

**Mission:** *Lifelong learners will be inspired and developed through effective teaching in a safe and caring environment.*

**Vision:** *Respect – Pride – Excellence for All*

**AGENDA**  
**BOARD OF EDUCATION – SPECIAL MEETING**  
**Instructional Planning Center/Huron Arena**  
**April 23, 2019**  
**5:30 p.m.**

1. **Call to Order**
2. **Roll Call**
3. **Pledge of Allegiance**
4. **Adoption of the Agenda**
5. **Dates to Remember**

May 1	Early Release
May 8	Employee Banquet-5:15 Social, 6:00 Dinner, 6:30 Awards-Huron Event Center
May 13	Board of Education Meeting – 5:30 p.m. – IPC
May 20	Athletic Awards Program 7:00 p.m. – HHS Auditorium
May 22	Baccalaureate 8:00 p.m. – Huron Arena
May 26	Graduation 2:00 p.m. – Huron Arena
May 27	Memorial Day Holiday – No School
May 28-Tuesday	Board of Education Meeting – 5:30 p.m. – IPC
June 5	8 <sup>th</sup> Grade Promotion – 7:00 p.m. – HHS Auditorium
June 6	Last Day of School Due to 9 Snow Days – Pending Board Action
6. **Community Input on Items Not on the Agenda**
7. **Conflict Disclosure and Consideration of Waivers** – The School Board will review the disclosures and determine if the transactions or the terms of the contracts are fair, reasonable, and not contrary to the public interest.
  - a)
8. **CONSENT AGENDA**

**The Superintendent of Schools recommends approval of the following:**

  - a) **Board Approval of New Hires**

As was mentioned previously, classified personnel, substitute teachers/classroom aides, and volunteers must be approved in order to be covered by our workers' compensation plan.

    - 1) Rick Dufek / Food Service Substitute / \$13.45 per hour
    - 2) Lynne Hanten / Co-Assistant Gymnastics Coach-50% / \$2,124 per year
    - 3) Rebecca Sadler / Assistant Gymnastics Coach / \$4,248 per year
  - b) **Contracts for Board Approval**
    - 1) Angel Clark / 3<sup>rd</sup> Grade Teacher @ Madison 2-3 Center / \$46,338 per year
  - c) **Resignations for Board Approval**
    - 1) Rick Dufek / Food Service – HS Lunch Server / 1 year
    - 2) Marsha Coil / Food Service – HS Cashier / 14 years
  - d) **Consideration and Approval of Bills** – See attached list
  - e) **Request for Approval of Open Enrollment Request**

The administration has received open enrollment request #OE-2019-01 for Board approval.

- f) **Parking Lots Bid**
- g) **School Bus Bids**
- h) **Intent to Apply for Grant Funding**

<b>Group Applying</b>	CTE
Contact Person	Jolene Konechne
Name of Award	Verizon Grant
Name of Funder	Verizon
Amount to be Requested	\$5,000.00
Project Focus	PLTW Implementation

(The consent agenda may be approved with one motion. However, if a board member wishes to separate an item for discussion, he may do so.)

**9. CELEBRATE SUCCESSES IN THE DISTRICT:**

**CONGRATULATIONS:**

- **Jake Salathe, Part-Time Worker in the Maintenance/Grounds Department**, for being selected as the American Legion Post 7 “2019 Legionnaire of the Year.”
- **Huron School District** for being awarded \$5,000.00 from the Huron Community Foundation for the “*Stop the Bleed*” Program.

**THANK YOU TO:**

- **Rex Sawvell, Chad Beck, Wayne Wilson, Dean Hirschhorn, Kelly Christopherson, and all contracted help** for the countless hours spent on snow removal so that the prom could be held as scheduled.

**10. REPORTS TO THE BOARD:**

- a) **Good News Report – Technology Department – Roger Ahlers**
- b) **Superintendent’s Report**

**11. OLD BUSINESS**

- a) **Policy GDBA-4(N) – Bus Driver Hiring Schedule – 1<sup>st</sup> Reading**
- b) **Ratify Teacher Negotiations**

**12. NEW BUSINESS**

- a) **Official Canvass Sheet**  
 Per SDCL 13-7-30, following a school election the school board minutes shall include the number of active registered voters in the school district – 8,412; the number of registered voters who voted in the election – 277; the percentage of registered voters who voted in the election – 3.29%; and whether the election was a school only election or a combined election with the City or County. This election was scheduled to be a combined election with the City of Huron but the City did not have anything on the ballot.
- b) **Modify School Calendar**

**13. EXECUTIVE SESSION**

1-25-2 Executive or closed meetings may be held for the sole purposes of:  
 (4) Preparing for contract negotiations or negotiating with employees or employee representatives.

