

DOUGLAS SCHOOL DISTRICT
BOARD OF EDUCATION

AGENDA

Monday, July 14, 2025

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

After the Regular Meeting

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

{{Name: Agenda Item Name}}

1. Business Manager Calls Meeting To Order.
2. Business Manager Administers the Oath of Office to Incumbent Board Members.
3. Approve Agenda.
4. Election of Officers.
5. Set Date, Time, and Place for Regular Board of Education Meetings.
6. Approve the Appointment of BOE Representation on District Committees.
7. Designate the Use of Parliamentary Procedure Guidelines as provided by the Associated School Boards of South Dakota for Board Meetings.
8. Set Compensation for Board Members. (Maximum set by law is \$166.00)
9. Approve the following Resolution:
BE IT RESOLVED that in order to comply with SDCL 1-25-1, as amended by HB 1172 (2018 Legislative Session), which states "The chair of the public body shall reserve at every official meeting by the public body a period for public comment, limited at the chair's discretion, but not so limited as to provide for no public comment," and also provide for a known procedure by which there may be public participation at school board meetings, the President of the Douglas School District Board of Education shall apply and follow School Board Policy BDDH with respect to public participation at all school board meetings.
10. Approve the Adoption of All Previous Board Policies in Effect as of June 30, 2025.
11. Review of "Conducting the Public's Business in Public" from the South Dakota Attorney General's Office and any other material related to SDCL 1-25 and acknowledgment that review was

completed.

- 12. Review of Board of Education Working Agreements.
- 13. Review of Code of Conduct for School Board Members.
- 14. District Strategic Direction Update.
- 15. Approve Consent Agenda Items:

16. Financial Authorizations:

A. Approve the Following Depositories for Funds and Investments of the Douglas School District 51-1 for the 2025-26 School Year.

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

FF.

GG. Authorize an Imprest Cash Revolving Fund in the Amount of \$2,000 for the 2025-26 School Year and Authorize the Business Manager to Make Advance Payments for Meals and Miscellaneous Expenditures as Deemed Necessary.

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

II. Authorize the Superintendent or Business Manager to Sign All State Vouchers Entering Claims on Behalf of the School District for the 2025-26 School Year.

JJ. Approve the Submission of the 2025 Annual Report and Authorize the Superintendent and Business Manager to Sign on Behalf of the District.

KK. Authorize the Business Manager and/or her Representative as the School District Purchasing Agent for the 2025-26 School Year.

LL. Authorize the Business Manager to Advertise for Bids on Necessary Items during the 2025-26 School Year.

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

17. Annual Appointments:

A. Name the Rapid City Journal as the Official Newspaper for the 2025-26 School Year; and, the District Newsletter and District Website will also be Used for Providing District Information to the Public.

B. Approve Contracting with the Firm of Ketel Thorstenson, LLP to Conduct the Annual Audit for the Period Ending June 30, 2025.

C. Approve Retaining the Law Firm of Lynn, Jackson, Shultz & LeBrun and Attorney Rodney Freeman to represent the District for Legal Matters During the 2025-26 School Term.

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

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

F. Authorize the Appointment of the Superintendent as the Age Discrimination Act Compliance Officer.

G. Authorize the Appointment of the Executive Director of Operational Support Services as the Asbestos Compliance Officer.

H. Authorize the Executive Director of Operational Support Services and the Network Coordinator to Maintain Access to the District's Electronic Network.

I. Authorize the Appointment of All Building Principals as Truancy Officer.

J. Authorize the Appointment of the Executive Director of Operational Support Services as the Title IX Compliance Officer.

K. Authorize the Appointment of the Special Services Director as the Rehabilitation Action Section 504 Compliance Officer.

L. Authorize the Appointment of the Special Services Director as the Americans with Disabilities Act Compliance Officer.

M. Approve the following Resolutions for the 2025-26 School Year:

A. BE IT RESOLVED that the Business Manager be authorized to make application for all local, state, and federal funds for which the school district may qualify during the 2025-26 school year;

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

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

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

B. BE IT RESOLVED that the Business Manager be fully authorized to make proper application and to sign all papers required for funds available to the District from the Federal Government under Public Law 7003 Impact Aid for the 2025-26 school term.

C. BE IT RESOLVED that the Business Manager be fully authorized to make proper application and to sign all papers required for funds available to the District from the Federal Government under Public Law 7002 Impact Aid for the 2025-26 school year.

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

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

N. Authorize Participation in the following Associations:

Associated School Boards of South Dakota (ASBSD)

Impacted Schools of South Dakota (ISSD)

Military Impacted Schools Association (MISA)

Military Interstate Children's Compact Commission (MIC3)

National Association of Federally Impacted Schools (NAFIS)

Large School Group of South Dakota

O. Approve the Use of Electronic Signatures for all Accounts Payable and Payroll Checks for the 2025-26 School Year.

18. Elementary and Secondary Curriculum and Instruction Items:

A. Approve Certified Stipend Rate: \$60.00 for Half Day; \$120.00 for Full Day.

B. Approve High School Department Head Stipend Rate of \$1,500 for the 2025-26 School Year.

C. Acknowledge the Indirect Cost Rates for the 2024-25 School Term as Computed by the Office of Elementary and Secondary Education noting that the Douglas School District Restricted Rate

will be 1.82% and the Non-Restricted Rate will be 17.74%. (The 2025-26 School Term rates are not available at this time. They will be acknowledged by the Board of Education at a future meeting)

19. Superintendent Items:

- A. Authorize the Superintendent of Schools and/or his designee to Travel to Locations that are Necessary for the Operation of the School District.
- B. Approve the following Resolution for the 2025-26 School Year:

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

20. Operational Support Services Items:

- A. Authorize the Superintendent of Schools or his designee to hire contractual and non-contractual personnel for the school district during the 2025-26 school year subject to the concurrence of the Board of Education at its next regular meeting after the date of hiring; all contracts shall not be effective or binding until approved by the Board of Education; and approve the use of the automatic signature for all professional contracts to be issued during the 2025-26 school year.
- B. Approve the Publication of Employee Salary Amounts for the 2025-26 School Year.
(Attachment)
- C. Approve the following Rates for Substitute Teachers in the Douglas School District for the 2025-26 School Term:
- D. Authorize the Executive Direction of Operational Support Services to submit an Intent to Renew Agreement and the 2025-26 Policy for Hot Lunch Program and further to provide a hot lunch program at all levels and a milk program for kindergarten with a schedule of charges as follows:

Student Breakfast	\$2.30
Gr PK-5 Lunch	\$2.80
Gr 6-12 Lunch	\$3.05
Milk	\$0.75
Adult Breakfast	\$2.95
Adult Lunch	\$5.00

- E. Approve the District covering the cost of student reduced-priced meals according to School Board Policy EFB for the 2025-26 School Year.
- F. Approve Participation in Delta Dental for Student Dental Accident Insurance Program and the South Dakota High School Activities Association (SDHSAA) Student Accident Insurance

Program for the 2025-26 School Term.

G. Approve the following High School Co-Curricular Admission Rates for the 2025-26 School Year:

1. Out-of-District Attendees & Douglas School District non-family pass holders:

Adults \$6.00

Students (Grades 1-12 with ID) \$4.00

2. Douglas School 2025-26 District family pass holders:

Family \$25.00

H. Authorize the Issuance of Complimentary Activity Passes to all Employees of the District for the 2025-26 School Term and Lifetime Complimentary Activity Passes for all Retired Employees and Senior Citizens (age 55 and over).

I. Approve participation in the District Participation in the Emergency School Bus Mutual Assistance Pact for the 2025-26 School Year.

J. The District will continue to provide bus transportation for students living more than 2.5 miles from school, in accordance with Board Policy EEA. Per policy two high-needs areas have also been identified. An official bus route report will be presented at a future board meeting once enrollment data is finalized at the start of the school year.

