

Board of Education Committee of the Whole
Meeting
Tuesday, June 13, 2017 @ 5:00 PM

Isanti Community School Library

Isanti Community School

Stacy Johnson: Present
Steve Moose: Present
Don Pike: Present
Dewayne Wabasha: Absent
Cindy Whipple: Absent
Rosella Whipple: Absent
Present: 3, Absent: 3.

I. CALL THE MEETING TO ORDER - ROLL CALL

II. DISCUSSION ITEMS

II.A. MTSS

Dr. Fisher introduced the MTSS system that will be implemented. MTSS is a multi tier support system. Megan McGlone provided an introduction to MTSS as well. She pointed out that many districts have implemented MTSS models. It is born out of the public health model which include screenings and well checks. Currently, we are using a wait to fail approach that is very reactive. We then refer everything for special education. MTSS is a preventive service. We don't wait for kids to fail. Resources are front loaded. Consistent implementation is the key to a successful program.

Programs can include needs for academic, behavioral and social emotional. The first level is where the majority of students will be and will respond to universal approaches. The second tier has a more targeted approach. And a third level will be only a small percentage of the population that may need alternative placement.

Currently, we have an upside down model. It is not a sustainable method and research shows it will eventually collapse. Students shouldn't be placed automatically on IEP. The model is fluid. Kids can change tiers based on targeted support and life changes. A good model would allow kids to move through it freely. It is important to always look at data and the facts.

It would be a year long process to plan and analyze all the data to build a model that would be successful. In support, the special education will work together with regular education instead of against it. Tony and Cindy will be the administrative lead but Megan will serve as a support to the process. They will use her knowledge and expertise to build the program.

II.B. Buffalo Program

Absent: Dewayne Wabasha, Cindy Whipple, Rosella Whipple, **Present:** Stacy Johnson, Steve Moose, Don Pike. Present: 3, Absent: 3.

Steve talked with Kalon Strickland. He said he visited with Chairman and the Buffalo Program will reduce the price of the buffalo to \$800 an animal plus locker fees for the school.

II.C. 3 Year Plan Update

Information was shared about updates and changes to the three year plan.

II.C.1. Technology Upgrade

Information was shared about classroom cameras. Two bids were put together to be voted on by the Board. The bids included cameras for all classrooms. A discussion followed.

The technology line of the current year in the three year plan was discussed. For the 2016-2017 budget cycle, the proposal included purchasing new staff machines and stepping down the current machines to student machines. Then the next cycle will follow a more student centered technology plan that will be developed by the WIT team and other school improvement teams.

II.C.2. Facilities Update

Summer projects were discussed.

II.D. Classified Handbook

A proposal for a change in the compensation scheduled and PTO rates was proposed as a starting point of conversation. The rates were discussed. Followup will occur at the July Board meeting.

III. ADJOURN

The Committee of the Whole meeting was adjourned and the regular meeting began.

