Open Meetings Commission

2025-03 Rapid City Area School District

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Attorney General
JUN 30 2025

MINNEHAHA COUNTY
OFFICE OF THE STATE'S ATTORNEY

Daniel K. Haggar
State's Attorney

Administration Building
415 North Dakota Avenue
Sioux Falls, SD 57104
Telephone: (605) 367-4226
Telefax: (605) 367-4306

June 23, 2025

Office of the Attorney General
Attn: Open Meetings Commission
1302 E. Hwy 14, Suite 1
Pierre, SD 57501-8501

Re: Swigart Open Meetings Complaint regarding the Rapid City Area School Board

Dear Commissioners:

This office originally received the above referenced Open Meetings Complaint by and through the Pennington County State's Attorney's Office ("PCSAO"). The PCSAO referred it to our office after the PCSAO determined that it had a conflict addressing this complaint in light of one of its employees serving as a member of the Rapid City Area School Board ("RCASB").

Following the referral to our office, we reviewed the complaint and allegations contained therein, to wit:

1. The RCASB went into executive session to discuss termination in violation of SDCL 1-25-2;
2. The RCASB went into executive session without the majority vote of the members of the RCASB in violation of SDCL 1-25-2;
3. The RCASB failed to keep detailed meeting records in violation of SDCL 1-25-3; and
4. The RCASB engaged in conduct attempting to circumvent SDCL 1-25-2 and open meeting laws by making decisions without a quorum and then later ratifying such decisions with a quorum.

Following our internal review, we sought the investigative services of the Lincoln County Sheriff's Office[1] ("LCSO"). Det. Leah Stroschein with the LCSO investigated this complaint. She has completed her report and has presented that to our office.

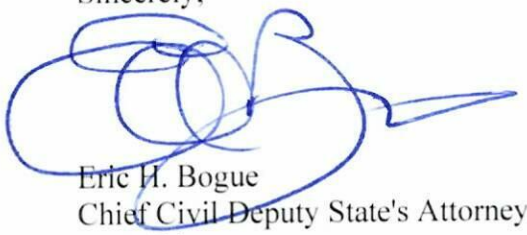
After reviewing the original complaint and Det. Stroschein's report, we have decided to send the complaint and investigation file to the South Dakota Open Meetings Commission for your review and any further action they choose to take pursuant to SDCL 1-25-6(3).

[1] We first sought the investigative services of the Minnehaha County Sheriff's Office ("MCSO"). However, the MCSO determined that it also had a conflict which prevented it from investigating these allegations.

I have enclosed a copy of the original Complaint and supporting materials as well as a copy of Det. Stroschein's report for your review.

If you have any questions about this matter or this office's response, please don't hesitate to contact our office.

Sincerely,



Eric H. Bogue
Chief Civil Deputy State's Attorney
EHB/ehb
En:

Roetzel Lara

From: Nicole Swigart <nicoleswigart8@gmail.com>
Sent: Friday, November 22, 2024 12:40 PM
To: Roetzel Lara
Subject: Re: copy

Dear State's Attorney Roetzel-

Thank you for your email with clear communication on what to expect. I appreciate the time being dedicated to this matter.

Happy Thanksgiving,

Nicole Swigart

Sent from my phone

On Fri, Nov 22, 2024 at 12:32 PM Roetzel Lara <larar@pennco.org> wrote:

> Dear Ms. Swigart,
>
> Your Complaint has been received and you will be notified of next steps by one of my Civil Deputies next week.
>
> Best,
>
> Lara R. Roetzel
>
> Pennington County State's Attorney

From: Nicole Swigart <nicoleswigart8@gmail.com>
Sent: Thursday, November 21, 2024 4:25 PM
To: Roetzel Lara <larar@pennco.org>
Subject: Fwd: copy

CAUTION: This email is from an outside source. Use caution before opening attachments, clicking links or providing confidential information.

Hello, Pennington County State's Attorney Lara Roetzel-

I'm following up with an email after dropping off an envelope at your office. Attached is a scanned PDF of the documents I delivered.

The envelope and this email contain my Open Meeting Violations Complaint concerning the Rapid City Area Schools Board of Education.

You received the originals for your records and now my PDF scan of what I dropped off.

I appreciate the time you will dedicate to reviewing my complaint and determining the next steps.

If you have any questions or want additional information regarding my complaint, please do not hesitate to contact me.

Sincerely,

Nicole Swigart

(605)381-2193

nicoleswigart8@gmail.com

This e-mail, including any attachments, is confidential, may be legally privileged, and is covered by the Electronic Communications Privacy Act, 18 USC §§ 2510-2521. If you are not the intended recipient, you are hereby notified that any retention, disclosure, distribution, or copying of this information is strictly prohibited. If you are not the intended recipient, please reply to the sender that you have received this message in error and then delete it and any attachments.

Roetzel Lara

From: Nicole Swigart <nicoleswigart8@gmail.com>
Sent: Thursday, November 21, 2024 4:25 PM
To: Roetzel Lara
Subject: Fwd: copy
Attachments: swigart.pdf

CAUTION: This email is from an outside source. Use caution before opening attachments, clicking links or providing confidential information.

Hello, Pennington County State's Attorney Lara Roetzel-

I'm following up with an email after dropping off an envelope at your office. Attached is a scanned PDF of the documents I delivered.

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I appreciate the time you will dedicate to reviewing my complaint and determining the next steps.

If you have any questions or want additional information regarding my complaint, please do not hesitate to contact me.

Sincerely,

Nicole Swigart
(605)381-2193
nicoleswigart8@gmail.com

Via Hand Delivery &; Email
larar@pennco.org
Lara Roetzel, State's Attorney
Pennington County
130 Kansas City St #300
Rapid City, SD 57701

Re: Open Meeting Violations Complaint
Rapid City Area Schools Board of Education

Dear Pennington County State's Attorney Roetzel:

Enclosed is my Complaint signed under oath pertaining to Open Meeting Violations that I believe were committed by the Rapid City Area Schools Board of Education (Board).

I request you prosecute the complaint or send it to the South Dakota Open Meetings Commission for further action.

As set forth in the Complaint, I believe the Board violated the open meeting laws by:

(1) Having a closed meeting to discuss termination (violating SDCL 1-25-2);

(2) Having a closed meeting without first approving of such a meeting in an open meeting (violating 1-25-2);

(3) Not keeping detailed meeting notes (violating SDCL 1-25-3); and

(4) (4) Engaging in conduct that attempted to circumvent SDCL 1-25-2 and public meeting laws by making decisions without a quorum and then ratifying those decisions with a quorum.

If additional information is requested from me, I can be reached at: (605)381-2193 or nicoleswigart8@gmail.com

Thank you.

Nicole Swigart

Nicole Swigart

Open Meeting Violation Complaint-Rapid City Area Schools Board of Education

1. SDCL 1-25-2 provides that "[e]xecutive or closed meetings may be held for the ***sole*** purposes of: (1) Discussing the qualifications, competence, performance, character or fitness of any public officer or employee or prospective public officer or employee. The term, employee, does not include any independent contractor;" and five other (non-relevant) enumerated topics. SDCL 1-25-2 (emphasis added).

2. The exceptions in SDCL 1-25-2 are strictly construed to enforce its purpose of eliminating secrecy of governmental decision-making affecting the public interest. *See, e.g., Rice v. Union Cnty. Reg'l High Sch. Bd. of Ed.*, 155 N.J. Super. 64, 70, 382 A.2d 386, 388 (App. Div. 1977) ("It necessarily follows that any exception from the full public disclosure mandated by the statute is to be strictly construed."); *Blackburn v. Bd. of Educ. of Martin Cnty.*, No. 2014-CA-000516-MR, 2016 WL 99135, at *4 (Ky. Ct. App. Jan. 8, 2016) ("There are limited exceptions to the open meeting rule. . . . These exceptions shall be strictly construed, . . . so as to avoid improper or unauthorized closed, executive or secret meetings."); *Dist. Att'y for N. Dist. v. Sch. Comm. of Wayland*, 455 Mass. 561, 563, 918 N.E.2d 796, 798 (2009) ("The open meeting law reflects a general policy that all meetings of a governmental body should be open to the public unless exempted by the statute. . . . The Legislature designed the open meeting law to eliminate much of the secrecy surrounding the deliberations and decisions on which public policy is based.").

3. SDCL 1-25-2 then states that: "[h]owever, any official action concerning the matters pursuant to this section shall be made at an open official meeting. An executive or closed meeting ***must be held only*** upon a majority vote of the members of the public body present and voting, and discussion during the closed meeting is restricted to the purpose specified in the closure motion. . . . A violation of this section is a Class 2 misdemeanor." SDCL 1-25-2 (emphasis added).

4. Failure to comply with the procedural requirements for closed meetings may void any decisions reached during such meetings in order to enforce "open meeting" laws. *See, e.g., Dist. Att'y for N. Dist. v. Sch. Comm. of Wayland*, 455 Mass. 561, 566, 918 N.E.2d 796, 800 (2009) ("The burden to show the need for a closed session rests on the government. The exceptions in [an open meeting statute] allowing a governmental body to meet in executive session may not be used to circumvent the requirements of the open meeting law."); *Carter v. Smith*, 366 S.W.3d 414, 420–25 (Ky. 2012) ("A public agency cannot ratify actions improperly taken in closed session. When conversations and actions regarding the public's business should not have occurred in private in the first place, an agency cannot render those actions valid by simply taking a vote in open session without any discussion of the matter."); *Blackburn v. Bd. of Educ. of Martin Cnty.*, No. 2014-CA-000516-MR, 2016 WL 99135, at *4 (Ky. Ct. App. Jan. 8, 2016) (affirming the holding in *Carter* that decisions improperly made during a closed meeting, even if then formally enacted in an open meeting, are voidable).

5. SDCL 1-25-3 states that there shall be kept "detailed minutes of the proceedings of all regular or special meetings. . . . A violation of this section is a Class 2 misdemeanor."

6. The Rapid City Area Schools Board of Education ("Board") is required to comply with these laws.

7. I was formerly employed by the Board as a Superintendent. The Board was my direct supervisor and set my conditions of employment including such matters as leave, counseling, discipline, and termination.

8. In June, July and August of 2024, the Board held various meetings and at times went into Executive Sessions (or "closed meetings") to discuss the separation of my employment from the Rapid City School District.

9. These meetings were in violation of SDCL 1-25-2 because SDCL 1-25-2 only allows closed meeting regarding personnel for the limited purpose of "[d]iscussing the qualifications, competence, performance, character or fitness of any public officer or employee or prospective public officer or employee." SDCL 1-25-2 does not allow closed meetings for other personnel discussions such as termination.

10. Additionally, none of these closed meetings were held pursuant to a majority vote of the members of the Board during an open meeting as required by SDCL 1-25-2.

11. On June 27, 2024, while out of town at a conference with School District administrators, I was notified I was expected to attend a meeting on Monday, July 1, 2024, to go over a disciplinary Conference Review, the OCR Report, and a discussion on moving forward. Just 21 minutes prior the meeting I was provided the 5 page conference review and a detailed Board statement that was to be released to all media outlets, parents, and employees. In the Conference Review on July 1, 2024, the Board's in-house attorney Kelsey Parker and President Bishop Carr informed me of the Board's decision to place me on a 30-day suspension that included numerous requirements to be completed during a required and unpaid leave that was to be taken from July 2 to July 31, 2024. No motion was made in any open meeting related thereto.

12. On July 18, 2024, I was provided Notice from the Board of an intention to terminate my employment. No motion was made in any open meeting related thereto.

13. During the May 31st to August 6th 2024 time period, there were numerous decisions related to my employment that were made during time periods in which the Board met yet no motions regarding my employment were made. The Board met 5 times for regular meetings (6/3, 6/18, 7/3, 7/16, 8/6) and 4 times for executive session only meetings (5/31, 6/26, 7/24, 7/30). I am aware it the Board/Board members also met and/or communicated on other various dates where there was a quorum meeting that was not

announced and where there was not a quorum and not announced and where no motio and official minutes were done. Yet, Board decisions were communicated to me including but not limited to decisions made as to exit strategies and settlement offers. None of the regular, executive session only, or unannounced meetings with or without a quorum included open meeting votes on topics related to my employment. Such conduct suggests that communications were taking place and decisions being made in violation of open meeting laws. *See e.g. Esperanza Peace & Just. Ctr. v. City of San Antonio*, 316 F. Supp. 2d 433, 476 (W.D. Tex. 2001) (stating there is a violation of public meeting rules if a government engages in "serial meetings of less than a quorum, and then ratif[ies] at a public meeting the votes already taken in private"); *Willmann v. City of San Antonio*, 123 S.W.3d 469, 474 (Tex. App. 2003) (same).

14. The August 2024 minutes as to my termination do not list a motion to terminate "without/no cause", including a severance package, and payment for unused PTO; instead, the Board's lack of transparency to the public implied I was terminated "for cause", specifically: racism and discrimination both of which the Board knows there is no existing proof that I personally made the statements attributed to me in the OCR report.

15. The minutes also reflected my payout of PTO and retirement pay in line items hiding both. The August 2024 minutes have the severance pay hidden under payroll, and the September 17, 2024 minutes have my supplemental retirement pay under a claim from SDRS. This is different for me than done for other employees. In fact, SDRS does not put in a claim for payment but that is how the School District here made it look.

16. I believe the conduct of the Board as set forth above violates South Dakota's laws related to open meetings under SDCL 1-25-2 and 1-25-3.

17. The Board minutes can be found at: https://rcas.org/our-district/282-autosave-v1/. Detailed notes of the meetings were not kept in violation of SDCL 1-25-3.

Dated this 21 day of November, 2024.

Nicole Swigart

Subscribed and sworn before me this
21 day of November, 2024.

SD Commission Exp: March 22, 2029

K L GALE NOTARY SEAL PUBLIC STATE OF SOUTH DAKOTA

Status	Pending
Report Type	Patrol
Primary Officer	Leah Stroschein
Investigator	Leah Stroschein
Reported At	03/24/25 14:33
Incident Date	03/24/25 14:33
Incident Code	MTA : Assist Other Agencies
Location	
Zone	
Disposition	Sent to State's Attorney
Disposition Date/Time	03/27/25 15:47
Disposition Comments	
Sent to MCSAO on 3/27/25	
Review for Gang Activity	None
Marsy's Law Card	No

Unspecified

SWIGART, NICOLE LYN
Female, DOB 10/7/67

5954 TERRA CT
BLACK HAWK, SD 57718

(605) 381-2193 Cell
nicoleswigart8@gmail.com Email

Primary Narrative By Leah Stroschein

On or about December 5, 2024, Lincoln County Sheriff's Office was contacted by Minnehaha County State's Attorney Haggar requesting assistance with a conflict case from the Rapid City School District (open meetings violation). It was reported Deputy State's Attorney Bogue would be handling the initial review and will forward all information to the Lincoln County Sheriff's Office.

On March 24, 2025, I, Detective Stroschein, received Nicole Swigart's complaint from DSA Bogue. (See attached complaint for further detail.) On March 24th and 25th, I reviewed the Rapid City Area Schools Board of Education agendas, minutes, and meetings which are posted online. I reviewed meetings from June 3, 2024 to October 1, 2024. Below is a summary of these meetings:

-June 3, 2024: Public forum about Swigart's comments in the OCR (Office of Civil Rights) report; Board Member Swan reported the Board has plans; Swigart made statement/apology "I do not recall choosing those words," "deeply regret misinterpretation/miscommunication"; Board Member Baker commented the Board has not had a chance to speak about the report with Swigart and hear her side; Executive session afterward
-June 18, 2024: Nothing notable; Executive session afterward
-June 26, 2024: Executive session only
-July 2, 2024: Public forum discussed suspension and Swigart's statements and/or apology; Board response to public forum-decisions not taken lightly
-July 3, 2024: Public forum to request removal of superintendent; Executive session afterward

-July 16, 2024: Public forum to request removal of superintendent; Board member noted everything can't be public and that is difficult; Executive session afterward
-July 24, 2024: Executive session only
-July 30, 2024: Executive session only
-Aug 6, 2024: Public forum discussing superintendent issues and if Swigart has been fired or not; Reminder from board members that things discussed in executive session are confidential and need to remain confidential; Executive session afterward
-Aug 13, 2024: Public forum (30+ individuals), per Swigart on July 18 was sent a letter of intent to terminate if she didn't retire or resign, states was directed by board to "smooth things over" with an apology in June meeting, short executive session, Swigart terminated, open discussion afterward, Executive session
-Aug 20, 2024: Nothing notable
-Sept 3, 2024: Nothing notable
-Sept 10, 2024: Executive session only
-Sept 13, 2024: Nothing notable
-Sept 17, 2024: Nothing notable
-Sept 19, 2024: Executive session only
-Sept 24, 2024: Nothing notable
-Oct 1, 2024: Nothing notable

It should be noted the termination and leave options per several agendas: resign, resign/breach, offer declined, job abandonment, offer rescinded, assignment ended, and retire.

On March 26, 2025 at 0933 hours, I made phone contact with Nicole Swigart. Nicole further explained the situation as a whole; her ultimate termination as Superintendent of the Rapid City Area Schools (RCAS). Nicole reports she has been employed with RCAS for thirty three (33) years, became the Interim Superintendent in 2022, and the full time Superintendent in 2023. Nicole explained the Office of Civil Rights (OCR) began an investigation into disparagement of Native and non-Native students in 2010. She denies there was any communication from OCR between Spring 2023 and April 2024. On May 21, 2024, the school board signed an agreement from OCR based on the findings of the investigation. On May 28, 2024, OCR released a twenty plus (20+) page report to the media. On page sixteen (16) of the report, OCR included what Nicole states are "inaccurate" statements allegedly made by her. The OCR report notes racist statements made by Nicole referencing Native American students and families. Nicole stated the OCR did not provide any proof, transcripts, recordings, or quotes from interviews conducted during their investigation; therefore don't have any proof Nicole made the alleged racist statements. Nicole further noted NDN Collective is a group/agency in Rapid City who promotes Native American rights. She feels the school district was receiving pressure from NDN Collective to sign the agreement provided by OCR.

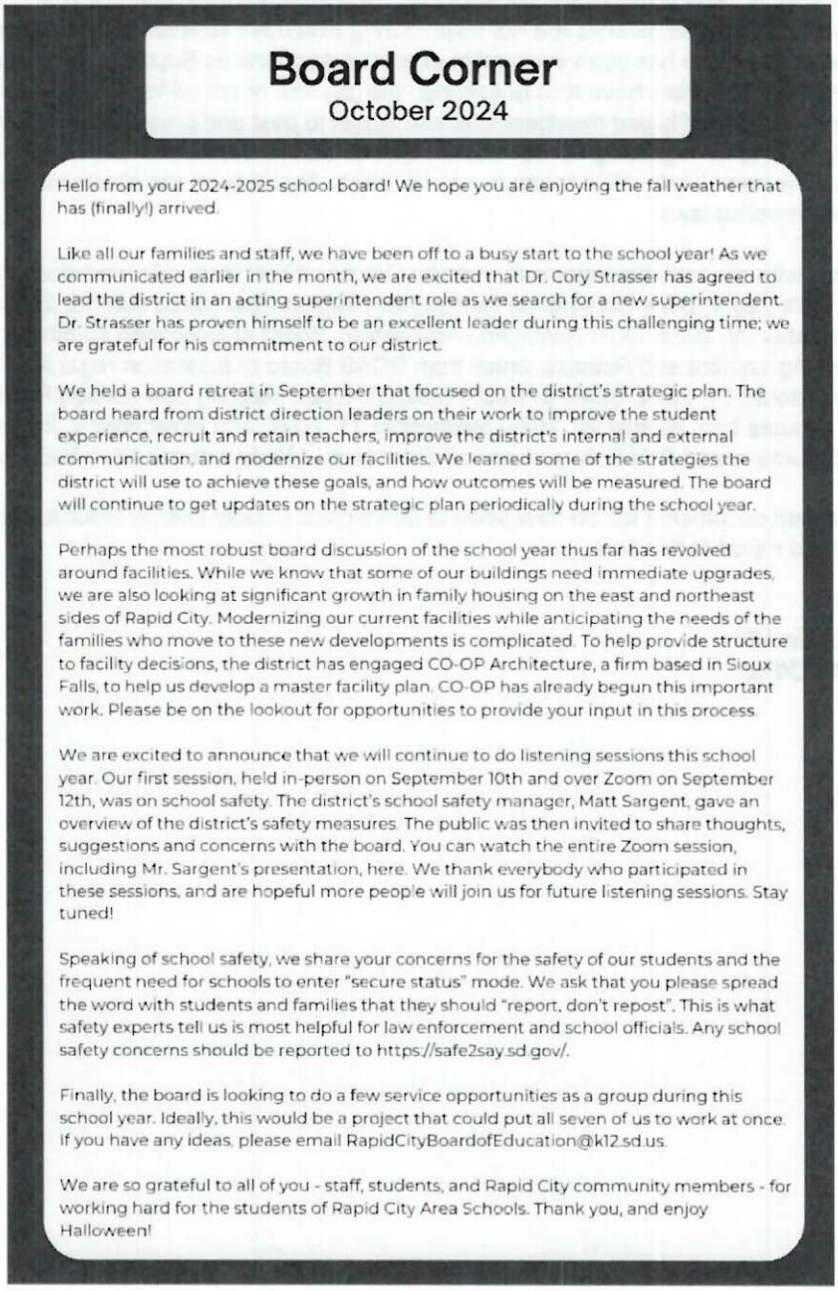
In response to OCR's report, Nicole reports she was notified in late June 2024 that she would be suspended from July 2, 2024 through the end of July 2024 with requirements to complete cultural competency training and other specific requirements. Nicole reports all of these decisions were made by the Board of Education during executive session and were not put to a public vote. She further notes the RCAS Superintendent and Chief Financial and Operations Officer (CFOO) are the only employees directly under the supervision of the Board of Education, all other employees are under the Superintendent. On July 18, 2024 (in the middle of her suspension), Nicole was contacted by her lawyer who was sent a Notice of Termination by RCAS. The Notice of Termination was provided on July 18, 2024 and Nicole was given until August 20, 2024 to resign or retire. The vote was scheduled for a meeting on August 20, 2024, but was moved to August 13, 2024 as a single topic meeting; Superintendent's termination. Nicole states during the August 13th meeting, Board President Bishop Carr stated "no decision has been made" regarding her termination. Nicole argues this to be inaccurate as she had been given a Notice of Termination letter on July 18th. She further stated she "did not broadcast" she had been given the termination letter. Nicole states her termination was "without cause" but this was not documented anywhere. Per local news, most assumed she was terminated "with cause" due to the OCR report. She further noted the OCR investigation began in 2010, well before she became Superintendent. She was provided a severance package to include four (4) months of pay; paid out in one lump sum. She was also paid out her Paid Time Off (PTO) and sick leave. Nicole expressed concerns these amounts were not listed in agendas as such or specifically tied to her, but rather under SDRS claims and general payroll line items. Nicole applied for and was approved unemployment benefits, although she did not collect it. She stated she would not have been approved for unemployment benefits had she been terminated "for cause." She was eligible for retirement at the time she was terminated, so took that route instead.

Overall, Nicole reports concerns the Board of Education is violating open meeting laws specifically by having executive sessions and then not voting publicly after such sessions. She feels this has been a long term problem and further recognized the Board of Education has operated like this under several presidents and commented it's one of those "we've always done it this way" type of things. She knows from historical dealings, the Board of Education does not vote in executive session but rather reaches consensus. Nicole further notes all Board of Education meetings between June 3, 2024 and August 13, 2024 included executive session or were solely executive session meetings. She notes there were "no further actions" after these executive sessions. She is aware most districts vote publicly after executive sessions are held. Nicole also noted minutes are not taken during executive session, which she does not agree with. She is aware of this practice as she has been involved in executive sessions as Superintendent (on unrelated matters). Nicole notes previous board members have also questioned the practice of not taking minutes during executive session. She provided a list of past board members who can speak to past and present board practices. I asked what Nicole was specifically looking for regarding her complaint. She noted she would like to know what the discussions were in executive sessions from July 2, 2024 through July 18, 2024. Nicole feels the above-mentioned actions are a severe violation of open meeting laws.

Nicole sent me an email with several attachments to include: October 2024 "Board Corner" document, RCAS Claims Report 9/17/2024, Nicole's July 1, 2024 Conference Review, termination letter dated July 18, 2024, twenty eight (28) page OCR report dated May 29, 2024, OCR Resolution Agreement, Board of Education statement regarding Nicole's suspension, Settlement Agreement and Release, email from RCAS Board of Education regarding interim Superintendent dated October 11, 2024, Guide to South Dakota's Open Meeting Law revised Fall 2015, RCAS Board of Education Meeting minutes from August 20, 2024, September 17, 2024, and November 4, 2024 meetings, RCAS New Board Member document, and RCAS August payroll document. (All documents have been attached to this case.)

This report and all attached documents will be forwarded to Minnehaha County Deputy State's Attorney Bogue for review. Nothing further to report at this time.

Detective Leah Stroschein A27
Lincoln County Sheriff's Office



Board Corner
October 2024

Hello from your 2024-2025 school board! We hope you are enjoying the fall weather that has (finally!) arrived.

Like all our families and staff, we have been off to a busy start to the school year! As we communicated earlier in the month, we are excited that Dr. Cory Strasser has agreed to lead the district in an acting superintendent role as we search for a new superintendent. Dr. Strasser has proven himself to be an excellent leader during this challenging time; we are grateful for his commitment to our district.

We held a board retreat in September that focused on the district's strategic plan. The board heard from district direction leaders on their work to improve the student experience, recruit and retain teachers, improve the district's internal and external communication, and modernize our facilities. We learned some of the strategies the district will use to achieve these goals, and how outcomes will be measured. The board will continue to get updates on the strategic plan periodically during the school year.

Perhaps the most robust board discussion of the school year thus far has revolved around facilities. While we know that some of our buildings need immediate upgrades, we are also looking at significant growth in family housing on the east and northeast sides of Rapid City. Modernizing our current facilities while anticipating the needs of the families who move to these new developments is complicated. To help provide structure to facility decisions, the district has engaged CO-OP Architecture, a firm based in Sioux Falls, to help us develop a master facility plan. CO-OP has already begun this important work. Please be on the lookout for opportunities to provide your input in this process.

We are excited to announce that we will continue to do listening sessions this school year. Our first session, held in-person on September 10th and over Zoom on September 12th, was on school safety. The district's school safety manager, Matt Sargent, gave an overview of the district's safety measures. The public was then invited to share thoughts, suggestions and concerns with the board. You can watch the entire Zoom session, including Mr. Sargent's presentation, here. We thank everybody who participated in these sessions, and are hopeful more people will join us for future listening sessions. Stay tuned!

Speaking of school safety, we share your concerns for the safety of our students and the frequent need for schools to enter "secure status" mode. We ask that you please spread the word with students and families that they should "report, don't repost". This is what safety experts tell us is most helpful for law enforcement and school officials. Any school safety concerns should be reported to https://safe2say.sd.gov/.

Finally, the board is looking to do a few service opportunities as a group during this school year. Ideally, this would be a project that could put all seven of us to work at once. If you have any ideas, please email RapidCityBoardofEducation@k12.sd.us.

We are so grateful to all of you - staff, students, and Rapid City community members - for working hard for the students of Rapid City Area Schools. Thank you, and enjoy Halloween!

Board Corner Oct 2024

Comments:

Outlook

Fw: Moving Forward Together on Behalf of the RCAS Board of Education

From Swigart, Scott W <Scott.Swigart@k12.sd.us>
Date Sun 10/20/2024 1:52 PM
To nicoleswigart8@gmail.com <nicoleswigart8@gmail.com>

From: Schaefbauer, Bobbi <Bobbi.Schaefbauer@k12.sd.us>
Sent: Friday, October 11, 2024 2:06 PM
Subject: Moving Forward Together on Behalf of the RCAS Board of Education

Please read below from the Board of Education-

To our staff,

We understand that the last few months have been challenging and a time of transition and uncertainty. We are truly grateful for your patience, understanding, and continued commitment to our students during this time.

After reviewing interim superintendent applications, conducting interviews, and considerable discussion and collaboration with the administration, the board has chosen a path forward.

After a thorough review and careful consideration of applicants for the interim superintendent position, the board was unable to locate someone who we feel confident is the right fit for RCAS in that role. Following that determination, the board and administration developed a plan for leading the district while the search for our next superintendent is ongoing.

Dr. Strasser will remain in the role of Acting Superintendent. He will utilize current administrative staff and resources to assist him in continuing the work with principals through PLCs, PD, and mentorship. We recognize that this work is vital and has a very direct impact on our students and staff. It is of utmost importance that we do not lose momentum on this work.

These choices allow for consistency and avoid the district investing considerable resources in an interim superintendent who would be with us for less than a full school year.

The board will begin the task of searching for and choosing our district's next leader in the next few weeks. We will work collaboratively with our staff and community to choose the absolute best fit for RCAS.

We will communicate with all of you throughout this process in the coming months.

We are hopeful and eager to move forward together.

Sincerely,

Rapid City Area Schools Board of Education

RAPID CITY AREA SCHOOLS

Educate. Communicate. Appreciate. Celebrate

Bobbi Schaefbauer
COMMUNITY RELATIONS MANAGER
RAPID CITY AREA SCHOOLS
Office: 605.394.4091 **Cell:** 605.872.1244
address 625 – 9th Street, Suite 210
Rapid City, SD 57701
rcas.org

RAPID CITY AREA SCHOOL DISTRICT 51-4
Aug-24

FUNDS	10	22	51	54	57	TOTALS
GROSS	4,905,614.91	958,321.36	66,565.44	16,851.51	5,799.36	5,953,152.58
FICA	352,147.36	68,735.23	4,780.01	1,260.11	433.98	427,356.69
RETIREMENT	293,145.10	57,161.89	3,993.93	1,011.11	347.96	355,659.99
INSURANCE	716,946.56	130,589.37	7,075.88	2,121.36	662.74	857,395.91
403B	0.00	0.00	0.00	0.00	0.00	0.00
TOTALS	6,267,853.93	1,214,807.85	82,415.26	21,244.09	7,244.04	7,593,565.17

RAPID CITY AREA SCHOOL DISTRICT 51-4
SPECIAL BOARD OF EDUCATION MEETING

The Rapid City Area School Board of Education held a Special Board of Education Meeting on Tuesday, August 20, 2024. President Troy Carr called the meeting to order at 5:30 PM with the following board members in attendance: Jamie Clapham, Walt Swan, Donna Moore, Michael Birkeland, Christine Stephenson, and Katy Urban.

APPROVAL OF PROPOSED AGENDA

BIRKELAND moved and SWAN approved the agenda as recommended by administration. MOTION CARRIED (7-0).

CARR moved to amend the amend Open Forum to allow each speaker two minutes and Ms. Swigart 5 minutes. URBAN seconded.

CLAPHAM moved to amend that motion with Open Forum 90 minutes to allow for 3 minutes per speaker and Ms. Swigart 5 minutes. URBAN seconded. MOTION CARRIED 7-0.

Original motion to extend Open Forum was approved (7-0).

OPEN FORUM

Nicole Swigart – August 13 Board Meeting Message
Tonchi Weaver – Item 7 – Termination
Amber Hoffman – Termination
Todd Christenson – Termination
Florence Thompson - #7 Agenda
Carol Hubbeling – Nicole Swigart
Jean Oerlline – Superintendent
Amanda Borchert – Nicole Swigart
Daniel Borchert – Nicole Swigart
Carolyn Hoefler – Swigart
Stephanie Hunter – Superintendent/Communication
Jennifer Mueller – Support of Mrs. Swigart
Travis King – Mtg
Heather Baxter – School Board
Deborah Steele – Nicole Swigart
Sam Benne – Superintendent
Samantha McCully – Superintendent
Andrew Iron Shell – Swigart
Michelle Maruani – Superintendent
Paul Sterling – Termination
Joe Guttierez – Superintendent
Kirstin Mitzel – Termination
William Waggoner – Raise

Natalie Sites Means – Superintendent
Michael Murphey – Superintendent
Taylor Gunhammer – School Board
Jean Roach – Superintendent
Jodeen Stone – Superintendent
Hermos Bettelyoun – Superintendent
Cristen Kuno – Superintendent
Sunny Red Bear – Superintendent
Amy Sazue - Superintendent

The board moved to go into Executive Session for 10 minutes to discuss Open Forum and letters that they had received and had not been able to read.

EXECUTIVE SESSION

- SDCL 1-25-2.1 – Discussing the qualifications, competence, performance, character or fitness of any public officer or employee or prospective public officer or employee. The term "employee" does not include any independent contractor.

CARR moved and URBAN seconded to go into Executive Session at 7:22 PM for personnel discussion.

Executive Session concluded at 7:36 PM.

K-12 TERMINATION AND LEAVES

CLAPHAM moved and seconded by BIRKELAND as recommended by the Board of Education. MOTION CARRIED with ROLL CALL VOTE (6-1 with MOORE VOTING NAY).

Certified and Contracted Personnel		**Effective**
Swigart, Nicole	Superintendent (termination)	08/16/2024

OTHER

Urban, Stephenson, Birkeland, and Clapham shared their feedback on this experience and the hard decisions that needed to be made.

Carr stated that Dr. Cory Strasser would serve as the Acting Superintendent until a 24-25 Interim Superintendent is chosen. In the meantime, a search will begin for a superintendent to be hired for the 2035-2025 school year.

EXECUTIVE SESSION

- SDCL 1-25-2.1 – Discussing the qualifications, competence, performance, character or fitness of any public officer or employee or prospective public officer or employee. The term "employee" does not include any independent contractor.

- SDCL 1-25-2.3 – Consulting with legal counsel or reviewing communications with legal counsel about proposed or pending litigation or contractual matters.

STEPHENSON moved and SWAN seconded to go into Executive Session at 7:54 PM for legal counsel and personnel discussion.

Executive Session concluded at 8:28 PM.

ADJOURNMENT

BIRKELAND moved and CLAPHAM seconded to adjourn the August 13, 2024 Special Board of Education Meeting at 8:30 PM.

Respectfully submitted,

Coy Sasse, Chief Financial and Operations Officer/Business Manager

ATTEST: Shirley Fletcher, Executive Assistant

Troy Carr, President
Rapid City Board of Education

RAPID CITY AREA SCHOOL DISTRICT 51-4
BOARD OF EDUCATION MEETING

The Rapid City Area School Board of Education held a Board of Education Meeting on Tuesday, September 17, 2024 at 5:30 PM with the following board members in attendance: Troy Carr, Michael Birkeland, Katy Urban, Jamie Clapham, Walt Swan, Donna Moore, and Christine Stephenson.

EXECUTIVE SESSION

- SDCL 1-25-2.1 – Discussing the qualifications, competence, performance, character or fitness of any public officer or employee or prospective public officer or employee. The term "employee" does not include any independent contractor.
- SDCL 1-25-2.3 – Consulting with legal counsel or reviewing communications with legal counsel about proposed or pending litigation or contractual matters.

URBAN moved and STEPHANSON seconded to go into Executive Session at 3:02 PM for legal counsel and personnel discussion.

Executive Session concluded at 5:25 PM.

Recess for 5 minutes.

Roll Call was taken with all members present. Acting Superintendent Dr. Cory Strasser and CFOO Coy Sasse were also present.

APPROVAL OF PROPOSED AGENDA

CLAPHAM moved and BIRKELAND seconded to approve the agenda as recommended by administration. MOTION CARRIED (7-0).

All agenda items can be viewed at: https://rb.gy/fqa6lu

SHARING THE SUCCESS

James Madison Memorial Fellowship – Carrie Huber

In 2023, Carrie was awarded the James Madison Memorial Fellowship for secondary social studies teachers. One teacher is chosen per state for the $24,000 award. With the funds, Carrie is working on a Masters in American History and Government with a focus on constitutional studies. The goal behind this prestigious program is to better equip teachers with knowledge of our founding as a nation. Last summer she spent a month in DC taking a Georgetown course with all the fellows from across the country. The program places greatest emphasis on reading and discussing primary sources so she can then use those strategies in the classroom, which is already happening in her AP government and US government courses.

OPEN FORUM

Florence Thompson – Transparency – School Safety
Heather Baxter – Board Raise

BOARD RESPONSE TO OPEN FORUM

Birkeland responded there is no board member that is making as much as a teacher and that statement can be verified as our pay is public.

Carr said the state requirement is to have an agenda posted 24 hours in advance of a meeting and the agenda was posted on Wednesday by noon. Any statement made by the board is received by the board clerk and placed in the minutes.

Stephenson responded regarding the board raise that many of the board members cut back on the days work to do a better job serving on the board. They take being a board member seriously and it is a big job that they value.

ASSISTANT SUPERINTENDENT REPORT

Dr. Strasser reported that principals will be taking training this week from studer on leadership development skills. School safety continues to be of concern and we have a collaborative statement with law enforcement that will be going out along shortly. Bobbi and Dr. Strasser continue to keep staff, parents, and board informed of all situations that are happening.

Urban mentioned that Public Information Officers remind parents of students – "Don't repost – REPORT!"

Birkeland said another one is "Safe to Say".

Clapham asked what discipline for this type on incident look like? Dr. Strasser said the incident is investigated. If there is evidence, the matrix is followed with consequences.

Birkeland asked where the matrix can be located. The matrix can be found in the Student handbooks. On the website, go to Parents – Student Handbooks.

Carr stated that the board and district take EVERY threat very seriously!

CFOO REPORT

Coy Sasse reported the student transportation study has been having multiple conversations such as bell times, SPED program, historic staff levels, current staffing, and other areas. They will be in the district in two weeks and be looking at other areas. They hope to wrap up the study in late Fall, and we should have feedback by the December/January timeframe.

Sasse met with the school lunch coalition and there should be a bill brought forward for reduced lunches for school districts.

We are preparing for the legislative lunch next Wednesday.

Sasse has had conversations with several lobbyists and working on agreements. We are hopeful to have an agreement finalized for the October 1st meeting.

With the difficult fall and a couple storms recently, the AC/HVAC systems have went down in a few of the larger schools. RCAA should be back up Wednesday.

Starting with the first meeting in October, he will be reporting on Strategic Plan pillar work to discuss the growing and changing needs and priorities that are impacting the district.

APPROVAL OF PROPOSED AGREEMENTS

CLAPHAM moved and SWAN seconded to approve the proposed agreements as presented and recommended by administration. MOTION CARRIED (7-0).

AGREEMENT WITH COMPLETE HEALTH CENTER

BACKGROUND INFORMATION:

Rapid City Area Schools wishes to enter a Memorandum of Understanding (MOU) with the Complete Health Center to provide RCAS nurses with "Standing Orders" for the 2024-2025 school year.

ADMINISTRATION CONSIDERATION:

The purpose of the Standing Orders MOU is to provide consultation by doctors and nurses employed with the Complete Health Center. These staff will consult with RCAS nurses on immunizations, the administration of medications and infection control.

ADMINISTRATION RECOMMENDATION:

It is recommended that the RCAS Board of Education approve the agreement between Rapid City Area Schools and Complete Health Center.

Approval of Settlement Agreement with Rapid City and WDT

Background Information:

In 2006, the City of Rapid City and Western Dakota Technical College, previously under the authority of the District's Board of Education, entered into an agreement for the construction and joint use of a burn tower/training facility for use by the Rapid City Police Department and WDT. After years of use, the Governor's Office desired to sell the property where the burn tower was located. The burn tower was removed from the property and the property was sold. The City sought and obtained a new location for a burn tower/training facility and sought reimbursement from WDT/District for expenses associated with the relocation, according to the terms of the 2006 agreement. This agreement is the result of negotiations concerning the relocation expenses of the burn tower. Both WDT and District will pay the City $250,000 to fully and finally settle all outstanding claims related to the fire training facility.

Administration's Recommendation:

It is recommended that the Board of Education approve the Settlement Agreement.

AGREEMENT: **WELLFULLY**

BACKGROUND INFORMATION:

Rapid City Area Schools (RCAS) 625 9th Street, Rapid City, SD 57701 is entering into an agreement with the Wellfully, 22 Waterloo Street, Rapid City, SD 57701.

ADMINISTRATIVE CONSIDERATION:

Wellfully, originally founded as WellSpring in 1990, WellFully's programs have provided addiction recovery, behavioral and psychiatric residential care to thousands of youth, giving them the counseling, medical and educational services they have needed. The name was changed to WellFully in 2017 to better define our goals - working with at-risk adolescents with the goal to make them. Wellfully has a mission of providing residential treatment services to youth between the age of 10 and 18 in order to promote their personal development and foster responsible participation with others, and doing so must include their continued comprehensive education, and the Rapid City Area School District has both the legal obligation to provide such services and a long history of doing so, in consideration of the foregoing recitations and mutual promises hereinafter set. See attached agreement.

ADMINISTRATION'S RECOMMENDATION:

It is recommended that the Board of Education approve the agreement between Rapid City Area School District and Wellfully for school year 2024-2025.

AGREEMENT WITH MIDCO

BACKGROUND INFORMATION

This is an agreement between RCAS and MIDCO to provide a dedicated internet connection at Sioux Park. This is required for the planned installation of security cameras and will also be used for live-streaming sporting events.

The monthly cost for this agreement is $575.00. The agreement will expire on 8/31/2025.

ADMINISTRATION'S RECOMMENDATION

The Administration recommends that the Board of Education approve this agreement.

APPROVAL OF PROPOSED CONSENT AGENDA

URBAN moved and STEPHANSON seconded to approve the following proposed consent agenda items as recommended by the administration. MOTION CARRIED (7-0).

RAPID CITY AREA SCHOOL DISTRICT 51-4
Aug-24

FUNDS	10	22	51	54	57	TOTALS
GROSS	4,905,614.91	958,321.36	66,565.44	16,851.51	5,799.36	5,953,152.58
FICA	352,147.36	68,735.23	4,780.01	1,260.11	433.98	427,356.69
RETIREMENT	293,145.10	57,161.89	3,993.93	1,011.11	347.96	355,659.99
INSURANCE	716,946.56	130,589.37	7,075.88	2,121.36	662.74	857,395.91
403B	0.00	0.00	0.00	0.00	0.00	0.00
TOTALS	6,267,853.93	1,214,807.85	82,415.26	21,244.09	7,244.04	7,593,565.17

Resolution for Amendment of Budget

BE IT RESOLVED, that the Board of Education of Rapid City Area School District No. 51-4, in accordance with SDCL 13-11-3.2 and after duly considering the proposed budget amendment, hereby approves and adopts the following amendments in total:

Increase/Decrease: $(721,277)

1. Function: 10-1273	Title I – General School Wide	(50,415)
10-1276	McKinney Vento	(13,907)
10-1288	ARP I	(59,536)
10-1290	Title IV	(5,000)
10-1293	ESSER III Learning Loss	(70,811)
10-1294	ARP II	(58,810)
10-2110	Title IA Attendance & Social Work	(92,997)
10-2128	Title IA Parent Advisory	(4,006)
10-2136	ESSER III Nursing	(2,086)
10-2214	Title IA Improvement of Instruction	(27,900)
10-2217	Title IV Professional Development	(256,500)
10-2218	Title II Training and Recruiting	(36,373)
10-2327	Grant Services	(5,078)
10-2440	Title IA Administration	(7,421)
10-2443	McKinney Vento Admin	(10,600)
10-2447	ESSER III Admin	(4,837)
10-2668	ESSER III Data Analyst	(7,516)
10-3501	Title IA Neglected & Delinquent	(5,984)
10-3704	Title IV Non Public	(1,500)

Amend General Fund budget to actual 2024 -2025 grant allocations for Title IA, Title II, Title IV, McKinney Vento, ARP I, ARP II, ESSER III Learning Loss and Grant Services.

Increase/Decrease: $59,069

2. Function: 22-1221	Students with Mild to Moderate Disabilities	(32,835)
22-2182	Orientation & Mobility Services	91,904

Amend Special Education Fund budget for IDEA 611 Flowthrough to actual 2024-2025 grant allocation amount.

RECOMMENDATION:
It is recommended that the Board of Education approve to adopt the Resolution for Amendment to decrease the General Fund by $721,277 and increase the Special Education Fund by $59,069.

Rapid City Area School District: Claims Report
9/17/2024

A & B Business Equipment Inc			5,444.62
	10	Other Professional Services	114.46
	10	Repairs & Maintenance Svcs	5,276.02
	22	Repairs & Maintenance Svcs	54.14
A & J Screening			520.00
	10	Supplies	520.00
A To Z Shredding Inc			407.46
	10	Other Professional Services	407.46
A&B Welding Supply Company Inc			13.64
	10	Supplies	13.64
Abbott Laboratories			44,403.98
	10	Other Equip New < $5000	44,403.98
Acuity Insurance			104,789.00
	10	Property, Liability & Fidelity	104,789.00
Admin Partners, LLC			200.00
	10	Other Professional Services	200.00
Amazon.Com Inc			24,692.25
	10	All Objects	363.31
	10	Uniforms	316.41
	10	Supplies-Resale	15.98
	10	Supplies	17,250.27
	10	Food - Purchased	21.87
	10	Other Equip New < $5000	119.99
	10	Library Media	49.54
	10	Dues and Fees	779.00
	21	Other Equip New < $5000	1,428.02
	21	Other Equip Replace > $5000	1,355.66
	21	Library Media	95.26
	22	Supplies	2,149.60
	22	Other Equip New < $5000	631.46
	51	Supplies	115.88
American Playground & Recreation Company			13,310.00
	21	Other Equip New > $5000	13,310.00
AmericInn - Mitchell			1,138.32
	10	Excursions & Activities	1,138.32
Amick Sound Inc			653.39
	10	Repairs & Maintenance Svcs	320.05
	10	Supplies	333.34
Apple Inc Education			598.00
	21	New Building	598.00
ARC International, Inc			10,238.00
	21	Other Professional Services	10,238.00
Augustana University			1,665.00
	10	Other Professional Services	1,665.00
Benchmark Education Co			5,874.30
	10	Supplies	5,874.30
BJ's Instrument Repair DBA			2,250.00
	10	Repairs & Maintenance Svcs	2,250.00
Black Hills Chemical, Inc			12,018.55
	10	All Objects	2,199.77
	21	Other Equip Replace < $5000	8,814.00
	51	Supplies	1,004.78
Black Hills Golf Cars			1,149.94
	10	Supplies	1,149.94
Black Hills Works			1,800.00
	22	Payments/Other Educ Institute	1,800.00
BSN Sports Team GL Sports			12,091.03
	10	Supplies-Resale	3,788.20
	10	Supplies	527.19
	21	Other Equip New < $5000	7,775.64
Carefree Lawn & Sprinkler, Inc			130,245.76
	21	All Objects	-6,855.04
	21	Repairs & Maintenance Svcs	137,100.80
Carnegie Learning			6,000.00
	10	Other Professional Services	6,000.00
Carolina Biological Supply Co			134.95
	10	Supplies	134.95
Cash-WA Distributing, Inc			179,959.94
	21	Other Equip New < $5000	-484.45
	51	All Objects	48,937.80
	51	Supplies	4,746.33
	51	Food - Purchased	87,891.24
	51	Food - Purchased Produce	7,158.23
	51	Ala Carte	7,130.62
	51	Donated Food	24,580.17
Cedar Creek Gardens			29.00
	51	Food - Purchased Produce	29.00
Christoffer Brandi			51.36
	10	Food - Purchased	51.36
City Of Rapid City			61,418.49
	10	Other Professional Services	52,230.62
	10	Electricity	7,257.46
	10	Natural Gas/Fuel Oil	151.32
	10	Water/Sewer/Garbage	115.19
	21	Repairs & Maintenance Svcs	1,663.90
Coca-Cola Bottling Company			2,346.80
	10	Supplies-Resale	2,346.80
Cochlear Corporation			145.00
	22	Supplies	145.00
Column Software PBC			1,115.54
	10	Communication Advertising	1,044.72
	10	Advertising	70.82
Complete Concrete Inc dba Complete Contractin			137,207.70

	21	All Objects	-15,245.30
	21	Repairs & Maintenance Svcs	152,453.00
Connecting Point, Inc. Twotrees Tech			13,300.54
	21	Other Professional Services	13,300.54
Conscious Discipline Holdings LLC			1,385.53
	21	Textbooks & Software	1,385.53
D & R Service, Inc.			1,249.79
	10	Repairs & Maintenance Svcs	1,168.79
	10	Supplies	81.00
Dakota Bus Service, Inc.			25,592.60
	10	Contracted Bus Service	25,592.60
Dakota Party			71.91
	10	Supplies	71.91
Daktronics Inc			1,105.00
	10	Supplies	1,105.00
Demco Educational Corporation			1,671.08
	21	Other Equip New < $5000	1,671.08
Denny Menholt Rapid Chevrolet, LLC			89,219.00
	21	Licensed Vehicle Replace	89,219.00
Discovery Education, Inc.			6,600.00
	10	Instructional Software	6,600.00
Dorsman Kevin J			142.20
	10	Other Professional Services	142.20
Ecolab Pest Elimination Div, Inc.			71.64
	51	Repairs & Maintenance Svcs	71.64
Eide Bailly LLC			5,628.60
	21	New Building	5,628.60
Flinn Scientific Inc			369.00
	10	Supplies	369.00
Flooring America			15,008.23
	21	Repairs & Maintenance Svcs	15,008.23
Floyd's Truck Center - Rapid City			712.51
	10	Supplies	293.99
	22	Supplies	418.52
Follett Content Solutions, LLC			78.54
	10	Library Media	40.85
	21	Library Media	37.69
Frontier Stone Company			7,710.00
	10	Supplies	7,710.00
Gill Athletics			2,802.00
	21	Other Equip Replace < $5000	2,802.00
Green Environmental Services			280.00
	10	Repairs & Maintenance Svcs	280.00
Hafner Jocelyn Jackley			150.00
	10	Dues and Fees	150.00
Haggerty's Musicworks DBA			1,498.60
	10	Repairs & Maintenance Svcs	1,498.60
Henry Schein Inc			243.46
	10	All Objects	243.46
Hillyard Floor Care Supply			26,812.51
	21	Other Equip New < $5000	3,986.53
	21	Other Equip Replace < $5000	22,825.98
Hoch Music			270.00
	10	Repairs & Maintenance Svcs	270.00
HP, Inc. Print Management			4,415.36
	10	Repairs & Maintenance Svcs	4,415.36
Hudl			11,300.00
	10	Other Professional Services	11,300.00
ISI, Inc. ISI, LLC			1,230.00
	10	Other Professional Services	1,230.00
I-State Truck Center			852.77
	10	Supplies	426.39
	22	Supplies	426.38
J & J Truck & Auto Body, Inc.			1,329.98
	22	Repairs & Maintenance Svcs	1,329.98
JJ's Engraving & Sales DBA			138.00
	10	Supplies	138.00
JKM Training, Inc.			719.85
	22	Registration Fees	465.00
	22	Subscriptions use w/ 2000 Func	254.85
Johnson Controls Inc			8,876.77
	10	Repairs & Maintenance Svcs	5,560.57
	10	Supplies	2,575.46
	21	Repairs & Maintenance Svcs	740.74
Jostens			1,360.47
	10	Supplies	1,360.47
Journey Museum, The , Inc.			1,000.00
	10	Rentals	1,000.00
JW Pepper & Sons Inc			1,541.51
	10	Supplies	1,541.51
Kipp's Construction			1,225.00
	10	Repairs & Maintenance Svcs	350.00
	10	Supplies	359.00
	21	Repairs & Maintenance Svcs	516.00
K-Log Educational Div Rs-40			542.70
	10	Supplies	542.70
Knecht Home Center Inc			1,028.74
	10	All Objects	1,028.74
Kone, Inc			1,874.18
	10	Repairs & Maintenance Svcs	1,874.18
Lakeshore Learning Materials LLC			442.37
	21	Textbooks & Software	442.37
Laundry World			1,864.07
	10	Laundry Services	1,864.07
LifeScape			7,400.00
	22	Payments/Other Educ Institute	7,400.00

Lifeways, Inc			37,500.00
	10	Other Professional Services	37,500.00
Lightspeed Technologies, Inc			70.00
	22	Supplies	70.00
Literacy Resources, LLC Heggerty Phonemic			1,491.90
	10	Supplies	890.00
	10	Instructional Software	229.50
	21	Textbooks & Software	372.40
Lowe Roofing Inc			394.35
	10	Repairs & Maintenance Svcs	394.35
Marco Technologies LLC			54.00
	10	Supplies	54.00
Masters Custom Design Embroidery			32.00
	10	Uniforms	32.00
Maydwell Mascots Inc			135.00
	10	Supplies	135.00
Mays Logan			799.00
	10	Registration Fees	799.00
McGraw-Hill Education, Inc			15,197.24
	21	Textbooks & Software	15,197.24
McLeods Printing			399.90
	10	Supplies	399.90
MG Oil Company			299.00
	10	All Objects	299.00
MOA Architecture			27,060.07
	21	Other Professional Services	27,060.07
MPS Macmillan			18,538.20
	21	Textbooks & Software	18,538.20
Northern Truck Equipment Corp			22,895.00
	21	Other Equip Replace > $5000	22,895.00
O'Connor Company			2,338.67
	21	Repairs & Maintenance Svcs	2,338.67
Oliver Packaging & Equipment Company			21,174.60
	51	All Objects	21,174.60
PDX Reading Specialist, LLC			539.60
	21	Textbooks & Software	539.60
Penn State Industries			524.55
	10	Supplies	524.55
Perform Better			885.00
	21	Other Equip New < $5000	885.00
Pete Lien & Sons Inc			1,393.51
	10	Supplies	1,393.51
Prairie Farms Dairy			16,946.44
	51	Food - Purchased	16,946.44
Premier Striping & Landscapes, LLC			15,050.00
	10	Repairs & Maintenance Svcs	15,050.00
Progress Publications, Inc			1,414.00
	10	Supplies	1,414.00
Pta Meadowbrook			224.00
	10	Supplies	224.00
Quill Corporation			2,141.96
	21	Other Equip New < $5000	2,141.96
Rapid Transit System			228.00
	10	Common Carrier or Bus Service	228.00
Ratwik, Roszak & Maloney, P.A.			2,139.00
	22	Other Professional Services	2,139.00
Real Deal Activewear, LLC			1,096.80
	10	Supplies	1,096.80
Really Good Stuff LLC			186.16
	10	Supplies	186.16
RelayHub, LLC			375.00
	22	Other Professional Services	375.00
Rencountre Jessie Rae			3,000.00
	10	Other Professional Services	3,000.00
Ricoh USA, Inc			20,328.40
	10	Repairs & Maintenance Svcs	20,328.40
Riddell/all American Sports			1,206.50
	21	Other Equip Replace < $5000	1,206.50
Riverside Technologies, Inc			54,885.00
	10	Repairs & Maintenance Svcs	2,454.00
	21	Other Professional Services	51,375.00
	21	Other Equip Replace > $5000	1,056.00
Roberts Musical Services			408.00
	10	Repairs & Maintenance Svcs	408.00
School Health Corporation			9,757.00
	21	Other Equip New > $5000	9,757.00
School Specialty, LLC			13,455.67
	10	All Objects	96.96
	10	Supplies	404.15
	21	Other Equip Replace < $5000	2,604.24
	21	New Building	5,084.29
	21	Other Equip New > $5000	5,084.29
	22	Supplies	181.74
SD Dept Of Human Services			10,800.71
	22	Payments/Other Educ Institute	10,800.71
SD Div Criminal Investigation			4,022.25
	10	Other Professional Services	4,022.25
SD School Of Mines & Tech			23,550.00
	10	Registration Fees	23,550.00
SD Special Pay Plan			54,575.78
	10	Sick Leave Severance	48,593.03
	22	Sick Leave Severance	5,982.75
Seco Construction Inc			184,549.25
	21	Repairs & Maintenance Svcs	184,549.25
Seesaw Learning, Inc			8,064.30
	10	Supplies	564.30

	10	Instr Workbooks/Class Subscr	7,500.00
Servall, Inc			5,493.96
	10	Laundry Services	5,493.96
SERVPRO RC			22,612.84
	21	Repairs & Maintenance Svcs	22,612.84
Simon Contractors Of SD, Inc			1,377.08
	10	Supplies	1,377.08
Skyline Engineering LLC			2,370.00
	21	New Building	2,370.00
Skyward Inc			4,894.00
	10	Computer Licensing	4,894.00
SoleMate Shoes - Uniform Center			193.00
	51	Uniforms	193.00
Staples Advantage			1,402.44
	10	All Objects	1,072.30
	10	Supplies	330.14
Super Duper School Company, Inc			235.67
	10	Supplies	235.67
Taylor Music Inc			206.91
	10	Supplies	206.91
Teachers Discovery			2,980.00
	21	Instr Workbooks/Class Subscr	2,980.00
TerraSite Design			8,110.00
	21	Other Professional Services	8,110.00
Textbook Warehouse, LLC			1,398.30
	21	Textbooks & Software	1,398.30
The Library Store, Inc			8,295.79
	21	Other Equip New > $5000	8,295.79
The Monument			10,681.11
	21	Rentals	8,651.67
	22	Other Professional Services	1,417.44
	22	Supplies	612.00
Time Equipment Rental & Sales, Inc			590.00
	21	Other Equip New < $5000	590.00
Tru Form Construction Inc			77,078.00
	21	Repairs & Maintenance Svcs	77,078.00
Truly Engaging			397.76
	10	Supplies	397.76
Twig Education			2,364.41
	21	Textbooks & Software	2,364.41
Uline			1,124.33
	10	Supplies	1,124.33
USI Education & Government Sales			489.87
	10	Supplies	489.87
Vestis First Aid & Safety			2,716.44
	10	Supplies	1,358.22
	22	Supplies	1,358.22
Watertree Inc			51.00
	10	Supplies	26.00
	51	Rentals	25.00
West Music Company			1,970.10
	10	Supplies	1,970.10
West Plains Engineering, Inc			8,880.00
	21	Other Professional Services	8,880.00
Western Communications Inc			6,796.62
	10	Other Professional Services	1,500.00
	21	Other Equip Replace < $5000	2,269.98
	22	Other Equip New < $5000	3,026.64
Western Dakota Technical College Rm Rent			150.00
	10	Supplies	150.00
	22	Supplies	0.00
Western Mailers, Inc			7,699.12
	10	Postage & Meter Rental	7,699.12
Western South Dakota Juvenile Svcs			16,833.34
	10	Other Professional Services	16,833.34
			Total = 1,788,544.43

CHANGE ORDER

STEVENS HIGH SCHOOL COMMONS, COMPUTER LABS, AND TROPHY CASE IMPROVEMENS PROJECT

BACKGROUND INFORMATION:

Administration received Change Order #2 for Commons, Computer Labs, and Trophy Case Improvements project. This change order labor and or materials for the following:

Administration received Change Order #1 for Commons, Computer Labs, and Trophy Case Improvements project. This change order includes the following additions:
Ductwork change in Computer Lab room #318: Labor and materials to shorten main trunk line and extend branch lines in computer lab room #318. $174.00 add
Use and Excise tax for Owner provided equipment: 56 SmartDesks were approved and purchased with Capital Outlay Equipment in FY 2023-2024 for use in computer lab rooms 106 and 108. Assembly and set up of these were not part of the original scope of work and contractor added this onto their contract after it was bid. $5,724.00 add
Assembly of Owner provided equipment: Unpacking and disposal of packing materials and cardboard for 16 computer lab single desks and 20 double desks. $2,584.00 add
Additional cabling for additional communication lines at computer classrooms 106 and 108: Due to new desk layout from original drawings, 3 additional jacks were needed for functionality of new layout. $2,110.00 add

ADMINISTRATIVE CONSIDERATION:

Administration reviewed the Change Order as presented.

ADMINISTRATION'S RECOMMENDATION:

It is the recommendation of the Administration to approve Change Order #2 for West Middle School HVAC upgrade project. The contract sum will increase by $10,592.00 for a new contract sum of $534,092.00.

CHANGE ORDER

SOUTH MIDDLE SCHOOL – FURNITURE, FURNISHING & EQUIPMENT (FFE)

BACKGROUND INFORMATION:

Administration received Change Order #3 for the South Middle School – Furniture, Furnishings & Equipment package. This change order reflects an increase in Contract Time by One Hundred Twenty-One (121) days. The date of Substantial Completion for FFE as of the date on this Change Order is November 29, 2024. In addition, the following item to include:

Additional Needed Items: CPU holders for computer tables in Computer Classrooms and Modular Lab, book shelving for the library, sixteen (16) additional book trucks for English Classrooms, four tables for Production Lab to replace discarded existing tables. $78,787.32 add

ADMINISTRATIVE CONSIDERATION:

Administration reviewed the Change Order as presented.

ADMINISTRATION'S RECOMMENDATION:

It is the recommendation of the Administration to approve Change Order #3 for the South Middle School – Furniture, Furnishings & Equipment package. The contract sum will increase by $78,787.32 for a new contract sum of $1,386,584.76.

ENROLLMENT OPTIONS

1. STUDENT ASSIGNMENT REQUESTS

BACKGROUND INFORMATION

SDCL 13-28-10. School residency of child residing in a home other than residence of parents, guardian, or noncustodial parents – Petition to local school board. If a school age child resides in a home other than the residence of his parents, guardian, or noncustodial parents on a temporary or permanent basis, the school residency of the child is where the parents, noncustodial parents, or guardian reside unless, upon request of the person with whom the child is living, the local school board accepts the child as a resident of that school district…

ADMINISTRATIVE CONSIDERATION:

Four students have requested assignments to the Rapid City Area School District for the 2024-25 school year. For these requests, approval is subject to program and/or space availability.

ADMINISTRATION'S RECOMMENDATION:

It is recommended that the Board of Education approve request SA-6023, SA- 6031 to 6033

2. OPEN ENROLLMENT APPLICATIONS

BACKGROUND INFORMATION

SDCL 13-28-40. Enrollment options program established. An enrollment options program is established to enable any South Dakota kindergarten through grade student to attend any public school that serves the student's grade level in any South Dakota school district, subject to the provisions in SDCL 13-28-40 to 13-28-47, inclusive…

ADMINISTRATIVE CONSIDERATION:

Four students have submitted an open enrollment application to the Rapid City Area School District for the 2024-25 school year. For this request, approval is subject to program

ADMINISTRATION'S RECOMMENDATION:

It is recommended that the Board of Education approve requests OE 7125 to 7127, OE 7129

2024-2025 Professional and Student Services Contract(s)

Black Hills Special Services Coop

It is recommended that the contract for professional development services, steam support and family/community engagement be approved for the 2024-2025 fiscal year with BHSSC. This contract includes training and support aligned to the Rapid City Area Schools Strategic Plan and district initiatives.

- Knollwood- $19,975.00

K-12 CHANGE OF STATUS

Certified & Contracted Personnel		Adjusted
DiMaria, Amanda	Horace Mann/Danielson Stipend (pro-rated)	1,178.09
Marks, Jayce	Assignment/Increase from 1,500.00 to	2,750.00

Classified Personnel		Adjusted
Hanna, Wyatt	Assignment/Increase from 15.88 (temp) to	16.33
Lenz, Kathryn	Assignment/FTE Decrease from .9375 to	0.5

Additional Pay		Actual
Wimp, Diane	Module 1	375.00

K-12 EMPLOYMENT RECOMMENDATIONS

Certified & Contracted Personnel		Actual Pay
Arrington, Clarrissa	Horace Mann/5th Grade (pro-rated)	39,652.51
Bradley, Sean	Stevens/Assistant Debate (pro-rated)	4,808.08
Britton, Kerry	North/Intramural Volleyball	1,500.00
Cabugnason, Darlene	Beadle/SPED (pro-rated)	37,639.11
Cabugnason, Darlene	Beadle/Signing Bonus (pro-rated)	3,404.69
Grosche, Charles	North/Math (pro-rated)	37,425.26
McKnight, Jacquelynn	Corral Drive/Literacy Specialist (pro-rated)	35,201.61
Nesland, Carter	South/7th Grade Volleyball (temp)	2,750.00
Ondante, Joshea	Robbinsdale/SPED (pro-rated)	43,565.74
Ondante, Joshea	Robbinsdale/Signing Bonus (pro-rated)	3,404.69
Phares, Payton	Stevens/Assistant Boys Golf (pro-rated)	2,079.76
Vida, Shelly	Southwest/Intramural Girls Basketball	1,500.00

Classified Personnel		Actual Pay
Bento, Tylee	Knollwood/Paraeducator	17.50
Corujo, David	STC/Bus Driver	18.85
Coulter, Christiana	Grandview/Paraeducator	19.29
Crow, Megan	Valley View/Noon Duty	12.40
Hazel, Brett	STC/STC Shop Supervisor	29.44
Houchin, Jaimie	STC/Bus Driver	20.10
Knight, Teslah	Corral Drive/Noon Duty	12.40
Nesland, Carter	South/Paraeducator	18.38
Pungot, Mary	Robbinsdale/Paraeducator	17.50
Red Willow, Pamela	South/Paraeducator	17.50
Sammeli, Casey	B&G/Team Cleaner	15.88
Thibodeau, Brittani	South/Paraeducator	17.50
Wright, Codi	Beadle/Paraeducator	17.64

SUBSTITUTES & FIELD PLACEMENTS

Certified Substitutes
Burke, Michael
Moser, Michelle

BA+ Substitutes
Glood Kuipers, Kari
Irvine, Terry

Non-Degreed Substitutes
Bruns, Candy
Healy, Micah
Jobgen, Kara
Senn, Kathy

K-12 TERMINATION AND LEAVES

Certified & Contracted Personnel		Effective
Engstrom, Matthew	Stevens/Math (resign/breach)	09/06/2024
Johnson, Shelvia	Beadle/5th Grade (resign)	08/31/2024
Richey, Nancy	Southwest/Intramural Girls Basketball (resign)	08/30/2024
Richey, Nancy	Southwest/Intramural Boys Basketball (resign)	08/30/2024

Classified Personnel		Effective
Bierle, Lori	Valley View/Noon Duty (offer rescinded)	08/30/2024
Bryson, Melissa	Central/Paraeducator (job abandonment)	08/29/2024
Harris, Carolyn	STC/Bus Aide (resign)	08/28/2024
Hays, Rose	North/Paraeducator (resign)	08/23/2024
Pipe on Head, Benjamin	STC/Bus Driver (offer declined)	09/03/2024
Roberts, Tabitha	B&G/Team Cleaner (resign)	07/24/2024
Wagner, Jobie	South/Paraeducator (offer rescinded)	08/28/2024

MEMORANDUM OF UNDERSTANDING (MOU) WITH PENNINGTON COUNTY SHERIFF OFFICE – IGNITE

Background Information:

This MOU provides a show of solidarity and intent that RCAS is committed to providing educational services at the Pennington County Jail to provide educational services to participants age 18-20 who enroll in the IGNITE program.

IGNITE, Individual Growth Naturally and Intentionally Through Education, encompasses all programming within the facility to include comprehensive education, post-incarceration work opportunities, vocational certificates, financial awareness instruction, substance use services and religious programming. Instruction is also given on bow to develop relationships, promote healthy relationships, increase personal growth and workplace success. The initiative requires small public investment but remains stable with strong community support.

Officials from other states report IGNITE initiatives reduce violence in jails, raise morale among inmates and officers and has lowered recidivism rates. Pennington County is relatively new when it comes to the idea of IGNITE and we are still quantifying data, increasing programming opportunities as well as developing more community partners to fulfill the long-term benefits of the program for both the individual and the community as a whole.

This agreement between the Parties to work together to promote a genuine atmosphere of collaboration and alliance in support of an effective and efficient partnership with RCAS. The established cost of $30,000. The cost will be invoiced monthly at $3,000.00.

Administrative Recommendation:

This MOU is effective for the 2024-2025 school year. This MOU may be renewed annually upon mutual agreement of both parties. Administration recommends the board approve this MOU between RCAS and Pennington County Sheriff's Office for the IGNITE program.

DOE ADMINISTRATIVE RULE WAIVER APPLICATION

Agenda item can be viewed at: https://rb.gy/fqa6lu

SUBSTANTIAL COMPLETION

WEST MIDDLE SCHOOL REPLACE MAKEUP AIR UNIT IN KITCHEN(HVAC UPGRADE)

BACKGROUND INFORMATION:

The District awarded a contract to Climate Control Systems & Service for the West Middle School Replace Make-Up Air Unit in Kitchen (HVAC Upgrade) project. Substantial completion has been achieved on this project.

ADMINISTRATIVE CONSIDERATION:

Administration reviewed the Substantial Completion Certificate as presented and recommended by the Architect.

ADMINISTRATIONS' RECOMMENDATION:

Administration recommends approval of Substantial Completion for the West Middle School Replace Make-Up Air Unit in Kitchen (HVAC Upgrade) project as presented and recommended.

DECLARATION OF SURPLUS PROPERTY

BACKGROUND INFORMATION:

The School District annually disposes of supplies and equipment which are no longer considered necessary or suitable to the operation of the district.

ADMINISTRATIVE CONSIDERATION:

The list of supplies and equipment is no longer considered necessary by the Rapid City Area Schools.

ADMINISTRATIVE RECOMMENDATION:

It is recommended the Board of Education declare that the supplies and the equipment on the list be surplus property.

WHEREAS, pursuant to SDCL 6-13-1. The governing board of a political subdivision may sell, trade, loan, destroy or otherwise dispose of any land, structures, equipment, or other property which such governing board has, by appropriate motion, determined is no longer necessary, useful or suitable for the purpose for which it was acquired.

THEREFORE, BE IT RESOLVED by the Board of Education of the Rapid City Area School District No. 51-4 that the following property is determined to be no longer necessary, useful, or suitable for school purposes and order the sale, trade, convey to other political subdivisions, destruction of or the disposal of:

*Not all property listed at https://rb.gy/fqa6lu will be available on the annual surplus property auction.

VOLUNTEERS 9/17/24

Abbas, Nikkole
Aguillard, James
Anderson, Megan
Bartholow, Kerry
Bauer, Erin
Birkeland, Michael
Blackbear, Stevette
Burgess, Ranee
Callison, Micki
Christensen, Maureen
Cole, Lance
Connot, Kelli
Cox, Jimmy
Crossland, Angela
Day, Charity
Dietrich, Lindsey
Dodson, Debra
Dunham, Hattie
Durr, Lauri
Eben, Aaliyah
Ehlers, Emily
Farmer, Timothy
Flanegan, Keith
Foss, Aaron
Gregorio-Estes, Angela
Gunderman, Jonathan
Halbur Oyler, Brittany
Hansen, Melissa
Herzog, Hunter
Holzer, Jadeyn
Huether, Myles
Huffman, Keith
Huxford, Angela
Jacobson, Stephanie
Johnson, Mark
Kramer, Linda
Lemer, Melita
Linn, Emily
McAuley, Emily
Mez, Jason
Morrill, Amy
Mueller, Jennifer
Mueller, Michelle
Nguyen, Bonnie

Paluch, Carolyn
Price, Erica
Sales, Pete
Sarchet, Vicki
Scherbarth, Alexis
Shroll, Linda
Shumway, Melissa
Sitch, Kasey
Skjervem, Amber
Slanina, Mary Ann
Snyder, Dena
Stands, Sharon
Stark Kasley, Lori
Steever, Katie
Steinley, Lynne
Stevens, Stephanie
Sutliff-Benusis, Alicia
Urban, Katy
Waage, Tanner
Walker, Bonnie
Warner, Shelee
Wasserburger, Ashley
Whitcombe, Raynor
White Bull, Tonia
Wiest, Nicholes
Williamson, Casey
Zimmer, Sheri

ADDENDUM

K-12 TERMINATION AND LEAVES

Certified & Contracted Personnel		Effective
Ferdinand, Paul	Southwest/7th Grade Boys Basketball (resign)	09/11/2024
Meverden, Cortney	Rapid Valley/OSEU Lead (resign)	08/19/2024

K-12 EMPLOYMENT RECOMMENDATIONS

Certified & Contracted Personnel		Actual Pay
Shortbull, Jennifer	Rapid Valley/OSEU Lead (temp)(pro-rated)	1,840.70

Classified Personnel		Actual Pay
Krogman, Jody	Valley View/Paraeducator	16.80
Morgan, Adrianna	Central/Paraeducator	17.50

K-12 CHANGE OF STATUS

Certified & Contracted Personnel		Adjusted
High Bear, Marie	OIE/5 Additional Days (permanent)	1,579.28

SUBSTITUTES & FIELD PLACEMENTS

Certified Substitutes
Coyle, Alison

BA+ Substitutes
Barbour, Emilee
Dodge, Dallas
Healy, Micah
Shumway, Melissa

Non-Degreed Substitutes
Corrigan, Briley
Dowdy, Kelsey
Gross, Jennifer
Morgan, Adrianna
Taylor, Tammie

ITEMS FOR BOARD INFORMATION

Junior-Kindergarten – Teaching, Learning, and Innovation Director Jennifer Roberts Director presented on the Jr. Kindergarten Program You can view her presentation at 16 A - https://rb.gy/fqa6lu

Committee Reports

SWAN reported on the OCR committee work.

BIRKELAND reported on the RCPSF meeting.

URBAN reported that the OCR committee had completed the Stakeholder list. She said she is also excited to talk about the growth that Rapid City will soon see.

SWAN reported on the upcoming PAC meeting location.

Other

Urban said the first couple of weeks of school have been really hard for all staff, especially Stevens, and she is grateful for all the staff supporting students every day.

Birkeland also recognized thanked staff and students for not giving up and keep moving forward.

Clapham appreciated the gratitude and going above and beyond. She also thanked the board members for their work.

ADJOURNMENT

BIRKELAND moved and SWAN seconded to adjourn the September 17, 2024 Board of Education Meeting at 6:41 PM.

Respectfully submitted,

Coy Sasse
CFFO/Business Manager

Shirley Fletcher
Executive Assistant

Troy Carr
Board of Education President

RAPID CITY AREA SCHOOL DISTRICT 51-4
BOARD OF EDUCATION MEETING

The Rapid City Area School Board of Education held a Board of Education Meeting on Monday, November 4, 2024 at 5:30 PM with 1st Vice-President Jamie Clapham calling the meeting to order. Board members in attendance were Katy Urban, Donna Moore, Walt Swan, and Christine Stephenson. Attending via Zoom were Troy Carr and Michael Birkeland. Also in attendance were Acting Superintendent Dr. Cory Strasser and CFOO Coy Sasse. Student representatives present were Central High School Amelia Schaefbauer, Stevens Representative Arabella Scott, and Rapid City Alternative Academy Representative Maricel Barrientos.

APPROVAL OF PROPOSED AGENDA

URBAN moved and SWAN seconded to approve the agenda as recommended by administration. MOTION CARRIED with ROLL CALL VOTE (7-0).

All agenda items can be viewed at: https://shorturl.at/Sy9cw

STUDENT REPRESENTATIVE REPORTS

The three student representative presented updates from their respective schools activities. To view their reports, view the meeting at https://youtube.com/live/5HWDKhlA

SHARING THE SUCCESS - November 6-10th is National School Psych Week

School psychologists are uniquely positioned to profoundly impact the lives of students, families, and the broader school community.

First and foremost, school psychologists are essential in identifying and addressing students' diverse learning and mental health needs. Through comprehensive assessments, they pinpoint the underlying factors contributing to academic struggles, behavioral challenges, or social-emotional difficulties. Armed with this critical information, school psychologists then collaborate with educators, administrators, and families to develop targeted interventions and support plans that set students up for success.

Beyond individual student support, school psychologists also play a vital role in creating safe, inclusive, and nurturing school environments. They provide training and consultation to teachers on evidence-based classroom management strategies, social-emotional learning curricula, and trauma-informed practices. By empowering educators, school psychologists help to foster school climates that promote student wellbeing and enable learning to thrive.

Furthermore, school psychologists are key partners in developing and implementing district-wide initiatives aimed at improving student outcomes. They lend their expertise in

data analysis, program evaluation, and systems-level change to ensure that the supports and services offered are effective, equitable, and responsive to the community's unique needs.

Perhaps most importantly, school psychologists serve as advocates for students' educational and mental health rights. They work tirelessly to remove barriers to learning, challenge inequitable practices, and ensure that every child has access to the resources and opportunities they need to reach their full potential.

Thank you to the RCAS School Psychologists!

Dr. Cory Strasser and Dr. Keyra Comer thanked School Psychologist Eric Fodness who was present at the meeting and other psychologists for all their work with our students in the district.

OPEN FORUM

Florence Thompson – Marijuana
Ed Manzano – Character Education

ASSISTANT SUPERINTENDENT REPORT

Dr. Cory Strasser reported on Student Board group, five year mental health grant, Staff trivia night to be held at Central High School on November 13th, November 5th is Professional development day, OCR work that continues, and October 1st enrollment number.

CFOO REPORT

- IM 28
  - Massive reduction in State revenue that deeply impacts state general fund revenue which, in turn, would almost undoubtedly impact education.
  - No replacement revenue source has been identified.
  - Please take time to research and understand this initiated measure.
- LNI Tourney Expansion
  - District was approached by LNI Board about using Central to expand their tournament.
  - Been working internally on what that would look like from a facility usage perspective.
  - Will be meeting with that board again on 11/8/24 to continue that conversation.
  - Exciting opportunity to partner with a positive and impactful event like the LNI Tournament.
- Facility Pillar Updates
  - COOP Master Planning process in full swing.
  - Spent 5 days touring all school buildings.
  - In the process of connecting them with various stakeholder groups both in and

out of the system.
- WRIE Presentation was great! Super positive feedback and have been asked to be on the AYP Podcast with Studer Ed CEO Janet Pilcher.

- FY 26 Budget Analyzation
  - Upcoming reports focused on budget analyzation.
  - Revenue sources start to take shape at this point in the year in terms of property valuation changes and enrollment verification.
- District Lobbyist
  - Had an opportunity to have multiple conversations with Sam and Larry Nelson, of Frieberg, Nelson & Ask, L.L.P.
  - Law firm in Sioux Falls, SD.
  - Lobby on behalf of Sioux Falls School District and have done so for over a decade.
  - Conversation with Board Leadership.
  - Talked extensively about their process and strategic approach to lobbying.
  - Working on an agreement for consideration by the Board of Education.
  - More info to come on that.

RAPID CITY AREA SCHOOLS POLICIES, PROCEDURES AND EXHIBITS

URBAN moved and STEPHENSON seconded to approve the first reading of policies A through F. MOTION CARRIED WITH ROLL CALL VOTE (7-0).

First Reading:

A. BA – Board Operational Goals
B. BBAA – Board Member Authority
C. BBB – School Board Elections
D. BBG – School Attorney
E. BDB – School Board Officers
F. BDAA – Communications to the Board – To Be Deleted

APPROVAL OF PROPOSED AGREEMENTS

URBAN moved and STEPHENSON seconded to approve the proposed agreements as presented and recommended by administration. Pulled for separate consideration was OCR Expert Consultants Agreements. MOTION CARRIED with ROLL CALL VOTE (7-0).

AGREEMENT WITH BLACK HILLS BEHAVIOR (IMPACT LEARNING & DEVELOPMENT

BACKGROUND INFORMATION:

Rapid City Area Schools and Black Hills Behavior (Impact Learning & Development) wish to enter into an agreement to provide day programming services to Student from November 5, 2024 to July 31, 2025.

ADMINISTRATIVE CONSIDERATION:

Rapid City Area Schools currently contracts with Black Hills Behavior (Impact Learning & Development) to provide services for students in need of their services. This additional contract will provide services for Student to attend Impact Learning, totaling $56,800.

ADMINISTRATION'S RECOMMENDATION:

It is recommended that the RCAS Board of Education approve the contract agreement between Rapid City Area School District and Black Hills Behavior (Impact Learning & Development) starting November 5, 2024 and to remain in effect until July 31, 2025 unless the IEP team determines a change to Student's programming needs.

COMPASS/BHSSC

BACKGROUND INFORMATION:

It is recommended the the contract for training and staff support be approved for the 2024-2025 fiscal year with Compass/BHSSC. The contract includes training and support aligned to the Rapid City Schools Strategic Plan and District initiatives.

ADMINISTRATION'S RECOMMENDATION:

The Administration recommends that the Board of Education approves this agreement.

AGREEMENT WITH DISCOVERY INSTITUTE LIMITED

BACKGROUND INFORMATION:

RCAA staff were trained in the Discovery Program Model in the summer of 2024. As they progress with using the Discovery Program this school year, they find that they need further implementation support and training.

The cost for this agreement is $3,000.00 and an estimated additional $1,500.00 for expenses. Title IIA staff development funds will be used to pay for this.

ADMINISTRATION'S RECOMMENDATION:

The Administration recommends that the Board of Education approve this agreement.

AGREEMENT WITH WDT

BACKGROUND INFORMATION:

This MOU allows RCAS high school students to dual enroll at WDT to earn college and high school credits for courses passed.

Costs per this agreement – dual enrollment students will pay $50.00 per credit hour for their courses as directed by the South Dakota Legislature, SD Department of Education, and payment policies and procedures of WDTC. RCAS will pay the per credit fee for students who apply and quality for tuition reduction assistance.

ADMINISTRATION'S RECOMMENDATION:

The Administration recommends that the Board of Education approve this agreement.

Expert Consultants

November 4, 2024

STEPHENSON moved and CLAPHAM seconded to approve the OCR Expert Consultants Agreements as recommended by administration. MOTION CARRIED by ROLL CALL VOTE (7-0).

Background:

The following Expert Consultants have been approved by the Office of Civil Rights, pursuant to the terms of the *Voluntary Resolution Agreement*. These individuals have extensive expertise and experience in the areas of nondiscriminatory discipline practices, data analysis, research-based discipline strategies, truancy, advanced learning opportunities and/or implicit bias. The Expert Consultants will work alongside District employees during the implementation of the *Voluntary Resolution Agreement*.

Dr. Joseph Gardella

Joseph Gardella, Ph.D., is currently a Research Assistant Professor in Educational Psychology at the University of Nebraska-Lincoln. Starting January 1, Dr. Gardella will be moving to the University of Michigan in a research faculty position. He developed the "Relationships First" restorative school discipline intervention, implemented across the School District of Philadelphia, which has significantly reduced racial discipline disparities. Dr. Gardella has worked with dozens of districts across the United States on improving their school discipline and climate. With a Ph.D. in Community Research and Action from Vanderbilt University, Joseph's research on school discipline has been widely cited, including in a Supreme Court amicus brief. He is also the Principal Investigator of an NIH-funded evaluation of a Lakota-led mentoring program based in Rapid City in partnership with Oaye Luta Okolakiciye. A first-generation immigrant from a Japanese-Colombian family, Joseph brings personal experience and expertise to his work improving school discipline and climate nationwide.
Hourly rate: $50/hour + preapproved travel expenses.

Dr. Mitchell Stone

Mitchell Stone, Ph.D., is an experienced education leader with over two decades of administrative and academic experience. He is currently the Superintendent/CEO of Oelrichs School District 23-3 and the President of The Red Stone Education Group which was formed in 2002. Besides holding several executive positions at the PK-12 level, he has worked on several major projects such as conducting the feasibility study for a new CTE High School for Oglala Lakota County School District on Pine Ridge. Additionally, he has taught as a history professor at institutions like Black Hills State University and the University of Wisconsin-La Crosse. Dr. Stone holds a Ph.D. in History from the University of London and has held full-time teaching and administrative appointments at Oglala Lakota College and South Dakota School of Mines & Technology. Dr. Stone was named Associated Professor and Director of the Institute for Ethnic and Racial Studies at University of Wisconsin-La Crosse. In addition to being a program evaluator from Title I to Tile VI programs, he has successfully led numerous grant-funded projects from federal, state and private funding sources.
Hourly rate: $100/hour.

Sarah White

Sarah A. White is an accomplished education leader with a focus on equity and Indigenous advocacy. She holds a Master of Secondary Education in English Literature from Creighton University and a PK-12 Administrator Endorsement from the University of South Dakota. Sarah is currently the Executive Director of the South Dakota Education Equity Coalition. Sarah has extensive experience in managing education programs and advocating for diversity and inclusion. She has held leadership roles in education systems, including Omaha Public Schools and Rapid City Area Schools, promoting culturally responsive education and advancing solutions for education inequity.
Hourly rate: $100/hour.

Kathryn Sosa

Kathryn Sosa is an experienced and award-winning educator with 30 years in the field. She has served as a classroom teacher, coordinator for gifted education programs, and was named 2001 Teacher of the Year. She has represented teachers on state committees and helped shape educational policies. After retiring from public education, Kathryn founded Exciting High School Journey, LLC, where she advises and supports high school students in personalizing their educational experience and preparing for future endeavors. She also consults on ACT prep and coordinates AP exam administration.
Hourly rate: $100/hour.

Administrative Recommendation: Administration recommends approval of the Professional Service Agreements with Dr. Stone, Sarah White, and Kathryn Sosa. Dr. Gardella will submit invoices for his work through the University of Nebraska-Lincoln.

APPROVAL OF PROPOSED CONSENT AGENDA

CLAPHAM moved and URBAN seconded to approve the following proposed consent agenda items as recommended by the administration. Pulled for separate consideration was ADDENDUM – Human Resources. MOTION CARRIED with ROLL CALL VOTE (7-0).

2024 – 2025 ADOPTION OF HIGH SCHOOL eSports

Background Information:

The administration and high school activities directors ask to approve the adoption of High School eSports as a sponsored high school fine arts activity beginning the 2024 - 2025 school year. This adoption would correspond with the South Dakota High School Activity Association's recent sanctioning of High School eSports beginning the 2024 - 2025 school year.

Administrative Consideration:

The administration recommends that the Board of Education approve the adoption of High School eSports starting the 2024 – 2025 school year.

Esports, resembling traditional sports, has emerged as a globally recognized competitive platform with significant spectator engagement. The program's educational benefits include increased student participation, improved attendance, enhanced academic performance, teamwork development, and a sense of community among participants, fostering positive interactions and strategic gameplay.

Esports has a growing presence in education and will be sanctioned by the South Dakota High School Activities Association in 2024-2025. The season will begin in late November and run through late February with the state championship taking place in March. In addition to the educational benefits to students, Esports offers a pathway to real-world experience, workforce development skills, and post-secondary opportunities for those who may not have considered them prior.

Why eSports?

- **INCREASED GPA** Average increase of 1.7
- **HIGHER ATTENDANCE** 10% higher attendance
- **SCHOLARSHIPS** Over 170 collegiate teams and over $16 million in scholarships
- **COMMUNITY** 80% of the students participating had not been involved in extracurriculars prior.
- **LIFE SKILLS** Improve leadership, communication, and problem-solving skills to prepare you for graduation.
- **NO BARRIER TO ENTRY** Equal playing field despite predisposition
- **MENTAL HEALTH** Improved mental health and feelings of community.

The successful 2023-2024 pilot season established a team, addressed technological needs, and allowed a few students to participate in the state championship. The expansion roadmap involves budget allocation, hardware procurement, coaching recruitment, student team formation, and participation in regular season and State tournaments. Key stakeholders, including Esports coaches, IT support, Fenworks

leadership, and district administration, collaborate to ensure the program's continued success and enrichment of student experiences across the district.

Game Titles:

- Rating system:
  - ESRB (Entertainment Software Ratings Board)
  - T for team or E for everyone.
- Chess
- Mario Kart
- Super Smash Brothers
- League of Legends
- Valorant
- Fortnight
- Rocket League

Game Days and Times:

- Monday
  - 5 PM CT Minecraft 4v4
  - 6 PM CT Mario Kart 8 2v2
- Tuesday
  - 5 PM CT Rocket League 3v3
  - 6 PM CT Chess 1v1
- Wednesday
  - 5 PM CT Super Smash Bros Ultimate 1v1
- Thursday
  - 5 PM CT League of Legends 5v5
  - 6 PM CT Fortnite Duos

Important Dates:

- Registration Period: **October 14th - November 6th.** *Teams need to be created and signed up for their respective seasons on the league platform by this date.*
- Preseason Dates: **November 11th - November 22nd**
- Regular Season Dates: **December 2nd - January 31st**
- Playoffs/Divisions: **February 3rd - February 7th**
- State Tournament Dates and Location: **March 7th - March 8th at South Dakota State University**

Budget: Can be viewed at https://shorturl.at/Sy9cw

BIDS

The Purchasing Department of the Rapid City Area Schools routinely solicits bids for supplies, equipment, and construction to facilitate the educational process. Within the last 30 days Administration received and studied bids for the following items:

LOW CAB FORWARD CHASSIS TRUCK

The purpose of the bid is to purchase one (1) Low Cab Forward Chassis Truck with aluminum & steel truck body and liftgate, for the district's Buildings and Grounds operations. One (1) bid was received for the truck and one (1) bid for the body and liftgate. The low base bid for Quote #1, by Denny Menholt Chevrolet in the total amount of $43,669.00. Quote #1a & #1b, submitted by Northern Truck Equipment in the total amount of $52,390.00.

Denny Menholt Chevrolet	
Quote #1 Bid Amount	$53,669.00
Trade-In (2009 Cutaway Van)	-$10,000.00
Northern Truck Equipment	
Quote #1a Truck Body	$28,395.00
Quote #1b Liftgate	$23,995.00
Total	**$96,059.00**

Rapid City Area School District: Claims Report
11/4/2024

4imprint				
	10	Supplies	464.89	
				464.89
A & B Business Equipment Inc				
	10	Repairs & Maintenance Svcs	373.28	
				373.28
A & I Distributors				
	10	Supplies	287.00	
	22	Supplies	287.00	
				574.00
A & J Screening				
	10	Supplies	1,388.47	
				1,388.47
A To Z Shredding Inc.				
	10	Other Professional Services	94.20	
				94.20
A&B Welding Supply Company Inc				
	10	Supplies	204.62	
				204.62
AALCO Manufacturing/Sportscon				
	10	Supplies	355.00	
				355.00
Academic Therapy Publications High Noon				
	10	Supplies	2,923.00	
				2,923.00
Acuity Insurance				
	10	Property, Liability & Fidelity	17,505.00	
				17,505.00
Albertson Engineering, Inc.				
	21	Other Professional Services	350.00	
				350.00
Amazon.Com Inc				
	10	All Objects	455.60	
	10	Cell Phone	36.95	
	10	Uniforms	228.25	
	10	Supplies-Resale	19.46	
	10	Supplies	21,770.56	
	10	Food - Purchased	179.20	
	10	Other Equip New < $5000	250.07	
	21	Other Equip New < $5000	1,724.51	
	21	New Building	179.99	
	21	Other Equip Replace > $5000	2,953.50	
	21	Library Media	24.49	
	22	Supplies	1,008.52	

51	Supplies	480.72	
			29,311.82
American Engineering Testing Inc			
21	New Building	3,332.25	
			3,332.25
Amick Sound Inc			
10	Repairs & Maintenance Svcs	4,462.94	
			4,462.94
Associated School Boards Of SD			
10	Registration Fees	175.00	
22	Registration Fees	25.00	
			200.00
Bierschbach Equip & Supply, Inc			
10	Rentals	4,344.21	
			4,344.21
BJ's Instrument Repair DBA			
10	Repairs & Maintenance Svcs	310.00	
			310.00
Black Hills Chemical, Inc.			
10	All Objects	172.68	
51	Supplies	150.15	
			322.83
Black Hills Roofing Co DBA			
10	Repairs & Maintenance Svcs	472.00	
			472.00
Black Hills Special Svcs Co-Op			
10	Other Professional Services	2,550.00	
10	Travel Out-Of-District	1,854.03	
22	Services Purchased from Co-Op	255.00	
22	Payments/Other Educ Institute	42,500.00	
			47,159.03
Black Hills Speech Pathology			
22	Other Professional Services	2,460.00	
			2,460.00
Black Hills Urgent Care, LLC			
10	Other Professional Services	450.00	
22	Other Professional Services	50.00	
			500.00
Black Hills Works			
22	Payments/Other Educ Institute	5,100.00	
			5,100.00
Blick Art Materials			
10	Supplies	1,356.54	
			1,356.54
Bren Shannon Marie			
10	Supplies	34.39	

				34.39
Brown Samuel Aaron				
	10	Uniforms	75.99	
	10	Supplies	162.79	
	22	Supplies	162.79	
				401.57
BSN Sports Team GL Sports				
	10	Supplies	2,047.39	
	10	Other Equip Replace < $5000	436.80	
	21	Other Equip New < $5000	9,673.00	
	21	Other Equip Replace < $5000	717.60	
	21	Other Equip New > $5000	7,315.99	
				20,190.78
Car Quest Auto Parts				
	10	Supplies	191.26	
				191.26
Carnegie Learning				
	10	Other Professional Services	5,000.00	
	21	Textbooks & Software	612.80	
				5,612.80
Carolina Biological Supply Co				
	10	Supplies	455.01	
				455.01
Cash-WA Distributing, Inc.				
	10	All Objects	-1,714.98	
	51	All Objects	20,700.96	
	51	Supplies	6,456.69	
	51	Food - Purchased	88,667.96	
	51	Food - Purchased Produce	10,071.03	
	51	Ala Carte	13,217.98	
	51	Donated Food	38,758.10	
				176,157.74
Chamberlin Architects Inc.				
	21	Other Professional Services	18,650.00	
				18,650.00
City Of Rapid City				
	10	Other Professional Services	251,160.00	
	10	Water/Sewer/Garbage	5.67	
				251,165.67
Climate Control Systems and Service LLC				
	10	Repairs & Maintenance Svcs	395.70	
				395.70
Coca-Cola Bottling Company				
	10	Supplies-Resale	1,299.33	
				1,299.33
Column Software PBC				
	10	Communication Advertising	2,635.52	

	10	Advertising	77.68	
				2,713.20
Combined Building Specialties Inc				
	21	New Building	378.00	
				378.00
Connecting Point, Inc. Twotrees Tech				
	21	Other Equip Replace > $5000	1,588.25	
				1,588.25
Contour Design				
	21	Other Equip New < $5000	89.95	
				89.95
D & R Service, Inc.				
	10	Repairs & Maintenance Svcs	658.81	
				658.81
Dakota Barricade, LLC				
	10	Other Professional Services	361.00	
				361.00
Dakota STEAM Learning				
	10	Other Professional Services	18,609.50	
				18,609.50
DakotaLink				
	22	Other Equip New < $5000	2,922.08	
				2,922.08
Ecolab Pest Elimination Div, Inc.				
	10	Repairs & Maintenance Svcs	28.49	
	22	Repairs & Maintenance Svcs	28.48	
				56.97
Ekon-O-Pac				
	51	All Objects	1,390.00	
				1,390.00
Elks Theatre				
	10	Rentals	1,300.00	
				1,300.00
EMW Solutions				
	21	Licensed Vehicle Replace	2,966.22	
				2,966.22
Equality State Farms				
	51	Division Heads/Managers	367.22	
	51	Food - Purchased Produce	40,712.54	
				41,079.76
Evergreen Office Solutions				
	10	Supplies	1,739.20	
				1,739.20
Floyd's Truck Center - Rapid City				
	10	Supplies	961.08	
	22	Repairs & Maintenance Svcs	271.51	

22	Supplies	961.07	
			2,193.66
Follett Content Solutions, LLC			
21	Library Media	1,889.96	
			1,889.96
Gotcha Covered			
10	Repairs & Maintenance Svcs	4,297.50	
			4,297.50
Gramberg Greg			
10	Supplies	81.71	
			81.71
Grate Interpreting			
22	Other Professional Services	136.00	
			136.00
Great Plains Distribution			
10	Supplies	2,423.57	
			2,423.57
Green Environmental Services			
10	Repairs & Maintenance Svcs	220.00	
			220.00
Grimm's Pump Service, Inc.			
10	Repairs & Maintenance Svcs	61.71	
22	Repairs & Maintenance Svcs	61.70	
			123.41
Gunderson Palmer Nelson & Ashmore, LLP			
10	Other Professional Services	135.00	
			135.00
H & D Excavating			
10	Repairs & Maintenance Svcs	182.64	
10	Supplies	8,763.74	
			8,946.38
Hagen Glass Windows and Siding, INC			
10	Repairs & Maintenance Svcs	1,860.60	
			1,860.60
Haggerty's Musicworks DBA			
10	Repairs & Maintenance Svcs	655.00	
			655.00
Hanken Dennis T			
22	Other Professional Services	1,912.50	
			1,912.50
Hart Ranch Resort			
10	Rentals	1,706.68	
			1,706.68
Helios Ed			
21	Other Professional Services	22,550.00	
			22,550.00

Herrboldt Keeney Bethany Kay				
	10	Supplies	29.15	
				29.15
Hill Music Company, Inc				
	10	Supplies	160.00	
				160.00
Hillyard Floor Care Supply				
	10	All Objects	25,310.28	
	21	Other Equip New > $5000	28,236.00	
	21	Other Equip Replace > $5000	56,246.16	
				109,792.44
Howe James I.				
	10	Instr Workbooks/Class Subscr	59.88	
				59.88
HP, Inc. Print Management				
	10	Supplies	254.99	
				254.99
Inclusive TLC				
	21	Computer Software Admin	2,212.00	
				2,212.00
Innovative Office Solutions, LLC				
	21	Other Equip New < $5000	899.01	
				899.01
I-State Truck Center				
	10	Supplies	666.40	
	22	Repairs & Maintenance Svcs	429.69	
	22	Supplies	236.72	
				1,332.81
Johnson Controls Fire Protection				
	10	Repairs & Maintenance Svcs	492.84	
				492.84
Johnson Controls Inc				
	10	Repairs & Maintenance Svcs	1,239.41	
	10	Supplies	2,820.00	
	21	Repairs & Maintenance Svcs	51,670.20	
				55,729.61
Journey Museum, The ,Inc.				
	10	Supplies	27.18	
				27.18
Juicebox, LLC				
	10	Other Professional Services	121.50	
				121.50
Jundt Aaron Nicholas				
	10	Dues and Fees	129.00	
				129.00
JW Pepper & Sons Inc				
	10	Supplies	1,907.37	

				1,907.37
Kagan Professional Development				
	10	Other Professional Services	2,499.00	
	10	Supplies	445.50	
				2,944.50
Kessler Rod				
	10	Other Professional Services	1,146.55	
				1,146.55
Kipp's Construction				
	10	Repairs & Maintenance Svcs	204.00	
	21	Repairs & Maintenance Svcs	815.00	
				1,019.00
Knecht Home Center Inc				
	10	Supplies	145.13	
				145.13
KT Connections Inc				
	10	Repairs & Maintenance Svcs	50,284.00	
				50,284.00
Laundry World				
	10	Laundry Services	829.72	
				829.72
Lettuce Grow				
	10	Supplies	275.54	
				275.54
Lift Pro Equipment Co Inc				
	10	Repairs & Maintenance Svcs	148.42	
				148.42
Lloyd Smith Laura Leigh				
	10	Dues and Fees	129.00	
				129.00
Lundgren Joy Marie				
	10	Supplies	34.94	
				34.94
Make Music				
	21	Instr Workbooks/Class Subscr	629.79	
				629.79
Marco Technologies LLC				
	10	Repairs & Maintenance Svcs	54.00	
				54.00
Masters Custom Design Embroidery				
	10	Uniforms	59.50	
				59.50
Menards, Inc				
	10	Supplies	1,404.14	
				1,404.14
MHS				

22	Supplies	3,597.50	
			3,597.50
Midland Paper Company			
10	All Objects	1,442.79	
			1,442.79
Mitchell Rani Elizabeth			
10	Dues and Fees	120.00	
			120.00
Moyle Petroleum Co #29000 Inc.			
10	Repairs & Maintenance Svcs	120.00	
22	Repairs & Maintenance Svcs	10.00	
			130.00
National Speech & Debate Assoc.			
10	Dues and Fees	149.00	
			149.00
North Central Truck Equipment, Inc.			
10	Supplies	93.04	
22	Supplies	93.05	
			186.09
Paulson Darren			
10	Other Professional Services	2,165.30	
			2,165.30
Penn State Industries			
10	Supplies	185.35	
			185.35
Pennington Co Hwy Dept			
10	Gas & Diesel	4,888.94	
22	Gas & Diesel	653.09	
51	Gas & Diesel	59.23	
			5,601.26
Pete Lien & Sons Inc			
10	Supplies	362.54	
			362.54
Plank Road Publishing Inc			
10	Supplies	76.98	
			76.98
Popplers Music Store			
10	Supplies	87.94	
			87.94
Power House Honda, Inc.			
10	Repairs & Maintenance Svcs	173.96	
21	Other Equip New < $5000	841.62	
21	Other Equip Replace < $5000	825.94	
			1,841.52
Prairie Farms Dairy			
51	Food - Purchased	27,388.89	

				27,388.89
Premier Striping & Landscapes, LLC				
	10	Repairs & Maintenance Svcs	15,050.00	
				15,050.00
Project Lead The Way, Inc.				
	10	Supplies	3,797.50	
				3,797.50
Quill Corporation				
	10	All Objects	159.80	
				159.80
Rapid City Area Schools- To 60 Club				
	10	Other Professional Services	2,774.00	
				2,774.00
Rapid City Fire & Emergency				
	10	Other Professional Services	517.50	
				517.50
Rapid Fire Protection Inc				
	10	Repairs & Maintenance Svcs	12,960.00	
				12,960.00
Rapid Transit System				
	10	Common Carrier or Bus Service	120.00	
				120.00
RDO Equipment Co Inc				
	21	Other Equip Replace > $5000	23,485.62	
				23,485.62
Remmereid Julie Ann				
	22	Registration Fees	190.00	
				190.00
Renner & Associates, LLC				
	21	Other Professional Services	4,010.50	
				4,010.50
Riverside Insights, LLC				
	22	Supplies	227.60	
				227.60
Riverside Technologies, Inc.				
	10	Repairs & Maintenance Svcs	1,649.00	
	21	Computers New < $5000	326.00	
	21	Computer Software Admin	599.00	
	21	Other Equip Replace > $5000	69,209.20	
				71,783.20
RMS Visual Designs, Inc.				
	10	Other Professional Services	2,070.00	
				2,070.00
Roberts Musical Services				
	10	Repairs & Maintenance Svcs	175.00	
				175.00

rSchool Today/Distributed Website Corp, In			
10	Supplies	595.00	
			595.00
S&S Worldwide			
10	Supplies	22.98	
			22.98
Sanford Bismarck			
10	Other Professional Services	105.00	
22	Other Professional Services	180.00	
			285.00
Sargent Welch division of VWR Internationa			
10	Supplies	43.26	
			43.26
Schaeffer's Specialized Lubricants			
10	Supplies	983.73	
22	Supplies	983.72	
			1,967.45
Scholastic Book Fairs			
10	Supplies-Resale	801.61	
			801.61
Scholastic Magazines			
22	Instr Workbooks/Class Subscr	82.50	
			82.50
Scholastic Magazines Inc			
10	Instr Workbooks/Class Subscr	331.30	
			331.30
School Outfitters			
21	Other Equip New > $5000	49,294.12	
			49,294.12
School Specialty, LLC			
10	All Objects	914.08	
10	Supplies	796.24	
21	Other Equip Replace < $5000	3,748.50	
22	Supplies	86.56	
			5,545.38
SD Dept Of Education			
10	Computer Licensing	2,000.00	
			2,000.00
SD Dept Of Labor			
10	Unemployment Insurance	11,422.00	
			11,422.00
SD Div Criminal Investigation			
10	Other Professional Services	2,508.50	
			2,508.50
SD Special Pay Plan			
10	Sick Leave Severance	1,143.02	
			1,143.02

SDIAAA				
	10	Dues and Fees	155.00	
				155.00
Seco Construction Inc				
	21	All Objects	-13,106.05	
	21	Repairs & Maintenance Svcs	131,060.50	
				117,954.45
Servall, Inc.				
	10	Laundry Services	15,947.12	
				15,947.12
Skyline Engineering LLC				
	21	New Building	190.00	
				190.00
Software House International Corp				
	10	Telephone Services	3,732.90	
	22	Telephone Services	2,105.57	
	51	Telephone Services	99.45	
				5,937.92
Specialty Installation, LLC				
	10	Repairs & Maintenance Svcs	1,937.32	
				1,937.32
SpinLife				
	21	Other Equip Replace < $5000	2,968.20	
				2,968.20
Stan Houston Equipment, Inc.				
	10	Repairs & Maintenance Svcs	141.75	
				141.75
Staples Advantage				
	10	All Objects	1,236.95	
	10	Supplies	133.18	
				1,370.13
Stone Greg				
	10	Other Professional Services	708.00	
				708.00
Taylor Kayla Lynn				
	51	Supplies	26.09	
				26.09
TerraSite Design				
	21	Other Professional Services	5,064.00	
				5,064.00
Textbook Warehouse, LLC				
	21	Textbooks & Software	10,881.12	
				10,881.12
The Aquaponic Source				
	10	Other Equip New < $5000	14,462.14	
				14,462.14

The Library Store, Inc.				
	21	Other Equip New < $5000	3,561.20	
				3,561.20
The Monument				
	10	Rentals	4,540.18	
	10	Food - Purchased	2,847.00	
	21	Rentals	8,170.00	
				15,557.18
Transfinder				
	21	Other Professional Services	1,266.86	
	21	Other Equip Replace > $5000	1,983.14	
				3,250.00
Twig Education				
	21	Textbooks & Software	1,582.66	
				1,582.66
UltimateSLP				
	22	Computer Software Admin	1,740.48	
				1,740.48
Universal Pediatrics UPSI				
	22	Other Professional Services	2,407.00	
				2,407.00
Uplift Desk				
	21	Other Equip New < $5000	5,395.00	
				5,395.00
US Bank - Investment, Agent Fee				
	21	Fiscal Agent's Fees	1,650.00	
				1,650.00
VanWay Trophy & Award				
	10	Supplies	12.74	
				12.74
Velez William Joseph				
	10	Food - Purchased	193.48	
				193.48
Ventris Learning LLC				
	10	Supplies	531.00	
				531.00
Vigilant Business Solutions				
	10	Other Professional Services	937.50	
				937.50
West River Trailer Sales				
	21	Other Equip Replace > $5000	18,995.00	
				18,995.00
Western Communications Inc				
	10	Supplies	1,187.64	
				1,187.64
Western Dakota Technical College Rm Rer				

	10	Registration Fees	75.00	
	22	Registration Fees	75.00	
				150.00
Western Mailers, Inc.				
	10	Postage & Meter Rental	5,233.00	
				5,233.00
Western Psychological Service				
	22	Supplies	434.50	
				434.50
Western States Fire Protection, Inc				
	10	Repairs & Maintenance Svcs	1,375.00	
				1,375.00
WillScot				
	21	New Building	192.00	
				192.00
Wilsey Laura Mae				
	10	Registration Fees	455.00	
				455.00
Winsupply				
	10	Supplies	76.40	
				76.40
YouScience LLC				
	21	Instr Workbooks/Class Subscr	10,620.00	
				10,620.00
			Total =	**1,465,333.27**

Rapid City Area School District: Claims Report
11/4/2024

Scull Construction Inc			
21	New Building	1,555,552.61	
			1,555,552.61
		Total =	**1,555,552.61**

south dakota DEPARTMENT OF EDUCATION
Learning. Leadership. Service.

Date Received by SD DOE:
ARW-LTS1 (6/2022)

Office of Accreditation
Type all information or use blue or black ink.

Administrative Rule Waiver Application
Long-Term Substitute

Authority to Grant Administrative Rule Waiver

24:43:08:01. Waiver of certain administrative rules and Department of Education policies. The secretary of education may waive compliance of one or more administrative rules or Department of Education policies when requested by a public school district or approved nonpublic school.

24:43:08:10. Secretary's authority to grant waivers limited. The secretary of education may not waive a state statute. The secretary may waive an administrative rule promulgated by the Department of Education or the South Dakota Board of Education, unless the language of the rule prevents waiving. The secretary may waive established Department of Education policy and procedure.

Part 1 – District Information

School District: Rapid City Area Schools		
Superintendent Name: Dr. Cory Strasser	**Phone Number:** 605-394-5147	**Email:** Cory.Strasser@k12.sd.us
School Board President Name: Tray Carr	**Phone Number:** 605-394-5147	**Email** Tray.Carr@k12.sd.us

Part 2 – Administrative Rules to be Waived

Select the rule(s) the district is requesting to be waived:

Long-term Substitute Requirement

☒ **ARSD 24:28:01.01 (54)** "Long-term substitute" means:

☒ (A) an individual acting as a teacher of record for no more than 45 cumulative school days in a vacant teaching position while a school district pursues a contract for a teacher; or

☐ (B) an individual who is acting as the teacher of record for more than 45 cumulative school days when a teacher is on a temporary leave of absence if:

☐ (1) the teacher's leave of absence is granted pursuant to the "Family and Medical Leave Act of 1993," 29 U.S.C. § 2601, et seq. by the school; or

☐ (2) the individual has a valid or inactive teaching certificate.

Definition of an Inactive Certificate *(will allow someone with an invalid certificate to receive an inactive certificate allowing them to meet the exemption in ARSD 24:24:01:01(54)(B)(2))*

☐ **ARSD 24:28:01.01 (50)** "Inactive certificate" means a certificate issued to a certificate holder with a valid certificate, who is not acting as an educator and requests the certificate become inactive for a period of five years.

Application Timeline

☒ **ARSD 24:43:08:04. Application timelines.** An approved waiver shall take effect at the beginning of the next school fiscal year on July 1. The department must receive an application for a waiver at least 60 days prior to the start of a new school fiscal year July 1. A district may petition the secretary for consideration of an alternate effective date that is least 60 days after the department receives its application for a waiver. The secretary shall consider the quality of the application and the extent of its intended outcomes on student learning and enhancement of student opportunity in determining whether to grant the alternate effective date for an approved waiver.

Part 3 – Verification of Administrative Rule Waiver Intent

(a) List the school(s) the where the waiver will be utilized:

General Beadle

(b) Provide a description about the reason for requesting the waiver:

We had a teacher resign Sept. 20, 2024 and have not had an applicant for the position.

(c) If requesting a waiver for a long-term substitute ARSD 24:28:01:01(54) (A) or (B) provide the following information:

- List the grade span and courses that will be taught by the long-term substitute:

3rd Grade, All subjects

- Provide a detailed description of the long-term substitute including name and qualifications such as degrees, work experience, or other experiences related to the courses being taught:

Halie Dahl has been a sub for the district and has filled other long term sub jobs in the past.

- Provide a description of the plan for monitoring the quality of the instruction by the long-term substitute and how the school will ensure there is not a negative impact on student learning:

Halie has an experienced team of 2 other teachers supporting her.
The principal does daily check ins

(d) If requesting a waiver to allow someone with an invalid certificate to be eligible for an inactive certificate, list the name of the invalid educator and the reason the waiver is being requested:

n/a

Part 4 – Length of Waiver

If applicable, identify the estimated length of time the long-term substitute will be in place:

Sept 2024 - May 2024 or until an applicant applies & accepts.

Part 5 – Approval by Local School Board	
Date(s) Presented to School Board *(attach board minutes)*: November 4, 2024	Date Approved by School Board: November 4, 2024
Signature of Superintendent/CEO:	Signature of School Board President:
Date of Signature: November 4, 2024	Date of Signature: November 4, 2024
Part 6 – Department of Education Review	
Date Received:	Date Reviewed:
Name and Reviewer:	
☐Approve	☐Deny
Reason for Denial:	
Additional Documentation Required:	
Part 7 – Department of Education Secretary's Action	
☐Approve	☐Deny
Reason for Denial:	
Signature:	

Include:
1. Completed application
2. School board minutes

Email to
daeaccred@state.sd.us

south dakota DEPARTMENT OF EDUCATION
Learning. Leadership. Service.

Date Received by SD DOE:
ARW-LTS1 (6/2022)

Office of Accreditation
Type all information or use blue or black ink.

Administrative Rule Waiver Application
Long-Term Substitute

Authority to Grant Administrative Rule Waiver

24:43:08:01. Waiver of certain administrative rules and Department of Education policies. The secretary of education may waive compliance of one or more administrative rules or Department of Education policies when requested by a public school district or approved nonpublic school.

24:43:08:10. Secretary's authority to grant waivers limited. The secretary of education may not waive a state statute. The secretary may waive an administrative rule promulgated by the Department of Education or the South Dakota Board of Education, unless the language of the rule prevents waiving. The secretary may waive established Department of Education policy and procedure.

Part 1 – District Information

School District: Rapid City Area Schools

Superintendent Name: Cory Strasser	Phone Number: 605-394-6147	Email: cory.strasser@k12.sd.us
School Board President Name: Troy Carr	Phone Number: 605-394-6147	Email: Troy.Carr@k12.sd.us

Part 2 – Administrative Rules to be Waived

Select the rule(s) the district is requesting to be waived:

Long-term Substitute Requirement

☒ **ARSD 24:28:01.01 (54)** "Long-term substitute" means:

☒ (A) an individual acting as a teacher of record for no more than 45 cumulative school days in a vacant teaching position while a school district pursues a contract for a teacher; or

☐ (B) an individual who is acting as the teacher of record for more than 45 cumulative school days when a teacher is on a temporary leave of absence if:

☐ (1) the teacher's leave of absence is granted pursuant to the "Family and Medical Leave Act of 1993," 29 U.S.C. § 2601, et seq. by the school; or

☐ (2) the individual has a valid or inactive teaching certificate.

Definition of an Inactive Certificate *(will allow someone with an invalid certificate to receive an inactive certificate allowing them to meet the exemption in ARSD 24:24:01:01(54)(B)(2))*

☐ **ARSD 24:28:01.01 (50)** "Inactive certificate" means a certificate issued to a certificate holder with a valid certificate, who is not acting as an educator and requests the certificate become inactive for a period of five years.

Application Timeline

☒ **ARSD 24:43:08:04. Application timelines.** An approved waiver shall take effect at the beginning of the next school fiscal year on July 1. The department must receive an application for a waiver at least 60 days prior to the start of a new school fiscal year July 1. A district may petition the secretary for consideration of an alternate effective date that is least 60 days after the department receives its application for a waiver. The secretary shall consider the quality of the application and the extent of its intended outcomes on student learning and enhancement of student opportunity in determining whether to grant the alternate effective date for an approved waiver.

Part 3 – Verification of Administrative Rule Waiver Intent

(a) List the school(s) the where the waiver will be utilized:

General Beadle

(b) Provide a description about the reason for requesting the waiver:

we had a teacher resign Aug. 20, 2024 and have not had an applicant for the position.

(c) If requesting a waiver for a long-term substitute ARSD 24:28:01:01(54) (A) or (B) provide the following information:

- List the grade span and courses that will be taught by the long-term substitute:

5th Grade, All subjects

- Provide a detailed description of the long-term substitute including name and qualifications such as degrees, work experience, or other experiences related to the courses being taught:

Christy Twiggs Hammond has been a sub for the district and has filled other long term sub jobs in the past.

- Provide a description of the plan for monitoring the quality of the instruction by the long-term substitute and how the school will ensure there is not a negative impact on student learning:

Christy has an experienced team of other teachers supporting her.
The principal does daily check ins

(d) If requesting a waiver to allow someone with an invalid certificate to be eligible for an inactive certificate, list the name of the invalid educator and the reason the waiver is being requested:

n/a

Part 4 – Length of Waiver

If applicable, identify the estimated length of time the long-term substitute will be in place:

Aug 2024 – May 2024 or until an applicant applies & accepts.

Part 5 – Approval by Local School Board	
Date(s) Presented to School Board *(attach board minutes)*: November 4, 2024	Date Approved by School Board: November 4, 2024
Signature of Superintendent/CEO:	Signature of School Board President:
Date of Signature: November 4, 2024	Date of Signature: November 4, 2024
Part 6 – Department of Education Review	
Date Received:	Date Reviewed:
Name and Reviewer:	
☐Approve	☐Deny
Reason for Denial:	
Additional Documentation Required:	
Part 7 – Department of Education Secretary's Action	
☐Approve	☐Deny
Reason for Denial:	
Signature:	

Include:
1. Completed application
2. School board minutes

Email to
doeaccred@state.sd.us

ENROLLMENT OPTIONS

1. STUDENT ASSIGNMENT REQUESTS

BACKGROUND INFORMATION

SDCL 13-28-10. School residency of child residing in a home other than residence of parents, guardian, or noncustodial parents – Petition to local school board. If a school age child resides in a home other than the residence of his parents, guardian, or noncustodial parents on a temporary or permanent basis, the school residency of the child is where the parents, noncustodial parents, or guardian reside unless, upon request of the person with whom the child is living, the local school board accepts the child as a resident of that school district...

ADMINISTRATIVE CONSIDERATION:

Eleven students have requested assignments to the Rapid City Area School District for the 2024-25 school year. For these requests, approval is subject to program and/or space availability.

ADMINISTRATION'S RECOMMENDATION:

It is recommended that the Board of Education approve request SA-6045-6055

2. OPEN ENROLLMENT APPLICATIONS

BACKGROUND INFORMATION

SDCL 13-28-40. Enrollment options program established. An enrollment options program is established to enable any South Dakota kindergarten through grade student to attend any public school that serves the student's grade level in any South Dakota school district, subject to the provisions in SDCL 13-28-40 to 13-28-47, inclusive...

