

**Isanti Community School**

Stacy Johnson: Present  
Steve Moose: Present  
Don Pike: Present  
Dewayne Wabasha: Present  
Cindy Whipple: Present  
Rosella Whipple: Present  
Present: 6.

I. CALL THE MEETING TO ORDER - ROLL CALL

**Present:** Stacy Johnson, Steve Moose, Don Pike, Dewayne Wabasha, Cindy Whipple, Rosella Whipple. Present: 6.

II. PUBLIC COMMENT ON AGENDA ITEMS

III. BUSINESS AFFAIRS - CONSENT AGENDA

It was moved by Don Pike and seconded by Stacy Johnson to approve the Consent Agenda as presented.

Roll call vote: Passed

Stacy Johnson: Yea, Steve Moose: Yea, Don Pike: Yea, Dewayne Wabasha: Yea, Cindy Whipple: Yea, Rosella Whipple: Yea  
Yea: 6, Nay: 0

III.A. Approve minutes of the November regular board meeting

III.B. Treasurer Report

III.C. Outstanding Payables

IV. REPORTS

IV.A. Superintendent

Ms. Daniels reported on the State Aid workshop in Wayne with Craig Pease, NIISA conference in Las Vegas, Dr. Kennedy's visit this week including a visit from a research firm, celebrating perfect attendance for second quarter, putting the information and artifacts of the priority plan on the website so it is visible to the public, Principal evaluations, CPI training, Mission/Vision update, attendance rate information and reported behavior incidents. A discussion was held whether a conflict of interest exists between the diagnostic report, the priority plan and the consultant.

IV.A.1. Progress Plan Update

IV.A.2. Principal

IV.A.2.a. Creative Classroom Visit-Denver CO

Mr. Hoffman and Mrs. Nagel presented information about their creative classroom visit in Denver. They shared examples of what labs looked like and practices that were used.

IV.B. Committee Reports

The Board shared information regarding the federal EEOC filing.

V. ACTION ITEMS

V.A. Building Project

It was moved by Don Pike and seconded by Stacy Johnson to approve contacting Rex Shultze and invite him to the next meeting.

Roll call vote: Passed

Stacy Johnson: Yea, Steve Moose: Yea, Don Pike: Yea, Dewayne Wabasha: Yea, Cindy Whipple: Yea, Rosella Whipple: Yea  
Yea: 6, Nay: 0

V.B. Bus Bid

It was moved by Don Pike and seconded by Rosella Whipple to approve the bid of \$589 from Jeremy Drobny for the sale of the bus.

Roll call vote: Passed

Stacy Johnson: Yea, Steve Moose: Yea, Don Pike: Yea, Dewayne Wabasha: Yea, Cindy Whipple: Yea, Rosella Whipple: Yea  
Yea: 6, Nay: 0

V.C. Propane Meters

It was moved by Rosella Whipple and seconded by Stacy Johnson to install the cubic foot digital meter in all 8 remaining units.

Roll call vote: Passed

Stacy Johnson: Yea, Steve Moose: Yea, Don Pike: Yea, Dewayne Wabasha: Yea, Cindy Whipple: Yea, Rosella Whipple: Yea  
Yea: 6, Nay: 0

V.D. Superintendent Evaluation

It was moved by Rosella Whipple and seconded by Don Pike to table the Superintendent evaluation to allow Ms Daniels some additional time..

Roll call vote: Passed

Stacy Johnson: Yea, Steve Moose: Yea, Don Pike: Yea, Dewayne Wabasha: Yea, Cindy Whipple: Yea, Rosella Whipple: Yea  
Yea: 6, Nay: 0

V.E. Superintendent Search

It was moved by Stacy Johnson and seconded by Cindy Whipple to go into closed session at 6:27 to protect reputation.

Roll call vote: Passed

Stacy Johnson: Yea, Steve Moose: Yea, Don Pike: Yea, Dewayne Wabasha: Yea, Cindy Whipple: Yea, Rosella Whipple: Yea

Yea: 6, Nay: 0

It was moved by Stacy Johnson and seconded by Cindy Whipple to to come out of closed session at 6:40PM.

Roll call vote: Passed

Stacy Johnson: Yea, Steve Moose: Yea, Don Pike: Yea, Dewayne Wabasha: Yea, Cindy Whipple: Yea, Rosella Whipple: Yea

Yea: 6, Nay: 0

It was moved by Stacy Johnson and seconded by Cindy Whipple to conduct a Superintendent search by the Board.

