

Board of Education Regular Meeting
Monday, October 4, 2021 @ 5:30 PM Central

Santee Community School-Dakota Conference
Room

Isanti Community School

Stacy Johnson: Present

Steve Moose: Present

Don Pike: Present

LindaRae Starlin: Present

Dewayne Wabasha: Present

Present: 5.

Dewayne Wabasha: Absent

Present: 4, Absent: 1.

I. CALL THE MEETING TO ORDER - ROLL CALL

Present: Stacy Johnson, Steve Moose, Don Pike, LindaRae Starlin, Dewayne Wabasha. Present: 5.

II. PUBLIC COMMENT ON AGENDA ITEMS

III. APPOINT NEW SCHOOL BOARD MEMBER

It was moved by Dewayne Wabasha and seconded by Don Pike to to appoint Sherri Henry to fill the school board vacancy for the completion of the term which is January 2023..

Roll call vote: Passed

Stacy Johnson: Yea, Steve Moose: Yea, Don Pike: Yea, LindaRae Starlin: Yea,
Dewayne Wabasha: Yea

Yea: 5, Nay: 0

IV. OATH OF OFFICE

V. BUSINESS AFFAIRS - CONSENT AGENDA

It was moved by Dewayne Wabasha 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, LindaRae Starlin: Yea,
Dewayne Wabasha: Yea

Yea: 5, Nay: 0

V.A. Approve minutes of the September 8, 2021 Budget Hearing; Set Final
Tax Request Hearing; Committee of the Whole; and Regular Board Meeting

V.B. Treasurer Report

V.C. Outstanding Payables

V.D. Recognize the Santee Education Association as the exclusive bargaining
agent for the district's non-supervisory certificated staff for the 2023-2024
schools year.

VI. REPORTS

VI.A. Superintendent

VI.A.1. Progress Plan Update

VI.A.2. Principal

VI.A.3. Business Office

VI.B. Committee Reports

VII. ACTION ITEMS

VII.A. BOARD POLICIES 4025 Superintendent and 2005 Conflict of Interest

It was moved by Don Pike and seconded by Dewayne Wabasha to to approve the review of policies as presented.

Roll call vote: Passed

Stacy Johnson: Yea, Steve Moose: Yea, Don Pike: Yea, LindaRae Starlin: Yea, Dewayne Wabasha: Yea

Yea: 5, Nay: 0

VII.B. Superintendent Contract

It was moved by Don Pike and seconded by Dewayne Wabasha to to approve the Superintendent Contract from October 4, 2021 through June 30, 2023 as presented.

Roll call vote: Passed

Stacy Johnson: Nay, Steve Moose: Yea, Don Pike: Yea, LindaRae Starlin: Yea, Dewayne Wabasha: Yea

Yea: 4, Nay: 1

Stacy Johnson: Nay

VII.C. Computer Purchases

Absent: Dewayne Wabasha. Present: 4, Absent: 1.

It was moved by Don Pike and seconded by Stacy Johnson to to approve the purchase of 70 Ipads for \$30,416.40 and 200 HP Chromebooks with 100 power adapters and 200 Chrome OS Management Console for \$54,400..

Roll call vote: Passed

Stacy Johnson: Yea, Steve Moose: Yea, Don Pike: Yea, LindaRae Starlin: Yea, Dewayne Wabasha: Yea

Yea: 5, Nay: 0

VII.D. Football Field Maintenance Agreement

It was moved by Don Pike and seconded by Stacy Johnson to to approve the maintenance agreement with Travis Berndt for \$6,000 for the remainder of the

2021 calendar year and \$15,000 for the 2022 calendar year for football field fertilizing, weed control and mowing as presented.

Roll call vote: Passed

Dewayne Wabasha: Absent, Stacy Johnson: Yea, Steve Moose: Yea, Don Pike: Yea, LindaRae Starlin: Yea

Yea: 4, Nay: 0, Absent: 1

VIII. DISCUSSION ITEMS

IX. COMING EVENTS

X. ADJOURN

It was moved by Don Pike and seconded by LindaRae Starlin to to adjourn at 6:40 PM.

Roll call vote: Passed

Dewayne Wabasha: Absent, Stacy Johnson: Yea, Steve Moose: Yea, Don Pike: Yea, LindaRae Starlin: Yea

Yea: 4, Nay: 0, Absent: 1

**2004
Oath of Office**

No board member is required to take an oath of office pursuant to Nebraska law. However, new board members may voluntarily take the following oath before entering into their official duties:

I,, do solemnly swear that I will support the Constitution of the United States and the Constitution of the State of Nebraska, against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely and without mental reservation or for purpose of evasion; and that I will faithfully and impartially perform the duties of the office of member of the board of education, according to law, and to the best of my ability. And I do further swear that I do not advocate, nor am I a member of any political party or organization that advocates the overthrow of the government of the United States or of this state by force or violence; and that during such time as I am in this position I will not advocate nor become a member of any political party or organization that advocates the overthrow of the government of the United States or of this state by force or violence. So help me God.

Board members may affirm the oath orally or in writing. Copies of written oaths will be retained as official records of the school district in the main administrative office and such other places as may be required by law. Board members who give the oath orally will be noted in the minutes.

Adopted on: _____
Revised on: _____
Reviewed on: _____

Board of Education Budget Hearing

Wednesday, September 8, 2021 @ 5:00 PM
Central

Santee Community School Library

Isanti Community School

I. CALL THE MEETING TO ORDER - ROLL CALL

II. PRESENTATION OF BUDGET

III. PUBLIC COMMENTS ON BUDGET

IV. BOARD COMMENTS/DISCUSSION ON BUDGET

V. CLOSE BUDGET HEARING

Board of Education Hearing to Set Final Tax
Request following Budget Hearing

Isanti Community School -Dakota Conference
Room

Wednesday, September 8, 2021 @ 5:10 PM
Central

Isanti Community School

I. CALL THE MEETING TO ORDER - ROLL CALL

II. HEARING TO SET FINAL TAX REQUEST

III. PRESENTATION ON FINAL TZX REQUEST

IV. PUBLIC COMMENTS

V. BOARD COMMENTS/DISCUSSION

VI. CLOSE HEARING

Isanti Community School

Stacy Johnson: Present
Steve Moose: Present
Don Pike: Absent
LindaRae Starlin: Present
Dewayne Wabasha: Present
Present: 4, Absent: 1.

I. CALL THE MEETING TO ORDER - ROLL CALL

Absent: Don Pike, Present: Stacy Johnson, Steve Moose, LindaRae Starlin, Dewayne Wabasha. Present: 4, Absent: 1.

II. PUBLIC COMMENT ON AGENDA ITEMS

III. RESOLUTION SETTING THE PROPERTY TAX REQUEST

It was moved by Stacy Johnson and seconded by Dewayne Wabasha to approve resolution as presented.

Roll call vote: Passed

Don Pike: Absent, Stacy Johnson: Yea, Steve Moose: Yea, LindaRae Starlin: Yea, Dewayne Wabasha: Yea
Yea: 4, Nay: 0, Absent: 1

IV. ADOPT 2021 - 2022 BUDGET

It was moved by Stacy Johnson and seconded by Dewayne Wabasha to adopt the 2021 - 2022 budget, which was presented at a hearing on September 8th, as presented without any changes or amendments.

