

SIDNEY COMMUNITY SCHOOLS

"We hold tomorrow in our hands."

BOARD OF DIRECTORS

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Heidi Lowthorp – President
Alisha Ettleman – Vice President
Erika Graham
Bradley Johnson
Larry Holt
Janet Lemrick – Board Secretary
Jennifer Maher – Board Treasurer

Linda Spencer
PK – 6 Principal/Curriculum Director
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Board of Directors Meeting Agenda Monday, November 17, 2014 – 7:30 p.m. Elementary Library – 1002 Illinois Street

1. **Call meeting to order and determine a quorum**
2. **Recognition of guests and public comment** – the Board may allow up to 5 minutes for citizens to discuss school matters with the Board. More time may be granted at the discretion of the Board. Discussing personnel matters relating to performance and evaluation are prohibited by the Board. Such matters shall be appropriately considered by the administration and resolved according to Board Policy and Iowa Administrative Code.
3. **Approve agenda**
4. **Approve minutes** – October 20 regular meeting and November 5 work session and joint meeting with Hamburg and Farragut
5. **Consider bills to be paid**
6. **Financials**
7. **Audience**
John Davis – Guidance Counselor 7 - 12
Dyan Larsen – Online Business courses proposal
8. **Reports**
 - a. Elementary Principal/Curriculum Director
 - b. Junior-Senior High School Principal/Superintendent
9. **Discussion**
 - a. Facility tour – elementary school/ gym/multi-use facility adjacent to the football field
 - b. Meetings/communication with Fremont County School Boards
 - c. IASB Handbook – Chapter 6
 - d. Shared Superintendent agreement
 - e. JH/HS Principal search
 - f. English Language Learner endorsement
10. **Discussion/action**
 - a. Board goals
 - b. Online Business courses
 - c. Shared speech program with Fremont-Mills
 - d. Modified supplemental amount – open enrollment out
11. **Action**
 - a. Resignation of personnel
 - b. Sidney Education Association
12. **Board comment**
13. **Celebrations**
14. **Adjournment**

Annotated agenda

John Davis/JH-HS Guidance Counselor – this is an opportunity for Mr. Davis to introduce himself to the Board and to share his thoughts on the components of a successful guidance program.

Dyan Larsen/Online Business Courses – information enclosed. Mrs. Larsen will share more information with you at the meeting.

Elementary Principal/Curriculum Director – Mrs. Spencer's report will be forwarded electronically and hard copies will be shared at the meeting.

Superintendent/7-12 Principal

- **All-Conference Volleyball** – Lexy Larsen (unanimous) and Mackenzie Daffer – 1st Team; Quinn Sheldon – 2nd team
- **National Honor Society installation** is tentatively scheduled for Wednesday, November 26.

Discussion

- a. **Facility tour/elementary school/gym/multi-use facility adjacent to the football field.**
- b. **Meetings, communication with Fremont County Boards - enclosed**
 - Agenda and minutes from the November 5 meeting.
 - Article from the Valley News on the November 5 meeting.
 - KMA stories on the regular November board meetings for Farragut and Hamburg.
 - Transportation information shared by Mr. Kenealy on possible increased transportation costs in a PK – 6, 7 – 12 Nishnabotna attendance center configuration.
 - Information on teacher sharing and operational sharing from the Sidney – Fremont-Mills curriculum comparability study with other districts.
- c. **IASB Handbook – Chapter 6**
 - Bring your handbooks.
- d. **Shared Superintendent agreement**
 - **Enclosed** is the email sent to both boards; the amendment in effect until May 31, 2015; and the current agreement which is in effect until June 30, 2015.
 - The South Page Board would like to meet before Christmas; extend the 50/50 sharing agreement another 3 years (July 1, 2015 – June 30, 2018); and utilize my services.
- e. **JH/HS Principal search**
 - Information enclosed.

- f. **English Language Learner (ELL) endorsement**
- The district enrolled a student last year mid-term who needed ELL services.
 - Since the district did not have an ELL endorsed teacher those services were provided by Shenandoah.
 - This year the child's plan has not included those services. The parents, teachers, and administrators believe the services need to resume.
 - **Enclosed** is information on a program that provides tuition reimbursement for a teacher to get the endorsement.
 - Information was sent to all teachers and three have indicated an interest in pursuing the endorsement.
 - Mrs. Spencer and I would like to move forward with an interview process to select a staff member for the program to attain the endorsement.

Discussion/action

- a. **Board goals**
- **Current goals:**
 1. Advocate success for all students.
 2. Share resources and programs with other districts when appropriate.
 3. Promote school/family partnerships.
 4. Involve public and private entities to promote the Sidney community.
 5. Develop and implement a long-range plan with broad-based community support.
 - Time for discussion, consideration for revision, and possible adoption.
- b. **Online Business Courses**
- **Motion and action** is needed if you so choose to approve the proposal presented by Mrs. Larsen to offer the courses beginning second semester.
- c. **Shared Speech program with Fremont-Mills**
- Sidney does not have a sponsor/coach for the year. Fremont-Mills has two.
 - Mr. Christiansen and I have visited and believe this would work for the students for both schools. The programs would be kept separate but coached by the Fremont-Mills sponsors.
 - Sidney is responsible for arranging transportation for practices at Tabor.
 - The stipend for speech coach at Sidney would be paid to the Fremont-Mills coaches.
 - **Motion and action needed if you so choose to approve a Shared Speech program with Fremont-Mills for 2014/15.**
- d. **Modified supplemental amount – open enrollment out**
- **Enclosed** is the application to the School Budget Review Committee that requires board action. This is for students who live in the district and this is their first year open enrolled out of the district. **Enclosed** is the unspent

authorized budget report. Line 17 is where this budget authority is granted.

- **Motion and action needed if you so choose to approve modified supplemental amount of \$24,484 for open enrollment out for 2014/15.**

Action

a. Resignation of personnel

- **Jamie Doran, Teacher Associate. Motion and action to approve enclosed resignation.**

b. Sidney Education Association

- **Enclosed is the notice of intent to collectively bargain.**
- **Motion and action to recognize the Sidney Education Association as the collective bargaining group for the certified staff.**
- **Motion and action to appoint two members to the Board Negotiations Team.**

Board Comment

Celebrations

Adjournment

**Sidney Community School District
Board of Directors Regular Meeting
October 20, 2014 7:30 p.m. 2754 Knox Road
Call meeting to order and determine quorum**

President Heidi Lowthorp called the meeting to order at 7:30 p.m. Directors present were Heidi Lowthorp, Erika Graham, Brad Johnson and Larry Holt. Director Ettleman was absent. Also present were 7-12 Principal/Superintendent Gregg Cruickshank, PK-6 Principal/Curriculum Director Linda Spencer, Business Manager Jennifer Maher and Board Secretary Janet Lemrick.

Recognition of guests and public comment

There were eleven guests in the audience. Visitors included Hamburg and Farragut Board Presidents and Superintendents. Introductions were made between Boards.

Approve agenda

Motion to approve the amended agenda was made by Director Johnson with second by Director Graham. Motion carried. Ayes 4 Nays 0

Approve minutes of Sept 15 regular meeting and Sept. 24 joint meeting with Fremont-Mills

Motion to approve the minutes of the regular meeting on September 15 and joint meeting with Fremont-Mills on September 24 was made by Director Graham with second by Director Johnson. Motion carried. Ayes 4 Nays 0

Director Ettleman arrived at 7:45 p.m.

Consider bills to be paid

Motion to pay bills as presented was made by Director Graham with second by Director Holt. Motion carried. Ayes 5 Nays 0

Financials

Motion to approve the financial report was made by Director Johnson with second by Director Graham. Motion carried. Ayes 5 Nays 0

Audience

A presentation from Hayes Mechanical on facility energy efficiency was tabled to December or January.

Reports

Mrs. Spencer presented the Elementary Principal/Curriculum Director report.

Mr. Cruickshank presented the 7-12 Principal/Superintendent report.

- Rural School Advocates of Iowa Annual meeting, ISFIS regional meeting, and IASB convention dates were discussed.
- Board learning opportunities on the IASB website were discussed. The Board would like to use training tools at monthly meetings.
- Parent-Teacher conference attendance was 94% at the elementary, 58% at the high school

Discussion

Enrollment, staffing, programming, budget

Staff and program sharing with all sharing partners was reviewed. K – 12 served enrollment for 2014/15 is 338.63. In 2013/14 it was 344.6.

Fremont County School Boards meetings

Joint meeting with Fremont-Mills was reviewed.

Board Presidents and Superintendents of Fremont County (Sidney, Hamburg, Farragut, Fremont-Mills) met on October 1. Sidney Board will meet with Hamburg and Farragut boards on a date to be determined.

STEM Advisory Board

Heidi Lowthorp is a member of the Fremont County STEM Advisory Board. She shared information with everyone in attendance.

Facility capacity

The Board and audience toured the building and discussed options for more effective utilization of space.

Discussion/Action

Board goals

After discussion of the current Board goals it was decided that each board member will bring their ideas of goals to the next regular meeting.

Transfers/assignments/staff tuition reimbursement

The Board would like to see other districts policies on reimbursements of tuition for staff assigned to new positions. There will be more discussion next month.

Inter-fund loan transfer

Motion to approve the inter-fund loan transfer from the General Fund to the Nutrition Fund in the amount of \$10,000 was made by Director Graham with second by Director Ettleman. Motion carried. Ayes 5 Nays 0

Action

Fremont County Conference Board

Motion to appoint Director Holt to the Fremont County Conference Board was made by Director Graham with second by Director Ettleman. Motion carried. Ayes 5 Nays 0

Resignation of personnel

Motion to accept the resignation of Tammy Lauman, preschool associate, with regrets was made by Director Johnson with second by Director Graham. Motion carried. Ayes 5 Nays 0

Employment of personnel

Motion to hire Carrie Hardy as elementary associate was made by Director Ettleman with second by Director Holt. Motion carried. Ayes 5 Nays 0

Board Comment

Director Graham asked about football sideline jackets. Information has been forwarded to Mr. Larsen and Mr. Sears. The Board will review Chapter 6 in the Board handbook next month.

Director Johnson shared that the youth sports board is interested in purchasing new volleyball standards for the elementary gym. They may approach the school board about sharing the costs.

Celebrations

Successful Homecoming

94% attendance at elementary

Partners In Education (PIE) facebook page is up and running

Special Olympic Bowling State Qualifier is Jay Morgan

Marching Band finished 6th of 21 bands at Clarinda Band Festival

J.H. Volleyball finished season undefeated

H.S. Volleyball finished regular season 16-12 and won the East Monona Tournament

H.S. Football is currently 7-1

Adjournment

Motion to adjourn at 10:10 p.m. was made by Director Ettleman with second by Director Johnson. Motion carried. Ayes 5 Nays 0

Next regular scheduled meeting will be held on November 17, 2014

This publication of minutes is the unofficial report of action taken. Official minutes are available for review at the Sidney Community School District after approval at the next regular board meeting.

**Sidney Community School District
Board of Directors Work Session
November 5, 2014 2754 Knox Road 5:30 p.m.**

Call meeting to order and determine quorum

President Heidi Lowthorp called the meeting to order at 5:30 p.m. Directors present were Heidi Lowthorp, Alisha Ettleman, Erika Graham, Brad Johnson, Larry Holt. Also present were 7-12 Principal/Superintendent Gregg Cruickshank, PK-6/Curriculum Director Linda Spencer, Business Manager Jennifer Maher and Board Secretary Janet Lemrick.

Recognition of guests and public comment

There were five guests in the audience. There were no public comments.

