

DOUGLAS SCHOOL DISTRICT
BOARD OF EDUCATION

AGENDA

Monday, November 8, 2021

**VANDENBERG ELEMENTARY SCHOOL - Library Conference Room
561 Briggs Street
Box Elder, SD 57719**

5:00 PM

DOUGLAS SCHOOL DISTRICT INVITES YOU TO ATTEND A SCHEDULED ZOOM ROOM MEETING:

Join Zoom

Meeting <https://sdk12.zoom.us/j/95237922787?pwd=NWl1S0ZScTEwY25vbGRlMnViWEowUT09>

Meeting ID: 952 3792 2787

Passcode: 540851

1. Call Meeting To Order:
2. Pledge of Allegiance and Moment of Silence In Honor Of Fallen Soldiers And Active Duty Persons:
3. Recognition:
4. Public Forum:
5. Approval of Agenda:
6. Consent Agenda Items:
 - A. Approval of Regular Meeting Minutes for October 25, 2021
 - B. Approve Personnel Action
 - C. Approve the Purchases and Issuing of Accounts Payable and Payroll
 - D. Approve Conflict Disclosures and Waiver Authorizations Pursuant to SDCL 3-23-3
7. Items Removed From Consent Agenda
8. New High School Design Development Presentation by Co-Op Architects and the DLR Group
9. Elementary and Secondary Curriculum and Instruction Items:

10. Superintendent Items:
 - A. Board Policy Update Process
 - B. Acknowledge report of students missing certified birth certificate in permanent cumulative record per SDCL 13-27-3.3
 - C. Approve Student Assignment Request as recommended to attend the Douglas School District for the 2021-22 school year.
11. Fiscal Resources Items:
12. Operational Support Services Items:
 - A. Approve Emergency Capital Outlay Request for Patriot Elementary (Francis Case Wing) Roof Replacement
13. Reports:
 - A. Superintendent:
 - i. Brief Update on Strategic Direction
 - B. Committee Reports From Board Members and Comments from Associate Board Members
14. Upcoming Calendar Events:
 - November 11 - Holiday-No School
 - November 22 - BOE Meeting
 - November 25-26 - Thanksgiving Break
15. Executive Session for personnel according to SDCL 1-25-2.1
16. Action As A Result of Executive Session
17. Adjournment

BOARD POLICY

Section B

Board Governance and Operations

File: BDDH

PUBLIC PARTICIPATION AT BOARD MEETINGS

The School Board recognizes and respects the input which may be provided by the public on school district matters. The Board also recognizes and respects the distinction between a school board meeting and a public meeting.

- At a school board meeting which is open to the public, members of the public may be present, observe and listen to the school board conduct its business and may speak during the school board meeting consistent with this policy.
- At a public meeting/hearing there is usually one topic to be presented by the District and discussed. The public is given the opportunity to speak and be heard on the topic which is the reason for the public meeting. This type of meeting allows for public participation under the rules designed specifically for that meeting and is not subject to this policy.

Policy BDDH, Public Participation at Board meetings, applies only to topics addressed in open/public. Matters addressed in executive session pursuant to SDCL 1-25-2 are not open to the public.

Persons speaking during the Public Forum at a school board meeting shall not cause public inconvenience, annoyance, or alarm to the school board or any person, and shall not engage in threatening behavior, make unreasonable noise, be disruptive, boisterous, argumentative, or threatening, shall not make comments which are disrespectful to one or more persons, and shall not use profanity.

The time designated for Public Forum on the agenda shall be immediately before the adoption of the meeting agenda by the school board.

In order to assure that the Board may conduct its meetings in a respectful and efficient manner, the procedure for public participation at regularly scheduled monthly school board meetings is as follows:

1. Agenda and Non Agenda Items:
 - a. Before the meeting is called to order, an individual who desires to speak at a school board meeting must in writing inform the Superintendent, the Business Manager or the Board President of the person's desire to speak and the topic upon which the person intends to speak. The requesting party must sign a form (prepared by the school district) with their name, address, email and topic to be addressed.
 - b. During the time designated for Public Forum, the Board President will recognize the person who signed up to speak and the person may speak on the topic according to the rules set forth in this policy.

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- c. A speaker shall be granted 5 minutes to present comments to the school board. Upon receiving a request for an extension of time from the speaker, the school board, upon a motion being made and passed by a majority of school board members present and voting, may grant an additional amount of time not to exceed 5 minutes. Additional extensions may be granted only upon a two-thirds vote of school board members present and voting.
 - d. Should a number of persons wish to address the school board on the same agenda item, or should the comments become repetitious, the School Board President, in the President's sole discretion, may shorten the time for comments to two minutes per person in order that persons wishing to address the school board may be heard and still allow the school board sufficient time to conduct its agenda business.
 2. Adding an Item to the School Board Meeting Agenda in Order to Request Specific School Board Action:
 - a. Any person or delegation (with one person being the spokesperson for the delegation) making a specific request to the school board which would require formal action by the school board must present a written request to the Superintendent for the item to be placed on the school board meeting proposed agenda. The written request must be submitted to the Superintendent at least five calendar days before the school board meeting.
 - b. The specific request to add an item to the agenda shall clearly identify what is being requested and why, signed by the person making the request, and include the person's name, address, email and telephone number.
 - c. The Superintendent will forward the request to the School Board President and the Board President will decide whether the item will be placed on the proposed agenda. Whether any item is to be addressed at the school board meeting is determined by a majority of school board members at the beginning of the school board meeting when the school board adopts the proposed agenda as printed or adopted after being modified.
 - d. If the item on the meeting agenda is adopted by the school board, the person or spokesperson for the delegation who has submitted the request for specific school board action will be granted 10 minutes to explain the request to the school board. Upon receiving a request for an extension of time from the speaker, the school board, upon a motion being made and passed by the majority of school board members present, may grant an additional amount of time not to exceed 5 minutes. Additional extensions may be granted only upon a two-thirds vote of school board members present and voting.

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e. In the sole discretion of the school board, requests to the school board for specific action submitted after the proposed agenda has been posted may be:

- deferred until the next regular meeting or a special school board meeting, or
- added to the meeting agenda for discussion purposes only, or
- added to the agenda for discussion and possible action.

3. Authority of Presiding Officer:

The Board vests in its presiding officer the authority to terminate the right of any person to speak at the end of the time granted pursuant to provision 1.c, provision 1.d, or provision 2.d. as set forth in this policy. The presiding officer may also terminate the right of a person to speak at a school board meeting should the person cause public inconvenience, annoyance, or alarm to the school board or any person, engage in threatening behavior, make unreasonable noise, disturb or be disruptive of an official school board meeting, or when comments are disrespectful to one or more persons, boisterous, argumentative, threatening, or contain profanity.

If deemed necessary by the presiding officer, the presiding officer may contact local law enforcement to have a person removed from the school board meeting as it is a violation of law for a person to intentionally cause or create a risk of serious public inconvenience, annoyance, alarm or disturbance at a school board meeting.

References	Adoption History
State Reference:	Approved 09/08/77
SDCL 1-25-1	First Reading of Revision 10/10/85
SDCL 1-25-2	Approved – Revision 11/14/85
SDCL 13-32-6	First Reading 11/17/14
SDCL 13-8-39	Approved 12/08/14
SDCL 22-18-35(3)	First Reading – Rewrite 2/13/17
	Approved 2/27/17

MINUTES
DOUGLAS SCHOOL DISTRICT
BOARD OF EDUCATION MEETING

Monday, October 25, 2021

The Douglas School District No. 51-1 Board of Education held a regular meeting on Monday, October 25, 2021 at 5:00 PM in the library conference room at Vandenberg Elementary School, Box Elder, South Dakota. President Cathleen Melendez presided. Those present were:

Ben Frerichs: Present, Tanya Gray: Present, Amy McGovern: Present, Cathy Melendez: Present, Chris Misselt: Present.

All actions in these Minutes were by unanimous vote unless otherwise stated.

President Melendez called the meeting to order at 5:00 p.m.

Superintendent Kevin Case congratulated the Douglas School Board for its participation in Associated School Boards of South Dakota activities and training opportunities earning the Gold Level ALL award.

There was nothing for public forum.

Motion to approve the agenda. This motion, made by Ben Frerichs and seconded by Amy McGovern, Carried.

Motion to approve the consent agenda. This motion, made by Chris Misselt and seconded by Ben Frerichs, Carried. Abstain Tanya Gray

Approved Regular Board Meeting Minutes of October 12, 2021.

Approved Personnel Action for October 25, 2021. (Attachment)

Approved September Financial Reports. (Attachment)

Approved Accounts Payable Report. (Attachment)

There were no conflicts disclosed as defined in SDCL 3-23.

Elementary and Secondary Curriculum and Instruction Items:

Executive Director of Primary Academics Ann Pettit and Executive Director of Secondary Academics Kit Veit recently attended 2 days of a 4 day training on Adaptive Schools Foundation at Jefferson County Schools in Golden, Colorado. Adaptive schools is a collaborative framework which lays the foundation to develop leadership and capacity at all levels. It is the power of all thinking, not just one person's voice. It is an intentional process as we continue academic growth--"the more we know, the more we know that we need to know." Education is constantly evolving and professional development is a vital part of education as we prepare our staff and all departments for the future.

Superintendent Items:

Kai Kafriksen, Thought Exchange team leader, works with education partners throughout North America and is supported by a team of leaders. Thought Exchange is a powerful crowd-sourcing platform that provides an anonymous, quantitative process to gather input from all voices in the community. Its patented algorithms sort out and prioritize the data. School board members and meeting attendees participated in a live Thought Exchange, responding to What successes and triumphs, big or small, are you proud of at Douglas School District? During the four minute duration, 28 thoughts and 385 ratings were shared by 18 participants. Board members also reviewed the results from the recent Back to School Thought Exchange. The full results can be found at [this link](#).

Motion to approve student assignment requests as recommended. This motion, made by Ben Frerichs and seconded by Amy McGovern. Carried.

Motion to approve make-up day for the snow day closure on October 13, 2021. This motion, made by Tanya Gray and seconded by Ben Frerichs. Voting Aye, C. Misselt; Voting Nay, B. Frerichs, A. McGovern, C. Melendez, and T. Gray. Motion failed. Snow day will not be made up.

Motion to approve RSP & Associates Proposal for a district demographic analysis in response to expected community and base growth. This motion, made by Chris Misselt and seconded by Tanya Gray. Carried.

Reports:

Superintendent Kevin Case reported plans to start working on the district's strategic direction. He feels this will be beneficial in preparation to developing the strategic plan in 12-18 months. This week, the administration team will meet with Toni Prickett to work on our identity, beliefs and values matrix. This data will be combined with our work done in June and brought back to the Board at the next meeting.

Committee Reports from Board Members and Comments from Associate Board Members.

McGovern stated Booster Club will have a booth at the Family Fun Night at the high school tonight. At the next Booster Club meeting, they will plan the fundraisers for December-February.

Meledez reminded board members of pictures tomorrow morning at the high school. She reported the Box Elder Chamber meeting was last Wednesday. They will hold the officers election in January.

Upcoming Calendar Events:

November 8 BOE Meeting

November 11 Holiday - No School

Motion to move into executive session at 6:16 p.m. to discuss personnel matter per 1-25-2.1.
This motion, made by Chris Misselt and seconded by Ben Frerichs, Carried.

President Melendez called the Board out of executive session at 6:56 p.m.

No action taken.

Motion to adjourn the meeting at 6:57 p.m. This motion, made by Amy McGovern and seconded by Ben Frerichs, Carried.

Cathleen Melendez, President

Trista Olney, Business Manager

_____ Initials

_____ Date

Published once at the total approximate cost of _____.

**DOUGLAS SCHOOL DISTRICT
PERSONNEL ACTION 10/25/2021**

Classified Anniversary Increases

Name	Position	Hourly Wage	Effective Date
James Johnson	Custodian/3	\$15.70	11/13/2021
Nichole Usera	Food Service Worker/5	\$15.25	11/15/2021
Jeffrey Wilson	Time Out Aide/7	\$18.50	11/13/2021

Classified Resignations/Retirements/Terminations

Name	Position	Location	Effective Date
Brandy Blackmon	Special Education Aide	HS	10/25/2021
Mark Funk	Lunchroom Supervisor	VES	10/16/2021
Ronald Mincks	Building & Grounds	B&G	12/31/2021

Certified Staff Hiring

Name	Position	Location	Effective Date
Rebecca Nelson	Computer Teacher	VES	10/13/2021

Classified Staff Hiring

Name	Position	Location	Effective Date
Beverly Gabriel	Bus Driver	TRANS	10/12/2021
Tina Gomes	Food Service Worker	PAT ELEM (FC)	10/08/2021

Temporary Hires

Name	Position	Salary	Effective Date
Brook Clark	MS 6th Grade Head Girls	\$9.45 per hr	10/18/2021
Lee Kruse	MS 8th Grade Head Girls	\$2770.00 per yr	10/18/2021
Daniel Maciejczak	MS Assistant Wrestling	\$9.45 per hr	10/19/2021
Juliana Parker	MS 8th Grade Assistant	1969.00 per yr	10/18/2021
William Velez	MS Head Wrestling Coach	\$2818.00 per yr	10/19/2021
Matthew Vidal	MS Head Fall Play Advisor	\$2575.00 per yr	10/21/2021

Substitute Hires

Name	Substitute Teacher	Substitute Classified	Effective Date
Cynthia Begley	\$105.00/day	95% of Step 1	9/24/2021
Kelly Russell	\$105.00/day	95% of Step 1	10/6/2021

** Personnel Action additions and updates made after intial publication and before scheduled school board

September 1, 2021 FINANCIAL	GENERAL FUND	CAPITAL OUTLAY	SPECIAL EDUCATION
BALANCE 08/ 31/ 21	\$1,913,882.06	\$3,480,442.00	\$2,104,532.46
RECEIPTS:			
TAXES	\$14,172.36	\$7,927.81	\$5,118.34
TUITION			
INTEREST	\$8.85		
ADMISSIONS	\$3,426.00		
LOCAL	\$17.89	\$45.09	
COUNTY	\$25,665.49		
STATE	\$1,282,125.00		\$124,456.00
FEDERAL		0.00	
OTHER	\$401.30		
INTERFUND TRAN.	\$33.04		
LOANS			
TOTAL RECEIPTS:	\$1,325,849.93	\$7,972.90	\$129,574.34
DISBURSEMENTS:			
VERIFIED CLAIMS	\$305,342.28	\$483,709.30	\$10,982.26
SALARIES	\$1,566,514.76	\$0.00	\$277,409.38
TRANSFERS OUT			
BALANCE 09/30/21	\$1,367,874.95	\$3,004,705.60	\$1,945,715.16
BALANCE 09/ 30/ 20	2,258,068.52	2,249,135.59	2,059,443.14

September 1, 2021 FINANCIAL	FEDERAL PROJECTS	UNEMPLOY- MENT FUND
BALANCE 08/ 31/ 21	(\$597,117.28)	\$55,338.70
RECEIPTS:		
TAXES		
INTEREST		
LOCAL		
STATE		
FEDERAL		
PREMIUMS		
REIMBURSEMENTS	\$4,395.97	
OTHER (LOCAL) -AFROTC		
INTERFUND TRAN.		
OTHER (LOCAL) -LIBRARY		
TRANSFER IN		
TOTAL RECEIPTS:	\$4,395.97	\$0.00
DISBURSEMENTS:		
VERIFIED CLAIMS	\$32,754.25	\$0.00
SALARIES	\$59,251.23	\$0.00
TRANSFERS OUT		
EXPENDITURES		
BALANCE 09/30/21	(\$684,726.79)	\$55,338.70
BALANCE 09/ 30/ 20	(507,989.42)	58,371.11

September 1, 2021 FINANCIAL	DEP CARE	ENTERPRISE	IMPACT AID
BALANCE 08/ 31/ 21	\$583.36	\$4,714.21	\$22,903,453.41
RECEIPTS:			
INTEREST			\$33.04
TUITION			
STATE			
FEDERAL			
LOCAL	\$291.68		
OTHER			
INTERFUND TRAN.			
LOANS			
PREMIUMS			
TOTAL RECEIPTS:	\$291.68	\$0.00	\$33.04
DISBURSEMENTS:			
VERIFIED CLAIMS	\$310.00	\$0.00	\$0.00
SALARIES	\$0.00	\$0.00	\$0.00
EXPENDITURES/ TRANSFERS OUT			\$125,066.91
BALANCE 09/30/21	\$565.04	\$4,714.21	\$22,778,419.54
BALANCE 09/ 30/ 20	374.93	(5,659.38)	20,012,424.65

September 1, 2021 FINANCIAL	FOOD SERVICE	FIDUCIARY FUNDS	MEDICAL REIMB-125
BALANCE 08/ 31/ 21	\$181,570.99	\$180,810.84	(\$950.34)
RECEIPTS:			
INTEREST			
SALES			
STATE	\$5,810.07		
FEDERAL	\$52,364.18		
LOCAL	\$174.80	\$32,825.34	\$1,986.24
OTHER			
INTERFUND TRAN.			
LOANS			
TOTAL RECEIPTS:	\$58,349.05	\$32,825.34	\$1,986.24
DISBURSEMENTS:			
VERIFIED CLAIMS	\$95,312.64	\$28,864.08	\$2,715.63
SALARIES	\$35,279.66	\$0.00	\$0.00
BALANCE 09/30/21	\$109,327.74	\$184,772.10	(\$1,679.73)
BALANCE 09/ 30/ 20	77,598.39	175,289.00	2,496.81

Board Report - For School Board 10/29/2021

<u>Vendor Name</u>	<u>Check #</u>	<u>Expensed</u>	<u>Amount</u>
ALL PRO RENOVATIONS LLC	179674		816.00
AMICK SOUND INC	179675		115.14
ASBSD	179676		1,833.00
BLACK HILLS CHEMICAL CO	179678		796.13
BLACK HILLS ENERGY	179679		35,124.27
BLACK HILLS ROOFING. INC.	179680		2,174.00
BOEDING. JASON	179682		404.00
BOX ELDER VOLUNTEER FIRE DEPARTMENT	179683		553.00
BROOKINGS INN	179684		609.00
CARQUEST AUTO PARTS	179685		515.73
CENTRAL HIGH SCHOOL ACTIVITIES	179686		75.00
CENTURY BUSINESS	179687		99.00
CITY OF BOX ELDER/PUBLIC WORKS DEPT	179688		11,167.61
CLIMATE CONTROL SYSTEMS AND SERVICE	179689		924.51
DAKOTA BUS SERVICE. INC.	179693		322.50
DOMINOS PIZZA- BOX ELDER	179694		220.89
DOUGLAS PETTY CASH	179695		1,348.00
EVERGREEN OFFICE PRODUCTS	179696		41.97
FEUILLERAT WELDING	179697		460.00
FIDUCIARY ACCOUNT	179698		4,135.15
FLINN SCIENTIFIC INC	179699		1,293.63
FOLLETT SCHOOL SOLUTIONS. INC	179700		5,341.60
FOOD SERVICE	179701		536.60
G & H DISTRIBUTING. INC. - RAPID CITY	179702		407.95
GRIMMS PUMP SERVICE. INC.	179704		168.56
HAL LEONARD	179706		195.00
HILLYARD INC	179709		435.42
JEFFERSON COUNTY PUBLIC SCHOOLS	179711		1,800.00
K-LOG. INC.	179716		1,138.31
KETEL. THORSTENSON. LLP	179713		12,000.00
KIEFFER SANITATION. INC.	179714		1,759.01
KILOWATT ELECTRIC INC.	179715		3,739.50
KNIGHTS QUALITY WELDING	179717		145.00
LASTING IMPRESSIONS	179718		139.50
LEAD/DEADWOOD SCHOOL DISTRICT	179719		40.00

Board Report - For School Board 10/29/2021

<u>Vendor Name</u>	<u>Check #</u>	<u>Expensed</u>	<u>Amount</u>
LYNN JACKSON SHULTZ & LEBRUN PC INC	179720		3,553.00
MENARDS	179722		362.03
MG OIL COMPANY. INC.	179723		2,503.53
MIDCONTINENT COMMUNICATIONS	179724		2,002.33
MIDWEST CONNECT	179725		123.00
MINCKS. RONALD	179726		65.94
NORTHWEST PIPE FITTINGS. INC.	179728		604.94
PLANBOOKEDU LLC	179729		480.00
PLANK ROAD PUBLISHING	179730		252.40
PRAIRIE RIDGE	179731		2,500.00
PREMIER STRIPING & LANDSCAPES. LLC	179732		1,373.47
PRINCIPAL CENTER	179733		227.95
PROGRESS PUBLICATIONS	179734		405.00
RAMADA HOTEL & SUITES	179735		540.00
RAPID CITY JOURNAL	179736		377.56
RAPID CITY WINDOW & GLASS. INC.	179737		1,790.62
REGION IV ADMINISTRATORS	179738		135.00
RUNNINGS SUPPLY INC.	179739		69.99
RUSHMORE REGION	179740		75.00
SCHOLASTIC INC.	179741		104.39
SCHOOL DUDE.COM. INC.	179742		1,870.74
SCHOOL NURSE SUPPLY	179743		23.94
SCHOOL SPECIALTY INC.	179744		602.32
SHERWIN WILLIAMS	179746		53.55
SOUTH DAKOTA ONE CALL	179747		44.10
STEVENS HIGH SCHOOL ACTIVITIES	179748		113.08
STONE. GREG	179749		144.00
STURDEVANTS AUTO PARTS	179750		13.86
SUMMIT SIGNS SUPPLY. INC.	179751		60.00
TANDY LEATHER	179752		186.93
TEMPERATURE TECHNOLOGY INC	179753		2,174.50
TIE	179754		9,337.50
TRUE VALUE	179756		443.07
VANWAY TROPHY & AWARD. INC.	179758		32.60
VERIZON WIRELESS	179759		530.80

Board Report - For School Board 10/29/2021

<u>Vendor Name</u>	<u>Check #</u>	<u>Expensed</u>	<u>Amount</u>
VILLA CLEANERS	179760		11.25
WEST MUSIC CO	179761		174.95
WEST RIVER ASSOCIATION OF ELEMENTARY	179762		100.00
WESTERN STATES FIRE PROTECTION COMPANY	179763		941.88
ZEARN	179764		2,500.00
GENERAL FUND			<u>127,780.20</u>
CENTURY BUSINESS	179687		8,124.91
CLIMATE CONTROL SYSTEMS AND SERVICE	179689		5,408.50
CO-OP ARCHITECTURE	179691		8,508.50
CONTINENTAL PRESS	179690		1,278.59
GEO ENTERPRISES. INC	179703		11,224.51
HAGGERTYS MUSICWORKS	179705		6,147.00
HAND2MIND	179707		5,639.77
HAUFF MID-AMERICA SPORTS INC.	179708		2,570.00
JUNIOR LIBRARY GUILD	179712		772.10
MCGRAW HILL SCHOOL EDUCATION	179721		517,780.35
UPPER DECK ARCHITECTS. INC.	179757		7,024.32
CAPITAL OUTLAY			<u>574,478.55</u>
BLACK HILLS SPECIAL SERVICES COOPERATIVE	179681		6,500.00
CROTHALL FACILITIES MANAGEMENT	179692		334.25
NCS PEARSON. INC.	179727		84.00
TIMMONS MARKET	179755		22.30
SPECIAL ED			<u>6,940.55</u>
FOOD SERVICE	179701		25,000.00
IMPACT AID			<u>25,000.00</u>
SD DEPARTMENT OF LABOR UNEMPLOYMENT	179745		4,447.14
UNEMPLOYMENT			<u>4,447.14</u>
BECK MOTORS INC	179677		43,989.00
HILLYARD INC	179709		666.92
INNOVATIVE OFFICE SOLUTIONS	179710		998.00
GRANTS			<u>45,653.92</u>
			<u>784,300.36</u>
CASH-WA DISTRIBUTING COMPANY. INC.	11565		1,152.52
CASH-WA DISTRIBUTING COMPANY. INC.	11566		4,032.01
COCA-COLA BOTTLING CO HIGH COUNTRY	11567		1,047.00
DOMINOS PIZZA- BOX ELDER	11568		728.00

Board Report - For School Board 10/29/2021

<u>Vendor Name</u>	<u>Check #</u>	<u>Expensed</u>	<u>Amount</u>
GENERAL FUND	11569		56,531.88
PAN-O-GOLD BAKING COMPANY. INC.	11570		751.74
PRAIRIE FARMS	11571		5,184.55
REINHART FOOD SERVICE. LLC	11572		22,336.47
SERVALL TOWEL & LINEN SUPPLY. INC.	11573		72.26
FOOD SERVICE			91,836.43
Grand Total:			876,136.79

DOUGLAS SCHOOL DISTRICT				
PERSONNEL ACTION 11/8/2021				
Classified Anniversary Increases				
	Name	Position	Hourly Wage	Effective Date
	Jackie McPherson	Administrative Asisstant/6	\$25.45	12/4/2021
	Kurshawn Sorensen	Personnel Manager/7	\$22.40	12/17/2021
	Gina Stolicker	Special Education Aide/3	\$15.05	12/3/2021
	Jacqueline Heisler	Title Tutor/2	\$14.40	12/14/2021
Classified Resignations/Retirements/Terminations				
	Name	Position	Location	Effective Date
	Andrea Ghulam Kim	Special Education Aide	VES	11/2/2021
Classified Staff Hiring				
	Name	Position	Location	Effective Date
	Debra Barber	Lunchroom Supervisor	PAT ELEM (FC)	11/01/2021
	Anja Cautrell	Lunchroom Supervisor	MS	11/01/2021
	Marion Groves	Lunchroom Supervisor	MS	10/26/2021
Temporary Hires				
	Name	Position	Salary	Effective Date
	Kendra Barrett	MS Assistant Fall Drama Coach - 1 Year Only	\$1580.00 per yr	10/27/2021
	Casey Hoover	HS Student 2 Student	\$600.00 per yr	11/4/2021
	Tony Keen	HS Assistant Girls Basketball Coach	\$4082.00 per yr	11/1/2021
	Jaelyn Lardy	HS Student 2 Student	\$600.00 per yr	11/4/2021
	Emilee Stukerjurgan	MS Head Cheer Coach - 1 Year Only	\$9.45 per hr	1/10/2022
	Amanda Taylor	HS Assistant Girls Basketball Coach	\$3549.00 per yr	11/1/2021
Substitute Hires				
	Name	Substitute Teacher	Substitute Classified	Effective Date
	Stacy Cookie	\$105.00/day	95% of Step 1	9/17/2021
	Marion Groves	\$105.00/day	95% of Step 1	10/25/2021
	Donn Hofmeister	\$127.50/day	95% of Step 1	10/25/2021
	Kacie McGuire	\$105.00/day	95% of Step 1	10/25/2021
	Lindsey Nichols	\$105.00/day	95% of Step 1	10/25/2021
	McKenzie Sachse	\$105.00/day	95% of Step 1	10/25/2021
	Selena Smith	\$105.00/day	95% of Step 1	10/25/2021
	Kalen Steczkowski	\$105.00/day	95% of Step 1	10/25/2021
**	Personnel Action additions and updates made after intial publication and before scheduled school board meeting.			

