

Agenda

1. Roll call and call to order.
2. Invocation - Shawn Nunley, 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.
 - 4.1.5. Discussion and possible vote to approve 35 as the grade limit for transfers.
 - 4.2. Vote to convene into executive session to discuss the evaluation of the superintendent for the 2021-2022 school year, and to discuss personnel changes for the elementary secretary, elementary aide, and library aide positions. 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 personnel changes from January 11 for a paraprofessional and the elementary secretary positions.
 - 4.6. Discussion and possible vote to approve a supplemental appropriation in Fund 86 Insurance Fund for \$1,123,574.18.
5. Administrative reports.
 - 5.1. Principal Reports
6. Superintendent report - Grants, Insurance and Repairs, School Safety, Maintenance, Covid
7. Adjourn

Board Of Education Agenda- Special Meeting

Tuesday, December 14, 2021 7:00 PM

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

Attendance Taken at 7:00 PM.

Jeff Milam: Present

Brian Moore: Absent

Shawn Nunley: Present

Candra Turpin: Absent

Shannon Wilmeth: Present

Present: 3, Absent: 2.

1. Roll call and call to order.

2. Invocation - Kent Lemons, and Pledge of Allegiance – Jeff Milam.

3. Recognitions - Sterling Star Awards 1st Nine Weeks - Grades 3-12 Highest GPA, No absences, No tardies, No discipline referrals

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:

Motion to approve the consent agenda Passed with a motion by Shawn Nunley and a second by Jeff Milam.

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

Yea: 3, Nay: 0, Absent: 2

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.

4.1.5. Approve resignations - KaLee McMahan

4.2. Discussion and possible vote to approve the 2020-2021 Audit Findings conducted by Sanders, Bledsoe, & Hewett. Motion to approve the 2020-2021 Audit Findings conducted by Sanders, Bledsoe and Hewett passed with a motion by Jeff Milam and a

second by Shawn Nunley. Brian Moore: Absent, Candra Turpin: Absent, Jeff Milam: Yea, Shawn Nunley: Yea, Shannon Wilmeth: Yea
Yea: 3, Nay: 0, Absent: 2

4.3. Discussion and possible vote to hire a cafeteria manager.

Motion to hire Christy Dodson @ \$14.35 8 hours as the cafeteria manager Passed with a motion by Jeff Milam and a second by Shawn Nunley.

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

Yea: 3, Nay: 0, Absent: 2

4.4. Discussion and possible vote to hire Linda Warner as the interim cafeteria manager.

Motion to hire Linda Warner as the interim cafeteria manager @ \$13.50 Passed with a motion by Jeff Milam and a second by Shawn Nunley.

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

Yea: 3, Nay: 0, Absent: 2

5. Administrative reports.

6. Superintendent report - Wednesday Night facility closures 7:00-8:00, Grants, Insurance and Repairs, Board Election Information, Ideas for School Improvement, Preparation material for Superintendent Evaluation in January, Sign Current Contracts

7. Adjourn

Chairperson

Superintendent

**TREASURER'S CASH BALANCES
AS OF DECEMBER 31, 2021**

FNB OF FLETCHER

CHECKING .40

ACTIVITY FUND	\$136,830.82
GENERAL FUND	\$34,532.11
BUILDING FUND	\$73,814.15
BOND FUND	\$34,875.67
SINKING FUND	\$57,742.39
INSURANCE FUND	\$176,120.96
	\$513,916.10

\$0.00

TOTAL CASH @ FNB OF FLETCHER **\$513,916.10**

TOTAL PLEDGES AS OF 12/31/2021 1,938,282.89

GENERAL FUND	\$34,532.11
BUILDING FUND	\$73,814.15
BOND FUND	\$34,875.67
SINKING FUND	\$57,742.39
INSURANCE FUND	\$176,120.96
ACTIVITY FUND	\$136,830.82
	\$513,916.10