Approve agenda

Motion to approve the agenda was made by Director Ettleman with second by Director Johnson. Motion carried. Ayes 5 Nays 0

Discussion

Sidney, Farragut, Hamburg Joint Board meeting at 6:30

Dr. Lane Plugge from Green Hills AEA will facilitate the joint meeting.

The Sidney Board wants to be supportive in any conversations between the districts.

Adjourn

Motion to adjourn at 5:45 p.m. was made by Director Graham with second by Director Ettleman. Motion carried. Ayes 5 Nays 0

**Board of Directors Joint Meeting – Farragut, Hamburg, Sidney
November 5, 2014 Nishnabotna Middle School Library – Hamburg 6:30 p.m.**

Call joint meeting to order and determine quorum

Each Board president from Hamburg and Farragut brought their board to order and determined a quorum. Hamburg directors present were Dave Mincer, Steve Stenzel, Phil Kuhr, and Reva Benefiel. Debbie Reeves was absent. Farragut directors present were Jenny Varellas, Shelly Mount, Monica Whitehead, Bob Lynn, and Tim Blank.

Sidney Board President called the meeting order at 6:32 p.m. Directors present were Heidi Lowthorp, Alisha Ettleman, Erika Graham, Brad Johnson, and Larry Holt. Also present were 7-12 Principal/Superintendent Gregg Cruickshank, PK-6/Curriculum Director Linda Spencer, Business Manager Jennifer Maher and Board Secretary Janet Lemrick.

AEA Chief Administrator Dr. Lane Plugge was also present.

Approve agenda

Hamburg and Farragut boards approved the agenda.

Motion to approve the agenda from Sidney was made by Director Ettleman with second by Director Johnson. Motion carried.

Ayes 5 Nays 0

Presenters/Open Forum

There were 31 guests in the audience.

Hamburg President Dave Mincer welcomed the Sidney Board.

New Business

Operational sharing opportunities for 2015-16

Mr. Cruickshank shared that Sidney currently share operational staff with South Page (Superintendent), Fremont-Mills (Transportation Director and Guidance Counseling), and East Mills (Operations/Maintenance Director) and this sharing generates funding for 21 students (\$133,686 of funding and budget authority). The possibility exists to share some of these functions with multiple districts.

Hamburg and Farragut share operational staff between the districts that generates funding for 42 students (approximately \$267,372 of funding and budget authority). Should they reorganize, that funding would be lost. Should reorganization occur between the Farragut and Hamburg districts, they would be interested in sharing operational staff with Sidney, as well as other local districts.

Sharing of operational staff can be done amongst schools, cities, towns, colleges, AEAs, community colleges, and regional academies.

Program sharing opportunities for 2015-16

Dr. Plugge asked how superintendents discover sharing opportunities. Mr. Cruickshank answered by visiting with other Superintendents and discussing opportunities available from each district.

It was agreed that none of the districts present can offer the best for students separately. Sharing of staff is a must to continue with the best education opportunities for their children.

Current Vog-Ag, Automotive, Woods, Architectural Drafting sharing was discussed. It was agreed that these courses need to continue to be offered to students. A regional academy could be a solution to keep these classes available for all students in Fremont County.

Dr. Plugge can recommend regional academies to visit.

District Vision

There was discussion on how to meet the needs of accelerated students. Sharing programs may offer more opportunities for higher achievers.

All Boards would like to build their academic programs to best meet the needs of students.

Future meetings

Superintendents were asked to meet in the near future to compile information on class offerings, schedules, and financial comparisons. Information will then be shared with the boards for further discussion.

Boards would like to proceed with conversations concerning the sharing of opportunities for the 2015-16 school year.

Future meetings will be set up with the three districts after upcoming events between Farragut and Hamburg have been determined.

In summary - all districts want to explore possibilities that will best meet the needs of their students and manage the financial responsibilities to provide those needs.

Adjournment

Farragut and Hamburg boards adjourned,

Motion to adjourn the Sidney Board at 7:29 p.m. was made by Director Graham with second by Director Ettleman. Motion carried. Ayes 5 Nays 0

Next regular scheduled meeting will be November 17, 2014

This publication of minutes is the unofficial report of action taken. Official minutes are available for review at the Sidney Community School District after approval at the next regular board meeting.

Regular; Beginning Month 10/2014; Processing Month 10/2014; Fund Number 21

Fund: 21 STUDENT ACTIVITY FUND

Chart of Account Number	Chart of Account Description	Beginning Balance	Expenses	Revenues	Outstanding AP	Outstanding PO	Balance Change	Balance
21 729 000 8010 000	FUND BALANCE - CLASS 2012	0.00	0.00	0.00	0.00	0.00	0.00	0.00
21 729 000 8011 000	DO NOT USE!!	0.00	0.00	0.00	0.00	0.00	0.00	0.00
21 729 000 8012 000	FUND BALANCE - CLASS 2014	1,545.56	0.00	0.00	0.00	0.00	0.00	1,545.56
21 729 000 8013 000	FUND BALANCE - CLASS 2013	0.00	0.00	0.00	0.00	0.00	0.00	0.00
21 729 000 8014 000	FUND BALANCE - FB CHEERLEADERS	150.00	0.00	75.00	0.00	0.00	0.00	225.00
21 729 000 8015 000	FUND BALANCE - VWR CHEERLEADERS	(459.33)	0.00	0.00	0.00	0.00	0.00	(459.33)
21 729 000 8016 000	GENERAL ATHLETIC (\$POP)	4,268.62	2,160.58	882.10	0.00	0.00	0.00	2,990.14
21 729 000 8017 000	FUND BALANCE - ELEM ACTIVITIES	0.00	0.00	0.00	0.00	0.00	0.00	0.00
21 729 000 8018 000	FUND BALANCE - INDUSTRIAL ARTS	0.00	0.00	0.00	0.00	0.00	0.00	0.00
21 729 000 8019 000	FUND BALANCE - INTEREST	121.36	0.00	3.21	0.00	0.00	0.00	124.57
21 729 000 8020 000	ELEMENTARY POP MACHINE	0.00	0.00	0.00	0.00	0.00	0.00	0.00
21 729 000 8021 000	FUND BALANCE - LIBRARY	0.00	0.00	0.00	0.00	0.00	0.00	0.00
21 729 000 8023 000	FUND BALANCE-P.E. FUNDRAISER	0.00	0.00	0.00	0.00	0.00	0.00	0.00
21 729 000 8025 000	FUND BALANCE - PLAYS	4,417.46	0.00	0.00	0.00	0.00	0.00	4,417.46
21 729 000 8028 000	CLASS OF 2016	2,297.81	1,155.77	3,014.24	0.00	0.00	0.00	4,156.28
21 729 000 8038 000	ATHLETIC SEASON	540.00	0.00	0.00	0.00	0.00	0.00	540.00
	Fund Total: 21	42,037.80	12,046.94	13,251.96	0.00	0.00	0.00	43,242.82

10/2014 - 10/2014

Regular; Beginning Month 10/2014; Processing Month 10/2014; Fund Number 10

Fund: 10 OPERATING FUND

Chart of Account Number	Chart of Account Description	Beginning Balance	Expenses	Revenues	Outstanding AP	Outstanding PO	Balance Change	Balance
10 721 000 3213 000	FUND BALANCE-PHASE III	0.00	0.00	0.00	0.00	0.00	0.00	0.00
10 721 000 8001 000	FUND BALANCE ADULT EDUCATION	0.00	0.00	0.00	0.00	0.00	0.00	0.00
10 721 000 8023 000	FUND BALANCE PE UNIFORM	0.00	0.00	0.00	0.00	0.00	0.00	0.00
10 721 000 8024 000	FUND BALANCE - PICTURES	0.00	0.00	0.00	0.00	0.00	0.00	0.00
10 721 000 8026 000	FUND BALANCE - POP	0.00	0.00	0.00	0.00	0.00	0.00	0.00
10 721 000 8027 000	FUND BALANCE - SCHOLARSHIP	0.00	0.00	0.00	0.00	0.00	0.00	0.00
10 729 000 3118 000	OTHER DESIGNATED FUND BALANCE	39,264.00	0.00	0.00	0.00	0.00	0.00	39,264.00
10 729 000 3204 000	TEACHER COMP	4,209.47	15,337.36	19,994.00	0.00	0.00	0.00	8,866.11
10 729 000 3206 000	TEACHER COMP - ADD DAY	0.00	0.00	0.00	0.00	0.00	0.00	0.00
10 729 000 3211 000	EDUC EXCELLENCE PHASE ONE	0.00	0.00	0.00	0.00	0.00	0.00	0.00
10 729 000 3212 000	PHASE II	0.00	0.00	0.00	0.00	0.00	0.00	0.00
10 729 000 3216 000	IA EARLY INTERVENTION	2,232.00	0.00	2,232.00	0.00	0.00	0.00	4,464.00
10 729 000 3342 000	EARLY LITERACY	0.03	0.00	0.00	0.00	0.00	0.00	0.03
10 729 000 3376 000	TEACHER COMP PROF DEVELOPMENT	11,222.39	0.00	1,475.00	0.00	0.00	0.00	12,697.39
10 729 000 3378 000	RESERVE FOR MARKET FACTOR	0.00	0.00	0.00	0.00	0.00	0.00	0.00
10 729 000 4201 000	TITLE VI	0.00	0.00	0.00	0.00	0.00	0.00	0.00
10 729 000 4643 000	TITLE 11A FED TEACHER QUALITY	0.00	0.00	0.00	0.00	0.00	0.00	0.00
10 749 000 8017 000	ELEMENTARY ACTIVITIES	10,742.32	357.57	235.44	0.00	0.00	0.00	10,620.19
10 759 000 0000 000	UNRESERVED-FUND BALANCE	236,539.60	352,187.89	689,264.93	0.00	0.00	0.00	543,616.64
10 759 000 1920 000	FUND BALANCE ELEM DONATIONS	15,165.70	0.00	0.00	0.00	0.00	0.00	15,165.70
10 759 000 1922 000	FUND BALANCE - PE DONATIONS	130.00	0.00	0.00	0.00	0.00	0.00	130.00
10 759 000 8003 000	FUND BALANCE ANNUAL	5,329.69	0.00	485.00	0.00	0.00	0.00	5,814.69
10 759 000 8005 000	FUND BALANCE BAND RESALE	13,371.95	1,080.04	731.60	0.00	0.00	0.00	13,023.51
10 759 000 9001 000	UNRESERVED-FUND BALANCE MAXINE MYERS 5T	984.00	0.00	0.00	0.00	0.00	0.00	984.00
Fund Total: 10		339,141.15	386,962.86	684,417.97	0.00	0.00	0.00	654,596.26

MONTH OF October-2014

Monthly Financial Statement

Sidney Community Schools
Hot Lunch Fund

Beginning Cash Balance ----- \$17,421.94

INCOME

Student Lunches and Breakfasts	\$ 7,783.75
Adult Lunches and Breakfasts	\$703.80
Federal & State Reimbursement	\$12,557.45
Interest	\$0.18
Ala Carte - Milk	\$157.15
Ala Carte	\$1,602.00
Rebates	\$0.00
Other	\$0.00

TOTAL INCOME \$ 22,804.33

TOTAL AVAILABLE \$40,226.27

CASH EXPENDITURES

Food	\$12,496.24
Milk	\$2,288.04
Commodities	\$2,761.24
Soap & Consumable Supplies	\$0.00
Equipment and Repair	\$117.88
Salaries	\$7,425.58
Other	\$0.00

TOTAL EXPENDITURES \$25,088.98

End of Month Balance ----- \$15,137.29

BALANCE SHEET

October-2014

October-2013

October-2013

GENERAL FUND:

