

Regular School Board Meeting
Nell Holcomb R-IV School District
May 18, 2023—5:00 P.M.
School Library

Agenda

1. Call to Order
 - A. Changes or Additions to Agenda
2. Approval of Consent Agenda
 - A. Minutes of Previous Meetings: April 13, 2023
 - B. Approval of Monthly Bills, Transfers, and Amend Budget as Necessary
 - C. Acceptance of Treasurer's Report
3. Correspondence and Comments from the Audience: Limited to 3 Minutes
Any personnel issues must be discussed in Closed Session
4. Board Reports
 - A. Principal Report
 - B. Superintendent Report
5. Action Items
 - A. Salaries for Classified and Certified Staff
6. Other Business
 - A. Safety Workshop: May 31: June 13: June 14
 - B. June 2023 Regular Meeting: Possible Dates: June 28 or 29
 - C. Important Dates
 - May 19, 2023: Play Day
 - May 23, 2023 Last Day of School 12:30 P.M.
 - May 30, 2023 First Day of Summer School
7. Motion to Recess Open Session
8. Closed Session
According to Section 610.021 of the Revised Statutes of Missouri for the purpose of hiring, firing, discipline, or promoting of personnel employed by the Nell Holcomb R-IV School District and certain legal considerations.
 - A. Student Discipline Issue
 - B. Personnel
9. Adjourn

REGULAR BOARD OF EDUCATION MEETING
NELL HOLCOMB R-IV SCHOOL DISTRICT
DATE: APRIL 13, 2023
TIME: 5:30 PM—SCHOOL LIBRARY

Minutes

1. Call Meeting to Order: Meeting called to order at 5:32 PM Board member C. Fisher was absent
2. Student Recognitions
 - A. Kindness Club
3. Board Approval of 2023 April General Municipal Election Results: Motion to approve L. Brown, 2nd JT Payne, 6-0 Vote
4. Approval of Consent Agenda: Motion to approve T. Brock, 2nd C. Tourville, 6-0 Vote
 - A. Minutes from Prior Meetings
 - B. Approval of Monthly Bills, Transfers, and Amend Budget as Necessary
 - C. Acceptance of Treasurer's Report
 - D. Approve Substitute List
5. Reorganization of the Nell Holcomb Board of Education
 - A. President: Motion for D. Haupt as president T. Brock, 2nd L. Brown, 6-0 Vote
 - B. Vice President: Motion for T. Brock as Vice President L. Brown, 2nd J. Carter, 6-0 Vote
 - C. Treasurer: Motion for J. Carter as Treasurer C. Tourville, 2nd D. Haupt, 6-0 Vote
 - D. Appointment of Board Secretary: Motion to appoint Whitney Payne as the Board Secretary C. Tourville, 2nd T. Brock, 5-0 Vote with JT Payne abstaining
6. Correspondence and Comments from the Audience
7. Board Reports
 - A. Mr. Wortmann
 - B. Mr. Deckerd
8. Action Items
 - A. Approval of 2023-2024 Classified Staff (See Attached List): Motion to approve C. Tourville, 2nd J. Carter, 4-0 Vote with D. Haupt and JT Payne abstaining
 - B. Approval of Used Bus Bids: Motion to award the three bus bids to the highest bidder (Evan Steffens) T. Brock, 2nd L. Brown, 6-0 Vote
9. Set Regular May Meeting: May School Board Meeting set for May 18, 2023 at 5:00 P.M.
10. Important Dates
 - A. Thursday April 20, 2023 Spring Concert
 - B. Tuesday, May 16, 2023
 - C. Thursday, May 18, 2023 Graduation

The board recessed from Open Session at 6:30 P.M.

