

DOUGLAS SCHOOL DISTRICT
BOARD OF EDUCATION

AGENDA

Monday, October 23, 2023

**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/98470729553?pwd=dDZlV2xxZVNlVk5ZdnNudEFpNDVJUT09>

Meeting ID: 984 7072 9553

Passcode: 534972

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:
 1. Sydney Franck - Early Career School Psychologist Award.
 2. End of First Nine Weeks - Aligned Professional Development.
- 4.
5. Review of Board Working Agreements:
 3. Student Success is our Center
 4. Be Respectful: Presume Positive Intent; Embrace Cognitive Conflict; Practice Suspension
 5. Listen to Learn and Understand; Speak to Clarify
- 6.
7. Public Forum:
8. Approval of Agenda:
9. Consent Agenda Items:
 - A. Approval of Regular Meeting Minutes of October 10, 2023.

- B. Approve Personnel Action
 - C. Approve Financial Reports
 - D. Approve the Purchases and Issuing of Accounts Payable.
 - E. Approve Conflict Disclosures and Waiver Authorizations Pursuant to SDCL 3-23-3
 - F. Approve the Middle School Washington DC trip request for 2025.
 - G. Approve High School Welding Trip Request to Watertown, SD on December 5-6, 2023.
 - H. Approve H. Snyder Request for Waiver of Liquidated Damages.
10. Items Removed From Consent Agenda
11. Elementary and Secondary Curriculum and Instruction Items:
- A. Douglas School District Preschool Programming
12. Superintendent Items:
13. Fiscal Resources Items:
- A. Approve the following Amended Grant Budgets: ARP Homeless; ESSER II; and ESSER III.
 - B. 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 South Dakota. 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 Districts with the highest average teacher compensation (includes benefits) and the Districts with the highest average teacher salary (does not include benefits).
14. Operational Support Services Items:
- A. Approve SECOND READING of Revised, Reviewed District Policies Section J (JFC-JFCG)
 - B. Hear INFORMATIONAL Reading of Board Policies, JFCH-JGA, EEA, EEA-R.
15. Reports:

A. Superintendent:

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

16. Upcoming Calendar Events:

November 10 - Veterans Day - Holiday

November 13 - BOE Meeting, 5:00 pm

17. Executive Session for Personnel according to SDCL 1-25-2.1. (If Needed)

18. Action As A Result of Executive Session

19. Board Work Session - During the work session, board members will have the opportunity to discuss the Board of Education Self Evaluation Document that they completed last month.

20. Adjournment

SECTION	B	TITLE	Board Governance and Operations	FILE	BDDH
---------	----------	-------	--	------	-------------

Public Participation at Board Meetings

The School Board recognizes and respects the input which may be provided by the public on school district matters. The Board also recognizes and respects the distinction between a school board meeting 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			
2			
3			
4			
5			
6			
7			
8			
9			

SECTION	B	TITLE	Board Governance and Operations	FILE	BDDH-E(2)
---------	----------	-------	--	------	------------------

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

Tuesday, October 10, 2023

The Douglas School District No. 51-1 Board of Education held a Regular meeting on Tuesday, October 10, 2023 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, Ben Frerichs: Present, Tanya Gray: Present, Amy McGovern: 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.

There was nothing for public forum.

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

Motion to approve the consent agenda, Items 7A-7D. This motion, made by Chris Misselt and seconded by Amy McGovern, Carried.

Approved Regular Board Meeting Minutes of September 25, 2023.

Approved Personnel Action for October 10, 2023. (Attachment)

Approved Accounts Payable Report and September Payroll Report. (Attachments)

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

Superintendent Items:

The next regular School Board meeting will remain on October 23.

Fiscal Resources Items:

Motion to approve the following Grant Budgets as presented: 1) Title I, Part A-Improving Academic Achievement of Disadvantaged; 2) Title II, Part A-Improve Teacher Quality/Class Size Reduction; 3) Title IV, Part A-Student Support and Academic Enrichment Grants; 4) Title I, 1003-School Improvement; 5) ESSER II-Coronavirus Response and Relief Supplement Appropriation/Elementary and Secondary School Emergency Relief Fund; 6) ESSER III-American Rescue Plan Act/Elementary and Secondary School Emergency Relief Fund; 7) ARP Homeless; 8) Title VI-Indian Education. This motion, made by Chris Misselt and seconded by Ben Frerichs, Carried.

Operational Support Services Items:

Motion to approve First Reading of Revised or Reviewed District Policies Section J - Students (JFC-JFCG). This motion, made by Amy McGovern and seconded by Tonya Amaral, Carried.

- Revised School Board Policy JFC - Student Conduct
- Reviewed School Board Policy JFCA - Student Dress Code
- Revised School Board Policy JFCB - Gangs
- Revised School Board Policy JFCC - Student Conduct on School Buses
- Reviewed School Board Regulation JFCC-R - Student Conduct on School Buses
- Reviewed School Board Policy JFCD - Bullying
- Reviewed School Board Regulation JFCD-R - Bullying Regulation
- Reviewed School Board Exhibit JFCD-E(1) - Student Bullying/Harassment Reporting Form
- Reviewed School Board Exhibit JFCD-E(2) - Bullying Complaint Appeal to the Superintendent
- Reviewed School Board Exhibit JFCD-E(3) - Bullying Complaint Appeal to the School Board
- Reviewed School Board Policy JFCE - Terroristic Threats
- Revised School Board Policy JFCG - Smoking, Vaping and Tobacco Use by Students

Reports:

Superintendent Kevin Case inquired about the status of the school board policy update project. The project is over one-half completed. Currently, working on Sections J (Students) and I (Instruction), which are both large sections. Board members like the informational reading prior to the official First and Second Readings. He talked with staff this morning who were appreciative of the four-day weekend after parent/teacher conferences last week. Auditors were at the office last week and today as part of the annual audit process; and the State Report Card data comes out next week.

Committee Reports from Board Members and Comments from Associate Board Members

Tonya Amaral reported there was good turnout for the homecoming tailgate event. The next meeting for the Booster Club will be October 16 at 6:00 p.m. She added that a Douglas student recently broke a cross-country record set in 1989.

Chris Misselt asked if the board could see the data gathered from the parent/teacher conference sign in process.

Amy McGovern said the Box Elder Chamber of Commerce will meet next week.

Motion to move into executive session at 5:23 to discuss personnel per SDCL 1-25-2.1. This motion, made by Chris Misselt and seconded by Amy McGovern, Carried.

President Gray called the Board out of executive session at 6:37 p.m.

No action taken.

Motion to adjourn the meeting at 6:38 p.m. This motion, made by Chris Misselt and seconded by Amy McGovern, Carried.

Tanya Gray, President

Trista Olney, Business Manager

_____ Initials

_____ Date

Published once at the total approximate cost of _____.

DOUGLAS SCHOOL DISTRICT**PERSONNEL ACTION 10/10/2023****Certified AOS Payments**

	Kaitlin Summers	\$1,500.00	
	Olivia Gotta	\$450.00	
	Jesse Hamer	\$150.00	
	Holly Howie	\$750.00	
	Brianna Marty	\$650.00	
	Kevin Militello	\$450.00	
	Brandy Perkins	\$100.00	
	Kayla Rivera	\$500.00	
	Lindsey Scott	\$50.00	
	Shannon Utter	\$100.00	
	Laressa Finney	\$100.00	
	Alice Oleson	\$50.00	
	Amy Rowe	\$50.00	

Classified Service Factor Bonus

	Name	Position/Years	Amount	Dates of Service
	Tammy Huebner	25 Years	\$2,310.23	9/25/98- 9/25/2023

Certified Resignations/Retirements/Terminations

	Name	Position	Location	Effective Date
	Timothy Fischer	Sped Teacher	DMS	6/30/2023
	Lori Kindle	Elementary Teacher	BC	6/30/2023

Classified Resignations/Retirements/Terminations

	Name	Position	Location	Effective Date
**	Cassie Taylor	Sped Aide	HS	10/17/2023
	Rescinded			

Certified Staff Hiring

	Name	Location / Position	Wage	Effective Date
**	Tonya Steffens	Sped Teacher	B/5 \$55125.00	10/10/2023

Classified Staff Hiring

	Name	Location / Position	Wage	Effective Date
	Lorelei Sturgis	MS/Sped Aide	\$16.20/hr	9/28/2023
	Traci Bates	MS/Security Aide	\$17.70/hr	10/10/2023
	Nicole Daugherty	MS/Attendance Secretary	\$16.20/hr	10/12/2023
	Alexia King	Carrousel/Sped Aide	\$16.20/hr	10/16/2023
	Bailey James	Carrousel/Sped Aide	\$16.20/hr	10/23/2023

Temporary Hires

	Name	Position	Salary	Effective Date
	Dave Broadie	Activity Worker	\$15.00/hr	2023/2024
	Melissa Smith	Activity Worker	\$15.00/hr	2023/2024
	Carol Whiting	Activity Worker	\$15.00/hr	2023/2024
	Jace Caldwell	7th GBB Assistant BB	\$2,440.00	2023/2024

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

Board Report - For School Board 10/15/2023

<u>Vendor Name</u>	<u>Check #</u>	<u>Expensed</u>	<u>Amount</u>
95 % GROUP INC	183079		271.70
AGUILAR, SHARON	183081		52.00
ALBANESE, AMANDA	183082		32.00
AMICK SOUND INC	183083		488.45
ASBSD	183084		175.00
BJ'S INSTRUMENT REPAIR	183085		220.00
BLACK HILLS STATE UNIVERSITY	183087		80.00
BLACK HILLS URGENT CARE	183088		400.00
BLICK ART MATERIALS	183089		410.50
BOX ELDER HARDWARE	183090		774.42
BURGER, KAREN	183091		52.00
CARTER, JILL	183092		52.00
CENTURYLINK	183094		415.45
CHEERLEADING COMPANY	183095		320.20
CITY OF BOX ELDER/PUBLIC WORKS DEPT	183096		5,947.60
CLARK, MICHAEL	183097		872.00
COOK, GAIL	183099		52.00
CREATIVE EDUCATION SERVICES	183101		175.00
DAKOTA BUS SERVICE, INC.	183102		4,492.00
DAKOTA SUPPLY GROUP, INC.	183103		678.21
DAKOTA TESOL	183104		150.00
FAULKNER, MELANIA	183106		85.00
FEUILLERAT WELDING	183107		550.00
FIDUCIARY ACCOUNT	183108		6,345.87
HART RANCH GOLF COURSE	183109		24.00
HAUFF MID-AMERICA SPORTS INC.	183110		989.45
HELLMAN, EMILY	183111		52.00
HILLYARD INC	183112		72.64
HIRCHERT, TRAVIS	183113		52.00
HOLMAN, CECIL	183114		52.00
JACKSON CONSULTING, INC.	183116		1,000.00
JOHNSTON, VALERIE	183118		32.00
JW PEPPER & SONS, INC.	183119		794.52
KAHOOT! ASA	183120		121.33
KIEFFER SANITATION, INC.-AUTO PAY	125		2,837.50

Board Report - For School Board 10/15/2023

<u>Vendor Name</u>	<u>Check #</u>	<u>Expensed</u>	<u>Amount</u>
KOMES, CRYSTAL	183121		42.00
LANGUAGE LIZARD, LLC	183122		1,070.00
LIFETOUCH PUBLISHING, INC.	183123		1,819.73
MARTY, BRIANNA	183125		208.00
MEADOWBROOK GOLF COURSE	183127		18.40
MENARDS	183128		210.82
MG OIL COMPANY, INC.	183129		12,899.94
MID-AMERICAN RESEARCH CHEMICAL	183130		149.83
MIDCONTINENT COMMUNICATIONS- AUTO PAY	126		3,036.98
MILLER, HOLLY	183131		52.00
MILLER, ROBERT	183132		32.00
MIRACLE, KELSEY	183133		52.00
MONTANA DAKOTA UTILITIES COMPANY, INC.	127		903.72
OLSEN, KELLY	183135		52.00
OLSON TOWING	183136		428.50
PLANK ROAD PUBLISHING	183137		377.35
RAPID CITY JOURNAL	183139		238.77
RICHARD, DINA	183140		52.00
RIVERSIDE TECHNOLOGIES INC	183142		7,596.00
ROYAL FLUSH PORTABLES, LLC	183143		210.00
SCHOLASTIC NEWS	183144		3,667.91
SCHOOL NURSE SUPPLY	183145		4,585.48
SCHULTE, TARA	183146		102.00
SEIDL, KRISTINE	183147		52.00
SIRCHIE	183148		53.34
SOUTH DAKOTA ONE CALL	183150		80.85
SPARTAN STORES, LLC.	183151		350.35
STELZIG, JENNIFER	183152		324.00
STEVENS HIGH SCHOOL ACTIVITIES	183153		133.56
STUKERJURGEN, LUANN	183154		637.00
TIE	183157		4,500.00
TORBETT, SHELLY	183158		52.00
TRIPLET, MELISSA	183159		52.00
ULINE SHIPPING SUPPLY SPEC.	183160		264.08
VELEZ III, WILLIAM	183161		545.00

Board Report - For School Board 10/15/2023

<u>Vendor Name</u>	<u>Check #</u>	<u>Expensed</u>	<u>Amount</u>
VERIZON WIRELESS	183162		340.17
VOYAGER FLEET SYSTEMS, INC.	183163		603.67
VOYAGER SOPRIS LEARNING INC	183164		12,641.40
WEST RIVER ASSOCIATION OF ELEMENTARY	183165		150.00
WEST RIVER ELECTRIC-AUTOPAY	128		1,502.65
WESTERN COMMUNICATIONS, INC.	183166		72.00
WIEMAN, CHRISTOPHER	183168		680.00
GENERAL FUND			<hr/> 89,958.34
BLACK HILLS ROOFING, INC.	183086		433,024.65
CO-OP ARCHITECTURE	183100		65,734.00
JENNER EQUIPMENT COMPANY, INC.	183117		24,953.60
PRESSURE SERVICES INC	183138		7,265.00
RIDDELL / ALL AMERICAN SPORTS CORP	183141		4,129.95
RIVERSIDE TECHNOLOGIES INC	183142		35,455.72
TEAM SPORTING GOODS, INC	183155		1,062.45
CAPITAL OUTLAY			<hr/> 571,625.37
DERFLINGER, CALIE	183105		117.00
INSTITUTE MULTI-SENSORY EDUCATION	183115		518.35
SCHOLASTIC NEWS	183144		65.89
SONOVA USA INC	183149		725.00
WESTERN PSYCHOLOGICAL SERVICES	183167		157.20
SPECIAL ED			<hr/> 1,583.44
ACTION MECHANICAL INC	183080		126,700.00
CENGAGE LEARNING	183093		271.29
CLIMATE CONTROL SYSTEMS AND SERVICE	183098		108,600.00
INSTITUTE MULTI-SENSORY EDUCATION	183115		269.95
LRP CONFERENCES	183124		370.00
MCGRAW HILL SCHOOL EDUCATION	183126		26,203.91
NWEA	183134		25,500.00
RIVERSIDE TECHNOLOGIES INC	183142		71,626.00
TEMPERATURE TECHNOLOGY INC	183156		33,400.00
GRANTS			<hr/> 392,941.15
			<hr/> 1,056,108.30
AL CORNELLA REFRIGERATION SERVICE INC	12207		1,488.21
ALSCO	12208		475.59
ARMSTRONG, THERESA	12209		97.50

Board Report - For School Board 10/15/2023

<u>Vendor Name</u>	<u>Check #</u>	<u>Expensed</u>	<u>Amount</u>
CASH-WA DISTRIBUTING COMPANY, INC.	12210		585.83
CASH-WA DISTRIBUTING COMPANY, INC.	12211		7,860.42
CHILD AND ADULT NUTRITION	12212		3,443.03
CLIMATE CONTROL SYSTEMS AND SERVICE	12213		972.75
COCA-COLA BOTTLING CO HIGH COUNTRY	12214		1,132.00
FIDUCIARY ACCOUNT	12215		475.00
GENERAL FUND	12216		1,760.00
PAN-O-GOLD BAKING COMPANY, INC.	12217		1,187.88
PIZZA HUT- BOX ELDER	12218		1,026.00
PRAIRIE FARMS	12219		4,328.43
REINHART FOOD SERVICE LLC	12220		11,631.19
WALTERS, MARY	12221		30.65
FOOD SERVICE			<hr/> 36,494.48
			<hr/> 36,494.48
Grand Total:			<hr/> 1,092,602.78

PAYROLL EXPENDITURES

SEPTEMBER 7 2023

SEPTEMBER 21 2023

TOTALS

\$1,079,538.03

\$1,182,177.76

DOUGLAS SCHOOL DISTRICT**PERSONNEL ACTION 3/20/23****Certified Teaching Contract Amendments**

Name	From Bldg / Position / Hrs / Wage	To Bldg / Position / Hrs / Wage	Effective Date
Brandy Perkins		Add \$750 AOS Correction	10/13/2023

Classified Authorization Amendments

Name	From Bldg / Position / Hrs / Wage	To Bldg / Position / Hrs / Wage	Effective Date
Kristi Brown	E3 \$17.70	G3 \$18.45 (Classification Correction)	2023/2024 Retroactive

Activity Contract Amendments

Name	From Bldg / Position / Hrs / Wage	To Bldg / Position / Hrs / Wage	Effective Date
Emilee Stukerjurgan	MS Head Cheer \$1930.00	MS Head Cheer \$3146.00	2023/2024
Courtney Tribby	HS Head Track Coach \$6980	HS Head Track Coach \$7475	2023/2024

Classified Service Factor Bonus

Name	Position/Years	Amount	Dates of Service
Kayla Meverden	Tech Support Spec/ DIST/ 10yrs	\$914.58	10/21/2013 - 10/21/2023
Andrea Murphy	Title 1 Tutor/ BC/ 10 yrs	\$568.71	10/24/2013 - 10/24/2023
Tara Kuenkel	Special Education Aide/ VES/ 10 yrs	\$572.33	10/29/2013 - 10/29/2023
Stacey Biberdorf	Instructional Aide/ CARR/ 10 yrs	\$571.70	10/29/2013 - 10/29/2023

Certified Resignations/Retirements/Terminations

Name	Position	Location	Effective Date
Hannahlynn Snyder	ELA Teacher	DMS	10/20/2023

Classified Resignations/Retirements/Terminations

Name	Position	Location	Effective Date
AnnDee Schmidt	Principal's Secretary	DMS	10/27/2023
Tonia Myers	LRA	BC	11/03/2023
Nicholas Rowlette	Custodian	CO/VES	10/17/2023
Pete Haugh	Transportation Coordinator	Bus Barn	10/28/2023

Classified Voluntary Transfer Request

Name	From Bldg / Position / Hrs / Wage	To Bldg / Position / Hrs / Wage	Effective Date
Ashley Evrard	MS Counseling Secretary \$16.95/hr	Principal's Secretary \$17.70/hr	10/17/2023

Certified Staff Hiring

	Name	Location / Position	Wage	Effective Date
	Susan Waterson	Carr/Early Childhood Special Education	M/0 \$56,375	10/25/2023

Classified Staff Hiring

	Name	Location / Position	Wage	Effective Date
	Shelly Torbett	CO/Curriculum Secretary	\$18.45/hr	11/06/2023

Temporary Hires

	Name	Position	Salary	Effective Date
	Logan Phelps	MS Assistant Wrestling Coach	\$2,338.00	2023-2024

Substitute Hires

	Name	Substitute Teacher	Substitute Classified	Effective Date
	Rebecca Fox	Substitute Teacher	Per Substitute Pay Rate	9/28/2023
	Kimberly Mikkonen	Substitute Teacher	Per Substitute Pay Rate	9/29/2023
	Rachel McCormick	Substitute Teacher	Per Substitute Pay Rate	9/26/2023
	Allison Benton	Substitute Teacher	Per Substitute Pay Rate	9/27/2023
	Christopher Dzunu	Substitute Teacher	Per Substitute Pay Rate	10/5/2023
	Brittany Matheson	Substitute Teacher	Per Substitute Pay Rate	10/18/2023

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

September 1, 2023 FINANCIAL	GENERAL FUND	CAPITAL OUTLAY	SPECIAL EDUCATION
BALANCE 08/31/23	1,612,071.00	2,127,151.04	1,595,801.45
RECEIPTS:			
TAXES	19,462.17	14,854.45	7,945.28
INTEREST	160.40	0.00	0.00
ADMISSIONS			
LOCAL	3.08	0.00	0.00
COUNTY	10,255.21	0.00	0.00
STATE	1,370,364.00	0.00	361,732.91
FEDERAL	0.00	0.00	8,091.00
OTHER	3,257.00	67.98	0.00
INTERFUND TRAN.	18,613.10	0.00	0.00
TOTAL RECEIPTS:	1,422,114.96	14,922.43	377,769.19
DISBURSEMENTS:			
VERIFIED CLAIMS	516,066.17	378,939.93	354,525.29
SALARIES	1,703,963.90	0.00	374,475.84
TRANSFERS OUT			
BALANCE 09/30/23	814,155.89	1,763,133.54	1,244,569.51
BALANCE 09/30/22	1,964,290.68	(36,393.39)	1,640,904.31

September 1, 2023 FINANCIAL	FEDERAL PROJECTS	UNEMPLOY- MENT FUND
BALANCE 08/31/23	(4,686,896.59)	49,497.51
RECEIPTS:		
LOCAL		
STATE		
FEDERAL		0.00
REIMBURSEMENTS	0.00	
OTHER (LOCAL) -AFROTC	0.00	0.00
INTERFUND TRAN.		
TRANSFER IN		
TOTAL RECEIPTS:	0.00	0.00
DISBURSEMENTS:		
VERIFIED CLAIMS	371,895.40	0.00
SALARIES	86,608.72	0.00
TRANSFERS OUT		
BALANCE 09/30/23	(5,145,400.71)	49,497.51
BALANCE 09/30/22	(2,428,272.73)	50,460.60

September 1, 2023 FINANCIAL	DEP CARE	MEDICAL REIMB	IMPACT AID
BALANCE 08/31/23	594.65	(1,373.02)	24,848,776.54
RECEIPTS:			
INTEREST	0.00	0.00	18,613.10
FEDERAL	0.00	0.00	574,446.00
LOCAL	1,051.68	2,119.81	0.00
OTHER			
INTERFUND TRAN.			
LOANS			
TOTAL RECEIPTS:	1,051.68	2,119.81	593,059.10
DISBURSEMENTS:			
VERIFIED CLAIMS	360.00	3,763.49	0.00
EXPENDITURES/TRANSFERS OUT	0.00	0.00	18,613.10
BALANCE 09/30/23	1,286.33	(3,016.70)	25,423,222.54
BALANCE 09/30/22	1,246.35	1,015.34	22,983,716.54

September 1, 2023 FINANCIAL	FOOD SERVICE	FIDUCIARY FUNDS
BALANCE 08/31/23	346,171.75	225,854.56
RECEIPTS:		
INTEREST		
SALES	59,256.72	0.00
STATE	0.00	0.00
FEDERAL	1,202.85	0.00
LOCAL	1,021.75	55,649.87
OTHER	0.00	
INTERFUND TRAN.		
LOANS		
TOTAL RECEIPTS:	61,481.32	55,649.87
DISBURSEMENTS:		
VERIFIED CLAIMS	86,071.62	38,352.87
SALARIES	73,259.74	
BALANCE 09/30/23	248,321.71	243,151.56
BALANCE 09/30/22	364,821.93	209,229.08

