



**“Great Discoveries and Improvements  
invariably involve the cooperation of many minds.**

**I may be given credit for having blazed the trail,  
but when I look at the subsequent developments I feel  
the credit is due to others rather than to myself.”**

**— Alexander Graham Bell**

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# Education Philosophy, Objectives & Goals

The District's educational program will seek to provide an opportunity for each child to develop to his or her maximum potential. The objectives for the educational program are:

- \* To stimulate intellectual growth and curiosity;
- \* To provide fundamental career concepts and skills.
- \* To help the student develop sensitivity to the needs and values of others and a respect for individual and group differences;
- \* To develop an awareness of and appreciation for cultural diversity.

The administrative staff is responsible for apprising the Board of the educational program's current and future status.

The primary purpose of schooling is the transmission of knowledge and culture through which students learn in areas necessary to their continuing development and entry into the world of work. The Board gives priority in the allocation of resources, including funds, time, personnel and facilities, in fulfilling this purpose.

The Sidney School Board of Trustees is governed by the Office of Public Instruction, educational law and other laws of the State of Montana.



## Trustees

Kelly Dey—Chairwoman  
Luke Savage—Vice Chair  
Serina Everett  
Dennis Lorenz  
Craig Steinbeisser  
Melissa Sanders

May 2006—May 2018  
May 2008—May 2017  
Dec 2011—May 2016  
May 2000—May 2016 (Outlying HS Trustee)  
May 2012—May 2018  
May 2014 — May 2017

## Education Acronyms

AIM	Achievement In Montana
ANB	Average Number Belonging (used to calculate school budget limits)
ASB	Associated Student Body (Student Accounts)
AYP	Adequate Yearly Progress—A measurement utilized to insure compliance with NCLB
BENCHMARK	Defines a specific subject matter competence
CTE	Career and Technical Education
DOR	Department of Revenue
E-GRANTS	Web-enabled system used in grant application and allocation of funds
E-RATE	Federal telecommunication grant
FY	Fiscal Year End (June 30th each year)
GEMS	Montana’s Statewide Longitudinal Education Data System
IEP	Individual Education Plan
MAEFAIRS	Montana Automated Education Finance and Information Reporting System online communication between OPI & school, used to upload/download information & forms.
MASBO	Montana Association of School Business Officials
MBI	Montana Behavior Initiative
MCEL	Montana Conference of Education Leadership
MEA/MFT	Montana Education Association (Montana Federation of Teachers)
METNET	Montana Education Technology Network—Online communication with OPI, can view legal, financial, political, etc., information concerning schools
MontCAS	Montana Comprehensive Assessment-Criterion-Referenced Test
MQEC	Montana Quality Education Coalition
MREA	Montana Rural Education Association
MTSBA	Montana School Boards Association
MUST	Montana Unified School Trust
NCLB	No Child Left Behind
NWEA	Northwest Education Association
OPI	Office of Public Instruction
PI	Pupil Instruction days (days teachers teach students)
PIR	Pupil Instruction Related (days teacher use for professional development)
RTI	Response To Intervention
SBAC	Smarter Balanced Assessment Consortium
SEID	State Educator Identification Number
TEAMS	Terms of Employment, Accreditation, and Master Schedule
TOE	Terms Of Employment

## Consultants & Advisors

### Membership

Montana School Boards Association  
National School Boards Association  
Workers Compensation Risk Retention Program  
Montana Quality Education Coalition  
Montana School Services Foundation  
Montana Unified School Trust  
Montana Cooperative Services

### Attorneys

Montana School Board Association, Helena MT  
Richland County Attorney

### Audit Firm

Strom & Associates, Billings MT

# Organization



**“Chaos is found in greatest abundance wherever order is being sought. It always defeats order, because it is better organized.”**

**-Terry Pratchett, *Interesting Times: The Play***

# Organizational Chart

**Office of Public Instruction**

**Denise Juneau, Superintendent**



## **Sidney Public Schools Board of Trustees**



**Dr. Daniel Farr, Ed. D., Superintendent**

**Sidney Public Schools**



**Sue Andersen  
Principal  
Sidney High**



**Kelly Johnson  
Principal  
Sidney Middle**



**Nicole Beyer  
Bus. Mgr/Clerk  
Office Mngr.**



**Brent Sukut  
Principal  
Central Elem.**



**Jon Skinner  
Principal  
Westside Elem.**



# Administration Office



Dr. Daniel Farr  
Superintendent



Nicki Beyer  
District Clerk



Thom Barnhart  
Federal Programs/  
Curriculum  
Director

The Administration Office is currently located in the Central School building. Due to the influx of students and staffing needed for those students, the Administration Office has started the process of potentially looking for another location should the areas the administration staff is currently using become needed for classrooms or specialty rooms in the future.



Leigh Merritt  
Payroll/Personnel  
Clerk



Nancy Vaira  
Assistant Clerk



Michelle Lambert  
Superintendent's  
Assistant

**“I can do things you cannot,  
You can do things I cannot;  
Together we can do great things.”**

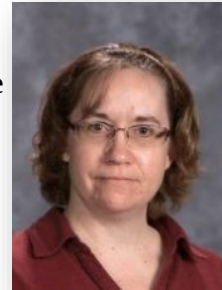
**- Mother Theresa**

# Central School



Brent Sukut  
Principal

**Built in 1915**  
**District Administration**  
**Kindergarten, 4th Grade, 5th Grade**  
**329 Students**  
**Boys & Girls Club**



Michelle Bruner  
Administrative  
Transportation  
Secretary



Ali Borg  
Administrative  
Secretary

## Improvements:

- ⇒ 1949—Major classroom addition
- ⇒ 1981—Demolition of original 1915 structure, addition of more classrooms and gymnasium
- ⇒ 2010—New heating system and fire detection system
- ⇒ 2011—Asbestos abatement of second floor 1949 addition and crawl space tunnels
- ⇒ 2013—Remodel of the second floor 1949 addition and partial completion of cement work to replace asphalt and unsafe sidewalks
- ⇒ 2014—Asbestos abatement of first floor 1949 addition, replacement of exterior doors, completion of exterior cement work and installation of a camera system
- ⇒ 2015 —Intercom system implemented

## Future Considerations:

- \* Addition of Air Conditioning in 1981 area of Building
- \* Relocation of District Administration Personnel
- \* Playground Enhancements





Jon Skinner  
Principal

# Westside School

Built in 1963  
Special Needs Preschool 1st—3rd Grade  
295 Students



Carla Verhasselt  
Administrative  
Secretary



Jane Nicolaus  
Administrative  
Secretary

## Improvements:

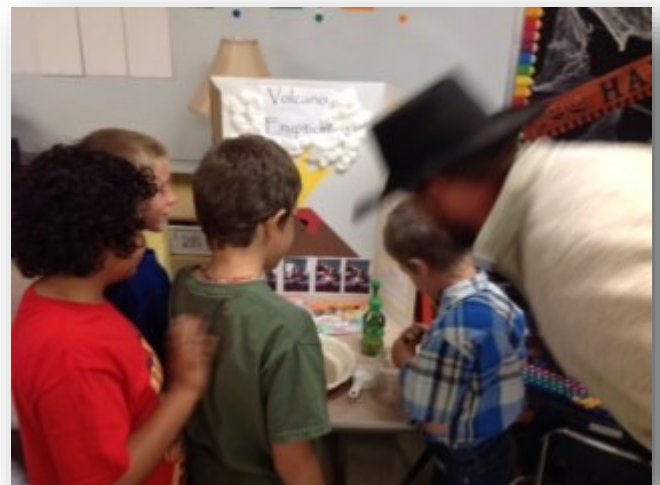
- ⇒ 1981 —Added gymnasium and additional classrooms
- ⇒ 1992 —Replaced roof
- ⇒ 2006 —Windows replaced with energy efficient windows
- ⇒ 2009 —Gymnasium carpet replaced with wood floor and energy efficient lighting installed in gym
- ⇒ 2011 —Updated 1963 part of building, new heating/air conditioning classroom electrical work to accommodate today's technology needs, new lights and storage
- ⇒ 2012 —Update office area
- ⇒ 2013 —Remodel and replace front entry doors
- ⇒ 2014 —Replace failing sewer lift station with gravity fed line, purchase storage locker
- ⇒ 2015 —Update remaining classroom with HVAC and electrical. New kitchen-cafeteria expansion with adjoining room.

## Currently in Progress:

- \* Roof Replacement
- \* Cafeteria and classroom expansion

## Future Considerations:

- \* Possible addition of Kindergarten pod to allow K-2, 3-5 structure to accommodate student enrollment increases
- \* Remodel of bathrooms



# Middle School



Kelly Johnson  
Principal

Built in the 1930's  
6th—8th Grade  
310 Students



Jennifer Lunderby  
Administrative  
Secretary



Petra Candee  
Administrative  
Secretary

## Improvements:

- ⇒ 1940's—Addition Erected
- ⇒ 1990's—Window updates, new heating system, gym bleachers, replace gym floor, auditorium remodel
- ⇒ 2009—Remodel/renovation of third floor science lab and art room, add intercom system, exterior camera system and remodel/addition to east side entryways
- ⇒ 2011—Second floor remodel minus the library
- ⇒ 2015 — Replaced Gym lighting and updated HVAC
- ⇒ 2015 — Remodeled 'old administration' building (the Cabana) to house MS music program



## Currently in Progress:

- \* Remodel of first floor, locker rooms, and library. Addition of women's bathroom on second floor.