Roll call vote: Passed

Don Pike: Absent, Stacy Johnson: Yea, Steve Moose: Yea, LindaRae Starlin: Yea, Dewayne Wabasha: Yea
Yea: 4, Nay: 0, Absent: 1

V. BUSINESS AFFAIRS - CONSENT AGENDA

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

Roll call vote: Passed

Don Pike: Absent, Stacy Johnson: Yea, Steve Moose: Yea, LindaRae Starlin: Yea, Dewayne Wabasha: Yea
Yea: 4, Nay: 0, Absent: 1

V.A. Approve minutes of the August 9, 2021 meeting of the whole and rescheduled regular board meeting, August 23, 2021 Budget Hearing for Amended Budget and August 23, 2021 Special Meeting following the Budget Hearing

V.B. Treasurer Report

V.C. Outstanding Payables

V.D. Approve payment vouchers 16 and 17 to RaDec Construction for a total of \$60,642

VI. REPORTS

VI.A. Superintendent

VI.A.1. Progress Plan Update

VI.A.2. Principal

VI.B. Committee Reports

VII. ACTION ITEMS

VII.A. Attendance Policy

It was moved by Stacy Johnson and seconded by LindaRae Starlin to approve student attendance policy as presented with changes.

Roll call vote: Passed

Don Pike: Absent, Stacy Johnson: Yea, Steve Moose: Yea, LindaRae Starlin: Yea, Dewayne Wabasha: Yea
Yea: 4, Nay: 0, Absent: 1

VII.B. Maintenance Agreement Rasmussen

It was moved by Stacy Johnson and seconded by LindaRae Starlin to maintenance agreement for the HVAC systems for one year for a total of \$25,959..

Roll call vote: Passed

Don Pike: Absent, Stacy Johnson: Yea, Steve Moose: Yea,
LindaRae Starlin: Yea, Dewayne Wabasha: Yea
Yea: 4, Nay: 0, Absent: 1

VIII. DISCUSSION ITEMS

IX. COMING EVENTS

X. ADJOURN

It was moved by Stacy Johnson and seconded by Dewayne
Wabasha to adjourn at 6:04 PM.

Roll call vote: Passed

Don Pike: Absent, Stacy Johnson: Yea, Steve Moose: Yea,
LindaRae Starlin: Yea, Dewayne Wabasha: Yea
Yea: 4, Nay: 0, Absent: 1

Board of Education Committee of the Whole
Meeting following Special Hearing to Set Final
Tax Request

Isanti Community School -Dakota Conference
Room

Wednesday, September 8, 2021 @ 5:20 PM
Central

Isanti Community School

I. CALL THE MEETING TO ORDER - ROLL CALL

II. DISCUSSION OF ITEMS ON REGULAR BOARD MEETING

III. ADJOURN

Due Date	Payment Vendor	Invoice Description	Invoice Total
10/04/2021	Amber Knight	This is the registration fee for the annual Nebraska Music Educators' Association Convention that I have paid. Thank you!	\$100.00
10/03/2021	Baker, Larry	travel to football game	\$189.28
10/03/2021	Bazile Creek Power Sports	blades for mower	\$60.00
10/04/2021	Blue Cross Blue Shield	Insurance	\$5,545.93
10/03/2021	Bluegrass Playgrounds Inc.	crumb rubber for playground	\$34,832.00
10/03/2021	Bomgaars	maint supplies	\$19.92
10/03/2021	Carhart Lumber Co	supplies for shop class	\$572.09
10/03/2021	Cash-Wa Distributing	food for daily meals	\$19,402.41
10/03/2021	CDW-G Government Inc	Technology supplies	\$380.94
10/03/2021	Century Business Products Inc	copier lease agreement	\$1,199.77
10/04/2021	Cristi Midkiff	Number talks Teacher inservice on 9/8/21	\$250.00
10/03/2021	Crofton Journal	advertising of School Board Vacancy	\$39.27
10/04/2021	Eakes Office Plus	Supplies for operation of schools	\$1,205.48
10/03/2021	Early Childhood Training Center	Special Care Training	\$15.00
10/03/2021	Ecolab Pest Elimination	school and teacherages	\$793.11
10/04/2021	Ecowater	fill station fountain old building and new addition	\$6,800.00
10/04/2021	Educational Service Unit #1	Training for Ruth and Emily World Book Read & Research Combo	\$55.60
10/03/2021	Educational Service Unit #7	ELG: Social and Emotional - Amanda Steffen	\$30.00
10/04/2021	Egan Supply Co.	gym floor resurfacing	\$2,749.87
10/04/2021	Follett Software Co	RPS online for AR/RC - single site support renwal 11/1/21-10/31/22	\$466.48
10/04/2021	Great Plains Communications	October statement	\$627.12
10/04/2021	Hefner Hardware	Crows nest, new addition, football field,	\$759.92
10/04/2021	J.W. Pepper & Son, Inc.	PO 21-0466 sheet music	\$23.50
10/04/2021	K-Owl Training & Development	Training for Abbie, Shandara, Amanda	\$90.00
10/04/2021	KSB School Law		\$1,605.51
10/03/2021	Larson, James "Tuff" K	purchased supplies for shop class	\$482.20
10/04/2021	Menards - Norfolk Location	supplies for shop class	\$845.39
10/04/2021	Menards-Yankton	supplies for maint dept	\$77.71
10/04/2021	Nasco Fort Atkinson	Art supplies	\$10.76
10/04/2021	Nebraska Council of School Administrators	Jessica Crossman New Principal Webinar Series and NASES WebEd training	\$250.00
10/03/2021	Nebraska Department of Education	Training for PreK Class Observation	\$280.00
10/04/2021	North Central Public Power	Electricity	\$3,569.93
10/04/2021	Ohiya Casino & Bingo	short on W. Crawford stay	\$0.94
10/04/2021	One Source	Background checks	\$201.00
10/04/2021	Purchase Power	Postage Meter	\$503.50
10/04/2021	Quill Corporation	Cork boards for new addition	\$1,939.41
10/03/2021	Ruth LaPlante	Shirts for Field Trip	\$1,005.00
10/04/2021	Santee Housing	assisted in unloading trucks with crumb rubber	\$390.00
10/04/2021	School Health Corporation	Supplies nurses office	\$32.10
10/04/2021	School Specialty	Desks for new addition	\$2,732.26

10/04/2021	Seesaw Learning, Inc	renewal	\$1,237.50
10/04/2021	Special Ts And More	Orange Not Forgotten Shirts	\$1,750.00
10/04/2021	Tangeman Plumbing	S. Restroom/mop sink sewer urinal flush valve/1st grade stool/milk cooler condensate drain	\$626.00
10/04/2021	Tessier Sheet Metal Works	Units for gym and unhook temporary thermostat	\$3,607.24
10/04/2021	Top Notch Training	Training for A. Steffen	\$25.00
10/04/2021	Wells Fargo Vendor Fin Serv	Copier Lease - Kyocera	\$249.57
10/04/2021	WM Krotter Co of Spencer LLC	supplies for shop class	\$674.28
		TOTALS	\$98,302.99

SUPERINTENDENT REPORT
Committee of the Whole
10/04/21

The principals/business manager have done an excellent job of giving the board monthly reports, which limits what I have to report to the board.

1. Additional Homecoming Activities
 - a. We are not going to have school on Friday, October 22, so students can participate in the activities of the day.
 - b. We are working on an alumni banquet for Friday, October 22. As more details are finalized on the banquet I will send you the information.
2. Included in this report is the Fall membership report. We have a total of 258 students. The handout shows enrollment by grade.
3. We are continuing to finalize the detailed budget and I would like to have a budget workshop, to go over the detailed budget with the board before the November board meeting. Would October 16th or 30th work. Where would be the best place for the meeting, (I thought it worked well having it here, and I believe you have had it in Norfolk in the past) It would also work to have the meeting in the evening if that works for everyone.

