



Our goal is to work in cooperation with all other education organizations, but our programs and effort will be designed to meet the specific needs of schools in rural Missouri.

Please copy and share this newsletter with board members and other school staff.

Ray V. Patrick
Executive Director
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64093

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2015-2016

MARE Calendar

Board Meeting

July 30,

Jefferson City

10:00 a.m.

Board Training

June 17 & 18

Bolivar

Comfort Inn

July 22 & 23

Sedalia

October 20 -22

Lake Ozark

Lodge of 4

Seasons

MARE/MO K-8
Conference

Letter From Langdon: One Rural Community's Media Diet

Guest Columnist: Richard Oswald, president the Missouri Farmers Union, a fifth-generation farmer from Langdon, Missouri. "Letter from Langdon" is a regular of The Daily Yonder".

They called it a line ring.

It was the closest thing to 911 we had.

Our community was one of the last to go dial. The way country phones worked was they were connected by a couple of 9 gauge galvanized steel wires hung 12 feet in the air on poles 100 feet apart set at the edge of public road right of way. Phone wires went all the way back to the telephone office in town where "Central:--that's what we called the nice lady serving as a the operator--could connect caller to caller via a switchboard.

If I wanted to call Grandma for instance, all I had to do was give a quick short turn of the ringer crank on our home phone to get Central's attention. That's when she came of the line with a one word question, "number?" That was a cue to say "303 please." That was grandmother's phone number.

It was good to always say please.

While one short ring meant business as usual, one long unending ring from someone along the line meant something else. It was our equivalent of 911. House fires, heart attack, lost kids, levee breaks --all were precursors of one long ring. If the emergency seemed large enough, Central would repeat it throughout the entire system short staccato rings, waiting while everyone picked up, and them making the announcement.

Here around Langdon it can take a while but things have changed.

We can't do line rings anymore; there's no crank on our phones. But the local emergency management in town, and the school, use text messaging to issue warnings or reminders of what's going on. Any grain elevators use them to give farmers the daily bids. One drawback is that users must sign up for texts. No registration, no text.

What you don't know won't hurt you?

And thanks to our proximity to a nuclear power station, we have an warning system of sirens around the community. Sirens have never blown for a nuclear emergency, but they've been used plenty of times for severe weather and tornado warnings, and at least twice in the last 18 years for a failed Missouri River levee.

It's not this way all across Missouri, many communities still aren't connected. But the same telephone co-op that brought party lines to Langdon now joins the community through more than wires. Thanks to them and cellular providers, virtually everyone here who wants it has access to some of form of internet service from 4G to DSL, fiber, or wireless broadband. Along that line all the schools in the county have **websites** listing activities, events, and school lunch menus.

And we have **Facebook!**

Rock Port Friends is a Facebook page started by graduates from our local school who want to stay in touch. There are lots of people from the community who us FB to share life events. Farm organization like the one I'm in, Missouri Farmers Union, have their own pages, too. So rural people use Facebook pretty much the same way the rest of the world does.

Some more than others-

Missouri Association of Rural Education

Officers and Board of Directors

2015-2016

Officers

- President Tim Boatwright
- Vice President Daryl Pannier
- Secretary Jerry Cochran
- Treasurer Mary Lue Potthast

Regional Board Members

- Region A: Tim Boatwright (Halfway R-III)
- Region B: Kyle Kruse (New Haven)
- Region C: Tim Crawley (Neosho R-V)
- Region D: Eric Cooley (Stoutland R-II)
- Region E: Kenneth Cook (Malden R-I)
- Region F: John Brinkley (East Lynne #40)
- Region G: Wayne Stewart (Glenwood R-VII)
- Region H: Dianna Hoenes (Marion Co. R-II)
- Region I: John Dunham (Macon Co. R-IV)
- Region J: Brian Robinson (Winston R-VI)

School Board Representatives:

- (Position Open)
- Ken Lentz (Malden R-I)

Higher Education/K-8 School Representatives

- Terry Reid (Lindenwood University)
- Darryl Pannier (K-8 Assn.)

Advisory Members

- Larry J. Hart (L.J. Hart & Company)
- (Vacant)

Executive

- Ray V. Patrick Executive Director
- Jerry Cochran Assist. Executive Director
- Philip Dorth Associate Director



Missouri Rural Water Association

You're in charge of your rural school's water supply. The state sent you a letter telling you the bacti samples from your school's water supply weren't taken last month and you need to do public notification.

