

**CAMDENTON R-III SCHOOL DISTRICT  
MINUTES OF BOARD OF EDUCATION MEETING**

**Regular Meeting – Hurricane Deck Elementary  
October 12, 2015 – 5:30 p.m.**

<b>Present:</b>					
Chris C. McElyea	President	Dr. Tim Hadfield	Superintendent	Darren Figgins	Student Advisor
Nancy A. Masterson	Vice-President	Dr. Ryan Neal	Asst. Supt.	Kylie Becker	Student Advisor
Selynn Barbour	Treasurer	Dr. Julie Dill	Asst. Supt.		
Jackie Schulte	Member				
Tom Williams	Member	Linda Leu	Secretary		
Courtney R. Hulett	Member				
Laura Davis	Member				
<b>Absent:</b>					

**I. CALL TO ORDER & RECITE PLEDGE OF ALLEGIANCE**

The Camdenton R-III Board of Education met in Regular Session in the Library of Hurricane Deck Elementary on Monday, October 12, 2015. The meeting was called to order by President McElyea at 5:35 p.m. The pledge of allegiance was recited.

Hurricane Deck student leaders were thanked for conducting a tour of the new Hurricane Deck Elementary prior to the meeting. These students were Lucas Wylie, Taylor Fleming, Kylie Criner, Damon Brown, and Madison Trusty.

**II. APPROVAL OF AGENDA**

Regular Meeting – October 12, 2015  
Strategic Plan Goal Area – Governance

Motion: Move to approve the agenda of the Regular October 12, 2015, meeting as presented.  
Masterson/Barbour - all ayes.

**III. CLASSIFIED EMPLOYEE OF THE MONTH**

Susan Kropuenske was recognized as the Camdenton Classified Employee of the Month for October. Susan has been a Library paraprofessional at Camdenton High School since 2010.  
Strategic Plan Goal Area – Facilities/Support/Instructional Resources

No motion necessary.

**IV. PUBLIC COMMENT**

There was no public comment.  
Strategic Plan Goal Area – Parent & Community Development

**V. CONSENT ITEMS**

- A. Approve Minutes and Documentation of September 14, 2015, Board of Education Regular Meeting  
Strategic Plan Goal Area – Governance
- B. Approve Minutes and Documentation of September 29, 2015, Board of Education Special Meeting  
Strategic Plan Goal Area – Governance
- C. Approve Excellence in Education Nominations

Nominee	Recipient
Dogwood Elementary	Molly Garagnani
Hawthorn Elementary	Marcie Rollings
Oak Ridge Intermediate	Roxane Hammer
Middle School	Penny Spencer
High School	Faculty of Pride of the Lake Marching Band (Paul Baur,

	Mike Fenn, Amanda Fall, Alisha Baur, Tim Roettgen & Chris Garstang)
LCTC	Chef Jackie Wilson
Hurricane Deck Elementary	Tina Long
Osage Beach Elementary	Amber Keeney

Strategic Plan Goal Area – Governance

**D. Accept Snow Removal Bids**

Two companies submitted bids for snow removal at Osage Beach Elementary and Hurricane Deck Elementary. Plowboy was recommended to service OBE and HD schools and Scott's Concrete to remove heavy snow on campus this winter.

Strategic Plan Goal Area – Facilities/Support/Instructional Resources

**E. Approve New Courses for 2016-2017**

The Board was provided information regarding a couple proposed new High School course offerings for the 2016-2017 school year. IB Business Management students will analyze, discuss and evaluate business activities. Emphasis is placed on strategic decision making and operational business functions of human resources, finance, marketing, and operations management. AP Human Geography is a college-level course introducing students to the systematic study of patterns and processes that have shaped human understanding, use, and alteration of the earth's surface.

Strategic Plan Goal Area – Facilities/Support/Instructional Resources

**F. Accept Bids for LCTC Enhancement Grant Item**

LCTC sought bids for a paint booth for the Collision Repair Technology program. The item will be purchased through 50/50 funds through DESE. DESE approved a total cost \$44,800 and the district will receive 50% reimbursement from DESE. The recommendation was to accept the bid from Polar Air Systems. This bid would not require any roof modifications and no additional costs for the mixing room changes.

Strategic Plan Goal Area – Governance

**G. Accept Bids for LCTC Laptop Computers**

An invitation to bid was distributed to multiple vendors for Dell laptops for Lake Career & Technical Center for 18 computers. The bid from Davenport Group was recommended.

Strategic Plan Goal Area – Governance

**H. Approve Budget Amendments**

A list of budget amendments for the first quarter was presented.

Strategic Plan Goal Area – Governance

**I. Approve Board Policy Updates**

The Board held a first read of the following policies in September. The Board was asked to adopt these policies.

Strategic Plan Goal Area – Governance

<b>POLICY CODE</b>	<b>POLICY TITLE</b>
CBG	Evaluation of the Superintendent
CFB	Evaluation of Principals
GBBDA	Family and Medical Leave
GCN	Evaluation of Professional Staff

Motion: Move to approve consent items as presented, excluding items A. and B.  
Barbour/Schulte - all ayes.

Motion: Move to approve consent item A. as presented.  
Barbour/Schulte - all ayes; Williams abstained, absent.

Motion: Move to approve consent item B. as presented.  
Barbour/Schulte - all ayes; Masterson abstained, absent.

**VI. APPROVAL OF BILLS**

Strategic Plan Goal Area – Governance

Motion: Move to approve all bills and addenda as submitted, excluding bills from Hulett Chevrolet Buick GMC and Phillips, McElyea, Carpenter & Welch, PC.  
Schulte/Davis – all ayes.

Motion: Move to approve Hulett Chevrolet Buick GMC bills.  
Schulte/Williams – all ayes; Hulett abstained, nepotism.

Motion: Move to approve the bill to Phillips, McElyea, Carpenter & Welch, PC.  
Barbour/Schulte – all ayes; McElyea abstained, nepotism.

## VII. APPROVAL OF TREASURER'S REPORT

Strategic Plan Goal Area - Governance

Motion: Move to approve the September 2015 Treasurer's Report as submitted.  
Williams/Masterson - all ayes.

## VIII. UNFINISHED BUSINESS

### A. STRATEGIC PLAN

The draft 2015-2020 Strategic Plan, created by the Board's subcommittee, has been shared with administrators and staff seeking further input.

Strategic Plan Goal Area - Governance

Motion: Move to approve the 2015-2020 Camdenon R-III Strategic Plan as presented.  
Schulte/Masterson - all ayes.

## IX. NEW BUSINESS

### A. TRANSPORTATION REPORT/BUS ROUTE APPROVAL

Every year the Board of Education is required to approve bus routes in October. Gary Cuendet, Director of Transportation, presented the Transportation Report and was available to answer questions.

Strategic Plan Goal Area – Facilities/Support/Instructional Resources

Motion: Move to approve 2015-2016 bus routes as presented.  
Barbour/Hulett - all ayes.

### B. LIBRARY MEDIA SERVICES REPORT

Sheena Self presented the Library Media Services report for 2014-2015 including goals and promotions. Highlights of plans for 2015-2016 were also presented.

Strategic Plan Goal Area - Governance

No motion necessary.

### C. BUILDINGS & GROUNDS REVIEW

Superintendent Hadfield took a moment to thank Kerry Dickemann for his extra time and energy expended with the building projects at Hurricane Deck Elementary, Osage Beach Elementary, and secure entries as well as completing regular maintenance projects and summer special projects. The Board was briefed on the state of the District's facilities. Mr. Dickemann was in attendance to answer questions.

Strategic Plan Goal Area – Facilities/Support/Instructional Resources

No motion necessary.

### D. i-READY BENCHMARK DATA

Dr. Dill briefed the Board concerning i-Ready in the areas of reading and math. The cycle of how we will know our progress on the following goal was reviewed, "*We will grow ALL students one full academic year by May 2016.*" Comparisons were shared between MAP performance and i-Ready.

Strategic Plan Goal Area – Student Performance & High Quality Teachers

No motion necessary.

**E. BOARD SELF-EVALUATION**

The Board reviewed the results of its annual self-evaluation. This will be studied by the Board in depth at a special meeting.

Strategic Plan Goal Area – Governance

No motion necessary.

**X. UNFINISHED BUSINESS (Continued)**

**B. ELEMENTARY CONSTRUCTION UPDATE**

Dr. Hadfield provided construction project updates and presented change orders for Hurricane Deck Elementary and Osage Beach Elementary.

Strategic Plan Goal Area – Facilities/Support/Instructional Resources

Motion: Move to approve change orders for Hurricane Deck Elementary and Osage Beach Elementary as proposed.

Masterson/Barbour - all ayes.

**XI. BOARD WRAP-UP**

This is an opportunity for the Board to report on upcoming meetings, meetings attended, registrations, and deadlines. The following items were discussed:

Strategic Plan Goal Area – Governance

- MSBA Annual Conference, October 1-4, 2015. Those in attendance reviewed the sessions attended including Camden Middle School's ACI program presentation.
- Board Activity Calendar for October & November
- MSBA Fall Regional Meeting – Wednesday, October 21, at Osage Beach Elementary. *Nancy, Selynn, Jackie, Laura, Tom, Courtney, Tim, and Ryan plan to attend.*
- Education Foundation Update – Selynn shared that the Foundation in conjunction with J. Crew held a successful fundraiser last weekend, the Classroom IMPACT grant deadline is November 24<sup>th</sup>, and the deadline to nominate a Hall of Leader candidate is November 6, 2015.
- October Special Board Meeting – October 26, 2015, beginning at 7:30 a.m. in the Board Room.
- November Board Meeting Reports tentatively include: Federal/State Programs including Parent, Family and Community Involvement, PASS, ELL, Immigrant, Migrant, Homeless; and LCTC Annual Report.
- December Board Meeting – Possibly hold at Osage Beach Elementary.

No motion necessary.

**XII. EXECUTIVE SESSION**

In compliance with State Statute 610.021 (closed meetings and closed records), move that the Board go into Executive Session for the following purposes:

- 1) Leasing, purchase or sale of real estate by a public governmental body (610.021)(2).
- 2) Hiring, firing, disciplining, or promoting particular employees (610.021)(3).
- 3) Individually identifiable personnel records, performance ratings, or records pertaining to employees (610.021)(13).

Strategic Plan Goal Area - Governance

Motion: Move to adjourn to Executive Session.

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Masterson/Schulte - Roll call vote: Masterson – aye, Barbour – aye, Schulte – aye, McElyea – aye, Davis – aye, Williams – aye, and Hulett – aye.

**XIII. ADJOURN MEETING**

Motion: Move that the meeting adjourn.

Schulte/Hulett - all ayes.

Meeting adjourned at 8:17 p.m.

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Chris C. McElyea - President of the Board

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Linda Leu – Secretary of the Board

DRAFT

# SNOW REMOVAL for 2015-2016

Company	Osage Beach	Hurricane Deck	Main Campus
<b>Lake Ozark Grounds Maintenance</b>	1-4" 4-6" 6-8" 8-10" 10-12" Chemicals Ice Melt Shovel Walks	\$300 per svc \$450 \$670 \$1,000 \$1,500 \$365 per svc \$ .55 per lb. \$ 30/hour	No bid.
	<b>*Plowboy</b>	1-4" 4-8" 8-12" Chemicals Addtl chemicals	\$160 per svc \$220 \$380 \$165 for 300 lbs. \$ .55 per lb.
<b>*Scott's Concrete</b>			Heavy Snow Removal \$100/hour

\*Our recommendation is for Plowboy to service Osage Beach Elementary and Hurricane Deck Elementary. We also recommend Scott's Concrete to remove heavy snow on campus this winter.

Camdenton R-III  
Request for Course Addition

Course Number: 2016-2017  
District Department: Business Management  
Request Effective Date: 2016-2017  
Graduation Department: Business Management

Course Title: IB Business Management  
Request for Course Addition  
Course Title: AP Human Geography and INT  
Graduation Department: Social Studies  
Request Effective Date: ASAP  
(Complete any of the following that apply)  
Abbreviated Title (20 character max)  
IB Business Mgmt  
5 Credits per Semester  
11/12 Grade Level for Curriculum  
25 Preferred Class Size  
X Used for Grading  
X Used for Core Scheduling  
X Used for Marking Attendance  
Subject Type: Reg Adv  
Subject Term Type: Yr Sem  
Weight: Reg Hrs Adv  
Honors: Yes No  
Grade Level 11 To 12  
X Used for Core GPA  
X Used for HS Transcript

State Reporting:  
State Code  
State Program Code  
State Testing Method  
State Delivery Method  
State Type Code  
State Sequence Code  
Career-Ed Code  
State Minutes Per Week

Detailed Course Description (type below):  
From the IB Course Description:  
The Diploma Programme business management course is designed to help student's knowledge and understanding of business management theories as well as their ability to apply a range of tools and techniques. Students learn to analyze, discuss and evaluate business activities at the local, national, and international levels. The course covers a range of organizations from all sectors, as well as the socio-cultural and economic contexts in which these organizations operate.  
Emphasis is placed on strategic decision-making and the operational business functions of human resource management, finance and accounts, marketing and operations management. Links between the topics are central to the course, as this integration promotes a holistic overview of business management. Through the exploration of six concepts underpinning the subject (change, culture, ethics, globalization, innovation and strategy), the business management course allows students to develop their understanding of interdisciplinary concepts from a business management perspective.

State Reporting:  
State Code  
State Program Code  
State Testing Method  
State Delivery Method  
State Type Code  
State Sequence Code  
Career-Ed Code  
State Minutes Per Week

Detailed Course Description (type below):  
The AP Human Geography course is equivalent to an introductory college-level course in human geography. The course introduces students to the systematic study of patterns and processes that have shaped human understanding, use, and alteration of Earth's surface. Students employ spatial concepts and landscape analysis to examine socioeconomic organization and its environmental consequences. They also learn about the methods and tools geographers use in their research and applications. The curriculum reflects the goals of the National Geography Standards (2012).

(Taught by Middleston)

Signatures:  
Counselor \_\_\_\_\_ Date Sept 16, 2015  
Principal \_\_\_\_\_ Date Sept 16, 2015  
Superintendent \_\_\_\_\_ Date 9-17-2015  
Board Approval \_\_\_\_\_ Date \_\_\_\_\_

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Counselor \_\_\_\_\_ Date Sept 16, 2015  
Principal \_\_\_\_\_ Date Sept 16, 2015  
Superintendent \_\_\_\_\_ Date 9-17-2015  
Board Approval \_\_\_\_\_ Date \_\_\_\_\_

**Enhancement Grant Recommendation**

**LCTC Collision Repair Technology**

**October 1, 2015**

**Paint Booth**

Sealed bids for a paint booth with designated specs were requested and submitted to three vendors. Two vendors had sealed bids, while another vendor provided quotes via email.

Sealed Bids received from each vendor were as follows:

*Polar Air Systems, Moline IL	\$48,475.00
Automotive Technology, Inc. (ATI), Fenton, MO	\$39,887.00

The ATI booth did not meet the requirements of the program, and was actually not as advanced as the current booth. Also extensive modifications to our mixing room, and the exhaust and intake ports in the roof would have to be relocated. These would be additional expenses to the district.

\*Our recommendation is to accept the bid from **Polar Air Systems**. This bid would not require any roof modifications and no additional costs for the mixing room changes.

Background: Lake Career & Technical Center sought bids for a paint booth for the Collision Repair Technology program. The item will be purchased through 50/50 funds through DESE. DESE approved a total cost \$44,800 and the district will receive 50% reimbursement from DESE for the paint booth.



# DELL LAPTOP COMPUTERS – LCTC

October 2015

Bids were accepted on or before 12:00 noon on October 7, 2015, at Camdenton R-III Public School's Administration Building, 172 Dare Boulevard, Camdenton, Mo. 65020, for 18 laptops at which time they were publicly opened.

Brandon Jackson/Ben Gremillion *Davenport Group 4166 Lexington Avenue N St. Paul MN 55126	\$17,982.00
Mike Marracino/Pete Ephland Hypertec USA, Inc. 10601 N. Frank Lloyd Wright Blvd, Suite 100 Scottsdale AZ 85259	\$20,267.28
Andrea Huenink Ricoh USA 1401 Forum Blvd, Suite 202 Columbia MO 65203	\$18,995.40

*\*Recommend Davenport Group.*

October Budget Amendment

Account Code	Description	Budget Adopted	Budget Revised	Difference
116-2411-6332-408-000	Repairs & Maint.	\$0.00	\$250	\$250.00
116-2411-6343-408-000	Travel	\$0.00	\$750.00	\$0.00
116-2411-6371-408-000	Dues & Memberships	\$0.00	\$900.00	\$900.00
116-2411-6411-408-000	Supplies	\$0.00	\$2,600.00	\$2,600.00
406-2411-6541-408-000	Equipment & Furniture	\$0.00	\$800.00	\$800.00
116-1254-6311-000-452	Title I.D	\$0.00	\$12,351.00	\$12,351.00
206-1251-6111-402-452	Certified Salaries	\$3,300.00	\$0.00	-\$3,300.00
206-1251-6111-403-452	Certified Salaries	\$3,300.00	\$0.00	-\$3,300.00
206-1251-6111-404-452	Certified Salaries	\$3,300.00	\$0.00	-\$3,300.00
206-1251-6211-402-452	Retirement	\$478.50	\$0.00	-\$478.50
206-1251-6211-403-452	Retirement	\$478.50	\$0.00	-\$478.50
206-1251-6211-404-452	Retirement	\$478.50	\$0.00	-\$478.50
206-1251-6232-402-452	Medicare	\$47.85	\$0.00	-\$47.85
206-1251-6232-403-452	Medicare	\$47.85	\$0.00	-\$47.85
206-1251-6232-404-452	Medicare	\$47.85	\$0.00	-\$47.85
116-2214-6344-000-000	Workshop Fees	\$2,000.00	\$0.00	-\$2,000.00
116-2214-6344-105-000	Workshop Fees	\$8,500.00	\$0.00	-\$8,500.00
116-2214-6344-110-000	Workshop Fees	\$500.00	\$0.00	-\$500.00
116-2214-6344-205-000	Workshop Fees	\$3,000.00	\$0.00	-\$3,000.00
116-2214-6344-402-000	Workshop Fees	\$1,500.00	\$0.00	-\$1,500.00
116-2214-6344-403-000	Workshop Fees	\$1,000.00	\$0.00	-\$1,000.00
116-2214-6344-404-000	Workshop Fees	\$1,000.00	\$0.00	-\$1,000.00
116-2214-6344-406-000	Workshop Fees	\$3,000.00	\$0.00	-\$3,000.00
116-2214-6344-408-000	Workshop Fees	\$1,000.00	\$0.00	-\$1,000.00
116-2214-6411-000-000	Supplies	\$15,000.00	\$0.00	-\$15,000.00
116-2214-6411-105-000	Supplies	\$2,000.00	\$0.00	-\$2,000.00
116-2214-6411-205-000	Supplies	\$1,500.00	\$0.00	-\$1,500.00
116-2214-6411-402-000	Supplies	\$800.00	\$0.00	-\$800.00
116-2214-6411-403-000	Supplies	\$800.00	\$0.00	-\$800.00

116-2214-6411-404-000	Supplies	\$800.00	\$0.00	-\$800.00
116-2214-6411-406-000	Supplies	\$1,000.00	\$0.00	-\$1,000.00
116-2214-6411-408-000	Supplies	\$800.00	\$0.00	-\$800.00
116-2214-6343-000-000	Travel	\$2,000.00	\$0.00	-\$2,000.00
116-2214-6343-105-000	Travel	\$2,000.00	\$0.00	-\$2,000.00
116-2214-6343-205-000	Travel	\$1,000.00	\$0.00	-\$1,000.00
116-2214-6343-402-000	Travel	\$1,000.00	\$0.00	-\$1,000.00
116-2214-6343-403-000	Travel	\$1,500.00	\$0.00	-\$1,500.00
116-2214-6343-404-000	Travel	\$200.00	\$0.00	-\$200.00
116-2214-6343-406-000	Travel	\$1,500.00	\$0.00	-\$1,500.00
116-2214-6343-408-000	Travel	\$1,000.00	\$0.00	-\$1,000.00
116-1111-6371-404-000	Dues	\$6,000.00	\$0.00	-\$6,000.00

EVALUATION OF THE SUPERINTENDENT

The Board of Education will annually complete a summative evaluation of the superintendent's performance using the process outlined in the Evaluation of Superintendents of Schools Act of 1990, as amended, and the Missouri State Board of Education (SBE) Board. Pursuant to these principles, the evaluation process should:

- 1. Use research-based performance target aligned with state standards;
- 2. Establish indicators of performance consistent across different roles (with standards specifying responsibility in all levels of positions);
- 3. Provide for the accurate and appropriate recalibration of performance data;
- 4. Use student growth in learning as a significant contributing factor in the evaluation of practice in all levels, using a wide variety of student performance measures;
- 5. Assess performance on a variety of key responsibilities and roles from which the superintendent promotes district development in all career stages and depending on role impacts; and
- 6. Be designed to ensure that evaluations reflect evidence of performance and provide feedback that is highly valued and objective, ensuring that ratings are fair, accurate and reliable.