Roll call vote: Passed

Stacy Johnson: Yea, Steve Moose: Yea, Don Pike: Yea, Dewayne Wabasha: Yea, Cindy Whipple: Yea, Rosella Whipple: Yea

Yea: 6, Nay: 0

#### V.F. Teacherage Lease

Let non teacher tenants know that there is a big chance they will need to vacate at the end of their lease as long as teachers are on the list to move in.

#### V.G. Approve 24HR banker for electronic payroll and approve Kristy Mackeprang as an authorized user of 24HR banker and bill pay for Farmers and Merchants State Bank accounts

It was moved by Don Pike and seconded by Stacy Johnson to to approve 24hr banker.

Roll call vote: Passed

Stacy Johnson: Yea, Steve Moose: Yea, Don Pike: Yea, Dewayne Wabasha: Yea, Cindy Whipple: Yea, Rosella Whipple: Yea

Yea: 6, Nay: 0

#### V.H. Indian Policies and Procedures

It was moved by Stacy Johnson and seconded by Cindy Whipple to approve the Indian Policies and Procedures for 2018-2019.

Roll call vote: Passed

Steve Moose: Nay, Don Pike: Nay, Stacy Johnson: Yea, Dewayne Wabasha: Yea, Cindy Whipple: Yea, Rosella Whipple: Yea

Yea: 4, Nay: 2

Steve Moose: Nay, Don Pike: Nay

### VI. DISCUSSION ITEMS

#### VI.A. January Board Meeting Date

The January board meeting will Tuesday January 16 and will include annual organization.

### VII. COMING EVENTS

### VIII. ADJOURN

It was moved by Stacy Johnson and seconded by Cindy Whipple to adjourn the meeting at 7:12 PM.  
Roll call vote: Passed

Stacy Johnson: Yea, Steve Moose: Yea, Don Pike: Yea, Dewayne Wabasha: Yea, Cindy Whipple: Yea, Rosella Whipple: Yea

Yea: 6, Nay: 0

Santee Community School  
Board of Education Regular Meeting  
Tuesday, December 12, 2017

I. CALL THE MEETING TO ORDER - ROLL CALL

II. PUBLIC COMMENT ON AGENDA ITEMS

III. BUSINESS AFFAIRS - CONSENT AGENDA

III.A. Approve minutes of the November regular board meeting

III.B. Treasurer Report

III.C. Outstanding Payables

IV. REPORTS

IV.A. Superintendent

IV.A.1. Progress Plan Update

IV.A.2. Principal

IV.A.2.a. Creative Classroom Visit-Denver CO

IV.B. Committee Reports

V. ACTION ITEMS

V.A. Building Project

V.B. Bus Bid

V.C. Propane Meters

V.D. Superintendent Evaluation

V.E. Superintendent Search

V.F. Teacherage Lease

V.G. Approve 24HR banker for electronic payroll and approve Kristy Mackeprang as an authorized user of 24HR banker and bill pay for Farmers and Merchants State Bank accounts

VI. DISCUSSION ITEMS

VI.A. January Board Meeting Date

VII. COMING EVENTS

VIII. ADJOURN

Board of Education Committee of the Whole  
Meeting

Santee Community School Library

Tuesday, November 14, 2017 @ 5:00 PM  
Central

## **Santee Community School**

### I. CALL THE MEETING TO ORDER - ROLL CALL

### II. DISCUSSION ITEMS

#### II.A. NRCSA Presentation

Jim Havelka and Fred Helmink introduced themselves. They provided information about the Superintendent service NRCSA offers.

They emphasized their service to search for Superintendents for rural schools. Because they are all retired Superintendents they have some background and a good network of colleagues to attract applicants and vet quality applicants. NRCSA works solely with rural schools.

NRCSA continues to work with their clients and help schools through a transition period. We hold a transition meeting and work with both boards and new Superintendents to ensure a successful transition.

The process involves five phases. First, they would develop a profile, set a search timeline, provide information about comparable schools, and prepare and distribute vacancy announcement. The next phase is recruiting and screening. NRCSA compiles the data and then make tons of calls to screen out to find who is the best person for the district. NRCSA feels that the phone calls they make is the strongest part of their search service. All phone calls are made by Jim and Fred. They then provide all the information to the Board. After candidates are selected, NRCSA assists the board through the interview process by developing questions, setting up interviews, and then help vet the candidates.

