

**Isanti Community School**

Waylon LaPlante: Present  
Anita LaPointe: Present  
Susan Pike: Absent  
Larry Thomas: Present  
Sidney Tuttle: Present  
Dewayne Wabasha: Absent  
Present: 4, Absent: 2.

**I. Call to Order and Pledge of Allegiance**

**Absent:** Susan Pike, Dewayne Wabasha, **Present:** Waylon LaPlante, Anita LaPointe, Larry Thomas, Sidney Tuttle. Present: 4, Absent: 2.

**II. Nebraska Open Meetings Law**

**III. Roll Call by Superintendent Shepard - Reorganization of Board**

III.A. Oath of Office to each Board Member - Reorganization of the Board. President, Vice President, Secretary, Treasurer

Larry I. Thomas and Sidney A. Tuttle, SR. signed Oath of Office and was sworn in.

III.A.1. President

Superintendent Shepard called for nominations for President of the Board. Nomination for Waylon LaPlante to become President was made by Larry Thomas. Cease nominations.

It was moved by Waylon LaPlante and seconded by Anita LaPointe to elect Waylon LaPlante as President of the Board.

Roll call vote: Passed

Susan Pike: Absent, Dewayne Wabasha: Absent, Waylon LaPlante: Yea, Anita LaPointe: Yea, Larry Thomas: Yea, Sidney Tuttle: Yea  
Yea: 4, Nay: 0, Absent: 2

III.A.2. Vice-President

President LaPlante assumed Chairmanship and called for nominations for Vice-President. Nomination for Anita LaPointe to become Vice-President was made by Sidney Tuttle. Nomination for Sidney Tuttle to become Vice-President was made by Anita LaPointe. Cease nominations. Votes tied first round,

It was moved by Sidney Tuttle and seconded by Larry Thomas to elect Anita LaPointe as Board Vice-President.

Roll call vote: Passed

Susan Pike: Absent, Dewayne Wabasha: Absent, Waylon LaPlante: Yea, Anita LaPointe:

Yea, Larry Thomas: Yea, Sidney Tuttle: Yea  
Yea: 4, Nay: 0, Absent: 2

III.A.3. Treasurer

Nomination for Larry Thomas to become Treasurer by Waylon LaPlante. Cease nominations.

It was moved by Waylon LaPlante and seconded by Anita LaPointe to elect Larry Thomas as Treasurer.  
Roll call vote: Passed

Susan Pike: Absent, Dewayne Wabasha: Absent, Waylon LaPlante: Yea, Anita LaPointe: Yea, Larry Thomas: Yea, Sidney Tuttle: Yea  
Yea: 4, Nay: 0, Absent: 2

III.A.4. Board Secretary

Nomination for Sidney Tuttle to become Secretary was made by Larry Thomas. Cease nominations.

It was moved by Larry Thomas and seconded by Anita LaPointe to to elect Sidney Tuttle as Secretary.  
Roll call vote: Passed

Susan Pike: Absent, Dewayne Wabasha: Absent, Waylon LaPlante: Yea, Anita LaPointe: Yea, Larry Thomas: Yea, Sidney Tuttle: Yea  
Yea: 4, Nay: 0, Absent: 2

IV. **Committee Assignments**

IV.A. Building and Grounds

Waylon LaPlante, Larry Thomas, Sidney Tuttle

IV.B. Education and Curriculum / Americanism

Anita LaPointe, Susan Pike, DeWayne Wabasha

IV.C. Finance

Waylon LaPlante, Anita LaPointe, Larry Thomas

IV.D. Negotiations

Waylon LaPlante, Sidney Tuttle, DeWayne Wabasha

IV.E. Legislative

Sidney Tuttle, Susan Pike, DeWayne Wabasha

V. **Public Comment & Recognition of Guests**

VI. **Strategic Plan Update, Dr. Moon**

Dr. Moon discussion of strategic plan draft

VII. **Approve the minutes of the December 10, 2024 Regular Board Meeting.**

It was moved by Larry Thomas and seconded by Sidney Tuttle to Approve the minutes of the December 10, 2024 Regular Board Meeting..  
Roll call vote: Passed

Susan Pike: Absent, Dewayne Wabasha: Absent, Waylon LaPlante: Yea, Anita LaPointe: Yea, Larry Thomas: Yea, Sidney Tuttle: Yea  
Yea: 4, Nay: 0, Absent: 2

**VIII. Treasurer Report**

Superintendent Shepard will set up a finance committee and a work session. He recommends to the board that board members can be compensated for jobs when asked to do different activities. He will check policy. Everyone is okay for board members being paid.

**IX. Approve Outstanding Payables**

It was moved by Larry Thomas and seconded by Anita LaPointe to approve Payables as presented.  
Roll call vote: Passed

Susan Pike: Absent, Dewayne Wabasha: Absent, Waylon LaPlante: Yea, Anita LaPointe: Yea, Larry Thomas: Yea, Sidney Tuttle: Yea  
Yea: 4, Nay: 0, Absent: 2

**X. Discussion and Action Items**

**X.A. Resignation - Business Manager, Miranda Fuhrer**

It was moved by Larry Thomas and seconded by Sidney Tuttle to accept Miranda Fuhrer resignation.  
Roll call vote: Passed

Susan Pike: Absent, Dewayne Wabasha: Absent, Waylon LaPlante: Yea, Anita LaPointe: Yea, Larry Thomas: Yea, Sidney Tuttle: Yea  
Yea: 4, Nay: 0, Absent: 2

**X.B. Negotiation Agreement for 2025-26**

It was moved by Anita LaPointe and seconded by Larry Thomas to approve the Master Contract 2025-26 Negotiation agreement..  
Roll call vote: Passed

Susan Pike: Absent, Dewayne Wabasha: Absent, Waylon LaPlante: Yea, Anita LaPointe: Yea, Larry Thomas: Yea, Sidney Tuttle: Yea  
Yea: 4, Nay: 0, Absent: 2

**X.C. McCrossen Boys Ranch Student Tuition**

It was moved by Larry Thomas and seconded by Sidney Tuttle to approve tuition for McCrossen Boys Ranch.  
Roll call vote: Passed

Susan Pike: Absent, Dewayne Wabasha: Absent, Waylon LaPlante: Yea, Anita LaPointe: Yea, Larry Thomas: Yea, Sidney Tuttle: Yea  
Yea: 4, Nay: 0, Absent: 2

**X.D. Lifetouch Pictures**

Superintendent Shepard shared that we will be utilizing Life Touch company for school pictures. The Board acknowledged Shepard's recommendation to pay for the basic package for each student.

X.E. Calendar 2025-26

Kristen Tucker from the WIT Leadership for Learning Team, presented the Draft calendar proposal for 2025-26.

X.F. Authorize Superintendent Greg Shepard to be the official district representative for all local, state and federal programs

It was moved by Larry Thomas and seconded by Sidney Tuttle to authorized Superintendent Greg Shepard be the official district representative for all local, state and federal programs.

Roll call vote: Passed

Susan Pike: Absent, Dewayne Wabasha: Absent, Waylon LaPlante: Yea, Anita LaPointe: Yea, Larry Thomas: Yea, Sidney Tuttle: Yea  
Yea: 4, Nay: 0, Absent: 2

X.G. Designate the Niobrara Tribune and Omaha World Herald as official newspapers for the district.

It was moved by Larry Thomas and seconded by Sidney Tuttle to Designate the Niobrara Tribune and Omaha World Herald as official newspapers for the district.

