



# Missouri Association of Rural Education

Winter 2005

*Our goal is to work in cooperation with all other education organization, 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.

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## **MARE 2005-2006 Calendar**

December 5, 2005  
Board Meeting \*\*

10:00 a.m.

Jefferson City, MO

February 23, 2006  
Board Meeting

7:00 p.m.

Annual Conference  
Annual Membership Meeting  
Resort at Port Arrowhead  
Lake Ozark, MO

February 24-25, 2006  
Annual Conference  
Resort at Port Arrowhead  
Lake Ozark, MO

April 3, 2006  
Board Meeting \*\*  
10:00 a.m.

Jefferson City, MO

May 1, 2006  
Board Meeting \*\*  
10:00 a.m.

Jefferson City, MO

\*\* Board Meetings to be held at the  
PSRS Building in Jefferson City.

### **Our Students First – 65% Rule: It's not a simple, intuitive and responsible solution!!!!**

What is the goal of First Class Education? By the end of 2008, a law is passed in all 50 states and the District of Columbia requiring every School District to spend at least 65% of its education operational budget in classrooms for the benefit of teachers and kids.

Who would argue with such a simple, intuitive and responsible solution such as this? It seems all very reasonable that people should spend their dollars responsibly and only use excess funds to buy frivolous items. The question is who defines what is necessary and what is frivolous?

The National Center for Educational Statistics (NCES) defines In the Classroom Spending as Classroom Teachers, Personnel, General Instruction Supplies, Instructional Aides, Activities including Field Trips, Athletics, Music, and Art. Tuition Paid to Out-of State Districts and Private Institutions for Special Needs Students. The definition of instruction used by NCES, has some problems. The definition was developed in 1980 and as each of us know, there have been significant changes in instructional costs in the last 25 years, especially for the fact that we are working to fulfill the 21<sup>st</sup> Century education program demands.

At the root of the 65 percent plan is the immature notion that public schools are already adequately funded. This argument would suggest that there is plenty of money to reduce class sizes, increase standards, raise test scores, expand the curricular offerings, just to name a few. The foes of this plan claim that school districts are simply spending funds in the wrong places. Better spending habits, would according to this line of thinking solve all school funding problems. After all, schools don't need larger sums of money, they merely need to reprioritize their spending plan.

One size does not fit all school districts. Rural school districts have greater transportation needs. Some rural school districts have higher administrative costs because their budgets are small and there are not enough economies of scale. Some may even have greater demands for social services, along with library services, and counseling, all of which do not qualify as classroom instructional expenditures.

Supporters of the 65% Solution early on indicated that with more money for classroom instruction, there would be a marked increase in student achievement scores. Standard & Poor's analysis of district level spending and student achievement data in the states currently considering this approach revealed, "that higher instructional spending allocations are not consistently linked to higher achievement levels. This does not mean that how districts spend their money does not matter; in fact, allocating more money to instruction is a laudable goal. However, mandating a specific spending allocation is NOT likely to provide a 'silver bullet' solution to raising student achievement."

What about Ulterior motives? In an August 30 article from the Austin American-Statesman (Texas) it noted that an internal memo from First Class Education, the group spearheading this initiative, suggested there was more to the plan than the improvement of education programs. The memo lists the political benefits to include a plan to build support for private school voucher programs, to create rivalries between public school teachers, administrators and parents. Another is the weakening of public education associations by diverting their efforts from other political goals. The ultimate goal of this movement may very well be the creation of a more favorable environment for anti-public school measures. Consolidation????????

To the members of the board of education and the district administration, here is your assignment. Your district is currently meeting the 65% requirement. The district wants to improve your library and counseling program. Under the current proposal, you simply could not just increase your spending for these programs without violating your budget percent ratio. If the desired improvement were going to cost \$17,500, then the district would have to add \$32,500 to the classroom instruction side of the budget. **Whatever happened to local control of schools?**



## **MARE Telephone Legal Consultation Service**

The Missouri Association of Rural Education (MARE) along with the law firm of Doster Mickes James Ullom Benson & Guest, LLC (firm) announce a new Legal Telephone Consultation Service. This optional service is provided at no additional cost to MARE member school districts. The MARE Executive Board recently purchased a legal retainer from the firm. For this retainer, a member of the firm will be available to answer questions on minor legal issues. It pays for itself in a matter of a few phone calls requesting advice.