The primary purpose of the evaluation is to improve student performance by promoting the continuous growth of the superintendent in a manner that is aligned with the district's Comprehensive School Improvement Plan (CSIP). Results of the evaluation will inform employment and compensation decisions, but may not be the determining factor in either.

Summative Annual Evaluation Standards

The Board will measure performance based on the Missouri Superintendent Standards adopted by the State Board. In accordance with these standards, the superintendent demonstrates the knowledge and ability to ensure the success of all students by:

- 1. Facilitating the development, articulation, implementation and stewardship of a vision of learning that is shared and supported by the school community.

Note: The year is encouraged to check the index located at the beginning of this section for other pertinent policies and to review administrative procedures either prior to or during the evaluation process.

Adopted: 08/08/1994  
 Revised: 01/12/2004; 02/09/2015;  
 Cross Refs: GBL Personnel Records  
 Legal Refs: §§ 163.035, 163.201, 410, RSMo.  
 5 C.S.R. 20 - 400.315

Camden R-III School District, Camden, Missouri

MSBA recommends that copies of this document be placed in the following areas because the content is of particular importance to them. The sites on this list are not meant to be exhaustive. Please forward copies to the district superintendent of the site indicated.

X	Superintendent	Office	Superintendent
X	Board of Education	Board Room	Chair
X	Human Resources	Director	Human Resources Director
	Health Services	Director	Health Services Director
	Transportation	Director	Transportation Director

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After each report the Board will consider the evidence presented, may request additional evidence and will report the progress made on the formative evaluation form.

Summative Evaluation

The summative evaluation incorporates all the information gathered throughout the formative evaluation process to determine the superintendent's performance. The Board will use the superintendent's performance to determine the superintendent's performance for the following year.

The Board will meet prior to the superintendent's summative evaluation. Each Board member will prepare an individual assessment of the superintendent's progress on the selected areas of focus or quality indicators and any other issues that arise during the formative evaluation process. During this meeting, members will reach a consensus regarding the superintendent's progress based on the information gathered throughout the formative evaluation process. The superintendent will receive a copy of each Board member's assessment and the superintendent will then discuss the individual evaluations.

The superintendent and the Board will meet to discuss the results of the summative evaluation. The superintendent will be provided a copy of the evaluation and given the opportunity to respond in writing to any item on the evaluation.

Additional Evaluation Factors

Nothing in this evaluation process prevents the Board from addressing additional concerns related to the superintendent's performance as they arise throughout the year. Board members with concerns will then discuss the concerns with the rest of the Board at the first opportunity. The Board will then determine whether the concerns are significant enough to warrant a review of focus or quality indicators or whether a separate action is necessary or more appropriate.

Superintendent's Performance Evaluation Process

The content of this evaluation and any questions or responses by the superintendent will be maintained in the superintendent's personnel file and will be available to the Board and the superintendent's supervisor at the school. The district will not share the evaluation with any other individuals except as required by law to do so.

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EXPLANATION: EVALUATION OF THE SUPERINTENDENT

This policy was revised at the request of the Department of Elementary and Secondary Education (DESE) as a way of helping districts understand that student growth must be part of the evaluation process.

This policy was also revised to reflect the requirements of House Bill 1490 (2014) that prohibits the sharing of evaluation results with state and federal agencies. MSBA has also included language from state law describing the consent procedure that must be incorporated in all agreements that are entered into by a district and that may require the sharing of student data for clarity and consistency with measures approved by the State Board.

DESE has a wealth of information on incorporating student performance data into the evaluation process on its website at:

<http://missouri.gov/education/assessment/assessment/assessment>

The DESE website also has information on implementing the evaluation process (Effective Evaluation Implementation Hub):

<http://missouri.gov/education/assessment/assessment/assessment>

The Missouri Superintendent Standards adopted by the Missouri State Board of Education are available at:

<http://missouri.gov/education/assessment/assessment/assessment>

MSBA has developed several training tools to assist in evaluating the superintendent. See:

<http://www.missouri-sba.org/board-training/superintendent-evaluation.html>

2. Promoting a positive school culture and an effective instructional program, applying best practices to student learning and designing appropriate professional growth plans for staff.

3. Leading personnel and managing the organizational structure and resources in a way that promotes a safe, efficient and effective learning environment.

4. Collaborating with families and other community members, responding to diverse community interests and needs and mobilizing community resources.

5. Acting with integrity and responsibility and in an ethical manner.

6. Understanding, responding to and influencing the larger political, social, economic, legal and cultural context.

7. Remaining current on best practices in education administration and school-related areas as evidenced by establishing a plan for his or her professional development each year.

Evaluation Process

Formative Evaluation

The purpose of the formative evaluation is to provide the superintendent with information and feedback designed to improve the superintendent's performance. The Board and superintendent will meet regularly during the formative evaluation period to discuss the superintendent's progress toward each area of focus or quality indicator.

The superintendent and Board will jointly identify two or three areas of focus or quality indicators based on the Missouri Superintendent Standards for the upcoming year's evaluation. All areas of focus or quality indicators will address student growth as demonstrated by effective student growth data. This will be done during the superintendent's first meeting with the Board within the first six weeks of employment for a new superintendent and at the end of the previous school year, or in conjunction with the previous year's summative evaluation, for a returning superintendent.

Chosen areas of focus or quality indicators must be aligned with the district's current CSIP. The areas of focus or quality indicators may be changed throughout the year as circumstances dictate.

At the request of the Board, the superintendent will regularly, but at least twice prior to the summative evaluation, report progress on all chosen areas of focus or quality indicators. The report will include specific evidence supporting the superintendent's progress.

MSA has received the review of this document for review of the following items because the contents of the document are likely to have an impact on the State of Missouri's educational system. If you have any comments, please contact the Missouri State Board of Education, 1400 East Capitol, Jefferson City, MO 64103. Comments should be submitted by the date indicated below.

Item	Comments Due Date	Comments Received	Comments Accepted
A. Policy Statement	12/31/12		
B. Item 1	12/31/12		
C. Item 2	12/31/12		
D. Item 3	12/31/12		
E. Item 4	12/31/12		
F. Item 5	12/31/12		
G. Item 6	12/31/12		
H. Item 7	12/31/12		

The new language of the model evaluation system can be a bit confusing. The applicable principals and standards are the terms "teacher," but the document itself is titled "Principal Evaluation." MSBA has reviewed DESE's plan and noted that the process outlined in the Principal Evaluation system is specific to building-level administrators. MSBA has drafted this policy to apply to principals and assistant principals. The district was chosen to expand the scope of this policy to apply to other administrators.

**2015 Updates**  
This policy was revised at the request of the Department of Elementary and Secondary Education (DESE) as a way of changing district administrator that student growth can be part of the evaluation process.

This policy was also revised to reflect the requirements of House Bill 600 (2011) that prohibits the use of student test scores in determining a principal's evaluation. MSBA has also included language from state law regarding the process of evaluation and the process of appeal, as well as standards approved by the State Board.

DESE has a wealth of information on incorporating student performance data into the evaluation process on its website at:  
<http://www.dese.mo.gov/assessment/standards/principals/index.cfm>

The DESE website also has information on implementing the evaluation process (Effective Evaluation Implementation Guide).  
<http://www.dese.mo.gov/assessment/standards/principals/index.cfm>

The Missouri Licensure Standards adopted by the Missouri State Board of Education are available at:  
<http://www.dese.mo.gov/assessment/standards/principals/index.cfm>

**EVALUATION OF PRINCIPALS**

The superintendent will annually evaluate the performance of principal... (text obscured by watermark)

The superintendent will create a procedure for implementing the principal evaluation process.

NOTE: A review of this policy is currently pending with the district. This version contains changes from both the 2014 and 2015 updates, making it the most up-to-date version.

**2014 Update**  
MSBA has received this policy to update districts in compliance with the new employee evaluation system implemented by the Missouri State Board of Education in 2014. This document is in compliance with the Missouri State Board of Education's new evaluation system for principals and assistant principals.

The Department of Elementary and Secondary Education (DESE) has been in the process of updating and revising its evaluation system for principals and assistant principals. In 2012, DESE received legislative approval for a new evaluation system for principals and assistant principals. DESE is currently in the process of developing the new evaluation system and will be releasing it in the fall of 2014. This policy is being drafted to reflect the new evaluation system and to ensure that districts are prepared for the new requirements.

DESE has a wealth of information on implementing the evaluation process on its website at:  
<http://www.dese.mo.gov/assessment/standards/principals/index.cfm>

The superintendent will annually evaluate the performance of principal... (text obscured by watermark)

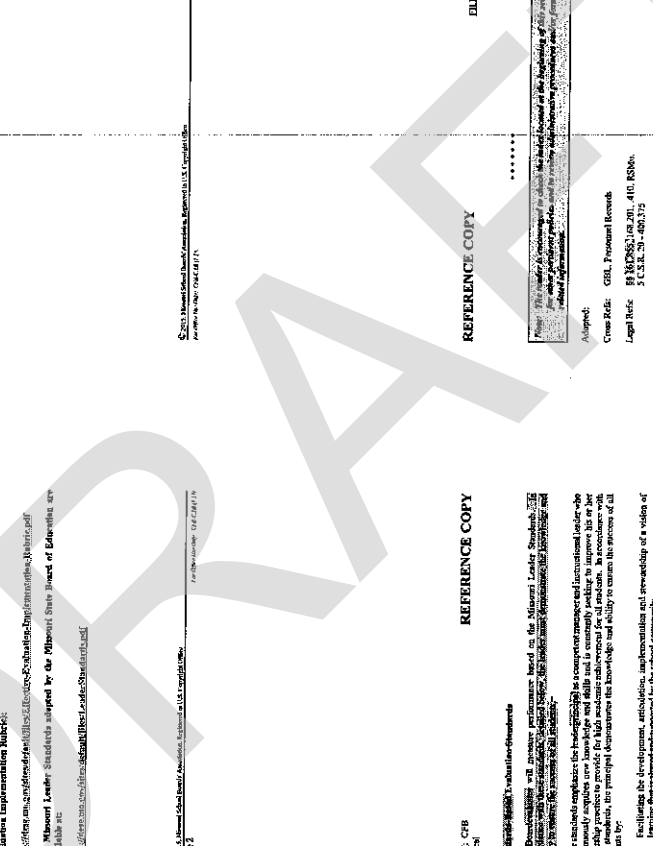
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MSA has received the review of this document for review of the following items because the contents of the document are likely to have an impact on the State of Missouri's educational system. If you have any comments, please contact the Missouri State Board of Education, 1400 East Capitol, Jefferson City, MO 64103. Comments should be submitted by the date indicated below.

Item	Comments Due Date	Comments Received	Comments Accepted
A. Policy Statement	12/31/12		
B. Item 1	12/31/12		
C. Item 2	12/31/12		
D. Item 3	12/31/12		
E. Item 4	12/31/12		
F. Item 5	12/31/12		
G. Item 6	12/31/12		
H. Item 7	12/31/12		

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F. Item 5	12/31/12		
G. Item 6	12/31/12		
H. Item 7	12/31/12		

The superintendent will create a procedure for implementing the principal evaluation process.

The superintendent will create a procedure for implementing the principal evaluation process.

EXPLANATION: FAMILY AND MEDICAL LEAVE

Changes in this policy are based on regulations released before the U.S. Supreme Court...
Previously the regulation defined a "spouse" based on the declaration of marriage in the state where the employee lived. Now the federal regulation defines a "spouse" as the "other person with whom an individual entered into marriage" as defined in the state in which the marriage took place.

This means that if an employee of a Missouri school district goes to Iowa to marry his or her same-sex partner, the Missouri school district must recognize the marriage for FMLA purposes.

Likewise, if an employee entered into a common law marriage in a state that recognizes such common law marriages and then moves to a state that does not currently recognize common law marriages, the Missouri school district does not currently recognize common law marriages.

- Alabama
California
Georgia (if created before 11/07)
Illinois (if created before 1/1/96)
Iowa
Kansas
Louisiana
Maryland
Michigan
Minnesota
Mississippi
North Carolina
Ohio (if created before 10/1/87)
Oklahoma
Pennsylvania (if created before 1/1/85)
Rhode Island
South Carolina
Texas
Virginia
Washington
West Virginia
Wisconsin
Wyoming

The regulations have also removed references to "number" and "father" and now reference "parents" or "expectant mother" to be more inclusive.

MSHA recommends that copies of this document be retained for the following areas because the content is of potential interest to the district:
Business Office
Child Care
Family Maintenance
Food Service
Health Services
Human Resources
Information Systems
Labor Relations
Legal Services
Physical Plant
Public Information/Communications
Technology
Transportation

Spouse - Husband or wife who is not divorced, separated, or annulled and who has not remarried. Includes a common-law spouse who is recognized by the state in which the employee resides.

FAMILY AND MEDICAL LEAVE

The district will administer leave that qualifies for Family and Medical Leave Act (FMLA) in accordance with federal law. This policy is intended for guidance and shall not be construed to limit the rights or responsibilities of the employee or the district.

Definitions

Covered Active Duty - In the case of a member of a regular component of the Armed Forces during the deployment of the member with the Armed Forces to a foreign country...

Child - A biological, adopted, or foster child, a stepchild, a legal ward, or a child of a person acting as a parent for the child for 18 or more months before the employee's commencement of leave due to normal or physical disability at the time that FMLA leave is requested...

Covered Active Duty - In the case of a member of a regular component of the Armed Forces during the deployment of the member with the Armed Forces to a foreign country...

Covered Servicemember (for qualifying exigency leave) - The employee's spouse, child or parent under a federal call to covered active duty.

Covered Servicemember (for military caregiver leave) - The employee's spouse, child, parent or next of kin who is (1) a member of the Armed Forces (including the National Guard or Reserves) who is undergoing medical treatment, recuperation or therapy...

Qualifying Exigency - A qualifying exigency arising out of the fact that the spouse, child or parent of the employee is on covered active duty, or has been notified of an impending call or order to covered active duty, in the Armed Forces.

Notice to Employees

General Notice - The district will post notice to employees explaining FMLA benefits in accordance with law. If the employee is not notified of the FMLA benefits...

Eligibility and Rights and Responsibilities Notices - About certain circumstances, the district will provide the employee notice of the employee's eligibility to take FMLA leave and the rights and responsibilities of the employee within five business days of the request for leave or acquiring knowledge that an employee's leave may be for FMLA-qualifying reason.

Designation Notice - When the district has enough information to determine whether the leave is being taken for an FMLA-qualifying reason, the district will notify the employee within five business days about existing circumstances, any certification requirements, the employee's obligation to work and, if required, include a list of the essential functions of the employee's position.

Employees Notice to the District - An employee must notify the district of the need for leave and explain the reasons for the leave so the district can determine whether the leave qualifies for FMLA. The leave may be delayed or denied if the employee fails to give such notice.

REFERENCE COPY

Spouse - Husband or wife who is not divorced, separated, or annulled and who has not remarried.

Eligibility - To be eligible for FMLA leave benefits, the employee must:

- 1. Have been employed in the district for at least 12 months that not necessarily consecutively.
2. Have been employed for at least 1,250 hours of service during the 12-month period immediately preceding the leave.
3. Be employed at a worksite where 50 or more employees are employed by the district within 75 miles of that worksite.

An absence may qualify for FMLA protection if it is for one of the following reasons:

- 1. Birth and first-year care of the employee's child.
2. Adoption or foster placement of a child with the employee.
3. Serious health conditions of the employee that makes the employee unable to perform one or more of the essential functions of his or her job or the serious health condition of the employee's spouse, child or parent.
4. Care of a spouse, child, parent or next of kin who is a covered servicemember (including some veterans) with a serious illness or injury (military caregiver leave).

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EVALUATION OF PROFESSIONAL STAFF

This policy was revised at the request of the Department of Elementary and Secondary Education...

The policy was also revised to reflect the requirements of House Bill 1499 (2014) that prohibits the sharing of evaluation results with state and federal agencies...

DESE has a wealth of information on incorporating student performance data into the evaluation process on its website at:

http://desse.msba.org/evaluation/evaluation/evaluation-process.html

The DESE website also has information on implementing the evaluation process (Effective Evaluation Implementation Rubric):

http://desse.msba.org/evaluation/evaluation/evaluation-implementation-rubric.pdf

The Missouri Teacher Standards adopted by the Missouri State Board of Education are available at:

http://www.msba.org/standards/standards/teacher-standards.html

Table with 2 columns: Item and Description. Includes Board Secretary, Business Office, Food Services, Gifted, Health Services, Counselor, Special Education, and Technology.

Teacher Evaluations

The superintendent or designee (evaluator) will annually complete a summative evaluation of the performance of the district's teachers in the district using an evaluation instrument that incorporates the Missouri Principles of Effective Evaluation as adopted by the State Board.

The primary purpose of the evaluation is to improve student performance by promoting the continuous growth of teachers in the district through a comprehensive School Improvement Plan (SIP) and, where applicable, building improvement plan (BIP).

The superintendent or designee, in consultation with the district's teaching staff, will develop procedures and instruments for professional staff evaluation.

Teacher Evaluation Standards

Teachers in the Customer-Belt School District will be held to the following standards for student learning performance based on the Missouri Teacher Standards. In accordance with the Missouri Principles of Effective Evaluation, the teacher must demonstrate the knowledge and ability to engage the learning of all students.

- 1. Content Knowledge Aligned with the Appropriate Instruction. The teacher understands the central concepts, structures, and tools of inquiry of the discipline(s) taught and creates learning experiences that make these aspects of subject matter meaningful and engaging for all students.
2. Student Learning Growth and Development. The teacher understands how student learn, develop and differ in their approaches to learning and...
3. Curriculum Implementation. The teacher recognizes the importance of long-range planning and curriculum based on student, district and state standards...
4. Critical Thinking. The teacher uses a variety of instructional strategies and resources to encourage students' critical thinking, problem-solving and performance skills-making instructional resources.