11. Closed Session: According to Section 610.021 of the Revised Statutes of Missouri for the purpose of hiring, firing, discipline, or promoting of personnel employed by the Nell

Holcomb R-IV School District and certain legal considerations:

Motion to enter Closed Session at 6:31 P.M. L. Brown, 2nd C. Tourville, 6-0 Roll Call Vote

Melanie Watkins addressed the board in Closed Session about her resignation and about concerns with Nell Holcomb

A. Personnel

Motion to accept Melanie Watkins resignation J. Carter, 2nd T. Brock, 6-0 Roll Call Vote

Motion to accept Jennifer Joplin resignation T. Brock, 2nd C. Tourville, 6-0 Roll Call Vote

Motion to accept Anabelle Hedgecoth resignation T. Brock, 2nd L. Brown 6-0 Roll Call Vote

Motion to adjourn Closed Session at 8:00 P.M. T. Brock, 2nd C. Tourville, 6-0 Roll Call Vote

12. Adjourn Meeting: Motion to adjourn at 8:00 P.M. C. Tourville, 2nd JT Payne, 6-0 Vote

2022-2023 FINANCIAL STATEMENT

Fund Balances	Checking	MOSIP	Total
July 31, 2022	121,518.81	1,087,014.40	1,208,533.21
August 31, 2022	83,865.75	966,236.38	1,050,102.13
September 30, 2022	5,873.52	830,647.11	836,520.63
October 31, 2022	(5,310.61)	688,358.45	683,047.84
November 30, 2022	47,651.22	454,653.56	502,304.78
December 31, 2022	496,041.87	552,978.71	1,049,020.58
January 31, 2023	1,670,902.32	708,710.85	2,379,613.17
February 28, 2023	1,522,813.13	1,065,766.84	2,588,579.97
March 31, 2023	1,337,574.60	1,198,097.25	2,535,671.85
April 30, 2023	1,067,480.71	1,351,481.62	2,418,962.33

FUND 1 Balance	2,354,809.23	
FUND 2 Balance	-1,110,165.55	
FUND 3 Balance	0.00	
FUND 4 Balance	<u>-177,162.97</u>	
Checking Account Balance		1,067,480.71

March 31, 2023 Checking Balance	1,337,574.60	
MOSIP	(153,384.37)	
Total Expenditures	(307,125.76)	
Total Revenues	190,416.24	
MOSIP transfer		
Ending balance April 30, 2023		1,067,480.71

April 2023 checks and payroll approved and paid	\$ 17,291.67	250,048.86	267,340.53
April 2023 checks for approval			40,635.76
	Correcting Entries		<u>-850.53</u>
TOTAL EXPENDITURES			307,125.76
May 2023 checks awaiting approval		\$ 52,774.45	
May 2023 Payroll awaiting approval		\$ 250,000.00	

Check Register April 2023

Selection Criteria : Transaction Type = Reverse Checks | Transaction Type = Voided Checks | Transaction Type = Check Entry | Check # Range From 44669 To 44695 |

Check #	Check Date	Transaction Description	Check Amount
0000044669	04/12/2023	ABBI HALL	43.46
0000044670	04/12/2023	ALFRED VANGENNIP	200.00
0000044671	04/12/2023	BEAVER JANITOR SUPPLY	1,038.14
0000044672	04/12/2023	Burnett Landscape Management	850.00
0000044673	04/12/2023	CAPE GIRARDEAU COUNTY	5,593.45
0000044674	04/12/2023	COREY CAMPBELL	50.10
0000044675	04/12/2023	DALTON FLORIST	46.00
0000044676	04/12/2023	DITTRONICS	255.00
0000044677	04/12/2023	ENVIRONMENTAL ANALYSIS S	22.00
0000044678	04/12/2023	GREAT LAKES SPORTS	55.31
0000044679	04/12/2023	JOSTENS INC.	1,098.00
0000044680	04/12/2023	Kathy Kirchhoff	63.63
0000044681	04/12/2023	Kevin Menz	83.11
0000044682	04/12/2023	LOWES BUSINESS ACCOUNT	78.81
0000044683	04/12/2023	MENARDS	284.25
0000044684	04/12/2023	MORGAN DISTRIBUTING	1,007.60
0000044685	04/12/2023	PRAIRIE FARMS DAIRY INC	2,139.37
0000044686	04/12/2023	PWSD #5 OF CAPE GIRARDEA	30.00
0000044687	04/12/2023	QUILL CORPORTATION	470.85
0000044688	04/12/2023	SCHOLASTIC BOOK FAIRS	1,848.66
0000044689	04/12/2023	SCREEN ARTS INC	156.00
0000044690	04/12/2023	SEMO LASE	80.00
0000044691	04/12/2023	SOUTHEAST RPDC	730.00
0000044692	04/12/2023	STEPHANIE WYBERT	13.13
0000044693	04/12/2023	TIPTONS	292.80
0000044694	04/12/2023	VELOCITY ELECTRONICS	114.00
0000044695	04/12/2023	WORLDS FINEST CHOCOLATE	648.00
Grand Total			17,291.67