### **Part of your annual MARE membership dues.**

The new Legal Telephone Consultation Service allows for unlimited telephone consultation with a school attorney of your choice at the either the St. Louis office or the Kansas City office. Phone Numbers are:

**St. Louis Office - (636) 532-0042**

**Kansas City Office - (816) 531-1888**

This service is available for a period of one year under certain conditions as set forth below:

- Annual MARE membership must be current.
- MARE will provide the firm with a current list of school district members.
- All calls for legal consultation should be funneled through the Superintendent of Schools.
- The caller will identify that they are from a MARE member school district.
- This legal service covers telephone consultations with a designated or non-designated attorney with the firm. (Listing of participating attorneys found below.)
- The Legal Consultation Service DOES NOT:
  - ◊ Cover in-depth research
  - ◊ Preparation of documents
  - ◊ Written opinions
  - ◊ Telephone consultations in conjunction with the firm's current representation of the district on a discrete matter. (Ex: employee/student hears, current lawsuit, contract negotiations, or similar in-depth representation.)
  - ◊ The review of documents mailed or faxed to the firm's office in conjunction with a request for legal consultation.
  - ◊ It is expected that more substantive legal issues will be referred to the firm of Doster Mickes James Ullom Benson & Guest, LLC to represent the school district. The firm would then bill the school district for all work and consultation relative to the case.
  - ◊ Should the firm not be able to take the case, the school district will receive assistance in securing competent counsel for the case.

The following list of attorneys are working with the MARE Legal Telephone Consultation Service:

Thomas Mickes	Michael James	Shellie Guin
Duane Martin	Sarah Lawrence	Jeffrey St. Omer
Sarah Wight	Joseph Wientge	Anthony Pezzani
Amy Maloney	Dana Shannon	Natalie Hoernschemeyer

Even if your school district already subscribes to another legal service, in today's climate, it is important to consider the value of having access to a "second opinion." Particularly from a group of attorneys with extensive experience on school law issues.

Should you have questions concerning this new service or need confirmation of your membership status, please contact the MARE Executive Director at phone: (660) 747-8050 or email: [rpatrick@moare.com](mailto:rpatrick@moare.com).



## Missouri Association of Rural Education & Staples

The MARE Board of Directors approved the full endorsement to Staples Business Advantage as their Office Supply provider. Staples has a long-term interest in the welfare of the rural school districts in Missouri. Staples is committed and dedicated to the policy of providing products and services to the member schools.

**“We are ready to make your life easier right out of the box.”**

Staples Business Advantage offers excellent prices, easy online ordering, and free delivery on virtually everything you need in office and classroom supplies. And now, thanks to its affiliation with the National Joint Powers Alliance (NJPA), a governmental purchasing cooperative, it's easier than ever to take advantage of everything SAB has to offer. By participating in this joint powers agreement and MARE, you can go immediately to Staples whether or not you're under contract with another supplier. What can be easier than that?

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MARE Account Manager

Dan Maddox

MARE Business Development Manager

Alan Rose

MARE District Manager

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Or call

816.645.3737 (Dan) or 913.636.9149 (Kevin)

**The Illusionary Threat Posed by the  
Age Discrimination Act**

By: Joseph M. Wientge, Jr.  
Thomas A. Mickes

A recent Complaint to the Office of Civil Rights brought by the parents of a student accused a school district of violating the Age Discrimination Act of 1975 (ADA). The Complaint was premised upon discipline of the student, which the parents claimed was too severe for the student's age. The parents believed that the ADA protected students of any age from different treatment. The statute the parents relied upon, the ADA, is separate and apart from the more commonly known and referenced Age Discrimination in Employment Act of 1967 (ADEA). This article will examine the nature and scope of the ADA, its multiple exceptions, and then ultimately conclude that the specter of possible liability for schools under the ADA disappears upon closer inspection.

