

DOUGLAS SCHOOL DISTRICT
BOARD OF EDUCATION

AGENDA

Monday, November 14, 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/93210825754?pwd=cXBrNDMyelB4V1liOXNxaFhPeGdVUT09>

Meeting ID: 932 1082 5754

Passcode: 269587

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:
 - A. Delta Dental Mobile Program Truck Visit & DSD Nursing Staff
 - B. American Education Week
4. Public Forum:
5. Approval of Agenda:
6. Consent Agenda Items:
 - A. Approval of Regular Meeting Minutes for October 24, 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

- D. Additional Assistant Track & Field Coaching Position for DHS
7. Items Removed From Consent Agenda
- A. Approve Personnel Action
8. Elementary and Secondary Curriculum and Instruction Items:
- A. Update on South Dakota Social Studies Standards and Adoption Process - We wanted to update you on the proposed K-12 Social Studies standards and changes that have been made in the adoption process.
9. Superintendent Items:
- A. Approve Student Assignment Requests as recommended to attend Douglas School District for the 2022-23 school year.
 - B. Cost Estimate Update on Elementary Building #1 - COOP/DLR/Gustafson Builders
 - C. Approve appointment of board member(s) to the ASBSD's Legislative Action Network (LAN).
10. Fiscal Resources Items:
- A. South Dakota Teacher Compensation Accountability Data
- In 2016, the SD Legislature passed a half-cent sales tax increase with the purpose of increasing teacher compensation in SD. Since that date, schools have been required to report compensation data (SDCL 13-13-73.6) in an effort to show that the additional dollars are being used for teacher compensation. Each year is compared to FY2017 for comparison purposes.
- Douglas has always made it a priority to compensate our staff with the most competitive salary & benefits package as possible while still being fiscally responsible. The attached report came from the State of South Dakota - we sorted it to show the District with the highest average teacher compensation (includes benefits) and the District with the highest average teacher salary (does not include benefits).
11. Operational Support Services Items:
- A. Approve FIRST Reading of Reviewed and Revised School Board Policies as follows:
 - EA - Support Services Goals
 - EB- Safety Program
 - EBA- Buildings and Grounds Inspections
 - EBB- Accident Prevention and Safety Procedures.
 - EBBA- First Aid
 - EBBB- Accident Reports
 - EBC- Emergency Plans
 - EBCA- Bomb Threats
 - EBCB- Fire Drills

EBCB-E Fire Drill Reports
EBCD- Emergency Closings
EBCD-R Emergency Closings Regulation
ECA- Buildings and Grounds Security
ECA-R Buildings and Grounds Security Regulation
ECAA- Equal Access
ECAB- Vandalism
ECAB-E Vandalism Report
ECAC- Surveillance Video
ECB- Buildings and Grounds Maintenance
ECF- Energy Management
ECF-R Buildings and Grounds Management (Energy Management and Conservation)
ECG- Integrated Pest Management (IPM)
ECG-R Integrated Pest Management (IPM) Regulation
EDBA- Maintenance and Control of Instructional Materials
EEAC- School Bus Safety Program
EEACA- Examination and Training/ Drug and Alcohol Testing Bus Drivers
EEACA-R Part 2 ,Drug and Alcohol Testing Bus Drivers
EEAD- Special Use of Buses
EFB- Free and Reduced Price Food Service
EG- Data Management and Records Retention
EGAA- District Copyright Policy
EH- Service Animals at School
EH-E Service Animal at School Informational Sheet
EIBA- Indemnification of Employees

12. Reports:

A. Superintendent:



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



13. Upcoming Calendar Events:

November 18	ASBSD Delegate Assembly, Pierre
November 21-25	No School for Students
November 21-22	Staff Professional Development Days
November 28	BOE Meeting

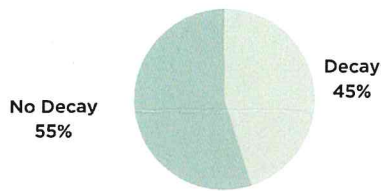
14. Adjournment

Mobile Program Truck Visit Summary

 Location: Box Elder
 Date: October 24-28, 2022

 Kids Served: 55
 Value of Dental Care: \$48,076

Percentage Of Kids With Tooth Decay



98 teeth with decay.

The Kids' Oral Health*

- 4 missed school because of dental pain in the last year.
- 69% drink sweetened beverages daily.
- 17 indicated tooth ache.
- 0% use tobacco.
- 0 visited an ER/Hospital because of dental pain in the last year.
- 80% brush daily.
- 12 had never seen a dentist before.

Care Provided

Each child was provided a toothbrush, toothpaste, floss and a lesson on how to use them and better care for their teeth at home.

Diagnostic Procedures: **157 | \$7,688**
Exams, X-Rays

Preventive Procedures: **532 | \$27,158**
Cleaning, Sealants, Fluoride Varnish

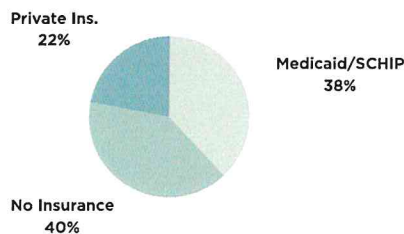
Restorative Procedures: **84 | \$13,230**
Cavity Fillings, Crowns, Extractions

Sealants Placed

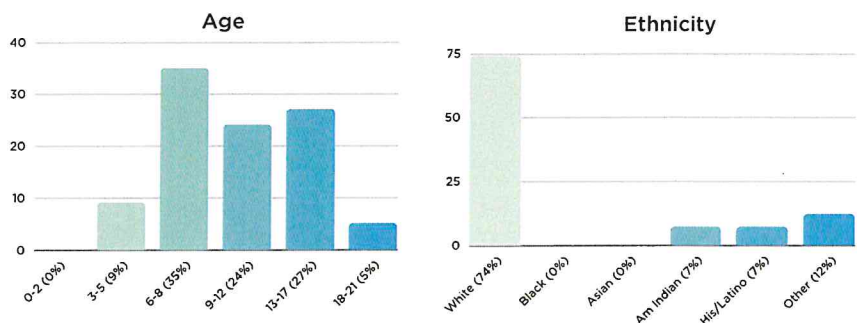


Dental sealants are thin coatings applied to molar (back) teeth to prevent cavities. Generally for kids age 6-13, sealants reduce the risk of tooth decay by up to 80% for several years.

Benefits/Coverage



Patient Demographics*



Household Income/Size*

6% with income less than \$10,000 with an average of 3.3 children
 15% with income between \$10,000-\$20,000 with an average of 2.3 children
 19% with income between \$20,000-\$30,000 with an average of 2.5 children
 60% with income more than \$30,000 with an average of 2.9 children

Gender



All data with * was reported by parent/guardian on the Patient Information form.

It is American Education Week!

It is hard to imagine an America where public schools do not exist. Yet, 120 years ago, many people did not have access to free public high schools. 150 years ago, not even elementary education was provided publicly. Fast forward to today – every American child can get a free education. Further, getting an education is not only a benefit, but a requirement.

This week, I hope everyone will take time to reflect on the momentous progress that has been made, both locally and nationally, as a result of the institution of public education.

America would not be what it is today without it. And, if you get an opportunity - thank a teacher, a paraeducator, a custodian or another member of the DSD team who works to ensure that every child in our school system receives a quality education, a cornerstone for building a bright future!

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 #
1			
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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, October 24, 2022

The Douglas School District No. 51-1 Board of Education held a Regular meeting on Monday, October 24, 2022 at 5:00 PM in the library conference room at Vandenberg Elementary School, Box Elder, South Dakota. President Tanya Gray presided. Those present were:

Tonya Amaral: 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 Gray called the meeting to order at 5:00 p.m.

Superintendent Kevin Case and the Board of Education recognized Douglas School District's Early Intervention Program, which has been designated by the State as exemplary--the highest designation for Preschool Levels of Excellence. This speaks to the quality of the program and the level of expertise and professionalism of the staff who lead it.

There was nothing for public forum.

Motion to approve the agenda. This motion, made by Cathy Melendez 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 Regular Board Meeting Minutes for October 11, 2022.

Approved Personnel Action for October 24, 2022. (Attachment)

Approved September Financial Reports. (Attachment)

Approved Accounts Payable Report. (Attachment)

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

Approved the high school music and drama trip request to Branson, Missouri in 2024.

Approved the robotics overnight/out-of-state trip requests to Mitchell on November 4-5, to Harrisburg on November 18-19, and to Gillette, WY on January 28.

Approved update to ESSER III School District Plan.

Elementary and Secondary Curriculum and Instruction Items:

Executive Director of Elementary Academics Ann Pettit and Executive Director of Secondary Academics Kit Veit shared the 2021-22 State Report Card. It covers data points for students in grades 3-8 and 11. The report card information is now public and can be accessed on the State Department of Education website.

Motion to approve the Memorandum of Understanding with Great Plains Tribal Leaders' Health Board. This motion, made by Amy McGovern and seconded by Tonya Amaral, Carried.

Director of Special Services Monica Waltman shared information and a video featuring the new Bridge Program which is an adult transition program supporting 18-21-year-old students with disabilities. They learn to advocate for themselves as they transition to independent living and integrated employment. The program is funded by a grant from the Department of Human Resources, Division of Rehabilitation Services. Student Shawn Stock and his parent shared their experience.

Fiscal Resource Items:

Motion to approve the following Grant Budgets: (1) Title I, Part A - Improving Academic Achievement of Disadvantaged (2) Title II, Part A - Improving Teacher Quality - Class Size Reduction (3) Title IV, Part A - Student Support and Academic Enrichment Grants. This motion, made by Cathy Melendez and seconded by Tonya Amaral, Carried.

Operational Support Services Items:

Motion to approve request from Transportation Department for early purchase of one (1), 71-passenger bus through ESSER Budget. This motion, made by Amy McGovern and seconded by Cathy Melendez, Carried.

Reports:

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

Tonya Amaral commented the Booster Club joined with the HS Music Department for event at the high school tonight. The next Booster Club meeting is December 5.

Cathy Melendez stated the Box Elder Area Chamber of Commerce will be supporting military personnel in the upcoming holidays.

Fran Apland attended the MIC3 annual business meeting last week. The South Dakota MIC3 Commissioner is Ann Pettit. It was a good opportunity to make new connections on the national level. Trista Olney added that MIC3 staff will be visiting Douglas and area schools in November.

After a brief recess, Adaptive Schools trainer, Ellynor Martinez joined board members via zoom to facilitate the review of the board self-evaluation survey and further collective skill development.

Motion to adjourn the meeting at 7:17 pm. This motion, made by Amy McGovern and seconded by Chris Misselt, Carried.

Tanya Gray, President

Trista Olney, Business Manager

_____ Initials

_____ Date

Published once at the total approximate cost of _____.

DOUGLAS SCHOOL DISTRICT**PERSONNEL ACTION 10/24/2022****Employee Leave of Absence Requests**

	Thomas Hancock	Douglas Middle School	Art Teacher	Medical leave of Absence exteded to 12/11/2022
	Megan Knudson	Patriot Elementary (BC)	Kindergarten teacher	Medical leave of Absence starting 1/18/2023

Certified Professional Growth Plans

	Name	Building	Position	
	Cassie Hamer	Douglas Middle School	SPED Teacher	10/20/2022

Certified Resignations/Retirements/Terminations

	Name	Position	Location	Effective Date
	Jennifer Jordan	Douglas High School	Science Teacher	End of 2022-2023 School Year
	Cooper Woodrow	Patriot Elementary (FC)		Effective 10/11/2022 2022-2023 School Year Assessed \$4000 for Liquidated Damages as per terms of his contract

Classified Resignations/Retirements/Terminations

	Name	Position	Location	Effective Date
	Amanda Stenkamp	Secretary	DMS	10/11/2022

Classified Voluntary Transfer Request

	Name	From Bldg/Position/Hrs	To Bldg/Position/Hrs	Effective Date
	Kathrine MIner	DMS/Food Service Worker/4 hours	DMS/Food Service Worker/4.5 hours	9/26/2022
	Elizabeth Spears	DMS/Food Service Worker/4.5 hours	VES/Food Service Worker/6.5 hours	9/26/2022

Classified Staff Hiring

	Name	Position	Location	Effective Date
	Michelle Randall	Food Service Cook	Douglas Middle School	10/24/2022
	Duncan Witt	SPED Aide (18-21 Program)	Carrousel	10/25/2022

Temporary Hires

	Name	Position	Salary	Effective Date
	Livey Bright	HS Assistant Competitive Dance Coach	\$1,789.00 per yr	2022-2023 School Year
	Cassie Hamer	MS Fall Drama Coach - 1 Year Only	\$2,872.00 per yr	2022-2023 School Year
	Tori Nielson	HS Assistant Girls Basketball	\$3,138.00 per yr	2022-2023 School Year
	Tori Nielson	MS Head 7th Grade Girls Basketball	\$4,020.00 per yr	2022-2023 School Year
	Brian Palmer	MS Student Council Advisor- 1 Year Only	\$1,545.00 per yr	2022-2023 School Year
	Lindsay Scott	MS Assistant Fall Drama Coach - 1 Year Only	\$1,762.00 per yr	2022-2023 School Year
	Will Velez	MS Assistant Wrestling Coach - 1 Year Only	\$2,470.00 per yr	2022-2023 School Year
	Keana Walton	Activity Worker	\$10 per hour	10/1/2022

Substitute Hires

	Name	Substitute Teacher	Substitute Classified	Effective Date
	Hanna Crow	\$16.00 per hour	95% of Step 1	10/24/2022
	Trent Musfelt	\$16.00 per hour	95% of Step 1	10/12/2022
	Elizabeth Spears	\$16.00 per hour	95% of Step 1	10/14/2022
	Christina Wasil	\$16.00 per hour	95% of Step 1	10/18/2022

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

September 1, 2022 FINANCIAL	GENERAL FUND	CAPITAL OUTLAY	SPECIAL EDUCATION
BALANCE 08/ 31/ 22	\$2,645,690.68	(\$25,522.41)	\$2,083,886.44
RECEIPTS:			
TAXES	\$18,077.21	\$10,724.23	\$6,863.72
TUITION			
INTEREST	\$448.70		
ADMISSIONS	\$4,621.00		
LOCAL	\$31,471.33	\$140.44	
COUNTY	\$13,094.73		
STATE	\$1,305,081.00		\$168,389.00
FEDERAL		110,523.00	
OTHER	\$1,398.30		
INTERFUND TRAN.	\$6,408.87		
LOANS			
TOTAL RECEIPTS:	\$1,380,601.14	\$121,387.67	\$175,252.72
DISBURSEMENTS:			
	\$354,979.91	\$132,258.65	\$296,087.68
SALARIES	\$1,707,021.23	\$0.00	\$322,147.17
TRANSFERS OUT			
BALANCE 09/30/22	\$1,964,290.68	(\$36,393.39)	\$1,640,904.31
BALANCE 09/ 30/ 21	1,367,874.95	3,004,705.60	1,945,715.16

September 1, 2022 FINANCIAL	FEDERAL PROJECTS	UNEMPLOY- MENT FUND
BALANCE 08/ 31/ 22	(\$2,140,346.43)	\$50,460.60
RECEIPTS:		
TAXES		
INTEREST		
LOCAL		
STATE		
FEDERAL		
PREMIUMS		
REIMBURSEMENTS	\$195,494.25	
OTHER (LOCAL) -AFROTC	\$1,170.15	
INTERFUND TRAN.		
OTHER (LOCAL) -LIBRARY		
TRANSFER IN		
TOTAL RECEIPTS:	\$196,664.40	\$0.00
DISBURSEMENTS:		
VERIFIED CLAIMS	\$139,024.44	\$0.00
SALARIES	\$345,566.26	\$0.00
TRANSFERS OUT		
EXPENDITURES		
BALANCE 09/30/22	(\$2,428,272.73)	\$50,460.60
BALANCE 09/ 30/ 21	(684,726.79)	55,338.70

September 1, 2022 FINANCIAL	DEP CARE	ENTERPRISE	IMPACT AID
BALANCE 08/ 31/ 22	\$372.59	\$0.00	\$22,948,436.54
RECEIPTS:			
INTEREST			\$6,408.87
TUITION			
STATE			
FEDERAL			\$35,280.00
LOCAL	\$1,373.76		
OTHER			
INTERFUND TRAN.			
LOANS			
PREMIUMS			
TOTAL RECEIPTS:	\$1,373.76	\$0.00	\$41,688.87
DISBURSEMENTS:			
VERIFIED CLAIMS	\$500.00	\$0.00	\$6,408.87
SALARIES	\$0.00	\$0.00	\$0.00
EXPENDITURES/ TRANSFERS OUT			\$0.00
BALANCE 09/30/22	\$1,246.35	\$0.00	\$22,983,716.54
BALANCE 09/ 30/ 21	565.04	4,714.21	22,778,419.54

September 1, 2022 FINANCIAL	FOOD SERVICE	FIDUCIARY FUNDS	MEDICAL REIMB-125
BALANCE 08/ 31/ 22	\$364,417.92	\$250,117.28	\$1,143.87
RECEIPTS:			
INTEREST			
SALES	\$72,055.86		
STATE			
FEDERAL	\$1,366.00		
LOCAL	\$1,232.23	\$39,494.19	\$1,500.02
OTHER			
INTERFUND TRAN.			
LOANS			
TOTAL RECEIPTS:	\$74,654.09	\$39,494.19	\$1,500.02
DISBURSEMENTS:			
VERIFIED CLAIMS	\$51,800.76	\$80,382.39	\$1,628.55
SALARIES	\$22,449.32	\$0.00	\$0.00
BALANCE 09/30/22	\$364,821.93	\$209,229.08	\$1,015.34
BALANCE 09/ 30/ 21	109,327.74	184,772.10	(1,679.73)

Board Report - For School Board 10/31/2022

<u>Vendor Name</u>	<u>Check #</u>	<u>Expensed</u>	<u>Amount</u>
95 % GROUP INC	181454		220.00
A & B WELDING SUPPLY COMPANY INC.	181470		197.56
ACTE REGISTRATION	181471		445.00
ADOBE SYSTEMS INC	181454		191.57
AMAZON.COM	181472		1,854.76
AMAZON/SYNCB	66		52.69
AMRE SUPPLY CANADA INC	181454		122.03
API SYSTEMS INTEGRATORS	181474		360.00
ATHLETIC.NET LLC	181454		95.00
BEST BUY BUSINESS	181454		(0.05)
BLACK HILLS DOOR SYSTEMS, INC.	181475		667.97
BLACK HILLS ENERGY- AUTO PAY	68		33,321.77
BLACK HILLS URGENT CARE	181476		380.00
BLICK ART MATERIALS	181477		204.14
BORDER STATES ELECTRIC INC	181478		176.73
BOX ELDER HARDWARE	181479		528.20
C.O.R.E FRESHMAN IMPACT	181480		2,500.00
CAREERSAFE	181481		7,680.00
CITY OF BOX ELDER/PUBLIC WORKS DEPT	181483		16,000.00
COMMERCIAL DOOR & SPECIALTIES INC.	181484		500.00
CRESCENT ELECTRIC	181486		384.23
DAKOTA BUS SERVICE, INC.	181487		1,410.00
DEMCO, INC	181489		60.11
DROPBOX	181454		127.67
EVERGREEN OFFICE PRODUCTS	181490		1,833.77
FIDUCIARY ACCOUNT	181491		3,272.60
GENERATIONS PROFESSIONAL COATINGS LLC	181492		612.25
GRACE NOTES LLC	181454		35.00
GRAINGER, INC	181494		81.69
HAGGERTYS MUSICWORKS	181495		17.98
HARLOW'S BUS SALES, INC.	181496		2,056.38
HAUFF MID-AMERICA SPORTS INC.	181497		85.00
HILLYARD INC	181498		1,283.38
HOBBY LOBBY CREATIVE CENTER	181454		18.95
HYATT REGENCY	181454		1,867.95

Board Report - For School Board 10/31/2022

<u>Vendor Name</u>	<u>Check #</u>	<u>Expensed</u>	<u>Amount</u>
IDVILLE	181454		195.03
IMPACT APPLICATIONS, INC	181499		695.00
INTEGRATED TECHNOLOGY & SECURITY	181500		1,376.40
JOANN FABRIC	181454		29.93
JW PEPPER & SONS, INC.	181502		900.06
KETEL, THORSTENSON, LLP	181503		14,000.00
KIEFFER SANITATION, INC.-AUTO PAY	69		1,983.61
KI	181504		93.50
KNIGHTS QUALITY WELDING	181505		350.00
LARSON, JENNIFER	181506		63.00
LYNN JACKSON SHULTZ & LEBRUN PC INC	181507		1,799.00
MAGAZINE LINE	181508		347.50
MIDWEST CONNECT	181510		123.00
NORTH CENTRAL BUS & EQUIPMENT CO. INC	181511		2,081.24
RAPID CITY JOURNAL	181512		635.75
RIVERSIDE TECHNOLOGIES INC	181514		4,572.40
ROBOTICS EDUCATION & COMPETITION	181515		270.00
RUSHMORE PLAZA HOLIDAY INN	181516		76.65
SAM'S CLUB	2023		473.12
SASD	181517		506.00
SCAG	181454		112.69
SCHEELS ALL SPORTS	181454		91.52
SCHOLASTIC NEWS	181518		3,332.88
SCHOOL SPECIALTY INC.	181519		120.95
SHERWIN WILLIAMS	181521		68.39
STUDIES WEEKLY	181522		179.30
SUBWAY-RC	181523		192.54
US BANK	181454		2,450.72
VANWAY TROPHY & AWARD, INC.	181524		204.86
WAL-MART STORES INC	181454		824.41
WEST RIVER ELECTRIC-AUTOPAY	67		1,402.22
GENERAL FUND			<hr/> 118,196.00
CENTURY BUSINESS	181482		10,208.24
DAKOTA SUPPLY GROUP, INC.	181488		4,553.44
GOPHER SPORT	181493		8,551.20