CASH ACCOUNT

BALANCE FIRST OF MONTH	48,395.37	
INTEREST	17.76	
RECEIPTS	197,748.61	
WITHDRAWALS OR TRANSFERS	340,000.00	
ACCTS PAYABLE	(248,932.95)	
PAYROLL	(289,110.57)	
AEA FLOWTHRU	0.00	
BALANCE END OF MONTH	48,118.22	42,604.83

ISJIT INVESTMENT	197,570.14	
INTEREST	0.57	
RECEIPTS	183,041.00	
WITHDRAWALS OR TRANSFERS	(197,570.14)	
BALANCE END OF MONTH	183,041.57	185,358.53

CASH BOX	50.00	50.00
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SAVINGS

BALANCE FIRST OF MONTH	407,325.68	
INTEREST	91.39	
RECEIPTS	502,355.77	
WITHDRAWALS OR TRANSFERS	(340,000.00)	
BALANCE END OF MONTH	569,772.84	662,479.77

TOTAL GENERAL FUND	800,982.63	890,490.13
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LUNCH FUND:

CASH ACCOUNT

BALANCE FIRST OF MONTH	17,421.94	
INTEREST	0.18	
RECEIPTS	30,340.78	
PAYROLL TO GENERAL FUND	(7,425.58)	
ACCTS PAYABLE	(25,200.03)	
BALANCE END OF THE MONTH	15,137.29	

CASH ON HAND

TOTAL LUNCH FUND	15,137.29	22,343.46
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ACTIVITY FUND:

CASH ACCOUNT

BALANCE FIRST OF MONTH	6,510.02	
INTEREST	0.06	
RECEIPTS	6,656.92	
FROM CASH ON HAND	0.00	
ACCTS PAYABLE	(12,046.94)	
WITHDRAWALS OR TRANSFERS	0.00	
BALANCE END OF MONTH	1,120.06	3,997.06

CASH ON HAND

TOTAL ACTIVITY FUND	43,242.82	62,252.61
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<u>INVESTMENTS</u>		
BALANCE FIRST OF MONTH	34,777.78	
INTEREST	3.15	
RECEIPTS	13,475.82	
FROM CASH ON HAND	0.00	
WITHDRAWALS OR TRANSFERS	(6,883.99)	
BALANCE END OF MONTH	41,372.76	57,505.55

SCHOOLHOUSE FUNDS

CASH ACCOUNT

	MANG-22	PPEL-36	LOSST-33	(DEBT SERVICE - 40) BONDS QZAB	
BALANCE FIRST OF MONTH	0.00	0.00	5,917.82	0.00	0.00
INTEREST	0.00	0.00	0.09	0.00	0.00
RECEIPTS	2,236.23	326.00	15,018.32	0.00	0.00
ACCTS PAYABLE	(2,236.23)	(326.00)	(15,936.14)	0.00	0.00
WITHDRAWALS OR TRANSFERS	0.00	0.00	0.00	0.00	0.00
BALANCE END OF MONTH	0.00	0.00	5,000.09	0.00	0.00

INVESTMENTS

BALANCE FIRST OF MONTH	41,781.82	10,887.18	228,401.22	40,412.53	0.00
INTEREST	21.14	5.51	48.64	0.00	0.00
RECEIPTS	53,194.08	13,630.20	22,740.51	84,188.19	0.00
BOND PAYMENTS/INTEREST	0.00	0.00	0.00	0.00	0.00
INTERFUND TRANSFERS(DEBT)	(2,236.23)	0.00	0.00	0.00	0.00
WITHDRAWALS OR TRANSFERS	0.00	(326.00)	(15,018.32)	0.00	0.00
BALANCE END OF MONTH	92,760.81	24,196.89	236,172.05	124,600.72	0.00

TOTAL SCHOOLHOUSE FUNDS	92,760.81	24,196.89	241,172.14	124,600.72	0.00
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October-2013	52,472.32	4,587.11	171,526.32	125,265.02	0.00
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GRAND TOTAL OF ALL FUNDS	1,342,093.30				
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October-2013	1,328,936.97		482,730.56		
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Proposal for Online Courses at Sidney High School through IWCC

During 1st Hour, 2nd Semester with Mrs. Larsen

Credit: 1 Elective Credit for the Semester Course

Dates for online courses at IWCC: Jan. 12, 2014—May 15, 2014

Possible Business Courses we could offer include:

BUS-102-OL01 (112228) Introduction to Business

Introduction to Business surveys American enterprise and examines the interrelated roles of accounting, economics, finance, management, and marketing as they affect the firm. Students view the firm from both its functional role and its social institutional role.

BUS-121-OL01 (112236) Business Communications

Business Communications develops the art of organizational communication for a business. It emphasizes practical applications in writing business letters, reports, resumes, and other organizational communications.

BUS-161-OL3D (112240) Human Relations

Human Relations inquires into the nature of human behavior in the workplace. Using the administrative viewpoint, it focuses on human motivation, leadership, organizational structure, and current topics in employment. (3/0)

BUS-130-OL01 (112238) Intro to Entrepreneurship

Introduction to Entrepreneurship emphasizes these processes: understanding how to find, analyze, and pursue an opportunity; understanding oneself and personality characteristics of the "entrepreneur"; and examining the environment for entrepreneurship. A case and experiential approach is used throughout.

Ideas to discuss:

- The Sidney High School semester starts January 6th, so that would give me a little time to get books and talk to the students about the responsibilities involved when taking an on-line class.
- Are these courses okay?
- Note from an email with Jordan Pirdle from IWCC: "I don't see any issues with these courses as they are all offered online and don't require any pre-requisites. The course content will be rigorous in BUS 185." BUS 185 is Business Law. I removed it from the list.
- Set criteria for students at Sidney for students that are eligible to take an online class. Some ideas include: Junior or Senior, GPA of 3.0 or higher.

Note from an email with Jordan Pirdle from IWCC: "I don't see any issues with these courses as they are all offered online and don't require any pre-requisites. The course content will be rigorous in BUS 185." BUS 185 is Business Law. I removed it from the list.

Things to think about:

- Who purchases the book?
- Who pays tuition?
- What expectation is there for holding students accountable?

Distance Learning as a Critical Skill

While online classes have become a common method for delivering curriculum in high schools and colleges across America, it is important to realize that the experience requires some skills that are not common among students whose backgrounds include only traditional classrooms.

Listed below are some of the pitfalls that lead to poor performance in online learning experiences. While these pitfalls create a challenge for high school students who find it necessary to take classes online, it is important to note that these are some of the same pitfalls that cause many students to struggle in post-high school education. Therefore, the opportunity to take online classes is actually an opportunity to develop skills that will be necessary to succeed in your post-secondary educational plans.

- ❖ **Procrastination:** Online courses are NOT truly "self-paced." While you have the flexibility of working on your homework as it fits into your daily schedule, there are *due dates* throughout the terms for assignments, projects, papers, quizzes and/or exams. Often, when students see the freedom they have of when to engage the curriculum or not, when to do tests or quizzes or not, they often put the course off as the last priority and often they find they do not have time to get assignments done by deadline dates.
- ❖ **Inability to express yourself in writing:** It would probably be more accurate to say "express yourself in keyboarding." In traditional classrooms, much homework and formal assessment is done through written expression. In the online classroom, interaction between the student and the teacher or the student and peers must also be done through written expression. If a student does not communicate thoughts through this medium, he/she will not be likely to succeed in the class.
- ❖ **On-Screen reading and comprehension skills:** Reading text from a computer screen is a different skill than reading from a "hard copy." Students who currently read from devices such as a "Kindle" will not find this to be a significant challenge. However, those who immediately choose to print off information delivered on the computer screen will find it frustrating when it becomes improbable to print off large volumes of text such as textbooks or position papers.
- ❖ **Dependence on extrinsic motivation:** Students who struggle to produce their best efforts without someone constantly prompting them will find online learning a challenge. For some students this creates a feeling of being isolated and alone in the class.
- ❖ **Computer and Internet access:** Students may be limited to only public access opportunities for internet connections, such as schools or public libraries. Just as it is difficult to do well in a class where a student does not have his/her own textbook, it is also difficult to do well in an online class where the student does not have consistent internet access or feels uncomfortable using this technology.

With these danger areas in mind, we have listed below some of the characteristics of successful online learners, and subsequently successful post-secondary students:

- ✓ **Start off on the right track:** At the very beginning, be sure to read the instructor's syllabus. You will find a lot of helpful information in there, such as contact information and the best ways to reach your instructor. In most cases you will also find a course calendar with due dates and tests dates. Become familiar with the online communication system, such as the ROC account at Iowa Western.
- ✓ **Develop a self-disciplined approach to your online class:** It is very important that you make your online course a priority. You will need to keep pace with the course and completing assignments. Online courses require as much time (if not more time) as traditional courses. It is important that you schedule enough time to meet the requirements of the course. During an 18-week term, set aside approximately 10 hours per week to complete required work. Get your work done early. Do not depend on others to hold you to this commitment. Monitor this yourself. This is the first and most important step in preparing for life after high school.
- ✓ **Develop a commitment to putting your thoughts into grammatically-correct written statement:** In today's world of "texting," it is still important to learn how to communicate accurately in more formal setting such as an academic course. Expand your study skills to include such resources as email, texting, and course chat groups. Begin to see your instructor and your classmates as resources. Communicate your thoughts, ideas and questions with them.
- ✓ **Utilize the tools available when reading on-screen:** While it may be harder to use traditional comprehension strategies when reading on-screen, there are many additional advantages to this format. Review the tools available on your computer, or if necessary, sit down with your computer teacher and have her/him show you what is available. As an example: When reading text in a "hard copy," when you come to a word that you are unfamiliar with, you run to get the dictionary, turn through the pages until you find the word, then read the definition. When reading the same text online, when you come to that word, you highlight it, click on your references or review tab and the word, with multiple definitions and usages, pops up on your screen. Just remember, on-screen reading is a 21st century skill. You need to learn it just as you learned to read from a book.
- ✓ **Intrinsic motivation:** Learning is now, and will always be, your responsibility. While you have had a supportive, nurturing environment around you during your high school years, you will not have the same environment in the future. In fact, it has been said that the main difference between high school and college is that your teachers throughout high school have attempted to show you what you needed to learn. In college, your professors will challenge you to find what you need to learn. If you find that you are struggling in a class, it is up to you to try a variety of study techniques until you find the one that works. Hint: If you continue to struggle, it's probably not the one you're using.

- ✓ **Get connected:** From a technology standpoint, you must have a computer, and you must be connected to the internet. Today, the connected part of that is not a great challenge. Almost all educational institutions now have wireless access at all campus locations. The first part may present a financial challenge for some. However, there are some things to keep in mind. Many high schools are now "one-to-one," which means that every student is issued a laptop at the beginning of the school year for their use during the year. Of course this carries some responsibilities for the student. Some of these expectancies are that the student will take care of the equipment, and that the computer is not used in illegal or unethical activities. If your school is not a one-to-one school, be aware that refurbished laptops can be purchased for a very reasonable amount of money. If you are headed for a college, community college or trade school after high school, the most important purchase you can make is a computer; not a car, television, microwave, fridge or new phone. In addition, student loans consider a computer a legitimate educational cost for college students.
- ✓ **Communicate with your instructor:** With all types of classes, students who communicate regularly with the instructor are more likely to succeed. Ask questions, ask for clarifications, and ask for study tips and advice.

Most importantly, realize that this is not the last time you will be involved in online learning. You will have this opportunity again in college and throughout your career after college. Updated training, introduction of new concepts, and new government regulations will continue to be presented through online experiences such as "webinars." Master this "classroom setting" and you will be a step ahead of your competition!

