

Board of Education Regular Meeting
Monday, November 13, 2017 7:30 PM
Conference Room at the Southern Valley
Schools Junior/Senior High School Building,
Oxford, Nebraska
43739 Hwy 89
Oxford, NE 68967

1. OPENING
 - 1.1. Call Meeting to Order
 - 1.2. Roll Call
 - 1.3. Excuse Absent Board Members
 - 1.4. Acknowledge Posted Open Meeting Act
2. REVIEW THE AGENDA
 - 2.1. Publication of Notice Verification
 - 2.2. Notes Regarding Agenda/Additions
 - 2.3. Approval of Agenda
 - 2.4. Approval of Prior Minutes
3. RECOGNITION OF VISITORS
 - 3.1. Public Comment
4. BUSINESS ITEMS
 - 4.1. Approval of Bills
 - 4.2. Treasure's Report
 - 4.3. Committee Reports
 - 4.3.1. Negotiations
 - 4.4. Principal's Report

4.5. AD Report

5. ACTION ITEMS

5.1. Bobcat Lease

5.2. Football Declaration

6. INFORMATIONAL ITEMS

6.1. Insurance Rates 2018

6.2. Supt Evaluation Form

7. EXECUTIVE SESSION

8. MOTION TO ADJOURN

Board of Education Meeting
October 16th, 2017 7:30 PM
Conference Room at the Southern Valley Schools Junior/Senior High School Building,
Oxford, Nebraska

The regular meeting of the Southern Valley Board of Education was called to order by President Bob Bergquist at 8:34pm. The roll was called and the following members were present: David Witte, Ryan Hunt, Bob Bergquist, Todd Brown, Steve Hunt, and Craig Baily. Members absent: None. Others present: Superintendent Darren Tobey, Elementary Principal Mark Grove, Secondary Principal Brendan Calahan, and Activities Director Jeff Ellis.

The Board of Education makes available a current copy of the Open Meetings Act accessible to members of the public. The Open Meetings Act is also posted in the conference room. Notice of the meeting was given in advance by posting in accordance with the Board of Education approved method for giving notice of meetings. Notice of this meeting was given in advance to all members of the Board of Education. Availability of the agenda was communicated in the posted notice and a current copy of the agenda was maintained as stated in the posted notice.

Time was allowed for public comment. President Bob Bergquist reviewed the instructions for public comment. Doug Brown addressed his concerns to the Board of Education. No further public comment.

TeamMates Mentoring gave an update on the mentoring program at Southern Valley.

Motion to approve the agenda passed with a motion by Ryan Hunt and a second by Todd Brown.

Craig Baily	Yes
Bob Bergquist	Yes
Todd Brown	Yes
Steve Hunt	Yes
Ryan Hunt	Yes
Dave Witte	Yes

September 2017 minutes approved as submitted.

Motion to approve receipts and payment of expenditures submitted by the administration passed with a motion by Ryan Hunt and a second by Craig Baily.

Craig Baily	Yes
Bob Bergquist	Yes
Todd Brown	Yes
Steve Hunt	Yes
Ryan Hunt	Yes
Dave Witte	Yes

The Financial Report and Budget Comparison Reports were reviewed along with current account balances and projected revenue.

Motion to approve the Negotiations team as bargaining agent for Southern Valley teaching staff for the 2018-19 school year passed with a motion by Dave Witte and a second by Ryan Hunt.

Craig Baily	Yes
Bob Bergquist	Yes
Todd Brown	Yes
Steve Hunt	Yes
Ryan Hunt	Yes
Dave Witte	Yes

Motion to go into executive session at 9:34pm, to discuss Superintendent Evaluation, necessary for the protection of public interest or for the prevention of needless inquiry to the reputation of an individual, in the compliance of the law, passed with a motion by Steve Hunt and a second by Ryan Hunt.

Craig Baily	Yes
Bob Bergquist	Yes
Todd Brown	Yes
Steve Hunt	Yes
Ryan Hunt	Yes
Dave Witte	Yes

Board came out of executive session at 10:04pm.

Meeting adjourned at 10:05pm.

The next regular meeting is scheduled for November 13th, 2017 at 7:30pm.

Dated this 20th day of October 2017.

