

STERLING PUBLIC SCHOOL DISTRICT #33, JOHNSON COUNTY

Board of Education Regular Meeting
Monday, April 15, 2019 7:00 PM
Sterling Public Schools
250 Main Street
Sterling, NE 68443

- A. Call Meeting to Order
- B. Recognize Nebraska Open Meetings Law
- C. Publication of Meeting
- D. Roll Call
- E. Pledge of Allegiance
- F. Approval of agenda
- G. Public Comment
- H. Teacher Report - Special Education Services - Mrs. Saathoff & Ms. Sprague
- I. Board Committee Reports
- J. Administration Reports
- K. Consent Agenda
- L. Action Items
 - 1. Commendations
 - 2. Discussion & Possible Action on Preschool Tuition for the 2019-2020 School Year
 - 3. Discuss and Possible Approval of an increase in FTE by .25 for Media Specialist/HS English
- M. Discussion Items:
 - 1. Superintendent Evaluation
 - 2. Teacher Appreciation Discussion
 - 3. Upcoming Events
- N. Adjourn

The Sterling Board of Education reserves the right to go into Closed Session at any time for purposes in accordance with § 84-1410(1).

CURRICULUM REPORT

Addie Heusman

April 15, 2019

- Spring MAP Growth testing is almost complete. Only make-up tests remain.
- The ACT test for Juniors was held on April 2 at the St. John's Lutheran church with all Juniors present for the test! Breakfast and lunch were provided. Students took the standard four parts of Reading, Math, English, and Science and then also participated in a 40 minute writing exam. Results will be mailed to the students on a similar timeline to Saturday testing in approximately 4-6 weeks.
- NSCAS (Nebraska Student Centered Assessment System) testing began on April 9 with the 3rd, 4th, and 5th grade English Language Arts tests. Students in grades 3-8 will be tested in Math and English Language Arts. Grades 5 and 8 will also take a Science exam.

TRANSPORTATION/MAINTENANCE REPORT

Brent Heusman

April 15, 2019

- We have finished up our 3rd round of 80 day inspections. Here are the reports I received.
 - Luke's - Horn only works some of the time, left front fender light wasn't working, and emergency brake pedal needs adjusted
 - Jay's - left backup light isn't working
 - Ron's - left steer axle wheel seal was leaking and right rear clearance light wasn't working
 - All other vehicles passed this round of inspection.
 - I talked to Stripes and Signs about making the jet logo bigger to put it on our buses. He said he could make it as big as we would like, but it needs to be spliced if it is any taller than 22". Dottie contacted Johnson-Brock and they had a company out of Nebraska City do their eagle on the side of their buses which some of you mentioned. It is about 6'x8' and the cost was \$1600. So I just need to know which way you would like me to pursue with this and we'll go from there.
 - Kudu Lawn Care was here last week to aerate the FB field, front lawn, and preschool grass. He has a new machine that allows him to fertilize as he is aerating, so I had him do that as well.
 - The lawn mowing season will be here very soon. I am having Everette service both of our riding lawn mowers for the year. I think we should be good with mowers this summer. I didn't think the trimmer would make it through last summer and it did, but we are going to need a new trimmer sooner rather than later.
 - Electronic Contracting will be here on Friday, April 19th to inspect our fire alarm system.
 - Track season has reached the midway point and seems to be flying by as usual. Our district track meet this year is Wednesday, May 8th @ Pawnee City and the state meet will be Friday/Saturday, May 17-18. We participate in the afternoon on Friday this year.
 - We have had many senior athletes who have signed to play college sports over the last few months. They include the following student athletes; Emily Agena - Concordia University- Track and Field, Nicole Harms - Doane University - Track and Field, Morgan Haner - Northeast Community College - Volleyball & Softball, Tristan Dirks - Doane University - Track and Field, and Logan Jasa - Peru State College - Basketball
-
- The following athletes received recognition for their performance during BB season. Here is a rundown of the awards received.

GIRLS BASKETBALL

LINCOLN JOURNAL STAR

All-State

2nd Team: Colby Thies

Honorable Mention: Carly Wenzl & Malayna Wingert

State Basketball All-Tournament Team

Colby Thies

OMAHA WORLD HERALD

Class D-2

2nd Team: Colby Thies

Honorable Mention: Carly Wenzl & Malayna Wingert

JANE WHITE ALL TOURNAMENT TEAM - MUDECAS

Colby Thies & Carly Wenzl

Honorable Mention: Sydney Huls & Malayna Wingert

PIONEER ALL-CONFERENCE

1st Team: Colby Thies

2nd Team: Carly Wenzl

Honorable Mention: Malayna Wingert

BOYS BASKETBALL

LINCOLN JOURNAL STAR

All-State

Honorable Mention: Trace Dirks, Caleb Dolbow, & Logan Jasa

OMAHA WORLD HERALD

Class D-2

Honorable Mention: Logan Jasa

JANE WHITE ALL TOURNAMENT TEAM - MUDECAS

Honorable Mention: Logan Jasa

PIONEER ALL-CONFERENCE

2nd Team: Logan Jasa

3rd Team: Caleb Dolbow

Honorable Mention: Trace Dirks

Scott Harrington
April 15, 2019

Recent Drills

- Severe Weather Drill
- Lockdown Drill
- Fire Drill

Speakers - April 10th @ Pawnee City

- Dr. Mark & Joni Adler
- We took all students in grades 6-11
- The Adler's shared Reid's story who was their son who committed suicide due to cyberbullying. Their message was a great message for kids to hear.
- Key Points:
 - No mistake is worth the price of your life.
 - Feelings you are currently having are temporary and will not last
 - Talk with a trusted adult

Web Hosting & App Development

- After delving into the various companies that can provide web hosting and mobile app development, we believe it makes fiscal sense to stick with SOCS and see what they can do for us.
- Socs does not advertise well, which they admit, and is hard to get information from on exactly what products and services they provide. Because of this, we had started looking for a more forward thinking company.
- But we think it makes sense to give them a year with a new website and mobile app to try it out and see if it does what we are looking for.
- There are some capabilities they can't do, but we are going to determine what they are, push to try to get SOCS to do what we need, and then take all of that into consideration.
- We would still need a subscription to Class Intercom (\$975 - split with Boosters)
- SOCS is sending us some templates to look at and we will look to upgrade over the summer.
- We are also going have them design a mobile app for us. The mobile app costs \$200 a year.
- We can sign just a one year contract with them (Previously we had signed 3-year contract and that was due to expire in June of this year.)

April 15, 2019

Preschool Tuition: At this time we have 30 children enrolled for preschool next year. If we divided them into a 3-year old room and a 4-year old room, it would be 16 in the 4-year old room and 14 in the 3-year old room. There is also one more request for a student who could come in September to join the 3-year old room, but they don't have to attend next year. We can switch enough students to start with 20 in the older room (4 that are 3) and 10 in the younger room, however we would be closed for any additional enrollments based on children moving into the district.

If we want to include all district children it may be necessary to add a paraprofessional to the preschool. This is due to the State of Nebraska requirement that it must be 1 adult per 10 children.

