

Agenda

1. Roll call and call to order.
2. Invocation - Kent Lemons, and Pledge of Allegiance - Shannon Wilmeth.
3. Recognitions - Sterling School Board (Oklahoma School Board Appreciation Month)
4. Discussion/Approval Items
 - 4.1. Consent agenda: All of the following items, which concern reports and items of a routine nature normally approved, will be approved by one vote, unless any board member desires to have a separate vote on any or all of these items. The consent agenda consists of the discussion, consideration, and approval of the following items:
 - 4.1.1. Approve minutes of the previous meetings.
 - 4.1.2. Approve financial statements.
 - 4.1.3. Approve purchase orders and warrants for the following funds: general, building, sinking, and any change order list.
 - 4.1.4. Approve activity accounts.
 - 4.2. Vote to convene into executive session to discuss the evaluation of the superintendent for the 2020-2021 school year. 25 O.S. SEC .307 (B) (1).
 - 4.3. Acknowledge the return of the Board to open session and announce executive session minutes compliance.
 - 4.4. Discussion and possible vote to approve the action taken on the Superintendent's contract.
 - 4.5. Discussion and possible vote to approve the TLE Qualitative Evaluation Waiver and Assurances as granted by the Oklahoma State Department of Education.
 - 4.6. Vote to declare removed water fountains and the maintenance building air compressor as surplus.
 - 4.7. Discussion and possible vote to extend the unused Family First Corona Virus Response Act leave through the end of the school year.
 - 4.8. Discussion and possible vote to accept Chisim Youngstedt as a volunteer coach upon completion of the OSSAA requirements.
5. Administrative reports.
 - 5.1. Principal Reports
6. Superintendent report - Grants, School Safety, Maintenance, Hail Damage Repair, Mid Year Allocation and COVID 19 Money
7. New business.
8. Vote to adjourn

Board Of Education Agenda- Regular Meeting

Monday, December 7, 2020 7:00 PM

Sterling Public Schools Library, 400 S 2nd Street, Sterling, OK 73567

Attendance Taken at 7:01 PM.

Jeff Milam: Present

Brian Moore: Present

Shawn Nunley: Absent

Candra Turpin: Present

Shannon Wilmeth: Absent

Present: 3, Absent: 2.

1. Roll call and call to order.
2. Invocation – Kent Lemons, and Pledge of Allegiance - Brian Moore.
3. Recognitions - Sterling STAR Awards

Shawn Nunley arrived at 7:19 pm.

4. Discussion/Approval Items

consent Passed with a motion by Jeff Milam and a second by Brian Moore.

Shawn Nunley: Present, Shannon Wilmeth: Absent, Jeff Milam: Yea, Brian Moore: Yea,
Candra Turpin: Yea

Yea: 4, Nay: 0, Absent: 1

4.1. Consent agenda: All of the following items, which concern reports and items of a routine nature normally approved, will be approved by one vote, unless any board member desires to have a separate vote on any or all of these items the consent agenda consists of the discussion, consideration, and approval of the following items:

4.1.1. Approve minutes of the previous meetings.

4.1.2. Approve financial statements.

4.1.3. Approve transfers within activity account.

4.1.4. Approve purchase orders and warrants for the following funds: general, building, sinking, and any change order list.

4.1.5. Approve activity accounts.

4.1.6. Approve resignations.

4.1.7. Discussion and possible vote for the proposed officers of the Oklahoma Public School Investment Interlocal Cooperative.

4.2. Discussion and possible vote to approve the 2019-2020 Audit Findings conducted by Sanders, Bledsoe, & Hewett.

Motion to approve the 2019-2020 Audit Findings conducted by Sanders, Bledsoe, & Hewett Passed with a motion by Jeff Milam and a second by Brian Moore.

Shawn Nunley: Present, Shannon Wilmeth: Absent, Jeff Milam: Yea, Brian Moore: Yea, Candra Turpin: Yea

Yea: 4, Nay: 0, Absent: 1

5. Administrative reports.

5.1. Principal Reports

6. Superintendent report - School Report Cards, Superintendent evaluation, Upcoming Meetings Dec. 7, Jan. 14, Feb. 11, all at 7:00 pm, Pixellot

7. New business.

8. Vote to adjourn

Motion to adjourn at 7:34 pm Passed with a motion by Shawn Nunley and a second by Brian Moore.

Shawn Nunley: Present, Shannon Wilmeth: Absent, Jeff Milam: Yea, Brian Moore: Yea, Candra Turpin: Yea

Yea: 4, Nay: 0, Absent: 1

Chairperson

Superintendent

Sterling Schools Revenue Analysis

Options: Type of Revenue: Estimated, As Of Date: 12/31/2020

	Estimated Revenue	Revenue Collected	Revenue Receivable	Unappropriated Receipts	% Rev Collected	Current Month
Fund - 11 GEN FUND-FOR OP						
Series - 1000						
Source - 1110 AD VALOREM TAX LEVY (CURRENT)	\$368,046.91	\$28,625.21	\$339,421.70	\$0.00	7.78%	\$28,192.19
Source - 1120 AD VALOREM TAX LEVY (PR.YRS)	\$12,000.00	\$8,642.47	\$3,357.53	\$0.00	72.02%	\$0.00
Source - 1130 REVENUE IN LIEU OF TAXES	\$2,000.00	\$0.00	\$2,000.00	\$0.00	0.00%	\$0.00
Source - 1310 INTEREST EARNINGS	\$3,000.00	\$1,785.87	\$1,214.13	\$0.00	59.53%	\$287.67
Source - 1410 RENTAL OF SCHOOL FACILITIES	\$500.00	\$0.00	\$500.00	\$0.00	0.00%	\$0.00
Source - 1440 SALES OF EQUIP,SERV,& MATERIAL	\$2,940.00	\$0.00	\$2,940.00	\$0.00	0.00%	\$0.00
Source - 1530 DAMAGES TO SCHOOL PROPERTY	\$0.00	\$406.72	\$0.00	\$406.72	N/A	\$37.00
Source - 1590 MISCELLANEOUS REIMBURSEMENTS	\$20,000.00	\$1,611.64	\$18,388.36	\$0.00	8.06%	\$0.00
Source - 1610 CONTRIBUTIONS/DONATIONS-PRIV.	\$10,000.00	\$12,000.00	\$0.00	\$2,000.00	120.00%	\$0.00
Source - 1710 STUDENTS' LUNCHES	\$24,685.14	\$4,675.10	\$20,010.04	\$0.00	18.94%	\$3.00
Source - 1720 ALA CARTE	\$2,268.50	\$38.00	\$2,230.50	\$0.00	1.68%	\$0.00
Source - 1730 ADULT LUNCHES/BREAKFASTS	\$2,758.25	\$1,747.80	\$1,010.45	\$0.00	63.37%	\$489.70
Series - 1000 Total	\$448,198.80	\$59,532.81	\$391,072.71	\$2,406.72	13.28%	\$29,009.56
Series - 2000						
Source - 2100 COUNTY 4 MILL AD VALOREM TAX	\$51,969.18	\$4,241.85	\$47,727.33	\$0.00	8.16%	\$2,922.92
Source - 2200 COUNTY APPORT. (MORTGAGE TAX)	\$10,285.26	\$6,384.43	\$3,900.83	\$0.00	62.07%	\$1,000.77
Source - 2300 RESALE OF PROPERTY FUND DIST.	\$0.00	\$3,486.67	\$0.00	\$3,486.67	N/A	\$0.00
Series - 2000 Total	\$62,254.44	\$14,112.95	\$51,628.16	\$3,486.67	22.67%	\$3,923.69
Series - 3000						
Source - 3110 GROSS PRODUCTION TAX	\$344.34	\$79.58	\$264.76	\$0.00	23.11%	\$14.79
Source - 3120 MOTOR VEHICLE COLLECTIONS	\$133,285.56	\$69,747.51	\$63,538.05	\$0.00	52.33%	\$9,312.78
Source - 3130 RURAL ELECTRIC COOP.TAX	\$70,251.93	\$35,059.02	\$35,192.91	\$0.00	49.90%	\$5,192.29
Source - 3140 STATE SCHOOL LAND EARNINGS	\$50,579.31	\$24,521.71	\$26,057.60	\$0.00	48.48%	\$3,126.46
Source - 3150 VEHICLE TAX STAMPS	\$379.92	\$172.25	\$207.67	\$0.00	45.34%	\$27.21
Source - 3210 FOUNDATION AND SALARY INCEN.	\$1,463,529.67	\$658,591.12	\$804,938.55	\$0.00	45.00%	\$131,718.22
Source - 3250 EDUCATION FLEX.BENEFIT ALLOW.	\$315,515.28	\$131,853.72	\$183,661.56	\$0.00	41.79%	\$18,268.22
Source - 3415 READING SUFFICIENCE ACT	\$0.00	\$2,934.00	\$0.00	\$2,934.00	N/A	\$2,934.00
Source - 3420 STATE TEXTBOOK	\$16,542.77	\$16,542.77	\$0.00	\$0.00	100.00%	\$0.00
Source - 3720 STATE MATCHING	\$903.34	\$0.00	\$903.34	\$0.00	0.00%	\$0.00
Source - 3811 COMP. HS VOC. SALARY REIM.	\$11,200.00	\$6,060.00	\$5,140.00	\$0.00	54.11%	\$4,230.00
Source - 3812 VOC. PROG. INCENTIVE ASSIST.	\$15,481.00	\$9,482.00	\$5,999.00	\$0.00	61.25%	\$4,741.00
Series - 3000 Total	\$2,078,013.12	\$955,043.68	\$1,125,903.44	\$2,934.00	45.96%	\$179,564.97
Series - 4000						
Source - 4130 TITLE VIII-IMPACT AID	\$4,000.00	\$0.00	\$4,000.00	\$0.00	0.00%	\$0.00
Source - 4140 TITLE VII INDIAN EDUCATION	\$11,531.00	\$5,350.01	\$6,180.99	\$0.00	46.40%	\$5,350.01