Board Report - For School Board 10/31/2022

<u>Vendor Name</u>	<u>Check #</u>	<u>Expensed</u>	<u>Amount</u>
J GRUBL EXCAVATING LLC	181501		21,307.34
CAPITAL OUTLAY			<hr/> 44,620.22
AMERICINN OF CHAMBERLAIN	181473		111.00
ASHA NATIONAL OFFICE	181454		880.00
CPI	181485		200.00
LOWE'S BUSINESS ACCOUNT	181454		1,078.00
RIVERSIDE INSIGHTS	181513		157.00
SD DEPARTMENT OF HUMAN SERVICES	181520		33.49
UNITED AIR LINES	181454		1,040.60
WAL-MART STORES INC	181454		(14.11)
SPECIAL ED			<hr/> 3,485.98
AMERICAN AIRLINES	181454		10,626.85
ARMY & AIR FORCE EXCHANGE SERVICES	181454		225.00
FIDUCIARY ACCOUNT	181491		750.00
MCGOVERN, ANNIE	181509		91.77
UNITED AIR LINES	181454		(803.19)
GRANTS			<hr/> 10,890.43
			<hr/> 177,192.63
AMAZON.COM	11897		27.99
CASH-WA DISTRIBUTING COMPANY, INC.	11898		1,160.88
CASH-WA DISTRIBUTING COMPANY, INC.	11899		7,158.83
COCA-COLA BOTTLING CO HIGH COUNTRY	11900		384.00
DOMINOS PIZZA- BOX ELDER	11901		1,073.00
GENERAL FUND	11902		73,707.90
MCGHAN, TAMI	11903		59.15
PAN-O-GOLD BAKING COMPANY, INC.	11904		495.56
PRAIRIE FARMS	11905		4,846.69
REINHART FOOD SERVICE LLC	11906		9,585.28
SERVALL TOWEL & LINEN SUPPLY, INC.	11907		79.76
SOUTH DAKOTA DEPARTMENT OF EDUCATION	11908		571.92
FOOD SERVICE			<hr/> 99,150.96
			<hr/> 99,150.96
Grand Total:			<hr/> 276,343.59

Board Report - For School Board 11/15/2022

<u>Vendor Name</u>	<u>Check #</u>	<u>Expensed</u>	<u>Amount</u>
A & B WELDING SUPPLY COMPANY INC.	181536		117.49
A&J SCREENING	181537		30.00
AMAZON.COM	181538		7,742.80
AMERICAN TIME & SIGNAL COMPANY. INC.	181539		2,870.28
AMICK SOUND INC	181540		2,374.37
ASBSD	181542		25.00
AUDIO VIDEO SOLUTIONS	181543		1,074.18
BHSU MUSIC DEPT	181544		60.00
BIO CORPORATION	181545		195.45
BJ'S INSTRUMENT REPAIR	181546		180.00
BLACK HILLS URGENT CARE	181548		380.00
BLICK ART MATERIALS	181549		6.85
BOEDING. JASON	181550		660.00
BOX ELDER HARDWARE	181551		766.73
CARNEGIE MELLON UNIVERSITY	181552		399.00
CAROLINA BIOLOGICAL SUPPLY COMPANY	181553		3,688.22
CARQUEST AUTO PARTS	181554		828.35
CENTURYLINK	181555		443.61
CHRIS SUPPLY. INC.	181556		560.31
CITY OF BOX ELDER/PUBLIC WORKS DEPT	181557		9,147.29
COMFORT INN & SUITES	181558		138.72
CRESCENT ELECTRIC	181560		436.65
DAKOTA BUS SERVICE. INC.	181561		6,275.00
DAKOTA SUPPLY GROUP. INC.	181562		1,004.05
DAYS INN - WATERTOWN	181564		1,277.00
DELTA DENTAL OF SD FOUNDATION	181565		2,500.00
DEMCO. INC	181566		201.68
DHS VOLLEYBALL CLUB	181567		1,130.00
EVERGREEN OFFICE PRODUCTS	181569		1,433.99
FASTENAL COMPANY. THE	181570		54.56
FEUILLERAT WELDING	181571		665.00
FIDUCIARY ACCOUNT	181572		4,740.35
FOOD SERVICE	181575		458.46
GRAINGER. INC	181577		248.02
GREAT WESTERN TIRE COMPANY	181578		37.95

Board Report - For School Board 11/15/2022

<u>Vendor Name</u>	<u>Check #</u>	<u>Expensed</u>	<u>Amount</u>
HARLOW'S BUS SALES. INC.	181579		3,625.95
HILLYARD INC	181580		4,091.58
INTEGRATED TECHNOLOGY & SECURITY	181581		1,544.00
JENNER EQUIPMENT COMPANY. INC.	181582		1,898.17
JW PEPPER & SONS. INC.	181583		288.47
LASTING IMPRESSIONS	181584		108.50
LIFETOUCH PUBLISHING. INC.	181585		1,744.05
LYNN JACKSON SHULTZ & LEBRUN PC INC	181586		1,564.00
MENARDS	181589		812.65
MG OIL COMPANY. INC.	181590		16,468.87
MIDCONTINENT COMMUNICATIONS- AUTO PAY	71		1,556.97
MIDWEST BUS PARTS. INC.	181591		248.76
MIDWESTERN MECHANICAL RAPID INC	181592		7,880.00
MITCHELL SCHOOL DISTRICT	181593		1,336.00
MONTANA DAKOTA UTILITIES COMPANY. INC.	181594		2,196.73
MRAZ. TONY	181595		1,192.00
NATIONAL ENERGY CONTROL CORPORATION	181597		821.54
NORTH CENTRAL BUS & EQUIPMENT CO. INC	181598		1,772.44
NORTHWEST PIPE FITTINGS. INC.	181599		262.03
PENNINGTON COUNTY TREASURER	181600		2.00
PRAIRIE EDGE INC	181601		133.45
QUADIENT	181602		365.70
RAPID CITY JOURNAL	181603		197.06
RAPID ROOTER	181604		325.00
ROYAL FLUSH PORTABLES. LLC	181605		125.00
RUSHMORE TREE-N-TURF	181606		2,250.00
SAM'S CLUB	2024		138.96
SHERWIN WILLIAMS	181608		310.32
SORENSEN. KURSHAWN	181609		1,095.00
STELZIG. JENNIFER	181610		63.00
STEVENS HIGH SCHOOL ACTIVITIES	181611		130.14
SUPER 8	181612		868.00
TEMPERATURE TECHNOLOGY INC	181613		956.03
THEMES AND VARIATIONS	181614		174.95
TIE	181615		4,650.00

Board Report - For School Board 11/15/2022

<u>Vendor Name</u>	<u>Check #</u>	<u>Expensed</u>	<u>Amount</u>
TUCKER, SARAH	181617		315.00
UNITY SCHOOL BUS PARTS. INC.	181618		780.21
VANWAY TROPHY & AWARD. INC.	181620		683.90
VERIZON WIRELESS	181622		340.17
VOYAGER FLEET SYSTEMS. INC.	181624		374.66
WAL-MART STORES INC	2024		196.09
WEST RIVER ASSOCIATION OF ELEMENTARY	181625		150.00
WESTERN COMMUNICATIONS. INC.	181626		768.00
WHISLER BEARING COMPANY	181627		148.22
GENERAL FUND			<hr/> 117,104.93
CO-OP ARCHITECTURE	181559		148,750.00
DAKTRONICS	181563		16,530.00
FOLLETT CONTENT SOLUTIONS LLC	181573		948.10
FOLLETT SCHOOL SOLUTIONS. INC	181574		2,994.06
UNIVERSAL ATHLETIC LLC	181619		4,642.00
VARSITY SPIRIT FASHION	181621		7,794.00
CAPITAL OUTLAY			<hr/> 181,658.16
AMAZON.COM	181538		3,359.03
BLACK HILLS SPECIAL SERVICES COOPERATIVE	181547		7,500.00
EDUCATIONAL ADVANTAGES. INC.	181568		1,200.00
NASP. INC.	181596		1,037.00
SD DEPARTMENT OF HUMAN SERVICES	181607		2,537.37
TUCKER. CONNIE	181616		279.00
VOLUNTEERS OF AMERICA. DAKOTAS	181623		939.30
SPECIAL ED			<hr/> 16,851.70
SAM'S CLUB	2024		50.00
FOOD SERVICE			<hr/> 50.00
AMAZON.COM	181538		967.11
APPLE	181541		7,018.00
FULCRUM MANAGEMENT SOLUTIONS INC	181576		25,200.00
MCGOVERN. ANNIE	181587		137.17
MCGRAW HILL SCHOOL EDUCATION	181588		5,615.65
GRANTS			<hr/> 38,937.93
			<hr/> 354,602.72
AMAZON.COM	11911		684.12
CASH-WA DISTRIBUTING COMPANY. INC.	11912		1,137.59

Board Report - For School Board 11/15/2022

<u>Vendor Name</u>	<u>Check #</u>	<u>Expensed</u>	<u>Amount</u>
CASH-WA DISTRIBUTING COMPANY. INC.	11913		4,949.59
CHILD AND ADULT NUTRITION	11914		7,728.22
COCA-COLA BOTTLING CO HIGH COUNTRY	11915		1,166.00
DAKOTA WAREHOUSE	11916		210.00
DOMINOS PIZZA- BOX ELDER	11917		1,202.50
FIDUCIARY ACCOUNT	11918		21,235.00
GENERAL FUND	11919		32,261.57
GRAFF. MOLLY	11920		30.25
PAN-O-GOLD BAKING COMPANY. INC.	11921		304.96
PRAIRIE FARMS	11922		4,392.37
PROGUARD SERVICE & SOLUTIONS	11923		1,300.88
REINHART FOOD SERVICE LLC	11924		17,649.95
SERVALL TOWEL & LINEN SUPPLY. INC.	11925		306.19
YORK. JORJA	11926		55.45
FOOD SERVICE			<u>94,614.64</u>
			<u>94,614.64</u>
Grand Total:			<u>449,217.36</u>

PAYROLL EXPENDITURES

OCTOBER 7 2022

OCTOBER 21 2022

TOTALS

\$1,089,482.04

\$1,136,904.74



DOUGLAS SCHOOL DISTRICT 51-1

DOUGLAS HIGH SCHOOL

420 Patriot Drive

Box Elder, SD 57719-9749

Phone (605) 923-0030

Mr. Bud Gusso
Principal

Mr. Duane Wince
Assistant Principal

Ms. Naomi Hatfield
Activities Director

TO: Douglas School District Board of Education
Mr. Kevin Case, Superintendent

FROM: Naomi Hatfield, DHS Activities Director

RE: Additional Track & Field Coaching Position

DATE: September 7, 2022

I am requesting permission to add an additional coaching position for the Douglas High School Track & Field Team. This position would be filled each year when the number of athletes in the throwing or jumping events exceeds 24.

Rationale: The number of participants in the throwing and jumping events has risen significantly over the past two years. The SDHSAA has also added javelin as a sanctioned field event. For safety reasons, all three throwing areas are located far away from each other around the perimeter of the track or at a different school. The safety and efficient instruction of students requires a minimum of two throwing coaches at practices and meets.

Student participants in discus, shot put and javelin at DHS:

Beginning 2021 season / Finished 2021 season
25 / 17

Beginning 2022 season / Finished 2022 season
33 / 31

Student participants in track & field at DHS:

Beginning 2021 season / Finished 2021 season
83 / 67

Beginning 2022 season / Finished 2022 season
104 / 89

The assistant track & field coaching position is Category 2 in Appendix B and the salary range is \$3,959-\$4,697. Thank you for your consideration.

DOUGLAS SCHOOL DISTRICT					
PERSONNEL ACTION 11/14/2022					
Employee Leave of Absence Requests					
	Tara Albers	Patriot Elementary (FC)		Leave of Absence	
	Megan Knutson	Patriot Elementary (BC)	Kindergarten teacher	Parental leave of Absence starting 1/18/2023 to end of school Year	
Classified Service Factor Bonus					
	Name	Position/Years	Amount	Dates of Service	
	Gina Giesey	Food Service Cook	\$861.57	15 Years 11/26/2009-11/26/2022	
	James Johnson	Custodian	\$347.33	5 Years 11/13/2017-11/13/2022	
Certified Resignations/Retirements/Terminations					
	Name	Position	Location	Effective Date	
	Myrna Becker- Retiring instead of Resigning	Counselor	Vandenberg	Correction from Board meeting on 10/11/2022	
	Alison Coyle-Resigning	SPED Teacher	DMS	End of 2022-2023 School Year	
	Michele Hazledine-Resigning	Kindergarten Teacher	Patriot Elementary-Badger Clark Wing	End of 2022-2023 School Year	
	Mark Kenefick- Retiring	4TH Grade Teacher	Vandenberg	End of 2022-2023 School Year	
	Megan Knutson-Resigning	Kindergarten Teacher	Patriot Elementary-Badger Clark Wing	End of 2022-2023 School Year	
	Carl Mathews-Resigning	SPED Teacher	DHS	End of 2022-2023 School Year	
Classified Resignations/Retirements/Terminations					
	Name	Position	Location	Effective Date	
	Holly Rick	Lunchroom Supervisor	Patriot Elementary-Badger Clark Wing	11/18/2022	
	Elizabeth Spears	Food Service Worker	Vandenberg Kitchen	11/7/2022	
Classified Voluntary Transfer Request					
	Name	From Bldg/Position/Hrs	To Bldg/Position/Hrs	Effective Date	
	Monica Arredondo	MS Counseling Secretary	MS Attendance Secretary	11/2/2022	
Classified Staff Hiring					
	Name	Position	Location	Pay	Effective Date
	Ashley Evard	Counseling Secretary	Douglas Middle School	E/1 - \$15.00 Per Hour	11/17/2022
	Madison Lemmon	Lunchroom Supervisor	Patriot Elementary-Badger Clark Wing	B/1- \$13.50 Per Hour	10/24/2022
	Pamela Crowther	SPED Aide	Patriot Elementary-Badger Clark Wing	E/1 - \$15.00 Per Hour	11/8/2022
	Shawn Mendenhall	Food Service Worker	Douglas High School	B/1- \$13.50 Per Hour	11/14/2022
	Elizabeth Spears	SPED Aide	Patriot Elementary-Badger Clark Wing	E/1 - \$15.00 Per Hour	11/8/2022
Temporary Hires					
	Name	Position	Salary	Effective Date	Notes

	Jason Boeding	HS Asst Track & Field Coach- 1 Year Only	\$4,020.00 Per Year	2022-2023 School Year	
	Brook Clark	Activity Worker	\$15.00 Per Hour	2022-2023 School Year	
	Brook Clark	MS Head 6th Grade Girls Intramural Basketball-1 Year Only	\$1,110.00 Per Year	2022-2023 School Year	
	Micheal Clark	HS Asst Track & Field Coach- 1 Year Only	\$2,231.00 Per Year	2022-2023 School Year	
	Kaitlin Heier	MS Head 7th Grade Boys Basketball-1 Year Only	\$3,426.00 Per Year	2022-2023 School Year	
	Kaitlin Heier	HS Asst Track & Field Coach (.5 Postion-Shared)-1 Year Only	\$1,217.50 Per Year	2022-2023 School Year	
	Aaron Kowaleski	MS Head 8th Grade Boys Basketball-1 Year Only	\$3,186.00 Per Year	2022-2023 School Year	
	Lee Kruse	MS Head 8th Grade Girls Basketball-1 Year Only	\$3,138.00 Per Year	2022-2023 School Year	
	Kevin Militello	MS Patriot Press Newspaper Advisor-1 Year Only	\$1,569.00 Per Year	2022-2023 School Year	
	Rachael Quimby	MS Asst 7th Grade Girls Basketball- 1 Year Only	\$2,470.00 Per Year	2022-2023 School Year	
	Duncan Stobner	MS Head Wrestling Coach- 1 Year Only	\$3,090.00 Per Year	2022-2023 School Year	
	Ashley Von Eye	HS Asst Fall Cheerleading Coach-1 Year Only	\$1,762.00 Per Year	2022-2023 School Year	
	Mary Walters	ASL Class for 9 hours	\$15.75 Per Hour	Summer Class Taken	
	Marlee Wieman	HS Asst Cross Country Coach- 1 Year Only	\$4,020.00 Per Year	2022-2023 School Year	

Substitute Hires

	Name	Substitute Teacher	Substitute Classified	Effective Date	
	Kimber Alexander	\$16.00 per hour	95% of Step 1	10/27/2022	
	Lisa Bierema	\$16.00 per hour	95% of Step 1	10/27/2022	
	William Buccus	\$16.00 per hour	95% of Step 1	10/24/2022	
	Jennifer Dreier	\$16.00 per hour	95% of Step 1	10/27/2022	
	Laura Hoffman	\$16.00 per hour	95% of Step 1	10/27/2022	
	Reynaldo Martinez	\$16.00 per hour	95% of Step 1	10/1/2022	
	Tara Yonce	\$16.00 per hour	95% of Step 1	10/27/2022	

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

Overview of Proposed Standards



Background of Social Studies Standards

- **State Content Standards are reviewed every 7 years.**
- **Standards revision for all content areas has used a similar process for many years**
- **Social Studies standards presented from workgroup for approval last year were met with scrutiny**
- **A new commission was formed and the process used for standards revision was very different than what has been used in the past.**

Social Studies Standards - Review Process Comparison

Past Process	Current Process
<p>Apply to be on the committee by filling out a google form or be nominated by a district administrator</p>	<p>Apply to be on the committee by a google form</p>
<p>Dept of Ed chose committee members by those who had applied or were nominated. Committee members are listed with their role and place of employment.</p>	<p>Interviewed by Governor's office - Dept of Ed was not involved</p>
<p>Committee had grade level representation with table leads</p> <p>13 grade levels represented as contributors in the process</p> <p>42 educators</p> <p>Melinda Johnson - DOE Project Lead</p>	<p>15 total members - Approx. 200 applied Names listed only, not role or place of employment</p> <p>Two current SD educators: Shaun Nielsen - Middle School SS Teacher Samantha Walder - Elem Principal</p> <p>Chairman of Committee - Governor's Chief of Staff Mark Miller Facilitator, William Morrissey Notetaker - Allen Cambon (Policy Advisor for Governor Noem at time of committee work, no longer with the Gov. office)</p>

Past Process	Current Process
<p>Looked at research and information to put together standards; reviewed previous SD standards</p>	<p>Met twice in person - 7 times total (originally 6 scheduled) *Scheduled 8-5 or 9-4 *First and last meetings were held from 8-5, but the remainder of the meetings were dismissed by noon.</p>
<p>Looked at content standards from other states</p>	<p>Draft of standards emailed to the committee *Committee did not work together to develop standards *Proposed standards presented by William Morrissey, former Hillsdale College Professor</p>
<p>Completed training in C3 (inquiry based) to support higher-level thinking</p>	<p>No training in inquiry based or other pedagogical concepts</p>
<p>Worked on introduction and organization of standards for vertical alignment and scaffolding</p>	<p>Committee directed to not look at the old standards for comparison</p> <p>Vertically not aligned or scaffolded</p>
<p>Developmental appropriateness considered as well as depth of knowledge for application of skills.</p>	<p>Developmental appropriateness not considered.</p> <p>Application of skills absent, task and content focus</p>

Past Process	Current Process
Focus on scope and sequence, vertical alignment through the grades; cohesive strand development	Day 1 - Review K-2 standards was on the agenda - no development, proofreading only
SD is a state of local control - full SD representation of committee members and SD Dept of Education	Committee Members told to direct all questions to the governor's office
8 full days of development (65 hours) with committee members + half day for initial training	<p>Organization of standards is not cohesive</p> <p>Efforts by the committee members for questioning and collaboration were stifled</p>
Presented to SD Board of Education and open for public comment	Presented to SD Board of Education and open for public comment
Board of Education is appointed by the Governor - 7 members (3 educators)	Board of Education is appointed by the Governor - 7 members (3 educators)
Four public meetings for public comment followed by adoption of the standards	Four public meetings for public comment followed by adoption of the standards

Standards Vocabulary

Old Standards: **Old standards wordage:** Anchor Standard (same for all grades K-12 for vertical progression from one grade to the next) Anchor standard is content and skills focused.

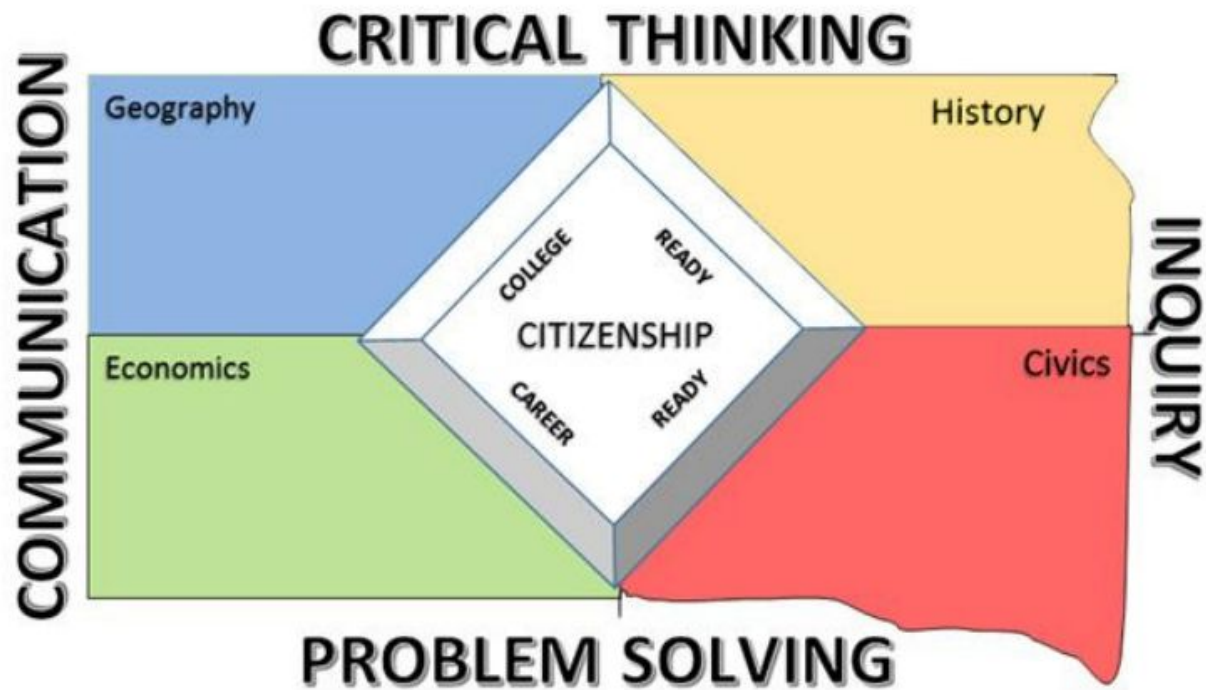
Old Sub Standards: **Grade Level Standard** (specific outcome for each grade level or grade band)

Proposed Standards: **Standard** (no anchor standards for progression of learning, standard is per grade level K-8 and grade band for high school (9-12). Some standards are not skill or content focused, just generic phrases

Proposed Subpoints: **Subpoints** - list of specific tasks, dates, people, locations, wars, etc students are to know

South Dakota Social Studies Content Standards

Adopted August 24, 2015



Kindergarten

Kindergarten History

K-12.H.1 Students will analyze how major events are chronologically connected and evaluate their impact on one another.