Roll call vote: Passed

Susan Pike: Absent, Dewayne Wabasha: Absent, Waylon LaPlante: Yea, Anita LaPointe: Yea, Larry Thomas: Yea, Sidney Tuttle: Yea  
Yea: 4, Nay: 0, Absent: 2

X.H. Designate Farmers and Merchants as the official depository for all funds for the District

It was moved by Sidney Tuttle and seconded by Larry Thomas to Designate Farmers and Merchants as the official depository for all funds for the District.

Roll call vote: Passed

Susan Pike: Absent, Dewayne Wabasha: Absent, Waylon LaPlante: Yea, Anita LaPointe: Yea, Larry Thomas: Yea, Sidney Tuttle: Yea  
Yea: 4, Nay: 0, Absent: 2

X.I. Authorized signers for Isanti Community School accounts for Farmers and Merchants State Bank

It was moved by Sidney Tuttle and seconded by Larry Thomas to to authorize the following as signers on all Isanti Community School Accounts at Farmers and Merchants State Bank:

Waylon LaPlante, Anita LaPointe, Susan Pike, Dewayne Wabasha, Sidney Tuttle, Larry Thomas, Greg Shepard, Carol Brandt-Denney and to remove Janelle Whipple, Miranda Fuhrer.

Roll call vote: Passed

Susan Pike: Absent, Dewayne Wabasha: Absent, Waylon LaPlante: Yea, Anita LaPointe: Yea, Larry Thomas: Yea, Sidney Tuttle: Yea  
Yea: 4, Nay: 0, Absent: 2

X.J. Board Policy 4002/4003/4033 Review - Drug Free Work Place

Table until next meeting

X.K. Construction Update

X.L. Facility Usage Agreement

Tabled until next meeting

XI. **Reports**

XI.A. Superintendent Update

XI.B. EC Director, ELEM / MS Principal, HS Principal, Special Education Director

Ms. Denney - update for Early Childhood Ratios, Student Enrollment, Professional Development and Sixpence Discussion

Mrs. Nagel - update for Elementary and Middle School: Attendance, Student Enrollment numbers, ELA Interventions, Chuck a duck

Mrs. LaPlante - College visits, Attendance, ACT Prep, Scholarships, FAFSA, Student Enrollment numbers, Warrior Bucks

Ms. Wronko - Wokini Learning Center, K-5 Resource Room, 6-8 Resource Room and 9-12 Resource Room

XII. **\*Closed Session:** If, during the course of the meeting discussion of any item on the agenda should be held in closed meeting, the board will conduct a closed meeting in accordance with the Nebraska Open Meetings Law.

XIII. **Adjourn**

It was moved by Larry Thomas and seconded by Sidney Tuttle to adjourn at 8:16pm.

Roll call vote: Passed

Susan Pike: Absent, Dewayne Wabasha: Absent, Waylon LaPlante: Yea, Anita LaPointe: Yea, Larry Thomas: Yea, Sidney Tuttle: Yea

Yea: 4, Nay: 0, Absent: 2

## **2012 Board Code of Ethics**

The board recognizes that collectively and individually, all members of the board must adhere to an accepted code of ethics in order to improve public education. Board members must conduct themselves professionally and in a manner fitting of their position.

Each board member shall:

1. Attend all regularly scheduled board meetings insofar as possible, and become informed concerning the issues to be considered at those meetings;
2. Endeavor to make policy decisions only after full discussion at publicly held board meetings;
3. Render all decisions based on the available facts and his or her independent judgment, and refuse to surrender that judgment to individuals or special interest groups;
4. Encourage the free expression of opinion by all board members, and seek systematic communication between the board and students, staff and all elements of the community;
5. Work with other board members to establish effective board policies and to delegate authority to the superintendent to administer the school district;
6. Communicate expressions of public reaction to the board policies and school program to other board members and the superintendent;
7. Learn about current educational issues by individual study and through participation in seminars and programs, such as those sponsored by the state and national school board associations;
8. Support the employment of those persons best qualified to serve as school staff, and insist on a regular and impartial evaluation of all staff;
9. Avoid being placed in a position of conflict of interest, and refrain from using the board member's position on the board for personal or political gain;

10. Refrain from discussing the confidential business of the board in any setting except a board meeting;
11. Refrain from micro-managing the affairs of the school district;
12. Recognize the superintendent as the executive officer of the board;
13. Work constructively and collegially with the other members of the board, students, staff and patrons.
14. Refer complaints to the superintendent or building principal, as appropriate;
15. Always be mindful of his/her fiduciary obligation to the school district, including duties of loyalty and care, by placing the interests of the district above the board member's personal interests.
16. Remember that a board member's first and greatest concern must be the educational welfare of the students attending this district's schools.

Adopted on: 9/9/19

Revised on: \_\_\_\_\_

Reviewed on: 04/12/21 01/03/22

**2002**  
**Organization of the Board**

1. Membership, Term and Election

- a. The Board of Education shall be comprised of six members who will be elected at large.
- b. Those who wish to serve on the board shall file, be elected, and serve terms of office on the board according to law.

2. Internal Organization and Officers

a. President

- i. At the regular January meeting, the board shall elect from among its members a president who shall serve in that capacity for one year.
- ii. The president shall preside at all board meetings, and shall perform such other duties as may be prescribed by law or by action of the board.

b. Vice President

- i. At the regular January meeting, the board shall elect from among its members a vice president who shall serve in that capacity for one year.
- ii. The vice president shall preside in the absence of the president, and shall perform such other duties as are assigned by the board.

c. Secretary

- i. At the regular January meeting, the board shall elect a secretary who need not be a member of the board. The secretary shall serve in that capacity for one year. If the secretary is a member of the board, an assistant secretary may be named and his or her duties and compensation set by the board.
- ii. The secretary shall see that an accurate record of the proceedings of the board is kept, that a copy of the proceedings is provided to each board member and to the

superintendent, and that a concise summary of each month's meeting is published along with a list of all approved claims. The secretary shall perform such other duties as are prescribed by law and assigned by the board.

d. Treasurer

- i. A treasurer from the board will be designated on a year-to-year basis.
- ii. The treasurer will sign checks and certain other documents. The treasurer is the custodian of the monies of the district.
- iii. The treasurer shall give bond or equivalent insurance coverage payable to the district as prescribed by law with the cost of the bond being paid by the district.
- iv. The treasurer shall issue no warrant of payment of claim against the district until such claim has been duly authorized by the board and has been duly countersigned by the president.
- v. The vice president or secretary may sign any warrant in the absence of either the president or the treasurer.

3. Board Officer Voting and Tie Breakers

- a. The vote to elect board officers may be taken by secret ballot, but the total number of votes for each candidate shall be recorded in the minutes.
- b. In the event any officer cannot be elected by a majority after 10 votes; no votes occur after ten motions fail for lack of a "second,"; or no member volunteers to serve as an officer for a particular position, the tie will be broken by the applicable method:
  - i. If the board is split between two members, they will each serve as the officer for six months of the year. The initial six-month term will be determined by coin flip.
  - ii. If the board is split between two members, the officer will be determined by coin flip. The winning member will be the officer for the upcoming year unless the position changes by action of the board.

- iii. If the board is split between more than two members who wish to serve as the officer, any member wanting to serve as the officer will put his or her name into a drawing. The name drawn out will be the officer for the upcoming year unless the position changes by action of the board.
- iv. If no member is willing to serve as an officer for a position which is required to be a member of the board, all non-officers' names will be put into a drawing. The name drawn out will be the officer for the upcoming year unless the position changes by action of the board.

#### 4. Committees

- a. The board shall authorize such special committees as it deems necessary. The board president shall appoint members to the committee, and designate its function, tasks it is to perform, and a completion date for its work.
- b. On or before the beginning of each school year, the board shall appoint three members to form a Committee on Americanism. The committee's duties shall be those prescribed by Nebraska statutes.

