

Isanti Community School

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

I. CALL THE MEETING TO ORDER - ROLL CALL

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

II. PUBLIC COMMENT ON AGENDA ITEMS

III. BUSINESS AFFAIRS - CONSENT AGENDA

III.A. Approve minutes of the January regular and special board meetings

It was moved by Don Pike and seconded by Stacy Johnson to Approve minutes of the January and February regular board meeting.

Roll call vote: Passed

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

III.B. Treasurer Report

III.C. Outstanding Payables

IV. REPORTS

IV.A. Superintendent- 1. Priority Plan 2. WIT team

Ms. Daniels shared information on student attendance, a staff directory, the NAFIS conference, the 2017-2018 calendar and make up time, WIT meetings and focus groups, priority plan including the next visit with Dr. Kennedy and continuing to update the priority plan artifacts.

IV.A.1. Principal

Mrs. Nagel shared information about Kindergarten round up. Mr. Hoffman shared information about the changing in the timeline of 3rd quarter and complimented the staff for their support during the tragedies over the past few weeks.

IV.B. Committee Reports

It was moved by Don Pike and seconded by Stacy Johnson to move into closes session at 6:51 PM.

Roll call vote: Passed

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

Yea: 6, Nay: 0

It was moved by Don Pike and seconded by Stacy Johnson to to come out of closed session at 7:24 PM.

Roll call vote: Passed

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

Yea: 6, Nay: 0

V. ACTION ITEMS

V.A. Approve Mid-term graduate

It was moved by Don Pike and seconded by Stacy Johnson to approve mid-term graduate.

Roll call vote: Passed

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

Yea: 6, Nay: 0

V.B. Approve Elvis LaPlante Memorial Basketball Tournament

V.C. Classified Leave

Classified leave was tabled to the April meeting.

V.D. Appoint Board Committees

Board committees was tabled to the April meeting.

V.E. Legal representation

Legal representation was tabled to the April meeting.

V.F. Approve resignation-Kemp

It was moved by Stacy Johnson and seconded by Don Pike to approve the resignation of Leann Kemp.

Roll call vote: Passed

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

Yea: 6, Nay: 0

V.G. Approve 2018-2019 ESU 1 Contract

It was moved by Stacy Johnson and seconded by Cindy Whipple to approve the 2018-2019 ESU 1 Contract.

Roll call vote: Passed

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

Yea: 6, Nay: 0

V.H. Approve Parent and Family Involvement Policy

It was moved by Cindy Whipple and seconded by Rosella Whipple to to approve the first reading of the parent and family involvement policy.

Roll call vote: Passed

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

V.I. Approve Pregnant and Parenting Students Policy

It was moved by Cindy Whipple and seconded by Rosella Whipple to approve first reading of pregnant and parenting students policy.

Roll call vote: Passed

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

V.J. Approve Jacki Bird Presentation and Materials

It was moved by Don Pike and seconded by Stacy Johnson to approve the school's sponsorship of Jacki Byrd in the amount of \$1,450 pending proof of the tribe's 50 percent contribution.

Roll call vote: Passed

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

V.K. Approve Laserfiche Proposal

It was moved by Cindy Whipple and seconded by Dewayne Wabasha to approve the Laserfiche proposal.

Roll call vote: Passed

Rosella Whipple: Abstain (Without Conflict), Stacy Johnson: Yea, Steve Moose: Yea, Don Pike: Yea, Dewayne Wabasha: Yea, Cindy Whipple: Yea
Yea: 5, Nay: 0, Abstain (Without Conflict): 1

V.L. 2017-2018 Teacher Contract Days/Calendar Changes

A request was made for the Board to consider forgiving teacher contract days. The Board did not act on forgiving contract days but will give a response at a later date.

It was moved by Stacy Johnson and seconded by Cindy Whipple to approve adding 35 minutes to the student day and 35 minutes to the teacher day for 2017-2018.

Roll call vote: Passed

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

V.M. Business Manager Contract

Business Manager contract, Principal contracts and Superintendent contract was tabled for a special meeting tentatively planned for April 5.

It was moved by Cindy Whipple and seconded by Rosella Whipple to go into closed session at 7:42.

Roll call vote: Passed

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

Yea: 6, Nay: 0

It was moved by Cindy Whipple and seconded by Stacy Johnson to come out of closed session at 8:03 PM.

Roll call vote: Passed

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

Yea: 6, Nay: 0

V.N.Principal Contracts

V.O.Superintendent Contract

VI. DISCUSSION ITEMS

VII. COMING EVENTS

VII.A. April Board Meeting-April 10

VII.B. NAFIS-March 17-21

VII.C. National JOM Conference-April 9-11

VIII. ADJOURN

It was moved by Stacy Johnson and seconded by Rosella Whipple to adjourn at 8:10 AM.

Roll call vote: Passed

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

Yea: 6, Nay: 0

Santee Community School
Board of Education Committee of the Whole Meeting
Thursday, March 15, 2018

I. CALL THE MEETING TO ORDER - ROLL CALL

II. DISCUSSION ITEMS

II.A. Teacher Presentation

II.B. Mid-term Graduate

II.C. Elvis LaPlante Memorial Tournament

II.D. Classified Leave

II.E. Staffing Proposal for 2018-2019

II.F. Building Project

II.G. Jacki Bird Presentation

II.H. 2018-2019 ESU 1 Contract

II.I. 2018-2019 Calendar Presentation

II.J. Board Retreat

II.K. Pregnant and Parenting Students Policy

II.L. Parent and Family Involvement Policy Review

II.M. Presentation on Laserfiche

II.N. Hiring Process

II.O. Open Gym

II.P. 2017-2018 Teacher Contract Days/Calendar Changes

II.Q. Business Manager Contract

II.R. Principal Contracts

II.S. Superintendent Contract

III. ADJOURN

Santee Community School

Stacy Johnson: Absent
Steve Moose: Absent
Don Pike: Present
DeWayne Wabasha: Present
Cindy Whipple: Present
Rosella Whipple: Present

Present: 4, Absent: 2.

I. CALL THE MEETING TO ORDER - ROLL CALL

II. ACTION ITEMS

II.A. February Consent Agenda

It was moved by Cindy Whipple and seconded by Don Pike to approve the consent agenda presented for the February regular board meeting including minutes and outstanding payables.

Roll call vote: Passed

Stacy Johnson: Absent, Steve Moose: Absent, Don Pike: Yea, DeWayne Wabasha: Yea, Cindy Whipple:

Yea, Rosella Whipple: Yea

Yea: 4, Nay: 0, Absent: 2

II.B. Elvis LaPlante Tournament

The item was added late so no motion was made. The Board directed the Superintendent to give permission to Chris Swalley to host the Elvis LaPante basketball tournament March 16-18. The tournament will be officially approved at the March Board meeting. The Board would still like Chris Swalley to attend the March board meeting to present.