**14. ADJOURNMENT**

**Huron School District  
New Hire Justification**

**Date:** April 10, 2019

**Applicant Information**

**Applicant Name:** Rick Dufek

**Address:** 250 17th Street S.W., Huron, SD 57350

**Phone:** (605) 353-5657

**Education:** USD, Springfield, SD

**Experience:** ---

**References:** Pennie Baysinger, Angela Brown, Pat Remington

**Reason for New Hire**

**New Position:** Yes, substitute for 2019-2020

**Replacement:** Replaces no one

**Position Information**

**Department:** Food Service

**Position:** FS Substitute

**Supervisor:** Carol Tompkins

**Responsibilities:** Serve lunch and help clean up

**Hours:** 11:30 am – 1:00 pm

**Hiring Information**

**Wages:** 13.45 per hour

**Classification:** I

**Wage Justification:** FS Hiring Schedule

**Start Date:** September 3, 2019

**Requested by:** Carol Tompkins (Administrator)



**Huron School District  
New Hire Justification**

**Date:** April 17, 2019

**Applicant Information**

**Applicant Name:** Lynne Hanten

**Address:** 47168 173<sup>rd</sup> St Goodwin, SD 57238

**Phone:** 605-956-0161

**Education:** Watertown High School 2013; Dakota State University 2018

**Experience:** 2018-19 Assistant coach at Deuel; state champion at Watertown High School

**References:** Lisa Acheson, Charlotte Groce, Dave Peters

**Reason for New Hire**

**New Position:**

**Replacement:** Rebecca Sadler who went to full-time assistant

**Position Information**

**Department** Athletics

**Position:** Co-Assistant Coach

**Supervisor:** Julie King and Terry Rotert

**Responsibilities:** Assist gymnasts at practice and meets

**Hours:** after school and some weekends

**Hiring Information**

**Wages:** \$2124 (50% of 2018-19 base)

**Classification:** ES 0

**Wage Justification:** 50% base Assistant Gymnastics

**Start Date:** November 4, 2019

**Requested by:** Terry Rotert - AD



**Huron School District  
New Hire Justification**

**Date:** April 17, 2019

**Applicant Information**

**Applicant Name:** Rebecca Sadler

**Address:** Huron, SD 57350

**Phone:** 605-630-2440

**Education:** Mitchell High School; Mt. Marty College 2018

**Experience:** 2018-19 – ½ time assistant Huron; 2011-2017 – In both Mitchell and Yankton, ages 2-18, led and assisted gymnastics camps, private lessons and coached gymnastics meets.

**References:** Audra Rew – Mitchell Head Gymnastics Coach, Justin Olson

**Reason for New Hire**

**New Position:**

**Replacement:** Replace Jonna Reid as Assistant Gymnastics coach

**Position Information**

**Department** Athletics

**Position:** Assistant Coach

**Supervisor:** Julie King and Terry Rotert

**Responsibilities:** Assist gymnasts at all practices and meets

**Hours:** after school and some weekends

**Hiring Information**

**Wages:** \$4248 (2018 base) plus one year experience

**Classification:** ES 1

**Wage Justification:** Rebecca was an ½ time assistant in 2018-19

**Start Date:** November 4, 2019

**Requested by:** Terry Rotert - AD

**TEACHER'S CONTRACT**  
**Huron School District No. 2-2, Huron, South Dakota**

**Angel Clark**

**April 9, 2019**

**YOU ARE HEREBY OFFICIALLY NOTIFIED**, that you have been elected as a **Teacher** in the Huron School District No. 2-2, whose address is City of Huron on the annual salary basis of **\$ 46338** for the school term, or the remaining part thereof, of the designated number of teaching days, inclusive of days arranged for pre-school planning, beginning **8/19/2019** and subject to the calendar, or modifications of the same, as adopted by the Board of Education. The salary is to be paid the twentieth day of each of the twelve calendar months.

Your election is subject to the school laws of the State of South Dakota and to the salary schedule and contractual elements rules and regulations of the Board of Education of the Huron School District No. 2-2, which are hereby by reference, incorporated in and made a part of this contract as though set forth herein at length, subject to the right of said Board to terminate the contract for cause, to be determined upon by the Board.

It is further contracted and agreed that your failure to complete the term of teaching prescribed herein for any cause, including but not limited to dismissal or resignation, constitutes a financial damage to the Huron School District No. 2-2 and that from the nature of the case it might be impractical or difficult to fix the actual damage. **THEREFORE**, it is understood and agreed that your failure to complete the term provided herein shall result in the following liquidated damages: failures occurring between the date signed and approved by the School Board through **June 30** for the ensuing year, damages shall be assessed at \$1,000.00. For breaking a contract **July 1** through **July 31**, damages shall be assessed at \$2,000.00 and breaking of contract August 1 and for the duration of the first semester, damages shall be assessed at \$3,000.00. Damages will be assessed at \$1,500.00 for breaking of a contract anytime during the 2<sup>nd</sup> semester. The Board reserves the right to request the Department of Education to suspend the employee's certification for one year in lieu of monetary damages in accordance with SDCL 13-42-9. Teachers who are not full-time employees of the District shall be assessed damages at a percentage which matches their percent of employment.

It is further understood and agreed that resignations shall not become effective until approved by the Board of Education at the next meeting following receipt of said resignation. Further, it is hereby agreed that you will pay to the Huron School District No. 2-2, or the Huron School District No. 2-2 will withhold or appropriate from any monies owed by them to you, and you hereby authorize such withholding or appropriation, the appropriate sum herein above set forth as liquidated damages due to your failure to complete said term.

This agreement becomes a binding contract when signed by the teacher and the Board of Education.

BA+15  
Hired 2019-2020 w/BA+15 and 13 years of teaching experience.;

Agreeing to this contract includes the following: Teachers new to the District are expected to work an additional 5 days beginning August 19. During this time, the teacher will receive appropriate training in District programs, and will have time to become adequately prepared for the new school year.