#### 5. Vacancies

- a. A vacancy on the board of education shall exist when any one of the following occurs:
  - i. A member submits his or her formal resignation from the board.
  - ii. A member removes himself or herself from the district or is absent from the district for a continuous period of sixty days.
  - iii. A member misses more than two consecutive regular board meetings unless excused by a majority of the remaining members.
  - iv. Such other reasons as are set forth in Nebraska statutes.
- b. The board shall make note the vacancy in its minutes and shall give notice of the date the vacancy occurred, the office vacated,

and the length of the unexpired term to (1) the election commissioner or county clerk, and (2) the public by published notice in a newspaper of general circulation in the district.

- c. Vacancies shall be filled in the manner set forth in Nebraska statutes.

Adopted on: 09/09/21

Revised on: \_\_\_\_\_

Reviewed on: 08/09/21

## **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: 09/09/19

Revised on: \_\_\_\_\_

Reviewed on: 10/04/21

Negotiations Meeting at 4:15 and Board of  
Education Regular Meeting @ 5:00pm  
Tuesday, December 10, 2024 @ 5:00 PM

Isanti Community School -Dakota Conference  
Room

### Isanti Community School

Waylon LaPlante: Present

Anita LaPointe: Absent

Susan Pike: Present

Dewayne Wabasha: Present

Present: 3, Absent: 1.

Anita LaPointe: Present

Larry Thomas: Present

Sidney Tuttle: Present

Present: 6.

Sidney Tuttle: Absent

Present: 5, Absent: 1.

Sidney left at 6:35pm

#### **I. Call to Order and Pledge of Allegiance**

**Absent:** Anita LaPointe, **Present:** Waylon LaPlante, Susan Pike, Dewayne Wabasha. Present: 3, Absent: 1.

#### **II. Nebraska Open Meetings Law**

#### **III. Roll Call**

#### **IV. Certification 2024 General Election - Santee School Board Members**

It was moved by Dewayne Wabasha and seconded by Susan Pike to accept 2024 General Election results..

Roll call vote: Passed

Anita LaPointe: Absent, Waylon LaPlante: Yea, Susan Pike: Yea, Dewayne Wabasha: Yea

Yea: 3, Nay: 0, Absent: 1

#### **V. Appoint New Board Members**

It was moved by Susan Pike and seconded by Dewayne Wabasha to approve Sidney Tuttle and Larry Thomas they are appointed to two vacant seats and in January will be appointed to normal seat..

Roll call vote: Passed

Anita LaPointe: Absent, Waylon LaPlante: Yea, Susan Pike: Yea, Dewayne Wabasha: Yea

Yea: 3, Nay: 0, Absent: 1

#### **VI. Oath of Office**

**Present:** Anita LaPointe, Larry Thomas, Sidney Tuttle. Present: 6.

Larry Thomas voluntarily signed the Oath of Office. Policy 2004

#### **VII. Public Comment & Recognition of Guests**

A letter was read on behalf of a student. Several people spoke up.

### **VIII. Approve the minutes of the November 12, 2024 Regular Board Meeting and November 18, 2024 Special Meeting.**

It was moved by Susan Pike and seconded by Larry Thomas to Approve the minutes of the November 12, 2024 Regular Board Meeting and November 18, 2024 Special Meeting.

Roll call vote: Passed

Sidney Tuttle: Abstain (With Conflict), Waylon LaPlante: Yea, Anita LaPointe: Yea, Susan Pike: Yea, Larry Thomas: Yea, Dewayne Wabasha: Yea  
Yea: 5, Nay: 0, Abstain (With Conflict): 1

### **IX. Treasurer Report**

Mr. Shepard gave an update on the Audit and shared concerns about a change in Impact Aid monies for next year. Due to our lower student enrollment.

### **X. Approve Outstanding Payables**

It was moved by Susan Pike and seconded by Anita LaPointe to approve Payables as presented.

Roll call vote: Passed

Waylon LaPlante: Yea, Anita LaPointe: Yea, Susan Pike: Yea, Larry Thomas: Yea, Sidney Tuttle: Yea, Dewayne Wabasha: Yea  
Yea: 6, Nay: 0

### **XI. Discussion and Action Items**

#### **XI.A. Waniyetu Pay - 300.00 per Master Contract**

Required per Master Contract to give to Certified teachers, the question is if it should go to All Staff

It was moved by Susan Pike and seconded by Anita LaPointe to approve Waniyetu Pay for All Staff.

Roll call vote: Passed

Waylon LaPlante: Yea, Anita LaPointe: Yea, Susan Pike: Yea, Larry Thomas: Yea, Sidney Tuttle: Yea, Dewayne Wabasha: Yea  
Yea: 6, Nay: 0

#### **XI.B. New Hires - Art Teacher, Elementary Teacher**

It was moved by Susan Pike and seconded by Dewayne Wabasha to approve two new teacher hires. Katelyn Brandow BA Step 1; Allyson Hamilton BA Step 1.

Roll call vote: Passed

Waylon LaPlante: Yea, Anita LaPointe: Yea, Susan Pike: Yea, Larry Thomas: Yea, Sidney Tuttle: Yea, Dewayne Wabasha: Yea  
Yea: 6, Nay: 0

#### **XI.C. Chapter 3 Compulsory Education and Tribal Truancy Code**

Chapter 3- Truancy Code has been picked back up by Santee Judicial committee.

#### **XI.D. Resource Officer**

SRO - Policies - Job description - salary cost including fringe - insurance. Directive for Supt. Shepard to sit down with Chief of Police Rob Henry and start putting it together.

#### **XI.E. Construction Proposal**

Construction Proposal - HVAC - Ductwork-Ceiling tiles-lighting in MS & ELEM. 1.2 to 1.4 million for HVAC - Concrete work and utilities for laundromat

It was moved by Larry Thomas and seconded by Dewayne Wabasha to approve construction proposal of 2 million project.

Roll call vote: Passed

Waylon LaPlante: Yea, Anita LaPointe: Yea, Susan Pike: Yea, Larry Thomas: Yea, Sidney Tuttle: Yea, Dewayne Wabasha: Yea

Yea: 6, Nay: 0

XI.F. Review Policy #4033 Drug Testing Procedures

Supt. Shepard will set up Zoom with our lawyer for next January meeting.

## XII. Reports

**Absent:** Sidney Tuttle. Present: 5, Absent: 1. Sidney left at 6:35pm

No reports

XII.A. Superintendent and Progress Plan Update

XII.B. ELEM / MS Principal, HS Principal

## XIII. Executive Session - Negotiations

## XIV. Executive Session - Superintendent Evaluation

It was moved by Dewayne Wabasha and seconded by Larry Thomas to go into executive session concerning Superintendent Evaluation at 6:36pm.

Roll call vote: Passed

Waylon LaPlante: Yea, Anita LaPointe: Yea, Susan Pike: Yea, Larry Thomas: Yea, Sidney Tuttle: Yea, Dewayne Wabasha: Yea

Yea: 6, Nay: 0

It was moved by Susan Pike and seconded by Dewayne Wabasha to come out of Executive Session at 7:11pm.

Roll call vote: Passed

Sidney Tuttle: Absent, Waylon LaPlante: Yea, Anita LaPointe: Yea, Susan Pike: Yea, Larry Thomas: Yea, Dewayne Wabasha: Yea

Yea: 5, Nay: 0, Absent: 1

XV. **\*Closed Session:** If, during the course of the meeting discussion of any item on the agenda should be held in closed meeting, the board will conduct a closed meeting in accordance with the Nebraska Open Meetings Law.

## XVI. Adjourn

It was moved by Susan Pike and seconded by Dewayne Wabasha to adjourn at 7:12pm.

