

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

**Special Meeting – Board Room, Administration Office
June 28, 2016 – 7:00 a.m.**

Present:					
Chris C. McElyea	President	Dr. Tim Hadfield	Superintendent		
Nancy A. Masterson	Vice-President				
Selynn Barbour	Treasurer				
Jackie Schulte	Member				
Tom Williams	Member	Linda Leu	Secretary		
Courtney R. Hulett	Member				
Laura Davis	Member				
Absent:					
		Dr. Ryan Neal	Asst. Supt.		
		Dr. Julie Dill	Asst. Supt.		

I. CALL TO ORDER & RECITE PLEDGE OF ALLEGIANCE

The Camdenton R-III Board of Education met in Special Session in the Board Room of the Administration Office on Tuesday, June 28, 2016. The meeting was called to order by President McElyea at 7:00 a.m. and the pledge of allegiance was recited.

II. APPROVAL OF AGENDA

Special Meeting – June 28, 2016

Strategic Plan Goal Area – Stakeholder Engagement

Motion: Move to approve the agenda of the Special June 28, 2016, meeting as presented.
Barbour/Schulte – all ayes.

III. PUBLIC COMMENT

There was no public comment.

Strategic Plan Goal Area - Stakeholder Engagement

No motion necessary.

IV. NEW BUSINESS

A. APPROVE AMENDMENTS TO 2015-2016 BUDGET

With the fiscal year ending June 30, 2016, by statute the 2015-2016 budget expenditures are required to be amended. The amended amounts may change slightly as the end of the fiscal year arrives.

Strategic Plan Goal Area – Stakeholder Engagement

Motion: Move to amend the 2015-2016 Administrative Budget expenditures as reflected below.
Hulett/Williams - all ayes.

EXPENDITURES			
	Budget Adopted	Working Budget	Amended Budget
General Fund (Incidental)	17,326,155	17,537,671	18,635,672
Special Fund (Teacher)	27,754,880	27,699,706	27,699,706
Debt Service Fund	2,693,110	2,693,110	2,693,110
Capital Projects Fund	14,439,552	14,441,166	13,441,166
Total	62,213,697	62,371,653	62,469,654

B. APPROVE 2016-2017 ADMINISTRATIVE BUDGET

Superintendent Hadfield presented and reviewed the 2016-2017 Administrative Budget.
Strategic Plan Goal Area – Stakeholder Engagement

Jackie Schulte left the meeting.

Motion: Move to approve the 2016-2017 Administrative Budget as reflected below.
Masterson/Davis - all ayes.

General Fund (Incidental)	17,635,972
Special Fund (Teacher)	28,092,397
Debt Service Fund	3,978,235
Capital Projects Fund	3,058,537
Total	52,765,141

C. BOARD SELF-EVALUATION

The Board will discuss its annual self-evaluation in July.
Strategic Plan Goal Area – Stakeholder Engagement

No motion necessary.

V. BOARD WRAP-UP

This is an opportunity for the Board to report on upcoming meetings, meetings attended, registrations, and deadlines.

- Board Activity Calendar
- July Board Meeting Reports tentatively include: Health Services Report, Food Services Information & Approve Food Service Guidelines, Library Media Services, School Resource Officer Report, and Volunteer/Community Relations Report
- SREB High Schools that Work Conference – July 13-16, 2016, in Louisville, KY
- No Second July Board Meeting
- Board Lunch with New Teachers – Thursday, August 4, 11:45-12:30, High School Commons
- All Staff Welcome Back Breakfast – 7:00 a.m. Monday, August 22, 2016. Assembly 8-11:30 a.m.
- MSBA Annual Fall Conference – Sept. 29 – Oct. 2, 2016. Registration deadline is September 2nd.

Strategic Plan Goal Area – Stakeholder Engagement

No motion necessary.

VI. 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 – Stakeholder Engagement, Facility Effectiveness and College & Career-Ready Curriculum

Motion: Move to adjourn to Executive Session.

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

Nancy shared Board professional development information including each member's MSBA status and requirements to attain the next level of certification.

VII. ADJOURN MEETING

Motion: Move that the meeting adjourn.

Barbour/Masterson - all ayes.

Meeting adjourned at 9:20 a.m.

Chris C. McElyea – President of the Board

Linda Leu – Secretary of the Board

- R**

2016-2017 Administrative Budget

EXPENDITURE ASSUMPTIONS

June 28, 2016

Certified Staff

A. It provides for funding a \$36,500 base salary for beginning teachers. This is a .42% increase on the base from the 2015 - 2016 school term. Each will be indexed at a two percent increase. We have no regard staff members' steps in order to align with the board's newly adopted salary schedule. Staff will also move along the schedule for professional development hours as noted in District policy and staff will also move down the schedule for recognition of years of service to the District.

B. It provides for food funding of the Center Ladder Program only. This amount is approximately 80% of what Center Ladder paid prior to the elimination of state funding for this program. The estimated number of teachers who will participate in the Center Ladder Program and at what stage they will be participating is as follows: Stage I - 31; Stage II - 38; Stage III - 182. The district cost for Stage I is \$1,200 - Stage II is \$2,400 - Stage III is \$4,000.
31 x \$1,200 = \$37,200
38 x \$2,400 = \$91,200
182 x \$4,000 = \$728,000
Total = \$856,400

C. It does provide for an income for extra duty compensation of 2.5%.

D. It provides for continuing the Preschool Program for three and four-year old students implemented in 2008-09.

E. It provides for funding the sick leave reimbursement policy and the "On the Job Incentive Program." Incentive pay will continue to be \$50 in 2016-17 (\$50 per day for up to eleven days).