Sterling Schools

Revenue Analysis

Options: Type of Revenue: Estimated, As Of Date: 12/31/2020

	Estimated Revenue	Revenue Collected	Revenue Receivable	Unappropriated Receipts	% Rev Collected	Current Month
Source - 4180 TITLE VI SMALL RURAL SCHOOL	\$23,228.00	\$5,001.88	\$18,226.12	\$0.00	21.53%	\$4,500.45
Source - 4210 TITLE I-BASIC PROGRAM	\$46,229.00	\$19,238.98	\$26,990.02	\$0.00	41.62%	\$0.00
Source - 4271 TITLE II PART A TEACHER/PRIN T	\$12,147.00	\$8,656.25	\$3,490.75	\$0.00	71.26%	\$8,656.25
Source - 4310 INDIV.WITH DISABIL.IDEA --B	\$64,935.00	\$34,107.86	\$30,827.14	\$0.00	52.53%	\$12,900.52
Source - 4340 PRESCHOOL AGES 3-5 IDEA-B	\$1,821.00	\$1,821.70	\$0.00	\$0.70	100.04%	\$0.00
Source - 4442 TITLE IV LEAS FORMULA	\$10,000.00	\$0.00	\$10,000.00	\$0.00	0.00%	\$0.00
Source - 4689 OTHER MISC. SOURCES OF FED.REV	\$38,000.00	\$30,849.84	\$7,150.16	\$0.00	81.18%	\$22,882.27
Source - 4710 LUNCHES	\$25,610.82	\$41,346.48	\$0.00	\$15,735.66	161.44%	\$7,038.28
Source - 4720 BREAKFASTS	\$9,069.19	\$15,279.86	\$0.00	\$6,210.67	168.48%	\$3,075.86
Source - 4821 EQUALIZATION (CARL PERKINS)	\$3,500.00	\$0.00	\$3,500.00	\$0.00	0.00%	\$0.00
Series - 4000 Total	\$250,071.01	\$161,652.86	\$110,365.18	\$21,947.03	64.64%	\$64,403.64
Series - 5000						
Source - 5100 Return of Assets	\$10,000.00	\$0.00	\$10,000.00	\$0.00	0.00%	\$0.00
Source - 5160 ACTIVITY FUND REIMBURSEMENT	\$0.00	\$7,800.00	\$0.00	\$7,800.00	N/A	\$0.00
Source - 5600 CORRECTING ENTRY	\$0.00	\$0.00	\$0.00	\$0.00	N/A	\$0.00
Series - 5000 Total	\$10,000.00	\$7,800.00	\$10,000.00	\$7,800.00	78.00%	\$0.00
Series - 6000						
Source - 6110 CASH FORWARD-SURPLUS CASH FWD.	\$365,299.10	\$0.00	\$365,299.10	\$0.00	0.00%	\$0.00
Series - 6000 Total	\$365,299.10	\$0.00	\$365,299.10	\$0.00	0.00%	\$0.00
Fund - 11 GEN FUND-FOR OP Total	\$3,213,836.47	\$1,198,142.30	\$2,054,268.59	\$38,574.42	37.28%	\$276,901.86

Sterling Schools

Revenue Analysis

Options: Type of Revenue: Estimated, As Of Date: 12/31/2020

	Estimated Revenue	Revenue Collected	Revenue Receivable	Unappropriated Receipts	% Rev Collected	Current Month
Fund - 21 Building						
Series - 1000						
Source - 1110 AD VALOREM TAX LEVY (CURRENT)	\$52,601.09	\$4,091.35	\$48,509.74	\$0.00	7.78%	\$4,029.46
Source - 1120 AD VALOREM TAX LEVY (PR.YRS)	\$0.00	\$1,234.98	\$0.00	\$1,234.98	N/A	\$0.00
Source - 1310 INTEREST EARNINGS	\$0.00	\$27.97	\$0.00	\$27.97	N/A	\$2.61
Series - 1000 Total	\$52,601.09	\$5,354.30	\$48,509.74	\$1,262.95	10.18%	\$4,032.07
Series - 6000						
Source - 6110 CASH FORWARD-SURPLUS CASH FWD.	\$66,870.43	\$0.00	\$66,870.43	\$0.00	0.00%	\$0.00
Series - 6000 Total	\$66,870.43	\$0.00	\$66,870.43	\$0.00	0.00%	\$0.00
Fund - 21 Building Total	\$119,471.52	\$5,354.30	\$115,380.17	\$1,262.95	4.48%	\$4,032.07

Sterling Schools

Revenue Analysis

Options: Type of Revenue: Estimated, As Of Date: 12/31/2020

	Estimated Revenue	Revenue Collected	Revenue Receivable	Unappropriated Receipts	% Rev Collected	Current Month
Fund - 31 BOND FUND						
Series - 1000						
Source - 1310 INTEREST EARNINGS	\$0.00	\$74.21	\$0.00	\$74.21	N/A	\$5.65
Series - 1000 Total	\$0.00	\$74.21	\$0.00	\$74.21	N/A	\$5.65
Series - 6000						
Source - 6110 CASH FORWARD-SURPLUS CASH FWD.	\$79,167.10	\$0.00	\$79,167.10	\$0.00	0.00%	\$0.00
Series - 6000 Total	\$79,167.10	\$0.00	\$79,167.10	\$0.00	0.00%	\$0.00
Fund - 31 BOND FUND Total	\$79,167.10	\$74.21	\$79,167.10	\$74.21	0.09%	\$5.65

Sterling Schools

Revenue Analysis

Options: Type of Revenue: Estimated, As Of Date: 12/31/2020

	Estimated Revenue	Revenue Collected	Revenue Receivable	Unappropriated Receipts	% Rev Collected	Current Month
Fund - 41 Sinking						
Series - 1000						
Source - 1110 AD VALOREM TAX LEVY (CURRENT)	\$0.00	\$6,017.25	\$0.00	\$6,017.25	N/A	\$5,922.84
Source - 1120 AD VALOREM TAX LEVY (PR.YRS)	\$0.00	\$1,921.69	\$0.00	\$1,921.69	N/A	\$0.00
Source - 1310 INTEREST EARNINGS	\$0.00	\$83.66	\$0.00	\$83.66	N/A	\$7.33
Series - 1000 Total	\$0.00	\$8,022.60	\$0.00	\$8,022.60	N/A	\$5,930.17
Fund - 41 Sinking Total	\$0.00	\$8,022.60	\$0.00	\$8,022.60	N/A	\$5,930.17