EVALUATION OF PROFESSIONAL STAFF

The Board requires a program of comprehensive, performance-based evaluations for the teachers and administrators in order to ensure high-quality staff performance that improves student achievement. Evaluations are used to identify areas of strength and the strengths for evaluation or improvement of individual Principals of Elementary Education as adopted by the Missouri State Board of Education (State Board). Pursuant to these principles, the evaluation process should:

- 1. Use research-based performance targets aligned with state standards;
2. Establish indicators of performance anchored in research-based standards with associated practices/behaviors at all levels of practice;
3. Be aligned with the profession ground for the educator as specified in state law and provide for adequate and appropriate consideration of performance data;
4. Use student growth in learning as a significant contributing factor in the evaluation of practice at all levels, using a wide variety of student performance measures;
5. Assess performance on a regular basis providing timely feedback from multiple sources that promotes formative development at all stages and supporting overall improvement;
6. Be designed to assess the evaluator who collects evidence of performance and provides feedback on a regular basis and objective, consistent standards for the evaluator and practice;
7. Be designed to guide district decisions regarding determination of practice recognition, development, advancement and policies that impact student learning in the system.

Evaluation of Professional Staff Other Than Teachers

All professional staff members contribute toward the achievement of the district's students and the overall success of the district. To ensure continuous improvement and growth, the supervisors of professional staff members (their designees) will set performance goals in consultation with the employee, conduct continuous performance evaluations and complete a written summative evaluation annually.

5. Positive Classroom Environment. The teacher has an understanding of individual and group motivation and behavior to create a learning environment that encourages active engagement in learning, positive social interaction and self-motivation.

6. Effective Communication. The teacher models, teaches, reinforces, and facilitates communication techniques with students, colleagues and families to foster active inquiry, collaboration and supportive interaction in the classroom.

7. Student Assessment and Data Analysis. The teacher understands and uses formative and summative assessment strategies to assess the learner's progress and use the data to improve performance of each student. The teacher monitors the performance of each student to ensure that all students are on track to meet learning goals and maintain adequate academic progress.

8. Professionalism. The teacher is a reflective practitioner who continually assesses the effects of choices and actions on outcomes; The teacher actively seeks out opportunities to grow professionally in order to improve learning for all students.

9. Professional Collaboration. The teacher has effective working relationships with students, parents/guardians, school colleagues and community members.

Curriculum and Instructional Standards

The district adopts the model standards for Missouri and contenters developed by the Department of Elementary and Secondary Education and adopted by the State Board.

Record Keeping

A copy of the professional staff member's summative evaluation and supporting documentation will be kept in the employee's personnel file.

Evaluation Results

The summative evaluation and any written responses by the teacher or professional staff member will be included in the employee's personnel file in accordance with their retention status applicable to Missouri. The district will not share the evaluation with any state or federal agency unless so required by law or court order.

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October 12, 2015

Table with columns: Board of Education, Check Preview, October 12, 2015, and total amounts.

Table with columns: Board of Education, Check Preview, October 12, 2015, and total amounts.

Table with columns: Board of Education, Check Preview, October 12, 2015, and total amounts.

October 13, 2015

Table with columns: Board of Education, Check Preview, October 13, 2015, and total amounts.

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October 12, 2015

Table with columns: Board of Education, Check Preview, October 12, 2015, and total amounts.

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Board of Education

October 12, 2015

Vendor	Check Number	Amount	Supplier	Supplier
Wells Fargo Bank	900-8813	1,031.95	Supplies	Supplies
Wells Fargo Bank	900-8813	260.50	Supplies	Supplies
Wells Fargo Bank	900-8813	411.15	Supplies	Supplies
Wells Fargo Bank	900-8813	165.48	Supplies	Supplies
Wells Fargo Bank	900-8813	165.48	Supplies	Supplies

Board of Education

October 12, 2015

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Wells Fargo Bank	900-8813	165.48	Supplies	Supplies
Wells Fargo Bank	900-8813	165.48	Supplies	Supplies

Vendor Name	Invoice Number	Invoice Description	PO Number	Amount
AdvancePierre Foods	1627080	Cafeteria Food		224.25
<b>Total AdvancePierre Foods</b>				<b>224.25</b>
Amazon.Com	159701510019	Presentation Car	805-9009	448.47
Amazon.Com	262466290579	Acer Chromebook	805-9749	45.26
Amazon.Com	032785219968	Arlic	805-9413	21.99
Amazon.Com	119486131196	Beboncool	805-9413	15.59
Amazon.Com	105379792268	Barcode Scanner	805-9413	85.00
Amazon.Com	223520498577	Samsung DVD RW drives	805-9596	278.30
Amazon.Com	189544805899	Skeleton	108-9277	129.00
Amazon.Com	150255937222		108-9277	277.04
Amazon.Com	134127828742	Psychology Text	108-9293	7.36
Amazon.Com	142686901380	Psychology Text	108-9293	7.36
Amazon.Com	290053355572	Psychology Text	108-9293	7.36
Amazon.Com	103037859812	Psychology Text	108-9293	6.52
Amazon.Com	190743950469	Psychology Text	108-9293	7.98
Amazon.Com	118179164486	Psychology Text	108-9293	5.99
Amazon.Com	0325284900047	Psychology Text	108-9293	6.99
Amazon.Com	051013786351	Psychology Text	108-9293	7.36
Amazon.Com	146588129269		108-9293	4.62
Amazon.Com	284520929613	Psychology Text	108-9293	4.70
Amazon.Com	156956052247	Supplies	805-8954	124.16
Amazon.Com	124493403920	Sabrent	805-8954	27.96
Amazon.Com	156954823721	LG Electronics	805-8954	429.00
Amazon.Com	156951875379	Chromakey Green Screen Kit	805-8954	119.99
Amazon.Com	15156959480134	Olympia Tool, Wired Keyboard	805-8954	160.02
Amazon.Com	251649702135	MemoryCard	805-8954	9.98
Amazon.Com	115437095031	Student Laptop	105-9155	70.98
<b>Total Amazon.Com</b>				<b>2,508.98</b>
Barnes & Noble - Springfield	3085781	Books	108-9391	210.65
<b>Total Barnes &amp; Noble - Springfield</b>				<b>210.65</b>
Blick Art Materials	5044945	Art Supplies	105-9993	97.12
Blick Art Materials	5006080	Art Supplies	105-9993	819.43
<b>Total Blick Art Materials</b>				<b>916.55</b>

Camdenton Band Boosters	8/15-11/27/15	Football Concessions	105-9329	1,746.00
<b>Total Camdenton Band Boosters</b>				<b>1,746.00</b>
Casey's - Camdenton	410249	Pizz	110-10265	57.94
Casey's - Camdenton	573424	Pizza	107-10305	130.70
<b>Total Casey's - Camdenton</b>				<b>188.64</b>
Culver's	9/16/2015	50 Single Scoops	873-10063	50.00
<b>Total Culver's</b>				<b>50.00</b>
Didax, Inc	SI-058449	Classroom Supplies	406-4234	962.41
Didax, Inc	SI-058916	Classroom Supplies	406-4234	524.65
<b>Total Didax, Inc</b>				<b>1,487.06</b>
Education To Go	1184882	R Miller, P Mueller Online Register	110-10458	4.50
Education To Go	1183778	Online Registration R Miller, P Mueller	110-10458	130.00
<b>Total Education To Go</b>				<b>134.50</b>
Fastenal Company	MDCAM40752	Supplies		13.77
<b>Total Fastenal Company</b>				<b>13.77</b>
GTM Sportswear	100227874	Pofos, Tees, Jacket	108-10080	224.00
GTM Sportswear	100207651	Uniforms	108-9265	1,599.00
<b>Total GTM Sportswear</b>				<b>1,823.00</b>
ISTOR	S0075966	AAF Secondary Schools July 2015-June 2016	108-4292	750.00
<b>Total ISTOR</b>				<b>750.00</b>
Ozark Trophy & Engraving	624137	16 x 12 signs		870.00
<b>Total Ozark Trophy &amp; Engraving</b>				<b>870.00</b>
Quality Audio	Halloween	MS Halloween Dance	205-10215	250.00
<b>Total Quality Audio</b>				<b>250.00</b>
Wal-Mart - Dogwood	TR# 01275	Supplies	402-8837	49.40
Wal-Mart - Dogwood	TR# 01276	Supplies	402-8820	44.07
Wal-Mart - Dogwood	TR# 03992	Supplies	402-4306	83.82
<b>Total Wal-Mart - Dogwood</b>				<b>177.29</b>
Wal-Mart - Hurricane Deck	TR# 08445	Supplies	408-9568	91.93
<b>Total Wal-Mart - Hurricane Deck</b>				<b>91.93</b>
Wal-Mart - LCTC	TR# 06745	Culinary supplies	110-8894	15.22
<b>Total Wal-Mart - LCTC</b>				<b>15.22</b>
<b>Grand Total</b>				<b>11,257.84</b>





## Board of Education

## Bills Paid Early

October 12, 2015

Vendor Name	Invoice Description	PO Number	Amount
Ameren Missouri	OBE Electric		12,276.64
Ameren Missouri	OBE Electric		862.47
Ameren Missouri	OBE Electric		33.74
<b>Total Ameren Missouri</b>			<b>13,172.85</b>
AT&T	HDE Telephone		384.58
AT&T	OBE Telephone		513.67
AT&T	Horizons Local/Campus Alarm Panels		634.53
AT&T	Phone		668.99
AT&T	JC DSL		219.61
<b>Total AT&amp;T</b>			<b>2,421.77</b>
AT&T Long Distance	Long Distance		61.29
<b>Total AT&amp;T Long Distance</b>			<b>61.29</b>
AT&T Mobility - Maint Cell	Cell Phones		619.34
AT&T Mobility - Maint Cell	Cell Phone Service		468.78
AT&T Mobility - Maint Cell	Cell Phones		461.08
<b>Total AT&amp;T Mobility - Maint Cell</b>			<b>1,549.20</b>
Casey's - Camdenton	Pizza		125.00
<b>Total Casey's - Camdenton</b>			<b>125.00</b>
Charter	Campus Local & Long Distance/OBE Fiber		1,861.56
Charter	Charter		484.37
<b>Total Charter</b>			<b>2,345.93</b>
City of Camdenton	Horizons Water/Sewer		30.23
City of Camdenton	Campus Water/Sewer		4,992.06
<b>Total City of Camdenton</b>			<b>5,022.29</b>
City of Osage Beach	Water/Sewer		90.03
City of Osage Beach	Water/Sewer		265.19
City of Osage Beach	Water/Sewer		215.62
<b>Total City of Osage Beach</b>			<b>570.84</b>
Co-Mo Electric Cooperative Inc.	HDE Electric		7,946.38
<b>Total Co-Mo Electric Cooperative Inc.</b>			<b>7,946.38</b>
Petty Cash	Petty Cash for Car Show	110-10065	1,000.00
<b>Total Petty Cash</b>			<b>1,000.00</b>
Republic Services #435	Recycling		52.99

## Board of Education

## Bills Paid Early

October 12, 2015

Republic Services #435	OBE		397.76
Republic Services #435	HDE		283.98
Republic Services #435	ORI Clean up		166.44
Republic Services #435	OBE		99.50
Republic Services #435	Campus		3,750.70
Republic Services #435	OBE		428.99
Republic Services #435	Recycling container		48.21
Republic Services #435	HDE		364.69
Republic Services #435	Main Campus		4,370.25
Republic Services #435	ORI Clean up		86.07
<b>Total Republic Services #435</b>			<b>10,049.58</b>
Sho-Me Technologies	10-01-15 to 10-31-15		2,422.27
Sho-Me Technologies	OBE Install, OBE to Cam, Cam to HDE		4,300.37
<b>Total Sho-Me Technologies</b>			<b>6,722.64</b>
Sunrise Beach Water System	HDE Water		45.62
Sunrise Beach Water System	HDE Water		444.62
<b>Total Sunrise Beach Water System</b>			<b>490.24</b>
The Food Bank for Central & NE MO	Camdenton Buddy Pack		360.00
The Food Bank for Central & NE MO	Camdenton Buddy Pack		600.00
The Food Bank for Central & NE MO	Camdenton Buddy Pack		300.00
<b>Total The Food Bank for Central &amp; NE MO</b>			<b>1,260.00</b>
<b>Grand Total</b>			<b>52,747.62</b>

Table with columns for Vendor Name, Invoice Number, Invoice Description, PO #, and Amount. Includes entries for Cambridge Area Chamber of Commerce, Cambridge Hill School-Cafeteria, and Cambridge Steel Supply, Inc.

Table with columns for Vendor Name, Invoice Number, Invoice Description, PO #, and Amount. Includes entries for Clark Theatrical, Clark Theatrical LLC, and Classroom Direct.

Table with columns for Vendor Name, Invoice Number, Invoice Description, PO #, and Amount. Includes entries for Clark Theatrical, Clark Theatrical LLC, and Classroom Direct.

Table with columns for Vendor Name, Invoice Number, Invoice Description, PO #, and Amount. Includes entries for Electronic Solutions, LLC, Electronic Systems Contract, and Elin Battery Specialist, LLC.

Table with columns for Vendor Name, Invoice Number, Invoice Description, PO #, and Amount. Includes entries for Vendor Name, Invoice Number, Invoice Description, PO #, and Amount.

Table with columns for Vendor Name, Invoice Number, Invoice Description, PO #, and Amount. Includes entries for Ames Split Service, Inc., Amos Mechanical, Inc., and Anderson's.

Table with columns for Vendor Name, Invoice Number, Invoice Description, PO #, and Amount. Includes entries for Barnes & Noble, Inc., Barnes & Noble, Inc., and Barnes & Noble, Inc.

Table with columns for Vendor Name, Invoice Number, Invoice Description, PO #, and Amount. Includes entries for Brick Art Materials, Brick Art Materials, and Brick Art Materials.



Board of Education

Check Preview

October 12, 2015

Table with columns for Vendor Name, POC, Phone, Item Description, and Amount. Includes vendors like Jefferson City High School, J & L Jan, and John Deere Financial.

Board of Education

Check Preview

October 12, 2015

Table with columns for Vendor Name, POC, Phone, Item Description, and Amount. Includes vendors like Film Scientific, Inc., Fullerton School Solutions, Inc., and Fun Express, LLC.

Board of Education

Check Preview

October 12, 2015

Table with columns for Vendor Name, POC, Phone, Item Description, and Amount. Includes vendors like Leeth, Kristopher, Leeth, Kristopher, and Leeth, Kristopher.

Board of Education

Check Preview

October 12, 2015

Table with columns for Vendor Name, POC, Phone, Item Description, and Amount. Includes vendors like High Brothers Lumber, High Brothers Lumber, and High Brothers Lumber.

Board of Education

Check Preview

October 12, 2015

Table with columns for Vendor Name, POC, Phone, Item Description, and Amount. Includes vendors like Lakeside Electric Cooperative, Lakeside Electric Cooperative, and Lakeside Electric Cooperative.

Board of Education

Check Preview

October 12, 2015

Table with columns for Vendor Name, POC, Phone, Item Description, and Amount. Includes vendors like IPA Educational Supplies, IPA Educational Supplies, and IPA Educational Supplies.

Board of Education

Check Preview

October 12, 2015

Table with columns for Vendor Name, POC, Phone, Item Description, and Amount. Includes vendors like Lake Sun / Advertising Dept., Lake Sun / Advertising Dept., and Lake Sun / Advertising Dept.

Board of Education

Check Preview

October 12, 2015

Table with columns for Vendor Name, POC, Phone, Item Description, and Amount. Includes vendors like Jacks Sporting Goods, Jacks Sporting Goods, and Jacks Sporting Goods.

Board of Education

Check Preview

October 12, 2015

Table with columns for part number, description, and price. Includes items like Oil cap rotor, w/elec, Motor, Brake shoe, Motor Oil, etc.

Board of Education

Check Preview

October 12, 2015

Table with columns for part number, description, and price. Includes items like MS Carol County, MS DeWitt County, MS DeWitt County, etc.

Board of Education

Check Preview

October 12, 2015

Table with columns for part number, description, and price. Includes items like Repair kit, Motor Oil, Ball joint, etc.

Board of Education

Check Preview

October 12, 2015

Table with columns for part number, description, and price. Includes items like MS Carol County, MS DeWitt County, MS DeWitt County, etc.

Board of Education

Check Preview

October 12, 2015

Table with columns for part number, description, and price. Includes items like Bolt/washer, Motor oil, Reg. Motor, etc.

Board of Education

Check Preview

October 12, 2015

Table with columns for part number, description, and price. Includes items like MS Carol County, MS DeWitt County, MS DeWitt County, etc.

Board of Education

Check Preview

October 12, 2015

Table with columns for part number, description, and price. Includes items like Program box, Motor oil, Plug remover, etc.

Board of Education

Check Preview

October 12, 2015

Table with columns for part number, description, and price. Includes items like MS Carol County, MS DeWitt County, MS DeWitt County, etc.

Board of Education

Check Preview

October 12, 2015

Table with columns for Vendor Name, Account Number, Description, and Amount. Includes items like Credit, Wall clock, Supplies, Laminated ink, and various office supplies.

Board of Education

Check Preview

October 12, 2015

Table with columns for Vendor Name, Account Number, Description, and Amount. Includes items like Epoxy resin, Official - JV Soccer, CR - Soccer, and various food and beverage items.

Board of Education

Check Preview

October 12, 2015

Table with columns for Vendor Name, Account Number, Description, and Amount. Includes items like Office Manager - JV FB, Repair, and various office supplies and services.

Board of Education

Check Preview

October 12, 2015

Table with columns for Vendor Name, Account Number, Description, and Amount. Includes items like Beverages, Concessions, and various food and beverage items.

Board of Education

Check Preview

October 12, 2015

Table with columns for Vendor Name, Account Number, Description, and Amount. Includes items like Espresso, Office Manager - JB FB, and various office supplies and services.

Board of Education

Check Preview

October 12, 2015

Table with columns for Vendor Name, Account Number, Description, and Amount. Includes items like Financial reimbursement, Pizza, and various food and beverage items.

Board of Education

Check Preview

October 12, 2015

Table with columns for Vendor Name, Account Number, Description, and Amount. Includes items like Regulator Ink, Repair, and various office supplies and services.

Board of Education

Check Preview

October 12, 2015

Table with columns for Vendor Name, Account Number, Description, and Amount. Includes items like Printing, Office supplies, and various food and beverage items.