The search usually take about two months. It can be shorter or longer depending on what the district wants. For Santee they anticipate hiring a Superintendent by late January. The cost of the search is \$4,700 which is a \$500 discount in lieu of a guarantee. Beyond the cost of the search there will be advertising costs and travel costs. Usually there are three meetings with the Board. The travel includes mileage for one vehicle and motel if needed.

Jim and Fred walked through the packet and discussed the sample provided.

#### II.B. Classroom News-Teachers

Joan Stewart and Leah Hrbek introduced classroom happenings. They want to bring information to the Board each month.

that he highlighted is that the Santee people are in a time of identity crisis. The language and culture is on the brink of extinction.

They would like to adopt a cooperative agreement between the tribal council and school board. In the past a tribal council member sat on the Board as a non-voting member but served as a liaison between the two entities. Often we are working on the same initiatives separately with no end result. It would be beneficial to pool resources and work together.

Sid Tuttle visited with the Board about Rule 10. The Indian Education for All Act would allow for us to put in things that we need for our children here. Eventually, we would be able to influence the requirements so our needs are being met.

#### II.F. IPP

Ms. Daniels presented information regarding the process for developing a new Indian Policies and Procedures. She plans to work with Derek LaPointe and Sidney Tuttle to create a policy and agreement that outlines meaningful tribal consultation. A plan will be prepared for presentation and approval at the December meeting.

#### II.G. 2016-2017 AFR

Kristy presented the financial statements for 2016-2017.

#### II.H. Culture Sponsor

Kameron Runnels presented to the Board regarding the culture sponsor and culture club. He expressed interest in putting together a drum and dance group that could perform at other schools and facilities. In addition, he could touch on the history, ceremonies, language and traditions. He would like to include kids of all ages. One challenge would be getting kids to come to the activities.

#### II.I. Superintendent Evaluation

Information packets regarding the Superintendent evaluation will be dispersed next week.

#### II.J. STEM Lab

It will be presented in December regular board meeting.

### III. ADJOURN

The meeting was adjourned at 7PM.

Board of Education Committee of the Whole  
Meeting

Santee Community School Library

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Central

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#### II.I. Superintendent Evaluation

Information packets regarding the Superintendent evaluation will be dispersed next week.

#### II.J. STEM Lab

It will be presented in December regular board meeting.

### III. ADJOURN

The meeting was adjourned at 7PM.

Board of Education Special Meeting

Wednesday, November 29, 2017 @ 5:00 PM  
Central

Santee Community School Library

## **Santee Community School**

Stacy Johnson: Present  
Steve Moose: Present  
Don Pike: Present  
DeWayne Wabasha: Present  
Cindy Whipple: Absent  
Rosella Whipple: Absent  
Present: 4, Absent: 2.

Cindy Whipple: Present  
Present: 5, Absent: 1.

### I. CALL THE MEETING TO ORDER - ROLL CALL

### II. PUBLIC COMMENT ON AGENDA ITEMS

### III. BUSINESS AFFAIRS - CONSENT AGENDA

It was moved by Don Pike and seconded by DeWayne Wabasha to approve the consent agenda as presented.

Roll call vote: Passed

Rosella Whipple: Absent, Stacy Johnson: Yea, Steve Moose: Yea, Don Pike: Yea,  
DeWayne Wabasha: Yea, Cindy Whipple: Yea  
Yea: 5, Nay: 0, Absent: 1

#### III.A. Approve minutes of the October regular meeting

#### III.B. Treasurer Report

#### III.C. Outstanding Payables

### IV. REPORTS

#### IV.A. Superintendent

Ms. Daniels reported on the donation to the Nebraska Hall of Fame, perfect attendance, a meeting with NDE for Special Education paperwork and file review, Native American Summit in Wayne, NASB State Conference, Veteran's Day Powwow, Dean Jacobs' Initial visit, Bill Price safety audit, and Steph Moose benefit.

It was moved by Don Pike and seconded by Stacy Johnson to move into closed session at 5:46 PM to discuss personnel and protect reputation..

