

Isanti Community School
Board of Education Regular Meeting
Wednesday, February 15, 2017

{{Name: Agenda Item}}

- I. CALL THE MEETING TO ORDER - ROLL CALL

- II. PUBLIC COMMENT ON AGENDA ITEMS

- III. BUSINESS AFFAIRS - CONSENT AGENDA
 - III.A. Approve minutes of the January regular board meeting

 - III.B. Treasurer Report

 - III.C. Outstanding Payables

- IV. REPORTS
 - IV.A. Superintendent

 - IV.B. Committee Reports

 - IV.C. Progress Plan Update

 - IV.D. Principal

- V. ACTION ITEMS
 - V.A. 2017-2018 Principal Contracts

 - V.B. 2017-2018 School Calendar

 - V.C. February 2017 Calendar Change

V.D. Teacher Negotiations

V.E. Litigation Update with Closed Session

VI. DISCUSSION ITEMS

VI.A. Building Improvements and Updates

VI.A.1. Reception addition/remodel

VI.A.2. Larry's Furnace/AC Quote

VI.A.3. Tessier's New Locker Room HVAC System

VI.A.4. New Gym Floor

VI.A.5. Elementary Classroom Carpet

VI.A.6. Weight Room Upgrade

VI.A.7. Classroom Cameras

VII. COMING EVENTS

VII.A. March Regular Board Meeting - March 14, 2016 at 5PM

VII.B. NAFIS - Washington D.C. - March 11-15 2017

VII.C. NRCSA Annual Spring Conference in Kearney - March 23-24, 2017

VII.D. NSBA Annual Conference in Denver March 25-27 2017

VIII. ADJOURN

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Roll call vote: Moose, YES; Pike, YES; R. Whipple, ABSENT; Wabasha, YES; C. Whipple, ABSENT; Johnson, YES.

Motion carried, 4 YES 0 NO 2 ABSENT.

It was moved by Pike and seconded by Johnson that our legal counsel send the Superintendent written notice of our intent to cancel her contract, and that she be placed on paid administrative leave effective immediately.

Roll call vote: Pike, YES; R. Whipple, ABSENT; Wabasha, YES; C. Whipple, ABSENT; Johnson, YES.

Motion carried 4 YES 0 NO 2 ABSENT.

President Moose explained the annual organization of the board process. He turned the floor to Mr. Charles Bressman to take nominations for Board President.

Pike nominated Steve Moose for President. Johnson seconded the nomination. No other nominations were made.

Roll call vote to approve Steve Moose as President: R. Whipple, ABSENT; Wabasha, YES; C. Whipple, ABSENT; Johnson, YES; Moose, ABSTAIN; Pike, YES. 3 YES 0 NO 2 ABSENT 1 ABSTAIN

Steve Moose was elected as Board President.

The meeting was turned over to President Moose. Moose then took nominations for Board Vice President.

Johnson nominated Don Pike for Vice President. Moose seconded the nomination.

Roll call vote to approve Don Pike as Vice President: Johnson, YES; Moose, YES; Pike, ABSTAIN; R. Whipple, ABSENT; Wabasha, YES; C. Whipple, YES

Motion carried, 3 YES, 0 NO, 1 ABSTAIN, 2 ABSENT

Don Pike was elected as Board Vice President

President Moose opened the floor for nominations for Board Treasurer.

Moose nominated DeWayne Wabasha for Treasurer. Pike seconded the nomination. No other nominations were made.

Roll call vote to approve DeWayne Wabasha as Treasurer: Wabasha: ABSTAIN; C. Whipple: ABSENT Johnson, YES; Moose, YES; Pike: YES; R. Whipple: ABSENT.

Motion carried, 3 YES, 0 NO, 1 ABSTAIN, 2 ABSENT

DeWayne Wabasha was elected as Board Treasurer.

President Moose opened the floor for nomination for Board Secretary.

Pike nominated Stacy Johnson for Secretary. Moose seconded the nomination. No other nominations were made.

Motion carried 4 YES 0 NO 2 ABSENT.

It was moved by Wabasha and seconded by Pike to approve the resignation of Lizzie Swalley for the 2017-2018 school year.

Roll call vote: R. Whipple, ABSENT; Wabasha YES; C. Whipple, ABSENT; Johnson, YES; Moose, YES; Pike, YES.

Motion carried, 4 YES 0 NO 2 ABSENT.

It was moved by Johnson and seconded by Pike to approve the resignation of Megan Winckler for the 2017-2018 school year.

Roll call vote: Wabasha, YES; C. Whipple, ABSENT; Johnson, YES; Moose, YES; Pike, YES; R. Whipple, ABSENT.

Motion carried, 4 YES 0 NO 2 ABSENT.