III. ADJOURN

It was moved by Cindy Whipple and seconded by DeWayne Wabasha to adjourn at 1:18 PM.

Roll call vote: Passed

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

Yea: 4, Nay: 0, Absent: 2

**Santee Community School
March 2018 Outstanding Payables**

| | | | |
|---|--------------------------------|-----------------------------------|----------------------|
| Brenda Leader | Science supplies | Gen. Supplies Sec. | \$ 59.31 |
| Brenda Leader | Science activity | Gen. Supplies Sec. | \$ 54.30 |
| Brenda Leader | Christmas Science activity | Gen. Supplies Sec. | \$ 36.76 |
| Brenda Leader | Science complete grow station | Travel Secondary | \$ 170.04 |
| Lifetouch | 17-18 Yearbook deposit | Activity Supplies | \$ 1,179.75 |
| Stephanie Lowery | Sub 2/28 | Travel Elementary | \$ 16.35 |
| Stephanle Lowery | Sub 2/16, 2/20-27 | Travel Elementary | \$ 114.45 |
| Mastercard Service Center | DPI Dance Pop | Activity Supplies | \$ 44.65 |
| Mastercard Service Center | DPI Dance food | Activity Supplies | \$ 170.40 |
| Mastercard Service Center | Nebraska Reading Membership | Inservice Training | \$ 525.00 |
| Mastercard Service Center | Fuel | Gas And Oil | \$ 43.27 |
| Mastercard Service Center | Job fair | Travel Expenses | \$ 139.85 |
| Mastercard Service Center | Late Fee | Board Dues and Fees | \$ 126.87 |
| Mastercard Service Center | Quickbooks | Accounting & Auditing Service | \$ 13.95 |
| Mastercard Service Center | Auto flush assembly | Repairmen | \$ 666.52 |
| Mastercard Service Center | MRSA Room Sanitizer | Technical Service | \$ 3,995.00 |
| Mastercard Service Center | Tech Ipad repairs | Computer Hardware | \$ 130.00 |
| Menards-Yankton | Cleaner, tools, maintenance su | Custodial Supplies | \$ 489.77 |
| NE Association Of School Board | Dues | NASB | \$ 4,190.00 |
| North Central Public Power | Electricity | Electricity | \$ 3,492.84 |
| NE Dept. of Health & Human Services | Commodities | Food | \$ 518.18 |
| Northeast Community College | Heartsaver CPR | Nurse Supplies | \$ 42.00 |
| Ohiya Casino & Bingo | DPI breakfast | Travel-Activlites | \$ 578.76 |
| Oriental Trading Co | Dr. Seuss supplies | Gen. Supplies Elem. | \$ 291.27 |
| Perry, Guthery, Haase & Gessford, P.C., L.L.O | Legal on buidling project | Legal Service | \$ 75.00 |
| Purchase Power | Postage | Postage | \$ 198.92 |
| Quill Corporation | Office supplies | Supplies | \$ 440.47 |
| Santee Community School-Activity Account | Jr Class concessions | Activity Supplies | \$ 50.50 |
| School Health Corporation | Nurse Supplies | Nurse Supplies | \$ 587.23 |
| Petty Cash Fund | Seed Growth Station-Science | Gen. Supplies Sec. | \$ 225.00 |
| Santee Community School Petty Cash Account | Bus Proctor | Bus Drlver Pay | \$ 100.00 |
| Mary Snowdon | Sub 2/27-2/28 | Travel Elementary | \$ 42.80 |
| Mary Snowdon | Sub 2/15 | Travel Elementary | \$ 21.40 |
| Santee Sioux Nation Grocery Store | Balance as of 3/1/18 | Food | \$ 1,366.56 |
| Stadium Sports | Track Uniforms | Activity Supplies | \$ 1,977.00 |
| Thompson Company Inc | Food | Food | \$ 7,039.57 |
| Thompson Company Inc | Janitorial Supplies | Custodial Supplies | \$ 1,608.72 |
| Thompson Company Inc | FFVP | FFVP | \$ 901.47 |
| Thompson Company Inc | SLSP | Food | \$ 2,510.60 |
| United Group Programs, Inc. | LTD | Liability Insurance | \$ 975.42 |
| Wells Fargo | Fuel | Gas And Oil | \$ 46.03 |
| Wells Fargo | Lit Conference Meals | Travel Elementary | \$ 456.98 |
| Wells Fargo | Purchases charge | Board Dues and Fees | \$ 4.89 |
| Wells Fargo | FCS-DPI food | Activity Supplies | \$ 173.40 |
| Wells Fargo | Purchases charge | Board Dues and Fees | \$ 8.28 |
| Wells Fargo | Subscription on amazon | Periodicals Elementary | \$ 15.77 |
| Wells Fargo Equipment Finance | Copier Lease | Rentals And Leases | \$ 249.57 |
| Winnelson | Filters | Custodial Supplies | \$ 190.25 |
| | | | |
| | | Total Outstanding Supplies | \$ 105,318.42 |

EXHIBIT "A"
2018-19

SCHOOL Santee Public School

DATE February 8, 2018

| Services | Rate | F.T.E. | Hours | Total |
|--------------------------|-------------|---------------|--------------|-------------------|
| Vision/O&M Teacher | 115.00 | | | 0.00 |
| Paraeducator | 33,200.00 | | | 0.00 |
| Speech Therapy | 96,650.00 | 1.00 | | 96,650.00 |
| Deaf Educator | 116.50 | | | 0.00 |
| Audiologist | 115.00 | | 12.00 | 1,380.00 |
| Psychologist | 97,500.00 | 1.00 | | 97,500.00 |
| Physical Therapy | 123.00 | | 4.00 | 492.00 |
| Occupational Therapy | 122.00 | | 78.00 | 9,516.00 |
| Transition | 113,000.00 | 0.05 | | 5,650.00 |
| Nursing Services | 82,000.00 | | | 0.00 |
| In-service | 50.00 | | 10 | 500.00 |
| Program Supervision (8%) | | | | 16,935.04 |
| PSP/ Early Intervention | 115.00 | | 550.00 | 63,250.00 |
| ECSE Allen | | | | |
| ECSE Winnebago | | | | |
| ECSE Paraeducator | 33,200.00 | | | 0.00 |
| Subtotal | | | | 291,873.04 |

| | | | | |
|-----------------|-----------|------|--|-------------------|
| Tower School | 33,150.00 | 3.00 | | 99,450.00 |
| Nonreimbursable | 2,900.00 | | | 8,700.00 |
| Subtotal | | | | 108,150.00 |

Other Services:

TOTAL CONTRACT **\$400,023.04**

Page 2
Kari Garwood-Daniels
February 13, 2018

4. Brevity is always a desirable feature; it has been condensed.

So the Board may either:

- 1) Go with the existing Policy, but correct the Legal Authority

- - or - -

- 2) Consider and adopt the attached Policy.

Very truly yours,

Mezour Lutzj Priefert on behalf of
Charles M. Bressman, Jr.