## Future Considerations:

- \* Renovation of outside tennis/basketball courts utilized by PE classes and students before/after school

# High School

Built in 1961  
9th-21th Grade  
373 Students



Sue Andersen  
Principal



Maria Peters  
Administrative  
Secretary



Lisa Morehouse  
Office Manager



Susan Spangler  
Attendance



Loretta Thiel  
Assistant  
Principal

## Improvements:

- ⇒ 1974—Industrial Arts wing addition
- ⇒ 1984—Locker rooms, concession area and weight room
- ⇒ 1986—100 wing expansion
- ⇒ 2006—Renovation of north football field bleachers, refurbishment and addition to music room area, track resurfacing, replacement of football lights and addition of crows nest to bleachers, complete gymnasium remodel lights, bleachers, ceiling and floor, addition of multi-use room
- ⇒ 2009—200 wing renovation and library addition, office area and main hallway update, 500 wing art room remodel
- ⇒ 2010—New kitchen, kitchen garage area, 300 wing remodel
- ⇒ 2011—100 wing remodel of heating/air conditioning systems
- ⇒ 2013—Periodic resurfacing of track area completed to add track life and replacement of new basketball hoop system
- ⇒ 2014—Ag Ed/Industrial Arts shop building and welding area constructed

## Currently in Progress:

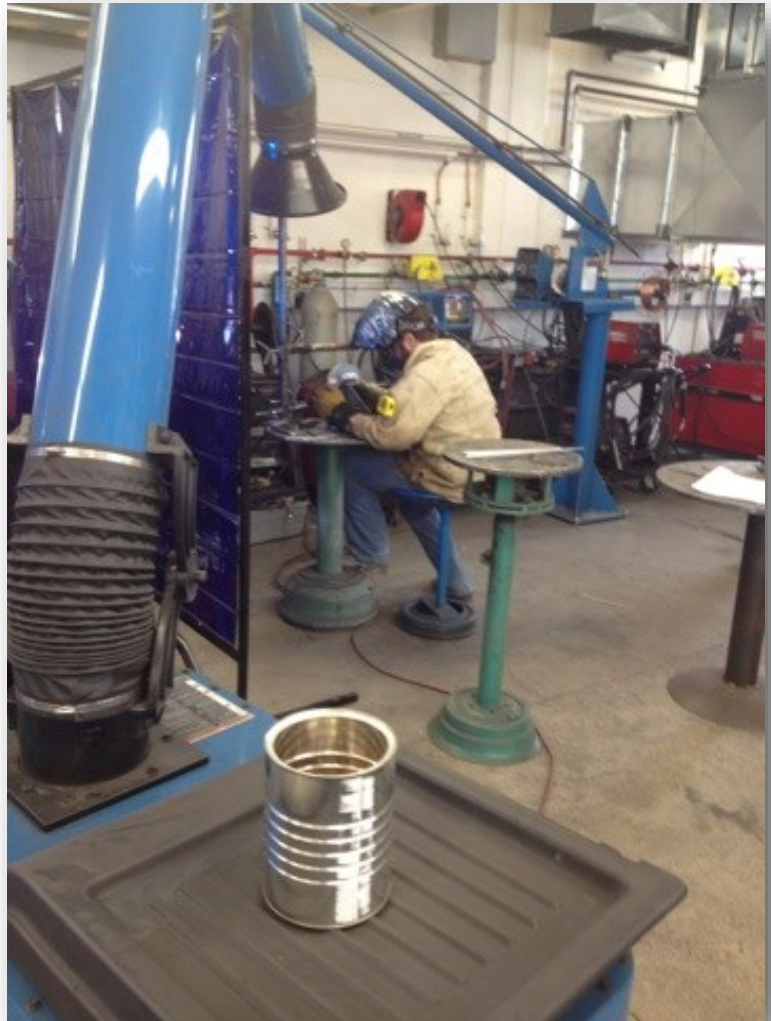
- \* — Refurbishment of the North Parking Lot

# General Facility Information

- ⇒ Technology continues to be an area of focus for Trustees as the world continues to rely more and more on technology. In order that our students be successful in future endeavors, up to date technology is of paramount importance.
- ⇒ A new system with the capability of voicemail and transfer between buildings was installed. Infinite Campus went live district wide with students, parents and staff having capability to access information in real time.
- ⇒ Added cameras to the security system district wide
- ⇒ Once again Trustees approved a multi-district agreement between the High School and Elementary District. This process allows the Trustees to work on facility needs at the elementary level with oil and gas funds received at the High School level.

**“The most powerful force ever known on this planet is human cooperation — a force for construction and destruction.”**

**— Jonathan Haidt**



# Projected Enrollment

	<u>Actual</u>			<u>Projected</u>		
	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19
Elementary K-6	692	768	751	766	800	859
Middle School 7-8	223	208	218	244	244	233
High School 9-12	373	404	404	384	409	432
Total	1288	1380	1372	1394	1454	1524

# Enrollment History—ANB

Year	Grades K-8	Grades 9-12	Total Students
1978-1979		529	529
1981-1982	1418		1,418
1995-1996	1049	566	1,615
1996-1997	1024	533	1,557
1997-1998	981	543	1,524
1998-1999	999	526	1,525
1999-2000	962	515	1,477
2000-2001	923	505	1,428
2001-2002	892	491	1,383
2002-2003	831	503	1,334
2003-2004	794	479	1,273
2004-2005	781	461	1,242
2005-2006	768	479	1,247
2006-2007	739	459	1,198
2007-2008	711	452	1,163
2008-2009	739**	435	1,174
2009-2010	735	430	1,165
2010-2011	748	416	1,164
2011-2012	813	399	1,212
2012-2013	863	402	1,265
2013-2014	892	370	1,262
2014-2015	945	388	1,333

\*\*Full Time Kindergarten

# Taxable Valuation Table

District	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10
Elementary	\$ 8,141,329	\$ 8,016,960	\$ 8,286,965	\$ 8,817,147	\$ 9,275,451	\$ 9,676,208
<i>Increase (Decrease)</i>		\$ (124,369)	\$ 270,005	\$ 530,182	\$ 458,304	\$ 400,757
High School	\$ 10,517,642	\$ 10,591,816	\$ 11,007,455	\$ 13,250,327	\$ 14,269,554	\$ 15,430,990
<i>Increase (Decrease)</i>		\$ 74,174	\$ 415,639	\$ 2,242,872	\$ 1,019,227	\$ 1,161,436

District	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16
Elementary	\$ 10,379,786	\$ 10,328,126	\$ 11,162,004	\$ 13,800,818	\$ 15,799,526	\$ 24,575,956
<i>Increase (Decrease)</i>	\$ 703,578	\$ (51,660)	\$ 833,878	\$ 2,638,814	\$ 1,998,708	\$ 8,776,430
High School	\$ 16,934,912	\$ 16,309,655	\$ 16,704,451	\$ 22,091,472	\$ 25,406,299	\$ 39,473,758
<i>Increase (Decrease)</i>	\$ 1,503,922	\$ (625,257)	\$ 394,796	\$ 5,387,021	\$ 3,314,827	\$ 14,067,459

## School Finance

Sidney School Districts #1 and #5 have taxing authority in the local High School and Elementary School Districts. The major funding sources for the General Fund Budget include state funds, oil and gas production revenue and local levies. State aid is paid to the districts in ten monthly installments with the first payment in September and the final payment in June. Oil and gas payments are received quarterly on August 1, November 1, February 1, and May 1. Local levies are assessed in November with the second payment due in May.

ANB is used to calculate state aid and school budgets. The ANB (Average Number Belonging) is calculated utilizing the average number of students enrolled on count days in October and February. Montana State Aid is directly related to the number of students enrolled. While increasing enrollment does increase budget authority, budgets are capped by state law and often caps are not large enough to accommodate the number of staff required to meet accreditation standards and special needs of students.

Sidney School District #5's (Elementary) taxable valuation for 2015-2016 is \$24,575,956 and \$39,473,758 for School District #1 (High School). The local tax mill levy is calculated by dividing the taxable valuation by 1000 and dividing the district local funding requirements by this figure.



# Final Budgets 2014-2015

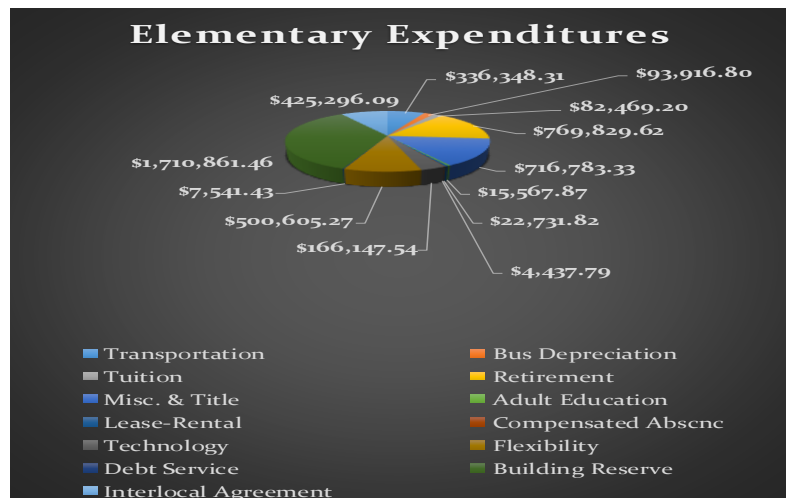
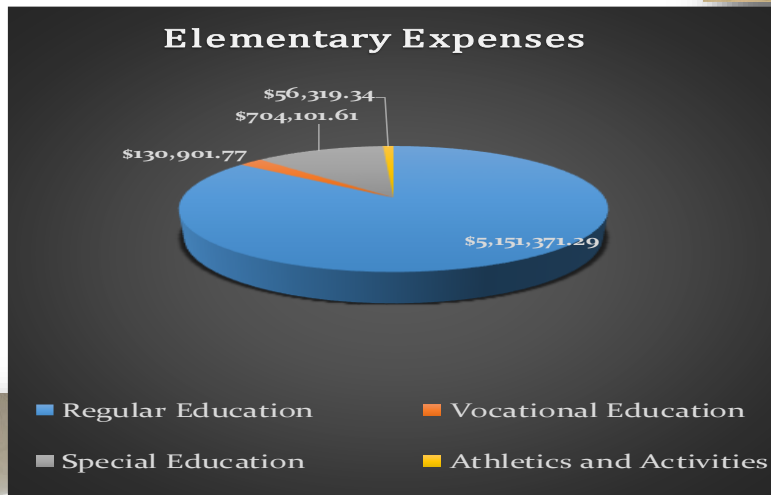
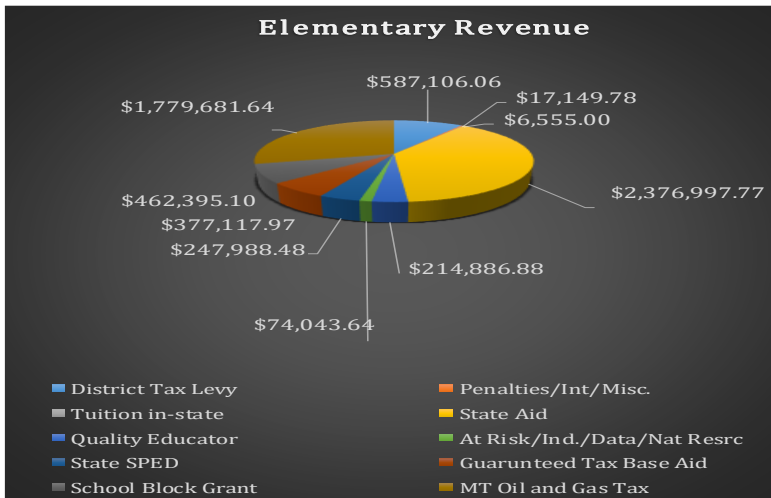
## Elementary