K.H.1.1 Distinguish yesterday, today, and tomorrow

K-12.H.2 Students will analyze and evaluate the impact of people, events, ideas, and symbols upon history using multiple sources.

K.H.2.1 Identify local and national celebrations

Kindergarten Civics/Government

K-12.C.1 Students will explain, compare and contrast, and analyze the historical principles and philosophical purposes of various forms of governments.

K.C.1.1 Identify our country's flag of the United States as a symbol of the nation

K-12.C.2 Students will explain the historical impact of primary founding documents including, but not limited to, the Declaration of Independence, the U.S. Constitution, the U.S. Bill of Rights and subsequent amendments.

K.C.2.1 Understand classroom rules and why they are important

Kindergarten Geography

K-12.G.1 Students will apply geospatial resources, including data sources and geographic tools to generate, interpret, and analyze information.

K.G.1.1 Recognize that maps and globes represent places

K.G.1.2 Use environmental directions or positional words including but not limited to up, down, above, and below to identify significant locations in the classroom

K-12.G.3 Students will recognize the characteristics of the processes that shape places and regions.

K.G.3.1 Identify and describe places in the immediate environment including the classroom and/or playground

K-12.G.6 Students will understand the ways in which humans culturally adapt to, use, and modify the natural environment and its various elements

K.G.6.1 Describe ways people rely on the environment to meet human needs and wants

Kindergarten Economics

K-12.E.1 Students will apply the fundamental economic ideas and concepts associated with the study of economics.

K.E.1.1 Describe the difference between wants and needs

Kindergarten

Introduction to America

K.SS.1. The student learns the skills to complete the following tasks, completing each task with relative ease by the end of Kindergarten.

- A. The student can distinguish between a map and a globe. G
- B. The student can identify and explain a map of the classroom. G
- C. The student can name his or her town, township or city, county, state or reservation, country, and continent. G
- D. The student can distinguish on a map between oceans, lakes, rivers, and mountains. G
- E. The student can identify and describe differences in setting, housing, and clothing from different time periods. H
- F. The student can use sequential terms correctly to narrate personal and historical events, including first, next, last, before, and after. H
- G. The student can use a calendar correctly to identify days, weeks, months, and years and can correctly reference "today," "yesterday," and "tomorrow." H
- H. The student can use chronological and temporal terms correctly to narrate personal and historical events, including now, long ago, in the future, last or next week, month, year, and present, past, and future. H
- I. The student can use the word "because" correctly in answer to questions of "why" and cause and effect. H
- J. The student can give examples of rules and laws. C
- K. The student can give examples of treating others with and without respect for the equal human dignity of each person. C
- L. The student can give examples of virtues and actions related to hard work, personal potential, and individual independence. CE
- M. The student can correctly use words related to work, including: E
 - food
 - clothing
 - home
 - job
 - money
 - make
 - serve
 - borrow
 - buy
 - sell
 - need
 - want

Grade 7

Note: The committee, with input from educators throughout the state, revised the former seventh grade social studies standards to facilitate effective instruction and student mastery with emphasis on an in-depth study of Geography.

Grade 7 Civics/Government

K-12.C.1 Students will explain, compare and contrast, and analyze the historical principles and philosophical purposes and various forms of governments.

7.C.1.1	Identify and describe different forms of government used throughout the world
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Grade 7 Geography

K-12.G.1 Students will apply geospatial resources, including data sources and geographic tools to generate, interpret, and analyze information.

7.G.1.1	Gather information, analyze data and demonstrate navigation with a map
7.G.1.2	Construct maps or other geographic representations and explain the spatial patterns of cultural and/or physical characteristics

K-12.G.2 Students will understand the nature and importance of the Five Themes of Geography; location, place, human-environment interaction, movement, and region.

7.G.2.1	Create an argument for the importance of the study of Geography
7.G.2.2	Recognize and apply the Five Themes of Geography
7.G.2.3	Analyze political and economic systems

K-12.G.3 Students will recognize the characteristics of the processes that shape places and regions.

7.G.3.1	Identify and differentiate between the human and/or physical characteristics that create a region
7.G.3.2	Describe how cultural patterns, including but not limited to economic and political decisions, influence environments and the daily lives of people in both nearby and distant places
7.G.3.3	Explain how the physical and human characteristics of places and regions are connected to human identities and cultures

K-12.G.4 Students will identify Earth's physical systems and the ways in which they are dynamic and interactive.

7.G.4.1	Demonstrate understanding of the processes that result in the natural landscape
7.G.4.2	Explain how and why different cultures interact with earth's physical systems in various ways

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K-12.G.5 Students will recognize and explain the role population and culture play in creating diversity within the world's places and regions.

7.G.5.1	Analyze basic components of culture, including how and why they differ spatially
7.G.5.2	Identify population distribution and characteristics of human populations
7.G.5.3	Explain how changes in land use affect population distribution patterns

K-12.G.6 Students will understand the ways in which humans culturally adapt to, use, and modify the natural environment and its various elements.

7.G.6.1	Clarify how human groups adapt to, and depend upon, the natural environment
7.G.6.2	Recognize and explain how cultures and cultural landscapes change

K-12.G.7 Students will be applying geographic knowledge to understand the diversity of Earth's physical and human conditions, past, present, and future.

7.SS.6. The student demonstrates knowledge and understanding of the American Revolution.

- The student explains why and how Great Britain asserted new authority in the colonies after the French and Indian War and why the colonists contested Britain's new claims to control as violations of their rights and freedom. H
- The student explains the ways in which the colonists responded to Great Britain's new claims of power over them. H
- The student tells the story of the Boston Massacre and subsequent murder trial. H
- The student tells the biography of George Washington, including: H

South Dakota Social Studies Standards |

- his upbringing
- his fighting in the French and Indian War
- his ownership of slaves at Mount Vernon
- his crossing of the Delaware River, leadership at Valley Forge, and command at the battles of Trenton and Yorktown
- his dismissal of the Newburgh Conspiracy
- his presiding at the Constitutional Convention
- his presidency
- his views on slavery and its abolition
- his freeing of slaves at Mount Vernon upon his death and that of his wife, Martha
- his policies and practices regarding Native Americans
- his views on education, religion, and morality as they relate to self-government
- his views on partisanship and foreign policy
- the building of the Washington Monument

E. The student tells the biography of John Adams, including: H

- his upbringing
- his defense of British soldiers in the Boston Massacre trial
- his views on education, religion, and morality as they relate to self-government
- his role at the Second Continental Congress in favor of declaring independence
- his condemnation of slavery
- his presidency
- his marriage to Abigail Adams

F. The student tells the story of the Boston Tea Party, and explains Great Britain's responses to the Boston Tea Party and the colonists' argument that these actions were tyrannical. H

High School Social Studies

High School Civics/Government

K-12.C.1 Students will explain, compare and contrast, and analyze the historical principles and philosophical purposes and various forms of governments.

9-12.C.1.1	Rationalize the purposes of government throughout world history through the use of compelling questions,
9-12.C.1.2	Summarize the critical similarities and differences in the various forms of government
9-12.C.1.3	Sequence and identify critical events in British history that had a direct or indirect impact on the origins of the United States government
9-12.C.1.4	Describe the influence of religion on western political thought
9-12.C.1.5	Explain the relationship between political ideologies and corresponding economic ideologies and their impact on government systems through the use of compelling and supporting questions

K-12.C.2 Students will explain the historical impact of primary founding documents including but not limited to, the Declaration of Independence, the U.S. Constitution, the U.S. Bill of Rights and subsequent amendments.

9-12.C.2.1	Differentiate between a constitutional or limited government and unconstitutional or unlimited government
9-12.C.2.2	Critique the claims and evidence offered in the Declaration of Independence, justifying the independence of the American colonies
9-12.C.2.3	Evaluate its effectiveness through identifying strengths and weaknesses of the Articles of Confederation
9-12.C.2.4	Explain how the goals set forth in the preamble of the United States Constitution reflect enduring issues of American society
9-12.C.2.5	Explain the construction of the United States Constitution as a bundle of compromises reflecting differing points of view
9-12.C.2.6	Identify the points of agreement and disagreement between the Federalists and the Anti-Federalists over the ratification of the United States Constitution and how the disagreement was resolved via the protection of rights in the Bill of Rights

K-12.C.3 Students will explain how the Constitution organizes the government of the United States.

9-12.C.3.1	Evaluate the effectiveness of the separation of powers and the role of checks and balances
9-12.C.3.2	Outline the law making process
9-12.C.3.3	Make arguments for and against the use of the Electoral College given its intended purpose
9-12.C.3.4	Cite historical evidence justifying the power of judicial review

9th-12th Grade

World History: Ancient to Modern

9-12.WH.1 Building upon skills learned in previous grades, the student learns the skills to complete the following tasks, completing each task with relative ease by the end of high school.

- The student can use the six essential elements of geography to describe a region: spatial terms, places and regions, physical systems, human systems, environment and society, and the uses of geography. G
- The student can explain how geographic location and features contributed to the development and form of historical civilizations and how they influenced the actions of people in a given historical event. G
- The student can write a narrative essay of 500-750 words on a historical event based on class notes. H
- The student can write an informative essay of 500-750 words on a historical figure based on class notes. H
- The student can write a persuasive essay of 500-750 words based on class notes, including a main argument (thesis), topic sentences, supporting evidence from history and class, and clear attempts to explain how the evidence proves the topic sentences and overall thesis. HCE

9-12.WH.2 The student locates the following places on a map: G

- Africa
 - Major Geographic Features: Mediterranean Sea, Atlantic Ocean, Indian Ocean, Sahara Desert, Nile River, Lake Victoria, Mount Kilimanjaro, Atlas Mountains, the Horn of Africa, Red Sea, Suez Canal, Cape of Good Hope, Niger River, Congo River, Kalahari Desert, Congo Rainforest
 - Major Countries (Cities): Algeria (Algiers), Angola, Botswana, Cameroon, Central African Republic, Chad, Ivory Coast, Democratic Republic of the Congo (Kinshasa), Djibouti, Egypt (Cairo, Giza), Equatorial Guinea, Ethiopia, Gambia, Ghana, Guinea, Kenya (Nairobi), Liberia, Libya (Tripoli), Madagascar, Mali, Morocco (Tangier, Casablanca), Mozambique, Namibia, Niger, Nigeria (Lagos), Rwanda, Senegal, Sierra Leone, Somalia, South Africa (Johannesburg, Cape Town, Pretoria), South Sudan, Sudan, Swaziland, Tanzania, Tunisia (Tunis), Uganda, Zambia, Zimbabwe
- Middle East
 - Major Geographic Features: Black Sea, Mediterranean Sea, Caspian Sea, Red Sea, Indian Ocean, Arabian Peninsula, Persian Gulf, Euphrates River, Tigris River, Sea of Galilee, Jordan River, Strait of Hormuz, Gulf of Oman
 - Major Countries (Cities): Armenia, Azerbaijan, Cyprus, Georgia, Iran (Tehran), Iraq (Baghdad, Mosul), Israel (Jerusalem, Tel Aviv), Jordan, Kuwait, Lebanon (Beirut),

Comparison between Current Standards and New Standards

Grade Level	Current # of Anchor Standards	Current # of Grade Level Standards	Proposed Standards	Proposed Subpoints
Kindergarten	8	9	4	127
1st Grade	9	13	11	105
2nd Grade	9	13	12	127
3rd Grade	11	19	7	84
4th Grade	14	22	11	113
5th Grade	18	18	10	114

Concerns

- Adoption Process
 - Motivation to change the process
- Content proposed
 - Scope and Sequence, vertical alignment
 - Broad, memorization
 - Teachers will be forced to pick and choose
- Stakeholder Involvement
 - Change in process and content
 - Meaningful consultation from local tribes
- Financial Implications
 - Purchasing products that cover material

Educational Organizations

SASD

- Parent group meetings in opposition
 - Superintendent
 - Curriculum Directors
 - Administrators
 - Special Services
 - Teacher
 - Parent/Community
- Proposed Resolution from ASBSD in opposition

Process To Getting Standards Approved

Persons interested in providing feedback on the proposed content standards have several options to do so. **Written public comment may be provided online by following the links below.** Written comment may also be mailed to the Department of Education, ATTN: Public Comment, 800 Governors Drive, Pierre, SD 57501. Finally, individuals may provide testimony by appearing in-person at one of the four public hearings, one was already held in Sept.

Board of Education Standards' public hearing schedule

- Nov. 21, 2022, 9 a.m. (Central) (location TBD), Sioux Falls
- 2023 dates and locations TBD with one being in Rapid City, SD

How Do I Learn More and Make Public Comments?

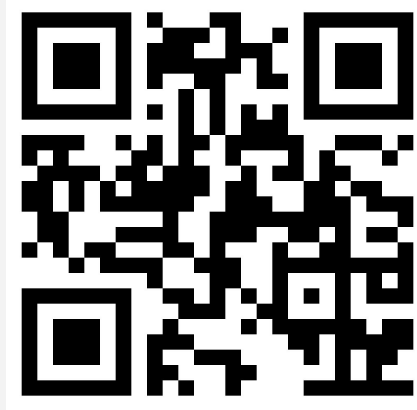
Proposed Standards:

<https://doe.sd.gov/contentstandards/documents/SS-Proposed.pdf>



Public Comment:

<https://docs.google.com/forms/d/e/1FAIpQLSc6ho3Xf9I6hyIWZ06D68x52wNF2Zpq3TzwJoDNcctboK9Vyq/viewform>



QUESTIONS?



Additions and New Construction Cost	128,249	SF		\$42,085,574
Off-Site Development			\$1,500,000	\$1,500,000
New 600ES #1	128,249	SF	\$280	\$35,909,720
Equipment				
Fixed Equipment				\$0
Furniture, Furnishings & Equipment (Movable)			\$ 8.00	\$1,025,992
Technology and Technology Equipment			\$ 20.00	\$2,564,980
Construction Management Fees			2.9%	\$1,084,882
COST OF THE WORK				\$42,085,574
Architect / Engineering Fees				\$2,729,217
Additions and New Construction Cost				\$2,689,217
BOLD Services			\$40,000	\$40,000
Site Acquisition & Development Cost				\$245,000
Site Acquisition			\$245,000	\$245,000
Platting Cost			\$0	\$0
Traffic Impact Study			\$0	\$0
Off-Site Street and Utilities Development			\$0	\$0
General and Jurisdictional Expenses				\$3,202,504
Davis Bacon			5.00%	\$2,104,279
Printing (Allowance)			0.2%	\$84,171
Reimbursable Expenses (Allowance)			0.1%	\$42,086
Topographic Survey (3rd Party)			0.1%	\$42,086
Pre-Construction Geo-Technical Soils Testing (3rd Party)			0.1%	\$42,086
Geothermal Test Well (Ground Source Condu)				\$0
Special Inspections (3rd Party)			0.5%	\$210,428
Construction Soils Testing (3rd Party)			0.3%	\$126,257
Storm Water Pollution Prevention Plan (S)			\$3,500	\$3,500
Erosion Control Monitoring (SWPPP) (3rd Pa			0.15%	\$63,128
PROJECT EXPENDITURE SUBTOTAL				\$48,262,295
Contingency			10.00%	\$4,208,557
PROJECT BUDGET including contingency				\$52,470,852
Project Escalation Factor 2021 - Bid Spring 22			10.00%	\$5,247,085
Project Escalation Factor 2023			15.00%	\$8,657,691
TOTAL PROJECT ESCALATED BUDGET				\$66,375,628
TOTAL ESTIMATED PROJECT BUDGET				\$66,375,628

Initial Estimate 2019

Additions and New Construction Cost	128,746	SF		\$52,024,702
Off-Site Development			\$2,200,000	\$2,200,000
New 600ES #1	128,746	SF	\$359	\$46,219,814
Equipment				
Fixed Equipment				\$0
Furniture, Furnishings & Equipment (Movable)			\$ 8.00	\$1,029,968
Technology and Technology Equipment			\$ 20.00	\$2,574,920
Construction Management Fees			0.0%	\$0
COST OF THE WORK				\$52,024,702
Architect / Engineering Fees				\$3,500,197
Additions and New Construction Cost				\$3,460,197
BOLD Services			\$40,000	\$40,000
Site Acquisition & Development Cost				\$245,000
Site Acquisition			\$245,000	\$245,000
Platting Cost			\$0	\$0
Traffic Impact Study			\$0	\$0
Off-Site Street and Utilities Development			\$0	\$0
General and Jurisdictional Expenses				\$771,021
Davis Bacon (Incl. Above)			5.00%	\$2,310,990
Printing (Allowance)			0.2%	\$104,049
Reimbursable Expenses (Allowance)			0.1%	\$52,025
Topographic Survey (3rd Party)			0.1%	\$52,025
Pre-Construction Geo-Technical Soils Testing (3rd Party)			0.1%	\$52,025
Geothermal Test Well (Conductivity Test)				\$13,163
Special Inspections (3rd Party)			0.5%	\$260,124
Construction Soils Testing (3rd Party)			0.3%	\$156,074
Storm Water Pollution Prevention Plan (SWPPP)			\$3,500	\$3,500
Erosion Control Monitoring (SWPPP) (3rd Party)			0.15%	\$78,037
PROJECT EXPENDITURE SUBTOTAL				\$57,686,415
Contingency			10.00%	\$5,202,470
PROJECT BUDGET including contingency				\$62,888,886
Project Escalation Factor 2021 - Bid Spring 22			0.00%	\$0
Project Escalation Factor 2023			0.00%	\$0
TOTAL PROJECT ESCALATED BUDGET				\$62,888,886
TOTAL ESTIMATED PROJECT BUDGET				\$62,888,886

DD Estimate 7/2022

Additions and New Construction Cost	128,746	SF		\$60,921,051
Off-Site Development			\$2,200,000	\$2,200,000
New 600ES #1	128,746	SF	\$428	\$55,116,163
Equipment				
Fixed Equipment				\$0
Furniture, Furnishings & Equipment (Movable)			\$ 8.00	\$1,029,968
Technology and Technology Equipment			\$ 20.00	\$2,574,920
Construction Management Fees			0.0%	\$0
COST OF THE WORK				\$60,921,051
Architect / Engineering Fees				\$4,122,942
Additions and New Construction Cost				\$4,082,942
BOLD Services			\$40,000	\$40,000
Site Acquisition & Development Cost				\$245,000
Site Acquisition			\$245,000	\$245,000
Platting Cost			\$0	\$0
Traffic Impact Study			\$0	\$0
Off-Site Street and Utilities Development			\$0	\$0
General and Jurisdictional Expenses				\$900,018
Davis Bacon (Incl. Above)			5.00%	\$2,755,808
Printing (Allowance)			0.2%	\$121,842
Reimbursable Expenses (Allowance)			0.1%	\$60,921
Topographic Survey (3rd Party)			0.1%	\$60,921
Pre-Construction Geo-Technical Soils Testing (3rd Party)			0.1%	\$60,921
Geothermal Test Well (Conductivity Test)				\$13,163
Special Inspections (3rd Party)			0.5%	\$304,605
Construction Soils Testing (3rd Party)			0.3%	\$182,763
Storm Water Pollution Prevention Plan (SWPPP)			\$3,500	\$3,500
Erosion Control Monitoring (SWPPP) (3rd Party)			0.15%	\$91,382
PROJECT EXPENDITURE SUBTOTAL				\$67,566,915
Contingency			0.00%	\$0
PROJECT BUDGET including contingency				\$67,566,915
Project Escalation Factor 2021 - Bid Spring 22			0.00%	\$0
Project Escalation Factor 2023			0.00%	\$0
TOTAL PROJECT ESCALATED BUDGET				\$67,566,915
TOTAL ESTIMATED PROJECT BUDGET				\$67,566,915