ADMINISTRATIVE CONSIDERATION:

Four students have submitted an open enrollment application to the Rapid City Area School District for the 2024-25 school year. For this request, approval is subject to program

ADMINISTRATION'S RECOMMENDATION:

It is recommended that the Board of Education approve requests OE 7133 - 7136

Rapid City Area School District: Imprest Claims Report
10/23/2024

GENERAL FUND

Bauer Jordan-petty cash	10/17/24	15,000.00	All Objects
	Total All Objects =	**15,000.00**	
Dakota Truck Underwriters	10/10/24	113.78	Workers Compensation Ins
	Total Workers Compensation Ins =	**113.78**	
BHSU Music Dept	10/24/24	200.00	Registration Fees
Cheyenne East High School	10/17/24	150.00	Registration Fees
Sturgis High School	10/24/24	100.00	Registration Fees
Watertown High School	10/10/24	40.00	Registration Fees
	Total Registration Fees =	**490.00**	
Adkins Laurie	10/24/24	227.84	Other Professional Services
Albrecht Lauren	10/10/24	147.12	Other Professional Services
Baker Gage	10/24/24	100.00	Other Professional Services
Baltzer Tim	10/24/24	132.84	Other Professional Services
Barnes Jeffrey Lynn	10/17/24	80.00	Other Professional Services
Barnes Jeffrey Lynn	10/24/24	410.00	Other Professional Services
Bauer Teri Lynne	10/17/24	210.00	Other Professional Services
Beasley Marty	10/24/24	500.00	Other Professional Services
Beaulieu Bryan J	10/10/24	140.00	Other Professional Services
Beaulieu Bryan J	10/17/24	540.00	Other Professional Services
Beaulieu Bryan J	10/24/24	70.00	Other Professional Services
Bennett Christina	10/24/24	193.32	Other Professional Services
Black Horn Gayla	10/24/24	264.56	Other Professional Services
Bomesberger Lindsey	10/24/24	300.24	Other Professional Services
Bontrager Alaina	10/24/24	40.00	Other Professional Services
Bostrom Jolynn	10/24/24	50.00	Other Professional Services
Bremer Tamara	10/24/24	300.00	Other Professional Services
Christianson Kelly M	10/10/24	30.00	Other Professional Services
Christianson Kelly M	10/24/24	90.00	Other Professional Services
Crouse James	10/10/24	45.00	Other Professional Services
Distel Brett	10/17/24	133.16	Other Professional Services
Distel Brett	10/24/24	193.16	Other Professional Services
Dolan David H	10/10/24	25.00	Other Professional Services
Downs Richard V	10/17/24	75.00	Other Professional Services
Durr Laurel A	10/24/24	370.00	Other Professional Services
Ellis Joel	10/17/24	154.58	Other Professional Services
Felix Richard	10/10/24	160.00	Other Professional Services
Felix Richard	10/17/24	70.00	Other Professional Services
Felix Richard	10/24/24	160.00	Other Professional Services
Fitzpatrick Adam	10/24/24	183.96	Other Professional Services
Gallimore Roger	10/10/24	90.40	Other Professional Services
Gallimore Roger	10/17/24	490.40	Other Professional Services
Gallimore Roger	10/24/24	180.80	Other Professional Services
Glenn Sara	10/17/24	78.16	Other Professional Services
Glenn Sara	10/24/24	150.00	Other Professional Services
Gorman Matthew	10/17/24	200.00	Other Professional Services
Gregg Jadyn	10/24/24	135.00	Other Professional Services
Hendrickson Kelsey Jean	10/24/24	250.00	Other Professional Services
Hilsendeger Joe	10/17/24	90.00	Other Professional Services
Hilsendeger Joe	10/24/24	70.00	Other Professional Services
Hilton Steve	10/10/24	90.40	Other Professional Services
Hilton Steve	10/24/24	145.40	Other Professional Services
Jacobson Joe	10/24/24	140.00	Other Professional Services
Jacobson Scott J.	10/10/24	70.00	Other Professional Services
Jacobson Scott J.	10/24/24	140.00	Other Professional Services
Jensen Scott A	10/17/24	79.58	Other Professional Services
Jensen Scott A	10/24/24	79.58	Other Professional Services
Knudson Adam D	10/10/24	45.00	Other Professional Services
Knudson Adam D	10/24/24	140.00	Other Professional Services
Koehn Kooper	10/24/24	100.00	Other Professional Services
Landis Chad	10/10/24	140.00	Other Professional Services
Lange Scott	10/17/24	125.00	Other Professional Services
Lange Scott	10/24/24	125.00	Other Professional Services
Lehmann Robert	10/24/24	90.00	Other Professional Services

Martinez Spencer	10/10/24	268.12	Other Professional Services
Mazion Jed	10/17/24	210.00	Other Professional Services
Mazion Jed	10/24/24	210.00	Other Professional Services
McClain Jameson	10/10/24	110.00	Other Professional Services
McGough Jason	10/10/24	70.00	Other Professional Services
McGough Jason	10/17/24	70.00	Other Professional Services
McGough Jason	10/24/24	70.00	Other Professional Services
Millslagle Clyde, JR	10/17/24	1,125.00	Other Professional Services
Montgomery Nathan	10/17/24	200.00	Other Professional Services
Nagel Darcy	10/24/24	135.00	Other Professional Services
Nash Penny	10/24/24	50.00	Other Professional Services
Nielsen Duane	10/24/24	140.00	Other Professional Services
Osborn Genevieve	10/24/24	125.00	Other Professional Services
Pagel Jo	10/24/24	300.00	Other Professional Services
Parker Juliana	10/10/24	105.00	Other Professional Services
Pase Brittany	10/24/24	316.32	Other Professional Services
Patterson Cody	10/10/24	90.00	Other Professional Services
Patterson Cody	10/24/24	70.00	Other Professional Services
Penney Kent	10/10/24	135.00	Other Professional Services
Perrigo Zachary	10/24/24	78.16	Other Professional Services
Ploof Patricia Ann	10/24/24	215.00	Other Professional Services
Prince Larry	10/10/24	100.60	Other Professional Services
Prince Larry	10/17/24	200.60	Other Professional Services
Prince Larry	10/24/24	100.60	Other Professional Services
Reinhard Lawrence R	10/10/24	240.00	Other Professional Services
Reinhard Lawrence R	10/17/24	310.00	Other Professional Services
Reinhard Lawrence R	10/24/24	70.00	Other Professional Services
Rodriguez SR Domico Jamir	10/17/24	133.16	Other Professional Services
Sandidge Ashley	10/24/24	200.00	Other Professional Services
Schneider Renae	10/24/24	455.68	Other Professional Services
Schroeder Dacia	10/24/24	193.32	Other Professional Services
Scoular Chad	10/24/24	330.00	Other Professional Services
Steffy Robert Matthew	10/24/24	150.00	Other Professional Services
Stenson Kent	10/17/24	70.00	Other Professional Services
Stenson Kent	10/24/24	70.00	Other Professional Services
Stevens Paul	10/17/24	70.00	Other Professional Services
Szymonski Brett	10/10/24	140.00	Other Professional Services
Szymonski Brett	10/17/24	70.00	Other Professional Services
Trapp Patti Lynn	10/24/24	135.00	Other Professional Services
Tucker Bradley N	10/10/24	70.00	Other Professional Services
Tucker Bradley N	10/17/24	200.00	Other Professional Services
Tucker Bradley N	10/24/24	125.00	Other Professional Services
Tucker Tanner	10/24/24	148.46	Other Professional Services
van Duuren Skylar Dering	10/17/24	125.00	Other Professional Services
VanDeSteeg Cindy	10/24/24	75.00	Other Professional Services
Vasquez Jared M	10/10/24	200.00	Other Professional Services
Voegeli Richard	10/17/24	600.00	Other Professional Services
Voegeli Richard	10/24/24	140.00	Other Professional Services
Wallace Cameron	10/10/24	70.00	Other Professional Services
Wallace Cameron	10/17/24	70.00	Other Professional Services
Wallace Cameron	10/24/24	70.00	Other Professional Services
Wallace Rolando Rea	10/24/24	70.00	Other Professional Services
Watson Evan	10/17/24	90.00	Other Professional Services
Watson Michael	10/17/24	99.58	Other Professional Services
Watson Michael	10/24/24	99.58	Other Professional Services
Weber John Paul	10/24/24	220.00	Other Professional Services
Weber John Philip	10/24/24	300.00	Other Professional Services
Wheaton Tom	10/17/24	173.96	Other Professional Services
Whiting Kelly	10/17/24	280.00	Other Professional Services
Williamson Mandee	10/24/24	235.00	Other Professional Services
	Total Other Professional Services =	**19,233.64**	
Black Hills Energy	10/17/24	154,365.84	Electricity
	Total Electricity =	**154,365.84**	
Montana Dakota Utilities	10/17/24	6,880.96	Natural Gas/Fuel Oil
	Total Natural Gas/Fuel Oil =	**6,880.96**	
Black Hawk Water User District	10/10/24	155.10	Water/Sewer/Garbage

Kieffer Sanitation	10/10/24	7,595.76	Water/Sewer/Garbage
Rapid Valley Sanitary District	10/17/24	1,328.27	Water/Sewer/Garbage
	Total Water/Sewer/Garbage =	**9,079.13**	
Dakota Bus Service, Inc.	10/10/24	36,665.60	Contracted Bus Service
Dakota Bus Service, Inc.	10/17/24	16,357.65	Contracted Bus Service
Dakota Bus Service, Inc.	10/24/24	14,438.60	Contracted Bus Service
	Total Contracted Bus Service =	**67,461.85**	
Abelseth Jaden Lee	10/24/24	3.26	Mileage Paid to Parents
Achter Rita	10/24/24	11.34	Mileage Paid to Parents
Alcantar Jessica Leigh, mom	10/24/24	8.62	Mileage Paid to Parents
Allen Taylor Ashton	10/24/24	3.49	Mileage Paid to Parents
Andersen Aubrey	10/24/24	9.51	Mileage Paid to Parents
Brickey Randi	10/24/24	9.69	Mileage Paid to Parents
Briggs Jason	10/24/24	37.18	Mileage Paid to Parents
Carsten Laura Michelle	10/24/24	14.64	Mileage Paid to Parents
Cline Christy	10/24/24	14.74	Mileage Paid to Parents
Collins Melissa	10/24/24	10.61	Mileage Paid to Parents
Crim Richard	10/24/24	41.34	Mileage Paid to Parents
Downey Alyssa	10/24/24	12.89	Mileage Paid to Parents
Eisenbraun Kirsten	10/24/24	2.85	Mileage Paid to Parents
Escalante Paige Nicole	10/24/24	54.93	Mileage Paid to Parents
Esquiro Kayla Marie	10/24/24	2.09	Mileage Paid to Parents
Familia Reyes Cheryl Ann, gra	10/24/24	6.79	Mileage Paid to Parents
Farnsworth Lyndsay Lynn	10/24/24	2.60	Mileage Paid to Parents
Fessler Amber, mom	10/24/24	24.28	Mileage Paid to Parents
Fitzgerald Kristy	10/24/24	6.99	Mileage Paid to Parents
Goor Tim	10/24/24	16.32	Mileage Paid to Parents
Harwood Renee' J.	10/24/24	36.34	Mileage Paid to Parents
Haskell Carrie Lynn	10/24/24	6.01	Mileage Paid to Parents
Jacobs Kayte A	10/24/24	4.45	Mileage Paid to Parents
Johnson Danielle	10/24/24	6.20	Mileage Paid to Parents
Jones Jessica	10/24/24	2.65	Mileage Paid to Parents
Kelly Brooke	10/24/24	15.35	Mileage Paid to Parents
Kennedy Mary Cluadet	10/24/24	5.69	Mileage Paid to Parents
Koly Patricia Beth	10/24/24	10.51	Mileage Paid to Parents
Kuipers Sarah Kay	10/24/24	5.05	Mileage Paid to Parents
Langfeldt Allen	10/24/24	5.10	Mileage Paid to Parents
Lavallie Michelle	10/24/24	5.30	Mileage Paid to Parents
Legg Emily	10/24/24	8.90	Mileage Paid to Parents
Martinez Liliana	10/24/24	100.16	Mileage Paid to Parents
Maskovich Jeanine	10/24/24	3.01	Mileage Paid to Parents
McGriff Kelsey LYNN	10/24/24	13.21	Mileage Paid to Parents
McGuire Brigit	10/24/24	2.09	Mileage Paid to Parents
Mires Katie	10/24/24	9.64	Mileage Paid to Parents
Morgan Jessica J	10/24/24	4.36	Mileage Paid to Parents
Munoz Mary Beth	10/24/24	80.53	Mileage Paid to Parents
Nachtigall Matthew	10/24/24	9.96	Mileage Paid to Parents
Palmier Cassandra	10/24/24	7.19	Mileage Paid to Parents
Peterson Ruth Ann	10/24/24	54.32	Mileage Paid to Parents
Radway Jeni	10/24/24	14.89	Mileage Paid to Parents
Redmond Carri	10/24/24	9.96	Mileage Paid to Parents
Renaud Teresa	10/24/24	25.81	Mileage Paid to Parents
Robinson Travis Duane	10/24/24	0.83	Mileage Paid to Parents
Rohrenbach Justin	10/24/24	9.23	Mileage Paid to Parents
Schmelz Tyrel James	10/24/24	5.74	Mileage Paid to Parents
Schwartz Jennifer	10/24/24	60.97	Mileage Paid to Parents
Sprague Tanner	10/24/24	9.08	Mileage Paid to Parents
Swan Tanna L, mom	10/24/24	8.11	Mileage Paid to Parents
Tschetter Ryan	10/24/24	4.09	Mileage Paid to Parents
Twiss Michelle Fawn	10/24/24	6.99	Mileage Paid to Parents
Two Bulls Daron	10/24/24	14.74	Mileage Paid to Parents
VanRosendale Kiana	10/24/24	2.02	Mileage Paid to Parents
Watkins Amber Marie	10/24/24	4.08	Mileage Paid to Parents
Westendorf Tessa	10/24/24	5.37	Mileage Paid to Parents
Wheele Alexis, mom	10/24/24	4.31	Mileage Paid to Parents
Wright Shantel	10/24/24	7.65	Mileage Paid to Parents

	Total Mileage Paid to Parents =	**884.05**	
Bauer Jordan Dennis	10/10/24	63.75	Travel In-District
Briggs Kristine Michele	10/17/24	99.76	Travel In-District
Dausch Simone	10/17/24	40.24	Travel In-District
Gehm Merissa Nicole	10/10/24	16.45	Travel In-District
High Bear Marie Annette	10/10/24	155.86	Travel In-District
Horstman Phillip	10/17/24	34.64	Travel In-District
Krysl Ramie Ann	10/17/24	67.77	Travel In-District
Meverden Cortney Joann	10/17/24	103.51	Travel In-District
Ross Cynthia	10/17/24	71.86	Travel In-District
Sargent Matt D	10/17/24	47.70	Travel In-District
Stanford Roy Mead	10/17/24	27.13	Travel In-District
Strong Jennifer	10/24/24	141.15	Travel In-District
Velez William Joseph	10/10/24	17.58	Travel In-District
	Total Travel In-District =	**887.40**	
Bossen Christopher Martin	10/24/24	214.00	Travel Out-Of-District
Britton Kerry	10/24/24	214.00	Travel Out-Of-District
Campbell Stacy Renee	10/24/24	47.52	Travel Out-Of-District
Colburn Rebecca Lynne	10/24/24	234.00	Travel Out-Of-District
Hafer Robert L	10/24/24	264.00	Travel Out-Of-District
Strong Jennifer	10/24/24	214.00	Travel Out-Of-District
	Total Travel Out-Of-District =	**1,187.52**	
AmericInn - Mitchell	10/10/24	632.40	Excursions & Activities
Comfort Inn - Cheyenne	10/10/24	4,219.00	Excursions & Activities
Fairfield Inn Sx Fls	10/10/24	1,677.90	Excursions & Activities
Holiday Inn Express - Scottsbluff	10/17/24	1,279.04	Excursions & Activities
	Total Excursions & Activities =	**7,808.34**	
Midco Business	10/10/24	682.80	Telephone Services
Midco Business	10/17/24	19,449.57	Telephone Services
	Total Telephone Services =	**20,132.37**	
Amazon.Com Inc	10/17/24	-49.99	Supplies
Hazel Brett Landis	10/17/24	54.99	Supplies
SNO Sites	10/24/24	500.00	Supplies
	Total Supplies =	**505.00**	
Conway Ruth	10/17/24	99.34	Food - Purchased
Pearson Lance J	10/17/24	59.82	Food - Purchased
	Total Food - Purchased =	**159.16**	
Steen James	10/17/24	17.50	Dues and Fees
	Total Dues and Fees =	**17.50**	
		Total GENERAL FUND =	**304,206.54**

CAPITAL OUTLAY FUND

MOA Architecture	10/17/24	10.00	Other Professional Services
	Total Other Professional Services =	**10.00**	
Black Hills Power, Inc.	10/17/24	61.59	Rentals
	Total Rentals =	**61.59**	
Amazon.Com Inc	10/17/24	59.90	Other Equip Replace > $5000
	Total Other Equip Replace > $5000 =	**59.90**	
Apple Valley Ford	10/24/24	105,958.00	Licensed Vehicle Replace
	Total Licensed Vehicle Replace =	**105,958.00**	
		Total CAPITAL OUTLAY FUND =	**106,089.49**

SPECIAL EDUCATION FUND

Dakota Truck Underwriters	10/10/24	640.55	Workers Compensation Ins
	Total Workers Compensation Ins =	**640.55**	
Ratwik, Roszak & Maloney, P.A.	10/10/24	11,495.66	Other Professional Services
	Total Other Professional Services =	**11,495.66**	
Boyd Amber Marie, mom	10/10/24	102.78	Mileage Paid to Parents
Bull Bear Helena	10/17/24	152.66	Mileage Paid to Parents
Chambers Leah	10/17/24	228.48	Mileage Paid to Parents
Conn Christie Jo	10/24/24	166.67	Mileage Paid to Parents
Cranny Mariah	10/10/24	269.28	Mileage Paid to Parents
Haldeen Harold	10/10/24	224.40	Mileage Paid to Parents
Hall Jennifer Marie	10/10/24	477.20	Mileage Paid to Parents
Hoffman Harmony	10/17/24	612.00	Mileage Paid to Parents
Jones Glenn Thomas	10/17/24	78.54	Mileage Paid to Parents

Marling James	10/17/24	489.60	Mileage Paid to Parents
Reitzel Todd	10/17/24	91.80	Mileage Paid to Parents
Scott Vicki	10/10/24	159.20	Mileage Paid to Parents
	Total Mileage Paid to Parents =	**3,052.61**	
Daum Katrin	10/24/24	41.92	Travel In-District
Downey Alyssa	10/17/24	27.80	Travel In-District
Hicks Jessica Anne	10/10/24	32.99	Travel In-District
Rehorst Jennifer Marie	10/10/24	68.80	Travel In-District
Schulz Nicole Susan	10/10/24	49.83	Travel In-District
Sliper Laurie Lynette	10/24/24	135.92	Travel In-District
	Total Travel In-District =	**357.26**	
Ederveen Kayla	10/24/24	102.96	Travel Out-Of-District
Gillam Sandra R	10/24/24	514.74	Travel Out-Of-District
	Total Travel Out-Of-District =	**617.70**	
Black Hills Behavior LLC	10/17/24	19,200.00	Payments/Other Educ Institute
	Total Payments/Other Educ Institute =	**19,200.00**	
Hazel Brett Landis	10/17/24	54.99	Supplies
	Total Supplies =	**54.99**	
		Total SPECIAL EDUCATION FUND =	**35,418.77**
STUDENT NUTRITION FUND			
Kieffer Sanitation	10/10/24	5,481.12	Water/Sewer/Garbage
	Total Water/Sewer/Garbage =	**5,481.12**	
		Total STUDENT NUTRITION FUND =	**5,481.12**
		Total Claims: =	**451,195.92**

K-12 CHANGE OF STATUS

Certified & Contracted Personnel		Adjusted
Big Crow, Kara	Assignment/20 additional days (temporary)	5,604.73
Hall, Reece	Assignment/Change Job Type from temporary to	permanent
Vidas, Shelly	Assignment/Increase from 1500.00 to	2750.00

Classified Personnel		Adjusted
Bilek, Gwen	Assignment/Decrease from 0.9375 FTE to	0.5
Charging Crow, Megan	Assignment/Decrease from 0.375 FTE to	0.28125
Day, Janet	Assignment/Decrease from 18.38 to	17.33
Hendricks, Ashley	Assignment/Moved resignation to	10/10/2024
Returns, Destinee	Assignment/Decrease from 1 FTE to	0.4875
Runnels, Laniah	Assignment/Decrease from .9375 FTE to	0.75
Thibodeau, Brittani	Assignment/Increase from .875 FTE to	0.9375

Additional Pay		Actual
Big Crow, Kara Kaye	Working Lunch	$250.00
Big Crow, Kara Kaye	Working Lunch	$250.00
Big Crow, Kara Kaye	Working Lunch	$50.00
Big Crow, Kara Kaye	Behavior MTG, Teacher Triage, etc	$212.50
Wimp, Diane L	JSC Modules	$225.00

K-12 EMPLOYMENT RECOMMENDATIONS

Certified & Contracted Personnel		Actual Pay
Becker, McKenzie	West/Intramural Girls Basketball (temporary)	1,500.00
Bower, Krystina	West/Intramural Girls Basketball (temporary)	1,500.00
Deming, Tristan	South/7th Grade Girls Basketball	2,750.00
Good Shield, Temple	Knollwood/Lakota Language (pro-rated)	37,485.72
Hines, Daniel	West/8th Grade Girls Basketball (temporary)	2,750.00
Horton, Brittany	South/Intramural Girls Basketball	1,500.00
Kerry, Britton	North/Intramural Girls Basketball (pro-rated)	1,377.55
King, Connor	South/7th Grade Girls Basketball	2,750.00
Kinowski, Aaron	Southwest/Intramural Girls Basketball (pro-rated)	1,377.55
Lockhart, Amy	Knollwood/3rd Grade (pro-rated)(temporary)	29,516.12
McGeehon, Nicholas	West/7th Grade Girls Basketball (temporary)	2,750.00
Moore, Joe	Stevens/Head Football (interim)	3,287.99
Nesland, Carter	South/8th Grade Girls Basketball (temporary)	2,750.00
Rathbun, Roxanne	Central/CTE (pro-rated)	38,252.29
Simpson, Stephen	North/Intramural Girls Basketball (pro-rated)	1,377.55
Snipes Ta'Keyah	North/7th Grade Girls Basketball (pro-rated)	2,525.51
Wilfong, Cheyenne	East/Wrestling (pro-rated)	2,413.26

Classified Personnel		Actual Pay
Adams, Robert	STC/Bus Driver	18.85
Anderson, Leonisa	STC/Bus Aide	15.48
Coleman, Rebecca	Valley View/Paraeducator	17.33
Cottrell, Leah	East/Noon Duty	12.40
Emick, Cody	Central/9 Month Security	17.48
Fanger, Keith	STC/Bus Driver	18.85
Gale, Melissa	Robbinsdale/Paraeducator	19.29
Gilmore, Michelle	Central/Student Nutrition Team Member	15.11
Lewis, Amanda	South Canyon/Paraeducator	18.38
Murphy, Joshua	B&G/Custodial Coordinator	16.67
Owens, Owen	STC/Bus Driver	18.85
Red Cloud, Nisa	B&G/Team Cleaner	15.88
Schuetz, Marilyn	STC/Bus Aide	15.48
Torgerson, Anne	Robbinsdale/Secretary Level 2	15.49
Trobee, Jeremy	B&G/Team Cleaner Float	16.33
Weaver, Kimberly	Wilson/Secretary Level 4	18.27
Winter, Jack	B&G/Team Cleaner Float	16.33

SUBSTITUTES & FIELD PLACEMENTS

Certified Substitutes
Brablec Seales, Valerie
Messer, Gena
Przybysz, Julia
Seales, Randall
Wald, Kaitlyn

BA+ Substitutes
Hansen, Ashlynn
Keizer, Jeremy
Mathews, Kassidea
Wood, Amber

Non-Degreed Substitutes
Njos, Kali

K-12 TERMINATION AND LEAVES

Certified & Contracted Personnel		Effective
Highland, Danielle	South Canyon/Intervention Specialist (LOA)	12/02/2024
Jundt, Aaron	South/8th Grade Girls Basketball (resign-breach)	10/15/2024
Sarchet, Jade	Robbinsdale/Kindergarten (resign-breach)	11/29/2024
Sebbo, Scott	Southwest/8th Grade Boys Basketball (resign)	10/24/2024

Classified Personnel		Effective
Brookman, Amber	Rapid Valley/Paraeducator (resign)	10/30/2024
Brown, Samuel	STC/Diesel/Automotive Technician (resign)	11/01/2024
Deranleau, Nancy	Stevens/Social Science (retire)	06/30/2024
Heller, Devyne	Robbinsdale/Library Secretary (offer rescinded)	10/10/2024
Horsman, Kailey	Central/Paraeducator (resign)	10/28/2024
Koller, Kylee	B&G/Team Cleaner (resign)	10/30/2024
Larson, Terry	STC/Bus Driver (resign)	10/18/2024
Moody, Kathryn	Central//Student Nutrition Team Member (resign)	10/24/2024
Schuetz, Marilyn	RCAA/Student Nutrition Team Member (resign)	10/24/2024
Smales, Mariah	Rapid Valley/Paraeducator (resign)	10/17/2024
Thomas, Jon	STC/Bus Driver (resign)	10/25/2024
Valentine, Mariah	Knollwood/Library Secretary (offer declined)	10/10/2024
Winter, Jack	B&G/Team Cleaner Float (offer declined)	10/17/2024

ORGANIZATIONAL CHART UPDATE

Background Information:

The Payroll Manager currently is listed under the Human Resources Director. The Payroll Manager works closely with both the Human Resources Department and Support Services. Historically the Payroll Manager was under the supervision of the Business Office. During the audit process, the CFOO is responsible for any questions that may arise during that process. The Human Resource Director and the CFOO work together closely in the district's process to maintain continuity for payroll management.

Administration Recommendation:

The Board of Education recommends that the Administration move the Payroll Manager under the direction of the Support Services with continued communication with the Human Resources Director.

DECLARATION OF SURPLUS PROPERTY

BACKGROUND INFORMATION:

The School District annually disposes of supplies and equipment which are no longer considered necessary or suitable to the operation of the district.

ADMINISTRATIVE CONSIDERATION:

The list of supplies and equipment is no longer considered necessary by the Rapid City Area Schools.

ADMINISTRATIVE RECOMMENDATION:

It is recommended the Board of Education declare that the supplies and the equipment on the list be surplus property.

WHEREAS, pursuant to SDCL 6-13-1. The governing board of a political subdivision may sell, trade, loan, destroy or otherwise dispose of any land, structures, equipment, or other property which such governing board has, by appropriate motion, determined is no longer necessary, useful or suitable for the purpose for which it was acquired.

THEREFORE, BE IT RESOLVED by the Board of Education of the Rapid City Area School District No. 51-4 that the following property is determined to be no longer necessary, useful, or suitable for school purposes and order the sale, trade, convey to other political subdivisions, destruction of or the disposal of:

*Not all property listed athttps://shorturl.at/Sy9cwwill be available on the annual surplus property auction.

DECLARATION OF SURPLUS PROPERTY

BACKGROUND INFORMATION:

The School District annually disposes of supplies and equipment which are no longer considered necessary or suitable to the operation of the district.

ADMINISTRATIVE CONSIDERATION:

The District is moving forward in the demolition process for Canyon Lake Elementary as planned. As part of that process, the four annex buildings on the campus were going to be included in the demolition process. This was for two primary reasons. The first was that the usable life of those buildings was very limited, and it would not have made sense to try to save or place in another area of the District. Secondly, the cost to surplus and move those units to await a surplus auction would be far more costly than any amount the District would receive on the sale of those units. New Underwood School District recently reached out and expressed interest in the annex units. They sent personnel over and inspected the units and determined that they would take them if the District was willing to surplus them and would move them at their cost. The District anticipates that removing these four annexes would save approximately $20 thousand in the overall demolition package.

ADMINISTRATIVE RECOMMENDATION:

It is recommended the Board of Education declare that the supplies and the equipment on the list be surplus property.

WHEREAS, pursuant to SDCL 6-13-1. The governing board of a political subdivision may sell, trade, loan, destroy or otherwise dispose of any land, structures, equipment, or other property which such governing board has, by appropriate motion, determined is no longer necessary, useful or suitable for the purpose for which it was acquired.

THEREFORE, BE IT RESOLVED by the Board of Education of the Rapid City Area School District No. 51-4 that the following property is determined to be no longer necessary, useful, or suitable for school purposes and order the sale, trade, convey to other political subdivisions, destruction of or the disposal of:

*Not all property listed below will be available on the annual surplus property auction.

4	Annex Buildings-Canyon Lake Campus	To be given to New Underwood School District

VOLUNTEERS 11/4/24

Allen, Kyra
Beard-Mincks, Farrah
Carroll, Everette
Cheney, Braydon
Cottrell, Leah
Dehn, Angela
Eleniak, Indy
Farris, Brycen
Gamroth-Roush, Nicholas
Halouska, Katie
Harris, Lacey
Hoch, Shimon
Hornick, Sara
Isaacs, Emma
Karn, Paige
Keller, Marin
Lenczowski, Portia
Limberg, Jamie
Lloyd, Addiley
Lloyd, Ramey
McAuley, Leith
McClaren, Jonathan
Metcalfe, Jami
Miller, Shanna
Moller, Tammy
Naqica, Matai
Neal, Erin
O'Neal, Kendra
Oedekoven, April
Ortega, Lora
Pixley, Darian
Purcell, Sarah
Rice, Meggan
Rudge, Susan
Sabetti, Julia
Schad, Natalie
Schmeltzer, Samantha
Schroeder, Kenzie
Stilwell, Jacinta
Sundahl, Beth
Sweitzer, Kay
Thompson, Cole
Trewhella, Ann
Ullen, Taylor
Weichler, Pauline
Weston, Reuben

White, Ty

ADDENDUM

URBAN moved and STEPHENSON seconded to approve striking Towne, Patrick from the ADDENDUM – Human Resources as recommended by administration. MOTION CARRIED with ROLL CALL VOTE (7-0).

K-12 TERMINATION AND LEAVES

Certified & Contracted Personnel		Effective
~~Towne, Patrick~~	~~Stevens/Head Football (non-renewal)~~	~~10/10/2024~~

Classified Personnel		Effective
Achen, Amber	Grandview/Student Nutrition (resign)	11/08/2024
Lewis, Amanda	South Canyon/Paraeducator (offer declined)	10/29/2024
Sadergaski, McKinzie	East/Paraeducator (terminate)	10/29/2024

K-12 EMPLOYMENT RECOMMENDATIONS

Certified & Contracted Personnel		Actual Pay
Neiffer, Elle	Stevens/Math (pro-rated)	22,258.06
Neiffer, Elle	Stevens/Signing Bonus (pro-rated)	3254.14
Paz, Haleigh	Robbinsdale/Kindergarten (pro-rated)	24,435.48
Strasser, Cory	RCEC/Acting Superintendent (pro-rated)	138,241.37

Classified Personnel		Actual Pay
Achen, Rodney	Wilson/Library Secretary	15.49
Boorman, Troy	RCAA/Student Nutrition Team Member	15.11
Maniscalco, Taylor	B&G/Team Cleaner Float	16.33
O'Neill, Karen	Southwest/Paraeducator	16.50
Red Elk, Dwan	Southwest/Paraeducator	16.50
Sitch, Kasey	Rapid Valley/Paraeducator	16.00
Treece, Cynthia	Southwest/Paraeducator	16.50
White Horse, Tabitha	STC/Bus Driver	18.85

K-12 CHANGE OF STATUS

Certified & Contracted Personnel		Adjusted
Traupel-Hofer, Jamalee	Assignment/3.5 Additional Days (temporary)	1,114.06

Classified Personnel		Adjusted
Taylor, Kristie	Assignment/Change in resignation date to	05/30/2025

SUBSTITUTES & FIELD PLACEMENTS

BA+ Substitutes
Chiolis, Kendra

Johansen, Tyler
McCrite, Kathy
Rath, Robert
Schultz, Kayla

Non-Degreed Substitutes
Beert, Logan
Veit, Karyne
Westra, Madelyn

University Student Field Placements
Beert, Logan
Westra, Madelyn

These agreements modify language and implements training, how discipline will be handled and other issues. These have been approved as written by OCR.

Committee Reports

Urban reported on October 24th Rapid City Public School Foundation meeting and upcoming events. Urban's Facility meeting updated included SMS and Canyon Lake update.

Stephenson reported on Community Outreach Committee. The first newsletter was recently emailed to stakeholders and also the group is looking for more ways to reach more members of the community.

Swan reported on PAC committee and the Sr. Honoring with a summer graduation ceremony to also be held. The OCR director position has not been filled at this time.

Birkeland reported that the PACRC is looking at making that facility more accessible for people to access for events.

Other

Urban stated that she supports the Student School board work.

Carr also support the student board and suggests that the board members be on rotation for the student meetings. Carr reviewed ways that items can be put on the agenda for a meeting.

Clapham recognized how intertwined schools are with the community. She thanked the lunch monitors for the job in the lunch room each day in a very noisy environment. She encouraged everyone to vote and said she was going to take her children with her!

Stephenson said she supported student school board and the rotation of BOE members.

EXECUTIVE SESSION

- SDCL 1-25-2.1 – Discussing the qualifications, competence, performance, character or fitness of any public officer or employee or prospective public officer or employee. The term "employee" does not include any independent contractor.
- SDCL 1-25-2.3 – Consulting with legal counsel or reviewing communications with legal counsel about proposed or pending litigation or contractual matters.

SWAN moved and STEPHENS seconded to go into Executive Session at 6:42 PM for personnel and legal counsel discussion. MOTION CARRIED with ROLL CALL VOTE (7-0).

CARR AND BIRKELAND left the meeting at this time and did not participate in Executive session.

Executive Session concluded at 7:40 PM.

ADJOURNMENT

URBAN moved and SWAN seconded to adjourn the November 4, 2024 Board of Education Meeting at 7:41 PM.

Respectfully submitted,

Coy Sasse
CFFO/Business Manager

Shirley Fletcher
Executive Assistant

Troy Carr
Board of Education President

RAPID CITY AREA SCHOOLS

Inspire. Innovate. Excel.

Rapid City Area School District No. 51-4

CONFERENCE REVIEW

Confidential

NAME: Nicole Swigart

BUILDING / POSITION: RCEC, Superintendent

DATE: July 1, 2024

SUPERVISOR: Board of Education

CONFERENCE SUBJECT: *Interviews with the Office of Civil Rights (OCR)*

Summary:

Ms. Swigart was advised of her right to bring representation to the meeting if she wished to do so.

The purpose of this conference review is to discuss concerns regarding Nicole Swigart's ("Ms. Swigart") alleged statements to the OCR concerning Native American students and families.

Concern:

Violation of Staff Ethics and Expectations (District Policy GBC)

Following approval by the Board of Education of the *Voluntary Resolution Agreement*, the OCR released a "Letter to Nicole Swigart" ("*Letter*") to the public, media outlets, and the District on May 29, 2024. This was the first time the District received *Letter*. *Letter* included concerning statements attributable to Ms. Swigart, which provided:

> In 2023 interviews, OCR asked District officials about causes for the high truancy rates of Native American students compared to white students. The Superintendent reported that certain Native American tribes, such as the Lakota, Dakota, and Nakota Tribes, do not commonly value education and inform their students that they do not need to graduate. Additionally, she said that the District struggles with what she termed "Indian Time." The Superintendent explained her meaning by stating that "Native Americans view time differently" than other community members so that for instance, "arriving two hours late" is common and results in being marked absent. She also pointed to the fact that Native American families, many living in multigenerational homes, suffered higher losses during the pandemic and as a result, Native American students are more likely to stay home from school because of COVID outbreaks or during flu season.

Pg. 16, *Letter*. The Board gave Ms. Swigart the option to apologize (or not) publicly about the statements at the Board's June 3, 2024, meeting. Ms. Swigart issued a statement/apology during the regular meeting.

During Executive Session on June 3, 2024, the Board, through In-House Counsel, worked to schedule a separate Executive Session meeting with Ms. Swigart as part of an investigation into the statements. As explained to Ms. Swigart, the purpose of scheduling a separate meeting was to give Ms. Swigart time to find representation should she desire to obtain legal counsel. Ms. Swigart was advised that In-House Counsel and the Board would get the opportunity to ask questions during the scheduled interview in Executive Session.

Ms. Swigart requested the opportunity to speak on June 3, 2024, rather than schedule a separate meeting at a future date, which the Board agreed to. During the interview, both Board members and In-House Counsel asked questions of Ms. Swigart, and Ms. Swigart was given the opportunity to speak freely about the OCR interviews.

First, Ms. Swigart indicated that she only had one interview indicated on her calendar with the OCR in 2022, not in 2023, as detailed in the letter. Ms. Swigart generally recalled the subjects discussed in the interview, including attendance and truancy. Although Ms. Swigart leaned towards denial of making such statements, Ms. Swigart was not confident in her recollection of the conversation or the possibility that such statements could have been made or inferred from her interview. Ms. Swigart indicated that she could have said, based on her experience with some students/parents/guardians, she perceived that some Native American families do not see value in graduating from high school. Ms. Swigart did not believe she made a generalized statement about three Native American Tribes. Ms. Swigart could not believe that she would have used the term "Indian Time" but could have answered a question about "Indian Time."

During Ms. Swigart's interview with the Board, Ms. Swigart attempted to correlate a study about generational trauma living on in animals to Native American students. This correlation, while not intentionally discriminatory or offensive, is concerning to the Board and the weight the Board gave to Ms. Swigart's assertion that she did not believe she would make concerning statements to the OCR.

On June 4, 2024, In-House Counsel requested a recording of the interview(s) of Ms. Swigart from the OCR. In-House Counsel notified Ms. Swigart that she was making this request. Ms. Christine Garner ("Ms. Garner"), an attorney from the OCR, informed In-House Counsel that "OCR does not record our interviews. If you desire any documents from OCR, you need to make a Freedom of Information Act request." In-House Counsel informed Ms. Swigart that there were no recordings of the interviews.

On the same date, In-House counsel had a conversation with Ms. Garner who conducted the interviews of Ms. Swigart. Ms. Garner referred to her interview notes to verify the two dates Ms. Swigart was interviewed by the OCR: December 15, 2022, and January 11, 2023. When asked about the at-issue paragraph, Ms. Garner was confident the statements were made by Ms. Swigart. Ms. Garner detailed that the first time she had ever heard the term "Indian Time" was from Ms. Swigart. Ms. Garner indicated that Ms. Swigart absolutely generalized that the three specific tribes did not value education. Ms. Garner indicated that Ms. Swigart had already reached out to her directly about the statements and making a FOIA request.

Following the conversation with Ms. Garner and In-House Counsel, a FOIA request was made concerning Ms. Garner's interview notes with Ms. Swigart. On June 7, 2024, the District received interview notes from Ms. Swigart's interviews with the OCR. Those interview notes are consistent with the language found in the *Letter*. The relevant portions provide:

> The District struggles with "Indian Time" – Native Americans look at time differently. To many of the Native Americans being 2 hours late is not a big deal but being 2 hours late is enough to be considered absent for the day. The District encourages kids to come for any part of the day, but they view time differently and don't see the point in coming if they will be marked absent. (pg. 2)

> With Lakota, Dakota, and Nakota Tribes, it is very common for those families not to value education. The Tribes will tell their students that you do not need to graduate. South Dakota does not require kindergarten so Native Americans do not enroll their students until 7 years old and without any head start programs. If a child does not start school until they are 7, they are academically disadvantaged. As you follow those students up the chain, they are not reading well, and the academic challenges continue. The District has truancy social worker and not a truancy officer. They have a bus program so that all students can ride the city bus for free to get students to school and the parents can ride free with their students. (pg. 2)

On Tuesday, June 11, 2024 (workday), at 10:00 a.m., Ms. Swigart sent the Board a "Personal Statement" including, among other things, her work history, her disputes with factual statements made in the *Letter* and Interview Notes, and character references. Notably, Ms. Swigart indicated an adamant denial of making the statements to the OCR.

Based on the totality of the circumstances, the Board concludes that it is more likely than not that Ms. Swigart made the statements detailed in the *Letter* or made substantially similar statements or sentiments during her interviews.

As detailed in District Policy GBC, District employees "are expected to exemplify high ethical standards by conducting themselves with honesty and integrity in their work and in their relationships with students, staff, and the community." All employees are expected to uphold, among others, the following ethical guidelines:

> 3. Promote a safe, positive school and work environment;
> ...
> 5. Model and promote appropriate conduct, dress, and communication, worthy of emulation by students;
> 6. Engage in respectful verbal and electronic communications;
> 7. Refrain from engaging in conduct which is harmful, offensive, intimidating, and/or detrimental to the health and welfare of students or staff or which reflects poorly on the District;
> ...
> 9. Refrain from engaging in actions that reflect poorly on one's profession or the District.

The statements attributable to Ms. Swigart in the *Letter*, and as detailed in the *Interview Notes*, do not promote a safe and positive school environment for Native American children. These statements are not worthy of emulation by students, and are not respectful of Native American students, families, or the Native American culture. These statements reflect poorly on the District, and on Ms. Swigart as the leader of the District.

Expectation(s) and Necessary Actions:

The Board's expectations are set forth below to ensure success in your position:

1. Abide by all District policies, the Code of Professional Ethics for Administrators, and all State and Federal laws.
2. Complete an unpaid 30-day suspension, starting July 2. Ms. Swigart may use accumulated leave during this time.
3. Complete a class or training on cultural competency, as proposed by Ms. Swigart and approved by the Board, at the expense of Ms. Swigart.
4. Hire and work with an executive coach with a focus on communication, as proposed by Ms. Swigart and approved by the Board, at the expense of Ms. Swigart.

5. Draft a letter/statement acknowledging that the statements attributable to you are harmful and hurtful, are not representative of the District's views, and your desire to regain trust and build positive relationships with Native American families and organizations.
6. Create a plan by August 1 to improve and develop a positive, respectful relationship with Native American families, community members, and organizations. The plan must be reviewed and approved by the Board.

Ms. Swigart, it is fundamental to your position that you conduct yourself in a manner that is representative of the values of the Board and the community. It is paramount that you take great care to ensure you are upholding the following exceptional leadership skills and standards, among others:

1. **Communication.** The Superintendent must be an exceptional communicator. The Superintendent must articulate ideas clearly and concisely, whether speaking in a public forum or with a small group. Communication must be appropriate and comply with the ethical standards set forth in District policy. Implicit in this expectation is the ability to actively listen and intentionally chose your words. The Superintendent must be mindful of how her communications are perceived or understood by others.
2. **Alignment with Board Values and Objectives.** Explicit in trainings presented by Huron Studer, a fundamental pillar of leadership is staying away from "we/them" mentality. The Superintendent should share the same vision, mission, goals, and objectives of the Board.

Following the 30-day suspension, Ms. Swigart will be on probation for an additional 60-days. During this time, the Board will regularly check-in with Ms. Swigart and monitor her progress on the expectations set forth above. Immediate adherence must be shown and sustained. Any subsequent violation of state or federal law, or District policy will lead to further disciplinary action, up to and including termination.

It is paramount that the District, which encompasses the Board and the Superintendent, are aligned and united about how to move forward. Given the "Communication" Pillar in the Strategic Plan, the Board plans to publicly share that Ms. Swigart will be on leave, will compete a cultural competency training, and work towards rebuilding a positive, trusting relationship with the Native American community.

Finally, the Board understands that Ms. Swigart is contemplating bringing a legal claim against the Department of Education for the statements referenced above. To be clear, the District will not undertake representation of Ms. Swigart in those proceedings, as it would be contrary or adverse to the District's position. However, the Board respects that Ms. Swigart has the freedom to institute any legal action her and her legal counsel believe to be appropriate. The Board cautions, however, that if Ms. Swigart is to publicly make statements contrary to the above, that she makes it clear that such statements are not attributable or representative of the District's views, and that such statements are not made in her role as Superintendent.

Summary:

Notwithstanding the above, the Board is confident Ms. Swigart can continue to be successful in her role as the Superintendent. Your position as the Superintendent is of great importance to the Board. The Board acknowledges and appreciates your longevity in the District and your dedication to students, staff, and the community at large. This Conference Review does not negate the work you've done but should serve as a step towards being a stronger leader for our students, staff, and community.

The Board has confidence that you'll comply with the expectations in this Conference Review, you'll take steps to mend relationships with Native American community members, and you'll ensure that all students receive an exceptional educational experience at the District. It is, however, important that you acknowledge that failure to meet the expectations listed above may result in further disciplinary action.

If you need support in complying with the expectations set forth in this Conference Review, please contact the Board President.

Employee Response: If you wish, you are welcomed to provide a written response to this Conference Review. Should you want to include such a document, please submit it to either Human Resources or myself to be uploaded into your optiview personnel file at your soonest availability.

Follow-up Conference: _____ No _____ Yes, date: _____

Signing below shall not imply agreement by the staff member to the contents of the conference review, but merely indicates the information has been discussed. Should you have feedback or additional information you would like to have considered, please submit it to me for inclusion in this record.

Employee signature: _____ **Date:** _____

Supervisor signature: _____ **Date:** _____

Rapid City Area School District: Claims Report
9/17/2024

A & B Business Equipment Inc			5,444.62
	10	Other Professional Services	114.46
	10	Repairs & Maintenance Svcs	5,276.02
	22	Repairs & Maintenance Svcs	54.14
A & J Screening			520.00
	10	Supplies	520.00
A To Z Shredding Inc.			407.46
	10	Other Professional Services	407.46
A&B Welding Supply Company Inc			13.64
	10	Supplies	13.64
Abbott Laboratories			44,403.98
	10	Other Equip New < $5000	44,403.98
Acuity Insurance			104,789.00
	10	Property, Liability & Fidelity	104,789.00
Admin Partners, LLC			200.00
	10	Other Professional Services	200.00
Amazon.Com Inc			24,692.25
	10	All Objects	363.31
	10	Uniforms	316.41
	10	Supplies-Resale	15.98
	10	Supplies	17,250.27
	10	Food - Purchased	21.87
	10	Other Equip New < $5000	119.99
	10	Library Media	49.54
	10	Dues and Fees	779.00
	21	Other Equip New < $5000	1,428.02
	21	Other Equip Replace > $5000	1,355.66
	21	Library Media	95.26
	22	Supplies	2,149.60
	22	Other Equip New < $5000	631.46
	51	Supplies	115.88
American Playground & Recreation Company			13,310.00
	21	Other Equip New > $5000	13,310.00
AmericInn - Mitchell			1,138.32
	10	Excursions & Activities	1,138.32
Amick Sound Inc			653.39
	10	Repairs & Maintenance Svcs	320.05
	10	Supplies	333.34
Apple Inc Education			598.00
	21	New Building	598.00
ARC International, Inc.			10,238.00
	21	Other Professional Services	10,238.00
Augustana University			1,665.00
	10	Other Professional Services	1,665.00
Benchmark Education Co.			5,874.30
	10	Supplies	5,874.30
BJ's Instrument Repair DBA			2,250.00
	10	Repairs & Maintenance Svcs	2,250.00
Black Hills Chemical, Inc.			12,018.55
	10	All Objects	2,199.77
	21	Other Equip Replace < $5000	8,814.00
	51	Supplies	1,004.78
Black Hills Golf Cars			1,149.94
	10	Supplies	1,149.94
Black Hills Works			1,800.00
	22	Payments/Other Educ Institute	1,800.00
BSN Sports Team GL Sports			12,091.03
	10	Supplies-Resale	3,788.20
	10	Supplies	527.19
	21	Other Equip New < $5000	7,775.64
Carefree Lawn & Sprinkler, Inc.			130,245.76
	21	All Objects	-6,855.04
	21	Repairs & Maintenance Svcs	137,100.80
Carnegie Learning			6,000.00
	10	Other Professional Services	6,000.00
Carolina Biological Supply Co			134.95
	10	Supplies	134.95
Cash-WA Distributing, Inc.			179,959.94
	21	Other Equip New < $5000	-484.45
	51	All Objects	48,937.80
	51	Supplies	4,746.33
	51	Food - Purchased	87,891.24
	51	Food - Purchased Produce	7,158.23
	51	Ala Carte	7,130.62
	51	Donated Food	24,580.17
Cedar Creek Gardens			29.00
	51	Food - Purchased Produce	29.00
Christoffer Brandi			51.36
	10	Food - Purchased	51.36
City Of Rapid City			61,418.49
	10	Other Professional Services	52,230.62
	10	Electricity	7,257.46
	10	Natural Gas/Fuel Oil	151.32
	10	Water/Sewer/Garbage	115.19
	21	Repairs & Maintenance Svcs	1,663.90
Coca-Cola Bottling Company			2,346.80
	10	Supplies-Resale	2,346.80
Cochlear Corporation			145.00
	22	Supplies	145.00
Column Software PBC			1,115.54
	10	Communication Advertising	1,044.72
	10	Advertising	70.82
Complete Concrete Inc dba Complete Contractin			137,207.70

	21	All Objects	-15,245.30
	21	Repairs & Maintenance Svcs	152,453.00
Connecting Point, Inc. Twotrees Tech			13,300.54
	21	Other Professional Services	13,300.54
Conscious Discipline Holdings LLC			1,385.53
	21	Textbooks & Software	1,385.53
D & R Service, Inc.			1,249.79
	10	Repairs & Maintenance Svcs	1,168.79
	10	Supplies	81.00
Dakota Bus Service, Inc.			25,592.60
	10	Contracted Bus Service	25,592.60
Dakota Party			71.91
	10	Supplies	71.91
Daktronics Inc			1,105.00
	10	Supplies	1,105.00
Demco Educational Corporation			1,671.08
	21	Other Equip New < $5000	1,671.08
Denny Menholt Rapid Chevrolet, LLC			89,219.00
	21	Licensed Vehicle Replace	89,219.00
Discovery Education, Inc.			6,600.00
	10	Instructional Software	6,600.00
Dorsman Kevin J			142.20
	10	Other Professional Services	142.20
Ecolab Pest Elimination Div, Inc.			71.64
	51	Repairs & Maintenance Svcs	71.64
Eide Bailly LLC			5,628.60
	21	New Building	5,628.60
Flinn Scientific Inc			369.00
	10	Supplies	369.00
Flooring America			15,008.23
	21	Repairs & Maintenance Svcs	15,008.23
Floyd's Truck Center - Rapid City			712.51
	10	Supplies	293.99
	22	Supplies	418.52
Follett Content Solutions, LLC			78.54
	10	Library Media	40.85
	21	Library Media	37.69
Frontier Stone Company			7,710.00
	10	Supplies	7,710.00
Gill Athletics			2,802.00
	21	Other Equip Replace < $5000	2,802.00
Green Environmental Services			280.00
	10	Repairs & Maintenance Svcs	280.00
Hafner Jocelyn Jackley			150.00
	10	Dues and Fees	150.00
Haggerty's Musicworks DBA			1,498.60
	10	Repairs & Maintenance Svcs	1,498.60
Henry Schein Inc			243.46
	10	All Objects	243.46
Hillyard Floor Care Supply			26,812.51
	21	Other Equip New < $5000	3,986.53
	21	Other Equip Replace < $5000	22,825.98
Hoch Music			270.00
	10	Repairs & Maintenance Svcs	270.00
HP, Inc. Print Management			4,415.36
	10	Repairs & Maintenance Svcs	4,415.36
Hudl			11,300.00
	10	Other Professional Services	11,300.00
ISI, Inc. ISI, LLC			1,230.00
	10	Other Professional Services	1,230.00
I-State Truck Center			852.77
	10	Supplies	426.39
	22	Supplies	426.38
J & J Truck & Auto Body, Inc.			1,329.98
	22	Repairs & Maintenance Svcs	1,329.98
JJ's Engraving & Sales DBA			138.00
	10	Supplies	138.00
JKM Training, Inc.			719.85
	22	Registration Fees	465.00
	22	Subscriptions use w/ 2000 Func	254.85
Johnson Controls Inc			8,876.77
	10	Repairs & Maintenance Svcs	5,560.57
	10	Supplies	2,575.46
	21	Repairs & Maintenance Svcs	740.74
Jostens			1,360.47
	10	Supplies	1,360.47
Journey Museum, The , Inc.			1,000.00
	10	Rentals	1,000.00
JW Pepper & Sons Inc			1,541.51
	10	Supplies	1,541.51
Kipp's Construction			1,225.00
	10	Repairs & Maintenance Svcs	350.00
	10	Supplies	359.00
	21	Repairs & Maintenance Svcs	516.00
K-Log Educational Div Rs-40			542.70
	10	Supplies	542.70
Knecht Home Center Inc			1,028.74
	10	All Objects	1,028.74
Kone, Inc			1,874.18
	10	Repairs & Maintenance Svcs	1,874.18
Lakeshore Learning Materials LLC			442.37
	21	Textbooks & Software	442.37
Laundry World			1,864.07
	10	Laundry Services	1,864.07
LifeScape			7,400.00
	22	Payments/Other Educ Institute	7,400.00

Lifeways, Inc.			
Lightspeed Technologies, Inc	10	Other Professional Services	37,500.00
			37,500.00
Literacy Resources, LLC Heggerty Phonemic	22	Supplies	70.00
			70.00
	10	Supplies	1,491.90
	10	Instructional Software	890.00
	21	Textbooks & Software	229.50
Lowe Roofing Inc			372.40
Marco Technologies LLC	10	Repairs & Maintenance Svcs	394.35
			394.35
Masters Custom Design Embroidery	10	Supplies	54.00
			54.00
Maydwell Mascots Inc	10	Uniforms	32.00
			32.00
Mays Logan	10	Supplies	135.00
			135.00
McGraw-Hill Education, Inc.	10	Registration Fees	799.00
			799.00
McLeods Printing	21	Textbooks & Software	15,197.24
			15,197.24
MG Oil Company	10	Supplies	399.90
			399.90
MOA Architecture	10	All Objects	299.00
			299.00
MPS Macmillan	21	Other Professional Services	27,060.07
			27,060.07
Northern Truck Equipment Corp	21	Textbooks & Software	18,538.20
			18,538.20
O'Connor Company	21	Other Equip Replace > $5000	22,895.00
			22,895.00
Oliver Packaging & Equipment Company	21	Repairs & Maintenance Svcs	2,338.67
			2,338.67
PDX Reading Specialist, LLC	51	All Objects	21,174.60
			21,174.60
Penn State Industries	21	Textbooks & Software	539.60
			539.60
Perform Better	10	Supplies	524.55
			524.55
Pete Lien & Sons Inc	21	Other Equip New < $5000	885.00
			885.00
Prairie Farms Dairy	10	Supplies	1,393.51
			1,393.51
Premier Striping & Landscapes, LLC	51	Food - Purchased	16,946.44
			16,946.44
Progress Publications, Inc.	10	Repairs & Maintenance Svcs	15,050.00
			15,050.00
Pta Meadowbrook	10	Supplies	1,414.00
			1,414.00
Quill Corporation	10	Supplies	224.00
			224.00
Rapid Transit System	21	Other Equip New < $5000	2,141.96
			2,141.96
Ratwik, Roszak & Maloney, P.A.	10	Common Carrier or Bus Service	228.00
			228.00
Real Deal Activewear, LLC	22	Other Professional Services	2,139.00
			2,139.00
Really Good Stuff LLC	10	Supplies	1,096.80
			1,096.80
RelayHub, LLC	10	Supplies	186.16
			186.16
Rencountre Jessie Rae	22	Other Professional Services	375.00
			375.00
Ricoh USA, Inc.	10	Other Professional Services	3,000.00
			3,000.00
Riddell/all American Sports	10	Repairs & Maintenance Svcs	20,328.40
			20,328.40
Riverside Technologies, Inc.	21	Other Equip Replace < $5000	1,206.50
			1,206.50
	10	Repairs & Maintenance Svcs	54,885.00
	21	Other Professional Services	2,454.00
Roberts Musical Services	21	Other Equip Replace > $5000	51,375.00
			1,056.00
School Health Corporation	10	Repairs & Maintenance Svcs	408.00
			408.00
School Specialty, LLC	21	Other Equip New > $5000	9,757.00
			9,757.00
	10	All Objects	13,455.67
	10	Supplies	96.96
	21	Other Equip Replace < $5000	404.15
	21	New Building	2,604.24
	21	Other Equip New > $5000	5,084.29
SD Dept Of Human Services	22	Supplies	5,084.29
			181.74
SD Div Criminal Investigation	22	Payments/Other Educ Institute	10,800.71
			10,800.71
SD School Of Mines & Tech	10	Other Professional Services	4,022.25
			4,022.25
SD Special Pay Plan	10	Registration Fees	23,550.00
			23,550.00
	10	Sick Leave Severance	54,575.78
Seco Construction Inc	22	Sick Leave Severance	48,593.03
			5,982.75
Seesaw Learning, Inc	21	Repairs & Maintenance Svcs	184,549.25
			184,549.25
	10	Supplies	8,064.30
			564.30

	10	Instr Workbooks/Class Subscr	7,500.00
Servall, Inc.			5,493.96
	10	Laundry Services	5,493.96
SERVPRO RC			22,612.84
	21	Repairs & Maintenance Svcs	22,612.84
Simon Contractors Of SD, Inc.			1,377.08
	10	Supplies	1,377.08
Skyline Engineering LLC			2,370.00
	21	New Building	2,370.00
Skyward Inc			4,894.00
	10	Computer Licensing	4,894.00
SoleMate Shoes - Uniform Center			193.00
	51	Uniforms	193.00
Staples Advantage			1,402.44
	10	All Objects	1,072.30
	10	Supplies	330.14
Super Duper School Company, Inc.			235.67
	10	Supplies	235.67
Taylor Music Inc.			206.91
	10	Supplies	206.91
Teachers Discovery			2,980.00
	21	Instr Workbooks/Class Subscr	2,980.00
TerraSite Design			8,110.00
	21	Other Professional Services	8,110.00
Textbook Warehouse, LLC			1,398.30
	21	Textbooks & Software	1,398.30
The Library Store, Inc.			8,295.79
	21	Other Equip New > $5000	8,295.79
The Monument			10,681.11
	21	Rentals	8,651.67
	22	Other Professional Services	1,417.44
	22	Supplies	612.00
Time Equipment Rental & Sales, Inc.			590.00
	21	Other Equip New < $5000	590.00
Tru Form Construction Inc			77,078.00
	21	Repairs & Maintenance Svcs	77,078.00
Truly Engaging			397.76
	10	Supplies	397.76
Twig Education			2,364.41
	21	Textbooks & Software	2,364.41
Uline			1,124.33
	10	Supplies	1,124.33
USI Education & Government Sales			489.87
	10	Supplies	489.87
Vestis First Aid & Safety			2,716.44
	10	Supplies	1,358.22
	22	Supplies	1,358.22
Watertree Inc.			51.00
	10	Supplies	26.00
	51	Rentals	25.00
West Music Company			1,970.10
	10	Supplies	1,970.10
West Plains Engineering, Inc.			8,880.00
	21	Other Professional Services	8,880.00
Western Communications Inc			6,796.62
	10	Other Professional Services	1,500.00
	21	Other Equip Replace < $5000	2,269.98
	22	Other Equip New < $5000	3,026.64
Western Dakota Technical College Rm Rent			150.00
	10	Supplies	150.00
	22	Supplies	0.00
Western Mailers, Inc.			7,699.12
	10	Postage & Meter Rental	7,699.12
Western South Dakota Juvenile Svcs			16,833.34
	10	Other Professional Services	16,833.34
			Total = 1,788,544.43

In May, the Office of Civil Rights (OCR) issued a press release about the *Voluntary Resolution Agreement* between the District and the OCR, along with a 28-page letter. The letter included statistical data about the district's treatment of Native American students, along with statements from district employees, including discriminatory statements attributable to administration, which were not reflective of the fundamental views and beliefs of the District or its administration. The Board appreciates the public's patience as the Board investigated this matter and outlined a path forward.

First and foremost, we apologize for those who were affected by these statements. We firmly believe that every student deserves to learn in an environment free from harassment, bias, or prejudice. As a district, for all of our families, and for our community we must do better. We will use this incident as an opportunity to reinforce our commitment to our core values and ensure that all students experience a school environment where they feel valued, respected, and supported. The Board acknowledges that there is a great deal of work to be done to ensure Native American students are treated equitably in the district and we will not shy away from this work.

While we trust that these statements are not the beliefs held by the Superintendent given her long-standing service with the District and specifically her dedication to supporting Native American students, the Board is requiring the Superintendent to take a 30-day unpaid leave, complete a cultural competency training, and work towards rebuilding positive, trusting relationships with the Native American community. We are confident in Superintendent Swigart's ability to lead this District and ensure that all students enjoy a positive, safe, and nondiscriminatory environment while at school.

The OCR Agreement and the actions it requires, serve as proactive steps toward continuous improvement in the District. The work in the Agreement includes reviewing and revising policies, providing training to staff, providing informational sessions for students, parents, and families, creating a Stakeholder Committee composed of Native American community members, analyzing data, and more. District administration has already started this important work.

In addition to our obligations under the Agreement, the Board will require district employees to receive cultural sensitivity training that focuses on promoting awareness and understanding of diverse perspectives and experiences. This will equip educators and administrators with the knowledge and skills necessary to identify and address discriminatory behavior effectively. Students and staff are encouraged to speak up and report instances of harassment or discrimination so that concerns can be investigated and appropriately addressed.

We look forward to working collaboratively with the OCR, our school community, and stakeholders to implement the terms of the Agreement and ensure a bright future for all students.

CONDUCTING THE PUBLIC'S BUSINESS IN PUBLIC

A guide to South Dakota's Open Meetings Law

(Revised Fall 2015)

Prepared by representatives of the:

S.D. Attorney General's Office
S.D. Municipal League
Associated School Boards of S.D.
S.D. Association of County Commissioners
S.D. Association of County Officials
S.D. Newspaper Association
S.D. Broadcasters Association
S.D. Association of Towns and Townships

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WHAT IS SOUTH DAKOTA'S OPEN MEETINGS LAW?

South Dakota's open meetings law embodies the principle that the public is entitled to the greatest possible information about public affairs and is intended to encourage public participation in government. SDCL 1-25-1 requires that official meetings of public bodies must be public and notice is to be given of such meetings 24 hours in advance of the meetings. While the open meetings law does not define "official meeting," specific statutes relating to cities, townships, counties, and school districts define what constitutes an official meeting. In addition, the attorney general takes the position that a meeting must be open to the public if:

1) A legal quorum of the public body is present at the same place at the same time; and
2) Official business, meaning any matter relating to the activities of the entity, is discussed.

Openness in government is encouraged.

WHO DOES THE OPEN MEETINGS LAW APPLY TO?

The open meetings law applies to all public bodies "of the state or its political subdivisions" that exercise "sovereign power derived from state law." SDCL 1-25-1. This includes cities, counties, school boards and other public bodies created by ordinance or resolution, such as appointed boards, task forces, and committees, so long as they have authority to actually exercise sovereign power. Although no court decisions have been issued on the subject, this probably does not include bodies that are not created by statute, ordinance or resolution or that serve only in an advisory capacity. The state Constitution allows the Legislature and the Unified Judicial System to create rules regarding their own separate functions.

ARE TELECONFERENCES CONSIDERED PUBLIC MEETINGS?

Yes. The open meetings law allows meetings, including executive or closed meetings, to be conducted by teleconference – an information exchange by audio or video – if a place is provided for the public to participate by speaker phone. In addition, for teleconferences where less than a quorum is present at the location open to the public, arrangements must also be made for the public to listen by telephone or internet (except for portions of meetings properly closed for executive sessions). The media and public must be notified of teleconference meetings under the same notice requirements as any other meeting. All votes shall be taken by roll call.

HOW ARE THE PUBLIC AND MEDIA NOTIFIED WHEN PUBLIC BUSINESS IS BEING DISCUSSED?

SDCL 1-25-1.1 requires that all public bodies prominently post a notice and copy of the proposed agenda at the public body's principal office. At a minimum, the proposed agenda must include the date, time, and location of the meeting and must be visible, readable, and accessible to the public for 24 continuous hours immediately preceding the meeting. Also, if the public body has its own website, the notice must be posted on the public body's website upon dissemination of the notice. For special or rescheduled meetings, public bodies must comply with the regular meeting notice requirements as much as circumstances permit. The notice must be delivered in person, by mail, by email, or by telephone to all local news media who have asked to be notified. It is good practice for local media to renew requests for notification of special or rescheduled meetings at least annually.

WHO ARE LOCAL NEWS MEDIA?

There is no definition of "local news media" in SDCL ch. 1-25. "News media" is defined in SDCL 13-1-57 generally as those personnel of a newspaper, periodical, news service, radio station, or television station regardless of the medium through which their content is delivered. The Attorney General is of the opinion that "local news media" is all news media – broadcast and print – that regularly carry news to the community.

WHEN CAN A MEETING BE CLOSED TO THE PUBLIC AND MEDIA?

SDCL 1-25-2 allows a public body to close a meeting for the following purposes: 1) to discuss personnel issues pertaining to officers or employees; 2) consideration of the performance or discipline of a student, or the student's participation in interscholastic activities; 3) consulting with or reviewing communications from legal counsel about proposed or pending litigation or contractual matters; 4) employee contract negotiations; or 5) to discuss marketing or pricing strategies of a publicly-owned competitive business.

The statute also recognizes that executive session may be appropriate to comport with other laws that require confidentiality or permit executive or closed meetings. Federal law pertaining to students and medical records will also cause school districts and other entities to conduct executive sessions or conduct meetings so as to refrain from releasing confidential information. Meetings may also be closed by cities and counties for certain economic development matters. SDCL 9-34-19.

Note that SDCL 1-25-2 and SDCL 9-34-19 do not require meetings be closed in any of these circumstances.

Any official action based on discussions in executive session must, however, be made at an open meeting.

WHAT IS THE PROPER PROCEDURE FOR EXECUTIVE SESSIONS?

Motions for executive sessions must refer to the specific state law allowing for the executive session i.e. "pursuant to SDCL 1-25-2(3)." Also, best practice to avoid public confusion would be that public bodies explain the reason for going into executive session. For example, the motion might state "motion to go into executive session pursuant to SDCL 1-25-2(1) for the purposes of discussing a personnel matter," or "motion to go into executive session pursuant to SDCL 1-25-2(3) for the purposes of consulting with legal counsel."

Discussion in the executive session must be strictly limited to the announced subject. No official votes may be taken on any matter during an executive session. The public body must return to open session before any official action can be taken.

Board members could be held personally liable for the results of an official vote taken illegally during an executive session. For example, a contract approved only during an executive session could be found void and the board members could be required to repay any public funds spent under the contract.

WHAT HAPPENS IF THE MEDIA OR PUBLIC IS IMPROPERLY EXCLUDED FROM A MEETING OR OTHER VIOLATIONS OF THE OPEN MEETING LAW OCCUR?

Excluding the media or public from a meeting that has not been properly closed subjects the public body or the members involved to (a) prosecution as a Class 2 misdemeanor punishable by a maximum sentence of 30 days in jail, a $500 fine or both or (b) a reprimand by the Open Meeting Commission ("OMC"). The same penalties apply if the agenda for the meeting is not properly posted or other open meeting violations occur.

Also, action taken during any meeting that is not open or has not been properly noticed could, if challenged, be declared null and void. It could even result in personal liability for members of the governing body involved, depending upon the action taken.

HOW ARE ISSUES REFERRED TO THE OPEN MEETINGS COMMISSION ("OMC")?

Persons alleging violations of the open meetings laws must make their complaints with law enforcement officials in the county where the offense occurred. After a signed notarized complaint is made under oath, and any necessary investigation is conducted, the State's Attorney may (a) prosecute the case as a misdemeanor, (b) find that the matter has no merits and file a report with the Attorney General for statistical purposes or (c) forward the complaint to the OMC for a determination. The OMC is comprised of five State's Attorneys appointed by the Attorney General. The OMC examines whether a violation has occurred and makes written public findings explaining its reasons. If you have questions on the procedures or status of a pending case, you may contact the Attorney General's Office at 605-773-3215 to talk to an assistant for the OMC. Procedures for the OMC are posted on the website for the Office of Attorney General. http://atg.sd.gov/

WHAT DOES THE TERM "SOVEREIGN POWER" MEAN?

The open meetings law does not define this term, but it generally means the power to levy taxes,

impose penalties, make special assessments, create ordinances, abate nuisances, regulate the conduct of others, or perform other traditional government functions. The term may include the exercise of many other governmental functions. If an entity is unclear whether it is exercising "sovereign power" it should consult with legal counsel.

MAY AGENDA ITEMS BE CONSIDERED IF THEY ARE ADDED LESS THAN 24 HOURS BEFORE A MEETING?

Proposed agendas for public meetings must be posted at least 24 hours in advance of the meeting. The purpose of providing advance notice of the topics to be discussed at a meeting is to provide information to interested members of the public concerning the governing body's anticipated business. Typically the public body adopts the final agenda upon convening the meeting. At this time, the governing body may add or delete agenda items and may also change the order of business. In 2012, the South Dakota Supreme Court affirmed a South Dakota Circuit Court decision which held that a preliminary agenda may be amended when the board takes action to formally adopt the meeting agenda. See Molden v. Grant-Deuel School Dist. 25-3, Order Directing Issuance of Judgment of Affirmance, So. Dak. Sup. Ct. # 26325, October 9, 2012. New items cannot be added after the agenda has been adopted by the governing body. Public bodies are strongly encouraged to provide 24 hours notice of all agenda items so as to be fair to the public and to avoid dispute.

For special or rescheduled meetings, public bodies are to comply to the extent circumstances permit. In other words, posting less than 24 hours in advance may be permissible in emergencies.

ARE EMAIL DISCUSSIONS "MEETINGS" FOR PURPOSES OF THIS LAW?

Courts in some states have held that contemporaneous email communications among a quorum of the governing members of a public body constitute a "meeting" of the public body when the members discuss the merits of pending issues. Email participation in scheduling or similar activity would not, under this analysis, constitute a public meeting. For additional reference see Wood v. Battle Ground School District, 27 P.3d 1208 (Wash. 2001); 2008 N.D. Op. Atty. Gen. 0-22.

WHAT RECORDS MUST BE AVAILABLE TO THE PUBLIC IN CONJUNCTION WITH PUBLIC MEETINGS?

There are a number of state laws pertaining to public records (SDCL ch. 1-27). Some are specific to records of meetings. For example, SDCL 1-27-1.17 requires that draft minutes of public meetings must be made available to the public at the principal place of business for the public body within 10 business days after the meeting (or made available on the website for the public body within five business days).

Another law provides that meeting packets or materials given out to members of a public body must also be made available to the public when provided to the public body, but this law also contains various exemptions. These laws are in addition to any specific requirements for public bodies (i.e., publication requirements in state laws pertaining to cities, counties, or school districts). Enforcement of these public records law are handled by separate procedures in SDCL 1-27-35, et.seq. rather than the open meeting procedures described above. Violations of SDCL 1-27-1.16 and 1-27-1.17 are also Class 2 misdemeanors.

WHAT REQUIREMENTS APPLY TO TASK FORCES, COMMITTEES AND WORKING GROUPS?

Task forces and committees that exercise "sovereign power" and are created by statute, ordinance, or proclamation are required to comply with the open meetings law. SDCL 1-25-1. Task forces, committees, and working groups that are not created by statute, ordinance, or proclamation, or are advisory only may not be subject to the open meetings law, but are encouraged to comply to the extent possible when public matters are discussed. Ultimately, if such advisory task forces, committees and working groups present any reports or recommendations to public bodies, the public bodies must wait until the next meeting (or later) before taking final action on the recommendations. SDCL 1-27-1.18.

PERTINENT S.D. OPEN MEETINGS STATUTES

(other specific provisions may apply depending on the public body involved)

1-25-1. OPEN MEETINGS. The official meetings of the state, its political subdivisions, and any public body of the state or its political subdivisions are open to the public unless a specific law is cited by the state, the political subdivision, or the public body to close the official meeting to the public. For the purposes of this section, a political subdivision or a public body of a political subdivision means any association, authority, board, commission, committee, council, task force, school district, county, city, town, township, or other agency of the state, which is created or appointed by statute, ordinance, or resolution and is vested with the authority to exercise any sovereign power derived from state law.

It is not an official meeting of one political subdivision or public body if its members provide information or attend the official meeting of another political subdivision or public body for which the notice requirements of § 1-25-1.1 have been met.

Any official meeting may be conducted by teleconference as defined in § 1-25-1.2. A teleconference may be used to conduct a hearing or take final disposition regarding an administrative rule pursuant to § 1-26-4. A member is deemed present if the member answers present to the roll call conducted by teleconference for the purpose of determining a quorum. Each vote at an official meeting held by teleconference shall be taken by roll call.

If the state, a political subdivision, or a public body conducts an official meeting by teleconference, the state, the political subdivision, or public body shall provide one or more places at which the public may listen to and participate in the teleconference meeting. For any official meeting held by teleconference, which has less than a quorum of the members of the public body participating in the meeting who are present at the location open to the public, arrangements shall be provided for the public to listen to the meeting via telephone or internet. The requirement to provide one or more places for the public to listen to the teleconference does not apply to an executive or closed meeting.

If a quorum of township supervisors, road district trustees, or trustees for a municipality of the third class meet solely for purposes of implementing previously publicly-adopted policy, carrying out ministerial functions of that township, district, or municipality, or undertaking a factual investigation of conditions related to public safety, the meeting is not subject to the provisions of this chapter. A violation of this section is a Class 2 misdemeanor.

1-25-1.1. PUBLIC NOTICE. All public bodies shall provide public notice, with proposed agenda, that is visible, readable, and accessible for at least an entire, continuous twenty-four hours immediately preceding any meeting, by posting a copy of the notice, visible to the public, at the principal office of the public body holding the meeting. The proposed agenda shall include the date, time, and location of the meeting. The notice shall also be posted on the public body's website upon dissemination of the notice, if such a website exists. For special or rescheduled meetings, the information in the notice shall be delivered in person, by mail, by email, or by telephone, to members of the local news media, who have requested notice. For special or rescheduled meetings, all public bodies shall also comply with the public notice provisions of this section for regular meetings to the extent that circumstances permit. A violation of this section is a Class 2

misdemeanor.

1-25-1.2. TELECONFERENCE DEFINED. For the purpose of this chapter, a teleconference is information exchanged by audio or video medium.

1-25-2. EXECUTIVE OR CLOSED MEETINGS. Executive or closed meetings may be held for the sole purpose of:

1) Discussing the qualifications, competence, performance, character or fitness of any public officer or employee or prospective public officer or employee. The term "employee" does not include any independent contractors.

2) Discussing the expulsion, suspension, discipline, assignment of or the educational program of a student or the eligibility of a student to participate in interscholastic activities provided by the South Dakota High School Activities Association;

3) Consulting with legal counsel or reviewing communications from legal counsel about proposed or pending litigation or contractual matters;

4) Preparing for contract negotiations or negotiating with employees or employee representatives;

5) Discussing marketing or pricing strategies by a board or commission of a business owned by the state or any of its political subdivisions, where public discussions would be harmful to the competitive position of the business.

However, any official action concerning such matters shall be made at an open official meeting. An executive or closed meeting shall be held only upon a majority vote of the members of such body present and voting, and discussion during the closed meeting is restricted to the purpose specified in the closure motion. Nothing in 1-25-1 or this section may be construed to prevent an executive or closed meeting if the federal or state Constitution or the federal or state statutes require or permit it. A violation of this section is a Class 2 misdemeanor.

9-34-19. EXECUTIVE SESSIONS (MUNICIPAL AND COUNTIES). Any documentary material or data compiled or received by a municipal corporation, county, or an economic development corporation receiving municipal or county funds, for the purpose of furnishing assistance to a business, to the extent that such material or data consists of trade secrets or commercial or financial information regarding the operation of such business, is not a public record. Any discussion or consideration of such trade secrets or commercial or financial information by a municipal corporation or county may be done in executive session closed to the public.

1-25-6. DUTY OF STATE'S ATTORNEY. If a complaint alleging a violation of chapter 1-25 is made pursuant to § 23A-2-1, the state's attorney shall take one of the following actions:

(1) Prosecute the case pursuant to Title 23A;

(2) Determine that there is no merit to prosecuting the case. Upon doing so, the state's attorney shall send a copy of the complaint and any investigation file to the attorney general. The attorney general shall use the information for statistical purposes and may publish abstracts of such information, including the name of the government body involved for purposes of public education; or

(3) Send the complaint and any investigation file to the South Dakota Open Meetings Commission for further action.

1-25-6.1. DUTY OF STATE'S ATTORNEY (COUNTY COMMISSION ISSUES). If a complaint alleges a violation of this chapter by a board of county commissioners, the state's attorney shall take one of the following actions:

(1) Prosecute the case pursuant to Title 23A;

(2) Determine that there is no merit to prosecuting the case. The attorney general shall use the information for statistical purposes and may publish abstracts of the information as provided by § 1-25-6;

(3) Send the complaint and any investigation file to the South Dakota Open Meetings Commission for further action; or

(4) Refer the complaint to another state's attorney or to the attorney general for action pursuant to § 1-25-6.

1-25-7. REFERRAL TO OMC. Upon receiving a referral from a state's attorney or the attorney general, the South Dakota Open Meetings Commission shall examine the complaint and investigatory file submitted by the state's attorney or the attorney general and shall also consider signed written submissions by the persons or entities that are directly involved. Based on the investigatory file submitted by the state's attorney or the attorney general and any written responses, the commission shall issue a written determination on

whether the conduct violates this chapter, including a statement of the reasons therefor and findings of fact on each issue and conclusions of law necessary for the proposed decision. The final decision shall be made by a majority of the commission members, with each member's vote set forth in the written decision. The final decision shall be filed with the attorney general and shall be provided to the public entity and or public officer involved, the state's attorney, and any person that has made a written request for such determinations. If the commission finds a violation of this chapter, the commission shall issue a public reprimand to the offending official or governmental entity. However, no violation found by the commission may be subsequently prosecuted by the state's attorney or the attorney general. All findings and public censures of the commission shall be public records pursuant to § 1-27-1. Sections 1-25-6 to 1-25-9, inclusive, are not subject to the provisions of chapter 1-26.

1-25-8. OMC MEMBERS. The South Dakota Open Meeting Commission shall be comprised of five state's attorneys appointed by the attorney general. Each commissioner shall serve at the pleasure of the attorney general. A chair of the commission shall be chosen annually from the membership of the commission by a majority of its members.

1-25-9. OMC CONFLICTS. No member of the commission may participate as part of the commission or vote on any action regarding a violation of this chapter if that member reported or was involved in the initial investigation, is an attorney for anyone who reported or was involved in the initial investigation, or represents or serves as a member of the governmental entity about whom the referral is made. The provisions of this section do not preclude a commission member from otherwise serving on the commission for other matters referred to the commission.

1-27-1.16. MEETING PACKETS AND MATERIALS. If a meeting is required to be open to the public pursuant to § 1-25-1 and if any printed material relating to an agenda item of the meeting is prepared or distributed by or at the direction of the governing body or any of its employees and the printed material is distributed before the meeting to all members of the governing body, the material shall either be posted on the governing body's website or made available at the official business office of the governing body at least twenty-four hours prior to the meeting or at the time the material is distributed to the governing body, whichever is later. If the material is not posted to the governing body's website, at least one copy of the printed material shall be available in the meeting room for inspection by any person while the governing body is considering the printed material. However, the provisions of this section do not apply to any printed material or record that is specifically exempt from disclosure under the provisions of this chapter or to any printed material or record regarding the agenda item of an executive or closed meeting held in accordance with § 1-25-2. A violation of this section is a Class 2 misdemeanor. However, the provisions of this section do not apply to printed material, records, or exhibits involving contested case proceedings held in accordance with the provisions of chapter 1-26.

1-27-1.17. DRAFT MINUTES. The unapproved, draft minutes of any public meeting held pursuant to § 1-25-1 that are required to be kept by law shall be available for inspection by any person within ten business days after the meeting. However, this section does not apply if an audio or video recording of the meeting is available to the public on the governing body's website within five business days after the meeting. A violation of this section is a Class 2 misdemeanor. However, the provisions of this section do not apply to draft minutes of contested case proceedings held in accordance with the provisions of chapter 1-26.

1-27-1.18. WORKING GROUP REPORTS. Any final recommendations, findings, or reports that result from a meeting of a committee, subcommittee, task force, or other working group which does not meet the definition of a political subdivision or public body pursuant to § 1-25-1, but was appointed by the governing body, shall be reported in open meeting to the governing body which appointed the committee, subcommittee, task force, or other working group. The governing body shall delay taking any official action on the recommendations, findings, or reports until the next meeting of the governing body.

RAPID CITY AREA SCHOOLS

Inspire. Innovate. Excel.

Rapid City Area School District No. 51-4
CONFERENCE REVIEW
Confidential

NAME: Nicole Swigart

BUILDING / POSITION: RCEC, Superintendent

DATE: July 1, 2024

SUPERVISOR: Board of Education

CONFERENCE SUBJECT: *Interviews with the Office of Civil Rights (OCR)*

Summary:

Ms. Swigart was advised of her right to bring representation to the meeting if she wished to do so.

The purpose of this conference review is to discuss concerns regarding Nicole Swigart's ("Ms. Swigart") alleged statements to the OCR concerning Native American students and families.

Concern:

Violation of Staff Ethics and Expectations (District Policy GBC)

Following approval by the Board of Education of the *Voluntary Resolution Agreement*, the OCR released a "Letter to Nicole Swigart" ("*Letter*") to the public, media outlets, and the District on May 29, 2024. This was the first time the District received *Letter*. *Letter* included concerning statements attributable to Ms. Swigart, which provided:

> In 2023 interviews, OCR asked District officials about causes for the high truancy rates of Native American students compared to white students. The Superintendent reported that certain Native American tribes, such as the Lakota, Dakota, and Nakota Tribes, do not commonly value education and inform their students that they do not need to graduate. Additionally, she said that the District struggles with what she termed "Indian Time." The Superintendent explained her meaning by stating that "Native Americans view time differently" than other community members so that for instance, "arriving two hours late" is common and results in being marked absent. She also pointed to the fact that Native American families, many living in multigenerational homes, suffered higher losses during the pandemic and as a result, Native American students are more likely to stay home from school because of COVID outbreaks or during flu season.

Pg. 16, *Letter*. The Board gave Ms. Swigart the option to apologize (or not) publicly about the statements at the Board's June 3, 2024, meeting. Ms. Swigart issued a statement/apology during the regular meeting.

During Executive Session on June 3, 2024, the Board, through In-House Counsel, worked to schedule a separate Executive Session meeting with Ms. Swigart as part of an investigation into the statements. As explained to Ms. Swigart, the purpose of scheduling a separate meeting was to give Ms. Swigart time to find representation should she desire to obtain legal counsel. Ms. Swigart was advised that In-House Counsel and the Board would get the opportunity to ask questions during the scheduled interview in Executive Session.

Ms. Swigart requested the opportunity to speak on June 3, 2024, rather than schedule a separate meeting at a future date, which the Board agreed to. During the interview, both Board members and In-House Counsel asked questions of Ms. Swigart, and Ms. Swigart was given the opportunity to speak freely about the OCR interviews.

First, Ms. Swigart indicated that she only had one interview indicated on her calendar with the OCR in 2022, not in 2023, as detailed in the letter. Ms. Swigart generally recalled the subjects discussed in the interview, including attendance and truancy. Although Ms. Swigart leaned towards denial of making such statements, Ms. Swigart was not confident in her recollection of the conversation or the possibility that such statements could have been made or inferred from her interview. Ms. Swigart indicated that she could have said, based on her experience with some students/parents/guardians, she perceived that some Native American families do not see value in graduating from high school. Ms. Swigart did not believe she made a generalized statement about three Native American Tribes. Ms. Swigart could not believe that she would have used the term "Indian Time" but could have answered a question about "Indian Time."

During Ms. Swigart's interview with the Board, Ms. Swigart attempted to correlate a study about generational trauma living on in animals to Native American students. This correlation, while not intentionally discriminatory or offensive, is concerning to the Board and the weight the Board gave to Ms. Swigart's assertion that she did not believe she would make concerning statements to the OCR.

On June 4, 2024, In-House Counsel requested a recording of the interview(s) of Ms. Swigart from the OCR. In-House Counsel notified Ms. Swigart that she was making this request. Ms. Christine Garner ("Ms. Garner"), an attorney from the OCR, informed In-House Counsel that "OCR does not record our interviews. If you desire any documents from OCR, you need to make a Freedom of Information Act request." In-House Counsel informed Ms. Swigart that there were no recordings of the interviews.

On the same date, In-House counsel had a conversation with Ms. Garner who conducted the interviews of Ms. Swigart. Ms. Garner referred to her interview notes to verify the two dates Ms. Swigart was interviewed by the OCR: December 15, 2022, and January 11, 2023. When asked about the at-issue paragraph, Ms. Garner was confident the statements were made by Ms. Swigart. Ms. Garner detailed that the first time she had ever heard the term "Indian Time" was from Ms. Swigart. Ms. Garner indicated that Ms. Swigart absolutely generalized that the three specific tribes did not value education. Ms. Garner indicated that Ms. Swigart had already reached out to her directly about the statements and making a FOIA request.

Following the conversation with Ms. Garner and In-House Counsel, a FOIA request was made concerning Ms. Garner's interview notes with Ms. Swigart. On June 7, 2024, the District received interview notes from Ms. Swigart's interviews with the OCR. Those interview notes are consistent with the language found in the *Letter*. The relevant portions provide:

> The District struggles with "Indian Time" – Native Americans look at time differently. To many of the Native Americans being 2 hours late is not a big deal but being 2 hours late is enough to be considered absent for the day. The District encourages kids to come for any part of the day, but they view time differently and don't see the point in coming if they will be marked absent. (pg. 2)

> With Lakota, Dakota, and Nakota Tribes, it is very common for those families not to value education. The Tribes will tell their students that you do not need to graduate. South Dakota does not require kindergarten so Native Americans do not enroll their students until 7 years old and without any head start programs. If a child does not start school until they are 7, they are academically disadvantaged. As you follow those students up the chain, they are not reading well, and the academic challenges continue. The District has truancy social worker and not a truancy officer. They have a bus program so that all students can ride the city bus for free to get students to school and the parents can ride free with their students. (pg. 2)

On Tuesday, June 11, 2024 (workday), at 10:00 a.m., Ms. Swigart sent the Board a "Personal Statement" including, among other things, her work history, her disputes with factual statements made in the *Letter* and Interview Notes, and character references. Notably, Ms. Swigart indicated an adamant denial of making the statements to the OCR.

Based on the totality of the circumstances, the Board concludes that it is more likely than not that Ms. Swigart made the statements detailed in the *Letter* or made substantially similar statements or sentiments during her interviews.

As detailed in District Policy GBC, District employees "are expected to exemplify high ethical standards by conducting themselves with honesty and integrity in their work and in their relationships with students, staff, and the community." All employees are expected to uphold, among others, the following ethical guidelines:

> 3. Promote a safe, positive school and work environment;
> ...
> 5. Model and promote appropriate conduct, dress, and communication, worthy of emulation by students;
> 6. Engage in respectful verbal and electronic communications;
> 7. Refrain from engaging in conduct which is harmful, offensive, intimidating, and/or detrimental to the health and welfare of students or staff or which reflects poorly on the District;
> ...
> 9. Refrain from engaging in actions that reflect poorly on one's profession or the District.

The statements attributable to Ms. Swigart in the *Letter*, and as detailed in the *Interview Notes*, do not promote a safe and positive school environment for Native American children. These statements are not worthy of emulation by students, and are not respectful of Native American students, families, or the Native American culture. These statements reflect poorly on the District, and on Ms. Swigart as the leader of the District.

Expectation(s) and Necessary Actions:

The Board's expectations are set forth below to ensure success in your position:

1. Abide by all District policies, the Code of Professional Ethics for Administrators, and all State and Federal laws.
2. Complete an unpaid 30-day suspension, starting July 2. Ms. Swigart may use accumulated leave during this time.
3. Complete a class or training on cultural competency, as proposed by Ms. Swigart and approved by the Board, at the expense of Ms. Swigart.
4. Hire and work with an executive coach with a focus on communication, as proposed by Ms. Swigart and approved by the Board, at the expense of Ms. Swigart.

5. Draft a letter/statement acknowledging that the statements attributable to you are harmful and hurtful, are not representative of the District's views, and your desire to regain trust and build positive relationships with Native American families and organizations.
6. Create a plan by August 1 to improve and develop a positive, respectful relationship with Native American families, community members, and organizations. The plan must be reviewed and approved by the Board.

Ms. Swigart, it is fundamental to your position that you conduct yourself in a manner that is representative of the values of the Board and the community. It is paramount that you take great care to ensure you are upholding the following exceptional leadership skills and standards, among others:

1. **Communication.** The Superintendent must be an exceptional communicator. The Superintendent must articulate ideas clearly and concisely, whether speaking in a public forum or with a small group. Communication must be appropriate and comply with the ethical standards set forth in District policy. Implicit in this expectation is the ability to actively listen and intentionally chose your words. The Superintendent must be mindful of how her communications are perceived or understood by others.
2. **Alignment with Board Values and Objectives.** Explicit in trainings presented by Huron Studer, a fundamental pillar of leadership is staying away from "we/them" mentality. The Superintendent should share the same vision, mission, goals, and objectives of the Board.

Following the 30-day suspension, Ms. Swigart will be on probation for an additional 60-days. During this time, the Board will regularly check-in with Ms. Swigart and monitor her progress on the expectations set forth above. Immediate adherence must be shown and sustained. Any subsequent violation of state or federal law, or District policy will lead to further disciplinary action, up to and including termination.

It is paramount that the District, which encompasses the Board and the Superintendent, are aligned and united about how to move forward. Given the "Communication" Pillar in the Strategic Plan, the Board plans to publicly share that Ms. Swigart will be on leave, will compete a cultural competency training, and work towards rebuilding a positive, trusting relationship with the Native American community.

Finally, the Board understands that Ms. Swigart is contemplating bringing a legal claim against the Department of Education for the statements referenced above. To be clear, the District will not undertake representation of Ms. Swigart in those proceedings, as it would be contrary or adverse to the District's position. However, the Board respects that Ms. Swigart has the freedom to institute any legal action her and her legal counsel believe to be appropriate. The Board cautions, however, that if Ms. Swigart is to publicly make statements contrary to the above, that she makes it clear that such statements are not attributable or representative of the District's views, and that such statements are not made in her role as Superintendent.

Summary:

Notwithstanding the above, the Board is confident Ms. Swigart can continue to be successful in her role as the Superintendent. Your position as the Superintendent is of great importance to the Board. The Board acknowledges and appreciates your longevity in the District and your dedication to students, staff, and the community at large. This Conference Review does not negate the work you've done but should serve as a step towards being a stronger leader for our students, staff, and community.

The Board has confidence that you'll comply with the expectations in this Conference Review, you'll take steps to mend relationships with Native American community members, and you'll ensure that all students receive an exceptional educational experience at the District. It is, however, important that you acknowledge that failure to meet the expectations listed above may result in further disciplinary action.

If you need support in complying with the expectations set forth in this Conference Review, please contact the Board President.

Employee Response: If you wish, you are welcomed to provide a written response to this Conference Review. Should you want to include such a document, please submit it to either Human Resources or myself to be uploaded into your optiview personnel file at your soonest availability.

Follow-up Conference: _____ No _____ Yes, date: _____

Signing below shall not imply agreement by the staff member to the contents of the conference review, but merely indicates the information has been discussed. Should you have feedback or additional information you would like to have considered, please submit it to me for inclusion in this record.

Employee signature: _____ **Date:** _____

Supervisor signature: _____ **Date:** _____

SETTLEMENT AGREEMENT AND RELEASE

The parties to this Settlement Agreement and Release ("Agreement") are Rapid City Area School District No. 51-4 (hereinafter "District") and Nicole Swigart (hereinafter "Swigart"). The parties hereby stipulate and agree as follows:

1. Swigart was previously employed by the District, most recently as the Superintendent.

2. The District provided 30 days' written notice to Swigart to terminate her employment at the District. Pursuant to Swigart's *Employment Agreement*, Swigart is entitled to payout of four (4) months' salary.

3. The parties have agreed that all matters concerning Swigart's employment with the District have been settled and resolved in accordance with the terms and conditions of this Agreement. In consideration of the mutual covenants and promises contained herein, the parties agree as follows:

   A. Swigart will voluntarily leave employment at the District by submitting her letter of resignation or notice of retirement by August 8, 2024. District will accept her notice and will present the same to the Board of Education for final approval as soon thereafter as permitted by this Agreement. All benefits, including insurance, shall terminate on August 16, 2024.

   B. If requested by third parties, the District will provide through the Office of Human Resources its standard employment reference, giving only dates of employment and job titles held by Swigart.

   C. District will pay Swigart out for her 67.5 days of accumulated leave, minus any and all applicable deductions. District agrees to pay Swigart a one-time lump sum of $77,916.67 minus any and all applicable deductions, as contemplated in Swigart's *Employment Agreement* and agreed upon by the parties. No other payments will be made to Swigart.

D. Swigart agrees that she is not eligible to be re-employed by District in any capacity. She agrees not to submit any applications for employment with the District.

E. The parties agree to release a shared statement concerning Swigart's employment at the District. Swigart agrees not to make any public or private disparaging or derogatory remarks or statements concerning the District or its officers, directors, representatives, and employees. The District agrees to not make any publicly disparaging or derogatory statements concerning Swigart.

F. Upon request, Swigart agrees to be responsive to requests for assistance with ongoing and/or future issues with the State Department of Education, the U.S. Department of Education, the Office of Civil Rights, or any other administrative agency, or any other pending or future litigation impacting the District.

4. **Waiver and Release**.

a. In consideration of mutual promises and covenants contained herein and the payment set forth herein, Swigart, on behalf of herself and her heirs, executors, administrators, successors, and assigns, knowingly and voluntarily waives, releases, and forever discharges the District, together with its officers, employees, and agents from any claim, charge, action, or cause of action, which she may have against any such released persons, whether known or unknown, from the beginning of time through the date of this Agreement, based upon any matter, cause, or thing whatsoever related to or arising out of her employment, the ending of her employment with the District, and any cause of action asserted or which have been asserted against the District. This release and waiver includes, but is not limited to, any rights or claims under United States federal, state, or local law, for wrongful or abusive discharge, breach of contract, or for discrimination based upon a protected class status, including but not limited to, race, color, ethnicity, sex, age, national origin, religion, disability, sexual orientation, or any unlawful criterion or circumstance, including but not limited to rights or claims under the Family and Medical Leave Act, claims of discrimination under the Employee

Retirement Income Security Act, the Equal Pay Act, the Occupational Safety and Health Act, the Workforce Adjustment Retraining Notification Act, Title VII of the Civil Rights Act of 1964, the South Dakota Human Relations Act of 1972, the Americans with Disabilities Act, Section 1981 through 1988 of the Civil Rights Act of 1866, the Older Workers Benefit Protection Act, the Rehabilitation Act of 1973, Executive Order 11246 and any other executive order, the Fair Labor Standards Act and its state and local counterparts, the Uniform Services Employment and Reemployment Rights Act, and the Immigration Reform Control Act, as amended as well as any other federal, state, or local statute, ordinance or regulation. This release and waiver also includes, but is not limited to, claims for assault, battery, defamation, intentional or negligent infliction of emotional distress, breach of the covenant of good faith and fair dealing, promissory estoppel, negligence, negligent hiring, retention, or supervision, retaliation, constructive discharge, violation of whistleblower protection laws, unjust enrichment, violation of public policy, and all other claims for unlawful employment practices, and all other common law or statutory claims.

b. Swigart confirms that she has no claim or basis for a claim whatsoever against District with respect to any such matters related to or arising out of her employment by the District or related to or arising out of her leaving employment with the District.

5. <u>Older Workers Benefit Protection Act</u>.

a. Swigart understands and has been advised that this Agreement is subject to the terms of the Older Workers Benefit Protection Act ("OWBPA"). The OWBPA provides that an individual cannot waive a right or claim under the Age Discrimination in Employment Act ("ADEA") unless the waiver is knowing and voluntary. Swigart has been advised of this law, and agrees that she is signing this Agreement voluntarily, and with full knowledge of its consequences. Swigart understands that the District is giving her at least twenty-one (21) days from the date Swigart receives a copy of this Agreement to decide whether she wants to sign it. Swigart acknowledges that she has been

advised to use this time to consult with an attorney about the effect of this Agreement. If Swigart signs this Agreement before the end of the twenty-one (21) day period, it will be Swigart's personal, voluntary decision to do so, and will be done with full knowledge of her legal rights. Swigart agrees that material and/or immaterial changes to this Agreement will not restart the running of this consideration period.

b. Swigart understands that insofar as this Agreement relates to her rights under the Age Discrimination in Employment Act ("ADEA"), it shall not become effective or enforceable until seven (7) days after she signs it. Swigart has the right to rescind this Agreement only insofar as it extends to potential claims under the ADEA by written notice to the District within seven (7) calendar days following Swigart signing this Agreement. Any such rescission must be in writing and hand-delivered to District (Superintendent) or, if sent by mail, postmarked within the applicable time period, sent by certified mail, return receipt requested, and addressed as follows: Superintendent, 625 9th Street, Suite 207, Rapid City, SD 57701. Swigart understands that the payment she is receiving for signing this Agreement is contingent upon her agreement to be bound by the terms of this entire Agreement. Accordingly, if Swigart decides to revoke this Agreement, she understands that she is not entitled to the payments offered in this Agreement.

6. **Legal Counsel**. In making and signing this Agreement, Swigart has sought and received legal counsel from attorney Lisa Marso of Boyce Law Firm LLP and has relied on her counsel with respect to this Agreement.

7. **Acknowledgement**. Swigart further agrees and acknowledges that she has carefully read and fully understands this Agreement and that no promises or inducements have been offered to her by the parties being released herein other than those contained hereby. Swigart acknowledges that she is relying upon her own knowledge and belief as to the nature and viability of any possible claims she may have and not upon any representations made by District or its agents.

8. **Entire Agreement**. The parties further acknowledge that this Agreement contains the ENTIRE AGREEMENT between the parties

hereto, and there are no other agreements or promises between the parties other than those contained in this Agreement. The parties further agree that the terms of this Agreement are contractual and not a mere recital.

9. Confidentiality. To the extent permitted by law, the Parties agree to keep the terms of this Agreement confidential.

10. Governing Law. This Agreement will be construed and interpreted in accordance with applicable federal laws and the laws of the State of South Dakota.

_____ _____

Nicole Swigart Date

STATE OF SOUTH DAKOTA:
SS
COUNTY OF PENNINGTON:

On this _____ day of _____, 2024, before me, the undersigned officer, personally appeared Nicole Swigart, known to me or satisfactorily proven to be the person whose name is subscribed to the foregoing instrument and acknowledged that he executed the same for the purposes therein contained.

IN WITNESS WHEREOF, I have hereunto set my hand and official seal.

_____
NOTARY PUBLIC, South Dakota
(SEAL) My Commission Expires: _____

Dated this _____ day of _____, 2024.

RAPID CITY AREA SCHOOL DISTRICT 51-4

BY: _____
Bishop Troy Carr, President of Board of Education

Kelsey B. Parker
625 – 9th Street
Rapid City, SD 57701

July 18, 2024
Sent *via* Certified Mail

Nicole Swigart
5954 Terra Ct.
Black Hawk, SD 57718

Re: Written Notice

Dear Ms. Swigart,

This letter serves as written notice of the District's intention to terminate your employment with the District consistent with Section 11.4 of your *Employment Agreement*. Section 11.4 provides,

> . . . [T]he District may terminate this agreement upon giving thirty (30) days written notice to Superintendent. In the event that the District terminates this Agreement pursuant to Section 11.4, the Superintendent shall receive either: 1) compensation in the amount of four (4) months of her salary pursuant to the terms of this Agreement; or 2) the remainder of that current school year's compensation, whichever is less.

You should not report to work but will be paid from August 1 – August 16 and you will be paid out for your accumulated leave remaining after the end of your suspension (67.5 days). Additionally, pursuant to Section 11.4, you will be paid for four (4) months of your salary. On August 20, 2024, your termination will be on the Board's agenda for approval.

Given your longevity with the District, the District is willing to accept your resignation/retirement in lieu of termination upon the terms and conditions as fully laid out in the attached *Severance and Settlement Agreement*. As detailed, the District is willing to pay you an additional month's salary in exchange for your execution of the *Settlement Agreement and Release*.

Please direct any questions or concerns to your lawyer, Lisa Marso.

Kelsey Parker

Kelsey B. Parker

CC: Lisa Marso (Attorney for Ms. Swigart sent *via* email); President Bishop Carr
Enclosure (*Severance and Settlement Agreement*)

UNITED STATES DEPARTMENT OF EDUCATION
OFFICE FOR CIVIL RIGHTS

ONE PETTICOAT LANE
1010 WALNUT STREET, SUITE 320
KANSAS CITY, MO 64106

REGION VII
ARKANSAS
KANSAS
MISSOURI
NEBRASKA
OKLAHOMA
SOUTH DAKOTA

May 29, 2024

Nicole Swigart, Superintendent
Rapid City Area School District 51-4
Sent via email to: [redacted content]

Re: Rapid City Area School District 51-4 Compliance review
OCR Case No. 07115001

Dear Superintendent Swigart:

This letter advises you of the resolution of the U.S. Department of Education, Office for Civil Rights (OCR) compliance review of the Rapid City Area School District #51-4 (District). The compliance review, opened on December 23, 2010, examined whether (1) the District discriminated against Native American students by disciplining them more frequently and more harshly than similarly situated white students, and (2) the District discriminated against Native American students with respect to access, referral, identification, and selection for the District's advanced learning programs and courses including honors courses and Advanced Placement (AP) courses, all in violation of the District's obligation to comply with Title VI of the Civil Rights Act of 1964 (Title VI), 42 U.S.C. §§ 2000d- 2000d-7, and its implementing regulations, 34 C.F.R. Part 100.

Prior to the conclusion of OCR's investigation and pursuant to Section 302 of OCR's *Case Processing Manual*, the Rapid City Area School District expressed an interest in resolving this compliance review, and OCR determined that a voluntary resolution is appropriate. Subsequent discussions between OCR and the District resulted in the District signing the enclosed Resolution Agreement which, when fully implemented, will address all the concerns raised in this review.

Summary of Concerns

OCR's investigation raised concerns that similarly situated Native American and white students have been treated differently at the referral and sanctioning stages of the District's discipline process and with respect to access, referral, identification, and selection for the District's advanced learning programs and courses.

Discipline:

The data gathered by OCR show that when compared to enrollment numbers by race or national origin, Native American students were disproportionately disciplined at higher rates compared to

white students across discipline categories. Discipline referral rates for Native American students in all District schools OCR analyzed for the 2021-22 school year were 2.06 times more than discipline referral rates for white students across all discipline referrals. Native American students were referred 4.57 times more than white students for in-school suspensions and 4.83 times more than white students for out-of-school suspensions. Native American students also received 5.49 times more truancy referrals than white students, 5.51 times more law enforcement referrals and 5.84 times more arrests than white students.

OCR found no evidence indicating District administrators examined the disparities themselves or set up any system to evaluate whether discrimination infects District practices. The statistical significance of the disparities combined with notably lax school site practices that sometimes deviate from the District's governing policy and matrices – generally to the benefit of white students – and the District's decision not to assess the practices for compliance with Title VI – raises concern for OCR that discrimination may animate District disciplinary practices. The failure to assess the impact of variable school practices is best exemplified with respect to truancy, as District Policy requires such an assessment in the District's Student Absences and Excuses/Truancy (Policy Code JED-P), and Native American students were referred for truancy 4.90 (2015-16) and 5.49 (2021-22) times more than white students.

Further, records and student files provided to OCR did not provide enough detail to determine whether Title VI violations occurred, e.g., whether the different rates of discipline based on race, color, or national origin were based on legitimate, nondiscriminatory factors. For example, the District's discipline spreadsheets and the student files received did not provide any narrative statements reflecting the circumstances surrounding discipline offenses, the views of witnesses, or any communications with parents. Listening sessions with Native American community members and parents raised concerns regarding the District's discrimination complaint process and discipline decisions. Community members also reported that School Resource Officers' (SROs') home visits to truant students were intimidating, but OCR did not receive truancy files referencing such visits or any other records tracking the impact of such visits on truancy referral rates.

Advanced Learning

OCR identified significant statistical disparities in access, referral, identification, and selection of Native American students compared to white students in advanced learning programs and courses. For instance, the 2021-22 data show that only 2.48% of all advanced learning middle school students were Native American despite Native American students constituting 18% of the total middle school population. In contrast, white students made up 75% of all advanced learning middle school enrollees, although the total white middle school population was 59%. At Central High School, Native American students comprised 19.58% of the student population while only 11.34% of advanced learning students were Native American. Also, only 4.65% of Central AP students were Native American, while white students comprised 57.05% of the student population and 80% of all Central AP students.

Beyond these disparities, OCR remains concerned with aspects of the District's advanced learning program suggesting that the district may not offer equal access, including: eligibility requirements for advanced learning or AP courses are not addressed in the District's formal

written policies; Central High School offered only four AP classes in 2021-22 while Stevens High School offered ten, and Central's student population is 19.58% Native American while Stevens' student population is only 3.58% Native American, suggesting both reduced access to such classes for Native American students and a lack of District-wide equity; AP students are not properly informed of the AP test fee structure including the option for fee waivers, which could contribute to the low numbers of Native American students enrolling in AP classes; student files reviewed by OCR lacked adequate documentation for OCR to determine whether the advanced learning opportunities are being equally made available to Native American and white students alike; and the District does not systematically monitor or track students involved in advanced learning, while the Indian Education manager is generally left out of the loop on advanced learning matters. Taken together, the lack of effective oversight could impede Native American students' access to these courses and make more difficult the task of ensuring equity in AP and other college-level courses.

District Complaint Process

Finally, as relevant to potential discrimination in discipline or advanced learning, OCR also uncovered evidence of the misapplication of the District's discrimination complaint process, which allows for the submission of complaints directly to the District's central office. The superintendent and the school officials interviewed by OCR indicated that complaints should start at the school level instead, which is not a feature of the policy. When questioned during 2023 OCR interviews, District staff were not aware of any complaints of discrimination being addressed by the District's central office. However, community members shared their personal frustrations that they could not file their complaints at the District's central office due to the District's confusing and ineffective process, and that complaints at the school level were left unresolved.

Methodology

Regarding the discipline issue, OCR reviewed District discipline data and policies for the 2015-16 and the 2021-22 school years (Review Period) and data from the Civil Rights Data Collection (CRDC) for 2015-16, 2017-18, and 2020-21. For the 2021-22 academic year, OCR focused on seven schools within the District with either a majority population of Native American students or higher 2015-16 discipline referral rates for Native American students than white students: South Park, Grandview, and General Beadle Elementary Schools; and South, North, and East Middle and Central High Schools, in addition to interviewing pertinent staff.

To better understand the disparities in subjective discipline between Native American and white students, OCR also reviewed 135 student files from the 2021-2022 school year. The District's files included the student's race/ethnicity, grade, and offense with a few words of description and the consequence; even though OCR requested the "complete student file," there were no contemporaneous notes or other documents included with the records nor did the district produce detailed truancy files in response to OCR's request.

Regarding the advanced learning issue, OCR examined information regarding the District's advanced learning courses, AP courses and dual enrollment programs for college credit. OCR

also analyzed student enrollment data for the District and for each school in the District and compared it to enrollment data for each advanced course, AP and dual enrollment courses for the 2015-16 school year and for the 2021-22 school year (with an emphasis on Central High School and East, North and South Middle Schools), in addition to interviewing pertinent staff and reviewing files of students enrolled in middle school and high school advanced and AP courses. While the District does not have a gifted and talented or advanced learning program in elementary schools, OCR did examine how the feeder elementary schools prepare students for the middle and high school advanced learning courses.

OCR also engaged in four listening sessions, with seven to thirteen Native American community members in each session, during the 2022-2023 school year. The participants included three tribal education directors (who oversee the educational issues affecting enrolled members of a tribe) from the Cheyenne River Sioux Tribe, Oglala Sioux Tribe, and the Rosebud Sioux Tribe. Other participants included Rapid City community leaders and parents, including members of the District's Parent Advisory Committee (PAC) and the Indigenous Education Task Force (Task Force).

Prior to the conclusion of OCR's investigation and pursuant to Section 302 of OCR's *Case Processing Manual*, the Rapid City Area School District expressed an interest in resolving this compliance review, and OCR determined that a voluntary resolution is appropriate. Subsequent discussions between OCR and the District resulted in the District signing the enclosed Resolution Agreement which, when fully implemented, will address all the concerns raised in this review.

Background

The Rapid City Area School District is the second largest in South Dakota and currently has 23 schools: 15 elementary schools, five middle schools, two high schools and one alternative high school. The boundaries of the District are divided geographically, and there is a feeder pattern from elementary schools, to middle schools, to high schools, all based on the location of each student's residence, except for the alternative school.

The District's total student enrollment for the 2015-16 school year was 13,923 students. Of the total student enrollment, 67.47% were white, 22.31% were Native American, 6.36% were Hispanic, 2.00% were African American, 1.68% were Asian and 0.18% were Native Hawaiian or Pacific Islander. In the 2021-22 school year total enrollment dropped to 12,751 with 60.43% White, 16.59% Native American, 9.21% Hispanic, 1.23% Asian, 1.06% African American , and 0.11% Native Hawaiian or Pacific Islander.

Programs focused on the Native American school community

The District's Title VI Indian Education Office's primary responsibility is to manage and oversee the District's Title VI Indian Education grant. As noted on the District's website, "Title VI Part A of the Elementary and Secondary Education Act (ESEA) supports a comprehensive approach to educational improvement and reform for Indian students, helping ensure they benefit from national education reforms and receive every opportunity to achieve to high standards." A Parent Advisory Committee (PAC) functions in an advisory capacity to the Title VI Education

Program and serves as a liaison between the District and tribal community parents. The PAC holds monthly open meetings throughout the school year. According to its by-laws, the PAC also meets regularly with District staff, including the Superintendent or designee, and school board representatives to review District services for the Native American community.

In February 2021, the District created the Indigenous Education Task Force, charged with recommending improvements in the educational experience, learning environment, and outcomes for Indigenous students. The Task Force included District staff, school board members, Indian Education PAC leadership, Indigenous parents/guardians, and other community members.

In January 2022, the Indigenous Education Task Force issued reports with recommendations to the District including: increase access to social work and mental health resources; increase opportunities to engage and partner with Indigenous families; increase enforcement of District bullying policies to better protect Indigenous students; as well as other program-specific recommendations. However, the [redacted content] at both General Beadle Elementary and at South Park Elementary, and [redacted content] at Central High School informed OCR during their 2023 interviews that they were not aware of these reports. Also, the Superintendent informed OCR during her 2023 interview that she did not know if the District had initiated any of the recommendations. Indigenous Education Task Force members also informed OCR that the District did not respond to their final reports.

Legal Standards

The standards for determining compliance with Title VI are set forth in the regulations at 34 C.F.R. §§ 100.3(a) and (b) and 100.6(b).

The Title VI regulation, at 34 C.F.R. § 100.3(a), states that no person shall, on the ground of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program receiving Federal financial assistance. Sections 100.3(b)(1)(i)-(vi) further state, in relevant part, that a recipient may not, on the ground of race, color, or national origin, (i) deny an individual any service or benefit provided under the program; (ii) provide any service or benefit to an individual which is different, or provided in a different manner, from that provided to others under the program; (iii) subject an individual to segregation or separate treatment in any matter related to receipt of any service or other benefit under the program; (iv) restrict an individual in the enjoyment of any advantage or privilege enjoyed by others receiving any service or benefit under the program; (v) treat an individual differently from others in determining whether the individual satisfies any admission, enrollment, quota, eligibility, membership, or other requirement or condition to be provided any service or other benefit under the program; or (vi) deny an individual an opportunity to participate in a program through the provision of services or otherwise afford an individual an opportunity to do so which is different from that afforded others under the program.

The regulation, at 34 C.F.R. §100.3(b)(2), also provides that a recipient may not utilize criteria or methods of administration that have the effect of subjecting individuals to discrimination on the basis of race, color, or national origin, or have the effect of defeating or substantially impairing accomplishment of the objectives of the program with respect to individuals of a particular race,

color, or national origin.

OCR investigates alleged discrimination in a recipient's application of student discipline and provision of advanced learning programs and courses consistent with federal statutory authority, the Department's regulations, and pertinent case law.

Title VI protects students even if a recipient contracts or arranges for entities, over which it exercises some control, to be responsible for aspects of a school's student safety or student discipline program. Recipients cannot divest themselves of responsibility for the non-discriminatory administration of school safety and student discipline by relying on SROs, school district police officers, contracted law enforcement companies or other contractors or law enforcement personnel over whom the school can exercise some control.

Under the Title VI regulation, at 34 C.F.R. § 100.6(b), a school district must keep timely, complete, and accurate records so that the Department may be able to ascertain whether the school district has complied or is complying with Title VI.

Findings of Fact: Discipline

Discipline Policies, Law Enforcement Memoranda of Understanding

Various policies govern the District's discipline procedures, which have been in effect throughout the compliance review with some revisions that will be addressed below. OCR reviewed the following District policies related to discipline:

- Student Conduct (Policy Code JFC), adopted in 1982 and last revised in 2000.
- Student Absences and Excuses (Policy Code JED), adopted in 2016.
- Student Absences and Excuses/Truancy (Policy Code JED-P), adopted in 1981 and last revised in 2016.
- Suspension and Expulsion (Policy Code JGD), adopted in 1998.
- Elementary, Middle and High School Discipline Matrices (different versions in place in 2015-16 and in 2021-22).
- School Resources Officer Memorandums of Understanding with the Rapid City Police Department and the Pennington County Sheriff's Department, adopted July 1, 2021.
- Discrimination/Harassment (Policy Code AC1), adopted in 2017 and last revised in 2018.
- Public Complaints Policy and Procedure (Policy Code KL), adopted in 2017 and last revised in 2018.

The District's Student Conduct Policy, Code JFC, is incorporated into student handbooks, was last revised in 2000, and covers OCR's entire review period. The policy addresses broad categories of misconduct that are subject to suspension or referral for expulsion. These include possession/use of controlled substances, alteration of school records, stealing or property damage, willfully disobeying or defying staff direction, attendance policy violations, weapons violations, assault, and a category called "habitual disobedience" defined in the policy as "behavior by students who have been advised on more than one occasion of their inappropriate behavior and the nature of it, including but not limited to disobeying a teacher; and despite being

so advised and directed to cease behaving inappropriately, continue to behave in an inappropriate manner."

Although truancy is referenced in the Student Conduct Policy, the Student Absences and Excuses, Code JED, adopted in 2016 and revised June 20, 2023, provides the basis for determining when absences are excused and states that any unexcused absences are considered truancy; accompanying procedures - Code JED-P, defines truancy as "any absence from school,...for part or all of one or more days during which the school has not been notified of the cause of the absence, or the school deems the absence as unexcused." Also, the policy requires maintenance of individual student files accounting for all unexcused absences, all truancy correspondence, notes, contact logs, checklists, assessments, and referrals.

JED-P articulates school level-specific truancy procedures with little variation. Specifically, at each level, following each missed class or block, an auto dialer calls the parent; after two cumulative days of unexcused absences, staff send the parent a formal letter; after four cumulative days of unexcused absences, staff will call the parent and send a formal letter; and after five cumulative days of unexcused absences, staff will call the parent and send a formal letter including notice that the student has been referred to the State's Attorney's Office. Additionally, each Principal is required to annually compile and analyze truancy statistics by ethnicity or race, among other characteristics, and submit an annual report including statistical analyses and recommendations to the Assistant Superintendent.

District Policy Student Suspension and Expulsion, Code JGD, last revised in 1998, also covered OCR's entire review period. Short-term suspension is exclusion for not more than 10 school days; long-term suspension is exclusion for more than 10 but not more than 90 school days. Expulsion is defined as the termination of a student's membership in school for not more than 12 consecutive months.

Elementary school, middle school, and high school student handbooks contain discipline matrices for each school level. The matrices identify categories of unacceptable behavior and list the types and ranges of disciplinary consequences that may be imposed. The matrices are progressive, so the severity of the disciplinary response increases with repeated misbehavior. In addition, more severe consequences are generally associated with more dangerous or problematic behavior.

The matrices discuss the use of restorative means to "reduce the punitive nature of consequences and create an approach that allows for students to remain in school and learn from their mistakes when possible and appropriate" and to allow administrators to "utilize the existing Positive Behavior Intervention and Supports (PBIS) framework."

Each matrix allows school administrators and staff, based on their "professional discretion," to deviate from the prescribed consequence options. But any such deviations from the matrices must be explained and noted in Skyward, the District's electronic recordkeeping system. Within each matrix, there are 16 misbehavior categories, and within each category there are infraction types ranked 1-6, with 6 being the most egregious. Each matrix identifies consequences based on whether a first violation or a subsequent violation has occurred. For

example, under disrespect and disobedience, the infraction "insubordination" is a class 3 offense. Insubordination, not defined in Policy JFC, is defined in student handbooks as well as the narrative section of the matrix as "gross/deliberate refusal to follow an appropriate direction given by a staff member." An insubordination first violation is met with a broad range of possible consequences: restorative intervention or 1 to 3 days of detention and/or in-school suspension (ISS). Progressive levels of consequences/interventions come with subsequent violations.

The 2015-16 matrices were substantially similar to the 2021-22 matrices, with limited exceptions. For instance, the 2015-16 matrices divided misbehavior into seven infraction types rather than six.

Each discipline matrix, in its definition section, notes the District's partnership with the SROs and states that "it may be necessary to invite the SRO into the conversation with the student to help emphasize the importance of making good choices and possibly the negative legal ramifications that the continued behavior could cause. This does not always result in a citation or arrest."

The District's use of SROs is governed by two identical Memoranda of Understanding (MOUs), one with the Pennington County Sheriff's Office and one with the Rapid City Police Department. In 2015, the officers assigned to the schools were referred to as School Liaison Officers. According to District data request responses, SROs are assigned to each high school and each middle school with additional duties serving elementary schools; the District also employs six security officers at Central High School.

The MOUs state that "SROs are responsible for the majority of law enforcement activities occurring at school, during school hours, but not general school discipline." However, the MOUs also state that among SRO responsibilities are "dealing with law enforcement matters and school code violations" and assuring a "safe environment as to law enforcement matters and school code violations." The MOUs further state that "[t]he SRO will be involved in school discipline, when it pertains to preventing a disruption that would, if ignored, place students, faculty and staff at risk of harm…."

Whether regarding the action of an SRO or District staff, when a parent or student believes that a student has been subjected to discriminatory discipline practices, District policies provide conflicting information regarding available complaint processes. District Code JFC Student Conduct Policy cross references "AC1 Discrimination/Harassment" and "AC1-P Discrimination/Harassment Procedures," yet AC1 and AC1-P were neither provided by the District to OCR nor available through the District's website. In contrast, District Code AC Discrimination and Harassment Policies and Procedures refers complaints to Public Complaint Policy KL, last revised in 2018.

Students, parents or others may use Public Complaint Policy KL for race discrimination complainants by submitting form KL-E1 to the human resources director within 30 days of the alleged violation. The human resources director must submit this form to the parties, commence any investigation within 5 working days, and may gather evidence from the parties and/or try to

resolve the matter between the parties. There are two levels of appeals, the first to the Superintendent and the second to the School Board; there are separate forms for each level of appeal and a tracking form that the District must use throughout the process.

Recordkeeping

The District records discipline, including truancy, offenses through an electronic information system (Skyward) that allows it to track student discipline information by student, referral, consequence, type of offense, race/ethnicity, and other factors. School-site staff enter data into the system. In 2015-16, Skyward was supplemented by paper records. Some schools in the District maintained paper copies of discipline referrals in the Principal's or Assistant Principal's office after the student received discipline, and the incident and consequences were recorded in Skyward. The District continues to use Skyward to track discipline issues. District staff indicated that, as of the 2021-2022 school year, most schools no longer use paper records for major offenses.

With regard to truancy recordkeeping, each school has designated at least one attendance secretary who is responsible for determining and recording this information, including excused and unexcused absences. Attendance secretaries also prepare truancy letters for the appropriate administrator to sign.

Although Principals are required to compile and analyze truancy statistics by ethnicity or race, among other characteristics, and submit an annual report to the Assistant Superintendent, the District acknowledged and staff stated that these reports are not being prepared. Based on OCR's review, the truancy documentation required by Policy JED is not being maintained in student files.

Discipline Data

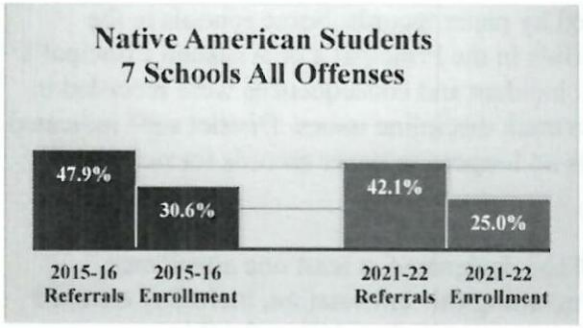
OCR focused on data collected for the 2015-16 and the 2021-2022 school years and looked most closely at seven target schools: South Park, Grandview, and General Beadle Elementary Schools; and South, North, and East Middle Schools; and Central High Schools. OCR also reviewed the District's data reported for OCR's biannual Civil Rights Data Collection (CRDC) from 2009-10 through 2020-21 with particular attention to out-of-school suspension (OSS), ISS, arrest and law-enforcement referral rates for Native American and white students. A disparity is statistically significant when chance alone is unlikely to explain the difference. For all tests of statistical significance, OCR used a p-value threshold (confidence interval) of 0.05. OCR found that in each year, the differences between the discipline rates for Native American and white students were statistically significant in all categories.

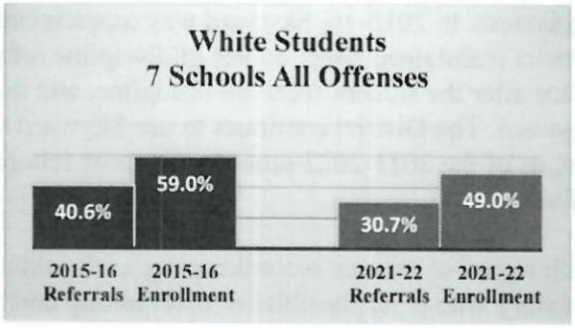
1. District Discipline Data Collection

Teachers in the District are responsible for responding to and tracking minor classroom offenses. District policy provides that once a student commits four minor offenses, the fourth offense is disciplined by an administrator as a major offense under the District's discipline matrix. Some teachers tracked minor offenses via Google forms or other systems allowing administrators to

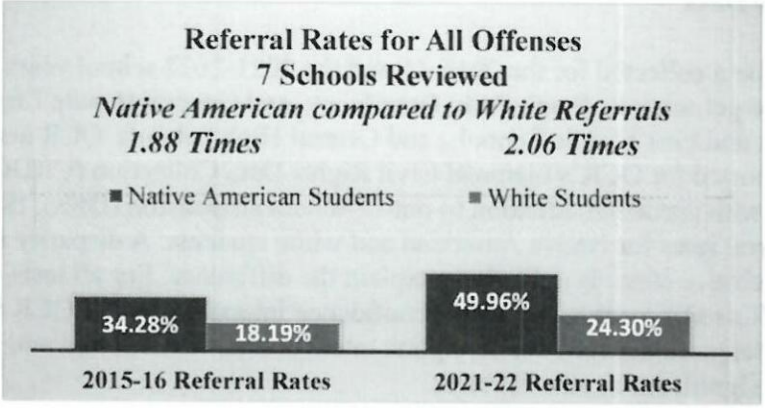
monitor minor offenses and potentially address behaviors before escalating to major offenses. Due to the inconsistent nature of the record keeping for minor offenses throughout the District, OCR was not provided with complete data regarding minor offenses.

In contrast to offenses handled in the classroom, referred major discipline offenses are tracked in the District's Skyward electronic system. The data gathered by OCR show that Native American students were disproportionately disciplined at higher rates compared to white students across discipline categories, as reflected in the charts below.





In order to assure that a chronic repeat offender would not skew percentages, OCR also analyzed all offense referrals by calculating the number of Native American students and white students referred at least once for any offense divided by the total number of students enrolled of their race or national origin, and the results showed that the disparity was statistically significant. In 2015-16 for the seven schools reviewed, Native American students received major discipline referrals 1.88 times more than white students. In 2021-22, Native American students received major discipline referrals 2.06 times more than white students as illustrated in the chart below.



In order to analyze if the disproportionate referrals violated Title VI, OCR specifically requested 135 student files divided between the seven target schools. The data in the student files was not sufficient to establish that the statistical difference in referral rates was based on nondiscriminatory factors. OCR has not yet supplemented the incomplete files with staff interviews which possibly could provide data concerning such factors or could explain why the apparent harsher treatment of Native American students was based on factors other than their race or national origin.

2. Specific Discipline Categories

a. Subjective Discipline Referrals:

OCR reviewed discipline referrals for the categories "Disrespect and Disobedience" and "Disruption." (subjective discipline referrals). The data showed statistically significant disparities in the discipline imposed on Native American students compared with white students during the 2015-16 and 2021-22 school years.

OCR compared 2015-16 and 2021-2022 discipline data for the seven target schools, all of which saw increases in these offenses from 2015-16 to 2021-22. North Middle School, with the largest middle school Native American population and Central High, with the largest high school Native American population, both saw the most significant increases.

In 2015-16, North Middle School had 115 subjective discipline referrals, and in 2021-22, there were 758. In 2015-16, Central High School had just 22 subjective discipline referrals; this number jumped to 211 in 2021-22. Native American representation in these categories was disproportionate to total Native American population in six of the seven schools. In South Park, white students were referred disproportionate to their total population. However, these rates were not considered statistically significant and were based on a very small sample size of only 14 offenses for the entire year. When the subjective discipline referrals are combined for the seven schools, Native American students accounted for 47.5% of the total subjective discipline referrals even though they only comprised 30.6% of enrollment. In comparison, white students accounted for 43.9% of the total subjective discipline referrals while accounting for 59.0% of the enrollment.

OCR also analyzed the referral rates for subjective discipline referrals in each of the seven schools. Referral Rates were calculated by dividing the total number of students of a particular race or national origin referred at least once for "Disruption of School," "Disruption of Class," or "Disrespect Rude to Staff" by the total number of students of that particular race or national origin. In the instances where statistical significance was determined, the relationship between the referral rates and a student being white or Native American was significant, in a manner that disfavored the latter.

For the 2015-16 school year, discipline rates in four schools demonstrate a statistically significant difference: Native American students were referred 8.8 times more than white students at Grandview Elementary School; 4.6 times more at General Beadle Elementary School; 1.17 times more at South Middle School; and 1.8 times more at North Middle School. In three schools, South Park Elementary School, East Middle School and Central High School, differences in referral rates were not statistically significant. Referral rates for all Disruption/Disobedience/ Disrespect offenses in the entire District show that Native American students were referred 2.23 times more than white students.

OCR analyzed, for the 2021-2022 school year, referral rates for subjective discipline referrals in the seven schools. In two schools, differences in referral rates were not statistically significant.

The five other schools demonstrated a statistically significant difference: Native American students were referred 7.1 times more than white students at General Beadle Elementary School; 2.9 times more at South Middle School; 1.45 times more at North Middle School; 2.4 times more at East Middle School; and 1.7 times more at Central High School. The District has not produced the total district discipline data for the 2021-22 school year, so OCR does not have referral rates for all Disruption/Disobedience/Disrespect offenses in the entire District for this school year.

b. Suspensions and Expulsions:

The same patterns seen in the subjective discipline categories were also evident for ISS and OSS for all types of offenses and would warrant further investigation. Based on a review of available CRDC information for the entire District, referral rates for both ISS and OSS from the 2009-10 through the 2020-21 school years were generally statistically significant. Native American students received ISS on average between 2 and 3 times more than their white counterparts and OSS on average around 4 times more.

In OCR's analysis of the District's data for 2015-16, referral rates for Native American and white students with at least one OSS in the following three schools showed a statistically significant difference: Native American students were referred 2.8 times more than white students at North Middle School; 3.1 times more at East Middle School; and 3.1 times more at Central High School. In the four remaining schools, differences in referral rates were not statistically significant.

In 2021-22, referral rates for both ISS and OSS in the seven schools continued to show disparities that tended to disfavor Native American students. For the seven target schools as a whole, Native American students received ISS 4.57 times more than their white counterparts and OSS 4.83 times more.

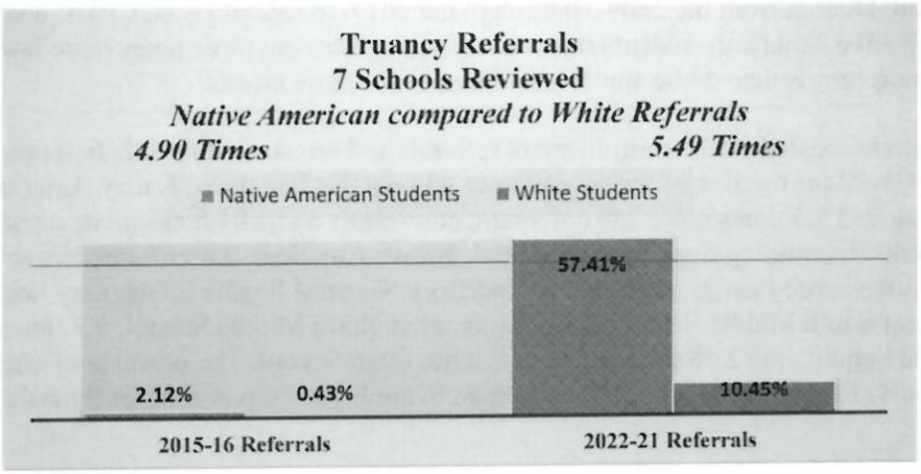
The East Middle School [redacted content] in a 2023 interview noted that ISS was used as "a break for the teacher and student" and was not effective as a discipline measure. Yet despite its reported ineffectiveness, East Middle School reported 248 total ISS offenses in 2021-22; 124 of those were of Native American students. In other words, Native American students were referred 10.5 times more than white students at East Middle School.

OCR also reviewed expulsions for the District, but according to the CRDC data, there were no expulsions in the District for 2015-16 and only one expulsion in 2017-18. The District's data provided to OCR for 2021-22 was consistent in this regard, as it too did not show any expulsions.

3. Truancy

As described in Policy Code JED and JED-P above, after five cumulative unexcused absences, the student is referred to the State's Attorney's Juvenile Diversion Office – a significant consequence that can ultimately lead to a misdemeanor conviction for the student's parent(s) or guardian(s). *See* SD Codified L § 13-27-11. The State's Attorney's Office runs a truancy intervention program, with a goal of keeping students out of formal court proceedings. Students referred to the State's Attorney are monitored under this program to ensure school attendance.