Because of this, I would encourage the BOE to consider charging a fee for all day preschool, for the months of September-April, on a tier schedule. This would help offset the cost. The tier schedule would be:

- Tier I--Full Tuition
- Tier II--One Special Consideration
- Tier III--At least two Special Considerations

Special Considerations:

- IEP or Free/Reduced Lunch--Automatic NO pay
- Mother under 18 years of age at child's birth
- Home language is not English
- Child's birth weight was under five pounds at birth (doctor verified)
- Child is in foster care of ward of the court (legal documentation required)

Information from area schools about their preschool program:

- Palmyra/Bennet: 3.5 hours a day 4 days a week for a total of 14 hours a week. Cost is \$125.00 a month. August, December and May are \$50. Fees on a sliding scale.
- Freeman: 3.5 hours a day, 14 hours a week. Cost is \$50 per month x 9 months. Fees on a sliding scale.
- JCC: 3 year olds have a ½ day session 3.5 hours, Tuesday-Friday. 4 year olds have either a ½ day option or a full day option which is 7 hours, Tuesday-Friday. No fee.
- Lewiston: 3 year old section and 4 year old section. All day, every day. No fee.

Increase in FTE for Media/English Position: Currently we have a .50 Media Specialist combined with a .25 English position. This position teaches two English classes, has one plan period, and is in the library for 3 periods a day. This does not allow enough time for student check out and additional responsibilities that a media specialist should be doing. I would recommend that the board increase this position by .25 starting in the 2019-2020 school year. There are a multitude of additional responsibilities that could be given to that teacher. Possibilities are: College Composition class, another period of library work each day, support to High Ability Learners, additional English class, reading

intervention for individuals or a group of students to support Title I work and others not even thought of yet.

Change the 2019-2020 calendar. School will be all day on November 6th. 12:00 dismissal on November 11 due to Pioneer Conference Vocal Clinic to be held at Sterling due to a new Vocal Teacher at Southern Public Schools.

Community Engagement Next Steps: We have set up April 22nd for the classified staff and teachers to meet in two separate groups to do surveys with NASB. They are also working on the student and parent surveys. Mr. Harrington, Mrs. Heusman and I put together survey questions and shared them with NASB for them to finalize.

Superintendent Salary: Below is information from the array of schools we have used this year for teacher negotiations and for setting the principal's salary. Cheri wanted me to share this with all of you in regards to my salary as you start to set that.

Superintendent		2018-2019 Supt. Salary	2019-2020 Supt. Salary	Comments
School	Name			
Diller Odell	Mike	124,679	128,419	
Dorchester	Daryl	\$120,800	\$124,725	19/20=Yr. 2 of Two-Year Contract
Elgin	Dan	\$121,678	\$125,329	19/20 Yr. 3 of 3 year contract
Exeter-Milligan				
Friend	Dave	\$125,000	\$128,750	Also Sped Director- Two Year
HTRS	Sherri	\$125,000	\$130,600	
Johnson Brock	Jeff	125,400	130,000	
Lewiston	Rick	119,000	120,000	
Meridian	Randy	\$122,000	Not set	Also AD
Pawnee City	Brian	\$110,000	\$115,000	also elementary principal (PK-5)
Sterling	Dottie	\$111,500		
Weeping Water	Kevin		\$135,000	

02153 - Speech Pathology and Audiology Services -	\$0.00	(\$151.20)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	(\$151.20)
02161 - Occupational Therapy-Related Services -	\$0.00	\$0.00	\$0.00	(\$2,064.00)	(\$384.00)	(\$2,273.00)	(\$1,296.00)	(\$6,017.00)
02171 - Physical Therapy-Related Services - SPED -	\$0.00	\$0.00	\$0.00	(\$508.00)	\$0.00	(\$64.00)	\$0.00	(\$572.00)
02190 - Support Services - Student - Other	(\$9,090.30)	(\$6,278.20)	(\$6,476.72)	(\$6,916.15)	(\$7,119.53)	(\$6,890.66)	(\$6,758.09)	(\$49,529.65)
02210 - Improvement of Instruction	\$0.00	\$0.00	\$0.00	(\$590.00)	\$0.00	\$0.00	\$0.00	(\$590.00)
02213 - Instructional Staff Training	\$0.00	(\$210.00)	(\$90.00)	\$0.00	(\$400.00)	\$0.00	(\$100.00)	(\$800.00)
02220 - Library or Media Services	(\$5,317.88)	(\$5,514.81)	(\$5,163.44)	(\$2,543.35)	(\$2,070.03)	(\$2,599.49)	(\$2,278.91)	(\$25,487.91)
02224 - Educational Television Services	(\$20.72)	(\$20.72)	(\$20.72)	(\$20.72)	(\$20.72)	(\$20.72)	(\$20.72)	(\$145.04)
02230 - Instruction-Related Technology	(\$5,343.00)	(\$35,263.57)	(\$107.55)	(\$1,976.69)	(\$554.00)	(\$18,956.26)	(\$57.68)	(\$62,258.75)
02290 - Other Support Services - Instructional Staff	\$0.00	\$0.00	(\$18.73)	(\$45.00)	(\$53.25)	(\$1,488.09)	(\$852.93)	(\$2,458.00)
02310 - Board of Education	(\$3,711.14)	(\$374.18)	(\$992.16)	(\$438.08)	(\$3,836.37)	(\$1,108.05)	(\$4,310.92)	(\$14,770.90)
02320 - Executive Administration	(\$12,560.25)	(\$12,867.40)	(\$12,852.71)	(\$12,321.71)	(\$12,807.22)	(\$13,268.24)	(\$13,086.92)	(\$89,764.45)
02410 - Office of the Principal	(\$8,314.62)	(\$8,641.20)	(\$8,339.05)	(\$8,784.14)	(\$8,336.86)	(\$8,611.77)	(\$17,072.89)	(\$68,100.53)
02490 - School Administration Other	\$0.00	\$0.00	(\$226.00)	\$0.00	(\$341.27)	\$0.00	(\$309.80)	(\$877.07)
02510 - Fiscal Services	(\$25,943.31)	(\$8,143.77)	(\$7,662.03)	(\$21,989.07)	(\$3,655.29)	(\$4,460.34)	(\$5,502.76)	(\$77,356.57)
02520 - Purchasing, Warehousing, and	\$0.00	\$0.00	\$0.00	\$0.00	(\$15.00)	\$0.00	\$0.00	(\$15.00)
02530 - Printing, Publishing, and Duplicating Services	\$0.00	(\$1,879.03)	(\$1,342.31)	(\$1,376.51)	(\$1,348.88)	(\$1,210.84)	(\$1,372.27)	(\$8,529.84)
02580 - Administrative Technology Service	\$0.00	\$0.00	(\$857.73)	(\$18.75)	(\$35.97)	(\$145.00)	(\$383.00)	(\$1,440.45)
02610 - Operation of Buildings	(\$41,958.37)	(\$18,205.45)	(\$8,467.02)	(\$15,702.50)	(\$9,276.18)	(\$7,983.79)	(\$11,720.95)	(\$113,314.26)
02620 - Maintenance of Buildings	(\$1,206.01)	(\$5,107.31)	(\$884.05)	(\$8,923.85)	(\$2,026.40)	(\$1,924.04)	(\$943.34)	(\$21,015.00)
02630 - Care and Upkeep of Grounds	(\$832.26)	(\$483.08)	(\$291.73)	(\$3,226.59)	(\$525.00)	(\$715.11)	(\$1,067.34)	(\$7,141.11)
02640 - Care and Upkeep of Equipment	\$0.00	(\$691.38)	(\$637.54)	\$0.00	\$0.00	\$0.00	\$0.00	(\$1,328.92)

