

Special Board Meeting
Monday, February 10, 2025 4:30 PM Central

Board of Education Office
1619 S. Old Hwy 75
Sabetha, KS 66534

1. Call meeting to order

Board President Leslie Scoby called the Special Meeting to order at 4:30 p.m. and turned the meeting over to KASB Leadership Representative Dr. Michelle Hubbard.

Also attending were Superintendent Todd Evans and Board Clerk Deb Damman. The meeting was podcast live on YouTube for the public.

2. Review information from community surveys and focus groups regarding desired characteristics of new superintendent

Dr. Hubbard provided handouts summarizing the Superintendent Characteristics Survey and the Focus Groups (both handouts are attached). The Board reviewed the information, then discussed what their priorities for a new Superintendent is, based on the Focus Group questions. Dr. Hubbard captured the characteristics and will provide the list to the Board tomorrow.

Dr. Hubbard asked each Board member to provide 3-5 interview questions. The interview questions will be finalized at the next meeting.

Interviews will be scheduled March 3-7 at the Sabetha Community Foundation Building.

Dr. Hubbard handed out a Salary Comparison from KSDE (attached). Dr. Hubbard will ask the Board for a salary range.

The next meeting is Feb. 26 at 6:00 p.m.

3. Enter into executive session for the purpose of discussing non-elected personnel.

4. Adjourn

I make a motion that we adjourn. This motion, made by Kathy Lippert and seconded by Phillip Buessing, Carried.

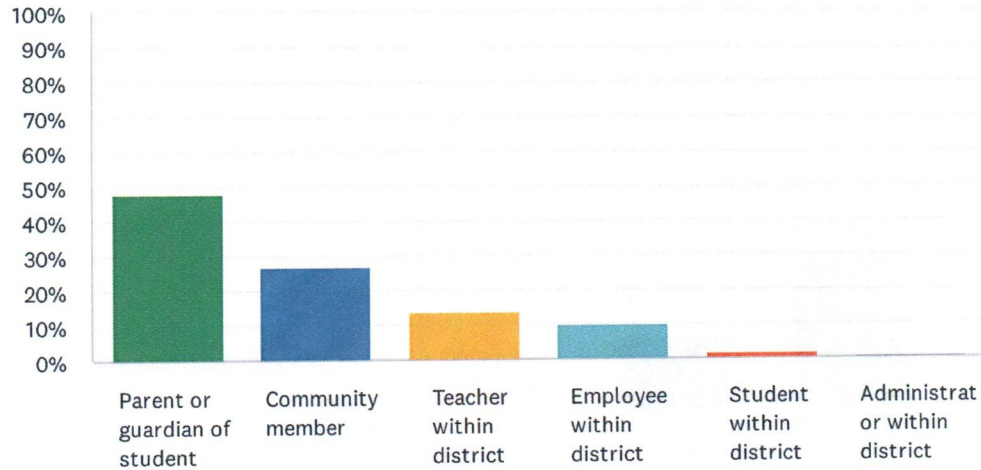
Phillip Buessing: Yea, Todd Grimes: Yea, Stan Keim: Yea, Kathy Lippert: Yea, Doug Renyer: Yea, Jim Scoby: Yea, Leslie Scoby: Yea

Yea: 7, Nay: 0

Meeting adjourned at 5:35 p.m.

Q1 Which group best describes you?

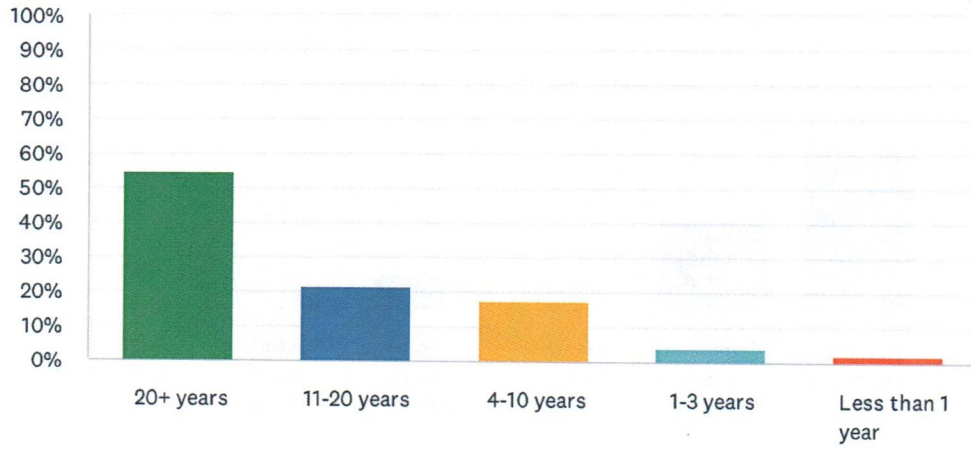
Answered: 365 Skipped: 0



ANSWER CHOICES	RESPONSES	
Parent or guardian of student	47.67%	174
Community member	26.85%	98
Teacher within district	13.42%	49
Employee within district	10.14%	37
Student within district	1.37%	5
Administrator within district	0.55%	2
TOTAL		365

Q2 How long have you been associated with the community or school district?

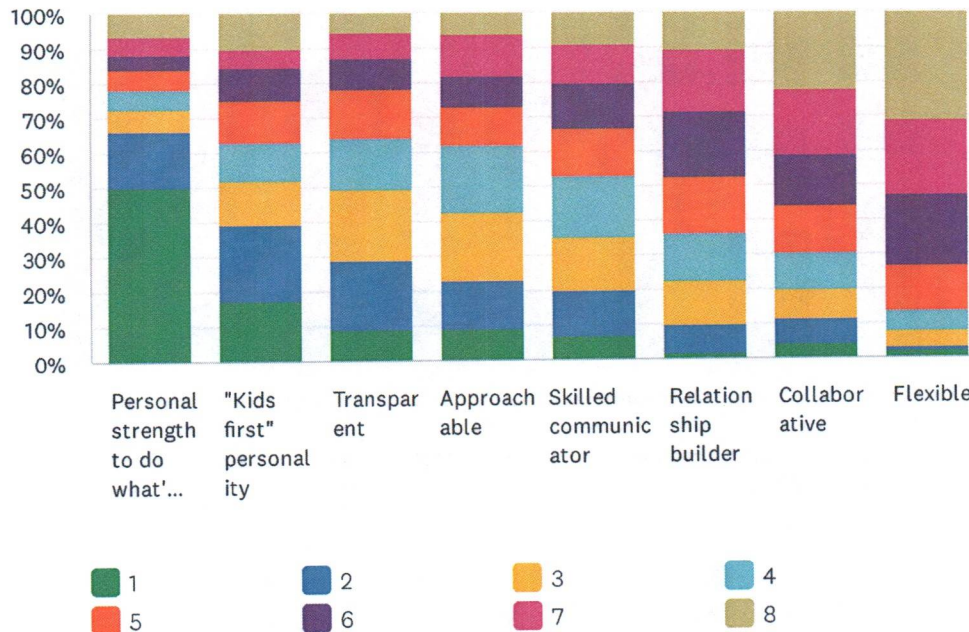
Answered: 365 Skipped: 0



ANSWER CHOICES	RESPONSES	
20+ years	54.79%	200
11-20 years	21.64%	79
4-10 years	17.53%	64
1-3 years	4.11%	15
Less than 1 year	1.92%	7
TOTAL		365

Q3 Rank order the list below in terms of your priorities for the identified personal qualities of the next superintendent, with the highest priority at the top.

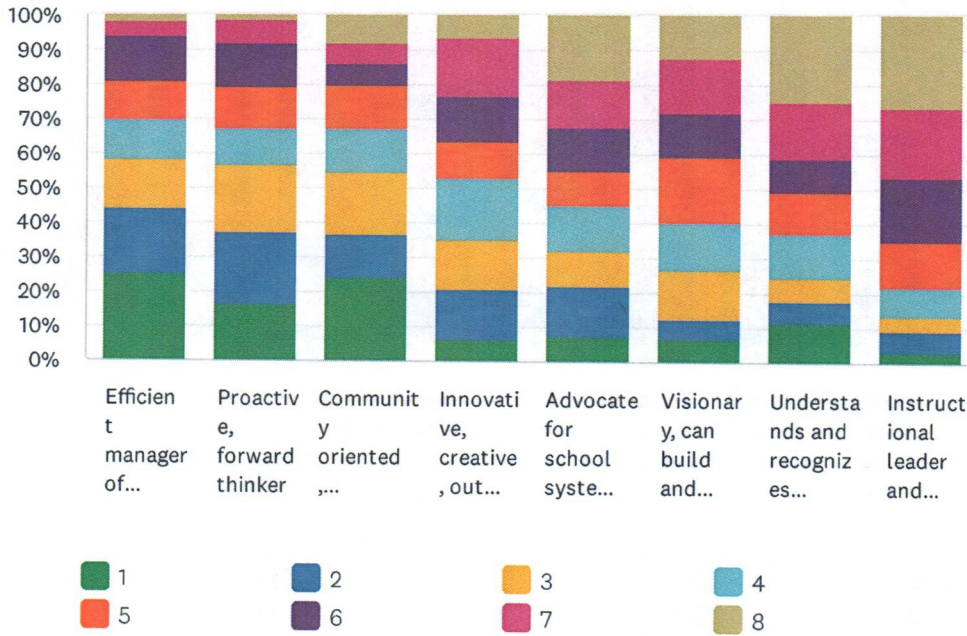
Answered: 235 Skipped: 130



	1	2	3	4	5	6	7	8	TOTAL	SCORE
Personal strength to do what's right, regardless of circumstances	50.21% 117	15.88% 37	6.44% 15	6.01% 14	5.58% 13	4.29% 10	5.15% 12	6.44% 15	233	6.33
"Kids first" personality	17.24% 40	21.98% 51	12.93% 30	10.78% 25	12.50% 29	9.05% 21	5.60% 13	9.91% 23	232	5.22
Transparent	8.70% 20	20.00% 46	20.87% 48	14.78% 34	13.91% 32	9.13% 21	7.39% 17	5.22% 12	230	5.12
Approachable	9.13% 21	13.91% 32	19.57% 45	19.57% 45	10.87% 25	9.13% 21	12.17% 28	5.65% 13	230	4.87
Skilled communicator	7.05% 16	12.78% 29	15.42% 35	18.06% 41	13.66% 31	13.22% 30	11.01% 25	8.81% 20	227	4.54
Relationship builder	1.76% 4	8.37% 19	12.33% 28	14.10% 32	15.86% 36	19.38% 44	17.62% 40	10.57% 24	227	3.85
Collaborative	4.39% 10	7.02% 16	8.77% 20	10.53% 24	13.60% 31	14.47% 33	19.30% 44	21.93% 50	228	3.48
Flexible	2.20% 5	0.88% 2	4.85% 11	5.73% 13	13.22% 30	20.70% 47	21.15% 48	31.28% 71	227	2.70

Q4 Rank order the list below in term of your priorities for the identified leadership qualities of the next superintendent, with the highest priority at the top.