Sterling Schools

Revenue Analysis

Options: Type of Revenue: Estimated, As Of Date: 12/31/2020

	Estimated Revenue	Revenue Collected	Revenue Receivable	Unappropriated Receipts	% Rev Collected	Current Month
Fund - 60 SCHOOL ACTIVITY FNDS						
Series - 1000						
Source - 1310 INTEREST EARNINGS	\$0.00	\$130.66	\$0.00	\$130.66	N/A	\$24.14
Source - 1460 COMMISSIONS	\$0.00	\$1,763.30	\$0.00	\$1,763.30	N/A	\$1,653.30
Source - 1540 LOST TEXTBOOKS	\$0.00	\$47.00	\$0.00	\$47.00	N/A	\$0.00
Source - 1610 CONTRIBUTIONS/DONATIONS-PRIV.	\$0.00	\$1,491.17	\$0.00	\$1,491.17	N/A	\$250.00
Source - 1810 ADMISSIONS	\$0.00	\$4,338.00	\$0.00	\$4,338.00	N/A	\$2,022.00
Source - 1870 STATE PLAY-OFF REVENUE	\$0.00	\$4,605.00	\$0.00	\$4,605.00	N/A	\$0.00
Source - 1880 SUPPLIES & MAT.SOLD TO STUD.	\$0.00	\$620.00	\$0.00	\$620.00	N/A	\$0.00
Source - 1890 OTHER ATHLETIC REVENUE	\$0.00	\$6,092.40	\$0.00	\$6,092.40	N/A	\$1,620.00
Source - 1910 ADMISSIONS	\$0.00	\$7,743.00	\$0.00	\$7,743.00	N/A	\$400.00
Source - 1920 CONCESSION SALES	\$0.00	\$17,724.42	\$0.00	\$17,724.42	N/A	\$2,619.00
Source - 1950 RESALE MERCH.(NOT STU. STORE)	\$0.00	\$84,688.15	\$0.00	\$84,688.15	N/A	\$5,964.00
Source - 1971 FEES OR DUES	\$0.00	\$8,192.00	\$0.00	\$8,192.00	N/A	\$2,640.00
Source - 1990 OTHER SCHOOL ACT.FUND RECEIPTS	\$0.00	\$4,262.00	\$0.00	\$4,262.00	N/A	\$268.00
Series - 1000 Total	\$0.00	\$141,697.10	\$0.00	\$141,697.10	N/A	\$17,460.44
Series - 5000						
Source - 5120 CASH OR CHANGE	\$0.00	\$300.00	\$0.00	\$300.00	N/A	\$200.00
Series - 5000 Total	\$0.00	\$300.00	\$0.00	\$300.00	N/A	\$200.00
Series - 6000						
Source - 6140 ESTOPPED WARRANTS BY STATUTES	\$0.00	\$1,000.00	\$0.00	\$1,000.00	N/A	\$0.00
Series - 6000 Total	\$0.00	\$1,000.00	\$0.00	\$1,000.00	N/A	\$0.00
Fund - 60 SCHOOL ACTIVITY FNDS Total	\$0.00	\$142,997.10	\$0.00	\$142,997.10	N/A	\$17,660.44

Sterling Schools Revenue Analysis

Options: Type of Revenue: Estimated, As Of Date: 12/31/2020

	Estimated Revenue	Revenue Collected	Revenue Receivable	Unappropriated Receipts	% Rev Collected	Current Month
Fund - 86 HAIL STORM INSURANCE CLAIM						
Series - 1000						
Source - 1510 INSURANCE LOSS RECOVERIES	\$0.00	\$88,912.91	\$0.00	\$88,912.91	N/A	\$0.00
Series - 1000 Total	\$0.00	\$88,912.91	\$0.00	\$88,912.91	N/A	\$0.00
Fund - 86 HAIL STORM INSURANCE CLAIM Total	\$0.00	\$88,912.91	\$0.00	\$88,912.91	N/A	\$0.00

Sterling Schools

Revenue Analysis

Options: Type of Revenue: Estimated, As Of Date: 12/31/2020

	Estimated Revenue	Revenue Collected	Revenue Receivable	Unappropriated Receipts	% Rev Collected	Current Month
Report Total	\$3,412,475.09	\$1,443,503.42	\$2,248,815.86	\$279,844.19	42.30%	\$304,530.19

**TREASURER'S CASH BALANCES
AS OF DECEMBER 31, 2020**

FNB OF FLETCHER

CHECKING .40

ACTIVITY FUND		\$139,338.69
GENERAL FUND		-\$6,278.76
BUILDING FUND		\$26,769.08
BOND FUND		\$57,867.62
BOND TRANSPORATION FUND		\$0.00
SINKING FUND		\$78,817.21
INSURANCE FUND		-\$3,357.09
		\$293,156.75

CD'S

GENERAL FUND (#7713)			
MATURES 6/10/21 1.50%	\$100,000.00		
GENERAL FUND (#7725)			
MATURES 4/17/21 2.00%	\$100,000.00		
			<u>\$200,000.00</u>

TOTAL CASH @ FNB OF FLETCHER **\$493,156.75**

TOTAL PLEDGES AS OF 12/31/2020 **\$2,150,000.00**

LIBERTY NATIONAL BANK

GENERAL FUND MATURES (1283) 1/8/2021 2.00%		\$100,001.64
GENERAL FUND		\$293,721.24
BUILDING FUND		\$26,769.08
BOND FUND		\$57,867.62
BOND TRANSPORATION FUND		\$0.00
SINKING FUND		\$78,817.21
INSURANCE FUND		-\$3,357.09
ACTIVITY FUND		\$139,338.69
		\$593,156.75

Board Meeting Date: JANUARY 14, 2020

FY 21 BUILDING FUND

FY 21 GENERAL FUND

Vote to approve purchase orders #176 through #177 in the amount of \$200.30

Vote to approve warrants #468 through #583 in the amount of \$241329.59

FY 21 INSURANCE FUND

Vote to approve purchase orders #3 in the amount of \$17640.00

FY 21 BOND FUND

Sterling Schools
Encumbrance Register**Options:** Year: 2020-2021, Date Range: 7/1/2020 - 6/30/2021, PO Range: 176 - 999, Fund Codes: 11

Fund	PO No	Date	Vendor No	Vendor	Description	Amount
11	176	12/15/2020	260	MAUDIE ELIZABETH DAVIS	REFUND LUNCHES	50.30
11	177	01/05/2021	22339	CPI	SPED RECERTIFICATION	150.00
Non-Payroll Total:						\$200.30
Payroll Total:						\$0.00
Balance Forward:						\$0.00
Report Total:						\$200.30

Sterling Schools Payment Register

Options: Year: 2020-2021, Fund: GEN FUND-FOR OP, Date Range: 12/1/2020 - 12/31/2020, Print Payroll Payments: True

