

**SIOUX FALLS SCHOOL BOARD**  
**Wednesday, June 3, 2026 4:00 PM**

**Carly Reiter**  
**President**

**Instructional Planning Center**  
**201 East 38<sup>th</sup> Street, Sioux Falls**

**Cory Clasemann**  
**Southeast Tech President**

This agenda may also be viewed on the District and Southeast Tech's website: [www.sf.k12.sd.us](http://www.sf.k12.sd.us) and [www.southeasttech.edu](http://www.southeasttech.edu)

## **AGENDA**

- I. Call to Order
- II. Pledge of Allegiance
- III. Approval of Minutes Held on May 6, 2026
- IV. Persons Wishing to Address the School Board on Non-Agenda Items
- V. Persons Wishing to Address the School Board on Agenda Items
- VI. Approval of Agenda
- VII. Conflicts of Interest
- VIII. Approval of Consent Agenda
  - A. Authorizations and Ratifications — UPDATED 6/2/2026
    1. Approval/Ratification of Purchase Orders
    2. Amendment of Previous School Board Action
    3. Disposal of School District Property
    4. Approval of Scholarship Awards
    5. Southeast Technical College Agreements – Vice President
    6. Southeast Technical College Agreements – President
    7. Grant Application Approval Authorization
    8. Regular Payments for Flow-through Funds
    9. Authorizing Continuance of Trust & Agency Accounts
    10. Designated Administration – Special Projects
    11. Adopting Policies
    12. Southeast Technical College – Building Rental Rates
    13. Charges Relating to Open Records Requests
    14. Establishment of 1st Wednesday of Each Month as Regular Meetings
    15. Salary Schedule for Adjunct, Instructor Hourly, Custodial Shift Differential
  - B. Approval of Consolidated Report of Trust and Agency Funds
  - C. Approval of Personnel Report
- IX. Reports of the President
  - A. Graduate Outcomes Report
  - B. Employee Survey
- X. Public Hearing on Fiscal Year 2027 Budget
- XI. Approval of FY27 Salary Schedules
- XII. Adjournment

SCHOOL BOARD MEETING

Wednesday, May 6, 2026

The School Board of the Sioux Falls School District 49-5 of Minnehaha County, South Dakota, was called into regular session, pursuant to due notice, on Wednesday, May 6, 2026, at 4:00 p.m. in the Instructional Planning Center, 201 East 38<sup>th</sup> Street, Sioux Falls, South Dakota, with the following members present: President Nan Kelly, Marc Murren, Gail Swenson, Dawn Marie Johnson, Elizabeth Duffy.

Action ST01019

A motion was made by Gail Swenson and seconded by Dawn Marie Johnson, five (5) votes “yes” on roll call **approving the minutes of meetings** held on April 1, 2026, and which were furnished to the Sioux Falls Argus leader for publication, in unapproved form, all in accordance with SDCL §13-8-35.

Action ST01020

A motion was made by Marc Murren and seconded by Dawn Marie Johnson, five (5) votes “yes” on roll call, approving the agenda as presented.

President Kelly asked about any conflicts of interest. None were brought forward.

Action ST01021

A motion was made by Dawn Marie Johnson and seconded by Gail Swenson, five (5) votes “yes” on roll call, **approving Item A through D on the consent agenda** as follows:

**A. Approval of Bid Award - Wells Fargo Homebuilding Lab Construction**

Acknowledging the administration’s report of the study of bids which were received on Tuesday, April 28, 2026 at 11AM CT, at Southeast Technical College Hub building and approving the bid of the lowest responsible bidder, as follows:

Southeast Technical College House Construction Lab Proposal to be awarded to VanBuskirk Construction Company for their lowest responsible base bid amount of \$3,275,000 with a possible classroom additional bid of \$1,500,000 with the total bid of \$4,775,000, which was \$286,220 lower than the next highest total bid received (MRF #ST742).

**B. Approving the Authorizations and Ratifications, as follows:**

**B.1. Approval of Contracts**

Authorizing the President to enter into and execute contracts, for and on behalf of the Southeast Technical College, as follows:

Item	Contract Number	Contractor	Project	Cost
a.	STC26-005	Concourse Syllabus	Academic syllabus software 5-year agreement.	\$28,400.00

**B.2. Approval of Purchase Orders**

Authorizing the Business Manager to issue Purchase Order(s) requiring additional approval of the School Board as follows:

Item	PO No.	Vendor	Description	Total Cost
a.	S2604892	OPTO International Inc	New Counters, Fixtures, and Fitting Room for Bookstore Operations	\$85,046.28
b.	S2605052	Riverside Technologies Inc.	Faculty Tablets - HP Flip 8 G2I 16GB (6) Faculty Refresh – HP 4 16 Inch G2A (40)	\$60,128.00

**B.3. Approval of Disposal of District Property**

Authorizing the disposal of surplus to sell at private sale, public auction, or sealed bids or to dispose of, in accordance with SDCL§6-13-1, as follows:

Item No.	Description	Location	Appraisers	Appraised Value	Property File No.
	Steel Ramp	STC	Erin Paradise Kevin Shotkoski Patricia Spicer	\$100	STC - 021

C. Approving the **Consolidated Report of Trust and Agency Funds** of May 6, 2026, and stating for the record that as of March 31, 2026, receipts total \$47,216,085.29 and disbursements total \$41,588,376.61 (MRF #ST743).

D. Accepting the **Southeast Tech Personnel Report**, as follows:

D1. **Resignations.** Accepting the resignation of School District Personnel as of the effective date indicated, the personnel having been previously employed by Board Action, as follows:

<u>Name</u>	<u>Location/Position</u>	<u>Effective Date</u>
<b>Employee, Full-Time, Hourly</b>		
Shaw, Andrew	Custodian	04-09-26
<b>Employee, Full-Time, Salaried</b>		
Oswald, Vicki	President's Office	04-03-26

**D2. Employment Recommendations**

<u>Name</u>	<u>Location/Position</u>	<u>Effective Date</u>	<u>Amount</u>
<b>Instructor, Adjunct, Hourly</b>			
Gile, Natalya	Nursing & Health	05-04-26	\$46.00
Odland, Kristin	Nursing & Health	05-04-26	\$46.00
<b>Student Help, Part-Time, Hourly</b>			
Zenobi, Edward	Engineering	04-13-26	\$20.00
Hert, Eva	Engineering	04-13-26	\$20.00
<b>Employee, Full-Time, Salaried</b>			
Ketcham, Claire	Nursing Instructor	05-04-26	\$10,912.58
186-Day, 1.0 FTE Level 5, Step 7 30 days prorated			

**D3. Employee Lump Sum Payment/Stipend**

<u>Name</u>	<u>Location/Position</u>	<u>Effective Date</u>	<u>Amount</u>
Schuette, Amanda	Foundation	05-01-26	\$500.00
VanBriesen, Tonya	Finance	05-01-26	\$500.00
Beck, Kelly	Nursing & Health	05-01-26	\$500.00
Larson, Jim	Finance	05-01-26	\$500.00

Action ST01022

Instructor Loretta Leloux presented an update on the academic Early Childhood program at Southeast Technical College. (MRF #ST744). The Early Childhood Specialist Program pursues excellence and focuses on student learning based on the development of children from prenatal through age 8. Our educational experiences give students the opportunity to develop hands-on, critical thinking, and personal skills required to care for young children and their families. Students will learn practices that foster collaboration, age-appropriate curriculum, and developmentally appropriate teaching skills in a nurturing environment. Our early childhood courses are designed to provide real-life application and professional learning experiences to prepare students to be confident and competent early childhood professionals. Program accomplishments, highlights, technical skills needed to obtain an industry position, student service opportunities, and data were shared.

Following general discussion, a motion was made by Marc Murren and seconded by Gail Swenson, five (5) votes "yes" on roll call to **acknowledging the Early Childhood Academic Program Report.**

Action ST01023

Wednesday, May 6, 2026

STC Program Lead, Chelsea Unzicker presented about the academic Phlebotomy Technician program at Southeast Technical College. (MRF #ST745 The Southeast Technical College Phlebotomy Technician Certificate Program became a one semester certificate in the 2020-2021 academic year. This change created a shorter training option for students while also helping to meet the need for phlebotomy technicians in healthcare. Students in the certificate program learn skills such as blood collection, specimen handling, infection control, patient communication, and safety procedures. The program includes classroom learning and hands-on practice to prepare students for an entry-level job in the healthcare setting including hospitals, clinics, and laboratories. The one-semester program provides students with a quick path to the workforce which has also served as a starting point for students who are interested in other healthcare careers. The program supports current workforce needs and provides students with training for jobs in the community.

Following general discussion, a motion was made by Elizabeth Duffy and seconded by Gail Swenson, five (5) votes “yes” on roll call to **acknowledge the Phlebotomy Technician Program Report.**

Action ST01024

Vice President of Finance Christine Goldsmith provided the Proposed FY27 Budget report (MRF# ST746). The report highlighted a proposed total budget of \$61 million, which includes approximately \$19 million dedicated to construction and facility remodeling. This represents an overall budget increase of 2.9% compared to the prior year. Additionally, the proposal includes a 3% salary increase for all faculty and staff, excluding adjuncts, and a one-time increase of approximately 60% in state-funded equipment grants.

Following general discussion, a motion was made by Gail Swenson and seconded by Marc Murren, five (5) votes “yes” on roll call acknowledging the proposed FY27 budget and schedule the public hearing for the final budget during the June 2026 meeting.

Action ST01025

A motion was made by Gail Swenson and seconded by Dawn Marie Johnson, five (5) votes “yes” on roll call, **approving the second reading Sioux Falls School District/STC policies/regulations (MRF #ST747), as follows:**

A. STC 535 – Equal Opportunity, Harassment and Nondiscrimination

Action ST01026

A motion was made by Gail Swenson and seconded by Elizabeth Duffy, five (5) votes “yes” on roll call, **approving the review/revise or withdrawal of policies and accompanying regulations (MRF #ST748), as follows:**

A. STC 105 – nondiscrimination/Equal Opportunity – Withdrawal

B. STC 706 – Harassment - Withdrawal

C. STC 910 – Harassment - Withdrawal

D. STC 914 – Student Sex/Gender Harassment, Discrimination, and Misconduct - Withdrawal

Action ST01027

On motion by Marc Murren and seconded by Dawn Marie Johnson, five (5) votes “yes” on roll call, the School Board **adjourned** at 4:59 p.m.

NAN KELLY  
Presiding Officer

TODD VIK  
Business Manager

**SIOUX FALLS SCHOOL BOARD**  
**Wednesday, June 3, 2026 - 4:00 p.m.**

**Nan Kelly**  
**President**

**Instructional Planning Center**  
**201 East 38<sup>th</sup> Street, Sioux Falls**

**Cory Clasemann**  
**Southeast Tech President**

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12. Adjournment

Next Meeting: July 15, 2026 - 4:00 pm

**1. Approval/Ratification of Purchase Orders** **Christine Goldsmith 367-5692**

Authorizing the Business Manager to issue Purchase Order(s) requiring additional approval of the School Board as follows:

Item	PO No.	Vendor	Description	Total Cost
a.	S2605148	ATI Assessment Technologies Inst	RN Summer Course Materials	\$73,600.00
b.	S2605488	Interstate Office Products	Furniture for Student Success	\$95,000.00

**2. Amendment of Previous School Board Action** **Cory Clasemann 367-7485**

- a. Amending Action ST01010, Tuition and Fees for Southeast Technical College (annual Item) adopted 04/1/2026, by changing Dual Credit Tuition Rate from \$78.48 per credit to \$80.37 per credit starting Fall 2026.
- b. Amending Action ST01025, adopted 05/6/2026, by approving the policy number correction from STC 535 to STC 503 for Equal Opportunity, Harassment and Nondiscrimination.

**3. Disposal of School District Property** **Christine Goldsmith 367-5692**

Authorizing the disposal of surplus property to sell at private sale, public auction, or sealed bids or to dispose of, in accordance with SDCL §6-13-1, as follows:

Item No.	Description	Location	Appraisers	Appraised Value	Property File No.
a.	HP ZBook Firefly G8	STC	Lori Hout Gerard Strouth Ethan Friesz	\$0	STC – 022
b.	HP EliteBook 755 G5	STC	Lori Hout Gerard Strouth Ethan Friesz	\$0	STC – 022
c.	HP ProBook 455 G8	STC	Lori Hout Gerard Strouth Ethan Friesz	\$0	STC – 022
d.	Ingenico ISC250 Pin Pad (6)	STC	Lori Hout Gerard Strouth Ethan Friesz	\$0	STC – 022
e.	Toshiba POS System (5)	STC	Lori Hout Gerard Strouth Ethan Friesz	\$0	STC – 022
f.	Toshiba Receipt Printer (7)	STC	Lori Hout Gerard Strouth Ethan Friesz	\$0	STC – 022
g.	Epson ELPDC11 Document Camera Extreme Switch	STC	Lori Hout Gerard Strouth Ethan Friesz	\$0	STC – 022
h.	HP EliteDisplay E243 Monitor	STC	Lori Hout Gerard Strouth	\$0	STC – 022

			Ethan Friesz		
<b>i.</b>	HP ProDesk 600 G3 DM	STC	Lori Hout Gerard Strouth Ethan Friesz	\$0	STC – 022
<b>j.</b>	Mac Pro Desktop (15)	STC	Lori Hout Gerard Strouth Ethan Friesz	\$0	STC – 022
<b>k.</b>	HP ProCurve Switch	STC	Lori Hout Gerard Strouth Ethan Friesz	\$0	STC – 022
<b>l.</b>	APC Symmentra LX UPS	STC	Lori Hout Gerard Strouth Ethan Friesz	\$0	STC – 022
<b>m.</b>	Mitel 3300 Mxe III	STC	Lori Hout Gerard Strouth Ethan Friesz	\$0	STC – 022
<b>n.</b>	Horticulture, Auto & Industrial books (52)	STC	Christine Goldsmith Stephen Williamson Erin Paradise	\$0	STC – 023
<b>o.</b>	Construction & Engineering books (126)	STC	Christine Goldsmith Stephen Williamson Erin Paradise	\$0	STC – 023
<b>p.</b>	History & Places books (133)	STC	Christine Goldsmith Stephen Williamson Erin Paradise	\$0	STC – 023
<b>q.</b>	Mystery & Suspense books (246)	STC	Christine Goldsmith Stephen Williamson Erin Paradise	\$0	STC – 023
<b>r.</b>	General Fiction books (122)	STC	Christine Goldsmith Stephen Williamson Erin Paradise	\$0	STC – 023
<b>s.</b>	General Fiction & Literature books (120)	STC	Christine Goldsmith Stephen Williamson Erin Paradise	\$0	STC – 023
<b>t.</b>	Romance books (87)	STC	Christine Goldsmith Stephen Williamson Erin Paradise	\$0	STC – 023
<b>u.</b>	Action & Adventure books (86)	STC	Christine Goldsmith Stephen Williamson Erin Paradise	\$0	STC – 023
<b>v.</b>	Food, Hobby & Home books (82)	STC	Christine Goldsmith	\$0	STC – 023

			Stephen Williamson Erin Paradise		
<b>w.</b>	Self-Improvement books (61)	STC	Christine Goldsmith Stephen Williamson Erin Paradise	\$0	STC – 023
<b>x.</b>	Student Success & Careers books (58)	STC	Christine Goldsmith Stephen Williamson Erin Paradise	\$0	STC – 023
<b>y.</b>	Children's & Education books (133)	STC	Christine Goldsmith Stephen Williamson Erin Paradise	\$0	STC – 023
<b>z.</b>	Business & Leadership books (315)	STC	Christine Goldsmith Stephen Williamson Erin Paradise	\$0	STC – 023
<b>aa.</b>	Biography, Inspiration & Religion Textbooks books (48)	STC	Christine Goldsmith Stephen Williamson Erin Paradise	\$0	STC – 023
<b>bb.</b>	Law, Social Science, True Crime books (71)	STC	Christine Goldsmith Stephen Williamson Erin Paradise	\$0	STC – 023
<b>cc.</b>	Books on CD – Audiobooks (67)	STC	Christine Goldsmith Stephen Williamson Erin Paradise	\$0	STC – 023
<b>dd.</b>	Reference books (12)	STC	Christine Goldsmith Stephen Williamson Erin Paradise	\$0	STC – 023
<b>ee.</b>	Media, Computers & Electronics books (73)	STC	Christine Goldsmith Stephen Williamson Erin Paradise	\$0	STC – 023
<b>ff.</b>	Textbooks (86)	STC	Christine Goldsmith Stephen Williamson Erin Paradise	\$0	STC – 023
<b>gg.</b>	Videos (3)	STC	Christine Goldsmith Stephen Williamson Erin Paradise	\$0	STC – 023

**4. Approval of Scholarship Awards (annual item)****Megan Fischer 367-4624**

Authorizing the administration of Southeast Technical College to execute all documents related to the Build Dakota Scholarship program.

The Build Dakota Scholarship program provides for full ride scholarships to students meeting eligibility requirements entering programs approved by the Build Dakota Scholarship Administration Board. The scholarship funds are distributed through the South Dakota Community Foundation.