You know about MAP testing but what the heck's a Bacti Sample?

MRWA can provide you with on-site help...at no charge!

MRWA offers on-site technical assistance to schools on water and wastewater problems at no charge via grant monies from USDA. We also offer:

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- Water leak detection and wastewater troubleshooting
- Training events throughout the state for your water and wastewater system operator
- Acceptance of DNR training vouchers



1-800-232-MRWA (6792) — www.moruralwater.org

**MISSOURI ASSOCIATION OF RURAL EDUCATION
Superintendent Search Services**



About the Service...

The role of the MARE Superintendent Search Service is to assist your board in the procurement of a quality superintendent who will lead the district to ensure a quality education for all students.

The Board of Education will receive customized services through the collaborative work with the search service as we design the timeline to embrace complete commitment to the search including, but not limited to: recruitment, screening, reference checks, scheduling and protocol for candidate interviews, planning meetings with the board and onsite visits. The MARE Search Service approach is *flexible*; recognizing the expectations and needs of each board varies.

How Much Does It Cost?

The cost of the MARE Superintendent Search Service is based on the school district enrollment and the services requested. MARE will work with the board to design a search process that will address the district needs and schedule. MARE prides itself in being able to help school districts locate and employ leaders in a very cost competitive manner.

In an effort to maintain cost effectiveness, MARE's superintendent searches make significant utility of technology to facilitate its work with boards of education who are seeking interested candidates. Mailings, notifications, listings, reviews, profiles, and other search techniques are efficiently designed and delivered to allow MARE to offer its search services at a reasonable cost to the school district. The following charges apply:

District Enrollment	Charges	District Enrollment	Charges
500 students or less	\$2,800	2501 – 3000 students	\$5,300
501 – 1000 students	\$3,300	3001 – 3500 students	\$5,800
1001 – 1500 students	\$3,800	3501 – 4000 students	\$6,300
1501 – 2000 students	\$4,300	Above 4000 students	\$6,800
2001 – 2500 students	\$4,800		

If a school district is current in their annual membership with MARE, the above professional charges will include the official mailings to every district in the state of Missouri. If a non-member district engages MARE to conduct their superintendent search, MARE will include in the above professional charges cost of the mailings plus their fee will include a full year's membership in the MARE organization for that school district.

MARE Search Service Information...

The association provides the service as part of our continued commitment to foster strong board/superintendent relationships and to enhance school district leadership in Missouri. School districts interested in more information about the superintendent search services should forward inquiries to:

MARE	
Dr. Mike Jinks, Lead Search Consultant 116 Fairview Ave Warrensburg, MO. 64093 Cell: (660) 441-7473	Dr. Paul Ricker, Search Consultant 1889 Bittersweet Road Lake Ozark, MO. 65049 (573) 365-4703

You may also email patrick@moare.com or call MARE Superintendent Search Services at 660-747-8050 to learn more about our service or to begin the search process.



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EdCounsel is a mission-based education law firm that combines experience in law, policy, and strategy to drive legal solutions exclusively for public schools. From landmark litigation that alters the school law landscape to the daily operations of public schools, our mission is to serve the legal needs of public school leaders throughout Missouri and Kansas.

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MARE Associate Membership

Companies/Organizations	Contact	Phone Number
American Boiler Services, Inc.	Mike Hemphill, Craig Barker	St. Louis (800) 235-5377 – K.C. (888) 440-0382
American Fidelity Assurance Company	Kaitlin Economon	(417) 890-1087
Budget Plus Software	Leland Foster	(816) 847-6610
Capstone Insurors, Inc	Kevin Krueger, J.R. Collins	(417) 777-7570
Central State Bus Sales	Joe Wright	(636) 343-6050
Claim Care Inc.	Stacy L. Dye	(877) 327-5308
CTS Group	Scott Ririe, Gina Bicknese	(636) 230-0843
Dake Wells Architecture	Brandon Dake, Andrew Wells	(417) 459-3500
Dickinson Hussman Architecture	Dwight Dickinson	(314) 727-8500
Educationplus	Micki Shank	(314) 692-1224
eRate Program, LLC	Richard Senturia	(314) 282-3665
FLITEleaders Consulting LLC	Julie Brunner, Mike Ringen	(816) 517-1772
Forrest T. Jones & Company	Mark Iglehart	(800) 821-7303 x 1298
Foundation for Educational Services, Inc. (SOCS)	Stacey Anderson	(800) 850-8397
George K. Baum & Company	Greg Brickner, Joe Kinder	(816) 283-5110
GRP Mechanical Co.	Vince Throckmorton	(314) 650-5294
Guin Mundorf, LLC	Steve Book, Shellie Guin	(816) 333-1700
IMS	Vince Fuemmeler, Steve Wolf	(573) 581-2800
Insuring Success	Isaac Limas	(660) 596-2734
Inter-State Studio, Inc	Roger Kimball	(800) 821-7923
K12ITC	Dennis Fisher	(816) 382-4800
L.J. Hart and Company	Larry J. Hart, Roger Adamson	(800) 264-4477
Lindenwood University	Terry Reid	(417) 881-0009

