

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
Monday, May 24, 2021
5:30 p.m.

The meeting can be viewed live from a link on the School's website at <http://huron.k12.sd.us/watch-school-board-meetings/>. In the days following the meeting, the meeting can also be viewed on the local cable TV public access channel 6.

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

May 31	Memorial Day Holiday
June 7 – 24	ESL Summer School – K-7 th – Monday - Thursday – 7:45-1:00 – HMS
June 7 – 25	ESL Summer School – 8-11 th – Monday - Friday – 7:45 – 1:00 – HHS
June 14	Board of Education Meeting – 5:30 p.m. – IPC – Board/Administrators Retreat Following Meeting
June 28	Board of Education Meeting – 5:30 p.m. – IPC – Goal Setting Retreat Following Meeting
June 28 – July 24	ESY Summer School – EC-12 th – Monday – Thursday – 8:00-12:00 – HMS
July 26	Annual Surplus Auction – Online - Ben Meyer Auction
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) Ann Fenske/Administrative Assistant – Transportation Dept/\$41,828 per year
 - b) **Contracts for Board Approval**
 - 1) Nicole Horsley/Kindergarten Teacher-Buchanan/\$47,332 per year
 - 2) Kelsey Van Loh/LA Teacher - HMS & Title 1 Teacher - JVC & HT/\$47,667 per year

c) Resignations for Board Approval

- 1) Jake Thielbar/Assistant Varsity Wrestling Coach/14 years
- 2) Andrew Borkowski/Assistant Middle School Wrestling Coach/3 years
- 3) Shelly Buddenhagen/Head Volleyball Coach/19 years
- 4) Ann Fenske/Administrative Assistant – HMS/Transfer to Administrative Assistant position at the Transportation Department

d) Consideration and Approval of Bills

e) Intent to Apply for Grant Funding

Group Applying

Contact Person

Name of Award

Name of Funder

Amount to be Requested

Project Focus

Huron Middle School Library

Dayna Winter/Rachel Kary

American Rescue Plan Act Stimulus Grant for Libraries

SD State Library

\$10,000.00

Continue & Expand Library Services with an emphasis on technology for student use in the library makerspace

f) Award the 2021-2022 Student Built House Project to Kyle and Kristina Oakley for \$2,887.50. No other bids were received. Memo attached.

g) Award the 2021-2022 Gasoline Bid to M.G. Oil Company dba Corner Pantry for a \$.05 per gallon discount at the pump. Memo attached.

h) Award the 2021-2022 Diesel Bid to M.G. Oil Company dba Corner Pantry for a \$.06 per gallon discount at the pump. Memo attached.

i) Award the 2021-2022 Food Service Prime Vendor Bid to Reinhart Foodservice for \$478,960.45. One other bid was received from Cash-Wa for \$479,403.26. Memo attached.

j) Award the 2021-2022 Milk Bid to Avera Pace. This was the only bid received. Memo attached.

k) Request for Approval of Open Enrollment Request

The administration has received open enrollment request #OE-2021-02 and #OE-2021-03 for Board approval.

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

9. CELEBRATE SUCCESSES IN THE DISTRICT:

CONGRATULATIONS:

- **Buchanan Students** for raising \$7,360 for the American Heart Association. As a result, they earned \$1,200 in US Games money to be used for PE & Recess Equipment. The students also received instant gifts and prize packages. Congratulations also to **Emma Bouvette (1)** for being the Top Fundraising Student raising \$320.
- Congratulations to the Employees of the Year as announced at the Employee Recognition Banquet held Wednesday evening, May 12th:
Classified – Gina Gabriel and Hezekiah Moo
Professional Support Staff – Rita Baszler – and Finalists Michael Dramstad and Lisa McCarty
Elementary Teacher – Lynne Hanten – and Finalists Leah Jungemann and McKenzie Gill
Middle School Teacher – Leah Branaugh – and Finalists Tamera Barnes and Michelle Johnson
High School Teacher – Jennifer Fuchs – and Finalists Terri Schlader and Molly Stueckrath

- Congratulations and Best wishes to all of our 2021 Retirees:
Ann Blondheim, David Jensen, Rita Schulz, Cindy Eckmann, Colleen Jensen, Lois Dorris, Jean Wolff, Linda Eck, Sharla Mees, Kathy Engst, Lisa Sargent, Jeanne Olson, Jodi Walter, and Terry Nebelsick.

We also honor the memory of **Julie Zell**, long time 4th grade teacher who we lost at the beginning of this year.

- **Boys Tennis - 2nd Place ESD - All Players - All ESD**
- **Eh Dah - # 1 Singles Champion**
- **Eh Dah & Eh Kalu - #1 Doubles Champion**
- **Moo Sher Say - #4 Singles - 2nd Place**
- **Eh Kalu - # 2 Singles - 3rd Place**
- State Tennis Results Below - Team Finished 3rd:**
- **Roger Puterbaugh - Flight 3 Consolation Champion**
- **Eh Dah - Flight 1 Singles Champion**
- **Eh Kalu - Flight 2 Singles - 3rd Place**
- **Moo Sher Say - Flight 4 - 4th Place**
- **Lay Kpaw Wah - Flight 5 - Singles Consolation Champion**
- **Eh Dah/Eh Kalu - Flight 1 Doubles - 2nd Place**
- **Roger Puterbaugh/Moo Sher Say - Flight 2 Doubles - 4th Place**
- **Hay Klu Moo/Lay Kpaw Wah - Flight 3 Doubles - 4th Place**
- **Eh Dah & Eh Kalu - All Tournament Team**
- **Eh Dah - Spirit of Max**
- **Huron Tiger Boys' Tennis Team for being awarded the Sportsmanship Award**
- **The following varsity teams/groups have achieved a combined grade point average of 3.0 or higher & are eligible to receive the South Dakota High School Activities Association Academic Achievement Award:**

SPRING SEASON

- Boys Tennis**
- Girls Golf**
- Boys Track**
- Girls Track**
- Chorus - Large Group**
- Band - Large Group**
- Orchestra - Large Group**
- Student Council**
- Yearbook**
- Newspaper**
- All State Jazz Band**

