

DOUGLAS SCHOOL DISTRICT
BOARD OF EDUCATION

AGENDA

Monday, April 28, 2025

**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/97020960497?pwd=6QkDthe2uoKJP4Sbk9KD05YpBu9XmP.1>
Meeting ID: 970 2096 0497
Passcode: 450346

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:
Introduction of new Communications Coordinator Alexa White
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 April 14, 2025.
 - B. Approve Personnel Action

- C. Approve Resolution 2025-(01) to Non-Renew a Certified Contract
 - D. Approve Financial Reports
 - E. Approve the Purchases and Issuing of Accounts Payable.
 - 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 Resolution 2025-02 recognizing the efforts of Drew Duncan in supporting the Douglas School District's efforts for State Funding.
 - B. Approve Resolution 2025-03 proclaiming May 5-9, 2025 as Teacher Appreciation Week.
12. Fiscal Resources Items:
13. Operational Support Services Items:
14. Reports:
- A. Superintendent:
 - 1. Student Survey.
 - 2. Parent/Caregiver Survey Responses.
 - 3. District Services Survey
 - B. Committee Reports From Board Members and Comments from Associate Board Members
15. Upcoming Calendar Events:
- May 5-9 - Teacher Appreciation Week
 - May 9 - Inclement Weather Make-Up Day - No School
 - May 12 - BOE Meeting, 5:00 pm
 - May 16 - Inclement Weather Make-Up Day - No School
 - May 18 - DHS Senior Graduation at The Box, 2:00 pm
 - May 22 - Last Day of School, Student 2 hr Early Release
 - May 23 - EOY Staff Celebration, 7:30 am
 - May 26 - Holiday
 - May 27 - BOE Meeting, 5:00 pm

16. Executive Session for Negotiations according to SDCL 1-25-2.4.

17. Adjournment

SECTION	B	TITLE	Board Governance and Operations	FILE	BDDH
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Public Participation at Board Meetings

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

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

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

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

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

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

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

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

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

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

1. Agenda and Non Agenda Items:

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

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

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

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

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

3. Authority of Presiding Officer:

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

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

REFERENCES

State Reference:

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

Policy Cross Reference:

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

Adoption History

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

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

DATE _____

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

Please print legibly.

	Name & Address	Email & Phone #	Topic / Item #
1			
2			
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SECTION	B	TITLE	Board Governance and Operations	FILE	BDDH-E(2)
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Introduction to Public Forum

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

This is the time for the Public Forum.

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

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

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

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

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

Adopted: 3/14/2022

MINUTES
DOUGLAS SCHOOL DISTRICT
BOARD OF EDUCATION MEETING

Monday, April 14, 2025

The Douglas School District No. 51-1 Board of Education held a Regular meeting on Monday, April 14, 2025 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, Tia Mullins: Associate Board Member, present.

All Actions in these Minutes were by unanimous votes unless otherwise stated.

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

There was nothing for public forum.

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

Motion to approve the consent agenda Items 7A-7G. This motion, made by Chris Misselt and seconded by Tonya Welch, Carried.

Approved Regular Board Meeting Minutes of March 24, 2025.

Approved Personnel Action for April 14, 2025. (Attachment)

Approved Accounts Payable Report and March 2025 Payroll Report. (Attachments)

Approved Club Sports Recognition Agreement the Regulators Shotgun Shooting Club.

Approved three additional high school students for early graduation (graduating in fewer than eight semesters), pending successful completion of all required classes and credits.

Approved Special Education Mediation Agreement.

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

Fiscal Resources Items:

Approved a matter of record that two (2) three-year positions for Board Member at Large have been filled: Amy McGovern and Tonya Welch. The annual School Board Election will not be conducted as there is neither a contested vacancy on the School Board nor any questions submitted to the voters. This motion, made by Ben Frerichs and seconded by Chris Misselt, Carried.

Motion to approve attached resolutions from the Associated School Boards Protective Trust for the (1) South Dakota School Districts Benefits Fund Adoption and Renewal for July 1, 2025 to June 30, 2026 and the (2) Participation Agreement for July 1, 2025 to June 30, 2026. This motion, made by Amy McGovern and seconded by Tonya Welch, Carried.

Motion to approve early start date and updated budget for Capital Outlay requests as follows: 1) Weight Equipment for High School Summer Program: \$15,000. 2) Projects that need to start prior to July 1st, but will be completed after July 1st, Francis Case Ceiling Replacement: \$300,000 total project, Patriot Elementary Classroom Remodel: \$60,000 total project, High School Gym Painting: \$70,000 total project, High School Locker Room Remodel: \$650,000 total project, High School Theatre Remodel: \$500,000 total project, Middle School Bleachers: \$150,000 total project. 3) Project that needs an increased budget request: MS Floor: original request \$90,000 - updated request \$141,150. This motion, made by Amy McGovern and seconded by Tonya Welch, Carried.