F. It provides for a .143% match in teacher retirement costs that districts are required to pay. Fortunately this is the same percentage as last year. The total amount budgeted for teacher retirement is \$3,387,065.

G. It provides for continuing the medical and life insurance benefits provided by the district. The increase in payment is anticipated. For medical insurance, \$450 per employee per month or \$5,400 annually is budgeted. Life insurance costs are estimated to remain at \$12 per one thousand dollars of salary. The life insurance benefit remains at one times the contract with a minimum of \$10,000 and a maximum of \$150,000 per employee. Total expenditures for life and health insurance for certified staff are estimated to be \$2,697,612.

2016-2017 Expenditure Assumptions

H. It provides for Workers Compensation Insurance, Medicare, FICA Insurance, (Social Security) and Unemployment Compensation Insurance that is associated with some certified staff and classified staff.

Medicare	1.45% of salary
FICA	6.2% of salary
Unemployment	Self-funded

The estimated costs of these benefits are:

Medicare Certified	\$119,171
Medicare Classified	\$97,387
FICA (Social Security)	\$494,850
Volunteer's Compensation	\$324,725
Unemployment	\$19,050

I. It provides \$491,831 for substitute salaries in the event that certified staff members are unable to work.

J. It provides \$55,824 for professional development for district certified staff.

K. This budget assumes the following grant expenditures:

Vocational Enhancement Grant	\$380,000
Title II-A - Teacher and Para Quality Prof Dev	\$131,915
21st Century/Afternoon/Robotics	\$603,322
Title I - Improving Academic Achievement of Disadvantaged	\$1,165,017

L. This budget provides for the operation of the Horizon, Lakes Educational Center Program. The total estimated cost of the Alternative School Program is \$249,303.

Classified Staff

A. It provides for increases in classified staff salaries in the amount of 2.5%. It provides for the employment of:

Computer Lab Educators	7
Library Aides	7
Interpreters	2
Preschool Aides	15
Focus Room Para	5

2016-2017 Expenditure Assumptions

Special Services Aides	42
Title I Aides	6
Parents As Teachers	5
Norms	1
Secretaries/Clerk	46
Custodian	46
Technology Department	7
Maintenance	12
Director of Maintenance	2
Mechanics	4
Bus Drivers	52
Transportation Director	1
Cooks	1
Attendance Coordinator	1
PASS (after school program)	2
Volunteer Program	2
Campus Supervisor	1
Food Service Director	1
Music Aide	1
Court Outreach Liaison for Education	1

B. It continues medical and life insurance benefits for all classified members who work a 177.5 day contract and thirty hours per week. The classified employees not covered under the district insurance programs are bus drivers and part-time "itinerant" workers. No increase per employee per month is budgeted for 2016-17 for medical insurance. For medical insurance, \$450 per employee per month or \$5,400 annually is budgeted. Life insurance costs are estimated to remain at \$12 per one thousand dollars of salary. The life insurance benefit remains at one times the work memorandum with a minimum of \$10,000 and a maximum of \$150,000 per employee. Medical and life insurance benefits for classified staff are estimated to cost \$1,744,067.

C. It provides for three (3) full-time Parents As Teachers Educators. The total cost of the Parents as Teachers Program is \$134,396.

D. It provides for the continuation of the Volunteer Coordinator/Community Relations Director position and the expenditures associated with that program. The total cost of the Volunteer Coordinator/Community Relations program is \$155,419.

2016-2017 Expenditure Assumptions

E. An "On-the-Job Incentive Plan" that was established in the 1996-97 school year for classified staff with continue. The pay back for sick leave days will be at a rate of \$49.00 per day, or a maximum of \$440 per year (\$1 x \$40 = \$440). Estimated cost for classified "On-the-Job Incentive" is \$75,000.

F. It provides for the 6.86% match in non-teacher retirement that the district is required to pay. The total amount budgeted for non-teacher retirement is \$470,666.

G. It provides \$488,748 for substitute classified salaries in the event that classified staff members are unable to work or probationary food service workers and custodians are used.

Capital Outlay

A. It provides for expenditures for computers, furniture and other instructional equipment as follows:

Function	Department	Regular Employees
1111	Diagnosed Elementary	4,000
1111	Hardwood Elementary	5,000
1111	Oak Ridge Elementary	5,000
1111	Orange Beach Elementary	0
1111	Maritime Dock Elementary	0
1131	Kidzie School	2,000
1151	High School	65,000
1155	International Baccalaureate	2,000
1171	Alternative School	3,000
1200	Gifted Education	1,500
1201	Special Education	0
1220	BSOL	0
1231	Vocational Education	1,200
1332	Child Center	0
1335	At-Risk Vocational	0
1661	Adult Education	3,500
2121	Guidance/Counseling	0
2127	Career Guidance	0
2131	Health Services	11,000
2201	Computer Technology	0
2217	21st Century/PASS	0
2221	Library Services	19,837
2331	Superintendent's Office	1,000
2411	Building Administration	1,200

2016-2017 Expenditure Assumptions

Function	Department	Regular Employees
2413	Special Services Administration	1,000
2415	Vocational Administration	10,000
2540	Operation of Plant	30,000
2546	Security	0
2552	Transportation	10,000
2601	Food Services	0
3123	Volunteer Services	0
3381	Parents As Teachers	500
3312	Early Childhood Intervention Program	0
3801	Lakes Park	0
4001	Headquarters for CDE and DDC Connection	60,000
Total		\$272,797

B. This budget allows for \$575,403 for maintenance and repair of all equipment in the District including copiers and computers. Paper costs are estimated at \$44,300.