Revenue								
Description	September	October	November	December	January	February	March	Total (Date Range)
01000 -	(\$28.94)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	(\$28.94)
01100 - Taxes Levied/Assessed by the	\$0.00	\$0.00	\$163,047.66	\$28,842.80	\$23,130.17	\$413,213.95	\$17,920.48	\$646,155.06
01110 -	\$650,697.32	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$650,697.32
01115 - Carline Taxes	\$1,212.45	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,212.45
01120 - Public Power District Sales Tax	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	(\$136.22)	\$0.00	(\$136.22)
01125 - Motor Vehicle Taxes	\$6,088.24	\$0.00	\$5,426.10	\$8,400.92	\$8,361.73	\$20,196.00	\$9,243.68	\$57,716.67
01315 - Tuition From Educational Entities	\$13,959.65	\$0.00	\$0.00	\$0.00	\$0.00	\$13,959.64	\$0.00	\$27,919.29
01370 - Preschool Tuition and Fees	\$852.85	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$852.85
01423 - Transportation Fees from Other School Districts	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$742.40	\$742.40
01510 - Interest on Investments	\$25.24	\$0.00	\$0.00	\$25.51	\$16.77	\$32.56	\$16.53	\$116.61
01740 - Fees	\$0.00	\$0.00	\$0.00	\$4,025.00	\$0.00	\$145.00	\$840.00	\$5,010.00
01900 -	\$0.00	\$0.00	\$0.00	\$400.00	\$0.00	\$0.00	\$0.00	\$400.00
01911 - Local License Fees	\$0.00	\$0.00	\$100.00	\$0.00	\$0.00	\$0.00	\$0.00	\$100.00
01920 - Contributions and Donations From Private	\$0.00	\$0.00	\$500.00	\$0.00	\$0.00	\$0.00	\$0.00	\$500.00
01990 - Miscellaneous Local Revenue	\$61.41	\$0.00	\$0.00	\$0.00	\$0.00	\$1,216.00	\$25.00	\$1,302.41
02110 - County Fines & License Fees	\$1,335.64	\$0.00	\$987.53	\$626.66	\$1,147.45	\$2,587.50	\$1,448.34	\$8,133.12
02210 - ESU Receipts	\$0.00	\$0.00	\$0.00	\$2,741.39	\$0.00	\$0.00	\$0.00	\$2,741.39
03100 - Unrestricted Grants-in-Aid	\$0.00	\$0.00	\$0.00	\$0.00	\$1,842.77	\$0.00	\$0.00	\$1,842.77
03110 - State Aid	\$1,812.00	\$0.00	\$1,846.43	\$1,812.00	\$0.00	\$3,624.00	\$1,812.00	\$10,906.43

03120 - SPED (School Age)	\$0.00	\$0.00	\$0.00	\$0.00	\$19,899.00	\$40,054.00	\$31,450.00	\$91,403.00
03130 - Homestead Exemption	(\$1,096.27)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$4,652.27	\$3,556.00
03131 - Property Tax Credit	\$0.00	\$0.00	\$0.00	\$0.00	(\$14.06)	(\$1,403.90)	\$16,648.80	\$15,230.84
03134 - Public Service Entity/Railroad Taxes	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,407.80	\$1,407.80
03180 - Pro-Rate Motor Vehicle	\$0.00	\$0.00	\$636.84	\$151.74	\$0.00	\$73,582.21	\$0.00	\$74,370.79
03400 - State Apportionment	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$26,147.95	\$0.00	\$26,147.95
03535 - Payment for High Ability Learners	\$0.00	\$0.00	\$2,697.00	\$0.00	\$0.00	\$0.00	\$0.00	\$2,697.00
03700 - State Grants Through Intermediate	\$5,480.30	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$5,480.30
04310 - REAP	\$27,514.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$27,514.00
04505 - Title I, Part A ESSA Improving Basic Programs	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$16,316.00	\$0.00	\$16,316.00
04506 - Title I, Part A Accountability ESSA	\$0.00	\$0.00	\$0.00	\$0.00	\$3,303.00	\$0.00	\$0.00	\$3,303.00
04516 - IDEA Preschool (619) Base/IDEA Enrollment	\$0.00	\$0.00	\$0.00	\$0.00	\$1,534.00	\$0.00	\$0.00	\$1,534.00
04519 - IDEA Enrollment/Poverty	\$0.00	\$0.00	\$0.00	\$0.00	\$24,403.00	\$32,766.00	\$0.00	\$57,169.00
04708 - Medicaid in Public Schools	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$564.74	\$704.19	\$1,268.93
04710 - Categorical Grants From Corporations & Other	\$250.00	\$0.00	\$1,000.00	\$0.00	\$0.00	\$1,250.00	\$0.00	\$2,500.00
04991 -	\$0.00	\$0.00	\$0.00	\$0.00	\$110.00	\$0.00	\$0.00	\$110.00
05301 - Insurance Adjustments	\$0.00	\$0.00	\$545.54	\$0.00	\$0.00	\$0.00	\$0.00	\$545.54
05690 - Other Non-Revenue Receipts	\$6.95	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$6.95
Sub Total	\$708,170.84	\$0.00	\$176,787.10	\$47,026.02	\$83,733.83	\$644,115.43	\$86,911.49	\$1,746,744.71
Grand Total	\$377,219.12	(\$304,376.49)	(\$85,938.18)	#####	(\$188,581.13)	\$398,078.81	#####	(\$218,923.02)

Sterling Public Schools

Monthly Balance Forecast Report

Cycle: FY18-19; Begin Date: 09/01/2018; End Date: 03/31/2019; Account Type: Expenditure,Revenue; Filter: ([Fund] = '02') ; Created On: 4/12/2019

2018-2019 Budgeted Amount									
02 Depreciation									
Expenditure									
Description	September	October	November	December	January	February	March	Total (Date	
01200 - Special Education Instructional Programs - School	\$0.00	(\$11.62)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	(\$11.62)	
02190 - Support Services - Student - Other	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
02230 - Instruction-Related	(\$3,000.00)	\$0.00	\$0.00	(\$2,493.00)	\$0.00	\$0.00	\$0.00	(\$5,493.00)	
02620 - Maintenance of Buildings	(\$3,152.00)	(\$120.00)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	(\$3,272.00)	
02630 - Care and Upkeep of	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
02660 - Security	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Sub Total	(\$6,152.00)	(\$131.62)	\$0.00	(\$2,493.00)	\$0.00	\$0.00	\$0.00	(\$8,776.62)	
Grand Total	(\$6,152.00)	(\$131.62)	\$0.00	(\$2,493.00)	\$0.00	\$0.00	\$0.00	(\$8,776.62)	

Sterling Public Schools

Monthly Balance Forecast Report

Cycle: FY18-19; Begin Date: 09/01/2018; End Date: 03/31/2019; Account Type: Expenditure,Revenue; Filter: ([Fund] = '03') ; Created