21. Items Removed From Consent Agenda

22. Adjournment



2025-26 DOUGLAS REGULAR SCHOOL BOARD MEETING DATES

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

Monday	July 14, 2025	
Monday	August 11, 2025	
Monday	August 25, 2025	
Monday	September 8, 2025	
Monday	September 22, 2025	
*Tuesday	October 14, 2025	<i>Monday is Native American Day - Holiday</i>
Monday	October 27, 2025	
Monday	November 10, 2025	
Monday	November 24, 2025	
Monday	December 8, 2025	
Monday	January 12, 2026	
Monday	January 26, 2026	
Monday	February 9, 2026	
Monday	February 23, 2026	
Monday	March 9, 2026	
Monday	March 23, 2026	
Monday	April 13, 2026	
Monday	April 27, 2026	
Monday	May 11, 2026	
*Tuesday	May 26, 2026	<i>Monday is Memorial Day - Holiday</i>
Monday	June 8, 2026	
Monday	June 22, 2026	

*Changed date
BOE Approved 7/14/25

BOARD MEMBER COMMITTEE PARTICIPATION
2025-26

Committee	Schedule	Board Members
ASBSD Convention Delegate	August 7-8, 2025 in Sioux Falls	Delegate: Alternate:
Audit Committee	after Audit complete (one/year)	1. 2. 3. (alternate)
Black Hills Special Services Coop	4th Wednesday evening of each month	Delegate: Alternate:
Box Elder Chamber of Commerce	monthly	1.
Box Elder City Equalization Meetings	March (3rd week)	1
Budget/Capital Outlay Committee	Feb/March, usually one/year	1. 2.
Building Committee (Facilities Master Planning)	as needed	1. 2.
Curriculum Coordinating Committee	see CCC schedule, 3:20 at FC Kennedy Rm	1.
Negotiations	Spring after Legislature Session	1. 2.
School Boundary Sub-Committee	as needed	1. 2.
Wellness Committee	as needed	1.
Classified Listening Sessions Interview Committees	as needed on rotating basis	

1-25-7. REFERRAL TO OMC. Upon receiving a referral from a state's attorney or the attorney general, the South Dakota Open Meetings Commission shall examine the complaint and investigatory file submitted by the state's attorney or the attorney general and shall also consider signed written submissions by the persons or entities that are directly involved. Based on the investigatory file submitted by the state's attorney or the attorney general and any written responses, the commission shall issue a written determination on whether the conduct violates this chapter, including a statement of the reasons therefor and findings of fact on each issue and conclusions of law necessary for the proposed decision. The final decision shall be made by a majority of the commission members, with each member's vote set forth in the written decision. The final decision shall be filed with the attorney general and shall be provided to the public entity and or public officer involved, the state's attorney, and any person that has made a written request for such determinations. If the commission finds a violation of this chapter, the commission shall issue a public reprimand to the offending official or governmental entity. However, no violation found by the commission may be subsequently prosecuted by the state's attorney or the attorney general. All findings and public censures of the commission shall be public records pursuant to § 1-27-1. Sections 1-25-6 to 1-25-9, inclusive, are not subject to the provisions of chapter 1-26.

1-25-8. OMC MEMBERS. The South Dakota Open Meeting Commission shall be comprised of five state's attorneys appointed by the attorney general. Each commissioner shall serve at the pleasure of the attorney general. A chair of the commission shall be chosen annually from the membership of the commission by a majority of its members.

1-25-12. DEFINITIONS. Terms used in this chapter mean:

(1) "Political subdivision," any association, authority, board, commission, committee, council, task force, school district, county, city, town, township, or other local government entity that is created or appointed by statute, ordinance, or resolution and is vested with the authority to exercise any sovereign power derived from state law;

(2) "Public body," any political subdivision and the state;

(3) "Official meeting," any meeting of a quorum of a public body at which official business or public policy of that public body is discussed or decided by the public body, whether in person or by means of teleconference;

(4) "Teleconference," information exchanged by any audio, video, or electronic medium, including the internet;

(5) "State," each board, commission,

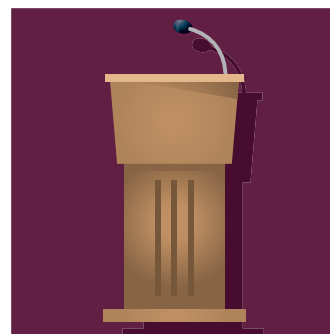
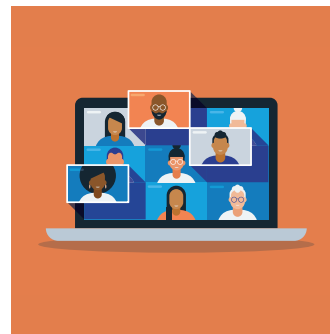
department, or agency of the State of South Dakota. The term, state, does not include the Legislature.

1-27-1.16. MEETING PACKETS AND MATERIALS.

If a meeting is required to be open to the public pursuant to § 1-25-1 and if any printed material relating to an agenda item of the meeting is prepared or distributed by or at the direction of the governing body or any of its employees and the printed material is distributed before the meeting to all members of the governing body, the material shall either be posted on the governing body's website or made available at the official business office of the governing body at least twenty-four hours prior to the meeting or at the time the material is distributed to the governing body, whichever is later. If the material is not posted to the governing body's website, at least one copy of the printed material shall be available in the meeting room for inspection by any person while the governing body is considering the printed material. However, the provisions of this section do not apply to any printed material or record that is specifically exempt from disclosure under the provisions of this chapter or to any printed material or record regarding the agenda item of an executive or closed meeting held in accordance with § 1-25-2. A violation of this section is a Class 2 misdemeanor. However, the provisions of this section do not apply to printed material, records, or exhibits involving contested case proceedings held in accordance with the provisions of chapter 1-26.

1-27-1.17. DRAFT MINUTES. The unapproved, draft minutes of any public meeting held pursuant to § 1-25-1 that are required to be kept by law shall be available for inspection by any person within ten business days after the meeting. However, this section does not apply if an audio or video recording of the meeting is available to the public on the governing body's website within five business days after the meeting. A violation of this section is a Class 2 misdemeanor. However, the provisions of this section do not apply to draft minutes of contested case proceedings held in accordance with the provisions of chapter 1-26.

1-27-1.18. WORKING GROUP REPORTS. Any final recommendations, findings, or reports that result from a meeting of a committee, subcommittee, task force, or other working group which does not meet the definition of a political subdivision or public body pursuant to § 1-25-1, but was appointed by the governing body, shall be reported in open meeting to the governing body which appointed the committee, subcommittee, task force, or other working group. The governing body shall delay taking any official action on the recommendations, findings, or reports until the next meeting of the governing body.



Conducting the Public's Business in Public

A guide to South Dakota's Open Meetings Laws
(Revised 2023)

Prepared by:
S.D. Attorney General's Office
in partnership with the
S.D. NewsMedia Association

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Q: WHAT ARE SOUTH DAKOTA'S OPEN MEETINGS LAWS?

A: South Dakota's open meetings laws embody the principle that the public is entitled to the greatest possible information about public affairs and are intended to encourage public participation in government. SDCL Ch. 1-25 requires that official meetings of public bodies must be public and advance notice is to be given of such meetings. The statutes define an "official meeting" as one where a quorum of the public body is present and at which official business or public policy of the body is discussed or decided. Openness in government is encouraged.

Q: WHO DOES THE OPEN MEETINGS LAWS APPLY TO?

A: The open meetings laws apply to all public bodies "of the state and its political subdivisions." SDCL 1-25-1. This includes cities, counties, school boards and other public bodies created by ordinance or resolution, such as appointed boards, task forces, and committees, so long as they have authority to exercise sovereign power. SDCL 1-25-12(1). Although no court decisions have been issued on the subject, this probably does not include bodies that serve only in an advisory capacity. The State Constitution allows the Legislature and the Unified Judicial System to create rules regarding their own separate functions.

Q: ARE TELECONFERENCES CONSIDERED PUBLIC MEETINGS?

A: Yes. The open meetings laws allow meetings, including executive or closed meetings, to be conducted by teleconference – defined as an exchange of information by audio, video, or electronic means (including the internet) – if a place is provided for the public to participate. In addition,

for teleconferences where less than a quorum of the public body is present at the location open to the public, arrangements must also be made for the public to listen by telephone or internet (except for portions of meetings properly closed for executive sessions). The media and public must be notified of teleconference meetings under the same notice requirements as any other meeting.