C. Four new buses will be purchased in 2016-2017. We are also looking to purchase a used replacement bus for the one that was totaled in the accident last spring. Estimated cost \$390,000.

D. There is \$70,000 for architectural fees in this budget.

E. This budget provides for the following expenditures in:

Function	Location	Instructional Supplies	Computer Software	Textbooks
1111	Diagnosed Elementary	30,000	0	30,000
1111	Hardwood Elementary	20,000	0	7,000
1111	Oak Ridge Intermediate	20,000	0	20,000
1111	Orange Beach Elementary	20,000	0	20,000
1111	Maritime Dock Elementary	11,000	0	16,000
1131	Condemned Middle School	40,000	5,000	59,000
1151	Condemned High School	150,000	0	150,000
1155	International Baccalaureate	10,000	0	17,000
1171	Alternative School	16,500	0	8,500
1191	Regular Business School	5,000	0	0

2016-2017 Expenditure Assumptions

Function	Location	Instructional Supplies	Computer Software	Textbooks
1192	Juvvenile Justice Center	250	0	0
1210	Gifted Education	7,500	0	0
1221	Special Education	23,000	10,400	2,800
1251	Title I	75,000	0	0
1270	Eng for Speakers of Other Languages	1,500	0	0
1281	Special Ed/Early Childhood	6,000	0	0
1331	Vocational Education	70,000	0	20,000
1332	Child Center	500	0	0
1333	Vocational At-Risk	400	0	0
2121	Guidance and Counseling	20,180	0	40,000
2122	Vocational Guidance	3,000	0	0
2123	Computer Technology	6,000	0	0
2221	Library	21,562	0	39,707
	Library Books	0	0	77,712
	Newspapers / Periodicals	0	0	39,707
3012	Early Childhood Preschool Program	9,000	0	0
Total		\$699,256	\$12,400	\$499,222

F. This budget also provides \$572,000 in Computer Hardware. This is approximately 25% of the capital project budget excluding bond expenditures.

Debt Service

This budget assumes the following in Debt Service Expenditures:

- Pays \$2,435,235 in interest on outstanding bonds.
- Pays \$1,500,000 for Bonded Indebtedness Principal.
- Pays \$1,000 in administrative fees for bond and interest payments.

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Function	Department	Regular Employees
1111	Diagnosed Elementary	4,000
1111	Hardwood Elementary	5,000
1111	Oak Ridge Elementary	5,000
1111	Orange Beach Elementary	0
1111	Maritime Dock Elementary	0
1131	Kidzie School	2,000
1151	High School	65,000
1155	International Baccalaureate	2,000
1171	Alternative School	3,000
1200	Gifted Education	1,500
1201	Special Education	0
1220	BSOL	0
1231	Vocational Education	1,200
1332	Child Center	0
1335	At-Risk Vocational	0
1661	Adult Education	3,500
2121	Guidance/Counseling	0
2127	Career Guidance	0
2131	Health Services	11,000
2201	Computer Technology	0
2217	21st Century/PASS	0
2221	Library Services	19,837
2331	Superintendent's Office	1,000
2411	Building Administration	1,200

Function	Department	Regular Employees
2413	Special Services Administration	1,000
2415	Vocational Administration	10,000
2540	Operation of Plant	30,000
2546	Security	0
2552	Transportation	10,000
2601	Food Services	0
3123	Volunteer Services	0
3381	Parents As Teachers	500
3312	Early Childhood Intervention Program	0
3801	Lakes Park	0
4001	Headquarters for CDE and DDC Connection	60,000
Total		\$272,797

Function	Location	Instructional Supplies	Computer Software	Textbooks
1111	Diagnosed Elementary	30,000	0	30,000
1111	Hardwood Elementary	20,000	0	7,000
1111	Oak Ridge Intermediate	20,000	0	20,000
1111	Orange Beach Elementary	20,000	0	20,000
1111	Maritime Dock Elementary	11,000	0	16,000
1131	Condemned Middle School	40,000	5,000	59,000
1151	Condemned High School	150,000	0	150,000
1155	International Baccalaureate	10,000	0	17,000
1171	Alternative School	16,500	0	8,500
1191	Regular Business School	5,000	0	0