Roll call vote: Passed

Sidney Tuttle: Absent, Waylon LaPlante: Yea, Anita LaPointe: Yea, Susan Pike: Yea, Larry Thomas: Yea, Dewayne Wabasha: Yea

Yea: 5, Nay: 0, Absent: 1

# Master Contract

## 2025-2026

Between  
The  
Isanti Community Schools  
Board of Education  
And  
Isanti Education Association

Approved by Board of Education

*January 21, 2025*

## **PREAMBLE**

This contract is for the 2025-2026 school years and was approved on January 21, 2025 by and between the Board of Education of the School District of Isanti Community School in the county of Knox, in the State of Nebraska (hereinafter referred to as the “Board” or “District” as the context may require) and the Isanti Education Association (hereinafter referred to as the “Association”).

## **GENERAL PURPOSE**

The Board and the Association recognize that the development of a quality educational program for the children attending the public school of Isanti is a joint responsibility which can best be achieved by agreement that all parties work toward common goals. The Board and the Association enter into this Contract with mutual dedication, recognizing that the experience, creativity; and judgement of all parties is necessary to reach the educational needs of the community.

## **ARTICLE I Recognition**

The Board recognizes the Association as the exclusive and sole collective bargaining representative for all full-time certificated personnel with no administrative duties employed by the District.

## **ARTICLE II Teacher Rights**

- A. Nothing contained in this Contract shall be construed to deny any teacher those rights provided under Nebraska law or other applicable laws and regulations. Rights granted to teachers herein shall be deemed to be in addition to those provided in law.
- B. The Board will not discriminate against any teacher with respect to terms and conditions of employment by reason of membership in the Association and its affiliates, participation in collective negotiations with the Board, or institution of a grievance under the terms of this Contract.

### **ARTICLE III**

#### **Grievance Procedure**

The purpose of this grievance procedure is to secure, at the lowest possible level, equitable solutions to the problems which may from time to time arise concerning the interpretation, application, or meaning of the terms and conditions of employment in this school district. An underlying principle of the grievance and procedure is to ensure fair and equitable treatment to the district's employees.

#### A. Definitions

- a. Grievance: Any claim or claims by a teacher, a group of teachers, or the Association that there has been a violation, misinterpretation, or misapplication of all District policies covering terms and condition of employment including, but not limited to, the terms of this Contract and any disciplinary action, non-renewal termination, or cancellation actions taken by way of the provisions of Neb. Rev. Stat. 79-1236 through 79-1239.
- b. Grievant: Teacher, group of teachers, or the Association making the claim as provided in Paragraph I. A.
- c. Time Limits: All time limits herein shall consist of teacher working days except when a grievance is submitted after the end of the school year; the time limits shall consist of all weekdays Monday through Friday. The number of days indicated at each level should be considered maximum and every effort shall be made at all levels to expedite the process. Failure of any grievant to comply with the time limits contained herein shall constitute a waiver of rights to appeal to the next step. Failure of the Board or its representatives to comply with the time limits at any level shall permit the grievant to appeal the grievance to the next level.
- d. Grievance Meetings or Hearing: All meetings and hearings under this procedure up to and including Step 2 shall be conducted in private and shall include only the administration's representatives, the grievant, and the grievant's designated representatives. All parties shall have the right to record the proceedings of any hearing or meeting at all formal levels of the grievance procedure. Hearings before the board shall be closed, at the discretion of the grievant.

## B. Association Representation

- e. A grievant shall have the right to have Association representatives present to represent the grievant at each level of the grievance procedure. Nothing herein shall be construed as limiting the right of any teacher to discuss their grievance informally with their immediate supervisor and having the grievance adjusted informally. The settlement shall not be inconsistent with the terms of the negotiated Contract.

## C. Reprisals

No reprisal of any kind shall be taken against any employee who utilizes this grievance procedure.

## D. Withdrawal of a Grievance

An employee may withdraw their grievance at any level of the procedure without fear of reprisal from any party.

## E. Advanced Step Filing

The grievance shall be initially filed at the level where the decision resulting in the grievance was made.

## F. The Procedure

The parties believe that it is usually most desirable for an employee and their immediate supervisor to resolve problems through free and informal communications. When requested by the teacher, a representative of the Association may assist in this resolution. However, when the grievance remains unresolved then the grievance shall be processed as follows:

STEP 1 The grievant shall present the grievance in writing to the employee's administrator. A hearing shall be held within three (3) days. Within two (2) days of the hearing the administrator shall provide a written answer to the grievance. Provisions shall be made for all parties in the case of unavoidable absences in the normal workdays of the administration or the grievant.

STEP 2 The grievant may appeal the decision in Step 1 within six (6) days of receipt of the answer. The administrator shall arrange for a hearing with grievant within five (5) days of receipt of the appeal. Each party shall have the right to call such witnesses as deemed necessary to develop the facts pertinent to the grievance. The administrator will have four (4) days from the date of the hearing to provide the grievant a written decision.

Provisions shall be made for all parties in the case of unavoidable absences in the normal workdays of the administration or the grievant.

STEP 3 If the grievance is not resolved at Step 2, the grievant may appeal the grievance in writing to the Board president. Within ten (10) days from the date the appeal is received the Board president shall schedule a hearing on the grievance before the Board of Education: the hearing shall be held not later than thirty (30) days from the receipt of the appeal. Each party shall have the right to call such witnesses as it deems necessary to develop facts pertinent to the grievance. The Board will have five (5) day from the date of the hearing to notify, in writing, the grievant of the Board's decision.

STEP 4 If the grievant is not satisfied with the disposition of the grievance at Step 3, or if a written decision has not been rendered within the time provided, the grievant within thirty (30) days of the Board's reply may notify the Board, in writing, of the intent to submit the grievance to binding arbitration. The arbitrator shall be chosen by the parties and shall be a person mutually acceptable to the Board and the grievant. If the Board of Education and the grievant are unable to agree on an arbitrator within ten (10) days after receipt of notice, an arbitrator shall be sought from the American Arbitration Association. The arbitrator shall have no power to alter the terms of any negotiated agreement but shall be empowered to include in any award such financial reimbursements or remedies judged by the arbitrator proper to resolve the grievance. No evidence or positions shall be submitted to the arbitrator by either party which was not previously disclosed to the other party. The cost of the arbitrator shall be equally borne by the Board and the grievant. All other expenses shall be borne by the party incurring the expense. The decision of the arbitrator shall be binding upon both parties.

## **ARTICLE IV**

### **Salaries**

A. Salary Schedule

The salary of each full-time teacher covered by this Contract shall be determined by the salary schedule attached as Appendix A. Increases in pay shall always include experience increments and professional growth.

B. Initial Placement

When hired, teachers may be credited with all applicable experience in the subject area for which the teacher is hired and placed on the schedule accordingly.

C. Base Salary

The base salary shall be \$43,320 for the 2025-2026 school year. (Appendix A)

D. Horizontal Movement

The District/Superintendent shall be notified in writing of additional hours by May 31<sup>st</sup> and the intent to move on the salary schedule. The movement on the schedule shall take place accordingly. All graduate hours shall be approved by the Superintendent in advance. Additional hours shall be graduate credit hours from an accredited college of teacher education.

E. Vertical Movement

Teacher shall be placed on the proper vertical step in accordance with their experience in the district plus credited prior experience.

F. Advancement in the Absence of a Successor Contract

Each teacher employed by the District will receive vertical and horizontal advancement if applicable in the event this contract continues for the following school year in accordance with the provisions of Article XIII. (Subject to E above)

G. Extra Duty

Where a contractual agreement has been reached between an individual teacher and the district relating to the performance of extracurricular

duties, the salary shall be in accordance with the provisions of the extra duty/extra-curricular salary schedule attached as Appendix B. The District maintains the right to pay above the schedule and to determine the number of coaches and sponsors.