Reports:

Superintendent Kevin Case is attending via zoom tonight as he is traveling.

Committee Reports from Board Members and Comments from Associate Board Members

Tonya Welch commented there is a Booster Club meeting tonight at 6:30 p.m. The Booster Club page on the website has all the activities listed.

Ben Frerichs added the Master Facilities Planning Committee meeting will be at the end of the month.

Tanya Gray attended the ASBSD Board meeting last week in Sioux Falls. The meeting was a recap of the legislative session. ASBSD thanked districts for putting their entire boards as LAN (Legislative Action Network) representatives.

Motion to adjourn the meeting at 5:15 p.m. This motion, made by Chris Misselt and seconded by Amy McGovern, Carried.

Tanya Gray, President

Trista Olney, Business Manager

_____ Initials

_____ Date

Published once at the total approximate cost of _____.

DOUGLAS SCHOOL DISTRICT**PERSONNEL ACTION 4/14/2025****Employee Leave of Absence Requests**

Name	Building	Position	Effective Date
BOE See Attached			

Classified Service Factor Bonus

Name	Position/Years	Amount	Dates of Service
Kara Holsworth	MS Nurse/5 years	\$220.76	3/22/21 - 3/22/25

Classified Retirements

Name	Position	Location	Effective Date
Kristine Boeding	Bus Driver	Transportation	5/23/2025
Denise Schleusner	Special Ed Secretary	BC	5/30/2025

Classified Resignations/Terminations

Name	Position	Location	Effective Date
Ronald Timblin	Bus Driver	Transportation	3/28/2025
Kacie McGuire	Instructional Aide	BC	3/27/2025
Debra James	Instructional Aide	HS	5/21/2025
Patricia Ongaco	Lunchroom Aide	VES	4/25/2025
Darrel One Horn	Mechanic	Transportation	3/31/2025
Evelyn Watson	Data and Systems Analyst	Central Office	6/30/2025

Certified Staff Hiring

Name	Location / Position	Wage	Effective Date
Melissa Sisk	FC/Special Ed Teacher	\$63,200.00	2025-2026
Lori Chapman	VES/4-5 Grade	\$63,200.00	2025-2026
Katherine Hoeke	MS/ Special Education	\$52,950.00	2025-2026

Classified Staff Hiring

Name	Location / Position	Wage	Effective Date
Robin Heinrich	BC/Lunchroom Aide	\$15.50/hr	4/4/2025
Shawnee Hellman	MS/Principal Secretary	\$17.75/hr	6/2/2025
Tamara Davis	VES/LRA	\$15.50/hr	4/28/2025
Jerry Bowman	Transportation Coordinator	\$79,500.00	7/1/2025
Jennifer Pounds	Trans/Bus Driver	\$21.73/hr	4/4/2025
Shelby Tillett	CO/Bookkeeper 1	\$20.50/hr	4/28/2025
Randy Canaan	BC/Instructional Aide	\$17.00/hr	4/10/2025

Temporary Hires

Name	Position	Salary	Effective Date
Sherri Horan	Summer Credit Recovery	\$51.07/hr	6/23/25 - 6/27/2025
Kaitlin Heier	Summer Credit Recovery	\$42.03/hr	6/2/25 - 6/30/2025
Christie Medina	Summer Feeding	\$20.00/hr	7/1/25 - 8/5/2025
Melinda Garner	Summer Feeding	\$15.75/hr	7/1/25 - 8/5/2025
Laura Rencountre	Summer Feeding	\$17.00/hr	7/1/25 - 8/5/2025
Merissa Hardy	Summer Feeding	\$15.50/hr	7/1/25 - 8/5/2025
Traci Knight	Summer Feeding	\$20.00/hr	7/1/25 - 8/5/2025
Gered Pitts	Summer Feeding	\$17.00/hr	7/1/25 - 8/5/2025

	Melissa Hardy	Summer Feeding	\$15.50/hr	5/27/25 - 6/30/2025
	Laura Rencountre	Summer Feeding	\$17.00/hr	5/27/25 - 6/30/2025
	Melinda Garner	Summer Feeding	\$15.75/hr	5/27/25 - 6/30/2025
	Christie Medina	Summer Feeding	\$20.00/hr	5/27/25 - 6/30/2025

Substitute Hires

	Name	Substitute Teacher	Substitute Classified	Effective Date
**	Personnel Action additions and updates made after initial publication and before scheduled school board			