FURNAS COUNTY SCHOOL DISTRICT #540
A/K/A SOUTHERN VALLEY SCHOOLS
BY: Bob Bergquist, PRESIDENT

ATTEST: Lindin Quinn, Recording Secretary

SOUTHERN VALLEY SCHOOL Financial Report- November 2017

ACCOUNT NAME	CASH BALANCE	BEGIN. CD BAL.	DEPOSIT	INTEREST	TRANSFER	EXPENSE	Current Balances	November 2016 Balances
<i>Bond Fund Checking</i>	\$ 365,661.49		\$ 45,622.15	\$ 262.45		\$ -	\$ 411,546.09	\$ 419,955.20
<i>Bond LAF</i>	\$ 178,928.36			\$ 114.24			\$ 179,042.60	\$ 175,147.54
Bond Total							\$ 590,588.69	\$ 595,102.74
<i>Depreciation Checking</i>	\$ 137,969.26			\$ 48.71		\$ 58,601.37	\$ 79,416.60	\$ 205,630.97
<i>General Special</i>		\$ 194,113.42		\$ 107.16	\$ 0.00	\$ -	\$ 194,220.58	\$ 542,637.10
<i>General Checking</i>	\$ 1,068,405.57		\$ 979,191.41	\$ 770.83	\$ 0.00	\$ 614,608.00	\$ 1,433,759.81	\$ 745,873.68
General Total							\$1,627,980.39	\$ 1,288,510.78
<i>General Clearing Checking</i>	\$ 70,048.28		\$ -	\$ 11.77		\$ 62,967.17	\$ 7,092.88	\$ 9,118.30
<i>Sinking/BLDG Fund Checking</i>	\$ 523,418.19		\$ 21,875.59	\$ 153.68		\$ 27,207.56	\$ 518,239.90	\$ 493,889.24
<i>QCPUF</i>	\$ 79,959.21		\$ 8,321.46	\$ 37.11		\$ -	\$ 88,317.78	\$ 3,059.53
							\$ 2,823,318.46	\$ 2,592,252.03

October High School Principal's Report

Total Enrollment - 199

7th - 24

8th - 31

9th - 29

10th - 40

11th - 37

12th - 38

ACT Testing – Previously, I shared with you our ACT proficiency numbers. Those numbers were incorrect. Those numbers were based on benchmarks showing college readiness AT THE TIME. The correct numbers, as collected by the state, which show those who are ON TRACK to meet the college readiness benchmarks, are below

Math – 44% Proficient

Science – 63% Proficient

ELA – 49% Proficient



Product Quotation

Quotation Number: 26094D026520

Date: 2017-11-07 07:49:39

Ship to	Bobcat Dealer	Bill To
Southern Valley School Attn: Darren Toby	Central Nebraska Bobcat at Kearney, Kearney, NE 2634 HIGHWAY 30 EAST KEARNEY NE 68847	Southern Valley School Attn: Darren Toby
Oxford, NE Phone: (308) 920-0651 Fax: (308) 868-2223	Phone: (308) 236-6003 Fax: (308) 236-6008	Oxford, NE Phone: (308) 920-0651 Fax: (308) 868-2223
Contact: Rick Kraft Phone: (308) 384-9222 Fax: (308) 384-1491 Cellular: (308) 390-9010 E Mail: rick@cnebobcat.com		

Description	Part No	Qty	Price Ea.	Total
S650 T4 Bobcat Skid-Steer Loader	M0269	1	\$47,340.00	\$47,340.00
A91 Option Package	M0269-P01-A91	1	\$9,795.00	\$9,795.00
Cab enclosure with Heat and AC	Power Bob-Tach			
High Flow Hydraulics	Deluxe Instrument Panel			
Two-Speed Travel with SAPR Parking Brake	Keyless Start			
Sound Reduction	3-Point Belt			
Hydraulic Bucket Positioning	Attachment Control Kit			
	Cab Accessories Package			
Selectable Joystick Controls (SJC)	M0269-R01-C04	1	\$945.00	\$945.00
Heated Air Ride Suspension Seat - Cloth	M0269-R05-C12	1	\$436.00	\$436.00
Radio	M0269-R26-C02	1	\$417.00	\$417.00
Reversing Fan	M0269-R32-C02	1	\$495.00	\$495.00
74" Low Profile Bucket	6731421	1	\$1,065.00	\$1,065.00
--- Bolt-On Cutting Edge, 74"	6718007	1	\$167.60	\$167.60
4K Heavy Duty Pallet Frame	7294305	1	\$395.00	\$395.00
--- 48" 4K Heavy Duty Pallet Fork Teeth	6540182	1	\$295.00	\$295.00
Snow Pusher, 8 ft (94 in).	7113767	1	\$3,095.00	\$3,095.00
Total of Items Quoted				\$64,445.60
Dealer P.D.I.				\$250.00
Freight Charges				\$729.00
Dealer Assembly Charges				\$86.25
Discount MUNICIPAL DISCOUNT				(\$24,425.64)
Quote Total - US dollars				\$41,085.21