Board Report - For School Board 10/31/2023

<u>Vendor Name</u>	<u>Check #</u>	<u>Expensed</u>	<u>Amount</u>
ADOBE SYSTEMS INC	183181		254.75
AMAZON.COM	183183		10,113.96
ARROWWOOD RESORT & CONFERENCE	183184		116.45
BJ'S INSTRUMENT REPAIR	183186		130.00
BLACK HILLS CHEMICAL CO	183187		5.99
BLACK HILLS ENERGY- AUTO PAY	130		34,929.42
BLICK ART MATERIALS	183188		25.28
BORDER STATES ELECTRIC INC	183189		158.02
BOX ELDER HARDWARE	183190		319.33
BRIGHTLY SOFTWARE	183191		1,681.48
CALM STRIPS	183192		59.94
CARQUEST AUTO PARTS	183193		270.15
CASE, KEVIN	183194		1,301.78
CASH - CO	183195		762.00
CENTRAL HIGH SCHOOL ACTIVITIES	183197		75.00
CENTURY BUSINESS	183198		99.00
CHRIS SUPPLY, INC.	183199		117.19
CHURCHILL, MANOLIS, FREEMAN, KLUDT &	183200		160.00
COMBINED BUILDING SPECIALTIES, INC.	183202		320.00
COMMITTEE FOR CHILDREN	183204		878.00
CRESCENT ELECTRIC	183205		642.40
DAKOTA SUPPLY GROUP, INC.	183207		283.63
DOLLAR GENERAL	183181		8.76
DROPBOX	183181		127.31
EVERGREEN OFFICE PRODUCTS	183208		429.68
FIDUCIARY ACCOUNT	183210		5,230.26
FLINN SCIENTIFIC INC	183212		19.68
GRAINGER, INC	183215		419.86
HARVEYS LOCK SHOP, INC.	183216		53.40
HAUFF MID-AMERICA SPORTS INC.	183217		782.90
HILLYARD INC	183218		871.20
HYATT REGENCY	183181		4,787.71
IDVILLE	183181		47.03
JIFFYSHIRTS.COM	183181		112.05
JOLLY LANE	183181		279.45

Board Report - For School Board 10/31/2023

<u>Vendor Name</u>	<u>Check #</u>	<u>Expensed</u>	<u>Amount</u>
JW PEPPER & SONS, INC.	183220		273.59
KETEL, THORSTENSON, LLP	183221		8,000.00
KULLY SUPPLY	183181		508.22
LEADERSHIP MATTERS LLC	183223		9,393.76
LYNN JACKSON SHULTZ & LEBRUN PC INC	183226		2,106.00
MENARDS	183227		1,048.20
MG OIL COMPANY, INC.	183228		2,213.35
MIDWEST CONNECT	183229		133.00
NEARPOD INC.	183181		159.00
NORTHWEST PIPE FITTINGS, INC.	183230		556.06
NOVUS GLASS REPAIR & REPLACEMENT	183231		70.00
PASE, BRITTANY	183232		120.00
PIZZA HUT - SF	183181		126.24
RAPID CITY CENTRAL	183233		35.00
RAPID CITY JOURNAL	183235		953.06
RIVERSIDE TECHNOLOGIES INC	183237		2,118.00
ROBOTICS EDUCATION & COMPETITION	183238		650.00
RUBY TUESDAY	183181		326.02
SAM'S CLUB	183181		6,325.51
SANFORD HEALTH OCCMED	183239		600.00
SASD	183241		1,286.00
SCHOOL SPECIALTY INC.	183244		3,122.25
SEAT SACK	183246		134.50
SHIRT SPACE	183181		304.48
STARFALL EDUCATION	183247		355.00
STONE, GREG	183248		150.00
TD ART SUPPLY	183181		263.60
THEATRE HOUSE INC	183181		740.41
TYLER TECHNOLOGIES	183251		732.48
UNITED AIR LINES	183181		1,449.80
UPRINTING	183181		396.33
UPTON, ELIJAH	183252		120.00
US BANK	183181		263.87
VANWAY TROPHY & AWARD, INC.	183253		68.90
WAL-MART STORES INC	183181		752.37

Board Report - For School Board 10/31/2023

<u>Vendor Name</u>	<u>Check #</u>	<u>Expensed</u>	<u>Amount</u>
WAYFAIR	183181		1,269.14
WILD WEST SCREEN PRINTING	183181		87.17
WONDER MEDIA, LLC	183254		125.00
GENERAL FUND			<hr/> 113,209.37
A & B WELDING SUPPLY COMPANY INC.	183182		4,939.99
BEST BUY BUSINESS	183181		6,456.62
CENTURY BUSINESS	183198		11,482.79
DAHLQUIST, SHAD	183206		12.00
FOLLETT CONTENT SOLUTIONS, INC	183213		1,575.20
LEARNING OPPORTUNITIES INC	183224		49.00
CAPITAL OUTLAY			<hr/> 24,515.60
AMAZON.COM	183183		1,199.56
BEST WESTERN PLUS RAMKOTA HOTEL	183185		920.00
CASH - CO	183195		912.00
COMFORT INN & SUITES	183203		152.50
COUNCIL FOR EXCEPTIONAL CHILDREN	183181		538.20
FUN AND FUNCTION	183214		45.94
INSTITUTE MULTI-SENSORY EDUCATION	183219		158.55
LINGUALINX LANGUAGE SOLUTIONS, INC	183225		18.20
SCHOLASTIC NEWS	183243		65.89
SD DEPARTMENT OF HUMAN SERVICES	183245		118.91
SDASP	183181		760.00
SILVER LEGACY RESORT CASINO	183181		234.96
SOUTHPAW ENTERPRISES	183181		27.00
TIMMONS MARKET	183250		17.69
UNITED AIR LINES	183181		660.55
WAL-MART STORES INC	183181		311.92
SPECIAL ED			<hr/> 6,141.87
SAM'S CLUB	183181		485.70
WEBSTAIRANT STORE	183181		3,171.26
FOOD SERVICE			<hr/> 3,656.96
AMAZON.COM	183183		621.49
CASH - CO	183195		232.00
CENGAGE LEARNING	183196		4,620.00
CLIMATE CONTROL SYSTEMS AND SERVICE	183201		323,330.00
COUNCIL FOR EXCEPTIONAL CHILDREN	183181		1,614.60

Board Report - For School Board 10/31/2023

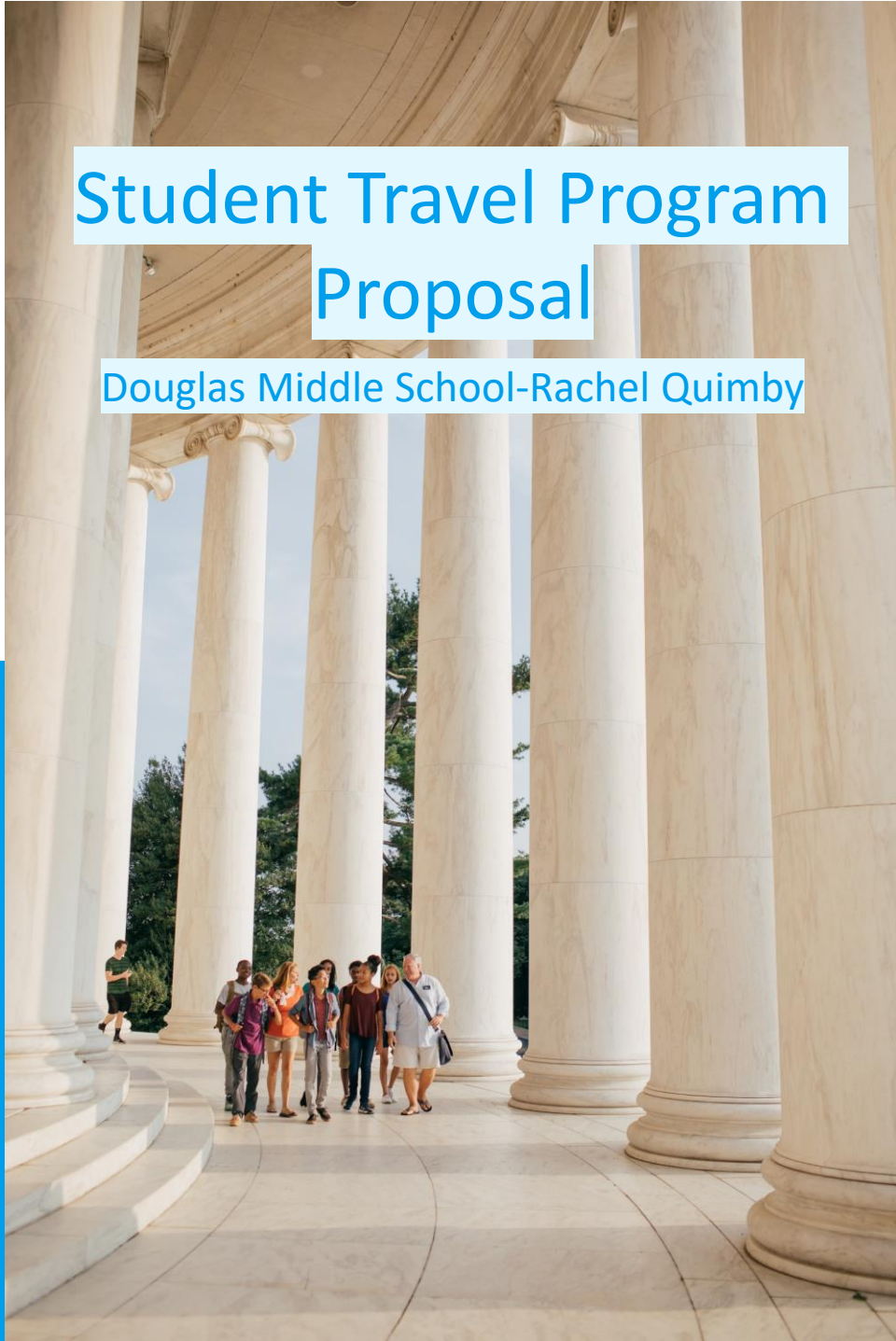
<u>Vendor Name</u>	<u>Check #</u>	<u>Expensed</u>	<u>Amount</u>
EAFB EXCHANGE	183181		427.50
KLETT WORLD LANGUAGES	183222		4,871.25
REALLY GREAT READING	183236		1,584.00
SCHOLASTIC INC.	183242		1,138.05
SILVER LEGACY RESORT CASINO	183181		78.32
SWIVL	183249		9,976.48
UNITED AIR LINES	183181		1,981.65
GRANTS			<hr/> 350,475.34
			<hr/> 497,999.14
ALSCO	12227		317.06
AMAZON.COM	12228		15.98
CASH-WA DISTRIBUTING COMPANY, INC.	12229		858.08
CASH-WA DISTRIBUTING COMPANY, INC.	12230		3,783.17
COCA-COLA BOTTLING CO HIGH COUNTRY	12231		372.00
GENERAL FUND	12232		50,398.69
HERNANDEZ, DANIEL	12233		26.50
LONG WARRIOR, HEIDI	12234		74.00
PAN-O-GOLD BAKING COMPANY, INC.	12235		877.76
PIZZA HUT- BOX ELDER	12236		817.00
PRAIRIE FARMS	12237		4,609.25
REINHART FOOD SERVICE LLC	12238		13,595.01
SCHERER, PAMILLA	12239		12.25
SDRA/SDRA SERVICES COMBINED	12240		525.00
FOOD SERVICE			<hr/> 76,281.75
			<hr/> 76,281.75
Grand Total:			<hr/> 574,280.89



EXPLORE
AMERICA

Student Travel Program Proposal

Douglas Middle School-Rachel Quimby



Washington D.C. & Philadelphia· Summer 2025

efexploreamerica.com/DCP

Your partner in travel-based learning

EF Education First is the world leader in international education. For over 55 years, we've partnered with educators around the world to help more than 15 million students gain new perspectives and build skills for the future through experiential learning.

Our mission is to empower educators to do their best work. At EF Explore America, we're working to define the modern educational tour experience. Our itineraries are more than places to go and things to see. We build programs that challenge assumptions, spark connections, and inspire curiosity in young students. Students will expand their knowledge of the world around them, discover more about themselves, grow more confident and independent, and understand new people, places, and cultures.

We take care of every detail of the tour experience—transportation and lodging, meal reservations and menus, museum tickets and local tour guides, and much more. That also includes behind-the-scenes elements, like safety checks at hotels and background checks on adult travelers. With all that taken care of, educators and students can focus on the bigger picture.

You'll find all the details and more on the next few pages.

What's in this document

- Pg. 3** Safety
- Pg. 5** Traveler health & wellness
- Pg. 5** Tour experience
- Pg. 7** Liability protection
- Pg. 9** Educational value
- Pg. 10** Itinerary specifics
- Pg. 10** Cost and payment options
- Pg. 11** Sample hotels & meals
- Pg. 12** Next steps
- Pg. 13** Educator testimonials
- Pg. 14** Student travel checklist

This proposal is property of EF Education First and the educator/school for which it was intended. Distributing, copying, and/or sharing it are prohibited. The proposal, including pricing, is valid for the educator, tour, and date(s) specifically mentioned herein. For additions, subtractions, or modifications, please contact your EF Tour Consultant.

© 2020 EF Education First.
For full terms and Booking Conditions, visit:
efexploreamerica.com/bc

Safety

Your students' safety is our number one priority. We would never send a traveler to a location we believe to be unsafe—and with our extensive global presence, our best-in-the-industry experience, and our close working relationships with U.S. and international authorities, that's a statement we can back up with real insight.

Whether it's a worldwide pandemic or a sprained ankle, a missed flight or confusing medical paperwork, we make sure every situation is taken care of.

*For specific information on EF's response to COVID-19, visit efexploreamerica.com/covid

Worldwide presence

EF's global presence is truly unmatched. We have staff on the ground 365 days a year in over 50 countries. And we don't just work in those countries—we call them home. EF team members live in nearly every one of our tour destinations, meaning we have the local knowledge to help keep our groups safe. That presence allows us to be there to support you on the ground wherever and whenever you need us.

24/7 emergency support

In the event that anything on tour goes wrong, EF staff is always available to help. Your Tour Director is your group's constant companion and first point of contact in an emergency. Additionally, our fully trained support teams are on hand 24/7 to walk teachers through any issues and provide the resources necessary to get things back on track. Our Safety and Incident Response Team—comprised of industry experts, healthcare experts, and even former FBI personnel—is ready to spring into action 24 hours a day, 365 days a year. And when they aren't directly helping EF travelers, they're actively innovating on and shaping the new worldwide standards for cleanliness and safety.

Your dedicated team

This group is fully committed to your school's trip and the safety of every traveler.

Operations Safety & Incident Response Team – This team is strategically based in our Boston, Panama, Tokyo, and Zurich offices to accommodate for all time zones. Available 24 hours a day, every day of the year, they are trained to react quickly if travelers need help. The team uses a combination of extensive training, simulations, incident response planning, and previous experience to manage emergencies. As needed, they can facilitate additional support for groups on tour, solve operational issues, arrange assistance from outside specialists, and liaise with local and international authorities.

Emergency Services & Support Team – Our support team is available 24/7 to help resolve any issue, from a missed flight to more serious on-tour incidents. They also facilitate communication between travelers and families in the event of an emergency at home. The team is made up of highly trained and dedicated EF staff in our Boston and Denver offices who are equipped to solve problems and answer questions that may come up, even outside of regular business hours.

Tour Director – Assigned exclusively to your tour for the length of the stay at your destination, your Tour Director meets your group at the airport and travels with you until your departure. All Tour Directors undergo an annual background check as permissible by local law and are required to participate in ongoing EF safety trainings. They're

the first point of contact in an emergency and they communicate information to help travelers stay safe in their tour destination. Tour Directors assist Group Leaders with hotel check-ins, coordinate meals, facilitate tours with local guides, and much more. They're also culturally connected and expertly trained to support impactful learning experiences.

Tour Consultant – This itinerary expert is devoted to the growth of your students. They are your school's partner, working with you on everything from finding the perfect tour and enrolling students to offering fundraising advice and creating long-term travel programs for your school community. They work directly alongside the Group Leader (a.k.a. local teacher), right up until the moment of departure to make sure everything goes smoothly.

Traveler Support – Our team of support specialists are readily available to walk families through insurance inquiries, payment plans, food allergy issues, and any other topics that arise.

Chaperones – For every ten travelers who enroll on your school's tour, your group is eligible to bring along a chaperone for free (the first spot goes to the Group Leader). This allows for a 10:1 ratio of students to chaperones, who assist Group Leaders with supervision of students to help keep them safe.

Traveler health & wellness

Telehealth Service provided – EF has identified Telehealth service providers for easy and convenient medical attention and advice. These third-party service providers make it possible for travelers to obtain medical advice either over a phone call or on a video call and, if not covered by their primary medical insurance, to submit a claim under the medical insurance benefits already included in the tour program fee.

Hand sanitizer & face masks – Explore America will have disposable face masks available to all Explore America travelers should local regulations require their use. Hand sanitizer will be available throughout your stay in hotels, restaurants and on the coach. We will also have hand sanitizer available should travelers need it during visits and sightseeing tours. We highly recommend travelers bring their own personal hand sanitizer and face masks for use throughout the tour.

Before you go – Closely monitor your health leading up to and while on tour. Should you feel ill during your journey, your EF team is specially trained in how to support you.

Tour experience

What this means for your actual tour today is that in addition to all of the rigorous safety and quality guidelines we have always required of all EF Explore America suppliers, we will also insist that they are further emphasizing the safety of your group with respect to COVID preparedness while traveling:

Air Travel – At this time, all major airlines and airports are no longer requiring face masks to be worn by all staff and customers during the flight or at the airport although the option still exists to wear one. Aircrafts have enhanced cleaning procedures and state-of-the-art air circulation systems (a high-efficiency (HEPA) filter, like those found in hospitals) that removes up to 99.7% of airborne particles.

Hotels – Hotels are increasing the frequency of cleaning high-touch public areas (lobby doors and handles, front desks, vending areas, handrails, public bathrooms, elevators) and using a hospital-grade disinfectant. Staff will follow strict guidelines when cleaning guest rooms. They are providing antibacterial hand sanitizers throughout the property and have added signage in lobbies to remind guests to maintain social distancing protocols. Therefore, the check-in process will be amended during the groups' arrival. Students may be required to sit on the bus or wait outside until their room is called. This means check-in could take longer.

Tour experience, continued

Added rooming comforts – We have developed flexible options to support individual traveler rooming preferences. Specifically, we offer room upgrades for students who prefer twin rooming (1 other person). For groups on shared tours with multiple schools, students will only share hotel rooms with students from their group.

Motor coaches – Before every trip, motor coach operators will clean and disinfect each vehicle with EPA/CDC approved disinfectants. During travel, critical touchpoints will be cleaned and sanitized daily with EPA/CDC approved disinfectants. Hand sanitizer will be made available to your group while on the bus throughout your trip. It is likely that your group will be required to have assigned seating for the duration of the tour.

Meals – We remain committed to the quality of meals and our ability to provide options, while adhering to new safety guidelines that our restaurants must follow. Breakfast, lunches (when included) and dinners will be plated or boxed meals as we opt to avoid buffet style dining until such time the CDC or other local authorities remove restrictions.

Attractions – Depending on the size of an attraction, new capacity limits may require a group to have staggered or separate visits, or might restrict visitor interactions in some way. We are in constant communication with all of our attractions to be certain that whatever modifications they need to make to ensure safe interactions will not diminish the quality and integrity of the experience. As such, attractions, such as some of our STEM activities, may be altered or substituted to ensure both safe conditions, and a quality experience, are available.



EF is among the first recipients of the **World Travel & Tourism Council's Safe Travels Stamp**, certifying that EF adheres to strict safety and hygiene protocols.

efexploreamerica.com/health-and-safety

Protection for travelers, schools, and districts

We understand that unpredictable things can happen, either on tour or before departure. We offer a variety of protections, programs, and policies to make sure that, no matter what happens, travelers, schools, and districts are covered. We're doing everything we can to make planning for the future as flexible as possible.

General liability insurance

All Group Leaders, schools, and districts who travel with EF are automatically added as additional insureds under our \$50 million General Liability Policy, regardless of whether the tour is affiliated with the school. EF's liability coverage is primary and non-contributory for covered third-party claims. The policy helps safeguard Group Leaders and their schools for covered third-party claims related to bodily injury or property damage, which includes providing a legal defense and covering legal costs for such claims. In addition, all travelers are required to sign EF's Release and Agreement, which includes a release of liability of their Group Leader, school, and school board.

Flexibility to change tours

The world is always changing. And while our belief in the positive impact of travel is unwavering, it can feel hard to predict what life, here in the U.S. and abroad, will look like several months, a year, or even two years from now. When you decide to travel with EF, we want you to feel secure in that decision. That's why these benefits are built into every EF program.

Peace of Mind

Provided to all groups

We understand that plans can change due to unforeseen circumstances. EF provides this exclusive program to account for such situations. It provides groups with flexibility to change the dates and destination of their tours in uncertain times. This program accounts for such circumstances and can be enacted up to 45 days prior to departure at the group level for any reason, including terrorism or other world events.

Protection for individual travelers

Travelers can help protect their investment and themselves from certain unexpected events and expenses while on tour with EF's Protection Plans.

Travel Protection Plan

Included for all Travelers

Designed specifically with EF travelers in mind, this plan provides both pre-departure and post-departure benefits, including medical expense coverage that may apply on tour and tour cancellation for specified reasons.

Travel Protection Plus Plan

Available to all travelers if they wish to upgrade

To further protect your investment from the unexpected, this plan provides all the benefits included in the Travel Protection Plan as well as expanded cancellation protection.

Background checks for adult travelers

EF requires all adults (18 years and older) to pass a criminal background check before traveling on our student tours. This provides a safer tour experience for all travelers and aligns with the process and expectations of many school districts for adults who volunteer in schools or chaperone school activities. The secure process, provided by a leading professional provider, only identifies those individuals who could present a risk to student travelers while on tour.

Educational value

Our tours help prepare students for the future by teaching them more about the world, themselves, and their place in the world. Combining the power of experiential learning with the thrill of travel, our tours help students:

- Expand their knowledge of the world around them
- Grow more confident and independent
- Understand new people, places and cultures
- Discover more about themselves

EF is an accredited institution

We echo your commitment to education. Our travel-based learning approach is designed to blend classroom and experiential learning. This allows us to meet the same rigorous standards as schools like yours, ensuring students gain valuable experiences that transform the way they look at the world.

Earning credit for new experiences

EF makes it easy for students to turn their tour experience into college credit, or to get a head start on their college essays—all while making their travel experience even more engaging.

- Students in grades 9-12 can earn 3.0 undergraduate credits, along with the confidence that comes with taking a college course, by completing a series of assignments and a final research project with our partner, Southern New Hampshire University—all for just \$215.
- Students in grades 6-12 can earn 0.5 high school credits by completing our Personalized Learning Guide before, during and after tour. And the best part? It's free!



Itinerary specifics

Below is a breakdown of the components included in an EF itinerary. For more robust details, the complete itinerary is attached to this document. It includes specific locations, each day's activities, travel plans and more.

Price of the proposed tour

The tour program price covers a wide range of services that ensure students have an incredible experience. It includes all the planning and preparation that leads up to departure, travel and accommodations, plus logistical support and details once the group reaches their destination.

Price Details

Washington, D.C. & Philadelphia

Program Price ¹ \$2,965

Includes:

- Round-trip transportation
- Air-conditioned motor coach while on tour
- Hotel and accommodations
- Breakfast and dinner daily
- Full-time Tour Director
- Daily activities, tours and entrances to attractions
- Overnight security
- Gratuities
- Illness and Accident Coverage

All Inclusive Coverage \$119

1 Travel Day (Departure) \$0

EF's Peace of Mind Program ^{*} Free

Total for Students (under age 20) \$3,084

20 monthly payments \$150/mo

Adult Supplement ² \$520

Total for Adults \$3,604

20 monthly payments \$176/mo

Sample hotels

Every hotel we work with must meet our high standards for safety, quality and cleanliness. Hotels are vetted by our team to make sure they meet our requirements and subsequently inspected regularly to ensure they continue to satisfy those parameters.

