

DOUGLAS SCHOOL DISTRICT  
BOARD OF EDUCATION

**AGENDA**

**Monday, November 25, 2024**

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

**5:00 PM**

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

Join Zoom Meeting <https://sdk12.zoom.us/j/97140164575?pwd=ALwMiRklVdsX2d8RYv5dGFS5belpKA.1>  
Meeting ID: 971 4016 4575  
Passcode: 578336

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. Call Meeting To Order:
2. Pledge of Allegiance and Moment of Silence In Honor Of Fallen Soldiers And Active Duty Persons:
3. Recognition:
4. Review of Board Working Agreements:
  - We ask
  - We learn
  - We lead
- 5.
6. Public Forum:
7. Approval of Agenda:
8. Consent Agenda Items:
  - A. Approval of Regular Meeting Minutes for November 12, 2024.
  - B. Approve Personnel Action for November 25, 2024.
  - C. Approve Financial Reports.

- D. Approve the Purchases and Issuing of Accounts Payable.
  - E. Approve appointment of all board members as Legislative Action Network (LAN) members for the 2025 legislative session.
  - F. Approve Conflict Disclosures and Waiver Authorizations Pursuant to SDCL 3-23-3
9. Items Removed From Consent Agenda
10. Elementary and Secondary Curriculum and Instruction Items:
11. Superintendent Items:
- A. Approve District Wellness Plan and Budget.
  - B. Draft I Facilities Committee and Meeting Dates:
  - C. Proposed Superintendent Evaluation Timeline:
    - November 25, 2024 - Discuss Superintendent Evaluation Timeline - Open Session
    - December 16, 2024 - Individual BOE Member Evaluations Due to Jackie - Google Form
    - January 6, 2025 - Individual Evaluations and Comments Compiled in 1 Document
    - January 13, 2025 - BOE Review Superintendent Evaluation - Executive Session
    - January 27, 2025 - BOE Final Review/Edit Superintendent Evaluation - Executive Session
    - February 11, 2025 - BOE/Superintendent Evaluation Discussion - Executive Session
  - D.
12. Fiscal Resources Items:
- A. South Dakota Teacher Compensation Accountability Data
  - B. Legislative Financial FAQ
13. Operational Support Services Items:
- A. Informational Reading of revised Board Policy DLC - Expense Reimbursements.
  - B. Informational Reading of revised Board Policy DN - School Properties Disposal Procedure.
  - C. Approve Revised Job Descriptions: High School Counselor, Middle School Counselor, and Warehouse and Delivery.
  - D. Approve updated Pennington County School Resource Officer Memorandum of Understanding (MOU).

14. Reports:

A. Superintendent:

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

15. Upcoming Calendar Events:

November 27-29 - Thanksgiving Break, No School

December 5 - Central Office Annual Openhouse, 8-3:30

December 9 - BOE Meeting, 5:00 pm

December 23-January 3 Winter Break, No School

January 6-7 - Staff PD Days

January 6 -Special BOE Meeting - Studer Update, 5:00 pm - Tentative

16. Executive Session

17. Action As A Result of Executive Session

18. Adjournment

SECTION	<b>B</b>	TITLE	<b>Board Governance and Operations</b>	FILE	<b>BDDH</b>
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### Public Participation at Board Meetings

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

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

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

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

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

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

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

are disrespectful to one or more persons, and shall not use profanity.

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

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

1. Agenda and Non Agenda Items:

- a. Before the meeting is called to order, an individual who desires to speak at a school board meeting must in writing inform the Superintendent, the Business Manager or the Board President of the person's desire to speak and the topic upon which the person intends to speak. The requesting party must sign a form (prepared by the school district) with their name, address, email and topic to be addressed. Individuals attending virtually and desiring to speak during public forum, should email their request to the superintendent's office, including all identifying information, by noon the day of the meeting.
- b. During the time designated for Public Forum, the Board President will recognize the person who signed up to speak and the person may speak on the topic according to the rules set forth in this policy
- c. A speaker shall be granted 5 minutes to present comments to the school board. Upon receiving a request for an extension of time from the speaker, the school board, upon a motion being made and passed by a majority of school board members present and voting, may grant an additional amount of time not to exceed 5 minutes. Additional extensions may be granted only upon a two-thirds vote of school board members present and voting.
- d. Should a number of persons wish to address the school board on the same agenda item, or should the comments become repetitious, the School Board President, in the President's sole discretion, may shorten the time for comments to two minutes per person in order that persons wishing to address the school board may be heard and still allow the school board sufficient time to conduct its agenda business.

2. Adding an Item to the School Board Meeting Agenda in Order to Request Specific School Board Action:

- a. Any person or delegation (with one person being the spokesperson for the delegation) making a specific request to the school board which would require formal action by the school board must present a written request to the Superintendent for the item to be placed on the school board meeting proposed agenda. The written request must be submitted to the Superintendent at least five calendar days before the school board meeting.
- b. The specific request to add an item to the agenda shall clearly identify what is being requested and why, signed by the person making the request, and include the person's name, address, email and telephone number.
- c. The Superintendent will forward the request to the School Board President and the Board President will decide whether the item will be placed on the proposed agenda. Whether any item is to be addressed at the school board meeting is determined by a majority of school

board members at the beginning of the school board meeting when the school board adopts the proposed agenda as printed or adopted after being modified.

- d. If the item on the meeting agenda is adopted by the school board, the person or spokesperson for the delegation who has submitted the request for specific school board action will be granted 10 minutes to explain the request to the school board. Upon receiving a request for an extension of time from the speaker, the school board, upon a motion being made and passed by the majority of school board members present, may grant an additional amount of time not to exceed 5 minutes. Additional extensions may be granted only upon a two-thirds vote of school board members present and voting.
- e. In the sole discretion of the school board, requests to the school board for specific action submitted after the proposed agenda has been posted may be:
  - deferred until the next regular meeting or a special school board meeting, or
  - added to the meeting agenda for discussion purposes only, or
  - added to the agenda for discussion and possible action.

### 3. Authority of Presiding Officer:

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

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

## REFERENCES

### State Reference:

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

### Policy Cross Reference:

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

**Adoption History**

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

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

DATE \_\_\_\_\_

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

Please print legibly.

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

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

This is the time for the Public Forum.

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

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

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

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

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

Adopted: 3/14/2022

MINUTES  
DOUGLAS SCHOOL DISTRICT  
BOARD OF EDUCATION MEETING

Tuesday, November 12, 2024

The Douglas School District No. 51-1 Board of Education held a Regular meeting on Tuesday, November 12, 2024 at 5:00 PM in the library conference room at Vandenberg Elementary School, Box Elder, South Dakota. President Tanya Gray presided. Those present were:

Ben Frerichs: Present, Tanya Gray: Present, Amy McGovern: Present, Chris Misselt: Present, Tonya Welch: Present. Paul Koecher: Associate Board Member, Absent; Tia Mullins: Associate Board Member, Present; and Jo Anne Mulholland: Alternate Associate Board Member, Present.

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

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

Superintendent Kevin Case recognized the different Veterans Day programs throughout the District. Pictures taken that day were featured in the state-wide slide show, showcasing Veterans Day programs across the state.

There was nothing for public forum.

Motion to approve the agenda with addition of Item 12B. This motion, made by Chris Misselt and seconded by Amy McGovern, Carried.

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

Approved Regular Board Meeting Minutes of October 28, 2024.

Approved Personnel Action for November 12, 2024.

Approved Accounts Payable Report for November 15, 2024 and Payroll Report for October (Attachments).

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

Approved South Dakota Department of Education Administrative Rule Waiver Application for Long-Term Substitute.

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

Motion to approve the SY 2025-26 Academic Calendar as recommended by the District Calendar Committee. This motion, made by Ben Frerichs and seconded by Tonya Welch, Carried.

Executive Director of Academics Ann Pettit gave a broad overview of the district scorecard, showing the board how to find the scorecard on the DOE website. She discussed the scores, how they calculated them, and how to drill down to find information based on demographics. She also reiterated the importance of filling out the free and reduced meal application form and how it pertains to the District's Title budgets.

**Operational Support Services Items:**

Motion to approve Items 12A and 12B as one motion: (12A) the addition of form IKFA-E - Letter of Intent for Early Graduation to current Board Policy IKFA - Early Graduation; and (12B) approve free meals for students qualifying for reduced meals according to Board Policy EFB - Free and Reduced-Price Food Services. This motion, made by Chris Misselt and seconded by Ben Frerichs, Carried.

**Reports:**

Committee Reports from Board Members and Comments from Associate Board Members

Ben Frerichs discussed going to the ASBSD Delegate Assembly in Ft. Pierre later in November and how he will be voting for what's best for our District. He will give an update at the next board meeting.

Board members continued working on goals during the board work session facilitated by Elynor Martinez of Leadership Matters.

Motion to adjourn the meeting at 7:14 p.m. (B Frerichs and C Misselt absent and not voting). This motion, made by Amy McGovern and seconded by Tonya Welch, Carried.

\_\_\_\_\_  
Tanya Gray, President

\_\_\_\_\_  
Trista Olney, Business Manager

\_\_\_\_\_ Initials

\_\_\_\_\_ Date

Published once at the total approximate cost of \_\_\_\_\_.

**Board Report - For School Board 11/15/2024**

<u>Vendor Name</u>	<u>Check #</u>	<u>Expensed</u>	<u>Amount</u>
ACTION MECHANICAL INC	184866		9,025.00
AMAZON.COM	184865		40,461.29
AMICK SOUND INC	184868		713.22
ASBSD	184869		245.10
ASCD	184870		75.00
BJ'S INSTRUMENT REPAIR	184871		100.00
BOULDER CANYON COUNTRY CLUB	184864		16.00
BOX ELDER HARDWARE	184872		242.90
BRIGHTLY SOFTWARE	184873		1,513.33
CARDIO PARTNERS INC	184874		959.74
CITY OF BOX ELDER/PUBLIC WORKS DEPT	184877		438.42
CLARK PRINTING, INC.	184878		2,200.00
CLARK, KARLINE	184879		100.17
COLUMN SOFTWARE PBC	184880		443.83
CRESCENT ELECTRIC	184882		21.55
DRAMATISTS PLAY SERVICE INC	184864		576.00
EBAY	184864		395.55
ECONOLOGGE- OACOMA	184883		232.00
EMPIRICAL RESOLUTION INC	184864		240.00
ETSY.COM	184864		15.93
EVERGREEN OFFICE PRODUCTS	184884		1,136.00
FIRTH, VIC	184864		21.44
GOODWILL OF THE GREAT PLAINS	184864		31.43
GOPHER SPORT	184885		364.56
GRAINGER, INC	184886		435.71
HAUFF MID-AMERICA SPORTS INC.	184887		1,694.26
HIGH POINT NETWORKS, LLC	184888		45.70
HILLYARD INC	184889		21.50
HUNTER-BAKER, SARAH	184890		89.37
Huron Studer Education	184864		350.00
HYATT REGENCY	184864		4,695.96
INNOVATIVE OFFICE SOLUTIONS	184891		5,613.52
LEADERSHIP MATTERS LLC	184892		2,480.00
LIFT PRO	184893		1,120.62
MEADOWBROOK GOLF COURSE	184864		18.40

**Board Report - For School Board 11/15/2024**

<u>Vendor Name</u>	<u>Check #</u>	<u>Expensed</u>	<u>Amount</u>
MENARDS	184895		757.86
MG OIL COMPANY, INC.	184896		296.86
MS MAIL	184897		283.85
NEARPOD INC.	184864		(149.31)
NORTH HANOVER TOWNSHIP BOARD OF OFFICE OF WEIGHTS & MEASURES	184898		1,128.00
OLIVE GARDEN	184899		28.00
OLIVE GARDEN	184864		347.18
PIZZA HUT- BOX ELDER	184864		196.37
RAPID CITY AREA SCHOOL DISTRICT	184900		607.50
RAPID CITY REGIONAL AIRPORT	184864		44.00
RAPID CITY WINDOW & GLASS, INC.	184901		302.00
REIFT.CH	184864		20.33
RIVERSIDE TECHNOLOGIES INC	184902		6,524.00
ROBOTICS EDUCATION & COMPETITION	184903		135.00
SAM'S CLUB	184864		213.80
SANFORD HEALTH OCCMED	184904		320.00
SD BASKETBALL COACHES ASSOCIATION	184864		160.00
SOCIETY FOR HUMAN RESOURCE MANGEMENT	184864		264.00
STEVENS HIGH SCHOOL ACTIVITIES	184907		144.92
SUPPLYHOUSE.COM	184864		215.79
SUPREME SCHOOL SPECIALTY	184908		176.64
TEMPERATURE TECHNOLOGY INC	184909		10,578.23
TOMAHAWK COUNTRY CLUB INC	184864		16.99
TRU BY HILTON MINNEAPOLIS DOWNTOWN	184864		2,460.16
TURF TANK	184864		348.70
ULINE SHIPPING SUPPLY SPEC.	184912		205.76
UNITED AIR LINES	184864		1,196.85
US BANK	184864		905.63
VANWAY TROPHY & AWARD, INC.	184913		497.20
VERIZON WIRELESS	184914		397.30
WAL-MART STORES INC	184864		440.32
WESTERN COMMUNICATIONS, INC.	184915		882.77
WUERTZER, ROYCE	184916		400.00
<b>GENERAL FUND</b>			<b>106,480.20</b>
AMERICAN TIME & SIGNAL COMPANY, INC.	184867		1,568.91