Year	Fund	No	Date	Vendor	Date Type	Date Voided	Date Registered	Clearing Date	Clearing No	Amount
2021	11	468	12/03/2020	ALLIANCE NETWORK SOLUTIONS, LLC			12/3/2020	12/31/2020	6	\$2,568.00
2021	11	469	12/03/2020	AFC			12/3/2020	12/31/2020	6	\$75.00
2021	11	470	12/03/2020	APPLE STORE			12/3/2020	12/31/2020	6	\$598.00
2021	11	471	12/03/2020	BEN E KEITH			12/3/2020	12/31/2020	6	\$4,497.68
2021	11	472	12/03/2020	BENNETT'S			12/3/2020	12/31/2020	6	\$674.72
2021	11	473	12/03/2020	SHANE BURK GLASS AND MIRROR			12/3/2020	12/31/2020	6	\$252.68
2021	11	474	12/03/2020	RACHEL BUSH			12/3/2020	12/31/2020	6	\$2,000.00
2021	11	475	12/03/2020	CHARLES PUCCIO			12/3/2020	12/31/2020	6	\$405.00
2021	11	476	12/03/2020	FLOOR TECH JANITORIAL			12/3/2020	12/31/2020	6	\$645.05
2021	11	477	12/03/2020	HILAND			12/3/2020	12/31/2020	6	\$2,153.09
2021	11	478	12/03/2020	HOLT ELECTRIC LLC			12/3/2020	12/31/2020	6	\$160.00
2021	11	479	12/03/2020	JOHNSON PLUMBING			12/3/2020	12/31/2020	6	\$100.00
2021	11	480	12/03/2020	OTA PIKEPASS CUSTOMER SERVICE			12/3/2020	12/31/2020	6	\$14.20
2021	11	481	12/03/2020	PUBLIC SERVICE CO. OF OKLAHOMA			12/3/2020	12/31/2020	6	\$1,553.40
2021	11	482	12/03/2020	RENAISSANCE LEARNING, INC			12/3/2020	12/31/2020	6	\$4,594.50
2021	11	483	12/03/2020	ROBERTSON THERAPY SERVICES, LLC			12/3/2020	12/31/2020	6	\$660.00
2021	11	484	12/03/2020	SPARKLETS & SIERRA SPRINGS			12/3/2020	12/31/2020	6	\$263.52
2021	11	485	12/03/2020	STERLING PUB. WORKS AUTHORITY			12/3/2020	12/31/2020	6	\$555.05
2021	11	486	12/04/2020	AMERICAN FIDELITY ASSURANCE CO	R		12/4/2020	12/31/2020	6	\$3,731.63
2021	11	487	12/04/2020	AMERICAN FIDELITY ASSURANCE CO	R		12/4/2020	12/31/2020	6	\$741.66
2021	11	488	12/04/2020	American Fidelity HSA Admin	R		12/4/2020	12/31/2020	6	\$100.00
2021	11	489	12/04/2020	CCOSA	R		12/4/2020	12/31/2020	6	\$102.00
2021	11	490	12/04/2020	INTERNAL REVENUE SERVICE	R		12/4/2020	12/31/2020	6	\$31,373.83
2021	11	491	12/04/2020	FNB OF FLETCHER	R		12/4/2020	12/31/2020	6	\$102,284.70
2021	11	492	12/04/2020	EMPLOYEE DEPOSIT ACCOUNT	R		12/4/2020	12/31/2020	6	\$1,265.00
2021	11	493	12/04/2020	OMES	R		12/4/2020	12/31/2020	6	\$34,660.86
2021	11	494	12/04/2020	OKLAHOMA TAX COMMISSION	R		12/4/2020	12/31/2020	6	\$4,825.00
2021	11	495	12/04/2020	OK TEACHERS' RETIREMENT SYSTEM	R		12/4/2020	12/31/2020	6	\$23,981.74
2021	11	496	12/04/2020	PROFESSIONAL OK. EDUCATORS FOU	R		12/4/2020	12/31/2020	6	\$168.00
2021	11	497	12/04/2020	STERLING CHILD NUTRITION FUND	R		12/4/2020	12/31/2020	6	\$489.70
2021	11	498	12/04/2020	TEXAS LIFE INS COMPANY	R		12/4/2020	12/31/2020	6	\$560.35
2021	11	499	12/04/2020	UNUM Life Insurance	R		12/4/2020	12/31/2020	6	\$189.63
2021	11	500	12/04/2020	CHRISSEY ALCORN	PD		12/4/2020			\$0.00
2021	11	501	12/04/2020	GARY B BARRETT	PD		12/4/2020			\$0.00
2021	11	502	12/04/2020	GINA K BARRETT	PD		12/4/2020			\$0.00
2021	11	503	12/04/2020	SHEILA BARTLETT	PD		12/4/2020			\$0.00
2021	11	504	12/04/2020	TAMRA BARTLETT	PD		12/4/2020			\$0.00
2021	11	505	12/04/2020	TIMOTHY BLACK	PD		12/4/2020			\$0.00
2021	11	506	12/04/2020	LETISHA BREAK	PD		12/4/2020			\$0.00
2021	11	507	12/04/2020	KARLI BRIDGES	PD		12/4/2020			\$0.00
2021	11	508	12/04/2020	KELLEY BRIDGES	PD		12/4/2020			\$0.00
2021	11	509	12/04/2020	RONITA BRIDGES	PD		12/4/2020			\$0.00
2021	11	510	12/04/2020	LISA BYRD	PD		12/4/2020			\$0.00
2021	11	511	12/04/2020	ANNETTE COOK	PD		12/4/2020			\$0.00
2021	11	512	12/04/2020	GEORGIA CROKE	PD		12/4/2020			\$0.00
2021	11	513	12/04/2020	ANNA F CURRY	PD		12/4/2020			\$0.00
2021	11	514	12/04/2020	MARTIN CURRY	PD		12/4/2020			\$0.00
2021	11	515	12/04/2020	MAUDIE ELIZABETH DAVIS	PD		12/4/2020			\$0.00
2021	11	516	12/04/2020	PENNY FASSETT	PD		12/4/2020			\$0.00
2021	11	517	12/04/2020	CASEY JOHNSON	PD		12/4/2020			\$0.00
2021	11	518	12/04/2020	ORVILLE FESLER	PN		12/4/2020	12/31/2020	6	\$120.05
2021	11	519	12/04/2020	ZOE FOREHAND	PD		12/4/2020			\$0.00
2021	11	520	12/04/2020	TASHA GARRETT	PD		12/4/2020			\$0.00

Sterling Schools

Payment Register

Options: Year: 2020-2021, Fund: GEN FUND-FOR OP, Date Range: 12/1/2020 - 12/31/2020, Print Payroll Payments: True

Year	Fund	No	Date	Vendor	Type	Date Voided	Date Registered	Clearing Date	Clearing No	Amount
2021	11	521	12/04/2020	ASHLEY HALE	PD		12/4/2020			\$0.00
2021	11	522	12/04/2020	JOHN B HOLMES	PD		12/4/2020			\$0.00
2021	11	523	12/04/2020	JANIE INGRAM	PD		12/4/2020			\$0.00
2021	11	524	12/04/2020	TIFFANY JOHLE	PD		12/4/2020			\$0.00
2021	11	525	12/04/2020	TONYA JORDAN	PD		12/4/2020			\$0.00
2021	11	526	12/04/2020	KIEL ROWAN	PD		12/4/2020			\$0.00
2021	11	527	12/04/2020	LORI A KING	PD		12/4/2020			\$0.00
2021	11	528	12/04/2020	WANDA L KITTELSON	PD		12/4/2020			\$0.00
2021	11	529	12/04/2020	GREGORY K LEMONS	PD		12/4/2020			\$0.00
2021	11	530	12/04/2020	CONNIE LOWE	PD		12/4/2020			\$0.00
2021	11	531	12/04/2020	TERRI MANSEL	PD		12/4/2020			\$0.00
2021	11	532	12/04/2020	ASHLYN MCCLURE	PD		12/4/2020			\$0.00
2021	11	533	12/04/2020	MARANDA MILAM	PD		12/4/2020			\$0.00
2021	11	534	12/04/2020	CHANDRA MONROE	PD		12/4/2020			\$0.00
2021	11	535	12/04/2020	VAN MONROE	PD		12/4/2020			\$0.00
2021	11	536	12/04/2020	KIM MOORE	PD		12/4/2020			\$0.00
2021	11	537	12/04/2020	KATHY R NICKELL	PD		12/4/2020			\$0.00
2021	11	538	12/04/2020	TRENT PARRISH	PD		12/4/2020			\$0.00
2021	11	539	12/04/2020	LISA PAWLOWSKI	PD		12/4/2020			\$0.00
2021	11	540	12/04/2020	MARCELA GAMBOA PUCCIO	PN		12/4/2020	12/31/2020	6	\$59.10
2021	11	541	12/04/2020	LISA QUICKLE	PD		12/4/2020			\$0.00
2021	11	542	12/04/2020	GINGER K SEIBOLD	PD		12/4/2020			\$0.00
2021	11	543	12/04/2020	DANIEL SMART	PD		12/4/2020			\$0.00
2021	11	544	12/04/2020	JESSICA SMART	PD		12/4/2020			\$0.00
2021	11	545	12/04/2020	CHERYL L SMITH	PD		12/4/2020			\$0.00
2021	11	546	12/04/2020	DARRELL STANLEY	PD		12/4/2020			\$0.00
2021	11	547	12/04/2020	JENNIFER TAYLOR	PD		12/4/2020			\$0.00
2021	11	548	12/04/2020	SHELDON THORNTON	PD		12/4/2020			\$0.00
2021	11	549	12/04/2020	LINDA SUE WARNER	PD		12/4/2020			\$0.00
2021	11	550	12/04/2020	MICHELE WOOLBRIGHT	PD		12/4/2020			\$0.00
2021	11	551	12/04/2020	DONALD YOUNGSTEDT	PD		12/4/2020			\$0.00
2021	11	552	12/04/2020	RONITA BRIDGES	PN		12/4/2020	12/31/2020	6	\$1,707.00
2021	11	553	12/04/2020	TRENT PARRISH	PN		12/4/2020	12/31/2020	6	\$106.92
2021	11	554	12/04/2020	INTERNAL REVENUE SERVICE	R		12/4/2020	12/31/2020	6	\$325.18
2021	11	555	12/04/2020	OK TEACHERS' RETIREMENT SYSTEM	R		12/4/2020	12/31/2020	6	\$350.67
2021	11	556	12/18/2020	ALLIED LAB, INC.			12/18/2020			\$210.00
2021	11	557	12/18/2020	SYNCB/AMAZON			12/18/2020	12/31/2020	6	\$443.06
2021	11	558	12/18/2020	APPLE STORE			12/18/2020	12/31/2020	6	\$20.00
2021	11	559	12/18/2020	BENNETT'S			12/18/2020	12/31/2020	6	\$79.83
2021	11	560	12/18/2020	RACHEL BUSH			12/18/2020	12/31/2020	6	\$2,000.00
2021	11	561	12/18/2020	AIMEE CARTER, PT			12/18/2020			\$345.50
2021	11	562	12/18/2020	CCOSA			12/18/2020			\$450.00
2021	11	563	12/18/2020	CENTERPOINT			12/18/2020			\$1,272.42
2021	11	564	12/18/2020	CHARLES PUCCIO			12/18/2020	12/31/2020	6	\$355.00
2021	11	565	12/18/2020	CULLIGAN'S			12/18/2020	12/31/2020	6	\$10.25
2021	11	566	12/18/2020	DOLLAR GENERAL-REGIONS 410526			12/18/2020	12/31/2020	6	\$11.74
2021	11	567	12/18/2020	MOBILE DEFENDERS			12/18/2020	12/31/2020	6	\$87.98
2021	11	568	12/18/2020	EARLY LEARNING QUICK ASSESSMEN			12/18/2020			\$390.00
2021	11	569	12/18/2020	FOLLETT SOFTWARE COMPANY			12/18/2020	12/31/2020	6	\$1,597.80
2021	11	570	12/18/2020	TOMMY GARDNER			12/18/2020	12/31/2020	6	\$1,024.00
2021	11	571	12/18/2020	GRANT STANLEY			12/18/2020	12/31/2020	6	\$800.00
2021	11	572	12/18/2020	HOLT ELECTRIC LLC			12/18/2020	12/31/2020	6	\$250.00
2021	11	573	12/18/2020	JARED AUTO PARTS			12/18/2020	12/31/2020	6	\$305.40