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Year	Country	Population (millions)	Urban population (millions)	Urban population (%)	Population growth rate (%)	Urban population growth rate (%)	Population growth rate (%)
1950	1950	1.0	0.1	10	1.0	1.0	1.0
1951	1951	1.0	0.1	10	1.0	1.0	1.0
1952	1952	1.0	0.1	10	1.0	1.0	1.0
1953	1953	1.0	0.1	10	1.0	1.0	1.0
1954	1954	1.0	0.1	10	1.0	1.0	1.0
1955	1955	1.0	0.1	10	1.0	1.0	1.0
1956	1956	1.0	0.1	10	1.0	1.0	1.0
1957	1957	1.0	0.1	10	1.0	1.0	1.0
1958	1958	1.0	0.1	10	1.0	1.0	1.0
1959	1959	1.0	0.1	10	1.0	1.0	1.0
1960	1960	1.0	0.1	10	1.0	1.0	1.0
1961	1961	1.0	0.1	10	1.0	1.0	1.0
1962	1962	1.0	0.1	10	1.0	1.0	1.0
1963	1963	1.0	0.1	10	1.0	1.0	1.0
1964	1964	1.0	0.1	10	1.0	1.0	1.0
1965	1965	1.0	0.1	10	1.0	1.0	1.0
1966	1966	1.0	0.1	10	1.0	1.0	1.0
1967	1967	1.0	0.1	10	1.0	1.0	1.0
1968	1968	1.0	0.1	10	1.0	1.0	1.0
1969	1969	1.0	0.1	10	1.0	1.0	1.0
1970	1970	1.0	0.1	10	1.0	1.0	1.0
1971	1971	1.0	0.1	10	1.0	1.0	1.0
1972	1972	1.0	0.1	10	1.0	1.0	1.0
1973	1973	1.0	0.1	10	1.0	1.0	1.0
1974	1974	1.0	0.1	10	1.0	1.0	1.0
1975	1975	1.0	0.1	10	1.0	1.0	1.0
1976	1976	1.0	0.1	10	1.0	1.0	1.0
1977	1977	1.0	0.1	10	1.0	1.0	1.0
1978	1978	1.0	0.1	10	1.0	1.0	1.0
1979	1979	1.0	0.1	10	1.0	1.0	1.0
1980	1980	1.0	0.1	10	1.0	1.0	1.0
1981	1981	1.0	0.1	10	1.0	1.0	1.0
1982	1982	1.0	0.1	10	1.0	1.0	1.0
1983	1983	1.0	0.1	10	1.0	1.0	1.0
1984	1984	1.0	0.1	10	1.0	1.0	1.0
1985	1985	1.0	0.1	10	1.0	1.0	1.0
1986	1986	1.0	0.1	10	1.0	1.0	1.0
1987	1987	1.0	0.1	10	1.0	1.0	1.0
1988	1988	1.0	0.1	10	1.0	1.0	1.0
1989	1989	1.0	0.1	10	1.0	1.0	1.0
1990	1990	1.0	0.1	10	1.0	1.0	1.0
1991	1991	1.0	0.1	10	1.0	1.0	1.0
1992	1992	1.0	0.1	10	1.0	1.0	1.0
1993	1993	1.0	0.1	10	1.0	1.0	1.0
1994	1994	1.0	0.1	10	1.0	1.0	1.0
1995	1995	1.0	0.1	10	1.0	1.0	1.0
1996	1996	1.0	0.1	10	1.0	1.0	1.0
1997	1997	1.0	0.1	10	1.0	1.0	1.0
1998	1998	1.0	0.1	10	1.0	1.0	1.0
1999	1999	1.0	0.1	10	1.0	1.0	1.0
2000	2000	1.0	0.1	10	1.0	1.0	1.0
2001	2001	1.0	0.1	10	1.0	1.0	1.0
2002	2002	1.0	0.1	10	1.0	1.0	1.0
2003	2003	1.0	0.1	10	1.0	1.0	1.0
2004	2004	1.0	0.1	10	1.0	1.0	1.0
2005	2005	1.0	0.1	10	1.0	1.0	1.0
2006	2006	1.0	0.1	10	1.0	1.0	1.0

