

DOUGLAS SCHOOL DISTRICT
BOARD OF EDUCATION

AGENDA

Monday, March 9, 2026

**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/97113109354?pwd=cWsLhtAXma0WfkzeqPJD9kCiho4vXS.1>
Meeting ID: 971 1310 9354
Passcode: 255892

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:
Andrea Byrd - Top 5 Finalist for SPED SOY Award
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 of February 23, 2026.
 - B. Approve Personnel Action.
 - C. Approve the Purchases and Issuing of Accounts Payable and Payroll.

- D. 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. Studer Succession Planning Overview
 - B. District Wellness Presentation.
- 12. Fiscal Resources Items:
 - A. Review 2026-2027 Capital Outlay Requests
- 13. Operational Support Services Items:
 - A. First Reading of New Board Policy GCB - R(1) — National Board Certified Teachers
 - B. Approve First Reading of Revised Board Policy IKFC-E
- 14. Reports:
 - A. Superintendent:
 - 1. Douglas Elementary School #1 funding update - HUD
 - 2. Douglas Middle School Addition - Bid Tab and March 23 Vote
 - 3. B-21 Production Update
 - B. Committee Reports From Board Members and Comments from Associate Board Members
- 15. Upcoming Calendar Events:
 - March 10 - Portrait of Graduate Steering Committee, 5:00 pm
 - March 12 - End of 3rd Quarter
 - March 13 - Staff Work Day -1/2 Day PD, No School for Students
 - March 23 - BOE Meeting, 5:00 pm
 - March 23 - Certified Negotiations #1 Meeting (after BOE meeting)
- 16. Executive Session to prepare for the 2026-27 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 #
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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, February 23, 2026

The Douglas School District No. 51-1 Board of Education held a Regular meeting on Monday, February 23, 2026 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: Absent; Tia Mullins: Associate Member, present via zoom; Jo Anne Mulholland: Alternate Associate Member, present.

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

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

There was nothing for public forum.

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

Motion to approve the consent agenda, Items 7A-F. This motion, made by Ben Frerichs and seconded by Amy McGovern, Carried. Yea: 3, Nay: 0, Absent: 1, Abstain (With Conflict): Gray

Approved Regular Board Meeting Minutes for February 9, 2026.

Approved Personnel Action for February 23, 2026. (Attachment)

Approved January 2026 Financial Reports. (Attachment)

Approved Accounts Payable Report. (Attachment)

Approved Capital Outlay request in the amount of \$28,270.21 to purchase gym floor coverings for the middle and high school.

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

Superintendent Items:

Rob Schwarz from RSP & Associates reviewed the demographic data and enrollment projects for the school district. He presented data showing the anticipated enrollment increases, particularly in the elementary grades. The district is expected to grow from 2,900 to 3,200 students by 2030-31. He reported there are already capacity issues occurring in some buildings, especially at the middle school level.

Superintendent Kevin Case stated the construction documents for the Middle School Addition project are complete and out for bid. The Guaranteed Maximum Price (GMP) presentation will

be at the March 23 board meeting. If board members have any questions regarding the project, Jared Carda from Co-Op Architects can attend the next meeting to address. The middle school parking lot and bus loop will be started this spring.

Fiscal Resources Items:

Approve resolution as presented: BE IT RESOLVED that the Douglas Board of Education, in accordance with Board Policy BBB, hereby sets the Douglas School District Board Election for Tuesday, June 2, 2026. Polls will be open from 7:00 a.m. until 7:00 p.m. This motion, made by Amy McGovern and seconded by Chris Misselt, Carried.

Business Manager Trista Olney reviewed the capital outlay timeline with final BOE approval at the March 23 meeting. This year's plan will include holding 15% of funds for contingencies that may come up during the school year.

Operational Support Services Items:

Informational Reading of School Board Policy GCB-R(1) - National Board Certification.

Reports:

Superintendent Kevin Case stated the Classified Listening Sessions are scheduled for next week on March 3 and March 4. He also stated that Casey Blochowiak from Studer Education will be at the next board meeting on March 9 to discuss succession planning.

Committee Reports from Board Members and Comments from Associate Board Members

Ben Frerichs thanked District Communications Coordinator Alexa White for representing the district on the Liberty Center Advisory Board.

Jo Anne Mulholland shared that a group of airmen are excited to read to students in the classroom during Read Across America next week.

Tanya Gray checked that board members are getting the LAN notices regarding legislative items affecting education and our district.

Motion to go into Executive Session at 5:49 p.m. to prepare for 2026-27 Negotiations according to SDCL 1-25-2.4. This motion, made by Ben Frerichs and seconded by Amy McGovern, Carried.

President Tanya Gray called the Board out of executive session at 6:14 p.m.
No action taken.

Motion to move into executive session at 6:14 p.m. to conduct Superintendent's annual evaluation according to SDCL 1-25-2.1. This motion, made by Amy McGovern and seconded by Chris Misselt, Carried.

President Tanya Gray called the Board out of executive session at 6:42 p.m.

Motion to approve a contract extension with Superintendent Case through June 30, 2029 with final terms and conditions of the contract to be negotiated at a later date. This motion, made by Amy McGovern and seconded by Ben Frerichs, Carried.

Motion to adjourn the meeting at 6:44 p.m. This motion, made by Chris Misselt and seconded by Ben Frerichs, Carried.

Tanya Gray, President

Trista Olney, Business Manager

_____ Initials

_____ Date

Published once at the total approximate cost of _____.

DOUGLAS SCHOOL DISTRICT**PERSONNEL ACTION 2/23/2026****Classified Service Factor Bonus**

Name	Position/Years	Amount	Dates of Service
Traci Knight	Administrative Asst 3 / 10 yrs	\$485.73	2/29/16 - 2/29/26

Certified Resignations/Terminations

Name	Position	Location	Effective Date
Cassidy Hop	Special Ed Teacher	BC	5/22/2026

Classified Resignations/Terminations

Name	Position	Location	Effective Date
Kimberly Leonard	Lunchroom Aide	VES	1/23/2026
Earon Cooper	Bus Driver	Trans	2/27/2026
Tabatha Morgan	Bus Aide	Trans	2/17/2026
Kalin Wright	Instructional Aide	FC	2/18/2026

Certified Voluntary Transfer Request/ Assignments

Name	From Bldg/Position	To Bldg/Position	Effective Date
Michele Smith	HS/ISS Aide	HS/Special Ed Teacher	2026-2027
Jonathan Deruyter	VES/5th Grade	VES/4th Grade	2026-2027

Classified Voluntary Transfer Request/ Assignments

Name	From Bldg / Position / Hrs /	To Bldg / Position / Hrs /	Effective Date
Terry Bruce	District/Custodian Floater/8 hrs	FC/Night Custodian/8 hrs	2/4/2026
Luanne Stukerjurgan	CO/Admin Asst 3 / Registrar	CO/Admin Asst 3 / Receptionist	6/8/2026

Certified Staff Hiring

Name	Location / Position	Wage	Effective Date
Michele Smith	HS/Special Ed Teacher	\$63,950.00	2026-2027

Classified Staff Hiring

Name	Location / Position	Wage	Effective Date
Michele Smith	HS/ISS Aide	\$17.00/hr	2/17/2026
Mason Johnson	District/Custodian Floater	\$18.50/hr	2/23/2026

Temporary Hires

Name	Position	Salary	Effective Date
Brook Clark	HS Asst. Track Coach	\$4,403.00	2025-2026

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

January 1, 2026 FINANCIAL	GENERAL FUND	CAPITAL OUTLAY	SPECIAL EDUCATION
BALANCE 12/31/25	(95,573.67)	334,823.31	2,148,395.55
RECEIPTS:			
TAXES	40,203.11	29,228.99	14,309.80
INTEREST	1,521.94	0.00	0.00
ADMISSIONS	3,174.00	0.00	0.00
LOCAL	125.00	0.00	0.00
COUNTY	13,573.75	0.00	0.00
STATE	1,433,689.00	0.00	320,259.00
FEDERAL	0.00	0.00	49,143.36
OTHER	221.75	249.71	0.00
INTERFUND TRAN.	12,971.26	0.00	0.00
TOTAL RECEIPTS:	1,505,479.81	29,478.70	383,712.16
DISBURSEMENTS:			
VERIFIED CLAIMS	391,960.19	312,089.60	379,008.22
SALARIES	1,912,066.17	0.00	469,929.45
TRANSFERS OUT	0.00		
BALANCE 01/31/26	(894,120.22)	52,212.41	1,683,170.04
BALANCE 01/31/25	*360525.23	(711,477.89)	1,963,503.90

January 1, 2026 FINANCIAL	FEDERAL PROJECTS	UNEMPLOY- MENT FUND
BALANCE 12/31/25	(66,978.58)	47,510.70
RECEIPTS:		
LOCAL		
STATE		
FEDERAL	45,986.00	0.00
REIMBURSEMENTS	0.00	
OTHER (LOCAL) -AFROTC	0.00	0.00
INTERFUND TRAN.		
TRANSFER IN		
TOTAL RECEIPTS:	45,986.00	0.00
DISBURSEMENTS:		
VERIFIED CLAIMS	(612.62)	0.00
SALARIES	80,046.86	0.00
TRANSFERS OUT		
BALANCE 01/31/26	(100,426.82)	47,510.70
BALANCE 01/31/25	819,382.72	48,686.70

January 1, 2026 FINANCIAL	DEP CARE	MEDICAL REIMB	IMPACT AID
BALANCE 12/31/25	2,122.82	(3,126.28)	30,812,533.54
RECEIPTS:			
INTEREST	0.00	0.00	12,971.26
FEDERAL	0.00	0.00	0.00
LOCAL	1,396.26	3,508.38	0.00
OTHER			
INTERFUND TRAN.			
LOANS			
TOTAL RECEIPTS:	1,396.26	3,508.38	12,971.26
DISBURSEMENTS:			
VERIFIED CLAIMS	1,106.68	4,424.84	0.00
EXPENDITURES/TRANSFERS OUT	0.00	0.00	12,971.26
BALANCE 01/31/26	2,412.40	(4,042.74)	30,812,533.54
BALANCE 01/31/25	1,531.32	(8,057.73)	2,841,629.54

January 1, 2026 FINANCIAL	FOOD SERVICE	FIDUCIARY FUNDS
BALANCE 12/31/25	122,251.56	248,576.03
RECEIPTS:		
INTEREST		
SALES	46,347.82	0.00
STATE	0.00	0.00
FEDERAL	64,727.35	0.00
LOCAL	0.00	76,431.78
OTHER	(169.63)	0.00
INTERFUND TRAN.	0.00	
LOANS		
TOTAL RECEIPTS:	110,905.54	76,431.78
DISBURSEMENTS:		
VERIFIED CLAIMS	125,371.79	69,142.20
SALARIES	27,617.00	0.00
BALANCE 01/31/26	80,168.31	255,865.61
BALANCE 01/31/25	207,557.08	212,238.58

