



KANSAS
SCHOOL
SUPERINTENDENTS'
ASSOCIATION

Board of Directors Meeting
January 14, 2015 (11:00 a.m. – 12:00 p.m.)
Kansas State Historical Society - Topeka, Kansas

Sue Givens, KSSA President and Superintendent, El Dorado USD 490

Please note the time AND the meeting room change.

We will be meeting in the Archive Gallery Meeting Room (second building).
The agenda is abbreviated to allow us to address priority issues for the organization.
The Awards and Recognition Luncheon will be at 12:30 p.m. at the State Historical Society.
The Council of Superintendents will follow at 3:00 p.m. at the State Historical Society.

- I. Welcome and Introductions**
- II. Consent Agenda**
 - a. Approval of Minutes from November 13, 2014 Board Meeting
 - b. Approval of November Financial Report
- III. President's Report** – Sue Givens
- IV. Executive Director's Report (written)**– Cheryl Semmel
- V. KSSA [Select] Committee Reports and Survey Results**
 - a. Discussion: KSSA Professional Learning and Conference Planning Survey – Bill Hagerman, Suzan Patton and Lacey Sell
 - b. Discussion: KSSA Professional Negotiations Act Survey Results
- VI. Update: USA|Kansas Dues Discussion Committee** – George Griffith
- VII. Old Business**
 - a. KSSA Reorganization: Transition Progress – Sue Givens
- VIII. New Business**

The mission of the Kansas School Superintendents' Association is to serve the growth, development, and general encouragement of the Kansas system of education.

The meeting was called to order at 11:00 a.m.

Attendance

Sue Givens, El Dorado USD 490 – President and USA | Kansas Executive Board
Destry Brown, Pittsburg USD 250 – President-Elect and USA | Kansas Board
Glen Suppes, Smoky Valley USD 400 – Past President and USA | Kansas Board
Randy Bagby, Lansing USD 469 – Region 1
Brian Spencer, Lyndon USD 421 – Region 2
Steve Pegram, Santa Fe USD 434 – Region 2
John Wyrick, Labette County USD 501 – Region 3
Brian Smith, Galena USD 499 – Region 3
Lacee Sell, Chapman USD 473 – Region 4
Brady Burton, Blue Valley Randolph USD 384 – Region 4
Chad Higgins, Moundridge USD 423 – Region 5
Bill Hagerman, Nickerson So Hutchinson – Region 5
Rose Kane, Belle Plaine USD 357 – Region 6
Craig Wilford, Derby USD 260 – Region 6 and USA | Kansas President
Bev Mortimer, Concordia USD 333 – Region 7
Robert Young, Ellis USD 388 – Region 7
Suzan Patton, Pratt USD 382 – Region 8
Bill Biermann, Goodland USD 352 – Region 9
George Griffith, WaKeeney USD 208 – Region 9
Angela Lawrence, Stanton County USD 452 – Region 10
Mark Crawford, Hugoton USD 210 – Region 10
Marlin Berry, Olathe USD 233 – Region 11
Brenda Dietrich, Auburn Washburn USD 437 – AASA Governing & USA | Kansas Boards
Tom Trigg, Blue Valley USD 229 – AASA Governing Board
Dan Thornton, Northwest Kansas Education Service Center
Michelle Hubbard, Turner USD 202 – Chair, Council of Superintendents, ex-officio
Cory Gibson, Valley Center USD 262 – Chair-Elect, Council of Superintendents, ex-officio
Cheryl Semmel, Executive Director

Excused

Rick Doll, Lawrence USD 497 – Region 1
Ben Jacobs, Ellinwood USD 355 – Region 8

Consent Agenda

- Marlin Berry moved approval of the consent agenda. Chad Higgins seconded. Approved unanimously.

President's Report – Sue Givens

- Superintendent's Advisory Council
 - Brad Neuenswander contacted Sue about establishing a Superintendent's Advisory Council. Sue asked for the board's input and members inquired about how would this group be different than the Council of Superintendents? Board of Directors?
 - The Board expressed interest in working with Brad and Randy Watson as the State transitions to a new commissioner.

Executive Director's Report - Cheryl Semmel

- A written report was submitted to the board

Council of Superintendents - Michelle Hubbard

- The November Council of Superintendents agenda includes breakout sessions on the new accreditation model and teacher evaluations.
- Recommendations for future topics can be submitted to Michelle Hubbard, chair.
- Suggested topic: Emergency Safety Intervention appeals process

KSSA Committee Reports

Awards and Recognition - Glen Suppes, Chair

- Superintendent of the Year program
 - There were 6 applicants, 3 finalists were interviewed
 - Randy Watson has been named 2015 Superintendent of the Year. The announcement will be made during the Council of Superintendents meeting.
 - There was discussion about how to recognize the superintendent of the year and the finalists. In the past, the awards and recognition breakfast was held at the USA|Kansas convention in January. After discussion, it was agreed that **there would be a luncheon held before the Council of Superintendents meeting on Wednesday, January 14, 2015.** Invitations will be sent out.
- Distinguished award recipient
 - The Awards Committee will convene to review nominations and make a final selection.
 - The recipient will be recognized at the awards and recognition luncheon.

College and Career Readiness - Mark Crawford, Co-Chair

- Mark presented a grounding belief statement developed by the College and Career Readiness Committee. The statement also included a side-by-side comparison of existing law and the Rose Capacities.
- The Committee's work was done at the request of the KSSA Board of Directors (at the September 2014 meeting).
- The board discussion accreditation, assessments and other related issues.
- **MOTION: George Griffith moved to endorse the statement, as amended. Seconded by Suzan Patton. Approved unanimously.**
- The statement will be publicly released following the board meeting.

Communication and Outreach - Cory Gibson

- The Committee has developed the **KSSA Hubspot**, an online resource and communications network for superintendents.
 - Regional representatives have been trained. They will reach out to superintendents in their area to begin collecting resources to populate the site.
- Currently working to have **Google Communities** replace some of the listserv discussions.
- The “GO LIVE” date is December 5, 2014 (at KSSA Day at KASB)
- Cheryl will get a sign-up sheet out to people before then so they will be able to access the site.
- **KSSA Talk** (part of Remarkable Chatter)
 - After discussion about whether KSSA was still a viable and valuable resource for members, Bill Hagerman agreed to continue work on KSSA Talk. He will line up people to interview.
- The KSSA website needs to be reviewed and updated.

Legislative Committee - Tom Trigg and George Griffith, co-chairs

- George Griffith presented the 2015 Legislative Positions and Priorities and also explained the process for soliciting feedback from members.
- There was discussion about the Professional Negotiations Act. The Legislative Committee is recommending that we solicit additional feedback from members to help inform discussions on the PNA. A survey will be developed and disseminated to members.
- MOTION: Brenda Dietrich moved approval of the 2015 Legislative Positions and Priorities. Bill Hagerman seconded. Approved unanimously.

School Finance Committee - Cheryl Semmel

- Cheryl is currently working with John Allison, Rick Atha and Dale Dennis to identify possible meeting dates. It is likely the first meeting will need to be held via conference call.

Professional Learning and Conference Planning Committee - Bill Hagerman, Lacey Sell and Suzan Patton

- The board was asked for feedback and suggestions on the draft Professional Learning Survey.
- Feedback from the survey will be used to help provide direction in communication and planning meetings/events.
- Suzan Patton indicated that Learning Forward is interested in partnering if there are opportunities for collaboration.
- The survey will launch at KSSA Day at KASB.
- Michelle Hubbard suggestion - add “other” for everything
- There was discussion about the USA|Kansas Convention moving to June and how KSSA can best serve its membership. Questions will be added to the survey to determine superintendent preferences for meeting either in conjunction with or separate from the USA|Kansas summer conference.

K-12 School Performance and Efficiency Commission - Beverly Mortimer, member

- Bev Mortimer discussed the surveys that were sent out by the commission; more specifically, she addressed concerns that (most) members were not involved in that. The surveys were not discussed during the previous commission meeting. She raised these concerns with the chair and other members of the commission.