THANK YOU TO:



10. REPORTS TO THE BOARD

- a) **Good News Report - ESL Program - Jolene Konechne**
- b) **Superintendent's Report**

11. OLD BUSINESS

- a) **Policy GDA-21 - Head Grounds Keeper (Old & Proposed) - 2nd Reading**
- b) **Policy GDA-21.1 - Grounds Technician - 2nd Reading**
- c) **Policy GDA-22 - Head Maintenance Person (Old & Proposed) - 2nd Reading**
- d) **Policy GDA-22.1 - Maintenance Technician - 2nd Reading**

- e) Policy GDA-19.2 - Elementary Foreman Custodian - 2nd Reading
 - f) Policy GDA-18.1 - Administrative Assistant - Buildings & Grounds - 2nd Reading
 - g) Ratify Classified Staff Negotiations
12. NEW BUSINESS
- a) Policy GDBA-4 - Bus Driver Hiring Schedule 2021-22 - Introduction
 - b) Other Hourly Wage Rates for 2021-2022
13. ADJOURNMENT

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

Nicole Horsley

May 7, 2021

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 \$ 47332 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 8/9/2021 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 2nd 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.

BS

Hired 2021-2022 W/BS and 0 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 9. 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 MAY 12, 2021*****

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 day of 2021

Witness: **Bethany Anderson**

Print Name: **Nicole Horsley**

Sign here: *Nicole Horsley*
Teacher

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

Kelsey Van Loh

May 10, 2021

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 \$ 47667 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 8/9/2021 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 2nd 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, on 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.

BS.

Hired 2021-2022 W/BS and 2 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 9. 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 OF THE PUBLIC SCHOOLS OF THE CITY OF HURON, SOUTH DAKOTA~~

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 13th day of May, 2021

Witness: [Signature]

Print Name: Kelsey A. Van Loh

Sign here: [Signature]
Teacher

From: Thielbar, Jacob <Thielbar@WAPA.GOV>
Sent: Wednesday, May 12, 2021 7:43 AM
To: Rotert, Terry <Terry.Rotert@k12.sd.us>
Subject: [EXT] Assistant Varsity Wrestling Coach - Official Resignation

Terry,

Please accept this as a formal notification that I'm resigning from my position at the "Huron Assistant Varsity Wrestling Coach" as of 5/12/2021.

I would like to thank you for the opportunity! It has been a joy working with the students and facility.

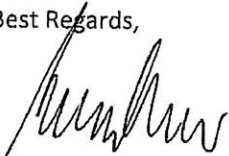
Sincerely,
Jacob A Thielbar

Huron School Board and Mr. Rotert,

May 13, 2021

I am formally resigning from the position as Assistant Middle School Wrestling Coach. I have been promoted at my fulltime job and will be moving my family and I to Aberdeen. Due to this I will unfortunately no longer be able to continue my coaching career for the Huron School District.

Best Regards,



Andrew Borkowski



Huron Tiger

Volleyball

Wednesday, April 27, 2021

5-13-21
J. Rotert

Dear Coach Rotert,

It has been an honor to have been the Huron Tiger Volleyball Head coach for the past 12 seasons and 9 previously in the 1990s and to have had the opportunity to work with so many amazing young ladies. I have been in a gym for most of my life, and now I look forward to stepping away from the interscholastic game and enjoying more time with my family and friends.

I feel as if I gave everything I had to the program and take great pride in what the program and athletes have accomplished throughout those 19 seasons. In fact, I look back at all the memories, relationships, matches, and season journeys with a deep sense of pride, satisfaction, and contentment.

I offer my sincere thanks to the Huron School District, the athletes, the parents, the fans, and our opponents for giving me the opportunities to be a part of this great game in this great community. Representing Huron and the Huron Tigers has been something near and dear to my heart.

I also want to thank the staff at the Nordby Center for Recreation, its BOD and members for allowing me to be a part of Huron Tiger VB, and also to Jeff Duffy and the Plainsman staff for the support behind the scenes.

I will miss the competition, the planning, game days, and being part of a team. More than anything, I will miss the relationships and friendships I have made along the way with coaches, players, and staff. I am forever grateful for the shared experiences and will cherish the time and memories. I am so lucky because over all these years, I was able to "hang out with some really cool kids."

I will always be a Huron Tiger Volleyball fan and wish the absolute best to the athletes and the program.

Respectfully,



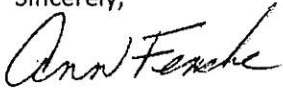
Shelly Buddenhagen

May 19, 2021

To Whom It May Concern:

This serves as notice that I will be resigning my position as Administrative Assistant in the Huron Middle School Office to move into the Administrative Assistant position in the Huron School District Transportation Department.

Sincerely,

A handwritten signature in cursive script that reads "Ann Fenske".

Ann Fenske

<u>Vendor Name</u>			<u>Vendor Description</u>	<u>Amount</u>	
<u>Checking</u>		1			
Checking	1	Fund: 10	GENERAL FUND		
ELECTION SYSTEMS & SOFTWARE			SUPPLIES	2,016.04	
NORTHWESTERN ENERGY			UTILITIES	1,959.86	
			Fund Total:		3,975.90
Checking	1	Fund: 21	CAPITAL OUTLAY FUND		
KOCH HAZARD			PROF SVC	6,163.25	
			Fund Total:		6,163.25
			Checking Account Total:		10,139.15



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 or requesting funds that will impact the Huron School District.