| General Fund 3 Year Plan | | | |
|---|-----------------------|---|---|
| Year 1 | | 2016-2017 | |
| Project Description | Estimated Cost | Contractor/Vendor | Notes |
| 120' East Parking Lot | \$ 67,600.00 | Woody Roberts Construction | |
| Repairs to Existing East Parking Lot | \$ 9,600.00 | Woody Roberts Construction | |
| Replace sidewalk in front of the school | \$ 5,000.00 | Woody Roberts Construction | |
| Gym Floor Refinish | \$ 25,805.00 | Eggan Supply | |
| Locker Room HVAC System replace | \$ 82,100.00 | Tessier's Inc. | |
| Classroom Cameras | \$ 25,000.00 | Out for bid | |
| Emergency Lighting Upgrades | \$ 15,000.00 | Kuchar Electric | Finding in safety report, Will follow up with electrician |
| Technology | \$ 75,000.00 | TBD | Will put together a technology upgrade plan |
| Wall mats for the new gym | | Eggan Supply | |
| Total Budget | \$ 305,105.00 | | |
| Year 2 | | 2017-2018 | |
| Project Description | Estimated Cost | Contractor/Vendor | Notes |
| Teacherage AC/Furnace Upgrade | \$ 22,905.86 | Larry's Heating and Cooling | |
| Weight Room Upgrade | \$ 65,000.00 | | Mr. Hoffman has the information |
| Elementary Carpet | \$ 65,000.00 | | |
| Phone System | \$ 30,000.00 | Great Plains | |
| Bell System | \$ 30,000.00 | Electric Sound, Omaha | Bell/Intercom system |
| Emergency Lighting | \$ 5,000.00 | Kuchar Electric | Finish emergency project |
| Big Bus | \$ 90,000.00 | Bluebird-Grand Island, Cornhusker International-Lincoln, Freightliner-Omaha | Trade-in old bus. Look for a threshold on capacity where the price really jumps up and assess need of size. |
| STEM Classroom | \$ 80,000.00 | | Mrs. Nagel has the information |
| Technology Upgrades | \$ 85,000.00 | TBD | Technology Plan |
| Total Budget | \$ 472,905.86 | | |
| Year 3 | | 2018-2019 | |
| Project Description | Estimated Cost | Contractor/Vendor | Notes |
| Teacherage front porches | \$ 25,000.00 | TBD | Bids from local construction contractors |
| Teacherage roofs | \$ 50,000.00 | TBD | Bids from local construction contractors |
| Technology | \$ 75,000.00 | | |
| Total Budget | \$ 150,000.00 | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| Building Fund 3 Year Plan | | | |
| Year 1 | | 2016-2017 | |
| Project Description | Estimated Cost | Contractor/Vendor | Notes |
| Front Reception relocation | \$ 100,000.00 | TBD | If possible to move this summer |
| Roof Repairs | \$ 50,000.00 | Boone Brothers | We need to have an inspection completed |
| Year 2 | | 2017-2018 | |
| | | | |
| Year 3 | | 2018-2019 | |
| Project Description | Estimated Cost | Contractor/Vendor | Notes |
| Career Center Renovation-Shop | \$ 750,000.00 | Out to bid | With expansion of career focus, possible shop renovation, FCS facility addition, etc |



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Prepared for Santee Community Schools

Machine Type Plaidbook 157K Notebook
Number QUO-61465-K3Q2-2

Details

| Product | Quantity |
|---|-----------------|
| # DTM157K System Type DakTech Plaidbook 157K Notebook | 1.00 |
| # E15KI727CHAS Chassis E15K w/ Intel® 7th Gen Core™ i7-7500U 2.7GHz (Up to 3.5GHz), 3MB Cache, HD 620 Graphics, | |
| # M8GBDDR42133LV-2 (Memory 16GB DDR4 2133MHz (2-8GB) <i>Speed -</i> | |
| # WDS500G1B0A Hard Drive 500GB SSD WD Blue 2.5" | |
| # INTEGRATED Video Integrated Intel HD 620 Graphics | |
| # INTEGRATED Optical Drive Integrated Super Multi Drive combo | |
| # INTEGRATED Sound Integrated Realtek ALC269 HD Audio | |
| # FQC08797 Operating System Microsoft Windows 10 Professional 64 Bit | |
| # INTEGRATED Network Integrated 10/100/1000 Ethernet | |
| # INTEGRATED Wireless Integrated Intel Wireless-AC 8260 (Bluetooth 4.1, Intel Wireless Display) | |
| # INCLUDED Additional Features 2-USB 3.0, 2-USB 2.0, HDMI, 3in1 Card Reader,RJ45,Combo Audio Jack SPKR OUT/MIC IN, Integrated Camera,Spkrs | |
| # INCLUDED Warranty 3 Year Warranty (1 Year Battery) | |
| # DM3YEPP Equipment Protection Plan 3 Year Accidental (Drop/Damage) Coverage | |

| | |
|-----------------------------|-------------------|
| Number of Units | 1 |
| Approved Price/ Unit | \$1,137.00 |
| Total Sales Tax | \$0.00 |
| Total Freight | Shipping Included |
| Total Amount | \$1,137.00 |

| | | | |
|----------------------------|-----------------------|-------------------|--------------|
| DakTech SalesPerson | Email Address | Fax Number | Phone |
| Tara Anderson | tanderson@daktech.com | 701 282-9690 | 866-815-9570 |





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DakTech SalesPerson

Tara Anderson

Email Address

tanderson@daktech.com

Fax Number

701 282-9690

Phone

866-815-9570

Options(add to the above unit price)