Q: HOW ARE THE PUBLIC AND MEDIA NOTIFIED WHEN PUBLIC BUSINESS IS BEING DISCUSSED?

A: SDCL 1-25-11 requires that all political subdivisions (except the state and its boards, commissions, or departments as provided in § 1-25-1.3) prominently post a notice and copy of the proposed agenda at the political subdivision's principal office. At a minimum, the proposed agenda must include the date, time, and location of the meeting and must be visible, readable, and accessible to the public for 24 continuous hours immediately preceding the meeting. Also, if the political subdivision has its own website, the notice must be posted on the website upon dissemination of the notice. For special or rescheduled meetings, political subdivisions must comply with the regular meeting notice requirements as much as circumstances permit. The notice must be delivered in person, by mail, by email, or by telephone to all local news media who have asked to be notified. It is good practice for local media to renew requests for notification of special or rescheduled meetings at least annually.

SDCL 1-25-1.3 varies slightly from SDCL 1-25-11 and requires the State and its boards, commissions, or departments to give notice by posting a proposed agenda at least 72 continuous hours before a meeting is scheduled to start (this does not include any weekend or legal holiday). The State is also required to give notice of a public meeting by posting its proposed agenda on <http://boardsandcommissions.sd.gov>.

The requirement to provide one or more places for the public to listen to the teleconference does not apply to official meetings closed to the public pursuant to specific law.

1-25-2. EXECUTIVE SESSION. Executive or closed meetings may be held for the sole purposes of:

- (1) Discussing the qualifications, competence, performance, character or fitness of any public officer or employee or prospective public officer or employee. The term, employee, does not include any independent contractor;
 - (2) Discussing the expulsion, suspension, discipline, assignment of or the educational program of a student or the eligibility of a student to participate in interscholastic activities provided by the South Dakota High School Activities Association;
 - (3) Consulting with legal counsel or reviewing communications from legal counsel about proposed or pending litigation or contractual matters;
 - (4) Preparing for contract negotiations or negotiating with employees or employee representatives;
 - (5) Discussing marketing or pricing strategies by a board or commission of a business owned by the state or any of its political subdivisions, when public discussion may be harmful to the competitive position of the business; or
 - (6) Discussing information pertaining to the protection of public or private property and any person on or within public or private property specific to:
 - (a) Any vulnerability assessment or response plan intended to prevent or mitigate criminal acts;
 - (b) Emergency management or response;
 - (c) Public safety information that would create a substantial likelihood of endangering public safety or property, if disclosed;
 - (d) Cyber security plans, computer, communications network schema, passwords, or user identification names;
 - (e) Guard schedules;
 - (f) Lock combinations;
 - (g) Any blueprint, building plan, or infrastructure record regarding any building or facility that would expose or create vulnerability through disclosure of the location, configuration, or security of critical systems of the building or facility; and
 - (h) Any emergency or disaster response plans or protocols, safety or security audits or reviews, or lists of emergency or disaster response personnel or material; any location or listing of weapons or ammunition; nuclear, chemical, or biological agents; or other military or law enforcement equipment or personnel.
- However, any official action concerning the matters pursuant to this section shall be made

at an open official meeting. An executive or closed meeting must be held only upon a majority vote of the members of the public body present and voting, and discussion during the closed meeting is restricted to the purpose specified in the closure motion. Nothing in § 1-25-1 or this section prevents an executive or closed meeting if the federal or state Constitution or the federal or state statutes require or permit it. A violation of this section is a class 2 misdemeanor.

9-34-19. EXECUTIVE SESSIONS (MUNICIPAL AND COUNTIES). Any documentary material or data compiled or received by a municipal corporation, county, or an economic development corporation receiving municipal or county funds, for the purpose of furnishing assistance to a business, to the extent that such material or data consists of trade secrets or commercial or financial information regarding the operation of such business, is not a public record. Any discussion or consideration of such trade secrets or commercial or financial information by a municipal corporation or county may be done in executive session closed to the public.

1-25-6. DUTY OF STATE'S ATTORNEY. If a complaint alleging a violation of chapter 1-25 is made pursuant to § 23A-2-1, the state's attorney shall take one of the following actions:

- (1) Prosecute the case pursuant to Title 23A;
- (2) Determine that there is no merit to prosecuting the case. Upon doing so, the state's attorney shall send a copy of the complaint and any investigation file to the attorney general. The attorney general shall use the information for statistical purposes and may publish abstracts of such information, including the name of the government body involved for purposes of public education; or
- (3) Send the complaint and any investigation file to the South Dakota Open Meetings Commission for further action.

1-25-6.1. DUTY OF STATE'S ATTORNEY (COUNTY COMMISSION ISSUES). If a complaint alleges a violation of this chapter by a board of county commissioners, the state's attorney shall take one of the following actions:

- (1) Prosecute the case pursuant to Title 23A;
- (2) Determine that there is no merit to prosecuting the case. The attorney general shall use the information for statistical purposes and may publish abstracts of the information as provided by § 1-25-6;
- (3) Send the complaint and any investigation file to the South Dakota Open Meetings Commission for further action; or
- (4) Refer the complaint to another state's attorney or to the attorney general for action pursuant to § 1-25-6.

PERTINENT S.D. OPEN MEETINGS STATUTES
(other specific provisions may apply depending on the public body involved)

1-25-1. OPEN MEETINGS. The official meetings of the state and its political subdivisions are open to the public unless a specific law is cited by the state or the political subdivision to close the official meeting to the public.

It is not an official meeting of one public body if its members provide information or attend the official meeting of another public body for which the notice requirements of § 1-25-1.1 or 1-25-1.3 have been met. It is not an official meeting of a public body if its members attend a press conference called by a representative of the public body.

For any event hosted by a nongovernmental entity to which a quorum of the public body is invited and public policy may be discussed, but the public body does not control the agenda, the political subdivision may post a public notice of a quorum, in lieu of an agenda. The notice of a quorum shall meet the posting requirements of § 1-25-1.1 or 1-25-1.3 and shall contain, at a minimum, the date, time, and location of the event.

The public body shall reserve at every official meeting a period for public comment, limited at the public body's discretion as to the time allowed for each topic and the total time allowed for public comment but not so limited as to provide for no public comment.

Public comment is not required at official meetings held solely for the purpose of meeting in executive session, an inauguration, swearing in of newly elected officials, or presentation of an annual report to the governing body regardless of whether or not such activity takes place at the time and place usually reserved for a regularly scheduled meeting.

If a quorum of township supervisors, road district trustees, or trustees for a municipality of the third class meet solely for purposes of implementing previously publicly adopted policy; carrying out ministerial functions of that township, district, or municipality; or undertaking a factual investigation of conditions related to public safety; the meeting is not subject to the provisions of this chapter.

A violation of this section is a Class 2 misdemeanor.

1-25-1.1. PUBLIC NOTICE OF POLITICAL SUBDIVISIONS. Each political subdivision shall provide public notice, with proposed agenda, that is visible, readable, and accessible for at least an entire, continuous twenty-four hours immediately preceding any official meeting, by posting a copy of the notice, visible to the public, at the principal office of the political subdivision holding the meeting. The proposed agenda shall include the date, time, and location of the meeting. The notice shall also be posted on the political subdivision's website upon dissemination of the notice, if a

website exists. For any special or rescheduled meeting, the information in the notice shall be delivered in person, by mail, by email, or by telephone, to members of the local news media who have requested notice. For any special or rescheduled meeting, each political subdivision shall also comply with the public notice provisions of this section for a regular meeting to the extent that circumstances permit. A violation of this section is a Class 2 misdemeanor.