MEMBERSHIP

School Year: 2021-2022

DISTRICT: ISANTI COMMUNITY SCHOOL (54-0505-000)

K-12 Students - [As of October 1st]

with Full Time Equivalency (FTE) Greater Than 50% & All Pre-K Students

Click on any of the numbers in **bold** to see a list of students.

	Grade	American Indian or Alaska Native		Hispanic		White		Total
		Female	Male	Female	Male	Female	Male	
DISTRICT LEVEL (000)	PK	24	17			4	2	47
	KG	10	13				1	24
	01	7	8					15
	02	8	9			1	1	19
	03	9	9					18
	04	11	9					20
	05	3	13	1				17
	06	6	3		1			10
	07	9	5	1	1			16
	08	5	3					8
	09	6	9	1	1			17
	10	7	7	1	2			17
	11	6	9	1				16
	12	6	6		2			14
	<i>Total</i>		<i>117</i>	<i>120</i>	<i>5</i>	<i>7</i>	<i>5</i>	<i>4</i>

October Board Report
Elementary
Report Completed By: Cindy Nagel

Preschool

- We are implementing the Ready Rosie program in preschool. This online resource provides interactive activities that parents can do with their birth to four year old. This is one of our continued efforts, along with the Parent Educator, to foster healthy learning environments at home.
- Early childhood teachers and paraprofessionals are required to have 16 hours of professional learning around early childhood development. We are fortunate that our new preK teacher, Abbie Pfanstiel, is a certified trainer and can provide this ongoing support to our teachers.

Achievement

- Fall MAP and NSCAS scores have been received and are shared in a separate report.
- DIBELs fall Benchmarks - Grades K-2 8% at grade level Grades 3-5 37% at grade level
- Elementary staff is learning a technique called Number Talks. These add additional instructional time in math to help students think about numbers more flexibility so they can solve problems more efficiently. Staff has had 3 trainings and are now in the process of videotaping themselves to receive one on one feedback on how well they are implementing the process. It is fun to watch students think and talk about numbers.
- Attendance is as follows:
 - August 3yr - 4yr 89%, K-5 86%
 - September 3yr - 4yr 86%, K-5 87%
- An afterschool program started this week. This is open to all K-5 elementary students. The program starts with reading and then Wellness Center personnel works with students in the gym. We are averaging 27 students each day.
- The One School, One Book is kicking off Oct. 4th. The theme is diversity. For additional information refer to last month's hand-out.
- Ten staff are engaging in a 15- session online professional learning experience that will help teachers implement concepts in the *Lost at School* book. This supports our restorative practices approach to working with students on developing more positive behaviors.
- There continues to be a shortage of staff both certified and classified to cover classrooms and student needs. We weren't able to offer services in the Transitions Room last week due to staff shortage, 10 students were not able to attend school on Friday. We continue to seek creative solutions to making sure classes are covered adequately.

Activities

- Classes are planning visits to the pumpkin patches during the month of October. It is exciting to bring field trips back!

Program Overview

Welcome

ReadyRosie is an early education tool that helps families, schools and communities across the nation deepen and scale their family engagement efforts. Our tools leverage the power of video modeling, family workshops, professional development opportunities, and mobile technology to build powerful partnerships between families and educators resulting in *Ready Families, Ready Educators, Ready Children*.

Goals of ReadyRosie Parenting Curriculum

At ReadyRosie, we know families are central to a child's health, well-being, and academic success. Our goal is to provide a combined approach of interactive parenting workshops and delivery of rich parenting content at home so families can learn and practice parenting skills with their peers and build a strong home learning practice. This two-fold approach deepens the learning experience, builds capacity, and inspires an ongoing commitment to family learning. We have identified the outcomes programs can expect for families, children and educators when they implement ReadyRosie with fidelity.

[CLICK HERE](#) to see our **observable outcomes**.

Target Audience

ReadyRosie's Family Curriculum is designed for families with children ages birth-5th grade

Program Components:

The ReadyRosie Parenting Curriculum is a research-based, flexible family curriculum with three key components:

1. **Ongoing professional development**

Programs participate in two mandatory, customizable professional development workshops delivered by ReadyRosie called Nuts and Bolts and the ReadyRosie Family Curriculum Train-The-Trainer. By participating in these workshops, educators will build their capacity to engage with families and be prepared to implement the ReadyRosie Parenting Curriculum and deliver the ReadyRosie family workshop series. ReadyRosie has additional, optional professional development opportunities. [CLICK HERE](#) to see our **Professional Development** Options.

2. **Highly interactive family workshops**

At ReadyRosie, we know families are central to a child's health, well-being, and academic success. We believe a combined approach of receiving rich parenting content at home and participating in interactive workshops enables families to deeply practice parenting skills in the comfort of their homes and with peers. This two-fold approach deepens the learning

experience, builds capacity, and inspires an ongoing commitment to family learning. There is a recommended sequence for the workshops but each workshop is an individual turn-key module so programs can flexibly determine how to best meet their families' needs. Workshops can be delivered in English, Spanish or bilingually. Below is the recommended family workshop sequence. The first three workshops focus on building foundational family skills and then progress to building family literacy, family math and family leadership skills. [CLICK HERE](#) to see our **workshop overview flyer**. [CLICK HERE](#) to see **workshop materials** in English and Spanish. This includes Facilitator Guides, PowerPoint slides and materials:

- **Workshop 1: Relationships Matter**
- **Workshop 2: You Can Make a Difference**
- **Workshop 3: Families as Partners**
- **Workshop 4: Words Matter! Building a Literacy-Rich Home Environment**
- **Workshop 5: Math Matters! Building a Math-Rich Home Environment**
- **Workshop 6: Families as Leaders**

3. **Family Home Learning Video Practice**

We help families build a strong home learning practice by sending weekly home learning curriculum from our library of over 1000 modeled learning moments. Our video curriculum models learning activities, games, and family interactions that build on families' knowledge and experiences and can be accessed in English, Spanish, through closed captioning for hearing impaired families and with sub-titles in Arabic and Vietnamese. Our video curriculum is research-based and is designed to be accessible and inspire a strong home-learning practice and ongoing access to parenting content. Our workshops and home learning video practice are complimentary and reinforce foundational parenting skills, practices and the joy of learning together. [CLICK HERE](#) for links to our **Head Start Alignment** and **Family Video Curriculum Maps**.

Theory, Research, and Outcomes

ReadyRosie's family curriculum is based on well-established theories and research. [CLICK HERE](#) to see a brief **summary of our research**, a **comprehensive compendium of our research base** and the **observable outcomes** programs can expect to see if they implement ReadyRosie with fidelity.

Data and Evaluation

Programs have access to ongoing data and evaluation tools. The ReadyRosie Share system provides a detailed dashboard for administrators and teachers so they can view and monitor usage of the ReadyRosie home learning curriculum. [CLICK HERE](#) to see more details on how your program will be able to measure and monitor the impact of ReadyRosie's Parenting Curriculum.

Additionally ReadyRosie has three evaluation tools to give programs the flexibility to capture feedback on the family workshops and the home learning video curriculum.

1. **Pre and Post Survey:** Some programs like to do a pre and post survey. If your program is doing a pre and post survey, we recommend you conduct the pre-survey at or before your first Family Workshop and that you conduct your post-survey at the end of your family workshop series or

October 4, 2021- Restorative Report

Isanti School is in year 2 of implementing restorative practices within our school community. This year, we are looking into preventing, reacting, and identifying undesired behaviors, withdrawn behaviors, or externalized behaviors. Our objective for the school year include the following:

1. **Implementing a method of reporting students who may be struggling (withdrawn or externalizing behaviors)**
 - a. Teachers who have suspicions of a student who is usually withdrawn or abnormally externalizing behaviors fill out a first responder google form.