Here are some examples of hotels students might stay in on tour:

Comfort Inn Shady Grove
Gaithersburg, MD

Courtyard Rockville
Rockville, Maryland

Hilton Garden Inn
Tyson's Corner, Virginia

Sample meals

Meals are selected to provide a balance of local, cultural experiences and more familiar cuisines that students know and love. Below are some examples of what travelers can expect at the destination, but please note that meals can vary from tour to tour.

Here are some examples of meals students may enjoy on tour:

GRK Fresh Greek
Washington, D.C.

Potbelly
Washington, D.C.

Primo's Family Restaurant
Alexandria, VA

How I can help with next steps

My name is Corey Kelleher and I am Douglas Middle School's dedicated Account Manager. That means I'll be working with Rachel Quimby every step of the way to make sure everything is perfectly planned.

As we move forward with this process, here are some next steps to keep in mind:

I hope this overview has given you the information you need to feel confident in EF as an educational travel provider. Should you have any questions or need any additional information, please don't hesitate to reach out to me directly. EF is excited to partner with your school to bring this life-changing experiential learning opportunity to your students.

Sincerely,
Corey Kelleher
Corey.Kelleher@EF.com

“I am now more confident than ever in the safety and experiences of my students after working with EF on this trip. As a leader, I am committed to ensuring a global mindset throughout my district and student/teacher travel.”

Angela M., Administrator, Brunswick, ME

“I advocate for travel because the world is vast and diverse. If we want to truly understand our neighbors in other states or countries, we must reach out and meet them where they live. Travel provides a glimpse into another world that our students may have Googled or watched on a device, but living it with the smells, food, smiles, and various challenges teaches flexibility, tolerance, understanding, and empathy.”

Chuck C., Group Leader, Central, SC

From a single tour to a whole program

A single tour can open endless possibilities for a small group of students. Our goal at EF is to bring that experience to as many students as possible, including the broadest collection of students at your school. By progressing from a single tour to a consistent travel program, you'll not only build a culture of exploration, but you'll provide the opportunity of travel to even more students. We can work directly with you and your staff to establish a framework for your travel program that's tailored specifically to your school's needs and goals.



The essential checklist for choosing an educational travel partner

Educational travel matters. And who you travel with matters just as much. Whether you are planning your first tour or building upon a legacy of showing students the world, the travel partner you choose could mark the beginning of a lifelong relationship. While your students will feel the impact of your trip in the eye-opening interactions and experiences that happen on tour, you know its success will be measured from the moment you decide to lead them someplace new.

Picking a partner who can help plan, guide, and bring a seamless educational tour to life is even more important than selecting your destination. Because if you choose well, you only have to choose once.

Use this quick and comprehensive checklist to consider some of the most impactful factors in building a strong partnership and a successful travel program at your school.

Ready to learn more about traveling with EF?

Call 800-503-2323, and we'll connect you with an expert Tour Consultant who can answer all of your questions.

The essential checklist for choosing an educational travel partner



Long-term stability

Planning a tour often happens many months, if not years, in advance. Which means the travel partner you choose will be making financial commitments on behalf of your students—and with your and your administration's involvement—well ahead of the actual trip.

| ✓ | CONSIDER:

- Is this partner strong, established, and ready to deliver on your future tour, regardless of the economic climate?
- If necessary, will refunds or travel credits be available?
- Are there competing priorities or business challenges for the partner's staff that could distract them from being fully focused on your experience?

True global support

So often in travel, local relationships and on-the-ground experience are more valuable than the kind of knowledge that's gained from behind a desk. From exclusive access to off-the-beaten-path experiences to real-time, in-person assistance during an emergency, local expertise has the power to impact every aspect of your tour for the better.

| ✓ | CONSIDER:

- Does this partner have on-the-ground staff in the countries you want to visit?
- Does this partner have 24/7 global support to assist in any kind of emergency?
- Does this partner have the ability to re-route or reschedule tours at any time?

Family-first policies

As the world continues to change around us, families will want to know that you understand flexibility and peace of mind matter more than ever.

| ✓ | CONSIDER:

- Does this partner offer policies that are transparent, fair, and consistent?
- Will families feel confident that their investment is protected with this partner, and do they offer families alternatives if travel can't happen as planned?

Passion that matches yours

A strong relationship is rooted in shared values. Having a travel partner who understands what's important to you—and who values the same things—is critical. That's how you develop trust and the foundation for a travel program that's exactly right for you and your students.

| ✓ | CONSIDER:

- Is this organization built to serve teachers and students first?
- Does the leadership of this company have history and experience in education?
- Does this partner believe travel is for everyone—with pricing, policies, and scholarship options that support more students seeing the world?
- Does this partner promote and share diverse perspectives as a part of their travel programs?

Opportunities for professional & personal growth

The ability to earn high school, college, and professional learning credit should be built into any educational travel experience. But all credit-earning opportunities are not created equal.

| ✓ | CONSIDER:

- Does this partner offer a comprehensive learning tool that accompanies your tour to help guide, enhance, and celebrate a student-centered learning experience?
- Is this partner associated with organizations and institutions that will meaningfully improve your and your students' travel experience?
- Does the partner offer credit to you and your students from accredited educational institutions?
- Is the cost of their credit-earning programs affordable?



© 2021 EF Education First
efexploreamerica.com

Hi Rachel! Here's an outline of the itinerary you selected. I'll keep you posted as details like flights and hotels are confirmed.



Chelsea Lashua



GET IN TOUCH

Travel Dates

2025

MAY 30	JUN 1 – JUN 7	JUN 9
Earliest departure	Requested dates	Latest return

Departing from

Rapid City (SD)

Flights & Hotels

We'll post details here as soon as they're available.



Hi there! 🙌 How can we help you today?





Meet your Tour
 Note: Only hote

DAY 1

Pre-tour travel

Meet your Tour

Explore Washir

- Photo stop
- Lafayette Square and Black Lives Matter Plaza
- Photo stop at the Washington Monument
- WWII Memorial

Visit the Smithsonian museum of your choice, which may include:

- National Air and Space Museum
- National Museum of Natural History
- National Museum of African Art
- National Museum of American History
- National Museum of the American Indian

Take a guided night tour of Washington, D.C.

- Lincoln Memorial
- Korean War Veterans Memorial
- Vietnam Veterans Memorial

Visit Arlington National Cemetery, where you will see:

- Changing of the Guard at the Tomb of the Unknown Soldier
- Kennedy gravesites
- Military Women's Memorial

Make a photo stop at the Marine Corps War Memorial

Visit Mount Vernon

- Estate, museum, and education center
- Mansion (*subject to availability*)
- George Washington's tomb
- The Slave Memorial

See the U.S. Capitol and Visitor Center

Make a photo stop at the Library of Congress and the U.S. Supreme Court

Explore the Tidal Basin

- FDR Memorial
- Martin Luther King, Jr. National Memorial
- Jefferson Memorial

Visit the National Archives

Travel to Gettysburg

Take a guided tour of Gettysburg National Military Park

Visit the Gettysburg Museum, Visitor Center and Cyclorama Experience

Travel to Lancaster

Tour the Amish Country farmlands and view the movie "Jacob's Choice"

Enjoy an authentic Amish dinner

Travel to Philadelphia

Take a guided tour of Philadelphia

- Free Quaker Meeting House
 - Betsy Ross House
 - Elfreth's Alley
 - Christ Church
-

Take a walking tour of Independence National Historical Park

- Congress Hall
 - Carpenters' Hall
 - Franklin Court
-

Take a tour of Independence Hall

Visit the Liberty Bell Center

Enjoy an evening activity

Visit the National Constitution Center

Depart for home

Trip ID 2373

Booked By

Booked By Haaland, Josh
Email josh.haaland@k12.sd.us
Phone 605-923-0030

Pager
Cellular 6052040799

Booking Details

Trip Name Industrial Tech - Welding
Status Submitted
Trip State Inactive
Created Date 10/16/2023 12:14:00 PM

Departing Location High School
Organization DHS Activities
Trip Destination Watertown, South Dakota
Trip Type Round Trip
Trip Package

Trip Departure Date Time 12/5/2023 7:45:00 AM

Trip Return Date Time 12/6/2023 11:00:00 PM

Driver Departure Time

Driver Return Time

Participant Drop Off Time

Participant Pick Up Time

Destination Arrival Date Time

Destination Departure Date Time

Driver Start Location

Driver End Location

Participant Drop Off Location

Participant Pick Up Location

Estimated Round Trip Mileage 0

Trip Contact

Name Boeding, Jason
Email Jason.Boeding@k12.sd.us
Phone

Pager
Cellular

Attendees

Faculty Jason Boeding & TBD

Supervising Adults

Number of students 20

Cost per student \$0.0000

Number of adults 2

Cost per adult \$0.0000

Totals Attendees 22

Categorization

Budget Code

Budget Code Description

Recommended Min Age 0

Recommended Max Age 0

Educational Objective

Notes

**Special Needs and/or
Trip Requirements**

Driving Directions

Required Services

Transportation Type Charter Bus

Number Of Vehicles 0

ARP HOMELESS II				
BUDGET FY 2024				
			Original	Amended
REVENUE:				
66.3129.922			\$14,457.00	\$18,156.00
		TOTAL	\$14,457.00	\$18,156.00
EXPENDITURES:				
EQUIPMENT				
66.1190.000.922.471		COMPUTER EQUIPMENT (NON-CAPITALIZED)	\$3,000.00	\$3,000.00
HEALTH SERVICES				
66.2139.000.922.319		PROFESSIONAL SERVICES	\$1,500.00	\$1,500.00
PROFESSIONAL DEVELOPMENT				
66.2219.000.922.319		PROFESSIONAL SERVICES	\$3,000.00	\$3,000.00
66.2219.000.922.334		TRAVEL	\$1,066.00	\$1,100.00
PROGRAM ADMINISTRATION				
66.2490.000.922.411		NON-TECHNOLOGY SUPPLIES	\$1,000.00	\$2,056.00
TRANSPORTATION COSTS				
66.2555.000.922.334		TRAVEL	\$3,851.00	\$4,000.00
TEMPORARY HOUSING				
66.3600.000.922.334		TRAVEL	\$1,040.00	\$3,500.00
		TOTAL	\$14,457.00	\$18,156.00

**ESSER II
BUDGET FY 2024**

REVENUE:		Original
66.4190.238		<u>\$664,637.70</u>
	TOTAL	\$664,637.70

EXPENDITURES:		
BUILDING ACQUISITION, CONSTRUCTION & IMPROVEMENTS		
66.2535.013.238.520	BUILDINGS	\$359,735.25
66.2535.030.238.520	BUILDINGS	<u>\$304,902.45</u>
		\$664,637.70

**ESSER III
BUDGET FY 2024**

REVENUE:		Original
66.4191.338		<u>\$3,515,150.98</u>
	TOTAL	\$3,515,150.98

EXPENDITURES:

BADGER CLARK ELEMENTARY

66.1111.012.348.130	OVERTIME/STIPENDS	\$66,500.00
66.1111.012.348.210	SOCIAL SECURITY	\$5,087.25
66.1111.012.348.220	RETIREMENT	\$3,990.00
66.1111.012.348.319	PROFESSIONAL SERVICES	\$40,000.00
66.1111.012.348.421	PRINTED TEXTBOOKS	\$80,000.00
66.1111.012.348.479	OTHER NON-CONSUMABLE SUPPLIES	\$3,495.00
66.1111.012.338.541	COMPUTER EQUIPMENT	\$45,335.00
66.1111.012.348.541	COMPUTER EQUIPMENT	\$37,300.00

FRANCIS CASE ELEMENTARY

66.1111.013.348.130	OVERTIME/STIPENDS	\$63,500.00
66.1111.013.348.210	SOCIAL SECURITY	\$4,857.75
66.1111.013.348.220	RETIREMENT	\$3,810.00
66.1111.013.348.319	PROFESSIONAL SERVICES	\$40,000.00
66.1111.013.348.421	PRINTED TEXTBOOKS	\$80,000.00
66.1111.013.348.479	OTHER NON-CONSUMABLE SUPPLIES	\$4,620.00
66.1111.013.338.541	COMPUTER EQUIPMENT	\$45,335.00
66.1111.013.348.541	COMPUTER EQUIPMENT	\$37,300.00

VANDENBERG ELEMENTARY

66.1111.014.348.130	OVERTIME/STIPENDS	\$54,500.00
66.1111.014.348.210	SOCIAL SECURITY	\$4,169.25
66.1111.014.348.220	RETIREMENT	\$3,270.00
66.1111.014.348.319	PROFESSIONAL SERVICES	\$40,000.00
66.1111.014.348.421	PRINTED TEXTBOOKS	\$80,000.00
66.1111.014.338.541	COMPUTER EQUIPMENT	\$45,330.00

SUMMER TRANSITION (ELEMENTARY)

66.1112.007.348.130	OVERTIME/STIPENDS	\$65,000.00
66.1112.007.348.210	SOCIAL SECURITY	\$4,972.50
66.1112.007.348.220	RETIREMENT	\$3,900.00
66.1112.007.348.411	NON-TECHNOLOGY SUPPLIES	\$100.00

DOUGLAS MIDDLE SCHOOL

66.1121.020.348.130	OVERTIME/STIPENDS	\$39,000.00
66.1121.020.348.210	SOCIAL SECURITY	\$2,983.50
66.1121.020.348.220	RETIREMENT	\$2,340.00
66.1121.020.348.319	PROFESSIONAL SERVICES	\$10,395.00
66.1121.020.348.411	NON-TECHNOLOGY SUPPLIES	\$20,450.00
66.1121.020.348.421	PRINTED TEXTBOOKS	\$114,300.00
66.1121.020.348.423	ELECTRONIC TEXTBOOKS	\$10,065.00
66.1121.020.338.479	OTHER NON-CONSUMABLE SUPPLIES	\$22,800.00
66.1121.020.338.541	COMPUTER EQUIPMENT	\$117,000.00
66.1121.020.348.541	COMPUTER EQUIPMENT	\$153,400.00

SUMMER TRANSITION (MIDDLE SCHOOL)

66.1122.007.348.130	OVERTIME/STIPENDS	\$18,000.00
66.1122.007.348.210	SOCIAL SECURITY	\$1,377.00
66.1122.007.348.220	RETIREMENT	\$1,080.00
66.1122.007.348.411	NON-TECHNOLOGY SUPPLIES	\$100.00

DOUGLAS HIGH SCHOOL

66.1131.030.348.130	OVERTIME/STIPENDS	\$6,000.00
66.1131.030.348.210	SOCIAL SECURITY	\$459.00
66.1131.030.348.220	RETIREMENT	\$360.00
66.1131.030.348.319	PROFESSIONAL SERVICES	\$1,500.00
66.1131.030.348.373	PAYMENTS TO OTHER ED. INST.	\$6,500.00
66.1131.030.348.411	NON-TECHNOLOGY SUPPLIES	\$20,450.00
66.1131.030.348.423	ELECTRONIC TEXTBOOKS	\$56,805.00
66.1131.030.338.541	COMPUTER EQUIPMENT	\$36,374.00
66.1131.030.348.541	COMPUTER EQUIPMENT	\$202,160.00

SUMMER TRANSITION (HIGH SCHOOL)

66.1132.007.348.130	OVERTIME/STIPENDS	\$5,000.00
66.1132.007.348.210	SOCIAL SECURITY	\$382.50
66.1132.007.348.220	RETIREMENT	\$300.00
66.1132.007.348.411	NON-TECHNOLOGY SUPPLIES	\$90.95

PRESCHOOL

66.1141.012.348.111	CERTIFIED SALARIES	\$30,812.50
66.1141.012.348.112	INSTRUCTIONAL AIDES	\$13,000.00
66.1141.012.348.210	SOCIAL SECURITY	\$3,351.66
66.1141.012.348.220	RETIREMENT	\$2,628.75
66.1141.012.348.230	GROUP HEALTH, LIFE, DENTAL INS.	\$7,840.08
66.1141.012.348.319	PROFESSIONAL SERVICES	\$1,500.00
66.1141.012.348.411	NON-TECHNOLOGY SUPPLIES	\$1,500.00
66.1141.012.348.479	OTHER NON-CONSUMABLE SUPPLIES	\$1,500.00
66.1141.013.348.111	CERTIFIED SALARIES	\$30,812.50

66.1141.013.348.112	INSTRUCTIONAL AIDES	\$13,000.00
66.1141.013.348.210	SOCIAL SECURITY	\$3,351.66
66.1141.013.348.220	RETIREMENT	\$2,628.75
66.1141.013.348.230	GROUP HEALTH, LIFE, DENTAL INS.	\$7,840.08
66.1141.013.348.319	PROFESSIONAL SERVICES	\$1,500.00
66.1141.013.348.411	NON-TECHNOLOGY SUPPLIES	\$1,500.00
66.1141.013.348.479	OTHER NON-CONSUMABLE SUPPLIES	\$1,500.00

TECHNOLOGY

66.2227.032.338.541	COMPUTER EQUIPMENT	\$9,004.00
---------------------	--------------------	------------

BOARD OF EDUCATION

66.2311.001.338.319	PROFESSIONAL SERVICES	\$26,460.00
---------------------	-----------------------	-------------

COMMUNICATIONS COORDINATOR

66.2322.000.338.113	ADMINISTRATIVE SALARIES	\$77,714.00
66.2322.000.338.210	SOCIAL SECURITY	\$5,945.12
66.2322.000.338.220	RETIREMENT	\$4,662.84
66.2322.000.338.230	GROUP HEALTH, LIFE, DENTAL INS.	\$7,840.08
66.2322.000.338.315	REGISTRATION FEES	\$750.00
66.2322.000.338.319	PROFESSIONAL SERVICES	\$5,500.00
66.2322.000.338.334	TRAVEL	\$1,500.00
66.2322.000.338.340	COMMUNICATIONS	\$100.00
66.2322.000.338.411	NON-TECHNOLOGY SUPPLIES	\$4,000.00
66.2322.000.338.412	TECHNOLOGY SUPPLIES	\$250.00
66.2322.000.338.479	OTHER NON-CONSUMABLE SUPPLIES	\$500.00

EXECUTIVE DIRECTOR(S)

66.2329.002.348.130	OVERTIME/STIPENDS	\$15,000.00
66.2329.002.348.210	SOCIAL SECURITY	\$1,147.50
66.2329.002.348.220	RETIREMENT	\$900.00
66.2329.002.348.315	REGISTRATION FEES	\$2,750.00
66.2329.002.338.319	PROFESSIONAL SERVICES	\$1,000.00
66.2329.002.348.319	PROFESSIONAL SERVICES	\$40,000.00
66.2329.002.338.334	TRAVEL	\$500.00
66.2329.002.348.334	TRAVEL	\$10,000.00
66.2329.002.348.411	NON-TECHNOLOGY SUPPLIES	\$1,000.00

SUMMER TRANSITION (ADMINISTRATION)

66.2410.007.348.130	OVERTIME/STIPENDS	\$7,000.00
66.2410.007.348.210	SOCIAL SECURITY	\$535.50
66.2410.007.348.220	RETIREMENT	\$420.00

SUMMER TRANSITION (TRANSPORTATION)		
66.2552.007.348.130	OVERTIME/STIPENDS	\$24,000.00
66.2552.007.348.210	SOCIAL SECURITY	\$1,836.00
66.2552.007.348.220	RETIREMENT	\$1,440.00
BUILDING ACQUISITION, CONSTRUCTION & IMPROVEMENTS		
66.2535.013.338.520	BUILDINGS	\$568,264.75
66.2535.030.338.520	BUILDINGS	\$565,197.55
TRANSPORTATION		
66.2554.050.338.319	PROFESSIONAL SERVICES	\$0.00
66.2554.050.338.550	VEHICLES (LICENSED)	\$259,749.00
INSERVICE TRAINING SERVICES		
66.2644.002.338.411	NON-TECHNOLOGY SUPPLIES	\$11,000.00
COMMUNITY		
66.3900.000.348.319	PROFESSIONAL SERVICES	\$11,174.96
ACTIVITIES		
66.6900.030.338.541	COMPUTER EQUIPMENT	\$11,700.00
		<u>\$3,515,150.98</u>