03 Employee Benefits								
2018-2019 Budgeted								
Expenditure								
Description	September	October	November	December	January	February	March	Total (Date)
02510 - Fiscal Services	\$0.00	(\$21.58)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	(\$21.58)
09000 - Non-Program	\$0.00	(\$432.10)	(\$1,863.31)	(\$523.50)	\$0.00	(\$710.78)	\$0.00	(\$3,529.69)
Sub Total	\$0.00	(\$453.68)	(\$1,863.31)	(\$523.50)	\$0.00	(\$710.78)	\$0.00	(\$3,551.27)
Revenue								
Description	September	October	November	December	January	February	March	Total (Date)
01990 - Miscellaneous	\$135.00	\$0.00	\$121.58	\$1,574.98	\$0.00	\$5,419.56	\$566.66	\$7,817.78
Sub Total	\$135.00	\$0.00	\$121.58	\$1,574.98	\$0.00	\$5,419.56	\$566.66	\$7,817.78
Grand Total	\$135.00	(\$453.68)	(\$1,741.73)	\$1,051.48	\$0.00	\$4,708.78	\$566.66	\$4,266.51

Sterling Public Schools
 Monthly Balance Forecast Report
 05 Activity Fund

3/31/2019

Balance August 2018 \$29,637.60

2018-2019 Budgeted Amount \$156,460

	Sept. 2018	Oct. 2018	Nov. 2018	Dec. 2018	Jan. 2019	Feb. 2019	Mar-19	Total YTD
Expenditures	12,306.67	14,131.20	7,882.81	30,581.98	6,747.83	11,773.08	5,910.57	89,334.14
Receipts	14,182.59	19,258.75	15,190.64	28,808.31	0.00	12,675.74	\$7,293.45	97,409.48

Current	Fund	Balance	\$37,712.94
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57% of Budget Spent

Sterling Public Schools

Monthly Balance Forecast Report

Cycle: FY18-19; Begin Date: 09/01/2018; End Date: 03/31/2019; Account Type: Expenditure,Revenue; Filter: ([Fund] = '06') ; Created On: 4/12/2019 3:55:56 PM

06 Lunch Fund	2018-2019 Budgeted Amount	\$147,040.00						

Expenditure

Description	September	October	November	December	January	February	March	Total (Date)
02100 -	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	(\$1,448.04)	(\$1,448.04)
02610 - Operation of Buildings	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
02640 - Care and Upkeep of Equipment	\$0.00	(\$44.75)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	(\$44.75)
03100 - Food Services	(\$16,322.61)	(\$20,748.69)	(\$15,560.62)	(\$13,022.88)	(\$17,120.91)	(\$8,349.78)	(\$9,838.88)	(\$100,964.37)
Sub Total	(\$16,322.61)	(\$20,793.44)	(\$15,560.62)	(\$13,022.88)	(\$17,120.91)	(\$8,349.78)	(\$11,286.92)	(\$102,457.16)

Revenue

Description	September	October	November	December	January	February	March	Total (Date)
01720 -	\$9,894.42	\$0.00	\$7,248.55	\$11,504.30	\$3,989.60	\$14,475.11	\$9,113.95	\$56,225.93
01990 - Miscellaneous Local	\$0.00	\$0.00	\$60.00	\$0.00	\$0.00	\$0.00	\$6.00	\$66.00
03150 - State Reimbursement (of Nutrition Programs)	\$0.00	\$0.00	\$0.00	\$10,448.07	\$4,824.32	\$9,632.53	\$4,209.81	\$29,114.73
Sub Total	\$9,894.42	\$0.00	\$7,308.55	\$21,952.37	\$8,813.92	\$24,107.64	\$13,329.76	\$85,406.66
Grand Total	(\$6,428.19)	(\$20,793.44)	(\$8,252.07)	\$8,929.49	(\$8,306.99)	\$15,757.86	\$2,042.84	(\$17,050.50)

Sterling Public Schools

Monthly Balance Forecast Report

Cycle: FY18-19; Begin Date: 09/01/2018; End Date: 03/31/2019; Account Type: Expenditure,Revenue; Filter: ([Fund] = '07') ; Created On: 4/12/2019 4:04:55 PM

07 Bond 2018-2019 Budgeted Amount	\$304,151							
Expenditure								
Description	September	October	November	December	January	February	March	Total (Date)
05000 - Debt Service	\$0.00	\$0.00	(\$162,043.75)	\$0.00	\$0.00	\$0.00	\$0.00	(\$162,043.75)
Sub Total	\$0.00	\$0.00	(\$162,043.75)	\$0.00	\$0.00	\$0.00	\$0.00	(\$162,043.75)
Revenue								
Description	September	October	November	December	January	February	March	Total (Date)
01100 - Taxes Levied/Assessed by the School District	\$0.00	\$0.00	\$17,400.45	\$3,282.49	\$1,618.20	\$24,268.92	\$4,992.88	\$51,562.94
01110 -	\$37,674.48	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$37,674.48
01115 - Carline Taxes	\$83.89	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$83.89
03130 - Homestead Exemption	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$263.51	\$263.51
03131 - Property Tax Credit	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$80.74	\$80.74
03134 - Public Service Entity/Railroad	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$95.33	\$95.33
03180 - Pro-Rate Motor Vehicle	\$0.00	\$0.00	\$44.06	\$0.00	\$0.00	\$4,966.89	\$0.00	\$5,010.95
Sub Total	\$37,758.37	\$0.00	\$17,444.51	\$3,282.49	\$1,618.20	\$29,235.81	\$5,432.46	\$94,771.84
Grand Total	\$37,758.37	\$0.00	(\$144,599.24)	\$3,282.49	\$1,618.20	\$29,235.81	\$5,432.46	(\$67,271.91)

Sterling Public Schools

Monthly Balance Forecast Report

Cycle: FY18-19; Begin Date: 09/01/2018; End Date: 03/31/2019; Account Type: Expenditure,Revenue; Filter: ([Fund] = '08') ; Created On: 4/12/2019 4:07:47 PM

08 Special Building 2018-2019 Budgeted	\$327,200.00								
Expenditure									
Description	September	October	November	December	January	February	March	Total (Date)	
04700 - Building Improvements	\$0.00	\$0.00	(\$17,550.00)	\$0.00	\$0.00	\$0.00	\$0.00	(\$17,550.00)	
Sub Total	\$0.00	\$0.00	(\$17,550.00)	\$0.00	\$0.00	\$0.00	\$0.00	(\$17,550.00)	
Revenue									
Description	September	October	November	December	January	February	March	Total (Date)	
01100 - Taxes Levied/Assessed by the School District	\$0.00	\$0.00	\$9,309.27	\$1,646.78	\$1,318.99	\$23,555.16	\$1,021.38	\$36,851.58	
01110 -	\$37,048.58	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$37,048.58	
01115 - Carline Taxes	\$69.14	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$69.14	
01120 - Public Power District Sales Tax	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	(\$7.77)	\$0.00	(\$7.77)	
03130 - Homestead Exemption	(\$308.60)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$265.14	(\$43.46)	
03131 - Property Tax Credit	\$0.00	\$0.00	\$0.00	\$0.00	(\$0.80)	(\$80.01)	\$942.24	\$861.43	
03132 - Personal Property Tax Credit	\$0.00	\$0.00	(\$11.55)	(\$0.87)	\$0.00	\$0.00	\$0.00	(\$12.42)	
03134 - Public Service Entity/Railroad	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$80.23	\$80.23	
03180 - Pro-Rate Motor Vehicle	\$0.00	\$0.00	\$36.32	\$8.65	\$0.00	\$4,193.70	\$0.00	\$4,238.67	
Sub Total	\$36,809.12	\$0.00	\$9,334.04	\$1,654.56	\$1,318.19	\$27,661.08	\$2,308.99	\$79,085.98	
Grand Total	\$36,809.12	\$0.00	(\$8,215.96)	\$1,654.56	\$1,318.19	\$27,661.08	\$2,308.99	\$61,535.98	