First Responder Classroom Support
Please fill out this report if you are not a teacher.

1. Email*

2. Student's Name*

3. Grade/Teacher*

4. Behavior*

Multi-select one or all

Bullying/Intimidation

Withdrawn/Anxious/Emotional

Other

5. Why?*

Multi-select one or all

Abuse

At Risk of being bullied

Bullying

Emotional/Physical

At Risk of First Responders/Classroom

Empathy/SEL

6. Other Comments*

- b. The forum alters select individuals (first responders) who meet with students at that moment or throughout the day to talk through feelings and positive solutions to problems a student may be experiencing.

2. Implementing first responders K-12

- a. First responders are a mix of administrators, school psychologists, and teachers who can respond to reports of students who may be struggling.
 - b. Example: After a report is received, the first responder may:
 - i. Go to the classroom and have a conversation with the students in or out of the room to hear the student's concerns or worries.

- ii. Collaboratively problem solves with the student. If there is an issue, the first responder may brainstorm with the student on how to communicate their needs to the teacher, cope with their feelings, or find a safe spot to work, gain composure, or talk through their feelings more in-depth.

3. Our Progress

- a. We are a quarter into implementation. All of our first responders are continuing to build and form relationships with students. In terms of behavior, we see a decrease in restorative reports daily. Students are beginning to demonstrate coping skills, identifying positive places to work when feeling frustrated. They are beginning to open up and talk about obstacles inhibiting their learning or success in the classroom.

**October Board Report
Secondary Schools
Report Completed By: Larry Baker**

Achievement

- This month we completed the first round of MAP testing. This information is included in a separate report.
- Currently the High School has only 15 failing grades and the Middle School has 0 failing grades (This is the end of the first quarter). This is a decrease of roughly 65 failing grades from last month. This decrease is in part due to the support offered during Wednesday school. At this time last year we had approximately 500 missing assignments in the 9-12, we had just 24 this last week. We feel the immediate weekly support is key to keeping students on track.
- At this time the High School has 326 A's & B's with 241 of those A's. The Middle School has 168 A's & B's with 109 of those A's.
- High School Attendance for the year was 85% last month and is at 84% at this time. Middle School is still over 90% for the year. We are targeting the chronically absent students and feel this will help improve this data. We continue to utilize our Graduation Coach to help us with these students and continue to advocate for a truancy officer.
- An overall shortage of staff continues to make it difficult to cover classes adequately and over time this will have an effect on achievement.

Culture

- Our students will be involved in the Annual Native Day Celebration Sponsored by Ohiya Casino. Students will have an opportunity to submit an art project, beading, ribbon skirt, one page essay or poetry on what it means to be native. These will be due on Oct. 8th. See the attached flyer.
- Seniors are going to the National Indian Education Conference for student day in Omaha on October 15th-16th. Three teachers will be attending the Lakota Language Summit in Rapid City on October 7th-9th.
- We celebrated "A Day of Remembrance" on September 29th. See attached flyer.

Activities

- We are excited about homecoming week. Please see the flyer attached for specific details.
- Football's NSAA two year reclassification and rescheduling cycle is this year, see attached Scheduling Timeline for how this will work. The important piece for the district is our current enrollment numbers; to play 6-man football we have to have a three-grade (9-11) BOY enrollment of 27 or less. The enrollment number that we will submit for this two year cycle will be 28, that would make us 6-man ineligible. Projecting ahead the three-grade (9-11) BOY only enrollment number in 2023 will be 22, in 2024 it will be 20 and in 2025 it will be 15. With this data I have been incontact with the NSAA and I have been able to obtain a one cycle (2 year) waiver that will allow us to stay 6-man and eligible for the playoffs for this coming two year cycle. It would be my recommendation

that we stay 6-man and not move up to 8-man for this cycle. This will need to be acted upon at the November Board meeting.

OCTOBER 11, 2021

ANNUAL NATIVE DAY

Celebration "EVERY CHILD MATTERS"

NOON

- Youth Horse Riders
- Dakota Prayer & Song for the Santee Sioux Nation

1:30PM

- Meal
- Wojapi, Soup & Frybread
- Art & Essay Contest
- Contest Winners Announced

3:30PM

- Concluding Prayer & Song

EXPRESS YOUR ARTISTIC SELF

Art & essay student contests

Through *mixed media, beadwork, poetry or short story*

All submissions due October 8th at 3PM

GRADE GROUPS

Total Student Cash Prizes: \$1350

(K - 2nd) (3rd - 4th) (5th - 6th)

(7th - 8th) (9th - 10th) (11th - 12th)

CASH PRIZES FOR EACH GROUP

1ST PLACE: \$100

2ND PLACE: \$75

3RD PLACE: \$50

COVID PANDEMIC SAFETY PROTOCOLS

- Be Safe!
- Social Distancing in Place & Masks are Encouraged
- Children must be accompanied by an adult
- Please bring your own chair & Enjoy an Afternoon of Santee Sioux Nation Youth Acknowledgements

- * **FREE** Native Day T-Shirts for All Students
- + Door Prizes!

Everyone Welcome!



Ohiya

CASINO • RESORT
SANTEE SIOUX NATION

Isanti Makoce



FOR MORE INFORMATION CALL
LIZ HAMILTON: (402)857-3860



WOKIK SUYA

A REMEMBRANCE

Thursday September 30, 2021

@ The Isanti School Football Field

AGENDA

9:00 AM OPENING PRAYER /WELCOMING
6-12th grade

9:10 AM GUEST SPEAKERS

9:45 AM ELEMENTARY STUDENTS JOIN IN

Azidyapi (Smoking down of all students)

Was'agwicayapi (Strengthening our students)

Traditional Encouragement Song

10:00 AM SPECIAL PRESENTATION

Honor Song for boarding school survivors &
those that lost their lives at Boarding School
sung by the Isanti High School Students



EVERYONE WELCOME TO COME & HELP STRENGTHEN EACH OTHER
ON THIS DAY OF REMEMBRANCE

CONTACT // REDWING THOMAS (402) 360-4679 FOR MORE INFORMATION

PLEASE WEAR ORANGE

PLEASE PRACTICE TRIBAL COVID 19 PROTOCOLS

ISANTI SCHOOL HOMECOMING '21



OCTOBER 18-22, 2021

MONDAY PAJAMA DAY

SUPPORT OUR VOLLEYBALL GIRLS
@ THE NIOBRARA VALLEY CONFERENCE
(LOCATION & TIME - TBA)

THURSDAY THROWBACK THURSDAY

2 PM HALLOWEEN THEME PARADE
PEP RALLY TO FOLLOW
7 PM FOOTBALL GAME

HALF TIME : HONORING STAFF WITH 15+ YRS OF SERVICE
& HOMECOMING COURT PRESENTATION

TUESDAY COSTUME DAY

5 PM BEAN BAG TOURNAMENT

FRIDAY TWIN DAY

9 AM KICK BALL TOURNAMENT
11AM-1PM LUNCH
1 PM ARCHERY ATTACK

ALUMNI & COMMUNITY WELCOME TO SIGN UP
FOR KICKBALL, HAVE LUNCH, & TOUR THE SCHOOL
ACTIVITIES SPONSORED BY THE SANTEE WELLNESS CENTER

WEDNESDAY ROCK YOUR MOCS & CROCS DAY

5 PM FEED PROVIDED BY THE SANTEE WELLNESS CENTER
6 PM HAND DRUM JAM SESSION (ALL SINGERS WELCOME)
7 PM CORONATION IN THE HS GYM
BONFIRE & S'MORES TO FOLLOW

BEST DRESSED CONTEST DAILY

FOOTBALL SCHEDULING TIMELINE

2022 AND 2023 (CLASSES A-B-C1-C2-D1-D2-D6)

The classification period and schedules will be for two years – the **2022** and **2023** football seasons for Classes A-B-C1-C2-D1-D2-D6.