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Year	Month	Day	Time	Location	Temperature (°C)	Humidity (%)	Wind Speed (km/h)	Wind Direction	Cloud Cover (%)	Visibility (km)	Pressure (hPa)	Notes
1991	01	01	00:00	Station 1	-10.0	85	10	SE	100	10	1015.0	
1991	01	01	01:00	Station 1	-10.5	85	10	SE	100	10	1015.0	
1991	01	01	02:00	Station 1	-11.0	85	10	SE	100	10	1015.0	
1991	01	01	03:00	Station 1	-11.5	85	10	SE	100	10	1015.0	
1991	01	01	04:00	Station 1	-12.0	85	10	SE	100	10	1015.0	
1991	01	01	05:00	Station 1	-12.5	85	10	SE	100	10	1015.0	
1991	01	01	06:00	Station 1	-13.0	85	10	SE	100	10	1015.0	
1991	01	01	07:00	Station 1	-13.5	85	10	SE	100	10	1015.0	
1991	01	01	08:00	Station 1	-14.0	85	10	SE	100	10	1015.0	
1991	01	01	09:00	Station 1	-14.5	85	10	SE	100	10	1015.0	
1991	01	01	10:00	Station 1	-15.0	85	10	SE	100	10	1015.0	
1991	01	01	11:00	Station 1	-15.5	85	10	SE	100	10	1015.0	
1991	01	01	12:00	Station 1	-16.0	85	10	SE	100	10	1015.0	
1991	01	01	13:00	Station 1	-16.5	85	10	SE	100	10	1015.0	
1991	01	01	14:00	Station 1	-17.0	85	10	SE	100	10	1015.0	
1991	01	01	15:00	Station 1	-17.5	85	10	SE	100	10	1015.0	
1991	01	01	16:00	Station 1	-18.0	85	10	SE	100	10	1015.0	
1991	01	01	17:00	Station 1	-18.5	85	10	SE	100	10	1015.0	
1991	01	01	18:00	Station 1	-19.0	85	10	SE	100	10	1015.0	
1991	01	01	19:00	Station 1	-19.5	85	10	SE	100	10	1015.0	
1991	01	01	20:00	Station 1	-20.0	85	10	SE	100	10	1015.0	
1991	01	01	21:00	Station 1	-20.5	85	10	SE	100	10	1015.0	
1991	01	01	22:00	Station 1	-21.0	85	10	SE	100	10	1015.0	
1991	01	01	23:00	Station 1	-21.5	85	10	SE	100	10	1015.0	
1991	01	02	00:00	Station 1	-22.0	85	10	SE	100	10	1015.0	
1991	01	02	01:00	Station 1	-22.5	85	10	SE	100	10	1015.0	
1991	01	02	02:00	Station 1	-23.0	85	10	SE	100	10	1015.0	
1991	01	02	03:00	Station 1	-23.5	85	10	SE	100	10	1015.0	
1991	01	02	04:00	Station 1	-24.0	85	10	SE	100	10	1015.0	
1991	01	02	05:00	Station 1	-24.5	85	10	SE	100	10	1015.0	
1991	01	02	06:00	Station 1	-25.0	85	10	SE	100	10	1015.0	
1991	01	02	07:00	Station 1	-25.5	85	10	SE	100	10	1015.0	
1991	01	02	08:00	Station 1	-26.0	85	10	SE	100	10	1015.0	
1991	01	02	09:00	Station 1	-26.5	85	10	SE	100	10	1015.0	
1991	01	02	10:00	Station 1	-27.0	85	10	SE	100	10	1015.0	
1991	01	02	11:00	Station 1	-27.5	85	10	SE	100	10	1015.0	
1991	01	02	12:00	Station 1	-28.0	85	10	SE	100	10	1015.0	
1991	01	02	13:00	Station 1	-28.5	85	10	SE	100	10	1015.0	

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Description		Debit	Credit	Balance
10/1/78	10/1/78			10/1/78
10/2/78	10/2/78			10/2/78
10/3/78	10/3/78			10/3/78
10/4/78	10/4/78			10/4/78
10/5/78	10/5/78			10/5/78
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12/7/78	12/7/78			12/7/78
12/8/78	12/8/78			12/8/78
12/9/78	12/9/78			12/9/78

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101-100-000-0004	0.00
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101-100-000-0039	0.00
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101-100-000-0051	0.00
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101-100-000-0059	0.00
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101-100-000-0065	0.00
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101-100-000-0067	0.00
101-100-000-0068	0.00
101-100-000-0069	0.00
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101-100-000-0072	0.00
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101-100-000-0074	0.00
101-100-000-0075	0.00
101-100-000-0076	0.00
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101-100-000-0098	0.00
101-100-000-0099	0.00
101-100-000-0100	0.00

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Dated : 6/21/2016 2016-2017
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Dated : 6/21/2016 2015-2017
Time : 09:27 Page 52

