



Board Briefs for August 17, 2023

At its August monthly meeting, the MRH Board of Education heard an update from Student Services Director Vince Estrada, who is leading a team that will recommend an agency to conduct the District's next Climate & Culture survey. The Multi-Tiered Systems of Support (MTSS) team [assembled a presentation outlining three options](#). All three options meet survey criteria requirements established under the Missouri School Improvement Program (MSIP).

The first option is the University of Missouri, which comes at no cost; the second option is Character Plus, which would conduct its first school survey at no cost to MRH but would charge \$750 for each subsequent school. The third option is through Panorama; the bid process is not yet complete. Mr. Estrada reported that the MTSS panel will issue its recommendation to District administrators later this year.

Last year, the Missouri Department of Elementary and Secondary Education conducted MRH's Climate & Culture survey, but the District opted to explore other options in hopes of gathering data better suited to the District's needs.

Board members also heard [a presentation from Dr. Shonda Ambers-Phillips](#), Assistant Superintendent for Human Resources. Dr. Ambers-Phillips explained that in order to attract and retain quality employees, MRH maintains an exit interview process to solicit, capture, and analyze information to determine the specific reasons why employees leave and to understand employment practices from the employees' perspectives. The District uses such information to improve employment practices and strengthen positive workplace relationships. The presentation also included samples of "stay" interview questions, in which employees can explain why they have chosen to remain with MRH.

By Board approval, meal prices will rise for the 2023-2024 school year as outlined in a presentation by Operations Director Dr. Michael Dittrich. MRH no longer meets government criteria to offer free breakfasts because of the falling percentage of District students who qualify for free/reduced (F/R) price meals. Prices for breakfasts and lunches for students and adults will increase across the board; they can be [viewed within the presentation](#).



MRH Chief Financial Officer Chris Hoelzer presented a plan to restructure the system used by employees for time off from work. The Compensation Benefits Task Force, through its work during the 2022-2023 school year, requested more flexibility with time off requests. Policy for professional staff has been modified to reflect Paid Time Off instead of Sick and Personal Leave. Similar modifications were made for support staff. The Board approved the adjustments.

Bus routes for all schools for the 2023-2024 school year were approved by the Board. [Those schedules can be viewed on the District website.](#)