H. Waniyetu Pay

Each Staff member will receive \$300 around December 15<sup>th</sup> of each calendar year.

## ARTICLE V

### Insurance and Annuities

#### Insurance

A. Insurance: The Board agrees to provide the following Health, Dental, and Vision coverage as outlined below. The effective date of coverage shall be September 1 - August 31 of each year of employment. In the event of long-term illness or injury of the teacher, the District will continue insurance coverage for the teacher and/or family of the teacher for the remainder of the effective dates of coverage.

a. Health Insurance:

The Board shall provide EHA Blue Cross/Blue Shield, Blue Preferred \$650 Deductible insurance coverage for single, employee and spouse, employee and children and family.

Staff have the option of a \$3,800 High Deductible HSA-Eligible Dual Choice Plan. The difference between the premium's amounts will be deposited into each individual staff member's HSA that they set up with their financial institution

b. Dental:

The Board shall provide PPO 100% Single dental A, B, C coverage for each teacher. Each teacher also has the option to include family dental coverage without additional cost to the district

c. Vision:

The Board shall provide 100% vision coverage for each teacher. Each teacher also has the option to include family vision coverage without additional cost to the district.

B. Life Insurance

The Board shall provide group life insurance protection in the amount of \$25,000 to each full-time teacher covered by this Contract. Part-time teachers shall also receive life insurance.

C. Disability Insurance

D. A Teacher may, at his/her election, purchase long-term disability insurance from the District's carrier at the Teacher's own expense. The Board will increase the Teacher's compensation by the amount equal to the premium for the insurance. Benefits shall be payable in accordance with LTD Policy at 66.67 percent of annual contractual salary. Benefits payments shall continue to age seventy (70) or until termination of disability, whichever occurs first.

E. Complete Annual Coverage

F. For each teacher who remains in the employment of the Board for the full school year, the Board shall make payment of insurance premiums to provide insurance coverage for the full twelve (12) month period.

**ARTICLE VI**  
**Terms of Employment**

A. Teacher's Contract

Upon initial employment, the teaching contract issued to employees subject to this Contract shall be on a contract form recommended by the Commissioner of Education, a copy of which is attached to the Appendix and incorporated by reference. All contracts will be contingent upon the receipt of P.L. 81-874 Impact Aid Funds.

B. Release from Contract

Prior to the third Friday in May, teachers who wish to be released from their contract shall be released therefrom upon written request filed with the Board of Education. Release from contract after the third Friday in May shall be mutually agreed to by both parties. There shall

be no penalty for release from contract.

C. Normal Work Day

The normal workday for full-time teachers shall be between the hours of 8:00 A.M. and 4:00 P.M., plus weekly staff meetings.

D. Annual Employment Period

The annual employment period for teachers shall be up to 185 days. The requirement for students will be based on Nebraska Department of Education instructional hours as outlined in Rule 10.

**ARTICLE VII  
Teacher Assignment**

- A. All teachers shall be granted not less than 250 minutes a week for purpose of preparation.
- B. All teachers shall be given a 30-minute duty free lunch as provided by Nebraska Revised Statute 79-8,107.

**ARTICLE VIII  
Leaves**

A. Sick Leave

- a. Each teacher shall receive ten (10) days of sick leave per year. The days are not to affect current policies covering maternity and bereavement leave. Teachers may carry over any unused sick leave to the next year, up to an accumulation of fifty (50) days.
- b. Sick leave may be used for personal illness, illness of a spouse, parent, or child.
- c. If a teacher misses three (3) or more days in a row they may be required to provide a doctor's note verifying their illness.
- d. Teachers acquiring over fifty (50) days of sick leave will be paid substitute pay for any sick days in excess of 50 days payable at

the last pay period in May each year.

- e. Teachers who have at least five (5) years' credit or who retire from Isanti Public Schools will be paid for any unused sick leave at a rate of ½ the daily rate of substitute pay.
- f. The Board shall furnish to each teacher a written statement September 1 setting forth the total of sick leave credit. Part-time teachers shall receive days prorated to percentage of employment.

#### B. Discretionary Leave

- a. Each teacher shall receive three (3) days of discretionary leave per year. Teachers may carry over a maximum of two (2) days a year to accumulate a total of five (5) discretionary days. The teacher can never use more than five (5) discretionary days in any given year.
- b. Teachers who do not use their discretionary leave will be paid for unused days at the rate of a substitute teacher.
- c. Teachers may use discretionary leave days at their discretion, so long as no more than three teachers take discretionary leave on a given day. Discretionary leave will be allowed on a first come, first served basis. When possible, teachers must provide administration with written notice at least three (3) working days prior to such an absence.
- d. Available discretionary leave time will be reduced by one (1) hour increments.
- e. The Board shall furnish to each teacher a written statement September 1 setting forth the total of discretionary leave credit. Part-time teachers shall receive days prorated to percentage of employment.

#### C. Sick Bank

- a. Membership in the bank is voluntary, but each member must donate one day of their annual sick leave to the bank per year, within the first ten days of the new contract year.
- b. Once days are donated to the bank, they cannot be withdrawn by any party without strict adherence to the policy regulation herein, regardless of employment status.

- c. When the bank accumulates to 60 days, all members will be considered vested.
- d. New members may gain a vested interest in the bank by donating 1 day per year for a period of five (5) years. If the bank is already at 60 days, the “new employee” will be kept in a separate account and used to replenish the bank before members are asked to donate again.
- e. A member will be able to use a maximum of 20 contract days from the bank per year.
- f. Preconditions to be met prior to the use of the sick leave bank:
  - a. The member must have exhausted all annual leave resources.
  - b. Use of the bank will be on a first come, first serve basis.
  - c. A doctor’s statement will be required to enter the sick leave bank.
  - d. SEA may only grant use of the sick bank or may grant additional days upon receipt of written request, under extenuating circumstances.

#### D. Substitutes for Teachers

In case of absence from school, substitutes will be notified by the administrator for duty. Teachers must notify the designated administrator as soon as possible, but no later than 7:00 A.M.

#### E. Family Illness

Teachers shall be able to use their sick leave for illness in their immediate families.

#### F. Bereavement/Terminal Illness

Up to four (4) working days of paid leave shall be granted a teacher in the event of each death/terminal illness of an immediate family, i.e., mother, father, partner, child, maternal or paternal grandparent, grandchild, brother, sister, or in-laws (mother, father, brother, sister, grandparent). Sick leave days may be used for additional funeral leave. The leave request time requirements will be waived in emergency situations.

#### G. Temporary Military

Teachers called into temporary active duty of any unit of the U.S. Reserves, or the State National Guard shall be paid their regular pay. Verification shall be provided by the educator surrendering payment for said service.

#### H. Jury Duty

Teachers called into jury duty shall be paid their regular pay. Verification shall be provided by the educator surrendering payment for said service.

#### I. Adoption Leave

- a. Adoption leave with pay shall be granted to teachers requesting such leave for a period not to exceed ten (10) working days from the time custody of the child is received.
- b. Such leave shall be extended at the teacher's request with pay for a period not to exceed six weeks.

#### J. Child Rearing

- a. A teacher shall be granted leave with pay of ten (10) working days for child rearing at the approximate time of birth or incapacitation of the mother. Sick leave days may be used thereafter.
- b. Such leave shall be extended at the teacher's request with pay for a period not to exceed six weeks. However, teachers shall be entitled to use sick leave days without pay after utilizing the ten (10) paid working days for child rearing.