**5. Southeast Technical College Agreements (annual item) Fenecia Homan 367-8459**

Authorizing the Vice President of Academics at Southeast Technical College to execute agreements, for and on behalf of the College, between medical institutions for clinical sites for health programs, “early out agreements” between Southeast Technical College, businesses, and students, and articulation agreements.

**6. Southeast Technical College Agreements (annual item) Cory Clasemann 367-7485**

Authorizing the President of Southeast Technical College to execute all agreements, on behalf of Southeast Technical College, for goods and services and further authorizing the Vice President of Finance/ of Southeast Technical College to approve the Consolidated Report of Trust and Agency Funds for Southeast Technical College and finally authorizing the Vice President of Finance to prepare and present the Finance Report and Finance Officer’s Monthly Report of Funds to the School Board.

**7. Grant Application Approval Authorization (annual item) Cory Clasemann 367-7485**

Authorizing staff of Southeast Technical College to apply for grants as follows:

\$1,000 and less	Southeast Technical College Administrators may sign and send application (grant funds, if awarded, to be deposited into and expended from trust and agency account)
\$1,001 - \$50,000	Southeast Technical College Staff must send to the President of Southeast Technical College for signature, approval and mailing by U.S Mail and/or Electronic Mail (grant funds, if awarded, to be deposited into the Post-Secondary Vocational Fund and expensed by program according to established purchasing procedures; a supplemental budget will be written for these funds).
\$50,001 and more	Southeast Technical College Staff must send to the Southeast Technical College President for signature and School Board approval <b>before</b> mailing application by U.S. Mail and/or Electronic Mail (grant funds, if awarded, to be deposited into the Post-Secondary Vocational Fund and expenses by the program according to established purchasing procedures; a supplemental budget will be written for these funds).

with the understanding that procedures established under Policy STC 430, and Policy STC 440 will be followed.

**8. Regular Payments for Flow-through Funds (annual item)**

**Christine Goldsmith 367-5692**

- a. Authorizing the President of Southeast Technical College and the Vice President of Finance at Southeast Technical College, to facilitate payment of fees from the Southeast Technical College Trust and Agency Accounts for FY26, as follows:
  - 1. US Bank Facility Fees
  - 2. South Dakota Department of Revenue Sales Tax
  - 3. Southeast Housing Foundation Rent Receipts-Security Deposits
  - 4. Electronic Fund Transfers Tuition
  - 5. Sioux Falls School District Reimbursements/Transfers
- b. Authorizing the Treasurers to issue payments from the building Trust and Agency Accounts to the Sioux Falls School District to reimburse the College.
- c. With the understanding that the claims for the payment of fees shall be forwarded to the President of Southeast Technical College and/or Vice President of Finance at Southeast Technical College for review and approval.
- d. With the understanding that claims for the payment of District invoices shall be forwarded to the President of Southeast Technical College and/or Vice President of Finance at Southeast Technical College for review and approval and the payments from Trust and Agency Accounts of District invoices will appear in a subsequent Supplemental Budget.

**9. Authorizing Continuance of Trust & Agency Accounts (annual item)**

**Christine Goldsmith 367-5692**

Authorizing the continuance and origination of the following Trust & Agency Accounts for the fiscal year beginning July 1, 2026, and ending June 30, 2027, designating personnel as Treasurers

for said funds, and authorizing said Treasurers to continue checking accounts in bank depositories, as follows:

Trust & Agency Account	Treasurer	Bank Depository
Tuition & Fees	Mike Stephens	First Interstate Bank
EFT Account	Mike Stephens	First Interstate Bank
ACH Account	Mike Stephens	First Interstate Bank
Southeast Blue Bucks	Mike Stephens	First Interstate Bank
Trust & Agency	Mike Stephens	First Interstate Bank
Southeast Bookstore T & A	Mike Stephens	First Interstate Bank
Tuition & Fees	Mike Stephens	First Premier Bank
EFT Account	Mike Stephens	First Premier Bank
ACH Account	Mike Stephens	First Premier Bank
Southeast Blue Bucks	Mike Stephens	First Premier Bank
Trust & Agency	Mike Stephens	First Premier Bank
Southeast Bookstore T & A	Mike Stephens	First Premier Bank

**10. Designated Administration – Special Projects (annual item)**

**Cory Clasemann 367-7485**

Designating the President of Southeast Technical College as an authorized representative of the Sioux Falls School District 49-5 of Sioux Falls, Minnehaha County, South Dakota for making proper application with agencies of the State of South Dakota and entering into and executing all documents required for federal funds and projects for Southeast Technical College for the fiscal year beginning July 1, 2026, and ending June 30, 2027.

**11. Adopting Policies (annual item)**

**Cory Clasemann 367-7485**

Adopting the polices as set forth in sections STC 100 through 1000 and SFSD A through L, inclusive of the Policy/Regulation manuals of the District and Southeast Technical College, from July 1, 2026, to the next annual meeting to be held on June 30, 2027, it being understood that the “policies are subject to revision at any time”, in accordance with Policy STC-250; and approving Regulations as set forth in the Policy Manual of the District for the same period of time, with the understanding that none of the regulations are contradictor to the specifics or intent of Board Policy.

**12. Southeast Technical College – Building Rental Rates (annual item)**

**Cory Clasemann 367-7485**

Approving Southeast Technical College building rental rates as follows:

Building Rental Rates						
Room Type	State of South Dakota (i.e. Political Subdivision) (Non-Profit Events)	State of South Dakota (i.e. Political Subdivision) (For Profit Events)	Non- Profit Community Groups	For Profit Community Groups	After Hours (Non-Profit Groups)	After Hours (For Profit Groups)
Classroom (max cap. 30)	No charge	\$75 – ½ Day \$125 – Full Day	\$75 – ½ Day \$125 – Full Day	\$100 – ½ Day \$175 – Full Day	\$100 – ½ Day \$175 – Full Day	\$150 – ½ Day \$250 – Full Day
Large Classroom (max cap. 40)	No charge	\$100 – ½ Day \$175 – Full Day	\$100 – ½ Day \$175 – Full Day	\$150 – ½ Day \$250 – Full Day	\$150 – ½ Day \$250 – Full Day	\$250 – ½ Day \$450 – Full Day

HC257, MC101, HUB303, Commons Areas	No charge	\$150 – ½ Day \$250 – Full Day	\$150 – ½ Day \$250 – Full Day	\$350 – ½ Day \$700 – Full Day	\$350 – ½ Day \$700 – Full Day	\$450 – ½ Day \$900 – Full Day
Hub Auditorium	No charge	\$350 – ½ Day \$700 – Full Day	\$350 – ½ Day \$700 – Full Day	\$500 – ½ Day \$1000 – Full Day	\$500 – ½ Day \$1000 – Full Day	\$700 – ½ Day \$1300 – Full Day
Instructional Labs (staff presence required for each hour lab in use)	\$50/hour/each staff required	\$500 – ½ Day \$1000 – Full Day Plus \$50/hour/each staff required	\$500 – ½ Day \$1000 – Full Day Plus \$50/hour/each staff required	\$700 – ½ Day \$1300 – Full Day Plus \$50/hour/each staff required	\$700 – ½ Day \$1300 – Full Day Plus \$50/hour/each staff required	\$850 – ½ Day \$1600 – Full Day Plus \$75/hour/each staff required
Technology Fee (Southeast staff assistance with Lessee's technology needs)	\$100 – ½ Day \$150 – Full Day					
Facilities Staff Fee	\$100 – ½ Day \$150 – Full Day					
Set Up/Tear Down Fee	\$10 per table					

Deviations from the Building Rental Rate Schedule may be granted and must be approved by the President.

**13. Charges Relating to Open Records Requests (annual item)**

**Christine Goldsmith 367-5692**

Approving the charges for open records requests as follows:

- a. Photocopying - \$0.25 per page
- b. Data/Document Retrieval -
  - 1. \$5.00 per 15-minute segment of time after the first 15 minutes for classified staff
  - 2. \$20.00 per 15-minute segment of time after the first 15 minutes for professional staff

**14. Establishment of 1<sup>st</sup> Wednesday of Each Month as Regular Meetings**

**Cory Clasemann 367-7485**

Establishing the first Wednesday of each month at 4:00 p.m. as the regular Southeast Technical College meeting date of the School Board for the fiscal year beginning July 1, 2026, and ending June 30, 2027, unless otherwise designated by the School Board.

**15. Salary Schedule for Adjunct, Instructor Hourly, Custodial Shift Differential**

**Christine Goldsmith 367-5692**

Instruction – Clinical	\$46.00 per hour
Instruction – Non-Clinical	\$34.00 per hour
Curriculum Development	\$25.50 per hour
Custodial, Custodial Manager – Shift Differential	\$0.60 per hour
Adjunct – Earned Bachelors	\$821.50 per credit hour
Adjunct – Earned Masters	\$890.40 per credit hour

Southeast Technical College Authorizations/Ratification

June 3, 2026

Adjunct – Earned Doctorate	\$943.40 per credit hour
Adjunct – Instructor Emeritus	\$943.40 per credit hour
Adjunct – Critical Need	\$1,060.00 per credit hour

## **Policy/Regulation Revisions**

### **STC 535 – Equal Opportunity, Harassment, and Nondiscrimination**

#### **Executive Summary**

**Purpose:**

To bring to the School Board the above STC policies for second reading.

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In an effort to keep the School Board Policy Books updated, members of the administration and the Southeast Technical College (STC) Review Committee will continually review the policies and regulations for items that need to be added, deleted, revised, or in some cases, to update the language.

The referenced policies/regulations have been reviewed by STC Administration and the STC Policy Review Committee. A new STC policy format has been implemented. Existing regulations, if applicable, have been positioned with the existing policies. Additional review included:

STC 503 – Equal Opportunity, Harassment, and Nondiscrimination

This is to correct an error in the STC policy number from the meeting on May 6<sup>th</sup>, 2026 that was posted.

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**Policy Review Recommendation to School Board:**

Approve second reading of STC 503.

SOUTHEAST TECHNICAL COLLEGE  
2320 N. Career Ave.  
Sioux Falls, SD 57107

**CONSOLIDATED REPORT OF TRUST AND AGENCY FUNDS**

	Balance 7/1/2025	Received to date	Disbursed to date	Balance 4/30/2026
STC Bookstore	\$ 35,918.59	\$ 1,251.59	\$ -	\$ 37,170.18
STC EFT	\$ 173,026.18	\$ 12,438,875.89	\$ 12,119,463.21	\$ 492,438.86
STC Tuition & Fees	\$ 2,615,205.08	\$ 39,966,503.71	\$ 39,019,691.82	\$ 3,562,016.97
STC T & A	\$ 104,122.55	\$ 44,079.03	\$ 28,782.83	\$ 119,418.75
STC ACH	\$ 181,019.51	\$ 162,901.33	\$ -	\$ 343,920.84
STC Blue Bucks	\$ 41,201.71	\$ 12,650.93	\$ 4,130.34	\$ 49,722.30
TOTALS	<u>\$ 3,150,493.62</u>	<u>\$ 52,626,262.48</u>	<u>\$ 51,172,068.20</u>	<u>\$ 4,604,687.90</u>

SOUTHEAST TECH PERSONELL REPORT – Wednesday, June 3, 2026

1. **Resignations.** Accepting the resignation of School District Personnel as of the effective date indicated, the personnel having been previously employed by Board Action, as follows:

<b>Name</b>	<b>Location/Position</b>	<b>Effective Date</b>
<b>Employee, Full-Time, Hourly</b>		
Nelson, Kaydra	Nursing & Health	04-30-2026
Zittlau, Tyler	IT	05-07-2026
Neumiester, Deborah	Tutor	05-08-2026
Schmidt, Patricia	Nursing & Health	05-08-2026
Westrom, Mary	Food Service	05-14-2026
House, Emily	Scarborough	05-12-2026
Olsen, Mackenzie	Scarborough	05-08-2026
Fink, Alexys	Scarborough	05-08-2026
Powers, Kenley	Student Success	05-05-2026
Kramer, Autumn	Student Success	05-01-2026

2. **Employment Recommendations**

<b>Name</b>	<b>Location/Position</b>	<b>Effective Date</b>	<b>Amount</b>
<b>Instructor, Adjunct, Hourly</b>			
Henderson, Ashley	Nursing & Health	05-11-26	\$46.00

4. **Employee Lump Sum Payment/Stipend**

<b>Name</b>	<b>Location/Position</b>	<b>Effective Date</b>	<b>Amount</b>
Schuetz, Amanda	Foundation	05-01-26	\$500.00
VanBriesen, Tonya	Finance	05-01-26	\$500.00
Beck, Kelly	Nursing & Health	05-01-26	\$500.00
Larson, Jim	Finance	05-01-26	\$500.00

## **Graduate/Career Outcomes Update Executive Summary**

**Purpose of Report:** To inform the School Board about Graduate/Career Outcomes Performance Indicators for STC.

---

Southeast Technical College Graduate/Career Outcomes are one of the most important attainment measures for STC. Within 6 months of graduation, our graduates are working in South Dakota and in-field, utilizing the knowledge and hands-on experience needed to perform for our region's top employers. This is the essence of the STC Mission and Vision. The outreach and follow-up needed to produce the report is time well spent considering the importance of the SD Board of Technical Education attainment goal of employing graduates in SD and in field. Our outcome results are also found in other external reports for public viewing. The Department of Education monitors gainful employment for all educational institutions to ensure graduates are employed in steady work that enables self-sufficiency.

---

**Administrative Recommendation to School Board:** Acknowledge the Graduate/Career Outcomes Performance Indicators report.



# Graduate Outcomes for the Class of 2025

Jackie Pommer and Alex Andersen



**SOUTHEAST**  
Technical College

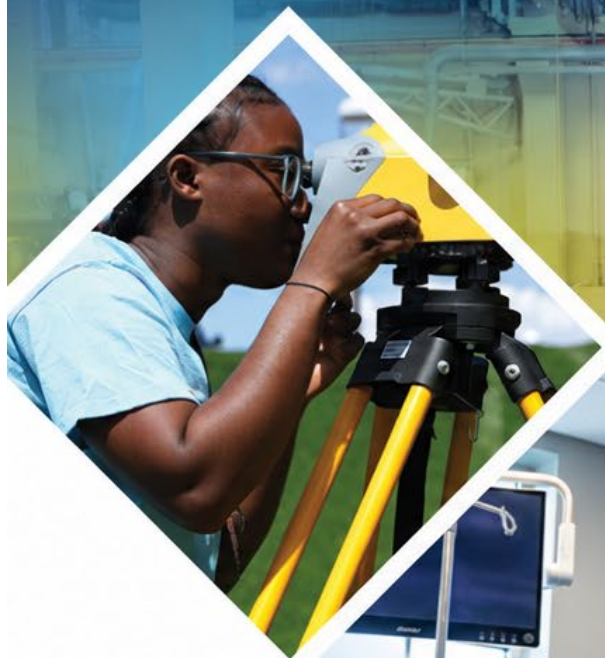
# Public Interest and Accountability

The visibility of our data is increasing.



# 100%

## JOB PLACEMENT



**SOUTHEAST**  
Technical College

**GET YOUR DEGREE.  
GET TO WORK.**





Administer the Survey in Dec. or May.

**June & July:** Follow-up with People Seeking Jobs and Support Summer Grads.

**September & October:** Merge Summer, December, and May Spreadsheets Together; Begin Collecting Missing Information

**After New Year:** Ask the Department of Labor for information.

**November:** Ask faculty for updates. Collect Missing Information



**March/April:** Review In Field Status. Collect Missing Information

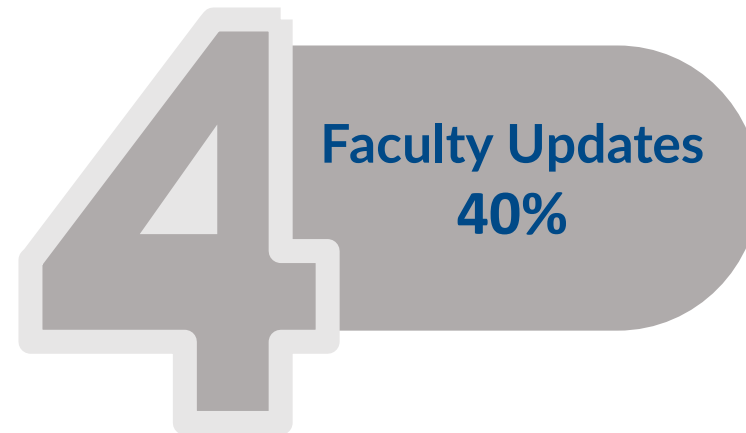
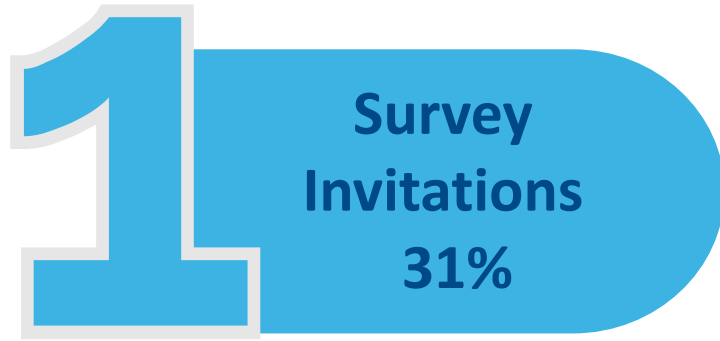
**May:** Submit Data to the SD BOTE

# The Road to Reporting

Graduates enter and leave the reporting period at multiple points each semester.