1-25-1.3. PUBLIC NOTICE OF STATE. The state shall provide public notice of a meeting by posting a copy of the proposed agenda at the principal office of the board, commission, or department holding the meeting. The proposed agenda shall include the date, time, and location of the meeting, and be visible, readable, and accessible to the public. The agenda shall be posted at least seventy-two hours before the meeting is scheduled to start according to the agenda. The seventy-two hours does not include Saturday, Sunday, or legal holidays. The notice shall also be posted on a state website, designated by the commissioner of the Bureau of Finance and Management. For any special or rescheduled meeting, the information in the notice shall be delivered in person, by mail, by email, or by telephone, to members of the local news media who have requested notice. For any special or rescheduled meeting, the state shall also comply with the public notice provisions of this section for a regular meeting to the extent that circumstances permit. A violation of this section is a Class 2 misdemeanor.

1-25-1.5. TELECONFERENCE MEETING. Any official meeting may be conducted by teleconference. A teleconference may be used to conduct a hearing or take final disposition regarding an administrative rule pursuant to § 1-26-4. A member is deemed present if the member answers present to the roll call conducted by teleconference for the purpose of determining a quorum. Each vote at an official meeting held by teleconference may be taken by voice vote. If any member votes in the negative, the vote shall proceed to a roll call vote.

1-25-1.6. TELECONFERENCE PARTICIPATION. At any official meeting conducted by teleconference, there shall be provided one or more places at which the public may listen to and participate in the teleconference meeting. For any official meeting held by teleconference, that has less than a quorum of the members of the public body participating in the meeting who are present at the location open to the public, arrangements shall be provided for the public to listen to the meeting via telephone or internet.

Q: WHO ARE LOCAL NEWS MEDIA?

A: There is no definition of "local news media" in SDCL ch. 1-25. "News media" is defined in SDCL 13-1-57 generally as those personnel of a newspaper, periodical, news service, radio station, or television station regardless of the medium through which their content is delivered. The Attorney General is of the opinion that "local news media" is all news media – broadcast and print – that regularly carry news to the community.

Q: IS A PUBLIC COMMENT PERIOD REQUIRED AT PUBLIC MEETINGS?

A: Yes. Public bodies are required to provide at every official meeting a period of time on their agenda for public comment. Each public body has the discretion to limit public comment as to the time allowed for each topic commented on, and as to the total time allowed for public comment. A public comment period is not required for meetings held solely for the purpose of executive session.

Q: CAN PUBLIC MEETINGS BE RECORDED?

A: Yes, SDCL 1-25-11 requires public bodies to allow recording (audio or video) of their meetings if the recording is reasonable, obvious, and not disruptive. This requirement does not apply to those portions of a meeting confidential or closed to the public.

Q: WHEN CAN A MEETING BE CLOSED TO THE PUBLIC AND MEDIA?

A: SDCL 1-25-2 allows a public body to close a meeting for the following purposes: 1) to discuss personnel issues pertaining to officers or employees; 2) consideration of the performance or discipline of a student, or the student's participation in interscholastic activities; 3) consulting with legal counsel, or reviewing communications from legal counsel

about proposed or pending litigation or contractual matters; 4) employee contract negotiations; 5) to discuss marketing or pricing strategies of a publicly-owned competitive business; or 6) to discuss information related to the protection of public or private property such as emergency management response plans or other public safety information. The statute also recognizes that executive session may be appropriate to comport with other laws that require confidentiality or permit executive or closed meetings. Federal law pertaining to students and medical records will also cause school districts and other entities to conduct executive sessions or conduct meetings to refrain from releasing confidential information. Meetings may also be closed by cities and counties for certain economic development matters. SDCL 9-34-19. Note that SDCL 1-25-2 and SDCL 9-34-19 do not require meetings be closed in any of these circumstances. Any official action based on discussions in executive session must, however, be made at an open meeting.

Q: WHAT IS THE PROPER PROCEDURE FOR EXECUTIVE SESSIONS?

A: Motions for executive sessions or federal law allowing for the executive session i.e. "pursuant to SDCL 1-25-2(3)." Also, best practice to avoid public confusion would be that public bodies explain the reason for going into executive session. For example, the motion might state "motion to go into executive session pursuant to SDCL 1-25-2(1) for the purposes of discussing a personnel matter;" or "motion to go into executive session pursuant to SDCL 1-25-2(3) for the purposes of consulting with legal counsel." Discussion in the executive session must be strictly limited to the announced subject. No official votes may be taken on any matter during an executive session. The public body must return to open session before any official action can be taken. Board members could be held personally liable for the results of an official vote

taken illegally during an executive session. For example, a contract approved only during an executive session could be found void and the board members could be required to repay any public funds spent under the contract.

Q: WHAT HAPPENS IF THE MEDIA OR PUBLIC IS IMPROPERLY EXCLUDED FROM A MEETING OR OTHER VIOLATIONS OF THE OPEN MEETING LAWS OCCUR?

A: Excluding the media or public from a meeting that has not been properly closed subjects the public body or the members involved to: (a) prosecution as a Class 2 misdemeanor punishable by a maximum sentence of 30 days in jail, a \$500 fine or both; or (b) a reprimand by the Open Meeting Commission (“OMC”). The same penalties apply if the agenda for the meeting is not properly posted, or other open meeting violations occur. Also, action taken during any meeting that is not open or has not been properly noticed could, if challenged, be declared null and void. It could even result in personal liability for members of the governing body involved, depending upon the action taken.

Q: HOW ARE ISSUES REFERRED TO THE OPEN MEETINGS COMMISSION (“OMC”)?

A: Persons alleging violations of the open meetings laws must make their complaints with law enforcement officials in the county where the offense occurred. After a signed and notarized complaint is made under oath, and any necessary investigation is conducted, the State’s Attorney may: (a) prosecute the case as a misdemeanor; (b) find that the matter has no merits and file a report with the Attorney General for statistical purposes; or (c) forward the complaint to the OMC for a determination. The OMC is comprised of five State’s Attorneys appointed by the Attorney General. The OMC examines whether a violation has occurred and makes written public findings explaining its reasons. If you have questions on the procedures or status

of a pending case, you may contact the Attorney General’s Office at 605-773-3215 to talk to an assistant for the OMC. Procedures for the OMC are posted on the website for the Office of Attorney General. <http://atg.sd.gov/>.

Q: WHAT DOES THE TERM “SOVEREIGN POWER” MEAN?

A: The open meetings laws do not define this term, but it generally means the power to levy taxes, impose penalties, make special assessments, create ordinances, abate nuisances, regulate the conduct of others, or perform other traditional government functions. The term may include the exercise of many other governmental functions. If an entity is unclear whether it is exercising “sovereign power” it should consult with legal counsel.

Q: MAY AGENDA ITEMS BE CONSIDERED IF THEY ARE ADDED LESS THAN 24 HOURS BEFORE A MEETING?

A: Proposed agendas for public meetings must be posted at least 24 hours in advance of the meeting. The purpose of providing advance notice of the topics to be discussed at a meeting is to provide information to interested members of the public concerning the governing body’s anticipated business. Typically, the public body adopts the final agenda upon convening the meeting. At the time the final agenda is adopted, the governing body may add or delete agenda items and may also change the order of business. See *In re Yankton County Commission, Open Meetings Commission Decision # 20-03*, December 31, 2020. New items cannot be added after the agenda has been adopted by the governing body. Public bodies are strongly encouraged to provide at least 24 hours’ notice of all agenda items so as to be fair to the public and to avoid dispute. For special or rescheduled meetings, public bodies are to comply to the extent circumstances permit. In other words, posting less than 24 hours in advance may be permissible in emergencies.

Q: ARE EMAIL DISCUSSIONS “MEETINGS” FOR PURPOSES OF THE OPEN MEETINGS LAWS?

A: The definition of an “official meeting” in SDCL 1-25-12(3) references teleconferences. The definition of a “teleconference” in SDCL 1-25-12(4) includes the exchange of information via the internet or any other electronic medium. The analysis of these two definitions leads to the conclusion that email discussions that include a quorum of a public body and which discuss the official business of that body could be considered “meetings” for purposes of the open meetings laws. Email participation in scheduling or similar activity would not, under this analysis, constitute a public meeting.

Q: WHAT RECORDS MUST BE AVAILABLE TO THE PUBLIC IN CONJUNCTION WITH PUBLIC MEETINGS?