	<b>Total Budget</b>	<b>Total Reserves</b>	<b>Non- Levied Revenue and Reappropriated</b>	<b>District Property Tax Requirements</b>	<b>District Mill Levy</b>
General	6,085,637.01	\$641,265.87	\$5,550,733.65	\$534,903.36	33.86
Transportation	\$340,656.98	\$68,131.40	\$168,216.38	\$172,440.60	10.91
Bus Depreciation	\$556,676.41	\$0.00	\$362,497.50	\$194,178.91	12.29
Tuition	\$175,282.58		\$10,117.46	\$165,165.12	10.45
Retirement	\$890,844.00	\$178,168.80	\$890,844.00		
Adult Education	\$21,493.31	\$5,376.52	\$2,150.00	\$19,343.31	1.22
Technology	\$416,220.64	\$0.00	\$391,220.64	\$25,000.00	1.58
Flex Fund	\$924,719.46	\$0.00	\$924,719.46	\$0.00	0.00
Building Reserves	\$9,564,533.73	\$0.00	\$9,564,533.73	\$0.00	0.00
Debt Service	\$12,000.00	\$0.00	\$12,961.87	\$0.00	0.00
<b>Total All Funds</b>	<b>\$18,988,064.12</b>	<b>\$892,942.59</b>	<b>\$17,877,994.64</b>	<b>\$1,111,031.30</b>	<b>70.31</b>

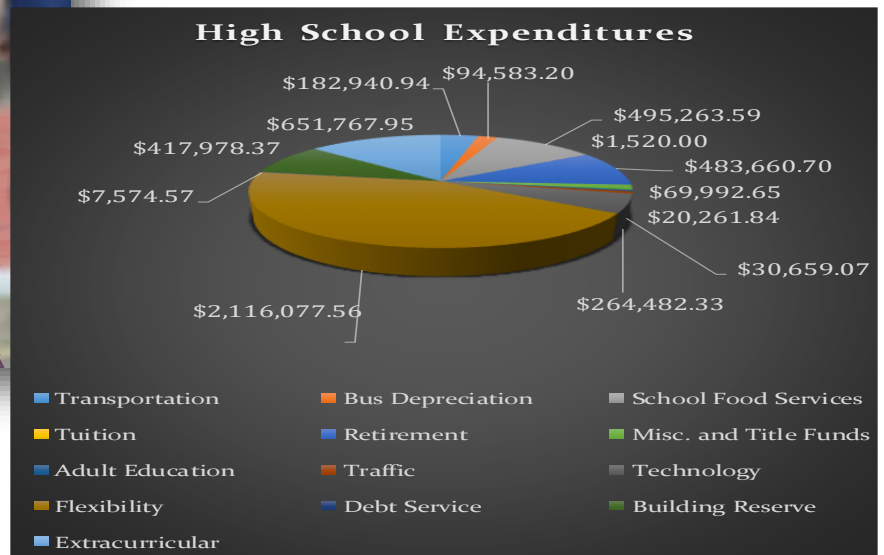
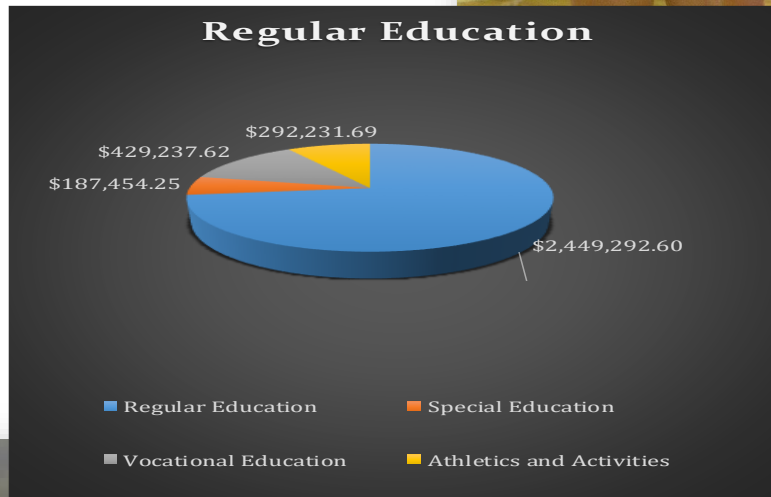
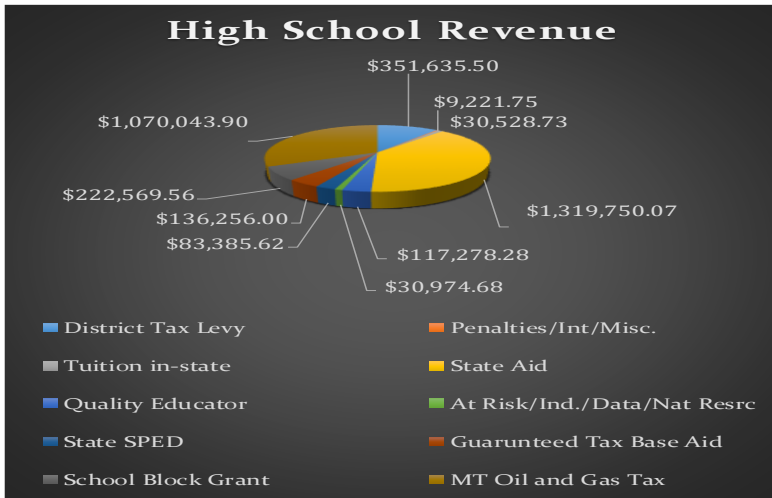
## High School

	<b>Total Budget</b>	<b>Total Reserves</b>	<b>Non-Levied Revenue and Reappropriated</b>	<b>District Property Tax Requirements</b>	<b>District Mill Levy</b>
General	\$3,386,751.89	\$396,033.42	\$3,018,611.20	\$368,140.69	14.49
Transportation	\$197,456.35	\$39,491.27	\$83,126.15	\$114,330.20	4.50
Bus Depreciation	\$392,771.81	\$0.00	\$377,441.81	\$15,330.00	0.60
Tuition	\$1,520.00		\$47.00	\$1,473.00	0.06
Retirement	\$556,147.00	\$111,229.40	\$556,147.00		
Adult Education	\$24,400.00	\$8,540.00	\$10,153.98	\$14,246.02	0.56
Technology	\$359,294.49	\$0.00	\$329,294.49	\$30,000.00	1.18
Flex Fund	\$2,405,954.80	\$0.00	\$2,405,954.80	\$0.00	0.00
Building Reserve	\$1,858,620.13	\$0.00	\$1,858,620.13	\$0.00	0.00
Debt Service	\$9,200.00	\$0.00	\$196,362.03	\$0.00	0.00
<b>Total All Funds</b>	<b>\$9,192,116.47</b>	<b>\$555,294.09</b>	<b>\$8,835,758.59</b>	<b>\$543,519.91</b>	<b>21.39</b>

# Elementary Revenue & Expenses



# High School Revenue & Expenses



# Students and Curriculum

**“Knowledge is power.  
Information is liberating.  
Education is the premise  
of progress,  
in every society,  
in every family.”**

**— Kofi Annan:  
Diplomat**

# Honor Roll

## Middle School

	Quarter 1	Quarter 2	Quarter 3	Quarter 4
Grade 6 Total	100	106	104	104
Honor Roll Number	83	83	83	82
Percentage	83%	78%	80%	79%
Grade 7 Total	92	100	99	100
Honor Roll Number	85	68	71	77
Percentage	92%	68%	72%	77%
Grade 8 Total	102	106	105	105
Honor Roll Number	89	81	89	89
Percentage	87%	76%	85%	85%

**“People who work together will win, whether it be against complex football defenses, or the problems of modern society. “**

**— Vince Lombardi**

## High School

**“Every successful individual knows that his or her achievement depends on a community of persons working together.”**

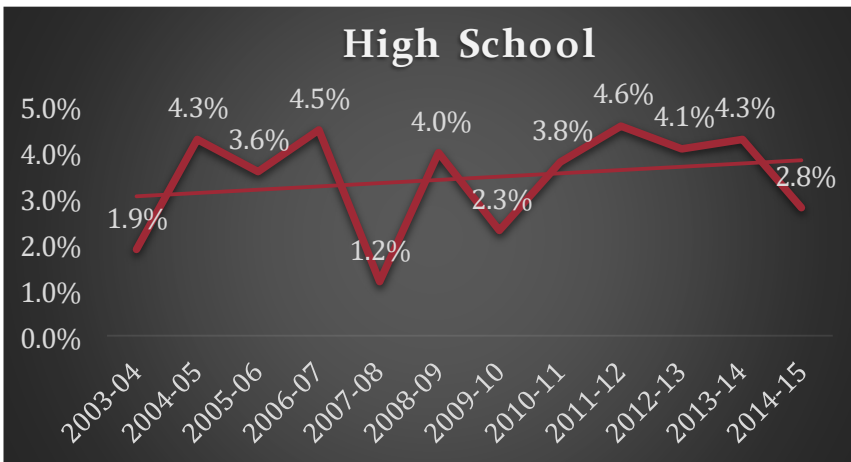
**— Paul Ryan**

	Quarter 1	Quarter 2	Quarter 3	Quarter 4
Grade 9 Number	60	44	46	47
Percentage	54%	40%	42%	43%
Grade 10 Number	52	46	50	49
Percentage	44%	50%	47%	38%
Grade 11 Number	76	63	75	68
Percentage	68%	57%	68%	61%
Grade 12 Number	42	43	44	43
Percentage	58%	60%	61%	60%