<u>Vendor Name</u>	<u>Check #</u>	<u>Expensed</u>	<u>Amount</u>
A TO Z SHREDDING	187075		587.60
AMERICINN OF CHAMBERLAIN	187076		2,285.92
ANCORA PUBLISHING	187077		1,605.00
BADEN SPORTS	187078		800.00
BEST WESTERN PLUS RAMKOTA HOTEL	187079		2,736.00
BHSSC	187080		500.00
BLACK HILLS ENERGY- AUTO PAY	296		38,022.49
BLACK HILLS URGENT CARE	187081		300.00
BUTTE COUNTY EQUIPMENT	187082		26.95
CAMPBELL COUNTY HIGH SCHOOL	187083		280.00
COLUMN SOFTWARE PBC	187084		175.08
CRESCENT ELECTRIC	187085		994.51
DAKOTA BUS SERVICE, INC.	187087		6,940.00
DOUBLETREE RAPID CITY DOWNTOWN	187088		54.48
DOUGLAS PETTY CASH	187089		528.00
FIDUCIARY ACCOUNT	187092		5,470.03
HARLOW'S BUS SALES, INC.	187095		1,770.00
HAUFF MID-AMERICA SPORTS INC.	187096		1,292.53
HOLE IN THE WALL NFL DISTRICT	187097		430.00
HOUGHTON MIFFLIN HARCOURT PUBLISHING	187098		11,975.00
IMPERIAL SUPPLIES LLC	187099		309.51
INNOVATIVE OFFICE SOLUTIONS	187100		282.90
KETEL THORSTENSON, LLP	187101		14,832.00
KIEFFER SANITATION	187102		644.38
KIEFFER SANITATION, INC.-AUTO PAY	295		3,221.14
LAKOTA NATION INVITATIONAL	187103		350.00
LIBERTY SUPERSTORES	187104		380.80
LYNN JACKSON SHULTZ & LEBRUN PC INC	187105		819.00
LYNN'S DAKOTAMART	187106		62.15
MENARDS	187108		204.02
MIDCONTINENT COMMUNICATIONS- AUTO PAY	298		1,531.45
MIDWEST BUS PARTS, INC.	187109		994.20
MIL-BAR PLASTICS	187110		45.16
MOSYLE CORPORATION	187111		10.55
PERFECT PLAYCEMENT LLC	187112		1,000.00

RAMKOTA HOTEL	187114	618.90
RENCOUNTRE, JESSIE	187116	500.00
RIVERSIDE TECHNOLOGIES INC	187117	842.00
SAM'S CLUB	299	115.95
SASD	187118	1,086.00
SDMEA	187119	600.00
STAGECOACH WEST BUS INC	187120	10,982.00
TEMPERATURE TECHNOLOGY INC	187122	1,464.29
WAL-MART STORES INC	299	328.97
WARNE CHEMICAL & EQUIPMENT, INC.	187126	98.85
WESTERN COMMUNICATIONS, INC.	187128	258.09
GENERAL FUND		118,355.90
FOLLETT CONTENT SOLUTIONS, LLC	187093	2,127.95
HOUGHTON MIFFLIN HARCOURT PUBLISHING	187098	8,000.00
MCPHERSON, MAEGAN	187107	12.36
PROGUARD SERVICE & SOLUTIONS	187113	722.50
TOWEY DESIGN GROUP, INC	187123	1,721.20
WARNER, ANDREA	187127	19.29
CAPITAL OUTLAY		12,603.30
Crowther, Pamela	187086	90.27
DOUGLAS PETTY CASH	187089	934.00
Good, Holly	187094	38.04
LYNN'S DAKOTAMART	187106	9.83
RATWIK, ROSZAK & MALONEY, P.A	187115	199.50
SUNBELT STAFFING LLC	187121	3,104.00
TWIETMEYER, JENNA	187124	120.27
USD CENTER FOR DISABILITIES	187125	892.50
SPECIAL ED		5,388.41
		136,347.61
CASH-WA DISTRIBUTING COMPANY, INC.	12999	3,640.84
CHILD AND ADULT NUTRITION	13000	8,313.54
COCA-COLA BOTTLING CO HIGH COUNTRY	13001	479.00
GENERAL FUND	13002	47,462.96
PAN-O-GOLD BAKING COMPANY, INC.	13003	879.61
PIZZA HUT- BOX ELDER	13004	891.00
PRAIRIE FARMS	13005	5,874.30

REINHART FOOD SERVICE LLC	13006	17,433.15
SERVALL TOWEL & LINEN SUPPLY, INC.	13007	183.00
SYSCO MONTANTA	13008	7,004.01
FOOD SERVICE		92,161.41
Grand Total:		228,509.02

DOUGLAS SCHOOL DISTRICT**PERSONNEL ACTION 3/9/2026****Employee Leave of Absence Requests**

Name	Building	Position	Effective Date
BOE See Attached			

Classified Resignations/Terminations

Name	Position	Location	Effective Date
Amanda Leak	Instructional Aide	HS	2/27/2026
Amanda Leak	Assistant Wrestling Coach	HS	2/19/2026
Christopher Leonard	Instructional Aide	Carr	2/24/2026
Carol Osten	IT Support	Technology	3/20/2026
Emilee Willey	Soccer Head Coach	HS	3/3/2026

Certified Voluntary Transfer Request/ Assignments

Name	From Bldg/Position	To Bldg/Position	Effective Date
Rachel Quimby	MS/6th Math Teacher	MS/Student Success Coach	2026-2027
Hannah Crow	BC/2nd Grade Teacher	BC/Kindergarten Teacher	2026-2027

Classified Voluntary Transfer Request/ Assignments

Name	From Bldg / Position / Hrs /	To Bldg / Position / Hrs /	Effective Date
Monica Paris	MS/Instructional Aide/7.5	MS/Special Ed Teacher	2026-2027

Certified Staff Hiring

Name	Location / Position	Wage	Effective Date
Hayden Wright	MS/Social Studies Teacher	\$53,700.00	2026-2027

Temporary Hires

Name	Position	Salary	Effective Date
George Johnson	6th Intramural Track	\$1,252.00	2025-2026
Emily Rudebusch	6th Intramural Track	\$1,235.00	2025-2026

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

<u>Vendor Name</u>	<u>Check #</u>	<u>Expensed</u>	<u>Amount</u>
ACT	187133		1,107.00
ACTION MECHANICAL INC	187134		4,226.27
AMAZON.COM	187135		6,206.02
AMERICAN TIME & SIGNAL COMPANY, INC.	187136		260.97
BEST WESTERN KELLY INN	187137		933.24
BEST WESTERN PLUS RAMKOTA HOTEL	187138		7,615.74
BLACK HILLS CHEMICAL CO	187139		100.14
BLACK HILLS OVERHEAD DOORS	187140		330.02
BLACK HILLS ROOFING, INC.	187141		175.00
BLACK HILLS SPECIAL SERVICES COOPERATIVE	187142		800.00
BOX ELDER HARDWARE	187144		35.95
BUTTE COUNTY EQUIPMENT	187145		1,387.97
CAROLINA BIOLOGICAL SUPPLY COMPANY	187146		45.43
CENTURYLINK	187148		518.20
CITY OF BOX ELDER	187150		1,123.36
COLUMN SOFTWARE PBC	187151		243.38
DAKOTA BUS SERVICE, INC.	187153		7,792.50
DENNIS SUPPLY-RC	187154		4,254.32
DOUBLETREE RAPID CITY DOWNTOWN	187155		113.73
DUSTBUSTERS ENTERPRISES INC	187157		3,801.60
EVERGREEN OFFICE PRODUCTS	187158		6,605.50
FIDUCIARY ACCOUNT	187159		18,273.80
FOOD SERVICE	187161		48.06
HARLOWS SCHOOL BUS SERVICE	187162		2,212.50
HIGH POINT NETWORKS, LLC	187163		25.10
HIGH TECH HIGH GRADUATE SCHOOL OF	187164		3,000.00
HS BOYS WRESTLING CLUB	187165		965.00
HS GIRLS WRESTLING CLUB	187166		450.00
INNOVATIVE OFFICE SOLUTIONS	187167		7,405.36
INSTITUTE FOR MULTISENORY EDUCATION	187168		1,500.00
INTEGRATED TECHNOLOGY & SECURITY	187169		855.88
JOHNSON, GEORGE	187170		456.92
KETEL THORSTENSON, LLP	187171		1,030.00
KNIGHTS QUALITY WELDING	187172		185.00
LYNN JACKSON SHULTZ & LEBRUN PC INC	187174		809.00

LYNN'S DAKOTAMART	187175	93.32
MENARDS	187176	430.05
MONTANA DAKOTA UTILITIES COMPANY, INC.	300	15,135.71
MTM RECOGNITION	187177	41.95
NORTH CENTRAL BUS & EQUIPMENT CO. INC	187178	1,140.13
O'REILLY AUTO PARTS BOX ELDER	187179	202.91
PROGRESS PUBLICATIONS	187180	728.00
RAPID CITY CENTRAL	187181	623.41
RAPID CITY MIDDLE SCHOOL ACTIVITIES	187182	150.00
RATWIK, ROSZAK & MALONEY, P.A	187183	0.00
RIVERSIDE TECHNOLOGIES INC	187184	5,800.00
Ross, Wendy	187185	76.30
SDHSAA	187187	1,095.00
SKILLSUSA SOUTH DAKOTA	187188	1,195.00
STUDER EDUCATION, LLC	187189	14,490.00
TEMPERATURE TECHNOLOGY INC	187191	12,034.94
Thibeau, Randy	187192	456.92
TIME MANAGEMENT SYSTEMS	187193	2,882.50
VANWAY TROPHY & AWARD, INC.	187194	14.25
VARSITY SPIRIT FASHION	187195	4,800.00
VERIZON WIRELESS	187196	310.32
VOYAGER FLEET SYSTEMS, INC.	187197	434.78
WE WILL WRITE INC	187198	150.00
WEST RIVER ELECTRIC-AUTOPAY	301	2,212.01
WEST RIVER TRAILER SALES & SERVICE	187199	42.99
GENERAL FUND		149,433.45
CENTURY BUSINESS	187147	10,642.05
CO-OP ARCHITECTURE	187152	1,000.00
FOLLETT CONTENT SOLUTIONS, LLC	187160	1,761.59
WEST RIVER TRAILER SALES & SERVICE	187199	909.98
CAPITAL OUTLAY		14,313.62
AMAZON.COM	187135	1,292.60
BONILLA, BLANCA	187143	236.60
CHILDREN'S CARE HOSPITAL & SCHOOL	187149	6,426.00
DOUGLAS PETTY CASH	187156	1,294.00
LRP CONFERENCES	187173	295.00

LYNN'S DAKOTAMART	187175	17.34
RATWIK, ROSZAK & MALONEY, P.A	187183	425.00
SD DEPARTMENT OF HUMAN SERVICES	187186	27,318.97
SUNBELT STAFFING LLC	187190	370.00
WESTERN PSYCHOLOGICAL SERVICES	187200	161.70
SPECIAL ED		37,837.21
AMAZON.COM	187135	1,036.24
FIDUCIARY ACCOUNT	187159	330.68
GRANTS		1,366.92
		202,951.20
AMAZON.COM	13011	209.47
CASH-WA DISTRIBUTING COMPANY, INC.	13012	9,169.40
CLIMATE CONTROL SYSTEMS AND SERVICE	13013	2,995.77
COCA-COLA BOTTLING CO HIGH COUNTRY	13014	546.00
PAN-O-GOLD BAKING COMPANY, INC.	13015	1,092.52
PIZZA HUT- BOX ELDER	13016	396.00
PRAIRIE FARMS	13017	5,256.97
REINHART FOOD SERVICE LLC	13019	8,487.34
SERVALL TOWEL & LINEN SUPPLY, INC.	13020	174.60
SYSCO MONTANTA	13021	4,466.90
YI, MI	13018	106.95
FOOD SERVICE		32,901.92
Grand Total:		235,853.12

PAYROLL EXPENDITURES

FEBRUARY 6 2026

FEBRUARY 20 2026

TOTALS

\$1,270,301.18

\$1,387,460.02



Succession Planning

March 9, 2026

Dr. Casey Blochowiak
Vice President of Leader Coaching

Outcomes

1. **Why** do organizations engage in Succession Planning?
2. **What** is included in succession plans?
3. **How** might we move forward?

The Key to Excellence in Education

Excellent leaders balance culture and strategy to achieve sustainable outcomes.



Why do organizations engage in Succession Planning?

- Avoid transition gaps and ensure that progress is not stalled during leadership transitions.
- Maintains organizational resilience.
- Provide clear pathways for existing and emerging leaders.

"If we wait for critical team members to leave the organization before we begin planning for a quality successor, it's often too late."

— Dr. Pat Greco, Studer Education

What is included in succession plans?

- Key Skills and Dispositions
- Essential Duties and Responsibilities
- Supervises
- Works With
- Desired Minimum Qualifications

- Rubric to Determine Readiness
 - Immediately
 - 2-5 Years
 - 6-9 Years
- Top 3 Candidates' Development Needs and Action Steps
- Talent Retention Considerations
- Risk to the Organization of Not Retaining Candidate for the Desired Position

- Year at a Glance for Position

How might we move forward?