The scheduling timeline is dependent upon receiving the enrollment figures the NSAA member schools report to the Nebraska Department of Education in the fall of 2021. In past years, these figures have been available to the NSAA sometime in early December.

The TENTATIVE schedule will be as follows:

1. **November 1, 2021** – Deadline to submit application for a cooperative sponsorship in football for the 2022 and 2023 seasons. **No cooperative sponsorships in football for the 2022 and 2023 football seasons will be accepted or permitted after November 1, 2021.**
2. **November 2021** – Football coops will be approved for the 2022 and 2023 football seasons at the November NSAA Board of Directors meeting.
3. **November 30, 2021** – The deadline for schools to submit their declaration of participation in 11-man, 8-man or 6-man football. **This is also the deadline for schools to submit their intent (via email) to “Opt Up” or “Opt Down” in classification.**
 - Those schools with a BOY three-grade enrollment (9th-11th grades) in excess of 47 as submitted in September of 2021 are not eligible for the 8-man football playoffs in 2022 and 2023, unless they’re within the one-classification waiver period. A school that is ineligible for the playoffs in the 2022 & 2023 cycle can become eligible in the second season (2023) if their BOY enrollment figure is 47 or lower as submitted in September of 2022. (If you have questions please contact the NSAA office.)
 - Those schools with a BOY three-grade enrollment (9th-11th grades) in excess of 27 as submitted in September of 2021 are not eligible for the 6-man football playoffs in 2022 and 2023, unless they’re within the one-classification waiver period. A school that is ineligible for the playoffs in the 2022 & 2023 cycle can become eligible in the second season (2023) if their BOY enrollment figure is 27 or lower as submitted in September of 2022. (If you have questions please contact the NSAA office.)
 - A school that Opts down in classification and is thus ineligible for the playoffs in the 2022 & 2023 cycle can become eligible in the second season (2023) if their boy enrollment figure as submitted in September of 2022 falls within the appropriate classification enrollment range.
4. **December** – Classifications and district assignments for the 2022 and 2023 football seasons will be released. Schools will then be asked to submit a priority list of non-district schools they would like to have on their 2022 and 2023 football schedules. More detailed information and instructions regarding this process will be provided after classifications and district assignments are released.
5. **January/ February 2022** – The NSAA staff will establish the football schedules for the 2022 and 2023 football seasons for all member schools in Classes A-B-C1-C2-D1-D2-D6.
6. **February 9, 2022** – The schedules along with the home and away designations for Classes A-B-C1-C2-D1-D2-D6 will be released to the member schools. More detailed instructions will be provided at a later time.

Business Office Report

Over the last month Dawn and I have been working on the following:

- Apta Rollover
 - o Payroll issues due to some new coding we applied for FY 21-22
 - o Aligning all Teachers and Admin with correct coding for PR's
 - o Ran Test AFR
 - Fixed all coding changes that needed to be changed
 - o Final reallocation of funds to correct codes for the 20-21 FY
 - Poverty
- Grants
 - o Draw down funds for the following:
 - 21st Century - \$48,584
 - Title I ESSA Consolidated - \$69,337
 - Title I Support for Improvement - \$99,296
 - 2020 Sixpence - \$44,300
 - 2021 Sixpence - \$83,963
- Facilities
 - o Teacherages
 - Backyards/Fence lines
 - Focus on maintenance issues (Upcoming)
 - o Football Field
 - Moles
 - Travis Berndt
 - o Fencing Around Propane Tanks
 - o Retaining Walls on Playground
 - o Crumb Rubber for Playground
 - o Concrete on East Side – Tuff and his Classes (Upcoming)
 - o 6 Ft Fencing around Dumpsters (Upcoming)
- Custodians
 - o Good Crew – They have been working their tails off inside and out making the building and grounds look great!
- Audit
 - o Oct 4th thru Oct 8th

2005 Conflict of Interest

Any member of the board of education who meets the conditions set forth in this policy shall be deemed to have a business or financial conflict of interest.

1. Definitions. For purposes of this policy:
 - a. Business with which a board member is associated shall include the following:
 - (1) A business in which the board member or a member of his or her immediate family is a partner, a limited liability company, or serves as a director or an officer.
 - (2) A business in which the board member or a member of his or her immediate family is a stockholder in a closed corporation with stock worth one thousand dollars or more, or the board member or his or her immediate family owns more than a five percent equity interest or is a stockholder of publicly traded stock worth more than ten thousand dollars or more at fair market value, or which represents more than ten percent equity interest. This shall not apply to publicly traded stock under a trading account if the board member reports the name and address of the company and stockbroker.
 - b. A business association shall be defined to include an individual as a partner, limited liability company member, director or officer, or a business in which the individual or member of the immediate family is a stockholder.
 - c. Immediate family member or member of the immediate family shall mean a child residing in an individual's household, a spouse of an individual, or an individual claimed by that individual or that individual's spouse as a dependent for federal income tax purposes.
1. Contracts with the School District.
 - a. No board member or member of his or her immediate family shall enter into a contract valued at two thousand dollars or more, in

any one year, with this school district unless the contract is awarded through an open and public process that (1) includes prior public notice and (2) allows the public to inspect during the school district's regular office hours the proposals considered and the contract awarded. Board members who enter into employment contracts with the school district must also comply with the board's policy on the employment of board members.

- b. The existence of any conflict of interest in any contract in which the board member has an interest and in which the school district is a party, or the failure to make public the board member's interest known, may render a contract null and void.
- c. The prohibition of a conflict of interest or requirement for the board member to make public notice shall apply when the board member, or his or her immediate family has a business association with the business involved in the contract or will receive a direct pecuniary fee or commission as a result of the contract.
- d. The prohibition in this section does not apply if the contract is an agenda item approved at a board meeting and the board member:
 - (1) Makes a declaration on the record to the school board regarding the nature and extent of his or her interest prior to official consideration of the contract;
 - (2) Does not vote on the matters of granting the contract, making payments pursuant to the contract, or accepting performance of work under the contract, or similar matters relating to the contract, except that if the number of members of the school board declaring an interest in the contract would prevent the board with all members present from securing a quorum on the issue, then all members may vote on the matters; and
 - (3) Does not act for the school board as to inspection or performance under the contract in which he or she has an interest.

2. Contracts with Board Member's Immediate Family.

- a. If a person in a board member's immediate family is an employee of this school district, the board member may vote on all issues of a contract which are generally applicable to:
 - (1) All district employees.
 - (2) All employees within a specific classification but which does not single out the member of his or her immediate family.

3. Employing Members of the Immediate Family.

- a. A board member may recommend for employment or supervise the employment of an immediate family member if:
 - (1) The board member does not abuse his or her position.
 - (2) Abuse of official position shall include, but not be limited to, employing an immediate family member:
 - (i) who is not qualified for and able to perform the duties of the position;
 - (ii) for any unreasonably high salary;
 - (iii) who is not required to perform the duties of the position.
 - (3) The board makes a reasonable solicitation and consideration of applications for employment.
 - (4) The board member makes a full disclosure on the record to the governing body of the school district and to the secretary of the board. If the secretary of the board of education would be the individual filing the disclosure statement, the statement shall be filed with the president of the board of education.
 - (5) The board approves the employment or supervisory position.