	District Name	District Number	2023 Total FTE	2023 Total Salary	2023 Total Compensation (Salary + Benefits)	2023 Average Teacher Compensation	2023 Average Teacher Salary	2017 Average Teacher Compensation	Meets State Aid Accountability, FY2024
1	Oglala Lakota County 65-1	65001	110.88	\$6,953,844	\$8,926,302	\$80,504	\$62,715	\$68,778	Y
2	Eagle Butte 20-1	20001	47.37	\$2,894,688	\$3,803,001	\$80,283	\$61,108	\$67,524	Y
3	Douglas 51-1	51001	181.52	\$11,042,714	\$13,693,188	\$75,436	\$60,835	\$67,320	Y
4	Brandon Valley 49-2	49002	284.30	\$16,961,752	\$22,886,641	\$80,502	\$59,661	\$65,884	Y
5	Dupree 64-2	64002	30.02	\$1,766,564	\$2,290,384	\$76,295	\$58,846	\$65,445	Y
6	Todd County 66-1	66001	164.93	\$9,421,801	\$12,138,241	\$73,596	\$57,126	\$60,414	Y
7	Sioux Falls 49-5	49005	1,660.20	\$94,518,955	\$127,746,963	\$76,947	\$56,932	\$68,432	Y
8	Andes Central 11-1	11001	33.00	\$1,866,303	\$2,419,527	\$73,319	\$56,555	\$59,760	Y
9	Huron 02-2	2002	178.63	\$10,096,989	\$13,041,254	\$73,007	\$56,525	\$63,629	Y
10	Mitchell 17-2	17002	179.06	\$10,015,098	\$12,620,457	\$70,482	\$55,932	\$64,527	Y
11	Dakota Valley 61-8	61008	89.86	\$4,995,608	\$6,235,352	\$69,390	\$55,593	\$60,490	Y
12	Harrisburg 41-2	41002	430.92	\$23,905,218	\$27,310,617	\$63,377	\$55,475	\$55,634	Y
13	Pierre 32-2	32002	172.67	\$9,575,866	\$11,596,321	\$67,159	\$55,458	\$57,030	Y
14	Yankton 63-3	63003	177.80	\$9,859,333	\$12,927,317	\$72,707	\$55,452	\$67,054	Y
15	Wagner Community 11-4	11004	69.20	\$3,831,928	\$5,052,049	\$73,006	\$55,375	\$62,800	Y
16	Timber Lake 20-3	20003	35.87	\$1,976,733	\$2,563,563	\$71,468	\$55,108	\$59,077	Y
17	Chester Area 39-1	39001	35.55	\$1,936,808	\$2,608,070	\$73,363	\$54,481	\$64,028	Y
18	Watertown 14-4	14004	240.02	\$13,070,099	\$16,451,748	\$68,543	\$54,454	\$64,496	Y
19	Madison Central 39-2	39002	83.34	\$4,527,705	\$5,616,977	\$67,398	\$54,328	\$59,835	Y
20	Brookings 05-1	5001	235.27	\$12,779,326	\$16,682,914	\$70,910	\$54,318	\$61,500	Y
21	Burke 26-2	26002	21.66	\$1,173,885	\$1,507,821	\$69,613	\$54,196	\$62,271	Y
22	Aberdeen 06-1	6001	303.33	\$16,375,603	\$21,345,009	\$70,369	\$53,986	\$61,769	Y
23	Milbank 25-4	25004	73.36	\$3,954,196	\$5,045,627	\$68,779	\$53,901	\$58,958	Y
24	McIntosh 15-1	15001	19.20	\$1,034,494	\$1,379,855	\$71,867	\$53,880	\$64,879	Y
25	Lead-Deadwood 40-1	40001	63.50	\$3,420,681	\$4,709,693	\$74,168	\$53,869	\$64,258	Y
26	McLaughlin 15-2	15002	42.16	\$2,266,306	\$2,910,563	\$69,036	\$53,755	\$56,648	Y
27	Spearfish 40-2	40002	166.44	\$8,943,340	\$10,937,909	\$65,717	\$53,733	\$56,562	Y
28	West Central 49-7	49007	92.92	\$4,924,716	\$6,076,195	\$65,392	\$53,000	\$59,155	Y
29	Smee 15-3	15003	17.34	\$916,685	\$1,154,618	\$66,587	\$52,865	\$61,774	Y
30	Northwestern Area 56-7	56007	20.75	\$1,095,754	\$1,403,354	\$67,632	\$52,807	\$54,278	Y
31	Groton Area 06-6	6006	41.28	\$2,178,283	\$2,820,054	\$68,315	\$52,768	\$60,293	Y
32	Rapid City Area 51-4	51004	803.76	\$42,294,582	\$55,199,584	\$68,677	\$52,621	\$64,058	Y
33	Tea Area 41-5	41005	139.36	\$7,321,611	\$9,156,466	\$65,704	\$52,537	\$56,031	Y
34	Beresford 61-2	61002	47.61	\$2,479,910	\$3,129,130	\$65,724	\$52,088	\$57,264	Y
35	South Central 26-5	26005	6.57	\$341,913	\$451,572	\$68,732	\$52,042	\$57,038	Y
36	Baltic 49-1	49001	37.87	\$1,968,971	\$2,430,526	\$64,181	\$51,993	\$57,149	Y
37	Sisseton 54-2	54002	69.01	\$3,586,050	\$4,494,875	\$65,134	\$51,964	\$56,936	Y
38	Meade 46-1	46001	210.67	\$10,913,728	\$13,553,367	\$64,335	\$51,805	\$58,847	Y
39	Mobridge-Pollock 62-6	62006	47.70	\$2,464,436	\$3,126,997	\$65,555	\$51,665	\$60,290	Y
40	Lennox 41-4	41004	75.15	\$3,882,338	\$4,833,370	\$64,316	\$51,661	\$54,150	Y
41	Florence 14-1	14001	20.21	\$1,041,826	\$1,356,222	\$67,106	\$51,550	\$58,185	Y
42	Hamlin 28-3	28003	52.18	\$2,686,801	\$3,449,378	\$66,105	\$51,491	\$56,831	Y
43	Montrose 43-2	43002	19.37	\$996,124	\$1,255,571	\$64,820	\$51,426	\$55,546	Y
44	Tri-Valley 49-6	49006	68.62	\$3,523,589	\$4,456,363	\$64,943	\$51,349	\$60,660	Y
45	Winner 59-2	59002	54.20	\$2,773,925	\$3,471,290	\$64,046	\$51,179	\$55,393	Y
46	Garretson 49-4	49004	33.74	\$1,718,947	\$2,181,509	\$64,656	\$50,947	\$55,673	Y
47	Canton 41-1	41001	61.84	\$3,148,805	\$3,873,246	\$62,633	\$50,919	\$54,426	Y
48	Willow Lake 12-3	12003	25.11	\$1,276,422	\$1,638,818	\$65,266	\$50,833	\$58,158	Y
49	Lemmon 52-4	52004	23.40	\$1,189,409	\$1,449,081	\$61,927	\$50,829	\$59,044	Y
50	Elk Mountain 16-2	16002	1.85	\$94,000	\$106,830	\$57,746	\$50,811	\$40,942	Y
51	Kimball 07-2	7002	29.80	\$1,513,164	\$1,870,492	\$62,768	\$50,777	\$53,994	Y
52	Canistota 43-1	43001	20.60	\$1,044,969	\$1,311,105	\$63,646	\$50,727	\$56,861	Y
53	Rosholt 54-4	54004	20.51	\$1,040,397	\$1,338,959	\$65,283	\$50,726	\$59,923	Y
54	Gregory 26-4	26004	33.00	\$1,672,562	\$2,130,053	\$64,547	\$50,684	\$54,838	Y
55	Hill City 51-2	51002	35.34	\$1,783,714	\$2,286,133	\$64,690	\$50,473	\$59,577	Y
56	Bison 52-1	52001	15.36	\$774,964	\$890,853	\$57,998	\$50,453	\$54,133	Y
57	Elk Point-Jefferson 61-7	61007	48.00	\$2,418,597	\$2,937,735	\$61,203	\$50,387	\$54,669	Y
58	Arlington 38-1	38001	22.25	\$1,120,595	\$1,465,666	\$65,873	\$50,364	\$56,680	Y
59	Ethan 17-1	17001	19.98	\$1,005,915	\$1,161,099	\$58,113	\$50,346	\$53,946	Y
60	Chamberlain 07-1	7001	76.05	\$3,826,297	\$4,984,868	\$65,547	\$50,313	\$58,327	Y
61	Estelline 28-2	28002	22.84	\$1,148,125	\$1,490,142	\$65,243	\$50,268	\$59,770	Y
62	Platte-Geddes 11-5	11005	43.30	\$2,175,649	\$2,832,969	\$65,427	\$50,246	\$59,655	Y
63	Langford Area 45-5	45005	20.51	\$1,030,142	\$1,319,757	\$64,347	\$50,226	\$57,526	Y
64	Bennett County 03-1	3001	40.28	\$2,021,980	\$2,517,693	\$62,505	\$50,198	\$57,374	Y
65	Sioux Valley 05-5	5005	46.39	\$2,328,435	\$2,956,003	\$63,721	\$50,193	\$59,059	Y
66	Parkston 33-3	33003	45.24	\$2,269,696	\$2,923,197	\$64,615	\$50,170	\$57,053	Y
67	Lyman 42-1	42001	33.98	\$1,701,375	\$2,199,548	\$64,731	\$50,070	\$60,202	Y
68	Britton-Hecla 45-4	45004	33.88	\$1,693,925	\$2,120,001	\$62,574	\$49,998	\$54,768	Y
69	Iroquois 02-3	2003	19.18	\$958,198	\$1,252,537	\$65,304	\$49,958	\$60,464	Y

	District Name	District Number	2023 Total FTE	2023 Total Salary	2023 Total Compensation (Salary + Benefits)	2023 Average Teacher Compensation	2023 Average Teacher Salary	2017 Average Teacher Compensation	Meets State Aid Accountability, FY2024
70	Doland 56-2	56002	16.50	\$823,948	\$1,067,934	\$64,723	\$49,936	\$55,721	Y
71	Stanley County 57-1	57001	33.70	\$1,678,483	\$2,202,033	\$65,342	\$49,807	\$54,103	Y
72	Castlewood 28-1	28001	19.20	\$955,221	\$1,243,313	\$64,756	\$49,751	\$57,850	Y
73	Deuel 19-4	19004	38.58	\$1,919,160	\$2,407,342	\$62,399	\$49,745	\$57,302	Y
74	De Smet 38-2	38002	23.30	\$1,159,008	\$1,576,724	\$67,671	\$49,743	\$57,521	Y
75	Vermillion 13-1	13001	97.47	\$4,838,597	\$6,226,464	\$63,881	\$49,642	\$58,678	Y
76	Wall 51-5	51005	23.65	\$1,173,991	\$1,541,142	\$65,165	\$49,640	\$61,886	Y
77	Plankinton 01-1	1001	22.40	\$1,109,743	\$1,367,990	\$61,071	\$49,542	\$53,428	Y
78	McCook Central 43-7	43007	30.47	\$1,509,337	\$1,877,601	\$61,621	\$49,535	\$57,034	Y
79	Warner 06-5	6005	23.00	\$1,134,640	\$1,426,904	\$62,039	\$49,332	\$57,357	Y
80	Waverly 14-5	14005	19.60	\$966,205	\$1,288,317	\$65,730	\$49,296	\$58,631	Y
81	Freeman 33-1	33001	30.89	\$1,520,908	\$2,132,796	\$69,045	\$49,236	\$61,339	Y
82	Clark 12-2	12002	36.25	\$1,779,538	\$2,240,359	\$61,803	\$49,091	\$54,075	Y
83	Dell Rapids 49-3	49003	68.62	\$3,368,047	\$4,224,999	\$61,571	\$49,083	\$56,472	Y
84	Haakon 27-1	27001	22.00	\$1,077,949	\$1,335,089	\$60,686	\$48,998	\$55,069	Y
85	Edgemont 23-1	23001	15.72	\$770,077	\$938,831	\$59,722	\$48,987	\$52,803	Y
86	Mount Vernon 17-3	17003	19.60	\$959,841	\$1,235,759	\$63,049	\$48,971	\$56,710	Y
87	White River 47-1	47001	41.35	\$2,020,106	\$2,608,081	\$63,073	\$48,854	\$52,950	Y
88	Webster Area 18-5	18005	33.43	\$1,631,888	\$2,063,510	\$61,726	\$48,815	\$55,255	Y
89	Parker 60-4	60004	33.21	\$1,619,907	\$2,000,357	\$60,234	\$48,778	\$51,042	Y
90	Menno 33-2	33002	28.20	\$1,374,255	\$1,821,620	\$64,596	\$48,732	\$55,736	Y
91	Henry 14-2	14002	15.51	\$755,709	\$970,058	\$62,544	\$48,724	\$53,080	Y
92	Faulton Area 24-4	24004	33.69	\$1,641,145	\$2,174,643	\$64,549	\$48,713	\$54,405	Y
93	Ipswich Public 22-6	22006	35.07	\$1,708,031	\$2,221,591	\$63,347	\$48,703	\$56,563	Y
94	Wolsey-Wessington 02-6	2006	23.50	\$1,143,861	\$1,515,343	\$64,483	\$48,675	\$54,363	Y
95	Redfield 56-4	56004	47.00	\$2,285,897	\$2,728,096	\$58,045	\$48,636	\$57,346	Y
96	Kadoka Area 35-2	35002	33.56	\$1,631,678	\$2,132,626	\$63,547	\$48,620	\$55,065	Y
97	Bridgewater-Emery 30-3	30003	29.72	\$1,443,085	\$1,813,069	\$61,005	\$48,556	\$51,558	Y
98	Agar-Blunt-Onida 58-3	58003	25.99	\$1,260,534	\$1,637,260	\$62,996	\$48,501	\$55,834	Y
99	Belle Fourche 09-1	9001	102.50	\$4,969,216	\$6,493,627	\$63,352	\$48,480	\$57,951	Y
100	Selby Area 62-5	62005	16.77	\$812,665	\$1,080,226	\$64,414	\$48,459	\$55,976	Y
101	Oelrichs 23-3	23003	15.24	\$737,365	\$932,342	\$61,177	\$48,384	\$53,602	Y
102	Custer 16-1	16001	74.18	\$3,571,614	\$4,605,159	\$62,081	\$48,148	\$55,008	Y
103	Miller 29-4	29004	39.00	\$1,876,488	\$2,331,762	\$59,789	\$48,115	\$47,302	Y
104	Corsica-Stickney 21-3	21003	21.61	\$1,037,582	\$1,325,034	\$61,316	\$48,014	\$54,033	Y
105	Herreid 10-1	10001	13.97	\$669,927	\$791,363	\$56,647	\$47,955	\$54,153	Y
106	Deubrook Area 05-6	5006	30.57	\$1,464,289	\$1,906,461	\$62,364	\$47,900	\$58,719	Y
107	Tripp-Delmont 33-5	33005	16.81	\$804,723	\$1,079,595	\$64,223	\$47,872	\$51,010	Y
108	Hitchcock-Tulare 56-6	56006	24.66	\$1,179,811	\$1,556,199	\$63,106	\$47,843	\$57,188	Y
109	Leola 44-2	44002	22.02	\$1,051,139	\$1,352,836	\$61,437	\$47,736	\$52,015	Y
110	Avon 04-1	4001	21.81	\$1,036,566	\$1,313,823	\$60,239	\$47,527	\$55,475	Y
111	Centerville 60-1	60001	20.60	\$975,626	\$1,363,362	\$66,183	\$47,360	\$59,984	Y
112	Hanson 30-1	30001	30.12	\$1,424,340	\$1,734,343	\$57,581	\$47,289	\$49,223	Y
113	Gayville-Volin 63-1	63001	19.99	\$944,591	\$1,231,586	\$61,610	\$47,253	\$53,658	Y
114	Howard 48-3	48003	27.59	\$1,303,598	\$1,668,446	\$60,473	\$47,249	\$54,312	Y
115	Sanborn Central 55-5	55005	21.00	\$990,374	\$1,221,775	\$58,180	\$47,161	\$50,961	Y
116	Bon Homme 04-2	4002	47.43	\$2,236,375	\$2,869,261	\$60,495	\$47,151	\$50,685	Y
117	Alcester-Hudson 61-1	61001	27.50	\$1,295,350	\$1,665,712	\$60,571	\$47,104	\$50,930	Y
118	Irene-Wakonda 13-3	13003	24.36	\$1,143,234	\$1,658,528	\$68,084	\$46,931	\$56,006	Y
119	Frederick Area 06-2	6002	18.13	\$850,610	\$1,064,372	\$58,708	\$46,917	\$52,101	Y
120	Rutland 39-4	39004	20.49	\$959,908	\$1,198,926	\$58,513	\$46,848	\$43,431	Y
121	Edmunds Central 22-5	22005	16.45	\$770,063	\$1,005,294	\$61,112	\$46,812	\$55,771	Y
122	Viborg-Hurley 60-6	60006	27.50	\$1,284,994	\$1,602,137	\$58,260	\$46,727	\$52,260	Y
123	Marion 60-3	60003	20.12	\$936,875	\$1,227,747	\$61,021	\$46,564	\$51,730	Y
124	Colman-Egan 50-5	50005	19.40	\$901,716	\$1,120,162	\$57,740	\$46,480	\$50,835	Y
125	New Underwood 51-3	51003	18.96	\$880,625	\$1,140,153	\$60,135	\$46,446	\$56,446	Y
126	Colome Consolidated 59-3	59003	20.19	\$937,205	\$1,204,020	\$59,634	\$46,419	\$51,657	Y
127	Waubay 18-3	18003	17.93	\$830,437	\$1,132,065	\$63,138	\$46,316	\$58,502	Y
128	Highmore-Harrold 34-2	34002	22.17	\$1,026,798	\$1,326,293	\$59,824	\$46,315	\$56,824	Y
129	Scotland 04-3	4003	22.50	\$1,042,048	\$1,361,624	\$60,517	\$46,313	\$52,643	Y
130	Faith 46-2	46002	14.04	\$648,981	\$780,836	\$55,615	\$46,224	\$48,874	Y
131	Hot Springs 23-2	23002	58.73	\$2,713,971	\$3,333,102	\$56,753	\$46,211	\$54,403	Y
132	Armour 21-1	21001	20.92	\$965,765	\$1,276,937	\$61,039	\$46,165	\$54,081	Y
133	Wilmot 54-7	54007	17.20	\$792,455	\$993,788	\$57,778	\$46,073	\$51,563	Y
134	Harding County 31-1	31001	22.50	\$1,029,300	\$1,403,898	\$62,395	\$45,747	\$59,133	Y
135	White Lake 01-3	1003	12.89	\$589,469	\$710,985	\$55,158	\$45,731	\$52,085	Y
136	Wessington Springs 36-2	36002	24.89	\$1,135,234	\$1,445,711	\$58,084	\$45,610	\$53,436	Y
137	Oldham-Ramona 39-5	39005	18.05	\$821,791	\$1,039,194	\$57,573	\$45,529	\$49,376	Y
138	Lake Preston 38-3	38003	19.23	\$874,426	\$1,154,659	\$60,045	\$45,472	\$54,749	Y

	District Name	District Number	2023 Total FTE	2023 Total Salary	2023 Total Compensation (Salary + Benefits)	2023 Average Teacher Compensation	2023 Average Teacher Salary	2017 Average Teacher Compensation	Meets State Aid Accountability, FY2024
139	Jones County 37-3	37003	16.12	\$729,563	\$929,462	\$57,659	\$45,258	\$50,944	Y
140	Flandreau 50-3	50003	62.62	\$2,825,278	\$3,463,842	\$55,315	\$45,118	\$48,309	Y
141	Gettysburg 53-1	53001	22.33	\$1,006,602	\$1,278,457	\$57,253	\$45,078	\$50,203	Y
142	Elkton 05-3	5003	32.37	\$1,451,662	\$1,873,042	\$57,864	\$44,846	\$57,076	Y
143	Eureka 44-1	44001	19.59	\$876,568	\$1,209,093	\$61,720	\$44,746	\$55,253	Y
144	Woonsocket 55-4	55004	18.70	\$834,484	\$1,109,781	\$59,347	\$44,625	\$52,895	Y
145	Big Stone City 25-1	25001	8.80	\$390,678	\$467,606	\$53,137	\$44,395	\$47,037	Y
146	Hoven 53-2	53002	15.09	\$657,381	\$929,832	\$61,619	\$43,564	\$50,606	Y
147	Summit 54-6	54006	17.23	\$748,816	\$948,845	\$55,069	\$43,460	\$49,934	Y
148	Bowdle 22-1	22001	13.97	\$596,471	\$787,965	\$56,404	\$42,697	\$51,154	Y
149	Newell 09-2	9002	21.93	\$936,153	\$1,217,036	\$55,496	\$42,688	\$52,132	Y

	District Name	District Number	2023 Total FTE	2023 Total Salary	2023 Total Compensation (Salary + Benefits)	2023 Average Teacher Compensation	2023 Average Teacher Salary	2017 Average Teacher Compensation	Meets State Aid Accountability, FY2024
1	Oglala Lakota County 65-1	65001	110.88	\$6,953,844	\$8,926,302	\$80,504	\$62,715	\$68,778	Y
2	Brandon Valley 49-2	49002	284.30	\$16,961,752	\$22,886,641	\$80,502	\$59,661	\$65,884	Y
3	Eagle Butte 20-1	20001	47.37	\$2,894,688	\$3,803,001	\$80,283	\$61,108	\$67,524	Y
4	Sioux Falls 49-5	49005	1,660.20	\$94,518,955	\$127,746,963	\$76,947	\$56,932	\$68,432	Y
5	Dupree 64-2	64002	30.02	\$1,766,564	\$2,290,384	\$76,295	\$58,846	\$65,445	Y
6	Douglas 51-1	51001	181.52	\$11,042,714	\$13,693,188	\$75,436	\$60,835	\$67,320	Y
7	Lead-Deadwood 40-1	40001	63.50	\$3,420,681	\$4,709,693	\$74,168	\$53,869	\$64,258	Y
8	Todd County 66-1	66001	164.93	\$9,421,801	\$12,138,241	\$73,596	\$57,126	\$60,414	Y
9	Chester Area 39-1	39001	35.55	\$1,936,808	\$2,608,070	\$73,363	\$54,481	\$64,028	Y
10	Andes Central 11-1	11001	33.00	\$1,866,303	\$2,419,527	\$73,319	\$56,555	\$59,760	Y
11	Huron 02-2	2002	178.63	\$10,096,989	\$13,041,254	\$73,007	\$56,525	\$63,629	Y
12	Wagner Community 11-4	11004	69.20	\$3,831,928	\$5,052,049	\$73,006	\$55,375	\$62,800	Y
13	Yankton 63-3	63003	177.80	\$9,859,333	\$12,927,317	\$72,707	\$55,452	\$67,054	Y
14	McIntosh 15-1	15001	19.20	\$1,034,494	\$1,379,855	\$71,867	\$53,880	\$64,879	Y
15	Timber Lake 20-3	20003	35.87	\$1,976,733	\$2,563,563	\$71,468	\$55,108	\$59,077	Y
16	Brookings 05-1	5001	235.27	\$12,779,326	\$16,682,914	\$70,910	\$54,318	\$61,500	Y
17	Mitchell 17-2	17002	179.06	\$10,015,098	\$12,620,457	\$70,482	\$55,932	\$64,527	Y
18	Aberdeen 06-1	6001	303.33	\$16,375,603	\$21,345,009	\$70,369	\$53,986	\$61,769	Y
19	Burke 26-2	26002	21.66	\$1,173,885	\$1,507,821	\$69,613	\$54,196	\$62,271	Y
20	Dakota Valley 61-8	61008	89.86	\$4,995,608	\$6,235,352	\$69,390	\$55,593	\$60,490	Y
21	Freeman 33-1	33001	30.89	\$1,520,908	\$2,132,796	\$69,045	\$49,236	\$61,339	Y
22	McLaughlin 15-2	15002	42.16	\$2,266,306	\$2,910,563	\$69,036	\$53,755	\$56,648	Y
23	Milbank 25-4	25004	73.36	\$3,954,196	\$5,045,627	\$68,779	\$53,901	\$58,958	Y
24	South Central 26-5	26005	6.57	\$341,913	\$451,572	\$68,732	\$52,042	\$57,038	Y
25	Rapid City Area 51-4	51004	803.76	\$42,294,582	\$55,199,584	\$68,677	\$52,621	\$64,058	Y
26	Watertown 14-4	14004	240.02	\$13,070,099	\$16,451,748	\$68,543	\$54,454	\$64,496	Y
27	Groton Area 06-6	6006	41.28	\$2,178,283	\$2,820,054	\$68,315	\$52,768	\$60,293	Y
28	Irene-Wakonda 13-3	13003	24.36	\$1,143,234	\$1,658,528	\$68,084	\$46,931	\$56,006	Y
29	De Smet 38-2	38002	23.30	\$1,159,008	\$1,576,724	\$67,671	\$49,743	\$57,521	Y
30	Northwestern Area 56-7	56007	20.75	\$1,095,754	\$1,403,354	\$67,632	\$52,807	\$54,278	Y
31	Madison Central 39-2	39002	83.34	\$4,527,705	\$5,616,977	\$67,398	\$54,328	\$59,835	Y
32	Pierre 32-2	32002	172.67	\$9,575,866	\$11,596,321	\$67,159	\$55,458	\$57,030	Y
33	Florence 14-1	14001	20.21	\$1,041,826	\$1,356,222	\$67,106	\$51,550	\$58,185	Y
34	Smee 15-3	15003	17.34	\$916,685	\$1,154,618	\$66,587	\$52,865	\$61,774	Y
35	Centerville 60-1	60001	20.60	\$975,626	\$1,363,362	\$66,183	\$47,360	\$59,984	Y
36	Hamlin 28-3	28003	52.18	\$2,686,801	\$3,449,378	\$66,105	\$51,491	\$56,831	Y
37	Arlington 38-1	38001	22.25	\$1,120,595	\$1,465,666	\$65,873	\$50,364	\$56,680	Y
38	Waverly 14-5	14005	19.60	\$966,205	\$1,288,317	\$65,730	\$49,296	\$58,631	Y
39	Beresford 61-2	61002	47.61	\$2,479,910	\$3,129,130	\$65,724	\$52,088	\$57,264	Y
40	Spearfish 40-2	40002	166.44	\$8,943,340	\$10,937,909	\$65,717	\$53,733	\$56,562	Y
41	Tea Area 41-5	41005	139.36	\$7,321,611	\$9,156,466	\$65,704	\$52,537	\$56,031	Y
42	Mobridge-Pollock 62-6	62006	47.70	\$2,464,436	\$3,126,997	\$65,555	\$51,665	\$60,290	Y
43	Chamberlain 07-1	7001	76.05	\$3,826,297	\$4,984,868	\$65,547	\$50,313	\$58,327	Y
44	Platte-Geddes 11-5	11005	43.30	\$2,175,649	\$2,832,969	\$65,427	\$50,246	\$59,655	Y
45	West Central 49-7	49007	92.92	\$4,924,716	\$6,076,195	\$65,392	\$53,000	\$59,155	Y
46	Stanley County 57-1	57001	33.70	\$1,678,483	\$2,202,033	\$65,342	\$49,807	\$54,103	Y
47	Iroquois 02-3	2003	19.18	\$958,198	\$1,252,537	\$65,304	\$49,958	\$60,464	Y
48	Rosholt 54-4	54004	20.51	\$1,040,397	\$1,338,959	\$65,283	\$50,726	\$59,923	Y
49	Willow Lake 12-3	12003	25.11	\$1,276,422	\$1,638,818	\$65,266	\$50,833	\$58,158	Y
50	Estelline 28-2	28002	22.84	\$1,148,125	\$1,490,142	\$65,243	\$50,268	\$59,770	Y
51	Wall 51-5	51005	23.65	\$1,173,991	\$1,541,142	\$65,165	\$49,640	\$61,886	Y
52	Sisseton 54-2	54002	69.01	\$3,586,050	\$4,494,875	\$65,134	\$51,964	\$56,936	Y
53	Tri-Valley 49-6	49006	68.62	\$3,523,589	\$4,456,363	\$64,943	\$51,349	\$60,660	Y
54	Montrose 43-2	43002	19.37	\$996,124	\$1,255,571	\$64,820	\$51,426	\$55,546	Y
55	Castlewood 28-1	28001	19.20	\$955,221	\$1,243,313	\$64,756	\$49,751	\$57,850	Y
56	Lyman 42-1	42001	33.98	\$1,701,375	\$2,199,548	\$64,731	\$50,070	\$60,202	Y
57	Doland 56-2	56002	16.50	\$823,948	\$1,067,934	\$64,723	\$49,936	\$55,721	Y
58	Hill City 51-2	51002	35.34	\$1,783,714	\$2,286,133	\$64,690	\$50,473	\$59,577	Y
59	Garretson 49-4	49004	33.74	\$1,718,947	\$2,181,509	\$64,656	\$50,947	\$55,673	Y
60	Parkston 33-3	33003	45.24	\$2,269,696	\$2,923,197	\$64,615	\$50,170	\$57,053	Y
61	Menno 33-2	33002	28.20	\$1,374,255	\$1,821,620	\$64,596	\$48,732	\$55,736	Y
62	Faulkton Area 24-4	24004	33.69	\$1,641,145	\$2,174,643	\$64,549	\$48,713	\$54,405	Y
63	Gregory 26-4	26004	33.00	\$1,672,562	\$2,130,053	\$64,547	\$50,684	\$54,838	Y
64	Wolsey-Wessington 02-6	2006	23.50	\$1,143,861	\$1,515,343	\$64,483	\$48,675	\$54,363	Y
65	Selby Area 62-5	62005	16.77	\$812,665	\$1,080,226	\$64,414	\$48,459	\$55,976	Y
66	Langford Area 45-5	45005	20.51	\$1,030,142	\$1,319,757	\$64,347	\$50,226	\$57,526	Y
67	Meade 46-1	46001	210.67	\$10,913,728	\$13,553,367	\$64,335	\$51,805	\$58,847	Y
68	Lennox 41-4	41004	75.15	\$3,882,338	\$4,833,370	\$64,316	\$51,661	\$54,150	Y
69	Tripp-Delmont 33-5	33005	16.81	\$804,723	\$1,079,595	\$64,223	\$47,872	\$51,010	Y