Sterling Schools

Payment Register

Options: Year: 2020-2021, Fund: GEN FUND-FOR OP, Date Range: 12/1/2020 - 12/31/2020, Print Payroll Payments: True

Year	Fund	No	Date	Vendor	Date Type	Date Registered	Clearing Date	Clearing No	Amount
2021	11	574	12/18/2020	JOHNSON PLUMBING		12/18/2020			\$115.00
2021	11	575	12/18/2020	LAWTON CONSTITUTION		12/18/2020	12/31/2020	6	\$42.30
2021	11	576	12/18/2020	MAS		12/18/2020	12/31/2020	6	\$606.00
2021	11	577	12/18/2020	SAM'S CLUB/SYNCHRONY BANK		12/18/2020	12/31/2020	6	\$87.25
2021	11	578	12/18/2020	SOUTHERN HARDLINES, INC.-ELGIN		12/18/2020			\$44.43
2021	11	579	12/18/2020	SUTHERLAND'S		12/18/2020	12/31/2020	6	\$9.14
2021	11	580	12/18/2020	TIGER PAW QUICK MART		12/18/2020	12/31/2020	6	\$1,318.49
2021	11	581	12/18/2020	UNITED RENTALS INC		12/18/2020	12/31/2020	6	\$155.00
2021	11	582	12/18/2020	WINDSTREAM		12/18/2020			\$347.14
2021	11	583	12/19/2020	CARDMEMBER SERVICES		12/19/2020			\$38.95
Non-Payroll Total:									\$34,186.57
Payroll Total:									\$207,143.02
Balance Foward:									\$1,033,258.03
Total:									\$1,274,587.62

Sterling Schools Payment Register

Options: Year: 2020-2021, Fund: BOND FUND, Date Range: 12/1/2020 - 12/31/2020, Print Payroll Payments: True

Year	Fund	No	Date	Vendor	Date Type	Date Voided	Date Registered	Clearing Date	Clearing No	Amount
2021	31	3	12/18/2020	CDI DALLAS LLC			12/18/2020	12/31/2020	6	\$17,640.00
Non-Payroll Total:										\$17,640.00
Payroll Total:										\$0.00
Balance Foward:										\$3,733.69
Total:										\$21,373.69

Sterling Schools

Cash Balances

Options: Fiscal Years: 2021, Funds: 60, As Of Date: 12/31/2020, Account Types: AC

Cash By Account and Fund

AC 0102	FNB FLETCHER/ACTIVITY FUND				
2021	60	SCHOOL ACTIVITY FNDS			\$139,338.69
					<hr/>
			Total AC	0102	\$139,338.69
AC 0105	OLAP / GENERAL FUND				
2021	60	SCHOOL ACTIVITY FNDS			\$0.00
					<hr/>
			Total AC	0105	\$0.00
					<hr/>
					\$139,338.69
					<hr/> <hr/>

Cash By Fund

2021	60	SCHOOL ACTIVITY FNDS			\$139,338.69
					<hr/>
					\$139,338.69
					<hr/> <hr/>

Sterling Schools

Revenue/Expenditure Summary

Options: Fund: 60, Date Range: 12/1/2020 - 12/31/2020

	Begin Balance	Receipts	Adjusting Entries	Payments	Cash End Balance	Unpaid POs	End Balance
801 GENERAL	\$2,112.34	\$374.14	\$0.00	\$405.26	\$2,081.22	\$0.00	\$2,081.22
802 ATHLETICS	\$9,077.42	\$7,872.00	\$0.00	\$2,600.00	\$14,349.42	\$0.00	\$14,349.42
803 FCCLA NATIONAL CONFERENCE	\$5,155.96	\$600.00	\$0.00	\$0.00	\$5,755.96	\$0.00	\$5,755.96
804 FCA	\$427.36	\$93.00	\$0.00	\$275.96	\$244.40	\$0.00	\$244.40
805 FLOWER FUND	\$238.11	\$0.00	\$0.00	\$0.00	\$238.11	\$0.00	\$238.11
806 FFA	\$43,377.67	\$3,655.00	\$0.00	\$1,067.34	\$45,965.33	\$0.00	\$45,965.33
807 FCCLA	\$2,298.29	\$0.00	\$0.00	\$718.61	\$1,579.68	\$0.00	\$1,579.68
808 ACADEMIC TEAM	\$14.49	\$0.00	\$0.00	\$0.00	\$14.49	\$0.00	\$14.49
809 POOL	\$571.87	\$0.00	\$0.00	\$0.00	\$571.87	\$0.00	\$571.87
810 AG SCHOLARSHIP	\$2,700.00	\$0.00	\$0.00	\$0.00	\$2,700.00	\$0.00	\$2,700.00
811 STUDENT COUNCIL	\$966.08	\$60.00	\$0.00	\$49.93	\$976.15	\$0.00	\$976.15
813 LIBRARY	\$3,563.03	\$0.00	\$0.00	\$2,098.12	\$1,464.91	\$0.00	\$1,464.91
814 FIT FOR EDUCATION	\$182.52	\$0.00	\$0.00	\$0.00	\$182.52	\$0.00	\$182.52
815 JH & HS CHEERLEADING	\$1,408.66	\$0.00	\$0.00	\$0.00	\$1,408.66	\$0.00	\$1,408.66
816 YEARBOOK	\$13,899.77	\$1,958.30	\$0.00	\$0.00	\$15,858.07	\$0.00	\$15,858.07
818 ELEMENTARY	\$5,969.30	\$1,331.40	\$0.00	\$704.27	\$6,596.43	\$0.00	\$6,596.43
820 JAMES BRAGG SCHOLARSHIP	\$1,285.18	\$0.00	\$0.00	\$0.00	\$1,285.18	\$0.00	\$1,285.18
830 TEACHER/SUPPORT OF YEAR	\$751.00	\$0.00	\$0.00	\$0.00	\$751.00	\$0.00	\$751.00
843 2021 SENIORS	\$22,979.68	\$0.00	\$0.00	\$40.00	\$22,939.68	\$0.00	\$22,939.68
844 2022 SENIORS	\$9,311.90	\$1,716.60	\$0.00	\$865.30	\$10,163.20	\$0.00	\$10,163.20
845 2023 SENIORS	\$4,212.41	\$0.00	\$0.00	\$0.00	\$4,212.41	\$0.00	\$4,212.41
Total	\$130,503.04	\$17,660.44	\$0.00	\$8,824.79	\$139,338.69	\$0.00	\$139,338.69



Sterling Public Schools

P.O. Box 158 400 Tiger Blvd.
Sterling, Ok 73567

Kent Lemons, Superintendent
(580) 365-4307 Fax (580) 365-4705

Marty Curry, High School Principal
(580) 365-4303

Tasha Garrett, Counselor
(580) 365-4303

Trent Parrish, Elementary Principal
(580) 365-4166

Ronita Bridges, Treasurer
(580) 365-4307

12-1-2020

Dear Sterling Public Schools Board of Trustees,

The past year has been a challenge for me, personally and with COVID issues here at school. It has also been a year of joy and excitement with a major recovery, and seeing the 20-21 school year start up despite COVID 19. We have been able to have many great weeks, almost like normal. As a Superintendent I know that the least expected thing is what you should expect. Under that assumption, I have tried to establish a school system that will function even under adverse conditions. It has not been perfect, but we have done a good job of taking care of our people and still having school. I have so enjoyed being a part of our school for the last three and a half years, and am looking forward to where we are headed in the future. Thank you all your work in supporting the school as we work through this tough time. You all truly are a part of our "Team of Six" that includes you and me. We are making a difference, and are headed toward a wonderful future.

Sincerely,

A handwritten signature in black ink that reads "Kent Lemons". The signature is written in a cursive, flowing style.