- b. The board has not terminated the employment of another employee so as to make funds or a position available for the purpose of hiring an immediate family member.
4. Gifts, Loans, Contributions, Rewards, or Promises of Future Employment
- a. No board member shall offer or give to the following persons anything of value, including a gift, loan, contribution, reward, or promise of future employment, based upon an agreement that a vote, official action, or judgment would be influenced thereby:
 - (1) a public official, public employee, or candidate.
 - (2) a member of the immediate family of an individual listed in Subparagraph 'a' above.
 - (3) a business with which an individual listed in Subparagraph (1) or (2) above is associated.
 - b. No board member shall solicit or accept anything of value, including a gift, loan, contribution, reward, or promise of future employment based on an agreement that the vote, official action, or judgment of the board member would thereby be influenced.
 - c. A board member shall not use or authorize the use of his or her public office or any confidential information received through the holding of a public office to obtain financial gain, other than compensation provided by law, for himself or herself, a member of his or her immediate family, or a business with which he or she is associated.
 - d. A board member shall not use personnel, resources, property, or funds under his or her official care and control other than in accordance with prescribed constitutional, statutory, and regulatory procedures or use such items, other than compensation provided by law, for personal financial gain.
5. Conflict of Interest Relating to Campaigning or Political Issues
- a. Except as provided below, the board shall not authorize the use of personnel, property, resources, or funds under its jurisdiction for the purpose of campaigning for or against the nomination or

election of a candidate or the qualification, passage, or defeat of a ballot question.

- b. This does not prohibit the board from making school district facilities available to a person for campaign purposes if the identity of the candidate or the support for or opposition to the ballot question is not a factor in making the facilities available or a factor in determining the cost or conditions for use.
- c. This does not prohibit the board from discussing and voting upon a resolution supporting or opposing a ballot question.
- d. This does not prohibit the board, while legally seated as a body, from responding to specific inquiries by the press or the public as to the board's opinion regarding a ballot question or from providing information in response to a request for information.
 - (1) The board may designate one or more members of its body, or one or more of its school administrators, to speak on behalf of the board on specific occasions such as public meetings or legislative hearings.
 - (2) Any member of the board may present his or her personal opinion regarding a ballot question or respond to a request for information related to a ballot question; but in so doing, the person should clearly state that the information being presented is his or her personal opinion and is not to be considered as the official position or opinion of the board. However, this shall not be done during a time that the individual is engaged in his or her official duties.

6. Conflict of Interest Statement

- a. Any board member who would be required to take any action or make any decision in the discharge of his or her official duties that may cause financial benefit or detriment to him or her, a member of his or her immediate family, or a business with which he or she is associated, which is distinguishable from the effects of such action on the public generally or a broad segment of the public, shall take the following actions as soon as he or she is aware of such potential conflict or should reasonably be aware of such potential conflict, whichever is sooner:

- (1) Prepare a written statement describing the matter requiring action or decision and the nature of the potential conflict;
 - (2) Deliver a copy of the statement to the school board secretary who shall enter the statement onto the school district's public records; and
 - (3) Abstain from participating or voting on the matter in which he or she has a conflict of interest.
- b. If the board member would like a formal opinion from the NADC as to whether there is an actual conflict of interest, he/she shall deliver a copy of the statement to the NADC.

7. Recordkeeping

- a. The board secretary shall maintain a separate record of the following information for every contract entered into by the school board in which a board member has an interest and for which disclosure was made pursuant to section 2d of this policy:
 - (1) The names of the contracting parties.
 - (2) The nature of the interest of the board member in question.
 - (3) The date that the contract was approved.
 - (4) The amount of the contract.
 - (5) The basic terms of the contract.
- b. The information supplied relative to the contract shall be provided no later than ten (10) days after the contract has been signed by both parties. The ledger kept by the board secretary shall be available for public inspection during normal working hours of the office in which it is kept.

9. Conflict. To the extent that there is a conflict between this policy and the Nebraska Political Accountability and Disclosure Act ("Act"), the Act shall control.

Adopted on: _____

Revised on: _____

Reviewed on: _____

4025
Superintendent

The superintendent is hired by and shall report directly to the board of education. The superintendent will be the chief administrative officer of the board of education and shall keep the board informed on important issues. The board delegates to the superintendent the general power and authority to make necessary decisions to ensure the efficient and effective operations of the school.

The superintendent is charged with timely preparing, presenting, and filing an annual school budget, subject to the approval of the board at the annual budget hearing.

All school employees shall be under the direct and/or delegated supervision of the superintendent. The board delegates to the superintendent the authority to hire and terminate the employment of all classified staff. He or she shall review all certified and non-certified employees applying for vacancies and shall make recommendations regarding these employees.

All of the grounds and buildings are supervised by the superintendent, including necessary repairs and improvements unless the board is required to approve such repairs or improvements.

The superintendents other duties shall be included in his or her job description, contract, or as otherwise assigned by the board.

Adopted on: _____

Revised on: _____

Reviewed on: _____

SUPERINTENDENT'S CONTRACT OF EMPLOYMENT SANTEE COMMUNITY SCHOOLS

THIS CONTRACT is made by and between the **Board of Education of Santee Community Schools**, legally known as **Knox County School District 54-0505** ("School District"), and referred to as "the Board" and "the District" respectively, and **Clarence Todd Chessmore**, referred to herein as "the Superintendent". In accordance with its action taken and recorded in the minutes of a duly advertised board meeting, the Board agrees to employ the Superintendent, and the Superintendent agrees to accept such employment, subject to the terms and conditions set forth herein.

Section 1. The Superintendent shall be employed for a period of 21 months beginning on **October 4, 2021**, and expiring on **June 30, 2023**. This contract is entered into for the sole purpose of employing the Superintendent for the period specified above. It shall not be subject to renewal by statute or any provision of this contract. During this contract, the Superintendent shall be employed with the district on a 1.0 FTE basis and shall render at least **375 total working days** of service in the performance of duties as Superintendent. "Working days" typically will not include Saturdays, Sundays, and legal holidays, but it shall include all days on which the Superintendent actually and necessarily completes the Superintendent's contractual duties. The Superintendent shall be permitted to work remotely at whatever time he deems, in his professional judgement to be appropriate. However, the Superintendent shall generally be present in the school district's physical plant at least three days per five-day workweek. The Superintendent agrees to work sufficient hours and days to satisfactorily complete the duties of this contract. The Superintendent shall keep complete and accurate records of working days and shall provide the Board of Education with a report of the accumulated working days at least quarterly.

Section 2. Renewal of Contract. IT IS A MATERIAL PROVISION OF THIS CONTRACT THAT IT IS FOR A LIMITED PERIOD OF TIME AND SHALL NOT BE SUBJECT TO THE RENEWAL OR NONRENEWAL PROVISIONS OF NEB. REV. STAT. §§ 79-824 TO 79-839 OR §§ 79-846 TO 79-849. IN EXCHANGE FOR **\$1** AND OTHER VALUABLE CONSIDERATION, THE SUPERINTENDENT AGREES TO ACCEPT EMPLOYMENT ON THIS BASIS AND HEREBY RESIGNS AS OF THE EXPIRATION DATE SET OUT ABOVE. BY RESIGNING AND ACCEPTING THIS ADDITIONAL CONSIDERATION, THE SUPERINTENDENT UNDERSTANDS THAT HE OR SHE IS WAIVING STATUTORY RIGHTS SUCH AS TO NOTICE AND A HEARING AND OTHER RIGHTS REGARDING NONRENEWAL OF EMPLOYMENT. HE OR SHE DOES SO VOLUNTARILY AND WITH FULL KNOWLEDGE OF THE RIGHTS HE OR SHE IS WAIVING. The Superintendent shall be responsible for taking all necessary steps to ensure that the District has complied with the Superintendent Pay Transparency Act.