Notes: ONE year LEASE w/BAYSTONE FINANCE of \$3600⁰⁰ per year
200 hr Limit OVERUSAGE of \$9⁰⁰ per hour

All prices subject to change without prior notice or obligation. This price quote supersedes all preceding price quotes. Customer must exercise his purchase option within 30 days from quote date.

Customer Acceptance:	Purchase Order: _____
Authorized Signature:	
Print: _____	Sign: _____ Date: _____

Educators Health Alliance
Renewal Rates for Health, Dental, and Dual Choice Options
Effective September 1, 2018
5% Discount Rates Only

Health Coverage - Active Employees	Renewal Rates -- 5% Discount			
	Employee	Ee & Child(ren)	Ee & Spouse	Ee, Spouse & Child(ren)
<i>\$600 Deductible</i>	\$609.09	\$1,126.84	\$1,279.10	\$1,717.51
<i>\$750 Deductible</i>	\$592.65	\$1,096.41	\$1,244.57	\$1,671.14
<i>\$900 Deductible</i>	\$577.53	\$1,068.45	\$1,212.82	\$1,628.51
<i>\$1,000 Deductible</i>	\$567.72	\$1,050.28	\$1,192.20	\$1,600.83
<i>\$1,150 Deductible</i>	\$558.05	\$1,032.44	\$1,171.92	\$1,573.60
<i>\$1,500 Deductible</i>	\$534.60	\$989.04	\$1,122.67	\$1,507.47
<i>\$4,000 Deductible HSA-Eligible</i>	\$433.13	\$801.33	\$909.62	\$1,221.37
<i>\$2,000 Deductible (Dual Choice Only)</i>	n/a	n/a	n/a	n/a
<i>\$3,500 Deductible HSA-Eligible (Dual Choice Only)</i>	\$487.27	\$901.48	\$1,023.29	\$1,374.01

Health Coverage - Retirees	Renewal Rates			
	Employee	Ee & Child(ren)	Ee & Spouse	Ee, Spouse & Child(ren)
<i>\$900 Deductible</i>	\$668.72	\$1,185.45	\$1,404.29	\$1,775.13
<i>\$4,000 Deductible HSA-Eligible</i>	\$501.54	\$889.09	\$1,053.23	\$1,331.34
<i>\$2,000 Deductible</i>	\$564.23	\$1,000.18	\$1,184.84	\$1,497.71
<i>\$3,500 Deductible HSA-Eligible</i>	\$564.23	\$1,000.18	\$1,184.84	\$1,497.71

Dental Coverage	Renewal Rates			
	Employee	Ee & Child(ren)	Ee & Spouse	Ee, Spouse & Child(ren)
<i>100% A, 75% B Coverage - Option 1</i>	\$26.61	\$49.23	\$55.86	\$75.04
<i>100% A, 80% B, 70% C Coverage - Option 3</i>	\$56.51	\$104.58	\$118.68	\$159.38
<i>PPO - 100% A, 75% B, 50% C Coverage - Option 2</i>	\$28.67	\$53.01	\$60.18	\$80.85
<i>PPO - 100% A, 80% B, 80% C, 50% D Coverage - Option 4</i>	\$51.46	\$95.20	\$108.08	\$145.15
<i>PPO - 100% A, B, & C Coverage - Option 5</i>	\$56.31	\$104.19	\$118.28	\$158.84

SUPERINTENDENT'S CONTRACT OF EMPLOYMENT SOUTHERN VALLEY PUBLIC SCHOOLS

THIS CONTRACT is made by and between the Board of Education of **Southern Valley Public Schools**, legally known as **Furnas County School District 33-0540**, and referred to as "the Board" and "the school district" respectively, and **Darren Tobey**, referred to herein as "the Superintendent". The Board agrees to employ the Superintendent, and the Superintendent agrees to accept such employment, subject to the terms and conditions set forth herein.