Date: 5-13-2021 Contact Person: Dayna Winter / Rachel Kury

Group Applying: Huron Middle School Library

Name of Grant/Award: American Rescue Plan Act Stimulus Grant for Libraries

Name of Funder: SD State Library Contact Person: Daria Bossman
Brenda Hemmelman

Amount to be Requested: \$10,000.00 Funder's Submission Due Date: 5-15-2021

Project Focus: Continue & Expand Library Services with an emphasis on technology for student use in the library makerspace
How awarded amount received: _____ Full amount up front Reimbursement

Are any follow up reports required? Yes _____ No If yes, when are they due? submit receipts for reimbursement + final report by 6/15
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: Laura Morrison 5/13/2021
Building/Department Administrator Date

Signature: Linda J Pietz 5/14/2021
Linda J Pietz, Director of Curriculum, Instruction & Assessment Date

Signature: Kelly Christopherson 5-17-2021
Kelly Christopherson, Business Manager Date

Presented to School Board: _____



Kelly Christopherson
Business Manager
150 5th St. SW
Huron, SD 57350
P: (605) 353-6995
F: (605) 353-6994
kelly.christopherson@k12.sd.us

Memorandum

Date: May 17, 2021

To: School Board Members
Terry Nebelsick, Superintendent

From: Kelly Christopherson, Business Manager

RE: Student Built House Bids

Bids for the student built house building project for 2021-2022 were opened on May 17.

Kyle and Kristina Oakley bid \$1.50 per square foot for a 1925 square foot house, totaling \$2,887.50. No other bids were received, although there was a considerable amount of interest in the project this year from other parties.

I recommend accepting the bid of Kyle and Kristina Oakley for the CTE house building project for 2021-2022.



Kelly Christopherson
Business Manager
150 5th St. SW
Huron, SD 57350
P: (605) 353-6995
F: (605) 353-6994
kelly.christopherson@k12.sd.us

Memorandum

Date: May 17, 2021

To: School Board Members
Terry Nebelsick, Superintendent

From: Kelly Christopherson, Business Manager

RE: 2021-2022 Gas and Diesel Fuel Bids

Gas and diesel bids were opened on May 17.

M.G. Oil Company dba Corner Pantry bid a 5 cent discount on E-10 blend gasoline. No other bids received.

M.G. Oil Company dba Corner Pantry bid a 6 cent per gallon discount on diesel fuel. No other bids received.

I recommend accepting the bids of M.G Oil Company dba Corner Pantry for both E-10 blend gasoline and diesel fuel for the period of July 1, 2021 through June 30, 2022.



**Huron Public Schools
1045 18th Street SW
Huron, South Dakota 57350-0949**

**Office: 605-353-6909
Fax: 605-353-6910
email: Amanda.reilly@k12.sd.us**

**Amanda Reilly
School Nutrition Director
Concessions Director**

**To: Board of Education
Mr. Nebelsick
Mr. Christopherson**

Date: May 24, 2021

RE: Accept Prime Vendor Food Bid for 2021-2022

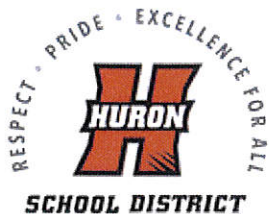
I respectfully recommend accepting the prime vendor bid from Reinhart for the 2021-2022 school year.

We had two bids submitted:

Reinhart Foodservice	\$478,960.45
Cash-Wa	\$479,403.26

Thank you,

**Amanda Reilly
Nutrition Director**



Huron Public Schools
1045 18th Street SW
Huron, South Dakota 57350-0949

Office: 605-353-6909
Fax: 605-353-6910
email: Amanda.reilly@k12.sd.us

Amanda Reilly
School Nutrition Director
Concessions Director

To: Board of Education
Mr. Nebelsick
Mr. Christopherson

Date: May 24, 2021

RE: Accept AVERA PACE Pricing for Milk/Dairy 2021-2022

I am recommending accepting the variable pricing from AVERA PACE for Milk/Dairy for the 2021-2022 school year.

Thank you,

Amanda Reilly
Nutrition Director



SPECIFICATIONS AND BID PROPOSAL FORM
HURON SCHOOL DISTRICT #2-2
2021-2022 MILK AND DAIRY PRODUCTS
VARIABLE PRICE (ESCALATOR) BID SHEET

Mail Bid To: Mr. Kelly Christopherson, Business Manager
Huron School District No. 2-2
150 5th Street SW
P.O. Box 949
Huron, SD 57350

The undersigned hereby proposes and agrees to furnish milk products as set forth in quantities as needed by district at the price set forth as follows: *April pricing*

1. Grade A homogenized and pasteurized milk, as needed, in half pint (8 oz.) paper cartons in the following types:
- | | |
|---|------------------|
| 1 each - 1% white milk (8 oz.) | <i>Hot .1854</i> |
| 1 each - Fat free white skim milk (8 oz.) | <i>Hot .1932</i> |
| 1 each - Fat free chocolate skim milk (8 oz.) | <i>Hot .1996</i> |

No sub-letting of contract will be permitted. Proof of performance on past bids is required.

Bidder shall provide communication as needed with the nutrition director and the middle school and high school team leaders to keep all products supplied in quantities as needed by the district.

Bidder shall provide a telephone number at which their delivery driver or representative can be contacted at all times for orders and any changes in delivery schedules.

Company

Avera PACE

Address

3900 W. Avera Drive, SF, SD, 57008

Name

Ryan Donoum

Title

Director

Date

4-16-21

Good News Report - ESL

May 24, 2021

Jolene Konechne, Director of ESL

ESL Student Counts / Yearly Comparison

SCHOOL YEAR	ESL STUDENTS	1 ST YEAR IN THE COUNTRY
2009-10	297	25
2010-11	426	65
2011-12	532	70
2012-13	664	78
2013-14	684	77
2014-15	738	100
2015-16	729	74
2016-17	736	44
2017-18	810	55
2018-19	821	27
2019-20	914	60
2020-21	920	30

ESL Student Information - May 17, 2021

Buchanan <ul style="list-style-type: none">● K - 94● 1st - 115	209
Madison <ul style="list-style-type: none">● 2nd - 99● 3rd - 102	201
Washington <ul style="list-style-type: none">● 4th - 105● 5th - 89	194
Middle School <ul style="list-style-type: none">● 6th - 48● 7th - 53● 8th - 39	140
High School <ul style="list-style-type: none">● 9th - 53● 10th - 36● 11th - 21● 12th - 33	143
Huron Colony	19
Riverside Colony	14


SUPPORT STAFF POSITIONS (HEAD GROUNDS KEEPER)

QUALIFICATIONS

1. Similar work experience desirable.
2. Be in good health and be physically able to perform duties of grounds keeper.
3. Be knowledgeable about proper maintenance of buildings, grounds, and equipment.