**Board Report - For School Board 11/15/2024**

<u>Vendor Name</u>	<u>Check #</u>	<u>Expensed</u>	<u>Amount</u>
CENTURY BUSINESS	184875		8,170.18
CO-OP ARCHITECTURE	184881		10,000.00
SECO CONSTRUCTION INC	184906		1,472.00
UCS	184911		54,041.00
<b>CAPITAL OUTLAY</b>			<b>75,252.09</b>
AMAZON.COM	184865		1,042.46
AMERICAN AIRLINES	184864		80.00
CHILDREN'S CARE HOSPITAL & SCHOOL	184876		7,060.00
MACKIE, BRENDA	184894		451.36
MS MAIL	184897		9.65
SD DEPARTMENT OF HUMAN SERVICES	184905		11,357.33
TIMMONS MARKET	184910		48.37
<b>SPECIAL ED</b>			<b>20,049.17</b>
WEBSTAIRANT STORE	184864		451.82
<b>FOOD SERVICE</b>			<b>451.82</b>
CIRCLE K	184864		316.72
WAL-MART STORES INC	184864		2,225.83
<b>GRANTS</b>			<b>2,542.55</b>
<b>SUBTOTAL</b>			<b>204,775.83</b>
AMAZON.COM	12578		246.36
BEST WESTERN RAMKOTA- PIERRE	12579		327.00
CASH-WA DISTRIBUTING COMPANY, INC.	12580		6,065.28
CHILD AND ADULT NUTRITION	12581		5,402.36
COCA-COLA BOTTLING CO HIGH COUNTRY	12582		530.00
DAKOTA WAREHOUSE	12583		100.00
FIDUCIARY ACCOUNT	12585		590.00
GENERAL FUND	12586		1,352.70
MS MAIL	12592		22.70
PAN-O-GOLD BAKING COMPANY, INC.	12587		390.64
PIZZA HUT- BOX ELDER	12588		893.00
PRAIRIE FARMS	12589		5,528.97
REINHART FOOD SERVICE LLC	12590		14,104.29
SERVALL TOWEL & LINEN SUPPLY, INC.	12591		187.80
<b>FOOD SERVICE</b>			<b>35,741.10</b>
<b>GRAND TOTAL:</b>			<b>240,516.93</b>

**PAYROLL EXPENDITURES**

**OCTOBER 7 2024**

**OCTOBER 21 2024**

**TOTALS**

**\$1,242,224.87**

**\$1,277,103.90**

**DOUGLAS SCHOOL DISTRICT  
PERSONNEL ACTION 11/12/2024**

**Certified Retirements**

Name	Position	Location	Effective Date
Pegge Poppe-Basham	3rd Grade Teacher	FC	5/23/2025

**Certified Resignations/Terminations**

Name	Position	Location	Effective Date
Erika Woodall	3rd Grade Teacher	FC	5/23/2025
Krisa Engel	Instructional Leader	FC	5/23/2025

**Classified Resignations/Terminations**

Name	Position	Location	Effective Date
Robert Rath	7th Boys BB Asst. Coach	MS	11/1/2024
Robert Rath	7th FB Head Coach	MS	11/1/2024
Nick Ferguson	8th Head Football Coach	MS	11/1/2024
Fern Maramag	Lunchroom Aide	FC	11/29/2024
Sandell Ebel	Lunchroom Aide	BC	10/28/2024

**Classified Voluntary Transfer Request/ Assignments**

Name	From Bldg / Position / Hrs /	To Bldg / Position / Hrs /	Effective Date
Jennifer Johnson	HS/FSW/5.5 hrs	MS/Instructional Aide/7 hrs	11/9/2024

**Classified Staff Hiring**

Name	Location / Position	Wage	Effective Date
Debra James	HS/Instructional Aide/1 yr only	\$17.75	10/30/2024
Shanice Luke	HS/Food Services	\$15.50	TBD

**Temporary Hires**

Name	Position	Salary	Effective Date
Catherin Baughman	Knowledge Bowl	\$15.00	11/24/2024
Rayna Johnson	6th Girls Basketball Coach	\$1,218.00	2024-2025
Nelson Rodriguez	7th Boys Basketball Coach	\$2,409.00	2024-2025
Isabelle Johnson	MS Track Asst. Coach	\$2,443.00	2024-2025

**Substitute Hires**

Name	Substitute Teacher	Substitute Classified	Effective Date
Cassandra Dunsmore	Substitute Teacher	Per Substitute Pay Rate	10/29/2024

\*\* Personnel Action additions and updates made after initial publication and before scheduled school

**DOUGLAS SCHOOL DISTRICT  
PERSONNEL ACTION 11/25/2024**

**Employee Leave of Absence Requests**

Name	Building	Position	Effective Date
Melissa Hartley	VES	Teacher	11/25/2024

**Classified Service Factor Bonus**

Name	Position/Years	Amount	Dates of Service
Christie Medina	FSW/10 years	\$491.94	11/20/2014-11/20/2024

**Classified Resignations/Terminations**

Name	Position	Location	Effective Date
Brooke Lappe	6th Girls Volleyball	MS	11/13/2024
Bridget Combs	Custodian	BC	11/12/2024

**Classified Voluntary Transfer Request/ Assignments**

Name	From Bldg / Position / Hrs / Wage	To Bldg / Position / Hrs / Wage	Effective Date
Angela Milliken	Floater/Custodian/8 hrs/\$19.25	BC/Night Custodian/8 hrs/\$19.75	11/18/2024

**Classified Staff Hiring**

Name	Location / Position	Wage	Effective Date
Shanice Luke	HS/FSW	\$15.50	11/15/2024
** Jezza Ready	CO/Accounts Payable	\$22.00	12/03/2024

**Temporary Hires**

Name	Position	Salary	Effective Date
Michaela Doyle	Pentatonic Patriots Choir	\$2,067.00	10/02/2024
Jacqueline Heisler	Anchored 4 Life	\$600.00	10/02/2024
Teresa Keyser	Anchored 4 Life	\$600.00	10/02/2024

**Substitute Hires**

Name	Substitute Teacher	Substitute Classified	Effective Date
Ryanne Heintz	Substitute Teacher	Per Substitute Pay Rate	11/18/2024

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

<b>October 1, 2024 FINANCIAL</b>	<b>GENERAL FUND</b>	<b>CAPITAL OUTLAY</b>	<b>SPECIAL EDUCATION</b>
BALANCE 9/30/24	648,785.22	(713,466.30)	1,852,808.79
RECEIPTS:			
TAXES	48,202.36	36,591.86	19,239.96
INTEREST	1,104.79	0.00	0.00
ADMISSIONS	3,823.00	0.00	0.00
LOCAL	492.08	82.64	0.00
COUNTY	30,380.91	0.00	0.00
STATE	1,368,749.00	0.00	299,174.00
FEDERAL	0.00	0.06	0.00
OTHER	6,152.20	0.00	13,280.99
INTERFUND TRAN.	17,662.38	0.00	0.00
TOTAL RECEIPTS:	1,476,566.72	36,674.56	331,694.95
DISBURSEMENTS:			
VERIFIED CLAIMS	293,414.39	699,896.40	38,962.90
SALARIES	1,841,533.14	0.00	478,201.76
TRANSFERS OUT			
<b>BALANCE 10/31/24</b>	<b>(9,595.59)</b>	<b>(1,376,688.14)</b>	<b>1,667,339.08</b>
BALANCE 10/31/23	365,268.46	1,354,249.39	1,200,615.90

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<b>October 1, 2024 FINANCIAL</b>	<b>FEDERAL PROJECTS</b>	<b>UNEMPLOY- MENT FUND</b>
BALANCE 9/30/24	(2,649,292.70)	49,497.51
RECEIPTS:		
LOCAL		
STATE		
FEDERAL	0.00	0.00
REIMBURSEMENTS	0.00	
OTHER (LOCAL) -AFROTC	0.00	0.00
INTERFUND TRAN.		
TRANSFER IN		
TOTAL RECEIPTS:	0.00	0.00
DISBURSEMENTS:		
VERIFIED CLAIMS	73,394.26	348.81
SALARIES	87,387.49	0.00
TRANSFERS OUT		
<b>BALANCE 10/31/24</b>	<b>(2,810,074.45)</b>	<b>49,148.70</b>
BALANCE 10/31/23	(5,924,575.25)	49,497.51

<b>October 1, 2024</b> <b>FINANCIAL</b>	<b>DEP CARE</b>	<b>MEDICAL REIMB</b>	<b>IMPACT AID</b>
BALANCE 9/30/24	1,506.28	(7,677.33)	27,685,539.54
RECEIPTS:			
INTEREST	0.00	0.00	17,662.38
FEDERAL	0.00	0.00	0.00
LOCAL	1,585.44	3,827.22	0.00
OTHER			
INTERFUND TRAN.			
LOANS			
TOTAL RECEIPTS:	1,585.44	3,827.22	17,662.38
DISBURSEMENTS:			
VERIFIED CLAIMS	1,206.68	3,915.39	0.00
EXPENDITURES/TRANSFERS OUT	0.00	0.00	17,662.38
<b>BALANCE 10/31/24</b>	<b>1,885.04</b>	<b>(7,765.50)</b>	<b>27,685,539.54</b>
BALANCE 10/31/23	1,566.29	(3,840.41)	25,423,222.54

<b>October 1, 2024</b> <b>FINANCIAL</b>	<b>FOOD SERVICE</b>	<b>FIDUCIARY FUNDS</b>
BALANCE 9/30/24	152,539.03	284,942.18
RECEIPTS:		
INTEREST		
SALES	80,967.59	0.00
STATE	0.00	0.00
FEDERAL	104,119.11	0.00
LOCAL	277.20	71,969.90
OTHER	0.00	
INTERFUND TRAN.		
LOANS		
TOTAL RECEIPTS:	185,363.90	71,969.90
DISBURSEMENTS:		
VERIFIED CLAIMS	85,370.60	38,379.74
SALARIES	87,117.75	0.00
<b>BALANCE 10/31/24</b>	<b>165,414.58</b>	<b>318,532.34</b>
BALANCE 10/31/23	265,225.47	261,449.61

**Board Report - For School Board 11/27/2024**

<u>Vendor Name</u>	<u>Check #</u>	<u>Expensed</u>	<u>Amount</u>
A & B WELDING SUPPLY COMPANY INC.	184931		1,178.84
AMERICAN LEGION	184933		600.00
ANCORA PUBLISHING	184934		379.85
BEST WESTERN - VERMILLION	184937		201.99
BEST WESTERN PLUS RAMKOTA HOTEL	184938		1,152.00
BLACK HILLS SPECIAL SERVICES COOPERATIVE	184939		2,356.92
BOX ELDER HARDWARE	184940		1,133.83
CARQUEST AUTO PARTS	184942		676.60
CENTURY BUSINESS	184943		59.67
CRESCENT ELECTRIC	184945		960.14
CRUM ELECTRIC SUPPLY CO INC	184946		598.63
CUTTING EDGE LAWN CARE	184947		710.18
DAKOTA BUS SERVICE, INC.	184948		18,804.50
DAKOTA SUPPLY GROUP, INC.	184949		922.82
DAYS INN- MITCHELL	184950		1,141.00
DEMCO, INC	184951		160.25
DENNIS SUPPLY-RC	184952		5,884.02
E-RATE EDUCATIONAL SERVICES LLC	184954		5,000.00
EBACH ENTERPRISES	184953		7,940.00
EVERGREEN OFFICE PRODUCTS	184955		589.00
FLACK TRUCKING INC.	184957		386.30
FLOYD'S TRUCK CENTER	184958		1,057.62
GAME ONE	184959		234.60
GREAT WESTERN TIRE COMPANY	184960		32.95
GRIMMS PUMP SERVICE, INC.	184961		702.00
HAL LEONARD	184962		299.00
HARLOW'S BUS SALES, INC.	184963		304.13
HAUFF MID-AMERICA SPORTS INC.	184964		625.00
HIGH POINT NETWORKS, LLC	184965		172.50
HILL CITY HIGH SCHOOL	184966		30.00
HOLIDAY INN - CITY CENTER	184967		1,391.00
HOT SPRINGS SCHOOL DISTRICT	184968		50.00
HOUGHTON MIFFLIN HARCOURT PUBLISHING	184969		25,500.00
JW PEPPER & SONS, INC.	184970		72.69
KETEL THORSTENSON, LLP	184971		29,178.40

**Board Report - For School Board 11/27/2024**

<u>Vendor Name</u>	<u>Check #</u>	<u>Expensed</u>	<u>Amount</u>
LEADERSHIP MATTERS LLC	184972		8,998.14
LYNN JACKSON SHULTZ & LEBRUN PC INC	184973		1,654.00
MENARDS	184974		284.58
MG OIL COMPANY, INC.	184975		11,296.43
MIDWEST BUS PARTS, INC.	184976		585.84
MS MAIL	184977		200.00
NEWELL SCHOOL DISTRICT	184978		50.00
NORTH CENTRAL BUS & EQUIPMENT CO. INC	184979		514.04
NOTE COUNSELOR, LLC	184980		79.00
OLSON TOWING	184981		264.25
QUADIENT	184982		182.85
RIVERSIDE TECHNOLOGIES INC	184983		579.00
ROBOTICS EDUCATION & COMPETITION	184984		135.00
SANORBIX LLC	184985		7,000.00
SAPPHIRE BACKGROUND CHECK	184986		450.00
SASD	184987		45.00
SCHOOL LIFE	184988		181.65
SCHOOL SPECIALTY INC.	184989		176.64
STEVENS HIGH SCHOOL ACTIVITIES	184990		72.46
TATCO CONSTRUCTION SERVICES	184991		6,963.00
TEMPERATURE TECHNOLOGY INC	184993		3,630.00
TIMMONS MARKET	184994		249.82
TYLER TECHNOLOGIES	184995		630.00
UNIVERSAL ATHLETIC LLC	184997		3,536.91
VICTOR TECHNOLOGY - SEAT SACK	184999		259.00
WASHINGTON HIGH SCHOOL	185000		892.00
<b>GENERAL FUND</b>			<hr/> 159,396.04
A&J SCREENING	184932		5,133.50
CANFIELD	184941		7,150.00
NORTH CENTRAL BUS & EQUIPMENT CO. INC	184979		125,047.00
RIVERSIDE TECHNOLOGIES INC	184983		8,334.83
TATCO CONSTRUCTION SERVICES	184991		28,957.00
TEAM SPORTS PLANET	184992		6,177.47
UNIVERSAL ATHLETIC LLC	184997		29,161.60
<b>CAPITAL OUTLAY</b>			<hr/> 209,961.40
ASBSD	184935		20.00

**Board Report - For School Board 11/27/2024**

<u>Vendor Name</u>	<u>Check #</u>	<u>Expensed</u>	<u>Amount</u>
AUTISM PRODUCTS.COM	184936		92.87
EVERY DAY SPEECH	184956		599.00
ULTIMATE SLP - LEARNIX, LLC	184996		559.68
USD CENTER FOR DISABILITIES	184998		160.00
<b>SPECIAL ED</b>			<hr/> 1,431.55
CLIMATE CONTROL SYSTEMS AND SERVICE	184944		20,276.64
<b>GRANTS</b>			<hr/> 20,276.64
			<hr/> 391,065.63
CASH-WA DISTRIBUTING COMPANY, INC.	12599		3,630.70
COCA-COLA BOTTLING CO HIGH COUNTRY	12600		580.50
PAN-O-GOLD BAKING COMPANY, INC.	12601		759.16
PIZZA HUT- BOX ELDER	12602		750.50
PRAIRIE FARMS	12603		5,785.00
REINHART FOOD SERVICE LLC	12604		14,098.18
SERVALL TOWEL & LINEN SUPPLY, INC.	12605		187.80
<b>FOOD SERVICE</b>			<hr/> 25,791.84
			<hr/> 25,791.84
Grand Total:			<hr/> 416,857.47

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**From:** Tyler Pickner <tpickner@asbsd.org>  
**Sent:** Friday, November 8, 2024 10:21 AM  
**Cc:** Tyler Pickner  
**Subject:** LAN needs many voices for this year's session

**Caution:** This email originated from outside the K-12 email system. Do not click links or open attachments unless you recognize the sender and know the content is safe.