Roll call vote: Passed

Rosella Whipple: Absent, Stacy Johnson: Yea, Steve Moose: Yea, Don Pike: Yea,  
DeWayne Wabasha: Yea, Cindy Whipple: Yea  
Yea: 5, Nay: 0, Absent: 1

It was moved by Don Pike and seconded by Cindy Whipple to come out of closed session at 6:08 PM.

Roll call vote: Passed

Rosella Whipple: Absent, Stacy Johnson: Yea, Steve Moose: Yea, Don Pike: Yea,  
DeWayne Wabasha: Yea, Cindy Whipple: Yea  
Yea: 5, Nay: 0, Absent: 1

#### V.E.1. Resignation-Mr. Jones

It was moved by Don Pike and seconded by DeWayne Wabasha to approve Mr. Jones' resignation.

Roll call vote: Passed

Rosella Whipple: Absent, Stacy Johnson: Nay, Steve Moose: Yea, Don Pike: Yea,  
DeWayne Wabasha: Yea, Cindy Whipple: Yea  
Yea: 4, Nay: 1, Absent: 1  
Stacy Johnson: Nay

#### V.E.2. Approve Special Education Teacher

It was moved by Stacy Johnson and seconded by Don Pike to approve Bridget Kuchar for special education teacher.

Roll call vote: Passed

Rosella Whipple: Absent, Cindy Whipple: Abstain (Without Conflict), Stacy Johnson:  
Yea, Steve Moose: Yea, Don Pike: Yea, DeWayne Wabasha: Yea  
Yea: 4, Nay: 0, Absent: 1, Abstain (Without Conflict): 1

#### V.E.3. KSB Law

#### V.F. Superintendent Evaluation

Packets were disbursed to board members and timeline discussed.