CMB/kkh

Attachment

- a. Timely information about programs under this Policy;
 - b. A description and explanation of:
 - i. The School's Curriculum;
 - ii. The forms of academic assessment used to measure student progress;
 - iii. The achievement levels of State academic standards; and
 - iv. Assistance, opportunities, and/or materials and training to help parents work with their children to improve their children's academic achievement in a format and wording that parents can readily understand.
5. **Annual Evaluation.** With parent and family involvement, conduct an annual Evaluation of the content and effectiveness of the Parent and Family Engagement Policy. The Evaluation will be used to determine strategies for more effective parental involvement, and to revise the Parent and Family Engagement Policy, if desirable.
6. **Annual Meeting.** Ensure parents are involved in the planning, review, evaluation and improvement of the Title I Program, Parent and Family Engagement Policy, and the School-Parent Compact at an annual parent meeting scheduled at a convenient time. This would include the planning and implementation of effective parent and family involvement activities.
7. **Coordination and Technical Assistance.** Provide the coordination, technical assistance, and other support necessary to assist and build the capacity of all participating schools.

Pregnant and Parenting Students

Students who are pregnant or parenting may expect the following rights:

A. Attendance and Leave of Absence

1. Pregnant and parenting students will be allowed to attend their own, and their child's, medical care appointments, or other pregnancy or parenting related appointments. These absences will be treated like other students who are excused for medical reasons.
2. Absences due to pregnancy, pregnancy related conditions, or to care for an ill child will not violate compulsory attendance requirements.
3. Students will be permitted to take a leave of absence for pregnancy, child birth, pre-natal and post-natal needs, and for recovery following child birth deemed medically necessary by the student's medical care provider.
4. Pregnant and parenting students will be allowed to participate in all activities, including extracurricular activities, during and after pregnancy. The School may request a health care provider's certificate addressing safe participation, if a certificate addressing safe participation is required of other students with other conditions requiring attention of a licensed health care provider. A certificate will mean a written document signed and dated by a licensed health care provider.
5. At the conclusion of a leave of absence, the student will be immediately enrolled in that student's school of record in the same grade and status as when the leave began.

B. Course Work

1. Pregnant and parenting students will be provided with all assignments, class work, and any additional support needed to ensure that the student may keep up with class work.
2. Pregnant and parenting students will be allowed to attend regular classes and complete their coursework.
3. There will be an alternative to regular classes available to pregnant and parenting students to complete their coursework if classroom work is not an option due to pregnancy or parenting. The alternatives are voluntary with the student being the one authorized to decide whether to participate in an alternative method of instruction.

C. Lactation Room

1. Any lactating student will be provided reasonable time and space to express (pump) breast milk or breastfeed during the school day.
2. The lactation room will not be a bathroom or closet, and will be private, clean, reasonably accessible, and include an electrical outlet and chair.

Laserfiche Cost Calculator
 ESU 1 / 9 School Districts

| Description | Quantity | Per Unit | One-time Costs | One-time Totals | Annual (year 2 and beyond) |
|--|----------|-------------|----------------|--------------------|----------------------------|
| Number of Users: | 2 | \$ 900.00 | \$ 1,800.00 | | |
| Annual support | | \$ 216.00 | \$ 432.00 | | \$ 432.00 |
| Installation | | \$ 216.00 | \$ 432.00 | | |
| Per district hosting | 1 | \$ 300.00 | \$ 300.00 | | \$ 300.00 |
| Billed by ESU | | | | \$ 2,964.00 | \$ 732.00 |
| HR Module* | 1 | \$ 1,125.00 | \$ 1,125.00 | | |
| Accounts Payable* | 1 | \$ 1,125.00 | \$ 1,125.00 | | |
| Student Records* | 1 | \$ 1,125.00 | \$ 1,125.00 | | |
| Board Meetings* | | \$ 1,125.00 | \$ - | | |
| Billed by Bishop Business | | | | \$ 3,375.00 | \$ - |
| * \$1125 discounted from \$1500 per module for implementation agreement by May 1, 2018 | | | | | |
| Fujitsu fi-7160 | 1 | \$ 900.00 | \$ 900.00 | | |
| Total equipment | | | | \$ 900.00 | \$ - |
| Grand Total | | | | \$ 7,239.00 | \$ 732.00 |

SECTION VIII. COMPENSATION UPON TERMINATION: Upon termination of this agreement for just cause the compensation paid hereunder shall be an amount which bears the same ratio to the annual salary specified as the number of days or fraction thereof to the date of such termination occurs. Any portion of the salary paid but not earned prior to the date of termination of this agreement shall be refunded by the Business Manager. The Business Manager shall not be entitled to compensation for unused sick leave or personal leave.

SECTION IX. GOVERNING LAWS: The parties shall be governed by all applicable state laws, federal laws, and Santee Board of Education rules and regulation in the performance of respective duties and obligations under this agreement.

SECTION X. AMENDMENTS TO BE IN WRITING: This agreement may be modified or amended only by written documentation duly authorized and executed by the Business Manager and Board.

SECTION XI. SEVERABILITY: If any portion of this agreement shall be declared invalid and unenforceable by a court of competent jurisdiction such declaration shall not affect the validity or enforceability of the remaining provisions of this agreement.

SECTION XII. The entire agreement is contingent upon the Santee Community School obtaining operating funds for any school year during the term of this agreement. In any event there are inadequate funds to either commence or to complete any school year under this agreement this agreement shall be null and void.

EXECUTED BY THE BOARD THIS _____ DAY OF _____, 2015.

Secretary, Board of Education

President, Board of Education

EXECUTED BY THE BUSINESS MANAGER THIS _____ DAY OF _____, 2015.

Business Manager of School

Administrator's Contract:
Secondary Principal

1. **Parties.** The parties to this Contract are:

- A. Santee Community School ("School"); and
- B. Tony Hoffman ("Principal").

2. **Term.** The term of this Contract will be one year during the 2017-18 School Year. It is a 220 day Contract. The Superintendent will select the start date after discussing the start date with the Principal. The Contract will automatically renew if the Principal is not notified before April 15th, in writing, of its termination.

3. **Principal's Duties, Compensation, and Fringe Benefits.**

A. **Duties.** In consideration of the Principal's salary and fringe benefits, the Principal agrees to:

- ▶ Faithfully perform the duties of a Principal under the laws of the State of Nebraska;
- ▶ Carry out the responsibilities described in the Santee School Board Policies;
- ▶ Perform the duties and responsibilities contained in this Contract; and
- ▶ Complete, in timely fashion, those tasks given by the Superintendent and the School Board.

leave during working days each year. Personal days will not accrue, and will therefore not be banked. For purposes of this Contract, "working days" exclude Saturdays, Sundays, and Legal Holidays. If the Principal is terminated for cause or resigns, all unused sick and personal leave days are forfeited. If the Principal is placed on long-term disability, the Principal will be paid the personal leave days.