CD Estimate 9/2022

Teacher Compensation Accountability - Sorted by 2022 Average Teacher Salary

	District Name	2022 Total FTE	2022 Total Salary	2022 Average Teacher Salary	2022 Total Compensation (Salary + Benefits)	2022 Average Teacher Compensation	2017 Average Teacher Compensation
1	Oglala Lakota County 65-1	105.09	\$6,453,622	\$61,410.43	\$8,278,167.00	\$78,772.17	\$68,778.00
2	Douglas 51-1	181.54	\$10,532,922	\$58,019.84	\$13,048,322.00	\$71,875.74	\$67,320.00
3	Eagle Butte 20-1	49.09	\$2,777,568	\$56,581.14	\$3,630,000.00	\$73,945.81	\$67,524.00
4	Brandon Valley 49-2	278.17	\$15,712,609	\$56,485.63	\$21,080,071.00	\$75,781.25	\$65,884.00
5	Dupree 64-2	33.52	\$1,869,793	\$55,781.41	\$2,431,340.00	\$72,534.01	\$65,445.00
6	Sioux Falls 49-5	1638.43	\$88,981,790	\$54,309.18	\$120,310,172.00	\$73,430.16	\$68,432.00
7	Wagner Community 11-4	72.34	\$3,904,584	\$53,975.45	\$5,183,720.00	\$71,657.73	\$62,800.00
8	Yankton 63-3	167.84	\$8,992,160	\$53,575.79	\$12,167,455.00	\$72,494.37	\$67,054.00
9	Dakota Valley 61-8	91.24	\$4,854,302	\$53,203.66	\$6,039,867.00	\$66,197.58	\$60,490.00
10	Mitchell 17-2	175.59	\$9,332,440	\$53,149.04	\$11,746,683.00	\$66,898.36	\$64,527.00
11	Todd County 66-1	159.00	\$8,420,653	\$52,960.08	\$10,914,114.00	\$68,642.23	\$60,414.00
12	Watertown 14-4	236.69	\$12,454,578	\$52,619.79	\$15,594,389.00	\$65,885.29	\$64,496.00
13	Huron 02-2	174.34	\$9,167,433	\$52,583.65	\$11,883,181.00	\$68,160.96	\$63,629.00
14	Harrisburg 41-2	405.73	\$21,229,113	\$52,323.25	\$26,370,423.00	\$64,995.00	\$55,634.00
15	Timber Lake 20-3	36.42	\$1,901,827	\$52,219.30	\$2,454,939.00	\$67,406.34	\$59,077.00
16	Milbank 25-4	70.61	\$3,684,608	\$52,182.52	\$4,793,751.00	\$67,890.54	\$58,958.00
17	Smee 15-3	18.00	\$936,000	\$52,000.00	\$1,190,335.00	\$66,129.72	\$61,774.00
18	Madison Central 39-2	83.80	\$4,357,141	\$51,994.52	\$5,433,296.00	\$64,836.47	\$59,835.00
19	Pierre 32-2	174.48	\$9,058,057	\$51,914.59	\$10,948,180.00	\$62,747.48	\$57,030.00
20	Burke 26-2	19.84	\$1,028,611	\$51,845.31	\$1,333,979.00	\$67,236.84	\$62,271.00
21	Brookings 05-1	227.66	\$11,789,421	\$51,785.21	\$15,443,030.00	\$67,833.74	\$61,500.00
22	McLaughlin 15-2	42.97	\$2,222,018	\$51,710.91	\$2,919,004.00	\$67,931.21	\$56,648.00
23	Aberdeen 06-1	305.11	\$15,686,682	\$51,413.20	\$20,511,458.00	\$67,226.44	\$61,769.00
24	Northwestern Area 56-7	19.65	\$1,009,684	\$51,383.41	\$1,292,716.00	\$65,787.07	\$54,278.00
25	Lead-Deadwood 40-1	66.00	\$3,384,912	\$51,286.55	\$4,681,376.00	\$70,929.94	\$64,258.00
26	Spearfish 40-2	165.86	\$8,496,855	\$51,229.08	\$10,315,528.00	\$62,194.19	\$56,562.00
27	Chester Area 39-1	36.55	\$1,868,414	\$51,119.40	\$2,555,749.00	\$69,924.73	\$64,028.00
28	Andes Central 11-1	34.00	\$1,735,341	\$51,039.44	\$2,273,787.00	\$66,876.09	\$59,760.00
29	South Central 26-5	6.57	\$335,263	\$51,029.38	\$440,576.00	\$67,058.75	\$57,038.00
30	McIntosh 15-1	20.13	\$1,017,689	\$50,555.84	\$1,383,200.00	\$68,713.36	\$64,879.00
31	Rapid City Area 51-4	848.66	\$42,818,137	\$50,453.82	\$55,843,668.00	\$65,802.17	\$64,058.00
32	Groton Area 06-6	43.28	\$2,170,080	\$50,140.48	\$2,847,564.00	\$65,793.99	\$60,293.00
33	Hamlin 28-3	52.68	\$2,629,826	\$49,920.77	\$3,407,737.00	\$64,687.49	\$56,831.00
34	West Central 49-7	90.82	\$4,509,362	\$49,651.64	\$5,586,512.00	\$61,511.91	\$59,155.00
35	Mobridge-Pollock 62-6	43.38	\$2,151,210	\$49,589.90	\$2,739,452.00	\$63,150.12	\$60,290.00
36	Florence 14-1	20.35	\$1,007,974	\$49,531.89	\$1,322,047.00	\$64,965.45	\$58,185.00
37	Lemmon 52-4	23.91	\$1,183,893	\$49,514.55	\$1,443,897.00	\$60,388.83	\$59,044.00
38	Sisseton 54-2	73.52	\$3,637,918	\$49,482.02	\$4,591,453.00	\$62,451.75	\$56,936.00

Teacher Compensation Accountability - Sorted by 2022 Average Teacher Salary

	District Name	2022 Total FTE	2022 Total Salary	2022 Average Teacher Salary	2022 Total Compensation (Salary + Benefits)	2022 Average Teacher Compensation	2017 Average Teacher Compensation
39	Lyman 42-1	33.48	\$1,653,512	\$49,388.05	\$2,163,694.00	\$64,626.46	\$60,202.00
40	Baltic 49-1	35.87	\$1,767,248	\$49,268.13	\$2,192,749.00	\$61,130.44	\$57,149.00
41	Beresford 61-2	48.74	\$2,396,919	\$49,177.66	\$3,003,976.00	\$61,632.66	\$57,264.00
42	Wall 51-5	21.88	\$1,075,326	\$49,146.53	\$1,405,392.00	\$64,231.81	\$61,886.00
43	Tri-Valley 49-6	69.00	\$3,383,423	\$49,035.12	\$4,332,737.00	\$62,793.29	\$60,660.00
44	Tea Area 41-5	131.76	\$6,453,135	\$48,976.43	\$8,124,622.00	\$61,662.28	\$56,031.00
45	Garretson 49-4	34.24	\$1,675,077	\$48,921.64	\$2,141,798.00	\$62,552.51	\$55,673.00
46	Bison 52-1	17.00	\$831,316	\$48,900.94	\$960,880.00	\$56,522.35	\$54,133.00
47	Meade 46-1	210.85	\$10,297,602	\$48,838.52	\$12,879,372.00	\$61,083.10	\$58,847.00
48	Montrose 43-2	20.39	\$992,056	\$48,654.05	\$1,272,127.00	\$62,389.75	\$55,546.00
49	Britton-Hecla 45-4	32.32	\$1,571,403	\$48,620.14	\$1,953,421.00	\$60,440.01	\$54,768.00
50	Gregory 26-4	34.00	\$1,652,282	\$48,596.53	\$2,093,619.00	\$61,577.03	\$54,838.00
51	Winner 59-2	53.45	\$2,595,470	\$48,558.84	\$3,251,698.00	\$60,836.26	\$55,393.00
52	Canton 41-1	63.10	\$3,062,412	\$48,532.68	\$3,781,755.00	\$59,932.73	\$54,426.00
53	Willow Lake 12-3	22.88	\$1,109,647	\$48,498.56	\$1,437,853.00	\$62,843.23	\$58,158.00
54	Henry 14-2	15.77	\$764,808	\$48,497.65	\$970,431.00	\$61,536.53	\$53,080.00
55	Lennox 41-4	73.26	\$3,543,159	\$48,364.17	\$4,430,160.00	\$60,471.74	\$54,150.00
56	Kimball 07-2	30.10	\$1,452,389	\$48,252.13	\$1,788,388.00	\$59,414.88	\$53,994.00
57	Parkston 33-3	45.05	\$2,173,141	\$48,238.42	\$2,808,048.00	\$62,331.81	\$57,053.00
58	Ethan 17-1	20.72	\$996,662	\$48,101.45	\$1,210,439.00	\$58,418.87	\$53,946.00
59	Sioux Valley 05-5	44.03	\$2,117,388	\$48,089.67	\$2,702,968.00	\$61,389.23	\$59,059.00
60	Platte-Geddes 11-5	43.30	\$2,081,719	\$48,076.65	\$2,704,555.00	\$62,460.85	\$59,655.00
61	Chamberlain 07-1	76.82	\$3,687,944	\$48,007.60	\$4,815,200.00	\$62,681.59	\$58,327.00
62	Arlington 38-1	22.24	\$1,066,855	\$47,970.10	\$1,421,138.00	\$63,900.09	\$56,680.00
63	Rosholt 54-4	19.86	\$952,676	\$47,969.59	\$1,247,125.00	\$62,795.82	\$59,923.00
64	Redfield 56-4	46.00	\$2,198,512	\$47,793.74	\$2,843,755.00	\$61,820.76	\$57,346.00
65	Canistota 43-1	19.76	\$942,044	\$47,674.29	\$1,183,070.00	\$59,871.96	\$56,861.00
66	Deuel 19-4	38.35	\$1,825,858	\$47,610.38	\$2,342,333.00	\$61,077.78	\$57,302.00
67	McCook Central 43-7	32.81	\$1,561,326	\$47,586.89	\$1,958,369.00	\$59,688.17	\$57,034.00
68	Freeman 33-1	26.67	\$1,268,926	\$47,578.78	\$1,796,702.00	\$67,367.90	\$61,339.00
69	Bennett County 03-1	42.15	\$2,000,353	\$47,457.96	\$2,519,975.00	\$59,785.88	\$57,374.00
70	Elk Point-Jefferson 61-7	47.50	\$2,251,592	\$47,401.94	\$2,707,434.00	\$56,998.61	\$54,669.00
71	Menno 33-2	29.32	\$1,389,153	\$47,379.02	\$1,842,961.00	\$62,856.79	\$55,736.00
72	Estelline 28-2	21.98	\$1,041,281	\$47,374.02	\$1,353,836.00	\$61,593.99	\$59,770.00
73	Iroquois 02-3	19.34	\$915,156	\$47,319.34	\$1,198,279.00	\$61,958.58	\$60,464.00
74	Mount Vernon 17-3	19.82	\$934,234	\$47,135.92	\$1,184,087.00	\$59,742.03	\$56,710.00
75	Hill City 51-2	34.86	\$1,638,815	\$47,011.33	\$2,076,910.00	\$59,578.60	\$59,577.00
76	Vermillion 13-1	91.81	\$4,315,960	\$47,009.69	\$5,580,649.00	\$60,784.76	\$58,678.00

Teacher Compensation Accountability - Sorted by 2022 Average Teacher Salary

	District Name	2022 Total FTE	2022 Total Salary	2022 Average Teacher Salary	2022 Total Compensation (Salary + Benefits)	2022 Average Teacher Compensation	2017 Average Teacher Compensation
77	Agar-Blunt-Onida 58-3	28.54	\$1,339,885	\$46,947.62	\$1,751,186.00	\$61,359.00	\$55,834.00
78	Warner 06-5	22.30	\$1,046,050	\$46,908.07	\$1,347,658.00	\$60,433.09	\$57,357.00
79	De Smet 38-2	24.67	\$1,154,918	\$46,814.67	\$1,565,038.00	\$63,438.91	\$57,521.00
80	Waverly 14-5	17.98	\$840,057	\$46,721.75	\$1,130,996.00	\$62,903.00	\$58,631.00
81	Avon 04-1	21.93	\$1,024,495	\$46,716.60	\$1,304,125.00	\$59,467.62	\$55,475.00
82	Ipswich Public 22-6	35.06	\$1,636,521	\$46,677.72	\$2,133,536.00	\$60,853.85	\$56,563.00
83	Dell Rapids 49-3	70.00	\$3,266,282	\$46,661.17	\$4,126,553.00	\$58,950.76	\$56,472.00
84	Faulkton Area 24-4	31.56	\$1,472,339	\$46,652.06	\$1,966,978.00	\$62,325.03	\$54,405.00
85	Herreid 10-1	13.77	\$642,327	\$46,646.84	\$761,797.00	\$55,322.95	\$54,153.00
86	Plankinton 01-1	23.37	\$1,087,874	\$46,550.02	\$1,346,699.00	\$57,625.12	\$53,428.00
87	Belle Fourche 09-1	102.78	\$4,781,425	\$46,520.97	\$6,254,759.00	\$60,855.80	\$57,951.00
88	Kadoka Area 35-2	36.06	\$1,674,085	\$46,424.99	\$2,197,848.00	\$60,949.75	\$55,065.00
89	Clark 12-2	39.50	\$1,831,598	\$46,369.57	\$2,322,870.00	\$58,806.84	\$54,075.00
90	Edgemont 23-1	16.72	\$775,039	\$46,354.01	\$952,153.00	\$56,946.95	\$52,803.00
91	Langford Area 45-5	21.93	\$1,015,902	\$46,324.76	\$1,327,874.00	\$60,550.57	\$57,526.00
92	Haakon 27-1	23.00	\$1,065,467	\$46,324.65	\$1,325,902.00	\$57,647.91	\$55,069.00
93	Oelrichs 23-3	15.64	\$721,119	\$46,107.35	\$862,475.00	\$55,145.46	\$53,602.00
94	Webster Area 18-5	35.31	\$1,627,412	\$46,089.27	\$2,079,254.00	\$58,885.70	\$55,255.00
95	White River 47-1	39.81	\$1,834,303	\$46,076.44	\$2,339,330.00	\$58,762.37	\$52,950.00
96	Stanley County 57-1	37.00	\$1,701,378	\$45,983.19	\$2,232,818.00	\$60,346.43	\$54,103.00
97	Selby Area 62-5	16.92	\$777,161	\$45,931.50	\$1,035,062.00	\$61,173.88	\$55,976.00
98	Doland 56-2	17.84	\$817,240	\$45,809.42	\$1,083,343.00	\$60,725.50	\$55,721.00
99	Parker 60-4	35.00	\$1,601,177	\$45,747.91	\$1,969,483.00	\$56,270.94	\$51,042.00
100	Miller 29-4	39.20	\$1,790,778	\$45,683.11	\$2,224,769.00	\$56,754.31	\$47,302.00
101	Hitchcock-Tulare 56-6	25.00	\$1,141,843	\$45,673.72	\$1,516,756.00	\$60,670.24	\$57,188.00
102	Bridgewater-Emery 30-3	28.06	\$1,281,373	\$45,665.47	\$1,623,346.00	\$57,852.67	\$51,558.00
103	Edmunds Central 22-5	18.00	\$821,653	\$45,647.39	\$1,063,622.00	\$59,090.11	\$55,771.00
104	Alcester-Hudson 61-1	30.07	\$1,372,261	\$45,635.55	\$1,708,477.00	\$56,816.66	\$50,930.00
105	Deubrook Area 05-6	30.78	\$1,403,753	\$45,606.01	\$1,852,856.00	\$60,196.75	\$58,719.00
106	Wolsey-Wessington 02-6	28.08	\$1,279,581	\$45,569.12	\$1,696,565.00	\$60,418.98	\$54,363.00
107	Custer 16-1	72.00	\$3,279,563	\$45,549.49	\$4,205,706.00	\$58,412.58	\$55,008.00
108	Frederick Area 06-2	18.13	\$825,412	\$45,527.41	\$1,059,552.00	\$58,441.92	\$52,101.00
109	Gayville-Volin 63-1	22.89	\$1,040,789	\$45,469.16	\$1,337,120.00	\$58,415.03	\$53,658.00
110	Howard 48-3	28.60	\$1,299,301	\$45,430.10	\$1,669,506.00	\$58,374.34	\$54,312.00
111	Castlewood 28-1	19.20	\$871,786	\$45,405.52	\$1,157,240.00	\$60,272.92	\$57,850.00
112	Highmore-Harrold 34-2	20.17	\$914,929	\$45,360.88	\$1,180,514.00	\$58,528.21	\$56,824.00
113	Harding County 31-1	22.30	\$1,010,020	\$45,292.38	\$1,351,519.00	\$60,606.23	\$59,133.00
114	Irene-Wakonda 13-3	23.86	\$1,077,531	\$45,160.56	\$1,521,836.00	\$63,781.89	\$56,006.00

Teacher Compensation Accountability - Sorted by 2022 Average Teacher Salary

	District Name	2022 Total FTE	2022 Total Salary	2022 Average Teacher Salary	2022 Total Compensation (Salary + Benefits)	2022 Average Teacher Compensation	2017 Average Teacher Compensation
115	Corsica-Stickney 21-3	22.21	\$1,000,594	\$45,051.51	\$1,265,100.00	\$56,960.83	\$54,033.00
116	Armour 21-1	20.92	\$942,327	\$45,044.31	\$1,227,891.00	\$58,694.60	\$54,081.00
117	Bon Homme 04-2	46.17	\$2,075,653	\$44,956.75	\$2,668,370.00	\$57,794.46	\$50,685.00
118	New Underwood 51-3	17.44	\$783,730	\$44,938.65	\$1,010,604.00	\$57,947.48	\$56,446.00
119	Leola 44-2	23.18	\$1,035,573	\$44,675.28	\$1,341,690.00	\$57,881.36	\$52,015.00
120	Waubay 18-3	18.14	\$810,273	\$44,667.75	\$1,112,296.00	\$61,317.31	\$58,502.00
121	Sanborn Central 55-5	21.00	\$936,855	\$44,612.14	\$1,137,744.00	\$54,178.29	\$50,961.00
122	Hanson 30-1	30.12	\$1,343,534	\$44,606.04	\$1,642,603.00	\$54,535.29	\$49,223.00
123	Colman-Egan 50-5	21.25	\$945,065	\$44,473.65	\$1,190,237.00	\$56,011.15	\$50,835.00
124	Centerville 60-1	19.17	\$851,955	\$44,442.10	\$1,204,305.00	\$62,822.38	\$59,984.00
125	Jones County 37-3	17.02	\$755,250	\$44,374.27	\$952,464.00	\$55,961.46	\$50,944.00
126	Scotland 04-3	24.50	\$1,082,945	\$44,201.84	\$1,395,560.00	\$56,961.63	\$52,643.00
127	Viborg-Hurley 60-6	27.50	\$1,213,874	\$44,140.87	\$1,573,126.00	\$57,204.58	\$52,260.00
128	Wessington Springs 36-2	27.72	\$1,223,325	\$44,131.49	\$1,568,875.00	\$56,597.22	\$53,436.00
129	Tripp-Delmont 33-5	18.24	\$803,099	\$44,029.55	\$1,103,364.00	\$60,491.45	\$51,010.00
130	Hot Springs 23-2	57.66	\$2,534,708	\$43,959.56	\$3,137,139.00	\$54,407.54	\$54,403.00
131	White Lake 01-3	13.12	\$576,421	\$43,934.53	\$698,744.00	\$53,257.93	\$52,085.00
132	Lake Preston 38-3	18.00	\$786,409	\$43,689.39	\$1,052,650.00	\$58,480.56	\$54,749.00
133	Elk Mountain 16-2	1.81	\$78,856	\$43,566.85	\$89,219.00	\$49,292.27	\$40,942.00
134	Marion 60-3	22.50	\$980,150	\$43,562.22	\$1,294,625.00	\$57,538.89	\$51,730.00
135	Colome Consolidated 59-3	21.88	\$950,976	\$43,463.25	\$1,232,245.00	\$56,318.33	\$51,657.00
136	Hoven 53-2	15.07	\$651,853	\$43,255.01	\$922,564.00	\$61,218.58	\$50,606.00
137	Faith 46-2	12.76	\$550,075	\$43,109.33	\$666,150.00	\$52,206.11	\$48,874.00
138	Flandreau 50-3	63.64	\$2,740,877	\$43,068.46	\$3,365,814.00	\$52,888.34	\$48,309.00
139	Gettysburg 53-1	23.09	\$993,335	\$43,020.14	\$1,269,249.00	\$54,969.64	\$50,203.00
140	Elkton 05-3	31.50	\$1,354,724	\$43,007.11	\$1,851,532.00	\$58,778.79	\$57,076.00
141	Wilmot 54-7	18.51	\$795,152	\$42,957.97	\$1,027,856.00	\$55,529.77	\$51,563.00
142	Bowdle 22-1	15.00	\$637,778	\$42,518.53	\$841,965.00	\$56,131.00	\$51,154.00
143	Woonsocket 55-4	19.93	\$841,825	\$42,239.09	\$1,088,001.00	\$54,591.12	\$52,895.00
144	Eureka 44-1	19.59	\$826,071	\$42,167.99	\$1,143,448.00	\$58,368.96	\$55,253.00
145	Oldham-Ramona 39-5	18.64	\$784,574	\$42,090.88	\$1,006,314.00	\$53,986.80	\$49,376.00
146	Summit 54-6	16.33	\$676,248	\$41,411.39	\$867,200.00	\$53,104.72	\$49,934.00
147	Rutland 39-4	21.27	\$875,697	\$41,170.52	\$1,091,233.00	\$51,303.86	\$43,431.00
148	Big Stone City 25-1	10.30	\$422,669	\$41,035.83	\$497,557.00	\$48,306.50	\$47,037.00
149	Newell 09-2	23.13	\$943,960	\$40,811.07	\$1,228,981.00	\$53,133.64	\$52,132.00
	State Total	9934.68	\$502,892,306	\$50,619.88	\$651,467,479.00	\$65,575.08	\$60,687.00

Teacher Compensation Accountability - Sorted by 2022 Average Teacher Compensation