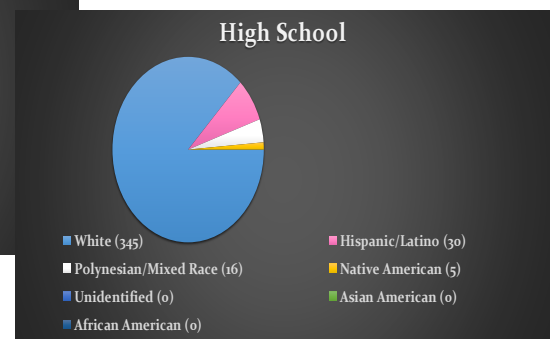
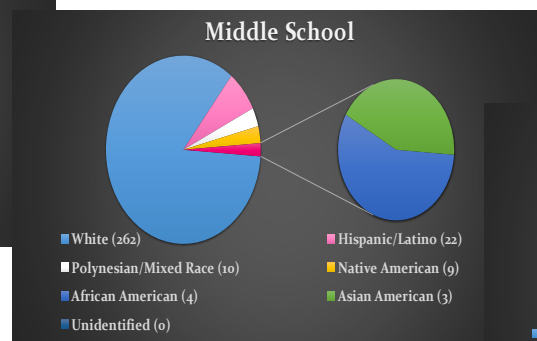
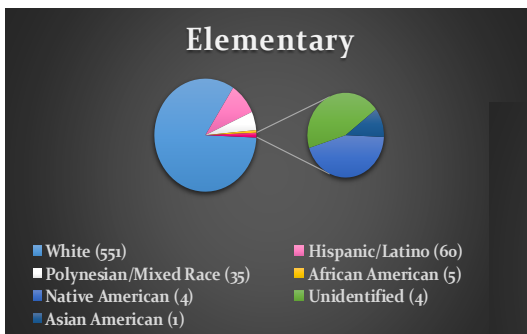
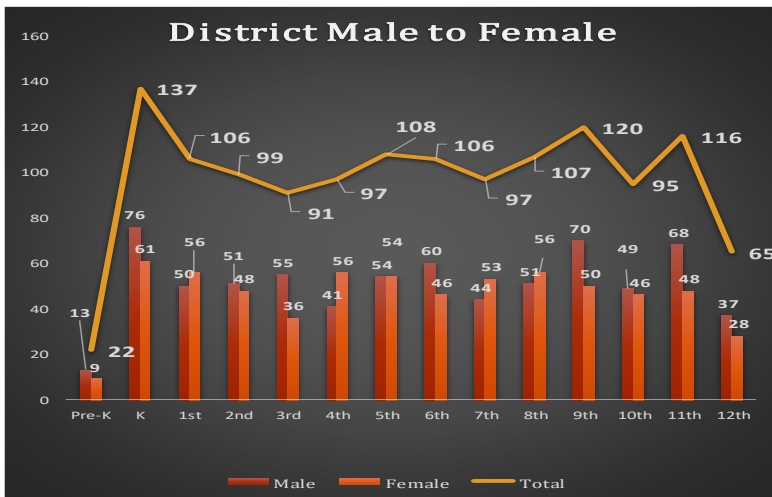
# High School Drop Out Data

Eleven students dropped out from Sidney High School during the 2014-2015 school year. Students dropping out of school are counseled and intervened upon. In all cases, prior to quitting, students are encouraged to explore

other school options including; applying to the Sidney High School Alternative Education Program, Anaconda Job Corps, the Dillon Youth Challenge Course and the GED when age appropriate.



## Student Demographics



# Extra Curricular Activities

## Middle School



Activity	6th	7th	8th	Advisor/Head Coach
Football		14	28	Ty Graves
Volleyball	18	28	30	Jenna Kagen
Wrestling	12	7	8	Shane Gorder
Basketball (girls)		17	16	Jordan Mayer
Basketball (boys)		16	25	Brad Faulhaber
Track	22	23	25	Crystal Weltikol
Builders Club	10	11	8	Marnee Averett
Jazz Band	(24 total all grades)			Kilee Sundt
Noteworthy				Robyn Heck
Cross Country	(4 total all grades)			Jay Borseth
Cheerleading	5	6	2	Katie Dasinger
Student Council	3	2	5	Molly McLaughlin



# Extra Curricular Activities

## High School

Activity/Club	Girls	Boys	Total	Coach/Advisor
Speech & Drama	17	12	29	Gail Staffanson
B.P.A	24	19	43	Elaine Stedman
SKILLS USA	9	9	18	Roger Merritt
FCCLA	27	6	33	Jeanne Lang
Intramural BB	11	29	40	Steve O'Toole
International Club	12	5	17	Nicole Franklin/ Peggy Ann Strupp
CloseUP	11	6	17	Erin Faulhaber
Yearbook	6	2	8	Elaine Stedman
Youth Alive	7	4	11	Carol Hearron
School Plays	18	15	33	Christy Pierce
National Honor Society	12	10	22	Yvonne Gebhardt
Student Council	6	6	12	Loretta Thiel
Chess Club	-	7	7	David McDonald
Science Club	7	8	15	David McDonald
FFA	13	64	77	Ted Fulgham
Key Club	14	7	21	Elaine Stedman
Cross Country	5	7	12	Jay Borseth
Girls Basketball	21	-	21	Ross Hall
Football	3	62	65	Roger Merritt
Wrestling	3	24	27	Guy Melby
Boys Basketball	1	36	37	Danny Strasheim
Volleyball	34	-	34	Jennifer DiFonzo
Track	12	26	38	Steve O'Toole
Trading Cards				Thom Barnhart
Golf	6	9	15	Jay Frank
Softball	16	-	16	Damon McLaughlin
Cheerleaders/Drill Team	14	-	14	Virginia Dschaak
Band	20	25	45	Kilee Sundt
JMG (Jobs for MT Grads)	12	14	26	Elaine Stedman
Pep Band			35	Kilee Sundt
Sound FX	25	10	35	Robyn Heck
Leo Club	23	14	37	Erin Faulhaber



# Curriculum Alignment

Curriculum review, assessment and alignment is an annual and ongoing process in the Sidney Public School District. Throughout this process, the curriculum is comprehensively reviewed to identify strengths and areas requiring improvement. The district is actively engaged in developing curriculum that exceeds standards adopted by the State of Montana.

Subject	Standard Alignment	Assessment Alignment	Next Review
Art	Fall 2010	Spring 2010	2016-17
Math	Spring 2015	Spring 2015	2019-20
Science	Fall 2012	Spring 2012	2018-19
Communication Arts	Spring 2015	Spring 2015	2019-20
Vocational Arts	Fall 2011	Spring 2011	2017-18
World Language	Spring 2015	Spring 2015	2021-22
Health Enhancement	Fall 2012	Spring 2012	2019-20
Social Studies	Fall 2012	Spring 2012	2018-19
Music	Fall 2009	Spring 2009	2016-17
Library/Media	Fall 2010	Spring 2010	2016-17
Guidance Counseling	Fall 2009	Spring 2009	2016-17
Montana Common Core Alignment			under review

**District's Long Term Goal:** Establish district wide professional learning communities focused on curriculum and best practices resulting in enhanced student academic growth.

# Smarter Balanced Assessment Consortium (SBAC)

Sidney Public Schools was a pilot school in the 2013-2014 school year for Smarter Balanced Testing for the State of Montana. Testing began state wide in the 2014-2015 school year. Sidney Public Schools began Smarter Balanced Testing in March of 2015. Due to technology/delivery and compatibility issues with SBAC, testing was delayed numerous times during the testing window which provided us with unreliable data from the test. Testing was administered in English Language Arts, Literacy, and Mathematics, with science testing still administered through MONTCAS. SBAC testing is aligned with both Montana and National Common Core Standards for grades 3-8 and 11. With the rollout of the new ESSA (Every Student Succeeds Act), Montana has opted this spring (2016) to not administer Smarter Balanced to the High School and will reduce the amount of time necessary to complete testing at the elementary level.



SBAC will:

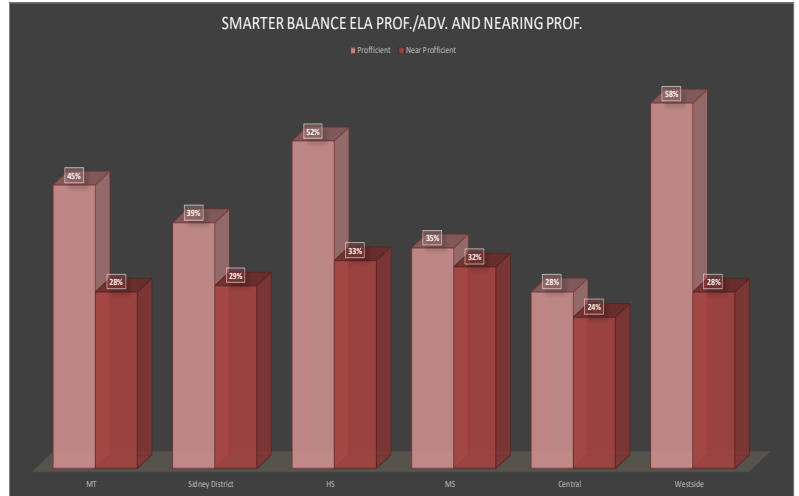
- ◆ Align with the Montana Common Core Standards
- ◆ Focus on supporting teachers' instructional practice and implementation of new standards
- ◆ Provide a comprehensive reporting system on classroom practices and student progress for teachers, administrators, students and parents
- ◆ Ensure every student is able to show what they know and can do to meet new standards
- ◆ Offer classroom formative assessment processes and tools, as well as computer adaptive interim and summative assessments

**\*Due to a series of technical glitches with the Smarter Balanced test, Superintendent Denise Juneau let districts choose whether to offer the required assessment. About 18 percent of Montana's schools with eligible students did not test. Because some students experienced a testing irregularity during the 2014/2015 assessment, results may not be an accurate reflection of student, school or district performance. The 2014/2015 scores will not be used for state accountability purposes.**

\*Because the Smarter Balanced test is aligned to Montana’s new math and English/language arts standards, results are not comparable to previous statewide assessments

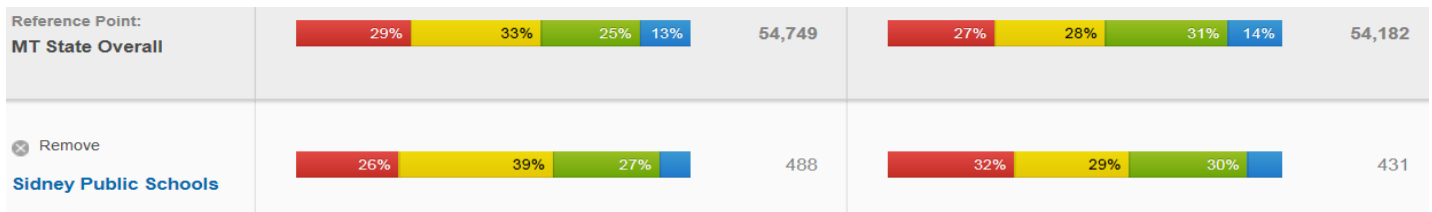
## English/Language Arts Comparison

	Proficient	Near Proficient
MT	45%	28%
District	39%	29%
HS	52%	33%
MS	35%	32%
Central	28%	24%
Westside	58%	28%



## English/Language Arts and Mathematics Comparison

SBAC results\*:



172 students from SPS were proficient or better in Mathematics while 191 were nearing proficiency and 125 were novice.

170 students from SPS were proficient or better in English Language Arts/Literacy while 124 were nearing proficient and 137 were novice.

. Due to technology/delivery and compatibility issues with SBAC, testing was delayed numerous times during the testing window which provided us with unreliable data from the test.

# Federal & State Grant Programs

Sidney Public Schools utilizes federal and state grants to supplement student services provided by the District as per federal mandate. The two largest federal grant programs Sidney Schools participates in are Title I Part A and IDEA Part B. These funds provide remedial assistance to students in math and/or reading and adaptive services/education for children with disabilities. A recap showing the ups and downs in Federal Funding is included. Continued decreases in federal funding are anticipated in the future.