MARE Associate Membership

Companies/Organizations	Contact	Phone Number
McKinstry Company	Jon M. McCoy, Joel Gundelfinger	(636) 639-1706
MEUHP	Tom Quinn	(573) 881-3825
Mickes O'Toole, LLC	Tom Mickes	(314) 878-5600
Midwest Bus Sales	Jeremy Messner	(913) 220-1734
Midwest Digital Systems	Chad Sellers	(816) 439-4979
Midwest Transit Equipment	Mike Pace, Ken Pearce	(800) 933-2412
Mike Keith Insurance	Jeanie Cunningham	(660) 747-3151
Missouri Consultants for Education	Bill Ray	(816) 322-0870
Missouri Ed Counsel, LLC	Duane Martin	(573) 777-9645
Missouri Retired Teachers Assn.	Jim Kreider	(877) 366-6782
Missouri Rural Water Association	John Hoagland	(417) 876-7258
M.U.S.I.C. / Arthur J. Gallagher & Co.	Mark Stockwell	(314) 800-2223
NAVITAS	Koby Kampschroeder, Ryan Terry	(913) 344-0049
OPPA! Food Management	Andy Condie	(888) 860-3236
Paragon Architecture Inc.	Brad Erwin	(417) 885-0002
Piper Jaffray	Todd Coffoy	(800) 829-5377
Pro Energy Solutions	Mike Williams, Rhonda Hamlin	(417) 499-0591 (713) 739-6428
Sam A. Winn & Associates Architects P.C.	Sam A. Winn, Gary Barbee	(417) 882-7821
SchoolDude	Kelli Wolf	(919) 459-3158
Septagon Construction Company	R. Thomas Howard, Dennis Paul	(800) 733-5999
Thomeczek & Brink, LLC	James G Thomeczek	(314) 997-7733
TREMCO	Matt Wegenka	(417) 894-4934
Tueth Keeney Cooper Mohan & Jackstadt. PC	Celynda Brasher	(314) 880-3600 / (816) 448-3730
USI Insurance Services, LLC	Lonnie Thompson	(573) 263-8545



'Tis the Season – Election Season, That Is

Christi L. Swick
Mickes O'Toole, Inc.

“Super Tuesday.” To a class of kindergartners, it signifies a day when they are allowed to come to school dressed as their favorite superhero. To eligible voters in Ohio, Florida, North Carolina, Illinois and our state, it is the day that citizens will file in, punch their ballot and drop it in the box to determine which candidates will take the lead in the 2016 Presidential Primary. Yes, election season is in full bloom, and with it, the need to re-view the rights of public school employees to exercise their right to vote and to make political speech.

First, Missouri law gives voters the right to time off to vote under particular circumstances. Section 115.639 RSMo. allows a voter to take three (3) hours off work to vote while the polls are open without loss of pay. However, under the statute the employee must have made a request to his employer for the time off work prior to election day. Further, if there are three (3) consecutive hours that the polls are open that the employee is not scheduled to work, the employee may not take the time off without pay – he must vote before or after work. If the employee utilizes the statutory right, the employer is allowed to specify which three (3) hours the employee is allowed to be absent, in order to minimize the impact on the workplace.

Second, school district employees do have certain rights to express political speech - the form of speech given the highest level of First Amendment protection. As we learned in the Supreme Court's *Tinker* decision, public school teachers do not forgo their constitutional rights just by taking a position teaching students. However, the school district can limit a public school employee from sharing his personal political viewpoints during instructional time. This is because students are impressionable – when a teacher stands in front of a classroom, students presume that they are teaching. They should be able to presume that what comes out of the mouth of their teacher is not merely an opinion, but rather, is something that they should know and believe as fact. Thus, under the Supreme Court's 2006 decision in *Garcetti v. Ceballos*, if a teacher expresses his personal political belief during instructional time, he will not be afforded protection against regulation by his employing district. Similarly, the district can prohibit employees from engaging in political activities in the workplace (i.e. making speeches, distributing pamphlets) if such activities violate board policy or cause intimidation or harassment to other employees.