4. **Duty of Loyalty.** During the term of this Contract, the Principal affirms and agrees that the Principal is not, and will not be, under a contractual obligation with another School District or any other person or business which would interfere with the timely performance of the Principal's duties. The Principal will be under a duty of loyalty to the School, and will devote the Principal's full time attention and employment efforts for the good of the School. The Principal also affirms that throughout the term of this Contract, the Principal will hold a valid and appropriate Certificate.

5. **Residency.** Residency on school property or in the District is not a requirement of the Contract.

6. **Duties and Responsibilities; Duty Days.**

A. **Duties.** The specific duties and responsibilities that the Board and Superintendent requires are described in the attached and incorporated Exhibit "A". These duties and responsibilities are subject to change by the Superintendent or the Board. The amount of time allocated to each area is to serve as a guideline.

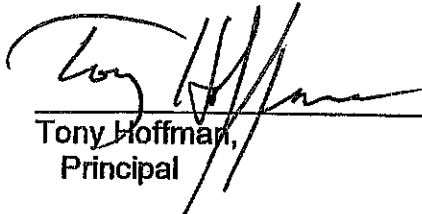
8. Annual Evaluation. Probationary Principals will be observed and evaluated at least one time each Semester. Permanent Principals will be observed and evaluated at least one time each School Year. Observations and evaluations of greater frequency or number than required may be conducted and made at the request of the Principal or at the discretion of the appraiser. The appraisal process is the responsibility of the Principal and the Principal's immediate Supervisor.

9. Compensation at Termination. On the termination of this Contract for cause, resignation, or long-term disability, the Principal's compensation will be prorated to the date of termination, resignation, or long-term disability. Any portion of the salary paid but not earned prior to the date of termination of this Contract will be paid back to the School.

10. Amendments. With the exception of the Principal's Duties and Responsibilities and the School Calendar, this Contract may only be modified or amended by a written document signed and dated by both parties.

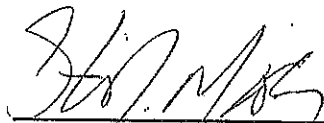
Signatures

Date: June ____, 2017



Tony Hoffman,
Principal

Date: June 13, 2017



Board Member,
Santee Community School

- Supervises and evaluates the performance of the Grades 7-12 school staff through observation formulas derived for the state of Nebraska and discusses teachers'/staff performance with teachers within 24 hours after the observation
- Seeks to upgrade own professional knowledge and skills

Implements the Priority School Progress Plan (11-15%)

- Meets with the Superintendent weekly and the Continuous Improvement Steering Committee at least monthly to review, monitor and communicate progress toward attainment of the Priority School Progress Plan goals and action steps
- Participates in at least quarterly school quality reviews with Nebraska Department of Education (NDE) representatives and ensures results are reviewed with the teachers and addressed in the classroom

Serves as the liaison and communicates with all stakeholders (11-15%)

- Communicates the vision, mission, and cardinal virtues of Santee Community Schools with stakeholders in order to establish a shared commitment to improving student achievement
- Initiates and maintains ongoing and effective communication with other school administrators, teaching and classified staff, local school board members, community programs/directors, parents/guardians, all relatives, elders, and tribal council community regarding student achievement and school programs
- Maintains weekly inter-school communication and seeks assistance from stakeholders to improve performance of the school
- Maintains professional and supportive relationships with students, staff, parents/guardians, and the community
- Supports school-based parent outreach programs and strategies to engage parents in student learning
- Acts as an advocate for the Santee Community Schools
- Oversees the management and response to parent complaints and participates in parent meetings
- Participates in all Board of Education meetings
- Promotes and maintains open communications, positive student attitudes, respects dignity, worth of staff, students, and complies with established lines of authority
- Orients and assists new staff and new students through an established mentor program
- Provides regular communication to the Superintendent and the Nebraska Department of Education Deputy Commissioner, Dr. Deborah Frison or designee, via conference calls, email, etc., regarding the status and completion of assigned responsibilities

Provides support and evaluation of Santee Community School budgets (1-5%)

- Reviews, approves, and monitors the development and implementation of school site budgets, Title I, etc. to ensure effective use of allocated funds within approved budget
- Manages, directs, and maintains records on the materials, supplies and equipment which are necessary to carry out the daily school routine. Involves the staff in determining priorities for instructional expenditures and needs
- Maintains and controls the various local funds generated by student activities
- Works with the Superintendent to review school expenditures and how the expenditures improve student achievement
- Participates in the preparation of the annual budget

Builds a Winning Team (1-5%)

- Meets regularly with key personnel throughout the schools to ensure that proper information flows through leadership, including established goals and action steps
- Coaches and builds capacity in order to ensure the success of the leaders and teaching staff
- Advocates change within the schools
- Collaborates with peers to develop a consistent approach for cultivating a successful team

Performs Other Duties As Assigned by the Superintendent, NDE Deputy Commissioner or Designee

Administrator's Contract:
Elementary Principal

1. **Parties.** The parties to this Contract are:
- A. Santee Community School ("School"); and
 - B. Cindy Nagel ("Principal").
2. **Term.** The term of this Contract will be one year during the 2017-18 School Year. It is a 220 day Contract. The Superintendent will select the start date after discussing the start date with the Principal. The Contract will automatically renew if the Principal is not notified before April 15th, in writing, of its termination.

3. **Principal's Duties, Compensation, and Fringe Benefits.**

- A. **Duties.** In consideration of the Principal's salary and fringe benefits, the Principal agrees to:
- ▶ Faithfully perform the duties of a Principal under the laws of the State of Nebraska;
 - ▶ Carry out the responsibilities described in the Santee School Board Policies;
 - ▶ Perform the duties and responsibilities contained in this Contract; and
 - ▶ Complete, in timely fashion, those tasks given by the Superintendent and the School Board.

accrue, and will therefore not be banked. For purposes of this Contract, "working days" exclude Saturdays, Sundays, and Legal Holidays. If the Principal is terminated for cause or resigns, all unused sick and personal leave days are forfeited. If the Principal is placed on long-term disability, the Principal will be paid the personal leave days.

4. **Duty of Loyalty.** During the term of this Contract, the Principal affirms and agrees that the Principal is not, and will not be, under a contractual obligation with another School District or any other person or business which would interfere with the timely performance of the Principal's duties. The Principal will be under a duty of loyalty to the School, and will devote the Principal's full time attention and employment efforts for the good of the School. The Principal also affirms that throughout the term of this Contract, the Principal will hold a valid and appropriate Certificate.

5. **Residency.** Residency on school property or in the District is not a requirement of the Contract.

6. **Duties and Responsibilities; Duty Days.**

A. **Duties.** The specific duties and responsibilities that the Board and Superintendent requires are described in the attached and incorporated Exhibit "A". These duties and responsibilities are subject to change by the Superintendent or the Board. The amount of time allocated to each area is to serve as a guideline.

