

DOUGLAS SCHOOL DISTRICT  
BOARD OF EDUCATION

**AGENDA**

**Monday, July 15, 2024**

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

**After the Regular Meeting**

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

**DOUGLAS SCHOOL DISTRICT  
BOARD OF EDUCATION**

**AGENDA FOR ANNUAL MEETING  
MONDAY, JULY 8, 2024**

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.

{{Name: Agenda Item Name}}

1. Business Manager Calls Meeting To Order.
2. Business Manager Administers the Oath of Office to Incumbent Board Members Tanya Gray and Chris Misselt.
3. Approve Agenda.
4. Election of Officers.
5. Set Date, Time, and Place for Regular Board of Education Meetings.
6. Approve the Appointment of BOE Representation on District Committees.
7. Designate the Use of Parliamentary Procedure Guidelines as provided by the Associated School Boards of South Dakota for Board Meetings.
8. Approve Second Reading of Revised Board Policy BHD - Board Member Compensation and Expenses.
9. Set Compensation for Board Members. (Maximum set by change in law is \$166.00)
  - A. Board Member Compensation and Expenses (Policy BHD)

B. Mileage Reimbursement (Policy Regulation GCLA-R)

10. Approve the following Resolution:  
**BE IT RESOLVED** that in order to comply with SDCL 1-25-1, as amended by HB 1172 (2018 Legislative Session), which states "The chair of the public body shall reserve at every official meeting by the public body a period for public comment, limited at the chair's discretion, but not so limited as to provide for no public comment," and also provide for a known procedure by which there may be public participation at school board meetings, the President of the Douglas School District Board of Education shall apply and follow School Board Policy BDDH with respect to public participation at all school board meetings.
11. Approve the Adoption of All Previous Board Policies in Effect as of June 30, 2024.
12. Review of Code of Conduct for School Board Members.
13. District Goals Process Update.
14. **CONSENT AGENDA ITEMS: ITEMS #15-19.** Approve Items #15-19 (inclusive) on the consent agenda. Exceptions to the one motion may be necessary if a board member wishes to discuss or review any item in more detail.

15. **Financial Authorizations:**

- A. Approve the Following Depositories for Funds and Investments of the Douglas School District 51-1 for the 2024-25 School Year.

B. BANK	C.	D. ACCOUNT
E. U.S. Bank Rapid City, SD	F.	G. General Fund Impact Aid Fund Special Education Fund Capital Outlay Fund Unemployment Fund Federal Project Fund Health & Dental Trust Investments
H. Wells Fargo Bank SD	I.	J. Fiduciary Fund Food Service Fund Investments
K. American State Bank	L.	M. Investments
N. First National Bank	O.	P. Investments
Q. Pioneer Bank & Trust	R.	S. Investments
T. Great Western Bank	U.	V. Investments
W. Highmark	X.	Y. Investments
Z. South Dakota FIT	AA.	BB. Investments

CC. First Western Bank	DD.	EE. Investments
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FF.

GG. Authorize an Imprest Cash Revolving Fund in the Amount of \$2,000 for the 2024-25 School Year and Authorize the Business Manager to Make Advance Payments for Meals and Miscellaneous Expenditures as Deemed Necessary.

HH. Authorize the Business Manager to Establish a Petty Cash Fund in the Amount of \$75.00 for Various Functions of the School District as Deemed Necessary, and Further Authorize the Business Manager to Establish an Imprest Fund in the Amount of \$420 for the School Food Services Program.

II. Authorize the Superintendent or Business Manager to Sign All State Vouchers Entering Claims on Behalf of the School District for the 2024-25 School Year.

JJ. Approve the Submission of the 2024 Annual Report and Authorize the Superintendent and Business Manager to Sign on Behalf of the District.

KK. Authorize the Business Manager and/or her Representative as the School District Purchasing Agent for the 2024-25 School Year.

LL. Authorize the Business Manager to Advertise for Bids on Necessary Items during the 2024-25 School Year.

MM. Douglas School District has determined that Black Hills Special Services Cooperative (BHSSC) is the only vendor (single source) within the region that can provide all the necessary services needed by the District. The Board approves to use BHSSC for such services under a Noncompetitive Proposal.

**16. Annual Appointments:**

A. Name the Rapid City Journal as the Official Newspaper for the 2024-25 School Year; and, the District Newsletter and District Webpage will also be Used for Providing District Information to the Public.

B. Approve Contracting with the Firm of Ketel Thorstenson, LLP to Conduct the Annual Audit for the Period Ending June 30, 2024.

C. Approve Retaining the Law Firm of Lynn, Jackson, Shultz & LeBrun and Attorney Rodney Freeman to represent the District for Legal Matters During the 2024-25 School Term.

D. Appoint Business Manager, Trista Olney, as Administrator of Fiduciary Funds.

E. Authorize the Superintendent of Schools to Close Schools because of Weather or Emergency and, in the event of the Superintendent's Absence, follow the set Chain of Command.

- F. Authorize the Appointment of the Superintendent as the Age Discrimination Act Compliance Officer.
- G. Authorize the Appointment of the Executive Director of Operational Support Services as the Asbestos Compliance Officer.
- H. Authorize the appointment of the Executive Director of Operational Support Services and the Network Coordinator to Maintain Access to the District's Electronic Network.
- I. Authorize the Appointment of All Building Principals as Truancy Officer.
- J. Authorize the Appointment of the Executive Director of Operational Support Services as the Title IX Compliance Officer.
- K. Authorize the Appointment of the Special Services Director as the Rehabilitation Action Section 504 Compliance Officer.
- L. Authorize the Appointment of the Special Services Director as the Americans with Disabilities Act Compliance Officer.
- M. Approve the following Resolutions for the 2024-25 School Term:

**BE IT RESOLVED** that the Business Manager be authorized to make application for all local, state, and federal funds for which the school district may qualify during the 2024-25 school year;

**BE IT FURTHER RESOLVED** that the Superintendent or Executive Director of Academics be authorized to sign as the authorized District representative for all categorical or block grant State or Federal program applications;

**BE IT FURTHER RESOLVED** that the Superintendent or Executive Director of Academics be authorized to sign fiscal reports for the Title Programs;

**BE IT FURTHER RESOLVED** that the Superintendent of Schools and the Business Manager are authorized to purchase and/or receive State Surplus Property.

**BE IT RESOLVED** that the Business Manager be fully authorized to make proper application and to sign all papers required for funds available to the District from the Federal Government under Public Law 7003 Impact Aid for the 2024-25 school term.

**BE IT RESOLVED** that the Business Manager be fully authorized to make proper application and to sign all papers required for funds available to the District from the Federal Government under Public Law 7002 Impact Aid for the 2024-25 school year.

**WHEREAS**, the nature of tax collections, federal deposits, and other revenue is such that cash on deposit in the District's Depositories at times exceeds the requirement for current expenditures.

**NOW THEREFORE, BE IT RESOLVED** that the Business Manager is hereby directed to invest such cash balances which may exist in interest-bearing certificates, time deposits and government issues and the investments be determined in accordance with expenditure requirements and that such interest as is earned on said deposits be credited to the General Fund.

- N. Authorize Participation in the following Associations:
  - Associated School Boards of South Dakota (ASBSD)
  - Impacted Schools of South Dakota (ISSD)
  - Military Impacted Schools Association (MISA)
  - Military Interstate Children's Compact Commission (MIC3)
  - National Association of Federally Impacted Schools (NAFIS)

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- O. Approve the Use of Electronic Signatures for all Accounts Payable and Payroll Checks for the 2024-25 School Year.

**17. Elementary and Secondary Curriculum and Instruction Items:**

- A. Approve Certified Stipend Rate: \$60.00 for Half Day; \$120.00 for Full Day.
- B. Approve High School Department Head Stipend Rate of \$1,500 for the 2024-25 School Year.
- C. Approve the 2024-25 Douglas School District Comprehensive Plan for Special Education.
- D. Acknowledge the Indirect Cost Rates for the 2024-25 School Term as Computed by the Office of Elementary and Secondary Education noting that the Douglas School District Restricted Rate will be 1.82% and the Non-Restricted Rate will be 17.74%.

**18. Superintendent Items:**

- A. Authorize the Superintendent of Schools and/or his designee to Travel to Locations that are Necessary for the Operation of the School District.
- B. Approve the following Resolution for the 2024-25 School Year:

**WHEREAS**, the Superintendent of Schools is required to attend meetings and events necessary for the operations of the school district, both in-district and in the local area;  
**THEREFORE BE IT RESOLVED** that the Douglas Board of Education will provide the Superintendent with a \$100 per month allowance for in-district and local travel, paid quarterly; in addition, travel outside of Rapid City will be reimbursed at the GSA POV mileage rate and processed quarterly.

**19. Operational Support Services Items:**

- A. Authorize the Superintendent of Schools or his designee to hire contractual and non-contractual personnel for the school district during the 2024-25 school year subject to the concurrence of the Board of Education at its next regular meeting after the date of hiring; all contracts shall not be effective or binding until approved by the Board of Education; and approve the use of the automatic signature for all professional contracts to be issued during the 2024-25 school year.
- B. Approve the Publication of Employee Salary Amounts for the 2024-25 School Term.  
(Attachment)
- C. Approve the following Rates for Substitute Teachers in the Douglas School District for the 2024-25 School Term: Certified rate is \$150 per day; and Non-certified rate is \$120 per day.
- D. Authorize the Executive Director of Operational Support Services to submit an Intent to Renew Agreement and the 2024-25 Policy for Hot Lunch Program and further to provide a hot lunch program at all levels and a milk program for kindergarten with a schedule of charges as follows:
  - Student Breakfast - \$2.20
  - Gr PK-5 Lunch - \$2.70

Gr 6-12 Lunch - \$2.95  
Milk/Juice - \$ .75

- E. Approve Participation in Delta Dental for Student Dental Accident Insurance Program and the South Dakota High School Activities Association (SDHSAA) Student Accident Insurance Program for the 2024-25 School Term.
- F. Approve the following High School Co-Curricular Admission Rates for the 2024-25 School Year for Out-of-District Attendees:
  - Adults \$5.00
  - Students (Grades 1-12 with ID) \$3.00
- G. Authorize the Issuance of Complimentary Activity Passes to all Employees and to all Residents/Students of the District for the 2024-25 School Term and Lifetime Complimentary Activity Passes for all Retired Employees and Senior Citizens (age 55 and over).
- H. Approve the tentative Douglas District Transportation Schedule for the 2024-25 school year.
- I. Approve the District Participation in the Emergency School Bus Mutual Assistance Pact for the 2024-25 School Term.

20. Items Removed From Consent Agenda

21. Executive Session for Complaint Appeal Hearing according to SDCL 1-25-2.1 at approximately 5:45 p.m.

22. Action As A Result of Executive Session.

23. Adjournment



## 2024-25 DOUGLAS REGULAR SCHOOL BOARD MEETING DATES

Vandenberg Elementary School - Library Conference Room  
561 Briggs Street  
5:00 p.m.

Monday	July 15, 2024	
Monday	August 12, 2024	
Monday	August 26, 2024	
Monday	September 9, 2024	
Monday	September 23, 2024	
*Tuesday	October 15, 2024	<i>Monday is Native American Day - Holiday</i>
Monday	October 28, 2024	
*Tuesday	November 12, 2024	<i>Monday is Veteran's Day - Holiday</i>
Monday	November 25, 2024	
Monday	December 9, 2024	
Monday	January 13, 2025	
Monday	January 27, 2025	
Monday	February 10, 2025	
Monday	February 24, 2025	
Monday	March 10, 2025	
Monday	March 24, 2025	
Monday	April 14, 2025	
Monday	April 28, 2025	
Monday	May 12, 2025	
*Tuesday	May 27, 2025	<i>Monday is Memorial Day - Holiday</i>
Monday	June 9, 2025	
Monday	June 23, 2025	

\*Changed date

SECTION	<b>B</b>	TITLE	Board Governance and Operations	FILE	<b>BHD</b>
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**Board Member Compensation and Expenses**

For attendance at regular and special board meetings, board members ~~shall~~ **may** receive a per diem as determined by the School Board at the annual reorganization meeting. The per diem may not exceed **one-hundred sixty-six dollars (\$166.00)** ~~seventy-five dollars (\$75.00)~~ for attending a meeting. A board member also may receive the per diem for each day the member was actually engaged in the service of the Board when authorized by the Board.

In addition to the per diem, board members may receive a travel allowance as authorized by **the State Board of Finance.** ~~Policy GCLA-R~~

**REFERENCES**

**State Reference:**

- SD AGO 85-27 Attorney General Opinion - School Board Member Compensation
- SD Constitution Article 21 §2 Salary of constitutional officers
- ~~SD Gov Budget 2019 report, p. 37 -- Board per diem~~
- SDCL 4-7-10.4 Budgeting and appropriations for compensation of board members
- SDCL 13-8-10.2 Attendance at association meetings
- SDCL 13-8-37 Compensation of board members
- SDCL 13-8-38 Travel allowance of school board members

**Policy Reference:**

- GCLA / GCLA-R Travel Allowance
- BHAA Board Member Education

**Adoption History**

First Reading	5/19/1981		
Approved	6/11/1981		
First Reading - Revision	12/8/2014		
Approved	1/12/2015		
First Reading - Revision	4/25/2022		
Approved	5/9/2022		
First Reading-Revision	7/15/2024		
Approved- Revision			

## CODE OF CONDUCT FOR SCHOOL BOARD MEMBERS

As a member of my local school board, I will strive to be an advocate for students and to improve public education and to that end:

1. I will have integrity in all matters and support the full development of all children and the welfare of the community, state and nation.
2. I will attend scheduled board meetings.
3. I will come to board meetings informed concerning the issues under consideration.
4. I will make policy decisions based on the available facts and appropriate public input.
5. I will delegate authority for the administration of the schools to the superintendent, and establish a process for accountability of administrators.
6. I will encourage individual board members expression of opinion and establish an open, two-way communication process with all segments of the community.
7. I will communicate, in accordance with board policies, public reaction and opinion regarding board policies and school programs to the full board and superintendent.
8. I will bring about desired changes through legal and ethical procedures, upholding and enforcing all laws, state regulations, and court orders pertaining to schools.
9. I will refrain from using the board position for personal or partisan gain and avoid any conflict of interest or the appearance of impropriety.
10. I will respect the confidentiality of privileged information and make no individual decisions or commitments that might compromise the board or administration.
11. I will be informed about current educational issues through individual study and participation in appropriate programs, such as those sponsored by my state and national school boards associations.
12. I will always remember that the foremost concern of the board is to improve and enhance the teaching and learning experience for all students in the public schools of South Dakota.

Therefore, I will always strive to demonstrate appropriate behavior/conduct as a public school board member according to Board Policy BBF - Board Member Code of Ethics.

*(Each member of this school board voting to adopt this Code should sign.)*

Board Member: \_\_\_\_\_

Board Member: \_\_\_\_\_

Board Member: \_\_\_\_\_

Board Member: \_\_\_\_\_

Board Member: \_\_\_\_\_

School Board: Douglas School Board 51-1 Date: July 15, 2024

# Douglas 51-1 School District Strategic Direction

## Identity

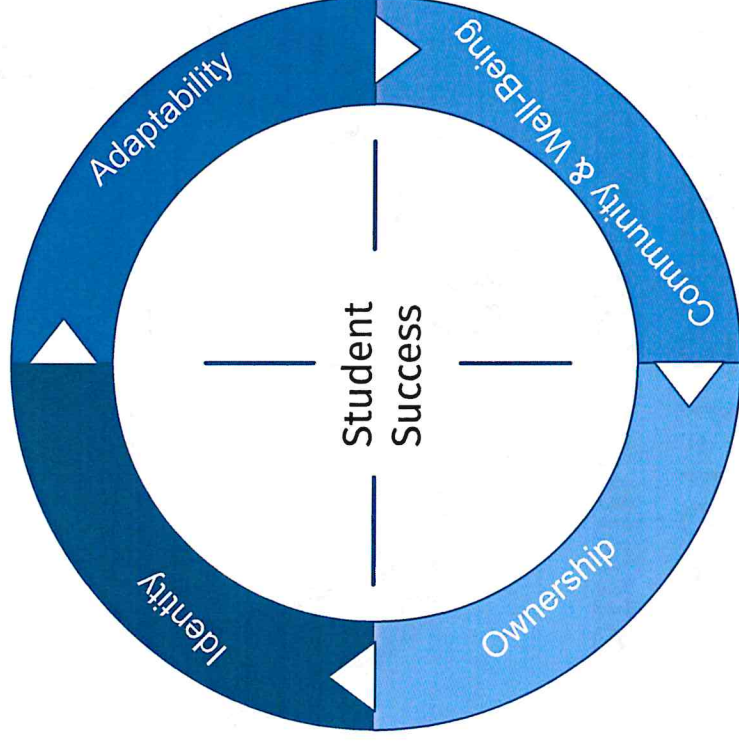
**Why Statement:** Our district resides in a diverse community and our identity should reflect the growth, change, engagement, and innovation we are experiencing.

**Goal Statement:** DSD will reshape our identity reflective of our diverse cultures, values, beliefs, and systems while honoring and bridging the gap between the past, present, and future.

## Ownership

**Why Statement:** DSD will enhance and inspire individual and community-based ownership through shared responsibility.

**Goal Statement:** To cultivate a community that embraces both individual and collective responsibility for our student success.



## Adaptability

**Why Statement:** DSD will create an environment that embraces an adaptive mindset within our school to best serve our students.

**Goal Statement:** DSD will create an organization that can identify and analyze both strengths and challenges, and implement necessary changes to ensure educational, social, and emotional success.

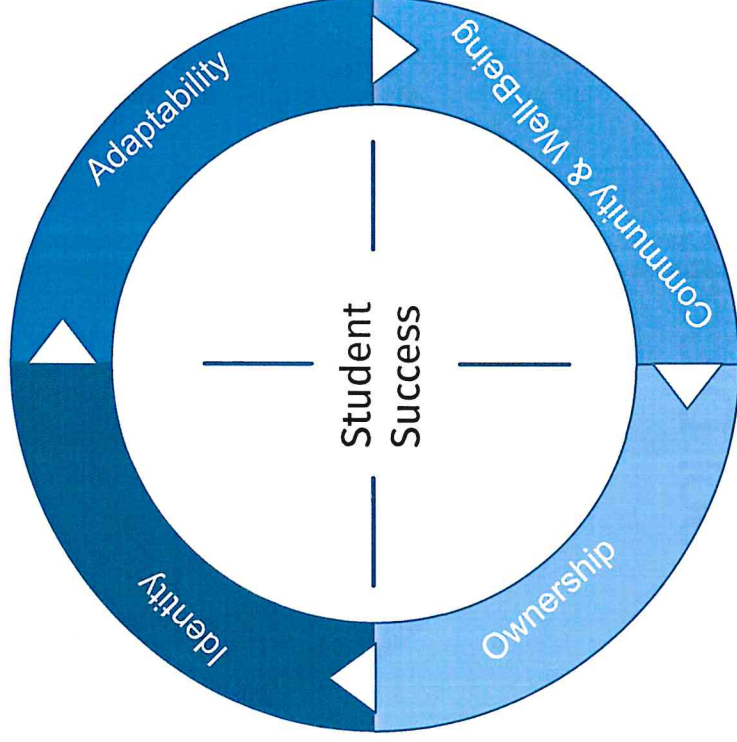
## Community & Well-Being

**Why Statement:** Together we have an obligation to create an environment that supports academic learning, mental health, and well-being, and overall safety.

**Goal Statement:** To create intentional opportunities to involve and support a school/community partnership, through a model of shared responsibility for the well-being of all.

# Douglas 51-1 School District

## Strategic Direction



### Identity

**Strategy 1** Honor the district's legacy while creating new traditions. Discover, develop and assess existing key components of DSD's identity;

**Strategy 2** Create a welcoming and safe learning community that recognizes, celebrates, and embraces the district's diverse student, staff and community population.

### Ownership

**Strategy 1:** Identify and communicate clear and consistent expectations for all stakeholders.

**Strategy 2:** All stakeholders will pursue student success (academic, behavior, attendance) through the creation of goals & benchmarks and a commitment to continuous improvement.

**Strategy 3:** Douglas School District will ensure fiscal responsibility through the safeguarding of resources and a focus on fiscal sustainability.

### Adaptability

**Strategy 1** Create a comprehensive professional development plan for Douglas School District that places emphasis on adaptability and a growth mindset.

**Strategy 2** Identify, collect and analyze data needed to make informed decisions and adjust daily operations as necessary.

### Community & Well-Being

**Strategy 1:** Develop a robust mental health/wellness plan for the Douglas School District that is responsive to all stakeholders.