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Dated : 6/23/2016 2016-2017
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Year	Model	Engine	Power	Price	MPG City	MPG Hwy	MPG Comb
1991	4-cyl 1.6	gas	105	10,995	24	32	27
1991	4-cyl 1.6	gas	105	11,995	24	32	27
1991	4-cyl 1.6	gas	105	12,995	24	32	27
1991	4-cyl 1.6	gas	105	13,995	24	32	27
1991	4-cyl 1.6	gas	105	14,995	24	32	27
1991	4-cyl 1.6	gas	105	15,995	24	32	27
1991	4-cyl 1.6	gas	105	16,995	24	32	27
1991	4-cyl 1.6	gas	105	17,995	24	32	27
1991	4-cyl 1.6	gas	105	18,995	24	32	27
1991	4-cyl 1.6	gas	105	19,995	24	32	27
1991	4-cyl 1.6	gas	105	20,995	24	32	27
1991	4-cyl 1.6	gas	105	21,995	24	32	27
1991	4-cyl 1.6	gas	105	22,995	24	32	27
1991	4-cyl 1.6	gas	105	23,995	24	32	27
1991	4-cyl 1.6	gas	105	24,995	24	32	27
1991	4-cyl 1.6	gas	105	25,995	24	32	27
1991	4-cyl 1.6	gas	105	26,995	24	32	27
1991	4-cyl 1.6	gas	105	27,995	24	32	27
1991	4-cyl 1.6	gas	105	28,995	24	32	27
1991	4-cyl 1.6	gas	105	29,995	24	32	27
1991	4-cyl 1.6	gas	105	30,995	24	32	27
1991	4-cyl 1.6	gas	105	31,995	24	32	27
1991	4-cyl 1.6	gas	105	32,995	24	32	27
1991	4-cyl 1.6	gas	105	33,995	24	32	27
1991	4-cyl 1.6	gas	105	34,995	24	32	27
1991	4-cyl 1.6	gas	105	35,995	24	32	27
1991	4-cyl 1.6	gas	105	36,995	24	32	27
1991	4-cyl 1.6	gas	105	37,995	24	32	27
1991	4-cyl 1.6	gas	105	38,995	24	32	27
1991	4-cyl 1.6	gas	105	39,995	24	32	27
1991	4-cyl 1.6	gas	105	40,995	24	32	27
1991	4-cyl 1.6	gas	105	41,995	24	32	27
1991	4-cyl 1.6	gas	105	42,995	24	32	27
1991	4-cyl 1.6	gas	105	43,995	24	32	27
1991	4-cyl 1.6	gas	105	44,995	24	32	27
1991	4-cyl 1.6	gas	105	45,995	24	32	27
1991	4-cyl 1.6	gas	105	46,995	24	32	27
1991	4-cyl 1.6	gas	105	47,995	24	32	27
1991	4-cyl 1.6	gas	105	48,995	24	32	27
1991	4-cyl 1.6	gas	105	49,995	24	32	27
1991	4-cyl 1.6	gas	105	50,995	24	32	27
1991	4-cyl 1.6	gas	105	51,995	24	32	27
1991	4-cyl 1.6	gas	105	52,995	24	32	27
1991	4-cyl 1.6	gas	105	53,995	24	32	27
1991	4-cyl 1.6	gas	105	54,995	24	32	27
1991	4-cyl 1.6	gas	105	55,995	24	32	27
1991	4-cyl 1.6	gas	105	56,995	24	32	27
1991	4-cyl 1.6	gas	105	57,995	24	32	27
1991	4-cyl 1.6	gas	105	58,995	24	32	27
1991	4-cyl 1.6	gas	105	59,995	24	32	27
1991	4-cyl 1.6	gas	105	60,995	24	32	27
1991	4-cyl 1.6	gas	105	61,995	24	32	27
1991	4-cyl 1.6	gas	105	62,995	24	32	27
1991	4-cyl 1.6	gas	105	63,995	24	32	27
1991	4-cyl 1.6	gas	105	64,995	24	32	27
1991	4-cyl 1.6	gas	105	65,995	24	32	27
1991	4-cyl 1.6	gas	105	66,995	24	32	27
1991	4-cyl 1.6	gas	105	67,995	24	32	27
1991	4-cyl 1.6	gas	105	68,995	24	32	27
1991	4-cyl 1.6	gas	105	69,995	24	32	27
1991	4-cyl 1.6	gas	105	70,995	24	32	27
1991	4-cyl 1.6	gas	105	71,995	24	32	27
1991	4-cyl 1.6	gas	105	72,995	24	32	27
1991	4-cyl 1.6	gas	105	73,995	24	32	27
1991	4-cyl 1.6	gas	105	74,995	24	32	27
1991	4-cyl 1.6	gas	105	75,995	24	32	27
1991	4-cyl 1.6	gas	105	76,995	24	32	27
1991	4-cyl 1.6	gas	105	77,995	24	32	27
1991	4-cyl 1.6	gas	105	78,995	24	32	27
1991	4-cyl 1.6	gas	105	79,995	24	32	27
1991	4-cyl 1.6	gas	105	80,995	24	32	27
1991	4-cyl 1.6	gas	105	81,995	24	32	27
1991	4-cyl 1.6	gas	105	82,995	24	32	27
1991	4-cyl 1.6	gas	105	83,995	24	32	27
1991	4-cyl 1.6	gas	105	84,995	24	32	27
1991	4-cyl 1.6	gas	105	85,995	24	32	27
1991	4-cyl 1.6	gas	105	86,995	24	32	27
1991	4-cyl 1.6	gas	105	87,995	24	32	27
1991	4-cyl 1.6	gas	105	88,995	24	32	27
1991	4-cyl 1.6	gas	105	89,995	24	32	27
1991	4-cyl 1.6	gas	105	90,995	24	32	27
1991	4-cyl 1.6	gas	105	91,995	24	32	27
1991	4-cyl 1.6	gas	105	92,995	24	32	27
1991	4-cyl 1.6	gas	105	93,995	24	32	27
1991	4-cyl 1.6	gas	105	94,995	24	32	27
1991	4-cyl 1.6	gas	105	95,995	24	32	27
1991	4-cyl 1.6	gas	105	96,995	24	32	27
1991	4-cyl 1.6	gas	105	97,995	24	32	27
1991	4-cyl 1.6	gas	105	98,995	24	32	27
1991	4-cyl 1.6	gas	105	99,995	24	32	27
1991	4-cyl 1.6	gas	105	100,995	24	32	27
1991	4-cyl 1.6	gas	105	101,995	24	32	27
1991	4-cyl 1.6	gas	105	102,995	24	32	27
1991	4-cyl 1.6	gas	105	103,995	24	32	27
1991	4-cyl 1.6	gas	105	104,995	24	32	27
1991	4-cyl 1.6	gas	105	105,995	24	32	27
1991	4-cyl 1.6	gas	105	106,995	24	32	27
1991	4-cyl 1.6	gas	105	107,995	24	32	27
1991	4-cyl 1.6	gas	105	108,995	24	32	27
1991	4-cyl 1.6	gas	105	109,995	24	32	27
1991	4-cyl 1.6	gas	105	110,995	24	32	27
1991	4-cyl 1.6	gas	105	111,995	24	32	27
1991	4-cyl 1.6	gas	105	112,995	24	32	27
1991	4-cyl 1.6	gas	105	113,995	24	32	27
1991	4-cyl 1.6	gas	105	114,995	24	32	27
1991	4-cyl 1.6	gas	105	115,995	24	32	27
1991	4-cyl 1.6	gas	105	116,995	24	32	27
1991	4-cyl 1.6	gas	105	117,995	24	32	27
1991	4-cyl 1.6	gas	105	118,995	24	32	27
1991	4-cyl 1.6	gas	105	119,995	24	32	27
1991	4-cyl 1.6	gas	105	120,995	24	32	27
1991	4-cyl 1.6	gas	105	121,995	24	32	27
1991	4-cyl 1.6	gas	105	122,995	24	32	27
1991	4-cyl 1.6	gas	105	123,995	24	32	27
1991	4-cyl 1.6	gas	105	124,995	24	32	27
1991	4-cyl 1.6	gas	105	125,995	24	32	27
1991	4-cyl 1.6	gas	105	126,995	24	32	27
1991	4-cyl 1.6	gas	105	127,995	24	32	27
1991	4-cyl 1.6	gas	105	128,995	24	32	27
1991	4-cyl 1.6	gas	105	129,995	24	32	27
1991	4-cyl 1.6	gas	105	130,995	24	32	27
1991	4-cyl 1.6	gas	105	131,995	24	32	27
1991	4-cyl 1.6	gas	105	132,995	24	32	27
1991	4-cyl 1.6	gas	105	133,995	24	32	27
1991	4-cyl 1.6	gas	105	134,995	24	32	27
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1991	4-cyl 1.6	gas	105	141,995	24	32	27
1991	4-cyl 1.6	gas	105	142,995	24	32	27
1991	4-cyl 1.6	gas	105	143,995	24	32	27
1991	4-cyl 1.6	gas	105	144,995	24	32	27
1991	4-cyl 1.6	gas	105	145,995	24	32	27
1991	4-cyl 1.6	gas	105	146,995	24	32	27
1991	4-cyl 1.6	gas	105	147,995	24	32	27
1991	4-cyl 1.6	gas	105	148,995	24	32	27
1991	4-cyl 1.6	gas	105	149,995	24	32	27
1991	4-cyl 1.6	gas	105	150,995	24	32	27
1991	4-cyl 1.6	gas	105	151,995	24	32	27
1991	4-cyl 1.6	gas	105	152,995	24	32	27
1991	4-cyl 1.6	gas	105	153,995	24	32	27
1991	4-cyl 1.6	gas	105	154,995	24	32	27
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1991	4-cyl 1.6	gas	105	159,995	24	32	27
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1991	4-cyl 1.6	gas	105	161,995	24	32	27
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1991	4-cyl 1.6	gas	105	174,995	24	32	27
1991	4-cyl 1.6	gas	105	175,995	24	32	27
1991	4-cyl 1.6	gas	105	176,995	24	32	27
1991	4-cyl 1.6	gas	105	177,995	24	32	27
1991	4-cyl 1.6	gas	105	178,995	24	32	27
1991	4-cyl 1.6	gas	105	179,995	24	32	27
1991	4-cyl 1.6	gas	105	180,995	24	32	27
1991	4-cyl 1.6	gas	105	181,995	24	32	27
1991	4-cyl 1.6	gas					