- **Phase 1:** Complete Superintendent Succession Plan by September/October 2026
(Board Focus)
 - Gather feedback from the Board throughout.
- **Phase 2:** Develop succession plans for other leadership positions
 - Updates provided to Board on progress.
- **Ongoing:** Annual updating of succession plans.

Getting Started with the Superintendent Succession Plan

- **Key Skills and Dispositions**
- Essential Duties and Responsibilities
- Supervises
- Works With
- Desired Minimum Qualifications



What are 3–5 Key “Skills and Dispositions” that are most important for the Superintendent role?

Wellness Program for Douglas Staff

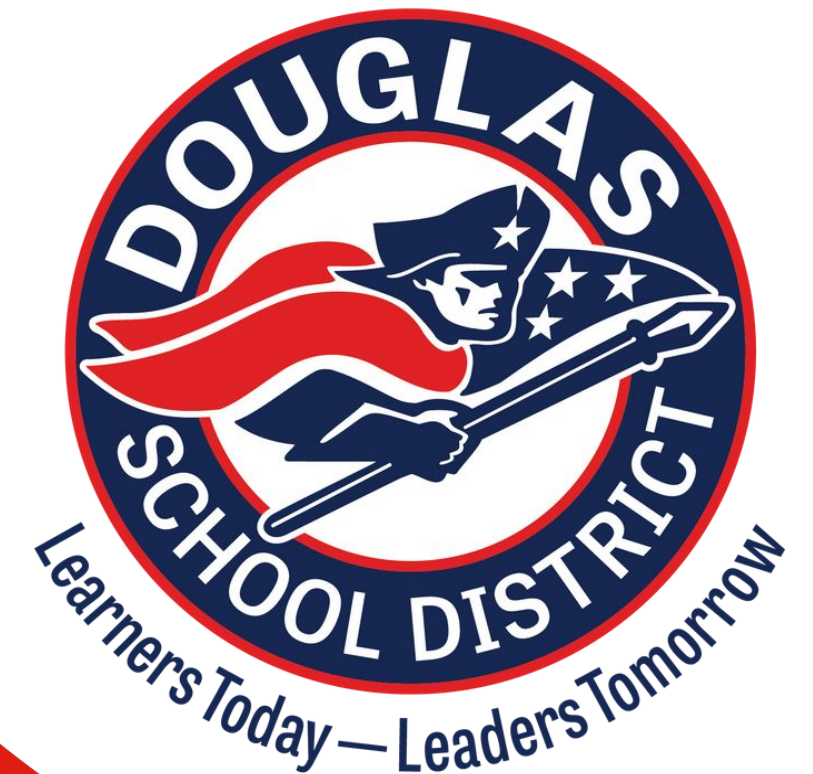
2025-2026 Update

Provided by:

Alexa White

DSD Communications Coordinator

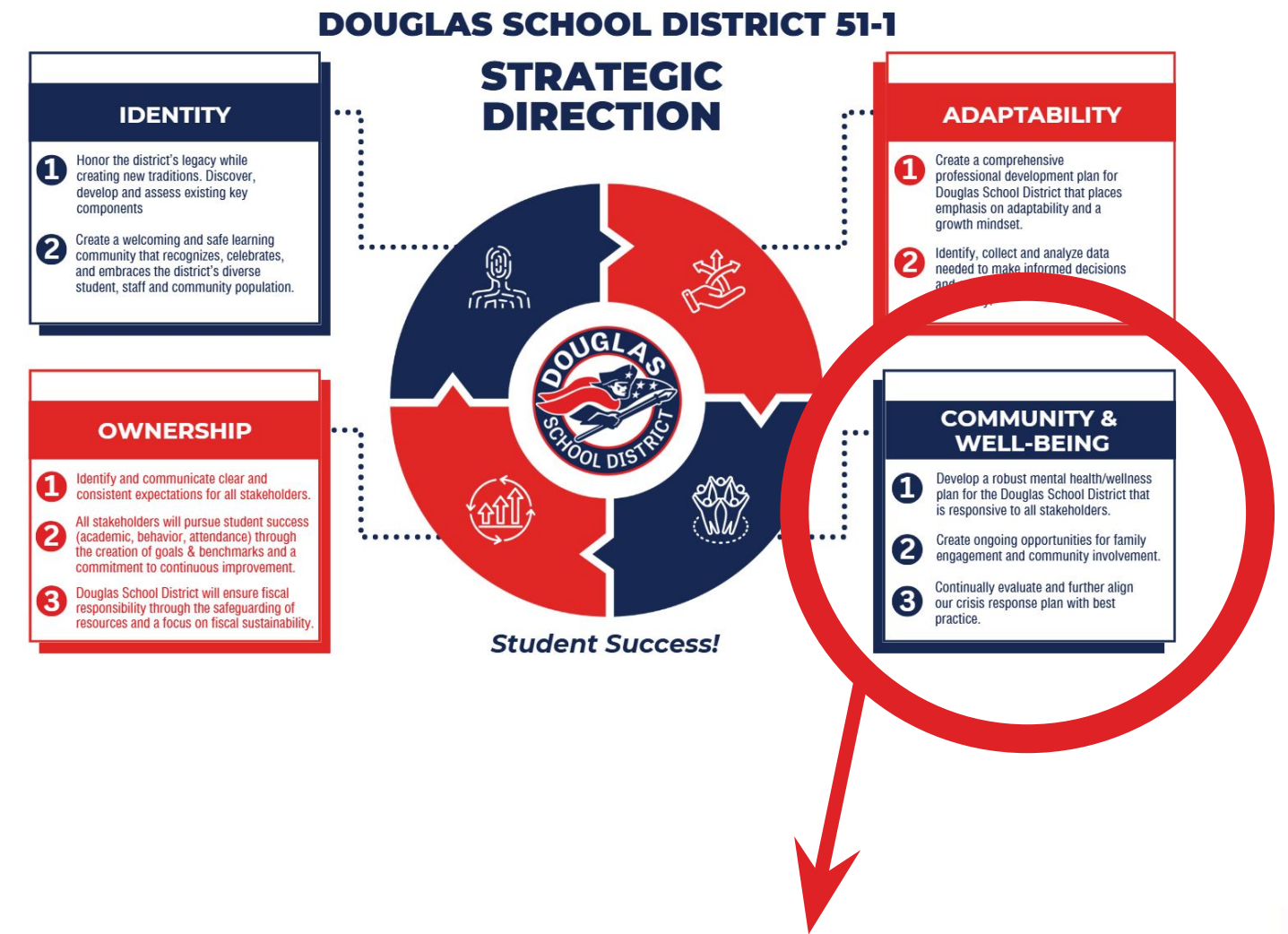
Wellness Program Administrator



Why Wellness?

It's part of our Strategic Direction, under **COMMUNITY & WELL-BEING**.

Our task and goal:



COMMUNITY & WELL-BEING

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

Last Year

Test Run (PDSA): Jan-May 2025

170
Signed up to participate

139
Active in program

=

31
Achieved a level

2 RED LEVEL **15** WHITE LEVEL **14** BLUE LEVEL

What can we do better to increase participation?

18.24%
Participation Rate

Survey staff



SURVEY RESULTS SUMMARY

What worked well

- Incentives/stipends were motivating.
- Whole-body wellness approach was appreciated.
- Helped some staff stay consistent with exercise.
- Health coach was positive and supportive.

Challenges

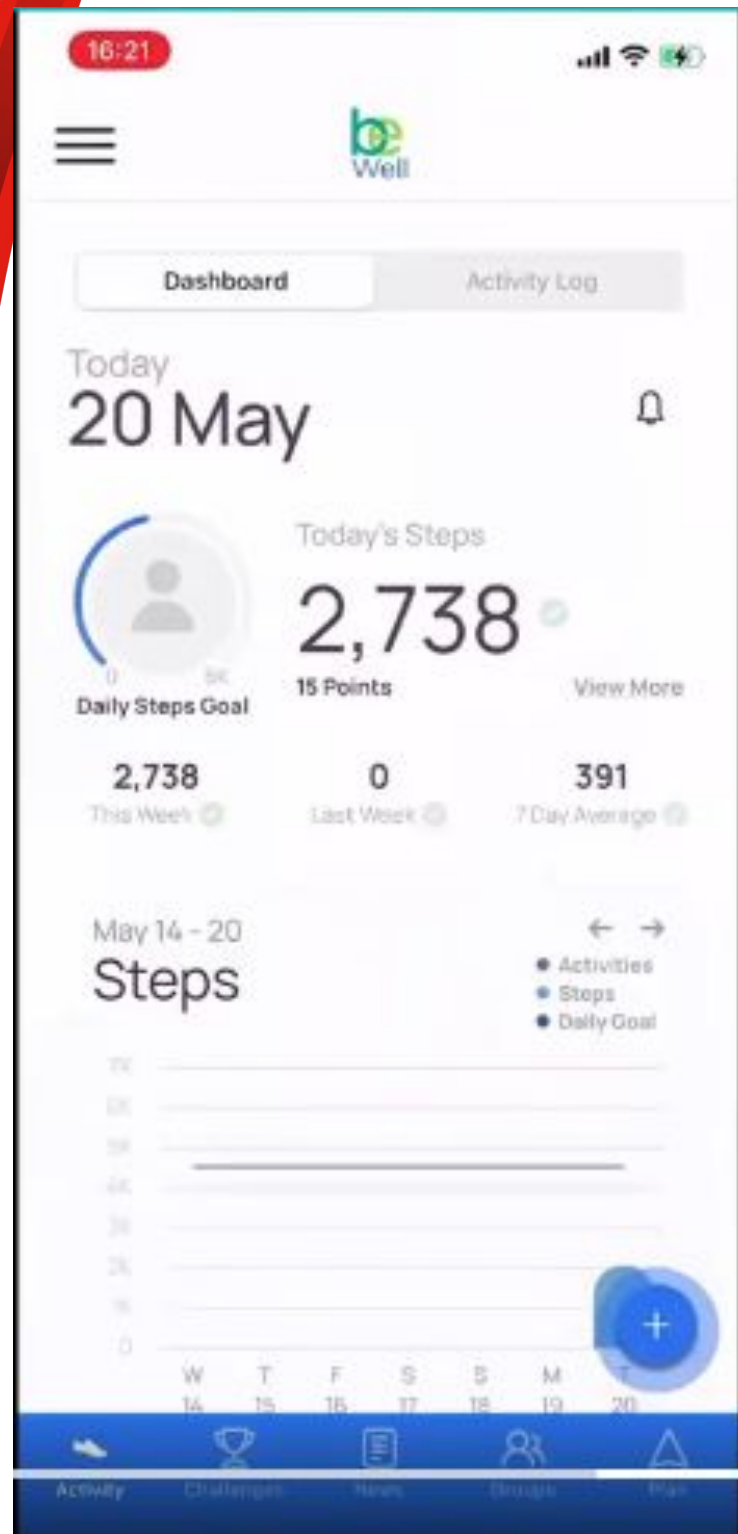
- Well365 platform was confusing, clunky, and time-consuming.
- Trouble connecting devices/smartwatches.
- Redundant logging (staff already use other fitness apps).
- Lack of clarity on what counted toward completion levels.
- Some completed activities but didn't achieve expected levels.
- Added screen time instead of reducing it.
- Difficulties accessing on-site biometric screenings.

Suggestions for improvement

- Simplify or change the platform; make it more user-friendly.
- Provide clear training/guides for staff.
- Offer in-person options (classes, counseling, screenings).
- Consider corporate sponsors to expand incentives.
- Add group-based/team challenges (by grade, building, age).
- Offer practical incentives (e.g., local gym discounts).
- Improve mobile integration and easier tracking.