**Information and suggestions collected from Northwest Missouri State University, Iowa Western Community College, American Institute of Business, and Iowa Learning Online.*

Sidney High School

Classes offered at Page Fremont County Center 2014-2015

Course	Name	Code	Credits
BIO 112	General Biology I	CES	4
BIO 113	General Biology II	CES	4
BIO 151	Nutrition	CES	3
BIO 157	Human Biology	CES	4
BIO 168	Human Anatomy & Physiology I	CES	4
BIO 173	Human Anatomy & Physiology II	CES	4
BUS 102	Intro to Business	CES	3
BUS 121	Business Communication	CES	3
BUS 130	Intro to Entrepreneurship	CES	3
BUS 161	Human Relations	CES	3
ENG 105	Composition I	CES	3
ENG 106	Composition II	CES	3
FIN 121	Personal Finance	CES	3
HIS 110	Western Civilization—Ancient to Early Modern	CES	3
HIS 111	Western Civilization—Early Modern to Present	CES	3
HIS 151	US History to 1877	CES	3
HIS 152	American History Since 1877	CES	3
HUM 122	American Film	CES	3
MAT 157	Statistics	CES	4
MUS 100	Music Appreciation	CES	3
MUS 204	History of Rock N Roll	CES	3
PSY 111	Introduction to Psychology	CES	3
PSY 121	Developmental Psychology	CES	3
SOC 110	Introduction to Sociology	CES	3
SPC 112	Public Speaking	CES	3

Sidney High School

Classes offered at Sidney High School or taught by HS faculty

2014-2015

Course	Section	Name	Code	Credits	Instructor	
BCA	152	SIDHS	Comprehensive Spreadsheets	DC	3	Larsen
BCA	155	SIDHS	Introduction to Web Design	DC	3	Larsen
BCA	212	SIDHS	Introduction to Business Computer Applications	DC	3	Larsen
HSC	105	SHHS	Intro to Health Occupations	DC	1	Laughlin
HSC	113	SHHS	Medical Terminology	DC	2	Laughlin
HSC	125	SHHS	Survey Anatomy for Allied Health	DC	2	Laughlin
HSC	172	SHHS	Nurse Aide (CNA)	DC	3	Laughlin
MAT	129	SIDHS	Precalculus	HES	5	Scott
MAT	211	SIDHS	Calculus I	HES	5	Scott
MUS	100	SIDHS	Music Appreciation	HES	3	Zavadil
PEH	130	SHHS	CPR/First Aid in the Workplace	DC	1	Laughlin
FLS	241	SHHS	Intermediate Spanish I	HES	4	Lopez
FLS	242	SHHS	Intermediate Spanish II	HES	4	Lopez

Memorandum of Understanding
Iowa Western Community College
Secondary Programs
Concurrent Enrollment Courses

AGREEMENT made this _____ day of _____, 2014, ("Effective Date") between Iowa Western Community College ("IWCC") and the _____ Community School District ("Participant").

SECTION I. PURPOSE

IWCC and Participant enter into this Agreement for the purpose of providing college courses to high school students for college credit.

SECTION II. TERM OF AGREEMENT

The term of this Agreement shall commence on the Effective Date and shall end on June 30, 2015, unless earlier terminated. This Agreement will not be terminated earlier than the end date unless mutually agreed upon by both parties.

SECTION III. SECONDARY EDUCATION PROGRAMS OFFERED

IWCC and Participant shall cooperate in providing college credit courses to all qualified students enrolled in the Participant's high school(s). The college credit course programs which may be provided shall include:

- A. Courses taught at Iowa Western Community College campuses/centers/online or by IWCC employed faculty: Students may elect to enroll in IWCC courses which will be taught by IWCC faculty and/or at IWCC centers/campuses/online. The student, if the course work is successfully completed, shall receive both high school and college credit. The college credit hours received shall be as set forth in IWCC's existing College Catalog. The participating school district will outline exactly what courses will be accepted for concurrent enrollment.

IWCC Courses permissible under this contract are listed in the attachment at the end of this document.

- B. Select Senior Program. Certain select high school senior students who have a sufficient number of high school credits, as determined by Participant, may enroll at IWCC in such state board approved program courses in **Career and Technical Programs** as the student may, in consultation with IWCC and Participant's high school, elect. All college courses normally available to first year students at IWCC shall be available to the students participating in the Select Senior Program, subject to the terms and conditions of this agreement. Students enrolled at IWCC under the Select Senior Program must be enrolled fulltime (12 credit hours) at IWCC. The college credit hours received shall be

as set forth in IWCC's then existing College catalog. Students must meet all program admission criteria.

SECTION IV. TUITION, FEES, AND BILLING

- A. Tuition, fees, and material cost reimbursement for courses provided under the Programs shall comply with the applicable provisions of the Iowa Code.
- B. IWCC will collect a one time \$25 enrollment fee from all eligible students upon their initial enrollment in an IWCC course offered under this contract.
- C. **Participant agrees to pay to IWCC its full current Fall 2014/Spring 2015 tuition and fee rate per credit hour.** Tuition rates are determined by the IWCC Board of Trustees and are subject to change on an annual basis. Courses taught via ICN are charged at a rate of full tuition.
- D. Participant shall pay to IWCC all program/laboratory fees for each one of the Participant's high school students enrolled in a course taking place on an IWCC campus or building for which such fees are imposed. Said fees are subject to change on an annual basis. In addition, if any new program/lab fees are approved by the IWCC Board of Trustees to be effective for Fall/Spring semesters participants will pay said fees.
- E. On or before June 30, 2014, participant shall register students for all courses for which they wish to earn college credit. Students will register for courses for the entire 2014-2015 school year. All students will be required to have appropriate placement test scores and no waivers will be granted. Applications must be completed in full to be accepted. No registrations will be accepted after the first day of the course each semester.
- F. On or before October 31, 2014, IWCC shall invoice Participant at a 100% tuition and fees rate per credit hour per student for courses in which Participant's high school students are enrolled for the 2014 Fall term. Participant shall pay IWCC the invoice amount on or before December 15, 2014. On or before February 28, 2015, IWCC shall invoice Participant at a 100% tuition and fees rate per credit hour per student for courses in which Participant's high school students are enrolled for the 2015 Spring term. Participant shall pay IWCC the invoice amount on or before April 15, 2015.

SECTION V. MISCELLANEOUS

- A. All notices or other communications required or permitted to be given, pursuant to the terms of this Agreement, shall be in writing and shall be deemed to be duly given when received if delivered in person or by facsimile and confirmed by mail, or mailed by registered or certified mail (return receipt requested) or express mail, postage prepaid, as follows:

If to IWCC: Director of High School Outreach
Jordan Pirtle
Iowa Western Community College
2700 College Road,
Council Bluffs, IA 51503

Vice President of Finance and Operations
Tom Johnson
Iowa Western Community College
2700 College Road, Box 4C
Council Bluffs, IA 51502

If to Participant: Superintendent
School District
Address
City, State, Zip Code

Or at such other address as the party to whom the notice is to be given
furnishes in writing to the other party in the manner set forth above.

School District Name _____

School Board President Signature _____

Date _____

School Board Secretary Signature _____

Date _____

Iowa Western Community College

Board of Trustees President Signature _____

Date _____

Board of Trustees Secretary Signature _____

Date _____

SIDNEY COMMUNITY SCHOOLS
"We hold tomorrow in our hands."

Gregg Cruickshank
Superintendent/7-12 Principal
2754 Knox Road; Box 609
Sidney, IA 51652
712-374-2141
712-374-2013 FAX
gcruickshank@sidney.k12.ia.us

BOARD OF DIRECTORS

Heidi Lowthorp – President
Alisha Ettleman – Vice President
Erika Graham
Bradley Johnson
Larry Holt
Janet Lemrick – Board Secretary
Jennifer Maher – Board Treasurer

Linda Spencer
PK – 6 Principal/Curriculum Director
1002 Illinois; Box 609
Sidney, IA 51652
712-374-2647
712-374-2648 FAX
lspencer@sidney.k12.ia.us

Board of Directors Work Session
Wednesday, November 5 – 5:30 p.m.
Board Room – 2754 Knox Road

1. **Call meeting to order and determine a quorum**
2. **Recognition of guests and public comment** - The board may allow up to five minutes for citizens to discuss school matters with the board. More time may be granted at the discretion of the board. Discussing personnel matters relating to performance and evaluation are prohibited by the board. Such matters shall be appropriately considered by the administration and resolved according to school board policy and Iowa Administrative Code.
3. **Approve agenda**
4. **Discussion**
 - a. Sidney, Farragut, Hamburg Joint Board Meeting at 6:30 p.m.
5. **Adjourn**

Board of Directors Special Meeting
Wednesday, November 5 – 6:30 p.m.
Joint Board Meeting – Farragut, Hamburg, and Sidney
Nishnabotna Middle School Library - Hamburg

1. **Call meeting to order and determine a quorum**
2. **Approval of agenda**
3. **Presenters/Open Forum**
4. **New Business**
 - a. **Consider and discuss**
 - Operational Sharing opportunities for 2015-16
 - Program sharing opportunities for 2015 – 16 (such as Auto Tech, Voc Ag)
 - Expanded sharing opportunities, programs, and whole grade sharing
 - Each district's vision for the future (such as regional or county school system)
 - Future meetings to share district comparisons of programs offered, programs shared, budget information, facility information, etc...
 - b. **Consider, discuss, and approve future joint meeting dates**
5. **Adjournment**

Hamburg Board Format

- a. Citizens who have a place on the agenda may address the board on the issue of their concern during the discussion of that issue. Citizens who do not have a place on the agenda may address the board on the issue of their concern during the open forum of the regular meeting.

- b. Open Forum: The board may allow up to five minutes for citizens to discuss school matters with the board. More time may be granted at the discretion of the board. Discussing personnel matters relating to performance and evaluation are prohibited by the board. Such matters shall be appropriately considered by the administration and resolved according to school board policy and Iowa Administrative Code.

- c. The Open Meetings Law requires the posting of the board agenda more than 24 hours prior to the scheduled meeting. Topics not included on the agenda may be added only if good cause exists, requiring expeditious discussion or action on such matters.

Hamburg Mission Statement

It is our mission to educate each child, to foster a love of learning in a safe environment, and to prepare leaders for a responsible and successful future in a diversified and changing world.

Immediately following the Farragut, Hamburg, and Sidney joint board meeting, the Hamburg and Farragut boards will meet to:

- Consider, discuss and approve building program recommendation to submit to the School Budget Review Committee no later than November 14, 2014.

The next regularly scheduled meetings for each board are:

Farragut – November 10, 2014

Hamburg – November 12, 2014

Sidney – November 17, 2014 at 7:30 p.m. at the Sidney Elementary School

**Sidney Community School District
Board of Directors Work Session
November 5, 2014 2754 Knox Road 5:30 p.m.
Call meeting to order and determine quorum**

President Heidi Lowthorp called the meeting to order at 5:30 p.m. Directors present were Heidi Lowthorp, Alisha Ettleman, Erika Graham, Brad Johnson, Larry Holt. Also present were 7-12 Principal/Superintendent Gregg Cruickshank, PK-6/Curriculum Director Linda Spencer, Business Manager Jennifer Maher and Board Secretary Janet Lemrick.

Recognition of guests and public comment

There were five guests in the audience. There were no public comments.

Approve agenda

Motion to approve the agenda was made by Director Ettleman with second by Director Johnson. Motion carried. Ayes 5 Nays 0

Discussion

Sidney, Farragut, Hamburg Joint Board meeting at 6:30

Dr. Lane Plugge from Green Hills AEA will facilitate the joint meeting.

The Sidney Board wants to be supportive in any conversations between the districts.