Section 1. Term of Contract. The Superintendent shall be employed for a period of two years beginning on **July 1, 2016**, and expiring on **June 30, 2018**. References to "contract year" shall mean the period from July 1st through June 30th and shall consist of all days except Saturdays, Sundays, and legal holidays.

Section 2. Renewal of Contract. If a Board representative does not inform the Superintendent in writing on or before the **15th day of January, 2018**, of the Board's intention to consider the nonrenewal or amendment of this contract, the contract will automatically renew for a period of **one** year from and after the expiration date provided in Section 1 of this contract. The Superintendent shall remind the Board in writing of this provision on or before **December 1, 2017** and on or before **December 1st** of any succeeding year of employment.

Section 3. Salary. The Superintendent's salary for the 2016-17 contract year shall be **\$118,560.00**, which shall be paid in 12 equal monthly installments beginning in the month of July 2016. The Board shall not reduce the Superintendent's salary during the term of the contract, but may increase it and/or the benefits during the term of this contract, as an amendment to the contract, without the amendment constituting a new contract, requiring a hearing, or extending the term of this contract.

Section 4. Professional Status. The Superintendent affirms that he is not under contract with any other board of education covering any part or all of the term provided in this contract. Throughout the contract term, he will hold a valid and appropriate certificate to act as a superintendent of schools in the State of Nebraska which he will register and maintain on file in the school district's central administrative office. This contract shall not be valid and the Board will not compensate the Superintendent for any service performed prior to the date that he registers his certificate.

Section 5. Superintendent's Duties. The Superintendent shall be employed as a 1.0 FTE superintendent. The Superintendent's duties shall be as prescribed by statute and by Board policies, rules, regulations and directives. The

Superintendent agrees to devote his time, skill, labor and attention to his duties throughout the contract term. He shall be subject to the direction and control of the Board at all times and shall perform such administrative duties as the Board assigns him. By written agreement with the Board, he may undertake consultative work, speaking engagements, writing, lecturing, or other professional duties and obligations as long as they do not interfere with carrying out his duties and obligations to the school district.

Section 6. Board-Superintendent Relationship. The Board shall be primarily responsible for formulating and adopting policy. The Superintendent shall be the chief administrative officer for the district and shall be responsible for implementing Board policy. He shall organize the administrative and supervisory staff, and select, place, and transfer personnel with the concurrence of the Board. He is responsible for administering the instruction of students and the business affairs of the school district. The Board members agree, individually and collectively, to promptly refer all criticisms, complaints, and suggestions called to their attention to the Superintendent for action, study and/or recommendation, as appropriate.

Section 7. Cancellation or Mid-Term Amendment. The Board may cancel or amend this contract during its term for any of the following reasons: (a) the cancellation, termination, revocation, or suspension of the Superintendent's certificate (Nebraska Administrative and Supervisory Certificate, or the Nebraska Professional Administrative and Supervisory Certificate) by the State Board of Education; (b) any of the reasons set forth in this contract; (c) the breach of any of the material provisions of this contract; (d) incompetence; (e) neglect of duty; (f) unprofessional conduct; (g) insubordination; (h) conduct involving moral turpitude; (i) physical or mental incapacity; (j) immorality; (k) conviction of a felony; (l) any conduct that substantially interferes with the Superintendent's continued performance of his duties; (m) any arrest, criminal charge, or criminal conviction of Teacher or the failure to report the same; (n) any filing against the Teacher under Neb. Rev. Stat. Section 43-247 or any other provision of the Nebraska Juvenile Code for child abuse and/or neglect or the failure to report the same; (o) knowingly falsifying school district records or documents; (p) misrepresentation of fact to the district and its personnel in the conduct of the district's official business; (q) the use or possession of illegal drugs or controlled substances except as prescribed by a physician; or (r) being under the influence of illegal drugs, controlled substances, or alcohol while on school grounds, at school events, or in a vehicle owned, leased or contracted by the district except as prescribed by a physician. The procedures for cancellation or amendment shall be in accordance with state statutes.