**The Nature and Purpose of the ADA**

The express purpose of the ADA is to prevent age discrimination in any program or activity receiving federal funding. The statute prohibits the denial or exclusion of any benefits from such programs and activities on the basis of age classifications. The statute further provides that any program violating the ADA may have some or all of its federal funding withheld.

The United States Department of Education has issued a set of ADA regulations, focused specifically on schools. These regulations state that the ADA is applicable to any program or activity receiving federal funding from the Department of Education. The financial assistance is defined broadly, so as to incorporate essentially any kind of aid from the Department of Education.

At first blush the ADA would appear to be applicable to schools, because the Department of Education disperses federal funding to all public schools. The application of the ADA to school districts could result in the prohibition of common sense age distinctions, which are in the best interest of the students.

**The Exceptions to the ADA**

Fortunately, the ADA and by extension the Department of Education regulations, include a number of exceptions. The first exception provided in the regulations is the authorization of age classifications contained in any other federal, state, or local statute, ordinance, or administrative regulation. Any age distinction undertaken in accordance with an applicable law or regulation is outside of the province of the ADA and is specifically permitted. Another exception to the general rule prohibiting exclusion or denial of program benefits based upon age classifications occurs when the program receiving the federal funding will be using such funding to provide special benefits to children.

The Department of Education regulations recognize another exception when the age classification is reasonably necessary for the normal operation of the program or is necessary to achieve the objectives of the program. Under this exception the regulations set for a four part test to determine if the classification is actually reasonably necessary. These four elements include, 1) age is used to measure another characteristic, 2) the other characteristic must be measured, 3) the other characteristic can be reasonably measured by use of an age classification, and 4) the other characteristic is impractical to be measured on an individual basis. While these factors may be somewhat ambiguous, generally a common sense analysis will suffice to determine whether the classification is necessary for the program.

**Conclusion**

While the ADA may appear to have sharp regulatory teeth, in fact it is a paper tiger. The numerous exceptions to the ADA all but ensures that most, if not all, age classifications by school districts will avoid its application. The Department of Education regulations provide a sample of age classifications that would be exempt from the ADA. One such example is a minimum age requirement for entrance into public schools. By statute most states have set such a minimum age requirement, meaning that because the age classification is statutory it is outside of the scope of the ADA and is therefore permissible. Similarly, the Department of Education has stated that setting age limits for programs such as drivers' education is permissible because the age classification is reasonably necessary for the normal operation of the program.

Based on these illustrations, the ADA's applicability to school age classifications is not the potential compliance problem that it may first appear to be. Unfortunately, while the ADA does not pose a serious liability threat to school districts, re-

*(Continued on page 2)*



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<sup>1</sup>Also licensed in Florida

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Website: [www.dmjulaw.com](http://www.dmjulaw.com)

**Annual *MARE* Conference  
February 24—25, 2006  
Resort of Port Arrowhead  
Lake Ozark, Missouri**

# *"Children and Learning Our Lifelong Priorities"*

## Tentative Schedule Program and Registration

### Thursday, February 23, 2006

7:30 p.m. MARE Executive Board Meeting

### Friday, February 24, 2006

8:00 a.m. Registration Open

10:00 a.m. First General Session Tom Mickes & Associates

12:00 Noon Luncheon

1:15—1:55 p.m. Small Group Sessions (Presented by MARE Endorsed Associates)

2:05 — 2:50 p.m. Small Group Sessions (Presented by MARE Endorsed Associates)

3:00 p.m. Second General Session Keynote speaker—Bryan Townsend

5:30 — ??? Hospitality Rooms open Associate Sponsors

### Saturday, February 25, 2006

7:15 a.m. Registration Opens

(Continued on back of program)

Hotel Reservations: Contact the Resort of Port Arrowhead —  
Phone: (800) 532-3575 or (573) 365-2334 — Fax: (573) 365-4744  
<http://www.lakeoftheozarksgetaway.com/sunspree.html> — email: [reservations@theresortatportarrowhead.com](mailto:reservations@theresortatportarrowhead.com)  
Conference Room Rate is \$70.00 single or double occupancy plus tax.