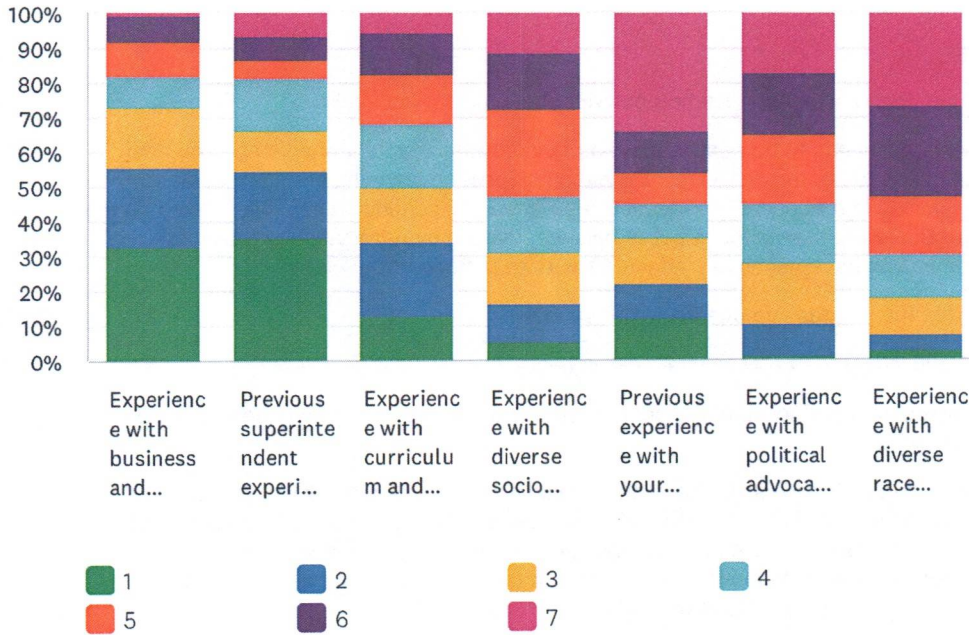
Answered: 236 Skipped: 129



	1	2	3	4	5	6	7	8	TOTAL	SCORE
Efficient manager of resources and budget	25.21% 59	19.23% 45	14.10% 33	11.54% 27	11.11% 26	12.82% 30	4.27% 10	1.71% 4	234	5.72
Proactive, forward thinker	16.31% 38	21.03% 49	19.31% 45	10.73% 25	12.02% 28	12.88% 30	6.44% 15	1.29% 3	233	5.48
Community oriented, involved within community	24.36% 57	12.39% 29	17.95% 42	12.82% 30	12.39% 29	6.41% 15	5.56% 13	8.12% 19	234	5.41
Innovative, creative, out of the box thinker	6.49% 15	14.72% 34	13.85% 32	18.18% 42	10.39% 24	13.42% 31	16.45% 38	6.49% 15	231	4.50
Advocate for school system at state and federal level	7.23% 17	14.89% 35	10.21% 24	12.77% 30	10.21% 24	12.77% 30	13.62% 32	18.30% 43	235	4.12
Visionary, can build and implement a vision for the 21st century	6.84% 16	5.98% 14	14.10% 33	13.68% 32	18.80% 44	12.82% 30	15.81% 37	11.97% 28	234	4.07
Understands and recognizes diversity within district	11.69% 27	6.06% 14	6.93% 16	12.55% 29	12.12% 28	9.52% 22	16.45% 38	24.68% 57	231	3.75
Instructional leader and curriculum development expert	2.99% 7	6.41% 15	4.27% 10	8.55% 20	13.25% 31	18.38% 43	20.09% 47	26.07% 61	234	3.12

Q5 Rank order the list below in terms of your priorities for the identified experiences of the next superintendent, with the highest priority at the top.

Answered: 235 Skipped: 130



	1	2	3	4	5	6	7	TOTAL	SCORE
Experience with business and operations of school district	32.62% 76	23.18% 54	17.17% 40	9.01% 21	10.30% 24	7.30% 17	0.43% 1	233	5.35
Previous superintendent experience	35.06% 81	19.91% 46	11.26% 26	15.58% 36	4.76% 11	7.36% 17	6.06% 14	231	5.19
Experience with curriculum and instruction leadership	12.45% 29	21.89% 51	15.88% 37	18.45% 43	13.73% 32	12.45% 29	5.15% 12	233	4.43
Experience with diverse socioeconomic demographics	5.22% 12	11.30% 26	14.78% 34	16.09% 37	25.22% 58	16.52% 38	10.87% 25	230	3.62
Previous experience with your school district	12.02% 28	10.30% 24	12.88% 30	10.30% 24	8.58% 20	12.02% 28	33.91% 79	233	3.35
Experience with political advocacy at state and/or federal level	1.30% 3	9.09% 21	17.32% 40	17.75% 41	19.91% 46	17.75% 41	16.88% 39	231	3.33
Experience with diverse race demographics	2.60% 6	4.76% 11	10.39% 24	12.55% 29	16.88% 39	26.41% 61	26.41% 61	231	2.79

Q6 List the single most critical issue the next superintendent should understand about your district in order for them to have a successful start.

Answered: 186 Skipped: 179

#	RESPONSES	DATE
1	Academic rigor, focus on academics first before extracurricular activities	2/8/2025 1:34 PM
2	Land transfer issue needs to be completed in a manner with integrity immediately. The land west of Bern needs to be transferred to 115, without expecting anything in return, so as to support the families in that part of the district. Also, the Bern population has lost a voice on the school board. Board representation is out of balance, leaning extremely heavy to Sabetha. Both of those issues have negatively affected the Bern patrons of the district.	2/8/2025 11:46 AM
3	We do not want the progressive agenda in our schools.	2/6/2025 9:03 PM
4	Keeping woke ideology from creeping into our schools.	2/6/2025 8:36 PM
5	The district needs to stand for what is right and true, and the superintendent needs to lead the district in that way.	2/6/2025 3:13 PM
6	Create a plan to keep all schools in the district viable and implement that plan. DECIDE there will be no closures and figure out how to make that happen. The uncertainty kills communities and makes it even less likely to attract new families which will ultimately lead to school closures. People don't want to move to a district with uncertainty and the district cannot survive without attracting students and families.	2/6/2025 2:57 PM
7	The socioeconomic makeup of the Sabetha community and how this influences Sabetha schools (attendance, relationships, student needs, etc.)	2/4/2025 2:04 PM
8	Understanding the culture of the community and that we want our children to be taught by people who share the same values, morals and ethics. Personally, I'm not looking for cookie cutter kids but there are some things that don't belong in schools.	2/3/2025 8:50 AM
9	Lack of representation for the closed Bern School area and the land transfer issue	1/31/2025 3:50 PM
10	Disagreement with surrounding communities.	1/31/2025 6:56 AM
11	Building leadership	1/31/2025 5:40 AM
12	Strong leader with good social skills	1/31/2025 3:04 AM
13	The families within our sabetha schools value faith, family and a safe place to send our children for education!	1/30/2025 10:35 PM
14	Continue high moral standards and conservative operations while providing high quality education	1/30/2025 9:02 PM
15	na	1/30/2025 8:06 PM
16	Sabetha is a conservative Christian community and we want to see Christian values reflected in our school.	1/30/2025 7:44 PM
17	Teacher complacency, teachers following and implementing phone rules w high school students. Teachers giving their ALL to teach the material so our students learn- making sure teachers are held to high standards.	1/30/2025 5:58 PM
18	Holding teachers to high standards. Standards have slipped	1/30/2025 5:56 PM
19	Academics are priority. Let's focus on the priority of teaching our kids reading, writing, and arithmetic taught by teachers who are qualified and held accountable to do so.	1/30/2025 5:06 PM
20	Budget	1/30/2025 4:19 PM
21	We are guiding souls for the future. Kids are a blessing from God not an annoyance. These	1/30/2025 4:02 PM

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thoughts should aid as a guiding light when making decisions for usd 113