Native American students consistently received more truancy referrals than their white peers in 2015-16 and in 2021-22. As an overview of OCR truancy concerns in the 2015-16 school year, Native American students received truancy referrals 5.49 times more than white students, as illustrated in the chart below. If absences continue after a referral to the State's attorney, students may be formally charged.



OCR analyzed the truancy records for each of the seven target schools, which showed stark referral rate disparities for the seven schools. Truancy referral rates in the seven schools and throughout the District compared to enrollment percentages based on race or national origin in 2015-16 also showed significant disparities. Four schools showed a statistically significant difference: Native American students were referred 9.25 times more than white students at South Middle School; 21.4 times more at North Middle School; 15.8 times more at East Middle School; and 3.2 times more at Central High School. The other three schools showed no statistically significant differences in referral rates. For the entire District, Native American students received referrals 4.21 times more than white students.

Referral rates in the seven schools in 2021-22 also showed significant disparities. Native American students were referred 18 times more than white students at South Park Elementary; 4.6 times more at General Beadle Elementary; 10.2 times more at South Middle School; 6.1 times more at North Middle School; 12.5 times more at East Middle School; and 4.8 times more at Central High School.

Additionally, as OCR reviewed truancy records, OCR noted concerns regarding the accuracy of the records. The records had limited to no notations about parent phone conversations. For example, when OCR reviewed a student record related to an incident described by a parent from a Listening Session, there was no record of her discussion with an attendance secretary about her daughter's absences prior to a truancy referral.

4. Law Enforcement Referrals and Arrests

Law enforcement referral and arrest data in both the 2015-16 and 2021-22 school years show consistent disparities. In 2015-16, four schools reported no or virtually no law enforcement

referrals. In the schools that reported referrals, Native American students were referred 2.9 times more than white students at North Middle School; 2.4 times more at East Middle School; and 1.25 times more at Central High School. Three schools reported no arrests. In the schools that reported arrests, Native American students were referred 7.25 times more than white students at South Middle School; 3.7 times more at North Middle School; 4.7 times more at East Middle School; and 5 times more at Central High School.

For the entire District from the 2009-10 through the 2017-18 school years, CRDC and District data show Native American students received on average around three times more law enforcement referrals than white students and four times more arrests.

Similar patterns existed for law enforcement referrals and arrests in 2021-22. In terms of referral rates for 2021-22 for the five of the seven target schools that had them, Native American students received 5.5 times more law enforcement referrals and 5.84 times more arrests than white students. Examining rates by each school, Native American law enforcement referrals were 10.7 times more than those for white students at General Beadle Elementary School; 14.7 times more at South Middle School; 2.8 times more at North Middle School; 9.7 times more at East Middle School, and 2.96 times more at Central High School. The universe of arrests in the seven schools are small; one school, East Middle School, was responsible for the bulk of the disparities.

Pattern of Increasing Disparities Over Time

All seven schools OCR reviewed saw increases in subjective discipline offenses between 2015-16 and 2021-22. North Middle School, with the largest middle school Native American population, and Central High School, with the largest high school Native American population, both saw significant increases in subjective categories of discipline referrals for all students, suggesting that administrators in Native American-majority schools are increasingly interpreting discipline policies more harshly than administrators in other District schools do. Further, at North Middle School, the disparity between total Native American enrollment and Native American referrals went from 15% in 2015-16 to 23% in 2021-22. All the other schools, except for Grandview Elementary School (which had a negligible number of total referrals) saw continued disproportionate discipline referral of Native American students.

These same disproportionate patterns were also evident for suspensions, truancy and law enforcement referrals and arrests. Again, schools with larger Native American populations, such as General Beadle Elementary School and North Middle School saw large disparities in suspension numbers. But large disparities existed elsewhere as well. East Middle School, with a Native American population of 12%, gave 50% of all in-school-suspensions and truancy referrals to its Native American students in 2021-22. At Central High School, with a 20% Native American population in 2021-22, 43% of all law enforcement referrals and 67% of all arrests were of Native American students.

Community Member Listening Sessions and Interviews

Community Listening Sessions and Interviews on Discipline, Generally:

During 2022-2023 OCR listening sessions, Parent Advisory Committee members, community leaders, parents and tribal education directors voiced concern that Native American students are discriminated against within the District, including in discipline. Two parents shared that the District does not punish students for harassing Native American students before such events escalate into a discipline situation. They each shared stories of the District not responding to harassment but punishing Native American students who defended themselves.

District Interviews and Other District Evidence on Truancy

In 2016, [redacted content] told OCR that he would send letters to parents of truant students asking how they could help. If they did not hear back, he and his staff would do home visits to those families. He saw good success from this initiative as the year after this program started, his office sent out one-third as many letters as in the previous year. He also attempted to implement several incentive programs directed at Native American students' truancy rates, such as sending personal notes and gift cards to local restaurants to students with perfect attendance. Turning to the 2021-2022 school year and into the present, and as noted above, the [redacted content] informed OCR that she did not have any involvement with truancy issues.

School administrators OCR interviewed in 2023, including [redacted content], stated that District schools use attendance secretaries to make absentee determinations that ultimately lead to truancy referrals. The secretaries are given broad discretion to make such determinations. At some schools, the secretaries work with student success coordinators to address truancy issues. OCR reviewed copies of 2021-2022 letters sent to parents informing them of truancy issues with their children. The truancy letters do not explain how to report an absence, and provide information from District Policy JE, which specifically states, "[t]he District reserves the right to deem an absence excused or unexcused," without providing the criteria from Policy JE for either type of absence.

OCR learned that school Principals and other administrators are often uninvolved in the truancy process. In fact, some Principals OCR interviewed were unaware of basic provisions of the District's truancy policies. For instance, [redacted content] told OCR in a 2023 interview that truancy referrals issued after 5 consecutive unexcused absences, rather than 5 cumulative absences. The [redacted content] stated that she thought truancy referrals were made after 15 consecutive unexcused absences. [redacted content] admitted that he was not fully aware of the District's policies and that he leaves absence decisions to the attendance secretary.

[Redacted content]noted in her interview that if a parent calls the school about an absence, she will consider the student excused. The Assistant Superintendent and [redacted content] stated in his 2023 interview that although parents technically have twenty-four hours to call in and excuse an absence, there were occasions when he excused absences that were weeks old. In other words, unexcused absences can become excused absences if channels of communication are open and clear to parents. The District has not produced documents or interview information reflecting that parents are consistently informed how to address absences leading to truancies, including regarding the informal systems used in some schools.

OCR learned that unlike the home visits described by the former [redacted content] in 2016, the common practice in 2021-2022 was to send SROs along with school staff to do home visits for truancy. The SRO interviewed by OCR in 2023 stated that on some home visits, people would not open the door after seeing a law enforcement officer arriving.

Some Principals, in 2023 OCR interviews, insisted that it was necessary to send SROs on such checks for reasons of safety. The Superintendent said that the SROs would visit a student's home only if a significant time passed without hearing from the family, noting that truancy checks were not part of the SRO job description. However, the [redacted content] stated in a 2023 interview that SROs almost always make these home visits to students from his school. Native American parents told OCR in 2023 listening sessions that they found it intimidating and traumatic when law enforcement would show up at their door, especially unannounced.

In 2023 interviews, OCR asked District officials about causes for the high truancy rates of Native American students compared to white students. The Superintendent reported that certain Native American tribes, such as the Lakota, Dakota, and Nakota Tribes, do not commonly value education and inform their students that they do not need to graduate. Additionally, she said that the District struggles with what she termed "Indian Time." The Superintendent explained her meaning by stating that "Native Americans view time differently" than other community members so that for instance, "arriving two hours late" is common and results in being marked absent. She also pointed to the fact that Native American families, many living in multigenerational homes, suffered higher losses during the pandemic and as a result, Native American students are more likely to stay home from school because of COVID outbreaks or during flu season.

In addition to these views, some school administrators, including the Superintendent and the [redacted content], pointed to high poverty levels, gang activity, and general family dynamics as causes for their Native American students' high truancy rates.

The [redacted content], stated during a 2023 OCR interview that any discrepancy in truancy rates between Native American and white students is likely because Native American parents less frequently contact the school to excuse their students. At the same time, multiple interviewees, including the [redacted content], informed OCR during 2023 interviews that the schools were less likely to have accurate phone or email addresses for Native American families than for white families. So, if calls about absences are made to Native American parents, they are less likely to receive those calls and thus are not in a position to promptly respond.

As mentioned above, District policy requires that each Principal compile and analyze truancy statistics by ethnicity or race and prepare an annual report including statistical analyses and recommendations to the Assistant Superintendent. The Superintendent told OCR these reports generally are not being prepared. In addition, most of the Principals and other school officials interviewed in 2023 were unfamiliar with the requirement to do so.

Community Listening Sessions and Interviews on Truancy, In Particular:

Native American community members provided a different perspective than the District on truancy. In particular, a PAC executive leadership member stated in a 2023 listening session that Lakota values support a strong work ethic and that nothing in the Lakota culture supports students missing or being late to school. However, according to this individual, there is a need for greater cultural awareness in the District. For instance, the funeral services of extended family members can affect student attendance. While others may go to a funeral for a day, in the Native American community, the process surrounding death and grieving could take one to two weeks, which is not always accepted as an excused absence.

Participants in the listening sessions also voiced concerns regarding transportation options. A PAC member noted that there are Native American students from families struggling to meet basic needs, lacking transportation to school if they miss the bus.

In addition, Some community members reported to OCR that some students' legitimate absences were not excused after a parent called. For instance, one parent told OCR that during the 2021-22 school year she called to excuse her daughter who was experiencing [redacted content]. When she called, the attendance secretary asked, "Is she sick?" and the parent responded "no." The attendance secretary then reportedly stated the absence was not excused. This student ultimately was deemed truant and referred to the State's Attorney's office. OCR obtained copies of this student's attendance file. OCR found the parent's account credible, and the file showed no record of the attendance secretary's conversation with a parent.

Law Enforcement and SROs

According to the District, SROs spend most of their time at the middle schools and high schools. School officials told OCR that SROs do not make discipline referrals and generally get involved with activity like assaults, fighting, and drug possession. During 2023 OCR interviews, school administrators, including the [redacted content], stated that these SROs are also responsible for making arrests of, and issuing citations to, District students.

An SRO needs a minimum of three years in the police force before starting in a school, according to the SRO whom OCR interviewed in 2023. Should an SRO elect to seek training, an MOU provision does provide for reimbursement. The SRO interviewed by OCR stated that some District SROs participate in trainings at the National Association of School Resource Officers yearly convention; however, no training is required prior to SRO service in the schools.

In 2023 interviews, several administrators, including [redacted content], specifically pinpointed increased gang activity to explain law enforcement referral and arrest disparities. However, during the 2021-2022 school year of the 197 arrests in the seven schools only three were coded as gang-related offenses, and of the 232 referrals to law enforcement only 8 were coded as gang-related offenses.

Community members raised concerns during the 2023 OCR listening sessions regarding the District's use of SROs in the schools and the impact on Native American students. A tribal education director noted that the SRO program does not benefit Native American students. She

explained that SROs should be used for conflict resolution and not just to break up a fight, which was an observation also made by [redacted content]. Ateyapi ("fatherhood" in Lakota) is primarily a mentoring program funded by outside grants. Native Americans knowledgeable about Lakota culture lead the program and have provided services to Native American students in the District for over 28 years. [redacted content] believed the District performed better in the past when focused more on de-escalating conflict. A listening session participant echoed these concerns noting that in earlier years some outstanding SROs worked in the schools and that these SROs knew how to handle conflict. This participant voiced concern over the current SROs, maintaining that the police department was sending low-performing officers not well versed in conflict resolution into the schools.

District Complaint Process

OCR also gathered evidence regarding the recourse a parent or student might have if they believed that the student was being discriminated against based on race or national origin in a disciplinary action by the District and/or use of an SRO. All the school officials interviewed by OCR in 2023 stated that they try to resolve complaints at the school level, which is not a feature of Public Complaint Policy KL. While some said that they then, as needed, informed complainants about the District's formal process, others did not know any details about the formal policy.

For instance, the [redacted content] was unfamiliar with the formal complaint policy, while the [redacted content] knew that complaints should be processed "downtown," but said she would try to resolve them on her own. The [redacted content] stated that while she has received calls about parents complaining their children are picked on because of their race or national origin, and she works with them, she does not know how to file a complaint. The [redacted content] stated he tries to resolve all complaints, and if he cannot, he directs complainants to the central office.

The Indigenous Education Task Force's parent survey illustrated Native American community concern with the District's complaint processes. The survey asked parents whether they ever needed to resolve an issue with the District. Thirty-six percent said yes. Of those thirty-six percent, thirty-three percent filed formal complaints. Seventy percent of the complaint filers stated that the complaint process was not clear or understandable (the survey does not specify a particular complaint policy, such as KL, but asks about formal complaints generally).

One parent, when asked in the survey about filing complaints, stated that District policies routed parents first to the individual school. Resolution attempts at this level were sometimes "futile given certain circumstances." The parent further stated that "there is an unwillingness to acknowledge and directly address racism – even when it is direct and overt."

Analysis

OCR's analysis of the District's discipline data and practices raises concerns that the District appears to treat Native American students differently than white students at the referral stage and the sanctioning stage of the discipline process.

District data reflect persistent, and statistically significant, disparities in discipline for Native American students compared with white students over all the years OCR reviewed, across all the schools OCR reviewed. District documents and administrator interviews reflected different treatment in specific instances for Native American students with respect to discipline, notably frequently with respect to truancy, compared to white students, again across all the years OCR reviewed. District officials reported to OCR that they modify truancy records based on parent input but the District does not advertise the availability of such input in any District policy and administrators reported to OCR that Native American parents less frequently contact their schools to excuse their students. OCR notes that even where a parent testified to OCR that the parent had explained a justification for her daughter's absence from school, the District records do not reflect consideration of the parent's explanation of a Native American student's absences. OCR also notes with concern that the Superintendent and multiple school administrators relied on biased stereotypes regarding Native American people, including a perception that particular tribes do not value education and operate on what the Superintendent termed "Indian Time," to explain causes of high truancy rates. When OCR interviewed tribal leaders regarding the values the Superintendent attributed to the tribes, tribal leaders testified that those perceptions are not correct.

OCR's document reviews also yield concern regarding the District's fulfillment of its recordkeeping obligations. After reviewing the District's discipline records including for truancy, OCR selected and requested the complete student file for approximately 135 students and analyzed the discipline records therein. These records were not precise enough to determine whether Title VI violations occurred. For instance, discipline spreadsheets and the student files requested did not reflect the circumstances surrounding discipline offenses and/or deviation from established consequences, the perspective of the offending student, the perspective of witnesses, or any communications with parents about discipline offenses; the records lacked any contemporaneous notes and/or phone logs created by staff, emails or other correspondence, investigative notes, or other key documentation. The District also did not provide records on home visits by SROs to absent students. These home visits were of particular concern to Native American community members interviewed by OCR. Absent such records, OCR cannot determine whether home visits by SROs contribute to differential treatment of Native American students.

The method of recording minor infractions varies by teacher and by school. For some schools, minor infractions are recorded on Google forms, accessible to school administrators, while in others many teachers use their own tracking system, which administrators cannot view. Without such data, the District and OCR do not have the ability to determine whether responses to minor classroom infractions are consistent and appropriate. Responses to such infractions can play a significant role in whether students ultimately receive a discipline referral or not and whether students are treated differently based on race or national origin in handling minor infractions.

When considered in light of the stark disparities in the statistical data, OCR's review of the District's practices revealed several inconsistencies and deficiencies that raise concerns regarding the District's compliance with its nondiscrimination obligations under Title VI. These include:

- Tracking of offenses that could lead to discipline referrals are inconsistent across the District. The method of recording minor infractions that could ultimately lead to a discipline referral varies by teacher and school. For some schools, minor infractions are recorded on Google forms, accessible to school administrators, while in others many teachers use their own tracking system, which administrators cannot view. This inconsistent recordkeeping impedes OCR's ability to assess the bases for disparities to determine whether the stark disparities present in District discipline practices applied to Native American students compared to white students are legally justified. In addition, the inconsistent recordkeeping practices impede the District's ability to evaluate and assess its own practices. Access to such records is an important element in effectively monitoring patterns of differential treatment.

  Records and student files provided to OCR lacked documentation and/or did not provide enough detail to determine when or if Title VI violations occurred.

- Inconsistent practices within and among schools might leave Native American students vulnerable to greater and more frequent penalties for truancy than white students receive. The attendance secretaries who make absentee determinations that ultimately lead to truancy referrals are given broad, nearly unfettered discretion in this regard. It is unclear whether such staff have the requisite knowledge, expertise, and supervision to exercise such authority consistently. Also, multiple school administrators said if a parent calls the school about an absence that student will ultimately be considered excused, but evidence indicated that this practice was not effectively communicated or consistently available to Native American parents and guardians.

- Home visits with an accompanying SRO for truant students are not handled consistently across the District and tend to be used more regularly in Native American-majority schools. For instance, North Middle School is a majority Native American school with the highest percentage of Native American students in any District middle school or high school and uses SROs consistently for home visits. North also had the second largest number of truancy referrals of the seven schools (only the much larger Central High School had more): 72% of the North referrals were of Native American students. At the same time, OCR did not receive truancy files referencing such visits or any other records tracking the impact of such visits on attendance.

- The District's definition of "habitual disobedience" raises concerns because the definition is overly vague yet has severe consequences and does not recognize that for some students, this type of ongoing behavior may suggest the possibility of an emotional or behavioral disability, which would trigger the District's duty to identify and evaluate a student suspected of having a disability. As the above incident with the student under medical care for an ongoing mental health issue indicates, the District may not engage in proper evaluations when made aware of a student with a possible disability.

- Lack of compliance with or knowledge of the District complaint process: the Superintendent and school administrators alike evidenced little specific knowledge of the District's formal complaint policy, Public Complaint Policy KL, and often do not properly follow it. All the

school officials interviewed by OCR stated that they try to resolve complaints internally, which is not a feature of the complaint policy and possibly requires complainants to address the issue with the staff accused of the discrimination. While some officials indicated that they then, as needed, informed complainants about the District process, others did not know any details about the formal policy. Additionally, parents reported that the District's complaint process was confusing, difficult to maneuver, and left discrimination complaints unresolved. These practices, ungirded by actual policy, leave students vulnerable to race or national origin discrimination.

Thus, a need exists for better training of school and District administrators on the District's complaint process and for better communication with students and parents as to how to file a complaint and on proper complaint steps should a parent or student want to challenge a discipline sanction.

Advanced Learning

OCR's investigation into the District's advanced learning opportunities disclosed significant disparities with respect to access, referral, identification, and selection for the District's advanced learning programs and courses including honors courses and AP courses. Accordingly, OCR's investigation focused on advanced learning opportunities in the District middle schools, Central High School, and Stevens High School. OCR confirmed a statistically significant pattern of underrepresentation of Native American students in advanced learning opportunities. Equal access to advanced learning also emerged as a significant concern in several ways.

Advanced Learning Policies

The District maintains the following relevant written policies:

- Student Acceleration Support (Policy Code IGBB) (and accompanying flow chart), adopted in 1982 and last revised in 2019.
- Earning College Credit in High School (Policy Code IGCF), adopted in 2016 and last revised in 2020.

The Student Acceleration Support policy guides the implementation of district acceleration practices for high ability students in grades K-12. In addition to discussing advancing students to another grade level, the policy also incorporates use of AP and dual enrollment courses, and other methods for accelerating a student's learning.

The Graduation Requirements policy, in relevant part, notes that the District offers dual credit coursework in high school and dual enrollment courses in collaboration with Western Dakota Technical College.

AP and dual enrollment requirements are guided by the Earning College Credit in High School Policy. This policy is designed to capture the District's belief "that high school students need to be continually challenged in order to maintain their academic interests."

The policy states that the District offers AP programs at its "comprehensive" high schools

(Central High and Stevens High), which "will go through the district's instructional council process to ensure there is sufficient student interest, qualified staff to teach, fiscal support, and curriculum support and alignment." Students are entitled to take an AP class at a different District high school if the class is not offered at their school but transportation is not provided by the District. The policy also "prohibits inconsistent practices that could discourage access, equity, and alignment."

Advanced Learning Data

The District offers no GATE program or advanced learning courses in elementary schools. Accordingly, OCR focused on the middle schools and high schools that offered advanced learning courses and AP classes, with an emphasis on schools with the highest Native American enrollment.

Advanced Learning Courses

a. Middle Schools:

District middle schools offered several advanced learning courses in 2015-16. At this level, according to the Gifted Services Director, some schools used only standardized tests to determine eligibility for placement in advanced courses. The other schools relied on a combination of standardized tests, teacher recommendations and a school counselor review of annual assessments in determining eligibility.

Middle schools offer a handful of advanced courses, primarily 8th grade Algebra I, a high school level course. Some schools offer Advanced English, Advanced Reading and Advanced 7th Grade Math. According to the District's data request response, enrollment in these middle school courses is based on meeting the cut-off scores to two standardized tests: A score of at least 232 on RIT (Rasch-UnIT) and a score of at least 2600 on the seventh grade SBAC (Smarter Balanced Assessment Consortium) test. While the District maintains that middle school advanced learning course enrollment is based purely on meeting standardized cut-off scores, several school and District officials, including [redacted content], told OCR in 2023 interviews that teacher recommendations are also part of the process. Additionally, letters sent home to parents of advanced 7th grade math students also state that enrollee selection is at least partially based on teacher recommendations. These eligibility standards are not captured in the District's formal written policies on advanced learning.

In the 2015-16 school year, across all the District's middle schools, Native American students represented just 8.10% of students in advanced learning courses, despite being 21.20% of the total school population. In contrast, white students represented 82.39% of all advanced learning students, but just 68.82% of the total student population. The 2021-22 data indicates that Native American students continued to be enrolled in advanced courses well below their proportion in the student population. In middle schools across the entire District, only 2.48% of all advanced learning students were Native American while comprising 18.08% of the school enrollment; 75.21% were white while comprising 58.72% of the school enrollment.

b. High Schools:

In 2015-2016, the District offered three types of courses for high school students categorized as advanced coursework: 1) advanced high school courses; 2) AP courses; and 3) courses offering the opportunity to dual enroll in a District high school and a postsecondary institution.

At Central High School, entry into advanced classes for incoming freshman was based on counselor review of standardized test scores. According to [redacted content] in a 2016 interview with OCR, these counselors would then meet with the student and the student's family to discuss options for enrollment in these courses. At Stevens High School, no screening of students was conducted. Students who wished to enroll in advanced learning classes were only required to obtain their parents' permission.

At the high school level, assessments were rarely relied upon to evaluate whether a student may qualify for advanced learning, according to 2016 interviews with the [redacted content] and others. The position of gifted services director no longer exists, and the responsibilities of that position are currently handled by the Advanced Placement Coordinator and other advanced learning opportunities are overseen by the Director of Teaching, Learning, and Innovation. In 2015-2016, data for students enrolled in advanced courses at the high school level revealed that although Native American students comprised 17.67% (674) of total high school enrollment, they accounted for only 6.97% of the students enrolled in an advanced course at the high school level. White students made up 73.91% of the high school population in 2015-16 yet accounted for 85.45% of the high school students enrolled in an advanced course.

Looking more closely at just Central High School – the high school with largest Native American enrollment – in 2021-2022, only 38 out of 335 advanced learning students were Native American, or 11.34% of the total while comprising 19.58% of the school enrollment; 78.81% were white while comprising 57.05% of the school enrollment.

AP Courses

In 2021-22, the AP classes offered at Central High School were: AP English, AP Chemistry, AP U.S. History and AP Statistics. While Central High School offered only these four AP classes, Stevens High School offered 10, even though Stevens High School is a slightly smaller school than Central High School. According to data provided by the District's [redacted content] following her 2023 interview, Central High School is 19.58% Native American, while Stevens High School is only 3.58% Native American. District policy allows Central High School students to take AP classes at Stevens High School but, especially given the lack of transportation provided by the District, it is unlikely that many Central High School students could take advantage of this option.

For AP courses in 2015-16, teacher academic recommendations were required at both schools, as explained in 2016 interviews of the Central High School and Stevens High School [redacted content] As for dual-credit courses, any juniors or seniors in good academic standing could enroll in a dual credit course through Western Dakota Technical College. Dual credit enrollment

in other public postsecondary institutions in South Dakota required that the student meet the admission standards for that institution.

All AP courses are open enrollment with no cut-off scores, according to the District's data request responses, but as with advanced learning course requirements, these standards are not incorporated into the District's formal written policies. As with the requirements during 2015-16, students need only be a junior or senior "in good standing" to enroll in AP courses. The District's [redacted content] explained to OCR in a 2023 interview that being "in good standing" means not facing any major discipline issues like suspension or expulsion. Dual enrollment classes are also open to all, subject to state requirements.

Information on AP courses is on school websites and is discussed in parent meetings, according to the [redacted content]. According to the [redacted content] in his 2023 OCR interview, Central High School also has informal meetings, termed "grab-time meetings" with juniors and seniors to discuss AP options with them.

The same disparities evident for advanced learning courses held true for AP enrollment. In 2015-16, Native American students made up just 5.22% of AP course students compared to 19.30% of the school enrollment, while white students comprised 86.79% of AP course students compared to 80.70% of the school enrollment.

In 2021-22, only 4 out of 86 AP students at Central High School were Native American, or 4.65% of all AP students, while white students comprised 80% of all students with a 57.05% school enrollment.

AP students are not required to take the AP exams but must do so to receive college credit. Those taking the test are required to pay a fee mandated by the college board. But, as explained by the District's [redacted content] in her 2023 interview, when signing up for the test a student can self-select payment of a reduced rate ($53). If the reduced rate is still too burdensome, the Advanced Placement Coordinator will work with the student to fully cover the test fee. If a student tells her that they cannot pay the reduced fee she will first propose a payment plan, as the District wants a student to have "some skin in the game" concerning AP testing. If the student rejects that proposal, the District fully covers the fee. Although she stated that students will typically first go to their teacher and then ultimately connect with her, she also stated that usually only one student a year asks for such assistance. However, communication with students and their parents about the AP test fee system appears ineffective and inconsistent. Initially, all students are told that fees are required for AP tests. Students are not informed that a system is in place that can reduce, and potentially, eliminate fees until already enrolled in AP classes.

Advanced Learning Selection Documentation

As noted above, individual student files are lacking in information and there does not appear to be school-level accountability for documenting advanced learning. Evidence gathered about advanced learning from elementary school through high school suggests that the District does not appear to carefully monitor or track students interested or involved in advanced learning. School and District administrators could not describe with any certainty how the District

monitored the progress of advanced learning opportunities. In 2023 OCR interviews, [redacted content] was unaware of any such tracking and the [redacted content] indicated that monitoring of AP student progress was left to the individual teachers. The Superintendent explained that AP progress was the responsibility of the District's College and Career Readiness Department but acknowledged that she was not confident that the department was properly functioning.

Lastly, District officials also did not include the Title VI Indian Education Manager in any advanced learning discussions. For instance, the District's Director of Teaching, Learning & Innovation told OCR in her 2023 interview that she never discussed these issues with the Title VI Manager and never sought her advice or insight on ensuring that the Native American population has appropriate access to the District's advanced learning programming. The Superintendent confirmed that the District does not consult with the Title VI manager on these issues.

The Superintendent in 2023 OCR interviews attributed the smaller numbers of Native American students enrolling in advanced learning, compared to white students' enrollment, to the trend among Native American families to enroll their students at a later age than white students and also to the high mobility rate among Native American students.

OCR requested complete files for students enrolled in advanced learning or AP courses for a select number of District students. The files that the District provided shed no light on how enrollment, and related, decisions are made. Student information provided by the District included each student's attendance, discipline issues, and grade records. Absent from the files were other relevant information such as counseling notes, teacher recommendations, parent correspondence, high school "grab time" meeting notes (as discussed below) and/or placement testing scores. This limited recordkeeping impeded OCR's ability to make determinations as to the legal adequacy, under Title VI, of the District's advanced learning program.

Analysis

OCR examined whether the District treats Native American students differently than white students with respect to access, referral, identification, and selection for the District's elementary school advanced offerings, if any; middle school advanced learning courses; and high school AP and advanced learning courses.

OCR's analysis of existing data indicates that Native American students remain enrolled in advanced learning and AP courses well below their proportion in the student population. For instance, the 2021-22 data shows that at the middle school level across the entire district, 103 students were enrolled in Advanced English 8; none were Native American. The data indicated 138 students took Algebra 1 but only 6 of those students were Native American. On a percentage basis, only 2.48% of all advanced learning middle school students were Native American despite their constituting 18% of the total middle school population. In contrast, white students made up 75% of all advanced learning enrollees, although the total white middle school population was 59%.

At Central High School, only 38 out of 335 advanced learning students were Native American, or 11.34% of the total, while white students comprised 78.81% of all students. For AP classes, only 4 out of 86 students were Native American, or 4.65% of all AP students, while white students comprised 80% of all students. This was despite a total Central High School Native American population of 19%, with a white population of 57%.

As the data indicates, over many years Native American students have participated in advanced courses, including AP courses, at substantially lower rates than their white peers. OCR is concerned that the district has not taken appropriate action to address whether it offers equal access to these courses. In particular:

- The eligibility requirements for advanced learning or AP courses are not addressed in the District's formal written policies, including in the Student Acceleration Support Policy (Policy Code IGBB) or in the Earning College Credit in High School Policy (Policy Code IGCF).

- Policy IGCF also "prohibits inconsistent practices that could discourage access, equity, and alignment." Yet, differences in the number of AP offerings at the two primary high schools seemingly belies this policy: While Central High School offered only four AP classes in 2021-22, Stevens High School offered ten, even though Stevens is a slightly smaller school than Central. Central is 19.58% Native American, while Stevens is only 3.58% Native American, suggesting both reduced access to such classes for Native American students and a lack of District-wide equity. While the District claims that students are free to take any AP class at any District school, this is logistically much more difficult for Central High School students.

- OCR is concerned that the District's ineffective and inconsistent communication regarding AP test fee waivers might be contributing to the low numbers of Native American students enrolling in AP classes despite the District's putatively open enrollment status and the informal financial assistance to cover the test fee.

- The District reports that it informs all students when enrolling in AP classes is that fees are required for AP tests. But as explained by the District's AP coordinator, students and their parents are not informed that in fact the District will cover AP test fees for students who cannot afford them but only after the student goes through a series of steps, which includes first applying for a reduced rate, and ultimately going to the Coordinator for full coverage of fees.

- Finally, the District does not monitor or track students involved in advanced learning. No central tracking system appears to exist and in Central High School, monitoring of AP student progress seems left to individual teachers. The Superintendent also expressed concern over the functioning of the College and Career Readiness office, the District department responsible for overseeing the AP program. Also, the Indian Education Manager is generally left out of the loop on advanced learning matters. District officials, including the Superintendent, confirmed that the District does not consult with the Indian Education

Manager on how the District's practices affect Native American students or on how to improve access to advanced learning for these students.

Following consecutive years of stark disparities in advanced course taking between Native American and white students, the District's failure to describe its practices regarding eligibility for advanced courses as well as for fee waivers in District policies parents and students might access, to provide across District schools equal offering of – or offerings sufficient to meet student interest in – such courses, and ineffective and inconsistent communication of the availability of waivers for fees associated with such courses all raise Title VI compliance concerns for OCR because these failures individually and cumulatively may contribute to the small number of Native American students in advanced courses.

Conclusion

Prior to the conclusion of OCR's investigation and pursuant to Section 302 of OCR's *Case Processing Manual*, the District expressed an interest in resolving this compliance review and OCR determined that a voluntary resolution is appropriate. Subsequent discussions between OCR and the District resulted in the District signing the enclosed Agreement which, when fully implemented, will address the evidence obtained and all the concerns investigated. The District's commitments in the resolution agreement include:

- Examining the root causes of racial disparities in the District's discipline and advanced learning programs and implementing corresponding corrective action plans.
- Employing a discipline equity supervisor with expertise in nondiscriminatory discipline practices to help the District implement the corrective action plan and the agreement.
- Employing an advanced learning coordinator with expertise in addressing the underrepresentation of Native American students in advanced learning programs and courses to help the District implement the corrective action plan and the agreement.
- Establishing a standing committee, consisting largely of Native American community members, to inform implementation of the plans.
- Revising its discipline and truancy policies and procedures, including regarding law enforcement involvement in school discipline.
- Revising its advanced learning policies and procedures.
- Regularly analyzing and tracking its student discipline and truancy data, and its advanced learning data to identify and, as needed, address possible areas of discrimination.
- Providing training to staff on the revised policies and practices.
- Reporting disaggregated discipline and advanced learning data.

This concludes OCR's investigation of the review. This letter should not be interpreted to address the District's compliance with any other regulatory provision or to address any issues

other than those addressed in this letter. This letter is not a formal statement of OCR policy and should not be relied upon, cited, or construed as such. OCR's formal policy statements are approved by a duly authorized OCR official and made available to the public.

Please be advised that the District must not harass, coerce, intimidate, discriminate, or otherwise retaliate against an individual because that individual asserts a right or privilege under a law enforced by OCR or files a complaint, testifies, assists, or participates in a proceeding under a law enforced by OCR. If this happens, the individual may file a retaliation complaint with OCR.

Under the Freedom of Information Act, it may be necessary to release this document and related correspondence and records upon request. If OCR receives such a request, we will seek to protect personally identifiable information that could reasonably be expected to constitute an unwarranted invasion of personal privacy if released, to the extent provided by law.

Sincerely,

Adele Rapport
Senior Legal Advisor to the Assistant Secretary
and the Deputy Assistant Secretary for Enforcement

Resolution Agreement
OCR Case No. 07115001
Rapid City Area Schools

Rapid City Area Schools (the District) enters into this Voluntary Resolution Agreement (Agreement) to resolve the above-referenced compliance review regarding its discipline and advanced learning policies and practices conducted by the United States Department of Education, Office for Civil Rights (OCR), and to ensure compliance with Title VI of the Civil Rights Act of 1964 (Title VI), 42 U.S.C. § 2000d *et seq.*, and its implementing regulation at 34 C.F.R. Part 100. This Agreement does not constitute an admission of noncompliance by the District. This Agreement incorporates the resolution and monitoring of OCR #07-08-1048, which is closed as of the date of this Agreement.

The District agrees to take the following Action Steps:

Agreement Provisions

I. School Climate Director, Expert Consultant(s), and Stakeholder Equity Committee

To ensure the District has the staffing and expertise needed to implement this Agreement, the District will employ a Director of Positive School Climate, retain at least one expert consultant, and consider the input of a Stakeholder Equity Committee as set forth below.

A. The District's Director Overseeing the Agreement's Implementation: Subject to OCR's review and approval, the District will employ a Director to oversee positive school climate and the implementation of this Agreement to ensure that the District's discipline policies, procedures, and practices do not discriminate against students on the basis of race, color, or national origin (the Director). The District may fill this position with a District employee or an individual hired from outside the District. The Director will have experience with student discipline, alternatives to exclusionary discipline, truancy, advanced opportunity selection/placement, and promoting and sustaining a positive school climate and educational achievement for students of all racial and ethnic backgrounds. For purposes of this Agreement, the term "exclusionary discipline" refers to the formal or informal removal of a student from a class, school, or educational program on a short-term or long-term basis for violating a school rule. Examples can include in-school suspensions, out-of-school suspensions, bus suspensions, expulsions, disciplinary transfers to alternative schools, referrals to law enforcement, citations, and school-based arrests. The Director also will be responsible for responding to complaints about the District's implementation of its discipline, truancy and advanced learning opportunity policies and procedures, including complaints of discrimination based on race, color, and national origin. The District may have an existing position carry out the Director's duties described here. If the District uses an existing position to carry out these duties, the District will ensure that the position is focused on the Director's duties and has adequate District resources, including staffing, to fulfill these duties successfully. The Director will report to an Assistant Superintendent with authority to take corrective action against school

administrators who engage in such discrimination. To fulfill the responsibilities of this role, the Director will coordinate as appropriate with others who are responsible for implementing this Agreement. The District will publish the Director's name and job title, office address, email address, and telephone number on its website, in all school publications, and in all relevant notices to parents and guardians (parents), including at least an annual notice to parents.

Reporting Requirements:

By DATE, the District will submit to OCR the name, contact information, and resume of its preferred Director candidate for review and approval. If this person holds an existing District position, the District will explain how this position will have adequate time, resources, and support to carry out the Director's duties described here. Within 10 days of OCR's approval of the District's choice, it will fill the position with that applicant or confirm with OCR the existing position responsible for these duties.

By DATE, and by the same date in subsequent years, the District will provide OCR with a copy of all complaints of race, color, and national origin discrimination related to discipline for the prior school year, as well as a copy of the District's findings and resolutions of each such complaint.

B. Expert Consultant(s): The District will retain or designate, as needed throughout the implementation of this Agreement, one or more consultants with expertise in nondiscriminatory discipline practices, data analysis, research-based discipline strategies, truancy, advanced learning opportunities and implicit bias to assist the District in implementing this Agreement. The expert consultant(s) will assist the District with: (1) the development and implementation of the Corrective Action Plan and Training required by Sections II., VII., and XV. of this Agreement respectively; (2) monitoring and evaluating the District's discipline, truancy, and advanced learning opportunity practices; and (3) engaging and soliciting feedback about such practices from stakeholders, including those on the Stakeholder Equity Committee required by Section I.C. below. The District will provide the expert consultant(s) with all appropriate information the expert consultant(s) deem necessary to fulfill their role under this Agreement.

Reporting Requirements:

By DATE, the District will provide to OCR for its review and approval (a) the names and qualifications of at least three potential expert consultant(s) and (b) the District's preferred selection(s). Within 15 days of OCR approving that one or more of these expert consultants has the requisite qualifications, the District will choose its expert consultant(s) and inform OCR of the selection(s), and if an outside consultant is selected, provide OCR with a copy of the outside consultant's contract with the District.

C. Stakeholder Equity Committee: The District will establish a Stakeholder Equity Committee (Committee) of community representatives within 30 days of executing this

Agreement. Such stakeholders shall include the Title VI Indian Education Manager, and representatives from the Parent Advisory Committee Members, Indigenous Education Task Force Members, participants from OCR's Native American Listening Sessions, students, parents, and members of community organizations giving reasonable consideration to specific participants identified by OCR. The District shall have at least one representative that is a teacher, counselor, school administrator, District administrator, and special education staff or administrator.

To evaluate the District's progress in ensuring nondiscrimination in discipline, truancy, and advanced learning opportunities and its implementation of the Corrective Action Plan required by Section II. below, the Committee will meet at least twice a year by the end of January and the end of June to review (1) the District's and expert consultant's aggregate analysis of student discipline, truancy, and advanced learning opportunity data broken down by race and national origin for the prior semester, and (2) other data and information relevant to the discipline analysis (e.g., proposed changes to its discipline policies and procedures or any independent discipline analyses). The Committee will make recommendations to the District regarding (1) its discipline, truancy, and advanced learning opportunity data, policies, practices, and procedures to ensure that they are nondiscriminatory, and (2) its implementation of the Corrective Action Plan and will offer recommendations to the District. The Director will coordinate the Committee's work and meetings throughout the duration of this Agreement.

The Committee will provide a report summarizing its findings and recommendations to the District ("the Report") by DATE, and by the same date in subsequent years. The District Superintendent and Board will review the Report and determine how to address its findings and recommendations in the Corrective Action Plan. For recommendations that the District does not address in the Plan, the District will provide its reasons in writing to the Committee.

Reporting Requirements:

By DATE, and by the same date in subsequent years, the District will provide OCR with the names and titles or positions of the Committee members, a calendar for its meeting(s) and any other activities for the coming year, and minutes from its previous meetings. By DATE, and by the same date in subsequent years, the District will submit to OCR, for OCR's review and approval, a copy of the Committee Report(s), any amendments to the District's Corrective Action Plan, and any steps the District took in response to the Report(s), including but not limited to the written reasons why the District did not address any Committee recommendations for the Corrective Action Plan. OCR's feedback, if any, shall as applicable inform the Committee's activities, as well as the District's response thereto, for the coming year.

II. Corrective Action Plan

Identify Root Causes and Develop Corrective Action Plan: In consultation with the Director and Committee, the District will examine the root causes of the disparities based on race, color and national origin in the discipline and placement in advanced learning opportunities of its students. This examination will include: the discipline data review and analysis required by Section V. below, and Section XIII. advanced learning data analysis reviewing relevant literature and research-based practices, securing the input of the expert consultant(s), assessing indicia of bias, reviewing the District's discipline policies as described in Section III. and advanced learning opportunity policies as described in Section XI. below, evaluating employee training practices, and engaging employees, students, and community stakeholders to identify short- and long-term corrective actions to address such root causes. Based on its examination of the root causes, the District will develop a Corrective Action Plan describing the corrective actions it has identified to ensure nondiscrimination on the basis of race, color, and national origin in the discipline of its students.

Reporting Requirements:

By DATE, the District will provide to OCR for review and approval a draft Corrective Action Plan that will include the root cause analysis. Within 30 days of OCR's approval, the District will begin implementation of the Corrective Action Plan. The District will provide OCR with documentation of such implementation no later than DATE, and by the same date in subsequent years. This documentation will include all proposed changes to the District's discipline policies, procedures, or practices and the reasons for such changes. Throughout the course of this Agreement, the District will submit for OCR review and approval any proposed changes to the Corrective Action Plan prior to their implementation.

III. Revised Discipline and Truancy Policies and Procedures

A. By DATE, the District will review its student discipline and truancy policies and procedures and propose revisions consistent with the Agreement's Principles above and in consultation with the expert consultant(s) and the Committee. In doing so, the District also will consider promising discipline/truancy-related policies and practices identified at any District schools, programs sponsored by outside programs such as Ateyapi and Oaye Luta Okolakiciye (OLO) and any proposals or practices suggested by the Stakeholder Equity Committee concerning these issues.

B. The District will ensure that its student discipline and truancy policies and procedures include the following:

1. definitions of misconduct that are clearly defined, uniform, and objective to the maximum extent possible and that clearly distinguish between similar acts, (e.g., fighting and physical aggression);

2. the range of penalties that may be imposed for each infraction, penalties that are proportionate to the type of misconduct, and uniform criteria for staff to use when selecting a particular discipline sanction within the range of possible penalties;
3. a clear explanation of how any progressive disciplinary policies, practices, and procedures will be implemented consistently at each school, including criteria or guidelines for discipline sanctions on first offenders and repeat offenders, with requirements to use non-exclusionary sanctions to the extent permitted by state and federal law before progressing to exclusionary sanctions like class suspensions, other in-school suspensions, out-of-school suspensions, and expulsions;
4. a requirement that District staff attempt and document a range of positive corrective measures before referring a student for exclusionary discipline, unless the exclusion is necessary to ensure the continuing safety of students or staff, or when other means of correction have been attempted and have failed to bring about proper conduct and it is the only means of stopping student misbehavior from substantially interfering with the delivery of instruction to others;
5. a list of minor misbehaviors for which suspension or expulsion will not be used, and a list of minor misbehaviors that warrant interventions other than a referral or exclusionary discipline, including tardiness and truancy and a requirement for consistent documentation of actions taken to correct minor misbehaviors that may lead to discipline;
6. elimination of vague, subjective, or redundant offense categories, including categories that allow for a high degree of subjectivity in enforcement (e.g., willful defiance, disruptive behavior, or inappropriate behavior) to the extent permitted by state and federal law;
7. appropriate due process standards for all students disciplined under the District's student discipline policies and procedures, including a description of the key elements of the discipline process (timelines, hearings, appeals, alternative dispositions, etc.);
8. a program that seeks to successfully reintegrate students within the School community who have been suspended, expelled, transferred, or otherwise excluded, or who return from alternative disciplinary placements, including counseling, tutoring, or other additional educational services to permit the student to make up lost instructional time;
9. definitions of unexcused and excused absences that are clearly defined, uniform, and objective to the maximum extent possible, while acknowledging cultural differences that impact attendance;
10. a written policy and process for contacting parents regarding unexcused absences and truancy referrals, that addresses communication challenges that exist for parents within the District;
11. revised truancy referral letters that explain how to report an absence and obtain an excused absence, with a contact name, title, phone number and email address for the person(s) responsible for tracking attendance issues; and
12. a written policy on communicating with Reservation schools and other school districts when a student transfers to and from the District.

The District will also evaluate if an online system for reporting absences is feasible.

Reporting Requirements:

By DATE, the District will submit its proposed revisions to the student discipline and truancy policies and procedures to OCR for review and approval. Within 60 days of OCR's approval, the District will provide documentation to OCR of Board adoption of these policies and procedures and that the District has disseminated the revised documents to all District employees, students, and parents, and posted the documents in a prominent location on the District's website, including in Spanish, Lakota and in any other major languages spoken by students and parents with limited English proficiency, and in a manner accessible to individuals with disabilities. Throughout the course of this Agreement, the District will submit for OCR review and approval any proposed changes to the discipline or truancy policies and procedures at least 30 days prior to their intended adoption by the Board and/or implementation by the District.

IV. Recordkeeping

A. The District will develop a protocol to review and ensure the accuracy and completeness of its recordkeeping regarding student discipline and truancy. This protocol will create a uniform system to collect and record information about each disciplinary incident and truancy determination electronically and otherwise as appropriate. If the District is already maintaining such data through an existing system such as Skyward, it may in the alternative provide appropriately detailed documentation thereof. The data must include, at minimum, the following:

1. a uniform tracking system for teachers to document minor behaviors that can be accessed by administration for review prior to the fourth minor behavior which becomes a major offense and office referral;
2. The specific data to record for each disciplinary incident or referral (including referrals that did not result in consequences), including at a minimum:
   a. the Student's unique identifier;
   b. the Student's race or ethnicity;
   c. the Student's sex;
   d. whether the Student has a Section 504 Plan or an IEP;
   e. whether the student qualifies for free or reduced lunch;
   f. each alleged infraction of the District's discipline policy and/or matrix;
   g. the date of each alleged infraction;
   h. a narrative description of each alleged infraction;
   i. the other means of correction that were applied to each infraction before a suspension was imposed;
   j. the unique identifiers of any other students involved in and any individuals identified as witness to the incident;
   k. the name and race of the employee who referred the student;
   l. the name and race of the employee who disciplined the student;

m. the disciplinary sanction, if any, including any exclusionary or non-exclusionary sanction (e.g., a warning or in-school suspension (ISS));
n. the sanction's duration (e.g., a one-day out-of-school suspension (OSS));
o. whether school staff referred the student to law enforcement (Yes, No, N/A);
p. which law enforcement personnel were involved, if any (e.g., a School Resource Officer (SRO), campus security officer, probation officer, or non-school-based officer);
q. any law enforcement consequences such as a citation, arrest, search, or detention;
r. any use of force by school employees or law enforcement, including the type of force (e.g., pepper spray, physical restraint); and
s. all actions imposed for each incident;

3. The specific data to record for each truancy referral (unexcused and excused absences), including at a minimum:
   a. the Student's unique identifier;
   b. the Student's race or ethnicity;
   c. the Student's sex;
   d. whether the Student has a Section 504 Plan or an IEP;
   e. whether the Student qualifies for free and reduced lunch;
   f. the date of each unexcused and excused absence and hours of the day missed;
   g. records of each conversation with a parent regarding an excused or unexcused absence and truancy referrals, with a brief description of the conversation, including but limited to, the reason given for the student's absence;
   h. the name and race of the employee who communicated with a parent;
   i. the name and race of the employee who created the truancy referral letter;
   j. the name and race of the administrator signing the student's truancy referral letter; and
   k. the date District is informed a student is transferring to another school, including but not limited to a Reservation School;
4. The identity of the employee(s) responsible for data input, maintenance, and correction;
5. The frequency of data input and review;
6. The process for training staff responsible for accurate data input and review;
7. The process for reviewing the discipline records for accuracy and completeness;
8. The process for correcting any inaccurate or incomplete records;
9. The District's discipline referral form;
10. The District's letters for absences and truancy referrals; and
11. Any documents related to the review of the data maintained pursuant to this recordkeeping requirement.

Reporting Requirements:

By DATE, the District will provide OCR with the draft recordkeeping protocol for discipline and truancy referrals for OCR's review and approval. Within 30 days of OCR's approval, the District will formally adopt the recordkeeping protocol and forms, distribute

both to all individuals responsible for implementing the protocol and completing the form, and provide OCR with documentation confirming its adoption and distribution of both.

By DATE, the District will provide OCR with an electronic, sortable spreadsheet of all the discipline data required by Section IV.A.1-10 above for the 2024-25 school year and will report such data to OCR for each semester of each subsequent school year under this Agreement by January 31, and June 30, of each subsequent year.

Upon request from OCR, the District also will provide electronic copies of the complete discipline and attendance files for any identified incidents reported in the electronic spreadsheet, including all related documentation (such as written citation or referral forms, investigations, calls and letters to parents, etc.) of each student listed in the discipline and truancy records provided.

V. Discipline Data Analysis and School Team Meetings

A. Starting with the fall semester of the 2024-2025 school year, the District will evaluate on a monthly basis the data referenced below to assess if the District is implementing its student discipline and truancy policies, practices, and procedures in a nondiscriminatory manner. The evaluation of the data will include an analysis for each school and for the District overall of whether:

1. students of a particular race or national origin are more likely than students of other races or national origins to receive:
   a. disciplinary referrals;
   b. disciplinary sanctions;
   c. class suspensions,
   d. ISS;
   e. OSS;
   f. disciplinary transfers;
   g. expulsions;
   h. referrals to law enforcement;
   i. law enforcement citations;
   j. arrests stemming from school-related activity;
   k. exclusionary sanctions for subjective offenses (e.g., defiance or disruption);
   l. sanctions for tardies and absences; and
   m. referrals for truancy

2. certain schools refer students of a particular race or national origin more often than students of other races and national origins for discipline or truancy;
3. certain schools refer students of a particular race or national origin for harsher discipline or truancy sanctions than students of other races and national origins;
4. certain teachers, administrators, or other staff members refer for discipline or truancy students of a particular race or national origin at a higher rate than students of other races or national origins for the same or similar offenses (e.g., first-time offenses);

5. certain teachers, administrators, or other staff members impose harsher discipline or truancy sanctions on students of a particular race or national origin than students of other races or national origins for the same or similar offenses; and
6. sanctions imposed for a given infraction are consistent with the District's discipline and truancy policies and matrix, and where exceptions are made, whether they are justified by legitimate, non-discriminatory reasons.

At the conclusion of each semester, the Director or the Director's designee will convene a meeting with each school's principal and discipline and truancy team to discuss the data required in this section, assist the school team with understanding, analyzing, and using these data, and assess the school's progress relevant to the Corrective Action Plan. After the meeting at the conclusion of each semester, the school's principal and discipline and truancy team will meet with the administrators, teachers, and other relevant staff at their school to discuss these data and the school's progress relevant to the Corrective Action Plan.

If the data required in this section reflect harsher or higher rates of discipline and/or law enforcement referrals or other contacts with law enforcement or truancy referrals for students of a particular race or national origin at the District or school levels, the meeting with the Director (or designee), school principal, and discipline and truancy teams will explore possible root causes for the higher or harsher rates, determine the steps needed to ensure nondiscrimination in discipline and truancy, and align any next steps with the Corrective Action Plan. Where appropriate, these steps will include having the Director, and the Assistant Superintendent to whom the Director reports, meet with the school principal(s) to discuss the data, examine whether the referrals were warranted, implement effective solutions, if needed, and/or take corrective action where needed.

If the data required by this section (or in Section IV. A. above) show a particular teacher or other school staff member refers students of a particular race or national origin at a higher rate than students of other races or national origins or administers harsher consequences to students of a particular race or national origin than to students of other races or national origins, the Director and the principal will meet with that teacher or other staff member to discuss the data, examine whether the referrals were warranted, and implement an effective solution, if needed. If the information indicates that the teacher or other school staff member is failing to adhere to the District's student discipline or truancy policies, matrix, or procedures or is engaging in discrimination against students, the principal will take appropriate corrective action.

Reporting Requirements:

By DATE, and by the same dates in subsequent school years, the District will provide to OCR the data analysis and summary of findings discussed in this item, including any amendments that it proposes to make to its Corrective Action Plan, a description of the District and school meetings held regarding the evaluation of the District-level and school-level data, and any District and school-based actions taken to address the findings.

VI. Memorandum for Schools

A. By DATE, the District will issue a written memorandum to all employees involved in student discipline and truancy decisions, including teachers, counselors, administrators, attendance secretaries, and security personnel, including SROs, campus security officers, and probation officers, clarifying the following:

1. all discipline consequences must be administered based on the District's discipline policies and matrix;
2. Students' misbehavior must be categorized in an accurate, consistent, and nondiscriminatory manner under the District's discipline matrix so that the same behavior receives the same consequence regardless of race, color, or national origin, taking into account the student's prior discipline history where relevant;
3. all discipline referrals, consequences, and relevant information about a student's disabilities and IEP or Section 504 Plan, must be accurately and timely entered into the District's uniform system for discipline records required by Section IV.A. above;
4. Students' absences must be categorized in an accurate, consistent, and nondiscriminatory manner, including but not limited to the retention of all truancy letters and referral notices, under the District's truancy policy so that the same behavior receives the same consequence regardless of race, color, or national origin; and
5. If the District deems that home visits are warranted for the health and safety of a student, the District will document the date, time, person[s] performing the home visit, the reasons justifying the home visit, and a brief summary of what occurred during the visit.

Reporting Requirements:

Within 10 days of signing this Agreement, the District will provide OCR with a draft of the Memorandum. Within 10 days of OCR's approval of the draft, the District will provide OCR with documentation showing it has issued the Memorandum. Within 30 days of issuing it, the District will provide OCR with documentation that it has provided training on the Memorandum to all employees involved in student discipline and truancy identified pursuant to this Section. The District may provide this training at the same time as the training required by Section VII. below.

VII. Training

A. Within 30 days of the District's selection of its expert consultant(s) consistent with Section I.B. above, the District will propose, with the input of the expert consultant(s), to OCR at least three names of individuals with relevant experience to conduct training for all District teachers, administrators, school aides, SROs, campus security officers, and any other District or school staff who supervise students, make discipline decisions, record absences, make truancy referrals, and/or impose discipline sanctions. The District will provide the individuals' names, job titles, and qualifications to OCR and

may use the expert consultant approved by OCR to provide the training if OCR agrees to this.

B. Within 30 days of OCR's approval of the District's proposed trainer, the District will submit for OCR's review and approval a proposed training agenda and training materials that address the following:

1. the District's commitments and goals as described in the Agreement Principles;
2. detailed explanations of the District's discipline and truancy policy and procedures;
3. the District's policy regarding approved approaches for handling truancy issues;
4. the records that must be created and maintained by staff who make disciplinary referrals or impose disciplinary sanctions or make truancy determinations consistent with Section IV. above;
5. the District's system for analyzing student discipline data required by Section V. above;
6. how to administer discipline in a fair and nondiscriminatory way by eliminating any different treatment based on race, color, or national origin, including any explicit or implicit bias based on race, color, or national origin in discipline decision-making;
7. the value of recognizing and reinforcing positive student behavior, and the importance of addressing misbehavior in a manner that does not exclude students from the class or education program/activities unless necessary to ensure the continuing safety of students or staff, or other means of correction have been attempted and have failed to bring about proper conduct and it is the only means of stopping student misbehavior from substantially interfering with the delivery of instruction to others; and
8. the principle that District and school staff, rather than law enforcement, are responsible for addressing violations of school rules and routine school discipline matters and that law enforcement on District campuses will be involved in addressing only major threats to school safety or serious school-based criminal conduct that cannot be safely and appropriately handled by a school's internal disciplinary procedures.

C. By DATE, and by DATE, and the same date in subsequent years, the District will provide the OCR-approved training to all individuals described in Section VII.A. The District may provide the OCR-approved training more than once during each school year of this Agreement to ensure that all individuals described in this section are trained each year.

D. After each training, the District will ask participants to complete a training survey to assess the effectiveness of the training. The District will revise its training as needed to respond to the survey feedback and submit revised materials for OCR's review and approval.

Reporting Requirements:

Within 20 days after completing the training(s), the District will provide OCR with a report that includes: the date(s) of the training(s), the name(s) of the trainer(s), sign-in sheets with participant names and job titles, a list of all individuals required to attend the training and the names of any who have yet to complete the training, a copy of the final materials used in the training(s), and the completed post-training participant surveys.

VIII. Student and Parent Information Sessions

A. The District will provide informational sessions for students and parents at all District schools that will provide an explanation of the District's disciplinary and truancy policies, what is expected of students under the policies, and the District's efforts to ensure nondiscriminatory discipline and truancy referrals for all students in a manner accessible to Native Americans, individuals with disabilities, and limited English proficiency. The District will offer the informational sessions at times and locations to promote maximum participation by students and parents. The sessions will:

1. explain the District's discipline policy, matrix, and procedures, including the definitions of offense categories and how progressive discipline is imposed;
2. provide parents and students with the opportunity to raise concerns or suggestions about the District's disciplinary policies, matrix, and procedures;
3. include participation by staff involved in the administration of discipline and truancy referrals (e.g., administrators, teachers, counselors);
4. emphasize the District's commitment and goals as described in the Agreement Principles;
5. explain the role of the Committee and opportunities for parent participation on the Committee;
6. describe the rights of students to due process before discipline sanctions, including truancy referrals, are imposed;
7. describe the range of non-exclusionary interventions, supports, and approaches to student discipline to be exhausted prior to exclusionary discipline and truancy referrals where possible and consistent with federal and state law;
8. describe the resources that are available to students to assist them in developing social and emotional competencies;
9. provide information about whom to contact if there is a concern about discipline policy implementation and truancy referrals or if assistance is needed in addressing student behavioral problems; and
10. emphasize the District's commitment to recognizing and reinforcing positive student behavior and to ensuring to the maximum extent possible under state and federal law that student misbehavior is addressed in a manner that does not remove the student from the educational program.

Reporting Requirements:

By DATE, and by the same date in subsequent school years, the District will provide OCR with the materials distributed at the parent information sessions, any recommendations, suggestions or reports provided by parents and students at the sessions, and any revisions to the plans developed by the District or other steps taken in response to the parent and student input at these sessions.

IX. Publicly Available Discipline Data

For each school year, the District will publish the data it collects on the use of discipline and truancy by school and type (i.e., disciplinary and truancy referrals, class suspensions, ISS, OSS, disciplinary transfers, expulsions, referrals to law enforcement, and arrests), disaggregated by race and national origin and report the ten most common infractions that led to exclusionary discipline in the form of ISS, OSS, and expulsions, disaggregated by race. While protecting the privacy of individual student data, this information will be shared at a School Board meeting open to community members at least annually, will be published online on the District's website, and will include enrollment data and percentages by race and national origin, for comparison.

Reporting Requirements:

By DATE, the District will provide, for OCR review and approval, a description of how it will publicly provide the data described above, and the data points to be provided. By DATE, and by the same date annually thereafter in subsequent school years, the District will provide documentation to OCR that it has made these data for the prior school year publicly available and held a public meeting discussing the data.

X. Memoranda of Understanding (MOU) with Law Enforcement

The District will revise its MOUs with the Rapid City Police Department and the Pennington County Sherriff Department to include provisions that meet the requirements of Sections III. (Policies and Procedures), IV.A. (Recordkeeping) and VI. (Memorandum for Schools) and require relevant training for officers who will respond to incidents at the District's schools, including SROs and probation officers, as required by Section VII. (Training). Such MOU provisions and training will include the role of law enforcement in the District's schools, including that school administrators, not law enforcement, are responsible for routine school discipline matters and that law enforcement will be involved only to address major threats to school safety or serious school-based criminal conduct that cannot be safely and appropriately handled by the school's disciplinary procedures. Trainings for SROs, probation officers, and any other law enforcement will address: the District's non-discrimination obligations under Title VI; the terms of the MOU; the District's revised student discipline policies, practices, and procedures; how to work with the District's students in a manner consistent with this Agreement; how to ensure accurate collection and reporting of data regarding law enforcement-student interactions, including

citations, arrests, detentions, and any use of force (including physical restraints); and the District's commitment to reinforcing positive student behavior and ensuring to the maximum extent possible under state and federal law that misbehavior is addressed in a manner that does not exclude the student from the educational program.

Reporting Requirements:

By DATE, the District will provide, for OCR review and approval, a proposed draft of the MOU. Within 30 days of OCR's approval, the District will provide OCR with documentation that the revised MOU has been executed and is in effect. If the Police Department(s) propose changes to the terms of the draft MOU approved by OCR, the District will immediately notify OCR, and it will review and approve any proposed amendments, assist the District to resolve any differences with the Police Department(s), and finalize the MOU within 30 days. During the term of this Agreement, the District will not enter into an MOU with the Police Department(s) that is not approved by OCR.

XI. Revised Advanced Learning Opportunity Policies and Procedures

A. By DATE, the District will review its student advanced learning opportunity policies and procedures and propose revisions consistent with the Agreement's Principles above and in consultation with the expert consultant(s) and the Committee. In doing so, the District also will consider promising advanced learning opportunity-related policies and practices identified at any District schools, whether advanced learning opportunities are equitably offered across schools within the District, and if they are not equitably offered what corrective steps are necessary. The District will ensure that its student advanced learning opportunity policies and procedures include the following:

1. a clear statement of the advanced learning opportunities available at each grade level and school, with the criteria required for a student to qualify for an advanced learning opportunity;
2. notification to parents explaining the advanced learning opportunities available to their student; the criteria their student must meet to be enrolled in advanced learning courses; the enrollment process for advanced learning courses; any fees associated with the advanced learning opportunity (i.e., Advance Placement test fees, Dual enrollment costs); any fee waiver process with the criteria to qualify for a fee waiver, and the appeal process if their student is denied enrollment in an advanced learning opportunity;
3. an appropriate appeal process for all students denied admittance to an advanced learning opportunity;
4. a program that seeks to successfully identify and prepare students for advanced learning opportunities; and
5. a process to evaluate and monitor that advanced learning opportunities are being equitably offered at all District schools.

Reporting Requirements:

By DATE, the District will submit its proposed revisions to the student advanced learning opportunity policies and procedures to OCR for review and approval. Within 60 days of OCR's approval, the District will provide documentation to OCR of Board adoption of these policies and procedures and that the District has disseminated the revised documents to all District employees, students, and parents, and posted the documents in a prominent location on the District's website, including in Spanish, Lakota, and in any other major languages spoken by students and parents with limited English proficiency, and in a manner accessible to individuals with disabilities. Throughout the course of this Agreement, the District will submit for OCR review and approval any proposed changes to the advanced learning opportunity policies and procedures at least 30 days prior to their intended adoption by the Board and/or implementation by the District.

XII. Recordkeeping

A. The District will develop a protocol to review and ensure the accuracy and completeness of its recordkeeping regarding the placement or denial of students in advanced learning opportunities. This protocol will create a uniform system to collect and record information about each student's evaluation, denial, or acceptance into an advanced learning opportunity electronically and otherwise as appropriate, including:

1. a uniform tracking system for teachers and administrators to document the evaluation, denial or acceptance of each student;
2. The specific data to record for each advanced learning opportunity evaluation including at a minimum:
   a. the Student's unique identifier;
   b. the Student's race or ethnicity;
   c. the Student's sex;
   d. whether the Student has a Section 504 Plan or an IEP;
   e. test scores used for evaluation with date of test;
   f. class work and grades used for evaluation;
   g. teacher recommendation used for evaluation, with teachers name and race; and
   h. the name and race of the employee who evaluated the student;
3. the identity of the employee(s) responsible for data input, maintenance, and correction;
4. the frequency of data input and review;
5. the process for training staff responsible for accurate data input and review;
6. the process for reviewing the advanced learning opportunity records for accuracy and completeness;
7. the process for correcting any inaccurate or incomplete records; and
8. the District's notice(s) to parents regarding their student's evaluation for advanced learning opportunities; acceptance or denial of enrollment in advanced learning opportunities; and eligibility for fee waivers in Advanced Placement or Dual Enrollment courses.

Reporting Requirements:

By DATE, the District will provide OCR with the draft recordkeeping protocol for advanced learning opportunities for OCR's review and approval. Within 30 days of OCR's approval, the District will formally adopt the recordkeeping protocol, distribute both to all individuals responsible for implementing the protocol and provide OCR with documentation confirming its adoption and distribution of both.

By DATE, the District will provide OCR with an electronic, sortable spreadsheet of all the advanced learning opportunity evaluations required by Section XII.A.1-8 above for the 2024-25 school year and will report such data to OCR for each semester of each subsequent school year under this Agreement by January 31, and June 30, of each subsequent year.

Upon request from OCR, the District also will provide electronic copies of the complete student files for any identified evaluation reported in the electronic spreadsheet, including all related documentation (such as test scores, report cards, teacher recommendations, calls and letters to parents, etc.) of each student listed.

XIII. Advanced Learning and AP Data Analysis and School Team Meetings

A. Starting with the fall semester of the 2024-2025 school year, each semester after enrollment is completed the District will evaluate the data referenced below to assess if the District is implementing its student advanced learning opportunity policies, practices, and procedures in a nondiscriminatory manner. The evaluation of the data will include an analysis for each school and for the District overall of whether:

1. students of a particular race or national origin are more likely than students of other races or national origins to be enrolled in advanced learning opportunities;
2. certain schools enroll students of a particular race or national origin in advanced learning opportunities more often than students of other races and national origins;
3. certain teachers, administrators, or other staff members recommend students of a particular race or national origin for Advanced Learning or AP classes more than students of other races or national origins with the same or similar test scores or classwork;
4. the District has provided support services to students with low scores consistently, without regard to race, color, or national origin; and
5. the students enrolled in advanced learning opportunities of a particular race or national origin are more likely than students of other races or national origins to receive higher grades, fail or drop the course.

At the conclusion of each semester, the Director or the Director's designee will convene a meeting with each school's principal and advanced learning opportunity team to discuss the data required in this section, assist the school team with understanding, analyzing, and using these data, and assess the school's progress

relevant to the Corrective Action Plan. After the meeting at the conclusion of each semester, the school's principal and advanced learning opportunity team members will meet with the administrators, teachers, and other relevant staff at their school to discuss these data and the school's progress relevant to the Corrective Action Plan.

If the data required in this section reflect less enrollment and/or class success/completion for students of a particular race or national origin at the District or school levels, the meeting with the Director (or designee), school principal, and advanced learning team will explore possible root causes for the lower enrollment and success rates, determine the steps needed to ensure nondiscrimination in advanced learning opportunities, and align any next steps with the Corrective Action Plan. Where appropriate, these steps will include having the Director, and the Assistant Superintendent to whom the Director reports, meet with the school principal(s) to discuss the data, examine whether the enrollment decisions and classroom success rates were warranted, implement effective solutions, if needed, and/or take corrective action or provide academic support where needed.

If the data required by this section show a particular teacher or other school staff member recommends advanced learning enrollment for students of a particular race or national origin at a higher rate than students of other races or national origins, the Director and the principal will meet with that teacher or other staff member to discuss the data, examine whether the referrals were warranted, and implement an effective solution, if needed. If the information indicates that the teacher or other school staff member is failing to adhere to the District's student advanced learning opportunity policies, or procedures or is engaging in discrimination against students, the principal will take appropriate corrective action.

Reporting Requirements:

By DATE, and by the same dates in subsequent school years, the District will provide to OCR the data analysis and summary of findings discussed in this item, including any amendments that it proposes to make to its Corrective Action Plan, a description of the District and school meetings held regarding the evaluation of the District-level and school-level data, and any District and school-based actions taken to address the findings.

XIV. Memorandum for Schools

A. By DATE, the District will issue a written memorandum to all employees involved in student advanced learning opportunities, including teachers, counselors, and administrators, clarifying the following:

1. the advanced learning opportunities available at each grade level and school, with the criteria required for a student to qualify for an advanced learning opportunity;
2. the required notification to parents explaining the advanced learning opportunities available to their student; the criteria their student must meet to be enrolled in advanced learning courses; the enrollment process for advanced learning courses;

any fees associated with the advanced learning opportunity (i.e., Advance Placement test fees, Dual enrollment costs); any fee waiver process with the criteria to qualify for a fee waiver, and the appeal process if their student is denied enrollment in an advanced learning opportunity;

3. the appeal process for all students denied admittance to an advanced learning opportunity;
4. the program that seeks to successfully identify and prepare students for advanced learning opportunities; and
5. the process to evaluate and monitor that advanced learning opportunities are being equitably offered at all District schools.

Reporting Requirements:

Within 10 days of signing this Agreement, the District will provide OCR with a draft of the Memorandum. Within 10 days of OCR's approval of the draft, the District will provide OCR with documentation showing it has issued the Memorandum. Within 30 days of issuing it, the District will provide OCR with documentation that it has provided training on the Memorandum to all employees involved in student advanced learning opportunities identified pursuant to this Section. The District may provide this training at the same time as the training required by Section XV. below.

XV. Training

A. Within 30 days of the District's selection of its expert consultant(s) consistent with Section I.B. above, the District will propose, with the input of the expert consultant(s), to OCR at least three names of individuals with relevant experience to conduct training on advanced learning opportunities for all District teachers, counselors, administrators, and school aides. The District will provide the individuals' names, job titles, and qualifications to OCR and may use the expert consultant approved by OCR to provide the training if OCR agrees to this.

B. Within 30 days of OCR's approval of the District's proposed trainer, the District will submit for OCR's review and approval a proposed training agenda and training materials that address the following:

1. the District's commitments and goals as described in the Agreement Principles;
2. detailed explanations of the District's advanced learning opportunities policy and procedures;
3. the records that must be created and maintained by staff who make referrals or evaluations of students for advanced learning opportunities consistent with Section XII. above;
4. the District's system for analyzing student advanced learning opportunity data required by Section XIII. above; and
5. how to evaluate students for advanced learning opportunities in a fair and nondiscriminatory way by eliminating any different treatment based on race, color,

or national origin, including any explicit or implicit bias based on race, color, or national origin in advanced learning opportunity enrollment decision-making.

C. By DATE, and by DATE, and the same date in subsequent years, the District will provide the OCR-approved training to all individuals described in Section XV. (Training). The District may provide the OCR-approved training more than once during each school year of this Agreement to ensure that all individuals described in this section are trained each year .

D. After each training, the District will ask participants to complete a training survey to assess the effectiveness of the training. The District will revise its training as needed to respond to the survey feedback and submit revised materials for OCR's review and approval.

Reporting Requirements:

Within 20 days after completing the training(s), the District will provide OCR with a report that includes: the date(s) of the training(s), the name(s) of the trainer(s), sign-in sheets with participant names and job titles, a list of all individuals required to attend the training and the names of any who have yet to complete the training, a copy of the final materials used in the training(s), and the completed post-training participant surveys.

XVI. Student and Parent Information Sessions

A. The District will provide informational sessions for students and parents at all District schools that will provide an explanation of the District's advanced learning opportunities, what is expected of students and staff under the policies, and the District's efforts to ensure nondiscriminatory placement in advanced learning opportunities for all students in a manner accessible to Native Americans, individuals with disabilities, and limited English proficiency. The District will offer the informational sessions at times and locations to promote maximum participation by students and parents. The sessions will:

1. explain the District's advanced learning opportunity policy, procedures, and available courses, including the criteria for enrollment in advanced learning opportunities;
2. provide parents and students with the opportunity to raise concerns or suggestions about the District's advanced learning opportunity policies, procedures, and course offerings;
3. include participation by staff involved in the administration of advanced learning opportunities (e.g., administrators, teachers, counselors);
4. emphasize the District's commitment and goals as described in the Agreement Principles;
5. explain the role of the Committee and opportunities for parent participation on the Committee;

6. describe the rights of students to appeal the denial of enrollment in advanced learning opportunities;
7. describe the resources that are available to students to assist them in improving their test scores and classroom grades, to prepare them for advanced learning opportunities; and
8. provide information about whom to contact if there is a concern about the advanced learning opportunities policy implementation or if assistance is needed in addressing student or parent concerns.

Reporting Requirements:

By DATE, and by the same date in subsequent school years, the District will provide OCR with the materials distributed at the parent information sessions, any recommendations, suggestions or reports provided by parents and students at the sessions, and any revisions to the plans developed by the District or other steps taken in response to the parent and student input at these sessions.

XVII. Publicly Available Advanced Learning Opportunities Data

For each school year, the District will publish the data it collects on the evaluation, enrollment, grades, drop rates, AP test registration, and AP test results of students for advanced learning opportunities, disaggregated by race and national origin. While protecting the privacy of individual student data, this information will be shared at a School Board meeting open to community members at least annually, will be published online on the District's website, and will include enrollment data and percentages by race and national origin, for comparison.

Reporting Requirements:

By DATE, the District will provide, for OCR review and approval, a description of how it will publicly provide the data described above, and the data points to be provided. By July 30, 2025, and by the same date annually thereafter in subsequent school years, the District will provide documentation to OCR that it has made these data for the prior school year publicly available and held a public meeting discussing the data.

XVIII. School Climate Surveys

Beginning in the 2024-2025 school year and following approval by OCR of the survey instrument and survey administration methodology, the District will annually administer a comprehensive climate survey to students, teachers/staff, and parents of all District schools to measure their perceptions of the District's administration of school discipline, truancy referrals and advanced learning opportunities. The survey will measure perceptions of fairness and equity in the administration of discipline, truancy referrals and advanced learning opportunities, and whether District and school rules and behavioral and academic expectations are clear.

Reporting Requirements:

By DATE, the District will provide OCR for its review and approval the school climate surveys it proposes to use and the methods by which it will administer the surveys to maximize the response rate.

By DATE, and by the same date in subsequent school years, the District will provide OCR for its review and approval a copy of the survey results and a description of actions it proposes to take the following school year based on the survey results, including any changes to the Corrective Action Plan.

By DATE, and by the same date in subsequent school years, the District will document to OCR the steps it has taken during the prior year in response to the previous school year's survey results.

XIX. Revised Complaint Process

A. By DATE, the District will review its Public Complaint policies and procedures and propose revisions consistent with the Agreement's Principles above and in consultation with the expert consultant(s) and the Committee. The District will ensure that its Public Complaint policies and procedures include the following:

1. a link on the District's webpage to the Public Complaint Process forms and policies, preferably with a complaint form that can be completed online. The policy and link shall clearly explain that the form can be used to file complaints of discrimination by students, parents, District employees, or others that allege discrimination against District students or District employees. The policy will not require the complainant to address the issue at the building level prior to filing a complaint; and

2. a clear statement that complaints by students, parents, District employees, or others that allege discrimination against District students by school-based law enforcement may be filed through the District's Public Complaint Policy and Procedures and will be investigated by the District through those procedures.

Reporting Requirements:

By DATE, the District will provide OCR with the draft Public Complaint policies and procedures for OCR's review and approval. Within 30 days of OCR's approval, the District will formally adopt the Public Complaint policies and procedures, distribute it to all students, parents and staff, and provide OCR with documentation confirming its adoption and distribution.

By DATE, the District will provide OCR with an electronic, sortable spreadsheet of all of the discrimination complaints filed with the District for the 2023-24 school year and will

report such data to OCR for each semester of each subsequent school year under this Agreement by DATE and DATE, of each subsequent year.

Upon request from OCR, the District also will provide electronic copies of the complete complaint files for any identified incidents reported in the electronic spreadsheet, including all related documentation (such as the complaint form, interview notes, evidence presented, and the final resolution) of each complaint listed in the complaint records provided.

XX. Monitoring

By signing the Agreement, the District agrees to provide data and other information in a timely manner in accordance with the reporting requirements of the Agreement. Further, the District understands that during the monitoring of the Agreement, if necessary, OCR may visit the District, interview staff and students, and request such additional reports or data as are necessary for OCR to determine whether the District has fulfilled the terms and obligations of the Agreement. The District understands that OCR will not close the monitoring of this Agreement until OCR determines that the District has demonstrated compliance with all the terms of this Agreement and is in compliance with Title VI and its implementing regulation, 34 C.F.R. Part 100, which were at issue in this case.

The District acknowledges that OCR may initiate proceedings to enforce the specific terms and obligations of the Agreement and/or the applicable statute(s) and regulation(s). Before initiating such proceedings, OCR will give the District written notice of the alleged breach and 60 calendar days to cure the alleged breach.

_____ _____

Superintendent, Rapid City Area Schools Date

Attorney General

SEP - 2 2025

BANGS MCCULLEN

BANGS, MCCULLEN, BUTLER, FOYE & SIMMONS, L.L.P.

333 West Boulevard, Ste. 400 • P.O. Box 2670 • Rapid City, South Dakota 57709
5048 East 57th Street, Suite B • Sioux Falls, South Dakota 57108
T: (605)343-1040 • F: (605) 343-1503 • www.bangsmccullen.com

August 27, 2025

MICHAEL M. HICKEY
SARAH E. BARON HOUY
Email: mhickey@bangsmccullen.com
Email: sarah@bangsmccullen.com

Beverly

Sent Via U.S. Mail and Email: steven.blair@state.sd.us
~~Mr. Steven R. Blair~~
Office of Attorney General
1302 East Highway 14, Suite 1
Pierre, South Dakota 57501-8591

Re: Open Meetings Complaint 2025-03

Dear Mr. Blair:

This firm represents Rapid City Area School District 51-4 and we have been asked to respond to your letter dated July 16, 2025 and the complaint of Nicole Swigart ("Swigart"). However, before discussing the District's response, we want to provide you and the Commission with important context and background.

Swigart was the former superintendent of the Rapid City Area School District. In August of 2024, Swigart was terminated in accordance with the terms of her employment contract, which permitted the District to terminate the employment relationship upon thirty (30) days written notice. After her termination, Swigart filed a complaint with the EEOC and, thereafter, a federal lawsuit against the District. I have enclosed a copy of that complaint since it is part of the public record, as Exhibit 1.

Turning to Swigart's Opening Meetings Complaint, the District wishes to interpose two preliminary objections. First, when asked by Detective Lisa Stroschein what she was looking for regarding her complaint, Swigart responded, **"[I] would like to know what the discussions were in executive sessions from July 2, 2024 through July 18, 2024."** Respectfully, it is not the purpose of the Open Meetings Law Commission to serve as a discovery device for parties in litigation or to satisfy the curiosities of individuals with an axe to grind. The proper process for Swigart to obtain that type of information lies in the discovery procedures available under the Federal Rules of Civil Procedure – not here. Swigart's use of this process in this manner is an abuse of the procedure. Based upon these facts alone, Swigart's discovery efforts should be rejected, and this complaint should be summarily dismissed.

Second, the District objects to the manner in which this complaint and "investigation" was commenced and handled. According to the documents that accompanied your letter, Swigart filed this complaint with the Pennington County States Attorney, Lara Roetzel, on or about November 21, 2024. Due to a conflict in that office, the matter was transferred to the Minnehaha States Attorney's Office, who conducted an internal review and assigned the investigation of the complaint to the Lincoln County Sheriff's Office due to a conflict in the Minnehaha Couty Sheriff's Office. Detective Leah Stroschein was assigned to investigate on December 5, 2024.

On March 24, 2025, Detective Stroschein received a copy of the complaint from the Minnehaha States Attorney's Office. On that day she reviewed online the agendas, minutes, and meetings of the District's Board of Education for the period between June 3, 2024 to October 1, 2024. On March 26, 2025, Detective Stroschein conducted a phone interview of Ms. Swigart. According to the "Unapproved Draft" of Stroschein's Investigative Narrative dated March 27, 2025, Swigart gave a history of her employment with the District, and the origin and conclusions of the investigation done by the United States Department of Education, Office of Civil Rights ("OCR") investigation. In Stroschein's narrative, it is stated that on "May 21, 2024, the school board signed" a Resolution Agreement with the OCR. **In fact, the Resolution Agreement was signed by Swigart.** Additionally, the narrative reports Swigart's complaint that the OCR Report (dated May 28, 2024) contained "inaccurate" statements allegedly made by her. Specifically, "OCR report notes racist statements made by Nicole referencing Native American students and families ..." and that the OCR "did not provide any proof, transcripts, recordings, or quotes from interviews conducted during their investigation; therefore don't have any proof that Nicole made the alleged racist statements." **In fact, the District interviewed the attorney for the OCR who supplied her notes of the interview and confirmed that Swigart made the statements in question.**

Stroschein's narrative further reports that Swigart was notified in late June that she would be suspended from July 2, 2024, through the end of July 2024, with requirements to complete cultural competency training and other specific requirements. Swigart stated that she and the Chief Financial and Operations Officer were the only employees directly under the supervision of the Board and that "all other employees were under the supervision of the Superintendent." **In fact, the Chief Financial Officer (Coy Sasse) had supervision over the preparation of the District's budget and the support services side of the organization, which included the employees who were employed in the Business Office, Payroll Services, Buildings and Grounds, Construction and Long-Range Planning, Student Nutrition, Student Transportation, and Warehouse Services.**

Swigart, without any factual support, further claims that "Board/Board members also met and/or communicated on other various dates where there was a quorum meeting that was not announced and where there was not a quorum and not announced and where no motio (sic) and official minutes were done." **In fact, while there may have been gatherings of the three-member executive committee of the Board, there was never a meeting where a quorum of the Board met in violation of the open meeting laws.** Swigart's statement to the contrary is absolutely false.

None of Swigart's statements quoted above are accurate and what is most troubling is that no one from the Minnehaha State's Attorney Office, or the Lincoln County Sheriff's Office ever contacted the District or any of its officials to obtain any information about these allegations. The first time the District became aware of Swigart's complaint was after it received your letter of July 16. The District is now

required to spend time and money responding to groundless allegations without the benefit of knowing the specific facts upon which the complaint is based or the reason why this matter was referred to the Commission.

Stroschein's narrative states that "[Swigart] provided a list of past board members who can speak to past and present board practices." No such list was initially provided in the materials. Thereafter, inquiry was made, and the names of the past board members were provided. At that time, it was also disclosed that none of the past board members had been contacted by the investigator. Since that time, I have contacted those past board members. One board member, Kate Thomas, has not returned my call. The other three members reported that there was **never** a time when a quorum of the board met without proper notice having been given. This is consistent with my belief and the belief of the attorneys at the Gunderson Palmer law firm (Cris Palmer and Matt Naasz) who also did work for the District.

Because Swigart does not identify which board meeting or executive session she is complaining about, the District has prepared a table which provides the date, the existence of a quorum, the names of board members present, the minutes of the board meeting, whether an executive session was held, and the nature of any official action taken after coming out of executive session for each board meeting and executive session between June 3, 2024 and October 1, 2024. This table clearly establishes that a quorum was present for all board meetings and executive sessions during the relevant period. It further reveals the members present, the existence and time of any executive session, the purpose of the executive session, the nature of any formal action taken after the executive session, and references the attached minutes. In addition, *see* the links to the audio recordings for these meetings which are listed at the end of this letter.

Date	Quorum Present	Members Present	Executive Session	Purpose of Exec Session	Action Taken after Exec Session	Minutes
06/03/24	Yes	Carr, Baker, Swan, Birkeland, Stephenson, Clapham, Thomas	Yes 6:45[1] to 10:00	SDCL 1-25-2.1, Discuss qualifications competency, performance of employee, and SDCL 1-25-2.3, Consult with legal counsel.	None	Ex. 2, Statement by Superintendent
06/18/24	Yes	Carr, Baker, Birkeland, Clapham, Thomas	Yes 6:57 to 7:29	SDCL 1-25-2.1, Discuss qualifications competency, performance of employee, and SDCL 1-25-2.3 , Consult with legal counsel.	None	Ex. 3, Canvas of Election

[1] All times referenced are to the timestamps in the Board meetings, not the time of day.

Date	Quorum Present	Members Present	Executive Session	Purpose of Exec Session	Action Taken after Exec Session	Minutes
06/26/24 Executive Session	Yes	Carr, Baker, Swan, Birkeland, Stephenson, Clapham, Thomas	Yes 5:31 to 8:17	SDCL 1-25-2.1, Discuss qualifications competency, performance of employee, and SDCL 1-25-2.3. Consult with legal counsel.	None	Ex. 4, No minutes kept for executive session
07/02/24 Annual Board Meeting	Yes	Carr, Baker, Swan, Birkeland, Stephenson, Clapham, Thomas (New Board Sworn), Annual Meeting held	No	N/A	None	Ex. 5, Open Forum Speakers and Board Members response
07/03/24 Board Orientation	Yes	Carr, Moore, Swan, Birkeland, Stephenson, Urban	Yes 3:16 to 4:57	SDCL 1-25-2.3, Consult with legal counsel.	None	Ex 6, Open Forum
07/16/24	Yes	Carr, Moore, Swan, Birkeland, Stephenson, Urban, Clapham	Yes 6:09 to 7:58	SDCL 1-25-2.1, Discuss qualifications competency, performance of employee, and SDCL 1-25-2.3, Consult with legal counsel.	None	Ex. 7, Open Forum and Board Members response
07/24/24 Executive Sesson	Yes	Carr, Moore, Swan, Birkeland, Stephenson, Urban, Clapham	Yes 5:31 to 7:32	SDCL 1-25-2.1, Discuss qualifications competency, performance of employee.	None	Ex. 8, No minutes kept for executive session
07/30/24	Yes	Carr, Birkeland,	Yes 5:36 to 7:41	SDCL 1-25-2.1, Discuss	None	Ex. 9, No minutes kept

Date	Quorum Present	Members Present	Executive Session	Purpose of Exec Session	Action Taken after Exec Session	Minutes
Executive Session		Urban, Stephenson, Swan, Clapham, Moore		qualifications competency, performance of employee, and SDCL 1-25-2.3, Consult with legal counsel.		for executive session
08/06/24	Yes	Carr, Birkeland, Urban, Stephenson, Clapham, Moore (Zoom)	Yes 7:28 to 8:26	SDCL 1-25-2.1, Discuss qualifications competency, performance of employee, and SDCL 1-25-2.3, Consult with legal counsel.	None	Ex. 10, Update on OCR, Open Forum, and Board Members response re: confidentiality & Executive Session
08/13/24 Special Board Meeting	Yes	Carr, Birkeland, Urban, Stephenson, Swan, Clapham, Moore	Yes 7:22 to 7:36, and 7:54 to 8:28	1st executive session: SDCL 1-25-2.1, Discuss qualifications competency, performance of employee to discuss Open Forum and letters received. 2nd executive session: SDCL 1-25-2.3, Consult with legal counsel.	Yes, Motion to terminate employment of Swigart, made, seconded, approved 6-1. None, after 2nd executive session.	Ex. 11, 90-minute Open Forum, Swigart's statement, and community members and Board Members response
08/20/24	Yes	Carr, Birkeland, Urban, Stephenson, Clapham, Moore	Yes 7:05 to 7:33	SDCL 1-25-2.1, Discuss qualifications competency, performance of employee, and SDCL 1-25-2.3, Consult with legal counsel.	None	Ex. 12
09/03/24	Yes	Carr, Birkeland, Urban,	No	N/A	None	Ex. 13, No minutes kept

Date	Quorum Present	Members Present	Executive Session	Purpose of Exec Session	Action Taken after Exec Session	Minutes
		Stephenson, Clapham, Moore, Swan				for executive session
09/10/24	Yes	Carr, Birkeland, Urban, Stephenson, Clapham, Moore, Swan	Yes 7:16 to 8:00	SDCL 1-25-2.1, Discuss qualifications competency, performance of employee, and SDCL 1-25-2.3, Consult with legal counsel.	None	Ex. 14, No minutes kept for executive session
09/13/24 Board Retreat	Yes	Carr, Birkeland, Urban, Stephenson, Clapham, Moore	No	N/A	None	Ex. 15
09/17/24	Yes	Carr, Birkeland, Urban, Stephenson, Clapham, Moore, Swan	Yes 3:20 to 5:25	SDCL 1-25-2.1, Discuss qualifications competency, performance of employee, and SDCL 1-25-2.3, Consult with legal counsel.	None	Ex. 16
09/19/24 Special Board Meeting	Yes	Carr, Birkeland, Urban, Stephenson, Clapham, Moore, Swan	Yes 5:04 to 6:04	SDCL 1-25-2.1, Discuss qualifications competency, performance of employee, and SDCL 1-25-2.3, Consult with legal counsel.	None	Ex. 17
09/24/24 Special Board Meeting	Yes	Carr, Birkeland, Urban, Stephenson, Clapham, Moore,	Yes 5:06 to 6:12	SDCL 1-25-2.1, Discuss qualifications competency, performance of employee, and	None	Ex. 18

Date	Quorum Present	Members Present	Executive Session	Purpose of Exec Session	Action Taken after Exec Session	Minutes
		Swan		SDCL 1-25-2.3, Consult with legal counsel		
10/1/24	Yes	Birkeland, Urban, Stephenson, Clapham, Swan	Yes 7:33 to 8:50	SDCL 1-25-2.1, Discuss qualifications competency, performance of employee.	None	Ex. 19

The narrative continues with Swigart claiming that:

1. The Board is violating open meeting laws specifically by having executive sessions and then not voting publicly after such sessions. However, Swigart concedes that "**the Board of Education does not vote in executive sessions**[.]" Instead, she claims that "**[the Board]** reaches consensus."

2. "[A]ll Board of Education meetings between June 3, 2024 and August 12, 2024 included executive sessions" and that "there was no further actions after these executive sessions." She states, "**most districts vote publicly after executive sessions are held.**"

3. "[M]inutes are not taken during executive sessions, **which she does not agree with.**"

At the outset it is important to remember that South Dakota's Open Meeting and Public Records and Files laws are unique both for what they say and what they do not say. The enactments of our legislature guide this Commission. Swigart, in her submission, cites cases from Massachusetts, New Jersey, and Kentucky to support her allegations that the District violated South Dakota's open meeting laws. These cases are not helpful or applicable here, because the open meetings statutes in those states are completely different than those adopted by our Legislature. For example, in Massachusetts the open meeting law provides that:

> Executive sessions may be held for the following purposes:
>
> (1) To discuss the reputation, character, physical condition or mental health **rather than the professional competence of an individual.**

Based upon the specific language of the Massachusetts law, the Court in *DA for the N. Dist. v. Sch Comm. of Wayland*, 455 Mass. 561, 913 N.E.2d 796 (2009) held that the district violated the open meeting law because the board, in executive session, discussed the superintendent's professional competency, which "must be deliberated in open session." *Id.* at 802.

South Dakota has no similar statute. Indeed South Dakota law SDCL 1-25-2(1) specifically provides that executive or closed sessions may be held "for the sole purpose of ... [d]iscussing the qualifications,

competence, performance, character or fitness of any public officer or employee or prospective public officer or employee." This is the precise opposite of what the Massachusetts law allows, rendering the *Wayland* case totally inapplicable here.

Similarly, *Rice v. Union County Regional High School Bd of Education*, 154 N.J.64, 382 A.2d 386 (1977) held that Board did not violate the provisions of New Jersey law by discussing personnel matters in executive session, but found a violation because the board failed to provide reasonable notice to the specific employees that were being considered for termination. This holding was based upon the following New Jersey statute:

> A public body may exclude the public only from that portion of a meeting at which the public body discusses:
>
> . . .
>
> (8) Any matter involving the employment, appointment, termination of employment, terms and conditions of employment, evaluation of the performance of, promotion or disciplining of any specific, prospective public officer or employee or current public officer or employee employed or appointed by the public body, **unless all the individual employees or appointees whose rights could be adversely affected requests in writing that such matter or matters . . . be discussed at a public meeting.**

South Dakota does not have any such statute!

Kentucky Open Meeting Laws are also dissimilar from those in South Dakota. In *Carter v. Smith,* 366 S.W.3d 414 (Ky. 2012), the board went into executive session to discuss "pending litigation and personnel." Prior to the meeting, the bord members were informed that the purpose of the closed session was to discuss Superintendent Carter's resignation and his appointment as a consultant. At the conclusion of the executive session, the board returned to open session and voted 3-2 to accept the superintendent's resignation and authorize his appointment as a consultant. Smith filed a complaint against the board, claiming that the board violated Kentucky's open meeting law. The circuit court held that the statute permitted the Board's closed session discussion of the Carter's resignation but *not* the discussion of the consulting agreement and transfer to consultant. Carter appealed to the Kentucky Court of Appeals, which affirmed the decision of the circuit court. Carter then appealed to the Kentucky Supreme Court, which held that the discussions in executive session regarding resignation and consulting agreement were not proper under the statutory exceptions for personnel matters under the Open Meeting Law which provided:

> All meetings of a quorum of the members of a public agency at which business is discussed or at which any action is taken by the agency, shall be public meetings, open to the public at all times, except for the following;
>
> . . .
>
> (f) Discussion or hearing which might lead to the appointment, discipline dismissal of an individual employee, member or student without restricting that employee's, member's, or

student's right to a public hearing if requested. This exception shall not be interpreted to permit discussion of general personnel matters in secret.

Since the discussion involved the resignation of the superintendent, as opposed to his discipline or dismissal, it was *not* permitted under Kentucky law.

Again, South Dakota does not have a similar restriction as is found in Kentucky law. Under South Dakota law, general discussions concerning the qualifications, competence, performance, character, or fitness of any public officer or employee are clearly permitted to be held within the confines of executive session.

Additionally, it must be remembered that South Dakota severely limits the type of personnel information that may be publicly disclosed. SDCL 1-27-1.5 (7) only permits the public disclosure of the salary, routine directory information (i.e., name, address, job title), and the content of any current or prior contract or any related document that specifies the consideration paid to the employee. Personnel documents regarding disciplinary issues, including suspensions and terminations, may not be disclosed.

Specific Allegations

With this factual and legal background in mind, the District will turn to a discussion of the specific allegations being made by Swigart. Sigwart wrote:

1. **I believe the Board violated the open meeting a law by "having a closed meeting to discuss termination (violating SDCL 1-26-2)."**

   RESPONSE: Unlike the laws in Massachusetts and Kentucky, South Dakota law does not prohibit the Board from discussing a possible termination in an executive session. However, if final action is taken – i.e., termination – it must be done in open session. That is the exact procedure that was followed in this case.

2. **The Board is violating open meeting laws specifically by having executive sessions and then not voting publicly after such sessions.**

   RESPONSE: The District agrees with Swigart that the Board does not vote in executive sessions. She, however, asserts that "[the Board] reaches consensus." It is unclear what Swigart is asserting.

   Swigart appears to suggest that the Board *must* vote after Executive Session. This is nonsensical. There are many times where the Executive Session is held simply to *discuss* a matter, for which no official action is necessary. For example, when Executive Session is held to provide an update on a legal matter with counsel, it is quite common that no formal action is necessary. This is also true with personnel matters.

   Furthermore, when discussions are had in Executive Session, each board member may share their initial opinions as to what may or should be done. But nothing in those discussions is final or binding on the individual board member, or anyone else. Board members can and do make up their

individual minds after hearing and considering all of the facts at the time of the vote – if any – in open session.

By way of example, the remarks of the Board President Carr on August 13, 2024 clearly articulated that no decision had been made. He stated:

8/13/24 Board Meeting:

7:50 – President Carr: Before we get started with our public comments, I'd just like to set the groundwork for tonight. There's no easy way to say it or skirt around it, but tonight has the potential to be very difficult. There are a lot of feelings and emotions in this room and because we're human beings, that's the natural thing. I am confident though that the citizens of Rapid City and those of you that are here are able to do this with grace and respect for each other. **I think it's also important to say that the Board has not made a decision at this time so your [8:42] comments and things you express tonight do hold weight with the Board because we haven't made any decision.** We have 32 forms representing individuals that want to speak tonight and so we're going to extend the time .... I really have to ask to be respected, I will, anything done, I will not disrespect anybody so I'm asking for that same respect. ... Mrs. Swigart has asked to speak, and so my motion will include giving her 5 minutes, actually I'm even lenient with that to speak, so my motion is to amend the time of public speaking giving Mrs. Swigart 5 minutes, and giving everybody that has filled out a form 2 minutes.

11:06 – Katy Urban: I'll move.

11:08 - President Carr: Okay it's been moved, I actually moved, so Katie you can put as seconded, any discussion?

11:15 – Jamie Clapham: Yes please.

11:16 - President Carr: Yes.

11:18 – Jamie Clapham: I would like to amend, so much of a happy, a compromise, if we as a Board would entertain 3 minutes per person. I recognize that is a considerable amount of time, I also recognize that 2 minutes is hard, so I would ask the board to entertain 3 minutes instead of 2.

11:44 – President Carr: All right, so we have, you need to make a motion to amend.

11:48 – Jamie Clapham: Yes, so I'd make a motion to amend your motion to 3 minutes for the public and the exception for Mrs. Swigart.

11:56 – Katy Urban: Second.

11:56 - President Carr: So it's been moved and seconded to amend the original motion to add 3 minutes per speaker, any discussion on that? [silence]

12:10 – President Carr: All right, all in favor, signify by saying aye.

12:12 - Group: Aye.

12:13 - President Carr: Any no's say no. [silence] okay so we are back to the original, well, amended, motion of 3 minutes, still giving Mrs. Swigart 5 minutes plus to speak. Any discussion? [silence] Okay, all in favor signify by saying aye.

12:23 Group: Aye.

12:25 President Carr: Any opposed, say no [silence], okay so that time has been amended. Again, we are going to do our best tonight to treat every person and every speaker with respect. . . . **[13:14]** I'm also asking that we refrain from clapping, from booing, from talking out to people who are on the floor and I think all this is a sign of respect and respecting everyone's opinion and respecting everyone as a person. Okay, Board members, do you have any other statements, not statements, but as far as ground rules that you think that I'm missing? [silence] Okay at this time, Mrs. Swigart . . . .

Following the open forum, the following proceedings were held in open session.

1:54:07 – President Carr: I made an opening statement that we have not made a decision until we vote. It is unfortunate that that was not believed and it is the issue that I'm struggling with right now because we have not had the chance now after hearing comments to absorb those comments and contemplate those comments, and I think that's, it important to me, to give fair credence to your voices and to give fair credence to the emails that I received today and I don't know how to do that. Let me try this, **[1:55:15]** I would like to make a motion to add a executive session to contemplate and absorb comments that we've just received. I know it's already been a long night, but I think, and for me, I need 10 minutes to contemplate what I've heard and to process that, 10 minute executive session, we will come back out of executive session, and continue with item no. 6 and continue with the rest of the agenda. . . . but my motion **[1:56:40]** is to take a 10 minute executive session, that would be under SDCL 25-2.1.

1:56:56 - Shirley: Correct.

1:56:59 - President Carr: Yes, that is my motion.

1:57:05 - Shirley: So I need a second please.

1:57:07 - Jamie Clapham: I'll second.

1:57:07 - President Carr: Okay, we've been motioned and seconded that we will take a 10 minute executive session, we will come out of that executive session and continue with agenda items 6, 7, 8, 9, and obviously 10, any discussion? [silence, quiet talking] Okay, yes ma'am. . . .

1:57:50 - President Carr: Any other discussion? [silence], okay, Shirley can we get a roll call vote please?

1:57:57 - Shirley – Yes, Troy [yes], Jamie [yes], Christine [yes], Donna [yes], Michael [yes], Walt [yes], Kate-Katy [yes], motion carries 7-0.

1:58:12 - President Carr: All right, we are now in executive session, please, you all can stay, we will leave and go to the Board office, again, my apologies for the extra 10 minutes. I know it's been a long, I know many of you have other things to do, but please allow us this time.

1:58:33 - [Board leaves]

2:10:16 - [Board returns]

After returning from executive session, the video establishes that an official vote was taken in open session.

2:10:36 President Carr: All right, we are officially out of executive session, let's give just a few minutes for people who

2:10:58 – President Carr: Thank you all for your patience, we are back on the original agenda, item no. 6, Board Response to Open Forum. I will at this time read a statement, then if any of the other board members have any comments, they are free to do so at this time. We truly do want to thank you everyone for coming to the meeting tonight and it is with a sincerity that we do value and respect everyone in this room and everyone beyond this room. We appreciate the thoughtful emails that we received, and I know many of us were not able to respond to every email. I started off trying to respond to every body and every one I responded to, I got 2, and so I never did get caught up but thank you so much for your emails that we received, the in person conversations that we held with people and phone calls that we've made. As many of you know that sitting at this table isn't easy, but it is comforting that we all share one goal and that's to ensure the vision of this District remains the focus of all our decisions whether they are big or small. **[2:12:26]** I believe that RCAS strengthens community through education, communication, appreciation, and celebration. Sometimes the communication piece can be difficult especially in situations like these where we must uphold our obligation to keep employment matters confidential. While we all value transparency, transparency can be hampered due to employment matters, ongoing legal issues, and/or the confidential nature of executive session. And one of the toughest things was to read in the emails and hearing tonight is the thought that this Board is not trying to be transparent. The state statute says "Board meetings only need to be given 24 hour notice" and because of our desire to be transparent, we put out the notice of this agenda at the same time we do every meeting, we held it on the same day that we do every meeting, we have it at the same time as we do all our meetings, and so it's never been our goal, our desire, our motto, to not be as transparent as we can with the public, **[2:14:03]** this community has trusted us to have a seat at this table and we take that responsibility very seriously. Although we cannot comment specifically, we do want you to know that our priorities remain the same. We are dedicated to serving this District, the

students, the staff, and the community at large. At this time, are there any other responses to open forum? [silence] Seeing none, **[2:14:27]** I would, will entertain a motion for K-12 termination and leaves [Ms. Swigart].

2:14:46 – Jamie Clapham: So moved.

2:14:48: Michael Birkeland: I'll second.

2:14:50 - President Carr: It's been moved and seconded to approve the K-12 termination and leaves. Is there any Board member that would like to have a discussion? [silence] Seeing none, Shirley, would you, can we get a roll call vote please?

2:15:09 - Shirley Fletcher: Troy Carr [yes], Jamie Clapham [yeah], Christine Stephenson [yes], Donna Moore [no], Michael Birkeland [yes], Walt Swan [yes], Katy Urban [yes], motion carries 6-1. . . .

Following the vote, Board members were permitted to respond to the community.

Under well settled South Dakota law, it is presumed that the Board perform their duties in accordance with the law. *Adamson v. Minnehaha County*, 67 S.D. 423, 293 N.W. 542, 544 (1940); *Sheraton-Midcontinent Corp. v. County of Pennington*, 77 S.D. 554, 95 N.W.2d 892 (1959). Swigart has presented **no evidence** to the contrary. All she has presented is her unsupported speculations, ideas, and/or beliefs. These are wholly insufficient to support a finding that the District engaged in any wrongful or unlawful conduct.

3. **Swigart next asserts that "all Board of Education meetings between June 3, 2024, and August 13, 2024, included executive sessions" and that "there were no further actions after these executive sessions." She states, "most districts vote publicly after executive sessions are held."**

RESPONSE: As mentioned above, South Dakota law does not require that a board make a public announcement, or take a vote, after each executive session. Moreover, it makes absolutely no practical sense. I did contact legal counsel for the South Dakota Associated School Boards to get her view on this issue; she agreed that a public vote is not required unless formal action is taken. Additionally, our office represents several school districts. Those districts have numerous executive sessions where the board, for informational purposes, discusses issues involving personnel and student issues, and consults with legal counsel about litigation, contractual matters, negotiations, and other legal issues. SDCL 1-25-2 is very clear "*any official action* concerning the matters pursuant to this section shall be made at an open official meeting." There are many times where no *official action* needs to be taken. Here, the Board took official action only one time – and that was on August 13, 2025. At that time, in open session, a motion was made, seconded, and passed by the board (6-1) to terminate Swigart's employment.

4. **Swigart states that "minutes are not taken during executive sessions, which she does not agree with." Because she does not agree with this, in her mind, this violates state law.**

RESPONSE: Swigart is correct that minutes of executive session discussion are not made because South Dakota law does not mandate that minutes of executive sessions be kept. The reason for this is simple, these discussions are confidential. The Attorney General's Publication, "A Guide to South Dakota's Open Meetings Laws"(Revised 2025), does not state that minutes of executive sessions are to be made. Indeed, the guide specifically states that while SDCL 1-25-11 allows public recordings of public meetings, this requirement does not apply to those portions of a meeting confidential or closed to the public. If the legislature intended to mandate that minutes of discussion in executive sessions be kept – they would have passed a statute saying the same. They have not done so.

5. **Swigart next argues that the Board minutes are not accurate, and the Board hid the fact that she was terminated under the no cause section of her employment contract.**

RESPONSE: The Board minutes are accurate, and the Board did not wrongfully "hide" any facts about her termination.

SDCL §1-27-1.5(7) provides that certain records are *not* open to inspection and copying, including "personnel information other than salaries and routine directory information [i.e., names, address, job titles]. This subdivision does not apply to the public inspection and copying of any current or prior contract with any public employee and any related document that specifies the consideration paid to the employee." Thus, while Swigart's employment contract[2] was an open record, the public does not have the right to obtain any further personnel information concerning Swigart beyond that. While Swigart is free to publicly comment on her termination, the District is not permitted to do so. By not disclosing more details about her termination, the District was not engaging in wrongful conduct; instead, it was complying with confidentiality laws.

Secondly, Swigart suggests that the Board was attempting to hide the fact that it paid her accrued sick leave into the South Dakota Retirement System instead of to her. This assertion is absurd. In fact, the District is required to make payment in that manner pursuant to SDCL Chapter 3-13A (SDRS Special Pay Program) and IRS regulations.

The SDRS Special Pay Program is governed by Internal Revenue Code § 415(c). The SDRS SPP is designed for special or severance pay. SDCL 3-13A-2 (11) defines "special pay" as "compensation other than regular salary or wages granted to a participant and transferred in a lump-sum to the fund at the termination of the participant's employment." The given examples of "special pay" include severance pay, accumulated sick leave payouts, accumulated vacation leave payouts and early retirement incentives. When special pay exceeds $600, it **must** be paid int into the SDRS SPP.[3] In turn, the SDRS SPP will establish an account for the participant and thereafter make payments to them. *See* SDCL 3-13A-7.

[2] A copy of Swigart's employment agreement is attached as Exhibit 20.

[3] If the payment is less than $600, it may be made directly to the employee as wages.

Here, Swigart's payout was in the amount of $54,575.78, which clearly exceeds $600, and it resulted from a termination action. Therefore, her payout was processed, allocated, and paid out appropriately pursuant to the legal requirements set forth above.

Summary

Swigart's Open Meeting Law complaints are without merit. The District has fully complied with the statutes governing Meetings of Public Agencies (SDCL Chapter 1-25) and Public Records and Files (SDCL Chapter 1-27). While Swigart may personally disagree with those statutes, they set the legislative "rules of the road." Accordingly, the District would respectfully request that the Commission dismiss this complaint in its entirety.

Respectfully submitted,

BANGS, MCCULLEN, BUTLER, FOYE & SIMMONS, L.L.P.

Michael M. Hickey Sarah Baron Houy

MMH/SEBH:bah
cc: Client
Nicole Swigart
Eric H. Bogue

Enclosures as noted, with links to Board Meetings below:
06/03/24, You Tube Live: https://youtube.com/live/ClpS1Qbc5aY
06/18/24, You Tube Link: https://youtube.com/live/lMfupwlcOwk
06/26/24, No link – Executive Session
07/02/24, You Tube Link: https://youtube.com/live/ADg1Zdu1EMw
07/03/24, You Tube Link: https://youtube.com/live/Jt320d41c_Q
07/16/24, You Tube Link: https://youtube.com/live/mlsoExKUxcE
07/24/24, No link – Executive Session
07/30/24, No link – Executive Session
08/06/24, You Tube Link: https://youtube.com/live/2ORZ_y-7V20
08/13/24, You Tube Link: https://youtube.com/live/R_cra77SAnE
08/20/24, You Tube Link: https://youtube.com/live/hTzkmg3g4io
09/03/24, You Tube Link: https://youtube.com/live/bAZ8LGXhTeI
09/10/24, No link – Executive Session
09/13/24, No link – Board Retreat
09/17/24, You Tube Link: https://youtube.com/live/Se2QG8aQx4Y
09/19/24, No link – Executive Session
09/24/24, No link – Executive Session
10/01/24, You Tube Link: https://youtube.com/live/TS6TZW3Ss4A

UNITED STATES DISTRICT COURT
DISTRICT OF SOUTH DAKOTA
WESTERN DIVISION

NICOLE SWIGART,

Plaintiff,

v.

RAPID CITY AREA SCHOOL DISTRICT 54-1, RAPID CITY AREA SCHOOLS BOARD OF EDUCATION, MICHAEL BIRKELAND, TROY CARR, JAMIE CLAPHAM, CHRISTINE STEPHENSON, WALT SWAN, KATY URBAN (individually and in official capacity)

Defendants.

Case No. 5:25-cv-5041

COMPLAINT

Plaintiff, Nicole Swigart ("***Swigart***"), by and through her undersigned attorneys, and for her Complaint and causes of action against Defendant, Rapid City Area School District 54-1 ("***RCASD***"), RCASD Board of Education ("***Board***"), Michael Birkeland, Troy Carr, Jamie Clapham Christine Stephenson, Walt Swan, and Katy Urban (collectively "***Defendants***"), states and alleges as follows:

JURISDICTION & VENUE

1. Swigart is female and resides in Black Hawk, South Dakota. At all times material hereto, she was an employee as defined under state and federal law.

2. RCASD is a school corporation organized and operated under the laws of South Dakota. At all times material hereto, it was a governmental entity and an employer as defined under state and federal law, and it employed more than 50 individuals.

3. The following are residents of South Dakota and current and/or former RCASD Board members: Michael Birkland, Troy Carr, Jamie Clapham, Christine Stephenson, Walt Swan, and Katy Urban (collectively "***Board Members***").

4. On November 20, 2024, Swigart timely filed a charge of discrimination and retaliation against RCASD with the Equal Opportunity Employment Commission ("***EEOC***").

5. On or about April 23, 2025, Swigart received a Notice of Your Right to Sue letter from the EEOC. The Notice of Your Right to Sue letter is attached as **Exhibit A**.

6. This Court has federal subject matter jurisdiction over this matter pursuant to 28 U.S.C. § 1331, Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e, *et seq;* Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d, *et seq.*; and 29 U.S.C. § 2615.

7. This Court has supplemental jurisdiction in this matter pursuant to 28 U.S.C. § 1367.

8. Venue is proper in this Court pursuant to 28 U.S.C. § 1391 as all the various acts complained of occurred, and the Defendants are located within, the Western Division of the District of South Dakota.

FACTUAL ALLEGATIONS

9. Swigart was an employee of RCASD for over 33 years until her unlawful termination in August 2024.

10. In the spring of 2022, Swigart was offered the Interim CEO/Superintendent position for RCASD even though she had not applied or interviewed for it. The Board unanimously appointed her to the position knowing her qualifications and abilities.

11. Adjusted for inflation, Swigart's salary as Interim CEO/Superintendent was significantly lower than the salary of males who served in that same position before and after

Swigart's tenure and her salary was also the same salary as the then interim Assistant Superintendent, who was male and had fewer job duties than Swigart had.

12. While employed as Interim CEO/Superintendent, Swigart performed her job in a manner that met or exceeded performance expectations. Survey data and Swigart's evaluations showed that Swigart was highly thought of and respected by the community and RCASD staff, and Swigart's contracts were unanimously approved each year. =

13. In early 2023, Swigart was unanimously appointed to the position of CEO/Superintendent by the Board. Swigart began to serve in that position on March 7, 2023.

14. Upon her promotion to CEO/Superintendent, Swigart's salary was again significantly lower than the salary (adjusted for inflation) of male CEOs/Superintendents who served before her and after her, and she performed the same essential duties as them. Additionally, Swigart's contract contained materially disadvantageous terms that had not been included in male Superintendents' contracts (or included after her contract), such as a 30 day no-cause termination provision, and non-inclusion of discounted insurance, a district vehicle, bonuses, 403b deposits or other additional benefits.

15. While serving as Superintendent/CEO, Swigart assumed the duties of a male employee of RCASD who was on suspension from March 2023 to the end of June 2023. Swigart did not receive any additional compensation for the assumption of these duties. Yet later when Swigart was suspended and then terminated, the male who performed her duties received additional compensation (totaling more than Swigart's salary).

16. Swigart had a property interest in her employment. In addition, she had a no-cause termination provision in her employment contract that could not be invoked for unlawful reasons.

17. During Swigart's tenure as Interim CEO/Superintendent and CEO/Superintendent, RCASD was under a United States Department of Education Office of Civil Rights ("***OCR***") compliance review ("***Compliance Review***") that was opened on December 23, 2010.

18. Swigart participated in the Compliance Review. In December 2022 and January 2023, while she was serving as Interim CEO/Superintendent, Swigart was interviewed by an OCR investigator as part of the Compliance Review. The interviews were not recorded, and no transcripts of the interviews exist.

19. In April 2024, more than a year after her last contact with OCR, OCR sent RCASD a Resolution Agreement ("***Resolution Agreement***"). The OCR Compliance Review investigation spanned more than 14 years (despite OCR guidelines reflecting investigations are to be completed within 180 days) and involved interviews of numerous RCASD administrators and community members and OCR personnel.

20. On May 21, 2024, the Board approved the Resolution Agreement, which was later terminated on March 27, 2025. Prior to doing so, the Board did not obtain from the OCR its report or any summary of the OCR's report that was later published. Consequently, any RCASD challenge to the later OCR findings, statements, etc. related to Swigart were adversely impacted by the Board's rash actions.

21. In May 2024, the Resolution Agreement was made public and released to the media.

22. Days after the approval of the Resolution Agreement, the OCR sent to RCASD a 28-page "letter" to Swigart which essentially was a report on RCASD (hereinafter "***OCR Report***") and released a media package containing the same. Page 16 of the OCR Report contained several statements the OCR directly attributed to the Superintendent. These statements included: "the superintendent reported that certain Native American tribes, such as the Lakota, Dakota, and

Nakota tribes, do not commonly value education and inform their students that they do not need to graduate;" and that "Native Americans view time differently," so that they commonly "arrive two hours late" and may be marked absent; and used/were on "Indian Time" (hereinafter the "***Statements***"). Quotes were used in the OCR Report even though the OCR's investigation notes had no quotes. The OCR Report stated such Statements were made by the Superintendent (not referencing Swigart by name). However, when Swigart was interviewed more than 15 months prior to the release of the OCR Report, she was not the Superintendent (she was the Interim Superintendent). Swigart told Defendants she had no recollection of making the Statements and that she would not have made the Statements because the Statements were inconsistent with her personal beliefs and decades of actions when positively working alongside Native American students and families.

23. Defendants were also informed of additional false, incorrect, and/or unsupported findings in the OCR Report such as attendance, discipline data, and AP enrollment data.

24. Despite Swigart's denials of engaging in the conduct attributed to her in the OCR Report, the fact that the interviews of Swigart were more than 15 months prior to the OCR Report issuance, the fact that the OCR did not raise concerns about Swigart to the Defendants in the 14 months between the interviews and the OCR Report issuance, and Defendants' knowledge of other falsities in the OCR Report, Defendants engaged in conduct to not disclose the truth, to not dispute or correct false information/findings in the OCR Report, and to instead wrongfully accuse and target Swigart. For example, the Board and RCASD did not conduct effective investigation about the findings that Swigart disputed and did not hire independent, legal counsel for the investigation as they had when investigating the conduct of males. Defendants did not challenge the OCR Report findings. Despite requests by Swigart to talk to other district administrators to determine

who may have instead made the Statements, Defendants did not do so. Despite requests by Swigart to talk to the public and school personnel about Swigart's background and character, which for over 30 years had been exemplary, Defendants did not. Defendants' investigation conduct as to Swigart was less favorable than the process Defendants used for investigating similarly situated male employees.

25. Additionally, the Board Members, without even first talking Swigart, instead apologized to the community about the alleged Statements falsely attributed to Swigart in an open meeting following public forum comments made by NDN Collective employees and Native American community members. The message sent by the Board Members through their public apology conveyed a presumption of guilt on Swigart's part without proper verification or investigation of the allegations against Swigart.

26. Rather than properly executing its duties involving a proper investigation and challenging the OCR Report, without any evidence of wrongful conduct by Swigart, and without any state law statutorily required noticed public meeting, the Board issued discipline to Swigart suspending her for 30 days, and with the suspension being final/not being subject to further investigation.

27. Defendants then issued a press release announcing Swigart's suspension and in doing so declared Swigart was guilty of misconduct related to the Statements. The same information was disseminated to all local media outlets and emailed to all district employees and families, an action never taken before in a disciplinary situation.

28. While Swigart was on suspension, the Board asked Dr. Cory Strasser to cover and paid him additional compensation. This compensation paid him more than Swigart's contract paid her. In 2023, Swigart did not receive any additional compensation from the Board when she was

the Superintendent/CEO and was required to cover all duties for the Asst. Superintendent who was on an unannounced suspension/investigation for over 3 months.

29. Defendants' handling of these matters and their treatment of Swigart caused her to suffer profound physical and psychological trauma. As a direct result, Swigart developed severe emotional distress and a range of serious physical symptoms, including—but not limited to—crippling anxiety, recurring panic attacks, insomnia, night terrors, persistent nausea and vomiting, gastrointestinal distress, loss of appetite, noticeable weight loss, migraines, burst blood vessels in the eyes, elevated blood pressure, hyperventilation, musculoskeletal pain including back pain, involuntary shaking, adverse impacts to her speech, and uncontrollable crying. She has also experienced symptoms of severe depression and developed a fear of being seen in public. These effects have been profoundly debilitating and continue to interfere with her physical health, emotional stability, and overall quality of life.

30. Following her health care providers' direction, Swigart submitted a Family Medical Leave Act ("***FMLA***") request to request time off to address her physical and mental health, which had been significantly adversely affected due to Defendants' conduct. The FMLA request was not properly processed or timely responded to.

31. On July 18, 2024, Defendants sent notice of an intention to terminate Swigart's employment. The notice gave her until August 8, 2024, to resign or retire and notified her that if she failed to do so by such time she would be terminated on August 20, 2024. This notice and conveyed decision was sent without any statutorily required noticed public meeting and vote.

32. On August 13, 2024, the Board held a special meeting. Prior to the meeting (for which the only item noticed for the meeting was Swigart's termination), Defendants conveyed to Swigart her termination would be for no cause and with payment of severance and PTO. The

Board had already decided to terminate Swigart's employment prior to July 18th when the intent to terminate employment notice was sent, and had prepared and agreed to a lengthy statement approving her termination, again violating state open meeting laws.

33. On August 13, 2024, the Board terminated Swigart's employment. In terminating Swigart, the Board concealed from the public its termination was not for cause and through its actions and inactions it publicized Swigart was terminated for making the Statements and engaging in racism and discrimination. The Board also took active steps to conceal the no-cause termination/payments to Swigart by not clearly publicizing her 4 months of severance pay and by hiding her PTO pay as an "SDRS" claim.

34. While Defendants publicly terminated Swigart, some Board Members admitted privately to individuals, community members, or family that there was no proof Swigart made the alleged Statements but proceeded with termination based on public pressure along with their unsubstantiated belief that the staff and the entire community had lost faith in Swigart.

35. Defendants' process of investigating complaints against Swigart, disciplining Swigart, and ultimately terminating Swigart was significantly different and less favorable to Swigart than its process for investigating and disciplining similarly situated male employees.

36. On August 13, 2024, the Board appointed Dr. Cory Strasser as Acting CEO/Superintendent; the appointment was done without any statutorily required open meeting vote or action. He was paid more than Swigart.

37. Since her termination, Swigart has applied for numerous employment positions but has not been able to obtain employment.

38. Due to Defendants' conduct, Swigart has sustained physical harm, emotional distress, loss of reputation, loss of income, additional financial harm, including but not limited to

lost retirement contributions, out-of-pocket healthcare costs, taxation of severance or benefits, and the need to secure costly legal representation. She has incurred medical and mental health care expenses, including therapy, counseling, and multiple new prescription medications. Swigart has developed a fear of being out in public alone, social anxiety, and has suffered harm to her professional identity, making it difficult to obtain comparable employment. She has withdrawn from social and professional circles, experienced sleep disruption, and faced deterioration in her overall quality of life. These harms have also placed strain on her family relationships and emotional wellbeing. The damages are ongoing and continue to accrue.

COUNT 1

VIOLATION OF THE EQUAL PAY ACT, 29 U.S.C. § 206(d) (against RCASD)

39. Swigart incorporates the foregoing paragraphs as though fully set forth herein.

40. While employed as Interim CEO/Superintendent and CEO/Superintendent, Swigart was paid less than male employees who served in those same positions as adjusted for inflation and Board increases to all employees.

41. Swigart's responsibilities and working conditions as Interim CEO/Superintendent and CEO/Superintendent were comparable to the duties and working conditions of male Interim CEO/Superintendents and CEO/Superintendents. However, RCASD paid Swigart less than her male counterparts in violation of the Equal Pay Act, 29 U.S.C. § 206(d).

42. Swigart sustained financial and emotional harm due to the violation.

43. RCASD committed the above-alleged conduct with reckless disregard and/or deliberate disregard for Swigart's rights.

COUNT 2

SEX DISCRIMINATION IN VIOLATION OF TITLE VII OF THE CIVIL RIGHTS ACT OF 1964, 42 U.S.C. § 2000e, *et seq.* and SDCL 20-13-10 *et seq.* (against RCASD)

44. Swigart incorporates the foregoing paragraphs as though fully set forth herein.

45. Swigart is female.

46. Swigart was qualified for her job as CEO/Superintendent, was certified by the South Dakota Department of Education for this position, and performed that job in a manner that met or exceeded expectations.

47. RCASD subjected Swigart to different terms and conditions of employment in terms of her pay, assignments, and treatment than male employees.

48. RCASD treated Swigart less favorably than similarly situated male employees related to key areas of employment including, but not limited to, investigating allegations of wrongdoing, pay, contract terms, dissemination of negative statements about her, suspension and termination, any and all of which are materially adverse employment actions.

49. RCASD's reason for its decisions related to Swigart's employment are pretext for unlawful retaliation.

50. RCASD's conduct violated federal and state non-discrimination laws, and caused Swigart financial harm, loss of reputation, and physical and emotional harm.

51. RCASD committed the above-alleged conduct with reckless disregard and/or deliberate disregard for Swigart's rights.

COUNT 3

RETALIATION IN VIOLATION OF TITLE VI OF THE CIVIL RIGHTS ACT OF 1964, 42 U.S.C. § 2000d, *et seq.* (against RCASD)

52. Swigart incorporates the foregoing paragraphs as though fully set forth herein.

53. Swigart's participation in the OCR Compliance Review was a statutorily protected activity.

54. Related to and motivated by her participation in the protected activity, RCASD retaliated against Swigart with respect to the terms, conditions and privileges of employment on the basis of her participation in the OCR Compliance Review, including but not limited to its suspension then termination of her employment and proclamations that Swigart made the Statements. These are materially adverse employment actions.

55. RCASD's reason for its decisions related to Swigart's employment are pretext for unlawful retaliation.

56. RCASD's conduct violated Title VI of the Civil Rights Act and caused Swigart financial loss, loss of reputation, and physical and emotional harm.

57. RCASD committed the above-alleged conduct with reckless disregard and/or deliberate disregard for Swigart's rights.

COUNT 4

RETALIATION IN VIOLATION OF TITLE VII OF THE CIVIL RIGHTS ACT OF 1964, 42 U.S.C. § 2000e, *et seq.* (against RCASD)

58. Swigart incorporates the foregoing paragraphs as though fully set forth herein.

59. Swigart's participation in the Compliance Review was a statutorily protected activity.

60. Related to and motivated by her participation in the protected activity, RCASD suspended then terminated Swigart. In addition, RCASD proclaimed Swigart made the Statements even though no sufficient proof existed. These are materially adverse employment actions.

61. RCASD's decision to suspend Swigart and terminate her was motivated by her participation in the Compliance Review in violation of Title VII of the Civil Rights Act.

62. RCASD's reason for its decisions related to her employment are pretext for unlawful retaliation.

63. RCASD's conduct violated Title VII of the Civil Rights Act and caused Swigart financial loss, loss of reputation, and physical and emotional harm.

64. RCASD committed the above-alleged conduct with reckless disregard and/or deliberate disregard for Swigart's rights.

COUNT 5

FMLA INTERFERENCE & RETALIATION, 29 U.S.C. § 2615 (against RCASD)

65. Swigart incorporates the foregoing paragraphs as though fully set forth herein.

66. Swigart exercised her rights under the FMLA by requesting leave.

67. RCASD did not provide her FMLA leave and instead terminated Swigart less than two weeks after she requested FMLA leave. In so doing, RCASD wrongfully interfered with Swigart's right to FMLA protection and leave and wrongfully terminated her for exercising her right to FMLA leave.

