



News from the Pattonville School District Board of Education

May 28, 2003

Board adopts new retirement incentive plan

The Pattonville Board of Education on May 27 waived normal procedure to lodge and approved a retirement incentive plan (RIP) for certified employees which will carry the district through the 2007-08 school year. Below are the highlights of the plan. Full details are outlined in Pattonville Procedure GCQF-R.

- Eligibility
 1. The recipient of the retirement benefit must be a certified employee paid on the teachers' salary schedule.
 2. The recipient must have at least 10 years with the district.
 3. The recipient must have at least 30 years of credited service or eligibility for retirement through the Public School Retirement System Rule of 80 by June 30 of their last contractual year.
- Teachers may choose either option - 30 years or rule of 80.
- If an eligible teacher does not enter into a final year contract by the dates stated in the policy, the teacher waives the right to do so for the duration of the five-year incentive plan.
- Teachers who already have more than 30 years or who have already reached the rule of 80 have eligibility the first year of the plan.

Eligible employees wishing to participate in the RIP at the end of the 2003-04 school year must apply to the Human Resource Center by August 1, 2003. The Human Resource Center staff will notify the employees who have applied by August 6 regarding their qualifications. Those who do not qualify for the benefit will have until August 11 to rescind their retirement. For the remainder of the years the procedure is in effect, the employees must apply no later than April 1 of the year prior to the year they are desiring to retire and request the benefit. Those who apply will be notified within seven days of their eligibility and will have seven days after that to rescind if they do not qualify.

Prior to the first scheduled work day of the final contract year, the employee must sign and the Board must approve a Final Year Contract. Failure to sign the Final Year contract will disqualify an employee from receiving the RIP Benefit.

The District will pay a total of \$40,000 in three equal annual installments beginning in February following the calendar year of completion of the Final Year Contract providing the retiree has met an annual service requirement of one full day of substitute teaching per year.

In order to receive full benefits employees must be compensated for every scheduled workday of the Final Year Contract. The procedure includes provisions for Buy Back Options under the Missouri Public School Retirement System and beneficiary designation.

High school stipendiary program revamped

At the May 27 meeting of the Board, the group approved the stipendiary review process for high school positions for Phase I. During the 2002-03 school year a nine-member committee of administrators, teacher/coaches and parents was formed to analyze, evaluate and make recommendations regarding the high school stipendiary program. Stipends were reviewed from several perspectives, including number of positions, points per position, clubs and equity. The committee looked at stipendiary information from five comparable high schools, and surveyed and interviewed current holders of high school stipendiary positions. The committee findings were presented to the high school principal who reviewed the information, interviewed holders of current stipendiary positions who might face changes, and made recommendations through a two-phase process.

Phase I consisted of reviewing 105 stipendiary positions and recommending an overall decrease of 23 stipendiary points for the 2003-04 school year. The financial reduction is \$4,301. Phase II review will begin in September 2003, with a report to the Learning Center Administrative Team in November. Fifteen positions will be reviewed, along with the K-12 extra duty contract performance and pay schedule.

Phase I Recommendations are

- Streamline Student Council sponsorships from two positions to one with an increase in head sponsor from 28 to 30 points and elimination of a 21-point assistant position.
- Eliminate the weight room supervisor stipend of 20 points and replace with a weight room supervisor based on an hourly wage of \$17.50. Set guidelines on how often and what hours the weight room is open so expenditure is fiscally neutral.
- Reduce Pep Club sponsorship from 10 to eight points. This is to be done through attrition.
- Streamline the musical from 75 to 73 points with the elimination or reduction of responsibilities and addition of an accompanist.

Phase II Focus

- Some of the stipends need more time to be reviewed, as it would impact restructuring current stipends or creating stipend positions. The creation or adjustment would come through attrition or points saved during 2002-03.
- Phase II review will include
 - Cross country
 - Soccer head boys and girls
 - Volleyball assistants boys and girls
 - Band clinic
 - Fall play
 - Flags
 - Class sponsors
 - K-12 extra duty contract performance and pay schedule
- Policy
 - Current policy, GCBB-R to be revised and submitted to Professional Studies

In conclusion the report stated, "Pattonville can be proud of its learning experiences provided to students through the extracurricular program. We have great students who are served by dedicated staff members. The extracurricular program is a great example of how Pattonville High School is investing in the development of our youth and realizing it's one of our society's most important contributions."

Board reviews balanced budget for 2003-04

The Board reviewed the district's proposed budget for the 2003-04 school year during the May 27 meeting. The Board had examined the budget during a special work session on May 20. Members expect to approve the budget at the June 10 meeting. The budget, which will take effect July 1, 2003, projects revenue to exceed expenditures by close to \$52,000. "During difficult financial times for school districts in the state, Pattonville has been able to balance its budget through careful management and long-term planning," said Ron Mastin, chief financial officer.

Mastin said that the budget is conservative.

It includes a 20 per cent reduction in state funds which is strictly an estimate since the state budget is still in question. Mastin also predicted no increase in assessed valuation, explaining that Pattonville expects to lose \$400,000 in assessed valuation due to additional airport buyouts but will gain some due to a change in assessed valuation that occurred after the 2002-03 budget revision was approved by the board.

