

DOUGLAS SCHOOL DISTRICT
BOARD OF EDUCATION

AGENDA

Monday, June 13, 2022

**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/97317217665?pwd=alJmT2hoRDBRYzVSVGpWWnhkdm1wUT09>

Meeting ID: 973 1721 7665

Passcode: 235196

Individuals attending virtually and desiring to speak during public forum should email their request to the Superintendent's office (Kevin.Case@k12.sd.us or Jackie.McPherson@k12.sd.us), including all identifying information by noon of the day of the board meeting.

1. Call Meeting To Order:
2. Pledge of Allegiance and Moment of Silence In Honor Of Fallen Soldiers And Active Duty Persons:
3. Recognition: Col. Brady Vaira, Associate Board Member
4. Public Forum:
5. Approval of Agenda:
6. Consent Agenda Items:
 - A. Approval of Regular Meeting Minutes for May 23, 2022.
 - B. Approve the Purchases and Issuing of Accounts Payable and Payroll
 - C. Approve Conflict Disclosures and Waiver Authorizations Pursuant to SDCL 3-23-3
7. Items Removed From Consent Agenda

- A. Approve Personnel Action for June 13, 2022.
8. Elementary and Secondary Curriculum and Instruction Items:
- A. Summer School Update Presentation.
9. Superintendent Items:
- A. Approve the following Resolution:
WHEREAS, Col. Brady Vaira has provided two (2) years of service to the Douglas School District 51-1 as an associate member of the school board; and

WHEREAS, the purpose of associate board membership is to provide Ellsworth AFB representatives an opportunity to better understand the operation of the Douglas School District and to express opinions as reflected in the military community; and

WHEREAS, Col. Brady Vaira has fulfilled these requirements in an outstanding manner and is relocating with the Air Force;

THEREFORE BE IT RESOLVED that the School Board of Douglas School District 51-1 hereby commends Col. Brady Vaira for his outstanding contributions to the Douglas Schools Community.
 - B. Adaptive Schools / Strategic Direction Planning
 - C. DSD End Of School Year Reflection
10. Fiscal Resources Items:
11. Operational Support Services Items:
- A. Hear and Approve Review of Board Policy KBAA - Public Records.
 - B. Hear and Approve First Reading of REVISED Board Policy KBAA-R- Public Records Regulation
 - C. Hear and Approve First Reading of REVISED Board Policy KBAA-E- Application for Access to Public Records
 - D. Hear Second Reading and Approve REVISED Board Policy KIA - Distribution and Posting of Promotional Materials.
 - E. Hear Report on Tyler Technologies, Integrated Transportation Management System.
12. Reports:
- A. Superintendent:

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

13. Upcoming Calendar Events:

June 20-23 - Adaptive Schools Training

June 20 - Special Board Meeting - Adaptive Schools Work Session 5:00 pm

June 27 - BOE Meeting

July 11 - Regular and Annual BOE Meeting

14. Executive Session to discuss Meet & Confer items per SDCL 1-25-2.4.

15. Action As A Result of Executive Session

16. Adjournment

SECTION	B	TITLE	Board Governance and Operations	FILE	BDDH
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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 that is open to the public and a public hearing held by the school board.

- 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 hearing held by the school board, 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 hearing. This type of meeting allows for public participation under the rules designed specifically for that meeting and is not subject to this policy.

This Policy applies only to regularly scheduled school board meetings held in open session. Matters addressed in executive session pursuant to SDCL 1-25-2 are not open to the public.

Personnel matters or complaints that directly or indirectly identify an employee shall not be discussed. Complaints against school employees or students, and complaints related to sexual harassment or bullying, must be addressed according to specific school district policies before being addressed by the School Board.

When a complaint against a school employee or a student is brought to the Board during the public forum, the Board President will direct the person bringing the complaint to the applicable complaint procedure. The complaint procedures are designed to ensure the proper balance in protecting the rights of the person(s) bringing the complaint and the rights of the person against whom the complaint is made. The Board will address the complaint only if the matter has been appealed to the Board pursuant to the applicable complaint policy

Persons making references about a specific school employee or employees, or a specific student or students during the public forum should be mindful that based upon what the person says during the public forum the employee(s) or student(s) about whom the comments are made may have legal recourse against the person voicing the complaint.

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. Individuals attending virtually and desiring to speak during public forum, should email their request to the superintendent's office, including all identifying information, by noon the day of the meeting.
- 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
- 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.
- 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.d, provision 1.e, 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

State Reference:

SDCL 1-25-1	Official meetings open to the public
SDCL 1-25-2	Executive or closed meetings
SDCL 13-32-6	Disturbance of school as a misdemeanor
SDCL 13-8-39	Management of schools by board
SDCL 22-18-35(3)	Disturbing any lawful assembly or meeting

Policy Cross Reference:

BD	School Board Meetings
BDDB	Board Meeting Agendas and Format
BDDC	Agenda Preparation and Dissemination

Adoption History

Approved	9/8/1977		
First Reading of Revision	10/10/1985		
Approved - Revision	11/14/1985		
First Reading	11/17/2014		
Approved	12/8/2014		
First Reading-Rewrite	2/13/2017		
Approved	2/27/2017		
First Reading-Revision	2/28/2022		
Approved	3/14/2022		

**DOUGLAS SCHOOL BOARD
REQUEST TO COMMENT
SPEAKER SIGN IN**

DATE _____

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.

Please print legibly.

	Name & Address	Email & Phone #	Topic / Item #
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SECTION	B	TITLE	Board Governance and Operations	FILE	BDDH-E(2)
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Introduction to Public Forum

If the Board/Board President wishes to have the Board President make an introductory statement at the beginning of the Public Forum, the following may serve as a starting point which could be modified at the discretion of the Board/Board President and which is consistent with local Board policy.

This is the time for the Public Forum.

Each individual wishing to address the Board is asked to sign the form on the table in the back of the room with their name, address, email and topic to be addressed being legible. Persons having signed in will be recognized and have an opportunity to speak.

Speakers will have five (5) minutes to present comments to the school board. An extension of time may be granted pursuant to Board policy. Should more than one person wish to address the school board on the same agenda item, or should the comments become repetitious, speaker time may be shortened.

The District has policies related to complaints involving bullying, sexual harassment, school employees or students. Those policies include procedures designed to balance the rights of the person(s) bringing the complaint and the rights of the person against whom the complaint is made. If a complaint about bullying, sexual harassment, school employees or students is brought to the Board during the public forum, the person will be informed as to the applicable complaint procedure.

* Individuals attending virtually and desiring to speak during public forum, instructions are given on the meeting agenda when it is posted to email their request to the superintendent’s office, including all identifying information, by noon the day of the board meeting.

Notes: All Board members should be aware that SDCL 22-18-35(3) says any person who intentionally causes serious public inconvenience, annoyance, or alarm to any other person, or creates a risk thereof by disturbing any lawful assembly or meeting of persons without lawful authority is a criminal offense (Class 2 Misdemeanor). This statute could be referenced in extreme situations if a speaker/group fails to respect the decorum expected during a formal governmental meeting

Adopted: 3/14/2022

MINUTES
DOUGLAS SCHOOL DISTRICT
BOARD OF EDUCATION MEETING

Monday, May 23, 2022

The Douglas School District No. 51-1 Board of Education held a regular meeting on Monday, May 23, 2022 at 5:00 PM in the library conference room at Vandenberg Elementary School, Box Elder, South Dakota. First Vice-President Tanya Gray presided. Those present were:

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

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

First Vice-President Tanya Gray called the meeting to order at 5:00 p.m.

Superintendent Kevin Case recognized and thanked 11 staff members who are retiring. They represent 312 years of experience leaving the District. He congratulated them and wished them well.

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 Amy McGovern and seconded by Chris Misselt, Carried.

Approved Special and Regular Meeting Minutes for May 9, 2022.

Approved Personnel Action for May 23, 2022. (Attachment)

Approved April 2022 Financial Reports. (Attachment)

Approved Accounts Payable Report. (Attachment)

Approved Overnight / Out of State Activity Trip Requests for this summer.

Approved the tentative Douglas Transportation Schedule for the 2022-23 School Year.

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

Superintendent Items:

Motion to approve board resolution for eleven 2021-22 retirees. This motion, made by Chris Misselt and seconded by Amy McGovern, Carried.

BE IT RESOLVED THAT the Douglas School Board hereby recognizes and commends the following staff members on the occasion of their retirement. Their many years of dedication and service to the Douglas School District have benefited countless staff and students. The Board wishes them success and happiness in the future.

Rene Emme	36 Years
Marlys Enstad	34 Years
Todd Gartner	17 Years
Jeff Glandt	32 Years
Kevin Ham	33 Years
Robyn Heintz	30 Years
Linda Norman	39 Years
Lonnie Painter	30 Years
Mark Sheets	14 Years
Mary Vogel	33 Years
Bonitto Wilson	14 Years

Fiscal Resources Items:

Motion to approve the proposed salary schedule for Speech-Language Pathologists for the 2022-23 School Year. This motion, made by Ben Frerichs and seconded by Amy McGovern, Carried.

Motion approve Items 10B-C as one motion. This motion, made by Chris Misselt and seconded by Amy McGovern, Carried.

Base Salary of \$54,250 for Coordinators for the 2022-23 School Year.

Base Salary of \$84,200 for Building Administrators for the 2022-23 School Year.

Operational Support Services Items:

Motion to Approve the 2022-23 Back-To-School Plan. This motion, made by Amy McGovern and seconded by Ben Frerichs, Carried.