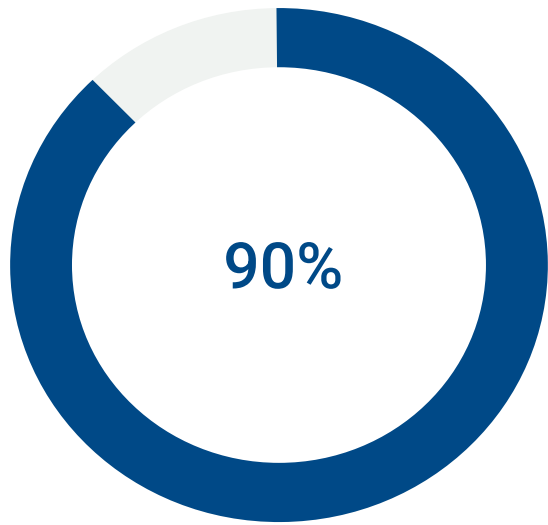
# Information Sources

The National Association of Colleges and Employers permits any information self-reported by the graduate as does SD BOTE. DOL data can have overtime earnings, so is used only when the student chooses not to reveal their wage to us.

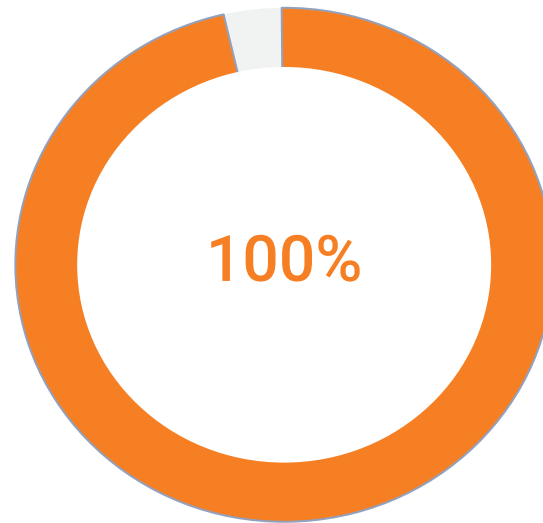


# Aggregate Rates for the Class of 2025

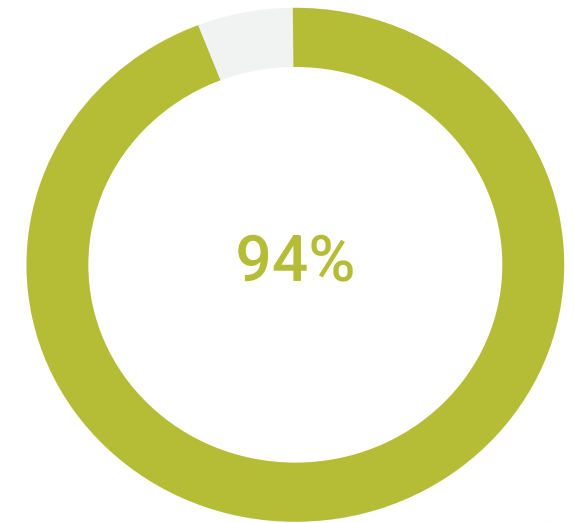
<https://www.southeasttech.edu/career-services/career-outcomes/index.php>



Knowledge Rate



Employment  
Rate



In Field Rate

# OTHER STATISTICS



## TOP EMPLOYERS

Sanford Health/Good Samaritan, Avera Health, LifeScape, Children's Dental Center, Mayo Clinic, Glory House, Titan Machinery, First Premier/Premier Bank Card, ISG, Muth Electric, All City Pet Care



**100% Placement** for 40 of STC's programs, **100%** of class of 2025 grads are employed in their major of chosen field.



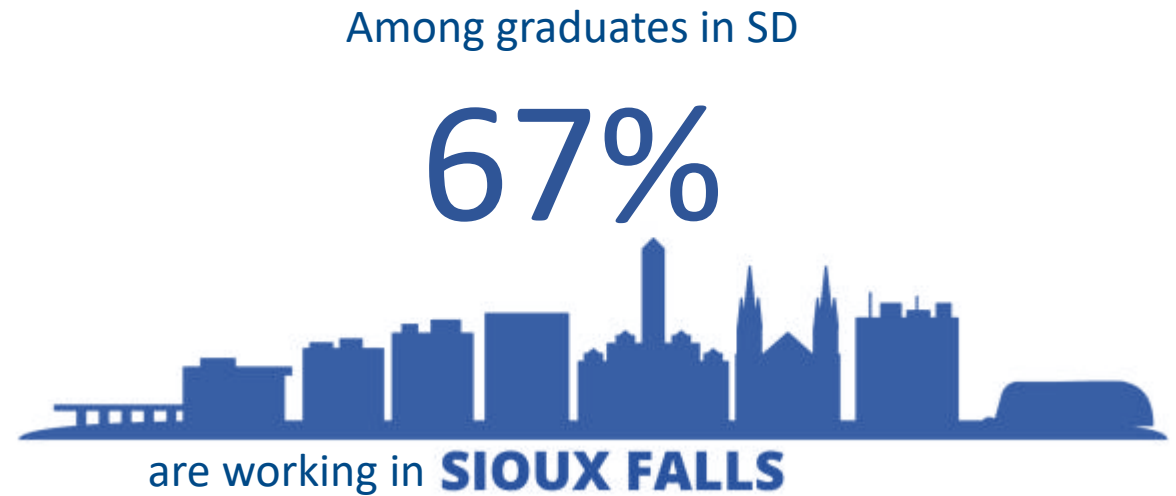
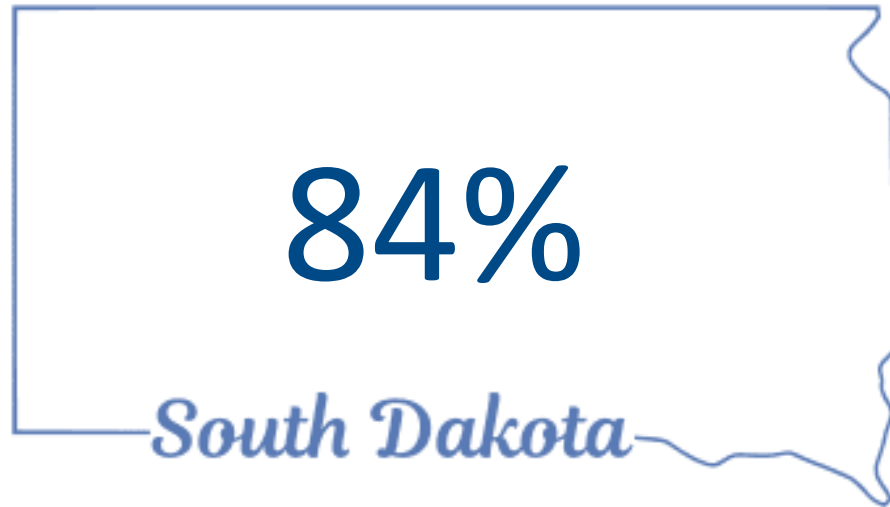
**STARTING SALARY** – Median Starting Salary is nearly **\$51,550** – it is more in Healthcare and STEM Fields

# REPORTED WAGE INFORMATION

## 5 Programs above \$30/Hour

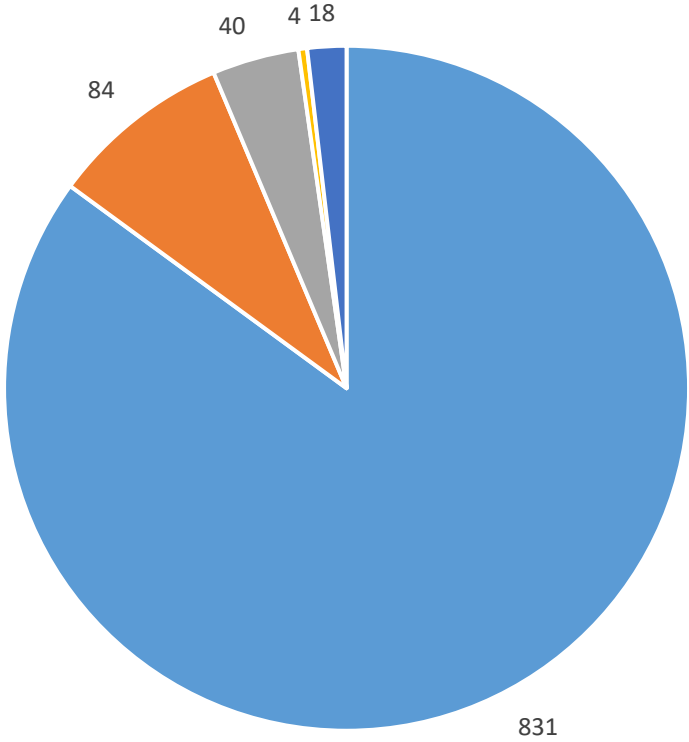
STC Program	Average Hourly Rate
Cardiovascular Sonography	\$34.49
Invasive Cardiovascular Technology	\$34.44
Registered Nurse	\$34.34
Vascular Sonography	\$33.89
Diagnostic Medical Sonography	\$32.57

# GEOGRAPHICAL DESTINATIONS



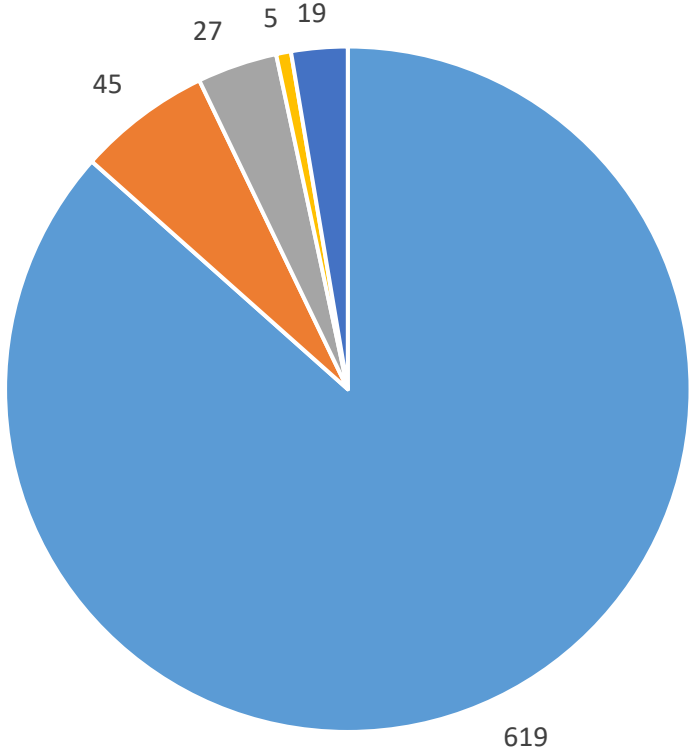
# GRADUATES GEOGRAPHICAL DESTINATIONS

Graduates Home State



■ SD ■ MN ■ IA ■ NE ■ OTHER

Graduates Employment State



■ SD ■ MN ■ IA ■ NE ■ OTHER

# BACHELOR DEGREE COMPLETION OPTIONS

- STC has articulation agreements with 15 universities to ensure seamless credit transfer
- 80+ transfer pathway programs available across partner universities

**Bachelor Degree Completion Options**  
Build on Your Associate Degree or Diploma

Spending years at a four-year institution isn't the only way to obtain a bachelor's degree. Southeast Technical College has articulation agreements with some of the top four-year institutions in the region, providing students with a high-quality, cost-effective pathway to a bachelor's degree.

When you start your post-secondary education at Southeast Technical College and continue your education by transferring to a university, you won't have to spend unnecessary time studying the concepts you already know, and in many cases, you can retain most – if not all – of your credits. Plus, you'll spend much less money completing your first two years at Southeast Tech – that's a smart investment!

**Transferrable General Education Courses**

The South Dakota boards of Technical Education (BOTE) and Regents (BOR) have collaborated to offer students a seamless transition of general education credits between Southeast Technical College and Board of Regents schools. General education courses provide a knowledge base and set the foundation for lifelong learning.

Students that have completed transferrable courses under this agreement will not need to repeat courses or lose credit if they choose to further pursue a bachelor's degree at a BOR institution.

[VIEW TRANSFERRABLE COURSES](#) [VIEW FULL AGREEMENT](#)

**Participating Colleges and Universities**

**SOUTH DAKOTA STATE UNIVERSITIES**

- DAKOTA STATE UNIVERSITY
- NORTHERN STATE UNIVERSITY
- SOUTH DAKOTA STATE UNIVERSITY
- UNIVERSITY OF SOUTH DAKOTA
- SOUTH DAKOTA SCHOOL OF MINES AND TECHNOLOGY

**OTHER PARTICIPATING UNIVERSITIES**

- ARIZONA STATE UNIVERSITY
- BELLEVUE UNIVERSITY
- BRIAR CLIFF UNIVERSITY
- DAKOTA WESLEYAN UNIVERSITY
- MINNESOTA STATE UNIVERSITY, MOORHEAD
- SOUTHWEST MINNESOTA STATE UNIVERSITY
- UNIVERSITY OF NORTHWESTERN, ST. PAUL
- UNIVERSITY OF SIOUX FALLS
- WESTERN GOVERNORS UNIVERSITY

# BACHELOR BOUND AND CONTINUING EDUCATION

- 14.6% of graduates continued their education
- 84.6% are doing so at STC.
- Stackable credentials in Nursing, Info Tech, and Medical Coding contribute to continuing education at STC.

# JOB BOARD

- 4900+ employers with accounts on the job board
- 400 positions posted on the Job Board

## Top Employers

Employer	Number of Jobs Posted
Daktronics	34
KELOLAND TV	15
Boys and Girls Club	14
State of South Dakota	13
City of Sioux Falls	12



# Questions and Discussion



**SOUTH DAKOTA TECHNICAL COLLEGE SYSTEM  
GRADUATE OUTCOMES REPORT**

**INTRODUCTION**

**INTRODUCTION TO SOUTH DAKOTA TECHNICAL COLLEGE SYSTEM**

In 2017, the South Dakota Board of Technical Education (BOTE) was created with the chartering statute, SDCL 13-39A, which establishes the key functions and authorities of the board. The Board of Technical Education leads and supports the technical college system, comprised of Lake Area Technical College (LATC) in Watertown, Mitchell Technical College (MTC) in Mitchell, Southeast Technical College (STC) in Sioux Falls, and Western Dakota Technical College (WDTC) in Rapid City.

Local governing boards oversee the administration of a technical college's day-to-day operations. More specifically, this includes, but is not limited to: fiscal oversight, including college-level budget approval and local fee-setting; academic program management; local policy setting and implementation; personnel management; and construction execution.

**PURPOSE OF REPORT**

The Graduate Outcome Report evaluates technical college graduate outcomes following the completion of one or more credentials. Credentials include credit-bearing certificates, diplomas, and associate of applied science degrees.

Graduate outcomes are a key performance indicator of the South Dakota Technical College System, enabling campus and system leaders to evaluate the efficiency and effectiveness of academic programs. Additionally, graduate outcomes enable students to evaluate the return on investment of postsecondary education by career cluster (industry) and by program.

**POSTSECONDARY EMPLOYMENT OUTCOMES (PSEO)**

Starting in AY 2021-2022 (FY22), the South Dakota Technical College System is participating in the United States Census Bureau's Postsecondary Employment Outcomes (PSEO) initiative. PSEO enables institutional and system leaders to evaluate longitudinal outcomes. Additional information can be found at: <https://lehd.ces.census.gov/applications/pseo/>.

**METHODOLOGY**

Each technical college gathers placement data through graduate surveys, faculty-collected outreach, and phone surveys starting six months after graduation. South Dakota Department of Labor and Regulation data may also be used for supplementation and/or validation.

While technical colleges strive for reliability and validity, as with any type of data collection, limitations exist. Self-reported survey data, and unemployment insurance records, are subject to variance.

Student data are reported to the South Dakota Board of Technical Education in aggregate form, maintaining the confidentiality of all individuals, and in accordance with the appropriate data governance protocols. Accordingly, cohort sizes of five (5) or fewer students are redacted.

**FOOTNOTE REFERENCES:**

\*No data available.

^^ "Total Program Awards" reflects the total number of program awards conferred per program whereas "Unduplicated Graduate" represents unique graduates per program. Students who earn more than one credential are reflected in the program that most aligns with their placement.

\*\* Total Employable = "Number Responding" - "Continuing Education" - "Not in Labor Market"

\*\*\*Average Hourly Salary is calculated on wages reported by graduates employed in the field only. Wage figures are self-reported and subject to variance. Figures may not include bonuses, overtime, and/or self-employed earnings.

\*\*\*Average Hourly Salary by System, institution, or Career Cluster:

First:  $[@[\text{Avg Hourly Salary}^{\wedge}(\text{In-Field Only})]] * [@\# \text{ with Reported Wage Information}]$ . Then:  $[\text{Sum of Avg. Hourly Salary} / \# \text{ with Reported Wage Information}]$ .