New Platform

Terryberry: Be Well App



- Wellness challenges and tracking step/activity, nutrition, sleep, mood, mindfulness, hydration, heart rate, and weight)
- Pre-made challenges, map library
- Activity + wellness + social badges
- Wellness Topics, Workshops, and Healthy Tips
- Rewards Store

Be Well Launch

- Soft launch with challenges in November-December 2025 to get employees setup and using the new platform.
- First Individual Challenge - January 2026
- Rewards Structure
 - Dedicated Wellness Dollars
 - Choose anything on Amazon Prize



Challenges-Structure

Challenge Structure

INDIVIDUAL:

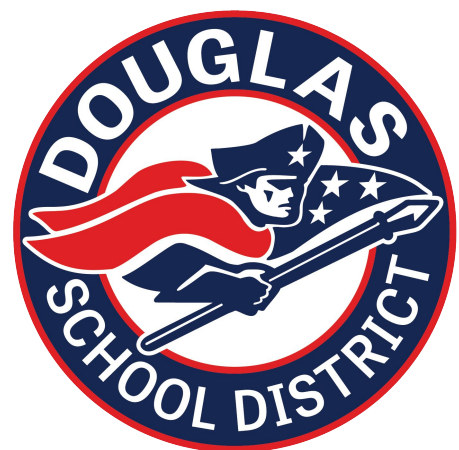
JAN / FEB / MAR / APR -

Set dollar amount awarded to all those who finish, or a drawing from those who finish.

TEAM:

FEB / MAR / APR - Winning team can split total awards among members or can select one prize for their building.

1. Date Range
2. Daily Step Goal
3. Log Steps or Activities
4. Special Tasks (photos, interaction in the App)



Current Teams:



Wellness Champion

IMPROVEMENTS

New Platform

More Communication

- Wellness Committee Members are also “Wellness Champions”
- A direct contact at each building for staff to reach out to.
- Share Feedback and ask questions.

- Very few issues getting set up and using the platform daily.
- Lots of interaction with employees who use it.
- Employees enjoy the camaraderie and the competition.

- Wellness Champions talk about the program to their Team and encourage participation.
- More email communication reminders, program sends messages as a member progresses in a challenge.

Overall Participation

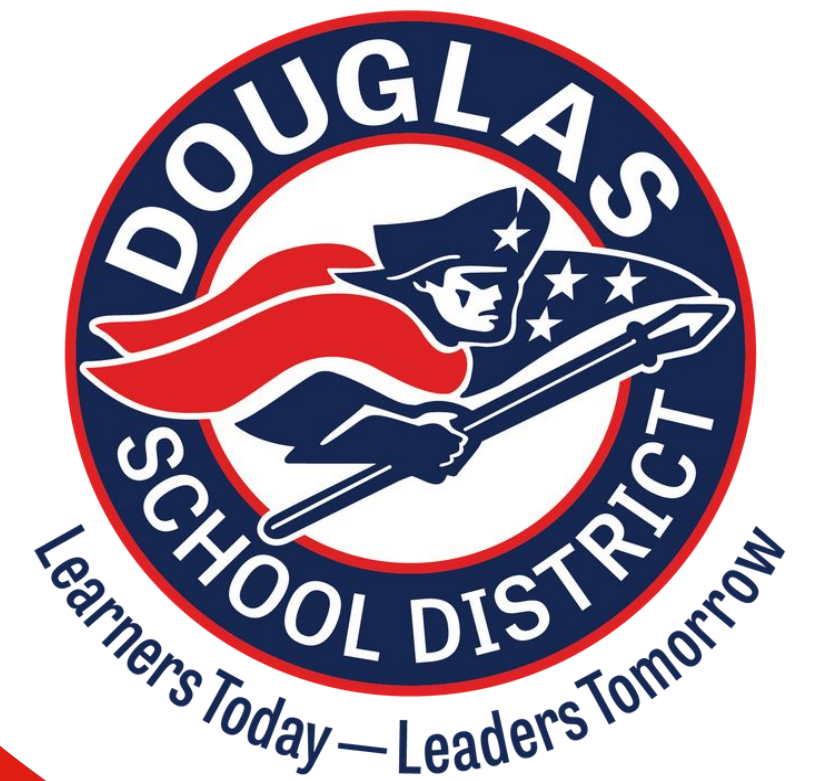
	Logged into Platform	Active Members	Participation
Nov-Dec	98	-	
JANUARY	106	94	88.67%
FEBRUARY	121	92	76.0%
MARCH (3/6)	131	113	86.6%



2024-2025 Participation













170 Signed up to participate = 139 Active in program = 31 Achieved a level = 18.24% Participation Rate

Questions/Comments:



Capital Outlay Proposals 2026-27							1	Required / Top Priority		Please provide a brief description of why the purchase is needed, how it will be implemented and/or implications of it not being funded this year.	
							2	Needed / Yearly Allocation			
							3	If Extra Funds / Future Purchase			
BUILDING REQUESTS											
Approve/ Deny	Department	Project or Equipment	Quantity	Per Item Cost	Amount Proposed	Building / Department	Priority	Year Acquired Age of Current Item	Expend Funds Prior to July 1?	Rationale	Item #
A	Music Dept.	Electric Piano upgrade	1.00	\$1,550.00	\$1,550.00	FC	1	Over 20 years ago	NO	We have not had a new organ in over 20 years. It has been repaired several times however the parts for it are no longer available to purchase. It is quickly failing and the teacher will need it as a part of their teaching	2027-005
A	HS Science	Item # MS1121 Flinn Standard Compound Microscopes FLINN QUOTE # 331027 - for both Microscopes and Balances for a total of \$ 9312.36	20.00	\$319.00	\$6,380.00	HS Science	1	20 years old	NO	With the transition to freshman taking biology next year we need to double our amount of biology seats. We can get by with only 20 additional microscopes with creative planning and scheduling. (Only 20 in the whole District)	2027-001
A	HS Science	Item # OB2141 - Balance 210 x 0.01G FLINN QUOTE #: 331027	6.00	\$440.00	\$2,640.00	HS Science	1		NO	Most of chemistry class is dealing with precision and accuracy in measurements and calculations. Currently we only have a 6 fully functioning electronic balances and with multiple classes other than chemistry needing to utilize them, we are left with sometimes only 1 or 2 per teacher to utilize for our labs. Purchasing these will allow multiple precise balances per teacher and students can accurately measure chemicals and learn the skills needed to pass chemistry. If we cannot purchase these for the 26-27 school year, teachers will have to simplify their instruction and lower the rigor for lab skills. For students who are interested in lab/science careers, this is a disservice to them.	2027-002
A	MS Tech Ed	4 - 24' X 60" Butcher Block Adjustable Height Heavy Duty Table (\$658.08 each)	4.00	\$660.00	\$2,640.00	DMS	1		NO	The following capital outlay request is to finish a project that was approved in 2023. In 2023 the MS Tech Ed classroom requested and was approved for 15 new classroom tables / worktables. And 40 stools to make the classroom more user friendly. The teacher that requested those tables moved to the HS to teach the construction CTE classes. I took over the classroom. The tables and stool were not ordered that summer as Mr. Waltman did not feel that the quality of tables that were chosen would hold up. I spoke with Mr. Waltman during the 2023-24 school year about the approved request. Mr. Waltman ordered tables that were of a better quality. The tables arrived in August of 2024 and were installed during Christmas break or 24-25. The issue was that only 10 tables instead of 15 tables were ordered and no new stools or chairs. The tables are great and really did help make the classroom more user friendly. The issue is that I have class sizes of 24 - 30 students throughout the year. I am currently using some mismatch tables and seating kids in corners of the classroom. I spoke with Mr. Waltman at the end of last year about finishing the project. He advised me that he would look into it but that is the last that I heard of it. Getting the 4 new tables and new stools will allow me to have appropriate seating for 28 students. I chose new stools from the same company as the previous table were ordered to ensure that they meet the quality that the school would be looking for but I would be open to alternate choices.	2027-003
A	MS Tech Ed	28 - 18" 600 Series Fixed Height Steel Rimmed Seat Industrial Stool- KI (\$95.63 each)	28.00	\$100.00	\$2,800.00	DMS	1		NO	Same as above	2027-004
A	MS Math	16 X 558.99 plus shipping (two classrooms) Structure Series Mobile Hex Collaborative Whiteboard Table	16.00	\$560.00	\$8,960.00	Math/DMS	1		NO	Collaborative Desk's whiteboard surface promotes student engagement through problem-solving, brainstorming, and visible thinking during math instruction, small-group learning, and academic discussions. WE NEED TO GET 3 quotes so we are ensuring they are quality, good price, and good educational use product.	2027-006
A	CTE Storage	CTE Storage	1.00	\$15,000.00	\$15,000.00		1		NO		2027-007
A		Robotics	1.00	\$15,000.00	\$15,000.00		1		NO		2027-008
A		Paint Booth Replacement	1.00	\$10,000.00	\$10,000.00		1		NO	Paint booth replacement in current location.	2027-009
D		Photography Cameras (CTE)	15.00	\$850.00	\$12,750.00		1		N/A	I spoke to Beau this is not needed	
D	Robotics	ITEM #: 276-7070 VEX V5 Classroom Starter Bundle QUOTE #: 111219212	2.00	\$5,000.00	\$10,000.00	HS CTE/ROBOTICS	1		N/A	This purchase is critical to meet current student demand. Our Robotics program currently has two sections with an average of 35 students per semester. We rely on only five kits obtained through previous Perkins funding (additional requests have been denied). This results in a 7:1 student-to-robot ratio, forcing us to stagger lessons and relegate many students to virtual simulations rather than physical engineering. Acquiring these 2 additional kits will allow 24-36 more students to engage simultaneously, ensuring every student has equitable, hands-on time with the hardware to meet curriculum standards.	
A	Robotics	ITEM #: 737-9001 VEX Air Competition Drone Bundle QUOTE # 111219215	1.00	\$1,865.00	\$1,865.00	HS CTE/ROBOTICS	2		NO	For Indoor use only. This requests funds for VEX's latest robotic drone technology. These drones are designed specifically for indoor use and utilize the existing 12x12 VEX arena, requiring no extra space. These kits will allow rotating student groups to apply coding and mechanical engineering skills to real-world scenarios, displaying skills such as autonomous package delivery and recovery.	2027-010
D	Robotics	Menards Workbenches & Storage Solution	1.00	\$26,080.00	\$26,080.00	HS/ Robotics	2		NO	WE ARE MEETING ON THIS Student workspace upgrade request. Students' workspaces are currently made up of computers propped on cinder blocks and welded extensions to table legs, old gym lockers, and plastic toolboxes. Robotic components (gears, sensors, microcontrollers) are currently stored in basic toolboxes with insufficient separation and organization, leading to lengthy part searching. Proper workbenches and better storage will create a professional engineering environment and, most importantly, protect the district's investments in robotics kits (new and old).	