Sterling Public Schools

Monthly Balance Forecast Report

Cycle: FY18-19; Begin Date: 09/01/2018; End Date: 03/31/2019; Account Type: Expenditure,Revenue; Filter: ([Fund] = '09') ; Created On: 4/12/2019 4:09:55 PM

09 QCPUF Budgeted	\$180,372.00								
Expenditure									
Description	September	October	November	December	January	February	March	Total (Date	
05000 - Debt Service	\$0.00	\$0.00	(\$69,925.00)	\$0.00	\$0.00	\$0.00	\$0.00	(\$69,925.00)	
Sub Total	\$0.00	\$0.00	(\$69,925.00)	\$0.00	\$0.00	\$0.00	\$0.00	(\$69,925.00)	
Revenue									
Description	September	October	November	December	January	February	March	Total (Date	
01100 - Taxes Levied/Assessed by the School District	\$0.00	\$0.00	\$6,051.18	\$1,070.41	\$857.31	\$15,198.20	\$657.91	\$23,835.01	
01110 -	\$23,881.13	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$23,881.13	
01115 - Carline Taxes	\$44.94	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$44.94	
01120 - Public Power District Sales Tax	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	(\$5.05)	\$0.00	(\$5.05)	
03130 - Homestead	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$170.97	\$170.97	
03131 - Property Tax	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	(\$51.47)	\$607.49	\$556.02	
03132 - Personal Property Tax	\$0.00	\$0.00	(\$7.51)	(\$0.57)	(\$0.51)	\$0.00	\$0.00	(\$8.59)	
03134 - Public Service Entity/Railroad Taxes	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$51.73	\$51.73	
03180 - Pro-Rate Motor	\$0.00	\$0.00	\$23.61	\$5.63	\$0.00	\$2,704.27	\$0.00	\$2,733.51	
Sub Total	\$23,926.07	\$0.00	\$6,067.28	\$1,075.47	\$856.80	\$17,845.95	\$1,488.10	\$51,259.67	
Grand Total	\$23,926.07	\$0.00	(\$63,857.72)	\$1,075.47	\$856.80	\$17,845.95	\$1,488.10	(\$18,665.33)	

MINUTES OF THE REGULAR MEETING OF THE BOARD OF EDUCATION OF
STERLING PUBLIC SCHOOLS, DISTRICT #33
Monday, March 18, 2019

A regular meeting of the Board of Education of Sterling Public Schools was convened in open and public session on Monday, March 18, 2019, 7:00 PM at Sterling Public Schools. The roll was called and the following Board members were present or absent:

- A. Meeting Called to Order by President Wirthele @ 7:00 PM
- B. Nebraska Open Meetings Law information was pointed out by President Wirthele.
- C. Publication of Meeting

Notice of the meeting was given in advance by posting in accordance with the Board approved method for giving notice of meetings. Notice of this meeting was given in advance to all members of the Board of Education. The agenda was posted in accordance to board policy. All proceedings of the Board of Education, except as may be hereinafter noted, were taken while the convened meeting was open to the attendance of the public.

D. Roll Call **Present:** John Harms, Mark Horstman, Stan Karr, Kevin McAuliffe, Cheri Wirthele, **Absent:** Rick Vollman. Move to approve the absence of Rick Vollman due to work obligations passed with a motion by Kevin McAuliffe and a second by Stan Karr. Yea: 5, Nay: 0

Move to approve the absence of Rick Vollman due to work obligations passed with a motion by Kevin McAuliffe and a second by Stan Karr. Yea: 5, Nay: 0

- E. Pledge of Allegiance
- F. Approval of agenda; No changes to the agenda

G. Teacher Report--Michelle Salberg & Addie Heusman shared information about the Sterling Crisis Team, the trainings they have attended and the next steps for the team.

H. Public Comment—KT Saathoff, Andrew Saathoff and Genell Klein addressed the board.

I. Board Committee Reports—NRCSA Legislative Conference information shared by Harms, Karr & Wirthele. NASB President's Retreat shared by Wirthele. Horstman and Wirthele reported on the Freeman Sub-committee meeting. At this time the board sub-committee believes it is in Sterling's best interest to not offer additional sports through a coop with the Freeman School.

J. Administration Reports were given by Mr. Brent Heusman, Mr. Scott Harrington and Mrs. Dottie Heusman

- K. Consent Agenda

Move to approve the consent agenda minus check #28567 for Cheri Wirthele Passed with a motion by Mark Horstman and a second by Stan Karr. Yea: 5, Nay: 0

Move to approve check #28567 for Cheri Wirthele for bus driver cellphone Passed with a motion by Stan Karr and a second by Kevin McAuliffe. Yea: 4, Nay: 0. Abstain: Wirthele

- L. Action Items
- L.1. Commendations

Move to approve the commendations as presented Passed with a motion by Cheri

Wirthele and a second by Stan Karr. Yea: 5, Nay: 0

L.2. Second Reading and Approval of Board Policy 9320 Order of Business

Move to approve board policy 9320 Order of Business Passed with a motion by Stan Karr and a second by Mark Horstman. Yea: 5, Nay: 0

L.3. ESU #4 Core Services Resolution

Move to approve the Core Services Resolution between Sterling Public Schools and ESU #4 for the 19-20 School year Passed with a motion by Mark Horstman and a second by Stan Karr. Yea: 5, Nay: 0

L.4. Agreement for Special Education Services between ESU #4 and SPS for the 2019-2020 School Year

Move to approve the Agreement for Special Education Services between ESU #4 and SPS for the 2019-2020 School Year Passed with a motion by John Harms and a second by Kevin McAuliffe. Yea: 5, Nay: 0

L.5. Special Education FTE Increase for 2019-2020

Move to approve an increase in Special Education FTE by .25 for the 2019-2020 school year Passed with a motion by Mark Horstman and a second by Cheri Wirthele. Yea: 5, Nay: 0

L.6. ESU #4 Extended Network Support Service Agreement

Move to approve the ESU 4 Extended Network Support Service Agreement for July 1, 2019 to June 30, 2020 in the amount of \$37,800 Passed with a motion by Kevin McAuliffe and a second by Mark Horstman. Yea: 5, Nay: 0

M. Discussion Items:

M.1. Graduation Ceremony - Saturday, May 11 @ 4:00 p.m. Stan Karr and Cheri Wirthele volunteered to be on stage to handout diplomas.

M.2. Last day of school for the 2018-2019 school year was set. Students last day will be extended to Tuesday, May 21st all day. Staff will make up 2 ½ more days after the 21st to fulfill their 185 day contract.

M.3. Upcoming Board Dates. Next Meeting, Monday April 15 @ 7:00 p.m.