While a district can regulate its employee's political speech during instructional time, it cannot do so on the employee's personal time. Once off the clock, the school employee no longer is presumed to be an agent of the employing district and therefore enjoys the same freedom of speech as any other citizen. The district may, however, adopt policies that prohibit employees from engaging in such activity in a way that suggests that the district endorses a particular candidate or belief.

Check your Board policies to ensure that they conform to these standards. We suggest adopting a policy that provides that, “No partisan political views may be espoused by any teacher or staff member; however, teachers may teach about political parties and politics as related to the governmental systems of the nation or world.” If you have questions about employee participation in the political and election process this election season, consult with your school attorney.

learning environments



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Planning for the 2016-17 School Year: Annual Staff Training

The article we wrote for the last MARE newsletter began: “As society becomes increasingly litigious...” That is a fitting opening for this article as well. Whether District staff was adequately trained on specific policies and procedures is often a central issue in lawsuits filed against school districts and administrators. For example:

- Did staff know how to identify discrimination and harassment, as well as how to report discrimination and harassment to the compliance officer?
- Did staff know how to identify bullying, as well as to report bullying to a building leader?
- Did teachers know whether they were permitted to text message students or communicate with students on Facebook, and if so, under what conditions?

Ensuring that your annual staff training includes all training topics required by your District’s policies, as well as topics which frequently arise in litigation (think: discrimination), can prevent incidents resulting in legal claims and place your District in a more defensible position should a legal claim be filed. This article provides a checklist for back-to-school staff training. The checklist is intended to include recommendations from a legal perspective; you will likely include other topics in your annual training to adequately prepare your staff for the upcoming school year.

Back-to-School Training Checklist

- ◇ **Student Discipline:** Discipline of students including, but not limited to, approved methods of dealing with acts of school violence, disciplining students with disabilities, and instruction in the necessity of and requirements for confidentiality
- ◇ **Bullying and Hazing:** Identifying, preventing, and responding to incidents of bullying and hazing
- ◇ **Seclusion, Isolation, and Restraint:** For all staff who utilize seclusion, isolation or restraint, provide training in the appropriate use of physical restraint, professionally accepted practices in physical management and use of restraints, the best way to explain restraint methods to students and parents, and the appropriate use of isolation and seclusion
- ◇ **Discrimination/Harassment/Retaliation:** Policies prohibiting discrimination, harassment, and retaliation (including sexual harassment) against both staff and students, the definition and identification of discrimination, harassment, and retaliation, reporting procedures, identity of the district’s compliance officer, and procedures for filing internal charges of discrimination
- ◇ **Staff Drug and Alcohol Abuse:** Provide all staff having supervisory duties over other staff members with training on the effects of drug and alcohol use, including physical, behavioral, speech, and performance indicators of drug and alcohol use
- ◇ **Allergy Response:** Causes and symptoms of and responses to allergic reactions, including instruction on the use of epinephrine premeasured auto-injection devices (epipens) in accordance with standard medical practice
- ◇ **Student Drug/Alcohol Abuse and Suicide Prevention:** All staff members who have contact with students on a regular basis should have training that includes the symptoms of alcohol or drug abuse, the symptoms of mental health problems, and the identification of suicidal behavior, including risk factors for suicide, suicide warning signs, and familiarity with the assessment process used by mental health professionals

(Continued on page 22)

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Website Accessibility – OCR’s Newest Focus

By: Steve Book

GUIN MUNDORF
LLC
Attorneys at Law

Almost everyone knows about the typical Office for Civil Rights investigation. It involves a complaint by a parent of a student claiming her son or daughter is being discriminated against by other students or staff because of a protected classification – disability, gender, and race being the most common. However, recently OCR has turned its focus to a much different issue – the accessibility of school district websites to people with disabilities – particularly people with hearing or visual impairments. Anecdotal evidence indicates that there have been as many as 350 recent complaints filed with OCR across the country alleging a failure to make websites accessible to individuals with disabilities. There have also been recent examples of parents bypassing OCR and filing lawsuits directly against schools because of alleged website inaccessibility. This article will explore the basis for these complaints and lawsuits, how they are analyzed, and the impact on schools subject to a complaint.