**Strategy 2:** Create ongoing opportunities for family engagement and community involvement.

**Strategy 3:** Continually evaluate and further align our crisis response plan with best practice.

## South Dakota Comprehensive Plan/Program Narrative

### Sec. 300.201 Consistency with State policies.

The LEA, in providing for the education of children with disabilities within its jurisdiction, must have in effect policies, procedures, and programs that are consistent with the State policies and procedures, established under Secs. 300.101 through 300.163, and 300.165 through 300.174. (Authority: 20 U.S.C. 1413(a)(1))

### South Dakota Administrative Rule 24:05:21:01. Local education agency comprehensive plans- Contents.

Each local education agency must have a current comprehensive plan approved by the school board on file with the district superintendent or designee. Documentation supporting the implementation of the local school district's comprehensive plan shall be maintained by the district for review by Special Education Programs staff during onsite monitoring visits. Districts shall update comprehensive plans consistent with 24:05:21:01.02 and recertify their content annually.

The Douglas School District/Cooperative has formally adopted the following policies and procedures as the district's comprehensive plan for special education. These policies and procedures were approved by the school board on July 15, 2024. As indicated by the signature below, the authorizing official acknowledges the district will meet all requirements of the Individuals with Disabilities Education Act and Article 24:05 through the implementation of these policies and procedures and furthermore, provides assurances that it meets each of the conditions in 34 CFR 300.201 through 300.213.

CERTIFICATION- I certify that I have read and reviewed the above assurance and will comply with all provisions of applicable federal and state laws.

July 15, 2024

Signature of Authorized Official

Date

Board of Education President

Name and Title

400 Patriot Drive, Box Elder, SD 57719

(605)923-0000

Address/State/Zip

Telephone Number



## South Dakota LEA Comprehensive Plan: Program Narrative

### SECTION I: Free and Appropriate Public Education (FAPE) 34 C.F.R. §§ 300.101-300.108, 300.110; ARSD 24:05:13:02

The district/cooperative and all member schools/districts will make available to all children with disabilities residing in the district(s) between the ages of 3 and 21, inclusive, including children with disabilities who have been suspended or expelled from school, as provided for in 300.530(d); 24:05:26 and 24:05:26.01, ARSD. Specific reference in the narrative to include:

- FAPE beginning at age 3; 300.101(b); ARSD 24:05:13:02
- Children advancing from grade to grade; 300.101(c); ARSD 24:05:13:02
- Limitations- age exceptions to FAPE; 300.102; ARSD 24:05:22:04.01
- FAPE- methods and payments; 300.103; ARSD 24:05:19:08
- Residential placement; 300.104; ARSD 24:05:19:08
- Assistive technology; 300.105; ARSD 24:05:27:20, ARSD 24:05:27:18, ARSD 24:05:27:19
- Extended school year services; 300.106; ARSD 24:05:25:26
- Nonacademic services; 300.107; ARSD 24:05:28:06
- Physical education; 300.108; ARSD 24:05:28:08
- Program options; 300.110; ARSD 24:05:28:04

District Narrative: (Review cited regulation to describe local implementation.)

- FAPE beginning at age 3; 300.101(b); ARSD 24:05:13:02

The Douglas School District will make a FAPE available to all students with disabilities who reside within the boundaries of the district between the ages of 3 and 21 years of age. This includes any student with a disability who has been suspended or expelled. All eligible preschool aged students will have FAPE made available to them by their third birthday, including those whose birthdays fall during the summer months.

- Children advancing from grade to grade; 300.101(c); ARSD 24:05:13:02

All eligible students with disabilities, regardless of whether they are advancing from grade to grade, will have FAPE available to them on an individualized basis as determined by the student's IEP team on an annual basis. Exceptions to FAPE for students aged 3-21 includes those students who have graduated from high school with the regular high school diploma.

Additionally, Douglas School District will make FAPE available to children from birth to age three who qualified for prolonged assistance. For students with disabilities who turn 21 during the fiscal year, the district will provide FAPE until June 30.

- Limitations- age exceptions to FAPE; 300.102; ARSD 24:05:22:04.01

All eligible students with disabilities may receive services from age 3 through completion of an approved public or nonpublic school secondary program or through age 21, as designated in that child's individual education program.

- FAPE- methods and payments; 300.103; ARSD 24:05:19:08

Douglas School District will apply whatever available federal, state, local, and private funds to meet its obligations for the provision of FAPE and must ensure that FAPE is provided at no cost and without delay.

- Residential placement; 300.104; ARSD 24:05:19:08

As deemed necessary, the Douglas School District will provide FAPE to students with disabilities through a public or private residential program at no cost to the parents.

- Assistive technology; 300.105; ARSD 24:05:27:18 ARSD 24:05:27:19

As deemed necessary, the Douglas School District will provide assistive technology to students with disabilities and the evaluation for such at no cost to the parents. This may include assistive technology to be used at home, when it is determined to be essential for FAPE on an individual, case-by-case basis.

- Extended school year services; 300.106; ARSD 24:05:25:26



As deemed necessary, the Douglas School District will provide extended school year services to eligible students with disabilities at no cost to the parents.

- **Nonacademic services; 300.107; ARSD 24:05:28:06**

Douglas School District ensures the provision of program options, nonacademic and extracurricular services, are available to children in need of special education or special education and related services through the development of the IEP. Once the team has determined where instruction will occur, the team will consider the amount of time the student is removed from their peer group and document student's program options in the IEP.

- **Physical education; 300.108; ARSD 24:05:28:08**

Douglas School District ensure that the need for physical education services, specially designed if necessary, will be made available to every child in need of special education or special education and related services. The need for physical education services is documented in the IEP and reviewed and revised annually.

- **Program options; 300.110; ARSD 24:05:28:04**

Douglas School District ensures the provision of program options, nonacademic and extracurricular services, are available to children in need of special education or special education and related services through the development of the IEP. Once the team has determined where instruction will occur, the team will consider the amount of time the student is removed from their peer group and document student's program options in the IEP.

## **SECTION II: Full educational opportunity goal (FEOG) 34 C.F.R. § 300.109; ARSD 24:05:22:04, ARSD 24:05:22:04.01**

The district/cooperative and all member schools/districts will have in effect policies and procedures, demonstrating that the district/cooperative has established a goal of providing full educational opportunity to all children with disabilities, aged birth through 21, and include a timetable for accomplishing that goal.

### **District Narrative: (Review cited regulation to describe local implementation.)**

The Douglas School District, consistent with the timetable established by the State of South Dakota and Part B of the Individuals with Disabilities Education Act (IDEA), has a goal of providing full educational opportunity to all children with disabilities, aged birth through twenty-one. The district will review data annually to guide decisions with regard to adjustments in its programs to ensure appropriate services to all students with disabilities.

The District's procedures for determining the additional number and kind of facilities, personnel and services needed in order to meet its full program services goal are as follows:

1. The Director Special Services will review current statistical information from the district's special education program reflecting:

- a) number of referrals being submitted; and
- b) number resulting in the identification of additional students requiring special education services.

2. The Director Special Services will review the current census information projecting the number of new special education students to be served based on previous population percentages experienced by the district.

3. The Director Special Services will review the annual federal child count statistics reflecting the current number of special students being served, their primary disability condition, kinds of related services required, amount of time in special and regular education, and any other information to assist in program development.

## **SECTION III: Child Find 34 C.F.R. § 300.111; Child Identification ARSD 24:05:22**

The district/cooperative and all member schools/districts must have in effect policies and procedures for ensuring that all children with disabilities who reside within the boundaries of the district/cooperative member districts, including those who are homeless children or are wards of the state, and children with disabilities who attend private schools, regardless of the severity of their disabilities, who are in need of special education and related services are identified, located, and evaluated and a practical method is developed and implemented to determine which children with disabilities are currently receiving needed special education and related services. Specific reference in the narrative to include:

- Use of the term developmental delay; ARSD 24:05:24.01:09
- Children who may be suspected of having a disability, and in need of special education, even though they are advancing from grade to grade, 300.111(c)(1); ARSD 24:05:22:01
- Children who are highly mobile, including migrant children, 300.111(c)(2); ARSD 24:05:22:01

**District Narrative:** (Review cited regulation to describe local implementation.)

The Douglas School District, has in effect policies and procedures to ensure that all children with disabilities who reside within the boundaries of the district/cooperative member districts and who may be in need of special education and related services are located, identified, and evaluated according to all relevant regulations. This includes those students who may be homeless or wards of the state, as well as children with disabilities who may attend private schools within the jurisdiction of the district. Child find includes our ongoing efforts to identify pre-school and school age students with disabilities through our referral and evaluation procedures, as well as our periodic screening of preschoolers who may be experiencing developmental delays.

1. The Douglas School District shall develop and utilize a system for the identification, location, and evaluation of children in need of special education or special education and related services. The system must include all children residing within the jurisdiction of the district ages birth through 21 regardless of the severity of their disability, including children in all public and private agencies and institutions, private schools, including religious schools, and children receiving alternative instruction under SDCL 13-27-3 within the legal boundaries of the district.
2. Minimum Procedures.
  - a. At a minimum, a local school district's procedures for implementing its child identification system must include the following:
    - i. The persons responsible for the coordination, implementation, and documentation of the system:
      1. The superintendent will appoint on an annual basis through the Annual Part B Application for funds the name of the Director of Special Education who will be responsible for the coordination, implementation and documentation of the system.
  - b. A written description of the district's annual public awareness campaign for informing the parents of children residing within the legal boundaries of the district and other interested parties located within the jurisdiction of the district, including all public and private agencies and institutions, private school, including religious schools, and children receiving alternative instruction under SDCL 13-27-3
    - i. The public awareness campaign for the Douglas School District is ongoing and focuses on the special education program services available within the school district and how to access them. Methods used to inform parents and other interested parties of the identification, location and evaluation of children in need of special education or special education and related services may include several of the following:
      1. Newspaper release in the local district paper.
      2. Radio announcement within local districts coverage areas.
      3. Information published in the individual district's student handbook or newsletter or on the district's website.
      4. Written material will be made available to interested parties within the jurisdiction of each school district.
      5. Information will be published within each district's local paper regarding screening activities to be conducted for children ages' birth through five years.
      6. Screening will occur periodically throughout the school year at the Douglas School District.
      7. Written information will be displayed to make the public aware of the child find activities by each school.
      8. District website will contain contact information
      9. Referrals will be addressed on an on-going basis throughout the year when brought to the attention of district personnel.
        - a. As designated by the superintendent, the Director of Special Education is responsible for the coordination, implementation and documentation of the system and will maintain data regarding child identification activities. Data will include all children screened and referred, those receiving a multidisciplinary evaluation, those referred but not evaluated, those evaluated but not placed and those receiving special education and related services.
  - c. The establishment of written procedures for collecting, maintaining, and reporting current and accurate data on all child identification activities which must be ongoing and include children not currently enrolled in the public school education program.

- i. Procedures for collection, maintaining, and reporting current and accurate data on all child identification activities are ongoing and include children not currently enrolled in the public schools education program. Douglas School District will maintain a file documenting its child find activities. The file may include:
  1. Annual Student Information Systems data (SIMS)
  2. Child identification news release information
  3. Written material of services available
  4. Screening press releases
  5. Parent right brochures
  6. Referral forms
  7. Student handbook or newsletter containing pertinent data
  8. Any other written material developed and used to support the on-going child identification process including information from all public and private agencies and institutions located within the jurisdiction of the district.
- d. A practical method of determining which children are currently receiving needed special education or special education and related services. Documentation supporting the implementation of a local school district's child identification system shall be maintained by the district for review by Special Education Program staff during on-site monitoring visits and must include annual child count data submitted to the division for approval. Each superintendent or designee shall annually complete the information required in the Student Information Management Systems (SIMS) provided by the Department of Education no later than December 1<sup>st</sup>.
  - i. Information will be gathered from the student IEPs and other data collected and maintained by the district for inclusion in the SIMS report.
  - ii. The Director of Special Education shall certify in writing that the information provided is an accurate and unduplicated count of disabled children receiving special education or special education and related services within the district.

- **Use of the term developmental delay; ARSD 24:05:24.01:09**

The Douglas School District has adopted the term developmental delay for students within its jurisdiction. Because the Douglas School District uses the term developmental delay, it agrees to conform to both the division's definition of the term (listed below) and to the age range that has been adopted by the division.

*Developmental delay defined. A student, who is at least three years old but less than nine, may be identified as a student with a disability if the student has one of the major disabilities listed in district policies and procedures or if the student experiences a severe delay in development and needs special education and related services.*

*A student with a severe delay in development functions at a developmental level two or more standard deviations below the mean in any one area of development specified in this section or 1.5 standard deviations below the mean in two or more areas of development. The areas of development are cognitive development, physical development, communication development, social or emotional development, and adaptive development.*

The Douglas School District shall ensure that all of the student's special education and related services needs that have been identified through the evaluation procedures described under district policies and procedures are appropriately addressed.

- **Children who may be suspected of having a disability, and in need of special education, even though they are advancing from grade to grade, 300.111(c)(1); ARSD 24:05:22:01**

Douglas School District ensures that children who may be suspected of having a disability, and in need of special education, are subject to child find requirements even though they are advancing from grade to grade.

- **Children who are highly mobile, including migrant children, 300.111(c)(2).**

Douglas School District ensures that children who reside within the school district and are highly mobile, including migrant children, are subject to child find requirements. Douglas School District has a system in place to review files of students moving into the district and has a pre-referral process in place to determine the needs for students.

#### **SECTION IV: Individualized Education Program (IEP) 34 C.F.R. 300.112; ARSD 24:05:27**

The district/cooperative and all member schools/districts will ensure that an individualized education plan (IEP), or an individual family service plan (IFSP) that meets the requirements of section 636(d) of the Act, is developed, reviewed, and revised for each child with a disability in accordance with 34 C.F.R. §§ 300.320 – 300.324, except as provided in 300.300(b)(3)(ii). Specific reference must include:

- Content of the IEP; 300.320(a)(1-7); ARSD 24:05:27:01.03
- Transition services; 300.320(b); ARSD 24:05:27:13.02
- Transfer of rights at the age of majority; 300.320(c); ARSD 24:05:27:01.03
- The IEP team; 300.321; ARSD 24:05:27:01.01
- Parent participation in the IEP; 300.322; ARSD 24:05:25:16
- When the IEP must be in effect; 300.323; ARSD 24:05:25:22
- Development of the IEP; 300.324; ARSD 24:05:27:01.02
- Routine checking of hearing aids and external components of surgically implanted medical devices, 300.113; ARSD 24:05:27:05

#### **District Narrative: (Review cited regulation to describe local implementation.)**

The Douglas School District ensures that each identified student with a disability has a current IEP in place that meets the requirements of Section 636(d) of the IDEA, and that has been developed in accordance with the requirements at 34 CFR sections 300.320 through 324. All identified students with disabilities in our district will have a current IEP in place at the beginning of the school year, and for eligible preschool students, by their third birthday. Each eligible student's IEP will be reviewed periodically, but not less than annually, to review progress and determine whether annual goals are being met.

- Content of the IEP; 300.320(a)(1-7); ARSD 24:05:27:01.03

#### **Douglas School District procedures:**

1. The Director of Special Education will be responsible to ensure proper procedures are followed in the development, review, and revision of each IEP. This would include completing and mailing parental prior notices and other correspondence relating to development, review, or revision of IEP's, adhering to timelines, composition of the IEP team, and properly completing each section of the IEP.
2. The IEP team will ensure all appropriate special education issues are addressed and documented on the IEP. The district's Comprehensive Plan along with the IEP Technical Assistance Guide, available from Special Education Programs, will be used as references in the development, review, and revision of each IEP.
3. All decisions of the IEP team will be made jointly by the parents and school personnel through the IEP process and specified on the child's IEP. The IEP will be in effect before special education and related services are provided to a child and will be implemented as soon as possible following an IEP team meeting.
4. The special educator will ensure the parent receives a copy of the completed IEP. The district will ensure the general educators and other service providers are made aware of all sections of the IEP they are responsible for implementing in the child's program.

#### **Douglas School District will ensure that each student's individualized education program will include:**

1. A statement of the student's present levels of academic achievement and functional performance, including:
  - a. How the student's disability affects the student's involvement and progress in the general education curriculum (i.e., the same curriculum as for nondisabled students); or
  - b. For preschool students, as appropriate, how the disability affects the student's participation in appropriate activities;
2. A statement of measurable annual goals, including academic and functional goals, designed to:
  - a. Meet the student's needs that result from the student's disability to enable the student to be involved in and progress in the general education curriculum; and
  - b. Meet each of the student's other educational needs that result from the student's disability;

For students with disabilities who take alternate assessments aligned to alternate achievement standards, each student's IEP shall provide a description of benchmarks or short-term objectives;

3. A statement of the special education and related services and supplementary aids and services, based on a peer-reviewed research to the extent practicable, to be provided to the student, or on behalf of the student, and a statement of the program modification or supports for school personnel that will be provided to enable the student:
  - a. To advance appropriately toward attaining their annual goals;
  - b. To be involved and make progress in the general education curriculum in accordance with this section and to participate in extracurricular and other nonacademic activities; and
  - c. To be educated and participate with other students with disabilities and nondisabled students in the activities described in this section;
4. An explanation of the extent, if any, to which the student will not participate with nondisabled students in the regular class and in activities described in this section;
5. A statement of any individual appropriate accommodations that are necessary to measure the academic achievement and functional performance of the student on state and district-wide assessments consistent with § 24:05:14:14. If the IEP team determines that the student shall take an alternate assessment instead of a particular regular state or district-wide assessment of student achievement, a statement of why:
  - a. The student cannot participate in the regular assessment; and
  - b. The particular alternate assessment selected is appropriate for the student;
6. The projected date for the beginning of the services and modifications described in this section and the anticipated frequency, location, and duration of those services and modifications;
7. A description of how the student's progress toward the annual goals described in this section will be measured and when periodic reports on the progress the student is making toward meeting the annual goals (such as through the use of quarterly or other periodic reports, concurrent with the issuance of report cards) will be provided;
8. Beginning not later than the first IEP to be in effect when the student turns 16, or younger if determined appropriate by the IEP team, an updated annually thereafter, the IEP shall include:
  - a. Appropriate measurable postsecondary goals based upon age-appropriate transition assessments related to training, education, employment, and, if appropriate, independent living skills; and
  - b. The transition services (including a course of study) needed to assist the student in reaching those goals; and
9. Beginning not later than one year before a student reaches the age of majority under state law, the student's individualized education program must include a statement that the student has been informed of his or her rights under Part B of the Individuals with Disabilities Education Act, if any, that will transfer to the student on reaching the age of majority consistent with § 24:05:30:16.01.

- **Transition services; 300.320(b); ARSD 24:05:27:13.02**

On or before a student turns 16 years of age, the district will ensure that each student's individualized education program shall include:

Transition services that are a coordinated set of activities for a student with a disability, designed to be within a results-oriented process, that is focused on improving the academic and functional achievement of the student with a disability to facilitate the student's movement from school to post school activities, including postsecondary education, vocational education, integrated employment (including supported employment), continuing and adult education, adult services, independent living, or community participation. The coordinated set of activities shall be based on the individual student's needs, taking into account the student's strengths, preferences and interests, and shall include instruction, related services, community experiences, the development of employment and other post school adult living objectives, and, if appropriate, acquisition of daily living skills and provision of a functional vocational evaluation. Transition services for students with disabilities may be special education, if provided as specially designed instruction, or related services, if required to assist a student with a disability to benefit from special education.

- **Transfer of rights at the age of majority; 300.320(c); ARSD 24:05:27:01.03**

Beginning not later than one year before a student reaches the age of majority under state law, the district ensures that each student's individualized education program will include a statement that the student has been informed of his or her rights under Part B of the Individuals with Disabilities Education Act, if any, that will transfer to the student on reaching the age of majority consistent with § 24:05:30:16.01.