**MARE CONFERENCE REGISTRATION**  
**FEBRUARY 24—25, 2006**  
**RESORT OF PORT ARROWHEAD — LAKE OZARK, MISSOURI**

Name: \_\_\_\_\_ Spouse/Guest: \_\_\_\_\_  
 (for name tag)

(Attach list of additional names if necessary)

School or Organization : \_\_\_\_\_

Address: \_\_\_\_\_

Phone: \_\_\_\_\_

**Registration Fee:** (No Registration Fee for Spouses/Guests — Meal packages for Spouse/Guest listed below)

*(Registration fee includes tickets for breakfast, luncheon, and banquet.)*

1<sup>st</sup> & 2<sup>nd</sup> registration from same school district \_\_\_\_\_ (#) @\$100 each = \_\_\_\_\_

3<sup>rd</sup> & additional registration from same school district \_\_\_\_\_ (#) @ \$90 each = \_\_\_\_\_

It is very important that every meal at the MARE Annual Conference provides each registrant and guest high quality food with excellent services. Please help us ensure your comfort and dining pleasures by helping us to plan the number of people who will attend each meal function. Your responses will let us minimize meal costs in our effort to economize on conference expenses.

As a conference registrant, I plan to attend the following meal functions at the MARE Annual Conference.

Friday Luncheon  Yes  No Saturday Breakfast  Yes  No Saturday Luncheon  Yes  No

**Spouse/Guest Meal Package:**

Package A: All meal events — (includes tickets for breakfast, luncheon, banquet.)  
 \_\_\_\_\_ (#) @\$45. Each = \_\_\_\_\_

Package B: Individual Meal Prices:

Friday Luncheon: \_\_\_\_\_ (#) @ \$15 each = \_\_\_\_\_

Saturday Breakfast: \_\_\_\_\_ (#) @ \$12 each = \_\_\_\_\_

Saturday Luncheon: \_\_\_\_\_ (#) @ \$18 each = \_\_\_\_\_

**Fax Registration and P.O. to (660) 747-8160**

**Or mail to:**

**MARE**

201 South Holden, Suite 202

Warrensburg, Missouri 64093-3400

**Registration may be completed and submitted by going to the**  
**MARE Website: moare.com**

Refund Policy

**Refund Requests/Cancellations must be received prior to February 21, 2006**  
**NO refunds after that date because of fixed costs.**



Missouri Association of Rural Education  
201 South Holden Street, Suite 202  
Warrensburg, Missouri 64093

**Outstanding Rural Education Awards**

The Missouri Association of Rural Education will present awards for outstanding performance in the area of rural education. **Nine** such awards will be given this year during the Annual MARE conference luncheon on February 25, 2006. Awards will be given in the following areas:

- |   |   |
|---|---|
| <i>Outstanding Rural Elementary Teacher</i>     | <i>Outstanding Rural Jr. High/Middle School Teacher</i> |
| <i>Outstanding Rural High School Teacher</i>    | <i>Outstanding Rural Building Administrator</i>         |
| <i>Outstanding Rural District Administrator</i> | <i>Outstanding Rural Support Staff Member</i>           |
| <i>Outstanding Rural Board of Education</i>     | <i>Outstanding Rural School District</i>                |
- Outstanding Rural Student (Junior or Senior)*

To submit a nomination for an award, please complete the nomination form for each nominee. Please Supply additional information on school, business, or agency letterhead explaining why the individual or school district is being nominated. (Information provided may be used in the introduction of the award winner.) A maximum of three support letters may be included to validate the nomination. Please make three copies of all information requested and mail all materials in a single envelop marked “**Award Nomination**” to the MARE address listed above. **All nominations and support material must be received in the MARE**

Nominations and letters of support may also be completed and submitted on the MARE website: moare.com

**MARE Award Nomination Form**

Name of Nominee: \_\_\_\_\_

Nomination Award Category: \_\_\_\_\_

Address and Telephone Number of Nominee: \_\_\_\_\_

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Name & Title of Person Submitting Nomination: \_\_\_\_\_