Upgrade to 16GB of memory

\$72



DSN Security

301 S Madison Ave
Hartington, NE 68739
(402) 254-6372
dsn@hartel.net

ESTIMATE

ADDRESS

Santee Schools
206 Frazier Avenue East
Niobrara
Santee, Ne 68760

ESTIMATE # 1292

DATE 06/10/2017

| DESCRIPTION | QTY | RATE | AMOUNT |
|---|-----|----------|-----------|
| nvr H.264 Embedded Standalone NVR, up to 64 IP channels, 8TB, RAID Support | 1 | 7,995.00 | 7,995.00 |
| ip dome cam 3 MP H.264/H.265 Indoor/Outdoor IP66 Mini-Dome PoE Network Camera with 20M IR, WDR, 2.8mm Fixed Lens | 39 | 375.00 | 14,625.00 |
| poE switch Power over ethernet switches Depends on placement of switches may use less switches and may use 8 or 16 port poE switches all metal no plastic | 10 | 120.00 | 1,200.00 |
| BATTERY BACKUP BATTERY BACKUP SYSTEM | 1 | 150.00 | 150.00 |
| Cable CABLE Cat 6 plenum 1000ft box pure copper plenum | 5 | 350.00 | 1,750.00 |
| LABOR/INSTALL LABOR/INSTALL | 1 | 2,000.00 | 2,000.00 |
| Monitor Monitor 24 inch | 1 | 115.00 | 115.00 |

80% Down Required. Thank you!

TOTAL

\$27,835.00

Accepted By

Accepted Date

Guardian Security Service
626 Donegal
O'Neill, NE. 68763
wprice366@gmail.com
bdwatson1977@gmail.com
Bill 402-340-4726 or Bob 402-340-0152

Estimate

Santee Community School
Classroom Cameras
Kristy Makeprang

Option 1

32 channel NVR with 16TB HDD, 8 channel NVR with 4TB HDD
23" monitor, 28 (4MP) wide angle dome cameras with audio
capability, 7 (5MP) dome with no audio for high school rooms
which have 2 cameras per room, 1 audio capable, includes all
equipment, cabling and connections.
\$12698.90

Option 2

32 channel network video recorder with 16TB HDD, 8 channel
NVR with 4TB HDD, 23" monitor, 35 (5MP) wide angle dome
cameras without audio capability including all equipment,
cabling and connections.
\$12683.27

Installation of Option 1 or Option 2
\$7400.00

Mileage is \$1.00 per mile @140 miles per trip, estimate 4 trips
\$560.00

Option 1 total \$20,658.90

Option 2 total \$20,643.27

Recording equipment to be located in HS network room, South building and elementary views to be transferred through switches to recorders

Equipment has 2year warranty
Installation has 6month warranty

Thank You
Bill and Bob

| Item Picture | Description | Quantity | Total Quantity | Unit Price | Total Price |
|--|--|----------|----------------|--------------|---------------|
|  | <p>MacBook Air 13-inch: 1.8GHz dual-core Intel Core i5, 128GB [Configure] MQD32LL/A</p> <p>Specifications ▾ Processor: (065-C63L) - 1.8GHz Intel Dual-Core Core i5, Turbo Boost up to 2.9GHz Graphics: (065-C63N) - Intel HD Graphics 6000 Memory: (065-C63P) - 8GB 1600MHz LPDDR3 SDRAM Flash Storage: (065-C63V) - 128GB PCIe-based SSD Keyboard and Documentation: (065-C64K) - Backlit Keyboard (English) / User's Guide (English)</p> <p>Estimated Shipping: 3-5 business days</p> | 25 | 25 | 849.00 USD | 21,225.00 USD |
|  | <p>MacBook Air 13-inch [Configure] Z0UU</p> <p>Specifications ▾ Processor: (065-C63L) - 1.8GHz Intel Dual-Core Core i5, Turbo Boost up to 2.9GHz Graphics: (065-C63N) - Intel HD Graphics 6000 Memory: (065-C63P) - 8GB 1600MHz LPDDR3 SDRAM Flash Storage: (065-C63W) - 256GB PCIe-based SSD Keyboard and Documentation: (065-C64K) - Backlit Keyboard (English) / User's Guide (English)</p> <p>Estimated Shipping: 3-5 business days</p> | 25 | 25 | 1,049.00 USD | 26,225.00 USD |
|  | <p>MacBook Air 13-inch [Configure] Z0UU</p> <p>Specifications ▾ Processor: (065-C63M) - 2.2GHz Intel Dual-Core Core i7, Turbo Boost up to 3.2GHz Graphics: (065-C63N) - Intel HD Graphics 6000 Memory: (065-C63P) - 8GB 1600MHz LPDDR3 SDRAM Flash Storage: (065-C63W) - 256GB PCIe-based SSD Keyboard and Documentation: (065-C64K) - Backlit Keyboard (English) / User's Guide (English)</p> | 25 | 25 | 1,159.00 USD | 28,975.00 USD |