National Association of the Deaf v. Harvard University

Harvard University is currently defending against a class-action lawsuit filed by the National Association of the Deaf (“NAD”), claiming that Harvard is violating Section 504 of the Rehabilitation Act of 1973 and Title III of the Americans with Disabilities Act for failure to provide equal access for deaf and hard of hearing individuals to much of the audio and audiovisual content that Harvard makes available online to the general public by not providing captioning. Just recently, the court rejected a motion filed by Harvard to dismiss the case, well before the case had been litigated and taken to trial. Notably, the United States through the Department of Justice filed a statement of interest with the court in opposition to Harvard’s motion.

Under Section 504, “[n]o otherwise qualified individual with a disability...shall, solely by reason of her or his disability, be excluded from the participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance.” The ADA contains similar prohibitions. In ruling on the motion to dismiss, the court found that the plaintiffs’ theory of discrimination – that the deaf and hard of hearing lack meaningful access to the aural component of the audiovisual content Harvard makes publicly available online – fits squarely within the parameters of Section 504. In other words, they are claiming that Harvard discriminated against them by denying them a reasonable accommodation – captioning – that they require in order to meaningfully access the aural component of that content. Harvard will now be forced to continue to litigate this case. However, it looks likely that if the plaintiffs can establish that accommodations can be provided that do not alter the fundamental nature of the service nor create an undue hardship, that they will be successful.

OCR Complaint – University of Cincinnati

One of the recent results from an OCR complaint alleging discrimination based on lack of website accessibility involved the University of Cincinnati. While the University of Cincinnati is obviously a postsecondary institution, OCR’s analysis is the same as it would be while investigating a complaint against Missouri public school district. As part of the investigation, OCR selected a representative sampling of webpages for evaluation as it pertains to accessibility. They focused on the homepage and webpages that are most likely to generate traffic – such as information pertaining to admissions, curriculum, handbooks and extra-curricular activities. As a result of the investigation, OCR identified a number of technical deficiencies, including:

- Lack of alternative text on all images;
- Documents not posted in an accessible format;
- Lack of captions on all videos and the inability to operate video controls using assistive technology;
- Improperly structured data tables;
- Improperly formatted and labeled form fields; and

(Continued on page 19)

GUIN MUNDORF

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Attorneys at Law

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Left to Right: Steve Book, Bryan Meyer, Barney Mundorf, Sarah Knoploh, James Huff, Shellie Guin, Stephen Freeland, Jessica Bernard, and Shawn McLain

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Please join us for our
2016 Annual School
Law Seminar:

Springfield

Thursday, August 4
8:00AM – 11:30 PM
DoubleTree Hotel
2431 N. Glenstone Ave
Springfield MO 65803

Kansas City

Friday, August 5
8:00AM – 11:30 AM
Hilton Garden Inn
19677 E. Jackson Drive
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2016 School Law SEMINAR



8:30 am – 12 pm

Hilton Garden Inn
4155 South Nature Center Way
Springfield, Missouri 65804



8:30 am – 12 pm

Hilton Garden Inn
19677 E. Jackson Drive
Independence, Missouri 64057

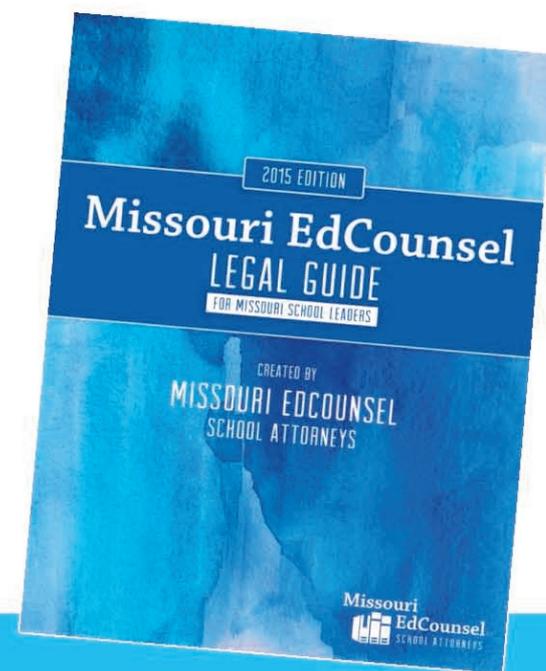


8:30 am – 12 pm

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3300 Vandiver Drive
Columbia, Missouri 65202



Topics include recent legal developments and practical legal guidance for the 2016-2017 school year.



