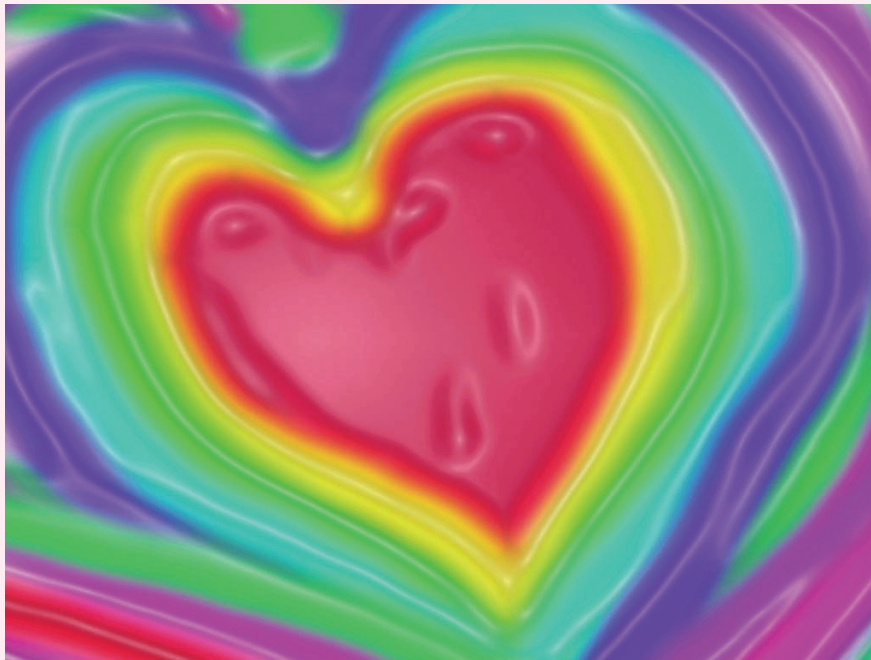


Sheridan County School District #2

Board Meeting



Date: February 10, 2014

Time: 6:00 p.m.

Place: Central Office

Sheridan County School District #2

Board of Trustees Meeting

Central Office – Board Room

February 10, 2014

6:00 p.m.

Agenda

- I. Call to Order**
 - A. Pledge of Allegiance
- II. Recognition**
 - A. All-State Music Participants – Diane Knutson, Razmick Sarkissian, and Ashley Lecholat
 - B. We the People – Tyson Emborg
- III. Approval of Agenda**
- IV. Welcome – Audience Comments**
- V. Consent Agenda Items**
 - A. Approval of Minutes – January 13, 2013
 - B. Approval of Bills for Payment
- VI. Old Business**
 - A. Capital Construction Update (*Action*) – Craig Dougherty
 - 1. Fort Mackenzie/the Wright Place and Behavioral Center to Old Highland Park 2014-2015 School Year
 - B. Approval of Policies (*Action*) – Cody Sinclair
- VII. New Business**
 - A. FY14 Quarterly Financial Update (*Action*) – Roxie Taft
 - B. Approval of Donations for Sheridan High School (*Action*) – Dirlene Wheeler
 - C. Fort Mackenzie High School 1:1 MacBook Airls and Da Vinci Lab (*Information*) – Tom Sachse with Sean Wells
 - D. Flare Gas on School Trust Lands Draft Resolution (*Action*) – Richard Bridger
- VIII. Reports and Communication**
 - A. Board of Trustees
 - B. PTO/Parents/Students/Organizations
 - C. Site Administration and Staff
- IX. District Reports**
 - A. Superintendent
 - 1. Board Goal Updates (*Information*) – Craig Dougherty
- X. Executive Session**
 - A. Personnel Matters
 - B. Legal Matters
 - C. Real Estate Matters
- XI. Adjournment**

Sheridan County School District No. 2

Board of Trustees Regular Monthly Meeting

Richard Bridger, Chairman

January 13, 2014

Craig Dougherty, Superintendent

MINUTES OF MEETING

I. Call to Order

The regular monthly meeting of the Board of Trustees of Sheridan County School District #2 was called to order at 6:00 p.m., Monday, January 13, 2014, in the Board Room at the Central Administration Office. The presiding officer was Richard Bridger, Chairman. A quorum was determined to be present with the following attendees:

Trustees:

Richard Bridger, Chairman
Ann Perkins, Vice-Chairman
Marva Craft, Clerk
Scott Hininger
Erica O'Dell
Jim Perkins
Molly Steel

Absent:

Wayne Schatz, Treasurer
Hollis Hackman

Administrators:

Craig Dougherty, Superintendent
Terry Burgess, Assistant Superintendent
Tom Sachse, Assistant Superintendent
Scott Stults, Director of Elementary Education
Roxie Taft, Business Manager
Julie Carroll, Facilities Director
Coree Kelly, Technology Director

Absent:

Chairman Bridger thanked the audience for attending the board meeting. He reminded the audience that personnel issues could not be discussed during a board meeting. Personnel issues can only be discussed within the executive session of the board meeting. Chairman Bridger asked the trustees to approve an agenda change, adding the recognition of Highland Park and Brent Leibach and moving the Flare Gas Resolution, presented by Representative Michael Madden, to follow recognitions.

TRUSTEE HININGER MADE A MOTION TO APPROVE THE CHANGE TO THE AGENDA. TRUSTEE JIM PERKINS SECONDED THE MOTION, AND IT PASSED WITH A UNANIMOUS VOTE.

II. Recognition

A. State Champions/Sports Report – Don Julian

Sheridan High School Activity Director Don Julian reviewed the fall activity GPAs, as listed with the Wyoming High Schools Activity Association. All activity GPAs were 3.2 or better, with the girls cross country team having the highest GPA at 3.838. He added that

with 25 orchestra students, 20 band students, and 10 choir students, Sheridan had the highest total number of all-state musicians of all the schools in the state. Julia Fenn was the tennis state champion, making this her second individual state championship win. Emily Spielberg was the 100 meter backstroke state champion and set a new school record. The state 200 m medley relay was won by Gretchen Dougherty, Mackenzie Dougherty, Emily Spielberg, and Payton Brilz and a new school record was set in this event as well. Gretchen Dougherty also set a new school record in the 100 m breaststroke. Swim coaches Brent Moore and Jory Turk were named as the 4A Coaches of the Year. Of 920 high school students, 412 have sports physicals on file, showing that 45% of all the students are involved in athletic activities, with over 70% estimated to be involved in extra-curricular activities.

B. Model United Nations – Adam Metcalf

Sheridan High School Teacher Adam Metcalf thanked the Board for the opportunity to present information about the Model United Nations (MUN). He explained that MUN students work with other delegates from around the world and take part in activities that simulate the work of the United Nations, involving research, public speaking, debating, and writing. The students represent various nations and formulate political positions, based upon the policies of the country that they are assigned. Students had fundraised to cover 90% of expenses associated with the activity. MUN students Tom Terry, Susie Wold, Jesse Melius, Josh Smith, Cody Heaps, Heather Belus, Garrett Szmyd, and Liam Jones reported on the different aspects of the MUN program.

Trustee Craft asked how much money the students had raised. Jeannie Hall, who assists with sponsorship of the program, responded that the students had raised approximately \$11,000 for the three conferences that the students have attended. She added that the students are assigned two topics to report on at each MUN conference, and that the students are required to follow the decorum of the United Nations. The MUN students hope to attend the University of Denver conference in April.

Chairman Bridger asked if the two topics that the students report on are given to the students ahead of time. Ms. Hall responded that they are presented with the issues in advance of the conference and create reports to recount a “real-world” resolution for the problem that they are given.

Trustee Ann Perkins asked about student participation by grade. Ms. Hall responded that the majority of the students are freshmen and sophomores, though a few seniors participate as well.

Mr. Metcalf added that the group is looking to expand. He is interested in taking the group to Vancouver in 2015-2016, if possible. Vancouver hosts many of the Southeast Asian countries and teams from Canada. He also hopes that the District will be able to host a local or regional conference one day.

Trustee Craft congratulated Mr. Metcalf and Ms. Hall on their hard work and success in program growth and fundraising.

C. Highland Park Elementary Blue Ribbon Recommendation – Craig Dougherty

Superintendent Craig Dougherty said that recent data released by the Wyoming Department of Education reported Sheridan as the location of five of the top twelve schools in Wyoming. He added that Highland Park Elementary School was one of the three elementary schools in Wyoming nominated for the National Blue Ribbon School distinction. Superintendent Dougherty congratulated Highland Park Elementary School students, staff, and Principal Brent Leibach for this nomination.

Principal Leibach said that the Blue Ribbon recognition is a great honor. He said that nothing in the education profession happens in isolation. The District makes it a priority that each school is the best, with a “no excuses” policy. The focus is on high-quality instruction, student learning, and school culture. He said that the staff members of Highland Park Elementary take care of each other. He said that they approach each day with equal intensity, even if it is the day before Christmas, or the last day of school. Mr. Leibach thanked the Board and the administration for the recognition, saying that he was honored.

Trustee Bridger said that he was not surprised by the nomination; the staff and students at Highland Park are a great group.

D. Flare Gas on School Trust Lands Draft Resolution (*Information*) – Representative Michael Madden

State Representative Michael Madden discussed the extensive reporting requirements of the Wyoming Department of Education (WDE). He said that he is introducing legislation called the Wyoming Public School Paperwork Reduction Act, intended to remove redundant reports, reduce the frequency of reports, and reduce the time it takes to complete them.

Representative Madden also discussed a flare-gas resolution that he supports. He explained that as oil companies acquire petroleum from the earth, natural gas is released and is often flared. As natural non-renewable resources are mined from the earth, they can be taxed, though these resources are traditionally only taxed if they are sold. In this way, the petroleum companies are encouraged to burn off the gases, rather than use them, because they are only taxed if the gases are used or sold. This bill would need to be brought to the Revenue Committee to create legislation taxing these flare gases, and introducing this bill on the floor would require a two-thirds vote of the legislative body.