Adjourn

Motion to adjourn at 5:45 p.m. was made by Director Graham with second by Director Ettleman. Motion carried. Ayes 5 Nays 0

**Board of Directors Joint Meeting – Farragut, Hamburg, Sidney
November 5, 2014 Nishnabotna Middle School Library – Hamburg 6:30 p.m.**

Call joint meeting to order and determine quorum

Each Board president from Hamburg and Farragut brought their board to order and determined a quorum. Hamburg directors present were Dave Mincer, Steve Stenzel, Phil Kuhr, and Reva Benefiel. Debbie Reeves was absent. Farragut directors present were Jenny Varellas, Shelly Mount, Monica Whitehead, Bob Lynn, and Tim Blank.

Sidney Board President called the meeting order at 6:32 p.m. Directors present were Heidi Lowthorp, Alisha Ettleman, Erika Graham, Brad Johnson, and Larry Holt. Also present were 7-12 Principal/Superintendent Gregg Cruickshank, PK-6/Curriculum Director Linda Spencer, Business Manager Jennifer Maher and Board Secretary Janet Lemrick.

AEA Chief Administrator Dr. Lane Plugge was also present.

Approve agenda

Hamburg and Farragut boards approved the agenda.

Motion to approve the agenda from Sidney was made by Director Ettleman with second by Director Johnson. Motion carried.

Ayes 5 Nays 0

Presenters/Open Forum

There were 31 guests in the audience.

Hamburg President Dave Mincer welcomed the Sidney Board.

New Business

Operational sharing opportunities for 2015-16

Mr. Cruickshank shared that Sidney currently share operational staff with South Page (Superintendent), Fremont-Mills (Transportation Director and Guidance Counseling), and East Mills (Operations/Maintenance Director) and this sharing generates funding for 21 students (\$133,686 of funding and budget authority). The possibility exists to share some of these functions with multiple districts.

Hamburg and Farragut share operational staff between the districts that generates funding for 42 students (approximately \$267,372 of funding and budget authority). Should they reorganize, that funding would be lost. Should reorganization occur between the Farragut and Hamburg districts, they would be interested in sharing operational staff with Sidney, as well as other local districts.

Sharing of operational staff can be done amongst schools, cities, towns, colleges, AEAs, community colleges, and regional academies.

Program sharing opportunities for 2015-16

Dr. Plugge asked how superintendents discover sharing opportunities. Mr. Cruickshank answered by visiting with other Superintendents and discussing opportunities available from each district.

It was agreed that none of the districts present can offer the best for students separately. Sharing of staff is a must to continue with the best education opportunities for their children.

Current Vog-Ag, Automotive, Woods, Architectural Drafting sharing was discussed. It was agreed that these courses need to continue to be offered to students. A regional academy could be a solution to keep these classes available for all students in Fremont County.

Dr. Plugge can recommend regional academies to visit.

District Vision

There was discussion on how to meet the needs of accelerated students. Sharing programs may offer more opportunities for higher achievers.

All Boards would like to build their academic programs to best meet the needs of students.

Future meetings

Superintendents were asked to meet in the near future to compile information class offerings, schedules, and financial comparisons. Information will then be shared with the boards for further discussion.

Boards would like to proceed with conversations concerning the sharing of opportunities for the 2015-16 school year.

Future meetings will be set up with the three districts after upcoming events between Farragut and Hamburg have been determined.

In summary - all districts want to explore possibilities that will best meet the needs of their students and manage the financial responsibilities to provide those needs.

Adjournment

Farragut and Hamburg boards adjourned.

Motion to adjourn the Sidney Board at 7:29 p.m. was made by Director Graham with second by Director Ettleman. Motion carried. Ayes 5

Nays 0

Next regular scheduled meeting will be November 17, 2014

This publication of minutes is the unofficial report of action taken. Official minutes are available for review at the Sidney Community School District after approval at the next regular board meeting.

Sidney, Hamburg, Farragut hold joint board meeting to discuss future sharing

By NICK JOHANSEN
Staff Writer

For the first time in five years, the Farragut, Hamburg, and Sidney School Boards met in joint session on Wednesday, Nov. 5.

Facilitated by AEA Chief Administrator Layne Plugge, the meeting was designed to explore sharing options between the three districts as the vote for reorganization between the Farragut and Hamburg Districts approaches on Dec. 2.

The boards first discussed operational sharing opportunities. Currently, the Hamburg and Farragut districts are operational sharing with each other to receive incentives from the state. Should the reorganization be approved by voters, the operational sharing incentives between the two districts will no longer be possible, thus the need to get a plan in place for sharing ideas in the future.

Sidney Superintendent Gregg Cruickshank advised the incentives make operational sharing well worth the effort.

"Current legislation stipulates that schools can gain up to 21 weighted students of funding for operational sharing. So that's 21 students times \$6366 this year per student. We share a superintendent, transportation director, maintenance director, and an elementary guidance counselor for our 21 students," Cruickshank said.

Plugge cited other options for operational sharing, such as human resources, curriculum director, and a business manager. He added that the districts can share with the AEA or Community Colleges, but the incentives are different.

Cruickshank reminded the board that the sharing can take place between multiple districts.

"You can share among three or more districts, the only stipulation is that there has to be a 20 percent share on the part of each district," advised Cruickshank.

Hamburg and Farragut are sharing most of those positions already in order to gain 21 students per district, and Kenealy said should reorganization be approved, they'll begin looking for other sharing options.

"One of the things the district would look at is sharing a superintendent, which is something we aren't doing right now. So we'll be looking at opportunities to share with any district," Kenealy said.

Plugge said even the larger districts, such as Harlan and Woodbine, are sharing positions for the incentive money, and added that program sharing is another option the districts can look at to gain

funding. Cruickshank once again broke down the numbers.

"For every student the teacher at South Page contacts at Stanton, based on the percentage of time, there's a fraction of point four eight per student, so you multiply that out by the number of students," Cruickshank explained. "For example, when you look at all the teacher sharing we do with Fremont Mills, we generated 18 weighted students, and once again, you take that times \$6366 and you come up with close to \$130,000 split between the two districts, and that's not just dollars, it's budget authority."

Farragut officials did advise they are already undertaking program sharing opportunities as they can.

In addition to the extra funding, Plugge said sharing also allows for financially-strapped districts to employ a full-time teacher. Cruickshank said that sharing has allowed his district to expand on opportunities for his district's students.

"Five years ago, South Page didn't have an architectural drafting program, now we have one. We didn't have an automotive program, now we have one. It's all because of partnerships. In addition to all that, we still have an ag program, and that was all we had before," commented Cruickshank.

Kenealy said another factor will be providing classes for students that were taught in areas of the building that will be closed next year due to accessibility issues or code violations, such as vocational agriculture and the automotive program. Alicia Eutleman, the Sidney Board Vice President said they are very open to housing some of those classes in Sidney to keep those classes available for students.

Lynn said that he doesn't think sharing opportunities should be limited between the Farragut, Hamburg, and Sidney districts.

"We have Shenandoah to our east which isn't growing, so we need to look at the demographics from all the surrounding districts. If we consolidate, then we can look at all the districts and consider the best ones to share with," commented Lynn.

The boards also had a discussion on a regional or county school system to provide classes to students from a wide range of area districts. Hamburg board member Steve Stenzel said he's open to the idea.

"If we're going to compete, which is what we do, we compete to get students. So if we're going to compete, we need to be county wide at a level we can com-

BOARD

Continued from page 8

pete. Otherwise all we're doing is getting by."

Eutleman added that in her opinion, the wide range of education levels of students may be met better by offering some sort of a regional academy, especially since none

be a lot of tough choices.

Hamburg Board Vice President Reva Benefiel said moving forward, she believes having the numbers on paper will be the best way to determine what the districts need to do to best provide for the students.

"Anyone can come to the table and say we have the best, and we all think that. If we put it in facts, we can see who offers

of the districts are getting any bigger.

Cruickshank weighed-in and said if a county school system was approved, Farragut and Hamburg could accommodate it.

"You have the capacity right now with your buildings to do it, and if the communities want to do it. And the three communities could easily come up with a 20-year plan, if they really want to. But there will

what and see where we need to channel our kids or our teachers to, and the problem will probably solve itself organically."

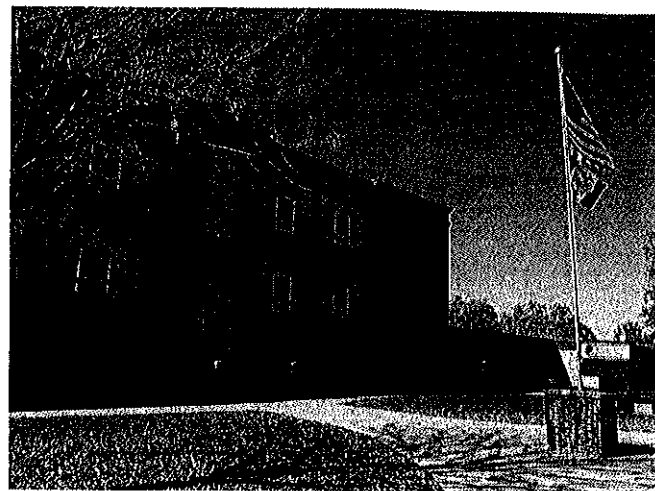
The three superintendents agreed to get together for planning and to organize the numbers and information for future meetings. No date and time was set for a future meeting between the three boards.

Farragut board prepares for upcoming vote

Posted: Tuesday, November 11, 2014 11:21 am

(Farragut) -- The Farragut Community School Board met in regular session on Monday night.

Preparation for upcoming state required reports and a discussion about the December reorganization vote with the Hamburg District highlighted last night's meeting in Farragut. Superintendent Tom Hinrichs says the board unanimously voted to hire the Facilities Cost Management Group of Omaha at a cost of \$5,000 to review the district's facilities and deficiencies in response to the Iowa Department of Education's requirement to do so. Hinrichs says the board also voted to jointly hire with Hamburg the same firm to develop a tax management plan for the district. Farragut's share of this cost is \$2,400.



**Nishnabotna High School,
Farragut**

On December 2nd, voters will go to the polls in Farragut and Hamburg to decide the fate of reorganization as Nishnabotna. Both communities must pass the referendum by a simple majority for the reorganization to occur. However, the pending corrective action by both districts being reviewed by the Iowa Department of Education could supersede any reorganization vote. The state reserves the right to dissolve both districts and has all but promised that will be the likely outcome if the reorganization vote fails in either community.

Both school boards are planning to host public forums to discuss the reorganization vote. Farragut has scheduled a forum on Monday, November 24th at 7:30 p.m. and Hamburg has scheduled a public forum the next night on the 25th.

You can view or download the summary notes from last night's Farragut Board meeting [here](#).

Farragut Board Notes

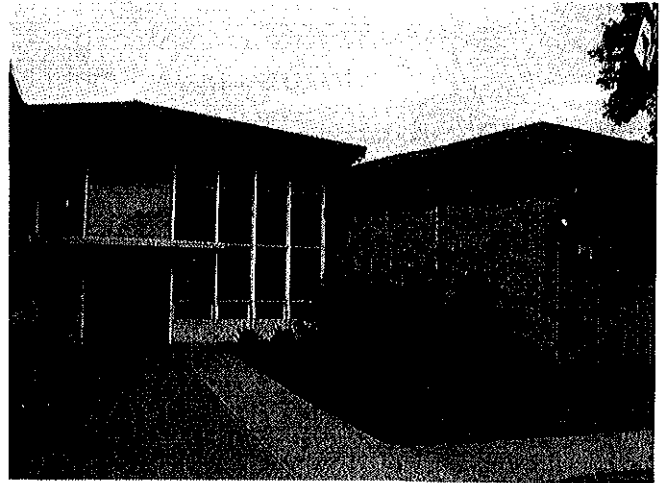
11/10/14

Hamburg board passes on building options

Posted: Thursday, November 13, 2014 9:49 am

(Hamburg) -- More discussion on building configurations related to a possible reorganization with the Farragut School District took place at Wednesday night's Hamburg School Board meeting.