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ALL REQUEST BRANDS		ALL REQUEST BRANDS		ALL REQUEST BRANDS		ALL REQUEST BRANDS		ALL REQUEST BRANDS	
Brand	Year	Year	Year	Year	Year	Year	Year	Year	Year
1961-1962	1963	1964	1965	1966	1967	1968	1969	1970	1971
1972	1973	1974	1975	1976	1977	1978	1979	1980	1981
1982	1983	1984	1985	1986	1987	1988	1989	1990	1991
1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
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2032	2033	2034	2035	2036	2037	2038	2039	2040	2041
2042	2043	2044	2045	2046	2047	2048	2049	2050	2051
2052	2053	2054	2055	2056	2057	2058	2059	2060	2061
2062	2063	2064	2065	2066	2067	2068	2069	2070	2071
2072	2073	2074	2075	2076	2077	2078	2079	2080	2081
2082	2083	2084	2085	2086	2087	2088	2089	2090	2091
2092	2093	2094	2095	2096	2097	2098	2099	2100	2101
2102	2103	2104	2105	2106	2107	2108	2109	2110	2111
2112	2113	2114	2115	2116	2117	2118	2119	2120	2121
2122	2123	2124	2125	2126	2127	2128	2129	2130	2131
2132	2133	2134	2135	2136	2137	2138	2139	2140	2141
2142	2143	2144	2145	2146	2147	2148	2149	2150	2151
2152	2153	2154	2155	2156	2157	2158	2159	2160	2161
2162	2163	2164	2165	2166	2167	2168	2169	2170	2171
2172	2173	2174	2175	2176	2177	2178	2179	2180	2181
2182	2183	2184	2185	2186	2187	2188	2189	2190	2191
2192	2193	2194	2195	2196	2197	2198	2199	2200	2201
2202	2203	2204	2205	2206	2207	2208	2209	2210	2211
2212	2213	2214	2215	2216	2217	2218	2219	2220	2221
2222	2223	2224	2225	2226	2227	2228	2229	2230	2231
2232	2233	2234	2235	2236	2237	2238	2239	2240	2241
2242	2243	2244	2245	2246	2247	2248	2249	2250	2251
2252	2253	2254	2255	2256	2257	2258	2259	2260	2261
2262	2263	2264	2265	2266	2267	2268	2269	2270	2271
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3252	3253	3254	3255	3256	3257	3258	3259	3260	3261
3262	3263	3264							