Chairman Bridger said that some members of the Board had the opportunity to discuss the flare-gas resolution with Representative Madden prior to the meeting, and they hope to bring the resolution to Wyoming School Boards Association (WSBA) next year for support. He thanked Representative Madden for attending the board meeting.

III. Approval of Agenda

TRUSTEE CRAFT MADE A MOTION TO APPROVE THE AGENDA, AS AMENDED. TRUSTEE O'DELL SECONDED THE MOTION, AND IT CARRIED WITH A UNANIMOUS VOTE.

IV. Welcome--Audience Comments

There were no audience comments.

V. Consent Agenda Items

A. Approval of Minutes for December 2, 2013

B. Approval of Bills for Payment

General Fund	2,670,896.02
Federal Fund	130,251.74
TOTAL:	\$2,801,147.76

TRUSTEE ANN PERKINS MADE A MOTION TO APPROVE THE CONSENT AGENDA ITEMS, AS PRESENTED. TRUSTEE STEEL SECONDED THE MOTION, AND IT CARRIED WITH A UNANIMOUS VOTE.

VI. Old Business

A. Capital Construction Update (*Information*) – Craig Dougherty

Superintendent Craig Dougherty reported that the construction of Henry A. Coffeen Elementary School is progressing nicely. The building will be open next fall, and the staff of Henry A. Coffeen will have a tour with Facility Director Julie Carroll this week.

Superintendent Dougherty said that our district facility plan will be developed with the Capital Construction Committee as well as the full Board. Old Highland Park Elementary School will be available soon, and student enrollment will soon become too large for the junior high building, so Mr. Dougherty will ask the board to take action at the next board meeting to move the Fort Mackenzie/Wright Place campus to the Old Highland Park Elementary School. He added that the Behavior Center could also be moved to the Old Highland Park Elementary School.

Chairman Bridger commented that the Old Highland Park School is a much better location for the Behavior Center program.

B. Approval of Policies (Action) – Cody Sinclair

Human Resources Coordinator Cody Sinclair said that six policies were being presented for first reading.

FIRST READING

Mr. Sinclair said that Policy KCD - Public Gifts to Schools received minor wording changes for clarification.

TRUSTEE CRAFT MADE A MOTION TO ACCEPT POLICY KCD – PUBLIC GIFTS TO SCHOOLS ON FIRST READING, AS PRESENTED. TRUSTEE HININGER SECONDED THE MOTION, AND IT PASSED WITH A UNANIMOUS VOTE.

Mr. Sinclair said that Policy KD/KB - Public Communication/Public's Right to Know was clarified and a reference to public meeting statutes was added.

TRUSTEE JIM PERKINS MADE A MOTION TO ACCEPT POLICY KD/KB – PUBLIC COMMUNICATION/PUBLIC'S RIGHT TO KNOW ON FIRST READING, AS PRESENTED. TRUSTEE STEEL SECONDED THE MOTION, AND IT PASSED WITH A UNANIMOUS VOTE.

Mr. Sinclair said that Policy KDDA - News Releases was rewritten to be more concise.

TRUSTEE JIM PERKINS MADE A MOTION TO ACCEPT POLICY KDDA – NEWS RELEASES ON FIRST READING, AS PRESENTED. TRUSTEE ANN PERKINS SECONDED THE MOTION, AND IT PASSED WITH A UNANIMOUS VOTE.

Mr. Sinclair noted that Policy KDF - Public Participation at Board Meetings received minor changes and a reference to the public participation procedure was added.

TRUSTEE JIM PERKINS MADE A MOTION TO ACCEPT POLICY KDF – PUBLIC PARTICIPATION AT BOARD MEETINGS ON FIRST READING, AS PRESENTED. TRUSTEE STEEL SECONDED THE MOTION, AND IT PASSED WITH A UNANIMOUS VOTE.

Mr. Sinclair said that Policy KDF-P - Visitor Input at School Board Meetings is the procedure from the back of the Board agendas and it outlines what is expected of a Board meeting visitor.

TRUSTEE JIM PERKINS MADE A MOTION TO ACCEPT POLICY KDF-P – VISITOR INPUT AT BOARD MEETINGS ON FIRST READING, AS PRESENTED. TRUSTEE CRAFT SECONDED THE MOTION.

Trustee Hininger said that the policy is wordy and doesn't read like a policy. Trustee O'Dell and Craft agreed. Trustee Jim Perkins said that the Policy Advisory Council provided feedback recommending referencing the wording from the back of the agendas that are handed out at the board meetings.

Mr. Sinclair agreed, saying that the guidance on the back of the agenda was viewed positively by the Policy Advisory Council. He said that the feedback would be taken back to the Policy Advisory Council.

Trustee Steel said that the policy is actually the procedure that would be followed, which is why it reads as it does. Superintendent Dougherty agreed, saying that in procedures, the language tends to be lengthier.

THE MOTION TO APPROVE POLICY KDF-P – VISITOR INPUT AT BOARD MEETINGS ON FIRST READING PASSED WITH A UNANIMOUS VOTE.

Mr. Sinclair noted that the belief statements were removed from Policy KE - Public Concerns and Complaints.

TRUSTEE JIM PERKINS MADE A MOTION TO ACCEPT POLICY KE – PUBLIC CONCERNS AND COMPLAINTS ON FIRST READING, AS PRESENTED. TRUSTEE STEEL SECONDED THE MOTION, AND IT PASSED WITH A UNANIMOUS VOTE.

SECOND READING

Policies – Second Reading

Mr. Sinclair said that there were minor changes made to KCC – Memorial/Meritorious Policy in regard to the naming of buildings, trees, and benches.

TRUSTEE HININGER MADE A MOTION TO ACCEPT POLICY EBBA - PREVENTION OF DISEASE/INFECTION TRANSMISSION, POLICY GBJ - PERSONNEL RECORDS AND FILES, POLICY IHBG-P - HOME SCHOOLING – PROCEDURES, POLICY JG - ASSIGNMENT OF STUDENTS TO CLASSES AND GRADE LEVELS, POLICY KCC - MEMORIAL/MERITORIOUS POLICY ON SECOND READING, AS PRESENTED. TRUSTEE CRAFT SECONDED THE MOTION.

Chairman Bridger asked about the number of years in the waiting period on the Memorial/Meritorious Policy. Trustee Jim Perkins said the committee decided that two years would be the best waiting period, as three years may be too long. Mr. Sinclair responded that the policy reflected a one-year waiting period before it was tabled to return to first reading.

**THE MOTION TO APPROVE THE POLICIES UP FOR SECOND READING
PASSED WITH A UNANIMOUS VOTE.**

VII. New Business

A. Audit Report for Fiscal Year 2012-13 (Action) – Roxie Taft

Business Manager Roxie Taft introduced Travis Fegler of Porter, Muirhead, Cornia, and Howard to present the audit report for 2012-13.

Mr. Fegler explained the unmodified opinion reflected in the report shows that the auditing team found the internal controls showed no material weaknesses and deficiencies. The two areas of focus in the audit were the child nutrition and Title I clusters, which also showed no deficiencies. The general fund revenue and expenditures as of 2013 showed 44.6 million in revenues versus 44.3 million in expenditures. The District enrollment increased by 142 students. Mr. Fegler explained that the District has 63 days' worth of operating reserves (17%), which follows best practice.

Trustee Hininger asked if the audit report would be available on PDF and if our district could be compared with other school districts across the state in a report for the Board. Mr. Fegler responded that the file would be available in PDF form. Jim Dodson of Porter, Muirhead, Cornia, and Howard responded that the comparative data would be available through the Wyoming Department of Education and a report could be easily built.

Chairman Bridger asked why the Title I program and the child nutrition clusters were chosen for the audit. Mr. Fegler said that normally, audit subjects are rotated and it depends upon the size of the program.

Chairman Bridger said that the audits are time consuming for the staff and congratulated them on a job well-done. He also asked what percentage of reserves would be in the comfortable range. Mr. Dodson responded that 15-20% reserves are recommended as best practice by the Wyoming Association of School Business Officials (WASBO). He added that this number represents the number of days that the District may sustain business before needing to borrow from the bank.

**TRUSTEE HININGER MADE A MOTION TO APPROVE THE AUDIT REPORT
FOR FISCAL YEAR 2012-13, AS PRESENTED. TRUSTEE ANN PERKINS
SECONDED THE MOTION, AND IT PASSED WITH A UNANIMOUS VOTE.**

B. Approval of Depositories (Action) – Roxie Taft

Business Manager Roxie Taft explained that per board policy, banking depositories need to be approved annually. The financial institutions that are requested for approval are First Federal Savings Bank and Wyostar. The Board will be asked to sign banking affidavits individually for any business they do with the approved depositories.

TRUSTEE CRAFT MADE A MOTION TO APPROVE THE DEPOSITORIES, AS PRESENTED. TRUSTEE HININGER SECONDED THE MOTION, AND IT CARRIED WITH A UNANIMOUS VOTE.

C. Presentation on e-Textbook Pilot (*Information*) – Tom Sachse with Adam Metcalf

Assistant Superintendent Tom Sachse reminded the Board about the presentation that Principal Mitch Craft gave them last year as a report of the SJHS US History e-textbook pilot. He introduced Adam Metcalf, saying that he would be presenting the second part of the presentation, in regard to the e-textbook and Chromebook pilot at SHS.

Mr. Metcalf thanked the Board for the opportunity to share information about the e-textbook and 1:1 Chromebook pilot. He said that he has seen many advantages to the e-textbooks, including textbooks that are easy to access, lighter backpacks for students, and convenience. However, the login to access the textbooks are computer-generated by the textbook company and tend to be rather long, making them difficult to enter. Also, each e-textbook, Schoology, and Chromebook require different logins, so the students have many different usernames and passwords to remember. Also, the electronic versions of the textbooks are less aesthetically pleasing and less robust. Mr. Metcalf would recommend that the PLC group formulate their own curriculum, without the use of the e-textbook or paper textbooks.