## Elementary & High School Grant Programs

**McKinney Vento—\$8,500** ~ This competitive grant is awarded and based on homeless student population. Students classified as homeless must meet one of the following criteria: living in a motel/hotel, in a shelter, with another family in a house or apartment due to loss of housing or economic hardship, in a car, park, campground, street or abandoned building, moving from place to place, or temporary or emergency foster care. This grant was utilized to help fund the District Summer Math/Reading camps for homeless and struggling students.

**Title II part A—Teacher/Principal Training Recruiting—\$82,783** ~ Provides assistance to strengthen the economic competitiveness and national security of the United States by improving the skills of teachers and the quality of instruction in mathematics and science. Funds were used to reduce class size in kindergarten and for staff MBI training. \$24,834 was redirected to Title I to help fund math and reading tutors.

**IDEA Part B—\$273,625** ~ These funds are used to ensure that all students with disabilities living within the Sidney School District are identified, located and evaluated. Sidney Schools pays a portion of salaries and benefits for Special Education teachers, the Special Education director, and speech therapists with these funds.

**Pre-School Incentive—Grant Award—\$11,580** ~ Funds from this grant pay a portion of the Special Needs Pre-School teacher's salary and benefits.

**Title I Part A Grant Award—\$160,707** ~ Provides financial assistance through state education agencies to provide additional assistance in the areas of reading and mathematics. These funds are used to pay one teacher and four tutors at the elementary level. The high school continues to offer Title I Math and English classes but due to decreases in Federal Funding for education all Title expenses for the High School are paid from the District General Fund.

**Medicaid & Medicaid /MAC—\$33,087.22** ~ Funding is used for Professional Development expenses included hosting Gesell. Funds were used to employ an additional speech/language aide and the school psychologist. Funds help sponsor summer math/reading camps for students struggling in these areas, a special needs summer program for identified students and preschool screening services.

# Federal & State Grant Programs

**Carl D. Perkins Vocational & Applied Technology Act—\$15,702** ~ This grant’s purpose is to further develop academic, vocational, and technical skills of students through high standards, link secondary and postsecondary programs, disseminate national research about vocational and technical education and provide professional development to these educators. Funds from this grant are used to purchase higher cost classroom equipment for use in Vocational Education programs, alternating on an annual basis. The Agricultural Department was the recipient of the 2014-2015 grant dollars. Welders, a bandsaw, and parts for a milling machine were purchased for classroom use as well as Professional Development opportunities for Mr. Fulgham at the National MAAE Conference.

**Vo-Ed/Agriculture—\$1,534** ~ Ag Funds are used for MAAE membership and conference expenses for Mr. Fulgham and replacement tools for the Ag shop.

**Vo-Ed/Business—\$3,452** ~ WEBA and ACTE conference expenses were paid for with these grants.

**Vo-Ed/FACS (Family & Consumer Science) - \$2,487** ~ FACS state funds paid for AAFCS dues, ACTE National Conference expenses for Mrs. Lang, and miscellaneous kitchen supplies.

**Vo-Ed/Tech Ed ( Industrial Arts) - \$2,776** ~ Funds from the state Tech Ed grant purchased scaffold sections and a socket wrench set and paid Skills USA student conference fees and fuel.



School Year Grant Awards	Revenue	Prior Year Change
2002-2003	\$ 703,766.00	
2003-2004	\$ 634,508.00	(\$69,258.00)
2004-2005	\$ 631,289.00	(\$2,781.00)
2005-2006 exp.	\$ 601,505.00	(\$29,784.00)
2006-2007 exp.	\$ 572,597.00	(\$28,908.00)
2007-2008 exp.	\$ 561,940.00	(\$10,657.00)
2008-2009	\$ 711,723.00	\$149,783.00
2009-2010	\$ 1,161,794.00	\$450,071.00
2010-2011	\$ 613,955.00	(\$547,839.00)
2011-2012	\$ 646,815.00	\$32,860.00
2012-2013	\$ 516,530.83	(\$130,284.17)
2013-2014	\$ 619,084.13	102553.30
2014-2015	\$ 596,439.22	(\$22,644.91)

# Payroll & Personnel



**“I just believe that the way that young people’s minds develop is fascinating. If you are doing something for a grade, or salary, or a reward, it doesn't have as much meaning as creating something for yourself and your own life.”**

**- Steve Wozniak**

# Classified Salaries by Department

## CUSTODIAN SALARY

\$11.50	Rate	Boilers	Blding Diff	Head Cust
<b>Begin</b>	\$ 12.00	\$ 12.25	\$ 12.50	\$ 13.25
<b>1</b>	\$ 12.26	\$ 12.51	\$ 12.76	\$ 13.51
<b>2</b>	\$ 12.52	\$ 12.77	\$ 13.02	\$ 13.77
<b>3</b>	\$ 12.78	\$ 13.03	\$ 13.28	\$ 14.03
<b>4</b>	\$ 13.04	\$ 13.29	\$ 13.54	\$ 14.29
<b>5</b>	\$ 13.30	\$ 13.55	\$ 13.80	\$ 14.55
<b>6</b>	\$ 13.56	\$ 13.81	\$ 14.06	\$ 14.81
<b>7</b>	\$ 13.82	\$ 14.07	\$ 14.32	\$ 15.07
<b>8</b>	\$ 14.08	\$ 14.33	\$ 14.58	\$ 15.33
<b>9</b>	\$ 14.34	\$ 14.59	\$ 14.84	\$ 15.59
<b>10</b>	\$ 14.60	\$ 14.85	\$ 15.10	\$ 15.85
<b>11</b>	\$ 14.86	\$ 15.11	\$ 15.36	\$ 16.11
<b>12</b>	\$ 15.12	\$ 15.37	\$ 15.62	\$ 16.37
<b>13</b>	\$ 15.38	\$ 15.63	\$ 15.88	\$ 16.63
<b>14</b>	\$ 15.64	\$ 15.89	\$ 16.14	\$ 16.89
<b>15</b>	\$ 15.90	\$ 16.15	\$ 16.40	\$ 17.15
		+25	+75	+1.25

Sub = \$ 12.00

After Midnight HS ONLY- extra \$.50 per shift

## FOOD SERVICE

\$ 10.00	Rate	Hot Cook
<b>Begin</b>	\$10.50	\$ 11.00
<b>1</b>	\$10.75	\$ 11.25
<b>2</b>	\$11.00	\$ 11.50
<b>3</b>	\$11.25	\$ 11.75
<b>4</b>	\$11.50	\$ 12.00
<b>5</b>	\$11.75	\$ 12.25
<b>6</b>	\$12.00	\$ 12.50
<b>7</b>	\$12.25	\$ 12.75
<b>8</b>	\$12.50	\$ 13.00
<b>9</b>	\$12.75	\$ 13.25
<b>10</b>	\$13.00	\$ 13.50
<b>11</b>	\$13.25	\$ 13.75
<b>12</b>	\$13.50	\$ 14.00
<b>13</b>	\$13.75	\$ 14.25
<b>14</b>	\$14.00	\$ 14.50
<b>15</b>	\$14.25	\$ 14.75

Sub = \$10.50

## ALT ED & TITLE I

\$ 12.50	Rate
<b>Begin</b>	\$ 13.00
<b>1</b>	\$ 13.26
<b>2</b>	\$ 13.52
<b>3</b>	\$ 13.78
<b>4</b>	\$ 14.04
<b>5</b>	\$ 14.30
<b>6</b>	\$ 14.56
<b>7</b>	\$ 14.82
<b>8</b>	\$ 15.08
<b>9</b>	\$ 15.34
<b>10</b>	\$ 15.60
<b>11</b>	\$ 15.86
<b>12</b>	\$ 16.12
<b>13</b>	\$ 16.38
<b>14</b>	\$ 16.64
<b>15</b>	\$ 16.90

Sub = \$ 13.00

## ROUTE DRIVER

\$ 12.00	Rate
<b>Begin</b>	\$ 12.50
<b>1</b>	\$ 12.76
<b>2</b>	\$ 13.02
<b>3</b>	\$ 13.28
<b>4</b>	\$ 13.54
<b>5</b>	\$ 13.80
<b>6</b>	\$ 14.06
<b>7</b>	\$ 14.32
<b>8</b>	\$ 14.58
<b>9</b>	\$ 14.84
<b>10</b>	\$ 15.10
<b>11</b>	\$ 15.36
<b>12</b>	\$ 15.62
<b>13</b>	\$ 15.88
<b>14</b>	\$ 16.14
<b>15</b>	\$ 16.40

Sub = \$ 12.50

## AIDES

\$10.00	Rate	45 CEC	90CEC	OT/PT
<b>Begin</b>	\$ 10.50	\$ 10.75	\$ 11.00	\$ 10.60
<b>1</b>	\$ 10.75	\$ 11.00	\$ 11.25	\$ 10.85
<b>2</b>	\$ 11.00	\$ 11.25	\$ 11.50	\$ 11.10
<b>3</b>	\$ 11.25	\$ 11.50	\$ 11.75	\$ 11.35
<b>4</b>	\$ 11.50	\$ 11.75	\$ 12.00	\$ 11.60
<b>5</b>	\$ 11.75	\$ 12.00	\$ 12.25	\$ 11.85
<b>6</b>	\$ 12.00	\$ 12.25	\$ 12.50	\$ 12.10
<b>7</b>	\$ 12.25	\$ 12.50	\$ 12.75	\$ 12.35
<b>8</b>	\$ 12.50	\$ 12.75	\$ 13.00	\$ 12.60
<b>9</b>	\$ 12.75	\$ 13.00	\$ 13.25	\$ 12.85
<b>10</b>	\$ 13.00	\$ 13.25	\$ 13.50	\$ 13.10
<b>11</b>	\$ 13.25	\$ 13.50	\$ 13.75	\$ 13.35
<b>12</b>	\$ 13.50	\$ 13.75	\$ 14.00	\$ 13.60
<b>13</b>	\$ 13.75	\$ 14.00	\$ 14.25	\$ 13.85
<b>14</b>	\$ 14.00	\$ 14.25	\$ 14.50	\$ 14.10
<b>15</b>	\$ 14.25	\$ 14.50	\$ 14.75	\$ 14.35