- Separate from the commission, but of interest:
 - Fourteen districts with fewer than 2,000 and more than one high school have been meeting to look at efficiencies...school board president started
 - There was discussion about mail ballots and KPERs.

Coalition of Innovative Schools - Beverly Mortimer, vice-chair

- Blue Valley USD 229, Hugoton USD 210 and Kansas City Kansas USD 500 have been approved as innovative districts.
- First major test of how the Coalition Board, State Board and KSDE will interact: Concordia is requesting action by the Coalition Board on four policy areas.
- The deadline for Round 2 applications is December 1, 2014. The application was included in the board meeting packet.

USA|Kansas Report - Craig Wilford, USA|Kansas president

- USA|Kansas is convening a representatives from each member organization to discuss the current dues structure.
- The USA|Kansas Board is spending time discussing return on investment (for members).
- George Griffith volunteered to serve on the Dues Discussion Committee.

Executive Session

- MOTION: Destrly Brown moved the board retreat to executive session for 15 minutes. Seconded by Glen Suppes. Approved unanimously.
- Note: The executive session was extended by an additional 15 minutes.

Other Business

- Steve Pegram talked briefly about the work KSDE was doing regarding mentoring programs for superintendents (first-year).

The meeting adjourned at 2:40 p.m.

The next meeting will be held on Wednesday, January 14, 2015 at the Kansas State Historical Society. The board meeting time will change to accommodate the Awards and Recognition Luncheon.

**Kansas School
Superintendents' Association
(KSSA)
November 30, 2014**

Prepared by USA|Kansas
515 S Kansas Avenue, Suite 201
Topeka, KS 66603

Kansas School Superintendents' Association

Assets

	As of November 30, 2014	As of November 30, 2013
Checking Account	\$ 20,419.48	\$ 58,966.40
Money Market	\$ 44,509.71	\$ 500.02
Certificate of Deposit	\$ 28,497.36	\$ 28,284.57
	<u>\$ -</u>	<u>\$ -</u>
Total Assets	\$ 93,426.55	\$ 87,750.99
Liabilities		
AASA Dues Payable	\$ 34,121.08	\$ 38,577.26

Kansas School Superintendents' Association
Budget vs Actual
July 1, 2014 - November 30, 2014

	<u>Jul - Nov 14</u>	<u>Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>
Income				
3000 · KSSA Dues	28,651.23	37,000.00	-8,348.77	77.44%
3110 · Miscellaneous	0.00	50.00	-50.00	0.0%
3120 · Interest Income	3.88	100.00	-96.12	3.88%
3600 · Membership Meetings				
3605 · KSSA Awards & Recg @ USA KS				
3606 · Registrations	0.00	1,850.00	-1,850.00	0.0%
3607 · Sponsors	0.00	1,000.00	-1,000.00	0.0%
Total 3605 · KSSA Awards & Recg @ USA KS	0.00	2,850.00	-2,850.00	0.0%
3630 · Summer Seminar/New Supt Wrkshp				
3631 · Summer Conf Registrations	9,045.00	12,500.00	-3,455.00	72.36%
3632 · Summer Conf Sponsors	0.00	5,000.00	-5,000.00	0.0%
Total 3630 · Summer Seminar/New Supt Wrkshp	9,045.00	17,500.00	-8,455.00	51.69%
3640 · KSSA Day @ KASB Conv	0.00	3,500.00	-3,500.00	0.0%
Total 3600 · Membership Meetings	9,045.00	23,850.00	-14,805.00	37.93%
3700 · AASA				
3702 · AASA Leadership Conf	0.00	1,000.00	-1,000.00	0.0%
Total 3700 · AASA	0.00	1,000.00	-1,000.00	0.0%
Total Income	37,700.11	62,000.00	-24,299.89	60.81%
Expense				
4100 · USA Kansas Service Agreement				
4102 · USA Kansas Service Agreement	8,333.31	20,000.00	-11,666.69	41.67%
4103 · Accounting Services	850.00	1,000.00	-150.00	85.0%
Total 4100 · USA Kansas Service Agreement	9,183.31	21,000.00	-11,816.69	43.73%
4200 · Office & Operational				
4201 · Postage	-5.00	350.00	-355.00	-1.43%
4202 · Telephone	55.34	300.00	-244.66	18.45%
4203 · Technology	0.00	750.00	-750.00	0.0%
4204 · BOD-Prof Insurance	669.00	700.00	-31.00	95.57%
4205 · Printing Services	103.07	1,000.00	-896.93	10.31%
4206 · BOD General	200.00	500.00	-300.00	40.0%
4207 · Office & Operational - Other	270.66	250.00	20.66	108.26%
Total 4200 · Office & Operational	1,293.07	3,850.00	-2,556.93	33.59%
4270 · Travel & Exp				
4271-Executive Director	46.33	3,000.00	-2,953.67	1.54%
4275 · AASA Mtg Expenses				
4276 · NCE KS Hospitality	0.00	1,500.00	-1,500.00	0.0%
4277 · NCE Conf Travel & Registration	0.00	1,500.00	-1,500.00	0.0%
4278 · AASA Ldrshp Conf	0.00	3,000.00	-3,000.00	0.0%
Total 4275 · AASA Mtg Expenses	0.00	6,000.00	-6,000.00	0.0%
Total 4270 · Travel & Exp	46.33	9,000.00	-8,953.67	0.52%
4300 · Programs & Services				
4305 · Awards & Recognition	0.00	500.00	-500.00	0.0%
4310 · Supt. Of the Year	0.00	1,500.00	-1,500.00	0.0%
4315 · Programs & Services - Other	0.00	1,000.00	-1,000.00	0.0%
Total 4300 · Programs & Services	0.00	3,000.00	-3,000.00	0.0%

Kansas School Superintendents' Association
Budget vs Actual
July 1, 2014 - November 30, 2014

4600 · Membership Mtg Expenses				
4601 · Fall Leadership Summits/Reg Mtg	0.00	7,000.00	-7,000.00	0.0%
4605 · KSSA Awards/Recg @ USA KS	0.00	2,000.00	-2,000.00	0.0%
4630 · Summer Seminar/New Supt Wrkshp	6,307.54	11,000.00	-4,692.46	57.34%
4635 · KSSA Day @ KASB Conv	0.00	500.00	-500.00	0.0%
4640 · Council Of Supts	-395.00	500.00	-895.00	-79.0%
4650 · Other Membership Meetings	0.00	500.00	-500.00	0.0%
Total 4600 · Membership Mtg Expenses	<u>5,912.54</u>	<u>21,500.00</u>	<u>-15,587.46</u>	<u>27.5%</u>
Total Expense	<u>16,435.25</u>	<u>58,350.00</u>	<u>-41,914.75</u>	<u>28.17%</u>
Net Income	<u><u>21,264.86</u></u>	<u><u>3,650.00</u></u>	<u><u>17,614.86</u></u>	<u><u>582.6%</u></u>