In regard to the Chromebooks, Mr. Metcalf said that they work well for the integration of the Common Core, accessing Schoology, eliciting critical response from students, engaging students, assisting in the PLC process, developing a paperless classroom, and bolstering classroom management.

Mr. Metcalf said that he would highly recommend the 1:1 Chromebook program, though he would be hesitant to recommend the e-textbooks.

Trustee Hininger asked if the creation of the curriculum by the PLC team would be too time-intensive to be effective. Mr. Metcalf responded that the process has already been initiated. He said that it took time and initiative, but employees of the District are forward-thinking.

Chairman Bridger asked if there was a problem with students having access to the internet and if there were some subjects that may be better for the Chromebooks. Mr. Metcalf responded that only three students out of his one hundred twenty students didn't have internet access and accommodations were made for them. He added that iPads are great for math, but that Chromebooks are better suited for Social Studies and English.

D. Bus Vendor/Purchase Authorization for 2014 (*Action*) – Steve Schlicting

Transportation Director Steve Schlicting said that the Board had approved the trade of four buses at the August board meeting. He said that he is recommending Elder Equipment of Casper as the preferred vendor, and he is recommending that two buses be replaced with diesel engines and that the other two be replaced with propane engines.

TRUSTEE HININGER MADE A MOTION TO APPROVE THE BUS VENDOR/PURCHASE AUTHORIZATION FOR 2014, AS PRESENTED. TRUSTEE CRAFT SECONDED THE MOTION.

Chairman Bridger asked where the buses would go to refuel. Mr. Schlicting responded that the buses could go to Amerigas or Farmer's Co-op to be refilled and that the price per gallon of propane is currently \$2.20 versus \$3.69 for diesel.

Chairman Bridger asked if there were any issues with the cold for the propane buses. Mr. Schlicting responded that cold is not an issue for the propane buses.

Trustee Steel asked if there were any propane filling stations available in other towns, and Trustee Hininger asked if the District would want to maintain our own propane tanks. Mr. Schlicting responded that the buses are intended for local use only and that the District could consider acquiring filling tanks if the propane buses are successful. He said that a tank may be installed for \$499 and that a yearly lease is \$199.

THE MOTION TO APPROVE THE BUS VENDOR/PURCHASE AUTHORIZATION FOR 2014 CARRIED WITH A UNANIMOUS VOTE.

E. Request to Advertise to Bid Roof Replacement at Early Building (Action) – Julie Carroll

Facilities Director Julie Carroll explained that the roof of the Early Building had sustained damage as a result of the September hail storms, and it will need a new roof membrane. The roof may be covered by insurance, but the documents are not completed, and the cost of the roof would be over the \$25,000 threshold and requiring the bidding process be followed. There have been no leaks, but the roof will need to be replaced this spring.

TRUSTEE O'DELL MADE A MOTION TO APPROVE THE REQUEST TO ADVERTISE TO BID THE ROOF REPLACEMENT AT THE EARLY BUILDING, AS PRESENTED. TRUSTEE ANN PERKINS SECONDED THE MOTION.

Chairman Bridger asked if a claim would be submitted to insurance. Ms. Carroll responded that she would submit the damage to insurance, though she wasn't sure how much of the damage would be covered. She added that she would like to put a better roof membrane on the building, if possible, and that the deductible is \$5,000.

THE MOTION TO APPROVE THE REQUEST TO ADVERTISE TO BID THE ROOF REPLACEMENT AT THE EARLY BUILDING CARRIED WITH A UNANIMOUS VOTE.

F. Request to Advertise to Bid Fixtures, Furniture, and Equipment (Action) – Julie Carroll

Facilities Director Julie Carroll requested permission to bid fixtures, furniture, and equipment for the new Henry A. Coffeen Elementary School.

TRUSTEE CRAFT MADE A MOTION TO APPROVE THE REQUEST TO ADVERTISE TO BID FIXTURES, FURNITURE, AND EQUIPMENT, AS PRESENTED. TRUSTEE ANN PERKINS SECONDED THE MOTION, AND IT CARRIED WITH A UNANIMOUS VOTE.

VIII. Reports and Communications

A. Board of Trustees

1. Board Committee Appointments (*Action*) – Richard Bridger

Chairman Bridger said that he had asked the trustees for committee requests. He asked that the trustees approve the proposed committee list, with the absence of objections.

TRUSTEE O'DELL MADE A MOTION TO APPROVE THE BOARD COMMITTEE APPOINTMENTS, AS PRESENTED. TRUSTEE STEEL SECONDED THE MOTION. TRUSTEE JIM PERKINS WAS ABSENT FROM THE ROOM AT THE TIME OF THE VOTE. THE MOTION CARRIED WITH A UNANIMOUS VOTE.

B. PTO/Parents/Students/Organizations

There were no PTO/Parents/Students/Organizations reports.

C. Site/Administration/Staff

There were no Site/Administration/Staff reports.

IX. District Administration Reports

A. Superintendent

1. Board Goal Updates (*Information*) – Craig Dougherty

Superintendent Craig Dougherty spoke about the District's high test scores that had raised the state average. He said that teacher collaboration, across all grades, is essential for success.

Superintendent Dougherty said that he would begin reporting on the board goals, leading up to the Board Retreat, and today, he would be reporting on the Research-Based, Best Practices Board Goal. Superintendent Dougherty recapped the visit of Dr. Tim Kanold, who came to continue the deployment and refinement of the District's Professional Learning Communities. Also, staff were given the opportunity to attend a Google training day with technology integration specialists, to address the technological needs of students. During board meetings, the Board was informed about various research-based, best practices. Also, Superintendent Dougherty reported that he has asked the Wyoming School Boards Association

(WSBA) to recognize the many hours that the trustees spend in professional development. He added that as the state started tracking data, the District was at the top of the data -- first in the state in regard to Wyoming Accountability in Education Act (WAEA).

B. Assistant Superintendent

1. Calendar Year 2013 Grant Awards (*Information*) – Tom Sachse

Assistant Superintendent Tom Sachse shared the annual report of grant receipts for the past calendar year. The district received \$2,606,370 in the federal consolidated grants despite six months of sequestration. This includes \$1,126,809 for Title I-A (Compensatory Education), \$39,171 for Title I-D (Neglected and Delinquent), \$421,472 for Title II-A (Professional Development), \$924,671 for Individuals with Disabilities Education Act (Special Education), and \$94,274 for Perkins IV (Career and Technical Education). In addition, the District received \$1,260,086 state allocated funds including \$493,948 for Bridges (Remedial Summer School and After School) and \$766,138 for Instructional Facilitators. The District also received \$267,020 funding from competitive grants including \$37,000 from the Reading Recovery Council of North America.

TRUSTEE STEEL MADE A MOTION TO GO INTO EXECUTIVE SESSION AT 8:12 PM. TRUSTEE O'DELL SECONDED THE MOTION, AND IT CARRIED WITH A UNANIMOUS VOTE.

X. Executive Session:

The Board went into Executive Session at 8:12 p.m. to address personnel, legal, and real estate matters.

TRUSTEE HININGER MADE A MOTION TO RETURN TO REGULAR SESSION AT 9:30 PM. TRUSTEE JIM PERKINS SECONDED THE MOTION, AND IT CARRIED WITH A UNANIMOUS VOTE.

The meeting reconvened at 9:30 p.m.

TRUSTEE O'DELL MADE A MOTION TO APPROVE THE REVISED PERSONNEL ACTION REPORT, AS PRESENTED. TRUSTEE ANN PERKINS SECONDED THE MOTION. THE MOTION CARRIED WITH A UNANIMOUS VOTE.

TRUSTEE STEEL MADE A MOTION TO APPROVE TOM SACHSE AS THE SHERIDAN COUNTY SCHOOL DISTRICT TWO REPRESENTATIVE TO THE SEEDA BOARD. TRUSTEE ANN PERKINS SECONDED THE MOTION, AND IT PASSED WITH A UNANIMOUS VOTE.

XI. Adjournment:

TRUSTEE O'DELL MADE A MOTION TO ADJOURN THE MEETING AT 9:30 P.M. TRUSTEE SCOTT HININGER SECONDED THE MOTION, AND IT CARRIED WITH A UNANIMOUS VOTE.

The meeting adjourned at 9:30 pm.