Sterling Schools

Revenue Analysis

Options: Type of Revenue: Estimated, As Of Date: 12/31/2021

	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)	\$0.00	\$46,931.10	\$0.00	\$46,931.10	N/A	\$46,626.50
Source - 1120 AD VALOREM TAX LEVY (PR.YRS)	\$0.00	\$4,864.88	\$0.00	\$4,864.88	N/A	\$0.00
Source - 1310 INTEREST EARNINGS	\$0.00	\$584.97	\$0.00	\$584.97	N/A	\$41.93
Source - 1410 RENTAL OF SCHOOL FACILITIES	\$0.00	\$150.00	\$0.00	\$150.00	N/A	\$0.00
Source - 1420 RENTAL NOT SCHOOL FACILITIES	\$0.00	\$1,505.00	\$0.00	\$1,505.00	N/A	\$0.00
Source - 1440 SALES OF EQUIP,SERV,& MATERIAL	\$0.00	\$100.00	\$0.00	\$100.00	N/A	\$0.00
Source - 1530 DAMAGES TO SCHOOL PROPERTY	\$0.00	\$228.00	\$0.00	\$228.00	N/A	\$49.00
Source - 1540 LOST TEXTBOOKS	\$0.00	\$270.00	\$0.00	\$270.00	N/A	\$0.00
Source - 1590 MISCELLANEOUS REIMBURSEMENTS	\$0.00	\$796.49	\$0.00	\$796.49	N/A	\$546.49
Source - 1610 CONTRIBUTIONS/DONATIONS-PRIV.	\$0.00	\$3,845.00	\$0.00	\$3,845.00	N/A	\$2,845.00
Source - 1710 STUDENTS' LUNCHESES	\$0.00	\$25.00	\$0.00	\$25.00	N/A	\$0.00
Source - 1720 ALA CARTE	\$0.00	\$50.00	\$0.00	\$50.00	N/A	\$0.00
Source - 1730 ADULT LUNCHESES/BREAKFASTS	\$0.00	\$1,848.45	\$0.00	\$1,848.45	N/A	\$206.45
Series - 1000 Total	\$0.00	\$61,198.89	\$0.00	\$61,198.89	N/A	\$50,315.37
Series - 2000						
Source - 2100 COUNTY 4 MILL AD VALOREM TAX	\$0.00	\$6,470.88	\$0.00	\$6,470.88	N/A	\$5,406.36
Source - 2200 COUNTY APPORT. (MORTGAGE TAX)	\$0.00	\$9,051.43	\$0.00	\$9,051.43	N/A	\$1,161.07
Source - 2300 RESALE OF PROPERTY FUND DIST.	\$0.00	\$3,587.33	\$0.00	\$3,587.33	N/A	\$0.00
Series - 2000 Total	\$0.00	\$19,109.64	\$0.00	\$19,109.64	N/A	\$6,567.43
Series - 3000						
Source - 3110 GROSS PRODUCTION TAX	\$0.00	\$198.18	\$0.00	\$198.18	N/A	\$42.24
Source - 3120 MOTOR VEHICLE COLLECTIONS	\$0.00	\$87,466.22	\$0.00	\$87,466.22	N/A	\$13,505.19
Source - 3130 RURAL ELECTRIC COOP.TAX	\$0.00	\$43,014.58	\$0.00	\$43,014.58	N/A	\$9,202.88
Source - 3140 STATE SCHOOL LAND EARNINGS	\$0.00	\$22,822.26	\$0.00	\$22,822.26	N/A	\$4,189.54
Source - 3150 VEHICLE TAX STAMPS	\$0.00	\$157.15	\$0.00	\$157.15	N/A	\$43.83
Source - 3210 FOUNDATION AND SALARY INCEN.	\$0.00	\$632,449.01	\$0.00	\$632,449.01	N/A	\$123,740.02
Source - 3250 EDUCATION FLEX.BENEFIT ALLOW.	\$0.00	\$139,933.23	\$0.00	\$139,933.23	N/A	\$30,430.16
Source - 3415 READING SUFFICIENCE ACT	\$0.00	\$3,170.18	\$0.00	\$3,170.18	N/A	\$3,170.18
Source - 3420 STATE TEXTBOOK	\$0.00	\$31,059.99	\$0.00	\$31,059.99	N/A	\$0.00
Source - 3811 COMP. HS VOC. SALARY REIM.	\$0.00	\$6,060.00	\$0.00	\$6,060.00	N/A	\$4,230.00
Source - 3812 VOC. PROG. INCENTIVE ASSIST.	\$0.00	\$9,482.00	\$0.00	\$9,482.00	N/A	\$4,741.00
Series - 3000 Total	\$0.00	\$975,812.80	\$0.00	\$975,812.80	N/A	\$193,295.04
Series - 4000						
Source - 4130 TITLE VIII-IMPACT AID	\$0.00	\$706.00	\$0.00	\$706.00	N/A	\$0.00
Source - 4140 TITLE VII INDIAN EDUCATION	\$0.00	\$5,502.16	\$0.00	\$5,502.16	N/A	\$1,341.00

Sterling Schools

Revenue Analysis

Options: Type of Revenue: Estimated, As Of Date: 12/31/2021

	Estimated Revenue	Revenue Collected	Revenue Receivable	Unappropriated Receipts	% Rev Collected	Current Month
Source - 4180 TITLE VI SMALL RURAL SCHOOL	\$0.00	\$5,234.10	\$0.00	\$5,234.10	N/A	\$0.00
Source - 4210 TITLE I-BASIC PROGRAM	\$0.00	\$9,979.83	\$0.00	\$9,979.83	N/A	\$270.44
Source - 4271 TITLE II PART A TEACHER/PRIN T	\$0.00	\$12,675.68	\$0.00	\$12,675.68	N/A	\$0.00
Source - 4310 INDIV.WITH DISABIL.IDEA --B	\$0.00	\$38,339.52	\$0.00	\$38,339.52	N/A	\$5,150.12
Source - 4340 PRESCHOOL AGES 3-5 IDEA-B	\$0.00	\$1,913.91	\$0.00	\$1,913.91	N/A	\$0.00
Source - 4442 TITLE IV LEAS FORMULA	\$0.00	\$9,362.04	\$0.00	\$9,362.04	N/A	\$9,362.04
Source - 4689 OTHER MISC. SOURCES OF FED.REV	\$0.00	\$106,583.30	\$0.00	\$106,583.30	N/A	\$39,521.24
Source - 4704 NSLP CARES EMERGENCY FUNDS	\$0.00	\$6,616.34	\$0.00	\$6,616.34	N/A	\$0.00
Source - 4706 P-EBT LOCAL ADMIN FUNDS	\$0.00	\$614.00	\$0.00	\$614.00	N/A	\$0.00
Source - 4710 LUNCHES	\$0.00	\$63,307.47	\$0.00	\$63,307.47	N/A	\$15,089.66
Source - 4720 BREAKFASTS	\$0.00	\$22,433.34	\$0.00	\$22,433.34	N/A	\$5,198.33
Series - 4000 Total	\$0.00	\$283,267.69	\$0.00	\$283,267.69	N/A	\$75,932.83
Series - 5000						
Source - 5160 ACTIVITY FUND REIMBURSEMENT	\$0.00	\$9,128.86	\$0.00	\$9,128.86	N/A	\$0.00
Source - 5600 CORRECTING ENTRY	\$0.00	\$145.00	\$0.00	\$145.00	N/A	\$0.00
Series - 5000 Total	\$0.00	\$9,273.86	\$0.00	\$9,273.86	N/A	\$0.00
Fund - 11 GEN FUND-FOR OP Total	\$0.00	\$1,348,662.88	\$0.00	\$1,348,662.88	N/A	\$326,110.67