22	Common sense. Sabetha has a great foundation. Build on its strengths, and address the challenges it faces with common sense, character, integrity of family first	1/30/2025 3:42 PM
23	District/Sabeths does not care about Axtell, current superintendent has barely visited Axtell schools	1/30/2025 3:39 PM
24	Be transparent and fair to the Axtell community	1/30/2025 3:38 PM
25	Understanding school finance	1/30/2025 7:47 AM
26	A lot of issues get shoved aside if you aren't a popular/rich family. I've been trying to get help for my son for 3 years and get told he doesn't need any and even documents from neuropsychologists ignored because we aren't a wealthy household. I've learned that if you can't do something for others around here then you're no good to them even at the sake of your kids that are innocent in the situation.	1/29/2025 11:42 PM
27	We are a conservative, Christian community.	1/29/2025 9:45 PM
28	I don't see a superintendent being successful with the current micro managing cluster fuck of a school board. The superintendent will have to be skilled at standing on his/her own two feet with a strong backbone to do what's right for ALL the students in the district not just the Sabetha students. I think this board will try to hire a puppet who will succumb to their personal agendas.	1/29/2025 9:29 PM
29	This is a district with two schools that are equally important to their communities.	1/29/2025 2:16 PM
30	budgeting	1/29/2025 1:52 PM
31	Obviously need to be in the loop regarding past issues we have had/land transfer stuff and need to be willing to stand up for our kids, school district, and community	1/29/2025 10:51 AM
32	give us better lunches. or i'm out.	1/29/2025 6:58 AM
33	Bern Community representation and the land transfer issue	1/29/2025 6:27 AM
34	Fairness and Equality for ALL schools	1/28/2025 10:31 PM
35	Keep axtell open	1/28/2025 10:22 PM
36	Humility	1/28/2025 8:34 PM
37	District boundaries	1/28/2025 8:07 PM
38	We have an incredibly intelligent community and values education. We need to continue to build a school district that allows our students to gain the skills to take with them in the future.	1/28/2025 8:03 PM
39	Administrative Accountability	1/28/2025 8:02 PM
40	School enrollment is shrinking with local districts growing	1/28/2025 8:01 PM
41	Community oriented	1/28/2025 7:51 PM
42	Treat all schools respect they deserve	1/28/2025 7:42 PM
43	Best interest of faculty and students	1/28/2025 7:25 PM
44	Transparency	1/28/2025 7:04 PM
45	The Community is a family.	1/28/2025 6:49 PM
46	Someone who is approachable and encourages teamwork throughout the district.	1/28/2025 6:49 PM
47	They need to understand what our communities value.	1/28/2025 6:17 PM
48	They need to understand the values of the community.	1/28/2025 6:14 PM
49	Keeping both schools open	1/28/2025 5:50 PM
50	Working with everyone in mind not just certain groups	1/28/2025 5:48 PM
51	State level funding and laws	1/28/2025 5:37 PM

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52	All schools within the district need to be treated and cared for equally.	1/28/2025 5:37 PM
53	Budget	1/28/2025 5:32 PM
54	It is a district with two very different communities. Both communities, regardless of size, should be treated fairly.	1/28/2025 5:13 PM
55	Our community and our school values conservative Christian morals and behavior. We have an excellent Board right now and the Superintendent needs to respect and work well with the Board that the community elects.	1/28/2025 5:13 PM
56	Axel and Sabetha are two different schools. What's good for Sabetha might not be good for Axtell	1/28/2025 4:40 PM
57	Respectful to our community and beliefs	1/28/2025 4:11 PM
58	Get rid of DEI and put kids first	1/28/2025 4:07 PM
59	We need to keep Axtell and Sabetha schools open for our district to be successful.	1/28/2025 3:54 PM
60	You need to be involved with the kids and parents	1/28/2025 3:39 PM
61	How important keeping the schools open are	1/28/2025 3:31 PM
62	Be kind and open minded with kitchen staff and service for the kids	1/28/2025 3:25 PM
63	I think it important to recognize that we have two campuses and leadership/administrative support that matches that! We are looking for a motivated, positive individual that will be a great communicator, transparent, and will be present in the buildings, and get to know the staff and students.	1/28/2025 3:21 PM
64	Our superintendent must be level headed, and not prone to jump on every bandwagon that comes around as the next big thing in education. Our district and community is unique, and has been through a lot of turmoil in the past few years. We need a district leader who is professional, consistent, calm, organized, and able to act and react unemotionally.	1/28/2025 3:17 PM
65	We are a community that helps EVERYONE our	1/28/2025 3:16 PM
66	Your school district as a whole has a huge racism policy. And this anti bully policy is never upheld. It's all based on who is who if punishment is handed down.	1/28/2025 3:05 PM
67	Understanding the pitfalls of technology in the school system	1/28/2025 3:01 PM
68	Teach the kids personal responsibility	1/28/2025 2:58 PM
69	Sabetha and Axtell have never been treated the same and we'd like the same respect in both school facilities.	1/28/2025 2:55 PM
70	We are a close knit community.	1/28/2025 2:38 PM
71	We have big school pride and people with big personalities	1/28/2025 2:35 PM
72	Know the communities the district serves	1/28/2025 2:31 PM
73	teacher and student needs	1/28/2025 2:18 PM
74	relationships with students, staff and community/trust	1/28/2025 2:14 PM
75	The strange dynamics with a 1A and 3A school being together	1/28/2025 2:13 PM
76	Understanding of small community	1/28/2025 2:08 PM
77	staff retention--staff getting assaulted by children	1/28/2025 2:07 PM
78	All schools in the district should be treated equally.	1/28/2025 1:49 PM
79	Appreciate the school district's widespread conservative Christian commitments	1/28/2025 1:44 PM
80	I don't know if it's critical, but the incoming superintendent should know about the continual battle we will face with Nemaha Central over boundaries.	1/28/2025 1:35 PM
81	Bern / Sabetha conflict	1/28/2025 1:31 PM
82	Deal with acting out students/punishment for actions	1/28/2025 1:14 PM

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83	Not to be easily persuaded by people that are only in it for their own benefit.	1/28/2025 1:14 PM
84	Older buildings that need work to keep kids and staff safe	1/28/2025 1:12 PM
85	Inspire vision, leadership, trust, collaboration	1/28/2025 1:05 PM
86	Improving Classrooms and Updating Technology	1/28/2025 12:42 PM
87	Na	1/28/2025 12:41 PM
88	sustainability	1/28/2025 12:39 PM
89	Two separate schools within one district. The tension between the two schools and the divided district perception. We need to be and also show to the public that we are a solid, united district.	1/28/2025 12:34 PM
90	Do what is right for the students of our district, regardless of if it's the popular choice or not.	1/28/2025 12:25 PM
91	Christ first	1/28/2025 12:23 PM
92	Ensuring equitable access to quality education for all students	1/28/2025 12:19 PM
93	High academic standards	1/28/2025 12:14 PM
94	Goal is creating responsible tax paying adults	1/28/2025 12:13 PM
95	All of the challenges that Mr. Evans has helped us overcome the last few years.	1/28/2025 12:13 PM
96	The new superintendent needs to be able to stand on their own tell feet when it comes to the elected school board members.	1/28/2025 12:09 PM
97	The dynamics of the community in regards to religious and moral beliefs.	1/28/2025 12:08 PM
98	Our community	1/28/2025 11:58 AM
99	It is a small district with a lot of potential, emphasis on quality versus quantity.	1/28/2025 11:56 AM
100	Every child learns at different rates and times	1/28/2025 11:54 AM
101	The equity of resouces for students and staff in all district buildings	1/28/2025 11:53 AM
102	Community values and common-sense educational philosophy.	1/28/2025 11:49 AM
103	Obtaining respect from students.	1/28/2025 11:45 AM
104	No superintendent will be successful in this district until this micromanaging board is gone. This board won't hire a supt who will stand up to them and all they want to hire is a patsy that will close their one remaining small schools. Of course, this board will see that as successful. Students and patrons on the Axtell side lose, board wins.	1/28/2025 11:40 AM
105	This is a tough job, you need to be willing to not always be liked to get the job done the right way. You have to be tough, and listen to your teachers!!	1/28/2025 11:38 AM
106	Strengthen schools overall	1/28/2025 11:38 AM
107	District integrity	1/28/2025 11:38 AM
108	There are lingering, on-going, unresolved issues within the communities of the District. Notably of students and families from the Bern community who attend school in Seneca and have asked numerous times to release us from the tax bondage of USD113 via a land transfer.	1/28/2025 11:36 AM
109	Preparing students for a meaningful future that's customized to an individuals strengths and interests. Embracing the idea that a traditional college education is not the only path to success.	1/28/2025 11:34 AM
110	Being able to work in a district that has 2 very different schools.	1/28/2025 11:31 AM
111	Current political climate and controversies throughout the district	1/28/2025 11:30 AM
112	To be able to stand up against the school board when the school board has stupid ideas when it comes to financial decisions	1/28/2025 11:30 AM
113	Listen to your teachers as they have much experience and knowledge. Treat them as the	1/28/2025 11:30 AM