^"Not in Labor Market" is self-reported status and includes such cases as chronic illness, raising families, severe injury, and/or other extenuating circumstances.

**FORMULAS:**

% Employed = 'Total Employed' / 'Total Employable'\*\*\*

% Employed in Field = 'Employed in Field' / 'Total Employed'

% Employed in SD = 'Employed in SD' / 'Total Employed'

% Employed in Field in SD = 'Employed in Field in SD' / 'Employed in Field'

% Total Placed = (Employed + Continuing Education & Military) / (Graduates Responding - Not in Labor Market); NOTE: Placement is calculated out those responding to survey, not all graduates)

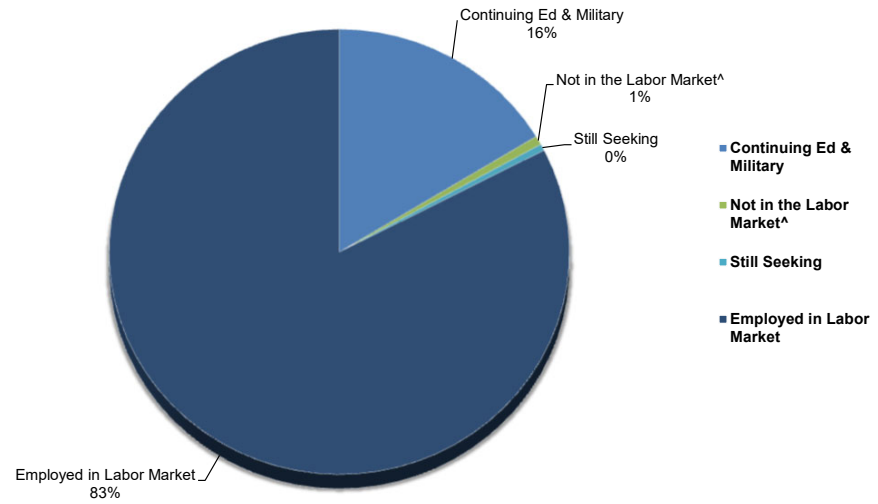
## SOUTH DAKOTA TECHNICAL COLLEGE SYSTEM GRADUATE OUTCOMES REPORT

### GRADUATE OUTCOMES: EXECUTIVE SUMMARY

INSTITUTION	Sum of Total Program Awards**	Sum of Unduplicated Graduates	Sum of Number Responding	Sum of Number in SD	Sum of Continuing Ed & Military	Sum of Not in the Labor Market^	Sum of Still Seeking	Sum of Total Employed	% Employed	Sum of Employed in Field	Sum of % Employed in Field	Sum of Employed in SD	Sum of % Employed in SD	Sum of Employed in Field in SD	Sum of % Employed in Field in SD	Sum of # with Reported Wage Information	Avg Hourly Salary^ (In-Field Only)	Sum of Total Placed	% Total Placed
LATC	873	860	832	717	165	4	2	661	100%	577	87%	546	83%	477	83%	494	\$ 27.41	826	99.8%
MTC	517	517	489	420	85	3	3	398	99%	355	89%	336	84%	300	85%	338	\$ 26.69	483	99.4%
STC	1099	977	875	831	146	9	3	718	100%	678	94%	619	86%	583	86%	609	\$ 24.78	843	97.3%
WDTC	346	310	276	266	8	0	4	266	99%	252	95%	257	97%	243	96%	188	\$ 28.46	274	99.3%
<b>SYSTEM TOTAL</b>	<b>2835</b>	<b>2664</b>	<b>2472</b>	<b>2234</b>	<b>404</b>	<b>16</b>	<b>12</b>	<b>2043</b>	<b>100%</b>	<b>1862</b>	<b>91%</b>	<b>1758</b>	<b>86%</b>	<b>1603</b>	<b>86%</b>	<b>1629</b>	<b>\$ 26.40</b>	<b>2426</b>	<b>98.8%</b>

HISTORICAL TOTAL PLACEMENT RATES					
INSTITUTION	2021	2022	2023	2024	2025
LATC	99.1%	98.7%	99.7%	99.7%	99.8%
MTC	99.3%	99.8%	99.8%	99.8%	99.4%
STC	96.9%	95.6%	98.4%	98.4%	97.3%
WDTC	99.1%	98.8%	99.2%	99.2%	99.3%
<b>SYSTEM</b>	<b>98.4%</b>	<b>97.9%</b>	<b>99.2%</b>	<b>99.2%</b>	<b>98.8%</b>

**TOTAL PLACEMENT OF 2024-25 GRADUATES**



**SOUTH DAKOTA TECHNICAL COLLEGE SYSTEM  
GRADUATE OUTCOMES REPORT**

**GRADUATE OUTCOMES BY CAREER CLUSTER: SYSTEM**

Career Cluster	Sum of Total Program Awards**	Sum of Unduplicated Graduates	Sum of Number Responding	Sum of Number in SD	Sum of Continuing Ed & Military	Sum of Not in the Labor Market^	Sum of Still Seeking	Sum of Total Employed	% Employed	Sum of Employed in Field	Sum of % Employed in Field	Sum of Employed in SD	Sum of % Employed in SD	Sum of Employed in Field in SD	Sum of % Employed in Field in SD	Sum of # with Reported Wage Information	Avg Hourly Salary^^ (In-Field Only)	Sum of Total Placed	% Total Placed
Agriculture, Food & Natural Resources	212	212	204	166	19	1	1	183	99%	167	91%	147	80%	132	79%	131	\$ 23.64	202	99.5%
Architecture & Construction	419	409	368	314	49	1	2	316	99%	293	93%	265	84%	249	85%	264	\$ 26.64	365	99.5%
Arts, Audio-Video Technology & Communications	16	15	13	13	2	0	1	11	100%	8	73%	8	73%	5	63%	8	\$ 17.94	13	100.0%
Business, Management & Administration	216	189	164	161	25	2	0	137	100%	113	82%	122	89%	99	88%	88	\$ 22.53	162	100.0%
Finance	23	20	20	17	0	0	0	20	100%	19	95%	17	85%	16	84%	19	\$ 23.85	20	100.0%
Health Science	962	924	871	801	178	6	3	684	100%	665	97%	600	88%	584	88%	594	\$ 28.29	845	97.7%
Hospitality & Tourism	5	5																	
Human Services	107	106	103	99	16	0	0	87	100%	71	82%	82	94%	67	94%	54	\$ 19.19	103	100.0%
Information Technology	197	139	123	128	39	3	0	81	100%	63	78%	73	90%	62	98%	57	\$ 23.18	120	100.0%
Law, Public Safety, Corrections & Security	52	52	48	47	2	0	0	46	100%	37	80%	44	96%	35	95%	33	\$ 28.72	48	100.0%
Manufacturing	195	181	161	152	34	2	1	124	99%	111	90%	109	88%	97	87%	100	\$ 28.77	158	99.4%
Marketing	78	75	72	60	8	0	1	63	98%	49	78%	52	83%	40	82%	44	\$ 21.71	71	98.6%
Multi-/Interdisciplinary Studies, General	2	2																	
Science, Technology, Engineering & Mathematics	80	67	63	50	4	0	0	59	100%	58	98%	48	81%	47	81%	49	\$ 28.38	63	100.0%
Transportation, Distribution & Logistics	271	268	256	220	27	1	3	227	100%	203	89%	186	82%	165	81%	183	\$ 26.55	250	98.0%
<b>SYSTEM TOTAL</b>	<b>2835</b>	<b>2664</b>	<b>2472</b>	<b>2234</b>	<b>404</b>	<b>16</b>	<b>12</b>	<b>2043</b>	<b>100%</b>	<b>1862</b>	<b>91%</b>	<b>1758</b>	<b>86%</b>	<b>1603</b>	<b>86%</b>	<b>1629</b>	<b>\$ 26.40</b>	<b>2426</b>	<b>98.8%</b>

**SOUTH DAKOTA TECHNICAL COLLEGE SYSTEM  
GRADUATE OUTCOMES REPORT**

**GRADUATE OUTCOMES BY CAREER CLUSTER: INSTITUTION**

Career Cluster	Sum of Total Program Awards**	Sum of Unduplicated Graduates	Sum of Number Responding	Sum of Number in SD	Sum of Continuing Ed & Military	Sum of Not in the Labor Market^	Sum of Still Seeking	Sum of Total Employed	% Employed	Sum of Employed in Field	Sum of % Employed in Field	Sum of Employed in SD	Sum of % Employed in SD	Sum of Employed in Field in SD	Sum of % Employed in Field in SD	Sum of # with Reported Wage Information	Avg Hourly Salary^^ (In-Field Only)	Sum of Total Placed	% Total Placed
<b>LATC</b>	<b>873</b>	<b>860</b>	<b>832</b>	<b>717</b>	<b>165</b>	<b>4</b>	<b>2</b>	<b>661</b>	<b>100%</b>	<b>577</b>	<b>87%</b>	<b>546</b>	<b>83%</b>	<b>477</b>	<b>83%</b>	<b>494</b>	<b>\$ 27.41</b>	<b>826</b>	<b>99.8%</b>
Agriculture, Food & Natural Resources	115	115	109	79	10	0	0	99	100%	92	93%	72	73%	65	71%	62	\$ 25.58	109	100.0%
Architecture & Construction	44	44	43	40	10	0	0	33	100%	31	94%	30	91%	28	90%	27	\$ 30.03	43	100.0%
Finance	23	20	20	17	0	0	0	20	100%	19	95%	17	85%	16	84%	19	\$ 23.85	20	100.0%
Health Science	247	247	241	210	74	3	1	163	99%	154	94%	134	82%	127	82%	136	\$ 28.68	237	99.6%
Human Services	81	80	79	76	15	0	0	64	100%	48	75%	60	94%	45	94%	33	\$ 19.60	79	100.0%
Information Technology	19	19	18	18	2	0	0	16	100%	10	63%	10	63%	10	100%	9	\$ 23.96	18	100.0%
Law, Public Safety, Corrections & Security	25	25	25	25	0	0	0	25	100%	20	80%	25	100%	20	100%	20	\$ 28.65	25	100.0%
Manufacturing	99	92	86	77	26	0	0	60	100%	54	90%	52	87%	47	87%	52	\$ 32.23	86	100.0%
Marketing	51	51	51	41	6	0	1	44	98%	33	75%	37	84%	28	85%	30	\$ 22.23	50	98.0%
Transportation, Distribution & Logistics	169	167	160	134	22	1	0	137	100%	116	85%	109	80%	91	78%	106	\$ 28.43	159	100.0%
<b>MTC</b>	<b>517</b>	<b>517</b>	<b>489</b>	<b>420</b>	<b>85</b>	<b>3</b>	<b>3</b>	<b>398</b>	<b>99%</b>	<b>355</b>	<b>89%</b>	<b>336</b>	<b>84%</b>	<b>300</b>	<b>85%</b>	<b>338</b>	<b>\$ 26.69</b>	<b>483</b>	<b>99.4%</b>
Agriculture, Food & Natural Resources	79	79	78	73	7	1	1	69	99%	61	88%	64	93%	56	92%	57	\$ 22.56	76	98.7%
Architecture & Construction	205	205	183	143	29	0	1	153	99%	141	92%	116	76%	110	78%	134	\$ 27.75	182	99.5%
Business, Management & Administration	50	50	46	43	10	0	0	36	100%	21	58%	33	92%	19	90%	18	\$ 21.50	46	100.0%
Health Science	90	90	90	82	28	1	1	60	98%	57	95%	53	88%	50	88%	57	\$ 31.37	88	98.9%
Hospitality & Tourism	5	5																	
Human Services	7	7	6	5	1	0	0	5	100%	5	100%	4	80%	4	80%	5	\$ 24.08	6	100.0%
Information Technology	17	17	17	17	0	0	0	17	100%	14	82%	17	100%	14	100%	14	\$ 23.48	17	100.0%
Manufacturing	28	28	28	22	3	1	0	24	100%	22	92%	20	83%	18	82%	21	\$ 26.55	27	100.0%
Multi-/Interdisciplinary Studies, General	1	1																	
Science, Technology, Engineering & Mathematics	26	26	26	22	4	0	0	22	100%	22	100%	19	86%	19	86%	20	\$ 27.99	26	100.0%
Transportation, Distribution & Logistics	9	9	9	7	2	0	0	7	100%	7	100%	5	71%	5	71%	7	\$ 24.07	9	100.0%

**SOUTH DAKOTA TECHNICAL COLLEGE SYSTEM  
GRADUATE OUTCOMES REPORT**

**GRADUATE OUTCOMES BY CAREER CLUSTER: INSTITUTION**

Career Cluster	Sum of Total Program Awards**	Sum of Unduplicated Graduates	Sum of Number Responding	Sum of Number in SD	Sum of Continuing Ed & Military	Sum of Not in the Labor Market^	Sum of Still Seeking	Sum of Total Employed	% Employed	Sum of Employed in Field	Sum of % Employed in Field	Sum of Employed in SD	Sum of % Employed in SD	Sum of Employed in Field in SD	Sum of % Employed in Field in SD	Sum of # with Reported Wage Information	Avg Hourly Salary^^ (In-Field Only)	Sum of Total Placed	% Total Placed
<b>STC</b>	<b>1099</b>	<b>977</b>	<b>875</b>	<b>831</b>	<b>146</b>	<b>9</b>	<b>3</b>	<b>718</b>	<b>100%</b>	<b>678</b>	<b>94%</b>	<b>619</b>	<b>86%</b>	<b>583</b>	<b>86%</b>	<b>609</b>	<b>\$ 24.78</b>	<b>843</b>	<b>97.3%</b>
Agriculture, Food & Natural Resources	18	18	17	14	2	0	0	15	100%	14	93%	11	73%	11	79%	12	\$ 18.77	17	100.0%
Architecture & Construction	135	126	113	102	10	1	1	101	99%	95	94%	90	89%	85	89%	85	\$ 24.22	111	99.1%
Arts, Audio-Video Technology & Communications	16	15	13	13	2	0	1	11	100%	8	73%	8	73%	5	63%	8	\$ 17.94	13	100.0%
Business, Management & Administration	131	106	92	93	12	2	0	78	100%	71	91%	66	85%	59	83%	59	\$ 22.29	90	100.0%
Health Science	470	447	407	383	75	2	0	330	100%	325	98%	289	88%	285	88%	299	\$ 26.71	388	95.8%
Human Services	19	19	18	18	0	0	0	18	100%	18	100%	18	100%	18	100%	16	\$ 16.83	18	100.0%
Information Technology	135	87	76	81	36	3	0	37	100%	28	76%	35	95%	27	96%	27	\$ 22.46	73	100.0%
Law, Public Safety, Corrections & Security	13	13	12	11	2	0	0	10	100%	9	90%	8	80%	7	78%	8	\$ 29.71	12	100.0%
Manufacturing	43	43	31	37	2	1	1	27	96%	23	85%	24	89%	20	87%	19	\$ 23.80	29	96.7%
Marketing	27	24	21	19	2	0	0	19	100%	16	84%	15	79%	12	75%	14	\$ 20.58	21	100.0%
Multi-/Interdisciplinary Studies, General	0	0																	
Science, Technology, Engineering & Mathematics	37	24	23	15	0	0	0	23	100%	23	100%	16	70%	16	70%	20	\$ 28.80	23	100.0%
Transportation, Distribution & Logistics	55	55	52	45	3	0	0	49	100%	48	98%	39	80%	38	79%	42	\$ 22.28	48	92.3%
<b>WDTC</b>	<b>346</b>	<b>310</b>	<b>276</b>	<b>266</b>	<b>8</b>	<b>0</b>	<b>4</b>	<b>266</b>	<b>99%</b>	<b>252</b>	<b>95%</b>	<b>257</b>	<b>97%</b>	<b>243</b>	<b>96%</b>	<b>188</b>	<b>\$ 28.46</b>	<b>274</b>	<b>99.3%</b>
Agriculture, Food & Natural Resources	0	0																	
Architecture & Construction	35	34	29	29	0	0	0	29	100%	26	90%	29	100%	26	100%	18	\$ 24.75	29	100.0%
Business, Management & Administration	35	33	26	25	3	0	0	23	100%	21	91%	23	100%	21	100%	11	\$ 25.54	26	100.0%
Health Science	155	140	133	126	1	0	1	131	99%	129	98%	124	95%	122	95%	102	\$ 30.70	132	99.2%
Information Technology	26	16	12	12	1	0	0	11	100%	11	100%	11	100%	11	100%	7	\$ 24.35	12	100.0%
Law, Public Safety, Corrections & Security	14	14	11	11	0	0	0	11	100%	8	73%	11	100%	8	100%	5	\$ 27.39	11	100.0%
Manufacturing	25	18	16	16	3	0	0	13	100%	12	92%	13	100%	12	100%	8	\$ 23.87	16	100.0%
Multi-/Interdisciplinary Studies, General	1	1																	
Science, Technology, Engineering & Mathematics	17	17	14	13	0	0	0	14	100%	13	93%	13	93%	12	92%	9	\$ 28.28	14	100.0%
Transportation, Distribution & Logistics	38	37	35	34	0	0	3	34	97%	32	94%	33	97%	31	97%	28	\$ 26.46	34	97.1%
<b>SYSTEM TOTAL</b>	<b>2835</b>	<b>2664</b>	<b>2472</b>	<b>2234</b>	<b>404</b>	<b>16</b>	<b>12</b>	<b>2043</b>	<b>100%</b>	<b>1862</b>	<b>91%</b>	<b>1758</b>	<b>86%</b>	<b>1603</b>	<b>86%</b>	<b>1629</b>	<b>\$ 26.40</b>	<b>2426</b>	<b>98.8%</b>