Board Report - For School Board 11/15/2021

<u>Vendor Name</u>	<u>Check #</u>	<u>Expensed</u>	<u>Amount</u>
3M COMPANY	179771		325.00
ACE HARDWARE EAST	179772		87.68
ALLSTATE PETERBILT	179773		105.00
AMAZON.COM	179774		1,689.09
AMERICAN LEGION	179775		900.00
AMICK SOUND INC	179776		360.21
ARROWWOOD RESORT & CONFERENCE	179777		232.90
ASBSD	179778		100.00
ASCD	179779		478.00
BLACK HILLS BAGELS	179780		555.62
BLACK HILLS CHEMICAL CO	179781		217.99
BLACK HILLS ROOFING, INC.	179782		2,406.00
BROWN'S SMALL ENGINE REPAIR	179783		134.83
C.O.R.E FRESHMAN IMPACT	179784		2,500.00
CARDINAL SCALE MANUFACTURING INC	179770		88.70
CAROLINA BIOLOGICAL SUPPLY COMPANY	179785		731.50
CARQUEST AUTO PARTS	179786		63.98
CASE, KEVIN	179787		289.25
CASH-JR CLASS CONCESSIONS	179788		177.00
CASPER COLLEGE	179789		656.00
CENTURYLINK	179790		449.75
CORE & MAIN	179792		86.86
CUTTING EDGE LAWN CARE	179793		350.00
DAKOTA BUS SERVICE, INC.	179794		4,174.00
DENNIS SUPPLY-RC	179796		582.98
DHS VOLLEYBALL CLUB	179797		600.00
ELLISON EDUCATIONAL, INC.	179799		26.29
EVERGREEN OFFICE PRODUCTS	179800		142.32
EXTEMPGENIE.COM	179801		90.00
FASTENAL COMPANY, THE	179802		17.28
FIDUCIARY ACCOUNT	179803		6,333.60
FLOYD'S TRUCK CENTER	179804		404.16
GRAINGER, W.W., INC.	179807		1,367.84
HAMPTON INN - COLORADO	179770		1,122.33
HIGH POINT NETWORKS, LLC	179808		305.75

Board Report - For School Board 11/15/2021

<u>Vendor Name</u>	<u>Check #</u>	<u>Expensed</u>	<u>Amount</u>
HILLYARD INC	179809		748.87
IMAGINE LEARNING INC	179810		150.00
INNOVATIVE OFFICE SOLUTIONS	179811		2,330.40
JOHNSON CONTROLS INC	179813		787.24
JW PEPPER & SONS, INC.	179815		66.99
KILOWATT ELECTRIC INC.	179816		4,767.05
LARSON, JENNIFER	179817		90.00
LASTING IMPRESSIONS	179818		263.50
LIFEGUARD MD INC.	179770		355.08
LOWE ROOFING, INC.	179819		150.00
MAGAZINE LINE	179820		313.51
MENARDS	179821		201.81
MG OIL COMPANY, INC.	179822		9,425.45
MONTANA DAKOTA UTILITIES COMPANY, INC.	179823		1,451.72
MONUMENT HEALTH RAPID CITY HOSPITAL, INC	179824		5,974.00
NORTH CENTRAL BUS & EQUIPMENT CO. INC	179825		695.65
NORTH CENTRAL SUPPLY, INC.	179826		80.00
NORTHERN TRUCK EQUIPMENT CORP.	179827		86.30
OFFICE OF WEIGHTS & MEASURES	179828		56.00
POPP BINDING AND LAMINATING, INC	179829		928.50
PREMIER STRIPING & LANDSCAPES, LLC	179830		2,032.66
PRINCIPAL CENTER	179831		683.85
QUADIENT	179832		182.85
RAPID CITY JOURNAL	179833		926.48
REHAB SEMINARS	179834		369.00
RIVERSIDE TECHNOLOGIES INC	179835		4,000.00
ROYAL FLUSH PORTABLES, LLC	179836		120.00
SAM'S CLUB	41		196.81
SDCTM	179838		176.66
SDHSAA	179839		17.00
SOUTH DAKOTA LIBRARY ASSOCIATION	179770		175.00
SPARTAN STORES, LLC.	179840		316.48
SUMMIT SIGNS SUPPLY, INC.	179841		34.50
TAXI CHARGES	179770		168.43
TEACHER INNOVATIONS INC	179842		337.50

Board Report - For School Board 11/15/2021

<u>Vendor Name</u>	<u>Check #</u>	<u>Expensed</u>	<u>Amount</u>
TEACHERS PAY TEACHERS	179843		24.74
TEMPERATURE TECHNOLOGY INC	179844		110.00
TIE	179845		5,862.50
TRUE VALUE	179847		226.00
UNIVERSAL ATHLETIC LLC	179848		2,917.00
VEX ROBOTICS INC	179850		425.53
VOYAGER FLEET SYSTEMS, INC.	179851		372.75
WAL-MART STORES INC	179770		613.86
WALCRO, LLC	179852		52.77
WESTERN COMMUNICATIONS, INC.	179853		768.00
WINNSUPPLY	179854		396.30
GENERAL FUND			<hr/> 78,580.65
AMAZON.COM	179774		(191.61)
AMICK SOUND INC	179776		3,930.00
CO-OP ARCHITECTURE	179791		360,000.00
DAKOTA PLAYGROUND	179795		13,175.00
FMG ENGINEERING	179806		3,735.00
JUNIOR LIBRARY GUILD	179814		661.28
CAPITAL OUTLAY			<hr/> 381,309.67
AMAZON.COM	179774		322.58
EDUCATIONAL ADVANTAGES, INC.	179798		200.00
INSTITUTE MULTI-SENSORY EDUCATION	179812		297.77
REHAB SEMINARS	179834		369.00
SCHOOL NURSE SUPPLY	179837		191.50
TIMMONS MARKET	179846		64.82
SPECIAL ED			<hr/> 1,445.67
AMAZON.COM	179774		735.51
EVERGREEN OFFICE PRODUCTS	179800		2,897.00
FLYLEAF PUBLISHING	179805		1,872.07
INSTITUTE MULTI-SENSORY EDUCATION	179812		112.67
PARTNERS FOR LEARNING	179770		199.00
RIVERSIDE TECHNOLOGIES INC	179835		4,000.00
UNIVERSITY OF OREGON	179849		700.00
YMCA	179855		9,250.00
GRANTS			<hr/> 19,766.25
			<hr/> 481,102.24

Board Report - For School Board 11/15/2021

<u>Vendor Name</u>	<u>Check #</u>	<u>Expensed</u>	<u>Amount</u>
AMAZON.COM	11577		384.24
CASH-WA DISTRIBUTING COMPANY, INC.	11578		601.84
CASH-WA DISTRIBUTING COMPANY, INC.	11579		623.32
CENTRAL RESTAURANT PRODUCTS	11580		2,504.00
CHILD AND ADULT NUTRITION	11581		6,013.48
COCA-COLA BOTTLING CO HIGH COUNTRY	11582		198.00
DAKOTA WAREHOUSE	11583		40.00
DOMINOS PIZZA- BOX ELDER	11584		798.00
FIDUCIARY ACCOUNT	11586		4,560.00
PAN-O-GOLD BAKING COMPANY, INC.	11587		424.82
PRAIRIE FARMS	11588		5,258.75
REINHART FOOD SERVICE, LLC	11589		3,188.76
SERVALL TOWEL & LINEN SUPPLY, INC.	11590		164.22
FOOD SERVICE			<hr/> 24,759.43
			<hr/> 24,759.43
Grand Total:			<hr/> 505,861.67

PAYROLL EXPENDITURES

OCTOBER 7 2021

OCTOBER 21 2021

TOTALS

\$1,026,416.91

\$1,075,418.72

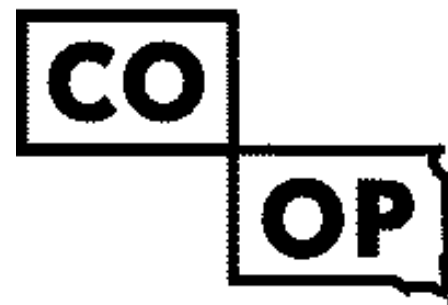


Douglas High School

Design Development



Design Development | 08 September 2021
20-20101-00



Agenda

01. We See Statement & Guiding Principles
02. Design Concept
03. Landscape Design
04. Building Plan
05. Building Massing
06. Building Facade Concept
07. Materials Mood Board & Palette
08. Exterior Imagery



We See Statement

We see an interactive, welcoming learning environment that provides a safe haven for students to explore their unique academic vocations and achieve their full potential through connections to nature, creative innovation, purposeful curriculum, and positive collaboration.

High School Guiding Principles

Outdoor Connections

Our high school will provide students and staff with direct connections to the outdoors through open green spaces for collaboration and learning in nature.

Innovative & Creative

Our high school will be an innovative hub where learning is limitless, creativity is inspired, and opportunities are explored as students achieve their full potential.

Purposeful Curriculum

Our high school will encompass a variety of learning environments that reflect the unique needs and vocations of our student body while championing a forward-thinking, meaningful curriculum.

Welcoming & Aesthetically Pleasing Environment

Our high school will be a safe, inviting, and vibrant learning environment that fosters flexibility and collaboration among our students, staff, families, and visitors.



CARVE // reveal the gem inside



EXTERIOR



INTERIOR



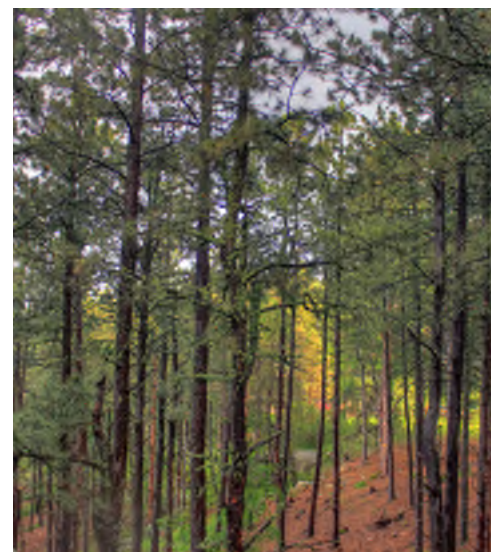
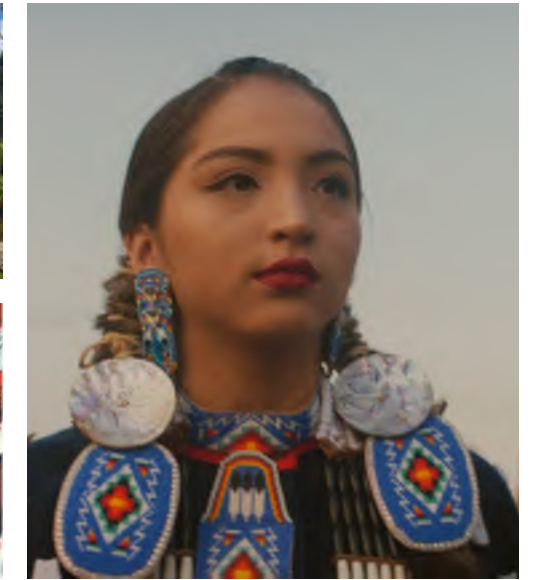
COMMUNITY

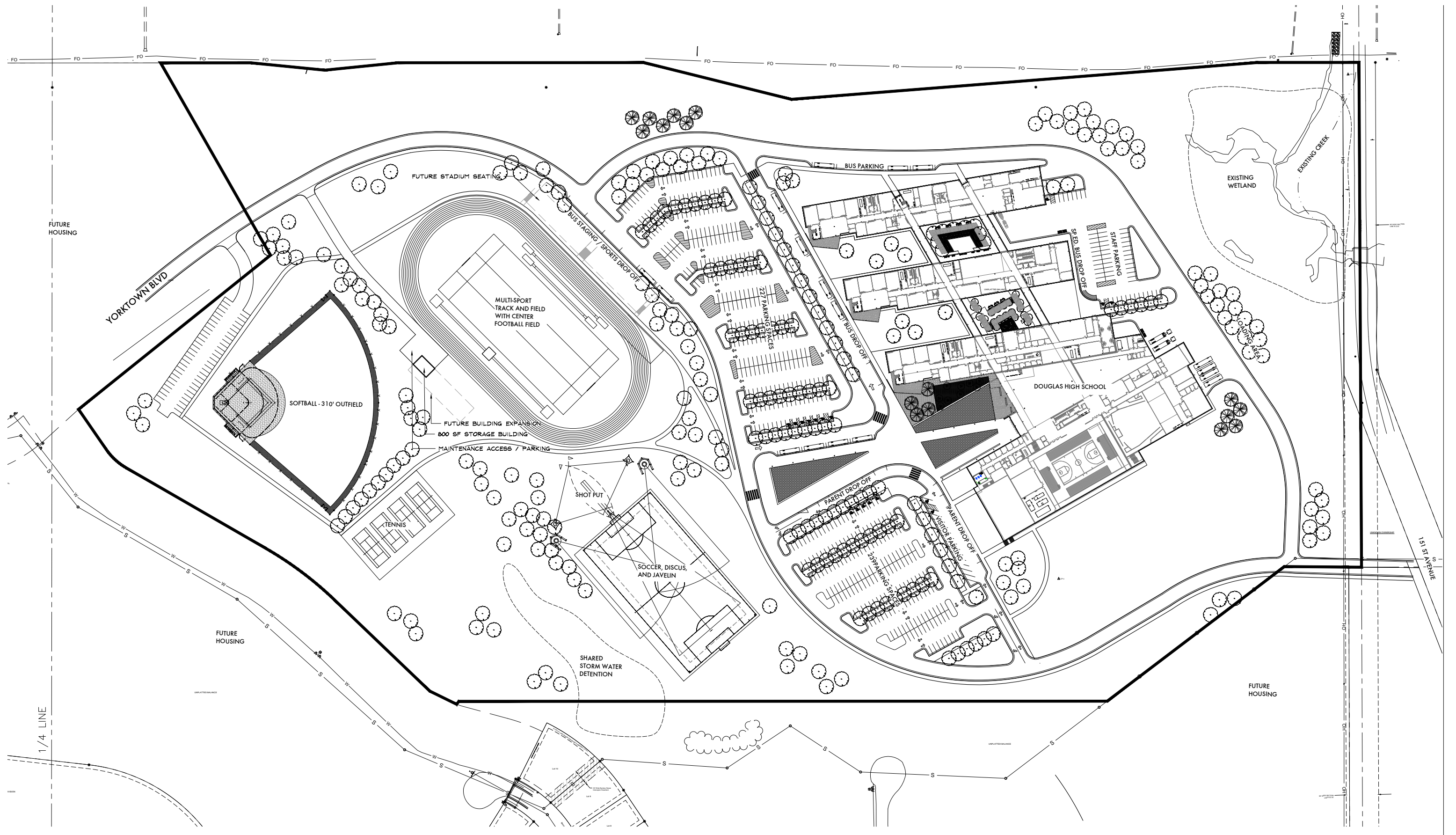
Design Narrative

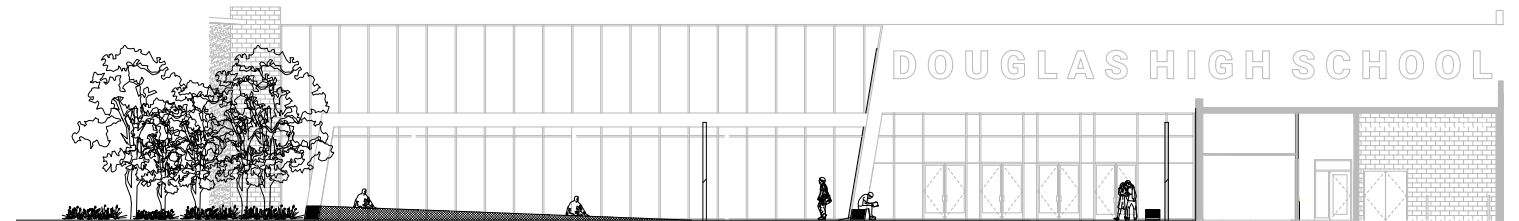
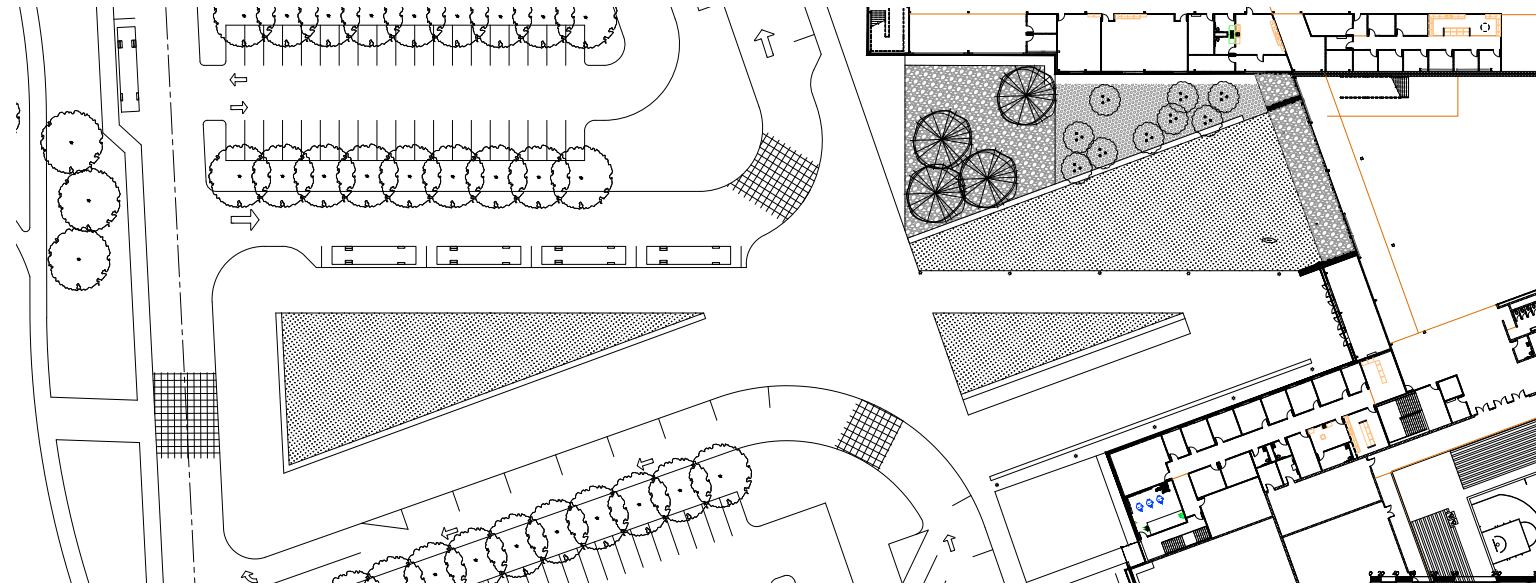
As one stands on the site for the new **Douglas High School**, off in the distance are large rock outcroppings jutting beyond the rolling hills surrounding Box Elder. These large shadowy landforms earned their name from the **Lakota Sioux Tribe**, who referred them as **“Paha Sapa”** which translates to Black Hills. These **sacred lands** are deeply rooted in the **history, culture,** and **lifestyle** of the Box Elder community and surrounding areas.

The **community** within the **Douglas School District** is just as unique and special as its neighboring geology. Douglas High School serves a **distinct** population, both native to the Box Elder area and transient due to **Ellsworth Air Force Base**. The dynamic relationship between the Military and the Douglas School District encourages a culture of **diversity** among staff and students. Douglas High School **welcomes the individual** experiences of both students and educators, establishing a safe and accommodating educational environment for all learners.

These ties are integral to the design approach for the New Douglas High School, which fosters **respect** for the Native American community, **patriotism** for the U.S. Military, and **connection** to the natural environment.







Land Forms

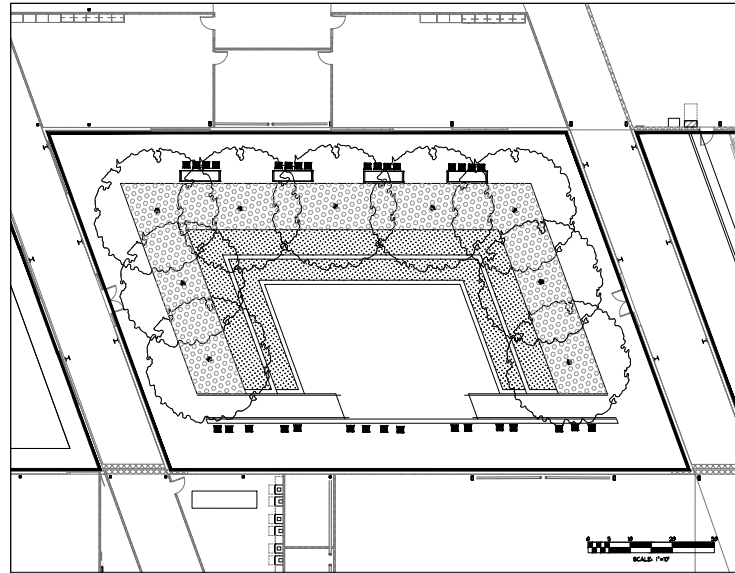


Integrated Seating

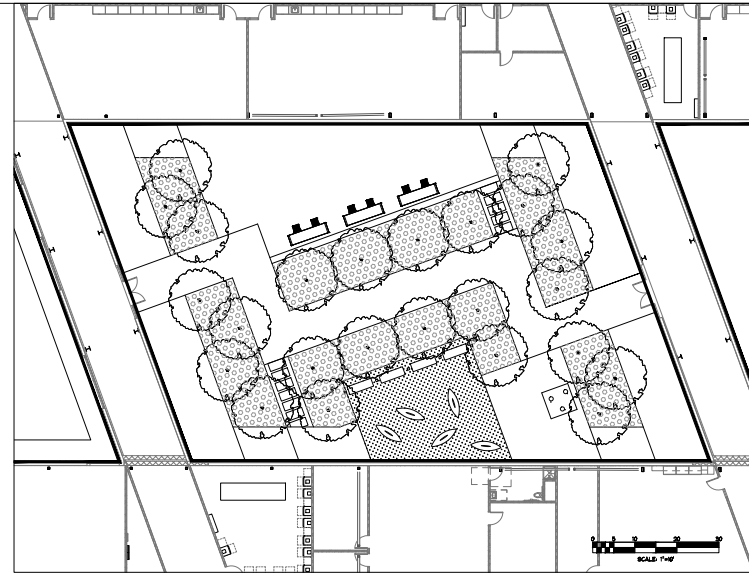


Pathway Designation

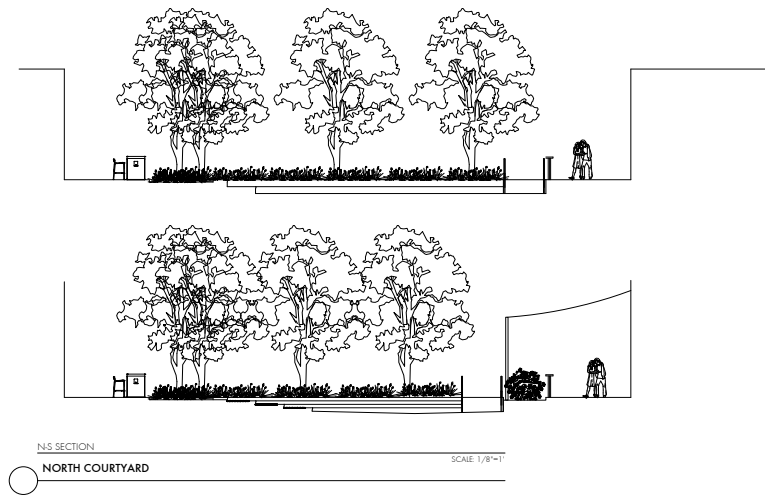




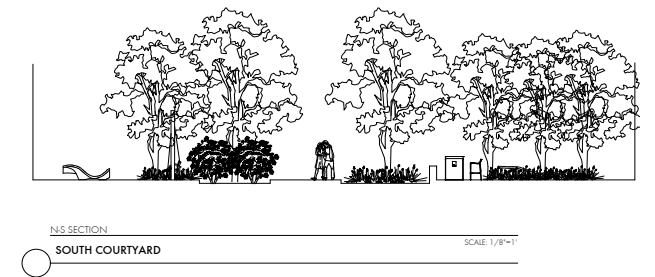
North Courtyard - Learning Steps



South Courtyard - Outdoor classrooms



Courtyard Sections



Learning Stair



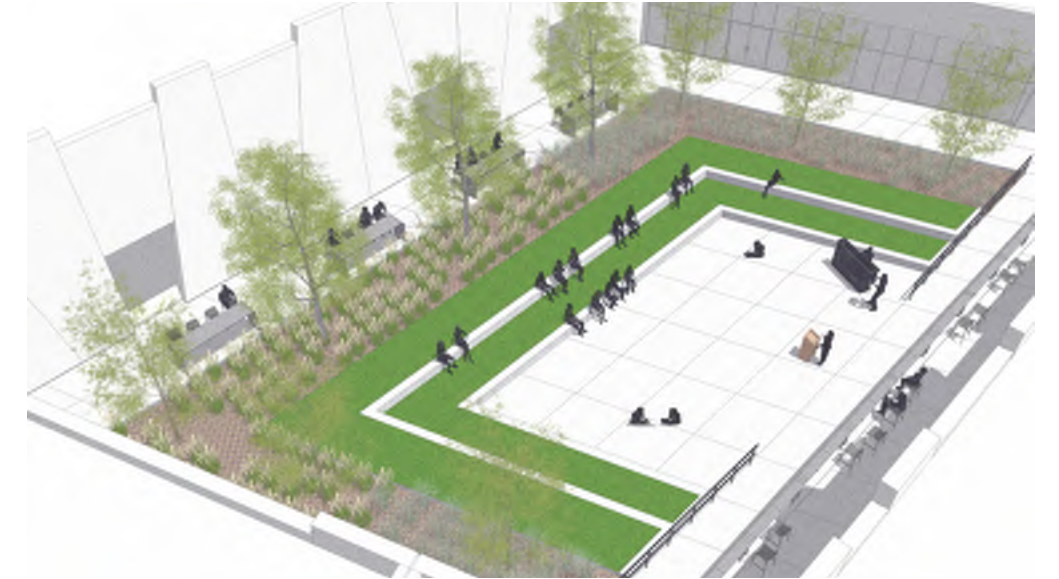
Organic Form Seating



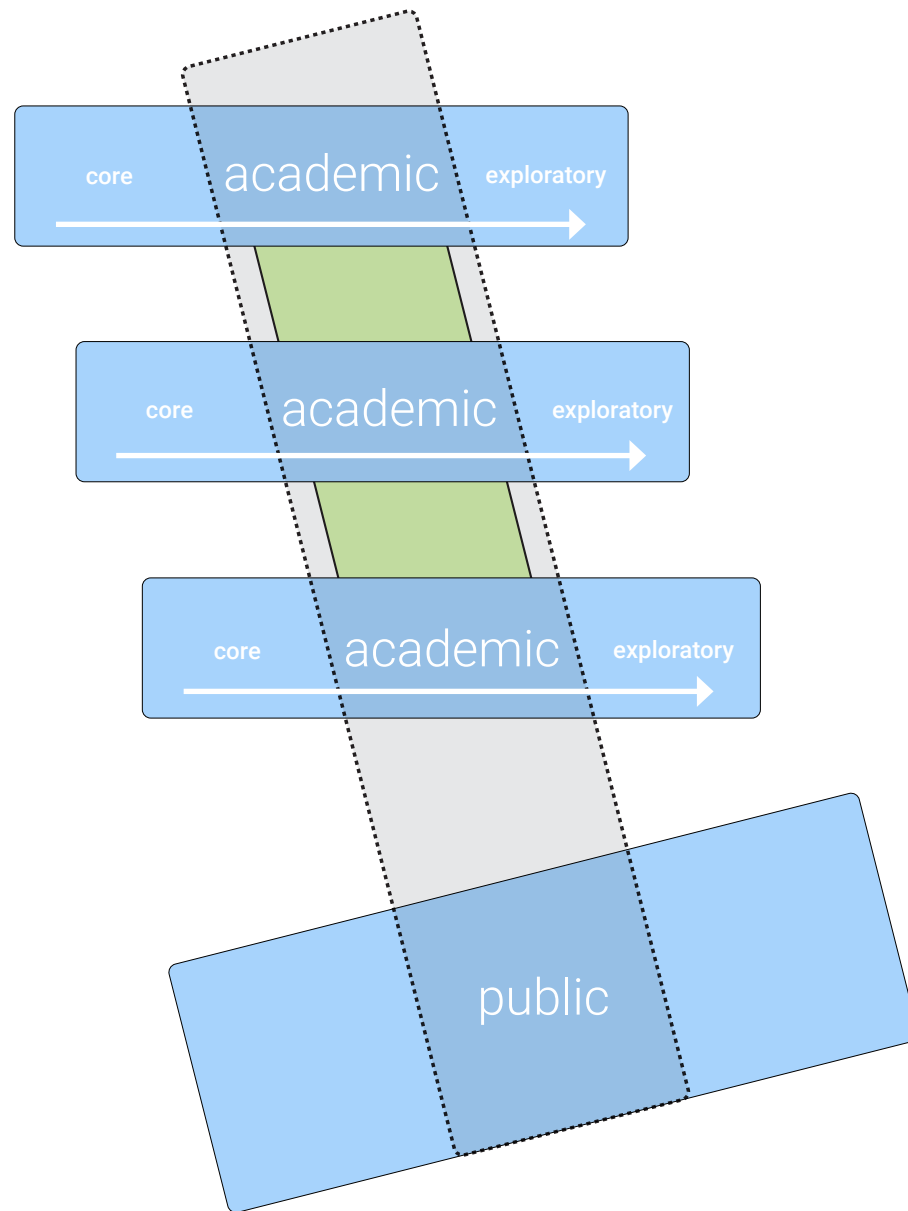
Collaborative Seating

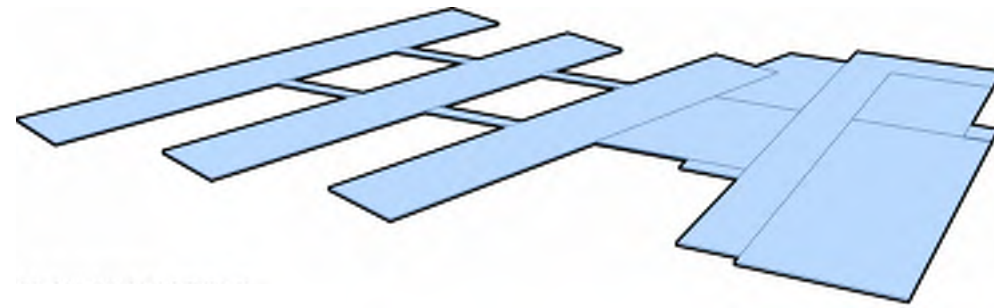






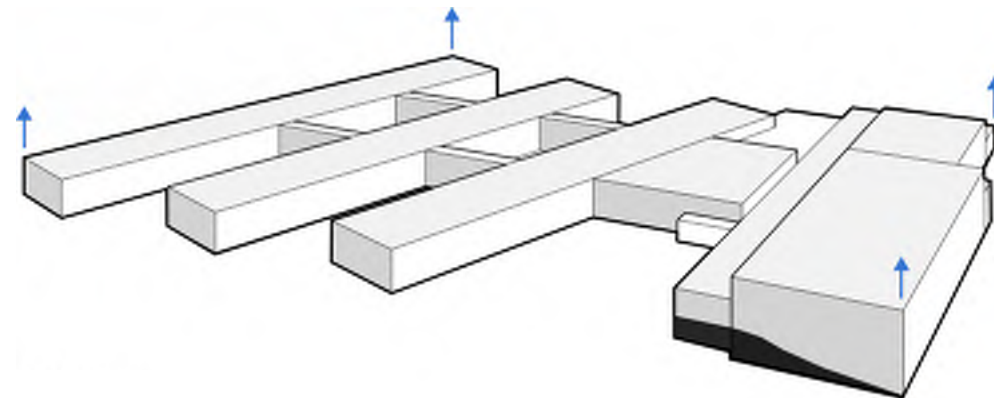
building organization 





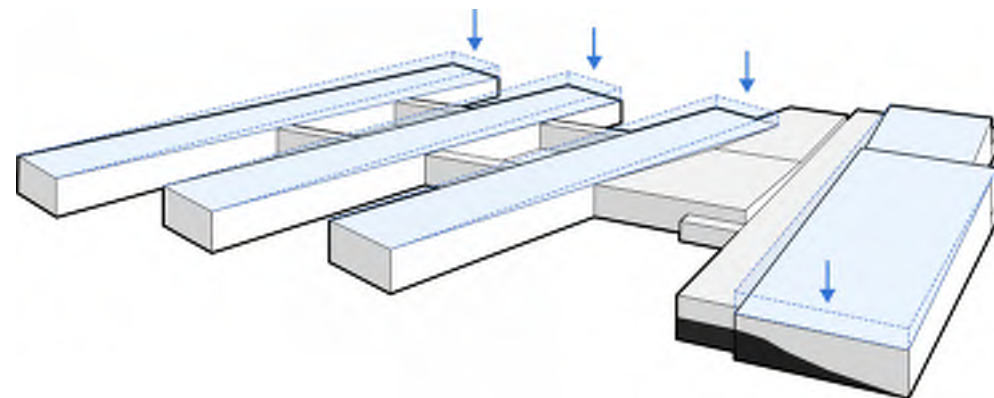
01. BOUNDARY

Develop the building footprint to meet the building program and orient itself to the site



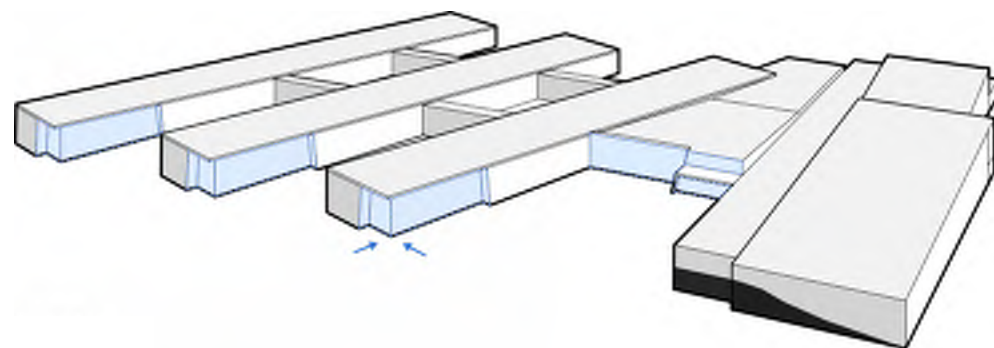
02. ELEVATE

Extrude the building vertically to appropriate building heights based on interior program