	District Name	2022 Total FTE	2022 Total Salary	2022 Average Teacher Salary	2022 Total Compensation (Salary + Benefits)	2022 Average Teacher Compensation	2017 Average Teacher Compensation
1	Oglala Lakota County 65-1	105.09	\$6,453,622	\$61,410.43	\$8,278,167.00	\$78,772.17	\$68,778.00
2	Brandon Valley 49-2	278.17	\$15,712,609	\$56,485.63	\$21,080,071.00	\$75,781.25	\$65,884.00
3	Eagle Butte 20-1	49.09	\$2,777,568	\$56,581.14	\$3,630,000.00	\$73,945.81	\$67,524.00
4	Sioux Falls 49-5	1638.43	\$88,981,790	\$54,309.18	\$120,310,172.00	\$73,430.16	\$68,432.00
5	Dupree 64-2	33.52	\$1,869,793	\$55,781.41	\$2,431,340.00	\$72,534.01	\$65,445.00
6	Yankton 63-3	167.84	\$8,992,160	\$53,575.79	\$12,167,455.00	\$72,494.37	\$67,054.00
7	Douglas 51-1	181.54	\$10,532,922	\$58,019.84	\$13,048,322.00	\$71,875.74	\$67,320.00
8	Wagner Community 11-4	72.34	\$3,904,584	\$53,975.45	\$5,183,720.00	\$71,657.73	\$62,800.00
9	Lead-Deadwood 40-1	66.00	\$3,384,912	\$51,286.55	\$4,681,376.00	\$70,929.94	\$64,258.00
10	Chester Area 39-1	36.55	\$1,868,414	\$51,119.40	\$2,555,749.00	\$69,924.73	\$64,028.00
11	McIntosh 15-1	20.13	\$1,017,689	\$50,555.84	\$1,383,200.00	\$68,713.36	\$64,879.00
12	Todd County 66-1	159.00	\$8,420,653	\$52,960.08	\$10,914,114.00	\$68,642.23	\$60,414.00
13	Huron 02-2	174.34	\$9,167,433	\$52,583.65	\$11,883,181.00	\$68,160.96	\$63,629.00
14	McLaughlin 15-2	42.97	\$2,222,018	\$51,710.91	\$2,919,004.00	\$67,931.21	\$56,648.00
15	Milbank 25-4	70.61	\$3,684,608	\$52,182.52	\$4,793,751.00	\$67,890.54	\$58,958.00
16	Brookings 05-1	227.66	\$11,789,421	\$51,785.21	\$15,443,030.00	\$67,833.74	\$61,500.00
17	Timber Lake 20-3	36.42	\$1,901,827	\$52,219.30	\$2,454,939.00	\$67,406.34	\$59,077.00
18	Freeman 33-1	26.67	\$1,268,926	\$47,578.78	\$1,796,702.00	\$67,367.90	\$61,339.00
19	Burke 26-2	19.84	\$1,028,611	\$51,845.31	\$1,333,979.00	\$67,236.84	\$62,271.00
20	Aberdeen 06-1	305.11	\$15,686,682	\$51,413.20	\$20,511,458.00	\$67,226.44	\$61,769.00
21	South Central 26-5	6.57	\$335,263	\$51,029.38	\$440,576.00	\$67,058.75	\$57,038.00
22	Mitchell 17-2	175.59	\$9,332,440	\$53,149.04	\$11,746,683.00	\$66,898.36	\$64,527.00
23	Andes Central 11-1	34.00	\$1,735,341	\$51,039.44	\$2,273,787.00	\$66,876.09	\$59,760.00
24	Dakota Valley 61-8	91.24	\$4,854,302	\$53,203.66	\$6,039,867.00	\$66,197.58	\$60,490.00
25	Smee 15-3	18.00	\$936,000	\$52,000.00	\$1,190,335.00	\$66,129.72	\$61,774.00
26	Watertown 14-4	236.69	\$12,454,578	\$52,619.79	\$15,594,389.00	\$65,885.29	\$64,496.00
27	Rapid City Area 51-4	848.66	\$42,818,137	\$50,453.82	\$55,843,668.00	\$65,802.17	\$64,058.00
28	Groton Area 06-6	43.28	\$2,170,080	\$50,140.48	\$2,847,564.00	\$65,793.99	\$60,293.00
29	Northwestern Area 56-7	19.65	\$1,009,684	\$51,383.41	\$1,292,716.00	\$65,787.07	\$54,278.00
30	Harrisburg 41-2	405.73	\$21,229,113	\$52,323.25	\$26,370,423.00	\$64,995.00	\$55,634.00
31	Florence 14-1	20.35	\$1,007,974	\$49,531.89	\$1,322,047.00	\$64,965.45	\$58,185.00
32	Madison Central 39-2	83.80	\$4,357,141	\$51,994.52	\$5,433,296.00	\$64,836.47	\$59,835.00
33	Hamlin 28-3	52.68	\$2,629,826	\$49,920.77	\$3,407,737.00	\$64,687.49	\$56,831.00
34	Lyman 42-1	33.48	\$1,653,512	\$49,388.05	\$2,163,694.00	\$64,626.46	\$60,202.00
35	Wall 51-5	21.88	\$1,075,326	\$49,146.53	\$1,405,392.00	\$64,231.81	\$61,886.00
36	Arlington 38-1	22.24	\$1,066,855	\$47,970.10	\$1,421,138.00	\$63,900.09	\$56,680.00
37	Irene-Wakonda 13-3	23.86	\$1,077,531	\$45,160.56	\$1,521,836.00	\$63,781.89	\$56,006.00
38	De Smet 38-2	24.67	\$1,154,918	\$46,814.67	\$1,565,038.00	\$63,438.91	\$57,521.00

Teacher Compensation Accountability - Sorted by 2022 Average Teacher Compensation

	District Name	2022 Total FTE	2022 Total Salary	2022 Average Teacher Salary	2022 Total Compensation (Salary + Benefits)	2022 Average Teacher Compensation	2017 Average Teacher Compensation
39	Mobridge-Pollock 62-6	43.38	\$2,151,210	\$49,589.90	\$2,739,452.00	\$63,150.12	\$60,290.00
40	Waverly 14-5	17.98	\$840,057	\$46,721.75	\$1,130,996.00	\$62,903.00	\$58,631.00
41	Menno 33-2	29.32	\$1,389,153	\$47,379.02	\$1,842,961.00	\$62,856.79	\$55,736.00
42	Willow Lake 12-3	22.88	\$1,109,647	\$48,498.56	\$1,437,853.00	\$62,843.23	\$58,158.00
43	Centerville 60-1	19.17	\$851,955	\$44,442.10	\$1,204,305.00	\$62,822.38	\$59,984.00
44	Rosholt 54-4	19.86	\$952,676	\$47,969.59	\$1,247,125.00	\$62,795.82	\$59,923.00
45	Tri-Valley 49-6	69.00	\$3,383,423	\$49,035.12	\$4,332,737.00	\$62,793.29	\$60,660.00
46	Pierre 32-2	174.48	\$9,058,057	\$51,914.59	\$10,948,180.00	\$62,747.48	\$57,030.00
47	Chamberlain 07-1	76.82	\$3,687,944	\$48,007.60	\$4,815,200.00	\$62,681.59	\$58,327.00
48	Garretson 49-4	34.24	\$1,675,077	\$48,921.64	\$2,141,798.00	\$62,552.51	\$55,673.00
49	Platte-Geddes 11-5	43.30	\$2,081,719	\$48,076.65	\$2,704,555.00	\$62,460.85	\$59,655.00
50	Sisseton 54-2	73.52	\$3,637,918	\$49,482.02	\$4,591,453.00	\$62,451.75	\$56,936.00
51	Montrose 43-2	20.39	\$992,056	\$48,654.05	\$1,272,127.00	\$62,389.75	\$55,546.00
52	Parkston 33-3	45.05	\$2,173,141	\$48,238.42	\$2,808,048.00	\$62,331.81	\$57,053.00
53	Faulkton Area 24-4	31.56	\$1,472,339	\$46,652.06	\$1,966,978.00	\$62,325.03	\$54,405.00
54	Spearfish 40-2	165.86	\$8,496,855	\$51,229.08	\$10,315,528.00	\$62,194.19	\$56,562.00
55	Iroquois 02-3	19.34	\$915,156	\$47,319.34	\$1,198,279.00	\$61,958.58	\$60,464.00
56	Redfield 56-4	46.00	\$2,198,512	\$47,793.74	\$2,843,755.00	\$61,820.76	\$57,346.00
57	Tea Area 41-5	131.76	\$6,453,135	\$48,976.43	\$8,124,622.00	\$61,662.28	\$56,031.00
58	Beresford 61-2	48.74	\$2,396,919	\$49,177.66	\$3,003,976.00	\$61,632.66	\$57,264.00
59	Estelline 28-2	21.98	\$1,041,281	\$47,374.02	\$1,353,836.00	\$61,593.99	\$59,770.00
60	Gregory 26-4	34.00	\$1,652,282	\$48,596.53	\$2,093,619.00	\$61,577.03	\$54,838.00
61	Henry 14-2	15.77	\$764,808	\$48,497.65	\$970,431.00	\$61,536.53	\$53,080.00
62	West Central 49-7	90.82	\$4,509,362	\$49,651.64	\$5,586,512.00	\$61,511.91	\$59,155.00
63	Sioux Valley 05-5	44.03	\$2,117,388	\$48,089.67	\$2,702,968.00	\$61,389.23	\$59,059.00
64	Agar-Blunt-Onida 58-3	28.54	\$1,339,885	\$46,947.62	\$1,751,186.00	\$61,359.00	\$55,834.00
65	Waubay 18-3	18.14	\$810,273	\$44,667.75	\$1,112,296.00	\$61,317.31	\$58,502.00
66	Hoven 53-2	15.07	\$651,853	\$43,255.01	\$922,564.00	\$61,218.58	\$50,606.00
67	Selby Area 62-5	16.92	\$777,161	\$45,931.50	\$1,035,062.00	\$61,173.88	\$55,976.00
68	Baltic 49-1	35.87	\$1,767,248	\$49,268.13	\$2,192,749.00	\$61,130.44	\$57,149.00
69	Meade 46-1	210.85	\$10,297,602	\$48,838.52	\$12,879,372.00	\$61,083.10	\$58,847.00
70	Deuel 19-4	38.35	\$1,825,858	\$47,610.38	\$2,342,333.00	\$61,077.78	\$57,302.00
71	Kadoka Area 35-2	36.06	\$1,674,085	\$46,424.99	\$2,197,848.00	\$60,949.75	\$55,065.00
72	Belle Fourche 09-1	102.78	\$4,781,425	\$46,520.97	\$6,254,759.00	\$60,855.80	\$57,951.00
73	Ipswich Public 22-6	35.06	\$1,636,521	\$46,677.72	\$2,133,536.00	\$60,853.85	\$56,563.00
74	Winner 59-2	53.45	\$2,595,470	\$48,558.84	\$3,251,698.00	\$60,836.26	\$55,393.00
75	Vermillion 13-1	91.81	\$4,315,960	\$47,009.69	\$5,580,649.00	\$60,784.76	\$58,678.00
76	Doland 56-2	17.84	\$817,240	\$45,809.42	\$1,083,343.00	\$60,725.50	\$55,721.00

Teacher Compensation Accountability - Sorted by 2022 Average Teacher Compensation

	District Name	2022 Total FTE	2022 Total Salary	2022 Average Teacher Salary	2022 Total Compensation (Salary + Benefits)	2022 Average Teacher Compensation	2017 Average Teacher Compensation
77	Hitchcock-Tulare 56-6	25.00	\$1,141,843	\$45,673.72	\$1,516,756.00	\$60,670.24	\$57,188.00
78	Harding County 31-1	22.30	\$1,010,020	\$45,292.38	\$1,351,519.00	\$60,606.23	\$59,133.00
79	Langford Area 45-5	21.93	\$1,015,902	\$46,324.76	\$1,327,874.00	\$60,550.57	\$57,526.00
80	Tripp-Delmont 33-5	18.24	\$803,099	\$44,029.55	\$1,103,364.00	\$60,491.45	\$51,010.00
81	Lennox 41-4	73.26	\$3,543,159	\$48,364.17	\$4,430,160.00	\$60,471.74	\$54,150.00
82	Britton-Hecla 45-4	32.32	\$1,571,403	\$48,620.14	\$1,953,421.00	\$60,440.01	\$54,768.00
83	Warner 06-5	22.30	\$1,046,050	\$46,908.07	\$1,347,658.00	\$60,433.09	\$57,357.00
84	Wolsey-Wessington 02-6	28.08	\$1,279,581	\$45,569.12	\$1,696,565.00	\$60,418.98	\$54,363.00
85	Lemmon 52-4	23.91	\$1,183,893	\$49,514.55	\$1,443,897.00	\$60,388.83	\$59,044.00
86	Stanley County 57-1	37.00	\$1,701,378	\$45,983.19	\$2,232,818.00	\$60,346.43	\$54,103.00
87	Castlewood 28-1	19.20	\$871,786	\$45,405.52	\$1,157,240.00	\$60,272.92	\$57,850.00
88	Deubrook Area 05-6	30.78	\$1,403,753	\$45,606.01	\$1,852,856.00	\$60,196.75	\$58,719.00
89	Canton 41-1	63.10	\$3,062,412	\$48,532.68	\$3,781,755.00	\$59,932.73	\$54,426.00
90	Canistota 43-1	19.76	\$942,044	\$47,674.29	\$1,183,070.00	\$59,871.96	\$56,861.00
91	Bennett County 03-1	42.15	\$2,000,353	\$47,457.96	\$2,519,975.00	\$59,785.88	\$57,374.00
92	Mount Vernon 17-3	19.82	\$934,234	\$47,135.92	\$1,184,087.00	\$59,742.03	\$56,710.00
93	McCook Central 43-7	32.81	\$1,561,326	\$47,586.89	\$1,958,369.00	\$59,688.17	\$57,034.00
94	Hill City 51-2	34.86	\$1,638,815	\$47,011.33	\$2,076,910.00	\$59,578.60	\$59,577.00
95	Avon 04-1	21.93	\$1,024,495	\$46,716.60	\$1,304,125.00	\$59,467.62	\$55,475.00
96	Kimball 07-2	30.10	\$1,452,389	\$48,252.13	\$1,788,388.00	\$59,414.88	\$53,994.00
97	Edmunds Central 22-5	18.00	\$821,653	\$45,647.39	\$1,063,622.00	\$59,090.11	\$55,771.00
98	Dell Rapids 49-3	70.00	\$3,266,282	\$46,661.17	\$4,126,553.00	\$58,950.76	\$56,472.00
99	Webster Area 18-5	35.31	\$1,627,412	\$46,089.27	\$2,079,254.00	\$58,885.70	\$55,255.00
100	Clark 12-2	39.50	\$1,831,598	\$46,369.57	\$2,322,870.00	\$58,806.84	\$54,075.00
101	Elkton 05-3	31.50	\$1,354,724	\$43,007.11	\$1,851,532.00	\$58,778.79	\$57,076.00
102	White River 47-1	39.81	\$1,834,303	\$46,076.44	\$2,339,330.00	\$58,762.37	\$52,950.00
103	Armour 21-1	20.92	\$942,327	\$45,044.31	\$1,227,891.00	\$58,694.60	\$54,081.00
104	Highmore-Harrold 34-2	20.17	\$914,929	\$45,360.88	\$1,180,514.00	\$58,528.21	\$56,824.00
105	Lake Preston 38-3	18.00	\$786,409	\$43,689.39	\$1,052,650.00	\$58,480.56	\$54,749.00
106	Frederick Area 06-2	18.13	\$825,412	\$45,527.41	\$1,059,552.00	\$58,441.92	\$52,101.00
107	Ethan 17-1	20.72	\$996,662	\$48,101.45	\$1,210,439.00	\$58,418.87	\$53,946.00
108	Gayville-Volin 63-1	22.89	\$1,040,789	\$45,469.16	\$1,337,120.00	\$58,415.03	\$53,658.00
109	Custer 16-1	72.00	\$3,279,563	\$45,549.49	\$4,205,706.00	\$58,412.58	\$55,008.00
110	Howard 48-3	28.60	\$1,299,301	\$45,430.10	\$1,669,506.00	\$58,374.34	\$54,312.00
111	Eureka 44-1	19.59	\$826,071	\$42,167.99	\$1,143,448.00	\$58,368.96	\$55,253.00
112	New Underwood 51-3	17.44	\$783,730	\$44,938.65	\$1,010,604.00	\$57,947.48	\$56,446.00
113	Leola 44-2	23.18	\$1,035,573	\$44,675.28	\$1,341,690.00	\$57,881.36	\$52,015.00
114	Bridgewater-Emery 30-3	28.06	\$1,281,373	\$45,665.47	\$1,623,346.00	\$57,852.67	\$51,558.00

Teacher Compensation Accountability - Sorted by 2022 Average Teacher Compensation

	District Name	2022 Total FTE	2022 Total Salary	2022 Average Teacher Salary	2022 Total Compensation (Salary + Benefits)	2022 Average Teacher Compensation	2017 Average Teacher Compensation
115	Bon Homme 04-2	46.17	\$2,075,653	\$44,956.75	\$2,668,370.00	\$57,794.46	\$50,685.00
116	Haakon 27-1	23.00	\$1,065,467	\$46,324.65	\$1,325,902.00	\$57,647.91	\$55,069.00
117	Plankinton 01-1	23.37	\$1,087,874	\$46,550.02	\$1,346,699.00	\$57,625.12	\$53,428.00
118	Marion 60-3	22.50	\$980,150	\$43,562.22	\$1,294,625.00	\$57,538.89	\$51,730.00
119	Viborg-Hurley 60-6	27.50	\$1,213,874	\$44,140.87	\$1,573,126.00	\$57,204.58	\$52,260.00
120	Elk Point-Jefferson 61-7	47.50	\$2,251,592	\$47,401.94	\$2,707,434.00	\$56,998.61	\$54,669.00
121	Scotland 04-3	24.50	\$1,082,945	\$44,201.84	\$1,395,560.00	\$56,961.63	\$52,643.00
122	Corsica-Stickney 21-3	22.21	\$1,000,594	\$45,051.51	\$1,265,100.00	\$56,960.83	\$54,033.00
123	Edgemont 23-1	16.72	\$775,039	\$46,354.01	\$952,153.00	\$56,946.95	\$52,803.00
124	Alcester-Hudson 61-1	30.07	\$1,372,261	\$45,635.55	\$1,708,477.00	\$56,816.66	\$50,930.00
125	Miller 29-4	39.20	\$1,790,778	\$45,683.11	\$2,224,769.00	\$56,754.31	\$47,302.00
126	Wessington Springs 36-2	27.72	\$1,223,325	\$44,131.49	\$1,568,875.00	\$56,597.22	\$53,436.00
127	Bison 52-1	17.00	\$831,316	\$48,900.94	\$960,880.00	\$56,522.35	\$54,133.00
128	Colome Consolidated 59-3	21.88	\$950,976	\$43,463.25	\$1,232,245.00	\$56,318.33	\$51,657.00
129	Parker 60-4	35.00	\$1,601,177	\$45,747.91	\$1,969,483.00	\$56,270.94	\$51,042.00
130	Bowdle 22-1	15.00	\$637,778	\$42,518.53	\$841,965.00	\$56,131.00	\$51,154.00
131	Colman-Egan 50-5	21.25	\$945,065	\$44,473.65	\$1,190,237.00	\$56,011.15	\$50,835.00
132	Jones County 37-3	17.02	\$755,250	\$44,374.27	\$952,464.00	\$55,961.46	\$50,944.00
133	Wilmot 54-7	18.51	\$795,152	\$42,957.97	\$1,027,856.00	\$55,529.77	\$51,563.00
134	Herreid 10-1	13.77	\$642,327	\$46,646.84	\$761,797.00	\$55,322.95	\$54,153.00
135	Oelrichs 23-3	15.64	\$721,119	\$46,107.35	\$862,475.00	\$55,145.46	\$53,602.00
136	Gettysburg 53-1	23.09	\$993,335	\$43,020.14	\$1,269,249.00	\$54,969.64	\$50,203.00
137	Woonsocket 55-4	19.93	\$841,825	\$42,239.09	\$1,088,001.00	\$54,591.12	\$52,895.00
138	Hanson 30-1	30.12	\$1,343,534	\$44,606.04	\$1,642,603.00	\$54,535.29	\$49,223.00
139	Hot Springs 23-2	57.66	\$2,534,708	\$43,959.56	\$3,137,139.00	\$54,407.54	\$54,403.00
140	Sanborn Central 55-5	21.00	\$936,855	\$44,612.14	\$1,137,744.00	\$54,178.29	\$50,961.00
141	Oldham-Ramona 39-5	18.64	\$784,574	\$42,090.88	\$1,006,314.00	\$53,986.80	\$49,376.00
142	White Lake 01-3	13.12	\$576,421	\$43,934.53	\$698,744.00	\$53,257.93	\$52,085.00
143	Newell 09-2	23.13	\$943,960	\$40,811.07	\$1,228,981.00	\$53,133.64	\$52,132.00
144	Summit 54-6	16.33	\$676,248	\$41,411.39	\$867,200.00	\$53,104.72	\$49,934.00
145	Flandreau 50-3	63.64	\$2,740,877	\$43,068.46	\$3,365,814.00	\$52,888.34	\$48,309.00
146	Faith 46-2	12.76	\$550,075	\$43,109.33	\$666,150.00	\$52,206.11	\$48,874.00
147	Rutland 39-4	21.27	\$875,697	\$41,170.52	\$1,091,233.00	\$51,303.86	\$43,431.00
148	Elk Mountain 16-2	1.81	\$78,856	\$43,566.85	\$89,219.00	\$49,292.27	\$40,942.00
149	Big Stone City 25-1	10.30	\$422,669	\$41,035.83	\$497,557.00	\$48,306.50	\$47,037.00
	State Total	9934.68	\$502,892,306	\$50,619.88	\$651,467,479.00	\$65,575.08	\$60,687.00

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**DOUGLAS SCHOOL DISTRICT
Board Policy**

South Dakota

SECTION	E	TITLE	SUPPORT SERVICES	FILE	EA
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SUPPORT SERVICES GOALS

Support services are essential to the successful function of a school system. Management of auxiliary operations is therefore an important responsibility of the District administration. It should be remembered, however, that education is the District's central function; all support services will be provided, guided and evaluated by this requirement.

In order to provide support services that are truly supportive of the educational program, the Board establishes these broad goals:

1. To provide a physical environment for teaching and learning that is safe for students, staff, and public;
2. To provide safe transportation for students to and from school and nutritious meals for students;
3. To provide support services, resources, and assistance to fulfill the needs and promote the goals of the educational program.

REFERENCES

State Reference:
Policy Reference:

Adoption History

First Reading	02/23/2015		
Approved	03/09/2015		
Reviewed			

REVIEW

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**DOUGLAS SCHOOL DISTRICT
Board Policy**

South Dakota

SECTION	E	TITLE	SUPPORT SERVICES	FILE	EB
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SAFETY PROGRAM

Accidents are undesirable, unplanned occurrences that may result in tragic consequences: bodily harm, loss of school time, property damage, legal action, and even fatality. It will be the policy of the Board to guard against such occurrences by taking every reasonable precaution to protect the safety of all students, employees, visitors, and others present on District property or at school-sponsored events.

The Board will comply with safety requirements established by governmental authorities and will insist that its staff adhere to recommended safety practices as these pertain, for example, to the school plant, special areas of instruction, student transportation, school sports, and occupational safety.