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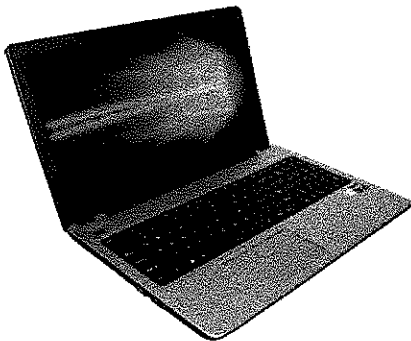
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Quantity
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Number of Units

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Approved Price/ Unit

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Total Sales Tax

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Total Freight

Shipping Included

Total Amount

\$1,065.00

DakTech SalesPerson

Tara Anderson

Email Address

tanderson@daktech.com

Fax Number

701 282-9690

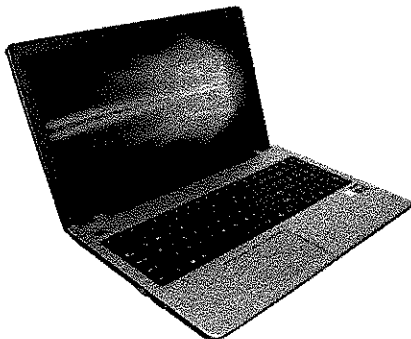
Phone

866-815-9570

Options(add to the above unit price)

Upgrade to 16GB of memory

\$72



Elementary SmartLab®

How was school today?

It's a question that has elementary SmartLab® students bursting with enthusiasm. Elementary students explore robotics, software engineering, mechanics and structures, circuitry, scientific data and analysis, alternative energy, computer graphics, and digital media arts. That's a great day at school!

SmartLab® programs are fully-articulated for K-12. Everything from technology and equipment to classroom design to curriculum and scheduling are carefully chosen and thoughtfully integrated to provide an age-appropriate learning experience.

Elementary students rotate from project to project in upper elementary grades while whole-class, teacher-led activities provide age-appropriate guidance for younger learners. Students learn to develop project objectives and document their learning in ePortfolios, daily journals and project presentations.

In an elementary SmartLab® program, young learners discover a wide range of applied technologies. They engage in authentic first-hand experiences in STEM, building interest and inspiring many to pursue these fields in more depth in the years to come.





"SmartLabs have been the catalyst for increased engagement and enthusiasm in STEM in our district."

Dr. Carolyn Ross, Superintendent, Churchill County School District

Secondary SmartLab
([secondary-smartlab.aspx](#))

Designing a SmartLab
([designing-smartlab.aspx](#))

Curriculum ([learning-launchers-curriculum.aspx](#))

Authentic Assessment
([authentic-assessment.aspx](#))

Enhancement Catalog
([catalog.aspx](#))

Professional Development
([professional-development.aspx](#))

Installation and Support
([installation-support.aspx](#))

Secondary SmartLab®

Middle School: Discovery. Exploration. Owing Their Learning.

SmartLab® programs are carefully designed and provisioned for each grade level. Every program element – technology, classroom design, construction kits, curriculum, scope and sequence – works together to meet students where they are and take them as far as they are able.

Middle school SmartLab® programs emphasize discovery and exploration. Teams of learners apply a wide range of technologies to project work as they rotate through a carefully crafted sequence of learning engagements. This ensures a broad base of foundational experiences and an ever-changing mix of ideas and inspiration.