Chairman

Clerk

**SHERIDAN COUNTY SCHOOL DISTRICT NO. 2
PERSONNEL REPORT
January 13, 2014**

ADMINISTRATIVE STAFF

Approvals:

Brent Leibach Sheridan High School	Principal 1.0 FTE (261 days)	Effective 7/1/14
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CERTIFIED STAFF

Approvals:

Erika Jorgensen Woodland Park School	Teacher-3 rd Grade 1.0 FTE (101 days)	Effective 1/6/14
Jennifer Manor Sagebrush School	Teacher-Special Education 1.0 FTE (94 days)	Effective 1/15/14

Changes/Transfers:

Merredith Smith School TBD	Leave of Absence to Teacher-Grade TBD 1.0 FTE (185 days)	Effective 8/19/14
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Early Retirement Incentive Plan:

John Best Sheridan Junior High School	Teacher-Social Studies 1.0 FTE (185 days)	Effective 6/3/14
Patricia Best Sheridan Junior High School	Teacher-English 1.0 FTE (185 days)	Effective 6/3/14
Tempe Murphy Meadowlark and Sheridan High Schools	Speech Pathologist 1.0 FTE (185 days)	Effective 6/3/14
Frederick Schubert Sheridan Junior High School	Teacher-Special Education 1.0 FTE (185 days)	Effective 6/3/14

Ronald C. Slater Sheridan Junior High School	Teacher-Special Education 1.0 FTE (185 days)	Effective 6/3/14
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Robert L. Tippie Sheridan Junior High School	Teacher-Science 1.0 FTE (185 days)	Effective 6/3/14
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Susan J. Wilson Sheridan Junior High School	Teacher-Math 1.0 FTE (185 days)	Effective 6/3/14
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Resignations:

Tia Dahlgren Woodland Park School	Teacher-3 rd Grade 1.0 FTE (84 days)	Effective 12/20/13
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Andrew Johnson Sagebrush School	Teacher-Special Education 1.0 FTE (84 days)	Effective 12/30/13
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CLASSIFIED STAFF**Approvals:**

Claire Schroeder Henry A. Coffeen School	Paraprofessional-Special Education 1:1 6.5 hours/day	Effective 1/20/14
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Judith Willis Henry A. Coffeen School	Paraprofessional-Office 7.0 hours/day	Effective 1/20/14
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Changes/Transfers:

Gina Carroll Woodland Park School	Paraprofessional-Office to Paraprofessional- Title I Literacy Support 6.0 hours/day	Effective 1/6/14
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Elizabeth Husske Highland Park School	Paraprofessional-Special Education 1:1 6.75 hours/day to 7.0 hours/day	Effective 1/13/14
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Anita Weber Woodland Park School	Paraprofessional-Office (5.0 hours/day)/ Title I (2.5 hours/day) to Paraprofessional- Office (3.0 hours/day)/Title I (4.5 hours/day)	Effective 1/6/14
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Early Retirement Incentive Plan:

Mary Hamilton Administration Building	Secretary-Special Education 8.0 hours/day (200 days)	Effective 6/15/14
Linda Smith Woodland Park School	Paraprofessional-Title I/Office 7.5 hours/day (185 days)	Effective 5/30/14

Reduction in Force (students no longer require services):

Svetlana Tikhomirova Sheridan Junior High School	Paraprofessional-Special Education 1:1 7.0 hours/day	Effective 12/20/13
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Resignations:

Kara Cossel Meadowlark School	Paraprofessional-Special Education 1:1 6.75 hours/day	Effective 12/5/13
Levi Duca Sheridan High School	Paraprofessional-Special Education 7.0 hours/day	Effective 12/20/13
Jennifer Tarver Sagebrush School	Paraprofessional-Special Education 1:2 7.0 hours/day	Effective 12/20/13

Retirements:

Roxanne M. Cwiklin Sheridan High School	Paraprofessional-Special Education 6.0 hours/day	Effective 5/30/14
Jean Drog Sheridan High School	Paraprofessional-Special Education 6.0 hours/day	Effective 12/20/13

EXTRA DUTY 2013-2014**Approvals:**

<u>Name</u>	<u>Position</u>
Melissa Mowry	Soccer – Girls Assistant Coach – SHS
Tom Racette	Soccer – Girls Assistant Coach – SHS
Jory Turk	Swimming – Boys Assistant – SHS

Resignations:

<u>Name</u>	<u>Position</u>
Greg McClure	Track – Indoor Assistant Coach – SHS

EXTRA DUTY 2014-2015

Resignations:

<u>Name</u>	<u>Position</u>
Wendi Ruby	Volleyball – Head Girls Coach – SHS

2013-2014 MEADLOWLARK ELEMENTARY SCHOOL AFTER SCHOOL PROGRAM STAFF – BRIDGES FUNDING

Approvals:

<u>Name</u>	<u>Position</u>
Laurie Allred	Paraprofessional (Substitute)
Jamie Fortman	Teacher

2013-2014 SAGEBRUSH ELEMENTARY SCHOOL ESY PROGRAM STAFF – RESOURCE EDUCATION PROGRAMS

Approvals:

<u>Name</u>	<u>Position</u>
Susan Ralston	Paraprofessional

2013-2014 SAGEBRUSH ELEMENTARY SCHOOL AFTER SCHOOL PROGRAM STAFF – BRIDGES/21st CENTURY FUNDING

Approvals:

<u>Name</u>	<u>Position</u>
Ben Emery	Teacher
Amy Gilbertson	Teacher
John Weisz	Teacher
Amy Willson	Teacher

**2013-2014 WOODLAND PARK ELEMENTARY SCHOOL AFTER SCHOOL PROGRAM
STAFF – BRIDGES/21st CENTURY FUNDING**

Approvals:

<u>Name</u>	<u>Position</u>
Helen Manor	Paraprofessional
Heather Miller	Teacher
Courtney Pushcar	Teacher
Jessica Sparks	Teacher
Amber Stahl	Paraprofessional

**2013-2014 SHERIDAN JUNIOR HIGH SCHOOL AFTER SCHOOL PROGRAM STAFF –
BRIDGES FUNDING**

Approvals:

<u>Name</u>	<u>Position</u>
Leslie Fuhrman	Paraprofessional

**2013-2014 SHERIDAN HIGH SCHOOL SATURDAY SCHOOL PROGRAM STAFF –
BRIDGES FUNDING**

Approvals:

<u>Name</u>	<u>Position</u>
Lonna Forister	Teacher (Substitute)
Matthew Johnson	Teacher (Substitute)
J. Andy Lowe	Teacher (Substitute)
M. V. Morton	Teacher (Substitute)
Nikki Perryman	Teacher (Substitute)

DATE: February 4, 2014

TO: Board of Trustees

FROM: Craig Dougherty, Superintendent

SUBJ: **Capital Construction Update** (*Action*)

Henry A. Coffeen Elementary School

The upper roof membrane and insulation is complete. Brickwork is continuing on the South side and stair towers. Mechanical, electrical, and plumbing wall rough-ins are complete on the first and second floor and are continuing in the ceiling. Dry wall is hung on the first floor with joint taping about 20% complete. Second floor drywall is about 25% complete. Window installation is complete, with the exception of the storefront areas. The main roof top units (RTUs) will be placed next week, if weather permits.

Facility Planning

As required by Wyoming State Statute, the facility plan is submitted to the Wyoming School Facilities Department (WSFD) each year. We will continue meeting with the Board Capital Construction Committee to start reviewing our master plan and bring the information to the Board, as it becomes available. We will ask for the final facility plan to be approved this spring.

At this meeting, we will ask the Board to take action on relocating the alternative school to the old Highland Park building. As we mentioned at the December and January board meetings, we would also like to move the ACE Behavioral Center program to the Old Highland Park campus. Please see that attached document from the Wyoming School Facilities Department (WSFD) that was handed out at the November 2013 Wyoming School Facilities Commission (WSFC) meeting as a highlight of our facility plan submitted last year. Our concerns regarding conditional funding for Sagebrush and the Bus Barn still remain as well as getting the alternative schools funded. For many years, the alternative schools were put on a moratorium for funding. However, starting in the last biennium, they are now being funded again around the state.

Please see the attached Projected Project Timelines. We would like to request that the Board approve the following project requests to be incorporated in our Facility Plans (as have already been in the past planning) when we plan with the WSFD and work towards getting these capital projects funded.

Recreational opportunities are important to the well-being of all students and community members. With holistic wellness in mind, the District would like to continue to discuss recreational advancement in the community and form partnerships.

Sheridan 2



Key

	Condition – Needs Index (FCI Score of 0.28 and Above)
	Capacity Concern
	Security Concern (Self-Reported)
	Action (Planning, Design, Construction, or Budget Request)
	Unique Issue

NIL	District	Description	Configuration	FCI	Date_Built	Gross Sq. Ft.
24	SHE02	SHE02 SAGEBRUSH ES (K-5) MAIN BLDG	EDUC K - 5	0.3191	1/1/1986	54,160

NIL	District	Description	Class	FCI	Date_Built	Gross Sq. Ft.
7	SHE02	SHE02 SHERIDAN BUS BARN MAIN BLDG	BUS BARN	0.4101	1/1/1977	17,624.00

Possible future remedies for each of these buildings will be discussed at the next facility planning meeting.

K-5, 91% Planning requested in the biennium budget.

The alternative school is currently housed within the Sheridan Jr/Sr: HS Early Building. The district is seeking a long term remedy for location of this program.

Projected Project Timelines

Assuming funding will be available & construction budgets hit target

JAN

DEC

2013

Coffeen Design & Abatement Complete (C)

Award Coffeen Begin Construction (C) -----

SHS Entrance Reno Phase 1 (C/MM) -----

Story Design & Abatement Complete (C)

SJHS Old Gym and EB Door Reno (MM) -----

Story Renovation Complete (C/MM) -

Purchase 6th ES Site (C) -----

2014

Coffeen Const Continues (C) -----

Coffeen Open New Building August (C)

Ft.M/WrP Move to Old HP

SHS Entrance Reno Phase 2 (C/MM) -----

Plan/Design for SHS Locker Reno (MM) -----

2015

Finish Design/Bid SHS Locker Reno (MM) ----- Begin Phase 1 SHS Locker Reno (MM) -----

Plan/Design for SB Reno (C) -----

Plan/Design for Alt School (C) -----

2016

Design & Bidding for Alt School (C) ----- Begin Building Alt School (C) -----

Begin Phase 2 SHS Locker Reno (MM) -----

Plan/Design for other SHS Renos (MM) -----

2017

Alt School Construction Continues(C) -----

Complete Phase 3 SHS Locker Reno (MM) ---

Begin other SHS Renos (MM) -----

2018

Design & Bidding for SB Reno (C) ----- SB Move to Old HP (C)

Alt School Construction Complete August (C)

Begin SB Reno (C) -----

Plan/Design for 6th ES (C) -----

Capital Construction Requested Funds (C)
Major Maintenance Annual Funds (MM)

DATE: February 4, 2014
TO: Board of Trustees
FROM: Cody Sinclair, Human Resources Coordinator
SUBJ: **Approval of Policies** (*Action*)

The following policies are being recommended for first reading:

IHBC	At-Risk Students
IHBC-P	At-Risk Students Procedures (New)
JD	Education of Homeless Students
JD-E	Education of Homeless Students Examples (New)

The following policies are being recommended for second reading:

KCD	Public Gifts to Schools
KD/KB	Public Communication/Public's Right to Know
KDDA	News Releases
KDF	Public Participation at Board Meetings
KDF-P	Guidance for Visitor Input at School Board Meetings (Recommend Discontinuing Consideration of this New Policy)
KE	Public Concerns and Complaints

***Policies -
First Reading***

~~PROGRAMS FOR~~ AT-RISK STUDENTS

The district recognizes that it is necessary to develop and implement prevention, intervention, referral, remediation, and evaluation strategies for at-risk students. These ~~programs~~ strategies will be ~~implemented~~ evaluated on a regular basis to determine their effectiveness. ~~—Such programs—strategies~~ will be developed, implemented, and evaluated in accordance with state statutes and those regulations guiding provision of services to at-risk students (Chapter 6, Section 14 of the WDE Rules and Regulations¹²). It shall be the goal of Sheridan County School District No. 2 to systematically involve parents, school personnel, and out-of-school groups and agencies to advise on the planning for at-risk prevention, intervention, referral remediation, and evaluation.