COMPLIMENTARY LEGAL
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***For more information, contact Executive Director,
Tom Quinn at (573) 881-3825 or tqinn@meuhp.com***



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Glenn Auditorium
One University Plaza
Cape Girardeau, MO 63701

Columbia - July 31, 2016

Holiday Inn Executive Center
2200 I-70 Drive SW
Columbia, MO 65203

Springfield - August 2, 2016

Missouri State University
Darr Agricultural Center
2401 S. Kansas Expressway
Springfield, MO 65807

Kansas City - August 3, 2016

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NREAC 2016 Legislative Agenda

For 2016, NREAC identified the following major federal advocacy priorities:

Focus on Rural Schools and Funding

NREAC urges Congress to maintain formula grants to provide a more reliable stream of funding to local school districts.

NREAC beseeches Congress to provide incentives, rather than unfunded mandates, to catalyze school improvement efforts in rural districts.

NREAC believes any competitive funds slated for a 'rural set-aside' or 'rural-only' competition should instead be directed to the Rural Education Achievement Program, a proven formula program that supports rural school innovation. NREAC prioritizes the restoration to pre-sequester levels and opposes any across-the-board cuts.

NREAC supports a federal role that prioritizes investment in Title I and IDEA, recognizing them as the federal flagship initiatives. In light of the failure of federal and state governments to maintain special education funding, districts should be provided greater flexibility to meet the needs of all students.

Every Student Succeeds Act

NREAC urges the U.S. Department of Education to expedite the promulgation of regulations on ESSA, to take care to consider the needs and capacity of rural schools when proposing new regulations, and to ensure that any regulations issued are consistent with the spirit and scope of the law.

NREAC believes ESSA regulations should emphasize that that states are empowered to make assessment and accountability decisions for local school districts.

Education Technology

NREAC strongly supports maintaining E-Rate as an element of the Universal Service Fund.

NREAC supports efforts at the federal level to address the homework gap through expanded access to connectivity at home.

School Nutrition

NREAC supports reimbursing schools when federal food service requirements result in loss of revenue.

NREAC recommends giving districts the option to waive out of unfunded federal food service requirements.

NREAC believes all licensing and certification requirements for school nutrition workers are a state responsibility.

NREAC opposes efforts to increase the administrative burden around eligibility for free and reduced lunch

Perkins CTE

NREAC believes Perkins CTE funds should remain formula based to states and districts.

NREAC believes Perkins should incentivize states to assist districts in providing more effective career counseling and exploration activities.

NREAC strongly supports efforts to streamline the local plan and reduce paperwork and reporting requirements.

Other Priorities

NREAC believes all school districts have a responsibility to maintain a safe and healthy learning environment for students, but geographic and economic challenges in rural communities make this reality more difficult.

NREAC wants to ensure RELs are funded to provide high quality research to rural schools

NREAC supports efforts at the federal level to assist rural districts in recruiting and retaining teachers and school personnel in hard to staff positions through loan forgiveness programs targeted at rural communities and districts

NREAC supports a greater federal investment in early education through the coordination and support of new and already existing school-based and community partnerships.

NREAC supports efforts to ensure Qualified Zone Academy Bonds are readily available to rural schools.

NREAC opposes any and all attempts to create adopt 'backpack funding' approaches to distributing federal funding at the state and local level or any policy that would allow federal funds to private schools.

NREAC supports the reauthorization and re-funding of the Secure Rural Schools program.

2016 Health Office Orientation

Missouri Association of Rural Education (MARE) is partnering with the Department of Health and Senior Services (DHSS), School Health Program and the Missouri Association of School Nurses (MASN) to offer an orientation for health office staff.

Date and Location: July 27-29 at the Governor Office Building located at 201 W Capitol Ave, Jefferson City, MO. The meeting will be held in room #450 beginning at 1:00 p.m. on July 27 and ending at 3:00 p.m. on July 29th.

Purpose: This three day workshop offers an orientation for nurses without prior work experience in schools and an overview of information regarding school nursing practice.

Areas to be addressed include: general school nurse responsibilities, Immunizations, Communicable Diseases, documentation, chronic disease management, medication administration training and screenings- vision, hearing, dental; as well as review of practices in Special Education Services; Family Educational Rights and Privacy Act (FERPA), and child abuse reporting.