We need voices advocating for public education during the **2025 legislative session**.

*A voucher bill taking public money for non-public education is coming, as is a proposed cap or cut to property taxes, and challenges to your local control along with other potentially damaging bills will be introduced this session.*

To combat that, we need many members appointed to the ASBSD **Legislative Action Network (LAN)**, which is designed to activate school leaders to communicate to legislators our legislative positions. **Please consider appointing all or multiple board members and administrators to LAN.** The number of communications a legislator receives for or against a bill is their scoreboard and we need more people to share our message so we come out on the winning side!

The LAN appointment process is online and can be completed through the following steps:

1. **Click here to access the LAN Appointment form;**
2. Complete the form;
  - o Adding multiple individuals from your district for LAN is similar to how a new paragraph is added in a document.
3. Click the submit button;
  - o Should you need to add another board member after you've submitted, click the "Submit another response" link.

*Please note, LAN members and Delegates are not the same position.*

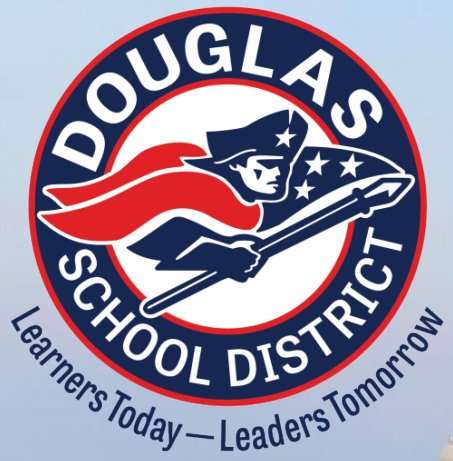


**LAN members** will periodically be contacted by ASBSD during legislative session asking them to contact their legislator(s) and advocate for or against specific legislation.

Each board member designated as a LAN member earns 25 ALL points for their local board.

If you have questions or need assistance, please contact me.

Board Members, Superintendents and Business Managers have received this email.

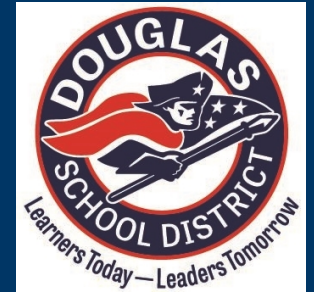


# DOUGLAS SCHOOLS

## EMPLOYEE WELLNESS PROGRAM

November 25, 2024

# LAYING THE GROUNDWORK



# COMMITTEE MEMBERS

Ben Frerichs – BOE Member

Chandra Canaan – Badger Clark

April Johnson – Badger Clark

Lori Ashley – Badger Clark

Corinna Carlson – Central Office

Trista Olney – Central Office

Dan McIntire – DHS

Sherri Horan – DHS

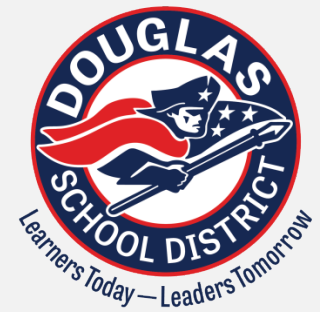
Kara Holsworth – DMS

Holly Howie – DHS

Josh Haaland – DHS

Kimberly Cook – DHS

Kaylee Reinert - DMS



Charlotte Warren – DMS

Jennifer Garner – Food Services

Jessica Gaudino – Francis Case

Michelle Crane – DHS

Kristyn Labine – Badger Clark

Brook Clark – DMS

Debra Hollan – Central Office

Jade Temple – Central Office

Jackie McPherson – Central Office

Brandy Aukerman – Vandenberg

Jeannine Clark – Francis Case

Kaylin Smith – DHS

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

## DSD WELLNESS PLAN



STEP  
01

### WHAT

Comprehensive wellness plan that addresses physical, mental, and emotional needs of staff and their families

STEP  
02

### WHY

Wellness Program is a cornerstone of our Strategic Plan aimed at fostering a healthier, happier, and more resilient school community.

STEP  
03

### HOW :IMPLEMENT

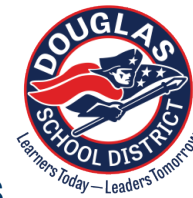
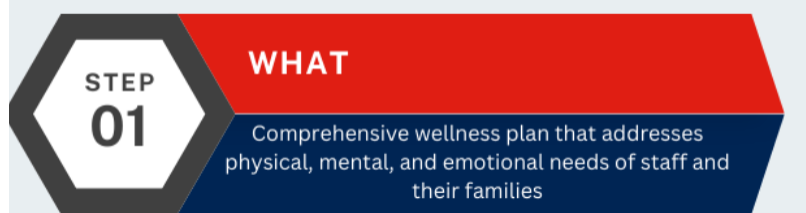
Well365, Health and Mental Health Coaching and Resources

STEP  
04

### EVALUATE

Well365 App tracking/data, Program tiers, incentives, committee, and employee feedback.

[www.DSDk12.net/wellness](http://www.DSDk12.net/wellness)



## DSD WELLNESS PROGRAM – STAFF NEEDS ASSESSMENT

# Wellness Component Priorities

### 1. Mental/Emotional

1. Implement an Employee Assistance Program for all district employees – **Priority #1**
2. Offer mental health trainings, stress, anxiety, mindfulness, meditation, Power of Gratitude, etc.
  1. Use local resources or staff members as trainers for some trainings

### 2. Environmental/Social

1. Consistent student behavior expectations across the district – to get everyone on the same page, and that in turn will lead to less stress for staff. (**Champs training – August 2024 for all staff**)
2. Adaptive School Norms – How we treat one other as staff members. Respect, listen to one another, value everyone’s opinion. (**Trained over 250 staff over 3 years**)
  - Offer a refresher for all staff
  - Offer times for staff to share ideas/best practices
3. Patriot Proud program – Emphasize this with all staff – encourage staff to show appreciation and gratitude to one another. (**Greater emphasis this year on gratitude and appreciation**)

### 3. Physical

1. Offer Wellness Activities to support physical activity, nutrition, sleep, etc.
2. Encourage/Incentivize the district wellness screenings – Make them worth wellness points or rewards.
3. Partner with the YMCA, Planet Fitness and others to offer classes or track activity.
4. Wellness activities allowed during School Time – Self Care, walking during breaks or lunch, offering wellness classes during PD days, etc.

# DSD WELLNESS ACTIVITIES/CATEGORIES



## Health/Medical

Annual Physical  
Dental or Eye Exam  
Biometric Screening  
Vaccinations – Flu, Covid, Etc  
Cancer Screenings – Mammograms, Colonoscopy, Prostrate, Skin, etc

## Physical Activity (120 min/week or 480 min month)

Walking  
Treadmill/Elliptical/Stairmaster  
Running  
Working out at gym/fitness center/health club  
Biking  
Hiking  
Pickleball  
Team Sports  
Fitness Class – Yoga/Zumba/Martial Arts  
Working Out/Weight Training

## Wellness Classes (offer 4 or 6 sessions)

Yoga  
Zumba  
Meditation  
Mindfulness  
Power of Gratitude  
Healthy Eating/Nutrition  
Financial Fitness  
Stress Management Class  
Self Care Class  
Well365 Classes

## Possible Challenges

Dry January Challenge – January

Heart Challenge – February

Sugar Challenge – March

Pay it Forward Challenge – April

Self-Care Challenge – May

Step Challenge – June

Eat Your Veggies Challenge – July

Water Challenge – August

Digital Challenge – September

Mental Health Challenge – October

Sleep Challenge – November

Holiday Challenge – December

Wellness Program is a cornerstone of our Strategic Plan aimed at fostering a healthier, happier, and more resilient school community.

## DOUGLAS STRATEGIC DIRECTION

### Community and 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.

**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.



## STEP 03

### HOW :IMPLEMENT

Well365, Health and Mental Health Coaching  
and Recourses



## WHAT DSD HAS AVAILABLE THROUGH ASBSD

Through Well365 and ASBSD – Douglas School District receives:

- Free Biometric Screenings
  - Now offers take home tests as well for members and spouses
- Free Flu Shots
- Free Health Coaching
- Free wellness app platform – Called Well365
- Health and Wellness Discounts available on “My Wellmark” portal
  - Discounts on gym memberships, fitbits, etc

### Mental Health Support

- Each member on the health plan has access to 4 hours per person per year of therapy/counseling.
  - Will be adding spouses and dependents soon as well.
  - Not a 24/7 service, must make an appt.
- Teletherapy is already available through Doctor on Demand. \$10 or \$59 Copay depending on the medical plan.



**STEP 04**

**EVALUATE**

Well365 App tracking/data, Program tiers, incentives, committee, and employee feedback.

## NEXT STEPS AND TIMELINE

1. Present BOE
2. Secure partners and vendors for the wellness program
3. Communicate the plan to all staff – Multiple ways, multiple times.
4. Estimated Launch date – Jan. 1<sup>st</sup>
5. Run to June 2025 and evaluate results for full year
6. Review and evaluate program, challenges, involvement, make adjustments before implementing Full Year Program.

**DRAFT I FACILITIES BUILDING COMMITTEE**  
**~~2019-20~~**  
**2024**

		2019 Committee
Kevin Case	Superintendent	<del>Alan Kerr</del>
Ann Pettit	Executive Director of Elem Ed	Ann Pettit
Trista Olney	Business Manager	Trista Hedderman
Tim Kusters	Executive Director of Operations	
Monica Waltman	Special Education Director	
Jade Temple	Communications Coordinator	
	Board Member	<del>Cathleen Melendez</del>
	Board Member	Ben Frerichs
Beau Voegeli	High School Principal	<del>Bud Gusso</del>
Maybe	HS Assistant Principal	<del>Duane Wince</del>
Josh Halland	HS Activities Director	<del>Naomi Hatfield</del>
Courtney Crosswiat	Middle School Principal	<del>Greg Seefeldt</del>
Maybe	MS Assistant Principal	<del>Mark Sheets</del>
Shanna Sandal	Vandenberg Principal	<del>Lezlie Larsen</del>
Jeannie Clark	Francis Case Principal	Jeannie Clark
Troy Volesky	Badger Clark Principal	Troy Volesky
	<del>Special Services Director</del>	<del>Joan Dunmire</del>
Sam Brown	Transportation Coordinator	<del>Peter Haugh</del>
Jace Waltman	Buildings & Grounds Coordinator	<del>Ron Mincks</del>
Jennifer Garner	Food Service Coordinator	<del>Karen Faas</del>
Shawn Compton	Technology Coordinator	<del>Lane Johnson</del>
	Badger Clark Certified	Lisa Murray Vernon
	Francis Case Parent	Doug Kenoyer – doug@KTLLP.com
	Middle School Classified	<del>Larry Pettigrew</del>
	Vandenberg Classified	<del>Amber Cole</del>
	High School Classified	Bridget Koehler
	SRO	<del>Victor Gust</del>
	Community Member	Bill Eldridge
JoAnne	Ellsworth Air Force Base	<del>Sara Deaver</del>
Jackie McPherson	Recording Secretary	Jackie McPherson
	Community Member 2	

District Name	District Number	2024 Total FTE	2024 Total Salary	2024 Total Compensation (Salary + Benefits)	2024 Average Teacher Compensation	2024 Average Teacher Salary	2017 Average Teacher Compensation	Meets State Aid Accountability, FY2025
Oglala Lakota County 65-1	65001	115.27	\$7,564,995	\$9,613,796	\$83,402	\$65,628	\$68,778	Y
Brandon Valley 49-2	49002	287.73	\$18,233,536	\$24,562,968	\$85,368	\$63,370	\$65,884	Y
Douglas 51-1	51001	176.66	\$11,191,265	\$13,898,083	\$78,671	\$63,349	\$67,320	Y
Dupree 64-2	64002	28.83	\$1,782,787	\$2,306,269	\$79,995	\$61,838	\$65,445	Y
Huron 02-2	2002	180.51	\$11,059,377	\$14,233,011	\$78,849	\$61,267	\$63,629	Y
Todd County 66-1	66001	151.59	\$9,269,974	\$11,930,781	\$78,704	\$61,152	\$60,414	Y
Dakota Valley 61-8	61008	89.81	\$5,486,844	\$6,807,500	\$75,799	\$61,094	\$60,490	Y
Eagle Butte 20-1	20001	46.12	\$2,790,184	\$3,694,498	\$80,106	\$60,498	\$67,524	Y
Mitchell 17-2	17002	186.16	\$11,235,715	\$14,019,269	\$75,308	\$60,355	\$64,527	Y
Sioux Falls 49-5	49005	1,661.96	\$100,064,724	\$134,818,369	\$81,120	\$60,209	\$68,432	Y
Andes Central 11-1	11001	29.00	\$1,734,003	\$2,245,275	\$77,423	\$59,793	\$59,760	Y
Harrisburg 41-2	41002	452.37	\$26,773,909	\$32,974,739	\$72,893	\$59,186	\$55,634	Y
Pierre 32-2	32002	165.79	\$9,797,805	\$11,884,738	\$71,685	\$59,098	\$57,030	Y
Yankton 63-3	63003	179.40	\$10,501,705	\$13,619,256	\$75,916	\$58,538	\$67,054	Y
Madison Central 39-2	39002	80.82	\$4,715,974	\$5,839,283	\$72,250	\$58,352	\$59,835	Y
Brookings 05-1	5001	241.46	\$14,025,124	\$18,267,137	\$75,653	\$58,085	\$61,500	Y
Watertown 14-4	14004	234.39	\$13,574,929	\$17,350,550	\$74,024	\$57,916	\$64,496	Y
Wagner Community 11-4	11004	68.70	\$3,978,073	\$5,227,983	\$76,099	\$57,905	\$62,800	Y
Elk Mountain 16-2	16002	1.85	\$107,000	\$121,606	\$65,733	\$57,838	\$40,942	Y
Aberdeen 06-1	6001	302.49	\$17,394,326	\$22,596,553	\$74,702	\$57,504	\$61,769	Y
Timber Lake 20-3	20003	36.60	\$2,099,138	\$2,704,786	\$73,901	\$57,353	\$59,077	Y
Chester Area 39-1	39001	36.55	\$2,093,803	\$2,795,276	\$76,478	\$57,286	\$64,028	Y
Spearfish 40-2	40002	166.44	\$9,486,946	\$11,441,084	\$68,740	\$56,999	\$56,562	Y
McLaughlin 15-2	15002	40.00	\$2,274,341	\$2,925,030	\$73,126	\$56,859	\$56,648	Y
West Central 49-7	49007	92.87	\$5,255,430	\$6,491,373	\$69,897	\$56,589	\$59,155	Y
Milbank 25-4	25004	79.65	\$4,484,276	\$5,693,725	\$71,484	\$56,300	\$58,958	Y
Burke 26-2	26002	20.07	\$1,129,225	\$1,447,396	\$72,117	\$56,264	\$62,271	Y
Lead-Deadwood 40-1	40001	60.00	\$3,368,971	\$4,645,141	\$77,419	\$56,150	\$64,258	Y
Estelline 28-2	28002	23.41	\$1,311,450	\$1,669,466	\$71,314	\$56,021	\$59,770	Y
Tea Area 41-5	41005	142.65	\$7,976,841	\$9,962,072	\$69,836	\$55,919	\$56,031	Y
Smee 15-3	15003	17.83	\$995,528	\$1,276,578	\$71,597	\$55,834	\$61,774	Y
Mobridge-Pollock 62-6	62006	40.76	\$2,263,514	\$2,874,775	\$70,529	\$55,533	\$60,290	Y
Rapid City Area 51-4	51004	782.69	\$43,322,925	\$56,633,164	\$72,357	\$55,351	\$64,058	Y
McIntosh 15-1	15001	18.06	\$996,871	\$1,331,896	\$73,748	\$55,198	\$64,879	Y
Beresford 61-2	61002	48.73	\$2,686,926	\$3,378,249	\$69,326	\$55,139	\$57,264	Y
Northwestern Area 56-7	56007	20.66	\$1,138,468	\$1,476,323	\$71,458	\$55,105	\$54,278	Y
Groton Area 06-6	6006	40.64	\$2,237,779	\$2,890,623	\$71,128	\$55,063	\$60,293	Y