KSSA Budget Report: FY 2013 to FY 2015

	FY 2015 YTD Dec 31, 2014	FY 2015 BGT	FY 2014 FINAL June 30, 2014	FY 2014 BGT	\$ OVER BUDGET	FY13 FINAL June 30, 2013
INCOME						
3000 · KSSA Dues	30,908.58	37,000.00	35,782.59	37,000.00	-6,021.51	36,755.74
3110 · Miscellaneous		50.00	-0.15	50.00	-50.15	2,000.00
3120 · Interest Income	3.88	100.00	231.28	100.00	119.14	43.26
3600 · Membership Meetings						
3605 · KSSA Awards & Recognition USA Kansas						1,400.00
3606 · Registrations		1,850.00	1,805.00	1,850.00	-1,850.00	
3607 · Sponsors	450.00	1,000.00	0.00	1,000.00	-1,000.00	
Total 3605 · KSSA Awards & Recognition USA Kansas	450.00	2,850.00	1,805.00	2,850.00	-2,850.00	
3630 · Summer Seminar/New Supt Workshop						
3631 · Summer Conf Registrations	9,045.00	12,500.00	15,665.00	12,500.00	-5,720.00	7,415.00
3632 · Summer Conf Sponsors		5,000.00	3,100.00	5,000.00	-5,000.00	4,400.00
Total 3630 · Summer Seminar/New Supt Wrkshp	9,045.00	17,500.00	18,765.00	17,500.00	-10,720.00	11,815.00
3640 · KSSA Day at KASB Convention*		3,500.00	3,397.92	3,500.00	-3,500.00	0.00
Total 3600 · Membership Meetings	9,495.00	23,850.00	23,967.92	23,850.00	-17,070.00	13,215.00
3700 · AASA						
3701 · NCE Kansas Hospitality	0.00	0.00	0.00	0.00	0.00	0.00
3702 · AASA Leadership Conference	0.00	1,000.00	0.00	1,000.00	-1,000.00	0.00
3703 · AASA Rebate - Dues	0.00	0.00	0.00	0.00	0.00	0.00
Total 3700 · AASA	0.00	1,000.00	0.00	1,000.00	-1,000.00	0.00
Total Income	40,407.46	62,000.00	59,981.64	62,000.00	-24,022.52	52,014.00
EXPENSE						
4100 · USA Kansas Service Agreement						
4101 · KSSA Exec Dir						
Communications Allowance	0.00	0.00	0.00	0.00	0.00	900.00
Exec Dir Salary	0.00	0.00	0.00	0.00	0.00	20,000.04
Mileage Allowance	0.00	0.00	0.00	0.00	0.00	1,195.43
Taxes	0.00	0.00	0.00	0.00	0.00	1,925.28
Total 4101 · KSSA Exec Dir	0.00	0.00	0.00	0.00	0.00	24,020.75
4102 · USA Kansas Service Agreement	9,999.98	20,000.00	20,000.00	20,000.00	-11,000.00	13,999.92
4103 · Accounting Services	850.00	1,000.00	825.00	1,000.00	-175.00	1,800.00
Total 4100 · USA Kansas Service Agreement	10,849.98	21,000.00	20,825.00	21,000.00	-11,175.00	39,820.67
4200 · Office and Operational						
4201 · Postage	289.24	350.00	0.00	350.00	-350.00	0.00
4202 · Telephone	107.99	300.00	633.60	300.00	12.66	250.71
4203 · Technology		750.00	67.67	750.00	-750.00	0.00

KSSA Budget Report: FY 2013 to FY 2015

	FY 2015 YTD	FY 2015 BGT	FY 2014 FINAL	FY 2014 BGT	\$ OVER BUDGET	FY13 FINAL
4204 · Board of Directors Professional Insurance	669.00	700.00	669.00	700.00	-31.00	669.00
4205 · Printing Services	103.07	1,000.00	354.70	1,000.00	-1,000.00	773.75
4206 · Board of Directors General*	200.00	500.00	1,477.62	500.00	772.23	520.53
4207 · Office and Operational - Other	291.32	250.00	0.00	250.00	-250.00	0.00
Total 4200 · Office and Operational	1,660.62	3,850.00	3,202.59	3,850.00	-1,596.11	2,213.99
4270 · Travel and Expense						
4271-Executive Director	46.33	3,000.00	2,702.94	3,000.00	-2,269.97	2,931.75
4275 · AASA Meeting Expenses						
4275 · NCE Kansas Hospitality	0.00	1,500.00	0.00	1,500.00	-1,500.00	900.00
4276 · NCE Conference Travel and Registration	0.00	1,500.00	1,247.42	1,500.00	-1,500.00	3,124.24
4277 · AASA Leadership Conference	0.00	3,000.00	3,723.12	3,000.00	-3,000.00	799.20
Total 4275 · AASA Meeting Expenses	0.00	6,000.00	4,970.54	6,000.00	-6,000.00	4,823.44
Total 4270 · Travel and Expenses	3,052.30	9,000.00	7,673.48	9,000.00	-8,269.97	7,755.19
4300 · Programs and Services						
4305 · Awards and Recognition	0.00	500.00	316.06	500.00	-500.00	363.49
4310 · Superintendent of the Year Program	0.00	1,500.00	252.89	1,500.00	-1,500.00	1,055.65
4315 · Programs and Services - Other	0.00	1,000.00	127.97	1,000.00	-872.03	0.00
Total 4300 · Programs and Services	0.00	3,000.00	696.92	3,000.00	-2,872.03	1,419.14
4600 · Membership Mtg Expenses						
4601 · Fall Leadership Summits/Regional Meetings	0.00	7,000.00	0.00	7,000.00	-7,000.00	0.00
4605 · KSSA Awards and Recognition at USA Kansa	0.00	2,000.00	1,955.06	2,000.00	-2,000.00	1,739.09
4630 · Summer Seminar/New Supt Wrkshp*	6,307.54	11,000.00	5,480.41	11,000.00	-9,057.44	14,271.23
4635 · KSSA Day at KASB Convention	0.00	500.00	1,176.27	500.00	-500.00	
4640 · Council of Superintendents	-395.00	500.00	150.22	500.00	-412.86	104.28
4650 · Other Membership Meetings*	0.00	500.00	400.00	500.00	-100.00	0.00
Total 4600 · Membership Meeting Expenses	5,912.54	21,500.00	9,161.96	21,500.00	-19,070.30	16,114.60
Total Expense	21,475.44	58,350.00	41,559.95	58,350.00	-42,983.41	67,323.59
Net Income	18,932.02	3,650.00	18,421.69	3,650.00	18,960.89	-15,309.59

KSSA Budget Line Item Descriptions

INCOME

3000 · KSSA Dues	\$150 per person
3110 · Miscellaneous	
3120 · Interest Income	Interest income
3600 · Membership Meetings	
3605 · KSSA Awards & Recognition USA Kansas	
3606 · Registrations	Individual Tickets purchased for the Awards Breakfast, last year, tickets were \$35 per person
3607 · Sponsors	Businesses who sponsor the breakfast; they are recognized on the website and invited to the breakfast
3630 · Summer Seminar/New Supt Workshop	
3631 · Summer Conf Registrations	Rate to be determined by Board; last year, it was \$125 per person. New superintendents receive 1st yr membership free when they register. Funds in this line reflect revenue received AFTER July 1, 2013 for the June 2013 conference.
3632 · Summer Conf Sponsors	Reflects businesses who sponsor activities billed by KSSA. Many sponsors make direct payments and are not billed by KSSA.
3640 · KSSA Day at KASB Convention	
3700 · AASA	
3701 · NCE Kansas Hospitality	During the AASA NCE meeting, we host a dinner or reception. We typically secure a sponsor to cover expenses.
3702 · AASA Leadership Conference	The AASA Leadership Conference is held late Spring. AASA reimburses 50% for up to 3 people to attend. Typically, the KSSA President, President-Elect, Past-President and Executive Director attend.
3703 · AASA Rebate - Dues	The dues rebate is an incentive to recruit new members to AASA through the State Affiliate programs. It is based on growth as a percentage of membership. When in effect, the rebate is split with USA Kansas.

EXPENSE

4100 · USA Kansas Service Agreement	
4101 · KSSA Exec Dir	These lines were eliminated when KSSA and USA Kansas entered into an agreement for a shared executive director. The Service Agreement was increased to account for this organizational/management change.
4102 · USA Kansas Service Agreement	Agreement entered into between USA Kansas and KSSA for a shared executive director and organizational support service. The KSSA Board approved the 2013-2014 service agreement on September 18, 2013. Payments are made quarterly.
4103 · Accounting Services	Any accounting fees incurred by the association outside of the standard activities and reporting provided by USA Kansas.
4200 · Office and Operational	
4201 · Postage	Postage
4202 · Telephone	Conference calls and videoconferencing expenses
4203 · Technology	Any technology services incurred by the association outside of the standard services provided by USA Kansas.
4204 · Board of Directors Professional Insurance	Board policy is renewed annually.
4205 · Printing Services	Publications printed outside of the USA Kansas office by a professional printer
4206 · Board of Directors General	Board meeting expenses (meeting space, food, etc)
4207 · Office and Operational - Other	General expenditures for the association (e.g., specialty orders, etc)
4270 · Travel and Expense	
4271 - Executive Director	Travel expenses incurred by the executive director outside of other delineated travel (e.g., NCE). Expenses may include invitations to present or speak outside of the Topeka-Lawrence area or other conferences where the executive director's presence is expected and necessary to represent the organization. Many of these expenses are shared with USA Kansas.