Who should attend: Registered Nurses and Licensed Practical Nurses who have not previously worked in schools, and health office staff in schools, working without the benefit of a LPN or RN supervisor, are also invited. Priority registration will be given to those with less than two years of experience in schools and those who have not previously attended the orientation.

Cost: No cost for registration.

Because the Missouri Department of Health cannot sponsor meals at any event, Missouri Association of School Nurses (MASN) is partnering with us on this program. If you are a member of MASN, your lunches will be covered. If you would like to become a member of MASN (\$35.00 for RN and \$20.00 for LPN or Health Room Aide), please visit www.missourischoolnurses.org. For those who opt not to join MASN, you may purchase meal tickets for \$50.00 from MASN to cover lunch each day.

Registration: <https://www.surveymonkey.com/r/HOO> - Deadline for Registration is July 11, 2016

You will receive confirmation, a detailed agenda, a list of reading materials and hotels in the area following your registration. (Note: The emails are sent manually, so you will not receive an automatic confirmation.)

For additional workshop information call the Missouri Department of Health and Senior Services at (573) 522-2822 or email: Marjorie.Cole@health.mo.gov



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Building Administrator Search

The MARE organization is available to all school districts throughout Missouri to facilitate Building Administrator Searches. MARE prides itself in being able to help school districts locate and employ leaders in a very cost competitive manner.

In an effort to maintain cost effectiveness, MARE's Building Administrator searches make significant utility of technology to facilitate its work with boards of education who are seeking interested candidates. Mailings, notifications, listings, reviews, profiles, and other search techniques are efficiently designed and delivered to allow MARE to offer its search services at a reasonable cost to the school district. The following charges apply:

Building Enrollment	Charges	Building Enrollment	Charges
200 students or less	\$2000	1001 – 1200 students	\$4000
201 – 400 students	\$2400	1201 – 1400 students	\$4400
401 – 600 students	\$2800	1401 – 1600 students	\$4800
601 – 800 students	\$3200	Above 1601 students	\$5200
801 – 1000 students	\$3600		

Search Consultant will meet with district board designated personnel to review unique elements of the school building.

- Identify key expectations for the successful candidate.
- Designation of required vs. desired candidate criteria.
- Identify elements of the compensation package.
- Composition of the vacancy notice.
- Review application process, roles, and establish time lines.

If a non-member district engages MARE to conduct their Building Administrator search, MARE will include in the above professional charges a full year's membership in the MARE organization for that school district.

School districts interested in more information about the building administrator search services should forward inquires to:

MARE Building Administrator Searches

Dr. Ray V. Patrick
 201 South Holden Street, Suite 202
 Warrensburg, MO 64093
 Phone: (660) 747-8050
 Fax: (660) 747-8160
 Email: rpatrick@moare.com

(Continued from page 10)

- Improper contrast between background and foreground colors.

The determination letter went on to specifically discuss the problems associated with each of these deficiencies, which this article will not do. What is significant is that the deficiencies OCR identified were widespread and common on many school district websites.

Seattle Public Schools

Just last year, Seattle Public Schools entered into a consent decree arising out of a lawsuit filed by a blind parent of a student alleging, among other things, that the district's website was inaccessible to the blind. The parent alleged that she had been able to use the website with a "screen reader," which allows websites, documents and applications to be read aloud or displayed in Braille on another device. However, changes to the website made it incompatible with that technology. As a result of the agreement, the district agreed to:

- Make its websites accessible to blind people through existing technology;
- Hire or appoint an accessibility coordinator;
- Conduct an accessibility audit of the district's technology, programs, services, and activities;
- Require vendors providing services to comply with the ADA and accessibility guidelines; and
- Provide training to district employees about accessibility.

The district estimated the cost to comply with the decree will range from \$665,440 to \$815,400.

What Can You Do?

Clearly, Seattle Public Schools is a very large school district, so the range of remediation and cost associated with it is not the same as what most school districts in Missouri would face. However, the potential for a claim is certainly present. Contact your district's website designer and ask if it is accessible to users who are blind or hearing-impaired. Ensure that future contracts place the burden on the vendor to ensure that the district website is accessible. And if your district has patrons who may be vision or hearing impaired, work with them to determine what accommodations might be available to make the district's website accessible. As we have seen, OCR and the courts have been ready and willing to find that such accommodations are required by law.