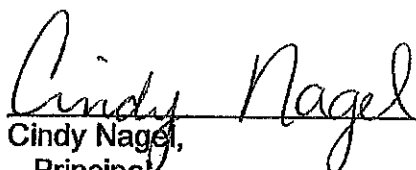
evaluated at least one time each School Year. Observations and evaluations of greater frequency or number than required may be conducted and made at the request of the Principal or at the discretion of the appraiser. The appraisal process is the responsibility of the Principal and the Principal's immediate Supervisor.

9. **Compensation at Termination.** On the termination of this Contract for cause, resignation, or long-term disability, the Principal's compensation will be prorated to the date of termination, resignation, or long-term disability. Any portion of the salary paid but not earned prior to the date of termination of this Contract will be paid back to the School.

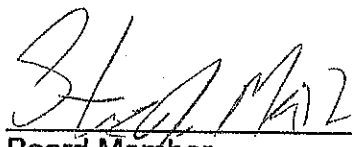
10. **Amendments.** With the exception of the Principal's Duties and Responsibilities and the School Calendar, this Contract may only be modified or amended by a written document signed and dated by both parties.

Signatures

Date: June 13, 2017


Cindy Nagel,
Principal

Date: June 13, 2017


Board Member,
Santee Community School

- Seeks to upgrade own professional knowledge and skills

Implements the Priority School Progress Plan (11-15%)

- Meets with the Secondary Principal and Superintendent weekly and the Continuous Improvement Steering Committee at least monthly to review, monitor and communicate progress toward attainment of the Priority School Progress Plan goals and action steps
- Participates in at least quarterly school quality reviews with Nebraska Department of Education (NDE) representatives and ensures results are reviewed with the teachers and addressed in the classroom

Serves as the liaison and communicates with all stakeholders (11-15%)

- Communicates the vision, mission, and cardinal virtues of Santee Community Schools with stakeholders in order to establish a shared commitment to improving student achievement
- Initiates and maintains ongoing and effective communication with other school administrators, teaching and classified staff, local school board members, community programs/directors, parents/guardians, all relatives, elders, and tribal council community regarding student achievement and school programs
- Maintains weekly inter-school communication and seeks assistance from stakeholders to improve performance of the school
- Maintains professional and supportive relationships with students, staff, parents/guardians, and the community
- Supports school-based parent outreach programs and strategies to engage parents in student learning
- Acts as an advocate for the Santee Community Schools
- Oversees the management and response to parent complaints and participates in parent meetings
- Participates in all Board of Education meetings
- Promotes and maintains open communications, positive student attitudes, respects dignity, worth of staff, students, and complies with established lines of authority
- Orients and assists new staff and new students through an established mentor program
- Provides regular communication to the Superintendent and the Nebraska Department of Education Deputy Commissioner, Dr. Deborah Frison or designee, via conference calls, email, etc., regarding the status and completion of assigned responsibilities

Provides support and evaluation of Santee Community School budgets (1-5%)

- Reviews and monitors the development and implementation of school site budgets, Title I, etc. to ensure effective use of allocated funds within approved budget
- Manages, directs, and maintains records on the materials, supplies and equipment which are necessary to carry out the daily school routine. Involves the staff in determining priorities for instructional expenditures and needs
- Works with the Superintendent to review school expenditures and how the expenditures improve student achievement
- Participates in the preparation of the annual budget

Builds a Winning Team (1-5%)

- Meets regularly with key personnel throughout the schools to ensure that proper information flows through leadership, including established goals and action steps
- Coaches and builds capacity in order to ensure the success of the leaders and teaching staff
- Advocates change within the schools
- Collaborates with peers to develop a consistent approach for cultivating a successful team

Performs Other Duties As Assigned by the Superintendent, NDE Deputy Commissioner or Designee

D. Fringe Benefits. The School will provide the following fringe benefits:

- (1) Family Health and Dental Insurance;
- (2) Long-term Disability Insurance;
- (3) \$10,000.00 Term Life Insurance Policy;
- (4) 10 sick days during working days each year. Unused sick days are permitted to accrue, and will roll over each year into a Sick Leave Bank not to exceed 30 days. Any banked days above 30 will be forfeited. The Superintendent is also entitled to 3 days of personal leave during working days each year. Personal days will not accrue. For purposes of this section, "working days" exclude Saturdays, Sundays, and Legal Holidays. If the Superintendent is terminated for cause or resigns, all unused sick and personal leave days are forfeited. If the Superintendent is placed on long-term disability, the Superintendent will be paid the personal leave days;
- (5) 15 vacation days. Vacation days will not accrue. If the Superintendent is terminated for cause or resigns, all

**Superintendent of Schools
Santee Community Schools
Job Description**

Position Summary

The Superintendent of Schools for Santee Community Schools is the chief executive officer of the Santee Community Schools and will serve as the Nebraska Department of Education (NDE) liaison. The Superintendent is responsible for providing support to the principals and teachers in order to improve school operations and carry out the policies of the Board of Education. The Superintendent ensures the effective operation and instructional efficiency of the PreK-12 school by developing, managing, evaluating, and supporting all resources essential to increasing student achievement and reports progress to the Santee Community Schools' Board of Education. The Superintendent pursues opportunities to increase instructor leadership capacity in building leaders as well as ensures the implementation of the school's Progress Pla.I.

Duties and Responsibilities

Provides support and guidance to school leadership (26-30%)

- Provides leadership, direction, support and accountability to principals to ensure that instructional and curricular programs are fully and appropriately implemented and evaluated in all subject areas
- Supervises, trains, and evaluates the performance of principals based on school performance, academic growth and operations management
- Provides professional and leadership development to principals and leadership teams
- Reviews observation paperwork monthly and discusses teachers'/staff performance with principals

Supervises curriculum and instructional programs of schools (16-20%)

- Supervises principals in analyzing school achievement data and implications for curriculum and instructional needs
- Supervises principals in evaluating classroom implementation of state content standards and lesson planning/delivery frameworks
- Ensures implementation of federal, state, and local mandated programs
- Builds instructional coherence within the schools

Implements the Priority School Progress Plan (11-15%)

- Meets with principals weekly to review, monitor and communicate progress toward attainment of the Priority School Progress Plan goals and action steps
- Participates in quarterly school quality reviews with NDE representatives and ensures results are reviewed with the principal and addressed in the schools

Serves as the liaison and communicates with all stakeholders (11-15%)

- Communicates the vision, mission, and cardinal virtues of Santee Community Schools with stakeholders in order to establish a shared commitment to improving student achievement
- Initiates and maintains ongoing and effective communication with school administration, teaching and classified staff, local school board members, community programs/directors, parents/guardians, all relatives, elders, and tribal council community regarding student achievement and school programs;
- Supports school-based parent outreach programs and strategies to engage parents in student learning
- Acts as an advocate for the Santee schools
- Oversees the management and response to parent complaints and participates in parent meetings
- Supports the alignment of functions between the schools, the Santee Board of Education and NDE
- Participates in all Board of Education meetings and conducts frequent interaction with members of the Board of Education