RESPONSIBILITIES

1. Performs daily housekeeping tasks of cleaning building and maintaining grounds and equipment.
 2. Performs duties as assigned by the buildings and grounds director. Responds to and corrects problems as directed by event supervisor.
 3. Inspects building and grounds and corrects or reports any unsafe conditions.
 4. Checks fire alarm system as required by law and reports any deficiencies to building principal or immediate supervisor.
 5. Reports acts of vandalism and person(s) responsible to buildings and grounds director.
 6. Presents a neat appearance.
 7. Establishes good rapport with pupils, administrators, staff, and public.
 8. Is punctual and follows schedule as directed by buildings and grounds director.
 9. Attends custodial workshops and demonstrations when requested.
 10. Adjusts to irregular hours and responds to emergency calls.
 11. Follows all governing regulations relating to building repairs and maintenance.
 12. Supervises personnel as may be assigned by the buildings and grounds director.
 13. Is knowledgeable about school policies.
 14. Assumes other duties as may be assigned.
- * Is supervised by the buildings and grounds director.
Supervises 2-4 persons.

	Huron School District #2-2	Code:
	Policies and Regulations	GDA-21 Support Staff Positions Lead Grounds Technician


Support Staff Positions Lead Grounds Technician

QUALIFICATIONS

1. Similar work experience desirable.
2. Be in good health and be physically able to perform duties responsibilities of Lead Grounds Technician grounds keeper.
3. Be knowledgeable about proper maintenance of buildings, grounds, and equipment.
4. Must be able to lift 50#.

RESPONSIBILITIES

1. Performs daily housekeeping tasks of cleaning building and maintaining grounds and equipment.
 2. Performs grounds duties tasks as assigned by the buildings and grounds director Director of Buildings and Grounds.
Responds to and corrects problems as directed by event supervisor.
 3. Inspects buildings and grounds and corrects or reports any unsafe conditions to the Director of Buildings and Grounds and building principal.
 4. Checks fire alarm system as required by law and reports any deficiencies to building principal or immediate supervisor.
 5. Reports acts of vandalism and person(s) responsible to buildings and grounds director the Director of Buildings and Grounds and building principal.
 6. Presents a neat appearance.
 7. Establishes good rapport with pupils, administrators, staff, and public.
 8. Is punctual and follows assigned schedule as directed by buildings and grounds director.
 9. Attends custodial grounds workshops and demonstrations when requested.
 10. Adjusts to irregular hours and responds to emergency calls.
 11. Follows all governing regulations relating to building repairs and maintenance grounds.
 12. Supervises personnel as may be assigned by the buildings and grounds director Director of Buildings and Grounds.
 13. Is knowledgeable about school policies.
 14. Assumes other duties as may be assigned.
- * Is supervised by the buildings and grounds director. Supervises 2-4 persons Director of Buildings and Grounds.

	Huron School District #2-2	Code: GDA-21.1 Support Staff Positions Grounds Technician
	Policies and Regulations	

Support Staff Positions
Grounds Technician

QUALIFICATIONS

1. Similar work experience desirable.
2. Be in good health and be physically able to perform responsibilities of Grounds Technician.
3. Be knowledgeable about proper maintenance of grounds and equipment.
4. Must be able to lift 50#.

RESPONSIBILITIES

1. Performs daily housekeeping tasks of cleaning and maintaining grounds and equipment.
2. Performs grounds tasks as assigned by the Director of Buildings and Grounds and Lead Grounds Technician.
Responds to and corrects problems as directed by event supervisor.
3. Inspects buildings and grounds and corrects or reports any unsafe conditions to the Director of Buildings and Grounds, Lead Grounds Technician and building principal.
5. Reports acts of vandalism and person(s) responsible to the Director of Buildings and Grounds, Lead Grounds Technician and building principal.
6. Presents a neat appearance.
7. Establishes good rapport with pupils, administrators, staff, and public.
8. Is punctual and follows assigned schedule.
9. Attends grounds workshops and demonstrations when requested.
10. Adjusts to irregular hours and responds to emergency calls.
11. Follows all governing regulations relating to grounds.
12. Is knowledgeable about school policies.
13. Assumes other duties as may be assigned.

* Is supervised by the Director of Buildings and Grounds and Lead Grounds Technician.

SUPPORT STAFF POSITIONS (HEAD MAINTENANCE PERSON)


QUALIFICATIONS

1. Similar work experience desirable.
2. Be in good health and be physically able to perform duties.
3. Be knowledgeable about electrical, heating, and plumbing systems.

RESPONSIBILITIES

1. Performs maintenance tasks as directed by the buildings and grounds director.
2. Inspects building and grounds and corrects or reports any unsafe conditions.
3. Assists custodians if requested in checking fire alarm systems as required by law and reports any deficiencies to the building principal or immediate supervisor.
4. Reports acts of vandalism and person(s) responsible to building principal.
5. Presents a neat appearance.
6. Establishes good rapport with administrators, pupils, staff, and public.
7. Is punctual and follows assigned schedule.
8. Adjusts to irregular hours and responds to emergency calls.
9. Attends custodial workshops and demonstrations when requested.
10. Follows all governing regulations relating to building repair and maintenance.
11. Supervises personnel as may be assigned by the buildings and grounds director.
12. Is knowledgeable about school policies.
13. Assumes other duties as may be assigned.

* Is supervised by the buildings and grounds director.