Hamburg School Superintendent Terry Kenealy tells KMA News the board took no action on building program recommendations to submit to the School Budget Review Committee. Kenealy made his comments during KMA's 7:35 newscast Thursday morning.



Marnie Simons Elementary School in Hamburg

"We talked about the various building configurations," said Kenealy. "We talked about the report we received from Facilities Cost Management Group (of Omaha), and reviewed that material. But since the application to the SBRC doesn't require a building configuration plan to be part of that submission, they passed on making that recommendation last (Wednesday) night."

By a 2-to-2 vote earlier this month, the board rejected a proposal to locate pre-K through 6th grade students at Marnie Simons Elementary School in Hamburg, and 7th through 12th graders at Nishnabotna High School in Farragut. That vote took place following a joint meeting with the Farragut and Sidney School Boards.

"The board members that are opposed to that particular configuration," he said, "do not want to send the 7th and 8th graders out of the district. They want those students to be kept at Marnie Simons."

However, Kenealy says building details weren't necessary in corrective action plans to be submitted to the SBRC by Friday. Board members approved separate action plans to deal with a negative unspent balance in the Hamburg district, and combined negative unspent balances for both Hamburg and Farragut under reorganization into Nishnabotna. Voters in both districts must approve the reorganization December 2nd.

Kenealy says residents in both districts may have a misconception about negative unspent balances. He says the term doesn't mean the districts are insolvent. On the contrary, Kenealy says Hamburg's budget had a general fund balance of almost \$2 million in September.

"We can pay our bills, we do all that kind of thing," the superintendent said. "The problem is we've

got the money, but we don't the budget authority from the state to spend the money. That's the issue. And, that's why we have a negative balance in our unspent budget authority, because we've spent more than the authority given to us by the state. It has nothing to do with having cash in the bank, and cash on hand--we have all that. It's all about having the authority, based on the formula, to spend that money."

Regardless of what happens in next month's reorganization vote, officials with both districts must appear before at a SBRC hearing January 21st. SBRC officials will then decide whether to grant each district additional budget authority to address the negative unspent balances. Kenealy says having the hearings delayed to January poses advantages and disadvantages.

"There's a disadvantage in that now, we're not going to know for another month--until probably closer to January--as to what the SBRC is going to say," he said. "The advantage is by then, we'll know the results of the reorganization vote on December 2nd. At that point in time, we'll sit down and start reevaluating everything we've done up to that point, to determine what are the next best steps for the school district, based on the outcome of that vote."

Also Wednesday night, board members set a public meeting on the proposed reorganization for Tuesday, November 25th in Hamburg. A similar meeting takes place in Farragut the night before.

Transportation of Whole Grade Shared Students Summary and Projections: 11-6-2014

Students Eligible to be Transported Each Day Based on Building Configuration:

2014-2015 School Year: Projected for 2015-2016 with PreK-6 and 7-12 Option
 or PreK-8 and 9-12 Option

Farragut to Hamburg: Farragut to Hamburg: PreK-6 PreK-8

5th Grade: 6	PreKindergarten: 10	10
6th Grade: 13	Kindergarten: 15	15
7th Grade: 10	1st Grade: 10	10
8th Grade: 11	2nd Grade: 7	7
Total: 40	3rd Grade: 8	8

Hamburg to Farragut: 4th Grade: 13 13

9th Grade: 10	5th Grade: 12	12
10th Grade: 14	6th Grade: 6	6
11th Grade: 15	7th Grade: 15	15
12th Grade: 11	8th Grade: 16	16
Total: 50	Total: 81	112

Hamburg to Farragut: 7-12 9-12

7th Grade: 15	
8th Grade: 16	
9th Grade: 9	9
10th Grade: 10	10
11th Grade: 14	14
12th Grade: 15	15
Total: 79	48

Total Transported 14-15: 90

Total Projected to be Transported 15-16: 160

For Cost Calculation Purposes: Hamburg Cost Per Pupil Transported in 13-14: \$781.86

$781.86 \times 90 = 70,367.40$

$781.86 \times 160 = 125,097.60 (+54,730.20)$

Fremont-Mills/Sidney Comparison Schools

Enrollment/Financial Comparisons

	Eagle Grove	Shenandoah	Tipton	Clarion/Goldfield Dows	Underwood	Sidney/FM
High School Enrollment	186	247	203	200	171	200
Unspent Budget Authority 2013	883,277	2,443,543	2,542,528	2,341,784	1,049,869	(FM 107/S 93) 2,589,441 (FM - 1,469,493) (S - 1,119,948)
Total Op Sharing Supplemental Enrollment 2008 - 13	52.13	59.57	0	105.22	0	180.16 (FM - 88.68) (S - 91.48)
Teacher Sharing Supplemental Enrollment 2013-14	0	0	0	0	0	18.02 Generated by sharing between districts



Discussion @

Gregg Cruickshank <gcruckshank@sidney.k12.ia.us>

Sidney School Board Agenda - November 5 Work Session and Joint Meeting with Hamburg and Farragut Boards

Gregg Cruickshank <gcruckshank@sidney.k12.ia.us>

Mon, Nov 3, 2014 at 3:14 PM

To: Chris Drennen <chrisd@nwmissouri.edu>, Darin McClarnon <darinmcclarnon@gmail.com>, Jacque Autry <jjacquelyn@yahoo.com>, Karen Ratashak <phil44@wildblue.net>, Ron Peterman <rpeterman@iowatelecom.net>, Ron Peterman <rpeterman@dedicatedbooks.com>, Alisha Ettleman <aettleman@sidney.k12.ia.us>, Brad Johnson <fivejcaterring@gmail.com>, Erika Graham <erika-graham@hotmail.com>, Heidi Lowthorp <hlowthorp@sidney.k12.ia.us>, Sara Holt <twovalleyiowa@gmail.com>

South Page Board and Sidney Board:

Sometime before Christmas it would be good idea to get the Sidney and South Page boards together to visit about the Shared Superintendent agreement. The current agreement ends June 30, 2015 (the second 3 year agreement entered into by the districts). December 2011 a joint meeting was held at the Shenandoah Godfathers and a three year agreement for 2012/13 through 2014/15 was agreed to in about 30 minutes.

I enjoy serving both boards and districts and would welcome the opportunity to continue serving. Previously it has been shared with the 2 boards that superintendent is a position that may be able to be shared with more than 2 districts if there is a good fit. Superintendent hiring season has begun. It would be in the best interests of both districts and me for there to be a clear understanding of the direction the boards want to take, and preferably before Christmas break.

This will be a discussion item for the November agendas.

Gregg

[Quoted text hidden]

----- Forwarded message -----

From: **Gregg Cruickshank** <gcruckshank@sidney.k12.ia.us>

Date: Mon, Nov 3, 2014 at 1:00 PM

Subject: Sidney School Board Agenda - November 5 Work Session and Joint Meeting with Hamburg and Farragut Boards

To:

[Quoted text hidden]

Sidney Board Mtg - Nov 5, 2014 Work Session-Joint Board.pdf
244K

SIDNEY COMMUNITY SCHOOL DISTRICT

ADDENDUM

Gregg Cruickshank

CHANGES:

To be effective 07/01/2014 contract renewal.

Item (a)

August 1, 2014 - May 31, 2015 80/20 split.

Duties to be 80 % 7-12 Principal/Superintendent for Sidney Community School District and 20% Superintendent for South Page School District. Duties will return to 50% shared Superintendent for both districts beginning June 1, 2015.

_____ Date _____ Superintendent

_____ Date _____ President

Board of Directors

Sidney Community School District

_____ Date _____ President

Board of Directors

South Page Community School District

SUPERINTENDENT SHARING AGREEMENT

This Sharing Agreement is between the Sidney Community School District, hereinafter referred to as Sidney, and the South Page Community School District, hereinafter referred to as South Page, and collectively referred to as the Parties.

1. **PURPOSE OF THE AGREEMENT:** This Sharing Agreement is to employ one Superintendent of Schools for both Sidney and South Page.
2. **AUTHORITY:** This Agreement is entered into under the authority of Iowa Code sections 257.11 and 280.15 (2009) and all other lawful authority.
3. **TERM:** This Agreement is for the period commencing July 1, 2012, and terminating June 30, 2015 unless discontinued pursuant to Paragraph 11.
4. **APPOINTMENT:** The Superintendent appointed pursuant to this Agreement shall be Gregg Cruickshank, the current Superintendent of Sidney.
5. **COMPENSATION/EXPENSE REIMBURSEMENT:**
 - a) South Page shall reimburse Sidney 50% of the annual salary and benefit package for the superintendent's service during each year of this Agreement. Anticipated salary and benefits are as follows:
 1. Salary for 2012-13 \$71,000 per year per District
 - Salary for 2013-14 \$71,000 per year per District
 - Salary for 2014-15 \$71,000 per year per District
 2. Paid family insurance 50% per year per District

The Superintendent shall be required to take single insurance. Upon yearly renewal of the Sidney group health insurance plan, the Superintendent may elect to take less insurance coverage (single, employee + spouse, or employee + children), and take the difference between lesser coverage and family insurance as salary inclusive of FICA and IPERS.

 3. Paid family dental insurance 50% per year per District
 - b) Payment will be made on a semi annual basis not later than the 15th day of January and June of the fiscal year. This payment is to pay South Page's share of the superintendent's salary and benefit package consisting of FICA; IPERS; health, dental and any other insurance premiums; professional dues; and other benefits agreed upon by Sidney and South Page. South Page will also pay 50% of the costs association with the Superintendent's travel including value of the use of the vehicle provided by Sidney and the fuel supplied by Sidney. The actual expense incurred in paying the Superintendent's salary and benefit package in the previous fiscal year will be certified by Sidney to South Page by August 1.

- c) Sidney will advance all conference registration fees and related expenses and other memberships/subscriptions maintained by the Superintendent throughout the term of the agreement. Sidney will submit a bill to South Page for reimbursement of 50% of the total cost of these expenditures.
 - d) Except as specifically provided for in this Agreement, Sidney and South Page share proportionately in the related expenses of the superintendent unless the expense benefits only one school district, in which case the district reaping the benefit shall pay for the expense. Any expense incurred by one district for which the other district should pay its share shall be invoiced to the other district by the 15th day of the month following the month of the expense.
6. **DUTIES OF THE SUPERINTENDENT:** The Superintendent of Sidney and South Page shall serve as the executive officer of each school district and shall have such powers, duties, responsibilities and obligations in relationship to each district as prescribed by all applicable federal and state laws, local board policies and regulations, and the Superintendent's individual contract of employment with Sidney. The Superintendent shall, at all times, conduct himself in a professional manner in accordance with established professional standards applicable to superintendents.
7. **CONTRACTING AND PAYROLL RESPONSIBILITIES:** Sidney will be deemed the employer of the Superintendent for purposes of rights and obligations under Iowa Code chapter 279, and for purposes of complying with federal and state laws related to employment. Sidney will manage the payroll, accounting, and contractual functions relevant to this position, with the sharing of expenses as herein before set out.
8. **LIABILITY COVERAGE:** Each district shall cover the superintendent under its liability insurance policy.
9. **EVALUATION AND TERMINATION OF SUPERINTENDENT'S EMPLOYMENT:** Sidney and South Page will each provide an annual evaluation of the superintendent. South Page, at its discretion, may provide input as to the superintendent's performance directly to the superintendent, or to the Sidney board of directors, or both. All aspects of compliance with Iowa Code Sections 279.24 or .25 and related sections shall be the responsibility of Sidney
10. **DAYS OF WORK AND DISTRICT TIME ALLOCATION:** The Superintendent shall be contracted to work 260 days per year, including paid holidays and 20 days of vacation annually. Unused vacation will not be paid out, but up to ten days can be carried over from the previous year. Sick leave and other authorized leaves will be provided per the Sidney master contract and practices with South Page bearing 50% of these costs. A time allocation of 50%

shall be the general understanding of the parties regarding actual time to be allocated through physical presence of the Superintendent in each district. At the commencement of this Agreement, the Superintendent shall establish and communicate to the parties a normal office schedule consistent with the above-referenced time allocation to be maintained in each district. It is understood by the parties, however, that a certain amount of flexibility needs to be exercised in this regard, and that certain duties may be necessarily performed by the Superintendent while physically located in the other district on occasion. The Superintendent will make a good faith effort to attend all meetings of the Board of Directors of South Page and Sidney unless otherwise agreed.