- **The IEP team; 300.321; ARSD 24:05:27:01.01**

- 1) (Required IEP members are:
- a) The parents of the student;
  - b) Not less than one regular education teacher of the student if the student is, or may be, participating in the regular education environment;
  - c) Not less than one special education teacher of the student or, if appropriate, at least one special education provider of the student;
  - d) A representative of the school district who:
    - i) Is qualified to provide, or supervise the provision of, specially designed instruction to meet the unique needs of students with disabilities;
    - ii) Is knowledgeable about the general education curriculum; and
    - iii) Is knowledgeable about the availability of resources of the school district;
    - iv) An individual who can interpret the instructional implications of evaluation results, who may be a member of the team described in subdivisions 2 to 6, inclusive, of this section;
    - v) At the discretion of the parent or the school district, other individuals who have knowledge or special expertise regarding the student including related services personnel as appropriate
    - vi) If appropriate, the student; and
    - vii) Transition services participants as described in §§ 24:05:25:16.01 and 24:05:25:16.02. At the meeting, the team will review the evaluation report(s), determine eligibility for special education and special education and related services, and, if appropriate, develop an IEP and then determine placement in the appropriate least restrictive environment.
  - e) A member of the IEP team described in item 1 of this section, (1)-(5), inclusive, is not required to attend an IEP team meeting, in whole or in part, if the parent of a student with a disability and the school district agree in writing that the attendance of the member is not necessary because the member's area of the curriculum or related services is not being modified or discussed in the meeting. A member of the IEP team may be excused from attending, in whole or in part, an IEP team meeting that involves a modification to or discussion of the member's area of the curriculum or related services, if:
    - (a) The parent and school district consent in writing to the excusal; and
    - (b) The member submits, in writing to the parent and the IEP team, input into the development of the IEP before the meeting.
  - f) The designated school representative is the building administrator. Should the building administrator be unable to attend the IEP meeting, the building administrator may designate another person to act as the school representative, as long as the person meets all the requirements listed in item 4 above. The administrator shall notify the person ahead of time if they will be serving as school representative to review their roles and responsibilities. If no person is designated as the school representative by the administrator, the district's excusal process must be completed.

- **Parent participation in the IEP; 300.322; ARSD 24:05:25:16**

The district ensures that one or both parents of the child are present at each IEP team meeting or are afforded the opportunity to participate. The district shall notify parents of the meeting early enough to ensure that they will have an opportunity to attend, scheduling the meeting at a mutually agreed-upon time and place. The notice to the parents shall state the purpose, time, and location of the IEP team meeting and who will be in attendance and inform the parents of the provisions relating to the participation of other individuals on the IEP team who have knowledge or special expertise about the child, including information related to the participation of the Part C service coordinator or other representatives of the Part C system at the initial IEP Team meeting for a child previously served under Part C of the IDEA. If a purpose of the IEP team meeting is the consideration of postsecondary goals and transition services for a student, the notice must also address the provisions of § 24:05:25:16.01. If parents cannot attend, the district shall use other methods to ensure participation, including individual or conference telephone calls consistent with § 24:05:27:08.04.

- **When the IEP must be in effect; 300.323; ARSD 24:05:25:22**

The district ensures if the child is determined to be in need of special education or special education and related services, the IEP team shall develop an appropriate individual education program for the child. At the beginning of each school year thereafter, the district must have in effect an IEP for each child with disabilities within its jurisdiction. For children beginning at age three, an IEP shall be in effect by that date. If a child's third birthday occurs during the summer, the IEP team shall determine the date when services under the IEP will begin.

- **Development of the IEP; 300.324; ARSD 24:05:27:01.02**

The district ensures in developing, reviewing, and revising each student's individualized education program, the team shall consider the strengths of the student and the concerns of the parents for enhancing the education of their student, the results of the initial or most recent evaluation of the student, the academic, developmental, and functional needs of the student. The individualized education program team also shall:

- (1) In the case of a student whose behavior impedes his or her learning or that of others, consider the use of positive behavioral interventions and supports and other strategies to address that behavior;
- (2) In the case of a student with limited English proficiency, consider the language needs of the student as these needs relate to the student's individualized education program;
- (3) In the case of a student who is blind or visually impaired, provide for instruction in Braille and the use of Braille unless the team determines, after an evaluation of the student's reading and writing skills, needs, and appropriate reading and writing media (including an evaluation of the student's future needs for instruction in Braille or the use of Braille), that instruction in Braille or the use of Braille is not appropriate for the student;
- (4) Consider the communication needs of the student and, in the case of a student who is deaf or hard of hearing, consider the student's language and communication needs, opportunities for direct communications with peers and professional personnel in the student's language and communication mode, academic level, and full range of needs, including opportunities for direct instruction in the student's language and communication mode; and
- (5) Consider whether the student requires assistive technology devices and services.

The regular education teacher of a student with a disability, as a member of the individualized education program team, must, to the extent appropriate, participate in the development, review, and revision of the student's individualized education program, including the determination of appropriate positive behavioral interventions and supports and other strategies for the student and the determination of supplementary aids and services, program modifications, and supports for school personnel that will be provided for the student consistent with subdivision 24:05:27:01.03(3).

Nothing in this section requires the team to include information under one component of a student's individualized education program that is already contained under another component of the student's individualized education program. No additional information may be required to be included in a student's IEP beyond what is explicitly required in this section.

- Routine checking of hearing aids and external components of surgically implanted medical devices, 300.113; ARSD 24:05:27:05

For children with hearing impairments, including deafness, in need of special education who wear hearing aids in school, the Douglas School District ensures the IEP team shall include, as a related service, a monitoring schedule in the individual educational program to ensure the proper functioning of these corrective devices

#### **SECTION V: Least Restrictive Environment (LRE), 34 C.F.R. §§ 300.114 – 300.120; ARSD 24:05:28**

The district/cooperative and all member schools/districts will ensure that, to the maximum extent appropriate, children with disabilities, including those in public or private institutions or other care facilities, are educated with children who are not disabled, and special classes, separate schooling, or other removal of children with disabilities from the regular educational environment occurs only when the nature and severity of the disability of a child is such that education in regular classes with the use of supplementary aids and services cannot be achieved satisfactorily. Specific reference must include:

- A continuum of alternative placements; 300-115; ARSD 24:05:28:02
- Placements; 300.116; ARSD 24:05:28:03
- Non-academic settings, 300.117; ARSD 24:05:28:06
- Children in public or private institutions; 300.118; ARSD 24:05:28:07
- Teachers and administrators are provided with technical assistance and training; 300.119; ARSD 24:05:28:11
- Monitors placements, 300.120; ARSD 24:05:28:12

#### **District Narrative: (Review cited regulation to describe local implementation.)**

The Douglas School District ensures the availability of a continuum of alternative placements to provide each student with a disability the opportunity for education in the Least Restrictive Environment. Any removal of a student with a disability from the regular education environment may occur only when the nature and severity of the child's needs dictate that education in regular classes, with the use of supplementary aids and services cannot be achieved satisfactorily.

- **A continuum of alternative placements; 300-115; ARSD 24:05:28:02**

Douglas School District procedures for ensuring the child is placed in the least restrictive environment within the continuum of alternative and the factors the teams use in determining placement:

1. Decisions regarding a student's least restrictive environment will be made by the IEP team in the same way any other placement decision is made. Readiness for movement within the continuum of alternative placements is determined through documentation for the student's academic skills and social behavior. In all appropriate circumstances, students will be given an opportunity to participate in the general education setting with modification before moving on to the next more restrictive setting.
2. The IEP team will collect appropriate information on the student's functioning in the areas of educational, social, emotional, physical, cognitive, and communication skills.
3. The IEP team will also consider the following factors when determining least restrictive environment for a student:
  - a. the student's strengths and needs.
  - b. the student's age and physical size.
  - c. the student's level of motivation and interest in participating in the classroom under consideration.
  - d. the progress and success of interventions strategies.
  - e. the degree of student's disability and need for physical support system.
  - f. the student's success in previous placements.
  - g. the need for related services.
  - h. the receiving teacher's skills in working with children in need of special education.
  - i. the student's learning style.
  - j. the size and general composition of the student group into which the student will move.

- **Placements; 300.116; ARSD 24:05:28:03**

The IEP team will ensure the following:

- 1) Each child's educational placement must be individually determined at least annually and must be based on the child's individual education program
- 2) Provisions are made for appropriate classroom or alternative settings necessary to implement a child's individual education program;
- 3) Unless a child's individual education plan requires some other arrangement, the child shall be educated in the school which that child would normally attend if not disabled. Other placement shall be as close as possible to child's home;
- 4) Placement in the least restrictive environment will not produce a harmful effect on the child or reduce the quality of services which that child needs; and
- 5) A child with a disability is not removed from education in age appropriate regular classrooms solely because of needed modification in the general education curriculum

- **Non-academic settings, 300.117; ARSD 24:05:28:06**

Douglas School District ensures the provision of program options, nonacademic and extracurricular services, are available to children in need of special education or special education and related services through the development of the IEP. Once the team has determined where instruction will occur, the team will consider the amount of time the student is removed from their peer group and document student's program options in the IEP.

- **Children in public or private institutions; 300.118; ARSD 24:05:28:07**

Douglas School District ensures that children placed in public or private institutions or other care facilities are educated with children who are not disabled to the maximum extent appropriate. The IEP team will consider the potential harmful effects of all placements and opportunities for community involvement. The team will address all program options, nonacademic and extracurricular in the IEP when placing a student in a public or private institution or other care facilities.

- **Teachers and administrators are provided with technical assistance and training; 300.119; ARSD 24:05:28:11**

The Douglas School District will provide ongoing training to all staff and paraprofessionals to assist all in the provision of services to students with disabilities.

- **Monitors placements, 300.120; ARSD 24:05:28:12**

Douglas School District will submit data to the State for the purpose of monitoring education placements for students with disabilities on an annual basis.

**SECTION VI: Procedural Safeguards, 34 C.F.R. § 300.121; ARSD 24:05:30**

The district/cooperative and all member schools/districts will ensure that all children with disabilities and their parents are afforded procedural safeguards required by 34 C.F.R. §§300.500 through 300.536, and consistent with South Dakota Administrative Rule. Specific reference must include:

- Opportunity to examine records; parent participation in meetings; 300.501(a)(b)(c); ARSD 24:05:30:02
- Independent educational evaluations; 300.502; ARSD 24:05:30:03
- Prior written notice; content of notice; 300.503; ARSD 24:05:30:04
- Procedural safeguards notice; 300.504; ARSD 24:05:30:06.01, ARSD 24:05:30:06.02
- Use of electronic mail; 300.505; ARSD 24:05:30:06.03
- Availability of mediation; 300.506; ARSD 24:05:30:09
- Filing of due process complaints; 300.507; 300.508; 300.509; ARSD 24:05:30:07.01
- Resolution process; 300.510; ARSD 24:05:30:08.09-.12
- Impartial due process hearing; 300.511; ARSD 24:05:30:09.04
- Hearing rights; 300.512; ARSD 24:05:30:12
- Hearing decisions; 300.513; 300.514; 300.515; 300.516; 300.517; ARSD 24:05:30:11
- Status of child during due process proceedings; 300.518; 24:05:30:14 ARSD.
- Surrogate parents; children who are wards of the state; homeless youth; 300.519; ARSD 24:05:30:15
- Transfer of rights at age of majority; 300.520; ARSD 24:05:30:16.01
- Discipline procedures and manifestation determination; 300.530; ARSD 24:05:26:09.03
- Determination of setting; 300.531; ARSD 24:05:26:09.2
- Right of appeal of the determination of setting; 300.532; ARSD 24:05:26:09.05
- Placement during appeals; 300.533; ARSD 24:05:26:09.06
- Protections for children not determined eligible for special education and related services; 300.534; ARSD 24:05:26:14
- Referral to action by law enforcement and judicial authorities; 300.535; ARSD 24:05:26:15
- Change of placement due to disciplinary removals; 300.536; ARSD 24:05:26:02.01

**District Narrative:** (Review cited regulation to describe local implementation.)

The Douglas School District ensures that all children with disabilities and their parents are afforded the required procedural safeguards of 34 CFR 300.500 through 300.536 as outlined in the *South Dakota Parental Rights and Procedural Safeguards* document.

The district will provide a copy of the procedural safeguards document to the parents of an eligible child with a disability at least one time each year, in addition to the following:

- Upon initial referral or parent request for an evaluation;
- Upon request by the parent;
- In accordance with discipline procedures outline in the procedural safeguards document;
- Upon receipt of the first state complaint or first due process complaint in a given school year.

The district posts a copy of the procedural safeguards document on its website in both English and Spanish to afford access to the public.

- Opportunity to examine records; parent participation in meetings; 300.501(a)(b)(c); ARSD 24:05:30:02

The district ensures the parents of a child in need of special education or special education and related services shall be afforded an opportunity to inspect and review all education records concerning the identification, evaluation, and educational placement of the child and the provisions of a free appropriate public education to the child.

- Independent educational evaluations; 300.502; ARSD 24:05:30:03

The district ensures a parent has the right to an independent educational evaluation at public expense if the parent disagrees with an evaluation obtained by the district subject to the conditions in this section.

Each district shall provide to parents, upon written request for an independent educational evaluation, information about where an independent educational evaluation may be obtained, and the district criteria applicable for independent educational evaluations specified in this section.

If a parent requests an independent educational evaluation, the district may ask for the parent's reason why he or she objects to the public evaluation. However, the explanation by the parent may not be required and the district may not unreasonably delay either providing the independent educational evaluation at public expense or filing a due process complaint to request a due process hearing to defend the public evaluation.

The district will provide to the parents, upon written request for an IEE, evaluator qualification, geographical boundaries to obtain the IEE and cost. The district will allow parent to demonstrate unique circumstances to justify deviating from IEE criteria. If the parent requests an independent educational evaluation at public expense, the district must, without unnecessary delay, either file a due process complaint to request a hearing under this chapter to show that its evaluation is appropriate, or ensure that an independent educational evaluation is provided at public expense unless the district demonstrates in a hearing that the evaluation obtained by the parent did not meet district criteria. If the district files a due process complaint to request a hearing under this chapter and the final decision is that the evaluation is appropriate, the parent still has the right to an independent educational evaluation, but not at public expense. A parent is entitled to only one independent educational evaluation at public expense each time the district conducts an evaluation with which the parent disagrees.

If the parent obtains an independent educational evaluation at public expense or shares with the district an evaluation obtained at private expense, the results of the evaluation must be considered by the district, if it meets district criteria, in any decision made with respect to the provision of a free appropriate public education to the child and may be presented by any party as evidence at a hearing under this chapter regarding that child.

If a hearing officer requests an independent educational evaluation as part of a hearing, the cost of the evaluation must be at public expense. If an independent evaluation is made at public expense, the criteria under which the evaluation is obtained, including the location of the evaluation and the qualifications of the examiner, must be the same as the criteria which the district uses when it initiates an evaluation to the extent those criteria are consistent with the parent's right to an independent educational evaluation. Each district shall provide to parents, on request, information about where an independent educational evaluation may be obtained.

For the purposes of this section, the term, independent education evaluation, means an evaluation conducted by a qualified examiner who is not employed by the district responsible for the education of the child in question. For purposes of this section, the term, public expense, means that the district either pays for the full cost of the evaluation or ensures that the evaluation is otherwise provided at no cost to the parent consistent with §§ 24:05:14:01 to 24:05:14:01.05, inclusive. Except for the criteria described in this section, a district may not impose conditions or timelines related to obtaining an independent educational evaluation at public expense.

- **Prior written notice; content of notice; 300.503; ARSD 24:05:30:04**

The district ensures prior written notice must be given to the parents five days before the district proposes or refuses to initiate or change the identification, evaluation, or educational placement of the child or the provision of a free appropriate public education to the child. The five-day notice requirement may be waived by the parents.

- **Procedural safeguards notice; 300.504; ARSD 24:05:30:06.01; ARSD 24:05:30:06.02**

The district ensures a copy of the procedural safeguards is available to the parents of a child with a disability must be given to the parents only one time a school year, except that a copy must also be given to the parent:

- 1) Upon initial referral or parental request for evaluation;
- 2) Upon request by a parent;
- 3) In accordance with the discipline procedures in chapters 24:05:26 and 24:05:26.01; and
- 4) Upon receipt of the first state complaint under chapter 24:05:15 and first due process complaint under this chapter in a school year. A district may place a current copy of the procedural safeguards notice on its internet website if a website exists.

The district ensures the procedural safeguards notice must include a full explanation of all of the procedural safeguards available under this article and the state complaint procedures relating to:

- 1) Independent educational evaluation;
- 2) Prior written notice;
- 3) Parental consent;
- 4) Access to educational records;
- 5) Opportunity to present and resolve complaints through the due process complaint and state complaint procedures, including:
  - a) The time period in which to file a complaint;
  - b) The opportunity for the district to resolve the complaint; and
  - c) The difference between the due process complaint and the state complaint procedures, including the jurisdiction of each procedure, what issues may be raised, filing and decisional timelines, and relevant procedures;
- 6) The child's placement during pendency of any due process complaint;
- 7) Procedures for students who are subject to placement in an interim alternative educational setting;
- 8) Requirements for unilateral placement by parents of children in private schools at public expense; (9) The availability of mediation;
- 9) Hearings on due process complaints, including requirements for disclosure of evaluation results and recommendations;
- 10) Civil actions, including the time period in which to file those actions; and
- 11) Attorneys' fees.

The form of the notice must be consistent with § 24:05:30:06, including written evidence that the requirements in this section have been met.

- **Use of electronic mail; 300.505; ARSD 24:05:30:06.03**

The district ensures a parent of a child with a disability may elect to receive notices required by this chapter by an electronic mail communication.

- **Availability of mediation; 300.506; ARSD 24:05:30:09**

The district ensures a parent of a child with a disability may elect to receive notices required by this chapter by an electronic mail communication.

- **Filing of due process complaints; 300.507; 300.508; 300.509; ARSD 24:05:30:07.01**

A parent or the district may file a due process complaint on any matters relating to the identification, evaluation or educational placement of a child with a disability, or the provision of FAPE to the child.

- **Resolution process; 300.510; ARSD 24:05:30:08.09-.12**

Within 15 days of receiving notice of the parent's due process complaint, and before the initiation of a due process hearing under this chapter, the district shall convene a meeting with the parent and the relevant member or members of the IEP team who have specific knowledge of the facts identified in the due process complaint. The meeting:

- 1) Shall include a representative of the district who has decision-making authority on behalf of the district; and
- 2) May not include an attorney of the district unless the parent is accompanied by an attorney. The parent and district shall determine the relevant members of the IEP team to attend the meeting.

The purpose of the resolution meeting is for the parent of the child to discuss the due process complaint, and the facts that form the basis of the due process complaint, so that the district has the opportunity to resolve the dispute that is the basis for the due process complaint.

The resolution meeting need not be held if:

- 1) The parent and the district agree in writing to waive the meeting; or
- 2) The parent and the district agree to use the mediation process described in this chapter.

If the district has not resolved the due process complaint to the satisfaction of the parent within 30 days of the receipt of the due process complaint, the due process hearing may occur.

Except as provided in § 24:05:30:08.14, the timeline for issuing a final decision in a due process hearing begins at the expiration of the 30-day period.

Except where the parties have jointly agreed to waive the resolution process or to use mediation, notwithstanding the above two paragraphs, the failure of the parent filing a due process complaint to participate in the resolution meeting delays the timelines for the resolution process and due process hearing until the meeting is held.

- **Impartial due process hearing; 300.511; ARSD 24:05:30:09.04**

If a due process complaint is received under this chapter, the parents or the district involved in the dispute shall have an opportunity for an impartial due process hearing, consistent with the procedures in this article.

- **Hearing rights; 300.512; ARSD 24:05:30:12**

Any party to a hearing, under this chapter or chapters 24:05:26 and 24:05:26.01, has the right to:

- 1) Be accompanied and advised by counsel and by individuals with special knowledge or training concerning the problems of children with disabilities, except that neither party has the right to be represented by a non-attorney at a hearing;
- 2) Present evidence and confront, cross-examine, and compel the attendance of witnesses;
- 3) Prohibit the introduction of any evidence at the hearing that has not been disclosed to that party at least five business days before the hearing;
- 4) Obtain a written or, at the option of the parents, electronic verbatim record of the hearing; and
- 5) Obtain written or, at the option of the parents, electronic findings of fact and decisions. The public agency shall transmit those findings and decisions, after deleting any personally identifiable information, to the state advisory council and shall make those findings and decisions available to the public.

Parents involved in hearings must be given the right to have the child who is the subject of the hearing present and open the hearing to the public. The record of the hearing and the findings of fact and decisions must be provided at no cost to the parents.

- **Hearing decisions; 300.513; 300.514; 300.515; 300.516; 300.517; ARSD 24:05:30:11**

A parent or the district, if aggrieved by the decision of the hearing officer under this chapter or chapters 24:05:26 and 24:05:26.01, may bring a civil action with respect to a due process complaint notice requesting a due process hearing under the Individuals with Disabilities Education Act, 20 U.S.C. § 1415(i)(2). A civil action may be filed in either state or federal court without regard to the amount in controversy. The party bringing the action has 90 days from the date of a hearing officer's decision to file a civil action. In any action brought under this section, the court:

- 1) Shall review the records of the administrative proceedings;
- 2) Shall hear additional evidence at the request of a party; and
- 3) Basing its decision on the preponderance of the evidence, shall grant the relief that the court determines to be appropriate.

Nothing in Part B of the Individuals with Disabilities Education Act restricts or limits the rights, procedures, and remedies available under the Constitution, the Americans with Disabilities Act of 1990 as amended to July 1, 2013, Title V of the Rehabilitation Act of 1973 as amended to July 1, 2013, or other federal laws protecting the rights of children with disabilities. However, before the filing of a civil action under these laws, seeking relief that is also available under section 615 of IDEA, the procedures under this chapter for filing a due process complaint must be exhausted to the same extent as would be required had the action been brought under section 615 of IDEA.