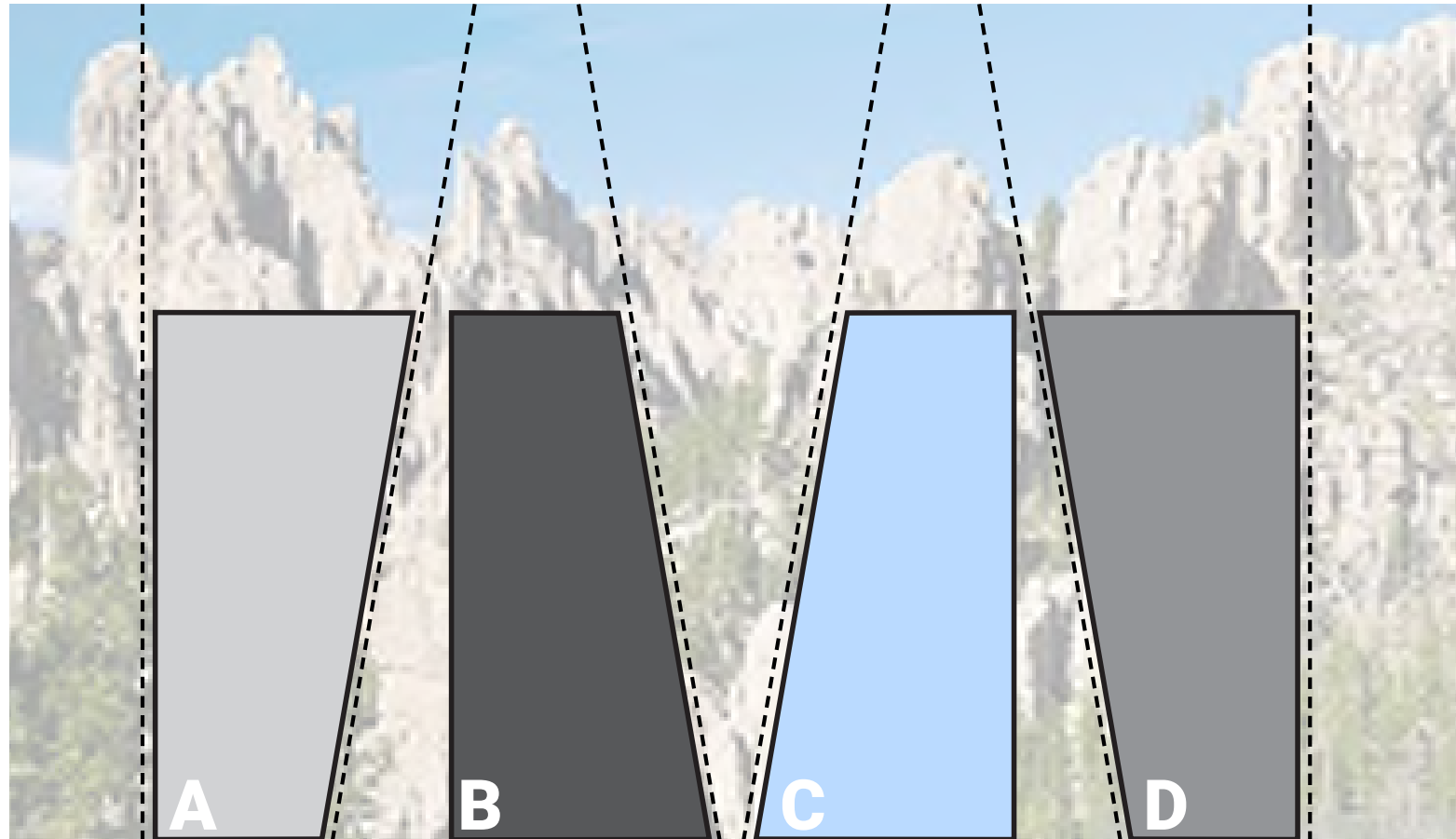
03. FORM

Slope the roof plane to define exterior massing and better serve interior spaces

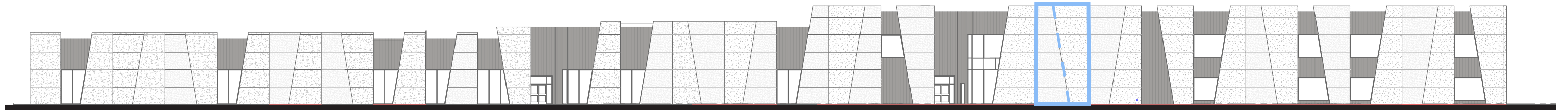


04. DEFINE

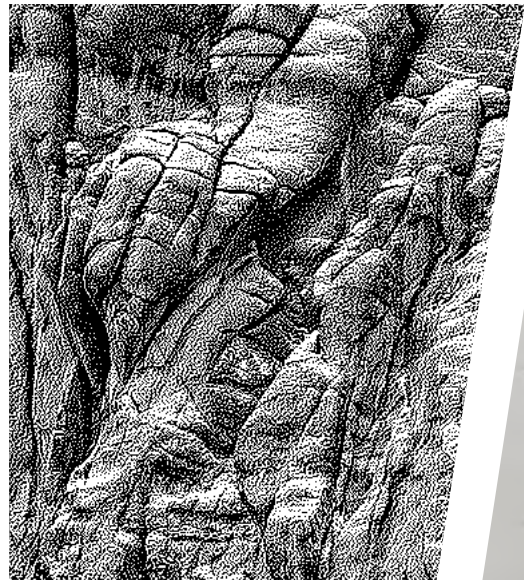
Carve out key locations throughout the building to provide strong connections from the interior to exterior



The Architectural façade is primarily made up of four repeating pre-cast panels, that mimic the stepping rock formations that outline the tops of the hills. The form of the building is carved into with glass to reveal the bright colors on the interior of the building, much like the native gemstones found throughout the Black Hills. The exterior incorporates neutral tones and raw textures creating a dichotomy to the interior spaces that are activated with an elevated color palette that reflects both patriotic colors and the natural landscape.



Pre-cast Panel System

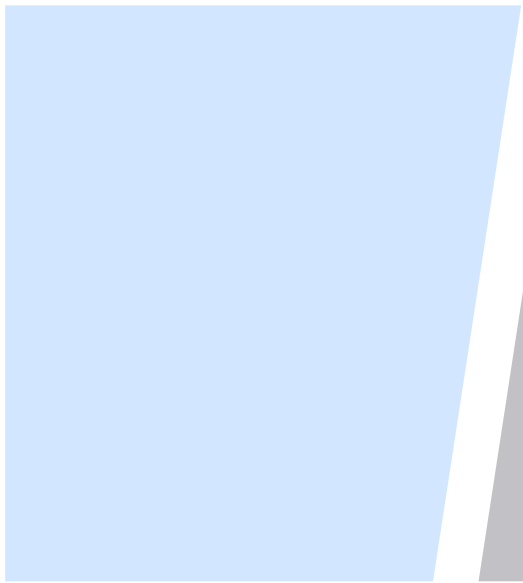


Corrugated Metal Panel



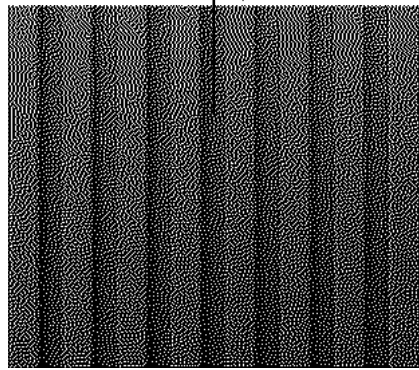
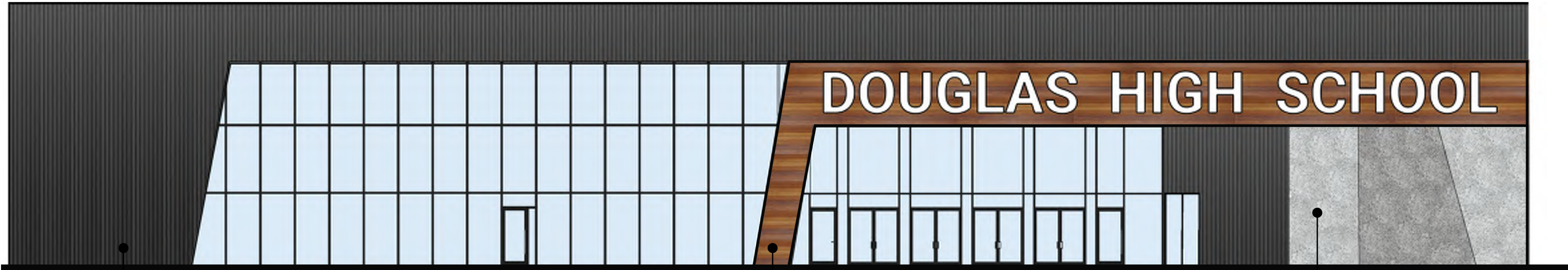
Wood Grain Accent Panel











BOX RIBBED
MTL PANEL

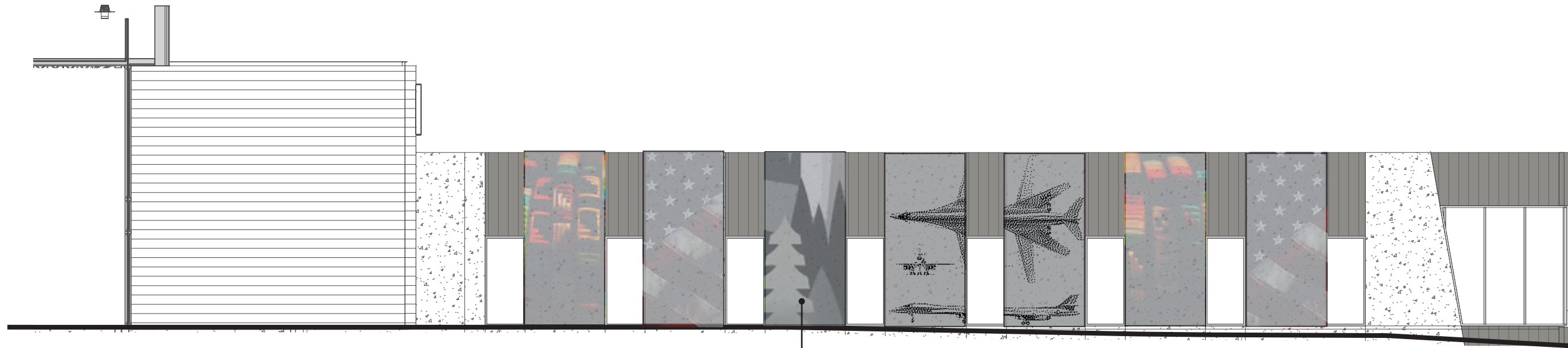


IPE (BRAZILIAN WALNUT)



GRAY - FOSSIL



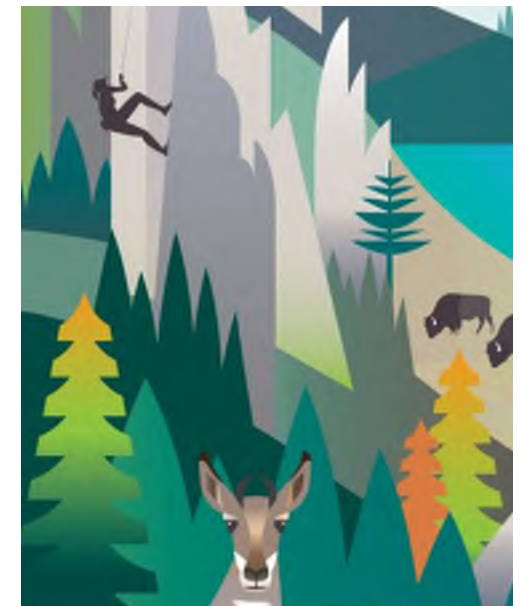
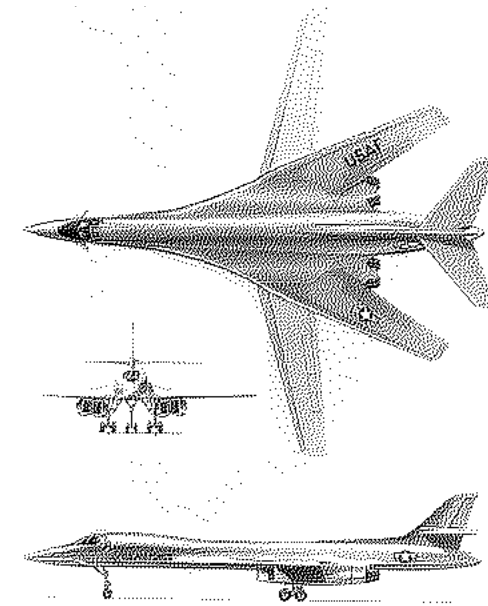


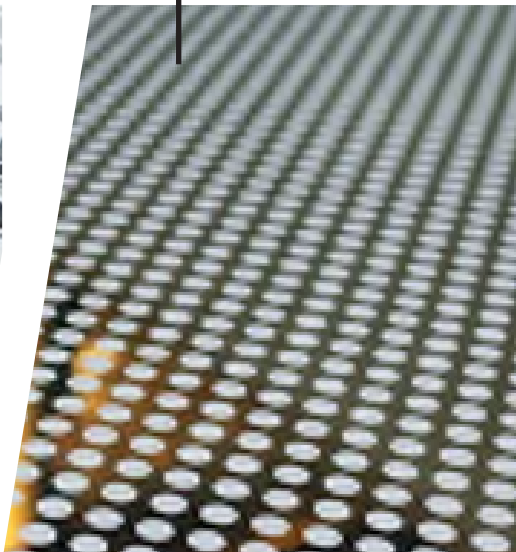
Student Designed Panels
Along Building Entry

Example Student Designed Pre-cast Panel
Gretna High School



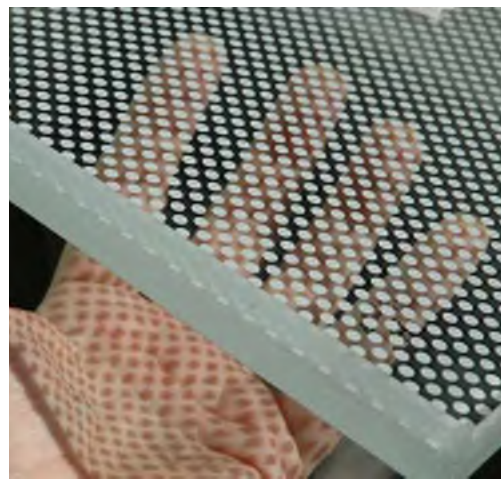
Symbolic Imagery





Custom Pattern Frit
Viracon - 40% Coverage Custom Design





Viracon - Frit Pattern

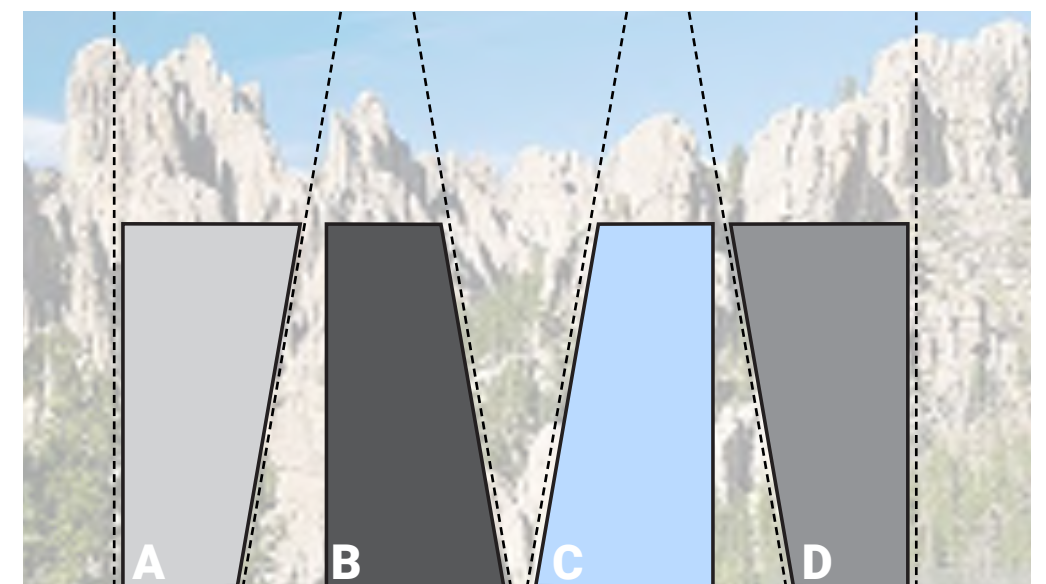


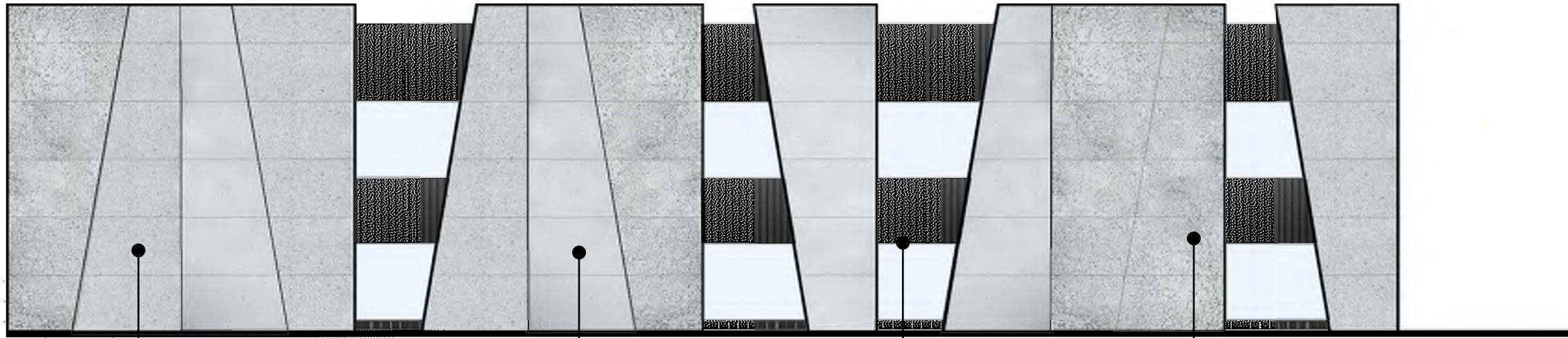


Primary Panel Shapes



Precast Panel System
Varied Colors & Finish

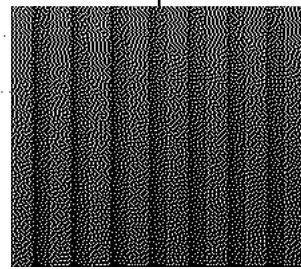




GRAY - SANDBLAST



GRAY - BURNISHED

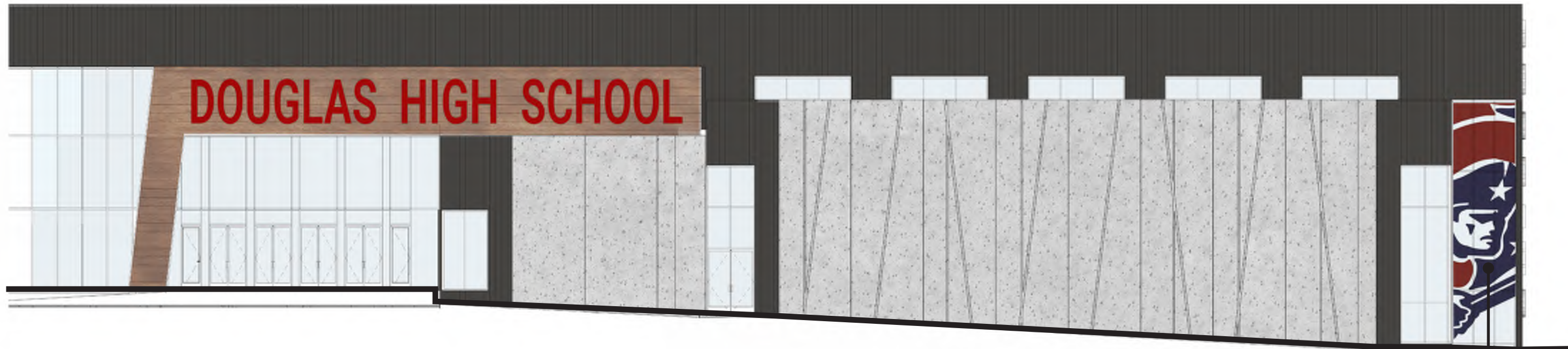


BOX RIBBED
MTL PANEL

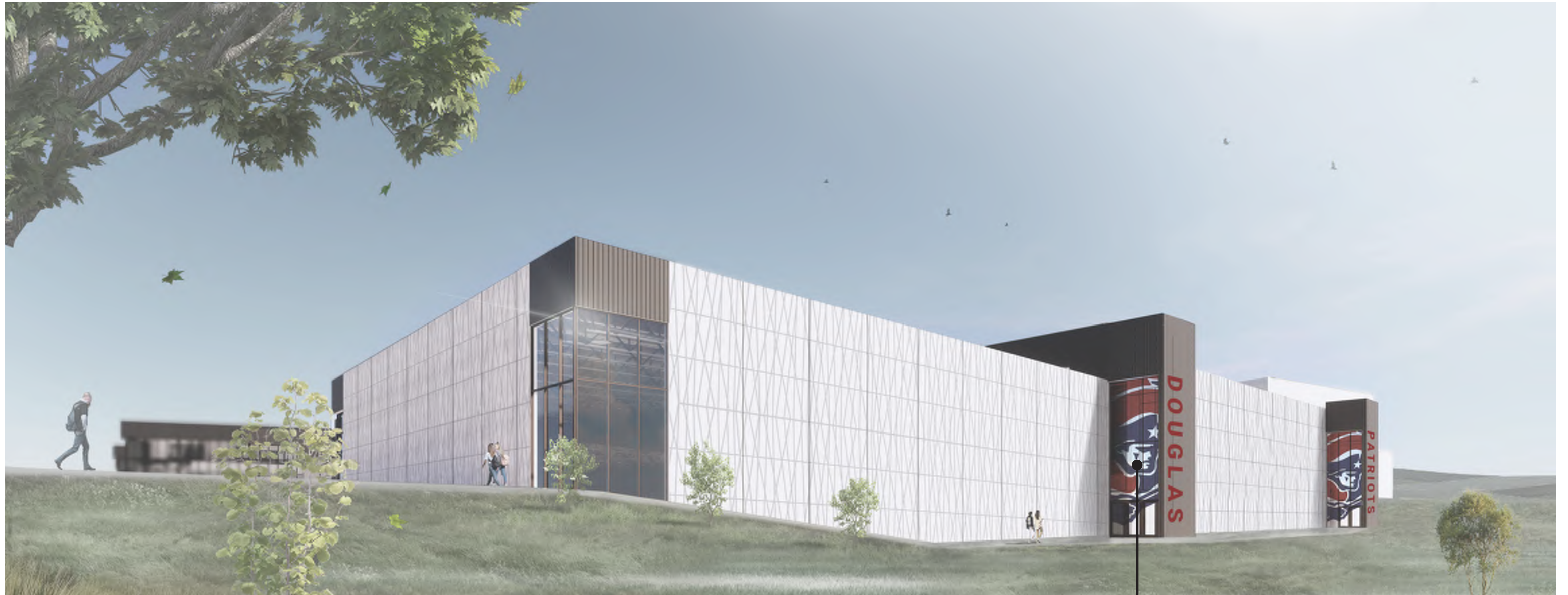


GRAY - FOSSIL

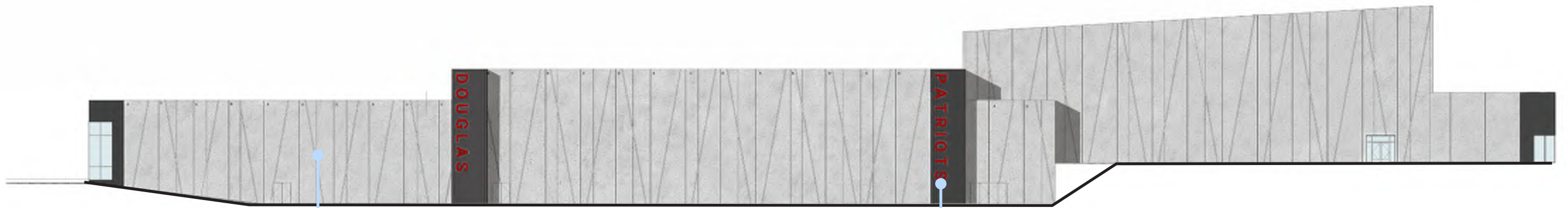




Patriot Mascot Graphic
Located on Competition
Gym Glazing



Mascot Graphic on Glazing
Silk Screen or Digitally Printed



Custom Reveal
Pre-Cast Panel



Back Lit 3D
Building Letters

INTERIOR CONCEPT

NATURAL. WARM. CONNECTED. DYNAMIC. PATRIOTIC.

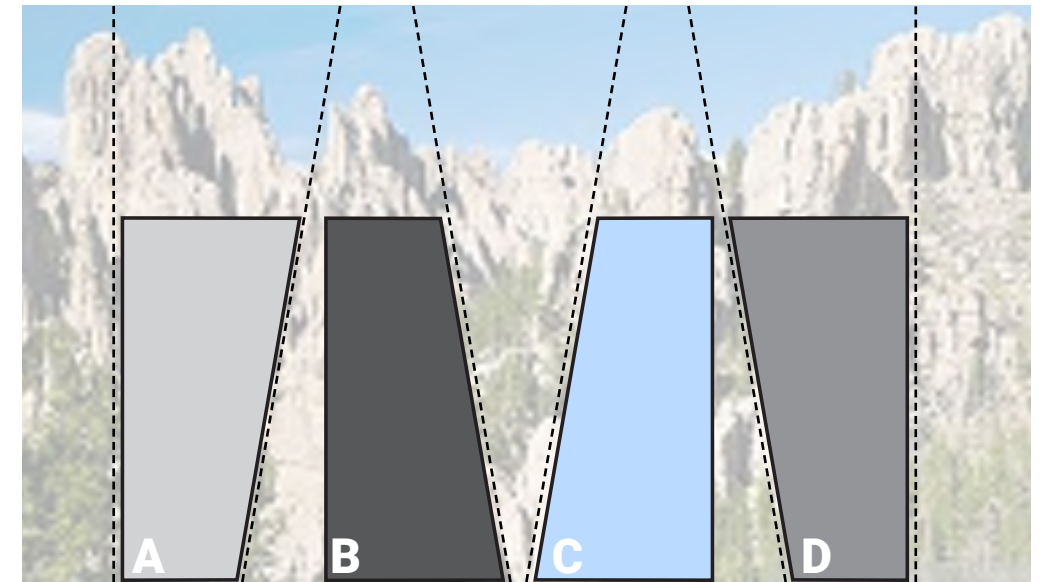
Situated amongst the Black Hills, The new Douglas High School draws inspiration from these **iconic** landforms, mimicking the stepping rock **formations** and 'carving' out the facade to reveal the *gems* of what lies within.

The interiors of the high school answers the questions of **'What are the Gems of Douglas School District?'**
'What is the root to Box Elder's culture, lifestyle, and history?'

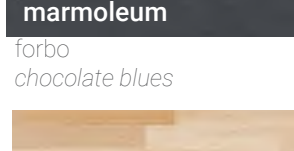
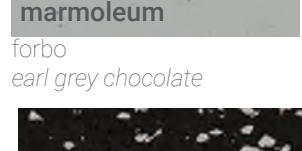
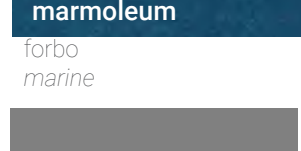
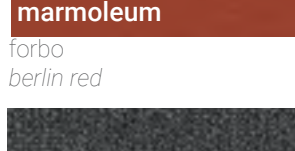
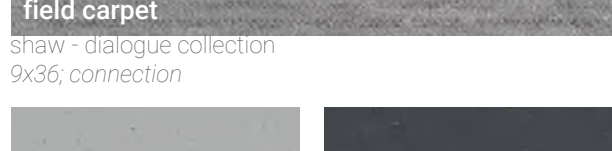
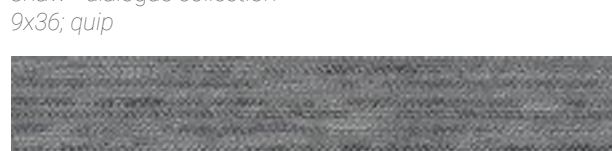
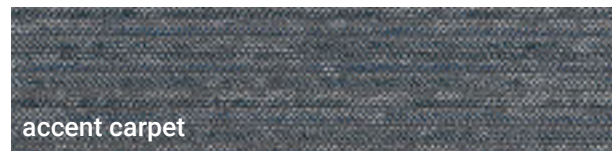
Whether its the rich history of the **Lakota tribe** or the deep roots of the **military**, the interiors pay tribute to *the people and the land*; what makes Douglas, Douglas.

Bright patriotic colors will inspire excitement and camaraderie in the gym space while muted jewel tones bring warmth to the education wings.

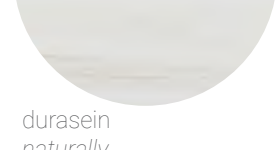
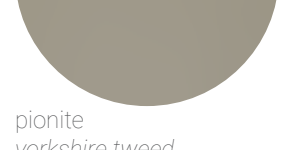
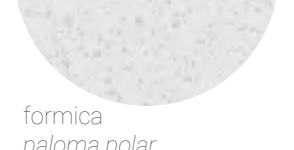
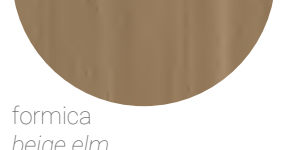
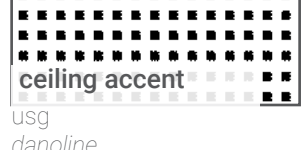
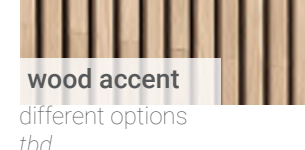
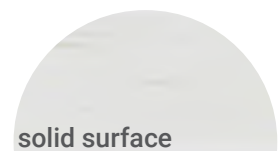
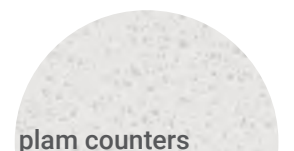
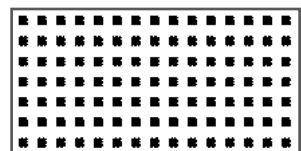
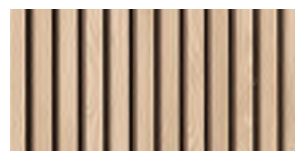
The repetition of **angled geometry** mimics the forms of the black hills in the distance and open up to reveal moments of **respect** for the community of Douglas. These moments will *pay homage* to the Lakota Tribe and Military Servicemen and women through the use of **graphic images, symbolism, and language**.