Motion to approve first reading of revised Board Policy KIA - Distribution and Posting of Promotional Materials. This motion, made by Amy McGovern and seconded by Ben Frerichs, Carried.

Motion to Approve Item 11B-C as one motion. These items are second readings of revised policies. Exceptions to the one motion may be necessary if a board member wishes to discuss or review any item in more detail. This motion, made by Ben Frerichs and seconded by Chris Misselt, Carried.

Approved revised Board Policy GCI - Professional Staff Assignments and Transfers.

Approved revised Board Policy GDI - Support Staff Assignments and Transfers.

Reports:

Superintendent Kevin Case reported that approximately 20 staff members from the South Dakota Department of Education, Division of Learning and Instruction, along with 6 Black Hills Special Services Cooperative staff members visited the District on May 11, 2022. The visit was to further develop our professional collaborative relationship with all partners.

Superintendent Case held the first two meetings of the Community Advisory Council to establish the expectations for the upcoming school year and explore topics of interest. Topics will include: Growth and Expansion, Student Safety, Traffic Flow, Curriculum Offerings, Student Expectations, and Community Connections and Involvement.

He also reported that more than thirty additional staff members were recognized in the Above and Beyond Staff Recognition. We do have lots of positive things going on. The End of Year Staff Celebration on Thursday morning will recognize staff years of service and retirees. It will also incorporate time for reflection on our successes this past year, as well as, set the stage for next year.

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

Col. Brady Vaira announced the Kindergarten Lunch and Learn event is scheduled for Thursday, June 2 at 11:30. Parents of incoming kindergartners can attend in person or virtually. He congratulated the 178 graduates and thanked all who attended the air show.

Amy McGovern reported that Booster Club awarded four senior scholarships. They appreciate everyone's support of their fundraising through the year that makes it possible. She was thrilled to give her son his diploma at graduation.

Ben Frerichs stated it was amazing to look at the packed stadium at graduation and see all the support for our students.

Tanya Gray attended the meeting with the SD Department of Education folks. They had nothing but good things to say about Douglas--we set the bar high. It was impressive. She will also serve on the Associated School Board of South Dakota Board of Directors for the next 4 years.

Upcoming Calendar Events:

Last Day of School for Students	May 25 (2 hr early release)
Last Day of School for Teachers	May 26
BOE Meeting	June 13

Motion to move into executive session at 5:20 p.m. to discuss Meet & Confer items per SDCL 1-25-2.4. This motion, made by Chris Misselt and seconded by Amy McGovern, Carried.

First Vice-President Gray called the Board out of executive session at 6:30 p.m.
No action was taken.

Motion to adjourn the meeting at 6:30 p.m. This motion, made by Chris Misselt and seconded by Amy McGovern, Carried.

Tanya Gray, First Vice-President

Trista Olney, Business Manager

_____ Initials

_____ Date

Published once at the total approximate cost of _____.

**DOUGLAS SCHOOL DISTRICT
PERSONNEL ACTION 5/23/2022**

Certified Resignations/Retirements/Terminations

Name	Position	Location	Effective Date
Jacqueline Jessop Rising	Computer Teacher	PAT ELEM (BC/FC)	05/26/2022

Classified Resignations/Retirements/Terminations

Name	Position	Location	Effective Date
Kimberly Sealine	ISS Aide	MS	05/20/2022

Temporary Resignations/Retirements/Terminations

Name	Position	Location	Effective Date
Angela Gregorio Estes	Head Volleyball Coach	HS	05/20/2022

Certified Voluntary Transfer Request

Name	From Bldg/Position	To Bldg/Position	Effective Date
Theresa O'Connell	PAT ELEM (FC) /Instructional Leader	PAT ELEM (FC/BC) /Elementary Art Teacher	2022/2023 School Year
William Velez	MS/SPED Teacher	HS/SPED Teacher	2022/2023 School Year
Chris Wieman	HS/Social Studies Teacher	HS/Alternate Education Teacher	2022/2023 School Year

Certified Staff Hiring

Name	Bldg/Position	Salary	Effective Date
** Sherri Horan	MS/Counselor	M+45/7, 185 days/yr, 7.50 hrs/day, \$68525.00 per yr	2022/2023 School Year
Ainsley Monize	VES/Speech Language Pathologist	M/7, 185 days/yr, 7.50 hrs/day, \$66025.00 per yr	2022/2023 School Year

Classified Staff Hiring

Name	Bldg/Position	Salary	Effective Date
Heather Holly	MS/SPED Secretary	E/1, 204 days/yr, 8 hrs/day, \$15.00 per hr	2022/2023 School Year
** Brandon Ready	TRANS/Head Mechanic	N/7 1:1:1, 260 days/yr (pro-rated 25 days/yr), 8 hrs/day, \$29.59 per hr	05/27/2022

Temporary Hires

Name	Position	Salary	Effective Date
Stacey Biberdorf	CARR/ESY SPED Aide - No more than 70 hrs	18.50 per hr	06/13/2022
Stacey Biberdorf	CARR/ESY SPED Aide - No more than 90 hrs	19.50 per hr	07/01/2022
Sara Crawford Brown	CARR/ESY SPED Aide - No more than 70 hrs	\$18.50 per hr	06/13/2022

	Sara Crawford Brown	CARR/ESY SPED Aide - No more than 90 hrs	\$19.50 per hr	07/01/2022
	Teresa Crooks	CARR/ESY SPED Teacher B-3/Less than 130 hrs	\$52.40 per hr	06/01/2022
	Teresa Crooks	CARR/ESY SPED Teacher B-3/Less than 139 hrs	\$52.95 per hr	07/01/2022
	Nathan Divis	HS/Activity Worker	\$15.00 per hr	05/11/2022
**	Shelley Mitchell	PAT ELEM (FC)/S2S Coordinator	\$1200.00 per yr	05/23/2022
	Sarah Reimer	CARR/ESY SPEECH Teacher B-3/Less than 130 hrs	\$44.89 per hr	06/01/2022
	Sarah Reimer	CARR/ESY SPEECH Teacher B-3/Less than 110 hrs	\$47.82 per hr	07/01/2022
	Will Velez	HS/Head Football Coach	\$7065.00 per yr	07/01/2022

Substitute Hires

Name	Substitute Teacher	Substitute Classified	Effective Date
Lorri Schleuning	\$127.50/day	95% of Step 1	5/4/2022

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

April 1, 2022 FINANCIAL	GENERAL FUND	CAPITAL OUTLAY	SPECIAL EDUCATION
BALANCE 03/ 31/ 22	(\$539,188.22)	\$764,421.67	\$1,775,977.30
RECEIPTS:			
TAXES	\$268,162.68	\$134,652.28	\$86,185.25
TUITION			
INTEREST	\$75.16		
ADMISSIONS			
LOCAL	\$506.81	\$208.59	
COUNTY	\$13,323.83		
STATE	\$1,154,124.00		\$119,122.00
FEDERAL			\$72,925.00
OTHER	\$45.00		
INTERFUND TRAN.	\$143.44		
LOANS			
TOTAL RECEIPTS:	\$1,436,380.92	\$134,860.87	\$278,232.25
DISBURSEMENTS:			
VERIFIED CLAIMS	\$142,487.02	\$528,714.15	\$1,508.60
SALARIES	\$1,621,128.28	\$0.00	\$317,604.14
TRANSFERS OUT			
BALANCE 04/30/22	(\$866,422.60)	\$370,568.39	\$1,735,096.81
BALANCE 04/ 30/ 21	(342,809.65)	2,998,715.66	1,950,162.50

April 1, 2022 FINANCIAL	FEDERAL PROJECTS	UNEMPLOY- MENT FUND
BALANCE 03/ 31/ 22	(\$1,033,286.28)	\$50,849.24
RECEIPTS:		
TAXES		
INTEREST		
LOCAL		
STATE		
FEDERAL		
PREMIUMS		
REIMBURSEMENTS	\$128,064.38	
OTHER (LOCAL) -AFROTC		
INTERFUND TRAN.		
OTHER (LOCAL) -LIBRARY		
TRANSFER IN		
TOTAL RECEIPTS:	\$128,064.38	\$0.00
DISBURSEMENTS:		
VERIFIED CLAIMS	\$62,124.33	\$25.58
SALARIES	\$95,851.66	\$0.00
TRANSFERS OUT		
EXPENDITURES		
BALANCE 04/30/22	(\$1,063,197.89)	\$50,823.66
BALANCE 04/ 30/ 21	(370,809.46)	55,338.70

April 1, 2022 FINANCIAL	DEP CARE	ENTERPRISE	IMPACT AID
BALANCE 03/ 31/ 22	\$455.12	\$4,714.21	\$23,639,910.54
RECEIPTS:			
INTEREST			\$143.44
TUITION			
STATE			
FEDERAL			\$709,192.00
LOCAL	\$291.68		
OTHER			
INTERFUND TRAN.			
LOANS			
PREMIUMS			
TOTAL RECEIPTS:	\$291.68	\$0.00	\$709,335.44
DISBURSEMENTS:			
VERIFIED CLAIMS	\$310.00	\$0.00	\$0.00
SALARIES	\$0.00	\$0.00	\$0.00
EXPENDITURES/ TRANSFERS OUT			\$143.44
BALANCE 04/30/22	\$436.80	\$4,714.21	\$24,349,102.54
BALANCE 04/ 30/ 21	374.93	(25,108.58)	21,727,868.65