Capital Outlay Proposals 2026-27

Capital Outlay Proposals 2026-27							1	Required / Top Priority		Please provide a brief description of why the purchase is needed, how it will be implemented and/or implications of it not being funded this year.	
							2	Needed / Yearly Allocation			
							3	If Extra Funds / Future Purchase			
BUILDING REQUESTS											
Approve/ Deny	Department	Project or Equipment	Quantity	Per Item Cost	Amount Proposed	Building / Department	Priority	Year Acquired Age of Current Item	Expend Funds Prior to July 1?	Rationale	Item #
	CTE- Welding	Computer Screens - 23-24 inch	1.00	\$1,625.00	\$1,625.00	DHS		Never/ new purchase		Computer covers are essential for protecting shop computers from damage caused by dust, debris, and accidental spills, which are common in workshop environments. These covers act as a barrier, preventing particles from clogging ventilation systems or damaging internal components. Additionally, they shield the computer from scratches and other physical impacts, extending the device's lifespan. Durable and easy to clean, protective covers are a cost-effective solution to maintain functionality and reduce the need for frequent repairs or replacements.	
	CTE- Welding	3D Printers	1.00	\$12,575.00	\$12,575.00	DHS		10 years old		Updating the classroom equipment will improve overall reliability and instructional efficiency. New machines allow for a self-managed network, streamlined software updates, and improved performance, reducing downtime and technical disruptions during class time. A modern, unified system ensures that equipment remains current, secure, and easier to manage.	
	CTE-Welding	Ventilation System/ Booth for the welding shop	1.00	\$238,000.00	\$238,000.00	DHS		14 years ago		<input type="checkbox"/> CTE- WELDING JUSTIFICATION	
	BOE	Replace board table chairs at VES Bd Room									
TOTAL											
					\$367,865.00						

Capital Outlay Proposals 2026-27							1	Required / Top Priority		Please provide a brief description of why the purchase is needed, how it will be implemented and/or implications of it not being funded this year.	
							2	Needed / Yearly Allocation			
							3	If Extra Funds / Future Purchase			
TRANSPORTATION											
Approve/Deny	Department	Project or Equipment	Quantity	Per Item Cost	Amount Proposed	Building / Department	Priority	Year Acquired Age of Current Item	Expend Funds Prior to July 1?	Rationale	Item #
A	Transportation	Expedition Max (new) will have to be ordered - 1 mid-sized SUV (Explorer/Traverse, etc...)	1.00	\$60,000.00	\$60,000.00	Transportation	1		NO	Replace the van we would like to move to maintenance. Move 10 passenger van to Maintenance	2027-013
A	Transportation	Pinchweld vehicle Lift	1.00	\$7,000.00	\$7,000.00	Transportation	1		NO	Will make servicing vehicles a lot easier since the mechanic is doing all the district vehicles.	2027-014
A	Transportation	2 - MPV made by Bluebird. 14 passenger plus driver. All Wheel Drive \$120,000 Each Est. (Purchase Used?)	1.00	\$120,000.00	\$120,000.00	Transportation	2		NO	This a White school bus that would not require a CDL so Coaches could drive their smaller teams. It has to be smaller than 15 passenger for a non CDL These vehicles would replace several contracted bus routes that we are currently paying for at \$1,000 per event. Here is the history of our vehicle fleet usage .	2027-015
D	Transportation	2 X Ford Escape (New) in stock \$37,000 Each Est.	2.00	\$37,000.00	\$74,000.00	Transportation	2		N/A	Add a good all wheel drive staff vehicle to our fleet so we are not always using the suburbans for one person. These a nice to have item not a priority at this point. We discussed this at the January 20, 2026 ELT meeting.	
D	Transportation	Finish the new conference room add heat and AC to new conference room, finish the walls, add drop ceiling, lights, add a service window to current office so people can see where they need to go to in order to get help, and Flooring throughout all of the transportation building. Add a smart board or 75 inch big screen TV to this room for training.	1.00	\$25,000.00	\$25,000.00	Maintenance	2	unknown - age of building I am guess from the way it looks	N/A	Need to complete this room to make it a welcoming place. A place that people would be proud to work in. Replace the flooring all throughout transportation building. It is in horrible condition. Jace thought it would have a \$25,000 price tag There is not actual quote for this though.	
D	Transportation	School bus	1.00	\$160,000.00	\$160,000.00	Transportation	3	2008	N/A	We have two buses that qualified for the State DERA program	
D	Transportation	School bus	1.00	\$160,000.00	\$160,000.00	Transportation	3	2008	N/A	We have two buses that qualified for the State DERA program	
TOTAL											
					\$606,000.00						

Capital Outlay Proposals 2026-27

TECHNOLOGY Inventory

Capital Outlay Proposals 2026-27							1	Required / Top Priority		Please provide a brief description of why the purchase is needed, how it will be implemented and/or implications of it not being funded this year.	
							2	Needed / Yearly Allocation			
							3	If Extra Funds / Future Purchase			
Approve/Deny	Department	Project or Equipment	Quantity	Per Item Cost	Amount Proposed	Building / Department	Priority	Year Acquired Age of Current Item	Expend Funds Prior to July 1?	Rationale	Item #
A	Tech	New student devices (ACER)	800.00	\$500.00	\$400,000.00	HS juniors and sophomores	1	2018/2019	NO	ESTIMATED COST: Will discuss new rotation plan during meeting.	2027-016
A	Tech	Key card access from all playground doors 6 total	6.00	\$5,280.00	\$31,680.00	MS	1		NO	Quote received from Convergent for 6 playground doors. This is a safety / security issue.	2027-017
A	Tech	Apple iPad 10, WiFi, 128 GB (plus cases)	250.00	\$365.00	\$91,250.00		1		NO	These replace iPad 6's which are EOL. The 6's are no longer receiving critical software or security updates and are EOL.	2027-018
A	Tech	Desk UPS units	25.00	\$299.00	\$7,475.00	Various	1		NO	QUOTE RECEIVED: All of our desk UPS units are extremely old (pre 2020) and need replaced. Many do not work at all. (Secretaries, admins, libraries, few switch stacks)	2027-019
A	Tech	HP 860 G11(?) - Staff	95.00	\$1,175.00	\$111,625.00	BC / FC	1		NO	ESTIMATED COST. Replaced EOL devices at BC and FC (including sub computers (6 on each side)), keeping our staff building rotation cycle.	2027-020
A	Tech	Docking station	75.00	\$170.00	\$12,750.00	BC / FC	1		NO	QUOTE RECEIVED (CDW): Replaces obsolete docking stations for staff devices above.	2027-021
A	Tech	Mitel 6910 Phone - DMS	65.00	\$160.00	\$10,400.00	MS	1		NO	POSSIBLE EXPENSE.	2027-022
A	Tech	Connect1- Charging station w/chargers	8.00	\$865.00	\$6,920.00	MS	1	N/A	NO	We have several carts in classrooms with only 10 devices in them. These carts can be better utilized and these 10-slot charging stations will allow us that flexibility.	2027-023
A	Tech	Cisco Meraki Access Points - ERATE	72.00	\$1,700.00	\$122,400.00	District	2		YES	ESTIMATED COST: Year one of E-Rate AP replacement. 143 APs will be EOL in the next year. Will get 70% refund to make total \$36,720.	2027-024
A	Tech	Switch Closet re-organizations - ERATE	6.00	\$2,000.00	\$12,000.00	HS	2		YES	ESTIMATED COST: Year one of E-Rate switch closet re-org project. 70% discount makes this \$3,600	2027-025
A	Tech	Weight Room camera	1.00	\$2,865.00	\$2,865.00	HS weight room	2		NO	Quote received from Convergent. This is a request from HS admin for safety / security in the weight room.	2027-026
A	Tech	Camera in tech ed rooms for safety (One in each tech ed room)	2.00	\$2,865.00	\$5,730.00	MS TECH ED	2		NO	Quote received from Convergent. This is a request from the HS admins for safety / security in these rooms.	2027-027
A	Tech	HS weight room key card access	1.00	\$5,335.00	\$5,335.00	HS weight room	2		NO	Staff need access to this for wellness, coaching, and classroom needs. Quote received from Convergent.	2027-028
A	Tech	Camera in refocus room	1.00	\$2,865.00	\$2,865.00	FC	2		NO	Quote received from Convergent. Camera was removed during construction at FC, and one needs to be in this room.	2027-029
A	Tech	iPads for High School Weight Room (w/ cases)	5.00	\$380.00	\$1,900.00	HS weight room	2		YES	Requested by HS coaches for weight training apps. Approve/deny contingent upon having a plan (mounting, etc)	2027-030
D	Tech	Upgrades on cameras? What is the rotation schedule?	1.00	\$40,000.00	\$40,000.00	Elementary Buildings	2		N/A	80% of current cameras are out-of-date	
D	Tech	iPads for Math 8th grade to work on curriculum material (10x ipads with cases)	10.00	\$365.00	\$3,650.00	MS Math	3		N/A	Delta Math	
	Tech										
TOTAL											
LEASING DISCUSSION DOC											

Capital Outlay Proposals 2026-27

Capital Outlay Proposals 2026-27							1	Required / Top Priority	Please provide a brief description of why the purchase is needed, how it will be implemented and/or implications of it not being funded this year.		
							2	Needed / Yearly Allocation			
							3	If Extra Funds / Future Purchase			
BUILDINGS & GROUNDS											
Approve/Deny	Department	Project or Equipment	Quantity	Per Item Cost	Amount Proposed	Building / Department	Priority	Year Acquired Age of Current Item	Expend Funds Prior to July 1?	Rationale	Item #
A	DMS	Middle School Roof Design	1.00	\$85,000.00	\$85,000.00	DMS	1		NO	This project was included as a priority to design this year. This is the design price the roof will cost \$1.7 million. The goal of this cost would be to get the entire roof at one time line with the addition. This will align the entire middle school roof.	2027-031
A	District	Finalize District Roof Assessment and Prepare TBD Roof Bid Package	1.00	\$40,000.00	\$40,000.00	DISTRICT	1		NO	\$10,000 to finalize district roof assessment and \$30,000 roof design (\$500,000 x .06 Design Fee) Create a assessment of all roof status in the district.	2027-032
A	District	Stadium Roof	1.00	\$10,000.00	\$10,000.00	DISTRICT	1		YES	Caulk - Phase I BH roofing	2027-033
A	DHS	New Roofing	1.00	\$490,000.00	\$490,000.00	DHS	1		YES	This roof along with the rest of the DHS ones below have been identified as our most critical in the district from Black Hills roofing. Aux gym \$157,574, Main office \$44,522, Music Room \$98,161, Theater \$81,316, NTE \$48,114 Eualis fee \$30,000 + design work estimated at \$30,000 total \$490,000. Building plan	2027-034
A	FC	Classroom Remodel (5 classrooms - KG @ FC)	5.00	\$50,000.00	\$250,000.00	FC	1		YES	We need to decide what building the remodels will take place in for the 26-27 school year. We are recommending 5 KG rooms at Francis Case this year. Approx. 30,000 remodel/20,000 furniture K-1 Quote 2-3 Quote Kindergarten Furniture.	2027-035
A	BC	BC Boiler Upgrade -Design	1.00	\$62,000.00	\$62,000.00	BC	1		NO	Fall 2026 design - Spring 2027 bid - June 1 2027 project	2027-036
A	DHS	HS Aux Gym Floor	1.00	\$156,000.00	\$156,000.00	DHS	1		YES	We have notified the floor installers - They plan to install wood floors during the 2026 summer. The thing to consider is if we want a wood floor in this space (we will have to purchase floor covering for events. Chad is sending samples for taraflex flooring. Innovative Quote	2027-037
A	DHS	Stadium - Sound System/trouble-shooting	1.00	\$100,000.00	\$100,000.00	DHS	1		YES	This is an estimate - Will need to contact the company that did the work in the theater. Jared will talk to West Plains for an estimate. First week of March will get inspected.	2027-038
A	HS/MS	MS/HS Gym Floor Cover	1.00	\$28,275.00	\$28,275.00	DHS	1		YES	We will use the floor covers to protect the gym floors at the middle and high school. We will purchase one set of covering to be stored at the warehouse and moved to the gym that needs protected when necessary. Innovative Quote This dollar amount will also include a needed ramp for transporting the gym floor coverings from building to building.	Already Approved
A	MS	White Boards	48.00	\$550.00	\$26,400.00	DMS	1		NO	White Boards Currently have 24 4'x20' Chalk boards that require replacement in MS. These have been a work order to be reskinned since 2024	2027-039
A	District	Vacuums	5.00	\$760.00	\$3,800.00	DISTRICT	1		NO	Old ones in use. Parts hard to find. Hunter will research current age and need for how many vacuums. These were on the list for FY25 and moved to priority 2 - Moved these forward Vacuums	2027-040
A	DHS	Range Hoods for FACS Class	4.00	\$25,000.00	\$100,000.00	DHS	1		NO	Immediate Need according to Jared	2027-041
A	DHS	Bleachers for HS Aux Gym	1.00	\$85,490.00	\$85,490.00	DHS	2		YES	If we are updating the gym floor, would this be a good time to also replace the bleachers? Hunter is getting a quote. Aux Gym Bleachers	2027-042
A	DHS CTE/SPED	A library wall or walls (Hunter working to gather an accurate quote for next steps)	1.00	\$50,000.00	\$50,000.00	DHS	2		YES	Our library is a large unused space. We currently have a freshmen sped teacher on the lab side. Building a wall or having a closed classroom and office would greatly impact immediate and future CTE and SPED classrooms and space. One teacher at a minimum needs to be in there in 26/27.	2027-043
D	District	District Radios (purchase if receive FEMA grant)	1.00	\$76,800.00	\$76,800.00	DISTRICT	2		NO	Sandy is sending a dollar amount for a grant request. Grant through homeland security. These were on the list for FY25 and moved to priority 2 - Moved these forward. This is the dollar amount we used last year.	
Items from this line and below are brought forward from the FY 26 CO proposals.											
D	DHS	Replace cast iron sewer in tunnel - completing FY26 through GF	1.00	\$14,760.00	\$14,760.00	DHS	2		N/A	Cast Iron Sewer line needs upgraded to PVC pipe and fittings to prevent further leaks. From the CTE classrooms. This is a general fund expense. The work will be done spring break of 2026 - general fund	
D	BC	Carpet upgrade BC Office	1.00	\$10,000.00	\$10,000.00	BC	2		N/A		
D	BC	BC Boiler Upgrade	1.00	\$875,000.00	\$875,000.00	BC	2	20 + yrs	N/A	Budget pricing for 27-28. January 2027 bid - Construction begins June 1 2027 Continue with the upgrades throughout the district (Boiler \$450,000 - Boiler Control \$350,000 - Control Dampers/Reheat Coil Upgrade \$75,000 Total = \$875,000) Coop Information	
D	District	Practice Field Sprinkler	1.00	\$30,000.00	\$30,000.00	DISTRICT	2		N/A	Improving the facility - follow up with Doug Curry. This was on the list for FY 25 and moved to priority 2 - Moved these forward. This is the dollar amount we used last year.	
D	DMS	Window tint in the DMS lunchroom	1.00	\$1,500.00	\$1,500.00	DMS	2		N/A		
D	DHS	Carpet Upgrade Library HS	1.00	\$20,000.00	\$20,000.00	DHS	2	25+ Yrs	N/A	Damaged worn	
D	DMS	Bridge Repair (2) to the Middle School	1.00	\$7,000.00	\$7,000.00	DMS	2		N/A	Student Safety	
D	FC	Blinds FC (half cost)	1.00	\$4,000.00	\$4,000.00	CAR	2		N/A		