The Superintendent will have overall responsibility for the safety program of the District. General areas of emphasis will include, but not be limited to: in-service training; accident record keeping; plant inspection; driver and vehicle safety programs; fire prevention; and emergency procedures and traffic safety programs relevant to students, employees, and the community.

Each principal will be responsible for the supervision of a safety program for his/her school.

The practice of safety will also be considered a facet of the instructional program of the District schools, and instruction in accident prevention as well as fire prevention, emergency procedures, traffic, bicycle and pedestrian safety, and driver education, if instructor available, will be provided in the appropriate grades and classes.

Efforts directed toward the prevention of accidents will succeed only to the degree that all staff members and students recognize that preventing accidents is a daily operational responsibility.

REFERENCES

State Reference:
ARSD 61:15

Adoption History

First Reading	02/23/2015		
Approved	03/09/2015		
Reviewed			

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**DOUGLAS SCHOOL DISTRICT
Board Policy**

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SECTION	E	TITLE	SUPPORT SERVICES	FILE	EBA
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BUILDINGS AND GROUNDS INSPECTIONS

The Superintendent **or designee** will be responsible for the general safe operations of the buildings and grounds and will periodically assist in their inspection for safety hazards.

At least annually, the Superintendent or designee will assist an inspector of the department of public safety in the inspection of school buildings and grounds for fire safety hazards.

Violations to fire protection laws and other safety hazards will be reported to the Superintendent **and designee** and corrected to ensure the well-being of all students, staff and the general public on school property.

REFERENCES

State Reference:
SDCL 13-25

Adoption History

First Reading	02/23/2015		
Approved	03/09/2015		
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Approved			

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**DOUGLAS SCHOOL DISTRICT
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ACCIDENT PREVENTION AND SAFETY PROCEDURES

Student safety will be considered a part of the general education program. Students in science and industrial arts classes will be given an orientation each semester to familiarize them with the equipment and materials they will be using and the dangers involved if safety precautions are not taken. Signs will be posted in rooms as a constant reminder of these safety precautions.

Every student, teacher and visitor is required to wear an industrial quality eye protective device when participating or observing any of the following courses:

1. Vocational or industrial arts shops or laboratories involving experience with the following: hot molten metals; milling, sawing, turning, shaping, cutting, grinding or stamping of any solid materials; heat treatment, tempering or kiln firing of any metal or other materials; gas or electric arc welding; repair or servicing of any vehicle; caustic or explosive materials.
2. Chemical or combined chemical-physical laboratories involving caustic or explosive chemicals or hot liquids or solids.

REFERENCES

State Reference:
ARSD 61:15

Policy Reference:

Adoption History

First Reading	02/23/2015		
Approved	03/09/2105		
Reviewed			

SECTION	E	TITLE	SUPPORT SERVICES	FILE	EBBA
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FIRST AID

The school is responsible for giving first aid or emergency treatment only in case of sudden illness or injury to a pupil or a member of the staff. Further medical attention in the case of a pupil is the responsibility of the parent or guardian, or the person designated for emergencies; and in the case of a member of the staff, or the particular individual.

First aid is defined as the immediate and temporary care given in case of an accident or sudden illness, which enables the child to be taken safely home or to a physician. It does not include diagnosis or treatment. Any care beyond first aid will not be given.

Each principal will be charged with directing the immediate care of ill or injured persons who come within his/her area of responsibility.

Procedures for the proper handling of such emergencies will be developed and made known to the staff. These will incorporate the following requirements:

1. No treatment except first aid is permitted in schools. The school's responsibility is to place the ill or injured student in the care of the home, **emergency medical responder**, or family physician as soon as possible.
2. Teachers or other trained persons, or bus drivers if the injury occurs on a school bus, will be responsible for administering first aid to students with minor injuries such as scratches, abrasions, bruises, etc.
3. A master first aid kit will be kept and properly maintained in each school and each school bus.
4. Medications will only be given in accordance with guidelines in Board Policy JHCB.
5. Parents will be asked to sign and submit an emergency medical authorization, which will indicate the procedure they wish the school to follow in the event of a medical emergency involving their child.
6. In all cases where the nature of an illness or an injury appears serious, the parent or guardian will be contacted if possible, and the instructions on the child's emergency card followed. Thus, in extreme emergencies arrangements usually may be made for a child's immediate hospitalization whether or not the parent or guardian can be reached.
7. No young child who is ill or injured will be sent home alone, nor will an older child unless the illness is minor and the parent or guardian has been informed in advance.

REFERENCES

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Adoption History

First Reading	08/25/2008		
Approved	09/08/2008		
First Reading-Revised	01/12/2009		
Approved	01/27/2009		
First Reading	02/23/2015		
Approved	03/09/2015		
First reading-Revised			
Approved			

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**DOUGLAS SCHOOL DISTRICT
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ACCIDENT REPORTS

Accurate and prompt accident reporting is essential if similar accidents are to be prevented from happening again. If there are injuries or damage, prompt reports also are vital in assuring the district, staff, students, and others of proper insurance coverage.

Therefore, the Board requires that an accident report be filed for every accident that takes place on school property that involves a school vehicle, students or staff on school-sponsored trips, or staff members on authorized school business trips. Such accident reports are required whether or not there is an injury or damage immediately evident.

For accidents involving students, the staff member responsible for the child when the accident occurred will file an accident report with the principal on the same day. Teachers also will report promptly to the principal any members, or accidents occurring off school grounds or involving school transportation vehicles, will be filed in accordance with procedures developed by the Superintendent.

Accident report forms will be designed and made available for each school. They will give information that:

1. Might be helpful in preventing similar accidents in the future;
2. Is needed for filing insurance claims;
3. Might be important in case of litigation.

REFERENCES

Adoption History

First Reading	02/23/2015		
Approved	03/09/2015		
Reviewed			

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SECTION	E	TITLE	SUPPORT SERVICES	FILE	EBC
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EMERGENCY PLANS

Advance planning for emergencies and disasters is essential to provide for the safety of students and staff. It also strengthens the morale of all concerned to know that preparedness plans exist and that students and staff have been trained in carrying out the plans.

The Superintendent **or designee** will develop and maintain an emergency planning guide or Crisis Manual containing emergency plans that meet the requirements for preparedness in case of fire, civil emergencies, and natural disasters, along with a record showing the dates and times of drills conducted.

The Crisis Manual for the District schools will be the official guide for the District in case of fire, civil emergencies, and natural disasters. All personnel and students will follow policies and procedures set forth in the guide.

Building principals will meet all requirements for conducting fire and emergency drills to give students practice in moving with orderly dispatch to designated areas under emergency conditions, and the staff practice in carrying out their assigned responsibilities for building evacuation, and will file with the Superintendent **or designee** a record showing the dates and times of drills conducted.

REFERENCES

State Reference:
ARSD 24:43:09:01

Policy Reference:

Adoption History

First Reading	02/23/2015		
Approved	03/09/2015		

REVISED

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**DOUGLAS SCHOOL DISTRICT
Board Policy**

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SECTION	E	TITLE	SUPPORT SERVICES	FILE	EBCA
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BOMB THREATS

The Board recognizes that bomb threats are a significant concern to the schools. Whether real and carried out or intended as a prank or for some other purpose, a bomb threat represents a potential danger to the safety and welfare of students and staff and to the integrity of school property. Bomb threats disrupt the instructional program and learning environment and also place significant demands on school financial resources and public safety services. These effects occur even when such threats prove to be false.

Any bomb threat will be regarded as an extremely serious matter and treated accordingly. The Board directs the Superintendent **administration** to react promptly and appropriately to information concerning bomb threats and to initiate or recommend suitable disciplinary action.

CONDUCT PROHIBITED

No person shall make, or communicate by any means, whether verbal or non-verbal, a threat that a bomb has been, or will be, placed on school premises. Because of the potential for evacuation of the schools and other disruption of school operations, placement of a bomb or of a "look-alike" bomb on school premises will be considered a threat for the purpose of this policy.

It is also a violation of Board policy to communicate by any means that any toxic or hazardous substance or material has been placed, or will be placed, on school premises with the intent to endanger the safety and welfare of students or staff and/or to disrupt the operations of the schools. For the purpose of this policy, "toxic or hazardous substance or material" means any material or substance, including biomedical materials or organisms, that, when placed as threatened, could be harmful to humans.

DEFINITIONS

1. A "bomb" means an explosive, incendiary or poison gas bomb, grenade, rocket, missile, mine, "Molotov cocktail" or other destructive device.
2. A "look-alike bomb" means any apparatus or object that conveys the appearance of a bomb or other destructive device.
3. A "bomb threat" is the communication, by any means, whether verbal or nonverbal, that a bomb has been, or will be, placed on school premises, including possession or placement of a bomb or look-alike bomb on school premises.
4. "School premises" means any school property, school buses and any location where any school activities may take place.

DEVELOPMENT OF BOMB THREAT PROCEDURES

The Superintendent or designee shall be responsible for developing and implementing procedures

specific to bomb threats as part of the District's Crisis Response Plan. These procedures are intended to inform administrators and staff of appropriate protocols to follow in the event that a bomb threat is received and should include provisions to address:

1. Threat assessment (for the purpose of identifying a response that is in proportion to the threat, in light of what is necessary to ensure safety);
2. Building evacuation and re-entry (including selection of potential alternative sites for those who are evacuated);
3. Incident "command and control" (who is in charge, and when);
4. Communications contacts and mandatory bomb threat reporting;
5. Parent notification process;
6. Training for staff members;
7. Support services for students and staff.

The initial bomb threat procedure will be subject to approval by the Board. The Superintendent or his or her designee will be responsible for overseeing a review or evaluation of bomb threat procedures.

REPORTING OF BOMB THREATS

1. A student who learns of a bomb threat or the existence of a bomb on school premises must immediately report such information to the building principal, teacher, the School Resource Officer or other employee in a position of authority.
2. An employee of the school unit who learns of a bomb threat shall immediately inform the building administrator. The building administrator shall immediately take appropriate steps to protect the safety of students and staff in accordance with the District's bomb threat procedure, as developed under Section C, and inform the Superintendent or **designee** of the threat.
3. All bomb threats shall be reported immediately to the local law enforcement authority, as provided in the bomb threat procedures.
4. The Superintendent shall be responsible for reporting any bomb threat to the Board of Education. Reports will include the name of the school, the date and time of the threat, the medium used to communicate the threat, and whether or not the perpetrators have been apprehended.

STUDENT DISCIPLINE CONSEQUENCE

Making a bomb threat is a crime. Any student suspected of making a bomb threat shall be reported to law enforcement authorities for investigation and possible prosecution. Apart from any penalty imposed by law, and without regard to the existence or status of criminal charges, a student who makes a bomb threat shall be subject to disciplinary action.

The administration shall suspend and may recommend for expulsion any student who makes a bomb threat.

AIDING OTHER STUDENTS IN MAKING BOMB THREATS

A student who knowingly encourages, causes, aids or assists another student in making or communicating a bomb threat shall be subject to the disciplinary consequences described in Section E of this policy.

FAILURE TO REPORT A BOMB THREAT

A student who fails to report information or knowledge of a bomb threat or the existence of a bomb or other destructive device in a school building or on school property may be subject to disciplinary consequences, which may include suspension and/or expulsion.

STAFF DISCIPLINE CONSEQUENCES

A school system employee who makes or communicates a bomb threat will be reported to appropriate law enforcement authorities and will be subject to disciplinary action up to and including termination of employment. Disciplinary action taken shall be consistent with collective bargaining agreements, other employment agreements and Board policies.

A school system employee who fails to report information or knowledge of a bomb threat or the existence of a bomb on school premises will be subject to discipline up to and including termination of employment.

CIVIL LIABILITY

The District reserves the right to bring suit against any individual responsible for a violation of this policy and to seek restitution and other damages as permitted by law.

LOST INSTRUCTIONAL TIME

Instructional time lost as a result of a bomb threat will be rescheduled at the earliest appropriate opportunity as determined by the Superintendent within parameters set by the Board.

Time lost may be rescheduled on a vacation day, or after what would normally be the last day of the school year, except on days when schools must be closed as required by law.

NOTIFICATION THROUGH STUDENT HANDBOOK

All student handbooks shall address the District's bomb threat policy and procedures and explain the educational consequences of bomb threats. In addition, student handbooks shall notify students and parents that bomb threats violate Board policy and civil and criminal law.

REFERENCES

Adoption History

First Reading	02/23/2015		
Approved	03/09/2015		

REVIEW

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DOUGLAS SCHOOL DISTRICT

South Dakota

SECTION	E	TITLE	SUPPORT SERVICES	FILE	EBCB-E
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FIRE DRILL REPORT

**DOUGLAS SCHOOL DISTRICT
FIRE DRILL REPORT**

This form is to be completed at least twice each semester!

Date of fire drill: _____

Evacuation Time: Minutes _____ Seconds _____

Name of School: _____

Address: _____

Number of Rooms: _____ Number of Exits: _____

Number of teachers: _____ Number of pupils: _____

What hand pull stations were pulled? _____

Were halls and passageways clear? Yes _____ No _____

I CERTIFY THAT THE ABOVE HAVE BEEN CONDUCTED.

Principal/Director

Superintendent of Schools / **Designee**

Board Reviewed
Board Approved 7/22/19

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**DOUGLAS SCHOOL DISTRICT
Board Policy**

South Dakota

SECTION	E	TITLE	SUPPORT SERVICES	FILE	EBCB
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FIRE DRILLS

A fire drill will be held in each school building twice each semester, or a minimum of four fire drills each school year. The majority of these drills may be held during the months of September, October, April, and May, in order to take advantage of the weather.

Definite instructions will be furnished by the principal to teachers and students as to route and manner of exit during fire drills. Special instruction in fire drill procedure will be given to students the first week of school, and the first fire drill of the school year must be held during the first full month of school.

A minimum of one fire drill will be held without warning and will be varied in procedure to give the students the experience of varying fire possibilities. Order rather than speed will be stressed in fire drills.

Every teacher will be familiar with the location of fire extinguishers in the building and will be informed regarding the location and operation of fire alarms. Principals will keep a record of all fire drills held in their schools, stating the date the drill was held and the time required for evacuation of the building. These reports will be furnished to the Superintendent **or designee** as may from time to time be required.

REFERENCES
State Reference: ARSD 61:15 SDCL 13-25-10

Adoption History			
First Reading	02/23/2015		
Approved	03/09/2015		
First Reading-Revised			
Approved			

SECTION	E	TITLE	SUPPORT SERVICES	FILE	EBCD
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EMERGENCY CLOSINGS

The Superintendent may close the district schools or dismiss them early when hazardous weather or other emergencies threaten the health or safety of students and personnel. The Superintendent may delegate this authority to another staff member in the event of his/her absence.

Action to close school should never be taken lightly. Public education is one of the principal functions of the community and should be maintained at a normal level except in extreme circumstances. When regularity of operation ceases, serious difficulties are caused and the welfare of children may be jeopardized.

Schools will not be closed merely to avoid inconvenience. However, the Superintendent **or designee** may excuse all students from attending school, delay the opening hour, or dismiss students early. The Superintendent **or designee** also has the responsibility to see that administrative, supervisory, and operational activity is continued to the extent possible. Therefore, if conditions affect only a single school, only that school will be closed.

In making the decision to close schools, the superintendent **or designee** will consider many factors, including the following that relate to the safety and health of children:

1. Weather conditions, both existing and predicted.
2. Driving, traffic and parking conditions affecting public and private transportation facilities.
3. Actual occurrence or imminent possibility of any emergency condition that would make the operation of schools difficult or dangerous.
4. Inability of teaching personnel to report for duty, which might result in inadequate supervision of students.

The Superintendent **or designee** will consider these factors and take action to close the schools after consultation with traffic, weather, and other local authorities.

Students, parents and staff will be informed early in each school year of the procedures that will be used to notify them in case of emergency closing. When schools are closed for emergency reasons, staff members will comply with Board Policy in reporting for work.

If school is in operation and the buses do not operate in the rural area, teachers and administrators should realize that rural students are absent, not because of their choosing, and school work and related activities should be governed by this knowledge. If there are any concerns about this, teachers should consult with their building principals.

POSTPONEMENTS

Should inclement weather prohibit the operation of the public schools for any portion of a school day, all co-curricular activities will be canceled with the exception of district or state contests (activities). In such situations, the officials responsible for such activities will decide if the activity is to take place and participation by students will be based on their decision. In such cases, the school principal will announce whether or not the activity will take place.

When the school has been closed due to the expectation of inclement weather, and the situation does not result in potentially dangerous travel conditions, the Superintendent or his/her designee, after consultation with school principals, will have the authority to waive the cancellation of co-curricular activities as described in the above paragraph.

REFERENCES

State Reference:

- SDCL 13-8-39
- SDCL 13-10-2
- SDCL 13-26-2

Adoption History

First Reading	11/14/1988		
Approved	11/22/1988		
Regulation Revised	09/08/1992		
First Reading Revised	03/09/2015		
Approved	03/26/2015		
First Reading Revised			
Approved			

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**DOUGLAS SCHOOL DISTRICT
Administrative Regulation**

South Dakota

SECTION	E	TITLE	SUPPORT SERVICES	FILE	EBCD-R
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EMERGENCY CLOSINGS

The Superintendent or his designee must make the decision if school is to be changed from a normal school day due to bad weather or poor road conditions. The decision to close school will be made in the evening whenever possible. The announcement to close school should be made no later than 6:00 a.m. This decision will be based on actual road and weather conditions information received from **official sources.**

Base Weather ~~_____~~ ~~(605) 385-1042~~
Highway Patrol ~~_____~~ ~~(605) 394-2255~~
State Radio ~~_____~~ ~~(605) 394-2221~~ or ~~(605) 394-2243~~
National Weather Service ~~_____~~ ~~(605) 341-7531~~

~~Consideration may be given to closing school when the wind chill reaches -50 degrees.~~
Douglas Schools may close on days when the temperature + wind chill index enter the NWS Wind Chill Chart band at which frostbite is likely to occur within 10 minutes.

If Ellsworth AFB is closed, ~~school will be closed.~~ ~~The~~ **the** support group commander ~~(605) 385-7791~~ will communicate with the Superintendent **or designee** concerning base closings, **at which point school closure will be considered.**

The Superintendent or ~~his~~ designee will consult with the Transportation Coordinator **or designee** concerning the advisability of having school. The Transportation Coordinator will inspect the roads and be prepared to make a recommendation by 6:00 a.m.

When the decision is made to cancel school, the following contacts will be made:

- Transportation Coordinator will contact Ellsworth AFB Transportation, **and contracted Transportation services.** ~~local radio and TV stations.~~
- **The Communications Coordinator will contact local radio, TV stations, initiate the automated phone and text messaging system to parents, staff, and students, and post closure information to the district website and social networks.**
- **The Superintendent will inform** the school board president. ~~will be informed of the decision.~~
- ~~The Rapid City School District Transportation Office will be contacted before or after decision with the possibility that joint decision and announcement can be made.~~
- ~~A call from the automated phone system will be initiated to all parents and staff.~~

The chain of command to follow **for emergency closings**, when the Superintendent is out of the district, is as follows. The Superintendent will notify his designee beforehand when leaving the district.

~~Assistant Superintendent~~
 Executive Director of Operational Support Services
 Executive Director(s) of Secondary/Elementary Academics
 Business Manager
 Douglas High School Principal
 Douglas Middle School Principal
 Vandenberg Elementary Principal

Employees, students and parents are encouraged to ~~listen for~~ refer to announcements ~~on~~ made through text, voicemail, social media, district website, TV stations, and radio stations and not call offices or administrators' homes in order to keep phone lines available for necessary calls.

When calling off school during the day, the following ~~factors~~ things need to be considered:

1. Bus drivers ~~need one hour advance notice in most cases~~ reporting and mobilization time.
2. Lunch program service and prep time. Serving of school lunch can be completed by 1:15 p.m. and begins about 10:50 a.m. so consideration needs to be given to the lunch program.
3. ~~Once classes are convened and then dismissed because of inclement weather, that day is counted as a day in session, regardless of the dismissal time. Is this a factor or a piece of information?~~

~~Logical early dismissal times taking the above into consideration are 11:00 a.m. and 1:15 p.m. The above items are for information and consideration purposes only. The safe transport travel (transport implies only bus . . . vs students and parents who drive) of students home to and from school is our primary concern; and decisions need to be made with that in mind.~~

~~Calling off school is oftentimes a judgment call based upon the best information available and current road and weather conditions. It is necessary that persons responsible for the decision remain calm and make the decision based upon the objective information available at the time and not emotion, hysteria, or collective behaviors that are often manifested during the winter weather conditions that are a normal part of life in South Dakota.~~

Adoption History

Adoption History			
First Reading	03/09/2015		
Approved	03/26/2015		
First Reading Revised			

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**DOUGLAS SCHOOL DISTRICT
Board Policy**

South Dakota

SECTION	E	TITLE	SUPPORT SERVICES	FILE	ECA
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BUILDINGS AND GROUNDS SECURITY

Buildings constitute one of the greatest investments of the school district. It is in the best interest of students and taxpayers to protect that investment adequately.

The Board encourages cooperative action with local police authorities and sheriff’s departments to protect school property. When necessary, protective devices designed to discourage illegal entry and vandalism may be installed. Employment of ~~watchmen on a temporary basis~~ **security personnel** may be approved in situations where special risks are involved.

Security should mean not only maintenance of a secure (locked) building, but also:

1. Minimizing fire hazards.
2. Reducing the probability of faulty equipment.
3. Guarding against the chance of electrical shock.
4. Keeping records and funds in a safe place.
5. Protection against vandalism and burglary.

The Superintendent **or designee** is directed to establish regulations as may be needed to provide for security in the sense outlined above.