The total operating budget is based on \$67.84 million in revenue and \$67.79 million in expenditures. It includes a 4 per cent increase in salary and fringe benefits for staff, with a staff reduction of six administrative positions and 20 teaching positions and a 15 per cent increase in the insurance package. Actual salary increases are still being finalized and teaching position reduction could change based on enrollment in August. Salaries and benefits account for 82 per cent of the budget.

The budget includes \$11.35 million in bond issue expenditures as the district completes the work included in the 2000 bond issue package. A total of \$913,347 is budgeted for textbooks. Also part of the budget are two contingency funds. The first is for \$2 million to cover loss of revenue from the airport buyout, desegregation payments and reductions in state funding. The second is \$1 million to provide funding for a five-year technology replacement cycle.

Financial goals used when creating the budget

The Board of education established the following financial goals on April 22, 2003 to help guide the district's budgeting process.

- To maintain a balanced operating budget
- To maintain a beginning fund balance sufficient to avoid short-term borrowing, loss in desegregation funding, and to address future changes to the state foundation formula
- To provide competitive salaries for the employees of the Pattonville School District
- To maintain a level of staffing for classrooms that meets or exceeds desirable standards established by the Missouri School Improvement Program
- To provide funding to address the recommendations of the Comprehensive School Improvement Plan committees
- To provide adequate funding for the maintenance of district facilities
- To provide funding for the replacement of district technology.

Increase in preschool tuition rates approved

At the May 27 meeting of the board, the tuition rates for preschool for the 2003-04 school year were increased by 2.6 percent which reflects the increase in the Consumer Price Index. The new rates are as follows:

Program	Residents	Non-Residents
Two Day,(M/W)	\$923	\$1,286
Two Day (T/Th)	\$975	\$1,358
Three Day	\$1,352	\$1,883
Four Day	\$1,911	\$2,662
Five Day	\$2,000	\$2,788

Title I Program continues to provide help for students

Funds from the federal Title I program provide opportunities for improved student achievement in reading, language and mathematics for economically and educationally disadvantaged students. Dr. Debra Ebel, assistant superintendent for curriculum and instruction, and Dr. Paul Markovits, grant program coordinator, gave a report on how the funds are utilized in Pattonville at the Board's meeting on May 27.

The majority of the funds received are used for the District's summer school program. However, the money also provides additional resources for students at qualifying schools for extended learning in school and after school. This includes some additional staff members. Schools qualify based on the number of students receiving free and reduced lunches. In the last two years funds also have provided for professional development for teachers in the Boys Town reading program and Reading Recovery. The opportunities are in addition to the ongoing District Literacy Project.

The goals of the program are closely tied to Pattonville's Comprehensive School Improvement Plan (CSIP) Goal 1, "Students demonstrate significant improvement in their understanding and application of the Show-Me Standards," Target A: "All students are proficient readers." The district is required to assess the performance of students. The assessment criteria established by the Missouri Department of Elementary and Secondary Education to meet adequate yearly progress has changed. Presently, in order to determine this progress 2002 state test scores establish the Missouri statewide baseline. Beginning with 2003 test scores, the District and the Title I eligible schools must have the required percentage of proficient and advanced students as a district total and for the disaggregated group (race, free and reduced lunches, and receiving services from Special School District) within a Title I school. By comparing 2002 Pattonville test scores with the 2002 state baseline, Pattonville would meet the requirement except in a few disaggregated groups at the secondary level. Strategies for improving achievement for those groups will be reflected in the schools' Missouri Assessment Program Implementation Plans after studying the 2003 data. "Based upon current trends in improving tests scores, we would expect to achieve adequate yearly progress within the two-year requirement," said Ebel.

Recommendations for 2003:

1. Continue to focus on Goal 1, Target A, with an emphasis on raising Communication Arts and Mathematics MAP scores to levels that demonstrate adequate yearly progress, especially at the middle and high school levels.
2. Continue to receive recommendations from the Federal Entitlement Advisory Committee on how Title I, Title II, Title III, Title IV and Title V funds can be coordinated and expended to support the CSIP goals.
3. Continue to request that Title I Building Advisory Councils and/or school Improvement Teams make recommendations for changes as needed in Title I programming that will lead to greater student achievement gains. The use of federal funds will be indicated in School Improvement Plans.

Homeless program helps assure student's education in not disrupted

By aggressively working to find and assist children who do not have a permanent home, the Pattonville School District is striving to assure that these children continue to receive educational services. According to Dr. John Heskett, assistant superintendent for pupil services, in a report presented to the Board on May 27, the District accomplishes this through working as advocates for the homeless, developing ways to find the children who are not in school and collaborating with other school districts

and social service providers. Funding for the program is provided, in part, through a grant that is tied to the Stuart B. McKinney Act which states that homeless children have the same right to a free and appropriate education as those who are not homeless. The child's "best interest" is the evaluation standard to determine placement of the child. The Act ensures that children may remain in their "school of origin" for up to the remainder of the school year in which they become homeless. The district where the child is currently residing is responsible for arranging transportation for children back to the school of origin. The school of origin waives residency requirements for these students and the two districts share costs.