KSSA Budget Line Item Descriptions

4275 · AASA Meeting Expenses	
4275 · NCE Kansas Hospitality	During the AASA NCE meeting, we host a dinner or reception. We typically secure a sponsor to cover expenses. If the sponsor reimburses us for expenses in lieu of making a direct payment to the hotel or restaurant, that amount would appear here. Ref Line 3701
4276 · NCE Conference Travel and Registration	Travel expenses for the executive director to attend the NCE meeting.
4277 · AASA Leadership Conference	The AASA Leadership Conference is held late Spring. AASA reimburses 50% for up to 3 people to attend. Typically, the KSSA President, President-Elect, Past-President and Executive Director attend. Ref Line 3702
4300 · Programs and Services	
4305 · Awards and Recognition	Placques, awards for the Distinguished Service Award program, Council chair and Board presidents.
4310 · Superintendent of the Year Program	Awards for the SOY program. \$1,000 SOY scholarship and (if there is a sponsor), they have reimbursed us.
4315 · Programs and Services - Other	Miscellaneous expenses incurred for promotional activities, etc.
4600 · Membership Mtg Expenses	
4601 · Fall Leadership Summits/Regional Meet	Line was added when USA Kansas, KSSA and KASB were evaluating the viability of hosting a joint conference. While revenue from superintendents was split between USA Kansas
4605 · KSSA Awards and Recognition at USA K:	Food, meeting space and other expenses related to the breakfast
4630 · Summer Seminar/New Supt Wrkshp	Speakers, programming, food, meeting space and other expenses related to the Summer Seminar/New Superintendent Workshop
4635 · KSSA Day at KASB Convention	KSSA receives net revenue split of 50/50, expense paid by KASB
4640 · Council of Superintendents	Food and beverage for meetings; this used to be paid for by KSDE, but we assumed this expense a couple of years ago.
4650 · Other Membership Meetings	Includes expenses related to committee meeting and other membership meetings that may be held throughout the year. Often times, it will include audio visual equipment, room fees, etc.

Executive Director's Report

Cheryl L. Semmel

Kansas Alliance for Education Advocacy

The Kansas Alliance for Education Advocacy met on December 15, 2014. The Alliance is scheduled to meet again on January 21, 2015.

During the December 15th meeting, we developed the following statement for distribution to the media and to the K-12 Student Performance and Efficiency Commission:

“The Kansas Association of School Boards, the Kansas National Education Association, the Kansas School Superintendents’ Association and United School Administrators of Kansas met today and reaffirmed support for collective bargaining and the need to negotiate items of importance to the education profession. We support the right of local boards and associations to bargain beyond those items that are mandatorily negotiable by law. We will continue to work collaboratively to identify more efficient and effective ways to manage the bargaining process. As a result of our work over the past few months, we have a more clear understanding of each other’s interests. The group plans to have a recommended position for our respective boards by January 22.”

During this same period, the K-12 Commission was considering changes to the Professional Negotiations Act (PNA). On January 6, 2014, Commission voted not to make any recommendations to the Legislature regarding the Professional Negotiations Act (PNA). It is expected that the Legislature will pursue this issue.

KSSA Membership Promotion (50%)

Two superintendents took advantage of the following over the holiday. I had one message on my phone today asking if they could still take advantage of the offer and Cory Gibson sent me three names —individuals who signed up for KSSA HubSpot and are not members. Staff is following up with each of these individuals.

KSHSAA Governor's Award

The Kansas State High School Activities Association (KSHSAA) annually recognizes a Kansan who has “made outstanding contributions in the field of secondary (9-12) education in Kansas.”

Craig Wilford, USA|Kansas president, is chairing the 2015 selection committee. Sue Givens is representing KSSA on the selection committee. Other committee members include: Mark Farr (KNEA), Rod Stewart (KASB), Shelly Turner (KASSP).

KSSA is asked to forward a nominee(s) for consideration by the committee. The individual(s) must have made outstanding contributions in the field of secondary education in Kansas within

two years of the award's presentation date. The individual(s) may be a lay person, legislator, school administrator, teacher, board of education member, etc.

Legal Assistance Contacts for December – January

- 3 superintendents

Media Contacts

- John Celock (Legislative committee assignments and Gannon)
- Business Week (Gannon, revenues)
- Topeka Capital Journal (PNA and Gannon)

Executive Director Meetings and Activities (select)

December 4-5	KSSA Day at KASB
December 11	KSSA Talk Interview
December 11	KELI Meeting
December 15	K-12 Student Performance and Efficiency Commission
December 16	Meeting with American Fidelity
December 17	PTA Legislative Strategy Meeting
December 17	Kansas Alliance for Education Advocacy
January 6	K-12 Student Performance and Efficiency Commission
January 7	USA Kansas Dues Discussion Committee
January 8	KSSA Executive Board Conference Call
January 8	KLFA Meeting
January 12	Start of the 2015 Legislative Session
January 12	Inaugural Activities
January 13-14	State Board of Education Meeting
January 13	USA Kansas Board of Directors meeting
January 14	KSSA Board of Directors meeting
January 14	KSSA Awards and Recognition Luncheon
January 14	Council of Superintendents
January 15	KSSA Executive Board Conference Call
January 15	ASE Conference Call
January 15	State of the State Address

2015 Legislative Committees of Interest

House Appropriations Committee

Rep. Ron Ryckman, Chair
Rep. John Edmonds, Vice Chair
Rep. Jerry Henry, Ranking Minority Member
Rep. Barbara Ballard
Rep. John Barker
Rep. Sydney Carlin
Rep. Will Carpenter
Rep. J. R. Claeys
Rep. Pete DeGraaf
Rep. Gail Finney
Rep. Amanda Grosserode
Rep. Ron Highland
Rep. Don Hill

Rep. Kyle Hoffman
Rep. Mark Hutton
Rep. Mark Kahrs
Rep. Marvin Kleeb
Rep. Jerry Lunn
Rep. Richard Proehl
Rep. Sharon Schwartz
Rep. Gene Suellentrop
Rep. Troy Waymaster
Rep. Kathy Wolfe Moore

House Education Committee

Rep. Ron Highland, Chair
Rep. Jerry Lunn, Vice Chair
Rep. Valdenia Winn, Ranking Minority Member
Rep. John Barker
Rep. Tony Barton
Rep. Sue Boldra
Rep. John Bradford
Rep. Carolyn Bridges
Rep. Rob Bruchman
Rep. Diana Dierks
Rep. Willie Dove

Rep. John Ewy
Rep. Amanda Grosserode
Rep. Dennis Hedke
Rep. Nancy Lusk
Rep. Charles Macheers
Rep. Marc Rhoades
Rep. Charles Smith
Rep. Ed Trimmer

House Education Budget Committee

Rep. Amanda Grosserode, Chair
Rep. William Sutton, Vice Chair
Rep. Valdenia Winn, Ranking Minority Member
Rep. Barbara Bollier
Rep. Blake Carpenter

Rep. Jerry Henry
Rep. Steve Huebert
Rep. Connie O'Brien
Rep. Virgil Peck

House Judiciary Committee

Rep. John Barker, Chair
Rep. Charles Macheers, Vice Chair
Rep. John Carmichael, Ranking Minority Member
Rep. Steve Alford
Rep. Steven Becker
Rep. Travis Couture-Lovelady
Rep. Pam Curtis
Rep. Erin Davis

Rep. Blaine Finch
Rep. Dennis "Boog" Highberger
Rep. Kyle Hoffman
Rep. Becky Hutchins
Rep. Mark Kahrs
Rep. Annie Kuether
Rep. Craig McPherson
Rep. Leslie Osterman