	Huron School District #2-2	Code:
	Policies and Regulations	GDA-22 Support Staff Positions Lead Maintenance Technician


Support Staff Positions Lead Maintenance Technician

QUALIFICATIONS

1. Similar work experience desirable.
2. Be in good health and be physically able to perform **duties responsibilities of Lead Maintenance Technician.**
3. Be knowledgeable about electrical, heating, and plumbing systems.
4. **Must be able to lift 50#.**

RESPONSIBILITIES

1. Performs maintenance tasks as directed by the **buildings and grounds director** **Director of Buildings and Grounds.**
 2. Inspects buildings and grounds and corrects or reports any unsafe conditions **to the Director of Buildings and Grounds and building principal.**
 3. Assists custodians if requested in checking fire alarm systems as required by law and reports any deficiencies to the **Director of Buildings and Grounds and building principal or immediate supervisor.**
 4. Reports acts of vandalism and person(s) responsible to **the Director of Buildings and Grounds and building principal.**
 5. Presents a neat appearance.
 6. Establishes good rapport with administrators, pupils, staff, and public.
 7. Is punctual and follows assigned schedule.
 8. Adjusts to irregular hours and responds to emergency calls.
 9. Attends **custodial maintenance** workshops and demonstrations when requested.
 10. Follows all governing regulations relating to building repair and maintenance.
 11. Supervises personnel as may be assigned by the **buildings and grounds director** **Director of Buildings and Grounds.**
 12. Is knowledgeable about school policies.
 13. Assumes other duties as may be assigned.
- * Is supervised by the **buildings and grounds director** **Director of Buildings and Grounds.**

	Huron School District #2-2	Code: GDA-22.1
	Policies and Regulations	Support Staff Positions Maintenance Technician

Support Staff Positions
Maintenance Technician


QUALIFICATIONS

1. Similar work experience desirable.
2. Be in good health and be physically able to perform responsibilities of Maintenance Technician.
3. Be knowledgeable about electrical, heating, and plumbing systems.
4. Must be able to lift 50#.

RESPONSIBILITIES

1. Performs maintenance tasks as directed by the Director of Buildings and Grounds and Lead Maintenance Technician.
2. Inspects buildings and grounds and corrects or reports any unsafe conditions to the Director of Buildings and Grounds, Lead Maintenance Technician and building principal.
3. Assists custodians if requested in checking fire alarm systems as required by law and reports any deficiencies to the Director of Buildings and Grounds, Lead Maintenance Technician and building principal.
4. Reports acts of vandalism and person(s) responsible to the Director of Buildings and Grounds, Lead Maintenance Technician and building principal.
5. Presents a neat appearance.
6. Establishes good rapport with administrators, pupils, staff, and public.
7. Is punctual and follows assigned schedule.
8. Adjusts to irregular hours and responds to emergency calls.
9. Attends maintenance workshops and demonstrations when requested.
10. Follows all governing regulations relating to building repair and maintenance.
11. Is knowledgeable about school policies.
12. Assumes other duties as may be assigned.

* Is supervised by the Director of Buildings and Grounds and Lead Maintenance Technician.

	Huron School District #2-2	Code: GDA 19.2 Support Service Positions (Elementary Foreman Custodian)
	Policies and Regulations	

Support Service Positions
(Elementary Foreman Custodian)


QUALIFICATIONS

1. Similar work experience desirable.
2. Good health and physical ability to perform duties of custodian and supervisor.
3. Must be able to lift 50#.

RESPONSIBILITIES

1. Responsible for the overall cleanliness and maintenance of the building.
2. Responsible for the maintenance of but not limited to roof top units, boilers, motors, minor plumbing issues and minor electrical issues.
3. Responsible for ensuring the custodians within the building are performing duties as required.
4. Responsible for maintaining open communication with outside cleaning services. Reporting back to building principal and buildings and grounds director as needed.
5. Performs daily housekeeping tasks of cleaning building and maintaining grounds and equipment, utilizing proper cleaning methods.
6. Performs duties as assigned by building principal and the buildings and grounds director.
7. Inspects building and grounds and corrects or reports any unsafe conditions.
8. Checks fire alarm system as required by law and reports any deficiencies to the building principal or buildings and grounds director.
9. Reports acts of vandalism and person(s) responsible to building principal.
10. Presents a neat appearance and professional manner at all times.
11. Is able to work without direct supervision while performing their duties.
12. Establishes good rapport with pupils, administrators, staff and public.
13. Is punctual and follows building schedule.
14. Attends custodial workshops and demonstrations when requested.
15. Is knowledgeable about school policies.
16. Assumes other duties as may be assigned.

*Is supervised by building principal and buildings and grounds director.

	Huron School District #2-2	Code: GDA-18.1 Support Staff Positions – Administrative Assistant - Buildings & Grounds
	Policies and Regulations	

Support Staff Positions
Administrative Assistant Buildings & Grounds


QUALIFICATIONS

1. Similar work experience desirable.
2. Be in good health and be physically able to perform responsibilities.
3. Be knowledgeable of computers, office machines, a purchase order system for controlling expenses and personnel record keeping.
4. Must be able to lift 50#.

RESPONSIBILITIES

1. Processing purchase orders and requisitions using both paper and the cloud based accounting system.
2. Receiving, controlling and routing orders received.
3. Working with building custodians on bi-weekly needs.
4. Maintains a filing system and keeps office files current.
5. Maintains attendance register.
6. Maintaining confidentiality of information regarding the school.
7. Handling telephone and written correspondence.
8. Assists maintenance and grounds as needed.
9. Assigned to maintenance and grounds during the summer months.
10. Presents a neat appearance.
11. Establishes good rapport with pupils, administrators, staff, and public.
12. Is punctual and follows assigned schedule.
13. Adjusts to irregular hours and responds to emergency calls as needed.
14. Is knowledgeable about school district rules, regulations and policies.
15. Assumes other duties as may be assigned.

* Is supervised by the Director of Buildings and Grounds.

	Huron School District #2-2	Code: GDBA-1(N) Support Staff Hiring Schedules Custodial Staff
	Policies and Regulations	

.90 increase (3.5% x 90%)
.15 steps
(Salaries based on hourly rate * 2080)

Support Staff Hiring Schedules
Custodial Staff
2021-2022

GDBA-1 (N)
May 24, 2021

Step	Custodian	Elementary Custodian Foreman	Arena Custodian	MS/HS Custodian Foreman	Grounds Personnel	Maintenance Personnel
0	\$42,517	\$43,517	\$43,749	\$44,242	\$44,242	\$46,706
1	\$42,861	\$43,861	\$44,094	\$44,586	\$44,586	\$47,050
2	\$43,205	\$44,205	\$44,437	\$44,930	\$44,930	\$47,394
3	\$43,549	\$44,549	\$44,781	\$45,274	\$45,274	\$47,738
4	\$43,892	\$44,892	\$45,125	\$45,617	\$45,617	\$48,081
5	\$44,237	\$45,237	\$45,469	\$45,962	\$45,962	\$48,426

(Note: The hiring raise for 2021-2022 is 3.15%)
The hiring schedule increased by 90% of the employee raise

NIGHT DUTY ALLOWANCE - \$80.00 extra for the 9 months school is in session.