[illegible][illegible]

BOARD SELF-EVALUATION
Summer 2016

	Unknown	Disagree	Agree	Strongly Agree
1. My board expects change in the instructional practice of teachers as a routine feature of continuous school improvement.			///	//
2. My board expects change in the managerial practice of administrators as a routine feature of continuous school improvement.			////	/
3. My board expects change in the governance practice of the school board as a routine feature of continuous school improvement.		/	//	//
4. My board welcomes change in instructional, administrative, and governance practices.			///	//
5. My board made changes in its governance practices during the past year.		/	//	//
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.		/	///	/
7. My board is committed to ongoing professional development for the board.		/	////	
8. My school board's own professional development is selected to address governance challenges identified by student performance data and board self-evaluation.		/	///	/
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.			///	//
10. My board always seeks pertinent data and information prior to making a decision or taking action.			/	////
11. The data I receive from my superintendent and staff is delivered in a form or manner that makes sense to me.			/	////
12. The data my board receives is of sufficient quantity (amount) to be helpful to my decision-making.				////
13. I can find my district's state-published student performance data on DESE's website.			/	////
14. The data my board receives is sufficiently specific/pertinent to the issue(s) under consideration to be helpful to my decision-making.				////

	Unknown	Disagree	Agree	Strongly Agree
15. My board never receives reporting data or information without considering whether it requires a response.			///	//
16. My board always consults district policy before making a decision or taking an action.			/	////
17. My board views superintendent recommendations as one of several types of information used in governance decision making.				////
18. My board does not protect "sacred cow" programs unless there is data or information showing that program's effectiveness.			/	////
19. My board routinely, accurately, and publicly reports the status of district finances.				////
20. My board receives an annual presentation from an independent financial auditor as part of an open meeting.				////
21. I know the proportions of federal, state, and local funds my district receives as revenue.				////
22. I know or can find the performance standards currently used by DESE to determine the district's accreditation level.				////
23. My district's mission statement is meaningful.				////
24. My district's mission statement is focused on student achievement.				////
25. My district's mission statement reflects the board's vision and beliefs.				////
26. My board meets at least annually for the specific purpose of identifying superintendent performance goals for the coming year.				////
27. My board meets at least annually for the specific purpose of identifying board goals for the coming year.				////
28. At least once every five years, my board considers every part of the strategic plan in a collaborative revision process.				////
29. My board includes specific objectives, strategies, and action steps for itself as a part of the district strategic plan.			//	///

	Unknown	Disagree	Agree	Strongly Agree
30. My district's strategic plan identifies specific evidences/documents to be used in measuring progress toward meeting strategic plan goals.			/	////
31. My board expects and receives reports throughout the year showing the ongoing progress in the measured execution of strategic plan goals.			/	////
32. I can name specific projects and programs at the classroom level that are the result of the board-approved district strategic plan.			///	//
33. My district's strategic plan contains goals and objectives that exceed minimum performance requirements from the state or federal governments.			/	////
34. My board requires meeting agenda items to be connected to the strategic plan, to policy, or to other governing documents whenever possible.			/	////
35. Creation of the proposed board meeting agenda is a collaborative effort between the superintendent and board president.			//	///
36. My requests for the inclusion of agenda items are generally granted.			//	///
37. Board member requests for the inclusion of agenda items are not refused without reasonable explanation.	/		/	///
38. I refer citizen inquiries regarding board meeting agendas to the Superintendent's Office or to the board president.			/	////
39. My board conducts itself in a polite, professional manner during board meetings.				////
40. If I need help from the district, I make my request to the superintendent.				////
41. My board routinely and publicly recognizes the separation between management and governance.				////
42. My board does not manage/micromanage district affairs.			/	////
43. District staff is directly accountable to the superintendent, not the board.				////
44. I feel my opinion is valued by my fellow board members.			/	////

	Unknown	Disagree	Agree	Strongly Agree
45. I feel my opinion is valued by my superintendent.			/	////
46. I feel welcome to express my view during board meetings.			/	////
47. My board president works hard to prevent a minority of board members from dominating board meetings and work.				////
48. I feel my board is respected by district staff.				////
49. My board routinely recognizes student excellence.			/	////
50. My board routinely recognizes staff excellence.				////
51. I feel the viewpoint and opinion of my board colleagues are equally important as my own.				////
52. My board is fair.				////
53. My board does not hold grudges.			/	///
54. My board respects the authority of the superintendent over his or her staff.				////
55. The superintendent is the only district employee directly accountable to the board.				////
56. I keep closed session and other confidential information to myself.				////
57. My colleagues on the board can be trusted with confidential information.			/	///
58. Keeping information confidential when appropriate is not a problem on my board.				////