April 1, 2022 FINANCIAL	FOOD SERVICE	FIDUCIARY FUNDS	MEDICAL REIMB-125
BALANCE 03/ 31/ 22	\$230,246.11	\$200,571.98	\$1,547.42
RECEIPTS:			
INTEREST			
SALES	\$11,668.98		
STATE			
FEDERAL	\$263,462.82		
LOCAL	\$137.71	\$19,692.94	\$1,986.24
OTHER			
INTERFUND TRAN.			
LOANS			
TOTAL RECEIPTS:	\$275,269.51	\$19,692.94	\$1,986.24
DISBURSEMENTS:			
VERIFIED CLAIMS	\$52,265.35	\$12,646.45	\$1,889.57
SALARIES	\$23,087.38	\$181.10	\$0.00
BALANCE 04/30/22	\$430,162.89	\$207,437.37	\$1,644.09
BALANCE 04/ 30/ 21	97,761.31	199,868.23	3,933.85

Board Report - For School Board 05/30/2022

<u>Vendor Name</u>	<u>Check #</u>	<u>Expensed</u>	<u>Amount</u>
AMAZON.COM	180741		1,760.78
AMSTERDAM PRINTING & LITHO CORPORATION	180742		340.62
AURIEMMA. KATHY	180743		100.00
BAUMAN. MEGAN	180744		603.98
BEST WESTERN RAMKOTA HOTEL - ABERDEEN	180746		348.00
BLACK HILLS CHEMICAL CO	180804		280.02
BLACK HILLS ENERGY	53		36,973.26
BLACK HILLS URGENT CARE	180747		285.00
BOEDING. JASON	180805		1,009.00
BORDER STATES ELECTRIC INC	180748		385.00
CARQUEST AUTO PARTS	180750		42.76
CASH - CO	180751		350.00
CASH-AD SPONSORS	180752		12.96
CENGAGE LEARNING	180753		150.15
CLARK. MICHAEL	180806		188.00
CLUBHOUSE HOTEL & SUITES	180807		244.18
CREATIVE IRONWORKS/ BH POWDER COATING	180755		1,050.00
DAKOTA BUS SERVICE. INC.	180756		2,765.00
DAKOTA TRAVEL	180758		2,532.63
DAYS INN- MITCHELL	180759		175.00
FASTENAL COMPANY. THE	180760		41.61
FIDUCIARY ACCOUNT	180761		2,779.70
G & H DISTRIBUTING. INC. - RAPID CITY	180763		3.64
GOPHER SPORT	180764		2,202.48
GRAINGER. W.W.. INC.	180765		248.26
HARVE'S SPORT SHOP	180767		1,791.86
HIGH NOON BOOKS	180768		198.00
HIGH POINT NETWORKS. LLC	180769		431.66
HILLYARD INC	180770		2,178.59
INNOVATIVE OFFICE SOLUTIONS	180771		1,746.12
INSECT LORE	180772		101.89
JW PEPPER & SONS. INC.	180809		8.99
KIEFFER SANITATION. INC.	54		2,614.44
KI	180810		190.08
LAKEVIEW GOLF COURSE	180773		12.00

Board Report - For School Board 05/30/2022

<u>Vendor Name</u>	<u>Check #</u>	<u>Expensed</u>	<u>Amount</u>
LYNN JACKSON SHULTZ & LEBRUN PC INC	180776		3,262.00
MATHESON GAS	180811		137.98
MENARDS	180777		1,691.83
MID-AMERICAN RESEARCH CHEMICAL	180778		617.67
MIDCONTINENT COMMUNICATIONS	55		1,479.91
MILLER. TRAVIS	180812		321.46
MIRCOBOARDS TECHNOLOGY	180780		217.51
MITCHELL SCHOOL DISTRICT	180781		30.00
MRAZ. TONY	180813		1,494.00
NORTHWEST PIPE FITTINGS. INC.	180783		68.68
POWERPLAN	180785		11.20
RAMADA HOTEL & SUITES	180786		270.00
RAPID CITY JOURNAL	180787		250.76
RAPID CITY WINDOW & GLASS. INC.	180788		306.75
RIVERSIDE TECHNOLOGIES INC	180790		4,535.00
RUSHMORE PLAZA HOLIDAY INN	180791		69.98
SANFORD HEALTH OCCMED	180792		360.00
SCHOOL BUS PARTS COMPANY	180793		5.03
SCHOOL SPECIALTY INC.	180794		347.58
SD FEDERAL PROPERTY AGENCY	180795		27.00
SHI INTERNATIONAL CORP.	180796		300.44
SKILLSUSA SOUTH DAKOTA	180797		5,838.80
SWEETWATER SOUND INC	180798		429.99
VANWAY TROPHY & AWARD. INC.	180800		192.05
VOYAGER SOPRIS LEARNING INC	180801		164.95
WARNE CHEMICAL & EQUIPMENT. INC.	180802		655.25
WEST RIVER ELECTRIC	56		1,674.43
WESTERN COMMUNICATIONS. INC.	180803		768.00
GENERAL FUND			89,673.91
AMAZON.COM	180741		212.73
CASH - CO	180751		52.40
CENTURY BUSINESS	180754		7,640.00
FOLLETT CONTENT SOLUTIONS LLC	180762		1,350.90
HOOVER. KAITLYN	180808		23.95
CAPITAL OUTLAY			9,279.98
BEST WESTERN EMPIRE TOWERS	180745		140.00

Board Report - For School Board 05/30/2022

<u>Vendor Name</u>	<u>Check #</u>	<u>Expensed</u>	<u>Amount</u>
CASH - CO	180751		110.00
DAKOTA TRAVEL	180758		1,091.70
HARRISON, JOE	180766		735.00
LINDSTROM, JOAN	180775		75.00
NCS PEARSON, INC.	180782		66.00
SPECIAL ED			<hr/> 2,217.70
AMAZON.COM	180741		352.76
BRIMM, BRANDI	180749		62.01
CASH - CO	180751		420.00
DAKOTA PARTY	180757		49.63
LEVEL TABLE	180774		465.00
PLAQUE MAKER	180784		1,890.00
REALLY GREAT READING	180789		3,025.00
URBAN, KATY	180799		130.00
GRANTS			<hr/> 6,394.40
			<hr/> 107,565.99
CASH-WA DISTRIBUTING COMPANY, INC.	11772		387.06
CASH-WA DISTRIBUTING COMPANY, INC.	11773		9,920.62
COCA-COLA BOTTLING CO HIGH COUNTRY	11774		2,398.00
DOMINOS PIZZA- BOX ELDER	11775		707.00
PRAIRIE FARMS	11776		6,549.85
REINHART FOOD SERVICE LLC	11777		7,496.89
SCHUELKE, LORETTA	11778		51.55
SERVALL TOWEL & LINEN SUPPLY, INC.	11779		145.80
TAUTKUS, CAROLIE	11780		25.45
FOOD SERVICE			<hr/> 27,682.22
			<hr/> 27,682.22
Grand Total:			<hr/> 135,248.21

Board Report - For School Board 06/15/2022

<u>Vendor Name</u>	<u>Check #</u>	<u>Expensed</u>	<u>Amount</u>
95 % GROUP INC	180814		110.00
A TO Z SHREDDING	180820		444.05
ACE HARDWARE - WEST	180821		53.98
AMAZON.COM	180823		69.98
AMERICAN AIRLINES	180814		1,730.42
API SYSTEMS INTEGRATORS	180824		490.00
BAUDVILLE. INC.	180814		792.28
BERS WINDY FLATS RUBBLE SITE	180826		36.00
BLACK HILLS CHEMICAL CO	180827		2,114.97
BLACK HILLS ROOFING. INC.	180828		701.00
BOX ELDER HARDWARE	180830		324.22
CASH - BUILDINGS & GROUNDS	180831		46.47
CASH - CO	180832		359.88
CENTURYLINK	180834		415.45
CITY OF BOX ELDER/PUBLIC WORKS DEPT	180835		10,965.31
CLIMATE CONTROL SYSTEMS AND SERVICE	180836		154.29
CLUBHOUSE HOTEL & SUITES	180837		162.92
COLLEGE BOARD	180838		1,759.00
DAKOTA PARTY	180840		32.26
DAKOTA SUPPLY GROUP. INC.	180841		291.13
DOUGLAS PETTY CASH	180842		57.64
ELKS GOLF COURSE	180843		12.96
EVERGREEN OFFICE PRODUCTS	180844		60.36
FASTENAL COMPANY. THE	180845		21.92
FIDUCIARY ACCOUNT	180846		36,716.75
FOLLETT SCHOOL SOLUTIONS. INC	180847		607.37
FOOD SERVICE	180848		1,021.79
GIMKIT	180814		59.88
GOPHER SPORT	180849		7,417.03
GRAINGER. INC	180850		633.60
HAGGERTYS MUSICWORKS	180851		164.72
HILLYARD INC	180852		429.76
HOBBY LOBBY CREATIVE CENTER	180814		15.53
INNOVATIVE OFFICE SOLUTIONS	180853		146.90
INSTA-LEARN BY STEP INC	180854		4,234.00