- **Status of child during due process proceedings; 300.518; ARSD 24:05:30:14**

Except as provided in chapters 24:05:26 and 24:05:26.01, during the pendency of any administrative hearing or judicial proceeding regarding a due process complaint notice requesting a due process hearing pursuant to this chapter, the child involved must remain in the present educational placement unless the state or school district and the parents agree otherwise. If the complaint involves an application for initial admission to public school, the child, with the consent of the parents, must be placed in the public school program until the completion of all the proceedings.

If the complaint involves an application for initial services under this article from a child who is transitioning from Part C of the IDEA to Part B and is no longer eligible for Part C services because the child has turned three, the district is not required to provide the Part C services that the child had been receiving. If the child is found eligible for special education and related services under Part B and the parent consents to the initial provision of special education and related services, then the district must provide those special education and related services that are not in dispute between the parent and the district.

If the decision of a hearing officer in a due process hearing agrees with the child's parents that a change of placement is appropriate, that placement must be treated as an agreement between the state and the parents for purposes of pendency.

- **Surrogate parents; children who are wards of the state; homeless youth; 300.519; ARSD 24:05:30:15**

The district shall establish procedures for the assignment of a surrogate parent to ensure that the rights of a child are protected if no parent, as defined in § 24:05:13:04, can be identified and the district, after reasonable effort, cannot locate a parent or if the child is a ward of the state or the child is an unaccompanied homeless youth as defined in section 725(6) of the McKinney-Vento Homeless Assistance Act, as amended to January 1, 2009. A district's method for determining whether a child needs a surrogate parent must include the following:

- 1) The identification of staff members at the district or building level responsible for referring students in need of a surrogate parent;
- 2) The provision of in-service training on the criteria in this section for determining whether a child needs a surrogate parent; and
- 3) The establishment of a referral system within the district for the appointment of a surrogate parent.

If a child is a ward of the state, the surrogate parent alternatively may be appointed by the judge overseeing the child's case, if the surrogate meets the requirements of this section. The district superintendent or designee shall appoint surrogate parents. The district shall ensure that a person selected as a surrogate has no personal or professional interest that conflicts with the interest of the child the surrogate represents and has knowledge and skills that ensure adequate representation of the child. The district is responsible for the training and certification of surrogate parents and shall maintain a list of persons who may serve as surrogate parents.

A person assigned as a surrogate may not be an employee of the department, district, or any other agency that is involved in the education or care of the child. If a child is an unaccompanied homeless youth, appropriate staff of emergency shelters, transitional shelters, independent living programs, and street outreach programs may be appointed as temporary surrogate parents, without regard to the nonemployee provision above, until a surrogate parent can be appointed who meets all of the requirements of this section.

A person who otherwise qualifies to be a surrogate under the provisions of this section is not an employee of the agency solely because the person is paid by the agency to serve as a surrogate parent. The surrogate parent may represent the student in all matters relating to the identification, evaluation, educational placement, and provision of FAPE to the students.

- **Transfer of rights at age of majority; 300.520; ARSD 24:05:30:16.01**

Consistent with state law, when a child with a disability reaches the age of majority that applies to all children, except for an eligible child who has been determined to be incompetent, the following shall occur:

- 1) The school district shall provide any notice required by this article to both the individual and the parents;
- 2) All other rights accorded to parents under this article transfer to the child; and
- 3) All rights accorded to parents under this article transfer to children who are incarcerated in an adult or juvenile, state, or local correctional institution.

If a state transfers rights under this section, the district shall notify the individual and the parents of the transfer of rights. If, consistent with state law, an eligible child is determined not to have the ability to provide informed consent with respect to the educational program of the child, the district shall appoint the parent or, if the parent is not available, another appropriate individual to represent the educational interests of the child throughout the child's eligibility under this article.

- **Discipline procedures and manifestation determination; 300.530; ARSD 24:05:26:09.03**

Within ten school days of any decision to change the placement of a student with a disability because of a violation of a code of student conduct, the district, the parent, and relevant members of the student's IEP team, as determined by the parent and the

district, shall review all relevant information in the student's file, including the student's IEP, any teacher observations, and any relevant information provided by the parents to determine:

- 1) Whether the conduct in question was caused by, or had a direct and substantial relationship to, the student's disability; or
- 2) Whether the conduct in question was the direct result of the district's failure to implement the IEP.

The conduct must be determined to be a manifestation of the student's disability if the district, the parent, and relevant members of the student's IEP team determine that a condition in either subdivision (1) or (2) of this section was met.

If the district, the parent, and relevant members of the student's IEP team determine that the condition described in subdivision (2) of this section was met, the district shall take immediate steps to remedy those deficiencies.

Determination of setting; 300.531; ARSD 24:05:26:09.2 The student's IEP team shall determine the interim alternative educational setting in which a student is placed under §§ 24:05:26:08.01, 24:05:26:02.01, and 24:05:26:09.05.

- **Determination of setting; 300.531; ARSD 24:05:26:09.2**

The student's IEP team shall determine the interim alternative educational setting in which a student is placed under §§ 24:05:26:08.01, 24:05:26:02.01, and 24:05:26:09.05.

- **Right of appeal of the determination of setting; 300.532; ARSD 24:05:26:09.05**

The parent of a child with a disability who disagrees with any decision regarding:

- 1) placement under these procedures, or
- 2) the manifestation determination

may request a hearing by filing a due process complaint consistent with this document. The district that believes that maintaining the current placement of the child is substantially likely to result in injury to the child or others may request a hearing by filing a due process complaint consistent with this document.

- **Placement during appeals; 300.533; ARSD 24:05:26:09.06**

A removal of a child with a disability from the child's current educational placement is a change of placement if:

- 1) The removal is for more than 10 school days in a row; or 2. The child has been subjected to a series of removals that constitute a pattern because: 1. The series of removals total more than 10 school days in a school year;
- 2) The child's behavior is substantially similar to the child's behavior in previous incidents that resulted in the series of removals; and
- 3) Of such additional factors as the length of each removal, the total amount of time the child has been removed, and the proximity of the removals to one another.

The district determines on a case-by-case basis whether a pattern of removals constitutes a change of placement. This determination is subject to review through due process and judicial proceedings.

- **Protections for children not determined eligible for special education and related services; 300.534; ARSD 24:05:26:14**

A student who has not been determined to be eligible for special education and related services under this article and who has engaged in behavior that violated any rule or code of conduct of the school district, including any behavior described in this chapter, may assert any of the protections provided for in this article if the school district had knowledge that the student was a student with a disability before the behavior that precipitated the disciplinary action occurred. A school district is deemed to have knowledge that a student is a student with a disability if:

- 1) The parent of the student has expressed concern in writing to supervisory or administrative personnel of the appropriate educational agency, or a teacher of the student, that the student is in need of special education and related services;
- 2) The parent of the student has requested an evaluation of the student pursuant to this article; or

- 3) The teacher of the student, or other personnel of the district or other public agency has expressed specific concerns about a pattern of behavior demonstrated by the student directly to the director of special education of the district or to other supervisory personnel of the district.

A district is not deemed to have knowledge that the student is a student with a disability under this section, if the parent of the student has not allowed an evaluation of the student pursuant to this article, or has refused services under this article, or the district conducted an evaluation consistent with this article and determined that the student was not a student with a disability.

If the district does not have knowledge that a student is a student with a disability before taking disciplinary measures against the student, the student may be subjected to the same disciplinary measures as measures applied to students without disabilities who engaged in comparable behaviors consistent with this chapter.

If a request is made for an evaluation of a student during the time period in which the student is subjected to disciplinary measures under this chapter, the evaluation must be conducted in an expedited manner. Until the evaluation is completed, the student shall remain in the educational placement determined by school authorities, which can include suspension or expulsion without educational services. If the student is determined to be a student with a disability taking into consideration information from the evaluation conducted by the district and information provided by the parents, the district shall provide special education and related services in accordance with the provisions of this article including the discipline procedures and free appropriate public education requirements.

- Referral to action by law enforcement and judicial authorities; 300.535; ARSD 24:05:26:15

Nothing in Part B of the Individuals with Disabilities Education Act prohibits a school district from reporting a crime committed by a student with a disability to appropriate authorities or to prevent state law enforcement and judicial authorities from exercising their responsibilities with regard to the application of federal and state law to crimes committed by a student with a disability.

The district reporting a crime committed by a student with a disability shall ensure that copies of the special education and disciplinary records of the student are transmitted for consideration by the appropriate authorities to whom it reports the crime. A school district reporting a crime under this chapter may transmit copies of the student's special education and disciplinary records only to the extent that the transmission is permitted by the Family Educational Rights and Privacy Act, as amended to January 8, 2009.

- Change of placement due to disciplinary removals; 300.536; ARSD 24:05:26:02.01

For purposes of removal of a student with a disability from the student's current educational placement under this chapter, a change of placement occurs if:

- 1) The removal is for more than ten consecutive school days; or
- 2) The student is subjected to a series of removals that constitute a pattern because:
  - a) They cumulate to more than ten school days in a school year;
  - b) Of factors such as the length of each removal, the total amount of time the student is removed, and the proximity of the removals to one another; and
  - c) The student's behavior is substantially similar to the student's behavior in previous incidents that resulted in the series of removals.

The public agency determines on a case-by-case basis whether a pattern of removals constitutes a change of placement. This determination is subject to review through due process and judicial proceedings.

#### **SECTION VII: Evaluation 34 C.F.R. §300.122; ARSD 24:05:25**

The district/cooperative and all member schools/districts will ensure that all children with disabilities are evaluated in accordance with 34 C.F.R. §§300.300 through 300.311. Specific references must include:

- Parental consent (for initial evaluation, services, and re-evaluations; 300.300; ARSD 24:05:25:02.01, ARSD 24:05:25:06.01
- Initial evaluations; 300.301; ARSD 24:05:25:03
- Screening for instructional purposes; 300.302; ARSD 24:05:25:03.03
- Re-evaluations; 300.303; ARSD 24:05:25:06

- Evaluation procedures; 300.304; 300.305; ARSD 24:05:25:04
- Determining eligibility; 300.306; ARSD 24:05:25:04.03
- Specific learning disabilities; 300.307 through 300.311; ARSD 24:05:25:07, ARSD 24:05:25:08, ARSD 24:05:25:11, ARSD 24:05:25:12

**District Narrative:** (Review cited regulation to describe local implementation.)

The Douglas School District ensures that all children with disabilities are evaluated in accordance with the following regulatory provisions:

- Parental consent (for initial evaluation, services, and re-evaluations; 300.300; ARSD 24:05:25:02.01, ARSD 24:05:25:06.01 ARSD.

**Consent for Initial evaluation.** Any school district proposing to conduct an initial evaluation to determine whether a child qualifies as a child with a disability will, after providing notice consistent with chapter 24:05:30, obtain informed consent from the parent of the child before conducting the evaluation

Parental consent for initial evaluation may not be construed as consent for initial provision of special education and related services.

The school district will make reasonable efforts to obtain the informed consent from the parent for an initial evaluation to determine whether the child is a child with a disability.

To meet the reasonable efforts requirement in this section, the district will document its attempts to obtain parental consent using the procedures in § 24:05:25:17.

**Consent for reevaluation.** Before conducting a reevaluation of an eligible child, parental consent is required, unless:

- 1) The school district can demonstrate that it has taken reasonable measures to obtain consent, and the child's parent has failed to respond; and
- 2) The school district documents its efforts to obtain consent by using the procedures consistent with § 24:05:25:17.

If the parent refuses to consent the reevaluation, the school district may, but is not required to, pursue the reevaluation by using the consent override procedures described in chapter 24:05:30 including mediation and due process hearing procedures.

- Initial evaluations; (Preplacement evaluations, ARSD 24:05:25:03)

**Preplacement evaluation.** Before any action is taken concerning the initial placement of a child with disabilities in a special education program, a full and individual initial evaluation of the child's educational needs must be conducted in accordance with the requirements of this chapter. Initial evaluations must be completed within 25 school days after receipt by the district of signed parent consent to evaluate unless other timelines are agreed to by the school administration and the parents.

Written evaluation reports, determination of eligibility, and conducting an IEP team meeting must be completed within 30 calendar days from the end of the 25 school day evaluation timeline. If another timeline for completing the evaluation process is agreed to by the parent and school administration, the written evaluation reports, determination of eligibility, and conducting an IEP team meeting must be completed within 30 days from the end of agreed upon evaluation timeline.

Consistent with the consent requirements in this section, either a parent of a child or a school district may initiate a request for an initial evaluation to determine whether the child is a child with a disability

- Screening for instructional purposes; 300.302; ARSD 24:05:25:03.03

The screening of a student by a teacher or specialist to determine appropriate instructional strategies for curriculum implementation is not considered to be an evaluation for eligibility for special education and related services.

- Re-evaluations; 300.303; ARSD 24:05:25:06

Douglas School District shall ensure that a reevaluation of each child with a disability is conducted in accordance with this chapter if the district determines that the educational or related service needs, including improved academic achievement and functional performance of the child, warrant a reevaluation, or if the child's parents or teacher requests a reevaluation.

A reevaluation conducted under this section may occur not more than once a year, unless the parent and district agree otherwise, and must occur at least once every three years, unless the parent and the district agree that a reevaluation is unnecessary.

Reevaluations must be completed within 25 school days after receipt by the district of signed consent to reevaluate unless other time limits are agreed to by the school administration and the parents consistent with § 24:05:25:03.

The district shall follow the procedures under §24:05:25:04.02 for determining needed evaluation data when reevaluating a student for the additional purposes of:

- 1) Determining whether the child continues to have a disability and determining the educational needs of the child.
- 2) Determining the present levels of academic achievement and related developmental needs of the child;
- 3) Determining whether the child continues to need special education and related services; and
- 4) Determining whether any additions or modifications to the special education and related services are needed to enable the child to meet the measurable annual goals set out in the IEP and to participate, as appropriate, in the general education curriculum.

If no additional data are needed to determine continuing eligibility and the child's educational needs, the district shall notify the parents of that determination and reasons for it and of the right of the parent to request an assessment, for purposes of determining the child's educational needs under article 24:05, and to determine continuing eligibility. The school district is not required to conduct an assessment unless requested to do so by the child's parents. However, a school district shall follow the procedures in this chapter before determining that the child is no longer a child with a disability. The evaluation procedures described in this chapter are not required before the termination of a child's eligibility under article 24:05 due to graduation from a secondary school with a regular high school diploma, or exceeding the age eligibility for FAPE.

- **Evaluation procedures; 300.304; 300.305; ARSD 24:05:25:04**

The district shall ensure, at a minimum, that evaluation procedures include the following:

- 1) Assessments and other evaluation materials are provided and administered in the child's native language or by another mode of communication and in the form most likely to yield accurate information on what the child knows and can do academically, developmentally, and functionally, unless it is clearly not feasible to so provide or administer. In addition, assessments and other evaluation materials:
  - a) Are used for the purposes for which the assessments or measures are valid and reliable; and
  - b) Are administered by trained and knowledgeable personnel in conformance with the instructions provided by their producer;
- 2) Assessments and other evaluation materials include those tailored to assess specific areas of educational need and not merely those which are designed to provide a single general intelligence quotient;
- 3) Assessments are selected and administered so as best to ensure that if an assessment is administered to a child with impaired sensory, manual, or speaking skills, the assessment accurately reflects the child's aptitude or achievement level or whatever other factors the assessment purports to measure, rather than the child's impaired sensory, manual, or speaking skills except where those skills are the factors which the assessment purports to measure;
- 4) No single measure or assessment is used as the sole criterion for determining eligibility or an appropriate educational program for a child;
- 5) A variety of assessment tools and strategies are used to gather relevant functional, developmental, and academic information about the child, including information provided by the parents, that may assist in determining:
  - a) Whether the child is a child with a disability; and
  - b) The content of the child's IEP, including information related to enabling the child:
    - i) To be involved in and progress in the general education curriculum; or
    - ii) For a preschool child, to participate in appropriate activities;
- 6) Technically sound instruments, assessment tools, and strategies are used that:
  - a) May assess the relative contribution of cognitive and behavioral factors, in addition to physical or developmental factors; and

- b) Provide relevant information that directly assists persons in determining the educational needs of the child;
- 7) The child is assessed in all areas related to the suspected disability, including, if appropriate, health, vision, hearing, social and emotional status, general intelligence, academic performance, communicative status, and motor abilities; and
- 8) The evaluation is sufficiently comprehensive to identify all of the child's special education and related services needs, whether or not commonly linked to the disability category in which the child has been classified.

Assessments of children with disabilities who transfer from one school district to another school district in the same school year are coordinated with those children's prior and subsequent schools, as necessary and as expeditiously as possible, consistent with district policies and procedures for evaluation, to ensure prompt completion of full evaluations.

**Determining eligibility; 300.306; ARSD 24:05:25:04.03**

Upon completing the administration of assessments and other evaluation measures as required by this chapter, the individual education program team and other qualified individuals required by district policy shall determine whether the student is a student with a disability, and shall determine the educational needs of the child, as defined in article 24:05. The school district shall provide a copy of the evaluation report and the documentation of determination of eligibility at no cost to the parent. A student may not be determined to be a student with a disability if the determinant factor for that decision is lack of appropriate instruction in reading, including the essential components of reading instruction as defined in ESEA, or lack of appropriate instruction in math or limited English proficiency and if the student does not otherwise meet the eligibility criteria under § 24:05:24.01.

In interpreting evaluation data for the purpose of determining eligibility and determining the educational needs of the child in making placement decisions, including decisions regarding preschool children, each school district shall do the following:

- i) Draw upon information from a variety of sources, including aptitude and achievement tests, parent input, teacher recommendations, physical condition, social or cultural background, and adaptive behavior;
- ii) Ensure that information obtained from all of these sources is documented and carefully considered;
- iii) Ensure that the placement decision is made by a group of persons, including persons knowledgeable about the child, the meaning of the evaluation data, and the placement options;
- iv) Ensure that the placement decision is made in conformity with the least restrictive environment rules in district policy; and
- v) Ensure that the parents of each child with a disability are members of any group that makes decisions on the educational placement of their child.

If a determination is made that a child is disabled and needs special education and related services, an individual education program must be developed for the child in accordance with least restrictive environment requirements.

- **Specific learning disabilities; 300.307 through 300.311; ARSD 24:05:25:07, ARSD 24:05:25:08, ARSD 24:05:25:11, ARSD 24:05:25:12**

Documentation of eligibility for specific learning disabilities. For a child suspected of having a specific learning disability, the documentation of the determination of eligibility shall contain a statement of:

- 1) Whether the child has a specific learning disability;
- 2) The basis for making the determination, including an assurance that the determination has been made in accordance with this section;
- 3) The relevant behavior, if any, noted during the observation of the child and the relationship of that behavior to the child's academic functioning;
- 4) The educationally relevant medical findings, if any;
- 5) Whether:
  - a) The child does not achieve adequately for the child's age or does not meet state-approved grade-level standards; and
  - b) The child does not make sufficient progress to meet age or state approved grade-level standards; or the child exhibits a pattern of strengths and weaknesses in performance, achievement, or both, relative to age, state-approved grade level standards or intellectual development.
- 6) The determination of the group concerning the effects of a visual, hearing, or motor disability; cognitive disability; emotional disability; cultural factors; environmental or economic disadvantage; or limited English proficiency on the child's achievement level;

- 7) If the child has participated in a process that assesses the child's response to scientific, research-based intervention:
  - a) The instructional strategies used and the student-centered data collected; and
  - b) The documentation that the child's parents were notified about:
    - i) The state's policies regarding the amount and nature of student performance data that would be collected and the general education services that would be provided;
    - ii) Strategies for increasing the child's rate of learning; and
    - iii) The parent's right to request an evaluation;
- 8) If using the discrepancy model, the group finds that the child has a severe discrepancy of 1.5 standard deviations between achievement and intellectual ability in one or more of the eligibility areas, the group shall consider regression to the mean in determining the discrepancy; and
- 9) If using the response to intervention model for eligibility determination, the group shall demonstrate that the child's performance is below the mean relative to age or state approved grade level standards.

Group members to certify report in writing. Each group member shall certify in writing whether the report reflects his conclusion. If it does not reflect a group member's conclusion, the group member must submit a separate statement presenting his conclusions.

Response to intervention model. School districts that elect to use a response to intervention model as part of the evaluation process for specific learning disabilities shall submit to the state for approval a formal proposal that at a minimum addresses the provisions in district policy for documenting eligibility for specific learning disability.