Check Register April 2023 #2

Selection Criteria : Transaction Type = Reverse Checks | Transaction Type = Voided Checks | Transaction Type = Check Entry | Check # Range From 44758 To 44767 | Check # Range From 44733 To 44755 | Check # Range From 44720 To 44720 |

Check #	Check Date	Transaction Description	Check Amount	
0000044720	04/27/2023	HD MEDIA SYSTEMS	3,222.95	- Smart Board for Brumbaugh
0000044733	04/26/2023	c/o Sterling Bank Lock Box	363.60	- Brenda Kay Quarry Pea Gravel
0000044734	04/26/2023	CAPE ELECTRICAL SUPPLY B	22.31	
0000044735	04/26/2023	RICKY CHAMBLESS	143.50	
0000044736	04/26/2023	ABBI HALL	35.67	
0000044737	04/26/2023	ANW REFRIGERATION	348.85	- WALK IN Freezer Repair
0000044738	04/26/2023	BECKY STEIN	5.94	
0000044739	04/26/2023	BEGINNING CONCEPT	671.00	
0000044740	04/26/2023	BIG RIVER	258.10	
0000044741	04/26/2023	CHRIS WINKLER	75.00	
0000044742	04/26/2023	DITTRONICS	255.00	
0000044743	04/26/2023	ENVIRONMENTAL ANALYSIS S	290.75	
0000044744	04/26/2023	HD MEDIA SYSTEMS	281.25	
0000044745	04/26/2023	HEISE HEATING & COOLING	2,400.00	- Repairs on gym AC/coils
0000044746	04/26/2023	JOSTENS INC.	16.55	
0000044747	04/26/2023	KIDDLYWINKS	4,735.00	
0000044748	04/26/2023	LINDA FARROW	113.12	
0000044749	04/26/2023	MENARDS	204.37	
0000044750	04/26/2023	MFA OIL COMPANY	3,815.15	
0000044751	04/26/2023	MIDWEST TRANSIT EQUIP IN	1,839.53	
0000044752	04/26/2023	MY DADDYS CHEESECAKE	1,296.00	- BETA Fundraiser
0000044753	04/26/2023	OSBORNE OFFICE EQUIPMENT	771.70	
0000044754	04/26/2023	ROTH RESTAURANT SUPPLY	109.85	
0000044755	04/26/2023	TERRI STINNETT	1,040.00	
0000044758	04/30/2023	A T & T MOBILITY	107.79	
0000044759	04/30/2023	AMEREN	1,734.09	
0000044760	04/30/2023	STAPLES CREDIT PLAN	123.12	
0000044761	04/30/2023	A T & T MOBILITY	115.00	
0000044762	04/30/2023	AMEREN	549.80	
0000044763	04/30/2023	Capital One	345.37	
0000044764	04/30/2023	MASTERCARD	9,707.71	
0000044765	04/30/2023	PERFORMANCE FOODSERVICE	4,922.15	
0000044766	04/30/2023	REPUBLIC SERVICES #732	165.85	
0000044767	04/30/2023	SAMS CLUB	549.69	
Grand Total			40,635.76	