Sub = \$ 11.00

## SECRETARY/OFFICE MGR

\$ 10.00	Rate	Ad Sec	Off Mng			
<b>Begin</b>	\$10.50	\$ 11.25	\$11.75			
<b>1</b>	\$10.76	\$ 11.51	\$12.01			
<b>2</b>	\$11.02	\$ 11.77	\$12.27	<b>Minimum Wage Information</b>		
<b>3</b>	\$11.28	\$ 12.03	\$12.53			
<b>4</b>	\$11.54	\$ 12.29	\$12.79	11/7/06 - 1/08	11/7/06 - 1/08	\$ 6.15
<b>5</b>	\$11.80	\$ 12.55	\$13.05	1/08 to 7/23/08	1/08 to 7/23/08	\$ 6.25 1.63%
<b>6</b>	\$12.06	\$ 12.81	\$13.31	As of 7/24/08	As of 7/24/08	\$ 6.55 4.80%
<b>7</b>	\$12.32	\$ 13.07	\$13.57	As of 1/1/09	As of 1/1/09	\$ 6.90 5.34%
<b>8</b>	\$12.58	\$ 13.33	\$13.83	As of 7/24/09	As of 7/24/09	\$ 7.25 5.07%
<b>9</b>	\$12.84	\$ 13.59	\$14.09	As of 1/1/11	As of 1/1/11	\$ 7.35 1.38%
<b>10</b>	\$13.10	\$ 13.85	\$14.35	As of 1/1/12	As of 1/1/12	\$ 7.65 4.08%
<b>11</b>	\$13.36	\$ 14.11	\$14.61	As of 1/1/13	As of 1/1/13	\$ 7.80 1.96%
<b>12</b>	\$13.62	\$ 14.37	\$14.87	As of 1/1/14	As of 1/1/14	\$ 7.90 1.28%
<b>13</b>	\$13.88	\$ 14.63	\$15.13	As of 1/1/15	As of 1/1/15	\$ 8.05 1.90%
<b>14</b>	\$14.14	\$ 14.89	\$15.39			
<b>15</b>	\$14.40	\$ 15.15	\$15.65			

Sub = \$10.50

# Classified Salaries

Department	Number of Employees	Gross Annual Salaries
Activity Driver's	12	\$38,757.15
Administration	5	\$187,407.07
Alternative Ed Tutor	1	\$25,537.65
Custodial**	31	\$508,259.77
Food Service	16	\$258,026.33
Secretaries	9FT - 1 HT	\$242,100.69
Special Ed Aides	45	\$588,775.92
Technology	5	\$273,971.65
Title I	8	\$117,171.38
Transportation	10	\$218,240.94
<b>Total</b>	<b>142FT-1HT</b>	<b>\$2,458,248.55</b>



\*\*Includes 9 student custodial workers



Month	Gross Pay	Total District Expense
July 2014	\$ 244,926.83	\$ 318,518.21
August '14	\$ 181,757.47	\$ 246,494.40
September '14	\$ 591,548.33	\$ 793,905.55
October '14	\$ 684,410.32	\$ 901,744.92
November '14	\$ 783,035.36	\$ 1,013,884.24
December '14	\$ 863,207.85	\$ 1,095,700.73
January 2015	\$ 698,080.24	\$ 919,651.77
February '15	\$ 746,594.47	\$ 975,970.40
March '15	\$ 883,634.25	\$ 1,123,348.22
April '15	\$ 727,458.14	\$ 954,168.77
May '15	\$ 827,274.16	\$ 1,071,495.88
June '15	\$ 1,446,931.76	\$ 1,890,653.18
<b>Total</b>	<b>\$ 8,678,859.18</b>	<b>\$ 11,305,536.27</b>



# Teacher Salary-Schedule/Degrees

Years	BA	BA+1	BA+2	BA+3	MA	MA+1	MA+2
0	\$31,242	\$32,067	\$32,942	\$33,867	\$34,692	\$35,542	\$36,417
1	\$32,292	\$33,117	\$33,992	\$34,917	\$35,742	\$36,592	\$37,467
2	\$33,342	\$34,167	\$35,042	\$35,967	\$36,792	\$37,642	\$38,517
3	\$34,392	\$35,217	\$36,092	\$37,017	\$37,842	\$38,692	\$39,567
4	\$35,442	\$36,267	\$37,142	\$38,067	\$38,892	\$39,742	\$40,617
5	\$36,492	\$37,317	\$38,192	\$39,117	\$39,942	\$40,792	\$41,667
6	\$37,542	\$38,367	\$39,242	\$40,167	\$40,992	\$41,842	\$42,717
7	\$38,592	\$39,417	\$40,292	\$41,217	\$42,042	\$42,892	\$43,767
8		\$40,467	\$41,342	\$42,267	\$43,092	\$43,942	\$44,817
9			\$42,392	\$43,317	\$44,142	\$44,992	\$45,867
10				\$44,367	\$45,192	\$46,042	\$46,917
11				\$45,417	\$46,242	\$47,092	\$47,967
12					\$47,292	\$48,142	\$49,017
13					\$48,342	\$49,192	\$50,067
14						\$50,242	\$51,117
15						\$51,292	\$52,167
16							\$53,217
17							\$54,267

These figures represent 100 certified teaching staff members and their education relating to placement on the salary schedule.

32 teachers are located in the seventh column of the salary schedule, representing our largest percentage.

Degrees	# Staff	%
BA	22	22%
BA+1	3	3%
BA+2	6	6%
BA+3	21	21%
MA	13	13%
MA+1	3	3%
MA+2	32	32%
<b>Total</b>	<b>100</b>	<b>100</b>

## Long-Term Employee Salary Schedule

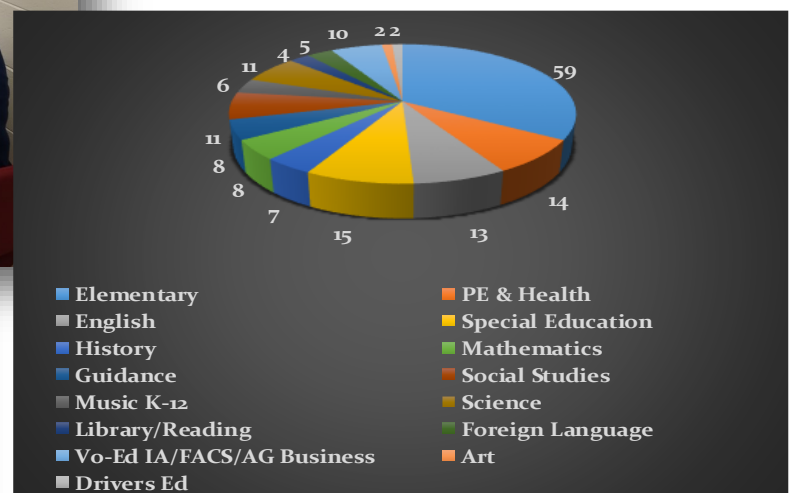
15			\$43,585	\$45,995	\$46,370	\$47,555	\$50,585
16				\$46,455	\$47,270	\$48,565	\$51,705
17				\$46,920	\$48,170	\$49,575	\$52,855
18				\$47,389	\$49,245	\$50,735	\$64,035
19					\$49,737	\$42,105	\$56,085
20					\$50,234	\$52,626	\$57,625
21					\$50,736	\$53,152	\$5,821
1% Year 1						\$53,685	\$58,783
1% Year 2							\$59,371

\* Veteran Schedule Longevity increases by 1% of the previous year.

# Teaching Endorsements



Endorsement	Number of Staff
Elementary	59
PE & Health	14
English	13
Special Education	15
History	7
Mathematics	8
Guidance	8
Social Studies	11
Music K-12	6
Science	11
Library/Reading	4
Foreign Language	5
Vo-Ed IA/FACS/AG Business	10
Art	2
Drivers Ed	2



# Certified Salaries & Payroll Expense

Designation	Total Salaries	FTE
Activity Director	\$63,571.00	1
Administrators	\$554,348.00	7
CTE (Vocational Ed)	\$345,055.09	7
Grades 6-8	\$644,180.04	13.615
Grades 9-12	\$986,375.59	19.92
Grades K-5	\$1,440,728.00	32
Guidance Counselors	\$264,731.00	5
HS Alternative Ed	\$34,592.00	1
Library	\$166,468.00	4
Music/Art	\$267,125.00	6.48
PE/Health	\$469,792.82	5.315
Special Ed	\$590,261.00	12.32
Speech	\$107,371.00	1.84
Title I/Title II	\$96,684.00	2
<b>Total</b>	<b>\$6,031,282.54</b>	<b>118.49</b>



Elementary	\$ 7,236,694.52
High School	\$ 4,067,841.75
<b>Total Payroll Benefits &amp; Expenses</b>	<b>\$ 11,304,536.27</b>



**Be brave. Take risks. Nothing can substitute experience.**

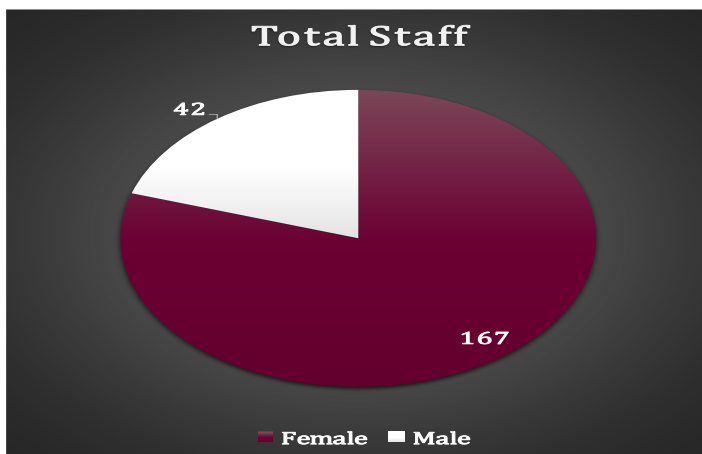
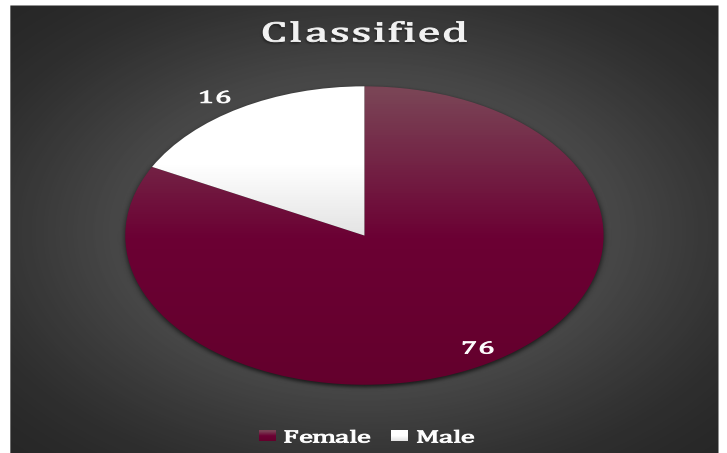
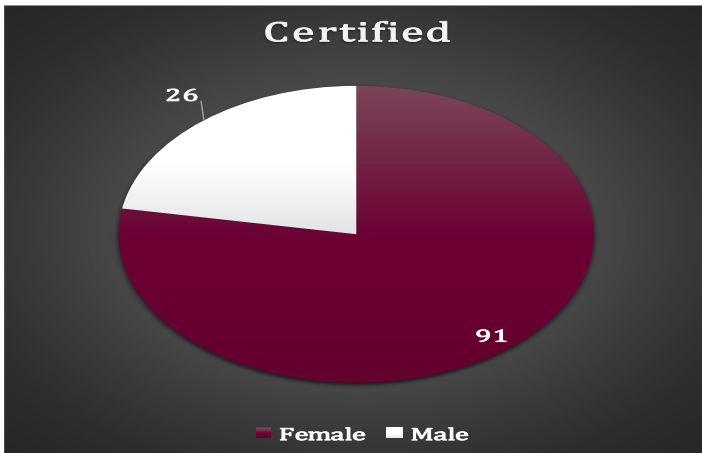
— Paulo Coelho