Pattonville has four shelters and several low cost motels within District boundaries. The District works to find children living there and to inform their parents of the educational options through displays and brochures at these locations. Pattonville also provides a Resource Directory which identifies local agencies which provide a variety of services for homeless children and families. Children are accepted into Pattonville schools as soon as they arrive so that no time is lost. "We assume that their former school has all the proper documentation, such as birth certificate and immunization records. This is a way we can provide some continuity for these children when other things in their lives are in turmoil," said Heskett. His office staff then works with the other school to obtain the documentation or, if needed, with the parents.

Among the special programs Pattonville provides for these students are the Transitional Assistance Program (TAP) located at Willow Brook and the resource teacher/counselor based at Drummond who works with families living in hotel/motels or with family members. All schools offer an after-school tutoring program for homeless students as well as other supplemental programs for which they qualify (Title I, Special Education, etc.) The students also are given a start-up book bag with supplies.

This school year the district received a McKinney Grant of \$74,800. Pattonville has enrolled 56 homeless students and has provided transportation for 147 students to their schools of origin. Sixteen students from the Salvation Army Shelter have participated in the TAP program and 27 received book bags.

Recommendations

1. Continue to coordinate with area shelters, school districts and homeless service providers to improve communication and services.
2. Continue outreach efforts within the Pattonville Community.
3. Provide ongoing training for counselors to improve educational services in our schools.

Kinney's Corner

Update from Superintendent Hugh Kinney

Dear Pattonville family,

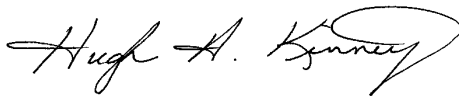
I would like to share some of the good things happening in Pattonville as we end our school year.

- Congratulations to the 400 plus new Pattonville High School graduates. Senior Honors Night and Graduation were both very special. Pattonville's Class of 2003 earned \$2.75 million in scholarships and had 56,000 hours of community service. We can all be proud of what they have accomplished.

- At the graduation ceremonies we presented four honorary diplomas to veterans who served our country but never received a high school diploma. Three of the veterans had grandsons graduating that night. One diploma was awarded posthumously and accepted by the veteran's son whose daughter graduated that evening. I also was proud to honor the members of the Class of 2003 who are entering the military in the coming weeks.
- Please check the list of student recognitions at the end of this newsletter for some additional good news. Good luck to the students who will be representing Pattonville at the National Forensic League competition in June and those who will represent the state at the International Future Problem Solving Bowl.

As we complete another school year, I want to thank everyone for a great year. This has been an especially busy one as we opened our new school and prepared for our MSIP review. You all pulled together and made great things happen. I am privileged to work in such a great school district, with great parents, students, staff and community members. This is a place that truly believes and achieves student success...one child at a time. Have a great end of the year.

Sincerely,



Hugh A. Kinney, Ed.D.
Superintendent of Schools

Business Bits

Bid Awards

The Pattonville Board of Education on May 27 approved the following bid awards and contracts:

- \$135,705 to Tony Prince Co. for the flooring package of Phase 2 of the bond issue work
- \$267,000 to T.J. Wies for Light Gauge Framing System for Phase 2 of the bond issue work
- \$157,815 to Saint Louis Metalworks Co. for architectural sheetmetal for Phase 2 of the bond issue work
- \$181,4111 to Accurate Asphalt Paving Co. for asphalt paving for Phase 2 of the bond issue work

Other Business Items

The Pattonville Board of Education on May 27 took the following actions:

- Approved the financial statements for April 2003, subject to audit
- Approved additional summer school staff including early childhood education classes and substitute staff. The additional positions are based on enrollment
- Approved the addition of Horace Mann (annuity company) on the list to offer annuity plans for district employees
- Approved payment to Kohn, Shands, Elbert, Gianoulakis, and Giljum for professional services rendered in general matters through April 30, 2003 in the total amount of \$7,374.12

New Hires

- **Heather Dixon**, third-grade teacher, Bridgeway
- **Paul (Chip) Ianiri II**, second-grade teacher, Parkwood
- **Mike Regina**, physical education teacher, Parkwood
- **Timothy Fendler**, English teacher, high school
- **Robin Woodrome**, art/music teacher, Positive School



Recognition of Special Achievements and Contributions



May 27 Board Recognitions

Harris-Stowe State College-Distinguished Alumnus Award

Art McCoy

National PTA Parent Involvement School of Excellence – Rose Acres

Connie O'Dell, Laurie Lambros, Cheri Deckard, Brenda Haar, Cheryl Sprengel, Brenda Hass, Debbie Bicket, Ginny Larson, Mike McClanahan and Barry Nelson

Your Board of Education

- **Ralph Stahlhut**, President
- **Pat Bryant**, Vice President/Secretary
- **Keith Gillming**, Treasurer
- **Jeff Fitterling**, Director
- **Kathy Fitzgerald**, Director
- **Ron Kuschel**, Director
- **Michael Stewart**, Director