Board Report - For School Board 06/15/2022

<u>Vendor Name</u>	<u>Check #</u>	<u>Expensed</u>	<u>Amount</u>
LOWE ROOFING. INC.	180856		178.57
MEADOWBROOK GOLF COURSE	180857		55.02
MENARDS	180858		209.33
MG OIL COMPANY. INC.	180859		8,381.92
MIDWEST BUS PARTS. INC.	180860		1,578.00
MONTANA DAKOTA UTILITIES COMPANY. INC.	180861		12,081.87
NORCOSTCO	180863		1,192.43
NORTHERN TRUCK EQUIPMENT CORP.	180864		270.96
PRAIRIE RIDGE	180866		125.00
PRINCIPALS' CONFERENCE 2022. THE	180867		150.00
RAPID CITY JOURNAL	180868		506.66
RISK ADMINISTRATION SERVICES INC	180869		56,495.84
RIVERSIDE TECHNOLOGIES INC	180870		4,365.00
RUSHMORE PLAZA HOLIDAY INN	180871		141.64
SASD	180872		360.00
SCHEELS ALL SPORTS	180814		196.87
SDAEOP	180873		95.00
SDRS SPECIAL PAY PLAN	180815		14,346.33
SHERWIN WILLIAMS	180874		95.02
SPARTAN STORES. LLC.	180875		58.87
STATE OF SD GOVERNOR'S OFFICE OF	180876		136,144.00
TIE	180878		5,250.00
UPS STORE	180879		351.76
VANWAY TROPHY & AWARD. INC.	180880		966.83
VERIZON WIRELESS	180881		400.68
VOYAGER FLEET SYSTEMS. INC.	180882		306.89
WAL-MART STORES INC	57		18.68
WHISLER BEARING COMPANY	180884		75.52
GENERAL FUND			<hr/> 317,052.51
ALLIED 100 LLC	180822		180.90
AMAZON.COM	180823		22.95
BARNES & NOBLE INC	180825		81.55
CASH - CO	180832		83.54
CENTURY BUSINESS	180833		8,365.54
CO-OP ARCHITECTURE	180839		265,138.54

Board Report - For School Board 06/15/2022

<u>Vendor Name</u>	<u>Check #</u>	<u>Expensed</u>	<u>Amount</u>
INTEGRATED TECHNOLOGY & SECURITY	180855		32,925.94
MENARDS	180858		126.78
NORTHWEST PIPE FITTINGS. INC.	180865		20.73
CAPITAL OUTLAY			<hr/> 306,946.47
AMAZON.COM	180823		23.98
DOUGLAS PETTY CASH	180842		18.01
NCS PEARSON. INC.	180862		595.78
RISK ADMINISTRATION SERVICES INC	180869		9,902.12
WALTMAN. MONICA	180883		59.05
SPECIAL ED			<hr/> 10,598.94
WEBSTAIRANT STORE	180814		88.50
FOOD SERVICE			<hr/> 88.50
AMAZON.COM	180823		5,413.30
AMERICAN AIRLINES	180814		484.20
BLACK HILLS STATE UNIVERSITY CENTER	180829		825.00
CASH - CO	180832		159.00
DELTA AIR LINES	180814		60.00
EMBASSY SUITES LOUISVILLE DOWNTOWN	180814		692.94
RAIDER CAFE	180814		468.70
RIVERSIDE TECHNOLOGIES INC	180870		4,000.00
SAM'S CLUB	180814		497.96
TAXI CHARGES	180814		35.10
THINKING COLLABORATIVE. LLC	180877		9,550.00
GRANTS			<hr/> 22,186.20
			<hr/> 656,872.62
AL CORNELLA REFRIGERATION SERVICE INC	11783		543.30
CASH-WA DISTRIBUTING COMPANY. INC.	11784		2,879.41
CASH-WA DISTRIBUTING COMPANY. INC.	11785		1,117.56
CLEVELAND. JOSHUA	11786		126.90
COCA-COLA BOTTLING CO HIGH COUNTRY	11787		45.00
DOMINOS PIZZA- BOX ELDER	11788		609.00
DOUGLAS PETTY CASH	11789		49.35
FIDUCIARY ACCOUNT	11791		425.00
GENERAL FUND	11794		190,426.55
GENTRUP. ALEK or STEPHANIE	11795		53.40
PARTS TOWN	11796		1,235.48

Board Report - For School Board 06/15/2022

<u>Vendor Name</u>	<u>Check #</u>	<u>Expensed</u>	<u>Amount</u>
PRAIRIE FARMS	11797		2,026.82
REINHART FOOD SERVICE LLC	11798		442.89
RISK ADMINISTRATION SERVICES INC	11799		2,194.04
SERVALL TOWEL & LINEN SUPPLY. INC.	11800		153.49
FOOD SERVICE			<hr/> 202,328.19
			<hr/> 202,328.19
Grand Total:			<hr/> 859,200.81

PAYROLL EXPENDITURES

MAY 6 2022

MAY 20 2022

TOTALS

\$940,967.87

\$1,040,295.53

DOUGLAS SCHOOL DISTRICT**PERSONNEL ACTION 06/13/2022****Certified Resignations/Retirements/Terminations**

Name	Position	Location	Effective Date
Carolie Tautkus	2nd Grade Teacher	PAT ELEM (FC)	05/26/2022
Chris Wieman	Social Studies Department Head	HS	05/26/2022

Classified Resignations/Retirements/Terminations

Name	Position	Location	Effective Date
Leandra Arthur	Accounts Payable	CO	06/30/2022
Herbert Campbell	Bus Aide	TRANS	05/13/2022
Brook Clark	Special Education Aide	MS	05/26/2022
Pamela Crowther	Lunchroom Supervisor	PAT ELEM (BC)	06/02/2022
Laurie White	Food Service Worker	VES	05/26/2022

Certified Voluntary Transfer Request

Name	From Bldg/Position	To Bldg/Position	Effective Date
Jesse Walton	HS/Family and Consumer Science	PAT ELEM (BC)/Art Teacher	2022/2023 School Year

Classified Voluntary Transfer Request

Name	From Bldg/Position/Hrs	To Bldg/Position/Hrs	Effective Date
Cassie Taylor	FS/MS/Cook	HS/Special Education Aide	2022/2023 School Year

Certified Staff Hiring

Name	Location/Position	Salary	Effective Date
Tony Burns	HS/Computer Teacher (Photography)	M+45/0, 182 days/yr, 6.50 hrs/day, \$54832.05 per yr	2022/2023 School Year
Joie Drysdale	MS/Title VI .50 FTE	M/7, 185 days/yr, 3.75 hrs/day, \$29262.50 per yr	2022/2023 School Year
Krisa Engel	PAT ELEM (FC) /Instructional Leader	M/7, 189 days/yr, 7.50 hrs/day, \$58525.00 per yr	2022/2023 School Year
Pinar Music	CARR/Title III .50 FTE	M/7, 185 days/yr, 3.75 hrs/day, \$29262.50 per yr	2022/2023 School Year
Caitlin Powers	MS/Special Education Teacher	M/7, 185 days/yr, 7.50 hrs/day, \$58525.00 per yr	2022/2023 School Year
Shelby Schramm	PAT ELEM (FC) /Kindergarten	B/3, 185 days/yr, 7.50 hrs/day, \$50525.00 per yr	2022/2023 School Year
Duncan Stoebner	MS/Science Teacher	M/0, 185 days/yr, 7.50 hrs/day, \$53275.00 per yr	2022/2023 School Year

Classified Staff Hiring

Name	Location/Position	Salary	Effective Date
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	Erika Escodedo	VES/Elementary Lead Library Aide	E/1, 188 days/yr, 8 hrs/day, \$15.00 per hr	2022/2023 School Year
	Emily Ferris	HS/Special Education Aide	E/1, 183 days/yr, 7 hrs/day, \$15.00 per hr	2022/2023 School Year
	Rebecca Jorgensen	CARR/Special Education Aide 18-21 Transition Program	E/2, 183 days/yr, 7 hrs/day, \$15.75 per hr	2022/2023 School Year
	Lindsay Lowery	CARR/Special Education Aide 18-21 Transition Program	E/1, 183 days/yr, 7 hrs/day, \$15.00 per hr	2022/2023 School Year
	Robert Rath	MS/Special Education Aide	E/1, 183 days/yr, 7 hrs/day, \$15.00 per hr	2022/2023 School Year

Temporary Hires

	Name	Position/Bldg	Salary	Effective Date
	Tricia Baragar	Summer School Teacher/PAT ELEM (FC)	\$3743.40 per yr	06/1/2022-06/30/2022
	Pegge Basham	Curriculum Adoption Team	\$220.00 per day for 3 days	04/20/2022-06/30/2022
	Dawn Beltran	Summer School/Custodian	\$13.00 per hr	05/26/2022
	Jonda Bennett	Summer School Paraprofessional	\$15.80 per hr	06/06/2022-06/30/2022
	Carrie Bergen	Summer School Teacher/HS	\$3743.40 per yr	06/1/2022-06/30/2022
	Aarika Blair	Summer School Teacher/PAT ELEM (FC)	\$3743.40 per yr	06/1/2022-06/30/2022
	Hayley Blank	Summer School Teacher/PAT ELEM (FC)	\$3743.40 per yr	06/1/2022-06/30/2022
	Hayley Blank	Curriculum Adoption Team	\$220.00 per day for 3 days	04/20/2022-06/30/2022
	Michelle Brown	Summer School Paraprofessional	\$20.50 per hr	06/06/2022-06/30/2022
	Jenna Burbach	Curriculum Adoption Team	\$220.00 per day for 3 days	04/20/2022-06/30/2022
	Chandra Canaan	Summer School Paraprofessional	\$18.50 per hr	06/06/2022-06/30/2022
	Rhonda Chance	Summer School Paraprofessional	\$17.05 per hr	06/06/2022-06/30/2022
	Brenda Clauson	Curriculum Adoption Team	\$220.00 per day for 3 days	04/20/2022-06/30/2022
	Kelly Coates	Curriculum Adoption Team	\$220.00 per day for 3 days	04/20/2022-06/30/2022
	Mary Coates	Curriculum Adoption Team	\$220.00 per day for 3 days	04/20/2022-06/30/2022
	Jennifer Collins	Summer Custodian	\$13.00 per hr	05/26/2022
	Kyla Cote	Curriculum Adoption Team	\$220.00 per day for 3 days	04/20/2022-06/30/2022
	Shawna Delaney	Curriculum Adoption Team	\$220.00 per day for 3 days	04/20/2022-06/30/2022