N. Adjourn

The meeting was duly adjourned @ 9:10 PM
DATED: Monday, March 18, 2019

JOHNSON COUNTY SCHOOL DISTRICT
a/k/a STERLING PUBLIC SCHOOLS

Sterling Public Schools

Check Listing Report

3-16-19 to 4-12-19

Check Number	Payee	Amount
28581	BC/BS of Nebraska March Premium Agena	\$697.39
28582	United States Postal Service	\$22.30
28583	Boarders Inn & Suites SKILLS Hotel Helmberger & Wirthele	\$516.00
28584	Internal Revenue Service Past Due Amount	\$2,142.81
28585	United States Postal Service	\$32.54
28586	United States Postal Service	\$82.84
28587	CORPORATE PAYMENT SYSTEMS General Supplies	\$1,206.34
28588	Heinemann Publishing Shipping on Purchase	\$706.50
28589	ADAMS SUPER FOODS For kitchen	\$67.38
28590	Amazon Capital Services General Supplies	\$302.29
28591	BLACK HILLS ENERGY	\$213.83
28592	BODEN, RON Cell Phone	\$25.00
28593	BOLDT, LUKE Cell Phone	\$25.00
28594	Boslau, Dennis Cell Phone	\$25.00
28595	Brent Heusman Cell Phone	\$25.00
28596	Buss Pest Control	\$131.67
28597	BYTESPEED, LLC Repairs	\$230.00
28598	CAPITAL BUSINESS SYSTEMS, INC copy machines	\$1,719.07
28599	CARPENTER, JAY Cell Phones	\$25.00
28600	CenterPoint Energy Services Retail, LLC	\$2,613.86
28601	COMPUTER HARDWARE Supplies	\$99.00
28602	Cyrgus Co. LLC dba Nebraska Scientific	\$110.75
28603	Danielle Pleiss Supplies	\$10.19
28604	DAS State Accounting - Central Finance	\$458.98
28605	Dottie Heusman Cell Phone	\$50.00
28606	ELECTRONIC CONTRACTING COMPANY. Maintenance	\$81.00
28607	ESU #10 Workshop Sped	\$45.00
28608	ESU #3 Workshop	\$90.00
28609	ESU #4 Special Education Services	\$23,871.87
28610	ESU #6	\$60.04
28611	FILTER SHOP	\$182.19
28612	FOOD DISTRIBUTION PROGRAM	\$214.19
28613	HAMPTON INN KEARNEY NRCSA Rooms	\$514.05

28614	Harrington, Scott Cell Phone	\$50.00
28615	HILAND DAIRY	\$869.71
28616	JET STOP INC.	\$2,507.42
28617	JW PEPPER & SON, INC	\$9.99
28618	Kharisa Saathoff Payflex Money	\$850.00
28619	Menards New Drill	\$99.00
28620	Michelle Salberg Payflex Money	\$164.86
28621	Mindy Cross Cell Phone	\$25.00
28622	NCECBVI tuition	\$9,030.00
28623	Nebraska Council School Admin Workshop	\$115.00
28624	Nebraska Public Power Distric	\$2,369.04
28625	Nebraska.Gov	\$50.00
28626	O'keefe Elevator Company, Inc.	\$315.15
28627	ONE SOURCE Background Checks	\$70.00
28628	PANKO Bus Repairs	\$256.73
28629	Recycling Enterprises	\$60.00
28630	Shanahan M & E Repairs on HVAC	\$1,284.66
28631	Staples	\$210.05
28632	SYSCO OF LINCOLN	\$4,462.95
28633	Tecumseh Chieftain	\$15.48
28634	Village Of Sterling	\$172.00
28635	VOICE NEWS	\$19.36
28636	WASTE CONNECTIONS OF NEBRASKA	\$400.00
28637	Water Engineering Inc.	\$135.00
28638	WINDSTREAM COMMUNICATIONS, INC	\$398.32
28639	Wirthele, Cheri Cellphone & Parking	\$41.00
28640	Wusk Power Equipment & Repair	\$81.40
28641	Heffelfinger, Ami LMHP	\$336.00
28642	K.J. Heusman & Sons Trucking Rock for Teacher Parking Lot	\$1,700.00
		\$62,745.20

Laura E. Goracke

402.874.0109 ♦ laura.goracke@gmail.com

1931 S 28th Rd.
Cook, Nebraska 68329
March 20, 2019

Sterling Public Schools
250 Main Street
Sterling, NE 68443

Sterling Administration,

Please accept this letter as my official resignation as a teacher within the Sterling Public Schools district. My final day will coincide with the last contract day per the Sterling Public Schools district calendar—May 23, 2019.

I would like to thank the entire Sterling district for the opportunity to serve in multiple capacities over the last year. This district has provided me with multiple opportunities to grow as a professional while serving an amazing student body.

My goal as an educator has been to form positive relationships with students, parents and colleagues, and Sterling Public Schools has helped me achieve this goal and more. If I can be of assistance throughout the transition period, please let me know. Thank you again for allowing me to be a part of the Jet family as the experiences gained will continue to shape me professionally.

Sincerely,

A handwritten signature in cursive script that reads "Laura E. Goracke". The signature is written in black ink and is positioned below the word "Sincerely,".

Laura E. Goracke

Danielle Pleiss

6105, South 158th Street Omaha, NE 68135 · 402-679-2245 · daniellepleiss@gmail.com

March 25, 2019

Dottie Heusman
Superintendent
Sterling Public Schools
250 Main Street
Sterling, NE 68443

Dear Ms. Heusman:

Please accept this letter as my resignation from my position as a preschool Teacher at Sterling Public Schools. I will be serving as a teacher at a school closer to family the next year.

This was not an easy decision, as I have loved my time at Sterling. The culture, families, students and teachers all have brought me so much joy. I cannot thank you enough for the opportunity you gave me working here.

I wish you all the best.

Sincerely,

A handwritten signature in cursive script that reads "Danielle Pleiss".

Danielle Pleiss

March 27, 2019

Dottie Heusman
Sterling Public Schools
250 Main Street
Sterling, NE 68443

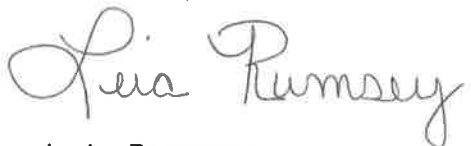
Dear Dottie,

Thank you for the opportunity to teach at Sterling Public Schools. Unfortunately, I have decided not to renew my contract for the 2019/2020 year. As of May, I will graduate with my master's degree in Curriculum and Instruction, School Library emphasis and am looking for a full-time teaching position closer to home.

I am grateful for the opportunity that Sterling gave me to get back into the teaching profession three years ago, and increasing my hours to accommodate the vision I saw for improving the school's library and instruction. I will miss the wonderful staff and students at SPS, and will treasure the relationships we have fostered in my time here. I am also grateful for the wonderful preschool program and the talented teachers, Katie Marshall and Danielle Pleiss, who helped start my children's educational journey.

If I could recommend one thing, it is to invest in the library. I feel that it can be a great asset to the learning community and provides an all-day access point to information for our student population K-12th grades. A quick-print station for students and in-room technology (Chromebooks or laptops for elementary use) would help bring our students into the 21st century in a constructive manner. These will also prepare them for one-to-one in middle school. I think we have made some great strides in my tenure at Sterling, and I would hate for our progress to be lost.

Sincerely,

A handwritten signature in cursive script that reads "Leia Rumsey". The signature is written in dark ink and is positioned above the printed name.