**\*\*\*CONTRACT MUST BE SIGNED & RETURNED TO THE SUPERINTENDENT'S OFFICE BY WEDNESDAY, APRIL 17<sup>TH</sup>, 2019**

SCHOOL DISTRICT NO. 2-2 OF THE CITY OF  
HURON, BEADLE COUNTY, SOUTH DAKOTA

ATTEST:

.....  
Business Manager of the School District

By .....  
Chairman of School District Board

TO THE BOARD OF EDUCATION OF THE HURON SCHOOL DISTRICT NO. 2-2  
CITY OF HURON, BEADLE COUNTY, SOUTH DAKOTA

I hereby accept the position mentioned in the foregoing contract of hiring in the Public Schools of Huron, South Dakota, at the salary and upon and under the terms and conditions of the above and foregoing contract and have carefully read said contract and am fully informed as to the contents. I agree to attend such pre-school planning days as are scheduled exclusive of the designated number of teaching days. "I clearly understand that it is my responsibility to be fully certified with the State of South Dakota for the duration of this contract. I accept that my pay will cease on October 1, and my employment may be terminated or suspended without pay until such time that I meet the certification requirements of the job."

Witness my hand this 15 day of April, 2019

Print Name: ANGEL CLARK.....

Sign here: Angel Clark.....  
Teacher

Witness: Jim Clark.....

**HURON PUBLIC SCHOOLS**  
Huron, South Dakota  
**PERSONNEL DATA SUMMARY**

1. Name Angel Clark  
Present Address 1432 Iowa Ave SE – Huron, SD 57350  
Position Applied For 3<sup>rd</sup> Grade Teacher – Madison 2-3 Center

2. Preparation and Certification:

	<u>Name of School</u>	<u>Year/Degree</u>
College: BS Degree	<u>Dakota Wesleyan University</u>	<u>2006 BA/K-8 Elem Ed w/5-8 ML</u>
MA Degree	_____	_____
Other	_____	_____

3. Teaching Experience - (list the last two positions)

<u>Name of School</u>	<u>How Long/Years</u>	<u>Grades/Subjects</u>
<u>Crow Creek Tribal School</u>	<u>13 years/2006-Current</u>	<u>2<sup>nd</sup> Grade Teacher</u>

4. **Base Salary:** \$ 46,338 **Teaching Assignment:** 3<sup>rd</sup> Grade Teacher – Madison 2-3 Center

**Extra Duty:** \$ \_\_\_\_\_ Ex Duty Assignment \_\_\_\_\_

**Total Salary:** \$ 46,338



4-8-19

Please accept this letter as my resignation from my position as lunch room server.

My last day of work will be June 5, 2019.

Thank you

Rick Dufek

Rick Dufek

As of June 7, 2019. I will be retiring from  
the Huron School District.

Marsla Coil

April 10, 2019

<u>Vendor Name</u>		<u>Vendor Description</u>	<u>Amount</u>	
<u>Checking</u>				
	1			
<b>Checking</b>	<b>1</b>	<b>Fund: 10 GENERAL FUND</b>		
NEOFUNDS		POSTAGE	1,260.00	
NORTHWESTERN ENERGY		UTILITIES	16,760.44	
		<b>Fund Total:</b>		<b>18,020.44</b>
<b>Checking</b>	<b>1</b>	<b>Fund: 21 CAPITAL OUTLAY FUND</b>		
CAPITAL ONE PUBLIC FUNDING		PRIN & INTEREST	71,306.25	
FIRST NATIONAL WEALTH MANAGEMENT		PRIN & INTEREST	340,505.00	
SDHEFA		APP FEE	8,156.25	
STANDARD & POOR'S		ISSUANCE COSTS	15,000.00	
		<b>Fund Total:</b>		<b>434,967.50</b>
<b>Checking</b>	<b>1</b>	<b>Fund: 22 SPECIAL EDUCATION FUND</b>		
NEOFUNDS		POSTAGE	740.00	
		<b>Fund Total:</b>		<b>740.00</b>
		<b>Checking Account Total:</b>		<b>453,727.94</b>





**SCHOOL DISTRICT**  
Business Office

**Kelly Christopherson**

Business Manager

150 5<sup>th</sup> St. SW

Huron, SD 57350

P: (605) 353-6995

F: (605) 353-6994

kelly.christopherson@k12.sd.us

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Date: April 17, 2019

To: School Board Members  
Terry Nebelsick, Superintendent

From: Kelly Christopherson *KC*

RE: Parking Lots Bid

We opened bids for parking lot repairs on April 16. Only one bid was received and it is attached. The total bid for all 5 projects is \$436,475.50. The bid is based on estimated quantities, the final price will be based on actual quantities. We have \$454,000 budgeted for these projects.

I recommend accepting the bid from Asphalt Paving & Materials Co.



Huron School District 2-2  
 Parking lot Maintenance Bid Form  
 Due April 16, 2019 at 3:00 p.m.