SmartLab® curriculum provides support where needed while encouraging and nurturing learner autonomy. Underlying principles in each system of technology are explored and learners build connections to core academic content. Tutorials, resource guides and project ideas are provided for every learning engagement.

Middle school SmartLab® students are encouraged to choose an appropriate level of challenge, apply their own interests and learning styles, and explore questions of personal relevance. With increased autonomy, learners take more responsibility for their learning.

ePortfolio templates guide learners as they maintain daily learning journals, create project presentations and reflect on their learning.



High School: Pursuing Advanced Knowledge. Building College and Career Connections.

In a high school SmartLab®, students explore topics of interest and areas of technology in greater depth. Whether their interests lie in digital media, robotics, software engineering or alternative and renewable energy, the high school SmartLab® helps take their learning to the next level.

Learning engagements are challenging and open-ended, often integrating multiple SmartLab® technologies. Project objectives increasingly reflect real-world challenges requiring a transdisciplinary academic perspective. Complex objectives often require extended project cycles promoting advanced workplace skills like project planning and time management.

ePortfolio expectations increase with grade level and experience. Project presentations are more extensive and individualized and often utilize advanced digital media.

The SmartLab® is an opportunity to make career connections—to explore real-world technologies and to identify a path for college and career success.



"It's like a gymnasium for critical thinking"

Tom Delgado, Principal, Prairie View Middle School

Elementary SmartLab
([elementary-smartlab.aspx](#))

Designing a SmartLab
([designing-smartlab.aspx](#))

Curriculum (learning-
launchers-curriculum.aspx)

Authentic Assessment
([authentic-
assessment.aspx](#))

Enhancement Catalog
([catalog.aspx](#))

Professional Development
([professional-
development.aspx](#))

Installation and Support
([installation-support.aspx](#))

Meeting the Challenge
([challenge.aspx](#))

SmartLab[®] Curriculum

Our innovative curriculum forms the foundation of SmartLab[®] learning. We call them Learning Launchers[™]. With over 350 Learning Launchers in more than 60 content areas, students explore a wide range of projects and challenge levels. This engaging online curriculum is accessed through the LaunchPad navigation system, a user-friendly interface, customized for each SmartLab[®] based on its design and educational goals.

Each Learning Launcher engagement provides:

- Engaging, hands-on, minds on, project-based activities in STEM, digital communications and related topics
- Applied technology to reinforce academics and build next generation skills
- Personalized learning with multiple challenge levels, open-ended activities and opportunities for students to shape and expand learning around their own interests, abilities and learning styles
- Connections to core academic content and alignment to standards
- Extension activities for advanced learners to explore topics in even greater depth

Systems of Technology

- Alternative and Renewable Energy
- Circuitry
- Computer Graphics
- Digital Communications
- Mechanics and Structures
- Robotics and Control Technology
- Scientific Data and Analysis
- Software Engineering

STEM for Learners of All Abilities

Learning Launchers guide SmartLab[®] learning with a wide selection of hands-on, minds-on projects in STEM and applied technology. Project activities link technology concepts to core academic content in a way that's engaging, relevant and learner-centered. SmartLabs[®] meet learners where they are and take them as far as they are able to go.

Here's a sample of Learning Launcher topics:

Orientation

- Online ePortfolio
- Orientation Collection

Alternative and Renewable Energy

- Hydrogen Fuel Cells
- Introduction to Alternative Energy and Other Topics
- Solar Energy
- Wind Power

Circuitry

- Arduino
- MaKey MaKey
- Pneumatics
- Snap Circuits - Electricity and Electronics

Computer Graphics

- Doodle 4 Google
- Google Art Project
- Illustrator
- Photoshop
- Photoshop Elements
- Picasa
- Punch Home Design Suite
- SketchUp - 3D Modeling
- Tinkercad

Digital Communications

- ACID Music Studio - Sound Engineering
- Camtasia
- CrazyTalk
- CrazyTalk Animator
- Dreamweaver - Web Design
- Frames - Stop Motion Animation
- GarageBand

- STEM Career Exploration
- Storyboarding
- Video Production

Mechanics and Structures

- Contraption Maker
- fischertechnik Mechanic + Static
- IQ Key
- K'nex
- West Point Bridge Designer
- Zometool