	District Name	District Number	2023 Total FTE	2023 Total Salary	2023 Total Compensation (Salary + Benefits)	2023 Average Teacher Compensation	2023 Average Teacher Salary	2017 Average Teacher Compensation	Meets State Aid Accountability, FY2024
70	Baltic 49-1	49001	37.87	\$1,968,971	\$2,430,526	\$64,181	\$51,993	\$57,149	Y
71	Winner 59-2	59002	54.20	\$2,773,925	\$3,471,290	\$64,046	\$51,179	\$55,393	Y
72	Vermillion 13-1	13001	97.47	\$4,838,597	\$6,226,464	\$63,881	\$49,642	\$58,678	Y
73	Sioux Valley 05-5	5005	46.39	\$2,328,435	\$2,956,003	\$63,721	\$50,193	\$59,059	Y
74	Canistota 43-1	43001	20.60	\$1,044,969	\$1,311,105	\$63,646	\$50,727	\$56,861	Y
75	Kadoka Area 35-2	35002	33.56	\$1,631,678	\$2,132,626	\$63,547	\$48,620	\$55,065	Y
76	Harrisburg 41-2	41002	430.92	\$23,905,218	\$27,310,617	\$63,377	\$55,475	\$55,634	Y
77	Belle Fourche 09-1	9001	102.50	\$4,969,216	\$6,493,627	\$63,352	\$48,480	\$57,951	Y
78	Ipswich Public 22-6	22006	35.07	\$1,708,031	\$2,221,591	\$63,347	\$48,703	\$56,563	Y
79	Waubay 18-3	18003	17.93	\$830,437	\$1,132,065	\$63,138	\$46,316	\$58,502	Y
80	Hitchcock-Tulare 56-6	56006	24.66	\$1,179,811	\$1,556,199	\$63,106	\$47,843	\$57,188	Y
81	White River 47-1	47001	41.35	\$2,020,106	\$2,608,081	\$63,073	\$48,854	\$52,950	Y
82	Mount Vernon 17-3	17003	19.60	\$959,841	\$1,235,759	\$63,049	\$48,971	\$56,710	Y
83	Agar-Blunt-Onida 58-3	58003	25.99	\$1,260,534	\$1,637,260	\$62,996	\$48,501	\$55,834	Y
84	Kimball 07-2	7002	29.80	\$1,513,164	\$1,870,492	\$62,768	\$50,777	\$53,994	Y
85	Canton 41-1	41001	61.84	\$3,148,805	\$3,873,246	\$62,633	\$50,919	\$54,426	Y
86	Britton-Hecla 45-4	45004	33.88	\$1,693,925	\$2,120,001	\$62,574	\$49,998	\$54,768	Y
87	Henry 14-2	14002	15.51	\$755,709	\$970,058	\$62,544	\$48,724	\$53,080	Y
88	Bennett County 03-1	3001	40.28	\$2,021,980	\$2,517,693	\$62,505	\$50,198	\$57,374	Y
89	Deuel 19-4	19004	38.58	\$1,919,160	\$2,407,342	\$62,399	\$49,745	\$57,302	Y
90	Harding County 31-1	31001	22.50	\$1,029,300	\$1,403,898	\$62,395	\$45,747	\$59,133	Y
91	Deubrook Area 05-6	5006	30.57	\$1,464,289	\$1,906,461	\$62,364	\$47,900	\$58,719	Y
92	Custer 16-1	16001	74.18	\$3,571,614	\$4,605,159	\$62,081	\$48,148	\$55,008	Y
93	Warner 06-5	6005	23.00	\$1,134,640	\$1,426,904	\$62,039	\$49,332	\$57,357	Y
94	Lemmon 52-4	52004	23.40	\$1,189,409	\$1,449,081	\$61,927	\$50,829	\$59,044	Y
95	Clark 12-2	12002	36.25	\$1,779,538	\$2,240,359	\$61,803	\$49,091	\$54,075	Y
96	Webster Area 18-5	18005	33.43	\$1,631,888	\$2,063,510	\$61,726	\$48,815	\$55,255	Y
97	Eureka 44-1	44001	19.59	\$876,568	\$1,209,093	\$61,720	\$44,746	\$55,253	Y
98	McCook Central 43-7	43007	30.47	\$1,509,337	\$1,877,601	\$61,621	\$49,535	\$57,034	Y
99	Hoven 53-2	53002	15.09	\$657,381	\$929,832	\$61,619	\$43,564	\$50,606	Y
100	Gayville-Volin 63-1	63001	19.99	\$944,591	\$1,231,586	\$61,610	\$47,253	\$53,658	Y
101	Dell Rapids 49-3	49003	68.62	\$3,368,047	\$4,224,999	\$61,571	\$49,083	\$56,472	Y
102	Leola 44-2	44002	22.02	\$1,051,139	\$1,352,836	\$61,437	\$47,736	\$52,015	Y
103	Corsica-Stickney 21-3	21003	21.61	\$1,037,582	\$1,325,034	\$61,316	\$48,014	\$54,033	Y
104	Elk Point-Jefferson 61-7	61007	48.00	\$2,418,597	\$2,937,735	\$61,203	\$50,387	\$54,669	Y
105	Oelrichs 23-3	23003	15.24	\$737,365	\$932,342	\$61,177	\$48,384	\$53,602	Y
106	Edmunds Central 22-5	22005	16.45	\$770,063	\$1,005,294	\$61,112	\$46,812	\$55,771	Y
107	Plankinton 01-1	1001	22.40	\$1,109,743	\$1,367,990	\$61,071	\$49,542	\$53,428	Y
108	Armour 21-1	21001	20.92	\$965,765	\$1,276,937	\$61,039	\$46,165	\$54,081	Y
109	Marion 60-3	60003	20.12	\$936,875	\$1,227,747	\$61,021	\$46,564	\$51,730	Y
110	Bridgewater-Emery 30-3	30003	29.72	\$1,443,085	\$1,813,069	\$61,005	\$48,556	\$51,558	Y
111	Haakon 27-1	27001	22.00	\$1,077,949	\$1,335,089	\$60,686	\$48,998	\$55,069	Y
112	Alcester-Hudson 61-1	61001	27.50	\$1,295,350	\$1,665,712	\$60,571	\$47,104	\$50,930	Y
113	Scotland 04-3	4003	22.50	\$1,042,048	\$1,361,624	\$60,517	\$46,313	\$52,643	Y
114	Bon Homme 04-2	4002	47.43	\$2,236,375	\$2,869,261	\$60,495	\$47,151	\$50,685	Y
115	Howard 48-3	48003	27.59	\$1,303,598	\$1,668,446	\$60,473	\$47,249	\$54,312	Y
116	Avon 04-1	4001	21.81	\$1,036,566	\$1,313,823	\$60,239	\$47,527	\$55,475	Y
117	Parker 60-4	60004	33.21	\$1,619,907	\$2,000,357	\$60,234	\$48,778	\$51,042	Y
118	New Underwood 51-3	51003	18.96	\$880,625	\$1,140,153	\$60,135	\$46,446	\$56,446	Y
119	Lake Preston 38-3	38003	19.23	\$874,426	\$1,154,659	\$60,045	\$45,472	\$54,749	Y
120	Highmore-Harrold 34-2	34002	22.17	\$1,026,798	\$1,326,293	\$59,824	\$46,315	\$56,824	Y
121	Miller 29-4	29004	39.00	\$1,876,488	\$2,331,762	\$59,789	\$48,115	\$47,302	Y
122	Edgemont 23-1	23001	15.72	\$770,077	\$938,831	\$59,722	\$48,987	\$52,803	Y
123	Colome Consolidated 59-3	59003	20.19	\$937,205	\$1,204,020	\$59,634	\$46,419	\$51,657	Y
124	Woonsocket 55-4	55004	18.70	\$834,484	\$1,109,781	\$59,347	\$44,625	\$52,895	Y
125	Frederick Area 06-2	6002	18.13	\$850,610	\$1,064,372	\$58,708	\$46,917	\$52,101	Y
126	Rutland 39-4	39004	20.49	\$959,908	\$1,198,926	\$58,513	\$46,848	\$43,431	Y
127	Viborg-Hurley 60-6	60006	27.50	\$1,284,994	\$1,602,137	\$58,260	\$46,727	\$52,260	Y
128	Sanborn Central 55-5	55005	21.00	\$990,374	\$1,221,775	\$58,180	\$47,161	\$50,961	Y
129	Ethan 17-1	17001	19.98	\$1,005,915	\$1,161,099	\$58,113	\$50,346	\$53,946	Y
130	Wessington Springs 36-2	36002	24.89	\$1,135,234	\$1,445,711	\$58,084	\$45,610	\$53,436	Y
131	Redfield 56-4	56004	47.00	\$2,285,897	\$2,728,096	\$58,045	\$48,636	\$57,346	Y
132	Bison 52-1	52001	15.36	\$774,964	\$890,853	\$57,998	\$50,453	\$54,133	Y
133	Elkton 05-3	5003	32.37	\$1,451,662	\$1,873,042	\$57,864	\$44,846	\$57,076	Y
134	Wilmot 54-7	54007	17.20	\$792,455	\$993,788	\$57,778	\$46,073	\$51,563	Y
135	Elk Mountain 16-2	16002	1.85	\$94,000	\$106,830	\$57,746	\$50,811	\$40,942	Y
136	Colman-Egan 50-5	50005	19.40	\$901,716	\$1,120,162	\$57,740	\$46,480	\$50,835	Y
137	Jones County 37-3	37003	16.12	\$729,563	\$929,462	\$57,659	\$45,258	\$50,944	Y
138	Hanson 30-1	30001	30.12	\$1,424,340	\$1,734,343	\$57,581	\$47,289	\$49,223	Y

	District Name	District Number	2023 Total FTE	2023 Total Salary	2023 Total Compensation (Salary + Benefits)	2023 Average Teacher Compensation	2023 Average Teacher Salary	2017 Average Teacher Compensation	Meets State Aid Accountability, FY2024
139	Oldham-Ramona 39-5	39005	18.05	\$821,791	\$1,039,194	\$57,573	\$45,529	\$49,376	Y
140	Gettysburg 53-1	53001	22.33	\$1,006,602	\$1,278,457	\$57,253	\$45,078	\$50,203	Y
141	Hot Springs 23-2	23002	58.73	\$2,713,971	\$3,333,102	\$56,753	\$46,211	\$54,403	Y
142	Herreid 10-1	10001	13.97	\$669,927	\$791,363	\$56,647	\$47,955	\$54,153	Y
143	Bowdle 22-1	22001	13.97	\$596,471	\$787,965	\$56,404	\$42,697	\$51,154	Y
144	Faith 46-2	46002	14.04	\$648,981	\$780,836	\$55,615	\$46,224	\$48,874	Y
145	Newell 09-2	9002	21.93	\$936,153	\$1,217,036	\$55,496	\$42,688	\$52,132	Y
146	Flandreau 50-3	50003	62.62	\$2,825,278	\$3,463,842	\$55,315	\$45,118	\$48,309	Y
147	White Lake 01-3	1003	12.89	\$589,469	\$710,985	\$55,158	\$45,731	\$52,085	Y
148	Summit 54-6	54006	17.23	\$748,816	\$948,845	\$55,069	\$43,460	\$49,934	Y
149	Big Stone City 25-1	25001	8.80	\$390,678	\$467,606	\$53,137	\$44,395	\$47,037	Y

SECTION	J	TITLE	STUDENTS	FILE	JFC
---------	---	-------	----------	------	-----

STUDENT CONDUCT

The Board expects students in the District schools to act in such fashion that their behavior will reflect favorably on the individual student and on the school; will show consideration for fellow students; and will create a safe harmonious school atmosphere.

Students are expected to conduct themselves in a manner fitting to their age level and maturity and with respect and consideration for the rights of others while on school district property; while on school-owned and/or operated school or chartered vehicles; or while attending or engaged in school activities.

~~To accomplish this, all students must recognize their individual responsibilities and obligations and discharge them in accordance with the school regulations.~~

~~Any of the following actions or similar behaviors will subject a student to suspension, expulsion or other school disciplinary measure:~~

All students have individual responsibilities and obligations in their conduct toward other people and with respect to property. Examples of student conduct on school grounds, on school buses or at school activities which will subject a student to suspension, expulsion or other disciplinary action, and which may be reported to the legal authorities and subject to legal consequences, include, but are not limited to:

- ~~1. Intentionally causing or attempting to cause substantial damage to school property; or stealing or attempting to steal school property;~~
- ~~2. Intentionally causing or attempting to cause substantial damage to private property; stealing or attempting to steal private property;~~
- ~~3. Intentionally causing or attempting to cause physical injury to another person except in self-defense;~~
- ~~4. Knowingly possessing or transmitting any firearm, knife, explosive, or other dangerous object, except as allowed by law;~~
- ~~5. Knowingly possessing, using, transmitting, or being under the influence of, any narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana, alcoholic beverage, or intoxicant of any kind except pursuant to a valid prescription which has been provided to the school;~~
- ~~6. Knowingly using or copying the academic work of another and presenting it as his/her own without proper attribution;~~
- ~~7. Repeatedly and intentionally defying the valid authority of supervisors, teachers, or~~

- ~~administrators, and/or causing interruption of the school program;~~
- ~~8. Using a substance or device to communicate a terroristic threat;~~
 - ~~9. Using a hoax substance or device to cause fear of a terroristic act;~~
 - ~~10. Falsely reporting a threat.~~
 - ~~11. Rumor spreading or agitation of a conflict situation which can result in a fight by other people.~~
 - ~~12. Making threat or acts which cause emergency procedures to be implemented in the building.~~

1. Causing or attempting to cause damage to school property, or stealing or attempting to steal school property.
2. Causing or attempting to cause damage to private property, or stealing or attempting to steal private property.
3. Causing or attempting to cause physical injury to another person except in self-defense, or threatening to do so.
4. Assault or threatening a student or staff member with bodily harm.
5. Possession of any firearm, knife, explosive or other weapon or dangerous object.
6. Possession, use, or being under the influence of any controlled drug or substance without a physician's prescription.
7. Possession, use or under the influence of alcohol or illegal drug or substance.
8. Possession or use of any tobacco product or vaping product.
9. Making false fire alarms or bomb threats or similar threats.
10. Cheating (including plagiarism) with respect to school work or tests.
11. Inappropriate use of computers, networks, Internet, Distance Learning, etc.
12. Using lewd, profane or obscene language, displaying lewd, profane or obscene language or pictures, or lewd or indecent exposure.
13. Sexually harassing any other person.
14. Defying the valid authority of school employees.
15. Conduct in a classroom, hallway, or any other location on school property or on a school bus which is disruptive.
16. Harassment (including hazing) of any other student or staff member of the School District or any other person who is on the property of the School District.
17. Bullying.
18. Racial or ethnic slurs.
19. Terroristic Threats.

~~In addition to school disciplinary measures, some of the above actions are subject to punishment through civil and criminal authorities.~~

The above-prohibited actions will be printed in a handbook or other publication and made available to students and parents.

~~School building administrators will not recommend a student for suspension or expulsion, except when the student has engaged in one of the prohibited actions mentioned above or other acts of misconduct while on school property or taking part in a school activity off school grounds.~~

REFERENCES

State Reference:

SDCL 13-32-5
SDCL 13-32-6
SDCL 13-32-7
SDCL 22-14A-24
SDCL 22-14A-25
SDCL 25-5-15

Policy Reference:

ILB
JFCD
JGD

Adoption History

First Reading 11/23/15
Approved 12/14/15
First Reading – Revision 06/27/19
Approved 7/22/19

SECTION	J	TITLE	STUDENTS	FILE	JFCA
---------	----------	-------	-----------------	------	-------------

STUDENT DRESS CODE

The Board recognizes that it is the prerogative of parents to determine what is appropriate dress and grooming for their children in accordance with the age and grade of these students. ~~It is hoped~~ **The Board expects** that decisions made by parents and students in these matters will reflect favorably upon the individual, the school, and the community.

There are certain restrictions necessary on a student's dress and grooming when such dress and grooming may create a health or safety hazard; invade the rights of others; or, be disruptive to the educational environment by detracting from the decency and decorum in school. It will be the responsibility of the building principal to determine violations of the intent to this policy and to take necessary corrective action.

REFERENCES

State Reference:

Policy Reference:

Adoption History

First Reading 11/23/15
 Approved 12/14/15

SECTION	J	TITLE	STUDENTS	FILE	JFCB
---------	----------	-------	-----------------	------	-------------

GANGS

The Board desires to keep District schools and students free from threats or harmful influence of any groups or gangs, which advocate drug use, violence, or disruptive behavior. ~~The Superintendent~~ **Douglas School District staff** shall maintain continual, visible supervision of District premises so as to deter gang intimidation of students and confrontations between members of different gangs.

~~The Superintendent~~ **District Administration** shall:

1. Establish open lines of communication with local law enforcement authorities so as to share information and provide mutual support in this effort;
2. Provide **periodic** in-service training to help staff identify gangs and gang symbols, recognize early manifestations of disruptive activities, and respond appropriately to gang behavior; and
3. Keep the staff informed about conflict management techniques and alerted to intervention measures and community resources, which helps students.

The Board prohibits the presence of any apparel, jewelry, accessory, notebook or manner of grooming which, by virtue of its color, arrangement, trademark or any other attribute, denotes membership in gangs which advocate drug use, violence, or disruptive behavior

REFERENCES

State Reference:
SDCL 13-32

Policy Reference:

Adoption History

First Reading 11/23/15
Approved 12/14/15

SECTION	J	TITLE	STUDENTS	FILE	JFCC
---------	----------	-------	-----------------	------	-------------

STUDENT CONDUCT ON SCHOOL BUSES

~~When a child is riding, boarding, or leaving the bus, the bus driver has supervisory control over the student and may exercise reasonable and necessary physical restraint to maintain that control.~~

~~In view of the fact that a bus is an extension of the classroom, the Board will require children to conduct themselves in the bus in a manner consistent with established standards for classroom behavior.~~

~~In cases when a child does not conduct himself/herself properly on a bus, such instances will be brought to the attention of the transportation supervisor by the bus driver. The transportation supervisor will inform the parents immediately of the misconduct and request their cooperation in checking the child's behavior.~~

~~Children who become a serious disciplinary problem on the school bus may have their riding privileges suspended by the transportation supervisor. This policy shall be implemented in a manner consistent with IDEA and Section 504. In such cases, the parents of the children involved become responsible for seeing that their children get to and from school safely.~~

When a student is riding, boarding, or leaving the bus, the bus driver has supervisory control over the student. Because the bus is an extension of the classroom, the Board requires students to conduct themselves while on the bus in accordance with Student Conduct policy JFC.

Students who become a serious disciplinary problem on the school bus may have their riding privileges suspended by the Transportation Coordinator and/or principal. In such cases, the parents of the student involved will be responsible for their child's transportation to and from school.

The Transportation Coordinator and Principals have the right to suspend students for up to ten (10) days from riding the school bus for inappropriate conduct. The suspension must be reported to the Superintendent or designee who may revoke the suspension at any time. The Superintendent may suspend a student from riding the school bus for not more than 90 days. In case of a suspension by the Superintendent for more than 10 school days, the pupil or their parent or other having custodial care of the student may appeal the decision of the Superintendent to the School Board. The Superintendent may also recommend to the School Board that the student be prohibited from riding the school bus for the balance of the school year, and upon receiving such a recommendation the School Board shall conduct a hearing on the Superintendent's recommendation.

REFERENCES

State Reference:

SDCL 13-32-2

Policy Reference:

EEA
JFCD

Adoption History

First Reading 01/25/16

Approved 2/8/16

SECTION	J	TITLE	STUDENTS	FILE	JFCC-R
----------------	----------	--------------	-----------------	-------------	---------------

STUDENT CONDUCT ON SCHOOL BUSES

Buses are provided for those students whose distance from school (Board Policy EEA) or health make this service essential. Misconduct on buses will not be tolerated and will result in forfeiture of the privileges of riding.

Students are expected to comply with the instruction of the bus driver. The driver will be in full charge of the bus and the passengers. There must be no disturbance of any kind that might distract the driver and imperil the safety of the passengers.

Students will observe the following rules of conduct while riding school buses.

1. Students must be on time at the designated bus stops; the bus cannot wait beyond its regular time schedule for tardy students. A time schedule will be posted in the bus and must be followed.
2. Students must not stand in the traffic lanes while waiting for the bus.
3. Students should not move to board a bus until it is completely stopped and the door is open.
4. Students will enter the bus in an orderly fashion and go directly to a seat. Students must stay in their seats and in a sitting position when the bus is in motion. Students must occupy the seat assigned to them, if seats are assigned.
5. Students must not move about inside the bus or try to get on or off while the bus is in motion.
6. Students must follow the instructions of the driver when entering or leaving the bus, and when they must cross the road or highway. The crossing should be made approximately 10 feet in front of the bus, in full view of the driver.
7. Students will not open or close the windows without the permission of the bus driver. Students must not at any time put hands, arms or heads out of the windows.
8. The same courteous conduct as is expected in the classroom must be observed while on the bus. Ordinary conversation is permitted.
 - a. Loud and vulgar language is not permitted.
 - b. No wrestling, scuffling or fights will be allowed.
 - c. Illegal weapons or knives are not allowed on the bus.
 - d. Students are not to tamper with the emergency door.
 - e. Tobacco products as defined in Board Policy JFCG are not allowed on the bus.
 - f. No drinking or eating is permitted on the bus.
 - g. All articles such as athletic equipment, books, musical instruments, etc., must be kept out of the aisles.
9. Students will assist the driver in keeping the interior of the bus clean and in orderly

condition. Students must not throw waste paper or rubbish on the floor or out of the windows of the bus.