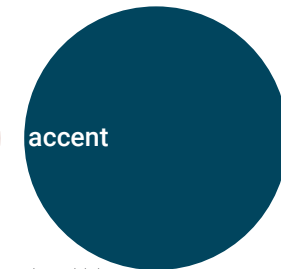
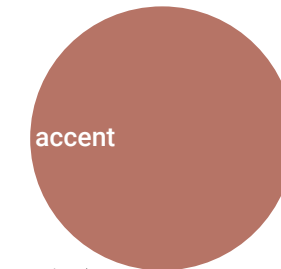
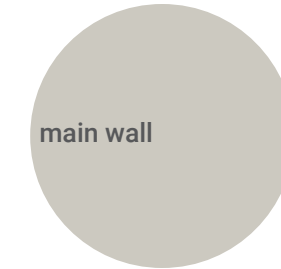
flooring



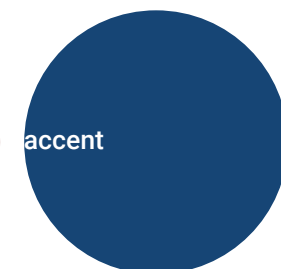
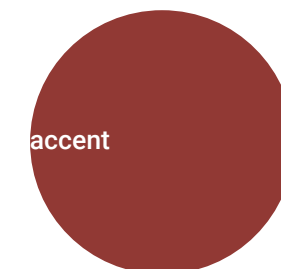
ceilings



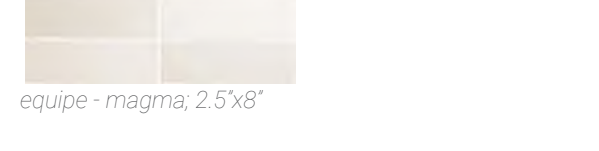
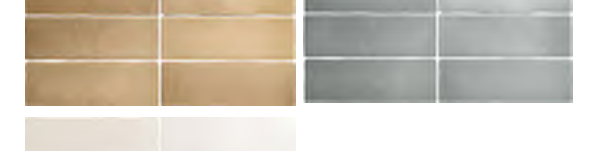
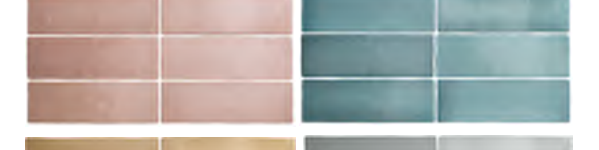
paint

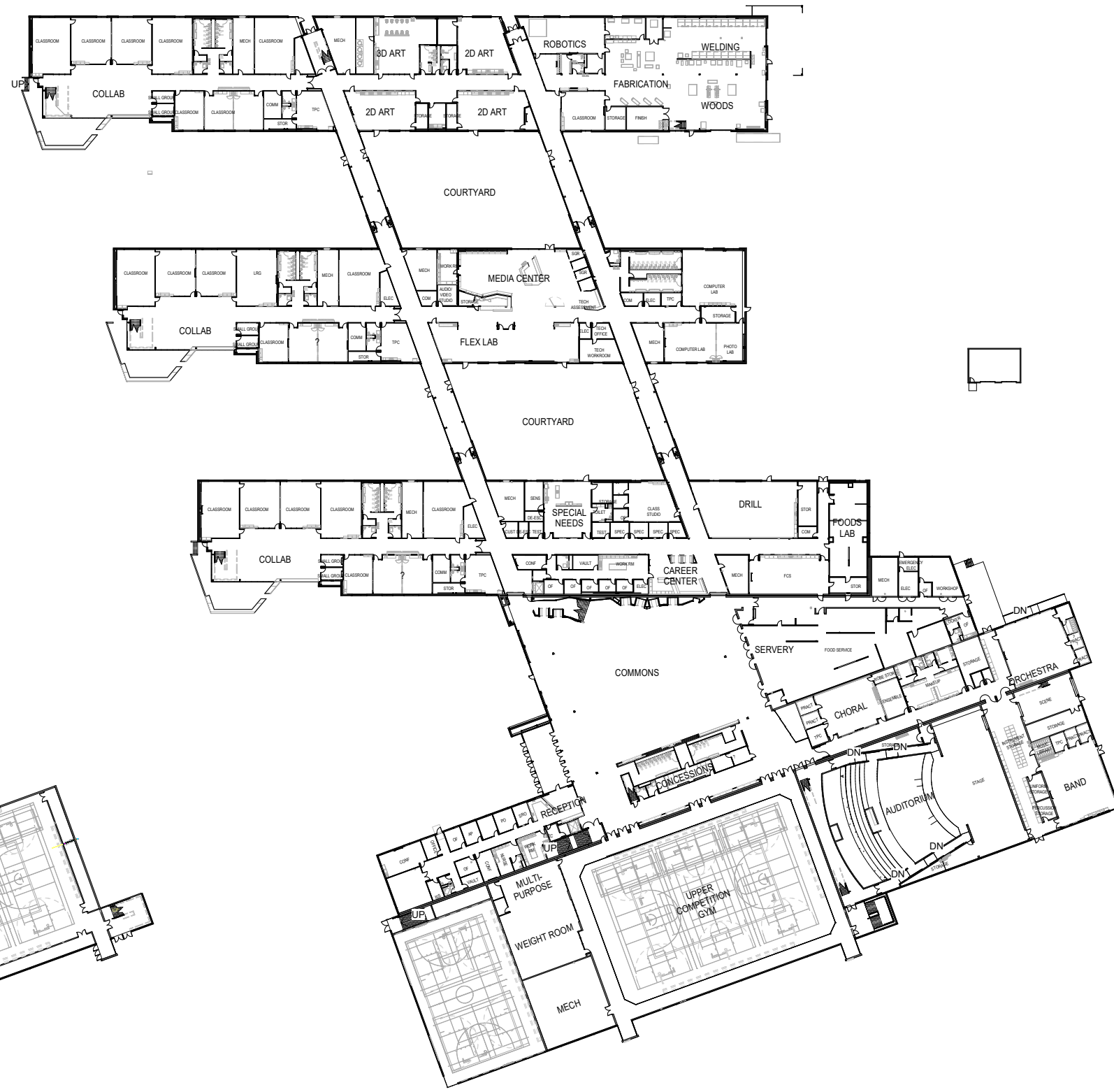


school colors

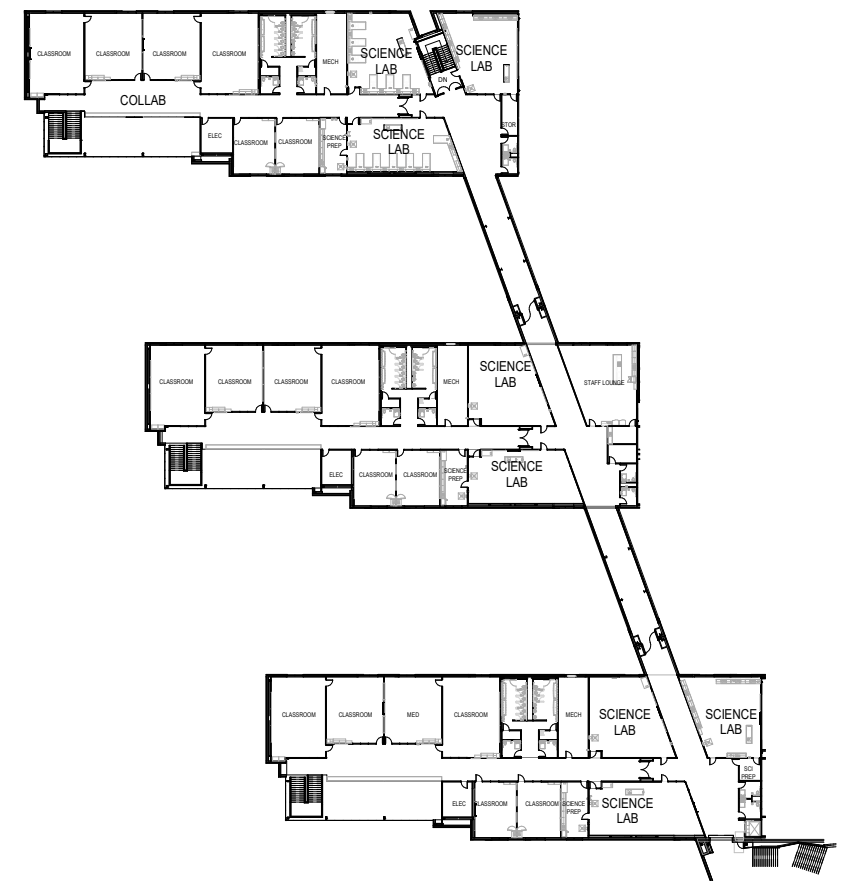


wall tile

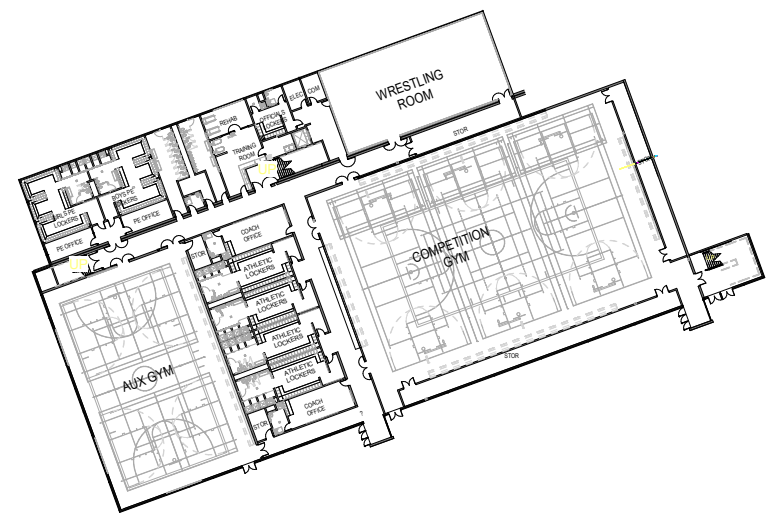




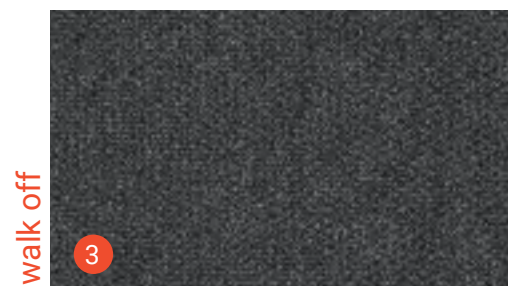
Ⓝ FIRST LEVEL



Ⓝ SECOND LEVEL



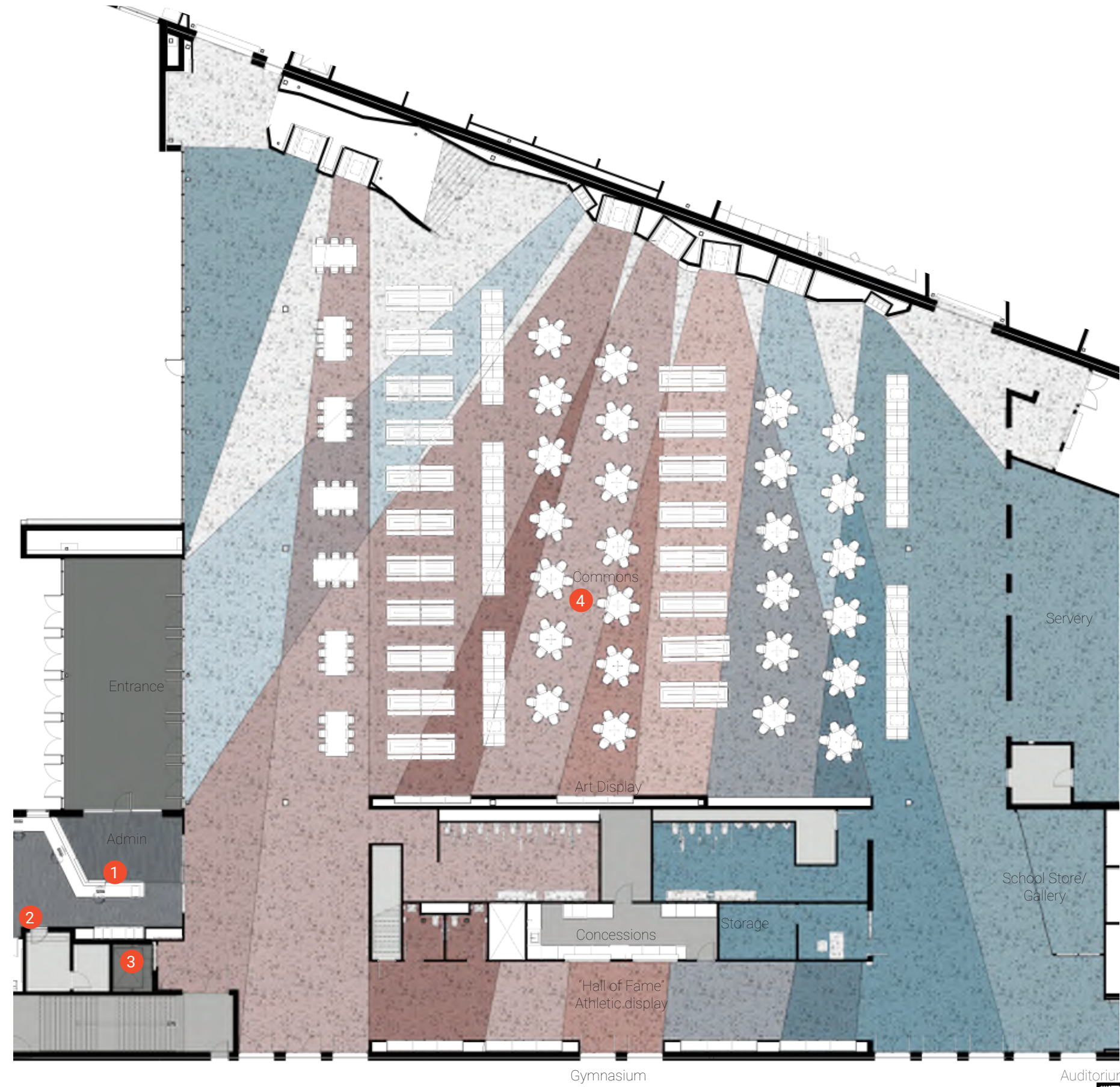
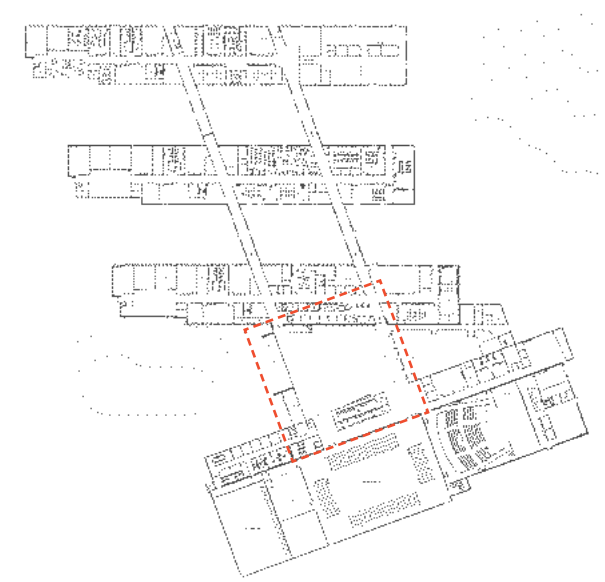
Ⓝ LOWER LEVEL



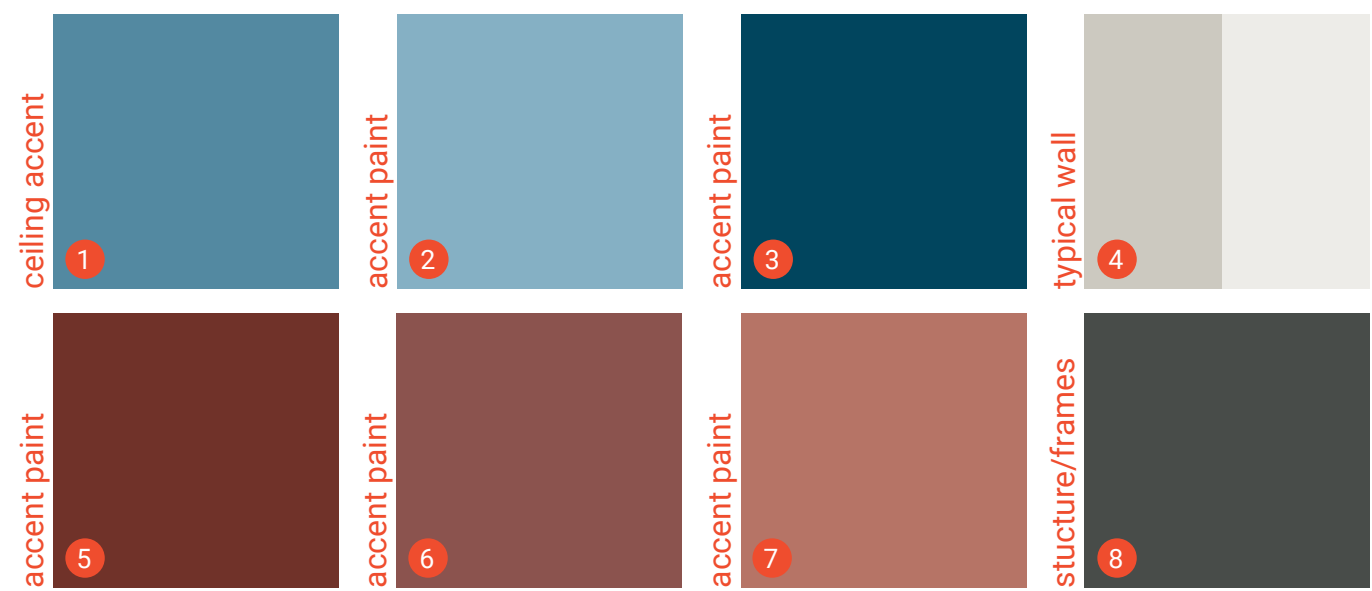
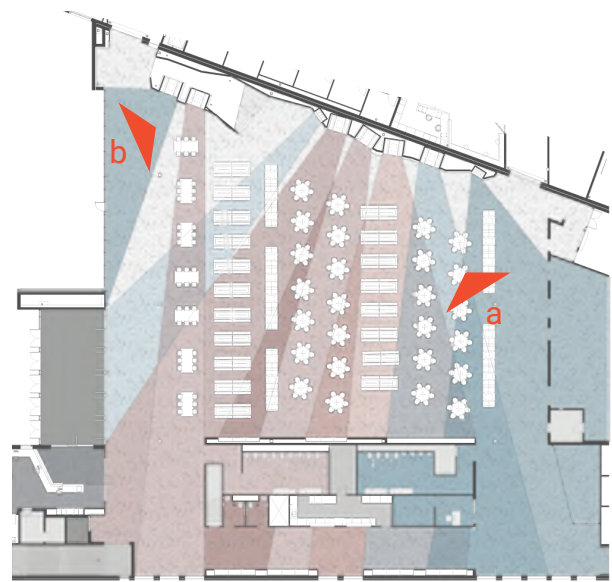
accent carpet