68. RCASD's conduct was motivated in whole or part by her request for leave under the FMLA.

69. As a result of RCASD's violation of the FMLA, Swigart sustained financial loss, loss of reputation, and physical and emotional harm.

70. RCASD committed the above-alleged conduct with reckless disregard and/or deliberate disregard for Swigart's rights.

COUNT 6

DEFAMATION, SDCL 20-11-1 *et seq.* (against Defendants)

71. Swigart incorporates the foregoing paragraphs as though fully set forth herein.

72. Defendants engaged in false and unprivileged publications, including directly to employees, families, the media, and the public, both verbally and in writing setting forth that Swigart was terminated for cause through failing to directly inform the public that the termination was not for cause and by hiding from the public the severance and PTO payments required to be paid with the termination being not for cause.

73. Defendants made apologies to the public suggesting Swigart made the Statements and engaged in discriminatory and racist conduct, for which they entertained serious doubts of the truth of the publications and then never corrected the untruths allowing the public to believe Swigart was terminated for discrimination and racism.

74. The conduct of Defendants caused Swigart to be or exposed her to be hated, held in contempt and/or caused her to be shunned or avoided, which injured and continues to injure Swigart in her occupation and life.

75. The conduct of Defendants tended to directly injure Swigart with respect to her profession by imputing to her general disqualification to the office of Superintendent or the educational field broadly.

76. The conduct of Defendants caused by their natural consequences actual damage to Swigart including financial loss, loss of reputation, and physical harm and emotional harm.

COUNT 7

DECEIT, SDCL 20-10-1 *et seq.* (against Defendants)

77. Swigart incorporates the foregoing paragraphs as though fully set forth herein.

78. Defendants suggested or asserted as a fact, which was not true and with knowledge that said facts was not true and having no reasonable grounds for believing it to be true, that

Swigart made the Statements, engaged in discriminatory or racist behavior, and was terminated because of such conduct.

79. Defendants were bound to disclose but suppressed the fact that Swigart's termination was not for cause.

80. Defendants were bound to disclose that Swigart's termination was not for cause but instead gave information to the public that was likely to mislead the public about Swigart's conduct and termination.

81. The conduct of Defendants was intentional and done with the intent to not only harm Swigart but also to defraud the public or the class of the Rapid City area parents and Native American community.

82. RCASD affirmed and ratified the Board members false public statements about Swigart even though they knew that the statements were false and inaccurate.

83. The deceit of Defendants caused Swigart actual damage including financial loss, loss of reputation, and physical harm and emotional harm.

COUNT 8

DUE PROCESS VIOLATION OF THE UNITED STATES CONSTITUTION/§ 1983 CIVIL RIGHTS ACTION AND SOUTH DAKOTA CONSTITUTION (against RCASD)

84. Swigart incorporates the foregoing paragraphs as though fully set forth herein.

85. Under the First and Fourteenth Amendments of the U.S. Constitution, as well as Article VI, Sections 2, 4 and 5 of the Constitution of the State of South Dakota, and an employee of RCASD, Swigart, had a protected property interest in her employment.

86. RCASD violated Swigart's property interest by terminating her after having already issued discipline of the suspension, thereby engaging in a double jeopardy violation.

87. RCASD further violated Swigart's property interests by violating South Dakota's Open Meeting laws by issuing discipline not through a noticed public meeting, by making the termination decision prior to the August 13, 2024, meeting, and by terminating her employment without sufficient cause.

88. As a result of these due process violations, Swigart has sustained damages including financial loss, loss of her reputation, and physical harm and emotional distress.

89. RCASD committed the above-alleged conduct with reckless disregard and/or deliberate disregard for Swigart's rights.

COUNT 9

INTENTIONAL INFLICTION OF EMOTIONAL DISTRESS (against Defendants)

90. Swigart incorporates the foregoing paragraphs as though fully set forth herein.

91. Defendants' conduct related to the termination of Swigart after decades of her dedicated service to RCASD, Defendants' failure to publicly defend Swigart from the Statements falsely attributed to her, Defendants' concealing of the no-cause termination, Defendants' conduct in not conducting a proper investigation, and Defendants' dissimilar treatment of Swigart from other employees constituted egregious, extreme, and outrageous conduct intended to cause Swigart severe emotional distress.

92. Swigart suffered an extreme disabling emotional response as a result of Defendants' conduct.

COUNT 10

NEGLIGENT INFLICTION OF EMOTIONAL DISTRESS (against Defendants)

93. Swigart incorporates the foregoing paragraphs as though fully set forth herein.

94. Defendants' conduct related to termination of Swigart after decades of her dedicated service to RCASD, Defendants' failure to publicly defend Swigart from the Statements falsely attributed to her, Defendants' concealing of the no-cause termination, Defendants' conduct in not conducting a proper investigation, and Defendants' dissimilar treatment of Swigart from other employees was alternatively negligent.

95. Swigart experienced a severe and disabling emotional and physiological response as a direct result of Defendants' negligent conduct. Her condition manifested in a range of acute physical and psychological symptoms, including but not limited to: debilitating anxiety, frequent panic attacks, chronic insomnia, night terrors, loss of appetite, significant weight loss, persistent nausea and vomiting, gastrointestinal distress, burst blood vessels in her eyes, migraines, severe depression, elevated blood pressure, episodes of hyperventilation, muscle tension and back pain, involuntary shaking, adverse impacts on her speech, uncontrollable crying, and an overwhelming fear of being seen in public. These symptoms have severely impacted her daily functioning and quality of life, and additional physical ailments continue to develop as the trauma persists.

COUNT 11

RETALIATION FOR EXERCISE OF FIRST AMENDMENT RIGHTS (against RCASD)

96. Swigart incorporates the foregoing paragraphs as though fully set forth herein.

97. A public employee may not be discharged, disciplined, or punished for exercising the right to free speech.

98. Swigart suffered an adverse employment action as above set forth.

99. Swigart spoke about matters of public concern including the education of Native American students and about her employment with RCASD.

100. Swigart's interest in commenting on matters of public concern outweighed RCASD's interest in promoting efficiency.

101. Swigart's protected Free Speech motivated RCASD's decision to terminate her employment.

102. RCASD's decision to terminate Swigart violated her First Amendment Right of Free Speech.

103. Swigart's speech did not in any way infringe upon the efficiency of the public services that RCASD performs through its employees.

104. As a direct and proximate result of the RCASD's retaliation against Swigart, she has been deprived of past income, future income, lost benefits, loss of reputation, and has suffered physical and emotional distress.

REQUEST FOR RELIEF

WHEREFORE, Swigart prays for a judgment against Defendants as follows:

(a) For compensatory damages in such amount as the evidence at trial may show, including lost wages and benefits, out-of-pocket expenses, emotional distress, mental anguish, humiliation, embarrassment, harm to reputation, lost earning capacity, and other harm; and any other damages, allowed by law, whether state or federal; and

(b) For punitive damages related to the intentional torts set forth above; and

(c) For costs and disbursements incurred herein, including prejudgment interest and reasonable attorneys' fees, and for such other and further relief as the Court may deem just.

DEMAND FOR JURY TRIAL

Plaintiff demands a jury trial under Rule 38(b) of the Federal Rules of Civil Procedure.

Dated this 8th day of May, 2025.

/s/ Lisa Hansen Marso

Lisa Hansen Marso
Jason Sutton
Kristin N. Derenge
BOYCE LAW FIRM, L.L.P.
P.O. Box 5015
300 S. Main Avenue
Sioux Falls, SD 57117-5015
lkmarso@boycelaw.com
jrsutton@boycelaw.com
knderenge@boycelaw.com
Attorneys for Plaintiff Nicole Swigart

RAPID CITY AREA SCHOOL DISTRICT 51-4
BOARD OF EDUCATION MEETING

The Rapid City Area School Board of Education held a Board of Education Meeting on Monday, June 3, 2024 with the following board members in attendance: Troy Carr, Deb Baker, Michael Birkeland, Walt Swan, Christine Stephenson, Jamie Clapham, and Kate Thomas. Superintendent Nicole Swigart, CFOO Coy Sasse, and Assistant Superintendent Dr. Cory Strasser were also in attendance.

INVOCATION

Craig Moore provided the invocation.

APPROVAL OF PROPOSED AGENDA

BAKER moved and THOMAS seconded to approve the agenda as recommended by administration. MOTION CARRIED (7-0).

All agenda items can be viewed at: https://rb.gy/2zo4b9

OPEN FORUM

Sunny Red Bear – Superintendent Racist Remarks
Andrew Iron Shell – Nicole Swigart
Anissa Martin – RCAS OCR
Nicole Uhrebalk – Federal Report
Peri Pourier – OCR Report

BOARD RESPONSE TO OPEN FORUM

Clapham responded that she did not understand why it would take fourteen years for this report. We should not tolerate discrimination – we must work together – as a parent she puts herself in the shoes of these parents and there is a great deal of work to be done. We must all be treated equitably. When she leaves the board, she wants to leave it better than when she started.

Stephenson responded that this job is about kids and they are the most vulnerable. We must listen and make changes. Building trust takes time. We need input moving forward.

Birkeland thanked the speakers for sharing their stories. He was saddened at what has happened and we cannot accept these comments. Action has to be taken.

Swan thanked those who spoke for coming. Being a former administrator, principal, and teacher, he has looked at the numbers and we are not going to be able to do this alone. We need help from the indigenous people, city, and funding from the state. This report has been fourteen years in the making and that is a generation of students. It takes a village and help from state legislation for funding. We need to do the right thing for our

kids.

Carr said he raised four black sons and currently has a black niece and nephew in the district and it is hard. But – he said there is good news in the report.

Two paragraphs he read were:

"Prior to the conclusion of OCR's investigation and pursuant to Section 302 of OCR's Case Processing Manual, the Rapid City Area School District expressed an interest in resolving this compliance review, and OCR determined that a voluntary resolution is appropriate. Subsequent discussions between OCR and the District resulted in the District signing the enclosed Resolution Agreement which, when fully implemented, will address all the concerns raised in this review."

"Prior to the conclusion of OCR's investigation and pursuant to Section 302 of OCR's Case Processing Manual, the District expressed an interest in resolving this compliance review and OCR determined that a voluntary resolution is appropriate. Subsequent discussions between OCR and the District resulted in the District signing the enclosed Agreement which, when fully implemented, will address the evidence obtained and all the concerns investigated."

SUPERINTENDENT REPORT

Superintendent Swigart read this statement:

I wish to address recent concerns regarding comments attributed to me during the 2023 OCR interviews. It has been reported that I made statements including references to "Indian Time" and comments about Native American tribes' values towards education.

First and foremost, I want to express my sincere apologies for any offense or harm these reported statements may have caused. I want to make it clear that I do not recall choosing those words, and it was never my intention to make any statements that could be perceived as disrespectful or dismissive of Native American cultures and values.

The Rapid City Area School District is committed to fostering an inclusive and respectful environment for all students. I deeply regret any misunderstanding or miscommunication that may have arisen from the press release and accompanying OCR report. RCAS' goal is to work collaboratively with all communities, including our Native American students

and their families, to ensure that every student receives the support and resources they need to succeed.

To clarify, my intention during the OCR interview was to highlight the unique challenges faced by our students, particularly in the areas of attendance and discipline. I recognize that the reported choice of words was inappropriate and has led to misinterpretations about who I am as the leader of Rapid City Schools. I hope that my 56 years in the community and 35 years with the district tell the full story of how I work with Indigenous families and students. My respect and desire for positive outcomes has been and will continue to be a focus for me.

Moving forward, I am committed to engaging in meaningful dialogue with Native American community leaders, parents, and students to understand their perspectives better and work together on solutions that support the educational success of all our students. I will also ensure that all communications reflect the respect and sensitivity that our diverse student body deserves.

I appreciate the opportunity to address these concerns and reaffirm our district's commitment to equity and inclusion. I truly wish to see positive change in the areas of discipline, attendance, and advanced placement enrollment.

The Superintendent's report can be viewed at: https://rb.gy/2zo4b9

CFOO REPORT

Sasse reported that demolition on South Middle School began today. The project is running about 1 ½ weeks ahead of schedule. He also explained the agreement between RCAS and Eide Bailly LLP which will provide energy credit incentives analysis and the range for potential credit incentives estimated between $1.5 to $2 million.

APPROVAL OF PROPOSED AGREEMENTS

BAKER moved and SWAN seconded to approve the proposed agreements as presented and recommended by administration. MOTION CARRIED (7-0).

AMENDED AGREEMENT WITH HURON STUDER

BACKGROUND INFORMATION

Huron Studer Education and RCAS are parties to an Agreement which provides Client strategic planning facilitation services, leadership and organization development, executive coaching and aligned tools and resources to support leader's planning and execution of strategic actions. The parties wish to amend certain aspects of the Agreement beginning June 1, 2024 and continuing through May 31, 2025. The Agreement will include Executive coaching call sessions provided by Huron to Client's Human Resources Director, delivered virtually and on a monthly basis during the annual period listed above.

ADMINISTRATIVE RECOMMENDATION:

Administration recommends that as a result of the modified services Huron Studer Education's professional fee due under the Agreement will be increased by $7,500 be approved by the board of education.

AGREEMENT BETWEEN RCAS AND BLACK HILLS BEHAVIOR, LLC

BACKGROUND INFORMATION:

RCAS has serviced Student A at Impact Learning under another contract where services were provided at the Lincoln building. Student A was moved to the Impact Learning facility in January to receive services as reflected on the student's IEP and continued to receive services at the facility until the last day of school in May. A contract was not provided by Impact Learning until recently.

ADMINISTRATIVE RECOMMENDATION:

It is recommended that the RCAS Board of Education approve the contract for this student with Impact Learning from January 2024 to May 2024.

AGREEMENT - EIDE BAILLY LLP AND RAPID CITY AREA SCHOOLS – ENERGY CREDIT INCENTIVES ANALYSIS

BACKGROUND INFORMATION:

Due to the inclusion of highly efficient energy systems in the construction of the new South Middle School, the District has an opportunity to pursue energy credit incentives through Section 48 of the Inflation Reduction Act. This agreement shall be between Rapid City Area Schools and Eide Bailly for tax consulting services related to Energy Credit Incentives related to the new South Middle School.

ADMINISTRATIVE CONSIDERATION:

This agreement shall be in effect upon acceptance of the engagement agreement and an advance fee totaling $5,000.00 will be invoiced. Subsequent invoices will be issued to RCAS on a monthly basis. The scope of consulting services will be to qualify, quantify, document, and assist in claiming amounts available to Rapid City Area Schools under Section 48 Energy Credit related to the Geothermal Energy System and Thermal Energy Storage System installed as part of the construction of South Middle School. Fees are based on the level of effort needed to calculate, document, and file for the credit. We anticipate that the work performed under the base services of this engagement letter will range between $125,000 to $150,000, plus actual out-of-pocket expenses such as travel time, mileage, lodging, and meals as well as an administrative and technology fee of six percent. The range for potential credit incentives is estimated between $1.5-$2 million.

ADMINISTRATION'S RECOMMENDATION:

It is recommended that the Board of Education approve the agreement between RCAS and Eide Bailly LLP for tax consulting services related to Energy Credit Incentives.

APPROVAL OF PROPOSED CONSENT AGENDA

BAKER moved and CLAPHAM seconded to approve the following proposed consent agenda items as recommended by the administration. Pulled for separate consideration was RFP – Athletic and Physical Education Supplies and Team Uniforms. MOTION CARRIED (7-0).

District Code: AA

SCHOOL DISTRICT LEGAL STATUS

The United States Constitution leaves to the individual states responsibility for public education. In South Dakota, the legislature is charged by the Constitution "to establish and maintain a general and uniform system of public schools" which is open to all children and free from sectarian control.

The South Dakota Board of Education Standards is responsible for the adoption of all policies for the government of the Division of Elementary and Secondary Education, and for the adoption and implementation of regulations for supervising the elementary and secondary schools.

School districts exist for the purpose of operating a school or schools to provide the people of each local community adequate opportunity to avail themselves of a free public elementary and secondary education program.

This school district constitutes a school corporation under the name of Rapid City Area School District No. 51-4 of Pennington County, South Dakota, which operates under the management and control of a locally elected school Board.

Adopted:	11/10/81
Reviewed:	05/24/88
Revised:	11/09/93
Revised:	08/11/98
Reviewed:	10/01/13
Revised:	04/25/16
Revised:	06/03/24

Legal References:
SDCL 13-5-1 - School districts defined
SDCL 13-5-2 - Types of school districts abolished
SDCL 13-5-14 - School districts overlapping county boundaries
SDCL 13-5-15 - School districts as corporations
SDCL 13-5-16 - Naming and numbering of school districts
SDCL 13-5-17 - Recording of school district names, numbers and boundaries
SDCL 13-5-17.1 - Change of name of school district
SDCL 13-5-29 - Vested contract rights no impaired
SDCL 13-6 - School district reorganization
U5 Constitution - Tenth Amendment (Powers of the states and people
SD Constitution Article 8-1 - Uniform system of free public schools
SD Constitution Article 26-18 - Freedom of religion

Rapid City Area Schools No. 51-4, Rapid City, SD

BIDS

The Purchasing Department of the Rapid City Area Schools routinely solicits bids for supplies, equipment, and construction to facilitate the educational process. Within the last 30 days Administration received and studied bids for the following items:

EMERGENCY GENERATOR AND AUTOMATIC TRANSFER SWITCH SERVICE

The bid is to maintain in proper and safe operating conditions all emergency generator equipment and transfer switches with other various maintenance. Two (2) bids were received. The bid submitted by Dakota Power Services LLC in the estimated amount of $78,801.00 is recommended for award.

	Estimated Award Amount
Dakota Power Services LLC	$78,801.00
Interstate Power Systems	$229,308.64

MEMORANDUM OF UNDERSTANDING WITH BLACK HILLS CHILDREN'S HOME, CHILDREN'S HOME SOCIETY

BACKGROUND INFORMATION:

Rapid City Area Schools and Black Hills Children's Home Society. wish to enter into a Memorandum of Understanding to provide a LEA representative at IEP meetings for students placed at the Black Hills Children's Home by a state agency in accordance with SDCL 13-28-10.

ADMINISTRATIVE CONSIDERATION:

The Rapid City Area Schools have a legal obligation to serve as the resident district for students placed by a state agency at Black Hills Children's Home. This MOU defines the role of the RCAS representative, noting that the Rapid City Area Schools is not responsible for financial obligations for students paid and placed by a state agency.

ADMINISTRATION'S RECOMMENDATION:

It is recommended that the RCAS Board of Education approve the MOU between Rapid City Area School District and Black Hills Children's Home Society starting July 1, 2024 and to remain in effect until amended or terminated by either party, upon thirty (30) days of prior written notice.

Rapid City Area School District: Claims Report
6/3/2024

A & B Business Equipment Inc				
	10	Repairs & Maintenance Svcs	1,057.62	
	10	Supplies	929.38	
				1,987.00
A & I Distributors				
	10	Supplies	255.00	
	22	Supplies	255.00	
				510.00
A & J Screening				
	10	Supplies	4,326.55	
				4,326.55
Aker Becki				
	10	Other Professional Services	150.00	
				150.00
Albertson Engineering, Inc.				
	21	Other Professional Services	262.50	
				262.50
Amazon.Com Inc				
	10	Repairs & Maintenance Svcs	33.57	
	10	Uniforms	136.92	
	10	Supplies	23,949.55	
	10	Supplies - Technology	1,034.39	
	10	Food - Purchased	635.28	
	10	Other Equip New < $5000	11,619.43	
	21	Other Equip New < $5000	5,856.98	
	21	Library Media	14.19	
	22	Supplies	2,028.35	
				45,308.66
Amick Sound Inc				
	10	Repairs & Maintenance Svcs	34.14	
				34.14
Associated School Boards Of SD				
	10	Other Professional Services	50.00	
				50.00
Bentz Joan A				
	22	Other Professional Services	1,839.97	
				1,839.97
Birkmire Amber				
	10	Other Professional Services	150.00	
				150.00
Bjorem Speech Publications, LLC				
	22	Supplies	109.39	
				109.39
BJ's Instrument Repair DBA				

10	Repairs & Maintenance Svcs	160.00	
			160.00
Black Hills Behavior LLC			
22	Payments/Other Educ Institute	37,672.00	
			37,672.00
Black Hills Chemical, Inc.			
10	All Objects	11,948.04	
10	Supplies	965.23	
22	Supplies	135.99	
51	Supplies	317.11	
			13,366.37
Black Hills Coffee Company			
10	Supplies	520.00	
			520.00
Black Hills Raptor Center			
10	Other Professional Services	225.00	
			225.00
Black Hills Special Svcs Co-Op			
10	Other Professional Services	7,150.00	
			7,150.00
Black Hills Urgent Care, LLC			
10	Other Professional Services	500.00	
22	Other Professional Services	100.00	
			600.00
Blick Art Materials			
10	Supplies	288.75	
			288.75
Border States Electric Supply			
10	All Objects	2,538.00	
			2,538.00
Boyd Amber Marie, mom			
22	Mileage Paid to Parents	108.49	
			108.49
BSN Sports Team GL Sports			
10	Supplies	166.24	
			166.24
Burke Hanne Michele			
10	Other Professional Services	150.00	
			150.00
Carolina Biological Supply Co			
10	Supplies	1,313.16	
			1,313.16
Cash-WA Distributing, Inc.			
51	All Objects	-156.70	
51	Supplies	3,016.40	
51	Food - Purchased	68,388.43	
51	Food - Purchased Produce	21,861.67	

51	Ala Carte	5,431.47	
51	Donated Food	990.84	
			99,532.11
Cengage Learning,Inc			
21	Textbooks & Software	75,000.00	
			75,000.00
Chief Eagle Starr			
10	Other Professional Services	1,200.00	
			1,200.00
Children's Home Society of SD			
22	Payments/Other Educ Institute	2,706.60	
			2,706.60
Christensen Educational Consulting			
22	Other Professional Services	5,500.00	
			5,500.00
Climate Control Systems and Service LLC			
21	All Objects	-15,038.95	
21	Repairs & Maintenance Svcs	150,389.50	
			135,350.55
Cole Stacy Marie			
10	Supplies	98.55	
10	Food - Purchased	22.48	
			121.03
Column Software PBC			
10	Communication Advertising	668.73	
			668.73
Community Centered Consulting, LLC			
10	Other Professional Services	3,333.33	
			3,333.33
Connecting Point, Inc. Twotrees Tech			
21	Other Equip New < $5000	218.68	
			218.68
Crawford Spencer Joseph			
10	Other Professional Services	500.00	
			500.00
Currie Stacey Lee			
22	Travel In-District	136.93	
			136.93
D & R Service, Inc.			
10	Repairs & Maintenance Svcs	1,434.55	
			1,434.55
Dakota Screenprinting, LLC			
10	Uniforms	921.50	
			921.50
Dakota STEAM Learning			
10	Other Professional Services	1,358.50	

				1,358.50
Delaney Michaela Jean				
	10	Travel In-District	568.87	
				568.87
Demoulin Brothers & Company				
	21	Other Equip Replace > $5000	89,130.84	
				89,130.84
Divan Heather Lynn				
	22	Travel In-District	109.63	
				109.63
Dobbs Scot David				
	10	Other Professional Services	150.00	
				150.00
Drolc Mona L				
	10	Other Professional Services	150.00	
				150.00
Durham Nick				
	10	Other Professional Services	500.00	
				500.00
EAI Education				
	10	Supplies	399.75	
				399.75
Ecolab Pest Elimination Div, Inc.				
	51	Repairs & Maintenance Svcs	66.33	
				66.33
eSpecial Needs, LLC				
	22	Supplies	68.85	
				68.85
Evergreen Office Solutions				
	10	Supplies	6,270.43	
				6,270.43
Flores Anthony				
	10	Other Professional Services	500.00	
				500.00
Floyd's Truck Center - Rapid City				
	10	Supplies	139.66	
	22	Repairs & Maintenance Svcs	759.84	
	22	Supplies	39.68	
				939.18
Follett Content Solutions, LLC				
	10	Library Media	1,196.15	
	21	Library Media	5,359.38	
				6,555.53
Follett School Solutions LLC				
	10	Supplies	1,737.12	
				1,737.12

Foster Amanda Marie				
	22	Travel In-District	75.43	
				75.43
Frerking Krystol				
	10	Other Professional Services	150.00	
				150.00
Genzlinger Hope				
	10	Other Professional Services	150.00	
				150.00
Gorman Kelly Rae				
	10	Food - Purchased	248.24	
				248.24
Grainger				
	10	Other Equip New < $5000	5,295.50	
				5,295.50
Grant Diane M				
	10	Other Professional Services	600.00	
				600.00
Graumann Natalie				
	10	Other Professional Services	150.00	
				150.00
Great Plains Distribution				
	10	Supplies	1,562.98	
				1,562.98
Guitar Center				
	21	Other Equip New < $5000	1,199.98	
				1,199.98
Hagen Glass Windows and Siding, INC				
	10	Repairs & Maintenance Svcs	456.38	
				456.38
Haggerty's Musicworks DBA				
	10	Repairs & Maintenance Svcs	1,877.75	
	10	Supplies - Technology	4.99	
	21	Other Equip New < $5000	9,594.00	
				11,476.74
Haldeen Harold				
	22	Mileage Paid to Parents	213.18	
				213.18
Hartford Steam Boiler				
	10	Repairs & Maintenance Svcs	1,790.00	
				1,790.00
Herrboldt Keeney Bethany Kay				
	10	Food - Purchased	98.62	
				98.62
Hillyard Floor Care Supply				
	10	All Objects	12,045.84	

				12,045.84
Hilt Abbey				
	10	Other Professional Services	500.00	
				500.00
Hoch Music				
	10	Repairs & Maintenance Svcs	360.00	
				360.00
Hoffman Harmony				
	22	Mileage Paid to Parents	612.00	
				612.00
Hueber Stephen Michael				
	10	Other Professional Services	500.00	
				500.00
ImageAll, LLC				
	10	Uniforms	53.78	
				53.78
Innovative Office Solutions, LLC				
	21	Other Equip New < $5000	893.70	
				893.70
I-State Truck Center				
	10	Supplies	281.57	
	22	Supplies	281.58	
				563.15
Janis Tori Breann				
	10	Other Professional Services	50.00	
				50.00
Johnson Controls Inc				
	10	Repairs & Maintenance Svcs	-358.43	
	21	Repairs & Maintenance Svcs	2,749.24	
				2,390.81
Jones School Supply				
	10	Supplies	333.90	
				333.90
Jostens				
	10	Supplies	164.39	
				164.39
Juicebox, LLC				
	21	Other Professional Services	10,250.00	
				10,250.00
JW Pepper & Sons Inc				
	10	Supplies	13.00	
	21	Textbooks & Software	10,770.44	
	21	Other Equip New < $5000	5,060.76	
				15,844.20
Kagan Publishing				
	10	Supplies	877.20	

				877.20
Kelly Susan F				
	22	Travel In-District	8.87	
				8.87
Kettering Megan May				
	10	Other Professional Services	150.00	
				150.00
Kieffer Sanitation				
	10	Rentals	845.44	
	21	New Building	1,020.93	
				1,866.37
Kipp's Construction				
	10	Repairs & Maintenance Svcs	1,215.00	
				1,215.00
Kone, Inc				
	10	Repairs & Maintenance Svcs	1,581.06	
				1,581.06
KT Connections Inc				
	21	Repairs & Maintenance Svcs	136.00	
				136.00
L & L Insulation Inc				
	21	New Building	184,270.00	
				184,270.00
Lakeshore Learning Materials LLC				
	10	Supplies	31.34	
				31.34
Learning Without Tears				
	21	Textbooks & Software	964.70	
				964.70
Leyden Danielle				
	10	Other Professional Services	150.00	
				150.00
LinkedIn Corporation				
	10	Other Professional Services	12,245.00	
				12,245.00
Literacy Resources, LLC Heggerty Phonem				
	21	Textbooks & Software	1,679.38	
				1,679.38
Lowe Roofing Inc				
	10	Repairs & Maintenance Svcs	269.85	
				269.85
Marco Technologies LLC				
	10	Repairs & Maintenance Svcs	46.46	
				46.46
Markerboard People				
	10	Supplies	890.10	

				890.10
Martin Literacy Inc				
	21	Textbooks & Software	847.00	
				847.00
McGraw-Hill Education, Inc.				
	21	Textbooks & Software	22,275.08	
				22,275.08
MG Oil Company				
	10	All Objects	299.00	
				299.00
MHS				
	22	Supplies	275.00	
				275.00
Midland Paper Company				
	10	All Objects	904.89	
				904.89
Mobile Mini Williams Scotsman				
	21	New Building	512.00	
				512.00
NCS PEARSON INC				
	22	Supplies	1,125.11	
				1,125.11
Northern Truck Equipment Corp				
	10	Repairs & Maintenance Svcs	256.00	
	10	Supplies	1,756.08	
	21	Other Equip Replace > $5000	10,100.00	
				12,112.08
NuMotion				
	22	Supplies	287.20	
				287.20
Nunez Yaimey M				
	10	Travel In-District	101.70	
				101.70
Oaktree Products, Inc				
	22	Supplies	617.40	
				617.40
Overhead Door Company, LLC				
	10	Repairs & Maintenance Svcs	758.67	
				758.67
Paulson Darren				
	10	Other Professional Services	750.00	
				750.00
PDX Reading Specialist. LLC				
	10	Supplies	728.46	
				728.46
Pennington County Juvenile Diversion Prog				

10	Other Professional Services	17,400.00	
			17,400.00
Pioneer Valley Educational Press			
10	Supplies	4,136.00	
			4,136.00
Plank Road Publishing Inc			
21	Textbooks & Software	1,353.35	
			1,353.35
Prairie Farms Dairy			
51	Food - Purchased	16,179.32	
			16,179.32
Premier Striping & Landscapes, LLC			
10	Repairs & Maintenance Svcs	22,487.00	
			22,487.00
Purple Communications, Inc			
22	Other Professional Services	652.50	
			652.50
Put-In-Cups, LLC			
10	Supplies	858.26	
			858.26
Quiz Equipment LLC			
10	Supplies	695.00	
			695.00
Rapid City Area Schools- To 60 Club			
10	Travel Out-Of-District	1,796.00	
			1,796.00
Rapid Packaging Company Inc			
10	All Objects	1,030.00	
			1,030.00
Ratwik, Roszak & Maloney, P.A.			
22	Other Professional Services	8,058.89	
			8,058.89
Really Good Stuff LLC			
10	Supplies	120.61	
			120.61
Reitzel Todd			
22	Mileage Paid to Parents	102.00	
			102.00
RelayHub, LLC			
22	Other Professional Services	755.71	
			755.71
Riverside Technologies, Inc.			
10	Repairs & Maintenance Svcs	681.00	
21	Computers New < $5000	250.00	
			931.00
Rose Amie J			

	10	Travel In-District	17.65	
				17.65
Sand Scripts				
	10	Supplies	52.00	
				52.00
Sanford Bismarck				
	10	Other Professional Services	204.50	
	22	Other Professional Services	99.50	
				304.00
Scholastic Inc				
	21	Textbooks & Software	85.49	
				85.49
School Outfitters				
	10	Other Equip New < $5000	3,555.37	
				3,555.37
School Specialty, LLC				
	10	Supplies	1,298.99	
	22	Supplies	105.22	
				1,404.21
School Technology Associates, Inc.				
	10	Postage & Meter Rental	42.00	
	21	Other Equip New < $5000	1,988.28	
				2,030.28
Scott Vicki				
	22	Mileage Paid to Parents	79.60	
				79.60
SD Special Pay Plan				
	10	Sick Leave Severance	5,410.10	
				5,410.10
SDSM Hardrockers				
	10	Other Professional Services	200.00	
				200.00
Seco Construction Inc				
	21	Repairs & Maintenance Svcs	23,004.00	
				23,004.00
Seidel Jordan Drew				
	10	Travel In-District	976.78	
				976.78
Servall, Inc.				
	10	Laundry Services	5,301.18	
				5,301.18
SERVPRO RC				
	10	Repairs & Maintenance Svcs	2,862.94	
				2,862.94
Siervas de los Corazones Traspasados de .				
	10	Other Professional Services	500.00	

			500.00
Sliper Laurie Lynette			
22	Travel In-District	128.42	
			128.42
SoleMate Shoes - Uniform Center			
51	Uniforms	151.75	
			151.75
Solinsky Ann			
10	Other Professional Services	150.00	
			150.00
Solution Tree, Inc			
10	Supplies	784.80	
			784.80
Staedtler Jordan Marie			
22	Travel In-District	29.17	
			29.17
Staples Advantage			
10	Supplies	531.43	
			531.43
Strasser Caden			
10	Other Professional Services	2,200.00	
			2,200.00
Sweetwater Sound			
21	Other Equip New < $5000	961.21	
			961.21
Swigart Nicole L			
10	Supplies	172.22	
			172.22
Tassel Depot			
10	Supplies	839.85	
			839.85
Taylor Music Inc.			
10	Other Equip New > $5000	850.00	
21	Other Equip New < $5000	959.00	
			1,809.00
Teachers Discovery			
21	Instr Workbooks/Class Subscr	745.00	
			745.00
Textbook Warehouse, LLC			
21	Textbooks & Software	189.00	
			189.00
The Autism Helper			
22	Supplies	1,914.00	
			1,914.00
The Club for Boys			
10	Other Professional Services	50,000.00	

				50,000.00
The Monument				
	21	Rentals	4,047.50	
				4,047.50
Thomas & Sons Moving Company, LLC				
	21	New Building	52,360.00	
				52,360.00
Tim McGowan Consulting, LLC				
	10	Other Professional Services	2,000.00	
				2,000.00
Tucker Holly				
	22	Mileage Paid to Parents	103.53	
				103.53
Uline				
	10	All Objects	117.55	
	10	Supplies	358.17	
				475.72
US Bank - CO Principal & Interest Only				
	21	Interest	117,000.00	
				117,000.00
USD Sanford School of Medicine				
	22	Registration Fees	450.00	
				450.00
VanWay Trophy & Award				
	10	Supplies	416.66	
				416.66
Vigilant Business Solutions				
	10	Other Professional Services	3,537.50	
				3,537.50
Visit Rapid City				
	10	Supplies	60.00	
				60.00
Vogel Leann				
	10	Other Professional Services	150.00	
				150.00
Wald Cynthia A				
	22	Travel In-District	123.73	
				123.73
Weeks Grace Raeann				
	10	Other Professional Services	150.00	
				150.00
West Music Company				
	10	Supplies	212.80	
	21	Other Equip New < $5000	47,938.26	
	22	Supplies	61.25	
				48,212.31

Western Dakota Technical College Rm Rer			
10	Registration Fees	150.00	
22	Registration Fees	0.00	
			150.00
Western States Fire Protection, Inc			
10	Repairs & Maintenance Svcs	1,516.39	
			1,516.39
Woodwind & Brasswind, Inc			
21	Other Equip New < $5000	3,149.97	
			3,149.97
Wrought Iron Handicrafts			
10	Supplies	707.86	
			707.86
		Total =	**1,287,675.26**

Rapid City Area School District: Claims Report
6/3/2024

Scull Construction Inc			
21	New Building	2,404,288.45	
			2,404,288.45
		Total =	**2,404,288.45**

CONTRACT RENEWALS

ASBESTOS MANAGEMENT

It is recommended that the contract for Asbestos Management be renewed for the 2024-2025 fiscal year with ACE Environmental. This contract includes 6-month surveillance, 3-year re-inspection, training, audit work orders, recordkeeping, budget projections, and emergency on-call service. The annual cost of the contract is $15,000.00 as per South Dakota Codified law 5-18A-11 no bid was required.

AUDITORIUM STAGE RIGGING INSPECTIONS

It is recommended that the contract for Auditorium Stage Rigging Inspections be renewed for the 2024-2025 fiscal year with Stagecraft Industries, Inc. This contract includes stage rigging inspections at Central High School and Stevens High School. The annual cost of the contract is $7,600.00 as per South Dakota Codified law 5-18A-11 no bid was required. This is a Sole Source provider.

BOILER MAINTENANCE SERVICE

It is recommended that the contract for Boiler Maintenance Service be renewed for the 2024-2025 fiscal year with Johnson Controls, Inc. This contract includes boiler maintenance at all district locations that have a boiler system. This is a sole source services due to the controls that operate the boilers and as per South Dakota Codified law 5-18A-8 no bid was required. The annual cost of the contract is $58,900.92, If approved, we would be in year 2 of this contract. Two (2) addenda have been issued for this contract.

DIPLOMAS

It is recommended that the contract for diplomas be renewed for the 2024-2025 fiscal year with Jostens. This contract includes all Rapid City Area Schools Graduation Diplomas and Covers. This was originally bid in the 23-24 fiscal year with 2 additional option years if both parties are agreeable. If approved, we would be in year 2 of this contract. No addendums have been issued for this contract

ELEVATOR MAINTENANCE SERVICE

It is recommended that the contract for Elevator Maintenance Services be renewed for the 2024-2025 fiscal year with Kone Inc. This contract includes elevator maintenance at all district locations that have an elevator or handicapped lift. The annual cost of the contract is $23,777.63 as per South Dakota Codified law 5-18A-11 no bid was required. If approved, we would be in year 5 of this contract.

EXCURSION TRANSPORTATION SERVICES

It is recommended that the contract for Excursion Transportation Services be renewed

for the 2024-2025 fiscal year with Dakota Bus Service, Inc. No addendums have been issued to this contract. This was originally bid in the 23-24 fiscal year for 1 year with 4 additional option years if both parties are agreeable. If approved, we would be in year 2 of this contract. The annual estimated cost of the contract is $335,550.00.

EXTERIOR WINDOW CLEANING

It is recommended that the contract for Exterior Window Cleaning be renewed for the 2024-2025 fiscal year with Black Hills Window Cleaning, Inc. This contract includes window cleaning on all floors of Rapid City Education Center, Central High School, Rapid City High School, Stevens High School, Southwest Middle School, Valley View Elementary, Wilson Elementary, and Jefferson Academy. No addendums have been issued to this contract. This was originally bid in the 20-21 fiscal year for 1 year with 4 additional option years if both parties are agreeable. If approved, we would be in year 5 of this contract. The annual cost of the contract is $20,213.00.

FIRE DETECTION SYSTEM INSPECTION & TESTING

It is recommended that the contract for Annual Fire Detection System Inspection & Testing be renewed for the 2024-2025 fiscal year with Amick Sound. This contract includes check wiring, clean and test manual pull stations and smoke detectors, test all signals, horns, bells, chimes, and strobes, test zone annunciation and remote annunciation, test local and remote trouble signals, test city connection, test standby batteries, owner instructions, and present test reports to owner at East Middle School, General Beadle Elementary, Rapid City High School, Stevens High School, Central High School, Horace Mann Elementary, Rapid Valley Elementary, and South Park Elementary. This is a Sole Source provider. The annual cost of the contract is $16,820.50 as per South Dakota Codified law 5-18A-11 no bid was required.

FIRE SUPPRESSION SYSTEMS

It is recommended that the contract for the annual Fire Suppression Inspections be renewed for the 2024-2025 fiscal year with Summit Companies. No addendums have been issued to this contract. This was originally bid for 1 year with 2 additional option years, if both parties are agreeable. If approved, we would be in year 3 of this contract. The annual estimated cost of the contract is $4,119.80.

HVAC CONTROLS SERVICE AGREEMENT FOR GENERAL BEADLE & KNOLLWOOD

It is recommended that the contract for HVAC Controls Service at General Beadle Elementary and Knollwood Elementary be renewed for the 2024-2025 fiscal year with Climate Control. This contract includes automation controls analysis & optimization, control loop analysis & optimization, remote facility monitoring, emergency onsite response, and emergency online response, pneumatic controls analysis & optimization, and pneumatic controls inspection. This is a sole source service due to the controls that operate the equipment and as per South Dakota Codified law 5-18A-8 no bid was

required. This is a Sole Source Provider. The annual cost of the contract is $10,920.00.

HVAC CONTROLS SERVICE AGREEMENT FOR STEVENS HIGH SCHOOL

It is recommended that the contract for HVAC Controls Service at Stevens High School be renewed for the 2024-2025 fiscal year with Johnson Controls. This contract includes automation controls analysis & optimization, control loop analysis & optimization, remote facility monitoring, emergency onsite response, and emergency online response, pneumatic controls analysis & optimization, and pneumatic controls inspection. This is a sole source service due to the controls that operate the equipment and as per South Dakota Codified law 5-18A-8 no bid was required. If approved, we would be in year 2 of this contract. The annual cost of the contract is $27,993.00.

HVAC EQUIPMENT MAINTENANCE SERVICE

It is recommended that the contract for HVAC Equipment Maintenance Service be renewed for the 2024-2025 fiscal year with Johnson Controls. This contract includes district wide HVAC equipment maintenance. Four (4) addenda have been issued for this contract. The addenda consist of adding six (6) pieces equipment at Stevens High School that were missed on the original bid documents, upgrading all MERV8 filters to a tri-pleat green MERV 13 filter, add the equipment at the Rapid city Education Center, add service to district wide exhaust fans, power roof ventilators, and heat recovery ventilators. It was mutually agreed by both parties to return to the MERV8 filters due to the capacities of the current equipment. The annual cost of the contract is $86,358.99 and was originally bid in the 2023-2024 fiscal year for 1 year with 4 additional option years if both parties are agreeable. If approved, we would be in year 2 of this contract.

LAUNDRY SERVICES

It is recommended that the contract for laundry services be renewed for the 2024-2025 fiscal year with Servall Uniform & Linen Supply Co. This contract includes district wide laundry services for cleaning towels, mop heads, dust mop heads, shop towels, aprons, dish towels, bar mops, oven mitts, bath towels, rugs, and mats. No addendums have been issued to the contract. This was originally bid in the 2020-2021 fiscal year for 1 year with 4 additional option years if both parties are agreeable. If approved, we would be in year 5 of this contract. The annual estimated cost of the contract is $88,588.93.

LIFE INSURANCE

It is recommended that the contract for Life Insurance be renewed for the 2024-2025 fiscal year with The Standard. A Request for Proposal was originally released by Hays Companies for this contract in the 2019-2020 fiscal year to start in the 2020-2021 fiscal year. This contact can be renewed annually at the district's discretion. If approved, we would be in year 6 of this contract.

REFUSE HAULING

It is recommended that the contract for refuse hauling be renewed for the 2024-2025 fiscal year with Waste Connections of South Dakota dba Kieffer Sanitation. This contract includes refuse hauling district wide. Two (2) addenda have been issued to the contract. The addenda consists of adding a 2-yard cardboard recycling container at the Small Equipment Shop, replace the 2-yard cardboard recycling container at Corral Drive/Southwest Middle School with a 4-yard recycling container, and increase the number of stops at the Rapid City Education Center from 3 times per week to 5 times per week, and replacing the container at Rapid Valley Elementary from a 4-yard to a 6-yard container. This was originally bid in the 2020-2021 fiscal year for 1 year with 4 additional option years if both parties are agreeable. If approved, we would be in year 5 of this contract. The annual estimated cost of the contract is $164,715.03.

STUDENT ACCIDENT INSURANCE

It is recommended that the contract for Student Accident Insurance be renewed for the 2024-2025 fiscal year with Guarantee Trust Life Insurance Company. This service does not cost the district any funds. Since this program does not cost the district any funds it is bid exempt.

STUDENT PICTURES

It is recommended that the contract for Student Pictures be renewed for the 2024-2025 fiscal year with Inter-State Studio & Publishing Co. This service does not cost the district any funds as it is a rebate program that is based on the number of student picture packages sold at each school. The rebate funds are deposited into each school's picture fund account. Since this program does not cost the district any funds it is bid exempt.

STUDENT NUTRITION DAIRY SUPPLIER

It is recommended that the contract for Student Nutrition Dairy Supplier be renewed for the 2024-2025 fiscal year with Prairie Farms. A contract was originally released in the 2020-2021 fiscal year with four addition years if both parties are agreeable. If approved, we would be in year five of this contract.

STUDENT NUTRITION DISHWASHING DETERGENT AND SERVICES

It is recommended that a contract for Student Nutrition Dishwashing Detergent and Services be renewed for the 2024-2025 fiscal year with Black Hills Chemical. A contract was originally released in the 2023-2024 fiscal year with four additional years in both parties are agreeable. If approved, we would in in year two of this contract.

STUDENT NUTRITION FOOD AND NOI DISTRIBUTOR

It is recommended that a contract for the Student Nutrition Food and NOI Distributor be renewed for the 2024-2025 fiscal year with Cash-Wa Distributing. The Consumer Price

Index (CPI) for food is 4.2% and is being used. A contract was originally released in the 2023-2024 fiscal year with four additional years in both parties are agreeable. If approved, we would in in year two of this contract.

ENROLLMENT OPTIONS

1. OPEN ENROLLMENT APPLICATIONS

BACKGROUND INFORMATION

SDCL 13-28-40. Enrollment options program established. An enrollment options program is established to enable any South Dakota kindergarten through twelfth grade student to attend any public school that serves the student's grade level in any South Dakota school district, subject to the provisions in SDCL 13-28-40 to 13-28-47, inclusive...

ADMINISTRATIVE CONSIDERATION:

Forty-Four students have submitted an open enrollment application to the Rapid City Area School District for the 2024-25 school year. For this request, approval is subject to program and/or space availability.

ADMINISTRATION'S RECOMMENDATION:

It is recommended that the Board of Education approve request OE 7002-7008, 7010-7011, 7013, 7015-7016, 7019-7022, 7024-7029, 7032, 7037, 7040, 7042-7043, 7048-7050, 7054-7058, 7060-7061, 7063-7066, 7068, 7071, 7075.

Rapid City Area School District: Imprest Claims Report
5/28/2024

GENERAL FUND			
Dakota Truck Underwriters	05/16/24	9,194.57	Workers Compensation Ins
	Total Workers Compensation Ins =	**9,194.57**	
Pennington Co Sheriff	05/23/24	226.00	Other Employee Benefits
	Total Other Employee Benefits =	**226.00**	
Mitchell High School	05/16/24	30.00	Registration Fees
	Total Registration Fees =	**30.00**	
Aberdeen School District 6-1	05/23/24	230.00	Other Professional Services
Aberle James R	05/16/24	245.90	Other Professional Services
Bauer Teri Lynne	05/23/24	50.00	Other Professional Services
Blickensderfer Samuel Graham	05/16/24	1,000.00	Other Professional Services
Buck Darryl	05/23/24	80.00	Other Professional Services
Christianson Juanita	05/23/24	25.00	Other Professional Services
Christianson Kelly M	05/23/24	25.00	Other Professional Services
Clifford Bailey	05/16/24	1,000.00	Other Professional Services
Clifford Scott W	05/16/24	1,000.00	Other Professional Services
Clifford Shane	05/16/24	1,000.00	Other Professional Services
Colhoff Kristina	05/16/24	30.00	Other Professional Services
Colhoff Kristina	05/23/24	40.00	Other Professional Services
Courtney Kyle	05/23/24	250.00	Other Professional Services
Distel Brett	05/16/24	200.00	Other Professional Services
Downs Richard V	05/23/24	75.00	Other Professional Services
Downs Tracy Reese	05/23/24	50.00	Other Professional Services
Jensen Scott A	05/23/24	129.58	Other Professional Services
Knowles Carol	05/16/24	50.00	Other Professional Services
Lehmann Robert	05/16/24	170.00	Other Professional Services
Mills Terry R	05/23/24	80.00	Other Professional Services
Montgomery Nathan	05/23/24	80.00	Other Professional Services
Red Cloud David	05/16/24	500.00	Other Professional Services
Somerset Tracy Kay	05/23/24	1,500.00	Other Professional Services
Trapp Patti Lynn	05/16/24	25.00	Other Professional Services
Trapp Patti Lynn	05/23/24	50.00	Other Professional Services
Tucker Bradley N	05/23/24	150.00	Other Professional Services
	Total Other Professional Services =	**8,035.48**	
Black Hills Energy	05/16/24	122,417.92	Electricity
	Total Electricity =	**122,417.92**	
Montana Dakota Utilities	05/16/24	27,167.74	Natural Gas/Fuel Oil
	Total Natural Gas/Fuel Oil =	**27,167.74**	
Rapid Valley Sanitary District	05/23/24	816.93	Water/Sewer/Garbage
	Total Water/Sewer/Garbage =	**816.93**	
Dakota Bus Service, Inc.	05/16/24	17,205.95	Contracted Bus Service
Dakota Bus Service, Inc.	05/23/24	9,358.75	Contracted Bus Service
	Total Contracted Bus Service =	**26,564.70**	
Baskerville Katherine Marie	05/23/24	167.00	Travel Out-Of-District
Daniel Cher K	05/16/24	262.00	Travel Out-Of-District
Fippin Lori	05/23/24	74.00	Travel Out-Of-District
Morton Dennis R	05/23/24	149.97	Travel Out-Of-District
Raaphorst Anthony Robert	05/23/24	180.88	Travel Out-Of-District
	Total Travel Out-Of-District =	**833.85**	
AmericInn - Mitchell	05/16/24	867.44	Excursions & Activities
	Total Excursions & Activities =	**867.44**	
Midco Business	05/16/24	18,629.13	Telephone Services
	Total Telephone Services =	**18,629.13**	
Jandreau Jace Anthony	05/16/24	1,000.00	Supplies
Tuesday Photography	05/23/24	564.97	Supplies
	Total Supplies =	**1,564.97**	
		Total GENERAL FUND =	**216,348.73**
CAPITAL OUTLAY FUND			
Black Hills Power, Inc.	05/16/24	61.59	Rentals
	Total Rentals =	**61.59**	
		Total CAPITAL OUTLAY FUND =	**61.59**
SPECIAL EDUCATION FUND			
Dakota Truck Underwriters	05/16/24	7,575.36	Workers Compensation Ins
	Total Workers Compensation Ins =	**7,575.36**	
Borgen Mercedes	05/23/24	308.00	Travel Out-Of-District
Bryan Rhoda Ann	05/23/24	308.00	Travel Out-Of-District
Comer Keyra Jeanne	05/16/24	308.00	Travel Out-Of-District
Hansen Jenna Marie	05/23/24	282.00	Travel Out-Of-District
Henrikson Bridget Irene	05/23/24	308.00	Travel Out-Of-District

Morrison Bobbie Jean	05/23/24	308.00	Travel Out-Of-District
Parker Kelsey	05/23/24	308.00	Travel Out-Of-District
Parks Tiffany Marie	05/23/24	308.00	Travel Out-Of-District
Reed Suzanne Marie	05/23/24	277.00	Travel Out-Of-District
	Total Travel Out-Of-District =	**2,715.00**	

Total SPECIAL EDUCATION FUND = 10,290.36

Total Claims: = 226,700.68

K-12 CHANGE OF STATUS

Certified & Contracted Personnel		Adjusted
Cole, Stacy	Assignment/4 Additional Days (temporary)	1,285.77
Comer, Keyra	Assignment/start date changed from 7/01/2024 to	6/01/2024
Gifford, Katie	Assignment/4 Additional Days (temporary)	1,125.16
Halbur, Brittany	Assignment/20 Additional Days	6,709.56
Hicks, Jessica	Assignment/6.5 Additional Days (temporary)	2,544.19
Janis, Tori	Assignment/4 Additional Days (temporary, 24-25)	1,085.63
Kelly, Susan	Assignment/Decrease from 1.0 FTE to	0.8
Pearson, Lance	Assignment/20 Additional Days	7,416.63
Rehorst, Jennifer	Assignment/4 Additional Days (temporary)	1,530.30
Roberts, Jennifer	Assignment/start date changed from 7/01/2024 to	6/01/2024
Shackleton, Lynda	Assignment/Resignation (End of 2023-24)	Rescinded
Shackleton, Lynda	Assignment/Decrease from 1.0 FTE to	0.6
Sliper, Laurie	Assignment/2.5 Additional Days (temporary)	956.43

Classified Personnel		Adjusted
Bento, Marie	Resignation/from 5/24/2024 to	05/13/2024
Fenner, Robin	Assignment/Decrease from 18.37 to	18.19
McCarthy, Laura	Assignment/Increase from 0.875 FTE to	1.0

Additional Pay		Actual
Divan, Heather Lynn	Secure Status	50.00
Downey, Alyssa	Health Documentation/KG Screening	87.50

K-12 EMPLOYMENT RECOMMENDATIONS

Certified & Contracted Personnel		Actual Pay
Albers, Karen	RCAA/Mathematics	60,353.33
Albers, Karen	Signing Bonus	3,500.00
Bauer, Amanda	East/Assistant Principal	71,042.19
Benter, Haley	Beadle/1st Grade	45,000.00
Brooks, Chad	Stevens/Assistant Football	4,521.00
Burke, John	Jefferson/Speech Language Pathologist	62,399.13
Comer, Keyra	Jefferson/Director of Special Services	124,000.00
Comes, Olivia	RCAA/MS Science/Social Studies	45,000.00
Craig, Daleena	RCAA/ELA	53,224.00
Cruce, Richard	Central/Head Girls Tennis	7,398.00
Czywcynski, Jacalyn	East/Dean	62,734.10
Davis, Sabre	Jefferson/School Psychologist Intern (temp)	50,000.00
Eisenbraun, Dusti	RCAA/Transition	53,224.13
Engel, Roxann	Stevens/Junior Advisor	2,548.00
Flores, Morgan	Beadle/Lakota Culture	45,000.00
Folkers, Dylan	RCAA/Discovery	47,278.13
Hagedorn, Melissa	Knollwood/2nd Grade	45,000.00
Halbur, Brittany	Jefferson/Occupational Therapist	62,399.00
Halbur, Brittany	Jefferson/Signing Bonus	3,500.00
Huber, Carrie	Stevens/Student Council Advisor	3,494.00
Johnston, James	South/ELA	52,124.00
Kamarainen, Laura	Pinedale/Principal	78,778.52
King, Connor	South/ELA	45,000.00
Kjellerson, Joshua	RCEC/Computer Support Specialist	49,160.87
Klopfenstein, Callie	Central/Assistant Girls Soccer Coach	4,521.00
Kyvik, Madaline	Knollwood/Kindergarten	45,000.00
Larson, Bethany	RCAA/HS ELA	45,000.00
Loper, Alston	Central/FFA Advisor	5,754.00
Lundin, Bethany	Pinedale/OSEU Lead	1,850.00
Marsico, Karisa	RCAA/PE	47,278.00
Martian, Randy	West/Building Athletic Coordinator	4,932.00
Matthias, Kendall	East/Math	45,000.00
Matthias, Kendall	East/Signing Bonus	3,500.00
Niemoth, Mikayla	Jefferson/Speech Language Specialist	55,275.00
Niemoth, Mikayla	Jefferson/Signing Bonus	3,500.00
Niu, Larissa	Central/Volleyball	7,398.00
Patton, Heather	Beadle/4th Grade	52,124.13
Pearson, Lance	Central/Academy Coordinator	67,120.59
Phelps, Tiffany	Principal/Horace Mann	81,141.88
Roberts, Jennifer	TLI/Director	120,000.00
Russo, Jessica	Valley View/Assistant Principal	71,042.19
Santos, Carla	Central/Science	52,124.13
Scantlin, Trevor	North/ELA	45,000.00
Seidler, Kristin	Beadle/3d Grade	45,000.00

Starr, Lisa	Stevens/Credit Recovery	52,124.00
Steffen, Dylan	Stevens/Science	49,642.00
Steffen, Dylan	Jefferson/Signing Bonus	3,500.00
Stoller, Claire	Knollwood/4th Grade	46,125.00
Sumner, Kelly	Knollwood/3d Grade	45,000.00
Swanson, Bretta	Stevens/Junior Advisor	3,946.00
Swartz, Travis	Stevens/Assistant Girls Basketball	6165.00
Thompsen, Sateera	RCEC/District Nurse Manager	69,592.25
Waldrop, Haylee	Beadle/5th Grade	45,000.00
Wanderman, Rachel	Stevens/Science	45,000.00
Wanderman, Rachel	Stevens/Signing Bonus	3,500.00
Whitney, Alex	Black Hawk/Principal	81,141.88
Wysuph, Michelle	North/OSEU Lead	1,850.00
Yanez, Sarah	Knollwood/3d Grade	49,642.03

Classified Personnel		**Actual Pay**
Creel, Norman	Beadle/Paraeducator ESY	15.27
Pozorski, Alicia	South Canyon/Paraeducator	18.38
Roberts, Tabitha	B&B/Team Cleaner	14.19
Winter, Forrest	B&G/Electrician	25.49

SUBSTITUTES & FIELD PLACEMENTS

Other Hourly Substitutes
Palmer, Ross

K-12 TERMINATION AND LEAVES

Certified & Contracted Personnel		Effective
Barker, Breahna	East/Intramural Boys Basketball (resign)	06/30/2024
Ferdinand, Jacob	Stevens/Assistant Boys Basketball (resign)	05/20/2024
Gore, William	West/Wrestling (resign)	02/23/2024
Hanson, Sonja	Rapid Valley/SPED (LOA)	2024-25
Huber, Carrie	Stevens/OSEU Lead (resign)	06/01/2024
Jungwirth, Jennifer	Central/ELA (offer declined)	05/20/2024
Knowlton, Tara	RCEC/K-12 Curriculum Specialist (resign)	06/30/2024
Logue, Stephana	Meadowbrook/3rd Grade (resign)	06/30/2024
Maier, Samantha	Canyon Lake/2nd Grade (resign)	06/30/2024
Morgan, John	Rapid Valley/SPED (resign)	06/30/2024
Moriarty, Patrick	Central/Head Track (resign)	06/01/2024
Pulis, Jenny	Valley View/1st Grade (resign)	06/30/2024
Pulscher, Andrea	Horace Mann/Kindergarten (resign)	06/30/2024
Schilling, Denae	Meadowbrook/2d Grade (offer declined)	05/17/2024
Seidler, Kristin	Beadle/3rd Grade (offer rescinded)	05/14/2024
Starkweather, Charlene	Black Hawk/3rd Grade (resign)	06/30/2024
Steinken, Lisa	Central/FFA Advisor (resign)	06/30/2024

Classified Personnel		Effective
Coady, Joann	RCEC/TLI Secretary (retire)	09/30/2024
Davie, Joshua	STC/Bus Driver (resign)	05/24/2024
Esquivel, Julie	Beadle/Secretary Level 2 (resign)	05/13/2024
Evans, Jamal	B&G/Team Cleaner Float (offer rescinded)	05/20/2024
Mestad, Ezekiel	B&G/Team Cleaner Float (resign)	05/28/2024
Perli, Olivia	Robbinsdale/School Office Secretary (resign)	05/31/2024

NAME OF GRANT: **Rapid City Public School Foundation Grants**

PARTICIPANTS: RCAS Teachers and Sara Hornick, Executive Director of Rapid City Public School Foundation

BACKGROUND INFORMATION:

Grants are awarded by the RCPSF for innovative and creative educational projects. Eligibility for these grants is restricted to those certified staff in RCAS. Eligible projects must benefit public education in RCAS. The district's grant applications for the current funding period include the staff-initiated project listed below. The Foundation determined which of the requests were funded.

- East Middle School
  - Lego Simulation Solar System $1,272.00

ADMINISTRATIVE CONSIDERATIONS:

Funds are deposited with the district and the individual grants are administered through the Office of Federal Programs, Grants and Assessments. The district agrees to return any unused funds to the Foundation within one month after the project is completed.

ADMINISTRATION'S RECOMMENDATION:

It is recommended that the board of education authorize the submission of the RCPSF Grant Requests in the amount of $1272.00.

SUBSTITUTE WAIVER

This agenda item can be viewed at: https://rb.gy/2zo4b9

STUDENT NUTRITION NEW CONTRACTS

STUDENT NUTRITION EXHAUST HOOD STEAM CLEANING

It is recommended that the contract be awarded to Willard Enterprises, INC. DBA Steam Cleaning Specialists for Student Nutrition Exhaust Hood Steam Cleaning for the 2024-2025 school year. An Invitation for Bid (IFB) was solicited and opened on May 2, 2024. Willard Enterprises, INC. DBA Steam Cleaning Specialists Bid was the lowest bid at $23,300.00. A bid from Grease Kings was also received at $27,771.00. Exhaust Hood Steam Cleaning is needed annually for our satellite kitchens and bi-annually for our production kitchens. This is a one-year contract with the option to rollover for an additional four years. The contract included hood cleaning for all RCAS schools.

STUDENT NUTRITION FRESH FRUITS & VEGETABLE PROGRAM (FFVP)

It is recommended that the contract be awarded to Equality State Farms for Student Nutrition Fruit & Vegetable Program (FFVP) for the 2024-2025 school year. A Request for Proposal (RFP) was solicited and opened on May 2, 2024. Equality State Farms Bid pricing is priced per each item. Funding is determined by SD Child and Adult Services based on school participation and funds available. Funding for 2023-2024 school year was $320,000. Equality State Farms scored the highest on the Student Nutrition Fresh Fruits & Vegetable Program (FFVP) matrix. This is a one-year contract with the option to rollover an additional four years. The contract includes FFVP for General Beadle Elementary, Black Hawk Elementary, Grandview Elementary, Horace Mann Elementary, Knollwood Elementary, Meadowbrook Elementary, Rapid Valley Elementary, Robbinsdale Elementary, South Canyon Elementary, South Park Elementary, Valley View Elementary, and Wilson Elementary.

STUDENT NUTRITION PACKAGING SUPPLIES AND EQUIPMENT DISTRIBUTOR

It is recommended that the contract be awarded to Oliver Packaging & Equipment for Student Nutrition Packaging Supplies and Equipment Distributor for the 2024-2025 school year. A Request for Proposal (RFP) was solicited and opened on May 9, 2024. Oliver Packaging & Equipment Bid pricing estimated at $124,586.00 for the school year. They also scored the highest on the Student Nutrition Packaging Supplies and Equipment Distributor matrix. This is a one-year contract with the option to rollover an additional four years. This contract is for Packaging Supplies and Equipment to be used by Central High School for packaging of the RCAS satellite kitchens meals.

DECLARATION OF SURPLUS PROPERTY

BACKGROUND INFORMATION:

The School District annually disposes of supplies and equipment which are no longer considered necessary or suitable to the operation of the district.

ADMINISTRATIVE CONSIDERATION:

The list of supplies and equipment is no longer considered necessary by the Rapid City Area Schools.

ADMINISTRATIVE RECOMMENDATION:

It is recommended the Board of Education declare that the supplies and the equipment on the list be surplus property.

WHEREAS, pursuant to SDCL 6-13-1. The governing board of a political subdivision may sell, trade, loan, destroy or otherwise dispose of any land, structures, equipment, or other property which such governing board has, by appropriate motion, determined is no longer necessary, useful or suitable for the purpose for which it was acquired.

THEREFORE, BE IT RESOLVED by the Board of Education of the Rapid City Area School District No. 51-4 that the following property is determined to be no longer necessary, useful, or suitable for school purposes and order the sale, trade, convey to other political subdivisions, destruction of or the disposal of:

*Not all property listed at https://rb.gy/2zo4b9 will be available on the annual surplus property auction.

VOLUNTEERS 6/4/24

Barclay, Melanie
Belisle, Emma
Butler, Sean
Carstens, Kayla
De Hesus, Michelle
Gaston, Doug
Haglund, Ranee
Hammell, Joshua
Hansen, Josh
Hastings, Kandy
Holway, Barbara
Lecy, Nicole
Lee, Jillian
Mailloux, Melissa
Malone, Timothy
Mattox, Zarah
Pettigrew, Chance
Pourier, Sabrina
Quasney, Laura
Riss, Alicia
Rossum, Jennifer
Rossum, Richard
Running Shield, Paula
Scott, Tatiana
Severson, Connie
Shafer, Danielle
Storm, Elly
Tiensvold, Lanie
Tschakert, Shailee
Wright, Janel
Zimmerman, Beth

ADDENDUM

K-12 TERMINATION AND LEAVES

Certified & Contracted Personnel		Effective
Champagne, Michael	South/7th Grade Girls Basketball (resign)	06/30/2024
Fulkerson, Emma	South/Track (resign)	06/30/2024
Hoellein, Cassidy	South Park/Kindergarten (resign)	06/30/2024
Larson, Caitlyn	South/8th Grade Volleyball (resign)	06/30/2024
Lindenthal, Pomaikai	Horace Mann/3d Grade (resign)	06/30/2024
Opitz-Steinley, Lynne	South/Intramural Girls Basketball (resign)	06/30/2024
Pritchard, Abby	Central/Yearbook Advisor (resign)	05/28/2024

Classified Personnel		Effective
Conway, Alison	Southwest/Paraeducator (resign)	05/29/2024
Hannah, Stacy	Beadle/Speech Language Assistant (resign)	05/28/2024

K-12 EMPLOYMENT RECOMMENDATIONS

Certified & Contracted Personnel		Actual Pay
Ager, Kasandra	Central/Math	46,100.00
Ager, Kasandra	Central/Signing Bonus	3,500.00
Clemmons, Avery	Robbinsdale/1st Grade	45,000.00
Cook, Lamont	Beadle/4th Grade	49,642.00
Daniel, Cher	Jefferson/SPED Program Manager	99,794.27
Gandrud, Ellen	Central/Social Science	45,000.00
Goin, Francis	North/ELA	46,100.00
Harms, Elizabeth	RCAA/HS ELA	47,225.00
Knickrehm, Cassandra	South/8th Grade Volleyball	2,750.00
Taken Alive, Ira	RCEC/Dir of Climate, Culture and Education	115,000.00
Towne, Patrick	Stevens/Head Football	5,754.00

Classified Personnel		Actual Pay
Saunders, Kirstin	Black Hawk/Paraeducator	17.50

K-12 CHANGE OF STATUS

Certified & Contracted Personnel		Adjusted
Rose, Amie	Assignment/10 Additional Days (temporary)	3,037.08
Strasser, Jamie	Assignment/3 Additional Days (temporary)	828.62

ITEMS FOR BOARD INFORMATION

Board Committee Reports:

Instructional Council – Stephenson and Birkeland reported on new curriculum adopted by IC for the new school year.

EXECUTIVE SESSION

- SDCL 1-25-2.1 – Discussing the qualifications, competence, performance, character or fitness of any public officer or employee or prospective officer or employee. The term "employee" does not include any independent contractor.
- SDCL 1-25-2.3 – Consulting with legal counsel or reviewing communications with legal counsel about proposed or pending litigation or contractual matters.

BAKER moved and THOMAS seconded to go into Executive session at 6:45 PM for legal counsel and personnel discussion.

Executive Session concluded at 10:00 PM.

ADJOURNMENT

BIRKELAND moved and CLAPHAM seconded to adjourn the June 3, 2024 Board of Education meeting at 10:01 PM. MOTION CARRIED (7-0).

Respectfully submitted,

Coy Sasse, CFOO/Business Manager

ATTEST: Shirley Fletcher, Executive Assistant

Troy Carr, President
Rapid City Board of Education

RAPID CITY AREA SCHOOL DISTRICT 51-4
BOARD OF EDUCATION MEETING

The Rapid City Area School Board of Education held a Board of Education Meeting on Tuesday, June 18, 2024 with the following board members in attendance: Troy Carr, Deb Baker, Michael Birkeland, Jamie Clapham, and Kate Thomas. Absent with notice were Walt Swan and Christine Stephenson. Superintendent Nicole Swigart, CFOO Coy Sasse, and Assistant Superintendent Dr. Cory Strasser were also in attendance.

APPROVAL OF PROPOSED AGENDA

THOMAS moved and BAKER seconded to approve the agenda as recommended by administration. MOTION CARRIED (5-0).

All agenda items can be viewed at: https://rb.gy/g9s6jh

SHARING THE SUCCESS

Superintendent Swigart recognized Teaching, Learning, and Innovation Director Dr. Valerie Seales on her retirement from the district.

OPEN FORUM

Rachel Lindvall – Policy AF
Mary Kellogg – Concealed Carry
Rod Pettigrew – Gun Policy

BOARD RESPONSE TO OPEN FORUM

Clapham thanked those that spoke for taking the time to read the agenda and attend the meeting.

REP. AREA 1	**Moore**	Vidal		
Votes- Pennington Co.	**1197**	766		1963
Votes	**1197**	766	TOTAL	1963
	61.0%	39.0%		
REP. AREA 2	**Carr**			
Unopposed				
Votes			TOTAL	
REP. AREA 7	**Urban**	Thomas		
Votes- Pennington Co.	**1088**	736		1824
Votes	**1088**	736	TOTAL	1824
	59.649%	40.351%		

Primary election Results- Pennington Co. Auditor's Office

Election Day Precincts	17 of 17
Registered Voters Total	43,845
Ballots Cast Total	5484
Voter Turnout	12.51%

This election was held in conjunction with a June Primary election.

We, Rapid City Area School District Board of Education, appointed as the Board of Canvassers because of our positions on the governing board in the jurisdiction of the Rapid City Area School District 51-4 for the school board election held on the 4th of June 2024, hereby certify that the foregoing is a true abstract of the votes cast in the jurisdiction of the Rapid City Area School District 51-4 at the election as shown by the returns certified to the person in charge of the election.

Sworn before me this 18th day of June 2024.

_____

Coy Sasse, CFOO / Business Manager

It is recommended that the Board of Education approve the official canvass of the June 4 2024 school board election and declare the following elected for three year terms: Donna Moore – Area 1, Troy Carr – Area 2 and Katy Urban – Area 7.

THOMAS moved and BAKER seconded to approve the Official Canvass of the June 4, 2024 RCAS School Board Election. MOTION CARRIED (5-0).

RAPID CITY AREA SCHOOLS POLICIES, PROCEDURES AND EXHIBITS

BIRKELAND moved and BAKER seconded to approve the first reading of policies A through D. MOTION CARRIED (5-0).

First Reading:

A. AF – Dangerous Weapons in the School
B. JFB – Education of Homeless Children
C. JFB – P – Education of Homeless Children – Dispute Resolution Procedure
D. JFB – E1 – Education of Homeless Children – Request for Review

APPROVAL OF PROPOSED AGREEMENTS

BAKER moved and CLAPHAM seconded to approve the proposed agreements as presented and recommended by administration. Pulled for separate consideration was Agreement to Purchase Canvas. MOTION CARRIED (5-0).

AGREEMENT WITH BLACK HILLS BEHAVIOR (IMPACT LEARNING & DEVELOPMENT

BACKGROUND INFORMATION:

Rapid City Area Schools and Black Hills Behavior (Impact Learning & Development) wish to enter into an agreement to provide day programming services to students identified for services via their IEP from August 1, 2024 to July 31, 2025.

ADMINISTRATIVE CONSIDERATION:

This Rapid City Area Schools contract has been in place with Black Hills Behavior (Impact Learning & Development) this past school year. This is a contract renewal and is not using new special education funding as we are still in need of these day services to meet the needs of the identified students with disabilities. This contract will provide services for six students full days and one student with partial days, totaling $491,000.

ADMINISTRATION'S RECOMMENDATION:

It is recommended that the RCAS Board of Education approve the contract agreement between Rapid City Area School District and Black Hills Behavior (Impact Learning & Development) starting August 1, 2024 and to remain in effect until amended or terminated by either party, upon thirty (30) days of prior written notice.

AGREEMENT WITH eLUMA FOR SPECIAL EDUCATION SPEECH AND LANGUAGE THERAPY

BACKGROUND INFORMATION:

eLuma provides online speech therapy services for K-12 students who have speech and language listed on their Individual Education Plan (IEP). eLuma has a fully secure and HIPPA-compliant platform, South Dakota certified Speech Therapists, and they will provide all of the same services online as they can in person.

ADMINISTRATIVE CONSIDERATION:

Rapid City Area Schools are required, through IDEA (Individuals with Disabilities Education Act), to provide speech services to students with IEP's and we are currently unable to fill all of these positions in our district. RCAS has worked with eLuma this school year and would like to continue services with them.

ADMINISTRATION'S RECOMMENDATION:

It is recommended that the RCAS Board of Education approve the contract agreement between Rapid City Area School District and eLuma starting July 1, 2024 through 6/30/2025. Total cost of this contract is $151,724.00.

AGREEMENT WITH GROUPWARE

BACKGROUND INFORMATION

This is a two-year software licensing and support agreement between Groupware and RCAS for Isupport. Isupport is help-desk software tool that is used to provide a platform to initiate and track all requests for assistance at RCAS related to technology issues.

The cost for this agreement is $8,964.00.

ADMINISTRATION'S RECOMMENDATION

The Administration recommends that the Board of Education approve this agreement.

AGREEMENT WITH INSTRUCTURE FOR CREDIT TO RCAS

BACKGROUND INFORMATION

This is an agreement between RCAS and Instructure to cancel Videri. Videri is a data analysis dashboard product that Instructure has chosen to discontinue. Instructure has agreed to provide RCAS a credit for all costs that were paid by RCAS to Instructure for Videri. The amount of the credit is $78,604, which can be used towards future costs for Canvas, which is a learning management system currently in use at RCAS.

ADMINISTRATION'S RECOMMENDATION

The Administration recommends that the Board of Education approve this agreement.

AGREEMENT WITH MIYO Health (dba TeleTeachers)

BACKGROUND INFORMATION:

Rapid City Area Schools and MIYO Health/TeleTeachers wish to enter into an agreement to provide virtual special education services to students identified for special education services as noted on their IEP. RCAS entered into a contract with TeleTeachers the second half of the 2023-2024 school year, with two TeleTeachers providing virtual services to students at Robbinsdale Elementary and East Middle School. The current agreement includes services for five TeleTeachers.

ADMINISTRATIVE CONSIDERATION:

This Rapid City Area Schools contract has been in place with MIYO Health (dba TeleTeachers) this past school year. We are currently short 8 Learning Center positions in the Special Education Department, this agreement will help provide services for students as required by their IEP.

ADMINISTRATION'S RECOMMENDATION:

It is recommended that the RCAS Board of Education approve the contract agreement between Rapid City Area School District and MIYO Health (dba TeleTeachers) starting July 1, 2024 through June 30, 2025 for $488,250.00.

AGREEMENT WITH SERGEANT LABORATORIES

BACKGROUND INFORMATION

This is for a 1-year agreement (24-25 school year) for software licensing and support between Sergeant Laboratories and RCAS for Aristotle. Aristotle is a classroom management system which is used by all classroom teachers as a monitoring tool for computers in use by students while in the classroom.

The cost for this agreement is $61,386.71.

ADMINISTRATION'S RECOMMENDATION

The Administration recommends that the Board of Education approve this agreement.

AGREEMENT WITH RIVERSIDE TECHNOLOGIES INC

BACKGROUND INFORMATION

This is an agreement between RTI and RCAS to provide the services of a full-time PC technician for 6 months and a ½ time PC technician for 6 months. This is for the 24-25 fiscal year. This allows RCAS with flexibility and additional coverage when the number of technicians required to provide the appropriate level of support for the schools changes throughout the school year.

The cost for this agreement is $40,500.

ADMINISTRATION'S RECOMMENDATION

The Administration recommends that the Board of Education approve this agreement.

AGREEMENT WITH RTI FOR COMPUTER MONITOR PURCHASE

BACKGROUND INFORMATION

This is an agreement between RTI and RCAS to purchase a quantity of 360 24-inch computer monitors. The pricing is determined via a contract between RTI and the state of SD. The monitors will be used to update some of the existing classrooms that currently are utilizing smaller, aging monitors.

The purchase is for the 24/25 school year at a cost of $70,200.

ADMINISTRATION'S RECOMMENDATION

The Administration recommends that the Board of Education approve this agreement.

AGREEMENT WITH SHI FOR MICROSOFT EES LICENSING

BACKGROUND INFORMATION

This is an agreement between SHI and RCAS for a 1-year agreement to provide MS Windows licensing for student/staff computers and servers. SHI is a reseller that has contracted with the state of SD to provide software licensing at the lowest cost possible for public entities located in SD. This is required to utilize Windows devices, Office 365, and windows servers.

The agreement is for the 24/25 school year at a cost of $93,152.87.

ADMINISTRATION'S RECOMMENDATION

The Administration recommends that the Board of Education approve this agreement.

AGREEMENT WITH EASTERN WASHINGTON UNIVERSITY

BACKGROUND INFORMATION:

Eastern Washington University (EWU) wishes to partner with the Rapid City Area Schools in field-based educational experiences for Psychology and Master's of Counseling students of EWU.

This program will involve placement and support for semester long programs for students involved in the Psychology and Master's of Counseling program at EWU for student teaching opportunities with the district.

This program will give students hands on experience within the district and could ultimately lead to them being hired as a Psychologist or Counselor for the district upon completion of their program and attaining the necessary requirements for these positions.

ADMINISTRATION'S RECOMMENDATION:

It is the recommendation of the Administration that the Board of Education approve the agreement between Eastern Washington University and the Rapid City Area Schools.

AGREEMENT FOR INTRAX HOST SCHOOL AGREEMENT

BACKGROUND INFORMATION:

Rapid City Area Schools is looking to hire applicants who are certified with a South Dakota Board of Education teaching certificate through the J-1 teacher program with the Intrax Teacher Exchange Program for West Middle School, Knollwood Elementary, and Horace Mann Elementary.

The applicants have paid all fees related to the J-1 teacher program with Intrax and there is no financial obligation to RCAS. The teachers are approved to teach for three (3) years with the ability to request an extension for an additional two (2) years upon completion of the three (3) years.

ADMINISTRATION'S RECOMMENDATION:

It is the recommendation of the Administration that the Board of Education approve the Intrax J-1 Teacher Host Agreements for West Middle School, Knollwood Elementary, and Horace Mann Elementary.

AGREEMENT WITH INSTRUCTURE TO PURCHASE CANVAS

BIRKELAND moved BAKER seconded to approve the PURCHASE OF CANVAS as recommended by administration. MOTION CARRIED (5-0).

BACKGROUND INFORMATION

This is an agreement between Instructure and RCAS to purchase 2400 Canvas licenses for a 1-year term. Canvas is a learning management system used at CHS, SHS, RCAA, and EMS. These licenses will be used for the remaining 4 middle schools at the beginning of the 24-25 school year.

The cost for this agreement is $23,268.00.

ADMINISTRATION'S RECOMMENDATION

The Administration recommends that the Board of Education approve this agreement.

APPROVAL OF PROPOSED CONSENT AGENDA

Thomas moved and CLAPHAM seconded to approve the following proposed consent agenda items as recommended by the administration. Pulled for separate consideration was K-12 Terminations and Leaves. MOTION CARRIED (5-0).

BOARD OF EDUCATION ANNUAL MEETING DATE

Background Information:

In accordance with SDCL 13-8-10, the annual meeting shall be held on the second Monday of July. The board of education holds their meetings on the first and third Tuesday of each month. The annual meeting will be held July 2, 2024.

> 13-8-10. **Meetings of board--Election of officers--Designation of depository and newspaper--Quorum.**
> The annual meeting shall be held on the second Monday of July unless otherwise designated by the board at the prior regular meeting. Regular meetings shall be on the second Monday of each month unless otherwise designated by the board at the annual meeting. At the annual meeting the school board shall organize by the election of a president and a vice president from its membership, and such officers shall serve until the next annual meeting. The board shall designate the depository or depositories as provided in § 13-16-15, and the custodians of all accounts; and designate the legal newspaper to be used for publishing all official notices and proceedings. A majority of the members of the school board constitutes a quorum for the purpose of conducting business. Any board action may be taken if it is approved by the majority of the members voting.

Administrative Recommendation:

The board of education will hold their annual meeting on July 2, 2024.

BOARD OF EDUCATION MEETING MINUTE APPROVAL

Administration recommends approval of the minutes from the following meetings:

A. May 7, 2024 Board of Education Minutes
B. May 21, 2024 Board of Education Minutes
C. May 28, 2024 Board of Education Study Session Minutes
D. May 31, 2024 Board of Education Executive Session Minutes

CHANGE ORDER

SOUTH MIDDLE SCHOOL – NEW FACILITY

BACKGROUND INFORMATION:

Administration received Change Order #11 for the South Middle School – New Facility project. This change order includes the following:

PR37: Nurse Cabinets: Three full height cabinets in the Nurse Office and Cot Rooms that were not originally tagged. $3,731.43 add

PR38: Arch/Struct/Mech/Elec Revisions: Additional information/details for locker pod casework, locker room shower benches, adjustment of wall mounted sink supports, and credit for stainless lean rail. Provided additional steel support for wrestling mat hoist not provided by manufacturer. Revision to mechanical and electrical for moving from two (2) small paint booths to on larger booth. $9,422.35 add

PR39: Commons Theater Lighting Support and Boiler Control: Commons Theater lighting support revision from motorized to stationary. Added e-stop for Boiler startup. $7,751.68 add

Subgrade Stabilization Due to Groundwater: Furnish and install stabilization rock due to high water table that prevented soil compaction for foundations. $60,807.69 add

ADMINISTRATIVE CONSIDERATION:

Administration reviewed the Change Order as presented.

ADMINISTRATION'S RECOMMENDATION:

It is the recommendation of the Administration to approve Change Order #11 for the South Middle School – New Facility project. The contract sum will increase by $87,713.15, for a new contract sum of $64,146,863.35.

Rapid City Area School District: Claims Report
6/18/2024

A & B Business Equipment Inc				
	10	Repairs & Maintenance Svcs	6,087.14	
	22	Repairs & Maintenance Svcs	80.19	
				6,167.33
A & J Screening				
	10	Supplies	480.00	
				480.00
A To Z Shredding Inc.				
	10	Other Professional Services	497.32	
				497.32
A&B Welding Supply Company Inc				
	10	Supplies	13.20	
				13.20
Accu Train Corporation				
	10	Supplies	2,116.80	
				2,116.80
Admin Partners, LLC				
	10	Other Professional Services	200.00	
				200.00
Adorama Inc				
	10	Supplies	1,673.57	
				1,673.57
AED Authority				
	10	Supplies	2,555.00	
				2,555.00
Alberty Lyn C				
	10	Travel In-District	108.28	
				108.28
Amazon.Com Inc				
	10	All Objects	59.45	
	10	Uniforms	936.31	
	10	Supplies	42,359.99	
	10	Supplies - Technology	26.92	
	10	Other Equip New < $5000	956.30	
	21	Other Equip New < $5000	577.49	
	21	Library Media	250.15	
	22	Supplies	170.60	
				45,337.21
ARC International, Inc.				
	21	Other Professional Services	19,185.00	
				19,185.00
Augustana University				
	10	Other Professional Services	585.00	
				585.00

Barrett Emily				
	10	Other Professional Services	100.00	
				100.00
Bauer Amanda Jo				
	10	Travel In-District	81.63	
				81.63
Bauer Jordan Dennis				
	10	Travel In-District	54.02	
				54.02
Beckwith Nicole				
	22	Travel In-District	62.42	
				62.42
Belzer Laura Elizabeth				
	22	Travel In-District	61.35	
				61.35
Bennett Carolyn J				
	10	Supplies	73.78	
				73.78
Black Hills Chemical, Inc.				
	10	All Objects	1,272.60	
	51	Supplies	122.50	
				1,395.10
Black Hills Roofing Co DBA				
	10	Repairs & Maintenance Svcs	392.00	
				392.00
Black Hills Special Svcs Co-Op				
	22	Services Purchased from Co-Op	4,530.00	
				4,530.00
Black Hills Speech Pathology				
	22	Other Professional Services	3,060.00	
				3,060.00
Black Hills Works				
	22	Payments/Other Educ Institute	30,000.00	
				30,000.00
Blick Art Materials				
	10	Supplies	14,052.79	
				14,052.79
Bluum of Minnesota LLC				
	10	Other Equip New < $5000	10,400.00	
				10,400.00
Border States Electric Supply				
	10	Supplies	14.24	
				14.24
Borgen Mercedes				
	22	Travel In-District	115.46	
				115.46

Bourdon Melissa				
	10	Other Professional Services	100.00	
				100.00
Boyd Amber Marie, mom				
	22	Mileage Paid to Parents	102.78	
				102.78
Briggs Kristine Michele				
	10	Travel In-District	180.03	
				180.03
Brightly Software, Inc				
	21	Other Professional Services	38,451.42	
				38,451.42
Brockman Margaret A				
	10	Other Professional Services	100.00	
				100.00
BSN Sports Team GL Sports				
	10	Supplies	3,212.47	
				3,212.47
Bull Bear Helena				
	22	Mileage Paid to Parents	42.38	
				42.38
Burgess Ranee				
	22	Mileage Paid to Parents	277.44	
				277.44
Callison Micki				
	22	Mileage Paid to Parents	456.18	
				456.18
Carling Marisa Joanne				
	22	Travel In-District	154.33	
				154.33
Carreiro Julie				
	10	Other Professional Services	100.00	
				100.00
Cash-WA Distributing, Inc.				
	51	All Objects	-23.45	
	51	Supplies	832.42	
	51	Food - Purchased	14,236.08	
	51	Food - Purchased Produce	7,205.86	
	51	Ala Carte	614.22	
	51	Donated Food	233.69	
				23,098.82
Center for Children & Youth				
	22	Other Professional Services	775.00	
				775.00
Christensen Educational Consulting				
	22	Other Professional Services	4,500.00	

			4,500.00
City Of Rapid City			
10	Other Professional Services	17,712.15	
10	Electricity	2,851.60	
10	Natural Gas/Fuel Oil	1,756.56	
10	Water/Sewer/Garbage	92.44	
			22,412.75
Cole Stacy Marie			
10	Supplies	350.41	
			350.41
College Board, The			
10	All Objects	66,025.00	
			66,025.00
Complete Concrete Inc dba Complete Cont			
21	All Objects	-1,298.50	
21	Repairs & Maintenance Svcs	12,985.00	
			11,686.50
Conn Christie Jo			
22	Mileage Paid to Parents	138.72	
			138.72
Connecting Point, Inc. Twotrees Tech			
21	Other Equip New < $5000	99,995.00	
			99,995.00
Conroy Justin C			
10	Travel In-District	444.08	
			444.08
Culbertson Martin A			
10	Travel In-District	69.92	
			69.92
Dakota Potters Supply			
10	Supplies	5,683.80	
			5,683.80
Dausch Simone			
10	Travel In-District	93.54	
			93.54
Delvies Plastics Inc			
10	Supplies	174.75	
			174.75
Downey Alyssa			
22	Travel In-District	24.08	
			24.08
Durham Nick			
10	Other Professional Services	300.00	
			300.00
EAI Education			
10	Supplies	59.90	

				59.90
Ederveen Kayla				
	22	Travel In-District	274.44	
				274.44
Educational Innovations Inc				
	10	Supplies	353.26	
				353.26
Eldridge Heather				
	10	Other Professional Services	100.00	
				100.00
EMS LINQ				
	51	Computer Licensing	17,210.00	
				17,210.00
Farrar Beth				
	10	Other Professional Services	300.00	
				300.00
Farwell Shellie				
	10	Other Professional Services	300.00	
				300.00
Fisher Scientific				
	10	Supplies	738.77	
				738.77
Flinn Scientific Inc				
	10	Supplies	2,524.98	
	10	Other Equip New < $5000	802.28	
				3,327.26
Floyd's Truck Center - Rapid City				
	10	Supplies	42.15	
	22	Supplies	2.30	
				44.45
Fodness Eric Norman				
	22	Travel In-District	179.21	
				179.21
Follett Content Solutions, LLC				
	10	Library Media	658.01	
	21	Library Media	7,108.00	
				7,766.01
Follett School Solutions LLC				
	21	Library Media	2,699.98	
				2,699.98
Forgey Desiree Dawn				
	22	Mileage Paid to Parents	34.88	
				34.88
Foster Amanda Marie				
	22	Travel In-District	28.15	
				28.15

Foster Amber Dawn			
51	Travel In-District	42.13	
			42.13
Frentz Erica			
22	Travel In-District	270.76	
			270.76
Fun and Function			
22	Supplies	33.94	
			33.94
Gehm Merissa Nicole			
10	Travel In-District	14.84	
			14.84
Gilbert Jennifer S			
10	Travel In-District	61.73	
22	Travel In-District	61.74	
			123.47
GoEngineer, LLC			
21	Instr Workbooks/Class Subscr	15,750.00	
			15,750.00
Green Environmental Services			
10	Repairs & Maintenance Svcs	110.00	
			110.00
Hagen Glass Windows and Siding, INC			
10	Repairs & Maintenance Svcs	536.66	
			536.66
Haggerty's Musicworks DBA			
10	Repairs & Maintenance Svcs	495.00	
21	Other Equip New > $5000	4,572.00	
			5,067.00
Haldeen Harold			
22	Mileage Paid to Parents	157.08	
			157.08
Hall Jennifer Marie			
22	Mileage Paid to Parents	429.66	
			429.66
Halle Elizabeth Anne			
10	Other Professional Services	100.00	
			100.00
Hannah Stacy			
22	Travel In-District	107.66	
			107.66
Hansen Jenna Marie			
22	Travel In-District	811.76	
			811.76
Herren Tracy Ann			
10	Travel In-District	116.64	

				116.64
Hibner Odalys Analy				
	10	Travel In-District	46.92	
				46.92
Hicks Jessica Anne				
	22	Travel In-District	50.54	
				50.54
High Bear Marie Annette				
	10	Travel In-District	123.08	
				123.08
Hilt Abbey				
	10	Other Professional Services	300.00	
				300.00
Hoffman Harmony				
	22	Mileage Paid to Parents	520.20	
				520.20
Horton Kelsey				
	22	Travel In-District	101.95	
				101.95
HP, Inc. Print Management				
	10	Repairs & Maintenance Svcs	9,026.00	
				9,026.00
Hull Spencer				
	22	Mileage Paid to Parents	451.09	
				451.09
Hunter Stephanie K				
	22	Travel In-District	50.39	
				50.39
Huntington Justice Alexandra				
	10	Travel In-District	14.79	
				14.79
Imagine Learning				
	10	Other Professional Services	750.00	
				750.00
Johnson Albert				
	10	Travel In-District	328.24	
				328.24
Johnson Controls Inc				
	21	Repairs & Maintenance Svcs	137,688.97	
	21	Computer Licensing	2,870.25	
				140,559.22
Johnson Jayme				
	10	Food - Purchased	60.29	
				60.29
Jones Glenn Thomas				
	22	Mileage Paid to Parents	29.30	

				29.30
Jostens				
	10	Supplies	169.94	
				169.94
JW Pepper & Sons Inc				
	10	Supplies	1,150.00	
	21	Textbooks & Software	988.47	
				2,138.47
Kagan Professional Development				
	10	Other Professional Services	25,692.00	
	10	Supplies	1,628.00	
				27,320.00
Keefe Melinda Jean				
	10	Other Professional Services	1,200.00	
				1,200.00
Kellar Ann M				
	10	Other Professional Services	100.00	
				100.00
Kellogg Stacie				
	22	Travel In-District	131.33	
				131.33
Kenny Products Inc.				
	10	Supplies	435.00	
				435.00
King Valerie				
	10	Other Professional Services	100.00	
				100.00
Kipp's Construction				
	10	Repairs & Maintenance Svcs	3,930.00	
	10	Supplies	290.00	
				4,220.00
Kjerstad Krysia				
	10	Other Professional Services	100.00	
				100.00
Knowles Elizabeth A				
	10	Travel In-District	179.23	
				179.23
Knowlton Tara Lea				
	10	Travel In-District	96.53	
				96.53
Krysl Ramie Ann				
	10	Travel In-District	148.30	
				148.30
Landeen Renee Marie				
	22	Travel In-District	346.25	
				346.25

Language Line Services, Inc.				
	10	Other Professional Services	56.10	
	22	Other Professional Services	38.60	
				94.70
Laundry World				
	10	Laundry Services	1,399.51	
				1,399.51
LifeScape				
	22	Payments/Other Educ Institute	10,045.00	
				10,045.00
Literacy Resources, LLC Heggerty Phonem				
	10	Supplies	2,065.00	
				2,065.00
Long-Lind Heidi Lee				
	10	Travel In-District	104.91	
				104.91
Lowe Leslie Kathlyn				
	22	Travel In-District	99.04	
				99.04
Lowe Roofing Inc				
	10	Repairs & Maintenance Svcs	184.97	
				184.97
Lutz Delaine				
	10	Other Professional Services	100.00	
				100.00
Maidl Matt				
	22	Travel In-District	127.09	
				127.09
Make Music				
	21	Instr Workbooks/Class Subscr	72,196.35	
				72,196.35
Marco Technologies LLC				
	10	Repairs & Maintenance Svcs	54.00	
				54.00
Marling James				
	22	Mileage Paid to Parents	416.16	
				416.16
Martin Sheryl Jo				
	10	Travel In-District	174.04	
				174.04
Mason Carrie Mae				
	22	Travel In-District	103.79	
				103.79
McDermet Andrea				
	22	Travel In-District	46.82	
				46.82

Meier Rosita				
	10	Travel In-District	27.08	
				27.08
Metalcraft, Inc.				
	10	Supplies	1,232.66	
				1,232.66
MG Oil Company				
	10	All Objects	25,838.88	
				25,838.88
Middleton Curtis Andrew				
	22	Travel In-District	215.23	
				215.23
Midwest Connect				
	10	Supplies	3,620.00	
				3,620.00
Miller Kahli Jo				
	22	Travel In-District	13.64	
	54	Travel In-District	13.65	
				27.29
Mitchell Megan				
	10	Supplies	79.62	
				79.62
Mizenko Brenda				
	10	Other Professional Services	100.00	
				100.00
MOA Architecture				
	21	Other Professional Services	17,662.13	
				17,662.13
Mobile Mini Williams Scotsman				
	10	Rentals	197.00	
	21	New Building	320.00	
				517.00
Moyle Petroleum Co #29000 Inc.				
	10	Repairs & Maintenance Svcs	165.00	
	22	Repairs & Maintenance Svcs	45.00	
				210.00
Naasz Carissa				
	10	Other Professional Services	100.00	
				100.00
Nasco				
	10	Supplies	3,151.43	
				3,151.43
National Art & School Supplies				
	10	Supplies	930.18	
				930.18
Nelson Christine E				

10	Travel In-District	18.26	
			18.26
Nesland Anthony James			
10	Travel In-District	289.32	
			289.32
Nicholson Carleen			
10	Supplies	10.54	
			10.54
Oelrich Judith Ann			
51	Travel In-District	14.89	
			14.89
Osborne Penny Lee			
10	Travel In-District	356.49	
			356.49
Oxner Leah Beth			
10	Travel In-District	225.28	
			225.28
Parks Tiffany Marie			
22	Travel In-District	318.91	
			318.91
Paxton Patterson, LLC			
10	Supplies	718.42	
			718.42
Penn State Industries			
10	Supplies	163.60	
			163.60
Pennington Co Hwy Dept			
10	Gas & Diesel	5,123.92	
22	Gas & Diesel	1,283.79	
51	Gas & Diesel	23.59	
			6,431.30
Pepsi Cola Of Rapid City			
10	Supplies-Resale	3,353.62	
			3,353.62
Perfektion Music Inc			
10	Supplies	209.35	
			209.35
Pete Lien & Sons Inc			
10	Supplies	2,808.40	
			2,808.40
Peterson Trish			
10	Other Professional Services	100.00	
			100.00
Phares Education Consulting LLC			
10	Other Professional Services	8,100.00	
			8,100.00

Pitsco Inc				
	10	Supplies	648.70	
				648.70
Prairie Farms Dairy				
	51	Food - Purchased	7,783.86	
				7,783.86
Premier Striping & Landscapes, LLC				
	10	Repairs & Maintenance Svcs	11,243.50	
				11,243.50
Progress Publications, Inc.				
	10	Supplies	757.50	
				757.50
Pyramid School Products				
	10	All Objects	364.98	
	10	Supplies	7,189.09	
				7,554.07
Quill Corporation				
	10	Supplies	660.06	
				660.06
Rapid City Journal - Ads				
	10	Communication Advertising	1,077.80	
				1,077.80
Rapid City Parks and Recreation				
	10	Excursions & Activities	642.00	
				642.00
Rapid Packaging Company Inc				
	10	All Objects	515.00	
				515.00
Ratwik, Roszak & Maloney, P.A.				
	22	Other Professional Services	8,328.46	
				8,328.46
Realityworks, Inc				
	21	Other Equip New < $5000	58,632.27	
				58,632.27
Rehorst Jennifer Marie				
	22	Travel In-District	168.40	
				168.40
Reitzel Todd				
	22	Mileage Paid to Parents	66.30	
				66.30
RelayHub, LLC				
	22	Other Professional Services	3,433.88	
				3,433.88
Remmereid Julie Ann				
	22	Travel In-District	186.91	
				186.91

Rencountre Whitney				
	10	Other Professional Services	1,000.00	
				1,000.00
Renner Marvin Charles				
	10	Supplies	10.27	
	22	Supplies	10.27	
				20.54
Ricoh USA, Inc.				
	10	Repairs & Maintenance Svcs	14,423.89	
	10	Supplies	14,423.89	
				28,847.78
Riverside Technologies, Inc.				
	10	Repairs & Maintenance Svcs	1,652.00	
				1,652.00
RMS Visual Designs, Inc.				
	10	Supplies	1,908.00	
				1,908.00
Roper Carlene G				
	10	Other Professional Services	300.00	
				300.00
Rowin Christopher				
	22	Mileage Paid to Parents	1,211.76	
				1,211.76
Russell-Paulson Brenda L				
	22	Travel In-District	58.89	
				58.89
S&S Worldwide				
	10	Supplies	42.08	
				42.08
Sandpaper Inc Of Illinois				
	10	Supplies	443.10	
				443.10
Sandven Nicole				
	22	Travel In-District	36.36	
				36.36
Sargent Matt D				
	10	Travel In-District	32.61	
				32.61
Sargent Welch division of VWR Internationa				
	10	Supplies	9,782.59	
				9,782.59
Scholastic Inc Education				
	10	Supplies	16.34	
				16.34
School Administrators Of SD				
	22	Dues and Fees	343.00	

			343.00
School Health Corporation			
10	Supplies	6,080.27	
			6,080.27
School Specialty, LLC			
10	Supplies	8,339.84	
			8,339.84
School Technology Associates, Inc.			
10	Postage & Meter Rental	39.92	
21	Other Equip New < $5000	2,972.84	
			3,012.76
Schreiber Madisen Ann			
22	Travel In-District	139.75	
			139.75
Schulz Nicole Susan			
22	Travel In-District	19.28	
			19.28
Schweppe Jennifer			
10	Other Professional Services	100.00	
			100.00
Scott Vicki			
22	Mileage Paid to Parents	143.28	
			143.28
SD Dept Of Human Services			
22	Payments/Other Educ Institute	8,481.44	
			8,481.44
SD Div Criminal Investigation			
10	Other Professional Services	1,816.50	
			1,816.50
SD Overhead Doors, Inc.			
10	Repairs & Maintenance Svcs	153.06	
			153.06
Seco Construction Inc			
21	Repairs & Maintenance Svcs	20,978.00	
			20,978.00
Servall, Inc.			
10	Laundry Services	6,071.90	
			6,071.90
Simformotion LLC			
10	Other Equip New < $5000	53,107.30	
			53,107.30
Sliper Laurie Lynette			
22	Travel In-District	114.75	
			114.75
Slocum Robert			
10	Other Professional Services	750.00	

				750.00
Snap On				
	10	Dues and Fees	150.00	
	22	Dues and Fees	150.00	
				300.00
Snoozy Jr. Donald L				
	10	Other Professional Services	300.00	
				300.00
Specialty Installation, LLC				
	10	Repairs & Maintenance Svcs	1,906.65	
				1,906.65
Spiekermeier Kimberly Kay				
	22	Travel In-District	590.40	
				590.40
Stanford Roy Mead				
	10	Travel In-District	25.70	
				25.70
Staples Advantage				
	10	All Objects	52.58	
				52.58
Super Duper School Company, Inc.				
	22	Supplies	39.85	
				39.85
Taylor Music Inc.				
	10	Supplies	94.98	
				94.98
Tedford Brooke Elizabeth				
	22	Travel In-District	274.94	
				274.94
The Monument				
	10	Rentals	795.00	
	21	Rentals	1,783.50	
				2,578.50
Themes & Variations Inc				
	21	Instructional Software	32,270.00	
				32,270.00
Thompson Amy Litteken				
	22	Travel In-District	76.14	
				76.14
Torgrude Marcia				
	10	Other Professional Services	300.00	
				300.00
Tremmel Tami				
	10	Other Professional Services	100.00	
				100.00
Tucker Holly				

22	Mileage Paid to Parents	82.11	
			82.11
VanWay Trophy & Award			
10	Supplies	98.60	
			98.60
Vore Buffalo Jump Foundation			
10	Excursions & Activities	350.00	
			350.00
Wagner Angela			
10	Other Professional Services	150.00	
			150.00
Wald Cynthia A			
22	Travel In-District	98.63	
			98.63
Wald Mia Anastasia			
22	Travel In-District	431.97	
			431.97
Watertree Inc.			
10	Supplies	26.00	
51	Rentals	25.00	
			51.00
West Music Company			
10	Supplies	106.40	
21	Other Equip New < $5000	9,301.50	
			9,407.90
West Plains Engineering, Inc.			
21	Other Professional Services	7,500.00	
			7,500.00
Westbrock Tanya Marie			
22	Travel In-District	365.66	
			365.66
Western Dakota Insurors, Inc			
10	Property, Liability & Fidelity	537.00	
			537.00
Western Mailers, Inc.			
10	Postage & Meter Rental	7,597.88	
			7,597.88
Western South Dakota Juvenile Svcs			
10	Other Professional Services	17,133.34	
			17,133.34
Wheel Express			
51	Donated Food	206.25	
			206.25
Wilgers Jill			
10	Travel In-District	22.39	
			22.39

Wilsey Laura Mae				
	10	Travel In-District	463.13	
				463.13
Wilson Carrie				
	10	Other Professional Services	150.00	
				150.00
Wytosick Leah Mae Joann				
	22	Travel In-District	277.00	
				277.00
			Total =	**1,173,021.62**

Rapid City Area School District: Claims Report
6/18/2024

US Bank - CO Principal & Interest Only			
21	Redemption of Principal	1,430,000.00	
21	Interest	486,900.00	
			1,916,900.00
		Total =	**1,916,900.00**

CONTRACT RENEWAL - STAFF TRAINING

It is recommended that the contract for staff trainings with Vector Solutions (aka Safe Schools Training) be renewed for the 2024-2025 fiscal year. This contract includes course trainings that are provided to all staff of RCAS and comprehensive recordkeeping of all trainings completed. There are over 215 trainings and include but are not limited to safety, employment practices, policy, compliance, special education, nutrition services, transportation, and health services. The annual cost of this year-to-year contract is $13,653.78.

ENROLLMENT OPTIOs

1. OPEN ENROLLMENT APPLICATIONS

BACKGROUND INFORMATION

SDCL 13-28-40. Enrollment options program established. An enrollment options program is established to enable any South Dakota kindergarten through twelfth grade student to attend any public school that serves the student's grade level in any South Dakota school district, subject to the provisions in SDCL 13-28-40 to 13-28-47, inclusive...

ADMINISTRATIVE CONSIDERATION:

Four students have submitted an open enrollment application to the Rapid City Area School District for the 2024-25 school year. For this request, approval is subject to program and/or space availability.

ADMINISTRATION'S RECOMMENDATION:

It is recommended that the Board of Education approve request OE 7009, OE 7076, OE 7081-7082

K-12 CHANGE OF STATUS

Certified & Contracted Personnel		Adjusted
Barker, Breahna	Assignment/Signing Bonus	3,500.00
Burrus, Davin	Assignment/8 Additional Days (temporary)	2,706.83
Cole, Stacy	Assignment/1.5 Additional Days (temporary)	482.16
Daniel, Cher	Assignment/Increase from 99,794.27 to	108,070.15
Farmer, Katie	Assignment/Increase from 67,321.33 to	75,368.66
Hansen, Jenna	Assignment/10 Additional Days (temporary)	3,4313.33
Harmon, Carey	Assignment/10 Additional Days (temporary)	3,383.53
Harp, Jennifer	Assignment/8 Additional Days (temporary)	2,474.36
Harris, Keira	Assignment/6 Additional Days (temporary)	1,782.88
Heidepriem, Kayla	Assignment/Increase from 51,125.00 to	52,278.00
Hemiller, Tia	Assignment/Decrease of 3,500 signing bonus to	2,000.00
Hintgen, Julie	Assignment/5.5 Additional Days (temporary)	2,572.65
Kelly, Susan	Assignment/8 Additional Days (temporary)	3,269.11
Kuntz, Sarah	Assignment/4 Additional Days (temporary)	1,530.30
Pea, Sophia	Assignment/1.6 Additional Days (temporary)	366.45
Raaphorst, Anthony	Assignment/3 Additional Days (permanent)	1,050.40
Russell-Paulson, Brenda	Assignment/7 Additional Days (temporary)	2,925.07
Saunders, Stephannie	Assignment/1.5 Additional Days (temporary)	546.67
Schacher, Linda	Assignment/4 Additional Days (temporary)	1,530.30
Stammer, Deana	Assignment/3 Additional Days (permanent)	850.27
Tedford, Brooke	Assignment/13 Additional Days (temporary)	4,933.21
Wytosick, Leah	Assignment/Decrease from 60,508.60 to	58,839.30

Classified Personnel		Adjusted
Davis, Tamera	Assignment/Decrease from 19.29 to	18.57

K-12 EMPLOYMENT RECOMMENDATIONS

Certified & Contracted Personnel		Actual Pay
Bertrand, Kimberly	West/SPED Learning Center	53,624.00
Bertrand, Kimberly	West/Signing Bonus	3,500.00
Bettelyoun, Cabrini	Beadle/4th Grade	52,124.00
Bradford, Katelyn	Wilson/Dean	57,124.00
Bunney, Samantha	Horace Mann/2nd Grade	52,124.00
Dominquez, Madison	South Canyon/4th Grade	45,000.00
Engstrom, Matthew	Stevens/Math	45,000.00
Engstrom, Matthew	Stevens/Signing Bonus	3,500.00
Grieve, Alix	South Park/School Counselor	57,124.00
Hoover, Anna	Beadle/2nd Grade	46,125.00
Hueber, Stephen	Southwest/Social Studies	47,225.00
Jensen, Jenny	Pinedale/4th Grade	46,125.00
Johnson, Mattie	Central/Assistant Volleyball	4,521.00
Knickrehm, Cassandra	South/8th Grade Girls Volleyball	2,750.00
Limun, Jose	Central/Assistant Girls Tennis	3,494.00
McMachen, Crystal	Southwest/7th Grade Volleyball	2,750.00
Plymate, Katie	East/OSEU Lead	1,850.00
Pongsugree, Hallie	South Park/3rd Grade	45,000.00
Schaefer, Jacqee	Central/Head Track	7,398.00
Towne, Patrick	Stevens/Math	45,000.00
Towne, Patrick	Stevens/Signing Bonus	3,500.00
Wells, Lester	North/Student Success Facilitator	53,224.00

Classified Personnel		Actual Pay
Daum, Katrin	Beadle/ESY Braillist	26.67
Koller, Andrew	Beadle/ESY Paraeducator	15.41
Lindstrom, Joan	Beadle/ESY Educational Interpreter	28.76
Melanson, Chad	RCAA/Summer School Security	17.95
Myers, Angie	Beadle/ESY Paraeducator	14.43
Schmoll, Elizabeth	Southwest/Student Nutrition	15.11
Tschetter, Stacey	Jefferson/ESY Paraeducator	15.45

RAPID CITY AREA SCHOOL DISTRICT 51-4

May-24

FUNDS	10	22	51	54	57	TOTALS
GROSS	6,158,485.98	1,728,322.58	189,409.94	34,101.00	0.00	8,110,319.50
FICA	443,043.32	123,959.17	12,667.55	2,533.02	0.00	582,203.06
RETIREMENT	354,389.76	98,873.22	11,310.79	2,013.09	0.00	466,586.86
INSURANCE	879,853.44	261,290.91	62,839.90	4,215.13	0.00	1,208,199.38
403B	0.00	0.00	0.00	0.00	0.00	0.00
TOTALS	7,835,772.50	2,212,445.88	276,228.18	42,862.24	0.00	10,367,308.80

AGREEMENT WITH ASBU / Joan Jurisch

Rapid City Area School District (RCAS) and the Administrative Staff Bargaining Unit (ASBU) wish to enter into an agreement to provide training / support during the onboarding of a new Assistant Accounting Manager and assist in supporting the newly hired Grants Accountant.

BACKGROUND INFORMATION:

Upon the retirement of its Assistant Accounting Manager, the district will be posting and hiring a new individual for that position. The new Assistant Accounting Manager will begin in his/her new position in July 2024.

ADMINISTRATIVE CONSIDERATION:

In order to ensure support and business services, an effective and smooth transition is needed. As the District's former Assistant Accounting Manager and Grants Accountant, Joan Jurisch possesses the skills, experience, and certification necessary to support the best possible onboarding of the next Assistant Accounting Manager, providing specific support during calendar year-end, the budget development process, and fiscal year-end along with supporting the newly hired Grants Accountant with year-end support.

For services rendered, Mrs. Jurisch will be paid the Assistant Accounting Manager wage equivalent to her previous salary through the Admin/Tech Negotiated Agreement.

ADMINISTRATION'S RECOMMENDATION:

It is recommended that the Board of Education approve the agreement between Rapid City Area School District and ASBU / Joan Jurisch.

24-25 SCHOOL YEAR MEAL PRICES

BACKGROUND INFORMATION:

Food and supply costs have increased nationwide; RCAS Student Nutrition is not exempt from these increases.

ADMINISTRATION CONSIDERATION:

RCAS is proposing a $0.05 increase to elementary, middle school, and high school breakfast prices and $0.05 increase to elementary, middle school, and high school lunch prices for the 24/25 school year.

	Breakfast			**Lunch**		
	FY 24 Meal Prices	**FY 25 Proposed Meal Prices**	Percentage Change	FY 24 Meal Prices	**FY 25 Proposed Meal Prices**	Percentage Change
Elementary School	$2.35	**$2.40**	2.13%	$3.10	**$3.15**	1.61%
Middle School	$2.40	**$2.45**	2.08%	$3.45	**$3.50**	1.45%
High School	$2.45	**$2.50**	2.04%	$3.60	**$3.65**	1.39%

ADMINISTRATION'S RECOMMENDATION:

It is recommended that the Board of Education approves a $0.05 increase of elementary, middle school and high school breakfast prices and a $0.05 increase of elementary, middle school, and high school lunch prices.

DECLARATION OF SURPLUS PROPERTY

BACKGROUND INFORMATION:

The School District annually disposes of supplies and equipment which are no longer considered necessary or suitable to the operation of the district.

ADMINISTRATIVE CONSIDERATION:

The list of supplies and equipment is no longer considered necessary by the Rapid City Area Schools.

ADMINISTRATIVE RECOMMENDATION:

It is recommended the Board of Education declare that the supplies and the equipment on the list be surplus property.

WHEREAS, pursuant to SDCL 6-13-1. The governing board of a political subdivision may sell, trade, loan, destroy or otherwise dispose of any land, structures, equipment, or other property which such governing board has, by appropriate motion, determined is no longer necessary, useful or suitable for the purpose for which it was acquired.

THEREFORE, BE IT RESOLVED by the Board of Education of the Rapid City Area School District No. 51-4 that the following property is determined to be no longer necessary, useful, or suitable for school purposes and order the sale, trade, convey to other political subdivisions, destruction of or the disposal of:

*Not all property listed at https://rb.gy/g9s6jhbelow will be available on the annual surplus property auction.

ADDENDUM

K-12 TERMINATION AND LEAVES

Certified & Contracted Personnel		Effective
Cermak, Brooke	Horace Mann/4th Grade (resign)	06/30/2024
Ehrmantraut, Paula	Central/Psychologist (offer declined)	05/21/2024
Eisenbraun, Dusti	RCAA/Transition Teacher (offer declined)	06/06/2024
Engel, Roxann	Stevens/Junior Class Advisor (resign)	06/12/2024
Yanez, Sarah	Knollwood/3rd Grade (offer declined)	05/31/2024

K-12 EMPLOYMENT RECOMMENDATIONS

Certified & Contracted Personnel		Actual Pay
Farmer, Katie	RCEC/Instructional Coach	67,321.33
Harris, Keira	South Canyon/Signing Bonus	3,500.00
Mustard, Jill	Meadowbrook/2nd Grade	52,124.00
Phelps, John	Stevens/Assistant Football	6,165.00
Rednour-Yeary, Wendell	Central/English	45,000.00
San Miguel, Isabella	Corral Drive/Kindergarten	45,000.00
Smith, Tana	Robbinsdale/3rd Grade	53,224.00
Vollmer, James	Stevens/Assistant Football	6,165.00
Zich, Julie	North/Student Success Facilitator	58,314.10

Classified Personnel		Actual Pay
Engle, Benita	Stevens/Library Secretary	16.81

K-12 CHANGE OF STATUS

Certified & Contracted Personnel		Adjusted
Farmer, Katie	Assignment/25 Additional Days (permanent)	9,298.52
Heidepriem, Kayla	Assignment/Increase from 52,278.00 to	54,642.00
Oxner, Leah	Assignment/25 Additional Days (permanent)	8,977.36
Kamarainen, Laura	Assignment/start date from 7/1/2024 to 6/19/2024	2,719.43
Wytosick, Leah	Assignment/5 Additional Days (temporary)	1,607.21

K-12 TERMINATION AND LEAVES

BIRKELAND moved and BAKER seconded to approve the ADDENDUM as recommended by administration.

THOMAS moved to strike LATEAH LEIPOLD from the Addendum and BAKER seconded. MOTION CARRIED (5-0).

Original Motion Voted (5-0).

Certified & Contracted Personnel		**Effective**
Anderson, Angela	Wilson/1st Grade (resign from LOA)	06/30/2024
Dial, Molloy	East/7th Grade Football (resign)	06/30/2024
Harding, Heath	Central/Social Studies (resign)	06/30/2024
Jett, Marilyn	Beadle/4th Grade (resign)	06/30/2024
Kruse, Noel	Knollwood/3rd Grade (offer declined)	07/01/2024
~~Leipold, Lateah~~	~~RCEC/Accounts Receivable (non-renewal)~~	~~06/30/2024~~
Morton, Britni	Beadle/2nd Grade (resign)	06/30/2024
Norris, Rylea	North/Track (resign)	06/06/2024
Sailer, Ceclie	Beadle/2nd Grade (resign)	06/30/2024
Sailer, Ceclie	Beadle/OSEU Lead (resign)	06/30/2024
Schaefer, Jacqee	Central/Assistant Track (resign)	06/02/2024
Smith, Caroline	Corral Drive/1st Grade (resign)	06/30/2024
Smith, Caroline	Corral Drive/OSEU Lead (resign)	06/30/2024
Smith, Kari	Stevens/Math (resign)	06/30/2024
Thibodeau, Michael	South/7th Grade Football (resign)	06/30/2024
Thibodeau, Michael	South/7th Grade Basketball (resign)	06/30/2024

Classified Personnel		**Effective**
Amos, Timothy	Central/Security (retire)	05/30/2024
Heins, Kenneth	Stevens/Paraeducator (termination)	05/28/2024
Jansen, Rachel	Stevens/Paraeducator (termination)	05/28/2024
Komes, Dianna	RCAA/Lead ISS Paraeducator (retire)	05/28/2024
Longhenry, Carryn	STC/Bus Aide (retire)	06/01/2024
White Eagle/ Cecelia	B&G/Team Cleaner (offer rescinded)	05/30/2024

ITEMS FOR BOARD INFORMATION

NAME OF GRANT: RENEW AMERICA'S SCHOOLS GRANT

INFORMATION:

This memo is to inform the Board of Education of a grant application submitted by Facilities Services for the Renew America's School Grant. This grant is aimed at investing in school facilities needing energy improvements and financing. This grant targets schools serving a high percentage of students eligible for free and reduced-price lunch, or those in rural areas. The funds aid in energy efficiency and renewable energy projects at public K-12 schools to decrease energy use and costs, improve indoor air quality, and create healthier learning environments. If awarded this grant, the amount can vary but is estimated to be around $5-$6 million dollars and would require a partial match by the district.

Master Planning Agreement with CO-OP Architecture

Background Information:

The District believes that, as it considers issuing a bond referendum, it should have a facility master plan developed. This master plan would outline building priorities for years into the future and provide crucial data and information to consider as the District contemplates a bond referendum.

Administrative Consideration:

CO-OP Architecture will engage in a facility study of the District's facilities and present a long-range facility plan that will include immediate, intermediate, and future facility needs. When a bond election date is determined, CO-OP will help develop informational and educational materials regarding the projects included in the bond referendum and assist the District throughout the election process.

Please note, any dates specified in the proposed agreement are for demonstration purposes only, at this point.

Administrative Recommendation:

It is recommended that the Board of Education approve the CO-OP Architecture Master Planning Agreement.

EXECUTIVE SESSION

- SDCL 1-25-2.1 – Discussing the qualifications, competence, performance, character or fitness of any public officer or employee or prospective officer or employee. The term "employee" does not include any independent contractor.
- SDCL 1-25-2.3 – Consulting with legal counsel or reviewing communications with legal counsel about proposed or pending litigation or contractual matters.

THOMAS moved and BAKER seconded to go into Executive session at 6:57 PM for legal counsel and personnel discussion.

Executive Session concluded at 7:29 PM.

ADJOURNMENT

THOMAS moved and BAKER seconded to adjourn the June 18, 2024 Board of Education meeting at 7:30 PM. MOTION CARRIED (5-0).

Respectfully submitted,

Coy Sasse, CFOO/Business Manager

ATTEST: Shirley Fletcher, Executive Assistant

Troy Carr, President
Rapid City Board of Education

RAPID CITY AREA SCHOOL DISTRICT 51-4
BOARD OF EDUCATION EXECUTIVE SESSION

The Rapid City Area School Board of Education held a Board of Education Executive Session on Wednesday, June 26, 2024. President Troy Carr called the meeting to order at 5:30 PM with the following board members in attendance: Jamie Clapham, Walt Swan, Deb Baker, and Kate Thomas. Michael Birkeland, Christine Stephenson, and Kelsey Parker joined via Zoom.

APPROVAL OF PROPOSED AGENDA

BAKER moved and THOMAS approved the agenda as recommended by administration. MOTION CARRIED with ROLL CALL VOTE (7-0).

EXECUTIVE SESSION

- SDCL 1-25-2.1 – Discussing the qualifications, competence, performance, character or fitness of any public officer or employee or prospective public officer or employee. The term "employee" does not include any independent contractor.
- SDCL 1-25-2.3 – Consulting with legal counsel or reviewing communications with legal counsel about proposed or pending litigation or contractual matters.

BAKER moved and THOMAS seconded to go into Executive Session at 5:31 PM for legal counsel and personnel discussion.

Executive Session concluded at 8:17 PM.

ADJOURNMENT

CLAPHAM moved and SWAN seconded to adjourn the June 26, 2024 Board of Education Executive Session at 8:18 PM. MOTION CARRIED with ROLL CALL VOTE (7-0).

Respectfully submitted,

Coy Sasse, Chief Financial and Operations Officer/Business Manager

ATTEST: Shirley Fletcher, Executive Assistant

Troy Carr, President
Rapid City Board of Education

RAPID CITY AREA SCHOOL DISTRICT 51-4
BOARD OF EDUCATION MEETING

The Rapid City Area School Board of Education held the Annual Board of Education Meeting on Tuesday, July 2, 2024 at RCEC. President Troy Carr called the session to order at 5:30 PM with the following board members in attendance: Kate Thomas, Deb Baker, Jamie Clapham, Christine Stephenson, Michael Birkeland, and Walt Swan. Dr. Cory Strasser and Coy Sasse were also present and district leaders attended via Zoom.

INVOCATION

Randy Brock provided the invocation.

APPROVAL OF PROPOSED AGENDA

BAKER moved and THOMAS approved the agenda as recommended by administration. MOTION CARRIED (7-0). All agenda items can be viewed at: https://bit.ly/3eGL0o0

SHARING THE SUCCESS

Assistant Superintendent Dr. Cory Strasser introduced new leaders for the 2024-2025 school year.

New Directors – TLI – Jennifer Roberts/Special Services – Dr. Keyra Comer/Director of Culture, Climate and Indian Education – Ira Taken Alive

New Principals – Meadowbrook – Becky Hogancamp/Horace Mann – Tiffany Phelps/Black Hawk – Alex Whitney/Rapid Valley – Rhoda Bryan/Pinedale – Laura Kamarainen

Principals in New Schools – Valley View – Hollie Hoffman/RCAA – Jessica Kanta

Special Education Managers – Mercedes Borgen/Cher Daniel

OPEN FORUM

Andrew Iron Shell – Racist Education
Florence Thompson – Unity
Terrell Iron Shell – Superintendent
Sunny Red Bear – Superintendent
Murray Lee – Superintendent
Taylor Gunhammer – RCAS
Jagur Parks – Stevens Debate
Charalet Verderhull – Debate
Gene Swallow – Superintendent
Melinda Darnel – Debate

BOARD RESPONSE TO OPEN FORUM

Birkeland responded that speech and debate discussions are taking place and that the emails are being read and discussed in executive session.

Clapham said that emails and phone calls that board members are taking are being heard. Board members are elected officials and there are multiple sides and no decision is taken lightly. We will continue to listen.

Swan thanked the debaters for showing civil discourse. He said the board is dealing with a difficult situation and all do not always agree but we need to move as one body – legally and by policy – but we must think about the kids.

Stephenson thanked the debate students. She was devasted by the OCR report and data of the 14 year report and staff must be held accountable.

Carr stated racism is hard and we need to be aware of different cultures. He thinks we can grow and learn and the OCR report tells us that we can do better and what is best for the district.

FISCAL YEAR 2025 ANNUAL BUDGET HEARING

THOMAS moved and BAKER seconded in accordance with BOE Policy DBF to open the public hearing on the Fiscal Year 2025 Annual Budget.

Background Information:

The proposed budget was presented to and approved by the board of education at the regular meeting on May 21, 2024. Board policy DBF invites the review and opportunity for comment on the budget. This hearing takes place no later than July 31. The district budget calendar schedules the hearing for the regular meeting after the proposed budget is approved by the board.

THOMAS moved and CLAPHAM seconded to close the public hearing on the Fiscal Year 2025 Annual Budget. MOTION CARRIED (7-0).

APPROVAL OF PROPOSED AGREEMENTS

BAKER moved and THOMAS seconded to approve the proposed agreements as presented and recommended by administration. MOTION CARRIED (7-0).

AGREEMENT FOR SOFTWARE AS A SERVICE WITH ESM SOLUTIONS

BACKGROUND INFORMATION

Rapid City Area Schools and ESM Solutions wish to enter into an agreement to provide software for the upcoming fiscal year and the two years following; 2024-2025, 2025-2026 and 2026-2027.

ADMINISTRATIVE CONSIDERATION

This agreement has been in place with Rapid City Area Schools for over 3 years. The renewal will allow online bidding for the purchasing agent to obtain supply items such as Science supplies, Art, PE, Music, Tech Ed, Athletic Medical Supplies and Photography supplies.

ADMINISTRATIVE RECOMMENDATION

It is recommended that the RCAS Board of Education approve the agreement between Rapid City Area School District and ESM Solutions for the 2024-2025 fiscal year.

AGREEMENT FOR INTRAX HOST SCHOOL AGREEMENT

BACKGROUND INFORMATION

Rapid City Area Schools is looking to hire applicants who are certified with a South Dakota Board of Education teaching certificate through the J-1 teacher program with the Intrax Teacher Exchange Program for General Beadle Elementary School.

The applicants have paid all fees related to the J-1 teacher program with Intrax and there is no financial obligation to RCAS. The teachers are approved to teach for three (3) years with the ability to request an extension for an additional two (2) years upon completion of the three (3) years.

ADMINISTRATION'S RECOMMENDATION

It is the recommendation of the Administration that the Board of Education approve the Intrax J-1 Teacher Host Agreements for General Beadle Elementary School.