**SOUTH DAKOTA TECHNICAL COLLEGE SYSTEM  
GRADUATE OUTCOMES REPORT**

GRADUATE OUTCOMES BY PROGRAM: INSTITUTION																							
Inst.	Career Cluster	Program	CIP	Total Program Awards**	Unduplicated Graduates	Number Responding	Number in SD	Continuing Ed & Military	Not in the Labor Market^	Still Seeking	Total Employable***	Total Employed	% Total Employed	Employed in Field	% Employed in Field	Employed in SD	% Employed in SD	Employed in Field in SD	% Employed in Field in SD	# with Reported Wage Information	Avg Hourly Salary^^ (In-Field Only)	Total Placed	% Total Placed
LATC	Agriculture, Food & Natural Resources	Agriculture (AAS)	01.0101	111	111	105	75	8	0	0	97	97	100%	92	95%	70	72%	65	71%	62	\$25.58	105	100.0%
LATC	Agriculture, Food & Natural Resources	Natural Resources Management (AAS/Diploma)	03.0104	4	4																		
LATC	Architecture & Construction	Building Trades Technology (AAS)	46.0201	15	15	14	13	0	0	0	14	14	100%	14	100%	14	100%	14	100%	12	\$25.55	14	100.0%
LATC	Architecture & Construction	Heavy Equipment Operator (AAS/Diploma)	49.0202	29	29	29	27	10	0	0	19	19	100%	17	89%	16	84%	14	82%	15	\$33.62	29	100.0%
LATC	Finance	Financial Services (AAS)	52.0803	23	20	20	17	0	0	0	20	20	100%	19	95%	17	85%	16	84%	19	\$23.85	20	100.0%
LATC	Health Science	Community Health Worker (Cert)	51.1504	16	16	16	16	2	0	0	14	14	100%	14	100%	14	100%	14	100%	2	\$20.50	16	100.0%
LATC	Health Science	Dental Assisting (AAS/Diploma)	51.0601	46	46	46	43	12	0	0	34	34	100%	32	94%	31	91%	29	91%	29	\$23.66	46	100.0%
LATC	Health Science	Medical Assisting (AAS/Diploma)	51.0801	7	7	7	7	1	0	0	6	6	100%	6	100%	5	83%	5	83%	6	\$20.31	7	100.0%
LATC	Health Science	Medical Lab Tech (AAS)	51.1004	11	11	11	9	1	0	0	10	10	100%	9	90%	8	80%	7	78%	9	\$25.33	11	100.0%
LATC	Health Science	Occupational Therapy Asst (AAS)	51.0803	11	11	11	8	0	1	0	10	10	100%	8	80%	8	80%	6	75%	8	\$23.57	10	100.0%
LATC	Health Science	Physical Therapist Asst (AAS)	51.0806	17	17	15	11	1	0	0	14	14	100%	12	86%	9	64%	8	67%	12	\$25.43	15	100.0%
LATC	Health Science	Practical Nursing (Diploma)	51.3901	88	88	87	76	53	2	1	32	31	97%	30	97%	24	77%	24	80%	30	\$27.79	84	98.8%
LATC	Health Science	Registered Nurse (AAS)	51.3801	43	43	40	32	4	0	0	36	36	100%	36	100%	27	75%	27	75%	33	\$38.81	40	100.0%
LATC	Health Science	Surgical Technology (AAS)	51.0900	8	8	8	8	0	0	0	8	8	100%	7	88%	8	100%	7	100%	7	\$30.81	8	100.0%
LATC	Human Services	Cosmetology (Diploma)	12.0401	50	50	49	46	0	0	0	49	49	100%	34	69%	46	94%	31	91%	19	\$20.55	49	100.0%
LATC	Human Services	Human Services Tech (AAS/Diploma)	44.0000	31	30	30	30	15	0	0	15	15	100%	14	93%	14	93%	14	100%	14	\$18.31	30	100.0%
LATC	Information Technology	Computer Information Systems (AAS)	11.0701	19	19	18	18	2	0	0	16	16	100%	10	63%	10	63%	10	100%	9	\$23.96	18	100.0%
LATC	Law, Public Safety, Corrections & Security	Law Enforcement (AAS)	43.0107	13	13	13	13	0	0	0	13	13	100%	11	85%	13	100%	11	100%	11	\$27.56	13	100.0%
LATC	Law, Public Safety, Corrections & Security	Med/Fire Rescue (AAS/Diploma)	51.0904	12	12	12	12	0	0	0	12	12	100%	9	75%	12	100%	9	100%	9	\$29.99	12	100.0%
LATC	Manufacturing	Electronic Systems/Robotics (AAS)	15.0405	23	17	17	13	1	0	0	16	16	100%	15	94%	12	75%	11	73%	15	\$35.05	17	100.0%
LATC	Manufacturing	Energy Operations (AAS)	15.0613	1	0																		
LATC	Manufacturing	Energy Technology (AAS)	15.1001	8	8	8	7	0	0	0	8	8	100%	7	88%	7	88%	6	86%	7	\$39.46	8	100.0%
LATC	Manufacturing	Precision Machining (AAS)	48.0501	13	13	13	12	0	0	0	13	13	100%	12	92%	12	92%	12	100%	12	\$29.84	13	100.0%
LATC	Manufacturing	Welding Technology (AAS/Diploma)	48.0508	54	54	48	45	25	0	0	23	23	100%	20	87%	21	91%	18	90%	18	\$28.67	48	100.0%
LATC	Marketing	Business (AAS)	52.1401	51	51	51	41	6	0	1	45	44	98%	33	75%	37	84%	28	85%	30	\$22.23	50	98.0%
LATC	Transportation, Distribution & Logistics	Auto Body & Paint Technology (AAS/Diploma)	47.0603	24	24	24	23	17	0	0	7	7	100%	7	100%	6	86%	6	86%	6	\$21.72	24	100.0%
LATC	Transportation, Distribution & Logistics	Automotive Technology (AAS)	47.0604	26	26	26	22	0	0	0	26	26	100%	22	85%	22	85%	18	82%	22	\$25.39	26	100.0%
LATC	Transportation, Distribution & Logistics	Aviation Maintenance Technology (AAS/Diploma)	47.0608	10	10	9	5	2	1	0	6	6	100%	5	83%	3	50%	2	40%	4	\$33.57	8	100.0%
LATC	Transportation, Distribution & Logistics	Diesel Technology (AAS)	47.0605	103	101	96	80	3	0	0	93	93	100%	80	86%	74	80%	64	80%	72	\$29.45	96	100.0%
LATC	Transportation, Distribution & Logistics	Professional Fixed Wing Pilot (AAS)	49.0102	6	6	5	4	0	0	0	5	5	100%	2	40%	4	80%	1	50%	2	\$35.00	5	100.0%

**SOUTH DAKOTA TECHNICAL COLLEGE SYSTEM  
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GRADUATE OUTCOMES BY PROGRAM: INSTITUTION																							
Inst.	Career Cluster	Program	CIP	Total Program Awards**	Unduplicated Graduates	Number Responding	Number in SD	Continuing Ed & Military	Not in the Labor Market^	Still Seeking	Total Employable***	Total Employed	% Total Employed	Employed in Field	% Employed in Field	Employed in SD	% Employed in SD	Employed in Field in SD	% Employed in Field in SD	# with Reported Wage Information	Avg Hourly Salary^^ (In-Field Only)	Total Placed	% Total Placed
MTC	Agriculture, Food & Natural Resources	Agricultural Business (AAS)	01.0102	19	19	19	19	2	0	0	17	17	100%	14	82%	17	100%	14	100%	13	\$22.94	19	100.0%
MTC	Agriculture, Food & Natural Resources	Agronomy (AAS)	01.1102	22	22	22	22	0	0	0	22	22	100%	21	95%	22	100%	21	100%	19	\$21.05	22	100.0%
MTC	Agriculture, Food & Natural Resources	Animal Science (AAS)	01.0302	17	17	17	14	5	1	1	11	10	91%	9	90%	7	70%	6	67%	8	\$20.16	15	93.8%
MTC	Agriculture, Food & Natural Resources	Diesel Power - Ag Power Technology (AAS)	01.0205	9	9	9	8	0	0	0	9	9	100%	8	89%	8	89%	7	88%	8	\$24.79	9	100.0%
MTC	Agriculture, Food & Natural Resources	Diesel Power - Light Truck Technology (AAS)	47.0699	12	12	11	10	0	0	0	11	11	100%	9	82%	10	91%	8	89%	9	\$25.34	11	100.0%
MTC	Architecture & Construction	Architectural Design & Building Construction (AAS)	46.0415	18	18	18	15	0	0	0	18	18	100%	16	89%	15	83%	14	88%	15	\$23.67	18	100.0%
MTC	Architecture & Construction	Electrical Construction & Maintenance (AAS)	46.0302	47	47	46	44	4	0	0	42	42	100%	41	98%	40	95%	39	95%	40	\$24.74	46	100.0%
MTC	Architecture & Construction	Electrical Utilities & Substation Technology (AAS)	46.0301	20	20	20	7	0	0	0	20	20	100%	18	90%	7	35%	6	33%	18	\$35.54	20	100.0%
MTC	Architecture & Construction	Heating & Cooling Technology (AAS/Diploma)	47.0201	10	10	10	9	0	0	0	10	10	100%	10	100%	10	100%	10	100%	10	\$23.78	10	100.0%
MTC	Architecture & Construction	Natural Gas Technology (AAS/Diploma)	46.9999	4	4																		
MTC	Architecture & Construction	Power Line Construction & Maintenance (AAS/Diploma)	46.0303	106	106	86	66	25	0	1	61	60	98%	53	88%	42	70%	39	74%	48	\$28.93	85	98.8%
MTC	Architecture & Construction	Wind Turbine Technology (Diploma)	47.0704	0	0																		
MTC	Business, Management & Administration	Accounting (AAS)	52.0301	7	7	7	7	3	0	0	4	4	100%	2	50%	4	100%	2	100%	2	\$16.21	7	100.0%
MTC	Business, Management & Administration	Administrative Office Specialist (AAS)	52.0407	3	3																		
MTC	Business, Management & Administration	Business Management (AAS)	52.0201	16	16	14	12	1	0	0	13	13	100%	7	54%	11	85%	6	86%	6	\$20.73	14	100.0%
MTC	Business, Management & Administration	Entrepreneurship (AAS/Diploma)	52.0701	12	12	11	10	2	0	0	9	9	100%	8	89%	8	89%	7	88%	7	\$26.15	11	100.0%
MTC	Business, Management & Administration	Small Business Management (Diploma)	52.0703	12	12	11	11	4	0	0	7	7	100%	3	43%	7	100%	3	100%	2	\$16.03	11	100.0%
MTC	Health Science	Licensed Practical Nursing (Diploma)	51.3901	22	22	22	22	21	0	0	1	1	100%	1	100%	1	100%	1	100%	1	\$28.59	22	100.0%
MTC	Health Science	Medical Assistant (AAS/Diploma)	51.0801	12	12	12	12	5	1	1	6	5	83%	4	80%	5	100%	4	100%	4	\$20.30	10	90.9%
MTC	Health Science	Medical Laboratory Technology (AAS)	51.1004	3	3																		
MTC	Health Science	Medical Office Professional (AAS)	51.0710	0	0																		
MTC	Health Science	Radiation Therapy (AAS)	51.0907	5	5																		
MTC	Health Science	Radiologic Technology (AAS)	51.0911	19	19	19	17	2	0	0	17	17	100%	17	100%	16	94%	16	94%	17	\$29.09	19	100.0%
MTC	Health Science	Registered Nursing (LPN to RN) (AAS)	51.3801	24	24	24	23	0	0	0	24	24	100%	23	96%	23	96%	22	96%	23	\$36.47	24	100.0%
MTC	Health Science	Speech-Language Pathology Assistant (AAS)	51.0816	5	5																		
MTC	Hospitality & Tourism	Culinary Arts (AAS/Diploma)	12.0503	5	5																		
MTC	Human Services	Human Services Technician (AAS)	44.0000	7	7	6	5	1	0	0	5	5	100%	5	100%	4	80%	4	80%	5	\$24.08	6	100.0%
MTC	Information Technology	Information Systems Technology (AAS)	11.1001	5	5																		
MTC	Information Technology	Wi-Fi & Broadband Technologies (AAS)	15.0305	12	12	12	12	0	0	0	12	12	100%	11	92%	12	100%	11	100%	11	\$24.16	12	100.0%
MTC	Manufacturing	Machining and Manufacturing (AAS)	48.0501	8	8	8	7	3	0	0	5	5	100%	5	100%	4	80%	4	80%	5	\$23.51	8	100.0%
MTC	Manufacturing	Progressive Welding Technology (AAS)	15.0614	15	15	15	11	0	0	0	15	15	100%	15	100%	12	80%	12	80%	14	\$28.21	15	100.0%
MTC	Manufacturing	Welding (Certificate)	48.0508	0	0																		
MTC	Manufacturing	Welding Technology (Diploma)	15.0614	5	5																		
MTC	Multi-/Interdisciplinary Studies, General	Technical Studies (AAS)	30.0000	1	1																		
MTC	Science, Technology, Engineering & Mathematics	Automation Controls/SCADA (AAS)	15.0406	10	10	10	7	2	0	0	8	8	100%	8	100%	5	63%	5	63%	8	\$34.99	10	100.0%
MTC	Science, Technology, Engineering & Mathematics	Automation Engineering Technology (AAS)	15.0613	0	0																		
MTC	Science, Technology, Engineering & Mathematics	Geospatial Technologies (AAS/Diploma)	43.0407	4	4																		
MTC	Science, Technology, Engineering & Mathematics	Precision Ag Technology (AAS)	01.0201	12	12	12	11	0	0	0	12	12	100%	12	100%	12	100%	12	100%	10	\$23.79	12	100.0%
MTC	Transportation, Distribution & Logistics	Power Sports Technology - Marine	47.0616	3	3																		
MTC	Transportation, Distribution & Logistics	Power Sports Technology - Motorcycle	47.0611	5	5																		
MTC	Transportation, Distribution & Logistics	Power Sports Technology (Diploma)	47.0606	1	1																		