## Administrator Experience

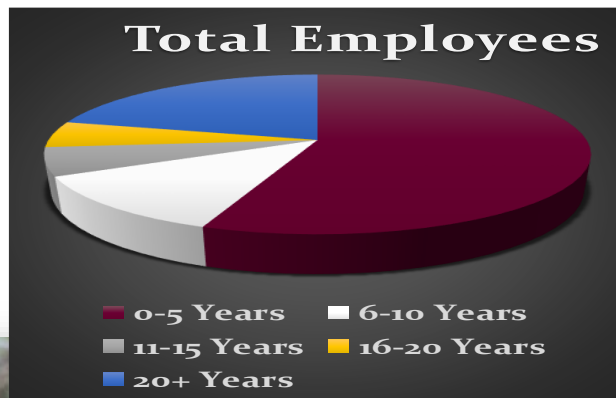
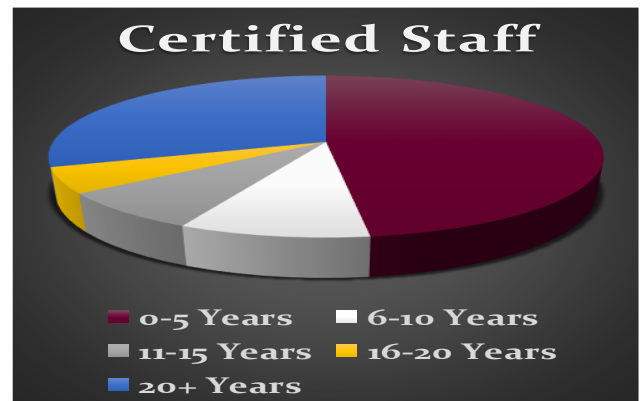
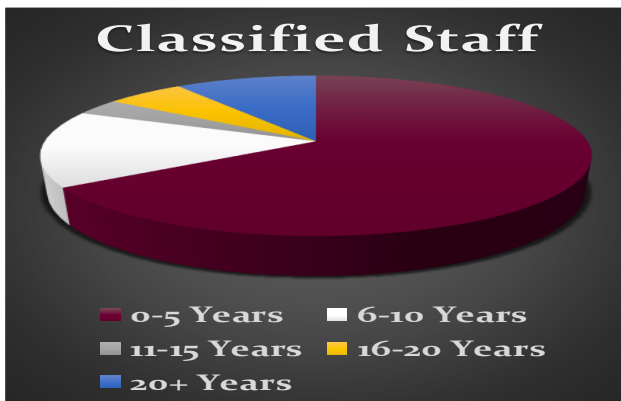
Teaching and Administration Experience in Years

Staff	Position	Degree	In District Admin Exp.	Total Years Teaching
Sue Andersen	HS Principal	MA	7	22
Thom Barnhart	Curriculum/Federal Programs	MA	2	24
Daniel Farr	Superintendent	Ed.D.	17	31
Kelly Johnson	MS Principal	MA	7	25
Jon Skinner	Westside Principal	MA	2	10
Brent Sukut	Central Principal	MA	2	8
Loretta Thiel	HS Assistant Principal	MA	4	26

# Employee Gender Distribution



# Years of Experience in Sidney School District



# Extended—Day Contracts



**Elaine Stedman—5 day extended Contract**  
**Eagle’s Eye Yearbook**

Mrs. Stedman oversees the finalizing of spring events such as graduation, spring sports and the index for inclusion in the annual. She works to solve any technical problems that occur with publication and spearheads annual distribution following publication.

**Roger Merritt—6 day extended contract**  
**Department Chair**  
**Industrial Arts Supervisor**

Mr. Merritt is in charge of maintaining all machinery, tools and computers in the Industrial Arts/Ag Program. He is responsible for the repair, replacement, ordering of parts and maintenance of all Industrial Arts Vocational equipment.



**Stacey Collins—10 day extended contract**  
**High School Guidance Counselor**

Mrs. Collins is busy the week after school lets out for the summer; recording and mailing transcripts, checking for credit shortfalls, verifying that incoming seniors on a college track will meet entrance requirements and making sure students near the top of the senior class are following the honors curriculum.

By mid-June she mails home letters to parents and students informing them of any missing credits necessary for graduation or the honors curriculum track and options available to complete those credits as well as making final adjustments to class schedules. In August Mrs. Collins is responsible for registering new and returning students for the upcoming school year and balancing classroom sizes. She also assists former graduates who have had a change of plans and need transcripts or academic information sent to a post-secondary institution.

\*\*Other Guidance Counselors assist building offices the week of registration.

**Ted Fulgham—15 day extended contract**  
**Agriculture**

Mr. Fulgham works with students during the summer to provide them an ag experience during the growing and harvesting season.

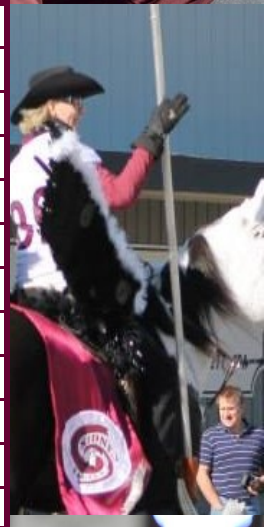


**All District Counselors are granted 5 day extended contracts for the purpose of assisting with fall registration at their buildings.**

# Coaching Salaries



	Elementary	Middle School	High School
Boys Basketball	\$3,078	\$5,763	\$9,689
Cheer/Drill		\$1,019	\$3,233
Cross Country			\$2,897
Football		\$7,655	\$16,249
Girls Basketball	\$3,078	\$5,763	\$9,689
Golf			\$5,042
Intermural			\$1,125
Softball			\$7,639
Track		\$5,346	\$14,096
Volleyball		\$5,379	\$9,398
Wrestling		\$3,842	\$9,398



# Recruitment

Student accountability continues to be at the forefront of education reform nationally. States and school districts are concerned about student achievement as funding continues to be tied to a school district's test scores, graduation/dropout rates and teacher performance. Locally, the challenge is the recruitment and retention of highly qualified teachers to replace retiring staff or fill new positions necessary to meet our fluctuating student population. Once recruited, retention becomes a bigger issue as the National Commission on Teaching and America's Future estimates 1/3 of all new teachers leave after three years and 46 percent are gone within five years.

Sidney Public Schools Trustees and the Sidney Education Association recognize the need to take proactive steps in the recruitment and retention of highly qualified classroom staff. Recent changes include recognition of all prior teaching experience in an accredited school upon hire, utilizing oil and gas revenues to pay annual oil impact stipends to assist with the area's high cost of living, increasing professional development opportunities for all staff in the areas of MBI and PLC, providing District apartment housing to combat inflated rents locally and, for 2014-2015, the District picked up the full 2% increase anticipated on the health insurance premiums. Teaching staff new to the District are required to participate in the mentoring program for two years. Current trained staff serve as mentors in all areas of classroom management, teaching profession questions, and as a resource to assist the new teacher in becoming successful in their chosen field.

Active administrator attendance at education job fairs, personal contact with local colleges and arrangements to increase student teaching opportunities at Sidney Schools are all geared to improving recruitment opportunities for the District. Recruitment and retention will continue to be areas of concern requiring new strategies and techniques- thinking "outside the box" to continue providing Sidney students with highly qualified teachers and administrators.





# Programs

# Departments

# Committees

**“If everyone is moving forward together, then success takes care of itself.”**

**— Henry Ford**



# Hot Lunch Program



Pam Radke  
Supervisor

## Meals Served

Free	34,996
Reduced	9,866
Paid	91,288
Adult—Paid	3,835
Adult—Earned	5,695

## Student Breakdown

Grades	Free	Reduced	Regular
Grades K-5	201	49	481
Grades 6-8	72	21	256
Grades 9-12	63	16	292

*As of May 2015*

The District utilizes the Angel fund to assist families who do not qualify for free and reduced meals, but are struggling financially, so that no child go hungry. These funds are supplemented primarily from donations from staff and the community.

Food service staffing continues to be an issue.



## Lunch Prices

K-5	6-12	HS Breakfast	Adult	Reduced
\$2.60	\$3.00	\$1.00	\$4.00	\$0.40

## Future Plans

- \* Completion of Kitchen Facility update cafeteria addition at West Side.
- \* Relocation of cafeteria and updated kitchen facilities at the Middle School.

Food/Supply/Equipment: \$224,223.97

Salaries/Benefits/Impact Stipend: \$277,433.33

The Breakfast Program at the High School started 2/1/14, since its introduction they have served a total of 10,127 students and 1,508 adults. The breakfast program has been very successful.

# Technology



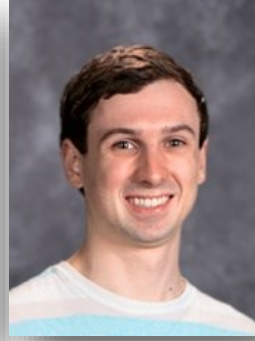
Steve Yockim  
District  
Coordinator



Ken Stennes  
Middle School



Zack Yockim  
High School



Nathan Roth  
West Side



Mark Iszler  
Central

## District Technology Committee

**Sue Anderson**

**Dan Farr**

**Dan Hart**

**Marie Holler**

**Mark Iszler**

**Kelly Johnson**

**Nathan Roth**

**Sue Satra**

**Jon Skinner**

**Elaine Stedman**

**Ken Stennes**

**Brent Sukut**

**Loretta Thiel**

**Steve Yockim**

**Zach Yockim**

The district Technology Committee has been operational for 15 years. The committee meets on a bi-monthly basis to update the district and building technology plans, assess the current needs of the district and coordinate technology acquisition.

Each of the buildings within the district also operates a building level Technology Committee. These committees have developed the building technology plans and work to address technology issues at the individual building level.