Section 8. Disability. If the Superintendent is unable to perform his duties by reason of illness, accident or other disability beyond his control, and the disability continues for more than sixty (60) days, or if the disability is permanent, irreparable, or of such a nature as to make performance of his duties impossible, the Board may initiate action to cancel this contract, whereupon the respective rights, duties and obligations of the parties hereunder shall terminate, with the exception of any benefits to be paid to the Superintendent under any insurance coverage furnished by the district.

Section 9. Transportation. The Board shall provide the Superintendent with transportation or reimburse him for mileage required in the performance of his official duties at the rate approved by the Board.

Section 10. Fringe Benefits. The Board shall provide the Superintendent with the following fringe benefits:

- a. **Health Insurance.** Family health insurance that is equivalent or superior to negotiated agreement for certified staff.
- b. **Dental Insurance.** Dental insurance that is equivalent or superior to negotiated agreement for certified staff.
- c. **Life Insurance.** NA (\$_____).
- d. **Sick Leave.** The Superintendent shall be entitled to 10 days of sick leave per year which may accumulate to a total of 45 days. If he qualifies for disability pay under the long-term disability policy, he shall be required to take the disability pay instead of sick leave pay.
- e. **Vacation.** The Board shall give the Superintendent 20 vacation days for the 2016-17 contract year which he may use at times he chooses so long as his absence does not interfere with the proper performance of his duties. During any subsequent year, the Board shall give the Superintendent up to 20 days to bring his total accumulation to no more than 20 days. For example, if the Superintendent uses 12 days of vacation one year, the board will provide him with 12 days of vacation for the following year to bring his total to 20 days. The Superintendent shall notify the board president prior to taking vacation days and shall collaborate with the district's bookkeeper to develop a system for recording his use of vacation days and shall keep such records current and on file

in the district's central office. Annually, at the Board's regularly scheduled August meeting, and at other times upon the Board's request, the Superintendent shall report to the Board on the number of vacation days he has used and the number of days that remain accrued. The Board may require him to use his vacation days and shall compensate him for unused vacation days upon the conclusion of his employment.

- f. **Disability Insurance.** The Superintendent shall be required to purchase disability insurance from the school district's carrier at his own expense. The Board will increase his salary by the amount of the premium cost.
- g. **Professional Development.** The Superintendent is expected to continue his professional development and to participate in relevant learning experiences. With the approval of the Board, he may attend appropriate professional meetings at the local, state, regional and national level; and the Board will pay for valid expenses of attendance as allowed by law.
- h. **Professional Dues.** The school district will pay the annual dues for the Superintendent's membership in the professional organizations which the board approves annually.
- i. **Professional Publications.** The school district will pay the annual subscription fees for the publications which the board approves annually.
- j. **Bereavement Leave.** The Superintendent shall be permitted two days of bereavement leave per year.
- k. **Personal Leave.** The Superintendent shall be permitted three days of personal leave per year to be taken at the Superintendent's discretion.
- l. **Expense Reimbursement.** The Board shall pay or reimburse the Superintendent for expenses that are actually, necessarily, and reasonably incurred in attending educational seminars, conventions, and workshops; conferences; training programs; official school functions, hearings or meetings, provided that (1) such payment or expense is authorized by the Local Government Miscellaneous Expenditures Act (Neb. Rev. Stat. § 13-2201 *et seq.*) or some other provision of law,

and (2) the Superintendent shall secure the prior approval of the Board before incurring any such expense when the anticipated aggregate expense of any single event is \$500.00 or more.

Section 11. Deductions. This contract shall conform to the statutes and regulations governing deductions from compensation. The school district shall withhold other deductions as the Superintendent and Board may agree.

Section 12. Superintendent's Residence. The Superintendent shall reside within the boundaries of the District during his term of employment.

Section 13. No Penalty for Release or Resignation. There shall not be a penalty for the release or resignation of the Superintendent from this contract; provided no resignation shall become effective until the expiration of the contract unless it is accepted by the Board, and the Board shall fix the date at which the resignation shall take effect.

Section 14. Compensation Upon Termination and Credit for Accrued Vacation. Upon lawful termination of this contract for any reason, the compensation to be paid hereunder shall be an amount which bears the same ratio to the annual salary specified as the number of months or fraction thereof to the date of such termination bears to the 12 months in the annual salary period in which termination occurs. The Superintendent shall refund any portion of the salary he was paid but had not earned prior to the date of termination of this contract. He shall be paid for any unused vacation days at the daily compensation rate then in effect at the termination of employment. The Superintendent shall not be entitled to any reimbursement for unused sick leave either during the term of this contract or at its conclusion.