10. Students will immediately report to the driver any damage occurring to the bus. Any damage to the bus will be paid for by the rider inflicting the damage and will be subject to suspension or expulsion from school.
11. Students shall be courteous and obey all instructions from the school bus driver at all times.
12. Students must refrain from unnecessary conversation with the driver. Driving requires his/her full attention.
13. Students desiring to leave the bus at other than their designated bus stop must present the driver with written permission from their parents.
14. Students will be courteous to the driver, fellow students and the general public. Any conduct which disturbs the driver or other passengers will be considered improper.
15. Only those students who are granted bus privileges by South Dakota Law will be allowed to ride buses to and from school. Parents are asked not to request additional services such as babysitter, Boy Scout, or visiting friends. These requests require double checking of permission from parents, extra records to be maintained and the bus capacity is limited.

Parents and students will be informed of these regulations at the beginning of each school year; and parents will be asked to return signed forms indicating that the regulations have been received and read.

Board Approved

REFERENCES

State Reference:

Policy Reference:

Adoption History

SECTION	J	TITLE	STUDENTS	FILE	JFCD
----------------	----------	--------------	-----------------	-------------	-------------

BULLYING

The Douglas School District is committed to maintaining a constructive, safe, and bully-free school climate that is conducive to all students learning and fostering an environment in which all students are treated with respect and dignity.

Persistent bullying can severely inhibit a student’s ability to learn and may have lasting negative effects on a student’s life. The bullying of students by students, staff or third parties is strictly prohibited and shall not be tolerated.

This policy shall not be interpreted to prohibit civil exchange of opinions or debate protected under the state or federal constitutions where the opinion expressed does not otherwise materially or substantially disrupt the education process or intrude upon the rights of others. However, conduct which substantially interferes with the work of the school, causes material and substantial interference with school work and discipline, and might reasonably have led school authorities to forecast substantial disruption of or material interference with school activities is not constitutionally protected speech and is therefore prohibited under this policy.

All students, parents, employees, guests, visitors, volunteers and vendors shall conduct themselves in a civil and responsible manner and in a manner consistent with school policies related to student, parent, employee and visitor conduct. This policy prohibiting bullying shall apply to all students, parents, employees, guests, visitors, volunteers and vendors while on school property, while attending or participating in school activities, on school-owned property or on non-school property, while in any school-owned or leased vehicles, while at a school bus stop, or when in a private vehicle located on school property during school or during school activities.

The District shall investigate all reported instances involving bullying. Unless a different person is designated by the Superintendent to conduct the investigation, the Principal of the school attendance center where the bullying is alleged to have occurred is responsible for investigating the alleged bullying. Allegations of bullying may also be reported by the administration to other authorities, including but not limited to law enforcement.

Students who violate this policy shall be subject to appropriate disciplinary action, up to and including expulsion. Employees who violate this policy shall be subject to appropriate disciplinary action, up to and including termination of employment. Parents, guests, visitors, volunteers, and vendors who violate this policy may be prohibited from being on school property.

Pursuant to state law:

- A. any school district employee, school volunteer, student, or parent who promptly reports in good faith an act of bullying to the appropriate school district official as designated in the school district's policy, and who makes the report in compliance with the provisions of the school district's policy, is immune from any cause of action for damages arising from failure to remedy the reported incident, and
- B. no cause of action is created against the school district, school district employee, school volunteer, student, or parent unless there has been substantial noncompliance with the school district's policy which results in injury to a person.

The District will maintain confidentiality to the maximum extent possible under the circumstances. However, a person reporting bullying conduct must understand that should the administrator who is investigating the report determine there is reasonable cause to suspect that bullying did occur which could result in administrative discipline or a referral to the School Board, the person alleged to have abused the other person may have the right to know the identity of the person(s) making the report in order that he/ she may have an opportunity to defend himself/herself.

The District strictly prohibits retaliation against any person because he or she has made a report, testified, assisted, or participated in the investigation of a report of alleged bullying. Retaliation includes, but is not limited to, any form of verbal or physical reprisal or adverse pressure. The person(s) alleged to have bullied another person shall not directly or indirectly (such as through another person) harass, pressure, or retaliate against any other person because of the complaint being reported. A violation of this provision may lead to separate disciplinary action based on the retaliation. Any person who believes he or she is being subjected to retaliation because of his or her involvement with a bullying report should immediately contact a school administrator.

Bullying consists of physical, verbal, written or electronic conduct directed toward a student that is so severe, pervasive and objectively offensive that it: has the purpose of affecting or creating an intimidating, hostile or offensive academic environment, or has the purpose or effect of substantially or unreasonably interfering with a student's academic performance which deprives the student access to educational opportunities.

It shall be the responsibility of the superintendent to develop procedures, in accordance with this policy, to protect the district's students from the harmful effects of bullying. Procedures accompanying this policy may include, but are not limited to:

1. Additional definitions, if necessary, to assist in the implementation of this policy;
2. A procedure to report incidents of bullying;
3. A process to investigate reported acts of bullying;
4. A procedure, consistent with district policy, to provide appropriate consequences for any individual found to have engaged in bullying;
5. A statement prohibiting retaliation against individuals who, in good faith, report acts of bullying; and
6. A process to inform staff, students and parents of the district's bullying prevention policies and efforts.

Complaints against school employees and complaints related to Sexual Harassment are addressed through other school district policies and not through this policy.

REFERENCES

State Reference:

Policy Reference:

ACAA

EEA/EEA-R

JFA/JFA-R

JG

Adoption History

First Reading 05/26/09

Approved 06/08/09

First Reading-Revision/Name 02/22/16

Approved 03/17/16

SECTION	J	TITLE	STUDENTS	FILE	JFCD-R
----------------	----------	--------------	-----------------	-------------	---------------

BULLYING REGULATION

A. DEFINITIONS

Bullying: For the purposes of this policy, “bullying” means any physical, verbal, written or electronic conduct directed toward a student that is so severe, pervasive, and objectively offensive that it:

1. has the purpose of effecting or creating an intimidating, hostile or offensive school environment, and/or
2. has the purpose or effect of substantially or unreasonably interfering with a student’s academic performance, which deprives the student access to educational opportunities, and/or
3. places a person in reasonable fear of harm to his/her person or damage to his/her property, and/or
4. causes physical hurt or psychological distress to a person, and/or
5. constitutes retaliation against any person for asserting or alleging an act of bullying, and/or
6. disrupts the orderly operation of a school.

Bullying conduct includes threats, intimidation, physical violence, theft, destruction of property, hazing, stalking (SDCL 22-19A-1), harassment (SDCL 22-19A-4), and threatening or harassing contact by telephone or other communication devices, commonly referred to as cyberbullying (SDCL 49-31-31). Neither the physical location nor the time of day of any incident involving the use of computers or other electronic devices is a defense to any disciplinary action taken by the School District for conduct determined to meet the definition of bullying in SDCL 13-32-15.

Bullying may include, but is not limited to the following behaviors and circumstances:

1. Verbal, nonverbal, physical or written harassment, hazing, or other victimization that has the purpose of causing injury, discomfort, fear, or suffering to the victim;
2. Repeated remarks of a demeaning nature that have the purpose or effect of causing injury, discomfort, fear, or suffering to the victim;
3. Implied or explicit threats concerning grades, achievements, property, etc. that have the purpose or effect of causing injury, discomfort, fear, or suffering to the victim;
4. Demeaning jokes, stories, rumors or activities directed at a student that have the purpose or effect of causing injury, discomfort, fear, or suffering to the victim; or
5. Unreasonable interference with a student’s performance or creation of an intimidating, offensive or hostile learning environment.
6. Under this policy, Douglas School District prohibits the use of electronic communications for

“sexting”. “Sexting” is defined as the possessing, taking, disseminating, transferring or sharing of sexually explicit digital images, messages or other data, including photographs or texts by electronic data source of any kind. In addition to it being a violation of the District bullying policy, sexting may constitute a crime under state and/or federal law. The administration may search any cell phone/electronic device/computer, or other portable device if they have any reasonable suspicion that sexting has occurred. Any person possessing, taking, disseminating, sending, sharing, viewing any such electronic data, including pictures, text messages, emails or other material of a sexually explicit nature, is subject to disciplinary action under this policy.

Electronic: For the purposes of this policy, “electronic” means any communication involving the transmission of information by wire, wireless broadband, radio, optical cable or similar means. “Electronic” includes, but is not limited to, communication via electronic mail, internet-based communications, pager service, cell phones, electronic text messaging or similar technologies.

Third Parties: For the purposes of this policy, “third parties” includes, but is not limited to, school volunteers, parents, school visitors, service contractors or others engaged in District business, such as employees of business or organizations participating in cooperative work programs with the District, and others not directly subject to District control at inter-district and intra-district school events.

Hazing defined: any verbal or physical act or acts done on school property or at a school activity which directed toward another person and done for the purpose of initiation into any group, regardless of whether the group is a school sanctioned organization, when the act or acts causes or may create a reasonable risk of causing mental, emotional or physical harm to the person who is the recipient of the act or acts.

Stalking defined: willfully, maliciously, and repeatedly following or harassing another person; making a credible threat to another person with the intent to place that person in reasonable fear of death or great bodily injury; or willfully, maliciously, and repeatedly harassing another person by means of any verbal, electronic, digital media, mechanical, telegraphic, or written communication.

Harass defined: a knowing and willful course of conduct directed at a specific person which seriously alarms, annoys, or harasses the person, and which serves no legitimate purpose.

Threatening or harassing contacts by telephone or other electronic communication device defined: using or knowingly permitting a telephone or other electronic communication device under his/her control for any of the following purposes:

1. to contact another person with intent to terrorize, intimidate, threaten, harass or annoy such person by using obscene or lewd language or by suggesting a lewd or lascivious act,
2. to contact another person with intent to threaten to inflict physical harm or injury to any person or property,
3. to contact another person with intent to extort money or other things of value,
4. to contact another person with intent to disturb that person by repeated anonymous telephone calls or intentionally failing to replace the receiver or disengage the telephone connection.

B. REPORTING

Any individual who believes a student has been the victim of bullying, as defined above, by students, staff or third parties shall report the alleged acts immediately. The report shall be on a form available from the building principal or from the district office—Student Bullying/Harassment Report Form (JFCD-E(1)). The report may be made anonymously. At the time a report is made, district staff may request any evidence of the alleged bullying, including, but not limited to, letters, tapes, pictures or electronic communication devices.

Designated Personnel. The building principal is designated to receive written reports of bullying at each school building. Reports may also be received by an alternate, as designated by the building principal. If the signed written complaint is given to a teacher, or if the Bullying Report form is completed by a teacher, the teacher shall forward the complaint or Bullying Report form to the building principal. Upon receipt of a written report, the building principal shall reasonably and promptly investigate the report. If the complaint involves the building principal, the complaint shall be filed directly with the superintendent.

District wide. The school board hereby designates the superintendent to receive reports of bullying outside of any specific school building. The superintendent shall designate an individual to receive these reports. If a report is filed involving the superintendent, the report shall be filed with the Board President.

Confidentiality. The District will attempt to respect the confidentiality of the report and the individual(s) against whom the report is filed, consistent with district policy, legal obligations and the necessity to investigate allegations of bullying and take disciplinary action when the conduct has occurred.

Procedure. Any individual filing a report of bullying will be asked to put the facts surrounding the conduct in writing on a form provided by the District. The report may be made anonymously although formal disciplinary action may not be based solely on an anonymous report. The form shall include, but is not limited to: individual's name and address; date of the incident; description of the incident; name of any witnesses; what action, if any, has been taken; and signature of the complainant.

Required Reporting. Notwithstanding District policy, the superintendent shall comply with all mandatory state, criminal or other reporting requirements.

C. INVESTIGATION

Upon receipt of a written report, the building principal shall be responsible for reasonably and promptly conducting an investigation to determine whether an alleged act constitutes a violation of this policy. At the building principal's discretion, an investigation may be conducted by an alternate investigator as designated by the building principal. If a written report has been filed at the first instance with the superintendent or Board President, he/she shall assign an investigator to investigate the report. After completion of the investigation, the investigating party shall provide written

conclusions and the findings to the superintendent.

D. PROHIBITION AGAINST RETALIATION

The District prohibits retaliation against any person who, in good faith, makes a report of alleged bullying conduct or who, in good faith, testifies, assists, or participates in any investigation, proceeding, or hearing related to a report of bullying.

Retaliation includes, but is not limited to, any form of intimidation, reprisal, or harassment. If any student or person, who has, in good faith, reported bullying or has testified, assisted or participated in an investigation, believes that he or she has been retaliated against because of his or her participation, he or she should follow the reporting procedures set forth above.

Any charge of bullying found to have been intentionally dishonest or made maliciously without regard for truth is subject to disciplinary action consistent with district policy.

E. CONSEQUENCES

Any individual found to have violated this policy will be subject to discipline consistent with district policy. The District will take action it deems necessary and appropriate, up to and including expulsion, supervision or other appropriate sanction determined and imposed by the administration or the Board.

F. NOTIFICATION

The district's bullying prevention efforts may be annually discussed with students and staff and the district's policy and regulation shall be incorporated into the appropriate district handbooks and available online.

Revised 1/11/21

REFERENCES

State Reference:

Policy Reference:

Adoption History



Douglas School District Student Bullying / Harassment Reporting Form

This form should be used to report a possible incident of bullying or harassment as defined in the Douglas School District Board Policy JFCD & JFCD-R.

Any student/parent/staff member/stakeholder can report bullying or harassment by completing this form and return it to an Assistant Principal, Principal or Liaison Officer. **This form may be submitted anonymously; or you may include your name:**_____

Date of Incident(s): _____ Time: _____

Student(s) Initiating Bullying/Harassment:

_____ Grade: _____
 _____ Grade: _____

Student(s) Affected:

_____ Grade: _____
 _____ Grade: _____

Type of Harassment alleged: Racial___ Sexual___ Religious___ Other_____

Tell **what happened**. Check all spaces below that apply. Identify inappropriate behaviors as:

- | | | |
|--|---|---|
| <input type="checkbox"/> Name calling | <input type="checkbox"/> Taunting/ridiculing | <input type="checkbox"/> Shoving/pushing |
| <input type="checkbox"/> Stalking | <input type="checkbox"/> Inappropriate touching | <input type="checkbox"/> Hitting/kicking |
| <input type="checkbox"/> Inappropriate gesturing | <input type="checkbox"/> Spitting | <input type="checkbox"/> Flashing a weapon |
| <input type="checkbox"/> Staring/leering | <input type="checkbox"/> Demeaning comments | <input type="checkbox"/> Intimidation/extortion |
| <input type="checkbox"/> Writing/graffiti | <input type="checkbox"/> Stealing | <input type="checkbox"/> Cell phone / texting |
| <input type="checkbox"/> Threatening | <input type="checkbox"/> Damaging property | <input type="checkbox"/> Other_____ |

Describe the incident: _____

Tell **how many times** the bullying/harassment has happened:

1 time 2 times 3-5 times More than 5 times

Tell **where it happened**:

- | | | |
|---|--|---|
| <input type="checkbox"/> In the classroom | <input type="checkbox"/> On a school bus | <input type="checkbox"/> After school event |
| <input type="checkbox"/> In the hall | <input type="checkbox"/> In the restroom | <input type="checkbox"/> Other: Not on school property |
| <input type="checkbox"/> At recess | <input type="checkbox"/> During Physical Education | <input type="checkbox"/> Other: Not during school hours |
| <input type="checkbox"/> In the lunchroom | <input type="checkbox"/> In the locker room | <input type="checkbox"/> Other:_____ |

Witnesses present:_____

To be completed by School Administration:

Physical Evidence: Graffiti Notes E-mail Text message Web sites
 Video/audio tape Other_____

Staff Signature_____ Date:_____

Parent of Initiated Student contacted: Name:_____ Date/Time: _____

Parent of Student Affected contacted: Name:_____ Date/Time: _____

Administrative response taken: _____

(Continue on back of sheet or attach additional sheet)

SECTION	J	TITLE	STUDENTS	FILE	JFCE
---------	----------	-------	-----------------	------	-------------

TERRORISTIC THREATS

The Douglas School Board recognizes the danger that terroristic threats by students presents to the safety and welfare of District students, staff and community. The Board acknowledges the need for an immediate and effective response to a situation involving such a threat.

Definition:

Terroristic threat shall mean a threat communicated either directly or indirectly to commit any crime of violence with the intent to terrorize another; to cause evacuation of a building, place of assembly or facility of public transportation; or to otherwise cause serious public inconvenience, or cause terror or serious public inconvenience with reckless disregard of the risk of causing such terror or inconvenience.

Disciplinary Action:

A student who violates this policy will be subject to the following disciplinary actions, depending on the nature of the violation:

- Parent notification;
- Referred for School Threat Assessment Response;
- Referred to authorities;
- Out-of-School Suspension for a period of 1-10 days
- Referred for long-term suspension or expulsion.
-

The School Board prohibits any District student from communicating terroristic threats directed at any student, employee, Board member, community member or school building.

In the case of a student with disabilities, the District shall take all steps required to comply with the Individuals with Disabilities Education Act and Board policy.

If a student is expelled for making terroristic threats, the Board may require, prior to readmission, that the student provide competent and credible evidence that the student does not pose a risk of harm to others.

Staff members and student shall be made aware of their responsibility for informing the building principal regarding any information or knowledge relevant to a possible or actual terroristic

threat. The building principal shall immediately inform the Superintendent or designee after receiving a report of such a threat.

The Superintendent or designee shall react promptly to information and knowledge concerning a possible or actual terroristic threat. Such action shall be in compliance with state law and regulation and with the procedures set forth in the memorandum of understanding with local law enforcement officials.

The Superintendent or designee shall be responsible for developing administrative regulations to implement this policy.

The Superintendent or designee shall annually by July 31 report all incidents of terroristic threats to the Office of Safe Schools on the required form in accordance with state law and regulation.

REFERENCES

State Reference:

Federal Reference:

20 USC Sec 1400 et seq (IDEA)
Title 34 CRF Part 300 (IDEA)

Policy Reference:

S.T.A.R. Protocol

Adoption History

SECTION	J	TITLE	STUDENTS	FILE	JFCG
---------	----------	-------	-----------------	------	-------------

SMOKING, VAPING AND TOBACCO USE BY STUDENTS

The Douglas School Board recognizes its share of the responsibility for the health, welfare and safety of all students who attend the district's schools. The School Board believes that student smoking and the use of tobacco is wrong and harmful. The Board believes that education has a central role in establishing patterns of behavior related to a healthy, drug-free lifestyle. The Board recognizes the need for identification, prevention, intervention and aftercare of tobacco use as related to the school setting.

No student shall use, possess, transfer, conceal, sell, or attempt to sell products which include, but are not limited to, cigarettes, chewing tobacco, cigars and pipes, **e-cigarettes and/or vaping products**. Possession of paraphernalia specific to the use of tobacco/smoking products is also prohibited. Smoking of any substance is prohibited. The policy is in effect 24 hours a day, seven days a week on property owned, leased or maintained by the Douglas School District, at all school sanctioned activities on and off campus, all school vehicles and in vehicles parked on school property.

For the purposes of this policy, tobacco means any substance or item, in any form, containing tobacco. The administration is directed to treat the use, possession or promotion of all forms of nicotine-containing products or nicotine delivery devices, which may or may not include actual tobacco, as a violation of this policy, provided the device is not part of an individual's cessation Program.

Compliance with this policy is mandatory for all students of the Douglas School District. This policy is relayed to students in the student handbook.

REFERENCES

- State Reference:**
SDCL 12-8 39
SDCL 34-46-1
SDCL 34-46-14
SDCL 34-46-20

- Policy Reference:**
JFCH
AEA

Adoption History

First Reading 06/09/88

07/14/88

Approved 08/15/88

First Reading – Revisions 01/10/94

Approved – Revisions 01/24/94

First Reading – Revised Regulations 04/12/99

Approved – Revised Regulations 04/26/99

First Reading – Revisions 03/29/01

Approved – Revisions 04/09/01

First Reading – Revisions 08/22/11

Approved 09/12/11

First Reading – Revisions 02/22/16

Approved – Revisions 03/17/16

REVISED

Box Elder

**DOUGLAS SCHOOL DISTRICT
Board Policy**

South Dakota

SECTION	E	TITLE	SUPPORT SERVICES	FILE	EEA
---------	----------	-------	-------------------------	------	------------

**BUS TRANSPORTATION POLICY
(STATE LAW)**

Students in the Douglas District will be transported if they live two and one half (2 1/2) miles from ~~the district bus barn.~~ ~~school.~~ **Additionally, students residing in areas considered high-need due to poor attendance, academic performance or economic need may be eligible for transportation services as space on buses allows.**

Other purposes of school transportation include the provision for academic field trips in direct support of the curriculum, and transportation for support of the co-curricular program (athletics, music, drama, and the like).

District-owned buses will be provided by the Board for the transport of students to and from school. However, as it is impractical to transport certain special education students by regular bus, they may be transported by other conveyance. ~~The transportation supervisor,~~ **Transportation Coordinator** working in conjunction with school principals and under the supervision of the ~~Superintendent~~ **Executive Director of Operational Support Services**, will be responsible for the day-to-day operation of the school transportation system and the scheduling and routing of all buses, bus stops and regulations of the program.

Vehicles owned by the Board will be operated by authorized school employees or officials who are properly licensed. These employees and officials must meet all state requirements for licensing.

Management of the school transportation program will meet the following criteria:

1. Adequacy: Does the program provide both necessary and sufficient transportation to and from school and for all other school programs?
2. Safety: Does the scheduling and operating of the program take into consideration hazards, potential dangers to students, and all appropriate safeguards?
3. Economy: Is the program operated in the most efficient manner possible after considering the constraints imposed by criteria of adequacy and safety?

Evaluation: The school transportation program will be monitored by the administration or their designees, and subject to periodic evaluations by them as necessary.

REFERENCES

State Reference:
SDCL 13-29-1 through 13-29-20
ARSD 23:05:27:07

ARSD 24:06
ARSD 24:05:27:03

Adoption History

Previous Policy No 201	09/11/1968		
First Reading Revised	10/09/2007		
Approved	10/23/2007		
First Reading-Revised	03/26/2015		
Approved-Revised	04/13/2015		

SECTION	E	TITLE	SUPPORT SERVICES	FILE	EEA-R
---------	----------	-------	-------------------------	------	--------------

BUS TRANSPORTATION POLICY

STATEMENT OF RESPONSIBILITY

~~School buses will operate without monitors unless authorized by the Superintendent.~~ It is the responsibility of parents to instruct their children concerning proper conduct while on school buses. The assigned drivers will not assume the responsibility of acting as monitors. The drivers’ duties require undivided attention in order that they may operate the buses in a safe manner. The drivers will, however, be responsible for reporting conduct violations to the transportation coordinator. The South Dakota Incident Report will be used for this purpose.

IMPROPER CONDUCT CAN RESULT IN YOUR CHILD BEING REMOVED FROM THE BUS OR BEING DENIED THE PRIVILEGE OF TRANSPORTATION FOR AN EXTENDED PERIOD OF TIME.