WDE Regulations Chapter 6

First Reading: 3/7/11
Second Reading: 4/12/11

AT-RISK STUDENTS PROCEDURES

~~Recognizing that some students may be at greater risk than others and are subject to failing economically, socially, and/or academically, t~~The district will identify "at risk" students in the following manner:

1. ~~Students may be identified b~~By teacher, counselor, parent, and/or administrative referral.
2. ~~Students may be identified b~~By performance ~~failure~~ on any of the several district testing instruments.
3. ~~Students may be identified b~~By unsatisfactory performance on routine classroom work ~~as reflected in the school down list.~~
4. ~~Students may be identified t~~Through self-referral.
5. ~~Students may be identified t~~Through outside agencies, i.e., law enforcement, social service, religious, etc.

As part of the School District's program for at-risk students, the School District shall:

- a. Coordinate efforts in its various programs to maximize their effectiveness in preventing academic failure and for accessing the most appropriate program services for each student who exhibits behavior performance~~behavior~~ that places the child at risk, which efforts will include the following:

- i. An at-risk committee which consists of at least two certified regular education teachers, at least one of which is the student's classroom teacher, and the school principal (or assistant principal) with other staff knowledgeable of at-risk programs and strategies acting as consultants to the committee according to the needs of the individual student; ~~the student's two regular education teacher(s) (at least one of which is the student's classroom teacher), the school principal (or assistant~~vice principal), and such other staff as are knowledgeable of at-risk programs;
- ii. Communication with parents/guardians of the at-risk student to the extent practical;
- iii. Documentation of the proceedings and communications with parents and teachers to the extent required by the program under consideration;

AT-RISK STUDENTS PROCEDURES (cont'd)

- iv. Direction, evaluation, and documentation with respect to the success or failure of the interventions to the extent required by the program for which the student is being considered, prior to making referrals for services outside the regular classroom. Identification of Title I students, Title III students, and students with a disability identification will occur separately.
- v. Such measures as are necessary to ensure that all relevant routine screening procedures, especially hearing and vision, have been completed on a regular basis and results are current for the school year;
- b. Comply with rules for programs that address the needs of students with disabilities;
- c. Implement the following strategies for students who consistently fail to meet or who exceed standards including:
 - i. Expeditious referral of students to at risk programs;
 - ii. Oversight of efforts to increase access of students to corrective and or enrichment instruction in addition to that routinely provided in the regular classroom.
- d. Establish such methods as determined appropriate by the superintendent or his/her designee by which the School District shall monitor student learning results, based on student performance standards, for those groups who receive program services.
- e. Establish such procedures as determined by the superintendent or his/her designee necessary to determine whether a program shall continue.
- f. For students in a court-ordered out-of-district placement, the superintendent or his/her designee will appoint a staff member to monitor the progress of the student and provide assistance as deemed necessary to benefit the student.

WDE Regulations Chapter 6

First Reading:

Second Reading:

EDUCATION OF HOMELESS STUDENTS

The State of Wyoming is required by the McKinney-Vento Homeless Assistance Act to ensure that each child of a homeless individual and each homeless youth (as defined by state and federal laws) has access to a free, appropriate public education. No child or youth shall be discriminated against in the Sheridan County School District Number Two in the provision of educational services because of homelessness.

~~NOTE: The PAC wondered why "child or youth" is used throughout this policy, instead of the word "student."~~

~~It shall be the responsibility of the Superintendent or his/her designee to decide whether to continue the enrollment of a child of homeless parents or a homeless youth who has left the district.~~

~~NOTE: The PAC thought these two sentences need to be separated, but also wanted to make sure they were two different thoughts.~~

~~If the child or youth is living outside the district the superintendent or his/her designee will ensure the child or youth is enrolled in the district where the child or youth is actually living and assist in making any necessary transportation arrangements. This enrollment decision shall be made based on the best interest of the child or youth (PAC wonders if this last sentence is too subjective or even necessary. If not, then the PAC recommends deleting this sentence).~~

It is the policy of Sheridan County School District No. 2 that every child will have equal access to a free and appropriate public education (FAPE). Children who are homeless have the same rights to FAPE as do other children, and the District is committed to assuring that those rights are fully protected and honored. Any person or agency who is aware of any child of school age who meets the definition of a homeless student, or in the event of the enrollment of a student who meets the definition of a homeless student, the person, agency, or principal of the school where the student may be enrolled is requested to complete the attached referral form and send it to:

Name: _____

Title: Assistant Superintendent for Curriculum and Assessment

School: Administration Building

Phone: 307-674-7405

Address: 201 N. Connor St., Suite 100, Sheridan, WY 82801

EDUCATION OF HOMELESS STUDENTS (contd.)

The person designated above will respond to the referral to assist in developing an action plan to provide the students with a free appropriate public education.

HOMELESS

Homeless is defined as an individual who lacks a fixed, regular and adequate nighttime residence and includes, but is not limited to, an individual who has a primary nighttime residence that is:

- a supervised publicly or privately operated shelter designed to provide temporary living accommodations (including welfare hotels, congregate shelters and transitional housing for the mentally ill);
- an institution that provides a temporary residence for individuals intended to be institutionalized; or
- a public or private place not designed for, or ordinarily used as, a regular sleeping accommodation for human beings.

[42 USC 1132](#)

First Reading: 4/10/12
Second Reading: 5/14/12

EDUCATION OF HOMELESS STUDENTS EXAMPLES

The terms "homeless" or "homeless individual" do not include any individual imprisoned or otherwise detained. In determining whether a child or youth is homeless, the relative permanence of the living arrangements should be considered. Determinations will be made on a case-by-case basis. In general, children or youth living in welfare hotels, transitional housing shelters, the streets, cars, abandoned buildings and other inadequate accommodations will be considered homeless.

CHILDREN AND YOUTH IN TRANSITIONAL OR EMERGENCY SHELTERS

If children or youth are placed in a transitional or emergency shelter because there is nowhere else to send them, and they are awaiting placement in a foster home or a home for neglected children, they will be considered homeless while in the emergency or transition shelter. Once placed in a foster home or a home for neglected children or youth, they will no longer be considered homeless.

CHILDREN AND YOUTH LIVING IN TRAILER PARKS AND CAMPING GROUNDS

Children and youth staying temporarily in trailer parks or campgrounds because they lack adequate living accommodations will be considered homeless. Those living in trailer parks or camp areas on a long-term basis in adequate accommodations will not be considered homeless.

DOUBLED-UP CHILDREN AND YOUTH

Children and youth who are living in "doubled-up" accommodations, that is, are sharing housing with other families or individuals, will be considered homeless if they are doubled-up because of a loss of housing or other similar situation. Families living in doubled-up accommodations voluntarily to save money generally will not be considered homeless.

FOSTER CHILDREN AND YOUTH

In general, children and youth in foster homes will not be considered homeless. Many foster children are in the care of a public agency, awaiting placement in more permanent situations. The foster home, although temporary, serves as a fixed, regular and adequate nighttime residence. Children placed in foster

EDUCATION OF HOMELESS STUDENTS EXAMPLES (contd.)

homes for lack of shelter space, however, will be considered homeless.

INCARCERATED CHILDREN AND YOUTH

Children and youth that are incarcerated for violation or alleged violation of a law will not be considered homeless even if prior to their incarceration they would have been considered homeless because they are living in inadequate accommodations. Children and youth that are under care of the state and are being held in an institution because they have no other place to live will be considered homeless. Once these children are placed in more permanent facilities, they will no longer be considered homeless.

MIGRATORY CHILDREN AND YOUTH

Migratory children will not be considered homeless simply because they are children of migratory families. To the extent that migratory children are staying in accommodations not fit for habitation, they will be considered homeless.

RUNAWAYS

Children or youth who have run away from home and live in runaway shelters, abandoned buildings, the street or other inadequate accommodations will be considered homeless, even if their parents have provided and are willing to provide a home for them.

SCHOOL-AGE, UNWED MOTHERS

In general, if school-age, unwed mothers or expectant mothers are living in homes for unwed mothers, and they have no other available living accommodations, they will be considered homeless. However, if they are staying in such a home only temporarily to receive specific health care or other services, and intend to move to other adequate accommodations, they will not be considered homeless.

EDUCATION OF HOMELESS STUDENTS EXAMPLES (contd.)

SICK OR ABANDONED CHILDREN AND YOUTH

There are instances where children and youth remain in a hospital beyond the time that they would normally stay for health reasons because their families have abandoned them. These children and youth will be considered homeless because they have no other place to live. Children and youth that were homeless prior to hospitalization will be considered to be homeless while they are in the hospital, unless regular and adequate living accommodations will be made available to them upon release from the hospital.