#### **SECTION VIII: Confidentiality 34 C.F.R. 300.123; ARSD 24:05:29, ARSD 24:05:21:05**

The district/cooperative and all member schools/districts will ensure compliance with all regulations regarding the confidentiality of records and information, as noted in 34 C.F.R. §§300.610 through 300.626. Specific references must include:

- Notice requirements to parents; 300.612; ARSD 24:05:29:18
- Access rights; 300.613; ARSD 24:05:29:04
- Record of access; 300.614; ARSD 24:05:29:05
- Records on more than one child; 300.615; ARSD 24:05:29:06
- List of types and locations of information; 300.616; ARSD 24:05:29:07
- Fees for copies of records; 300.617; ARSD 24:05:29:08
- Amendments to records at parent's request; 300.618; ARSD 24:05:29:09
- Opportunity for a hearing; 300.619; ARSD 24:05:29:10
- Result of hearing and hearing procedures; 300.620-621; ARSD 24:05:29:12
- Parental consent for the release of records; 300.622; ARSD 24:05:29:13
- Safeguarding of records; 300.623; ARSD 24:05:29:14
- Destruction of information; 300.624; ARSD 24:05:29:15
- Children's rights; transfer at the age of majority; 300.625; ARSD 24:05:29:16
- Enforcement; policies and procedures; 300.626; ARSD 24:05:29:17
- Transfer of records for migratory children with disabilities; 300.213; ARSD 24:05:21:05

**District Narrative:** (Review cited regulation to describe local implementation.)

The Douglas School District ensures the compliance with all regulations regarding the confidentiality of personally identifiable information and all records according to 34 CFR 300.610 through 300.626.

- Notice requirements to parents; 300.612; ARSD 24:05:29:18

Annual notification of rights. Each school district shall annually notify parents of students currently in attendance at the agency or institution of their rights under the Family Educational Rights and Privacy Act (Act) and this section. The notice must inform the parent or eligible student that the parent or eligible student has a right to do the following:

- a. Inspect and review the student's education records;
- b. Seek amendment of the student's education records to ensure that they are not inaccurate, misleading, or otherwise in violation of the student's privacy or other rights;

- c. Consent to disclosure of personally identifiable information contained in the student's educational records, except to the extent that the Act and the regulations in this section authorize disclosure without consent;
- d. File with the U.S. department of education a complaint concerning alleged failures by the agency or institution to comply with the requirements of the Act and this section;

The notice shall also include the procedures for exercising the right to inspect and review education records, the procedures for requesting the amendment of records and, if the educational agency or institution has a policy of disclosing education records, a specification of criteria for determining who constitutes a school official and what constitutes a legitimate educational interest.

The district may provide this notice by any means that are likely to inform the parents and eligible students of their rights and that will effectively notify parents of students who have a primary or home language other than English, and parents or eligible students who are disabled.

- **Access rights; 300.613; ARSD 24:05:29:04**

The school district shall permit parents to inspect and review any education records relating to their student which are collected, maintained, or used by the agency under this section. The agency shall comply with a request without unnecessary delay and before any meeting regarding an individual education program or hearing relating to the identification, evaluation, or placement of the student, or discipline hearing or resolution session and in no case more than 45 calendar days after the request has been made.

The right to inspect and review education records under this section includes the following:

- a) The right to response from the district to reasonable requests for explanations and interpretations of the records;
- b) The right to request that the district provide copies of the records containing the information if failure to provide these copies would effectively prevent the parent from exercising the right to inspect and review the records; and
- c) The right to have a representative of the parent inspect and review the records.

The district may presume that the parent has authority to inspect and review records relating to his child unless the agency has been advised that the parent does not have the authority under applicable state law governing such matters as guardianship, separation, divorce, or custody.

- **Record of access; 300.614; ARSD 24:05:29:05**

The district shall keep a record of parties obtaining access to education records collected, maintained, or used under this section, except access by parents and authorized employees of the district, including the name of the party, the date access was given, and the purpose for which the party is authorized to use the records. A parent or eligible student may inspect this record on request.

- **Records on more than one child; 300.615; ARSD 24:05:29:06**

If any education record includes information on more than one child, the parents of those children may inspect and review only the information relating to their child or to be informed of that specific information.

- **List of types and locations of information; 300.616; ARSD 24:05:29:07**

The district shall provide parents on request a list of the types and locations of education records collected, maintained, or used by the district.

- **Fees for copies of records; 300.617; ARSD 24:05:29:08**

The district may charge a fee for copies of records which are made for parents under this section if the fee does not effectively prevent the parents from exercising their right to inspect and review those records. The district may not charge a fee to search for or retrieve information under this section.

- **Amendments to records at parent's request; 300.618; ARSD 24:05:29:09**

A parent who believes that information in education records collected, maintained, or used under these rules is inaccurate or misleading or violates the privacy or other rights of the student may request the district which maintains the information to amend the information.

The district shall decide whether to amend the information in accordance with the request within a reasonable period of time of receipt of the request. If the district decides to refuse to amend the information in accordance with the request, it shall inform the parent of the refusal and advise the parent of the right to a hearing.

- **Opportunity for a hearing; 300.619; ARSD 24:05:29:10**

The district shall, on request, provide an opportunity for a hearing to challenge information in education records to ensure that it is not inaccurate, misleading, or otherwise in violation of the privacy or other rights of the student.

- **Result of hearing and hearing procedures; 300.620-621; ARSD 24:05:29:12**

At a minimum, the district's hearing procedures must include the following elements:

- a) The hearing must be held within 30 days after the district received the request, and the parent of the student or eligible student shall be given notice of the date, place, and time 5 days in advance of the hearing;
- b) The hearing may be conducted by any party, including an official of the district, who does not have a direct interest in the outcome of the hearing;
- c) The parent of the student or eligible student shall be afforded a full and fair opportunity to present evidence relevant to the issues raised and may be assisted or be represented by individuals of his choice at his own expense, including an attorney;
- d) The district shall make its decision in writing within 30 days after the conclusion of the hearing; and
- e) The decision of the district shall be based solely upon the evidence presented at the hearing and shall include a summary of the evidence and the reasons for the decision.

If, as a result of the hearing, the district decides that the information is inaccurate, misleading, or otherwise in violation of the privacy or other rights of the student, it shall amend the information accordingly and inform the parents in writing.

If, as a result of the hearing, the district decides that the information is not inaccurate, misleading, or otherwise in violation of the privacy or other rights of the student, it shall inform the parents of the right to place in the records it maintains on the student a statement commenting on the information or setting forth any reasons for disagreeing with the decision of the district.

Any explanation placed in the records of the student under this section must be maintained by the district as part of the records of the student as long as the record or contested portion is maintained by the district. If the records of the student or the contested portion is disclosed by the district to any party, the explanation must also be disclosed to the party.

- **Parental consent for the release of records; 300.622; ARSD 24:05:29:13**

Parental consent must be obtained before personally identifiable information is disclosed to parties other than officials of participating agencies collecting or using the information under article 24:05 or used for any purpose other than meeting a requirement under this chapter, unless the information is contained in education records and the disclosure is authorized without parental consent under FERPA. The district may not release information from education records to participating agencies without parental consent except as follows:

- 1) An educational agency or institution may disclose personally identifiable information from the education records of a student without the written consent of the parent of the student or the eligible student if the disclosure is to other school officials, including teachers, within the educational institution or local educational agency who have been determined by the agency or institution to have legitimate educational interests or to officials of another school or school system in which the student seeks or intends to enroll, subject to the requirements set forth in subdivision (2) of this section; and
- 2) An educational agency or institution that discloses the education records of a student pursuant to subdivision (1) of this section shall make a reasonable attempt to notify the parent of the student or the eligible student at the last known address of the parent or eligible student, unless the disclosure is initiated by the parent or eligible student.

If the agency or institution includes in its annual notice of parent's rights that it is the policy of the public agency to forward education records on request to a school in which a student seeks or intends to enroll, then the public agency does not have to provide any further notice of the transfer of records.

Notwithstanding the FERPA exceptions for releasing information from education records without parental consent, including the annual notice provision, if a student is enrolled, or is going to enroll in a private school that is not located in the school district of the parent's residence, parental consent must be obtained before any personally identifiable information about the student is released between officials in the school district where the private school is located and officials in the school district of the parent's residence.

An educational agency receiving personally identifiable information from another educational agency or institution may make further disclosures of the information on behalf of the educational agency without the prior written consent of the parent or eligible student if the conditions of subdivisions (1) and (2) of this section are met and if the educational agency informs the party to whom disclosure is made of these requirements.

- **Safeguarding of records; 300.623; ARSD 24:05:29:14**

The district shall protect the confidentiality of personally identifiable information at collection, storage, disclosure, and destruction stages. One official in the district shall assume responsibility for ensuring the confidentiality of any personally identifiable information. All persons collecting or using personally identifiable information must receive training or instruction regarding the provisions of this section concerning personally identifiable information.

The district shall maintain for public inspection a current listing of the names and positions of those employees within the district who may have access to personally identifiable information on student in need of special education or special education and related services.

- **Destruction of information; 300.624; ARSD 24:05:29:15**

The district shall inform parents when personally identifiable information collected, maintained, or used under this section is no longer needed to provide educational services to the student. The information no longer needed must be destroyed at the request of the parents. However, a permanent record of the student's name, address, and phone number, the student's grades, attendance record, classes attended, and grade level completed may be maintained without time limit.

- **Children's rights; transfer at the age of majority; 300.625; ARSD 24:05:29:16**

All of the parental rights in this section are extended to the child upon reaching the age of 18 unless the child has been declared incompetent by the courts, consistent with the transfer of student rights at age of majority, including taking into consideration the type or severity of a child's disability

- **Enforcement; policies and procedures; 300.626; ARSD 24:05:29:17**

The department of education, special education programs, is the entity responsible for ensuring the district complies with the requirements on confidentiality of information through on-site monitoring, approval of comprehensive plans, and complaint resolution. Sanctions for noncompliance include the disapproval of local special education programs and the withholding of state and federal funds.

- **Transfer of records for migratory children with disabilities; 300.213; ARSD 24:05:21:05**

The district shall cooperate in the U.S. Secretary of Education's efforts under section 1308 of the ESEA to ensure the linkage of records pertaining to migratory children with disabilities for the purpose of electronically exchanging, among the states, health and educational information regarding those children.

#### **SECTION IX: Transition from Part C to Part 34 B C.F.R. § 300.124; ARSD 24:05:27:21**

The district/cooperative and all member schools/districts will ensure that children participating in early intervention programs assisted under Part C, and who will participate in preschool programs assisted under Part B, experience a smooth and effective transition to those preschool programs. By the third birthday of such a child, an individualized education program (IEP) or, if consistent with 34 C.F.R. § 300.323(b), in individualized family service plan (IFSP), has been developed and is being implemented for the child. The local education agency (LEA) will participate in transition planning conferences arranged by the designated lead agency.

**District Narrative:** (Review cited regulation to describe local implementation.)

The Douglas School District ensures that children participating in early intervention programs under Part C, and who will participate in preschool programs under Part B experience a smooth and effective transition to district preschool programs. Further, each eligible child with a disability will have in place at the time of their third birthday, an appropriate IEP or IFSP for the provision of special education and related services has been developed and implemented. The district participates in transition planning conferences as coordinated by the local Part C agency.

The State Part C coordinator contacts the district to alert them of the child turning 3. Several months before a B-3 child turns 3, the district will initiate evaluation procedures to determine potential eligibility for Part B and they will hold an eligibility meeting at least 90 days, but not more than 9 months prior to the child turning 3. This evaluation planning includes contact and input from the child's family. When the child turns 3, the district will begin monitoring progress through quarterly progress notes.

**SECTION X: Private School Placements; 34 C.F.R. §§ 300.129 – 300.148; 24:05:31, ARSD 24:05:32**

The district/cooperative and all member schools/districts will ensure that all responsibilities to children placed in private schools within the jurisdiction of the LEA are met. Consistent with the number and location of children with disabilities within the jurisdiction of the district/cooperative, such students enrolled in private elementary and secondary schools will have provisions made for the participation in programs assisted or carried out under Part B for the purpose of providing special education and related services. Specific references must include:

- Definition of parentally-placed private school children; 300.130; ARSD 24:05:32:01
- Child find for parentally-placed private school children with disabilities; 300.131; ARSD 24:05:32:01.01
- Provision of services for parentally-placed private school children with disabilities; 300.132; ARSD 24:05:32:03.01, ARSD.
- Expenditures for parentally-placed private school children with disabilities; 300.133; ARSD 24:05:32:01.02
- Consultation process with private schools attended by children with disabilities; 300.134; ARSD 24:05:32:01.05
- Written affirmation by private school officials of meaningful consultation; 300.135; ARSD 24:05:32:01.06
- Compliance; rights of private school officials to submit a state complaint; 300.136; ARSD 24:05:32:01.07
- Determination of equitable services for parentally-placed private school students with disabilities; 300.137; ARSD 24:05:32:03.02,
- Provision of equitable services for parentally-placed private school students with disabilities; 300.138; ARSD 24:05:32:03.02
- Location of services and transportation; 300.139; ARSD 24:05:32:03.03
- Due process complaints and state level complaints; 300.140; ARSD 24:05:32:03.04
- Requirements that funds not benefit a private school; 300.141; ARSD 24:05:32:12
- Use of personnel for the provision of services to parentally-placed private school students with disabilities; 300.142; ARSD 24:05:32:13
- Prohibition on separate classes; 300.143; ARSD 24:05:32:11
- Property, equipment, and supplies used to provide special education and related services to parentally-placed private school students with disabilities; 300.144; ARSD 24:05:32:15, ARSD 24:05:32:16
- Children with disabilities in private schools placed or referred by public agencies; 300.145 – 300.147; ARSD 24:05:34:02
- Placement of children with disabilities by their parents in private schools when FAPE is an issue; 300.148; ARSD 24:05:31:01-07

**District Narrative:** (Review cited regulation to describe local implementation.)

The Douglas School District ensures compliance with 34 CFR 300.129 through 300.148, governing private school placements within the boundaries of the district. Through consultation with private school representatives, the district ensures that it will locate, identify and evaluate all children with disabilities who are enrolled by their parents in a private school within the district's boundaries. For all eligible students with disabilities enrolled in private schools by their parents, a service plan will be developed in accordance with 300.132, and records maintained documenting the number of students evaluated and served in these settings.

- Definition of parentally-placed private school children; 300.130; ARSD 24:05:32:01

The district understands that *parentally-placed private school children with disabilities* means children with disabilities enrolled by their parents in private, including religious, schools or facilities that meet the definition of elementary school in §300.13\* or secondary school in § 300.36\*\*, other than children with disabilities covered under §§300.145 through 300.147\*\*\*.

- \*§ 300.13 *Elementary school.* Elementary school means a nonprofit institutional day or residential school, including a public elementary charter school that provides elementary education, as determined under State law.
- \*\* § 300.36 *Secondary school.* Secondary school means a nonprofit institutional day or residential school, including a public secondary charter school that provides secondary education, as determined under State law, except that it does not include any education beyond grade 12.
- \*\*\* § 300.145 *Applicability of §§ 300.146 through 300.147.* Sections 300.146 through 300.147 apply only to children with disabilities who are or have been placed in or referred to a private school or facility by a public agency as a means of providing special education and related services.

- **Child find for parentally-placed private school children with disabilities; 300.131; ARSD 24:05:32:01.01**

The Douglas School District will locate, identify, and evaluate all private school children with disabilities, including religious-school children, and children receiving alternative instruction under SDCL 13-37-1.1 residing in the jurisdiction of the district. The activities undertaken to carry out this responsibility for private school children with disabilities must be comparable to activities undertaken for children with disabilities in public schools.

- **Provision of services for parentally-placed private school children with disabilities; 300.132; ARSD 24:05:32:03.01**

The district will write a services plan to guarantee the services for parentally-placed private school children with disabilities, with a representative of the private school in attendance (or participating by phone).

- **Expenditures for parentally-placed private school children with disabilities; 300.133; ARSD 24:05:32:01.02**

The district will spend an amount, proportional to federal sub grants received, for the special education of children with disabilities in parentally-placed private schools within the district. If there are any excess funds, they may be carried over to a maximum of one year.

- **Consultation process with private schools attended by children with disabilities; 300.134; ARSD 24:05:32:01.05**

When deciding how to spend federal funds designated for children with disabilities parentally-placed in private schools, the district will consult with private school representatives and representatives of parents of parentally-placed private school children with disabilities.

- **Written affirmation by private school officials of meaningful consultation; 300.135; ARSD 24:05:32:01.06**

When deciding how to spend federal funds designated for children with disabilities parentally-placed in private schools, the district will consult with private school representatives and representatives of parents of parentally-placed private school children with disabilities.

- **Compliance; rights of private school officials to submit a state complaint; 300.136; ARSD 24:05:32:01.07**

The district understands that private school officials have the right to submit a state complaint about consultation or other related matters. If this occurs, the school district will forward its relevant documentation to the department.

- **Determination of equitable services for parentally-placed private school students with disabilities; 300.137; ARSD 24:05:32:03.02**

The district determines the services for parentally-placed private school students with disabilities through the general process agreed through consultation with the private school officials and representative parents. Then specific services are written through the services plan created for each child.

- **Provision of equitable services for parentally-placed private school students with disabilities; 300.138; ARSD 24:05:32:03.02**

The district agrees to provide the same quality of personnel and services for private school students as would have been provided for public school students. Additionally, the services, material, and equipment must be secular, neutral, and non-ideological. However, the amount of services may be less than what would have been received had the student been enrolled in the public school district.

- **Location of services and transportation; 300.139; ARSD 24:05:32:03.03**

The district understands that special education and related services may be provided at the private school site, but the district may not be required to transport students with disabilities from the home to the private school site.

- **Due process complaints and state level complaints; 300.140; ARSD 24:05:32:03.04**

The district understands that even though due process complaints and hearings would not occur related to the provision of special education services for parentally-placed private school students with disabilities, they could occur related to Child Find.

- **Requirements that funds not benefit a private school; 300.141; ARSD 24:05:32:12**

A school district may not use IDEA Section 619 Preschool or Part B funds to finance the existing level of instruction in a private school or to otherwise benefit the private school. The school district shall use funds provided under Part B of the Individuals with Disabilities Education Act to meet the special education and related services needs of students enrolled in private schools, but not for:

- 1) The needs of a private school; or
- 2) The general needs of the students enrolled in the private school.

- **Use of personnel for the provision of services to parentally-placed private school students with disabilities; 300.142; ARSD 24:05:32:13**

The district understands that it may use funds to make personnel available for the provision of special education and related services in private schools.

- **Prohibition on separate classes; 300.143; ARSD 24:05:32:11**

The district understands that it is not allowed to use the funds to create separate classes to segregate children with disabilities separately.

- **Property, equipment, and supplies used to provide special education and related services to parentally-placed private school students with disabilities; 300.144; ARSD 24:05:32:15, ARSD 24:05:32:16**

The district understands that it is still responsible to account for property, equipment, and supplies placed in private schools for parentally-placed private school students with disabilities. Such inventory will be removed from the private school when it is no longer needed there.

- **Children with disabilities in private schools placed or referred by public agencies; 300.145 – 300.147; ARSD 24:05:34:02**

The district understands that it is still responsible for Child Find for students placed in private schools by public agencies, but the state is responsible for the costs of special education and related services.

- **Placement of children with disabilities by their parents in private schools when FAPE is an issue; 300.148; ARSD 24:05:31:01-07**

The district understands that if a student with a disability is placed in a private school because the school district could not provide FAPE, then the school district may be responsible for the costs of the education.

**SECTION XI: Compliance with SEA General Supervision Requirements and Implementation of Procedural Safeguards; 34 C.F.R. §§ 300.149 – 300.150; ARSD 24:05:30:01, ARSD 24:05:20:18; State Complaint Procedures; 34 C.F.R. §§ 300.151 – 300.153; ARSD 24:05:15**

The district/cooperative and all member schools/districts will ensure compliance with all SEA procedures under general supervision and that programs meet the standards of the SEA. Specific references must include:

- Responsibility for general supervision and procedural safeguards; 300.149-150; ARSD 24:05:20:18; ARSD 24:05:30:01
- State complaint procedures; 300.151-153; ARSD 24:05:15

District Narrative: Review cited regulation to describe local implementation.)

The Douglas School District will comply with any and all requests for information from the South Dakota Department of Education, Special Programs Office related to its obligation to provide general supervision over LEAs in the state. This includes any and all requests for information or data related to monitoring and compliance with regulations as established by the SEA.

- Responsibility for general supervision and procedural safeguards; 300.149-150; ARSD 24:05:30:01

The district shall establish, maintain, and implement procedural safeguards which meet the requirements of the chapter ARSD 24:05:30.