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	professionals they are.	
114	Community politics	1/28/2025 11:27 AM
115	They need to understand the recent events and history of the district. There may be some trust issues from the district communities due to recent closures.	1/28/2025 11:27 AM
116	Socially conservative community with much in the way of manufacturing and professional workforce, extracurricular activities are importantly to the school and community	1/28/2025 11:27 AM
117	Historical consolidations and school closures and the complexities of the district budget tied to them and the current buildings that are still open.	1/28/2025 11:27 AM
118	You have an amazing staff of teachers, use them before outside people.	1/28/2025 11:27 AM
119	Respectful interactions with neighboring communities (and within the Board of Education) is essential, based on school challenges navigated by our district in the last 10-15 years	1/28/2025 11:26 AM
120	The feelings from the land division	1/28/2025 11:24 AM
121	Equality amongst the building of the district	1/28/2025 11:22 AM
122	Economics of a small rural district	1/28/2025 11:20 AM
123	The culture of strong family values while also setting our schools and students up to be prepared for the future.	1/28/2025 11:19 AM
124	We need someone who is focused on the students the district serves but also on the staff doing the serving.	1/28/2025 11:17 AM
125	The land transfer situation	1/28/2025 11:17 AM
126	Limiting students' personal technology use in the classroom - either personal cell phone or district laptop/iPad	1/28/2025 11:16 AM
127	Small town politics	1/28/2025 11:16 AM
128	In our current political climate, some students—especially those who are not cisgender, white, straight, or of ample socioeconomic status—are scared. They exist within a community in which they are a minority. They do not often see people who look like them or who will advocate for them. They need protection and it is the superintendent's responsibility, regardless of political affiliation, to ensure that they receive physical protection and emotional sanctuary within their schools.	1/28/2025 11:15 AM
129	Tried and true education methods, teacher support , and classroom management	1/28/2025 11:15 AM
130	We need to maintain high expectations for all staff and students. We do that in athletics but the classroom needs to remain a high priority as well.	1/28/2025 11:14 AM
131	The values and culture of the community matter the most	1/28/2025 11:13 AM
132	We want a leader with integrity, just as Mr. Evan's has portrayed.	1/28/2025 11:13 AM
133	Collaboration with teachers on school and district policies are necessary.	1/28/2025 11:12 AM
134	Believer in Christ	1/28/2025 11:12 AM
135	No woke or critical race in our schools	1/28/2025 11:11 AM
136	Land Transfer	1/28/2025 11:11 AM
137	Unchecked vaping issues	1/28/2025 11:10 AM
138	Budgeting and transparency	1/28/2025 11:10 AM
139	Strong Academics are important.	1/28/2025 11:10 AM
140	We are a conservative district and that is important	1/28/2025 11:09 AM
141	teachers that aren't afraid of following rules and teaching their curriculum	1/28/2025 11:09 AM
142	That there are bad eggs that exist within their staff. They need to be willing to cut ties with staff not meeting the demands of the students and families.	1/28/2025 11:09 AM

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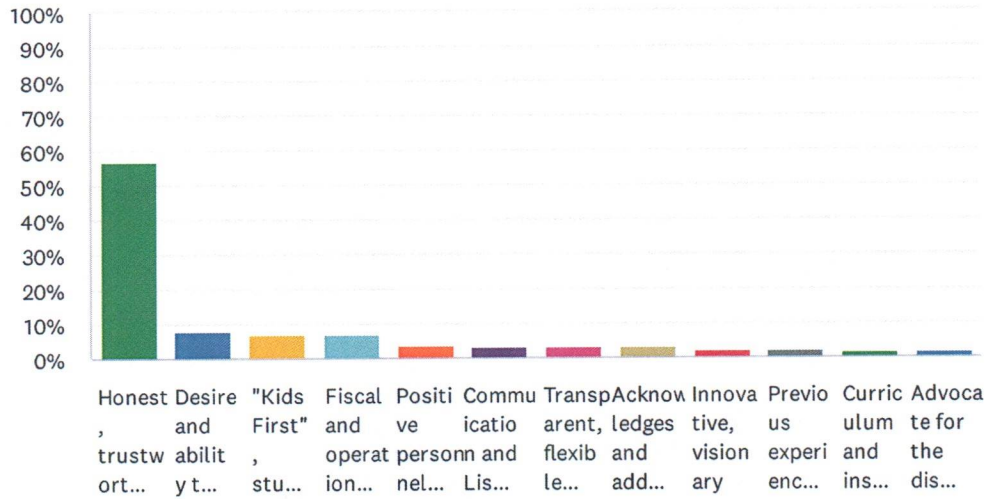
143	Socioeconomic conditions of the area.	1/28/2025 11:08 AM
144	How to increase enrollment. And how to manage this district while we figure out ways to increase enrollment	1/28/2025 11:06 AM
145	Be proactive and a forward thinker. Master plan for several years down the road	1/28/2025 11:06 AM
146	Allocation of money - don't be so tight with money that the district suffers, but be wise with the spending.	1/28/2025 11:05 AM
147	It is important for the superintendent to be involved in both communities and schools.	1/28/2025 11:05 AM
148	Understanding the needs of the students and the communities they are in.	1/28/2025 11:05 AM
149	The importance of intervention plans for learning and behavior needs	1/28/2025 11:04 AM
150	We are strong in our values & morals	1/28/2025 11:03 AM
151	Challenges, both financial and educationally, facing small rural districts right now and in the future.	1/28/2025 11:03 AM
152	Local politics - teacher burn out	1/28/2025 11:03 AM
153	Recognize the "name game" and do what's possible to rectify.	1/28/2025 11:03 AM
154	Rural	1/28/2025 11:02 AM
155	Ability to communicate well with staff and the public	1/28/2025 11:02 AM
156	That we have 2 K12 sites 30 miles apart and the challenges that makes.	1/28/2025 11:02 AM
157	The diversity in economic demographics in this area.	1/28/2025 11:02 AM
158	We are a Christian community	1/28/2025 11:01 AM
159	Teamwork	1/28/2025 11:01 AM
160	We are a unique district that spans two communities with 4 buildings and with different cultures.	1/28/2025 11:01 AM
161	Past history	1/28/2025 11:01 AM
162	Communication with everyone	1/28/2025 11:01 AM
163	Community	1/28/2025 11:01 AM
164	To support our staff and students.	1/28/2025 11:00 AM
165	The values that our community holds in highest regards	1/28/2025 11:00 AM
166	We support our kids and teachers throughly.	1/28/2025 11:00 AM
167	community engagement	1/28/2025 11:00 AM
168	Professional, trustworthy, collaborative	1/28/2025 10:59 AM
169	Hiring the right people for the job and advertising opening better. Just don't hire because of social status	1/28/2025 10:59 AM
170	N/a	1/28/2025 10:59 AM
171	Keeping our existing schools open!	1/28/2025 10:59 AM
172	Best interest for students and staff	1/28/2025 10:58 AM
173	Bullying continues to be an issue especially within the high school.	1/28/2025 10:58 AM
174	Sabetha is a non-diverse Christian conservative community	1/28/2025 10:58 AM
175	Knowledge of the District	1/28/2025 10:58 AM
176	Advocating for all special education needs, potentially going against the director if necessary	1/28/2025 10:58 AM
177	Curriculum	1/28/2025 10:58 AM

Prairie Hills USD 113 Superintendent Characteristics

178	Knows the difference between needs versus wants	1/28/2025 10:58 AM
179	Good working relationship with all the staff	1/28/2025 10:58 AM
180	Understand that Axtell and Sabetha at 2 different schools but both are strong schools to keep around.	1/28/2025 10:58 AM
181	Small community with hard feelings over the way Bern and Wetmore issues were handled	1/28/2025 10:57 AM
182	budget	1/28/2025 10:57 AM
183	Kids education comes first before outlandish gawdy buildings. Administrators don't teach kids and we don't need more of them.	1/28/2025 10:57 AM
184	Athletics vs curriculum. Which is more important on a child to child basis.	1/28/2025 10:56 AM
185	Food	1/28/2025 10:55 AM
186	Accountability for policy and district initiatives	1/28/2025 10:43 AM

Q7 Select the SINGLE quality or characteristic that would separate a particular candidate from the rest of the applicants if you were selecting the next superintendent.

Answered: 235 Skipped: 130



ANSWER CHOICES	RESPONSES	
Honest, trustworthy, strong integrity	56.60%	133
Desire and ability to build relationships with all stakeholders	8.09%	19
"Kids First", student centered leader	6.81%	16
Fiscal and operations management expertise	6.81%	16
Positive personnel support and development	3.83%	9
Communication and Listening Skills	3.40%	8
Transparent, flexible collaborator	3.40%	8
Acknowledges and addresses issues related to diversity (ethnicity, socio-economic, gender identification, special needs, etc.)	3.40%	8
Innovative, visionary	2.13%	5
Previous experience as a superintendent	2.13%	5
Curriculum and instruction leader	1.70%	4
Advocate for the district at the state and national levels	1.70%	4
TOTAL		235

Prairie Hills

USD 113

Focus Groups



Monday, February 10, 2025

Dr. Michelle Hubbard
Kanas Association of School Boards

Notes from the USD 113 Prairie Hills Characteristics Survey and Focus Groups

February 10, 2025
Dr. Michelle Hubbard

This report was prepared at the request of the USD 113 Prairie Hills Board of Education. KASB staff conducted focused groups on the 10h of February 2025 with administrators, classified staff, student ambassadors, certified staff, and parents and community members. The major purpose of these sessions was to obtain input for the school board regarding characteristics that others recommend for the new superintendent.

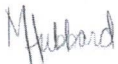
Although there are common characteristics that each community desires, there are frequently board and community-specific characteristics that will separate a candidate from others during the screening process. Our hope is the identified characteristics from the focus groups and the community survey will assist the board and screening team with these unique characteristics in the candidate.

Characteristic questions that were asked during the focus groups were as follows:

- ⊖ Describe or list the most important leadership and personal qualities you would like to see in the new superintendent?
- ⊖ Describe or list the strengths and the good points of your school district the new superintendent will need to understand and support?
- ⊖ Describe or list the most critical needs of your school district the new superintendent will need to understand and support?
- ⊖ What single characteristic or quality will separate the best candidate from the other highly qualified candidates who will apply for the superintendent position?

The following report is only recommendations collected from the survey and focus groups, and the final decision will be left to the board of education to determine what characteristics will be used while selecting superintendent candidates.