#### V.G. Legal Update

Santee Community School  
December 2017 Outstanding Payables

Vendor Name	Description	Account Description	Amount
AC Sprinkler Systems of Yankton	Locked valve box, spicket adde	Technical Service	\$ 775.00
AFLAC Administrative Services	ALfac refunded check instead o	Dues and Fees	\$ 805.07
Amazon Corporate Line	Elementary art supplies	Gen. Supples Elem.	\$ 24.23
Amazon Corporate Line	Elementary Art supplies	Gen. Supplies Elem.	\$ 16.32
Amazon Corporate Line	Button batteries	Supplies	\$ 7.99
Amazon Corporate Line	Elementary books	Gen. Supplies Elem.	\$ 42.30
Amazon Corporate Line	Replacement baby monitor	Growing Together Supplies	\$ 74.99
Amazon Corporate Line	Desk	Furniture & Equip. Office	\$ 479.40
Amazon Corporate Line	Desk	Furniture & Equip. Office	\$ 479.40
Amazon Corporate Line	Textiles supplies	Gen. Supplies Sec.	\$ 335.60
Amazon Corporate Line	Culinary class	Gen. Supplies Sec.	\$ 65.42
Amazon Corporate Line	Thread	Gen. Supplies Sec.	\$ 26.08
Amazon Corporate Line	Textiles supplies	Gen. Supplies Sec.	\$ 298.13
Amazon Corporate Line	Food storage containers	Supplies	\$ 12.45
Amazon Corporate Line	Aprons	Supplies and Materials	\$ 180.00
Amazon Corporate Line	Music Supplies	Gen. Supplies Sec.	\$ 79.98
Amazon Corporate Line	Nurse office supplies	Nurse Supplies	\$ 83.97
Amazon Corporate Line	Laminator and pouches	Supplies	\$ 59.94
Amazon Corporate Line	Rubber stamp	Supplies	\$ 19.86
Amazon Corporate Line	Anchors for playground equipme	Custodial Supplies	\$ 76.86
Amazon Corporate Line	Supplies for Title Night	Gen. Supplies Elem.	\$ 54.76
American Time and Signal	7 clocks	Custodial Supplies	\$ 1,109.61
Amerlcan Time and Signal	Clocks	Custodial Supplies	\$ 319.95
Anderson & Bressman Law Firm	October legal fees	Legal Service	\$ 5,749.74
Blue Cross Blue Shield	December Premiums	Insurance Elem	\$ 12,571.39
Blue Cross Blue Shield	December Premiums	Insurance Sec	\$ 15,080.15
Blue Cross Blue Shield	December Premiums	SPED Insurance	\$ 4,783.73
Blue Cross Blue Shield	December Premiums	Guidance Insurance	\$ 665.40
Blue Cross Blue Shield	December Premiums	Library Insurance	\$ 1,335.41
Blue Cross Blue Shield	December Premiums	Superintendent Insurance	\$ 1,231.03
Blue Cross Blue Shield	December Premiums	Prncipal Insurance	\$ 1,231.03
Blue Cross Blue Shield	December Premiums	B.M. Insurance	\$ 1,876.35
Blue Cross Blue Shield	December Premiums	Title I Insurance	\$ 1,773.82
Blue Cross Blue Shield	December Premiums	GT Insurance	\$ 1,773.82
Blue Cross Blue Shield	December Premiums	Insurance Poverty Plan	\$ 6,504.61
Blue Cross Blue Shield	December Premiums	SPED Insurance	\$ 4,882.22
Blue Cross Blue Shield	December Premiums	Custodial Insurance	\$ 697.46
Blue Cross Blue Shield	December Premiums	Insurance Cooks	\$ 697.46
Blue Cross Blue Shield	December Premiums	GT Insurance	\$ 697.46
Blue Cross Blue Shield	December Premiums	Ins Admin Asst	\$ 697.46
Blue Cross Blue Shield	December Premiums	Ins Receptionist	\$ 697.46
Blue Cross Blue Shield	December Premiums	Ins High School Secretary	\$ 697.46
Blue Cross Blue Shield	December Premiums	Ins High School Secretary	\$ 697.44
Century Business Products Inc	Copies charges	Rentals And Leases	\$ 989.34
Channing Bete Company	CPR Books	Textbooks Secondary	\$ 69.95
Chief School Bus Sales	RJ Alternative Educaiton Progr	Distance Learning Fees	\$ 2,056.50
Chief Gall Education Program	GS Alternative Education	Distance Learning Fees	\$ 2,547.00
CNA Surety Direct Bill	Surety bond	Liability Insurance	\$ 155.00
Comfort Inn Keary	Student Council Conference	Travel-Activlites	\$ 364.00
Dakota Computing	November Tech Service	Computer Tech Service	\$ 1,310.11
Karl Daniels	Hotel from NIISA	Travel Expenses	\$ 409.16
Karl Daniels	Hotel from NIISA	Travel Expenses	\$ 391.16
Donna Nielsen	AR Incentives	Student Incentives	\$ 26.99
Ecowater	Booster pump, filters	Water And Sewer	\$ 506.00
Egan Supply Co.	New gym mats	Building Improvement	\$ 7,729.46
Embassy Suites-Lincoln	VB and Math trips to Lincoln	Travel-Activlites	\$ 1,405.00
Educational Research Newsletter and Webinars	Writing IEPs for Trauma	Inservice Training	\$ 97.00
Educational Service Unit #1	LAN Managers Meeting	Travel Expenses	\$ 20.00
Educational Service Unit #1	Science Standards	Travel Elementary	\$ 40.00
Educational Service Unit #1	Science Standards	Travel Secondary	\$ 20.00
Farmers & Merchants State Bank	ACH Transmission	Dues and Fees	\$ 240.00
Feather Hill Express	Gas	Gas And Oil	\$ 1,353.87
Hagge Glass	Window repairs	Repairmen	\$ 746.52