All positions shall be a 40-hour a week position.

Hours per day may be varied according to district needs during the regular school term and summer months. Departure from the normal hours, five days per week schedule must be approved by the superintendent's office or supervisor.

The superintendent must approve all hiring and wage requests. All new custodians hired, will enter employment with the Huron School District at the (zero) step, unless granted credit not to exceed five steps. The new custodian may earn steps for experience (responsibility determined to be similar). New custodians will be allowed to earn one additional step per year (after raise has been factored) until they have earned five (\$.15) steps on the hiring schedule. Custodians granted steps at hiring are limited to the same five total steps that can be earned before their salary is "locked in" and becomes only eligible for cost of living raises.

Normal annual increments may be withheld from the employee for unsatisfactory performance upon the recommendation by the immediate supervising administrator and by the superintendent of schools and the board of education. Removal of the unsatisfactory recommendation for the following year shall mean a normal annual increase in salary. However, employee shall not pick up the lost salary.

The hiring schedule shall be advanced each year by no more than 90% of the average annual increment received by employees whose salary is based on this schedule.

	Huron School District #2-2	Code: GDBA-2(N) Support Staff Hiring Schedules Full-Time Personnel Staff
	Policies and Regulations	

.90 increase (3.5% x 90%)
.15 steps
(Salaries based on hourly rate * 2080)

Support Staff Hiring Schedules
Full-Time Personnel Staff
2021-2022

GDBA-2 (N)
May 24, 2021

Step	Division I Office Personnel	Division I Technical Assistant	Division III Technician
0	\$40,262	\$40,262	\$44,772
1	\$40,605	\$40,605	\$45,116
2	\$40,950	\$40,950	\$45,459
3	\$41,293	\$41,293	\$45,804
4	\$41,637	\$41,637	\$46,147
5	\$41,981	\$41,981	\$46,492

(NOTE: The hiring raise for 2021-22 is 3.15%)
The hiring schedule increased by 90% of the employee raise
Column added for Technical Assistant and Technician

All positions shall be a 40-hour a week position, unless salary above \$47,500 per year.

Hours per day may be varied according to office needs during the regular school term and summer months. Departure from the normal 7:30 a.m. to 4:30 p.m., five days per week schedule must be approved by the superintendent's office or supervisor.

The superintendent must approve all hiring and wage requests. All new (Division I and II) full-time personnel hired, will enter employment with the Huron School District at the (zero) step, unless granted credit not to exceed five steps. The new employee may earn steps for experience (responsibility determined to be similar) and/or education (i.e. AA=1 step, BA=2 steps). Employees will be allowed to earn one additional step per year (after raise has been factored) until they have earned five (\$.15) steps on the hiring schedule. Employees granted steps at hiring are limited to the same five total steps that can be earned before their salary is "locked in" and becomes only eligible for cost of living raises.

Normal annual increments may be withheld from the employee for unsatisfactory performance upon the recommendation by the immediate supervising administrator and by the superintendent of schools and the board of education. Removal of the unsatisfactory recommendation for the following year shall mean a normal annual increase in salary. However, employee shall not pick up the lost salary.

The hiring schedule shall be advanced each year by no more than 90% of the average annual increment received by employees whose salary is based on this schedule.



Huron School District #2-2

Policies and Regulations

Code:
GDBA-3(N) Support Staff Hiring
Schedules
Para-Educators

.90 increase (3.5% x 90%)
.15 steps

Support Staff Hiring Schedules
Para-Educators
2021-2022

GDBA-3 (N)
May 24, 2021

Step	Licensed SLPA/ PTA/OTA	Class AAA	Class AA	Class A	Class S1	Class A1	Class B
0	\$23.00	\$16.84	\$16.67	\$15.87	\$16.87	\$15.87	\$15.36
1	\$23.17	\$17.01	\$16.83	\$16.04	\$17.04	\$16.04	\$15.53
2	\$23.33	\$17.17	\$17.00	\$16.20	\$17.20	\$16.20	\$15.70
3	\$23.50	\$17.34	\$17.16	\$16.37	\$17.37	\$16.37	\$15.86
4	\$23.66	\$17.50	\$17.33	\$16.53	\$17.53	\$16.53	\$16.03
5	\$23.83	\$17.67	\$17.49	\$16.70	\$17.70	\$16.70	\$16.19

LICENSED SLPA/PTA/OTA

One who assists licensed therapists with treatment plans in educational settings.

CLASS 'AAA'

One who spends the majority of his/her time working as an office secretary in the elementary or middle school building administrator's office, or in the business office on less than 260-day position.

CLASS 'AA'

One who spends the majority of his/her time working as a secretary in the counselor's office.

CLASS 'A'

One who spends the majority of his/her time working with students in a tutorial process.

CLASS "S1"

One who spends the majority of his/her time working with students with special needs who may need physical assistance using the toilet (may include changing diapers, wiping, changing accidents) or assistance eating, or routinely comes into contact with blood, saliva, or mucous.

CLASS 'A1'

One who spends the majority of his/her time performing library clerical duties and instructing students in library and computer searches.


CLASS 'B'

One who spends the majority of his/her time supervising playground, lunchroom, etc.

The superintendent must approve all hiring and wage requests. All new para educators hired, will enter employment with the Huron School District at the (zero) step, unless granted credit not to exceed five steps. The para educator may earn steps for experience (responsibility determined to be similar). New para educator will be allowed to earn one additional step per year (after raise has been factored) until they have earned five (\$.15) steps on the hiring schedule. Para educators granted steps at hiring are limited to the same five total steps that can be earned before their salary is "locked in" and becomes only eligible for cost of living raises.