Schedule	Project	Estimated Amount	Unit	Unit Price	Total Price
A.	<b>Middle School Lot and Road South of Middle School</b>				
	1. Cold Milling 1 1/2" Deep	4,445	Square Yards	2.00	8,890.00
	2. 1 1/2" Asphalt Resurfacing	375	Ton	103.00	38,625.00
	3. Patching (Miscellaneous)	25	Ton	260.00	6,500.00
				<b>Total Schedule A</b>	<b>54,015.00</b>
B.	<b>Vocational School Lot</b>				
	1. Cold Milling 1 1/2" Deep	4,200	Square Yards	2.00	8,400.00
	2. 1 1/2" Asphalt Resurfacing	353	Ton	103.00	36,359.00
	3. Patching (Miscellaneous)	25	Ton	260.00	6,500.00
				<b>Total Schedule B</b>	<b>51,259.00</b>
C.	<b>High School West Lot and Road North of West Lot</b>				
	1. Cold Milling 1 1/2" Deep (Parking Lot)	9,967	Square Yards	2.00	19,934.00
	2. Cold Milling 3" Deep (Road)	595	Square Yards	4.00	2,380.00
	3. 1 1/2" Asphalt Resurfacing (Parking Lot)	838	Ton	103.00	86,314.00
	4. 3" Asphalt Resurfacing (Road)	99	Ton	103.00	10,197.00
	5. Patching (Miscellaneous)	25	Ton	260.00	6,500.00
				<b>Total Schedule C</b>	<b>125,325.00</b>
D.	<b>Nordby Center Lot, Road to North Lot, and North Lot</b>				
	1. Cold Milling 1 1/2" Deep	13,889	Square Yards	2.00	27,778.00
	2. 1 1/2" Asphalt Resurfacing	1,167	Ton	103.00	120,201.00
	3. Patching (Miscellaneous)	50	Ton	260.00	13,000.00
				<b>Total Schedule D</b>	<b>160,979.00</b>
E.	<b>Middle School North Lot Expansion</b>				
	1. 13" Unclassified Excavation	417	Square Yards	12.00	5,004.00
	2. Woven Stabilization Fabric	1,156	Square Yards	2.25	2,601.00
	3. 10" Gravel Base Course of 1" Crushed Gravel	611	Ton	28.50	17,413.50
	4. 3" Asphalt Mat	193	Ton	103.00	19,879.00
				<b>Total Schedule E</b>	<b>44,897.50</b>
				<b>Total Schedules A-E</b>	<b>436,475.50</b>

Notes: **Asphalt Mix** shall meet the requirements of S.D. D.O.T. Class E Type II.  
**Asphalt Mix** can use up to a maximum of 20% (RAP) Recycled Asphalt Pavement.  
**Liquid Asphalt** shall be PG 58-28.  
**Tack Oil** shall be CSS1-h to be absorbed in the asphalt mix price.  
**Cold Milling**- Equipment shall have a minimum drum size of 40". And all milled material shall become property of the contractor.  
**Woven Stabilization Fabric shall meet or exceed the following:**  
 Manufacturer - SRW Products  
 Type - S55  
 Outlet - Milbank Win Water Works  
**Gravel B.C.**- shall meet the requirements of Section 882.2 Aggregate Base Course 2015 S.D. D.O.T. Standard Specifications for roads and bridges.  
**Payment**- Based on actual sq. yds, tons, and cu. yds. used times the unit prices bid.  
**Completion**- all work must be completed by August 16, 2019.

Respectfully Submitted:

Firm: Asphalt Paving & Materials Co.  
1836 US Hwy 14 E.  
 Address: Huron, South Dakota 57350  
 Signature: Nathan B. Tomczak  
 Printed Name: Nathan B. Tomczak





**SCHOOL DISTRICT**  
Business Office

**Kelly Christopherson**

Business Manager

150 5<sup>th</sup> St. SW

Huron, SD 57350

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kelly.christopherson@k12.sd.us

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Date: April 17, 2019

To: School Board Members  
Terry Nebelsick, Superintendent

From: Kelly Christopherson 

RE: School Bus Bids

We opened bids for 2 new school buses on April 16. Three bids were received and a bid tabulation is attached. All 3 bidders met the specifications. The low total bid for 2 new buses was submitted by North Central Bus Sales in the amount of \$166,580 or \$83,290 each. These buses will be partially paid for using the Clean Diesel grants received that total approximately \$40,000.

I recommend accepting the bids for 2 new school buses from North Central Bus Sales.





Huron School District 2-2  
 Unit #1 - Diesel 77 Passenger School Bus Seated 71  
 Bid Recap  
 April 16, 2019 at 4:00 pm

Vendor	Bond/ Check	Bus	Base Price	Meet's Specifications?
Harlow's Bus Sales		2020 IHC	84,032.93	Yes
North Central Bus Sales		2020 Bluebird	83,290.00	Yes
I-State Truck Center		2020 Freightliner	86,850.00	Yes

Huron School District 2-2  
 Unit #2 - Diesel 77 Passenger School Bus Seated 71  
 Bid Recap  
 April 16, 2019 at 4:00 pm

Vendor	Bond/ Check	Bus	Base Price	Meet's Specifications?
Harlow's Bus Sales		2020 IHC	84,032.93	Yes
North Central Bus Sales		2020 Bluebird	83,290.00	Yes
I-State Truck Center		2020 Freightliner	86,850.00	Yes



Linda J Pietz  
Director of Curriculum,  
Instruction & Assessment  
Linda.Pietz@k12.sd.us

**SCHOOL DISTRICT**

INTENT TO APPLY FOR GRANT FUNDING

Any person or group applying for grant funds is expected to complete this form prior to submitting any grants c  
requesting funds that will impact the Huron School District.