Nominator’s Phone #: \_\_\_\_\_ Fax #: \_\_\_\_\_

Nominator’s Signature: \_\_\_\_\_ Date: \_\_\_\_\_

### Board Member Training Registration

**Board Training will begin on Friday—February 24, 2006 — 8:30 a.m.—4:30 p.m.**

**Board Training will continue on Saturday—February 25, 2006 — 8:30 a.m.—4:30 p.m.**

*(Board Members attending both days of training will receive a certificate for completion of the Board training — 16 hour — state requirement.)*

School District Name: \_\_\_\_\_

Name: \_\_\_\_\_ Phone Number: \_\_\_\_\_

Name: \_\_\_\_\_ Phone Number: \_\_\_\_\_

Name: \_\_\_\_\_ Phone Number: \_\_\_\_\_

Registration for the board member training may be mailed, faxed or completed on the MARE website: [moare.com](http://moare.com)

The Conference Registration fee is waived for Board Members enrolled in the Training Program — However, the district will be billed for any or all of the three meal options on site.

**Saturday, February 25, 2006 (cont'd from front of program)**

7:15—8:30 a.m. Breakfast

8:30—9:20 a.m. Small Group Sessions

- Judy Grundler — IPM Bureau
- Jenny Wiley—Department of Mental Health
- Michael Reid—What’s Ethical (Ethics Commission)
- James Kalhr—Running A Proper Board Meeting (AG Office)
- Kari Monsees/Jason Hoffman—Implementing New Formula/Budgeting

9:30—10:20 a.m. Small Group Sessions

- Dr. Larry Doyle—Rural College Opportunities
- Duane Martin—Legal Issues
- Cindy DeBlauw—School Wellness Policies
- Addie Gaines — Right at Home with Reading
- Kari Monsees/Jason Hoffman—Implementing New Formula/Budgeting

10:00 — 3:00 Vendor/Associate Displays

12:15—1:45 Luncheon Outstanding Rural Education Awards—(Entertainment)

2:00—3:00 Third General Session

Howard Jones—Healthy Schools/Healthy Communities (The trend in the rural area and how rural school districts may have to be more involved in rural development.)

3:15 Annual MARE Membership Meeting/Door Prizes



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[thoward@septagon.com](mailto:thoward@septagon.com)

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## MARE partners with FES



The MARE Board of Directors approved a full endorsement of SOCS — Simplified Online Communication System — a service provided by the Foundation for Educational Services, nonprofit organization that has served the education community since 1986.

As a result of this partnership with MARE, FES will offer any member district a 5% discount on the annual license fee that purchases SOCS as a direct result of a MARE referral, conference or regional meeting.

SOCS allows staff to easily create and update online content regardless of skill level. Hosted on a state-of-the-art data center with redundant systems to ensure security and uptime, SOCS eliminates the need for additional hardware or software purchases.

The following components of SOCS are included in the standard pricing package:

- Remote hosting in a secure, redundant data center
- Full control over content creation and modification
- Moderation controls that ensure content approval before posting
- Multiple content navigation levels
- Schedule content publishing
- Slide Show capability
- No server space limitations
- Triggered email notification for content review
- Language translation
- E-newsletter listserv
- Automated and unlimited archiving with search capability
- Unlimited number of content contributors
- Moderated public feedback capability
- Security protection for private files and documents
- Survey capability with reporting
- Public polling capability
- Training for staff
- Interactive calendars
- User-definable “op-in” email calendar updates and reminders
- Live phone support
- 24-hour access to online support and reporting system
- Online help resources
- Visitor traffic reporting
- “AAA” W3C classification for ADA web access compliance for the visually impaired

### SOCS simplified online communication system

Contact **Stacey Musil** at **800.850.8397, ext. 6991** or **staceym@fes.org** and mention this flyer. For more information, visit **<http://socs.fes.org>**.

### MARE Associate Membership 2005-06

Below are listed the Associate Members of MARE. These members are important to the MARE Organization in their long-term interest in the welfare of the Rural School Districts in Missouri. Please consider all the business associates when you are in need of services. Let them know that you saw their information in our newsletter when you contact them.