Normal annual increments may be withheld from the employee for unsatisfactory performance upon the recommendation by the immediate supervising administrator and by the superintendent of schools and the board of education. Removal of the unsatisfactory recommendation for the following year shall mean a normal annual increase in salary. However, employee shall not pick up the lost salary.

This hiring schedule shall be advanced each year by no more than 90% of the average annual increment received by employees whose salary is based on this schedule.

	Huron School District #2-2	Code: GDBA-3(N) Support Staff Hiring Schedules Para-Educators
	Policies and Regulations	

PAID HOLIDAYS – LICENSED SLPA/PTA/OTA - Class II (9-month classified employees) – Veterans’ Day, Thanksgiving, Thanksgiving Friday, Christmas Eve, Christmas Day, New Year’s Day, Presidents Day, and Good Friday.

PAID HOLIDAYS/Class II/AAA (10-month) – Labor Day, Veterans’ Day, Thanksgiving, Thanksgiving Friday, Christmas Eve, Christmas Day, New Year’s Day, Presidents’ Day, and Good Friday.

	Huron School District #2-2	Code: GDBA-5(N) Support Staff Hiring Schedules Food Service
	Policies and Regulations	

.90 increase (3.5% x 90%)
.15 steps

Support Staff Hiring Schedules
Food Service
2021-2022

GDBA-5 (N)
May 24, 2021

STEP	LEVEL I	LEVEL II	LEVEL III A	LEVEL III B	LEVEL IV A	LEVEL IV B
0	\$15.03	\$15.31	\$15.85	\$16.12	\$16.62	\$17.00
1	\$15.20	\$15.47	\$16.01	\$16.29	\$16.79	\$17.16
2	\$15.36	\$15.64	\$16.18	\$16.46	\$16.95	\$17.33
3	\$15.53	\$15.80	\$16.34	\$16.62	\$17.12	\$17.49
4	\$15.69	\$15.97	\$16.51	\$16.79	\$17.28	\$17.66
5	\$15.86	\$16.14	\$16.68	\$16.95	\$17.45	\$17.82

The superintendent must approve all hiring and wage requests. All new Food Service Personnel hired, will enter employment with the Huron School District at the (zero) step, unless granted credit not to exceed five steps. The new Food Service employee may earn steps for experience (responsibility determined to be similar). New Food Service Personnel will be allowed to earn one additional step per year (after raise has been factored) until they have earned five (\$.15) steps on the hiring schedule. Food Service Personnel granted steps at hiring are limited to the same five total steps that can be earned before their salary is “locked in” and becomes only eligible for cost of living raises.

Those food service employees who have been nationally certified and kept their national certification for a period of three years or more will be given a \$.15 per hour salary increase. If an employee fails to keep up his/her national certification, he/she will lose the increment and will have to complete another three years to earn it back.

Normal annual increments may be withheld from the employee for unsatisfactory performance upon the recommendation by the immediate supervising administrator and by the superintendent of schools and the board of education. Removal of the unsatisfactory recommendation for the following year shall mean a normal annual increase in salary. However, employee shall not pick up the lost salary.

The hiring schedule shall be advanced each year by no more than 90% of the average annual increment received by employees whose salary is based on this schedule.

PAID HOLIDAYS:

CLASS II (9-month classified employees) Veterans’ Day, Thanksgiving, Thanksgiving Friday, Christmas Eve, Christmas Day, New Year’s Day, Presidents Day, Good Friday



Huron School District #2-2

Policies and Regulations

Code:
GDBC-1(N) Support Staff Fringe
Benefits – Insurance

Support Staff Fringe Benefits – Insurance
2021-2022

Health Insurance - Class I

The Board of Education participates in a group insurance plan covering hospital, surgical, and medical costs. For each Class I employee, the school district will pay \$653.40 per month (90%) for a single premium and the employee will pay \$72.60 per month (10%). The school district will pay \$870.60 per month (60%) for an employee + spouse premium and the employee will pay \$580.40 per month (40%). The school district will pay \$1,087.80 per month (60%) for a family premium and the employee will pay \$725.20 per month (40%). The school district will pay \$787.80 per month (60%) for an employee + dependents premium and the employee will pay \$525.20 per month (40%).

Health Insurance - Class II

➤ **6-8 Hours Per Day**

The Board of Education participates in a group insurance plan covering hospital, surgical, and medical costs. For each Class II employee who is employed for at least 6-8 hours per day, the school district will pay \$580.80 per month (80%) for a single premium and the employee will pay \$145.20 per month (20%). The school district will pay \$740.01 per month (51%) for an employee + spouse premium and the employee will pay \$710.99 per month (49%). The school district will pay \$669.63 per month (51%) for an employee + dependents premium and the employee will pay \$643.37 per month (49%). The school district will pay \$924.63 per month (51%) for a family premium and the employee will pay \$888.37 per month (49%).

➤ **4-6 Hours Per Day**

The Board of Education participates in a group insurance plan covering hospital, surgical, and medical costs. For each Class II employee who is employed for at least 4-6 hours per day, the school district will pay \$399.30 per month (55%) for a single premium and the employee will pay \$326.70 per month (45%). The school district will pay \$570.82 per month (39.34%) for an employee + spouse premium and the employee will pay \$880.18 per month (60.66%). The school district will pay \$516.53 per month (39.34%) for an employee + dependents premium and the employee will pay \$796.47 per month (60.66%). The school district will pay \$713.23 per month (39.34%) for a family premium and the employee will pay \$1,099.77 per month (60.66%).

For Class I and Class II employees, if the district employs both spouses and both spouses qualify for the district's health insurance benefit, the school district will pay up to the qualifying contribution for family insurance for each spouse. Each spouse will pay 50% of the remaining premium balance or \$72.60 per month (10%), whichever is higher.

Health Insurance - Class III & IV

Do not qualify according to the master insurance policy.

Dental Insurance – Class I

The school district will pay the cost of a single premium on a group insurance plan covering dental costs for all Class I employees. The Class I employees are eligible to purchase family or two-party dental insurance at the employee's expense.