Santee Community School  
December 2017 Outstanding Payables

Vendor Name	Description	Account Description	Amount
Harris	Check stock	Supplies	\$ 579.31
Dawn Hefner	Sub 11/28, 12/4, 12/5	Travel Secondary	\$ 109.14
Robert Holdahl	Subbed 1/1, 11/9, 11/16-17	Travel Secondary	\$ 173.34
Hometown Leasing	Copier Lease	Rentals And Leases	\$ 132.40
Hy Vee Yankton	Food	Food	\$ 444.17
Ken's Motel	Hotel room for Ag workshop	Travel Secondary	\$ 40.00
Jalayne Keyes	November Tech Service	Computer Tech Service	\$ 3,798.75
Amber Knight	Travel for NMEA Conference	Travel Secondary	\$ 214.00
Amber Knight	Rainstick	Gen. Supplies Elem.	\$ 22.03
KSB School Law	November Service	Legal Service	\$ 683.00
Lakeview	AR gift certificates	Student Incentives	\$ 68.85
Lifetouch	Balance of 16-17 Yearbook	Activity Supplies	\$ 683.45
Stephanie Lowery	Sub 11/13, 11/7-9, 11/22, 12/5	Travel Elementary	\$ 96.30
Mastercard Service Center	ACT	College Access Grant	\$ 62.50
Mastercard Service Center	Ag class supplies	Gen. Supplies Sec.	\$ 159.74
Mastercard Service Center	Spelling Bee	Dues and Fees	\$ 208.00
Mastercard Service Center	2nd grade published books	Gen. Supplies Elem.	\$ 153.65
Mastercard Service Center	Fuel	Gas And Oil	\$ 56.66
Mastercard Service Center	Halloween supplies	Student Incentives	\$ 48.50
Mastercard Service Center	MAP Incentives	Student Incentives	\$ 261.50
Mastercard Service Center	MAP Incentive for HS	Student Incentives	\$ 467.43
Mastercard Service Center	NASB hotel	Travel Expenses	\$ 336.00
Mastercard Service Center	NASB hotel	Travel Expenses	\$ 336.00
Mastercard Service Center	NIISA Airfare	Travel Expenses	\$ 388.45
Mastercard Service Center	NIISA Airfare	Travel Expenses	\$ 1,235.37
Mastercard Service Center	PDF Bundle	Supplies	\$ 69.99
Mastercard Service Center	QB monthly fee	Dues and Fees	\$ 13.95
Mastercard Service Center	Chairs for sped room	Supplies	\$ 78.94
Mastercard Service Center	Staff development	Travel Elementary	\$ 690.89
Mastercard Service Center	Student Council Trip	Travel-Activiites	\$ 268.31
Mastercard Service Center	Cards	Supplies	\$ 43.20
Mastercard Service Center	Teacher Incentive	Dues and Fees	\$ 51.45
Mastercard Service Center	App/Snowcap	Computer Software	\$ 419.99
Mastercard Service Center	Tech app	Computer Software	\$ 32.16
Mastercard Service Center	NA Youth Symposum	Travel-Activiites	\$ 67.77
Mastercard Service Center	NA youth symposium	Activity Supplies	\$ 63.87
Mastercard Service Center	UNL Math Day	Travel-Activiites	\$ 195.41
Mastercard Service Center	VB Incentive Trip tickets	Travel-Activiites	\$ 525.18
Mastercard Service Center	VB Incentive trip	Travel-Activiites	\$ 402.01
MCGRAW-HILL SCHOOL EDUCATION HOLDINGS LLC	Jr. high ALEKS subscription	Gen. Supplies Sec.	\$ 875.00
Menards-Yankton	Maintenance Supplies	Custodial Supplies	\$ 340.11
NE Association Of School Board	State Conference	Dues And Fees	\$ 289.00
NE Association Of School Board	State Conference	Board Dues and Fees	\$ 578.00
North Central Public Power	Electricity	Electricity	\$ 2,513.48
Nebraska State Historical Society	One year subscription	Periodicals Secondary	\$ 32.00
Nebraska Safety Center @ UNK	Bus training	Miscellaneous Expenses	\$ 450.00
One Source	Background checks	Dues and Fees	\$ 45.00
Oriental Trading Co	Elementary Art supplies	Gen. Supplies Elem.	\$ 152.85
Pioneer Research Corp	Ice melt	Custodial Supplies	\$ 185.75
Purchase Power	Postage	Postage	\$ 110.91
Royal Sport Shop	Rosin bags	Activity Supplies	\$ 18.00
Mary Snowdon	Sub 11/29	Travel Elementary	\$ 21.40
School Specialty Classroom Direct	Childcraft blocks	Reg. Inst.-Early Childhood-Supplies	\$ 199.97
Santee Sloux Nation Grocery Store	Food	Food	\$ 436.11
Stadium Sports	Athletic supplies	Activity Supplies	\$ 634.94
Tangeman Plumbing	Repair utility room faucet	Repairmen	\$ 130.00
Tangeman Plumbing	Water heater In apt 3	Teacherage Purchased Service	\$ 158.00
Tessier Sheet Metal Works	Repair to roof top unit	Repairmen	\$ 690.48
Thompson Company Inc	Janitorial supply	Custodial Supplies	\$ 3,935.46
Thompson Company Inc	FFVP	FFVP	\$ 1,433.57
Thompson Company Inc	Food	Food	\$ 12,986.46
Tom's Family Foods	After school snacks	Food	\$ 295.64
Truck-trailer Sales Services	Tow and check for leaks on big	Repairs and Maintenance	\$ 855.33

