

Normandy Q&A-Staff

Updated July 24, 2014

The following Q&A provides responses to questions received by the Missouri Department of Elementary and Secondary Education from faculty, staff and administrators within the Normandy School District. The information will be updated regularly on the Department's Normandy website at www.dese.mo.gov/Normandy. If you have further questions, please email them to Normandy@dese.mo.gov.

What is the accreditation status of the Normandy Schools Collaborative?

The district has a new status as a state oversight district under a waiver issued by the State Board of Education under Missouri law. That status is not to exceed three (3) school years. The State Board will review the waiver annually, and the Department will continuously monitor student progress. Under this status:

1. The Normandy Schools Collaborative Joint Executive Governing Board (JEGB), within 90 days of appointment, shall implement a school improvement plan as directed by the Department.
2. The JEGB shall implement Department directives to facilitate continuous oversight of the operations of the Normandy Schools Collaborative.
3. The JEGB shall provide quarterly reports to the State Board of Education on the Normandy Schools Collaborative's progress.

The classification as a state oversight district shall remain in place subject to the Normandy Schools Collaborative meeting the requirements of the waiver and making adequate progress towards full district accreditation.

Do all current policies remain in effect on July 1?

No. All policies and contracts will be reviewed. The JEGB may ratify or modify all existing policies.

How does the Normandy School Collaborative's status as a state oversight district affect new transfers?

No new student transfers will be allowed.

Will students who transferred in 2013-14 be allowed to remain in the transfer program?

Students who are currently transferring to other districts will be allowed to continue if the receiving district accepts transfer students and a tuition payment as determined by the Department calculation formula. If the receiving district does not agree to the tuition, students must return to Normandy.

What about kindergarten students who live in the district? Will they be allowed to transfer?

In an effort to accommodate families, 2014-15 incoming kindergarten students are eligible to transfer only if they had a sibling who was in the transfer program and is eligible to continue. In those cases, the kindergarten student is eligible to enroll in the same district as the sibling.

If students continue to transfer, how will we prevent bankruptcy?

The proposed budget for the next school year includes funds for current transfers, based on the tuition payment determined by the Department's calculation formula. The budget proposes savings in other areas to maintain a balanced operations budget for the district.

Will we be able to pay out unused vacation days as of June 30?

Yes, before June 30.

Will staff members that are rehired retain their accumulated sick days?

Staff will not retain their accumulated sick days.

How many compensable/personal/vacation days will rehired/new staff be granted?

All obligations before June 30, 2014 will not follow into July 1, 2014. Leave policies will be determined by the JEGB.

Will retirees who currently purchase health insurance through Normandy School District be able to purchase through the Normandy Schools Collaborative?

Yes, retirees will be able to purchase health insurance through the Normandy Schools Collaborative, as required by law.

Does employee benefit coverage continue for Normandy staff?

The Normandy Schools Collaborative will act to ensure there is no lapse in coverage for rehired employees.

Is COBRA available to employees who are not rehired or retained under the Normandy Schools Collaborative?

Yes.

Will previously awarded federal and state grants remain in effect?

Each grant will be reviewed by the grantor.

We have general obligation bonds associated with Normandy School District. Do those obligations pass to the Normandy Schools Collaborative?

General obligation bonds are liabilities of those living within the taxing jurisdiction that approved them. Tax revenues will be collected by the Normandy Schools Collaborative in the amounts sufficient to satisfy the principal and interest required to meet the payment schedule.