<u>Vendor Name</u>	<u>Check #</u>	<u>Amount</u>
A & B WELDING SUPPLY COMPANY INC.	185527	302.90
ACE STEEL & RECYCLING, INC.	185528	472.35
AMAZON.COM	185529	8,889.40
AMSTERDAM PRINTING & LITHO CORPORATION	185530	327.05
ASCD	185531	79.00
ATLAS PEN & PENCIL LLC	185532	65.64
BLACK HILLS CHEMICAL CO	185533	6.99
BLACK HILLS URGENT CARE	185535	300.00
BOX ELDER HARDWARE	185536	236.13
BROADWAY MEDIA	185537	2,395.00
CARNEGIE LEARNING	185538	40.00
CAROLINA BIOLOGICAL SUPPLY COMPANY	185526	103.30
CASE, KEVIN	185539	3,466.75
CASH-VES	185540	49.94
CENTURYLINK	185543	1,145.91
CIRCLE K	185526	326.43
CITY OF BOX ELDER/PUBLIC WORKS DEPT	185545	5,708.10
CLARK PRINTING, INC.	185546	232.95
CLARK, KARLINE	185547	16.52
COLUMN SOFTWARE PBC	185548	821.39
CRESCENT ELECTRIC	185550	429.13
DAKOTA SUPPLY GROUP, INC.	185551	929.08
DELTA AIR LINES	185526	535.46
DEMCO, INC	185552	179.17
DIVISION OF CRIMINAL INVESTIGATION	185526	512.00
EBACH ENTERPRISES	185553	18,420.00
EVERGREEN OFFICE PRODUCTS	185554	1,756.47
FIDUCIARY ACCOUNT	185556	2,004.25
FOOD SERVICE	185557	65.51
GOODWILL OF THE GREAT PLAINS	185526	71.38
GRAINGER, INC	185558	346.62
HAGGERTYS MUSICWORKS	185559	170.00
HARLOW'S BUS SALES, INC.	185560	699.19
HIGH POINT NETWORKS, LLC	185561	10.50
HYATT REGENCY	185526	3,884.31

<u>Vendor Name</u>	<u>Check #</u>	<u>Amount</u>
INDEED INC.	185526	67.06
INNOVATIVE OFFICE SOLUTIONS	185562	3,216.22
INSECT LORE	185563	121.91
INSTRUMENTALIST AWARDS LLC	185564	250.00
JOB MATCH, LLC	185526	160.00
LANKFORD ENTERPRISES INC	185565	32,400.00
LEADERSHIP MATTERS LLC	185566	2,100.00
LOWE'S BUSINESS ACCOUNT	185526	191.92
MAGAZINE LINE	185567	150.85
MAXIMUM PROMOTIONS	185568	369.50
MENARDS	185569	276.12
MG OIL COMPANY, INC.	185570	5,363.16
MIDWEST CONNECT	185572	156.00
MS MAIL	185573	40.15
NEWELL SCHOOL DISTRICT	185574	40.00
NORTHWEST PIPE FITTINGS, INC.	185575	164.54
OFFICE OF FIRE MARSHAL	185576	310.00
ORIENTAL TRADING COMPANY INC	185577	130.67
ORTON-GILLINGHAM INSTITUE, THE	185578	3,000.00
PAULSON, DARREN	185579	765.30
PIZZA HUT- BOX ELDER	185526	191.09
PLANK ROAD PUBLISHING	185526	132.95
POPP BINDING AND LAMINATING, INC	185580	2,082.00
PRINCIPALS CONFERENCE, THE	185581	600.00
RAPID CITY AREA SCHOOL DISTRICT	185583	300.00
RAPID CITY REGIONAL AIRPORT	185526	84.00
RIVERSIDE TECHNOLOGIES INC	185584	4,985.00
SAM'S CLUB	185526	275.81
SANORBIX LLC	185585	495.00
SASD	185588	2,454.00
SDASBO	185591	100.00
SOUTH DAKOTA ONE CALL	185593	52.50
SPEARFISH SCHOOL DISTRICT	185594	1,530.00
STAN HOUSTON EQUIPMENT COMPANY, INC.	185597	2,945.68
STORMWIND, LLC	185598	3,450.00

<u>Vendor Name</u>	<u>Check #</u>	<u>Amount</u>
SWIFTEC INC	185599	183.82
TEMPERATURE TECHNOLOGY INC	185600	2,802.97
TIMMONS MARKET	185601	245.88
TYLER TECHNOLOGIES	185602	900.00
ULINE SHIPPING SUPPLY SPEC.	185603	93.15
US BANK	185526	1,588.36
VANWAY TROPHY & AWARD, INC.	185604	428.60
VERIZON WIRELESS	185605	397.36
WAL-MART STORES INC	229	179.67
WELL365	185606	885.00
GENERAL FUND		131,655.06
BLACK HILLS ROOFING, INC.	185534	10,680.49
CENTURY BUSINESS	185542	8,944.27
CO-OP ARCHITECTURE	185549	6,750.00
CAPITAL OUTLAY		26,374.76
AMAZON.COM	185529	762.69
Cassidy Patriarca and Carin Martin	185541	50,000.00
CHILDREN'S CARE HOSPITAL & SCHOOL	185544	18,003.00
DELTA AIR LINES	185526	438.96
FIDUCIARY ACCOUNT	185556	24,217.03
MHS INC	185571	250.00
PRO-ED, INC.	185582	270.60
RATWIK, ROSZAK & MALONEY, P.A	185526	295.00
SD DEPARTMENT OF HUMAN SERVICES	185590	10,600.17
SHINING PATHWAY ABA, LLS	185592	20,820.00
TIMMONS MARKET	185601	13.57
US BANK	185526	5,956.47
WAL-MART STORES INC	185526	127.39
SPECIAL ED		131,754.88
WEBSTAIRANT STORE	185526	191.29
FOOD SERVICE		191.29
AMAZON.COM	185529	76.97
CANVA PTY. LTD	185526	239.99
DAYLIGHT DONUTS	185526	1,406.25
ORTON-GILLINGHAM INSTITUE, THE	185578	3,000.00
SHERATON HOTEL AND CONVENTION CENTER	185526	285.93