APPROVAL OF PROPOSED CONSENT AGENDA

BAKER moved and THOMAS seconded to approve the following proposed consent agenda items as recommended by the administration. All agenda items can be viewed at: https://bit.ly/3eGL0o0 MOTION CARRIED (7-0).

2024 – 2025 ACTIVITY HANDBOOK CHANGES
2024 SDHSSA RUNOFF ELECTION – CENTRAL HIGH SCHOOL
2024 SDHSSA RUNOFF ELECTION – STEVENS HIGH SCHOOL

These agenda items can be viewed at: https://bit.ly/3eGL0o0

BOARD OF EDUCATION MEETING MINUTE APPROVAL

Administration recommends approval of the minutes from the following meetings:

A. June 3, 2024 Board of Education Meeting
B. June 18, 2024 Board of Education Meeting
C. June 26, 2024 Board of Education Executive Session Meeting

BUSING AGREEMENT WITH MEADE COUNTY SCHOOL DISTRICT

Background Information:

The SD Legislature passed SDCL 13-28-45 during the 2011 session. This statute requires both school boards (Rapid City Area School District 51-4 and Meade School District 46-1 to approve bus routes located in a neighboring school district. The law is intended to protect the safety of students.

This 2024-25 school year in Summerset we will have five stops:

1. Savannah Lane and Castlewood Drive
2. Castlewood Drive and North end of Ventura Lane
3. Castlewood Drive and South end of Remington Street
4. Leisure Lane and Astoria Lane
5. Bellingham Drive and Brighton Street

Similarly, from last school year our position will be to maintain these stops for the 2024-25 school year. It appears open enrollment students from this area continue to attend Piedmont Valley Elementary and Stagebarn Middle School. The proposed stops will help provide safety for students traveling to these two schools.

Administrative Recommendation:

The administration recommends approving this busing agreement with Meade County School District 46-1 as per SDCL 13-28-45.

Rapid City Area School District: Claims Report
7/2/2024

A & B Business Equipment Inc				
	10	Repairs & Maintenance Svcs	1,827.45	
	10	Supplies	1,827.44	
				3,654.89
A & I Distributors				
	10	Supplies	255.00	
	22	Supplies	255.00	
				510.00
A To Z Shredding Inc.				
	10	Other Professional Services	264.20	
				264.20
Adorama Inc				
	10	Supplies	15.10	
				15.10
Amazon.Com Inc				
	10	Uniforms	336.81	
	10	Supplies	7,598.81	
	10	Supplies - Technology	43.35	
	21	Other Equip New < $5000	2,691.95	
	21	Library Media	30.36	
				10,701.28
American Engineering Testing Inc				
	21	New Building	1,404.00	
				1,404.00
Amick Sound Inc				
	10	Repairs & Maintenance Svcs	364.08	
				364.08
ARC International, Inc.				
	21	Other Professional Services	1,590.00	
				1,590.00
Arrowhead Tennis Center				
	10	Rentals	133.00	
				133.00
Black Hills Chemical, Inc.				
	10	All Objects	456.60	
				456.60
Black Hills Special Svcs Co-Op				
	10	Other Professional Services	85,600.00	
	22	Services Purchased from Co-Op	2,020.00	
				87,620.00
Blick Art Materials				
	10	Supplies	2,125.84	
				2,125.84
Cash-WA Distributing, Inc.				

51	All Objects	-93.34	
51	Supplies	310.60	
51	Food - Purchased	3,817.11	
51	Donated Food	614.31	
			4,648.68
Chamberlin Architects Inc.			
21	Other Professional Services	9,014.00	
			9,014.00
Children's Home Society of SD			
22	Payments/Other Educ Institute	2,841.93	
			2,841.93
City Of Rapid City			
10	Supplies	13.90	
			13.90
Climate Control Systems and Service LLC			
21	All Objects	-246.70	
21	Repairs & Maintenance Svcs	2,467.00	
			2,220.30
Cole Crystal Dawn			
10	Supplies	10.61	
			10.61
D & R Service, Inc.			
10	Repairs & Maintenance Svcs	1,571.23	
			1,571.23
Dakota Playground			
10	Supplies	1,508.58	
			1,508.58
Dalton Music			
10	Repairs & Maintenance Svcs	99.25	
			99.25
eLuma			
22	Subscriptions use w/ 2000 Func	350.00	
			350.00
Fisher Scientific			
10	Supplies	824.24	
			824.24
Floyd's Truck Center - Rapid City			
10	Supplies	96.82	
22	Supplies	4,719.83	
			4,816.65
Follett Content Solutions, LLC			
10	Library Media	1,712.23	
21	Library Media	2,428.32	
			4,140.55
Frontline Technologies, LLC			
21	Other Professional Services	54,425.11	

				54,425.11
Glines Vikki L				
	22	Travel In-District	209.47	
				209.47
Goodey Reed				
	10	Other Professional Services	300.00	
				300.00
Gopher Sport				
	22	Supplies	266.88	
				266.88
Great Plains Distribution				
	10	Supplies	2,441.25	
				2,441.25
Grismer Sherry				
	10	Rentals	5,250.00	
				5,250.00
Gunderson Palmer Nelson & Ashmore, LLP				
	10	Other Professional Services	967.50	
				967.50
Haggerty's Musicworks DBA				
	21	Other Equip New < $5000	10,532.58	
	21	Other Equip New > $5000	26,299.00	
				36,831.58
Houghton Mifflin Harcourt				
	21	Instructional Software	42,187.50	
				42,187.50
ImageAll, LLC				
	10	Uniforms	132.00	
				132.00
Infinity Diesel				
	51	Repairs & Maintenance Svcs	706.91	
				706.91
Instructure				
	10	Subscriptions use w/ 2000 Func	5,005.00	
	21	Instr Workbooks/Class Subscr	6,736.10	
				11,741.10
Integrated Systems Corporation				
	21	Other Professional Services	21,600.00	
				21,600.00
iSupport Software				
	10	Repairs & Maintenance Svcs	8,964.00	
				8,964.00
Johnson Controls Inc				
	10	Repairs & Maintenance Svcs	4,624.78	
	21	Repairs & Maintenance Svcs	100,082.76	
	21	Computer Licensing	4,222.80	

				108,930.34
Kelley Create Co				
	10	Supplies	464.41	
				464.41
Kids Discover				
	10	Periodicals	794.25	
				794.25
Kieffer Sanitation				
	10	Water/Sewer/Garbage	341.44	
	21	New Building	379.33	
				720.77
Kipp's Construction				
	10	Repairs & Maintenance Svcs	2,033.00	
	10	Supplies	503.00	
				2,536.00
Kone Spares				
	10	Repairs & Maintenance Svcs	705.79	
				705.79
L & L Insulation Inc				
	21	New Building	103,730.00	
				103,730.00
Lowe Roofing Inc				
	10	Repairs & Maintenance Svcs	178.57	
				178.57
Masters Custom Design Embroidery				
	10	Uniforms	238.00	
				238.00
Menards, Inc				
	10	Supplies	69.88	
				69.88
Midwest Connect				
	10	Supplies	1,700.00	
				1,700.00
Mobile Mini Williams Scotsman				
	21	New Building	512.00	
				512.00
Mr. Electric, Inc				
	21	Other Professional Services	4,882.15	
				4,882.15
Nasco				
	10	Supplies	492.10	
				492.10
Nitro Alley Inc				
	10	Repairs & Maintenance Svcs	852.00	
				852.00
Northern Truck Equipment Corp				

10	Repairs & Maintenance Svcs	193.00	
			193.00
Oaktree Products, Inc			
22	Supplies	2.10	
			2.10
O'Brien Maureen Kathryn			
10	Travel In-District	17.62	
			17.62
Overhead Door Company, LLC			
10	Repairs & Maintenance Svcs	147.96	
			147.96
Pacific Steel & Recycling			
10	Other Professional Services	10.00	
			10.00
Paxton Patterson, LLC			
10	Supplies	598.32	
			598.32
Perfektion Music Inc			
10	Supplies	179.95	
			179.95
Popplers Music Store			
10	Supplies	336.40	
			336.40
Prairie Farms Dairy			
51	Food - Purchased	1,862.52	
			1,862.52
Premier Striping & Landscapes, LLC			
10	Repairs & Maintenance Svcs	34,540.50	
			34,540.50
Rapid Broadcasting Co DBA			
10	Other Professional Services	6,500.00	
			6,500.00
Rapid Tire And Alignment Inc			
10	Repairs & Maintenance Svcs	371.88	
			371.88
Really Good Stuff LLC			
10	Other Equip New < $5000	398.98	
			398.98
Ricoh USA, Inc.			
21	Other Professional Services	45,251.92	
			45,251.92
Riddell/all American Sports			
21	Other Equip Replace < $5000	14,721.78	
			14,721.78
Riverside Technologies, Inc.			
10	Repairs & Maintenance Svcs	524.00	

21	Other Professional Services	5,637.10	
			6,161.10
Roberts Musical Services			
10	Repairs & Maintenance Svcs	353.00	
			353.00
Sanford Bismarck			
10	Other Professional Services	350.00	
22	Other Professional Services	175.00	
			525.00
Sargent Welch division of VWR Internationa			
10	Supplies	103.24	
			103.24
Savvas Learning Company LLC			
21	Textbooks & Software	48,474.80	
			48,474.80
School Health Corporation			
10	Supplies	645.93	
			645.93
School Specialty, LLC			
10	Supplies	12,170.37	
22	Supplies	103.73	
			12,274.10
SD Special Pay Plan			
10	Sick Leave Severance	342,122.67	
22	Sick Leave Severance	103,186.44	
51	Sick Leave Severance	22,409.46	
			467,718.57
SDHSAA			
10	Supplies	97.80	
			97.80
Seco Construction Inc			
21	Repairs & Maintenance Svcs	20,567.00	
			20,567.00
Sergeant Laboratories, Inc.			
21	Administrative Software	61,386.71	
			61,386.71
Servall, Inc.			
10	Laundry Services	5,664.06	
			5,664.06
SHAR Products Company			
10	Supplies	2,844.61	
			2,844.61
Skyward Inc			
10	Computer Licensing	237,296.00	
			237,296.00
Software House International Corp			

10	Computer Licensing	9,800.00	
			9,800.00
Stagecraft Industries, Inc			
10	Repairs & Maintenance Svcs	7,600.00	
			7,600.00
Staples Advantage			
10	Supplies	862.47	
			862.47
Steve Weiss Music			
21	Other Equip New < $5000	1,784.90	
			1,784.90
Summer Dance Connection			
10	Other Professional Services	3,539.63	
			3,539.63
Swigart Scott W			
10	Supplies	300.00	
			300.00
Taylor Music Inc.			
21	Other Equip New < $5000	6,840.00	
			6,840.00
Textbook Warehouse, LLC			
21	Textbooks & Software	512.00	
			512.00
Trugreen			
10	Repairs & Maintenance Svcs	14,844.00	
			14,844.00
Turf Tank, Inc.			
21	Equipment Lease	15,000.00	
			15,000.00
United Scope LLC dba AmScope Omax			
10	Other Equip New < $5000	5,145.57	
			5,145.57
Universal Athletic, LLC Game One			
10	Supplies	94.79	
			94.79
US Bank - Investment, Agent Fee			
21	Fiscal Agent's Fees	1,425.00	
			1,425.00
VanWay Trophy & Award			
10	Supplies	1,234.04	
			1,234.04
Veritiv Operating Company			
10	Supplies	2,267.99	
			2,267.99
Vigilant Business Solutions			
10	Other Professional Services	2,521.00	

				2,521.00
Volunteers of America Northern Rockie				
	10	Other Professional Services	7,202.20	
				7,202.20
Wede Kayla				
	51	Travel In-District	58.19	
				58.19
Wenger Corporation				
	21	Other Equip New < $5000	7,311.28	
				7,311.28
West Music Company				
	21	Other Equip New < $5000	16,797.25	
				16,797.25
Western States Fire Protection, Inc				
	10	Repairs & Maintenance Svcs	915.00	
				915.00
YMCA Youth Institute Perspective				
	10	Repairs & Maintenance Svcs	1,458.65	
				1,458.65
			Total =	**1,630,487.28**

Rapid City Area School District: Claims Report
7/2/2024

Scull Construction Inc			
21	New Building	1,986,800.42	
			1,986,800.42
US Bank - CO Principal & Interest Only			
21	Redemption of Principal	1,220,000.00	
21	Interest	76,784.75	
			1,296,784.75
		Total =	**3,283,585.17**

Rapid City Area School District: Imprest Claims Report
6/20/2024

GENERAL FUND			
Dakota Truck Underwriters	06/20/24	6,449.81	Workers Compensation Ins
	Total Workers Compensation Ins =	**6,449.81**	
Executive Golf Course	06/20/24	140.00	Registration Fees
Region 8 Music Contest	06/13/24	875.00	Registration Fees
	Total Registration Fees =	**1,015.00**	
Dahlke Dillon Mark	06/20/24	100.00	Other Professional Services
Fender Candi	06/20/24	75.00	Other Professional Services
Lincoln High School	06/13/24	395.57	Other Professional Services
Meersman Meredith Gail	06/20/24	75.00	Other Professional Services
Schnittgrund Lon	06/20/24	75.00	Other Professional Services
	Total Other Professional Services =	**720.57**	
Black Hills Energy	06/20/24	111,975.73	Electricity
	Total Electricity =	**111,975.73**	
Montana Dakota Utilities	06/20/24	8,087.26	Natural Gas/Fuel Oil
	Total Natural Gas/Fuel Oil =	**8,087.26**	
Black Hawk Water User District	06/13/24	120.30	Water/Sewer/Garbage
	Total Water/Sewer/Garbage =	**120.30**	
Arrowhead Tennis Center	06/13/24	120.00	Rentals
	Total Rentals =	**120.00**	
Dakota Bus Service, Inc.	06/13/24	11,622.25	Contracted Bus Service
	Total Contracted Bus Service =	**11,622.25**	
Bader Jonathan Edward	06/20/24	194.00	Travel Out-Of-District
Barker Cheryl D	06/20/24	194.00	Travel Out-Of-District
Bauer Jordan Dennis	06/13/24	114.00	Travel Out-Of-District
Bauer Jordan Dennis	06/20/24	140.00	Travel Out-Of-District
Brett Thomas Lawrence	06/20/24	234.00	Travel Out-Of-District
Bryan Rhoda Ann	06/20/24	194.00	Travel Out-Of-District
Clausen Deborah Denise	06/20/24	166.00	Travel Out-Of-District
Colburn Rebecca Lynne	06/20/24	194.00	Travel Out-Of-District
Demple Julia	06/20/24	194.00	Travel Out-Of-District
Deruyter Laura A	06/20/24	166.00	Travel Out-Of-District
George Erin E	06/20/24	248.00	Travel Out-Of-District
Hall Austin	06/20/24	264.00	Travel Out-Of-District
Hawki Krystina Marie	06/20/24	166.00	Travel Out-Of-District
Henry Christina Marie	06/20/24	234.00	Travel Out-Of-District
Hogue Christianna	06/20/24	239.70	Travel Out-Of-District
Jones Melissa Ann	06/20/24	967.00	Travel Out-Of-District
Kellar Teresa A	06/20/24	194.00	Travel Out-Of-District
Knight Maridel Magallanes	06/20/24	194.00	Travel Out-Of-District
Lopez Alisia Dennise	06/20/24	503.80	Travel Out-Of-District
Maier Samantha Gabrielle	06/20/24	194.00	Travel Out-Of-District
Mowell Ronalda V	06/20/24	194.00	Travel Out-Of-District
Ohlfs Catherine Eileen	06/20/24	194.00	Travel Out-Of-District
Pietrylo Sheila Elaine	06/20/24	194.00	Travel Out-Of-District
Sack Tammy K	06/20/24	224.00	Travel Out-Of-District
Schneider Erin Marie	06/20/24	250.00	Travel Out-Of-District
Siebdrath Abby	06/20/24	590.34	Travel Out-Of-District
Smith Stacy Anne	06/20/24	194.00	Travel Out-Of-District
Vollmer James Elliot	06/20/24	780.30	Travel Out-Of-District
Williams Alli Marie	06/20/24	194.00	Travel Out-Of-District
	Total Travel Out-Of-District =	**7,809.14**	
Holiday Inn Express & Suites - Brookings	06/20/24	1,187.55	Excursions & Activities
Home 2 Suites by Hilton	06/13/24	1,431.00	Excursions & Activities
LaQuinta Inn & Suites - SF	06/20/24	5,865.00	Excursions & Activities
Residence Inn	06/20/24	1,341.00	Excursions & Activities
	Total Excursions & Activities =	**9,824.55**	
Midco Business	06/13/24	219.01	Telephone Services
Midco Business	06/20/24	18,416.31	Telephone Services
	Total Telephone Services =	**18,635.32**	
Hudl	06/20/24	4,000.00	Supplies
	Total Supplies =	**4,000.00**	
		Total GENERAL FUND =	**180,379.93**
CAPITAL OUTLAY FUND			
Black Hills Power, Inc.	06/13/24	61.59	Rentals

			Total Rentals =	**61.59**
			Total CAPITAL OUTLAY FUND =	**61.59**
SPECIAL EDUCATION FUND				
Dakota Truck Underwriters	06/20/24	5,131.81	Workers Compensation Ins	
		Total Workers Compensation Ins =	**5,131.81**	
			Total SPECIAL EDUCATION FUND =	**5,131.81**
			Total Claims: =	**185,573.33**

K-12 CHANGE OF STATUS

Certified & Contracted Personnel		Adjusted
Engel, Roxann	Assignment/20 Additional Days (permanent)	7,670.29
Hansen, Jenna	Correction/10 Additional Days from 3,4313.33 to	3,413.33
Wood, Loretta	Assignment/Decrease from 70,458.99 to	68,789.79

Classified Personnel		Adjusted
Coverdale, Kristina	Assignment/Increase FTE from 0.81 to	0.84375

Additional Pay		Actual
Albrecht, Balie	Music Memory Revision Committee	337.50
Anderson, Lani Li	Music Memory Revision Committee	337.50
Bragg, Aleisha L	Music Memory Revision Committee	337.50
Dailey, Molly O'Connor	Music Memory Revision Committee	225.00
Kelly, Sheri L	Music Memory Revision Committee	337.50
Long-Lind, Heidi Lee	Music Memory Revision Committee	337.50
McNabb, Jennifer M	Music Memory Revision Committee	337.50
Perrett, Heidi M	Music Memory Revision Committee	337.50
Seidel, Larissa Marie	Music Memory Revision Committee	337.50
Surrell, Jill Marie	Music Memory Revision Committee	337.50
Winter, Julie M	Music Memory Revision Committee	150.00

K-12 EMPLOYMENT RECOMMENDATIONS

Certified & Contracted Personnel		Actual Pay
Anderson, Steven	Stevens/Assistant Boys Basketball	5,138.00
Bender, Shana	Grandview/K-5 SPED	48,000.00
Bender, Shana	Grandview/Signing Bonus	3,500.00
Brandsrud, Micah	RCEC/TeamMates Program Manager	58,037.62
Bryan, Rhoda	Rapid Valley/Principal	81,141.88
Cerny, Jason	West/Assistant Principal	71,042.19
Hamilton, Lisa	Rapid Valley/K-5 SPED	53,624.00
Hamilton, Lisa	Rapid Valley/Signing Bonus	3,500.00
Johnson, Shelvia	Beadle/5th Grade	52,124.00
Phelps, Tiffany	Horace Mann/Principal (2023-24 pro-rated)	2,800.96
Sarchet, Jade	Robbinsdale/Kindergarten	45,000.00
Wolterstorff, Amanda	Central/ELA	45,000.00

Classified Personnel		Actual Pay
Adams, Amber	RCAA/Lead ISS Paraeducator	20.00
Campbell, Gary	B&G/HVAC Mechanic	27.28
Doty, Kathleen	Grandview/Level 2 Secretary	15.49
McGill, Kristi	STC/Bus Aide	15.48
Morgan, John	STC/Bus Driver	18.85
Riss, Carol	B&G/Team Cleaner	14.19
Scott, William	STC/Bus Driver	18.85

SUBSTITUTES & FIELD PLACEMENTS

Retired RCAS Substitutes
Bates, Diane
Ferdinand, Paul
Hast, Timothy
Holzer, Rozanne
Johnson, Gerald
Leichtnam, Christine
Wills, Mary
Wipf, Lisa

Certified Substitutes
George, Rebecca
Key, Kandace
Koly, Patricia

Nurse Substitutes
Swenson, Allison

SLP/OT/PT Substitutes
Holzer, Rozanne

BA+ Substitutes
Miner, Alberta
Reilly, Macaela
Roberts, Shamil
Wichner, Kari

Non-Degreed Substitutes
Amsden, Halley
Baltrusch, Alexis
Beert, Regan
Brown, Wacey
Bumann, Emma
Gisi, Megan
Good, Makayla
Hill, Tracie
Hoseman, McKenna
Hotovec, Kelly
Jesseph, Jessica
Johnson, Rachel
Nesland, Hayden
Neville, Shayna
Odle-Slagle, Shelby
Paz, Haleigh

Richter, Maleah
Root, Addy
Rye, Angeline
Santiago, Dominic
Wittmeier, Abigail

University Student Field Placements
Amsden, Halley
Baltrusch, Alexis
Beert, Regan
Benton, Madison
Brown, Wacey
Bumann, Emma
Gisi, Megan
Hansen, Alexandra
Hoseman, McKenna
Jesseph, Jessica
Johnson, Rachel
Miner, Alberta
Nesland, Hayden
Neville, Shayna
Odle-Slagle, Shelby
Paz, Haleigh
Richter, Maleah
Root, Addy
Rye, Angeline
Santiago, Dominic
Wittmeier, Abigail

K-12 TERMINATION AND LEAVES

Certified & Contracted Personnel		Effective
Leipold, Lateah	RCEC/Accounts Receivable (non-renewal)	06/30/2024
Wells, Lester	North/Student Success Facilitator (offer declined)	06/11/2024

Classified Personnel		Effective
DeJong, David	North/Student Nutrition Team member (resigned)	05/24/2024
Jesseph, Jessica	West/Paraeducator (resign)	06/12/2024

NAME OF GRANT: **McKinney-Vento Homeless Education Grant**

PARTICIPANTS: Rapid City Area Schools

BACKGROUND INFORMATION:

The Rapid City Area School District is given the opportunity to apply for the above federal grant on an annual basis with the South Dakota Department of Education. The grant applications are submitted electronically through the SD DOE Grant Management system.

The McKinney-Vento Homeless Education Grant includes educational and support services provided to students who are experiencing homelessness.

ADMINISTRATIVE CONSIDERATIONS:

While the Rapid City Area School District has participated in this federally funded program for numerous years, there has been an increased level of accountability for student success in recent years. There are several regulations regarding instructional settings, student evaluation, non-public school participation, records, and staffing which must be closely followed. Rapid City Area School District must agree to all the attestation and assurance statements listed in the SD DOE Grant Management System prior to being able to submit their application for funds to the South Dakota Department of Education.

ADMINISTRATION'S RECOMMENDATION:

It is recommended that the board of education authorize the submission of the above federal grant application to the SD DOE for the 2024-2025 school year in the amount of $125,000.

DISTRICT GRANT APPLICATION FACT SHEET

1. Grant Application Project Title:
   McKinney-Vento Homeless Education Grant: $125,000

2. Funding Source and Amount Requested: SD DOE $125,000.00

3. Filing Date: July 5th, 2024

4. Operating Dates: The 2024-2025 school year

5. Local Match: These funds are supplemental to other district funds.

6. Need Addressed: Please see the above descriptions.

7. After Funding Ceases: The district is under no obligation to continue the programs once the funding ceases.

8. Signatures:

   Grant Applicant: Rapid City Area Schools Date: 7-2-2024

   Grant Director: Jennifer Strong Date: 7-2-2024

   Chief Financial and Operation Officer: Coy Sasse Date: 7-2-2024

   Superintendent: Nicole Swigart Date: 7-2-2024

9. Date of board approval: _____

District Code: AF
Page 1 of 2

Dangerous Weapons in the School

I. Purpose

The purpose of this policy is to ensure a safe and supportive learning environment free from the threat of violence or harm. The safety of students, staff, and visitors are of paramount importance to the District.

II. Definitions

The following definitions apply:

A. Dangerous weapon. Any firearm, stun gun, or air-gun, knife or device, instrument, material or substance, whether animate or inanimate, which is calculated or designed to inflict death or serious bodily harm, or by the manner in which it is used is likely to inflict death or serious bodily harm.

B. Firearm. Any weapon which is designed to expel a projectile by action of an explosive, the frame or receiver of any such weapon, a muffler or silencer for a weapon, or any explosive, including any poison gas.

III. General Statement of Policy

No dangerous weapons or firearms are permitted on any school premises, school vehicle or any vehicle used for school purposes, in any school building or premises used for school functions, except for:

1. Firearms under the control of law enforcement personnel.
2. Starting guns while in use at athletic events.
3. Firearms or air-guns at firing ranges, gun shows, or authorized supervised school training sessions for the use of firearms.
4. The ceremonial presence of unloaded weapons at color guard ceremonies.
5. Firearms used for display by military or first responders for job recruitment purposes, with prior approval from the Superintendent.

Notwithstanding SDCL § 13-32-7, it is the policy of the District not to allow individuals with enhanced conceal carry permits to have firearms on school premises, school vehicle or any vehicle used for school purposes, in any school building or other building or premises used for school functions.

IV. Procedure

Employees and students who violate this policy shall be disciplined. Any visitor violating this policy may be banned from future entrance onto District property. In addition, violations of this policy shall be reported to local law enforcement.

Adopted:

Legal Reference:

SDCL § 13-32-4
SDCL § 13-32-4.2
SDCL § 13-32-7
SDCL § 22-1-2
SDCL § 23-7-8.6

Rapid City Area School District No. 51-4, Rapid City, South Dakota

District Code: JFB
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EDUCATION OF HOMELESS CHILDREN

V. Purpose

The McKinney-Vento Homeless Assistance Act guarantees rights and services to remove educational barriers for homeless children and youth. The District will make reasonable efforts to identify homeless children and youth of school age located within the area, encourage enrollment, and eliminate barriers to students receiving an education.

VI. Definitions

The following definitions apply:

A. Homeless Child. An individual, age 21 and under, eligible for public education services under state and federal law who lacks a fixed, regular, and adequate nighttime residence. The term includes children and youth who are:

1) Sharing the housing of other persons due to loss of housing, economic hardship or a similar reason;
2) Living in motels, hotels, trailer parks or camping grounds due to lack of alternative adequate accommodations;
3) Living in emergency or transitional shelters;
4) Abandoned in hospitals;
5) Have a primary nighttime residence that is a public or private place not designed for, or ordinarily used as, a regular sleeping accommodation for human beings;
6) Living in cars, parks, public spaces, abandoned buildings, substandard housing, bus or train stations, or similar settings; and
7) Migratory children who qualify as homeless because they are living in circumstances described above.

B. **School of Origin.** The school that a child or youth attended when permanently housed or the school in which the child or youth was last enrolled, including preschool. School of origin shall also include any designated receiving school for the next grade level for all feeder schools when a student completes the final grade level served by the school of origin.

C. **Unaccompanied Youth.** A homeless child or youth not in the physical custody of a parent or guardian.

VII. General Statement of Policy

Every homeless child is entitled to equal access to the same free, appropriate public education as provided to other students.

A. Eligibility.

In order to qualify for support and services under the McKinney-Vento Homeless Assistance Act, a child must be a "homeless child" as described above.
A parent, guardian, or unaccompanied youth may fill out a Verification of Eligibility (located at all school buildings) or contact the McKinney-Vento Coordinator (605-431-8414) to determine whether a child is eligible for services and support.

B. School Selection.

Each school shall presume that keeping a homeless child or youth enrolled in that child's or youth's school of origin is in the child or youth's best interest, except when doing so is contrary to the request of the child's or youth's parent or guardian or in the case of an unaccompanied youth, the youth.
To overcome the presumption that a child or youth should remain in his/her school of origin, the school staff shall consider student-centered factors including the impact of mobility on achievement, education, health, and safety of homeless children and youth, giving priority to the request of the child's or youth's parent or guardian or in the case of an unaccompanied youth, the youth.
Written notice of the school selection decision will be provided to the parent, guardian, or unaccompanied youth in a manner understandable to such parent, guardian, or unaccompanied youth.

C. Immediate Enrollment.

Homeless students must be enrolled in school immediately, even if they lack required documents or eligibility requirements established elsewhere in District policy. Parents, guardians, or unaccompanied youth must work with the Coordinator and the school to provide necessary documents for enrollment, including birth certificate, immunization records, and/or school records as soon as possible.
In the event of a dispute concerning enrollment, students are immediately enrolled in the school the parent, guardian or unaccompanied youth is requesting.

Transportation.

The District must provide or arrange transportation to and from the school of origin, if requested by the parent, guardian, or in the case of the unaccompanied youth, the Coordinator.
In situations in which a student attends school in the District but his/her temporary housing is in another District (or vice versa), the Superintendent or designee shall work with the other district to share the cost and/or responsibility for transportation. If an agreement cannot be reached between the districts, the cost of such transportation will be divided evenly.

D. Educational Services.

Homeless students must have access to the same educational services and programs that are available to other students, including but not limited to:

1) Transportation services;
2) Educational services for which a student meets eligibility;
3) Educational programs for students with disabilities and limited English proficiency;
4) Programs in vocational and technical education;
5) Programs for gifted and talented students; and
6) School nutrition program.

E. Title I Eligibility.

Children and youth experiencing homelessness are automatically eligible for Title I, Part A services, whether they attend a Title I, Part A school or meet the academic standards required of other students for eligibility.

F. Free Meals.

Homeless children are eligible for free meals through the National School Lunch Program and the School Breakfast Program, administered by the United States Department of Agriculture.

G. Community Support.

Homeless students and families are referred to local agencies for additional services and resources.

H. Other Services.

Some students qualify for additional services that are necessary to eliminate barriers to school attendance and school success.

I. McKinney-Vento Coordinator.

The McKinney-Vento Coordinator, as the liaison for homeless children, is responsible for carrying out the duties required by law and under this policy, including but not limited to:

1) Ensuring homeless children and youth are identified by school personnel through outreach and coordination activities with other entities and agencies.
2) Ensuring that homeless children and youths are enrolled in and have a full and equal opportunity to succeed in school.

3) Ensuring homeless families and homeless children and youths have access to and receive educational services for which such families, children, and youths are eligible.
4) Ensuring homeless families and homeless children and youths receive referrals to health care services, dental services, mental health and substance abuse services, housing services and other appropriate services.
5) Ensuring homeless families and homeless children and youths are informed of the educational and related opportunities available to their children and are provided with meaningful opportunities to participate in the education of their children.
6) Ensure that school personnel providing services to children and youth experiencing homelessness receive professional development and support.
7) Providing public notice of the educational rights of homeless children and youths are disseminated in locations frequented by parents or guardians of such children and youths, and unaccompanied youths, including schools, shelters, public libraries, and soup kitchens, in a manner and form understandable to the parents and guardians of homeless children and youths, and unaccompanied youths.
8) Ensuring that parents and guardians of a homeless child, and any unaccompanied youth, is fully informed of all transportation services.
9) Ensuring unaccompanied youths are enrolled in school, have opportunities to meet the same challenging State academic standards as the State establishes for other children and youth, and are informed of their status as independent students for purposes of the Free Application for Federal Student Aid.
10) Ensure the dispute resolution process is followed in accordance with the law and this policy and corresponding procedure.

Anita Deranleau (District)
McKinney-Vento Coordinator
605-431-8414

South Dakota Department of Education
Statewide McKinney-Vento Coordinator
605-773-3134

J. Records.

Any record ordinarily kept by the school, including immunization or other required health records, academic records, birth certificates, guardianship records, and evaluations for special services or programs, regarding each homeless child or youth shall be maintained so that the records involved are available, in a timely fashion, when a child or youth enters a new school or school district. Copies of records shall be made available upon request to students or parents in accordance with the Family Educational Rights and Privacy Act

VIII. Procedure

The District has adopted a dispute resolution process when parents, guardians, or an unaccompanied youth and the District disagree on the eligibility, school selection, or enrollment of the homeless child. District Policy JFB-P (Education of Homeless Children – Dispute Resolution Procedure)

IX. Training and Dissemination of Policy and Procedure

School staff, including teachers, administrators, counselors, and support personnel, should receive training on the McKinney-Vento Act and how to support homeless students.
Parents and guardians (or unaccompanied youths) must be informed of their children's rights under the McKinney-Vento Act immediately upon identification or enrollment and at least twice annually while the child or youth is enrolled in school.

~~Every child of a homeless individual and every homeless child is entitled to equal access to the same free, appropriate public education as provided to other students. The district must assign and admit a child who is homeless to a district school regardless of residence and irrespective of whether the homeless child is able to produce records normally required for enrollment. The district may not require an out-of-district attendance agreement and tuition for a homeless child.~~

~~The Superintendent will review and revise as necessary rules or procedures that may be barriers to enrollment of homeless children and youths. In reviewing and revising such procedures, the Superintendent will consider issues of transportation, immunization, residence, birth certificates, school records, and other documentation.~~

~~Homeless students will have access to services comparable those offered to other students, including, but not limited to:~~

1. ~~Transportation services;~~
2. ~~Educational services for which a student meets eligibility criteria (e.g., Title I);~~
3. ~~Educational programs for children with disabilities and limited English proficiency;~~
4. ~~Programs in vocational and technical education;~~
5. ~~Programs for gifted and talented students; and~~
6. ~~School nutrition program.~~

~~The Superintendent will give special attention to ensuring the enrollment and attendance of homeless children and youths not currently attending school. The Superintendent will appoint a liaison for homeless children.~~

~~A "homeless individual" is defined in the McKinney Homeless Assistance Act.~~
~~Anyone having a concern or complaint regarding placement or education of a homeless~~

~~child will first present it orally and informally to the District homeless liaison. Thereafter, a written complaint must be filed in accordance with the District Uniform Complaint Procedure.~~

Adopted 7/29/14
Reviewed 05/23/16
Revised:

Legal Reference:

Title 42 US Code §11431 - McKinney Homeless Assistance Act

Rapid City Area School District No. 51-4, Rapid City, South Dakota
District Code: JFB-P
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Education of Homeless Children – Dispute Resolution Procedure

X. Purpose

The purpose of this Dispute Resolution Procedure is to provide an expeditious handling of disputes concerning eligibility, school selection, or enrollment of a homeless child.

XI. Process

The following dispute resolution process must be used. Failure to abide by the timelines set forth in this procedure render a waiver and withdrawal of complaint/appeal. Every effort should be made to resolve the complaint or dispute at the local level before it is brought to the South Dakota Department of Education.

A. Initial Determination

The McKinney-Vento Coordinator ("Coordinator") will provide a written and oral explanation of its decision to the parent, or in the case of an unaccompanied youth, to the unaccompanied youth. The written explanation will include a description of the parent's or unaccompanied youth's right to appeal the decision and information about the dispute resolution process. After the initial determination, the Coordinator will act as an advocate

of the parent, guardian, or unaccompanied youth.

B. Appeal to Director of Federal Programs

In the event the parent, guardian, or unaccompanied youth disagrees with the Coordinator's decision, the parent, guardian, or youth may appeal the decision by delivering a Request for Review to the Coordinator. The Request for Review must be submitted within ten (10) calendar days of receiving notification of the Coordinator's decision. Upon receipt of the Request for Review, the Coordinator shall provide a written description of the situation and the reason for the dispute to the Director of Federal Programs.

When a dispute arises, the child shall be immediately admitted to the school in which enrollment is sought and have the right to participate fully in school and receive services for which they are eligible while disputes are being resolved.

C. Review by Director of Federal Programs

Upon receipt of the Request for Review, the Director of Federal Programs shall schedule a meeting with the Complainant and Coordinator to review and resolve the complaint at a mutually convenient time and place. The Director of Federal Programs will provide the Complainant with a written decision within ten (10) days following the meeting. The Director of Federal Programs can affirm the decision of the Coordinator, reverse the decision of the Coordinator, or instruct the Coordinator to conduct further investigation. The written decision shall include the complainant's right to appeal the decision to the Superintendent.

D. Review by the Superintendent.

In the event the parent, guardian, or unaccompanied youth disagrees with the Director of Federal Program's decision, the parent, guardian, or youth may appeal the decision by delivering a Request for Review to the Superintendent within seven (7) days of the Director's decision. If necessary, and within the sole discretion of the Superintendent or Designee, the Superintendent or Designee can schedule a meeting with the Complainant and Coordinator. Upon review of the underlying matter, the Superintendent or designee can affirm the decision of the Director, reverse the decision of the Director, or instruct the Coordinator or Director to conduct further investigation. The Superintendent or Designee will provide the Complainant with a written decision within ten (10) days of receiving the Request for Review or within ten (10) days following the meeting if a meeting occurred. The written decision shall include the complainant's right to appeal the decision to the Superintendent.

E. Review by Board of Education.

In the event the parent, guardian, or unaccompanied youth disagrees with the Superintendent or Designee, the parent, guardian, or youth may appeal the decision by

delivering a Request for Review to the Board President within seven (7) days of the Superintendent or Designee's written decision. Upon receipt of the Request for Review, the Board of Education shall schedule a date, time, and location for the appeal hearing, if possible, within thirty (30) days from the date of the Request for Review. The following procedure shall apply to the hearing:

1) The issue on appeal is whether the decision should be upheld, reversed, or modified by the Board.
2) A Hearing Officer will oversee the hearing. The Hearing Officer shall admit relevant evidence and limit or unproductive, repetitious, or irrelevant evidence. The rules of evidence shall generally apply.
3) The Complainant and the District will have the opportunity to present evidence and examine/ cross-examine witnesses.
4) The Hearing Officer and Board may ask questions of any witness.
5) Both parties have the right to be represented by counsel. Each must bear the expense of such representation.
6) The hearing will be closed to the public.
7) Witnesses who testify must take an oath, swearing to tell the truth.
8) Each party will have the opportunity to make legal arguments, opening and closing statements, and object to evidence.
9) A verbatim record of the hearing, either by electronic device or a court reporter, shall be made. The record and exhibits must be sealed and remain with the Hearing Officer until the appeal process has been completed.
10) After the hearing, the Board will deliberate. Within twenty (20) days of the hearing, the Board shall render a written decision to both parties. The decision shall include the Complainant's right to appeal the decision to the South Dakota Department of Education.

F. Appeal to the South Dakota Department of Education.

In the event the parent, guardian, or unaccompanied youth disagrees with the Board of Education, the parent, guardian, or youth may appeal the decision to the South Dakota Department of Education. The Complainant must follow the South Dakota Department of Education's complaint policy and procedure.

JFB-E1
Request for Review
Name:
Address:
Number:
Which decision are you appealing? (Select one)
- o McKinney-Vento Coordinator Initial Determination
- o Director of Federal Programs
- o Superintendent or Designee

Describe why you are requesting review:
Resolution Desired:

Signature:
Date:
If additional space is needed, please attach additional information to this form. Attach all relevant information to this Request for Review Form.
District Representative
Name:
Signature
Date *Request for Review* was received:

DECLARATION OF SURPLUS PROPERTY

BACKGROUND INFORMATION:

The School District annually disposes of supplies and equipment which are no longer considered necessary or suitable to the operation of the district.

ADMINISTRATIVE CONSIDERATION:

The list of supplies and equipment is no longer considered necessary by the Rapid City Area Schools.

ADMINISTRATIVE RECOMMENDATION:

It is recommended the Board of Education declare that the supplies and the equipment on the list be surplus property.

WHEREAS, pursuant to SDCL 6-13-1. The governing board of a political subdivision may sell, trade, loan, destroy or otherwise dispose of any land, structures, equipment, or other property which such governing board has, by appropriate motion, determined is no longer necessary, useful or suitable for the purpose for which it was acquired.

THEREFORE, BE IT RESOLVED by the Board of Education of the Rapid City Area School District No. 51-4 that the following property is determined to be no longer necessary, useful, or suitable for school purposes and order the sale, trade, convey to other political subdivisions, destruction of or the disposal of:

*Not all property listed at https://bit.ly/3eGL0o0 will be available on the annual surplus property auction.

VOLUNTEERS 7/2/24

Agena, Jennifer
Allen, Makayla
Brooks, Chad
Collinge, Sofia
Heilman, Julie
Johnson, Mattie
Lawrence, Jordan

ADDENDUM

K-12 TERMINATION AND LEAVES

Certified & Contracted Personnel

		Effective
Fosse, Carol	Beadle/Interventionist (resign)	06/30/2024
Hays, Andrew	Robbinsdale/Information Media (resign)	06/30/2024
Jensen, Jenny	Pinedale/4th Grade (offer declined)	06/24/2024
Salazar, Casey	East/8th Grade Football (resign)	06/30/2024
Shute, Levi	East/7th Grade Girls Basketball (resign)	06/30/2024

Classified Personnel

		Effective
March, Kayla	East/Student Nutrition Team Member (resign)	07/19/2024
Marchant, Jordyn	Knollwood/Paraeducator (resign)	05/28/2024
McGill, Kristi	STC/Bus Aide (offer declined)	06/20/2024

K-12 EMPLOYMENT RECOMMENDATIONS

Certified & Contracted Personnel

		Actual Pay
Boehler, Molly	Central/Yearbook Advisor	5,138.00
Hendrickson, Lindy	Meadowbrook/2nd Grade	53,224.00
Larsen, Michelle	Stevens/SPED	55,124.00
Larsen, Michelle	Stevens/Signing Bonus	3,500.00
Rutherford, Albert	Central/English Learner Specialist	52,124.00
Scott, Michael	Stevens/Assistant Football	6,165.00

Classified Personnel

		Actual Pay
Doty, Kathleen	Grandview/Noon Duty	12.40
Hall, Sharon	STC/Bus Aide	15.48
Hardy, Earnest	B&G/Team Cleaner	15.88
Johnson, John	STC/Bus Driver	21.85
Nanyes, Bethany	RCEC/HR Secretary	17.57
Pounds, Jennifer	STC/Bus Driver	18.85
Returns, Destinee	B&G/Team Cleaner	15.88

SUBSTITUTES & FIELD PLACEMENTS

Certified Substitutes

Wright, Carmella

BA+ Substitutes

Uriel, Yasmin

Non-Degreed Substitutes

PrettyBoyTracke, Theresa

University Student Field Placements

PrettyBoyTracke, Theresa

ANNUAL BUDGET 2024-2025

BAKER moved and THOMAS seconded to approve the Annual Budget 2024-2025 as recommended and approved by administration. MOTION CARRIED (7-0).

BACKGROUND INFORMATION:

SDCL 13-11-2. Adoption of annual school budget --- Publication --- Cash flow --- Levy --- Changes in budget. The school board shall prepare a proposed budget for the next fiscal year according to the budgeting standards prescribed by the auditor general for consideration not later than the regular meeting in the month of May. The proposed budget shall be published in the designated official newspaper not later than July fifteenth together with a notice of hearing on the budget. The budget hearing shall be held before August first. Before October first every school board shall approve a budget for the anticipated obligations of each fund except trust and agency funds, for the school fiscal year. The budget may include an amount to provide cash flow funding according to guidelines prescribed by the auditor general. By resolution the school board shall adopt a levy in dollars sufficient to meet the school budget. Any changes in the proposed budget incorporated into the final budget shall be published in the minutes within thirty days after the final adoption of the budget.

The Board of Education approved the Fiscal Year 2025 Preliminary Budget on May 21st, 2024. The Fiscal Year 2025 Annual Budget was published in the official newspaper on June 27, 2024 and is available on the District's website.

ADMINISTRATION'S RECOMMENDATION:

It is recommended that the Board of Education approve the 2024-2025 Annual Budget.

2024-2025 ANNUAL BUDGET

		Expenditure Budget	Revenue Budget
(10)	General Fund	$106,358,346	$106,358,346
(21)	Capital Outlay Fund	47,870,740	47,870,740
(22)	Special Education Fund	28,758,774	28,758,774
(31)	C.O. Cert. Debt Services Fund	374,111	374,111
(51)	Student Nutrition Fund	5,262,276	5,262,268
(54)	Preschool Enterprise Fund	438,691	438,691
(57)	Health Insurance Fund	20,650,029	20,650,028
	TOTAL	$209,712,967	$209,712,958

PUBLICATION OF CHANGES IN 2024-2025 PROPOSED BUDGET

BAKER moved and THOMAS seconded to approve the Publication of Changes in the 2024-2025 Budget as recommended by administration. MOTION CARRIED (7-0).

BACKGROUND INFORMATION:

Statute requires that changes in the proposed budget by the Board of Education at the time of the adoption of the final budget be included in the minutes of the Board of Education after adoption of the final budget.

The following changes in the 2024-2025 Budget were approved by the Board of Education in the adoption of the 2024-2025 Annual Budget on July 2, 2024, and are to be published in the minutes of the Board of Education, following the adoption of the budget.

SUMMARY OF CHANGES IN THE 2024-2025 PROPOSED BUDGET

FD		2024-25 Prelim	2024-25 Annual Budget	2024-25 Budget Incr(Decr)
10	GENERAL FUND	105,458,930.00	106,358,346.00	899,416.00
21	CAPITAL OUTLAY FUND	35,113,218.00	47,870,740.00	12,757,522.00
22	SPECIAL EDUCATION FUND	28,746,137.00	28,758,774.00	12,637.00
31	CO CERTS DEBT SERVICE FUND	374,111.00	374,111.00	0.00
51	STUDENT NUTRITION FUND	5,262,272.00	5,262,268.00	0.00
54	PRESCHOOL ENTERPRISE FUND	438,691.00	438,691.00	0.00
57	HEALTH INSURANCE FUND	20,650,028.00	20,650,028.00	0.00
	TOTAL CHANGE IN 2024-2025 REVENUE BUDGET			**13,669,575.00**

FD		2024-25 Prelim Budget	2024-25 Annual Budget	2024-25 Budget Incr(Decr)
10	GENERAL FUND	105,458,930.00	106,358,346.00	899,416.00
21	CAPITAL OUTLAY FUND	35,113,218.00	47,870,740.00	12,757,522.00
22	SPECIAL EDUCATION FUND	28,746,137.00	28,758,774.00	12,637.00
31	CO CERTS DEBT SERVICE FUND	374,111.00	374,111.00	0.00
51	STUDENT NUTRITION FUND	5,262,272.00	5,262,272.00	0.00
54	PRESCHOOL ENTERPRISE FUND	438,691.00	438,691.00	0.00
57	HEALTH INSURANCE FUND	20,650,028.00	20,650,029.00	0.00
	TOTAL CHANGE IN 2024-2025 EXPENSE BUDGET			**13,669,575.00**

TAX LEVY REQUEST FOR 2024-2025

CLAPHAM moved and BAKER seconded to approve the Tax Levy Request for 2024-2025 as recommended and approved by administration. MOTION CARRIED (7-0).

BACKGROUND INFORMATION:

SDCL 13-11-3. Report of levy amount to county auditor --- Spread against property in district. --- General fund and special education fund report. The school district shall report the amount budgeted to the county auditor before October first on forms prescribed by the county auditor. The county auditor shall spread a levy in dollars and cents over the taxable property of the school district sufficient to raise the money requested by the school district subject to the legal dollars and cents limitations on any of the funds as provided by law. For the general fund and special education fund, the school district may report the levy in dollars or dollars per one thousand dollars of taxable valuation.

Amounts listed in the motion are those included in the 2024-2025 Budget.

ADMINISTRATION'S RECOMMENDATION:

It is recommended that the Board of Education approve the 2024-2025 tax levy rates and dollars request to the county auditor in the following amounts: General Fund tax rates of 1.197 per $1,000 of valuation of the ag property, $2.679 per $1,000 of valuation on owner-occupied property and $5.544 per $1,000 of valuation on other property; Capital Outlay tax estimate of $30,067,118 and Special Education Fund tax rate of $1.488 per $1,000 of valuation.

ITEMS FOR BOARD INFORMATION

INFORMATION ITEM – JHCD-E1 - CONSENT FOR MEDICATION ADMINISTRATION FORM

BACKGROUND INFORMATION:

District Code JHCD-E1, Administering Medications to Students, permits nonprescription medications to be administered by a RCAS nurse or unlicensed medication aide (UMA) who has completed the South Dakota Board of Nursing approved medication administration program.

Parents must complete the Consent for Medication Administration form which will authorize the RCAS nurse or UMA to administer over-the-counter medications. This form has been updated to include the following language:

"Limited Supply of over-the-counter medications is intended for urgent or occasional use. Frequent or consistent use of over-the-counter medications must be provided by the parent or guardian."

If a parent/guardian is unable to transport medication to and from school, the school nurse must be contacted "by the parent/guardian" regarding alternate arrangements.

ADMINISTRATION RECOMMENDATION:

It is recommended that the Board of Education approve the recommended new updated language for the Consent for Medication Administration Form.

SHARING THE SUCCESS – OUTGOING BOARD MEMBERS

SASSE thanked THOMAS and BAKER for their service to the board on the various committees.

Members thanked both for their years of service. Board Clerk presented a gift to each board member for their time and commitment to the district.

BAKER and THOMAS each spoke about their years on the board.

BOARD ORGANIZATIONAL MEETING

Order of Procedure

Adjournment of the old Board "Sine Die"

CARR moved and BAKER seconded that the 2024-25 Board of Education adjourn "Sine Die." MOTION CARRIED (7-0).

The Business Manager calls the new Board to order.

The newly elected Board members are sworn in using the following oath:

(**SDCL 13-8-15. Filing and administration of oaths.** In all school districts oaths of office shall be filed with the business manager except the oath of office of the business manager which shall be filed with the county auditor. Business managers and presidents of school boards are empowered to administer oaths in all matters in which their respective districts may be a party.)

RAPID CITY AREA SCHOOL DISTRICT NO. 51-4
OATH OF SCHOOL DISTRICT OFFICER

STATE OF SOUTH DAKOTA)
SS.
COUNTY OF PENNINGTON)

I, (Name), having been elected to the office of board member of Rapid City Area School District No. 51-4, in the County of Pennington, South Dakota, do solemnly swear that I will support the laws and Constitution of the United States and the State of South Dakota, and that I will faithfully and impartially perform the duties of such office.

_____
(Signature)

Subscribed and sworn to before me this 2nd day of July, 2024.

_____
Coy Sasse
Chief Financial and Operations Officer

ELECTION OF OFFICERS

Nominations are in order for President 2024-25.

CLAPHAM nominated CARR. STEPHENSON seconded. No other nominations. CARR was named President.

Following the election of President Carr, the Business Manager hands over the gavel to Carr.

The President calls for the nomination and election of first Vice-President. CARR nominated CLAPHAM. BIRKELAND seconded. No other nominations. CLAPHAM was named 1st Vice-President.

President Carr calls for the nomination and election of second Vice-President. BIRKELAND nominates SWAN. STEPHENSON seconds. SWAN thanks them for the nomination but declines due to business and family commitments. CLAPHAM nominates STEPHENSON. CARR seconds. No other nominations. STEPHENSON was named 2nd Vice-President.

BOARD ORGANIZATIONAL MEETING

SWAN moved and BIRKELAND seconded to approve the Designation of Parliamentary Procedure for Board Meetings, Designation of Time and Place for Regular Board of Education Meetings, Establishment of Board of Education Compensation for 2024-25, Designation of Official Newspaper, Resolution Authorizing Borrowing, Resolution Authorizing Business Manager to Electronically Transfer Funds, Resolution Authorizing Deposits and Investments, Resolution Authorizing Borrowing, Resolution Authorizing Participation in Associations, Resolution Authorizing Participation in National Purchasing Cooperatives, Resolution Authorizing School District Funds, Resolution Authorizing the Appointment of Committees and Authorizing Persons to Countersign, Resolution Designating Depositories and Naming of Custodian of the Depositories, Resolution on Federal Aid, Resolution Setting Number of Votes to Take Action, Resolution to Adopt Board Policies, Resolution to Appoint Administrator to Institute School Lunch Agreement, Resolution to Appoint Administrators to Settle Law Cases, Resolution to Appoint Administrators to Sign Contracts, Resolution to Appoint Advisory Committees, Resolution to Appoint Age Discrimination Act Compliance Officer, Resolution to Appoint Americans with Disabilities Act Compliance Officer, Resolution to Appoint Asbestos Compliance Officer, Resolution to Appoint Truancy Officer, Resolution to Appoint Rehabilitation Act Section 504 Compliance Officer, Resolution to Appoint School District Attorneys, Resolution to Appoint Title IX Compliance Officer, Resolution to Authorize Bonding of Business Manager and Other Personnel, Resolution to Close School in Emergency Situations, Resolution to Establish 2024-25 Tuition Rates, Resolution to Establish a Health Insurance Imprest Fund, Resolution to Establish an Imprest Fund, Resolution to Hire Staff Between School Board Meetings, Resolution to Participate in the SDRS Roth 457 Program, Resolution to Set School Activities Admission Fees, Resolution to Adopt SD Local Schools Retention Manual Revised 2017, RCAS Federal Grants Manual Revised July 2021, Resolution on Board Policy and Resolutions, Resolution to Authorize Insurance Coverage for Officials and Employees, and Resolution Naming Annual Appointment to Associated School Boards of South Dakota Board of Directors. MOTION CARRIED (7-0).

DESIGNATION OF PARLIAMENTARY PROCEDURE FOR BOARD MEETINGS

The Board shall utilize Robert's Rules of Order for Parliamentary Procedure for conducting official meetings held by the Board of Education.

ADMINISTRATION'S RECOMMENDATION:

It is recommended that the Board of Education approve to utilize Robert's Rules of Order for Parliamentary Procedure for conducting official meetings held by the Board of Education during the 2024-25 fiscal year.

DESIGNATION OF TIME AND PLACE FOR REGULAR BOARD OF EDUCATION MEETINGS

The Board will consider establishing a time, day(s) and place for the regular Board of Education meetings.

SDCL 13-8-10. - Meetings of Board . . . Regular meetings shall be held on the second Monday of each month unless otherwise designated by the Board at the annual meeting.

ADMINISTRATION'S RECOMMENDATION:

It is recommended that the Board of Education approve to designate 5:30 p.m. as the time, first and third Tuesday of each month as the day(s), and Rapid City Education Center is designated as the place for the regular Board of Education Meetings. In the event a regularly scheduled meeting falls on the same date as a local or national election, the Board of Education will change the date of the regularly scheduled meeting.

See https://bit.ly/3eGL0o0 – Item 17 B-a for 2024-2025 Meeting Schedule

ESTABLISHMENT OF BOARD OF EDUCATION COMPENSATION

SDCL 13837. Compensation of board members. Each local school board shall set the amount of per diem that each member of that local school board may receive. However, the amount of per diem set by the local school board may not exceed the per diem authorized for the members of the South Dakota Board of Education, pursuant to SDCL 4-7-10.4. The per diem may be paid for each meeting attended by such member and for each day a member was engaged in the service of the board when authorized by the board.

The per diem for members of the Board of Education of Rapid City Area School District No. 51-4 for the 2024-25 school year will be $75 for each meeting of the board actually attended by such member and for each day a member is actually engaged in the service of the board, when authorized by the Board.

SDCL 13838. Travel allowance of school board member. In addition to per diem as provided in 13837, all school board members may receive the travel allowance authorized by the rules adopted by the state board of finance. Guidelines for travel reimbursement can be found RCAS District expense reimbursement policy DKC.

ADMINISTRATION'S RECOMMENDATION:

It is recommended that the Board of Education approve the per diem for members of the Board of Education of Rapid City Area School District No. 51-4 for the year of 2024-25 will be the state rate for each meeting of the board actually attended by such member and for each day a member is actually engaged in the service of the board, when authorized by the board. The amount received by a board member for one day shall be limited to the state rate.

DESIGNATION OF OFFICIAL NEWSPAPER

SDCL 13-8-10. Meetings of board - Election of officers - Designation of depository and newspaper - Special meetings.....The board shall designate.... the legal newspaper to be used for publishing all official notices and proceedings....

ADMINISTRATION'S RECOMMENDATION:

It is recommended that the Board of Education approve to designate the Rapid City Journal as the official newspaper for the Rapid City Area School District No. 51-4 for 2024-2025.

RESOLUTION AUTHORIZING BUSINESS MANAGER TO ELECTRONICALLY TRANSFER FUNDS

BE IT RESOLVED that the Board of Education for the Rapid City Area School District No. 51-4 authorizes the Business Manager to electronically transfer funds for specifically authorized purposes.

ADMINISTRATION'S RECOMMENDATION:

It is recommended that the Board of Education approve the resolution authorizing the Business Manager to electronically transfer funds for specifically authorized purposes.

RESOLUTION AUTHORIZING DEPOSITS AND INVESTMENTS

BE IT RESOLVED that the Board of Education for the Rapid City Area School District No. 51-4 of Rapid City, South Dakota, does hereby authorize the Business Manager to deposit all accumulations of all School District funds which are not needed for current operating expenses in any designated lawful depository as named by the resolution of the School board in either savings accounts or time deposits; or invest such funds in bonds, registered warrants or promissory notes of the School District making such investment or securities issued and guaranteed by the United States Government. The interest accruing on such investment shall be credited to the respective fund.

The Business Manager is further directed to diversify investments as he sees fit and at his own discretion within the limits of SDCL 13-16-18 and SDCL 4-5-6.

ADMINISTRATION'S RECOMMENDATION:

It is recommended that the Board of Education approve the resolution authorizing deposits and investments.

RESOLUTION AUTHORIZING BORROWING

BE IT RESOLVED by the Board of Education for the Rapid City Area School District No. 51-4, Pennington County, South Dakota, that the following future borrowing practices will be followed by the Business Manager:

WHEREAS SDCL 13-19-1 allows the School Board to borrow money from any source willing to lend the money by issuing a promissory note; and

WHEREAS SDCL 13-16-18 and 13-16-26 allow the School Districts to invest in their own promissory notes.

THEREFORE, the Business Manager is hereby authorized to enter into and execute promissory notes, as necessary, for and on behalf of the School District during the 2024-25 school fiscal year in order to provide sufficient moneys for the operation of each individual School District Fund. Such notes may be executed between funds when sufficient moneys are available for such financing to provide cash flow for other funds and to reduce the amount of interest paid to financial institutions. Also, promissory notes may be executed between the School District and financial institutions when moneys are not available for loans between funds. The sum total of all promissory notes for each fund shall in no case exceed the sum of ninety-five percent of the amount of taxes levied but not collected at the date of borrowing by the school board pursuant to SDCL 13-11-2 for the current school fiscal year for the fund for which the money is borrowed plus other receivables for the fund which have been earned but not collected at the date of borrowing in accordance with SDCL 13-19-2.

All promissory notes executed between funds shall be at least two percent of interest except when a note is executed between one fund and a financial institution and then loaned to other funds within the School District. All promissory notes shall be signed by the president of the school board and the Business Manager as required by SDCL 13-19-5.

ADMINISTRATION'S RECOMMENDATION:

It is recommended that the Board of Education approve the resolution authorizing borrowing.

RESOLUTION AUTHORIZING PARTICIPATION IN ASSOCIATIONS

BE IT RESOLVED by the Board of Education for the Rapid City Area School District No. 51-4 authorizes membership in the following associations, Associated School Boards of South Dakota (ASBSD), Region IV, South Administrators of South Dakota (SASD), South Dakota Large Schools Group, South Dakota United Schools Association, and South Dakota Highs School Activities Association (SDHSAA).

ADMINISTRATION'S RECOMMENDATION:

It is recommended that the Board of Education approve the resolution authorizing membership in associations by paying the annual dues to the following association: Associated School Boards of South Dakota (ASBSD), Region IV, South Administrators of South Dakota (SASD), South Dakota Large Schools Group, South Dakota United Schools Association, and South Dakota Highs School Activities Association (SDHSAA) for the 2024-2025 fiscal year.

RESOLUTION AUTHORIZING PARTICIPATION IN NATIONAL PURCHASING COOPERATIVES

BE IT RESOLVED by the Board of Education for the Rapid City Area School District No. 51-4 authorizes participation in national purchasing cooperatives. BuyBoard Cooperative Purchasing is a national online purchasing cooperative formed between the National School Boards Association and several state schoolboard associations, developed to comply with state laws which require government entities to make purchases through a competitive procurement process. Other cooperatives include SWWC Service Cooperative, Lakes Country Service Cooperative, US Communities Government Purchasing Alliance, Sourcewell, National IPA, 1 Government Procurement Alliance (1GPA), Cooperative Purchasing Connection (CPC), AveraPace, Omnia Partners, TIPS, and CPV.

ADMINISTRATION'S RECOMMENDATION:

It is recommended that the Board of Education approve the resolution authorizing participation in these National Purchasing Cooperatives.

RESOLUTION AUTHORIZING SCHOOL DISTRICT FUNDS

BE IT RESOLVED IN ACCORDANCE WITH SDCL 13-16-2 the Board of Education for the Rapid City Area School District No. 51-4 authorizes the continuation of the following school district funds: General Fund, Capital Outlay Fund, Special Education Fund, Capital Outlay Certificate Debt Service Fund, General Long-Term Debt Fund, Student Nutrition Fund, Preschool Enterprise Fund, Health Insurance Fund, Trust and Custodial Fund, and General Fixed Assets Fund.

ADMINISTRATION'S RECOMMENDATION:

It is recommended that the Board of Education approve the resolution authorizing the continuation of previously established school district funds.

RESOLUTION AUTHORIZING THE APPOINTMENT OF COMMITTEES AND AUTHORIZING PERSONS TO COUNTERSIGN

BE IT RESOLVED in accordance with SDCL 13-8-26, the Board of Education for the Rapid City Area School District No. 51-4 authorizes the president of the school board to appoint all committees and shall preside at the meetings of the board. The president, or in the president's absence, the first vice president shall countersign all checks or warrants drawn by the business manager which have been authorized for payment by the school board.

ADMINISTRATION'S RECOMMENDATION:

It is recommended that the Board of Education approve the resolution authorizing the president of the school board to appoint all committees and the designation of first vice-president in the absence of the president in addition to the school board president, shall countersign checks drawn by the business manager.

RESOLUTION DESIGNATING DEPOSITORIES AND NAMING CUSTODIAN OF THE DEPOSITORIES

BE IT RESOLVED by the Board of Education of the Rapid City Area School District No. 51-4, Pennington County, South Dakota, that the deposits be made in the following local depositories:

US BANK

Checking Account - General Fund, Capital Outlay Fund, Special Education Fund
Checking Account - Trust and Custodial Funds, Health Insurance Fund
Checking Account- Clearing Account
Checking Account- Student Nutrition Fund
Checking Account- Flex Fund
Investments

SD FIT

Investments

BE IT FURTHER RESOLVED that the Business Manager is the designated custodian of all accounts including the Clearing Account and Trust and Custodial Funds.

ADMINISTRATION'S RECOMMENDATION:

It is recommended that the Board of Education approve the resolution designating depositories as required by SDCL 13-16-15 and designate the Business Manager as the custodian of all accounts including the Clearing Account and Trust and Custodial Funds.

RESOLUTION ON FEDERAL AID

BE IT RESOLVED by the Board of Education of Rapid City Area School District No. 51-4 of Pennington County, South Dakota, that the Superintendent of Schools, the Business Manager, and Federal Programs Director are hereby designated as the authorized representatives of the Rapid City Area School District No. 51-4 and are so authorized to furnish to the U. S. Office of Education such information, documents, and data as are necessary in the application for aid under U.S. Public Law 815, U.S. Public Law 874, and U.S. Public Law 89-10, and other federal aid applications, and otherwise to act as the authorized agents of the Rapid City Area School District No. 51-4 for the fiscal year ending June 30, 2025, in connection with these applications for Federal Aid.

BE IT FURTHER RESOLVED that certified copies of this resolution be included as a part of the application for monetary aid submitted to the U. S. Office of Education.

ADMINISTRATION'S RECOMMENDATION:

It is recommended that the Board of Education approve to adopt the resolution on federal aid.

RESOLUTION SETTING NUMBER OF VOTES TO TAKE ACTION

BE IT RESOLVED in accordance with RCAS District Code BEDF, it is the intent of the Board of Education that motions be carried by majority of members voting. Assent of majority of the members voting shall be required to take any official action. All official acts of the board of education relative to motions of resolutions passed at board of education meetings become effective at the time of such passage unless otherwise expressly provided therein.

ADMINISTRATION'S RECOMMENDATION:

It is recommended that the Board of Education approve the resolution authorizing the majority of the members of the board voting shall be required to take any official action as a board of education.

RESOLUTION TO ADOPT BOARD POLICIES

BE IT RESOLVED in accordance with RCAS District Code BGB, the Board of Education for the Rapid City Area School District No. 51-4 is solely responsible for the adoption of new policies or the revision or repeal of existing policies. The board will review each policy proposal in two separate readings. During discussion of a policy proposal, the views of the public and staff will be considered.

ADMINISTRATION'S RECOMMENDATION:

It is recommended that the Board of Education approve the resolution authorizing the Board of Education to adopt new policies or revise or repeal existing policies.

RESOLUTION TO APPOINT ADMINISTRATOR TO INSTITUTE SCHOOL LUNCH AGREEMENT

BE IT RESOLVED by the Board of Education of Rapid City Area School District No. 51-4 of Pennington County, South Dakota, that the Student Nutrition Manager is hereby designated as the authorized representative to institute a School Lunch Agreement with the Child and Adult Nutrition Services for the fiscal year ending June 30, 2025.

ADMINISTRATION'S RECOMMENDATION:

It is recommended that the Board of Education approve to adopt the resolution to appoint the Student Nutrition Manager as the authorized representative to institute a School Lunch Agreement.

RESOLUTION TO APPOINT ADMINISTRATORS TO SETTLE LAW CASES

BE IT RESOLVED by the Board of Education of Rapid City Area School District No. 51-4 of Pennington County, South Dakota, that the Superintendent and the Chief Financial and Operations Officer are hereby designated as the authorized representatives of the Rapid City Area School District No. 51-4 to settle law cases with recommendation from our attorneys for the fiscal year ending June 30, 2025.

ADMINISTRATION'S RECOMMENDATION:

It is recommended that the Board of Education approve to adopt the resolution to appoint administrators to settle law cases.

RESOLUTION TO APPOINT ADMINISTRATORS TO SIGN CONTRACTS

BE IT RESOLVED by the Board of Education of Rapid City Area School District No. 51-4 of Pennington County, South Dakota, that the Superintendent and the Chief Financial and Operations Officer are hereby designated as the authorized representatives of the Rapid City Area School District No. 51-4 to sign contracts after they are approved by the school board for the fiscal year ending June 30, 2025.

ADMINISTRATION'S RECOMMENDATION:

It is recommended that the Board of Education approve to adopt the resolution to appoint administrators to sign contracts.

RESOLUTION TO APPOINT ADVISORY COMMITTEES

BE IT RESOLVED in accordance with RCAS District Code BDF, the Board of Education for the Rapid City Area School District No. 51-4 has the authority to establish advisory committees and to dissolve advisory committees it has created. Advisory committees that are required under federal and state programs will be formed and will function in accordance with the requirements pertaining to each specific program.

ADMINISTRATION'S RECOMMENDATION:

It is recommended that the Board of Education approve the resolution authorizing the Board of Education to establish and dissolve advisory committees.

RESOLUTION TO APPOINT AGE DISCRIMINATION ACT COMPLIANCE OFFICER

BE IT RESOLVED by the Board of Education of the Rapid City Area School District No. 51-4, Pennington County, South Dakota, that an Age Discrimination Act Compliance Officer will be appointed for the 2024-25 school year.

ADMINISTRATION'S RECOMMENDATION:

It is recommended that the Board of Education approve the resolution to appoint Gary Manuel, Director of Human Resources, as the Age Discrimination Act Compliance Officer.

RESOLUTION TO APPOINT AMERICANS WITH DISABILITIES ACT COMPLIANCE OFFICER

BE IT RESOLVED by the Board of Education of the Rapid City Area School District No. 51-4, Pennington County, South Dakota, that an Americans with Disabilities Act Compliance Officer will be appointed for the 2024-25 school year.

ADMINISTRATION'S RECOMMENDATION:

It is recommended that the Board of Education approve the resolution to appoint Gary Manuel, Director of Human Resources, as the Americans with Disabilities Act Compliance Officer.

RESOLUTION TO APPOINT ASBESTOS COMPLIANCE OFFICER

BE IT RESOLVED by the Board of Education of the Rapid City Area School District No. 51-4, Pennington County, South Dakota, that an Asbestos Compliance Officer will be appointed for the 2024-25 school year.

ADMINISTRATION'S RECOMMENDATION:

It is recommended that the Board of Education approve the resolution to appoint Jon Lundgren, Buildings and Grounds Manager as the Asbestos Compliance Officer.

RESOLUTION TO APPOINT REHABILITATION ACT SECTION 504 COMPLIANCE OFFICER

BE IT RESOLVED by the Board of Education of the Rapid City Area School District No. 51-4, Pennington County, South Dakota, that a Rehabilitation Act Section 504 Compliance Officer will be appointed for the 2024-25 school year.

ADMINISTRATION'S RECOMMENDATION:

It is recommended that the Board of Education approve the resolution to appoint Dr. Keyra Comer, the Director of Special Services, as the Rehabilitation Act Section 504 Compliance Officer.

RESOLUTION TO APPOINT TRUANCY OFFICER

BE IT RESOLVED in accordance with SDCL 13-27-14 the Board of Education of the Rapid City Area School District No. 51-4, Pennington County, South Dakota, will appoint a truancy officer for the 2024-25 school year.

ADMINISTRATION'S RECOMMENDATION:

It is recommended that the Board of Education approve the resolution to appoint Dr. Justin Conroy as the truancy officer.

RESOLUTION TO APPOINT SCHOOL DISTRICT ATTORNEYS

BE IT RESOLVED that the Board of Education for the Rapid City Area School District, No. 51-4, Pennington County, South Dakota, has hired and hereby appoints Kelsey Parker to act as legal counsel for the Rapid City Area School District, and appoints the law firms of Gunderson, Palmer, Nelson & Ashmore and Bangs, McCullen, Butler, Foye & Simmons to act as counsel when necessary.

ADMINISTRATION'S RECOMMENDATION:

It is recommended that the Board of Education approve the resolution to appoint school district attorneys.

RESOLUTION TO APPOINT TITLE IX COMPLIANCE OFFICER

BE IT RESOLVED by the Board of Education of the Rapid City Area School District No. 51-4, Pennington County, South Dakota, that a Title IX Compliance Officer will be appointed for the 2024-25 school year.

ADMINISTRATION'S RECOMMENDATION:

It is recommended that the Board of Education approve the resolution to appoint Gary Manuel, Director of Human Resources, as Title IX Compliance Officer.

RESOLUTION TO AUTHORIZE BONDING OF BUSINESS MANAGER AND OTHER PERSONNEL

BE IT RESOLVED in accordance with RCAS District Code DH, the Board of Education for the Rapid City Area School District No. 51-4 authorizes the business manager to execute a bond and/or insurance policy in the amount of $1,000,000. The Board will provide a blanket bond and/or insurance policy to cover all other employees who handle school moneys.

ADMINISTRATION'S RECOMMENDATION:

It is recommended that the Board of Education approve the resolution authorizing the school board to provide a bond to cover the business manager and all other employees who handle school moneys.

RESOLUTION TO CLOSE SCHOOL IN EMERGENCY SITUATIONS

BE IT RESOLVED in accordance with RCAS District Code EBCE, the Superintendent or designee will be authorized to close schools and offices, to dismiss them early and/or to delay the beginning of school and workdays in the event of hazardous weather or other emergencies which may threaten the health or safety of students or employees.

ADMINISTRATION'S RECOMMENDATION:

It is recommended that the Board of Education approve the resolution authorizing the Superintendent or designee to close schools and offices in emergency situations.

RESOLUTION TO ESTABLISH TUITION RATES

BE IT RESOLVED that the Board of Education of Rapid City Area School District No. 51-4 establish the following daily tuition rates for the 2024-25 school year:

Kindergarten through 12	$43.02

ADMINISTRATION'S RECOMMENDATION:

It is recommended that the Board of Education approve the resolution to establish tuition rates for the 2024-25 school year.

RESOLUTION ESTABLISHING A HEALTH INSURANCE IMPREST FUND

BE IT RESOLVED in accordance with SDCL 13-18-17 the Board of Education for the Rapid City Area School District No. 51-4 authorizes the establishment of a Health Insurance Imprest Fund. Such fund shall be a sum not to exceed $2,500,000. Reimbursement claims, duly verified, shall be submitted to the Board of Education at least once every month for Board of Education approval. The Health Insurance Imprest Fund shall be expended within the following guidelines:

Claims and administrative fees.

BE IT FURTHER RESOLVED that the Business Manager be designated as the officer in charge of the Health Insurance Imprest Fund.

ADMINISTRATION'S RECOMMENDATION:

It is recommended that the Board of Education approve the resolution to establish a Health Insurance Imprest Fund.

RESOLUTION TO ESTABLISH AN IMPREST FUND

BE IT RESOLVED in accordance with SDCL 13-18-17 the Board of Education for the Rapid City Area School District No. 51-4 authorizes the establishment of an Imprest Fund. Such fund shall be a sum not to exceed $4,000,000. Reimbursement claims, duly verified, shall be submitted to the Board of Education at least once every month for Board of Education approval. The Imprest Fund shall be expended within the following guidelines:

> Meals, lodging, vehicle expenses, guarantees, self-insurance claims and fees, entry fees, registration fees, officials, police supervision, utilities, and claims to avoid a late payment charge or requiring a prepayment, and any other claim deemed prudent by the Business Manager.

BE IT FURTHER RESOLVED that the Business Manager be designated as the officer in charge of the Imprest Fund.

ADMINISTRATION'S RECOMMENDATION:

It is recommended that the Board of Education approve the resolution to establish an Imprest Fund.

RESOLUTION TO HIRE STAFF BETWEEN SCHOOL BOARD MEETINGS

BE IT RESOLVED that the Board of Education for the Rapid City Area School District No. 51-4 of Rapid City, South Dakota, authorizes the Superintendent to approve the hiring of staff between school board meetings

ADMINISTRATION'S RECOMMENDATION:

It is recommended that the Board of Education approve the resolution authorizing the Superintendent to approve the hiring of staff between school board meetings.

RESOLUTION TO PARTICIPATE IN THE SDRS ROTH 457 PROGRAM

BE IT RESOLVED in accordance with SDCL 3-13-57, that the Board of Education for the Rapid City Area School District No. 51-4 approve the resolution for the District to participate in the SDRS Roth 457 Program.

ADMINISTRATION'S RECOMMENDATION:

It is recommended that the Board of Education approve to adopt the resolution for the District to participate in the SDRS Roth 457 Program.

RESOLUTION TO ADOPT *SD LOCAL SCHOOLS RETENTION MANUAL, REVISED 2017*

BE IT RESOLVED by the Board of Education of the Rapid City Area School District No. 51-4, Pennington County, South Dakota, that a retention manual be adopted.

ADMINISTRATION'S RECOMMENDATION:

It is recommended that the Board of Education approve to adopt the *SD Local Schools Retention Manual, Revised 2017.*

RESOLUTION TO SET SCHOOL ACTIVITIES ADMISSION FEES

BE IT RESOLVED in accordance with RCAS District Code DFD, the Board of Education may determine the admission prices for athletic or school events based on the recommendations of the superintendent.

ADMINISTRATION'S RECOMMENDATION:

It is recommended that the Board of Education approve the resolution authorizing the Board of Education to determine the admission prices for athletic or school events based on the recommendations of the superintendent. Activity prices are as follows:

HIGH SCHOOL ACTIVITY PRICES

Event	Student	Adult
Sporting Events	$3.00	$5.00
Concerts	$3.00	$5.00
Plays	$5.00	$5.00
Musical (Reserved Seating)	$10.00	$10.00
Student Activity Pass (All Activities – K-12)	$20.00	
Adult Athletic Pass (15 punch) athletics only		$50.00
Adult Activity Pass (All Activities)		$75.00

Ramp Passes: $7.00, $10.00 or $15.00 per game depending on the spot plus admission to the game.

SDHSAA event prices are set by the Activities Association (No passes are honored.)

MIDDLE SCHOOL ACTIVITY PRICES

Event	Adult	Student
Football Festival	$5.00	$1.00
RCMS Wrestling Invite	$5.00	$1.00
All City Wrestling	$5.00	$1.00
West River Track	$5.00	$1.00
All City Track	$5.00	$1.00
Band Festival	TBA	TBA
Strings in Concert	TBA	TBA
United in Song	TBA	TBA

RESOLUTION TO ADOPT THE RCAS FEDERAL GRANTS MANUAL, REVISED July 2021

BE IT RESOLVED by the Board of Education of the Rapid City Area School District No. 51-4, Pennington County, South Dakota, that a federal grants manual be adopted.

ADMINISTRATION'S RECOMMENDATION:

It is recommended that the Board of Education approve to adopt the *RCAS Federal Grants Manual revised July 2021*.

RESOLUTION ON BOARD POLICY AND RESOLUTIONS

BE IT RESOLVED that in the event a Board of Education resolution conflicts with a Board of Education policy, the Board policy shall supersede the Board resolution for the Rapid City Area School District No. 51-4.

ADMINISTRATION'S RECOMMENDATION:

It recommended that the Board of Education approve the resolution detailing that Board policy supersedes Board resolution in the event of a conflict between the two.

RESOLUTION TO AUTHORIZE INSURANCE COVERAGE FOR OFFICIALS AND EMPLOYEES

BE IT RESOLVED that the Board of Education for the Rapid City Area School District No. 51-4 authorizes the business manager to execute a blanket bond and/or obtain an insurance policy to cover the faithful performance of each officer, member, and employee of the Rapid City Area School District.

ADMINISTRATION'S RECOMMENDATION:

It is recommended that the Board of Education approve the resolution authorizing the school board to provide a blanket bond and/or insurance coverage to cover the faithful performance of officers, members, and employees.

RESOLUTION NAMING ANNUAL APPOINTMENT TO ASBSD BOARD OF DIRECTORS

The Rapid City Board of Education appoints Jamie Clapham to fill the district's seat on the Associated School Boards of South Dakota Board of Directors.

The RCAS Board of Education has an automatic seat on the ASBSD Board of Directors based on the district's enrollment of more than 10,000 students. This appointment will be made by RCAS board at the board's reorganization meeting.

The RCAS Board of Education member appointed by the school board to serve on the ASBSD Board of Directors will officially take their seat at the August Board of Directors meeting. The appointed board member will serve on the ASBSD Board of Directors for the fiscal year.

ADMINISTRATION'S RECOMMENDATION:

It is recommended that the Board of Education appoint Jamie Clapham to fill the district's seat on the Associated School Boards of South Dakota Board of Directors.

OTHER

Clapham welcomed the new board members.

ADJOURNMENT

URBAN moved and MOORE seconded to adjourn the July 2, 2024 Annual Board of Education meeting at 7:06 PM. MOTION CARRIED (7-0).

Respectfully submitted,

Coy Sasse, Business Manager

ATTEST: Shirley Fletcher, Executive Assistant

Troy Carr, President
Rapid City Board of Education

RAPID CITY AREA SCHOOL DISTRICT 51-4
BOARD OF EDUCATION MEETING

The Rapid City Area School Board of Education held a Board of Education Meeting - Orientation on Wednesday, July 3, 2024 at 1:06 PM with the following board members in attendance: Troy Carr, Donna Moore, Michael Birkeland, Katy Urban, Walt Swan, and Christine Stephenson, Jamie Clapham, was absent with notice. CFOO Coy Sasse and Assistant Superintendent Dr. Cory Strasser were also in attendance.

APPROVAL OF PROPOSED AGENDA

SWAN moved and BIRKELAND seconded to approve the agenda as recommended by administration. MOTION CARRIED (6-0).

All agenda items can be viewed at: https://rb.gy/2zo4b9

OPEN FORUM

Taylor Gunhammer – RCAS Board
Sunny Red Bear – RCAS Board

BOARD RESPONSE TO OPEN FORUM

Birkeland thank you for coming and sharing opinions.

Carr – we apologize for the time of the meeting but this is an orientation meeting which allows the school board a time to learn about the district.

ITEMS FOR DISCUSSION

Directors introduced themselves and each spoke about the duties of their office and their staff.

The board clerk shared a packet of information with the board members and briefly reviewed information with them regarding the packet.

A committee assignment sheet was passed around for members to sign.

EXECUTIVE SESSION

- SDCL 1-25-2.3 – Consulting with legal counsel or reviewing communications with legal counsel about proposed or pending litigation or contractual matters.

BIRKELAND moved and SWAN seconded to go into Executive session at 3:16 PM for legal counsel discussion.

Executive Session concluded at 4:57 PM.

ADJOURNMENT

BIRKELAND moved and CARR seconded to adjourn the July 3, 2024 Board of Education meeting - orientation at 4:57 PM. MOTION CARRIED (6-0).

Respectfully submitted,

Coy Sasse, CFOO/Business Manager

ATTEST: Shirley Fletcher, Executive Assistant

Troy Carr, President
Rapid City Board of Education

RAPID CITY AREA SCHOOL DISTRICT 51-4
BOARD OF EDUCATION MEETING

The Rapid City Area School Board of Education held a Board of Education Meeting on Tuesday, July 16, 2024 at 5:30 PM with the following board members in attendance: Troy Carr, Donna Moore, Michael Birkeland, Katy Urban, Jamie Clapham, Walt Swan, and Christine Stephenson. CFOO Coy Sasse was in attendance and Assistant Superintendent Dr. Cory Strasser joined via Zoom.

APPROVAL OF PROPOSED AGENDA

SWAN moved and CLAPHAM seconded to approve the agenda as recommended by administration with item 9 K being pulled from the agenda. MOTION CARRIED (7-0).

All agenda items can be viewed at: https://rb.gy/5wfyqm

OPEN FORUM

Tonchi Weaver – Policy BCA
Florence Thompson – Sensitivity
Sunny Red Bear – Superintendent
Jean Roch – Superintendent
Heather Baxter – Social Media Post
Murray Lane – Superintendent
Anissa Martin – OCR Report

BOARD RESPONSE TO OPEN FORUM

Clapham responded that there are items that cannot be discussed in public and also that invocation is still held if we do have someone sign up.

Urban said that the board results for actions to take place and we want students to stay in the district.

Birkeland thanked them for coming and said this is an on-going conversation.

Stephenson said this is a good example of civic action and our young people can speak.

Swan said it is good to address public education and it is for all people. He sincerely apologized – no excuses for his post on what he posted. He hopes they will accept his apology and move forward. The post on social media has been taken down.

Carr thanked Ms. Red Bear and the organization for speaking with him.

APPROVAL OF PROPOSED AGREEMENTS

BIRKELAND moved and STEPHENSON seconded to approve the proposed agreements as presented and recommended by administration. MOTION CARRIED (7-0).

AGREEMENT WITH BLACK HILLS SPEECH PATHOLOGY

BACKGROUND INFORMATION:

Rapid City Area Schools and Black Hills Speech Pathology (Laura Armstrong) wish to continue the contract from 2023 for another school year, from August 1, 2024 through July 31, 2025. This continued contract will help to provide Speech/Language Therapy to students identified for special education with Speech/Language Therapy included in their Individual Education Plan.

ADMINISTRATIVE CONSIDERATION:

The Rapid City Area Schools have a legal obligation to provide special education services to identified students, this contract will help to fill open Speech Language Pathology positions that remain open for the school year.

ADMINISTRATION'S RECOMMENDATION:

It is recommended that the RCAS Board of Education approve the continued contract with Black Hills Speech Pathology (Laura Armstrong) from August 1, 2024 through July 31, 2025, unless terminated by either party with two weeks' written notice.

AGREEMENT WITH BLACK HILLS WORKS

BACKGROUND INFORMATION:

Rapid City Area Schools and Black Hills Works wish to enter into an agreement for the purpose of providing work experiences for students with disabilities who require this work experience as part of their Individual Education Plan (IEP), from August 1, 2024 through June 30, 2025. This agreement will be a combination of paid work experiences for the students that qualify for project skills through the state Vocational Rehabilitation Agency and volunteer work experiences for the students that need work experience opportunities.

ADMINISTRATIVE CONSIDERATION:

This Rapid City Area Schools contract has been in place with Black Hills Works for the past few years. This contract will provide services for 40 students who meet the eligibility criteria, totaling $75,000.

ADMINISTRATION'S RECOMMENDATION:

It is recommended that the RCAS Board of Education approve the contract agreement between Rapid City Area School District and Black Hills Works starting August 1, 2024 and to remain in effect until amended or terminated by either party.

APPROVAL OF PROPOSED CONSENT AGENDA

CLAPHAM moved and SWAN seconded to approve the following proposed consent agenda items as recommended by the administration Item K was pulled in earlier motion. MOTION CARRIED (7-0).

CHANGE ORDER

CORRAL DRIVE SIDEWALK ADDITION

BACKGROUND INFORMATION:

Administration received Change Order #1 for the Corral Drive Sidewalk Addition project. This change order includes costs to remove and replace a 1' wide edge of asphalt that borders the new sidewalk location along the street. The existing asphalt edge is too worn and rolled to tie into the new sidewalk.

ADMINISTRATIVE CONSIDERATION:

Administration reviewed the Change Order as presented.

ADMINISTRATION'S RECOMMENDATION:

It is the recommendation of the Administration to approve Change Order #1 for Corral Drive Sidewalk Addition project. The contract sum will increase by $6,420.00 for a new contract sum of $231,205.40.

CHANGE ORDER

WAREHOUSE FREEZER FLOOR RECONSTRUCTION PROJECT

BACKGROUND INFORMATION:

Administration received Change Order #1 for the Warehouse Freezer Floor Reconstruction project. This change order includes extra slab demolition and soil remediation. The original plans specified the removal of the concrete slab in the freezer. During demolition, an unaccounted lower slab was discovered. The soil conditions beneath this slab were unsuitable for continuing drainage or concrete work. Following the soils engineer's recommendation, we removed several inches of soil and dehumidified the area to meet the required conditions.

ADMINISTRATIVE CONSIDERATION:

Administration reviewed the Change Order as presented.

ADMINISTRATION'S RECOMMENDATION:

It is the recommendation of the Administration to approve Change Order #1 for Warehouse Freezer Floor Reconstruction project. The contract sum will increase by $42,677.00 for a new contract sum of $141,277.00.

Rapid City Area School District: Claims Report
7/16/2024

A & B Business Equipment Inc			
10	Repairs & Maintenance Svcs	1,390.27	
22	Repairs & Maintenance Svcs	22.23	
			1,412.50
A & I Distributors			
10	Supplies	646.77	
22	Supplies	646.77	
			1,293.54
A To Z Shredding Inc.			
10	Other Professional Services	246.84	
			246.84
A&B Welding Supply Company Inc			
10	Supplies	13.64	
			13.64
Accelerate Learning, Inc.			
21	Textbooks & Software	24,293.75	
			24,293.75
ACE Services - Aaron Cable Environmental			
21	Other Professional Services	23,100.00	
			23,100.00
Admin Partners, LLC			
10	Other Professional Services	200.00	
			200.00
Adorama Inc			
10	Supplies	35.39	
			35.39
Amazon.Com Inc			
10	Supplies	3,538.67	
21	Other Equip New < $5000	-295.73	
21	Other Equip Replace > $5000	55.07	
			3,298.01
American Playground & Recreation Compai			
21	Repairs & Maintenance Svcs	93,341.00	
			93,341.00
Amick Sound Inc			
10	Repairs & Maintenance Svcs	7,557.36	
			7,557.36
Associated School Boards Of SD			
10	Dues and Fees	8,250.00	
			8,250.00
Bangs Mccullen Butler			
10	Other Professional Services	5,352.50	
			5,352.50
Black Hills Behavior LLC			

22	Payments/Other Educ Institute	26,663.00	
			26,663.00
Black Hills Special Svcs Co-Op			
10	Other Professional Services	3,000.00	
			3,000.00
Black Hills Urgent Care, LLC			
10	Other Professional Services	1,100.00	
22	Other Professional Services	300.00	
			1,400.00
Black Hills Works			
22	Payments/Other Educ Institute	8,500.00	
			8,500.00
BSN Sports Team GL Sports			
10	Supplies	840.04	
			840.04
Carefree Lawn & Sprinkler, Inc.			
21	All Objects	-1,621.50	
21	Repairs & Maintenance Svcs	32,429.90	
			30,808.40
CDW Government Inc.			
10	Computer Licensing	1,500.00	
			1,500.00
Chamberlin Architects Inc.			
21	Other Professional Services	6,914.00	
			6,914.00
Christoffer Brandi			
10	Subscriptions use w/ 2000 Func	60.00	
10	Supplies	89.79	
			149.79
City Of Rapid City			
10	Other Professional Services	28,515.85	
10	Electricity	2,825.82	
10	Natural Gas/Fuel Oil	407.68	
10	Water/Sewer/Garbage	72.27	
			31,821.62
Climate Control Systems and Service LLC			
10	Repairs & Maintenance Svcs	4,516.50	
21	Repairs & Maintenance Svcs	18,930.00	
			23,446.50
Column Software PBC			
10	Communication Advertising	3,252.66	
			3,252.66
Combined Building Specialties Inc			
21	Repairs & Maintenance Svcs	17,680.00	
			17,680.00
Community Centered Consulting, LLC			
10	Other Professional Services	3,333.33	

			3,333.33
Complete Concrete Inc dba Complete Cont			
21	All Objects	-1,850.00	
21	Repairs & Maintenance Svcs	18,500.00	
			16,650.00
D & R Service, Inc.			
10	Repairs & Maintenance Svcs	423.66	
			423.66
Delaney Michaela Jean			
10	Travel In-District	430.96	
			430.96
Denoyer-Geppert			
10	Supplies	540.99	
			540.99
Derksen Floors Inc			
10	Repairs & Maintenance Svcs	19,950.00	
			19,950.00
Discovery Education, Inc.			
21	Textbooks & Software	21,580.00	
			21,580.00
Ecolab Pest Elimination Div, Inc.			
10	Repairs & Maintenance Svcs	26.38	
22	Repairs & Maintenance Svcs	26.37	
51	Repairs & Maintenance Svcs	71.64	
			124.39
EnergyCAP, LLC			
10	Computer Licensing	15,864.00	
			15,864.00
Ervin Educational Consulting			
10	Other Professional Services	20,000.00	
			20,000.00
Fisher Scientific			
10	Supplies	66.49	
			66.49
Flinn Scientific Inc			
10	Supplies	58.56	
			58.56
Floyd's Truck Center - Rapid City			
10	Repairs & Maintenance Svcs	560.63	
22	Supplies	15.68	
			576.31
Forever Lawn Black Hills			
10	Repairs & Maintenance Svcs	1,178.77	
			1,178.77
Girls Inc			
10	Other Professional Services	1,000.00	

				1,000.00
Gopher Sport				
	21	Other Equip New < $5000	2,676.31	
	21	Other Equip Replace < $5000	3,946.26	
				6,622.57
Green Environmental Services				
	10	Repairs & Maintenance Svcs	250.00	
				250.00
Haggerty's Musicworks DBA				
	10	Repairs & Maintenance Svcs	60.00	
	10	Other Equip New < $5000	11,551.04	
				11,611.04
Hern Dorcas				
	10	Travel In-District	979.88	
				979.88
HomeSlice Media Group, LLC				
	10	Communication Advertising	50,000.00	
				50,000.00
Houghton Mifflin Harcourt				
	21	Instructional Software	28,000.00	
				28,000.00
HP, Inc. Print Management				
	10	Repairs & Maintenance Svcs	1,533.45	
				1,533.45
Infinity Diesel				
	10	Repairs & Maintenance Svcs	711.80	
				711.80
InnerView Technologies LLC				
	10	Other Professional Services	1,000.00	
				1,000.00
Innovate 2 Educate				
	10	Other Professional Services	4,500.00	
				4,500.00
I-State Truck Center				
	10	Supplies	2,756.47	
	22	Supplies	2,756.56	
				5,513.03
Johnson Controls Fire Protection				
	10	Supplies	0.00	
	21	Repairs & Maintenance Svcs	5,363.13	
				5,363.13
Johnson Controls Inc				
	10	Repairs & Maintenance Svcs	13,409.71	
	21	Repairs & Maintenance Svcs	49,483.22	
				62,892.93
Jostens				
	10	Supplies	20.96	

				20.96
Karlau Leisa				
	22	Mileage Paid to Parents	326.40	
				326.40
Kellogg Colette R				
	51	Travel In-District	12.60	
				12.60
Kipp's Construction				
	10	Repairs & Maintenance Svcs	3,350.00	
	10	Supplies	992.00	
				4,342.00
Laundry World				
	10	Laundry Services	114.09	
				114.09
Lexia Voyager Sopris				
	10	Other Professional Services	11,400.00	
				11,400.00
LifeScape				
	22	Payments/Other Educ Institute	10,182.00	
				10,182.00
Lightspeed Technologies, Inc				
	21	Other Equip New > $5000	19,312.00	
				19,312.00
Masters Custom Design Embroidery				
	10	Uniforms	127.50	
				127.50
M-F Athletic Co Inc				
	10	Supplies	410.00	
				410.00
Midwest Connect				
	10	Supplies	599.40	
				599.40
MOA Architecture				
	21	Other Professional Services	18,141.81	
				18,141.81
Mobile Mini Williams Scotsman				
	21	New Building	320.00	
				320.00
Moyle Petroleum Co #29000 Inc.				
	10	Repairs & Maintenance Svcs	85.00	
				85.00
Nasco				
	10	Supplies	2,287.60	
				2,287.60
North Central Truck Equipment, Inc.				
	10	Supplies	548.72	

	22	Supplies	548.74	
				1,097.46
Northwest Pipe Fittings				
	10	Supplies	562.92	
				562.92
Perfektion Music Inc				
	10	Supplies	868.71	
				868.71
Perrett Heidi M				
	10	Travel In-District	39.53	
				39.53
Prairie Farms Dairy				
	51	Food - Purchased	588.22	
				588.22
Premier Striping & Landscapes, LLC				
	10	Repairs & Maintenance Svcs	11,141.50	
				11,141.50
Project Lead The Way, Inc.				
	10	Other Professional Services	4,400.00	
				4,400.00
Pyramid School Products				
	10	Supplies	158.54	
				158.54
Rapid City Journal - Ads				
	10	Communication Advertising	1,744.79	
				1,744.79
Ratwik, Roszak & Maloney, P.A.				
	22	Other Professional Services	9,541.39	
				9,541.39
RCS Construction Inc				
	21	Repairs & Maintenance Svcs	35,600.00	
				35,600.00
RelayHub, LLC				
	22	Other Professional Services	1,931.19	
				1,931.19
Renner & Associates				
	21	Other Professional Services	2,434.94	
				2,434.94
Renner Marvin Charles				
	10	Supplies	4.08	
	22	Supplies	4.08	
				8.16
Ricoh USA, Inc.				
	10	Repairs & Maintenance Svcs	1,639.51	
	10	Supplies	1,639.50	
	21	Other Equip Replace > $5000	4,726.85	

				8,005.86
Riddell/all American Sports				
	21	Other Equip New < $5000	17,401.80	
	21	Other Equip Replace < $5000	1,803.05	
				19,204.85
Riverside Technologies, Inc.				
	21	Other Professional Services	1,595.55	
	21	Other Equip Replace > $5000	111,800.00	
				113,395.55
Safeguard Business Systems				
	10	Supplies	528.36	
				528.36
Sargent Welch division of VWR Internationa				
	10	Supplies	1,989.67	
				1,989.67
School Datebooks				
	10	Supplies	861.12	
				861.12
School Health Corporation				
	10	Supplies	752.32	
				752.32
School Mate Div Of, Inc.				
	10	Supplies	429.00	
				429.00
School Specialty, LLC				
	10	Supplies	259.52	
	22	Supplies	0.00	
				259.52
SD Dept Of Human Services				
	22	Payments/Other Educ Institute	9,797.30	
				9,797.30
SD Div Criminal Investigation				
	10	Other Professional Services	1,859.75	
				1,859.75
SD Special Pay Plan				
	10	Sick Leave Severance	218,266.91	
				218,266.91
Seco Construction Inc				
	21	Repairs & Maintenance Svcs	189,884.30	
				189,884.30
Servall, Inc.				
	10	Laundry Services	5,892.22	
				5,892.22
Sewing Center, Inc.				
	21	Other Equip New < $5000	36,921.00	
				36,921.00

Skyline Engineering LLC				
	21	Other Professional Services	1,675.00	
				1,675.00
Software House International Corp				
	21	Other Professional Services	93,152.87	
	21	Administrative Software	2,314.66	
				95,467.53
Stan Houston Equipment, Inc.				
	10	Rentals	1,100.00	
				1,100.00
Staples Advantage				
	10	Supplies	622.86	
				622.86
Swigart Nicole L				
	10	Food - Purchased	109.00	
				109.00
TeleTeachers, Inc.				
	22	Other Professional Services	39,600.00	
				39,600.00
TerraSite Design				
	21	Other Professional Services	6,875.00	
				6,875.00
Textbook Warehouse, LLC				
	21	Textbooks & Software	841.30	
				841.30
Torgerson Lindsey Rebecca				
	10	Dues and Fees	125.00	
				125.00
Torgrude Marcia				
	10	Other Professional Services	600.00	
				600.00
Universal Athletic, LLC Game One				
	10	Supplies	2,797.21	
				2,797.21
Upper Deck Architects, Inc.				
	21	Other Professional Services	1,050.00	
				1,050.00
US Bank - CO Principal & Interest Only				
	21	Interest	142,125.00	
				142,125.00
Vista Higher Learning, Inc				
	21	Textbooks & Software	965.72	
				965.72
Watertree Inc.				
	10	Supplies	12.00	
				12.00

Weissman				
	10	Supplies	927.84	
				927.84
West Music Company				
	21	Other Equip New < $5000	5,192.39	
				5,192.39
Wild West Screen Printing & Emboidery				
	10	Supplies	26.41	
				26.41
			Total =	**1,651,084.53**

CONTRACT ADDENDUM

BOILER MAINTENANCE AGREEMENT ADDENDUM #1

It is recommended that the Boiler Maintenance Agreement with addendum #1 be approved for 2024-2025 fiscal year with Johnson Controls Inc. The following changes are proposed to the original remaining contract.

• South Middle School - With the demolition of the prior building, and addition of the new structure, the need for maintenance will not be needed while new equipment is still under warranty. Therefore, the following will be removed from the current agreement beginning with the 2024-25 fiscal year.

- o South Middle School
- □ $1,115.90 2024-25
- □ $1,161.23 2025-26
- □ $1,208.17 2026-27
- □ $1,256.12 2027-28

This change reduces the annual agreement amounts to the following:

2024-25 $66,266.32
2025-26 $68,916.85
2026-27 $71,673.89
2027-28 $74,542.12

CONTRACT ADDENDUM

FIRE SUPPRESSION SYSTEMS MAINTENANCE ADDENDUM #1

It is recommended that the Fire Suppression Systems Maintenance with addendum #1 be approved for 2024-2025 fiscal year with Summit Fire Protection. The following changes are proposed to the original remaining contract.

- South Middle School - With the demolition of the prior building, and addition of the new structure, the need for maintenance will not be needed while equipment is still under warranty. Therefore, the following will be removed from the current agreement beginning with the 2024-25 fiscal year.
    - o South Middle School $162.00 + $16.99 RCFD fee per inspection, performed twice annually.

This change reduces the annual agreement amount from $4,119.80 to $3,761.82.

CONTRACT ADDENDUM

GENERATOR MAINTENANCE AGREEMENT ADDENDUM #1

It is recommended that the Generator Maintenance Agreement with addendum #1 be approved for 2024-2025 fiscal year with Dakota Power Services LLC. The following changes are proposed to the original remaining contract.

• South Middle School - With the demolition of the prior building, and addition of the new structure, the need for maintenance will not be needed while new equipment is still under warranty. Therefore, the following will be removed from the current agreement beginning with the 2024-25 fiscal year.

~ South Middle School
$975.00 2024-25
$995.00 2025-26
$1,025.00 2026-27
$1,056.00 2027-28
$1,083.00 2028-29

This change reduces the annual agreement amounts to the following:

2024-25 $13,975.00
2025-26 $14,261.00
2026-27 $14,692.00
2027-28 $15,137.00
2028-29 $15,602.00

CONTRACT ADDENDUM

GYM FLOOR WAX AGREEMENT ADDENDUM #2

It is recommended that the Gym Floor Wax Agreement with addendum #2 be approved for 2024-2025 fiscal year with Derksen Floors Inc. The following changes are proposed to the original remaining contract.

- Remove the gym floors at Canyon Lake Elementary at 1500 Evergreen Drive.
    - o 2024-25 $2,100.00
    - o 2025-26 $2,200.00
    - o 2026-27 $2,350.00
    - o 2027-28 $2,450.00
    - o 2028-29 $2,600.00

With this addendum, the total bid amount for the following years goes to as follows:

2024-25 31,125.00
2025-26 38,375.00
2026-27 33,275.00
2027-28 42,425.00
2028-29 36,725.00

CONTRACT ADDENDUM

HVAC CONTROLS MAINTENANCE AGREEMENT ADDENDUM #1

It is recommended that the HVAC Controls Maintenance Agreement with addendum #1 be approved for 2024-2025 fiscal year with Johnson Controls Inc. The following changes are proposed to the original remaining contract.

• South Middle School - With the demolition of the prior building, and addition of the new structure, the need for maintenance will not be needed while new equipment is still under warranty. Therefore, the following will be removed from the current agreement beginning with the 2024-25 fiscal year.

- o South Middle School
- □ $5,191.80 2024-25
- □ $5,417.49 2025-26
- □ $5,617.36 2026-27
- □ $5,841.85 2027-28

This change reduces the annual agreement amounts to the following:

2024-25 $172,767.60
2025-26 $179,661.51
2026-27 $186,866.84
2027-28 $194,338.25

CONTRACT ADDENDUM

HVAC EQUIPMENT MAINTENANCE AGREEMENT ADDENDUM #1

It is recommended that the HVAC Controls Maintenance Agreement with addendum #1 be approved for 2024-2025 fiscal year with Johnson Controls Inc. The following changes are proposed to the original remaining contract.

• South Middle School - With the demolition of the prior building, and addition of the new structure, the need for maintenance will not be needed while new equipment is still under warranty. Therefore, the following will be removed from the current agreement beginning with the 2024-25 fiscal year.

- o South Middle School
- □ $6,767.70 2024-25
- □ $6,901.09 2025-26
- □ $7,177.15 2026-27
- □ $7,465.42 2027-28

This change reduces the annual agreement amounts to the following:

2024-25 $144,481.98
2025-26 $150,257.36
2026-27 $156,268.04
2027-28 $162,517.19

2024-2025 Professional and Student Services Contract(s)

IXL Learning
It is recommended that the contract for services be approved for the 2024-2025 fiscal year with IXL. IXL is a personalized blended learning platform which utilizes resources for students to remediate and accelerate their learning. It allows students at all reading levels access to individualized instruction and reading materials at their level. This contract includes training and support that is aligned to Rapid City Area Schools Strategic Plan and district initiatives.

- North Middle School- $10,107.00
- General Beadle- $8,326.00

Dakota STEAM
It is recommended that the contract for Dakota STEAM be approved for the 2024-2025 fiscal year. Dakota STEAM provides science, technology/engineering as well as art/mathematics to promote critical thinking, creativity, collaboration, and communication. This contract includes training and support that is aligned to Rapid City Area Schools Strategic Plan focused on students and district initiatives.

- General Beadle- $49,486.50
- South Park- $9,810.00

Lexia
Lexia Reading is a research-proven program that accelerates the development of literacy skills for students of all abilities, helping them make the critical shift from learning to read to reading to learn.

- General Beadle- $13,800.00
- Horace Mann- $10,500.00
- Robbinsdale- $13,800.00

Navigate360
It is recommended that the contract for services be approved for the 2024-2025 fiscal year with Navigate 360. This contract includes aligns with PBIS

- General Beadle- $2,142.50

AccuTrain Corporation
It is recommended that the contract for professional development services be approved for the 2024-2025 fiscal year. This contract includes training and support that is aligned to the Rapid City Area Schools Strategic Plan and district initiatives.

- Federal Programs- $53,205.00

Brian Mendler Discipline Associates
It is recommended that the contract for professional development services with Brian Mendler be approved for the 2024-2025 behavior refresh. This contract includes training

and support aligned to the Rapid City Area Schools Strategic Plan and district initiatives.

- Federal Programs- $12,000.00

McKinney Vento
It is recommended the contract for professional development services for staff with McKinney Vento be approved for the 2024-2025 fiscal year. This contract includes training and support aligned to the Rapid City Area Schools Strategic Plan and district initiatives.

- Federal Programs- $17,564.80

Kagan
Active Engagement Strategy Training for educators.

- General Beadle- $6,447.00

Rapid City Area School District: Imprest Claims Report
7/8/2024

GENERAL FUND

SD Dept Of Revenue	06/27/24	5.00	All Objects
	Total All Objects =	**5.00**	
Rapid City Area Schools- To 60 Club	07/05/24	90.00	Registration Fees
Solution Tree, Inc	06/27/24	769.00	Registration Fees
	Total Registration Fees =	**859.00**	
Kadletz Heidi S	07/05/24	100.00	Other Professional Services
KEV Group Inc.	06/27/24	4,600.00	Other Professional Services
	Total Other Professional Services =	**4,700.00**	
West River Electric Asn	06/27/24	13,570.26	Electricity
	Total Electricity =	**13,570.26**	
Sequent Energy Management, LP Inc.	06/27/24	417.86	Natural Gas/Fuel Oil
	Total Natural Gas/Fuel Oil =	**417.86**	
Black Hawk Water User District	07/05/24	36.50	Water/Sewer/Garbage
Kieffer Sanitation	07/05/24	4,280.68	Water/Sewer/Garbage
Rapid Valley Sanitary District	06/27/24	746.19	Water/Sewer/Garbage
	Total Water/Sewer/Garbage =	**5,063.37**	
Marco Technologies LLC	07/05/24	54.00	Repairs & Maintenance Svcs
	Totsl Repairs & Maintenance Svcs =	**54.00**	
Dakota Bus Service, Inc.	07/05/24	900.00	Contracted Bus Service
	Total Contracted Bus Service =	**900.00**	
Adams Carey Lynn	07/05/24	416.00	Travel Out-Of-District
Alfson Erin Heather	07/05/24	366.00	Travel Out-Of-District
Allen Erik Christopher	06/27/24	2,335.06	Travel Out-Of-District
Anderson Kayla Marie	07/05/24	304.00	Travel Out-Of-District
Bourdon Melissa	07/05/24	1,234.27	Travel Out-Of-District
Broghammer Christine Ann	07/05/24	264.00	Travel Out-Of-District
Cerny Ashley Elaine	06/27/24	224.00	Travel Out-Of-District
Cerny Ashley Elaine	07/05/24	20.00	Travel Out-Of-District
Cerny Jason James	06/27/24	224.00	Travel Out-Of-District
Chaney Amanda Jill	07/05/24	20.00	Travel Out-Of-District
Chapman Sara Ann	06/27/24	224.00	Travel Out-Of-District
Christoffer Brandi	07/05/24	336.00	Travel Out-Of-District
Cleland Timothy Donn	07/05/24	420.00	Travel Out-Of-District
Comes Kari A	07/05/24	459.93	Travel Out-Of-District
Conroy Justin C	07/05/24	1,163.00	Travel Out-Of-District
Dalen Ashley Jane	07/05/24	20.00	Travel Out-Of-District
Daniel Cher K	07/05/24	87.89	Travel Out-Of-District
Davis Ashley	07/05/24	416.00	Travel Out-Of-District
Dunham Julie Gwen	06/27/24	224.00	Travel Out-Of-District
Eisenbraun Ashley R	07/05/24	224.00	Travel Out-Of-District
Falk Sage E	07/05/24	416.00	Travel Out-Of-District
Faoiz Megan Nicole	07/05/24	304.00	Travel Out-Of-District
Gaudino Daniel J	07/05/24	224.00	Travel Out-Of-District
Graham Sarah	07/05/24	20.00	Travel Out-Of-District
Green Miranda Littrell	07/05/24	766.63	Travel Out-Of-District
Harn Kathy K	07/05/24	376.00	Travel Out-Of-District
Hilton Lisa Marie	06/27/24	323.00	Travel Out-Of-District
Hoffman Hollie M	07/05/24	416.00	Travel Out-Of-District
Jelinek Angela Dawn	07/05/24	336.00	Travel Out-Of-District
Johnson Gracie	06/27/24	234.00	Travel Out-Of-District
Johnson Jayme	07/05/24	281.51	Travel Out-Of-District
Karn Abby Marie	07/05/24	336.00	Travel Out-Of-District
Kinowski Aaron	07/05/24	417.09	Travel Out-Of-District
Knapp Mercedes	07/05/24	1,306.22	Travel Out-Of-District
Lecy Colleen	07/05/24	1,606.36	Travel Out-Of-District
Lopez Alisia Dennise	07/05/24	460.00	Travel Out-Of-District
Lundgren Cynthia Allison	07/05/24	450.70	Travel Out-Of-District
Mach Stephanie E	07/05/24	280.00	Travel Out-Of-District
Martin Andrew James	07/05/24	476.00	Travel Out-Of-District
Meisman Shawna Marie	07/05/24	336.00	Travel Out-Of-District
Mitchell Megan	06/27/24	234.00	Travel Out-Of-District
Morse Nichole R	07/05/24	304.00	Travel Out-Of-District
Nesland Anthony James	06/27/24	711.56	Travel Out-Of-District
Neutzling Joelle Elayne	06/27/24	224.00	Travel Out-Of-District
O'Connell Erika Anne	06/27/24	168.00	Travel Out-Of-District
Parsons Kiriana E	07/05/24	304.00	Travel Out-Of-District
Pauly Rebecca Rae	07/05/24	304.00	Travel Out-Of-District
Pechota Mary Catherine	07/05/24	456.00	Travel Out-Of-District
Rapid City Area Schools- To 60 Club	07/05/24	557.13	Travel Out-Of-District
Richardson Deanna K	07/05/24	416.00	Travel Out-Of-District
Russo Jessica Marie	07/05/24	460.00	Travel Out-Of-District
Schummer Jamie Lee	07/05/24	420.00	Travel Out-Of-District
Shearer Courtney J	06/27/24	224.00	Travel Out-Of-District
Smith Kimberly S	07/05/24	224.00	Travel Out-Of-District
Stetson Kinlee Michel	07/05/24	346.84	Travel Out-Of-District
Strong Jennifer	07/05/24	322.00	Travel Out-Of-District

Sutterer Tracy L	07/05/24	280.00	Travel Out-Of-District
Taken Alive Ira W	07/05/24	336.00	Travel Out-Of-District
TIE	06/27/24	3,477.91	Travel Out-Of-District
Torgrude Marcia	07/05/24	1,457.20	Travel Out-Of-District
Tullo Jamie	07/05/24	280.00	Travel Out-Of-District
Turner Nicole M	07/05/24	443.78	Travel Out-Of-District
Vigil-Delzer Emily Katherine	07/05/24	790.55	Travel Out-Of-District
Wagner Angela	07/05/24	224.00	Travel Out-Of-District
West Audra L	07/05/24	346.84	Travel Out-Of-District
Whitehead Ashley	07/05/24	416.00	Travel Out-Of-District
Wieseler Danielle	07/05/24	336.00	Travel Out-Of-District
Witham Brandie J	07/05/24	20.00	Travel Out-Of-District
Zapanta Jasmine Salazar	07/05/24	342.89	Travel Out-Of-District
	Total Travel Out-Of-District =	**32,778.36**	
Ramkota Inn - Pierre	07/05/24	574.00	Excursions & Activities
	Total Excursions & Activities =	**574.00**	
Bluepeak	06/27/24	1,149.65	Telephone Services
Bluepeak	07/05/24	4,499.77	Telephone Services
Midco Business	06/27/24	1,613.29	Telephone Services
Midco Business	07/05/24	214.23	Telephone Services
	Total Telephone Services =	**7,476.94**	
			Total GENERAL FUND = 66,398.79
SPECIAL EDUCATION FUND			
Bluepeak	07/05/24	259.86	Telephone Services
Midco Business	06/27/24	31.31	Telephone Services
	Total Telephone Services =	**291.17**	
			Total SPECIAL EDUCATION FUND = 291.17
STUDENT NUTRITION FUND			
Kieffer Sanitation	07/05/24	2,486.00	Water/Sewer/Garbage
	Total Water/Sewer/Garbage =	**2,486.00**	
Bluepeak	07/05/24	104.08	Telephone Services
	Total Telephone Services =	**104.08**	
			Total STUDENT NUTRITION FUND = 2,590.08
			Total Claims: = 69,280.04

RAPID CITY AREA SCHOOL DISTRICT 51-4
Jun-24

FUNDS	10	22	51	54	57	TOTALS
GROSS	5,393,335.51	1,320,908.46	165,855.03	17,876.98	0.00	6,897,975.98
FICA	386,255.23	94,468.48	10,891.33	1,317.18	0.00	492,932.22
RETIREMENT	308,385.96	76,035.67	9,890.86	1,068.08	0.00	395,380.57
INSURANCE	832,162.86	201,835.20	61,072.77	3,072.65	0.00	1,098,143.48
403B	0.00	0.00	0.00	0.00	0.00	0.00
TOTALS	6,920,139.56	1,693,247.81	247,709.99	23,334.89	0.00	8,884,432.25

K-12 CHANGE OF STATUS

Classified Personnel		**Adjusted**
Condon, Judith	Assignment/Decrease 0.75 FTE to	0.5
Hardy, Earnest	Assignment/Decrease 1.0 FTE to	0.4875
Higgins, Michael	Assignment/Increase 0.5 FTE to	0.75
Higgins, Sheri	Assignment/Increase 0.5 FTE to	0.75
Jorgensen, Rebecca	Assignment/Decrease from 19.29 to	18.57
Schulz, Keith	Assignment/Decrease from 0.75 FTE to	0.5
Ulrich, Dale	Assignment/Increase from 0.5 FTE to	0.75

Additional Pay		**Actual**
Horton, Kelsey	ESY Prep/med inventory	50.00
Horton, Kelsey	ESY Prep/contacting parents/etc	125.00
Rose, Amie J	ESY Prep Meeting	25.00

K-12 EMPLOYMENT RECOMMENDATIONS

Certified & Contracted Personnel		Actual Pay
Bradford, Dominic	Rapid Valley/Dean	57,124.00
Burk, Linda	South Park/5th Grade	45,000.00
Duncan, Kaitlin	Beadle/OSEU Lead	1,850.00
Hernandez, Kimberly	Central/Social Science	45,000.00
Hurd, Jeremy	North/Assistant Principal (pro-rated)	86,736.41
Slack, Natalie	Central/Freshman Seminar/Computer	45,000.00

Classified Personnel		Actual Pay
Cutschall, Calvin	B&G/Team Cleaner	15.88
Fitzgerald, Patrick	STC/Bus Driver	18.85
Ganbin, Cassandra	East/Paraeducator	17.50
Green, Kari	West/Paraeducator	17.50
Killmeyer, Sage	Robbinsdale/Paraeducator	16.50
Lotz, Lisa	Robbinsdale/Paraeducator	18.38
Tillman, Clayton	Central/Paraeducator	16.50

SUBSTITUTES & FIELD PLACEMENTS

Certified Substitutes
Barnhart, Kimberly

BA+ Substitutes
Arkinson-Red Cloud, Dawn

K-12 TERMINATION AND LEAVES

Certified & Contracted Personnel		Effective
Bryce, Ashley	South Park/3d Grade (LOA)	07/01/2024
Cowen, Dallis	North/7th Grade Boys Basketball (resign)	07/02/2024
Cowen, Dallis	North/7th Grade Girls Basketball (resign)	07/02/2024
Usera, Yolanda	Central/CTE (resign)	06/30/2024

Classified Personnel		Effective
Crain, Brodie	Wilson/Paraeducator (resign)	07/02/2024
Foote, Kristen	B&G/Team Cleaner (job abandonment)	06/27/2024
Vollmer, Jamie	Black Hawk/Noon Duty (resign)	07/01/2024

DECLARATION OF SURPLUS PROPERTY

BACKGROUND INFORMATION:

The School District annually disposes of supplies and equipment which are no longer considered necessary or suitable to the operation of the district.

ADMINISTRATIVE CONSIDERATION:

The list of supplies and equipment is no longer considered necessary by the Rapid City Area Schools.

ADMINISTRATIVE RECOMMENDATION:

It is recommended the Board of Education declare that the supplies and the equipment on the list be surplus property.

WHEREAS, pursuant to SDCL 6-13-1. The governing board of a political subdivision may sell, trade, loan, destroy or otherwise dispose of any land, structures, equipment, or other property which such governing board has, by appropriate motion, determined is no longer necessary, useful or suitable for the purpose for which it was acquired.

THEREFORE, BE IT RESOLVED by the Board of Education of the Rapid City Area School District No. 51-4 that the following property is determined to be no longer necessary, useful, or suitable for school purposes and order the sale, trade, convey to other political subdivisions, destruction of or the disposal of:

*Not all property listed at https://rb.gy/5wfyqm will be available on the annual surplus property auction.

VOLUNTEERS 7/16/24
Marietta, Bergen
Towne, Patrick

ADDENDUM

K-12 TERMINATION AND LEAVES

Certified & Contracted Personnel		Effective
Chefalo, Marley	Robbinsdale/3d Grade (resign)	06/30/2024
Crawford, William	Southwest/8th Grade Football (resign)	07/09/2024

Classified Personnel		Effective
King, Marisa	North/School Office Secretary (resign)	07/08/2024
Melanson, Chad	RCAA/Security Officer (resign)	06/26/2024

K-12 EMPLOYMENT RECOMMENDATIONS

Certified & Contracted Personnel		Actual Pay
Hurd, Lisa	North/ELA	52,124.00
Jaramillo, Jonathan	Knollwood/5th Grade	46,100.00
Pourier, Amadea	Horace Mann/Kindergarten	46,125.00
Wright, Paula	Beadle/Music	53,224.00
Young, Randynn	South/ELA	47,225.00

Classified Personnel		Actual Pay
McCollam, Brittany	Robbinsdale/Library Secretary	15.49
Nickel, Emille	South/Paraeducator	17.50

K-12 CHANGE OF STATUS

Certified & Contracted Personnel		Adjusted
Kelly, Susan	Assignment/Increase 0.8 FTE to	1.0

Classified Personnel		Adjusted
Pozorski, Anne	Assignment/Increase from 18.19 to	19.29

ITEMS FOR BOARD INFORMATION

BROWN AND BROWN BENEFITS

Mason Powers from Brown and Brown presented information on district insurance benefits. His presentation can be viewed at: https://rb.gy/5wfyqm

CTE Innovation Grant 2024INFORMATION ITEM: CTE Innovative Equipment Grant

BACKGROUND INFORMATION

The Rapid City Area Schools will be applying for a grant application with the SD Department of Education – Career & Technical Education (CTE) Perkins Innovation Equipment Grant. Grant awards will range from $100,000 to $250,000.
The district was awarded $248,046.18 through this grant.

The Perkins Innovation Equipment Grants are to identify, support, innovate and modernize CTE programs across South Dakota. Providing approved CTE programs with equipment critical to help students be prepared for future careers in high wage and high skill careers. Applications may be submitted by CTE consortia or school districts with approved Career & Technical Education programs.

Proposals will be scored based on alignment with the following priorities:

- Student participation: Demonstrates a capacity for a large number of students or a sizable percentage of the participating districts' students to benefit from the project.
- Details how the grant project will support student achievement and develop industry-related skills.
    - South Dakota workforce: Addresses workforce needs through programs designed to generate student interest, knowledge and skills in high-need workforce areas (either throughout the state or regionally).
    - Alignment with business and industry standards: Selected equipment, curricula or professional development opportunities reflect current industry standards.
    - Innovation: How the grant proposal fosters innovation in the CTE program.

Rapid City Area School was awarded the grant and these funds will support the purchase of the following equipment for Central & Stevens High Schools.

- CAT SimLite Simulators
- Digital Stock Ticker Display's

EXECUTIVE SESSION

- SDCL 1-25-2.1 – Discussing the qualifications, competence, performance, character or fitness of any public officer or employee or prospective public officer or employee. The term "employee" does not include any independent contractor.
- SDCL 1-25-2.3 – Consulting with legal counsel or reviewing communications with legal counsel about proposed or pending litigation or contractual matters.

URBAN moved and SWAN seconded to go into Executive Session at 6:09 PM for legal counsel and personnel discussion.

Executive Session concluded at 7:58 PM.

ADJOURNMENT

SWAN moved and CLAPHAM seconded to adjourn the July 16, 2024 Board of Education meeting at 8:00 PM. MOTION CARRIED (7-0).

Respectfully submitted,

Coy Sasse, CFOO/Business Manager

ATTEST: Shirley Fletcher, Executive Assistant

Troy Carr, President
Rapid City Board of Education

RAPID CITY AREA SCHOOL DISTRICT 51-4
BOARD OF EDUCATION EXECUTIVE SESSION

The Rapid City Area School Board of Education held a Board of Education Executive Session on Wednesday, July 24, 2024. President Troy Carr called the meeting to order at 5:30 PM with the following board members in attendance: Jamie Clapham, Walt Swan, Donna Moore, Michael Birkeland, Christine Stephenson, and Katy Urban.

APPROVAL OF PROPOSED AGENDA

STEPHENSON moved and SWAN approved the agenda as recommended by administration. MOTION CARRIED(7-0).

EXECUTIVE SESSION

- SDCL 1-25-2.1 – Discussing the qualifications, competence, performance, character or fitness of any public officer or employee or prospective public officer or employee. The term "employee" does not include any independent contractor.

URBAN moved and CLAPHAM seconded to go into Executive Session at 5:31 PM for personnel discussion.

Executive Session concluded at 7:32 PM.

ADJOURNMENT

BIRKELAND moved and CLAPHAM seconded to adjourn the July 24, 2024 Board of Education Executive Session at 7:33 PM. MOTION CARRIED(7-0).

Respectfully submitted,

Coy Sasse, Chief Financial and Operations Officer/Business Manager

ATTEST: Shirley Fletcher, Executive Assistant

Troy Carr, President
Rapid City Board of Education

RAPID CITY AREA SCHOOL DISTRICT 51-4
BOARD OF EDUCATION EXECUTIVE SESSION

The Rapid City Area School Board of Education held a Board of Education Executive Session on Wednesday, July 30, 2024. President Troy Carr called the meeting to order at 5:30 PM with the following board members in attendance: Jamie Clapham, Walt Swan, Donna Moore, Michael Birkeland, Christine Stephenson, and Katy Urban.

APPROVAL OF PROPOSED AGENDA

CLAPHAM moved and BIRKELAND approved the agenda as recommended by administration. MOTION CARRIED (7-0).

EXECUTIVE SESSION

- SDCL 1-25-2.1 – Discussing the qualifications, competence, performance, character or fitness of any public officer or employee or prospective public officer or employee. The term "employee" does not include any independent contractor.
- SDCL 1-25-2.3 – Consulting with legal counsel or reviewing communications with legal counsel about proposed or pending litigation or contractual matters.

URBAN moved and SWAN seconded to go into Executive Session at 5:36 PM for personnel discussion and legal counsel.

Executive Session concluded at 7:41 PM.

ADJOURNMENT

SWAN moved and BIRKELAND seconded to adjourn the July 30, 2024 Board of Education Executive Session at 7:42 PM. MOTION CARRIED (7-0).

Respectfully submitted,

Coy Sasse, Chief Financial and Operations Officer/Business Manager

ATTEST: Shirley Fletcher, Executive Assistant

Troy Carr, President
Rapid City Board of Education

RAPID CITY AREA SCHOOL DISTRICT 51-4
BOARD OF EDUCATION MEETING

The Rapid City Area School Board of Education held a Board of Education Meeting on Tuesday, August 6, 2024 at 5:30 PM with the following board members in attendance: Troy Carr, Michael Birkeland, Katy Urban, Jamie Clapham, and Christine Stephenson. Donna Moore joined via Zoom and Walt Swan was absent with notice. CFOO Coy Sasse and Assistant Superintendent Dr. Cory Strasser were in attendance.

Pastor Greg Blanc provided the Invocation.