District Name	District Number	2024 Total FTE	2024 Total Salary	2024 Total Compensation (Salary + Benefits)	2024 Average Teacher Compensation	2024 Average Teacher Salary	2017 Average Teacher Compensation	Meets State Aid Accountability, FY2025
Sisseton 54-2	54002	76.36	\$4,168,470	\$5,204,784	\$68,161	\$54,590	\$56,936	Y
Bennett County 03-1	3001	36.50	\$1,991,677	\$2,476,199	\$67,841	\$54,566	\$57,374	Y
South Central 26-5	26005	6.85	\$373,610	\$495,101	\$72,278	\$54,542	\$57,038	Y
Canton 41-1	41001	61.87	\$3,372,029	\$4,165,074	\$67,320	\$54,502	\$54,426	Y
Lennox 41-4	41004	73.50	\$4,001,220	\$5,012,779	\$68,201	\$54,438	\$54,150	Y
Meade 46-1	46001	212.77	\$11,578,188	\$14,371,839	\$67,546	\$54,416	\$58,847	Y
Stanley County 57-1	57001	34.00	\$1,848,456	\$2,321,142	\$68,269	\$54,366	\$54,103	Y
Hamlin 28-3	28003	53.81	\$2,922,599	\$3,732,544	\$69,365	\$54,313	\$56,831	Y
Canistota 43-1	43001	21.73	\$1,180,006	\$1,472,153	\$67,747	\$54,303	\$56,861	Y
Platte-Geddes 11-5	11005	43.35	\$2,341,900	\$3,018,366	\$69,628	\$54,023	\$59,655	Y
Baltic 49-1	49001	36.75	\$1,982,786	\$2,443,833	\$66,499	\$53,953	\$57,149	Y
Chamberlain 07-1	7001	74.46	\$4,017,279	\$5,189,633	\$69,697	\$53,952	\$58,327	Y
Willow Lake 12-3	12003	24.56	\$1,324,370	\$1,681,436	\$68,462	\$53,924	\$58,158	Y
Montrose 43-2	43002	20.25	\$1,091,750	\$1,373,326	\$67,819	\$53,914	\$55,546	Y
Winner 59-2	59002	51.48	\$2,766,550	\$3,456,583	\$67,144	\$53,740	\$55,393	Y
Lyman 42-1	42001	30.15	\$1,619,901	\$2,068,296	\$68,600	\$53,728	\$60,202	Y
Garretson 49-4	49004	33.74	\$1,812,770	\$2,267,298	\$67,199	\$53,728	\$55,673	Y
Gregory 26-4	26004	33.00	\$1,771,306	\$2,250,508	\$68,197	\$53,676	\$54,838	Y
Oelrichs 23-3	23003	13.02	\$698,025	\$870,947	\$66,893	\$53,612	\$53,602	Y
Waverly 14-5	14005	20.06	\$1,074,995	\$1,430,298	\$71,301	\$53,589	\$58,631	Y
Florence 14-1	14001	20.67	\$1,105,689	\$1,446,796	\$69,995	\$53,492	\$58,185	Y
De Smet 38-2	38002	24.31	\$1,300,274	\$1,736,528	\$71,433	\$53,487	\$57,521	Y
Ethan 17-1	17001	20.09	\$1,070,148	\$1,311,826	\$65,297	\$53,268	\$53,946	Y
Deuel 19-4	19004	37.86	\$2,016,122	\$2,527,089	\$66,748	\$53,252	\$57,302	Y
Vermillion 13-1	13001	97.42	\$5,182,287	\$6,694,011	\$68,713	\$53,195	\$58,678	Y
Castlewood 28-1	28001	20.70	\$1,100,571	\$1,396,513	\$67,464	\$53,168	\$57,850	Y
Tri-Valley 49-6	49006	66.50	\$3,533,694	\$4,463,250	\$67,117	\$53,138	\$60,660	Y
Arlington 38-1	38001	22.13	\$1,173,034	\$1,530,099	\$69,141	\$53,007	\$56,680	Y
Rosholt 54-4	54004	20.36	\$1,078,664	\$1,385,650	\$68,057	\$52,980	\$59,923	Y
Parkston 33-3	33003	44.30	\$2,339,573	\$2,991,626	\$67,531	\$52,812	\$57,053	Y
Elk Point-Jefferson 61-7	61007	50.00	\$2,629,719	\$3,186,249	\$63,725	\$52,594	\$54,669	Y
Webster Area 18-5	18005	36.14	\$1,896,511	\$2,409,712	\$66,677	\$52,477	\$55,255	Y
McCook Central 43-7	43007	30.76	\$1,612,264	\$2,011,399	\$65,390	\$52,414	\$57,034	Y
Kimball 07-2	7002	30.80	\$1,611,739	\$2,026,762	\$65,804	\$52,329	\$53,994	Y
Custer 16-1	16001	72.00	\$3,763,585	\$4,822,648	\$66,981	\$52,272	\$55,008	Y
Freeman 33-1	33001	32.05	\$1,672,048	\$2,352,675	\$73,406	\$52,170	\$61,339	Y
Mount Vernon 17-3	17003	19.80	\$1,032,202	\$1,295,463	\$65,427	\$52,131	\$56,710	Y

District Name	District Number	2024 Total FTE	2024 Total Salary	2024 Total Compensation (Salary + Benefits)	2024 Average Teacher Compensation	2024 Average Teacher Salary	2017 Average Teacher Compensation	Meets State Aid Accountability, FY2025
Lemmon 52-4	52004	24.11	\$1,256,856	\$1,524,408	\$63,227	\$52,130	\$59,044	Y
Dell Rapids 49-3	49003	69.00	\$3,594,240	\$4,487,179	\$65,032	\$52,090	\$56,472	Y
Haakon 27-1	27001	22.00	\$1,145,769	\$1,412,167	\$64,189	\$52,080	\$55,069	Y
Hill City 51-2	51002	33.34	\$1,735,292	\$2,213,238	\$66,384	\$52,048	\$59,577	Y
Leola 44-2	44002	20.45	\$1,064,188	\$1,369,145	\$66,951	\$52,039	\$52,015	Y
Wall 51-5	51005	22.35	\$1,161,691	\$1,524,484	\$68,210	\$51,977	\$61,886	Y
Plankinton 01-1	1001	22.22	\$1,152,198	\$1,432,742	\$64,480	\$51,854	\$53,428	Y
Warner 06-5	6005	23.00	\$1,191,684	\$1,499,367	\$65,190	\$51,812	\$57,357	Y
Britton-Hecla 45-4	45004	34.28	\$1,775,119	\$2,222,421	\$64,831	\$51,783	\$54,768	Y
Langford Area 45-5	45005	19.80	\$1,022,355	\$1,315,580	\$66,443	\$51,634	\$57,526	Y
Bridgewater-Emery 30-3	30003	27.21	\$1,404,618	\$1,768,510	\$64,995	\$51,621	\$51,558	Y
Sioux Valley 05-5	5005	50.65	\$2,612,773	\$3,348,679	\$66,114	\$51,585	\$59,059	Y
Ipswich Public 22-6	22006	34.03	\$1,751,734	\$2,270,105	\$66,709	\$51,476	\$56,563	Y
Belle Fourche 09-1	9001	99.75	\$5,126,833	\$6,698,572	\$67,154	\$51,397	\$57,951	Y
Centerville 60-1	60001	21.56	\$1,106,498	\$1,503,818	\$69,750	\$51,322	\$59,984	Y
Iroquois 02-3	2003	18.06	\$925,826	\$1,209,892	\$66,993	\$51,264	\$60,464	Y
Wolsey-Wessington 02-6	2006	23.30	\$1,193,815	\$1,558,302	\$66,880	\$51,237	\$54,363	Y
Clark 12-2	12002	38.64	\$1,977,473	\$2,490,757	\$64,461	\$51,177	\$54,075	Y
Miller 29-4	29004	40.75	\$2,081,418	\$2,597,675	\$63,747	\$51,078	\$47,302	Y
White River 47-1	47001	40.10	\$2,043,193	\$2,565,310	\$63,973	\$50,952	\$52,950	Y
Parker 60-4	60004	32.54	\$1,656,816	\$2,042,796	\$62,778	\$50,916	\$51,042	Y
Edgemont 23-1	23001	13.72	\$698,365	\$861,065	\$62,760	\$50,901	\$52,803	Y
Howard 48-3	48003	25.60	\$1,302,822	\$1,680,894	\$65,660	\$50,891	\$54,312	Y
Agar-Blunt-Onida 58-3	58003	25.87	\$1,315,607	\$1,721,741	\$66,554	\$50,855	\$55,834	Y
Deubrook Area 05-6	5006	33.13	\$1,681,141	\$2,178,750	\$65,764	\$50,744	\$58,719	Y
Herreid 10-1	10001	13.22	\$670,710	\$790,478	\$59,794	\$50,734	\$54,153	Y
Bison 52-1	52001	15.76	\$798,563	\$915,547	\$58,093	\$50,670	\$54,133	Y
Kadoka Area 35-2	35002	32.20	\$1,631,578	\$2,138,572	\$66,415	\$50,670	\$55,065	Y
Selby Area 62-5	62005	16.21	\$819,890	\$1,082,398	\$66,773	\$50,579	\$55,976	Y
Avon 04-1	4001	20.14	\$1,018,503	\$1,280,435	\$63,577	\$50,571	\$55,475	Y
Viborg-Hurley 60-6	60006	28.40	\$1,432,868	\$1,773,890	\$62,461	\$50,453	\$52,260	Y
Hitchcock-Tulare 56-6	56006	23.75	\$1,197,891	\$1,579,887	\$66,522	\$50,438	\$57,188	Y
Waubay 18-3	18003	18.63	\$937,980	\$1,220,745	\$65,526	\$50,348	\$58,502	Y
Redfield 56-4	56004	46.68	\$2,345,896	\$2,977,776	\$63,791	\$50,255	\$57,346	Y
Marion 60-3	60003	19.80	\$994,238	\$1,272,137	\$64,249	\$50,214	\$51,730	Y
Colman-Egan 50-5	50005	19.90	\$999,166	\$1,242,173	\$62,421	\$50,209	\$50,835	Y
Corsica-Stickney 21-3	21003	21.28	\$1,064,100	\$1,339,639	\$62,953	\$50,005	\$54,033	Y