Revised June 22, 2016

Exhibit "A"

SANTEE COMMUNITY SCHOOL CALENDAR 2017-2018

10-28 Summer School

| JULY 2017 | | | | | | |
|-----------|----|----|----|----|----|----|
| S | M | T | W | Th | F | S |
| | | | | | | 1 |
| 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| 16 | 17 | 18 | 19 | 20 | 21 | 22 |
| 23 | 24 | 25 | 26 | 27 | 28 | 29 |
| 30 | 31 | | | | | |

| JANUARY 2018 | | | | | | |
|--------------|----|----|----|----|----|----|
| S | M | T | W | Th | F | S |
| | 1 | 2 | 3 | 4 | 5 | 6 |
| 7 | 8 | 9 | 10 | 11 | 12 | 13 |
| 14 | 15 | 16 | 17 | 18 | 19 | 20 |
| 21 | 22 | 23 | 24 | 25 | 26 | 27 |
| 28 | 29 | 30 | 31 | | | |

1-2 No School
 3 In-Service
 4 Classes Resume
 15 No School
 M.L. King Day
 22 10:00 a.m. Start
 8:00 a.m. In-Service

106/110

14-15 In-Service
 15 Community Night
 5:00 – 6:00
 16 First Day of School
 12:30 Dismissal

| AUGUST 2017 | | | | | | |
|-------------|----|----|----|----|----|----|
| S | M | T | W | Th | F | S |
| | | 1 | 2 | 3 | 4 | 5 |
| 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| 13 | 14 | 15 | 16 | 17 | 18 | 19 |
| 20 | 21 | 22 | 23 | 24 | 25 | 26 |
| 27 | 28 | 29 | 30 | 31 | | |

| FEBRUARY 2018 | | | | | | |
|---------------|----|----|----|----|----|----|
| S | M | T | W | Th | F | S |
| | | | | 1 | 2 | 3 |
| 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 11 | 12 | 13 | 14 | 15 | 16 | 17 |
| 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| 25 | 26 | 27 | 28 | | | |

12 10:00 a.m. Start
 8:00 a.m. In-Service
 19 No School
 Presidents' Day

125/129

4 No School - Labor Day
 18 10:00 a.m. Start
 8:00 a.m. In-Service

| SEPTEMBER 2017 | | | | | | |
|----------------|----|----|----|----|----|----|
| S | M | T | W | Th | F | S |
| | | | | | 1 | 2 |
| 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 10 | 11 | 12 | 13 | 14 | 15 | 16 |
| 17 | 18 | 19 | 20 | 21 | 22 | 23 |
| 24 | 25 | 26 | 27 | 28 | 29 | 30 |

| MARCH 2018 | | | | | | |
|------------|----|----|----|----|----|----|
| S | M | T | W | Th | F | S |
| | | | | 1 | 2 | 3 |
| 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 11 | 12 | 13 | 14 | 15 | 16 | 17 |
| 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| 25 | 26 | 27 | 28 | 29 | 30 | 31 |

2 No School
 9 No School
 12 10:00 a.m. Start
 8:00 a.m. In-Service
 29-30 No School

143/147

9 No School -
 Native American Day
 18 End of 1st Quarter
 23 10:00 a.m. Start
 8:00 a.m. In-Service

| OCTOBER 2017 | | | | | | |
|--------------|----|----|----|----|----|----|
| S | M | T | W | Th | F | S |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 8 | 9 | 10 | 11 | 12 | 13 | 14 |
| 15 | 16 | 17 | 18 | 19 | 20 | 21 |
| 22 | 23 | 24 | 25 | 26 | 27 | 28 |
| 29 | 30 | 31 | | | | |

| APRIL 2018 | | | | | | |
|------------|----|----|----|----|----|----|
| S | M | T | W | Th | F | S |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 8 | 9 | 10 | 11 | 12 | 13 | 14 |
| 15 | 16 | 17 | 18 | 19 | 20 | 21 |
| 22 | 23 | 24 | 25 | 26 | 27 | 28 |
| 29 | 30 | | | | | |

2 No School
 23 10:00 a.m. Start
 8:00 a.m. In-Service

163/167

6 Native American Symposium
 No – School
 10 No School
 Veterans Day
 22 2:00 Dismissal
 23-24 No School
 27 10:00 a.m. Start
 8:00 a.m. In-Service

| NOVEMBER 2017 | | | | | | |
|---------------|----|----|----|----|----|----|
| S | M | T | W | Th | F | S |
| | | | 1 | 2 | 3 | 4 |
| 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| 12 | 13 | 14 | 15 | 16 | 17 | 18 |
| 19 | 20 | 21 | 22 | 23 | 24 | 25 |
| 26 | 27 | 28 | 29 | 30 | | |

| MAY 2018 | | | | | | |
|----------|----|----|----|----|----|----|
| S | M | T | W | Th | F | S |
| | | 1 | 2 | 3 | 4 | 5 |
| 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| 13 | 14 | 15 | 16 | 17 | 18 | 19 |
| 20 | 21 | 22 | 23 | 24 | 25 | 26 |
| 27 | 28 | 29 | 30 | 31 | | |

9 Senior's Last Day
 11 Graduation
 14 10:00 a.m. Start
 8:00 a.m. In-Service
 23 Last Day of School
 24 In-Service

180/185

11 10:00 a.m. Start
 8:00 a.m. In-Service
 22 2:00 Dismissal
 End of 1st Semester
 25-29 No School
 Christmas Break

| DECEMBER 2017 | | | | | | |
|---------------|----|----|----|----|----|----|
| S | M | T | W | Th | F | S |
| | | | | | 1 | 2 |
| 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 10 | 11 | 12 | 13 | 14 | 15 | 16 |
| 17 | 18 | 19 | 20 | 21 | 22 | 23 |
| 24 | 25 | 26 | 27 | 28 | 29 | 30 |
| 31 | | | | | | |

| JUNE 2018 | | | | | | |
|-----------|----|----|----|----|----|----|
| S | M | T | W | Th | F | S |
| | | | | | 1 | 2 |
| 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 10 | 11 | 12 | 13 | 14 | 15 | 16 |
| 17 | 18 | 19 | 20 | 21 | 22 | 23 |
| 24 | 25 | 26 | 27 | 28 | 29 | 30 |