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STC	Agriculture, Food & Natural Resources	Horticulture Technology (AAS)	01.0601	10	10	10	9	2	0	0	8	8	100%	7	88%	6	75%	6	86%	7	\$19.99	10	100.0%
STC	Agriculture, Food & Natural Resources	Sports Turf Management Technology (AAS)	01.0607	8	8	7	5	0	0	0	7	7	100%	7	100%	5	71%	5	71%	5	\$17.05	7	100.0%
STC	Architecture & Construction	Architectural Engineering Technology (AAS)	15.0101	18	18	17	17	0	0	0	17	17	100%	16	94%	16	94%	15	94%	13	\$23.23	17	100.0%
STC	Architecture & Construction	Construction Management Technology (AAS/Cert)	15.1001	36	31	27	28	3	0	0	24	24	100%	21	88%	23	96%	20	95%	21	\$24.82	27	100.0%
STC	Architecture & Construction	Electrician (AAS)	46.0302	20	20	16	13	0	1	0	15	15	100%	15	100%	15	100%	15	100%	14	\$26.35	15	100.0%
STC	Architecture & Construction	Heating/Ventilation/AC/Refrigeration (Diploma)	47.0201	28	25	24	19	0	0	0	24	24	100%	23	96%	19	79%	19	83%	19	\$24.26	24	100.0%
STC	Architecture & Construction	Mechanical Engineering Technology (AAS)	15.0805	9	9	8	8	1	0	1	7	6	86%	6	100%	5	83%	5	83%	5	\$22.27	7	87.5%
STC	Architecture & Construction	Mechanical Systems (AAS)	47.9999	3	3																		
STC	Architecture & Construction	Plumbing Technology (Diploma)	46.0503	21	20	18	15	6	0	0	12	12	100%	11	92%	9	75%	8	73%	10	\$23.06	18	100.0%
STC	Arts, Audio-Video Technology & Communications	Digital Media Production Technology(AAS)	10.0304	1	1																		
STC	Arts, Audio-Video Technology & Communications	Media Design Technology (AAS)	10.0303	15	14	12	12	2	0	1	10	10	100%	8	80%	7	70%	5	63%	8	\$17.94	12	100.0%
STC	Business, Management & Administration	Accounting and Bookkeeping (AAS/Diploma)	52.0301	47	31	29	28	4	0	0	25	25	100%	24	96%	21	84%	21	88%	21	\$22.68	29	100.0%
STC	Business, Management & Administration	Business Administration (AAS)	52.0101	65	61	50	55	7	2	0	41	41	100%	37	90%	38	93%	33	89%	33	\$22.28	48	100.0%
STC	Business, Management & Administration	Entrepreneurship (AAS)	52.0701	11	7	7	4	0	0	0	7	7	100%	5	71%	4	57%	2	40%	2	\$13.90	7	100.0%
STC	Business, Management & Administration	Human Resource Management (AAS)	52.1001	8	7	6	6	1	0	0	5	5	100%	5	100%	3	60%	3	60%	3	\$25.28	6	100.0%
STC	Business, Management & Administration	Risk and Investment Management (DIP)	52.0803	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
STC	Health Science	Allied Health (Cert)	51.2201	17	17	17	16	17	0	0	0	0	*	0	*	0	*	0	*	0	*	*	*
STC	Health Science	Cardiovascular Technology: Cardiovascular Sonography (AAS)	51.0901	16	16	16	8	0	1	0	15	15	100%	15	100%	8	53%	8	53%	10	\$34.49	15	100.0%
STC	Health Science	Cardiovascular Technology: Invasive Cardiovascular (AAS)	51.0901	7	7	7	5	0	0	0	7	7	100%	7	100%	4	57%	4	57%	6	\$34.44	7	100.0%
STC	Health Science	Cardiovascular Technology: Vascular Sonography (AAS)	51.0901	11	11	11	5	0	0	0	11	11	100%	11	100%	5	45%	5	45%	9	\$33.89	11	100.0%
STC	Health Science	Community Health Worker (Cert)	51.2201	30	30	29	28	1	0	0	28	28	100%	28	100%	27	96%	27	96%	24	\$24.42	29	100.0%
STC	Health Science	Dental Assisting (Diploma)	51.0601	28	28	23	18	0	0	0	23	23	100%	22	96%	23	100%	22	100%	22	\$20.60	23	100.0%
STC	Health Science	Diagnostic Medical Sonography (AAS)	51.0910	19	19	19	13	0	0	0	19	19	100%	19	100%	12	63%	12	63%	17	\$32.57	19	100.0%
STC	Health Science	Licensed Practical Nursing (Diploma)	51.3901	109	109	103	104	36	1	0	66	66	100%	66	100%	65	98%	65	98%	63	\$24.17	102	100.0%
STC	Health Science	Medical Assistant (Diploma)	51.0801	22	22	17	18	3	0	0	14	14	100%	14	100%	13	93%	13	93%	13	\$21.13	17	100.0%
STC	Health Science	Medical Coding (AAS/Diploma/Cert)	51.0713	61	38	28	37	11	0	0	17	17	100%	15	88%	17	100%	15	100%	13	\$23.63	28	100.0%
STC	Health Science	Paramedic Science (AAS)	51.0904	12	12	11	10	0	0	0	11	11	100%	11	100%	7	64%	7	64%	8	\$25.09	11	100.0%
STC	Health Science	Phlebotomy (Cert)	51.1099	15	15	10	13	1	0	0	9	9	100%	8	89%	9	100%	8	100%	8	\$19.24	10	100.0%
STC	Health Science	Registered Nurse (AAS)	51.3801	69	69	66	68	5	0	0	61	61	100%	61	100%	61	100%	61	100%	59	\$34.34	66	100.0%
STC	Health Science	Surgical Technology (AAS)	51.0909	30	30	29	23	0	0	0	29	29	100%	29	100%	22	76%	22	76%	29	\$24.83	29	100.0%
STC	Health Science	Veterinary Technician (AAS)	51.0808	24	24	21	17	1	0	0	20	20	100%	19	95%	16	80%	16	84%	18	\$18.35	21	100.0%
STC	Human Services	Early Childhood Specialist (AAS)	19.0708	19	19	18	18	0	0	0	18	18	100%	18	100%	18	100%	18	100%	16	\$16.83	18	100.0%
STC	Information Technology	Computer Programming (AAS/Diploma/Cert)	11.0201	49	32	27	28	12	2	0	13	13	100%	10	77%	12	92%	9	90%	10	\$21.67	25	100.0%
STC	Information Technology	Computer Technician (DIP)	11.9999	54	30	29	30	23	1	0	5	5	100%	2	40%	4	80%	2	100%	2	\$21.97	28	100.0%
STC	Information Technology	System and Network Security (AAS)	11.1003	32	25	20	23	1	0	0	19	19	100%	16	84%	19	100%	16	100%	15	\$23.06	20	100.0%
STC	Law, Public Safety, Corrections & Security	Law Enforcement (AAS)	43.0107	13	13	12	11	2	0	0	10	10	100%	9	90%	8	80%	7	78%	8	\$29.71	12	100.0%
STC	Manufacturing	Mechatronics (AAS)	15.0403	10	10	10	6	2	0	0	8	8	100%	7	88%	7	88%	6	86%	4	\$29.14	10	100.0%
STC	Manufacturing	Welding (Diploma/Cert)	48.0508	33	33	21	31	0	1	1	20	19	95%	16	84%	17	89%	14	88%	15	\$22.38	19	95.0%
STC	Marketing	Marketing (AAS)	52.1401	27	24	21	19	2	0	0	19	19	100%	16	84%	15	79%	12	75%	14	\$20.58	21	100.0%
STC	Multi-/Interdisciplinary Studies, General	Technical Studies (AAS)	30.9999	0	0																		
STC	Science, Technology, Engineering & Mathematics	Civil Engineering Tech (AAS) / Land Surveying Tech (AAS)	15.0000	37	24	23	15	0	0	0	23	23	100%	23	100%	16	70%	16	70%	20	\$28.80	23	100.0%
STC	Transportation, Distribution & Logistics	Automotive Technology (AAS)	47.0604	19	19	17	18	1	0	0	16	16	100%	15	94%	15	94%	14	93%	15	\$20.75	17	100.0%
STC	Transportation, Distribution & Logistics	Collision Repair & Refinish Technology (AAS)	47.0603	12	12	12	10	0	0	0	12	12	100%	12	100%	10	83%	10	83%	9	\$18.21	12	100.0%
STC	Transportation, Distribution & Logistics	Diesel Technology (AAS)	47.0605	20	20	19	15	1	0	0	18	18	100%	18	100%	12	67%	12	67%	16	\$28.80	19	100.0%
STC	Transportation, Distribution & Logistics	Diesel Technology: Heavy Equipment (DIP)	47.0605	0	0																		
STC	Transportation, Distribution & Logistics	Diesel Technology: Trucking (DIP)	47.0605	4	4																		

**SOUTH DAKOTA TECHNICAL COLLEGE SYSTEM  
GRADUATE OUTCOMES REPORT**

GRADUATE OUTCOMES BY PROGRAM: INSTITUTION																							
Inst.	Career Cluster	Program	CIP	Total Program Awards**	Unduplicated Graduates	Number Responding	Number in SD	Continuing Ed & Military	Not in the Labor Market^	Still Seeking	Total Employable***	Total Employed	% Total Employed	Employed in Field	% Employed in Field	Employed in SD	% Employed in SD	Employed in Field in SD	% Employed in Field in SD	# with Reported Wage Information	Avg Hourly Salary^^ (In-Field Only)	Total Placed	% Total Placed
WDTC	Agriculture, Food & Natural Resources	Environmental Engineering Technician - Controlled Environment Agriculture (AAS)	01.0308	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
WDTC	Agriculture, Food & Natural Resources	Farm and Ranch Management (AAS)	01.0104	0	0																		
WDTC	Agriculture, Food & Natural Resources	Meat Processing (AAS/Diploma)	12.0506	0	0																		
WDTC	Architecture & Construction	Architectural & Engineering Technology (AAS/Cert)	15.1301	9	8	7	7	0	0	0	7	7	100%	5	71%	7	100%	5	100%	3	\$23.17	7	100.0%
WDTC	Architecture & Construction	Construction Technology (Diploma)	46.0415	7	7	5	5	0	0	0	5	5	100%	4	80%	5	100%	4	100%	3	\$22.30	5	100.0%
WDTC	Architecture & Construction	HVAC/Refrigeration Technology (AAS)	47.0201	6	6	6	6	0	0	0	6	6	100%	6	100%	6	100%	6	100%	6	\$25.82	6	100.0%
WDTC	Architecture & Construction	Plumbing Technology (Diploma)	46.0503	13	13	11	11	0	0	0	11	11	100%	11	100%	11	100%	11	100%	6	\$25.69	11	100.0%
WDTC	Business, Management & Administration	Accounting (AAS/Diploma)	52.0301	16	15	14	14	2	0	0	12	12	100%	11	92%	12	100%	11	100%	5	\$26.22	14	100.0%
WDTC	Business, Management & Administration	Business - Business and Technology (AAS/Diploma/Cert)	52.0201	19	18	12	11	1	0	0	11	11	100%	10	91%	11	100%	10	100%	6	\$24.97	12	100.0%
WDTC	Health Science	Advanced Emergency Medical Technician (Cert)	51.0810	2	2																		
WDTC	Health Science	Allied Health - General (AAS)	51.0000	15	15	15	14	0	0	0	15	15	100%	15	100%	14	93%	14	93%	13	\$29.67	15	100.0%
WDTC	Health Science	Dental Assisting (Diploma)	51.0601	4	4																		
WDTC	Health Science	Health Information Management - Coding Specialty (AAS/Diploma)	51.0713	10	6	5	5	0	0	0	5	5	100%	4	80%	5	100%	4	100%	3	\$25.89	5	100.0%
WDTC	Health Science	Medical Assisting (Diploma)	51.0801	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
WDTC	Health Science	Medical Laboratory Technician (AAS)	51.1004	13	13	12	11	0	0	0	12	12	100%	12	100%	11	92%	11	92%	10	\$26.86	12	100.0%
WDTC	Health Science	Paramedic (AAS/Cert)	51.0904	6	6	6	6	0	0	0	6	6	100%	6	100%	6	100%	6	100%	0	*	6	100.0%
WDTC	Health Science	Phlebotomy/Laboratory Assistant (Diploma/Cert)	51.1099	7	6	6	6	1	0	0	5	5	100%	4	80%	5	100%	4	100%	3	\$23.90	6	100.0%
WDTC	Health Science	Practical Nursing (Diploma)	51.3901	55	45	43	42	0	0	1	43	42	98%	42	100%	41	98%	41	98%	35	\$28.28	42	97.7%
WDTC	Health Science	Registered Nursing (AAS)	51.3801	34	34	34	32	0	0	0	34	34	100%	34	100%	32	94%	32	94%	29	\$37.48	34	100.0%
WDTC	Health Science	Surgical Technology (AAS)	51.0909	9	9	8	7	0	0	0	8	8	100%	8	100%	7	88%	7	88%	6	\$31.00	8	100.0%
WDTC	Information Technology	Computer Science-Information Technology Specialist (AAS/Diploma)	11.0901	26	16	12	12	1	0	0	11	11	100%	11	100%	11	100%	11	100%	7	\$24.35	12	100.0%
WDTC	Law, Public Safety, Corrections & Security	Criminal Justice (AAS)	43.0104	8	8	7	7	0	0	0	7	7	100%	5	71%	7	100%	5	100%	3	\$24.57	7	100.0%
WDTC	Law, Public Safety, Corrections & Security	Law Enforcement Technology (AAS)	43.0107	6	6	4	4	0	0	0	4	4	100%	3	75%	4	100%	3	100%	2	\$31.62	4	100.0%
WDTC	Manufacturing	Drafting and Machining Technology (AAS/Diploma)	48.0501	1	1																		
WDTC	Manufacturing	Welding and Fabrication (AAS/Diploma)	48.0508	24	17	15	15	3	0	0	12	12	100%	11	92%	12	100%	11	100%	7	\$24.45	15	100.0%
WDTC	Multi-/Interdisciplinary Studies, General	Technical Studies (AAS)	30.0000	1	1																		
WDTC	Science, Technology, Engineering & Mathematics	Electrical Trades (AAS/Cert)	46.0302	14	14	12	11	0	0	0	12	12	100%	12	100%	11	92%	11	92%	8	\$28.69	12	100.0%
WDTC	Science, Technology, Engineering & Mathematics	Environmental Engineering Technician (AAS)	15.0507	3	3																		
WDTC	Transportation, Distribution & Logistics	Automotive Technology (AAS)	47.0604	15	15	15	15	0	0	1	15	14	93%	14	100%	14	100%	14	100%	11	\$23.30	14	93.3%
WDTC	Transportation, Distribution & Logistics	Autonomous Equipment Technician (Cert)	15.0406	2	2																		
WDTC	Transportation, Distribution & Logistics	Diesel Technology (AAS)	47.0605	18	17	16	15	0	0	0	16	16	100%	16	100%	15	94%	15	94%	15	\$28.39	16	100.0%
WDTC	Transportation, Distribution & Logistics	Professional Truck Driving (Cert)	49.0205	3	3																		
<b>SYSTEM TOTAL</b>				<b>2835</b>	<b>2664</b>	<b>2472</b>	<b>2234</b>	<b>404</b>	<b>16</b>	<b>12</b>	<b>2052</b>	<b>2043</b>		<b>1862</b>		<b>1758</b>		<b>1603</b>		<b>1629</b>		<b>2426</b>	

# Employee Survey Update

## Executive Summary

**Purpose of Report:** To provide an update on the 2026 employee survey

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This spring, Southeast Technical College administered an employee survey to all full-time and part-time faculty and staff.

Takeaways include:

- Overall employee morale and satisfaction has improved since the 2023 administration of the survey.
- Nearly all questions asked had improved scores over the 2023 survey.
- Employees indicated they feel morale improving, but would also like to see the momentum continue.
- Employees are dedicated to the institution and its mission.
- The institution should continue to find ways to improve communication and break down silos.

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**Administrative Recommendation to School Board:** Acknowledge the Employee Survey Report.



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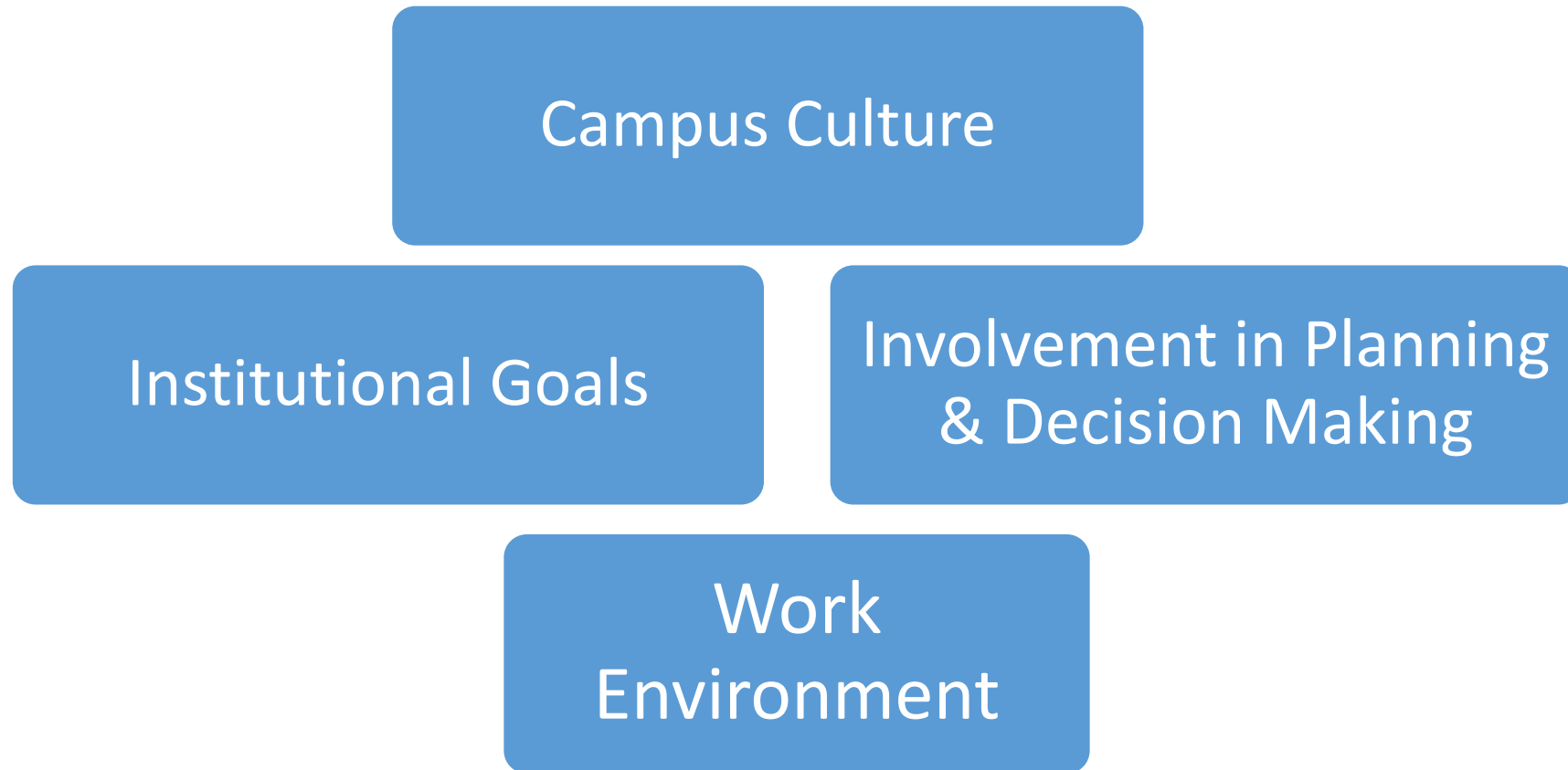
# 2026 Employee Survey