SOUTH DAKOTA MOTOR VEHICLE LAW (Chapter 32-32-6)

Parents are reminded of the South Dakota Motor Vehicle Law which states: “Duty of motorists to slow or stop in obedience to amber or red signal—Exception for specified highways—Violation as misdemeanor. The operator of a motor vehicle on a two-lane highway or a private road meeting or overtaking a school bus on which the amber warning lights are flashing shall reduce the speed of his vehicle to not more than twenty miles per hour and proceed past the school bus with caution. The operator of a motor vehicle when he meets or overtakes a school bus on which the red signal lights are flashing shall bring his vehicle to a complete stop not closer than fifteen feet from the school bus and shall remain stopped until the flashing red signal lights are extinguished.

The operator of a motor vehicle on a highway providing two or more lanes in each direction need not stop when he meets a school bus which is traveling in the opposite direction even though the school bus is stopped and its red signal lights flashing. The operator of a motor vehicle on a highway providing two or more lanes in each direction shall stop when he overtakes a school bus traveling in the same direction when the school bus is stopped and its red signal lights are flashing.

A violation of this section is a Class 2 misdemeanor.

STUDENT RULES OF CONDUCT

Students are expected to comply with the instruction of the bus driver. The driver will be in full charge of the bus and the passengers. There must be no disturbance of any kind that might distract the driver and imperil the safety of the passengers.

The driver is in full charge of the students and the bus. The driver's relationship with the students should be on the same basis as that of a teacher in the classroom. Bus transportation for students is not a right, but a privilege, conditioned upon courteous behavior and compliance with established rules. The safety of the bus passengers demands complete cooperation from the students. It shall be the duty of the driver to report to the transportation coordinator in writing the names of any students who persist in violating the rules and regulations. The administrator may find it necessary to temporarily withhold the privilege of riding on the bus from those students who fail to cooperate accordingly. Misconduct on buses will not be tolerated and will result in forfeiture of the privilege of riding.

Students will observe the following rules of conduct while riding school buses.

1. Students must be on time at the designated bus stops; the bus cannot wait beyond its regular time schedule for tardy students. A TIME SCHEDULE WILL BE POSTED IN THE BUS AND MUST BE FOLLOWED.
2. Students must not stand in the traffic lanes while waiting for the bus.
3. Students should not move to board a bus until it is completely stopped and the door is open.
4. Students will enter the bus in an orderly fashion and go directly to a seat. Students must stay in their seats and in a sitting position when the bus is in motion. Students must occupy the seat assigned to them, if seats are assigned.
5. Students must not move about inside the bus or try to get on or off while the bus is in motion.
6. Students must follow the instructions of the driver when entering or leaving the bus, and when they must cross the road or highway. The crossing should be made approximately 10 feet in front of the bus, in full view of the driver.
7. Students will not open or close the windows without the permission of the bus driver. Students must not at any time put hands, arms or heads out of the windows.
8. The same courteous conduct as is expected in the classroom must be observed while on the bus. Ordinary conversation is permitted.
 - a. Loud and vulgar language is not permitted
 - b. No wrestling, scuffling or fights will be allowed.
 - c. Illegal weapons or knives are not allowed on the bus.
 - d. Students are not to tamper with the emergency door.
 - e. Tobacco/Vaping products as defined in Board Policy JFCG are not allowed on the bus.
 - f. No drinking or eating is permitted on the bus.
 - g. All articles such as athletic equipment, books, musical instruments, etc., must be kept out of the aisles.
9. Students will assist the driver in keeping the interior of the bus clean and in orderly condition. Students must not throw waste paper or rubbish on the floor or out of the windows of the bus.
10. Students will immediately report to the driver any damage occurring to the bus. Any damage to the bus will be paid for by the rider inflicting the damage and will be subject to suspension or expulsion from school.
11. Students shall be courteous and obey all instructions from the school bus driver at all times.
12. Students must refrain from unnecessary conversation with the driver. Driving requires his/her full attention.
13. Students desiring to leave the bus at other than their designated bus stop must present the driver with written permission from their parents.

14. Students will be courteous to the driver, fellow students and the general public. Any conduct which disturbs the driver or other passengers will be considered improper.
15. Only those students who are granted bus privileges by South Dakota Law will be allowed to ride buses to and from school. Parents are asked not to request additional services such as babysitter, Boy Scout, or visiting friends. These requests require double checking of permission from parents, extra records to be maintained and the bus capacity is limited.

REQUEST FOR ADDITIONAL BUS STOPS IN RURAL AREA

Additional Bus Stops may be proposed or added by district leadership based on priority zone needs (Policy EEA). Parents may request information regarding bus stops by contacting the Transportation Coordinator, ~~additional bus stops or changes by submitting their request in writing to the Superintendent of Schools, Douglas School District. Since bus routes and stops are approved by the Board of Education, all requests will be submitted for Board approval.~~

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

SECTION	E	TITLE	SUPPORT SERVICES	FILE	EEAB
---------	----------	-------	-------------------------	------	-------------

SCHOOL BUS SCHEDULING AND ROUTING

The school board shall have authority to establish the school bus routes within its own school district. Bus routes will be established annually by the Board of Education.

The ~~Administration~~ **Transportation Coordinator**, with **input from the help of district leadership** and the bus drivers, will conduct **ongoing** studies of bus routes, **and is authorized to make adjustments that** to provide the safest, shortest routes that will get all children to school in the most economical way. Routes will be arranged in such a way as to equalize as nearly as possible the length of routes and bus loads, and to provide for the full use of buses. Arrangements will be made to provide each child transportation to school within the prescribed time limits. The District will attempt to keep all rides under 1.25 hours.

Bus routes will not overlap unless absolutely necessary. When more than one bus travels on an arterial highway, each bus will be assigned a certain portion of the route and all students will ride the bus to which they are assigned. Only one bus will cover one particular road unless overloading occurs.

~~Except when necessary on a temporary basis due to weather or road conditions, no official bus route will be extended or changed without Board approval. Before recommendation to the Board, the proposed extension or change will be reported to the transportation office, which will verify that the extension or change has been checked to determine whether it meets all regulations pertaining to safety, efficiency, and economy. When putting routes together, the District will take into consideration the age of students, miles traveled, time spent on the bus and other relevant factors.~~

Buses will not go off the main route to pick up children. Unless prior parental approval has been received by the District, students will not be let off the bus until reaching their destination. The drop-off or pick-up points may be on a road close to the home of the student, but only if there is a safe place to do so. Bus drivers will take precautions in order that students may be safe after getting off the bus during severe weather. Bus drivers may alter their route during severe weather as necessary in order that all students may be safe.

REFERENCES

State Reference:
SDCL13-29-2

Adoption History

First Reading	03/26/2015		
Approved	04/13/2015		
First Reading-Revised	06/27/2019		
Approved	07/22/2019		

SECTION	J	TITLE	STUDENTS	FILE	JFCH
---------	---	-------	----------	------	------

ALCOHOL AND OTHER DRUG USE BY STUDENTS

~~The Douglas School Board recognizes its share of the responsibility for the health, welfare, and safety of all the students who attend the District's schools. Alcohol and other drug use can interfere with a student's ability to learn and function responsibly in the school setting and in the community. The School Board believes that drug use is a serious health problem and that education has a central role in establishing patterns of behavior related to a healthy, drug-free lifestyle. The Board recognizes the need for identification, prevention, intervention, treatment and aftercare of alcohol and other drug abuse as related to the school setting.~~

The Douglas School District believes that the illegal use of drugs and the unlawful possession of alcohol is wrong and harmful. No student shall possess, use, distribute, transfer, conceal, sell, attempt to sell, deliver, nor be under the influence of narcotics, drugs, alcohol, materials/ substances represented to be a drug or controlled substance, or chemical substances which affect psychological functions or affect the school community. Students shall not engage in alcohol and/or other drug use/misuse nor possess paraphernalia specific to the use of alcohol and/or illegal drugs.

This policy is in effect on property owned, leased or maintained by the Douglas School District, at all school sanctioned activities on and off campus, all school vehicles and in vehicles parked on school property. Public areas, including student lockers, restrooms and parking lots, are subject to unannounced searches by staff or specially trained dogs, or through the use of the passive alcohol sensor.

~~Compliance with this policy/regulations is mandatory for all students of the Douglas School District. Students who use prescription drugs authorized by a licensed physician or over the counter medications in the prescribed manner do not violate this policy if the students conform to the stated prescription and appropriate school policies.~~

Students who use prescription drugs or medical cannabis authorized by a licensed physician do not violate this policy if the students conform to the prescription and appropriate school policies.

Students and parents/legal guardians are expected to know and understand the policy provisions and its mandatory nature. A copy of this policy will be provided to all students and parents.

The Douglas School Board adopts the definitions used in SDCL 22-42-1 through 22-42-22 and SDCL 22-42A-1.

USE OF ALCOHOL SENSORS

In keeping with its commitment to protect all pupils and the school community from the harm of alcohol use, the Board authorizes the Superintendent, Principals, and designee(s), to use a portable breath test (PBT) and passive breath alcohol sensor device (PBASD) to screen for evidence of breath alcohol.

~~The purpose for using a PBT and PBASD is to protect pupils who may be under the influence of alcohol, other pupils, staff and community members attending school events and to deter the use of alcohol by pupils. As PBT and PBASD implementation is intended primarily as a deterrent to student and youth alcohol use, nothing set forth in this policy precludes school district personnel from using the power of observation and professional judgment when there is reasonable suspicion of youth alcohol consumption.~~

The purpose for using a PBT and PBASD is to protect pupils who may be under the influence of alcohol, other pupils, staff and community members attending school events and to deter the use of alcohol by pupils. As PBT and PBASD implementation is intended primarily as a deterrent to student and youth alcohol use, nothing set forth in this policy precludes school district personnel from using the power of observation and professional judgment when there is reasonable suspicion of youth alcohol consumption.

The Board authorizes PBT and PBASD screening of students during the school day upon reasonable suspicion that a student may have consumed alcohol, and of attendees before, during and after school activities/events including, but not limited to dances, athletic events, proms, class trips, drama productions, graduation ceremonies, or school assemblies.

Procedurally, district personnel will not vary from the normal course of action outlined in ASBSD's Reference Policy JGD: Student Suspension or Expulsion when evidence of alcohol consumption is derived from a PBT, PBASD reading or personal observation.

If the PBT or PBASD screening indicates the presence of alcohol on District students, the matter shall be reported to the Principal or designee and law enforcement. District students violating this policy will be disciplined according to the discipline procedures outlined in this policy and other relevant policies. School age persons from other districts attending school and district sponsored events who are suspected of alcohol consumption will be reported to the Principal or designee and law enforcement.

REFERENCES

State Reference:

SDCL 22-42-1 through SDCL 22-42-22

SDCL 22-42A-1

SDCL 13-32-4

SDCL 13-32-4.2

SDCL 13-32-4.3

SDCL 13-32-9
SDCL 26-11-5.1
Public Law 101-226
Policy Reference:
IGD
JGD

Adoption History

First Reading 11/08/93 01/10/94
Approved 01/24/94
First Reading - Revisions 02/12/96
Approved - Revisions 02/26/96
First Reading - Revised Regulations 04/22/96
Approved - Revised Regulations 05/13/96
First Reading - Revised Regulations 04/12/99
Approved - Revised Regulations 04/26/99
First Reading – Revisions 11/08/10
Approved – Revisions 11/22/10
First Reading – Revisions 6/11/12
Approved – Revisions 6/28/12
First Reading – Revisions 1/25/16
Approved – Revisions 02/08/16

SECTION	J	TITLE	STUDENTS	FILE	JFCH-R
---------	----------	-------	-----------------	------	---------------

STUDENT ABUSE OF ALCOHOL AND OTHER DRUGS REGULATION

A. The following procedures will be used in dealing with possession, use, or being under the influence of alcohol and other drugs. State and federal regulations regarding special education students will be followed.

First Offense:

1. The administration will notify the parent(s)/guardians(s) and schedule a conference;
2. The administration shall suspend the student for ten (10) days in compliance with student due process procedures;
3. The administration shall notify available law enforcement authorities;

The suspension of a student who completes a drug/alcohol assessment from a certified or licensed addiction counselor or a licensed physician trained in chemical dependency and recommended program, if any, will be commuted to three (3) days, provided the assessment and program are completed, unless good cause is shown to and approved by the administration, within twenty (20) school days. Fees for this assessment and treatment are the responsibility of the student and family.

Upon receipt of appropriate authorization, the agency or professional will notify the school administration in writing that the student has been evaluated and to comply successfully, completed any recommended treatment program.

Second Offense:

1. The administration will contact the parent(s)/guardian(s) and schedule a conference.
2. The administration shall notify available law enforcement authorities.
3. The administration shall suspend for ten (10) days in compliance with student due process procedures.

A long-term suspension hearing shall be scheduled before the school board pursuant to due process rules for long-term suspension. The administration will recommend to the school board that the student be suspended for ninety (90) school days. The ninety (90) day suspension for a second offense may be reduced to ten (10) school days if the student completes an accredited intensive prevention or treatment program. Fees for this assessment and/or treatment are the responsibility of the student and family.

Subsequent Offenses:

1. The administration will contact the parent(s)/guardian(s) and schedule a conference.
2. The administration shall notify available law enforcement authorities.
3. The administration shall suspend for ten (10) days in compliance with student due process procedures.
4. An expulsion hearing shall be scheduled before the school board pursuant to due process rules for expulsion. The administration will recommend to the school board that the student be expelled.

B. Distributing (supplying free or selling) Alcohol and Other Drugs or Material Represented to be a Controlled Substance - (all occurrences):

1. The administration will contact the parent(s)/guardian(s) and schedule a conference.
2. The administration shall notify available law enforcement authorities.
3. The administration shall suspend for ten (10) days in compliance with student due process procedures.
4. A long-term suspension hearing shall be scheduled before the school board pursuant to due process rules for long-term suspension. The administration will recommend to the school board that the student be suspended for up to ninety (90) school days.
5. A second offense for distributing alcohol or drugs shall result in an expulsion hearing being scheduled before the school board and the administration will recommend the student be expelled for one year.
6. State and federal regulations regarding special education students will be followed.

Disciplinary Sanctions and Implementation Procedures

- ~~A. The following disciplinary sanctions will be used in dealing with possession of drugs, legal intoxicants, drug paraphernalia, and/or the illegal use of drugs:~~

- ~~1. Procedurally, administrators will not vary from the normal course of action when faced with the question of possible use. All due process precautions will continue to be in place.~~
- ~~2. The student, if able, shall be escorted to the building office. The building principal or designee shall determine if the student is in need of immediate medical attention. If so, the school nurse will be contacted and/or parent and/or an ambulance will be called.~~
- ~~3. Given reasonable suspicion of use or possession, the following steps will occur:
 - ~~a. Reasonable suspicion will initiate administrative contact with said student. The **School Resource Officer** school liaison officer and/or law enforcement will be contacted.~~
 - ~~b. The student will be directed to an office area where he or she will be kept in observation. The building administrator and law enforcement officer will interview the student regarding the use of a drug, i.e., marijuana. The parents will be notified by telephone of the incident. If student use is suspected, the parent will be informed that the school will be administering the cannabis detection test. The parent will be provided the opportunity to be present when the test(s) are administered.~~
 - ~~c. The student and parent/guardian will be informed of the result. The sensor detected marijuana or it did not. If the test is inconclusive, but a concern exists, the parent/guardian may be asked to remove the student from the premises.~~
 - ~~d. If it is determined that the student has used marijuana, the administrator will inform the student and his/her parents and proceed as per items 4-7.~~~~
- ~~4. The school district recommends that students with alcohol or other drug use problems seek professional assessment and treatment from a certified treatment program. The school will provide a list of agencies/professionals who are available for assessment and treatment. Fees for this intake/assessment and treatment are the responsibility of the student and family.~~
- ~~5. Sanctions will be imposed on students who violate this policy, up to and including suspension and expulsion. The principal or designee will take disciplinary sanctions as indicated in each building student handbook and in accordance with board policy, regulations, and state statute. A referral to the school counselor will be made as well.~~
- ~~6. At the discretion of the Superintendent or School Board, the disciplinary action may be amended if the procedure below is followed:
 - ~~a. The student must agree to be evaluated for a possible chemical dependency.~~
 - ~~b. Upon appropriate authorization, the agency or professional designee notifies the school that the student has followed the recommendations of the professional agency. Fees for the intake, professional evaluation, treatment, and aftercare are the responsibility~~~~

of the student and the family.

~~7. A referral for prosecution will be made to the appropriate law enforcement agencies. A report may be filed with the Department of Social Services.~~

~~B. The following disciplinary sanctions will be used in dealing with possession of alcohol or student under the influence of alcohol:~~

~~1. Procedurally, administrators will not vary from the normal course of action when faced with possible use. All due process precautions will continue to be in place.~~

~~2. A student whose observed behavior indicates possible use of alcohol will be referred to the building administrator. The student, if able, shall be escorted to the building office. The school liaison officer and/or law enforcement will be contacted.~~

~~3. The building principal or designee shall determine if the student is in need of immediate medical attention. If so, the school nurse will be contacted, the parent and/or an ambulance will be called.~~

~~4. Given reasonable suspicion of use or possession of alcohol, the following steps will occur:~~

~~a. The student will be directed to an office area where he or she will be kept in observation. The building administrator and law enforcement officer will interview the student regarding the use of alcohol. The parents will be notified by telephone of the incident. If student use is suspected, the parent will be informed that the school will be administering the Passive Alcohol Sensor test. The parent will be provided the opportunity to be present when the test(s) are administered.~~

~~b. The administrator shall inform the student of the use of the PAS to detect breath alcohol. The PAS can be used with or without the student's direct participation. The student will talk/breathe across the intake port of the PAS III as a passive test.~~

~~e. The student and parent/guardian will be informed of the passive PAS III result. The sensor detected alcohol or it did not.~~

~~d. The student may continue to deny consumption and wish to pursue the issue further. The student will be given the alternative to clear the allegation by taking a breathalyzer through the local police department or through use of the PAS III active test mode. The student may also take a blood test at their own expense at the local hospital. The student will be informed that he/she may face legal consequences as a result of failing the police breathalyzer or blood test.~~

~~e. If it is determined that the student has consumed alcohol, the administrator will inform the student and his/her parents of the suspicions and proceed as per this policy, Items 4-7 of section I.~~

~~C. The following disciplinary sanctions will be used in dealing with supplying/ distributing and/or selling alcohol or other drugs, legal intoxicants, or material represented to be a controlled substance.~~

- ~~1. The principal or designee may recommend to the Superintendent a 90-day suspension or recommend to the School Board that the student be expelled for up to 12 months, following appropriate due process procedures.~~
- ~~2. A referral for prosecution will be made to the appropriate law enforcement agencies. A report may be filed with the Department of Social Services.~~
- ~~3. A hearing will be held by the School Board pursuant to due process for expulsion.~~

~~A written copy of this policy will be made available to parents, staff, and students.~~

~~Board Approved 2/8/16~~

REFERENCES

State Reference:

Policy Reference:

Adoption History

SECTION	J	TITLE	STUDENTS	FILE	JFCJ
----------------	----------	--------------	-----------------	-------------	-------------

DANGEROUS WEAPONS IN THE SCHOOL

Schools should be an example of what is required regarding the observance and respect for law in society at large. Schools also must be highly conscious of the health, safety, and welfare of students, staff, and the public.

State and federal laws, as well as board policy, forbids the bringing of dangerous or illegal weapons to school or school-sponsored activities. The legislature, under SDCL 13-32-7, states "Any person, other than a law enforcement officer, who intentionally carries, has in his possession, stores, keeps, leaves, places or puts into the possession of another person, any firearm or air gun, whether or not the firearm or air gun is designed, adapted, used or intended primarily for imitative or noisemaking purposes, or any dangerous weapon, on or in any elementary or secondary school premises, vehicle or building or any premises, vehicle or building used or leased for elementary or secondary school functions, whether or not any person is endangered by such actions, is guilty of a Class 1 misdemeanor."

The Douglas School Board defines a dangerous and/or deadly weapon as any firearm, knife, air gun, or device, instrument, material or substance, whether animate or inanimate, which is calculated or designed to inflict death or serious bodily harm.

No firearms are permitted on any school premises, school vehicle used for school purposes, in any school building or other building or premises used for school functions. An exception would be weapons under the control of law enforcement personnel, starting guns while in use at athletic events, authorized supervised school training sessions for the use of firearms and the ceremonial presence of unloaded weapons at color guard ceremonies. Any violations shall be reported to local law enforcement authorities.

In this regard, all dangerous and illegal weapons shall be confiscated from any person on school property. Incidents involving confiscation of a student's dangerous weapon will be reported to the student's parents and reported to the police for legal action. Appropriate disciplinary or legal action or both shall be pursued by the building principal.

Students who have weapons confiscated will be immediately suspended for a period of up to ten days during which time an investigation will be conducted. During the investigation, the student will be afforded due process in accordance with Board Policies JFA and JFA-R. The report will be sent to the Superintendent's office for review. Appropriate disciplinary or legal action shall be pursued jointly by the Superintendent's office and the building principal. Disciplinary action for a dangerous

weapon other than a firearm shall range from a short term suspension to expulsion. This policy shall be implemented in a manner consistent with IDEA and Section 504.

Possession/use of a firearm shall result in a twelve (12) month expulsion as per SDCL 13-32-4. For the purpose of this portion of this policy, the term “firearm” includes any weapon which is designed to expel a projectile by action of an explosive, the frame or receiver of any such weapon, a muffler or silencer for a weapon, or any explosive, including any poison gas.

REFERENCES

State Reference:

SDCL 13-32-7

SDCL 13-32-4.2

SDCL 22-1-2

Policy Reference:

First Reading 05/25/93

Approved 06/08/93

First Reading – Revisions 04/22/96

Approved - Revisions 05/13/96

First Reading – Revisions 01/11/16

Approved – Revisions 01/25/16

Adoption History

SECTION	J	TITLE	STUDENTS	FILE	JFCK
---------	----------	-------	-----------------	------	-------------

CELL PHONES AND PORTABLE DIGITAL MEDIA DEVICES

CELL PHONES AND PORTABLE DIGITAL MEDIA DEVICES

The School District, as part of a commitment to upholding academic integrity and providing a safe learning environment free from distraction, limits student use of cellular phones and portable digital media devices.

Students may possess cellular phones and portable digital media devices on school property, while in school-owned or school-operated vehicles and while students are attending or engaged in school-sponsored activities, subject to limitations of this and other policies and regulations of the District.

~~Unless specific permission is granted by school personnel, cellular phones and portable digital media devices are:~~

- ~~1. To remain powered off and inoperable during the regular school day or when their use is otherwise prohibited by school personnel; and~~
- ~~2. To be stored in a student’s locker or car during the regular school day.~~

Students found to have violated this policy shall be subject to disciplinary action, which may include confiscation of the cellular phone or portable digital media device. The Board acknowledges that certain violations of this policy pose severe risks to academic integrity or student safety. Students found in severe violation of this policy shall be subject to appropriate disciplinary action, up to and including expulsion. Severe violations of this policy involve highly inappropriate activities including, but not limited to:

- 1. Electronic communication that contains inappropriate content, profanity, intimidation or threats to others;
- 2. Sexting, which includes intentionally creating, producing, distributing, presenting, transmitting, posting, exchanging, disseminating, or possessing, through any computer or digital media, any photograph or digitized image or any visual depiction of a person in any condition of nudity, or involved in any prohibited sexual act;
- 3. Academic dishonesty or cheating;
- 4. The use of camera or recording features of cellular phones and portable digital media devices in restrooms, locker rooms or for any use constituting an invasion of any person’s reasonable expectation of privacy;

5. Communicating in any way with outside groups or individuals to participate in violent acts or other inappropriate or unlawful activities on school property or at school-sponsored activities; or
6. Refusal to relinquish phone to persons of authority upon request.