Section 15. Evaluation. The Board shall evaluate the Superintendent twice during his first year of employment and at least once each year thereafter. The Superintendent shall remind the Board members in writing at least 45 days before the date of each upcoming evaluation and provide them with the written evaluation instrument to be used.

Section 16. Legal Actions. The Board will support the Superintendent if there is a legal dispute caused by his carrying out his duties properly. If a legal action, including a professional practice complaint, is threatened or filed against the Superintendent as a result of his performance of his duties or his position as Superintendent of the district, the Board will provide him with a legal defense to the maximum extent permitted by law so long as he acted in good faith and in a

manner which he reasonably believes to be in or not opposed to the best interests of the district and, with respect to any criminal action or proceeding, had no reasonable cause to believe that his conduct was unlawful.

Section 17. Physical or Mental Examination. The Board shall have the authority to require the Superintendent to undergo a physical or mental examination by a physician and/or psychologist of the Board's choosing. In deference to the requirements of the Americans with Disabilities Act and HIPAA, the physician's report to the Board must address whether the Superintendent is able to perform the "essential functions" of his position. The cost of such physical examinations and physician's reports which are not paid for by the Superintendent's insurance coverage shall be paid by the District.

Section 18. Governing Laws. The parties shall be governed by all applicable state and federal laws, rules, and regulations in performance of their respective duties and obligations under this contact.

Section 19. Amendments to be in Writing. This contract may be modified or amended only by a writing duly authorized and executed by the Superintendent and the Board.

Section 20. Severability. If any portion of this contract shall be declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforcement of the remaining provisions of this contract.

IN WITNESS WHEREOF, the parties have executed this contract on the dates indicated below.

Executed by the Board this 12 day of April, 2016.

Dail White
President, Board of Education

Todd Brown
Secretary, Board of Education

Executed by the Superintendent this 12 day of April, 2016.

[Signature]
Superintendent

2017-18 Contract

Salary- \$123,895.20

BCBS- \$19,500.00

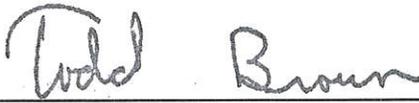
LTD- \$120.00

Total- \$143,515.20

Executed by the Board 13 day of March, 2017.

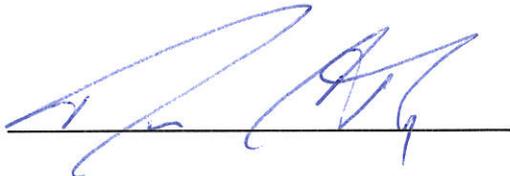


President, Board of Education



Secretary, Board of Education

Executed by the Superintendent this 13 day of March, 2017



Superintendent

Southern Valley Schools



Superintendent Evaluation Model

Superintendent- Darren Tobey

A. Relationship with the Board

	Ineffective	Developing	Effective	Highly Effective	Rating
Information	Does not provide the information the board needs to perform its responsibilities.	Keeps only some members informed, making it difficult for the board to perform its responsibilities.	Keeps the board informed with appropriate information as needed so it may perform its responsibilities.	Keeps all board members informed with appropriate, regular communication so it may perform its responsibilities.	
Materials and background	Meeting materials aren't available. Members arrive at meetings without any prior information regarding agenda.	Meeting materials are incomplete, and don't include supporting information.	Materials are provided. Some supporting information is included.	Meeting materials are provided with supporting information in order to make informed decisions.	
Board questions	Board questions are rarely answered.	Board questions are answered, but not all members are apprised of relevant questions/answers.	Board questions are addressed with occasional follow-up to members.	Board questions are answered thoroughly with communication to all members to ensure understanding.	
Policy involvement	Makes decisions without regard to adopted policy.	Is minimally involved in the development, recommendation and administration of district policies.	Is actively involved in the development, recommendation and administration of district policies.	Is proactive in the determination of district needs and policy priorities.	
Board development	Doesn't promote board development.	When asked, provides members with information about board development.	Provides members with information regarding board development opportunities when they arise.	Actively and continuously encourages board development by seeking and communicating opportunities.	
Category Rating					