Invoice Number	Vendor Name	Invoice Description	PO Number	Amount
00023326	Summit Natural Gas of MO	ORI		70.54
00023327	Summit Natural Gas of MO	Maintenance		54.50
00023330	Summit Natural Gas of MO	Concession/Maintenance		38.08
00023331	Summit Natural Gas of MO	LCTC - West		96.79
00023332	Summit Natural Gas of MO	Transportation		43.82
00023333	Summit Natural Gas of MO	Horticulture		30.90
00023334	Summit Natural Gas of MO	Middle School		222.68
00023335	Summit Natural Gas of MO	DW		70.91
00023336	Summit Natural Gas of MO	Hawthorn		55.80
00023338	Summit Natural Gas of MO	OBE		53.95
00023339	Summit Natural Gas of MO	HDE		31.50
00023340	Summit Natural Gas of MO	High School		65.01
00023341	Summit Natural Gas of MO	Grounds Bldg.		62.26
00023341	Summit Natural Gas of MO	Grounds Bldg.		30.90
00025269	Summit Natural Gas of MO	OBE - (New)		153.08
101728	Co-Mo Electric Cooperative Inc.	HDE Electric		7,113.09
1038686	Gilmore Global	Replacement pen for SMART	805-9260	81.56
1400833	SupplyDIRECT, Inc.	Equipment parts		3,663.47
184705	Staples	Notebooks	105-9544	97.77
24056	Systor	Hard drive tray	805-9602	75.00
3452 0057 003	Hanes Brands, Inc.	Color Guard Uniforms	105-9325	692.61
432668	BMO Harris MasterCard	CPR Certification	873-9439	20.84
523152366725	Wal-Mart - Admin.	USB Extension cables	805-9864	85.40
6X3421335	UPS	Shipping		202.73
6X3421345	UPS	Shipping		139.88
6X3421355	UPS	Shipping		31.65
6X3421375	UPS	Shipping		69.21
Amazon	Amazon.Com	Microsoft Surface Pro Cases	106-9756	574.75
Dierbergs	BMO Harris MasterCard	Food		17.80
Emelia Blair	HISET Vouchers MS-13Q	Testing	107-9722	74.00

Expedia	PCard - Comer - 9686	Hotel FCC Training	106-10071	203.56
Jessica Knudson	HISET Vouchers MS-13Q	Testing	107-9894	74.00
Jonathan Matthews	HISET Vouchers MS-13Q	Testing	107-9722	74.00
Lucas Eby	HISET Vouchers MS-13Q	Testing	107-9722	74.00
Mark Out Prod	BMO Harris MasterCard	TShirt Launcher	205-9360	60.26
MHSWFVFBYS	apper	APP	805-9225	299.98
MHSWFVKJB	apper	APP	805-9225	249.99
Noah Denny	HISET Vouchers MS-13Q	Testing	107-9722	74.00
NSCAA Convention	BMO Harris MasterCard	Registration J Ingold, B Stuart	873-9880	429.00
Order ID 156255432	Pearson Education	Download	107-9332	16.00
Receipt# 147642	MU Conference Office	Farm to School conference reg		30.00
ScreenCastOMATIC Pro	BMO Harris MasterCard	Upgrade	105-9455	15.00
Team #4890	First Robotics	JrFLL Registration	106-10072	50.00
The Home Depot	BMO Harris MasterCard	Lawn Roller	873-9243	199.00
The Home Depot	BMO Harris MasterCard	Workbench	105-9429	629.73
<b>Grand Total:</b>				<b>16,499.00</b>





Board of Education

Check Preview Addendum

October 12, 2015

Table with columns for Vendor Name, ID, Description, and Amount. Includes items like 'Supplies', 'Fiscal supplies', 'Printing', etc.

Board of Education

Check Preview Addendum

October 12, 2015

Table with columns for Vendor Name, ID, Description, and Amount. Includes items like 'Professional services', 'Travel', 'Miscellaneous', etc.

Board of Education

Check Preview Addendum

October 12, 2015

Table with columns for Vendor Name, ID, Description, and Amount. Includes items like 'Misc. items', 'Supplies', 'Travel', etc.

Board of Education

Check Preview Addendum

October 12, 2015

Table with columns for Vendor Name, ID, Description, and Amount. Includes items like 'Nylon vests', 'Registration', 'Travel', etc.

Board of Education

Check Preview Addendum

October 12, 2015

Table with columns for Vendor Name, ID, Description, and Amount. Includes items like 'Official/Message - VTB tournament', 'Travel reimbursement', etc.

Board of Education

Check Preview Addendum

October 12, 2015

Table with columns for Vendor Name, ID, Description, and Amount. Includes items like 'Official - VTB tournament', 'Travel', 'Supplies', etc.





Monthly Financial Report									
Camdenon R-I School District									
	Incidental	Teachers	Capital Projects	Bond/Lease	Sub Total	Debt Service			Med. SI Acct.
Sept Opening Balance	\$ 14,946,098.82	\$ 1,357,676.64	\$ 3,679,568.68	\$ 8,072,088.18	\$ 28,196,030.30	\$ 1,682,716.69		\$ 30,078,746.99	\$ 1,561,530.16
<b>September</b>									
2015 Ending Balance	\$ 13,102,912.17	\$ 88,768.86	\$ 3,652,494.46	\$ 6,994,607.06	\$ 23,438,632.56	\$ 1,699,889.88		\$ 26,338,401.43	\$ 1,521,412.94
2014 Ending Balance	\$ 13,243,871.35	\$ 101,852.22	\$ 4,919,080.99	\$ 76,937,877.01	\$ 35,202,686.18	\$ 1,146,877.14		\$ 30,349,363.30	\$ 1,543,411.31
2013 Ending Balance	\$ 14,159,167.76	\$ 187,016.49	\$ 4,405,311.88	\$ 4,578,887.65	\$ 23,330,363.79	\$ 1,183,014.84		\$ 24,513,388.40	\$ 1,514,176.69
2012 Ending Balance	\$ 12,702,897.00	\$ 378,898.00	\$ 3,974,975.00	\$ 1,849,505.00	\$ 18,908,263.00	\$ 1,195,210.00		\$ 20,081,473.00	\$ 2,015,429.00
2011 Ending Balance	\$ 11,006,042.00	\$ 85,107.00	\$ 5,041,813.00	\$ 1,397,599.00	\$ 17,510,561.00	\$ 843,930.00		\$ 18,354,491.00	\$ 1,686,466.00
2010 Ending Balance	\$ 10,318,891.00	\$ 301,707.00	\$ 3,135,604.00	\$ 1,854,054.00	\$ 15,410,256.00	\$ 935,956.00		\$ 16,346,252.00	\$ 1,084,562.00
2009 Ending Balance	\$ 10,432,582.00	\$ 309,762.00	\$ 1,958,462.00	\$ 1,637,027.00	\$ 14,337,843.00	\$ 863,394.00		\$ 15,201,327.00	\$ 1,223,532.00
2008 Ending Balance	\$ 9,990,053.00	\$ 846,837.00	\$ 779,068.00	\$ 1,459,919.00	\$ 13,075,677.00	\$ 774,186.00		\$ 13,850,065.00	\$ 1,983,836.00
2007 Ending Balance	\$ 9,172,242.00	\$ 850,928.00	\$ 218,535.00	\$ 1,113,582.00	\$ 11,355,267.00	\$ 841,157.00		\$ 12,196,424.00	\$ 2,061,280.00
2006 Ending Balance	\$ 8,402,862.71	\$ 151,244.00	\$ 141,853.00	\$ 918,382.00	\$ 9,614,121.71	\$ 511,217.00		\$ 10,125,338.71	\$ 2,591,204.00
2005 Ending Balance	\$ 6,425,974.00	\$ 237,737.00	\$ 178,236.00	\$ 975,128.00	\$ 7,817,075.00	\$ 665,467.00		\$ 8,382,542.00	\$ 1,876,378.00
<b>September</b>									
2015 Receipts	\$ 313,272.91	\$ 882,431.80	\$ 3,621.13	\$ 326.19	\$ 1,199,561.83	\$ 17,152.10		\$ 1,216,704.02	\$ 447,152.06
2014 Receipts	\$ 302,924.91	\$ 697,282.02	\$ 5,171.37	\$ 641.02	\$ 1,206,020.52	\$ 25,341.24		\$ 1,231,361.76	\$ 377,620.07
2013 Receipts	\$ 304,087.98	\$ 818,735.97	\$ 12,360.64	\$ 220.57	\$ 1,135,405.06	\$ 23,413.24		\$ 1,158,818.30	\$ 370,607.45
2012 Receipts	\$ 305,076.00	\$ 812,321.00	\$ 66,393.00	\$ 147,755.00	\$ 1,331,535.00	\$ 17,694.00		\$ 1,349,229.00	\$ 364,822.00
2011 Receipts	\$ 392,036.00	\$ 786,063.00	\$ 7,593.00	\$ 22,778.00	\$ 1,208,471.00	\$ 20,651.00		\$ 1,229,122.00	\$ 364,737.00
2010 Receipts	\$ 255,169.00	\$ 694,120.00	\$ 105,123.00	\$ 25,781.00	\$ 1,078,193.00	\$ 11,788.00		\$ 1,089,981.00	\$ 350,769.00
2009 Receipts	\$ 307,886.00	\$ 787,582.00	\$ 28,700.00	\$ 7,178.00	\$ 1,131,343.00	\$ 11,842.00		\$ 1,143,185.00	\$ 346,384.00
2008 Receipts	\$ 344,740.00	\$ 944,561.00	\$ 26,184.00	\$ 8,289.00	\$ 1,323,784.00	\$ 12,164.00		\$ 1,335,948.00	\$ 310,768.00
2007 Receipts	\$ 325,999.00	\$ 849,267.00	\$ 34,327.00	\$ 12,061.00	\$ 1,221,654.00	\$ 17,076.00		\$ 1,238,730.00	\$ 300,858.00
2006 Receipts	\$ 480,648.00	\$ 669,511.00	\$ 217,961.00	\$ 7,897.00	\$ 1,355,815.00	\$ 11,010.00		\$ 1,366,825.00	\$ 287,223.00
2005 Receipts	\$ 1,181,859.00	\$ 733,999.00	\$ 33,300.00	\$ 20,410.00	\$ 1,969,568.00	\$ 26,047.00		\$ 1,995,615.00	\$ 276,191.00
<b>September</b>									
2015 Expenditures	\$ 2,156,757.56	\$ 2,151,340.38	\$ 230,595.93	\$ 1,416,347.37	\$ 5,957,049.58	\$ -		\$ 5,957,049.58	\$ 467,689.28
2014 Expenditures	\$ 1,584,095.54	\$ 2,069,577.74	\$ 272,638.80	\$ 1,039,972.51	\$ 4,985,284.39	\$ -		\$ 4,985,284.39	\$ 331,897.60
2013 Expenditures	\$ 1,423,248.74	\$ 2,060,665.37	\$ 231,939.88	\$ 203,375.28	\$ 3,920,027.23	\$ 300.00		\$ 3,920,327.23	\$ 683,095.03
2012 Expenditures	\$ 1,408,258.00	\$ 1,970,422.00	\$ 84,793.00	\$ 115,178.00	\$ 3,576,653.00	\$ 300.00		\$ 3,576,953.00	\$ 369,884.00
2011 Expenditures	\$ 1,387,127.00	\$ 1,912,335.00	\$ 127,865.00	\$ 2,500.00	\$ 3,429,827.00	\$ 300.00		\$ 3,430,127.00	\$ 254,112.00
2010 Expenditures	\$ 1,367,986.00	\$ 1,449,144.00	\$ 383,938.00	\$ 2,500.00	\$ 3,203,568.00	\$ 300.00		\$ 3,203,868.00	\$ 334,882.00
2009 Expenditures	\$ 1,436,496.00	\$ 1,878,611.00	\$ 569,872.00	\$ -	\$ 3,887,979.00	\$ 305.00		\$ 3,887,884.00	\$ 207,602.00
2008 Expenditures	\$ 1,402,238.00	\$ 1,792,767.00	\$ 491,758.00	\$ 2,500.00	\$ 3,659,263.00	\$ 300.00		\$ 3,659,563.00	\$ 268,627.00
2007 Expenditures	\$ 1,275,368.00	\$ 1,704,980.00	\$ 959,025.00	\$ 2,500.00	\$ 3,941,893.00	\$ 300.00		\$ 3,942,193.00	\$ 211,898.00
2006 Expenditures	\$ 1,120,661.00	\$ 1,566,772.00	\$ 537,840.00	\$ 2,500.00	\$ 3,227,773.00	\$ 300.00		\$ 3,228,073.00	\$ 212,686.00
2005 Expenditures	\$ 1,217,849.00	\$ 1,325,059.00	\$ 270,788.00	\$ 2,500.00	\$ 2,816,196.00	\$ 300.00		\$ 2,816,496.00	\$ 244,144.00

YTD									
2015 Receipts	\$ 1,023,047.54	\$ 2,816,573.36	\$ 73,127.62	\$ 1,110.93	\$ 3,853,859.05	\$ 70,113.60		\$ 3,923,972.65	\$ 644,321.19
2014 Receipts	\$ 1,050,674.29	\$ 2,889,244.30	\$ 21,043.10	\$ 1,989.60	\$ 3,782,866.29	\$ 88,257.02		\$ 3,851,147.31	\$ 720,212.32
2013 Receipts	\$ 1,067,922.26	\$ 2,796,180.15	\$ 74,941.73	\$ 5,076,388.15	\$ 8,955,412.29	\$ 86,560.17		\$ 9,043,972.46	\$ 1,034,686.36
2012 Receipts	\$ 1,300,381.00	\$ 2,595,742.00	\$ 18,676.00	\$ 56,028.00	\$ 3,804,678.00	\$ 65,676.00		\$ 3,870,354.00	\$ 632,770.00
2011 Receipts	\$ 1,134,232.00	\$ 2,810,580.00	\$ 283,706.00	\$ 65,927.00	\$ 4,317,415.00	\$ 47,821.00		\$ 4,365,236.00	\$ 588,267.00
2010 Receipts	\$ 1,177,202.00	\$ 2,921,394.00	\$ 141,182.00	\$ 35,290.00	\$ 4,106,591.00	\$ 50,828.00		\$ 4,157,419.00	\$ 570,263.00
2009 Receipts	\$ 1,008,745.00	\$ 3,304,021.00	\$ 124,820.00	\$ 39,354.00	\$ 4,666,022.00	\$ 51,270.00		\$ 4,717,292.00	\$ 612,818.00
2008 Receipts	\$ 1,198,027.00	\$ 3,185,007.00	\$ 127,611.00	\$ 44,836.00	\$ 4,402,176.00	\$ 57,504.00		\$ 4,459,680.00	\$ 453,934.00
2007 Receipts	\$ 1,904,553.00	\$ 2,270,366.00	\$ 275,447.00	\$ 32,334.00	\$ 4,482,700.00	\$ 40,413.00		\$ 4,523,113.00	\$ 489,564.00
2006 Receipts	\$ 2,680,895.00	\$ 2,038,602.00	\$ 79,254.00	\$ 48,576.00	\$ 4,847,526.00	\$ 52,228.00		\$ 4,899,754.00	\$ 540,685.00
<b>YTD</b>									
2015 Expenditures	\$ 4,404,708.82	\$ 2,727,814.60	\$ 1,379,650.22	\$ 5,565,652.23	\$ 13,713,825.77	\$ 1,151,380.00		\$ 14,865,205.77	\$ 1,293,632.64
2014 Expenditures	\$ 3,307,031.89	\$ 2,587,392.08	\$ 1,395,519.61	\$ 4,948,283.82	\$ 12,138,226.40	\$ 1,210,546.67		\$ 13,348,773.07	\$ 1,144,116.92
2013 Expenditures	\$ 3,035,027.82	\$ 2,609,163.86	\$ 1,150,317.66	\$ 497,480.50	\$ 7,284,989.83	\$ 632,058.25		\$ 7,827,048.08	\$ 1,379,772.74
2012 Expenditures	\$ 2,967,039.00	\$ 2,516,914.00	\$ 691,685.00	\$ 132,618.00	\$ 6,508,554.00	\$ 647,098.00		\$ 7,155,652.00	\$ 1,205,049.00
2011 Expenditures	\$ 2,879,086.00	\$ 2,503,216.00	\$ 489,735.00	\$ 236,729.00	\$ 6,108,746.00	\$ 714,639.00		\$ 6,823,384.00	\$ 793,375.00
2010 Expenditures	\$ 2,997,090.00	\$ 2,608,680.00	\$ 1,567,610.00	\$ 251,541.00	\$ 7,325,121.00	\$ 722,763.00		\$ 8,047,684.00	\$ 1,079,506.00
2009 Expenditures	\$ 3,293,702.00	\$ 2,611,632.00	\$ 1,571,524.00	\$ 264,046.00	\$ 7,700,904.00	\$ 727,268.00		\$ 8,428,172.00	\$ 1,230,284.00
2008 Expenditures	\$ 3,134,530.00	\$ 2,457,182.00	\$ 2,148,857.00	\$ 254,645.00	\$ 7,995,214.00	\$ 716,322.00		\$ 8,713,536.00	\$ 1,077,532.00
2007 Expenditures	\$ 3,052,999.00	\$ 2,334,078.00	\$ 3,299,020.00	\$ 245,784.00	\$ 8,931,891.00	\$ 746,574.00		\$ 9,678,465.00	\$ 990,820.00
2006 Expenditures	\$ 2,584,451.00	\$ 2,119,123.00	\$ 1,731,997.00	\$ 289,329.00	\$ 6,694,900.00	\$ 743,537.00		\$ 7,438,437.00	\$ 745,819.00
2005 Expenditures	\$ 2,727,470.00	\$ 1,801,086.00	\$ 1,233,870.00	\$ 49,470.00	\$ 5,811,876.00	\$ 698,021.00		\$ 6,509,897.00	\$ 827,924.00

## Financial Summary – September 2015

October 12, 2015

To: Board of Education

- September 2015 ending balances were \$11,010,961.87 less than September 2014.
- September 2015 total receipts were \$14,657.74 less than September 2014.
- September 2015 total expenditures were \$991,765.19 more than September 2014.
- YTD total receipts were up \$72,825.34 as compared to this time last year.
- YTD total expenditures are up \$1,516,432.70 as compared to this time last year.
- YTD local receipts were down \$168,812.79.
  - Prop C Sales Tax was up \$10,399.76.
  - Delinquent taxes were down \$170,265.72.
  - Other local receipts were up \$4,296.67.
- YTD State receipts were up \$89,461.94.
  - Transportation was up \$2,923.
  - Basic formula was up \$65,799.
  - Classroom Trust was up \$1,978.
- YTD Federal sources were up \$161,128.64.
  - Title I was up \$107,125.27.
- We have not as of yet received payments for fines or state assessed railroad and utilities from the county. We did not receive any at this time last year.

Pledged Securities

Bank	Deposit Balance	FDIC Insurance	Balance	Securities Pledged	Amt Under/Over Collateralized
US Bank	\$1,521,412.94	\$250,000.00	\$1,271,412.94	\$2,500,000.00	\$1,228,587.06
Central Bank	\$6,582,610.21	\$250,000.00	\$6,332,610.21	\$8,699,437.52	\$2,366,827.31

**2015-2016 MONTHLY  
FINANCIAL STATEMENT**

**JULY 2015 FINANCIAL STATEMENT  
Medical Self-Insurance Account**

Beginning Bal	Revenue/Receipts		Expenditures		Ending Bal
	<i>Premiums</i>	\$83,348.38	<i>Fixed Premium</i>	\$77,590.88	
	<i>COBRA</i>	\$641.91	<i>Claims</i>	\$250,315.16	
	<i>Interest</i>	\$17.70	<i>Overpay/Refund</i>	\$0.00	
	<i>Reimb/Void Ck.</i>	\$0.00	<i>Sv. Chg./NSF Chks</i>	\$105.20	
	<i>Stop Loss Reimb.</i>	\$50,133.50	<i>ACA fees</i>	\$0.00	
\$2,170,924.39		\$134,141.49		\$328,011.24	\$1,977,054.64

**AUGUST 2015 FINANCIAL STATEMENT  
Medical Self-Insurance Account**

Beginning Bal	Revenue/Receipts		Expenditures		Ending Bal
	<i>Premiums</i>	\$52,527.50	<i>Fixed Premium</i>	\$77,926.18	
	<i>COBRA</i>	\$0.00	<i>Claims</i>	\$399,750.39	
	<i>Interest</i>	\$15.38	<i>Overpay/Refund</i>	\$370.00	
	<i>Reimb/Void Ck.</i>	\$10,484.76	<i>Sv. Chg./NSF Chks</i>	\$105.55	
	<i>Stop Loss Reimb.</i>	\$0.00	<i>ACA fees</i>	\$0.00	
\$1,977,054.64		\$63,027.64		\$478,152.12	\$1,561,930.16

\$60,530.00 for Classified "Premiums" was not deposited till 9/1.