<u>Vendor Name</u>	<u>Check #</u>	<u>Amount</u>
GRANTS		5,009.14
		294,985.13
AMAZON.COM	12715	449.67
CASH-WA DISTRIBUTING COMPANY, INC.	12716	14,095.77
COCA-COLA BOTTLING CO HIGH COUNTRY	12717	976.00
FIDUCIARY ACCOUNT	12718	35.00
GARNER, JENNIFER	12719	47.99
GENERAL FUND	12720	50,608.65
PAN-O-GOLD BAKING COMPANY, INC.	12721	640.80
PIZZA HUT- BOX ELDER	12722	1,187.50
PRAIRIE FARMS	12723	8,681.20
PROGUARD SERVICE & SOLUTIONS	12724	1,942.19
REINHART FOOD SERVICE LLC	12725	20,429.73
SERVALL TOWEL & LINEN SUPPLY, INC.	12726	281.70
FOOD SERVICE		99,376.20
Grand Total:		394,361.33

PAYROLL EXPENDITURES

MARCH 7 2025

MARCH 21 2025

TOTALS

\$1,221,725.57

\$1,209,459.28

**DOUGLAS SCHOOL DISTRICT
PERSONNEL ACTION 4/28/2025**

Classified Service Factor Bonus

Name	Position/Years	Amount	Dates of Service
Luann Schock	Instructional Aide/35 yrs	\$2,401.14	3/13/90 - 3/13/25

Certified Resignations/Terminations

Name	Position	Location	Effective Date
Michelle Crane	Science Teacher	HS	5/23/2025

Classified Resignations/Terminations

Name	Position	Location	Effective Date
Jace Caldwell	7th Asst. Girls Basketball	MS	5/23/2025
Jace Caldwell	6th Boys Basketball	MS	5/23/2025
Lindsay Scott	Asst. Spring Drama	MS	5/23/2025
Lindsay Scott	Asst. Fall Drama	MS	5/23/2025
Jason Boeding	Industrial Tech/Robotics	HS	5/23/2025

Classified Voluntary Transfer Request/ Assignments

Name	From Bldg / Position /	To Bldg / Position / Hrs	Effective Date
Shawn Connor	BC/Custodian	MS/Custodian	4/8/2025

Certified Staff Hiring

Name	Location / Position	Wage	Effective Date
Brooklyn DeVries	MS/Reading Teacher	\$52,950.00	2025-2026
Grant Ludwig	HS/Social Studies	\$52,950.00	2025-2026
Tessa Vandersnick	MS/8th ELA Teacher	\$52,950.00	2025-2026

Classified Staff Hiring

Name	Location / Position	Wage	Effective Date
Chelsea Pryor	FC/Instructional Aide	\$17.75 / hr	2025-2026
Theresa Frantz	HS/Instructional Aide ISS	\$17.00 / hr	2025-2026

Temporary Hires

Name	Position	Salary	Effective Date
Cari Kennedy	MS/Asst Fall Drama	\$1,987	2025-2026
Cari Kennedy	MS/Asst Spring Drama	\$1,987	2025-2026
Lindsay Scott	MS/ Head Spring Drama	\$3,329	2025-2026
Lindsay Scott	MS/ Head Fall Drama	\$3,329	2025-2026

Substitute Hires

Name	Substitute Teacher	Substitute Classified	Effective Date
Joseph Durst	Substitute Teacher	Per Substitute Pay Rate	1/8/2025
Colin Gholson	Substitute Teacher	Per Substitute Pay Rate	1/9/2025
Kerry Slaba	Substitute Teacher	Per Substitute Pay Rate	1/10/2025
Justin Straw	Substitute Teacher	Per Substitute Pay Rate	1/11/2025
Jeremiah Svoboda	Substitute Teacher	Per Substitute Pay Rate	1/12/2025
Hunter Rickard	Substitute Teacher	Per Substitute Pay Rate	1/13/2025