Capital Outlay Proposals 2026-27

							1	Required / Top Priority	Please provide a brief description of why the purchase is needed, how it will be implemented and/or implications of it not being funded this year.		Item #
							2	Needed / Yearly Allocation			
BUILDINGS & GROUNDS							3	If Extra Funds / Future Purchase			
Approve/Deny	Department	Project or Equipment	Quantity	Per Item Cost	Amount Proposed	Building / Department	Priority	Year Acquired Age of Current Item	Expend Funds Prior to July 1?	Rationale	Item #
<input type="radio"/>		Carrousel Roof Replacement	1.00	\$500,000.00	\$500,000.00	CAR	2		N/A		
<input type="radio"/>		Window Tint BC Gym	1.00	\$2,100.00	\$2,100.00	BC	2		N/A	General Fund	
<input type="radio"/>		Window Tint FC (1/2 now 1/2 next year) OR	1.00	\$18,000.00	\$18,000.00	CAR	2		N/A		
<input type="radio"/>		HS Bleachers	1.00	\$300,000.00	\$300,000.00	DHS	2	30 yrs old	N/A	\$270k for bleachers and installation; \$30k for disposal/removal (Equalis Group). After the repairs that were done in 24-25 we planned for this replacement to take place using the FY30 CO budget for replacement.	
<input type="radio"/>	CARR	Carrousel Boiler upgrade - Design	1.00	\$45,500.00	\$45,500.00	CAR	2		N/A	Verify options and potential cost of upgrade, depending on Facilities Master Plan	
<input type="radio"/>	FC	Replace Gym Floor FC	1.00	\$130,000.00	\$130,000.00	FC	2		N/A	This estimate is based on putting the same type floor in FC as we put in the HS aux gym.	
<input type="radio"/>	VES	Door control addition VES (sped area)	1.00	\$2,000.00	\$2,000.00	VAN	2		N/A	These were on the list for FY25 and moved to priority 3 - Moved these forward. This is the dollar amount we used last year.	
<input type="radio"/>		Upgrade heat in CO	1.00	\$0.00	\$0.00	CO	2		N/A		
<input type="radio"/>		HS Locker Room Remodel (Aux Gym)	1.00	\$0.00	\$0.00	DHS	2		N/A		
<input type="radio"/>		FC Office door replacement	1.00	\$5,000.00	\$5,000.00	FC	2		N/A		
<input type="radio"/>		Storage Building Addition HS	1.00	\$0.00	\$0.00	DHS	2		N/A	More Information to come	
<input type="radio"/>		Storage Building Addition Warehouse	1.00	\$0.00	\$0.00	DISTRICT	2		N/A	More Information to come	
<input type="radio"/>		Repair playground FC/BC	1.00	\$0.00	\$0.00	FC	2		N/A	More Information to come	
<input type="radio"/>		Sound System (VES)	1.00	\$0.00	\$0.00	VAN	2		N/A	More Information to come	
<input type="radio"/>	BHD	Complete tie in to water tower	1.00	\$0.00	\$0.00	DISTRICT	3		N/A	Water tower has yet to be designated for irrigation. Will have to wait until that time to move forward with the project - Not possible at this time.	
<input type="radio"/>	SpEd	Bathroom/small group addition	1.00	\$180,000.00	\$180,000.00	BC	3		N/A	Jace talked with Jared and I believe that was the estimated design cost. There is no bathroom or sinks in the SpEd area. Sanitary issues with some of our highest need kids that may have changing needs	
<input type="radio"/>	DHS	Main office Design	1.00	\$0.00	\$0.00	DHS	3		N/A	The main office layout does not capitalize on space. The closet, working space, and size of administrative offices should be assessed by an architect. The design should value meetings spaces and working spaces for secretaries and teachers not admin offices.	
<input type="radio"/>	VES	Replace Tile In Bathrooms VES	1.00	\$17,000.00	\$17,000.00	VAN	3		N/A		
TOTAL					\$3,725,625.00						
Maintenance Capital Improvements											
These are the items that that we Jace, Kevin and I have been planning to focus on for the last year.											

Capital Outlay Proposals 2026-27							1	Required / Top Priority		Please provide a brief description of why the purchase is needed, how it will be implemented and/or implications of it not being funded this year.	
							2	Needed / Yearly Allocation			
							3	If Extra Funds / Future Purchase			
CURRICULUM											
Approve/Deny	Department	Project or Equipment	Quantity	Per Item Cost	Amount Proposed	Building / Department	Priority	Year Acquired Age of Current Item	Expend Funds Prior to July 1?	Rationale	Item #
<input checked="" type="radio"/>	Secondary	ELA 9, 10,11,12	1.00	\$150,000.00	\$150,000.00	HS	<input checked="" type="radio"/>	NEW	<input type="radio"/>	Time for adoption	2027-044
<input checked="" type="radio"/>	Elementary	Math Number Corner	1.00	\$45,000.00	\$45,000.00	FC/BC/VES	<input checked="" type="radio"/>	New	<input type="radio"/>	Foundational Skills kits are older than me :-) This would be an upgraded purchase with a new product.	2027-045
<input checked="" type="radio"/>	Secondary	Social Studies US History, Gov, World History and Geography	1.00	\$200,000.00	\$200,000.00	MS/HS	<input checked="" type="radio"/>	NEW	<input type="radio"/>	New State standards and need to be in compliance with the state	2027-046
<input checked="" type="radio"/>	Secondary	edgenuity	1.00	\$61,830.00	\$61,830.00	MS/HS	<input checked="" type="radio"/>		<input checked="" type="radio"/>	Need to renew, online school 3 yr renewal	2027-047
<input checked="" type="radio"/>	Secondary	NWEA 6-8 3 year subscription	1.00	\$30,000.00	\$30,000.00	MS	<input checked="" type="radio"/>		<input type="radio"/>		2027-048
<input type="radio"/>	Secondary	Khan Academy Intervention/ Learning Paths	1.00	\$7,000.00	\$7,000.00	MS	<input type="radio"/>		<input type="radio"/>	Intervention (it used to be MAPS) Stacey L Cowen this will need to be put in your building budget.	
<input type="radio"/>	Secondary	Science HS online subscriptions	1.00	\$50,000.00	\$50,000.00	HS	<input type="radio"/>		<input type="radio"/>	Do we need this as we are piloting curriculum?	
<input type="radio"/>	SPED	Curriculum for Academic Management/Life Skills MS/ HS	1.00	\$0.00	\$0.00	MS/HS	<input type="radio"/>		<input type="radio"/>	We have purchase several Life Skills Curriculums and can add more people.	
<input type="radio"/>	SPED	Curriculum for Math and ELA for the MS	1.00	\$0.00	\$0.00	MS/HS	<input type="radio"/>		<input type="radio"/>	We have Let's Go Learn for grade level content, and are looking at something from McGraw-Hill for MS/HS but doesn't need to be on COF	
		TOTAL			\$543,830.00						

Capital Outlay Proposals 2026-27							1	Required / Top Priority		Please provide a brief description of why the purchase is needed, how it will be implemented and/or implications of it not being funded this year.	
							2	Needed / Yearly Allocation			
							3	If Extra Funds / Future Purchase			
LIBRARY											
Approve/ Deny	Department	Project or Equipment	Quantity	Per Item Cost	Amount Proposed	Building / Department	Priority	Year Acquired Age of Current Item	Expend Funds Prior to July 1?	Rationale	Item #
<input checked="" type="radio"/>	BC	Replenish Library books and materials	1.00	\$5,000.00	\$5,000.00		2		NO	Yearly Allocation	2027-049
<input checked="" type="radio"/>	FC	Replenish Library books and materials	1.00	\$5,000.00	\$5,000.00		2		NO	Yearly Allocation	2027-049
<input checked="" type="radio"/>	VES	Replenish Library books and materials	1.00	\$5,000.00	\$5,000.00		2		NO	Yearly Allocation	2027-049
<input checked="" type="radio"/>	MS	Replenish Library books and materials	1.00	\$5,000.00	\$5,000.00		2		NO	Yearly Allocation	2027-049
<input checked="" type="radio"/>	HS	Replenish Library books and materials	1.00	\$5,000.00	\$5,000.00		2		NO	Yearly Allocation	2027-049
		TOTAL			\$25,000.00						

Capital Outlay Proposals 2026-27							1	Required / Top Priority		Please provide a brief description of why the purchase is needed, how it will be implemented and/or implications of it not being funded this year.	
							2	Needed / Yearly Allocation			
							3	If Extra Funds / Future Purchase			
SPECIAL EDUCATION											
Approve/ Deny	Department	Project or Equipment	Quantity	Per Item Cost	Amount Proposed	Building / Department	Priority	Year Acquired Age of Current Item	Expend Funds Prior to July 1?	Rationale	Item #
<input checked="" type="radio"/>	Family Services/Birth to 3	Suburban or other larger SUV (4WD, 3 rows of seats)	1.00	\$70,000.00	\$70,000.00	Carrousel	<input checked="" type="radio"/>		<input type="radio"/> NO	Both the Family Services Workers provide transportation regularly to students. Our B-3 Team has been being reimbursed for mileage, and using their own vehicles since before I got here so should have access to a district vehicle (not sure if just one vehicle will cut it but willing to try!)	2027-050
							<input type="radio"/>		<input type="radio"/>		
					TOTAL						