**SEPTEMBER 2015 FINANCIAL STATEMENT  
Medical Self-Insurance Account**

Beginning Bal	Revenue/Receipts		Expenditures		Ending Bal
	<i>Premiums</i>	\$446,493.20	<i>Fixed Premium</i>	\$78,178.94	
	<i>COBRA</i>	\$645.44	<i>Claims</i>	\$409,377.64	
	<i>Interest</i>	\$13.42	<i>Overpay/Refund</i>	\$0.00	
	<i>Reimb/Void Ck.</i>	\$0.00	<i>Sv. Chg./NSF Chks</i>	\$112.70	
	<i>Stop Loss Reimb.</i>	\$0.00	<i>ACA fees</i>	\$0.00	
\$1,561,930.16		\$447,152.06		\$487,669.28	\$1,521,412.94

**2015-2016 School Year-to-Date (July 1 – Sept. 30)**

<i>*Premiums</i>	\$582,369.08	<i>Fixed Premium</i>	\$233,696.00
<i>COBRA</i>	\$1,287.35	<i>Claims</i>	\$1,059,443.19
<i>Interest</i>	\$46.50	<i>*Overpay/Refund</i>	\$370.00
<i>Reimb./Void Ck</i>	\$10,484.76	<i>Sv. Chg. NSF Chks</i>	\$323.45
<i>Stop Loss Reimb.</i>	\$50,133.50	<i>ACA fees</i>	\$0.00
<b>Revenue Totals</b>	<b>\$644,321.19</b>	<b>Expenditure Totals</b>	<b>\$1,293,832.64</b>

CLAIMS	15-16 Med-Pay	14-15 Med-Pay	13-14 Med-Pay	12-13 Med-Pay	11-12 Med-Pay	10-11 Med-Pay	09-10 Med-Pay	08-09 Med-Pay	07-08 Med-Pay	06-07 Med-Pay	05-06 Med-Pay
July	\$250,315.16	\$219,315.25	\$263,361.32	\$283,611.71	\$168,983.39	\$287,494.22	\$427,698.06	\$400,005.10	\$375,122.92	\$170,342.46	\$321,334.42
August	\$399,750.39	\$444,780.89	\$315,541.80	\$408,976.99	\$278,743.46	\$350,511.96	\$499,214.99	\$325,691.66	\$325,523.23	\$292,877.95	\$193,063.00
September	\$409,377.64	\$257,836.80	\$610,700.44	\$297,969.21	\$196,355.63	\$281,166.96	\$159,283.29	\$227,522.56	\$171,598.80	\$177,547.88	\$208,795.27
October		\$301,019.48	\$383,327.05	\$369,519.56	\$153,415.65	\$305,672.28	\$270,695.04	\$188,889.41	\$280,051.14	\$203,034.06	\$201,555.02
November		\$175,137.59	\$298,086.82	\$281,331.80	\$230,438.11	\$287,238.73	\$228,018.13	\$496,053.93	\$262,066.34	\$173,262.57	\$172,064.09
December		\$303,748.68	\$438,077.43	\$344,447.92	\$263,849.58	\$253,818.66	\$315,072.19	\$355,010.03	\$224,715.26	\$227,712.73	\$203,068.55
January		\$267,267.57	\$530,197.02	\$640,607.35	\$324,307.75	\$295,383.46	\$401,218.11	\$323,193.62	\$347,811.13	\$289,925.16	\$150,889.30
February		\$380,636.79	\$253,495.18	\$335,319.29	\$309,115.12	\$158,984.63	\$382,084.19	\$288,437.52	\$223,253.51	\$170,715.55	\$238,954.33
March		\$415,021.71	\$341,882.88	\$542,822.33	\$288,183.00	\$645,113.36	\$355,349.54	\$261,119.46	\$327,659.47	\$165,512.88	\$150,227.03
April		\$240,533.20	\$298,895.37	\$377,751.83	\$209,003.76	\$250,777.23	\$623,165.38	\$611,927.60	\$304,963.31	\$155,347.87	\$112,346.51
May		\$304,562.43	\$410,141.08	\$528,231.95	\$293,487.96	\$210,957.88	\$330,633.24	\$281,544.76	\$195,502.35	\$161,885.14	\$198,171.03
June		\$311,420.92	\$437,341.00	\$755,193.69	\$394,830.02	\$279,578.73	\$570,849.67	\$627,090.46	\$347,913.00	\$166,397.33	\$210,294.04

\*04-05 Jan. included \$330,159.26 which was pd by Stop Loss. Claims were \$270,197.65 that we pd.

ENDING BAL.	15-16 Med-Pay	14-15 Med-Pay	13-14 Med-Pay	12-13 Med-Pay	11-12 Med-Pay	10-11 Med-Pay	09-10 Med-Pay	08-09 Med-Pay	07-08 Med-Pay	06-07 Med-Pay
July	\$1,977,054.64	\$1,813,273.33	\$2,099,348.12	\$2,342,401.12	\$1,778,463.34	\$1,290,123.31	\$1,519,208.40	\$2,219,251.64	\$2,247,901.71	\$2,743,175.51
August	\$1,561,930.16	\$1,498,288.84	\$1,826,664.27	\$2,020,500.95	\$1,555,840.66	\$1,068,654.63	\$1,084,739.74	\$1,943,307.87	\$1,972,318.12	\$2,516,667.11
September	\$1,521,412.94	\$1,543,411.31	\$1,514,176.69	\$2,018,458.75	\$1,656,465.73	\$1,084,561.66	\$1,223,531.50	\$1,983,836.00	\$2,061,260.27	\$2,591,203.84
October		\$1,563,378.83	\$1,439,070.74	\$1,944,978.04	\$1,849,342.69	\$1,086,260.23	\$1,380,986.96	\$2,069,605.93	\$2,040,015.95	\$2,647,375.12
November		\$1,699,055.80	\$1,444,264.45	\$1,970,544.15	\$1,916,054.51	\$1,118,232.16	\$1,437,355.85	\$1,881,910.94	\$2,035,990.32	\$2,725,325.48
December		\$1,638,033.60*	\$1,188,377.89	\$1,923,248.19	\$1,947,829.81	\$1,182,695.03	\$1,407,949.09	\$1,801,549.29	\$2,071,788.95	\$2,751,330.33
January		\$1,679,906.90	\$1,127,127.13	\$1,504,828.88	\$1,932,663.64	\$1,242,822.18	\$1,291,254.88	\$1,750,245.27	\$1,987,174.73	\$2,719,007.58
February		\$1,618,079.18	\$1,318,863.10	\$1,803,485.61	\$1,921,673.92	\$1,409,517.93	\$1,192,724.07	\$1,776,115.70	\$1,939,554.54	\$2,803,867.63
March		\$1,514,008.92	\$1,310,282.99	\$1,791,335.63	\$1,943,934.31	\$1,081,226.00	\$1,222,988.32	\$1,860,988.26	\$1,988,239.08	\$2,890,136.79
April		\$1,592,206.73	\$1,385,131.96	\$1,881,033.82	\$2,040,436.96	\$1,272,477.12	\$1,069,996.72	\$1,521,756.36	\$1,991,081.99	\$2,984,645.73
May		\$1,602,054.68	\$1,274,603.55	\$1,680,562.96	\$1,979,020.73	\$1,318,582.01	\$1,204,401.70	\$1,545,804.73	\$2,068,391.30	\$3,077,731.48
June		\$2,170,924.39	\$1,767,315.91	\$1,859,283.05	\$2,587,708.04	\$1,861,584.09	\$1,458,538.89	\$1,883,552.42	\$2,448,550.87	\$3,597,945.49*

July 1, 2007 we transferred \$1,000,000.00 out of Medical Account per Ron Hendricks. July 1, 2014 \$200,000.00 transferred back into Medical Account per Dr. Tim Hadfield.  
 \*December 2014 was the first annual ACA Fee of \$69,005.79 (\$63 per covered life)

CLAIMS	04-05 Med-Pay	03-04 Med-Pay
July	\$133,185.09	\$ 27,756.09
August	\$159,151.40	\$123,263.78
September	\$160,373.47	\$329,978.42
October	\$138,418.35	\$178,931.74
November	\$149,008.84	\$259,307.29
December	\$192,828.60	\$245,001.81
January	\$600,356.91*	\$200,497.18
February	\$202,519.30	\$155,762.54
March	\$213,795.04	\$151,813.65
April	\$145,756.34	\$169,280.63
May	\$326,388.68	\$125,881.05
June	\$307,724.92	\$238,590.03

ENDING BALANCE	05-06 Med-Pay	04-05 Med-Pay	03-04 Med-Pay
July	\$1,990,479.12	\$1,405,052.13	\$732,281.15
August	\$1,844,329.10	\$1,293,874.89	\$652,166.64
September	\$1,876,376.20	\$1,412,907.63	\$604,225.16
October	\$1,922,364.82	\$1,546,279.68	\$752,563.91
November	\$1,997,768.23	\$1,587,513.47	\$727,790.43
December	\$2,043,557.19	\$1,641,944.28	\$719,625.14
January	\$2,139,116.83	\$1,621,403.72	\$752,419.67
February	\$2,148,965.93	\$1,668,769.75	\$827,471.99
March	\$2,245,745.08	\$1,735,650.63	\$914,136.08
April	\$2,384,039.28	\$1,861,600.57	\$975,544.29
May	\$2,436,022.30	\$1,796,353.55	\$1,088,051.57
June	\$2,848,470.13	\$2,163,214.87	\$1,503,987.81

**Health Insurance Comparison**

	392	403	408	419	415	394	398	361	348	346	341	328	344
Single Coverage	237	226	221	213	260	210	213	215	198	165	165	199	207
Family Coverage	626	619	628	632	619	613	608	574	538	531	526	522	551
Specific Deductible	\$95,000.00	\$95,000.00	\$90,000.00	\$90,000.00	\$85,000.00	\$85,000.00	\$85,000.00	\$85,000.00	\$85,000.00	\$85,000.00	\$75,000.00	\$75,000.00	\$90,000.00
Single Specific Premium	\$69.82	\$60.49	\$60.39	\$60.33	\$57.33	\$37.23	\$32.19	\$27.50	\$27.03	\$24.78	\$24.45	\$21.05	\$27.24
Family Specific Premium	\$142.79	\$196.21	\$196.21	\$196.21	\$179.38	\$101.95	\$84.47	\$73.41	\$74.18	\$67.68	\$69.00	\$53.49	\$68.05
Aggregate Premium	\$65.50	\$65.36	\$4.00	\$4.00	\$4.50	\$3.56	\$3.38	\$2.82	\$2.88	\$2.70	\$3.25	\$2.76	\$2.87
Prescription Fee	\$1.00	\$1.00	\$1.00	\$1.00	\$2.00	\$2.00	\$2.00	\$2.00	\$2.00	\$2.00	\$1.75	\$1.75	\$1.75
Single Administration Fee	\$13.50	\$12.50	\$12.00	\$12.50	\$12.50	\$12.50	\$12.50	\$12.50	\$12.50	\$12.50	\$11.00	\$11.00	\$10.00
Family Administration Fee	\$13.50	\$12.50	\$12.00	\$12.50	\$12.50	\$12.50	\$12.50	\$12.50	\$12.50	\$12.50	\$11.00	\$11.00	\$10.00
COBRA/ HIPAA Administration	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$0.75	\$0.75	\$0.75
PPD Access Fee	\$7.00	\$7.00	\$7.00	\$7.00	\$7.00	\$7.00	\$7.00	\$7.00	\$7.75	\$4.00	\$3.10	\$3.10	\$3.10
Broker Fee	\$1,500.00	\$1,000.00	\$1,000.00	\$1,000.00	\$1,000.00	\$1,000.00	\$1,000.00	\$1,000.00	\$1,000.00	\$1,000.00	\$1,000.00	\$1,000.00	\$1,000.00
Expected Monthly Premium	\$76,184.31	\$73,955.45	\$72,039.03	\$71,698.14	\$68,767.13	\$63,998.51	\$42,969.57	\$41,245.51	\$38,394.94	\$34,422.78	\$33,462.55	\$28,953.82	\$34,111.90
Total Revenues	\$197,158.13	\$4,890,180.78	\$3,335,659.85	\$5,336,474.38	\$4,610,981.89	\$4,708,672.76	\$4,723,366.98	\$4,429,725.36	\$3,727,807.79	\$3,549,867.14	\$3,514,365.90	\$3,755,002.47	\$3,484,840.43
Total Expenditures	\$906,183.38	\$4,585,872.99	\$5,427,628.39	\$6,352,899.37	\$5,384,467.24	\$4,305,927.58	\$5,148,378.35	\$4,834,723.81	\$3,677,202.41	\$3,194,391.78	\$2,829,103.85	\$3,895,715.41	\$2,705,374.53
Difference	(\$609,994.23)	\$403,698.48	(\$91,967.14)	(\$728,424.99)	\$728,123.83	\$403,045.20	(\$425,011.37)	(\$564,998.45)	(\$149,394.62)	(\$330,524.04)	\$685,259.05	(\$950,227.08)	\$779,465.90
Interest Earned	\$33.08	\$183.77	\$191.47	\$993.57	\$952.34	\$1,081.45	\$353.89	\$19,844.36	\$73,156.12	\$148,984.10	\$32,287.51	\$35,981.73	\$498.32
Ric Costs	\$162,754.04	\$892,510.97	\$783,382.14	\$811,630.01	\$944,612.28	\$682,249.59	\$903,820.35	\$505,935.12	\$679,145.60	\$492,709.39	\$449,425.49	\$401,980.89	\$381,651.04
Medical Costs	\$487,310.91	\$2,725,474.80	\$3,790,608.45	\$4,554,153.82	\$1,424,103.15	\$2,024,448.57	\$3,155,573.65	\$3,880,990.99	\$2,007,036.85	\$1,861,656.22	\$1,391,474.39	\$2,327,496.63	\$1,524,413.17
Total Stop Loss Reimb.	\$59,133.50	\$163,264.22	\$830,561.83	\$761,212.08	\$162,975.45	\$416,548.68	\$525,724.25	\$637,487.44	\$82,884.49	\$53,739.52	\$99,595.90	\$492,558.17	\$195,081.12
Total Claims minus Stop Loss	\$599,932.05	\$3,467,211.65	\$3,723,488.96	\$4,404,571.55	\$2,917,739.58	\$3,182,149.44	\$3,233,678.76	\$3,848,986.67	\$3,293,288.27	\$2,300,633.06	\$2,316,313.93	\$2,326,909.37	\$2,090,583.09
End of Year Balance	\$1,961,380.16 (As of 6/30/15)	\$2,170,924.39	\$1,767,315.91	\$1,899,293.05	\$2,587,708.04	\$1,861,584.09	\$1,458,538.89	\$1,883,652.42	\$2,448,650.87	\$2,697,945.49	\$2,948,470.13	\$2,183,214.67	\$1,603,987.81
\$200,000.00 was transferred out of the medical account: 07/01/14 \$200,000.00 was transferred back in Open Access (80%/10%) was added to plan July 2006; Adjusted to 80/20 July 2010; ACA Transitional Reinsurance Fee of \$69,035.79 paid in Dec. 2014													
Employee (Paid by School)	\$450.00	\$450.00	\$450.00	\$450.00	\$450.00	\$450.00	\$410.00	\$390.00	\$390.00	\$380.00	\$380.00	\$380.00	\$375.00
Spouse	\$900.00	\$900.00	\$900.00	\$900.00	\$900.00	\$900.00	\$850.00	\$830.00	\$820.00	\$810.00	\$800.00	\$800.00	\$790.00
Child	\$185.00	\$185.00	\$185.00	\$185.00	\$185.00	\$185.00	\$175.00	\$175.00	\$175.00	\$175.00	\$175.00	\$175.00	\$175.00
Children (2 or more)	\$306.00	\$300.00	\$265.00	\$293.00	\$265.00	\$245.00	\$215.00	\$210.00	\$210.00	\$210.00	\$210.00	\$210.00	\$200.00
Total Reimb.	59	59	59	59	73	84	63	69	47	49	40	35	31
Deductible	\$1,500.00	\$1,500.00	\$1,000.00	\$1,000.00	\$1,000.00	\$1,000.00	\$750.00	\$500.00	\$500.00	\$500.00	\$500.00	\$500.00	\$500.00
Co-insurance	\$4,850.00	\$4,850.00	\$1,500.00	\$1,500.00	\$1,500.00	\$1,500.00	\$1,000.00	\$1,000.00	\$1,000.00	\$1,000.00	\$1,000.00	\$1,000.00	\$1,000.00
Office Co-pay General	\$30.00	\$30.00	\$30.00	\$30.00	\$30.00	\$30.00	\$25.00	\$25.00	\$20.00	\$20.00	\$20.00	\$20.00	\$20.00
Office Co-pay Specialist	\$40.00	\$40.00	\$40.00	\$40.00	\$40.00	\$40.00	\$35.00	\$35.00	\$30.00	\$30.00	\$30.00	\$30.00	\$30.00
Routine Co-pay	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$25.00	\$25.00	\$20.00	\$20.00	\$20.00	\$20.00	\$20.00
Prescriptions - 30 days supply													
Annual Deductible per person	\$50.00	\$50.00	\$50.00	\$50.00	\$50.00	\$50.00	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00
Generics	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00
Preferred (120% of balance)	\$30.00	\$30.00	\$30.00	\$30.00	\$30.00	\$30.00	\$30.00	\$30.00	\$30.00	\$30.00	\$30.00	\$30.00	\$30.00
Non-Preferred (120% of balance)	\$50.00	\$50.00	\$50.00	\$50.00	\$50.00	\$50.00	\$50.00	\$50.00	\$50.00	\$50.00	\$50.00	\$50.00	\$50.00
Specialty Drugs (up to \$1500 per yr)	10% copay	10% copay	10% copay	10% copay	10% copay	10% copay	10% copay	10% copay	None	None	None	None	None
Mail Order - From July 2003 to June 2008													
Retail MedTrak 90 Maintenance Drugs - July 2008 to present													
Maintenance Drugs - 90 supply													
Generics	\$20.00	\$20.00	\$20.00	\$20.00	\$20.00	\$20.00	\$20.00	\$20.00	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00

Preferred	\$40.00	\$50.00	\$60.00	\$80.00	\$90.00	\$90.00	\$90.00	\$80.00	\$40.00	\$40.00	\$40.00	\$40.00	\$40.00
Non-Preferred	\$100.00	\$100.00	\$100.00	\$100.00	\$100.00	\$100.00	\$100.00	\$100.00	\$80.00	\$80.00	\$80.00	\$80.00	\$80.00

**Camdenton R-III  
Flex Benefit Account  
Central Bank of the Ozarks**

**Account # 126062814**

**Balance 9/01/2015** **\$47,777.29**

**Deposits** **\$21,188.20 Premium**

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**Total Deposits** **\$21,188.20**

**Withdrawals** **\$ 584.35**  
**50.00**  
**310.00**  
**2,645.80**  
**1,040.00**  
**2,245.52**  
**2,799.89**  
**3,643.05**  
**1,388.04**  
**2,483.80**  
**1,999.73 Claims**

**Total Withdrawals** **\$19,190.18**

**Balance 9/30/2015** **\$49,775.31**

**Camdenton R-III School District  
DRAFT 4 Strategic Plan 2015-2020**

**Strategic Plan 2015-2020**

**Mission Statement**

The Camdenton R-III School District will create a learning community that maximizes each individual's performance for future success.