B. Community Relations

	Ineffective	Developing	Effective	Highly Effective	Rating
District image	Is negative about the district.	Doesn't actively promote the district.	Projects a positive image of the district <i>as expected</i> .	Projects and promotes a positive image of the district.	
Communication with community	Isn't readily available.	Provides appropriate information only when asked.	Actively seeks two-way communication with the community as appropriate.	Actively seeks communication, as appropriate, and works to provide alternative means of contact with the community.	
Media relations	Communicates with the media only when requested.	Isn't proactive, but is cooperative with the media.	Promotes the district in the media.	Initiates and actively engages the media.	
Approachability	Is neither visible nor approachable by members of the community.	Is visible, at a distance.	Is visible and approachable by members of the community.	Is visible and approachable by members of the community. Attends a variety of events.	
Category Rating					

C. Staff Relationships

	Ineffective	Developing	Effective	Highly Effective	Rating
Internal communications	Doesn't have a specific system to inform staff of important matters.	Is inconsistent in keeping staff informed of important matters.	Keeps staff informed of most important matters.	Establishes a system of keeping staff continually informed of important matters.	
Personnel matters	There is no system to handle personnel matters in a consistent manner. Some situations may be handled with bias.	A system has been established, but it is not applied consistently.	A system is used to address personnel matters with consistency, fairness, discretion and impartiality.	Establishes a system that is proactive with personnel matters. Personnel policies are routinely discussed and promoted.	
Delegation of duties	Doesn't delegate duties. Maintains personal control over all district operations.	Delegates duties to staff, but retains final decision-making authority.	Delegates responsibility to staff within their abilities and then provides support to ensure their success.	Delegates responsibility to staff that will foster professional growth, leadership and decision-making skills.	
Recruitment	There is no formal recruitment process and/or hires are considered in an arbitrary manner.	A formal recruitment process is in place, but is not used consistently.	Follows a formal recruitment process for each hiring opportunity.	Follows a formal recruitment process for each hiring opportunity. Actively recruits the best staff available and encourages their application to the district.	
Visibility	Seldom visits buildings.	Is present at building programs and special activities.	Visits buildings/classroom as time permits.	Regular visits to buildings and classrooms are a priority item.	
Category Rating					

D. Business and Finance

	Ineffective	Developing	Effective	Highly Effective	Rating
Budget development and maintenance	Superintendent's budget knowledge is limited. The budget is developed and managed without taking into consideration current needs of the district.	Superintendent works to develop and manage the budget to meet the immediate fiscal issues. Decisions are primarily reactive to current needs of the district.	Budget actions are proactive and consider the most current information and data. A balance is sought to meet the needs of students and remain fiscally responsible to the community.	Budget actions are proactive and consider both current and long-range information and data. A balance is sought to meet the current and future needs of students and remain fiscally responsible to the community.	
Budget reports	Doesn't report financial information to the board except with the annual audit.	Reports the status of financial accounts as requested by the board.	Regularly reports to the board concerning the budget and financial status.	Constant flow of budgetary/ financial information provided with discussion of the ramifications of any changes.	
Facility management	A facilities management plan is not created. Maintenance is only performed when absolutely needed.	Facilities needs are discussed internally, but a plan is not created. Issues are addressed on an as-needed basis.	A facilities management plan is in place that includes the current status of the buildings and the need to improve any facilities in the future.	Facilities management plan in place, includes current status of buildings and the need to improve facilities in the future, with a projected plan to secure funding.	
Resource allocation	Resources are allocated without consideration of district needs.	Resources are allocated to meet immediate needs.	Resources are distributed based upon district goals and seek to meet immediate objectives.	Resources are distributed based upon district goals and seek to meet immediate and long-range objectives.	
Category Rating					