### **ARTICLE IX Miscellaneous Provisions**

#### A. Nondiscrimination

The Board and the Association agree that there shall be no discrimination, and that all practices, procedures, and policies of the school system shall clearly exemplify that there is no discrimination in the hiring, training, assignment, promotion, transfer, or discipline of

teachers or in the application, or administration of this Contract on the basis of race, creed, color, religion, national origin, sex, domicile, or marital status.

B. Board Policy

This Contract supersedes any Board policy which contradicts any terms of this Contract for the term of said Contract. The Board shall carry out the commitments contained herein. The Board shall provide the Association and all teaching employees with copies of all Board policies.

C. Separability

If any provision of this Contract or any application of this Contract to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

D. Compliance between Individual Contract and Master Contract

Any individual contract between the Board and an individual full-time teacher shall be subject to and consistent with the terms and conditions of this Contract.

**ARTICLE X  
Personnel File**

A. File

Any teacher shall have the right, upon request, to review the contents of their personnel file(s) and to receive copies at individual's expense of any documents contained therein.

B. Derogatory Material

No material derogatory to a teacher's conduct, service, character, performance, or personality shall be placed in the teacher's personnel file unless the teacher has had the prior opportunity to review the material. The teacher shall acknowledge that they had the opportunity to review such material by affixing their signature to the copy to be

filed with the express understanding that such signature in no way indicates agreement with the contents thereof. The teacher shall also have the right to submit a written answer to such material and their answer shall be reviewed by the Superintendent or the Superintendent's designee and attached to the file copy.

C. No Separate File

Although the Board agrees to protect the confidentiality of personal reference, academic credentials, and other similar personnel records, it shall not establish any separate personnel files(s) which is/are not available for the teacher's inspection.

**ARTICLE XI  
Safety**

The parties agree that it is the responsibility of the Board to provide and maintain a safe place of employment. Consistent with the teacher's assignment, it is the responsibility of the teacher to report observed unsafe or hazardous practices or conditions. The principal or immediate supervisor will contact duly qualified personnel who will in turn make a timely inspection and take steps to remedy the condition.

**ARTICLE XII  
Duration of Contract**

This contract is approved as of January 21, 2025 and shall become effective for the 2025-2026 school year and remain in effect until a new contract has been negotiated.

**ARTICLE XIII  
Reduction in Force (RIF) Policy**

Amendment Attached March 1, 2021

The Board of Education may determine that a reduction in force of

certificated staff members is appropriate due to declining enrollment in a grade or grades, changes in financial support, changes in curricular programs, a decline in the taxable value of property located within the school district, increased costs of operating the school district, or another change or changes in circumstances. If the Board, in its sole discretion, determines that a reduction of certificated staff is necessary, the superintendent shall notify those employees whose contracts may be reduced. However, the employment of a permanent employee may not be terminated through a reduction in force while a probationary employee is retained to render a service that the permanent employee is qualified to perform by reason of certification and endorsement, or when certification is not applicable, by reason of college credits in the teaching area.

1. **Definition of Reduction in Force.** A reduction in force shall consist of a reduction of one or more positions or a reduction in the percentage of employment of one or more certificated staff members, even if the number or percentage of employment of the certificated staff overall may be increased by other hirings or increases in the percentage of employment of other employees. Reduction in force may result in the termination of employment or an amendment to an employee's contract reducing the extent of the employee's employment.
2. **Restriction of Right to Administrative Position.** Due to the confidential and unique personal working relationship necessary between the administration and the Board of Education, a certificated employee who is not currently serving in a predominantly administrative capacity shall have no rights under this policy to any administrative position within the school system.
3. **Criteria for Reduction in Force.** The criteria set forth below shall be considered in selecting the personnel to be reduced. The criteria are not listed in any order of priority and shall be given the weight that the board considers appropriate.
  - a. Programs to be offered.
  - b. Areas of endorsement that are of present or future value to

the district. This criterion shall be based upon the endorsement(s) shown on each teacher's Nebraska Teaching Certificate.

- c. State and federal laws or regulations that may mandate certain employment practices.
- d. Involvement in the programs and activities sponsored by the school district.
- e. Special or advanced training consisting of college credit or other training that would be of present or future value to the district.
- f. The organizational and educational effect caused by multiple part-time certificated employees.
- g. Formal and informal evaluation of staff performance by supervising administrators, and if evaluations will be used as a criterion for a given reduction-in-force, the evaluation procedures shall be those adopted by board policy in effect at the time of the reduction and the evaluation forms shall be those on file with the Nebraska Department of Education for the district.
- h. Any other reasons that are rationally related to the instruction in or administration of the school district.

**4. Consideration of Uninterrupted Service.** If, after consideration of the criteria listed above, it is the opinion of the superintendent that there is no significant difference between or among certificated employees being considered for reduction, the employee(s) with the longest uninterrupted service to the district shall be retained.

- a. Uninterrupted length of service is defined as the number of continuous full-time equivalent years of employment in the district as a teacher.
- b. A full-time equivalent year is defined as employment on a full-time basis for an entire school year.
- c. Less than full-time employment reduces the teacher's full-time equivalent employment for a school year. For example, a teacher employed on a half-time basis would be credited with half a year full-time equivalent employment.
- d. A break in service will terminate a teacher's seniority and

length of service under this provision. That period of time when a teacher is on a leave of absence shall not constitute a break in service; however, any years of absences or fractions of years of leave of absence will not count as years of employment for the purposes of determining the length of a teacher's uninterrupted service.

**5. Rights of Recall.**

- a. Any certificated employee whose contract has been terminated shall be considered to have been dismissed with honor and shall, upon request, be provided a letter to that effect.
- b. Such employee shall have preferred rights to re-employment for a period of 24 months commencing at the end of the contract year, and the employee shall be recalled on the basis of length of service to the district to any position that he or she is qualified to teach by endorsement or college preparation.
- c. Upon re-employment, a recalled employee shall be placed on the salary schedule and provided fringe benefits based on existing district policies and the current negotiated agreement. Any year or years of absence from employment shall not be considered as a year or years of employment by the district.
- d. An employee under contract to another education institution may waive recall, but such waiver shall not deprive the employee of his or her right to subsequent recall.

**6. Current Teaching Certificate.**

- a. Upon initial employment with the district, each certificated employee shall file a copy of his or her teaching certificate, including endorsements, with the superintendent of schools.
- b. The employee shall be responsible for filing any changes in certification or endorsements with the superintendent.

**7. Address Records.**

- a. A certificated employee whose employment contract has been terminated because of a reduction in force shall, during the period which he or she is eligible for recall, be

responsible for reporting any change of address to the superintendent of schools.

- b. If there is a vacancy to which a former employee has a right of recall, the district may communicate an offer of re-employment by telephone, by e-mail, or by United States mail sent to the former employee's last known address. If the school district does not receive written acceptance of the offer within seven days, the former employee shall be deemed to have waived his or her rights to be recalled to the employment position.

#### **ARTICLE XIV**

##### **Document Authorization**

In witness whereof the parties hereto caused this contract to be signed by their respective presidents, attested by their respective chief negotiators, and their signatures to be placed herein, all on the day and year first above written.