**Vision Statement**

Everyone Learning Every Day!

**Organizational Values**

1. Student success, both individually and collectively.
2. Engaging, encouraging environment for faculty and staff
3. Supportive district leadership and Board of Education
4. Active, ongoing engagement with stakeholder groups
5. Responsible use of all resources

**Competitive Advantages**

1. Recent bond issue passage leading to new and updated facilities
2. Commitment to communication and transparency
3. Effective financial management practices
4. Evolving academic programming aimed at expanding college and career readiness
5. Growing relationships (formal and informal) with all communities being served

**Strategic Issues**

1. Large geographic footprint makes it difficult to develop a singular school district "community"
2. Changing government policies, not all of them met with total support among stakeholders, which can impact district/patron relationships
3. Delivering education that targets the needs of each individual student
4. Continuous funding uncertainty at the state level
5. Making certain that facilities and technology for student and staff use remain current enough to enable, rather than inhibit, the delivery of a quality education

1

**2015-2020 Strategic Plan**

**Goal area: College and career-ready curriculum**

**Objective:** The Camdenton R-III School District will offer curriculum that prepares students effectively for the next phase in their lives and will keep that curriculum current with changing student and marketplace needs.

**Persons Responsible:** Central Office and Building Administrators

**Progress measures:**

1. Students will achieve performance in the top 10% statewide on the Annual Performance Report from DESE.
2. S.T.E.M. courses will increase in number by the 2016-2017 school year, will be equivalent to peer districts by the 2017-2018 school year, and will offer at least one unique course in this area (not available in all peer districts) by the start of the 2020-2021 school year.
3. Building-to-building course equivalency will improve each school year, with the goal of full equivalency (or documentation as to why that is not possible or not appropriate in specific cases) by the start of the 2020-2021 school year.
4. Courses that teach "skills for life" (or the inclusion of such skills in existing courses) will begin by the 2016-2017 school year.
5. By the end of each academic year, 90% of students will show at least one year's growth in their communication arts scores.

**Strategies and tactics (action steps)**

**Strategy:** A plan to expand course offerings in S.T.E.M. will be created and executed.

1. A district team (faculty, staff, administration, students, etc.) will be selected to be responsible for researching leading-edge S.T.E.M. courses in regional peer districts, statewide and, where appropriate, nationally.
2. Research will be conducted with recent (within the last four years) alumni who are attending/attended college to determine S.T.E.M. areas where they felt well-prepared and those that fell short once they were introduced to college-level curriculum on the same subject areas.
3. From this research, a prioritized list of courses to be added will be prepared, identifying the challenges – budget, staffing, facility shortcomings, etc. – that will need to be overcome to add identified courses.

3

**Organization-wide strategies**

1. Camdenton R-III will have a facilities plan for the next five years that incorporates anticipated building and technology needs, and that will keep stakeholders informed as milestones are reached and steps are taken.
2. Camdenton R-III will expand its academic offerings to better serve students of all skill levels and interests, and will seek to provide equitable opportunities to all students, no matter where they live in the district.
3. Camdenton R-III will have plans in place to build stronger, mutually beneficial relationships with a broader array of stakeholder groups.

2

4. A timetable for implementation of identified courses will be set, along with identifying responsible parties for various steps in the implementation process.

**Strategy:** The teaching of basic "skills for life" will be expanded through specific courses or by adding to the curriculum of appropriate existing courses.

1. Research will be conducted with current students, recent alumni (within the last four years) and parents of both regarding what they consider to be "skills for life" for which a school district has some responsibility to teach, and their (or their student's) level of success in these areas.
2. Secondary research will be conducted by reviewing industry publications and contacting professional societies to determine current views on the role of school districts in "skills for life" teaching and the existence of strategies that are proving to be successful in other districts.
3. Findings from the previous two steps will be compared with current district curriculum (either entire courses or the addressing of "skills for life" topics within existing courses) to determine gaps in the "skills for life" areas.
4. Community resources that may be able to assist with materials, individuals to teach this information, or both (for example, local banks teaching basics of managing a checking account) will be identified.
5. All data and a final plan for implementing/expanding "skills for life" training will be prepared.

**Strategy:** Curriculum equivalency will increase across the school district.

1. A master list of curriculum that is inconsistent from building to building will be created, engaging faculty in this process to make certain that the list is complete.
2. Feedback will be gathered from faculty in affected school buildings on which equivalency issues should be a higher priority than others.
3. A subset of those faculty members will be selected to assist with creating and executing a plan to address the high priority curriculum equivalency issues.

**Strategy:** Stakeholders will be engaged in ongoing curriculum review.

1. A multi-disciplinary committee will be assembled, consisting of parents, faculty, administrators, students and non-parent patrons, to monitor and advise on changing curriculum needs.
2. Quarterly committee meetings will be held. Local media and a dedicated space on the district website will publicize news and information about the committee's work.

**Strategy:** A plan for the utilization of effective instructional practices in the area of Communication Arts will be created and monitored.

1. A team will be selected to research effective schools in the state of Missouri in relation to APR scores in the area of Communication Arts during the 2015-2016 school term.

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2. Research will be conducted regarding why these schools are effective and determine what practices can be used in the district.
3. i-Ready will be utilized as a diagnostic and intervention tool in the area of Communication Arts for grades K - 8.
4. The Literacy Design Collaborative process will be implemented in grades 9-12. The high school will implement at least two modules during the 2015-2016 school term with additional modules to be completed during future years.

**Goal area: Facility effectiveness**

**Objective:** The Camdenon R-III School District will have facilities that are safe, and that enable, rather than inhibit, the delivery of a high-quality education.

**Persons responsible:** TBD

**Progress measures:**

1. A connected learning community will be developed through a comprehensive technology plan that identifies, develops, and provides access to the digital tools, devices, and support that will expand visionary administrative leadership, improve teacher effectiveness, and raise student achievement. This plan will be drafted during the 2015-2016 school year and launched in time for the 2016-2017 school year.
2. All buildings will develop a plan that assesses the feasibility of construction of safe rooms/storm shelters by the end of the 2016-2017 school year and have industry-standard security systems (equipment and protocols) by the 2017-2018 school year.
3. A comprehensive analysis of the need, opportunities and challenges associated with a school-based Early Childhood Education program will be completed before the end of the 2017-2018 school year.

**Strategies and tactics (action steps)**

**Strategy:** Existing security systems will be evaluated, and a plan will be created for upgrading, where necessary.

1. An audit of current security systems and protocols across the district will be completed and the results will be compared.
2. Appropriate security vendors will be engaged (or an RFP will be created to do so) to identify various options and timetables for upgrading systems that are insufficient.
3. Protocols for parent notification in the case of a security situation will be reviewed and updated.
4. The district will insure that an up-to-date crisis communications plan has been developed; peer districts will be consulted for counsel if such a plan does not currently exist.
5. Local emergency management services will be consulted regarding findings of the audit.

**Strategy:** Safe room/storm shelter deficiencies will be identified and a timetable for implementing improvements will be established.

1. An audit of safe room/storm shelter capabilities (and options) will be solicited by an architecture firm that is familiar with this design element and has been successfully implemented in other school districts.

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2. A plan for addressing deficiencies in this area will be created as expeditiously as possible.
3. Key stakeholders will be informed about the feasibility study.

**Strategy:** Current and anticipated student and staff technology needs will be determined during Strategic Plan period and matched with an appropriate protocol for updating technology.

1. An independent technology audit will be conducted to compare the district's status and current plans for upgrading with model school districts.
2. Using this audit as the starting point, a committee of parents, faculty, staff and, if possible, the author of the audit will create (and monitor the execution of) and assemble a plan to keep the district current with student and staff technology needs and industry improvements.

**Strategy:** Stakeholders in the Early Childhood Education center analysis will be engaged.

1. Peer districts (such as Rolla) with ECE programs, or programs in development, will be identified and researched concerning what is/is not working for these districts.
2. DESE and/or others independent organizations who can assist the district in conducting an evaluation of the need, capabilities and challenges associated with launching such a program in the Camdenon R-III School District will be engaged.
3. A database of local providers of Early Childhood Education services will be created, documenting names, addresses, capacity (number of students), details about their programs, for profit or not-for-profit status, and length of time offering an ECE program.
4. Once all this information has been assembled it will be determined if there is sufficient merit to continue and, if so, a committee of staff, parents, Board of Education members and administrators will be selected to continue development.

**Goal area: Stakeholder Engagement**

**Objective:** The Camdenon R-III School District will effectively engage all stakeholder groups to build a stronger school district/community relationship through enhanced one-way (outbound from the district) and two-way communications initiatives.

**Persons responsible:** TBD

**Progress measures:**

1. Engagement, as measured by participation levels for events, on committees and other commitments of time and/or resources, will increase each year throughout the Strategic Plan period.
2. Strategies to specifically target stakeholder groups, identified by community-based Strategic Plan contributors as ones who have been under-represented in engagement activities to date, including district alumni, parents of graduates, area businesses, and the Hispanic community will be implemented.
3. Routine and episodic financial information will be presented in format(s) that are understandable to stakeholders of varying levels of interest, beginning with the 2015-2016 school year, with modifications as necessary throughout the Strategic Plan period, based on feedback.

**Strategies and tactics (action steps):**

**Strategy:** Current levels of engagement within each stakeholder group will be evaluated, with numerical/statistical measurements preferred, and a specific plan for improvement will be created.

1. Engagement opportunities and numerical/statistical ways of measuring engagement, such as attendance at events, volunteering, increased social media presence, will be identified.
2. Using these measurement methods, engagement for each individual stakeholder group will be tabulated over an appropriate time period.
3. Specific areas where specific stakeholder group engagement is deficient will be identified, and logical – meaning not all at once – plan to increase engagement in ways that can be measured will be drafted.

**Strategy:** Separate engagement plans will be created and executed for previously under-represented stakeholder groups.

1. A targeted Patron Panel group (or more than one, if necessary) will be assembled that includes representatives from the under-represented groups mentioned above.
2. Quarterly meetings of this Panel group will be conducted to secure input on district developments.

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3. Through these interactions potential methods to increase engagement with these stakeholder groups will be identified, securing input from the Patron Panel group members.
4. Outbound communications will be strategically increased to these targeted groups, having a plan in place to measure the response; the plans will be modified accordingly.

**Strategy:** Effective ways to offer a multi-tier approach (from simple to comprehensive) to presenting financial information will be identified.

1. The presentation of financial information will be formalized into two formats – abstract/brief summary and detailed/full presentation.
2. Both approaches will be posted on the district website (abstract on the front page or one page below – accessed by a single click – and detailed one click below that).
3. A feedback link will be included each time information is presented, seeking input on the information and how it was presented.
4. Modifying and improving the presentation will be continuous as guided by the feedback (perhaps adding additional level of complexity between the basic and comprehensive presentation, if desired by stakeholders).

STUDENT TRANSPORTATION  
ANNUAL REPORT TO THE BOARD OF EDUCATION  
2015-2016

1. Drivers are continually hired and trained for positions as sub-drivers and eventually full-time drivers. Approximately 35-40 hours are spent training each individual. We are starting the school year with 4 sub-drivers. WE have since hired additional sub drivers, who are now in training and should be licensed by the middle of October. We are starting to see some of our routes at full capacity and will be monitoring this to ascertain if additional routes will be needed.
2. In reference to the training that we afford our drivers each year, we organize at least 4 structured informational meetings per school year. Each meeting ranges in length from 2-4 hours.
3. Our bus fleet was serviced and inspected over the summer months and is up and running for the 2015-2016 school year.
4. There were eight new buses purchased this year for the fleet. At this time, 65% of our fleet has over 100,000 miles. This is going to increase our supply and repair budget yearly. I will continue to stress the importance of keeping a rotation schedule on our bus fleet.
5. We would like to continue receiving the Total Fleet Excellence Award. We have recently received our sixteenth consecutive year of the Fleet Excellence Award at the Missouri Association of Pupil Transportation conference. In the last 16 years our lowest score was 96.5%. A 90% must be attained to receive the Fleet Excellence Award. Many years we have been awarded 100%.
6. In addition to the regular routes we maintain and oversee several ancillary routes that include Early Childhood, Capstone, Project Pass, on and off Campus Shuttles, Mini Trips, Activity Trips, Overnight Trips, district suburban usage and collaborating with the Band Boosters to accommodate the transporting of the chuck wagon for band competitions several times throughout the year.
7. The office staff did an outstanding job of recordkeeping in the 2014-2015 school year. The outcome was a very successful audit for the transportation department.
8. The workload in the office has increased substantially. The search for sub drivers has been a challenging one. The added challenge of covering for regular drivers when they are taking activity trips has also been time consuming. With that being said, our driver trainers are also working diligently to train up 7 new sub drivers to replace those that have moved into full time route or shuttle positions. An additional shuttle/utility position was added this year to facilitate all of the added shuttles. LCTC in particular has increased their need for additional shuttle buses, with the increase in their enrollment. An additional route and driver were added to the regular routes. The addition was to help accommodate the routes effected by the new attendance lines.
9. The change for the attendance lines for Hurricane Deck and Osage Beach made it necessary to add "transfer stations" for each of these schools. We were able to do this without adding drivers or buses. Several changes have been made to existing routes to better accommodate the students to get them to and from school in the safest way possible.
10. We will continue to educate our drivers throughout the year to maintain one of the best transportation departments in the state.

10/1/2015										
BUS #	ROUTE #	ROUTE TYPE	OWN-ERSHIP D OR C	DAYS OPER	APPR MILES	DISA MILES	APPR ROUTE MILES FOR YR	DISAPPR ROUTE MILES FOR YR	DATE LAST CHANGED	
196	1	R	D	174	16	0	2,784	0	8/18/2015	
198	2	R	D	174	88	0	11,832	0	8/18/2015	
199	3	R	D	174	74	0	12,876	0	8/18/2015	
201	4	R	D	174	38	0	6,612	0	8/18/2015	
225	5	R	D	174	87	0	15,138	0	8/18/2015	
193	6	R	D	174	72	0	12,528	0	8/18/2015	
207	7	R	D	174	54	0	9,396	0	8/18/2015	
212	8	R	D	174	92	0	16,008	0	8/18/2015	
233	9	R	D	174	54	0	9,396	0	8/18/2015	
232	10	R	D	174	106	0	18,444	0	8/18/2015	
189	11	R	D	174	48	0	9,360	0	8/18/2015	
208	12	R	D	174	70	0	12,180	0	8/18/2015	
213	13	R	D	174	108	0	18,792	0	8/18/2015	
188	14	R	D	174	18	0	3,132	0	8/18/2015	
211	15	R	D	174	46	0	8,004	0	8/18/2015	
192	16	R	D	174	44	0	7,656	0	8/18/2015	
214	17	R	D	174	90	0	15,680	0	8/18/2015	
190	18	R	D	174	122	0	21,228	0	8/18/2015	
179	19	R	D	174	74	0	12,876	0	8/18/2015	
195	20	R	D	174	18	0	3,132	0	8/18/2015	
186	22	R	D	174	40	0	6,960	0	8/18/2015	
217	23	R	D	174	72	0	12,528	0	8/18/2015	
226	24	R	D	174	84	0	11,136	0	8/18/2015	
231	25	R	D	174	94	0	16,368	0	8/18/2015	
181	26	R	D	174	62	0	10,788	0	8/18/2015	
200	27	R	D	174	72	0	12,528	0	8/18/2015	
224	28	R	D	174	30	0	5,220	0	8/18/2015	
206	29	R	D	174	28	0	4,872	0	8/18/2015	

10/1/2015										
BUS #	ROUTE #	ROUTE TYPE	OWN-ERSHIP D OR C	DAYS OPER	APPR MILES	DISA MILES	APPR ROUTE MILES FOR YR	DISAPPR ROUTE MILES FOR YR	DATE LAST CHANGED	
197	30	R	D	174	102	0	17,748	0	8/18/2015	
223	31	R	D	174	32	0	5,568	0	8/18/2015	
222	32	R	D	174	86	0	14,964	0	8/18/2015	
221	33	R	D	174	52	0	9,048	0	8/18/2015	
184	34	R	D	174	46	0	8,004	0	8/18/2015	
189	35	R	D	174	30	0	5,220	0	8/18/2015	
218	36	R	D	174	48	0	8,352	0	8/18/2015	
209	37	R	D	174	123	0	21,402	0	8/18/2015	
227	38	R	D	174	86	0	14,964	0	8/18/2015	

195	39	R	D	174	38	0	6,612	0	8/18/2015
234	40	R	D	174	92	0	16,008	0	8/18/2015
205	41	R	D	174	100	0	17,400	0	8/18/2015
185	42	R	D	174	46	0	8,004	0	8/18/2015
204	43	R	D	174	88	0	15,312	0	8/18/2015
235	44	R	D	174	60	0	10,440	0	8/18/2015
203	45	R	D	174	30	0	5,220	0	8/18/2015
169	46	R	D	174	42	0	7,308	0	8/18/2015
191	48	R	D	174	36	0	6,264	0	8/18/2015
201	50	R	D	174	116	0	20,184	0	8/18/2015
210	51	R	D	174	72	0	12,528	0	8/18/2015
229	52	R	D	174	37	0	6,438	0	8/18/2015
3	53	R	D	174	40	0	6,960	0	8/18/2015
228	54	R	D	174	16	0	2,784	0	8/18/2015
176	55	R	D	174	24	0	4,176	0	8/18/2015
220	56	R	D	174	42	0	7,308	0	8/18/2015
216	57	R	D	174	46	0	8,004	0	8/18/2015
187	58	R	D	174	70	0	12,180	0	8/18/2015
183	59	R	D	174	14	0	2,436	0	8/18/2015
180	60	R	D	174	46	0	8,004	0	8/18/2015
202	47	H	D	174	70	0	9,836	0	8/18/2015
219	49	H	D	174	62	0	8,916	0	8/18/2015

10/1/2015										
BUS #	ROUTE #	ROUTE TYPE	OWN-ERSHIP D OR C	DAYS OPER	APPR MILES	DISA MILES	APPR ROUTE MILES FOR YR	DISAPPR ROUTE MILES FOR YR	DATE LAST CHANGED	
	8 rts	EC	D	127					24,245	8/18/2015
	7 rts	PP	D	96					12,939	8/18/2015
	7 rts	RS	D	17					4,320	8/18/2015
	11 rts	ESY	D	36					3,840	8/18/2015

10/1/2015										
BUS #	ROUTE #	ROUTE TYPE	OWN-ERSHIP D OR C	DAYS OPER	APPR MILES	DISA MILES	APPR ROUTE MILES FOR YR	DISAPPR ROUTE MILES FOR YR	DATE LAST CHANGED	
	6 rts	S/CAM	D	174					26,651	8/18/2015

10/1/2015										
BUS #	ROUTE #	ROUTE TYPE	OWN-ERSHIP D OR C	DAYS OPER	APPR MILES	DISA MILES	APPR ROUTE MILES FOR YR	DISAPPR ROUTE MILES FOR YR	DATE LAST CHANGED	
125	406 (A)	SWD/SH	D	174					23,861	8/18/2015
	2 rts	S/CAP	D	21		10			1690	8/18/2015
		CBI	D	123					1323	8/18/2015
		LP	D	17					5148	8/18/2015
									240	8/18/2015

R = Regular Route

643,015.0 75,248

- H= Handicap Route
- EC= Early Childhood Route
- PP= Project Pass Route
- RS= Regular Summer School Route
- S/CAM= Shuttle on Campus
- SWD/SH= Students with Disabilities
- SHZ= Shuttle for Horizons
- S/CAP= Shuttle for Capstone
- CBI= Handicapped Other Tan Tara
- ESY= Extended School Year
- LP=Laker Pack

DRAFT



## Lake Library Travel Agency

### BOOK your next learning destination!

At Lake Library, we are committed to providing our students with a variety of exciting and enriching learning experiences. We are excited to announce that we have created a new travel agency for our students. This agency is designed to provide our students with a variety of exciting and enriching learning experiences. We are excited to announce that we have created a new travel agency for our students. This agency is designed to provide our students with a variety of exciting and enriching learning experiences.