This policy shall not be interpreted to justify unreasonable searches of cellular phones or other digital media devices by school personnel. Any search of a student’s cellular phone or portable digital media device by school personnel shall be:

1. Justified at its inception and based on reasonable grounds that the search would reveal evidence of a student’s severe violation of this policy;
2. Reasonably related to its objectives and not excessively intrusive in light of the nature of the infraction; and
3. Conducted in accordance with district policy and with the permission of a student’s parent or guardian.

As necessary for the implementation of this policy, the Superintendent **or designee** may establish regulations, consistent with this policy, further limiting or prohibiting the possession and use of cellular phones or portable digital media devices.

The District assumes no responsibility for loss, damage or theft of cellular phones and digital media devices, whether in the possession of students, on school property or if confiscated by school personnel pursuant to this policy.

REFERENCES

State Reference:

ARSD 24:07
 SDCL 13-32-4
 SDCL 13-32-18
 SDCL 49-31-31

Policy Reference:

Adoption History

First Reading 01/11/16
 Approved 01/25/16



SECTION	J	TITLE	STUDENTS	FILE	JFCL
---------	----------	-------	-----------------	------	-------------

STUDENT REGISTERED SEX OFFENDERS

The District is committed to the safety of students, employees and other persons on school property. In order to effect this commitment, the following policy is adopted.

If a student enrolled in the District is registered as a sex offender under SDCL 22-24B-2, the student, if age 18 or older, or the parent(s)/guardian(s) of a student age 17 or younger, shall inform the Superintendent or Building Principal of the student being registered as a sex offender. The Superintendent or designee will arrange a meeting for the student to include the student, the student's parent(s) or guardian(s) if the student is age 17 or younger, school resource officer, District administrators and guidance counselors, to determine the student's background, conditions of parole, the safety risk posed by the student, and any other relevant factors affecting the student and the safety of other District students. The student's parole or probation/court services officer will be invited to attend the meeting. If the student is age 18 or older, the student may invite, but is not required to invite, the student's parent(s)/guardian(s).

Students who are registered sex offenders shall not be denied the opportunity to receive a free education from the school district solely on the basis of being a registered sex offender. The school district may consider a student's status as a registered sex offender in determining the student's educational placement and program. The Superintendent or designee may establish restrictions for the student registered sex offender, which may include, but is not limited to, the following:

- A. No attendance at a building where there are daycare centers or younger students, and/or which are located near a private daycare, and/or buildings attended by the offender's adjudicated victim or a victim's sibling, and/or any other location that would violate the offender's parole or probation conditions; and/or
- B. A behavior contract with school officials, signed by the student if at least age 18 or by the student and parent(s)/guardian(s) if the student is age 17 or younger, which may include a prohibition on leaving campus during the school day; and/or
- C. Require periodic meetings with the school counselor and/or school resource officer; and/or
- D. Attendance in an alternative educational program or instruction through remote or distance

learning.

If a student subject to this policy is a student with disabilities and/or who is eligible for special education and related services, the student's educational services placement and program will be provided in accordance with federal and state law.

Under no circumstances is any student registered sex offender permitted to loiter on District property in violation of SDCL 22-24B-22(2) and 24.

If the student registered sex offender violates any of the restrictions or conditions established by the District under this policy, or otherwise poses a risk to any student in the opinion of the Superintendent or designee, the Superintendent or designee may take immediate action to address the situation for the safety of other students or District employees.

The student, if at least age 18, or the parent(s)/guardian(s) of a student age 17 or younger, may appeal the placement and program provided to the student pursuant to this policy. If the placement and program was determined by the Superintendent's designee, the appeal shall be to the Superintendent. A decision by the Superintendent may be appealed to the School Board. A written appeal must be submitted within ten (10) school days of the designee's or Superintendent's decision.

~~Part One – Student Registered Sex Offenders~~

- ~~1. If a student enrolled in the Douglas School District #51-1 (the “District”) is registered as a sex offender under SDCL Chapter 22-24B, the Superintendent or designee will arrange an intake meeting for the student to include, as deemed necessary by the Superintendent or designee, the student, the student’s parents or guardians, parole or court services officer, school resource officer, District administrators and guidance counselors, to determine the student’s background, conditions of parole, the safety risk posed by the student, and any other relevant factors affecting the student and the safety of other District students.~~
- ~~2. The Superintendent or designee may establish restrictions for the student registered sex offender, which may include, without limitation, (A) no attendance at a building where there are day care centers or younger students, and/or which are located near a private day care, and/or buildings attended by the offender’s adjudicated victim or a victim’s sibling, and/or any other location that would violate the offender’s parole conditions; and/or (B) a behavior contract with school officials, which includes a prohibition on leaving campus during the school day; and/or (C) periodic meetings with the school resource officer; and/or (D) attendance in alternative school. The District will take appropriate action when dealing with a student registered sex offender who is eligible for special education and related services.~~
- ~~3. Under no circumstances is any student registered sex offender permitted to loiter on District Property in violation of SDCL 22-24B-22(2) and 24.~~
- ~~4. If the student registered sex offender violates any of the restrictions or conditions established by the District under this policy, or otherwise poses a risk to any student in the opinion of the Superintendent or designee, the Superintendent or designee may take immediate action to~~

~~address the situation including disciplinary action against the student registered sex offender as authorized by law, and if necessary for the safety of other students or District employees, requesting assistance from local law enforcement authorities if the student resists District directives.~~

~~Part Two – South Dakota Registered Sex Offender Registry~~

~~The State of South Dakota maintains a registry of registered sex offenders for public information. Any interested person is encouraged to contact a local law enforcement agency or the South Dakota Attorney General’s Office for further information or to access the registry. Persons using the registry are reminded to obey all laws concerning misuse of the information obtained.~~

~~This policy does not impose any duty upon any District employee to review the sex offender registry for individuals who may come upon District Property.~~

~~This policy will be referenced in District Student Handbooks~~

REFERENCES

State Reference:

~~SD Constitution Article 8-1
SDCL 13-27-1
SDCL 13-28-53
SDCL 22-24B~~

Policy Reference:

Adoption History

~~First Reading 10/27/08
Approved 11/12/08
First Reading – Revision 04/27/09
Approved 05/11/09
First Reading-Renamed 01/11/16
Approved – Renamed 01/25/16~~

SECTION	J	TITLE	STUDENTS	FILE	JFEE
---------	----------	-------	-----------------	------	-------------

PARTICIPATION IN WORK STUDY PROGRAMS

The Board recognizes the value of off-campus work study programs, such as job shadowing and internships, for educational and training purposes. The District will work with students and community entities to create voluntary work study programs for participation of interested secondary education students.

To participate, all parents or legal guardians and students must be fully notified of the work study program requirements and agree to eligibility outlines established by the school District.

The Board instructs the Superintendent or Superintendent's designee to draft corresponding regulations to implement this policy.

REFERENCES

State Reference:

SDCL 25-5-18.1

SDCL 62-1-4.1

Policy Reference:

Adoption History

First Reading 12/14/15

Approved 01/11/16

SECTION	J	TITLE	STUDENTS	FILE	JFEE-R
---------	----------	-------	-----------------	------	---------------

PARTICIPATION IN WORK STUDY PROGRAMS REGULATION

I, the undersigned parent/legal guardian, request that my child participate in the following voluntary work study program at the Douglas School District:

Name of student: _____

Name of program: _____

Semester/School year: _____

I understand that this work study program may require my child to attend activities off school campus. I understand that the School District will not provide transportation for my child's participation in any off-campus activities, and that I am therefore responsible for arranging my child's transportation to and from any such activities.

I affirm that any decision I make to allow my student to ride to or from the off-campus activities in a vehicle driven by anyone other than me (including one driven by my child) is a decision to be made solely by me, based upon my discretion as a parent or legal guardian and my own assessment of the safety of allowing such transportation to occur.

If the above-identified student will use his/her personal vehicle for transportation, I affirm that:

1. The student driver has a valid driver's license;
2. The vehicle is insured; and
3. The student will abide by school policy.

In requesting that my student be allowed to participate in this elective work-study program, I agree and affirm that no person shall be considered to be acting as an agent or servant of the District, in any respect or for any purpose, whatsoever, while driving my student to or from this work study course. Should any claim be made against the School District based on the driving conduct of any person transporting my student to or from the off-campus activities involved in this elective course, I hereby agree to hold the District harmless as to such claim.

Furthermore, I hereby release and agree to hold harmless the School District from any claim or injury that may be suffered as a result of participation in the work study program.

Parent/Legal Guardian (date)

Student (date)

Based on the foregoing, the Douglas School District hereby grants permission for the above named student to participate in the work study program.

Superintendent/Designee (title) (date)

10/23/2023

REFERENCES

State Reference:

SDCL 25-5-18.1

SDCL 62-1-4.1

Policy Reference:

Adoption History

SECTION	J	TITLE	STUDENTS	FILE	JFG
---------	----------	-------	-----------------	------	------------

INTERROGATIONS AND ~~STUDENT~~ SEARCHES

The District has the responsibility to provide students and staff with a safe and secure learning environment. The District recognizes that there are circumstances that will justify the search of students and their possessions. This policy is designed to balance each student’s right to privacy and the need to maintain an appropriate learning environment. School administrators are authorized to make searches of students, students’ personal property and vehicles and District owned/provided property under the conditions outlined below.

This policy is applicable to students and/or their property while on school district property; traveling in a vehicle controlled by the District; or present at or engaged in a school-sponsored or school-directed activity immediately before, after or during the school day.

SEARCHES BY STAFF

I. Searches of District Property

“District owned/provided property” includes, but is not limited to buildings, parking lots, lockers, desks, instruments, electronic devices, storage containers, storage areas, computer systems and equipment, voice-mail, and vehicles. This property is intended for use for educational purposes and District business only.

Students do not have an expectation of privacy in district owned/provided property. Lockers, desks, technology and other district owned/provided property are temporarily assigned to individual students, but remain the property of the District. The District retains exclusive control over this school property, and student should not expect privacy or confidentiality when using district owned/provided property or regarding items placed in or on district owned/provided property.

The following rules apply to the search of district owned/provided property assigned to a specific student (locker, desk, etc.), and the seizure of items in his/her possession:

1. **Maintenance Searches:** General housekeeping and maintenance inspections of district owned/provided property may be conducted by school staff if instructed by the principal at

any time without notice, without the student's consent and without a search warrant. Any contraband discovered during such searches will be confiscated by the administration and school discipline may apply to any items or information found.

2. **Non-Maintenance Searches:** District owned/provided property and its contents may be searched by a school administrator when reasonable suspicion exists that illegal, unauthorized, or contraband items are contained in the district owned/provided property (such as a locker, desk, or other storage space). Whenever possible the student should be aware of and be involved in a search of such property. Emergency situations may necessitate a search with or without the student's knowledge or consent. Searches should be conducted in the presence of another adult witness.
3. Administration will consider the intrusiveness of the search in light of the age, gender, and the nature of the alleged violation. The scope of any search will be limited to only what is necessary due to the policy/rule violation under investigation. If the search discovers items not related to the policy-rule violation under investigation, but items are found that are in violation of the law or another school policy/rule, the student may be subject to additional discipline for that additional violation.
4. Illegal items (drugs, weapons, etc.) or other possessions reasonably determined to be a threat to the safety or security of others may be confiscated by school authorities at any time.

II. Student and Student Property Searches

Searches of students and/or their personal property, including but not limited to backpacks, book bags, athletic bags, instrument cases and purses, may be conducted by school administrators when there is a reasonable suspicion of the presence of any item(s) that is in violation of law, District policies, or other rules applicable to students, or if the administrator has reasonable suspicion that any item(s) contain materials that otherwise pose a threat to the health, welfare or safety of the student or the school community.

Administrators performing a search may require students to empty pockets or remove jackets, coats, socks, shoes, and other articles of exterior clothing that when removed do not expose undergarments not otherwise observable. Such a search will be conducted in private. Two school employees, one of whom is an administrator, must be present during the search. The employee who conducts the search must be the same gender as the student. A more intrusive search of the student is permissible in emergency situations when there is reason to believe that the student possesses a weapon, explosive or substance that poses an imminent threat of physical harm to the student or others. Such a search may only be conducted in private by a school administrator of the

same gender, with an adult of the same gender present, unless the immediate health or safety of students will be endangered by the delay caused by following these procedures.

District staff member may take possession of a student's personal cell phone or other personal electronic device brought onto District property when the student is observed using the device in a manner contrary to school rules. The electronic device will be delivered to building administration. An administrator may take possession and conduct a search of a student's device brought onto District property if during the course of an investigation of a student discipline violation, the administration has reasonable suspicion that the electronic device may produce evidence related to the discipline violation or there is reasonable suspicion of a safety threat to the student or the school community. If the student is arrested, the electronic device shall be turned over to law enforcement.

District administrators may contact law enforcement for assistance in performing a search in any case in which a student refuses to allow a search of his/her self or property or in which the search cannot be conducted safely.

The building principal may refer the matter to law enforcement if the suspected violation involves an illegal activity.

Student property may also be searched as a condition of admittance to or participation in any school sponsored public event such as athletic contests, graduation ceremonies or other school programs.

III. Vehicle Searches

Students are permitted to park on school premises as a matter of privilege, not a right. The school retains authority to conduct routine patrols of the student parking lots and inspections of the exterior of vehicles and interior items within plain view. The interior of a student's vehicle on the school premises may be searched by a school administrator if the administration has reasonable suspicion to believe that illegal, unauthorized or contraband items are contained inside. Whenever possible the student should be aware of and given the opportunity to be present during a search of the vehicle. Emergency situations may necessitate a search with or without the student's knowledge or consent. Such searches will always involve two adults when possible.

SEARCHES OF STUDENT PROPERTY BY LAW ENFORCEMENT

Any search and/or seizure by law enforcement officials will occur only when law enforcement officials properly advise school personnel that they have lawful authority to conduct the search and/or seizure.

Detection devices, such as metal detectors and drug or weapon sniffing dogs, may be utilized at school or at any school function, including activities which occur outside normal school hours or off the school

campus.

INFORMING STUDENTS AND PARENTS

If a personal search or search of a student's property has been conducted, District administrators will notify the parent/guardian by the end of the day. If circumstances do not allow for verbal notification on the same day, a letter will be sent.

The District shall inform students and parents or guardians of this policy regarding searches and provide written copies on request.

SEARCHES BY STAFF

~~The right of inspection of students' school lockers is inherent in the authority granted school boards and administrators. This authority may be exercised as needed in the interest of safeguarding children, their property and school property.~~

~~Nevertheless, exercise of that authority by school officials places unusual demands on their judgment so as to protect each child's constitutional rights to personal privacy and protection from coercion and to act in the best interest of all students and the schools.~~

~~The following rules apply to the search of school property assigned to a specific student (locker, desk, etc.), and the seizure of items in his possession:~~

- ~~1. There should be reasonable cause for school authorities to believe that articles are kept in the locker, desk, or other storage space whose possession constitutes a crime or rule violation.~~
- ~~2. Search of an area assigned to a student should be for a specifically identified item, and should be conducted in his or her presence and with his or her knowledge.~~
- ~~3. General housekeeping inspection of school property may be conducted with reasonable notice.~~
- ~~4. Illegal items (drugs, weapons, etc.) or other possessions reasonably determined to be a threat to the safety or security of others may be seized by school authorities at any time.~~

SEARCHES OF STUDENT PROPERTY BY POLICE

~~A proper search warrant is required for any search of a student's personal property kept on school premises; however, if the police have reason to believe any item that might pose an immediate threat to the safety or security of others, searches may be conducted without a previously issued warrant.~~

INTERROGATIONS BY POLICE

~~The school district has legal custody of students during the school day and during hours of approved extracurricular activities. It is the responsibility of the school administration to make an effort to~~

~~protect each student's rights with respect to interrogations by law enforcement officials.~~

~~Therefore:~~

- ~~1. When law enforcement officials find it necessary to question students during the school day or periods of extracurricular activities, the school principal or the principal's designee will cooperate. An effort will be made to contact the student's parent or guardian so that the responsible individual may be notified of the situation.~~
- ~~2. Parents or guardians will not be contacted in child abuse cases if the law enforcement official requests confidentiality.~~
- ~~3. If custody and/or arrest is involved, the principal will request that all procedural safeguards, as prescribed by law, be observed by the law enforcement officials.~~

REFERENCES

Federal

New Jersey v. T.L.O.

State Reference:

Policy Reference:

Adoption History

First Reading 12/14/15

Approved 01/11/16

SECTION	J	TITLE	STUDENTS	FILE	JFH
----------------	----------	--------------	-----------------	-------------	------------

STUDENT COMPLAINTS AND GRIEVANCES

The Board recognizes that there may be conditions in the school district that are in need of improvement and that students should have some means by which their concerns may be effectively expressed, considered, and dealt with fairly. Such means, if well conceived and understood in advance, can do much to maintain harmonious relationships between the schools and the students and community.

The Board desires student complaints and grievances to be resolved through orderly processes and at the lowest possible level, but that channels be provided for eventual hearing by the Board in instances when this becomes necessary. Therefore:

1. Any student or his/her parent/guardian will be provided the opportunity to discuss with the student's teacher a decision or situation which the student, parent, or guardian considers unjust or unfair.
2. If the incident remains unresolved, the student or his/her parent/guardian or the teacher, may bring the matter to the principal's attention for consideration and action.
3. The student may also bring a matter of general student concern to the attention of class officers or the student council (in grades and schools where such are elected) for possible presentation to the principal.
4. If the matter is still unresolved after the procedure outlined above, it may be brought to the Superintendent for consideration.
5. Complaints that remain unresolved following any action of the Superintendent may be referred in writing to the Board for review.

The Board's decision will be final unless an appeal hearing is requested.

REFERENCES

State Reference:

Policy Reference:

--

Adoption History
First Reading 01/11/16 Approved 01/25/16

SECTION	J	TITLE	STUDENTS	FILE	JFHA
----------------	----------	--------------	-----------------	-------------	-------------

STUDENT NONDISCRIMINATION GRIEVANCE PROCEDURE

The Douglas School District is committed to maintaining an environment that is free of discrimination. No person in the United States shall, on the grounds of race, color, national origin, age, or disability be excluded from participation in, or be denied the benefits of, or be subjected to discrimination under any program or activity.

The following procedure is to be followed in the resolution of grievances alleging discrimination. If the grievance alleges sexual harassment, the grievant will be directed to the Title IX Coordinator.

Level I Any student who has a grievance of discrimination prohibited by federal law shall present it orally and informally to his or her teacher.

Level II If the grievance is not resolved at Level I, the grievant may within fifteen (15) school days file the grievance in writing on Form S-423 with the principal of the school. Alternate means of filing complaints such as personal interviews or a tape recording of the complaint will be made available upon request for persons with disabilities. Within fifteen (15) school days after receiving the grievance, the principal shall arrange a meeting to discuss the grievance, evaluate the evidence and render a decision . The principal shall keep a written record of the discussion and provide a copy to the student.

Level III If the grievance is not resolved at Level II, the grievant may, within fifteen (15) school days, file the grievance in writing by certified mail, return receipt requested, with the Superintendent of Schools, and mail a copy to the principal involved. The Superintendent or designee shall arrange a meeting to discuss the grievance within fifteen (15) school days after receiving the written grievance. Subsequent meetings may be scheduled as agreed by both parties. The Superintendent or designee shall give a written answer to the grievant by certified mail, return receipt requested, within fifteen (15) school days after the final meeting regarding the grievance.

Level IV If the grievance is not resolved at Level III, the grievant may, within fifteen (15) school days after receipt of the Superintendent's or designee's answer, file the grievance in writing by certified mail, return receipt requested, to the Secretary of the Board of Education, The Board of Education shall consider the grievance at a regular meeting. The grievant shall have the right to present his or her position to the Board. The Board shall, within thirty (30) calendar days after the meeting, advise the grievant in writing by certified mail, return receipt requested, of the action taken with regard to the grievance.

The Douglas School District will keep the documents, notes, and other material regarding the grievance as a confidential record for at least six years.

REFERENCES

Reference:

Ref: Federal and State Civil Rights Laws, Rules and Regulations: 1964 Civil Rights Act, Title VI, Title VII as amended, Title IX, Age Discrimination Act of 1967 and 1975 as amended, Equal Pay Act of 1963, 1990.

Policy Reference:

Cross Ref: AC - Nondiscrimination

Adoption History

Previous Policy No. 609 08/12/76
Revised 03/27/90
First Reading - Revisions 06/14/99
Approved - Revisions 06/28/99
First Reading - Revisions 03/12/01
Approved - Revisions 03/29/01

**DOUGLAS SCHOOL DISTRICT 51-1
GRIEVANCE FILING FORM**

Date: _____

Name of Grievant: _____

Title: _____

School: _____

Place where you may be reached: _____

Address: _____

Phone: _____

SUMMARY OF GRIEVANCE: (Include location, date and description of the problem.)

If others are affected by the possible violation, please give their names:

Please describe any corrective action you wish to see taken with regard to the possible violation. You may also provide other information relevant to this grievance.

Signature of Grievant _____

Date _____

Signature of Person Receiving Grievance _____

Date _____

SECTION	J	TITLE	STUDENTS	FILE	JG
---------	----------	-------	-----------------	------	-----------

STUDENT DISCIPLINE

Staff and students share responsibility for maintaining a climate in which education can be pursued. What is best for the individual must be balanced with what is most desirable for the entire school population.

The following principles will be observed by the school staff in maintaining student control and discipline in the schools:

1. It is believed that most individuals modify behavior faster under praise than under blame. Therefore, the general approach to discipline will be a positive one. This will include attempting to identify the social, emotional, and academic problems that underlie a student's poor attitude or misconduct, and striving to meet his or her social, emotional, and academic needs.
2. Every individual needs to feel worthy and accepted as a person. In criticizing a student for his or her conduct or attitude and in taking disciplinary action, teachers and other staff members will endeavor to show the student that it is his or her behavior that is objectionable, not the student.
3. The best discipline is self-discipline. Modes of student control over classroom management will offer students the freedom to acquire self-control and self-discipline. This freedom will be extended in keeping with the student's maturity.

Within the above guidelines and specific policies regulating conduct and disciplinary action, the Superintendent or **Designee** will set up procedures for dealing with disciplinary problems.

The Board extends to all of its school employees, paid and unpaid, the authority to enforce policy and regulations governing student behavior. Students will comply with the directions given them by staff members.

REFERENCES

State Reference:

SDCL 13-32-2

SDCL 22-18-5

Policy Reference:

JFCD

Adoption History

Replaces JGA - Corporal Punishment

First Reading 03/27/90

Approved 04/09/90

First Reading Revision 01/11/16

Approved Revision 01/25/16

SECTION	J	TITLE	STUDENTS	FILE	JGA
----------------	----------	--------------	-----------------	-------------	------------

PROHIBITION OF CORPORAL PUNISHMENT

The use of corporal punishment, defined as any act of physical force on a student for the purpose of punishing that child, is not acceptable in this District and will not be tolerated as a disciplinary measure. The term will not apply, however, to the use of reasonable physical force in the following situations.

1. For self-defense;
2. To protect other persons from physical injury;
3. To protect property of the school or others;
4. To remove a student who has refused to comply with requests to refrain from disruptive behavior; and
5. To restrain or control a student that is out of control.

By law, physical force may be used by the Superintendent, principal, supervisor, and teachers and their aides and assistants. This authority extends to any person delegated to supervise children who are authorized to attend a school function away from school premises and to school bus drivers.

Any employee using physical force to control a student will document the incident in writing, with copies given to the principal and Superintendent by the close of the following school day. The Superintendent will keep the Board apprised of unusual or extreme incidents of the use of physical force.

In-service training for teachers and staff in the use of alternative, positive measures of discipline will be provided; and the Superintendent will report to the Board annually regarding training programs provided to staff.

REFERENCES

State Reference:
SDCL 13-32-2

Policy Reference:

Adoption History	
First Reading	12/14/15
Approved	01/11/16