APPROVAL OF PROPOSED AGENDA

CLAPHAM moved and BIRKELAND seconded to approve the agenda as recommended by administration. MOTION CARRIED with ROLL CALL VOTE (6-0).

All agenda items can be viewed at: https://rb.gy/4glmkx

OPEN FORUM

Deb Baker – Item C – Board of Education Per Diem Compensation
Tonchi Weaver – C – Board of Education Per Diem Compensation and Terminations
Florence Thompson – Current Events
Sarah Gross – Bond and other

BOARD RESPONSE TO OPEN FORUM

Urban responded that other districts are taking the amount allocated for board compensation. In response to Gross, she agreed that great things are happening in the district.

Birkeland said that we are aligning with other districts in payment as well. He did have concerns about the amount at first.

Stephenson reminded the public that what was said in executive session is to stay in executive session.

Carr responded that dealing with personal is confidential and not put on the street. This board is bound by that confidentiality. There is information that makes our decisions necessary to take into consideration what is best for the district and for the students. We are doing the best we can looking out for the students.

ASSISTANT SUPERINTENDENT REPORT

You can view his report at https://rb.gy/4glmkx

CFOO REPORT

You can view his power point at https://rb.gy/4glmkx

APPROVAL OF PROPOSED AGREEMENTS

CLAPHAM moved and URBAN seconded to approve the proposed agreements as presented and recommended by administration. Pulled for separate consideration was Agreement with LifeScape 2024-2025. MOTION CARRIED with ROLL CALL VOTE (6-0).

AGREEMENT WITH SKYWARD

BACKGROUND INFORMATION

This is an agreement between SKYWARD and RCAS for licensing of the substitute tracking module. This module has been in use by RCAS since 2013. The module imports data from Absence Management into Skyward, which is a 3rd party program responsible for the certified and classified staff substitute process.

The annual cost for this agreement is $5,498.00.

ADMINISTRATION'S RECOMMENDATION

The Administration recommends that the Board of Education approve this agreement.

FIELD SITE AFFILIATION AGREEMENT WITH WALDEN UNIVERSITY

BACKGROUND INFORMATION

Walden University wishes to partner with the Rapid City Area Schools for educational field experiences for Walden students.

Walden offers undergraduate, graduate, and post-graduate programs including nursing, social work, counseling, psychology, and interdisciplinary studies.

This program will give students hands on experience within the district and could ultimately lead to them being hired with the district upon completion of their program.

ADMINISTRATION'S RECOMMENDATION

It is the recommendation of the Administration that the Board of Education approve the Field Site Affiliation Agreement between Walden University and the Rapid City Area Schools.

AGREEMENT WITH LIFESCAPE

URBAN moved and BIRKELAND seconded to approve the Agreement with Lifescape as recommend by administration. MOTION CARRIED with ROLL CALL VOTE (5-0-1 with STEPHENSON ABSTAINING).

BACKGROUND INFORMATION:

Rapid City Area Schools wishes to enter into an agreement with LifeScape for educational services. The purpose of this contract is to provide educational services for a student placement. This service is effective July 1, 2024 until June 3, 2025.

ADMINISTRATIVE CONSIDERATION:

Rapid City Area Schools agrees to pay LifeScape $340.00 per day for educational services effective thru August 9th and $353.00 per day ending June 3, 2025.

ADMINISTRATION'S RECOMMENDATION:

It is recommended that the Board of Education approve the agreement between Rapid City Area Schools and LifeScape.

APPROVAL OF PROPOSED CONSENT AGENDA

BIRKELAND moved and STEPHENSON seconded to approve the following proposed consent agenda items as recommended by the administration. Pulled for separate consideration were Board of Education Per Diem Compensation and Enrollment Options. MOTION CARRIED WITH ROLL CALL VOTE (6-0)

APPROVAL OF UPDATED CHS, SHS, AND RCOHS GRADUATES FOR 2024

BACKGROUND INFORMATION:

Each year the board of education reviews and approves a list of Rapid City Central, Stevens High School, and Rapid City Online High School seniors who are candidates for diplomas. The updated list for Rapid City Central, Stevens High School, and Rapid City Online High School includes the summer graduates.

ADMINISTRATIVE CONSIDERATION:

The administration recommends that the updated list of Rapid City Central, Stevens High School, and Rapid City Online High School seniors be approved.

ADMINISTRATION'S RECOMMENDATION:

It is recommended that the updated list of seniors from Rapid City Central, Stevens High School, and Rapid City Online High School be approved as presented.

Resolution for Amendment of Budget

BE IT RESOLVED, that the Board Of Education of Rapid City Area School District 51-4, in accordance with SDCL 13-11-3.2 and after duly considering the proposed budget amendment, hereby approves and adopts the following amendments in total:

1. Increase/Decrease $125,000

Function 51 E 2569 4612	125,000
51 R 2569 5180	(125,000)

Amend Student Nutrition Fund to adjust the amounts for the 23-24 fiscal year expenses.

Administrative Recommendation:

It is recommended that the Board of Education approve to adopt the Resolution for the Amendment to increase adjust the Student Nutrition budget by $125,000.

CHANGE ORDER

CORRAL DRIVE SIDEWALK ADDITION

BACKGROUND INFORMATION:

Administration received Change Order #2 for the Corral Drive Sidewalk Addition project. This change order includes removal and replacement of concrete fillet. To meet minimum specifications for the cross slopes of each ADA ramp the concrete fillets will need to be removed and replaced.

ADMINISTRATIVE CONSIDERATION:

Administration reviewed the Change Order as presented.

ADMINISTRATION'S RECOMMENDATION:

It is the recommendation of the Administration to approve Change Order #1 for Corral Drive Sidewalk Addition project. The contract sum will increase by $8,910.00.00 for a new contract sum of $240,115.40.

CHANGE ORDER

CORRAL DRIVE SIDEWALK ADDITION

BACKGROUND INFORMATION:

Administration received Change Order #2 for the Corral Drive Sidewalk Addition project. This change order includes removal and replacement of concrete fillet. To meet minimum specifications for the cross slopes of each ADA ramp the concrete fillets will need to be removed and replaced.

ADMINISTRATIVE CONSIDERATION:

Administration reviewed the Change Order as presented.

ADMINISTRATION'S RECOMMENDATION:

It is the recommendation of the Administration to approve Change Order #1 for Corral Drive Sidewalk Addition project. The contract sum will increase by $8,910.00.00 for a new contract sum of $240,115.40.

CHANGE ORDER

GRANDVIEW ELEMENTARY STORMWATER MITIGATION PHASE 1 PROJECT

BACKGROUND INFORMATION:

Administration received Change Order #1 for the Grandview Elementary Stormwater Mitigation Phase 1 project. This change order includes:

Modification to Irrigation Main: Existing drawings did not match what is currently installed. To ease maintenance in replacing irrigation pipe without disrupting the building or new concrete next to the building, contractor will re-route and replace irrigation main pipe and cables to prevent conflict.

Clay Sanitary Sewer Replacement: Contractor will replace the existing clay sanitary sewer pipe with updated PVC pipe and router under the new sidewalk. This will minimize the risk of existing clay sewer from being damaged by new storm sewer.

ADMINISTRATIVE CONSIDERATION:

Administration reviewed the Change Order as presented.

ADMINISTRATION'S RECOMMENDATION:

It is the recommendation of the Administration to approve Change Order #1 for Grandview Elementary Stormwater Mitigation Phase 1 project. The contract sum will increase by $8,915.75 for a new contract sum of $357,320.45.

Rapid City Area School District: Claims Report
8/6/2024

A & B Business Equipment Inc				
	10	Other Professional Services	105.87	
	10	Repairs & Maintenance Svcs	1,098.31	
	10	Supplies	75.27	
	22	Repairs & Maintenance Svcs	11.15	
				1,290.60
A & I Distributors				
	10	Supplies	123.21	
	22	Supplies	123.22	
				246.43
A To Z Shredding Inc.				
	10	Other Professional Services	76.00	
				76.00
A&B Welding Supply Company Inc				
	10	Supplies	13.20	
				13.20
Abecedarian ABC, LLC				
	10	Supplies	1,819.13	
				1,819.13
Able Net Inc				
	21	Other Equip New < $5000	7,374.90	
				7,374.90
AIM Institute of Learning & Research				
	10	Other Professional Services	15,800.00	
				15,800.00
Amazon.Com Inc				
	10	All Objects	562.94	
	10	Other Professional Services	457.75	
	10	Uniforms	262.40	
	10	Supplies	6,076.71	
	10	Supplies - Technology	52.79	
	10	Other Equip Replace < $5000	1,527.21	
	21	Textbooks & Software	459.32	
	21	Other Equip New < $5000	8,931.88	
	21	Other Equip Replace < $5000	1,880.34	
	21	Other Equip Replace > $5000	3,991.59	
	22	Supplies	1,034.72	
				25,237.65
American Engineering Testing Inc				
	21	Repairs & Maintenance Svcs	655.50	
	21	New Building	2,744.00	
				3,399.50
Amick Sound Inc				
	21	Repairs & Maintenance Svcs	220,114.81	

				220,114.81
Anthem Sports				
	21	Other Equip New < $5000	368.31	
				368.31
Apple Inc Education				
	10	Supplies	99.90	
	10	Other Equip New < $5000	598.00	
				697.90
ARC International, Inc.				
	21	Other Professional Services	6,035.00	
				6,035.00
AspirEDU, Inc.				
	10	Instr Workbooks/Class Subscr	1,500.00	
				1,500.00
Baldwin Michael John				
	22	Other Professional Services	2,597.59	
				2,597.59
Band Shoppe				
	21	Other Equip Replace < $5000	2,651.15	
				2,651.15
Black Hills Chemical, Inc.				
	10	All Objects	449.46	
	10	Supplies	475.84	
				925.30
Black Hills Roofing Co DBA				
	10	Repairs & Maintenance Svcs	563.00	
				563.00
Black Hills Window Cleaning				
	10	Repairs & Maintenance Svcs	3,993.00	
				3,993.00
Black Hills Works				
	22	Payments/Other Educ Institute	4,800.00	
				4,800.00
Blick Art Materials				
	10	Supplies	161.69	
	21	Other Equip New < $5000	975.34	
				1,137.03
Bluum of Minnesota LLC				
	21	Other Equip Replace > $5000	9,600.00	
				9,600.00
BMI Music Licensing				
	10	Subscriptions use w/ 2000 Func	6,186.89	
				6,186.89
Bre Choreography Management				
	10	Other Professional Services	3,500.00	
				3,500.00

BSN Sports Team GL Sports				
	10	Supplies	822.80	
	21	Other Equip New < $5000	9,502.48	
	21	Other Equip Replace < $5000	9,776.23	
	21	Other Equip Replace > $5000	34,444.80	
				54,546.31
Cash-WA Distributing, Inc.				
	51	Supplies	105.04	
	51	Food - Purchased	10,539.52	
	51	Food - Purchased Produce	447.34	
				11,091.90
City Of Rapid City				
	10	Other Professional Services	17,801.50	
	10	Electricity	1,648.39	
	10	Natural Gas/Fuel Oil	45.83	
	10	Water/Sewer/Garbage	132.40	
				19,628.12
Climate Control Systems and Service LLC				
	21	All Objects	-3,327.21	
	21	Repairs & Maintenance Svcs	33,272.10	
				29,944.89
Cole Sara E				
	51	Travel In-District	132.04	
				132.04
Column Software PBC				
	10	Communication Advertising	1,892.96	
	22	Advertising	69.68	
				1,962.64
Committee For Children				
	10	Subscriptions use w/ 2000 Func	42,066.00	
				42,066.00
Communications Technologies Inc				
	10	Equipment-Federal Funds	83,795.75	
				83,795.75
Construction Industry Center				
	10	Dues and Fees	450.00	
				450.00
Debtbook				
	10	Subscriptions use w/ 2000 Func	12,900.00	
				12,900.00
Demco Educational Corporation				
	21	Other Equip New < $5000	505.91	
				505.91
Derksen Floors Inc				
	10	Repairs & Maintenance Svcs	13,275.00	
				13,275.00
Discount School Supply				

21	Other Equip New < $5000	646.78	
			646.78
Dorsman Rachel D			
10	Travel In-District	55.96	
			55.96
Electric Violin Shop, LLC			
21	Other Equip New < $5000	2,520.00	
			2,520.00
eLuma			
22	Subscriptions use w/ 2000 Func	151,724.00	
			151,724.00
ESM Solutions DBA Eschoolmall, Inc.			
21	Other Professional Services	23,718.00	
			23,718.00
Fireplace Inc			
10	Other Professional Services	1,890.00	
			1,890.00
Fisher Scientific			
10	Supplies	19.41	
			19.41
Fitzgerald Mary A			
51	Travel In-District	25.70	
			25.70
Flinn Scientific Inc			
21	Other Equip New < $5000	1,860.17	
			1,860.17
Floyd's Truck Center - Rapid City			
10	Repairs & Maintenance Svcs	1,017.10	
10	Supplies	504.60	
22	Supplies	504.59	
			2,026.29
Follett Content Solutions, LLC			
21	Textbooks & Software	4,061.28	
			4,061.28
Forever Lawn Black Hills			
21	Repairs & Maintenance Svcs	25,950.50	
			25,950.50
Foster Amber Dawn			
51	Travel In-District	26.16	
			26.16
Fritch Jennifer Michelle			
10	Travel In-District	16.93	
			16.93
Genpro Energy Solutions, LLC			
10	Repairs & Maintenance Svcs	2,100.00	
21	Repairs & Maintenance Svcs	7,395.00	

				9,495.00
Gopher Sport				
	21	Other Equip New < $5000	1,440.84	
	21	Other Equip Replace < $5000	804.13	
				2,244.97
Great Plains Distribution				
	10	Supplies	1,168.74	
				1,168.74
Gunderson Palmer Nelson & Ashmore, LLP				
	10	Other Professional Services	787.50	
				787.50
Hagen Glass Windows and Siding, INC				
	10	Repairs & Maintenance Svcs	1,046.30	
				1,046.30
Haggerty's Musicworks DBA				
	10	Repairs & Maintenance Svcs	45.85	
				45.85
Henry Schein Inc				
	10	All Objects	1,824.82	
				1,824.82
Hewlett-Packard Financial Services				
	21	Computers New < $5000	134,599.95	
				134,599.95
Hill Music Company, Inc				
	21	Textbooks & Software	2,576.00	
				2,576.00
Hillyard Floor Care Supply				
	10	All Objects	24,944.51	
	10	Supplies	194.94	
				25,139.45
Impact7G Inc				
	21	Other Professional Services	4,796.75	
				4,796.75
I-State Truck Center				
	10	Supplies	1,749.52	
	21	Other Equip Replace > $5000	138,300.00	
	22	Supplies	1,749.58	
				141,799.10
IXL Learning, Inc.				
	22	Instructional Software	18,843.00	
				18,843.00
Johnson Controls Inc				
	10	Repairs & Maintenance Svcs	54,502.09	
	21	Repairs & Maintenance Svcs	87,560.02	
				142,062.11
Jostens				
	10	Supplies	2.38	

				2.38
Jostens - ND				
	10	Supplies	303.60	
				303.60
Joubert Alberta				
	51	Travel In-District	34.68	
				34.68
JW Pepper & Sons Inc				
	10	Supplies	17.99	
	21	Textbooks & Software	179.85	
				197.84
Kanta Jessica Rae				
	10	Supplies	57.15	
				57.15
Kiefer USA				
	21	Repairs & Maintenance Svcs	22,598.00	
				22,598.00
Kipp's Construction				
	10	Repairs & Maintenance Svcs	2,953.00	
	10	Supplies	569.00	
	21	Repairs & Maintenance Svcs	588.00	
				4,110.00
Kone, Inc				
	10	Repairs & Maintenance Svcs	254.58	
	10	Supplies	64.99	
				319.57
KT Connections Inc				
	10	Other Professional Services	3,800.00	
				3,800.00
Kurita America Inc.				
	21	Repairs & Maintenance Svcs	610.75	
				610.75
Lab-Aids, Inc.				
	10	Supplies	187.60	
				187.60
Lakeshore Learning Materials LLC				
	21	Other Equip New < $5000	2,086.20	
				2,086.20
Lexia Learning Systems LLC				
	10	Instructional Software	24,300.00	
				24,300.00
LifeScape				
	22	Payments/Other Educ Institute	7,845.00	
				7,845.00
Lightspeed Technologies, Inc				
	21	Other Equip Replace > $5000	41,014.00	

				41,014.00
Lowe Roofing Inc				
	10	Repairs & Maintenance Svcs	196.14	
				196.14
M & W Towing				
	10	Repairs & Maintenance Svcs	150.00	
				150.00
March Kayla				
	51	Travel In-District	61.05	
				61.05
Masters Custom Design Embroidery				
	10	Uniforms	42.50	
				42.50
MG Oil Company				
	10	Supplies	567.06	
				567.06
Midland Paper Company				
	10	All Objects	971.52	
				971.52
Mobile Mini Williams Scotsman				
	10	Rentals	787.40	
	21	New Building	512.00	
				1,299.40
Morris Destiny M				
	51	Travel In-District	32.94	
				32.94
Ness Jennifer R				
	51	Travel In-District	36.92	
				36.92
North Central Truck Equipment, Inc.				
	10	Supplies	794.72	
	22	Supplies	794.72	
				1,589.44
O'Brien Maureen Kathryn				
	10	Travel In-District	26.81	
				26.81
Oldham Tanya Kae				
	10	Supplies	47.00	
				47.00
OnCourt OffCourt				
	21	Other Equip New < $5000	2,834.52	
				2,834.52
OneHeart				
	10	Rentals	913.50	
				913.50
Pennington Co Hwy Dept				

10	Gas & Diesel	4,231.97	
22	Gas & Diesel	408.03	
51	Gas & Diesel	370.95	
			5,010.95
Perfektion Music Inc			
10	Supplies	614.48	
			614.48
PHTools LLC Snap On Tools			
21	Other Equip Replace < $5000	2,721.10	
			2,721.10
Pioneer Valley Educational Press, Inc.			
10	Supplies	336.60	
			336.60
Pomp's Tire Service, Inc.			
10	Repairs & Maintenance Svcs	346.54	
			346.54
Prairie Farms Dairy			
51	Food - Purchased	1,178.08	
			1,178.08
Premier Striping & Landscapes, LLC			
10	Repairs & Maintenance Svcs	22,587.00	
			22,587.00
Pyramid School Products			
10	All Objects	376.44	
10	Supplies	24.36	
			400.80
Quadient, Inc.			
10	Repairs & Maintenance Svcs	13,109.01	
			13,109.01
Quill Corporation			
10	All Objects	3,320.20	
			3,320.20
Rain or Shine Golf			
21	Other Equip New < $5000	1,499.00	
			1,499.00
Rapid Fire Protection Inc			
10	Repairs & Maintenance Svcs	566.33	
21	Repairs & Maintenance Svcs	311.23	
			877.56
Region IV Administrators			
10	Registration Fees	135.00	
			135.00
RelayHub, LLC			
22	Other Professional Services	335.00	
			335.00
Ricoh USA, Inc.			

	21	Other Professional Services	109.57	
				109.57
Riddell/all American Sports				
	21	Other Equip New < $5000	1,654.45	
	21	Other Equip Replace < $5000	2,429.71	
				4,084.16
Riverside Technologies, Inc.				
	10	Repairs & Maintenance Svcs	1,772.00	
	21	Computer Software Admin	1,758.00	
	21	Other Equip Replace > $5000	31,200.00	
				34,730.00
Rushmore Fencing Company, Inc.				
	10	Repairs & Maintenance Svcs	2,270.00	
				2,270.00
S&S Worldwide				
	10	Supplies	1,024.41	
				1,024.41
Saling Heidi Anne				
	51	Travel In-District	68.34	
				68.34
Sanford Bismarck				
	10	Other Professional Services	157.50	
	22	Other Professional Services	162.50	
				320.00
Sargent Matt D				
	10	Travel In-District	36.94	
				36.94
Sargent Welch division of VWR Internationa				
	10	Supplies	70.20	
				70.20
Scenario Learning, LLC				
	10	Other Professional Services	13,653.78	
				13,653.78
Schaeffer's Specialized Lubricants				
	10	All Objects	3,657.00	
	10	Supplies	302.16	
				3,959.16
Scholastic Book Clubs Inc				
	10	Supplies	68.75	
				68.75
Scholastic Magazines				
	22	Instr Workbooks/Class Subscr	1,899.09	
				1,899.09
School Health Corporation				
	21	Other Equip New < $5000	4,560.00	
				4,560.00

School Outfitters				
	21	Other Equip New < $5000	1,183.82	
				1,183.82
School Specialty, LLC				
	10	All Objects	957.73	
	10	Supplies	675.45	
	21	Other Equip Replace < $5000	724.94	
				2,358.12
SD Dept Of Human Services				
	22	Payments/Other Educ Institute	10,439.38	
				10,439.38
SDHSAA				
	10	Supplies	596.00	
				596.00
Servall, Inc.				
	10	Laundry Services	7,104.30	
				7,104.30
Skybox Sports Network Rise Display				
	10	Other Equip New > $5000	25,366.50	
				25,366.50
SkyTrak Golf				
	21	Other Equip New < $5000	5,995.00	
				5,995.00
Smith Misty M				
	51	Travel In-District	36.21	
				36.21
Solution Tree, Inc				
	10	Other Professional Services	3,920.00	
				3,920.00
Southwest Binding & Laminating				
	10	Supplies	964.50	
				964.50
Sport Fence International Inc CEW Enterpri				
	21	Other Equip New < $5000	2,290.00	
				2,290.00
Stafne Sarah				
	51	Travel In-District	31.01	
				31.01
Staples Advantage				
	10	All Objects	3,243.70	
				3,243.70
Steve Weiss Music				
	21	Other Equip New < $5000	1,767.75	
				1,767.75
Stevens Industries Inc				
	21	Other Equip New < $5000	24,701.00	

			24,701.00
Stone's Salt Service			
10	All Objects	955.50	
			955.50
Summit Companies			
10	Repairs & Maintenance Svcs	9,649.93	
22	Repairs & Maintenance Svcs	106.00	
			9,755.93
Sweetwater Sound			
21	Other Equip New < $5000	1,251.27	
21	Other Equip Replace < $5000	3,670.15	
			4,921.42
swivl.com			
10	Other Professional Services	1,925.00	
			1,925.00
Taylor Music Inc.			
10	Supplies	4,138.47	
21	Other Equip New < $5000	2,669.00	
			6,807.47
Teacher Innovations, Inc			
10	Subscriptions use w/ 2000 Func	416.00	
			416.00
Textbook Warehouse, LLC			
21	Textbooks & Software	1,780.50	
			1,780.50
The Monument			
21	Rentals	15,183.35	
			15,183.35
Tools4Ever, LLC			
10	Repairs & Maintenance Svcs	12,633.28	
			12,633.28
Tru Form Construction Inc			
21	All Objects	-6,105.06	
21	Repairs & Maintenance Svcs	122,101.20	
			115,996.14
Universal Pediatrics UPSI			
22	Other Professional Services	624.00	
			624.00
US Bank - Investment, Agent Fee			
21	Fiscal Agent's Fees	200.00	
			200.00
Ventris Learning LLC			
10	Supplies	2,257.50	
			2,257.50
Vista Higher Learning, Inc			
21	Textbooks & Software	2,998.50	

				2,998.50
VSC Inc ShopVSC				
	21	Other Equip New < $5000	4,794.00	
				4,794.00
Wallis Leslee B				
	10	Other Professional Services	200.00	
				200.00
Warne Chemical & Equipment Co, Inc. Wai				
	21	Repairs & Maintenance Svcs	1,050.00	
				1,050.00
Watertree Inc.				
	51	Rentals	25.00	
				25.00
Wenger Corporation				
	21	Other Equip New > $5000	14,712.32	
	21	Other Equip Replace > $5000	12,453.56	
				27,165.88
West Music Company				
	21	Other Equip New < $5000	856.33	
				856.33
West Plains Engineering, Inc.				
	21	Other Professional Services	2,010.00	
				2,010.00
Western Communications Inc				
	21	Other Equip New < $5000	1,611.29	
	21	Other Equip New > $5000	26,631.75	
				28,243.04
Western Mailers, Inc.				
	10	Postage & Meter Rental	8,047.66	
				8,047.66
Western South Dakota Juvenile Svcs				
	10	Other Professional Services	16,833.34	
				16,833.34
Wild West Screen Printing & Emboidery				
	10	Supplies	343.83	
				343.83
			Total =	**1,882,778.92**

CONTRACT ADDENDUM

ELEVATOR MAINTENANCE AGREEMENT ADDENDUM #1

It is recommended that the Elevator Maintenance Agreement with addendum #1 be approved for 2024-2025 fiscal year with Kone, Inc. The following changes are proposed to the original remaining contract.

Removal of the following locations:

- Canyon Lake West – The unit in this building will not continue to be operational so continued maintenance will not be required.
    - Canyon Lake $98.69 per quarterly inspection, annual total of $ 394.76

- South Middle School - With the demolition of the prior building, and the addition of the new structure, maintenance will not be needed while equipment is still under warranty. Therefore, the following will be removed from the current agreement beginning with the 2024-25 fiscal year.
    - South Middle School $296.07 per quarterly inspection, annual total of $1,184.27

This change reduces the annual agreement amount from $21,172.03 to $19,593.00.

2024-2025 Professional and Student Services Contract(s)

Leader in Me (Franklin Covey)
It is recommended that the contract for Leader in Me be approved for the 2024-2025 fiscal year. Leader in Me is an evidence-based, comprehensive model that builds leadership and life skills in students, creates a high-trust school culture, and lays the foundation for success. This contract includes training and support that is aligned to Rapid City Area Schools Strategic Plan focused on students and district initiatives.

- Horace Mann- $35,115.50

IXL Learning
It is recommended that the contract for services be approved for the 2024-2025 fiscal year with IXL. IXL is a personalized blended learning platform which utilizes resources for students to remediate and accelerate their learning. It allows students at all reading levels access to individualized instruction and reading materials at their level. This contract includes training and support that is aligned to Rapid City Area Schools Strategic Plan and district initiatives.

- Horace Mann- $5,795.00

Kagan
Active Engagement Strategy Training for educators.

- Horace Mann- $7,896.00
- General Beadle- $6,447.00
- General Beadle & Knollwood- $6,360.00

Conscious Discipline
It is recommended that the contract for professional development services provided on-site in RCAS be approved with Conscious Discipline. This contract includes training and support aligned to the Rapid City Area Schools Strategic Plan and district initiatives.

- Valley View- $5,420.00

Dakota STEAM
It is recommended that the contract for Dakota STEAM be approved for the 2024-2025 fiscal year. Dakota STEAM provides science, technology/engineering as well as art/mathematics to promote critical thinking, creativity, collaboration, and communication. This contract includes training and support that is aligned to Rapid City Area Schools Strategic Plan focused on students and district initiatives.

- Valley View- $54,337.50
- Robbinsdale- $34,335.00

PROPERTY/LIABILITY AND WORKER'S COMPENSATION INSURANCE RENEWAL

Background Information:

RCAS must renew its insurance program for Property/Liability and Workers Compensation insurance coverages for Fiscal Year 2025.

Administrative Consideration:

For the Property/Liability Insurance Program, Acuity, who has held the policies for several years, is recommended to be adopted again. This is the major comprehensive policy of the District and it includes: Property, Commercial Auto, Equipment, and Umbrella Liability. The recommendation for coverage of General Liability, School Leaders Errors & Omissions, Crime, and Excess Liability will move to Wright Insurance Company. Lastly, Cyber Crime coverage will move to Chubb/Ace American Insurance. Western Dakota Insurors, Inc., will continue to serve as the District's agent for the Property/Liability Insurance Program. The premium for this coverage package is $2,411,774. This represents a 22.81% increase in cost from Fiscal Year 2024. The majority of that increase is driven by the Property coverage, which is increasing by 28%. This is not necessarily a reflection of District claims over the past year, as much as it is a reflection of the property and liability markets of the nation in general.

For Workers Compensation, coverage is recommended to move to Leavitt Heartland. The estimated premium is $523,477. The final premium that the District pays is subject to an audit of the actual payroll and loss experience during the year. This premium represents a **decrease** of 19% from Fiscal Year 2024. Western Dakota Insurors, Inc will also serve as the agent for the Workers' Compensation Program.

Between the two major coverage areas, the District will see an increase in premium costs of $323,618.

Administrative Recommendation:

It is recommended that the Board of Education renew the Property/Liability Insurance Program with Acuity, represented by Western Dakota Insurors, Inc., and renew the Leavitt Heartland Workers Compensation Insurance Program, also represented by Western Dakota Insurors, Inc. This recommendation is made in accordance with SDCL 1-24, 13-10-3, and 13-8-39.

Rapid City Area School District: Imprest Claims Report
7/29/2024

GENERAL FUND				
Dakota Truck Underwriters	07/18/24	3,966.39	Workers Compensation Ins	
	Total Workers Compensation Ins =	**3,966.39**		
SD Dept Of Labor	07/18/24	1,431.00	Unemployment Insurance	
	Total Unemployment Insurance =	**1,431.00**		
Black Hills Energy	07/25/24	82,630.03	Electricity	
	Total Electricity =	**82,630.03**		
Montana Dakota Utilities	07/25/24	6,209.09	Natural Gas/Fuel Oil	
	Total Natural Gas/Fuel Oil =	**6,209.09**		
Black Hawk Sanitary District	07/10/24	430.00	Water/Sewer/Garbage	
Rapid Valley Sanitary District	07/18/24	678.43	Water/Sewer/Garbage	
	Total Water/Sewer/Garbage =	**1,108.43**		
Life Fitness	07/25/24	3,900.00	Repairs & Maintenance Svcs	
	Total Repairs & Maintenance Svcs =	**3,900.00**		
Bader Jonathan Edward	07/11/24	336.00	Travel Out-Of-District	
Bishop Katherine Leigh	07/11/24	224.00	Travel Out-Of-District	
Bossen Christopher Martin	07/11/24	224.00	Travel Out-Of-District	
Britton Kerry	07/11/24	224.00	Travel Out-Of-District	
Club House Hotel - Pierre	07/11/24	304.24	Travel Out-Of-District	
Durham Nick	07/25/24	3,382.17	Travel Out-Of-District	
Foltz-Hall Candance Sue	07/11/24	20.00	Travel Out-Of-District	
Henry Christina Marie	07/11/24	774.00	Travel Out-Of-District	
Hogancamp Becky	07/11/24	246.00	Travel Out-Of-District	
Kamarainen Laura E	07/11/24	326.00	Travel Out-Of-District	
Kapphan Staci	07/11/24	416.00	Travel Out-Of-District	
Knapp Ashley Nicole	07/11/24	416.00	Travel Out-Of-District	
Morrill Jayna	07/11/24	224.00	Travel Out-Of-District	
Olivier Liezel	07/25/24	54.00	Travel Out-Of-District	
Olsen Mary Helen	07/25/24	1,323.53	Travel Out-Of-District	
Oxner Leah Beth	07/11/24	733.19	Travel Out-Of-District	
Phelps Tiffany Marlene	07/11/24	224.00	Travel Out-Of-District	
Redetzke Richard R	07/11/24	188.00	Travel Out-Of-District	
Roberts Jennifer Ruth	07/11/24	186.00	Travel Out-Of-District	
Sack Tammy K	07/11/24	416.00	Travel Out-Of-District	
Sand Evan Anthony	07/11/24	224.00	Travel Out-Of-District	
Saxer Peggy	07/25/24	54.00	Travel Out-Of-District	
Smith Caroline	07/11/24	224.00	Travel Out-Of-District	
Stover Shaina Paige	07/11/24	224.00	Travel Out-Of-District	
Strasser Cory W	07/11/24	687.07	Travel Out-Of-District	
Strasser Cory W	07/25/24	20.00	Travel Out-Of-District	
Strong Jennifer	07/25/24	237.91	Travel Out-Of-District	
Swigart Nicole L	07/11/24	166.00	Travel Out-Of-District	
Trevillyan Lori Rae	07/11/24	224.00	Travel Out-Of-District	
Tveter Danielle M	07/11/24	663.76	Travel Out-Of-District	
Usera Luis, JR	07/11/24	186.00	Travel Out-Of-District	
Wennblom Martin	07/11/24	224.00	Travel Out-Of-District	
Wooden Lucas Christopher	07/11/24	224.00	Travel Out-Of-District	
Wysuph Michelle Jeanne	07/11/24	224.00	Travel Out-Of-District	
	Total Travel Out-Of-District =	**13,843.87**		
Comfort Inn - Yankton	07/11/24	6,711.65	Excursions & Activities	
	Total Excursions & Activities =	**6,711.65**		
Bluepeak	07/11/24	314.56	Telephone Services	
Midco Business	07/11/24	18,629.13	Telephone Services	
Midco Business	07/18/24	216.86	Telephone Services	
	Total Telephone Services =	**19,162.55**		
School Administrators Of SD	07/11/24	750.00	Dues and Fees	
	Total Dues and Fees =	**750.00**		
			Total GENERAL FUND =	**139,713.01**
CAPITAL OUTLAY FUND				
Ricoh USA, Inc.	07/16/24	10,957.38	Other Professional Services	
	Total Other Professional Services =	**10,957.38**		
Black Hills Power, Inc.	07/18/24	61.59	Rentals	
	Total Rentals =	**61.59**		
			Total CAPITAL OUTLAY FUND =	**11,018.97**
SPECIAL EDUCATION FUND				
Jansen Rachel Lynn	07/25/24	231.90	Group Insurance	
	Total Group Insurance =	**231.90**		
Dakota Truck Underwriters	07/18/24	4,603.86	Workers Compensation Ins	
	Total Workers Compensation Ins =	**4,603.86**		
SD Dept Of Labor	07/18/24	891.20	Unemployment Insurance	
	Total Unemployment Insurance =	**891.20**		
Bluepeak	07/11/24	30.16	Telephone Services	
	Total Telephone Services =	**30.16**		
Black Hills Behavior LLC	07/18/24	36,672.00	Payments/Other Educ Institute	
	Total Payments/Other Educ Institute =	**36,672.00**		
			Total SPECIAL EDUCATION FUND =	**42,429.12**
			Total Claims: =	**193,161.10**

RAPID CITY AREA SCHOOL DISTRICT 51-4
Jul-24

FUNDS	10	22	51	54	57	TOTALS
GROSS	4,651,370.11	903,604.01	65,133.85	15,080.08	5,799.36	5,640,987.41
FICA	333,120.09	64,630.98	4,670.49	1,123.86	433.98	403,979.40
RETIREMENT	278,160.19	53,951.66	3,908.04	904.82	347.96	337,272.67
INSURANCE	702,441.32	129,913.35	7,069.68	2,121.36	662.74	842,208.45
403B	0.00	0.00	0.00	0.00	0.00	0.00
TOTALS	5,965,091.71	1,152,100.00	80,782.06	19,230.12	7,244.04	7,224,447.93

K-12 CHANGE OF STATUS

Certified & Contracted Personnel		Adjusted
O'Connell, Erika	South Park/Transfer Bonus	6,500.00
Strasser, Jamie	Assignment/3 Additional Days (permanent)	885.58
Thormahlen, Susan	Rapid Valley/Transfer Bonus	6,500.00
Wright, Paula	Assignment/Decrease from 53,224.00 to	53,080.92

Classified Personnel		Adjusted
McKinstry, Ruth	Assignment/Decrease from 19.29 to	17.64
Olson, Dalene	Assignment/Decrease from .9375 FTE to	.8125

Additional Pay		Actual
Sato, Brendon	CNA Training	825.00
Strasser, Cory	Additional Pay	3,221.61

K-12 EMPLOYMENT RECOMMENDATIONS

Certified & Contracted Personnel		Actual Pay
Adams, Amelia	Beadle/1st Grade	45,000.00
Darnall, Jana	Knollwood/Literacy Specialist	53,224.00
Deming, Tristan	South/Science	45,000.00
DiMaria, Amanda	Horace Mann/Assistant Principal (pro-rated)	66,863.23
Hemen, Christin	Central/Math	46,125.00
Hemen, Christin	Central/Signing Bonus	3,500.00
Iwan, Riley	Central/World Language	45,000.00
Kettering, Kathryn	Central/CTE	26,612.00
McGeehon, Bobbi	West/Language Arts	45,000.00
McIntosh, Kelli	Southwest/8th Grade Volleyball	2,750.00
Roling, Gregory	Meadowbrook/Elementary Vocal Music	46,125.00
Roling, Gregory	Meadowbrook/Signing Bonus	3,500.00
Smithley, Rachel	South Park/Kindergarten	46,125.00
Stockman, Spencer	West/Wrestling	2,750.00
Uriel, Yasmin	Black Hawk/5th Grade	45,000.00
Wells, Lester	Horace Mann/5th Grade	53,224.00
Weyrich, Shantel	Southwest/Science	46,125.00
Weyrich, Shantel	Southwest/Signing Bonus	3,500.00
Wren, Catherine	Beadle/2nd Grade (pro-rated)	36,942.13

Classified Personnel		Actual Pay
Artz, Wayne	STC/Bus Driver	18.85
Bell, Roxanne	Knollwood/Principal Secretary	22.40
Brookman, Amber	Rapid Valley/Paraeducator	17.50
Cummins, Hope	East/Noon Duty	12.40
Deleeuw, Theresa	North/Student Nutrition Team Member	15.11
Eisenbraun, Karen	Beadle/Paraeducator	16.50
Gortmaker, Brenda	Central/Student Nutrition Team Member	15.11
Hoffman, Dana	Stevens/Student Nutrition Team Member	15.11
Jensen, Amy	Grandview/Paraeducator	17.50
Kessler, Janine	Jefferson/Secretary Level 4	18.27
Killspotted, Jessica	Beadle/Secretary Level 2	15.49
Knapp, Riley	Central/Security	17.48
Manske, Brooklyn	Beadle/School Office Secretary	15.49
Meinen, Jeremy	Beadle/Student Nutrition Team Lead	18.45
Post, Jack	STC/Bus Driver	18.85
Quenzner, Crystal	Southwest/Secretary Level 2	15.49
Red Owl, Jennifer	Rapid Valley/Paraeducator	17.64
Rentfro, Olivia	Rapid Valley/Paraeducator	19.29
Robbins, Jessica	Knollwood/Paraeducator	16.50
Salinas, Destiny	South/Student Nutrition Team Member	15.11
Smith, Yancey	Southwest/Paraeducator	16.50
Stevens, Brooke	Grandview/Paraeducator	18.38

Thomas, Jon	STC/Bus Driver	18.85
Trokey, John	Stevens/Paraeducator	17.33
Wagner, Jobie	South Middle/Paraeducator	17.50
Williams, Randy	East/Student Nutrition Team Member	15.11
Wright, Carmella	RCAA/Paraeducator	17.50
Valentine, Mariah	North/Secretary Level 2	15.49
Ysidro, Janine	Beadle/Paraeducator	17.64

SUBSTITUTES & FIELD PLACEMENTS

Certified Substitutes
Paull, Megan

BA+ Substitutes
Fletcher, Miles
Johnson, Shari
Magelky, Kendra
Salley, Jace
Sunderland, Jessica

Non-Degreed Substitutes
Alvarez, Emil
Gruba, Cynthia
McManigal, Darci
Moreno, Cyenna
Packman, Sierra
Valentine, Mariah

University Student Field Placements
Fletcher, Miles

K-12 TERMINATION AND LEAVES

Certified & Contracted Personnel		Effective
Beals, Arika	West/Language Arts (resign/breach)	07/12/2024
Martin, Andrew	East/Intramural Girls Basketball (resign)	06/30/2024
Martin, Andrew	East/7th Grade Volleyball (resign)	06/30/2024
Mueller, Holli	Robbinsdale/2nd Grade (resign/breach)	07/24/2024
Reeve, Suzanne	South/MS Intramural/School Option (resign)	07/15/2024
Simmons, Jerry	South/MS Intramural Volleyball (resign)	07/17/2024
Smith, Tana	Robbinsdale/3rd Grade (offer declined)	07/16/2024
Steuck, Braydon	Southwest/7th Grade Football (resign)	07/15/2024
Thimgan, Andrew	Southwest/Science (resign/breach)	07/17/2024

Classified Personnel		Effective
Coleman, Frank	Robbinsdale/Paraeducator (resign)	07/08/2024
Cutschall, Calvin	B&G/Team Cleaner (offer rescinded)	07/11/2024
Dietrich, Heather	B&G/Seasonal Team Cleaner (resign)	07/09/2024
Higgins, Michael	STC/Bus Driver (resign)	07/16/2024
Higgins, Sheri	STC/Bus Aide (resign)	07/16/2024
Long Black Cat, Carmen	B&G/Team Cleaner (job abandonment)	07/18/2024
Pope, Cody	South Canyon/Noon Duty (resign)	07/22/2024
Reeve, Suzanne	South/Paraeducator (resign)	07/15/2024
Scott, William	STC/Bus Driver (resign)	07/22/2024

NAVIGATE 360 (ALICE) FOR THE 2024-2025 SCHOOL YEAR

BACKGROUND INFORMATION:

Rapid City Area Schools requires all staff to be trained in ALICE procedures. ALICE is an acronym for Alert, Lockdown, Inform, Counter, and Evacuate. This is the safe school training that is endorsed by RCAS Administration and our local law enforcement partners.

By approving the consent agenda item for licensing ALICE for the 2024-2025 school year, the Board will assure all staff has access to this important training this fall and will also provide personal safety skills as part of the training.

- The purchase price of ALICE is $12,794 dollars
- ALICE is purchased with Title IIa grant funds that are slated for professional development.

ADMINISTRATIVE RECOMMENDATION:

It is recommended the Board of Education move to approve the purchase of ALICE training modules for use in the 2024-2025 school year.

SUBSTITUTE PAY INCREASE PROPOSAL

BACKGROUND INFORMATION

Over the past school year, the Rapid City Area School District has experienced an increase in the number of substitute positions going unfilled. Whenever a position goes unfilled it exerts a burden on classrooms, building staff and district operations. The average number of absences per month (Certified and Classified) was 1,971 for the 2023-2024 school year. The average fill rate for absences for the district (Certified and Classified) for the 2023-2024 school year was 68.38% which is a decrease of approximately 5% from the 2022-2023 school year.

Contributing to the increase of absences are the number of unfilled Certified and Classified positions within the district which creates a higher need for substitute coverage. The number of unfilled positions is not unique to the Rapid City Area School District as it has been well documented that there is a staff shortage in K12 education nationwide. Our existing staff have shown great dedication and service by absorbing more responsibility through this shortage and we greatly appreciate their care and concern. However, the burden is not sustainable and is not in alignment with providing the services our students expect.

One viable option to counteract the unfilled substitute positions is to increase substitute pay. This is meant to attract new substitutes and to and increase the fill rate for absences above the 2022-2023 school year rate of 73%.

	Current		Proposed	
Type of Substitute Role:	Daily Rate	Hourly Rate	Daily Rate	Hourly Rate
Certified	$150		$165	
Bachelors +	$117		$128	
Below Bachelor's degree	$109		$120	
Student Teachers	$117		$128	
Long Term Certified (1)	$225.78		$241.94	
Long Term Non-Certified	$150		$200	
Language Interpreter (2)		N/A		$28.50
Speech Lang. Path. Assoc. (3)		N/A		$28.50
Paraeducator		$12.50		$16.00
Clerical		$12.50		$15.49
Student Nutrition		$12.50		$15.11

(1) Long Term Certified pay is based on the daily rate of an incoming teacher (186-day contract) with 0 years of experience. Proposed rate reflects the new teacher starting rate of $45,000.00.
(2) Sub rate had never been established for this specialty Paraeducator position.
(3) Sub rate had never been established for this specialty Paraeducator position.

ADMINISTRATION RECOMMENDATION

It is the recommendation of the Administration that the Board of Education approve the Substitute Pay Increase proposal for implementation effective August 20, 2024.

DECLARATION OF SURPLUS PROPERTY

BACKGROUND INFORMATION:

The School District annually disposes of supplies and equipment which are no longer considered necessary or suitable to the operation of the district.

ADMINISTRATIVE CONSIDERATION:

The list of supplies and equipment is no longer considered necessary by the Rapid City Area Schools.

ADMINISTRATIVE RECOMMENDATION:

It is recommended the Board of Education declare that the supplies and the equipment on the list be surplus property.

WHEREAS, pursuant to SDCL 6-13-1. The governing board of a political subdivision may sell, trade, loan, destroy or otherwise dispose of any land, structures, equipment, or other property which such governing board has, by appropriate motion, determined is no longer necessary, useful or suitable for the purpose for which it was acquired.

THEREFORE, BE IT RESOLVED by the Board of Education of the Rapid City Area School District No. 51-4 that the following property is determined to be no longer necessary, useful, or suitable for school purposes and order the sale, trade, convey to other political subdivisions, destruction of or the disposal of:

*Not all property listed athttps://rb.gy/4glmkx will be available on the annual surplus property auction.

VOLUNTEERS 8/6/24

Brooks, Heather
Corwin, Sandi
Culberson, Madison
Druzbacky, Chelsea
Eliason, Stephanie
Gayton, Brandon
Geske, Mirette
McKirdy, Scott
Moulton, Joshua
Sarahan, Sara Jo
Vallette, Maude

ADDENDUM

K-12 TERMINATION AND LEAVES

Certified & Contracted Personnel		Effective
Scott, Michael	Stevens/Assistant Football (offer declined)	07/29/2024

Classified Personnel		Effective
Alvarez, Emil	STC/Bus Driver (resign)	07/26/2024
Dragoo, Ethan	B&G/Season Grounds (assignment ended)	08/06/2024
Horsley, Jacob	B&G/Season Grounds (assignment ended)	08/08/2024
Sailer, Dianne	South/Student Nutrition Team Member (resign)	07/30/2024

K-12 EMPLOYMENT RECOMMENDATIONS

Certified & Contracted Personnel		Actual Pay
Bradsky, Sydney	Grandview/Kindergarten	45,000.00

Classified Personnel		Actual Pay
Becker, McKenzie	West/Paraeducator	16.50
Caston, Becky	Knollwood/Secretary Level 2	15.49
Cox, Avaree	East/Paraeducator	17.50
Dahlgren, Katie	Grandview/Paraeducator	16.50
Dippel, Rolfa	Horace Mann/Paraeducator	18.38
Evans, John	B&G/Carpenter/Locksmith	24.23
Grant, Lauren	Beadle/Student Nutrition Team Member	15.11
Klein, Jim	B&G/Team Cleaner	15.88
Konigsberg, Michael	Valley View/Paraeducator	16.50
Munley, Lisa	Central/Paraeducator	17.50
Nelson, Glenda	Central/Student Nutrition Team Member	15.11
O'Dell, Crystal	B&G/Team Cleaner	15.88
Olson, Amanda	Southwest/Paraeducator	17.50
Regalado, Cyela	Central/Student Nutrition Team Member	15.11
Sudjito, Hari	Central/Student Nutrition Team Member	15.11
Williams, Libby	Stevens/Paraeducator	16.00
Wood, Christina	Beadle/Student Nutrition Team Member	15.11

K-12 CHANGE OF STATUS

Certified & Contracted Personnel		Adjusted
Barker, Cheryl	Knollwood/Transfer Bonus	6,500.00
Brandsrud, Micah	RCEC/Salary Correction from 58,037.62 to	53,112.64
Brandsrud, Micah	RCEC/Salary Pro-rated from 53,112.64 to	49,061.67
Burke, Dennis	Rapid Valley/National Certification	1,000.00
Cameron, Emily	Knollwood/Transfer Bonus correction (2023-24)	1,500.00
Ray, Samantha	Beadle/Transfer Bonus correction (2023-24)	1,500.00

Riley, Gina	Beadle/Transfer Bonus correction (2023-24)	1,500.00
Trewatha, Jennifer	Meadowbrook/Transfer Bonus correction (2023-24)	1,500.00

Classified Personnel		**Adjusted**
Waldrop, Candyce	Assignment/Increase from 17.79 (temporary)	18.32
Willis, Elizabeth	Assignment/Decrease 0.9375 FTE to	0.5
Willis, Elizabeth	Assignment/Decrease 19.29 to	18.92

SUBSTITUTES & FIELD PLACEMENTS

BA+ Substitutes
Hunter, Jessica
Schissel, Kyle

BOARD OF EDUCATION PER DIEM COMPENSATION

CLAPHAM moved and BIRKELAND seconded to approve the Board of Education Per Diem Compensation as recommended. MOTION CARRIED with ROLL CALL VOTE (4-2 with CLAPHAM AND MOORE VOTING NAY).

SDCL 13-8-37. Compensation of board members. Each local school board shall set the amount of per diem that each member of that local school board may receive. However, the amount of per diem set by the local school board may not exceed the per diem authorized for the members of the South Dakota Board of Education, pursuant to SDCL 4-7-10.4. The per diem may be paid for each meeting attended by such member and for each day a member was engaged in the service of the board when authorized by the board.

The Board of Education wishes to increase the per diem compensation rate to the maximum per diem compensation rate as established by the South Dakota Board of Education Standards, pursuant to SDCL § 4-7-10.4.

ADMINISTRATION'S RECOMMENDATION:

It is recommended that the Board of Education approve the per diem compensation rate as set by the South Dakota Board of Education Standards for members of the Board of Education of Rapid City Area School District No. 51-4 for the year of 2024-25.

ENROLLMENT OPTIONS

CLAPHAM moved and BIRKELAND seconded to approve Enrollment Options as recommended by administration. Clapham asked that the 2023-2024 school year be corrected to 2024-2025. MOTION CARRIED FOR CORRECTION OF AGENDA ITEM TYPO CORRECTION (6-0) with ROLL CALL VOTE.

ROLL CALL VOTE was then held for original motion for approval of the Enrollment Options Agenda Item. Motion Carried (6-0).

1. OPEN ENROLLMENT APPLICATIONS

BACKGROUND INFORMATION

SDCL 13-28-40. Enrollment options program established. An enrollment options program is established to enable any South Dakota kindergarten through twelfth-grade student to attend any public school that serves the student's grade level in any South Dakota school district, subject to the provisions in SDCL 13-28-40 to 13-28-47, inclusive...

ADMINISTRATIVE CONSIDERATION:

Four students have submitted an open enrollment application to the Rapid City Area School District for the ~~2023-2024~~ 2024-25 school year. For this request, approval is subject to program and/or space availability.

ADMINISTRATION'S RECOMMENDATION:

It is recommended that the Board of Education approve requests OE 7080, 7087, 7088, 7090.

1. TRANSFER OF ATHLETIC ELIGBILITY

BACKGROUND INFORMATION

SDCL 13-28-40. Enrollment options program established. An enrollment options program is established to enable any South Dakota kindergarten through twelfth grade student to attend any public school that serves the student's grade level in any South Dakota school district, subject to the provisions in SDCL 13-28-40 to 13-28-47, inclusive...

ADMINISTRATIVE CONSIDERATION:

The Rapid City Area School District has received 10 Transfer of Athletic Eligibility requests for the 2024-2025 school year.

ADMINISTRATION'S RECOMMENDATION:

It is recommended that the Board of Education approves TAE-500-510.

ITEMS FOR BOARD INFORMATION

UPDATE ON OCR

Dr. Strasser begin the update by stating this: Jennifer Roberts, Director of Teaching, Learning and Innovation, is going to give a brief presentation about the work the District is doing relative to Advanced Learning Opportunities pursuant to the Voluntary Resolution Agreement with the Office of Civil Rights (OCR). Before Ms. Roberts starts, I wanted to share updates.

The District has already done significant work in the areas of discipline, truancy, and advanced learning opportunities – the three areas of concern noted in the Voluntary Resolution Agreement. The District has been pulling and reviewing data from the 2023-2024 school year, discussing possible opportunities and solutions, reviewing and updating recordkeeping protocol, and more. We have received numerous nominations and requests to serve as a committee member on the stakeholder committee. The stakeholder committee will be instrumental in working through the Voluntary Resolution Agreement. The District has proposed numerous Expert Consultants for approval to the OCR.

We look forward to offering updates to the Board and the community as we continue our work. Now, I'll hand it over to Ms. Roberts.

Ms. Roberts presentation can be viewed at: Item 12A https://rb.gy/4glmkx

Other

Clapham said that there have been hard things being done in the district but also good things like raises for substitutes.

Carr asked board members about date for legislative gathering and September 25th lunch was date chosen.

EXECUTIVE SESSION

- SDCL 1-25-2.1 – Discussing the qualifications, competence, performance, character or fitness of any public officer or employee or prospective public officer or employee. The term "employee" does not include any independent contractor.
- SDCL 1-25-2.3 – Consulting with legal counsel or reviewing communications with legal counsel about proposed or pending litigation or contractual matters.

URBAN moved and CLAPHAM seconded to go into Executive Session at 7:28 PM for legal counsel and personnel discussion. MOTION CARRIED with ROLL CALL VOTE (6-0) and MOORE left the meeting.

Executive Session concluded at 8:26 PM.

ADJOURNMENT

BIRKELAND moved and CLAPHAM seconded to adjourn the August 6, 2024 Board of Education meeting at 8:27 PM. MOTION CARRIED (5-0).

Respectfully submitted,

Coy Sasse, CFOO/Business Manager

ATTEST: Shirley Fletcher, Executive Assistant

Troy Carr, President
Rapid City Board of Education

RAPID CITY AREA SCHOOL DISTRICT 51-4
SPECIAL BOARD OF EDUCATION MEETING

The Rapid City Area School Board of Education held a Special Board of Education Meeting on Tuesday, August 20, 2024. President Troy Carr called the meeting to order at 5:30 PM with the following board members in attendance: Jamie Clapham, Walt Swan, Donna Moore, Michael Birkeland, Christine Stephenson, and Katy Urban.

APPROVAL OF PROPOSED AGENDA

BIRKELAND moved and SWAN approved the agenda as recommended by administration. MOTION CARRIED (7-0).

CARR moved to amend the amend Open Forum to allow each speaker two minutes and Ms. Swigart 5 minutes. URBAN seconded.

CLAPHAM moved to amend that motion with Open Forum 90 minutes to allow for 3 minutes per speaker and Ms. Swigart 5 minutes. URBAN seconded. MOTION CARRIED 7-0.

Original motion to extend Open Forum was approved (7-0).

OPEN FORUM

Nicole Swigart – August 13 Board Meeting Message
Tonchi Weaver – Item 7 – Termination
Amber Hoffman – Termination
Todd Christenson – Termination
Florence Thompson - #7 Agenda
Carol Hubbeling – Nicole Swigart
Jean Oerlline – Superintendent
Amanda Borchert – Nicole Swigart
Daniel Borchert – Nicole Swigart
Carolyn Hoefler – Swigart
Stephanie Hunter – Superintendent/Communication
Jennifer Mueller – Support of Mrs. Swigart
Travis King – Mtg
Heather Baxter – School Board
Deborah Steele – Nicole Swigart
Sam Benne – Superintendent
Samantha McCully – Superintendent
Andrew Iron Shell – Swigart
Michelle Maruani – Superintendent
Paul Sterling – Termination
Joe Guttierez – Superintendent
Kirstin Mitzel – Termination
William Waggoner – Raise

Natalie Sites Means – Superintendent
Michael Murphey – Superintendent
Taylor Gunhammer – School Board
Jean Roach – Superintendent
Jodeen Stone – Superintendent
Hermos Bettelyoun – Superintendent
Cristen Kuno – Superintendent
Sunny Red Bear – Superintendent
Amy Sazue - Superintendent

The board moved to go into Executive Session for 10 minutes to discuss Open Forum and letters that they had received and had not been able to read.

EXECUTIVE SESSION

- SDCL 1-25-2.1 – Discussing the qualifications, competence, performance, character or fitness of any public officer or employee or prospective public officer or employee. The term "employee" does not include any independent contractor.

CARR moved and URBAN seconded to go into Executive Session at 7:22 PM for personnel discussion.

Executive Session concluded at 7:36 PM.

K-12 TERMINATION AND LEAVES

CLAPHAM moved and seconded by BIRKELAND as recommended by the Board of Education. MOTION CARRIED with ROLL CALL VOTE (6-1 with MOORE VOTING NAY).

Certified and Contracted Personnel		**Effective**
Swigart, Nicole	Superintendent (termination)	08/16/2024

OTHER

Urban, Stephenson, Birkeland, and Clapham shared their feedback on this experience and the hard decisions that needed to be made.

Carr stated that Dr. Cory Strasser would serve as the Acting Superintendent until a 24-25 Interim Superintendent is chosen. In the meantime, a search will begin for a superintendent to be hired for the 2035-2025 school year.

EXECUTIVE SESSION

- SDCL 1-25-2.1 – Discussing the qualifications, competence, performance, character or fitness of any public officer or employee or prospective public officer or employee. The term "employee" does not include any independent contractor.

- SDCL 1-25-2.3 – Consulting with legal counsel or reviewing communications with legal counsel about proposed or pending litigation or contractual matters.

STEPHENSON moved and SWAN seconded to go into Executive Session at 7:54 PM for legal counsel and personnel discussion.

Executive Session concluded at 8:28 PM.

ADJOURNMENT

BIRKELAND moved and CLAPHAM seconded to adjourn the August 13, 2024 Special Board of Education Meeting at 8:30 PM.

Respectfully submitted,

Coy Sasse, Chief Financial and Operations Officer/Business Manager

ATTEST: Shirley Fletcher, Executive Assistant

Troy Carr, President
Rapid City Board of Education

RAPID CITY AREA SCHOOL DISTRICT 51-4
BOARD OF EDUCATION MEETING

The Rapid City Area School Board of Education held a Board of Education Meeting on Tuesday, August 20, 2024 at 5:30 PM with the following board members in attendance: Troy Carr, Michael Birkeland, Katy Urban, Jamie Clapham, Donna Moore, and Christine Stephenson. Walt Swan was absent with notice. CFOO Coy Sasse and Assistant Superintendent Dr. Cory Strasser were in attendance.

Pastor Randy Phipps provided the Invocation.

APPROVAL OF PROPOSED AGENDA

CLAPHAM moved and BIRKELAND seconded to approve the agenda as recommended by administration. MOTION CARRIED with ROLL CALL VOTE (6-0).

All agenda items can be viewed at: https://rb.gy/8j1y00

SHARING THE SUCCESS

South Middle School Opening – CFOO Coy Sasse introduced those that lead the construction of SMS and those who were involved with the ribbon cutting ceremony. They were:

- MOA Architecture-Ross Eddy, Brandon Daigle, and Rich Quinn
- Scull Construction-Andy Scull, John Niesner, Don Carlson, Mike Oberle, Dustin Schilling
- Principal Schmidt and Principal Demming
- Jade Clement and Cathy Laurenti
- Bobbi Schaefbauer for planning the ribbon cutting.

Rapid City Area Schools – 2024 US DOE Engage Every Student Recognition Program Champions – Jennifer Strong attended the conference that RCAS was awarded this recognition.

The U.S. Department of Education (Department) today announced the 2024 U.S. Department of Education Engage Every Student Recognition Program Champions.

Across the country, 13 non-profit organizations and city municipalities, working in partnership with local schools, are being honored for their efforts to expand access to high-quality afterschool and summer learning programs for students. For the inaugural year of the recognition program, the Department received 57 nominations from 29 states. Each nomination was reviewed by state-level review teams comprised of the 50 state afterschool networks and state educational agencies, and state finalists were recommended to the Department for final review and consideration.

"This year's Engage Every Student Champions are leading the charge in their local

communities and states to ensure that all students nationwide have the opportunity to thrive, learn, and grow through their engagement in high-quality afterschool and summer learning programs," said U.S. Secretary of Education Miguel Cardona. "Thanks to President Biden's American Rescue Plan, these awardees include a range of organizations all across the country, with nearly half located in under-resourced or rural communities. Every child deserves the opportunities for out-of-school time enrichment these programs provide."

This announcement comes as the Department prepares to host the 2024 Engage Every Student Summit on July 16, in Washington, D.C. In addition to recognizing this year's Champions, the summit will convene youth, state, and local school leaders; state and city elected officials; afterschool and summer learning program providers; and advocates. The summit will showcase bright spots and their impacts in out-of-school time and provide attendees with an array of opportunities for learning, exploration, and networking

BHSSC – RCAS Partnership – Dr. Pam Lange, Deputy Executive Director
Dr. Lange reviewed just a few of the programs that Black Hills Special Services Cooperative and Rapid City Area Schools Partner together in our schools to service Rapid City students. You can view an overview at 5C. https://rb.gy/8j1y00

ASSISTANT SUPERINTENDENT REPORT

Dr. Strasser reported that school has started year started with warm weather continuing. They are monitoring the weather and pushing cool air in as much as possible during the evening hours. Jr. Kindergarten is getting organized and there will be a report soon from Ms. Roberts and Ms. Strong.

CFOO REPORT

Coy Sasse reported on the first day of school from the support side. He said there were a few hiccups on the busing side and apologies to the parents for those issues. SMS project has went very well and was a complex and challenging build. There is still a couple areas to complete. They are moving dirt in the track area and that should be completed by November. Inside there is work being done but Scull is insuring student safety at all times as they work. The locker area on the South side and the fitness area should be complete by September 11th. A bus consulting company will be working with the district on the scheduling and hopefully resolve some of the issues the district is facing.

RAPID CITY AREA SCHOOLS POLICIES, PROCEDURES AND EXHIBITS

BIRKELAND moved and CLAPHAM seconded to approve the first reading of policy A. MOTION CARRIED (6-0).

First Reading:

A. District Code JP – Student Custody
This policy can be seen at https://rb.gy/8j1y00

APPROVAL OF PROPOSED AGREEMENTS

STEPHENSON moved and URBAN seconded to approve the proposed agreements as presented and recommended by administration. MOTION CARRIED (6-0).

CONTRACT WITH BLACK HILLS SPECIAL SERVICES COOPERATIVE

BACKGROUND INFORMATION:

Rapid City Area Schools and Black Hills Special Services Cooperative wish to enter into a contract for the purpose of providing work experiences for students with disabilities who qualify for Project SEARCH program for the 2024-2025 school year. This agreement will provide five Project SEARCH student slots. Project SEARCH is a partnership between Monument Health, Vocational Rehabilitation Services, Black Hills Special Services Cooperative and Rapid City Area School District.

ADMINISTRATIVE CONSIDERATION:

This Rapid City Area Schools contract has been in place with BHSSC for Project SEARCH for several years. This contract will provide services for 5 students who meet the eligibility criteria, totaling $42,500.

ADMINISTRATION'S RECOMMENDATION:

It is recommended that the RCAS Board of Education approve the contract agreement between Rapid City Area School District and Black Hills Special Services Cooperative for Project SEARCH starting July 1, 2024 through June 30, 2025. This contract can be terminated for cause by RCAS at any time with or without notice.

AGREEMENT WITH BLACK HILLS SPECIAL SERVICES COOPERATIVE

BACKGROUND INFORMATION:

Rapid City Area Schools and Black Hills Special Services Cooperative wish to enter into an agreement for the purpose of contracting a School Psychologist (Jill Hibbard) to work with the private schools in the RCAS area. The school psychologist will test, write reports, and be available to attend IEP meetings.

ADMINISTRATIVE CONSIDERATION:

RCAS has contracted with Black Hills Special Services Cooperative for a school psychologist the last few years, with Jill Hibbard as the contracted school psychologist. This contract allows RCAS to comply with the requirements of IDEA as it relates to private school placed students. The cost of this contract is $700 per evaluation and $85 per hour to attend meetings.

ADMINISTRATION'S RECOMMENDATION:

It is recommended that the RCAS Board of Education approve the contract agreement between Rapid City Area School District and Black Hills Special Services Cooperative for a school psychologist from July 1, 2024 through June 30, 2025. The contract can be terminated with 60-day notice if agreed to by both parties.

AGREEMENT WITH eLUMA FOR SPECIAL EDUCATION SPEECH AND LANGUAGE THERAPY

BACKGROUND INFORMATION:

eLuma provides online speech therapy services for K-12 students who have speech and language listed on their Individual Education Plan (IEP). eLuma has a fully secure and HIPPA-compliant platform, South Dakota certified Speech Therapists, and they will provide all of the same services online as they can in person.

ADMINISTRATIVE CONSIDERATION:

Rapid City Area Schools are required, through IDEA (Individuals with Disabilities Education Act), to provide speech services to students with IEP's and we are currently unable to fill all of these positions in our district. RCAS has worked with eLuma this school year and would like to continue services with them. RCAS currently contracts with eLuma for one Speech/Language Pathologist, additional TeleTherapy is needed within the district due to unfilled Speech/Language Pathologist positions.

ADMINISTRATION'S RECOMMENDATION:

It is recommended that the RCAS Board of Education approve the additional contract agreement between Rapid City Area School District and eLuma starting July 31, 2024 through 6/30/2025. Total cost of this contract is $118,840.80.

AGREEMENT WITH UNIVERSAL PEDIATRICS

BACKGROUND INFORMATION:

Universal Pediatrics specializes in home health and school nursing services for students with serious medical conditions who need care 24 hours a day, seven days a week. RCAS utilized Universal Pediatrics during the 23-24 school year to provide needed services for "Student" at school and during Extended School Year and would like to continue for the 24-25 school year. The Universal Pediatrics Nurse will ride the bus to and from school and provide one on one care for "Student" during the 24-25 school year and ESY.

ADMINISTRATION'S RECOMMENDATION:

It is recommended that the RCAS Board of Education approve the contract agreement between Rapid City Area School District and Universal Pediatrics for $83.00 per hour on attended school days and ESY for the 2024-2025 school year.

APPROVAL OF PROPOSED CONSENT AGENDA

CLAPHAM moved and BIRKELAND seconded to approve the following proposed consent agenda items as recommended by the administration. MOTION CARRIED (6-0).

BOARD OF EDUCATION MEETING MINUTE APPROVAL

Administration recommends approval of the minutes from the following meetings:

A. July 2, 2024 Annual Board of Education Meeting
B. July 3, 2024 Board of Education Orientation/Meeting
C. July 16, 2024 Board of Education Meeting
D. July 24, 2024 Board of Education Executive Session
E. July 30, 2024 Board of Education Executive Session
F. August 6, 2024 Board of Education Meeting
G. August 13, 2024 Special Board of Education Meeting

CHANGE ORDER

STEVENS HIGH SCHOOL EAST STOREFRONT REPLACEMENT PROJECT

BACKGROUND INFORMATION:

The administration received Change Order #1 for the Stevens High School East Storefront Replacement project. During the demolition of the existing east-side storefront, it was determined that the channel beam system requires additional support for the new storefront installation which necessitates a new soffit. Lastly, the exterior balcony door will need to be modified to include a deadbolt, restricting access to the balcony.

ADMINISTRATIVE CONSIDERATION:

Administration reviewed the Change Order as presented.

ADMINISTRATION'S RECOMMENDATION:

It is the recommendation of the Administration to approve Change Order #1 for the Steven's High School East Storefront Replacement project. The contract sum will increase by $20,974.00 for a new contract sum of $183,928.00.

CHANGE ORDER

GRANDVIEW ELEMENTARY STORMWATER MITIGATION PHASE 1 PROJECT

BACKGROUND INFORMATION:

Administration received Change Order #2 for the Grandview Elementary Stormwater Mitigation Phase 1 project. This change includes the additional materials and labor for pinning an approximated 400LF (linear feet) of concrete sidewalks and aprons to the existing building foundation.

ADMINISTRATIVE CONSIDERATION:

Administration reviewed the Change Order as presented.

ADMINISTRATION'S RECOMMENDATION:

It is the recommendation of the Administration to approve Change Order #2 for Grandview Elementary Stormwater Mitigation Phase 1 project. The contract sum will increase by $5,861.95 for a new contract sum of $363,182.40.

Rapid City Area School District: Claims Report
8/20/2024

95 Percent Group LLC			
10	Supplies	8,037.70	
			8,037.70
A & J Screening			
10	Supplies	3,488.12	
			3,488.12
A To Z Shredding Inc.			
10	Other Professional Services	462.88	
			462.88
Admin Partners, LLC			
10	Other Professional Services	200.00	
			200.00
Amazon.Com Inc			
10	Supplies	14,971.87	
10	Other Equip New < $5000	8,774.21	
10	Miscellaneous Objects	199.16	
21	Other Equip New < $5000	8,927.85	
21	Other Equip Replace < $5000	2,684.28	
21	Other Equip Replace > $5000	785.49	
22	Supplies	219.82	
51	Supplies	571.21	
			37,133.89
Amick Sound Inc			
21	Repairs & Maintenance Svcs	45,905.34	
21	Other Equip New < $5000	225.98	
			46,131.32
Apple Computer Inc			
21	Non-Computer Internet Device	558.00	
			558.00
Apple Inc Education			
10	Supplies	349.50	
10	Other Equip New < $5000	2,940.00	
			3,289.50
ARC Document Solutions, LLC			
21	Other Professional Services	36,429.00	
			36,429.00
Band Shoppe			
21	Other Equip Replace < $5000	948.90	
			948.90
Barrett Emily			
10	Other Professional Services	250.00	
			250.00
Black Hills Behavior LLC			
22	Payments/Other Educ Institute	125,000.00	
			125,000.00
Black Hills Chemical, Inc.			

10	All Objects	104.10	
51	Supplies	492.76	
			596.86
Black Hills Roofing Co DBA			
10	Repairs & Maintenance Svcs	181.00	
			181.00
Blais Microscope Company LLC			
10	Repairs & Maintenance Svcs	4,135.00	
			4,135.00
Blick Art Materials			
10	Supplies	10.00	
			10.00
Bourdon Melissa			
10	Other Professional Services	300.00	
			300.00
Brandon Valley School Dist49-2			
10	Dues and Fees	4,000.00	
			4,000.00
BSN Sports Team GL Sports			
10	Supplies	1,025.94	
21	Other Equip New < $5000	14,651.00	
21	Other Equip Replace < $5000	1,882.83	
			17,559.77
CareerSafe, LLC			
10	Instructional Software	4,800.00	
			4,800.00
Carefree Lawn & Sprinkler, Inc.			
21	All Objects	-6,691.60	
21	Repairs & Maintenance Svcs	133,832.00	
			127,140.40
Carreiro Julie			
10	Other Professional Services	300.00	
			300.00
Cash-WA Distributing, Inc.			
51	All Objects	162.34	
51	Supplies	69.34	
51	Food - Purchased	5,335.47	
51	Food - Purchased Produce	546.55	
51	Donated Food	1,055.01	
			7,168.71
Child And Adult Nutrition Serv			
51	Donated Food	3,324.42	
			3,324.42
City Of Rapid City			
10	Other Professional Services	1,120.00	
			1,120.00
Climate Control Systems and Service LLC			
10	Repairs & Maintenance Svcs	732.63	
10	Supplies	1,178.00	

21	All Objects	-18,771.10	
21	Repairs & Maintenance Svcs	187,711.00	
			170,850.53
Cole Sara E			
51	Travel In-District	107.41	
			107.41
Column Software PBC			
10	Communication Advertising	66.25	
			66.25
Curriculum K12 Partners, Inc - Project STE/			
10	Instr Workbooks/Class Subscr	2,500.00	
			2,500.00
Dakota Business Center, Inc.			
10	Supplies	130.64	
			130.64
Dakota Link			
21	Other Equip New < $5000	3,195.00	
			3,195.00
Dakota Truck Underwriters			
10	Workers Compensation Ins	5,371.17	
22	Workers Compensation Ins	3,402.31	
51	Workers Compensation Ins	52.88	
			8,826.36
Davis Caleb James			
10	Supplies - Technology	44.90	
			44.90
Denny Menholt Rapid Chevrolet, LLC			
10	Repairs & Maintenance Svcs	103.32	
			103.32
Discipline Associates Brian Mendler			
10	Other Professional Services	12,000.00	
			12,000.00
Discovery Education, Inc.			
21	Textbooks & Software	21,580.00	
			21,580.00
Dorsman Rachel D			
10	Travel In-District	28.12	
			28.12
Douglas Equipment			
21	Other Equip Replace > $5000	35,457.04	
			35,457.04
Eaton Corporation			
10	Repairs & Maintenance Svcs	5,632.06	
			5,632.06
Ecolab Pest Elimination Div, Inc.			
51	Repairs & Maintenance Svcs	71.64	
			71.64
Eldridge Heather			
10	Other Professional Services	300.00	

				300.00
Fastenal Company, Inc.				
	21	Other Equip New < $5000	3,162.23	
				3,162.23
Fenworks, Inc.				
	10	Other Professional Services	1,000.00	
				1,000.00
Flinn Scientific Inc				
	21	Other Equip New < $5000	145.95	
	21	Other Equip New > $5000	6,309.16	
				6,455.11
Follett Content Solutions, LLC				
	10	Library Media	5,135.78	
	21	Library Media	13,351.21	
				18,486.99
Follett School Solutions LLC				
	10	Computer Licensing	38,748.14	
				38,748.14
Frontier Stone Company				
	10	Supplies	2,170.00	
				2,170.00
Fun Express, LLC				
	10	Supplies	118.69	
				118.69
Gotcha Covered				
	10	Repairs & Maintenance Svcs	200.00	
				200.00
Great Plains Distribution				
	10	Supplies	2,499.95	
				2,499.95
Guitar Center				
	21	Other Equip New < $5000	200.00	
				200.00
Gunderson Palmer Nelson & Ashmore, LLP				
	10	Other Professional Services	2,587.50	
				2,587.50
Hagen Glass Windows and Siding, INC				
	10	Repairs & Maintenance Svcs	102.33	
				102.33
Haggerty's Musicworks DBA				
	21	Other Equip New < $5000	20,251.23	
				20,251.23
Hauff Mid-America Sports, Inc.				
	10	Supplies	1,352.46	
				1,352.46
Hillyard Floor Care Supply				
	10	All Objects	27,895.90	
	21	Other Equip Replace > $5000	3,986.53	
				31,882.43

HP, Inc. Print Management			
10	Repairs & Maintenance Svcs	667.66	
			667.66
Huron Consulting Services Studer Educ			
10	Other Professional Services	37,506.00	
			37,506.00
Innovative Office Solutions, LLC			
21	Other Equip New < $5000	5,976.00	
			5,976.00
I-State Truck Center			
10	Supplies	97.57	
22	Supplies	97.57	
			195.14
IXL Learning, Inc.			
10	Instr Workbooks/Class Subscr	18,433.00	
			18,433.00
Johnson Controls Inc			
10	Repairs & Maintenance Svcs	10,044.34	
21	Repairs & Maintenance Svcs	56,590.46	
			66,634.80
Johnstone Supply, Inc.			
10	Supplies	1,446.74	
			1,446.74
Jostens			
10	Supplies	2.38	
			2.38
Joubert Alberta			
51	Travel In-District	39.88	
			39.88
JW Pepper & Sons Inc			
10	Supplies	504.99	
			504.99
Kadletz Heidi S			
10	Other Professional Services	300.00	
			300.00
Kagan Professional Development			
10	Supplies	805.50	
			805.50
Karlau Leisa			
22	Mileage Paid to Parents	326.40	
			326.40
Kellar Ann M			
10	Other Professional Services	300.00	
			300.00
Kellogg Colette R			
51	Travel In-District	19.99	
			19.99
Kieffer Sanitation			
10	Water/Sewer/Garbage	232.64	

				232.64
King Valerie				
	10	Other Professional Services	300.00	
				300.00
Kjerstad Krysia				
	10	Other Professional Services	300.00	
				300.00
Knecht Home Center Inc				
	10	All Objects	9,340.38	
				9,340.38
KT Connections Inc				
	21	Repairs & Maintenance Svcs	63,680.00	
				63,680.00
Lakota Language Consortium				
	10	Supplies	2,238.00	
				2,238.00
Laundry World				
	10	Laundry Services	20.98	
				20.98
LEAF Capital Funding LLC				
	21	Technologies Leased	488,034.75	
				488,034.75
Literacy Resources, LLC Heggerty Phonem				
	10	Supplies	2,581.44	
	10	Textbooks & Software	176.04	
	10	Instr Workbooks/Class Subscr	99.00	
				2,856.48
Lutz Delaine				
	10	Other Professional Services	300.00	
				300.00
March Kayla				
	51	Travel In-District	41.77	
				41.77
Marco Technologies LLC				
	10	Repairs & Maintenance Svcs	54.00	
				54.00
Marzano Research, LLC				
	22	Other Professional Services	25,000.00	
				25,000.00
Meadowbrook Golf Course				
	21	Rentals	3,200.00	
				3,200.00
Medicaleshop, Inc.				
	21	Other Equip New < $5000	907.00	
				907.00
Midwest Bus Parts, Inc.				
	10	Supplies	407.77	
	22	Supplies	407.80	
				815.57

Mizenko Brenda				
	10	Other Professional Services	300.00	
				300.00
MOA Architecture				
	21	Other Professional Services	33,392.56	
				33,392.56
Morris Destiny M				
	51	Travel In-District	31.21	
				31.21
Moyle Petroleum Co #29000 Inc.				
	10	Repairs & Maintenance Svcs	75.00	
	22	Repairs & Maintenance Svcs	10.00	
				85.00
Naasz Carissa				
	10	Other Professional Services	225.00	
				225.00
National Business Furniture				
	21	Other Equip Replace < $5000	3,292.80	
	21	Other Equip Replace > $5000	6,603.80	
				9,896.60
NCS PEARSON INC				
	10	Instr Workbooks/Class Subscr	34,016.00	
	21	Other Equip New < $5000	1,570.80	
				35,586.80
Ness Jennifer R				
	51	Travel In-District	21.32	
				21.32
Nitro Alley Inc				
	10	Repairs & Maintenance Svcs	644.00	
				644.00
O'Brien Maureen Kathryn				
	10	Travel In-District	38.48	
				38.48
Pennington County Auditor				
	10	Other Professional Services	61,418.20	
				61,418.20
Performance Spirit, LLC				
	10	Supplies	4,039.00	
				4,039.00
Phonak LLC				
	21	Other Equip Replace < $5000	14,840.02	
				14,840.02
Popplers Music Store				
	10	Supplies	261.70	
				261.70
Prairie Farms Dairy				
	51	Food - Purchased	811.90	
				811.90
Premier Striping & Landscapes, LLC				

10	Repairs & Maintenance Svcs	17,754.50	
			17,754.50
Quill Corporation			
10	All Objects	4,054.80	
			4,054.80
Quiz Equipment LLC			
21	Other Equip New < $5000	1,380.00	
			1,380.00
Rachetto Tyler R			
10	Dues and Fees	150.00	
			150.00
Rapid City Area Schools- To 60 Club			
10	Travel Out-Of-District	1,442.16	
			1,442.16
Rapid City Journal - Ads			
10	Communication Advertising	191.03	
			191.03
Rapid City Win Supply			
21	Other Equip Replace > $5000	15,525.75	
			15,525.75
Ratwik, Roszak & Maloney, P.A.			
22	Other Professional Services	1,924.90	
			1,924.90
RDO Equipment Co Inc			
21	Other Equip Replace > $5000	57,070.81	
			57,070.81
Realityworks, Inc			
21	Other Equip New < $5000	6,873.60	
			6,873.60
Really Good Stuff LLC			
10	Supplies	242.13	
			242.13
RelayHub, LLC			
22	Other Professional Services	375.00	
			375.00
Ricoh USA, Inc.			
10	Repairs & Maintenance Svcs	4,158.50	
			4,158.50
Riddell/all American Sports			
21	Other Equip New < $5000	952.15	
			952.15
Rifton Equipment			
21	Other Equip New < $5000	2,118.75	
21	Other Equip New > $5000	5,122.50	
			7,241.25
Riverside Technologies, Inc.			
10	Repairs & Maintenance Svcs	611.00	
21	Other Equip Replace > $5000	338.00	
			949.00

Rocket Alumni Solutions			
21	Computer Software Admin	3,588.00	
			3,588.00
S&S Worldwide			
10	Supplies	215.31	
			215.31
Saling Heidi Anne			
51	Travel In-District	115.67	
			115.67
Samuelson Megan Marie			
10	Other Professional Services	300.00	
			300.00
Scholastic Magazines Inc			
10	Supplies	343.76	
10	Instr Workbooks/Class Subscr	825.00	
			1,168.76
School Fix Decker Inc			
21	Other Equip New < $5000	557.66	
			557.66
School Outfitters			
21	Other Equip New < $5000	2,412.02	
			2,412.02
School Specialty, LLC			
10	Supplies	912.14	
			912.14
SD Div Criminal Investigation			
10	Other Professional Services	2,422.00	
			2,422.00
Securly			
10	Supplies	5,195.80	
10	Instr Workbooks/Class Subscr	1,900.00	
			7,095.80
Servall, Inc.			
10	Laundry Services	6,164.64	
			6,164.64
SHAR Products Company			
10	Supplies	2,027.31	
21	Other Equip Replace < $5000	2,084.08	
			4,111.39
Simformotion LLC			
10	Other Equip New < $5000	2,629.10	
10	Other Equip New > $5000	197,313.18	
			199,942.28
Software House International Corp			
10	Computer Licensing	4,230.00	
			4,230.00
Specialty Installation, LLC			
10	Repairs & Maintenance Svcs	8,207.03	
			8,207.03

Stafne Sarah				
	51	Travel In-District	17.14	
				17.14
StageRight				
	21	Other Equip Replace > $5000	14,228.00	
				14,228.00
Staples Advantage				
	10	All Objects	300.38	
	10	Supplies	25.60	
				325.98
Steve Weiss Music				
	21	Other Equip New > $5000	6,189.90	
				6,189.90
Summit Companies				
	10	Repairs & Maintenance Svcs	718.00	
				718.00
Summit Signs & Supply, Inc.				
	10	Supplies	120.00	
				120.00
Sweetwater Sound				
	21	Other Equip New < $5000	5,547.06	
				5,547.06
Taylor Music Inc.				
	10	Supplies	2,947.39	
	21	Other Equip New < $5000	8,241.00	
				11,188.39
TerraSite Design				
	21	Other Professional Services	13,215.00	
				13,215.00
TextHelp				
	21	Computer Software Admin	2,362.50	
				2,362.50
The Library Store, Inc.				
	21	Other Equip New > $5000	3,187.33	
				3,187.33
Torgrude Marcia				
	10	Other Professional Services	1,125.00	
				1,125.00
Touch Screens Touchwindow				
	21	Other Equip New < $5000	3,804.64	
				3,804.64
Transfinder				
	21	Other Professional Services	26,248.84	
	21	Other Equip Replace > $5000	5,034.11	
				31,282.95
Tremmel Tami				
	10	Other Professional Services	300.00	
				300.00
Tumbleweed Press				

	10	Computer Licensing	8,389.50	
				8,389.50
Uline				
	10	Supplies	904.19	
				904.19
United Art Education Supply				
	21	Other Equip New < $5000	1,317.42	
				1,317.42
Universal Athletic, LLC Game One				
	10	Supplies	5,420.63	
				5,420.63
USD Sanford School of Medicine				
	22	Registration Fees	300.00	
				300.00
VanWay Trophy & Award				
	10	Supplies	227.40	
				227.40
Veritiv Operating Company				
	10	All Objects	9,043.52	
				9,043.52
Wards Natural Science, LLC				
	21	Other Equip New < $5000	1,364.39	
				1,364.39
Watertree Inc.				
	10	Supplies	33.00	
	51	Rentals	25.00	
				58.00
West Music Company				
	10	Supplies	2,557.87	
	21	Other Equip New < $5000	82.08	
				2,639.95
West Plains Engineering, Inc.				
	21	Other Professional Services	30,630.00	
				30,630.00
Westcom Wireless Inc				
	21	Other Equip Replace < $5000	8,433.00	
				8,433.00
Western Communications Inc				
	22	Other Equip New < $5000	378.33	
				378.33
Western Dakota Insurors, Inc				
	10	Property, Liability & Fidelity	215,834.15	
				215,834.15
Western Mailers, Inc.				
	10	Postage & Meter Rental	8,188.34	
				8,188.34
Western South Dakota Juvenile Svcs				
	10	Other Professional Services	16,833.34	
				16,833.34

WillScot				
	21	New Building	320.00	
				320.00
			Total =	**2,480,369.97**

Rapid City Area School District: Claims Report
8/20/2024

Scull Construction Inc			
21	New Building	2,340,671.65	
			2,340,671.65
Western Dakota Insurors, Inc			
10	Property, Liability & Fidelity	678,102.00	
22	Property, Liability & Fidelity	32,317.00	
			710,419.00
		Total =	**3,051,090.65**

ENROLLMENT OPTIONS

1. STUDENT ASSIGNMENT REQUESTS

BACKGROUND INFORMATION

SDCL 13-28-10. School residency of child residing in a home other than residence of parents, guardian, or noncustodial parents – Petition to local school board. If a school age child resides in a home other than the residence of his parents, guardian, or noncustodial parents on a temporary or permanent basis, the school residency of the child is where the parents, noncustodial parents, or guardian reside unless, upon request of the person with whom the child is living, the local school board accepts the child as a resident of that school district...

ADMINISTRATIVE CONSIDERATION:

Twelve students have requested assignments to the Rapid City Area School District for the 2023-24 school year. For these requests, approval is subject to program and/or space availability.

ADMINISTRATION'S RECOMMENDATION:

It is recommended that the Board of Education approve request SA-6000 to 6009, 6011-6012

2. OPEN ENROLLMENT APPLICATIONS

BACKGROUND INFORMATION

SDCL 13-28-40. Enrollment options program established. An enrollment options program is established to enable any South Dakota kindergarten through grade student to attend any public school that serves the student's grade level in any South Dakota school district, subject to the provisions in SDCL 13-28-40 to 13-28-47, inclusive...

ADMINISTRATIVE CONSIDERATION:

Twenty-Eight students have submitted an open enrollment application to the Rapid City Area School District for the 2023-24 school year. For this request, approval is subject to program

ADMINISTRATION'S RECOMMENDATION:

It is recommended that the Board of Education approve request OE 7038, 7046, 7059, 7062, 7067, 7073-7074, 7077-7079, 7083-7084, 7086, 7090B, 7090D, 7091, 7091B, 7093, 7095-7096, 7097-7099, 7104-7106, 7110, 7018.

2024-2025 PROFESSIONAL AND STUDENT SERVICES CONTRACT(S)

Dreambox (Reading Plus)

It is recommended that the contract for Reading Plus be approved for the 2024-2025 fiscal year. Reading Plus is now provided by Dreambox. DreamBox Reading is an evidence-based, online program that provides personalized instruction and intervention for students, improving reading proficiency. This contract includes training and support that is aligned to Rapid City Area Schools Strategic Plan focused on student achievement and district initiatives.

- Knollwood- $6,600.00

Mark Mindt (KODA the Warrior)

It is recommended that the contract with Mark Mindt be approved for the 2024-2025 fiscal year. KODA the Warrior will provide a writing seminar with 4th and 5th grade students. This contract includes training and support that is aligned to Rapid City Area Schools Strategic Plan focused on student achievement and district initiatives.

- Knollwood- $6,400.00

Starr Chief Eagle

It is recommended that the contract with Starr Chief Eagle be approved for the 2024-2025 fiscal year. Starr Chief Eagle will provide cultural workshops and Hoop Dance performances/presentations. This contract includes training and support that is aligned to Rapid City Area Schools Strategic Plan focused on student achievement and district initiatives.

- Knollwood- $3,000.00

Black Hills Special Services Coop

It is recommended that the contract for professional development services, steam support and family/community engagement be approved for the 2024-2025 fiscal year with BHSSC. This contract includes training and support aligned to the Rapid City Area Schools Strategic Plan and district initiatives.

- General Beadle- $8,250.00
- Federal Programs- $86,560.00
- General Beadle- $26,550.00

Rapid City Area School District: Imprest Claims Report
8/9/2024

GENERAL FUND			
Bauer Jordan-petty cash	08/01/24	4,000.00	All Objects
Karn Nicolas --Petty Cash	08/01/24	4,000.00	All Objects
	Total All Objects =	**8,000.00**	
Peterson Trish	08/08/24	100.00	Other Professional Services
Roberts Kasha Joy	08/08/24	150.00	Other Professional Services
US Bank - Investment, Agent Fee	08/01/24	1,529.41	Other Professional Services
Valder Joshua	08/08/24	150.00	Other Professional Services
Young Brooklyn Michele	08/08/24	225.00	Other Professional Services
	Total Other Professional Services =	**2,154.41**	
West River Electric Asn	08/01/24	11,645.40	Electricity
	Total Electricity =	**11,645.40**	
Black Hawk Sanitary District	08/08/24	430.00	Water/Sewer/Garbage
Black Hawk Water User District	08/08/24	36.00	Water/Sewer/Garbage
	Total Water/Sewer/Garbage =	**466.00**	
Baschnagel Diana Rae	08/01/24	258.00	Travel Out-Of-District
Baskerville Katherine Marie	08/01/24	198.00	Travel Out-Of-District
Clark Cari Anna	08/01/24	299.00	Travel Out-Of-District
Griffin Brody R.	08/01/24	686.00	Travel Out-Of-District
Hoffman Amber Raye	08/01/24	668.00	Travel Out-Of-District
Lecy Colleen	08/01/24	1,395.53	Travel Out-Of-District
Loper Alston	08/08/24	261.36	Travel Out-Of-District
Roark Jennifer Brooks	08/08/24	422.00	Travel Out-Of-District
Sargent Matt D	08/01/24	461.07	Travel Out-Of-District
Stammer Deanna	08/01/24	258.00	Travel Out-Of-District
Strasser Jamie Lynn	08/01/24	988.72	Travel Out-Of-District
Zimiga Shannon Marie	08/01/24	686.00	Travel Out-Of-District
	Total Travel Out-Of-District =	**6,581.68**	
Bluepeak	08/08/24	6,114.33	Telephone Services
Midco Business	08/01/24	1,516.84	Telephone Services
	Total Telephone Services =	**7,631.17**	
SDHSAA	08/08/24	336.00	Supplies
	Total Supplies =	**336.00**	
		Total GENERAL FUND =	**36,814.66**
CAPITAL OUTLAY FUND			
US Bank - Investment, Agent Fee	08/01/24	3,629.25	Other Professional Services
	Total Other Professional Services =	**3,629.25**	
		Total CAPITAL OUTLAY FUND =	**3,629.25**
SPECIAL EDUCATION FUND			
Bluepeak	08/08/24	292.53	Telephone Services
Midco Business	08/01/24	44.96	Telephone Services
	Total Telephone Services =	**337.49**	
		Total SPECIAL EDUCATION FUND =	**337.49**
STUDENT NUTRITION FUND			
Crawford Terrie	08/01/24	120.00	Travel Out-Of-District
Foster Amber Dawn	08/01/24	80.00	Travel Out-Of-District
Kosobud Cheryl M	08/01/24	390.60	Travel Out-Of-District
Kozlik Dannielle	08/01/24	297.68	Travel Out-Of-District
Lammers Adriane	08/01/24	120.00	Travel Out-Of-District
Leischner Krista	08/01/24	306.00	Travel Out-Of-District
Leonhardt Alice C	08/01/24	314.00	Travel Out-Of-District
Schmoll Lisa Ann	08/01/24	80.00	Travel Out-Of-District
Stafne Sarah	08/01/24	120.00	Travel Out-Of-District
Taylor Kayla Lynn	08/01/24	266.00	Travel Out-Of-District
	Total Travel Out-Of-District =	**2,094.28**	
Bluepeak	08/08/24	126.68	Telephone Services
	Total Telephone Services =	**126.68**	
		Total STUDENT NUTRITION FUND =	**2,220.96**
		Total Claims: =	**43,002.36**

Johnson, Shelvia Administrative Rule Waiver – Please see 13 I - https://rb.gy/8j1y00

K-12 CHANGE OF STATUS

Certified & Contracted Personnel		Adjusted
Hammerbeck, Hope	Assignment/10 Additional Days (temp)	2,774.86
Hicks, Jessica	Assignment/0.5 Additional Days (temp)	203.53
Jandreau, Amber	Wilson/Voluntary Transfer Bonus	6,500.00
Pendleton, Lillie	Assignment/Decrease from 65,449.18 to	62,022.53
Rehorst, Jennifer	Assignment/1.5 Additional days (temp)	596.81
Schmelz, Justina	Valley View/National Certification Stipend	1,000.00

Classified Personnel		Adjusted
Beckstrom, Tyler	Assignment/Increase 0.5 FTE to	0.75
Carter, Marlynn	Assignment/Increase 0.5 FTE to	0.75
Coady, Joann	Assignment/Changed retirement from 9/30/24 to	04/25/2025
Condon, Judith	Assignment/Increase 0.5 FTE to	0.75
Gab, Jenna	Assignment/Decrease 0.9375 FTE to	0.46875
Kinser, Laura	Assignment/Decrease 0.75 FTE to	0.625
Stewart, Robyn	Assignment/Decrease 0.87 FTE to	0.8125
Zemsta, Renee	Assignment/Decrease 0.75 FTE to	0.625

Additional Pay		Actual
Amo, Judie	MB KG Screening	200.00

K-12 EMPLOYMENT RECOMMENDATIONS

Certified & Contracted Personnel		Actual Pay
Barker, Breahna	Southwest/8th Grade Volleyball	2,750.00
Broderick, Jennifer	RCEC/Accounts Receivable Specialist (pro-rated)	44,074.56
Cole, Rebecca	RCAA/MS Math/Social Studies	58,140.12
Collinge, Cedric	Central/Assistant Girls Basketball	4,521.00
Deming, Tristan	South/7th Grade Football	2,750.00
Eagle, Clayton	West/Wrestling	2,750.00
Ermish, David	East/8th Grade Football	2,750.00
Grauberger, Braden	Central/Assistant Wrestling	4,521.00
Greager, Elizabeth	Robbinsdale/3d Grade (pro-rated)	44,637.09
Harris, Ryan	Stevens/Head Debate	5,754.00
Hockhausen, Adam	Southwest/8th Grade Football	2,750.00
Horton, Brittany	South/Intramural Volleyball	1,500.00
Killmeyer, Sage	Robbinsdale/Information Media Spec (pro-rated)	43,911.29
Olivier, Liezel	RCEC/Accounting Assistant Manager (pro-rated)	70,425.39
Overeynder, Ashley	Central/Math (pro-rated)	40,923.43
Matthias, Kendall	East/7th Grade Volleyball	2,750.00
Moran, Jacob	Southwest//7th Grade Football	2,750.00
Nickel, Emilee	Central/Credit Recovery (pro-rated)	43,911.29
Nickel, Emilee	South/7th Grade Volleyball	2,750.00
Phares, Payton	Stevens/Signing Bonus	3,500.00
Sherman, Sara	South/Intramural Volleyball	1,500.00
Simmons, Jerry	South/7th Grade Volleyball	2,750.00
Stephenson, Carmella	Central/Art (pro-rated)	44,637.09
Swartz, Travis	West/8th Grade Football	2,750.00
Terrasi, Madison-Rose	Knollwood/5th Grade (pro-rated)	43,427.41
Welch Kristi	West/Track	2,750.00
Wheeler, Hudson	South/7th Grade Football	2,750.00
Wicka, Agnieszka	Robbinsdale/2nd Grade (pro-rated)	51,936.32

Classified Personnel		Actual Pay
Atkins, Monica	East/Secretary Level 4	21.33
Bierle, Lori	Valley View/Noon Duty	12.40
Davis, Claire	Jefferson/Speech Language Pathologist Assistant	28.50
De Leon, Terra	North/Paraeducator	16.50
Erwin, Catherine	Beadle/Student Nutrition Team Member	15.11
Fisher, Danielle	STC/Bus Driver	18.85
Harris, Carolyn	STC/Bus Aide	15.48
Hawkins, Rose	South Park/Paraeducator	16.00
Herra, Barbara	Black Hawk/Noon Duty	12.40
Lawrence, Julianna	Beadle/ Paraeducator	16.00
Linseman, Jacob	Horace Mann/Paraeducator	17.50
Longhenry, Carryn	STC/Bus Aide	17.51
Madill, Eric	RCAA/Security Officer	17.48

Morales, Josh	Stevens/Paraeducator	19.19
Olds, Veronica	Black Hawk/Noon Duty	12.40
Pipe On Head, Benjamin	STC/Bus Driver	18.85
Sadergaski, McKinzie	East/Paraeducator	18.38
Smales, Mariah	Rapid Valley/Paraeducator	18.38
Valentine, Mariah	Knollwood/Secretary Level 2	15.49

SUBSTITUTES & FIELD PLACEMENTS

SLP/OT/PT Substitutes
Joneson, Alissa

BA+ Substitutes
Stork, Tammy
Tolman, Jayne

Non-Degreed Substitutes
Peterson, Michele
Rathbun, Roxanne
Rupert, Kari
Scully, Caitlin

K-12 TERMINATION AND LEAVES

Certified & Contracted Personnel		Effective
Carlson, Cody	Meadowbrook/PE (resign)	08/01/2024
Haarsager, Angela	Central/SPED (resign-breach)	08/01/2024
Hemen, Christin	Central/Math (declined offer)	08/08/2024
Pritchard, Abby	Central/CTE (resign-breach)	08/05/2024
Pritchard, Abby	Central/HS Photography (resign-breach)	08/05/2024
Snipes, Jaleel	North/7th Grade Football (resign)	07/26/2024
Snipes, Jaleel	North/8th Grade Boys Basketball (resign)	07/26/2024

Classified Personnel		Effective
Flack, Jeanne	Jefferson/Secretary Level 2 (retire)	08/20/2024
Green, Kari	West/Paraeducator (offer declined)	07/23/2024
Houdek, Teri	STC/Bus Driver (resign)	07/22/2024
Hoy, Chelsea	Corral Drive/Noon Duty (resign)	07/31/2024
Jones, Abby	East/Secretary Level 4 (resign)	08/16/2024
Kennedy, Corey	East/Paraeducator (resign)	07/30/2024
Murphy, Joshua	B&G/Seasonal Grounds (assignment ends)	10/31/2024
Red Owl, Jennifer	Rapid Valley/Paraeducator (offer declined)	08/01/2024
Rentfro, Olivia	Rapid Valley/Paraeducator (offer declined)	07/29/2024
Schulman, Kristi	West/Paraeducator (resign)	08/08/2024
Smith, Elizabeth	Meadowbrook/Paraeducator (resigned)	08/01/2024
Stammer, Linda	Corral Drive/Noon Duty (resign)	07/31/2024
Valentine, Mariah	North/Secretary Level 2 (offer declined)	07/29/2024

MEMORANDUM OF UNDERSTANDING BETWEEN THE UNIVERSITY OF LOUISIANA AT MONROE AND RAPID CITY AREA SCHOOLS

BACKGROUND INFORMATION:

The University of Louisiana at Monroe College of Health Sciences, School of Allied Health, and the Counseling Program desire to partner with the Rapid City Area Schools for educational externships for the University of Louisiana at Monroe students.

The University of Louisiana at Monroe offers graduate programs including Counseling to help prepare students for the requirements to become a Certified School Counselor in K-12 settings.

This program will give students hands on experience within the district through an externship and could ultimately lead to them being hired with the district upon completion of their program.

ADMINISTRATION'S RECOMMENDATION:

It is the recommendation of the Administration that the Board of Education approve the Memorandum of Understanding between the University of Louisiana at Monroe and the Rapid City Area Schools.

MEMORANDUM OF UNDERSTANDING – WEST RIVER MENTAL HEALTH

BACKGROUND INFORMATION:

West River Mental Health (WRMH) has provided mental health services to Rapid City Area Schools (RCAS) over the past five school years. During the 2024-25 school year WRMH provides mental health services to students across the district.

The agreement between RCAS and WRMH continues to be a mutually beneficial partnership in supporting students and families in times of critical need. RCAS and WRMH would like to continue this agreement for the 2024-25 school year. WRMH will provide services to students in all RCAS schools.

ADMINISTRATION CONSIDERATION:

The Memorandum of Understanding (MOU) has been mutually created and updated to represent the best interests of RCAS and WRMH in this partnership. This is necessary to protect all parties involved and set the guidelines for the partnership. There is no cost to the district for services provided by WRMH staff. This partnership has been an asset in meeting the mental health needs of our students. This arrangement would be in effect beginning in July 1, 2024 through June 30, 2025.

ADMINISTRATION'S RECOMMENDATION:

It is the recommendation of the administration to continue the agreement with Behavior Management Systems (WRMH) and authorize the Board of Education to execute the Agreement.

TITLE VI PARENT ADVISORY COMMITTEE (PAC) BYLAWS REVISIONS

BACKGROUND INFORMATION:

The U.S. Department of Education Office of Indian Education allows Title VI grantees' Indian Parent Advisory Committees to make yearly revisions to its bylaws.

The RCAS Title VI Parent Advisory Committee (PAC) formed a subcommittee to review and revise the PAC Bylaws and approved a second reading of the proposed revisions in April 2024 for the 2024-2025 school year.

Most of the revisions were formatting changes. However, the PAC revised the Elections and Terms of Office sections for clarity and included a provision to allow PAC members to participate in regular meetings virtually and/or by telephone.

ADMINISTRATIVE CONSIDERATION:

Administration recommends adoption of the revised PAC Bylaws for the 2024-2025 school year.

ADMINISTRATION'S RECOMMENDATION:

It is recommended that the board approve the revised PAC Bylaws for the 2024-2025 school year.

NAME OF GRANT: **SD DOE CTE Innovative Equipment Grant**

PARTICIPANTS: Rapid City Area Schools Central High School and Stevens High Schools Construction and Business Pathways.

BACKGROUND INFORMATION:

Rapid City Area School was awarded the grant and these funds will support the purchase of the following equipment for Central & Stevens High Schools.

- o CAT SimLite Simulators
- o Digital Stock Ticker Display's

The Perkins Innovation Equipment Grants are to identify, support, innovate and modernize CTE programs across South Dakota. Providing approved CTE programs with equipment critical to help students be prepared for future careers in high wage and high skill careers. Applications may be submitted by CTE consortia or school districts with approved Career & Technical Education programs.

Proposals will be scored based on alignment with the following priorities:

- Student participation: Demonstrates a capacity for a large number of students or a sizable percentage of the participating districts' students to benefit from the project. Details how the grant project will support student achievement and develop industry-related skills.
- South Dakota workforce: Addresses workforce needs through programs designed to generate student interest, knowledge and skills in high-need workforce areas (either throughout the state or regionally).
- Alignment with business and industry standards: Selected equipment, curricula or professional development opportunities reflect current industry standards.
- Innovation: How the grant proposal fosters innovation in the CTE program.

ADMINISTRATIVE CONSIDERATIONS:

Funds are deposited with the district and the individual grants are administered through the Office of Federal Programs.

ADMINISTRATION'S RECOMMENDATION:

It is recommended that the Rapid City Area Schools board of education authorize the submission of the award of $248,046.18.

SUBSTANTIAL COMPLETION

WAREHOUSE EXTEERIOR DOOR UPGRADE WITH ELECTRONIC ACCESS PROJECT

BACKGROUND INFORMATION:

The District awarded a contract to SECO Construction for the Warehouse new exterior doors with electronic access upgrade project. Substantial completion has been achieved on this project.

ADMINISTRATIVE CONSIDERATION:

Administration reviewed the Substantial Completion Certificate as presented and recommended by the Architect.

ADMINISTRATIONS' RECOMMENDATION:

Administration recommends approval of Substantial Completion of the Warehouse new exterior doors with electronic access upgrade project as presented.

DECLARATION OF SURPLUS PROPERTY

BACKGROUND INFORMATION:

The School District annually disposes of supplies and equipment which are no longer considered necessary or suitable to the operation of the district.

ADMINISTRATIVE CONSIDERATION:

The list of supplies and equipment is no longer considered necessary by the Rapid City Area Schools.

ADMINISTRATIVE RECOMMENDATION:

It is recommended the Board of Education declare that the supplies and the equipment on the list be surplus property.

WHEREAS, pursuant to SDCL 6-13-1. The governing board of a political subdivision may sell, trade, loan, destroy or otherwise dispose of any land, structures, equipment, or other property which such governing board has, by appropriate motion, determined is no longer necessary, useful or suitable for the purpose for which it was acquired.

THEREFORE, BE IT RESOLVED by the Board of Education of the Rapid City Area School District No. 51-4 that the following property is determined to be no longer necessary, useful, or suitable for school purposes and order the sale, trade, convey to other political subdivisions, destruction of or the disposal of:

*Not all property listed at https://rb.gy/8j1y00 will be available on the annual surplus property auction.

ADDENDUM

K-12 TERMINATION AND LEAVES

Certified & Contracted Personnel		Effective
Taken Alive, Ira	RCEC/Dir Climate, Culture & Indian Ed (resign)	08/19/2024

Classified Personnel		Effective
Post, Jack	STC/Bus Drive (offer rescinded)	08/13/2024
Terry, Shaun	B&G/Custodial Coordinator (resign)	08/16/2024
Wells, Lester	Horace Mann/5th Grade (offer declined)	08/08/2024

K-12 EMPLOYMENT RECOMMENDATIONS

Certified & Contracted Personnel		Actual Pay
Cole, Rebecca	RCAA/ Signing Bonus (pro-rated)	700.00
Connor, Alexander	North/Dean	57,124.00
Hall, Hailey	Stevens/Librarian (pro-rated)	43,645.16
Jundt, Aaron	South/Teammates Building Coordinator	1,500.00
Roberts, Shamil	RCAA/MS/HS Transition Teacher	45,000.00
Sporrer, Jesse	RCAA/Signing Bonus (pro-rated)	700.00
Taken Alive, Ira	RCEC/Title VI Manager (pro-rated)	82,718.88

Classified Personnel		Actual Pay
Cruz, Jenna	Valley View/Noon Duty	12.40
Dowsett, Ronica	Central/Student Nutrition Team Member	15.11
Land, Sally	West/Noon Duty	12.40
McVey, Connor	South/Paraeducator	17.50

K-12 CHANGE OF STATUS

Certified & Contracted Personnel		Adjusted
Cole, Rebecca	Salary/Increase from 58,140.12 to	58,954.41
DeLeon, Christina	South Park/Voluntary Transfer Bonus	6,500.00
Macziewski, Jennifer	Valley View/Voluntary Transfer Bonus	6,500.00
Stephenson, Carmella	Salary/Decrease from 44,637.09 to	43,911.29

SUBSTITUTES & FIELD PLACEMENTS

Certified Substitutes

Gross, LeRoy
Johnson, Tina
Tolman, Jayne

BA+ Substitutes
Bollinger, Robert

Non-Degreed Substitutes
Garcia, Avianna
Runnels, Laniah

ITEMS FOR BOARD ACTION

2023-2028 Strategic Plan Presentation – Dr. Cory Strasser and the District Direction Team went through the Strategic Plan with the Board. You can view their presentation at 14 A - https://rb.gy/8j1y00

Info Item – Farm to School Grant Acceptance – The Student Nutrition has been awarded a grant for fresh produce.

Info Item – Made for Shade – SY Stevens HS – SY 2024-2025 – Stevens High School was award grant funds for pop up tents to use during student activities

Other

Clapham reported on the great first day of school and all the energy of the staff greeting the students.

Stephenson reported it was a great day to be a school board member and be out acknowledging staff and holding doors open for people.

President Carr made a statement at 1:36:30 (time stamp of the meeting).

EXECUTIVE SESSION

- SDCL 1-25-2.1 – Discussing the qualifications, competence, performance, character or fitness of any public officer or employee or prospective public officer or employee. The term "employee" does not include any independent contractor.
- SDCL 1-25-2.3 – Consulting with legal counsel or reviewing communications with legal counsel about proposed or pending litigation or contractual matters.

URBAN moved and CLAPHAM seconded to go into Executive Session at 7:05 PM for legal counsel and personnel discussion.

Executive Session concluded at 7:33.

ADJOURNMENT

BIRKELAND moved and URBAN seconded to adjourn the August 20, 2024 Board of Education Meeting at 7:34 PM.

Respectfully submitted,

Coy Sasse
CFFO/Business Manager

Shirley Fletcher
Executive Assistant

Troy Carr
Board of Education President

RAPID CITY AREA SCHOOL DISTRICT 51-4
BOARD OF EDUCATION MEETING

The Rapid City Area School Board of Education held a Board of Education Meeting on Tuesday, September 3, 2024 at 5:30 PM with the following board members in attendance: Troy Carr, Michael Birkeland, Katy Urban, Jamie Clapham, Donna Moore, Walt Swan,and Christine Stephenson. CFOO Coy Sasse was also in attendance.

APPROVAL OF PROPOSED AGENDA

CLAPHAM moved and SWAN seconded to approve the agenda as recommended by administration. MOTION CARRIED (7-0).

All agenda items can be viewed at: https://tinyurl.com/2jjz4wer

OPEN FORUM

Florence Thompson – True Confessions
William Waggoner – Raise/Article 12/Constitution
Sarah Gross - Bond

BOARD RESPONSE TO OPEN FORUM

Stephenson thanked Gross for dealing with the heat and she also thanked Dr. Strasser for doing the release for the schools without AC. The bond is needed for our facilities.

CFOO REPORT

Sasses' report was regarding the heat and the complex situation keeping the buildings cooling. He shared a spreadsheet compiled by Facilities Manager Clement regarding issues on adding AC to buildings and the cost factors. There are various issues in each building that would require extensive modifications and to address all the buildings would cost $30M which is the district's entire annual capital outlay budget. They are doing nighttime air exchange and providing each building with ways to keep the rooms cool for as long as possible. The district is currently finishing the upgrade at Black Hawk. The upgrade includes HVAC system. Jade is currently working on the next design. The goal is to work on one to two schools a year to address the HVAC systems.

APPROVAL OF THE PROPOSED AGREEMENTS

BIRKELAND moved and URBAN seconded to approve the establishment of the proposed agreements as presented and recommended. MOTION CARRIED. (6-0-1 with STEPHENSON ABSTAINING).

Agreement with Gauge Precision Consulting for Bus Study

Background Information:

The District has struggled to hire and retain bus drivers over the last several years. This has resulted in the inability to cover all necessary routes and large scale route cancellations. Obviously, this has an adverse impact on the students and families of RCAS. Though there are many aspects to this issue, the District believes that engaging in a study of the student transportation function, conducted by a professional transportation and logistics firm, will help provide the necessary information to discuss long-term solutions to the issue.

Administrative Consideration:

Gauge Precision Consulting will conduct an in-depth study of the student transportation function which will include a review of staffing levels, boundaries, current routes, bell times, and special programming needs. Gauge will then present a final report and recommendations for consideration by administration and the Board of Education.

The projected timeline for this study, if approved by the Board of Education, would be field work starting by mid-September, and a final report and recommendations provided by the December 2024/January 2025 timeframe.

Administrative Recommendation:

It is recommended that the Board of Education approve the agreement with Gauge Precision Consulting for the bus study.

AGREEMENT WITH LIFESCAPE

BACKGROUND INFORMATION:

Rapid City Area Schools and LifeScape wish to enter into an agreement to provide up to 12 hours of services at LifeScape for Student until August 30, 2024, with consultation and training at RCAS school building for staff to assist with Student needs between September 1, 2024 and May 22, 2025. The goal of the consultation and training from LifeScape is to equip school staff to successfully implement strategies to help Student in the school environment. This agreement will provide the needed IEP services for Student for the 24-25 school year.

ADMINISTRATION'S RECOMMENDATION:

It is recommended that the RCAS Board of Education approve the agreement between Rapid City Area School District and LifeScape to be in place until May 22, 2025.

APPROVAL OF PROPOSED CONSENT AGENDA

SWAN moved and URBAN seconded to approve the following proposed consent agenda items as recommended by the administration. MOTION CARRIED (7-0).

Rapid City Area School District: Claims Report
9/3/2024

4U Yard Greetings				
	10	Supplies	42.48	
				42.48
A & B Business Equipment Inc				
	10	Repairs & Maintenance Svcs	496.36	
				496.36
A & I Distributors				
	10	Supplies	112.02	
	22	Supplies	112.04	
				224.06
A & J Screening				
	10	Supplies	3,261.21	
				3,261.21
Adorama Inc				
	10	Other Equip New < $5000	2,194.50	
				2,194.50
AIM Institute of Learning & Research				
	10	Registration Fees	13,104.22	
	10	Supplies	645.78	
				13,750.00
Aker Becki				
	10	Other Professional Services	200.00	
				200.00
Allen Erik Christopher				
	10	Other Professional Services	225.00	
				225.00
Amazon.Com Inc				
	10	Supplies-Resale	125.88	
	10	Supplies	18,309.70	
	10	Supplies - Technology	49.99	
	10	Food - Purchased	74.44	
	10	Other Equip New < $5000	1,650.54	
	21	Supplies	3,699.81	
	21	Other Equip New < $5000	5,503.81	
	21	New Building	187.29	
	21	Other Equip Replace > $5000	2,337.22	
	21	Library Media	18.99	
	22	Supplies	595.43	
	51	Supplies	178.34	
				32,731.44
American Engineering Testing Inc				
	21	Repairs & Maintenance Svcs	433.00	
	21	New Building	3,329.00	
				3,762.00
Amo Judie				
	10	Supplies	98.75	

				98.75
Augustana University				
	10	Other Professional Services	1,440.00	
				1,440.00
Birkmire Amber				
	10	Other Professional Services	200.00	
				200.00
Black Hills Chemical, Inc.				
	10	All Objects	312.30	
	21	Other Equip New < $5000	3,159.98	
	21	Other Equip Replace < $5000	6,004.00	
				9,476.28
Black Hills Energy				
	21	New Building	43,623.98	
				43,623.98
Black Hills Urgent Care, LLC				
	10	Other Professional Services	1,000.00	
	22	Other Professional Services	500.00	
				1,500.00
Black Hills Window Cleaning				
	10	Repairs & Maintenance Svcs	13,339.00	
				13,339.00
Black Hills Works				
	22	Payments/Other Educ Institute	1,500.00	
				1,500.00
Blick Art Materials				
	10	Supplies	6.95	
				6.95
Bonzeye Studio LLC				
	10	Supplies	718.12	
				718.12
Box Elder Event Center The Box				
	10	Other Professional Services	17,267.60	
				17,267.60
Brown Samuel Aaron				
	10	Supplies	87.21	
	22	Supplies	87.21	
				174.42
BSN Sports Team GL Sports				
	10	Supplies	295.19	
	21	Other Equip New < $5000	798.70	
	21	Other Equip Replace < $5000	8,539.48	
	21	Other Equip New > $5000	2,510.77	
	21	Other Equip Replace > $5000	14,317.50	
				26,461.64
BZT Wraps				
	10	Supplies	400.00	
				400.00
Cash-WA Distributing, Inc.				

10	All Objects	284.04	
51	All Objects	45,845.31	
51	Food - Purchased	-247.72	
51	Food - Purchased Produce	-54.10	
51	Ala Carte	-99.64	
			45,727.89
CEV Multimedia			
10	Instructional Software	21,707.50	
10	Instr Workbooks/Class Subscr	2,000.00	
			23,707.50
Chamberlin Architects Inc.			
21	Other Professional Services	20,016.00	
			20,016.00
City Of Rapid City			
10	Water/Sewer/Garbage	95.76	
			95.76
Climate Control Systems and Service			
21	All Objects	-2,067.19	
21	Repairs & Maintenance Svcs	20,671.90	
			18,604.71
Column Software PBC			
10	Communication Advertising	731.71	
			731.71
Community Centered Consulting, LLC			
10	Other Professional Services	3,333.33	
			3,333.33
Conscious Discipline Holdings LLC			
10	Other Professional Services	5,420.00	
10	Supplies	581.90	
			6,001.90
Cooper Carol			
10	Other Professional Services	300.00	
			300.00
D & R Service, Inc.			
10	Repairs & Maintenance Svcs	210.30	
			210.30
Decker Equipment, Inc School Fix			
10	Supplies	257.61	
			257.61
Discovery Education, Inc.			
21	Textbooks & Software	2,195.00	
			2,195.00
Dobbs Scot David			
10	Other Professional Services	200.00	
			200.00
Durham Nick			
10	Other Professional Services	300.00	
			300.00
Ecolab Pest Elimination Div, Inc.			

10	Repairs & Maintenance Svcs	26.38	
22	Repairs & Maintenance Svcs	26.37	
			52.75
eDynamic Learning			
10	Instr Workbooks/Class Subscr	6,800.00	
			6,800.00
Enabling Devices			
21	Other Equip New < $5000	3,081.20	
			3,081.20
EPS Learning			
10	Textbooks & Software	159.01	
			159.01
ExploreLearning			
10	Instr Workbooks/Class Subscr	3,295.00	
			3,295.00
Floyd's Truck Center - Rapid City			
10	Repairs & Maintenance Svcs	-508.55	
10	Supplies	1,373.91	
21	Other Equip New < $5000	-6.42	
			858.94
Follett Content Solutions, LLC			
10	Library Media	642.42	
21	Library Media	5,514.45	
			6,156.87
Frerking Krystol			
10	Other Professional Services	200.00	
			200.00
Frontier Stone Company			
10	Repairs & Maintenance Svcs	375.00	
10	Supplies	2,880.00	
			3,255.00
Gaeta Meryl			
10	Other Professional Services	300.00	
			300.00
Genzlinger Hope			
10	Other Professional Services	200.00	
			200.00
GN ReSound			
21	Other Equip Replace < $5000	621.95	
			621.95
Goodey Reed			
10	Other Professional Services	300.00	
			300.00
Gopher Sport			
21	Other Equip New < $5000	8,773.00	
			8,773.00
Graumann Natalie			
10	Other Professional Services	200.00	
			200.00

Great Plains Distribution				
	10	All Objects	2,082.50	
				2,082.50
Green Environmental Services				
	10	Repairs & Maintenance Svcs	420.00	
				420.00
GTSimulators by Global Technol				
	10	Other Equip New < $5000	8,954.00	
				8,954.00
Hagen Glass Windows and Siding, IN				
	10	Repairs & Maintenance Svcs	821.07	
				821.07
Haggerty's Musicworks DBA				
	21	Repairs & Maintenance Svcs	21,714.32	
	21	Other Equip New < $5000	710.00	
				22,424.32
Hameray Publishing Group Inc.				
	10	Supplies	3,679.20	
				3,679.20
Happy Numbers				
	10	Instr Workbooks/Class Subscr	2,900.00	
				2,900.00
Henry Schein Inc				
	10	All Objects	933.55	
				933.55
Hillyard Floor Care Supply				
	10	All Objects	3,685.59	
	21	Other Equip New < $5000	3,986.53	
	21	Other Equip Replace < $5000	11,959.59	
	21	Other Equip Replace > $5000	7,484.99	
	51	All Objects	1,963.90	
				29,080.60
Hilt Abbey				
	10	Other Professional Services	300.00	
				300.00
Hoch Music				
	10	Repairs & Maintenance Svcs	300.00	
				300.00
Houchen Bindery Ltd				
	10	Textbooks & Software	757.05	
				757.05
Innovative Office Solutions, LLC				
	21	Other Equip New < $5000	3,640.00	
				3,640.00
Institutional Compliance Solutions, LL				
	10	Other Professional Services	8,925.00	
				8,925.00
International E-Z Up, Inc.				
	10	Other Equip New < $5000	4,602.76	

				4,602.76
I-State Truck Center				
	10	Supplies	5.19	
	22	Supplies	5.19	
				10.38
Johnson Controls Fire Protection				
	10	Repairs & Maintenance Svcs	1,415.99	
				1,415.99
Johnson Controls Inc				
	10	Repairs & Maintenance Svcs	654.27	
	21	Repairs & Maintenance Svcs	96,269.09	
				96,923.36
Kaplan Early Learning Company				
	10	Other Equip New < $5000	631.42	
				631.42
Keefe Melinda Jean				
	10	Other Professional Services	1,850.00	
				1,850.00
Kendall Hunt Publishing				
	10	Other Professional Services	1,200.00	
				1,200.00
Kettering Megan May				
	10	Other Professional Services	200.00	
				200.00
Kipp's Construction				
	10	Repairs & Maintenance Svcs	645.00	
	10	Supplies	300.00	
	21	Repairs & Maintenance Svcs	6,738.00	
				7,683.00
K-Log Educational Div Rs-40				
	21	Other Equip New < $5000	6,946.17	
	21	Other Equip Replace < $5000	2,004.02	
				8,950.19
Knecht Home Center Inc				
	10	All Objects	710.29	
				710.29
Kone, Inc				
	10	Repairs & Maintenance Svcs	945.49	
				945.49
Learning Without Tears				
	10	Supplies	114.40	
	10	Instr Workbooks/Class Subscr	1,204.50	
				1,318.90
Leininger Kayla				
	10	Other Professional Services	200.00	
				200.00
Lexia Learning Systems LLC				
	10	Other Professional Services	399.00	
				399.00

Leyden Danielle				
	10	Other Professional Services	200.00	
				200.00
Liberty Mutual Insurance				
	22	Other Insurance & Judgments	3,964.74	
				3,964.74
Liminex GoGuardian				
	10	Subscriptions use w/ 2000 Func	14,400.00	
				14,400.00
Literacy Resources, LLC Heggerty Ph				
	10	Supplies	798.12	
	21	Textbooks & Software	744.80	
				1,542.92
Lyczkowski Mark				
	10	Other Professional Services	4,940.00	
				4,940.00
Maryruth Books				
	10	Supplies	448.80	
				448.80
Masters Custom Design Embroidery				
	10	Uniforms	5.00	
				5.00
McGraw-Hill Education, Inc.				
	21	Textbooks & Software	161,518.55	
				161,518.55
McKinney-Vento Homeless Education				
	10	Other Professional Services	17,564.80	
				17,564.80
Midland Paper Company				
	10	Supplies	1,971.07	
				1,971.07
Montessori Services				
	10	Supplies	395.14	
				395.14
MPS Macmillan				
	21	Textbooks & Software	10,334.03	
				10,334.03
Nasco				
	10	Other Equip New < $5000	18,441.48	
				18,441.48
Navigate360				
	10	Other Professional Services	2,142.50	
				2,142.50
NCS PEARSON INC				
	21	Other Equip New < $5000	877.80	
				877.80
Oak Hill Brands Corp ModularHose				
	21	Other Equip New < $5000	1,458.15	
				1,458.15

Office Depot Credit Plan ODP Busine:			
21	Other Equip New < $5000	986.99	
			986.99
Pasco Scientific			
10	Supplies	258.00	
			258.00
Pennington Co Hwy Dept			
10	Gas & Diesel	4,658.11	
22	Gas & Diesel	240.03	
51	Gas & Diesel	226.14	
			5,124.28
Pete Lien & Sons Inc			
10	Supplies	58.43	
			58.43
Pitsco Education			
21	Other Professional Services	7,250.00	
			7,250.00
Planbook			
10	Supplies	240.00	
			240.00
Polly Products			
21	Other Equip New < $5000	772.32	
			772.32
Premier Striping & Landscapes, LLC			
10	Repairs & Maintenance Svcs	15,050.00	
			15,050.00
Proactive Coaching LLC			
10	Supplies	458.94	
			458.94
Purple Communications, Inc			
22	Other Professional Services	336.00	
			336.00
Rapid Tire And Alignment Inc			
10	Repairs & Maintenance Svcs	834.00	
10	Supplies	101.58	
			935.58
RDO Equipment Co Inc			
21	Other Equip Replace > $5000	140,200.10	
			140,200.10
RelayHub, LLC			
22	Other Professional Services	23.50	
			23.50
Renner & Associates, LLC			
21	Other Professional Services	1,627.17	
21	Repairs & Maintenance Svcs	3,166.00	
			4,793.17
Rez Kids Customs			
10	Supplies	330.00	
			330.00

Richards Tammy				
	10	Other Professional Services	300.00	
				300.00
Riddell/all American Sports				
	21	Other Equip New < $5000	7,466.45	
				7,466.45
Riverside Technologies, Inc.				
	10	Repairs & Maintenance Svcs	1,043.00	
	21	Other Equip New < $5000	430,306.95	
	21	Other Equip Replace > $5000	11,100.00	
				442,449.95
Rushmore Fencing Company, Inc.				
	10	Supplies	850.00	
				850.00
S&S Worldwide				
	10	Supplies	254.45	
				254.45
Sanford Bismarck				
	10	Other Professional Services	105.00	
	22	Other Professional Services	175.00	
				280.00
Sargent Welch division of VWR Interr				
	10	Supplies	337.78	
				337.78
Scholastic Book Clubs Inc				
	10	Supplies	1,965.79	
				1,965.79
Scholastic Magazines Inc				
	10	Instr Workbooks/Class Subscr	67.50	
				67.50
School Health Corporation				
	21	Other Equip New > $5000	1,330.50	
				1,330.50
School Outlet				
	21	Other Equip New < $5000	1,328.64	
				1,328.64
School Specialty, LLC				
	10	All Objects	2,883.30	
	10	Supplies	161.49	
	21	Other Equip Replace < $5000	511.40	
				3,556.19
Schrader Alana E				
	10	Other Professional Services	300.00	
				300.00
Schultz Stacey A				
	10	Other Professional Services	150.00	
				150.00
Seco Construction Inc				
	21	All Objects	-17,224.20	

	21	Repairs & Maintenance Svcs	263,119.00	
				245,894.80
Servall, Inc.				
	10	Laundry Services	5,041.39	
				5,041.39
SERVPRO RC				
	21	Repairs & Maintenance Svcs	9,240.34	
				9,240.34
Shaw Leigh Michelle				
	10	Supplies	59.01	
				59.01
Sign Express				
	51	Supplies	532.00	
				532.00
Solinsky Ann				
	10	Other Professional Services	200.00	
				200.00
Stan Houston Equipment, Inc.				
	21	Rentals	294.50	
				294.50
Staples Advantage				
	10	All Objects	1,905.34	
	10	Supplies	131.80	
				2,037.14
Stone's Salt Service				
	10	All Objects	477.75	
				477.75
Summit Companies				
	10	Repairs & Maintenance Svcs	954.99	
				954.99
Sysco Food Services Of Montana				
	51	All Objects	380.88	
				380.88
Textbook Warehouse, LLC				
	21	Textbooks & Software	268.50	
				268.50
The Library Store, Inc.				
	21	Other Equip New < $5000	8,656.50	
				8,656.50
The Monument				
	10	Rentals	785.00	
				785.00
Themes & Variations Inc				
	10	Other Professional Services	1,000.00	
				1,000.00
Thomas & Sons Moving Company, LL				
	21	New Building	39,160.00	
				39,160.00
Thompsen Sateera Kay				

	10 Gas & Diesel	15.01	
			15.01
Thorn Katrina			
	10 Other Professional Services	300.00	
			300.00
Torgrude Marcia			
	10 Other Professional Services	900.00	
			900.00
Tru Form Construction Inc			
	21 All Objects	6,105.06	
	21 Repairs & Maintenance Svcs	118,014.20	
			124,119.26
Universal Pediatrics UPSI			
	22 Other Professional Services	390.00	
			390.00
Upland Software, Inc.			
	10 Repairs & Maintenance Svcs	56,483.53	
	10 Computer Licensing	1,504.03	
			57,987.56
VanWay Trophy & Award			
	21 Other Equip New > $5000	8,932.00	
			8,932.00
Vigilant Business Solutions			
	10 Other Professional Services	50.00	
			50.00
Vista Higher Learning, Inc			
	21 Textbooks & Software	965.55	
			965.55
Vogel Leann			
	10 Other Professional Services	200.00	
			200.00
Wagner Angela			
	10 Other Professional Services	150.00	
			150.00
Weber Angela M			
	10 Other Professional Services	300.00	
			300.00
Weeks Grace Raeann			
	10 Other Professional Services	200.00	
			200.00
Wenger Corporation			
	21 Other Equip New < $5000	1,191.80	
			1,191.80
Wesolick Mark Taylor			
	10 Other Professional Services	300.00	
			300.00
West Music Company			
	10 Supplies	819.46	
			819.46

Western Dakota Insurors, Inc				
	10	Property, Liability & Fidelity	450.00	
				450.00
Western Dakota Technical College Rr				
	10	Supplies	0.00	
	22	Supplies	150.00	
				150.00
Western States Fire Protection, Inc				
	10	Repairs & Maintenance Svcs	825.00	
				825.00
Western Stationers				
	21	Supplies	485.00	
				485.00
WillScot				
	21	New Building	691.26	
				691.26
Wood Stock Supply				
	10	Supplies	600.20	
				600.20
Zackrock, LLC				
	10	Property Lease	3,060.00	
				3,060.00
			Total =	**1,937,011.73**

Rapid City Area School District: Claims Report
9/3/2024

Scull Construction Inc			
21	New Building	2,034,570.77	
			2,034,570.77
		Total =	**2,034,570.77**

ENROLLMENT OPTIONS

1. STUDENT ASSIGNMENT REQUESTS

BACKGROUND INFORMATION

SDCL 13-28-10. School residency of child residing in a home other than residence of parents, guardian, or noncustodial parents – Petition to local school board. If a school age child resides in a home other than the residence of his parents, guardian, or noncustodial parents on a temporary or permanent basis, the school residency of the child is where the parents, noncustodial parents, or guardian reside unless, upon request of the person with whom the child is living, the local school board accepts the child as a resident of that school district...