**Resources:** We offer a variety of resources for our students, including books, e-books, and audiobooks. We also offer a variety of educational materials and resources for our students.

**Participate in our programs:** We offer a variety of programs for our students, including book clubs, reading groups, and educational workshops. We also offer a variety of educational materials and resources for our students.

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### Camden High School

Camden, NJ

#### Camden High School


Camden, NJ

During the early 2016 school year, the High School Library Media Center continued to offer its library clubs to a wide range of students and teachers.

Throughout the year, we supported our teachers in implementing their Literacy Project Collaborative. As teachers planned their lessons, we worked with them to embed literacy and technology skills. Our LMC provided the research resources and technology tools needed to make these lessons successful. We also provided staff with our communication services to create a cohesive LMC message in our classrooms. In addition, we provided a variety of professional development opportunities for our staff, including workshops, seminars, and conferences.

In addition to being a support for our teachers, we also provided a variety of resources for our students. We offered a variety of resources for our students, including books, e-books, and audiobooks. We also offered a variety of educational materials and resources for our students.

On average, our teachers attended the literacy projects that help their students gain skills in being able to communicate in the workplace and in the workplace. Our LMC provided a variety of resources for our students, including books, e-books, and audiobooks. We also offered a variety of educational materials and resources for our students.



### Middle School

Heather DeLucente, LMS

#### Middle School

Heather DeLucente, LMS

During the early 2016 school year, the Middle School Library Media Center continued to offer its library clubs to a wide range of students and teachers.

Throughout the year, we supported our teachers in implementing their Literacy Project Collaborative. As teachers planned their lessons, we worked with them to embed literacy and technology skills. Our LMC provided the research resources and technology tools needed to make these lessons successful. We also provided staff with our communication services to create a cohesive LMC message in our classrooms. In addition, we provided a variety of professional development opportunities for our staff, including workshops, seminars, and conferences.

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### Camden High School

Sheena Bell, LMS

#### Camden High School

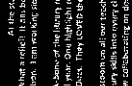
Sheena Bell, LMS

During the early 2016 school year, the High School Library Media Center continued to offer its library clubs to a wide range of students and teachers.

Throughout the year, we supported our teachers in implementing their Literacy Project Collaborative. As teachers planned their lessons, we worked with them to embed literacy and technology skills. Our LMC provided the research resources and technology tools needed to make these lessons successful. We also provided staff with our communication services to create a cohesive LMC message in our classrooms. In addition, we provided a variety of professional development opportunities for our staff, including workshops, seminars, and conferences.

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## 2015 Summer Projects

### Dogwood-

- Rewired the kitchen
- Installed source for permanent power for the Miles for Smiles truck
- Installed new basketball goals
- Added a new crosswalk
- Painted heater covers
- Poured a concrete slab for the dumpster

### Hawthorn-

- Installed outside lights at the football field sidewalk
- Cut out concrete wall by the kitchen for the new walk in freezer
- Repainted the gym
- Added additional wiring to the library
- Installed new landscape walls
- Sanded and refinished the gym floor
- Installed new hot water heater
- Replaced pegboard in gym
- Installed new ceiling tiles in the hallways
- Installed new garbage disposal
- Installed new outdoor benches
- Installed new AC unit for the break room

### Oakridge-

- Removed carpet and installed ceramic tile in the library, elevator and bathrooms
- Painted walls in bathrooms, library and the gym
- Installed new blinds
- Remodeled the bathroom on the 6<sup>th</sup> grade hallway lower level
- Wired a kiosk for art room
- Replaced 3.4 chiller motors
- Removed tether ball poles on the playground
- Installed new AC in the office
- Installed new gym pads

### Middle School-

- Rewired the boys locker room
- Added additional wiring for projectors
- Removed old sidewalk and poured new sidewalk
- Removed 4 inch drains from down spouts and installed 6 inch drains
- Added handrail to stairwell to the Little Theater
- Added emergency lighting
- Added new shrubbery
- Installed new boiler system/ Nate Fouk added new wiring for the boiler system
- Refinished the gym floor
- Installed new ceiling tile on the 3<sup>rd</sup> floor

### High school-

- Installed secure entry/ Finish wiring by Nate Fouk
- Refinished the gym floors
- Added new bathroom faucets

### LCYC-

- Added new ceiling tile
- Installed new drain extensions on the back of the building
- Replaced 3 A/C roof units- recycled from Hurricane Deck

### Bus Barn-

- Installed new A/C roof unit
- Added new parking lot lights/ reduced kilowatt hours by 75%
- Poured a new 300 ft concrete drive

### Horizons-

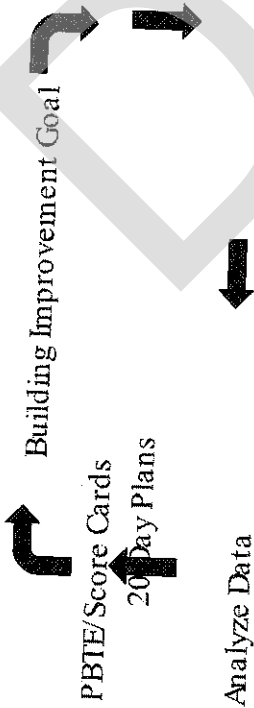
- Painted exterior

### Outside Campus-

- Planted trees at high school and middle school
- Refinished tennis courts
- Asphalt baseball field parking lot
- Repair curbing on Laker Pride
- Repaired water main at the tennis courts
- Painted the dugout and warning track repair at the softball field
- Curbing for drainage behind LCYC
- Landscaped OBE
- Lots of mowing



How will we know our progress on our goal?



# iReady Focus on Student Learning



Grade Level / Content	MAP Performance % Proficient and Advanced	I Ready % On / Above Grade Level
3rd Math	52.5%	46.5%
3rd ELA	47.5%	50.2%
4th Math	43%	44.6%
4th ELA	53.5%	36.5%



Elementary Reading and Math Goal:

We will grow ALL students one full academic year by May 2016.

Everyone Learning Every Day!



**Board Self-Evaluation**  
2015-2016 (1-4 Scale)

2015-2016 7 respondents	2015-2016 (1-4 Scale)				2015-2016 Mean	2014-2015 Mean
	Unknown (1)	Disagree (2)	Agree (3)	Strongly Agree (4)		
1. My board expects change in the instructional practice of teachers as a routine feature of continuous school improvement.		2	15	4	3.00	2.86
2. My board expects change in the managerial practice of administrators as a routine feature of continuous school improvement.		2	12	8	3.14	3.00
3. My board expects change in the governance practice of the school board as a routine feature of continuous school improvement.		4	15			2.86
4. My board welcomes change in instructional, administrative, and governance practices.			9	16	3.57	3.14
5. My board made changes in its governance practices during the past year.		4	9	8	3.00	2.86
6. I know with certainty that changes in governance practices my board has made during the past three years have led to improvements in student achievement.	2	2	9	4		2.86
7. My board is committed to ongoing professional development for the board.		2	12	8	3.14	3.14
8. My school board's own professional development is selected to address governance challenges identified by student performance data and board self-evaluation.		2	12	8	3.14	
9. My district provides in-house orientation for new board members, conducted in part by board members, as a supplement to state-required certification training.			12	12	3.43	3.00
10. My board always seeks pertinent data and information prior to making a decision or taking action.			9	16	3.57	3.57
11. The data I receive from my superintendent and staff is delivered in a form or manner that makes sense to me.			6	20	3.71	3.57
12. The data my board receives is of sufficient quantity (amount) to be helpful to my decision-making.			12	12	3.43	3.71

**Board Self-Evaluation**  
2015-2016 (1-4 Scale)

2015-2016 7 respondents	2015-2016 (1-4 Scale)				2015-2016 Mean	2014-2015 Mean
	Unknown (1)	Disagree (2)	Agree (3)	Strongly Agree (4)		
13. I can find my district's state-published student performance data on DESE's website.			9	16	3.57	3.14
14. The data my board receives is sufficiently specific/pertinent to the issue(s) under consideration to be helpful to my decision-making.			15	8	3.29	3.29
15. My board never receives reporting data or information without considering whether it requires a response.	2		9	8		
16. My board always consults district policy before making a decision or taking an action.			12	12	3.43	3.43
17. My board views superintendent recommendations as one of several types of information used in governance decision making.			3	24	3.86	3.43
18. My board does not protect "sacred cow" programs unless there is data or information showing that program's effectiveness.			12	12	3.43	3.14
19. My board routinely, accurately, and publicly reports the status of district finances.			3	24	3.86	3.00
20. My board receives an annual presentation from an independent financial auditor as part of an open meeting.				28	3.86	3.43
21. I know the proportions of federal, state, and local funds my district receives as revenue.			9	16	3.57	3.57
22. I know or can find the performance standards currently used by DESE to determine the district's accreditation level.			6	20	3.71	3.14
23. My district's mission statement is meaningful.				28	3.86	3.86
24. My district's mission statement is focused on student achievement.			3	24	3.86	3.86
25. My district's mission statement reflects the board's vision and beliefs.			3	24	3.86	3.57

**Board Self-Evaluation**  
2015-2016 (1-4 Scale)

2015-2016 7 respondents	2015-2016 (1-4 Scale)				2015-2016 Mean	2014-2015 Mean
	Unknown (1)	Disagree (2)	Agree (3)	Strongly Agree (4)		
26. My board meets at least annually for the specific purpose of identifying superintendent performance goals for the coming year.			3	24	3.86	3.86
27. My board meets at least annually for the specific purpose of identifying board goals for the coming year.			3	24	3.86	3.29
28. At least once every five years, my board considers every part of the strategic plan in a collaborative revision process.			9	16	3.57	3.14
29. My board includes specific objectives, strategies, and action steps for itself as a part of the district strategic plan.			12	12	3.43	
30. My district's strategic plan identifies specific evidences/documents to be used in measuring progress toward meeting strategic plan goals.			9	16	3.57	3.29
31. My board expects and receives reports throughout the year showing the ongoing progress in the measured execution of strategic plan goals.			15	8	3.29	3.29
32. I can name specific projects and programs at the classroom level that are the result of the board-approved district strategic plan.			12	12	3.43	3.14
33. My district's strategic plan contains goals and objectives that exceed minimum performance requirements from the state or federal governments.			9	16	3.57	3.14
34. My board requires meeting agenda items to be connected to the strategic plan, to policy, or to other governing documents whenever possible.			6	20	3.71	3.29
35. Preparation of the proposed board meeting agenda is a collaborative effort between the superintendent and board president.			6	20	3.71	3.57
36. My requests for the inclusion of agenda items are generally granted.	1		12	8	3.00	3.43
37. Board member requests for the inclusion of agenda items are not refused without reasonable explanation.	2		9	8		3.43

**Board Self-Evaluation**  
2015-2016 (1-4 Scale)

2015-2016 7 respondents	2015-2016 (1-4 Scale)				2015-2016 Mean	2014-2015 Mean
	Unknown (1)	Disagree (2)	Agree (3)	Strongly Agree (4)		
38. I refer citizen inquiries regarding board meeting agendas to the Superintendent's Office or to the board president.	1		3	20	3.43	3.71
39. My board conducts itself in a polite, professional manner during board meetings.			3	24	3.86	3.43
40. If I need help from the district, I make my request to the superintendent.			3	24	3.86	3.71
41. My board routinely and publicly recognizes the separation between management and governance.			12	12	3.43	2.86
42. My board does not manage/micromanage district affairs.			6	20	3.71	3.14
43. District staff is directly accountable to the superintendent, not the board.			3	24	3.86	3.86
44. I feel my opinion is valued by my fellow board members.			3	24	3.86	3.43
45. I feel my opinion is valued by my superintendent.			3	24	3.86	3.57
46. I feel welcome to express my view during board meetings.			6	20	3.71	3.43
47. My board president works hard to prevent a minority of board members from dominating board meetings and work.			6	20	3.71	3.57
48. I feel my board is respected by district staff.			6	20	3.71	2.86
49. My board routinely recognizes student excellence.			12	12	3.43	3.14
50. My board routinely recognizes staff excellence.			6	20	3.71	3.71
51. I feel the viewpoint and opinion of my board colleagues are equally important as my own.				28	3.86	3.57
52. My board is fair.				28	3.86	3.43
53. My board does not hold grudges.			12	12	3.43	
54. My board respects the authority of the superintendent over his or her staff.			9	16	3.57	3.29
55. The superintendent is the only district employee directly accountable to the board.			3	24	3.86	3.86

Board Self-Evaluation  
2015-2016 (1-4 Scale)

2015-2016 7 respondents

	Unknown (1)	Disagree (2)	Agree (3)	Strongly Agree (4)	2015-2016 Score	2016-2017 Score
56. I keep closed session and other confidential information to myself.				28		
57. My colleagues on the board can be trusted with confidential information.				28		
Keeping information confidential when appropriate is not a problem on my board.				28		



DRAFT

Expenses for Various Debt Elementary Construction

Monday, September 14, 2015

Table with 6 columns: Invoice Date, Invoice No., Vendor, Description of Work, Amount Invoiced, Amount Paid. Includes entries for contract administration and construction costs.

Total 568,080.75 568,080.75

Commodities

Table with 6 columns: Invoice Date, Invoice No., Vendor, Description of Work, Amount Invoiced, Amount Paid. Includes items like Standard and Post Paid Riding Services.

Total 1,300.00 1,300.00

Construction Contract

Table with 6 columns: Invoice Date, Invoice No., Vendor, Description of Work, Amount Invoiced, Amount Paid. Lists various construction contracts including road building and school building.

Total 1,538,214.79 1,538,214.79

Expenses for Charge Back Elementary Construction

Monday, October 12, 2015

Table with 6 columns: Invoice Date, Invoice No., Vendor, Description of Work, Amount Invoiced, Amount Paid. Includes entries for architectural services and construction contracts.

Total 562,418.71 562,418.71

Commodities

Table with 6 columns: Invoice Date, Invoice No., Vendor, Description of Work, Amount Invoiced, Amount Paid. Includes items like Standard and Post Paid Riding Services.

Total 3,200.00 3,200.00

Construction Contract

Table with 6 columns: Invoice Date, Invoice No., Vendor, Description of Work, Amount Invoiced, Amount Paid. Lists various construction contracts including road building and school building.

Total 1,538,214.79 1,538,214.79

Table with 6 columns: Invoice Date, Invoice No., Vendor, Description of Work, Amount Invoiced, Amount Paid. Continuation of construction contracts.

Total 1,538,214.79 1,538,214.79

Commodities

Table with 6 columns: Invoice Date, Invoice No., Vendor, Description of Work, Amount Invoiced, Amount Paid.

Total 1,538,214.79 1,538,214.79

Construction Contract

Table with 6 columns: Invoice Date, Invoice No., Vendor, Description of Work, Amount Invoiced, Amount Paid. Continuation of construction contracts.

Total 1,538,214.79 1,538,214.79

Commodities

Table with 6 columns: Invoice Date, Invoice No., Vendor, Description of Work, Amount Invoiced, Amount Paid.

Total 1,538,214.79 1,538,214.79

Construction Contract

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Total 1,538,214.79 1,538,214.79

Commodities

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Total 1,538,214.79 1,538,214.79

Construction Contract

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Total 1,538,214.79 1,538,214.79

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Total 1,538,214.79 1,538,214.79

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Construction Contract

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Total 1,538,214.79 1,538,214.79

Commodities

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Total 1,538,214.79 1,538,214.79





September 25, 2014

Dr. The Honorable  
Governor Pat McCrory  
PO Box 1600  
Cameron NC 28520-1600

Application for Payment No. 22 for construction as submitted to State Construction Co., Inc. for work on the Addition and Expansion to Hurdock Day Center

The following is a copy of the Application and supporting documents for the requested amount. An amount is payable when the work is completed and the amount is certified by the State.

Amount: \$1,000,000.00  
ACI (BOLAND), INC.  
Assistant Project Manager

Dr. State Construction Co., Inc.  
16000 Hwy 101, Suite 101

APPLICATION FOR PAYMENT - CONTINUATION SHEET

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APPLICATION FOR PAYMENT - CONTINUATION SHEET

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APPLICATION FOR PAYMENT - CONTINUATION SHEET

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STATE OF Virginia  
COUNTY OF Loudoun  
TO WHOM IT MAY CONCERN: Rocky Ridge  
WHEREAS the undersigned has been employed by Rocky Ridge as Project Manager for the project known as Rocky Ridge at Rocky Ridge in the County of Loudoun, State of Virginia;  
I, the undersigned, do hereby certify that the work on the above project has been completed in accordance with the contract documents and that the work is ready for payment.  
Dated this 22nd day of August 2014.  
Signed at Rocky Ridge  
Witness: Rocky Ridge  
Project: Rocky Ridge

STATE OF MD  
COUNTY OF Carroll  
TO WHOM IT MAY CONCERN: Rocky Ridge  
WHEREAS the undersigned has been employed by Rocky Ridge as Project Manager for the project known as Rocky Ridge at Rocky Ridge in the County of Carroll, State of Maryland;  
I, the undersigned, do hereby certify that the work on the above project has been completed in accordance with the contract documents and that the work is ready for payment.  
Dated this 22nd day of August 2014.  
Signed at Rocky Ridge  
Witness: Rocky Ridge  
Project: Rocky Ridge

STATE OF MD  
COUNTY OF Carroll  
TO WHOM IT MAY CONCERN: Rocky Ridge  
WHEREAS the undersigned has been employed by Rocky Ridge as Project Manager for the project known as Rocky Ridge at Rocky Ridge in the County of Carroll, State of Maryland;  
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Witness: Rocky Ridge  
Project: Rocky Ridge

STATE OF MD  
COUNTY OF Carroll  
TO WHOM IT MAY CONCERN: Rocky Ridge  
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Project: Rocky Ridge

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Witness: Rocky Ridge  
Project: Rocky Ridge

STATE OF MD  
COUNTY OF Carroll  
TO WHOM IT MAY CONCERN: Rocky Ridge  
WHEREAS the undersigned has been employed by Rocky Ridge as Project Manager for the project known as Rocky Ridge at Rocky Ridge in the County of Carroll, State of Maryland;  
I, the undersigned, do hereby certify that the work on the above project has been completed in accordance with the contract documents and that the work is ready for payment.  
Dated this 22nd day of August 2014.  
Signed at Rocky Ridge  
Witness: Rocky Ridge  
Project: Rocky Ridge













PROPOSAL

Date: 9/28/2015

Bales Construction Co., Inc.
1901 Historic 88 W
Wynnewater, MO 65888

Phone: (637)774-2003
Fax: (637)774-6103
Email: gary@balescorp.com

PROPOSAL SUBMITTED TO:
MR. BRAD GRAMER
ACI BOLLARD

WORK TO BE PERFORMED AT:
HURRICANE DECK ELEMENTARY

Phone #: 616-783-9800

Table with 2 columns: Item Description, Pricing. Includes items like PROVIDE POWER TO WALL HEATERS, MEYER ELECTRIC PROPOSAL, SALES OVERHEAD AND PROFIT.