accent carpet

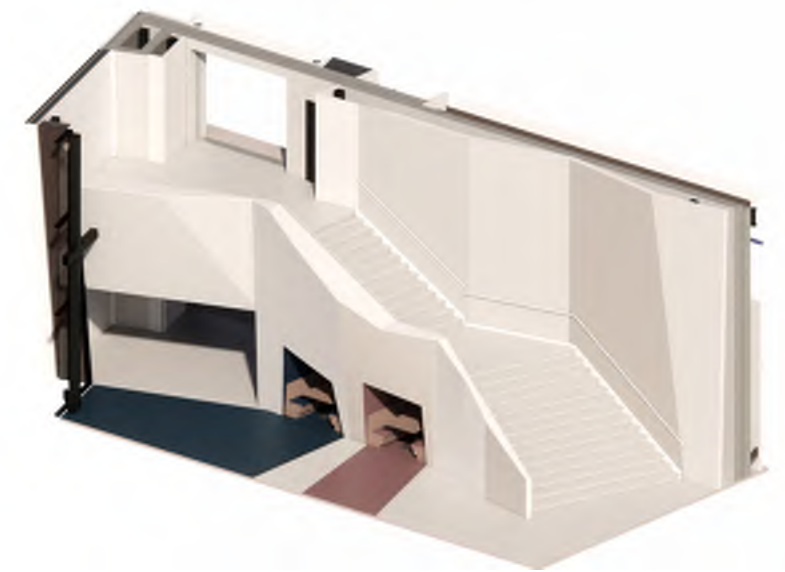
walk off



custom terrazzo



view b - understair

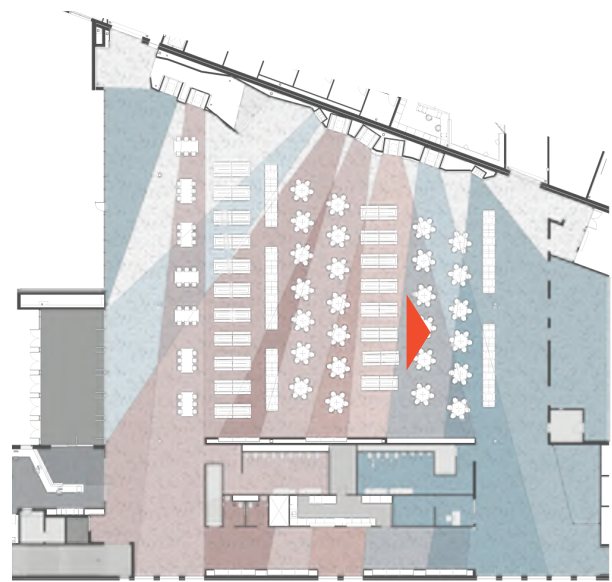




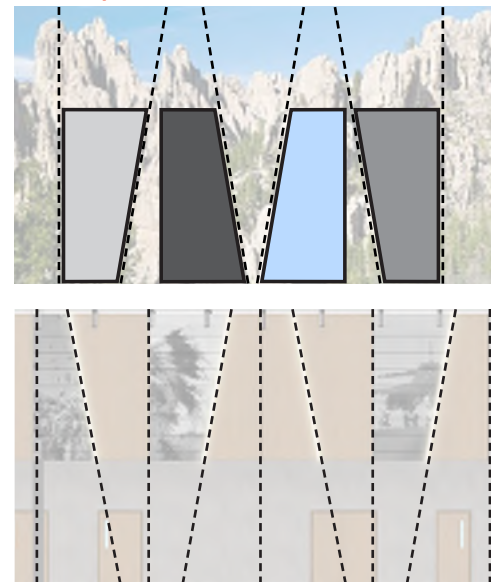
Academic wing

Servery

Performing Arts Wing



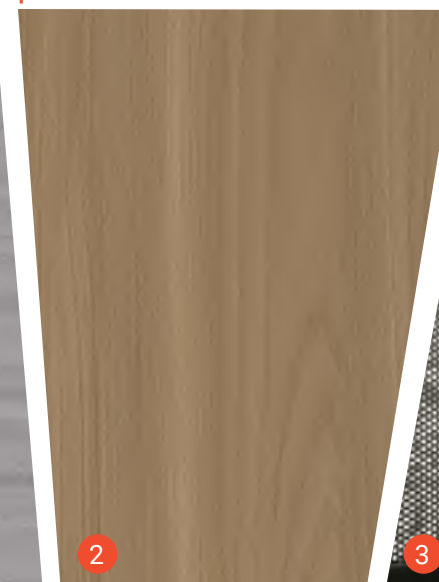
conceptual form



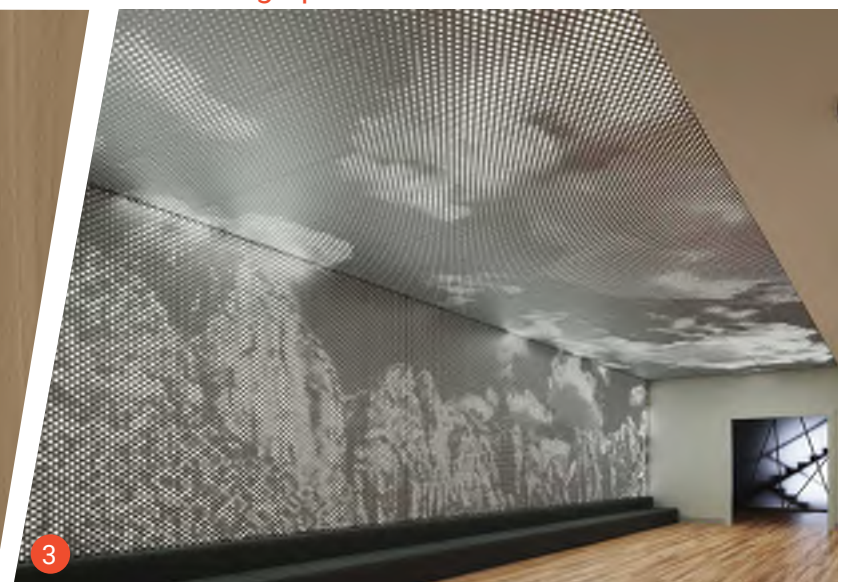
tile accent

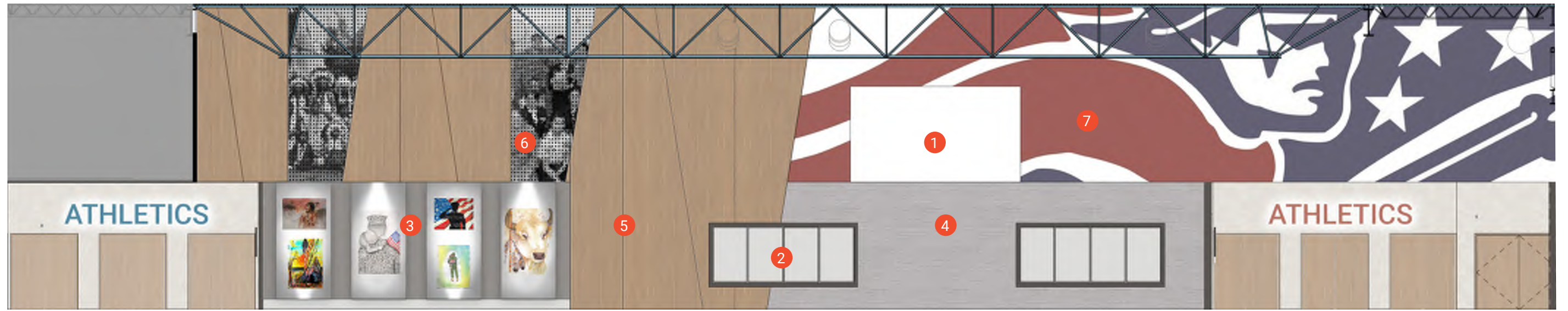


perforated wood accent



acoustic graphic



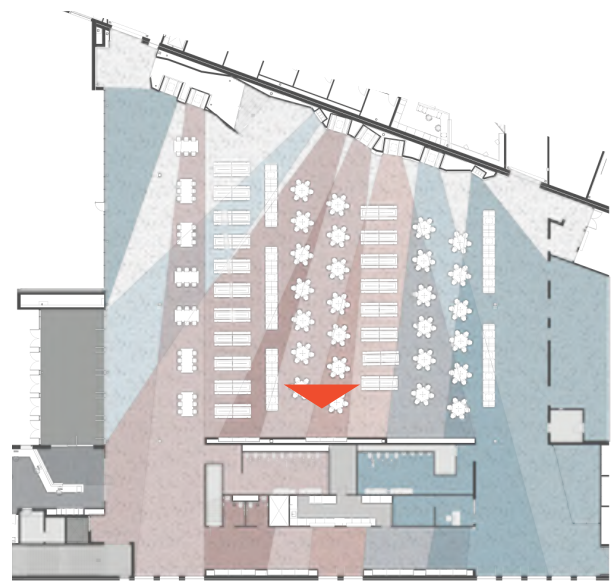


Auditorium

Display

Commons

Gymnasium



- 1 video feature wall 16' x 9'
- 2 display cases

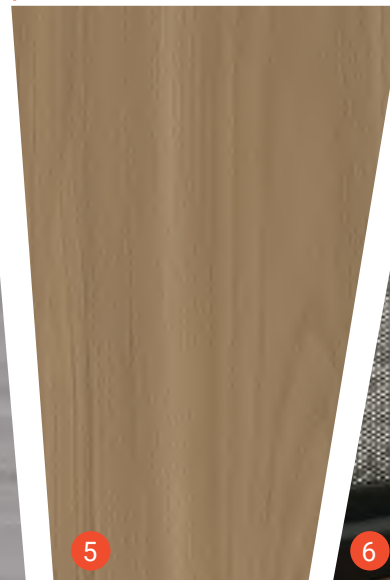
display



tile accent



perforated wood accent



acoustic graphic



graphic/branding





ceiling accent
1

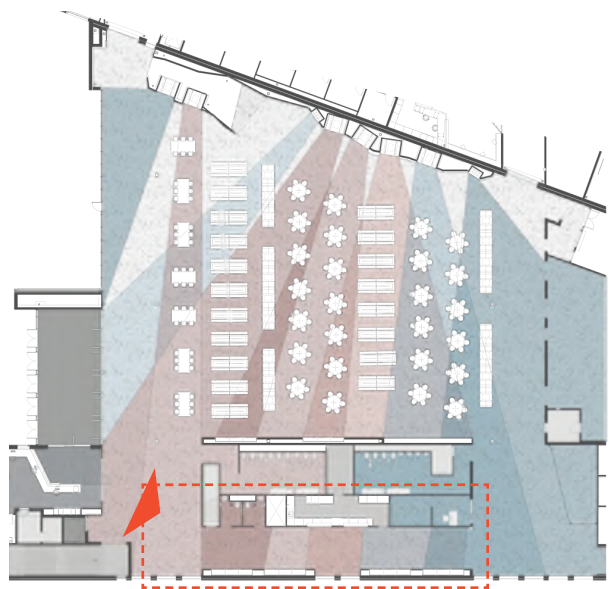
ceiling accent
2

casework/doors
3

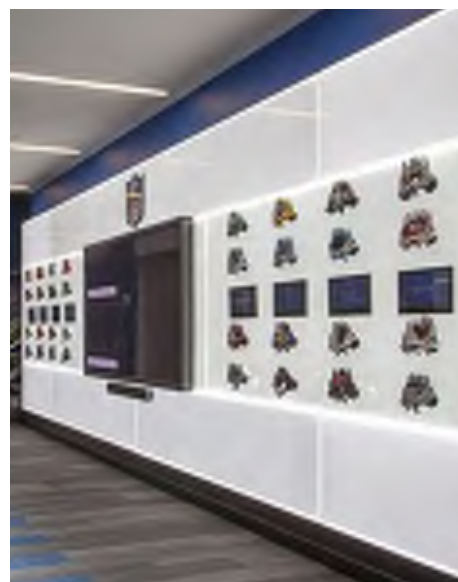
accent tile
4

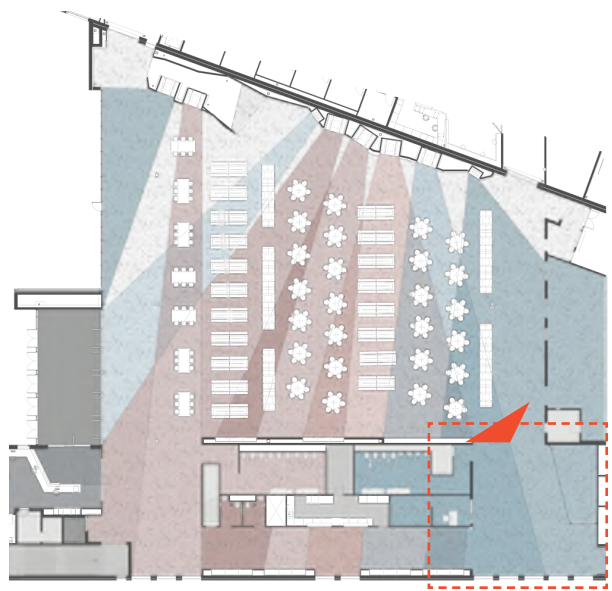
accent tile
5

dim. letters
6



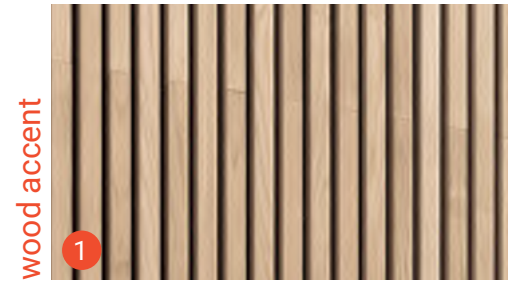
athletics digital + physical display

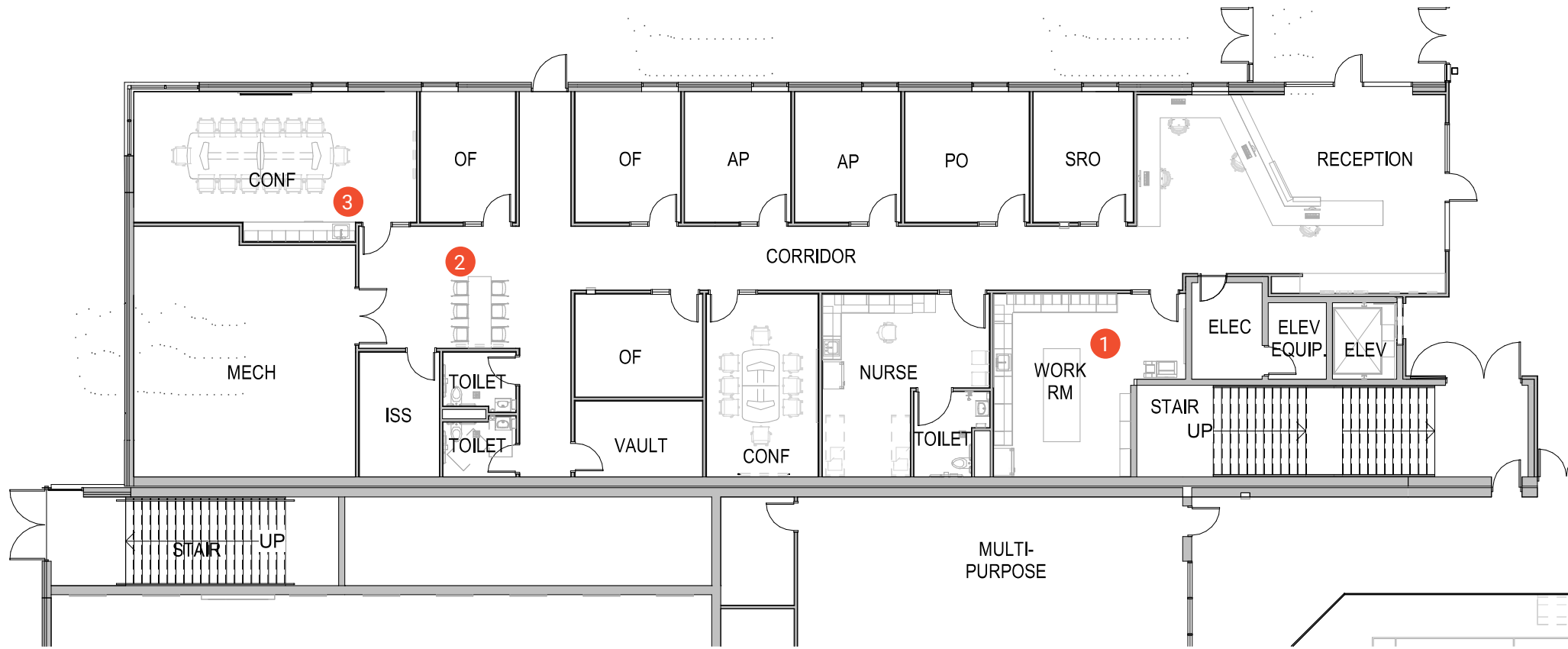




dual purpose school store + gallery



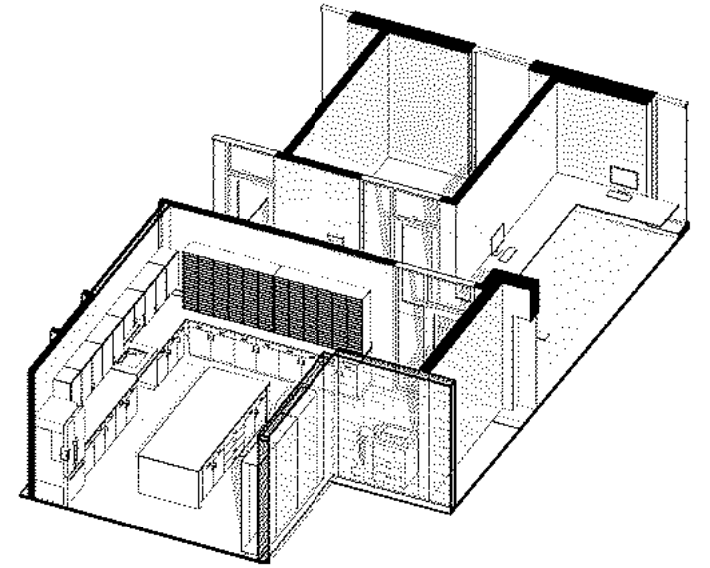
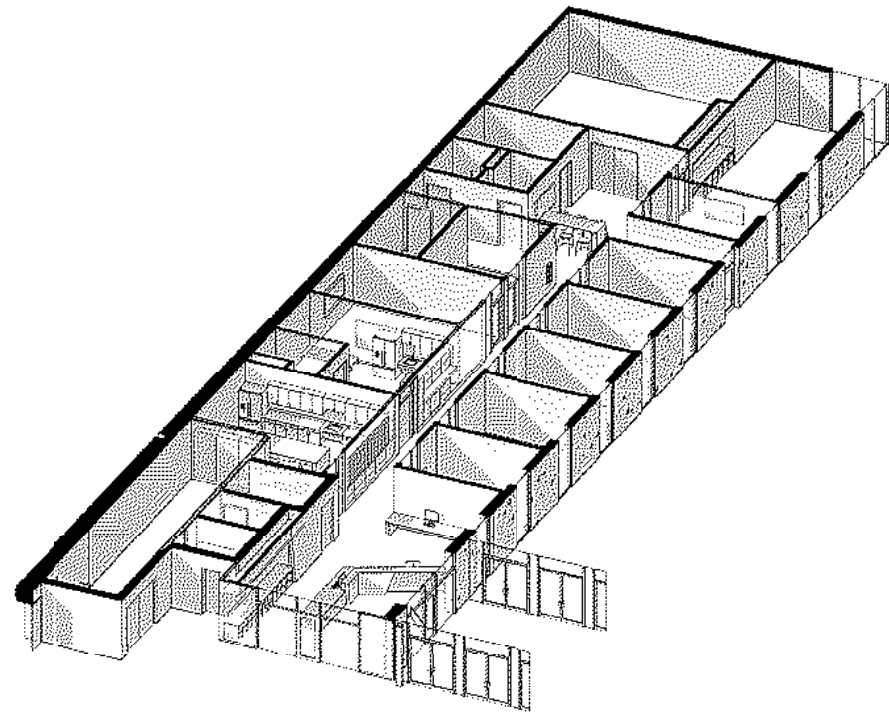




ADMIN

1/16" = 1'-0"

admin axon

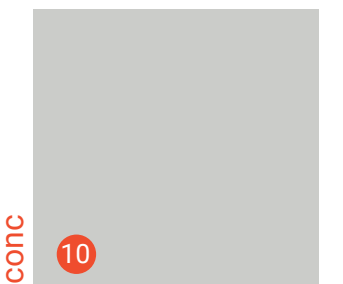
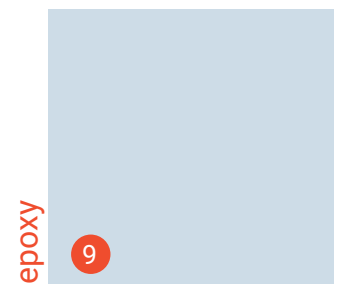
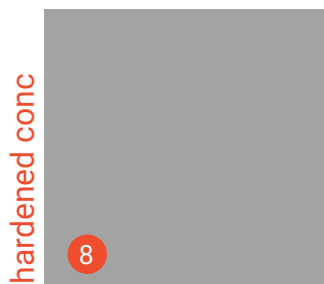
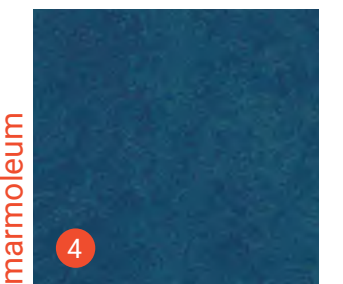
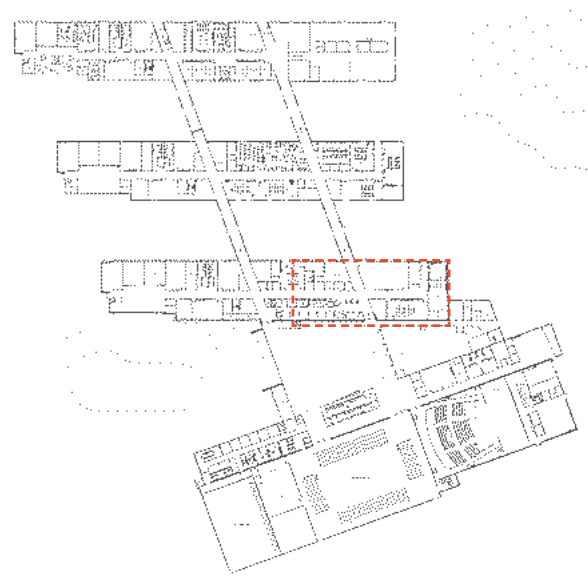


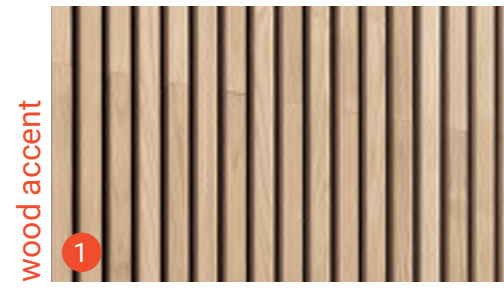
1 work room

2 touch down point

3 conference room casework







wood accent

1



ceiling accent

2



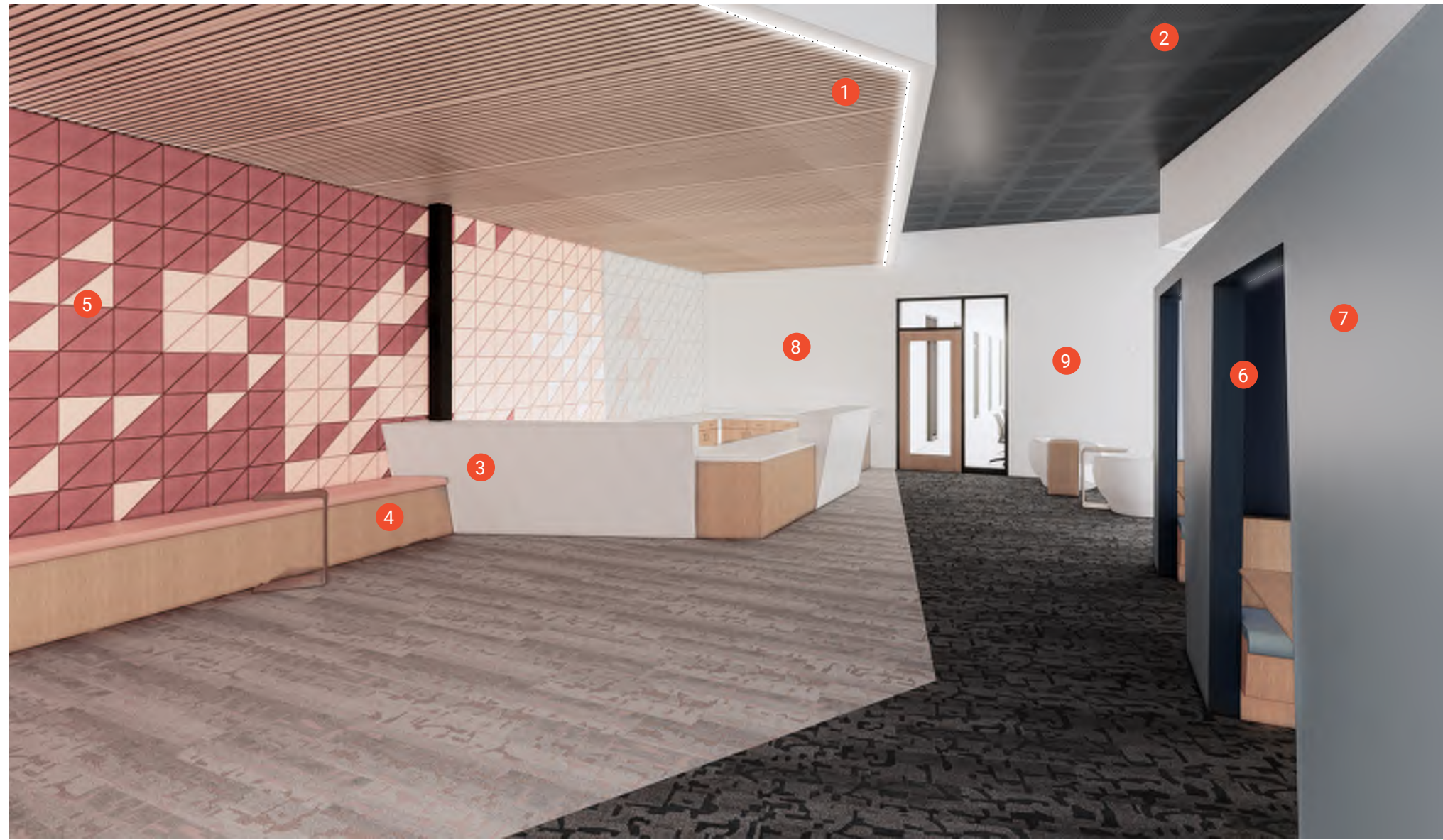
ssm

3



casework/doors

4



1

2

5

8

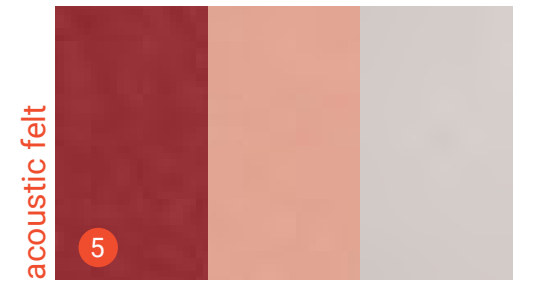
3

4

9

7

6



acoustic felt

5



accent paint

6



accent paint

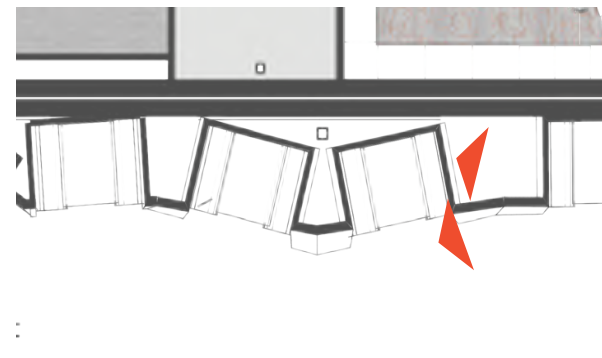
7

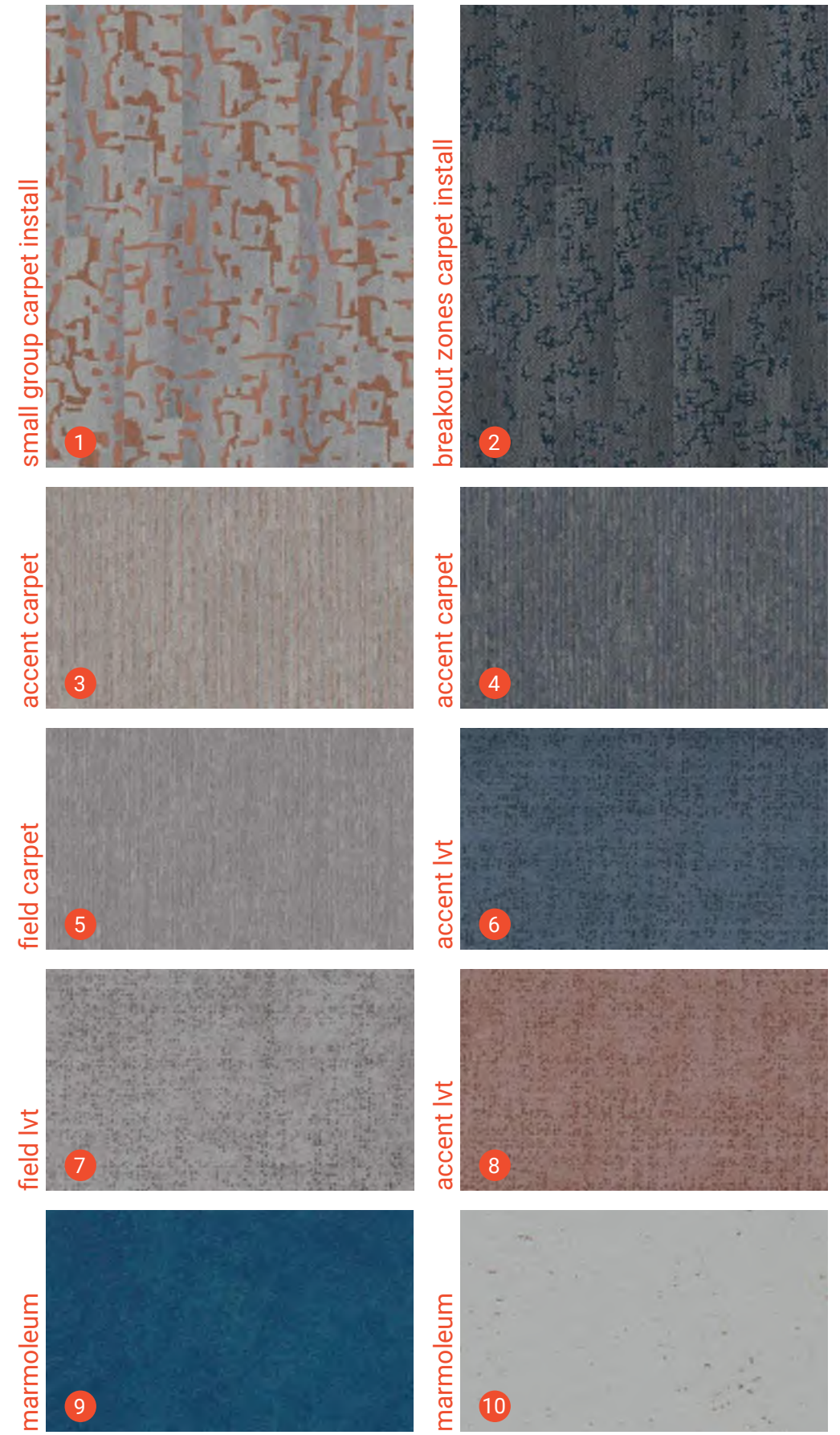
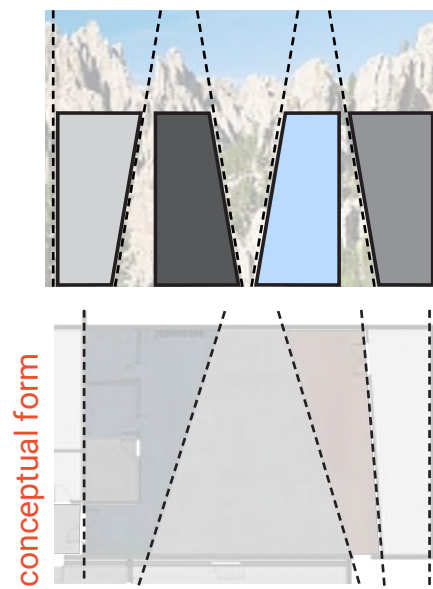
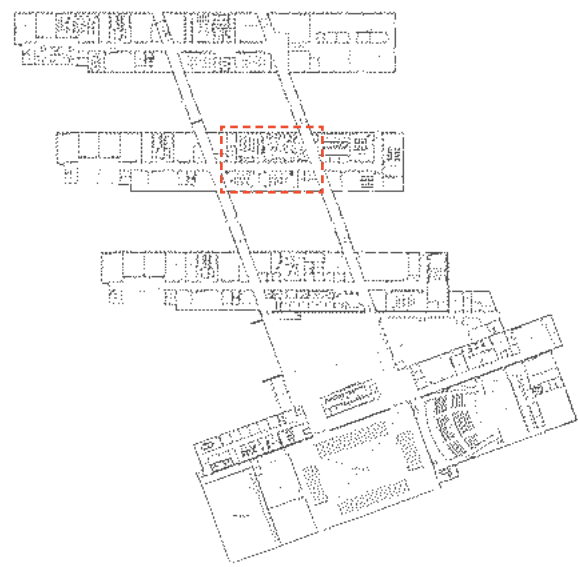
8 graphic/branding

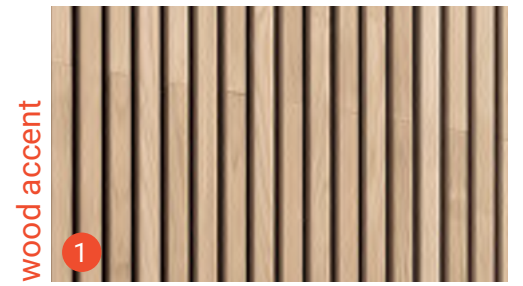


typical wall

9







wood accent
1



ceiling accent
2



casework/doors
3



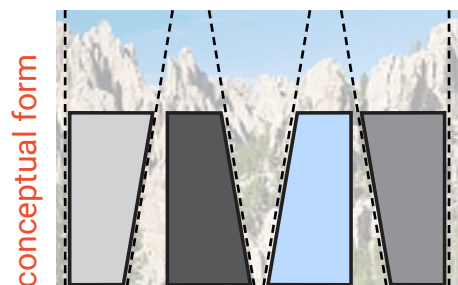
typical wall
4



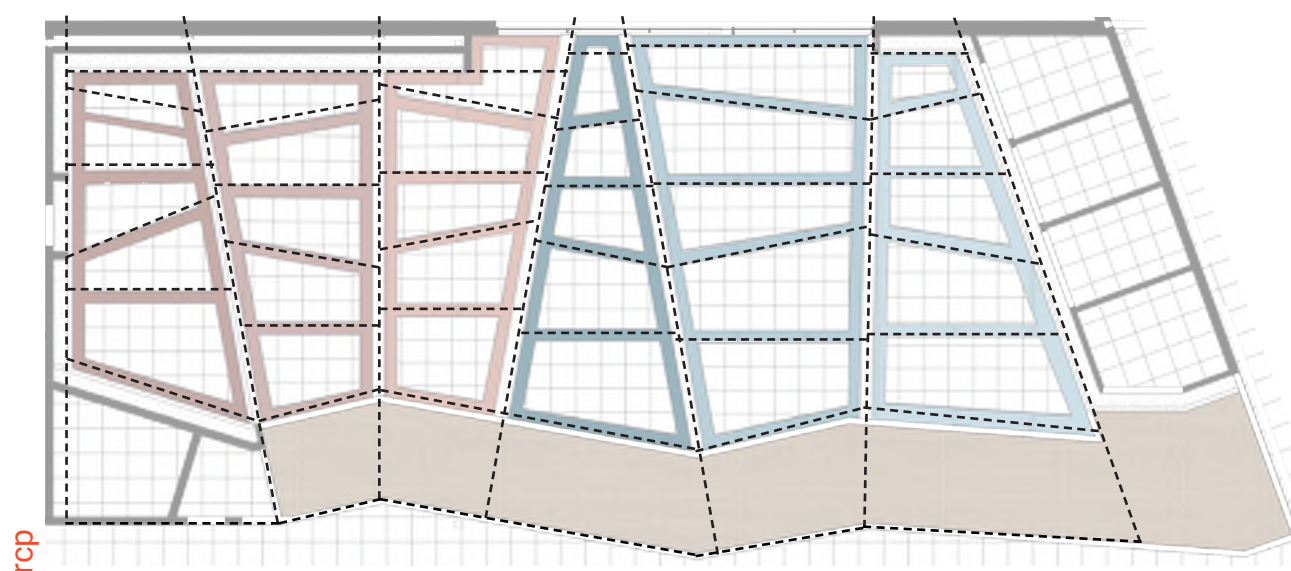
ssm
5



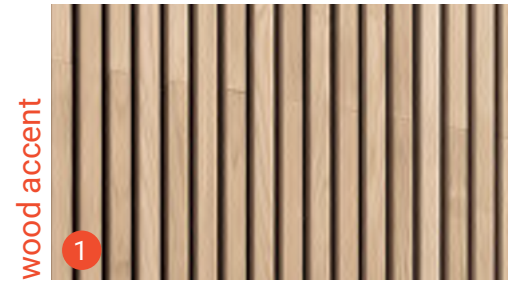
structure/frames
6



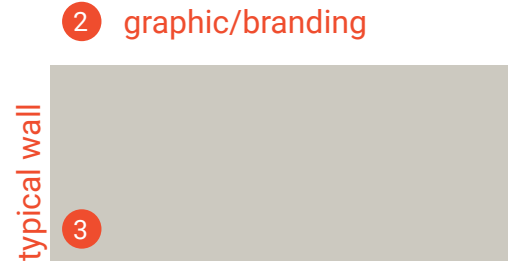
conceptual form



rCP



wood accent
1



2 graphic/branding
typical wall
3



casework/doors
4



accent paint
5

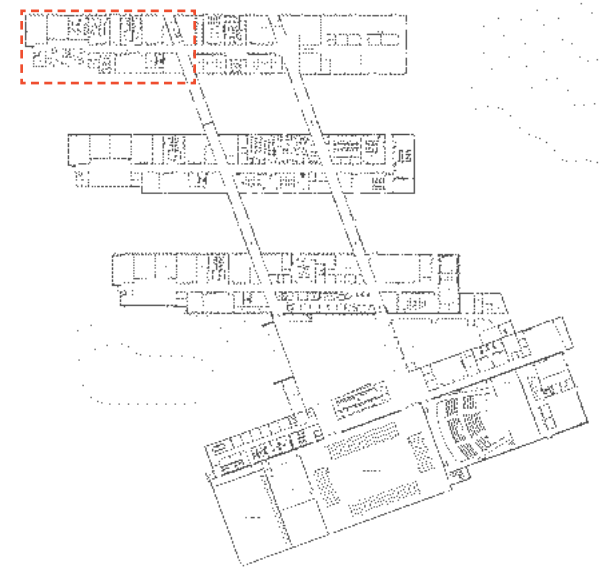
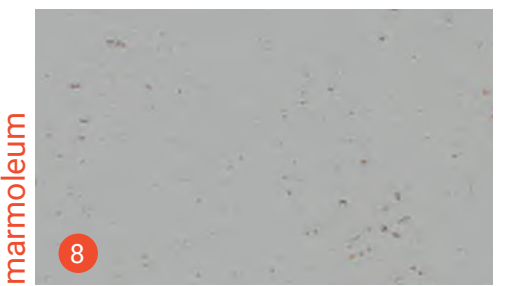
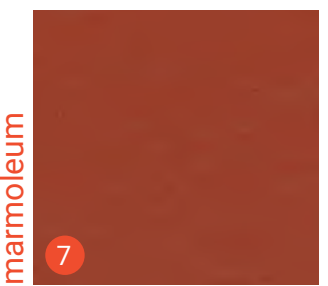
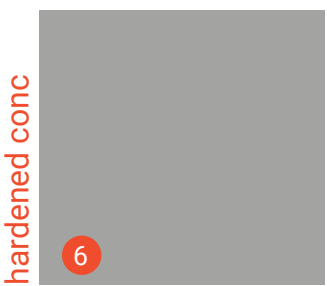
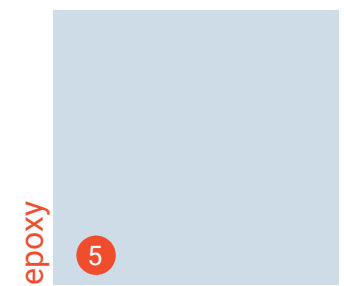
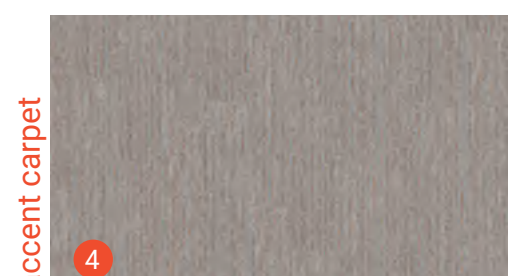
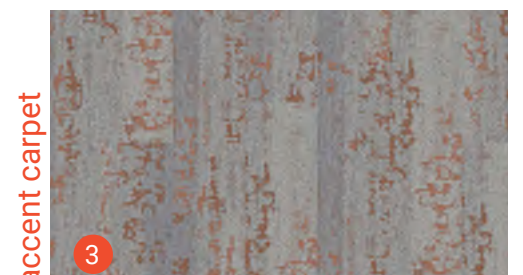