REFERENCES

State Reference:

Adoption History			
First Reading	08/17/1978	First Reading-Revised	
Approved	09/13/1978	Approved-Revised	
First Reading-Revised	11/10/1997		
Approved-Revised	11/24/1997		
First Reading	03/09/2015		
Approved	03/26/2015		

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DOUGLAS SCHOOL DISTRICT
Administrative Regulation

South Dakota

SECTION	E	TITLE	SUPPORT SERVICES	FILE	ECA-R
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BUILDINGS AND GROUNDS SECURITY REGULATION

Regulations for buildings and grounds security:

1. Unlimited access is available to:
 - a. Superintendent
 - b. **Executive Directors**
 - c. Board secretary
 - d. ~~Assistant Superintendent~~
 - e. **Business Manager**
 - f. ~~Coordinators of Buildings and Grounds~~
 - g. **Principals**
 - h. Athletic Director
 - i. **School Resource Officers and/or Law Enforcement Personnel**
2. Limited access is available to:
 - a. ~~building principals to their assigned building~~
 - a. head building custodians to their assigned building
 - b. extracurricular sponsors or supervisors for their area or activity

Possession of keys (key meaning any key or electronic key card) shall be in accordance with the following regulations:

1. A log of key assignments shall be maintained by the office of the Superintendent or ~~other designated~~ designee.
2. Duplicate keys unassigned shall be maintained in a safe or a secured box.
3. Individuals assigned keys may not **be duplicated** or ~~loaned them~~.
4. All keys must be surrendered **or access terminated** when there is no longer a need or upon request of the Superintendent **or designee**.
5. The loss of a key must be reported to the Superintendent or his/her designee.
6. Use of keys for unauthorized purposes will be cause for surrender of keys and replacement of affected locks, **or terminated access**.
7. A set of master keys and/or duplicates of keys shall be kept in the custody of the Superintendent or his/her designee.

After hours entry to school buildings shall be controlled in accordance with these rules:

1. The building custodian on duty shall restrict entry to one controlled point.
2. Entry to a school building shall be prohibited when a person authorized as representative for the building is not present.
3. These rules shall be ~~prominently posted on each school building~~ **made available in all buildings**.

Adoption History

First Reading	03/09/2015		
Approved	03/26/2015		
First Reading-Revised			
Approved			

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**DOUGLAS SCHOOL DISTRICT
Board Policy**

South Dakota

SECTION	E	TITLE	SUPPORT SERVES	FILE	ECAA
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EQUAL ACCESS

The School Board hereby establishes a limited open forum during which all non-curriculum related student groups shall have equal access and a fair opportunity to conduct meetings. No group shall be discriminated against or denied access on the basis of the religious, political, philosophical or other content of speech at such meetings. Groups shall not be considered school-sponsored student organizations nor be given all the privileges afforded to school-sponsored organizations.

The time ~~between the hours of 9:00 A.M. and 2:00 P.M. on~~ **and** days during which classes are in session shall be set aside for a limited forum.

ACCESS TO LIMITED OPEN FORUM

Students in grades ~~7-6~~-12 shall be permitted to organize and conduct meetings of non-curriculum related student clubs or other groups to pursue specialized activities outside the classroom. Meetings shall be voluntary and student initiated.

Students may conduct meetings under this policy on school premises only during non-instructional time so that meetings do not interfere with the orderly conduct of the education activities of the school.

Non-curriculum related student groups that desire to conduct meetings during the limited open forum shall make ~~and the~~ request, in writing, to the building Principal or administrator in charge, to conduct a meeting during the open forum. The request shall include an estimate of the number of students expected to be in attendance at the meeting, dates, and any special equipment needed. The number of students will be limited to the safe capacity of the room used.

Upon receipt of such a request, the Principal or administrator in charge shall try to find a suitable room for the group. and arrange for proper supervision of the meeting by an agent or employee of the school district.

Students meeting during the limited forum shall not engage in any activity that is illegal, dangerous or disruptive to other activities. Failure to abide by this could lead to discipline measures and the denial of access to the group to the limited open forum.

REGULATION OF LIMITED OPEN FORUM

No public funds shall be spent for the benefit of non-curricular related student groups meeting during the limited open forum beyond the cost of providing space for meetings.

Neither the school district nor its agents nor employees shall promote, lead or participate in any meeting except in a supervisory capacity.

No school agent or employee shall be compelled to supervise a meeting of a non- curriculum related student group if the content of the speech at the meeting is contrary to beliefs of the agent or employee.

Non-school persons may attend student meetings, but are not allowed to direct, conduct or control activities of non-curriculum related student groups during the limited open forum.

Non-school persons can be denied access to school district property if their behavior is, or reasonably threatens to be, illegal, dangerous or disruptive to other activities.

Meetings of non-curricular student groups must be scheduled, organized and conducted within the guidelines established by this policy and accompanying regulations

The administration shall adopt additional rules as deemed necessary.

REFERENCES

Federal Reference:

Title 20 US Code 4071-4074

Adoption History

First Reading	08/17/1978	First Reading-Revised	
Approved	09/13/1978	Approved	
First Reading-Revised	11/10/1997		
Approved-Revised	11/24/1997		
First Reading-Revised	03/09/2015		
Approved	03/26/2015		

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**DOUGLAS SCHOOL DISTRICT
Board Policy**

South Dakota

SECTION	E	TITLE	SUPPORT SERVICES	FILE	ECAB
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VANDALISM

Buildings and material contents constitute one of the greatest investments of the school district. It is in the best interest of pupils and the taxpayers to protect that investment adequately.

Every citizen, every student, every staff member, and members of ~~the police department~~ **law enforcement** are urged by the Board to cooperate in reporting any incidents of vandalism to school property and the name (s) of the person or persons believed to be responsible. Each employee will report to the building administrator every incident of vandalism known to ~~him~~ **them** and, if known, the names of those responsible.

The Superintendent is authorized to sign a criminal complaint and to press charges and may delegate authority to sign such complaints and to press charges.

Any student found guilty of any form of vandalism or defacement of school property ~~will~~ **may** be disciplined in conformance with school district policy.

Parents and students will be made aware of the legal implications involved. Reimbursements ~~will~~ **may** be sought for all or part of any damages.

REFERENCES

State Reference:
SDCL 25-5-15

Adoption History

First Reading	03/09/2015		
Approved	03/26/2015		
First Reading-Revised			
Approved			

**DOUGLAS SCHOOL DISTRICT 51-1
VANDALISM REPORT**

Date_____

Building_____ Location/Area/Room No._____

Date of Occurrence_____ Person Making Discovery_____

Time and
Date of Discovery_____ Person(s) Notified_____

Describe the incident: listing items damaged, defaced, lost or stolen.

Completed by Building Principal

Comments including your recommendation: _____

Date_____ Signature_____

Completed by Buildings & Grounds Coordinator

Comments: _____

The estimated cost of loss is \$_____ including labor.

The police were notified (Time and Date)_____

Date_____ Signature_____

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**DOUGLAS SCHOOL DISTRICT
Board Policy**

South Dakota

SECTION	E	TITLE	SUPPORT SERVICES	FILE	ECAC
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SURVEILLANCE VIDEO

The Board authorizes the use of video surveillance on District property to ensure the health, welfare, and safety of all staff, students, and visitors to District property and to safeguard District buildings, grounds, and equipment. The Superintendent **or designee** will approve appropriate locations for video surveillance.

The Superintendent **or designee** will notify staff and students through staff and student handbooks or by other means that video surveillance may occur on District property. A notice will also be posted at the main entrance of all school district buildings, indicating the use of video surveillance.

The District may choose to make video recordings a part of a student’s educational record or of a staff member’s personnel record. The District will comply with all applicable state and federal laws related to record maintenance and retention.

Permission for parental viewing of any student video recordings must be requested from the Superintendent **or designee**.

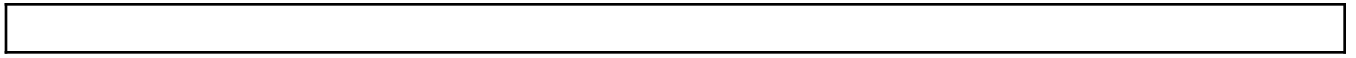
Video recording will be totally without sound except on the school buses and building front door buzzers where it will be posted that video recordings may include audio.

REFERENCES

Policy Reference:
JFCC
JFCC-R

Adoption History

First Reading	03/09/2015		
Approved	03/26/2015		
First Reading-Revised	09/26/2019		
Approved-Revised	10/15/2019		
First Reading-Revised			
Approved			



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**DOUGLAS SCHOOL DISTRICT
Board Policy**

South Dakota

SECTION	E	TITLE	SUPPORT SERVICES	FILE	ECB
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BUILDINGS AND GROUNDS MAINTENANCE

The Board believes that keeping school buildings and grounds safe is part of its responsibility to provide students, staff and community members with a healthy learning and working environment.

The Board strives to provide schools that are safe from hazards, sanitary, properly equipped, lighted and ventilated and aesthetically suited to promoting the goals of the schools.

The Superintendent **or designee** will have direct supervision of the care of the school property. The Superintendent will be responsible to the Board for its adequate maintenance.

Each school principal will have responsibility for the school facility and grounds under his/her charge. Principals, **with the Buildings and Grounds Coordinator**, will carry on a continuous inspection of all buildings, equipment, playgrounds, outside walkways and grounds to discover conditions that may be dangerous to the safety of students, staff and community members. The ~~principal~~ **Buildings and Grounds Coordinator** will supervise the custodial staff of the school(s) in maintaining an adequate program of school care and maintenance.

District employees are encouraged to report promptly to the principal of the school any defects to the building or equipment that could prove injurious to students, staff or other persons.

REFERENCES

State Reference:
SDCL 13-24-11

Adoption History

First Reading	03/09/2015		
Approved	03/26/2015		

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**DOUGLAS SCHOOL DISTRICT
Board Policy**

South Dakota

SECTION	E	TITLE	SUPPORT SERVICES	FILE	ECF
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ENERGY MANAGEMENT/ CONSERVATION

As the Board of Education of Douglas School District, we believe it to be our responsibility to ~~insure~~ **ensure** that every effort is made to conserve energy and natural resources.

The implementation of this policy is the joint responsibility of the Board members, administrators, teachers, support staff and students; and its success is based on cooperation at all levels.

The District will maintain accurate records of energy consumption and cost of energy and will provide information to the Board on the goals and progress of the energy conservation program.

The Board directs the Superintendent to develop and implement both immediate and long-range goals and plans designated to conserve energy resources by the school district. The Board recognizes the need to establish and maintain a comfortable learning and working environment in the buildings of the district; however, it also recognizes the importance of minimizing the expenditures for heat and electricity involved in providing that environment. To accomplish this goal, an Energy Management/Conservation Program will be developed containing the following major components.

- Administrative Commitment
- Board of Education Policy Statement
- Energy Audits
- Staff Awareness and Commitment
- Establishment of Goals and Objectives
- Drafting an Energy Plan
- Implementation of the Energy Management/Conservation Measures
- Monitoring and Evaluation of the EM/C Measures

REFERENCES	
Comply with Federal Emergency Temperature Replacement	

Adoption History			
First Reading	02/26/1979		
Approved	03/14/1979		
Revised	09/13/1979		
First Reading-Rev Reg	11/10/1997		

Approved-Rev Reg	11/24/1997		
First Reading-Revised	03/26/2015		
Approved-Revised	04/13/2015		
First Reading-Rev			
Approved			

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DOUGLAS SCHOOL DISTRICT
Administrative Regulation

South Dakota

SECTION	E	TITLE	SUPPORT SERVICES	FILE	ECF-R
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BUILDINGS AND GROUNDS MANAGEMENT
(ENERGY MANAGEMENT AND CONSERVATION)

The following controls implemented by the staff are approved for the purpose of curtailing the consumption of energy by the Douglas School District. Rising costs for energy and potential future federal energy quotas mandate that the following be implemented:

A. Inside Temperatures

1. To maintain an environment that is conducive to learning and the educational process, classroom/office area temperatures should be between 75-78 degrees Fahrenheit in the cooling season and between 68-72 degrees Fahrenheit during the heating season.
2. Gymnasiums, restrooms, multi-purpose rooms - 65 degrees Fahrenheit
3. Corridors, hallways, storage rooms, any unoccupied areas - thermostats set as low as **is reasonable.** ~~possible to control.~~
4. Kitchens - 65 degrees Fahrenheit.
5. The District will refrain from turning on air conditioning equipment until the outside temperatures exceeds 78 degrees Fahrenheit for three (3) **continuous consecutive** days. Temperature control should be achieved by the use of fans and window adjustments until air conditioning equipment is turned on.
6. All classroom doors and windows shall be closed when air conditioning equipment is in operation.

B. Night/After Hour Controls

1. Automatic controls will be used on boilers in school buildings where installed. Controls are based on outside air temperatures.
2. Building night time temperatures will be set at 50-55 degrees Fahrenheit.
3. Systems will be turned on to have buildings up to temperatures prior to student arrivals.
4. All automatic controls will be sequenced to shut down heat and air conditioning at 4:00 p.m. after staff and students have left.
5. Additional service will not be provided unless the school district is reimbursed through a Facility Use Agreement contract. Exceptions: Groups supporting student activities per Facility Use Agreement, i.e. Booster Club, etc.
6. Domestic hot water tanks and circulating pumps will be turned off at night and during weekends and school breaks. Daytime domestic hot water temperatures will be 120 degrees Fahrenheit in 6-12 buildings and 105 degrees Fahrenheit in K-5 buildings.

7. All HVAC equipment will be turned off when the building is to be unoccupied for four hours or more. A building is considered unoccupied when it is not being used for customary or ordinary functions; it is not considered occupied during daily service functions such as custodial or maintenance.

C. Equipment

1. Efforts will be made to inspect, adjust, repair, and/or replace, if necessary all heating and control equipment to ensure that it is functioning at its highest efficiency. This is to be an on-going continuous program.
2. Exhaust equipment will be operated at the minimum level. Some will be shut off completely or operate on timers.
3. Fresh air intake dampers will be adjusted and maintained to provide minimum required amount of fresh air, consistent with South Dakota State requirements.
4. Energy audits will be periodically scheduled to inspect equipment and buildings and suggest further means of energy conservation.

D. Summer Break

1. Boilers in all buildings will be shut down after the school year is completed, but no later than the first week of June.
2. Boilers in all buildings will be restarted after the school year **has** commenced, but no sooner than the third week of September providing the weather and building temperatures are adequate.

E. Building Functions

- ~~1. Teachers will be instructed to keep classroom doors closed.~~
2. The use of northern exposed entrances and exits will be minimized. Double sets of doors must be used where they exist. Door stops will be removed or made inoperable.
3. Window shades, draperies or solar screens will be used or kept closed to serve as insulators and to reduce air conditioning costs.
4. Loose windows and doors will be weather stripped.
- ~~5. Student activities and building rentals will be scheduled when the least amount of energy is required, or to coincide with other usages.~~
6. Elementary principals and teachers are urged to curtail or limit recess periods when the outside temperature is low and winds are blowing because of the tremendous amount of heat lost when several hundred children leave and return to the building.

F. Monitoring Gas Used

1. Gas meters ~~are being~~ **will be** read on a monthly basis for the purpose of determining the effects of the foregoing conservation efforts.
2. Each building will be provided, when requested, information indicating total district energy consumed and energy consumption by each building.

G. Coordination of Energy Conservation Program

1. It shall be the responsibility of the Coordinator of Buildings and Grounds to coordinate, set up and monitor the District Energy Conservation Program outlined in A through D and F above. Reports on its effectiveness and progress shall be made to the Superintendent as requested.
2. It shall be the responsibility of the Coordinator of Buildings and Grounds to publish an informational letter, consistent with F-2 above, for the District and public dissemination.
3. It shall be the responsibility of the Coordinator of Buildings and Grounds to provide a 5-year plan to the Board of Education outlining methods of structure conversion or alteration and potential control system acquisitions that will implement and augment the District Energy Conservation Program.

Adoption History

First Reading	03/26/2015		
Approved	04/13/2015		
First Reading-Revised			
Approved			

REVISED

Box Elder

**DOUGLAS SCHOOL DISTRICT
Board Policy**

South Dakota

SECTION	E	TITLE	SUPPORT SERVICES	FILE	ECG
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INTEGRATED PEST MANAGEMENT (IPM)

~~The Board of Education of~~ Douglas School District 51-1 recognizes the need to establish and implement Integrated Pest Management (IPM) procedures to control structural and landscape pests and minimize exposure of students, faculty and staff to pesticides.

PESTS

It is the policy of Douglas School District to control pests in the school environment. Pests are living organisms (animals, plants or microorganisms) that interfere with human uses for the school site. Pests such as cockroaches, fleas, stinging wasps, bed bugs, termites and rodents are annoying and can disrupt the learning environment in schools. Pests are known to bite, sting, transmit diseases or cause allergic responses.

PESTICIDES

It is the policy of Douglas School District to ensure minimal or no exposure to pesticides in the school environment. A pesticide is defined as any chemical used to repel or kill a pest organism. Children may be more susceptible to pesticides than adults due to their smaller size and rapid development. Their behavior may also increase their risk of exposure to pesticide residues. When pesticides are used to control pests in schools, there is potential for exposure to children. Exposure may result in allergic responses for sensitive individuals or poisoning in extreme cases. Therefore, we intend to eliminate the use of broad application pesticides wherever possible.

REFERENCES

Policy Reference:
JHCC - Student Communicable Conditions

Adoption History

First Reading	08/12/2013		
Approved	08/26/2013		
First Reading-Revised			
Approved			

REVIEW

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DOUGLAS SCHOOL DISTRICT
Administrative Regulation

South Dakota

SECTION	E	TITLE	SUPPORT SERVICES	FILE	ECG-R
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INTEGRATED PEST MANAGEMENT (IPM)

It is the policy of the Douglas School District to employ IPM techniques for pest situations on district property. IPM is a process for achieving long-term, environmentally sound pest suppression through the use of a variety of management practices. These practices include, but are not limited to, structural and procedural modifications that reduce pest access, food, moisture, and harborage within the school environment.

Douglas School District will use non-chemical methods first as a means of pest prevention. These methods include sanitation, exclusion, and monitoring. The application of chemical control products will only be used as needed to correct verified problems. Only products that are the least hazardous and most effective for the control of the targeted pest will be used. Chemical control products will be placed in specific locations where they are available to pests, but not accessible to students, faculty or staff. A staff member has been designated to coordinate the IPM program and maintain pest management records.

1. It is the policy of the Douglas School District to contract or otherwise assign Integrated Pest Management duties to person(s) who are trained and knowledgeable in the principles and practices of IPM. The designated person(s) must approve any use of pesticides. Applicator(s) must follow federal and state regulations and label precautions.
2. It is the policy of the Douglas School District to notify students, parents/legal guardians, and school staff of upcoming pesticide treatments. Notice will be posted in prominent locations in the affected facility 24 hours prior to treatment and will remain for 24 hours following treatment. A 48-hour notice will be given to any parent/legal guardian or staff who has registered for pre-notification.
3. It is the policy of the Douglas School District to maintain records of the IPM program. School staff, parents and students will have access to this information upon request. The records will include:
 - a. The pest control Plan of Work for each contractor;
 - b. Copies of labels and Material Safety Data Sheets (MSDS) for products used;
 - c. Initial and subsequent inspection forms and facility maps;
 - d. Records of pest sightings and actions taken;
 - e. Monitoring records;
 - f. Structural, procedural or sanitary modification work requests;
 - g. Records of pesticides used;
 - i. Product

- ii. Amount used
- iii. Treatment location
- iv. Target pest
- v. Application method
- vi. Applicator

Adoption History

First Reading	08/12/2013		
Approved	08/26/2013		

SECTION	E	TITLE	SUPPORT SERVICES	FILE	EDBA
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MAINTENANCE AND CONTROL OF INSTRUCTIONAL MATERIALS

All instructional resources, materials and equipment of the District will be classified and cataloged according to an acceptable system. ~~Instructional textbooks,~~ **All curriculum/technology** resources, and materials will be made available to all children in sufficient quantity and at appropriate levels so that they are optimally useful to each child. This ensures that every teacher can meet both the planned curriculum sequence of the District and the special instructional needs of the children.

All instructional ~~textbooks,~~ **curriculum/technology** resources and materials purchased and in the possession of the District will be District property. Principals will be responsible for textbooks assigned to teachers, and for conducting an inventory of all books at the end of the school year.

Each teacher will keep an accurate record of instructional textbooks, resources and materials issued to their students. When a textbook is damaged or lost, the student responsible will be required to pay for the damage or another copy.

~~Every~~ All instructional ~~textbook-~~**curriculum/technology,** resources ~~materials~~ issued will bear the stamp of the District.

All media materials and equipment will be adequately maintained. Obsolete materials and worn-out equipment will be replaced on a regular basis.

LOAN OF TEXTBOOKS TO NONPUBLIC SCHOOLS

In accordance with State law, the Board may approve the loan of nonsectarian textbooks to students enrolled in nonpublic schools in the District or who are engaged in a course of instruction pursuant to SDCL 13-27-3.

REFERENCES

State Reference:
SDCL 13-34

Adoption History

First Reading	03/26/2015		
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Approved	04/13/2015		

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**DOUGLAS SCHOOL DISTRICT
Board Policy**

South Dakota

SECTION	E	TITLE	SUPPORT SERVICES	FILE	EEAC
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SCHOOL BUS SAFETY PROGRAM

In the operation of the District's transportation program, the first consideration will be given to safety.

All buses except those designed for carrying nine or less passengers, and drivers must meet all federal and state requirements, and the drivers must understand all policies and regulations pertaining to school bus operation. All bus drivers shall receive appropriate training. All vehicles used to transport children will be properly maintained to provide safe and efficient transportation service with a minimum of delays and disruption due to mechanical or equipment failure.

The **Transportation Coordinator** and Superintendent's **designee**, ~~with assistance from the transportation supervisor,~~ will have the responsibility for developing safety regulations to be followed by the passengers, including rules of student conduct during transportation and at bus stops. It is absolutely necessary that students riding the school buses conduct themselves in an orderly manner and that all safety regulations are observed.

REFERENCES

State Reference:
SDCL 13-29
ARSD 24:06

Adoption History

First Reading	03/26/2015		
Approved	04/13/2015		
First Reading-Revised			
Approved			

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**DOUGLAS SCHOOL DISTRICT
Board Policy**

South Dakota

SECTION	E	TITLE	SUPPORT SERVICES	FILE	EEAC
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REFERENCES

State Reference:
SDCL 13-29
ARSD 24:06

Adoption History

First Reading	03/26/2015		
Approved	04/13/2015		
First Reading-Revised			
Approved			

REVIEW

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**DOUGLAS SCHOOL DISTRICT
Board Policy**

South Dakota

SECTION	E	TITLE	SUPPORT SERVICES	FILE	EEACA
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**EXAMINATION AND TRAINING/ DRUG & ALCOHOL TESTING
FOR BUS DRIVERS**

PART 1
BUS DRIVER EXAMINATION AND TRAINING

The driver of a school bus is charged with a serious responsibility for the safety of the children in his/her care. It is therefore important that school buses only be operated by a properly licensed driver who has passed all Commercial Driver License (CDL) examinations and requirements prescribed by the statute and the Department of Public Safety. In application for a bus drivers license and in accordance with state law, each bus driver will be required to have a physical examination every other year.