Check Register May 2023

Selection Criteria : Transaction Type = Reverse Checks | Transaction Type = Voided Checks | Transaction Type = Check Entry | Check # Range From 44756 To 44803 |

Check #	Check Date	Transaction Description	Check Amount
0000044757	05/05/2023	CLUB CARWASH	40.00
0000044758	04/30/2023	AT & T MOBILITY	107.79
0000044759	04/30/2023	AMEREN	1,734.09
0000044760	04/30/2023	STAPLES CREDIT PLAN	123.12
0000044761	04/30/2023	AT & T MOBILITY	115.00
0000044762	04/30/2023	AMEREN	549.80
0000044763	04/30/2023	Capital One	345.37
0000044764	04/30/2023	MASTERCARD	9,707.71
0000044765	04/30/2023	PERFORMANCE FOODSERVICE	4,922.15
0000044766	04/30/2023	REPUBLIC SERVICES #732	165.85
0000044767	04/30/2023	SAMS CLUB	549.69
0000044768	04/30/2023	KIDDLYWINKS	4,735.00
0000044771	05/16/2023	ALFRED VANGENNIP	200.00
0000044772	05/16/2023	ANW REFRIGERATION	447.83
0000044773	05/16/2023	BEAVER JANITOR SUPPLY	915.66
0000044774	05/16/2023	BECKA HOLLIS	612.00
0000044775	05/16/2023	BECKY STEIN	22.10
0000044776	05/16/2023	BEGINNING CONCEPT	255.00
0000044777	05/16/2023	BIG RIVER	249.30
0000044778	05/16/2023	Bumett Landscape Management	1,850.00
0000044779	05/16/2023	CAPE GIRARDEAU COUNTY	5,388.79
0000044780	05/16/2023	Capital One	207.90
0000044781	05/16/2023	CARRIE CAIN	129.75
0000044782	05/16/2023	DAVIS GLASS CO INC	135.00
0000044783	05/16/2023	ENVIRONMENTAL ANALYSIS S	22.00
0000044784	05/16/2023	HOBART SALES & SERVICE	383.47
0000044785	05/16/2023	Kathy Kirchhoff	50.50
0000044786	05/16/2023	Kevin Menz	52.52
0000044787	05/16/2023	KIDDLYWINKS	5,577.50
0000044788	05/16/2023	LOWES BUSINESS ACCOUNT	48.72
0000044789	05/16/2023	MAYFIELD FIRE PROTECTION	89.00
0000044790	05/16/2023	MENARDS	195.94
0000044791	05/16/2023	MFA OIL COMPANY	3,705.45
0000044792	05/16/2023	MIDWEST TRANSIT EQUIP IN	675.60
0000044793	05/16/2023	MIRANDA SCHLOSSER	450.00
0000044794	05/16/2023	PRAIRIE FARMS DAIRY INC	1,260.38
0000044795	05/16/2023	PWSD #5 OF CAPE GIRARDEA	31.50
0000044796	05/16/2023	Rachel Bangert	29.00
0000044797	05/16/2023	Remi Bollinger	90.00
0000044798	05/16/2023	REPUBLIC SERVICES #732	165.85
0000044799	05/16/2023	SpedTrack	3,500.00
0000044800	05/16/2023	STACY SINN	450.00
0000044801	05/16/2023	TERRI STINNETT	1,750.00
0000044802	05/16/2023	TIPTONS	288.12
0000044803	05/16/2023	TORI MOORE	450.00
Grand Total			52,774.45

— Outside Freezer Repairs

— 8th Grade Shirts

— Dishwasher Repair

— LETRS Training

— New Special ed program

— LETRS Training

— LETRS Training

Nell Holcomb R-IV School District
Superintendent Report: May 18, 2023

1. Financial Update through April 30, 2023

YEAR	EXPENDITURES	REVENUE
2021-2022	\$2,815,867	\$4,267,875
2022-2023	\$3,192,409	\$4,474,268

We are very pleased with the finances. I am optimistic that we will finish the 2022-2023 fiscal year with around a \$200,000 surplus. If this holds, we will add around 4% to our fund balances/reserves at the end of the fiscal year on June 30th.