A: SDCL 1-25-1.4 requires state boards, commissions, or departments to make public meeting materials available on <http://boardsandcommissions.sd.gov>. SDCL 1-27-1.16 requires that any other public body must post meeting materials on the public body’s website or make those materials available to the public at least twenty-four hours prior to the hearing or when made available to the members of the public body, whichever is later. Finally, SDCL 1-27-1.17 requires that draft minutes of public meetings must be made available to the public at the principal place of business for the public body within 10 business days after the meeting (or made available on the website for the public body within five business days). These laws are in addition to any specific requirements for public bodies (i.e., publication requirements in state laws pertaining to cities, counties, or school districts). Enforcement of public records laws contained in SDCL Ch. 1-27 are handled by separate procedures found in SDCL 1-27-35, et. seq. rather than the open meeting procedures described above. Violations of SDCL 1-27-1.16 and 1-27-1.17 are also Class 2 misdemeanors.

Q: WHAT REQUIREMENTS APPLY TO TASK FORCES, COMMITTEES AND WORKING GROUPS?

A: Task forces and committees that exercise “sovereign power,” and are created by statute, ordinance, or proclamation are required to comply with the open meetings laws. SDCL 1-25-12(1). Task forces, committees, and working groups that are not created by statute, ordinance, or proclamation, or are advisory only, may not be subject to the open meetings laws, but are encouraged to comply to the extent possible when public matters are discussed. Ultimately, if such advisory task forces, committees and working groups present any reports or recommendations to public bodies, the public bodies must wait until the next meeting (or later) before taking final action on the recommendations. SDCL 1-27-1.18.

CODE OF CONDUCT FOR SCHOOL BOARD MEMBERS

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

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

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

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

Board Member: _____

Board Member: _____

Board Member: _____

Board Member: _____

Board Member: _____

School Board: Douglas School Board 51-1 Date: July 14, 2025

Douglas 51-1 School District Strategic Direction

Identity

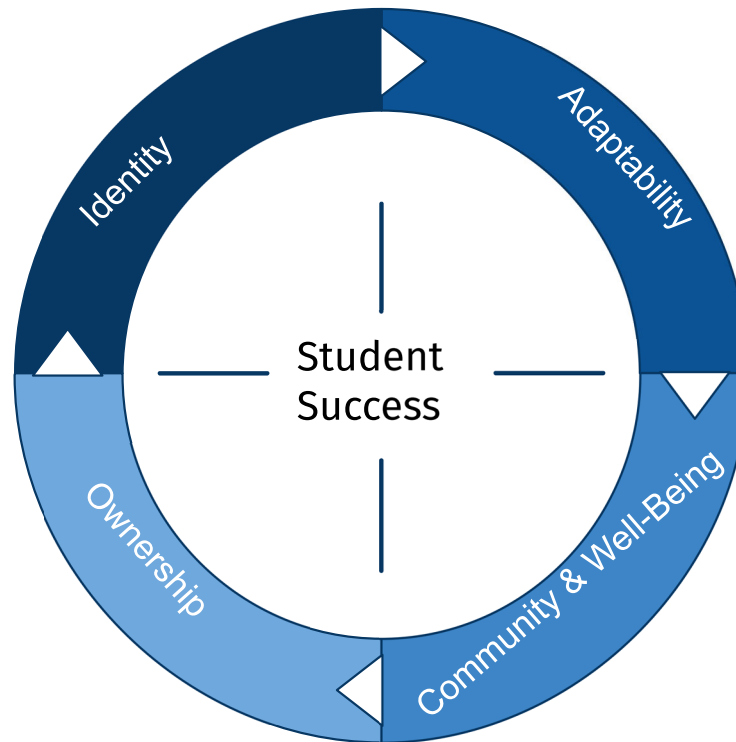
Why Statement: Our district resides in a diverse community and our identity should reflect the growth, change, engagement, and innovation we are experiencing.

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

Ownership

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

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



Adaptability

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

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

Community & Well-Being

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

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

Douglas 51-1 School District Strategic Direction

Identity

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

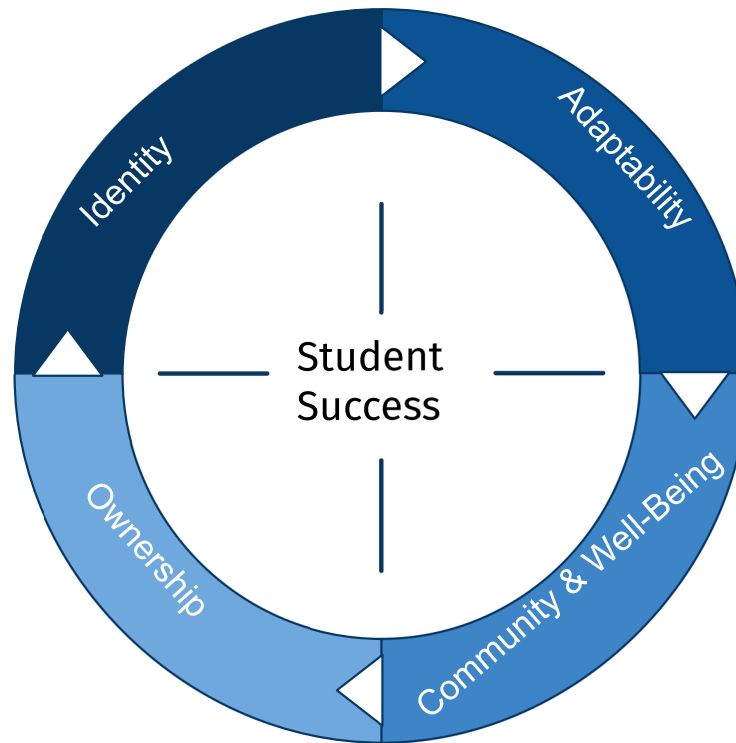
Strategy 2 Create a welcoming and safe learning community that recognizes, celebrates, and embraces the district's diverse student, staff and community population.

Ownership

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

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

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



Adaptability

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

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

Community & Well-Being

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

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

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

ADMINISTRATORS SALARIES 2025-2026			
Batteen	Nathan	\$110,617.50	ASST PRINCIPAL
Case	Kevin	\$182,484.00	SUPERINTENDENT
Clark	Jeannie	\$122,745.00	PRINCIPAL
Cowen	Stacey	\$116,985.00	PRINCIPAL
Crosswait	Courtney	\$125,000.00	EXECUTIVE DIREC
Gholson	Sean	\$112,192.50	ASST PRINCIPAL
Haaland	Joshua	\$107,467.50	DIRECTOR
Kosters	Timothy	\$127,500.00	EXECUTIVE DIREC
Nielsen	Tori	\$95,421.00	DEAN OF STUDENT
Olney	Trista	\$144,093.00	BUSINESS MANAGE
Pettit	Ann	\$146,600.00	EXECUTIVE DIREC
Sandal	Shanna	\$114,712.50	PRINCIPAL
Voegeli	Beau	\$117,755.00	PRINCIPAL
Volesky	Troy	\$116,707.50	PRINCIPAL
Waltman	Monica	\$126,183.75	DIRECTOR

CERTIFIED STAFF SALARIES 2025-2026			
Aberle	Taryn	\$55,200.00	FC 3rd Grade
Abreu	McKenzie	\$57,450.00	BC 2nd Grade
Alfson	Erin	\$58,950.00	MS 8th Math
Anderson	Kayla	\$61,700.00	FC 3rd Grade
Anderson	Kjerstin	\$66,950.00	BC SLP
Anderson	Taryn	\$55,950.00	BC Kindergarten
Anderson	Zelda	\$63,950.00	FC instructional Instructional Leader
Apland	Christie	\$60,950.00	FC 3rd Grade
Arnold	Shelby	\$58,200.00	FC Kindergarten
Ashley	Lorilyn	\$77,700.00	BC 2nd Grade
Awe	Amanda	\$70,950.00	HS Language Arts
Back	Joe	\$58,950.00	MS Sped TOSA Case Manager
Badura	Judith	\$77,700.00	FC 2nd Grade
Baragar	Cathy	\$77,700.00	MS 8th Studies
Baragar	Tricia	\$73,950.00	VES 4th Grad
Bell	Katie	\$72,700.00	BC Kindergarten
Bennett	Meggie	\$57,450.00	BC 2nd Grade
Blair	Aarika	\$60,950.00	FC Kindergarten
Blair	Leighona	\$63,950.00	MS 6th Arts
Blank	Hayley	\$55,950.00	FC 1st Grade
Boadway	Bianca	\$70,450.00	MS 8th Science