Rep. Fred Patton
Rep. Janice Pauls
Rep. Randy Powell
Rep. John Rubin

Rep. James Todd
Rep. Jim Ward
Rep. John Whitmer

House Pensions and Benefits

Rep. Steven Johnson, Chair
Rep. Kent Thompson, Vice Chair
Rep. Ed Trimmer, Ranking Minority Member
Rep. John Alcala
Rep. Rick Billinger
Rep. Erin Davis
Rep. Daniel Hawkins

Rep. Kevin Jones
Rep. Jim Kelly
Rep. Charles Macheers
Rep. Virgil Peck
Rep. Marc Rhoades
Rep. Jim Ward

House Taxation Committee

Rep. Marvin Kleebe, Chair
Rep. Gene Suellentrop, Vice Chair
Rep. Tom Sawyer, Ranking Minority Member
Rep. John Alcala
Rep. Carolyn Bridges
Rep. Steve Brunk
Rep. Ken Corbet
Rep. John Edmonds
Rep. Dennis Hedke
Rep. Lane Hemsley
Rep. Ron Highland
Rep. Don Hineman
Rep. Mark Hutton

Rep. Steven Johnson
Rep. Kasha Kelley
Rep. Jerry Lunn
Rep. Les Mason
Rep. Tom Phillips
Rep. Marc Rhoades
Rep. Ronald Ryckman Sr.
Rep. Kent Thompson
Rep. Brandon Whipple
Rep. Kathy Wolfe Moore

Senate Ways and Means Committee

Sen. Ty Masterson, Chair
Sen. Jim Denning, Vice Chair
Sen. Laura Kelly, Ranking Min Member
Sen. Tom Arpke
Sen. Steve Fitzgerald
Sen. Marci Francisco

Sen. Dan Kerschen
Sen. Jeff Melcher
Sen. Michael O'Donnell
Sen. Larry Powell
Sen. Caryn Tyson

Senate Education Committee

Sen. Steve Abrams, Chair
Sen. Tom Arpke, Vice Chair
Sen. Anthony Hensley, Rank Min Member
Sen. Molly Baumgardner
Sen. Steve Fitzgerald
Sen. Dan Kerschen

Sen. Jeff Melcher
Sen. Pat Pettey
Sen. Dennis Pyle
Sen. Vicki Schmidt
Sen. Caryn Tyson

Senate Assessment and Taxation Committee

Sen. Les Donovan, Chair

Sen. Caryn Tyson, Vice Chair

Sen. Tom Holland, Ranking Min Member

Sen. Steve Abrams

Sen. Terry Bruce

Sen. Anthony Hensley

Sen. Julia Lynn

Sen. Jeff Melcher

Sen. Mike Petersen

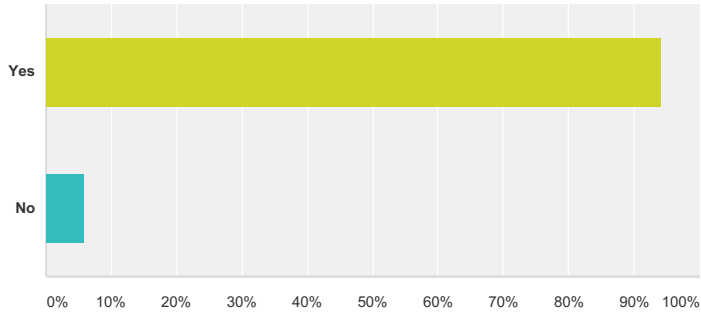
Sen. Mary Pilcher-Cook

Sen. Larry Powell

KSSA Superintendents' Professional Learning Survey

Q1 Do you think KSSA should provide professional learning for members?

Answered: 101 Skipped: 1



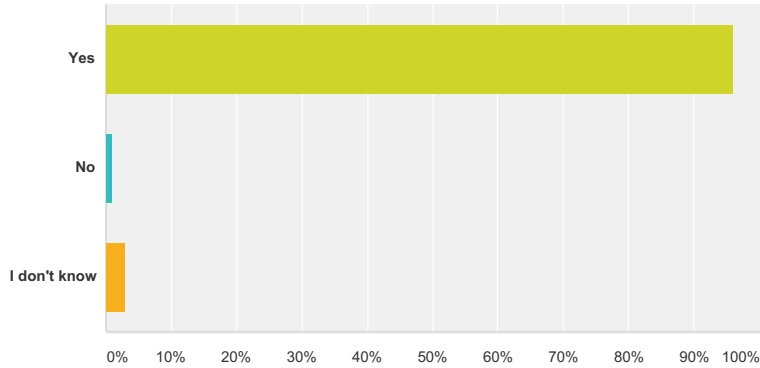
Answer Choices	Responses
Yes	94.06% 95
No	5.94% 6
Total	101

#	Additional comments:	Date
1	I think there are more than adequate resources through other agencies/programs that we can focus in other areas.	12/19/2014 10:18 AM
2	I don't think it should be the mind focus of the organization. I am not opposed to partnering with other organizations for quality learning opportunities.	12/19/2014 8:11 AM
3	Advocacy is most important	12/12/2014 4:24 PM
4	That should be a component of what we do. An important component.	12/9/2014 11:24 AM
5	I think it should be focused on advocacy, leadership, and other unique pertinent topics for Superintendents	12/8/2014 8:42 PM
6	Honestly, I think at this point in our careers, we should have a pretty good handle on what we need individually. Also, KASB and KSDE offer plenty of PL.	12/8/2014 4:12 PM
7	Hold to purpose!	12/5/2014 3:25 PM
8	I also believe KSSA can help be a professional learning "hub" to help connect KSSA members with organization that could build superintendent's skills.	12/5/2014 3:25 PM
9	However, in different format.	12/5/2014 3:25 PM
10	One topic NOT listed below is of interest to me, "Blended Learning"	11/24/2014 5:15 PM

KSSA Superintendents' Professional Learning Survey

Q2 Do you feel you improve your professional performance as a result of professional learning?

Answered: 101 Skipped: 1



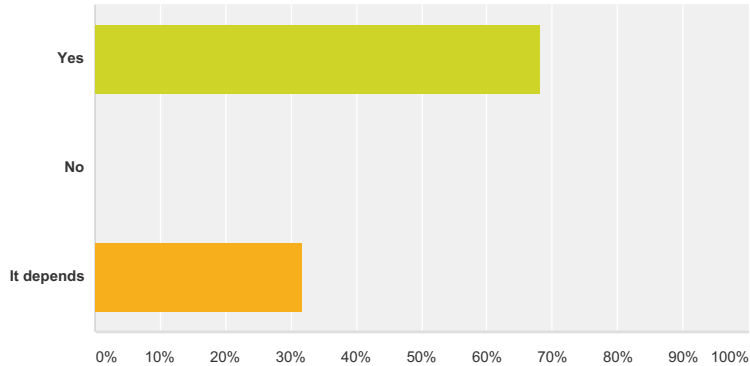
Answer Choices	Responses
Yes	96.04% 97
No	0.99% 1
I don't know	2.97% 3
Total	101

#	Additional comments:	Date
1	If it is a topic that is beneficial	12/5/2014 3:26 PM
2	I like to have my thinking challenge by seeing and hearing about new ideas.	12/5/2014 3:23 PM
3	If we have time to apply what we have learned.	12/5/2014 3:20 PM

KSSA Superintendents' Professional Learning Survey

Q3 When professional learning opportunities are provided, do you willingly participate?

