCENTIVE AMOUNT OF \$750 or ON OR BETWEEN FEBRUARY 2, 2022 AND MARCH 1, 2022 AN INCENTIVE AMOUNT OF \$500.

Administrative reports were presented to the board in their packet. Mrs. Croy reviewed the elementary Aims Web scores for the fall cycle. Ms. Carlson and Mrs. Wilbeck were also present.

The meeting adjourned at 6:25 p.m. and moved into closed session.