11. TERMINATION OF SHARING AGREEMENT: This Agreement may be terminated by mutual consent of the two districts at any time. It may also be terminated unilaterally, without cause, by providing notice to the other party on or before March 1, with termination effective June 30 of any given fiscal year.

IN WITNESS HEREOF, the parties sign this Agreement on the date approved by their respective boards.

SIDNEY COMMUNITY SCHOOL DISTRICT

BY: _____
 BOARD PRESIDENT BOARD SECRETARY

DATE: _____

SOUTH PAGE COMMUNITY SCHOOL DISTRICT

BY: _____
 BOARD PRESIDENT BOARD SECRETARY

DATE: _____

SUPERINTENDENT OF SCHOOLS FOR THE SIDNEY AND SOUTH PAGE DISTRICTS

BY: _____

DATE: _____

Discussion e

Gregg Cruickshank <gcruickshank@sidney.k12.ia.us>

Timeline for a Principal Search

Dave Henrichs <dhenrichs@lenoxschools.org>
To: Gregg Cruickshank <gcruickshank@sidney.k12.ia.us>

Fri, Oct 31, 2014 at 3:14 PM

Greg:

Our experiences at Lenox has been that March is a good time to try to start and end the process. If we had an opening, we would simply advertise on Teach Iowa. We would have a work session with the board prior to the interview process to determine the qualities / characteristics that we are looking for. Then, two members of the board and the administration would review all applications and narrow them down to the ones that met our criteria. Typically we have interviewed 3-5 in the past. In terms of the interview, we would have three groups....1. Admin and board 2. Staff 3. Parents and students. At the conclusion of the interview, each group would rate the candidates based upon our criteria. The board and admin would then use this data to make a final decision.

I hope this helps and good luck.

David Henrichs
Lenox
Superintendent
641-333-2244

[Quoted text hidden]

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Revised as of June 2

Schedule for Middle School Principal Interviews
Thursday, June 3
Middle School Building

All candidates will meet with Superintendent at 2:15 pm

<u>Time</u>	<u>Parents</u>	<u>Teachers</u>	<u>Tour</u>	<u>Administrators</u>
<u>Location</u>	Conference	Rm 114		Teachers Work
3-3:45	Dermody	Gauchat	Schweitzer	Trowbridge
3:55-4:40	Gauchat	Dermody	Trowbridge	Schweitzer
4:50-5:35	Schweitzer	Trowbridge	Dermody	Gauchat
5:45-6:30	Trowbridge	Schweitzer	Gauchat	Dermody

Lewis Central Middle School
Principal Interview Questions
Parents – June 3, 2010

1. Help us to know who you are professionally and/or personally and why you chose to apply for a position at Lewis Central Middle School.

2. LCMS is identified as a Persistently Low-Achieving School.
 1. What does this mean?
 2. What might have caused this?
 3. How do you fix it?

3. Parental involvement is critical to student success. Give some examples of how you would promote parental involvement at LCMS.

4. How would a current teacher describe your management style/key characteristics?

5. Give us examples of how you've dealt with student discipline.

6. Give us examples of how you have involved your staff in a collaborative decision-making process.

7. How would you define and identify underperforming and underachieving teacher(s) and how do you remedy it?

8. We understand the need to raise low scores, but what support/opportunities/ideas do you have for overachieving students?

TEACHER QUESTIONS

1. Help us better know who you are professionally, including any classroom experience.
2. When you saw that Lewis Central MS had an administrative opening what made you want to apply?
3. Walking into a persistently low-achieving school what would be the first thing you would want to know and/or do to maximize student success?
4. Most teachers feel the role of the student is to be actively engaged in the classroom setting, participating and completing assigned work. If you encounter a student that becomes disengaged, withdrawn, and refused to do work what steps can be taken to get the student back on track? How would you support the classroom teacher?
5. If you have a student who is sent to the office more than one time in a day for behavior what action would you take?
6. How do you handle a parent who calls to complain about a staff member? How do you handle a student who complains about a staff member?
7. Share an example of how you have celebrated success at your current school.
8. How familiar are you with Iowa Core Curriculum? (Iowa Teacher Evaluation process?)
9. How do you support co-teaching and evaluate co-teaching effectiveness?
10. What are your plans for increasing parent and community involvement in our school?
11. Are you familiar with Capturing Kids Hearts?
12. Retention as stated in Handbook - What are your feelings about retention or following what is written in the Handbook?

Teaming?

Administrator Questions
Middle School Principal Interview
June 3, 2010

Name _____

1. What skills and abilities do you possess that will make you successful in this position?
2. How would your staff and colleagues describe your leadership style?
3. When you have an important decision to make, how do you make it?
4. Describe your knowledge and experience in using data to inform decisions

**Middle School Principal Candidates
Feedback Sheet**

Name of Candidate _____

Feedback from Teacher Parent Secretary Administrator

To be completed and turned in to the group facilitator after each candidate interview.

What are things you heard the candidate say that impressed you?

What are things you heard the candidate say that concerned you?

Other comments

Lewis Central High School Principal Timeline

<u>Date/Time</u>	<u>Purpose</u>	<u>Who's Involved</u>
April 26 (8 am)	Determine A-Team Interview Questions Selection of Groups/Individuals	Mark, Dave, Kim, Laurie, Mike
April 30	Tentative Closing Date for Applications	
May 1 (1:00 pm)	Finalize Interview Logistics	Mark, Dave, Kim, Laurie, Mike
May 2 (1 pm)	Determine slate of finalists	Mark, Dave, Kim, Laurie, Mike
May 4	Contact Finalists/Confirm Interview Dates	Mark
May 3 (6:30 pm)	Meet with Interview Groups Formulate Questions Interview Protocol/Logistics	Mark, Dave, Kim, Laurie, Mike
May 9 (3:30 pm-)	Interviews	Interview Groups
	Reference calls	Mark
May 11	Selection of Candidate	Admin Group
May 21	Board Approval	

Lewis Central High School Principal Interview Schedule
Wednesday, May 9, 2012
3:00 pm – 8:00 pm

The interview will take place at Lewis Central High School (3504 Harry Langdon Blvd).....

We are interviewing four candidates all on the same day. All four candidates will meet with me at 3:00 pm in the High School Conference Room located in the administration office area. At that time, I will review the interview schedule, share information with you regarding salary/benefits, and time-line for when the decision will be made.

Each candidate will rotate among 4 different interview groups (Administration, High School Faculty, Parent/Community, and Students/Tour. Each of these sessions will last an hour. You will have an opportunity to ask questions of each group that you meet with.

The final interview session is scheduled to end at 8:00 pm.

Your spouse is welcome to attend but we have no formal activities planned.

If you have any questions, please feel free to contact me either on my cell phone (402-960-7826) or office phone (712-366-8211).

Mark A. Schweer
Superintendent of Schools
Lewis Central Community School District
Council Bluffs, IA 51503

The High School dismissal time is around 2:45 so I just wanted to forewarn you.

3 candidate Interview Schedule

- A
- B
- C

Times	Administrators	HS Faculty	Parent /	Tour / Students
	Multi-Purpose Room	Counseling Area	Community Library	John Drake Room # 107
3:30 p.m. - 4:50 p.m.	A	B	open	C
5:00 p.m. - 5:50 p.m.	B	A	C	open
6:00 p.m. - 6:50 p.m.	open	C	A	B
7:00 p.m. - 7:50 p.m.	C	open	B	A
Groups Meet 8:00 p.m. - 8:30 p.m.				

Group facilitators
Mark Schweer
Kim Jones / Laurie Thies
Dave Black
Mike Hale

Staff Questions

General Comments:

1. The facilitator should greet the candidate in the appropriate room and escort them to the interview room (see interview schedule).
2. Once the candidate is settled, the facilitator will lead by giving a general introduction to the candidate and asking team members to *briefly* introduce themselves and share their position (parent, teacher, etc.).
3. The facilitator or timekeeper will monitor the flow of the interview and keep time so that each candidate completes as many questions as possible.
4. Once the first interview is complete note the number of questions asked and strive to address those same questions with each subsequent candidate today.

1. Could you please tell us a little about yourself and why you are interested in becoming the next Lewis Central High School principal?

NOTES:

2. How do you create a climate where all staff and students feel valued and want to come to your building each day and how do you avoid the perception of some staff being valued more than others?

NOTES:

3. Parent-teacher conflicts occasionally occur regarding a variety of issues such attendance, academic dishonesty, behaviors issues. Give an example or two of how you facilitated the resolution.

NOTES:

4. In what areas will teachers and other educational support professionals be empowered to share decisions and what areas will be reserved for administrative prerogative with you as their principal?

NOTES:

5. Besides attendance, how have you supported the extra and co-curricular activities such as the arts, athletics and student organizations in your current school?

NOTES:

6. What do you see as your role with food services, operations and support staff within the building?

NOTES:

7. Parent involvement and student accountability are essential in student learning. In what ways have you worked to foster this sort of environment.

NOTES:

8. How would your present staff describe your strengths and limitations of your leadership style?

NOTES:

9. There are many hot topics such as "no zero policy" or standards-based reporting. Describe your grading/ reporting philosophy.

NOTES:

10. Describe your vision of each of the roles that special education, English language learner, gifted and talented, and alternative education teachers would have in your building.

NOTES:

11. When you visit a classroom, what are the first things you look for as signs that the classroom is an effective learning place?

NOTES:

12. Finally, we would like to give you an opportunity to add any additional information that would help us understand you better professionally, and also ask questions of us?

NOTES:

PARENT / COMMUNITY QUESTIONS

Principal Interview

Lewis Central High School

May 2012

Candidate _____

General Comments:

1. The facilitator should greet the candidate at the door and escort them to their seat (see interview schedule).
2. Once the candidate is settled, the facilitator will lead by giving a general introduction to the candidate and asking each team members to *briefly* introduce themselves and share their position (parent, teacher, etc.).
3. The chair will monitor the flow of the interview and keep time so that each candidate answers all questions.

1. Could you please tell us a little about yourself and why you are interested in becoming the next Lewis Central High School principal?

2. What's your vision for developing an amazing high school here at Lewis Central?

3. What do you think is your most outstanding contribution to your present school district?

4. How do you lead a staff to be highly involved, have high expectations for all kids and be accountable for results?

5. How do you balance the demands of various constituencies?

6. Tell us about a decision you have made that has made a significant difference in student achievement.

7. High levels of family and community involvement is important. Describe how you have collaborated with these groups. Give specific examples.

8. What key characteristics would your current faculty use to describe you?

9. What should the relationship between extra-curricular activities and academics look like to you?

10. Each and every child is important here. How will you ensure that each child is successful?

11. Think of the most upset parent you've had to deal with lately. Describe how you handled the situation.

12. We have no "Main Street" here. No one should have to wonder who the principal is at Lewis Central High School. Tell us how you would make the students, faculty, and community aware of who you are.