Sterling Schools

Revenue Analysis

Options: Type of Revenue: Estimated, As Of Date: 12/31/2021

	Estimated Revenue	Revenue Collected	Revenue Receivable	Unappropriated Receipts	% Rev Collected	Current Month
Fund - 21 Building						
Series - 1000						
Source - 1110 AD VALOREM TAX LEVY (CURRENT)	\$0.00	\$6,707.08	\$0.00	\$6,707.08	N/A	\$6,663.56
Source - 1120 AD VALOREM TAX LEVY (PR.YRS)	\$0.00	\$695.26	\$0.00	\$695.26	N/A	\$0.00
Source - 1310 INTEREST EARNINGS	\$0.00	\$34.22	\$0.00	\$34.22	N/A	\$10.00
Series - 1000 Total	\$0.00	\$7,436.56	\$0.00	\$7,436.56	N/A	\$6,673.56
Series - 4000						
Source - 4130 TITLE VIII-IMPACT AID	\$0.00	\$4,735.00	\$0.00	\$4,735.00	N/A	\$0.00
Series - 4000 Total	\$0.00	\$4,735.00	\$0.00	\$4,735.00	N/A	\$0.00
Fund - 21 Building Total	\$0.00	\$12,171.56	\$0.00	\$12,171.56	N/A	\$6,673.56

Sterling Schools

Revenue Analysis

Options: Type of Revenue: Estimated, As Of Date: 12/31/2021

	Estimated Revenue	Revenue Collected	Revenue Receivable	Unappropriated Receipts	% Rev Collected	Current Month
Fund - 31 BOND FUND						
Series - 1000						
Source - 1310 INTEREST EARNINGS	\$0.00	\$39.94	\$0.00	\$39.94	N/A	\$4.72
Series - 1000 Total	\$0.00	\$39.94	\$0.00	\$39.94	N/A	\$4.72
Fund - 31 BOND FUND Total	\$0.00	\$39.94	\$0.00	\$39.94	N/A	\$4.72

Sterling Schools

Revenue Analysis

Options: Type of Revenue: Estimated, As Of Date: 12/31/2021

	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	\$9,397.74	\$0.00	\$9,397.74	N/A	\$9,332.79
Source - 1120 AD VALOREM TAX LEVY (PR.YRS)	\$0.00	\$1,105.61	\$0.00	\$1,105.61	N/A	\$0.00
Source - 1310 INTEREST EARNINGS	\$0.00	\$56.96	\$0.00	\$56.96	N/A	\$7.80
Series - 1000 Total	\$0.00	\$10,560.31	\$0.00	\$10,560.31	N/A	\$9,340.59
Fund - 41 Sinking Total	\$0.00	\$10,560.31	\$0.00	\$10,560.31	N/A	\$9,340.59

Sterling Schools

Revenue Analysis

Options: Type of Revenue: Estimated, As Of Date: 12/31/2021

	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	\$134.71	\$0.00	\$134.71	N/A	\$23.53
Source - 1460 COMMISSIONS	\$0.00	\$664.00	\$0.00	\$664.00	N/A	\$0.00
Source - 1610 CONTRIBUTIONS/DONATIONS-PRIV.	\$0.00	\$1,770.22	\$0.00	\$1,770.22	N/A	\$500.00
Source - 1810 ADMISSIONS	\$0.00	\$10,054.00	\$0.00	\$10,054.00	N/A	\$3,633.00
Source - 1850 FEES, PENALTIES, AND FINES	\$0.00	\$4,225.00	\$0.00	\$4,225.00	N/A	\$0.00
Source - 1870 STATE PLAY-OFF REVENUE	\$0.00	\$1,675.00	\$0.00	\$1,675.00	N/A	\$0.00
Source - 1880 SUPPLIES & MAT.SOLD TO STUD.	\$0.00	\$320.00	\$0.00	\$320.00	N/A	\$0.00
Source - 1890 OTHER ATHLETIC REVENUE	\$0.00	\$4,690.00	\$0.00	\$4,690.00	N/A	\$950.00
Source - 1910 ADMISSIONS	\$0.00	\$8,637.10	\$0.00	\$8,637.10	N/A	\$333.10
Source - 1920 CONCESSION SALES	\$0.00	\$34,658.01	\$0.00	\$34,658.01	N/A	\$7,151.08
Source - 1950 RESALE MERCH.(NOT STU. STORE)	\$0.00	\$86,323.49	\$0.00	\$86,323.49	N/A	\$2,570.00
Source - 1971 FEES OR DUES	\$0.00	\$8,670.50	\$0.00	\$8,670.50	N/A	\$1,199.50
Source - 1972 DONATIONS	\$0.00	\$3,375.00	\$0.00	\$3,375.00	N/A	\$0.00
Source - 1990 OTHER SCHOOL ACT.FUND RECEIPTS	\$0.00	\$4,597.01	\$0.00	\$4,597.01	N/A	\$0.00
Series - 1000 Total	\$0.00	\$169,794.04	\$0.00	\$169,794.04	N/A	\$16,360.21
Series - 5000						
Source - 5120 CASH OR CHANGE	\$0.00	\$400.00	\$0.00	\$400.00	N/A	\$200.00
Series - 5000 Total	\$0.00	\$400.00	\$0.00	\$400.00	N/A	\$200.00
Fund - 60 SCHOOL ACTIVITY FNDS Total	\$0.00	\$170,194.04	\$0.00	\$170,194.04	N/A	\$16,560.21

Sterling Schools

Revenue Analysis

Options: Type of Revenue: Estimated, As Of Date: 12/31/2021

	Estimated Revenue	Revenue Collected	Revenue Receivable	Unappropriated Receipts	% Rev Collected	Current Month
Fund - 86 HAIL STORM INSURANCE CLAIM						
Series - 1000						
Source - 1310 INTEREST EARNINGS	\$0.00	\$70.34	\$0.00	\$70.34	N/A	\$24.00
Source - 1510 INSURANCE LOSS RECOVERIES	\$0.00	\$1,123,574.18	\$0.00	\$1,123,574.18	N/A	\$826,682.34
Series - 1000 Total	\$0.00	\$1,123,644.52	\$0.00	\$1,123,644.52	N/A	\$826,706.34
Fund - 86 HAIL STORM INSURANCE CLAIM Total	\$0.00	\$1,123,644.52	\$0.00	\$1,123,644.52	N/A	\$826,706.34

Sterling Schools

Revenue Analysis

Options: Type of Revenue: Estimated, As Of Date: 12/31/2021

	Estimated Revenue	Revenue Collected	Revenue Receivable	Unappropriated Receipts	% Rev Collected	Current Month
Report Total	\$0.00	\$2,665,273.25	\$0.00	\$2,665,273.25	N/A	\$1,185,396.09