	Rebecca Marquez	Substitute Teacher	Per Substitute Pay Rate	1/14/2025
	Trivia Craddock	Substitute Teacher	Per Substitute Pay Rate	1/15/2025
	Cheyenne Thatcher	Substitute Teacher	Per Substitute Pay Rate	1/16/2025
	Angela Vinson	Substitute Teacher	Per Substitute Pay Rate	1/17/2025
	Karyne Veit	Substitute Teacher	Per Substitute Pay Rate	1/18/2025
	Jaynee Addison	Substitute Teacher	Per Substitute Pay Rate	1/19/2025
	Duretta Newman	Substitute Teacher	Per Substitute Pay Rate	1/20/2025
	Anthony Toliver	Substitute Teacher	Per Substitute Pay Rate	1/21/2025
	Sebastian Laing	Substitute Teacher	Per Substitute Pay Rate	1/22/2025
	Tate Crosswait	Substitute Teacher	Per Substitute Pay Rate	1/23/2025
**	Personnel Action additions and updates made after initial publication and before scheduled school board			

March 1, 2025 FINANCIAL	GENERAL FUND	CAPITAL OUTLAY	SPECIAL EDUCATION
BALANCE 2/28/25	(405,693.39)	(852,690.63)	2,023,154.28
RECEIPTS:			
TAXES	87,877.05	60,647.20	30,180.12
INTEREST	1,241.35	0.00	0.00
ADMISSIONS	0.00	0.00	0.00
LOCAL	82.08	10.61	0.00
COUNTY	15,966.53	0.00	0.00
STATE	1,368,495.00	0.00	305,997.00
FEDERAL	0.00	0.00	81,583.68
OTHER	15.00	0.00	0.00
INTERFUND TRAN.	15,321.01	0.00	0.00
TOTAL RECEIPTS:	1,488,998.02	60,657.81	417,760.80
DISBURSEMENTS:			
VERIFIED CLAIMS	242,919.74	66,389.50	73,892.52
SALARIES	1,776,568.29	0.00	463,714.07
TRANSFERS OUT			
BALANCE 03/31/25	(936,183.40)	(858,422.32)	1,903,308.49
BALANCE 03/31/24	(934,824.35)	1,381,450.69	1,752,744.55

March 1, 2025 FINANCIAL	FEDERAL PROJECTS	UNEMPLOY- MENT FUND
BALANCE 2/28/25	1,028,015.54	48,686.70
RECEIPTS:		
LOCAL		
STATE		
FEDERAL	0.00	0.00
REIMBURSEMENTS	112,759.18	
OTHER (LOCAL) -AFROTC	0.00	0.00
INTERFUND TRAN.		
TRANSFER IN		
TOTAL RECEIPTS:	112,759.18	0.00
DISBURSEMENTS:		
VERIFIED CLAIMS	5,655.35	0.00
SALARIES	96,292.24	0.00
TRANSFERS OUT		
BALANCE 03/31/25	1,038,827.13	48,686.70
BALANCE 03/31/24	(3,838,030.61)	49,497.51

March 1, 2025 FINANCIAL	DEP CARE	MEDICAL REIMB	IMPACT AID
BALANCE 2/28/25	2,008.42	(6,487.06)	28,401,629.54
RECEIPTS:			
INTEREST	0.00	0.00	15,321.01
FEDERAL	0.00	0.00	2,395,182.00
LOCAL	1,585.44	3,720.56	0.00
OTHER			
INTERFUND TRAN.			
LOANS			
TOTAL RECEIPTS:	1,585.44	3,720.56	2,410,503.01
DISBURSEMENTS:			
VERIFIED CLAIMS	1,251.68	1,366.44	0.00
EXPENDITURES/TRANSFERS OUT	0.00	0.00	15,321.01
BALANCE 03/31/25	2,342.18	(4,132.94)	30,796,811.54
BALANCE 03/31/24	1,660.75	(3,178.36)	28,706,929.54

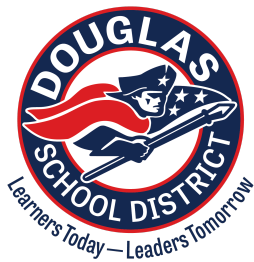
March 1, 2025 FINANCIAL	FOOD SERVICE	FIDUCIARY FUNDS
BALANCE 2/28/25	178,854.04	251,886.98
RECEIPTS:		
INTEREST		
SALES	64,376.35	0.00
STATE		0.00
FEDERAL	65,664.59	0.00
LOCAL	176.81	63,423.13
OTHER	0.00	0.00
INTERFUND TRAN.		
LOANS		
TOTAL RECEIPTS:	130,217.75	63,423.13
DISBURSEMENTS:		
VERIFIED CLAIMS	109,385.64	96,814.97
SALARIES	29,045.07	0.00
BALANCE 03/31/25	170,641.08	218,495.14
BALANCE 03/31/24	301,589.65	292,059.62