Boeding	Jason	\$73,200.00	HS Industrial Technology
Bok	Cayla	\$54,450.00	BC kindergarten Kindergarten
Bolinger	Bridget	\$63,950.00	VES computer Computer
Brewer	Samantha	\$55,200.00	VES 5th Grade
Bunkowske	Alyssa	\$58,200.00	FC Kindergarten
Burbach	Jenna	\$73,950.00	VES Instructional Leader
Burriss	Kirsten	\$62,450.00	BC Prek
Byrd	Andrea	\$77,700.00	FC Special Education
Caldwell	Jace	\$71,700.00	MS Physical Education
Caron	Amy	\$63,950.00	HS Special Education
Carroll	David	\$77,700.00	BC Instructional Leader
Chapman	Lorilyn	\$63,950.00	VES 4th Grade
Clark	Brook	\$60,950.00	MS Special Education
Clark	Karline	\$75,450.00	HS Work Based Learning
Clauson	Brenda	\$77,700.00	HS Math
Coates	Kelly	\$71,700.00	HS Math
Colicheski	Karley	\$72,200.00	CARR Sped TOSA Case Manager
Colpitts	Kourtney	\$69,200.00	CARR SLP
Cook	Kimberly	\$77,700.00	Hs Librarian
Corbin	Allyson	\$38,478.06	FC 1st Grade
Cordell	Hope	\$55,200.00	BC Kindergarten
Cote	Kyla	\$63,950.00	BC 1st Grade
Crofut	Sheryl	\$68,950.00	HS Computer
Crooks	Theresa	\$77,700.00	CARR Special Education
Crow	Hannah	\$55,200.00	BC 2st Grade
Cundall	Marcy	\$67,700.00	BC 1st Grade
Curran	Michael	\$59,700.00	HS Computer
Curry	Donna	\$68,200.00	MS 6th Social Studies
Daugherty	Dale	\$62,700.00	MS Instructional Leader
Daum	Lynette	\$66,200.00	BC Music
Denekamp	Cathleen	\$77,700.00	VES 4th Grade
Deruyter	Jonathan	\$54,450.00	VES 5th Grade
Dettman	James	\$75,450.00	MS 7th Math
Develder	Kate	\$55,200.00	FC 2nd Grade
Devries	Brooklyn	\$58,700.00	MS Reading
Dewey	Susan	\$77,700.00	MS Family Consumer Science
Deyo	Lyndsay	\$72,450.00	BC 3rd Grade
Distel	Brett	\$60,450.00	MS 6th Math
Doyle	Michaela	\$59,700.00	VES Music

Duvall	Amanad	\$58,200.00	MS Student Success Coach
Elder	Erick	\$75,450.00	MS 7th Social Studies
Enright	Holly	\$64,700.00	HS Science Science
Erlandson	Amy	\$62,700.00	HS Social Studies
Feiler	Jennifer	\$58,200.00	FC 2nd Grade
Ferdinand	Alexander	\$59,700.00	HS Personal Finance/Alt. Ed
Ferdinand	Jacob	\$74,700.00	FC Physical Education
Ferguson	Nicholas	\$73,200.00	HS Technology
Finney	Laressa	\$61,700.00	FC 2nd Grade
Floyd	Dane	\$65,450.00	BC 2nd Grade
Fox	Krystle	\$58,200.00	BC Sped Case Manager
Glandt	Margery	\$77,700.00	BC 2nd Grade
Good	Gracie	\$55,950.00	MS Special Education
Good	Holly	\$77,700.00	CARR Special Education
Gotta	Olivia	\$43,542.86	FC 1st Grade
Graziano	Jordan	\$64,700.00	BC 3rd Grade
Grindle	Arianna	\$55,950.00	HS Language Arts
Grover	Jennifer	\$73,950.00	MS World Language
Hager	Summer	\$66,950.00	MS 7th Science
Hamer	Cassie	\$55,950.00	MS special Education
Hamer	Jesse	\$66,700.00	HS Student Success Coach
Hamil	Richard	\$76,200.00	Band Teacher
Harrington	Robert	\$76,950.00	HS Math
Hartley	Melissa	\$76,200.00	VES 4th Grade
Heier	Kaitlin	\$61,200.00	HS Math
Heinrich	Shannon	\$77,700.00	HS Art
Hencke	Tammy	\$77,700.00	BC Instructional Leader
Herder	Leon	\$55,950.00	HS Science
Herren	Michael	\$58,950.00	HS Science
Hill	Hannah	\$54,450.00	VES 4th Grade
Hoeke	Katherine	\$53,700.00	MS Special Education
Hoellein	Cassidy	\$56,700.00	FC 1st Grade
Hop	Cassidy	\$55,950.00	BC Special Education
Horan	David	\$62,700.00	HS Art
Horan	Sherri	\$76,950.00	HS Counselor
Howard	Matthew	\$65,950.00	MS 8th Science
Howie	Holly	\$63,950.00	HS Family Consumer Science
Humke	John	\$77,700.00	HS Physical Education
Hunter-Baker	Sarah	\$70,450.00	MS 8th Math

Jastorff	Hillary	\$69,700.00	CARR Special Education
Johnson	Emma	\$53,700.00	FC Kindergarten
Johnson	George	\$55,950.00	BC Physical Education Teacher
Johnson	Isabelle	\$55,200.00	BC kindergarten Kindergarten Teacher
Johnson	Maranda	\$66,200.00	VES 5th Grade Teacher
Kearns	Kimberly	\$66,200.00	FC S TOSA Sped Case Manager
Keel	Natasha	\$58,950.00	VES Special Education
Keen	John	\$76,950.00	HS Social Studies
Keller	Shannon	\$70,950.00	HS Special Education
Kennedy	Cari	\$74,700.00	MS Computer
Kielhold	Nancy	\$82,950.00	CARR SLP
Kingi	Marlin	\$63,200.00	MS Title Indian Ed
Knottnerus	Kristine	\$66,700.00	BC Special Education
Knutson	Nicholas	\$77,700.00	MS Physical Education
Koch	Matthew	\$60,450.00	HS Science
Kowaleski	Aaron	\$72,450.00	MS 8th Studies
Labine	Kristyn	\$59,450.00	MS 7th Math
Ladwig	Amanda	\$64,700.00	MS Special Education
Ladwig	Travis	\$69,700.00	MS 7th Arts
Langer	Kayla	\$63,200.00	VES 5th Grade
Leigh	Janee	\$72,450.00	MS 8th Language Artes
Lewis	Sarah	\$60,450.00	FC PreK
Lipp	Tara	\$76,950.00	CARR Behavior Interventionist
Loescher	Kristen	\$64,700.00	CARR Special Education
Ludwig	Grant	\$53,700.00	HS Social Studies
Lundquist	Steven	\$53,700.00	CARR Xped Case Manager
Lytle	Courtney	\$65,355.49	FC Instructional Leader
Mamula	Shalee	\$55,950.00	BC 1st Grade
Marler	Brandi	\$75,450.00	VES 5th Grade
Martenson	Cherrie	\$77,700.00	HS Science
Marty	Brianna	\$72,450.00	BC 3rd Grade
Mays	Rondal	\$66,200.00	VES 5th Grade
Mccormick	Denise	\$77,700.00	VES 5th Grade
Mcfarland	Kyle	\$61,950.00	VES 5th Grade
Mcfarland	McK susanne	\$73,950.00	FC 1st Grade
Mcintire	Daniel	\$65,450.00	HS World Language
Mckernan	Darla	\$70,450.00	VES Special Education
Meade	Lorie	\$77,700.00	VES 5th Grade
Meisman	Shawna	\$58,950.00	MS Reading