Santee Community School  
December 2017 Outstanding Payables

Vendor Name	Description	Account Description	Amount
United Group Programs, Inc.	LTD Prelums	Liability Insurance	\$ 902.56
Wells Fargo	Nurse Supplies	Nurse Supplies	\$ 50.92
Wells Fargo	Science supplies	Gen. Supplies Sec.	\$ 138.06
Wells Fargo	SPED testing	Supplies	\$ 435.00
Wells Fargo Vendor Fin Serv	Copier lease	Rentals And Leases	\$ 249.57
		<b>Total Outstanding Payables</b>	<b>\$ 133,070.50</b>

Santee Community School  
Outstanding Payables Addendum December 2017

<b>Vendor Name</b>	<b>Description</b>	<b>Account Description</b>	<b>Amount</b>
Ruth Bathke	LAN meeting	Travel Expenses	\$ 92.02
Amber Knight	Conference travel	Travel Secondary	\$ 21.45
Megan McGlone	Craft supplies for kids	Gen. Supplies Elem.	\$ 22.34
Tangeman Plumbing	Aot 4 drain repairs	Repairmen	\$ 452.50
Tangeman Plumbing	Kitchen water heater	Repairmen	\$ 189.00
Victor's Services	Inspections and tire	Repairs and Maintenance	\$ 311.28
		Total Outstanding Payables	\$ 1,088.59

Kristy

Santee Community School  
Board of Education Committee of the Whole Meeting  
Tuesday, December 12, 2017

I. CALL THE MEETING TO ORDER - ROLL CALL

II. DISCUSSION ITEMS

II.A. Marian Wholstein

II.B. Building Project

II.C. Bus bid

II.D. Propane Meters

II.E. Superintendent Evaluation

II.F. Superintendent Search

II.G. Teacherage Lease

III. ADJOURN

#1 3 2.5 4 2

#2 1 1 2.5 6

#3 2 9.5 5 5

#4 1 8 3 8

#5 71038

#6 8 9.5 5 1

#7 1 5 5.5 5.5

#8 .5 3.5 3.5 6

#9 3 9 4 8

402-388-4588

Oct 1 2017

November 14, 17 Dec.

Unit 1	3, 2, 9, 9	3, <del>2</del> , 2, 2	3, 2, 5, 4, 2
Unit 2	1, 1, 0, 9	1, 1, <del>1</del> , 5, 4	1, 1, 3, 6
Unit 3	2, 9, <del>2</del> , 5, <del>4</del> , 5	2, 9, 4, 3	3, 0, 5, 5
Unit 4	1, 8, 9, 7	1, 8, 2, <del>5</del> , 5	1, 8, 3, 8
Unit 5	69245	70405	71038
Unit 6	8, 9, 5, 5	<del>8</del> , <del>9</del> , 5, 5, 1	<del>8</del> , 0, 5, 1
Unit 7	<del>1</del> , 5, <del>4</del> , 5, 3, 1	1, 5, 5, 7	1, 5, 6, 6
Unit 8	<del>1</del> , 5, 3, 8, 8	<del>1</del> , 5, 3, 2, 5	1, 4, 4, 6
Unit 9	3, 9, 9, 3	3, 9, 2, <del>1</del> , 5	3, 9, 4, 8

### Propane Readings

$$\text{Formula} = (\text{Cubic feet} / 36.4) \times 100 =$$

Ex. Unit 5 (Does not need to multiply by 100)

$$70405 - 69245 = 1160 / 36.4 = 31.86838 \text{ cubic feet}$$

TRANSMISSION VERIFICATION REPORT

TIME : 03/19/2013 03:40  
NAME :  
FAX :  
TEL :  
SER.# : U63274M5J200815

DATE, TIME	03/19 03:40
FAX NO./NAME	4023884588
DURATION	00:00:22
PAGE(S)	01
RESULT	OK
MODE	STANDARD ECM

# FRISK Documentation Model

Practical Guidelines for Documenting Unsatisfactory Employee Behavior



## What is FRISK?

FRISK is a documentation model created by HR that is used for addressing unsatisfactory employee performance and behavior. The FRISK model provides a concise and consistent format that is easy for administrators to use in the discipline process.