E. Instructional Leadership

	Ineffective	Developing	Effective	Highly Effective	Rating
Professional knowledge	Is unaware of current instructional programs.	Is somewhat knowledgeable of current instructional programs. Relies on others for info./data.	Demonstrates knowledge of current instructional programs, and is able to discuss them.	Demonstrates knowledge and comfort with current instructional programs. Seeks to communicate with others how the district is implementing best practices.	
Self-improvement	Does not participate in professional development opportunities.	Passively participates in some professional development opportunities.	Seeks to learn and improve upon personal and professional abilities. Attends professional conferences when appropriate.	Eagerly seeks to learn and improve upon personal and professional abilities. Is able to apply this new learning for the benefit of the district. Participates actively in professional groups and organizations.	
Focus on students	Focus is on the management of the district and maintaining day-to-day operations. Student achievement isn't the priority.	Student achievement is a concern, but does not always guide decisions made within the district.	Student achievement is important and guides decisions made within the district.	Places student achievement as the top priority and consistently communicates this to others. Bases decisions on improving student achievement. This priority is reflected in the budget.	
Goal development	Goals are not developed.	Goals are defined by implementing state curriculum and seeking to maximize student scores.	Facilitates the development of short-term goals for the district. Provides the necessary financial resources to meet those goals.	Believes in and facilitates the development of short/long term goals for the district. Aligns the available resources within the budget to accomplish these goals.	
Staff development	Staff development isn't provided. Staff members are responsible for their own improvement.	Staff development programs are offered based upon available opportunities.	Staff development programs are offered based upon available opportunities that are targeted toward increasing student achievement.	Staff development programs are targeted toward district-specific goals and are sustained to increase student achievement.	
Curriculum	Curriculum isn't a priority in the district.	Allows teachers to define their own curriculum. There is little or no coordination.	A curriculum is in place that seeks to meet the state standards.	There is an on-going review process to be sure the curriculum is aligned to the state standards and meets the needs of our students.	
Category Rating					

The following specific goals have been developed and agreed upon indicators of District results:

Goal 1 -					
	Ineffective	Developing	Effective	Highly Effective	Rating
	Shows no progress toward meeting the goal	Shows progress but did not meet the goal	Meets the established goal	Exceeds the established goal	

Goal 2 -					
	Ineffective	Developing	Effective	Highly Effective	Rating
	Shows no progress toward meeting the goal	Shows progress but did not meet the goal	Meets the established goal	Exceeds the established goal	

Goal 3 -					
	Ineffective	Developing	Effective	Highly Effective	Rating
	Shows no progress toward meeting the goal	Shows progress but did not meet the goal	Meets the established goal	Exceeds the established goal	

Goal 4 -					
	Ineffective	Developing	Effective	Highly Effective	Rating
	Shows no progress toward meeting the goal	Shows progress but did not meet the goal	Meets the established goal	Exceeds the established goal	
				Category Rating	

Determining the Overall Evaluation Rating

Superintendent's name:	Name	School year:	
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RATINGS ON INDIVIDUAL DOMAINS:

A. Relationship with Board	Ineffective	Developing	Effective	Highly Effective
B. Community Relations	Ineffective	Developing	Effective	Highly Effective
C. Staff Relationships	Ineffective	Developing	Effective	Highly Effective
D. Business & Finance	Ineffective	Developing	Effective	Highly Effective
E. Instructional Leadership	Ineffective	Developing	Effective	Highly Effective
F. District Results	Ineffective	Developing	Effective	Highly Effective

OVERALL RATING:	Ineffective	Developing	Effective	Highly Effective
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Comments by Board of Education:

Comments by the Superintendent:

Superintendent's Signature: _____ Date: _____

Board President's Signature: _____ Date: _____

(The administrator's signature indicates that he or she has seen and discussed the evaluation; it does not necessarily denote agreement with the evaluation.)

	Salary	Rank	Enrollment	Rank	Cost Per Student	Rank
Alma	\$136,900	1	331	2	\$414	12
Bertrand	\$134,300	2	243	9	\$553	6
Maxwell	\$132,000	3	284	6	\$465	9
Dundy Co	\$131,344	4	304	4	\$432	11
Southwest	\$131,127	5	280	8	\$468	8
Cambridge	\$128,500	6	302	5	\$425	10
Paxton	\$127,500	7	208	11	\$613	4
SV	\$123,895	8	375	1	\$330	15
Med Valley	\$120,266	9	196	12	\$614	3
Wallace	\$117,500	10	196	13	\$599	5
Wa-Pa	\$115,000	11	218	10	\$528	7
Arapahoe	\$113,300	12	318	3	\$356	13
Maywood	\$110,000	13	155	14	\$710	2
Hayes Center	\$106,000	14	98	15	\$1,082	1
Hitch	\$95,000	15	282	7	\$337	14