	Cathleen Denekamp	Curriculum Adoption Team	\$220.00 per day for 3 days	04/20/2022-06/30/2022
	Tyler Divis	HS/Activity Worker	\$15.00 per hr	05/01/2022
	Laressa Finney	Curriculum Adoption Team	\$220.00 per day for 3 days	04/20/2022-06/30/2022
	Dane Floyd	Curriculum Adoption Team	\$220.00 per day for 3 days	04/20/2022-06/30/2022
	Melinda Garner	Summer Youth Employment/Food Service	\$13.00 per hr	06/06/2022-06/30/2022
	Summer Hager	Summer School Teacher/PAT ELEM (FC)	\$3743.40 per yr	06/1/2022-06/30/2022
	Leon Herder	Summer School Teacher/HS	\$3743.40 per yr	06/1/2022-06/30/2022
	Wyatt Hill	Summer Youth Employment/Custodial	\$13.00 per hr	05/31/2022-06/30/2022
	Sylvan Kent	Summer Youth Employment/Custodial	\$13.00 per hr	05/31/2022-06/30/2022
	Jan Kirk	Summer School Paraprofessional	\$17.05 per hr	06/06/2022-06/30/2022
	Monica Knapp	Summer School Paraprofessional	\$18.55 per hr	06/06/2022-06/30/2022
	Traci Knight	Summer Feeding Program	\$15.05 per hr	06/03/2022
	Kaylee Knudson	Summer School Paraprofessional	\$15.80 per hr	06/06/2022-06/30/2022
	Megan Knutson	Curriculum Adoption Team	\$220.00 per day for 3 days	04/20/2022-06/30/2022
	Tammi Koch	Summer School Transition Transportation Coordinator Fill In	\$25.89 per hr	06/06/2022-06/30/2022
	Bridget Koehler	Summer School Secretary	\$21.30 per hr	06/06/2022-06/30/2022
	Tara Kuenkel	Summer School Paraprofessional	\$20.50 per hr	06/06/2022-06/30/2022
	Kristyn Labine	Summer School Paraprofessional	\$17.05 per hr	06/06/2022-06/30/2022
	Amanda LaBlanc	Summer School Secretary	\$20.50 per hr	06/06/2022-06/30/2022
	Sarah Little	Summer Youth Employment/Custodial	\$13.00 per hr	05/31/2022-06/30/2022
	Edward Malone	Summer Custodian	\$13.00 per hr	05/26/2022
	Shalee Mamula	Curriculum Adoption Team	\$220.00 per day for 3 days	04/20/2022-06/30/2022
	Brandi Marler	Curriculum Adoption Team	\$220.00 per day for 3 days	04/20/2022-06/30/2022
	Carl Matthews	Summer School Teacher/HS	\$3743.40 per yr	06/1/2022-06/30/2022
	Ronald Mays	Summer School Teacher/PAT ELEM (FC)	\$3743.40 per yr	06/1/2022-06/30/2022
	Theresa McCann	Summer School Teacher/PAT ELEM (FC)	\$3743.40 per yr	06/1/2022-06/30/2022
	Theresa McCann	Curriculum Adoption Team	\$220.00 per day for 3 days	04/20/2022-06/30/2022

Kyle McFarland	Summer School Teacher/HS	\$3743.40 per yr	06/1/2022-06/30/2022
Kacie McGuire	Summer School Paraprofessional	\$15.80 per hr	06/06/2022-06/30/2022
Lorie Meade	Summer School Teacher/PAT ELEM (FC)	\$3743.40 per yr	06/1/2022-06/30/2022
Christie Medina	Summer Feeding Program	\$16.15 per hr	06/03/2022
Tamara Merrill	Summer School Teacher/PAT ELEM (FC)	\$3743.40 per yr	06/1/2022-06/30/2022
Jodi Mills	Summer School Teacher/PAT ELEM (FC)	\$3743.40 per yr	06/1/2022-06/30/2022
Andrea Murphy	Summer School Paraprofessional	\$20.50 per hr	06/06/2022-06/30/2022
Sandy Nelson	Curriculum Adoption Team	\$220.00 per day for 3 days	04/20/2022-06/30/2022
Shireen Nelson	Curriculum Adoption Team	\$220.00 per day for 3 days	04/20/2022-06/30/2022
Leona Oberlander	Summer School Paraprofessional	\$20.50 per hr	06/06/2022-06/30/2022
Anthony Pataky	Curriculum Adoption Team	\$220.00 per day for 3 days	04/20/2022-06/30/2022
Tucker Paris	Summer Youth Employment/Custodial	\$13.00 per hr	05/31/2022-06/30/2022
Britney Peel	Summer Custodian	\$13.00 per hr	05/26/2022
Chonda Prentice	Summer Feeding Program	\$13.90 per hr	06/03/2022
Rachel Quimby	Summer School Teacher/HS	\$3743.40 per yr	06/1/2022-06/30/2022
Rachel Quimby	Curriculum Adoption Team	\$220.00 per day for 3 days	04/20/2022-06/30/2022
Robert Rath	Summer School Paraprofessional	\$15.80 per hr	06/06/2022-06/30/2022
Luann Schock	Summer School Paraprofessional	\$20.50 per hr	06/06/2022-06/30/2022
McKenzie Shields	Curriculum Adoption Team	\$220.00 per day for 3 days	04/20/2022-06/30/2022
Georgia Simon	Curriculum Adoption Team	\$220.00 per day for 3 days	04/20/2022-06/30/2022
Sheila Sivertsen	Summer School Teacher/PAT ELEM (FC)	\$3743.40 per yr	06/1/2022-06/30/2022
Terri Smith	Summer Custodian	\$13.00 per hr	05/26/2022
Tasa Sotelo	Curriculum Adoption Team	\$220.00 per day for 3 days	04/20/2022-06/30/2022
Kaitlin Summers	Curriculum Adoption Team	\$220.00 per day for 3 days	04/20/2022-06/30/2022
Cassie Taylor	Summer School Paraprofessional	\$15.25 per hr	06/06/2022-06/30/2022
Tiffany Thomas	Curriculum Adoption Team	\$220.00 per day for 3 days	04/20/2022-06/30/2022
Carmen Villa	Summer School Paraprofessional	\$15.80 per hr	06/06/2022-06/30/2022

	Kerry Waterson	Curriculum Adoption Team	\$220.00 per day for 3 days	04/20/2022-06/30/2022
	Colin Weinzirl	Curriculum Adoption Team	\$220.00 per day for 3 days	04/20/2022-06/30/2022
	Megumi Woroneicki	Summer Feeding Program	\$13.30 per hr	06/03/2022

Substitute Hires

	Name	Substitute Teacher	Substitute Classified	Effective Date
	Paula Adkins	\$105.00/day	95% of Step 1	05/12/2022
**	Personnel Action additions and updates made after intial publication and before scheduled school board meeting.			



Summer Transition Program

Prepare All Students to Meet the Challenges of an Ever-changing World.

Purpose

Students receive:

- Building transitional skills
- Continuing academic & behavior progress
- Providing extension opportunities
- Social Skills
- Study Skills
- Breakfast / Lunch provided
 - Summer Transition Program
 - Community Outreach



Number of Students

Elementary

Kindergarten: 91 Students

1st Grade: 20 Students

2nd Grade: 13 Students

3rd Grade: 20 Students

4th Grade: 49 Students

5th Grade: 15 Students

Secondary

6th Grade: 34 Students

7th Grade: 9 Students

8th Grade: 10 Students

9th Grade: 15 Students

TOTAL - 276

Staff Employment

Certified: 16

Classified: 16

Bus Service: 6

- Provides opportunities to experience different environments/grade levels.
- Supplements employment to our current staff during summer



DATES

June 6 - 30

4 days / week

4 hours / day

Administration:

- Ms. Knutson

Communication:

- Ms. Urban
- Ms. LeBlanc
- Ms. Koehler



**DOUGLAS
SCHOOL DISTRICT**

**SUMMER TRANSITION
PROGRAM**

A WELCOME MESSAGE FROM MRS. KNUTSON, SUMMER ADMIN INTERN

I am excited to share the details of our new Summer Transition Program. Our new summer program allows Douglas School District to provide four weeks of additional learning opportunities to students entering Kindergarten through 9th grade during the 2022-2023 school year. The district's summer program goals are to prepare them for the next steps in their learning journey and teach them the skills necessary to be successful, life-long learners.

DATES & TIMES

- First Day of School: June 6, 2022
- Last Day of School: June 30, 2022
- 7:45 - 12:30 Monday - Thursday

MORNING ARRIVAL

- Students will arrive at Douglas High School for breakfast at 7:45. Breakfast is free.
- Elementary students will walk to Francis Case after breakfast.
- Middle school and upcoming 9th graders will stay at Douglas High School.
- School will start at approximately 8:10.
- Late arrivals have to sign in at the office and be brought back to class with a pass.

SCHOOL DISMISSAL

- Elementary students will walk to DHS at 11:55.
- Free lunch will be served at 12:00 p.m.
- Students will be dismissed at 12:30 p.m.
- If there is any change in your child's transportation schedule, please inform your child's bus driver and/or school secretary.

TRANSPORTATION

Transportation will be provided to students who live 2.5 miles or more away from the schools. Parents will be notified of the bus schedule closer to the start of school.