Term Life Insurance - Class I (Full-time Personnel)

The school district will pay the cost of a single premium or family premium on a term life insurance policy. The beneficiary amount of the policy shall be \$15,000 plus double indemnity coverage.

Term Life Insurance – Class II

The school district will pay the cost of a single premium or family premium on a term life insurance policy for those Class II employees who work 20 hours per week, 9 months per year.

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.

	Huron School District #2-2	Code:
	Policies and Regulations	GDE Part-Time / Substitute Support Staff Employment

PART-TIME/SUBSTITUTE SUPPORT STAFF EMPLOYMENT
Substitute Pay for Class I & Class II

Any employee who substitutes for another for an extended length of time, after the first five consecutive working days of the extended length of time, shall receive an increased rate of pay for the remainder of the absence, as defined by the guidelines set forth in the substitute wage letter. (See attached.)



Huron School District #2-2
Policies and Regulations

Code:
GDE Part-Time / Substitute
Support Staff Employment

Substitute Classified Wages
2021-2022

Substitute para-educators will be paid on Experience Step 0 of the Para-Educator “Hiring” Schedule. The hourly rate of pay is as follows:

Licensed SLPA/PTA/OTA	\$23.00
Class AAA	\$16.84
Class AA	\$16.67
Class A	\$15.87
Class A1	\$15.87
Class B	\$15.36

Substitutes for food service workers will be hired on the Level II Experience Step 0 of the Food Service ‘hiring’ schedule. The hourly rate of pay is \$15.31 per hour for the 2021-2022 school year. Substitutes will receive the same wage increase as regular food service employees in subsequent years of employment.

Substitute full-time personnel working in place of full-time personnel covered under the negotiated policy will be placed on Step 0 of the Full-Time Personnel “hiring” schedule. The hourly rate of pay is as follows:

Division I/Office Personnel	\$19.36
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All non-supervisory substitute custodians will be paid \$17.15 per hour.

Supervisory substitute custodians will be paid \$17.69 per hour.

Any classified personnel who currently works for the district and who substitutes for more than five consecutive days in another classified position in a higher pay category will receive a lateral move to the higher hourly pay category of the two, beginning on the sixth day.



Huron School District #2-2

Policies and Regulations

Code:
GDBA-4
Support Staff Salary Schedule
Bus Driver Hiring Schedule 2021-22

Support Staff Salary Schedule Bus Driver Hiring Schedule 2021-2022

Bus drivers will be paid \$30 per hour.

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, which will normally be prior to the first pay period. In case of a question regarding the daily average mileage, the 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

	Huron School District #2-2	Code: GDBA-4
	Policies and Regulations	Support Staff Salary Schedule Bus Driver Hiring Schedule 2020-21

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 hours worked. 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 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 \$30.00 per hour.

Substitute drivers will be paid \$25.00 \$30.00 per hour or the applicable daily rate of pay from the route salary schedule if 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. The route driver signing bonus lifetime limit is \$1,000 per person.

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. The substitute driver signing bonus lifetime limit is \$500 per person.

Other Hourly Wage Rates for 2021-2022

	2020-2021	Change	2021-2022	
Summer help - Grounds	\$14.91	\$0.52	\$15.43	3.50%
Student Custodian	\$12.29	\$0.43	\$12.72	3.50%
Summer Computer Help	\$11.92	\$0.42	\$12.34	3.50%
Student worker	\$12.29	\$0.43	\$12.72	3.50%
Interpreter	\$21.48	\$0.75	\$22.23	3.50%
Student Interpreter	\$14.74	\$0.52	\$15.26	3.50%
Buildings/Grounds/Bus Maintenance	\$16.68	\$0.58	\$17.26	3.50%
Bus Ride Rate	\$16.04	\$0.56	\$16.60	3.50%
High School Gift Program Teachers	\$26.08	\$0.91	\$26.99	3.50%
High School Gift Program Coordinator	\$36.83	\$1.29	\$38.12	3.50%
21st Century Grant - Program Coordinator	\$33.26		\$33.26	No increase because our grant amount does not increase.
21st Century Grant - Site Coordinators - Teachers in District	\$32.77		\$32.77	No increase because our grant amount does not increase.
21st Century Grant - Site Coordinators - NOT Teachers in District	\$29.28		\$29.28	No increase because our grant amount does not increase.
21st Century Grant - Leaders and Door Persons	\$18.11		\$18.11	No increase because our grant amount does not increase.
21st Century Grant - Tutors	\$18.11		\$18.11	No increase because our grant amount does not increase.
21st Century Grant - Door Person (Discontinue and combine with Leaders)	\$13.85			
Concessions Manager	\$16.60	\$0.58	\$17.18	3.50%
Concessions Workers - Beginner	\$12.34	\$0.43	\$12.77	3.50%
Concessions Workers - With Experience	\$12.66	\$0.44	\$13.10	3.50%
Concessions Student Workers - Beginner	\$11.69	\$0.41	\$12.10	3.50%
Concessions Student Workers - With Experience	\$11.74	\$0.41	\$12.15	3.50%

The Rates Below are Set or Updated Through Negotiations and or Policy

Bus Driver Hourly	\$25.00	\$30.00	Pending Bus Driver Hiring Schedule Approval
Substitute Bus Driver	\$25.00	\$30.00	Pending Bus Driver Hiring Schedule Approval
Certified Tutor	\$20.00	\$20.00	Based on Negotiated Substitute Teacher Rate of \$120 per day for a 6 hour day.
Non-certified Tutor	\$15.39	\$15.87	Based on Step 0 of Class A Para-Educator Hiring Schedule
Driver's Education Instructors	\$30.25	\$31.31	To begin May 2022 (Negotiated)
Curriculum Development	\$17.14	\$17.14	Negotiated - Policy IF
Staff Development	\$20.00	\$20.00	Negotiated - Policy GCL
Substitute Custodian	\$16.57	\$17.15	3.50% This is policy GDE
Substitute Supervisory Custodian	\$17.09	\$17.69	3.50% This is policy GDE