June 3, 2026



**SOUTHEAST**  
Technical College

# RNL COLLEGE EMPLOYEE SATISFACTION SURVEY



# STUDENT FOCUS

<b>Item</b>	<b>2026 Mean</b>	<b>2023 Mean</b>	<b>2021 Mean</b>
<b>This institution promotes excellent employee-student relationships</b>	4.09	3.81	3.89
<b>This institution treats students as its top priority</b>	4.00	3.75	3.77
<b>This institution does a good job of meeting the needs of students</b>	3.99	3.73	3.72
<b>Student learning is central to this institution's mission</b>	4.08	3.91	3.85

# COMMUNICATION AND TEAMWORK

Item	2026 Mean	2023 Mean	2021 Mean
Administrators share information regularly with faculty and staff	3.74	2.95	3.32
There is good communication between the faculty and the administration at this institution	3.69	2.85	3.26
There is good communication between staff and the administration at this institution	3.62	2.94	3.21
There is a spirit of teamwork and cooperation at this institution	3.52	3.07	3.21
There is a high level of trust at this institution	3.40	2.83	3.02
There is an acceptance of diversity at this institution	4.10	3.75	3.80
I feel a sense of camaraderie/social support at this institution	3.74	3.25	3.27

5-point Likert scale - 1=not at all satisfied, 5=very satisfied

# MEETING NEEDS OF FACULTY AND STAFF

<b>Item</b>	<b>2026 Mean</b>	<b>2023 Mean</b>	<b>2021 Mean</b>
<b>This institution does a good job of meeting the needs of its faculty</b>	3.54	3.19	3.26
<b>This institution does a good job of meeting the needs of staff</b>	3.60	3.14	3.20
<b>My supervisor pays attention to what I have to say</b>	4.11	3.60	3.82
<b>My supervisor helps me improve my job performance</b>	4.06	3.48	3.81
<b>My department meets as a team to plan and coordinate work</b>	4.15	3.73	3.89

5-point Likert scale - 1=not at all satisfied, 5=very satisfied

# RESOURCES

<b>Item</b>	<b>2026 Mean</b>	<b>2023 Mean</b>	<b>2021 Mean</b>
<b>This institution makes sufficient budgetary resources available to achieve important objectives</b>	3.61	3.18	3.06
<b>This institution makes sufficient staff resources available to achieve important objectives</b>	3.49	3.23	3.24
<b>My department has the budget needed to do its job well</b>	3.43	3.10	3.12

# OVERALL INSTITUTION

Item	2026 Mean	2023 Mean	2021 Mean
Efforts to improve quality are paying off at this institution	3.85	3.50	3.55
This institution plans carefully	3.69	3.20	3.13
The reputation of this institution continues to improve	3.99	3.64	3.72
Administrators at this institution are effective	3.88	3.19	3.46
The leadership of this institution has a clear sense of purpose	3.94	3.11	3.28

# FEELING VALUED

<b>Item</b>	<b>2026 Mean</b>	<b>2023 Mean</b>	<b>2021 Mean</b>
<b>The type of work I do on most days is personally rewarding</b>	4.25	4.10	4.17
<b>The work I do is appreciated by my supervisor</b>	4.01	3.62	3.79
<b>The work I do is valuable to the institution</b>	4.12	3.85	3.86
<b>I am proud to work at this institution</b>	4.29	3.98	4.19
<b>Rate your overall satisfaction with your employment here so far</b>	3.99	3.75	3.86

5-point Likert scale - 1=not at all satisfied, 5=very satisfied

A photograph of a modern, two-story building at dusk. The building features a teal upper section and a white lower section. The teal section has a large logo and text that reads "SOUTHEAST Technical College". The white section has a large glass window on the right side, showing the interior. The building is illuminated by warm lights, and the sky is a deep blue with some clouds. There are some plants and a sidewalk in the foreground.

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**PRIORITIES**

# WHAT SHOULD BE THE INSTITUTION'S TOP 3 PRIORITIES

Item	2026 Percent	2023 Percent	2021 Percent
Increase the enrollment of new students	16.9%	18.9%	22.5%
Retain more of its current students to graduation	19.5%	19.6%	22.7%
Improve the academic ability of entering student classes	9.5%	8.2%	9.9%
Recruit students from new geographic markets	2.5%	1.8%	4.2%
Increase the diversity of racial and ethnic groups represented among the student body	2.5%	3.9%	3.6%
Develop new academic programs	8.7%	6.2%	4.8%
Improve the quality of existing academic programs	22.8%	20.7%	16.8%
Improve the appearance of campus buildings and grounds	3.2%	3.4%	2.7%
Improve employee morale	14.4%	17.3%	12.8%
All responses	100.0%	100.0%	100.0%

A photograph of a modern, two-story building at dusk. The building features a blue upper section and a white lower section. The logo for Southeast Technical College is prominently displayed on the blue section. The building is illuminated from within, and the surrounding landscape is landscaped with plants and trees. The sky is a deep blue with some clouds.

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**INVOLVEMENT IN PLANNING**

# LEVEL OF INVOLVEMENT IN PLANNING AND DECISION-MAKING

Item	2026 Mean	2023 Mean	2023 Mean
How involved are: Faculty	2.84	2.78	2.82
How involved are: Staff	2.65	2.45	2.56
How involved are: Deans or directors of administrative units	3.31	3.56	3.50
How involved are: Deans or chairs of academic units	3.34	3.66	3.39
How involved are: Senior administrators (VP level or above)	3.55	3.90	3.69
How involved are: Students	2.57	2.44	2.44
How involved are: Trustees	3.02	3.01	2.91
How involved are: Alumni	2.25	2.52	2.49

RATE: INVOLVEMENT (1 = "Not enough involvement" / 3 = "Just the right involvement" / 5 = "Too much involvement")

A photograph of a modern, two-story building at dusk. The building features a blue upper section and a white lower section. The logo for Southeast Technical College is prominently displayed on the blue section. The building is illuminated from within, and the sky is a deep blue with some clouds. The foreground shows a paved walkway and some landscaping.

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**IMPORTANCE-SATISFACTION GAPS**

# GAPS BETWEEN IMPORTANCE AND LEVEL OF SATISFACTION

	2026			2023			2021		
	IMP Mean	SAT Mean	GAP	IMP Mean	SAT Mean	GAP	IMP Mean	SAT Mean	GAP
My department has the staff needed to do its job well	4.62	3.25	1.37	4.58	2.95	1.63	4.58	2.97	1.61
There are effective lines of communication between departments	4.43	3.16	1.27	4.38	2.74	1.64	4.43	2.91	1.52
I am paid fairly for the work I do	4.61	3.37	1.24	4.55	3.53	1.02	4.53	3.17	1.36
There is a high level of trust at this institution	4.54	3.40	1.14	4.58	2.83	1.75	4.52	3.02	1.50
My department has the budget needed to do its job well	4.52	3.43	1.09	4.45	3.10	1.35	4.53	3.12	1.41
This institution has written procedures that clearly define who is responsible for each operation and service	4.36	3.33	1.03	4.37	3.13	1.24	4.28	3.21	1.07
This institution consistently follows clear processes for orienting and training new employees	4.45	3.45	1.00	4.53	3.38	1.15	4.37	3.24	1.13
This institution makes sufficient staff resources available to achieve important objectives	4.45	3.49	0.96	4.40	3.23	1.17	4.33	3.24	1.09
This institution consistently follows clear processes for recognizing employee achievements	4.23	3.29	0.94	4.24	2.95	1.29	4.12	3.13	0.99
This institution does a good job of meeting the needs of its faculty	4.47	3.54	0.93	4.48	3.19	1.29	4.48	3.26	1.22
Employee suggestions are used to improve our institution	4.37	3.46	0.91	4.38	3.02	1.36	4.30	3.16	1.14
This institution does a good job of meeting the needs of staff	4.51	3.60	0.91	4.41	3.14	1.27	4.30	3.20	1.10

Shaded areas represent Strategic Plan Goal 3 tactic areas for 2025-26

# OPEN-ENDED RESPONSES

- Campus Culture is improving, and has improved over the past 1-2 years
- Faculty and staff have a strong commitment to students and workforce outcomes
- STC has dedicated, hardworking employees
- Information sharing has improved, but we should continue to identify ways to improve it further

# OPEN-ENDED RESPONSES (CONT.)

- There continues to be silos between faculty and staff
  - People do not always understand what colleagues in other roles do, leading to silos and some mistrust
- People have taken on more work and are working longer hours, leading to burnout
- Pay, Advancement, and Recognition
  - Salary compression between new hires and long-tenured employees
  - Limited advancement paths
  - Need for meaningful recognition for high performing employees
- We must ensure our internal staffing, processes, and capacity keep pace with our growth



# NEXT STEPS

- June 1
  - Results shared with faculty and staff
- June 16
  - Meeting with Cabinet and Goal 3 team to discuss results and plan action steps
  - Will select 3 tactics coming out of these data for the Goal 3 team to work on during the 2026-27 year



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## **Southeast Technical College**

FY27 Budget

### **EXECUTIVE SUMMARY**

**Purpose:**

Provide the School Board with a final version of the FY27 Southeast Technical College budget.

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Highlights are as follows:

- No changes from the proposed budget presented last month
- Proposed budget of \$61M, including construction and remodeling facilities of approximately \$19M
- Overall increase to operating budget of 2.9% compared to prior year
- 3% raise for all faculty and staff (excludes adjuncts)
- State funded equipment grants one-time increase of approximately 60%

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**Administrative Recommendation to School Board:**

Approve the FY27 budget

**STC - FY27 Budget**  
**Functional Classifications - Revenues & Expenses**

	<b>FY27 Budget Total</b>	<b>FY26 Budget Total</b>
<b>Revenues:</b>		
Tuition & Fees	\$ 17,308,526	\$ 16,397,735
State Funding	\$ 20,755,362	\$ 13,956,162
Federal Funding	\$ 7,285,626	\$ 3,128,157
Local Funding	\$ 9,039,385	\$ 412,446
Auxiliary Services	\$ 4,001,900	\$ 3,510,000
Other	\$ 603,000	\$ 523,000
Total Operating Revenues:	\$ 58,993,799	\$ 37,927,500
Pass Thru Funds (Facility Fee)	\$ 2,147,172	\$ 2,092,140
<b>Total Revenues:</b>	<b>\$ 61,140,971</b>	<b>\$ 40,019,640</b>
<b>Expenses</b>		
Instructional Services	\$ 20,143,894	\$ 17,654,086
Support Services	\$ 15,730,572	\$ 14,586,569
Facilities	\$ 23,119,333	\$ 5,686,845
Total Operating Expenses:	\$ 58,993,799	\$ 37,927,500
Pass Thru Funds (Facility Fee)	\$ 2,147,172	\$ 2,092,140
<b>Total Expenses:</b>	<b>\$ 61,140,971</b>	<b>\$ 40,019,640</b>

\*\*Overall Increase

**2.9%**

(excludes pass thru funds and new facilities)

## Changes and Assumptions Highlights – FY27 Budget Plans:

### **Revenues:**

#### Tuition & Fees:

- State Tuition per credit increase to \$134 & M&R per credit fee stable at \$8
- Credit sold & DE credits % remain stable from FY26 actuals
- Includes \$2.1M of pass-thru funds (Facility Fees) paid by students (\$36/credit)

#### Auxiliary Services:

- Sales increased 28% (Workforce Develop/Bookstore/Laptops/Childcare/Dining/Room Rentals)
  - Over \$800k of student subscription fees for medical programs thru Bookstore

#### State Funding:

- PSA formula increasing 1.4% at \$11.7M for credits sold (*BoTE FY27 worksheet*)
- Tuition Buydown (\$10/credit) stable and M&R Funding (set by State) increase to \$900k
- \$6M one-time funding for Abdnor building expansion project
- \$1.5M one-time funding for equipment for Jameson Annex - Diesel Program
- One Time Equipment Funding of \$1.3M –equipment and simulators for trades and medical

#### Federal/Local/Other:

- Federal: Abdnor building expansion: \$4.5M HUD award
- Local: \$5M private donations for Abdnor building expansion and \$2M donation from Wells Fargo for Home Building Lab
- Other: \$300k prior M&R funds for deferred maintenance projects (chiller, fire alarm panels)

### **Expenses:**

#### Personnel

- 3% raise for all faculty and staff (excludes adjuncts), no step advances
- 5 FT faculty positions added (Diesel -Jameson Annex, Electrical, Civil Engineering, AgriBusiness, Automation), 5 Faculty positions lane advanced, 5 FT position added (Coordinator – Alumni, Coordinator – IT Applications, Coordinator – Testing Center, Coordinator – Institutional Research, Coordinator - Admissions)
- Assume medical and dental premiums increase by 5% maximum

#### Programs & Departments

- Digital subscriptions increased by 7% (J1, Navigate, Encoura, Go2Orientation, Learning Space, Team Dynamics, Symplicity, BetterMynd, etc)
- Resale inventory increased by 13%; program subscriptions passing thru Bookstore
- Accreditation prep and site visits for: MLT, Higher Learning Commission, Auto Collision
- New Cost Center setup to track strategic plan expenses

**Southeast Technical College - FY27 Budget  
Natural Classifications by Fund - Revenues & Expenses**

	(23) General Fund	(23) Pass Through	(52/53/54) Auxiliary	(23) Grants	(23) Plant Operations	(23) New/Expanded Facilities	FY27 Grand Total	Prior FY26 Grand Total
<b>Revenues:</b>								
Tuition & Fees	\$ 17,308,526	\$ 2,147,172	\$ 4,001,900	\$ -	\$ -	\$ -	\$ 19,455,698	\$ 18,861,875
Auxiliary Services	\$ -	\$ -	\$ -	\$ 1,425,989	\$ 916,000	\$ 6,000,000	\$ 4,001,900	\$ 3,138,000
State Funding	\$ 12,413,373	\$ -	\$ -	\$ 1,285,626	\$ -	\$ 6,000,000	\$ 20,755,362	\$ 13,956,162
Federal Funding	\$ -	\$ -	\$ -	\$ 2,039,385	\$ 300,000	\$ 7,000,000	\$ 9,039,385	\$ 3,128,157
Local Funding	\$ 303,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 603,000	\$ 412,446
Other Sources	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 523,000
<b>Total Revenues:</b>	<b>\$ 30,024,899</b>	<b>\$ 2,147,172</b>	<b>\$ 4,001,900</b>	<b>\$ 4,751,000</b>	<b>\$ 1,216,000</b>	<b>\$ 19,000,000</b>	<b>\$ 61,140,971</b>	<b>\$ 40,019,640</b>
<b>Expenses:</b>								
Personnel & Benefits	\$ 21,146,745	\$ -	\$ 1,199,620	\$ 1,374,562	\$ 1,308,368	\$ -	\$ 25,029,295	\$ 23,161,569
Resale Inventory	\$ 457,000	\$ -	\$ 2,465,000	\$ -	\$ -	\$ -	\$ 2,465,000	\$ 2,184,500
Advertising	\$ 895,330	\$ -	\$ 1,000	\$ -	\$ -	\$ -	\$ 458,000	\$ 386,500
Dues, Fees, Subscriptions	\$ 108,098	\$ -	\$ 13,350	\$ 14,500	\$ -	\$ -	\$ 923,180	\$ 860,230
Equipment	\$ 180,650	\$ -	\$ 35,000	\$ 3,229,361	\$ 96,000	\$ -	\$ 3,468,459	\$ 2,154,580
Food	\$ 500	\$ -	\$ 1,800	\$ 2,000	\$ 300	\$ -	\$ 184,750	\$ 154,150
Fuel	\$ -	\$ -	\$ 10,500	\$ -	\$ 20,000	\$ -	\$ 31,000	\$ 31,000
Insurance	\$ -	\$ -	\$ -	\$ -	\$ 465,000	\$ -	\$ 465,000	\$ 450,000
New/Expanded Buildings	\$ 159,350	\$ -	\$ 21,000	\$ -	\$ -	\$ 18,500,000	\$ 180,350	\$ 177,250
Postage	\$ 125,850	\$ -	\$ 200	\$ 750	\$ 11,000	\$ -	\$ 137,800	\$ 132,350
Printing	\$ 581,650	\$ -	\$ 10,350	\$ 775	\$ 112,602	\$ 500,000	\$ 1,205,377	\$ 2,722,577
Professional Services	\$ 42,370	\$ -	\$ -	\$ -	\$ 281,563	\$ -	\$ 323,933	\$ 331,153
Rental/Lease	\$ 371,990	\$ -	\$ 21,000	\$ 1,550	\$ 942,000	\$ -	\$ 1,336,540	\$ 871,555
Repairs/Maintenance	\$ 65,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 65,000	\$ 65,000
Staff Development	\$ 1,472,825	\$ -	\$ 197,800	\$ 46,000	\$ 122,500	\$ -	\$ 1,839,125	\$ 1,788,379
Supplies	\$ 1,034,138	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,034,138	\$ 1,169,650
Textbooks/Software	\$ 267,981	\$ -	\$ 9,000	\$ 6,502	\$ -	\$ -	\$ 283,483	\$ 194,257
Travel & Registrations	\$ 228,371	\$ -	\$ -	\$ 75,000	\$ -	\$ -	\$ 760,000	\$ 727,800
Utilities	\$ 2,887,051	\$ -	\$ 16,280	\$ -	\$ (2,903,333)	\$ -	\$ 2,450,543	\$ 2,457,140
Other Expenses	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Transfers In/Out:	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
<b>Total Expenses:</b>	<b>\$ 30,024,899</b>	<b>\$ 2,147,172</b>	<b>\$ 4,001,900</b>	<b>\$ 4,751,000</b>	<b>\$ 1,216,000</b>	<b>\$ 19,000,000</b>	<b>\$ 61,140,971</b>	<b>\$ 40,019,640</b>