Kent Lemons

SUPERINTENDENT SELF-APPRAISAL

Date: December 2020

Superintendent: Kent Lemons

Sterling Public Schools.

ACCOMPLISHMENTS AND ACTIONS

❶ Oklahoma State Testing Program (OSTP):

We had no State testing last year since we were in shutdown during the testing window. I have left the report from last year below to help me remember where we were and where we want to be.

Our scores were higher than the Oklahoma state average in nine of the fourteen exams and we were close in the other five. We will work to improve from this level.

Graduation Rate was greater than 90% in 2018 (Expectation 100%).

❷ Facility improvements:

We continue to make improvements that will add years to the life of our facilities and will make our schools a place students can be proud to attend. Our funding keeps us from tackling big projects right now, but we do what we can. The maintenance list has become our Facilities Improvement Plan with all items included. What we do now is take problems as they come and make sure we can have school without distraction. We are in the money saving mode, but still try to do the things needed to keep the school safe and running smoothly.

❸ Extracurricular Success:

The 2020-2021 school year has gone well so far for Sterling Public Schools. Our fall softball team advanced to the State Tournament and won their first game, and the baseball team played well in the finals of the District Tournament. Basketball looks promising at all levels for the boys and girls. FFA and FCCLA have been active in the fall and are leaders in our area. The remainder of this school year looks to be exciting with many more opportunities for our students to excel. The second semester of the 19-20 school year was a sad time with Oklahoma closing all schools and cancelling all extracurricular activities. Hopefully, we will have a wonderful spring with our extracurricular activities.

❹ Bond, Budget Monitoring, Grant Awards, and Insurance:

Again, this year we were granted the SRSA grant that provided us with much needed funds in the amount over \$30,000 that we applied toward technology throughout the school building. We have applied for E-Rate again and will use it to maintain our network equipment, Wi-Fi, and other network expenses. We also receive the Perkins Grant that provides money for career tech issues. The McMahon Foundation Grant that we were awarded is continuing to add school safety to our schools with more cameras.

Insurance is going to pay for the damages from the April 21, 2020 hail storm. The plans have been finished and bidding will take place after the holidays. Work will start soon after that. It could be a year long for them to finish all the repairs.

⑤ Atmosphere, Culture, and Public Relations of our Schools

The overall atmosphere and attitude of the school has been so positive this year through all the adversity and virtual times. The students are so glad to be at school and they know that every game or event could be their last for the school year. Below are some of the things I try to do to keep moral up.

- Each school day I have the opportunity to walk the halls and greet the students, teachers, and principals in each building.
- Leadership Lunch has been held twice a semester inviting student leaders to lunch where some facet of leadership is discussed.
- The Sterling Star Awards have been issued to recognize students in grades 3-12 each 9 weeks grading period who have the highest GPA and no discipline referrals. We had to drop the attendance part this year.
- I have not visited the “table of knowledge” with the local coffee drinkers since COVID 19 hit. I will go back to visit after the vaccines come through and make gatherings safe again.
- Our extracurricular activities have presented an opportunity for me to visit parents and school supporters and to see our students in activities outside the school classroom. This year I try to stay clear of everyone, but will begin to mingle again next year hopefully.
- Weekly updates are sent to all Board members along with any relevant news that comes across my desk.
- We continue College Mondays, with faculty and staff wearing college attire to keep students focused on the future and their future plans.
- Tiger Thursdays are also still going. We all wear Tiger apparel on Thursdays to show school spirit.
- Board meeting notes are sent to the staff after every Board meeting.
- We recognize students at Board meetings who compete above the District level.
- We have an end of year faculty and staff meeting where we celebrate our teachers who have stayed here 5, 10, 15, 20, 25, 30, and even more years.
- I attend county wide Superintendent meetings and weekly Zoom meetings with the State Superintendent, so that I will know where we stand with issues that affect our school.

⑥ School Safety improved

An emphasis has been placed on school safety and the following steps have been taken to improve Safety at our school.

- Handguns are on campus. Signs are at the entrances, and we have the handguns either on us or in our office during the school day.
- As administrators, we discuss the safety of the school at each meeting, and what we could do to make it more secure.
- We have encouraged the students to keep the administrators informed of any unsafe behavior going on. The school is only as safe as the students keep it, since they know when something is in the works that compromises school safety.
- We have improved the inside cameras with bond money and have improved the outside cameras and

entrances with grant money.

- We have recruited the police to make daily walkthroughs of the school. These are on hold right now.
- All local law enforcement officers are aware of our efforts to increase security and are on board with us.

7 Technology

The technology available to the students has more than tripled in the last three and a half years, and more is available to the teachers for their use and instruction. The experience of being exposed to technology is important for our students after high school so they will not be intimidated at college or during their future training.

UPCOMING CONCERNS

What will be the most significant challenges for 2021-22?

BUDGET:

The 2020-2021 budget will be a challenge because we know we have a loss in funding due to loss of enrollment three years ago and from a decrease in the tax intake by the State caused by COVID 19.

These are the factors that have put us in this situation:

- A drop in enrollment 3 years ago has caused us to suffer money cuts from the State. The State looks at three years and uses the highest enrollment. The oldest data drops each year and is replaced with more recent information.
- The State Government has not come up with solid resources for school funding and going to be hard pressed next year in funding schools.
- The largest portion of our budget goes out in payroll.
- We are not able to bring in enough money locally to provide any surplus.
- State funding use to allow us to break even, but not any longer.

This is the situation we are currently in, but we will continue to do all we can to provide the best education possible for our students. I remain positive that great things are going to happen financially.

TRANSPORTATION FLEET:

We are in great shape when our buses are all up and running, but we often have one or two in the shop. I started taking buses in the summer to Summit in Wichita Falls for routine servicing. This has helped prevent breakdowns, and keep us up and running through the school year. Right now we try to fix problems as they occur.

FACILITIES REPAIR AND RENOVATION:

We need to continue the improvements and repairs of our facilities so that our buildings will last into the future. The buildings have been well maintained. Money for major renovations is not available, so we will do what we can till we find a source of funding. We continue to refine our facilities improvement plan.

The damage from the April 21, 2020 hail storm will be paid for by our insurance.

OSTP PREPARATION (STUDENTS AND TEACHERS):

Accountability will continue to increase in difficulty through the State. Each year the standards will increase. We will work to stay ahead of the State in all areas of testing, and Sterling Public Schools will strive for the top rating status from the State.

PERSONNEL RETENTION AND RECRUITMENT:

We have pulled together a well prepared and dedicated faculty and staff, and we will do what we can to retain them. The four day week has brought some great teachers in and this has also helped us find applicants when other schools are having a shortage of interested, qualified applicants. We have a Christmas Dinner planned and we will have an end of year meeting with the school employees. I work to support our employees and to get to know them as a person.

CONTINUE IMPROVING SCHOOL SAFETY:

We will continue to monitor school safety to ensure our schools are as safe as they can be. Our school is safer now than it has ever been, but we will continue to find ways to improve.

DEVELOPMENT OF A PLAN THAT SUPPORTS THE TEAM OF SIX'S VISION:

The only potential new monies for Sterling Public Schools coming from a reduction in personnel and cutting local budgets, so this is a tough situation. Hopefully, the Legislature will come through with more school funding. We are already functioning with a skeleton crew and local budgets have been reduced drastically the past few years. The loss in enrollment may require further cuts. We were able to absorb two and a half positions last year, but that is about as tight as we can go.

MAINTAIN OUR PUSH TO EXCEL WITH OUR TECHNOLOGY:

We will continue to provide emerging technology for our teachers and students the best we can. We will encourage teachers to use technology during instruction, so our students are prepared for future training or college.

PERSONNEL HIRES/CHANGES:

Teachers make the difference. The relationships and support that teachers build with students is what makes a lasting impression and influences students after graduation. It is very important for the board and administration to provide a firm, consistent foundation that allows our teachers and staff to function at the highest possible level and establish these positive relationships. This will guarantee continuous improvement of the school system in the future.

With these concerns in mind what support of the board is needed?

- It is important for the Board to understand the financial picture and budget requirements and restraints, as I know you do. We will not use a lack of funds to be an excuse for not providing an excellent education for our students, but we do have some limitations due to funding.
- Maintain your vision as a Board, focused on academic success - student future success.
- Stay updated on legislative issues that will have an effect on Schools.
- Promote Longevity of our quality personnel.
- Continue to support the professional educators as they perform their duties by maintaining the expectation that problems are handled at the lowest level.
- Stay the course on building a culture of professionalism associated with our school.

- Participate in training opportunities to increase knowledge of overall school operations and guidelines
- Stay focused on "charting the district's course." Micromanaging can sidetrack our vision. To maintain focus it is imperative that everyone follows the procedures set in place. Continue to follow our District procedures and Board procedures when problems arise.