Board Meeting Date: January 18, 2022

FY 22 GENERAL FUND

Vote to approve warrants #456 through 577 in the amount of \$265159.51

FY 22 BUILDING FUND

Vote to approve warrants #2 through 3 in the amount of \$1612.00

FY 22 INSURANCE FUND

Vote to approve warrant #3 in the amount of \$732034.55

FY 22 BOND FUND

Sterling Schools

Payment Register

Options: Year: 2021-2022, Fund: GEN FUND-FOR OP, Date Range: 12/1/2021 - 12/31/2021, Print Payroll Payments: True, Print Details: False

Year	Fund	No	Date	Vendor	Type	Date Voided	Date Registered	Clearing Date	Clearing No	Amount
2022	11	456	12/09/2021	AMERICAN FIDELITY ASSURANCE CO	R		12/9/2021	12/31/2021	7	\$3,507.39
2022	11	457	12/09/2021	AMERICAN FIDELITY ASSURANCE CO	R		12/9/2021	12/31/2021	7	\$283.32
2022	11	458	12/09/2021	American Fidelity HSA Admin	R		12/9/2021	12/31/2021	7	\$100.00
2022	11	459	12/09/2021	CCOSA	R		12/9/2021			\$102.00
2022	11	460	12/09/2021	INTERNAL REVENUE SERVICE	R		12/9/2021	12/31/2021	7	\$33,358.54
2022	11	461	12/09/2021	FNB OF FLETCHER	R		12/9/2021	12/31/2021	7	\$109,877.41
2022	11	462	12/09/2021	EMPLOYEE DEPOSIT ACCOUNT	R		12/9/2021	12/31/2021	7	\$1,115.00
2022	11	463	12/09/2021	OMES	R		12/9/2021	12/31/2021	7	\$35,544.22
2022	11	464	12/09/2021	OKLAHOMA TAX COMMISSION	R		12/9/2021	12/31/2021	7	\$5,061.00
2022	11	465	12/09/2021	OK TEACHERS' RETIREMENT SYSTEM	R		12/9/2021	12/31/2021	7	\$26,433.27
2022	11	466	12/09/2021	PROFESSIONAL OK. EDUCATORS FOU	R		12/9/2021	12/31/2021	7	\$197.33
2022	11	467	12/09/2021	STERLING CHILD NUTRITION FUND	R		12/9/2021	12/31/2021	7	\$206.45
2022	11	468	12/09/2021	TEXAS LIFE INS COMPANY	R		12/9/2021	12/31/2021	7	\$511.00
2022	11	469	12/09/2021	UNUM Life Insurance	R		12/9/2021	12/31/2021	7	\$213.90
2022	11	470	12/09/2021	CHRISSEY ALCORN	PD		12/9/2021			\$0.00
2022	11	471	12/09/2021	GARY B BARRETT	PD		12/9/2021			\$0.00
2022	11	472	12/09/2021	GINA K BARRETT	PD		12/9/2021			\$0.00
2022	11	473	12/09/2021	SHEILA BARTLETT	PD		12/9/2021			\$0.00
2022	11	474	12/09/2021	TAMRA BARTLETT	PD		12/9/2021			\$0.00
2022	11	475	12/09/2021	TIMOTHY BLACK	PD		12/9/2021			\$0.00
2022	11	476	12/09/2021	LETISHA BREAK	PD		12/9/2021			\$0.00
2022	11	477	12/09/2021	KELLEY BRIDGES	PD		12/9/2021			\$0.00
2022	11	478	12/09/2021	RONITA BRIDGES	PD		12/9/2021			\$0.00
2022	11	479	12/09/2021	LISA BYRD	PD		12/9/2021			\$0.00
2022	11	480	12/09/2021	GEORGIA CROKE	PD		12/9/2021			\$0.00
2022	11	481	12/09/2021	ANNA F CURRY	PD		12/9/2021			\$0.00
2022	11	482	12/09/2021	MARTIN CURRY	PD		12/9/2021			\$0.00
2022	11	483	12/09/2021	MAUDIE ELIZABETH DAVIS	PD		12/9/2021			\$0.00
2022	11	484	12/09/2021	MARILYN J DUGGER	PD		12/9/2021			\$0.00
2022	11	485	12/09/2021	ALISHA M ESTRADA	PD		12/9/2021			\$0.00
2022	11	486	12/09/2021	PENNY FASSETT	PD		12/9/2021			\$0.00
2022	11	487	12/09/2021	ORVILLE FESLER	PN		12/9/2021	12/31/2021	7	\$240.11
2022	11	488	12/09/2021	ZOE FOREHAND	PD		12/9/2021			\$0.00
2022	11	489	12/09/2021	JENNIFER GARNER	PD		12/9/2021			\$0.00
2022	11	490	12/09/2021	TASHA GARRETT	PD		12/9/2021			\$0.00
2022	11	491	12/09/2021	ASHLEY HALE	PD		12/9/2021			\$0.00
2022	11	492	12/09/2021	JOHN B HOLMES	PD		12/9/2021			\$0.00
2022	11	493	12/09/2021	JANIE INGRAM	PD		12/9/2021			\$0.00
2022	11	494	12/09/2021	RAEGAN J JACKSON	PD		12/9/2021			\$0.00
2022	11	495	12/09/2021	TIFFANY JOHLE	PD		12/9/2021			\$0.00
2022	11	496	12/09/2021	CASEY JOHNSON	PD		12/9/2021			\$0.00
2022	11	497	12/09/2021	TONYA JORDAN	PD		12/9/2021			\$0.00
2022	11	498	12/09/2021	LORI A KING	PD		12/9/2021			\$0.00
2022	11	499	12/09/2021	AUTYMN LEE SHADY	PD		12/9/2021			\$0.00
2022	11	500	12/09/2021	GREGORY K LEMONS	PD		12/9/2021			\$0.00
2022	11	501	12/09/2021	CONNIE LOWE	PD		12/9/2021			\$0.00
2022	11	502	12/09/2021	ASHLYN MCCLURE	PD		12/9/2021			\$0.00
2022	11	503	12/09/2021	STACY D MCDOWELL	PD		12/9/2021			\$0.00
2022	11	504	12/09/2021	KALEE MCMAHAN	PD		12/9/2021			\$0.00
2022	11	505	12/09/2021	MARANDA MILAM	PD		12/9/2021			\$0.00
2022	11	506	12/09/2021	CHANDRA MONROE	PD		12/9/2021			\$0.00
2022	11	507	12/09/2021	VAN MONROE	PD		12/9/2021			\$0.00
2022	11	508	12/09/2021	KIM MOORE	PD		12/9/2021			\$0.00