Capital Outlay Proposals 2026-27							1	Required / Top Priority		Please provide a brief description of why the purchase is needed, how it will be implemented and/or implications of it not being funded this year.	
							2	Needed / Yearly Allocation			
							3	If Extra Funds / Future Purchase			
DMS ACTIVITIES											
Approve/ Deny	Department	Project or Equipment	Quantity	Per Item Cost	Amount Proposed	Building / Department	Priority	Year Acquired Age of Current Item	Expend Funds Prior to July 1?	Rationale	Item #
A	Football	Football Helmet Reconditioning	25.00	\$120.00	\$3,000.00	MS Activities	1	Yearly	NO	27 helmets sent in for yearly reconditioning for safety.	2027-051
A	All Activities	Ice machine	1.00	\$1,500.00	\$1,500.00	Buildings and Grounds	1	25+ years old	NO	Repurposed several years ago from HS stadium, stopped working several times throughout the year. Need the ice machine for safety of athletes during practices/games.	2027-052
A	Basketball	Uniforms (boys: 7-8th grade)	1.00	\$8,800.00	\$8,800.00	MS Activities	2	7 years	NO	Rotation of jerseys due to wear and tear/longevity	2027-053
A	Cross Country	Uniforms (girls and boys, 6-8th grade)	1.00	\$3,850.00	\$3,850.00	MS Activities	2	7 years	NO	Rotation of jerseys due to wear and tear/longevity	2027-054
D	Track	Redoing the pit for long jump	1.00	\$0.00	\$0.00	Buildings and Grounds	2		N/A		
D	E-sports	Gravity Gaming Quark Desktop by ByteSpeed	1.00	\$18,895.00	\$18,895.00	MS Activities	3	Do not have at this time	N/A	As we have expanded the Esports program here at Douglas over the past several years, the equipment we have utilized has come to use due to grants and donations from the community. As a sanctioned activity for 7-12th grade students, we are in need of some equipment in order to match the new opportunities we have. We will continue to seek grants and donations as much as possible to supply the other equipment, but we are asking for the purchase of at least 9 Gaming PCs for the students to use. This will allow us to field a team for the largest game, currently a 6v6 title that requires 6 computers to compete in, as well as being able to have 1 team for our 3v3 titles. We would need 9 computers to be able to have those teams be able to practice and/or compete together at the same time. These PCs are able to be upgraded over time making them a long term investment in the growth and future of this program. Esports is expanding all over the world and the opportunity to earn scholarships as well as recognition is a real and tangible thing for students here at Douglas and this will allow us to compete fully in this phenomenal venture.	
D	Track	4-Lane Asphalt Track	1.00	\$0.00	\$0.00	Buildings and Grounds	3	1991	N/A	Currently a gravel track. Need to consider growth of HS/MS and practice facilities for all programs to practice.	
D	6-12 Athletics	MS Field Lighting	1.00	\$0.00	\$0.00	Buildings and Grounds	3	none	N/A	To have the ability to support more practice times for outside activities, MS Football, 7-12 Soccer, JV Football Games, Track etc.	
D	Gym/PE	Gym Equipment (quote dependent on purchasing items together for lower price) Includes: new curtain for splitting the gym, new backboards/hoops for all basketball hoops)	1.00	\$22,310.00	\$22,310.00	MS Activities	3	35 years old	N/A	<p>These capital improvements address aging, outdated gym equipment, and materials, allowing the district to proactively modernize facilities, improve functionality, and avoid future unplanned replacement costs.</p> <p>**Gymnasium Basketball Backboards Need & Justification: The existing basketball backboards are approximately 35 years old and are significantly outdated. While they are not currently an immediate safety concern, their age and condition indicate they are approaching the end of their usable life. Visible tape on the backboards reflects cosmetic deterioration and outdated materials, not structural integrity.</p> <p>*Reasoning: The backboards no longer meet modern athletic and facility standards. Their appearance reflects aging equipment and negatively impacts the overall presentation of the gym. Continued use of outdated equipment increases the likelihood of future failure and unplanned replacement. Replacement currently allows for proactive asset management rather than reactive, emergency spending. New backboards will support current physical education needs, athletic programs, and community use with equipment designed for today's standards.</p> <p>*Upgrading now is a fiscally responsible investment that extends service life and reduces future maintenance and replacement urgency.</p> <p>*Conclusion: Replacing the gym backboards is a necessary capital improvement to modernize the facility, improve functionality and appearance, and proactively plan for long-term equipment needs.</p> <p>**Gymnasium Center Curtain Need & Justification: The existing center divider curtain in the gymnasium is ripped, worn, and no longer in acceptable condition. Additionally, the curtain is the incorrect color, which detracts from the appearance and professional presentation of the facility.</p> <p>*Reasoning: Rips and deterioration reduce the curtain's effectiveness as a functional divider. The condition of the curtain limits efficient scheduling and simultaneous gym use. The incorrect color and visible damage negatively impact school pride and community perception during events. Replacement will restore full functionality, improve appearance, and align the gym with school colors and standards. A new curtain will provide a durable, long-term solution and reduce ongoing repairs.</p> <p>*Conclusion: Replacing the center curtain is necessary to restore full functionality, maintain a professional facility, and support daily physical education and extracurricular activities.</p>	
TOTAL											
					\$58,355.00						

Capital Outlay Proposals 2026-27							1	Required / Top Priority		Please provide a brief description of why the purchase is needed, how it will be implemented and/or implications of it not being funded this year.	
							2	Needed / Yearly Allocation			
							3	If Extra Funds / Future Purchase			
Approve/ Deny	Department	Project or Equipment	Quantity	Per Item Cost	Amount Proposed	Building / Department	Priority	Year Acquired Age of Current Item	Expend Funds Prior to July 17	Rationale	Item #
A	Wrestling	OPC Testing Kit	1.00	\$5,300.00	\$5,300.00	HS Activities Office	1	N/A	NO	State regulations require annual testing of student-athletes to determine eligibility for participation throughout the season. Currently, the absence of an in-house testing kit necessitates multiple trips to other schools for testing. This process results in increased costs related to transportation and staffing, as well as lost instructional time for both students and staff due to reliance on the availability of host schools that possess the required equipment.	2027-055
A	Football	Helmet & Shoulder Pad Replacement	100.00	\$105.00	\$10,500.00	HS Activities Office	1	2016	NO	Annual replacement of helmets and shoulder pads that are discarded due to their 10-year life span being reached - yearly allocation	2027-056
A	HS Activities	Weight Room Equipment 4 Treadmills @ \$3,376.05 = \$13,504.20 3 Indoor Cycles @ \$1,121.17 = \$3,363.51 2 Rowers @ \$1,371.71 = \$2,743.42 Freight = \$1,250 2 Half-Racks @ \$2,237.16 = \$4,474.32 Various Weights/Dumbbells = \$5,044.18 5 Adjustable Bench @ \$743.53 = \$3,717.65 Freight = \$2,300 2 Sets of 5 Plyo Boxes @ \$1052.81 = \$2,105.62 Susp. Trainers/Resistance Bands = \$1,836.60	1.00	\$42,000.00	\$42,000.00	HS Activities Office	1	1980s & 1990s	YES	Quote #1 ; Quote #2 - Updated equipment is necessary to replace outdated machines, some of which date back to the 1980s, and to appropriately support district-wide changes to weight room use during the school day, in classrooms, and through summer programming. Additionally, increased participation has placed a greater demands on existing resources, requiring the acquisition of additional weights to accommodate current usage levels and anticipated growth in student participation. **Would require early capital outlay approval**	2027-057
A	Drama	Stage Curtains- Cyclorama (back curtain)	1.00	\$2,200.00	\$2,200.00	HS Activities Office	1	Unknown	NO	The Theatre Department requests funds to replace the white Cyclorama (Cyc) curtain located at the furthest upstage point of the theatre. The current asset has been in continuous service well beyond its expected useful life. Due to significant wear, visible tears, and degradation of fabric integrity, it is no longer suitable for safe performance use *may need to think about getting all curtains replaced over next few years* (approx. \$21,000+ for all) Curtain is not up to fire code and has holes.	2027-058
D	HS Activities	Rubber Flooring Weight Floor *Innovative can do it for \$76,000 and includes tearing out the old flooring as well	1.00	\$76,000.00	\$76,000.00	HS Activities Office	1	N/A	N/A	The weight room floor currently lacks adequate protective covering to support proper annual maintenance. Due to the nature of weight room activities and the heavy equipment in use, the floor is subject to increased wear and deterioration. Photographs documenting the current condition of the floor are available in the DHS Weight Room Photos Folder . *This may be a buildings/grounds request* <i>Innovative is also getting us a quote to compare*</i>	
D	Drama	Theater Seating	1.00	\$110,000.00	\$110,000.00	HS Activities Office	1	1990s	N/A	This request outlines the critical need to replace the auditorium seating. The current units are original to the facility and have never been replaced. Due to structural fatigue, a significant percentage of seats are mechanically compromised. Furthermore, the existing design includes integrated "tablet arms" (desks) which create physical obstructions. The current seats feature fold-up tablet arms that are no longer functional or safe. *This may be a buildings/grounds request*	
A	Track & Field	Uniforms	1.00	\$12,000.00	\$12,000.00	HS Activities Office	2	2020	NO	5-year replacement cycle - Necessary to update colors to match branding update from 2024-25 school year	2027-059
A	Competitive Dance	Uniforms	1.00	\$8,940.00	\$8,940.00	HS Activities Office	2	Unknown	NO	5-year replacement cycle - Necessary to update colors to match branding update from 2024-25 school year	2027-060
A	Soccer	Soccer Goal w/Wheels	1.00	\$11,000.00	\$11,000.00	HS Activities	2	unknown	NO	Replacing the current system with new, turf-safe wheels would significantly improve safety and efficiency by allowing the goals to be moved by as few as one individual. This upgrade would reduce physical strain on staff, minimize the risk of injury, protect the playing surface, and extend the lifespan of the soccer goals by preventing damage caused by improper movement. https://www.anthem-sports.com/kwik-goal-8-x24-fusion-120-soccer-goal-w-wheels-each.html We are having to pull kids out of class to help to move the net. With this net, we could have staff move it easily.	2027-061
A	Football	Turf Safe 5-Person Sled (old sled to go to Middle School)	1.00	\$6,800.00	\$6,800.00	HS Activities	2	Current one not turf safe	N/A	Investing in a turf-safe five-man sled supports athlete development, safety, facility preservation, and the continued growth and competitiveness of the football program	2027-062
D	Football	10x20 Mobility Chute	1.00	\$2,800.00	\$2,800.00	HS Activities	3	N/A	N/A	The football program requires a new 10x20 turf-safe mobility chute to support safe, effective skill development and modern training practices. Mobility chutes are essential for teaching proper pad level, body control, leverage, and movement mechanics—fundamental skills that directly impact player performance and injury prevention.	
D	Golf	6 - three wheel push carts	6.00	\$185.00	\$1,110.00	HS Activities Office	3	N/A	N/A	Providing push carts would directly support the six student-athletes participating in competition while also helping to reduce financial burdens on families who may be unable to supply essential equipment. This investment would enhance the overall competitive experience by ensuring all participants have access to fundamental resources necessary for effective and equitable competition.	