2. Legislative Update

3. Update on Summer Maintenance



Bleau Deckerd <bdeckerd@nhshawks.com>

Legislative Bulletin - Week 19 (5/12/2023)

1 message

Legislative Bulletin <bulletin@mcsa.org>

Fri, May 12, 2023 at 6:00 PM

Reply-To: Legislative Bulletin <bulletin@mcsa.org>

To: Bleau Deckerd <bdeckerd@nhshawks.com>



The Legislative Bulletin of the School Administrators Coalition

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Jefferson City, Missouri 65109
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Week 19: 2023 Session Comes to an End**May 12, 2023**

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The 2023 legislative session ended this evening at 6pm in Jefferson City. The turmoil that afflicted the Missouri Senate last week lingered into this week as the chamber stayed embattled as various Senators attempted to leverage to move policy priorities.

As a result, a number of bills and issues were not taken up for debate. This includes bills that would have attempted to implement open enrollment, expand vouchers, change the foundation formula, increase the mandatory minimum teacher salary, change school calendar requirements, etc. Those issues remained sidelined as Senators debated items like initiative petition reform, sports betting, property tax reductions, and childcare tax credits.

In the end, the gridlock proved to be too much to overcome as Senators failed to come to agreement on these big ticket items and the session ended with little action in the final days.

In the end, the legislature was able to make significant investments in public education through the passage of the state's budget last week, which we have detailed in previous bulletins. From a policy perspective, the teacher retirement system is scheduled to be updated with the restoration of the 2.55% multiplier for 32 years of service in PSRS and positive changes to the work after retirement rules that were contained in SB 75 which was sent to the Governor this week.

There have been a few bills that were passed in waning days of the legislative session that make changes to sales tax, property tax, and the state's income tax. We believe some of these bills could impact school funding in some fashion, but the extent of the impact is expected to be much less radical than some of the ideas that were previously considered this session. We will detail the finer points of these bills in the coming days so the impact of these bills can be fully understood on school districts.

2023 School Administrators Coalition Bill Tracking & Summaries

<https://www.govwatch.net/report/EeqOvQxrDX>

Week Ahead

Legislators That Represent A Portion of Your School District:

According to the latest district lines as a result last year's decennial redistricting process the following legislators represent at least a portion of your school district. To determine the lawmaker that represents an individual address like your school building or home address, please enter that address here.

Sen. Holly Thompson Rehder: 573-751-2459 holly.rehder@senate.mo.gov

Rep. Barry Hovis: 573-751-6662 Barry.Hovis@house.mo.gov

Rep. John Voss: 573-751-1443 John.Voss@house.mo.gov

***Please note that due to the changes in district lines and the number of newly elected legislators, we are in the process of continually updating contact information so this information could change slightly over the course of the next couple of weeks.



Missouri Association of School Administrators | 3550 Amazonas Dr | Jefferson City, MO 65109

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Nell Holcomb R-IV Salary and Benefits Information

Mr. Deckerd and Mr. Wortmann met with the Salary and Welfare Committee in April 2023. The group went over the results of the survey from teachers (See Attached) and discussed Salaries, Benefits, and additional ways to both recruit and retain quality teachers and staffing at Nell Holcomb R-IV.

The teachers were very thankful of the salary schedule increases they have seen in the past few years. They also stressed their appreciation for the district being able to continue to pay 100% of employee health insurance premiums. This is something they would appreciate that we continue if able.

We also discussed ways to possibly assist with teacher retention and rewarding teachers and staff members for longevity.