Sterling Schools

Payment Register

Options: Year: 2021-2022, Fund: GEN FUND-FOR OP, Date Range: 12/1/2021 - 12/31/2021, Print Payroll Payments: True, Print Details: False

Year	Fund	No	Date	Vendor	Type	Date Voided	Date Registered	Clearing Date	Clearing No	Amount
2022	11	509	12/09/2021	TRENT PARRISH	PD		12/9/2021			\$0.00
2022	11	510	12/09/2021	LISA PAWLOWSKI	PD		12/9/2021			\$0.00
2022	11	511	12/09/2021	MARCELA GAMBOA PUCCIO	PD		12/9/2021			\$0.00
2022	11	512	12/09/2021	LISA QUICKLE	PD		12/9/2021			\$0.00
2022	11	513	12/09/2021	CARRIE REPACI	PD		12/9/2021			\$0.00
2022	11	514	12/09/2021	KIEL ROWAN	PD		12/9/2021			\$0.00
2022	11	515	12/09/2021	DANIEL SMART	PD		12/9/2021			\$0.00
2022	11	516	12/09/2021	JESSICA SMART	PD		12/9/2021			\$0.00
2022	11	517	12/09/2021	CHERYL L SMITH	PD		12/9/2021			\$0.00
2022	11	518	12/09/2021	RHONDA TEHAUNO	PD		12/9/2021			\$0.00
2022	11	519	12/09/2021	JENNIFER TAYLOR	PD		12/9/2021			\$0.00
2022	11	520	12/09/2021	SHELDON THORNTON	PD		12/9/2021			\$0.00
2022	11	521	12/09/2021	LINDA SUE WARNER	PD		12/9/2021			\$0.00
2022	11	522	12/09/2021	VICTORIA WILLIS	PN		12/9/2021	12/31/2021	7	\$277.05
2022	11	523	12/09/2021	MICHELE WOOLBRIGHT	PD		12/9/2021			\$0.00
2022	11	524	12/09/2021	DONALD YOUNGSTEDT	PD		12/9/2021			\$0.00
2022	11	525	12/09/2021	RONITA BRIDGES	PN		12/9/2021	12/31/2021	7	\$3,414.00
2022	11	526	12/09/2021	INTERNAL REVENUE SERVICE	R		12/9/2021	12/31/2021	7	\$612.00
2022	11	527	12/09/2021	OK TEACHERS' RETIREMENT SYSTEM	R		12/9/2021	12/31/2021	7	\$660.00
2022	11	528	12/09/2021	CHARLES PUCCIO			12/9/2021	12/31/2021	7	\$196.00
2022	11	529	12/09/2021	BOBBIE TAHAH			12/9/2021	12/31/2021	7	\$158.32
2022	11	530	12/09/2021	RACHEL BUSH			12/9/2021	12/31/2021	7	\$2,000.00
2022	11	531	12/09/2021	KIEL ROWAN			12/9/2021	12/31/2021	7	\$295.00
2022	11	532	12/15/2021	ALLIED LAB, INC.			12/15/2021			\$110.00
2022	11	533	12/15/2021	SYNCB/AMAZON			12/15/2021	12/31/2021	7	\$1,446.15
2022	11	534	12/15/2021	BEN E KEITH			12/15/2021	12/31/2021	7	\$6,511.99
2022	11	535	12/15/2021	BENNETT'S			12/15/2021	12/31/2021	7	\$774.76
2022	11	536	12/15/2021	CARDMEMBER SERVICES			12/15/2021	12/31/2021	7	\$870.63
2022	11	537	12/15/2021	THE CENTER FOR EDUCATION LAW, P			12/15/2021	12/31/2021	7	\$100.50
2022	11	538	12/15/2021	CENTERPOINT ENERGY			12/15/2021	12/31/2021	7	\$1,393.78
2022	11	539	12/15/2021	COMANCHE EXISE			12/15/2021	12/31/2021	7	\$5,802.62
2022	11	540	12/15/2021	CPG, INC			12/15/2021	12/31/2021	7	\$1,596.00
2022	11	541	12/15/2021	CORINA GEE			12/15/2021	12/31/2021	7	\$48.80
2022	11	542	12/15/2021	DOLLAR GENERAL-REGIONS 410526			12/15/2021	12/31/2021	7	\$105.75
2022	11	543	12/15/2021	FILE THIRTEEN			12/15/2021	12/31/2021	7	\$26.25
2022	11	544	12/15/2021	ROBERT HINER FLOOR TECH JANITOR			12/15/2021	12/31/2021	7	\$994.52
2022	11	545	12/15/2021	FOLLETT SOFTWARE COMPANY			12/15/2021	12/31/2021	7	\$1,623.76
2022	11	546	12/15/2021	GRADY COUNTY TREASURER			12/15/2021	12/31/2021	7	\$494.01
2022	11	547	12/15/2021	GREAT PLAINS TECHNOLOGY CENTER			12/15/2021			\$490.00
2022	11	548	12/15/2021	HILAND			12/15/2021	12/31/2021	7	\$2,226.55
2022	11	549	12/15/2021	HOLLY HINDS			12/15/2021			\$167.55
2022	11	550	12/15/2021	JOHNSON PLUMBING			12/15/2021	12/31/2021	7	\$125.00
2022	11	551	12/15/2021	LAWTON CONSTITUTION			12/15/2021	12/31/2021	7	\$45.02
2022	11	552	12/15/2021	LOWES BUSINESS ACCOUNT/GECF			12/15/2021	12/31/2021	7	\$464.94
2022	11	553	12/15/2021	MARANDA MILAM			12/15/2021	12/31/2021	7	\$99.60
2022	11	554	12/15/2021	OKLAHOMA DHS			12/15/2021	12/31/2021	7	\$507.08
2022	11	555	12/15/2021	PERFORMANCE TIRE & LUBE, LLC			12/15/2021	12/31/2021	7	\$35.00
2022	11	556	12/15/2021	OTA PIKEPASS CUSTOMER SERVICE			12/15/2021	12/31/2021	7	\$142.13
2022	11	557	12/15/2021	PUBLIC SERVICE CO. OF OKLAHOMA			12/15/2021	12/31/2021	7	\$2,106.39
2022	11	558	12/15/2021	LAURA ROBERTS			12/15/2021	12/31/2021	7	\$34.50
2022	11	559	12/15/2021	ROBERTSON THERAPY SERVICES, LLC			12/15/2021	12/31/2021	7	\$780.00
2022	11	560	12/15/2021	RRR, INC			12/15/2021	12/31/2021	7	\$2,017.11
2022	11	561	12/15/2021	SAM'S CLUB/SYNCHRONY BANK			12/15/2021	12/31/2021	7	\$92.80