13. What questions do you have of us?

ADMINISTRATOR TEAM QUESTIONS

Principal Interview Questions
Lewis Central High School
May 2012

Candidate _____

General Comments:

1. The facilitator should greet the candidate at the door and escort them to their seat (see interview schedule).
2. Once the candidate is settled, the facilitator will lead by giving a general introduction to the candidate and asking each team members to *briefly* introduce themselves and share their position (parent, teacher, etc.).
3. The chair will monitor the flow of the interview and keep time so that each candidate completes as many questions as possible.

1. Could you please tell us a little about yourself and why you are interested in becoming the next Lewis Central High School principal?

2. What factors do you consider when developing a professional development plan for your building and why? How do you determine what to do on a professional development day?

3. How have you demonstrated your belief that all students can learn at high levels?

4. Discuss a time when your leadership approach did not appear to work. What happened and how did you adjust?

10. Tell us about a difficult conflict-resolution situation that you had to deal with. Who was involved, and what methods or strategies did you use to resolve the conflict?

11. What steps would you follow if a teacher did not comply with your recommendations after a classroom visit?

12. How do you ensure an atmosphere of trust and openness to foster risk taking and change? How do you balance transparency and openness with confidentiality?

13. If you were to take us on a tour three years from now, what would you say was significant about the educational program and philosophy of the school?

14. What questions do you have of us?

STUDENT QUESTIONS

General Comments:

1. The facilitator should greet the candidate at the door and escort them to their seat (see interview schedule).
2. Once the candidate is settled, the facilitator will lead by giving a general introduction to the candidate and asking each team members to **briefly** introduce themselves and share their position (parent, teacher, etc.).
3. The chair will monitor the flow of the interview and keep time so that each candidate completes as many questions as possible.

1. Could you please tell us a little about yourself and why you are interested in becoming the next Lewis Central High School principal?

NOTES:

2. How will you build relationships with students regardless of their achievement level?

NOTES:

3. Should students at the high school level be involved in the control of the school? Why or why not?

NOTES:

4. How do you balance enforcing rules and being a strong authority figure, while still being personable and developing relationships with students?

NOTES:

5. What do you think is your most outstanding contribution to your present school?

NOTES:

6. If a student brought a request to you, how would you handle it? And if it was a good idea how would you make it happen?

NOTES:

7. How would you be an advocate for advanced classes and honor students?

NOTES:

8. What role do you feel athletics/activities play in school unity?

NOTES:

9. What are your thoughts on how visible a principal in the community should be and in what ways would you work to be visible in the community?

NOTES:

10. What discipline standards or procedures have you found to be effective when dealing with students?

NOTES:

11. As a principal, how would you like other schools in our community to view us?

NOTES:

12. What is your experience with Student Council or groups like this?

NOTES:

13. Thinking about the increasing diversity of school populations, how do you plan on merging all the different types of people together?

NOTES:

14. What questions do you have of us?

NOTES:

11/13/2014

SIDNEY COMMUNITY SCHOOL Mail - Fwd: ELL

Discussion f



Gregg Cruickshank <gcruickshank@sidney.k12.ia.us>

Fwd: ELL

1 message

Linda Spencer <lspencer@sidney.k12.ia.us>
Bcc: gcruickshank@sidney.k12.ia.us

Tue, Nov 4, 2014 at 9:56 AM

I am sending you this because you have expressed an interest in possibly getting this endorsement. Please look over the information, and look at the places that it is offered. If you are still interested after that, shoot me an email and we will begin the selection process.

Linda Spencer
PK-6 Principal
PK-12 Curriculum Director
Sidney Community Schools
712-374-2647- Elementary

"If you can imagine it, you can achieve it: if you can dream it, you can become it!"
~William Arthur Ward

----- Forwarded message -----
From: **Aistrope, Kerry** <kaistrope@ghaea.org>
Date: Mon, Nov 3, 2014 at 11:25 AM
Subject: Re: ELL
To: Linda Spencer <lspencer@sidney.k12.ia.us>

The process works through the school and the teacher. She would find the program that meets her needs. UNO, Morningside, Drake, William Penn are some options but not the only option. Title III pays ONLY for tuition, so all other fees etc are at the student's or the school's expense. Please follow the procedure you would for any teacher taking classes, most districts have an approval form. The district can either pay the teacher as a reimbursement or pay the university directly. The district then gets reimbursed by the AEA using a form we will send you. The student or school will need to supply the receipt showing what was spent on tuition. Good Luck!

Kerry Aistrope
Green Hills AEA
Red Oak Regional Office
800-462-6034 (office)
712-623-2559 (office)
712-623-2476 (fax)
712-621-9994 (cell)
Skype Name: kerry.aistrope

Discussion/Action
C

Mr. Clay and Mrs. Knust:

Here is a list of Sidney students who have indicated an interest in HS Large Group and Individual Speech. Mr. Christiansen has been included in the Google Doc. Please contact me with any questions, information that needs to be passed along, etc...you can also direct information to the Administrative Assistant at the JH/HS:

Brenda Benedict

bbenedict@sidney.k12.ia.us

712-374-2141

Thanks!

Gregg Cruickshank - Superintendent/Secondary Principal

gcruckshank@sidney.k12.ia.us

712-374-2141

712-313-0277

Name	Large	Individual
Kota Lang	x	x
Halie Apperson	x	x
Eriq Wolfe	x	x
Tyler Richards	x	x
Kyle Veteto	x	x
Christian Slater	x	x
Marcus Guldager	x	x
Genna Crom	x	x
Makaila Dockweiler	x	x
Zoe England	x	
Gavin Driskell	x	
Griffin Spencer	x	
Weston Doty	x	
Sarah Daly	x	
Vivianna Alvarez	x	
Kirsten Hall	x	
	17	9

Discussion
action *l*

SBRC Application

Fall 2014

SBRC Application for Increasing Enrollment, Open Enrollment Out, and LEP Instruction Beyond 5
Years

Attach

a copy of the school board minutes showing official action taken by the board,
authorizing the request to the SBRC, prior to the date a hearing with the SBRC would be normally
requested.

Certify the application by December 1 and submit board minutes after the next regularly
scheduled board meeting.

Minutes need to reflect the amount and the issue for which the request is being made. A district
request for a modified supplemental amount will not be approved by the SBRC unless minutes
have been received by Department staff.

District Certified

District Certified	

Open Enrollment Out	
Open Enrollment Out Students on Fall 2014 Certified Enrollment but not on the Fall 2013 Certified Enrollment (Changes to student data are reflected immediately)	4.0
Open Enrollment Out Students Minus Increase (Previous section)	4.0
State Cost Per Pupil for Open Enrollment Out (FY14)	6,121
Maximum Modified Supplemental Amount for Open Enrollment Out	24,484
Request	\$0

SIDNEY UNSPENT AUTHORIZED
BUDGET REPORT - PRELIMINARY 2014

	Actual FY10	Actual FY11	Actual FY12	Actual FY13	Estimated FY14
1. Regular Program District Cost	2,050,744	2,190,582	2,077,988	2,070,276	2,006,718
2. Regular Program Budget Adjustment	68,382	0	134,500	28,492	84,261
3. Supplementary Weighting District Cost	115,519	220,597	173,401	210,160	165,505
4. Special Ed District Cost	400,612	413,888	395,437	396,978	368,593
5. Teacher Salary Supplement District Cost	201,619	214,859	214,859	203,816	202,565
6. Prof Dev Supplement District Cost	21,036	22,452	22,452	21,298	21,199
7. Early Intervention Suppl District Cost	22,296	23,808	23,808	22,585	22,490
8. AEA Special Ed Support	105,642	114,292	108,541	108,267	104,234
9. AEA Special Ed Support Adjustment	2,539	0	5,751	6,025	10,058
10. AEA Media Services	16,760	17,912	16,997	16,894	16,379
11. AEA Educational Services	18,538	19,813	18,801	18,686	18,116
12. AEA Sharing District Cost	1,801	1,402	0	0	0
13. AEA Teacher Salary Suppl District Cost	10,675	11,739	11,739	11,148	11,120
14. AEA Prof Dev Suppl District Cost	1,094	1,237	1,237	1,175	1,174
15. Dropout Prevention Allowable Growth	102,537	74,665	3,383	0	59,921
16. SBRC Allowable Growth Other #1	0	0	0	0	0
17. SBRC Allowable Growth Other #2	97,104	0	21,540	20,295	36,006
18. Special Ed Deficit Allowable Growth	0	133,038	178,883	268,263	346,500
19. Special Ed Positive Balance Reduction	37,333	0	0	0	0
20. AEA Special Ed Positive Balance	0	0	0	0	0
21. Allowance for Construction Projects	0	0	0	0	0
22. Unspent Allowance for Construction	0	0	0	0	0
23. Enrollment Audit Adjustment	0	0	-5,306	0	0
24. AEA Prorata Reduction	9,218	8,160	22,257	22,257	18,229
25. Maximum District Cost	3,190,347	3,452,124	3,381,754	3,382,101	3,456,610
26. Preschool Foundation Aid	0	0	64,713	69,012	36,726
27. Instructional Support Authority	169,705	170,721	168,990	165,404	165,877
28. Ed Improvement Authority	0	0	0	0	0
29. Other Miscellaneous Income	886,550	917,270	976,093	1,089,459	1,150,466
30. Unspent Auth Budget - Previous Year	602,202	869,970	1,109,533	1,104,968	1,119,948
31. Maximum Authorized Budget	4,848,804	5,410,085	5,701,083	5,810,944	5,929,627
32. Expenditures	3,978,834	4,300,552	4,596,115	4,690,996	4,703,313
33. Unspent Authorized Budget	869,970	1,109,533	1,104,968	1,119,948	1,226,314

(24,484) 2015

Linda,

11.7.14
Action a

I accepted a position
in Madrid, IA (approx 3 hrs away,
I begin my new job Monday,

November 17th. My last
day with the Sidney School

System will be Friday, November
14th.

Thank you!

Jamie Doran 

Action b

November 13, 2014

Heidi Lowthorp, President
Board of Education
Sidney Community School District
Sidney, IA 51652

RE: Initiation of Bargaining for the 2015-2016 Master Contract

The Sidney Education Association is notifying you of its intent to bargain. We suggest that the first bargaining session for the 2015-2016 Master Contract be held in mid-December 2014. The first bargaining session will be an open meeting and the Association will be prepared to make its initial offer at that time. Following the two initial open meetings, the Association expects bargaining to be closed to the public. The Association would be agreeable to having both open sessions on the same evening, with the second session to follow directly after the first, to save time.

In an effort to accommodate schedules and because of our mutual obligation to engage in negotiations before the January 31 date for filing impasse papers and well in advance of the May 31 completion date (Section 20.17, Code of Iowa), the Association proposes setting the dates for the first two open sessions and at least two closed sessions on the calendar at this time. We propose the first open session will be either December 15th or 17th. We ask that the Board select one of those two dates for the initial meeting and notify our Chief Negotiator of said date and time by November 30th. The Association proposes that the second open meeting (if not the same evening) be the week of January 5th. The Association proposes that the dates for at least two closed sessions be set during the second open meeting.

Neither party need be restricted in the number and identity of its team, nor its representatives. The Association's team will include Josh McDougall, Meghan Halvorson, Libby Weber, Pat Shipley, and/or Cindy Formeller.

Sincerely,

Josh McDougall, Negotiations Team Chairman
Sidney Education Association

cc. Gregg Cruickshank, Superintendent
Janet Lemrick, Secretary of the Board
Pat Shipley, UniServ Director
Meghan Halvorson, Negotiations Team
Libby Weber, Negotiations Team
Theresa Focht, SEA President