Possible Salary Increases:

Increase to Base	Starting Salary	Overall Increase to Certified Budget	% Increase to Classified	Overall Increase to Classified Budget
\$1,625.00	\$38,000.00	\$37,000.00	4%	\$8,900.00
\$2,125.00	\$38,500.00	\$46,250.00	5%	\$11,125.00
\$2,625.00	\$39,000.00	\$55,500.00	6%	\$13,350.00

Area Districts Starting Salaries:

Jackson R-2: \$38,000.00 (Hoping to go to \$39,000.00 this year)

Cape Girardeau 63: \$39,357.00 (Hoping to go to \$40,500.00 this year)

Oak Ridge: \$30,000.00 (Gave stipends to get each teacher to a minimum of \$38,000)

Perryville: \$38,000.00 (Hoping to go to \$39,000.00 this year)

Kelso C-7: \$32,000.00 (Planning to go to \$34,000.00 this year) (Gave a \$1,000 stipend to each teacher)

Scott City: \$34,000.00

Oran: \$33,500.00 (Gave a \$1,250 stipend to each teacher)

Delta: \$32,500.00 (Gave stipends to get teachers to \$38,000.00)

Ways to Retain Current and Future Teachers and Staff:

Sick Day/Personal Day Longevity Benefit:

1. Staff Members that has completed their 5th consecutive year with the district will be provided an additional personal day vs. sick day. All staff have 7 Sick Days and 3 Personal Days. This would allow 6 Sick Days and 4 Personal Days.
2. Staff Members that has completed their 15th consecutive year with the district will be provided an additional personal day vs. sick day. All staff have 7 Sick Days and 3 Personal Days. This would allow 5 Sick Days and 5 Personal Days.

Sick Day Payout Longevity Benefit:

Currently, staff members that complete their 5th consecutive year are eligible to receive compensation for sick days accumulated over 50 days. Staff members can "bank" or accumulate up to 80 days. The current rate of compensation for accumulated sick days is \$75.00

By initiating a longevity payout we would look at paying out \$100.00 per accumulated day for all staff members that have completed their 15th consecutive year with the district.

Salary Survey Responses 2022/2023

What do you feel would best attract and retain teachers at NHS?

good salary and small class size

Nell Holcomb is a great school, with a great faculty and staff.

paid health insurance, maintaining low teacher to student ratio, raise in pay scale, tuition reimbursement for continued education

*Comparable salary to other local school districts * Benefits like great insurance, fitness center membership

Continued: Administration Support, Competitive Salary, Reasonable Expectations for Extra Duties

work environment, pay, curriculum

More support

A bonus at Christmas was such a fun surprise! More of those kind of gifts are encouraging.

higher salary

Increased Salary.. advertise small class sizes, fewer stresses than large school

Competitive benefits and salary.

Keeping our salaries and salary schedules competitive. But I think we already have a lot of great things happening! Great admin, great support programs, great teachers, small class sizes, supportive board.

Increase in salary

I think having pay that is equal or better than the big districts around us will make this school attractive to potential employees and keep current employees.

Always salary increases to compete with other local districts. Continue a strong board paid insurance program as well.

small class sizes, competitive pay, "reward" (like an extra day off) for staying a certain number of years in our district

Salary, low class sizes

better salary

comparable salary and benefits to neighboring school

Continues to raise the base salary and across the pay scale.

Good starting salary, nice bonuses

I feel the district is doing a great job!

Salary Survey Responses 2022/2023

Which area(s) of our salary and benefits package do you feel should get the most attention as funds allow? Which area(s) of salary and benefits do you feel should be left "as is" no matter what?

Raises for teachers, paras and nurse so that we can stay competitive with Cape and Jackson

I think Nell Holcomb is a really good spot. We have a very supportive Board of education that know how well the staff works. They have plan to raise the base, in addition the bonus we have gotten at Christmas.

Salary scale should get most attention, continue to have board paid health insurance package

*Teacher salary should get the most attention

Most Attention: Continued Increases Left as is: Insurance Benefits

An increase in everyone's salary. The benefits package I feel can be left the same.