District Name	District Number	2024 Total FTE	2024 Total Salary	2024 Total Compensation (Salary + Benefits)	2024 Average Teacher Compensation	2024 Average Teacher Salary	2017 Average Teacher Compensation	Meets State Aid Accountability, FY2025
Irene-Wakonda 13-3	13003	22.36	\$1,117,377	\$1,538,980	\$68,827	\$49,972	\$56,006	Y
Highmore-Harrod 34-2	34002	21.52	\$1,075,025	\$1,377,855	\$64,027	\$49,955	\$56,824	Y
Menno 33-2	33002	27.90	\$1,392,990	\$1,839,381	\$65,928	\$49,928	\$55,736	Y
Doland 56-2	56002	17.11	\$853,116	\$1,089,774	\$63,692	\$49,861	\$55,721	Y
Faulkton Area 24-4	24004	34.86	\$1,737,578	\$2,310,839	\$66,289	\$49,844	\$54,405	Y
Bon Homme 04-2	4002	46.54	\$2,317,081	\$2,989,390	\$64,233	\$49,787	\$50,685	Y
Frederick Area 06-2	6002	17.00	\$846,331	\$1,043,940	\$61,408	\$49,784	\$52,101	Y
Sanborn Central 55-5	55005	21.00	\$1,044,650	\$1,316,860	\$62,708	\$49,745	\$50,961	Y
Hanson 30-1	30001	26.12	\$1,297,572	\$1,630,144	\$62,410	\$49,677	\$49,223	Y
Faith 46-2	46002	15.04	\$742,613	\$892,963	\$59,373	\$49,376	\$48,874	Y
Henry 14-2	14002	16.18	\$798,028	\$1,043,800	\$64,512	\$49,322	\$53,080	Y
Edmunds Central 22-5	22005	18.00	\$887,443	\$1,156,070	\$64,226	\$49,302	\$55,771	Y
Tripp-Delmont 33-5	33005	16.74	\$822,995	\$1,107,928	\$66,184	\$49,163	\$51,010	Y
Alcester-Hudson 61-1	61001	26.96	\$1,325,375	\$1,662,609	\$61,669	\$49,161	\$50,930	Y
Jones County 37-3	37003	16.76	\$815,708	\$1,041,576	\$62,147	\$48,670	\$50,944	Y
Wilmot 54-7	54007	17.86	\$869,230	\$1,097,737	\$61,463	\$48,669	\$51,563	Y
Harding County 31-1	31001	20.25	\$985,250	\$1,338,397	\$66,094	\$48,654	\$59,133	Y
Colome Consolidated 59-3	59003	20.16	\$979,573	\$1,256,277	\$62,315	\$48,590	\$51,657	Y
Gayville-Volin 63-1	63001	18.38	\$889,058	\$1,169,689	\$63,639	\$48,371	\$53,658	Y
Oldham-Ramona-Rutland 39-6	39006	35.61	\$1,722,052	\$2,181,084	\$61,249	\$48,359	*	Y
Scotland 04-3	4003	22.40	\$1,083,116	\$1,414,439	\$63,145	\$48,353	\$52,643	Y
Eureka 44-1	44001	19.59	\$946,734	\$1,288,403	\$65,768	\$48,327	\$55,253	Y
Flandreau 50-3	50003	61.40	\$2,965,258	\$3,652,600	\$59,489	\$48,294	\$48,309	Y
Lake Preston 38-3	38003	20.23	\$976,507	\$1,272,387	\$62,896	\$48,270	\$54,749	Y
Armour 21-1	21001	19.92	\$959,954	\$1,258,306	\$63,168	\$48,190	\$54,081	Y
Woonsocket 55-4	55004	18.25	\$876,989	\$1,119,560	\$61,346	\$48,054	\$52,895	Y
Wessington Springs 36-2	36002	25.05	\$1,202,505	\$1,511,720	\$60,348	\$48,004	\$53,436	Y
New Underwood 51-3	51003	20.14	\$965,046	\$1,245,839	\$61,859	\$47,917	\$56,446	Y
Elkton 05-3	5003	33.32	\$1,595,512	\$2,157,345	\$64,746	\$47,885	\$57,076	Y
Hot Springs 23-2	23002	59.01	\$2,822,561	\$3,495,174	\$59,230	\$47,832	\$54,403	Y
Big Stone City 25-1	25001	10.30	\$489,116	\$587,957	\$57,083	\$47,487	\$47,037	Y
White Lake 01-3	1003	11.74	\$552,211	\$653,822	\$55,692	\$47,037	\$52,085	Y
Gettysburg 53-1	53001	22.34	\$1,043,998	\$1,326,441	\$59,375	\$46,732	\$50,203	Y
Bowdle 22-1	22001	15.00	\$699,188	\$900,331	\$60,022	\$46,613	\$51,154	Y
Summit 54-6	54006	18.13	\$840,385	\$1,056,291	\$58,262	\$46,353	\$49,934	Y
Newell 09-2	9002	18.90	\$858,533	\$1,141,517	\$60,398	\$45,425	\$52,132	Y
Hoven 53-2	53002	15.92	\$716,802	\$998,190	\$62,700	\$45,025	\$50,606	Y

District Name	District Number	2024 Total FTE	2024 Total Salary	2024 Total Compensation (Salary + Benefits)	2024 Average Teacher Compensation	2024 Average Teacher Salary	2017 Average Teacher Compensation	Meets State Aid Accountability, FY2025
State Total		9,912.04	\$558,463,859	\$719,815,945				

Average Teacher Compensation -

\$72,620

\$60,687

Average Teacher Salary - Statewide

\$56,342

\$47,096

\*Oldham-Ramona-Rutland 39-6 did not

<b>Douglas Fiscal Year Comparison</b>						
FY2023 Average Teacher Compensation	FY2024 Average Teacher Compensation	Difference		FY2023 Average Teacher Salary	FY2024 Average Teacher Salary	Difference
\$75,436	\$78,671	\$3,235		\$60,835	\$63,349	\$2,514

<b>State Average Fiscal Year Comparison</b>						
FY2023 Average Teacher Compensation	FY2024 Average Teacher Compensation	Difference		FY2023 Average Teacher Salary	FY2024 Average Teacher Salary	Difference
\$63,977	\$67,466	\$3,489		\$50,009	\$52,838	\$2,829

<b>Difference</b>						
\$11,459	\$11,205	(\$254)		\$10,826	\$10,511	(\$315)

District Name	District Number	2024 Total FTE	2024 Total Salary	2024 Total Compensation (Salary + Benefits)	2024 Average Teacher Compensation	2024 Average Teacher Salary	2017 Average Teacher Compensation	Meets State Aid Accountability, FY2025
Brandon Valley 49-2	49002	287.73	\$18,233,536	\$24,562,968	\$85,368	\$63,370	\$65,884	Y
Oglala Lakota County 65-1	65001	115.27	\$7,564,995	\$9,613,796	\$83,402	\$65,628	\$68,778	Y
Sioux Falls 49-5	49005	1,661.96	\$100,064,724	\$134,818,369	\$81,120	\$60,209	\$68,432	Y
Eagle Butte 20-1	20001	46.12	\$2,790,184	\$3,694,498	\$80,106	\$60,498	\$67,524	Y
Dupree 64-2	64002	28.83	\$1,782,787	\$2,306,269	\$79,995	\$61,838	\$65,445	Y
Huron 02-2	2002	180.51	\$11,059,377	\$14,233,011	\$78,849	\$61,267	\$63,629	Y
Todd County 66-1	66001	151.59	\$9,269,974	\$11,930,781	\$78,704	\$61,152	\$60,414	Y
Douglas 51-1	51001	176.66	\$11,191,265	\$13,898,083	\$78,671	\$63,349	\$67,320	Y
Andes Central 11-1	11001	29.00	\$1,734,003	\$2,245,275	\$77,423	\$59,793	\$59,760	Y
Lead-Deadwood 40-1	40001	60.00	\$3,368,971	\$4,645,141	\$77,419	\$56,150	\$64,258	Y
Chester Area 39-1	39001	36.55	\$2,093,803	\$2,795,276	\$76,478	\$57,286	\$64,028	Y
Wagner Community 11-4	11004	68.70	\$3,978,073	\$5,227,983	\$76,099	\$57,905	\$62,800	Y
Yankton 63-3	63003	179.40	\$10,501,705	\$13,619,256	\$75,916	\$58,538	\$67,054	Y
Dakota Valley 61-8	61008	89.81	\$5,486,844	\$6,807,500	\$75,799	\$61,094	\$60,490	Y
Brookings 05-1	5001	241.46	\$14,025,124	\$18,267,137	\$75,653	\$58,085	\$61,500	Y
Mitchell 17-2	17002	186.16	\$11,235,715	\$14,019,269	\$75,308	\$60,355	\$64,527	Y
Aberdeen 06-1	6001	302.49	\$17,394,326	\$22,596,553	\$74,702	\$57,504	\$61,769	Y
Watertown 14-4	14004	234.39	\$13,574,929	\$17,350,550	\$74,024	\$57,916	\$64,496	Y
Timber Lake 20-3	20003	36.60	\$2,099,138	\$2,704,786	\$73,901	\$57,353	\$59,077	Y
McIntosh 15-1	15001	18.06	\$996,871	\$1,331,896	\$73,748	\$55,198	\$64,879	Y
Freeman 33-1	33001	32.05	\$1,672,048	\$2,352,675	\$73,406	\$52,170	\$61,339	Y
McLaughlin 15-2	15002	40.00	\$2,274,341	\$2,925,030	\$73,126	\$56,859	\$56,648	Y
Harrisburg 41-2	41002	452.37	\$26,773,909	\$32,974,739	\$72,893	\$59,186	\$55,634	Y
Rapid City Area 51-4	51004	782.69	\$43,322,925	\$56,633,164	\$72,357	\$55,351	\$64,058	Y
South Central 26-5	26005	6.85	\$373,610	\$495,101	\$72,278	\$54,542	\$57,038	Y
Madison Central 39-2	39002	80.82	\$4,715,974	\$5,839,283	\$72,250	\$58,352	\$59,835	Y
Burke 26-2	26002	20.07	\$1,129,225	\$1,447,396	\$72,117	\$56,264	\$62,271	Y
Pierre 32-2	32002	165.79	\$9,797,805	\$11,884,738	\$71,685	\$59,098	\$57,030	Y
Smee 15-3	15003	17.83	\$995,528	\$1,276,578	\$71,597	\$55,834	\$61,774	Y
Milbank 25-4	25004	79.65	\$4,484,276	\$5,693,725	\$71,484	\$56,300	\$58,958	Y
Northwestern Area 56-7	56007	20.66	\$1,138,468	\$1,476,323	\$71,458	\$55,105	\$54,278	Y
De Smet 38-2	38002	24.31	\$1,300,274	\$1,736,528	\$71,433	\$53,487	\$57,521	Y
Estelline 28-2	28002	23.41	\$1,311,450	\$1,669,466	\$71,314	\$56,021	\$59,770	Y
Waverly 14-5	14005	20.06	\$1,074,995	\$1,430,298	\$71,301	\$53,589	\$58,631	Y
Groton Area 06-6	6006	40.64	\$2,237,779	\$2,890,623	\$71,128	\$55,063	\$60,293	Y
Mobridge-Pollock 62-6	62006	40.76	\$2,263,514	\$2,874,775	\$70,529	\$55,533	\$60,290	Y
Florence 14-1	14001	20.67	\$1,105,689	\$1,446,796	\$69,995	\$53,492	\$58,185	Y

District Name	District Number	2024 Total FTE	2024 Total Salary	2024 Total Compensation (Salary + Benefits)	2024 Average Teacher Compensation	2024 Average Teacher Salary	2017 Average Teacher Compensation	Meets State Aid Accountability, FY2025
West Central 49-7	49007	92.87	\$5,255,430	\$6,491,373	\$69,897	\$56,589	\$59,155	Y
Tea Area 41-5	41005	142.65	\$7,976,841	\$9,962,072	\$69,836	\$55,919	\$56,031	Y
Centerville 60-1	60001	21.56	\$1,106,498	\$1,503,818	\$69,750	\$51,322	\$59,984	Y
Chamberlain 07-1	7001	74.46	\$4,017,279	\$5,189,633	\$69,697	\$53,952	\$58,327	Y
Platte-Geddes 11-5	11005	43.35	\$2,341,900	\$3,018,366	\$69,628	\$54,023	\$59,655	Y
Hamlin 28-3	28003	53.81	\$2,922,599	\$3,732,544	\$69,365	\$54,313	\$56,831	Y
Beresford 61-2	61002	48.73	\$2,686,926	\$3,378,249	\$69,326	\$55,139	\$57,264	Y
Arlington 38-1	38001	22.13	\$1,173,034	\$1,530,099	\$69,141	\$53,007	\$56,680	Y
Irene-Wakonda 13-3	13003	22.36	\$1,117,377	\$1,538,980	\$68,827	\$49,972	\$56,006	Y
Spearfish 40-2	40002	166.44	\$9,486,946	\$11,441,084	\$68,740	\$56,999	\$56,562	Y
Vermillion 13-1	13001	97.42	\$5,182,287	\$6,694,011	\$68,713	\$53,195	\$58,678	Y
Lyman 42-1	42001	30.15	\$1,619,901	\$2,068,296	\$68,600	\$53,728	\$60,202	Y
Willow Lake 12-3	12003	24.56	\$1,324,370	\$1,681,436	\$68,462	\$53,924	\$58,158	Y
Stanley County 57-1	57001	34.00	\$1,848,456	\$2,321,142	\$68,269	\$54,366	\$54,103	Y
Wall 51-5	51005	22.35	\$1,161,691	\$1,524,484	\$68,210	\$51,977	\$61,886	Y
Lennox 41-4	41004	73.50	\$4,001,220	\$5,012,779	\$68,201	\$54,438	\$54,150	Y
Gregory 26-4	26004	33.00	\$1,771,306	\$2,250,508	\$68,197	\$53,676	\$54,838	Y
Sisseton 54-2	54002	76.36	\$4,168,470	\$5,204,784	\$68,161	\$54,590	\$56,936	Y
Rosholt 54-4	54004	20.36	\$1,078,664	\$1,385,650	\$68,057	\$52,980	\$59,923	Y
Bennett County 03-1	3001	36.50	\$1,991,677	\$2,476,199	\$67,841	\$54,566	\$57,374	Y
Montrose 43-2	43002	20.25	\$1,091,750	\$1,373,326	\$67,819	\$53,914	\$55,546	Y
Canistota 43-1	43001	21.73	\$1,180,006	\$1,472,153	\$67,747	\$54,303	\$56,861	Y
Meade 46-1	46001	212.77	\$11,578,188	\$14,371,839	\$67,546	\$54,416	\$58,847	Y
Parkston 33-3	33003	44.30	\$2,339,573	\$2,991,626	\$67,531	\$52,812	\$57,053	Y
Castlewood 28-1	28001	20.70	\$1,100,571	\$1,396,513	\$67,464	\$53,168	\$57,850	Y
Canton 41-1	41001	61.87	\$3,372,029	\$4,165,074	\$67,320	\$54,502	\$54,426	Y
Garretson 49-4	49004	33.74	\$1,812,770	\$2,267,298	\$67,199	\$53,728	\$55,673	Y
Belle Fourche 09-1	9001	99.75	\$5,126,833	\$6,698,572	\$67,154	\$51,397	\$57,951	Y
Winner 59-2	59002	51.48	\$2,766,550	\$3,456,583	\$67,144	\$53,740	\$55,393	Y
Tri-Valley 49-6	49006	66.50	\$3,533,694	\$4,463,250	\$67,117	\$53,138	\$60,660	Y
Iroquois 02-3	2003	18.06	\$925,826	\$1,209,892	\$66,993	\$51,264	\$60,464	Y
Custer 16-1	16001	72.00	\$3,763,585	\$4,822,648	\$66,981	\$52,272	\$55,008	Y
Leola 44-2	44002	20.45	\$1,064,188	\$1,369,145	\$66,951	\$52,039	\$52,015	Y
Oelrichs 23-3	23003	13.02	\$698,025	\$870,947	\$66,893	\$53,612	\$53,602	Y
Wolsey-Wessington 02-6	2006	23.30	\$1,193,815	\$1,558,302	\$66,880	\$51,237	\$54,363	Y
Selby Area 62-5	62005	16.21	\$819,890	\$1,082,398	\$66,773	\$50,579	\$55,976	Y
Deuel 19-4	19004	37.86	\$2,016,122	\$2,527,089	\$66,748	\$53,252	\$57,302	Y