Capital Outlay Proposals 2026-27							1	Required / Top Priority		Please provide a brief description of why the purchase is needed, how it will be implemented and/or implications of it not being funded this year.	
							2	Needed / Yearly Allocation			
DHS ACTIVITIES							3	If Extra Funds / Future Purchase			
Approve/ Deny	Department	Project or Equipment	Quantity	Per Item Cost	Amount Proposed	Building / Department	Priority	Year Acquired Age of Current Item	Expend Funds Prior to July 1?	Rationale	Item #
	Golf	3 Redtiger Ranger finders; 3 bushnell handheld rangefinders	6.00	\$185.00	\$1,110.00	HS Activities Office		N/A	N/A	Technological advancements in golf have enabled competitors to enhance their performance by utilizing equipment that provides more accurate data, insights, and analysis to inform preparation and in-competition decision-making.	
	HS Activities	Mascot	1.00	\$8,000.00	\$8,000.00	HS Activities Office		unknown	N/A	A new mascot would also strengthen community engagement by serving as a recognizable ambassador for the school at community events, youth programs, and outreach activities. This increased presence helps foster connections between students, families, alumni, and local stakeholders, reinforcing a shared sense of identity and pride in the school. Necessary to update colors to match branding update from 2024-25 school year	
	Activities Office	Table Cloths & Back Drop	1.00	\$2,500.00	\$2,500.00	HS Activities Office		2018	N/A	Necessary to update colors and logos to match branding update from 2024-25 school year	
	Volleyball	Nets, pads, and pole system	1.00	\$6,800.00	\$6,800.00	HS Activities		1991	N/A	Upgraded 1 game system to carbon system (lighter) 2 years ago; this set would give the main gym 2 up to date, lighter to be used for practices and our annual tournament; Would allow for old metal set (heavier) to be utilized strictly by PE if desired; customizations would not be added as with game set from 2 years ago.	
	Soccer	Back Drop Net System	1.00	\$8,000.00	\$8,000.00	HS Activities		N/A	N/A	I highly recommend purchasing the Kwik Goal 7B101 Drop Net system to enhance both safety and efficiency at Douglas High School soccer field. This backstop system is perfect for preventing soccer balls from crossing the track and causing unnecessary wear, which can lead to costly track repairs over time. The durable, weather-treated 3mm black net with a 4" mesh will not only keep balls from rolling off the field but also reduce interruptions during practice sessions. With its easy-to-handle hoist system, coaches and players can quickly set it up and adjust as needed, allowing for more uninterrupted practice time and fewer delays spent retrieving stray balls. The four sturdy 4" O.D. aluminum poles, coated with black powder paint, ensure long-lasting durability. Designed in collaboration with the U.S. Soccer Foundation, this system is built to withstand the elements and provide years of reliable use, making it a great long-term investment for the school's athletic program. "Buildings and Grounds" - https://www.anthem-sports.com/kwik-goal-20-hx65-l-soccer-backstop-netting-system-7b101-1.html	
	Competitive Cheer	Stunt Stands	1.00	\$1,150.00	\$1,150.00	HS Activities		N/A	N/A	Training tools to allow for safer practicing of skills related to overhead positional skills - girls who are held up can practice closer to the ground to improve skills and in a safer setting	
	Competitive Cheer	Tumbling Mat Bundle w/video guide	1.00	\$3,100.00	\$3,100.00	HS Activities		N/A	N/A	Training tool to allow for skill specific practice relating to tumbling and/or flying	
	Competitive Cheer	Stunt Double Delux	1.00	\$1,200.00	\$1,200.00	HS Activities		N/A	N/A	Training tool to help develop base position skill and overhead strength for athletes hold/tossing other athletes	
	Football	Team Equipment Bag	1.00	\$2,500.00	\$2,500.00	HS Activities		N/A	N/A	The football program requires a new team equipment bag to support efficient organization, transportation, and protection of essential practice and game-day equipment. A dedicated team bag allows for proper storage and transport of gear, reducing the risk of loss, damage, and unnecessary wear caused by improper handling or storage.	
TOTAL											
					\$323,010.00						

Capital Outlay Proposals 2026-27

1	Required / Top Priority	Please provide a brief description of why the purchase is needed, how it will be implemented and/or implications of it not being funded this year.
2	Needed / Yearly Allocation	
3	If Extra Funds / Future Purchase	

ANNUAL PRINTING REQUESTS											
Approve/ Deny	Department	Project or Equipment	Quantity	Per Item Cost	Amount Proposed	Building / Department	Priority	Year Acquired Age of Current Item	Expend Funds Prior to July 1?	Rationale	Item #
<input checked="" type="radio"/>	BC	Yearly Printing Allocation			\$13,500.00		<input checked="" type="radio"/>		<input type="radio"/>	Yearly Allocation	2027-063 21-1111-012-000-360
<input checked="" type="radio"/>	FC	Yearly Printing Allocation			\$13,500.00		<input checked="" type="radio"/>		<input type="radio"/>	Yearly Allocation	2027-063 21-1111-013-000-360
<input checked="" type="radio"/>	VES	Yearly Printing Allocation			\$13,500.00		<input checked="" type="radio"/>		<input type="radio"/>	Yearly Allocation	2027-063 21-1111-014-000-360
<input checked="" type="radio"/>	DMS	Yearly Printing Allocation			\$20,000.00		<input checked="" type="radio"/>		<input type="radio"/>	Yearly Allocation	2027-063 21-1121-020-000-360
<input checked="" type="radio"/>	DHS	Yearly Printing Allocation			\$20,000.00		<input checked="" type="radio"/>		<input type="radio"/>	Yearly Allocation	2027-063 21-1131-030-000-360
<input checked="" type="radio"/>	SPEL	Yearly Printing Allocation			4,000.00		<input checked="" type="radio"/>		<input type="radio"/>	Yearly Allocation	2027-063 21-1221-000-000-360
<input checked="" type="radio"/>	TECH	Yearly Printing Allocation			1,500.00		<input checked="" type="radio"/>		<input type="radio"/>	Yearly Allocation	2027-063 21-2227-032-000-360
<input checked="" type="radio"/>	CO	Yearly Printing Allocation			7,000.00		<input checked="" type="radio"/>		<input type="radio"/>	Yearly Allocation	2027-063 21-2521-004-000-360
<input checked="" type="radio"/>	B&G	Yearly Printing Allocation			13,000.00		<input checked="" type="radio"/>		<input type="radio"/>	Yearly Allocation	2027-063 21-2549-000-000-360
<input checked="" type="radio"/>	TRANS	Yearly Printing Allocation			1,500.00		<input checked="" type="radio"/>		<input type="radio"/>	Yearly Allocation	2027-063 21-2554-050-000-360
<input checked="" type="radio"/>	FS	Yearly Printing Allocation			1,500.00		<input checked="" type="radio"/>		<input type="radio"/>	Yearly Allocation	2027-063 21-2562-070-000-360
<input type="radio"/>							<input type="radio"/>		<input type="radio"/>		
<input type="radio"/>							<input type="radio"/>		<input type="radio"/>		
<input type="radio"/>							<input type="radio"/>		<input type="radio"/>		
<input type="radio"/>							<input type="radio"/>		<input type="radio"/>		
<input type="radio"/>							<input type="radio"/>		<input type="radio"/>		
<input type="radio"/>							<input type="radio"/>		<input type="radio"/>		
TOTAL											
					\$109,000.00						

SECTION	G	TITLE	PERSONNEL	FILE	GCB - R(1)
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NATIONAL BOARD CERTIFIED TEACHERS

The Board of Education recognizes the value of National Board Certification (NBC) as a mark of accomplished teaching and its positive impact on student learning. This policy establishes the District's commitment to acknowledge and support the South Dakota Department of Education (SDDOE) terms and conditions related to National Board Certified Teachers and extends that recognition beyond the initial five-year period.

The Board of Education authorizes the District to recognize and acknowledge the SDDOE terms and conditions for National Board Certified Teachers and to extend the District's financial participation for a total recognition period of ten (10) years from the teacher's initial National Board Certification date, subject to annual state funding and eligibility requirements.

Financial Recognition and Duration

1. Initial Five-Year Period

- The District shall comply with the SDDOE terms and conditions for National Board certification, including the initial five-year financial commitment.
- During this period, eligible teachers may receive:
 - \$1,000 per year from the State of South Dakota, and
 - \$1,000 per year from the District,
for a combined total of \$2,000 per year, subject to eligibility and funding.

2. Extended Five-Year Period (Years 6–10)

- The District extends recognition of National Board Certification for an additional five (5) years beyond the initial obligation period.
- During years six (6) through ten (10), eligible teachers may continue to receive:
 - \$1,000 per year from the State of South Dakota, and
 - \$1,000 per year from the District,
for a combined total of \$2,000 per year, subject to continued eligibility and available state funding.

3. Total Commitment

- The maximum duration of combined state and district financial recognition under this policy shall not exceed ten (10) total years per teacher.
- The total maximum incentive available under this policy is \$20,000 over the ten-year period.

Payment Schedule and Eligibility

- The annual National Board Certification incentive payment shall be issued in one lump sum on or about June 21, coinciding with the close of the District's fiscal year.
- Payment is contingent upon the employee completing the full contracted school year with the District for which the incentive is earned.
- Employees who do not complete the contracted school year for any reason shall not be eligible to receive the National Board Certification incentive payment for that year.

Limitation of Obligation

- Upon completion of the ten (10) year recognition period, no further financial commitment or obligation is expected or required from either the District or the teacher.
- This policy does not create an expectation, entitlement, or obligation for:
 - Financial incentives beyond the ten-year period, or
 - Continued employment, assignment, or retention beyond standard contractual terms.

Administration

- The Superintendent or designee shall establish administrative procedures to ensure compliance with this policy, including verification of National Board Certification status and alignment with SDDOE requirements.
- Payments under this policy are contingent upon:
 - Teacher eligibility under state rules,
 - Annual appropriation of state funds, and
 - Approval through the District's annual budget process.

Non-Precedent Clause

This policy applies only to National Board Certification recognition as described herein and shall not be construed to establish precedent for other incentives, stipends, or extended financial commitments unless separately approved by the Board.

REFERENCES

State Reference:

Federal Reference:

Adoption History

New Policy

First Reading			
Approved			
First Reading-Revision			
Approved			

Edgenuity – Online/Hybrid Learning Agreement

THIS SECTION FOR DISTRICT USE ONLY

Application received by: _____ Date: _____

Interview Scheduled: Date: _____ Time: _____

Approved <input type="checkbox"/>	Denied <input type="checkbox"/>	Date
<input type="checkbox"/> If student is on an IEP, IEP team has met & determined that online learning is in student’s best interest, and IEP has/will be modified.		
Interview Notes:		
Principal Name:	Signature	Date
Superintendent/Designee Name:	Signature	Date

School Personnel: Upon approval, complete the following process: Completion Date

Verify current enrollment in Infinite Campus	Counseling Secretary		
Add enrollment code in Infinite Campus <i>(Student Continues. Comment: Enrolled Edgenuity)</i>	Counseling Secretary		
Add to Virtual High School Class Roster	Counseling Secretary		
Complete Class Schedule	Counselor		
Add Attendance Code - Absent Exempt	Counseling Secretary		
Add IC Flag: Online Classes	Counseling Secretary		

Copy to: Student/Parent Student File Counseling Office

Transition Notes (in the event the student returns to in-person learning):



Douglas School District Online Learning Agreement

Parent/Guardian: Complete this page and take it to the district office to indicate your desire for the student listed below to participate in the Online Learning Program.

Enrollment must be approved by the District Administrator.

	School Year:		
Student First Name:		Student Last Name:	
Date of Birth:		Grade Level:	IEP/504: <small>If applicable</small>
Parent/Guardian Name:		Relationship:	
Parent/Guardian Email:			
Full Mailing Address:			
Parent Phone:		Student Phone:	

PARENTS: Please review and indicate Yes or No

	I have a computer* and high-speed internet access. <i>*Tablets and phones are not sufficiently compatible for online learning.</i>
	I will be a learning coach for my child and understand that ACTIVE PARTICIPATION IS REQUIRED by me, the parent or guardian.
	I will oversee and routinely check my child's progress and will communicate with the online teacher.
	I understand that a lack of adequate progress can result in my child being removed from the online program, and my child will have to return to school or complete a learning action plan.
	I understand that the online learning uses a third-party curriculum and does not have a way to modify lessons.

STUDENT: Please review and indicate you understand the statement.

	I understand that the online platform is a virtual school opportunity and that DAILY completion of lessons is expected.
	I understand that a lack of adequate progress can result in my being removed from the program
	I understand that I must report to my designated school for state-required testing.
	I understand that plagiarizing, using AI, and cheating on assignments will not be tolerated and may lead to removal from the program.

The above information provided is true and accurate.

Signatures below indicate you are agreeing to the following terms and conditions:

Parent/Guardian's Name — Printed	Parent/Guardian's Signature	Date
Student's Name — Printed	Student's Signature	Date

Please justify the student's participation in online learning (continue on another sheet, as needed):