Online Interactive Resources

- Astronomy
- Biology
- Earth Science
- Engineering and Math
- Physics

Robotics and Control Technology

- fishertechnik Robo Pro
- Lego Mindstorms Robotics
- Sphero
- VEX Robotics Design System

Scientific Data and Analysis

- ArcGIS Online
- Astronomy with MicroObservatory
- Extreme Weather and Monster Storms
- GIS Websites
- Google Earth
- Lasers
- Vernier Scientific Sensors
- Vernier Structures Tester

Software Engineering

- App Inventor
- Digital Sandbox
- Kodu Game Lab
- Scratch - Computer Programming
- Stencyl - Game Design
- TouchDevelop

Liftoff and Express Challenges

- Express Challenges
- Liftoff Challenges

Funding Sources

A wide range of federal, state, local and private funding opportunities are available to implement our innovative STEM and digital media arts programs.

Federal Funds

- Title 1 Part A—College and Career Readiness
- Title I, Section 1003(g) – School Improvement Grants
- Title IV, Part B: 21st Century Community Learning Centers
- Career and Technical Education (Perkins Act)
- Individuals with Disabilities Education Act (IDEA) 611
- Rural Education Achievement Program (REAP) Rural and Low Income (RLIS)
- Rural Education Achievement Program (REAP) Small Rural Schools (SRSA)
- Alaska Native Education Equity

State and Local Funds

- School Construction & Renovation Bonds
- State Grant Programs
- Corporate Grants
- Private Donations

Private Funds

- American Honda Foundation
- Lockheed Martin
- Motorola Foundation
- Texas Instruments Foundation
- Westinghouse Charitable Giving Program
- Fiat Chrysler Automobiles Foundation
- Northrop Grumman Foundation
- Toshiba America Foundation
- Lowe's Charitable and Educational Foundation
- Ecolab Foundation

Download the funding summaries below for more information or contact us to speak with one of our educational consultants!

[Download Federal Funding \(files/Federal-Funding.pdf\)](#)

[Download Federal Funding By State \(files/Federal-Funding-by-State.pdf\)](#)

[Download Private Grant Funding \(files/Private-Funding.pdf\)](#)



"There's lot's of enthusiasm in the community when they see what their tax dollars are buying."

Brian Ewert, Colorado Superintendent of the Year

Request More Information

Contact us today! » ([contact.aspx](#))

Creative Learning Systems
1140 Boston Avenue
Longmont, CO 80501

800-458-2880

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<https://www.facebook.com/pages/Creative-Learning-Systems/195313493815316>



https://twitter.com/SmartLab_tweets



<https://www.youtube.com/channel/UCiY2g9pX2nxcLiWF8UpBTBw>



<http://www.creativelearningsystems.com/blog/syndication.axd>

PERSONNEL

CLASSIFIED STAFF COMPENSATION SCHEDULE

| | | | | | | | |
|--------------------|-------------------------|---------------------|--------------|--------------|--------------|---------------|--------------|
| | | .50 per year | .50 per year | .50 per year | .50 per year | .50 per year | .50 per year |
| Para-Professional | Probationary 60 Days | 1-2Years | 3-4 Years | 5-6 Years | 7-8 Years | 9-10 Years | 11+ Years |
| Level 1 | \$12.00 | \$13.00 | \$14.00 | \$15.00 | \$16.00 | \$17.00 | \$18.00 |
| Level 2-Inactive | | | | | | | |
| Custodian | Probationary 90 Days | 1-2Years | 3-4 Years | 5-6 Years | 7-8 Years | 9-10 Years | 11+ Years |
| Level 1 | \$12.00 | \$13.00 | \$14.00 | \$15.00 | \$16.00 | \$17.00 | \$18.00 |
| Level 2 (12 month) | \$13.00 | \$14.50 | \$15.50 | \$16.50 | \$17.50 | \$18.50 | \$19.50 |
| Food Service | Probationary 90 Days | 1-2Years | 3-4 Years | 5-6 Years | 7-8 Years | 9-10 Years | 11+ Years |
| Level 1 | \$11.00 | \$12.00 | \$13.00 | \$14.00 | \$15.00 | \$16.00 | \$17.00 |
| Level 2 (12 month) | \$13.00 | \$14.50 | \$15.50 | \$16.50 | \$17.50 | \$18.50 | \$19.50 |
| Secretary | Probationary 90 Days | 1-2Years | 3-4 Years | 5-6 Years | 7-8 Years | 9-10 Years | 11+ Years |
| Level 1 | \$12.00 | \$13.00 | \$14.00 | \$15.00 | \$16.00 | \$17.00 | \$18.00 |
| Level 2 (12 month) | \$13.00 | \$14.50 | \$15.50 | \$16.50 | \$17.50 | \$18.50 | \$19.50 |
| Bus Drivers | Route | Activity Trip | | | | | |
| Level 1 Small Bus | \$20.00 | \$20.00 | | | | | |
| Level 2 (CDL) Lg. | \$20.00 | \$20.00 | | | | | |
| Health Office | Probationary 90 Days | 1-2Years | 3-4 Years | 5-6 Years | 7-8 Years | 9-10 Years | 11+ Years |
| Level 1 | \$13.00 | \$14.50 | \$15.50 | \$16.50 | \$17.50 | \$18.50 | \$19.50 |
| Level 2-RN | \$30.50 | Visited annually | | | | | |