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(Continued from page 1)

Radio is still an important way to keep up with regional and local news. Here outside of Langdon we rely on AM stations like KMA regional radio in Shenandoah, Iowa, for daily obituaries of those who have left town for good. And KFEQ radio in St. Joseph, Missouri, also brings news and weather (if you don't mind Rush Limbaugh) to the community. And in Maryville, Missouri, at KTRX/KNCV we have a n FM public radio station offering NPR programming along with local news and sports coverage for northwest, Missouri and southwest Iowa.

Perhaps the most antiquated (or peculiar, to our city cousins) is the funeral notice card put out by local mortuaries. It's still customary here for undertakers to leave death notices with the time and location of services for area deceased. Those notices may have died off in the city, but here, other than listening to KMA, it's the best way we have to keep track of declining numbers.

Despite of its imminent demise, a prominent dinosaur of community still lives in rural America: the small-town weekly newspaper.

There are three in my county. I'm not sure what accounts for their vigorous state. Most small newspaper publishers bemoan depopulation and declining advertising business. But legal notices, those dry humdrum requirements placed on local government by state overseers who require public transparency, pay some of the bills, along with ads for increasingly uncommon small town businesses. Most successful communities still have a grocer, the drug, bank, and several insurance agencies.

But advertisers aren't all local.

A lot of them, businesses from neighboring towns or places even farther away, look to supplement their own shrinking business networks with our population. The upshot is has sustained local coverage of school board elections, presidential primaries, and good things happening in our communities and schools.

That, for the most part, remains unchanged from when 1950's vintage line rings were common.

Occasionally, though, when technology fails us, when the newspapers aren't due to be out for a few more days and the internet's down, thanks to coffee sops and church services, now and then, a few of us even talk to each other.

Compared to the way Washington works these days, that's pretty revolutionary.



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11:45 A.M. – 3:45 P.M. Registration 10:45 A.M.	Wednesday, July 27, 2016 Camden on the Lake – Lake Ozark	
	Thursday, July 28, 2016 University of Missouri – St. Louis	

(Continued from page 8)

- ◇ **Communicable Diseases:** District’s communicable disease policy and universal precautions
- ◇ **Electronic Communications with Students:** Rules, requirements and limitations in the use of electronic communications with students, including notification obligations
- ◇ **Employment References:** District requirements for employment references and authorization to provide references
- ◇ **Religion in School:** Review policies concerning religious expression and religious education
- ◇ **Child Abuse:** Identification and reporting of child abuse and neglect
- ◇ **Technology:** For all staff who will potentially have access to computers or District technology, review the Acceptable Use Agreement, proper use of District technology, and use of copyrighted materials
- ◇ **Insurance Required Trainings:** Any training required by your liability insurer, such as “Smarter Adults, Safer Children”

In addition to the above topics, we recommend that districts train staff on any new or revised policies, as well as on any issues that arose during the current school year which made evident that staff did not have adequate knowledge about a particular topic.

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MARE OPPOSES the “RAISE YOUR HANDS FOR KIDS” petition

Many MARE members have been asked to sign a petition in support of the “Raise Your Hand for Kids” (RYH4K) initiative. This campaign would place an issue on the November 2016 general election ballot to increase the state’s tobacco tax. The revenue generated by this tax would help support early childhood programs in communities throughout the state.

However, “RYH4K” also allows the new tobacco tax funds to be sent to private or parochial schools. This is accomplished by using language which states that, “Distributions of funds under this amendment shall not be limited or prohibited by the provisions of Article IX, section 8.” The language is specifically designed to circumvent the Blaine Amendment, which is part of our state constitution.

In addition, “RYH4K” contains language that attempts to pull the education community into debates regarding stem cell research, abortion, and other hot-button issues that we want to avoid.

It should be noted that “RYH4K” is supported by Big Tobacco. It seems unusual that Big Tobacco would support a tobacco tax. It makes more sense, however, when it is understood that “RYH4K” ALSO includes language to help major tobacco brands drive up the price of their low-cost competitors.

The mission of the Missouri Association of Rural Education (MARE) is to support rural schools. While rural schools would certainly benefit from additional funds for early childhood education, “RYH4K” is not the way to accomplish that goal.

“RYH4K” circumvents part of our constitution, unnecessarily involves educators in political controversy, and helps Big Tobacco eliminate its lower-cost competition.

Funding for early childhood education is very important, but should not be driven by Big Tobacco and other political interests.

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Disclaimer – The view expressed in the articles printed in this publication do not necessarily reflect the opinions held by the MARE organization, or the Board of Directors. Please direct any comments and/or suggestions to the Executive Director at (660) 747-8050 or email: rpatrick@moare.com

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