Sterling Schools

Payment Register

Options: Year: 2021-2022, Fund: GEN FUND-FOR OP, Date Range: 12/1/2021 - 12/31/2021, Print Payroll Payments: True, Print Details: False

Year	Fund	No	Date	Vendor	Date Type	Date Registered	Clearing Date	Clearing No	Amount
2022	11	562	12/15/2021	SOUTHERN HARDLINES, INC.-ELGIN		12/15/2021	12/31/2021	7	\$77.71
2022	11	563	12/15/2021	SPLASH POOLS		12/15/2021	12/31/2021	7	\$224.95
2022	11	564	12/15/2021	STERLING PUB. WORKS AUTHORITY		12/15/2021	12/31/2021	7	\$582.85
2022	11	565	12/15/2021	STERLING ELECTRIC		12/15/2021	12/31/2021	7	\$2,117.10
2022	11	566	12/15/2021	THE HOME DEPOT PRO		12/15/2021	12/31/2021	7	\$101.81
2022	11	567	12/15/2021	TH ROGERS LUMBER COMPANY		12/15/2021	12/31/2021	7	\$18.98
2022	11	568	12/15/2021	TIGER PAW QUICK MART		12/15/2021	12/31/2021	7	\$2,944.98
2022	11	569	12/15/2021	UNITED RENTALS INC		12/15/2021	12/31/2021	7	\$222.00
2022	11	570	12/15/2021	VERIZON WIRELESS	12/15/2021				\$0.00
2022	11	571	12/15/2021	WILLIAMS DISCOUNT FOODS		12/15/2021	12/31/2021	7	\$75.78
2022	11	572	12/15/2021	WINDSTREAM		12/15/2021	12/31/2021	7	\$357.48
2022	11	573	12/15/2021	ELMORE'S AUTOMOTIVE LLC		12/15/2021	12/31/2021	7	\$1,909.00
2022	11	574	12/15/2021	ANGELA CHILDRESS		12/15/2021	12/31/2021	7	\$100.00
2022	11	575	12/15/2021	WALKER PAINT & BODY		12/15/2021	12/31/2021	7	\$158.18
2022	11	576	12/15/2021	STERLING PUB. WORKS AUTHORITY		12/15/2021	12/31/2021	7	\$192.15
2022	11	577	12/15/2021	VERIZON WIRELESS		12/15/2021	12/31/2021	7	\$480.04
Non-Payroll Total:									\$43,445.52
Payroll Total:									\$221,713.99
Balance Foward:									\$1,186,898.68
Total:									\$1,452,058.19

Sterling Schools

Payment Register

Options: Year: 2021-2022, Fund: Building, Date Range: 12/1/2021 - 12/31/2021, Print Payroll Payments: True, Print Details: False

Year	Fund	No	Date	Vendor	Date Type	Date Registered	Clearing Date	Clearing No	Amount
2022	21	2	12/15/2021	BRENDON SIMMONS CONST., LLC		12/15/2021	12/31/2021	7	\$512.00
2022	21	3	12/15/2021	MONTY BRIDGES		12/15/2021	12/31/2021	7	\$1,100.00
Non-Payroll Total:									\$1,612.00
Payroll Total:									\$0.00
Balance Foward:									\$1,784.01
Total:									\$3,396.01

Sterling Schools

Payment Register

Options: Year: 2021-2022, Fund: HAIL STORM INSURANCE CLAIM, Date Range: 12/1/2021 - 12/31/2021, Print Payroll Payments: True, Print Details: False

Year	Fund	No	Date	Vendor	Type	Date Voided	Date Registered	Clearing Date	Clearing No	Amount
2022	86	3	12/28/2021	JOE D. HALL G.C.			12/28/2021	12/31/2021	7	\$732,034.55
Non-Payroll Total:										\$732,034.55
Payroll Total:										\$0.00
Balance Foward:										\$224,009.45
Total:										\$956,044.00