<i>Companies/Organizations</i>	<i>Contact</i>	<i>Phone Number</i>
Allied Bus Sales	Ryan Kauffman	(800) 462-0173
American Boiler Services, Inc.	Mike Hemphill/Dean Phillips	St. Louis (800) 235-5377 – Kansas City (888) 440-0382
American Trust Group Holding	S.L. Baker/Ray Shoaf	(573)374-9991
Benee's Inc.	Joan Reed, V.P. for Sales	(800) 854-1411
Blendedschools.net	Jed Friedrichsen	(814) 386-2585
Budget Plus Software	Leland Foster	(816)847-6610
Budgetext, Inc.	Larry Barnes	(888) 888-2272
Central State Bus Sales	Jeff Reitz	(636) 343-6050
Citizens Bank & Trust	Tamara M. Vaughn	(800) 399-3023
Claim Care Inc.	Stacy L. Dye	(660) 327-5308
Commerce Bank, N.A.	Carolina Decker	(417) 837-5236
Control Technology & Solutions	Scott Ririe/Gina Bicknese	(636) 230-0843
Cornerstone Energy	Larry D. Kilpatrick	(913) 322-1776
DataTeam Systems, Inc.	Craig McCollam	(877) 843-8150
Doster Mickes James & Ullom, LLC	Tom Mickes	St. Louis (636) 532-0042 – Kansas City (816) 531-1888
Education Technology Partners	Sally Dunne	(800) 438-4266
E.P.M., Inc.	B.H. Trout	(573) 642-6550
Forrest T. Jones & Company	John Farrar/Bill Baker	(800) 821-7303
Forrest T. Jones & Company (LTC)	Mark Iglehart, Sally Levitt, Harvey Day	(800) 821-7303
Foundation for Educational Services, Inc.	Stacey Musil	(800) 850-8397
Fry and Associates	Marcie A Fry	(816) 221-4825
George K. Baum & Company	Greg Bricker/Dick Bartow	(800) 821-7195
Horace Mann Insurance	James Klimpel	(314) 567-9977
Jack Ball Architects PC	Jack Ball/Chris Ball	(417) 866-1904
Kaleidoscope Consulting	J. Scott Christianson	(888) 423-5225
L.J. Hart and Company	Larry J. Hart/Roger Adamson	(800) 264-4477
Lemberger Company	Dan Snodgrass	(573) 422-3354
Mass Group Marketing	Ted Ferguson	(903) 474-8027
Metropolitan Energy Center	Bob Housh	(877) 620-1803
Midwest Bus Sales	Jack Wolfe	(913) 422-1000
Midwest Transit Equipment	David Wilson	(800) 933-2412
Missouri Consultants for Education	Bill Ray	(816) 322-0870
Missouri Energy Center	Bernard Thompson	(573) 751-7466
Missouri Retired Teachers Association	Jim Kreider	(877) 366-6782
Morgan White Group	Gerald W. Littell	(573) 289-4211
M.U.S.I.C. / Arthur J. Gallagher & Co.	Gary VanMeter	(636) 916-3433
MVG Lime & Fertilizer Service	Toby Blakemore	(573) 875-5650
New System	David Thompson	(314) 420-5742
Newton Learning	Orlo Shroyer, EdD.	(573) 893-3137
Sam A Winn & Associates Architects	Sam A. Winn/Terry Holder	(417) 882-7821
Scientific Learning	John Hopkins	(916) 442-5608
Septagon Construction Company	R. Thomas Howard/Dennis Paul	(800) 778-3113
Software Technology, Inc.	Mary Ann McCann	(800) 844-0884 Ext. 1620
Southern Bus & Mobility, Inc.	Tom Gerbes	(866) 327-1600
Staples	Dan Maddox	(800) 231-5708
The TRANE Company	Tim Schryver/Andrea Birke	(636) 305-3600
TREMCO, Inc.	Pat Frederick/Matt Wegenka	(800) 852-4149
Vanderford & Associates, Inc.	John M. Vanderford	(816) 873-3072

## Integrated pest management in Missouri schools (Missouri School Plant Manager—Summer 2005)

### How many of you have pests in your buildings?

No— Not the two legged creatures that seem bent on making life miserable, but the critters that find their way into our kitchens, bathrooms, and classrooms, and cost us lots of money annually in exterminator bills.