Date: 4-18-2019 Contact Person: Jolene Konechne

Group Applying: CTE

Name of Grant/Award: Verizon Grant

Name of Funder: Verizon Contact Person: Elijah Veenendaal

Amount to be Requested: \$5,000 Funder's Submission Due Date: ongoing

Project Focus: PLTW Implementation

How awarded amount received? \_\_\_\_\_ Full amount up front  Reimbursement

Are any follow up reports required? \_\_\_\_\_ Yes  No \_\_\_\_\_ If yes, when are they due? \_\_\_\_\_

Is any District funding, resource, or in-kind commitment required now or in the future? Yes \_\_\_\_\_ No

If yes, please list by dollar amount and/or in-kind service/support. Please be specific.

Please note:

- o Each school/individual will be responsible for submitting and following through on the grant application process unless other arrangements have been made.
- o A copy of the completed grant application must be available upon request.
- o The person or group applying will need to submit the following documentation to the business offices:
  - o If and when the grant is awarded, a copy of the award letter.
  - o If any follow-up reports are required, a copy of the report.

A copy of this request with signatures will be returned to the contact person above when the application is reviewed  
allowing the application to proceed.

Signature: Jolene Konechne 4-18--2019  
Building/Department Administrator Date

Signature: Linda J Pietz 4-18-2019  
Linda J Pietz, Director of Curriculum, Instruction & Assessment Date

Signature: \_\_\_\_\_  
Kelly Christopherson, Business Manager Date

Presented to School Board: \_\_\_\_\_

**SUPPORT STAFF SALARY SCHEDULE  
Huron School District #2-2  
Bus Driver Hiring Schedule  
2018-2019**

**BUSES**

25 miles or less per day	90.23
26 to 50 miles per day	92.44
51 to 80 miles per day	99.99
81 to 85 miles per day	101.23
86 to 90 miles per day	102.60
91 to 95 miles per day	103.98
96 to 100 miles per day	105.16
101 to 105 miles per day	106.08
106 to 110 miles per day	109.02
111 to 115 miles per day	111.64
116 to 120 miles per day	114.07
121 to 125 miles per day	116.88
126 to 130 miles per day	119.68
131 to 135 miles per day	122.53
136 to 140 miles per day	125.53
141 to 145 miles per day	128.35
146 to 150 miles per day	131.16
151 to 155 miles per day	133.97

**EXPERIENCE RATING**

After 1 full year driving	\$ .95 a day extra
After 2 full years driving	\$ 1.20 a day extra
After 3 full years driving	\$ 1.60 a day extra
After 4 full years driving	\$ 2.00 a day extra
After 5 full years driving	\$ 2.30 a day extra
After 10 full years driving	\$ 2.75 a day extra

Wages for each route will be paid according to the above scale after the daily average mileage has been established by the transportation supervisor for each route, which will normally be prior to the first pay period. In case of a question regarding the daily average mileage, route will be run by the bus transportation supervisor, along with the route driver, will review the GPS path report from Zonar. The daily average mileage arrived at by the transportation supervisor during this review will be judged the correct mileage for the route. Any route changes made by the school administration will be charged according to scale. The daily average mileage for each route will be reviewed for any changes, and adjusted accordingly, on a quarterly basis each school year.



Wages are to be paid only for days driven. We do not pay for vacation periods or days when school is not in session.

Pay scale is a daily rate so we will not pay extra for minor breakdown, bad weather, or other delays.

Extra pay will be allowed if driver is required by the school administration to make an extra run during the day, such as for conferences **field trips and class activities**.

Rates of pay will be established each year based on the **daily average** mileage for each established route. We have no salary guarantees from one year to the next. Experience rating is the only carryover.

Drivers for activity trips will be chosen from those who volunteer for such service and who we feel are fully qualified for this duty. Pay will be on an hourly basis of \$25.00 per hour.

Substitute drivers will be paid \$25.00 per hour or the applicable daily rate of pay from the route salary schedule if ~~traveling in the country~~ **subbing for an out of town route**.

If buses or vans are stored at a driver's residence, we will allow the following for electrical tank heaters:

- \$ 75.00 per year for 1000 watt heaters
- \$100.00 per year for 1500 watt heaters
- \$125.00 per year for 2500 watt heaters

This allowance will be paid in February.

Hiring Bonuses – Authorized Beginning August 18, 2014

A \$1,000 signing bonus will be paid to route drivers with \$500 being paid when they start and \$500 being paid at the end of the school year if they work the entire year.

A \$500 signing bonus will be paid to substitute drivers with \$250 being paid when they start and \$250 being paid at the end of the school year if they work the entire year.