OPPORTUNITIES YOUR ELEMENTARY CHILD CAN EXPECT

- explore their new school
- make new friends
- strengthen their math and literacy skills through hands-on learning activities
- learn social and emotional skills
- listen to guest speakers from around the community

OPPORTUNITIES YOUR SECONDARY CHILD CAN EXPECT

- meet new people and make new friends
- strengthen your academic skills
- explore your new school
- explore and articulate career interests
- learn social and emotional skills
- learn organizational and study skills
- engage in hands-on learning
- review & understand graduation requirements and student handbook
- preparation to develop college and career readiness
- listen to guest speakers from around the community

NECESSITIES

backpack waterbottle snack

We look forward to working with your child this summer. We hope you find this opportunity to be beneficial to your child.

Summer School Staff

Funding Source

- ESSER III (3 years)
- UDSA - Summer Feeding Program



ThoughtExchange

Participants: 43

Thoughts: 28

Ratings: 293

WORDCLOUD

Top Rated



ThoughtExchange

THOUGHTS

Key Thoughts

My kids are coming home excited to share their day. They are getting to engage with kids from other classes that they had not met before. This gives them more of a network of people to know and has helped them transition from school into summer.

4.4  (13)
Ranked #1 of 28

My daughter is having fun and still doing school work. I think it's great

4.3  (14)
Ranked #2 of 28

My child is enjoying the program. Although educational, it's great to see its not daunting like a typical school day. Enjoyment in learning leads to greater success then education that is resented.

4.3  (13)
Ranked #3 of 28

Future Considerations

- Advertising earlier
 - Paperwork
 - Infinite Campus
 - Staffing
- Location
 - Food Services
- Recruitment of students

Exchange Summary

Kevin Case, Douglas School District 51-1
May 25, 2022

What did we accomplish together this year that you are most proud of?



PARTICIPATION
Breakdown of Participation



186
Participants



161
Thoughts



3,556
Ratings

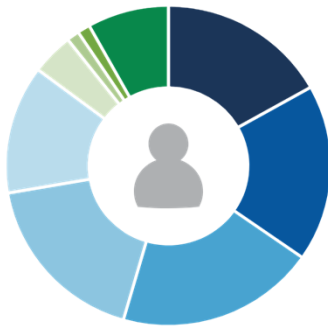


PARTICIPATION

Breakdown of Participation



What school site or building are you most closely associated with?



%		Answer
17%	(32)	Francis Case
18%	(33)	Badger Clark
20%	(36)	Vandenberg
18%	(34)	Douglas Middle School
13%	(24)	Douglas High School
4%	(8)	Carrousel
1%	(2)	Student Transportation
1%	(2)	Warehouse
8%	(14)	Central Office



THOUGHTS

Key Thoughts




Food service was short handed all year, but worked as a team and made it work The students all got fed

4.5  (22 )
Ranked #1 of 161

Our students making so many gains in literacy.

4.5  (21 )
Ranked #2 of 161

Graduating 178 seniors

4.4  (24 )
Ranked #3 of 161


Student achievement Building successful learners!!

4.4  (24 )
Ranked #4 of 161

Amazing Para support Couldn't do it without them!!

4.4  (23 )
Ranked #5 of 161

I am proud of the reading growth in elementary. Reading is the cornerstone of all other subjects and skills.

4.4  (23 )
Ranked #6 of 161

I know we had an impact on a student's life. They will have positive memories of their time in the school district.

4.4  (23 )
Ranked #7 of 161

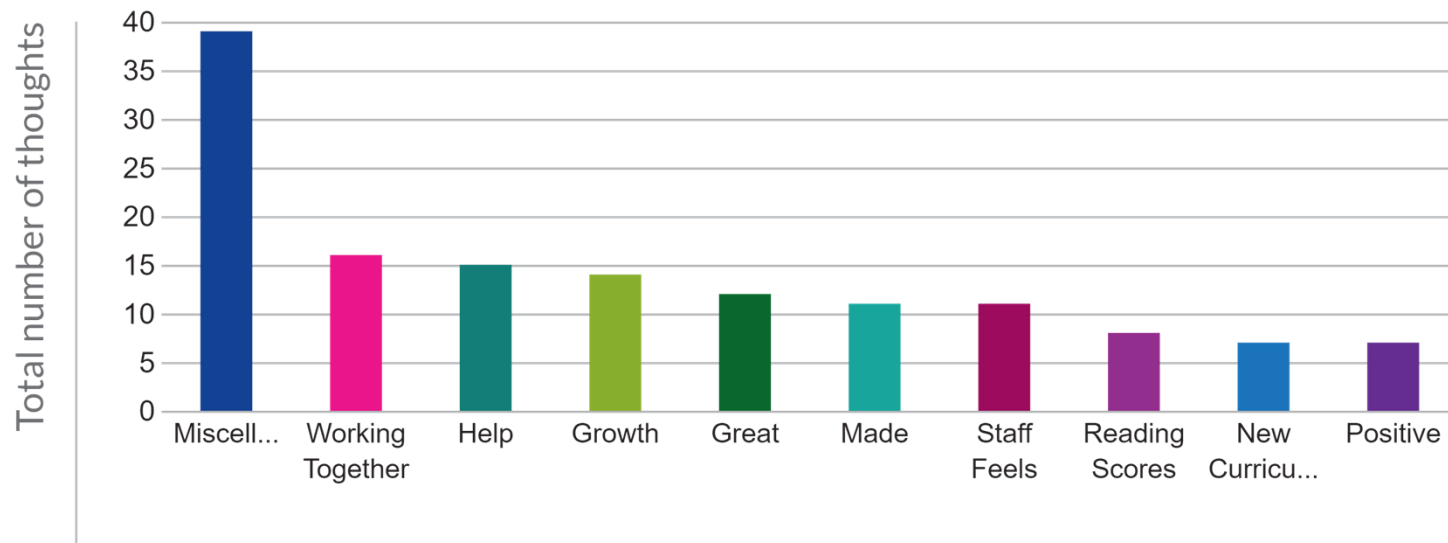
We worked very hard as a TEAM and we saw spectacular results for our students

4.4  (22 )



KEYWORD THEMES

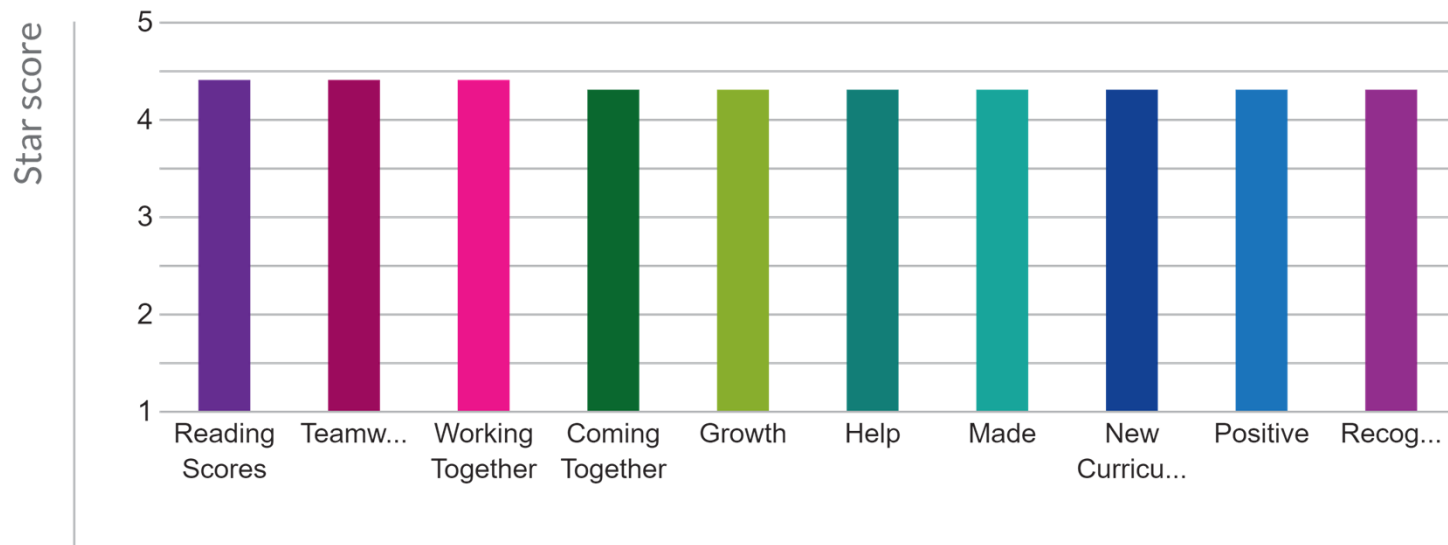
Top Themes by total thoughts





KEYWORD THEMES

Top Themes by star score





















THOUGHTS

Reading Scores



- Increasing proficiency of reading scores** Because it takes a team to do it! 4.3  (23 )
- Improving our reading scores!** We worked together as a building to help our students succeed. 4.3  (20 )
- We increased our reading scores!!** 4.2  (24 )
- Reading scores went up throughout the year** It means the reading and comprehension strategies we have in place are working! 4.2  (22 )
- The reading intervention in our elementary schools!!! Our students and teachers are rocking it! Such amazing improvement over this year.** 4.1  (24 )
- Improvement in our reading scores for our students at Francis Case!!** 4.1  (22 )
- Reading Scores** Across the school our reading scores showed great growth. 4.0  (23 )
- Adopting our new reading series and seeing that it is working for our students!!** Because we are seeing our scores improving and our students improving in reading. 4.0  (20 )



THOUGHTS Teamwork

Kindergarten combined at both BC and FC met the principal's goal! AMAZING student growth and teamwork

4.4  (22 )

Teamwork

4.3  (23 )

Greater teamwork. Success of students & families.