We hereby propose to furnish the materials and perform the labor necessary for the completion of the items listed above for the sum of: Total \$1,682.94

Acceptance of Proposal

Respectfully submitted
[Signature]
Gary Augustine



PROPOSAL

Date: 9/28/2015

Bales Construction Co., Inc.
1901 Historic 88 W
Wynnewater, MO 65888

Phone: (637)774-2003
Fax: (637)774-6103
Email: gary@balescorp.com

PROPOSAL SUBMITTED TO:
MR. BRAD GRAMER
ACI BOLLARD

WORK TO BE PERFORMED AT:
HURRICANE DECK ELEMENTARY

Phone #: 616-783-9800

Table with 2 columns: Item Description, Pricing. Includes items like REPAIRS TO WALL HEATERS, MEYER ELECTRIC PROPOSAL, SALES OVERHEAD AND PROFIT.

We hereby propose to furnish the materials and perform the labor necessary for the completion of the items listed above for the sum of: Total \$1,482.00

Acceptance of Proposal

Respectfully submitted
[Signature]
Gary Augustine



PROPOSAL

Date: 9/28/2015

Bales Construction Co., Inc.
1901 Historic 88 W
Wynnewater, MO 65888

Phone: (637)774-2003
Fax: (637)774-6103
Email: gary@balescorp.com

PROPOSAL SUBMITTED TO:
MR. BRAD GRAMER
ACI BOLLARD

WORK TO BE PERFORMED AT:
HURRICANE DECK ELEMENTARY

Phone #: 616-783-9800

Table with 2 columns: Item Description, Pricing. Includes items like REPAIRS TO WALL HEATERS, MEYER ELECTRIC PROPOSAL, SALES OVERHEAD AND PROFIT.

We hereby propose to furnish the materials and perform the labor necessary for the completion of the items listed above for the sum of: Total \$2,217.02

Acceptance of Proposal

Respectfully submitted
[Signature]
Gary Augustine



PROPOSAL

Date: 9/28/2015

Bales Construction Co., Inc.
1901 Historic 88 W
Wynnewater, MO 65888

Phone: (637)774-2003
Fax: (637)774-6103
Email: gary@balescorp.com

PROPOSAL SUBMITTED TO:
MR. BRAD GRAMER
ACI BOLLARD

WORK TO BE PERFORMED AT:
HURRICANE DECK ELEMENTARY

Phone #: 616-783-9800

Table with 2 columns: Item Description, Pricing. Includes items like BLOOMSBURG TO CONSTRUCT SIDEWALK PER OWNERS REQUEST, SALES OVERHEAD AND PROFIT.

We hereby propose to furnish the materials and perform the labor necessary for the completion of the items listed above for the sum of: Total \$6,000.00

Acceptance of Proposal

Respectfully submitted
[Signature]
Gary Augustine



PROPOSAL

Date: 9/28/2015

Bales Construction Co., Inc.
1901 Historic 88 W
Wynnewater, MO 65888

Phone: (637)774-2003
Fax: (637)774-6103
Email: gary@balescorp.com

PROPOSAL SUBMITTED TO:
MR. BRAD GRAMER
ACI BOLLARD

WORK TO BE PERFORMED AT:
HURRICANE DECK ELEMENTARY

Phone #: 616-783-9800

Table with 2 columns: Item Description, Pricing. Includes items like PER OWNERS REQUEST - ADD POLISHED CONCRETE IN AREA I, SOUTH CORNER PROPOSAL, SOUTH INTERIOR PROPOSAL, SOUTH EXTERIOR PROPOSAL, CALLING OF CONCRETE LABORERS AT OFFICE.

We hereby propose to furnish the materials and perform the labor necessary for the completion of the items listed above for the sum of: Total \$14,200.30

Acceptance of Proposal

Respectfully submitted
[Signature]
Gary Augustine



PROPOSAL

Date: 9/28/2015

Bales Construction Co., Inc.
1901 Historic 88 W
Wynnewater, MO 65888

Phone: (637)774-2003
Fax: (637)774-6103
Email: gary@balescorp.com

PROPOSAL SUBMITTED TO:
MR. BRAD GRAMER
ACI BOLLARD

WORK TO BE PERFORMED AT:
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Phone #: 616-783-9800

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Acceptance of Proposal

Respectfully submitted
[Signature]
Gary Augustine

September 20, 2015

**ACI**  
EXCITING

Bob Brown  
Curtis Mauer Architects  
P.O. Box 322  
Edin, Maryland 21038

PROJECT: CHANGE ORDER NO. 12  
CHANGE ORDER NO. 12  
CAMERONVILLE IN BETHESDA, DISTRICT

PLEASE SIGN AND RETURN TO THE HEALTH WITH CONFIDENTIAL BOARD  
Director at P.O. Box 1409, Cameronville, MD, 20620. Please email a signed copy to  
info@healthwithconfidential.com

Should you have any questions, please do not hesitate to contact our office at your  
convenience.

ACI/ACI, INC.  
Curtis Mauer  
Curtis Mauer  
Architects/Engineers

Enclosure: Copy # 3-1000

**AIA Document G701-2001**

**Change Order**

Project Name: CAMERONVILLE IN BETHESDA, DISTRICT  
Project No.: 12  
Contract No.: 12  
Contract Date: 09/15/15  
Contractor: CURTIS MAUER ARCHITECTS, INC.  
Contractor's Address: 1211 South St. Suite 100, Edin, MD 21038  
Contractor's Phone: 410-261-1111  
Contractor's Fax: 410-261-1111

Client Name: CURTIS MAUER ARCHITECTS, INC.  
Client Address: 1211 South St. Suite 100, Edin, MD 21038  
Client Phone: 410-261-1111  
Client Fax: 410-261-1111

Change Order Description: [Blank]

Contractor's Signature: [Blank]

Client's Signature: [Blank]

**CLINTON MAUER SCHWARTZ**  
General Contractor

**PROPOSED CHANGE ORDER**

PROJECT: Change Order No. 0007  
NO. 0007

TO: Cameronville In Bethesda District  
172 Dean Boulevard  
Cameronville, MD 20620

FROM: Curtis Mauer Architects, Inc.  
1211 South St. Suite 100  
Edin, MD 21038

DATE: 09/15/15

DESCRIPTION OF PROPOSAL: [Blank]

ESTIMATE OF PROPOSAL:

Item	Description	Quantity	Unit	Unit Price	Total Amount
1	Remove and replace existing sidewalk	100	sq. ft.	\$1.50	\$150.00
2	Install new concrete sidewalk	100	sq. ft.	\$1.50	\$150.00
3	Remove and replace existing curb	100	lin. ft.	\$1.50	\$150.00
4	Install new concrete curb	100	lin. ft.	\$1.50	\$150.00
TOTAL					\$600.00

ESTIMATE TOTAL: \$600.00

Contractor's Signature: [Blank]

Client's Signature: [Blank]

**DAM STEEL & SUPPLY**  
STEEL SUPPLY

Bob Brown  
Curtis Mauer Architects, Inc.  
1211 South St. Suite 100  
Edin, MD 21038

PROJECT: Change Order No. 0007  
NO. 0007

TO: Cameronville In Bethesda District  
172 Dean Boulevard  
Cameronville, MD 20620

FROM: Curtis Mauer Architects, Inc.  
1211 South St. Suite 100  
Edin, MD 21038

DATE: 09/15/15

DESCRIPTION OF PROPOSAL: [Blank]

ESTIMATE OF PROPOSAL:

Item	Description	Quantity	Unit	Unit Price	Total Amount
1	Supply and install steel reinforcement	100	sq. ft.	\$1.50	\$150.00
2	Supply and install steel reinforcement	100	sq. ft.	\$1.50	\$150.00
3	Supply and install steel reinforcement	100	sq. ft.	\$1.50	\$150.00
4	Supply and install steel reinforcement	100	sq. ft.	\$1.50	\$150.00
TOTAL					\$600.00

ESTIMATE TOTAL: \$600.00

Contractor's Signature: [Blank]

Client's Signature: [Blank]

**CLINTON MAUER SCHWARTZ**  
General Contractor

**PROPOSED CHANGE ORDER**

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NO. 0007

TO: Cameronville In Bethesda District  
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TOTAL					\$600.00

ESTIMATE TOTAL: \$600.00

Contractor's Signature: [Blank]

Client's Signature: [Blank]

**BANZE**  
CONTRACTOR

**Change Order Request #003 - RFI #131 Sidewalk**

Project Name: CAMERONVILLE IN BETHESDA, DISTRICT  
Project No.: 12  
Contract No.: 12  
Contract Date: 09/15/15  
Contractor: CURTIS MAUER ARCHITECTS, INC.  
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Contractor's Fax: 410-261-1111

Client Name: CURTIS MAUER ARCHITECTS, INC.  
Client Address: 1211 South St. Suite 100, Edin, MD 21038  
Client Phone: 410-261-1111  
Client Fax: 410-261-1111

Change Order Description: [Blank]

Contractor's Signature: [Blank]

Client's Signature: [Blank]

**CLINTON MAUER SCHWARTZ**  
General Contractor

**PROPOSED CHANGE ORDER**

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TOTAL					\$600.00

ESTIMATE TOTAL: \$600.00

Contractor's Signature: [Blank]

Client's Signature: [Blank]

**KJ Striping, LLC**  
Parking Lot and Surface Markings  
Ladies Area Chamber Member

Bob Brown  
Curtis Mauer Architects, Inc.  
1211 South St. Suite 100  
Edin, MD 21038

PROJECT: Change Order No. 0007  
NO. 0007

TO: Cameronville In Bethesda District  
172 Dean Boulevard  
Cameronville, MD 20620

FROM: Curtis Mauer Architects, Inc.  
1211 South St. Suite 100  
Edin, MD 21038

DATE: 09/15/15

DESCRIPTION OF PROPOSAL: [Blank]

ESTIMATE OF PROPOSAL:

Item	Description	Quantity	Unit	Unit Price	Total Amount
1	Supply and install striping	100	sq. ft.	\$1.50	\$150.00
2	Supply and install striping	100	sq. ft.	\$1.50	\$150.00
3	Supply and install striping	100	sq. ft.	\$1.50	\$150.00
4	Supply and install striping	100	sq. ft.	\$1.50	\$150.00
TOTAL					\$600.00

ESTIMATE TOTAL: \$600.00

Contractor's Signature: [Blank]

Client's Signature: [Blank]

**CLINTON MAUER SCHWARTZ**  
General Contractor

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ESTIMATE TOTAL: \$600.00

Contractor's Signature: [Blank]

Client's Signature: [Blank]

**MEYER ELECTRIC INC.**

**CHANGE ORDER PROPOSAL**

Project Name: CAMERONVILLE IN BETHESDA, DISTRICT  
Project No.: 12  
Contract No.: 12  
Contract Date: 09/15/15  
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Client Fax: 410-261-1111

Change Order Description: [Blank]

Contractor's Signature: [Blank]

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General Contractor

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TOTAL					\$600.00

ESTIMATE TOTAL: \$600.00

Contractor's Signature: [Blank]

Client's Signature: [Blank]

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General Contractor

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ESTIMATE TOTAL: \$600.00

Contractor's Signature: [Blank]

Client's Signature: [Blank]

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General Contractor

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Client Fax: 410-261-1111

Change Order Description: [Blank]

Contractor's Signature: [Blank]

Client's Signature: [Blank]

HI Construction Change Orders			
HD	Fire Lane Changes	\$ 2,785.00	\$ 2,785.00
CHANGE ORDER NO. 1			
HD	Provide power to wall heaters not shown on electrical drawings.	\$ 1,838.54	\$ 1,838.54
CHANGE ORDER NO. 2			
HD	Retrip bus lot per owner request.	\$ 3,146.00	\$ 3,146.00
CHANGE ORDER NO. 3			
HD	Intercom speaker revisions.	\$ 2,211.62	\$ 2,211.62
CHANGE ORDER NO. 4			
HD	Remobilization of Elcomedia to construct sidewalk per owners request.	\$ 8,000.00	\$ 8,000.00
CHANGE ORDER NO. 5			
HD	Add polished concrete in area D.	\$ 14,230.30	\$ 14,230.30
BALANCE			\$ 56,041.91

HI Secure Entry Change Orders			
CHANGE ORDER NO. 1			
HS	Add Security Camera	\$ 1,458.17	
BALANCE			\$ 1,458.17

Secure Entries Change Orders			
CHANGE ORDER NO. 1			
HAW & OR	Provide new built-in desk at law reception area.	\$ 3,150.00	
	Detrit sink support at law work room 107	\$ (895.50)	
	Provide reimbursement for building permit	\$ 786.00	
TOTAL INCREASE			\$ 3,031.50
CHANGE ORDER NO. 2			
HAW	Furnish new wood doors 104 and 106.	\$ 1,135.80	
CHANGE ORDER NO. 3			
HAW	Two additional countertops.	\$ 285.00	
CHANGE ORDER NO. 4			
OR	Install additional smoke detector at Oak Ridge per Fire Marshal.	\$ 378.40	
BALANCE			\$ 5,134.70

OIE Construction Change Orders			
CHANGE ORDER NO. 1			
OIE	Change food service subcontractor to Ford Restaurant Supply	\$ 1,450.00	
	City requests left floor sign	\$ 404.00	
	Delete OIE certification paperwork	\$ (2,547.00)	
	Revisions to lift station retention chambers as City requested	\$ 5,540.00	
	Deduct for interior door signage and exterior B&G letters	\$ (15,182.00)	
TOTAL DECREASE			\$ (11,235.00)
CHANGE ORDER NO. 2			
OIE	Revise location of fire exit connection as req by Fire Marshal	\$ 8,434.00	
	Mass rock removal	\$ 90,365.83	
TOTAL INCREASE			\$ 98,799.83
CHANGE ORDER NO. 3			
OIE	Sever the connection to main on Nichols Road	\$ (7,700.00)	
	Change floor height (3/1/2017) (3/1/2017)	\$ 48,356.00	
TOTAL INCREASE			\$ 40,656.00
CHANGE ORDER NO. 4			
OIE	Reinstall electrical floor base to gym including power for motorized roller shades and interphone outside.	\$ 4,747.89	
TOTAL INCREASE			\$ 4,747.89
CHANGE ORDER NO. 5			
OIE	Change tempered glass to laminated, focus room door.	\$ 18.79	
	Focus room electrical requirements.	\$ (187.50)	
TOTAL DECREASE			\$ (168.71)
CHANGE ORDER NO. 6			
OIE	Vegetable oil provided at elevator sump pump	\$ (874.54)	
	Additional electrical outlets in various rooms	\$ 2,453.87	
TOTAL INCREASE			\$ 1,579.33

OIE Construction Change Orders			
CHANGE ORDER NO. 7			
OIE	Provide block heaters at bus area	\$ 29,474.42	
	Deduct power at two playground storage buildings	\$ (4,937.74)	
	Revise responsibility matrix for data systems team, contractor to owner	\$ (14,327.84)	
TOTAL INCREASE			\$ 4,786.84
CHANGE ORDER NO. 8			
OIE	Added letters to monument sign	\$ 1,515.25	
	Modifications to elevator hoistway beam	\$ 761.28	
TOTAL INCREASE			\$ 2,276.53
CHANGE ORDER NO. 9			
OIE	Added electrical power for fan coil units	\$ 1,607.46	
	Added electrical power for water heater	\$ (1,185.35)	
	Switch recessed light fixture to surface mounted RFI 106	\$ 371.11	
	Added electrical power to smoke curtain per RFI 04	\$ 3,341.20	
	Added cable tray per RFI 114	\$ 2,687.86	
	Additional steel supports at Gym Network	\$ 1,011.84	
	Additional thermostats	\$ 3,843.62	
TOTAL INCREASE			\$ 16,989.23
CHANGE ORDER NO. 10			
OIE	Revised dyed and polished concrete flooring	\$ (19,000.00)	
	Unusable oil conditions under parking lots	\$ 7,484.83	
	Structural steel angles at operable partitions	\$ (2,000.00)	
	Structural steel angles at operable partitions	\$ 40,033.29	
TOTAL DECREASE			\$ (19,000.00)
CHANGE ORDER NO. 11			
OIE	Unusable oil conditions under south parking lot	\$ 3,642.38	
	Add manual valves at roof hydrants	\$ 158.52	

OIE Construction Change Orders			
Add changing out one bent basketball court w/weight one		\$ 4,407.33	
TOTAL INCREASE			\$ 4,407.33
CHANGE ORDER NO. 12			
OIE	Add fireproof ceiling	\$ 1,579.50	
	Add sidewalks on south area C.	\$ 1,746.08	
	Add curb striping.	\$ 374.50	
	Dedicated power at HVAC controls.	\$ 258.81	
	Emergency lighting.	\$ 3,568.57	
	Recessed kitchen intercoms.	\$ 3,986.17	
TOTAL INCREASE			\$ 12,511.53
BALANCE			\$ 163,485.73

HI Construction Change Orders			
CHANGE ORDER NO. 1			
HD	Construct Rock Buttress as part of slope stability analysis.		
	Material, labor, equipment, sales overhead & profit.		
TOTAL INCREASE			\$ 31,400.00
CHANGE ORDER NO. 2			
HD	Deletion of fibermesh from concrete slabs	\$ (3,830.50)	
	Substitute aluminum feeders for copper feeders in elect panels	\$ (21,100.20)	
	Substitute aluminum refrigeration piping	\$ (4,400.00)	
	Addition of floor sink to properly service kitchen scrubmaster	\$ 6,735.30	
	Addition of concrete culvert under north driveway to bus stop	\$ 7,281.00	
	Delete dedication of signs, interior and exterior signage	\$ (7,668.00)	
TOTAL DECREASE			\$ (22,818.40)
CHANGE ORDER NO. 3			
HD	Elevator oil sump revision	\$ (1,617.61)	
	Revise gym and conference floor beams	\$ 566.68	
	Revise focus room light fixture	\$ (39.81)	
	Add floor water meter	\$ 2,360.62	
TOTAL INCREASE			\$ 1,369.78
CHANGE ORDER NO. 4			
HD	Additional conduit required by COMD	\$ 3,695.45	
	PVC sleeves below work at bus parking	\$ 3,941.17	
TOTAL INCREASE			\$ 7,636.62
CHANGE ORDER NO. 5			
HD	Healthcare HVAC (FOU) - Option 1 revision and rework of unit.	\$ 2,572.50	
	Provide 2 x 4 ceiling tile and grid in lieu of wood ceiling in vestibule.	\$ (43,157.70)	
	Provide additional steel for partition load and brick support ledge	\$ 316.50	
	Add wiretrac for thermostats in 144A, 150A, 154B, 1010, 1050.	\$ 1,253.49	
TOTAL DECREASE			\$ (38,995.21)
CHANGE ORDER NO. 6			
HD	Provide power to scoreboard in the gym.	\$ 1,093.10	
	Provide new air compressor for gym exhaust.	\$ 1,053.10	
TOTAL INCREASE			\$ 2,146.20
CHANGE ORDER NO. 7			