Board Report - For School Board 04/30/2025

<u>Vendor Name</u>	<u>Check #</u>	<u>Expensed</u>	<u>Amount</u>
AMERICINN BY WYNDHAM MITCHELL	185622		896.00
AMERICINN OF CHAMBERLAIN	185623		1,904.61
AMERICINN-PIERRE	185624		560.00
BELLIPANNI, KAREN	185625		160.61
BEST WESTERN KELLY INN	185626		2,225.46
BJ'S INSTRUMENT REPAIR	185627		100.00
BOX ELDER HARDWARE	185629		74.80
COLUMN SOFTWARE PBC	185630		245.04
CRESCENT ELECTRIC	185632		888.98
CUSTER SCHOOL DISTRICT	185633		300.00
DAKOTA SUPPLY GROUP, INC.	185634		211.68
E-RATE EDUCATIONAL SERVICES LLC	185635		3,000.00
EVERGREEN OFFICE PRODUCTS	185636		5,408.93
HARVEYS LOCK SHOP, INC.	185638		74.50
HAUFF MID-AMERICA SPORTS INC.	185639		1,265.92
HIGH POINT NETWORKS, LLC	185640		11.10
HILL CITY HIGH SCHOOL	185641		25.00
HILLYARD INC	185642		715.79
INTERSTATE BATTERIES	185643		130.80
LYNN JACKSON SHULTZ & LEBRUN PC INC	185644		834.00
MENARDS	185646		42.98
MG OIL COMPANY, INC.	185647		2,062.64
NORTHWEST PIPE FITTINGS, INC.	185648		231.72
OVERHEAD DOOR, INC.	185650		236.92
REALLY GOOD STUFF, INC.	185651		27.86
RIVERSIDE TECHNOLOGIES INC	185653		162.00
ROBOTICS EDUCATION & COMPETITION	185654		300.00
SASD	185655		200.00
SPEARFISH HIGH SCHOOL ACTIVITIES	185656		150.00
STURGIS OPTIMIST	185657		80.00
TIMMONS MARKET	185658		169.71
WARNE CHEMICAL & EQUIPMENT, INC.	185660		1,367.04
WELL365	185661		1,270.00
WHISLER BEARING COMPANY	185662		256.92
WHITE, ALEXA	185663		418.75

Board Report - For School Board 04/30/2025

<u>Vendor Name</u>	<u>Check #</u>	<u>Expensed</u>	<u>Amount</u>
GENERAL FUND			26,009.76
AMERICAN FENCE COMPANY	185621		11,744.92
CO-OP ARCHITECTURE	185631		63,938.40
FOLLETT CONTENT SOLUTIONS, INC	185637		4,267.71
CAPITAL OUTLAY			79,951.03
BLACK HILLS SPECIAL SERVICES COOPERATIVE	185628		155.00
MACKIE, BRENDA	185645		451.36
TIMMONS MARKET	185658		19.49
TOTEM PD	185659		1,295.00
SPECIAL ED			1,920.85
ORTON-GILLINGHAM INSTITUE, THE	185649		20,092.50
RENAISSANCE	185652		72,900.00
GRANTS			92,992.50
			200,874.14
CASH-WA DISTRIBUTING COMPANY, INC.	12734		15,045.14
COCA-COLA BOTTLING CO HIGH COUNTRY	12735		1,107.00
DAKOTA WAREHOUSE	12736		140.00
PAN-O-GOLD BAKING COMPANY, INC.	12737		1,235.86
PIZZA HUT- BOX ELDER	12738		1,102.00
PRAIRIE FARMS	12739		5,748.97
REINHART FOOD SERVICE LLC	12740		22,824.99
SCHULTZ, MADELINE	12741		14.80
SDRA/SDRA SERVICES COMBINED	12742		190.00
SERVALL TOWEL & LINEN SUPPLY, INC.	12743		187.80
FOOD SERVICE			47,596.56
Grand Total:			248,470.70



DOUGLAS SCHOOL DISTRICT 51-1

DOUGLAS ADMINISTRATION OFFICE

400 Patriot Drive ♦ Box Elder, SD 57719-9749 ♦ 605-923-0000
Mr. Kevin Case, Superintendent

BOARD RESOLUTION 2025-02

ACKNOWLEDGING THE EFFORTS AND CONSULTING WORK OF DREW DUNCAN, DUNCAN LAW FIRM

WHEREAS, Drew Duncan of Duncan Law Firm, LLP has provided exceptional consulting services to Douglas School District; and

WHEREAS, Drew Duncan played a vital role in assisting Douglas School District in navigating the complex political landscape and legislative process and

WHEREAS, Drew Duncan worked diligently to collaborate with South Dakota legislators to develop and secure a funding solution for a new DSD elementary school; and

WHEREAS, his expertise, professionalism, and dedication have significantly contributed to the success of this critical initiative;

NOW, THEREFORE, BE IT RESOLVED that the DSD Board of Education formally acknowledges and extends its deepest gratitude to Drew Duncan and Duncan Law Firm, LLP for their outstanding efforts and invaluable contributions and

BE IT FURTHER RESOLVED that a copy of this resolution be presented to Drew Duncan in recognition of his dedication and service to Douglas School District and the community it serves.