4 - 22 Summer School

87/90

Proposed SANTEE COMMUNITY SCHOOL CALENDAR 2018-2019

9-27 Summer School

| JULY 2018 | | | | | | |
|-----------|----|----|----|----|----|----|
| S | M | T | W | Th | F | S |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 8 | 9 | 10 | 11 | 12 | 13 | 14 |
| 15 | 16 | 17 | 18 | 19 | 20 | 21 |
| 22 | 23 | 24 | 25 | 26 | 27 | 28 |
| 29 | 30 | 31 | | | | |

| JANUARY 2019 | | | | | | |
|--------------|----|----|----|----|----|----|
| S | M | T | W | Th | F | S |
| | | 1 | 2 | 3 | 4 | 5 |
| 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| 13 | 14 | 15 | 16 | 17 | 18 | 19 |
| 20 | 21 | 22 | 23 | 24 | 25 | 26 |
| 27 | 28 | 29 | 30 | 31 | | |

1-2 No School
 3 Classes Resume
 21 No School
 M.L. King Jr. Day
 30 PLC 1-4pm
 Parent/Teacher
 Conferences 4-6pm

106/111

9 New Staff In-Service
 13-14 In-Service
 14 Community Night
 6:00 – 7:00
 15 First Day of School
 12:30 Dismissal
 31 2:45 Dismissal

| AUGUST 2018 | | | | | | |
|-------------|----|----|----|----|----|----|
| S | M | T | W | Th | F | S |
| | | | 1 | 2 | 3 | 4 |
| 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| 12 | 13 | 14 | 15 | 16 | 17 | 18 |
| 19 | 20 | 21 | 22 | 23 | 24 | 25 |
| 26 | 27 | 28 | 29 | 30 | 31 | |

| FEBRUARY 2019 | | | | | | |
|---------------|----|----|----|----|----|----|
| S | M | T | W | Th | F | S |
| | | | | | 1 | 2 |
| 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 10 | 11 | 12 | 13 | 14 | 15 | 16 |
| 17 | 18 | 19 | 20 | 21 | 22 | 23 |
| 24 | 25 | 26 | 27 | 28 | | |

18 No School - Presidents' Day
 27 PLC 1-4pm

125/130

3 No School - Labor Day
 28 No School -
 MAP Data Retreat and
 PLC
 Parent/Teacher
 Conferences 4-6 pm

| SEPTEMBER 2018 | | | | | | |
|----------------|----|----|----|----|----|----|
| S | M | T | W | Th | F | S |
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| 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| 16 | 17 | 18 | 19 | 20 | 21 | 22 |
| 23 | 24 | 25 | 26 | 27 | 28 | 29 |
| 30 | | | | | | |

| MARCH 2019 | | | | | | |
|------------|----|----|----|----|----|----|
| S | M | T | W | Th | F | S |
| | | | | | 1 | 2 |
| 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 10 | 11 | 12 | 13 | 14 | 15 | 16 |
| 17 | 18 | 19 | 20 | 21 | 22 | 23 |
| 24 | 25 | 26 | 27 | 28 | 29 | 30 |
| 31 | | | | | | |

1 No School (Snow Day Make Up)
 8 No School (Snow Day Make Up)
 13 PLC 1-4pm
 End of 3rd Quarter

144/149

5 2:15 Dismissal
 8 No School -
 Native American Day
 17 End of 1st Quarter
 PLC 1-4 pm
 19 1:45 Dismissal

| OCTOBER 2018 | | | | | | |
|--------------|----|----|----|----|----|----|
| S | M | T | W | Th | F | S |
| | 1 | 2 | 3 | 4 | 5 | 6 |
| 7 | 8 | 9 | 10 | 11 | 12 | 13 |
| 14 | 15 | 16 | 17 | 18 | 19 | 20 |
| 21 | 22 | 23 | 24 | 25 | 26 | 27 |
| 28 | 29 | 30 | 31 | | | |

| APRIL 2019 | | | | | | |
|------------|----|----|----|----|----|----|
| S | M | T | W | Th | F | S |
| | 1 | 2 | 3 | 4 | 5 | 6 |
| 7 | 8 | 9 | 10 | 11 | 12 | 13 |
| 14 | 15 | 16 | 17 | 18 | 19 | 20 |
| 21 | 22 | 23 | 24 | 25 | 26 | 27 |
| 28 | 29 | 30 | | | | |

3 Parent/Teacher
 Conferences 4-6 pm
 17 PLC 1-4pm
 18 No School (Snow Day Make Up)
 19-22 No School

163/168

7 Parent/Teacher
 Conferences 4-6 pm
 12 No School
 Veterans Day
 21 PLC 1-4pm
 22-23 No School

| NOVEMBER 2018 | | | | | | |
|---------------|----|----|----|----|----|----|
| S | M | T | W | Th | F | S |
| | | | | 1 | 2 | 3 |
| 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 11 | 12 | 13 | 14 | 15 | 16 | 17 |
| 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| 25 | 26 | 27 | 28 | 29 | 30 | |

| MAY 2019 | | | | | | |
|----------|----|----|----|----|----|----|
| S | M | T | W | Th | F | S |
| | | | 1 | 2 | 3 | 4 |
| 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| 12 | 13 | 14 | 15 | 16 | 17 | 18 |
| 19 | 20 | 21 | 22 | 23 | 24 | 25 |
| 26 | 27 | 28 | 29 | 30 | 31 | |

8 Senior's Last Day
 10 Graduation
 23 Last Day of School
 24 In-Service

179/185

20 PLC 1-4pm
 21 In-Service
 End of 1st Semester
 24-28 No School
 Christmas Break

| DECEMBER 2018 | | | | | | |
|---------------|----|----|----|----|----|----|
| S | M | T | W | Th | F | S |
| | | | | | | 1 |
| 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| 16 | 17 | 18 | 19 | 20 | 21 | 22 |
| 23 | 24 | 25 | 26 | 27 | 28 | 29 |
| 30 | 31 | | | | | |

| JUNE 2019 | | | | | | |
|-----------|----|----|----|----|----|----|
| S | M | T | W | Th | F | S |
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| 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| 16 | 17 | 18 | 19 | 20 | 21 | 22 |
| 23 | 24 | 25 | 26 | 27 | 28 | 29 |
| 30 | | | | | | |

3 - 21 Summer School

85/90

9-27 Summer School

| JULY 2018 | | | | | | |
|-----------|----|----|----|----|----|----|
| S | M | T | W | Th | F | S |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 8 | 9 | 10 | 11 | 12 | 13 | 14 |
| 15 | 16 | 17 | 18 | 19 | 20 | 21 |
| 22 | 23 | 24 | 25 | 26 | 27 | 28 |
| 29 | 30 | 31 | | | | |

| JANUARY 2019 | | | | | | |
|--------------|----|----|----|----|----|----|
| S | M | T | W | Th | F | S |
| | | 1 | 2 | 3 | 4 | 5 |
| 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| 13 | 14 | 15 | 16 | 17 | 18 | 19 |
| 20 | 21 | 22 | 23 | 24 | 25 | 26 |
| 27 | 28 | 29 | 30 | 31 | | |

1-2 No School
 3 Focus Team/PLC 9-3
 4 PD 9-2
 7 Students 1st Day
 21 No School-M.L. King Jr. Day
 30 PLC 1-4pm
 Parent/Teacher
 Conferences 4-6pm
 106/111