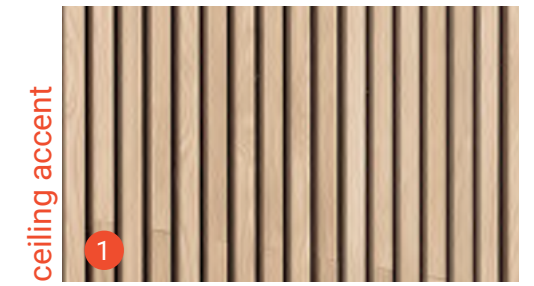
ssm
6



structure/frames
7







ceiling accent
1



art display
2

3 graphic/branding



typical wall
4



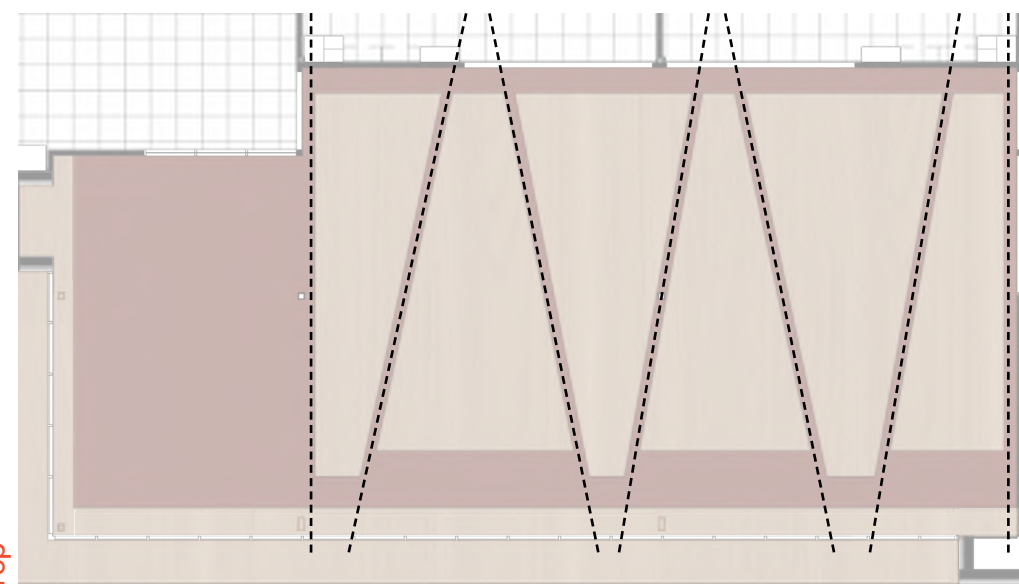
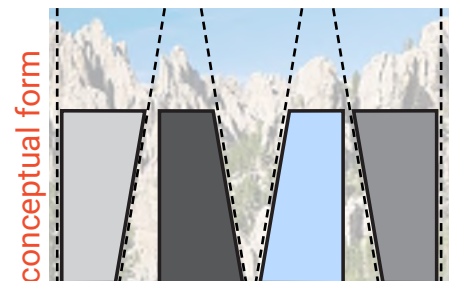
accent wood/doors
5



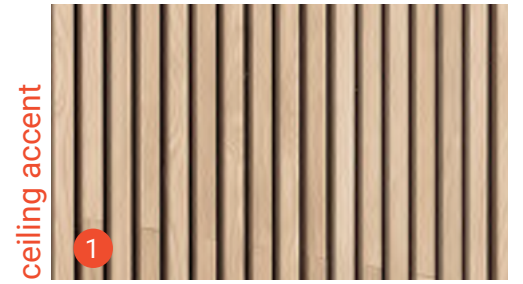
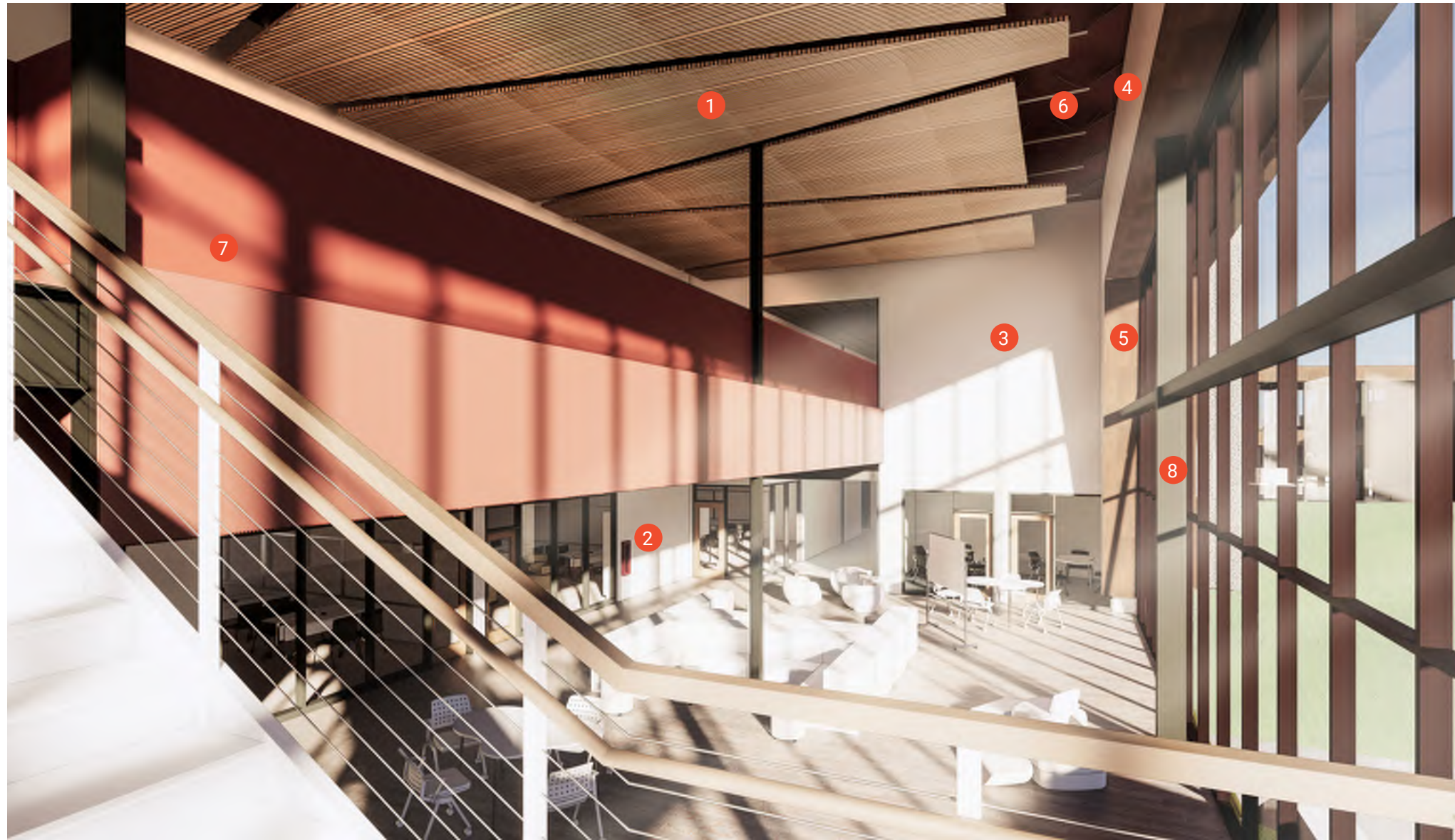
accent paint
6



structure/frames
8



railing inspo
7



ceiling accent
1



art display
2

3 graphic/branding



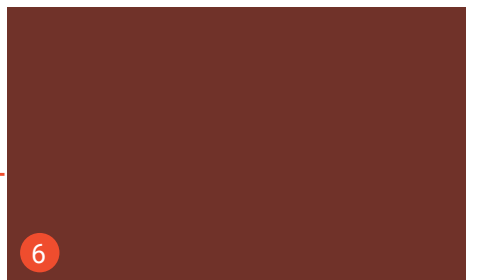
typical wall
4



accent wood/doors
5



railing inspo
7

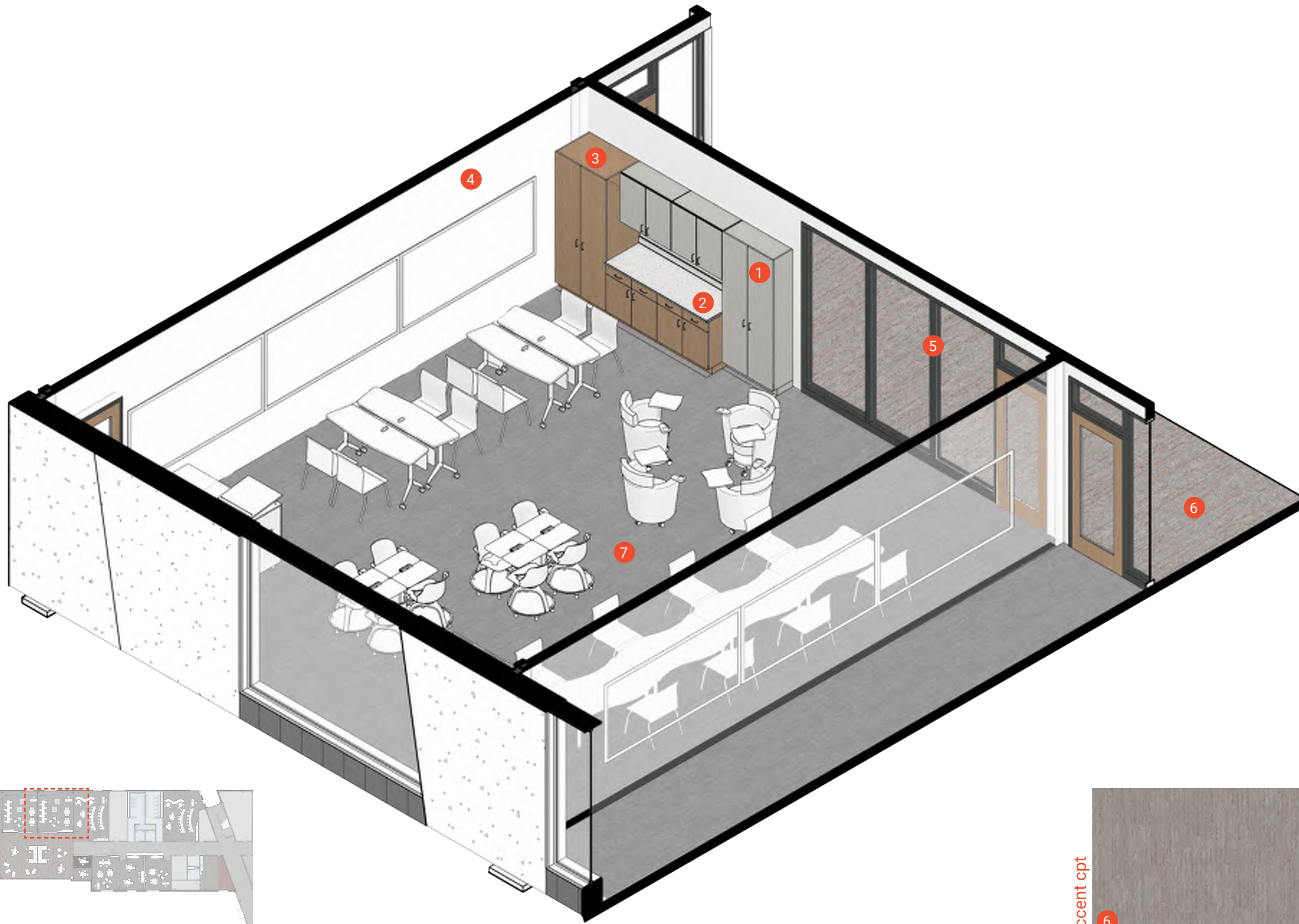


accent paint
6



structure/frames
8

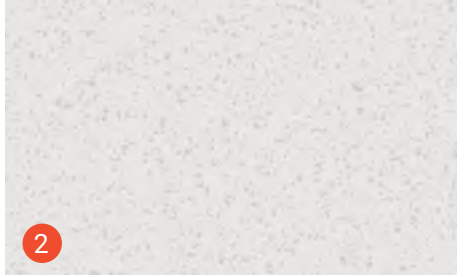




upper casework



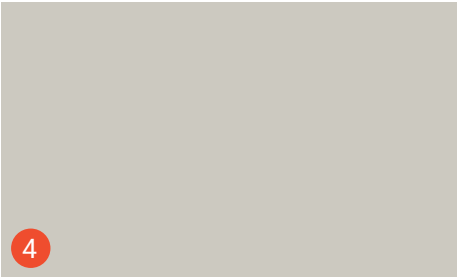
counters



lowers/doors



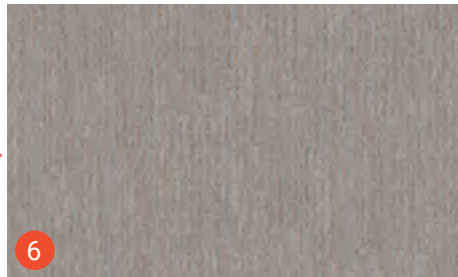
typ walls



hm frames

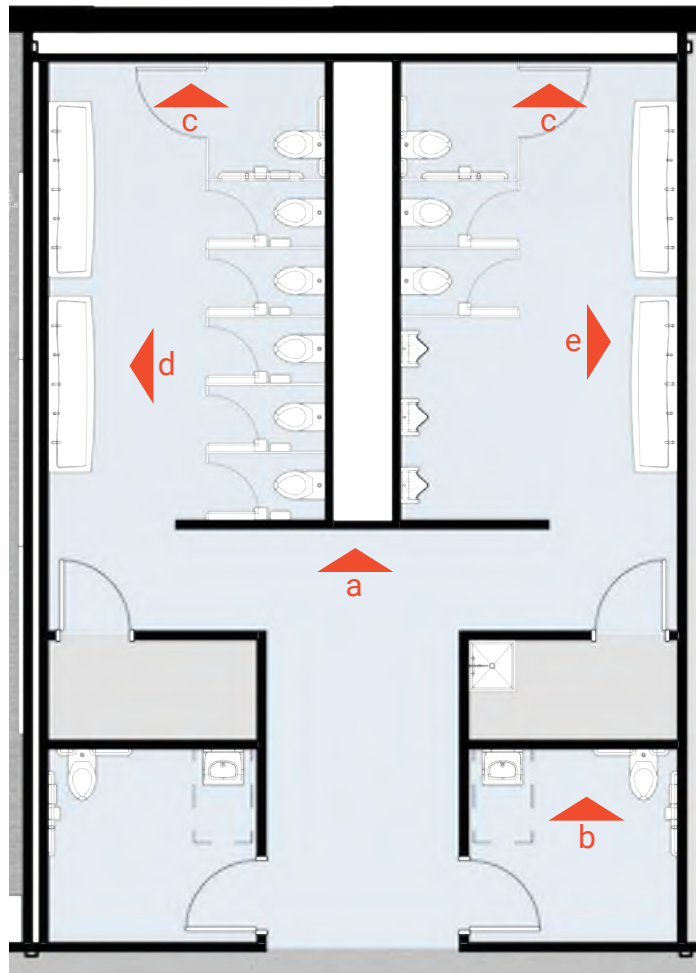


accent cpt

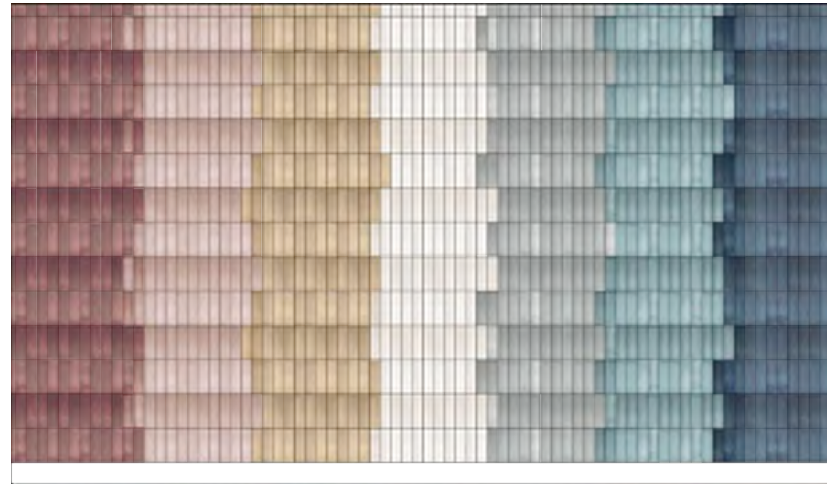


classroom cpt

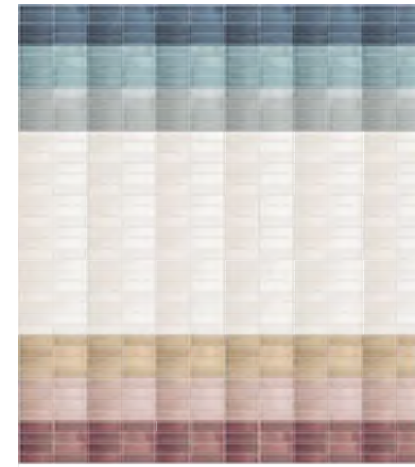




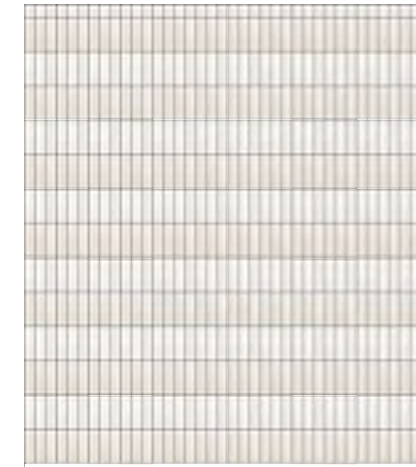
typical restroom floor plan



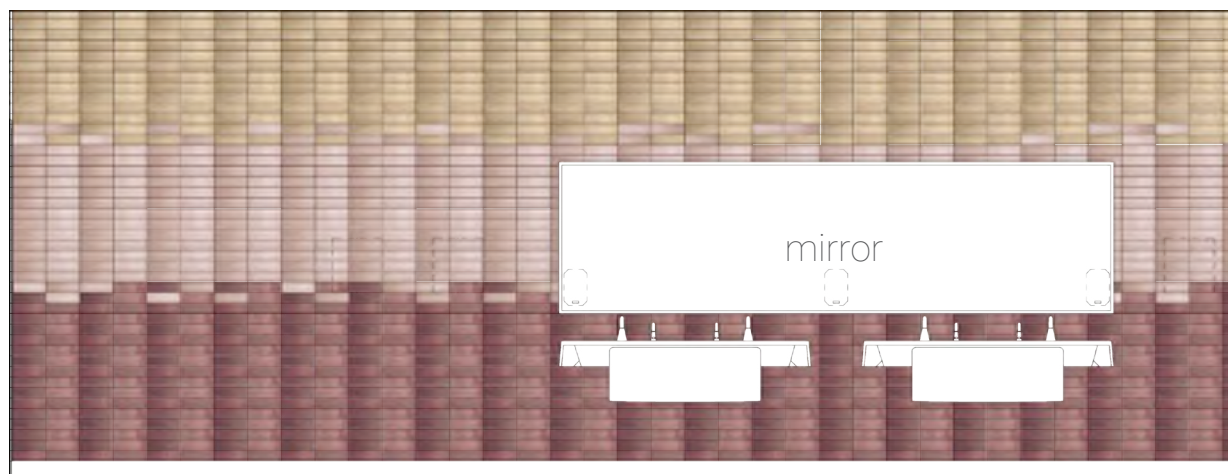
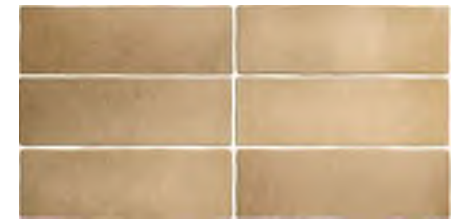
view a - vestibule



view b - single restroom



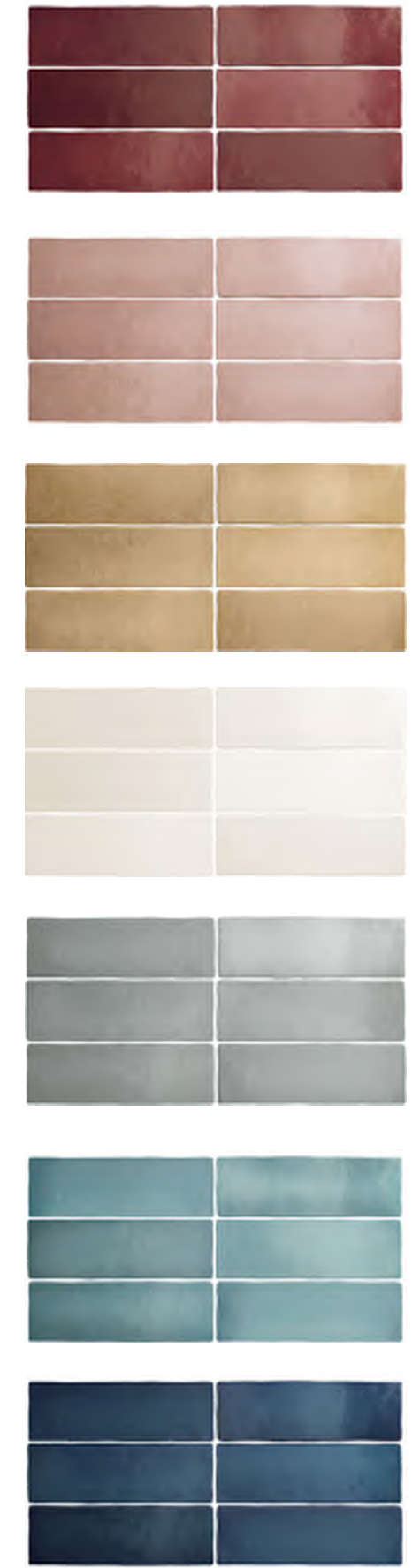
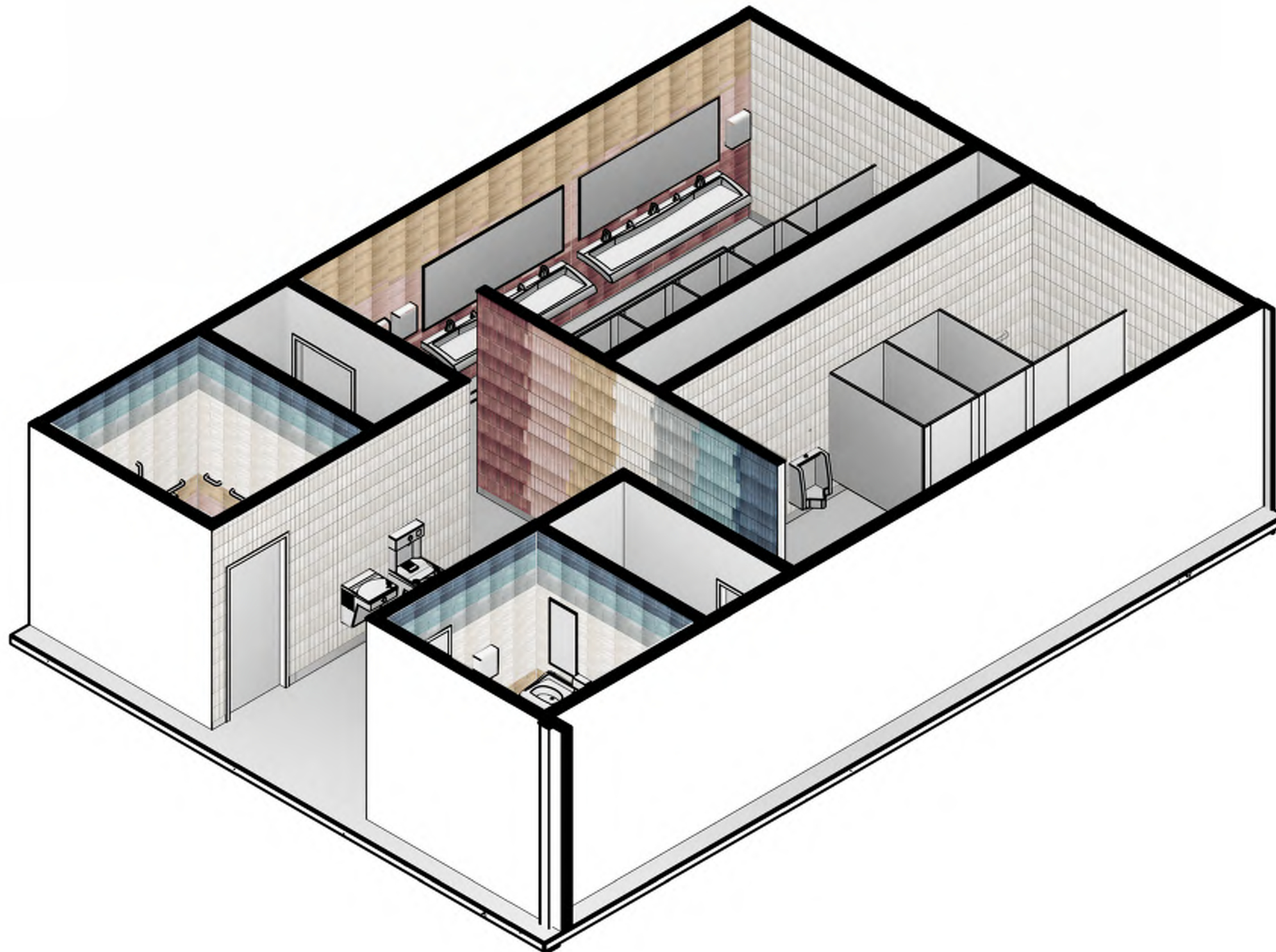
view c - field tile

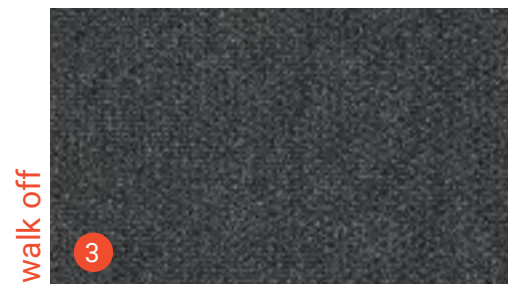
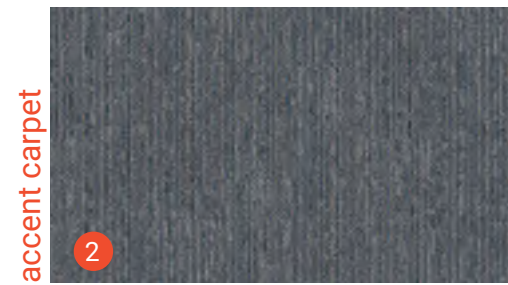


view d - women's restroom



view e - men's restroom

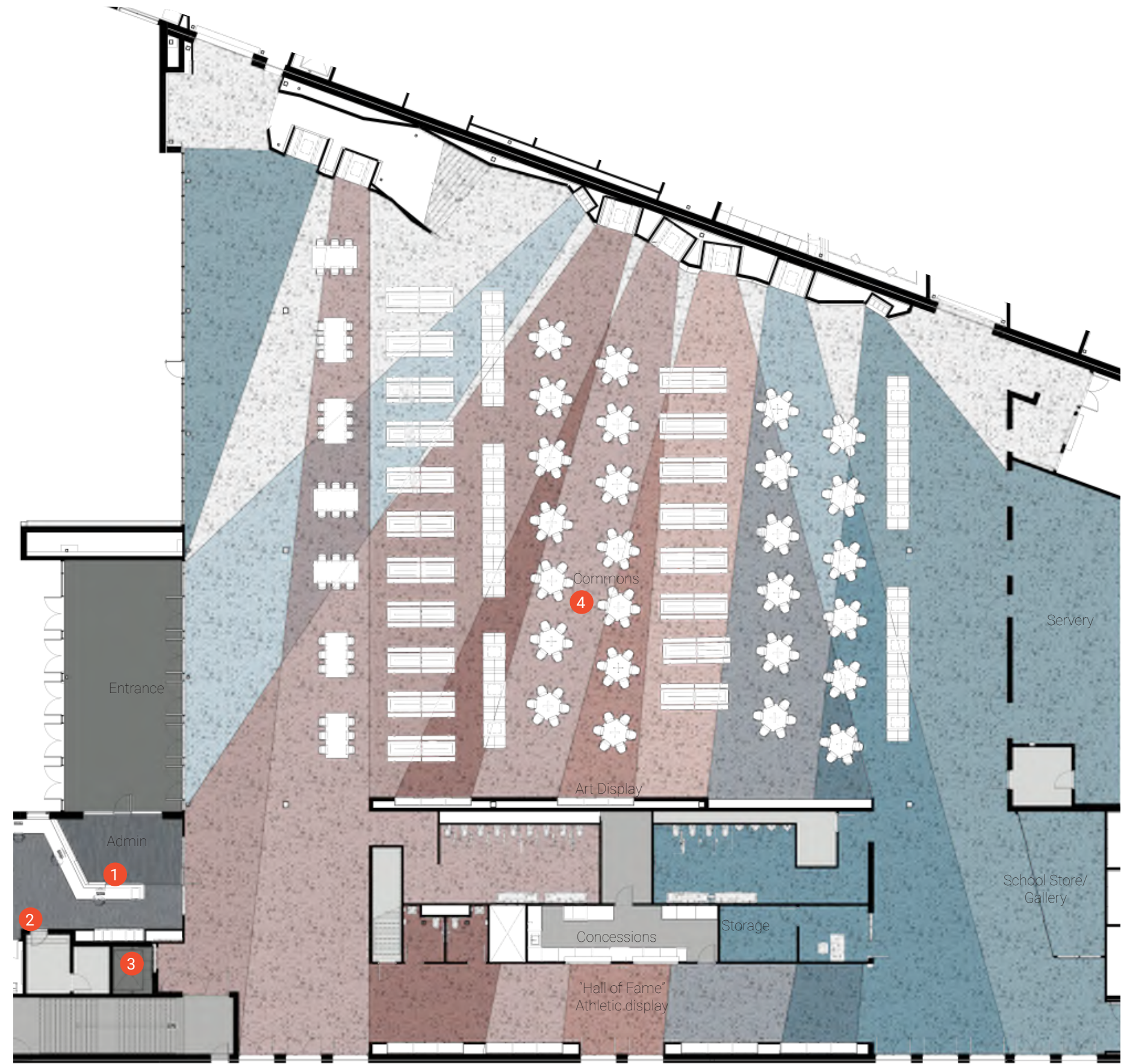
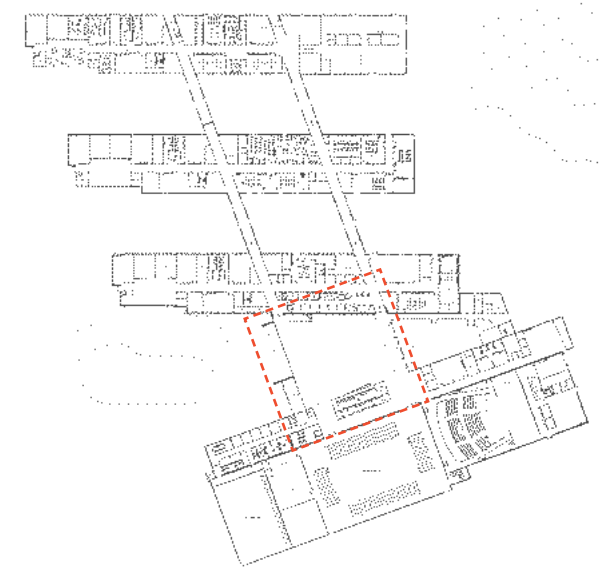