- State complaint procedures; 300.151-153; ARSD 24:05:15

A complaint is a written signed statement by an individual or organization, including an individual or organization from another state, containing a statement that the department of education or a school district has violated a requirement of federal or state statutes, rules, or regulations that apply to a program and a statement of the facts on which the complaint is based. The complaint must allege a violation that occurred not more than one year before the date the complaint is received by the department. The written signed statement shall also include:

- 1) The signature and contact information for the complainant; and
- 2) If alleging violations with respect to a specific child:
  - a) The name and address of the residence of the child;
  - b) The name of the school the child is attending;
  - c) In the case of a homeless child or youth, available contact information for the child and the name of the school the child is attending;
  - d) A description of the nature of the problem of the child, including facts related to the problem; and
  - e) A proposed resolution of the problem to the extent known and available to the party at the time the complaint is filed.

An organization or individual may file a written, signed complaint with the state director of special education. The party filing the complaint shall forward a copy of the complaint to the school district serving the child at the same time the party files the complaint with the department.

If the complaint is against a school district, the following steps shall be taken:

- 1) The state director of special education shall appoint a complaint investigation coordinator from the department's special education programs. The coordinator and any consultants may conduct an independent on-site investigation if it determines that one is necessary;
- 2) The complainant may submit additional information, either orally or in writing, about the allegations in the complaint; ,
- 3) The school district may respond to the complaint, including, at a minimum:
  - a) At the discretion of the school district, a proposal to resolve the complaint; and
  - b) An opportunity for a parent who has filed a complaint and the school district to voluntarily engage in mediation consistent with this article;
- 4) The complaint coordinator and any consultants shall make a recommendation to the state director of special education;
- 5) After reviewing all relevant information, the state director of special education shall make an independent determination as to whether the complaint is valid, what corrective action is necessary to resolve the complaint,

- and the time limit during which corrective action is to be completed. The state director of special education shall submit a written report of the final decision to all parties involved;
- 6) The written report shall address each allegation in the complaint, contain findings of fact and conclusions, and include reasons for the final decision;
  - 7) If the complaint is valid, the state director of special education shall find the school district out of compliance with federal and state statutes and rules;
  - 8) If corrective action is not completed within the time limit set, including technical assistance and negotiations, the department shall withhold all federal funds applicable to the program until compliance with applicable federal and state statutes and rules is demonstrated by the school district;
  - 9) When the school district demonstrates completion of required correction action, the department's Office of Finance and Management shall be notified by the state director of special education, and all moneys withheld shall be paid to the school district; and
  - 10) Documentation supporting the corrective actions taken by a school district shall be maintained by the department's special education programs and incorporated into the state's monitoring process.

All complaints must be resolved within 60 days after receipt of the complaint by the state director of special education except as stated in this section. The time limit of 60 days may be extended only under exceptional circumstances as determined by the state director of special education, such as the need for additional time to provide necessary information. Under these circumstances, an extension of time may not exceed 30 days in any one instance.

In addition, the 60-day time limit may be extended, if the parent, individual, or organization and the school district involved in the complaint agree to engage in mediation in order to attempt to resolve the issues specified in the complaint.

The South Dakota Department of Education, Special Education Programs, shall inform parents and other interested individuals, including parent training centers, protection and advocacy agencies, independent living centers, and other appropriate entities about the state's complaint procedures by taking the following actions:

- 1) Conducting parent surveys through the state's monitoring process;
- 2) Providing copies of the state's procedures to parent and advocacy groups across the state;
- 3) Notifying local school districts through statewide memoranda;
- 4) Presenting state procedures at statewide conferences; and
- 5) Disseminating copies to parent training and information centers, independent living centers, protection and advocacy agencies, and other appropriate entities.

If a written complaint is received that is also the subject of a due process hearing under this article or contains multiple issues, of which one or more are part of that hearing, the department shall set aside any part of the complaint that is being addressed in the due process hearing until the conclusion of the hearing. However, any issue in the complaint that is not a part of the due process action must be resolved using the time limit and procedures described in this chapter.

If an issue is raised in a complaint filed under this section that has previously been decided in a due process hearing involving the same parties the hearing decision is binding on that issue and the department shall inform the complainant to that effect. A complaint alleging a school district's failure to implement a due process decision must be resolved by the department.

#### **SECTION XII: FAPE Methods of Ensuring Services 34 C.F.R. § 300.154; ARSD 24:05:14:01.03, ARSD 24:05:14:01.06**

The district/cooperative and all member schools/districts will ensure that public and/or private benefits available to a student with a disability are used appropriately, and that parents incur no cost in the provision of those services necessary for FAPE. Specific references must include:

- Restrictions and requirements on accessing public benefits (Medicaid); 300.154(d); ARSD 24:05:14:01.03
- Restrictions and requirements on accessing private benefits; 300.154(e); ARSD 24:05:14:01.03
- Use of Part B funds for services when parent consent is unable to be obtained; 300.154(f); ARSD 24:05:14:01.06

**District Narrative:** (Review cited regulation to describe local implementation.)

The Douglas School District ensures that public and private benefits available to a student with a disability will be used appropriately to support the provision of FAPE at no cost or harm to the parents.

- Restrictions and requirements on accessing public benefits (Medicaid); 300.154(d); ARSD 24:05:14:01.03

The district may use the Medicaid or other public benefits or insurance programs in which a student participates to provide or pay for services required under this article as permitted under the public benefits or insurance program, except as provided in this section. With regard to services required to provide FAPE to an eligible student under this article the public agency:

- 1) May not require parents to sign up for or enroll in public benefits or insurance programs in order for their student to receive FAPE under Part B of the IDEA;
- 2) May not require parents to incur an out-of-pocket expense such as the payment of a deductible or co-pay amount incurred in filing a claim for services provided pursuant to this article, but pursuant to § 24:05:14:01.06, may pay the cost that the parent otherwise would be required to pay;
- 3) May not use a student's benefits under a public benefits or insurance program if that use would:
  - a) Decrease available lifetime coverage or any other insured benefit;
  - b) Result in the family paying for services that would otherwise be covered by the public benefits or insurance program and that are required for the student outside of the time the student is in school;
  - c) Increase premiums or lead to the discontinuation of benefits or insurance; or
  - d) Risk loss of eligibility for home and community-based waivers, based on aggregate health related expenditures;
- 4) Must provide written notification to the student's parents pursuant to § 24:05:14:01.04; and
- 5) Must obtain written parental consent consistent with § 24:05:29:13 before accessing a student's or parent's public benefits or insurance for the first time specifying:
  - a) Personally identifiable information, as defined in § 24:05:29:02(12), that may be disclosed (e.g., records or information about the services that may be provided to a particular student);
  - b) The purpose of the disclosure (e.g., billing for services under this article);
  - c) That disclosure will be made to the state Medicaid agency; and
  - d) That the parent understands and agrees that the public agency may access the parent's or student's public benefits or insurance to pay for services under this article. Before accessing a student's or parent's public benefits or insurance to pay for services under this article.

Before accessing a student's or parent's public benefits or insurance for the first time, and annually thereafter, the district will provide written notification consistent with § 24:05:30:06 to the student's parents that includes a statement:

- 1) Of the parental consent and no cost requirements in § 24:05:14:01.03;
- 2) That parents have the right under FERPA, as defined in § 24:05:29:02(1), and Part B of the IDEA to withdraw their consent to disclosure of their student's personally identifiable information to the state Medicaid agency at any time; and
- 3) That the withdrawal of consent or refusal to provide consent under FERPA and Part B of the IDEA to disclose personally identifiable information to the state Medicaid agency does not relieve the school district of its responsibility to ensure that all required services are provided at no cost to the parents.

- **Restrictions and requirements on accessing private benefits; 300.154(e); ARSD 24:05:14:01.03**

With regard to services required to provide FAPE to an eligible student under this article, the district may access a parent's private insurance proceeds only if the parent provides informed consent consistent with this article. Each time the district proposes to access the parent's private insurance proceeds, it will:

1. Obtain parent consent in accordance with this article; and
2. Inform the parents that their refusal to permit the public agency to access their private insurance does not relieve the public agency of its responsibility to ensure that all required services are provided at no cost to the parents.

- **Use of Part B funds for services when parent consent is unable to be obtained; 300.154(f); ARSD 24:05:14:01.06**

If the district is unable to obtain parental consent to use the parent's private insurance, or public benefits or insurance if the parent would incur a cost for a specified service required under this article, to ensure FAPE, the district may use funds obtained through Part B of IDEA to pay for the service.

To avoid financial cost to parents who otherwise would consent to use private insurance, or public benefits or insurance if the parent would incur a cost, the district may use funds obtained through Part B of IDEA to pay the cost the parents otherwise would have to pay to use the parent's benefits or insurance (e.g., the deductible or co-pay amounts).

Proceeds from public benefits or insurance or private insurance may not be treated as program income for purposes of 34 C.F.R. § 80.25.

If the district spends reimbursements from federal funds (e.g., Medicaid) for services under this article, those funds are not considered "state or local" funds for purposes of the maintenance of effort provisions in this article.

**SECTION XIII: Hearings Related to LEA Eligibility 34C.F.R. § 300.155; ARSD 24:05:2023:01**

The district/cooperative and all member schools/districts understand their right to a hearing regarding any final determination of the SEA on eligibility for funding under Part B.

District Narrative: (Review cited regulation to describe local implementation.)

The Douglas School District understands it has a right to a hearing before the SEA makes any final determination regarding eligibility for funding under Part B.

**SECTION XIV: Personnel Qualifications 34 C.F.R. § 300.156; ARSD 24:05:16:16 & ARSD 24:05:16:01**

The district/cooperative and all member schools/districts will ensure that personnel necessary to carry out the provision of special education and related services are appropriately and adequately prepared and trained, including that those personnel have the content knowledge and skills to serve children with disabilities, including related service personnel and paraprofessionals. Each district/cooperative will take measurable steps to recruit, hire, train, and retain highly qualified personnel to provide special education and related services to children with disabilities (24:05:16:05, ARSD).

District Narrative: (Review cited regulation to describe local implementation.)

The Douglas School District ensure that only appropriately certified and/or licensed professionals will be employed to provide services to students with disabilities. In addition, the district will provide ongoing training to all staff and paraprofessionals to assist all in the provision of services to students with disabilities. Further, the district ensures that each special education teacher at the elementary, middle, and high school level is highly-qualified per the standards of the ESEA. The district will take steps to recruit, hire, train and retain highly qualified personnel as specified under SD administrative rule.

- Personnel qualifications; ARSD 24:05:16:16

To ensure that all personnel necessary to carry out the purposes of Part V and Part C of the Individuals with Disabilities Education Act are appropriately and adequately prepared and trained, including ensuring that those personnel have the content knowledge and skills to serve children with disabilities, the department shall determine that all personnel providing special education or related services, including related services, paraprofessionals and assistants, early intervention, and early childhood personnel, perform these functions under state-approved or state-recognized certification or licensure or other comparable requirements that apply to the area in which the person is providing special education or related services. The department shall ensure that related services personnel who deliver services in their discipline or profession meet the requirements of this section and have not had certification or licensure requirements waived on an emergency, temporary, or provisional basis.

- Paraprofessionals and assistants; ARSD 24:05:16:16:01

Paraprofessionals and assistants who are appropriately trained and supervised in accordance with this section may be used to assist in the provision of special education and related services to children with disabilities under Part B of the Individuals with Disabilities Education Act. At a minimum, the following standards must be met:

1. Paraprofessionals must have a high school diploma or GED;
2. Paraprofessionals must work within defined roles and responsibilities as identified by the school district;
3. Paraprofessionals must work under the supervision of, and be evaluated by, certified staff; and
4. Each school district must describe the training to be provided paraprofessionals in the staff development component of the district's comprehensive plan under § 24:05:16:05.

**SECTION XV: Performance Goals and Indicators 34 C.F.R. § 300.157; ARSD 24:05:14:13**

The district/cooperative and all member schools/districts will ensure the implementation of state established performance goals and indicators for students with disabilities within their jurisdiction. Specific reference must include:

- Student information management system (SIMS)

District Narrative: (Review cited regulation to describe local implementation.)

The Douglas School District will comply with all requests by the SEA for data submission that is instrumental in monitoring the performance of the student population with respect to state established performance goals and indicators, and will submit such data on a timely basis. District personnel responsible for data submission may include district administrators and clerical staff.

**SECTION XVI: Participation in Assessments 34 C.F.R. § 300.160; ARSD 24:05:14:14, ARSD 24:05:14:14.01**

The district/cooperative and all member schools/districts will ensure that all children with disabilities are included in all general State and districtwide assessment programs, including those assessments described under section 1111 of the Elementary and Secondary Education Act (ESEA), with appropriate accommodations and alternate assessments where necessary, and as indicated in their respective individual education programs (IEP).

District Narrative: (Review cited regulation to describe local implementation.)

The Douglas School District ensures that all students with disabilities will be included in state and district assessments, with appropriate accommodations and alternate assessments when necessary. Parents will be informed of their child's participation during the course of the IEP meeting, including any necessary accommodations or any assessment that will be based on alternate or modified achievement standards.

The district will provide all necessary data to the SEA on the participation of students with disabilities in state and district wide testing programs and will, to the extent possible, utilize universal design principles in the development and administration of any assessments.

**SECTION XVII: Supplementation of State, local, and other Federal Funds 34 C.F.R. §§ 300.162-163; ARSD 24:05:19:0**

The district/cooperative and all member schools/districts will ensure the appropriate use of funds under Part B, consistent with 34 C.F.R. § 300.202(a)(1)(2)(3), to pay for the excess costs of providing special education and related services to children with disabilities within their jurisdiction and that such funds will be used to supplement state, local, and Federal funds, not supplant those funds.

- Maintenance of effort; 300.163; ARSD 24:05:19:08.03

District Narrative: (Review cited regulation to describe local implementation.)

The Douglas School District ensures appropriate use of funds under Part B to pay for the excess costs of providing special education and related services to children with disabilities. Available funding will be used to supplement state, local, and federal funds, and not supplant those funds.

**SECTION XVIII: Public Information 34 C.F.R. § 300.165; ARSD 24:05:20:02**

The district/cooperative and all member schools/districts will ensure that prior to the adoption of any policies necessary to comply with the requirements under Part B, including any amendments to policies and procedures, there will be public hearings, adequate notice of the hearings, and an opportunity for comment available to the general public, including individuals with disabilities and parents of individuals with disabilities. The district/cooperative will make available to parents of children with disabilities and the general public all documents relating to the district/cooperative eligibility under Part B of the IDEA.

District Narrative: (Review cited regulation to describe local implementation.)

The Douglas School District ensures that prior to the adoption of any policies or procedures that are needed to comply with Part B regulations, that there will be an opportunity for public input at a hearing with adequate notice of the hearing and the opportunity to provide input.

The annual submission of the Part B application will be preceded by adequate notice of a public hearing as part of the school board agenda, with an opportunity for public comment. All Part B applications are available to the public at their request through the district office and are available on the district's website.

**SECTION XIX: State Advisory Panel 34 C.F.R. § 300.167-169; ARSD 24:05:14:18-19**

The district/cooperative and all member schools/districts support the work of the State Advisory Panel to provide policy guidance to the SEA with respect to special education and related services for children with disabilities.

**District Narrative:** (Review cited regulation to describe local implementation.)

The Douglas School District supports the work of the State Special Education Advisory Panel and will refer interested parents to the appropriate state contact if they are interested in serving on the panel.

**SECTION XX: Other Required Provisions 34 C.F.R. § 300.170 through 300.174.**

The district/cooperative and all member schools/districts will ensure the following specific provisions have consistent policies for implementation at the local level. Specific references must include:

- Suspension and expulsion rates; 300.170; ARSD 24:05:14:16
- Annual description of Part B funds; 300.171; ARSD 24:05:21:03
- Access to instructional materials (NIMAC); 300.172; ARSD 24:05:14:17
- Over-identification and disproportionality; 300.173; ARSD 24:05:17:10
- Prohibition on mandatory medication; 300.174; ARSD 24:05:14:21

**District Narrative:**

The Douglas School District ensures that the specific provisions of 300.170 through 300.173 and 24:05:21:04, ARSD have been implemented at the district level, consistent with state policy.

- Suspension and expulsion rates; 300.170; ARSD 24:05:14:16

The department shall examine data, including data disaggregated by race and ethnicity, from local education agencies and other state agencies, as appropriate, to determine whether significant discrepancies are occurring in the rate of long-term suspensions and expulsions of children with disabilities among local educational agencies in the state or compared to the rates for nondisabled children within the agencies. If discrepancies are occurring, the department shall review and, if appropriate, revise or require the affected local education agency or state agency to revise its policies, procedures, and practices relating to:

1. The development and implementation of individualized education programs;
2. The use of positive behavioral interventions and supports; and
3. Procedural safeguards to ensure that these policies, procedures, and practices comply with the Individuals with Disabilities Education Act, Part B.

The district will submit data on suspension and/or expulsion with students with disabilities on an annual basis. If significant discrepancies are occurring, the district may be required to revise its policies, procedures, and practices relating to the development and implementation of IEP's, the use of positive behavioral interventions and supports, and procedural safeguards, to ensure that such policies, and practices comply with federal and state statute, rules, and regulations.

- Annual description of Part B funds; 300.171; ARSD 24:05:21:03

The information required in the district's comprehensive plan coupled with statements of expenditures, descriptions of the annual use of IDEA, Part B funds, and certification of federal assurances establish a district's eligibility for funds under the Individuals with Disabilities Education Act, Part B.

- Access to instructional materials (NIMAC); 300.172; ARSD 24:05:14:17

The department shall adopt the National Instructional Materials Accessibility Standard (NIMAS), for the purposes of providing instructional materials to blind persons or other persons with print disabilities. Blind persons or other persons with print disabilities means children served under this article who qualify to receive books and other publications produced in specialized formats in accordance with the federal Act to Provide Books for Adults who are Blind, in accordance with 2 U.S.C. 135a, as amended to January 1, 2007.

In implementing NIMAS, the department shall coordinate with the National Instructional Materials Accessibility Center (NIMAC), and the department:

1. As part of any print instructional materials adoption process, procurement contract, or other practice or instrument used for purchase of print instructional materials, shall enter into a written contract with the publisher of the print instructional materials to:
  - a) Require the publisher to prepare and, on or before delivery of the print instructional materials, provide to NIMAC electronic files containing the contents of the print instructional materials using the NIMAS; or
  - b) Purchase instructional materials from the publisher that are produced in, or may be rendered in, specialized formats;
2. Shall provide instructional materials to blind persons or other persons with print disabilities in a timely manner. In carrying out this section, the district, to the maximum extent possible, shall work collaboratively with the state agency responsible for assistive technology programs.

- **Over-identification and disproportionality; 300.173; ARSD 24:05:17:10**

The department shall provide for the collection and examination of data to determine whether any inappropriate over identification or significant disproportionality based on race and ethnicity is occurring in the state and in districts of the state with respect to:

1. The identification of children as children with disabilities, including the identification of children as children with disabilities in accordance with a particular impairment described in chapter 24:05:24.01;
2. The placement in particular educational settings of these children; and
3. The incidence, duration, and type of disciplinary actions, including suspensions and expulsions.

In the case of a determination of inappropriate over identification or significant disproportionality with respect to the identification of children as children with disabilities, or the placement in particular settings of these children, the department shall provide for the review of and, if appropriate, revision of the policies, procedures, and practices used in the identification or placement to ensure compliance with the requirements of Part B of the Individuals with Disabilities Education Act; require any district identified under this section to reserve the maximum amount of funds allowable to provide comprehensive coordinated early intervening services to serve children in the district, particularly, but not exclusively, children in those groups that were significantly over identified under this section; and require the district to publicly report on the revision of policies, practices, and procedures described under this section.

The district will submit annual child count data on the identification of students with disabilities. In the case of a determination of inappropriate over identification or significant disproportionality with respect to the identification of children with disabilities, or the placement in particular settings of these children, the Department Of Education shall provide for the review of and, if appropriate, revision of the policies, procedures, and practices used in the identification for placement to ensure compliance with the requirements of Part B of the Individuals with Disabilities Education Act; require any district identified under this section to reserve the maximum amount of funds allowable to provide comprehensive coordinated early intervening services to children in the district, particularly, not exclusively, children in those groups that were significantly over identified under this section; and require the district to publically report on the revision of policies, practices, and procedures described under this section.