4.1  (23 )

Teamwork It makes for a positive environment.

4.1  (23 )

BC has an administrator that promotes teamwork!





















4.1  (22 )





THOUGHTS Working Together



- Food service was short handed all year, but worked as a team and made it work** The students all got fed 4.5  (22 )
- We worked very hard as a TEAM and we saw spectacular results for our students because of it.** When we do things together it's always so much better for our students. 4.4  (23 )
- Our team work well together** Builds relationships and community 4.3  (23 )
- We smiled while we did hard work.** 4.3  (22 )
- Our core team tackled many students issues as a TEAM, and we continue to work together to make our school a better place for our students** 4.3  (20 )
- Team work** 4.2  (24 )
- Team working well together** Builds climate of acceptance 4.2  (22 )
- Food service worked short staffed all year and we all worked together at all schools to get kids fed.** 4.2  (21 )
- Working together as a team** Collaboration contributes to student growth 4.2  (20 )
- Our teams working well together** 4.1  (23 )



THOUGHTS

Coming Together

We finally started coming back together as a Douglas Family again. Unity. Community. Trust. Relationships

4.2  (24 )

Coming together as a group

4.2  (23 )

Coming together as a district to make a great school year for our students. We want students excited about coming back and learning.

4.1  (21 )





THOUGHTS Growth



I am proud of the reading growth in elementary. Reading is the cornerstone of all other subjects and skills.

4.4  (23 )

So much growth in literacy!

4.3  (22 )

So much student growth, even if it didn't show in testing. We as teachers know because of all of our observations of students, discussions, and tests. Our elementary teachers learned so much about phonics this year along with the students.

4.3  (22 )

We worked hard as a team to help our students improve their reading skills. The end of year data was amazing! This has been an area of growth for us.

4.3  (22 )

HUGE student growth. We worked as a team and it felt great. Our focus is students...we achieved the goal.

4.3  (20 )

We made growth with our test scores! People used the new programs with fidelity and implemented tier II interventions. We worked hard this year and saw some success!

4.2  (24 )

Student growth both academically and socially. We need well rounded people.

4.2  (22 )

Growth community involvement Takes a village to raise a child

4.2  (19 )

Growth all around and increased communication up and down and across.

4.1  (25 )



THOUGHTS Help



Student achievement Building successful learners!!

4.4  (24 )

We were able to help our kiddos be successful in reading and phonics. For too many years kids left our building as limited readers and you have to be a reader to be successful.

4.4  (20 )

We helped our students become better and more educated people. And, we showed compassion, friendship, and guidance to those who needed it most. Over the past few years, everyone's lives have been through the ringer. We needed this now more than ever.

4.3  (23 )

Staying open and keeping kids in school. Because we cannot build strong relationships with students any other way.

4.3  (22 )

Our staff has been very adaptable with the many changes within our building, including stepping up and subbing with the lack of substitutes

4.2  (21 )

We all pulled together and helped each other out. Because team effort is important.

4.2  (21 )

Helped students to graduate who had doubts about their ability to do so. Helping students believe in themselves the way that we believe in them is critical.

4.1  (23 )

Teamwork We are able to persevere through a tough new curriculum together, help each other, and build community.

4.1  (22 )



THOUGHTS Made



Amazing Para support Couldn't do it without them!!

4.4  (23 )

We made it through the year without having to go remote learning.

4.3  (24 )

We made a difference for our students.

4.3  (23 )

We made huge academic impacts with kiddos Kids deserve it!!

4.3  (23 )

We made huge growth in our student achievement!

4.3  (23 )

We were able to remain in the classroom without too many COVID issues.

4.3  (22 )

Supporting the lives of kids

4.2  (23 )

We maintained supportive, professional rapport within our department. We felt a lack of administrative support regarding behaviors.

4.0  (23 )

Made huge advances towards having a cohesive community Without community support, we will not succeed. Its imperative to bring in the expertise, resources, and support they offer.

4.0  (21 )



THOUGHTS New Curriculum



- | | | | |
|---|-----|--|-----|
| We stayed healthy, successfully adopted a new curriculum, and made HUGE student gains | 4.4 | | (22 |
| Successfully implemented a new curriculum! | 4.1 | | (24 |
| We implemented an AWESOME language arts curriculum! This Tier I instruction is going to bring success to our students in reading. | 4.1 | | (23 |
| Working through new language arts curriculum. | 4.1 | | (23 |
| Wading through a new curriculum, and coming out on top! | 4.0 | | (24 |
| We did well with the new reading program. | 4.0 | | (23 |
| New reading curriculum Student success | 3.9 | | (23 |



THOUGHTS Positive



- | | | | |
|--|-----|--|--------|
| I know we had an impact on a student's life. They will have positive memories of their time in the school district. | 4.4 | | (23) |
| We stayed healthy through most of the year and got to stay at school all year! Staff and students get to be together in person! | 4.4 | | (22) |
| Positivity in the school from the staff to the superintendent. It makes coming more enjoyable | 4.2 | | (24) |
| Guidance and direction and positivity from new super! | 4.2 | | (23) |
| We stayed positive | 4.0 | | (23) |
| BC has so many positive people in it that are always willing to go above and beyond for our kids! | 4.0 | | (20) |
| I really liked how the meet and conf. was done this year. It felt more personable and I feel the communication was positive. | 3.6 | | (19) |



THOUGHTS Recognizing

Recognizing staff

4.2  (25 )

We recognized more good work than ever before.

4.2  (22 )

DHS is getting recognized to become a PASCH school Offers opportunities for students and teachers to participate in international exchange, competitions, and being recognized for excellence.

4.1  (21 )

Recognizing needs for leadership Students need good models

4.0  (23 )

recognizing teachers this year

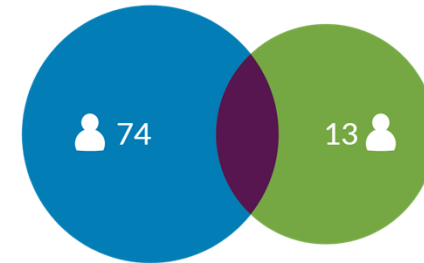
4.0  (21 )





DIFFERENCES

Reading Growth [74 | 13]



Side A

Created a more open and positive culture with staff and administration.

People will always do more when they feel appreciated!

★ 4.8 ★ 1.3

Reading Scores Across the school our reading scores showed great growth.

★ 4.7 ★ 1.0

Side A/B Common (high)

We stayed healthy through most of the year and got to stay at school all year! Staff and students get to be together in person!

★ 4.8 ★ 4.0

I am proud of the reading growth in elementary. Reading is the cornerstone of all other subjects and skills.

★ 5.0 ★ 4.0

Side B

This group of participants rated Side A thoughts low. Review the common interest section to see thoughts that both groups rated high.



WRAP UP
Next Steps

Thanks for participating

We'll be carefully considering what we learned and sharing our actions back with you.



REVIEW

Box Elder

DOUGLAS SCHOOL DISTRICT Board Policy

South Dakota

SECTION	K	TITLE	School, Community & Home Relations	FILE	KBAA
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Public Records

The District believes in operating in an open, transparent manner and will make District records available for public inspection, provided the release of the record(s) does not conflict with state or federal law.

The Board hereby designates the Superintendent as the District's public records officer. The public records officer will be responsible for allowing inspection of records upon public request, and for maintaining confidentiality of those records not open to the public. The public records officer will also establish fees that may be charged for the retrieval and copying public records. No fee may be charged for the electronic transfer of any minutes of open meeting actions that were recorded in the last three years.

Failure to provide records may result in a civil or criminal penalty.

REFERENCES

State Reference:

SDCL 1-27

Federal Reference:

USC Title 10 §503

USC Title 20 §7908

Policy Reference

GBL - Personnel Records

JOA - Student Directory Information

KBA - Public's Right to Know

Adoption History

First Reading	3/17/2016		
Approved	3/29/2016		
Reviewed	6/13/2022		

**REVISED
DOUGLAS SCHOOL DISTRICT
Administrative Regulation**

SECTION	K	TITLE	School, Community & Home Relations	FILE	KBAA-R
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Public Records

The Superintendent will act as the public records officer for handling routine record requests. Public records are available for viewing during the school’s normal business hours. The cost of copying public records will be 25¢ per page. No fee may be charged for the electronic transfer of any minutes of open meeting actions that were recorded in the last three years. A log will be maintained of all requests, and the disposition.

If a request is refused, it may be submitted in writing, and if refusal is maintained, a written confirmation will be submitted.

Certain records are exempt from public access including: student information and personnel information other than routine directory information, employee salaries and public employee contracts.

Denial may also be based on the cost of retrieval, and form requested. If staff time is required, the district may charge an hourly fee to compensate for this time. (See Board Policy Exhibit KBAA-E)

It is the desire of the administration to fully comply with the letter and spirit of the district’s policy and South Dakota Law. While there may be disagreements over the availability of records, the district will make every attempt to settle disputes amicably and factually through the processes established by state and federal law.

DEFINITION OF PUBLIC RECORDS

Effective July 1, 2009, public records are based on a “presumption of openness.” Generally speaking, “presumption of openness” means that public records are available for public inspection unless deemed private by statute.

RECORDS THAT MAY NOT BE DISCLOSED

According to public records law, the following records are not subject to the new law. (Note: List edited for relevance to school districts.)