Revised 8-18-2014  
Board approved for 2018-19 on June 11, 2018

**Revised 2-08-2019**



**SCHOOL DISTRICT**  
Superintendent of Schools

**Terry Nebelsick Ed.S**

150 5<sup>th</sup> St. SW  
Huron, SD 57350  
P: (605) 353-6990  
F: (605) 353-6994  
C: (605) 354-0050  
terry.nebelsick@k12.sd.us

April 23, 2019

TO: Board of Education

FROM: Terry Nebelsick, Superintendent

CC: Kelly Christopherson, Business Manager  
Rodney Freeman, School Attorney  
Huron Education Association Officers

SUBJECT: Ratification of 2019-2020 Negotiated Agreements

The following list contains items the Huron Education Association and the School Board agreed to during this year's negotiations. The package has been accepted by the HEA.

- |                      |  |
|----------------------|--|
| 1) Policy GCBC-1 (N) | Health Insurance/Benefit Package             |
| 2) Policy GCBA-1 (N) | Professional Staff Hiring Schedule 2019-2020 |
| 3) Policy GCBA-2 (N) | Extra Duty Schedule                          |

## PROFESSIONAL STAFF FRINGE BENEFITS 2019-2020 Insurance

### Health Insurance

The board of education participates in a group insurance plan covering hospital, surgical, and medical costs. For each certified employee who is employed for at least 75% of a full-time contract:

- **Single Premium:** District will pay **\$ 653.40** per month; the employee pays **\$ 72.60**.
- **Family Premium:** District will pay **\$1,087.80** per month; the employee will pay **\$ 725.20**.
- **Employee + 1:** District will pay **\$870.60** per month; the employee pays **\$580.40**.
- **Employee + Dependents:** District will pay **\$787.80** per month; the employee pays **\$525.20**.
- If the district employs both husband and wife for at least 75% of a full-time contract, each employee will pay **\$72.60** per month for health insurance coverage.
- Employees on a 50% to 74% contract will receive one-half the above listed benefit contributed to the group insurance plan.
- Employees on a less than 50% contract will receive no insurance benefits from the district.
- Premium increases will take effect July 1<sup>st</sup> of each year.

### Dental Insurance

The board of education participates in a group insurance plan covering dental costs. The school district will pay up to the amount of a single premium per year for each certified employee who is employed for at least 75% of a full-time contract. (If the employee chooses to include dependents in his/her plan, he/she must pay the difference in the single and the family premium.) Employees on a 50% to 74% contract will have one-half of the single premium contributed to the group dental plan. Employees on less than a 50% contract will receive no insurance benefits from the district.

### Term Life Insurance

The school district will pay the cost of a single premium or a family premium on a term life insurance policy. Employees on a 50% to 74% contract will have one-half the benefit contributed on a term life insurance policy. Employees on less than a 50% contract will receive no benefits from the district.

The beneficiary amount of the policy shall be \$15,000, plus double indemnity coverage.

There shall be an Employee Insurance Group Committee composed of five (5) teachers, one board member, one administrator, one secretary, and one custodian, which shall make recommendations to the board of education relative to the group insurance carrier and coverage. Under no circumstances shall recommendations be made to the board of education to change group insurance carriers without competitive quotes having been made utilizing the school business manager's normal advertising procedure.

### Activity Passes

Employees will receive an activity pass which admits the employee and significant other, and any children living in the household, who accompany the employee to the event. The pass does not admit anyone to fund-raising activities nor to SDHSAA playoff events.



Professional Staff Hiring Schedule  
2019-2020

YEAR EXP	18-19	19-20	BA+15 (MA) \$1,500	MA \$3,000	ED.S \$6,000	ED.D/PH.D \$9,000
0	\$43,354	\$44,369	\$45,869	\$47,369	\$50,369	\$53,369
1	\$43,465	\$44,482	\$45,982	\$47,482	\$50,482	\$53,482
2	\$43,510	\$44,595	\$46,095	\$47,595	\$50,595	\$53,595
3	\$43,634	\$44,641	\$46,141	\$47,641	\$50,641	\$53,641
4	\$43,814	\$44,769	\$46,269	\$47,769	\$50,769	\$53,769
5	\$43,942	\$44,953	\$46,453	\$47,953	\$50,953	\$53,953
6	\$44,072	\$45,085	\$46,585	\$48,085	\$51,085	\$54,085
7	\$44,224	\$45,218	\$46,718	\$48,218	\$51,218	\$54,218
8	\$44,280	\$45,374	\$46,874	\$48,374	\$51,374	\$54,374
9	\$44,280	\$45,432	\$46,932	\$48,432	\$51,432	\$54,432
10	\$44,337	\$45,432	\$46,932	\$48,432	\$51,432	\$54,432
11	\$44,557	\$45,490	\$46,990	\$48,490	\$51,490	\$54,490
12	\$44,686	\$45,715	\$47,215	\$48,715	\$51,715	\$54,715
13	\$44,838	\$45,848	\$47,348	\$48,848	\$51,848	\$54,848
14	\$44,974	\$46,004	\$47,504	\$49,004	\$52,004	\$55,004
15	\$45,455	\$46,143	\$47,643	\$49,143	\$52,143	\$55,143
16	\$45,936	\$46,637	\$48,137	\$49,637	\$52,637	\$55,637
17	\$46,417	\$47,130	\$48,630	\$50,130	\$53,130	\$56,130
18	\$46,898	\$47,624	\$49,124	\$50,624	\$53,624	\$56,624
19	\$47,380	\$48,118	\$49,618	\$51,118	\$54,118	\$57,118
20	\$47,861	\$48,611	\$50,111	\$51,611	\$54,611	\$57,611