Sincerely,



Dr. Michelle Hubbard
Leadership Field Specialist
Kansas Association of School Boards

Prairie Hills Schools
USD 113
February 10, 2025

Focus Group Schedule

February 10, 2025		
Time	School(s) and Focus Groups	Location
8:00 a.m. to 8:45 a.m.	Axtell Public School	Axtell Public School 504 Pine Street Axtell, KS 66403
9:45 a.m. to 10:30 a.m.	Sabetha Elementary School	Sabetha Elementary School 101 Oregon, Sabetha, KS 66534
11:00 a.m. to 11:45 a.m.	Sabetha Middle School	Sabetha Middle School 751 Bluejay Boulevard Sabetha, KS 66534
12:45 p.m. - 1:30 p.m.	Sabetha High School	Sabetha High School 1011 Bluejay Boulevard Sabetha, Kansas 66534
2:00 p.m. to 2:45 p.m.	Community Group	USD 113 BOE room
4:30 p.m. - 6:00 p.m.	Board of Education	USD 113 BOE room

Focus Groups – 4

Focus Groups	Number of participants
Axtell	7
Sabetha Elementary	6
Sabetha Middle School	5
Sabetha High School	7
Community Group	11
Total	36

Describe the most important leadership and personal qualities you would like to see in the new superintendent.

Frequency	Response
Board of Education	
Stakeholders	
5	Good clear communication - Eloquent speaker and adequately prepares for speaking (knowing what to share and when to share), ability to hold composure in difficult situations
4	Good listener - value community input
4	Integrity
4	Visible, transparent, and approachable - student focused - and expect the same from other district personnel
3	Trustworthy
3	Visionary - forward thinking - knowing where we are and where we need to go with the conservative culture in mind.
3	Providing autonomy for buildings to do the work. Support staff.
3	Creative - think outside the box for our small community, willingness to listen to new ideas
3	Analytical-critical thinker-methodical-level-headed
2	Build transformational relationships - value on both sides of relationship
2	Follow through - don't make promises that won't happen. Willing to do the hard things. (Hold people accountable) <i>Todd</i>
2	Open Minded
	Genuine confident leader
	Organized
	Abundance mindset
	Fiscally conservative
	Adding value to learning
	Community oriented
	Teachable - Ability to learn - humility
	Knowledge of school law

Describe or list the strengths and the good points of the district the new superintendent will need to understand and support.

Frequency	Response
Board of Education	
Stakeholders	
5	Awesome community support for students, teachers and administration. Freedom from outside noise. Our culture is good, and people want to be here.
5	Strong faith-based family driven community that prioritize education - small town community beliefs - LifeWise important to us.
4	We have a strong team! We work well together. Our teachers are highly qualified professionals.
4	Great supports for kids - MTSS, Trauma informed, science of reading.
4	Staffing is good - our community supports our schools.
3	Parental support
3	Talented, generous community - giving to the schools - time and money
2	Our school board support us and care about all the communities
	The district feels safe - district office support safety in an organized fashion.
	We have multiple communities and diversity in those communities - this is a strength for us.
	Student-teacher relationships are strong
	Lots of opportunity for growth.
	Financially stable
	Great students - our kids are unbelievable. Involved in the community also.
	Innovative entrepreneurs in community.
	Opportunities for housing
	Community amenities

Describe or list the most critical needs that the new superintendent will need to understand and address.

Frequency	Response
Board of Education	
Stakeholders	
5	Understanding the multiple conservative communities' values and willing to support them all.
4	Knowledge of school finance - working with multiple counties
3	Aging facilities and maintenance and the improvement of facilities
3	Good negotiator - Attract people to our district. Creative, problem solver. Retention of staff
1	Ensuring budget is stable and mindful that staff need compensation - Staff recruitment and retention
	Creating additional community partnerships to support our schools including facilities.
	Community kids not attending USD 113 - we need to attract these kids.
	Slow fade in school tradition - unity
	Understanding our history - and being sensitive to what has happened in the district.
	Promoting USD 113 - this is bigger than enrollment. Restore/Repair community
	Equitable resources
	Build young administrative team.
	Challenges staff and kids with higher expectations.

What single characteristic or quality will separate the best candidate from the other highly qualified candidates who will apply for the superintendent position?	
Frequency	Response
	Board of Education
	Stakeholders
5	Knowing the community - willing to have longevity in the community - willing to support the entire community - unity
3	Trustworthy
3	Integrity
3	Faith based conservative leader
3	Longevity in the community
	Genuine
	Approachable - both in buildings and private conversations as needed.
	New energy and new ideas while maintaining our conservative community - our kids are different, and staff needs additional tools. Out of the box thinker around learning.
	Teacher /Staff support
	Willing to do the best/right thing for kids, community regardless of pushback
	Superintendent experience in a small school ideal
	Common sense
	Business minded educator
	Creative ideas that produce solutions.
	Visionary

After review of focus group feedback, survey data, and board discussion the following characteristics have been developed:

Overall, Board or selection committee identified characteristics:

Salary Comparison
Prairie Hills USD 113



Total Districts	286
<hr/>	
USD 113 Rank	

District Size	90
Supt. Salary	109
Total Fringe	230
Supt. Salary + Fringe	136
KASB Region (26)	12
KSHSAA 3A Classification	40
League Schools (8)	5

Salary Comparison for Prairie Hills USD 113 - Total Enrollment

USD	District	Enrollment	KSHSAA			Total Board-			
			Region	Class	KNEA Uniserv	High School League	Annual Salary	Paid Fringe	Salary + Fringe
400	Smoky Valley USD 400	1184 5	3A	UD1--Valley	Central Kansas	Central Kansas	\$ 155,000.00	\$ 30,446.00	\$ 185,446.00
257	Iola USD 257	1136 3	4A	Rolling Hills	Pioneer	Pioneer	\$ 115,000.00	\$ 16,660.00	\$ 131,660.00
333	Concordia USD 333	1127 7	4A	Cottonwood	North Central Kansas	North Central Kansas	\$ 131,958.00	\$ 22,346.00	\$ 154,304.00
336	Holton USD 336	1112 4	4A	Pony Express	Big Seven	Big Seven	\$ 113,180.00	\$ 14,648.00	\$ 127,828.00
473	Chapman USD 473	1107 4	4A	Konza	North Central Kansas	North Central Kansas	\$ 120,000.00	\$ 5,556.00	\$ 125,556.00
264	Clearwater USD 264	1071 6	4A	South Central Kansas	AVC II, III & IV	AVC II, III & IV	\$ 134,600.00	\$ 8,160.00	\$ 142,760.00
321	Kaw Valley USD 321	1064 4	2A	Konza	Mid-East	Mid-East	\$ 115,850.00	\$ 20,568.00	\$ 136,418.00
112	Central Plains USD 112	1051 7	1A	UD1--Valley	Central Prairie	Central Prairie	\$ 115,000.00	\$ 7,248.00	\$ 122,248.00
434	Santa Fe Trail USD 434	1033 2	3A	Capital	Pioneer	Pioneer	\$ 118,000.00	\$ 7,200.00	\$ 125,200.00
309	Nickerson-South Hutchinson USD 309	1015 5	3A	UD1--Valley	Central Kansas	Central Kansas	\$ 135,000.00	\$ 17,928.00	\$ 152,928.00
258	Humboldt USD 258	996 3	3A	Rolling Hills	Tri-Valley	Tri-Valley	\$ 110,500.00	\$ 14,528.00	\$ 125,028.00
210	Hugoton USD 210	989 10	3A	KNEA Southwest	Great West Activities Conference	Great West Activities Conference	\$ 136,888.00	\$ 10,050.00	\$ 146,938.00
248	Girard USD 248	986 3	3A	Uniserv Southeast	CNC	CNC	\$ 119,816.00	\$ 6,821.00	\$ 126,637.00
483	Columbus USD 483	978 3	3A	Uniserv Southeast	CNC	CNC	\$ 139,356.00	\$ 9,192.00	\$ 148,548.00
363	Holcomb USD 363	969 10	3A	KNEA Southwest	Great West Activities Conference	Great West Activities Conference	\$ 160,507.00	\$ 10,216.00	\$ 170,723.00
466	Scott County USD 466	963 9	3A	KNEA Southwest	Great West Activities Conference	Great West Activities Conference	\$ 137,537.00	\$ 46,080.00	\$ 183,617.00
365	Garnett USD 365	941 2	3A	Rolling Hills	Pioneer	Pioneer	\$ 130,905.00	\$ 8,388.00	\$ 139,293.00
249	Frontenac USD 249	940 3	3A	Uniserv Southeast	CNC	CNC	\$ 146,657.00	\$ 8,640.00	\$ 155,297.00
315	Colby USD 315	939 9	3A	Cottonwood	Great West Activities Conference	Great West Activities Conference	\$ 157,835.15	\$ 20,838.00	\$ 178,673.15
331	Kingman-Norwich USD 331	926 8	3A	Walnut Valley	Central Plains	Central Plains	\$ 155,324.00	\$ 25,358.34	\$ 180,682.34
113	Prairie Hills USD 113	921 4	3A	Konza	Big Seven	Big Seven	\$ 125,340.00	\$ 5,807.00	\$ 131,147.00
362	Prairie View USD 362	888 2	3A	Rolling Hills	Pioneer	Pioneer	\$ 153,431.08	\$ 7,650.00	\$ 161,081.08
273	Beloit USD 273	878 7	3A	Cottonwood	North Central Activities Associatio	North Central Activities Associatio	\$ 136,318.00	\$ 4,890.00	\$ 141,208.00
415	Hiawatha USD 415	877 4	3A	Pony Express	Big Seven	Big Seven	\$ 113,768.00	\$ 7,202.00	\$ 120,970.00
508	Baxter Springs USD 508	866 3	3A	Uniserv Southeast	CNC	CNC	\$ 130,088.00	\$ 8,245.20	\$ 138,333.20
495	Fort Larned USD 495	855 8	3A	KNEA Southwest	Central Kansas	Central Kansas	\$ 137,757.00	\$ 36,505.98	\$ 174,262.98
337	Royal Valley USD 337	850 4	3A	Pony Express	Big Seven	Big Seven	\$ 117,021.00	\$ 12,240.00	\$ 129,261.00
361	Chaparral USD 361	835 8	3A	Walnut Valley	Central Plains	Central Plains	\$ 101,093.00	\$ 22,413.00	\$ 123,506.00
361	Chaparral USD 361	835 8	3A	Walnut Valley	Central Plains	Central Plains	\$ 97,378.00	\$ 21,612.00	\$ 118,990.00
460	Hesston USD 460	832 5	3A	South Central Kansas	Central Kansas	Central Kansas	\$ 125,000.00		\$ 125,000.00
244	Burlington USD 244	802 2	3A	Rolling Hills	Pioneer	Pioneer	\$ 141,880.99	\$ 5,072.64	\$ 146,953.63
312	Haven USD 312	796 5	3A	UD1--Valley	Central Kansas	Central Kansas	\$ 126,668.00	\$ 10,872.00	\$ 137,540.00
440	Halstead USD 440	796 5	3A	South Central Kansas	Central Kansas	Central Kansas	\$ 138,800.00	\$ 13,664.00	\$ 152,464.00
289	Wellsville USD 289	783 2	3A	Kaw Valley	Pioneer	Pioneer	\$ 121,674.00	\$ 6,918.00	\$ 128,592.00
289	Wellsville USD 289	783 2	3A	Kaw Valley	Pioneer	Pioneer	\$ 133,684.00	\$ 7,254.00	\$ 140,938.00
343	Perry USD 343	778 1	3A	Pony Express	Big Seven	Big Seven	\$ 141,000.00	\$ 25,625.64	\$ 166,625.64
407	Russell County USD 407	777 7	3A	Cottonwood	Mid-Continent	Mid-Continent	\$ 135,754.00	\$ 20,875.00	\$ 156,629.00
268	Cheney USD 268	775 6	3A	South Central Kansas	Central Plains	Central Plains	\$ 135,000.00		\$ 135,000.00
499	Galena USD 499	775 3	3A	Uniserv Southeast	CNC	CNC	\$ 141,113.00		\$ 141,113.00
364	Marysville USD 364	772 4	3A	Konza	North Central Kansas	North Central Kansas	\$ 127,080.00	\$ 22,137.60	\$ 149,217.60
436	Camey Valley USD 436	771 3	3A	Uniserv Southeast	Tri-Valley	Tri-Valley	\$ 121,638.00	\$ 157,871.00	\$ 279,509.00