9 New Staff In-Service
 13-14 In-Service
 14 Community Night
 6:00 – 7:00
 15 First Day of School
 12:30 Dismissal
 31 2:45 Dismissal
 13/15

| AUGUST 2018 | | | | | | |
|-------------|----|----|----|----|----|----|
| S | M | T | W | Th | F | S |
| | | | 1 | 2 | 3 | 4 |
| 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| 12 | 13 | 14 | 15 | 16 | 17 | 18 |
| 19 | 20 | 21 | 22 | 23 | 24 | 25 |
| 26 | 27 | 28 | 29 | 30 | 31 | |

| FEBRUARY 2019 | | | | | | |
|---------------|----|----|----|----|----|----|
| S | M | T | W | Th | F | S |
| | | | | | 1 | 2 |
| 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 10 | 11 | 12 | 13 | 14 | 15 | 16 |
| 17 | 18 | 19 | 20 | 21 | 22 | 23 |
| 24 | 25 | 26 | 27 | 28 | | |

18 No School - Presidents' Day
 27 PLC 1-4pm
 125/130

3 No School - Labor Day
 28 No School -
 MAP Data Retreat and
 PLC
 Parent/Teacher
 Conferences 4-6 pm
 31/34

| SEPTEMBER 2018 | | | | | | |
|----------------|----|----|----|----|----|----|
| S | M | T | W | Th | F | S |
| | | | | | | 1 |
| 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| 16 | 17 | 18 | 19 | 20 | 21 | 22 |
| 23 | 24 | 25 | 26 | 27 | 28 | 29 |
| 30 | | | | | | |

| MARCH 2019 | | | | | | |
|------------|----|----|----|----|----|----|
| S | M | T | W | Th | F | S |
| | | | | | 1 | 2 |
| 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 10 | 11 | 12 | 13 | 14 | 15 | 16 |
| 17 | 18 | 19 | 20 | 21 | 22 | 23 |
| 24 | 25 | 26 | 27 | 28 | 29 | 30 |
| 31 | | | | | | |

1 No School (Snow Day Make Up)
 8 No School (Snow Day Make Up)
 13 End of 3rd Quarter
 20 Focus Teams/PLC 1-4 pm
 144/149

5 2:15 Dismissal
 8 No School -
 Native American Day
 17 End of 1st Quarter
 24 Focus Team/ PLC 1-4 pm
 19 1:45 Dismissal
 53/56

| OCTOBER 2018 | | | | | | |
|--------------|----|----|----|----|----|----|
| S | M | T | W | Th | F | S |
| | 1 | 2 | 3 | 4 | 5 | 6 |
| 7 | 8 | 9 | 10 | 11 | 12 | 13 |
| 14 | 15 | 16 | 17 | 18 | 19 | 20 |
| 21 | 22 | 23 | 24 | 25 | 26 | 27 |
| 28 | 29 | 30 | 31 | | | |

| APRIL 2019 | | | | | | |
|------------|----|----|----|----|----|----|
| S | M | T | W | Th | F | S |
| | 1 | 2 | 3 | 4 | 5 | 6 |
| 7 | 8 | 9 | 10 | 11 | 12 | 13 |
| 14 | 15 | 16 | 17 | 18 | 19 | 20 |
| 21 | 22 | 23 | 24 | 25 | 26 | 27 |
| 28 | 29 | 30 | | | | |

3 Parent/Teacher
 Conferences 4-6 pm
 17 PLC 1-4pm
 18 No School (Snow Day Make Up)
 19-22 No School
 163/168

7 Parent/Teacher
 Conferences 4-6 pm
 12 No School- Veterans Day
 21 Focus Team/ PLC 1-4pm
 22-23 No School
 71/75

| NOVEMBER 2018 | | | | | | |
|---------------|----|----|----|----|----|----|
| S | M | T | W | Th | F | S |
| | | | | 1 | 2 | 3 |
| 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 11 | 12 | 13 | 14 | 15 | 16 | 17 |
| 18 | 19 | 20 | 21 | 22 | 23 | 24 |
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| MAY 2019 | | | | | | |
|----------|----|----|----|----|----|----|
| S | M | T | W | Th | F | S |
| | | | 1 | 2 | 3 | 4 |
| 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| 12 | 13 | 14 | 15 | 16 | 17 | 18 |
| 19 | 20 | 21 | 22 | 23 | 24 | 25 |
| 26 | 27 | 28 | 29 | 30 | 31 | |

8 Senior's Last Day
 10 Graduation
 15 Focus Team/PLC
 22 Last Day Elementary
 23 H.S. Blitz Day-2:00 Dismissal
 24 In-Service
 179/185

12 Focus Team/PLC 1-4
 20 Last Day Elementary
 21 No Elementary/HS Blitz
 End of 1st Semester
 24-28 No School
 Christmas Break
 85/90

| DECEMBER 2018 | | | | | | |
|---------------|----|----|----|----|----|----|
| S | M | T | W | Th | F | S |
| | | | | | | 1 |
| 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| 16 | 17 | 18 | 19 | 20 | 21 | 22 |
| 23 | 24 | 25 | 26 | 27 | 28 | 29 |
| 30 | 31 | | | | | |

| JUNE 2019 | | | | | | |
|-----------|----|----|----|----|----|----|
| S | M | T | W | Th | F | S |
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| 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| 16 | 17 | 18 | 19 | 20 | 21 | 22 |
| 23 | 24 | 25 | 26 | 27 | 28 | 29 |
| 30 | | | | | | |

3 - 21 Summer School

Staff Proposal for 2018-2019

The current FTE for 2017-2018 is 32.

We have two resignations repurposed to STEM Facilitator and CTE Coordinator and one repurposed FTE from full-time substitute to a full time school counselor. The counselor addition is in anticipation of a future opening. We are growing our own counselor to move into that position. This position will also sub when needed and works within the schedule.

Net effect is 0.

We would like to add 1 FTE for Industrial Technology/Arts. If Industrial Technology/Arts is not available, computer science will be the alternative. Computer science supports efforts aligned with building a strong CTE program and supports STEM. In addition, options for industrial technology through alternative offerings will be explored with neighboring districts.

Net effect is +1.

The proposed FTE for 2018-2019 would be 33. Therefore, we need the Board to approve one additional FTE for 2018-2019.

*One of the repurposed positions from the resignations is using the 3 year old teaching position to cover the CTE coordinator for our initial implementation period. We would like to preserve the 3 year old preschool teacher position for a current employee who will be certified in 2019-2020. An evaluation of the CTE coordinator position would be performed to determine if an additional FTE would be necessary.

We would like to implement and house our own Behavior (Tower) program. It will take a certain amount of time to transition and build the program. Tentatively, we will begin housing the program in the district in the 2019-2020. We would offset the costs of hiring a teacher to run a Special Education program with the costs associated with Tower.

Net effect is 0.