I like the paid life insurance and base line insurance.

Bigger allowances in HSA and flex spending accounts as money allows.

base pay

Increasing salaries

For me, keeping our health insurance deductibles and out of pocket expenses low.

N/A

Our salary should get the most attention (increasing). I like our current insurance and feel that that should be left as is.

Continue to offer board paid insurance programs as an essential part of retaining employees. Perhaps we could discuss again the possibility of allowing a combination of sick days and personal days so an employee can choose according to their needs. Allow the accumulation of more days. Offer a retirement incentive like years ago (cash or 2 years paid insurance) since there are a number of staff approaching retirement using the Rule of 80.

always an increase in the base would be nice
board paid insurance

raise base, leave board paid insurance.

Salary increase would be great (in addition to the raise for the base that they had to give) and leave the insurance benefits as is please

increase to the base pay of certified staff

Still love that our school pay for our insurance. Thankful. Once over 80 sick days, the school should pay be close to the amount of what it would cost to pay a sub for a day.

raises

Paying hourly staff for ALL snow days.

Salary Survey Responses 2022/2023

What suggestions can you offer to better expand our opportunities for grade level professional development?

Additional resources to work with at risk students

Continue to provide opportunities to visit other schools.

math hands on activities, reading/literacy

Small group professional development opportunities

Time spent observing other teachers in the field

trauma training, CPI training, strategies to help behavior students, different ways to differentiate in the classroom.

?

Positive, motivational "messages" are most helpful to me. (Think Gerry Brooks) When morale is high and opportunities to stay motivated throughout the year are offered I want to work harder.

bring in speakers to address elementary and jr. high separately on desired topics

Collaboration time for subject specific and vertical alignment

PD's on including IEP students in regular classrooms. Focus on accommodations and modifications that gen ed teachers need to implement in the classroom.

Good question. Let me know what everyone says. This is a challenge every year.

N/A

I think it would be nice to have time to observe other teachers of the same grade level teach so that I can see how they run their classroom and then learn from that and possibly collaborate and implement some things seen into my classroom.

I appreciate the variety of PD the last few years and that the entire staff doesn't have to do the same PD regardless of their teaching level. Junior high is encountering an increasing number of students who need remedial reading to understand even their textbooks. Perhaps PD could address this in some way. Perhaps we need to begin a junior high remedial reading class much like speech therapy several times/week. ?

Either time to talk/collaborate during the day by utilizing subs or offer incentive pay to work after school.

more collab time

let us visit other schools to observe same grade teachers, give us time to collaborate with peers grade level above and below

weekly collaborative meetings; instructional coaching; observing teachers at different schools; encourage teachers to continue their education

Good question

Stipends for additional training

Setting up shadowing opportunities at other schools in the area.

Salary Survey Responses 2022/2023

What areas affect your morale and/or ability to perform your teaching duties? (i.e. classroom supplies, class size, planning times, additional staff, textbooks, technology, scheduling of special classes and activities, etc...

Additional staff

Small classes are definitely a good morale booster, and administrative support.

classroom supplies, technology, curriculum, class size

Class size is amazing at NHS, easy to meet students' needs... Plan time is great...Technology opportunity is great

I feel like all of the above are well supplied at NHS. Classroom supplies, textbooks, and planning times are most essential for me.

more planning time, additional money for classroom supplies

Student behavior, student respect, rule breaking (dress code, sodas instead of water, phones out, etc) This is exhausting

Some grade levels are desperate to have new textbooks. Even newer used ones would be very helpful.

keep class sizes small and keep our technology up to date

small class size, additional staff needed for special Ed, At-risk, ISS

Class size and needing additional staff.

NA

N/A

Keeping our class sizes under 18 helps me have a high morale. It becomes harder for me to perform my teaching duties when I have other duties put on me, for example recess, reflection room, and having kids work in my room in the mornings completing missing work all in the same day. I wish if we had a duty it would not be the same week or multiple weeks in a row.