ADMINISTRATIVE CONSIDERATION:

Fifteen students have requested assignments to the Rapid City Area School District for the 2024-25 school year. For these requests, approval is subject to program and/or space availability.

ADMINISTRATION'S RECOMMENDATION:

It is recommended that the Board of Education approve request SA-6025-6026,6028-6030, 6027, 6013-6014, 6017-6022, 6024

2. OPEN ENROLLMENT APPLICATIONS

BACKGROUND INFORMATION

SDCL 13-28-40. Enrollment options program established. An enrollment options program is established to enable any South Dakota kindergarten through grade student to attend any public school that serves the student's grade level in any South Dakota school district, subject to the provisions in SDCL 13-28-40 to 13-28-47, inclusive...

ADMINISTRATIVE CONSIDERATION:

Seventeen students have submitted an open enrollment application to the Rapid City Area School District for the 2024-25 school year. For this request, approval is subject to program

ADMINISTRATION'S RECOMMENDATION:

It is recommended that the Board of Education approve requests OE 7014, 7041, 7094, 7107, 7111-7112, 7114-7124

3. TRANSFER OF ATHLETIC ELIGIBILITY

BACKGROUND INFORMATION

SDCL 13-28-40. Enrollment options program established. An enrollment options program is established to enable any South Dakota kindergarten through twelfth grade student to attend any public school that serves the student's grade level in any South Dakota school district, subject to the provisions in SDCL 13-28-40 to 13-28-47, inclusive...

ADMINISTRATIVE CONSIDERATION:

The Rapid City Area School District has received 1 Transfer of Athletic Eligibility request for the 2024-25 school year.

ADMINISTRATION'S RECOMMENDATION:

It is recommended that the Board of Education approves TAE-511

2024-2025 Professional and Student Services Contract(s)

Black Hills Special Services Coop

It is recommended that the contract for professional development services, steam support and family/community engagement be approved for the 2024-2025 fiscal year with BHSSC. This contract includes training and support aligned to the Rapid City Area Schools Strategic Plan and district initiatives.

- Federal Programs- 38,250.00

Fifth Street Quit Claim Deed

Background Information:

Per a previous existing MOU with the City of Rapid City, the District is deeding over a small portion of its westside 5th Street Property after the City made physical improvements to the property for drainage and retention purposes.

Administrative Consideration:

The physical description of this area is as follows:

Drainage Lot (located in the SW1/4-SW1/4-SE1/4, Section 13 and the NW1/4- NW1/4-NE1/4, Section 24, T1N, R7E, B.H.M., Rapid City, Pennington County, South Dakota

Executing the quit claim deed for this portion of the property will allow the District to file for a minor plat for the remainder of the property and engage in a sale.

Administrative Recommendation:

It is recommended that the Board of Education approve the 5th Street Property Quit Claim Deed.

Rapid City Area School District: Imprest Claims Report
8/26/2024

GENERAL FUND			
Deranleau M. Anita--Petty C	08/15/24	200.00	All Objects
	Total All Objects =	**200.00**	
Lead Deadwood School Dist 40-1	08/22/24	40.00	Registration Fees
March to the Meridian	08/22/24	150.00	Registration Fees
St Vrain High School	08/22/24	250.00	Registration Fees
	Total Registration Fees =	**440.00**	
Bostrom Jolynn	08/22/24	80.00	Other Professional Services
	Total Other Professional Services =	**80.00**	
Black Hills Energy	08/22/24	103,915.30	Electricity
	Total Electricity =	**103,915.30**	
Montana Dakota Utilities	08/22/24	5,355.24	Natural Gas/Fuel Oil
	Total Natural Gas/Fuel Oil =	**5,355.24**	
Kieffer Sanitation	08/22/24	4,099.33	Water/Sewer/Garbage
Rapid Valley Sanitary District	08/15/24	1,166.60	Water/Sewer/Garbage
	Total Water/Sewer/Garbage =	**5,265.93**	
Begley Cynthia Tribby	08/15/24	484.04	Travel Out-Of-District
McCann Lindsey	08/15/24	1,012.73	Travel Out-Of-District
Mitchell Rani Elizabeth	08/22/24	324.00	Travel Out-Of-District
	Total Travel Out-Of-District =	**1,820.77**	
Midco Business	08/15/24	21,240.79	Telephone Services
	Total Telephone Services =	**21,240.79**	
		Total GENERAL FUND =	**138,318.03**
CAPITAL OUTLAY FUND			
Black Hills Power, Inc.	08/15/24	61.59	Rentals
	Total Rentals =	**61.59**	
		Total CAPITAL OUTLAY FUND =	**61.59**
SPECIAL EDUCATION FUND			
Dakotas AER	08/22/24	70.00	Registration Fees
	Total Registration Fees =	**70.00**	
Dakotas AER	08/22/24	52.00	Travel Out-Of-District
	Total Travel Out-Of-District =	**52.00**	
Brenda Russell-Paulson -- Petty Cash	08/15/24	800.00	Supplies
	Total Supplies =	**800.00**	
		Total SPECIAL EDUCATION FUND =	**922.00**
STUDENT NUTRITION FUND			
Kieffer Sanitation	08/22/24	2,801.62	Water/Sewer/Garbage
	Total Water/Sewer/Garbage =	**2,801.62**	
Simcheck Fawna	08/15/24	67.63	Travel In-District
	Total Travel In-District =	**67.63**	
		Total STUDENT NUTRITION FUND =	**2,869.25**
		Total Claims: =	**142,170.87**

District Code: JP

Student Custody

I. Purpose

The purpose of this policy is to provide guidance to parents/guardians concerning their obligations to inform the District of current custody arrangements and to outline procedures for school staff to follow when dealing with custody-related issues.

II. Definitions

The following definitions apply to this Policy:

A. Legal Documentation. Legal documents used to establish custody arrangements, which include a certified copy of a court order (custody order, guardianship orders, temporary or permanent protection orders, termination of parental rights), mediated settlement agreements, or birth certificate.

III. General Statement of Policy

At the time of enrollment or within thirty days of enrollment, a parent/guardian must produce to the District a copy of the child's birth certificate. Without any other Legal Documentation showing a change in custody, the District will rely on the birth certificate for purposes of custody and decision making for the child.

A. Birth Certificate

If a parent is named on a student's birth certificate and the District has not been provided any other Legal Documentation, each parent listed on the birth certificate is entitled to pick-up the student from school, have access to the child's educational record, participate in decisions affecting the student's education, excuse the student from school, and other rights and opportunities. The District cannot limit or prohibit a parent from any of these opportunities. The parent enrolling the child must make reasonable efforts to ensure that the name, address, and contact information of the other parent is listed in Skyward. Information inputted into Skyward by a parent/guardian does not override the information found on a child's birth certificate.

B. Custody Changes

Parents/Guardians are responsible for updating the District on changes in parental rights, custody arrangements, or other legal proceedings affecting a student by providing Legal Documentation to building administration. The District will rely upon the student's birth certificate if no other Legal Documentation has been provided to the District.

C. Emergency Contact

At enrollment, a parent/guardian shall list an Emergency Contact in Skyward. The Emergency Contact shall be the person who is contacted in the event of an emergency.

If the Emergency Contact is not the parent/guardian of student, the Emergency Contact will be contacted for the limited purpose of informing the person of an emergency situation and the need to get in contact with the student's parent/guardian. An Emergency Contact who isn't the parent/guardian of the student does not automatically gain any other rights or opportunities by being listed as an Emergency Contact.

D. Conflicting Directives

Parents/guardians shall work together to make joint decisions about their child(ren) so as not to put school staff in a position of conflicting directives. In the event of conflicting directives from parents/guardians, the District shall rely on the most recent Legal Documentation and use its best judgment to respect the directives of both parents/guardians, while acting in the best interest of the child(ren).

E. Custody Disputes

Parents/guardians should refrain from involving school staff in custody disputes. Parents/guardians shall not infringe upon another parent/guardian's legal rights. The school shall not be used as a location to conduct visitation or a place to exchange gifts.

F. Exceptional Circumstances - Health and Safety of Student

In exceptional situations, the District acknowledges that a child might reside with someone other than their parent or legal guardian due to parental abandonment, institutionalization, incarceration, or other uncommon circumstances where the parent or guardian is not actively involved in the child's life or education. The District may honor an informal custody arrangement, to the extent permitted by law. The parent/guardian and the non-parent involved should promptly inform the District of any informal custody arrangements.

References:

S.D. Codified Laws § CH 25-4A APP A Guidelines Definitions
SDCL § 13-27-3.1
SDCL § 25-5-7
SDCL § 25-5-7.1
SDCL § 25-5-7.3
SDCL § 13-28-9
FERPA
IDEA

K-12 CHANGE OF STATUS

Classified Personnel		Adjusted
Briggs, Kristine	Assignment/Increase FTE from 0.65 to	0.9375
Monterrosa, Mary	Assignment/Increase FTE 0.5 to	0.78125
Nilson, Kelsey	Placement Correction/Increase from 17.33 to	18.19
Waldrop, Candyce	Assignment/Decrease from 18.32 to	17.79

K-12 EMPLOYMENT RECOMMENDATIONS

Certified & Contracted Personnel		Actual Pay
Abella, Marjorie	Robbinsdale/SPED (pro-rated)	41,604.16
Abella, Marjorie	Robbinsdale/Signing Bonus (pro-rated)	3,404.69
Allen, Debra	Central/HS Photography	3,946.00
Caldwell, Tracey	Southwest/7th Grade Volleyball	2,750.00
Caseria, Kate	Knollwood/SPED (pro-rated)	38,824.59
Caseria, Kate	Knollwood/Signing Bonus (pro-rated)	3,404.69
Gab, Suzanne	Southwest/6th Grade Volleyball	1,500.00
Johnson, Jade	Wilson/Kindergarten (pro-rated)	42,194.34
Laurena, Lenie	Horace Mann/SPED (pro-rated)	43,249.61
Laurena, Lenie	Horace Mann/Signing Bonus (pro-rated)	3,404.69
Mendoza, Mary	West/SPED (pro-rated)	43,565.74
Mendoza, Mary	West/Signing Bonus (pro-rated)	3,404.69
Reeve, Jeremy	East/Intramural Girls Basketball	1,500.00
Schmelz, Justina	East/Intramural Girls Basketball	1,500.00
Steever, Benjamin	Robbinsdale/OSEU Lead (temp)	1,850.00
Vidas, Shelly	Southwest/8th Grade Volleyball	2,750.00
Wheeler, Angela	Wilson/OSEU Lead (temp)	1,850.00

Classified Personnel		Actual Pay
Brey, Lori	Wilson/Paraeducator	17.64
Clifford, Amanda	STC/Bus Aide	15.48
Eben, Aaliyah	Meadowbrook/Paraeducator	17.50
Faatz, Chelsey	East/Secretary Level 2	15.49
Giesing, Lucy	Rapid Valley/Paraeducator	19.29
Huether, Kelsey	Stevens/Student Nutrition Team Member	15.11
Rick, Alison	Beadle/Paraeducator	16.00
Rupert, Kari	Meadowbrook/Paraeducator	17.50
Schauer, Sadie	Central/Paraeducator	16.00
Schwindt, Shelbi	Stevens/Secretary Level 3	16.81
Tillman, Lanita	Central/Student Nutrition Team Member	15.11
White Bull, Paul	STC/Bus Driver	18.85

SUBSTITUTES & FIELD PLACEMENTS

Certified Substitutes
Duke, Darcy
Smith, Caroline
Thomson, Melanie

Non-Degreed Substitutes
Hall, Taylor
Jobes, Jade
Little Whiteman, Madeline
Medalen, Melonie
Von Savoye, Cherie

K-12 TERMINATION AND LEAVES

Certified & Contracted Personnel		Effective
Overeynder, Ashley	Central/Math (offer declined)	08/16/2024
Terrasi, Madison-Rose	Horace Mann/5th Grade (resign-breach)	08/19/2024

Classified Personnel		Effective
Adkins, Deborah	Knollwood/Paraeducator (resign)	08/20/2024
Davis, Claire	Jefferson/SLP Assistant (offer declined)	08/14/2024
McCollam, Brittany	Robbinsdale/Secretary Level 2 (resign)	09/27/2024
Parks, Lacey	Valley View/Paraeducator (resign)	08/15/2024
Quenzer, Crystal	Southwest/School Office Secretary (resign)	08/17/2024
Sharpfish, Tiffany	Knollwood/Paraeducator (resign)	08/13/2024
Williams, Randy	East/Student Nutrition Team Member (resign)	08/16/2024
Ysidro, Janine	Beadle/Paraeducator (offer declined)	08/09/2024

SUBSTANTIAL COMPLETION

STEVENS HIGH SCHOOL EAST STOREFRONT REPLACEMENT PROJECT

BACKGROUND INFORMATION:

The District awarded a contract to Complete Construction, Inc for the Stevens High School East Storefront Replacement project. Substantial completion has been achieved on this project.

ADMINISTRATIVE CONSIDERATION:

Administration reviewed the Substantial Completion Certificate as presented and recommended by the Architect.

ADMINISTRATIONS' RECOMMENDATION:

Administration recommends approval of Substantial Completion of the Stevens High School East Storefront Replacement project as presented and recommended.

DECLARATION OF SURPLUS PROPERTY

BACKGROUND INFORMATION:

The School District annually disposes of supplies and equipment which are no longer considered necessary or suitable to the operation of the district.

ADMINISTRATIVE CONSIDERATION:

The list of supplies and equipment is no longer considered necessary by the Rapid City Area Schools.

ADMINISTRATIVE RECOMMENDATION:

It is recommended the Board of Education declare that the supplies and the equipment on the list be surplus property.

WHEREAS, pursuant to SDCL 6-13-1. The governing board of a political subdivision may sell, trade, loan, destroy or otherwise dispose of any land, structures, equipment, or other property which such governing board has, by appropriate motion, determined is no longer necessary, useful or suitable for the purpose for which it was acquired.

THEREFORE, BE IT RESOLVED by the Board of Education of the Rapid City Area School District No. 51-4 that the following property is determined to be no longer necessary, useful, or suitable for school purposes and order the sale, trade, convey to other political subdivisions, destruction of or the disposal of:

*Not all property listed at https://tinyurl.com/2jjz4wer will be available on the annual surplus property auction.

ADDENDUM

K-12 TERMINATION AND LEAVES

Certified & Contracted Personnel		Effective
Nunez, Yaimey	RCAA/English Learner (LOA)	08/28/2024
Rypkema, Aubree	Meadowbrook/3rd Grade (resign)	09/03/2024
Wuertzer, Jessica	Stevens/SPED (termination)	09/03/2024

Classified Personnel		Effective
Lawrence, Julianna	Beadle/Paraeducator (offer declined)	08/26/2024
Welch, Jason	STC/Shop Supervisor (resign)	09/05/2024

K-12 EMPLOYMENT RECOMMENDATIONS

Certified & Contracted Personnel		Actual Pay
Banaybanay, Alvin	Stevens/SPED (pro-rated)	41,194.77
Banaybanay, Alvin	Stevens/Signing Bonus (pro-rated)	3,404.69
Dansby-Daley, Kristen	West/Intramural Volleyball (temp)	1,500.00
Deticio, Razel	Knollwood/Literacy Specialist (pro-rated)	41,194.77
Hueber, Stephen	Southwest/Intramural Volleyball	1,500.00
Ley, Trista	West/8th Grade Volleyball (temp)	2,750.00
McKenzie, Becker	West/7th Grade Volleyball (temp)	2,750.00
Merma, Kaitlyn	Pinedale/Information Media Specialist (pro-rated)	36,532.25

Classified Personnel		Actual Pay
Brist, Kayla	STC/Bus Aide	15.48
Hall, Taylor	Rapid Valley/Paraeducator	16.00
Lopez, Peter	Knollwood/Paraeducator	17.50
Underwood, Jamie	Corral Drive/Noon Duty	12.40

K-12 CHANGE OF STATUS

Classified Personnel		Adjusted
McGaa, Desiree	Assignment/Decrease FTE 0.9375 to	0.875

Additional Pay		Actual
Perrett, Heidi M	Instrument Repair	500.00
Uran, Kelsey Alanna	Kindergarten Screening SC Purchasing Supplies	100.00
Wilgers, Jill	Open House	50.00

SUBSTITUTES & FIELD PLACEMENTS

Certified Substitutes
Bailey, Sharon
Williams, Jennifer

BA+ Substitutes
Coleman, Frank
Coulter, Christiana
Leebens, Stacy
Ricks, Bridget
Sterling, Carla

Non-Degreed Substitutes
Moller, Tamara

ITEMS FOR BOARD INFORMATION

RCAS Legislative Lobbyist – Sasse reported to the board about what a lobbyist could do for the school district. Board members asked questions. Further information will be available soon regarding this topic.

Marzano Report – Dr. Keyra Comer presented a Marzano report. This can be viewed under Items for Board Information at https://tinyurl.com/2jjz4wer

Committee Reports

Birkeland reported on Title/OCR committee and the ongoing work with the group.

Clapham reported that over 900 have taken discipline training. There will be a MOU coming on the September 17th agenda which collaborates with the district, Sheriff's and Police Department.

Urban reported that the Community Outreach team will be holding a session on September 10th at Central Auditorium from 5:30 to 7 PM for a presentation and input from the public. Then there will be a Zoom session on September 12th.

Stephenson reported on the Facilities committee meetings and discussions that they have had what they can do with capital outlay in the event there is no bond.

Other

Clapham reported that we have five new principals in the district. She reported her daughter said Black Hawk's principal is really a good principal. He goes down the slide with students! She also thanked all of the "unseen people" – ticket takers, concession workers, and on and on!

Stephenson thanks the Rapid City Council for their donation to the district's food service program.

Swan also expressed his gratitude to the City Council and thanked Stephenson for the invite to work the Rushmore Bowl.

ADJOURNMENT

SWAN moved and CLAPHAM seconded to adjourn the September 3, 2024 Board of Education meeting at 7:01 PM. MOTION CARRIED (7-0).

Respectfully submitted,

Coy Sasse, CFOO/Business Manager

ATTEST: Shirley Fletcher, Executive Assistant

Troy Carr, President
Rapid City Board of Education

RAPID CITY AREA SCHOOL DISTRICT 51-4
SPECIAL BOARD OF EDUCATION EXECUTIVE SESSION

The Rapid City Area School Board of Education held a Special Board of Education Executive Session on Tuesday, September 10, 2024 at CHS following Community Stakeholder Meeting.. President Troy Carr called the meeting to order at 7:15 PM with the following board members in attendance: Jamie Clapham, Walt Swan, Donna Moore, Michael Birkeland, Christine Stephenson, and Katy Urban. Kelsey Parker and Gary Manuel were also in attendance.

APPROVAL OF PROPOSED AGENDA

CLAPHAM moved and URBAN approved the agenda. MOTION CARRIED (7-0).

EXECUTIVE SESSION

- SDCL 1-25-2.1 – Discussing the qualifications, competence, performance, character or fitness of any public officer or employee or prospective public officer or employee. The term "employee" does not include any independent contractor.
- SDCL 1-25-2.3 – Consulting with legal counsel or reviewing communications with legal counsel about proposed or pending litigation or contractual matters.

STEPHENSON moved and SWAN seconded to go into Executive Session at 7:16 PM for personnel discussion and legal counsel. MOTION CARRIED(7-0).

Executive Session concluded at 8:00 PM.

ADJOURNMENT

BIRKELAND moved and SWAN seconded to adjourn the September 10, 2024 Special Board of Education Executive Session at 8:01 PM. MOTION CARRIED(7-0).

Respectfully submitted,

Coy Sasse, Chief Financial and Operations Officer/Business Manager

ATTEST: Shirley Fletcher, Executive Assistant

Troy Carr, President
Rapid City Board of Education

RAPID CITY AREA SCHOOL DISTRICT 51-4
BOARD OF EDUCATION WORKING RETREAT - MEETING

The Rapid City Area School Board of Education held a Board of Education Working Retreat - Meeting on Friday, September 13, 2024 at Coolidge Building, Custer State Park. President Troy Carr called the meeting to order at 8:00 AM with the following board members in attendance: Jamie Clapham, Donna Moore, Michael Birkeland, Christine Stephenson, and Katy Urban. Walt Swan was absent with notice. Dr. Cory Strasser, Coy Sasse, Kelsey Parker and members of District Direction team were also in attendance.

APPROVAL OF PROPOSED AGENDA

CLAPHAM moved and BIRKELAND seconded to approved the agenda. MOTION CARRIED (6-0).

OPEN FORUM – No speakers

DISTRICT PRESENTATION/DISCUSSIONS

Strategic Plan – Pillar work was discussed by those responsible for each area and the work to be done as they move forward.

BOE/Community Outreach Committee/ASBSD Delegate – The group briefly discussed feedback from the two sessions held the past week. They will meet to discuss future topics that they will bring forward for future community discussions. The board briefly discussed the ASBSD delegate and Jamie Clapham said she would serve and was approved to do so at the September 17th Board of Education meeting.

Facilities Pillar/Facilities Discussion – Coy Sasse discussed the growth that continues to surround the Rapid City area. His future Board of Education meeting CFOO reports will include his Strategic Plan pillar work for facilities improvements.

OCR Committee work continues and other work within the district was discussed.

ADJOURNMENT

CLAPHAM moved and BIRKELAND seconded to adjourn the September 13, 2024 Board of Education Working Retreat Meeting at 3:29 PM. MOTION CARRIED (6-0).

Respectfully submitted,

Coy Sasse, Chief Financial and Operations Officer/Business Manager

ATTEST: Shirley Fletcher, Executive Assistant

Troy Carr, President
Rapid City Board of Education

RAPID CITY AREA SCHOOL DISTRICT 51-4
BOARD OF EDUCATION MEETING

The Rapid City Area School Board of Education held a Board of Education Meeting on Tuesday, September 17, 2024 at 5:30 PM with the following board members in attendance: Troy Carr, Michael Birkeland, Katy Urban, Jamie Clapham, Walt Swan, Donna Moore, and Christine Stephenson.

EXECUTIVE SESSION

- SDCL 1-25-2.1 – Discussing the qualifications, competence, performance, character or fitness of any public officer or employee or prospective public officer or employee. The term "employee" does not include any independent contractor.
- SDCL 1-25-2.3 – Consulting with legal counsel or reviewing communications with legal counsel about proposed or pending litigation or contractual matters.

URBAN moved and STEPHANSON seconded to go into Executive Session at 3:02 PM for legal counsel and personnel discussion.

Executive Session concluded at 5:25 PM.

Recess for 5 minutes.

Roll Call was taken with all members present. Acting Superintendent Dr. Cory Strasser and CFOO Coy Sasse were also present.

APPROVAL OF PROPOSED AGENDA

CLAPHAM moved and BIRKELAND seconded to approve the agenda as recommended by administration. MOTION CARRIED (7-0).

All agenda items can be viewed at: https://rb.gy/fqa6lu

SHARING THE SUCCESS

James Madison Memorial Fellowship – Carrie Huber

In 2023, Carrie was awarded the James Madison Memorial Fellowship for secondary social studies teachers. One teacher is chosen per state for the $24,000 award. With the funds, Carrie is working on a Masters in American History and Government with a focus on constitutional studies. The goal behind this prestigious program is to better equip teachers with knowledge of our founding as a nation. Last summer she spent a month in DC taking a Georgetown course with all the fellows from across the country. The program places greatest emphasis on reading and discussing primary sources so she can then use those strategies in the classroom, which is already happening in her AP government and US government courses.

OPEN FORUM

Florence Thompson – Transparency – School Safety
Heather Baxter – Board Raise

BOARD RESPONSE TO OPEN FORUM

Birkeland responded there is no board member that is making as much as a teacher and that statement can be verified as our pay is public.

Carr said the state requirement is to have an agenda posted 24 hours in advance of a meeting and the agenda was posted on Wednesday by noon. Any statement made by the board is received by the board clerk and placed in the minutes.

Stephenson responded regarding the board raise that many of the board members cut back on the days work to do a better job serving on the board. They take being a board member seriously and it is a big job that they value.

ASSISTANT SUPERINTENDENT REPORT

Dr. Strasser reported that principals will be taking training this week from studer on leadership development skills. School safety continues to be of concern and we have a collaborative statement with law enforcement that will be going out along shortly. Bobbi and Dr. Strasser continue to keep staff, parents, and board informed of all situations that are happening.

Urban mentioned that Public Information Officers remind parents of students – "Don't repost – REPORT!"

Birkeland said another one is "Safe to Say".

Clapham asked what discipline for this type on incident look like? Dr. Strasser said the incident is investigated. If there is evidence, the matrix is followed with consequences.

Birkeland asked where the matrix can be located. The matrix can be found in the Student handbooks. On the website, go to Parents – Student Handbooks.

Carr stated that the board and district take EVERY threat very seriously!

CFOO REPORT

Coy Sasse reported the student transportation study has been having multiple conversations such as bell times, SPED program, historic staff levels, current staffing, and other areas. They will be in the district in two weeks and be looking at other areas. They hope to wrap up the study in late Fall, and we should have feedback by the December/January timeframe.

Sasse met with the school lunch coalition and there should be a bill brought forward for reduced lunches for school districts.

We are preparing for the legislative lunch next Wednesday.

Sasse has had conversations with several lobbyists and working on agreements. We are hopeful to have an agreement finalized for the October 1st meeting.

With the difficult fall and a couple storms recently, the AC/HVAC systems have went down in a few of the larger schools. RCAA should be back up Wednesday.

Starting with the first meeting in October, he will be reporting on Strategic Plan pillar work to discuss the growing and changing needs and priorities that are impacting the district.

APPROVAL OF PROPOSED AGREEMENTS

CLAPHAM moved and SWAN seconded to approve the proposed agreements as presented and recommended by administration. MOTION CARRIED (7-0).

AGREEMENT WITH COMPLETE HEALTH CENTER

BACKGROUND INFORMATION:

Rapid City Area Schools wishes to enter a Memorandum of Understanding (MOU) with the Complete Health Center to provide RCAS nurses with "Standing Orders" for the 2024-2025 school year.

ADMINISTRATION CONSIDERATION:

The purpose of the Standing Orders MOU is to provide consultation by doctors and nurses employed with the Complete Health Center. These staff will consult with RCAS nurses on immunizations, the administration of medications and infection control.

ADMINISTRATION RECOMMENDATION:

It is recommended that the RCAS Board of Education approve the agreement between Rapid City Area Schools and Complete Health Center.

Approval of Settlement Agreement with Rapid City and WDT

Background Information:

In 2006, the City of Rapid City and Western Dakota Technical College, previously under the authority of the District's Board of Education, entered into an agreement for the construction and joint use of a burn tower/training facility for use by the Rapid City Police Department and WDT. After years of use, the Governor's Office desired to sell the property where the burn tower was located. The burn tower was removed from the property and the property was sold. The City sought and obtained a new location for a burn tower/training facility and sought reimbursement from WDT/District for expenses associated with the relocation, according to the terms of the 2006 agreement. This agreement is the result of negotiations concerning the relocation expenses of the burn tower. Both WDT and District will pay the City $250,000 to fully and finally settle all outstanding claims related to the fire training facility.

Administration's Recommendation:

It is recommended that the Board of Education approve the Settlement Agreement.

AGREEMENT: **WELLFULLY**

BACKGROUND INFORMATION:

Rapid City Area Schools (RCAS) 625 9th Street, Rapid City, SD 57701 is entering into an agreement with the Wellfully, 22 Waterloo Street, Rapid City, SD 57701.

ADMINISTRATIVE CONSIDERATION:

Wellfully, originally founded as WellSpring in 1990, WellFully's programs have provided addiction recovery, behavioral and psychiatric residential care to thousands of youth, giving them the counseling, medical and educational services they have needed. The name was changed to WellFully in 2017 to better define our goals - working with at-risk adolescents with the goal to make them. Wellfully has a mission of providing residential treatment services to youth between the age of 10 and 18 in order to promote their personal development and foster responsible participation with others, and doing so must include their continued comprehensive education, and the Rapid City Area School District has both the legal obligation to provide such services and a long history of doing so, in consideration of the foregoing recitations and mutual promises hereinafter set. See attached agreement.

ADMINISTRATION'S RECOMMENDATION:

It is recommended that the Board of Education approve the agreement between Rapid City Area School District and Wellfully for school year 2024-2025.

AGREEMENT WITH MIDCO

BACKGROUND INFORMATION

This is an agreement between RCAS and MIDCO to provide a dedicated internet connection at Sioux Park. This is required for the planned installation of security cameras and will also be used for live-streaming sporting events.

The monthly cost for this agreement is $575.00. The agreement will expire on 8/31/2025.

ADMINISTRATION'S RECOMMENDATION

The Administration recommends that the Board of Education approve this agreement.

APPROVAL OF PROPOSED CONSENT AGENDA

URBAN moved and STEPHANSON seconded to approve the following proposed consent agenda items as recommended by the administration. MOTION CARRIED (7-0).

RAPID CITY AREA SCHOOL DISTRICT 51-4
Aug-24

FUNDS	10	22	51	54	57	TOTALS
GROSS	4,905,614.91	958,321.36	66,565.44	16,851.51	5,799.36	5,953,152.58
FICA	352,147.36	68,735.23	4,780.01	1,260.11	433.98	427,356.69
RETIREMENT	293,145.10	57,161.89	3,993.93	1,011.11	347.96	355,659.99
INSURANCE	716,946.56	130,589.37	7,075.88	2,121.36	662.74	857,395.91
403B	0.00	0.00	0.00	0.00	0.00	0.00
TOTALS	6,267,853.93	1,214,807.85	82,415.26	21,244.09	7,244.04	7,593,565.17

Resolution for Amendment of Budget

BE IT RESOLVED, that the Board of Education of Rapid City Area School District No. 51-4, in accordance with SDCL 13-11-3.2 and after duly considering the proposed budget amendment, hereby approves and adopts the following amendments in total:

Increase/Decrease: $(721,277)

1. Function: 10-1273 Title I – General School Wide		(50,415)
10-1276	McKinney Vento	(13,907)
10-1288	ARP I	(59,536)
10-1290	Title IV	(5,000)
10-1293	ESSER III Learning Loss	(70,811)
10-1294	ARP II	(58,810)
10-2110	Title IA Attendance & Social Work	(92,997)
10-2128	Title IA Parent Advisory	(4,006)
10-2136	ESSER III Nursing	(2,086)
10-2214	Title IA Improvement of Instruction	(27,900)
10-2217	Title IV Professional Development	(256,500)
10-2218	Title II Training and Recruiting	(36,373)
10-2327	Grant Services	(5,078)
10-2440	Title IA Administration	(7,421)
10-2443	McKinney Vento Admin	(10,600)
10-2447	ESSER III Admin	(4,837)
10-2668	ESSER III Data Analyst	(7,516)
10-3501	Title IA Neglected & Delinquent	(5,984)
10-3704	Title IV Non Public	(1,500)

Amend General Fund budget to actual 2024 -2025 grant allocations for Title IA, Title II, Title IV, McKinney Vento, ARP I, ARP II, ESSER III Learning Loss and Grant Services.

Increase/Decrease: $59,069

2. Function: 22-1221	Students with Mild to Moderate Disabilities	(32,835)
22-2182	Orientation & Mobility Services	91,904

Amend Special Education Fund budget for IDEA 611 Flowthrough to actual 2024-2025 grant allocation amount.

RECOMMENDATION:
It is recommended that the Board of Education approve to adopt the Resolution for Amendment to decrease the General Fund by $721,277 and increase the Special Education Fund by $59,069.

Rapid City Area School District: Claims Report
9/17/2024

A & B Business Equipment Inc			5,444.62
	10	Other Professional Services	114.46
	10	Repairs & Maintenance Svcs	5,276.02
	22	Repairs & Maintenance Svcs	54.14
A & J Screening			520.00
	10	Supplies	520.00
A To Z Shredding Inc.			407.46
	10	Other Professional Services	407.46
A&B Welding Supply Company Inc			13.64
	10	Supplies	13.64
Abbott Laboratories			44,403.98
	10	Other Equip New < $5000	44,403.98
Acuity Insurance			104,789.00
	10	Property, Liability & Fidelity	104,789.00
Admin Partners, LLC			200.00
	10	Other Professional Services	200.00
Amazon.Com Inc			24,692.25
	10	All Objects	363.31
	10	Uniforms	316.41
	10	Supplies-Resale	15.98
	10	Supplies	17,250.27
	10	Food - Purchased	21.87
	10	Other Equip New < $5000	119.99
	10	Library Media	49.54
	10	Dues and Fees	779.00
	21	Other Equip New < $5000	1,428.02
	21	Other Equip Replace > $5000	1,355.66
	21	Library Media	95.26
	22	Supplies	2,149.60
	22	Other Equip New < $5000	631.46
	51	Supplies	115.86
American Playground & Recreation Company			13,310.00
	21	Other Equip New > $5000	13,310.00
AmericInn - Mitchell			1,138.32
	10	Excursions & Activities	1,138.32
Amick Sound Inc			653.39
	10	Repairs & Maintenance Svcs	320.05
	10	Supplies	333.34
Apple Inc Education			598.00
	21	New Building	598.00
ARC International, Inc.			10,238.00
	21	Other Professional Services	10,238.00
Augustana University			1,665.00
	10	Other Professional Services	1,665.00
Benchmark Education Co.			5,874.30
	10	Supplies	5,874.30
BJ's Instrument Repair DBA			2,250.00
	10	Repairs & Maintenance Svcs	2,250.00
Black Hills Chemical, Inc.			12,018.55
	10	All Objects	2,199.77
	21	Other Equip Replace < $5000	8,814.00
	51	Supplies	1,004.78
Black Hills Golf Cars			1,149.94
	10	Supplies	1,149.94
Black Hills Works			1,800.00
	22	Payments/Other Educ Institute	1,800.00
BSN Sports Team GL Sports			12,091.03
	10	Supplies-Resale	3,788.20
	10	Supplies	527.19
	21	Other Equip New < $5000	7,775.64
Carefree Lawn & Sprinkler, Inc.			130,245.76
	21	All Objects	-6,855.04
	21	Repairs & Maintenance Svcs	137,100.80
Carnegie Learning			6,000.00
	10	Other Professional Services	6,000.00
Carolina Biological Supply Co			134.95
	10	Supplies	134.95
Cash-WA Distributing, Inc.			179,959.94
	21	Other Equip New < $5000	-484.45
	51	All Objects	48,937.80
	51	Supplies	4,746.33
	51	Food - Purchased	87,891.24
	51	Food - Purchased Produce	7,158.23
	51	Ala Carte	7,130.62
	51	Donated Food	24,580.17
Cedar Creek Gardens			29.00
	51	Food - Purchased Produce	29.00
Christoffer Brandi			51.36
	10	Food - Purchased	51.36
City Of Rapid City			61,418.49
	10	Other Professional Services	52,230.62
	10	Electricity	7,257.46
	10	Natural Gas/Fuel Oil	151.32
	10	Water/Sewer/Garbage	115.19
	21	Repairs & Maintenance Svcs	1,663.90
Coca-Cola Bottling Company			2,346.80
	10	Supplies-Resale	2,346.80
Cochlear Corporation			145.00
	22	Supplies	145.00
Column Software PBC			1,115.54
	10	Communication Advertising	1,044.72
	10	Advertising	70.82
Complete Concrete Inc dba Complete Contractin			137,207.70

	21	All Objects	-15,245.30
	21	Repairs & Maintenance Svcs	152,453.00
Connecting Point, Inc. Twotrees Tech			13,300.54
	21	Other Professional Services	13,300.54
Conscious Discipline Holdings LLC			1,385.53
	21	Textbooks & Software	1,385.53
D & R Service, Inc.			1,249.79
	10	Repairs & Maintenance Svcs	1,168.79
	10	Supplies	81.00
Dakota Bus Service, Inc.			25,592.60
	10	Contracted Bus Service	25,592.60
Dakota Party			71.91
	10	Supplies	71.91
Daktronics Inc			1,105.00
	10	Supplies	1,105.00
Demco Educational Corporation			1,671.08
	21	Other Equip New < $5000	1,671.08
Denny Menholt Rapid Chevrolet, LLC			89,219.00
	21	Licensed Vehicle Replace	89,219.00
Discovery Education, Inc.			6,600.00
	10	Instructional Software	6,600.00
Dorsman Kevin J			142.20
	10	Other Professional Services	142.20
Ecolab Pest Elimination Div, Inc.			71.64
	51	Repairs & Maintenance Svcs	71.64
Eide Bailly LLC			5,628.60
	21	New Building	5,628.60
Flinn Scientific Inc			369.00
	10	Supplies	369.00
Flooring America			15,008.23
	21	Repairs & Maintenance Svcs	15,008.23
Floyd's Truck Center - Rapid City			712.51
	10	Supplies	293.99
	22	Supplies	418.52
Follett Content Solutions, LLC			78.54
	10	Library Media	40.85
	21	Library Media	37.69
Frontier Stone Company			7,710.00
	10	Supplies	7,710.00
Gill Athletics			2,802.00
	21	Other Equip Replace < $5000	2,802.00
Green Environmental Services			280.00
	10	Repairs & Maintenance Svcs	280.00
Hafner Jocelyn Jackley			150.00
	10	Dues and Fees	150.00
Haggerty's Musicworks DBA			1,498.60
	10	Repairs & Maintenance Svcs	1,498.60
Henry Schein Inc			243.46
	10	All Objects	243.46
Hillyard Floor Care Supply			26,812.51
	21	Other Equip New < $5000	3,986.53
	21	Other Equip Replace < $5000	22,825.98
Hoch Music			270.00
	10	Repairs & Maintenance Svcs	270.00
HP, Inc. Print Management			4,415.36
	10	Repairs & Maintenance Svcs	4,415.36
Hudl			11,300.00
	10	Other Professional Services	11,300.00
ISI, Inc. ISI, LLC			1,230.00
	10	Other Professional Services	1,230.00
I-State Truck Center			852.77
	10	Supplies	426.39
	22	Supplies	426.38
J & J Truck & Auto Body, Inc.			1,329.98
	22	Repairs & Maintenance Svcs	1,329.98
JJ's Engraving & Sales DBA			138.00
	10	Supplies	138.00
JKM Training, Inc.			719.85
	22	Registration Fees	465.00
	22	Subscriptions use w/ 2000 Func	254.85
Johnson Controls Inc			8,876.77
	10	Repairs & Maintenance Svcs	5,560.57
	10	Supplies	2,575.46
	21	Repairs & Maintenance Svcs	740.74
Jostens			1,360.47
	10	Supplies	1,360.47
Journey Museum, The ,Inc.			1,000.00
	10	Rentals	1,000.00
JW Pepper & Sons Inc			1,541.51
	10	Supplies	1,541.51
Kipp's Construction			1,225.00
	10	Repairs & Maintenance Svcs	350.00
	10	Supplies	359.00
	21	Repairs & Maintenance Svcs	516.00
K-Log Educational Div Rs-40			542.70
	10	Supplies	542.70
Knecht Home Center Inc			1,028.74
	10	All Objects	1,028.74
Kone, Inc			1,874.18
	10	Repairs & Maintenance Svcs	1,874.18
Lakeshore Learning Materials LLC			442.37
	21	Textbooks & Software	442.37
Laundry World			1,864.07
	10	Laundry Services	1,864.07
LifeScape			7,400.00
	22	Payments/Other Educ Institute	7,400.00

Lifeways, Inc.	10	Other Professional Services	37,500.00 37,500.00
Lightspeed Technologies, Inc	22	Supplies	70.00 70.00
Literacy Resources, LLC Heggerty Phonemic	10	Supplies	1,491.90 890.00
	10	Instructional Software	229.50
	21	Textbooks & Software	372.40
Lowe Roofing Inc	10	Repairs & Maintenance Svcs	394.35 394.35
Marco Technologies LLC	10	Supplies	54.00 54.00
Masters Custom Design Embroidery	10	Uniforms	32.00 32.00
Maydwell Mascots Inc	10	Supplies	135.00 135.00
Mays Logan	10	Registration Fees	799.00 799.00
McGraw-Hill Education, Inc.	21	Textbooks & Software	15,197.24 15,197.24
McLeods Printing	10	Supplies	399.90 399.90
MG Oil Company	10	All Objects	299.00 299.00
MOA Architecture	21	Other Professional Services	27,060.07 27,060.07
MPS Macmillan	21	Textbooks & Software	18,538.20 18,538.20
Northern Truck Equipment Corp	21	Other Equip Replace > $5000	22,895.00 22,895.00
O'Connor Company	21	Repairs & Maintenance Svcs	2,338.67 2,338.67
Oliver Packaging & Equipment Company	51	All Objects	21,174.60 21,174.60
PDX Reading Specialist, LLC	21	Textbooks & Software	539.60 539.60
Penn State Industries	10	Supplies	524.55 524.55
Perform Better	21	Other Equip New < $5000	885.00 885.00
Pete Lien & Sons Inc	10	Supplies	1,393.51 1,393.51
Prairie Farms Dairy	51	Food - Purchased	16,946.44 16,946.44
Premier Striping & Landscapes, LLC	10	Repairs & Maintenance Svcs	15,050.00 15,050.00
Progress Publications, Inc.	10	Supplies	1,414.00 1,414.00
Pta Meadowbrook	10	Supplies	224.00 224.00
Quill Corporation	21	Other Equip New < $5000	2,141.96 2,141.96
Rapid Transit System	10	Common Carrier or Bus Service	228.00 228.00
Ratwik, Roszak & Maloney, P.A.	22	Other Professional Services	2,139.00 2,139.00
Real Deal Activewear, LLC	10	Supplies	1,096.80 1,096.80
Really Good Stuff LLC	10	Supplies	186.16 186.16
RelayHub, LLC	22	Other Professional Services	375.00 375.00
Rencountre Jessie Rae	10	Other Professional Services	3,000.00 3,000.00
Ricoh USA, Inc.	10	Repairs & Maintenance Svcs	20,328.40 20,328.40
Riddell/all American Sports	21	Other Equip Replace < $5000	1,206.50 1,206.50
Riverside Technologies, Inc.	10	Repairs & Maintenance Svcs	54,885.00 2,454.00
	21	Other Professional Services	51,375.00
	21	Other Equip Replace > $5000	1,056.00
Roberts Musical Services	10	Repairs & Maintenance Svcs	408.00 408.00
School Health Corporation	21	Other Equip New > $5000	9,757.00 9,757.00
School Specialty, LLC	10	All Objects	13,455.67 96.96
	10	Supplies	404.15
	21	Other Equip Replace < $5000	2,604.24
	21	New Building	5,084.29
	21	Other Equip New > $5000	5,084.29
	22	Supplies	181.74
SD Dept Of Human Services	22	Payments/Other Educ Institute	10,800.71 10,800.71
SD Div Criminal Investigation	10	Other Professional Services	4,022.25 4,022.25
SD School Of Mines & Tech	10	Registration Fees	23,550.00 23,550.00
SD Special Pay Plan	10	Sick Leave Severance	54,575.78 48,593.03
	22	Sick Leave Severance	5,982.75
Seco Construction Inc	21	Repairs & Maintenance Svcs	184,549.25 184,549.25
Seesaw Learning, Inc	10	Supplies	8,064.30 564.30

Servall, Inc.	10	Instr Workbooks/Class Subscr	7,500.00
			5,493.96
SERVPRO RC	10	Laundry Services	5,493.96
			22,612.84
Simon Contractors Of SD, Inc.	21	Repairs & Maintenance Svcs	22,612.84
			1,377.08
Skyline Engineering LLC	10	Supplies	1,377.08
			2,370.00
Skyward Inc	21	New Building	2,370.00
			4,894.00
SoleMate Shoes - Uniform Center	10	Computer Licensing	4,894.00
			193.00
Staples Advantage	51	Uniforms	193.00
			1,402.44
	10	All Objects	1,072.30
	10	Supplies	330.14
Super Duper School Company, Inc.			235.67
	10	Supplies	235.67
Taylor Music Inc.			206.91
	10	Supplies	206.91
Teachers Discovery			2,980.00
	21	Instr Workbooks/Class Subscr	2,980.00
TerraSite Design			8,110.00
	21	Other Professional Services	8,110.00
Textbook Warehouse, LLC			1,398.30
	21	Textbooks & Software	1,398.30
The Library Store, Inc.			8,295.79
	21	Other Equip New > $5000	8,295.79
The Monument			10,681.11
	21	Rentals	8,651.67
	22	Other Professional Services	1,417.44
	22	Supplies	612.00
Time Equipment Rental & Sales, Inc.			590.00
	21	Other Equip New < $5000	590.00
Tru Form Construction Inc			77,078.00
	21	Repairs & Maintenance Svcs	77,078.00
Truly Engaging			397.76
	10	Supplies	397.76
Twig Education			2,364.41
	21	Textbooks & Software	2,364.41
Uline			1,124.33
	10	Supplies	1,124.33
USI Education & Government Sales			489.87
	10	Supplies	489.87
Vestis First Aid & Safety			2,716.44
	10	Supplies	1,358.22
	22	Supplies	1,358.22
Watertree Inc.			51.00
	10	Supplies	26.00
	51	Rentals	25.00
West Music Company			1,970.10
	10	Supplies	1,970.10
West Plains Engineering, Inc.			8,880.00
	21	Other Professional Services	8,880.00
Western Communications Inc			6,796.62
	10	Other Professional Services	1,500.00
	21	Other Equip Replace < $5000	2,269.98
	22	Other Equip New < $5000	3,026.64
Western Dakota Technical College Rm Rent			150.00
	10	Supplies	150.00
	22	Supplies	0.00
Western Mailers, Inc.			7,699.12
	10	Postage & Meter Rental	7,699.12
Western South Dakota Juvenile Svcs			16,833.34
	10	Other Professional Services	16,833.34
			Total = 1,788,544.43

CHANGE ORDER

STEVENS HIGH SCHOOL COMMONS, COMPUTER LABS, AND TROPHY CASE IMPROVEMENS PROJECT

BACKGROUND INFORMATION:

Administration received Change Order #2 for Commons, Computer Labs, and Trophy Case Improvements project. This change order labor and or materials for the following:

Administration received Change Order #1 for Commons, Computer Labs, and Trophy Case Improvements project. This change order includes the following additions:
Ductwork change in Computer Lab room #318: Labor and materials to shorten main trunk line and extend branch lines in computer lab room #318. $174.00 add
Use and Excise tax for Owner provided equipment: 56 SmartDesks were approved and purchased with Capital Outlay Equipment in FY 2023-2024 for use in computer lab rooms 106 and 108. Assembly and set up of these were not part of the original scope of work and contractor added this onto their contract after it was bid. $5,724.00 add
Assembly of Owner provided equipment: Unpacking and disposal of packing materials and cardboard for 16 computer lab single desks and 20 double desks. $2,584.00 add
Additional cabling for additional communication lines at computer classrooms 106 and 108: Due to new desk layout from original drawings, 3 additional jacks were needed for functionality of new layout. $2,110.00 add

ADMINISTRATIVE CONSIDERATION:

Administration reviewed the Change Order as presented.

ADMINISTRATION'S RECOMMENDATION:

It is the recommendation of the Administration to approve Change Order #2 for West Middle School HVAC upgrade project. The contract sum will increase by $10,592.00 for a new contract sum of $534,092.00.

CHANGE ORDER

SOUTH MIDDLE SCHOOL – FURNITURE, FURNISHING & EQUIPMENT (FFE)

BACKGROUND INFORMATION:

Administration received Change Order #3 for the South Middle School – Furniture, Furnishings & Equipment package. This change order reflects an increase in Contract Time by One Hundred Twenty-One (121) days. The date of Substantial Completion for FFE as of the date on this Change Order is November 29, 2024. In addition, the following item to include:

Additional Needed Items: CPU holders for computer tables in Computer Classrooms and Modular Lab, book shelving for the library, sixteen (16) additional book trucks for English Classrooms, four tables for Production Lab to replace discarded existing tables. $78,787.32 add

ADMINISTRATIVE CONSIDERATION:

Administration reviewed the Change Order as presented.

ADMINISTRATION'S RECOMMENDATION:

It is the recommendation of the Administration to approve Change Order #3 for the South Middle School – Furniture, Furnishings & Equipment package. The contract sum will increase by $78,787.32 for a new contract sum of $1,386,584.76.

ENROLLMENT OPTIONS

1. STUDENT ASSIGNMENT REQUESTS

BACKGROUND INFORMATION

SDCL 13-28-10. School residency of child residing in a home other than residence of parents, guardian, or noncustodial parents – Petition to local school board. If a school age child resides in a home other than the residence of his parents, guardian, or noncustodial parents on a temporary or permanent basis, the school residency of the child is where the parents, noncustodial parents, or guardian reside unless, upon request of the person with whom the child is living, the local school board accepts the child as a resident of that school district...

ADMINISTRATIVE CONSIDERATION:

Four students have requested assignments to the Rapid City Area School District for the 2024-25 school year. For these requests, approval is subject to program and/or space availability.

ADMINISTRATION'S RECOMMENDATION:

It is recommended that the Board of Education approve request SA-6023, SA- 6031 to 6033

2. OPEN ENROLLMENT APPLICATIONS

BACKGROUND INFORMATION

SDCL 13-28-40. Enrollment options program established. An enrollment options program is established to enable any South Dakota kindergarten through grade student to attend any public school that serves the student's grade level in any South Dakota school district, subject to the provisions in SDCL 13-28-40 to 13-28-47, inclusive...

ADMINISTRATIVE CONSIDERATION:

Four students have submitted an open enrollment application to the Rapid City Area School District for the 2024-25 school year. For this request, approval is subject to program

ADMINISTRATION'S RECOMMENDATION:

It is recommended that the Board of Education approve requests OE 7125 to 7127, OE 7129

2024-2025 Professional and Student Services Contract(s)

Black Hills Special Services Coop

It is recommended that the contract for professional development services, steam support and family/community engagement be approved for the 2024-2025 fiscal year with BHSSC. This contract includes training and support aligned to the Rapid City Area Schools Strategic Plan and district initiatives.

- Knollwood- $19,975.00

K-12 CHANGE OF STATUS

Certified & Contracted Personnel		**Adjusted**
DiMaria, Amanda	Horace Mann/Danielson Stipend (pro-rated)	1,178.09
Marks, Jayce	Assignment/Increase from 1,500.00 to	2,750.00

Classified Personnel		**Adjusted**
Hanna, Wyatt	Assignment/Increase from 15.88 (temp) to	16.33
Lenz, Kathryn	Assignment/FTE Decrease from .9375 to	0.5

Additional Pay		**Actual**
Wimp, Diane	Module 1	375.00

K-12 EMPLOYMENT RECOMMENDATIONS

Certified & Contracted Personnel		Actual Pay
Arrington, Clarrissa	Horace Mann/5th Grade (pro-rated)	39,652.51
Bradley, Sean	Stevens/Assistant Debate (pro-rated)	4,808.08
Britton, Kerry	North/Intramural Volleyball	1,500.00
Cabugnason, Darlene	Beadle/SPED (pro-rated)	37,639.11
Cabugnason, Darlene	Beadle/Signing Bonus (pro-rated)	3,404.69
Grosche, Charles	North/Math (pro-rated)	37,425.26
McKnight, Jacquelynn	Corral Drive/Literacy Specialist (pro-rated)	35,201.61
Nesland, Carter	South/7th Grade Volleyball (temp)	2,750.00
Ondante, Joshea	Robbinsdale/SPED (pro-rated)	43,565.74
Ondante, Joshea	Robbinsdale/Signing Bonus (pro-rated)	3,404.69
Phares, Payton	Stevens/Assistant Boys Golf (pro-rated)	2,079.76
Vida, Shelly	Southwest/Intramural Girls Basketball	1,500.00

Classified Personnel		Actual Pay
Bento, Tylee	Knollwood/Paraeducator	17.50
Corujo, David	STC/Bus Driver	18.85
Coulter, Christiana	Grandview/Paraeducator	19.29
Crow, Megan	Valley View/Noon Duty	12.40
Hazel, Brett	STC/STC Shop Supervisor	29.44
Houchin, Jaimie	STC/Bus Driver	20.10
Knight, Teslah	Corral Drive/Noon Duty	12.40
Nesland, Carter	South/Paraeducator	18.38
Pungot, Mary	Robbinsdale/Paraeducator	17.50
Red Willow, Pamela	South/Paraeducator	17.50
Sammeli, Casey	B&G/Team Cleaner	15.88
Thibodeau, Brittani	South/Paraeducator	17.50
Wright, Codi	Beadle/Paraeducator	17.64

SUBSTITUTES & FIELD PLACEMENTS

Certified Substitutes
Burke, Michael
Moser, Michelle

BA+ Substitutes
Glood Kuipers, Kari
Irvine, Terry

Non-Degreed Substitutes
Bruns, Candy
Healy, Micah
Jobgen, Kara
Senn, Kathy

K-12 TERMINATION AND LEAVES

Certified & Contracted Personnel		Effective
Engstrom, Matthew	Stevens/Math (resign/breach)	09/06/2024
Johnson, Shelvia	Beadle/5th Grade (resign)	08/31/2024
Richey, Nancy	Southwest/Intramural Girls Basketball (resign)	08/30/2024
Richey, Nancy	Southwest/Intramural Boys Basketball (resign)	08/30/2024

Classified Personnel		Effective
Bierle, Lori	Valley View/Noon Duty (offer rescinded)	08/30/2024
Bryson, Melissa	Central/Paraeducator (job abandonment)	08/29/2024
Harris, Carolyn	STC/Bus Aide (resign)	08/28/2024
Hays, Rose	North/Paraeducator (resign)	08/23/2024
Pipe on Head, Benjamin	STC/Bus Driver (offer declined)	09/03/2024
Roberts, Tabitha	B&G/Team Cleaner (resign)	07/24/2024
Wagner, Jobie	South/Paraeducator (offer rescinded)	08/28/2024

MEMORANDUM OF UNDERSTANDING (MOU) WITH PENNINGTON COUNTY SHERIFF OFFICE – IGNITE

Background Information:

This MOU provides a show of solidarity and intent that RCAS is committed to providing educational services at the Pennington County Jail to provide educational services to participants age 18-20 who enroll in the IGNITE program.

IGNITE, Individual Growth Naturally and Intentionally Through Education, encompasses all programming within the facility to include comprehensive education, post-incarceration work opportunities, vocational certificates, financial awareness instruction, substance use services and religious programming. Instruction is also given on bow to develop relationships, promote healthy relationships, increase personal growth and workplace success. The initiative requires small public investment but remains stable with strong community support.

Officials from other states report IGNITE initiatives reduce violence in jails, raise morale among inmates and officers and has lowered recidivism rates. Pennington County is relatively new when it comes to the idea of IGNITE and we are still quantifying data, increasing programming opportunities as well as developing more community partners to fulfill the long-term benefits of the program for both the individual and the community as a whole.

This agreement between the Parties to work together to promote a genuine atmosphere of collaboration and alliance in support of an effective and efficient partnership with RCAS. The established cost of $30,000. The cost will be invoiced monthly at $3,000.00.

Administrative Recommendation:

This MOU is effective for the 2024-2025 school year. This MOU may be renewed annually upon mutual agreement of both parties. Administration recommends the board approve this MOU between RCAS and Pennington County Sheriff's Office for the IGNITE program.

DOE ADMINISTRATIVE RULE WAIVER APPLICATION

Agenda item can be viewed at: https://rb.gy/fqa6lu

SUBSTANTIAL COMPLETION

WEST MIDDLE SCHOOL REPLACE MAKEUP AIR UNIT IN KITCHEN(HVAC UPGRADE)

BACKGROUND INFORMATION:

The District awarded a contract to Climate Control Systems & Service for the West Middle School Replace Make-Up Air Unit in Kitchen (HVAC Upgrade) project. Substantial completion has been achieved on this project.

ADMINISTRATIVE CONSIDERATION:

Administration reviewed the Substantial Completion Certificate as presented and recommended by the Architect.

ADMINISTRATIONS' RECOMMENDATION:

Administration recommends approval of Substantial Completion for the West Middle School Replace Make-Up Air Unit in Kitchen (HVAC Upgrade) project as presented and recommended.

DECLARATION OF SURPLUS PROPERTY

BACKGROUND INFORMATION:

The School District annually disposes of supplies and equipment which are no longer considered necessary or suitable to the operation of the district.

ADMINISTRATIVE CONSIDERATION:

The list of supplies and equipment is no longer considered necessary by the Rapid City Area Schools.

ADMINISTRATIVE RECOMMENDATION:

It is recommended the Board of Education declare that the supplies and the equipment on the list be surplus property.

WHEREAS, pursuant to SDCL 6-13-1. The governing board of a political subdivision may sell, trade, loan, destroy or otherwise dispose of any land, structures, equipment, or other property which such governing board has, by appropriate motion, determined is no longer necessary, useful or suitable for the purpose for which it was acquired.

THEREFORE, BE IT RESOLVED by the Board of Education of the Rapid City Area School District No. 51-4 that the following property is determined to be no longer necessary, useful, or suitable for school purposes and order the sale, trade, convey to other political subdivisions, destruction of or the disposal of:

*Not all property listed at https://rb.gy/fqa6lu will be available on the annual surplus property auction.

VOLUNTEERS 9/17/24

Abbas, Nikkole
Aguillard, James
Anderson, Megan
Bartholow, Kerry
Bauer, Erin
Birkeland, Michael
Blackbear, Stevette
Burgess, Ranee
Callison, Micki
Christensen, Maureen
Cole, Lance
Connot, Kelli
Cox, Jimmy
Crossland, Angela
Day, Charity
Dietrich, Lindsey
Dodson, Debra
Dunham, Hattie
Durr, Lauri
Eben, Aaliyah
Ehlers, Emily
Farmer, Timothy
Flanegan, Keith
Foss, Aaron
Gregorio-Estes, Angela
Gunderman, Jonathan
Halbur Oyler, Brittany
Hansen, Melissa
Herzog, Hunter
Holzer, Jadeyn
Huether, Myles
Huffman, Keith
Huxford, Angela
Jacobson, Stephanie
Johnson, Mark
Kramer, Linda
Lemer, Melita
Linn, Emily
McAuley, Emily
Mez, Jason
Morrill, Amy
Mueller, Jennifer
Mueller, Michelle
Nguyen, Bonnie

Paluch, Carolyn
Price, Erica
Sales, Pete
Sarchet, Vicki
Scherbarth, Alexis
Shroll, Linda
Shumway, Melissa
Sitch, Kasey
Skjervem, Amber
Slanina, Mary Ann
Snyder, Dena
Stands, Sharon
Stark Kasley, Lori
Steever, Katie
Steinley, Lynne
Stevens, Stephanie
Sutliff-Benusis, Alicia
Urban, Katy
Waage, Tanner
Walker, Bonnie
Warner, Shelee
Wasserburger, Ashley
Whitcombe, Raynor
White Bull, Tonia
Wiest, Nicholes
Williamson, Casey
Zimmer, Sheri

ADDENDUM

K-12 TERMINATION AND LEAVES

Certified & Contracted Personnel		Effective
Ferdinand, Paul	Southwest/7th Grade Boys Basketball (resign)	09/11/2024
Meverden, Cortney	Rapid Valley/OSEU Lead (resign)	08/19/2024

K-12 EMPLOYMENT RECOMMENDATIONS

Certified & Contracted Personnel		Actual Pay
Shortbull, Jennifer	Rapid Valley/OSEU Lead (temp)(pro-rated)	1,840.70

Classified Personnel		Actual Pay
Krogman, Jody	Valley View/Paraeducator	16.80
Morgan, Adrianna	Central/Paraeducator	17.50

K-12 CHANGE OF STATUS

Certified & Contracted Personnel		Adjusted
High Bear, Marie	OIE/5 Additional Days (permanent)	1,579.28

SUBSTITUTES & FIELD PLACEMENTS

Certified Substitutes
Coyle, Alison

BA+ Substitutes
Barbour, Emilee
Dodge, Dallas
Healy, Micah
Shumway, Melissa

Non-Degreed Substitutes
Corrigan, Briley
Dowdy, Kelsey
Gross, Jennifer
Morgan, Adrianna
Taylor, Tammie

ITEMS FOR BOARD INFORMATION

Junior-Kindergarten – Teaching, Learning, and Innovation Director Jennifer Roberts Director presented on the Jr. Kindergarten Program You can view her presentation at 16 A - https://rb.gy/fqa6lu

Committee Reports

SWAN reported on the OCR committee work.

BIRKELAND reported on the RCPSF meeting.

URBAN reported that the OCR committee had completed the Stakeholder list. She said she is also excited to talk about the growth that Rapid City will soon see.

SWAN reported on the upcoming PAC meeting location.

Other

Urban said the first couple of weeks of school have been really hard for all staff, especially Stevens, and she is grateful for all the staff supporting students every day.

Birkeland also recognized thanked staff and students for not giving up and keep moving forward.

Clapham appreciated the gratitude and going above and beyond. She also thanked the board members for their work.

ADJOURNMENT

BIRKELAND moved and SWAN seconded to adjourn the September 17, 2024 Board of Education Meeting at 6:41 PM.

Respectfully submitted,

Coy Sasse
CFFO/Business Manager

Shirley Fletcher
Executive Assistant

Troy Carr
Board of Education President

RAPID CITY AREA SCHOOL DISTRICT 51-4
SPECIAL BOARD OF EDUCATION EXECUTIVE SESSION

The Rapid City Area School Board of Education held a Special Board of Education Executive Session on Thursday, September 19, 2024 via Zoom. President Troy Carr called the meeting to order at 5:00 PM with the following board members in attendance: Jamie Clapham, Walt Swan, Donna Moore, Michael Birkeland, Christine Stephenson, and Katy Urban. Kelsey Parker and Gary Manuel were also in attendance.

APPROVAL OF PROPOSED AGENDA

CLAPHAM moved and SWAN approved the agenda. MOTION CARRIED with ROLL CALL (7-0).

EXECUTIVE SESSION

- SDCL 1-25-2.1 – Discussing the qualifications, competence, performance, character or fitness of any public officer or employee or prospective public officer or employee. The term "employee" does not include any independent contractor.
- SDCL 1-25-2.3 – Consulting with legal counsel or reviewing communications with legal counsel about proposed or pending litigation or contractual matters.

URBAN moved and STEPHENSON seconded to go into Executive Session at 5:04 PM for personnel discussion and legal counsel. MOTION CARRIED with ROLL CALL (7-0).

Executive Session concluded at 6:04 PM.

ADJOURNMENT

BIRKELAND moved and CLAPHAM seconded to adjourn the September 19, 2024 Special Board of Education Executive Session at 6:04 PM. MOTION CARRIED with ROLL CALL (7-0).

Respectfully submitted,

Coy Sasse, Chief Financial and Operations Officer/Business Manager

ATTEST: Shirley Fletcher, Executive Assistant

Troy Carr, President
Rapid City Board of Education

RAPID CITY AREA SCHOOL DISTRICT 51-4
SPECIAL BOARD OF EDUCATION EXECUTIVE SESSION

The Rapid City Area School Board of Education held a Special Board of Education Executive Session on Thursday, September 24, 2024. President Troy Carr called the meeting to order at 5:00 PM with the following board members in attendance: Jamie Clapham, Walt Swan, Michael Birkeland, Christine Stephenson, and Katy Urban. Donna Moore joined via Zoom. Kelsey Parker, Coy Sasse, Dr. Cory Strasser, and Gary Manuel were also in attendance.

APPROVAL OF PROPOSED AGENDA

SWAN moved and BIRKELAND approved the agenda. MOTION CARRIED with ROLL CALL (7-0).

EXECUTIVE SESSION

- SDCL 1-25-2.1 – Discussing the qualifications, competence, performance, character or fitness of any public officer or employee or prospective public officer or employee. The term "employee" does not include any independent contractor.
- SDCL 1-25-2.3 – Consulting with legal counsel or reviewing communications with legal counsel about proposed or pending litigation or contractual matters.

BIRKELAND moved and SWAN seconded to go into Executive Session at 5:06 PM for personnel discussion and legal counsel. MOTION CARRIED with ROLL CALL (7-0).

Executive Session concluded at 6:12 PM.

ADJOURNMENT

BIRKELAND moved and CLAPHAM seconded to adjourn the September 24, 2024 Special Board of Education Executive Session at 6:13 PM. MOTION CARRIED with ROLL CALL (7-0).

Respectfully submitted,

Coy Sasse, Chief Financial and Operations Officer/Business Manager

ATTEST: Shirley Fletcher, Executive Assistant

Troy Carr, President
Rapid City Board of Education

RAPID CITY AREA SCHOOL DISTRICT 51-4
BOARD OF EDUCATION MEETING

The Rapid City Area School Board of Education held a Board of Education Meeting on Tuesday, October 1, 2024 at 5:30 PM with 1st Vice – President Jamie Clapham calling the meeting to order. Board members in attendance were Michael Birkeland, Katy Urban, Walt Swan, and Christine Stephenson. Absent with notice were Troy Carr and Donna Moore. Also in attendance were Acting Superintendent Dr. Cory Strasser and CFOO Coy Sasse. Student representatives present were Central High School Amelia Schaefbauer and Maricel Barrientos from Rapid City Alternative Academy. Absent with notice was Arabella Scott from Stevens. High School.

Invocation was provided by 1st Vice-President Clapham on Grace and the definition of Grace.

APPROVAL OF PROPOSED AGENDA

STEPHENSON moved and BIRKELAND seconded to approve the agenda as recommended by administration. MOTION CARRIED (5-0).

All agenda items can be viewed at: https://rb.gy/g8klz2

SHARING THE SUCCESS

CHS Players Season Reveal – Central High School Drama officers shared the season reveal with the board and provided handouts to those in attendance. The CHS Theatre's 21st season can be viewed at https://youtu.be/jyznErz5Wkw

OPEN FORUM

Andrew Iron Shell – SRO
Micki Callison – Allowing ABA therapist into schools
Herm Bettelyoun – Class SRO

BOARD RESPONSE TO OPEN FORUM

Stephenson thanked the speakers for their comments.

STUDENT REPRESENTATIVE REPORTS

Amelia Schaefbauer provided a report on Central High School activities and events and Rapid City Alternative Academy Representative Maricel Barrientos reported on RCAA events and activities.

ASSISTANT SUPERINTENDENT REPORT

Dr. Strasser introduced Activity Directors – CHS – Jordan Bauer and SHS – Nick Karn – who spoke to the board about eSports which was approved last year. They explained how eSports program works and the board asked questions. Below is information they shared:

2024 – 2025 ADOPTION OF HIGH SCHOOL eSports

Background Information:

The administration and high school activities directors ask to approve the adoption of High School eSports as a sponsored high school fine arts activity beginning the 2024 – 2025 school year. This adoption would correspond with the South Dakota High School Activity Association's recent sanctioning of High School eSports beginning the 2024 – 2025 school year.

Administrative Consideration:

The administration recommends that the Board of Education approve the adoption of High School eSports starting the 2024 – 2025 school year.

Esports, resembling traditional sports, has emerged as a globally recognized competitive platform with significant spectator engagement. The program's educational benefits include increased student participation, improved attendance, enhanced academic performance, teamwork development, and a sense of community among participants, fostering positive interactions and strategic gameplay.

Esports has a growing presence in education and will be sanctioned by the South Dakota High School Activities Association in 2024-2025. The season will begin in late November and run through late February with the state championship taking place in March. In addition to the educational benefits to students, Esports offers a pathway to real-world experience, workforce development skills, and post-secondary opportunities for those who may not have considered them prior.

Why eSports?

- **INCREASED GPA** Average increase of 1.7
- **HIGHER ATTENDANCE** 10% higher attendance
- **SCHOLARSHIPS** Over 170 collegiate teams and over $16 million in scholarships
- **COMMUNITY** 80% of the students participating had not been involved in extracurriculars prior.
- **LIFE SKILLS** Improve leadership, communication, and problem-solving skills to prepare you for graduation.
- **NO BARRIER TO ENTRY** Equal playing field despite predisposition
- **MENTAL HEALTH** Improved mental health and feelings of community.

The successful 2023-2024 pilot season established a team, addressed technological needs, and allowed a few students to participate in the state championship. The

expansion roadmap involves budget allocation, hardware procurement, coaching recruitment, student team formation, and participation in regular season and State tournaments. Key stakeholders, including Esports coaches, IT support, Fenworks leadership, and district administration, collaborate to ensure the program's continued success and enrichment of student experiences across the district.

Game Titles:

- Rating system:
  - ESRB (Entertainment Software Ratings Board)
  - T for team or E for everyone.
- Chess
- Mario Kart
- Super Smash Brothers
- League of Legends
- Valorant
- Fortnight
- Rocket League

Game Days and Times:

- Monday
  - 5 PM CT Minecraft 4v4
  - 6 PM CT Mario Kart 8 2v2
- Tuesday
  - 5 PM CT Rocket League 3v3
  - 6 PM CT Chess 1v1
- Wednesday
  - 5 PM CT Super Smash Bros Ultimate 1v1
- Thursday
  - 5 PM CT League of Legends 5v5
  - 6 PM CT Fortnite Duos

Important Dates:

- Registration Period: **October 14th - November 6th.** *Teams need to be created and signed up for their respective seasons on the league platform by this date.*
- Preseason Dates: **November 11th - November 22nd**
- Regular Season Dates: **December 2nd - January 31st**
- Playoffs/Divisions: **February 3rd - February 7th**
- State Tournament Dates and Location: **March 7th - March 8th at South Dakota State University**

Dr. Strasser reported on enrollment numbers, principal work, volunteers, and the board legislative lunch.

CFOO REPORT

Mr. Sasse's report can be viewed at: https://rb.gy/g8klz2

RAPID CITY AREA SCHOOLS POLICIES, PROCEDURES AND EXHIBITS

BIRKELAND moved and SWAN seconded to approve the first reading of policies A. MOTION CARRIED (5-0). This policy can be viewed at: https://rb.gy/g8klz2

First Reading:

A. Prohibition of Corporal Punishment

APPROVAL OF PROPOSED AGREEMENTS

AGREEMENT WITH APPTEGY

CLAPHAM moved and BIRKELAND seconded to approve the Agreement with Apptegy as recommended by administration. MOTION CARRIED (5-0).

BACKGROUND INFORMATION:

Rapid City Area Schools wishes to enter into an agreement with Apptegy to provide website hosting and a communication platform. This partnership will deliver a new website for Rapid City Area Schools and each individual school. This agreement also includes implementing the Thrillshare platform to enhance communication with families.

ADMINISTRATION RECOMMENDATION:

It is recommended that the RCAS Board of Education approve the agreement between Rapid City Area Schools and Apptegy.

AGREEMENT WITH DENNIS HANKEN

URBAN moved and SWAN seconded to approve the Agreement with Dennis Hanken as recommended by administration. MOTION CARRIED (5-0).

BACKGROUND INFORMATION:

Rapid City Area School District wishes to enter into an agreement with Dennis Hanken. The purpose will be to provide additional School Psychological services through the remainder of the 24/25 school year.

ADMINISTRATIVE CONSIDERATION:

Rapid City Area Schools agrees to pay Dennis Hanken at the rate of $75.00 an hour, up to 300 hours for the school year. This agreement will be in place from October 1, 2024, through May 22, 2025.

ADMINISTRATION'S RECOMMENDATION:

It is recommended that the Board of Education approve the agreement between Rapid City School District and Dennis Hanken.

APPROVAL OF PROPOSED CONSENT AGENDA

URBAN moved and STEPHANSON seconded to approve the following proposed consent agenda items as recommended by the administration. Pulled for separate consideration were Master Planning with Co-op Architect and MOU with Oaye Luta Okolakiciye. MOTION CARRIED (5-0).

BOARD OF EDUCATION MEETING MINUTE APPROVAL

Administration recommends approval of the minutes from the following meetings:

A. August 20, 2024 Board of Education Minutes
B. September 3, 2024 Board of Education Minutes
C. September 10, 2024 Special Board of Education Executive Session Minutes
D. September 13, 2024 Board of Education Retreat Minutes
E. September 17, 2024 Board of Education Minutes
F. September 19, 2024 Special Board of Education Executive Session Minutes
G. September 24, 2024 Special Board of Education Executive Session Minutes

Salary List as of 09/04/2024
* Pro-rated

Administrators/Technicians/Assistant Superintendent/Superintendent

Abelseth, Kari B	79,587.19		Henry, Christina Marie	88,252.67	
Adams JR, James	55,074.86		Herrboldt Keeney, Bethany Kay	93,626.92	
Bauer, Amanda Jo	71,042.19		Hoffman, Hollie M	88,252.67	
Bauer, Jordan Dennis	99,591.37		Hogancamp, Becky	91,325.90	
Berger, Karri Lynn	65,762.42		Hurd, Jeremy William	83,478.70	*
Borgen, Mercedes	83,576.13		Inman, Krista	78,619.57	
Brandsrud, Micah Steven	49,061.67	*	Jungwirth, Brad	105,379.00	
Broderick, Jennifer Ann	44,074.56	*	Kamarainen, Laura E	78,778.52	
Bryan, Rhoda Ann	81,141.88		Kanta, Jessica Rae	114,968.78	
Castro, Deana Lynn	55,869.84		Karn, Abby Marie	84,385.60	
Cerny, Jason James	71,042.19		Karn, Nicholas J	75,174.32	
Chaney, Bradley Alan	96,436.48		Keegan, Nicole Marie	88,183.69	
Clement, Jade	95,734.09		Kjellerson, Joshua Timothy	49,160.87	
Comer, Keyra Jeanne	125,000.00		Kraft, Vickie	84,319.04	
Conrad, Daniel Bruce	111,107.32		Larsen, Ellen Nichole	92,627.94	
Conroy, Justin C	105,379.00		Laurenti, Charlene M	99,591.37	
Daane, Allyson Faye	56,084.97		Leischner, Krista	91,140.39	
Daniel, Cher K	108,070.15		London, Kerri Ann	51,326.00	
Daniel, Shane M	125,208.00		Lowe, Heather Lynn	99,591.37	
Davis, Caleb James	63,847.45		Lundeen, Terry C	104,724.89	
Davis, Cary Ann	111,294.70		Lundgren, Cynthia Allison	88,252.67	
Davis, Sabre Lindsey	50,000.00		Lundgren, Jon Alan	99,591.37	
Deming, Jeanne Ray	100,425.49		Magbuhat, Joseph William	95,227.60	
DiMaria, Amanda Paola	66,863.23	*	Manuel, Gary L	117,374.00	
Donnell, Diane	61,285.36		Marquardt, Alyssa Shelby	91,140.39	
Donovan, Roberta Jo	70,617.04		May, Terry Lee	65,762.42	
Dubaj, Tiffanie Marie	86,381.36		Middleton, Curtis Andrew	102,167.09	
Ederveen, Kayla	79,752.40		Miller, Matthew James	49,638.16	
Emery, David Phillip	83,510.70		Morgan, Camille	65,762.42	
Exner, Jamiee Suellen	48,379.64		Morrill, Jayna	75,018.96	
Fodness, Eric Norman	99,591.37		Morrison, Bobbie Jean	75,174.32	
Foley, Drew D	88,252.67		Negrette, Jennifer Ann	94,312.92	
Foltz-Hall, Candance Sue	77,269.66		Olivier, Liezel	70,425.39	*
Griffin, Jenny Lee	78,619.57		Parker, Kelsey	129,600.00	
Hafer, Robert L	87,707.78		Parks, Tiffany Marie	93,874.07	
Hafner, Jocelyn Jackley	117,869.10		Pearson, Suzanne P	57,767.65	
Hall, Stacy Phyllis	88,183.69		Phelps, Tiffany Marlene	81,141.88	
Hansen, Cassandra Marie	54,451.60		Pitsor, Brenda L	65,762.42	
Harming, Richard E	65,762.42		Rachetto, Tyler R	105,213.46	
Hawley, Laura S	71,042.19		Reed, Suzanne Marie	75,018.96	
Henrikson, Bridget Irene	99,591.37		Remmereid, Julie Ann	99,591.37	

Renner, Kelly Kay	61,285.36
Rezich, Adam	73,853.12
Riley, Douglas	65,762.42
Roberts, Jennifer Ruth	120,000.00
Ruml, Lindsey Marie	104,728.34
Russo, Jessica Marie	71,042.19
Sargent, Matt D	84,319.04
Sasse, Coy	175,000.00
Saxer, Peggy	88,898.97
Schaefbauer, Bobbi	73,853.12
Scherer, Sarah	78,985.59
Schmidt, Darren	116,706.89
Schmitt, Todd D	85,616.70
Schreiber, Madisen Ann	93,874.07
Sherrill, Teresa J	59,500.74
Smith, Jeremy	58,429.31
Staedtler, Michael Edward	77,629.72
Standing Bear, Brittany	58,429.31
Steen, James Kenneth	99,591.37
Stewart, Thomas J	93,626.92
Strasser, Cory W	147,680.00
Strong, Jennifer	120,000.00
Taken Alive, Ira W	82,718.88
Taylor, Kayla Lynn	71,702.27
Thompsen, Sateera Kay	69,592.25
Thompson, Julie A	80,977.03
Thompson, Travis George	88,183.69
Thompson, Valerie L	99,591.37
Veigel, Niki	61,988.39
Ware, Doris J	65,762.42
Weischedel, Vanessa Leann	59,500.74
Wentworth, Samantha A	54,451.60
Whitney, Alex James	81,141.88
Wiley, Patricia A	61,285.36
Williams, Nancy J	88,183.69
Zisa, Jessica D	75,174.32

Teachers

Aberle, Taryn	45,000.00	Bedford, Allie Marae	45,000.00
Acevedo, Misti Njos	46,100.00	Belsaas, Andrew Robert	57,170.10
Adam, Kaitlyn Rochelle	52,596.49	Belzer, Laura Elizabeth	50,003.03 *
Adams, Amelia Grace	45,000.00	Bendewald, Brianne	58,314.10
Adams, Carey Lynn	63,374.41	Benne, Cody Alan	57,170.10
Addison, Blake	52,704.08	Benson, Tracy L	64,996.14
Addison, Jada F	46,125.00	Benter, Haley Ruth	45,000.00
Addison, Tanya Leigh	61,497.33	Bento, Chad Martin	54,883.30
Ager, Kasandra Nichole	46,100.00	Bentz, Joan A	47,625.00
Ahrens, Constance	78,326.36	Bergeron, Kristina Marie	61,497.33
Albers, Karen Marie	60,353.33	Berke, Amy	60,353.33
Alberty, Lyn C	60,353.33	Bertrand, Kimberly	53,624.00
Albrecht, Balie	50,309.69	Bettelyoun, Cabrini Bernice	52,124.00
Alfson, Erin Heather	54,883.30	Beyer, Kerry K	67,120.59
Amo, Aero David	52,596.49	Beyer, Robert D	65,976.59
Amo, Judie	57,170.10	Bialas, Sean H	58,314.10
Amundsen, Jamie Elizabeth	58,314.10	Bias, Margaret Pauline	69,314.99
Anderson, Kayla Marie	46,125.00	Bierle, Jason Michael	58,314.10
Anderson, Lani Li	52,596.49	Big Crow, Kara Kaye	52,124.00
Anderson, Michael Scott	57,170.10	Bilton, Gretchen Joy	47,225.00
Andrews, Camille Rae	57,170.10	Binder, Sean Allan	53,224.13
Andrews, Katherin A	78,066.36	Binger, Jana E	54,574.00
Anker, Amber Sue	61,497.33	Birchem, Ashley Renee	46,125.00
Appleton, Megan Alisa	57,170.10	Birdsall, Kelli Jo	72,016.03
Arity, Brianna Lee	54,883.30	Birkeland, Brynn Suzanne	61,497.33
Arnold, Brittney Nicole	46,125.00	Birney, Emilee S	46,125.00
Arnold, Lynn M	78,066.36	Bishop, Katherine Leigh	46,125.00
Auriemma, Jennifer A	53,224.00	Bishop, Kerry L	67,645.79
Bach, Ruthann Kaye	57,810.41	Bitz, Sydney Anne	47,225.00
Backhaus, Jennifer Patricia	60,353.33	Black Elk, Richard	57,170.10
Bader, Jonathan Edward	46,125.00	Blanchard, Alicia Mary	57,170.10
Baker, Carrie Jo	61,497.33	Blank, Kiley Ann	49,642.03
Baker, Rebecca L	61,497.33	Blomme, Kraig D	78,066.36
Banning, Kelly J	78,066.36	Bodden, Shelby Dallas	47,278.13
Barker, Breahna	46,100.00	Boehler, Molly Anne	47,278.13
Barker, Cheryl D	69,538.88	Borbely, Michaela Jill	55,124.13
Barnes, Susan L	68,334.54	Bossen, Christopher Martin	52,124.13
Baschnagel, Diana Rae	51,300.08	Bower, Krystina L	53,430.00
Baskerville, Katherine Marie	62,734.10	Bowman, Allison Jo	46,125.00
Bates, Ashley Marie	50,742.03	Bradford, Dominic	57,124.00
Beckman, JoAnn Lynn	61,497.33	Bradford, Katelyn	57,124.00

Bradford, Shane O	67,120.59		Chaney, Amanda Jill	65,976.04	
Bradley, Sean Casey	60,914.20		Chapman, Caleb	62,734.10	
Bradsky, Sydney	44,637.09		Chapman, Sara Ann	58,314.10	
Bragg, Aleisha L	57,170.10		Choal, Phoenix E L	51,300.08	
Brandhagen, Jorrie	69,538.88		Christoffer, Brandi	57,170.10	
Brandsrud, Chloe Elizabeth	57,696.50		Chuplis, Michelle R	63,500.36	
Branson-Carll, Salina	52,124.13		Cihak, Grace Cathryn	45,000.00	
Braun, Christine Lea	58,314.10		Clark, Cari Anna	70,396.03	
Bren, Shannon Marie	78,066.36		Clark, Christopher B	58,954.41	
Brett, Thomas Lawrence	48,022.88		Clark, John M.	60,353.33	
Britton, Kerry	58,954.41		Clark, Katie	49,125.00	
Broghammer, Christine Ann	57,170.10		Clarke, Sophia	45,000.00	
Brooks, Andrea Lynne	58,314.10		Clausen, Deborah Denise	78,066.36	
Broom, Sylvia M	45,000.00		Cleland, Timothy Donn	64,996.14	
Brost, Joan M	76,990.26		Clemmons, Avery Ellen	45,000.00	
Brown, Lacey A	57,170.10		Colburn, Rebecca Lynne	54,883.30	
Brown, Lorie Lee	61,148.81		Cole, Rebecca Ann	58,954.41	
Brown, Shannan Marie	58,314.10		Cole, Stacy Marie	60,508.50	
Bruce, Tiffany Rose	60,914.20		Colpitts, Brandon	52,124.13	
Bryant, Robecca S	57,810.41		Combs, Cary Jean	71,430.06	
Buckingham, Jolene A	46,125.00		Comes, Kari A	61,497.33	
Bunney, Samantha	52,124.00		Comes, Olivia	45,000.00	
Burchill, Connor Thomas	49,642.03		Connor, Alaina Gabrielle	55,409.69	
Burk, Linda Adele	45,000.00		Connor, Alexander James	57,124.00	
Burke, John Dennis	62,399.00		Conway, Ruth	50,863.35	
Burke, Tessa Elizabeth	58,839.30		Cook, Lamont E	49,642.00	
Burrus, Davin K	63,691.73		Cook, Tracy Raymond	65,976.59	
Caillier, Jordan Elliott	58,839.30		Copeland, Michele Leigh	57,810.41	*
Caillier, Samantha Kae	52,124.00		Cox, Jimmy	56,027.30	
Caldwell, Tracey Marie	82,486.36		Coy, Jesse Aaron	61,497.33	
Cameron, Elizabeth A	46,125.00		Coyne, Alicia Kim	60,353.33	
Cameron, Emily N	48,778.13		Craig, Daleena M	53,224.00	
Campbell, Jessica Lynn	61,497.33		Crosswhite, Sequoia D	46,125.00	
Campbell, Stacy Renee	60,353.33		Crouch, Melissa Lee	59,770.20	
Carcamo JR, Oscar Martin	50,225.00		Cruce, Richard Neal	57,170.10	
Carling, Marisa Joanne	62,292.81		Cullum, Jessica Jeanne	62,734.10	
Caron, Amanda E	49,642.03		Currie, Stacey Lee	72,016.03	
Carrier, Jamiason Dean	47,225.00		Curry, Nicole Loraine	62,022.53	
Carroll, Rachel Ann	57,170.10		Czywczynski, Jacalyn Joyce	62,734.10	
Carroll, Trinda Emily	57,170.10		Dahlenburg, Robert Gregory	57,170.10	
Casteel, Katie	58,839.30		Dailey, Molly O'Connor	60,353.33	
Cerny, Ashley Elaine	57,170.10		Dale, Cassandra	57,124.13	
Chalberg, Ryan Robert	58,954.41		Dalen, Ashley Jane	57,170.10	
Champagne, Michael	58,630.00		Daly, Deborah A	57,810.41	

Dame, Jennifer Anna-Marie	53,224.13		English, Christie J	78,066.36
Danielson, Jaycob	45,000.00		English, Cody James	49,642.03
Dannenbring, Adam Leslie	58,314.10		Engstrom, Matthew	45,000.00
Davis, Ashley	52,596.49		Ermish, David Allen	53,430.00
Davis, Megan Marie	61,497.33		Evans, Lisa Joy	60,353.33
Decker, Crystal D	63,852.14		Faini, Katie Joleen	57,810.41
Deckert, Ann Catherine	65,976.59		Falk, Sage E	45,000.00
Deitz, Kate Marie	46,125.00		Faoiz, Megan Nicole	57,170.10
Delamarian, Ruth V	30,176.66		Farmer, Katie Elizabeth	67,321.33
DeLeon, Diana Christina	56,552.50		Farris, Janelle J	74,668.17
Deming, Tristan	45,000.00		Fears, Ashlee	46,125.00
Demple, Julia	50,742.03	*	Fenner, Nicole Louise	61,497.33
Deranleau, Mary Anita	60,353.33		Ferger, Todd Dustin	47,225.00
Deranleau, Nancy L	69,538.88		Fierro, Jeffrey D	63,852.14
Derocher, Amy Leona	47,278.13		Fierro, Lindsay Katherine	68,940.88
Deruyter, Laura A	74,668.17		Figueredo, Matthew J	52,596.49
DeVelder, Kate J	45,000.00		Fischer, Andrea Lee	58,314.10
Dewar, Callum	49,642.03		Fischer, Stephanie	66,317.32
Dial III, Molloy T	46,125.00		Fish, Amanda Leigh	61,497.33
Dial, Jessica Dawn	65,917.33		Fish, Shannon Renae	58,314.10
Dieterle, Karla Dawn	61,497.33		Fletcher, Meressa Kay	61,497.33
Divan, Heather Lynn	57,170.10		Flores, Morgan Anne	45,000.00
Divan, Tony	54,883.30		Fluharty, Mackenzie	54,883.30
Dominquez, Madison Marie	45,000.00		Folkers, Dylan	47,278.00
Dorsman, Kevin J	52,124.13		Foster, Amanda Marie	60,508.50
Downey, Alyssa	57,170.10		Foster, Kimberly	46,125.00
Dragoo, George Edgar	67,120.59		Fowler, Jennifer	58,834.10
Drake, Elizabeth Maclean	57,696.50		Fox, Taylor Ashton	58,314.10
Dressler, Haley Nicole	53,224.13		Franke, Audra L	60,353.33
Dreyer, Brynn Elizabeth	65,917.33		Franke, Jasmine Leigh	46,125.00
Duncan, Kaitlin	46,125.00		Franke, Ruth Gaylene	60,353.33
Dunham, Julie Gwen	64,996.14		Freeland, Alyssa	46,125.00
Eaton, Traci Kaye	71,430.06		Freeman, Christina Leora	57,170.10
Edwards, Melissa Kay	57,170.10		Freidel, Tracy	51,300.08
Egan, William Irvin	60,353.33		Frentz, Erica	68,604.12
Eining, Kimberly Dakota	52,443.49		Fried, Terri Lynn	60,353.33
Eisenbraun, Ashley R	46,125.00		Friedt, Avery	49,642.03
Eisenbraun, Tina C	60,353.33		Frost, Paige Lee	45,000.00
Ellett, Katherine Marie	59,770.20		Fuhrmann, Breyanna	46,125.00
Ellingson, Lexi J	45,000.00		Fulton, Paul James	50,309.69
Elliott, Gayle Louise	53,430.00		Gab, Sonja	65,334.19
Encke, Michael David	54,883.30		Gab, Suzanne Eileen	65,976.59
Engel, Roxann Rae	69,416.14		Gabert, Lexy Kay	49,642.03
English, Alicia Lillian	61,497.33		Gaffney, Marianne Megan	61,497.33

Galbraith, Kelli Ann	61,497.33		Hagen, Michael J	60,914.20	
Gandrud, Ellen	45,000.00		Hagen, Scott D	63,852.14	
Garcia, Jesus J	57,170.10		Halbur, Brittany	63,999.00	
Garretson, Christina	53,430.00		Hall, Amy Kays	60,353.33	
Gartenberg, Holly D	57,170.10		Hall, Austin	45,000.00	
Gaston, Mary Ellen	57,170.10		Hall, Hailey	42,405.24	
Gates, Barry Alan	62,022.53		Halverson, Kara Ann	74,668.17	
Gaudino, Daniel J	52,124.13		Hamilton, Lisa Ann	53,624.13	
Gebhard, Kallie Kristine	57,810.41		Hammell, Kristi Del	60,353.33	
Gehm, Merissa Nicole	54,883.30		Hammerbeck, Hope Jean	50,225.00	
Georgas, Averie Anne	60,353.33		Hammerbeck, Noah August	46,125.00	
George, Erin E	61,497.33		Hammond III, John Douglas	55,124.13	*
Gibson, Jamie	59,365.70		Hansen, Amy Elizabeth	29,477.20	
Giesey, Lesley Lauren	54,724.00		Hansen, Kennedy Anne	46,125.00	
Gifford, Katie L	55,124.13		Hanson, Mackenna	45,000.00	
Gilbert, Bridget O'Connor	50,217.89		Harding, Danielle Kae	63,166.53	
Gilbert, Jennifer S	81,404.76		Harmon, Carey Joy	63,691.73	
Gillam, Sandra R	68,938.41		Harms, Elizabeth Brooke	47,225.00	
Goff, Jenna Audrey	52,124.13		Harn, Kathy K	73,958.87	*
Goin, Francis	46,100.00		Harp, Jennifer Nancy	58,221.70	
Good, Michael J	63,852.14		Harris, Keira Nichole	55,934.89	
Goodro, Kennedee Ann	49,642.03		Harris, Kristi Anne	68,940.88	
Gorder, Luke Robert	57,170.10		Harris, Lacy Anne	58,314.10	
Gorko, Staci Ann	59,983.30		Harris, Laura Nicole	45,000.00	
Graham, Sarah	52,596.49		Harrowa, Deborah K	60,353.33	
Grahek, Courtney Paige	47,278.00		Hart, Jordynne Elvira	50,742.03	
Gramberg, Greg	65,976.59		Hartle, Crystal Jane	58,314.10	
Graslie, Erika Layne	70,268.12		Hasse, Oliver L	58,314.10	
Grauberger, William Bradley	57,170.10		Hast, Ann M	78,066.36	
Grauman, Lynn Ellen Marie	43,357.80		Hatch, Matthew J	53,430.00	
Greager, Elizabeth Kay	41,612.90		Hauf, Tricia Marie	65,256.14	
Green, Miranda Littrell	57,170.10		Haugen, Rodney W	78,066.36	
Grenz, Amber Jo	61,497.33		Hawki, Krystina Marie	52,124.13	
Grieve, Alix Renee	57,124.00		Hay II, Phillip A	69,538.88	
Griffin, Brody R.	60,353.33	*	Hayen, Christina Marie	60,914.20	
Griffith, Ashlynd T	52,124.13		Heidepriem, Kayla Anne	54,642.00	
Gross, Sarah Marie	62,017.33	*	Heim, Mackenzie Nicole	47,278.13	
Guymon, Kirk A	78,066.36		Heinis, Katie Lynn	46,880.04	
Haar, Jennifer L	58,314.10		Helgeson, Halie Anne	45,000.00	
Hadd, Sara K	53,224.13		Hemenway, Brittany	68,604.12	
Hadley, Caylan	51,300.08		Hemiller, Tia R	54,574.00	
Hadorn, Melissa Marie	60,914.20		Henderson, Jacob Lee	48,778.13	
Hadorn, Scott W	54,574.00		Hendricks, Louise M	58,954.41	
Hagedorn, Melissa Ann	45,000.00		Hendrickson, Lindy	53,224.00	

Hendrix, Genetie Lea	58,314.10		Jackson, Michelle Lynn	58,314.10	
Hendry, Paul	65,976.59		Jacobs, Toni Jo	57,170.10	
Henriksen, Sabrina J	61,497.33		James, Kevin Douglas	53,224.00	
Henriksen, Todd H	46,125.00		James, Matthew Richard	58,834.10	
Henry-James, Brittany	62,734.10		Jandreau, Amber Ann	69,538.88	
Herren, Michael A	47,278.13		Jandreau, Steven	45,000.00	
Herren, Tracy Ann	54,883.30		Janis, Tori Breann	49,125.00	
Herrick, David	61,497.33		Jaramillo, Jonathan Leo	41,390.86	
Hibner, Odalys Analy	57,170.10		Jarman, Sarah Elizabeth	46,125.00	
Hicks, Dana Ray	56,027.30		Jelinek, Angela Dawn	61,497.33	
Hicks, Jessica Anne	73,680.03		Jensen, Jarrick	46,125.00	
Higbee, Darcy M	69,538.88		Jensen, Tatiye	53,624.13	
High Bear, Marie Annette	57,170.10		Jesseph, Cindy A	71,208.08	
Highland, Danielle	23,612.50		Johns, Connie J	64,996.14	
Hilton, Lisa Marie	48,000.00		Johnson, Albert	78,066.36	*
Hines, Daniel Martin	57,170.10		Johnson, Gracie	46,125.00	
Hintgen, Julie	88,050.36		Johnson, Jade	40,923.43	
Hobson, Emma	45,000.00		Johnson, Jaime	46,500.00	
Hoevet, Megan Mae	67,120.59		Johnson, Maria Teresa	78,066.36	
Hofer, Julie	57,170.10	*	Johnson, Rebecca Rae	49,642.03	
Hofer, Margaret A	54,574.00		Johnson, Tara Lee	68,604.12	*
Hoffman, Amanda L	57,170.10		Johnson, Todd A T	59,479.61	
Hoffman, Amber Raye	74,668.17		Johnston, James	52,124.00	
Hogue, Christianna	45,000.00		Johnston, Jennifer L	58,314.10	
Holec, Jennifer Jo Hughes	35,716.45		Jones, Kelsey Nicole	58,221.70	
Holt, Charla Ann	58,954.41		Jones, Melissa Ann	46,125.00	
Holzer, Wayne R	61,497.33		Jones, Richard A	60,353.33	
Hoover, Anna	43,149.19		Jones, Theresa Ann	79,088.17	
Horan, Bradley Walter	54,883.30		Julius, Ashley Rose	58,314.10	
Horn, Kelly Jay	65,976.59		Julius, Robert John	46,125.00	
Horton, Brittany Laine	53,430.00	*	Jundt, Aaron Nicholas	55,873.69	
Houchin, Yvonne L	78,066.36		Justice, Courtney Renee	58,314.10	
Hough, Arren Flori	46,125.00		Kading, Lacy Carissa	57,612.82	
Howe, James I.	57,170.10	*	Kambestad, Marshall Dallas	59,770.20	
Hower, Josianne Carla	53,430.00		Kapphan, Staci	58,221.70	
Huber, Carrie Elizabeth	58,314.10		Karas, Jeremiah	49,642.03	
Hueber, Stephen Michael	47,225.00		Karen, Molli Ann	68,604.12	
Hunter, Ross W	66,545.45		Karn, Tyson James	57,810.41	
Hunter, Stephanie K	69,883.85		Kavanaugh, Halli Donna	61,497.33	
Huntington, Justice	47,018.40		Keen, Alexander Mackenzie	46,125.00	*
Hurd, Lisa A	52,124.00		Keene, Seth Turner	57,170.10	
Husman, Laura Nicole	60,914.20		Kellar, Teresa A	64,996.14	
Huwe, Nancy Jean	78,066.36		Keller, Shaun Terrence	62,022.53	
Iverson, Erik R	67,120.59		Kellogg, Stacie	72,016.03	

Kelly, Sheri L	54,574.00		Larson, Baylee Shaye	45,000.00	
Kelly, Susan F	76,922.36		Larson, Bethany Elise	45,000.00	
Kettering, Eirik Nesheim	57,170.10		Larson, Brooke Danielle	57,170.10	
Kettering, Kathryn A	26,612.00		Lavallie, Michelle	46,125.00	
Kiner, Kristin Rae	57,810.41		Lawrence, Lorne Michael	75,321.06	
King, Calista Shaelee	49,642.03		Leighty, Kerry	60,353.33	
King, Connor Ryan	45,000.00		Leite, Teresa Lyn	59,770.20	
King, Michael W	45,000.00		Lemon, Shadryn	49,642.03	
King, Tara L	60,353.33		Lenneman, William Albert	63,852.14	
Kinowski, Aaron	50,309.69		Leusink, Jayne Katherine	57,170.10	
Kline, Rebecca Bartlett	78,066.36	*	Lewis, Britney Leigh	60,353.33	
Klopfenstein, Callie	46,880.04		Lewis, Claire Anna	46,125.00	
Klynsma, Kenneth	46,125.00		Ley, Trista Marie	52,124.13	
Klynsma, Kimberly Irene	61,497.33		Ligtenberg, Noelle Jessica	45,264.99	
Knapp, Ashley Nicole	57,810.41		Linde, Heather Nichole	61,497.33	*
Knickrehm, Cassandra	46,125.00		Lipp, Randi L	61,497.33	
Knight, Maridel Magallanes	52,596.49		Lloyd Smith, Laura Leigh	85,342.58	
Knodel, Brad Wayne	46,125.00		Lock, David Duane	45,000.00	
Knowles, Elizabeth A	60,353.33		Loftus, April Rose	54,883.30	
Knowles, Patrick Graham	46,880.04		LoneHill, Darcie R	78,066.36	
Knutson, Megan	52,124.13		Long, Kraig	49,166.88	
Koehne, Mariah Anne	57,170.10		Long-Lind, Heidi Lee	65,976.59	
Koepp, Kelsey Faye	53,624.13		Looyenga, Judith Elaine	45,000.00	
Kolkman, Jaye Diana	61,497.33		Loper, Alston	51,292.80	
Kowalski, Kristin Bailey	59,214.41		Lopez, Alisia Dennise	46,125.00	
Kowand, Madison	47,225.00		Lore, Joe L	64,996.14	
Krebs, Michael Joseph	52,596.49		Loring, Mackenzie Beth	47,278.13	
Kringen, Halima Marie	54,883.30		Louder, Meghan Ashley	57,170.10	
Krumpus, Stacy A	78,066.36		Lowe, Leslie Kathlyn	64,835.73	
Krush, Adrianna	46,125.00		Lundgren, Joy Marie	57,170.10	
Krysl, Ramie Ann	61,497.33		Lundin, Bethany Marie	61,497.33	
Krzyzanowski, Kenneth Lee	71,690.06		Lyons, Elizabeth Anna	58,314.10	
Kulish, Emily Dawn	57,170.10		Lyons, Lisa L	60,508.50	
Kuno, Cristen	69,538.88		Mach, Joshua W	57,696.50	
Kuntz, Sarah Jean	36,008.01	*	Mach, Stephanie E	62,734.10	
Kunz, Katie Marie	57,170.10		Macleary, Damon	50,309.69	
Kveene, Breanne Kathryn	57,170.10		Macziewski, Jennifer Lee	60,914.20	
Kyvik, Madaline	45,000.00		Madden, Brian P	59,770.20	
Lager, Mary Lea	47,225.00		Maidl, Matt	56,552.50	
Laird, Lacy K	46,125.00		Maier, Heather	54,642.03	
Lamb, Chad Michael	57,170.10		Malik, April May	46,880.04	
Larcher, Sarah Christine	46,500.00		Marks, Jayce Arlyn	57,170.10	
Larrabee, Nicole	57,170.10		Marsico, Karisa	47,278.00	
Larsen, Michelle Lynn	55,124.00		Martian, Randy L	67,120.59	

Martin, Andrew James	61,497.33	
Martin, Emily	50,309.69	
Martin, Sheryl Jo	57,170.10	
Mason, Carrie Mae	68,749.60	
Massie, Jodi C	78,066.36	
Matthew, Stephanie Ellen	58,954.41	
Matthias, Kendall	45,000.00	
Matthiessen, Michayla Sue	58,314.10	
Mauer, Jennifer	46,125.00	
Mays, Logan	45,000.00	
Mazour, Joseph	47,225.00	
McCann, Lindsey	49,642.03	
McClain, Jennifer	58,314.10	
McCloud, Tessa Lynn	52,124.13	
McCraw, Tammie	60,353.33	
McCulley, Michael T	60,914.20	
McFarland, Ally G	24,274.34	
McGeary, Julie R	58,314.10	
McGeehon, Bobbi S	43,911.29	*
McGeehon, Nicholas Robert	58,314.10	
McGruther, Emily Jan	54,883.30	*
McGuigan, Karen Lynn	61,497.33	
McKnight, Jacquelynn	35,201.61	
McLennan, Julie Marie	52,124.13	
McMachen, Crystal L	71,430.06	*
McNabb, Jason Scott	61,497.33	
McNabb, Jennifer M	60,353.33	
Meier, Jessika Lyn	46,125.00	
Meisman, Shawna Marie	57,170.10	
Mendenhall, Marilyn Jane	53,430.00	
Mentele, Elizabeth Marie	52,124.00	
Merma, Kaitlyn	36,532.25	
Mettler, Lori A	78,066.36	
Meverden, Cortney Joann	57,170.10	*
Meverden, Keila Marie	58,314.10	
Micone, Susan A	61,497.33	
Miller, Andrea Kay	61,497.33	
Miller, Jessica	46,125.00	
Miller, Kahli Jo	58,839.30	
Minick, Geneva Lynn	57,810.41	
Mires, Mark Dudley	57,170.10	
Misdary, Norisse R	23,509.20	
Mitchell, Megan	46,125.00	
Mitchell, Rani Elizabeth	62,734.10	
Mobley, Lauryn	50,000.00	*
Moehlman, Jannette Rachel	60,353.33	
Moehlman, Trent Karlton	60,353.33	
Moen, Samantha L	45,000.00	
Moody, Emily	57,170.10	
Moreno, Jeremiah	52,124.13	
Moriarty, Patrick Thomas	60,914.20	
Morris-Carlson, Michelle Lee	78,066.36	
Morse, Nichole R	57,810.41	
Morton, Dennis R	46,125.00	
Mowell, Ronalda V	49,642.03	
Mraz, Kathy	64,996.14	
Muhlbeier, Caitlin	53,430.00	
Muirhead, Emily A	46,125.00	
Muller, Deaundra Grace	46,125.00	
Murphey, Brenda Gwyn	78,066.36	
Murray, Jeffrey Edward	50,742.03	
Mushitz, Carrie Regina	53,430.00	
Mustard, Jill Marie	52,124.00	
Myers, Frances E	51,300.08	
Nebelsick, Katie Brianne	53,430.00	
Neisen, Rebecca Grace	56,027.30	
Nelson, Amy Michelle	60,914.20	
Nelson, Carin Leanne	49,642.03	
Nelson, Jay	62,734.10	
Nelson, Kelley Rae	52,124.00	
Nesland, Anthony James	46,125.00	
Nesland, Audra Joyce	69,538.88	
Neutzling, Joelle Elayne	57,810.41	
Nicandro, Irene Fuentes	58,839.30	
Nielsen, Shaun	58,954.41	
Niemoth, Mikayla L	55,275.00	
Nordine, Clair Terese	47,050.57	
Norris, Alissa Michelle	49,642.03	
Norris, Rylea Rose	47,278.13	
Oakes, Katie	68,604.12	
O'Connell, Erika Anne	58,954.41	*
Oerlline, Rishell Marie	49,642.03	
Ohlfs, Catherine Eileen	58,954.41	
Oldham, Tanya Kae	72,053.22	
Oliver, Jodi L	58,314.10	
Olson, Jason	65,976.59	
Olson, Teresa Joy	61,497.33	
Olson, Tracy Louise	79,735.56	

Olson, Tyler Richard	58,954.41
O'Neill, Cecile	45,000.00
Opbroek, Michelle Ann	58,574.10
Opitz-Steinley, Lynne Marie	63,852.14
Orth, Amelia Renee	57,810.41
Orth, Robert	50,742.03
O'Sullivan, Tracy	49,642.03
Oxner, Leah Beth	64,996.14
Page, Amy Elizabeth	60,353.33
Palmreuter, Joel Kenneth	69,538.88
Parsons, Kiriana E	57,170.10
Patton, Heather Lynn	52,124.00
Patton, Krista	47,278.13
Paulsen, Darren Delmer	61,497.33
Pauly, Rebecca Rae	57,170.10
Pea, Sophia Lanee	46,500.00
Pearson, Lance J	67,120.59
Pechota, Mary Catherine	57,170.10
Pendleton, Lillie	62,022.53
Pendleton, Richard B	57,170.10
Penfield, Sarah Lynn	78,066.36
Penticoff, Dawson	45,000.00
Perkins, Robert L	45,000.00
Perli, Tabitha	57,170.10
Perrett, Heidi M	58,314.10
Pesek, Maria Rose	58,839.30
Peterson, Heidi	65,976.59
Pfeiffer, Tracy L	68,346.31
Pflaum, Emily	53,430.00
Phares, Payton Scott	45,000.00
Phares, Tari	67,120.59
Pietrylo, Sheila Elaine	54,574.00
Pioske, Sarah Catherine	48,378.13
Plummer, Abigail Lea	49,642.03
Plymate, Katie Lynn	46,125.00
Podoll, Denise M	78,066.36
Pongsugree, Hallie	45,000.00
Pope, Molly Elizabeth	56,027.30
Porvasnik, Jolene Marie	58,839.30
Pourier, Amadea	46,125.00
Powers, Zachary Z	47,278.13
Pozorski, Ariel D.	50,742.03
Preston, Erin M	59,214.41
Price, Amanda Lee	64,996.14
Primeaux, Adrian M	46,125.00
Pulaski, Christine Marie	61,497.33
Purcella, Kathleen M	72,053.22
Raaphorst, Anthony Robert	63,374.41
Raaphorst, Cassy Lynn	60,353.33
Randle, Jennifer Jo	58,314.10
Randles, Stacy Jo	67,080.40
Rath, Shelley A	59,770.20
Ray, Samantha Rane	48,548.69
Rederth, Heather Michelle	58,314.10
Redetzke, Richard R	78,066.36
Rednour-Yeary, Wendell	42,877.95
Reed, James N	57,170.10
Reed, Lea E	58,314.10
Reeve, Jeremy James	58,314.10
Rehorst, Jennifer Marie	72,016.03
Reichert, Ruth L	62,022.53
Reinke, Alison	58,314.10
Renner, Nicole Beshara	53,224.13 *
Rice, Joseph	53,430.00
Richards, Gaylene Florence	78,066.36
Richards, Jacqueline Faye	68,346.31
Richards, Sandy Lynn	74,668.17
Richardson, Deanna K	58,314.10
Richey, Nancy Ann	60,353.33
Rickett, Amanda Marie	57,704.40
Ries, Nicholas Paul	52,596.49
Rigge, Jacob Paul	47,278.13
Riggs, Lori Lynn	76,597.37
Riggs, Robert R	78,586.36
Riley, Gina M	59,983.30
Riley, Greg	58,314.10
Riter-Collins, Ashley	67,120.59
Roark, Jennifer Brooks	60,353.33
Robbins, Amber V	78,066.36
Robinson, Heywood Andrew	61,497.33
Roduner, Zane Robert	58,314.10
Roland, Leatha Ann	67,120.59
Roling, Gregory James	45,753.02
Rose, Amie J	57,170.10
Roskos, Lindsey Catherine	64,835.73
Rossow, Cooper M	46,125.00
Rotella, Nicholas James	58,314.10
Rouse, Jennifer Lynn	61,497.33

Roy, Kylee Marie	46,125.00		Seidel, Larissa Marie	46,125.00
Rudebusch, Katrina C	78,066.36	*	Selig, Patricia	61,497.33
Rufledt, Jodie Lynne	79,735.56		Sesso, Timothy S	74,668.17
Rus, Elizabeth	63,374.41		Severson Stover, Kerri Lynn	78,066.36
Russell-Paulson, Brenda L	78,659.46		Shackleton, Lynda Laureen	42,299.55
Rutherford, Albert Downey	52,124.00		Shaw, Leigh Michelle	58,954.41
Ruthford, Lori Ann	78,066.36		Shearer, Courtney J	47,278.13
Rypkema, Aubree	45,000.00		Sheehy, Geoffrey M	65,411.20
Sabo, Kellie Ann	54,724.13		Sherman, Sara Dee	61,497.33
Sack, Alyssa Kay	57,170.10		Shortbull, Jennifer Sue	61,497.33
Sack, Tammy K	82,486.36		Shute, Levi B	57,170.10
Sahli, Douglas R	76,922.36		Siebdrath, Abby	47,278.13
Salazar, Casey Ryan	60,353.33		Simmons, Jerry Don	46,100.00
Salazar, Mykel William	60,353.33		Simonton, Erin Rose	62,022.53
Salter, Susan Tibbitts	61,497.33		Simpson, Cynthia Diane	54,574.00
San Miguel, Isabella	45,000.00		Simpson, Stephen Eugene	54,883.30
Sand, Evan Anthony	46,125.00		Slack, Natalie	45,000.00
Sarchet, Jade Rebecca	45,000.00		Slama, Brooks J	58,314.10
Sartorius, Jennifer Jane	67,120.59		Slaughter, Gayla Lynn	60,353.33
Sato, Brendon	57,170.10		Sliper, Laurie Lynette	72,016.03
Saunders, Stephannie	68,604.12		Slocum, Jerica	58,314.10
Scantlin, Trevor L	45,000.00		Smith, Andrew Wayne	59,474.41
Schaefer, Anna Rose	30,871.85		Smith, Hayley Elizabeth	58,839.30
Schaefer, Jacqee Javene	58,314.10		Smith, Kimberly S	75,321.06
Schillinger, Bobbi Lee	57,170.10		Smith, Mike J	45,000.00
Schmelz, Justina Maree	59,770.20		Smith, Robert Alan	46,125.00
Schmidt, Rebekah Lynn	58,954.41		Smith, Selena A	45,000.00
Schneider, Erin Marie	60,353.33		Smith, Solomon Carter	47,225.00
Schnittgrund, Tammy L	67,120.59		Smith, Stacy Anne	60,353.33
Schreiner, Tashia Lane	63,691.73	*	Snipes, Ta'Keyah Chantel	46,125.00
Schroeder, Kara M	67,120.59		Soesbe, Jessica Marie	46,125.00
Schroeder, Lance A	57,170.10		Sommers, David W	65,976.59
Schubauer, Travis Ray	58,314.10		Soulek, Donavan Thomas	49,642.03
Schulz, Nicole Susan	63,691.73		Soulek, Maggi Y	52,124.13
Schumacher, Melanie Angel	60,353.33		Sparby, Tia Ann	63,852.14
Schummer, Jamie Lee	62,734.10		Spear, Troy Andrew	74,773.78
Scull, Timothy L	57,170.10		Speck, Justin M	64,996.14
Seals, Jennifer Ellen	61,497.33		Spiekermeier, Kimberly Kay	78,591.56
Sebbo, Scott Richard	60,353.33		Sporrer, Heather Mae	46,100.00
Seefeldt, Aaron James	49,642.03		Sporrer, Jesse M	60,353.33
Seefeldt, Gregory M	58,314.10		Staedtler, Jordan Marie	68,604.12
Seefeldt, Tammy J	65,976.59		Stainbrook, Shelly K	69,538.88
Seeley, Gabrielle	60,353.33		Stammer, Deanna	51,300.08
Seidel, Jordan Drew	57,170.10		Stapert, Brice	78,066.36

Starr, Gregory Daniel	57,170.10	
Starr, Lisa	52,124.00	
Steever, Benjamin Allen	49,642.03	
Steffen, Dylan	50,742.00	
Steichen, Brianne Rio	45,000.00	
Steiger, Sarah Ann	58,954.41	
Steinken, Lisa Lindsay	57,810.41	
Steinken, Samuel Palmer	61,497.33	
Stephen, Kerri Ellen	63,374.41	
Stephens, Vicki	76,922.36	
Stephenson, Carmella	43,911.29	
Stetson, Kinlee Michel	57,170.10	
Stewart, Elizabeth Ann	58,314.10	
Stinson, Clarissa A	46,125.00	
Stone, Jodeen	63,852.14	
Stone, Paige E	75,321.06	
Stonecipher, Julie Ann	75,321.06	
Storm, Lara Jean	60,353.33	*
Stover, Shaina Paige	57,170.10	
Strasser, Jamie Lynn	53,430.00	
Sulzle, Jada Loy	62,022.53	
Sumner, Kelly M	45,000.00	
Supernaw, Lori	55,124.13	
Surrell, Jill Marie	57,170.10	
Sutliff, Amanda C	61,497.33	
Sutliff, Patrick Willis	57,170.10	
Suto, Kelsey Marie	57,170.10	
Sutterer, Tracy L	67,120.59	
Swank, Kathryn Anna	61,497.33	
Swanson, Bretta Ann	71,822.25	
Swartz, Travis Lee	60,353.33	
Swift Bird, Leon Ray	28,585.05	
Syverson, Charles Wayne	62,734.10	
Tague, Brooke	57,704.40	
Teachout, Lisa Ann	51,142.03	
Tedford, Brooke Elizabeth	71,432.90	
Teeslink, Kathleen	65,976.59	
Tharp, Lexi Raye	45,000.00	
Thedorff, Andrea Rae	61,497.33	
Thibodeau, Michael Joseph	46,125.00	
Thomas, Taryn Alyssa	57,170.10	*
Thompson, Amy Litteken	57,612.82	
Thormahlen, Susan L	72,053.22	
Tiensvold, Samantha Jo	47,278.13	
Timmerman, Elizabeth Anne	60,914.20	
Tlustos, Kristina Marie	61,497.33	
Tomovick, Cory Jeanette	58,314.10	
Torgerson, Lindsey Rebecca	47,278.13	
Towne, Patrick Allen	45,000.00	
Traupel-Hofer, Jamalee Ann	57,612.82	
Treptow, Caitlin Jean	58,314.10	*
Trevillyan, Lori Rae	57,810.41	
Trewatha, Jennifer M	64,835.73	
Trimble, Thomas	46,125.00	
Tschetter, Stacey Marie	69,244.43	
Tschetter, Stacie M	78,066.36	
Tucker, Kari Marie	63,852.14	
Turner, Nicole M	53,430.00	
Tveter, Danielle M	57,170.10	*
Uhl, Sarah Lynn	58,314.10	
Uran, Kelsey Alanna	57,170.10	
Urban, Devon Mary	49,125.00	
Uriel, Yasmin	45,000.00	
Usera JR, Luis	69,538.88	
Utzman, Katlyn Joann	55,124.13	
Van Cleave, Wendell	45,000.00	
Van Heel, David	58,954.41	
VanVlack, Beth Christine	58,839.30	
Vasquez, Kelly Jane	74,668.17	
Velez, William Joseph	48,378.00	
Vidal, Matthew	45,000.00	
Vidas, Shelly M	60,353.33	
Vigil-Delzer, Emily Katherine	58,954.41	
Viscuso, Karen M	57,170.10	
Vissia, Shelby Mae	51,300.08	
Voegeli, Ellen M	59,983.30	
Waage, Tanner	57,810.41	
Wagner, Crystal Erin	57,170.10	
Waider, Richard Adam	63,852.14	
Wald, Cynthia A	69,314.99	
Wald, Merideth Lou	59,214.41	
Wald, Mia Anastasia	36,008.01	
Wald, Timothy James	73,680.03	
Waldrop, Haylee C	48,000.00	
Walter, Melody Lynn	60,623.61	
Ward, Shana D	67,120.59	
Warren, Teila Marie	58,954.41	
Wasserburger, Dyllynn	46,125.00	

Wechsler, Robert S	66,355.94		Wilson, Kristen Danielle	50,309.69	
Weiers, Amy Marie	58,314.10		Wimp, Diane L	69,538.88	
Welch, Kristi	65,976.59		Winter, Josiphine Jean	47,225.00	
Wennblom, Martin	48,378.13	*	Winter, Tanya Lea	54,883.30	
Wesolick, Julie Mae	48,778.13		Witham, Brandie J	55,934.89	
Wessel, Bethany Grace	32,015.25		Wolf, Teresa	78,066.36	
Westbrock, Tanya Marie	72,016.03		Wolfe, Rachele Lynn	76,922.36	
Westbrook, Jill Louise	57,170.10		Wolla, Tiffany Anne	57,170.10	
Weyrich, Shantel	44,389.11		Wolterstorff, Amanda Ann	45,000.00	
Wheele, Ryan John	67,781.01		Wood, Cassandre Lynn	58,314.10	
Wheeler, Angela Coreen	52,124.13		Wood, Loretta A	68,789.79	
Wheeler, Hudson T	47,625.00		Wooden, Lucas Christopher	45,000.00	
White, Melissa	58,314.10		Wren, Catherine	36,942.13	
Whitehead, Ashley Nicole	58,954.41		Wright, Paula Sue	49,217.89	
Wicka, Agnieszka	51,936.32		Wysuph, Michelle Jeanne	61,497.33	
Widener, Anah Gabrielle	51,125.00	*	Wytosick, Leah Mae Joann	58,839.30	
Widmer, Amanda Brittany	57,170.10		Yanez, Janelle	54,574.00	
Wiedrich, Katie Ann	61,497.33		Yellowrobe JR, Glenferd	47,278.13	
Wieseler, Danielle	46,125.00	*	Yeoman, Melissa Joy	57,810.41	
Wilgers, Jill	57,810.41		Young, Randynn	47,225.00	
Wilkinson, Tasha Ann	56,224.00		Zapanta, Jasmine Salazar	53,430.00	
Williams, Alli Marie	58,314.10		Zich, Julie L	58,314.10	
Williams, Jonathan Paul	59,365.70		Zimiga, Shannon Marie	63,287.20	*
Williams, Laura Mae	74,668.17		Zimmer, Sarah Marie	59,770.20	*
Wilsey, Laura Mae	52,124.13	*	Zuccaro, Christina	58,834.10	