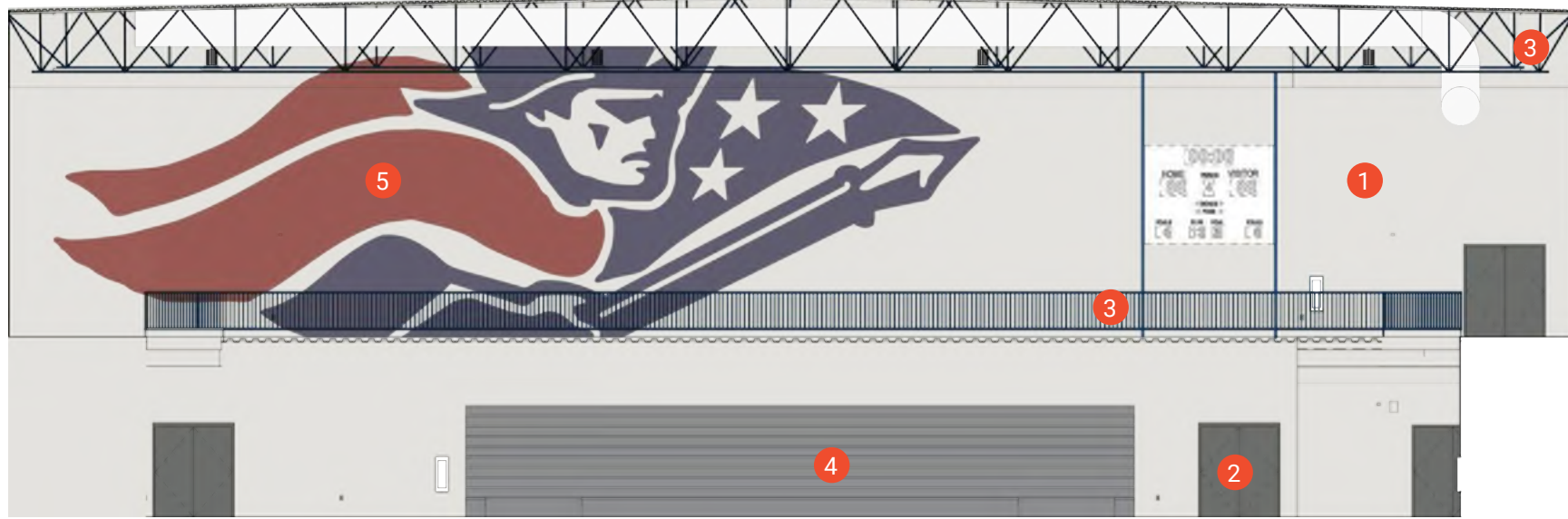
accent carpet

accent carpet

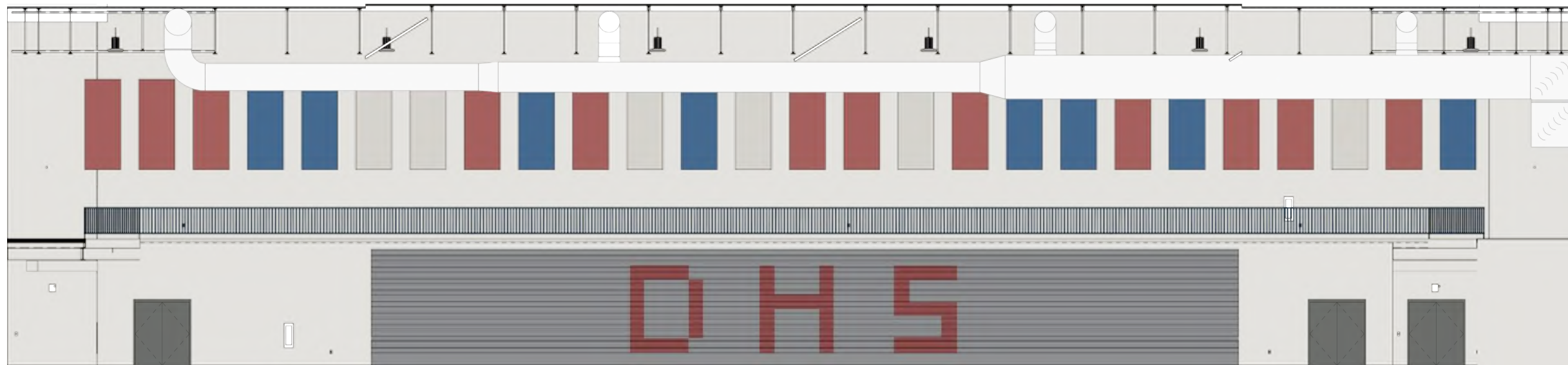
walk off



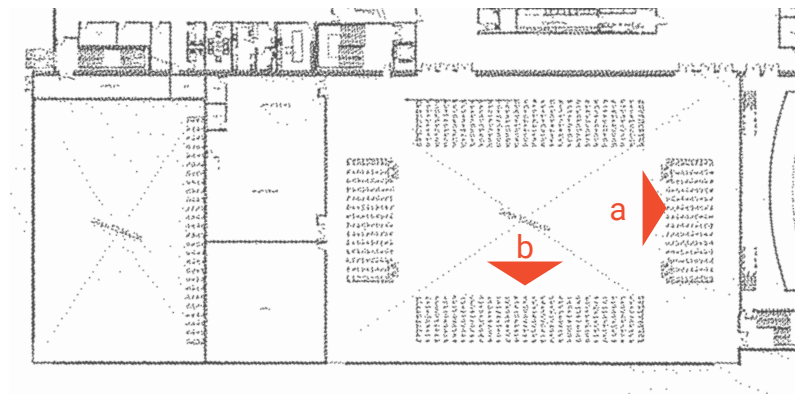
custom terrazzo



view a - east elevation



view b - south elevation



5 wall mural





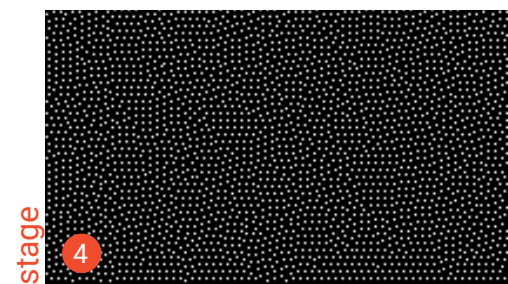
marmoleum
1



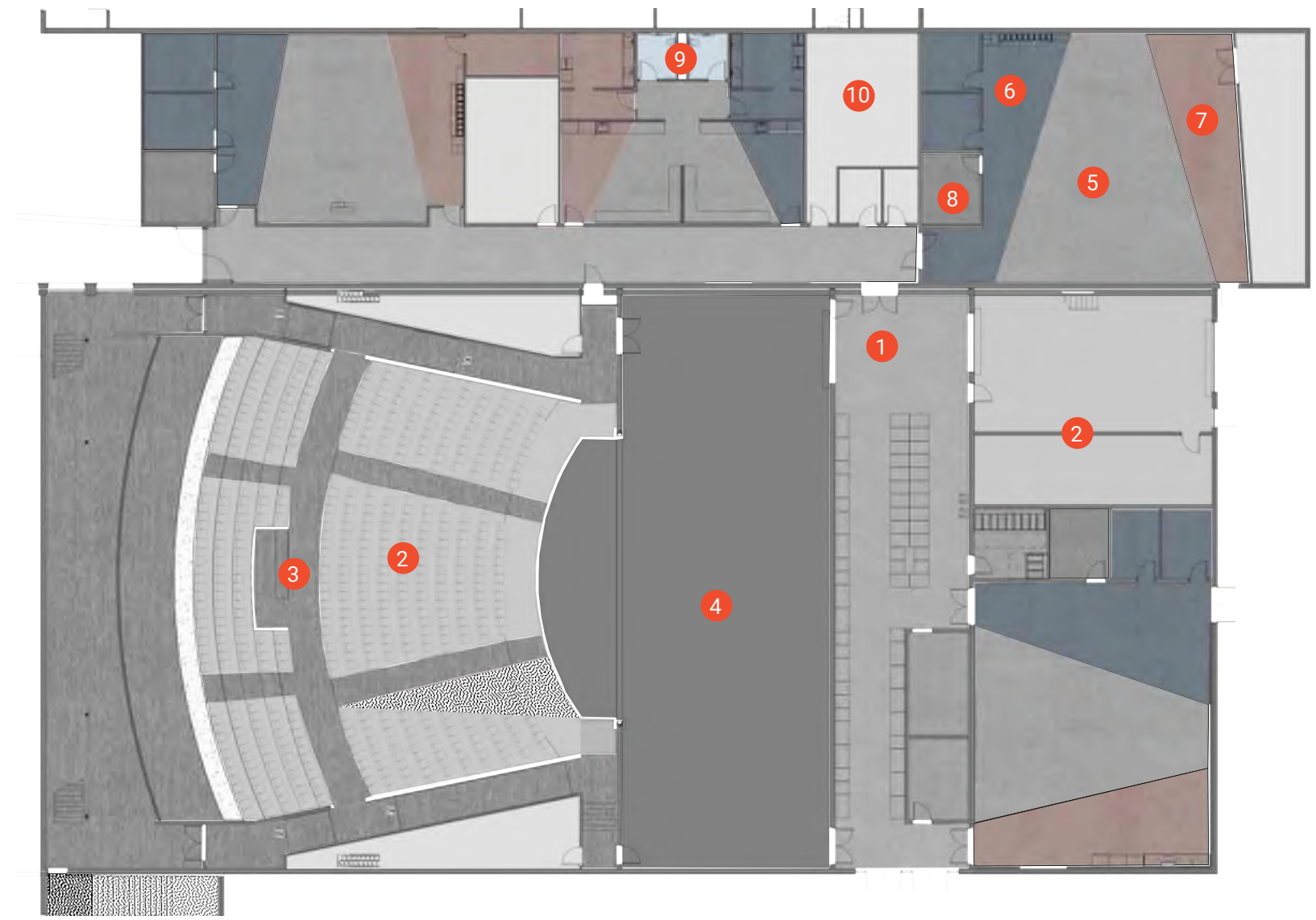
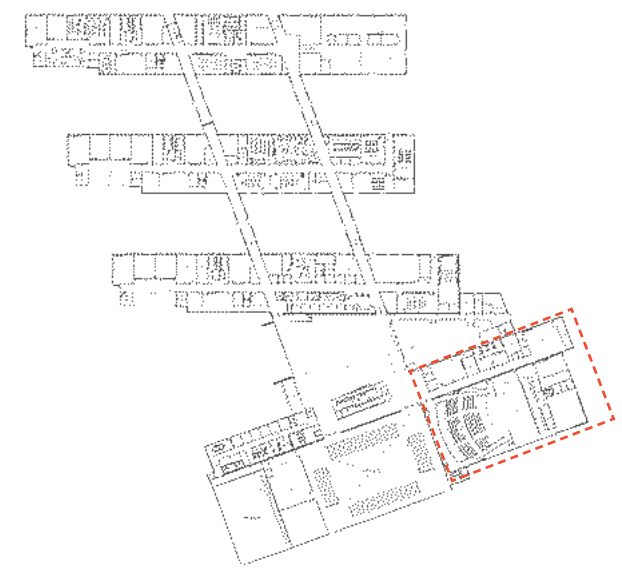
hardened conc
2



carpet install
3



stage
4



field lvt
5



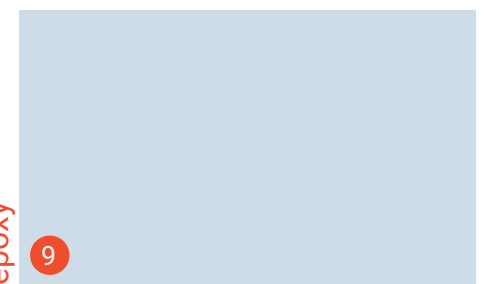
accent lvt
6



accent lvt
7



field carpet
8



epoxy
9



sealed conc
10

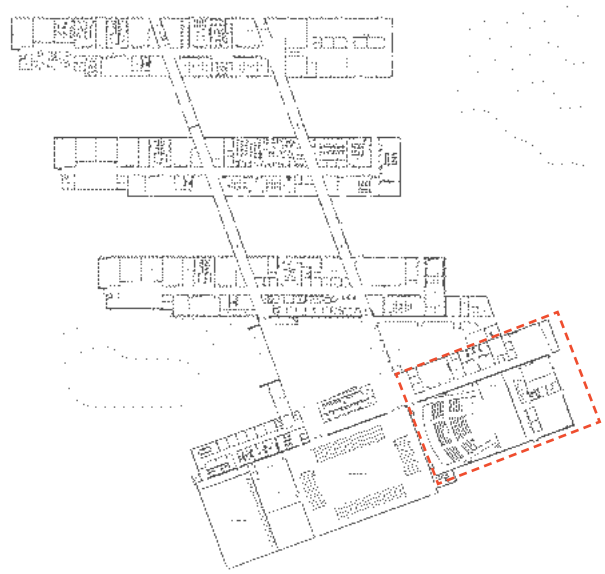
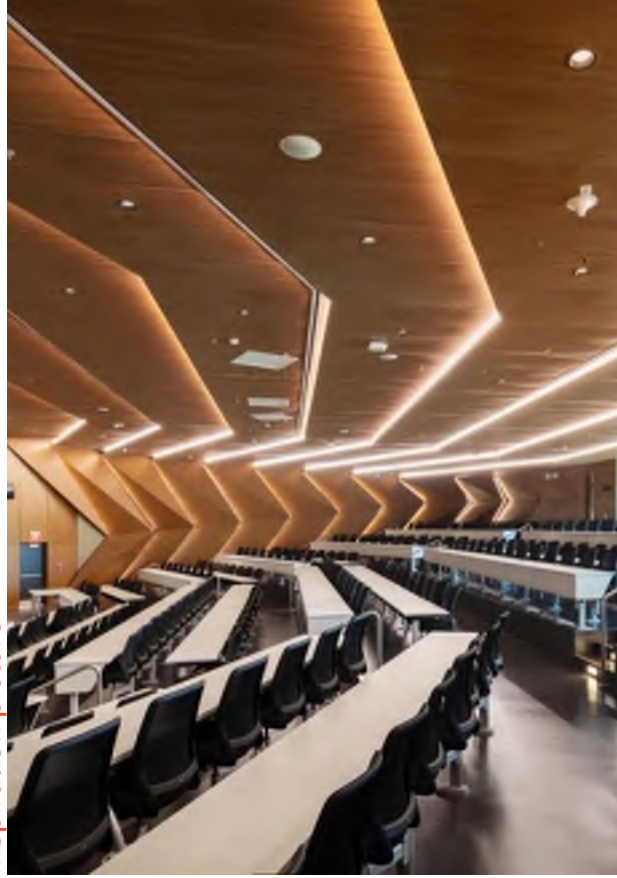
inspiration picture



inspiration picture



inspiration picture



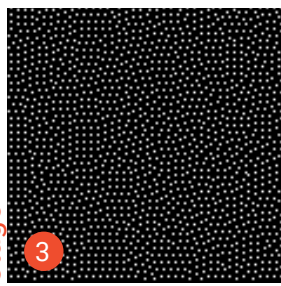
carpet install



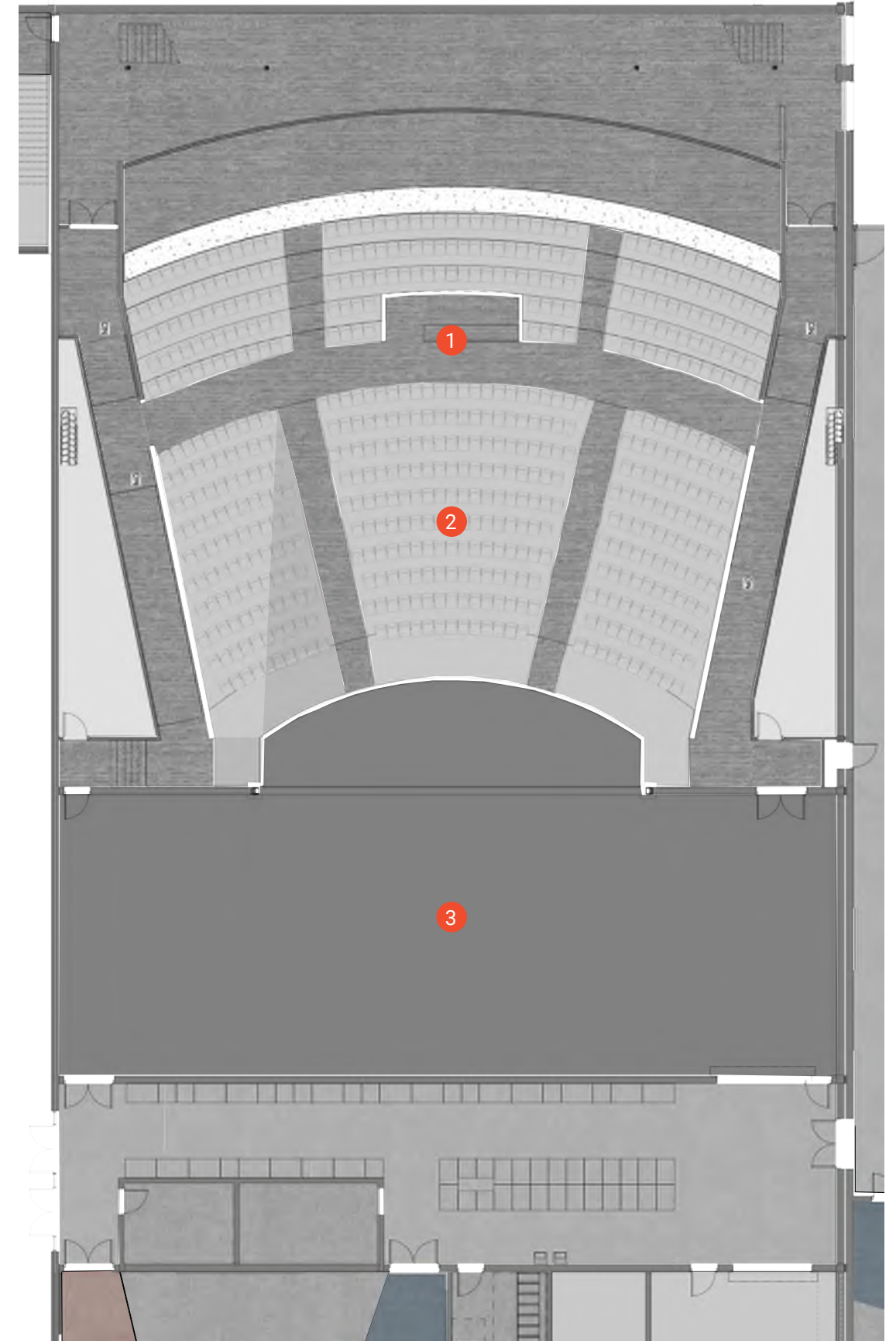
hardened conc



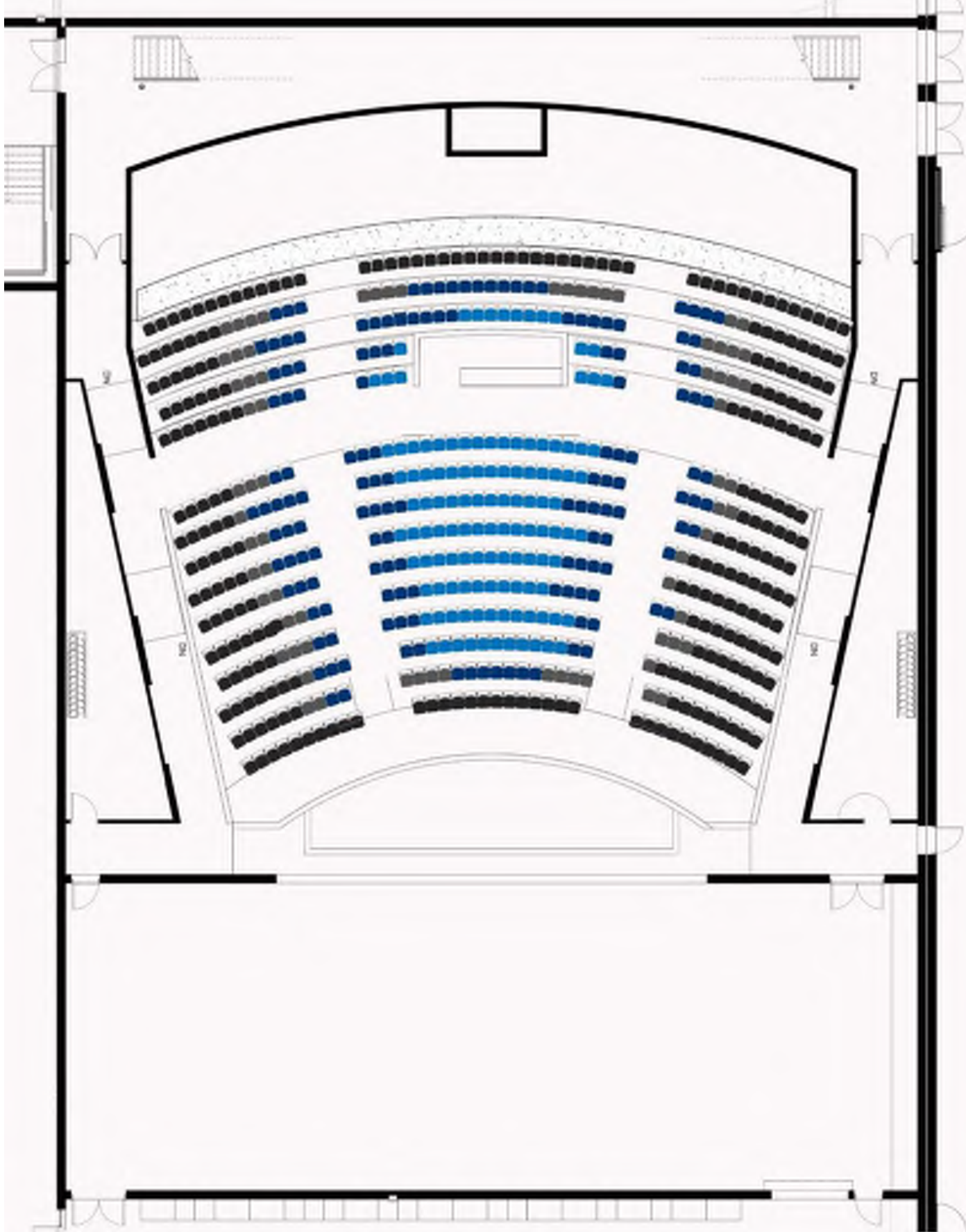
stage



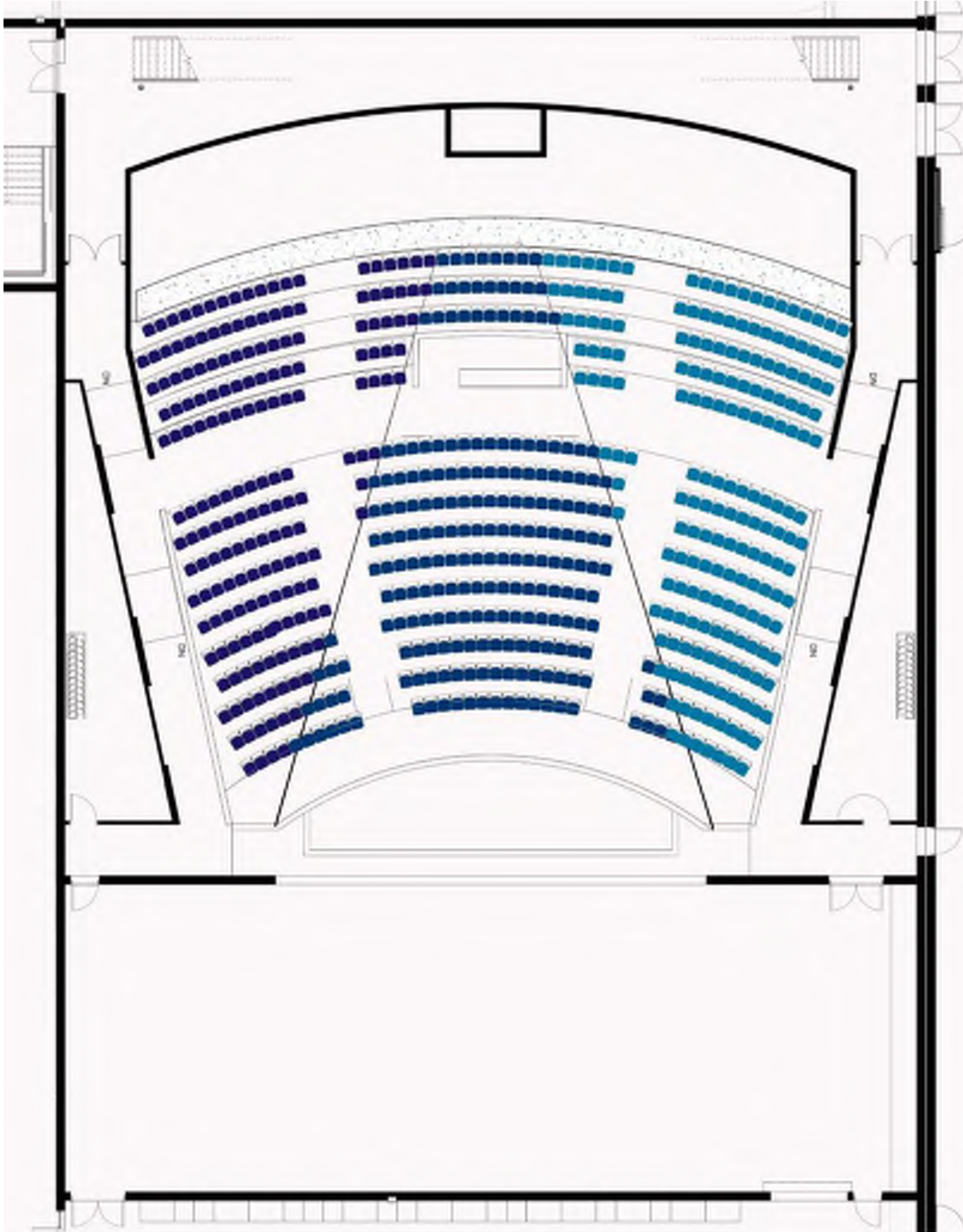
wood accent



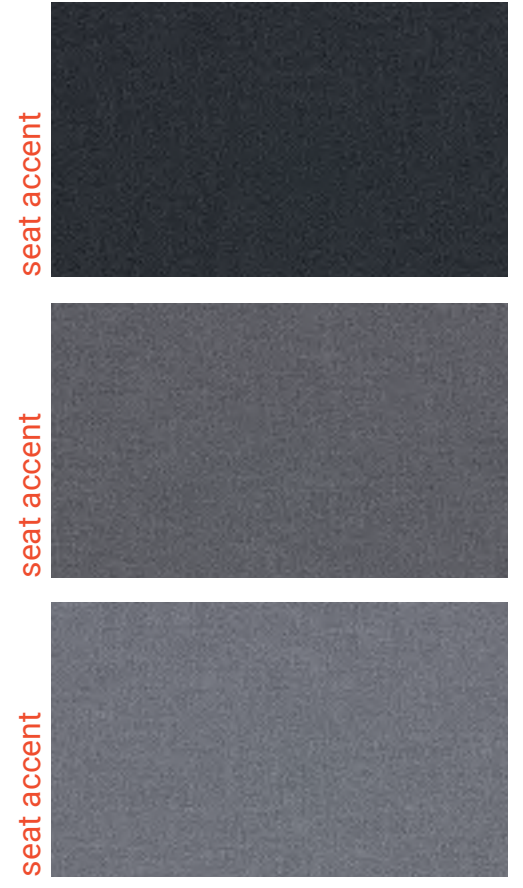
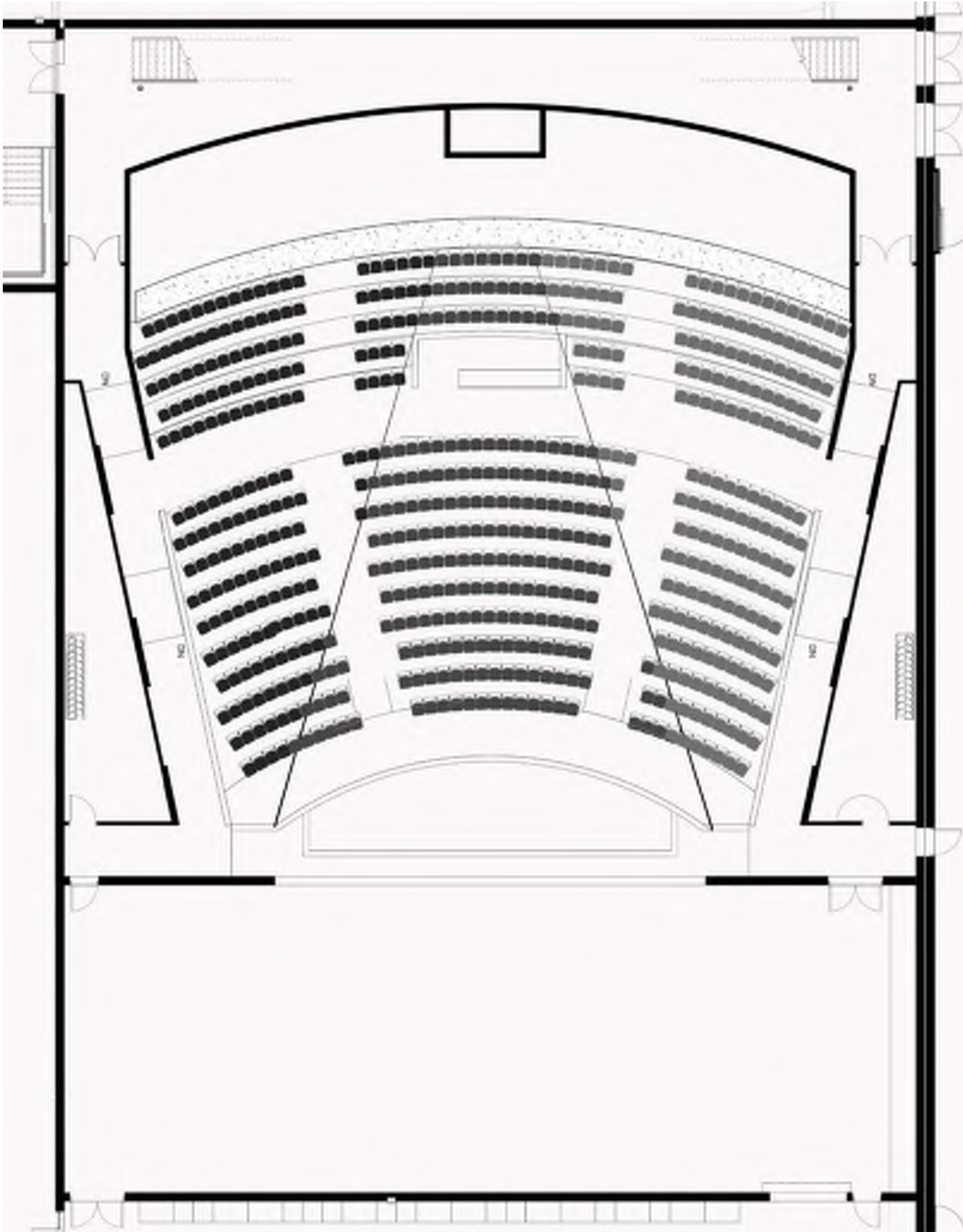
option 1 -
geode concept