First Reading:
Second Reading:

Policies -
Second Reading

PUBLIC GIFTS TO SCHOOLS

The Board and/or superintendent may accept on behalf of and for the School District any bequest or gift of money, property, or equipment for a purpose deemed ~~by the Board~~ to be suitable, ~~and to utilize such bequest or gift so designated~~. Acceptance of gifts will not imply endorsement of any product or business.

Donations from student activity support organizations shall be received and administered by the respective school principal as approved by the superintendent or his/her designee. The school principal and/or superintendent may consult with ~~with~~ the ~~assistance of the school's~~ activity coordinator and ~~in cooperation with~~ the support organization officers and advisors.

~~Donations of equipment often pose installation and maintenance problems; therefore, t~~The Supervisor of Building and Grounds ~~shall~~ may be consulted prior to the acceptance of donations requiring extensive installation, storage, and/or continuing maintenance requirements.

~~The staff of District No. 2 shall not discourage community participation in the activities of the various schools.~~ Before accepting gifts the ~~administrator~~ Board and/or superintendent ~~may~~ will consider the following criteria:

1. Whether it will have a purpose consistent with those of the school district.
2. Whether it will begin a program which the Board would be unwilling to take over when gift or grant funds are exhausted.
3. Whether it will bring undesirable or hidden costs to the school system.
4. Whether it will place restrictions on the school program.
5. Whether it will be inappropriate or harmful to the best education and/or health of pupils.
6. Whether it will be in conflict with any provision of the school code or public law.
7. Whether all gifts, grants and bequests shall become school district property.
8. Other criteria as deemed appropriate by the superintendent or his/her designee.

PUBLIC GIFTS TO SCHOOLS

First Reading: ~~1/28/97~~ 1/13/14
Second Reading: ~~8/26/97~~

PUBLIC COMMUNICATION/PUBLIC'S RIGHT TO KNOW

~~It will be the policy of~~ The Board of Trustees shall endeavor to keep the community informed of the objectives, achievements, needs and conditions of the school system. This will generally be done through such reports and/or information as are deemed appropriate by the Board and/or superintendent. ~~an annual report card which will be published to the community.~~ The superintendent ~~of schools~~ will be responsible for providing a initiating and administering a continuous program to facilitate of communication and exchange of information with the community. Agendas for school board meetings will be made available in advance of the meeting to the public ~~when requested~~.

~~The Board is a public servant, and its Board~~ meetings and records shall be a matter of public information open to the public except as such meetings and records pertain to individual personnel, ~~and other~~ classified or privileged information, or other information that should not be disclosed to the public under applicable law. ~~matters.~~

The official minutes of the Board, its written policies, and its financial records shall be open for inspection at the ~~S~~superintendent's office ~~by any citizen desiring to examine them during hours when the office of the Superintendent is open.~~ Additionally, a copy of the official minutes shall be available in each school for public inspection. However, no records pertaining to individual students or staff members shall be released by the superintendent or his/her designee for inspection by the public or any unauthorized persons, ~~either by the Superintendent or other persons responsible for the custody of confidential files.~~

The ~~S~~superintendent, subject to federal and state laws and regulations, may approve the release of directories containing names ~~and addresses~~ of students or employees, and shall do so only when release is in accordance with the law, school district policy, and is in the best interest of the students or employees.

W.S. 16-4-201 et seq.
16-4-401 et al.

See also policy:

BEDH - Participation at Board Meetings

First Reading: 1/28/97 1/13/14
Second Reading: 8/26/97

NEWS RELEASES

~~All news releases shall be approved by the Board of Trustees and/or superintendent or his/her designee. The Board Chairman and/or superintendent will be the official spokesman for the School District. All news releases will be made equally available to all news media operating in the Sheridan community, upon request.~~

~~Because the School District is a public institution endeavoring to serve the educational needs of the community, it is important that information be disseminated concerning activities and problems in the schools. In order that publicity be given wide coverage and coordinated into a common effort and purpose, the following procedures will be followed in giving official information to the news media:~~

- ~~1. The Board Chairman will be the official spokesman for the Board, except as this duty is delegated to the Superintendent or his/her designee.~~
- ~~2. News releases which are of a district wide nature or pertain to established district policy are the responsibility of the Superintendent or his/her designee.~~
- ~~3. News releases which are of concern to only one school, or to an organization of the school, are the responsibility of the principal of that school.~~
- ~~4. News releases will be made equally available to all news media operating in the Sheridan community.~~

See also policy:

BEDH - Participation at Board Meetings

First Reading: ~~1/28/97~~ 1/13/14

Second Reading: ~~8/26/97~~

PUBLIC PARTICIPATION AT BOARD MEETINGS

All regular and special meetings of the Board shall be open to the public except for executive sessions which may be convened as provided by law. ~~Because the Board desires to hear the viewpoints of citizens throughout the district, it shall offer suitable time at all meetings for citizens to be heard.~~

Recognizing its responsibility for proper governance of the schools and, therefore, the need to conduct its business in an orderly and efficient manner, the Board shall, to the extent possible, schedule a period during each regular meeting for public participation. ~~At times~~If necessary, the board, ~~it~~ shall set a time limit on the length of this period or a time limit for individual speakers.

To achieve orderly meetings, the Board may regulate the conduct of the public and if any meeting is ~~willfully~~ disrupted by a person or group of persons, the Board, in accordance with law, "may order the removal of such person or group from the meeting room and continue in session or may recess the meeting and reconvene at another location."

The Board chairman or his/her designee shall be responsible for recognizing all speakers, who shall properly identify themselves; for maintaining proper order; and for adherence to any time limit set. Questions asked by the public shall, when possible, be answered immediately by the chairman or referred to staff members present for reply; questions requiring investigating shall be referred to the Board or administrative staff for consideration and later response. Unless otherwise recognized permitted by the Board, members of the public are only allowed to should comment during the period of time allocated for public participation.

~~Members of the public will not be recognized by the chairman as the Board conducts its official business except as noted above (back of the board meeting agenda) or except when the Board schedules, in advance, an interim public discussion period on a particular agenda item.~~

See also policy:

BEDB - Agenda: Format Preparation and Dissemination

BEDH - Participation at Board Meetings

First Reading: ~~1/28/97~~ 1/13/14

Second Reading: ~~8/26/97~~

~~VISITOR INPUT AT SCHOOL BOARD MEETINGS~~

~~Whether you are here to ask questions, provide information, or just to see how we operate, we want you to know that you are welcome! Our hope is that you will leave this meeting with a better understanding of your public school and the school board you have elected to oversee the operation.~~

~~Our meetings are open to the public and all discussion will be held in the open with the exception of executive sessions.~~

~~If you would like to make a comment, you may do so during Audience Comments and/or during the agenda item by:~~

~~- 1. Raise your hand to be recognized by the board chairman and wait until you are recognized.
- 2. State your name and your question or comment on the issue. Make your comments brief~~Comments should be brief and to the point.~~
- 3. After a motion is made by a board member, discussion regarding a motion is limited to board members only, unless the board chairman chooses to suspend the proceedings and invite additional visitor comment.~~

~~If you wish to discuss a concern regarding an individual employee or other confidential matter, should please do not address this matter in a public meeting. Rather, vYou should may always call the superintendent or the board chairman with your such concerns. Compliments and congratulations to employees and students are always welcome!~~

~~The Board of Trustees is genuinely interested in hearing directly from students, parents, and other community members on any topic or issue of concern. But it is important to know that, by Board procedures, any items requiring Board action must be on the agenda under New Business.~~

~~Thanks for attending our meeting tonight. We serve on the school board because we care about providing quality education in our community. You are probably here tonight because you care, too. We appreciate your interest and comments, and ask for your participation to help us meet that goal.~~

~~First Reading: 1/13/14~~

~~Second Reading:~~

PUBLIC CONCERNS AND COMPLAINTS

Complaints involving the educational program of a particular school should be addressed first to the building administrator and then, if ~~not satisfied~~necessary, to the superintendent or his/her designee, and then, if necessary, ~~ultimately~~ to the Board of Trustees as a whole. Concerns or complaints involving the educational program of the district as a whole or any other area involving the district as a whole should initially be addressed to the superintendent or his/her designee, and then if ~~necessary a satisfactory result is not obtained, to the Bto the Board of Trustees~~. Any person who has a particular area of concern or problem may request to be put on the board meeting agenda for purposes of addressing such issue. Any person who has a concern or complaint about a confidential matter or a matter involving personnel should first address the issue with the superintendent or his designee. If necessary, the issue may be ~~directed to~~ presented ~~his/her concern or complaint to the Board during in an executive session of the Board of Trustees and the Board may elect to deliberate on such concern in executive session.~~

~~The Board of Trustees, as the elected representatives of the patrons of this district, is always willing to listen to and consider public concerns about the educational program within the district as well as complaints regarding the educational program and its components. Constructive criticism of the schools is welcome when it is motivated by a sincere desire to improve the quality of the educational program and to equip the schools of the districts to do their tasks more effectively. While individual board members may listen to and consider concerns addressed to them by members of the public, no board member in his/her individual capacity has authority to act except in a lawfully called board meeting at which a quorum is present. (The PAC questioned if this last sentence is necessary.)~~

~~Complaints to any board member involving personnel should be referred to proper administrative channels for solution and/or investigation prior to action by the Board.~~

The proper channeling of complaints involving instruction, discipline, learning materials and/or participation in extra-curricular activities should generally be as follows:

- 1) teacher (coach);
- 2) principal (activities director);
- 3) superintendent or his/her designee;

PUBLIC CONCERNS AND COMPLAINTS (contd.)

4) Board of Trustees.

The Board of Trustees reserves the right to take the complaint under advisement so that it may be investigated before a decision is made.