Answered: 101 Skipped: 1



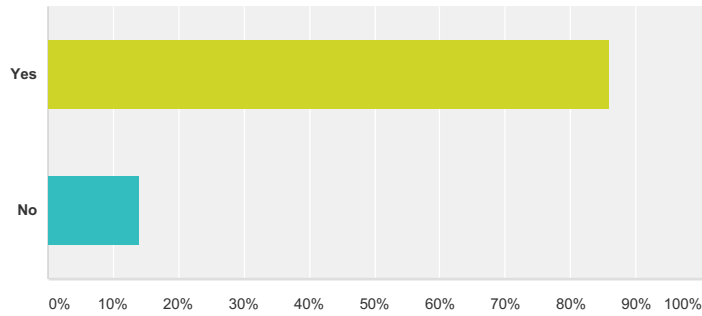
Answer Choices	Responses	
Yes	68.32%	69
No	0.00%	0
It depends	31.68%	32
Total		101

#	Additional comments:	Date
1	It will depend on what is offered, and what time constraints exist at the time of the training.	12/19/2014 1:40 PM
2	Yes, if they are located in a central location. The chances of me attending a training in Wichita is fairly high. The chances of me attending a training in Topeka is fairly small.	12/19/2014 9:50 AM
3	It always depends on time and money.	12/19/2014 8:11 AM
4	Look for timely topics	12/14/2014 10:36 PM
5	Topic is critical, but generally yes	12/12/2014 5:12 PM
6	Also K-12 Principal. Find it difficult to be out of district.	12/12/2014 3:54 PM
7	It depends on the topic, my need for enrichment and my priorities.	12/9/2014 11:24 AM
8	I participate if I think they will be useful, meaningful and increase my skills.	12/8/2014 8:42 PM
9	If it fits within by professional goals, will help me improve my practice, or is in regard to things I need to know.	12/8/2014 5:02 PM
10	If relevant	12/8/2014 4:14 PM
11	Time is always an issue	12/8/2014 4:12 PM
12	Location in SW Kansas has prevented attendance is PD of interest due to travel distance and time out of the district.	12/5/2014 3:28 PM
13	My learning style is listen and take notes. I don't necessarily like going into small group discussions after every item presented.	12/5/2014 3:28 PM
14	The activity must be insightful and new material for me	12/5/2014 3:26 PM
15	Because of budget constraints, this has become less for all of our staff including superintendents.	12/5/2014 3:25 PM
16	Depends on the topic and timing. As a combination administrator I have lots of trouble getting out of my district.	12/5/2014 3:24 PM
17	I do if it is relevant for me.	12/5/2014 3:23 PM

KSSA Superintendents' Professional Learning Survey

Q4 Do you pursue professional learning opportunities independent of district, administrative or peer directives or suggestions?

Answered: 100 Skipped: 2



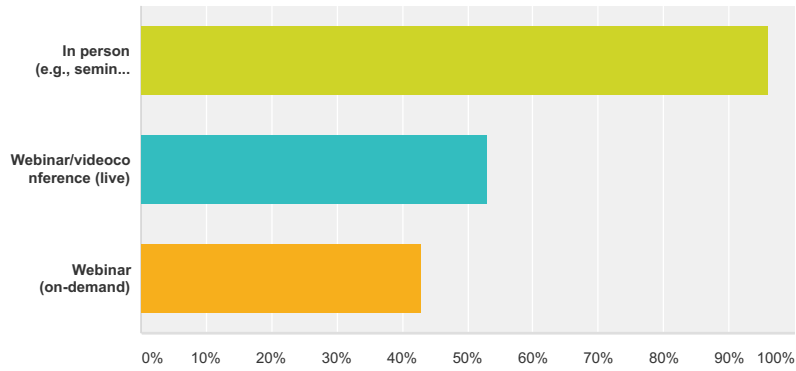
Answer Choices	Responses
Yes	86.00% 86
No	14.00% 14
Total	100

#	Additional comments:	Date
1	but it is limited...	12/19/2014 8:11 AM
2	Mainly only through study and reading of selected educational readings.	12/14/2014 9:00 AM
3	Generally I try to target PD and learning to topics that are applicable to my job. If it isn't applicable or transferable i don't have time to pursue it.	12/9/2014 3:33 PM
4	Because of limited funds	12/5/2014 3:28 PM
5	Almost too many choices. Could we consolodate and collaborate with other supt. groups?	12/5/2014 3:25 PM

KSSA Superintendents' Professional Learning Survey

Q5 In what format do you like professional learning delivered? (Check all that apply)

Answered: 100 Skipped: 2



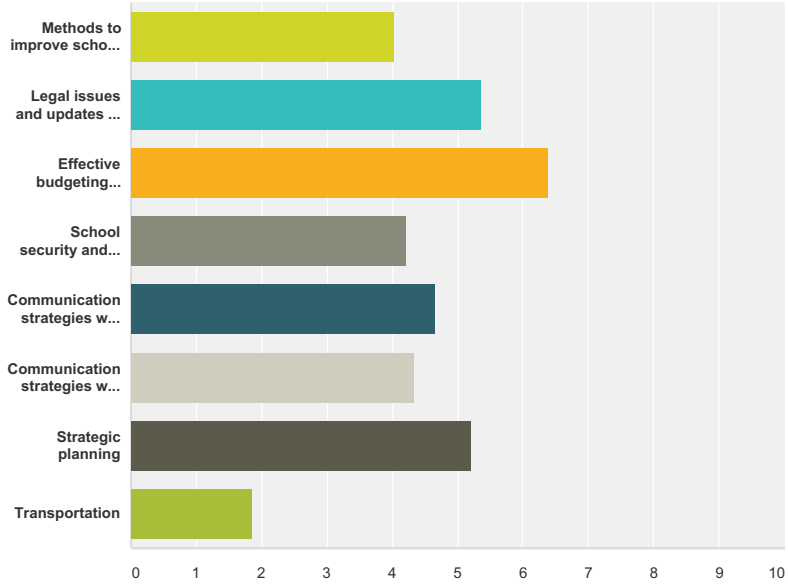
Answer Choices	Responses
In person (e.g., seminars and conferences)	96.00% 96
Webinar/videoconference (live)	53.00% 53
Webinar (on-demand)	43.00% 43
Total Respondents: 100	

#	Other (please specify)	Date
1	I prefer in person, but the webinars are helpful.	12/19/2014 1:40 PM
2	Dislike Webinars	12/19/2014 8:23 AM
3	Depends on the topic. Like google hangout. It seems we have strayed away from the concept of using the Regions to have some opportunities to get together. We need to bring back times to meet regionally.	12/9/2014 11:24 AM
4	Professional literature-books, articles, links,	12/8/2014 6:25 PM
5	Time influences my decisions I which method to use for a particular presentation.	12/5/2014 3:28 PM
6	Different topics lend themselves to different formats	12/5/2014 3:25 PM
7	I like a mix of both. I can do more if I don't always have to leave the district	12/5/2014 3:24 PM

KSSA Superintendents' Professional Learning Survey

Q6 MANAGEMENT/BUSINESS. Please rank the following topics according to your interest and need:

Answered: 99 Skipped: 3

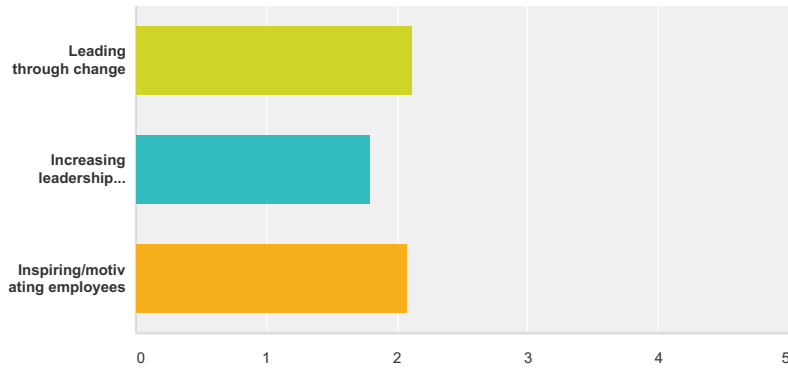


	1	2	3	4	5	6	7	8	Total	Score
Methods to improve school energy efficiency	12.12% 12	9.09% 9	13.13% 13	10.10% 10	10.10% 10	6.06% 6	15.15% 15	24.24% 24	99	4.03
Legal issues and updates for human resources	16.33% 16	18.37% 18	15.31% 15	17.35% 17	13.27% 13	10.20% 10	6.12% 6	3.06% 3	98	5.37
Effective budgeting strategies	33.33% 33	22.22% 22	18.18% 18	8.08% 8	13.13% 13	4.04% 4	1.01% 1	0.00% 0	99	6.38
School security and crisis planning	4.04% 4	7.07% 7	11.11% 11	24.24% 24	16.16% 16	19.19% 19	11.11% 11	7.07% 7	99	4.21
Communication strategies with local and state government officials	7.14% 7	11.22% 11	16.33% 16	12.24% 12	24.49% 24	17.35% 17	10.20% 10	1.02% 1	98	4.66
Communication strategies with your board of education	6.12% 6	12.24% 12	12.24% 12	14.29% 14	14.29% 14	19.39% 19	17.35% 17	4.08% 4	98	4.34
Strategic planning	20.20% 20	19.19% 19	12.12% 12	12.12% 12	5.05% 5	14.14% 14	13.13% 13	4.04% 4	99	5.22
Transportation	1.02% 1	1.02% 1	2.04% 2	2.04% 2	3.06% 3	9.18% 9	25.51% 25	56.12% 55	98	1.85