Section 3. Salary. The Superintendent's salary shall be **\$11,250** per month which shall be paid monthly beginning in the month of October 2021, for a total payment of **\$236,250** for 21 months of service. The Board shall not reduce the Superintendent's salary during the term of the contract, but may increase it and/or

the benefits during the term of this contract, as an amendment to the contract, without the amendment constituting a new contract, requiring a hearing, or extending the term of this contract.

Section 4. Deductions. This contract shall conform to the statutes and regulations governing deductions from compensation and shall be subject to the School Employees Retirement Act. The Superintendent authorizes the District to deduct or withhold from each and every period of pay any amounts necessary to offset any damages caused by the Superintendent or the value of property or money entrusted to the Superintendent or owed by the Superintendent to the District during the course of or as a result of the Superintendent's employment, if such property or money have not properly been returned to the District. The District shall withhold other deductions as the Superintendent and Board may agree.

Section 5. Professional Status. The Superintendent affirms that the Superintendent is not under contract with any other board of education covering any part or all of the term provided in this contract. Throughout the contract term, the Superintendent will hold a valid and appropriate certificate to act as a Superintendent of schools in the State of Nebraska which the Superintendent will register and maintain on file in the District's central administrative office. This contract shall not be valid and the Board will not compensate the Superintendent for any service performed prior to the date that the Superintendent registers the certificate. The Superintendent represents that: (1) all information provided in connection with the Superintendent's application for employment with the District was true and accurate at the time of application, and if there is or has been a material change in such information, the Superintendent will advise the Board immediately; (2) the Superintendent has never been convicted of or plead no contest to a felony as defined in Title 92, Chapter 21, Sections 003.11 and 003.13 of the Nebraska Administrative Code ("Rule 21"), or any offense involving moral turpitude, abuse, neglect, or sexual misconduct, as defined in Title 92, Chapter 21, Sections 003.12 and 003.13 of the Nebraska Administrative Code; and (3) the Superintendent has not had any professional licenses or certificates suspended or revoked.

Section 6. Superintendent's Duties. The Superintendent's duties shall be as prescribed by statute and by Board policies, rules, regulations and directives. The Superintendent agrees to devote the Superintendent's time, skill, labor and attention to all required duties throughout the contract term. The Superintendent shall be subject to the direction and control of the Board at all times and shall perform such administrative duties as the Board assigns. By agreement with the Board, the Superintendent may undertake consultative work, speaking engagements, writing, lecturing, or other professional duties and obligations as long as they do not interfere with carrying out the Superintendent's duties and obligations to the District.

Section 7. Board- Superintendent Relationship. The Board shall be primarily responsible for formulating and adopting policy. The Superintendent shall be the chief administrative officer for the District and shall be responsible for implementing Board policy. The Superintendent shall organize the administrative and supervisory staff, and select, place, and transfer personnel with the concurrence

of the Board. The Superintendent is responsible for administering the instruction of students and the business affairs of the District. The Board members agree, individually and collectively, to promptly refer all criticisms, complaints, and suggestions called to their attention to the Superintendent for action, study and/or recommendation, as appropriate.

Section 8. Cancellation or Mid-Term Amendment. The Board may cancel or amend this contract during its term for any of the following reasons: (a) the cancellation, termination, revocation, or suspension of the Superintendent's certificate (Nebraska Administrative and Supervisory Certificate, or the Nebraska Professional Administrative and Supervisory Certificate) by the State Board of Education; (b) any of the reasons set forth in this contract; (c) the breach of any of the material provisions of this contract; (d) incompetence; (e) neglect of duty; (f) unprofessional conduct; (g) insubordination; (h) conduct involving moral turpitude; (i) physical or mental incapacity; (j) immorality; (k) conviction of a felony; (l) any conduct that substantially interferes with the Superintendent's continued performance of the Superintendent's duties; (m) any arrest, criminal charge, or criminal conviction of Superintendent or the failure to report the same; (n) any filing against the Superintendent under NEB. REV. STAT. § 43-247 or any other provision of the Nebraska Juvenile Code for child abuse and/or neglect or the failure to report the same; (o) knowingly falsifying District records or documents; (p) misrepresentation of fact to the District and its personnel in the conduct of its official business; (q) the use or possession of illegal drugs or controlled substances except as prescribed by a physician; or (r) being under the influence of illegal drugs, controlled substances, or alcohol while on school grounds, at school events, or in a vehicle owned, leased or contracted by the District except as prescribed by a physician. The procedures for cancellation or amendment shall be in accordance with state statutes. The parties agree that the Superintendent's failure to comply with the obligations in the Renewal of Contract or Evaluation provisions of this contract shall constitute a material breach of this contract.

Section 9. Disability. If the Superintendent is unable to perform any of the Superintendent's duties by reason of illness, accident or other disability beyond the Superintendent's control, and the disability continues for a period of more than 30 days, or if the disability is permanent, irreparable, or of such a nature as to make performance of the Superintendent's duties impossible, the Board may initiate action to cancel this contract, whereupon the respective rights, duties and obligations of the parties hereunder shall terminate, with the exception of any benefits to be paid to the Superintendent under any insurance coverage furnished by the District.

Section 10. Transportation. The Board shall compensate the Superintendent for his actual and necessary transportation costs with a stipend of \$500 per month. The Interim Superintendent is required to maintain the necessary records related to this provision.

Section 11. Fringe Benefits. The Board shall provide the Superintendent with the following fringe benefits:

- a. Housing.** The Board shall provide the Superintendent with access to a teacherage within the district, and utilities shall be paid by the District.
- b. Disability Insurance.** The Superintendent may purchase long-term disability insurance from the District's carrier at the Superintendent's own expense. The board will increase the Superintendent's compensation by an amount equal to the premium for the disability insurance.
- c. Professional Development.** The Superintendent is expected to continue and seek professional development and to participate in relevant learning experiences. With the approval of the Board, the Superintendent may attend appropriate professional meetings at the local, state, regional and national level, and the Board will pay for valid expenses of attendance.
- d. Professional Dues.** The District will pay the annual dues for the Superintendent's membership in the following organizations: Nebraska Council of School Administrators (NCSA).
- e. Expense Reimbursement.** The Board shall pay or reimburse the Superintendent for expenses that are actually, necessarily, and reasonably incurred in attending educational seminars, conventions, and workshops; conferences; training programs; official school functions, hearings or meetings, provided that (1) such payment or expense is authorized by the Local Government Miscellaneous Expenditures Act (NEB. REV. STAT. § 13-2201 *et seq.*) or some other provision of law, and (2) the Superintendent shall secure the prior approval of the Board before incurring any such expense when the anticipated aggregate expense of any single event is \$500.00 or more.

Section 12. No Penalty for Release or Resignation. There shall not be a penalty for the release or resignation of the Superintendent from this contract; provided no resignation shall become effective until the expiration of the contract unless it is accepted by the Board, and the Board shall fix the date at which the resignation shall take effect.

Section 13. Compensation Upon Termination. Upon lawful termination of this contract for any reason, the compensation to be paid hereunder shall be an amount which bears the same ratio to the annual salary specified as the number of months or fraction thereof to the date of such termination bears to the 12 months in the annual salary period in which termination occurs. The Superintendent shall refund any portion of the salary paid but not earned prior to the date of termination of this contract.