Our school has made advances in most of these areas...supply budgets increased, class sizes kept small, etc. Some new textbooks are still needed. Too many weeks of special events every single day with dress up daily themes! Too much interruption to the learning environment with theme celebrations.

class size, planning times/specials times

All good!

Still not understanding why technology is not taught to the lower grades. There are technology standards for all grades.

Lack of concern and understanding of student's needs by staff; seeing staff not following expectations set by district; lack of professionalism-i.e. arriving late, wearing yoga pants and t-shirts

I think we have made some good progress in all of these areas, and the morale is pretty good. Hard to make anything perfect.

Planning times, class size and classroom supplies

Classroom supplies

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Things that are great at NHS: planning times, classroom sizes, administration support, SUNSHINE CLUB!

Things we could improve on at NHS:

Technology/Computer skills class for elementary weekly/biweekly. Students need to be taught good computer skills/habits early. Regular classroom teachers have a lot on their plate to teach already (Reading, Math, Science, Social Studies, etc.). They shouldn't be expected to teach computer skills too! Students need to learn the proper way to hold and use a mouse and much more. Safe internet searches and how to use the computer starting in kindergarten would be beneficial. A computer class could easily be added to the daily specials class and make it a 5 class rotation.

Standard based grading would be great for the elementary to create and use in the future. I know it would take a lot of work from the teachers, but I think the parents would understand it more and be able to assess better on the curriculum.

A new reading curriculum is needed for elementary! Our series is so old and doesn't hit all the things we need to be teaching now! Also I would love to look into Heggerty or another phonics curriculum for the elementary classrooms. If we have learned anything from the Letrs training, it is that we are behind in our curriculum!

Working on starting another grant program for teachers. We spend our own money on so many things. Writing those grants and being able to supply or classroom or students with some of those bigger items was so nice.

Job duties at NHS are fewer than other schools- positive. Monthly meetings are also limited here at NHS also! But when you have certain employees that do not respect the duty schedule or can't even seem to make it to work on time (daily) it really affects our morale as a whole. The expectations for everyone seem to be different. All faculty and staff should be held to the same standard and consequences should be given to those who can't respect that.

New textbooks would be great. Some are falling apart. More staff needed for NTLC or Sped? Seems the numbers of NTLC/Sped students are increasing. Then could extend NTLC down through Kindergarten. No sense having an entire class learning interrupted due to one child.

COVID did a number on our kids reading and math skills. We really need remedial reading and math class for some kids.

Shout out to the Sunshine Club! They've done a wonderful job raising morale and making it a joy to come to work each day!

Additional comments/suggestions that help explain any of your previous answers or that highlight additional concerns.

None

Nell Holcomb is truly a great place filled with wonderful compassionate people.

NHS is a wonderful place to work. Supportive staff members and administration as well as school board, is

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much appreciated. I'm thankful for freedom in my classroom, meaning, having the ability to teach MO Learning Standards as I see appropriate.

NHS is a excellent school with a great staff, administration, and board. Proud to work for this district.

N/A

NHS is an amazing district to work for! Everyone wishes for more money on the pay scale, but the low stress environment compared to other districts very much accounts for a few extra dollars. Our admin do an amazing job of leading us through tough days and problem solve quickly to make life as a teacher year enjoyable.

Our salary is competitive, our time is valued, additional duties/ stresses are kept to a minimum...not much to complain about.

I think we have to make sure that our students are getting ample time with their core curriculum classes - especially math and ELA as we have seen a drop in scores on the MAP overall these past couple of years.

N/A

Increasing our sick day pay for those with over the set number of sick days. i know it was raised last year, but could stand to go up a bit more.

I wonder if forming some small groups to discuss some the issues for the salary committee would be helpful. I would guess many teachers are uninformed on many of the issues. Having an open discussion among small groups might help the salary committee to inform and organize priorities.