Isanti Education Association

Isanti Community School Board of  
Education

By \_\_\_\_\_  
President

By \_\_\_\_\_  
President

By \_\_\_\_\_  
Chief Negotiator

By \_\_\_\_\_  
Vice President

By \_\_\_\_\_  
Negotiation team Member

By \_\_\_\_\_  
Secretary

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date





Appendix B

<b>Extra Duty Schedule</b>						
<b>2025-2026</b>	Current Base			\$43,320.00		
<b>Percentages</b>	<b>Year 1</b>	<b>Year 2</b>	<b>Year 3</b>	<b>Year 4</b>	<b>Year 5</b>	<b>Year 6</b>
<b>Position</b>						
Athletic Director	8.00%	8.50%	9.00%	9.50%	10.00%	10.50%
Head Golf	8.50%	9.00%	9.50%	10.00%	10.50%	11.00%
Head Football	9.50%	10.00%	10.50%	11.00%	11.50%	12.00%
Asst. Football	5.50%	6.00%	6.50%	7.00%	7.50%	8.00%
Head Volleyball	9.50%	10.00%	10.50%	11.00%	11.50%	12.00%
Asst. Volleyball	5.50%	6.00%	6.50%	7.00%	7.50%	8.00%
Head Basketball	9.50%	10.00%	10.50%	11.00%	11.50%	12.00%
Asst. Basketball	5.50%	6.00%	6.50%	7.00%	7.50%	8.00%
Head Track	8.50%	9.00%	9.50%	10.00%	10.50%	11.00%
Asst. Track	5.00%	5.50%	6.00%	6.50%	7.00%	7.50%
JH FB/BB/VB	5.00%	5.50%	6.00%	6.50%	7.00%	7.50%
JH Track	4.00%	4.50%	5.00%	5.50%	6.00%	6.50%
H.S. Cross Country	8.50%	9.00%	9.50%	10.00%	10.50%	11.00%
JH Cross Country	4.00%	4.50%	5.00%	5.50%	6.00%	6.50%
<b>Class Sponsors</b>						
Senior Class	2.00%	2.50%	3.00%	3.50%	4.00%	4.50%
Jr. Class	2.00%	2.50%	3.00%	3.50%	4.00%	4.50%
Sophomore Class	1.50%	2.00%	2.50%	3.00%	3.50%	4.00%
Freshman Class	1.50%	2.00%	2.50%	3.00%	3.50%	4.00%
8th Grade Sponsor	1.50%	2.00%	2.50%	3.00%	3.50%	4.00%
7th Grade Sponsor	1.50%	2.00%	2.50%	3.00%	3.50%	4.00%
<b>Extra Curricular Activities</b>						
Culture club	8.00%	8.50%	9.00%	9.50%	10.00%	10.50%
Music	6.50%	7.00%	7.50%	8.00%	8.50%	9.00%
Cheerleading	3.50%	4.00%	4.50%	5.00%	5.50%	6.00%
Drama	4.50%	5.00%	5.50%	6.00%	6.50%	7.00%
Speech	3.00%	3.50%	4.00%	4.50%	5.00%	5.50%
Esports MS/HS	13.00%					
Tech support	6.00%					
Student Council	2.00%					
Yearbook sponsor	8.00%					
Skills USA	3.00%					
Prom	4.00%					
Hal Coordinator	4.00%					
Sat Coordinator	4.00%					
Teacher Mentor	4.00%					
Concession Stand	4.00%					
District Assessment	8.00%					
FFA	8.00%					
FCCLA	8.00%					

Appendix B Cont.

Dollar Amount	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
<b>Position</b>						
Athletic Director	\$3,465.60	\$3,682.20	\$3,898.80	\$4,115.40	\$4,332.00	\$4,548.60
Head Golf	\$3,682.20	\$3,898.80	\$4,115.40	\$4,332.00	\$4,548.60	\$4,765.20
Head Football	\$4,115.40	\$4,332.00	\$4,548.60	\$4,765.20	\$4,981.80	\$5,198.40
Asst. Football	\$2,382.60	\$2,599.20	\$2,815.80	\$3,032.40	\$3,249.00	\$3,465.60
Head Volleyball	\$4,115.40	\$4,332.00	\$4,548.60	\$4,765.20	\$4,981.80	\$5,198.40
Asst. Volleyball	\$2,382.60	\$2,599.20	\$2,815.80	\$3,032.40	\$3,249.00	\$3,465.60
Head Basketball	\$4,115.40	\$4,332.00	\$4,548.60	\$4,765.20	\$4,981.80	\$5,198.40
Asst. Basketball	\$2,382.60	\$2,599.20	\$2,815.80	\$3,032.40	\$3,249.00	\$3,465.60
Head Track	\$3,682.20	\$3,898.80	\$4,115.40	\$4,332.00	\$4,548.60	\$4,765.20
Asst. Track	\$2,166.00	\$2,382.60	\$2,599.20	\$2,815.80	\$3,032.40	\$3,249.00
JH FB/BB/VB	\$2,166.00	\$2,382.60	\$2,599.20	\$2,815.80	\$3,032.40	\$3,249.00
JH Track	\$1,732.80	\$1,949.40	\$2,166.00	\$2,382.60	\$2,599.20	\$2,815.80
H.S. Cross Country	\$3,682.20	\$3,898.80	\$4,115.40	\$4,332.00	\$4,548.60	\$4,765.20
JH Cross Country	\$1,732.80	\$1,949.40	\$2,166.00	\$2,382.60	\$2,599.20	\$2,815.80
<b>Class Sponsors</b>						
Senior Class	\$866.40	\$1,083.00	\$1,299.60	\$1,516.20	\$1,732.80	\$1,949.40
Jr. Class	\$866.40	\$1,083.00	\$1,299.60	\$1,516.20	\$1,732.80	\$1,949.40
Sophomore Class	\$649.80	\$866.40	\$1,083.00	\$1,299.60	\$1,516.20	\$1,732.80
Freshman Class	\$649.80	\$866.40	\$1,083.00	\$1,299.60	\$1,516.20	\$1,732.80
8th Grade Sponsor	\$649.80	\$866.40	\$1,083.00	\$1,299.60	\$1,516.20	\$1,732.80
7th Grade Sponsor	\$649.80	\$866.40	\$1,083.00	\$1,299.60	\$1,516.20	\$1,732.80
<b>Extra Curricular Activities</b>						
Culture club	\$3,465.60	\$3,682.20	\$3,898.80	\$4,115.40	\$4,332.00	\$4,548.60
Music	\$2,815.80	\$3,032.40	\$3,249.00	\$3,465.60	\$3,682.20	\$3,898.80
Cheerleading	\$1,516.20	\$1,732.80	\$1,949.40	\$2,166.00	\$2,382.60	\$2,599.20
Drama	\$1,949.40	\$2,166.00	\$2,382.60	\$2,599.20	\$2,815.80	\$3,032.40
Speech	\$1,299.60	\$1,516.20	\$1,732.80	\$1,949.40	\$2,166.00	\$2,382.60
Esports	\$5631.60					
Tech support	\$2,599.20					
Student Council	\$866.40					
Yearbook sponsor	\$3,465.60					
Skills USA	\$1,299.60					
Prom	\$1,732.80					
Hal Coordinator	\$1,732.80					
Sat Coordinator	\$1,732.80					
Teacher Mentor	\$1,732.80					
Concession Stand	\$1,732.80					
District Assessment	\$3,465.60					
FFA	\$3,465.60					
FCCLA	\$3,465.60					

## **4002 Drug Free Workplace**

It is vitally important to have a healthy workforce that is free from the effects of illegal drugs. The use or possession of unlawful drugs in the workplace has a very detrimental effect upon safety and morale of the affected employee, coworkers, and the public at large; and on productivity and the quality of work.

Federal law requires this school district, as a recipient of federal funds, to maintain a drug-free workplace. The unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance in the district's workplace is prohibited. The term "workplace" includes every location where district employees may be found during their working hours or while they are on duty, regardless of whether the location is within the geographic boundaries of the district. Any employee who violates this policy will be disciplined with measures up to and including discharge. The district may, in its sole discretion, require or allow an employee who violates this policy to participate in and satisfactorily complete a drug abuse assistance or rehabilitation program.

The district shall provide every current employee with a copy of this policy, and shall provide each newly hired employee with a copy upon hiring. Every employee shall be required to signify receipt of a copy of the policy in writing. All district employees must abide by this policy, including those who are not directly engaged in the performance of work pursuant to a federal grant.