ADMINISTRATOR SALARIES 2024-2025

BATTEEN	NATHAN	\$99,450.00	DEAN OF STUDENTS
CASE	KEVIN	\$178,818.00	SUPERINTENDENT
CLARK	JEANNIE	\$118,597.50	PRINCIPAL
COWEN	STACEY	\$107,625.00	ASST. PRINCIPAL
CROSSWAIT	COURTNEY	\$119,460.00	PRINCIPAL
GHOLSON	SEAN	\$109,830.00	ASST. PRINCIPAL
HAALAND	JOSHUA	\$105,105.00	ACTIVITIES DIRECTOR
JIMENEZ	SANDRA	\$124,856.00	EXECUTIVE DIRECTOR SECONDARY ACADEMICS
KOSTERS	TIMOTHY	\$120,000.00	EXECUTIVE DIRECTOR OPERATIONAL SUPPORT SERVICES
OLNEY	TRISTA	\$141,198.00	BUSINESS MANAGER
PETTIT	ANN	\$143,655.00	EXECUTIVE DIRECTOR ELEMENTARY ACADEMICS
SANDAL	SHANNA	\$112,350.00	PRINCIPAL
VOEGELI	BEAU	\$115,280.00	PRINCIPAL
VOLESKY	TROY	\$118,456.00	PRINCIPAL
WALTMAN	MONICA	\$123,585.00	DIRECTOR OF SPECIAL SERVICES

CERTIFIED STAFF SALARIES 2024-2025

ABREU	MCKENZIE	\$55,950.00	ELEMENTARY TEACHER
ANDERSON	KJERSTIN	\$65,450.00	SPEECH PATHOLOGIST
ANDERSON	TARA	\$54,450.00	ELEMENTARY TEACHER
APLAND	CHRISTIE	\$59,450.00	ELEMENTARY TEACHER
ASHLEY	LORI	\$76,950.00	ELEMENTARY TEACHER
AWE	AMANDA	\$59,450.00	LANGUAGE ARTS TEACHER
BADURA	JUDITH	\$76,950.00	ELEMENTARY TEACHER
PACHECO BAHR	TAMMY	\$64,700.00	COUNSELOR
BARAGAR	CATHY	\$66,950.00	SOCIAL STUDIES TEACHER
BARAGAR	TRICIA	\$61,700.00	ELEMENTARY TEACHER
BELL	KATIE	\$71,950.00	ELEMENTARY TEACHER
BLAIR	AARIKA	\$59,450.00	KINDERGARTEN
BLAIR	LEIGHONA	\$62,450.00	LANGUAGE ARTS TEACHER
BLANK	HAYLEY	\$54,450.00	ELEMENTARY TEACHER
BOADWAY	BIANCA	\$63,950.00	SCIENCE TEACHER
BOEDING	JASON	\$70,950.00	INDUSTRIAL TECHNOLOGY TEACHER
BOLINGER	BRIDGET	\$57,450.00	COMPUTER TEACHER
BONNER	SHANNON	\$76,950.00	ART TEACHER
BRAUN-COATES	MARY	\$76,950.00	ELEMENTARY TEACHER
BREWER	SAMANTHA	\$53,700.00	ELEMENTARY TEACHER
BUNKOWSKE	ALYSSA	\$56,700.00	ELEMENTARY TEACHER
BURBACH	JENNA	\$72,450.00	ELEMENTARY TEACHER
BURNS	ANTHONY	\$60,143.70	COMPUTER TEACHER
BURRISS	KIRSTEN	\$60,950.00	PREK TEACHER
BYRD	ANDREA	\$76,950.00	SPECIAL EDUCATION TEACHER
CALDWELL	JACE	\$54,450.00	PHYSICAL EDUCATION TEACHER
CARON	AMY	\$62,450.00	SPECIAL EDUCATION TEACHER
CARROLL	DAVID	\$76,950.00	INSTRUCTIONAL LEADER
CLARK	BROOK	\$59,450.00	SPECIAL EDUCATION TEACHER
CLARK	KARLINE	\$73,950.00	COMPUTER TEACHER
CLARK	TANA	\$66,200.00	ELEMENTARY TEACHER
CLAUSON	BRENDA	\$76,950.00	MATH TEACHER
COATES	KELLY	\$70,200.00	MATH TEACHER
COLICHESKI (TRACY-KING)	KARLEY	\$53,700.00	SPECIAL EDUCATION TEACHER

COOK	KIMBERLY	\$76,950.00	LIBRARIAN
CORBIN	ALLYSON	\$36,542.86	ELEMENTARY TEACHER
CORDELL	HOPE	\$53,700.00	ELEMENTARY TEACHER
COTE	KYLA	\$62,450.00	ELEMENTARY TEACHER
CRANE	MICHELLE	\$64,700.00	SCIENCE TEACHER
CROOKS	TERESA	\$76,950.00	SPECIAL EDUCATION TEACHER
CROW	HANNAH	\$53,700.00	ELEMENTARY TEACHER
CUNDALL	MARCY	\$66,950.00	ELEMENTARY TEACHER
CURRAN	MICHAEL	\$58,200.00	COMPUTER TEACHER
CURRY	DONNA	\$66,700.00	SOCIAL STUDIES TEACHER
DAUGHERTY	DALE	\$61,200.00	INDUSTRIAL TECHNOLOGY TEACHER
DAUM	LYNETTE	\$64,700.00	MUSIC TEACHER
DELANEY	SHAWNA	\$70,200.00	INSTRUCTIONAL LEADER
DENEKAMP	CATHLEEN	\$76,950.00	INSTRUCTIONAL LEADER
DERUYTER	JONATHAN	\$52,950.00	ELEMENTARY TEACHER
DETTMAN	JAMES	\$63,950.00	MATH TEACHER
DEWEY	SUSAN	\$76,950.00	FAMILY & CONSUMER SCIENCE TEACHER
DEYO	LYNDSAY	\$70,950.00	ELEMENTARY TEACHER
DISTEL	BRETT	\$58,950.00	MATH TEACHER
DOYLE	MICHAELA	\$58,200.00	MUSIC TEACHER
DUVALL	AMANDA	\$56,700.00	LANGUAGE ARTS TEACHER
ELDER	ERIC	\$73,950.00	SOCIAL STUDIES TEACHER
ENGEL	KRISA	\$74,700.00	INSTRUCTIONAL LEADER
ENRIGHT	HOLLY	\$63,200.00	SCIENCE TEACHER
ERLANDSON	AMY	\$61,950.00	SOCIAL STUDIES TEACHER
FEILER	JENNIFER	\$56,700.00	ELEMENTARY TEACHER
FERDINAND	JACOB	\$58,200.00	ELEMENTARY TEACHER
FERDINAND	ALEX	\$63,200.00	SECONDARY TEACHER
FERGUSON	NICK	\$65,950.00	IND TECH TEACHER
FINNEY	LARESSA	\$60,200.00	ELEMENTARY TEACHER
FLINT	KERI	\$62,450.00	ELEMENTARY TEACHER
FLOYD	DANE	\$63,950.00	ELEMENTARY TEACHER
FOX	KRYSTLE	\$54,450.00	SPECIAL EDUCATION TEACHER
GLANDT	MARGERY	\$76,950.00	ELEMENTARY TEACHER
GOOD	GRACIE	\$54,450.00	SPECIAL EDUCATION TEACHER
GOOD	HOLLY	\$76,950.00	EARLY CHILDHOOD SPECIAL ED
GOTTA	OLIVIA	\$39,828.58	ELEMENTARY TEACHER
GRINDLE	ARIANNA	\$54,450.00	ENGLISH TEACHER
HAGER	SUMMER	\$65,450.00	SCIENCE TEACHER
HALL	REECE	\$65,200.00	SPECIAL EDUCATION TEACHER
HAMER	CASSIE	\$54,450.00	SPECIAL EDUCATION TEACHER
HAMER	JESSE	\$65,200.00	LANGUAGE ARTS TEACHER
HAMIL	RICHARD	\$74,700.00	MUSIC TEACHER
HARRINGTON	ROBERT	\$68,950.00	MATH TEACHER
HARTLEY	MELISSA	\$74,700.00	ELEMENTARY TEACHER
HAZLEDINE	MICHELE	\$55,950.00	ELEMENTARY TEACHER
HEIER	KAITLIN	\$59,700.00	MATH TEACHER
HENCKE	TAMMY	\$76,950.00	INSTRUCTIONAL LEADER
HERDER	LEON	\$54,450.00	SCIENCE TEACHER
HILL	HANNA	\$52,950.00	ELEMENTARY TEACHER
HOELLEIN	CASSIDY	\$55,200.00	ELEMENTARY TEACHER
HOP	CASSIDY	\$54,450.00	SPECIAL EDUCATION TEACHER
HORAN	DAVID	\$61,950.00	ART TEACHER
HORAN	SHERRI	\$75,450.00	COUNSELOR
HOWARD	MATTHEW	\$64,450.00	SCIENCE TEACHER
HOWIE	HOLLY	\$62,450.00	FAMILY & CONSUMER SCIENCE TEACHER

HUMKE	JOHN	\$76,950.00	PHYSICAL EDUCATION TEACHER
BAKER	SARAH	\$58,950.00	MATH TEACHER
JASTORFF	HILLARY	\$68,200.00	SPECIAL EDUCATION TEACHER
JOHNSON	GEORGE	\$54,450.00	ELEMENTARY PHYSICAL EDUCATION TEACHER
JOHNSON	ISABELLE	\$53,700.00	ELEMENTARY TEACHER
JOHNSON	MARANDA	\$64,700.00	ELEMENTARY TEACHER
JUNGWIRTH	JENNIFER	\$62,450.00	LANGUAGE ARTS TEACHER
KEARNS	KIMBERLY	\$64,700.00	SPECIAL EDUCATION TEACHER
KEEL	NATASHA	\$57,450.00	SPECIAL EDUCATION TEACHER
KEEN	JOHN	\$64,700.00	SOCIAL STUDIES TEACHER
KELLER	SHANNON	\$59,450.00	SPECIAL EDUCATION TEACHER
KENNEDY	CARI	\$73,200.00	COMPUTER TEACHER
KIELHOLD	NANCY	\$81,450.00	SPEECH PATHOLOGIST
KINGI	MARLIN	\$61,700.00	TITLE VI
KNOTTNERUS	KRISTINE	\$60,200.00	SPECIAL EDUCATION TEACHER
KNUTSON	NICHOLAS	\$76,950.00	PHYSICAL EDUCATION TEACHER
KOCH	MATTHEW	\$58,950.00	SCIENCE TEACHER
KOWALESKI	AARON	\$60,950.00	SOCIAL STUDIES TEACHER
LABINE	KRISTYN	\$52,950.00	SECONDARY TEACHER
LADWIG	AMANDA	\$63,200.00	SPECIAL EDUCATION TEACHER
LADWIG	TRAVIS	\$63,200.00	LANGUAGE ARTS TEACHER
LEIGH	JANEE	\$65,950.00	LANGUAGE ARTS TEACHER
LEWIS	SARAH	\$58,950.00	PREK TEACHER
LIPP	TARA	\$74,700.00	BEHAVIOR INTERVENTIONIST
LOESCHER	KRISTEN	\$63,200.00	SPED EARLY EDUCATION
LOLLEY	GRANT	\$59,700.00	SOCIAL STUDIES TEACHER
LUDDEN	MALIA	\$53,700.00	ELEMENTARY TEACHER
LYTLE	COURTNEY	\$62,450.00	INSTRUCTIONAL LEADER
MAMULA	SHALEE	\$54,450.00	ELEMENTARY TEACHER
MARLER	BRANDI	\$73,950.00	ELEMENTARY TEACHER
MARRAN	ALEXIS	\$63,200.00	SPECIAL EDUCATION TEACHER
MARTENSON	CHERRIE	\$76,950.00	SCIENCE TEACHER
MARTY	BRIANNA	\$70,950.00	ELEMENTARY TEACHER
MAYS	RONALD	\$64,700.00	ELEMENTARY TEACHER
MCCORMICK	DENISE	\$76,950.00	ELEMENTARY TEACHER
MCFARLAND	KYLE	\$60,450.00	ELEMENTARY TEACHER
MCINTIRE	DANIEL	\$63,950.00	SPANISH TEACHER
MCKERNAN	DARLA	\$68,950.00	SPECIAL EDUCATION TEACHER
MEADE	LORIE	\$76,950.00	ELEMENTARY TEACHER
MELTON	JODY	\$72,950.00	SPEECH PATHOLOGIST
MERRILL	TAMARA	\$76,200.00	SPECIAL EDUCATION TEACHER
MILITELLO	KEVIN	\$64,450.00	SCIENCE TEACHER
MILLER	TRAVIS	\$76,950.00	SECONDARY TEACHER
MILLS	JODI	\$64,700.00	ELEMENTARY TEACHER
MITCHELL	SHELLEY	\$60,200.00	COUNSELOR
MONIZE	AINSLEY	\$77,200.00	SPEECH PATHOLOGIST
MORROW	MICHAEL	\$44,376.09	ROTC INSTRUCTOR
MRAZ	TONY	\$65,450.00	LANGUAGE ARTS TEACHER
MUNOZ	MICHAEL	\$59,450.00	SCIENCE TEACHER
MURRAY-VERNON	LISA	\$76,950.00	SPECIAL EDUCATION TEACHER
NELSON	BETSY	\$73,950.00	INSTRUCTIONAL LEADER
NELSON	SANDRA	\$71,950.00	ELEMENTARY TEACHER
NELSON	SHIREEN	\$76,950.00	ELEMENTARY TEACHER
NIELSEN	TORI	\$59,450.00	SPECIAL EDUCATION TEACHER
O'CONNELL	THERESA	\$76,950.00	ELEMENTARY ART
O'DANIEL	MEGAN	\$74,700.00	INSTRUCTIONAL LEADER
OLESON	ALICE	\$66,950.00	MUSIC TEACHER

OLSON-CANAAN	CHANDRA	\$76,950.00	COUNSELOR
OWEN	MELISSA	\$75,450.00	BEHAVIOR INTERVENTIONIST
PALMER	BRIAN	\$59,450.00	ART TEACHER
PARKER	JULIANA	\$71,700.00	WORLD LANGUAGE TEACHER
PARKER-GREER	BEVERLY	\$75,450.00	TITLE III TEACHER
PATAKY	ANTHONY	\$62,450.00	ELEMENTARY TEACHER
PEREZ	KARISSA	\$60,200.00	FAMILY SERVICES CASEWORKER
PERKINS	BRANDY	\$64,700.00	ELEMENTARY TEACHER
PILGRIM	ADAM	\$62,450.00	ELA TEACHER
PLOOSTER	KEVIN	\$76,950.00	LANGUAGE ARTS TEACHER
POPPE-BASHAM	PEGGE	\$76,950.00	ELEMENTARY TEACHER
QUIMBY	RACHEL	\$74,700.00	MATH TEACHER
RATHERT	SHERRI	\$68,950.00	MATH TEACHER
REIMER	SARAH	\$76,450.00	SPEECH PATHOLOGIST
REINERT	KAYLEE	\$53,700.00	READING TEACHER
REITZ	NICOLE	\$82,950.00	SPEECH PATHOLOGIST
RICHTER	SHERRY	\$76,950.00	ELEMENTARY TEACHER
RIISNAES	CATHERINE	\$63,950.00	SPECIAL EDUCATION TEACHER
RIVERA	KAYLA	\$61,700.00	ELEMENTARY TEACHER
ROBERTS	HEIDI	\$73,950.00	COUNSELOR
ROSETTER	LUANN	\$76,950.00	MUSIC TEACHER
ROSSOW	ANGELA	\$76,950.00	SPECIAL EDUCATION TEACHER
ROWE	AMY	\$74,700.00	SCIENCE TEACHER
SCHMIDT	LORETTA	\$74,700.00	SOCIAL STUDIES TEACHER
SCHMIDT	ZION	\$70,200.00	ELEMENTARY TEACHER
SCHRAMM	SHELBY	\$56,700.00	KINDERGARTEN
SCHULTZ	ROCHELLE	\$58,200.00	ART TEACHER
SCHWIESOW	MELISSA	\$73,950.00	INSTRUCTIONAL LEADER
SCOTT	LINDSAY	\$74,700.00	MUSIC TEACHER
SEVER	SARAH	\$71,700.00	INSTRUCTIONAL LEADER
SIEVEKE	SHELBY	\$57,450.00	INSTRUCTIONAL LEADER
SIMMONS	NICOLE	\$55,200.00	READING TEACHER
SIVERTSEN	SHEILA	\$68,950.00	ELEMENTARY TEACHER
SMITH	DEBORAH	\$76,950.00	COUNSELOR
SMITH	MARY	\$60,950.00	ELEMENTARY TEACHER
SMITH	RACHEL	\$63,950.00	ELEMENTARY TEACHER
SOTELO	TASA	\$54,450.00	ELEMENTARY TEACHER
STANFORD	ANGELA	\$76,950.00	LANGUAGE ARTS TEACHER
STEFFENS	TANYA	\$57,450.00	SPECIAL EDUCATION TEACHER
STEFFY	THERESA	\$66,950.00	MUSIC TEACHER
STEIGER	MEGAN	\$63,950.00	SPECIAL EDUCATION TEACHER
STEINER	MEGGIE	\$55,950.00	ELEMENTARY TEACHER
STELZIG	JENNIFER	\$76,950.00	MUSIC TEACHER
STEWART	CHESTER	\$32,224.17	ROTC INSTRUCTOR
STILES	DENISE	\$74,700.00	SPECIAL EDUCATION TEACHER
SUMMERS	KAITLIN	\$64,450.00	ELEMENTARY TEACHER
SUMMERS	KRYSTLE	\$57,450.00	ELEMENTARY TEACHER
TAYLOR	AMBER	\$67,450.00	SS TEACHER
THOMAS	TIFFANY	\$64,700.00	ELEMENTARY TEACHER
THOMPSON (RAYMOND)	CAROLINE	\$58,200.00	ELEMENTARY TEACHER
TRAINER	EMILY	\$53,700.00	SCIENCE TEACHER
TRAVIS	JORDAN	\$63,200.00	ELEMENTARY TEACHER
TRIBBY	COURTNEY	\$63,950.00	PHYSICAL EDUCATION TEACHER
VAHLBERG	TONIA	\$70,950.00	SPECIAL EDUCATION TEACHER
VAILLANCOURT	HEATHER	\$68,200.00	INSTRUCTIONAL LEADER
VARILEK	REBEKAH	\$57,450.00	ELEMENTARY TEACHER
VAUGHN	ANNA	\$60,950.00	LANGUAGE ARTS TEACHER
WADDELL	KELLI	\$58,200.00	ELEMENTARY TEACHER

WAGNER	JADA	\$54,450.00	ELEMENTARY TEACHER
WALTON	JESSE	\$59,450.00	FAMILY & CONSUMER SCIENCE TEACHER
WARREN	CHARLOTTE	\$57,950.00	COUNSELOR
WATERSON	KERRY	\$60,950.00	ELEMENTARY TEACHER
WEBER	SHAE	\$69,450.00	SOCIAL STUDIES TEACHER
WIEMAN	CHRIS	\$66,950.00	ALTERNATIVE EDUCATION TEACHER
WIEMAN	MARLEE	\$66,950.00	ELEMENTARY TEACHER
WILLIAMS	JAMIE	\$74,700.00	INSTRUCTIONAL LEADER
WILLIAMS	SARAH	\$62,450.00	ELEMENTARY TEACHER
WIMP	JEFF	\$59,700.00	PE TEACHER
WOODALL	ERIKA	\$62,450.00	ELEMENTARY TEACHER
YANEZ	SARAH	\$61,700.00	SPECIAL EDUCATION TEACHER