The information provided is based exclusively on data reported to the KSDE and KASB from the most up to date fiscal year.

Salary Comparison for Prairie Hills USD 113 - Annual Salary

USD	District	KSHSAA		High School League	Annual Salary	Total Board-	
		Enrollment	Region Class			Paid Fringe	Salary + Fringe
346	Jayhawk USD 346	584	2A	Rolling Hills	\$ 131,244.00	\$ 20,689.60	\$ 151,933.60
365	Garnett USD 365	941	2A	Rolling Hills	\$ 130,905.00	\$ 8,388.00	\$ 139,293.00
508	Baxter Springs USD 508	866	3A	Uniserv Southeast	\$ 130,088.00	\$ 8,245.20	\$ 138,333.20
418	McPherson USD 418	2253	4A	UDI-Valley	\$ 130,000.00	\$ 7,560.00	\$ 137,560.00
464	Tonganoxie USD 464	1962	4A	Pony Express	\$ 129,999.00	\$ 12,516.48	\$ 142,515.48
396	Douglas USD 396	608	3A	Walnut Valley	\$ 129,500.00	\$ 8,956.60	\$ 138,456.60
313	Buhler USD 313	2467	4A	UDI-Valley	\$ 129,291.00	\$ 12,972.00	\$ 142,263.00
350	St. John-Hudson USD 350	329	1A	UDI-Valley	\$ 128,989.00	\$ 9,156.00	\$ 138,145.00
263	Mulvane USD 263	1800	4A	South Central Kansas	\$ 128,886.00	\$ 20,804.00	\$ 149,790.00
247	Cherokee USD 247	453	2A	Uniserv Southeast	\$ 128,632.00	\$ 7,524.00	\$ 136,156.00
341	Oskaloosa USD 341	920	2A	Pony Express	\$ 128,526.00	\$ 22,652.52	\$ 151,178.52
506	Labette County USD 506	1468	3A	Uniserv Southeast	\$ 128,507.00	\$ 22,440.00	\$ 150,947.00
439	Sedgewick USD 439	502	2A	South Central Kansas	\$ 128,000.00	\$ 9,372.00	\$ 137,372.00
239	North Ottawa County USD 23	621	3A	UDI-Valley	\$ 127,140.00	\$ 5,940.00	\$ 133,080.00
288	Central Heights USD 288	551	2A	Rolling Hills	\$ 127,139.00	\$ 11,923.00	\$ 139,062.00
364	Marysville USD 364	772	4A	Konza	\$ 127,080.00	\$ 22,137.60	\$ 149,217.60
287	West Franklin USD 287	602	3A	Rolling Hills	\$ 126,980.00	\$ 9,152.00	\$ 136,132.00
312	Haven USD 312	796	3A	UDI-Valley	\$ 126,668.00	\$ 10,872.00	\$ 137,540.00
303	Ness City USD 303	280	1A	KNEA Southwest	\$ 126,426.00	\$ 9,780.00	\$ 136,206.00
405	Lyons USD 405	720	3A	UDI-Valley	\$ 126,298.00	\$ 9,048.00	\$ 135,346.00
113	Prairie Hills USD 113	921	4A	Konza	\$ 125,340.00	\$ 5,807.00	\$ 131,147.00
270	Plainville USD 270	410	2A	Cottonwood	\$ 125,282.00	\$ 350.00	\$ 125,632.00
420	Osage City USD 420	692	3A	Capital	\$ 125,070.00	\$ 7,260.96	\$ 132,330.96
339	Jefferson Co North USD 339	450	2A	Pony Express	\$ 125,000.00	\$ 6,130.00	\$ 131,130.00
340	Jefferson West USD 340	1722	3A	Pony Express	\$ 125,000.00	\$ 31,543.00	\$ 156,543.00
348	Baldwin City USD 348	1421	4A	Kaw Valley	\$ 125,000.00	\$ 7,756.00	\$ 132,756.00
430	South Brown County USD 43C	519	4A	Pony Express	\$ 125,000.00	\$ 8,872.80	\$ 133,872.80
460	Hesston USD 460	832	3A	South Central Kansas	\$ 125,000.00	\$	\$ 125,000.00
461	Neodesha USD 461	761	3A	Uniserv Southeast	\$ 125,000.00	\$ 9,880.00	\$ 134,880.00
327	Ellsworth USD 327	646	7A	UDI-Valley	\$ 124,890.00	\$ 7,421.00	\$ 132,311.00
435	Abilene USD 435	1482	4A	Konza	\$ 124,290.81	\$ 12,145.00	\$ 136,435.81
484	Fredonia USD 484	614	3A	Uniserv Southeast	\$ 123,856.00	\$ 15,190.92	\$ 139,046.92
378	Riley County USD 378	695	4A	Konza	\$ 123,616.00	\$	\$ 123,616.00
109	Republic County USD 109	515	2A	Cottonwood	\$ 123,600.00	\$ 15,575.28	\$ 139,175.28
389	Eureka USD 389	553	2A	Rolling Hills	\$ 123,573.00	\$ 25,352.88	\$ 148,925.88
114	Riverside USD 114	640	1A	Pony Express	\$ 122,500.00	\$ 13,160.16	\$ 135,660.16
284	Chase County USD 284	379	5A	Walnut Valley	\$ 122,004.00	\$ 10,089.12	\$ 132,093.12
289	Wellsville USD 289	783	2A	Kaw Valley	\$ 121,974.00	\$ 6,918.00	\$ 128,892.00
404	Riverton USD 404	695	3A	Uniserv Southeast	\$ 121,753.00	\$ 8,450.40	\$ 130,203.40
226	Meade USD 226	355	10A	KNEA Southwest	\$ 121,686.00	\$ 6,600.00	\$ 128,286.00
436	Caney Valley USD 436	771	3A	Uniserv Southeast	\$ 121,638.00	\$ 15,871.00	\$ 279,509.00

The information provided is based exclusively on data reported to the KSDE and KASB from the most up to date fiscal year.