Leia Rumsey

Position	Year .75	Year 1.0	Insurance .75	Insurance 1.0	Retirement .75	Retirement 1.0	.75 Total Cost	1.0 Total Cost	Differences
.5 Media Specialist & .25 English MA Year 4 Rumsey	\$34,752.00	\$46,336.00	Current \$1500	Current \$2000	\$6,092.03	\$8,122.70	\$42,344.03	\$56,458.70	\$14,114.67
.5 Media Specialist & .25 English MA+ 18 Year 7 Current Staff Member Interested in Media	\$40,182.00	\$53,576.00	Current \$1500	Current \$2000	\$7,043.91	\$9,391.88	\$48,725.91	\$64,967.88	\$16,241.97



Sterling Superintendent Evaluation
Leadership Standards – Narrative
As Adopted from the NASB Template
January 2018

The performance evaluation is an effective tool to ensure the superintendent will meet the school board's expectations. Fundamental fairness demands that the superintendent understand the expectations and receive feedback regarding how he/she is performing.

NASB recommends the board follow policy and a best practice course of action to ensure an effective evaluation experience. The following list provides the board with a step-by-step checklist:

- **All board members** will participate in the evaluation process
- The board will execute the evaluation process utilizing the following documents: the board adopted evaluation instrument, the superintendent job description, the superintendent contract; and, superintendent/district performance goals
- The board will periodically review and **adopt a job description** and the **evaluation instrument** for the superintendent, aligning the evaluation instrument with the job duties
- The board will adopt a **timeline** for conducting the superintendent evaluation
- The superintendent will complete a **self-evaluation** and provide a copy of his/her completed evaluation to the board president
- The board president will distribute the superintendent's self-evaluation, blank evaluation instrument, job description, contract, and goals to all board members. Prior to the evaluation meeting, all board members will complete the evaluation instrument and return to the board president by the stated deadline so he/she may compile the results
- The board president will **contact the board attorney** for advice regarding the proper method of executing the evaluation during a scheduled meeting of the board

Note: It is the recommendation of the Association that the board conduct the superintendent evaluation in open session to prevent the board the risk of violating the Nebraska Open Meetings Act. The Association strongly advises the board president to contact the school attorney to ascertain his/her position in regards to evaluation of the superintendent.

- If the board determines pursuant to legal advice to conduct the evaluation in executive session, consider the following guidelines:
 1. Dismiss the superintendent from the closed session to discuss the summary of the evaluation
 2. Ask the superintendent to join the board in closed session and collaboratively review the evaluation with him/her
 3. Identify areas of improvement, goals for the superintendent /district with supporting performance indicators and a timeline for progress reports and/or deadlines
- If the board carries out the evaluation process during a regular meeting of the board in **open session**, each board member should participate in the discussion providing their perspective of the positive qualities the superintendent has exhibited during the past year and any areas of growth or improvement the superintendent might address

Leadership Standard 1: Operations Leadership

The superintendent will provide leadership to the Board of Education in carrying out the vision and daily operations of the district.		
Performance Indicators	Rating	Comments to support rating
1.1 Oversees and directs all activities of the school system according to board policy and assumes responsibility for everything that occurs in the district	<input type="checkbox"/> Met <input type="checkbox"/> Progressing <input type="checkbox"/> Not Met	
1.2 Articulates and promotes high expectations for teaching and student learning	<input type="checkbox"/> Met <input type="checkbox"/> Progressing <input type="checkbox"/> Not Met	
1.3 Provides leadership to the board in the annual establishment of short and long-term district goals that support student achievement and the school improvement process	<input type="checkbox"/> Met <input type="checkbox"/> Progressing <input type="checkbox"/> Not Met	
1.4 Systematically reports to the board on the status of the adopted district goals and the school improvement plan	<input type="checkbox"/> Met <input type="checkbox"/> Progressing <input type="checkbox"/> Not Met	
1.5 Maintains a general knowledge of educational and professional trends through participation in national and state workshops and conferences	<input type="checkbox"/> Met <input type="checkbox"/> Progressing <input type="checkbox"/> Not Met	
1.6 Supervises the district's compliance and reporting requirements within all NDE rules, accreditation standards, and state and federal law	<input type="checkbox"/> Met <input type="checkbox"/> Progressing <input type="checkbox"/> Not Met	

1.7 Represents the district in its dealings with other school systems, agencies, institutions, community organizations, the media, and in legislative and legal matters	<input type="checkbox"/> Met <input type="checkbox"/> Progressing <input type="checkbox"/> Not Met	
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Leadership Standard 2: Staff Leadership

The superintendent will provide leadership to the Board regarding staffing of the district and evaluation of staff.		
Performance Indicators	Rating	Comments to support rating
2.1 Evaluates and makes recommendations for the appropriate staffing levels needed for the effective operation of the schools	<input type="checkbox"/> Met <input type="checkbox"/> Progressing <input type="checkbox"/> Not Met	
2.2 Ensures that fair and effective evaluation processes are in place for all district personnel and that all staff are evaluated regularly according to board policy and applicable laws	<input type="checkbox"/> Met <input type="checkbox"/> Progressing <input type="checkbox"/> Not Met	
2.3 Provides motivation and resources for staff members to engage in professional development activities	<input type="checkbox"/> Met <input type="checkbox"/> Progressing <input type="checkbox"/> Not Met	
2.4 Provides leadership and oversight to the administrative team through regular communication, supervision, and evaluation	<input type="checkbox"/> Met <input type="checkbox"/> Progressing <input type="checkbox"/> Not Met	

2.5 Provides leadership to the board in the negotiations process with the district's recognized bargaining units	<input type="checkbox"/> Met <input type="checkbox"/> Progressing <input type="checkbox"/> Not Met	
2.6 Handles personnel matters in a forthright, objective, and professional manner	<input type="checkbox"/> Met <input type="checkbox"/> Progressing <input type="checkbox"/> Not Met	

Leadership Standard 3: Board Relations Leadership

The superintendent will meet established requirements in preparing for and conducting board meetings.		
Performance Indicators	Rating	Comments to support rating
3.1 Provides leadership to maintain the board's focus on student achievement	<input type="checkbox"/> Met <input type="checkbox"/> Progressing <input type="checkbox"/> Not Met	
3.2 Attends and participates in all board meetings unless specifically excused by the board from its consideration of the superintendent's performance, contract, or salary	<input type="checkbox"/> Met <input type="checkbox"/> Progressing <input type="checkbox"/> Not Met	
3.3 Develops, in cooperation, with the board president the agenda for each board meeting	<input type="checkbox"/> Met <input type="checkbox"/> Progressing <input type="checkbox"/> Not Met	
3.4 Ensures that all board meetings are legally conducted and communicated to the public in accordance with the Nebraska Open Meetings Act	<input type="checkbox"/> Met <input type="checkbox"/> Progressing <input type="checkbox"/> Not Met	