See also policies:

BBA - Board Member Authority and Responsibility

BEC - Executive Sessions

BEDH - Participation at Board Meetings

First Reading: ~~10/6/08~~ 1/13/14
Second Reading: ~~11/10/08~~



Craig Dougherty, Superintendent

Administrative Offices
201 N. Connor, Suite 100
P.O. Box 919
Sheridan, WY 82801
Phone: 307-674-7405
Fax: 307-674-5041

Date: January 30, 2014
To: Board of Trustees
FROM: Roxie Taft, Business Manager
SUBJ: **FY14 Quarterly Financial Update** *(Information)*

In accordance with policy DI, Fiscal Accounting and Reporting, attached is financial information as of December 31, 2013 that represents the second quarter of fiscal year 2014.

Cash in Bank Report

This report outlines our cash balances for each fund as of the end of the quarter.

General Fund Revenue Report

This report compares our budgeted revenue, by source, to what we have received year-to-date. We have received 56.24% of our budgeted revenue as of December 31, 2013.

General Fund Expenditure Report

This report compares our budgeted expenses, by program, to what we have expensed year-to-date. We have spent 38.58% of our budgeted expenditures as of December 31, 2013.

Report on Cash
December 2013

	To Date
GENERAL FUND	15,361,760.09
FEDERAL FUND	479,497.90
CAPITAL CONSTRUCTION FUND	2,130,397.36
HOT LUNCH FUND	374,624.54
MEMORIAL FUND	119,416.55
MISC ACTIVITY FUND	135,317.59
SHS ACTIVITY ACCOUNT	200,257.92
MAJOR MAINTENANCE FUND	598,861.23
DEPRECIATION & BUILDING REPAIR RESERVE	2,186,600.02
EARLY RETIREMENT FUND	<u>461,584.88</u>
Grand Total:	22,048,318.08

GENERAL FUND REVENUE REPORT
December 2013

	Budget	To Date	% of Budget	Budget Balance at EOM
REVENUE FROM LOCAL SOURCES	10,042,300.00	5,863,593.28	58.39	4,178,706.72
REVENUE FROM COUNTY SOURCES	2,842,000.00	1,567,862.50	55.17	1,274,137.50
REVENUE FROM STATE SOURCES	32,435,450.00	18,059,235.81	55.68	14,376,214.19
OTHER SOURCES	<u>10,000.00</u>	<u>4,987.07</u>	<u>49.87</u>	<u>5,012.93</u>
Grand Total:	45,329,750.00	25,495,678.66	56.24	19,834,071.34

GENERAL FUND EXPENDITURE BY FUNCTION
December 2013

Function	Budget to Date	To Date	% of Budget	Budget Balance at EOM
1110 ELEMENTARY INSTRUCTION	10,245,020.00	3,397,986.96	33.56	6,847,033.04
1120 JR HIGH/MID SCH INSTRUCTION	4,930,359.00	1,737,724.26	35.25	3,192,634.74
1130 SECONDARY INSTRUCTION	5,609,316.00	2,086,681.61	37.26	3,522,634.39
1210 SPECIAL EDUCATION	5,411,425.00	1,878,341.75	34.77	3,533,083.25
1233 GIFTED AND TALENTED	109,500.00	32,958.99	30.15	76,541.01
1250 TUITION FOR STUD WITH DISABIL	615,000.00	134,211.78	21.82	480,788.22
1270 LIMITED ENGLISH PROFICIENT	154,800.00	31,082.97	20.08	123,717.03
1280 HOMEBOUND PROGRAMS	41,680.00	(739.24)	(1.77)	42,419.24
1290 OTHER SPECIAL PROGRAMS	311,235.00	53,745.00	17.27	257,490.00
1420 MIDDLE/JR HIGH ACTIVITIES	255,394.00	146,972.44	57.66	108,421.56
1421 SJHS INTRAMURALS	34,500.00	10,158.63	29.45	24,341.37
1430 HIGH SCHOOL ACTIVITIES	1,057,564.00	441,306.28	41.75	616,257.72
1530 VOC INSTRUCTION HIGH SCHOOL	1,036,394.00	372,474.00	36.16	663,920.00
1000 INSTRUCTION	29,812,187.00	10,322,905.43	34.79	19,489,281.57
2110 GUIDANCE	850,590.00	291,641.66	34.29	558,948.34
2112 STUDENT STRATEGIC PLANNING	130,350.00	45,129.67	34.62	85,220.33
2115 STUDENT INFORMATION SYSTEMS	277,250.00	154,691.09	55.79	122,558.91
2117 ASSESSMENT SERVICES	88,500.00	31,393.14	35.47	57,106.86
2120 SOCIAL WORKERS	458,900.00	154,258.56	33.61	304,641.44
2130 HEALTH SERVICES	293,601.00	103,009.80	35.08	190,591.20
2140 PSYCHOLOGICAL SERVICES	432,700.00	163,632.93	37.82	269,067.07
2152 SPEECH PATHOLOGY SERVICES	451,250.00	150,026.36	33.25	301,223.64
2153 AUDIOLOGY SERVICES	8,000.00	0.00	0.00	8,000.00
2171 OCCUPATIONAL THERAPY	124,800.00	32,946.23	26.40	91,853.77
2172 PHYSICAL THERAPY	47,000.00	21,182.81	45.07	25,817.19
2190 OTHER SUPPORT SERVICES	258,000.00	87,672.70	33.98	170,327.30
2210 STAFF TRAINING	112,820.00	57,494.36	50.96	55,325.64
2220 EDUCATIONAL MEDIA SERVICES	619,023.00	236,590.11	38.88	382,432.89
2230 SPECIAL EDUCATION SUPERVISION	197,350.00	94,742.76	48.01	102,607.24
2240 TECHNOLOGY INTEGRATION	128,750.00	48,306.41	37.52	80,443.59
2000 INSTRUCTIONAL SUPPORT	4,478,884.00	1,672,718.59	37.44	2,806,165.41
3310 CENTRAL ADMINISTRATION	559,725.00	309,662.28	55.32	250,062.72
3311 ASST SUPT & DIR OF ELEM ED	413,215.00	205,876.58	49.83	207,338.42
3320 SCHOOL ADMINISTRATION	2,195,040.00	942,476.87	42.94	1,252,563.13
3330 BUSINESS ADMINISTRATION	441,800.00	206,726.03	46.84	235,073.97
3350 BOARD OF EDUCATION SERVICES	142,000.00	67,293.35	47.39	74,706.65
3410 SUP OF OP & MAINT OF PLANT SVC	496,295.00	381,463.16	76.86	114,831.84
3420 OPERATING BUILDINGS SERVICES	3,907,865.00	1,912,477.03	49.25	1,995,387.97
3430 CARE & UPKEEP OF GROUNDS SERV	382,250.00	150,568.57	39.39	231,681.43
3460 SECURITY SERVICES	58,080.00	12,626.11	21.74	45,453.89
3510 PUPIL TRANS - TO/FROM SCHOOL	1,902,385.00	1,126,957.99	59.24	775,427.01
3511 TRANSPORTATION FIELD TRIPS	53,525.00	13,005.32	24.30	40,519.68
3520 ACTIVITY TRANSPORTATION	207,725.00	55,609.53	26.77	152,115.47
3590 TRANSPORTATION-OTHER	42,400.00	21,221.93	50.05	21,178.07
3830 ASST SUPT INST/PERSONNEL	415,880.00	188,841.76	45.41	227,038.24
3850 TECHNOLOGY COORDINATION	797,255.00	431,475.67	55.88	365,779.33
3000 GENERAL SUPPORT	12,015,440.00	6,026,282.18	50.38	5,989,157.82
6200 FUND TRANSFERS	610,000.00	0.00	0.00	610,000.00
6000 OTHER USES	610,000.00	0.00	0.00	610,000.00
Grand Total:	46,916,511.00	18,021,906.20	38.58	28,894,604.80



Craig Dougherty, Superintendent

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Fax: 307-674-5041

DATE: February 3, 2014
TO: Board of Trustees
FROM: Dirlene Wheeler, Sheridan High School Principal
SUBJ: **Approval of Donations to Sheridan High School** *(Action)*

John Patton recently donated \$600 to We the People for expenses related to the national competition.

Sheridan High School received a \$500 check from ExxonMobil and the Education Alliance Program. The local ExxonMobil store, #18, applied for a grant for Sheridan High School and received the award. This money is designated for the Math department.

I will request that you take action to accept these generous donations to Sheridan High School.

DATE: February 3, 2014

TO: Board of Trustees

FROM: Tom Sachse, Assistant Superintendent for Curriculum and Assessment

SUBJ: **Fort Mackenzie High School 1:1 MacBook Airl and Da Vinci Lab** (*Information*)

Last summer, we were fortunate to receive a School Improvement Grant (SIG) to install a DaVinci lab for students at Fort Mackenzie/the Wright Place. A DaVinci Lab is sometimes called a Fab Lab or Makers' Lab, because students create or make things there. This particular lab has robotics kits, musical keyboards, a laser engraver, and a host of other investigation opportunities. In addition, all students and staff received new 1:1 MacBook Airl and classrooms were equipped with 3-D projectors. Sean Wells, principal, will attend and present some uses of MacBook Airl and will describe the instructional applications of the DaVinci Lab.



Craig Dougherty, Superintendent

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DATE: February 5, 2014

TO: Board of Trustees

FROM: Richard Bridger, Board Chairman

SUBJ: **Flare Gas on School Trust Lands Draft Resolution** *(Action)*

I will request that you take action to approve the flare gas on school trust lands draft resolution that Representative Michael Madden introduced at the January 13, 2014 board meeting. The resolution is attached.