Salary Comparison for Prairie Hills USD 113 - Salary and Fringe

USD	District	KSHSAA		Enrollment	Region	Class	KNEA/Uniserv	High School League	Annual Salary	Total Board-	
		Class	Region							Paid Fringe	Salary + Fringe
247	Cherokee USD 247	453	3	2A	Uniserv Southeast	Three Rivers			\$ 128,632.00	\$ 7,524.00	\$ 136,156.00
287	West Franklin USD 287	602	2	3A	Rolling Hills	Flint Hills			\$ 126,980.00	\$ 9,152.00	\$ 136,132.00
205	Bluestem USD 205	518	6	2A	Walnut Valley	Tri-Valley			\$ 113,141.00	\$ 22,891.00	\$ 136,032.00
115	Nemaha Central USD 115	755	4	3A	Konza	Big Seven			\$ 135,031.00	\$ 840.00	\$ 135,871.00
114	Riverside USD 114	640	1	2A	Pony Express	Big Seven			\$ 122,500.00	\$ 13,160.16	\$ 135,660.16
405	Lyons USD 405	720	5	3A	UDI-Valley	North Central Activities Associatio			\$ 126,298.00	\$ 9,048.00	\$ 135,346.00
268	Cheney USD 268	775	6	3A	South Central Kansas	Central Plains			\$ 135,000.00		\$ 135,000.00
461	Neodesha USD 461	761	3	3A	Uniserv Southeast	Tri-Valley			\$ 125,000.00	\$ 9,880.00	\$ 134,880.00
274	Oakley USD 274	409	9	2A	Cottonwood	Mid-Continent			\$ 103,348.00	\$ 30,592.00	\$ 133,940.00
430	South Brown County USD 430	519	4	2A	Pony Express	Northeast Kansas			\$ 125,000.00	\$ 8,872.80	\$ 133,872.80
239	North Ottawa County USD 239	621	7	3A	UDI-Valley	North Central Activities Associatio			\$ 127,140.00	\$ 5,940.00	\$ 133,080.00
348	Baldwin City USD 348	1421	1	4A	Kaw Valley	Frontier			\$ 125,000.00	\$ 7,756.00	\$ 132,756.00
342	McLouth USD 342	439	1	2A	Pony Express	Northeast Kansas			\$ 116,292.00	\$ 16,356.00	\$ 132,648.00
449	Easton USD 449	672	1	3A	Pony Express	Northeast Kansas			\$ 108,572.00	\$ 24,020.00	\$ 132,592.00
420	Osgoe City USD 420	692	2	3A	Capital	Flint Hills			\$ 125,070.00	\$ 7,260.96	\$ 132,330.96
327	Ellsworth USD 327	646	7	3A	UDI-Valley	North Central Activities Associatio			\$ 124,890.00	\$ 7,421.00	\$ 132,311.00
284	Chase County USD 284	379	5	2A	Walnut Valley	Flint Hills			\$ 122,004.00	\$ 10,089.12	\$ 132,093.12
507	Satanta USD 507	242	10	1A	KNEA Southwest	SPAA-Iroquois Activity Assoc.			\$ 113,900.00	\$ 17,953.00	\$ 131,853.00
481	Rural Vista USD 481	281	4	1A	Konza	Wheat State			\$ 112,000.00	\$ 19,679.72	\$ 131,679.72
257	Iola USD 257	1136	3	4A	Rolling Hills	Pioneer			\$ 115,000.00	\$ 16,660.00	\$ 131,660.00
113	Prairie Hills USD 113	921	4	3A	Konza	Big Seven			\$ 125,340.00	\$ 5,807.00	\$ 131,147.00
339	Jefferson Co North USD 339	450	1	2A	Pony Express	Northeast Kansas			\$ 125,000.00	\$ 6,130.00	\$ 131,130.00
404	Riverton USD 404	695	3	3A	Uniserv Southeast	CNC			\$ 121,753.00	\$ 8,450.40	\$ 130,203.40
448	Inman USD 448	434	5	2A	UDI-Valley	Heart of America			\$ 115,244.00	\$ 14,472.00	\$ 129,716.00
337	Royal Valley USD 337	850	4	3A	Pony Express	Big Seven			\$ 117,021.00	\$ 12,240.00	\$ 129,261.00
338	Valley Falls USD 338	376	1	2A	Pony Express	Northeast Kansas			\$ 115,000.00	\$ 14,258.00	\$ 129,258.00
347	Kinsley-Offerte USD 347	285	8	1A	KNEA Southwest	Central Prairie			\$ 108,000.00	\$ 20,922.24	\$ 128,922.24
289	Wellsville USD 289	783	2	3A	Kaw Valley	Pioneer			\$ 121,974.00	\$ 6,918.00	\$ 128,892.00
108	Washington County USD 108	356	4	1A	Konza	Twin Valley			\$ 121,014.11	\$ 7,781.96	\$ 128,796.07
226	Meade USD 226	355	10	1A	KNEA Southwest	SPAA-Iroquois Activity Assoc.			\$ 121,686.00	\$ 6,600.00	\$ 128,286.00
219	Minneola USD 219	239	10	1A	KNEA Southwest	SPAA-Iroquois Activity Assoc.			\$ 120,228.00	\$ 7,860.00	\$ 128,088.00
336	Holton USD 336	1112	4	4A	Pony Express	Big Seven			\$ 113,180.00	\$ 14,648.00	\$ 127,828.00
223	Barnes USD 223	503	4	1A	Konza	Twin Valley			\$ 112,270.00	\$ 15,313.36	\$ 127,583.36
330	Mission Valley USD 330	445	2	2A	Capital	Flint Hills			\$ 103,295.00	\$ 23,590.00	\$ 126,885.00
360	Caldwell USD 360	234	6	1A	Walnut Valley	South Central Border			\$ 120,000.00	\$ 6,860.00	\$ 126,860.00
252	Southern Lyon County USD 252	542	2	1A	Rolling Hills	Lyon County			\$ 113,300.00	\$ 13,378.00	\$ 126,678.00
248	Girard USD 248	986	3	3A	Uniserv Southeast	CNC			\$ 119,816.00	\$ 6,821.00	\$ 126,637.00
381	Spearville USD 381	345	10	1A	KNEA Southwest	SPAA-Iroquois Activity Assoc.			\$ 118,690.00	\$ 7,700.00	\$ 126,390.00
408	Marion-Florence USD 408	523	5	2A	Walnut Valley	Heart of America			\$ 105,500.00	\$ 20,654.00	\$ 126,154.00
452	Stanton County USD 452	413	10	2A	KNEA Southwest	HI-Plains			\$ 118,650.00	\$ 7,099.84	\$ 125,749.84

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Salary Comparison for Prairie Hills USD 113 - KASB Region

USD	District	Enrollment	Region	KSHSAA		Total Board-		
				Class	High School League	Annual Salary	Paid Fringe	Salary + Fringe
475	Geary County USD 475	7252	4	6A	Centennial	\$ 221,420.00	\$ 32,703.12	\$ 254,123.12
383	Manhattan-Ogden USD 383	7062	4	6A	Centennial	\$ 189,839.00	\$ 13,105.00	\$ 202,944.00
364	Marysville USD 364	772	4	3A	North Central Kansas	\$ 127,080.00	\$ 22,137.60	\$ 149,217.60
323	Rock Creek USD 323	1317	4	4A	Mid-East	\$ 140,000.00	\$ 7,276.50	\$ 147,276.50
379	Clay County USD 379	1319	4	4A	North Central Kansas	\$ 119,729.00	\$ 24,604.00	\$ 144,333.00
320	Wamego USD 320	1638	4	4A	North Central Kansas	\$ 135,000.00	\$ 7,345.80	\$ 142,345.80
435	Abilene USD 435	1482	4	4A	North Central Kansas	\$ 124,290.81	\$ 12,145.00	\$ 136,435.81
321	Kaw Valley USD 321	1064	4	2A	Mid-East	\$ 115,850.00	\$ 20,568.00	\$ 136,418.00
115	Nemaha Central USD 115	755	4	3A	Big Seven	\$ 135,031.00	\$ 840.00	\$ 135,871.00
430	South Brown County USD 430	519	4	2A	Pony Express Northeast Kansas	\$ 125,000.00	\$ 8,872.80	\$ 133,872.80
481	Rural Vista USD 481	281	4	1A	Wheat State	\$ 112,000.00	\$ 19,679.72	\$ 131,679.72
113	Prairie Hills USD 113	921	4	3A	Big Seven	\$ 125,340.00	\$ 5,807.00	\$ 131,147.00
337	Royal Valley USD 337	850	4	3A	Pony Express Big Seven	\$ 117,021.00	\$ 12,240.00	\$ 129,261.00
108	Washington County USD 108	356	4	1A	Konza Twin Valley	\$ 121,014.11	\$ 7,781.96	\$ 128,796.07
336	Holton USD 336	1112	4	4A	Pony Express Big Seven	\$ 113,180.00	\$ 14,648.00	\$ 127,828.00
223	Barnes USD 223	503	4	1A	Konza Twin Valley	\$ 112,270.00	\$ 15,313.36	\$ 127,583.36
473	Chapman USD 473	1107	4	4A	Konza North Central Kansas	\$ 120,000.00	\$ 5,556.00	\$ 125,556.00
380	Vermillion USD 380	633	4	1A	Konza Twin Valley	\$ 115,500.00	\$ 9,046.00	\$ 124,546.00
498	Valley Heights USD 498	391	4	2A	Konza Twin Valley	\$ 116,000.00	\$ 8,531.07	\$ 124,531.07
378	Riley County USD 378	695	4	3A	Konza Mid-East	\$ 123,616.00	\$	\$ 123,616.00
415	Hiawatha USD 415	877	4	3A	Pony Express Big Seven	\$ 113,768.00	\$ 7,202.00	\$ 120,970.00
384	Blue Valley USD 384	258	4	1A	Konza Twin Valley	\$ 110,000.00	\$ 7,500.00	\$ 117,500.00
322	Onaga-Havensville-Wheaton USD 322	326	4	1A	Konza Twin Valley	\$ 105,000.00	\$ 10,088.64	\$ 115,088.64
335	North Jackson USD 335	494	4	1A	Pony Express Northeast Kansas	\$ 107,000.00	\$ 6,649.00	\$ 113,649.00
487	Herington USD 487	408	4	2A	Konza Wheat State	\$ 100,000.00	\$ 9,068.00	\$ 109,068.00
224	Clifton-Clyde USD 224	302	4	1A	Konza Twin Valley	\$ 60,229.50	\$ 4,690.62	\$ 64,920.12

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Salary Comparison for Prairie Hills USD 113 - KSHSAA Class