KSSA Superintendents' Professional Learning Survey

Q7 LEADERSHIP. Please rank the following topics according to your interest and need:

Answered: 99 Skipped: 3



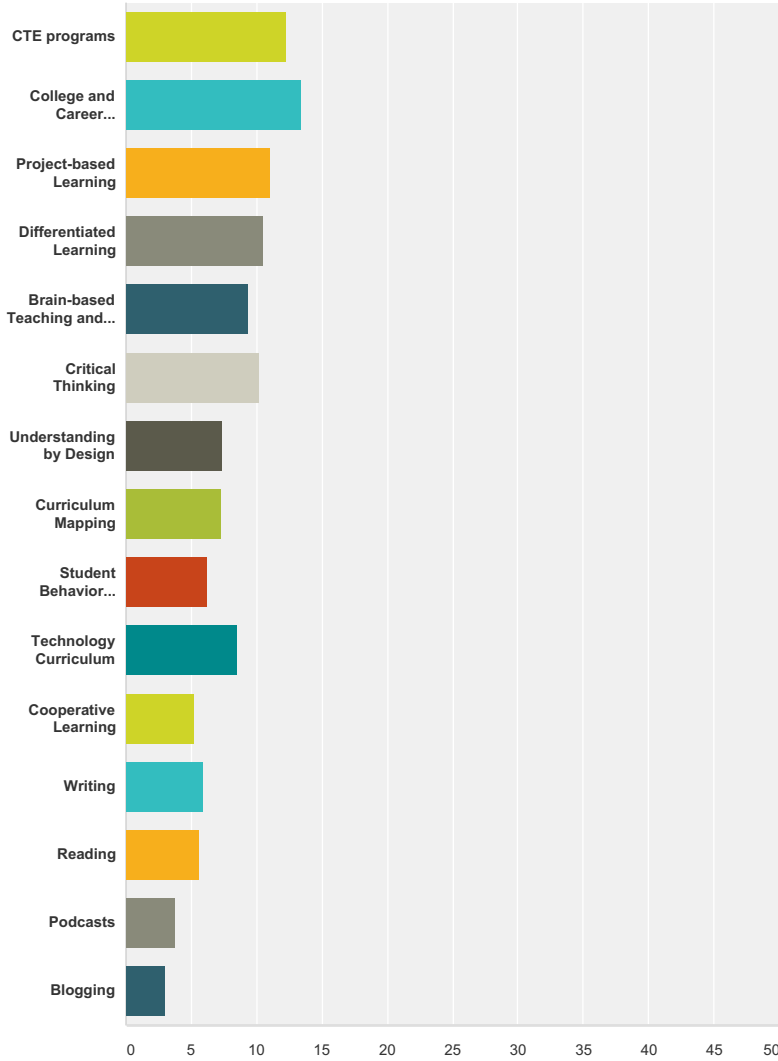
	1	2	3	Total	Score
Leading through change	32.32% 32	47.47% 47	20.20% 20	99	2.12
Increasing leadership efficacy	24.24% 24	31.31% 31	44.44% 44	99	1.80
Inspiring/motivating employees	43.43% 43	21.21% 21	35.35% 35	99	2.08

KSSA Superintendents' Professional Learning Survey

Q8 STUDENT ACHIEVEMENT LEADERSHIP.

Please rank the following topics according to your interest and need:

Answered: 97 Skipped: 5



	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	Total	Score
CTE programs	18.56% 18	30.93% 30	11.34% 11	15.46% 15	5.15% 5	5.15% 5	3.09% 3	2.06% 2	2.06% 2	1.03% 1	1.03% 1	1.03% 1	2.06% 2	0.00% 0	1.03% 1	97	12.34
College and Career Readiness	42.27% 41	19.59% 19	13.40% 13	8.25% 8	9.28% 9	4.12% 4	0.00% 0	0.00% 0	1.03% 1	1.03% 1	1.03% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	97	13.43
Project-based Learning	10.31% 10	13.40% 13	16.49% 16	13.40% 13	10.31% 10	10.31% 10	9.28% 9	2.06% 2	3.09% 3	4.12% 4	3.09% 3	1.03% 1	1.03% 1	0.00% 0	2.06% 2	97	11.05
Differentiated Learning	4.12% 4	6.19% 6	12.37% 12	19.59% 19	12.37% 12	12.37% 12	14.43% 14	6.19% 6	2.06% 2	4.12% 4	5.15% 5	1.03% 1	0.00% 0	0.00% 0	0.00% 0	97	10.53
Brain-based Teaching and Learning	0.00% 0	4.12% 4	12.37% 12	7.22% 7	16.49% 16	12.37% 12	10.31% 10	15.46% 15	9.28% 9	0.00% 0	5.15% 5	3.09% 3	2.06% 2	0.00% 0	2.06% 2	97	9.38
Critical Thinking	7.22% 7	7.22% 7	8.25% 8	8.25% 8	9.28% 9	17.53% 17	17.53% 17	11.34% 11	7.22% 7	3.09% 3	1.03% 1	1.03% 1	1.03% 1	0.00% 0	0.00% 0	97	10.23
Understanding by Design	0.00% 0	2.06% 2	1.03% 1	1.03% 1	7.22% 7	5.15% 5	16.49% 16	20.62% 20	14.43% 14	13.40% 13	2.06% 2	8.25% 8	3.09% 3	3.09% 3	2.06% 2	97	7.41
Curriculum Mapping	3.09% 3	3.09% 3	0.00% 0	4.12% 4	4.12% 4	3.09% 3	6.19% 6	17.53% 17	18.56% 18	15.46% 15	12.37% 12	4.12% 4	4.12% 4	3.09% 3	1.03% 1	97	7.32

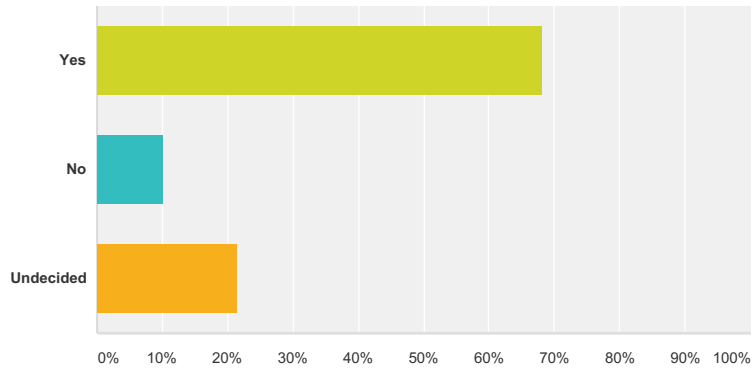
KSSA Superintendents' Professional Learning Survey