Sterling Public Schools

MISSION

Sterling Public Schools will have high expectations of achievement in all areas fostering adequate emotional stability, intellectual understanding, physical development, and social competence for every student, preparing them for success in the future.

VISION

Sterling Public Schools will strive for excellence in all areas of education developing contributing citizens in our society.

GOALS

- Sterling Public Schools will place student success as the priority in all decisions.
- Sterling Public Schools will recruit, develop, train, and support highly motivated staff members who are determined to help students succeed.
- Sterling Public Schools will strive to provide high performing campuses using relevant and effective instruction coupled with high expectations for all students and staff.
- Sterling Public Schools will provide facilities that support an exemplary learning environment.
- Sterling Public Schools will encourage parents to become partners in their student's learning.
- Sterling Public Schools will exercise fiscal responsibility.

SUPERINTENDENT EVALUATION

STERLING INDEPENDENT SCHOOL DISTRICT

Calendar:

January

Summative Evaluation (written) and Conference - Set performance goals that define expectations and set priorities for the Superintendent. - Action to retain or non-renew will be taken annually following the evaluation.

Objectives:

- Provide positive and constructive feedback to the Superintendent that will support and promote the superintendent's professional growth and development;
- Help the Board evaluate their work in planning the educational program in this community;
- Strengthen the working relationship between the Board and the Superintendent by providing a comprehensive vehicle of communication.

Evaluation Directions for the Board of Trustees:

- *Board members should individually complete this document and then collaboratively complete the document to be presented to the Superintendent.*
- *The scores and all subsequent comments reported to the Superintendent should reflect the consensus of the board.*
- *Should a score of "below expectations" be awarded for any objective, comments must be provided that clearly specify the reasons for the score with suggestions for improvement.*
- *The Board shall provide the Superintendent with a signed copy of the completed appraisal instrument and discuss the contents with the Superintendent in executive session.*
- *All discussions and the evaluation are confidential.*

Rating Scale:

Exceeds Expectations: Score 3

Well satisfied with this function of the district.

Meets Expectations: Score 2

Acceptable

Below Expectations: Score 1

Not happy with how the district is performing.

SUPERINTENDENT EVALUATION

STERLING INDEPENDENT SCHOOL DISTRICT

School Year: 2020-2021

Superintendent: Kent Lemons

Exceeds Expectations: Score 3

Meets Expectations: Score 2

Below Expectations: Score 1

LEADERSHIP

- _____ Creates a direction for the District
- _____ Takes ownership of actions
- _____ Shows a willingness and an ability to make decisions
- _____ Faces controversy openly
- _____ Remains true to convictions and succeeds in a high-pressure job
- _____ Supports staff development
- _____ Delegates when possible
- _____ Willing to listen and consider different approaches to situations
- _____ Focused on improving the school district
- _____ Provides opportunity for staff to develop potential

- _____ TOTAL FOR LEADERSHIP (10-30)

Comments:

COMMUNICATION

- _____ Writes and speaks effectively
- _____ Is accessible to staff, parents, students, and community members
- _____ Builds relationships among staff, parents, students, and community members
- _____ Listens and is receptive to concerns
- _____ Shares information openly and frequently
- _____ Communicates Board expectations, standards of professional behavior, and areas of growth to staff

- _____ TOTAL FOR COMMUNICATION (6-18)

Comments:

Exceeds Expectations: Score 3

Meets Expectations: Score 2

Below Expectations: Score 1

PUBLIC RELATIONS

- _____ Promotes the District, employees, and students
- _____ Available to the press, staff, and community groups with special or general interests
- _____ Is visible in the community at school and community events

- _____ TOTAL FOR PUBLIC RELATIONS (3-9)

Comments:

MANAGEMENT

- _____ Follows the Board Policies
- _____ Stays current with State and Federal laws and keeps the district in compliance
- _____ Competent in the decision-making process
- _____ Responsive to school problems
- _____ Identifies and analyzes issues
- _____ Effective problem solver
- _____ Competent in curriculum and program planning
- _____ Competent in business management, plant operations and maintenance, and personal administration
- _____ Seeks to foster high morale and cohesiveness among staff
- _____ Recruits and retains high quality staff

- _____ TOTAL FOR MANAGEMENT (10-30)

Comments:

PROFESSIONALISM

- _____ Participates in professional activities for professional growth
- _____ Exhibits confidence
- _____ Professional appearance
- _____ Promotes integrity and professionalism
- _____ Promotes a climate of excellence among school personnel
- _____ Loyal to the District

- _____ TOTAL FOR PROFESSIONALISM (6-18)

Comments:

SUPERINTENDENT EVALUATION

BOARD SUMMARY

What are the strongest areas of the Superintendent's performance during this past year?

List areas where the Superintendent should place additional time and consideration:

STERLING PUBLIC SCHOOLS BOARD OF TRUSTEES RECOMMENDATION:

- Retain/Recommendation for Contract pay increase and a year Extension
- Retain/Continue with present Contract pay and a year Extension
- Retain/Plan of Improvement (may be with or without a year Extension)
- Non-Renewal – no extension

Signature of Board President

Signature of Superintendent

Date

The signature of the Superintendent indicates receipt of the evaluation. The Superintendent has 5 business days to respond to the Board President in the case of a disagreement of findings. The response and the documentation will be attached to the evaluation.

NOTE: The following salary and benefits package should be reviewed and acted upon after completing the Superintendent's annual appraisal.

Salary and Benefits Package

	2020-2022	2021-2023
Contract Length/Type Term Contract with annual action to be taken in January of each year	2 year	2 year
Current Salary - Annual	\$94,762.50 (with raise applied)	\$94,762.50
Cell Phone Allowance	\$50.00 a month	\$50.00 a month
Health Insurance	Health Choice High member premium	Health Choice High member premium
Reimbursement for School Related Expenses	Actual expenses incurred in the performance of duties	Actual expenses incurred in the performance of duties
Professional Dues	CCOSA/OASA	CCOSA/OASA

The above salary and benefits package was developed by consensus and approved by the Sterling Public Schools Board of Trustees.

Board President: _____
(Signature)

Date: _____

Board Vice-President: _____
(Signature)

Date: _____

Board Clerk: _____
(Signature)

Date: _____

Board Member: _____
(Signature)

Date: _____

Board Member: _____
(Signature)

Date: _____



TLE QUALITATIVE EVALUATION WAIVER AND ASSURANCES

This template may be used for the submission of the request for the TLE Qualitative Evaluation waiver granted by the State Board of Education at its December 17, 2020 meeting. Note that the Oklahoma State Department of Education (OSDE) will accept, process and approve the waivers authorized by the State Board. Please submit completed and signed assurances to jaycie.smith@sde.ok.gov. The OSDE intends to respond within ten business days to a local educational agency that completes the waiver template and provides all necessary information in an accessible format. The waiver and accompanying documentation are due on or before **February 12, 2021**.

The Honorable Joy Hofmeister
State Superintendent of Public Instruction
Chair, State Board of Education
2500 North Lincoln Boulevard
Oklahoma City, OK 73105

Dear Superintendent Hofmeister,

School District Name: _____

Superintendent Name: _____

Board President Name: _____

I am writing to request a waiver for the TLE Qualitative Evaluation in accordance with the determination made by the State Board of Education on December 17, 2020. Upon the granting of the waiver, districts will not be required to complete the qualitative portion of the TLE evaluation instrument. The Professional Learning Focus component of the TLE will be required for all certified educators, with the exception of the district superintendent, regardless of exemption status on the qualitative component of the evaluation.

In seeking this waiver, I assure that:

1. _____ will ensure that all certified teachers and staff, with the exception of the district superintendent, will identify and establish a self-determined Professional Learning Focus in collaboration with the assigned evaluator for SY 2020-2021.
2. _____ will verify that evaluators meet, in-person or virtually, with all certified teachers and staff to support the work of the Professional Learning Focus through discussion and feedback on the individual's progress in reaching the pre-determined Professional Learning Focus goal for SY 2020-2021.
3. _____ will conduct classroom walkthroughs, in-person or virtually, and provide feedback to support educators in their work.