BE IT RESOLVED that Sheridan County School District #2 supports the collection of severance taxes for gas that is flared on School Trust Lands and closing the loophole in Wyoming State law that presently provides for an exemption from the collection of severance taxes for flared gas. Rationale: A portion of revenue generated from School Trust Lands belongs to the Trustees of those lands – the state’s public school students. Presently, severance taxes on natural gas produced and sold in the state of Wyoming contribute to state and local government operation including schools. A fiduciary responsibility of the State Lands Board is to ensure that the Common School Fund receives fair value from minerals production from trust lands through collection of royalties. Constitutionally, Wyoming is required to collect a portion of severance tax and once the producer has removed the gas from the ground, it has severed the gas from the state’s nonrenewable stores of wealth. It is fair, right, and just to collect severance taxes, whether the gas is sold, vented, or flared. Presently, there is a loophole in Wyoming state law that allows an exemption from severance taxes for natural gas that is vented or flared and this loophole should be closed for School Trust Lands.



Craig Dougherty, Superintendent

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DATE: February 3, 2014
TO: Board of Trustees
FROM: Craig Dougherty, Superintendent
SUBJ: **Board Goal Updates** (*Information*)

I will be reporting on the status of your Board Goals at each Board meeting leading up to the Board Retreat. During Monday's meeting, I will report on the Communicating High Expectations and Excellent Staff and Resources goals.

COMMUNICATING HIGH EXPECTATIONS BOARD GOAL

Communicating High Expectations Goal: SCSD #2 will consistently and continuously communicate the District expectations for academic excellence and behavioral norms.

Discussion: The Board of Trustees believes that as a public entity, the District needs to be clear about the academic potential that each student can reach and provide the educational programming to help each student reach their potential. There are two obvious opportunities for implementing this communication goal: one involves setting the board meeting agenda and board work sessions with an emphasis on conveying those expectations, and the second involves asking district staff to communicate those expectations in a variety of venues.

2013-2014 Projections:

1. The Board will celebrate students, staff, and others who demonstrate they have reached high expectations in a variety of pursuits--academic and otherwise.
2. The Board will receive reports from district staff on programs that help children meet high academic expectations.
3. District administration will communicate to a variety of community groups about the high expectations held for students by the Board of Trustees.
4. District administration will report by October 2013 on the percentage of students who meet high academic expectations, with the goal of improving academic proficiency and graduation rate. *

2013 – 2014 Milestones

1. This has been a phenomenal year for celebrations-- from AP scholars; to athletic champions; to our Wyoming Teacher of the Year, even up to tonight's We the People celebration. Also, Razmick Sakissian received an award from the Wyoming Music Education Association, Meadowlark Elementary celebrated an exemplary PLC audit, Sheridan Junior High School received a PLC Model School acceptance, Sheridan High School was recognized for a US News and World Report Silver Award, Mick Wiest was named as the Wyoming Teacher of the Year, and Henry A. Coffeen was awarded a 2013 National Blue Ribbon School, and Highland Park was nominated for the 2014 Blue Ribbon Award. (Five of twelve candidates were from SCSD2.) Our district also had a higher percentage of Exceeding Expectations than any of the other districts in Wyoming on the new state accountability system.
2. We have received reports throughout the year from staff members who make a difference every day in the lives of children. Reports for the year have spanned the gamut, from Career and Technical Education to Reading Recovery and Math Recovery. Other presentations include the Fort Mackenzie 1:1 laptop program, the Anti-Bullying Program, the planning office report, and technology integration. Also, reports on graduation rate, PLC and accountability, the behavior center, and school improvement plans were shared.

3. This year, a presentation was made about our expectations to the Legislative forum and Leadership Wyoming. We will also make presentations about our expectations to the Rotary Club, the Chamber of Commerce, and PTOs at every school site.
4. We presented last fall and provided information to the Board of Trustees and community that our district was again first in every category assessed on the statewide assessments, including PAWS and ACT, among 4A districts in the state.* Fort Mackenzie High School had the highest composite ACT score among all high schools in the state.

EXCELLENT STAFF AND RESOURCES BOARD GOAL

Excellent Staff and Resources Goal: SCSD #2 will continue to recruit and retain quality teachers and staff. A model professional development program will be used to train and upgrade our teachers and staff. The District has established and will continue to improve its training programs for all teachers as a support system and to meet the No Child Left Behind mandates for highly qualified teachers. SCSD #2 will continuously monitor the financial aspects of the District.

Discussion: SCSD#2 believes that continuing to develop our teachers and other staff to their highest potential must be a primary goal of the District. Focusing efforts on effective staff development programs and methods will provide significant long-term benefits to the District. The Excellent Staff and Resources Goal will be used to strengthen teacher and staff performance.

Professional development support for all teachers through implementation of ongoing, sustained training programs can have tangible benefits for the District, including a decrease in the rate of turnover, a reduction in costs for recruiting and hiring additional teachers, and, most importantly, improved teaching and learning. Teachers who receive staff development consistently report that their teaching has improved, that they become more thoughtful and reflective, and that their students have improved achievement. The District's professional development program begins from day one with a well-designed induction program, which benefits not only the beginning teacher, but the mentor teacher as well.

The Board of Trustees believes that as a public entity, we are responsible to the taxpayers of Sheridan County and the state of Wyoming to be fiscally prudent and accountable with our education dollars.

The District has worked to provide a competitive salary and benefit package that not only attracts quality staff, but rewards those who have continually worked hard educating the students of SCSD #2. The district has also worked hard to be accountable to the public in regard to expenditures of taxpayer dollars.

2013-14 Projections:

1. The District will continue to partner with the University of Wyoming and other universities in supporting pre-service teachers at the elementary and secondary level. These partnerships will continue to be fostered with the understanding that we accept only top performing pre-service teachers.
2. Professional Learning Communities (PLCs) continue to be a focus in every building in the District. Our Instructional Facilitators and teaching staff collaborate weekly to invest in ongoing, sustained, classroom-focused programs for professional growth related on student learning. With the onset of implementing the Common Core State Standards and Assessment, we will have staff attending conferences and integrating the Common Core State Standards (CCSS) into our standards and collaborating on new assessments. Our PLC work has been audited by Anthony Muhammad that will help

drive our school improvement plan for next year. As a following to those plans, Tim Kanold will visit the district and ratchet up our PLC program, relative to the Common Core.

3. Teachers and principals will begin developing priorities for the five days of professional development for the 2013-14 school year. The focus will continue to be in balanced literacy, reading, writing, math, PLCs, and a special focus on elective curriculum. In addition, the CCSS are a major focus for our Instructional Facilitators and technology will continue to grow in all of the buildings.
4. The Board will continue to celebrate those teachers that reach continuing contract status. Our goal, as we track the new staff from 2011-2012, is to continue to use our new teacher induction program, mentor teachers, and principal support and evaluation to reach 90% retention for those first three years. When hiring new teachers and administrators, we will advertise broadly, recruit intensively, and screen carefully by utilizing an upgraded on-line application system to hire the most outstanding applicants possible. *
5. The District will be adopting a new software program for our principals to update their evaluation process. We continue to work on inter-rater reliability among principals and ensure that the assessment of teaching leads to real improvement in practice.
6. The Board will continue to monitor revenues and expenditures with a goal of maintaining a 15-20% cash reserve level. *
7. The Board Budget Committee will continue to work closely with the Business Manager to provide a competitive salary and benefit package to maintain the thirty-year earning power of the certified salary schedule in the top ten school districts in the state, as published by the WEA. *
8. The Board will continue to monitor legislation that may affect the finances or operations of the District.

2013-2014 Milestones:

1. The District is continuing its partnership with the University of Wyoming in supporting pre-service teachers at the elementary and secondary level through a pre-service (student teaching) agreement. This spring, the District is supporting 14 elementary student teachers and no secondary or physical education/health student teachers.
2. District staff attended Solution Tree's CCSS conferences and PLC Summits, as well as other leadership training. This past summer a CCSS curriculum mapping program was purchased for the elementary along with three days of professional development. Additional staff attended in-depth CCSS/PLC conferences or summits to refine our PLC implementation. Each district grade level team met quarterly to review and discuss their implementation and teaching strategies related to the Common Core. All principals started the year evaluating their PLCs based on Anthony Muhammad's PLC audit.
3. Teachers and principals engaged in five days of professional development this school year. The focus was on balanced literacy, math, technology integration, and Google docs. PLC consultant Tim Kanold made it very clear that genuine collaboration requires conversation, reflection, adaption, experimentation, and personal accountability for results. Yvonne Gatley, Sherry Thompson, Sue Wilson, and Kim Ferguson were selected

*SMART Goal

by the Wyoming Department of Education (WDE) to work with other teachers across the state in language arts and math common core state assessment items for Smarter Balanced Assessments. The CCSS are a major focus for our Instructional Facilitators and technology will continue to grow in all of the buildings.

4. The District is beginning the process of advertising, recruiting, and screening the next set of candidates, to ensure the hiring of outstanding teachers. Starting this process early, due to the success of the Early Retirement Incentive Plan, has been very beneficial. (This spring we plan to celebrate those teachers that reach continuing contract status, and will determine at that time if we have met our goal of reaching 90% retention for teachers hired three years ago.)* For the three-year cohort ending 2013, we reached 92% retention; 96 % if you adjust for those who chose to leave for personal, rather than professional reasons.
5. The District continues to work with the state and monitor the new accountability legislation and the expectations from the WDE. This legislation will most likely mean some adjustments in both our teacher and administrative evaluation systems. We continue to encourage and wait for the implementation of the SMARTER Balanced assessment system.
6. The Board has monitored revenues and expenditures, and the FY13 cash reserves as reported by the District auditor are a 17.11% cash reserve level. *
7. The Board Budget Committee worked closely with the Business Manager to provide a competitive salary and benefit package to maintain the thirty-year earning power of the certified salary schedule -- currently in the top four school districts in the state, as published by the WEA in FY13. *
8. The Board continues to monitor legislation that may affect the finances or operations of the district. The 2014 legislative session will begin on February 10th. The board budget committee will be kept abreast of any funding that may affect the District.