**Note: Formula(s) for advancing hiring schedule each year:**

**Formula A - When raises are % or teachers**

**pay:**

Step 0 of new schedule = (% raise x .90) \* Step 0 + Step 0

Step 1 of new schedule = % raise x Step 0 + Step 0

Step 2 of new schedule = % raise x Step 1 + Step 1

Step 3 of new schedule = % raise x Step 2 + Step 2

Step 4 of new schedule = % raise x Step 3 + Step 3

**Formula B - When raises are flat dollar amount for each teacher:**

Raise = Total \$ available for raise divide by # FTE = Flat \$ Amount per Full time Teacher

Step 0 of new schedule = (\$ raise x .90) + Step 0

Step 1 of new schedule = \$ raise + Step 0

Step 2 of new schedule = \$ raise + Step 1

Step 3 of new schedule = \$ raise + Step 2

Step 4 of new schedule = \$ raise + Step 3

**Formula C - Used in 2016 to reflect Leg Ed Package - Flat rate - New teach = Raise - \$120.00**

# EXTRA DUTY SCHEDULE

GCBA-2 (N)

2019-2020

The base salary for calculation of extra duty salary includes both the salary increase and the wellness incentive. To determine the point value for extra duty salaries, each point will equal 1.3 percent of the extra duty base salary. The extra duty base salary represents the previous year's extra duty base salary plus the full % raise teachers received. 2019-20 = \$40,812 (18-19 extra duty base) x 1.026 (2.6% raise) = \$41,873\*1.3% = \$545 per unit. The extra duty base salary will increase at a rate equal to the average teacher salary increase. *The extra duty base salary is not the base salary on the teacher hiring schedule.*

POSITION	POINTS	SALARY 2019-20
<b>FOOTBALL</b>		
Varsity – Head	13	\$7,085
Varsity – Assistant	8	\$4,360
Sophomore	8	\$4,360
9 <sup>th</sup> Grade	8	\$4,360
8 <sup>th</sup> Grade	5.5	\$2,998
7 <sup>th</sup> Grade	5.5	\$2,998
<b>BASKETBALL</b>		
Varsity – Head	14	\$7,630
Varsity – Assistant	8	\$4,360
Sophomore	8	\$4,360
9 <sup>th</sup> Grade	8	\$4,360
7-8 <sup>th</sup> Extramural	6	\$3,270
<b>WRESTLING</b>		
Varsity – Head	13	\$7,085
Varsity – Assistant	8	\$4,360
Middle School – Head	6	\$3,270
Middle School – Assistant	5	\$2,725
Combination MS/HS Assistant	4	\$2,180
<b>TRACK</b>		
Varsity – Head (boys & girls)	13	\$7,085
Varsity – Assistant	8	\$4,360
7-8 <sup>th</sup> Grade	4.5	\$2,453
<b>CROSS COUNTRY</b>		
Varsity – Head (boys & girls)	9	\$4,905
Varsity – Assistant	6	\$3,270
<b>SOCCER</b>		
Varsity – Head (boys & girls)	9	\$4,905
Varsity – Assistant	6	\$3,270
<b>TENNIS</b>		
Varsity	8	\$4,360
Assistant Varsity	5	\$2,725
<b>GOLF</b>		
Varsity	8	\$4,360
Assistant Varsity	5	\$2,725



<b>POSITION</b>	<b>POINTS</b>	<b>SALARY 2019-20</b>
<b>GYMNASTICS</b>		
Varsity – Head	13	\$7,085
Varsity – Assistant	8	\$4,360
<b>VOLLEYBALL</b>		
Varsity – Head	13	\$7,085
Varsity – Assistant	8	\$4,360
9 <sup>th</sup> Grade	8	\$4,360
7-8 <sup>th</sup> Grade	6	\$3,270
<b>CHEER/DANCE</b>		
Head Competitive Cheer	8.5	\$4,633
Fall Sideline Advisor	1	\$545
Winter Sideline Advisor w/o Wrest	3.25	\$1,771
Winter Sideline Advisor w/Wrest	4.25	\$2,316
Assistant Competitive Cheer	5.5	\$2,998
Head Competitive Dance	8.5	\$4,633
Assistant Competitive Dance	5.5	\$2,998
<b>ATHLETIC TRAINER</b>		
Head/3 Seasons (Points per season)	8	\$4,360
Asst/3 Seasons (Points per season)	6	\$3,270
<b>HS STUDENT SENATE</b>		
	4	\$2,180
<b>MS STUDENT SENATE</b>		
	3	\$1,635
<b>SPECIAL OLYMPICS COACH</b>		
Special Olympics Assistant Coach	4	\$2,180
<b>COLONY TEACHERS</b>		
	2.5	\$1,363
<b>OUR HOME TEACHERS</b>		
	1	\$545
<b>STRENGTH &amp; CONDITIONING</b>		
Each Season	3	\$1,635
<b>HIGH SCHOOL</b>		
Vocal Music Director	8.5	\$4,633
Band Director	11	\$5,995
Summer Band	3	\$1,635
Marching Band Assistants	8	\$4,360
Musical Production Advisor (as needed)	4	\$2,180
Musical Orchestra Advisor (as needed)	2	\$1,090
Orchestra Director	7	\$3,815
Debate Director	13	\$7,085
Debate Assistant	8	\$4,360
One-Act Play	4	\$2,180
Assistant Director/1-Act Play	3	\$1,635
Three-Act Play	4	\$2,180
Assistant Director/3-Act Play	3	\$1,635
Oral Interp/Per Division	1.75	\$954
Yearbook Advisor	7	\$3,815
Newspaper Advisor	7	\$3,815
FFA Advisor	3	\$1,635