District Name	District Number	2024 Total FTE	2024 Total Salary	2024 Total Compensation (Salary + Benefits)	2024 Average Teacher Compensation	2024 Average Teacher Salary	2017 Average Teacher Compensation	Meets State Aid Accountability, FY2025
Ipswich Public 22-6	22006	34.03	\$1,751,734	\$2,270,105	\$66,709	\$51,476	\$56,563	Y
Webster Area 18-5	18005	36.14	\$1,896,511	\$2,409,712	\$66,677	\$52,477	\$55,255	Y
Agar-Blunt-Onida 58-3	58003	25.87	\$1,315,607	\$1,721,741	\$66,554	\$50,855	\$55,834	Y
Hitchcock-Tulare 56-6	56006	23.75	\$1,197,891	\$1,579,887	\$66,522	\$50,438	\$57,188	Y
Baltic 49-1	49001	36.75	\$1,982,786	\$2,443,833	\$66,499	\$53,953	\$57,149	Y
Langford Area 45-5	45005	19.80	\$1,022,355	\$1,315,580	\$66,443	\$51,634	\$57,526	Y
Kadoka Area 35-2	35002	32.20	\$1,631,578	\$2,138,572	\$66,415	\$50,670	\$55,065	Y
Hill City 51-2	51002	33.34	\$1,735,292	\$2,213,238	\$66,384	\$52,048	\$59,577	Y
Faulkton Area 24-4	24004	34.86	\$1,737,578	\$2,310,839	\$66,289	\$49,844	\$54,405	Y
Tripp-Delmont 33-5	33005	16.74	\$822,995	\$1,107,928	\$66,184	\$49,163	\$51,010	Y
Sioux Valley 05-5	5005	50.65	\$2,612,773	\$3,348,679	\$66,114	\$51,585	\$59,059	Y
Harding County 31-1	31001	20.25	\$985,250	\$1,338,397	\$66,094	\$48,654	\$59,133	Y
Menno 33-2	33002	27.90	\$1,392,990	\$1,839,381	\$65,928	\$49,928	\$55,736	Y
Kimball 07-2	7002	30.80	\$1,611,739	\$2,026,762	\$65,804	\$52,329	\$53,994	Y
Eureka 44-1	44001	19.59	\$946,734	\$1,288,403	\$65,768	\$48,327	\$55,253	Y
Deubrook Area 05-6	5006	33.13	\$1,681,141	\$2,178,750	\$65,764	\$50,744	\$58,719	Y
Elk Mountain 16-2	16002	1.85	\$107,000	\$121,606	\$65,733	\$57,838	\$40,942	Y
Howard 48-3	48003	25.60	\$1,302,822	\$1,680,894	\$65,660	\$50,891	\$54,312	Y
Waubay 18-3	18003	18.63	\$937,980	\$1,220,745	\$65,526	\$50,348	\$58,502	Y
Mount Vernon 17-3	17003	19.80	\$1,032,202	\$1,295,463	\$65,427	\$52,131	\$56,710	Y
McCook Central 43-7	43007	30.76	\$1,612,264	\$2,011,399	\$65,390	\$52,414	\$57,034	Y
Ethan 17-1	17001	20.09	\$1,070,148	\$1,311,826	\$65,297	\$53,268	\$53,946	Y
Warner 06-5	6005	23.00	\$1,191,684	\$1,499,367	\$65,190	\$51,812	\$57,357	Y
Dell Rapids 49-3	49003	69.00	\$3,594,240	\$4,487,179	\$65,032	\$52,090	\$56,472	Y
Bridgewater-Emery 30-3	30003	27.21	\$1,404,618	\$1,768,510	\$64,995	\$51,621	\$51,558	Y
Britton-Hecla 45-4	45004	34.28	\$1,775,119	\$2,222,421	\$64,831	\$51,783	\$54,768	Y
Elkton 05-3	5003	33.32	\$1,595,512	\$2,157,345	\$64,746	\$47,885	\$57,076	Y
Henry 14-2	14002	16.18	\$798,028	\$1,043,800	\$64,512	\$49,322	\$53,080	Y
Plankinton 01-1	1001	22.22	\$1,152,198	\$1,432,742	\$64,480	\$51,854	\$53,428	Y
Clark 12-2	12002	38.64	\$1,977,473	\$2,490,757	\$64,461	\$51,177	\$54,075	Y
Marion 60-3	60003	19.80	\$994,238	\$1,272,137	\$64,249	\$50,214	\$51,730	Y
Bon Homme 04-2	4002	46.54	\$2,317,081	\$2,989,390	\$64,233	\$49,787	\$50,685	Y
Edmunds Central 22-5	22005	18.00	\$887,443	\$1,156,070	\$64,226	\$49,302	\$55,771	Y
Haakon 27-1	27001	22.00	\$1,145,769	\$1,412,167	\$64,189	\$52,080	\$55,069	Y
Higmore-Harrold 34-2	34002	21.52	\$1,075,025	\$1,377,855	\$64,027	\$49,955	\$56,824	Y
White River 47-1	47001	40.10	\$2,043,193	\$2,565,310	\$63,973	\$50,952	\$52,950	Y
Redfield 56-4	56004	46.68	\$2,345,896	\$2,977,776	\$63,791	\$50,255	\$57,346	Y

District Name	District Number	2024 Total FTE	2024 Total Salary	2024 Total Compensation (Salary + Benefits)	2024 Average Teacher Compensation	2024 Average Teacher Salary	2017 Average Teacher Compensation	Meets State Aid Accountability, FY2025
Miller 29-4	29004	40.75	\$2,081,418	\$2,597,675	\$63,747	\$51,078	\$47,302	Y
Elk Point-Jefferson 61-7	61007	50.00	\$2,629,719	\$3,186,249	\$63,725	\$52,594	\$54,669	Y
Doland 56-2	56002	17.11	\$853,116	\$1,089,774	\$63,692	\$49,861	\$55,721	Y
Gayville-Volin 63-1	63001	18.38	\$889,058	\$1,169,689	\$63,639	\$48,371	\$53,658	Y
Avon 04-1	4001	20.14	\$1,018,503	\$1,280,435	\$63,577	\$50,571	\$55,475	Y
Lemmon 52-4	52004	24.11	\$1,256,856	\$1,524,408	\$63,227	\$52,130	\$59,044	Y
Armour 21-1	21001	19.92	\$959,954	\$1,258,306	\$63,168	\$48,190	\$54,081	Y
Scotland 04-3	4003	22.40	\$1,083,116	\$1,414,439	\$63,145	\$48,353	\$52,643	Y
Corsica-Stickney 21-3	21003	21.28	\$1,064,100	\$1,339,639	\$62,953	\$50,005	\$54,033	Y
Lake Preston 38-3	38003	20.23	\$976,507	\$1,272,387	\$62,896	\$48,270	\$54,749	Y
Parker 60-4	60004	32.54	\$1,656,816	\$2,042,796	\$62,778	\$50,916	\$51,042	Y
Edgemont 23-1	23001	13.72	\$698,365	\$861,065	\$62,760	\$50,901	\$52,803	Y
Sanborn Central 55-5	55005	21.00	\$1,044,650	\$1,316,860	\$62,708	\$49,745	\$50,961	Y
Hoven 53-2	53002	15.92	\$716,802	\$998,190	\$62,700	\$45,025	\$50,606	Y
Viborg-Hurley 60-6	60006	28.40	\$1,432,868	\$1,773,890	\$62,461	\$50,453	\$52,260	Y
Colman-Egan 50-5	50005	19.90	\$999,166	\$1,242,173	\$62,421	\$50,209	\$50,835	Y
Hanson 30-1	30001	26.12	\$1,297,572	\$1,630,144	\$62,410	\$49,677	\$49,223	Y
Colome Consolidated 59-3	59003	20.16	\$979,573	\$1,256,277	\$62,315	\$48,590	\$51,657	Y
Jones County 37-3	37003	16.76	\$815,708	\$1,041,576	\$62,147	\$48,670	\$50,944	Y
New Underwood 51-3	51003	20.14	\$965,046	\$1,245,839	\$61,859	\$47,917	\$56,446	Y
Alcester-Hudson 61-1	61001	26.96	\$1,325,375	\$1,662,609	\$61,669	\$49,161	\$50,930	Y
Wilmot 54-7	54007	17.86	\$869,230	\$1,097,737	\$61,463	\$48,669	\$51,563	Y
Frederick Area 06-2	6002	17.00	\$846,331	\$1,043,940	\$61,408	\$49,784	\$52,101	Y
Woonsocket 55-4	55004	18.25	\$876,989	\$1,119,560	\$61,346	\$48,054	\$52,895	Y
Oldham-Ramona-Rutland 39-6	39006	35.61	\$1,722,052	\$2,181,084	\$61,249	\$48,359	*	Y
Newell 09-2	9002	18.90	\$858,533	\$1,141,517	\$60,398	\$45,425	\$52,132	Y
Wessington Springs 36-2	36002	25.05	\$1,202,505	\$1,511,720	\$60,348	\$48,004	\$53,436	Y
Bowdle 22-1	22001	15.00	\$699,188	\$900,331	\$60,022	\$46,613	\$51,154	Y
Herreid 10-1	10001	13.22	\$670,710	\$790,478	\$59,794	\$50,734	\$54,153	Y
Flandreau 50-3	50003	61.40	\$2,965,258	\$3,652,600	\$59,489	\$48,294	\$48,309	Y
Gettysburg 53-1	53001	22.34	\$1,043,998	\$1,326,441	\$59,375	\$46,732	\$50,203	Y
Faith 46-2	46002	15.04	\$742,613	\$892,963	\$59,373	\$49,376	\$48,874	Y
Hot Springs 23-2	23002	59.01	\$2,822,561	\$3,495,174	\$59,230	\$47,832	\$54,403	Y
Summit 54-6	54006	18.13	\$840,385	\$1,056,291	\$58,262	\$46,353	\$49,934	Y
Bison 52-1	52001	15.76	\$798,563	\$915,547	\$58,093	\$50,670	\$54,133	Y
Big Stone City 25-1	25001	10.30	\$489,116	\$587,957	\$57,083	\$47,487	\$47,037	Y
White Lake 01-3	1003	11.74	\$552,211	\$653,822	\$55,692	\$47,037	\$52,085	Y

District Name	District Number	2024 Total FTE	2024 Total Salary	2024 Total Compensation (Salary + Benefits)	2024 Average Teacher Compensation	2024 Average Teacher Salary	2017 Average Teacher Compensation	Meets State Aid Accountability, FY2025
State Total		9,912.04	\$558,463,859	\$719,815,945				

Average Teacher Compensation -

\$72,620

\$60,687

Average Teacher Salary - Statewide

\$56,342

\$47,096

\*Oldham-Ramona-Rutland 39-6 did not

# Douglas Financial Data

## November, 2024

**1. Capital Outlay Revenues, Expenditures and Ending Cash Balances for the last 5 years**

	Capital Outlay		
	Revenues	Expenditures	Ending Cash Balance
<b>2023-2024</b>	\$4,779,267	\$5,884,316	\$9,700
<b>2022-2023</b>	\$3,101,752	\$1,315,286	\$1,642,556
<b>2021-2022</b>	\$2,344,746	\$6,002,835	\$9,082
<b>2020-2021</b>	\$2,147,849	\$1,136,333	\$3,334,233
<b>2019-2020</b>	\$2,225,431	\$1,486,965	\$1,982,708

Addiitonal Capital Expenditures (ESSER \$)
\$1,801,870
\$1,275,342
\$624,727
\$322,054
<b>\$4,023,993</b>

(2 HVAC, Curriculum, Tech)

**2. Does the Douglas School District have major Capital Outlay expendiures on the horizon, other than the Elementary School, and what have they spent those funds on?**

Current:	HS Roof	(\$1,081,425)	
	CO Roof	(\$56,000)	
	BC Roof	(\$854,750)	
	Track & Field	(\$3,161,000)	
Upcoming:	HS Locker Rooms	(\$650,000)	
	Roofing Projects	(\$800,000)	
	HVAC Projects	(\$900,000)	
	HS Theatre	(\$250,000)	
	Ongoing Classroom Updates	(\$250,000)	annually
	Middle School Overcrowding		currently evaluating needs and possible solutions
		(\$8,003,175)	

**3. Has the Douglas School District been transferring any of their Capital outlay to their General expenditures?**

No - never.

**4. Impact Aid Revenues, Expenditures and Ending Cash Balances for the last 5 years**

	Impact Aid		
	Revenues	Expenditures	Ending Cash Balance
<b>2023-2024</b>	\$6,887,806	\$4,051,043	\$27,685,540
<b>2022-2023</b>	\$5,002,078	\$3,137,018	\$24,848,777
<b>2021-2022</b>	\$5,205,424	\$5,160,407	\$22,948,437
<b>2020-2021</b>	\$5,758,504	\$2,867,509	\$18,905,851
<b>2019-2020</b>	\$6,891,657	\$2,413,240	\$20,012,425

**5. Compare similarly-sized Districts to the Douglas School District on fund balances and expenditures for Capital Outlay and Impact Aid, if possible.**

FY2023	Meade	Spearfish	Harrisburg	Yankton	Douglas
<b>GF Balance</b>	\$6,256,358	\$6,507,474	\$7,548,262	\$9,142,740	\$186,815
<b>COF Balance</b>	\$12,907,178	\$5,018,554	\$10,521,275	\$7,004,354	\$2,465,269
<b>Combined</b>	\$19,163,536	\$11,526,028	\$18,069,537	\$16,147,094	\$2,652,084

Ending Fund Balances

\*

\*NOTE: Clarify cash flow and flexibility of Impact Aid dollars.