Student Behavior Management	4.17% 4	0.00% 0	4.17% 4	1.04% 1	4.17% 4	3.13% 3	2.08% 2	3.13% 3	21.88% 21	15.63% 15	9.38% 9	11.46% 11	8.33% 8	4.17% 4	7.29% 7	96	6.30
Technology Curriculum	3.09% 3	4.12% 4	11.34% 11	6.19% 6	6.19% 6	9.28% 9	6.19% 6	6.19% 6	5.15% 5	25.77% 25	7.22% 7	6.19% 6	2.06% 2	1.03% 1	0.00% 0	97	8.52
Cooperative Learning	1.03% 1	0.00% 0	0.00% 0	1.03% 1	1.03% 1	4.12% 4	5.15% 5	4.12% 4	7.22% 7	6.19% 6	35.05% 34	9.28% 9	16.49% 16	3.09% 3	6.19% 6	97	5.22
Writing	1.03% 1	1.03% 1	4.12% 4	3.09% 3	3.09% 3	6.19% 6	7.22% 7	3.09% 3	3.09% 3	5.15% 5	8.25% 8	38.14% 37	6.19% 6	8.25% 8	2.06% 2	97	5.90
Reading	3.09% 3	5.15% 5	2.06% 2	3.09% 3	4.12% 4	6.19% 6	2.06% 2	5.15% 5	2.06% 2	2.06% 2	2.06% 2	10.31% 10	39.18% 38	5.15% 5	8.25% 8	97	5.64
Podcasts	2.06% 2	1.03% 1	1.03% 1	4.12% 4	3.09% 3	0.00% 0	0.00% 0	3.09% 3	1.03% 1	2.06% 2	5.15% 5	3.09% 3	9.28% 9	61.86% 60	3.09% 3	97	3.79
Blogging	0.00% 0	2.08% 2	2.08% 2	4.17% 4	4.17% 4	1.04% 1	0.00% 0	0.00% 0	2.08% 2	1.04% 1	2.08% 2	2.08% 2	5.21% 5	10.42% 10	63.54% 61	96	3.02

KSSA Superintendents' Professional Learning Survey

Q9 Do you plan to attend the USA|Kansas annual convention in June?

Answered: 98 Skipped: 4

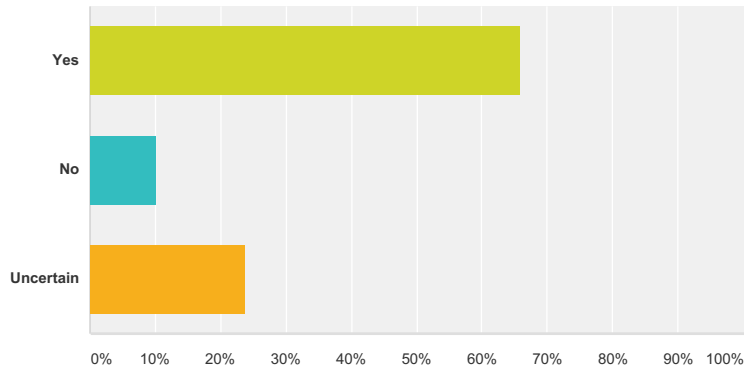


Answer Choices	Responses
Yes	68.37% 67
No	10.20% 10
Undecided	21.43% 21
Total	98

KSSA Superintendents' Professional Learning Survey

Q10 If applicable, would you consider taking members of your administrative team if there were opportunities for team leadership development and planning time?

Answered: 97 Skipped: 5

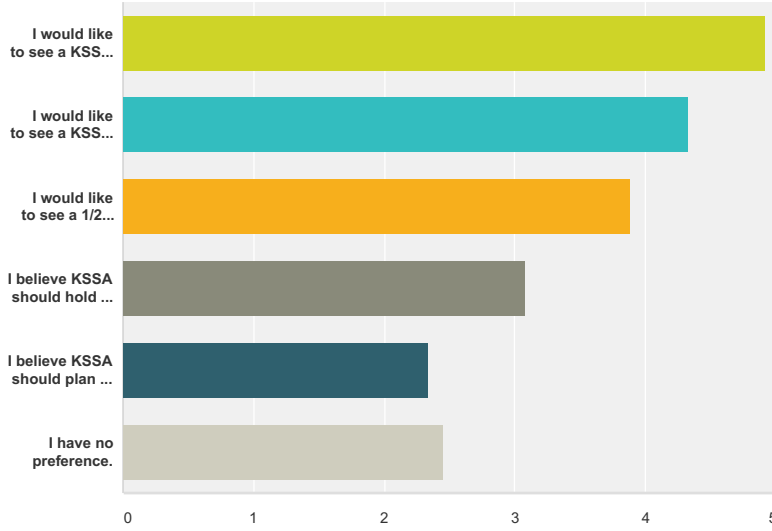


Answer Choices	Responses
Yes	65.98% 64
No	10.31% 10
Uncertain	23.71% 23
Total	97

KSSA Superintendents' Professional Learning Survey

Q11 The USA|Kansas convention in June coincides with when KSSA would have held the summer conference. Please rank your preference(s) related to how best to structure superintendent meeting time:

Answered: 96 Skipped: 6

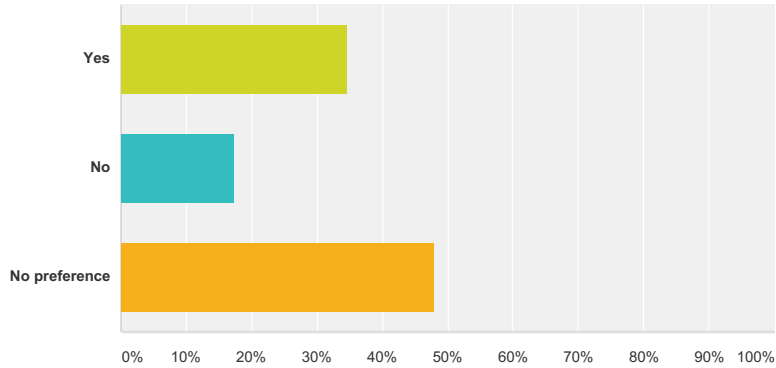


	1	2	3	4	5	6	Total	Score
I would like to see a KSSA Day at the USA Kansas convention (Wed., June 3).	25.00% 24	55.21% 53	11.46% 11	4.17% 4	3.13% 3	1.04% 1	96	4.92
I would like to see a KSSA pre-conference at the USA Kansas convention (Tues., June 2 & Wed., June 3).	19.79% 19	21.88% 21	39.58% 38	10.42% 10	7.29% 7	1.04% 1	96	4.33
I would like to see a 1/2 day KSSA session at the USA Kansas convention (Thurs., June 4).	17.71% 17	6.25% 6	35.42% 34	29.17% 28	9.38% 9	2.08% 2	96	3.88
I believe KSSA should hold a meeting in conjunction with the USA Kansas convention, however, KSSA should also plan a separate event (different dates).	7.29% 7	8.33% 8	9.38% 9	41.67% 40	27.08% 26	6.25% 6	96	3.08
I believe KSSA should plan a conference at another time and not plan any meetings in conjunction with USA Kansas.	10.42% 10	3.13% 3	2.08% 2	10.42% 10	42.71% 41	31.25% 30	96	2.34
I have no preference.	19.79% 19	5.21% 5	2.08% 2	4.17% 4	10.42% 10	58.33% 56	96	2.45

KSSA Superintendents' Professional Learning Survey

Q12 Should KSSA host a golf tournament in conjunction with the USA|Kansas convention?

Answered: 98 Skipped: 4



Answer Choices	Responses
Yes	34.69% 34
No	17.35% 17
No preference	47.96% 47
Total	98

#	Other (please specify)	Date
1	no longer have time to play golf	12/19/2014 9:35 AM
2	Can't attend June	12/19/2014 8:25 AM
3	Would not plan to participate.	12/14/2014 2:34 PM
4	If you have golf, we miss a large number of people, so we really are kinda having a meeting and kinda having golf. Somehow they should not coincide. For those who don't play golf, it is sometimes "dead" time.	12/9/2014 11:26 AM
5	I don't golf, so I don't really care.	12/8/2014 8:43 PM