<p>3.5 To the greatest extent possible, ensures that the board has adequate information and sufficient time to make critical decisions on behalf of the district</p>	<p><input type="checkbox"/> Met <input type="checkbox"/> Progressing <input type="checkbox"/> Not Met</p>	
<p>3.6 In cooperation with the board president, develops and maintains an annual board calendar that ensures timely consideration of: (a) routine matters requiring board approval, (b) follow-up reports requested by the board, (c) regular updates on district goals and the school improvement plan, (d) regular updates on student achievement data, and (e) continuous policy review</p>	<p><input type="checkbox"/> Met <input type="checkbox"/> Progressing <input type="checkbox"/> Not Met</p>	
<p>3.7 Ensures that administrative recommendations to the board identify: (a) the situation necessitating the recommendation, (b) how the recommendation relates to district and/or school improvement goals and district policies, (c) the options reviewed and the reason for selecting this recommendation, (d) the benefit that is expected to result from the implementation, (e) the personnel that will be involved in or affected by the implementation, (f) the immediate and long-term cost of the implementation (g) how the staff will measure the results of the implementation, and (h) how and when progress will be reported to the</p>	<p><input type="checkbox"/> Met <input type="checkbox"/> Progressing <input type="checkbox"/> Not Met</p>	

board (see AIM document for format)		
3.8 Using agreed-upon methods, communicates with the board between meetings to ensure that all members have current information about district issues and activities	<input type="checkbox"/> Met <input type="checkbox"/> Progressing <input type="checkbox"/> Not Met	

Leadership Standard 4: Policy Leadership

The superintendent will provide leadership to the Board of Education in policy development and implementation.		
Performance Indicators	Rating	Comments to support rating
4.1 Provides leadership in the development and implementation of district policy	<input type="checkbox"/> Met <input type="checkbox"/> Progressing <input type="checkbox"/> Not Met	
4.2 Ensures policy is consistent with the requirements of state and federal law and NDE rules	<input type="checkbox"/> Met <input type="checkbox"/> Progressing <input type="checkbox"/> Not Met	
4.3 In cooperation with the administrative team, develops the necessary rules and regulations to carry out board policy	<input type="checkbox"/> Met <input type="checkbox"/> Progressing <input type="checkbox"/> Not Met	
4.4 In cooperation with the board, ensures that policies and supporting administrative rules and regulations are systematically reviewed and updated	<input type="checkbox"/> Met <input type="checkbox"/> Progressing <input type="checkbox"/> Not Met	

Leadership Standard 5: Financial Leadership

The superintendent will provide sound financial planning and management in assisting the Board of Education to support student achievement and district operations.

Performance Indicators	Rating	Comments to support rating
5.1 Schedules timely and appropriate budget work sessions to ensure board input into the development of the district budget	<input type="checkbox"/> Met <input type="checkbox"/> Progressing <input type="checkbox"/> Not Met	
5.2 Develops the budget according to district policy and state requirements	<input type="checkbox"/> Met <input type="checkbox"/> Progressing <input type="checkbox"/> Not Met	
5.3 Implements and manages the budget according to sound business and fiscal practices and district policy	<input type="checkbox"/> Met <input type="checkbox"/> Progressing <input type="checkbox"/> Not Met	
5.4 Recommends budget amendments when necessary	<input type="checkbox"/> Met <input type="checkbox"/> Progressing <input type="checkbox"/> Not Met	
5.5 Provides monthly financial reports, including comparable data (three-year history), to ensure the board is knowledgeable about the status of the budget	<input type="checkbox"/> Met <input type="checkbox"/> Progressing <input type="checkbox"/> Not Met	
5.6 Maintains the district's financial records and ensures that they are audited annually by a qualified accounting firm	<input type="checkbox"/> Met <input type="checkbox"/> Progressing <input type="checkbox"/> Not Met	

Leadership Standard 6: Facilities Leadership

The superintendent will provide leadership to the Board of Education regarding facilities planning.		
Performance Indicators	Rating	Comments to support rating

<p>6.1 In cooperation with the board, maintains and updates a short and long-range plan that includes: (a) a schedule for the routine maintenance of all school properties, (b) a schedule for the repair and/or replacement of school equipment, and (c) a facilities needs assessment for future renovation or construction</p>	<input type="checkbox"/> Met <input type="checkbox"/> Progressing <input type="checkbox"/> Not Met	
<p>6.2 Oversees the implementation of the facilities plan and ensures that the board is knowledgeable about the status of the facilities</p>	<input type="checkbox"/> Met <input type="checkbox"/> Progressing <input type="checkbox"/> Not Met	

Leadership Standard 7: Community Relations

<p>The superintendent will provide leadership to the Board in fostering a good working relationship with the public.</p>		
Performance Indicators	Rating	Comments to support rating
<p>7.1 Maintains accessibility and visibility in the community</p>	<input type="checkbox"/> Met <input type="checkbox"/> Progressing <input type="checkbox"/> Not Met	

7.2 Promotes and supports parent/student/community involvement in the school	<input type="checkbox"/> Met <input type="checkbox"/> Progressing <input type="checkbox"/> Not Met	
7.3 Effectively communicates the needs and successes of the district	<input type="checkbox"/> Met <input type="checkbox"/> Progressing <input type="checkbox"/> Not Met	
7.4 Maintains a sound working relationship with the media	<input type="checkbox"/> Met <input type="checkbox"/> Progressing <input type="checkbox"/> Not Met	
7.5 Routinely creates opportunities to seek staff and community input on significant issues where and when appropriate	<input type="checkbox"/> Met <input type="checkbox"/> Progressing <input type="checkbox"/> Not Met	

Leadership Standard 8: General Leadership Attributes

The superintendent will provide general leadership to the Board and District with the following attributes being a top priority.		
Performance Indicators	Rating	Comments to support rating
8.1 Demonstrates ethical, trustworthy and professional behavior	<input type="checkbox"/> Met <input type="checkbox"/> Progressing <input type="checkbox"/> Not Met	

8.2 Is cordial, patient, personable, and treats everyone fairly and with dignity and respect	<input type="checkbox"/> Met <input type="checkbox"/> Progressing <input type="checkbox"/> Not Met	
8.3 Expresses ideas in a logical, forthright, and professional manner	<input type="checkbox"/> Met <input type="checkbox"/> Progressing <input type="checkbox"/> Not Met	
8.4 Approaches work with enthusiasm, commitment, and integrity	<input type="checkbox"/> Met <input type="checkbox"/> Progressing <input type="checkbox"/> Not Met	
8.5 Is visible, listens, and promotes collaboration, teamwork, and accomplishments	<input type="checkbox"/> Met <input type="checkbox"/> Progressing <input type="checkbox"/> Not Met	

Superintendent Evaluation Summary

The superintendent should identify no more than four performance areas on which to focus their growth professionally. Note: Targeting in excess of four performance areas will make it difficult for the individual to address the areas adequately. When his/her performance is at a high-level, sustaining, refining, and replicating the performance is the goal. Follow through will ensure the success of the superintendent and the board.

The Performance Plan should consist of:

- goals (**what** must he/she do to achieve the objective or what is the intended result)
- performance indicators (**how** will the board measure progress and/or success)
- timeline (**when** will progress/success be assessed or completion date)
- signature (once the Performance Plan has been completed and reviewed the board president and superintendent will both sign and date placing a copy in the superintendent’s personnel file and a copy will be retained by the board president)

Note: The Performance Plan should be reviewed and updated throughout the year to assess progress and success. Modifications should only be made if the board/superintendent discuss and agree upon appropriate changes.

Superintendent

_____ (Signature)

_____ (Date)

Board President

_____ (Signature)

_____ (Date)

Superintendent Performance Plan

Standard	Goal Statement	Performance Indicator(s)	Timeline	Reviewed
Operations				

Staff				
Board Relations				
Policy				
Financial				
Facilities				
Community				
General Leadership Attributes				