An employee must notify his/her supervisor of any conviction of a criminal drug statute for a violation occurring in the workplace within five days. The failure to report such a conviction will be grounds for dismissal. If the employee convicted of such an offense is engaged in the performance of work pursuant to the provisions of a federal grant, the district shall notify the grant agency within 10 days of receiving notice of a conviction from the affected employee or of receiving actual notice of such a conviction.

Adopted on: \_\_\_\_\_  
Revised on: \_\_\_\_\_  
Reviewed on: \_\_\_\_\_

**4033**  
**Drug Testing Procedures**

All staff shall be drug tested a minimum of 2 times per school year, on date(s) selected by the superintendent or his/her designee; this includes classified staff, certified staff, and school board members. All staff members of Santee Community Schools shall submit to drug testing at the discretion of the superintendent or his/her designee.

Adopted on: \_\_\_\_\_

Revised on: \_\_\_\_\_

Reviewed on: \_\_\_\_\_

## **4003 Drug Policy Regarding Drivers**

**Policy Statement.** Drivers for the school district must be free from drug and alcohol abuse, and the use of illegal drugs or improper use of alcohol is prohibited. The overall goal of drug and alcohol testing is to insure a drug-free and alcohol-free transportation environment, and to reduce accidents, injuries and fatalities.

**Types of Testing.** Pursuant to regulations promulgated by the Department of Transportation (DOT), the district has implemented four types of testing: (1) pre-employment testing, (2) reasonable cause testing, (3) post-accident testing and (4) random testing.

**Refusal to Submit to Testing.** The refusal to submit to the testing used by the district will be grounds for refusal to hire driver applicants and to terminate the employment of existing drivers. Any driver who becomes unqualified on the basis of violation of the terms of this policy will be subject to disciplinary action which may include termination of the driver's employment.

**Disqualification.** Any applicant who tests positive for the presence of the following drugs is medically unqualified to drive and will not be considered for the position of driver: (1) marijuana, (2) cocaine, (3) opiates, (4) amphetamines, or (5) phencyclidine (PCP). Any district driver who tests positive shall be medically unqualified and removed from service immediately.

**Pre-employment Testing.** All applicants for employment must submit to drug and alcohol tests as a condition of being considered for employment.

**Reasonable Cause Testing.** The district shall have reasonable cause to require a driver to submit to drug testing when a driver manifests physical or physiological symptoms or reactions commonly attributed to the use of controlled substances or alcohol.

**Post-Accident Testing.** A driver who has been involved in a reportable accident must submit to drug and alcohol testing as soon as possible. A reportable accident includes any accident in which there is a fatality, a person is injured and must be treated away from the accident site, the driver receives a citation for a moving violation, or a vehicle is towed from the scene. The driver must notify the district immediately regarding any reportable accident.

**Serious Injury to the Driver.** If a driver is so seriously injured that he or she cannot submit to testing at or immediately after the time of the accident, the driver must provide the necessary authorization for the district to obtain hospital reports or other documents that would indicate whether there were controlled substances or alcohol in the driver's system.

**Random Testing.** All drivers will be subject to unannounced random testing for drugs and alcohol. The district or its agents will periodically select drivers at random for testing. A district official will notify a driver when his or her name has been selected and will instruct the driver to report immediately for testing. By its very nature, random selection may result in one driver being tested more than once in a 12-month period, while another driver may not be selected at all during the same 12 months.

**Frequency of Random Testing.** Under DOT regulations, the district must test at least 50 percent of its average number of driver positions for drugs and 25 percent of its average number of driver positions for alcohol each year. The tests must be unannounced and spread evenly throughout the year. DOT regulations also require that every driver selected at random must have his or her name placed back in the random pool for the next selection period.

**Testing Procedure.** All urine and blood specimens collected under the policy will be submitted to an approved laboratory for testing. Specimens that initially test positive for drugs will be subjected to a subsequent confirmation test before being reported by the laboratory as positive.

**Medical Resource Officer.** All laboratory test results will be reported by the laboratory to a medical review officer (MRO) designated by the district. Negative test results will be reported as such by the MRO to the district. Before reporting a positive test result to the district, the MRO will attempt to contact the driver to discuss the test result. If the MRO is unable to contact the driver directly, the MRO will contact a district official designated in advance by the district, who shall in turn contact the driver and direct the driver to contact the MRO. Upon being so directed, the driver shall contact the MRO immediately or, if after the MRO's business hours and the MRO is unavailable, at the start of the MRO's next business day.

**Confidentiality.** Pursuant to DOT regulations, individual test results for applicants and drivers will be released to the district and will be kept confidential unless the tested individual consents to their release.

Any person who has submitted to drug testing in compliance with this policy is entitled to receive the results of such testing upon timely written request.

**Retesting.** An individual who tested positive for the presence of drugs may request that the original sample be retested. The request for a retest must be submitted in writing on a form provided by the district within 3 working days of the district's notification to the individual that he or she has a positive test result. The individual making the request must pay all costs associated with the retest and transfer of the sample to another laboratory before the retest will be performed.

Adopted on: \_\_\_\_\_

Revised on: \_\_\_\_\_

Reviewed on: \_\_\_\_\_

**January Board Report  
Elementary / MS  
Report Completed By: Cindy Nagel**

**Attendance - End of 9 week data - Perfect attendance**

K-5 - 5 students 100% attendance -

6-8 - 8 students 100% attendance -

II. By May 2024, K-5 chronic absenteeism will be 20% or less

(22% - 20%)

Dec. 37%

II. By May 2024, MS Reduce chronic absenteeism by 10% from prior year.

(56% to 46%)

Dec. 35%

**K-8 5 new students enrolled**

**Achievement -**

PLC looking at Mid Year Benchmark Data

Staff continue to develop strategies around student ownership and transfer of learning

**MS-** Intervention small groups will continue for ELA utilizing the new resource HD Word

**CHUCK A DUCK** - MS students would like to continue to earn ducks daily for attendance and no reteaching. Students will be able to chuck their ducks at the end of the month for various positives throughout the day. See handout .

**Instructional Coach** - Individual teaching meetings on clarity of lessons, assessments, and student ownership, Supervising intervention groups for Tier 1 - all students get this intervention time. Did initial screening and grouping for Title 1 groups K-8. Implementation of new resource Really Great Reading for various levels and gaps of reading intervention K-8 through Title 1 program.

**Calendar -**

**Jan. 19 No School - MLK day**

**Jan. 27 Kellen Conroy ESU1 ELIOT observations**

**Jan. 31 100th day of school**

January  
2025

# NEWSLETTER

## NOTES FROM THE HS PRINCIPAL:

It's been wonderful to be back at school after the winter break! The halls are buzzing with energy as students and teachers dive back into their routines. We're excited to continue learning, growing and making memories together in the new year.

### ATTENDANCE:

**December attendance: 43.59%**

**Our attendance goal for our priority plan is less than 67%- we are currently sitting at 63.64%.**

**Even though our December attendance has actually improved from November (67.5%) we still have some work to do to make sure our sophomores and juniors are making it to school.**

Please visit with your Senior students about scholarships. Mrs. Snowdon has been sending emails with scholarship opportunities and deadlines. Watch for postings on a scholarship night.

### IMPORTANT DATES:

1/22: College visit @ DWU  
1/23: Bball vs Marty (H)  
1/27: Bball @ Flandreau

The Jr's will start preparing for the State ACT test the end of March. We will have a test prep session schedule prior to the test and Mr. John Baylor will also be here.

**It's a new state law that all seniors must have filed a FAFSA with Mrs. Snowdon. This is a graduation requirement!**