*Route pay is per route. Activity trip is per hour. If a coach drives, they are only paid for driving time.

Effective: September 1, 2017

Adopted by Board Action:

Amended:

Adopted as revised:

PERSONNEL

CLASSIFIED STAFF COMPENSATION SCHEDULE

| | | | | | | | |
|--------------------|-------------------------|---------------------|--------------|--------------|--------------|---------------|--------------|
| | | .50 per year | .50 per year | .50 per year | .50 per year | .50 per year | .50 per year |
| Para-Professional | Probationary 60 Days | 1-2Years | 3-4 Years | 5-6 Years | 7-8 Years | 9-10 Years | 11+ Years |
| Level 1 | \$9.50 | \$10.50 | \$11.50 | \$12.50 | \$13.50 | \$14.50 | \$15.50 |
| Level 2-Inactive | | | | | | | |
| Custodian | Probationary 90 Days | 1-2Years | 3-4 Years | 5-6 Years | 7-8 Years | 9-10 Years | 11+ Years |
| Level 1 | \$10.50 | \$11.50 | \$12.50 | \$13.50 | \$14.50 | \$15.50 | \$16.50 |
| Level 2 (12 month) | \$12.00 | \$13.00 | \$14.00 | \$15.00 | \$16.00 | \$17.00 | \$18.00 |
| Food Service | Probationary 90 Days | 1-2Years | 3-4 Years | 5-6 Years | 7-8 Years | 9-10 Years | 11+ Years |
| Level 1 | \$9.50 | \$10.50 | \$11.50 | \$12.50 | \$13.50 | \$14.50 | \$15.50 |
| Level 2 (12 month) | \$11.50 | \$12.50 | \$13.50 | \$14.50 | \$15.50 | \$16.50 | \$17.50 |
| Secretary | Probationary 90 Days | 1-2Years | 3-4 Years | 5-6 Years | 7-8 Years | 9-10 Years | 11+ Years |
| Level 1 | \$9.50 | \$10.50 | \$11.50 | \$12.50 | \$13.50 | \$14.50 | \$15.50 |
| Level 2 (12 month) | \$10.50 | \$11.50 | \$12.50 | \$13.50 | \$14.50 | \$15.50 | \$16.50 |
| Bus Drivers | Route | Activity Trip | | | | | |
| Level 1 Small Bus | \$15.00 | \$15.00 | | | | | |
| Level 2 (CDL) Lg. | \$15.00 | \$15.00 | | | | | |
| Health Office | Probationary 90 Days | 1-2Years | 3-4 Years | 5-6 Years | 7-8 Years | 9-10 Years | 11+ Years |
| Level 1 | \$10.50 | \$11.50 | \$12.50 | \$13.50 | \$14.50 | \$15.50 | \$16.50 |
| Level 2-RN | \$30.50 | Visited annually | | | | | |

*Route pay is per route. Activity trip is per hour. If a coach drives, they are only paid for driving time.