1. Student records other than routine directory information, as required by FERPA.
2. Medical records.
3. Any records that would, if released, impair present or pending contracts or collective bargaining negotiations.
4. Trade secrets and other proprietary or commercial information that if released would infringe on intellectual property rights, give advantage to business competitors, or serve no public service.
5. Anything that falls under attorney-client privilege.
6. Records received or created during an investigation conducted by law enforcement or a public body (applicable to district investigation of student and staff misconduct).

7. Appraisal information prior to the completion of the purchase or sale of real or personal property by a public body.
8. Personnel information other than salaries or routine directory information (personnel evaluations, for example).
9. Security information that, if released, would endanger public safety or public property.
10. Account information that identifies private citizens.
11. Public library records that identify an individual.
12. Correspondence, memoranda, calendars or logs of appointments, working papers and records of telephone calls of public officials or employees, including personal records of the same nature.
13. Documents, records or communications used to make decisions arising from any public official's duties.
14. Employment applications and related materials, except for those submitted by those hired into executive or policy making positions (emphasis added).
15. Social Security, credit or debit card, passport, and driver license numbers, including expiration dates.
16. Emergency response plans.
17. Any test questions, scoring keys, results, or other examination data for any examination to obtain licensure, employment, promotion or reclassification, or academic credit.
18. Documents declared closed by court order.
19. Records that would amount to an unreasonable release of personal information.
20. Information that, if released, would endanger the life or safety of any person.
21. Records not required to be filed if not otherwise public under state law.
22. Any record required to be closed by law.

RECORDS SPECIFICALLY EXEMPTED

In addition to records that may not be disclosed, the law creates specific exemptions for financial, commercial and proprietary information. (Note: List edited for relevance to school districts).

1. Information that would produce a private gain or public loss.
2. Financial information supplied to qualify for a construction bid.
3. Business information for loans or services.
4. Proprietary information.
5. Business and proprietary information in conjunction with applications for funded research projects.
6. Production records from a holder of an interest in real property.
7. Memoranda of opinions unless cited in a public legal action, including records an action that are not available through discovery.

HANDLING DISPUTES OVER THE CLASSIFICATION OF A RECORD AS PUBLIC

Though the law contains a presumption of openness, it also recognizes that not all records are in the public interest. In addition to the exemptions provided in law, public entities are allowed time to determine whether a record is public. And, in the event a request is denied, a legal process is available to review the public entity's determination. The specific facts of any situation will likely determine the classification of a record as public or private. If a public entity is unable to determine whether a record is a public record, consult legal counsel.

STYLE AND FORM OF PUBLIC RECORDS

Public records law makes the following statements regarding the style and form of public records.

1. A public entity is not required to provide records in any other format than the record is originally stored.
2. A public entity, with cause, may redact any part of a document before disclosure (Note: a redaction is considered a partial denial of the request for records; see procedures for denial of request).

FEES FOR REPRODUCTION AND TRANSMISSION

State law allows public entities to charge for the reproduction or transmission of public records. In instances where no rate information is prescribed, public entities will defer to rules promulgated by the Bureau of Administration.

APPLICABLE FEES

Public entities may require payment for:

1. The actual cost of mailing or transmittal.
2. The actual cost of reproduction, or other fee established by statute or administrative rule.
3. Staff time needed to locate, assemble and reproduce a public record, if the request requires the dedication of more than one hour of staff time.
4. The electronic transmission of records, including a reasonable, proportionate representation of the amortization of any computer equipment, including software, needed to provide the record electronically.

FEES ESTIMATED IN EXCESS OF \$50

If the fee is estimated to be in excess of \$50:

1. The public entity must provide written notification of the estimate to the individual requesting the record;
2. In order to proceed with the delivery of the record, the requestor must agree, in writing, to pay the fee.
3. The fee may be waived by the public entity.

APPEAL OF FEES

If a person requesting the record disagrees with the estimated fees, the individual may appeal the estimate via civil action or to the Board of Hearing Examiners.

PROCEDURE FOR PUBLIC RECORD REQUESTS

Informal requests for public records may be processed at the discretion of the public entity, provided any applicable fees have been paid by the person requesting the record.

RESPONDING TO WRITTEN REQUESTS

If a public entity denies an informal request, in whole or in part, the request may enter a formal, written

process. If a written request is made, the public entity must respond within 10 days by:

1. Providing the record, in whole or in part, to the requestor upon payment of any applicable fees;
2. Denying the request for the record; or
3. Acknowledging that the public entity has received the request and providing an estimate of the time reasonably required to respond.

REQUESTING MORE TIME TO COMPLY WITH THE REQUEST

According to law, public entities may only request more time to deliver the record for the following reasons:

1. The need to clarify the nature and scope of the written request;
2. To locate and assemble the information requested;
3. To notify any third persons or government agencies affected by the written request; or
4. To determine whether any of the information requested is not subject to disclosure and whether a denial should be made as to all or part of the written request.

ASKING FOR CLARIFICATION

If a written request is unclear, the public entity may ask the person requesting the record for clarification. If the requestor fails to respond to the request for clarification within 10 business days, the request is no longer valid.

DENYING REQUESTS

If a request is denied in whole or in part, the denial must be accompanied by a written statement of the reasons for a denial. A public entity must keep a record of all denied requests.

REQUESTS CONSIDERED DENIED

A request shall be considered denied if:

1. A public entity does not respond to a request within 10 business days; or
2. The public entity fails to comply with the time estimates needed to comply with the request without providing a revised estimate.

APPEAL OF REQUEST DENIAL

If a person requesting the record disagrees with a request's denial, the individual may appeal the decision, within 90 days of the denial, via civil action or to the Board of Hearing Examiners.

References

State Reference:

SDCL 1-27

Federal Reference:

USC Title 10 §503

USC Title 20 §7908

Policy Reference

GBL - Personnel Records

JOA - Student Directory Information

KBA - Public's Right to Know

Adoption History

BOE Approved			
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Douglas School District 51-1
APPLICATION FOR ACCESS TO PUBLIC RECORDS

TO: SUPERINTENDENT
DOUGLAS SCHOOL DISTRICT 51-1
400 PATRIOT DRIVE
BOX ELDER, SD 57719

STEP 1 APPLICATION (Applicant must complete Step 1 and submit to Douglas School District)

I hereby apply to [] inspect [] copy the following record(s): (check all that apply)

Three horizontal lines for entering record details.

FEE STRUCTURE:

- Search of hard copy records: \$20/hour
• Computerized record retrieval: \$20/hour
• Administrative Staff Rate: Actual cost
• Non-Administrative Staff Rate: \$20/hour
• Attorney Review Rate: Actual Billable Attorney Rate
• Hard Copies \$0.25
• Mailing: Actual Cost

EXEMPTED, AND/OR UNALLOWABLE RECORDS WILL NOT BE PROVIDED PER POLICY KBAA, KBAA-R AND SDCL 1-27-1.5

Date Applicant's Signature

Representing (if applicable)

Mailing Address

City / State / Zip Phone

STEP 2 DISTRICT APPROVE... OFFICE USE ONLY

Request is: [] Approved [] Record Unavailable [] Record Exempt Per SDCL 1-27

Total Estimated Cost to be Paid in Advance: \$ _____

Superintendent Signature

Date

STEP 3 APPLICANT ACCEPTANCE OF FEES:

I understand that I am responsible for payment of all costs associated with this application and production of records. I understand that I am responsible for the total estimated fees above OR the actual cost of records production, whichever is greater.

Applicant Signature

Date

Board Approved date

**REVISED
DOUGLAS SCHOOL DISTRICT
Board Policy**

SECTION	K	TITLE	School, Community & Home Relations	FILE	KIA
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Distribution and Posting of Promotional Materials

The Board recognizes that students, employees, parents or citizens may want to distribute materials within the school district that are non-curricular. Non-curricular materials to be distributed must be approved by the Superintendent **or designee** and meet certain standards prior to distribution.

Flyers to be distributed to students must be approved by the Superintendent or designee and meet the following criteria:

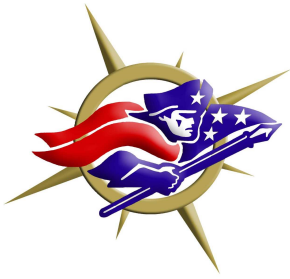
- **The flyer must be educational in nature, support the basic educational mission of Douglas School District and/or benefit the population of Douglas School District in a positive manner.**
- **All flyers to be distributed shall bear the name and contact information of the sponsoring entity.**
- **Approval of a flyer does not imply Douglas School District endorsement of any identified product and/or services.**
- **The flyer must be in compliance with all other applicable Douglas District Board Policies.**

REFERENCES

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Adoption History

First Reading	3/17/2016		
Approved	3/29/2016		
First Reading - Revision			
Approved			



DOUGLAS SCHOOL DISTRICT 51-1

ADMINISTRATIVE OFFICE

400 Patriot Drive • Box Elder, SD 57719-9749 • 605-923-0000

Mr. Kevin Case, Superintendent

TO: DSD 51-1 Board of Education
FROM: Kevin Case, Superintendent
RE: Executive Leadership Team Salary Recommendations
DATE: June 13, 2022

I recommend the following salaries for the 2022-23 school year for the following employees. These salary recommendations align with raises given to other employee groups and also include two other considerations given to similar employee groups:

1. Native American Day as an added paid holiday (increasing contract days from 230 to 231 and 235 to 236) and
2. the \$50/month health insurance stipend that was proposed for other groups. No other changes are proposed.

● Business Director	\$121,982
● Executive Director of Elementary Education	\$128,289
● Executive Director of Secondary Education	\$113,914
● Executive Director of Operations	\$122,430