Sterling Schools

Revenue/Expenditure Summary

Options: Fund: 60, Date Range: 12/1/2021 - 12/31/2021

	Begin Balance	Receipts	Adjusting Entries	Payments	Cash End Balance	Unpaid POs	End Balance
801 GENERAL	\$2,848.90	\$823.53	\$0.00	\$248.75	\$3,423.68	\$0.00	\$3,423.68
802 ATHLETICS	\$2,587.70	\$4,583.00	\$0.00	\$2,541.03	\$4,629.67	\$0.00	\$4,629.67
803 FCCLA NATIONAL CONFERENCE	\$2,320.45	\$0.00	\$0.00	\$0.00	\$2,320.45	\$0.00	\$2,320.45
804 FCA	\$172.07	\$0.00	\$0.00	\$0.00	\$172.07	\$0.00	\$172.07
805 FLOWER FUND	\$311.11	\$0.00	\$0.00	\$0.00	\$311.11	\$0.00	\$311.11
806 FFA	\$39,093.87	\$2,049.50	\$0.00	\$631.98	\$40,511.39	\$0.00	\$40,511.39
807 FCCLA	\$2,270.48	\$0.00	\$0.00	\$35.96	\$2,234.52	\$0.00	\$2,234.52
808 ACADEMIC TEAM	\$259.54	\$0.00	\$0.00	\$162.30	\$97.24	\$0.00	\$97.24
809 POOL	\$284.20	\$0.00	\$0.00	\$0.00	\$284.20	\$0.00	\$284.20
810 AG SCHOLARSHIP	\$2,700.00	\$0.00	\$0.00	\$0.00	\$2,700.00	\$0.00	\$2,700.00
811 STUDENT COUNCIL	\$2,760.00	\$1,588.25	\$0.00	\$875.06	\$3,473.19	\$0.00	\$3,473.19
812 GENE CROSS TIGER PRIDE SCHOLARSHIP	\$500.00	\$0.00	\$0.00	\$0.00	\$500.00	\$0.00	\$500.00
813 LIBRARY	\$2,951.57	\$0.00	\$0.00	\$29.25	\$2,922.32	\$0.00	\$2,922.32
814 FIT FOR EDUCATION	\$946.52	\$0.00	\$0.00	\$0.00	\$946.52	\$0.00	\$946.52
815 JH & HS CHEERLEADING	\$976.71	\$0.00	\$0.00	\$0.00	\$976.71	\$0.00	\$976.71
816 YEARBOOK	\$18,625.60	\$380.00	\$0.00	\$0.00	\$19,005.60	\$0.00	\$19,005.60
818 ELEMENTARY	\$8,053.08	\$1,128.90	\$0.00	\$710.39	\$8,471.59	\$0.00	\$8,471.59
819 GENERAL SCHOLARSHIP FUNDS	\$500.00	\$0.00	\$0.00	\$0.00	\$500.00	\$0.00	\$500.00
820 JAMES BRAGG SCHOLARSHIP	\$890.41	\$0.00	\$0.00	\$0.00	\$890.41	\$0.00	\$890.41
830 TEACHER/SUPPORT OF YEAR	\$351.00	\$0.00	\$0.00	\$0.00	\$351.00	\$0.00	\$351.00
844 2022 SENIORS	\$20,230.30	\$0.00	\$0.00	\$268.75	\$19,961.55	\$0.00	\$19,961.55
845 2023 SENIORS	\$15,077.40	\$6,007.03	\$0.00	\$2,913.08	\$18,171.35	\$0.00	\$18,171.35
846 2024 SENIORS	\$3,976.25	\$0.00	\$0.00	\$0.00	\$3,976.25	\$0.00	\$3,976.25
Total	\$128,687.16	\$16,560.21	\$0.00	\$8,416.55	\$136,830.82	\$0.00	\$136,830.82

Sterling Schools

Cash Balances

Options: Fiscal Years: 2022, Funds: 60, As Of Date: 12/31/2021, Account Types: AC

Cash By Account and Fund

AC 0102	FNB FLETCHER/ACTIVITY FUND			
2022	60	SCHOOL ACTIVITY FNDS		\$136,830.82
			Total AC 0102	\$136,830.82
				<u>\$136,830.82</u>

Cash By Fund

2022	60	SCHOOL ACTIVITY FNDS		\$136,830.82
				<u>\$136,830.82</u>



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

12-1-2021

Dear Sterling Public Schools Board of Trustees,

Sterling Public Schools is such a special place. I try to pass that along to everyone in our community as well as our students and staff. We have worked hard this year to make each day normal, and help our teachers and staff focus on teaching students. As I walk the halls each day I enjoy seeing all the teaching happening. Our students are readjusting to school as are the teachers, and we are helping the students prepare for a successful future. Your work on the Board has helped us get to this spot and our "Team of Six" has worked well together for the benefit of our school. We are in a tough position right now with the decrease in students and the increase of the insurance payment, but we will work through this and we will still have a wonderful school focused on student success. Thank you all for your dedication and support of Sterling Public Schools. We are the Tigers, Forever we will be!

Sincerely,

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

Kent Lemons

SUPERINTENDENT SELF-APPRAISAL

Date: December 2021

Superintendent: Kent Lemons

Sterling Public Schools.

ACCOMPLISHMENTS AND ACTIONS

❶ Oklahoma State Testing Program (OSTP):

Our State testing last year was a poor evaluation of our students and teachers. We will use the scores we earn this year as our new standard for comparison. The principals and teachers are working hard to prepare the students for the rigor of the OSTP. I will share the 21-22 OSTP scores with you compared to the Oklahoma when we get those results.

❷ Facility improvements:

In the last school year, we have used insurance money to replace every roof, some siding, and some painting for our buildings. These improvements will add many years to the life of our facilities. We also will use insurance money to replace the little gym floor, and already replaced the tile in the floor beside the little gym. Insurance also replaced many of our damaged ceiling tiles and replaced/improved our plumbing in the cafeteria water heater area and in the community center.

We continue to make improvements that will add years to the life of our facilities and will make our schools a place the community is proud of. Our funding keeps us from tackling big projects right now that insurance doesn't cover, 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 Spring of 2021 and the Fall of 2022 have been very successful for Sterling Public Schools. Our spring slow pitch softball team advanced to the State Tournament, and the baseball team also played at the Ste Tournament. The fall fast pitch softball team advanced to the regional finals, and the baseball team again advanced to the State 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.

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. After three years we finally spent all the McMahon Foundation Grant that added school safety with more cameras and door security. The ESSER grants from the

Federal Government have provided much needed funds for an HVAC unit, salaries, PPE supplies, and a stipend to each employee. We were awarded the Cotton Electric grant for our STEM classes recently.

We still have a few funds left from the bond election mostly designated to textbooks. The next opportunity to pass a bond will be 2023, and we will need a new ag truck and a school bus first on the list.

The improvements from our insurance claims are listed above in Facility Improvements.