Effective: September 1, 2015

Adopted by Board Action: August 15, 2012

Amended: July 14, 2015

Adopted as revised:

Rules for Receiving Holiday Pay

1. Staff must be on duty before and after a paid holiday to receive pay for the Holiday. The staff may not use Leave Without Pay as it does not count as duty.
2. If the holiday falls on Saturday, the previous Friday shall be granted as a holiday. In the event the holiday falls on Sunday, the next Monday shall be granted.
3. The employee must be on duty when the holiday occurs to receive credit. If you are not on duty for the 4th of July you will not receive the paid holiday.
4. The compensation for the paid holiday shall mirror the time on duty. If you worked a seven hour day the days preceding the holiday, you will receive compensation for seven hours.

Section 3 Forced School Closings

If the schools close for bad weather or facility problems employees will be paid for actual time worked. Administration may ask some employees to work on days with forced school closings. **Hours missed** for forced school closings will not affect LWOP

Section 4 Leave Applicable to ALL full-time classified Employees

Classified employees will earn Paid Time Off (PTO) on a biweekly rate. Employees in employment years 0-5 will earn PTO at a rate of 6 hours per pay period. Employees in employment years 6-10 will earn PTO at a rate of 7 hours per pay period. Employees in employment years beyond 10 years will earn PTO at a rate of 8 hours per pay period. PTO leave can be accumulated up to 32 days. Unused leave beyond 32 days will be rolled over to a sick leave bank, accruable to 90 days, ~~to be used by the employee in the event of catastrophic or extended illness for self, spouse, children, or parent.~~ Leave will be earned only if the employee has a combination of 72 hours for the pay period in actual time worked and paid time off. If below 72 hours no leave will be earned for the period. Nine month employees will earn leave from September 1 through May 31. Twelve month employees will earn leave from July 1 to June 30.

Bereavement – Full-time classified employees shall be granted up to four days of paid bereavement leave in the event of each death or terminal illness of immediate family (includes: mother, father, spouse, child, mother-in-law, father-in-law, brother-in-law, sister-in-law, maternal or paternal grandparent, maternal or paternal grandparent in-law, grandchild, brother or sister). Personal or Sick Leave can be used for other family members and/or extended leave. The Leave Request time requirements will be waived in emergency situations.

Professional – The number of days and days designated as professional leave will be at the discretion of the Superintendent.

School Activity – S.A. leave is designated for those helping with extra-curricular activities, in place of their normal work hours. (Example: assistant coaches, timekeepers, culture event sponsors, etc.) S.A. leave is considered unpaid, non-punitive Leave Without Pay (LWOP). Hours of S.A. leave allowed will be at the discretion of the Superintendent.

Leave Without Pay (LWOP) – Employees are expected to be here unless sick or they have planned days off in advance. Once an employee has surpassed their allotted sick, vacation, and

8.2. RATE OF ACCRUAL OF LEAVE (PTO)

A.) Tribal employees in permanent full-time positions (40 hours) shall earn leave/paid time off (PTO) for usage to any of the following:

- A.) Vacation
- B.) Illness
- C.) Personal Time Off
- D.) Educational Leave
- E.) Weather Related Absences
- F.) Holidays outside of those permitted by this manual.
- G.) Birthday

B.) Permanent full-time employees shall earn leave/paid time off (PTO) as follows on weekly basis:

| <u>4 Years of Service</u> | <u>Hours Earned</u> | <u>Days/ Year</u> |
|---------------------------|---------------------|-------------------|
| 0-1 | 4 | 26 |
| 1-5 | 5 | 32 |
| 6-10 | 6 | 39 |
| 11 plus | 7 | 45 |

The maximum accrual of paid time off leave shall be 200 hours. Hours earned that exceed the 200 hour accrual limit shall be forfeited.

C.) Leave may be taken only as earned. Permanent part-time employees will earn annual leave on a pro-rated basis, and temporary employees will NOT earn annual/vacation leave.

8.3 SPECIAL CIRCUMSTANCES

New Tribal employees may not take leave during their probationary period (0-90 days). Absences during the probation period shall be charged to unpaid leave.

Employees that have submitted a notice of resignation shall not receive PTO during the final two weeks of their employment.

Employees that have received compensation for approved leave in the form of payroll advance shall not report to work unless a written request to do so has been approved by the CEO.