Section 14. Evaluation. The Board shall evaluate the Superintendent at least once during the 2021-22 school year and at least once during the 2022-23 school year. The Superintendent shall remind the Board members in writing of this obligation; shall make his evaluation an agenda item for two regular board meetings during the contract year; and shall provide the Board with a copy of the written evaluation instrument that is on file with the Nebraska Department of Education.

Section 15. Legal Actions. The Board will support the Superintendent if there is a legal dispute caused by carrying out the Superintendent's duties properly. If a legal action, including a professional practice complaint, is threatened or filed against the Superintendent as a result of the Superintendent's performance of duties or position as the Superintendent of the District, the Board will provide the Superintendent with a legal defense to the maximum extent permitted by law so long as the Superintendent acted in good faith and in a manner which the Superintendent reasonably believed to be in or not opposed to the best interests of the District and, with respect to any criminal action or proceeding, had no reasonable cause to believe that the Superintendent's conduct was unlawful.

Section 16. Physical or Mental Examination. The Superintendent agrees that, at the request of the Board, the Superintendent will have a comprehensive physical and/or mental examination performed by one or more licensed physicians or psychologists of the Board's choosing during the term of this contract. In deference to the requirements of state and federal law, the physician's report to the Board must address whether the Superintendent is able to perform the "essential functions" of the position.

Section 17. Disciplinary Action. The parties agree that the Board president may place the Superintendent on paid leave by delivering written notice of the same when the Board president determines it is in the best interests of the District to do so. The paid leave shall continue unless and until a majority of the Board determines otherwise at a duly convened meeting. The Board may suspend the Superintendent without pay for a period not to exceed thirty (30) working days. Prior to suspending the Superintendent without pay, the Board president or secretary shall deliver a written notice to the Superintendent advising the Superintendent of the alleged reasons for the proposed action and provide the opportunity to present the Superintendent's version of the facts. Within seven calendar days after receipt of such notice, the Superintendent may make a written request to the secretary of the school board for a due process hearing under section 79-832. If such a request is not delivered within such time, the action of the Board shall become final.

Section 18. Governing Laws. The parties shall be governed by all applicable state and federal laws, rules, and regulations in performance of their respective duties and obligations under this contract.

Section 19. Amendments to be in Writing. This contract may be modified or amended only by a writing duly authorized and executed by the Superintendent and the Board.

Section 20. Severability. If any portion of this contract is declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforcement of the remaining provisions of this contract.

IN WITNESS WHEREOF, the parties have executed this contract on the dates indicated below.

Executed by the Board this ____ day of October, 2021.

President, Board of Education

Secretary, Board of Education

Executed by the Superintendent this ____ day of October, 2021.

Superintendent

Rationale for Purchase of New Chromebooks

Chromebooks

When the school purchased chromebooks for students, they were already a few years old. All Chromebooks have something called an Auto Update Certificate, which allows them to be updated with the latest google features and security software. These certificates all have expiration dates depending on the model of the device. For a majority of our current fleet of devices, the auto update certificate expired September of 2021. In addition to not updating features and security, once the AUE date passes, devices can no longer be used to complete State or benchmark testing. In general, a new chromebook can be expected to last 3-5 years. All devices that are quoted have AUE dates that expire in June 2026, but will continue to receive security updates until June 2027. We will also be applying for funding through the ECF to cover the cost of these devices.

iPads

Almost all of the iPads currently in use in the elementary school for grades k-2 are several years old. The latest operating system that many of them are able to download is iOS 12. However, in order to complete State and benchmark testing on these devices, they need to be on iOS 14 or higher. For this reason, they need to be replaced as soon as possible.

Your Cart

[Update](#)

[Send Cart](#)

Part Number

[Add](#)

[Remove All >](#)

Item Picture	Description	Quantity	Total Quantity	Unit Price	Total Price
	Description 10.2-inch iPad Wi-Fi 64GB - Space Gray ↗ MK2K3LL/A Engrave > Remove Item x Estimated Shipping: 7-9 weeks	Quantity 70	x 1 Total Quantity 70	Unit Price: 299.00 USD	Total Price: 20,930.00 USD
	Description 4-Year AppleCare+ for Schools - iPad / iPad Air / iPad mini ↗ S7828LL/A Remove Item x	Quantity 70		Total Quantity 70 Unit Price: 109.00 USD	Total Price: 7,630.00 USD

State
Nebraska

Zip Code
68760

Subtotal :	28,560.00 USD
Estimated Tax :	1,856.40 USD
Total :	30,416.40 USD



Pricing Proposal
Quotation #: 21053370
Created On: 9/27/2021
Valid Until: 9/30/2021

Santee Community School District

Inside Account Executive

Emily Romkema

206 FRAZIER AVE EAST
NIOBRARA, NE 687607213
United States
Phone: (402) 857-2741
Fax:
Email: Eromkema@santeeschools.org

Kevin Jarrell

290 Davidson Ave.
Somerset, NJ 08873
Phone: 732-507-1359
Fax: 732-564-8553
Email: Kevin_Jarrell@SHI.com

All Prices are in US Dollar (USD)

Product	Qty	Your Price	Total
1 HP Chromebook 11A G8 - A4 9120C / 1.6 GHz - Chrome OS - 4 GB RAM - 32 GB eMMC - 11.6" 1366 x 768 (HD) - Radeon R4 - Wi-Fi 5, Bluetooth - chalkboard gray - kbd: US HP, Inc. - Part#: 16W64UT#ABA	200	\$215.00	\$43,000.00
2 AddOn - power adapter - 45 Watt AddOn Networks - Part#: 1MZ01AA#ABA-AA	100	\$50.00	\$5,000.00
3 Chrome OS Management Console - License - academic Google - Part#: CROSSWDISEDUNEW	200	\$32.00	\$6,400.00
		Subtotal	\$54,400.00
		Shipping	\$0.00
		Total	\$54,400.00

Additional Comments

Please note: Google has a zero returns policy.

Please Note: HP, Inc. has a zero returns policy on custom build PCs. Ink and toner are also considered non-returnable

Please note, if Emergency Connectivity Funds (ECF) will be used to pay for all or part of this quote, please let us know as we will need to ensure compliance with the funding program.

Hardware items on this quote may be updated to reflect changes due to industry wide constraints and fluctuations.

The Products offered under this proposal are resold in accordance with the [SHI Online Customer Resale Terms and Conditions](#), unless a separate resale agreement exists between SHI and the Customer.

**PRICE QUOTE PROPOSAL:
ISANTI COMMUNITY SCHOOLS FOOTBALL FIELD CARE**

Name:	Travis Berndt
Address:	31123 Equal Rights School Road
City, State, ZIP:	Springfield, SD 57062
Telephone:	605-464-1200

Fall 2021 – Will be done as soon as football season is over.

- Seed grass
 - 140,000 square feet
 - 5 lbs. per 1000 square feet
- Spray broad leaf control
- Fertilize
 - 5 lbs. per 1000 square feet
- Blow out and winterize sprinkler system

Total: \$6,000.00 (due on approval)

2022

- Spring
 - Spray broad leaf control
 - Fertilize
 - 5 lbs. per 1000 square feet
- Summer
 - Spray broad leaf control
 - Fertilize
 - 5 lbs. per 1000 square feet
- Fall
 - Spray broad leaf control
 - Fertilize
 - 5 lbs. per 1000 square feet
- Mowing done once per week throughout the growing season
- Maintain and regulate the sprinkler system throughout the year

Total: \$15,000.00