Paraeducators

Adair, Adriana	18.38	Day, Janet LaPreal	18.38
Adams, Amber Ann	20.00	De Leon, Terra Bella	16.50
Alexander, Marian L	18.92	DeMarrias, Deija A	17.33
Altman, Misty	18.19	DenOtter, Amie Lynn Marie	18.38
Andrew, Carin Sue	18.19	Desmond, Erin	18.38
Andrew, Cynthia Beth	19.09	Di Giacomo, Susan Marie	19.09
Arroyo, Iris	19.29	Dippel, Rolfa Michelle	18.38
Babbe, Julie Rae	18.57	Dixon, Pamela S	19.07
Baesler, Michelle Marie	17.33	Doerr, Beth Barbara	18.19
Bailor, Abigail D	19.29	Dorsman, Gabriel A	18.38
Baker-Ellis, McKayla	29.93	Dwyer, Michelle Marie	18.75
Beasley, Matthew	17.33	Eben, Aaliyah	17.50
Becker, McKenzie	16.50	Eckles, Michele Meri	19.09
Bennett, Jonda Richelle	18.38	Eisenbraun, Karen	16.50
Bergeron, Veronika	18.19	Essary, Megan L	19.29
Bettelyoun, Lisa Lee	19.29	Farrar, Marcy A	18.19
Bishop, Nancy J	19.10	Fenner, Robin J	18.92
Bossen, Holly	17.64	Forgey, Desiree Dawn	18.38
Bradford, Gena Lynn	19.29	Fuhrmann, Monica Marie	19.29
Brey, Lori DeAnne	17.64	Gab, Jenna Marie	17.33
Briggs, Kristine Michele	19.29	Ganbin, Cassandra Jeanne	17.50
Brookman, Amber	17.50	Garner, Sherry L	18.92
Bushie, Robin C	19.29	Geary, Robert	16.80
Calhoon, Marie Ann	19.29	Giesing, Lucy Marie	19.29
Carner, Cynthia	19.29	Glines, Vikki L	19.10
Christianson, Amber N	16.80	Glynn, Jennifer Gibson	19.10
Christensen, Carol	18.57	Gonzalez, Melissa	17.33
Christensen, Juanita Marie	19.29	Goodart, Deborah	19.87
Christensen, Sheri L	18.75	Grey Horse, Maverick Job	18.19
Cole, Lance	18.38	Haines, Janette G	18.19
Coleman, Rebecca Ruth	18.38	Haley, Dean S	18.19
Conway, Sharon L	19.29	Hall, Barbara	19.07
Cox, Avaree	17.50	Hall, Janaye Marie	17.64
Coyle, Janet Lea	19.29	Hall, Taylor	16.00
Creel, Norman Robert	18.19	Hansen, Connie D	19.09
Dahlgren, Katie E	16.50	Harmon, Heather Lynne	19.29
Dansby-Daley, Kirsten	18.38	Harms, Bryan G	18.19
Daum, Katrin	31.42	Harris, Julie Irene	18.39
Dausch, Simone	19.29	Harris, Rose	18.19
Davey, Lori A	19.29	Hawkins, Rose Marie	16.00
Davis, Eileen	17.33	Hays, Rose Ann	18.38
Davis, Tamera L	18.57	Hess, Lorrie A	19.10

Hinojosa, Kiara Larae	17.50
Holzer-Houdek, Nicole Dawn	18.19
Horsman, Kailey Paige	17.50
Iverson, Machelle	19.09
Jaime, Lindsay Mara	17.33
Jensen, Amy	17.50
Jewell, Candice	19.29
Jobes, Karen Lynn	18.38
Johnson, Amber D	17.64
Jorgensen, Rebecca Ailene	18.57
Kaiser, Nicole Marie	18.38
Kassube, Deborah A	19.29
Keimig, Kyra Deanne	18.38
Kirkpatrick, Jordan Reese	17.33
Kitzelman, Dirk N	18.90
Koller, Andrew James	19.29
Konigsberg, Michael	16.50
Krebs, Katherine A	18.92
Kringen, Kimberley Lee	19.29
Kruse, Markie	17.33
Laabs, Wesley Michael	19.29
Lange, Carrie Lynn	18.57
Leeds, Rebecca R	19.29
Lenz, Kathryn Annaliese	18.38
Lester, Cynthia Diane	18.92
Lindbloom, Jennifer	19.29
Lindstrom, Joan Cheri	31.42
Linn, Joyce L	19.09
Linseman, Jacob Alan	17.50
Lockhart, Amy	17.33
Looyenga-Norton, Suzanne M	18.19
Lopez, Peter S	17.50
Lotz, Lisa M	18.38
MacDonald, Denise Eileen	18.19
Mares, Sharon	16.80
Martin, Susan Jean	18.92
Massa, Thomas Anthony	19.29
McConkey, Katelin	18.38
McDowell, Anndi	18.38
McGaa, Desiree	18.38
McKinstry, Ruth Annette	17.64
McVey, Connor	17.50
Meier, Rosita	17.64
Metcalfe, Laura	18.57
Millard, Betty Mae	19.29
Millard, Jennifer Leigh	18.19
Miller, Anna Elizabeth	19.29
Minkel, Andrea Lynn	19.29
Miracle, Luanne D	19.10
Moe, Deda R	18.75
Mohler, Suzanne	19.43
Moncrieff, Virginia A	19.10
Morales, Josh	18.19
Morrison, Shannon	18.38
Munley, LisaMarie Kay	17.50
Munoz, Nohemi	18.38
Myers, Tonia L	18.19
Nelson, Lynn L	18.92
Nesland, Carter Wayne	18.38
Nilson, Kelsey Ann	18.19
Oborny, Kelli Anna	18.19
O'Brien, Maureen Kathryn	18.19
Olson, Amanda	17.50
Olson, Dalene Lynn	16.80
Olson, Michael David	16.80
Olson, Tracy Lynn	16.80
Osborne, Penny Lee	19.29
Pekny, Sara A	19.29
Pendergrass, Jessica Elaine	17.33
Pipitt, Kayla	18.38
Pozorski, Alicia Adelaide	18.38
Pozorski, Anne M	19.29
Rank, Tina Rae	18.92
Ratzsch, Tamara J	17.64
Rick, Alison Joy	16.00
Robbins, Jessica	16.50
Robinson, Cecilia M	19.29
Rosdahl, Stacey	19.29
Ross, Cynthia	17.64
Rupert, Kari	17.50
Rustad, Robert James	17.50
Sabrowski, Toni	19.29
Sadergaski, McKinzie	18.38
Sandven, Nicole	31.42
Saunders, Kirstin	17.50
Schauer, Sadie	16.00
Schuman, Danette Marie	19.29
Sealine, Kimberly Kaye	18.57
SenthilKumar, Revathi	17.33
Sersen, Charles Timothy	19.29
Sever, Laura L	19.87
Smales, Mariah J	18.38
Smith, Yancey	16.50
Smothers, Cynthia G	17.33

Steinback, Heather M	18.92	Torrez, Miranda	18.19
Stenseth, Nataliya	18.19	Trokey, John Michael	17.33
Stevens, Brooke Marie	18.38	Van Roekel, Natalie	18.19
Stevenson, Ruth	18.38	Vasquez, Jonah S	18.38
Stewart, Kathryn Ann	19.29	Venner, Jonathan Mark	17.33
Stewart, Mildred Windy	19.29	Walker, Sheila A	19.09
Stewart, Robyn Kay	19.09	Weber, Kami	18.57
Stockman, Julie	17.64	Willis, Elizabeth A	18.92
Stockman, Julie	17.64	Williams, Libby Mae	16.00
Sundby, Brenda Lee	18.75	Winn, Brad James	18.19
Temple, Candace	19.29	Wudtke, Cristina	19.29
Terry, Julie Lynn	19.09	Wurdeman, Candace	19.29
Thormahlen, Lacy	18.38	Zarba, Janet	18.57
Tillman, Clayton Kevin	16.50	Zick, Debra	19.29

Secretarial/Clerical

Almond, Michelle D	22.40
Armour, Lisa A	19.76
Atkins, Monica	21.33
Banks, Lynette Marie	22.40
Bell, Roxanne R	22.40
Bennett, Carolyn J	21.33
Bennett, Cynthia Ann	22.40
Benson, Jennifer	18.12
Bento, Cara	25.37
Brinkman, Misty	17.94
Bybee, Julie Dawn	17.94
Caston, Becky Gay	15.49
Coady, Joann L	24.44
Cole, Crystal Dawn	21.33
Colhoff, Sally	24.44
Dadah, Renea	19.57
Dietrich, Heather Lynn	19.75
Dorsman, Rachel D	16.81
Doty, Kathleen Rae	15.49
Dragoo, Jennivere Lanette	24.44
Eames, Michelle Marie	18.12
Engle, Benita	16.81
Faatz, Chelsey	15.49
Fisher, Shane T	15.49
Fletcher, Shirley Ann	29.02
Frederick, Christine Amy	17.94
Frizzell, Sheila Ann	22.40
Gates, Jessica	21.33
Geidel, Kimberly Sue	19.76
Grimm, M Jeanette	19.76
Gunderman, Teresa Eileen	17.94
Hade, Sheri G	18.85
Hagen, Rebecca	19.76
Hartness, Cahra Lynn	18.12
Healy, Nicole Jeanette	18.27
Hellman, Shawnee Marie	17.94
Hennies, Mandy R	24.44
Henrikson, Joleen A	22.40
Holen, Luciene Grace	20.56
Huffman, Kristin Avriel	17.94
Johnson, Jayme	19.85
Jones, Abby Deann	19.76
Jones, Carol A	24.44
Karn, Tana Lee	18.12
Karsky, Amelia	16.47
Kenney, Jessica Lauren	17.94
Kessler, Janine Michelle	18.27
Killspotted, Jessica Kimberley	15.49
King, LeAnn K	18.85
Kirkpatrick, Lisa	21.33
Kitterman, Miranda J	16.47
Kleinschmidt, Janelle Marie	22.40
Klinski, Anna Marie	22.40
Kozlik, Dannielle Lynn	23.26
Larson, Bonnie J Penprase	20.56
Laurenti, Catherine Sue	23.26
Lemieux-Feist, Becky Jean	17.94
Lemon, Karla R	18.12
Lipp, Rhonda Ann	24.44
Lucchesi, Abigail	16.47
Manske, Brooklyn Ryleigh	15.49
Matthew, Kimberly F	23.26
McCarthy, Laura	18.85
McCollam, Brittany Nicole	15.49
McDole, Elizabeth M	18.12
Mitchell, Amanda Colleen	17.94
Mitchell, Donna Sue	24.44
Moulton, Crystal	18.27
Myers, Angie	16.47
Nanyes, Bethany	18.12
Nelson, Lindsey Renee	16.81
Nicholson, Carleen	21.33
Oates, Stephanie L	19.57
O'Meara, Amanda	21.33
Pahdocony, Tamela R	24.44
Parks, Holly	17.94
Pekoske-Reber, Sheila Kaye	29.02
Phillips, Susan L	16.47
Porubensky, Terri	17.94
Rambo, Geri	17.94
Reber, Linda Marie	24.44
Remily, Leann R	22.40
Rhinehart, Lisa	17.94
Rivers, Tiffney An	19.76

Rufledt, Sara	21.33
Ryan, Sharon M	26.65
Sahli, Laurel Lee	20.56
Scarborough, Patricia	16.47
Scherr, Jane Lesley	24.44
Schlei, Gayla J.	19.57
Schmoll, Lisa Ann	24.44
Schwindt, Shelbi	16.81
Shultz, Jenna Lee	19.76
Sinclair, Brenda R	20.56
Sjovall, Megan Rose	19.76
Stevenson, Sierra Ann	16.63
Stewart, Bethaney C	17.94
Stewart, Kristan Ann	17.94
Sutton, Terrah M	19.57
Taylor, Kristie L	19.76
Terek, Rosa	18.12
Thovson, Bonnie Jo	22.40
Tullo, Jamie	25.37
Valentine, Mariah	15.49
VanZee, Kristina Marie	24.44
Wagner, Kristine K	19.57
Wannigman, Rachael	17.94
Weaver, Kimberly	15.49
Wheele, Alexis	17.94
Wheeler, Ashley	23.26
Wolf, Stacy	21.33
Young, Amy York	17.94

Student Nutrition

Achen, Amber	15.11	Kinser, Laura Elaine	15.59
Albright, Mary L	15.59	Klapperich, Desiree L	19.43
Bale, Robin L	15.59	Kosobud, Cheryl M	21.06
Ballinger, Paige R	15.59	Lammers, Adriane	18.77
Bortz-Nelson, Jeanette	15.59	Landis, Julie Ann	17.66
Botz, Kelsey Ann	15.59	Leonhardt, Alice C	27.81
Cermak, Elaine I	19.43	Lichterman, Jessie Lynn	15.59
Clevenger, Brenda J	15.11	Maliske, Joni Lin	15.59
Cole, Sara E	16.05	Meinen, Jeremy	18.45
Coverdale, Kristina Jo	15.59	Monterrosa, Mary Catherine	15.11
Crawford, Terrie	24.66	Morris, Destiny M	15.59
Curtis, Stephanie	16.05	Nelson, Glenda	15.11
Danson, Randie Elizabeth	15.59	Ness, Jennifer R	19.43
DeJong, Tammy Marie	15.59	O'Connor, Misti Marie	15.11
Deleeuw, Theresa	15.11	Oelrich, Judith Ann	17.66
Dowsett, Ronica	15.11	Ollila, Sandra Ann	15.59
Drewes, Roberta Jo	15.59	ONeal, Jessica	15.11
Drysdale, Brett S	16.92	Palmer, Catherine A	19.43
Duncan, Kathleen	21.06	Patrick, Pamela Kay	17.66
Eibert, Lavonne	17.66	Phillips, Freda	15.11
Erwin, Catherine	15.11	Regalado, Cyela	15.11
Fitzgerald, Mary A	15.59	Robertson, Rene Lyn	15.59
Fogle, Mildred Ann	15.59	Salinas, Destiny	15.11
Foster, Amber Dawn	24.66	Saling, Heidi Anne	15.59
Friedt, Angelica	16.05	Schmoll, Elizabeth	15.11
Geigle, Jennifer	15.59	Simcheck, Fawna	15.11
Gortmaker, Brenda Joy	15.11	Smith, Misty M	15.59
Grant, Lauren L	15.11	Stafne, Sarah	18.77
Hester, Constance	15.59	Sudjito, Hari Purwati	15.11
Hoffman, Dana	15.11	Teague, Karen Elizabeth	15.59
Huffman, Jennifer	16.05	Tillman, Lanita Leah-Karen	15.11
Jackmovich, Janette Mary	17.66	Tippmann, Jennifer Joann	15.59
Jensen, Jacqueline E	15.11	Wipf, Teresa Marie	19.43
Joubert, Alberta	15.59	Wood, Christina	15.11
Kellogg, Colette R	15.59	Yahne, Janet	15.59
King, Cassandra	15.11	Zemsta, Renee	15.11

Support Services

Alden, Matthew	15.88	Cox, Shane Michael	23.30
Aldridge, Christian Whitley	17.97	Crawford, Richard Eugene	18.09
Alfson, Douglas	19.99	Crisman, Robert A	18.85
Allen, Spring Lea	15.48	Crow, Megan Charging	12.40
Amerson, Jeramie J	16.91	Cruz, Jenna	12.40
Anderson, Paula Kay	16.75	Culbertson, Lillian Marie	22.52
Artz, Wayne J	18.85	Culbertson, Martin A	22.08
Barber, Darlene K	16.75	Cumins, Hope S	12.40
Becker, Justin	26.71	Dalo, Vincent	19.99
Beckstrom, Tyler J	15.48	Data, Rydell Muyco	18.81
Bento, Martin	17.48	Davis, Amanda	20.63
Bertsch, Wayne A	25.22	Davis, Tanner Mathew Jean	17.41
Bierle, Lori	12.40	Delaney, Michaela Jean	22.91
Bintliff, Heather D	16.67	Devlin, John M	17.97
Bird, Julie A	21.64	Dietrich, Clinton Earl	24.23
Blough, Shanelle Sue	13.03	England, Kathleen	19.22
Blough, Sierra S	13.03	England, Randy	20.63
Boehm, Michael R	22.07	Erlandson, Nila R	13.03
Bolan, Debra Ann	17.51	Evans, John Thomas	24.23
Bondurant, Rosa Maria	12.40	Fenner, Ryle	18.69
Boshart, Eric John	20.10	Fiedler, Brian Allen	22.52
Bradley, Jeremy K	18.46	Fiester, Jonathan	18.85
Braun, Eric Paul	20.10	Finkbeiner, Jena R	17.48
Brist, Kayla M	15.48	Fippin, Lori	18.87
Brown, Michael John	20.44	Fisher, Danielle	18.85
Brown, Samuel Aaron	29.49	Fitzgerald, Patrick B	18.85
Burdick, Emily Jean	17.79	Fletcher, Thomas Richard	18.92
Buschur, Paul P	19.03	Foote, Michael Edward	20.10
Bush, Robert Ward	18.46	Foster, Ronald Gordon	19.92
Buskerud, Angela Marie	24.16	Frahm, Julie A	17.51
Campbell, Gary J	28.13	Freeman JR, Robert A	17.51
Campbell, Peyton	15.88	Garcia, Sammy Lee	13.72
Cardew, Jeremy	15.88	Geffre, Sara	17.45
Carner, Stephen R	18.09	Gilbert, Angel M	13.03
Carroll, Marissa	15.88	Goodart, Madonna Rae	17.51
Carroll, Thomas	15.88	Grant, Jason C	19.03
Carter, Marlynn	15.48	Graves, Vincent E	18.85
Claussen, Jarrid	28.39	Gray, Jack	20.19
Clifford, Amanda	15.48	Grondahl, Orlan D	19.03
Collins, Lindi	16.67	Gross, Randy Carl	27.26
Condon, Judith Lynn	20.10	Grover, Bruce E	20.64
Corcoran, Richard R	27.24	Gunn, Scott Harold	33.85

Haight, Russell D	16.67	Long, Donivan Arther	17.62
Hammond JR, John Douglas	20.29	Longhenry, Carryn L	17.51
Hanna, Wyatt Zane	16.33	Madill, Eric	17.48
Hardy, Earnest O	15.88	Malone, Russell Michael	21.85
Harrison, Kristie A	16.35	Masker, Harold Shaun	21.85
Harvey, James R	18.09	McCormick, Susan E	13.03
Harvey, Ralinda Jean	20.44	McGaa, Gregory A	20.19
Hatzenbeller, Rick Edward	19.21	McGeehon, Matthew Lee	19.61
Hatzenbuhler, Richard F	20.10	Mettler, Scott	17.15
Hazel, Brett Landis	29.44	Miessner, Kevin James	17.97
Hazel, Marlynda Sue	23.98	Miles, Aaron George	17.97
Heck, Elizabeth	20.89	Milk, Alexis Annabelle	15.88
Heisler, Craig	20.64	Miller, Mark A	19.42
Hendricks, Ashley R	12.40	Milligan, Leslie C	16.28
Hern, Dorcas	24.27	Moll, Darryl Joseph	20.29
Hern, William J.	17.97	Montoya, Michael	19.03
Herra, Barbara Ann	12.40	Montoya, Paul M	19.03
Holt, Richard	19.99	Morgan, John	18.85
Holzwarth, Neil Warren	20.10	Mraz, Paul J	13.03
Hopkins, Troy Lee	28.39	Mumm, Kyoko	13.03
Horstman, Phillip	19.61	Myers, Christopher M	18.85
Houchin, Jaimie C	20.69	Myers, Douglas Bryan	20.10
Iwen, Michael	20.29	Myers, Robert M	32.15
Jackson, Joseph Kevin	18.09	Nelson, Gavin	16.91
Johnson, John David	21.85	O'Dell, Crystal	15.88
Johnson, Laurice Leon	20.29	Olds, Veronica Yvonne	12.40
Jones, Clark M	20.29	Packman, Jon-ni	13.03
Jones, Jamie Lynn	13.03	Parker, Michael D	27.24
Jones, Timothy	17.09	Parks, Burton D	30.95
Junker, Tonya	20.29	Payne, Jordan	17.85
Keffeler, Susan	20.29	Payne, Linda M	17.51
Kelderman, Renae Susan	13.03	Pekas, Darren L	17.79
Kientz, Randy L	20.64	Pekas, Michael L	19.03
Kiewel, Michael Scot	18.51	Penarubia, Erma Reylin D	16.91
Klein, James	15.88	Peters, Mona	17.51
Knapp, Riley McKay	17.48	Peters, Nevaeh	15.88
Knight, Teslah C	12.40	Peterson, Bernita L.	18.85
Kofke, Geraldine	13.03	Peterson, Brian C	19.03
Koller, Kylee Marie	15.88	Pew, Tonya	12.40
Kreager, Gwenette T	15.48	Pietz, Linda	13.03
Krebsbach, Robert J	18.85	Pike, Edward J	18.85
Ladenburger, Craig W	23.27	Pinto JR, Ramon	20.10
Land, Sally A	12.40	Pipe on Head, Benjamin	18.85
Leier, Terrance D	15.88	Pitsor, Casey Adam	23.50
Livermore, Carleen	13.03	Pounds, Jennifer	18.85
Loefer, Jacob Warren	15.88	Price, Bradley W	16.91
Lohman, Kent M	19.21	Rasch, Thomas William	21.64

Reitzel, Crystal	13.03	Thomsen, Larry E	20.44
Renner, Marvin Charles	29.49	Tilberg, Donavon A	30.71
Returns, Christine Loretta	20.63	Trobee, Felicia E	16.91
Returns, Destinee Racheal	15.88	Ulrich, Dale C	21.64
Riss, Carol Sue	15.88	Underwood, Jamie Anne	12.40
Ruyle, Jordan Allan	15.88	Valdez, Alonso	18.92
Salamun, Russell	20.29	Vis, Parker	17.15
Salazar, Cole	15.88	Vopat, Faeden David	15.88
Sales, Jacaline Kay	13.03	Waldrop, Candyce	17.79
Sammeli, Casey	15.88	Wasserburger, Mark Jon	16.67
Sattler, Tina Marie	15.88	Way, Douglas L	32.79
Schmidt, Jerome Alfred	17.51	Webster, Justin Michael	20.84
Schmoll, Larry J	19.21	Wheelersburg, Cody	32.80
Schnider, Daniel G	20.10	Whipple, Isaac	20.84
Schulz, Keith	19.92	White Bull, Paul Louis	18.85
Scott, Amy	20.69	Whitted, Jeffery George	17.51
Seaberg, David	26.71	Wick, Richard Henry	17.51
Severson, Clayton Todd	21.44	Williams, Gregory J	18.46
Sexe, Michael D	20.29	Wilson, Duane	18.46
Shouldis, Amaiah A	15.88	Wilt, Joseph Martin	17.09
Sliper, Michael	18.85	Windle, Gary	19.03
Smith-Carlson, Lori Jean	22.08	Winey, Matthew C	26.99
Snyder, Ashlee	12.40	Winter, Forrest	27.28
Snyder, Carol Marie	17.51	Woods, Jeannene J	13.03
Standing, Bruce L	15.88	Wright, Charles S	20.10
Stanford, Roy Mead	17.79	Wright, Charlotte M	16.35
Steen, William Lee	23.27	Wright, Kenneth A	24.63
Stephens, Garth W	18.51	Wright, Kimberly C	15.48
Straatmeyer, Kenard	26.99	Wurzbach, Richard J	21.44
Strand, Gary G	20.84	Wyatt, Kory Edward	21.64
Swigart, Scott W	19.32	Wyatt, Mia	13.03
Taylor, Sharon Marie	17.51	Wykoff, Kevin	15.88
Terpenning, Sharon G	15.88	Yost, Thomas John	15.88
Thomas, Jon D	18.85	Zufall, Shane A	23.98

Extracurricular

Agena, Jennifer K	4,521.00		Cruce, Richard Neal	7,398.00
Alberty, Lyn C	1,500.00		Dahlenburg, Robert Gregory	2,750.00
Allen, Debra Sue	3,946.00		Dame, Jennifer Anna-Marie	8,179.00
Allen, Makayla	4,521.00		Dannenbring, Adam Leslie	17,262.00
Amo, Aero David	4,036.60		Dansby-Daley, Kirsten	1,500.00
Anderson, Steven Craig	5,138.00		Deckert, Ann Catherine	9,248.00
Andrews, David Alan	12,742.00		Deming, Tristan	2,750.00
Barker, Breahna	2,750.00		Derry, Max	7,271.00
Baskerville, Katherine Marie	1,500.00		Dewar, Callum	2,548.00
Becker, McKenzie	2,397.43		Dragoo, George Edgar	9,248.00
Belsaas, Andrew Robert	9,248.00		Duffy, Padraic	2,750.00
Benne, Cody Alan	5,138.00		Duncan, Kaitlin	1,850.00
Bento, Chad Martin	8,250.00		Eagle, Clayton	2,750.00
Beyer, Kerry K	6,165.00		English, Alicia Lillian	6,165.00
Bierle, Jason Michael	2,750.00		Ermish, David Allen	2,750.00
Bilton, Gretchen Joy	2,750.00		Evans, Lisa Joy	3,946.00
Black Elk, Richard	11,000.00		Exner, Jamiee Suellen	10,378.00
Boehler, Molly Anne	9,536.00		Fenner, Nicole Louise	1,500.00
Bower, Krystina L	4,250.00		Fenner, Ryle	4,521.00
Bradford, Shane O	1,500.00		Ferdinand, Paul R	11,665.00
Bradley, Sean Casey	9,740.08	*	Ferger, Todd Dustin	7,271.00
Bren, Shannon Marie	2,750.00		Fierro, Bennett	4,521.00
Britton, Kerry	1,500.00		Fierro, Jeffrey D	13,563.00
Brooks, Chad Dale	4,521.00		Fierro, Lindsay Katherine	5,500.00
Brown, Lynda Kay	4,007.00		Figueredo, Matthew J	2,750.00
Burchill, Connor Thomas	10,276.00		Fischer, Andrea Lee	1,500.00
Busching, Phil	5,138.00		Foesch, Eric	5,500.00
Caillier, Jordan Elliott	10,276.00		Frentz, Erica	3,041.00
Caldwell, Tracey Marie	2,750.00		Fulton, Paul James	2,750.00
Ceschini, Sebastiano Antonio	5,500.00		Gab, Jenna Marie	2,750.00
Chalberg, Ryan Robert	9,864.00		Gab, Suzanne Eileen	4,250.00
Chapman, Caleb	2,750.00		Geidel, Kimberly Sue	2,750.00
Cole, Stacy Marie	1,850.00		Goff, Jenna Audrey	2,750.00
Collinge, Cedric	4,521.00		Gramberg, Greg	15,932.00
Collinge, Sofia M	4,521.00		Grauberger, Braden	4,521.00
Colpitts, Brandon	6,371.00		Grauberger, William Bradley	11,097.00
Connor, Alaina Gabrielle	1,500.00		Graybill, Brenda	2,750.00
Connor, Alexander James	13,514.00		Green, Miranda Littrell	3,041.00
Conway, Ruth	5,796.00		Grismer, Sherry Lynn	7,398.00
Cooper, Daniel	4,521.00		Hagen, Michael J	13,563.00
Coy, Jesse Aaron	13,563.00		Hagen, Scott D	16,597.00
Crawford, Marissa	8,302.00		Hall, Austin	2,750.00

Hammerbeck, Noah August	16,029.00
Harn, Kathy K	1,500.00
Harris, Ryan C	5,754.00
Hart, Jordynne Elvira	4,250.00
Hay II, Phillip A	13,563.00
Heinis, Katie Lynn	7,250.00
Hemiller, Tia R	6,371.00
Henderson, Jacob Lee	4,521.00
Hendrix, Genetie Lea	7,398.00
Hendry, Paul	17,262.00
Hennies, Mandy R	9,864.00
Henry-James, Brittany	6,165.00
Hines, Daniel Martin	4,600.00
Hobson, Emma	2,548.00
Hockhausen, Adam	2,750.00
Horton, Brittany Laine	1,500.00
Hottel, Michael	4,521.00
Huber, Carrie Elizabeth	3,494.00
Hueber, Stephen Michael	1,307.69
Jensen, Jarrick	8,250.00
Jibben, Lindsey	4,521.00
Johnson, Gracie	5,750.00
Johnson, Mattie	4,521.00
Jones, Melissa Ann	8,500.00
Julius, Ashley Rose	1,850.00
Julius, Robert John	2,548.00
Jundt, Aaron Nicholas	7,000.00
Junek, Pamila Kennedy	4,932.00
Kambestad, Marshall Dallas	13,563.00
Karas, Jeremiah	4,521.00
Karn, Tyson James	7,398.00
Keen, Alexander Mackenzie	7,271.00
Keene, Seth Turner	6,165.00
Kettering, Eirik Nesheim	2,750.00
King, Connor Ryan	2,750.00
King, Travis M	7,398.00
Kirkpatrick, Lisa	1,500.00
Klopfenstein, Callie	4,521.00
Knapp, Ashley Nicole	6,165.00
Knapp, Joshua Roucal	6,165.00
Knickrehm, Cassandra	4,250.00
Knowles, Elizabeth A	1,500.00
Knowles, Patrick Graham	1,500.00
Krzyzanowski, Kenneth Lee	5,500.00
Kulish, Emily Dawn	6,165.00
Lamb, Chad Michael	4,250.00
Larson, Benjamin	3,494.00
Lawrence, Jordan John	4,521.00
Ley, Trista Marie	2,750.00
Limun, Jose Gerardo Gomez	3,494.00
Linde, Heather Nichole	2,750.00
Loftus, April Rose	1,500.00
Long, Kraig	1,500.00
Long-Lind, Heidi Lee	1,850.00
Loper, Alston	5,754.00
Lore, Joe L	14,796.00
Loring, Mackenzie Beth	4,521.00
Louder, Meghan Ashley	1,500.00
Lunde Wolf, Stacy	2,750.00
Lundin, Bethany Marie	1,850.00
Mach, Joshua W	12,330.00
Macleary, Damon	10,276.00
Madden, Brian P	8,915.00
Marks, Jayce Arlyn	9,750.00
Martian, Randy L	15,932.00
Martin, Andrew James	2,750.00
Martin, Emily	2,875.00
Martin, Sheryl Jo	1,500.00
Matthias, Kendall	2,750.00
Mazour, Joseph	5,500.00
McCraw, Tammie	1,500.00
McGeehon, Nicholas Robert	5,500.00
McGruther, Emily Jan	7,398.00
McGuigan, Karen Lynn	5,500.00
McIntosh, Kelli	2,750.00
McMachen, Crystal L Abrams	5,500.00
Meverden, Cortney Joann	1,850.00
Meverden, Keila Marie	1,850.00
Miller, Andrea Kay	1,500.00
Mitchell, Megan	5,500.00
Mitchell, Rani Elizabeth	4,521.00
Moehlman, Jannette Rachel	2,750.00
Montague, Lynzie Dawn	7,398.00
Moore, Joe Devon	4,521.00
Moran, Jacob	2,750.00
Moreno, Jeremiah	1,850.00
Morgan, Mark Homer	7,398.00
Morrison, William Daniel	2,750.00
Muirhead, Emily A	1,500.00
Muller, Cassidy Brooke	5,138.00
Nelson, Lindsey Renee	4,521.00
Nesland, Anthony James	1,500.00
Nesland, Carter Wayne	5,500.00
Nickel, Emilee	2,750.00

Nielsen, Shaun	4,500.00
Niu, Larissa	7,398.00
Oerlline, Rishell Marie	5,138.00
Oldham, Tanya Kae	3,946.00
Olson, Jason	26,461.00
Olson, Tyler Richard	6,165.00
Pearson, Lance J	17,262.00
Peterson, Brandon Bradley	2,750.00
Peterson, Heidi	2,750.00
Pflaum, Emily	7,398.00
Phares, Tari	1,850.00
Phelps, John Douglas	6,165.00
Pioske, Sarah Catherine	4,521.00
Plymate, Katie Lynn	1,850.00
Porter, Quintrell	5,138.00
Powers, Zachary Z	3,494.00
Pozorski, Ariel D.	6,371.00
Reed, James N	6,165.00
Reed, Lea E	4,932.00
Reeve, Jeremy James	7,000.00
Ries, Nicholas Paul	1,500.00
Rigge, Jacob Paul	1,850.00
Riter-Collins, Ashley Nicolette	2,750.00
Roark, Jennifer Brooks	1,850.00
Roberts, Shamil	4,521.00
Roduner, Zane Robert	13,563.00
Roland, Leatha Ann	2,750.00
Rotella, Nicholas James	20,961.00
Roy, Kylee Marie	4,521.00
Sabrowski, Joseph C	7,398.00
Sack, Alyssa Kay	5,500.00
Sahli, Douglas R	4,932.00
Sand, Evan Anthony	1,850.00
Schaefer, Jacqee Javene	12,330.00
Schmelz, Justina Maree	3,000.00
Schmidt, Rebekah Lynn	5,500.00
Schnittgrund, Tammy L	9,248.00
Schroeder, Lance A	6,165.00
Sebbo, Scott Richard	7,682.00
Seefeldt, Gregory M	2,750.00
Seeley, Gabrielle	1,375.00
Seidel, Jordan Drew	8,015.00
Semmler, Raymond Nick	2,750.00
Sesso, Timothy S	5,500.00
Sheehy, Geoffrey M	3,946.00
Sherman, Sara Dee	1,500.00
Shute, Levi B	2,750.00
Simmons, Jerry Don	5,500.00
Sjovall, Megan Rose	3,494.00
Smith, Mike J	5,138.00
Smith, Sean Steven	6,165.00
Snipes, Ta'Keyah Chantel	11,509.00
Sommers, David W	4,250.00
Spease, Vincent Todd	12,330.00
Speck, Justin M	14,796.00
Stanton, Randy Ray	4,932.00
Stapert, Brice	4,932.00
Starr, Gregory Daniel	6,165.00
Steever, Benjamin Allen	1,850.00
Steiger, Sarah Ann	7,000.00
Steinken, Samuel Palmer	3,946.00
Stockman, Spencer	2,750.00
Stoebner, Christopher J	7,398.00
Stonecipher, Julie Ann	2,750.00
Storm, Lara Jean	5,754.00
Swanson, Bretta Ann	3,946.00
Swartz, Travis Lee	8,915.00
Templeton, Kim	5,500.00
Thedorff, Andrea Rae	1,850.00
Thovson, Bonnie Jo	4,007.00
Torgerson, Lindsey Rebecca	3,494.00
Towne, Patrick Allen	5,754.00
Tucker, Kari Marie	1,500.00
Usera JR, Luis	7,398.00
Van Heel, David	8,250.00
Vidal, Matthew	12,742.00
Vidas, Shelly M	5,750.00
Vollmer, James Elliot	12,330.00
Waage, Tanner	8,915.00
Walter, Melody Lynn	2,750.00
Walter, Tessa	10,276.00
Ward, Shana D	7,000.00
Warne, Rachelle L	11,344.00
Wasserburger, Dyllynn	1,850.00
Welch, Kristi	5,500.00
Wheeler, Angela Coreen	1,850.00
Wheeler, Hudson T	2,750.00
White, Melissa	1,850.00
Wilsey, Laura Mae	1,500.00
Wimp, Diane L	1,850.00
Winter, Tanya Lea	2,750.00
Wolfe, Rachele Lynn	6,165.00
Wolla, Tiffany Anne	4,250.00
Wooden, Lucas Christopher	4,250.00

Wysuph, Michelle Jeanne	1,850.00	Yeoman, Melissa Joy	4,250.00

Rapid City Area School District: Claims Report
10/15/2024

A & B Business Equipment Inc				
	10	Other Professional Services	108.99	
	10	Repairs & Maintenance Svcs	5,939.65	
	22	Repairs & Maintenance Svcs	67.40	
				6,116.04
A & I Distributors				
	10	Supplies	287.00	
	22	Supplies	287.00	
				574.00
A & J Screening				
	10	Supplies	492.98	
				492.98
A&B Welding Supply Company Inc				
	10	Supplies	35.86	
				35.86
Accurate Label Designs, Inc				
	10	Supplies	291.95	
				291.95
ACE Hardware				
	10	Supplies	102.79	
				102.79
Admin Partners, LLC				
	10	Other Professional Services	200.00	
				200.00
AED Authority				
	22	Supplies	57.50	
				57.50
Afinia 3D				
	10	Supplies	661.35	
				661.35
Amazon.Com Inc				
	10	All Objects	107.70	
	10	Uniforms	729.43	
	10	Supplies-Resale	339.44	
	10	Supplies	15,880.50	
	10	Supplies-Student Incenctives	114.00	
	10	Food - Purchased	22.98	
	21	Other Equip New < $5000	5,344.87	
	21	Library Media	151.64	
	22	Supplies	842.23	
	22	Other Equip New < $5000	728.00	
				24,260.79
Ambutech				
	22	Supplies	87.50	
				87.50
American Printing House For				
	22	Supplies	8.00	
				8.00
Amick Sound Inc				
	10	Repairs & Maintenance Svcs	1,077.99	

				1,077.99
Augustana University				
	10	Other Professional Services	990.00	
				990.00
Autism Products.com				
	22	Supplies	27.93	
				27.93
Berklee Online College of Music				
	10	Registration Fees	500.00	
				500.00
Binder Sean Allan				
	10	Registration Fees	60.00	
				60.00
BJ's Instrument Repair DBA				
	10	Repairs & Maintenance Svcs	560.00	
				560.00
Black Hills Behavior LLC				
	22	Payments/Other Educ Institute	120,000.00	
				120,000.00
Black Hills Chemical, Inc.				
	10	All Objects	321.75	
	51	Supplies	434.42	
				756.17
Black Hills Portables				
	10	Rentals	120.00	
				120.00
Black Hills Roofing Co DBA				
	10	Repairs & Maintenance Svcs	467.00	
				467.00
Black Hills Speech Pathology				
	22	Other Professional Services	990.00	
				990.00
Black Hills State University-Rapid City				
	10	Registration Fees	500.00	
				500.00
Black Hills Window Cleaning				
	10	Repairs & Maintenance Svcs	3,489.00	
				3,489.00
Blick Art Materials				
	10	Supplies	139.59	
				139.59
BSN Sports Team GL Sports				
	10	Supplies	2,779.90	
				2,779.90
Caillier Jordan Elliott				
	10	Registration Fees	185.00	
				185.00
Cardiac Direct				
	10	Other Equip New < $5000	16,470.00	
				16,470.00
Carefree Lawn & Sprinkler, Inc.				
	21	All Objects	-2,728.27	

21	Repairs & Maintenance Svcs	54,565.44	
			51,837.17
Carnegie Learning			
10	Other Professional Services	5,000.00	
			5,000.00
Cash-WA Distributing, Inc.			
10	Supplies-Resale	363.04	
51	All Objects	12,139.05	
51	Sick Leave Severance	534.19	
51	Supplies	2,654.98	
51	Food - Purchased	51,607.29	
51	Food - Purchased Produce	4,579.67	
51	Ala Carte	7,604.04	
51	Donated Food	22,093.83	
			101,576.09
Chapman Caleb			
10	Dues and Fees	129.00	
			129.00
City Of Rapid City			
10	Other Professional Services	55,820.17	
10	Electricity	7,816.13	
10	Natural Gas/Fuel Oil	145.31	
10	Water/Sewer/Garbage	116.93	
			63,898.54
Coca-Cola Bottling Company			
10	Supplies-Resale	1,052.49	
			1,052.49
Colt 45 Entertainment			
10	Supplies	750.00	
			750.00
Column Software PBC			
10	Communication Advertising	917.34	
			917.34
Community Centered Consulting, LLC			
10	Other Professional Services	3,333.33	
			3,333.33
Consolidated Electrical Distributors			
10	Supplies	781.99	
			781.99
Contour Design			
21	Other Equip New < $5000	59.95	
			59.95
Coy Jesse Aaron			
10	Registration Fees	185.00	
			185.00
Culbertson Martin A			
10	Travel In-District	85.68	
			85.68
Culinex			
21	Other Equip Replace > $5000	13,046.00	
			13,046.00
D & R Service, Inc.			

10	Repairs & Maintenance Svcs	1,645.42	
			1,645.42
Dakota Bus Service, Inc.			
10	Contracted Bus Service	19,428.80	
			19,428.80
Dakota STEAM Learning			
10	Other Professional Services	14,192.75	
			14,192.75
Dakota Weselyan University			
10	Registration Fees	500.00	
			500.00
Daniel Cher K			
22	Travel In-District	70.02	
			70.02
Discovery Education, Inc.			
10	Supplies	10,405.00	
			10,405.00
Ederveen Kayla			
22	Registration Fees	190.00	
			190.00
ejazzlines.com			
10	Supplies	174.55	
			174.55
Floyd's Truck Center - Rapid City			
10	Supplies	242.25	
22	Supplies	242.24	
			484.49
Follett Content Solutions, LLC			
21	Library Media	18.39	
			18.39
Franke Audra			
10	Supplies	26.93	
			26.93
Fun and Function			
22	Supplies	67.92	
			67.92
Gauge Precision Consulting			
10	Other Professional Services	21,000.00	
			21,000.00
Global Equipment Co			
21	Other Equip Replace < $5000	2,024.19	
			2,024.19
Gopher Sport			
10	Supplies	472.35	
			472.35
Grimm's Pump Service, Inc.			
10	Supplies	134.54	
			134.54
Haggerty's Musicworks DBA			
10	Repairs & Maintenance Svcs	50.00	
21	Other Equip New < $5000	5,792.00	
			5,842.00

Harris Jason Christopher				
	10	Registration Fees	1,825.12	
				1,825.12
Henry Schein Inc				
	10	All Objects	299.77	
				299.77
Hern Dorcas				
	10	Travel In-District	505.61	
				505.61
Hillyard Floor Care Supply				
	21	Other Equip New > $5000	7,484.99	
	21	Other Equip Replace > $5000	100,098.00	
	51	All Objects	1,309.69	
				108,892.68
Hoch Music				
	10	Repairs & Maintenance Svcs	355.00	
				355.00
HP, Inc. Print Management				
	10	Repairs & Maintenance Svcs	9,428.66	
				9,428.66
Hummell Renee Christine				
	10	Registration Fees	911.55	
				911.55
Hummell Sean M				
	10	Registration Fees	931.05	
				931.05
Huntington Justice Alexandra				
	10	Travel In-District	27.63	
	22	Travel In-District	27.63	
				55.26
ImageAll, LLC				
	10	Uniforms	620.49	
				620.49
IML Security Supply				
	10	All Objects	411.36	
				411.36
I-Scream, LLC (Dippin' Dots)				
	10	Supplies-Resale	371.00	
				371.00
I-State Truck Center				
	10	Supplies	736.66	
	22	Repairs & Maintenance Svcs	151.91	
	22	Supplies	584.72	
				1,473.29
J & J Truck & Auto Body, Inc.				
	10	Repairs & Maintenance Svcs	309.00	
	22	Repairs & Maintenance Svcs	309.00	
				618.00
JKM Training, Inc.				
	22	Subscriptions use w/ 2000 Func	7,995.00	
				7,995.00
Johnson Controls Inc				

10	Repairs & Maintenance Svcs	397.60	
			397.60
Juicebox, LLC			
21	Other Professional Services	10,250.00	
			10,250.00
JW Pepper & Sons Inc			
10	Supplies	1,308.54	
21	Other Equip New < $5000	2,229.24	
			3,537.78
Kagan Professional Development			
10	Other Professional Services	3,948.00	
			3,948.00
Kieffer Sanitation			
21	New Building	848.74	
			848.74
Kipp's Construction			
10	Repairs & Maintenance Svcs	2,435.00	
10	Supplies	52.00	
			2,487.00
Kozlik Dannielle			
51	Travel In-District	44.78	
			44.78
Krebs Michael Joseph			
10	Registration Fees	135.00	
			135.00
KT Connections Inc			
21	Repairs & Maintenance Svcs	91,115.00	
			91,115.00
Lakeshore Learning Materials LLC			
10	Supplies	282.12	
			282.12
Lexia Learning Systems LLC			
10	Other Professional Services	798.00	
10	Supplies	1,197.00	
			1,995.00
LifeScape			
22	Payments/Other Educ Institute	6,647.50	
			6,647.50
Lift Pro Equipment Co Inc			
21	Other Equip Replace > $5000	47,897.60	
			47,897.60
Luther College			
10	Registration Fees	500.00	
			500.00
Lynx System Developers			
21	Other Equip New > $5000	28,055.00	
			28,055.00
Maidl Matt			
22	Travel In-District	287.79	
			287.79
Mason Carrie Mae			
22	Travel In-District	101.03	

				101.03
Masters Custom Design Embroidery				
	10	Uniforms	176.00	
				176.00
MaxiAids				
	22	Supplies	33.40	
				33.40
McGraw-Hill Education, Inc.				
	21	Textbooks & Software	1,891.53	
				1,891.53
Medco Supply Company				
	10	Supplies	1,641.60	
				1,641.60
MG Oil Company				
	10	All Objects	23,037.91	
				23,037.91
Middleton Curtis Andrew				
	22	Registration Fees	190.00	
				190.00
MOA Architecture				
	21	Other Professional Services	24,829.15	
				24,829.15
NCS PEARSON INC				
	22	Supplies	16,779.71	
				16,779.71
Negrette Jennifer Ann				
	22	Registration Fees	190.00	
				190.00
North Central Supply Inc				
	10	Building Improvement	41,950.00	
				41,950.00
Northern Truck Equipment Corp				
	10	Repairs & Maintenance Svcs	312.00	
	21	Other Equip New > $5000	12,494.00	
				12,806.00
Office Depot Credit Plan ODP Business So				
	10	All Objects	25,158.00	
	10	Supplies	105.48	
				25,263.48
Phares Tari				
	10	Registration Fees	185.00	
				185.00
Phonak LLC				
	22	Supplies	73.98	
				73.98
Pitsco Inc				
	10	Supplies	72.49	
				72.49
Prairie Farms Dairy				
	51	Food - Purchased	14,793.29	
				14,793.29
Premier Striping & Landscapes, LLC				

10	Repairs & Maintenance Svcs	15,050.00	
			15,050.00
Pressure Services, Inc			
21	Other Equip Replace > $5000	6,453.50	
			6,453.50
Project Lead The Way, Inc.			
10	Supplies	1,202.75	
			1,202.75
Pyramid School Products			
10	All Objects	168.72	
			168.72
Question Authorities			
10	Supplies	1,900.00	
			1,900.00
Rapid City Area Schools- To 60 Club			
10	Other Professional Services	2,000.00	
10	Travel Out-Of-District	100.00	
			2,100.00
Rapid City Fire & Emergency			
10	Other Professional Services	747.50	
			747.50
Rapid Transit System			
10	Common Carrier or Bus Service	150.00	
			150.00
RelayHub, LLC			
22	Other Professional Services	375.00	
			375.00
Ricoh USA, Inc.			
10	Repairs & Maintenance Svcs	14,322.21	
			14,322.21
Ries Nicholas Paul			
10	Food - Purchased	176.88	
			176.88
Riverside Technologies, Inc.			
10	Other Professional Services	40,500.00	
10	Repairs & Maintenance Svcs	1,951.00	
21	New Building	15,055.85	
			57,506.85
Roughlock Auto Sales			
21	Licensed Vehicle Replace	36,044.00	
			36,044.00
Say Say's Sweet Treats			
10	Supplies-Student Incenctives	225.00	
			225.00
Scholastic Magazines			
10	Instr Workbooks/Class Subscr	219.78	
			219.78
Scholastic Magazines Inc			
10	Instr Workbooks/Class Subscr	928.13	
			928.13
School Administrators Of SD			
10	Registration Fees	5,000.00	

				5,000.00
School Specialty, LLC				
	10	All Objects	2,030.00	
	10	Supplies	237.00	
	21	Other Equip Replace < $5000	-511.40	
				1,755.60
SD Dept Of Human Services				
	22	Payments/Other Educ Institute	11,865.21	
				11,865.21
SD Special Pay Plan				
	22	Sick Leave Severance	5,298.00	
				5,298.00
Servall, Inc.				
	10	Laundry Services	1,773.23	
				1,773.23
Sign Express				
	10	Supplies	28.80	
				28.80
Skyline Engineering LLC				
	21	New Building	3,895.00	
				3,895.00
Software House International Corp				
	21	Other Professional Services	40.90	
				40.90
SoleMate Shoes - Uniform Center				
	51	Clerical Salaries	197.50	
	51	Uniforms	641.00	
				838.50
Solution Tree, Inc				
	10	Registration Fees	7,690.00	
				7,690.00
Southpaw Enterprises				
	22	Supplies	100.90	
				100.90
Speech Buddies, Inc				
	10	Supplies	299.00	
				299.00
Spotted Thunder Tiana				
	10	Other Professional Services	451.92	
				451.92
Stan Houston Equipment, Inc.				
	10	Rentals	205.00	
				205.00
Staples Advantage				
	10	All Objects	171.48	
	10	Supplies	80.41	
				251.89
Straight Line Striping DBA				
	10	Repairs & Maintenance Svcs	2,627.47	
				2,627.47
Super Duper School Company, Inc.				
	22	Supplies	79.75	

				79.75
Taylor Music Inc.				
	10	Supplies	36.99	
				36.99
Tennant Sales & Service Co				
	10	Repairs & Maintenance Svcs	4,996.17	
				4,996.17
TerraSite Design				
	21	Other Professional Services	7,520.00	
				7,520.00
Textbook Warehouse, LLC				
	21	Textbooks & Software	1,798.28	
				1,798.28
Thomas & Sons Moving Company, LLC				
	21	New Building	4,826.25	
				4,826.25
Thompson Brianna Lynn				
	10	Registration Fees	723.75	
				723.75
Tim McGowan Consulting, LLC				
	10	Other Professional Services	2,500.00	
				2,500.00
Tru Form Construction Inc				
	21	Repairs & Maintenance Svcs	15,485.00	
				15,485.00
USA Buttons Inc				
	10	Supplies	74.00	
				74.00
VanWay Trophy & Award				
	10	Supplies	998.20	
				998.20
Vargas Cynthia				
	10	Other Professional Services	400.00	
				400.00
Ventris Learning LLC				
	10	Supplies	1,655.50	
				1,655.50
Versare Solutions, LLC				
	22	Other Equip New < $5000	1,448.94	
				1,448.94
VolleyballUSA.com				
	21	New Building	379.49	
				379.49
Watertree Inc.				
	10	Supplies	19.00	
	51	Rentals	25.00	
				44.00
Wenger Corporation				
	21	New Building	120,111.15	
				120,111.15
West Plains Engineering, Inc.				
	21	Other Professional Services	8,250.00	

				8,250.00
Western Dakota Insurors, Inc				
	21	Licensed Vehicle Replace	219.00	
				219.00
Western Dakota Tech Institute				
	10	Payments/Other Educ Institute	1,220.16	
				1,220.16
Western Psychological Service				
	22	Supplies	1,765.00	
				1,765.00
Western South Dakota Juvenile Svcs				
	10	Other Professional Services	16,833.34	
				16,833.34
Western States Fire Protection, Inc				
	10	Repairs & Maintenance Svcs	5,390.00	
				5,390.00
Western Stationers				
	21	Supplies	555.00	
				555.00
			Total =	**1,375,470.30**

Rapid City Area School District: AM99 Claims Report
10/1/2024

Innovative Office Solutions, LLC			1,087,293.68
	21	All Objects	-57,225.98
	21	New Building	1,144,519.66
Scull Construction Inc			2,376,465.11
	21	New Building	2,376,465.11
			Total = 3,463,758.79

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Date Received by SD DOE:
ARW-LTS1 (11/2021)

Office of Accreditation
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Administrative Rule Waiver Application
Long-Term Substitute

Authority to Grant Administrative Rule Waiver

24:43:08:01. Waiver of certain administrative rules and Department of Education policies. The secretary of education may waive compliance of one or more administrative rules or Department of Education policies when requested by a public school district or approved nonpublic school.

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Part 1 – District Information

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School Board President Name: Bishop Troy Carr	**Phone Number: 605-394-5147**	**Email: troy.carr@k12.sd.us**

Part 2 – Administrative Rules to be Waived

Bender, Shara

Select the rule(s) the district is requesting to be waived:

Long-term Substitute Requirement

☒ **ARSD 24:28:01.01 (54)** "Long-term substitute" means:

- ☒ (A) an individual acting as a teacher of record for no more than 45 cumulative school days in a vacant teaching position while a school district pursues a contract for a teacher; or
- ☐ (B) an individual who is acting as the teacher of record for more than 45 cumulative school days when a teacher is on a temporary leave of absence if:
  - ☐ (1) the teacher's leave of absence is granted pursuant to the "Family and Medical Leave Act of 1993," 29 U.S.C. § 2601, et seq. by the school; or
  - ☐ (2) the individual has a valid or inactive teaching certificate.

Definition of an Inactive Certificate *(will allow someone with an invalid certificate to receive an inactive certificate allowing them to meet the exemption in ARSD 24:24:01:01(54)(B)(2))*

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Application Timeline

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Part 3 – Verification of Administrative Rule Waiver Intent

(a) List the school(s) the where the waiver will be utilized: Grandview Elementary

(b) Provide a description about the reason for requesting the waiver: Shana Bender is waiting on her certificate to be issued as she is a new graduate.

(c) If requesting a waiver for a long-term substitute ARSD 24:28:01:01(54) (A) or (B) provide the following information:

- List the grade span and courses that will be taught by the long-term substitute: K-5 SPED Structured Academics.
- Provide a detailed description of the long-term substitute including name and qualifications such as degrees, work experience, or other experiences related to the courses being taught: Shana Bender has Bachelor of Science in Education Degree, with Field Endorsement in Early Childhood Inclusive (Birth- Grade 3).
- Provide a description of the plan for monitoring the quality of the instruction by the long-term substitute and how the school will ensure there is not a negative impact on student learning: Ms. Bender will be monitored by Special Education Director, Dr. Comer.

(d) If requesting a waiver to allow someone with an invalid certificate to be eligible for an inactive certificate, list the name of the invalid educator and the reason the waiver is being requested:

Part 4 – Length of Waiver

If applicable, identify the estimated length of time the long-term substitute will be in place: 2024-25 school year. Teaching certificate is pending.

Part 5 – Approval by Local School Board	
Date(s) Presented to School Board ***(attach board minutes)*****:** October 1, 2024	**Date Approved by School Board:** October 1, 2024
Signature of Superintendent/CEO:	**Signature of School Board President:**
Date of Signature: October , 2024	**Date of Signature:** October 1, 2024
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Date Received:	**Date Reviewed:**
Name and Reviewer:	
☐**Approve**	☐**Deny**
Reason for Denial:	
Additional Documentation Required:	
Part 7 – Department of Education Secretary's Action	
☐**Approve**	☐**Deny**
Reason for Denial:	
Signature:	

Send this completed application to the Department of Education, 800 Governors Drive, Pierre, SD 57501 or doeaccred@state.sd.us.

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Long-Term Substitute

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Part 1 – District Information

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School Board President Name: Bishop Troy Carr	**Phone Number: 605-394-5147**	**Email: troy.carr@k12.sd.us**

Part 2 – Administrative Rules to be Waived

Darnall, Jana

Select the rule(s) the district is requesting to be waived:

Long-term Substitute Requirement

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- ☒ (A) an individual acting as a teacher of record for no more than 45 cumulative school days in a vacant teaching position while a school district pursues a contract for a teacher; or
- ☐ (B) an individual who is acting as the teacher of record for more than 45 cumulative school days when a teacher is on a temporary leave of absence if:
  - ☐ (1) the teacher's leave of absence is granted pursuant to the "Family and Medical Leave Act of 1993," 29 U.S.C. § 2601, et seq. by the school; or
  - ☐ (2) the individual has a valid or inactive teaching certificate.

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Application Timeline

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Part 3 – Verification of Administrative Rule Waiver Intent

(a) List the school(s) the where the waiver will be utilized: Knollwood Heights Elementary

(b) Provide a description about the reason for requesting the waiver: Jana Darnall has a current Oklahoma Teaching Certificate and had a prior South Dakota Teaching Certificate. Sent in required documents to update her certificate in June 2024.

(c) If requesting a waiver for a long-term substitute ARSD 24:28:01:01(54) (A) or (B) provide the following information:

- List the grade span and courses that will be taught by the long-term substitute: Ms. Darnall is a Literacy Specialist.
- Provide a detailed description of the long-term substitute including name and qualifications such as degrees, work experience, or other experiences related to the courses being taught: Ms. Darnall has a Bachelor of Science in Education with major in Home Economics, Masters of Education in Elementary Education and Masters of Education in Educational Administration from East Central Oklahoma State University. Ms Darnall has 38 years of
- Provide a description of the plan for monitoring the quality of the instruction by the long-term substitute and how the school will ensure there is not a negative impact on student learning: Ms. Darnall will be monitored by Knollwood Heights Principal Christina Henry.

(d) If requesting a waiver to allow someone with an invalid certificate to be eligible for an inactive certificate, list the name of the invalid educator and the reason the waiver is being requested:

Part 4 – Length of Waiver

If applicable, identify the estimated length of time the long-term substitute will be in place: 2024-25 school year. Certificate is pending.

Part 5 – Approval by Local School Board	
Date(s) Presented to School Board ***(attach board minutes)*****:** October 1, 2024	**Date Approved by School Board:** October 1, 2024
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Date of Signature: October , 2024	**Date of Signature:** October 1, 2024
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Name and Reviewer:	
☐**Approve**	☐**Deny**
Reason for Denial:	
Additional Documentation Required:	
Part 7 – Department of Education Secretary's Action	
☐**Approve**	☐**Deny**
Reason for Denial:	
Signature:	

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Administrative Rule Waiver Application

Long-Term Substitute

Authority to Grant Administrative Rule Waiver

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Part 1 – District Information

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School Board President Name: Bishop Troy Carr	**Phone Number: 605-394-5147**	**Email: troy.carr@k12.sd.us**

Part 2 – Administrative Rules to be Waived

Gore, William

Select the rule(s) the district is requesting to be waived:

Long-term Substitute Requirement

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- ☐ (B) an individual who is acting as the teacher of record for more than 45 cumulative school days when a teacher is on a temporary leave of absence if:
  - ☐ (1) the teacher's leave of absence is granted pursuant to the "Family and Medical Leave Act of 1993," 29 U.S.C. § 2601, et seq. by the school; or
  - ☐ (2) the individual has a valid or inactive teaching certificate.

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Application Timeline

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Part 3 – Verification of Administrative Rule Waiver Intent

(a) List the school(s) the where the waiver will be utilized: South Middle

(b) Provide a description about the reason for requesting the waiver: William Gore is schedule for the Praxis in September 2024. Once passed, will be waiting on his certificate.

(c) If requesting a waiver for a long-term substitute ARSD 24:28:01:01(54) (A) or (B) provide the following information:

- List the grade span and courses that will be taught by the long-term substitute: K-12 SPED Learning Center.
- Provide a detailed description of the long-term substitute including name and qualifications such as degrees, work experience, or other experiences related to the courses being taught: William Gore has an Associate of Arts in General Studies, Undergraduate Certificate in Computer Application from South Dakota State University and Bachelor of Science in Education majoring in Special Education from Chadron State College.
- Provide a description of the plan for monitoring the quality of the instruction by the long-term substitute and how the school will ensure there is not a negative impact on student learning: Mr. Gore will be monitored by Special Education Director, Dr. Comer.

(d) If requesting a waiver to allow someone with an invalid certificate to be eligible for an inactive certificate, list the name of the invalid educator and the reason the waiver is being requested:

Part 4 – Length of Waiver

If applicable, identify the estimated length of time the long-term substitute will be in place: 2024-25 school year. Teaching certificate is pending.

Part 5 – Approval by Local School Board	
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Reason for Denial:	
Additional Documentation Required:	
Part 7 – Department of Education Secretary's Action	
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Reason for Denial:	
Signature:	

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Administrative Rule Waiver Application
Long-Term Substitute

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Part 1 – District Information

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School Board President Name: Bishop Troy Carr	**Phone Number: 605-394-5147**	**Email: troy.carr@k12.sd.us**

Part 2 – Administrative Rules to be Waived

Hernandez, Kimberly

Select the rule(s) the district is requesting to be waived:

Long-term Substitute Requirement

☒ **ARSD 24:28:01.01 (54)** "Long-term substitute" means:

- ☒ (A) an individual acting as a teacher of record for no more than 45 cumulative school days in a vacant teaching position while a school district pursues a contract for a teacher; or
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  - ☐ (1) the teacher's leave of absence is granted pursuant to the "Family and Medical Leave Act of 1993," 29 U.S.C. § 2601, et seq. by the school; or
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Application Timeline

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Part 3 – Verification of Administrative Rule Waiver Intent

(a) List the school(s) the where the waiver will be utilized: Central High School

(b) Provide a description about the reason for requesting the waiver: Kimberly Hernandez is scheduled to take the Principles of Learning and Teaching Grades 7-12 Praxis 5624

(c) If requesting a waiver for a long-term substitute ARSD 24:28:01:01(54) (A) or (B) provide the following information:

- List the grade span and courses that will be taught by the long-term substitute: Social Science/Humanities.
- Provide a detailed description of the long-term substitute including name and qualifications such as degrees, work experience, or other experiences related to the courses being taught: Kimberly Hernandez has an Associate of Arts in Education from Western Iowa Tech Community College and a Bachelor of Science in Social Science from Wayne State College.
- Provide a description of the plan for monitoring the quality of the instruction by the long-term substitute and how the school will ensure there is not a negative impact on student learning: Ms Hernandez will be monitored by Principal of Central High, Terry Lundeen and Assistant Principal Jen Griffin.

(d) If requesting a waiver to allow someone with an invalid certificate to be eligible for an inactive certificate, list the name of the invalid educator and the reason the weiver is being requested:

Part 4 – Length of Waiver

If applicable, identify the estimated length of time the long-term substitute will be in place: 2024-25 school year. Certificate is pending.

Part 5 – Approval by Local School Board	
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Signature:	

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Part 1 – District Information

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Superintendent Name: Dr. Cory Strasser	**Phone Number:** (605) 394-5147	**Email:** cory.strasser@k12.sd.us
School Board President Name: Bishop Troy Carr	**Phone Number:** (605) 394-5147	**Email** troy.carr@k12.sd.us

Part 2 – Administrative Rules to be Waived

Henriksen, Todd

Select the rule(s) the district is requesting to be waived:

Long-term Substitute Requirement

☒ **ARSD 24:28:01.01 (54)** "Long-term substitute" means:

- ☒ (A) an individual acting as a teacher of record for no more than 45 cumulative school days in a vacant teaching position while a school district pursues a contract for a teacher; or
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  - ☐ (1) the teacher's leave of absence is granted pursuant to the "Family and Medical Leave Act of 1993," 29 U.S.C. § 2601, et seq. by the school; or
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Application Timeline

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Part 3 – Verification of Administrative Rule Waiver Intent

(a) List the school(s) the where the waiver will be utilized:

Central High School

(b) Provide a description about the reason for requesting the waiver:

Todd Henriksen has been awaiting his certificate to be issued - he has been in the LTS status since the beginning of the school year. He has applied to renew certificate and following all instructions provided to him by the DOE in order to have his certificate issued. His Alternative Certificate (#84978) expired on 7/1/2024.

(c) If requesting a waiver for a long-term substitute ARSD 24:28:01:01(54) (A) or (B) provide the following information:

- **List the grade span and courses that will be taught by the long-term substitute:**

  High School (9-12) Career & Technical Education (CTE)

- **Provide a detailed description of the long-term substitute including name and qualifications such as degrees, work experience, or other experiences related to the courses being taught:**

  Todd Henriksen received his Bachelors Degree from National American University in Business Management. He was hired on October 23, 2018 as a Paraprofessional at Rapid City High School and transitioned to a High School Teacher in the 2021-22 school year. He continues to await his official teaching certificate to be issued and as the DOE did not provide flexibility to the timeframes per the SDCL, he has been in a LTS status effective the beginning of this school year.

- **Provide a description of the plan for monitoring the quality of the instruction by the long-term substitute and how the school will ensure there is not a negative impact on student learning:**

  Mr. Henriksen will be monitored by the Principal at Central to ensure he is following appropriate curriculum guidelines and adhering to all necessary requirements of providing instruction to high school students.

(d) If requesting a waiver to allow someone with an invalid certificate to be eligible for an inactive certificate, list the name of the invalid educator and the reason the waiver is being requested:

Part 4 – Length of Waiver

If applicable, identify the estimated length of time the long-term substitute will be in place:

2024-25 school year. His teaching certificate is pending with the DOE.

Part 5 – Approval by Local School Board	
Date(s) Presented to School Board ***(attach board minutes)*****:** October 1, 2024	**Date Approved by School Board:** October 1, 2024
Signature of Superintendent/CEO:	**Signature of School Board President:**
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☐**Approve**	☐**Deny**
Reason for Denial:	
Additional Documentation Required:	
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☐**Approve**	☐**Deny**
Reason for Denial:	
Signature:	

Include:
1. Completed application
2. School board minutes

Email to
doeaccred@state.sd.us

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Part 1 – District Information

School District: Rapid City Area Schools

Superintendent Name: Cory Strasser	**Phone Number:** 605.394.4031	**Email:** cory.strasser@k12.sd.us
School Board President Name: Troy Carr	**Phone Number:**	**Email** troy.carr@k12.sd.us

Part 2 – Administrative Rules to be Waived

Select the rule(s) the district is requesting to be waived: Harris, Ryan

Long-term Substitute Requirement

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Application Timeline

☒ **ARSD 24:43:08:04. Application timelines.** An approved waiver shall take effect at the beginning of the next school fiscal year on July 1. The department must receive an application for a waiver at least 60 days prior to the start of a new school fiscal year July 1. A district may petition the secretary for consideration of an alternate effective date that is least 60 days after the department receives its application for a waiver. The secretary shall consider the quality of the application and the extent of its intended outcomes on student learning and enhancement of student opportunity in determining whether to grant the alternate effective date for an approved waiver.

Part 3 – Verification of Administrative Rule Waiver Intent

(a) List the school(s) the where the waiver will be utilized:

Stevens High School.

(b) Provide a description about the reason for requesting the waiver:

Math teacher resigned position on 9/6/24.

(c) If requesting a waiver for a long-term substitute ARSD 24:28:01:01(54) (A) or (B) provide the following information:

- **List the grade span and courses that will be taught by the long-term substitute:**

  Algebra 1; Grades 9 and 10.

- **Provide a detailed description of the long-term substitute including name and qualifications such as degrees, work experience, or other experiences related to the courses being taught:** Ryan Harris
  - Degree: Bachelor of Science Bus Admin
  - Former Army instructor
  - RCAS substitute (Sept. 2021 - Present)

- **Provide a description of the plan for monitoring the quality of the instruction by the long-term substitute and how the school will ensure there is not a negative impact on student learning:**
  - Mr. Harris is a member of a five person Algebra 1 professional learning group. The group provides him lessons and materials.
  - Administration to conduct culture walk-throughs and instructional walk-throughs on a regular basis.

(d) If requesting a waiver to allow someone with an invalid certificate to be eligible for an inactive certificate, list the name of the invalid educator and the reason the waiver is being requested:

Part 4 – Length of Waiver

If applicable, identify the estimated length of time the long-term substitute will be in place:

- The open math position is posted, and we will continue to interview any candidates.

Part 5 – Approval by Local School Board	
Date(s) Presented to School Board ***(attach board minutes)*****:** October 1, 2024	**Date Approved by School Board:** October 1, 2024
Signature of Superintendent/CEO:	**Signature of School Board President:**
Date of Signature: October , 2024	**Date of Signature:** October 1, 2024
Part 6 – Department of Education Review	
Date Received:	**Date Reviewed:**
Name and Reviewer:	
☐**Approve**	☐**Deny**
Reason for Denial:	
Additional Documentation Required:	
Part 7 – Department of Education Secretary's Action	
☐**Approve**	☐**Deny**
Reason for Denial:	
Signature:	

Include:
1. Completed application
2. School board minutes

Email to
doeaccred@state.sd.us

ENROLLMENT OPTIONS

1. STUDENT ASSIGNMENT REQUESTS

BACKGROUND INFORMATION

SDCL 13-28-10. School residency of child residing in a home other than residence of parents, guardian, or noncustodial parents -- Petition to local school board. If a school age child resides in a home other than the residence of his parents, guardian, or noncustodial parents on a temporary or permanent basis, the school residency of the child is where the parents, noncustodial parents, or guardian reside unless, upon request of the person with whom the child is living, the local school board accepts the child as a resident of that school district...

ADMINISTRATIVE CONSIDERATION:

Six students have requested assignments to the Rapid City Area School District for the 2024-25 school year. For these request,approvals are subject to program and/or space availability.

ADMINISTRATION'S RECOMMENDATION:

It is recommended that the Board of Education approve request SA-6034 to SA-6039

2. TRANSFER OF ATHLETIC ELIGIBILITY

BACKGROUND INFORMATION

SDCL 13-28-40. Enrollment options program established. An enrollment options program is established to enable any South Dakota kindergarten through twelfth-grade student to attend any public school that serves the student's grade level in any South Dakota school district, subject to the provisions in SDCL 13-28-40 to 13-28-47, inclusive...

ADMINISTRATIVE CONSIDERATION:

The Rapid City Area School District has received 1 Transfer of Athletic Eligibility request for the 2024-25 school year.

ADMINISTRATION'S RECOMMENDATION:

It is recommended that the Board of Education approves TAE-512

south dakota DEPARTMENT OF EDUCATION
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Date Received by SD DOE:
ARW-LTS1 (11/2021)

Office of Accreditation
Type all information or use blue or black ink.

Administrative Rule Waiver Application

Long-Term Substitute

Authority to Grant Administrative Rule Waiver

24:43:08:01. Waiver of certain administrative rules and Department of Education policies. The secretary of education may waive compliance of one or more administrative rules or Department of Education policies when requested by a public school district or approved nonpublic school.

24:43:08:10. Secretary's authority to grant waivers limited. The secretary of education may not waive a state statute. The secretary may waive an administrative rule promulgated by the Department of Education or the South Dakota Board of Education, unless the language of the rule prevents waiving. The secretary may waive established Department of Education policy and procedure.

Part 1 – District Information

School District: Rapid City Area Schools

Superintendent Name: Dr Cory Strasser	**Phone Number: 605-394-5147**	**Email: cory.strasser@k12.sd.us**
School Board President Name: Bishop Troy Carr	**Phone Number: 605-394-5147**	**Email: troy.carr@k12.sd.us**

Part 2 – Administrative Rules to be Waived

Nickel, Emilee

Select the rule(s) the district is requesting to be waived:

Long-term Substitute Requirement

☒ **ARSD 24:28:01.01 (54)** "Long-term substitute" means:

- ☒ (A) an individual acting as a teacher of record for no more than 45 cumulative school days in a vacant teaching position while a school district pursues a contract for a teacher; or
- ☐ (B) an individual who is acting as the teacher of record for more than 45 cumulative school days when a teacher is on a temporary leave of absence if:
  - ☐ (1) the teacher's leave of absence is granted pursuant to the "Family and Medical Leave Act of 1993," 29 U.S.C. § 2601, et seq. by the school; or
  - ☐ (2) the individual has a valid or inactive teaching certificate.

Definition of an Inactive Certificate *(will allow someone with an invalid certificate to receive an inactive certificate allowing them to meet the exemption in ARSD 24:24:01:01(54)(B)(2))*

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Application Timeline

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Part 3 – Verification of Administrative Rule Waiver Intent

(a) List the school(s) the where the waiver will be utilized: Central High School

(b) Provide a description about the reason for requesting the waiver: Emilee Nickel needs to take the Praxis for her teaching certificate.

(c) If requesting a waiver for a long-term substitute ARSD 24:28:01:01(54) (A) or (B) provide the following information:

- List the grade span and courses that will be taught by the long-term substitute: Emilee Nickel will be Credit Recovery teachers.
- Provide a detailed description of the long-term substitute including name and qualifications such as degrees, work experience, or other experiences related to the courses being taught: Ms. Nickel has a Bachelor of Science in Physical Ed/Teacher Ed from South Dakota State University.
- Provide a description of the plan for monitoring the quality of the instruction by the long-term substitute and how the school will ensure there is not a negative impact on student learning: Ms. Nickel will be monitored by Central Principal Terry Lundeen.

(d) If requesting a waiver to allow someone with an invalid certificate to be eligible for an inactive certificate, list the name of the invalid educator and the reason the waiver is being requested:

Part 4 – Length of Waiver

If applicable, identify the estimated length of time the long-term substitute will be in place: 2024-25 school year. Certificate is pending.

Part 5 – Approval by Local School Board	
Date(s) Presented to School Board ***(attach board minutes)*****:** October 1, 2024	**Date Approved by School Board:** October 1, 2024
Signature of Superintendent/CEO:	**Signature of School Board President:**
Date of Signature: October , 2024	**Date of Signature:** October 1, 2024
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Name and Reviewer:	
☐**Approve**	☐**Deny**
Reason for Denial:	
Additional Documentation Required:	
Part 7 – Department of Education Secretary's Action	
☐**Approve**	☐**Deny**
Reason for Denial:	
Signature:	

Send this completed application to the Department of Education, 800 Governors Drive, Pierre, SD 57501 or doeoccred@state.sd.us.

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Office of Accreditation
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Administrative Rule Waiver Application

Long-Term Substitute

Authority to Grant Administrative Rule Waiver

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Part 1 – District Information

School District: Rapid City Area Schools

Superintendent Name: Dr. Cory Strasser	**Phone Number:** (605) 394-5147	**Email:** cory.strasser@k12.sd.us
School Board President Name: Bishop Troy Carr	**Phone Number:** (605) 394-5147	**Email** troy.carr@k12.sd.us

Part 2 – Administrative Rules to be Waived

Penticoff; Dawson

Select the rule(s) the district is requesting to be waived:

Long-term Substitute Requirement

☒ **ARSD 24:28:01.01 (54)** "Long-term substitute" means:

- ☒ (A) an individual acting as a teacher of record for no more than 45 cumulative school days in a vacant teaching position while a school district pursues a contract for a teacher; or
- ☐ (B) an individual who is acting as the teacher of record for more than 45 cumulative school days when a teacher is on a temporary leave of absence if:
  - ☐ (1) the teacher's leave of absence is granted pursuant to the "Family and Medical Leave Act of 1993," 29 U.S.C. § 2601, et seq. by the school; or
  - ☐ (2) the individual has a valid or inactive teaching certificate.

Definition of an Inactive Certificate *(will allow someone with an invalid certificate to receive an inactive certificate allowing them to meet the exemption in ARSD 24:24:01:01(54)(B)(2))*

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Application Timeline

☒ **ARSD 24:43:08:04. Application timelines.** An approved waiver shall take effect at the beginning of the next school fiscal year on July 1. The department must receive an application for a waiver at least 60 days prior to the start of a new school fiscal year July 1. A district may petition the secretary for consideration of an alternate effective date that is least 60 days after the department receives its application for a waiver. The secretary shall consider the quality of the application and the extent of its intended outcomes on student learning and enhancement of student opportunity in determining whether to grant the alternate effective date for an approved waiver.

Part 3 – Verification of Administrative Rule Waiver Intent

(a) List the school(s) the where the waiver will be utilized:

General Beadle Elementary School

(b) Provide a description about the reason for requesting the waiver:

Dawson Penticoff has been awaiting his certificate to be issued - he has been in the LTS status since the beginning of the school year. He has applied for his certificate, taken his Praxis, and is just awaiting the final issuance of the teaching certificate.

(c) If requesting a waiver for a long-term substitute ARSD 24:28:01:01(54) (A) or (B) provide the following information:

- **List the grade span and courses that will be taught by the long-term substitute:**

  Elementary (K-5) Physical Education

- **Provide a detailed description of the long-term substitute including name and qualifications such as degrees, work experience, or other experiences related to the courses being taught:**

  Dawson Penticoff has his Associates Degree from Bismark State College in General Studies. He has been on track to receive his Bachelors Degree from Dakota Wesleyan University in Education. He was hired for the 23-24 school year and due to the flexibility that the DOE provided due to the system issues, the timeframe for changing him to a LTS last year was waived. He continues to await his official teaching certificate to be issued and as the DOE did not provide flexibility to the timeframes per the CL, he has been in a LTS status effective the beginning of this school year.

- **Provide a description of the plan for monitoring the quality of the instruction by the long-term substitute and how the school will ensure there is not a negative impact on student learning:**

  Mr. Penticoff will be monitored by the Principal at General Beadle to ensure he is following appropriate curriculum guidelines and adhering to all necessary requirements of providing instruction to elementary students.

(d) If requesting a waiver to allow someone with an invalid certificate to be eligible for an inactive certificate, list the name of the invalid educator and the reason the waiver is being requested:

Part 4 – Length of Waiver

If applicable, identify the estimated length of time the long-term substitute will be in place:

2024-25 school year. His teaching certificate is pending with the DOE.

Part 5 – Approval by Local School Board	
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Additional Documentation Required:	
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Administrative Rule Waiver Application

Long-Term Substitute

Authority to Grant Administrative Rule Waiver

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Part 1 – District Information

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School Board President Name: Bishop Troy Carr	**Phone Number: 605-394-5147**	**Email: troy.carr@k12.sd.us**

Part 2 – Administrative Rules to be Waived

Roberts, Shamil

Select the rule(s) the district is requesting to be waived:

Long-term Substitute Requirement

☒ **ARSD 24:28:01.01 (54)** "Long-term substitute" means:

- ☒ (A) an individual acting as a teacher of record for no more than 45 cumulative school days in a vacant teaching position while a school district pursues a contract for a teacher; or
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Part 3 – Verification of Administrative Rule Waiver Intent

(a) List the school(s) the where the waiver will be utilized: Central High School

(b) Provide a description about the reason for requesting the waiver: Shamli Roberts is on the Alternative Certification route and waiting for Alternative Certificate, Not Completed. AC1 has been forwarded.

(c) If requesting a waiver for a long-term substitute ARSD 24:28:01:01(54) (A) or (B) provide the following information:

- List the grade span and courses that will be taught by the long-term substitute: Mr. Roberts is MS/HS Transition Teacher.
- Provide a detailed description of the long-term substitute including name and qualifications such as degrees, work experience, or other experiences related to the courses being taught: Mr. Roberts has a degree in Bachelor of Arts in Criminal Justice. Mr. Roberts has assisted for the past year as a Credit Recovery instructed in a non-accountable position.
- Provide a description of the plan for monitoring the quality of the instruction by the long-term substitute and how the school will ensure there is not a negative impact on student learning: Mr. Roberts will be monitored by Central Principal Jessica Kanta.

(d) If requesting a waiver to allow someone with an invalid certificate to be eligible for an inactive certificate, list the name of the invalid educator and the reason the waiver is being requested:

Part 4 – Length of Waiver

If applicable, identify the estimated length of time the long-term substitute will be in place: 2024-25 school year. Certificate is pending.

Part 5 – Approval by Local School Board	
Date(s) Presented to School Board ***(attach board minutes)*****:** October 1, 2024	**Date Approved by School Board:** October 1, 2024
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south dakota DEPARTMENT OF EDUCATION
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Office of Accreditation
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Administrative Rule Waiver Application
Long-Term Substitute

Authority to Grant Administrative Rule Waiver

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Part 1 – District Information

School District: Rapid City Area Schools

Superintendent Name:	Phone Number:	Email:
Dr. Cory Strassar	605 394-5147	Cory.Strassar@k12.sd.us
School Board President Name:	**Phone Number:**	**Email**
Tony Carr	605-394-5147	tony.carr@k12.sd.us

Part 2 – Administrative Rules to be Waived

Select the rule(s) the district is requesting to be waived:

Sarchet, Marc

Long-term Substitute Requirement

☒ **ARSD 24:28:01.01 (54)** "Long-term substitute" means:

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Part 3 – Verification of Administrative Rule Waiver Intent

(a) List the school(s) the where the waiver will be utilized:

Meadowbrook School 10

(b) Provide a description about the reason for requesting the waiver:

We had a teacher resign Sept. 1, 2024 and have not had an applicant for the position.

(c) If requesting a waiver for a long-term substitute ARSD 24:28:01:01(54) (A) or (B) provide the following information:

- **List the grade span and courses that will be taught by the long-term substitute:**

3rd grade - All subjects

- **Provide a detailed description of the long-term substitute including name and qualifications such as degrees, work experience, or other experiences related to the courses being taught:**

Marc Sarchet, has been a sub for the district and has filled other long term sub jobs. in the past.

- **Provide a description of the plan for monitoring the quality of the instruction by the long-term substitute and how the school will ensure there is not a negative impact on student learning:**

Marc has an experienced team of 3 other teachers supporting him. The principal does daily check ins.

(d) If requesting a waiver to allow someone with an invalid certificate to be eligible for an inactive certificate, list the name of the invalid educator and the reason the waiver is being requested:

n/a

Part 4 – Length of Waiver

If applicable, identify the estimated length of time the long-term substitute will be in place:

possibly 4 months

Part 5 – Approval by Local School Board	
Date(s) Presented to School Board ***(attach board minutes)*****:** October 1, 2024	**Date Approved by School Board:** October 1, 2024
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Email to
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ENROLLMENT OPTIONS

1. STUDENT ASSIGNMENT REQUESTS

BACKGROUND INFORMATION

SDCL 13-28-10. School residency of child residing in a home other than residence of parents, guardian, or noncustodial parents – Petition to local school board. If a school age child resides in a home other than the residence of his parents, guardian, or noncustodial parents on a temporary or permanent basis, the school residency of the child is where the parents, noncustodial parents, or guardian reside unless, upon request of the person with whom the child is living, the local school board accepts the child as a resident of that school district...

ADMINISTRATIVE CONSIDERATION:

Six students have requested assignments to the Rapid City Area School District for the 2024-25 school year. For these request,approvals are subject to program and/or space availability.

ADMINISTRATION'S RECOMMENDATION:

It is recommended that the Board of Education approve request SA-6034 to SA-6039

1. TRANSFER OF ATHLETIC ELIGIBILITY

BACKGROUND INFORMATION

SDCL 13-28-40. Enrollment options program established. An enrollment options program is established to enable any South Dakota kindergarten through twelfth-grade student to attend any public school that serves the student's grade level in any South Dakota school district, subject to the provisions in SDCL 13-28-40 to 13-28-47, inclusive...

ADMINISTRATIVE CONSIDERATION:

The Rapid City Area School District has received 1 Transfer of Athletic Eligibility request for the 2024-25 school year.

ADMINISTRATION'S RECOMMENDATION:

It is recommended that the Board of Education approves TAE-512

K-12 CHANGE OF STATUS

Certified & Contracted Personnel		**Adjusted**
Belzer, Laura	Assignment/17.5 additional days (temp)	6,906.49
Lawrence, Lorne	Assignment/Involuntary Transfer	3,500.00
Wald, Mia	Assignment/4.5 additional days (temp)	1,790.45
Classified Personnel		**Adjusted**
Erwin, Catherine	Assignment/Decrease 0.75 FTE to	0.6875
Gortmaker, Brenda	Assignment/Decrease 0.96875 FTE to	0.875
Montoya, Michael	Assignment/Decrease 19.03 to	18.09
Robertson, Rene	Assignment/Increase 0.75 FTE to	0.875
Additional Pay		**Actual**
Rath, Shelley A	Destiny/Library Training @SHS	175.00
Rath, Shelley A	Destiny/Library Training	50.00

K-12 EMPLOYMENT RECOMMENDATIONS

Certified & Contracted Personnel		Actual Pay
Dunnigan, Charalet	Stevens/Oral Interpretation (pro-rated)	1,710.55
Gab, Suzanne	Southwest/Intramural Girls Basketball	1,500.00
Hendry, Paul	Stevens/Assistant Girls Tennis (pro-rated)	2,583.42
Moser, Michelle	Wilson/Intervention Specialist (temp)(pro-rated)	43,208.73
Williamson, Kristen	Meadowbrook/PE (pro-rated)	37,499.99

Classified Personnel		Actual Pay
Bilek, Gwen	Stevens/Paraeducator	17.50
Crawford, Marissa	South/Paraeducator	17.50
Ghost Dog, Savannah	Central/Student Nutrition Team Member	15.11
Heller, Devyne	Robbinsdale/Secretary Level 2	15.49
Kunde, Steve	STC/Bus Driver	19.38
Lesperance, Enola	East/Secretary Level 2	15.49
Logan, Ricky	Stevens/Paraeducator	18.38
Lytle, Michael	Warehouse/Support Staff	18.38
McDougall, Liam	South/Paraeducator	17.50
Moody, Kathryn	Central/Student Nutrition Team Member	15.11
Rarick, Jilleanne	Southwest/Secretary Level 2	15.49
Reilly, Macaela	RCAA/Paraeducator	16.50
Seamons, Sarah	Southwest/Paraeducator	16.50
Schuetz, Marilyn	Student Nutrition/Student Nutrition Team Member	15.11
Trokey, Juliana	West/Paraeducator	16.50
Williams, Randy	Valley View/Noon Duty	12.40
Zobel, Alissa	South/Paraeducator	16.50

SUBSTITUTES & FIELD PLACEMENTS

Certified Substitutes
Eidem, Karen
Hagen, Laura

BA+ Substitutes
Clarrissa Arrington
Malone Jr., Alan
Schmit, Kaylee

Non-Degreed Substitutes
Fire Thunder, Dreya
Mohr, Diana
Packman, Sierra
Tiller, Myka

K-12 TERMINATION AND LEAVES

Certified & Contracted Personnel		Effective
Huwe, Nancy	South/Social Studies (retire)	06/30/2025
Thomas, Taryn	South/Reading (resign)	10/02/2024

Classified Personnel		Effective
Faatz, Chelsey	East/Secretary Level 2 (resign)	09/12/2024
Garcia, Sammy	B&G/Housekeeper (LOA)	09/12/2024
Knight, Teslah	Corral Drive/Noon Duty (offer declined)	09/12/2024
Tillman, Lanita	Central/Student Nutrition (job abandonment)	09/13/2024
White Bull, Paul	STC/Bus Driver (offer rescinded)	09/10/2024
Wykoff, Kevin	B&G/Team Cleaner (termination)	09/04/2024

MEMORANDUM OF UNDERSTANDING (MOU) WITH MILITARY AND FAMILY LIFE COUNSELING (MFLC) PROGRAM

BACKGROUND INFORMATION:

This Memorandum of Understanding (MOU) sets forth guidelines to clarify the responsibilities of the Rapid City Area Schools District ("RCASD") and Leidos, Inc. ("Leidos") with respect to Child and Youth Behavioral ("CYB") program services provided by Leidos pursuant to its contract with the federal government to operate part of the Military & Family Life Counseling (MFLC) Program on behalf of the Department of Defense, 47QFCA21C0002 (the Contract).

The Rapid City Area Schools have several schools that are highly impacted with children from military families. Leidos has been working within the local schools providing support to our military families (as defined by the MOU). Typically, they are providing one on one/group support to children who are experiencing issues with general life skills, military life (which includes deployment, reintegration support). We see children presenting issues with social skills, emotional management issues, transition issues, bereavement/loss, and academics. The CYB (Child and Youth Behavioral) MFLC's are also providing support to educators.

The scope of their services are outlined in the attached MOU.

Administrative Recommendation:

Administration recommends that the Board of Education approve the MOU with Military and Family Life Counseling Program. There is no financial liability for any of the services rendered by Leidos under the terms of this MOU.

DECLARATION OF SURPLUS PROPERTY

BACKGROUND INFORMATION:

The School District annually disposes of supplies and equipment which are no longer considered necessary or suitable to the operation of the district.

ADMINISTRATIVE CONSIDERATION:

The list of supplies and equipment is no longer considered necessary by the Rapid City Area Schools.

ADMINISTRATIVE RECOMMENDATION:

It is recommended the Board of Education declare that the supplies and the equipment on the list be surplus property.

WHEREAS, pursuant to SDCL 6-13-1. The governing board of a political subdivision may sell, trade, loan, destroy or otherwise dispose of any land, structures, equipment, or other property which such governing board has, by appropriate motion, determined is no longer necessary, useful or suitable for the purpose for which it was acquired.

THEREFORE, BE IT RESOLVED by the Board of Education of the Rapid City Area School District No. 51-4 that the following property is determined to be no longer necessary, useful, or suitable for school purposes and order the sale, trade, convey to other political subdivisions, destruction of or the disposal of:

*Not all property listed at https://rb.gy/g8klz2 will be available on the annual surplus property auction.

VOLUNTEERS 10/1/24

Anderson, Katrina
Baker, Travis
Bales, Courtney
Beardsley, Nicole
Burke, Theresa
Cates, Jennifer
Cattaneo, Sarah
DeRuyter, Carly
Giroux, Jennifer
Guffey, Jamie
Hanley, Whitney
Harper, Chelsea
Harris, Rebecca
Higgins, Jessica
Hollenbeck, Kayla
Jensen, Libbey
Johnson, Craig
Kosmicki, Calli
LaSalvia, Chris
Levy, Jennifer
Liu, Yan
Maea, Ailine
McKie-Kaiser, Karris
Millard, Gail
Minton, Cathleen
Neff, Tara
Olevson, Brenden
Patton, Jennifer
Pena, Emma
Roby, Tessa
Rodriguez, Rebecca
Russell, Eleanor
Smith, Ashley
Snethen, Tiffany
Steele, Michael
Stevenson, Amie
Texel-Geldert, Keely
Torres, Amanda
Washechek, Steven
Wesley, Emily
Wilfong, Cheyenne
Wilkinson, Sallie
Witte, Geannia
Zhou, Haiyan

ADDENDUM

K-12 TERMINATION AND LEAVES

Classified Personnel		Effective
Corujo, David	STC/Bus Driver (offer rescinded)	09/18/2024
Hade, Sheri	Wilson/School Office Secretary (retire)	10/04/2024
Healy, Nicole	Valley View/Principal Secretary (resign)	10/04/2024
Schmidt, Jerome	STC/Bus Aide (retire)	09/19/2024
Sexe, Michael	STC/Bus Driver (resign)	09/27/2024

K-12 EMPLOYMENT RECOMMENDATIONS

Certified & Contracted Personnel		Actual Pay
Logue, Stephana	Meadowbrook/3rd Grade (pro-rated)	44,288.27

Classified Personnel		Actual Pay
Newman, Mary	Knollwood/Paraeducator	19.29

K-12 CHANGE OF STATUS

Certified & Contracted Personnel		Adjusted
Meverden, Cortney	Assignment/20 Additional Days (permanent)	6,317.13

Classified Personnel		Adjusted
Albright, Mary	Assignment/Increase 0.78125 FTE to	.8125
Haines, Janette	Assignment/Increase 18.19 to	19.29
Longhenry, Carryn	Assignment/Increase 0.5 FTE to	0.75
Wyatt, Mia	Assignment/Increase 0.1875 FTE to	0.25

SUBSTITUTES & FIELD PLACEMENTS

Certified Substitutes
Dockter, Sherwin

BA+ Substitutes
Walters, Mary

Non-Degreed Substitutes
Ormesher, Joan

Master Planning Agreement with CO-OP Architecture

STEPHENSON moved and BIRKELAND seconded to approve the Master Planning Agreement with CO-OP Architecture as recommended by administration. MOTION CARRIED (5-0).

Background Information:

The District believes that, as it considers issuing a bond referendum, it should have a facility master plan developed. This master plan would outline building priorities for years into the future and provide crucial data and information to consider as the District contemplates a bond referendum.

Administrative Consideration:

CO-OP Architecture will engage in a facility study of the District's facilities and present a long-range facility plan that will include immediate, intermediate, and future facility needs. When a bond election date is determined, CO-OP will help develop informational and educational materials regarding the projects included in the bond referendum and assist the District throughout the election process.

Please note, any dates specified in the proposed agreement are for demonstration purposes only, at this point.

Administrative Recommendation:

It is recommended that the Board of Education approve the CO-OP Architecture Master Planning Agreement.

MEMORANDUM OF UNDERSTANDING (MOU) – OAYE LUTA OKOLAKICIYE (OLO)

SWAN moved and URBAN seconded to approve the MOU with OLO as recommended by administration. MOTION CARRIED (5-0).

BACKGROUND INFORMATION:

RCAS entered into an MOU with Oaye Luta Okolakiciye (OLO) last year for OLO to provide Talking Circles at the middle schools for the 2023-2024 school year. Jen Strong and Ira Taken Alive have worked with Gene Tyon, OLO Executive Director, to center OLO's academic tutoring and cultural-based mentoring services at Central High School for the 2024-2025 school year. The middle school program will be paused for the year, so OLO Talking Circle staff may be dedicated to the Central High School program.

In addition to the CHS tutoring and mentoring program, the OLO program at CHS proposes provisions for student cultural field trips and staff cultural education (with Continuing Education Units provided by Oglala Lakota College). Additionally, OLO will work with CHS administration and the CHS behavior team to establish an alternative Out of School Suspension (OSS) option that is voluntary for students/parents and features education about cultural values of respect and responsibility in concert with daily classroom assignments/homework.

OLO, CHS administration, and Title VI will evaluate the program performance standards on a regular basis.

ADMINISTRATIVE CONSIDERATION:

Federal Programs and Title VI Indian Education have worked closely with OLO to craft the MOU.

Title VI will be responsible for the fiscal impact of the field trips.

ADMINISTRATION'S RECOMMENDATION:

It is recommended that the board approve the MOU with OLO for the 2024-2025 school year.

ITEMS FOR BOARD INFORMATION

Committee Reports

SWAN reported on the PAC meeting and May 21st is the Honoring Ceremony at Stevens High School.

BIRKELAND reported the next PAC meeting is at Horace Mann, there was no PACRC meeting, and Policy committee discussed the policy on the agenda tonight. He reported on IC and said Joann's minutes would be shared with BOE members

URBAN reported on Community Outreach Committee and upcoming meetings will be held in January and February.
WAN reported on the upcoming PAC meeting location.

Other

STEPHENSON reported on Honoring the Children walk she attended. She thanked all the staff for continuing their work during the difficult times we have had the past few weeks.

CLAPHAM also thanked everyone and said we need to give everyone GRACE during these difficult times.

EXECUTIVE SESSION

- SDCL 1-25-2.1 – Discussing the qualifications, competence, performance, character or fitness of any public officer or employee or prospective public officer or employee. The term "employee" does not include any independent contractor.

BIRKELAND moved and SWAN seconded to go into Executive Session at 7:33 PM to discuss personnel.

Executive Session concluded at 8:50 PM.

ADJOURNMENT

BIRKELAND moved and SWAN seconded to adjourn the October 1, 2024 Board of Education Meeting at 8:52 PM.

Respectfully submitted,

Coy Sasse
CFFO/Business Manager

Shirley Fletcher
Executive Assistant

Jamie Clapham
Board of Education 1st Vice-President

SUPERINTENDENT'S AGREEMENT

Section 1.
PARTIES:

1.1 The parties to this Employment Agreement (called "Agreement") are the Board of Education of the Rapid City Area School District No. 51-4, Rapid City, South Dakota (hereinafter "Board") and Ms. Nicole Swigart, Superintendent of the Rapid City Area School District (hereinafter "Superintendent").

Section 2.
PURPOSE:

2.1 The purpose of this Agreement is to fix the terms and conditions under which the Board agrees to retain the services of the Superintendent to perform the duties as the Superintendent of Schools of the Rapid City Area School District (hereinafter "District") and to serve as the Executive Officer of the Board and the Superintendent agrees to so perform those duties.

NOW, THEREFORE, for good and valuable consideration and based upon the mutual covenants contained herein, the receipt and sufficiency of which are hereby acknowledged by both parties, the Board and the Superintendent agree that:

Section 3.
EMPLOYMENT:

3.1 The Board does hereby employ the Superintendent and the Superintendent does hereby accept such full-time employment as the Superintendent of Schools for the District upon the terms and conditions set forth in this Agreement.

Section 4.
TERM:

4.1 The term of this employment shall commence on March 8, 2023, and shall terminate on June 30, 2027, unless sooner terminated as provided herein. At the end of the 2023-2024 school year, the parties may agree to extend the term of employment through June 30, 2028.

4.2 The parties specifically acknowledge the provisions of SDCL § 60-2-6 and the Superintendent agrees to waive the limitation and restriction contained therein.

Section 5.
COMPENSATION:

5.1 For all services rendered by the Superintendent to the Board during the term of this Agreement, the Board shall pay the Superintendent the annualized sum of One Hundred Eighty Thousand Dollars ($180,000.00), payable in twenty-four (24) equal bimonthly installments of Seven Thousand Five Hundred Dollars ($7,500.00). The first installment will be paid on March 10, 2023, with a similar amount due on the 10th and 25th day of the month thereafter during the term of this Agreement. An adjusted payment so as to make the total of the installments equal to the annual salary will be made, if necessary, in the last installment.

5.2 The Board shall deduct from all such compensation determined in Section 5.1 any and all social security taxes, withholding taxes, other amounts required to be withheld by the Board, and other amounts agreed upon by the Board and Superintendent.

5.3 Commencing in 2024, on or before July 1 of each year covered by this Agreement, the Board may, but is not required to, increase the compensation paid to the Superintendent, the amount, if any, to be determined solely by the Board. The Board shall not, however, reduce the Superintendent's salary below the figure stated above.

Section 6.
CERTIFICATION AND DUTIES:

6.1 Throughout the term of this Agreement, the Superintendent shall maintain and furnish a valid and appropriate certificate and/or permit to act as prescribed by the laws and regulations of the State of South Dakota, and/or by the Department of Education, and take any other necessary steps as directed by the Department of Education. Failure of Superintendent to comply with such requirements or directives may result in immediate termination of this Agreement. During the term of this Agreement, the District will reimburse Superintendent for the expense associated with the certificate/permit required by the State of South Dakota and/or the Department of Education to fulfill her duties as Superintendent. District shall promptly reimburse Superintendent upon her provision of proof of payment of the expense.

6.2 The Superintendent agrees to faithfully perform the duties of Superintendent of Schools and the chief executive officer for the District pursuant to the laws of the United States, the State of South Dakota, and the policies, rules, and regulations of the District and the Board. The duties include, but are not limited to, those set forth in the job description of the position of the Superintendent, which is

incorporated herein by this reference, and such additional duties as directed by the Board. The Superintendent agrees to devote her full time, skill, labor, and attention to the employment agreed to and reflected in this Agreement, including, but not limited to:

(a) The Superintendent shall be the chief executive officer of the District and shall recommend the selection, retention, assignment, supervision, and dismissal of all employees of the District.

(b) Organize, reorganize, and manage the educational services and curriculum and courses of instruction provided by the District.

(c) Attend all of the District's School Board or committee meetings, including executive sessions where no conflict of interest exists, and shall serve as an ex-officio member of the Board or committees, and shall be entitled to submit administrative recommendations on each item of business considered by the Board or committees thereof.

(d) Attendance at professional conventions and seminars and participation in professional societies, insofar as is reasonable and practicable.

Section 7.

BENEFITS:

7.1 The Board shall make matching contributions to the South Dakota Retirement Plan as provided for by the Plan documents.

7.2 On an annual basis, the District shall provide forty (40) days of annual paid leave. Recognizing that this Agreement is entered into prior to July 1, 2023 (when annual leave days accrue pursuant to District policy), Superintendent shall receive fourteen (14) days of paid leave to be used between March 8, 2023 and June 30, 2023. Any remaining leave days as of June 30, 2023 may be accumulated as provided for in Section 7.2.2.

7.2.1 Leave days may be used by the Superintendent as she chooses, but are meant to include vacation, sick leave, and personal leave. The Board of Education may, in its sole discretion, consider awarding additional days of leave in the event of an emergency, such as a death in Superintendent's immediate family.

7.2.2 Accrued leave days that are accrued during the term of this contract may accumulate up to one hundred eighty (180) days and may be used by the Superintendent for personal illness, injuries, or other disabilities or conditions which prevent or unreasonably interfere in the performance of the Superintendent's duties. Unless terminated for cause, up to ninety (90) days of accumulated unused leave days shall be paid to Superintendent when she leaves the district.

7.2.3 The following holidays shall be observed by the parties: New Year's Day, President's Day, Memorial Day, July 4th, Labor Day, Thanksgiving Day, Friday after Thanksgiving, Christmas Eve, Christmas Day, and New Year's Eve.

7.3 The Board shall provide a group insurance program consisting of health, dental, and life as set forth in the Master Plan document upon the same terms and conditions as are provided to the other employees of the District.

7.4 Upon retirement or death, the Superintendent, provided she has served a minimum of seven (7) years in the District, will be issued a "Life Pass" to all District activities. This shall include the Superintendent and/or her spouse.

7.5 The District shall pay the reasonable and necessary dues to enable the Superintendent to be a member of three (3) appropriate state and/or national professional organizations.

7.6 The District shall provide a cell phone and a laptop for use by the Superintendent.

Section 8.
PROFESSIONAL DEVELOPMENT:

8.1 The Superintendent shall continue her professional development. She shall therefore attend and participate in appropriate professional meetings at the local, state, and national level. Prior Board approval shall be obtained for national level meetings. The District, in accordance with its policies and procedures, shall pay the expenses of attending such professional meetings. The Superintendent shall, from time to time, update the Board on all phases of her continuing professional development.

Section 9.
MEDICAL EXAM:

9.1 The Board may, in its discretion, request a medical examination, as it deems necessary during the term of this agreement. In such an event, a statement certifying the physical and mental competency of the Superintendent to perform the functions and duties of her position shall be filed with the Director of Human Resources. The Board shall consider the results of any medical certification as confidential information, and shall not disclose the same, except as necessary in the performance of its duties. The costs of any medical examination shall be borne by the District.

Section 10.
PERFORMANCE REVIEW:

10.1 The Board shall annually review and evaluate the performance of the Superintendent. The Board shall provide to the Superintendent periodic opportunities to discuss the relationship between the parties. The Board shall inform the Superintendent of any perceived inadequacies in her performance, as well as highlight areas of perceived strength and achievement, and shall inform her of any complaints received by Board members.

Section 11.
TERMINATION:

11.1 This Agreement may be terminated upon written notice by the Board in the following circumstances:

(a) Mutual written agreement of the parties;

(b) Death or disability of the Superintendent rendering her unable to perform the duties of the position;

(c) As provided for pursuant to Section 11.4 herein; or

(d) For cause. "For cause" shall mean one or more of the following:

(1) Breach of contract;

(2) Poor performance;

(3) Unprofessional conduct;

(4) Insubordination;

(5) Neglect of duty;

(6) Violation of any policy or regulation of the District;

(7) Professional misconduct or violation of the professional ethics by the Superintendent;

(8) Any other material breach of this Agreement by the Superintendent, including the failure to avoid any act, habit, or usage that might reasonably injure, directly or indirectly, the reputation of the District or Board.

11.2 If the Board is terminating Superintendent for Cause, the Board shall provide written notice to the Superintendent as to the nature of the cause for termination. At the request of the Superintendent, a hearing shall be held before the Board wherein the parties may present evidence. The Superintendent, at her own expense, may be represented by legal counsel at the hearing.

11.3 If this Agreement is terminated for cause, the Superintendent's compensation and benefits under this Agreement, including, but not limited to, insurance coverage, automobile usage, and all other benefits, shall cease on the date the Board makes its final decision.

11.4 Notwithstanding the provisions of Section 11.1 to 11.3, the District may terminate this agreement upon giving thirty (30) days written notice to Superintendent. In the event that the District terminates this Agreement pursuant to Section 11.4, the Superindentent shall receive either: 1) compensation in the amount of four (4) months of her salary pursuant to the terms of this Agreement; or 2) the remainder of that current school year's compensation, whichever is less.

Section 12.
DEFEND AND HOLD HARMLESS:

12.1 Subject to the limitations and restrictions contained in SDCL § 3-19-1 and 2, the District agrees it shall defend, hold harmless, and indemnify the Superintendent from any and all demands, claims, suits, actions, and legal proceedings brought against the Superintendent in her individual or official capacity provided that the incident or event prompting such action arose while the Superintendent was acting within the scope of her employment.

12.2 In no event shall the individual members of the Board be considered personally liable for indemnifying the Superintendent against any such claim or action and no indemnity or defense shall extend to any criminal charges brought against the Superintendent.

12.3 The District shall not be required to indemnify or defend the Superintendent in any legal proceedings wherein the interests of the District are adverse or contrary to the interests of the Superintendent.

Section 13.
WAIVER OF BREACH:

13.1 The waiver of any party hereto of a breach of any provision of this Agreement shall not operate or be construed as a waiver of any subsequent breach by any party.

Section 14.
NOTICES:

14.1 Any notice required or permitted to be given under this Agreement shall be sufficient if in writing and sent by certified mail, postage prepaid, return receipt requested, to the residence of the Superintendent in the case of the Superintendent or to the business office in the case of the Board.

Section 15.
GOVERNING LAW:

15.1 This Agreement shall be governed and controlled by the laws of the State of South Dakota.

Section 16.
INTEGRATION:

16.1 This writing constitutes the entire Agreement between the parties and there are no other oral or collateral agreements or understandings of any kind or

character except those contained herein. This Agreement may be changed or modified only by written agreement signed by the parties.

Section 17.
SEVERABILITY:

17.1 If any portion of this Agreement shall be found to be void or unenforceable, it shall in no way affect the validity or enforceability of any other portion hereof.

Section 18.
BINDING EFFECT:

18.1 This Agreement shall extend to and be binding upon the heirs, administrators, executors, successors, and assigns of the parties hereto.

Dated this 1st day of March, 2023.

BOARD:

RAPID CITY AREA SCHOOL DISTRICT 51-4

BY: _____
President, Board of Education

BY: _____
Director of Business and Support Services

SUPERINTENDENT:

BY: _____
Nicole Swigart

From: Neyhart, Melissa
To: mhickey@bangsmccullen.com
Cc: nicoleswigart8@gmail.com; Katz, Beverly; Neyhart, Melissa; ebogue@minnehahacounty.gov
Subject: RE: [EXT] Open Meetings Complaint 2025-03 – Rapid City Area School District
Date: Monday, September 8, 2025 10:39:51 AM

Dear Mr. Hickey:

Pursuant to your phone call with Assistant Attorney General Beverly Katz this morning, please find a copy of Swigart's email response below. We are looking to schedule a hearing date for late October/November.

We will be in contact with you once the Board determines a hearing date.

If you have any questions, please feel free to contact us.

Melissa Neyhart, Paralegal
Office of the Attorney General
1302 East SD Highway 1889, Suite 1
Pierre, South Dakota 57501-8501
Telephone: 605-773-3215
Facsimile: 605-773-4106

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From: Nicole Swigart <nicoleswigart8@gmail.com>
Sent: Tuesday, September 2, 2025 10:16 PM
To: Katz, Beverly <Beverly.Katz@state.sd.us>; Neyhart, Melissa <Melissa.Neyhart@state.sd.us>
Cc: Blair, Steven <Steven.Blair@state.sd.us>
Subject: [EXT] Open Meetings Complaint 2025-03 – Rapid City Area School District

September 2, 2025
Beverly Katz
Assistant Attorney General
1302 East Highway 14, Suite 1
Pierre, South Dakota 57501-8591

Re: Open Meetings Complaint 2025-03 – Rapid City Area School District

Dear Deputy Attorney General Beverly Katz:

I appreciate the Commission's July 16, 2025, acknowledgement of my open-meetings complaint and the opportunity to respond to the Rapid City Area School District's

August 27, 2025, submission. The district's letter devotes considerable space to attacking me and the investigation, yet it does not address the actual violations described in my complaint. My concern is not to seek discovery for litigation; it is to enforce the public's right to open government.

1. **Suspension without a vote.** On July 1, 2024, the board's attorney and the board president met with me via an online meeting platform to review a five-page "Conference Review". This CR informed me that I was to be placed on an unpaid thirty-day suspension, effective July 2, 2024, to July 31, 2024. The complaint explains that no motion was made in any open meeting to authorize this suspension. The detective's narrative confirms that I was notified of my suspension, along with various requirements, and that these decisions were made by the board in an executive session rather than at a public meeting. The district's response argues that boards may discuss termination during executive sessions, but it never explains where or when the board voted to suspend me. SDCL 1-25-2 allows closed sessions only for discussion and requires any "official action" to be taken at an open meeting. A suspension that removed me from duty for a month is an official action that the district should be able to identify as having been authorized by a public vote.

2. **Notice of intent to terminate without a vote.** The complaint notes that on July 18, 2024, I received a "Written Notice of District's intention to terminate your employment with the District…," yet there was no motion or vote in any open meeting related to that letter. The detective's report likewise states that the notice was sent to my attorney on July 18, 2024, while I was still on suspension. In its response, the district cites the August 13, 2024, meeting, where my termination was finally voted on, but does not identify any public vote authorizing my July 18, 2024, termination notice. Issuing a termination notice is not a mere discussion; it is a board action that should have been approved in open session.

3. **Decisions made without votes or detailed minutes.** Between May 31 and August 6, 2024, the board met five times for regular meetings, including executive sessions, and four times for "executive sessions only" meetings. The complaint notes that during this period, numerous decisions regarding my employment, including exit strategies and settlement offers, were made. Yet, no motions were made, and no official minutes were recorded or communicated to the public. The detective's report reflects my concern that the board uses executive sessions to reach consensus without any real voting, then ratifies some of those decisions weeks later. South Dakota law requires a majority vote to enter executive session and mandates that any official action resulting from executive session be taken in open session. The district's response merely insists that the board "does not vote in executive session" and that a public vote is unnecessary after every executive session. That misses the point: I am not claiming the board must vote after every closed session; I am alleging that substantive decisions regarding my suspension, including the July 18 termination notice, exit strategies, and settlement offers, were made without any public discussion or vote. The District's response does not address these specific violations.

Additional examples underscore this pattern of private decision-making in executive sessions. During the July 1, 2024, conference review, the board president and the district's attorney left the meeting to discuss our requests and modified the suspension by allowing me to use paid leave instead of unpaid leave, yet no public vote authorized that change. I have no way of knowing if other board members were consulted and approved or not. The July 18, 2024, termination letter clearly stated that I had to resign or retire by August 8, 2024, or face termination on August 20, 2024. (The date of August 20, 2024, was later changed to

August 13, 2024, also without any action being taken in open session.) Although the August 13, 2024, agenda listed "K-12 Termination and Leaves", only "Superintendent (termination)" was listed. The board president informed attendees on August 13th that the board had not yet decided on a course of action and that open forum comments "hold weight." Clearly, the agenda indicated that the meeting was called solely for the purpose of terminating the superintendent. After that, the Board announced Dr. Strasser as acting superintendent, a move that was clearly predetermined at some earlier executive session. Multiple Board members then proceeded that night to read from obviously previously prepared statements defending their decision by consensus to terminate me sometime before the vote during the meeting that night. The appointment of Dr. Strasser was not publicly voted on and approved until October 2024, although he received additional compensation for making decisions as acting superintendent from July 2nd forward. Each of these decisions were determined without a formal motion or public vote, reinforcing the concern that the board is using executive sessions and off-agenda communications to reach consensus and then ratify decisions at some much later date.

Finally, the district argues that executive-session minutes need not be kept. That may be true, but SDCL 1-25-3 requires detailed minutes of all regular and special meetings. When a board makes decisions outside of open meetings, such as in executive sessions or leadership meetings, there are no detailed minutes to document those decisions and actions. The absence of minutes that include these decisions underscores that the decisions were made improperly.

For the reasons mentioned above, I respectfully ask the SD Attorney General's Office and the Open Meeting Commission to reject the district's request for dismissal and to consider the merits of my complaint. The district's response fails to explain when the board voted to suspend me, issue a letter of intent to terminate, or approve the employment-related decisions made behind closed doors, rather than in an open meeting. Those unresolved issues are the heart of this open-meeting complaint.

If needed, I am happy to send the Conference Review document emailed to me on July 1, 2024, the intent to terminate letter sent on July 18, 2024, the August 13, 2024 Board Agenda, and various emails addressing the conference review changes, severance pay, PTO pay, attempts to try to get me to resign or retire, offers of mediation that were rejected, etc.

Thank you for your attention to this matter.

Sincerely,

Nicole Swigart

BANGS, MCCULLEN, BUTLER, FOYE & SIMMONS, L.L.P.
333 West Boulevard, Ste. 400 • P.O. Box 2670 • Rapid City, South Dakota 57709
5048 East 57th Street, Suite B • Sioux Falls, South Dakota 57108
T: (605)343-1040 • F: (605) 343-1503 • www.bangsmccullen.com

September 30, 2025

MICHAEL M. HICKEY
SARAH E. BARON HOUY
Email: mhickey@bangsmccullen.com
Email: sarah@bangsmccullen.com

Sent Via U.S. Mail and Email: Beverly.Katz@state.sd.us
Ms. Beverly Katz
Office of Attorney General
1302 East Highway 14, Suite 1
Pierre, South Dakota 57501-8591

Re: Open Meetings Complaint 2025-03

Dear Ms. Katz:

Thank you for providing me with a copy of Ms. Swigart's reply to our answer. Set forth below is the District's response to Ms. Swigart's reply.

In reviewing her reply, Swigart states, "the district's letter devotes considerable space to attacking me and the investigation, yet it does not address the actual violations described in my complaint. My concern is not to seek discovery for litigation; it is to enforce the public's right to open government."

The District is not attacking Swigart, it is merely responding to the allegations made in her complaint and the specific statements she made to the investigator. At the outset, no one from the public or the media is claiming that the board has violated South Dakota's Open Meeting Laws. This complaint is personal to Swigart. The personal nature of the complaint is clearly demonstrated by Swigart's response to the question asked by the investigator about what she wanted. Swigart responded she wanted **"to know what the discussions were in the executive sessions from July 2, 2024 through July 18, 2024."** Simply stated, neither Swigart nor the public is entitled to that information.

Additionally, Swigart has made several other allegations regarding the Board conduct including the holding of secret meetings, the holding of meetings without a quorum, and not having a vote by the majority of board members to go into executive session. The Board has responded to those allegations by providing the actual documents and video recording that clearly establishes that it has not acted in the manner alleged by Swigart. Swigart has not offered any affidavits or statements by any board member or past or present school official to support her allegations.

It now appears that Swigart has scaled back her complaint to allege that the Bqoard was required to have a public vote when she was placed on paid suspension, when the Board president and District counsel met with Swigart and her attorney to present and review the conference review, when it directed its attorney to issue the July 18, 2024 notice of the Board's intention to terminate Swigart's employment contract pursuant to the no cause provision set forth in her contract of employment, and when the parties conducted negotiations and attempted to reach a settlement.

Swigart alleges that the board met in executive session and "[**made] decisions without [formal] votes or detailed minutes**." She states that "during the July 1, 2024, conference review**, the Board president and the district's attorney left the meeting to discuss [her] requests and modified the suspension . . . , yet no public vote authorized that change**." Finally, she states, **"substantive decisions regarding [her] suspension, including the July 18 termination notice, exit strategies, and settlement offers, were made without any public discussion or vote.**"(Emphasis supplied.)

It is surprising that Swigart is now arguing that the Board should have had a public vote at the time she was placed on suspension and given her conference review. At the time of the conference review and suspension on July 1, 2024, Swigart and her attorney were requesting that those actions remain confidential.

Attached hereto is a portion of email exchanges between Swigart's attorney, Lisa Marso, and the District's in-house counsel, Kelsey Parker. In her email sent at 12:23 PM on July 1, 2024, Parker wrote:

> As we discussed, we will not amend the agenda [for the July 2nd board meeting] to add an item concerning Superintendent Swigart's suspension. I will remind the Board that the Conference Review is confidential and should not be discussed. In the event a Board member is interviewed concerning this matter, I will ask to be present.

On July 1, 2024, at 12:58 PM, Marso specifically wrote as follows:

> Thank you Kelsey for promptly responding to the issues discussed today and your professionalism. Two final issues:
>
> 1. Superintendent Swigart will tell her staff that she is going to be on leave for 30 days and any District matter should be directed to the Asst. Superintendent, her administrative assistant, or you. She is in meetings most of the day today, but will leave her office by 8 pm, if not before.
>
> 2. Can you also please confirm that the District will maintain the confidentiality of the Conference Review, that it considers it to be a personnel records (sic) that is not subject to FOIA/Sunshine Laws/production, that it will object and litigate if necessary such position, and should there be any court filed action for the record you will notify me so we can intervene.

Parker responded on July 1, 2024 at 2:07 PM:

> You bet-

1. Sounds good. I was planning on having a brief conversation with each DDL member, simply informing them that Ms. Swigart will be out and to direct questions to Cory (Assistant Sup) and/or Coy (CFOO) . . . or me, if necessary. I will be doing that shortly so they are informed before the public statement goes out. The public statement we went over will go out to staff and families.

2. Yes.

This exchange is consistent with the parties' belief and agreement that these actions were confidential as required by the provisions of SDCL § 1-27-1.5 (7) (Personnel information other than salaries and routine directory information).

Additionally, none of the directives, meetings, or negotiations referenced above constitute an official action of the Board. They are simply confidential personnel actions. To accept Swigart's argument, it would require the Board to have a separately noticed official meeting, and public vote, each time the District issued a conference review, or the board president or its lawyer attended a meeting to address employment related concerns and expectations, or engage in negotiations, or make or respond to a settlement offer. Frankly, Swigart's arguments would invade the attorney-client privilege and is totally unworkable. Additionally, all of those actions by the Board are part of the decisional or deliberative process relating to decisions arising from the individual board members' official duties. As such, they are protected from disclosure under the provisions of SDCL § 1-27-1.9.

As previously stated, the only official action taken by the Board in this matter was done on August 13, 2024, when the Board, after considering all of the information available, discussed the matter in executive session and then publicly voted 6 to 1 to terminate Swigart's employment. This was done by means of a formal motion and vote in an open and public session. Accordingly, it is respectfully submitted that Seigart's complaint be denied and dismissed.

Respectfully submitted,

BANGS, MCCULLEN, BUTLER, FOYE & SIMMONS, L.L.P.

Michael M. Hickey Sarah Baron Houy

MMH/SEBH:bah
Enclosure
cc: Client
Nicole Swigart
Eric H. Bogue

From: Parker, Kelsey
Sent: Monday, July 1, 2024 1:44 PM
To: Lisa K. Marso <lkmarso@boycelaw.com>
Subject: RE: Swigart-confidential communication

Hi Lisa,

The same document (updated with the language request) will be sent out to families, staff, and the press like other releases the District sends out.

The out-of-office reply and voicemail sound good.

Kelsey Parker

From: Lisa K. Marso <lkmarso@boycelaw.com>
Sent: Monday, July 1, 2024 1:21 PM
To: Parker, Kelsey <Kelsey.Parker@k12.sd.us>
Subject: RE: Swigart-confidential communication

Caution: This email originated from outside the K-12 email system. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Re the attached, in your 11 am (CST) email it was called:

1. Press Release/ Statement.

It is not something that seemingly needs to be sent out to each family and staff, and I would think not done so in other suspensions. We would instead appreciate it simply being issued as a Press Release, and as a Statement issued at tomorrow's Board Meeting. A simply email to staff instead that states:

Superintendent Swigart will be on a leave for 30 days beginning July 2nd. If you have any District matters about which you needed to contact her, please direct those to Asst. Superintendent Cory ___, Administrative Assistant_____, or Attorney Parker.

Maybe in the out-of-office for emails/voice mails, Nicole would set up today before she leaves:

Email: I am out, will be returning around the end of July, and will not be monitoring my emails. If you have any District matters about which you needed to contact me, please direct those to Asst. Superintendent Cory ____ (Cory. ___@k12.sd.us), my Administrative Assistant _____ (_____@k12.sd.us), or District Attorney Parker (Kelsey.Parker@k12.sd.us)

Voice mail: I am out, will be returning around the end of July, and will not be monitoring my voice mails. If you have any District matters about which you needed to contact me, please call (605_ _____ and ask for Asst. Superintendent Cory ____ or my Administrative Assistant ___.

Thank you for your consideration and response. Lisa

From: Parker, Kelsey <Kelsey.Parker@k12.sd.us>
Sent: Monday, July 1, 2024 2:07 PM
To: Lisa K. Marso <lkmarso@boycelaw.com>
Subject: RE: Swigart-confidential communication

You bet –

1. Sounds good. I was planning on having a brief conversation with each DDL member, simply informing them that Ms. Swigart will be out and to direct questions to Cory (Assistant Sup) and/or Coy (CFOO)… or me, if necessary. I will be doing that shortly so they are informed before the public statement goes out. The public statement we went over will go out to staff and families.

2. Yes.

To respond to your other email – that's perfectly fine if Cory communicates with Nicole from my perspective.

If you need anything else, please let me know. Thank you!

Kelsey Parker

From: Lisa K. Marso <lkmarso@boycelaw.com>
Sent: Monday, July 1, 2024 12:58 PM
To: Parker, Kelsey <Kelsey.Parker@k12.sd.us>
Subject: RE: Swigart-confidential communication

> **Caution:** This email originated from outside the K-12 email system. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Thank you Kelsey for promptly responding to the issues discussed today and your professionalism. Two final issues:

1. Superintendent Swigart will tell her staff that she is going to be on leave for 30 days and any District matters should be directed to the Asst. Superintendent, her administrative assistant, or you. She is in meetings most of the day today, but will leave her office by 8 pm, if not before.

2. Can you also please confirm that the District will maintain the confidentiality of the Conference Review, that it considers it to be a personnel records that is not subject to FOIA/Sunshine Laws/production, that it will object and litigate if necessary such position, and should there be any court filed action for the record you will notify me so we can intervene.

From: Parker, Kelsey <Kelsey.Parker@k12.sd.us>
Sent: Monday, July 1, 2024 1:24 PM
To: Lisa K. Marso <lkmarso@boycelaw.com>
Subject: RE: Swigart-confidential communication

Lisa,

Thank you for your time this morning.

As we discussed, we will not amend the agenda to add an item concerning Superintendent Swigart's suspension. I will remind the Board that the Conference Review is confidential and should not be discussed. In the event a Board member is interviewed concerning this matter, I will ask to be present.

To answer your questions below:

1. The intention of this statement/message is to articulate Superintendent Swigart's desire to mend any harm that was caused and to move forward is a positive, productive way. The Board appreciates that Ms. Swigart already made a public apology/statement.
2. I will be present for interviews with Board members.
3. Ms. Swigart can use her accumulated leave for the 30 days. If Ms. Swigart wants to attend the Superintendent's Conference in July, she would have to do so at her own expense otherwise the District would send an alternative representative. If Ms. Swigart attends the conference, those days would not be counted towards her 30-day suspension.
4. The press release will be slightly modified to read:

   > While we trust that these statements are not the beliefs held by the Superintendent given her long-standing service with the District and specifically her dedication to supporting Native American students, the Board is requiring the Superintendent to be on leave for 30 days, complete a cultural competency training, and work towards rebuilding positive, trusting relationships with the Native American community. We are confident in Superintendent Swigart's ability to lead this District and ensure that all students enjoy a positive, safe, and nondiscriminatory environment while at school.

5. I will discuss with the Board that Ms. Swigart cannot control the reaction from the community/NDN, appreciating that Ms. Swigart will do what she can to build trust with the Native American community.
6. Sheila, Cory, and I can monitor emails to ensure nothing is missed.

Again, the Board trusts in Ms. Swigart's leadership and hopes the Board and Superintendent can work together to move forward. As I indicated, if you continue to feel as though Ms. Swigart did not have an opportunity to tell her side of the story, you can submit a written rebuttal/statement to be inserted in Ms. Swigart's personnel file.

I have attached an edited version of the CR, including reference to using accumulated leave. Can you please have Ms. Swigart sign and return to me before

she leaves today? You can submit a rebuttal/statement at a later date.

I don't have any objection to Ms. Swigart having her laptop during her leave. If Ms. Swigart needs anything during her absence, she can contact me or (of course) you can reach out to me on her behalf.

If you have questions for me, please let me know.

Thank you.

Kelsey Parker

From: Lisa K. Marso <lkmarso@boycelaw.com>
Sent: Monday, July 1, 2024 11:19 AM
To: Parker, Kelsey <Kelsey.Parker@k12.sd.us>
Subject: Swigart-confidential communication

> **Caution:** This email originated from outside the K-12 email system. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Going to get back on now, but to discuss

1. Clarify #5-new? Already done
2. If Board does interviews about Swigart, Parker is present
3. Take 30 days Pto vs leave 30 days; alt July 2-14, July 18-Aug _ (4)
4. Press release: the Superintendent will be on leave for 30 days (a 30 day leave)
5. Following the 30-day suspension, Ms. Swigart will be on probation for an additional 60-days. During this time, the Board will regularly check-in with Ms. Swigart and monitor her progress on the expectations set forth above, with the caveat the Board understands Superintendent Swigart's ability to impact its actions are not to negatively impact the Board's evaluation of her.
6. Emails monitored by Swigart's admin assist and Asst Sup.

Lisa K. Marso
Boyce Law Firm, L.L.P.
300 S Main Ave
P.O. Box 5015
Sioux Falls, SD 57117-5015
Phone: (605) 336-2424 or (605) 731-0209
Facsimile: (605) 334-0618
lkmarso@boycelaw.com
boycelaw.com

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