Melton	Jody	\$79,450.00	BC/FC SLP
Militello	Kevin	\$70,950.00	MS 7th Science
Miller	Travis	\$77,700.00	HS Physical Education
Mills	Jodi	\$66,200.00	BC 1st Grade
Mitchell	Rani	\$71,450.00	HS Counselor
Monize	Ainsley	\$83,700.00	MS/HS SLP
Mraz	Kathy	\$63,950.00	HS Language Arts
Mraz	Tony	\$71,950.00	HS language Arts
Munoz	Michael	\$70,950.00	MS 6th Science
Murray	Caitlin	\$56,700.00	HS Language Arts
Murray-Vernon	Lisa	\$77,700.00	BC Special Education
Nelson	Betsy	\$75,450.00	MS Instructional Leader
Nelson	Shireen	\$77,700.00	VES 5th Grade
O'Connell	Theresa	\$77,700.00	FC Art
O'Daniel	Megan	\$76,200.00	BC Instructional Leader
Oleson	Alice	\$67,700.00	FC Music
Olson-Canaan	Chandra	\$77,700.00	BC Counselor
Owen	Melissa	\$76,950.00	CARR Behavior Interventionist
Palmer	Brian	\$71,700.00	MS Art
Parker-Greer	Beverly	\$77,700.00	CARR Title III EL
Pataky	Anthony	\$63,950.00	BC 3rd Grade
Perez	Karissa	\$61,700.00	CARR Family Services Worker
Perkins	Brandy	\$66,200.00	FC 2nd Grade
Pilgrim	Adam	\$63,950.00	HS Language Arts
Quimby	Rachel	\$76,200.00	MS 6th Math
Randall	Jennifer	\$53,700.00	BC Prek
Rathert	Sherri	\$70,450.00	HS Math
Reimer	Sarah	\$82,950.00	FC SLP
Reinert	Kaylle	\$55,200.00	MS Counselor
Reinke	Alison	\$63,950.00	FC Kindergarten
Reitz	Nicole	\$84,450.00	VES SLP
Richter	Sherry	\$77,700.00	FC 2nd Grade
Riisnaes	Catherine	\$65,450.00	VES Special Education
Rivera	Kayla	\$63,200.00	FC 1st Grade
Roberts	Heidi	\$75,450.00	VES Counselor
Rosetter	Luann	\$77,700.00	MS Band
Rossow	Angela	\$77,700.00	VES Sped Tosa Case Manager
Rowe	Amy	\$76,200.00	HS Science
Rudebusch	Emily	\$60,200.00	MS 6th Science

Schmidt	Loretta	\$76,200.00	HS Social Studies
Schmidt	Zion	\$71,700.00	VES 4th Grade
Schultz	Rochelle	\$59,700.00	HS Art
Schwiesow	Melissa	\$75,450.00	VES Instructional
Scott	Lindsay	\$76,950.00	MS Music
Sever	Sarah	\$73,200.00	BC Instructional Leader
Sieveke	Shelby	\$58,950.00	FC Instructional Leader
Simmons	Nicole	\$56,700.00	MS 6th Arts
Sisk	Melissa	\$63,950.00	FC Special Education
Sivertsen	Sheila	\$76,200.00	VES 4th Grade
Smith	Mary	\$72,450.00	VES 4th Grade
Smith	Rachel	\$75,450.00	VES 4th Grade
Sotelo	Tasa	\$55,950.00	BC Kindergarten
Stanford	Angela	\$77,700.00	MS 7th Arts
Steffens	MckTanya	\$58,950.00	HS special Education
Steffy	Theresa	\$67,700.00	BC/FC Music
Steiger	Megan	\$70,450.00	HS Sped Tosa Case Manager
Stelzig	Jennifer	\$77,700.00	HS Band/Music
Stiles	Denise	\$76,950.00	CARR Special Education
Summers	Kaitlin	\$60,950.00	BC 3rd Grade
Sutliff	Patrick	\$58,700.00	FC Counselor
Taylor	Amber	\$73,950.00	MS 7th Studies
Thomas	Tiffany	\$66,200.00	FC 1st Grade
Tribby	Courtney	\$75,450.00	HS Physical Education
Truitt	Allie	\$34,225.00	CARR SLP
Vahlberg	Tonia	\$72,450.00	HS special Education
Vaillancourt	Heather	\$74,700.00	FC Instructional Instructional Leader
Vandersnick	Tessa	\$53,700.00	MS 8th Arts
Varilek	Rebekah	\$58,950.00	BC Physical Education
Vaughn	Ann	\$62,450.00	HS Language Arts
Waddell	Kelli	\$59,700.00	VES 4th Grade
Wagner	Jada	\$55,950.00	FC 3rd Grade
Walton	Jesse	\$60,950.00	BC Art
Warren	Charlotte	\$59,450.00	MS Counselor
Waterson	Kerry	\$62,450.00	FC 3rd Grade
Weber	Shae	\$70,950.00	MS 6th Studies
Wieman	Christopher	\$72,700.00	HS Social Studies
Wieman	Marlee	\$67,700.00	FC Kindergarten
Williams	Jamie	\$76,200.00	VES Student Success Coach

Williams	Sarah	\$63,950.00	BC 1st Grade
Wimp	Jeffery	\$61,200.00	VES Physical Education
Wren	Catherine	\$60,950.00	BC 1st Grade
Yanez	Sarah	\$63,200.00	FC Special Education

CLASSIFIED STAFF SALARIES 2025-2026

Aageson	Brandi	\$17.75	Instructional Aide
Ader	Jessica	\$16.25	Food Service
Altman	Heather	\$17.00	Instructional Aide
Ames	Theresa	\$17.00	Transportation
Aukerman	Brandy	\$23.75	Secretarial
Auriemma	Kathleen	\$23.00	Instructional Aide
Baughman	Catherine	\$17.75	Food Service
Biberdorf	Stacey	\$22.25	Instructional Aide
Black Bear	Rosemary	\$24.00	Transportation
Bowman	Jerry	\$44.69	Transportation Coordinator
Bradstream	George	\$27.75	Technology
Bredberg	Micah	\$23.75	Custodial/Maintenance
Bright	Livvy	\$18.50	Instructional Aide
Brown	Karina	\$17.75	Food Service
Brown	Kristi	\$21.50	Secretarial
Brown	Michelle	\$23.00	Instructional Aide
Brown	Sara	\$23.00	Instructional Aide
Bruce	Terry	\$18.50	Custodial/Maintenance
Buchholz	Sarah	\$21.50	Instructional Aide
Burgerhout	Johanna	\$17.75	Food Service
Canaan	Randal	\$17.75	Instructional Aide
Carlson	Corinna	\$33.25	Technology
Christ	Kevin	\$17.75	Instructional Aide
Clark	Michael	\$20.75	Secretarial
Collins	Jennifer	\$23.00	Instructional Aide
Compton	Shawn	\$44.01	Technology Coordinator
Conley	Brooklyn	\$17.00	Instructional Aide
Connor	Shawn	\$21.50	Custodial/Maintenance
Corbett	Larry	\$27.00	Transportation
Crow	Darling	\$36.75	Nurse
Crowther	Pamela	\$17.00	Instructional Aide
Davis	Elizabeth	\$19.25	Instructional Aide