POSITION	POINTS	SALARY 2019-20
FBLA Advisor	3	\$1,635
Video Productions	3	\$1,635
Quiz Bowl Advisor	3	\$1,635
Key Club Sponsor	3	\$1,635
(½ to be paid by the district		
½ to be paid by Kiwanis Club)		
National Honor Society	3	\$1,635
International Club	3	\$1,635
Pep Club	3	\$1,635
Social Media Coordinator	3	\$1,635
Prom Advisor	3	\$1,635
<b>MIDDLE SCHOOL</b>		
Band Director	6.5	\$3,543
Vocal Music Director	4.5	\$2,453
Orchestra Director	4	\$2,180
MS Play	3	\$1,635
Tiger Cub Follies	1.5	\$818
Oral Interp	3	\$1,635
Newspaper Advisor	2.5	\$1,363
Memory Book	2.5	\$1,363
Destination Imagination	3	\$1,635

**WORK ASSIGNMENTS FOR ATHLETIC EVENTS:**

Workers will be paid \$32 per session for working at varsity football, basketball, wrestling, gymnastics, volleyball, cross country, and track. Workers will be paid \$36 per session for working at “AA” district/regional, “A” and “B” regional and state tournaments in all of the above sports.

A session is defined as an event scheduled to last approximately 3 hours. Some events will count as 1/2 credit. A complete listing of events is available in the activities director’s office, the business manager’s office, and each building.

**WORK ASSIGNMENTS FOR BENCH HELP:**

Bench help, defined as main clock operator and scorers, will be paid \$38 per game for working at varsity football, basketball, wrestling, gymnastics, and volleyball.

Bench help will be paid \$44 per game for working “AA” district/regional, “A” and “B” regional tournaments in all of the above sports.

Bench help will be paid \$51 per game for working state tournaments in all of the above sports.

Bench help for cross country will be paid only for ESD, Huron Invitational, and state meets.

**DRIVER EDUCATION SALARY:**

Salary for driver education is \$29.14 per hour. The driver education instructor’s base pay will increase at a rate equal to the average teacher salary increase each year.

## LONGEVITY SCHEDULE

In addition to the base extra duty allowance, the following experience schedule will apply:  
(effective date - 1981-82 school year)

EXPERIENCE STEP	EXTRA ALLOWANCE
0	1.00 x extra duty salary
1	1.02 x extra duty salary
2	1.04 x extra duty salary
3	1.06 x extra duty salary
4	1.08 x extra duty salary
5	1.10 x extra duty salary
6	1.12 x extra duty salary
7	1.14 x extra duty salary
8	1.16 x extra duty salary
9	1.18 x extra duty salary
10	1.20 x extra duty salary

All extra duty assignments will start on Step 0 in 1980-81. The second year (1981-82) of experience in the particular coaching area will advance the contract to Step 1, etc. Credited experience for teachers new to the system will be at the discretion of the board of education or its designee.

Experience will apply only in the specific activity.





# Public Results

Machine #: 8517080313

Beadle County, SD  
School Election  
04/09/2019

04/09/2019 19:41:06

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First Ballot Date Time:	04/09/2019 19:33:27	Total Sheets Processed:	277
Last Ballot Date Time:	04/09/2019 19:40:18	Total Ballots Cast:	277
		Blank Sheets Cast:	1

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## Contest

## Votes

### Sch Bd Mbrs Huron School Dist 2-2

(Vote For 2)

Garret Bischoff	247
Craig Lee	240
Drew S Palmquist	48
<b>Total</b>	<b>535</b>

# Public Results By Precinct

Machine #: 8517080313

Precinct 1

04/09/2019 19:44:48

Beadle County, SD

School Election

04/09/2019

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First Ballot Date Time:	04/09/2019 19:33:27	Total Sheets Processed:	158
Last Ballot Date Time:	04/09/2019 19:40:18	Total Ballots Cast:	158
		Blank Sheets Cast:	1

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**Contest**

**Votes**

**Sch Bd Mbrs Huron School Dist 2-2**

(Vote For 2)

Garret Bischoff	144
Craig Lee	135
Drew S Palmquist	20
<b>Total</b>	<b>299</b>

# Public Results By Precinct

Machine #: 8517080313  
Precinct 2  
04/09/2019 19:44:48

Beadle County, SD  
School Election  
04/09/2019

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First Ballot Date Time:	04/09/2019 19:33:27	Total Sheets Processed:	119
Last Ballot Date Time:	04/09/2019 19:40:18	Total Ballots Cast:	119
		Blank Sheets Cast:	0

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Contest	Votes
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## Sch Bd Mbrs Huron School Dist 2-2

(Vote For 2)

Garret Bischoff	103
Craig Lee	105
Drew S Palmquist	28
<b>Total</b>	<b>236</b>