

Isanti Community School

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

Present: 4, Absent: 2.

Anita out of town and Dewayne unknown

I. Call to Order and Pledge of Allegiance

II. Nebraska Open Meetings Law

III. Roll Call

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

IV. Public Comment & Recognition of Guests

V. Approve the minutes of the November 12, 2025 Regular Board Meeting.

It was moved by Larry Thomas and seconded by Sidney Tuttle to approve November 12, 2025 regular board meeting.

Roll call vote: Passed

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

VI. Treasurer Report

Supt. Shepard gave an update on the State Aid formula and possible changes.

VII. Approve Outstanding Payables

It was moved by Larry Thomas and seconded by Susan Pike to approve the payables as presented.

Roll call vote: Passed

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

VIII. Discussion and Action Items

VIII.A. 2026-2027 Negotiated Agreement

Discussion was held on the attached summary of base salary, 2026-27 increasing by \$1000, bringing base to 44,320; graduation extra duty, the same rate as Prom (4); Retention &

Incentive Payment conversation for 2026-27 is deferred until Spring 2026; Article VIII Part C: Sick Bank - Voluntary Donations of Sick Leave; Compensatory Days.

It was moved by Sidney Tuttle and seconded by Larry Thomas to approve the 2026-2027 Negotiated Agreement as presented.
Roll call vote: Passed

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

VIII.B. 2026-2027 Calendar

Mrs. Romkema explained the differences between the 3 calendars and the pros and cons of a 4 day school week. Susan Pike asked how a 4 day work week would impact para hours/wages. Directive for surveys to be completed by end of January.

IX. **Reports**

IX.A. Superintendent

Supt. Shepard reminded board members to turn in receipts for the Omaha conference. He shared the State Auditors Investigation is completed. It's been turned over to another entity. Board member terms are up for Waylon LaPlante, Susan Pike, Anita LaPointe. Attorney Bobby Truhe will be here to present for Middle School and High School and then he would visit Administrators about Sped laws.

IX.B. EC Director, ELEM Principal & MS-HS Principal

IX.C. Committee Reports

X. ***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.

XI. **Adjourn**

It was moved by Susan Pike and seconded by Larry Thomas to adjourn at 1:03pm.
Roll call vote: Passed

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

Base Salary

For 2024-25: \$42,320

For 2025-26: \$43,320 (\$1000 increase)

Proposal for 2026-27:

Increase the base by \$1000 again, bringing base to \$44,320

Graduation Extra Duty

At same rate as Prom (4%)

Retention & Incentive Payment

For the 2026-27 Contract

The Isanti Community School Board of Education and Santee Education Association agree to defer discussion of Retention & Incentive Payment for the 2026-27 School year to Spring 2026.

If such payments are approved, they will be included as an addendum to the Master Contract.

Article VIII Part C: Sick Bank

Voluntary Donation of Sick Leave

The purpose of this voluntary sick leave is to provide relief for employees who, by reason of prolonged absence caused by serious medical situations, are likely to suffer financial hardship. This policy allows certificated employees to voluntarily donate sick leave to provide assistance to a fellow certificated employee affected by a medical situation that requires absence from duty for a prolonged period of time. Eligibility for an employee to receive shared sick leave will be granted based upon meeting conditions detailed below. Upon submission of a donation request and verification of eligibility to receive a donation, the Superintendent/Business Manager will inform Certificated Staff of the request for donated leave.

- Only certificated staff/teachers are eligible to donate or receive sick leave dates. Certificated staff that are less than 1.0FTE that receive sick leave benefits are also eligible to participate.
- Administrators may choose to donate sick leave to certified staff/teachers that qualify based upon the criteria below; however, certified staff/teachers may not donate to administrators
- Donations of sick leave are made to a specific employee with an approved application for donated sick leave
- Donations of sick leave can only be accepted by employees with an approved application for donation as a result of serious medical condition or for the care of an immediate family member
- Donation of sick leave are only for certificated staff after the employee has exhausted all available sick and discretionary leave
- A donor certificated staff member may not reduce his/her sick leave balance below 10 days total (current year and carried over)
- A donor is limited to donating ten (10) days per school year. All donations must be made in full day increments
- Maternity leave shall not be included as part of the voluntary shared sick leave unless deemed medically necessary for an extended absence and accompanied by a physician's documentation

- Unused donated sick leave will be returned to those that donated on a pro-rata basis, if possible.
- Participation in sick leave donation is voluntary. The donating employee may not receive compensation in any form for the donation of sick leave
- Certificated employees are limited to using voluntary shared sick leave days until such time as they qualify for disability. Once an employee qualifies for disability, he/she will no longer be allowed to use donated sick leave days, and any unused days will be returned to donors pro-rata
- The maximum number of donated sick leave days that a person may receive shall be limited to thirty (30) days per school year

PROPOSAL:

Compensatory Days

In addition to the professional duties of the assignment of the Certified teacher as described in this contract and the Staff Handbook, and in addition to any Extra Duty assignments for which a Certified teacher receives requisite compensation, Certified teachers will be asked to complete required tasks outside of the normal 8:00am – 4:00pm contract day.

As such, in exchange for completing these tasks, the District agrees to providing Compensatory Days (one in Fall Semester, one in Spring Semester)

- Fall Semester Expectations
 - Fall Parent Teacher Conferences (2 hours credit)
 - Completion of Mandatory Staff Training Videos (2 hours credit)
 - Two school activities during Fall Semester (2 hours each, 4 hours total)
 - i.e. athletics, fine arts, Title night
 - Alternate school activity as approved by Administration
- Spring Semester Expectations
 - Spring Parent Teacher Conferences (2 hours credit)
 - High School Graduation (2 hours credit)
 - Two school activities during Spring Semester (2 hours each, 4 hours total)
 - i.e. athletics, fine arts, Title night
 - Alternate school activity as approved by Administration

Certified teachers that do not meet the 8 hour expectation for the Compensatory Day within the semester will be required to take Discretionary Leave to make up the difference.