### Purpose of FRISK

1. Improve Employee Behavior
2. Offer Coaching and Support
3. Document Expectations
4. Document Non-compliance
5. Provide Evidence for Disciplinary Action & Potential Remediation

### Philosophy of FRISK



#### Positive

Emphasis on employee's potential to change or improve behaviors & performance.



#### Corrective

Supervisors have a responsibility to assist employees in modifying their conduct.



#### Progressive

By progressively increasing severity of discipline, employees will be given necessary incentive to take corrective action.

Facts

Rule

Impact

Suggestions

Knowledge

# Facts

Evidence of unsatisfactory conduct.

# Rule

Authority violated by behavior.

# Impact

Effect of conduct on workplace.

# Suggestions

Directives to assist in proper conduct.

# Knowledge

Right of employee to respond.

## **FACTS:** What did the employee do?

- Be specific
- Be explicit
- Be factually accurate

**Example:** "You are frequently late to staff meetings. Between Sept 1 and Nov 1, 2017 you were late to staff meetings on Sept 14 (15 min); Sept 26 (5 min); Oct 10 (10 min); Oct 22 (10 min)."

## **RULES:** What should the employee have done?

- State specific expectation, practice, or policy
- Apply rule consistently to all employees
- Restate the rule

**Example:** "Your conduct violated Article 502, Section 88 of the Agreement, which requires you to be in your room 15 minutes before the bell rings."

## **IMPACT:** What is the impact of the employee's behavior?

- State consequence / adverse impact of the employee's action on individuals and organization
- Substantiate the seriousness of the misconduct

**Example:** "Your sarcastic and demeaning communication with students had an adverse impact on your teaching effectiveness and relationships with students, resulting in 3 parent complaints this year."

## **SUGGESTION:** What should the employee do to improve their performance?

- Provide suggested strategies, resources, and timelines
- Future expectations should be clear
- State consequences of non-compliance

**Example:** "Effective immediately and until further notice, you are directed to discontinue all demeaning and sarcastic remarks to students. Failure to comply may result in further disciplinary action."

## **KNOWLEDGE:** Employee's right to review any document prior to its placement in personnel file.

- Inform employee of documentation
- Include knowledge disclaimer on document with employee signature and date

**Example:** Signature indicates you have reviewed and received a copy of this document."

## FRISK throughout the Discipline Process

Memorandum	Shared With	Approved By
Verbal Warning	Employee	Supervisor
Written Warning	Employee	Supervisor
MOD	Employee, HR	Supervisor, HR
Last Chance Action Plan	Dr. Weber	Dr. Weber
Termination	Dr. Weber	Dr. Weber



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“CALMING YOUR MIND TO FOLLOW YOUR HEART”  
AN EVENING WITH ADAM BEACH



FRIDAY, FEBRUARY 16, 2018 – 7:30PM  
UNO THOMPSON ALUMNI CENTER

Adam Beach is a Saulteaux Anishinaabe citizen from the Dog Creek First Nations Reserve in Manitoba, Canada. He is a critically acclaimed film actor who has appeared in over 80 major films and television series. In 1994, he won his first major award from the American Indian Film Festival for his outstanding role as Frank Fence Post in the cult classic film *Dance Me Outside*. Adam Beach's portrayal of Ira Hayes garnered Clint Eastwood's *Flags of Our Fathers* an Academy Award nomination and also his role as Charles Eastman in the HBO movie *Bury My Heart at Wounded Knee* was later nominated for a Golden Globe. Beach has played iconic characters from Victor Joseph in *Smoke Signals* to Ben Yazhee in *Windtalkers* and on television starred in hit television shows like *Law & Order SVU* and HBO's *Big Love*. Most recently, he turned the spotlight on issues of cultural appropriation in Hollywood and helped produce a documentary entitled *Defend the Sacred* which highlighted the non-violent struggle of Water Protectors who organized at Standing Rock in order to halt the expansion of the Dakota Access Pipeline. His talk, “*Calming Your Mind to Follow Your Heart*” *An Evening with Adam Beach* will cover his life experiences, activism, and offer a powerful message of solidarity.

LECTURE IS FREE AND OPEN TO THE PUBLIC



UNO NATIVE AMERICAN STUDIES PROGRAM  
& UNO DEPARTMENT OF HISTORY

For More Information on the Trudell Lecture: Dr. Kent Blansett—History Department—[kblansett@unomaha.edu](mailto:kblansett@unomaha.edu)

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