PART 2
DRUG AND ALCOHOL TESTING FOR SCHOOL BUS DRIVERS

The school district shall adhere to federal law and regulations requiring a school bus driver drug and alcohol testing program. An employee will be prohibited from refusing to take a required test.
Refusal shall be considered grounds for termination.

REFERENCES

State Reference:
 TITLE 49 CFR PART 40
 SDCL 13-12A-22
 SDCL 13-12A-25
 SDCL 13-12A-26
 TITLE 49 CFR 382
 TITLE 49 CFR 395

Policy Reference:
 GBEC -

Adoption History

First Reading	09/08/1996		
Approved	01/22/1996		

First Reading-Revised	10/09/2007		
Approved	10/23/2007		
First Reading-Revised	03/26/2015		
Approved -Revised	04/13/2015		

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DOUGLAS SCHOOL DISTRICT
Administrative Regulation

South Dakota

SECTION	E	TITLE	SUPPORT SERVICES	FILE	EEACA-R
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PART 2
DRUG AND ALCOHOL TESTING BUS DRIVERS

School bus drivers shall be subject to a drug and alcohol-testing program that fulfills the requirements of the Federal Code of Federal Regulations. Other persons who drive vehicles designed to transport 16 or more passengers, including the driver, are likewise subject to the drug and alcohol-testing program.

In an effort to comply with federal law by the required compliance date, any testing done under the district's permissive authority before that date shall be conducted in accordance with the procedures set forth in federal regulations.

PRE-EMPLOYMENT TEST

Tests shall be conducted before the first time a driver performs any safety-sensitive function for the district. Any driver who refuses to submit to a pre-employment, post offer test shall not perform safety sensitive functions.

Safety-sensitive functions include on-duty functions performed from the time a driver begins work or is required to be ready to work until he or she is relieved from work and all responsibility for performing work. It includes driving; waiting to be dispatched; inspecting and servicing equipment; supervising; performing or assisting in loading and unloading; repairing or obtaining and waiting for help with a disabled vehicle; performing driving requirements related to accidents; and performing any other work for the district or paid work for any other entity.

DRUG AND ALCOHOL TESTING FOR SCHOOL BUS DRIVERS

The tests shall be required of an applicant only after he or she has been offered the position. An applicant shall submit to controlled substance testing as a pre-qualification conditional for all covered positions, or when a current employee moves from non-covered to a covered position.

Exceptions may be made for drivers who have had the alcohol test required by law within the previous six months and participated in the drug-testing program required by law within the previous 30 days, provided that the district has been able to make all verifications required by law.

POST-ACCIDENT TESTS

Alcohol and controlled substance tests shall be conducted as soon after an accident as practicable on

any driver:

1. Who was performing safety-sensitive functions with respect to the vehicle, if the accident involved loss of human life; or
2. Who receives a citation under state or local law for a moving traffic violation arising from the accident.

No such driver shall use alcohol for eight hours after the accident, or until after he/she undergoes a post-accident alcohol test, whichever occurs first.

If an accident results in a citation to the driver for a moving traffic violation, the driver must take an alcohol test within two hours, but not more than eight hours, and a drug test within 32 hours after the accident.

If an alcohol test is not administered within two hours or if a drug test is not administered within 32 hours, the district shall prepare and maintain records explaining why the tests were not conducted. Tests need not be given if not administered within eight hours after the accident for alcohol or within 32 hours for drugs.

Tests conducted by authorized federal, state or local officials will fulfill post-accident testing requirements provided they conform to applicable legal requirements and are obtained by the district. Breath tests will validate only the alcohol test and cannot be used to fulfill controlled substance testing obligations.

RANDOM TESTS

Tests shall be conducted on a random basis at unannounced times throughout the year. Tests for alcohol shall be conducted just before; during or just after the performance of safety-sensitive function. Drivers shall be selected by a scientifically valid random process, and each driver shall have equal chance of being tested each time selections are made.

REASONABLE SUSPICION TESTS

Tests shall be conducted when a supervisor or district official trained in accordance with law has a reasonable suspicion that the driver has violated the district's alcohol or drug prohibitions. This reasonable suspicion must be based on specific, contemporaneous, articulable observations concerning the driver's appearance, behavior, speech or body odors. The observations may include indications of the chronic and withdrawal effects of a controlled substance.

Alcohol tests are authorized for reasonable suspicion only if the required observations are made during, just before or just after the period of the workday when the driver must comply with alcohol prohibitions. An alcohol test may not be conducted by the person who determines that reasonable suspicion exists to conduct such a test. If an alcohol test is not administered within two hours of a determination of reasonable suspicion, the District shall prepare and maintain a record explaining why this was not done. Attempts to conduct alcohol tests shall terminate after eight hours.

A supervisor or district official who makes a finding of reasonable suspicion shall also make a written record of his/her observations leading to a reasonable suspicion drug test within 24 hours of the observed behavior or before the results of the drug test are released, whichever is earlier.

RETURN-TO-DUTY TESTS

A drug or alcohol test shall be conducted when a driver who has violated the districts' drug or alcohol prohibition returns to work to perform safety-sensitive duties.

Employees whose conduct involved drugs cannot return to duty in a safety-sensitive function until the return-to-duty in a safety-sensitive function drug test produces a verified negative result.

Employees whose conduct involved alcohol cannot return to duty in a safety-sensitive function until the return-to-duty alcohol test produces a verified result that meets federal and district standards.

FOLLOW-UP TESTS

A driver who violates the districts' drug or alcohol prohibition and is subsequently identified by a substance abuse professional as needing assistance in resolving a drug or alcohol problem shall be subject to unannounced follow-up testing as directed by the substance abuse professional in accordance with law. Follow-up alcohol testing shall be conducted just before, during or just after the time when the driver is performing safety-sensitive functions.

RECORDS

Employee drug and alcohol test results and records shall be maintained under strict confidentiality and released only in accordance with law. Upon written request, a driver shall receive copies of any records pertaining to his/her use of drugs or alcohol, including any records pertaining to his/her drug or alcohol tests. Records shall be made available to a subsequent employer or other identified persons only as expressly requested in writing by the driver.

NOTIFICATIONS

Each driver shall receive educational materials that explain the requirements of the Code of Federal Regulations, Title 49, Part 382, together with a copy of the Districts' policy and regulations for meeting these requirements. Representatives of employee organizations shall be notified of the availability of this information. The information shall identify:

1. The person designated by the District to answer driver questions about the material;
2. The categories of drivers who are subject to the Code of Federal Regulations;
3. Sufficient information about the safety-sensitive functions performed by drivers to make clear what period of the work day the driver is required to comply with Part 382;
4. Specific information concerning driver's conduct that is prohibited by Part 382;
5. The circumstances under which a driver will be tested for drugs and/or alcohol;
6. The procedures that will be used to test for the presence of drugs and alcohol, protect the driver and the integrity of the testing process, safeguard the validity of test results and ensure that test results are attributed to the correct driver;
7. The requirement that a driver submit to drug and alcohol tests;
8. An explanation of what constitutes a refusal to submit to a drug or alcohol test and the attendant consequences;
9. The consequences for drivers found to have violated the drug and alcohol prohibitions of Part 382, including the requirement that the driver be removed immediately from safety-sensitive

- functions and the procedures for referral, evaluation and treatment;
10. The consequences for drivers found to have an alcohol concentration of 0.02 or greater but less than 0.04;
 11. Information concerning the effects of drugs and alcohol on an individuals' health, work and personal life; signs and symptoms of a drug or alcohol problems (the driver's or a co-worker's); and available methods of intervening when a drug or alcohol problem and/or referral to management

Each driver shall sign a statement certifying that he/she has received a copy of the above materials.

Before any driver operates a commercial motor vehicle, the District shall provide him/her with post-accident procedures that will make it possible to comply with post-accident testing requirements.

When tests are given pursuant to the Code of Federal Regulations, Title 49, Part 382, the District shall so inform drivers before drug and alcohol tests are performed.

The District shall notify a driver of the results of a pre-employment drug test if the driver requests such results within 60 calendar days of being notified of the disposition of his/her employment application.

The District shall notify a driver of the results of random, reasonable suspicion and post- accident drug tests if the test results are verified positive. The District shall also tell the driver which controlled substance(s) were verified as positive.

Drivers shall inform their supervisors if at any time they are using a controlled substance which their physician has prescribed for therapeutic purposes. Such a substance may be used only if the physician has advised the driver that it will not adversely affect his/her ability to safely operate a commercial motor vehicle.

ENFORCEMENT

Any driver who refuses to submit to a post-accident, random, reasonable suspicion or follow-up tests shall not perform or continue to perform safety-sensitive functions.

A driver who is tested and found to have an alcohol concentration of 0.02 or greater but less than 0.04 shall not perform or continue to perform safety-sensitive functions including driving a commercial motor-vehicle until the start of the driver's next regularly scheduled duty period, but not less than 24 hours after the test was administered.

A driver who in any other way violates District prohibitions related to drugs and alcohol shall receive from the District the names, address, and telephone numbers of substance abuse professionals and counseling and treatment programs available to evaluate and resolve drug and alcohol-related problems. The employee shall be evaluated by a substance abuse professional who shall determine what help, if any, the driver needs in resolving such a problem. Any substance abuse professional who determines that a driver needs assistance shall not refer the driver to a private practice, person or organization in which he/she has a financial interest, except under circumstances allowed by law.

An employee identified as needing help in resolving a drug or alcohol problem shall be evaluated by a substance abuse professional to determine that he /she has properly followed the prescribed rehabilitation program and shall be subject to unannounced follow-up tests after returning to duty.

REFERENCES

State Reference:

USC TITLE 49-2717

TITLE 49 CFR 382

TITLE 49 CFR 395

SDCL 32-12A-22

SDCL 32-12A-24

SDCL 32-12A-25

SDCL 32-12A-26

Policy Reference:

GBEC

Adoption History

REVISED

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DOUGLAS SCHOOL DISTRICT
Board Policy

South Dakota

SECTION	E	TITLE	SUPPORT SERVICES	FILE	EEAD
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SPECIAL USE OF SCHOOL BUSES

Although the regular transportation of students to and from school will always be given first priority, school buses may also be used **for other purposes, including to take taking** students to and from school-sponsored activities, **transporting community groups, assisting neighboring districts during emergency situations, or other purposes.**

Driving regulations, safety rules, and insurance coverage will be the same for special uses as for regular student transportation to and from school. Regular bus drivers will, whenever possible, be given priority in assignments.

The **Transportation Coordinator** ~~transportation supervisor~~ will work with the appropriate school administrators to establish regulations governing transportation for special district programs.

REFERENCES

State Reference:
SDCL 13-29-1
SDCL 32-32-1
SDCL 32-32-2
SDCL 32-32-4

Adoption History

First Reading	03/26/2015		
Approved	04/13/2015		

SECTION	E	TITLE	SUPPORT SERVICES	FILE	EFB
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FREE AND REDUCED PRICE FOOD SERVICES

The District will take part, as feasible, in the National School Lunch Program and other food programs that may become available to see that all children in the District receive proper nourishment.

As required by law and regulations of the State, the Board will offer free and reduced price lunches and free milk to those qualifying children.

The **School Nutrition Coordinator** and Superintendent's **designee** will establish regulations that conform with requirements for participation in programs for free and reduced price meals and supplementary food. Such regulations will be reported to the Board as needed for its approval.

All financial records of these programs will be kept in a separate account by the Business Manager.

REFERENCES

State Reference:

Policy Reference:

Adoption History

First Reading	03/26/2015		
Approved	04/13/2015		

REVIEW

Box Elder

**DOUGLAS SCHOOL DISTRICT
Board Policy**

South Dakota

SECTION	E	TITLE	SUPPORT SERVICES	FILE	EG
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**DATA MANAGEMENT
RECORDS RETENTION**

The business manager is the authorized officer charged with the custody of school records

School board minutes and permanent financial records may be microfilmed, but must be secured in a fireproof area. The business manager may select or appoint a person to assume the duties of filming and cataloging if microfilming is utilized.

Material which is required by law to be kept beyond one year shall be stored and secured in a place designated by the business manager.

Destruction or records shall be in accordance with South Dakota Local Schools Records Retention and Destruction Schedule published by the Bureau of Administration, State of South Dakota Records Management Program. Documentation shall be made of records destroyed.

REFERENCES

State Reference:
SD Local Schools Records Retention And Destruction Schedule

Adoption History

First Reading	08/14/1989		
Approved	08/29/1989		
First Reading-Revised	04/13/2015		
Approved-Revised	04/27/2015		
First Reading-Rename	08/12/2019		
Approved-Rename	08/26/2019		

SECTION	E	TITLE	SUPPORT SERVICES	FILE	EGAA
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DISTRICT COPYRIGHT POLICY

WORKS PROTECTED BY COPYRIGHT

It is the intent of the Board of Douglas School District 51-1 to delineate, enforce and comply with the provisions of current copyright laws as set forth in Title 17 of the United States Code. Employees and students are to adhere to all guidelines related to the duplication, retention, and use of copyrighted works.

DISTRICT PROCEDURE

Specifically, the District will not use or duplicate copyrighted works, whether print or non print unless such use meets “fair use” standards. This may include requiring written permission from the copyright holder

A summary of “fair use” guidelines and other interpretations of the law will be made available to all District employees. Signs stating that the reproducing and photocopying of printed materials are governed by the copyright law will be posted above all copy machines.

The Board does not sanction illegal use or duplication in any form. Employees who willfully disregard the District’s copyright position are in violation of Board policy and the law and assume all liability and responsibility related thereto.

The ~~Director of Library Services for the District~~ **Superintendent or Superintendent’s designee** is responsible for establishing practices which will enforce this policy.

REFERENCES
State Reference: USC TITLE 17

Adoption History			
First Reading	08/13/1990		
Approved	08/28/1990		
First Reading-Revised	04/13/2015		

Approved-Revised	04/27/2015		

REVIEW

Box Elder

**DOUGLAS SCHOOL DISTRICT
Board Policy**

South Dakota

SECTION	E	TITLE	SUPPORT SERVICES	FILE	EH
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SERVICE ANIMALS AT SCHOOL

The following rules shall govern the use of service animals by persons in the schools.

A. General Conditions

1. Qualified individuals with disabilities and service animal trainers are eligible to use service animals in school.
 - a. A service animal trainer is any person who is employed by or volunteers for an organization generally recognized by agencies involved in assisting persons with disabilities as reputable and competent to provide service animals with training, and who is actively involved in the training process.
2. Use of a service animal by a person with a disability will be allowed in school when the animal is required to perform work or tasks directly related to the individual's disability.
3. Service animal is a dog individually trained to do work or perform tasks for the benefit of an individual with a disability, including a physical, sensory, psychiatric, intellectual, or other mental disability. Other species of animals, whether wild or domestic, trained or untrained, except miniature horses, are not service animals for purposes of this definition.
 - a. The work or tasks performed by a service animal must be directly related to the individual's disability. Under state and federal law, work and tasks may include, but are not limited to: (1) assisting individuals who are blind or have low vision with navigation and other tasks; (2) alerting individuals who are deaf or hard of hearing to the presence of people or sounds; (3) providing nonviolent protection or rescue work; (4) pulling a wheelchair; (5) assisting an individual during a seizure; (6) alerting individuals to the presence of allergens; (7) retrieving items such as medicine or a telephone; (8) providing physical support and assistance with balance and stability to individuals with mobility disabilities; (9) helping persons with psychiatric and neurological disabilities by preventing or interrupting impulsive or destructive behaviors.
 - b. Tasks performed by psychiatric service animals may include reminding individuals to take medicine, providing safety checks or room searches for individuals with PTSD, interrupting self-mutilation, and removing disoriented individuals from dangerous situations.
 - c. The crime deterrent effect of an animal's presence and the provision of emotional support, well-being, comfort, or companionship do not constitute work or tasks for the purposes of Title II.
 - d. The District shall make reasonable modifications in policies, practices, or procedures to permit the use of a miniature horse by an individual with a disability if the

miniature horse has been individually trained to do work or perform tasks for the benefit of the individual with a disability. In determining whether reasonable modifications in policies, practices, or procedures can be made to allow a miniature horse into a specific facility, a public entity shall consider (i) the type, size, and weight of the miniature horse and whether the facility can accommodate these features; (ii) whether the handler has sufficient control of the miniature horse; (iii) whether the miniature horse is housebroken; and (iv) whether the miniature horse's presence in a specific facility compromises legitimate safety requirements that are necessary for safe operation. This entire policy, and all federal and state laws which apply to service animals, shall also apply to miniature horses.

4. The District is not responsible for the care or supervision of a service animal and will not be responsible for the training, feeding, grooming or care of any service animal permitted to attend school under this policy (except in the limited circumstances described in Section B.2.a). It shall be the responsibility of the individual with a disability or designated handler to ensure the proper care and supervision of the service animal.
5. A service animal shall be under the control of its handler. All service animals must be kept on a harness, leash or tether, unless either the handler is unable because of a disability to use a harness, leash, or other tether, or the use of a harness, leash, or other tether would interfere with the service animals safe, effective performance of work or tasks, in which case the service animal must be otherwise under the handler's control (e.g., voice control, signals, or other effective means).
6. The individual (in the case of a student, the student's parent(s)) is liable for any damage to school or personal property and any injuries to individuals caused by the service animal, consistent with any applicable laws.
7. Individuals with disabilities shall be permitted to be accompanied by their service animals on all property owned or leased by the school district where members of the public, participants in services, programs or activities, or invitees are allowed to go, subject to Section C.1 below.

B. Administrative Review of Service Animals

1. Whenever a service animal is in the school or on school property (and it is not obvious that the dog qualifies as a service animal, e.g. guide dog for a blind person), a building administrator or other authorized school official may ask:
 - a. Whether the service animal is required because of a disability;
 - b. What work or task(s) the animal has been trained to perform;
 - c. In the case of a service animal trainer, documentation of the individuals affiliation with a recognized organization as described in Section A.1 above.
2. When it is anticipated that a service animal is going to be in the school on a regular basis with an employee, student, volunteer, service animal trainer or other frequent visitor to the school, the individual using the service animal (or in the case of a student, the students parent(s)) are strongly encouraged to notify the building administrator in advance.
3. The school shall not provide staff support to care for or control a service animal, but may provide support to a student using a service animal as needed in a particular instance (i.e., accompanying a young student who takes a service animal outside to relieve him/herself).

4. Service animals must be properly licensed and vaccinated in accordance with State law.
 C. Removal or Exclusion of Service Animals from School

1. A building administrator or other authorized school official may require that a service animal be removed from the school or other school property under any of the following circumstances:
 - a. The service animal is out of control (animal’s behavior poses a direct threat to health and safety of others) and the animal’s handler does not take effective action to control it; or
 - b. The animal is not housebroken
 - c. If the animals presence would require fundamental alteration to the schools service, program, or activity.
 - d. The service animal demonstrates that he/she is unable to perform reliably the work or tasks which he/she was represented as being able to perform (which is required to be defined as a service animal);and/or
 - e. The service animal is sick (i.e., vomiting, etc.), infested with parasites, has an infection of the skin, mouth or eyes, or otherwise presents a threat to the public health (applying the standard that would be applied to any other animal allowed on school premises).
2. If a service animal is removed or excluded, the individual with a disability shall still be provided the opportunity to participate in the service, program, or activity without having the service animal on the premises.

REFERENCES

State Reference:
 CFR TITLE 28 35.136

Policy Reference:
 AC

Adoption History

First Reading	06/27/2019		
Approved	07/22/2019		

REVIEW

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**DOUGLAS SCHOOL DISTRICT
Board Policy Exhibit**

South Dakota

SECTION	E	TITLE	SUPPORT SERVICES	FILE	EH-E
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SERVICE ANIMAL AT SCHOOL INFORMATIONAL SHEET

Date: _____ School Attending: _____
 Student Name: _____ Grade: _____
 Handler's Name: _____
 Student Parent / Legal Guardian: _____

The following information is requested on a voluntary basis (not required): If not readily apparent, Identify and describe the task or work the service animal has been trained to perform as it relates to the staff or the student's disability.

Type of Service Animal:

- Dog
- Other: _____
- Documentation of current vaccinations required under state or local laws is attached.

If not readily apparent, the Service Animal is:

- Required because of a disability
- Trained to perform certain work or tasks for the person with disabilities.

I have read and understand the school district's Service Animal Policy. I understand that if the service animal is: out of control and/or the animal's handler does not take effective action to control it; or the animal is not housebroken, the School District has the discretion to exclude or remove my service animal from its property. If the service animal is excluded from the premises, the School District will continue to allow the disabled person the opportunity to participate in the service, program or activity without the service animal

I understand that I am responsible for any and all damage to school district property, personal property, injury to individuals caused by my service animal, to the same extent that other non-disabled persons would be held liable for any such damages.

Note: This Informational Sheet must be updated each school year or whenever a different service animal will be used.

OWNER (PRINT NAME)

ADMINISTRATOR (PRINT NAME)

OWNER SIGNATURE

ADMINISTRATOR SIGNATURE

Date

Date

REVIEW

Box Elder

**DOUGLAS SCHOOL DISTRICT
Board Policy**

South Dakota

SECTION	E	TITLE	SUPPORT SERVICES	FILE	EIBA
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INDEMNIFICATION OF EMPLOYEES

If a claim or action is instituted against an employee arising out of an act or omission occurring within the scope of his employment, the Board will indemnify the employee for claims not covered by insurance in accordance with South Dakota Law.

REFERENCES

State Reference:
SDCL 3-19-1
SDCL 60-2-3

Policy Reference:

Adoption History

First Reading	03/26/2015		
Approved	04/13/2015		