Now, how many of you have your buildings sprayed on a regularly scheduled basis? Probably most of us. BUT, how many of you notify the building faculty, staff, and patrons that you are going to have a building sprayed and then post those treated areas to ensure no one wanders into them. My guess is not many.

Would you believe that unless you are providing notification of any chemical treatments and posting those areas that have been sprayed you are opening your district up to some serious liability issues? More importantly, you are robbing any parents of the opportunity to protect their child should they feel the need. Realistically, what's the bottom line in our business—Providing a quality, safe, environment for learning should rank right up there and yet, we spray pesticides in and around our buildings to control pests that we haven't identified or quantified. In other words, we haven't trapped any of the critters and determined what we're dealing with, and how many we might have in any specific area.

Are pests potentially dangerous in our buildings? You bet they are. Everything from roaches to mice has been linked to child health problems and we need to do everything we can to keep them out of our facilities. Both pests and pesticides are potentially dangerous, so what's the answer?

Integrated Pest Management or IPM as you will hear it referred to. What is IPM? Simply put, IPM is a process that allows for the control of pests while limited the exposure to pesticides. Does IPM eliminate all pesticide applications? Probably not, but it can and will limit the need for chemical treatment while providing a more pests free building. Some of the basics of IPM include:

*(Continued on page 15)*

### NEW B-Series From International

Configurations in seating from 14 up to 30 passengers.

Advanced all-steel body design includes a 78" roof height, 90" inside width and hidden hinges on emergency door.

Flat floor provides seating flexibility, greater capacity and easier interior maneuverability. Optional 4-track floor tie-down is available.

The electrical system allows the exterior light check to be performed by just one person.

Durable 12" flat-faced rear bumper for easy lettering or decal application.

Thicker 16-gauge side sheets and skirts resist corrosion and deliver long-lasting good looks.

The Leave No Student Behind™ system helps the driver to ensure the bus is properly inspected at the end of the day.

Controls for the power door and warning lights are available on the steering wheel.

Steel front and rear end caps with recessed-clearance lighting offer greater protection.

The wiper system automatically changes to the slowest speed after an extended idle, helping to reduce potential windshield scratching.

The windshield is a three-piece flat glass with rubber "roped in" design for simple, low-cost replacement

Metal reinforcement plates for cross-view mirrors offer added durability.

With easy-view fluid checks and a full-tilt hood that requires just 15 pounds of effort, daily checks can be performed quickly and easily by all drivers. Splash guards are integrated with the hood and stay out of the way for easy engine access.

The patented integrated crossing arm motor is protected by mounting within the bumper.

Larger 15" full-power 4-wheel disc brakes with ABS and traction control.

A wheel cut of up to 50" provides outstanding maneuverability.



The standard 36" entry door and three-step entrance provide easy entry and an expansive driver field of view.

Daytime running lights are standard and include a feature that activates full exterior lights when the wipers are turned on.



#### NOT A CUTAWAY, A CUT ABOVE.

Our customers asked for a small bus with practical features that make it more functional to operate while costing less to own and maintain than a cutaway. One that enriches the owner, excites the driver, delights the maintainer and provides protection to the passenger.

That's the IC Corporation BE 200.

This bus features the same care and quality materials that go into all our school buses. So you get higher uptime. Easier serviceability. Expansive driver field of view and ergonomics. Improved economy.

#### Earning extra credit with drivers.

- Easy access to passengers without exiting the bus.
- A commanding driver field of view with a high three-piece flat windshield, overlapping wiper patterns, raised entrance door, tall driver-side window, large rear windows and optimally located mirrors.
- Available "one-button" stop feature, conveniently located on the steering wheel, significantly reduces the number of driver tasks and movements required for loading/unloading.