	Meade	Spearfish	Harrisburg	Yankton	Douglas
<b>COF Fund Balance</b>	\$12,907,178	\$5,018,554	\$10,521,275	\$7,004,354	\$2,465,269
<b>COF Expenditures</b>	\$4,902,183	\$4,393,299	\$7,018,835	\$3,670,695	\$1,315,286
<b>COF Revenue</b>	\$7,176,920	\$5,529,137	\$12,088,395	\$5,578,150	\$3,101,752
<b>COF Fund Balance</b>	\$7,081,585	\$6,324,470	\$10,826,806	\$4,842,638	\$678,163
<b>COF Expenditures</b>	\$6,382,191	\$4,422,038	\$8,083,136	\$3,035,305	\$6,002,835
<b>COF Revenue</b>	\$7,272,431	\$5,076,065	\$10,945,269	\$5,699,212	\$2,344,746

Capital Outlay

FY23

FY22

FY2023	Wagner	Todd County	Oglala Lakota	Andes Central	Douglas
<b>GF Balance</b>	(\$133,718)	\$3,505,758	\$1,251,682	\$809,394	\$186,815
<b>COF Balance</b>	\$273,006	\$24,822,401	\$27,775	\$425,948	\$2,465,269
<b>SPED Balance</b>	\$102,617	\$414,744	\$936,120	\$596,287	\$1,304,248
<b>IA Balance</b>	\$24,990,338	\$21,748,391	\$19,203,636	\$9,023,284	\$24,848,777
<b>Total</b>	\$25,232,243	\$50,491,294	\$21,419,213	\$10,854,913	\$28,805,109
<b>ADM</b>	905.168	1962.952	1733.122	328.806	2697.585
<b>IA/Student</b>	\$27,608.51	\$11,079.43	\$11,080.37	\$27,442.58	\$9,211.49

Ending Fund Balances

(Average Daily Membership)

(Impact Aid per Student)

SECTION	<b>D</b>	TITLE	<b>FISCAL MANAGEMENT</b>	FILE	<b>DLC</b>
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**EXPENSE REIMBURSEMENTS**

Personnel and officials who incur expenses in carrying out their authorized duties will be reimbursed by the district upon submission of a properly filled out and approved voucher and such supporting receipts as required by the business manager. Reimbursement will be in accordance with Board approved travel allowance, which will comply with the limits established by state law.

Such expenses may be approved and incurred in line with budgetary allocations for the specific type of expense.

When official travel by personally owned vehicle has been authorized, mileage payment will be made at the rate currently approved by the Board, and in accordance with ~~state law the State Board of Finance.~~

**REFERENCES**

**State Reference:**  
 SDCL 3-9 [Travel Expenses and Allowances](#)  
 SDCL 4-7-10.4 [Budgeting and appropriations for compensation of board members](#)

**Adoption History**

First Reading	2/23/2015	Approved	3/9/2015
First Reading - Revision		Approved - Revision	

SECTION	D	TITLE	FISCAL MANAGEMENT	FILE	DN
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**SURPLUS PROPERTY**

**Personal Property:**

The Board may sell property of the school district that it considers no longer necessary, useful or suitable for school purposes. No board action is required to sell, trade, destroy, or dispose of consumable school supplies, printed text, or subscriptions. All property sold must be appraised by three real property owners of the school district unless that property is to be traded for other property, destroyed, transferred to another political subdivision, was created as result of an educational program, or is to be sold at public auction. The governing board may employ a person or persons licensed by the state to do fee appraisals in lieu of property owners.

Property appraised for ~~two-thousand five hundred dollars (\$2,500) or less~~ ~~less than \$500~~ may be sold without advertising for bids. Property, ~~including property created as a result of an education program,~~ appraised for more than ~~\$2,500~~ ~~500~~ will be advertised for sale in the official newspaper for two consecutive weeks, the first publication may not be less than 10 days before the sale. The notice of sale will describe the property to be sold and the time when the Board or its representative will open bids. Sealed bids will be filed with the business manager and opened at the Board meeting as specified in the notice.

The Board will sell the property to the highest bidder. However, the board may reject any or all bids.

In lieu of the acceptance of bids, school property may be sold at public auction. The auction will be advertised by posting notices and newspaper advertising as described above. Property sold at public auction need not be appraised but the Board should establish a minimum price.

Any school district library may discard over-duplicated, outdated inappropriate or worn library materials in accordance with state laws. Such discarded materials may be given to other libraries or to nonprofit agencies, destroyed, offered for public sale or traded to a vendor for future library material purchasing credits.

~~By law, the District may also exchange or transfer property to another political subdivision. The governing boards of the respective jurisdictions will determine the terms and conditions of this exchange or transfer.~~

**Real Estate:**

The school district may sell real property through sealed bids, at public auction or by listing the property with one or more licensed real estate brokers. The Board may accept any offer for purchase of real property. If the District sells real property by public auction or through a real estate broker, the Board shall give notice of the sale of the real property and the appraised value of the real property from the appraisal report on file with the Business Manager.

**Transfer of Property to another Political Subdivision:**

Pursuant to SDCL Ch. 6-5, the Board may exchange or transfer property to another political subdivision without offering the property for sale and without requiring the political subdivision or nonprofit corporation to pay for the property. The governing boards of the respective jurisdictions will determine the terms and conditions of this exchange or transfer.

**REFERENCES**

**State Reference:**

- SDCL 13-15-7 [Conveyance of district property to US for ed. purposes](#)
- SDCL 13-24-4 [Exchange of property](#)
- SDCL 13-24-9 [Board power over school buildings](#)
- SDCL 6-13 [Disposal of Surplus Government Property](#)
- SDCL 6-5 [Exchanges of property and work](#)

**Adoption History**

First Reading			
Approved			
First Reading-Revision			
Approved			

POSITION TITLE & DETAILS			
<b>TITLE</b>	<b><u>HIGH SCHOOL COUNSELOR</u></b>		
<b>WORK DAYS</b>		<b>REPORTS TO</b>	Building Principal <del>and Special Education Services Director</del>
<b>SALARY SCHEDULE</b>		<b>SUPERVISES</b>	
<b>GROUP</b>	Certified	<b>EVALUATION</b>	Building Principal <del>By Director of Special Education Services with input from building principals utilizing adopted district process</del>
<b>FUNCTIONS</b>			

MINIMUM REQUIREMENTS	
<b>EDUCATION</b>	Masters Degree in Guidance & Counseling SD certification with school counseling endorsement
<b>CERTIFICATIONS / LICENSE</b>	SD certification with school counseling endorsement
<b>WORK EXPERIENCE</b>	

ESSENTIAL RESPONSIBILITIES
<p><del>1. Aids students in course and subject selection.</del></p> <p><del>2. Assists in obtaining and disseminating career information to students through careers course and others High School classes.</del></p> <p><del>3. Assists students in evaluating their aptitudes and abilities through the interpretation of individualized standardized test scores and other pertinent data, and works with students in evolving education and occupation plans in terms of such evaluation.</del></p> <p><del>4. Works to discover and develop special abilities of individual students.</del></p> <p><del>5. Works to resolve students' educational handicaps.</del></p> <p><del>6. Registers students new to the school and orients them to school procedures and the school's varied opportunities for learning.</del></p> <p><del>7. Works to prevent students from dropping out of school.</del></p> <p><del>8. Helps students evaluate future career interests and choices.</del></p>

- ~~9. Remains readily available to students so as to provide counseling that will lead each student to increase personal growth, self-understanding, and maturity.~~
- ~~10. Works with students on an individual basis in the solution of personal problems related to such problems at home and family relations, health and emotional adjustment.~~
- ~~11. Facilitates bringing in schools, colleges and industry representatives for interested students.~~
- ~~12. Encourages students to participate in school and community activities.~~
- ~~13. Maintains student records and protect their confidentiality.~~
- ~~14. Helps prepare and process college, scholarship and employment applications including recommendations, if needed.~~
- ~~15. Provides student information to colleges and potential employers according to the provisions of the Board of Education's policy on student records.~~
- ~~16. Consults with parents whenever necessary.~~
- ~~17. Conducts group sessions upon request and with teacher coordination.~~
- ~~18. Advises administrators and faculty on the matters of discipline regarding specific students.~~
- ~~19. Takes an active role in interpreting the school's objectives to students parents, and the community at large.~~
- ~~20. Interprets and guidance program to the community upon request.~~
- ~~21. Organizes and conducts annual Post High Planning Day and Financial Aid Night.~~
- ~~22. Makes referrals to appropriate outside agencies when necessary.~~
- ~~23. Is available for staff support.~~
- ~~24. Provides for his/her own professional growth.~~
- ~~25. Other duties as assigned by the building principal or Special Education Services Director.~~

## **1. Individual Counseling and Student Support**

- Provide individual counseling to support students' personal, social, and emotional development.
- Identify and address academic, social, and emotional barriers to student success.
- Develop individualized plans and interventions for students in need of additional support.
- Advocate for students' needs to ensure they receive equitable support and resources.
- Collaborate with community agencies, mental health providers, and external resources to support students and their families.
- Create and follow through with student success plans

## **2. Group Counseling and Facilitation**

- Lead small group counseling sessions to address common issues such as social skills, stress management, conflict resolution, and self-esteem.
- Teach classroom lessons and support groups for specific issues, including bullying, family changes, and peer relationships.
- Provide training and resources for teachers and staff on topics related to mental health, conflict resolution, and student support.

### **3. Academic Guidance and Planning**

- Work with students to set academic goals and plan their educational pathways regarding college and career readiness.
- Assist with course selection and planning to ensure students are on track to meet grade-level requirements.
- Monitor students' academic progress and intervene when students show signs of struggle.
- Monitor and assist in the registration process

### **4. Social and Emotional Learning (SEL) Program Implementation**

- Design and implement social and emotional learning programs to promote positive behavior and mental health.
- Work with teachers to integrate SEL principles into classroom activities and discussions.
- Teach SEL lessons that focus on empathy, self-awareness, decision-making, bullying, harassing and coping skills.

### **5. Crisis Intervention and Conflict Resolution**

- Provide immediate counseling and support during student crises or emergency situations.
- Mediate and resolve conflicts between students, or between students and staff, to ensure a safe and supportive school environment.

### **6. Collaboration with Teachers, Parents, and Administrators**

- Consult with teachers to understand classroom dynamics and develop strategies to support students' needs.
- Communicate regularly with parents about students' progress, challenges, and needs.
- Collaborate with administrators to implement school-wide programs and initiatives that support students' well-being.

### **7. Data Collection and Reporting**

- Maintain accurate records Ex: interventions, and student progress.
- Analyze and report data on student outcomes to help guide program improvements.
- Use data to evaluate the effectiveness of counseling programs and identify trends in student needs.
- Help organize monitor and proctor state and district assessments

### **8. Graduation and Student Recognition**

- Ensure all students are aware of graduation requirements and building procedures.
- Lead student recognition events. This may include, Senior Awards, Graduation, other items assigned by the principal.

### **9. Compliance and Confidentiality**

- Ensure all counseling practices comply with ethical standards, legal requirements, and school district policies.
- Maintain strict confidentiality regarding student records and counseling sessions, except when required by law.

These responsibilities reflect the multifaceted role of a middle school counselor in promoting academic achievement, supporting mental and emotional well-being, and building a positive school environment.

POSITION TITLE & DETAILS			
TITLE	<b><u>MIDDLE SCHOOL COUNSELOR</u></b>		
WORK DAYS		REPORTS TO	Building Principal <del>and Special Education Services Director</del>
SALARY SCHEDULE		SUPERVISES	
GROUP	Certified	EVALUATION	Building Principal <del>By Director of Special Education Services with input from building principals utilizing adopted district process</del>
FUNCTIONS			

MINIMUM REQUIREMENTS	
EDUCATION	Masters Degree in Guidance & Counseling SD certification with school counseling endorsement
CERTIFICATIONS / LICENSE	SD certification with school counseling endorsement
WORK EXPERIENCE	

ESSENTIAL RESPONSIBILITIES
<p>1. <del>Aids students in course and subject selection.</del></p> <p>2. <del>Assists in obtaining and disseminating career information to students through careers courses and other classes. Assisting students with College and Career Readiness tools, choices and curriculum.</del></p> <p>3. <del>Assists students in evaluating their aptitudes and abilities through the</del> interpretation of individualized standardized test scores and other pertinent data, and works with students in evolving education and occupation plans in terms of such evaluation.</p> <p>4. <del>Works to discover and develop special abilities of individual students.</del></p> <p>5. <del>Works to resolve students' educational handicaps. Create and develop student success plans with staff, students, and parents.</del></p> <p>6. <del>Registers students new to the school and orients them to school procedures</del> and the school's varied opportunities for learning.</p> <p>7. <del>Works to prevent students from dropping out of school.</del></p> <p>8. <del>Helps students evaluate future career interests and choices.</del> <b>ADDED TO #2</b></p>

- ~~9. Remains readily available to students so as to provide counseling that will lead each student to increase personal growth, self-understanding, and maturity.~~
- ~~10. Works with students on an individual basis in the solution of personal problems related to such problems at home and family relations, health and emotional adjustment.~~
- ~~11. Facilitates bringing in schools, colleges and industry representatives for interested students.~~
- ~~12. Encourages students to participate in school and community activities.~~
- ~~13. Maintains student records and protect their confidentiality.~~
- ~~14. Helps prepare and process college, scholarship and employment applications including recommendations, if needed.~~
- ~~15. Provides student information to colleges and potential employers according to the provisions of the Board of Education's policy on student records.~~
- ~~16. Consults with parents whenever necessary.~~
- ~~17. Conducts group sessions upon request and with teacher coordination.~~
- ~~18. Advises administrators and faculty on the matters of discipline regarding specific students.~~
- ~~19. Takes an active role in interpreting the school's objectives to students parents, and the community at large.~~
- ~~20. Interprets and guidance program to the community upon request.~~
- ~~21. Organizes and conducts annual Post High Planning Day and Financial Aid Night.~~
- ~~22. Makes referrals to appropriate outside agencies when necessary.~~
- ~~23. Is available for staff support.~~
- ~~24. Provides for his/her own professional growth.~~
- ~~25. Other duties as assigned by the building principal or Special Education Services Director.~~

## **1. Individual Counseling and Student Support**

- Provide individual counseling to support students' personal, social, and emotional development.
- Identify and address academic, social, and emotional barriers to student success.
- Develop individualized plans and interventions for students in need of additional support.
- Create and follow through with student success plans

## **2. Group Counseling and Facilitation**

- Lead small group counseling sessions to address common issues such as social skills, stress management, conflict resolution, and self-esteem.

- Teach classroom lessons and support groups for specific issues, including bullying, family changes, and peer relationships.

### **3. Academic Guidance and Planning**

- Work with students to set academic goals and plan their educational pathways regarding college and career readiness.
- Assist with course selection and planning to ensure students are on track to meet grade-level requirements.
- Monitor students' academic progress and intervene when students show signs of struggle.
- Monitor and assist in the registration process

### **4. Social and Emotional Learning (SEL) Program Implementation**

- Design and implement social and emotional learning programs to promote positive behavior and mental health.
- Work with teachers to integrate SEL principles into classroom activities and discussions.
- Teach SEL lessons that focus on empathy, self-awareness, decision-making, bullying, harassing and coping skills.