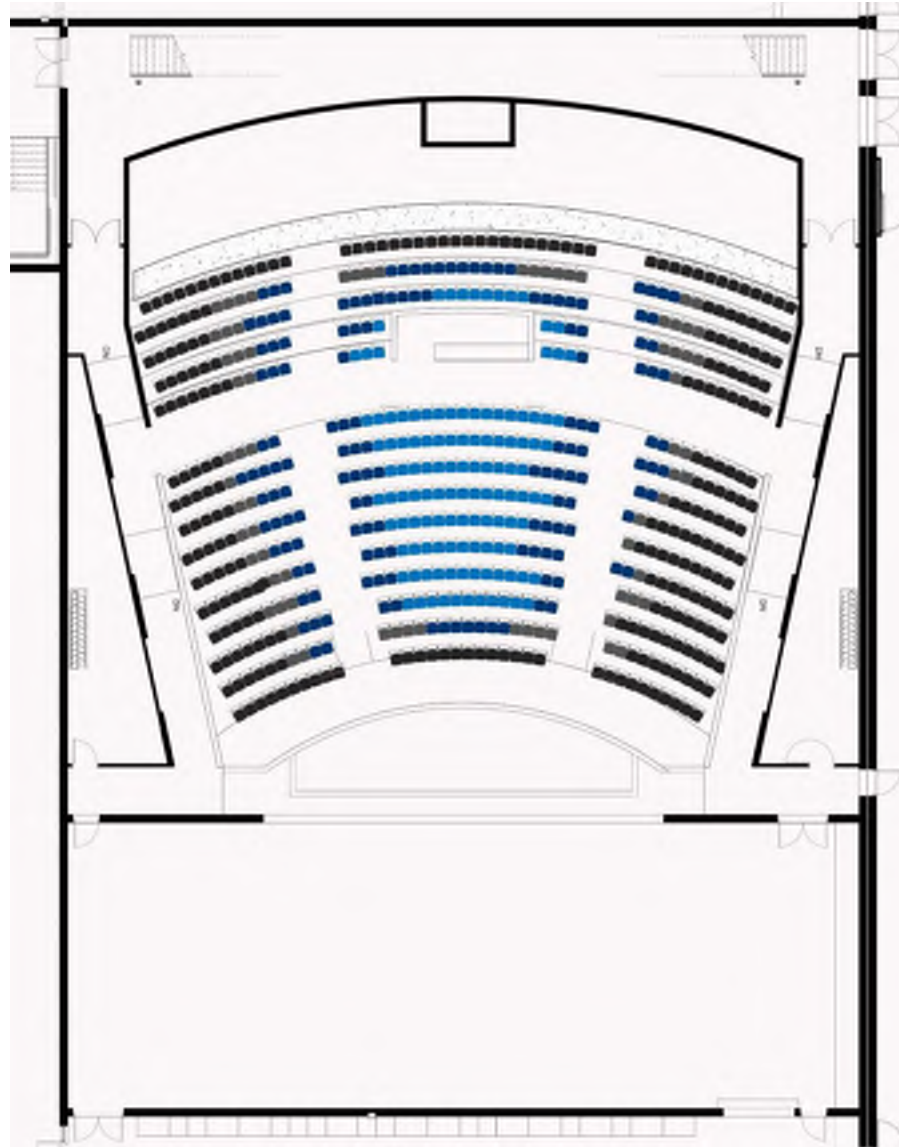


option 2 -
blue gradient

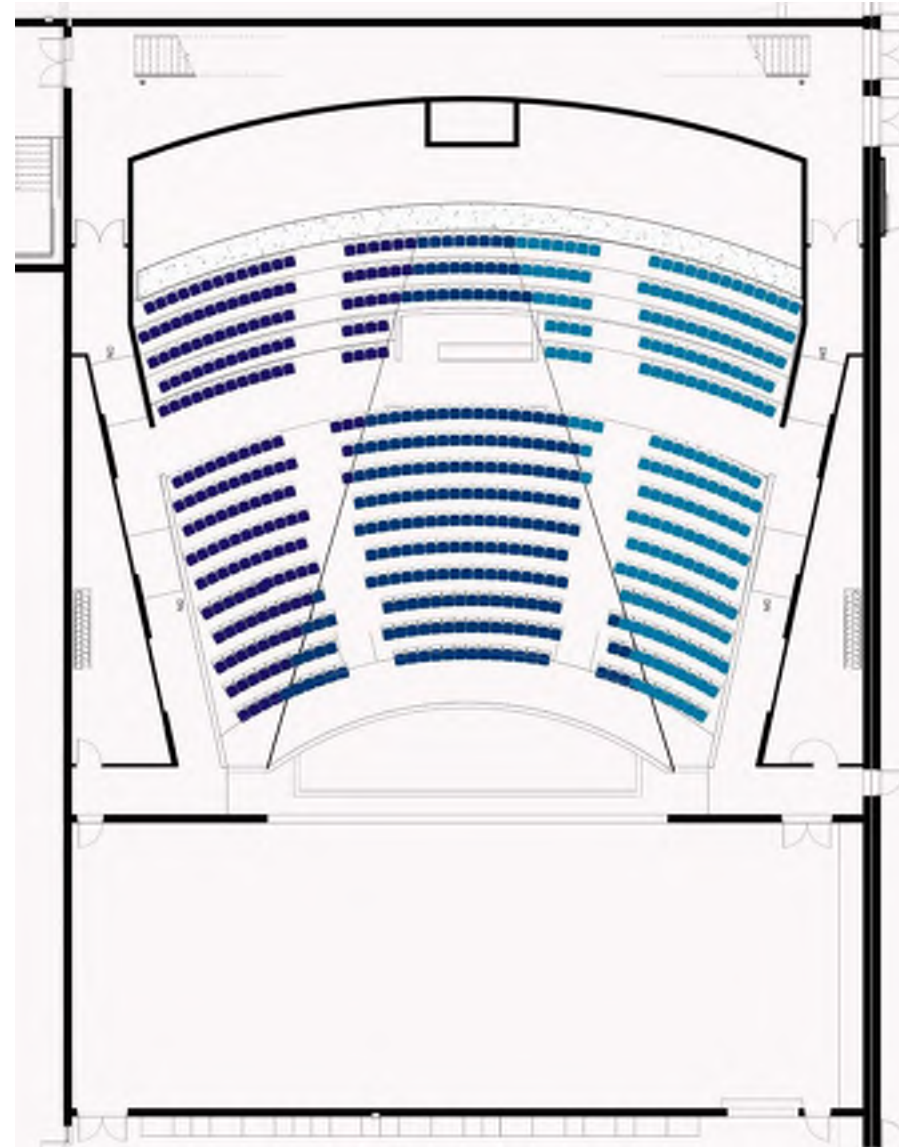


option 3 -
gray gradient

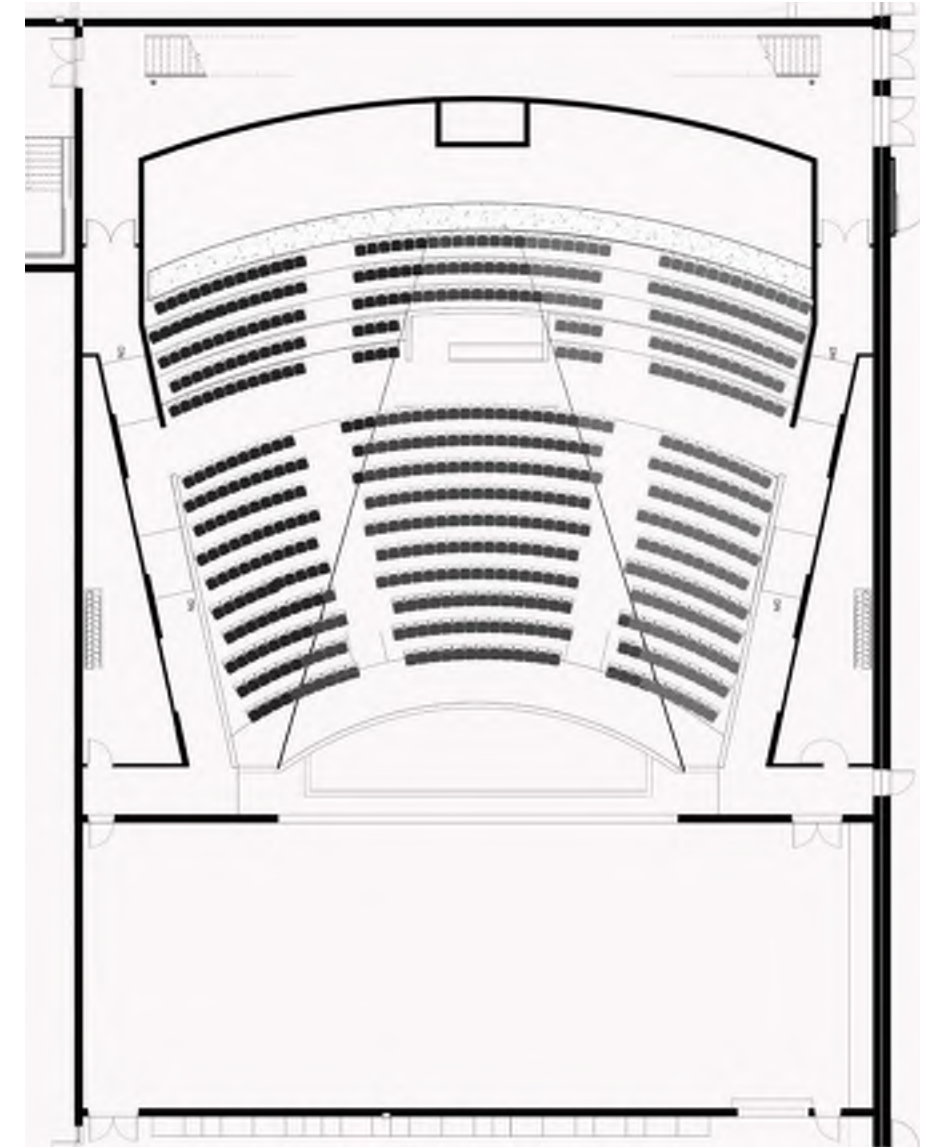




option 1 - geode concept

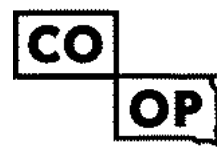


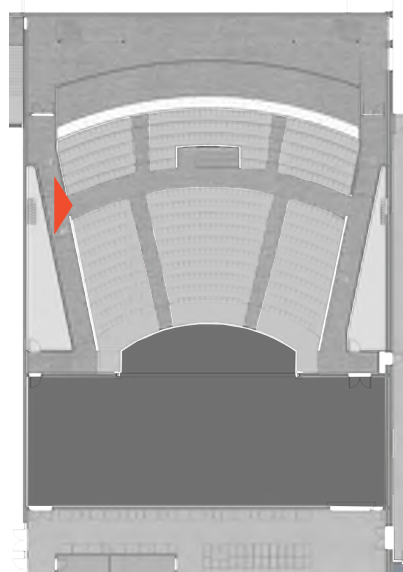
option 2 - blue gradient



option 3 - gray gradient



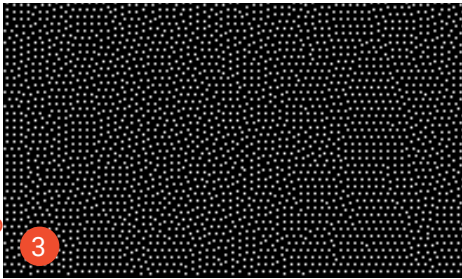

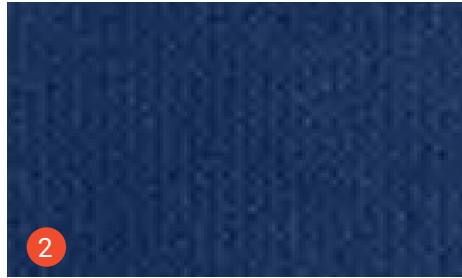


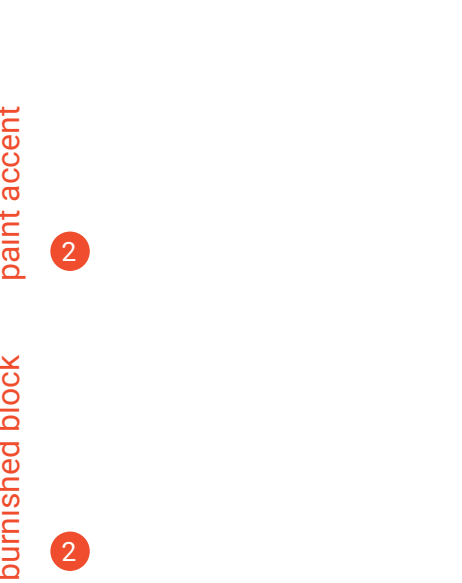

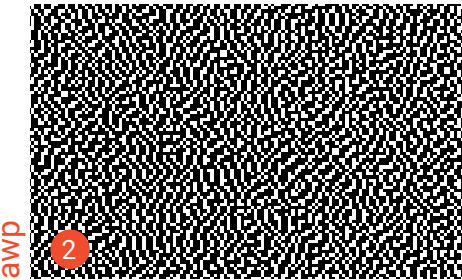

Thank you!





UPDATE

fixed seats

carpet install		1
wood accent		4
burnished block		2
stage		3
awp		2
curtain		2
paint accent		2
paint accent		2
paint accent		2
awp		2
ahardened conc		2



1840 Samco Rd.
PO Box 7740
Rapid City, SD 57709
Ph (605) 343-6488
Fax (605) 343-6285

October 22, 2021

Douglas School District
400 Patriot Drive
Box Elder, SD 57719

RE: Emergency Roof repair on Francis Case (Approx. 706 sf)

We propose to furnish labor and material subject to the conditions stated, for the sum of EIGHT-THOUSAND, FOUR-HUNDRED FORTY DOLLARS AND NO/100. (\$8,440.00) Base Price.

Scope of Work: Coated Area Where the Membrane Has Deteriorated

1. Remove existing membrane wall flashings and insulation to the deck.
2. Clean up debris and haul away.
3. Install one layer of ISO to match existing depth, tapered EPS insulation, one layer of ¼" DensDeck, and Sarnafil PVC membrane mechanically attached (rhinobond method).
4. Membrane replacement will continue to the peak, east of the effected area.
5. Install white Sarnafil PVC coated sheet metal scupper boxes, heat stacks, and pourable sealer pocket flashings where needed.
6. Install crickets as necessary at scuppers, drains, and in the corners of perimeter walls for positive drainage.
7. Install white prefabricated boot flashings for pipe penetrations.
8. Install BHR shop fabricated edge tight, trims, standard colors only.
9. Black Hills Roofing will supply owner with a 5-year labor warranty.

Option 1: Install 80 mil certified thickness membrane vs. 60 mil. **Add** to base price \$1,956.00. Initial for acceptance_____.

Sarnafil warranty upgrade – Choose one in lieu of the warranty listed above:

- For a Sarnafil 10-year non-prorated warranty, add to base price \$696.00. Initial for acceptance_____

- For a Sarnafil 15-year non-prorated warranty, add to base price \$1,192.00. Initial for acceptance_____
- For a Sarnafil 20-year non-prorated warranty, add to base price \$1,688.00. Initial for acceptance_____

Project Notes:

- Any costs associated with modifications to this proposal, and its scope of work, will be done at the owner's expense.
- Sales tax, worker compensation, and unemployment insurance are included in this proposal.
- BHR shop fabricated metal trim color to match existing.
- Black Hills Roofing will not be held responsible for condensation, or moisture damage from the structure's interior or other existing sub-structures. BHR is not responsible for existing drain sizes and locations, along with the capability of drainage due to structural defects.
- The owner recognizes that odors and emissions from roofing products will be released as part of the roofing process. The owner will assume all responsibility for interior air quality.
- Local building codes govern the system design. The ICC-ES report provides the required information for design. All application methods are contingent on approval by the Local Building Department.
- BHR is not responsible for the structure of the building. Please contact a structural engineer to determine its capacity.
- Winter and Spring weather conditions slow production. Removal of snow in order to accomplish the work is excluded from this proposal.
- Roof top equipment will be left in place, and counter flashed.
- BHR will not be responsible for cleanup of minor dust and debris that may fall through screw holes during the roofing process.

Project Conditions:

- The existing roof system has been compromised due to age and deterioration.
- Full replacement is necessary in the lower lying area due to ponding and saturation.
- A coating was installed, but eventually failed due to the severe ponding.
- The existing roof slope is minimal.
- Multiple cracks and areas of deterioration were noticed.
- Wall flashings have cracked and deteriorated.

This proposal is subject to revision if not accepted within 15 days. Thank you for the opportunity, and we look forward to working with you in the future.

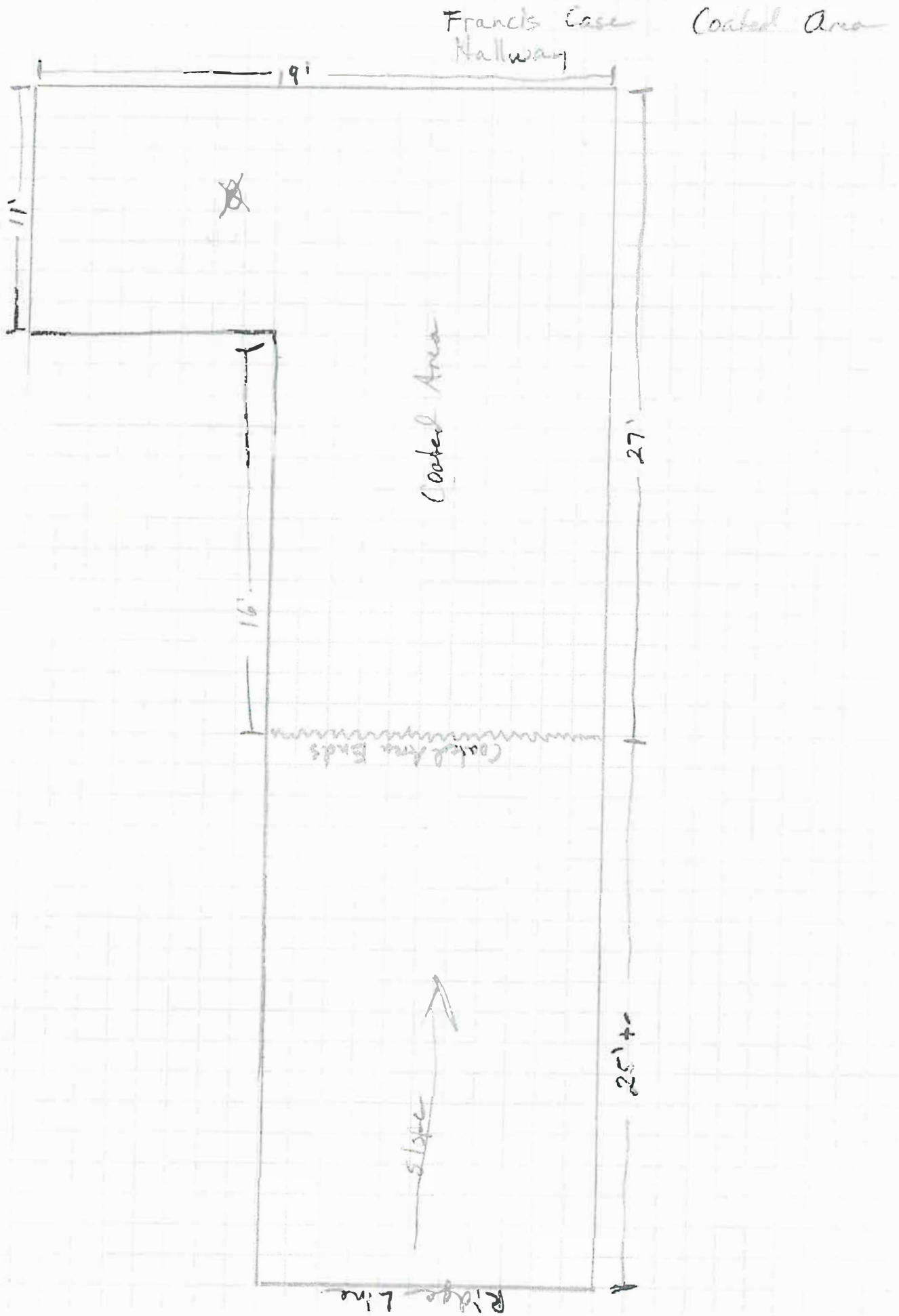
Respectfully,



Chad Meissner
President

Signature of Acceptance _____

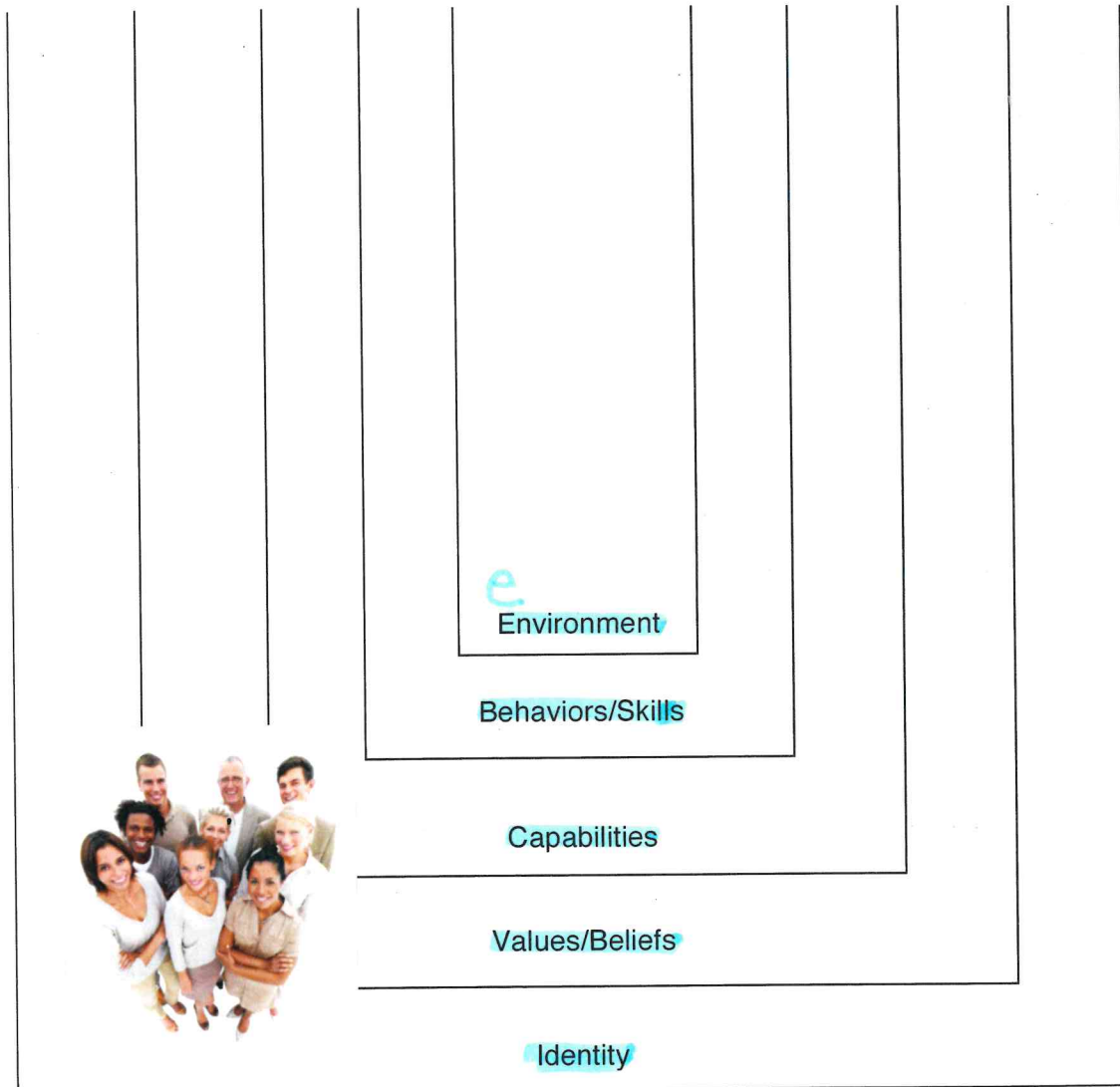
Printed Name _____ Date _____



NESTED LEVELS OF LEARNING

Dilts, R. (1990). *Changing Belief Systems with NLP*

Dilts, R. (1994). *Effective Presentations*



Dilts, R. (1994). *Effective Presentation Skills*. Meta Publications: Capitola, CA, p. 41.

INFLUENCE OF DIFFERENT LEVELS OF EXPERIENCE ON LEARNING

- **environment/Environment** determines the external opportunities or constraints a person has to react to.

Relates to the **where** and **when** of learning.

Capital E environment includes **culture**, a more powerful factor than once believed.

- **Behaviors** are the specific actions or reactions made by a person within the environment.

Relates to the **what** of learning.

- **Capabilities** guide and give direction to behavioral actions through a mental map, plan or strategy.

Relates to the **how** of learning.

- **Beliefs and Values** provide the reinforcement (motivation and permission) that supports or inhibits capabilities.

Relates to the **why** of learning.

- **Identity** involves a person's role, mission and/or sense of self.

Relates to the **who** of learning.

The higher the level of entry
the higher the chance of long
term success.

DILTS NESTED LEVELS OF LEARNING

... a lens for intervening, influencing, sustaining learning and change in a complex system.

environment: What needs to change in the environment external to the person, team, or organization? For this change or outcome, what is important about where or when you do this?

Behaviors and Skills: What does the person, team, or organization need to do differently? What different behaviors or approaches will you want to use? What skills are needed?

Capabilities: What capabilities does the person, team, or organization need to bring about the change? What are the organizing principles that guide the use of those behaviors and skills? How will you get these capabilities or competencies? Which ones do you already have? How will you use them most effectively? How will you apply behaviors and skills in a variety of settings and not just in the setting you learned them in? How might the person, team, or organization use the Norms as behaviors? How might the person, team, or organization demonstrate the capability of know your intention and choose congruent behaviors?

Values and Beliefs: Why should the person, team, or organization make the change? For what purpose? What is important to you about this outcome? What beliefs do you already have that will make it easier for you to achieve this outcome? What are the barriers that are currently limiting you? What are you believing now that will allow you to overcome these barriers?

Identity: Who will the person, team or organization become when they change? Who will they need to be?

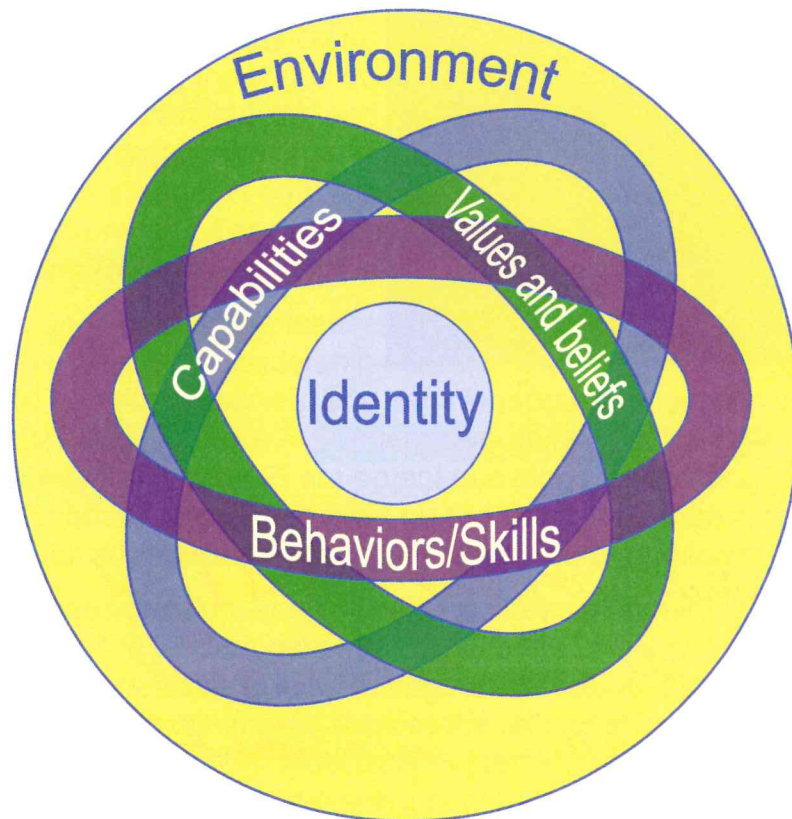
Environment: What shifts in individual, group and organizational cultural norms and dispositions may positively modify expressions of identity, values, beliefs and behaviors? What physical, cognitive, social, emotional and spiritual elements, structures, and changes may evoke new productive patterns of leadership, collaboration, and inquiry within a system?

Vision or Mission: How will the change contribute to everything beyond the person, team or organization? For what greater purpose are you setting this outcome? What cultural, affective, or spiritual purpose will it serve?

How could you use the logical levels of learning and change when you are

- ...helping someone set outcomes?
- ...when you are identifying a problem?
- ...when you are coaching a team?
- ...when you are implementing a new initiative?
- ...when you are trying to make a change?

IDENTITY AND ENVIRONMENT INFLUENCING SYSTEMS: DILTS—GARMSTON



Excerpted from 3rd edition Adaptive Schools Sourcebook.
Graphic Credits: Kendall Zoller. Foresthill, California. Sierra Training Associates, Inc.

In this figure, Garmston shows the complex interplay of each domain interacting with each other. Identity is still the powerful domain influencing all elements within a system. In addition, equally important is “Environment” which can modify expressions of identity. Cognitive shifts in Identity primarily occur through intentionally structuring rich experiences, including reflection, that disturb current mental models.