TLE QUALITATIVE EVALUATION WAIVER AND ASSURANCES

4. _____ will comply with HB 2957 (2016) when transitioning probationary educators to career status. In accordance with HB2957 (2016), a career teacher who was employed for the first time in one school district under a written continuing or temporary teaching contract beginning in 2017-2018 or thereafter:
- has completed three or more consecutive complete school years in one district as a teacher under a written continuing or temporary contract and has achieved a district evaluation score of superior (4.8 or higher) for two of the three school years, or
 - has completed four consecutive complete school years as a teacher in one district under a written continuing or temporary teaching contract and has averaged a district evaluation score of at least effective (2.8 or higher) for the four-year period and achieved at least an effective district evaluation score on the TLE for the last two years of the four-year period, or
 - has completed four or more consecutive complete school years in one district and has not met the requirements above, only if the principal of the school of which the teacher is employed submits a petition to the district superintendent requesting that the teacher be granted career status, the superintendent agrees with the petition and the local board of education approves the petition. The petition shall specify the facts supporting the granting of career status to the educator. These documents should be retained as part of the educator's personnel file.

Many educators hired in 2017-2018 will move into their fourth year of probationary status in the fall of 2020-2021. For these educators to attain career status beginning in the 2021-2022 school year, a petition will be required from their building principal attesting to the fact that if the evaluation process had not ceased during the spring of 2020, the individual educator was on track to receive an effective or higher score on the district evaluation. This attestation should be based on observation and walk-through data collected from August 2019-March 2020. Attachment A: Utilize the template to provide a roster of educators hired in 2017-2018 who, under the provisions of HB 2957 (2016), will require an attestation for 2019-2020 from the local school board to attain career status.

An attestation from the building principal would be required for the 2020-2021 school year in districts requesting a waiver for the qualitative component of the TLE. This attestation for educators hired in the 2017-2018 and 2018-2019 school years should be based on observations conducted prior to the granting of the TLE waiver as well as classroom walkthroughs, in-person or virtual, throughout the school year. Attachment B: Utilize the template to provide a roster of educators hired in 2018-2019 who, under the provisions of HB 2957 (2016), will require an attestation from the local school board to attain career status.

5. _____ will utilize [Attachment A](#) to provide with this waiver a complete roster of all educators hired in 2017-2018 who will require the aforementioned attestation from their building principal stating that the educator was on-track to attain an effective (2.8) or higher rating on the district evaluation during both SY 2019-2020 and SY 2020-2021.
6. _____ will utilize [Attachment B](#) to provide with this waiver a complete roster of all educators hired in 2018-2019 who will require the aforementioned attestation from their building principal stating that the educator was on-track to attain an effective (2.8) or higher rating on the district evaluation during SY 2020-2021.



TLE QUALITATIVE EVALUATION WAIVER AND ASSURANCES

7. _____ will comply with HB 2957 (2016) in determining exemption status for career educators. Career educators who are evaluated and score a highly effective (3.8) or higher on the district evaluation may qualify for exemption on the qualitative component of the TLE for up to two years. For clarification, if a career educator qualified for exemption at the end of the 2018-2019 school year, the educator would be exempt from the qualitative portion of the TLE for 2019-2020 (year 1 of exemption) and 2020-2021 (year 2 of exemption). The educator would complete the evaluation cycle again in the 2021-2022 school year. Exemption applies only to the qualitative portion of the TLE. It does not apply to the Professional Learning Focus. The PL Focus shall be completed annually by all certified educators in the district, with the exception of the district superintendent who is not evaluated under a TLE evaluation model.

8. _____ will submit Professional Learning Focus data for each certified educator in the district, with the exception of the district superintendent, to the OSDE via the TLE Qualitative Report. This data collection window will be available in Single Sign-On from May 3, 2021 through June 18, 2021. A guidance for the completion of the TLE Qualitative Report for those granted the waiver will be made available on the TLE webpage.

For those districts not requesting a waiver for the TLE Qualitative Evaluation, district evaluation ratings, indicator/element scores and Professional Learning Focus information for each certified educator in the district, with the exception of the district superintendent, will be collected beginning May 3, 2021 on the TLE Qualitative Report. The TLE Qualitative Report guidance document will be available on the TLE webpage.

Sincerely,

District Superintendent's Signature: _____

Board President's Signature: _____



**OKLAHOMA
Education**

New Business

1. Discussion and possible vote to amend the COVID 19 School Safety Plan.

Motion to amend the COVID 19 School Safety Plan with the following changes to the mask requirements:

2. Discussion and possible vote to increase the pay by 25% per day for bus drivers.

Motion to increase the pay by 25% per day for bus drivers.



New quarantine guidance for schools

Governor Stitt and Health Commissioner Frye announced new quarantine guidance that can be used by schools to improve in-school attendance of students and staff who have an in-school exposure to COVID-19. OSDH wants to provide a more detailed version of that guidance with answers to questions we know will arise. We'd also like to provide guidance on case and contact investigations within school settings, in light of the updated quarantine guidance.

Summary of new school quarantine guidance:

Students and teachers exposed to someone who tests positive for COVID-19 in school are no longer required to be excluded from educational activities and in-person classroom instruction as long as the exposure happened in a classroom setting and everyone was wearing masks covering their nose and mouth. Other quarantine requirements remain in effect, including exclusion from social activities or other public environments.

Further explanation of guidance:

- This is not a mandatory policy. School districts have the ability to decide whether to implement this policy or continue with their current plan.
- This new guidance can be implemented immediately by school districts.
- The new guidance still requires the person who tests positive for COVID-19 to isolate at home.
- This guidance is similar to the quarantine guidance recommended for essential workers. The exception for quarantine is only applicable for classroom attendance. Exposed students and staff should still be identified by school officials; parents and staff notified of the exposure; and those individuals excluded from all public settings outside the classroom until they meet normal quarantine criteria. Students and staff considered exposed to a case of COVID-19 within the classroom setting will still require exclusion from other high-risk school activities where masking is either not feasible or is not known to be effective at preventing transmission of COVID-19 (i.e., band, choir, PE, and sports).
- Any student or staff who develops symptoms consistent with COVID-19 while at school should be excluded from the setting immediately, regardless of whether they have been allowed to remain at school post-exposure in a classroom.



- This new quarantine guidance is contingent upon both the case and the contact wearing masks (with modest exceptions; see below). This will incentivize mask policies in schools across the state.
- This guidance is intended ONLY for exposures that occur in classrooms, classroom-like settings, and other situations essential for instruction of K-12 students. Classroom-like settings are school-associated activities that are set up and supervised like a classroom and allow for universal masking by all students and staff. Other situations essential for instruction would include riding the bus and school lunch time. Classroom and other essential settings do NOT extend to include strenuous activities, or other circumstances likely to result in increased production of respiratory droplets. Exposure occurring in the following settings will still require exclusion from all public settings, including in-person attendance in the classroom:
 - Household and household-like exposure
 - Exposure during out-of-school activities
 - Exposure during high-risk school activities where masking is either not feasible or is not effective at preventing transmission of COVID-19 (i.e., band, choir, PE, and sports)
- This new guidance is being proposed based on a large study published by the American Academy of Pediatrics which found low rates of secondary transmission within school settings that had universal masking and other mitigation policies. [peds.2020-048090.full.pdf \(aappublications.org\)](https://aappublications.org/peds.2020-048090.full.pdf) One point the authors did discuss was about a few secondary transmission clusters. These clusters occurred among very young children, during lunch, or among children with substantial special needs. OSDH recommends that school districts recognize these scenarios for potential sources of secondary transmission and implement enhanced mitigation efforts for them. Masks can be worn safely by children greater than 2 years of age. Lunch time can be socially distanced, physical barriers implemented between students, or assigned seating used to limit exposure to a small group of children. In the special needs environment, consider the use of a face shield if the child is unable to wear a mask, emphasize increased social distancing, and increase ventilation.

Monitoring guidance for secondary transmission and clusters within schools:

- The new quarantine guidance for schools will allow school districts the ability to make decisions about quarantine for students and staff that best suits their situation. The quarantine guidance was developed to provide protection to students and staff from COVID transmission in the school setting while also facilitating less disruption to in-person instruction.

The Acute Disease Service (ADS) recommends schools remain vigilant about possible transmission within the school in case masks are not worn as recommended resulting in unexpected spread of COVID-19. If transmission within the school is suspected, please notify the ADS Epi-on-Call to report the suspected transmission. ADS staff will work with the school to determine if any additional mitigation measures should be taken at that time.



During the four weeks following an identified case (i.e., the beginning and end of their infectious period while at school), monitor for infections in students, teachers, or staff who had exposure to the same classroom, lunchroom, or other official school activities. Such secondary infections would indicate heightened concerns for others who were also present at the time and may warrant additional quarantine, testing, or both.

We understand that transmission in the community is high, therefore, be vigilant for cases with a known connection to a case within the school but no known connection to a case outside of school (i.e., home, friends, church, other extra-curricular activities).

Case and contact investigations and reporting by school districts:

- Protocols and processes currently being used by school districts to identify cases and exposed contacts will not change. All identified cases and close contacts will be entered into the OSDE portal for reporting. Affected students, staff, and teachers will be notified of contact, as is the school districts' current policy.