#### Making the maintainer's job easier.

- The advanced electrical system allows bus operation to be monitored and diagnosed quickly from the instrument panel.
- Serviceability is easier with a full-tilt hood, long service intervals, quick and easy fluid checks and an easy-to-replace flat windshield.
- The integrated powertrain features the International® VT 365 diesel engine and an Allison transmission – designed to deliver smoother shifts and increased responsiveness, reliability and durability.



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#### Passengers always come first.

- The Leave No Student Behind™ system helps the driver to ensure the bus is properly inspected at day's end.
  - A full-power 4-wheel disc brake system includes all-speed traction control as standard.
  - Standard flat floor offers the ultimate in seating flexibility, greater capacity and easier interior maneuverability.
- A total solution for real peace of mind.**
- The BE 200 is backed by the industry's best warranty.
  - IC is the only small bus manufacturer to offer an integrated body, chassis and engine warranty.

Available soon the **MARE VISA Purchasing Card (P-Card)**. This card will be issued by Commerce Bank. A Missouri incorporated credit card issuer with 191 branch locations and 365 ATMs. Commerce Bank has been involved in the issuance of P-Cards for close to 12 years.

**Features of the P-Card:**

- \* Used for types of purchases including materials, supplies, equipment, transportation, utilities, online purchases, etc.
- \* Exceptional control features specific to individual cards can limit their use based on management policies.
- \* Detailed reporting for control, approval and allocation directly to the general ledger accounts.

With the **MARE Visa Purchasing Card**, participating school districts receive a Revenue Share based on the annual sales volume, paid monthly. No fees for program participation. There are many other program features and benefits.

*(Continued from page 14)*

- \* Development of a pest management and IPM plan.
- \* Set management objectives.
- \* Provide physical barriers.
- \* Identify pest populations.
- \* Monitor pest populations.
- \* Set action thresholds.
- \* Evaluate the results.

Some of the basics of IPM can be found in literature from the Environmental Protection Agency (EPA): EPA 735-F-93-012. Pest Control In The School Environment is an excellent resource. Also, the EPA has a web site that deals specifically with IPM in schools. That address is: <http://www.epa.gov/pesticides/ipm>. If you do not currently have a good Pest Management Plan in you district, the Missouri Center For Safe Schools has posted one on their web site for all of us to take a look at. This plan will provide you with the tools to get started including the required notifications and posting procedures, and the forms you will need. The Center For Safe Schools website is <http://www.umkc.edu/education/safe-school>.

The Department of Agriculture, the Missouri Center For Safe Schools, and your Plant Managers Association are serving on a working group seeking ways to improve the way we as facilities professionals do pest control. AS a part of that effort, many of you have seen me at the Custodial Workshops giving a presentation on IPM. Ms. Judy Grundler, with the Missouri Department of Agriculture will be providing a more detailed IPM presentation at our September Conference. She will also have a booth set up at our trade show to talk with you individually should you have questions. Please take the opportunity to sit in on her presentation, and stop by and see her if you have questions. She understands the IPM process and can give you straight answers to all of your questions concerning pest management.

If this short article has done nothing else. I hope it has made you curious as to how we can control pests in our buildings without using scheduled chemical applications. IT IS POSSIBLE, and the procedures are available. Give it a try.

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**Our purpose is to LISTEN to the NEEDS of rural Educators and then help them meet those NEEDS as efficiently as possible. Through this type of SHARING and COOPERATION we can improve the OPPORTUNITIES for the CHILDREN of rural Missouri.**

**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

### ***Superintendency Search***

The MARE organization is available to all school districts throughout Missouri to facilitate superintendency searches. MARE prides itself in being able to help school districts locate and employ leaders in a very cost competitive manner. School districts interested in more information about the superintendency search services should forward inquiries to:

#### **MARE Superintendency Searches**

**Dr. Frank Dean Cone**  
**Plate County Resource Center**  
**11724 NW Plaza Circle Office 707,**  
**Suite 700**  
**Kansas City, MO 64153**

**Office Phone: (816) 235-6632**  
**Email: dean.com@kemetrol.edu**

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