USD	District	Enrollment	Region	KSHSAA Class	KNEA/Uniserv	High School League	Annual Salary	Total Board- Paid Fringe	Salary + Fringe
436	Conroy Valley USD 436	771 3	3A		Uniserv Southwest	Tri-Valley	\$ 12,638.00	\$ 18,787.00	\$ 275,509.00
400	Smoky Valley USD 400	1184 5	3A		UDI-Valley	Central Kansas	\$ 155,000.00	\$ 30,448.00	\$ 185,448.00
466	Scott County USD 466	965 9	3A		KNEA Southwest	Great West Activities Conference	\$ 137,537.00	\$ 48,080.00	\$ 185,617.00
331	Kingman-Norwich USD 331	926 8	3A		Walnut Valley	Central Plains	\$ 156,324.00	\$ 25,358.34	\$ 180,682.34
315	Cody USD 315	839 9	3A		Cottonwood	Great West Activities Conference	\$ 157,935.15	\$ 20,838.00	\$ 178,773.15
495	Fort Larned USD 495	855 8	3A		KNEA Southwest	Central Kansas	\$ 137,757.00	\$ 36,505.98	\$ 174,262.98
363	Holcomb USD 363	969 10	3A		KNEA Southwest	Great West Activities Conference	\$ 160,507.00	\$ 10,218.00	\$ 170,725.00
343	Perry USD 343	778 1	3A		Pony Express	Big Seven	\$ 141,000.00	\$ 25,025.64	\$ 166,025.64
362	Prairie View USD 362	886 2	3A		Rolling Hills	Pioneer	\$ 153,431.08	\$ 7,650.00	\$ 161,081.08
407	Russell County USD 407	777 7	3A		Cottonwood	Mid-Continent	\$ 135,754.00	\$ 20,875.00	\$ 156,629.00
340	Jefferson West USD 340	1722 1	3A		Pony Express	Big Seven	\$ 125,000.00	\$ 31,543.00	\$ 156,543.00
249	Frontenac USD 249	940 3	3A		Uniserv Southwest	CNC	\$ 146,657.00	\$ 8,640.00	\$ 155,297.00
309	Nickerson-South Hutchinson USD 309	1018 5	3A		UDI-Valley	Central Kansas	\$ 135,000.00	\$ 17,928.00	\$ 152,928.00
440	Holstead USD 440	796 5	3A		South Central Kansas	Central Kansas	\$ 138,800.00	\$ 13,864.00	\$ 152,464.00
364	Marysville USD 364	772 4	3A		Kanza	North Central Kansas	\$ 127,080.00	\$ 22,137.60	\$ 149,217.60
389	Eureka USD 389	552 2	3A		Rolling Hills	Tri-Valley	\$ 123,573.00	\$ 25,352.88	\$ 148,925.88
244	Burlington USD 244	878 3	3A		Uniserv Southwest	CNC	\$ 139,356.00	\$ 9,192.00	\$ 148,548.00
210	Hugoton USD 210	802 2	3A		Rolling Hills	Pioneer	\$ 141,880.99	\$ 5,072.64	\$ 146,953.63
417	Morris County USD 417	889 10	3A		KNEA Southwest	Great West Activities Conference	\$ 136,888.00	\$ 10,050.00	\$ 146,938.00
102	Cimarron-Ensign USD 102	602 10	3A		KNEA Southwest	Great West Activities Conference	\$ 139,524.00	\$ 5,340.00	\$ 144,864.00
483	Kismet-Plains USD 483	572 10	3A		KNEA Southwest	Hi-Plains	\$ 139,801.00	\$ 3,161.00	\$ 142,962.00
273	Beloit USD 273	878 7	3A		Cottonwood	North Central Activities Associat	\$ 136,318.00	\$ 4,890.00	\$ 141,208.00
499	Colona USD 499	775 3	3A		Uniserv Southwest	CNC	\$ 141,113.00	\$	\$ 141,113.00
289	Wellsville USD 289	783 2	3A		Kaw Valley	Pioneer	\$ 133,684.00	\$ 7,254.00	\$ 140,938.00
365	Garnett USD 365	941 2	3A		Rolling Hills	Pioneer	\$ 139,905.00	\$ 8,388.00	\$ 139,293.00
484	Fredonia USD 484	614 3	3A		Uniserv Southwest	Tri-Valley	\$ 124,856.00	\$ 15,160.92	\$ 139,016.92
386	Douglass USD 386	608 6	3A		Walnut Valley	Central Plains	\$ 129,500.00	\$ 8,956.60	\$ 138,456.60
508	Barker Springs USD 508	866 3	3A		Uniserv Southwest	CNC	\$ 130,088.00	\$ 8,245.20	\$ 138,333.20
312	Haven USD 312	796 5	3A		UDI-Valley	Central Kansas	\$ 126,668.00	\$ 10,872.00	\$ 137,540.00
287	West Franklin USD 287	602 2	3A		Rolling Hills	Flint Hills	\$ 126,980.00	\$ 9,182.00	\$ 136,162.00
115	Nemaha Central USD 115	755 4	3A		Kanza	Big Seven	\$ 135,031.00	\$ 840.00	\$ 135,871.00
405	Lyns USD 405	720 5	3A		UDI-Valley	North Central Activities Associat	\$ 126,298.00	\$ 9,048.00	\$ 135,346.00
268	Cheney USD 268	775 6	3A		South Central Kansas	Central Plains	\$ 135,000.00	\$	\$ 135,000.00
461	Neodesha USD 461	761 3	3A		Uniserv Southwest	Tri-Valley	\$ 125,000.00	\$ 9,880.00	\$ 134,880.00
239	North Ottawa County USD 239	621 7	3A		UDI-Valley	North Central Activities Associat	\$ 127,140.00	\$ 5,940.00	\$ 133,080.00
449	Easton USD 449	672 1	3A		Pony Express	Northwest Kansas	\$ 108,572.00	\$ 24,020.00	\$ 132,592.00
420	Osage City USD 420	692 2	3A		Capital	Flint Hills	\$ 125,070.00	\$ 7,260.96	\$ 132,330.96
327	Ellsworth USD 327	646 7	3A		UDI-Valley	North Central Activities Associat	\$ 124,890.00	\$ 7,421.00	\$ 132,311.00
113	Prairie Hills USD 113	621 4	3A		Kanza	Big Seven	\$ 125,340.00	\$ 5,807.00	\$ 131,147.00
404	Riverton USD 404	695 3	3A		Uniserv Southwest	CNC	\$ 127,833.00	\$ 8,450.40	\$ 130,203.40
337	Royal Valley USD 337	850 4	3A		Pony Express	Big Seven	\$ 117,021.00	\$ 12,240.00	\$ 129,261.00
289	Wellsville USD 289	782 2	3A		Kaw Valley	Pioneer	\$ 121,974.00	\$ 6,918.00	\$ 128,892.00
248	Girard USD 248	986 3	3A		Uniserv Southwest	CNC	\$ 119,816.00	\$ 6,821.00	\$ 126,637.00
215	Lakin USD 215	632 10	3A		KNEA Southwest	Hi-Plains	\$ 118,450.00	\$ 7,151.00	\$ 125,601.00
431	Holington USD 431	708 8	3A		Cottonwood	Central Kansas	\$ 113,300.00	\$ 12,004.00	\$ 125,304.00
434	Santa Fe Trail USD 434	1032 2	3A		Capital	Pioneer	\$ 118,000.00	\$ 7,200.00	\$ 125,200.00
258	Humboldt USD 258	996 3	3A		Rolling Hills	Tri-Valley	\$ 110,500.00	\$ 14,528.00	\$ 125,028.00
460	Hesston USD 460	832 5	3A		South Central Kansas	Central Kansas	\$ 125,000.00	\$	\$ 125,000.00
378	Piley County USD 378	695 4	3A		Kanza	Mid-East	\$ 123,616.00	\$	\$ 123,616.00
381	Chapparral USD 381	835 8	3A		Walnut Valley	Central Plains	\$ 101,893.00	\$ 22,413.00	\$ 123,506.00
415	Hiawatha USD 415	877 4	3A		Pony Express	Big Seven	\$ 113,768.00	\$ 7,202.00	\$ 120,970.00
381	Chapparral USD 381	835 8	3A		Walnut Valley	Central Plains	\$ 97,278.00	\$ 21,812.00	\$ 119,090.00
372	Silver Lake USD 372	695 2	3A		Capital	Mid-East	\$ 116,328.00	\$ 250.00	\$ 116,578.00
306	Southeast of Saline USD 306	672 5	3A		UDI-Valley	North Central Activities Associat	\$ 115,500.00	\$ 2,900.00	\$ 118,400.00
447	Cherryvale USD 447	692 3	3A		Uniserv Southwest	Tri-Valley	\$ 105,000.00	\$ 7,866.00	\$ 112,866.00
211	Norton Community USD 211	882 9	3A		Cottonwood	Mid-Continent	\$ 99,910.00	\$ 7,557.00	\$ 107,467.00
325	Phillipsburg USD 325	565 7	3A		Cottonwood	Mid-Continent	\$ 95,900.00	\$ 8,416.80	\$ 104,316.80

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Salary Comparison for Prairie Hills USD 113 - High School League

USD	District	KSHSAA			High School League	Total Board-		
		Enrollment	Region	Class		Annual Salary	Paid Fringe	Salary + Fringe
343	Perry USD 343	778 1	3A	Pony Express	Big Seven	\$ 141,000.00	\$ 25,625.64	\$ 166,625.64
340	Jefferson West USD 340	1722 1	3A	Pony Express	Big Seven	\$ 125,000.00	\$ 31,543.00	\$ 156,543.00
115	Nemaha Central USD 115	755 4	3A	Konza	Big Seven	\$ 135,031.00	\$ 840.00	\$ 135,871.00
114	Riverside USD 114	640 1	2A	Pony Express	Big Seven	\$ 122,500.00	\$ 13,160.16	\$ 135,660.16
113	Prairie Hills USD 113	921 4	3A	Konza	Big Seven	\$ 125,340.00	\$ 5,807.00	\$ 131,147.00
337	Royal Valley USD 337	850 4	3A	Pony Express	Big Seven	\$ 117,021.00	\$ 12,240.00	\$ 129,261.00
336	Holton USD 336	1112 4	4A	Pony Express	Big Seven	\$ 113,180.00	\$ 14,648.00	\$ 127,828.00
415	Hiawatha USD 415	877 4	3A	Pony Express	Big Seven	\$ 113,768.00	\$ 7,202.00	\$ 120,970.00

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