Davis	Tamara	\$23.25	Transportation
Derflinger	Calie	\$22.25	Instructional Aide
Dierkhising	Jill	\$20.75	Instructional Aide
Donovan	Jessica	\$17.00	Lunchroom Aide
Dreier	Jennifer	\$18.50	Instructional Aide
Eggers	Cassandra	\$16.25	Transportation
Emeline	Kayse	\$18.50	Instructional Aide
Encke	Lisa	\$20.00	Instructional Aide
Favinger	Dana	\$27.50	Transportation
Fox	Rebecca	\$18.50	Secretarial
Frantz	Theresa	\$17.00	Instructional Aide
Frerichs	Barbara	\$21.50	Lunchroom Aide
Gabriel	Beverly	\$25.50	Transportation
Garner	Jennifer	\$42.96	Food Services Coordinator
Gaudino	Jessica	\$38.25	Nurse
Gerlach	Audrey	\$24.00	Transportation
Giesey	Gina	\$22.25	Food Service
Giesey	Kevin	\$21.50	Custodial/Maintenance
Harrington	Juanita	\$23.75	Receptionist
Hardy	Merissa	\$16.25	Food Service
Harmes	Erin	\$17.00	Student/Teacher Internship
Harris	Shanna	\$19.25	Lunchroom Aide
Hayes	Dominique	\$17.00	Instructional Aide
Heinrich	Robin	\$16.25	Instructional Aide
Heisler	Jacqueline	\$20.00	Lunchroom Aide
Hellman	Shawnee	\$17.75	Secretarial
Hinzman	Denea	\$19.25	Food Service
Hodo	Lydiette	\$17.75	Instructional Aide
Hollan	Debra	\$28.50	Personnel
Holsworth	Kara	\$36.75	Nurse
Horan	Billie	\$17.75	Instructional Aide
Huebner	Tammy	\$24.50	Secretarial
Hughes	Robert	\$25.50	Transportation
Huseby	Chelsie	\$19.25	Instructional Aide
Ives	Beth	\$23.50	Instructional Aide
Johnson	Amanda	\$26.25	Accounting
Johnson	April	\$35.25	Nurse
Johnson	Brenda	\$30.20	Transportation
Johnson	James	\$21.50	Custodial/Maintenance

Johnson	Jennifer	\$19.25	Instructional Aide
Johnson	Mason	\$18.50	Custodial/Maintenance
Johnson	Patrick	\$18.50	Custodial/Maintenance
Keester	Amy	\$23.75	Secretarial
Kenoyer	Rebecca	\$23.00	Secretarial
Keyser	Teresa	\$23.00	Instructional Aide
Knapp	Monica	\$22.25	Instructional Aide
Knight	Traci	\$21.50	Secretarial
Knodel	Marilyn	\$23.00	Secretarial
Knudson	Kaylee	\$19.25	Instructional Aide
Koch	Jerrold	\$23.75	Custodial/Maintenance
Koch	Tammi	\$27.00	Transportation
Kochutin	Anita	\$23.50	Instructional Aide
Koehler	Bridget	\$23.75	Secretarial
Koper	Gabriel	\$17.00	Student Intern
Kowaleski	Laurie	\$18.50	Instructional Aide
Kuenkel	Tara	\$22.25	Instructional Aide
Lawler	Caydean	\$23.00	Custodial/Maintenance
Leak	Amanda	\$18.50	Instructional Aide
Lee	Tina	\$17.75	Lunchroom Aide
Long	Floyd	\$23.75	Custodial/Maintenance
Long	Theresa	\$21.50	Food Service
Louangrath	Malaysya-Reegan	\$17.00	Transportation
Luke	Shanice	\$16.25	Food Service
Lurz	Sherry	\$31.50	Accounting
Mackaben	Annette	\$18.50	Instructional Aide
Manning	Susan	\$23.00	Warehouse Assistant
Maramag	Fern	\$17.75	Instructional Aide
Markert	Ann-Louise	\$19.25	Instructional Aide
Mcauliffe	Jamie	\$17.75	Food Service
McConnehey	Austin	\$18.50	Custodial/Maintenance
McPherson	Jackie	\$31.50	Secretarial
Medina	Christie	\$20.75	Food Service
Meier	Sandra	\$20.00	Lunchroom Aide
Messmer	Angela	\$18.50	Food Service
Meverden	Kayla	\$27.75	Technology
Miller	Amanda	\$22.25	Secretarial
Miller	Helen	\$18.50	Food Service
Milliken	Angela	\$20.00	Custodial/Maintenance

Milliken	Theresa	\$17.75	Custodial/Maintenance
Morgan	Tabatha	\$16.25	Lunchroom Aide
Morrow	Michael	\$76.14	ROTC Instructor
Murphy	Andrea	\$22.25	Instructional Aide
Musfelt	Trent	\$20.00	Custodial/Maintenance
Nelson	Elizabeth	\$17.75	Instructional Aide
Nelson	Tammy	\$26.25	Transportation
Neuschwander	Kayla	\$16.25	Food Service
Oakley	Stephanie	\$18.50	Instructional Aide
Oberlander	Leona	\$23.00	Secretarial
Oberlander	Sheryll	\$21.50	Food Service
Olson	Lisa	\$23.00	Instructional Aide
Osten	Carol	\$27.00	Technology
Page	Jessica	\$17.75	Instructional Aide
Paris	Monica	\$20.75	Instructional Aide
Peterson	Jarred	\$31.25	Custodial/Maintenance
Petrovich	Karie	\$24.00	Transportation
Pitts	Gered	\$17.75	Food Service
Pitts	Loghan	\$17.00	Instructional Aide
Porubensky	Brandon	\$21.50	Custodial/Maintenance
Pounds	Jennifer	\$23.25	Transportation
Prange	Lexi	\$27.75	Speech Assistant
Prentice	Chonda	\$19.25	Food Service
Prestjohn	Jessica	\$19.25	Secretarial
Priest	Thomas	\$27.00	Custodial/Maintenance
Prpich	Laurie	\$23.00	Secretarial
Pryor	Chelsea	\$17.75	Instructional Aide
Quigley	Colleen	\$21.50	Lunchroom Aide
Rencountre	Laura	\$17.75	Food Service
Riggs	Natalie	\$18.50	Instructional Aide
Roberts	Ethan	\$20.00	Custodial/Maintenance
Roberts	Jacqueline	\$17.75	Instructional Aide
Rontti	Kacie	\$17.00	Instructional Aide
Ross	Wendy	\$27.75	Accounting
Savage	Grant	\$27.00	Transportation
Savage	Laura	\$24.75	Transportation
Schmid	Carmen	\$17.00	Instructional Aide
Schroeder	Patti	\$16.25	Transportation
Schuch	Allison	\$17.75	Secretarial

Sedano	Marissa	\$18.50	Custodial/Maintenance
Senft	Amanda	\$18.50	Instructional Aide
Short	Kacey	\$16.25	Food Service
Sinclair	Mary	\$19.25	Security
Sires	Larae	\$18.50	Instructional Aide
Small	Rena	\$20.00	Secretarial
Smith	Kaylin	\$18.50	Secretarial
Smith	Terri	\$27.00	Transportation
Smith	Timothy	\$22.25	Custodial/Maintenance
Snarski	Edwin	\$25.50	Transportation
Soelzer	Megan	\$17.00	Instructional Aide
Stewart	Chester	\$51.22	ROTC Instructor
Stewart	Monica	\$17.00	Lunchroom Aide
Stolicker	Gina	\$20.75	Instructional Aide
Stukerjurgan	Luann	\$21.50	Registrar
Sturgis	Lorelei	\$18.50	Instructional Aide
Sukut	Greta	\$19.25	Instructional Aide
Thompson	Lisa	\$23.00	Secretarial
Timblin	Bonny	\$23.25	Transportation
Triplet	Melissa	\$20.00	Secretarial
Ulrich	Marla	\$18.50	Instructional Aide
Ulrich	Timothy	\$23.00	Custodial/Maintenance
Underwood	Lauren	\$17.00	Lunchroom Aide
Usera	Nichole	\$20.00	Food Service
Vaughn	Pamela	\$23.75	Secretarial
Vetch	Eric	\$18.50	Instructional Aide
Violet	Leslie	\$23.00	Instructional Aide
Walker	James	\$25.50	Technology
Waltman	Jace	\$47.17	Buildings & Grounds Coordinator
Waltman	Maarin	\$17.75	Instructional Aide
Warren	Barbara	\$21.50	Lunchroom Aide
White	Alexa	\$42.59	Communications Coordinator
White	Kimberly	\$17.75	Lunchroom Aide
Whithorne	Patricia	\$17.00	Instructional Aide
Wylie	Rebecca	\$20.75	Secretarial
Ysidro	Janine	\$19.25	Instructional Aide