### **5. Crisis Intervention and Conflict Resolution**

- Provide immediate counseling and support during student crises or emergency situations.
- Mediate and resolve conflicts between students, or between students and staff, to ensure a safe and supportive school environment.

### **6. Collaboration with Teachers, Parents, and Administrators**

- Consult with teachers to understand classroom dynamics and develop strategies to support students' needs.
- Communicate regularly with parents about students' progress, challenges, and needs.
- Collaborate with administrators to implement school-wide programs and initiatives that support students' well-being.
- Being a member of the RTI, PBIS, student success, and IEP teams

### **7. Student Advocacy and Case Management**

- Advocate for students' needs to ensure they receive equitable support and resources.
- Collaborate with community agencies, mental health providers, and external resources to support students and their families.

### **8. Data Collection and Reporting**

- Maintain accurate records Ex: interventions, and student progress.
- Analyze and report data on student outcomes to help guide program improvements.
- Use data to evaluate the effectiveness of counseling programs and identify trends in student needs.
- Help organize monitor and proctor state and district assessments

### **9. Professional Development and Training**

- Participate in ongoing professional development to stay current on best practices in school counseling and mental health.

- Provide training and resources for teachers and staff on topics related to mental health, conflict resolution, and student support.

## **10. Compliance and Confidentiality**

- Ensure all counseling practices comply with ethical standards, legal requirements, and school district policies.
- Maintain strict confidentiality regarding student records and counseling sessions, except when required by law.

These responsibilities reflect the multifaceted role of a middle school counselor in promoting academic achievement, supporting mental and emotional well-being, and building a positive school environment.

POSITION TITLE & DETAILS			
<b>TITLE</b>	<b><u>WAREHOUSE AND DELIVERY</u></b>		
<b>WORK DAYS</b>		<b>REPORTS TO</b>	Coordinator of Buildings and Grounds
<b>SALARY SCHEDULE</b>		<b>SUPERVISES</b>	
<b>GROUP</b>	Classified	<b>EVALUATION</b>	By the Coordinator of Building and Grounds utilizing the adopted district process
<b>FUNCTIONS</b>			

MINIMUM REQUIREMENTS	
<b>EDUCATION</b>	High School Diploma or Equivalent
<b>QUALIFICATIONS</b>	<ul style="list-style-type: none"> <li>• Some successful experience in areas related to: warehousing, purchasing, property control, and inventory procedures</li> <li>• Ability to perform tasks requiring moderate strength</li> <li>• Possess a valid South Dakota driver's license and a good driving record.</li> </ul>

DUTIES AND RESPONSIBILITIES
<ul style="list-style-type: none"> <li>• Sorts and distributes incoming supplies, mail and distribution.</li> <li>• Receives new property; marks property with Douglas number. Moves surplus and unserviceable property per disposition instructions.</li> <li>• Receives shipments, checks quality and condition of merchandise.</li> <li>• Delivers school and custodial supplies and equipment to schools as required.</li> <li>• Assists in annual warehouse and equipment inventories.</li> <li>• <del>Engraves nameplates to meet system-wide requirements.</del></li> <li>• Maintains records of postage usage and fills postage meter as required.</li> <li>• Assists warehouse supervisor in transfer of equipment.</li> <li>• Assists in developing policies relating to warehouse and complies with existing policies.</li> <li>• Assures cleanliness and proper maintenance of vehicle and work area.</li> <li>• Assists in proper maintenance and security of building and grounds as directed by supervisor.</li> <li>• Provides for his/her professional growth.</li> <li>• Performs other duties as assigned by supervisor.</li> <li>• Delivers meals and trays district wide two times daily.</li> <li>• Operates production and printing requests in an organized and efficient manner and is competent in use of copy machines. Maintains copy equipment to proper working order.</li> </ul>

## **SCHOOL RESOURCE OFFICER PROGRAM AGREEMENT**

This Agreement is made and entered into this 28<sup>th</sup> day of August, 2024, by and between the DOUGLAS SCHOOL DISTRICT 51-1 of 400 Patriot Drive, Box Elder, SD 55719 (hereinafter "School District") and the PENNINGTON COUNTY SHERIFF'S OFFICE of 300 Kansas City Street, Rapid City, SD 57701.

### **RECITALS**

WHEREAS, this Agreement will often refer to the Pennington County Sheriff's Office as "Law Enforcement" for ease of reference;

WHEREAS, Law Enforcement agrees to provide the School District a School Resource/Liaison Officer (hereinafter "SRO") Program in the School District; and

WHEREAS, the School District and Law Enforcement desire to set forth in this SRO Agreement the specific terms and conditions of the services to be performed and provided by the SROs in the School District.

WHEREAS, Law Enforcement will decide which schools are assigned to each agency.

WHEREAS, the Box elder Police Department may provide resources to the SRO Program with terms established in separate Memorandum of Understanding.

### **AGREEMENT**

NOW, THEREFORE, in consideration of the mutual covenants, promises, and conditions contained herein, the Parties mutually agree as follows:

#### **1. Cost of the SRO Program.**

- A. The Parties hereto acknowledge that there is a financial agreement between the Parties. The School District will reimburse the Pennington County Sheriff's Office \$66, 522.44 of the actual wages and related expenses of the PCSO employee(s) for a nine-month school year. This wage will include any overtime worked by the SROs for each period. The invoices for payment will be submitted semi-annually for a nine-month period starting in September and ending in May of each fiscal year.
- B. Continuing education in the areas of school-based law enforcement topics, child development, adolescent psychology, trauma, conflict resolution, mental health and addiction, children with disabilities, juvenile and education law and policy, and cultural competence are cornerstones of an effective SRO. The School District will reimburse for up to a total of \$5,000 annually for training costs when SRO's participate in school-related training and professional development. The training will be mutually agreed upon between the Parties to this Agreement. The costs shall include, but are not limited to: travel, per diem, and tuition.

## **2. Employment of School Resource Officers.**

- A. The SROs shall be employees of Law Enforcement and shall be subject to the administration, supervision and control of Law Enforcement.
- B. The SROs shall be subject to all personnel policies and practices of Law Enforcement except as such policies or practices may be modified by the terms and conditions of this Agreement.
- C. Law Enforcement, in its sole discretion, shall have the power and authority to hire, discharge and discipline SROs.
- D. A joint committee composed of representatives of Law Enforcement and the School District shall make recommendations for the SRO positions to the Sheriff who shall assign such officers. If a district administrator is dissatisfied with an SRO who has been assigned to a school, then district administration may request that the Sheriff assign a different officer as the SRO for that school.
- E. SRO assignments per school:
  - 1. The Douglas School District will have two (2) assigned SRO's from the PCSO until January 2025. After January, 2025, the PCSO will have one (1) SRO assigned until June 1<sup>st</sup>, 2025.
  - 2. The PCSO will provide a Supervisor to manage the SRO Program and personnel and will work closely with Box Elder Police Department Supervision to ensure consistency at both the middle school and the high school.
  - 3. Substitutions will be made in consultation with the school administrator(s) affected and will only be on a temporary basis.

## **3. Duty Hours.**

- A. Whenever possible, it is the intent of the parties that the SRO's duty hours shall conform to the school day. Reasonable efforts will be made to accommodate request for SROs to attend after-school activities, such as sporting events, dances, and prom.
- B. It is understood and agreed that time spent by SROs attending circuit or magistrate court, juvenile court, and/or criminal cases arising from and/or out of their employment as an SRO shall be considered as hours worked under this Agreement. This includes all training required by the State of South Dakota or Law Enforcement to maintain certification as a law enforcement officer in good standing.
- C. In the event an SRO is absent from work, the SRO shall notify his or her supervisor in Law Enforcement and the principal of the school to which the SRO is assigned. If an SRO is absent from work for more than five consecutive days, Law Enforcement will assign another

certified law enforcement officer, if available, to substitute for the SRO beginning the sixth consecutive day of absence. The substitute law enforcement officer may or may not be an SRO trained deputy.

#### **4. Goals of the SRO Program.**

A. This SRO Program is unique to the community, based on input from the school administration, teachers, faculty, students, families and community members. The Program is designed to fulfill three overall roles:

- **Law Enforcement**
- **Fostering Positive School Climate/Crime Prevention/Mentor/Role Model**
- **Education**

The District- Students are considered to be under the authority of the District when they are on school property, on school buses, at or near school bus stops, and/or while participating in or attending school sponsored activities, conducted on or off school property. The District is responsible for supervising or detaining students for the enforcement of school disciplinary matters. It is the sole prerogative of the school officials to impose disciplinary sanctions for infractions of school rules and policies. The SRO should work collaboratively to report any violations of school policy to school administrators. When a school official has reasonable suspicion to believe a crime has been committed by a student while under the authority of the District, school officials shall notify an SRO or, if an SRO is unavailable, an SRO supervisor.

1. **Law Enforcement** – SROs are responsible for the majority of law enforcement activities occurring at school, during school hours, but not general school discipline. The determination of whether an activity raises to the level of a law enforcement activity should be made in consultation with a school administrator. Parents, students, teachers and other school personnel should bring complaints about student misbehavior to the school principal, or designee, rather than the SRO.
2. **Fostering Positive School Climate/Crime Prevention/Mentor/Role Model** – One of the primary roles SROs fulfill is fostering a positive school climate through relationship-building and crime prevention. Officers will engage in various activities, in consultation with school administration, teachers, and students, and should strive to build a school culture of open communication and trust between and among students and adults by focusing on officers getting to know students at the school, serving as a role model, and working with teachers and administrators to identify students who may be facing challenges and need additional resources or attention to be successful in school. Crime prevention activities include foot patrols, monitoring previous crime locations, speaking to teachers about reducing the opportunity for crimes to occur, analyzing possible crime patterns, and investigating

crimes. Officers may also complete security surveys analyzing the physical security and safety of school property and facilities.

**3. Education** – SROs should participate in the school community by becoming a member of the educational team where appropriate and by representing the law enforcement community to build positive relationships with youth, their families, and school staff.

**B.** Whether talking to students in the hallway or delivering a presentation in the classroom, SROs are embedded in the educational fabric of the school. SROs are expected to be proactive in creating and taking advantage of educational situations, and school administrators are encouraged to leverage this resource.

**5. Duties of School Resource Officers.**

**A.** The SRO's duties will include, but not be limited to, the following:

1. To be an extension of the principal's office for assignments consistent with this Agreement. SROs should be notified by the building principal whenever a situation arises that is or likely to become criminal in nature, a present or potential danger to the staff, students, visitors or school property exists, or an issue that requires the assistance of additional personnel.
2. To be a visible, active law enforcement figure on campus dealing with law enforcement matters and school code violations originating on the assigned campus. As to school code violations, the SRO will refer the student to the principal's office for discipline to be meted out by school officials.
3. To act as the designee of the campus administrator in maintaining a safe environment as to law enforcement matters and school code violations. This includes building(s), grounds, parking lot(s), lockers and other public-school property. As to school code violations, the SRO will defer to the principal's office for discipline to be meted out by school officials.
4. To provide a classroom resource for law enforcement topics using approved materials.
5. To be a resource for students which will enable them to be associated with a law enforcement figure and role model in the student's environment.
6. To be a resource for teachers, parents and students for conferences on an individual basis dealing with individual problems or questions, particularly in the area of substance control.

7. To make appearances before parent groups, and other groups associated with the campus and as a speaker on a variety of requested topics, particularly drug and alcohol abuse.
8. The SRO will be involved in school discipline, when it pertains to preventing a disruption that would, if ignored, place students, faculty and staff at risk of harm, the SRO will resolve the problem to preserve the school climate. As to school code violations, the SRO will take the student to the principal's office for discipline to be meted out by school officials.
9. It will be the responsibility of the SRO to report all crimes originating on campus. On occasion, an SRO may be assigned cases originating outside school which may involve students from their assigned schools.
10. The SRO will share information with the administrator about persons and conditions that pertain to campus safety concerns.
11. The SRO will be familiar with helpful community agencies, such as mental health clinics, drug treatment centers, etc., that offer assistance to dependency and delinquency prone youths and their families. Referrals will be made when necessary.
12. The SRO and the principal will develop plans and strategies to prevent and/or minimize dangerous situations which might result in student unrest.
13. The SRO will coordinate all of his/her activities with the principal and staff members concerned and will seek permission, guidance, and advice prior to enacting any programs within the school.
14. The SRO may be asked to provide community-wide crime prevention presentations that include, but are not limited to:
  - Drugs and the law – Adult and juvenile
  - Alcohol and the law – Adult and juvenile
  - Sexual assault prevention
  - Safety programs – Adult and juvenile
  - Online safety and citizenship
  - Assistance in other crime prevention programs as assigned
15. The SROs will wear approved business casual, department uniform, or formal business attire depending on the time of school year, the type of school activity or program, and the requests of the school and/or Law Enforcement.

The Sheriff, or designee and the principal shall jointly set expectations and resolve any disputes in this area.

16. The SROs will wear their department-authorized duty weapons in accordance with department policy.

**6. Chain of Command.**

As employees of Law Enforcement, SROs will be subject to the chain of command of Law Enforcement.

In the performance of their duties, SROs shall coordinate and communicate with the principal or the principal's designee of the school to which they are assigned.

**7. Access to Education Records.**

- A. School officials shall allow SROs to inspect and copy any public records maintained by the school to the extent allowed by law.
- B. SROs and school officials are permitted to openly share information in accordance with the standing 7<sup>th</sup> Circuit Judicial Order allowing such sharing. The judicial order shall be periodically updated to reflect current information and to remain in compliance with the latest judicial guidance.
- C. The School District's school officials and law enforcement mutually agree to share information as it pertains to or would likely have a significant impact on the safety, well-being, or operation of the school or educational environment.

**8. Term of Agreement.**

The initial term of this Agreement is for the remainder of the 2024-2025 School year, and ending on the 1<sup>st</sup> day of June, 2025. However, should any Party encounter budgetary constraints that make the continuation of this Agreement impractical, then any Party may cancel this Agreement upon sixty days' notice to the others.

IN WITNESS WHEREOF, the Parties hereto have caused this Agreement to be executed the day and year first written above.

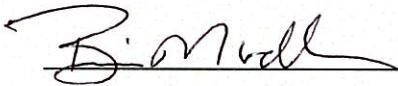
**DOUGLAS SCHOOL DISTRICT 51-1**

By: \_\_\_\_\_

Date

Its: \_\_\_\_\_

**PENNINGTON COUNTY SHERIFF'S OFFICE**



Sheriff Brian Mueller

11-06-2024

Date