All classrooms have internet capabilities. Students are allowed internet use after they have signed the District's Internet Agreement form. The approximate number of computers in our district at this time is: 397 in the High School, 236 in the Middle School, 239 in Westside School and 225 in Central School and the Administration Office. Students use the computers for research, class projects and keyboarding.

Additionally, internet access for student records and grades is available to parents of Sidney School students from grades 1 to 12. Many teachers in the Sidney School District also have individual internet accessible web pages for the distribution of information.

Providing and replacing appropriate hardware and software is a significant expense to the school. In order to supplement general fund expenditures, the voters of the Sidney School District have authorized an annual levy of \$25,000 in the Elementary District and \$30,000 in the High School District that are maintained in a separate Technology Fund. A portion of oil and gas monies earned on production are also allotted to the Technology Fund to meet ever changing technology needs. Through planned annual expenditures, the district strives to provide up to date software and hardware for the students and staff.

# Special Education



**Michelle Monsen**  
**Special Education**  
**Director**

The special education program is designed to identify and serve students with special learning needs. State and federal regulations list 13 disability categories. Our task is to serve students who have needs in each of these categories. Most of the students receiving help have a learning disability or need help with speech or language, but we also serve those with other needs such as cognitive delay, emotional behavioral difficulty, or hearing or visual impairment. We provide individualized help through a staff of 11 special education teachers, two speech/language therapists, a school psychologist, and 24 paraprofessionals.

Services are provided to all students at all grade levels, including a preschool special needs program (ages 3-5). Students are assessed by the special education staff or other professionals to qualify for services. We then hold an evaluation meeting attended by the parents and school staff to determine whether the student qualifies for services according to federal and state guidelines. Once a student is qualified, we write an individual educational program, with parent input, and begin services. We attempt to keep the child in their regular classroom as much as possible, taking them out for help only when necessary. Our goal is to help them achieve their goals, foster independence and return them completely to the regular education program.

## Disability Categories

Developmental Delay  
Autism  
Cognitive Delay  
Deaf-Blindness  
Deafness  
Emotional Disturbance  
Hearing Impairment  
Orthopedic Impairment  
Other Health Impairment  
Specific Learning Disability  
Speech-Language Impairment

Although the number of students in special education changes almost daily, we had 51 in the high school program, 48 in grades 6-8 and 75 in preschool through grade 5 in 2014-2015.

Accumulated total of students receiving speech and language services from pre-school through grade 12 was 125 students.

Each spring we hold a preschool screening clinic to identify children who may have special developmental educational needs. 179 children were screened

during the spring of 2014. Each summer we also run an extended year (summer school) program for special education students whose skills need to be reinforced during the summer break.

The special education program is a team effort involving all school staff as well as parents. We attempt to keep in close contact with all of those involved with the child and do our best to coordinate their learning activities to make them as successful as possible.

	<u>Elementary</u>	<u>High School</u>	<u>Federal Grants/ Local Donations</u>
Salaries/Benefits Retirement	\$677,515	\$216,460	\$323,682
Supplies/Travel	\$38,163	\$5,442	\$14,679
Transportation (New Bus)	\$24,667	\$10,531	\$762
	\$38,080	\$16,320	
Total Expenditures	\$778,425	\$248,753	\$339,123

# Transportation

**Brian LeFors—Supervisor**

**Ernest Taylor—Mechanic/Assistant Supervisor**

**Michelle Bruner—Secretary**



Sidney School district provides free transportation for all eligible students. Free Eligibility requires that you live 3 or more miles from your school or qualify through the Free lunch program. Reduced lunch qualifiers receive a reduced fee of \$10 per month.

Transportation is available, however, to all students in the district, even if a student lives within 3 miles of their school at the cost of \$25. Total transportation expenditures for the year were **\$432,444.31** which includes salaries and benefits of **\$295,051.86**.

Fleet
1 - Special Needs (Bus #10)
6 - Yellow Buses (daily use)
2 - Yellow Buses (stand by)
2 - MCI Buses, 1 on order
1 - Pickup
2 - Jeep
1 - 4 Wheeler
2 - Bobcats
1 - Car
1 - Yukon

Drivers Ed
1 - Car
2 - Minivans
1 - jeep

Bus/Route	Driver	Mileage/day
2	Pam Stephenson	30
3	Shelley Moran	36
4	Charlie Cummings	20
5	Louise Iversen	10
8	Ann Cummings	38
11	Matt Buske	41
10	Tami Edinger	50



# Adult Education

Adult Education classes, sponsored by Sidney Public Schools, allow the opportunity for members of our community to learn something new or improve on the skills they already have. Each class is designed to make learning fun and interesting as well as provide useful information. Fifteen people from our area came to teach and share their talents with adult learners.

Each class is \$20.00 with an additional \$10.00 for the classes that use school materials and equipment. Senior citizens may have the basic fee waived and only pay the \$10.00 for materials.

The classes ran from September through April and were divided into two semesters. During the fall semester there were 85 participants and during the winter semester there were 135 participants.



## Classes Offered

- Men's Volleyball**
- Women's Volleyball**
- Beginning Crochet**
- Culinary Education**
- Small Engine Repair & Maintenance**
- Horticulture & Landscaping**
- Introduction to Welding & Metal Projects**
- Quilting Class**
- Basic Word and Excel**
- Beading class**
- Wood Projects**
- Conversational Spanish**
- Zumba**
- Sewing**
- Quilting (6 different classes)**

# Safety Committee

Annually, the District's Safety Committee (established 1997) meets to work with the procedures and policies that provide for the safety and welfare of all members of the school community. The following is a summary of the 2014-2015 goals and accomplishments.

A primary task of the committee is review of the Policy Manual as indicated on the rotation schedule found in the safety manuals in each building. This past year, the safety policies reviewed were: K (Athletic/PE Gym, Shower, and Locker Room Rules), L (Lab Safety), M (Stage and Auditorium Safety), N (Asbestos Hazard Emergency Response Act), O (Playground Safety), and P (Employee Accident Investigation).

Annual building inspections were conducted and issues found were reviewed by the safety committee. A list of issues found in each building were given to each principal. All issues were resolved. All asbestos notebooks at each building were also updated.

Safety for staff and students during a lockdown was addressed. Building secretaries will ensure all classrooms have a red/green sign that will be displayed in the classroom window during a lockdown to indicate if the room is safe. It will be used in an evacuation by teachers to show that everyone in their room is accounted for. The committee will look into providing classroom and office areas with lockdown buckets.



## Committee Members

Michelle Lambert  
Tami Edinger  
Dan Farr  
Cathy Fischer  
Tammy Linder  
Kenny Vannatta  
Taycia Yockim



# Eagle Foundation



Marnee Averett  
Terry Averett  
Jeri Chapman  
Erin Anderson

Daniel Farr  
Trisha Klempel  
Kristin Larson  
Cami Skinner



## **Eagle Foundation all about Education**

The mission of the Eagle Foundation is “to promote, maintain, and improve the quality of education in the public schools of Sidney, Montana in ways that would not happen with traditional funding alone.”

Since its beginnings in 2001, the Eagle Foundation, formerly known as the Sidney Community Education Foundation, has utilized financial gifts received from members of our school community to fund numerous K-12 school projects. The Foundation underwent a name change in 2012 that is more representative of its focus, the Sidney EAGLES at all grade, academic and activity levels. The Foundation’s approved nonprofit corporate identity is the *Sidney Education and Alumni Foundation* and the approved name for branding purposes is the *Eagle Foundation*.

The Foundation has a rich history dating back to funding the bleachers and press box at the Swanson football field. Since that time, projects funded over the years include reading books, textbooks, kindergarten starter kits, and assistance to various student organizations. During the 2014-15 term, the foundation funded 4 grants including classroom teacher grants totaling \$15,300.00. The 2014 ending financial report included total assets of \$200,291.00 with a bleacher fund of \$30,623.35 which is set up to eventually build restrooms and a concession area on the north side of the football field. The Foundation has a growing endowment fund (\$68,172.06) and other funds established for assisting students in need, academic scholarships, and other like academic needs. Completed projects and educational expenses through the Foundation have totaled over \$380,349.90 to date. The school community, individuals and businesses, are an integral and critical part of the Eagle Foundation’s growing success along with employee participation in the “Give Me Five” employee payroll deduction plan and the communities support of tailgate parties in fall and signature events like “Uncorked Creativity”.

The Foundation is an independent nonprofit corporation with a tax-exempt status recognized by the Internal Revenue Service. As such, the Foundation is able to provide a method for community members to make a tax deductible contribution or to procure a tax credit through charitable gifts. Planned gifting, in addition to the many fundraisers conducted by the volunteer board, provide the donor with the opportunity to help the Foundation extend its effort to work with the unforeseen educational needs of our children. The benefit of estate planning is that a donor can choose from a variety of donor options that provide different types of benefits to both the donor family and the Foundation. Options include bequest, outright gifts, life estate, life insurance policies, charitable gift annuity, charitable remainder unitrust, and charitable lead trust. Those individuals interested in making contributions may contact Daniel Farr at Sidney Public Schools at (406) 433-4080.

The Sidney Education and Alumni Foundation—Eagle Foundation cannot foresee all of the future educational needs of our children, but with support from our neighbors, friends and school community, we can be there to assist when needed. Children are the gifts we send to the future and the Eagle Foundation would like to extend our gratitude to all past, present, and future donors and we thank you for your continued SUPPORT.



# Labor Management Committee

## General Topics Addressed

- ◇ By Laws update
- ◇ Proper use of school email system
- ◇ Due dates for important documents/forms  
-professional responsibility
- ◇ STEM conference and/or use of Professional Leave
- ◇ Homework Concerns
- ◇ Attendance concerns—staff & students
- ◇ Westside Lunch Duty Concerns
- ◇ Teachers/staff using buses
- ◇ BPA judging rotation
- ◇ MUST update
- ◇ Superintendent Search
- ◇ Legislative updates
- ◇ Job opening concerns across the district
- ◇ Remodel project at HS-CTE wing
- ◇ Special Education observations/evaluations

## Members and Alternates Serving on the LMC for 2014-2015

Kelly Johnson	Loretta Thiel
Mark Halvorson	Kelly Dey
Craig Steinbeisser	Elaine Stedman
Luann Cooley	Brad Faulhaber
Daniel Farr	Linda Clark
Serina Everett	Terry Bolen
Jessie Fischer	

The District Labor Management Committee (LMC) is comprised of certified staff, administration and school board members. The purpose of the committee is to examine school community issues in a collegial and collaborative manner in an effort to optimize a harmonious work environment for ALL district employees. LMC continues to be a strong employee-management medium utilized to address legitimate concerns for the District staff.