CLASSIFIED STAFF SALARIES 2024-2025
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AMES	THERESA	\$16.25	SPED BUS AIDE
(FAVINGER) HUFFMAN	DANA	\$25.85	BUS DRIVER
ANDREWS	NIKOL	\$17.75	INSTRUCTIONAL AIDE
AUKERMAN	BRANDY	\$23.00	PRINCIPAL'S SECRETARY
AURIEMMA	KATHLEEN	\$22.25	INSTRUCTIONAL AIDE, LIBRARY
BAUGHMAN	CATHERINE	\$17.00	FOOD SERVICE WORKER
BELTRAN	DAWN	\$22.25	INSTRUCTIONAL AIDE, ISS/TO
BIBERDORF	STACEY	\$22.25	INSTRUCTIONAL AIDE, SPED EC
BLACK BEAR	ROSEMARY	\$22.55	BUS DRIVER
BOEDING	KRISTINE	\$25.85	BUS DRIVER
BRADSTREAM	GEORGE	\$27.75	HELP DESK & SERVER SUPPORT
BREDBERG	MICAH	\$23.00	CUSTODIAN
BRIGHT	LIVVY	\$17.75	INSTRUCTIONAL AIDE, SPED K-12
BROWN	KARINA	\$17.00	FOOD SERVICE WORKER
BROWN	MICHELLE	\$22.25	INSTRUCTIONAL AIDE, SPED K-12
BROWN	KRISTI	\$20.00	PERSONNEL SECRETARY
BROWN (CRAWFORD)	SARA	\$22.25	INSTRUCTIONAL AIDE, SPED K-12
BUCHHOLZ	SARAH	\$20.75	INSTRUCTIONAL AIDE, SPED K-12
BURGERHOUT	JOHANNA	\$17.00	FOOD SERVICE WORKER
CAMPBELL	CHRISTINA	\$25.03	BUS DRIVER
CARLSON	CORINNA	\$30.25	TECHNOLOGY DATABASE/SUPPORT
CARTER	LANCE	\$27.75	SKILLED MAINTENANCE
CLARK	MICHAEL	\$20.00	ACTIVITIES SECRETARY
COLLINS	JENNIFER	\$22.25	INSTRUCTIONAL AIDE, ISS/TO
COMBS	BRIDGET	\$18.50	CUSTODIAN/NIGHT
COMBS	ELIZABETH	\$18.50	INSTRUCTIONAL AIDE, TITLE
CONNOR	SHAWN	\$20.75	CUSTODIAN/NIGHT
CORBETT	LARRY	\$25.85	BUS DRIVER
CROW	DARLING	\$36.00	NURSE RN
CROWTHER	PAMELA	\$17.75	INSTRUCTIONAL AIDE, SPED K-12
DALE	REBECCA	\$19.25	CURRICULUM SECRETARY
DAUGHERTY	NICOLE	\$17.75	ATTENDANCE SECRETARY
DAVIS	ELIZABETH	\$18.50	INSTRUCTIONAL AIDE, ISS/TO
DERFLINGER	CALIE	\$20.00	INSTRUCTIONAL AIDE, SPED K-12
DIERKHISING	JILL	\$18.45	INSTRUCTIONAL AIDE, TITLE
DONOVAN (SVOBODA)	JESSICA	\$16.25	LUNCHROOM AIDE
DREIER	JENNIFER	\$17.75	INSTRUCTIONAL AIDE, SPED K-12
EARNEST	KELLY	\$25.03	BUS DRIVER
EMELINE	KAYSE	\$17.75	INSTRUCTIONAL AIDE, SPED K-12
ENCKE	LISA	\$19.25	INSTRUCTIONAL AIDE, SPED K-12
EVARD	ASHLEY	\$19.25	PRINCIPAL'S SECRETARY

FINNEY	TABITHA	\$17.75	INSTRUCTIONAL AIDE, TITLE
FORTNER	MITCHELL	\$38.78	TRANS COORD
FOX	REBECCA	\$17.75	COUNSELOR SECRETARY
FRERICHS	BARBARA	\$20.75	LUNCHROOM SUPERVISOR
GABRIEL	BEVERLY	\$24.20	BUS DRIVER
GARNER	JENNIFER	\$42.02	FOOD SERVICE COORDINATOR
GAUDINO	JESSICA	\$37.50	NURSE RN
GERLACH	AUDREY	\$22.55	BUS DRIVER
GIESEY	GINA	\$21.50	COOK
GIESEY	KEVIN	\$20.75	CUSTODIAN/NIGHT
GOFF	KRISTEN	\$17.00	FOOD SERVICE WORKER
HARRINGTON	JUANITA	\$21.50	DELIVERY PERSON
HARRIS	SHANNA	\$18.50	LUNCHROOM AIDE
HEISLER	JACQUALINE	\$19.25	INSTRUCTIONAL AIDE, TITLE
HERNANDEZ	BRIANA	\$17.00	LUNCHROOM AIDE
HINZMAN	DENEA	\$18.50	FOOD SERVICE WORKER
HOLLAN	DEBRA	\$23.25	PERSONNEL MANAGER
HOLSWORTH	KARA	\$36.00	NURSE RN
HUEBNER	TAMMY	\$23.00	SECRETARY (SP SERV DIRECTOR)
HUGHES	ROBERT	\$25.03	BUS DRIVER
IVES	BETH	\$22.25	INSTRUCTIONAL AIDE, LIBRARY
JAMES	BAILEY	\$17.75	INSTRUCTIONAL AIDE, SPED EC
JOHNSON	BRENDA	\$25.85	BUS DRIVER/FLOATER
JOHNSON	JAMES	\$20.75	CUSTODIAN/NIGHT
JOHNSON	JENNIFER	\$17.75	FOOD SERVICE WORKER
JOHNSON	APRIL	\$34.50	NURSE
JOLLEY	KASANDRA	\$22.75	BOOKKEEPER 1
KEESTER	AMY	\$23.00	PRINCIPAL'S SECRETARY
KENOYER	REBECCA	\$22.25	SECRETARY SPED
KEYSER	TERESA	\$22.25	INSTRUCTIONAL AIDE, ISS/TO
KNAPP	MONICA	\$21.50	INSTRUCTIONAL AIDE, ISS/TO
KNIGHT	TRACI	\$20.00	FOOD SERVICE SECRETARY
KNODEL	MARILYN	\$22.25	BUILDING AND GROUNDS SECRETARY/RECEPTIONIST
KNUDSON	KAYLEE	\$18.50	INSTRUCTIONAL AIDE, STUDY HALL
KOCH	TAMMI	\$20.75	BUS AIDE SPED
KOCH	TAMMI	\$25.85	BUS DRIVER SPED
KOCH	JERROLD	\$23.00	CUSTODIAN/NIGHT
KOCHUTIN	ANITA	\$22.25	INSTRUCTIONAL AIDE, LIBRARY
KOEHLER	BRIDGET	\$23.00	PRINCIPAL'S SECRETARY
KOWALESKI	LAURIE	\$17.75	INSTRUCTIONAL AIDE
KUENKEL	TARA	\$22.25	INSTRUCTIONAL AIDE, SPED EC
LAWLER	CAYDEAN	\$22.25	CUSTODIAN
LONG	FLOYD	\$23.00	CUSTODIAN
LONG	THERESA	\$20.75	FOOD SERVICE WORKER
LOUANGRATH	MALAYSYA-REAGA	\$16.25	SPED BUS AIDE
LURZ	SHERRY	\$30.75	EXECUTIVE BOOKKEEPER 1
MACKABEN	ANNETTE	\$17.75	INSTRUCTIONAL AIDE, SPED K-12
MACKIE	BRENDA	\$18.50	INSTRUCTIONAL AIDE, SPED K-12
MANNING	SUSAN	\$23.00	CUSTODIAN
MANNING	SUSAN	\$21.50	WAREHOUSE ASST
MARCUS	SANDELL	\$16.25	LUNCHROOM AIDE
MARKERT	ANN-LOUISE	\$18.50	INSTRUCTIONAL AIDE, SPED K-12
MCAULIFFE	JAMIE	\$19.75	FOOD SERVICE WORKER
MCGUIRE	KACIE	\$18.50	INSTRUCTIONAL AIDE, SPED K-12
MCPHERSON	JACKIE	\$30.75	ADMINISTRATIVE ASSISTANT
MEDINA	CHRISTIE	\$20.00	FOOD SERVICE WORKER
MEIER	UGENE	\$24.20	BUS DRIVER

MEIER	SANDRA	\$19.25	LUNCHROOM AIDE
MESSMER	ANGELA	\$17.75	FOOD SERVICE WORKER
MEVERDEN	KAYLA	\$27.75	HELP DESK & SERVER SUPPORT
MILLER	HARVEY	\$23.00	CUSTODIAN/NIGHT
MILLER	HELEN	\$17.75	FOOD SERVICE WORKER
MILLER	AMANDA	\$22.25	SECRETARY
MURPHY	ANDREA	\$22.25	INSTRUCTIONAL AIDE, TITLE
MUSFELT	TRENT	\$19.25	CUSTODIAN/DAY
NELSON	TAMMY	\$20.75	BUS AIDE
NELSON	TAMMY	\$25.85	BUS DRIVER
OAKLEY	STEPHANIE	\$17.75	INSTRUCTIONAL AIDE, TITLE
OBERLANDER	SHERYLL	\$20.75	FOOD SERVICE WORKER
OBERLANDER	LEONA	\$22.25	SECRETARY SPED
OLSON	LISA	\$22.25	CARR INSTRUCTIONAL AIDE 18 TO 21 TRANSITION
OSTEN	CAROL	\$27.00	TECH HELP DESK/SERVER SUPPORT
PARIS	MONICA	\$20.00	INSTRUCTIONAL AIDE, SPED K-12
PETERSON	JARRED	\$27.00	ELECTRICIAN
PETROVICH	KARIE	\$22.55	BUS DRIVER
PITTS	GERED	\$17.00	FOOD SERVICE WORKER
PORUBENSKY	BRANDON	\$20.75	CUSTODIAN
PRANGE	LEXI	\$27.00	INSTRUCTIONAL AIDE, SLP
PRENTICE	CHONDA	\$18.50	FOOD SERVICE WORKER
PRESTJOHN	JESSICA	\$18.50	SECRETARY
PRIEST	THOMAS	\$26.25	GROUNDKEEPER/CARPENTER
PRPICH	LAURIE	\$22.25	SECRETARY SPED
QUIGLEY	COLLEEN	\$20.75	LUNCHROOM AIDE
RATH	ROBERT	\$18.50	INSTRUCTIONAL AIDE, SPED K-12
READY	BRANDON	\$33.50	SKILLED HEAD MECHANIC/1:1:1/CDL
RENCOUNTRE	LAURA	\$17.00	FOOD SERVICE WORKER
RIGGS	NATALIE	\$16.25	INSTRUCTIONAL AIDE, LIBRARY
ROBERTS	ETHAN	\$19.25	CUSTODIAN/NIGHT
ROSS	WENDY	\$27.00	EXECUTIVE BOOKKEEPER 1
SANDERS	WENDELL	\$21.73	BUS DRIVER
SAVAGE	GRANT	\$25.85	BUS DRIVER
SAVAGE	LAURA	\$23.38	BUS DRIVER
SCHLEUSNER	DENISE	\$22.25	SECRETARY SPED
SCHOCK	LUANN	\$22.25	INSTRUCTIONAL AIDE, SPED K-12
SCHROEDER	AMANDA	\$17.75	INSTRUCTIONAL AIDE, SPED K-12
SCOFIELD	LISA	\$25.85	BUS DRIVER
SHARP	RICHARD	\$25.85	BUS DRIVER
SHORT	KACEY	\$15.50	FOOD SERVICE WORKER
SIRES	LARAE	\$17.75	INSTRUCTIONAL AIDE, LIBRARY
SMALL	RENA	\$19.25	SECRETARY
SMITH	TERRI	\$25.85	BUS DRIVER
SMITH	KAYLIN	\$17.75	COUNSELOR SECRETARY
SMITH	TIMOTHY	\$22.25	CUSTODIAN/NIGHT
SNARSKI	EDWIN	\$25.03	BUS DRIVER
SNARSKI	EDWIN	\$20.00	SPED BUS AIDE
SPEARS	ELIZABETH	\$18.50	INSTRUCTIONAL AIDE, SPED K-12
STEARNS	HALIE	\$17.75	INSTRUCTIONAL AIDE, LIBRARY
STEWART	MONICA	\$16.25	LUNCHROOM SUPERVISOR
STOLICKER	GINA	\$20.00	INSTRUCTIONAL AIDE, SPED K-12
STUKERJURGEN	LUANN	\$20.75	CENTRAL REGISTRAR
STURGIS	LORELEI	\$17.75	INSTRUCTIONAL AIDE, SPED K-12
SUKUT	GRETA	\$18.50	INSTRUCTIONAL AIDE, SPED K-12
TEMPLE	JADE	\$41.98	COMMUNICATIONS COORDINATOR
THOMAS	PRINCESS	\$17.00	LUNCHROOM AIDE

THOMPSON	LISA	\$22.25	SECRETARY
TRIPLET	MELISSA	\$19.25	SECRETARY SPED
UDELL	NATHAN	\$21.75	GROUNDKEEPER
ULRICH	TIMOTHY	\$23.00	CUSTODIAN/NIGHT
ULRICH	MARLA	\$17.75	INSTRUCTIONAL AIDE, SPED K-12
UNDERWOOD	LAUREN	\$16.25	LUNCHROOM AIDE
USERA	NICHOLE	\$20.00	FOOD SERVICE WORKER
VAUGHN	PAMELA	\$23.00	PRINCIPAL'S SECRETARY
VETCH	ERIC	\$17.75	INSTRUCTIONAL AIDE, SPED K-12
VIOLET	LESLIE	\$22.25	INSTRUCTIONAL AIDE, SPED K-12
WALKER	JAMES	\$24.75	TECHNOLOGY DATABASE/SUPPORT
WALTMAN	JACE	\$44.72	BUILDING AND GROUNDS COORDINATOR
WARREN	BARBARA	\$20.75	LUNCHROOM AIDE
WHITE	KIMBERLY	\$17.00	LUNCHROOM AIDE
WORONIECKI	MEGUMI	\$17.75	FOOD SERVICE WORKER

**2024/2025 TENTATIVE TRANSPORTATION SCHEDULE**  
**Douglas School District Transportation 923-0022**

**Bus Transportation is a privilege based upon courteous behavior and compliance with established rules. Every District student will be given a pamphlet titled Bus Rules for Students which outlines the rules and procedures for enforcement of rules. Bus routes are subject to change due to road conditions, community development, and safety considerations. The Douglas Board of Education is not required to approve route changes throughout the year. Every effort will be made to inform affected students of route changes as early as possible. Students are eligible to ride a bus if they reside 2.5 miles or more from the Douglas transportation facility. Students will only be transported to daycares on a "space available" basis. Busses will not be added to accommodate daycares. Please look closely at the bus numbers, there are some changes from last year. Students should be at bus stops 5 minutes prior to scheduled time of pick up.**

- Bus 3** **First Stop 7:00**  
306 W. Sunnysdale Rd, 321 W. Sunnysdale, W. Sunnysdale & Sunflower, W. Sunnysdale & Blue Bell, Cactus Court, W. Sunnysdale & Sunnysdale, Lefler Lane & Radar Hill Rd, Fox Trail & Pickarts, Foxtrail & Partridge, Pheasant & Creekside, Rando (Stop Sign)
- Bus 4** **First Stop 7:05**  
307 Ruhe Ln, 324 Ruhe Lane, Freude & Daystar, Freiheit & Daystar, Grandeur & Daystar, Grandeur & S. Ellsworth Rd, S. Ellsworth & Freiheit, 307 Freude, 467 Freude Lane, Freude & Edelweis, Edelweis & Ellsworth Rd, Edelweis & Morgen, Morgen & Grandeur, Ellsworth Rd & Grandeur Ln
- Bus 5** **First Stop 7:00**  
202 Box Elder Rd, 308 Box Elder Rd, Valley Dr, (Midway) Valley & Meadow, Hillside & Meadow Rd, Hillside & Box Elder Rd, Box Elder Rd & Westside Dr, 624 Box Elder Rd, 616 Cardinal Apts., 608 Cardinal, Cardinal & Robin, Robin & Thunderbird, Thunderbird & East Hummingbird, Thunderbird & West Hummingbird, Chicadee & Thunderbird, 718 W. Box Elder Rd
- Bus 6** **First Stop 6:42**  
Elk Creek & Bend Rd., Elk Creek and Antelope Creek, Elk Creek & Iron Drive, Elk Creek & Knight Dr., 15020 Elk Creek, Ketelsen Loop & Elk Creek, Antelope Creek & 220<sup>th</sup>, Antelope Crk & Royal Run, 15159 224<sup>th</sup> Ave, 224<sup>th</sup> & 152<sup>nd</sup>, 15221 225<sup>th</sup> St, 22685 151<sup>st</sup> Ave, 22735 151<sup>st</sup> Ave, 22745 151<sup>st</sup>, 22762 151<sup>st</sup>, Bennington Dr & Trenton Lane
- Bus 7** **First Stop 7:00**  
223 Country Rd, 14704 Country Rd, Bluebird & Tanglewood, 539 Bluebird, Tuscany & Bluebird, Thrush & Bluebird, Wren & Bluebird, McDowell & Bluebird, Stealth & Tuscany, 608 Stealth, Tanglewood & Stealth, 616 Bluebird Apartments
- Bus 8** **First Stop 7:10**  
Stealth & Plover, Stealth & McDowell, Stealth & Springer, Maxwell & Stealth, Stealth & Hayden, Bluebird & Hayden, Maxwell & Bluebird, Bluebird & Springer
- Bus 11** **First Stop 7:05**  
333 Mule Deer Trail, Flying Eagle Dr., Beartooth & Old Cavalry, Old Cavalry & Big Badger, Old Cavalry Rd Bus Shelter, Old Cavalry Rd & Lone Soldier Rd, 22814 Radar Hill Rd, Radar Hills Dr., 210 Gumbo Dr.
- Bus 12** **First Stop 6:30**  
22820 Gateway, 22839 Gateway, Gateway & Hidden Bluff Ct, 22845 Gateway, 15522 Lonesome Dove, 15523 Lonesome Dove, 15529 Lonesome Dove, 15538 Lonesome Dove, 15544 Lonesome Dove, 22867 156<sup>th</sup> Ave, 22889 156<sup>th</sup>, 15556 229<sup>th</sup> St, 15544 229<sup>th</sup>, 15590 229<sup>th</sup> St 229<sup>th</sup> & Gateway, 22896 Gateway, 22869 Gateway, 22884 Gateway, 22670 154<sup>th</sup>, 15481 226<sup>th</sup>, Line & Willow, Spruce & Harmony, Cottonwood & Line Rd, 424 Line Road, 218 Oak St, Ellsworth Rd & Ruhe Ln, Ellsworth Rd & Freude Ln, Ellsworth Rd & Freiheit, Morgen & Freiheit, Morgen & Freude, Morgen & Ruhe
- Bus 15** **First Stop 6:45**  
3156 Reservoir Rd, 5797 Pluto, 5829 Mercury, Mercury & Beaumont, Meteor & Gemini, 5805 Saturn, 5608 Corbin, 2451 Lunar, Shaw & Reservoir, Uranus & Reservoir, 1920 Twilight, Twilight & Ennen, Poker & Spade, 1808 Meadow, 3405 Colvin St, Springfield & Wesson Rd, 6451 Longview Rd, 8325 Longview Rd, 22720 Radar Hill Rd
- Bus 16** **First Stop 7:10**  
Prairie Meadow Estates, Gumbo & Douglas, 235 Douglas, 204 Douglas, Douglas & Johnson, Douglas & Sikes, Douglas & Morningside Dr
- Bus 18** **First Stop 6:50**  
7110 Dunn, 7905 Dunn Rd, 8295 Dunn, 14873 E. Hiway 44, 23473 Bradsky, 23475 Bradsky, 23477 Bradsky, 23479 Bradsky, 23194 Radar Hill Rd, 23172 Radar Hill Rd, Mesa View Estates, 7400 Longview Rd, Derringer Rd & Wesson Rd (Murphy Ranch Estates)
- Bus 20** **First Stop 6:55**  
14652 Country Rd, 14636 Country Rd, 14618 Country Rd, 4254 Ashland, 4470 Ashland, 4925 Ashland, 4810 Sunnyside Dr, 5312 Sunnyside Dr, 4240 Mesa, Westgate Rd & Halsey Westgate & Rancho, 135 Westgate Rd, 125 Westgate Rd
- Bus 22** **First Stop 6:42**  
23053 Radar Hill Rd, 3020 Anderson, Hwy 44 & Apple Tree Rd, 6180 E. Highway 44, 5740 Green Valley, 6299 E. Highway 44, 14782 Highlight, Moonlight Dr & Morninglight Dr, 22965 Morninglight Dr, Morninglight & Daylight, 22957 Candlelight, Candlelight & Highlight, Candlelight & Lamplight, Lamplight & Morninglight, 23000 Morninglight, Morninglight & Sunlight
- Bus 23** **First Stop 7:10**  
Fox Trail & Brandy, Foxtrail & Coyote, Corbin James & Coyote Trl, Sophia-Lynnae & Coyote, Creekside & Coyote, Creekside & Partridge, Morningside and Douglas Rd.
- Bus 24** **First Stop 6:45**  
Morning View/Sky, 229<sup>th</sup> & Hidden Springs Rd, Mid-Way Hidden Springs Rd, 14799 Buckskin Rd, Palamino Ln & Buckskin Ln, Palamino & Quarter Horse, Mustang and Palamino, 14786 Mustang, 14797 Mustang, 23032 Radar Hill Rd, 14793 Sunlight, 14778 Moonlight, 14786 Moonlight, Highlight & Moonlight
- Bus 25** **First Stop 6:45**  
5430 Elk Vale, Elk Vale Rd & 225<sup>th</sup>, 22458 Elk Vale Rd, Bunco, 22306 Lowery Pl, West Nike Loop, Trea Ct, Dice Ct, Taron Ct, Tatum Ct, 22333 Lucky Ln, 22339 Dyes Ave, Bridle Ridge, Pommel Loop, Harbor & Bennett, Hurst & Bennett, Hickory & Bennett, Bennett Rd & Mystic, 4485 Bennett