**2026-2027 Salary Schedule: Administrator - 12 Month**

Level	EAC Level	Step 1	2	3	4	5
A	1	164,051	169,792	175,737	181,854	188,218
B	2	150,948	156,231	161,701	167,328	173,183
C	3	145,084	150,163	155,420	160,830	166,458
D	4	139,224	144,098	149,142	154,334	159,735
E	5	133,705	138,386	143,230	148,215	153,403
F	6	128,881	133,390	138,060	142,864	147,864
G	7	120,603	124,824	129,194	133,691	138,370
H	8	112,086	116,008	120,069	124,248	128,596

*EAC Level – EMPLOYEE ACCESS CENTER Salary Level*



**2026-2027 Salary Schedule: Classified Staff – Non-Exempt**

Level	EAC Level	Step 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
A	1	14.69	14.85	15.02	15.18	15.34	15.50	15.67	15.82	15.95	16.15	16.30	16.47	16.62	16.80	16.94	17.10
C	2	15.33	15.50	15.67	15.83	16.00	16.18	16.34	16.50	16.67	16.84	17.01	17.17	17.35	17.51	17.66	17.83
D	3	16.73	16.91	17.09	17.26	17.47	17.64	17.82	17.99	18.18	18.35	18.53	18.75	18.91	19.10	19.29	19.47
F	4	17.47	17.65	17.84	18.03	18.24	18.42	18.60	18.79	18.97	19.16	19.37	19.56	19.73	19.94	20.13	20.32
G	5	18.78	18.97	19.17	19.39	19.60	19.79	19.99	20.20	20.41	20.62	20.82	21.02	21.24	21.43	21.63	21.85
I	6	19.61	19.83	20.04	20.25	20.46	20.70	20.91	21.12	21.33	21.55	21.75	21.97	22.18	22.40	22.61	22.82
J	7	21.25	21.48	21.72	21.96	22.18	22.41	22.64	22.88	23.09	23.35	23.58	23.80	24.03	24.26	24.51	24.73
K	8	22.26	22.54	22.76	23.01	23.24	23.47	23.72	23.97	24.22	24.47	24.70	24.94	25.19	25.42	25.67	25.91
L	9	24.88	25.15	25.42	25.70	25.96	26.23	26.50	26.77	27.07	27.32	27.59	27.89	28.15	28.42	28.71	28.97
M	10	27.70	27.99	28.30	28.57	28.90	29.19	29.50	29.81	30.10	30.41	30.69	31.01	31.30	31.61	31.90	32.22
N	11	30.47	30.81	31.15	31.47	31.81	32.15	32.48	32.81	33.12	33.46	33.79	34.13	34.45	34.79	35.12	35.47
O	12	33.49	33.86	34.23	34.59	34.95	35.32	35.67	36.05	36.41	36.77	37.14	37.50	37.85	38.23	38.60	38.96
P	13	37.41	37.80	38.21	38.63	39.04	39.44	39.85	40.26	40.66	41.07	41.49	41.89	42.30	42.71	43.12	43.53
Q	14	40.40	40.82	41.27	41.73	42.17	42.61	43.05	43.48	43.93	44.38	44.79	45.26	45.69	46.11	46.58	47.01

*EAC Level – EMPLOYEE ACCESS CENTER Salary Level*



**2026-2027 Salary Schedule: Custodial, Custodial Manager – Non-Exempt**

Level	EAC Level	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
IX	1	21.08	21.31	21.56	21.78	22.01	22.24	22.48	22.70	22.93	23.16	23.39	23.63	23.85	24.09	24.31	24.54
JX	2	22.87	23.11	23.36	23.62	23.87	24.11	24.36	24.62	24.86	25.11	25.36	25.62	25.86	26.11	26.36	26.62
KX	3	23.95	24.21	24.47	24.73	25.00	25.26	25.52	25.78	26.04	26.30	26.57	26.83	27.09	27.35	27.61	27.86
LX	4	26.80	27.09	27.38	27.68	27.96	28.25	28.54	28.84	29.13	29.42	29.72	30.00	30.29	30.59	30.90	31.19
MX	5	29.80	30.12	30.44	30.77	31.09	31.42	31.74	32.06	32.39	32.71	33.05	33.37	33.69	34.02	34.34	34.67
NX	6	32.81	33.16	33.51	33.88	34.23	34.58	34.96	35.31	35.66	36.03	36.38	36.73	37.10	37.45	37.80	38.17
OX	7	36.04	36.42	36.82	37.21	37.60	38.01	38.39	38.79	39.18	39.57	39.96	40.37	40.75	41.16	41.54	41.92

*EAC Level – EMPLOYEE ACCESS CENTER Salary Level*

IX=Custodian

KX=Groundskeeper/Custodial Engineer

LX=Lead Custodian/Assistant Custodial Manager

NX=Custodial Manager

**2026-2027 Salary Schedule: Employment Contract Group – Exempt (Page 1 of 2)**
**Work Schedule: 210 Days**

Level	EAC Level	Step 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
A	1	25,844	26,126	26,408	26,690	26,973	27,254	27,538	27,820	28,100	28,384	28,666	28,949	29,230	29,513	29,794	30,076
B	2	29,462	29,782	30,104	30,425	30,749	31,070	31,392	31,713	32,036	32,355	32,678	33,000	33,321	33,642	33,964	34,287
C	3	33,122	33,483	33,845	34,206	34,570	34,931	35,291	35,654	36,014	36,377	36,738	37,101	37,463	37,825	38,185	38,547
D	4	37,454	37,863	38,273	38,682	39,091	39,499	39,909	40,317	40,725	41,135	41,544	41,953	42,362	42,772	43,180	43,589
E	5	42,046	42,506	42,963	43,423	43,883	44,343	44,801	45,259	45,720	46,179	46,636	47,096	47,556	48,016	48,475	48,932
F	6	46,811	47,322	47,834	48,345	48,857	49,368	49,878	50,388	50,900	51,411	51,922	52,434	52,945	53,456	53,968	54,480
G	7	51,534	52,097	52,658	53,223	53,785	54,347	54,910	55,473	56,035	56,599	57,160	57,724	58,286	58,849	59,411	59,975
H	8	56,602	57,220	57,838	58,457	59,076	59,692	60,310	60,930	61,547	62,165	62,784	63,399	64,018	64,637	65,254	65,873
I	9	63,230	63,922	64,611	65,301	65,991	66,683	67,373	68,062	68,754	69,446	70,134	70,825	71,516	72,206	72,897	73,585
J	10	68,192	68,936	69,680	70,424	71,169	71,914	72,658	73,404	74,148	74,891	75,637	76,380	77,124	77,871	78,615	79,360

*EAC Level – EMPLOYEE ACCESS CENTER Salary Level*

**Work Schedule: 220 Days**

Level	EAC Level	Step 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
A	1	27,074	27,369	27,665	27,961	28,257	28,553	28,848	29,144	29,439	29,734	30,031	30,326	30,622	30,918	31,213	31,509
B	2	30,866	31,201	31,537	31,875	32,211	32,550	32,885	32,223	33,560	33,897	34,233	34,572	34,908	35,247	35,582	35,918
C	3	34,700	35,079	35,456	35,835	36,214	36,594	36,971	37,351	37,730	38,109	38,487	38,867	39,244	39,624	40,003	40,381
D	4	39,238	39,666	40,095	40,523	40,951	41,380	41,808	42,236	42,665	43,092	43,520	43,949	44,379	44,807	45,236	45,664
E	5	44,048	44,529	45,011	45,490	45,972	46,453	46,933	47,417	47,895	48,378	48,858	49,340	49,819	50,301	50,781	51,263
F	6	49,040	49,575	50,113	50,648	51,182	51,718	52,253	52,788	53,325	53,861	54,396	54,930	55,466	56,002	56,537	57,073
G	7	53,986	54,578	55,166	55,757	56,345	56,934	57,524	58,114	58,704	59,294	59,882	60,471	61,061	61,652	62,241	62,831
H	8	59,298	59,944	60,592	61,241	61,888	62,534	63,181	63,829	64,477	65,124	65,773	66,420	67,067	67,714	68,362	69,009
I	9	66,242	66,965	67,687	68,411	69,135	69,859	70,581	71,305	72,027	72,751	73,473	74,198	74,921	75,643	76,367	77,091
J	10	71,438	72,217	72,997	73,778	74,559	75,338	76,118	76,897	77,676	78,459	79,239	80,019	80,798	81,578	82,357	83,140

*EAC Level – EMPLOYEE ACCESS CENTER Salary Level*

## 2026-2027 Salary Schedule: Employment Contract Group – Exempt (Page 2 of 2)

### Work Schedule: 12 Months

Level	EAC Level	Step 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
A	1	29,659	29,981	30,306	30,630	30,955	31,279	31,602	31,925	32,249	32,574	32,897	33,221	33,546	33,868	34,193	34,517
B	2	33,810	34,180	34,549	34,918	35,287	35,657	36,025	36,394	36,763	37,133	37,501	37,870	38,240	38,609	38,979	39,347
C	3	38,011	38,426	38,840	39,255	39,670	40,085	40,501	40,917	41,331	41,747	42,161	42,576	42,992	43,406	43,822	44,235
D	4	42,984	43,453	43,920	44,392	44,860	45,328	45,800	46,269	46,737	47,208	47,676	48,144	48,614	49,083	49,553	50,023
E	5	48,252	48,779	49,306	49,833	50,361	50,887	51,412	51,940	52,467	52,995	53,521	54,049	54,577	55,102	55,628	56,156
F	6	53,722	54,307	54,894	55,480	56,067	56,655	57,241	57,827	58,415	59,000	59,589	60,174	60,760	61,349	61,933	62,520
G	7	59,142	59,786	60,432	61,078	61,722	62,370	63,015	63,660	64,307	64,952	65,599	66,244	66,889	67,535	68,181	68,828
H	8	64,957	65,666	66,375	67,086	67,796	68,504	69,213	69,922	70,631	71,341	72,051	72,758	73,469	74,178	74,887	75,598
I	9	72,564	73,357	74,149	74,941	75,733	76,527	77,318	78,110	78,901	79,694	80,487	81,280	82,071	82,865	83,657	84,451
J	10	78,256	79,110	79,965	80,819	81,674	82,529	83,383	84,239	85,092	85,946	86,802	87,656	88,510	89,365	90,220	91,074
K	11	84,396	85,316	86,238	87,160	88,083	89,003	89,924	90,846	91,767	92,688	93,611	94,534	95,455	96,376	97,298	98,220
L	12	91,016	92,009	93,004	93,998	94,991	95,986	96,978	97,975	98,965	99,960	100,955	101,948	102,942	103,935	104,930	105,924
M	13	98,157	99,229	100,300	101,372	102,444	103,516	104,587	105,659	106,731	107,802	108,876	109,946	111,019	112,090	113,162	114,234
N	14	104,329	105,467	106,594	107,746	108,883	110,024	111,163	112,301	113,441	114,580	115,719	116,859	117,997	119,136	120,275	121,414
O	15	110,497	111,704	112,910	114,118	115,324	116,530	117,737	118,943	120,151	121,358	122,564	123,769	124,975	126,182	127,389	128,596

**EAC Level – EMPLOYEE ACCESS CENTER Salary Level**



**2026-2027 Salary Schedule: Employment Contract Group – Non-Exempt**

Level	EAC Level	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
A	1	14.18	14.32	14.48	14.65	14.80	14.96	15.10	15.27	15.42	15.57	15.72	15.86	16.04	16.19	16.34	16.49
B	2	16.16	16.34	16.52	16.68	16.85	17.03	17.22	17.40	17.56	17.75	17.92	18.09	18.28	18.46	18.63	18.80
C	3	18.16	18.35	18.57	18.76	18.95	19.15	19.34	19.56	19.75	19.94	20.14	20.35	20.54	20.74	20.94	21.14
D	4	20.54	20.76	20.97	21.21	21.43	21.64	21.87	22.09	22.32	22.56	22.77	23.01	23.23	23.44	23.68	23.90
E	5	23.05	23.30	23.57	23.80	24.05	24.29	24.56	24.80	25.06	25.32	25.56	25.83	26.07	26.32	26.56	26.83
F	6	25.66	25.93	26.22	26.49	26.77	27.07	27.34	37.61	27.90	28.18	28.47	28.75	29.02	29.30	29.57	29.85
G	7	28.23	28.54	28.87	29.17	29.46	29.80	30.10	30.40	30.71	31.01	31.33	31.63	31.95	32.25	32.56	32.86
H	8	31.01	31.35	31.69	32.03	32.37	32.69	33.05	33.39	33.72	34.05	34.40	34.73	35.09	35.41	35.75	36.10
I	9	34.66	35.03	35.38	35.77	36.15	36.53	36.92	37.30	37.68	38.06	38.44	38.81	39.17	39.56	39.93	40.32
J	10	37.36	37.77	38.18	38.58	38.99	39.41	39.81	40.22	40.62	41.04	41.45	41.84	42.26	42.66	43.07	43.48

*EAC Level – EMPLOYEE ACCESS CENTER Salary Level*



## 2026-2027 Salary Schedule: Faculty

### Work Schedule: 186 Days

Lane	Step 1	2	3	4	5	6	7	8	9	10
1	50,911	52,437	53,967	55,493	57,020	58,547	60,075	61,603	63,130	64,656
2	52,947	54,536	56,127	57,713	59,302	60,891	62,477	64,066	65,655	67,245
3	54,984	56,634	58,283	59,932	61,580	63,232	64,882	66,532	68,179	69,829
4	57,020	58,732	60,442	62,153	63,863	65,575	67,284	68,994	70,707	72,415
5	59,056	60,830	62,600	64,372	66,145	67,914	69,688	71,457	73,230	75,004
6	61,093	62,925	64,760	66,591	68,425	70,256	72,089	73,921	75,753	77,588
7	63,130	65,025	66,919	68,812	70,707	72,600	74,495	76,387	78,280	80,174
8	65,165	67,121	69,074	71,030	72,986	74,941	76,894	78,851	80,804	82,762

### Work Schedule: 206 Days

Lane	Step 1	2	3	4	5	6	7	8	9	10
1	56,384	58,078	59,770	61,462	63,150	64,843	66,537	68,227	69,916	71,609
2	58,642	60,402	62,162	63,919	65,678	67,438	69,196	70,957	72,715	74,474
3	60,897	62,723	64,553	66,377	68,205	70,032	71,859	73,684	75,511	77,338
4	63,150	65,047	66,941	68,836	70,730	72,623	74,518	76,415	78,309	80,203
5	65,408	67,371	69,330	71,292	73,255	75,218	77,180	79,142	81,105	83,065
6	67,662	69,694	71,722	73,753	75,781	77,812	79,840	81,873	83,902	85,930
7	69,916	72,016	74,114	76,212	78,309	80,406	82,505	84,601	86,698	88,796
8	72,175	74,340	76,502	78,669	80,834	82,998	85,166	87,329	89,495	91,660

### Work Schedule: 226 Days

Lane	Step 1	2	3	4	5	6	7	8	9	10
1	61,861	63,716	65,572	67,427	69,284	71,139	72,993	74,848	76,704	78,561
2	64,332	66,263	68,196	70,124	72,058	73,985	75,914	77,845	79,775	81,704
3	66,807	68,811	70,816	72,821	74,824	76,829	78,833	80,836	82,842	84,845
4	69,284	71,363	73,440	75,520	77,597	79,676	81,754	83,831	85,911	87,990
5	71,756	73,910	76,063	78,215	80,368	82,519	84,671	86,824	88,978	91,130
6	74,231	76,458	78,685	80,912	83,140	85,365	87,591	89,818	92,046	94,273
7	76,704	79,005	81,308	83,610	85,910	88,211	90,511	92,813	95,113	97,415
8	79,179	81,555	83,930	86,305	88,681	91,056	93,431	95,808	98,182	100,557



**2026-2027 Salary Schedule: Scarbrough Program Assistant/Lead Teacher – Non-Exempt**

Level	EAC Level	Step 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
X	1	19.08	19.29	19.50	19.70	19.91	20.12	20.33	20.54	20.74	20.95	21.16	21.37	21.58	21.78	21.99	22.21
Y	2	20.23	20.45	20.65	20.87	21.06	21.27	21.49	21.70	21.90	22.10	22.31	22.54	22.74	22.94	23.14	23.36
Z	3	21.40	21.60	21.81	22.02	22.23	22.43	22.64	22.86	23.06	23.26	23.47	23.69	23.90	24.10	24.30	24.52

*EAC Level – EMPLOYEE ACCESS CENTER Salary Level*