Adopted this 28th day of April 2025, by the Douglas School District 51-1 Board of Education.

Tanya Gray
Board of Education President

Resolution

Douglas School District

Resolution # 2025-3

IN RECOGNITION OF TEACHER APPRECIATION WEEK

May 5–9, 2025

WHEREAS, teachers are the heart of education, guiding, inspiring, and shaping the future of every student with patience, creativity, and dedication; and

WHEREAS, the teachers of the Douglas School District consistently demonstrate professionalism, resilience, and a deep commitment to fostering academic excellence, social-emotional growth, and lifelong learning in their classrooms; and

WHEREAS, professionalism and collaboration among all stakeholders—including teachers, staff, families, and the wider community—building a strong, cohesive culture and a thriving educational environment where student success is a shared priority; and

WHEREAS, our educators go above and beyond the call of duty—adapting to challenges, supporting students and families, and cultivating inclusive and engaging classrooms that reflect the values of our community; and

WHEREAS, Teacher Appreciation Week provides a meaningful opportunity for students, families, staff, and the greater community to recognize and express gratitude for the hard work, sacrifice, and unwavering passion of our teachers; and

WHEREAS, the Douglas School District is proud to honor the immeasurable contributions of its educators and to reaffirm our collective commitment to supporting and celebrating them every day;

NOW, THEREFORE, BE IT RESOLVED, that the Douglas School District formally designates the week of **May 5 through May 9, 2025**, as **Teacher Appreciation Week**, and encourages all members of the community to join in celebrating the incredible teachers who inspire minds, touch hearts, and change lives.

IN WITNESS THEREOF, I have hereto set my hand this 28th day of April 2025.

Tanya Gray, *President of the Douglas School District Board of Education*

Adopted this 28th day of April, 2025

By the Douglas School District Board of Education



Studer Student Survey - Spring 2025

Student Experience Survey

Likert-Scale Items [Ratings 1 (Strongly Disagree) to 5 (Strongly Agree); Smiley Faces included on Rating Scale]

1. I believe my learning is important at my school.
2. I enjoy specials or electives.
3. I believe my teachers care about me.
4. I feel safe at my school.
5. I believe school rules are consistently enforced.
- 6. I think my school is clean.
- 7. I believe my principal is a good leader.
8. I feel safe on the bus (only answer if you ride the bus).
9. I feel there are healthy food choices for me to eat at lunch.
10. I know how to get help when I have a problem.
11. I set learning goals and track my progress.
12. I believe my teachers challenge me to think.
13. I believe my teachers ask me how I learn best.
14. I believe my teachers recognize me for good work.
15. I feel students are nice or show respect to each other at my school.
16. I like going to my school each day.
17. I feel like I belong at school.
18. I feel my family is treated nicely or with respect at my school.
19. I regularly receive feedback from my teachers about my academic progress.
20. I have opportunities to be successful at my school.

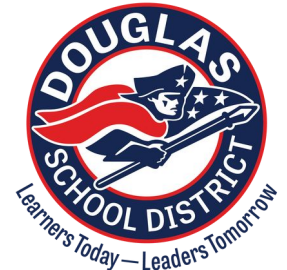
Net Promoter Item [provides potential to benchmark across all surveys as well as higher education and business/industry (e.g., Amazon, Apple, Google)]

I recommend my school as a good place to learn. [10-point scale]

Studer Student Survey Example

Additional Considerations

- Technology ?
 - Food Service ?
 - Demographic ?
 - Patriot 3rd Grade - Yes
- Week of April 28.



Parent Caregiver Survey - Spring 2025
UN-EDITED PARENT/CAREGIVER SUMMARY COMMENTS -
What might better look like?

STRATEGIC COMMUNICATION: How are we evaluating our communication tools? We are using several tools; Be more strategic about what district news vs. building-specific information (Facebook); Consolodating information into a newsletter, or information in less emails (rather than multiple emails); Class DoJo is part of my daughters class communication but I noticed that the teacher has not interacted with the platform; What if we asked what communication method is preferred - both people said email; Streamline communication across the district and make it consistent (simple), sending notes, postcards, etc. mean a lot to students; Teacher consistently reaching out to all students via a personal phone call / dojo (tech), email , all work; Knowing parents preference?; Provide a welcome packet to new families; Small things can make a big impact - ripple effect creates change.

PARENT TEACHER CONFERENCES: Parent teacher conferences should not coincide with extracurricular activities - parents have to choose where to be; The only time I receive positive feedback is at parent/teacher conferences. PT Conferences allowed me to put a face to teachers I don't know.