⑤ Atmosphere, Culture, and Public Relations of our Schools

The atmosphere and attitude of the school has been very positive this year with school running as a normal school year. We are working to be a welcoming school, and we take care of our students while still holding them to a high standard of behavior. Below are some of the things I try to do to keep moral up.

- We promote a climate of excellence among staff.
- 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 at Board Meetings to recognize students in grades 3-12 each 9 weeks grading period who have the highest GPA, no absences, no tardies, and no discipline referrals.
- I visit the local “table of knowledge” at Balls café with the local coffee drinkers periodically.
- Recently, I have started Tiger Talk, a newsletter with a list of events for each month that is placed at Balls café and tiger Paw.
- 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.
- 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, or 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.
- Every entrance is controlled and monitored.
- We have recruited the police to make daily walkthroughs of the school.
- All local law enforcement officers are aware of our efforts to increase security and are on board with us.

7 Technology

Our technology is second to none. Our students have the opportunity to experience learning through technology, and will not be afraid of the technology they encounter after graduation in their college or chosen profession.

PROFESSIONAL DEVELOPMENT

Our teachers and staff are trained in all the OSDE required areas. We have not spent funds this year on any extra staff development. My own professional development has included all of the required training from OSDE as well as weekly Zoom meetings with the State superintendent, and Comanche County Superintendent Meetings where we discuss various issues dealing with education and COVID.

UPCOMING CONCERNS

What will be the most significant challenges for 2022-23?

BUDGET:

The 2021-2022 budget will be tough because of a loss in funding from a decrease in enrollment, and from an increase of 251% for insurance.

These are the factors working on our budget:

- A decrease in enrollment of 60 since 2017 has caused us to suffer money cuts from the State. The State looks at each year on October 1 for funding numbers. We are down 22 students from last year.
- The State Government has not come up with a way to properly fund schools for each student.
- 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 no longer allows us to break even.

No matter the budget situation 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 and every other way for our District.

TRANSPORTATION FLEET:

Since we started taking buses in the summer for routine servicing we have had fewer issues during the school year. This has helped prevent breakdowns, and keep us up and running. 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. Our improvements funded by insurance have us in good shape on the outside of our buildings.

OSTP PREPARATION (STUDENTS AND TEACHERS):

Accountability will be reestablished with the spring of 2023 scores. 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 support our employees as long as they are professional, and I try to get to know them as a person so they know I care about them. We continue to build a culture of professionalism.

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 search for ways to improve.

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

Our vision is to strive for excellence in all areas of education developing contributing citizens in our society. We do this by trying to lay a path for each student to be successful in education, so they may be successful after graduation. Essentially, student success is our focus. Our current financial situation has to be worked around so we may educate each student and ensure their success. We may have to reduce staff to keep our District financially stable, but that will be the last resort.

MAINTAIN OUR PUSH TO EXCEL WITH OUR TECHNOLOGY:

We will continue to provide emerging technology for our teachers and students to the best of our abilities. 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 to work around 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 our professional educators 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. Model professionalism in all dealings with staff members.
- 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: 2021-2022

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

Date _____

Signature of Board President

Signature of Superintendent

Vice President

Clerk

Member

Member

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

	2021-2023 (Current)	2022-2024
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: _____

REQUEST FOR APPROVAL OF STATE AID AND/OR FEDERAL FUND FOR SCHOOLS
Insurance FUND

S.A.&I. 307 (1990)

School District No. 16T003

To the County Clerk of Comanche County, State of Oklahoma:

We, the undersigned, duly qualified and acting officers of the Governing Board of the aforementioned school district of said County and State hereby certify that the notice of approval of the following State and/or Federal funds has been received and is currently on file in the school's business office:

- | | | |
|-------|----------------------|------------------------|
| 1. | <u>Sandner Group</u> | \$ <u>1,123,574.18</u> |
| 2. | _____ | \$ _____ |
| 3. | _____ | \$ _____ |
| 4. | _____ | \$ _____ |
| 5. | _____ | \$ _____ |
| 6. | _____ | \$ _____ |
| 7. | _____ | \$ _____ |
| TOTAL | | \$ <u>1,123,574.18</u> |

We further certify that these fund are in addition to and in excess of the State and/or Federal fund previously appropriated for the school district. We, therefore, request that the school's appropriations be increased by the following amounts:

PURPOSE OR ITEM OF APPROPRIATION	Prior Approved Appropriations	Requested Application of Funds	Current Approved Appropriations	Added by County Clerk
1. Current Expense	<u>300549 44</u>	<u>1123574 18</u>	<u>1424123 62</u>	
2. Interest Reserve		-		
3. Grand Total	<u>300549 44</u>	<u>1123574 18</u>	<u>1424123 62</u>	

Submitted, by order of the Board, this 11 day of January 2022

 President of the Board Clerk

CERTIFICATE OF COUNTY CLERK

STATE OF OKLAHOMA, COUNTY OF _____, ss:

I, the duly qualified and acting County Clerk in and for the said County and State, do hereby certify that I have added the requested amounts to the appropriations of the school district in the manner requested by the School's Board of Education.

Done at _____ Oklahoma, this _____ day of _____.

 County Clerk

(Seal) By _____ Deputy

Receipt Analysis

Options: Date Range: 7/1/2021 - 6/30/2022

Year	Receipt No.	Date	Received From	Amount
Fund - 86 HAIL STORM INSURANCE CLAIM				
1510 INSURANCE LOSS RECOVERIES				
2022	37	9/8/2021	SANDNER GROUP, HAIL AND FREEZE CLAIMS	\$206,128.22
2022	37	9/8/2021	SANDNER GROUP, HAIL AND FREEZE CLAIMS	\$87,442.44
2022	86	11/30/2021	SANDNER GROUP	\$3,321.18
2022	90	12/28/2021	SANDNER GROUP	\$826,682.34
1510 INSURANCE LOSS RECOVERIES Total				\$1,123,574.18
Fund - 86 HAIL STORM INSURANCE CLAIM Total				\$1,123,574.18
Receipts Total				\$1,123,574.18