POSITIVE COMMENTS: In Elementary School - get Friday folders or planners - always positive comments - through Middle School. In High School - the positive written comments fall off; If you log into Campus, can see positive comments; You have to go seek it out in High School instead of staff being proactive with positive comments; Positive messages; I don't feel that the kids that are doing good are being recognized individually for the their success; The teacher can seek me out; I feel that it is important for kids to hear.

FOLLOW UP: Information is addressed - like the teachers that give feedback - I'm glad they give feedback on situations that are concerning - "got feedback about student who was 'blurting' - not being disrespectful but interrupting class" then don't get any feedback that things are going well or that it has or has not improved - only get feedback when something goes wrong again. Could have easily done a follow-up a few weeks down the road regarding what has happened since the initial conversation.

NEUTRAL: I feel like no news is good news especially with my middle and high school. I don't necessarily need any.

Parent Caregiver Survey - Spring 2025
PARENT/CAREGIVER FOCUS GROUP SUMMARY COMMENTS
What should we continue doing?

SOFT SKILLS: Friendly, helpful, and knowledgeable; We feel acknowledged and were greeted; Even when I'm upset about something, still being treated respectfully; Being addressed or acknowledged when coming into buildings or speaking with others; It is reflective of our military community-respect is modeled; What does respect look like in difficult situation - Listening!; The way that things are delivered can impact the feeling of the parent with the communication - even when we need to address difficult topics, if we do it properly, people will still feel respected; I get messages about my daughter regularly, even when I get Facebooks messages, they are contributing to communication.

WELCOME VISITORS: Staff welcoming visitors as they walk through the door. Always welcomed by somebody whenever walking into any building (teacher, custodian, or office person) it creates a genuine welcoming feeling; It always feel like they are taking time to talk to me about my child; I like the well decorated entrance; People were willing to help me with a transportation questions and people directed me where to go.

SECURITY: Even with added security measures - we have continued to make it feel like a welcoming environment; All is good; I like that even they know who I am they still ask to see my ID, security is good.

GENERAL COMMENTS: Kids feel respected - are not treated "lesser than"; I'm not surprised that treated with respect is the highest score; it would take a very big thing to not rate it as a 5; We enjoy the parent store. BC



DOUGLAS SCHOOL DISTRICT 51-1

ADMINISTRATIVE OFFICE

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

Mr. Kevin Case, Superintendent

DSS Survey Response From Executive Leadership Team Action Plan Draft II 4/4/2025

We have processed the District Services Survey feedback we received from the Administrative Team. We are truly grateful to learn from the opportunity and appreciate your professionalism and honest feedback. Per our rollout timeline, we wanted to provide you with what we perceive to be our next steps. Based on all of our conversations, we offer the following recommendations or plan of action.

1. **CELEBRATION: ATTITUDE** - What should we continue doing? (Was it a nice experience? Did you receive service with a smile?)
 - i. Executive leaders should continue to “be curious” as we work with administrators and coordinators. Reserve judgement, meet people where they are, listen to concerns, and don’t be too quick to jump into problem solving. Continue to guide and assist admin through the problem solving process vs. just trying to solve the problem and move on.
 - ii. Continue to be visible and meet with us in our buildings. We are appreciative when you are present when difficult situations arise or challenges take place. We don’t necessarily need you to “take the lead”, rather having your presence shows interest and support.
2. **OPPORTUNITY: OPERATIONS** - What might “Better” look like? (Do day to day operations run efficiently and effectively?)
 - i. There is a lack of clarity on “Chain of Command and Roles” as it relates to executive leadership. Sometimes administrators/coordinators talk with 2 or 3 people to solve an issue. The same also happens with executive leadership, often having multiple conversations with multiple people when attempting to solve/route problems and concerns. Our intent will be to create opportunities, when situations arise, that require multiple voices to be present, to create space to hit the “Pause Button”. This will give us an opportunity to assemble the correct team. The key question we may ask to help signal we need more involvement might be, **Before we go any further, I’d like for us to talk about who else might need to be a part of this conversation?** When might be a good time for us to further discuss this situation?
 - ii. Improve overall knowledge of ongoing systems and processes in the district. Do we have a process in place, if so, they simply need to be reviewed; Do we have a process, and people are unaware of them?, if so, they need to be reviewed; Question - How might we review and intentionally in a timely manner share the processes that need to be brought to the table or the processes that you need help with (Flex Time?, Hiring Process?, Evaluation Process, . . .) Get more input from the administrative team on this.
3. **FEEDBACK:**
 - i. How might we best share the information - share as part of your bi weekly meeting. . . here is what we did, here is what we are doing, how are we doing . . . Lean into this, we are going to make the process as transparent as possible.
4. **FINAL THOUGHTS:**
 - i. It is not about getting it perfect, it is about getting started - our job as leaders is to begin to connect the dots. **Be mindful of short cycles of improvement with quick check in’s to gauge progress and make adjustments.**