It was moved by Pike and seconded by Johnson to authorize and add DeWayne Wabasha to all bank signature cards with Wells Fargo and Farmer's and Merchant's State Bank.

Roll call vote: Wabasha, ABSTAIN; C. Whipple, ABSENT; Johnson, YES; Moose, YES; Pike, YES; R. Whipple, ABSENT.

Motion carried, 3 YES 0 NO 2 ABSENT 1 ABSENTION.

Discussion was held about the 2017-2018 ESU 1 Special Education Contract in reference to the number of students attending Tower School, transportation and the meaning of the contract.

It was moved by Pike and seconded by Johnson to approve the 2017-2018 ESU 1 Special Education contract.

Roll call vote: C. Whipple, ABSENT; Johnson, YES; Moose, YES; Pike, YES; R. Whipple, ABSENT; Wabasha, YES.

Motion carried, 4 YES 0 NO 2 ABSENT.

It was moved by Pike and seconded by Johnson to adjourn the meeting.

Roll call vote: R. Whipple, ABSENT; Wabasha, YES; C. Whipple, ABSENT; Johnson, YES; Moose, YES; Pike, YES.

Motion carried, 4 YES 0 NO 2 ABSENT.

President Moose adjourned the meeting at 6:30 PM.

Santee Community School
February 2016 Outstanding Payables

Vendor Name	Description	Account Description	Amount
Donna Nielsen	Primetime and Library Conferen	Travel Secondary	\$ 776.56
Ecolab	January service	Technical Service	\$ 157.59
Ecolab	February service	Technical Service	\$ 157.59
Ecowater	Rent, filter, salt	Technical Service	\$ 463.50
Ecowater	UV system for 3 drinking fount	Technical Service	\$ 3,000.00
Ecowater	Filters, storage tank, school,	Technical Service	\$ 1,224.00
Embassy Suites-Lincoln	Feb 4 Meeting with NDE, ESU1,	Board Dues and Fees	\$ 3,621.64
Embassy Sultes-Lincoln	Jan 9 Mtg with Legal and Board	Board Dues and Fees	\$ 655.08
Educational Service Unit #1	Second Quarter Billing	ESU School Age	\$ 76,526.89
Educational Service Unit #1	Second Quarter Billing	IDEA Part B (611) Base Allocation 0	\$ 16,900.00
Educational Service Unit 2	All minds matter workshop	Dues and Fees	\$ 250.00
Feather Hill Express	Dec and Jan Fuel	Gas And Oil	\$ 1,464.17
Franks Food Mart	Snacks	Food	\$ 231.23
Haan Crafts	FCS Projects	Gen. Supplies Sec.	\$ 125.85
Handwriting W/o Tears	Printing Power Workbook	Textbooks Elementary	\$ 16.00
Harris	FA2 Annual Maintenance	Dues and Fees	\$ 2,701.30
Holiday Inn Express Lincoln I-80	Hotel Rooms in Lincoln	Travel Expenses	\$ 319.96
Hometown Leasing	Copier Lease	Rentals And Leases	\$ 132.40
Hy Vee Yankton	Christmas Party	Board Dues and Fees	\$ 73.82
International Academy of Science	Annual Support	Computer Software	\$ 500.00
Thomas Johnson	February Work	Technical Service	\$ 60.00
Jalayne Keyes	January Tech Support	Computer Tech Service	\$ 2,071.25
Knox County Veteran Service Office	Meals for Knox County Governme	Activity Supplies	\$ 55.00
KSB School Law	Jan legal service for administ	Legal Service	\$ 2,836.50
Kuchar Electric	New GFI for washing machine	Repairmen	\$ 82.74
Brenda Leader	Autism Workshop-Columbus	SPED Travel Expenses	\$ 120.75
Brenda Leader	Travel to Naviance Training	Travel Secondary	\$ 193.92
Mastercard Service Center	White bus repairs	Repairs and Maintenance	\$ 818.02
Mastercard Service Center	Quickbooks online	Accounting & Auditing Service	\$ 13.95
Mastercard Service Center	Groceries for FCS class	Gen. Supplies Sec.	\$ 70.95
Mastercard Service Center	Fuel	Gas And Oil	\$ 98.78
Mastercard Service Center	Fuel	Gas And Oil	\$ 25.50
Mastercard Service Center	Fuel	Gas And Oil	\$ 27.00
Mastercard Service Center	Fuel	Gas And Oil	\$ 15.33
Mastercard Service Center	Meals to take and get bus from	Travel Expenses	\$ 70.57
Mastercard Service Center	Parking in Lincoln	Travel Expenses	\$ 17.00
Mastercard Service Center	Candy for parent's night	Activity Supplies	\$ 41.80
Mastercard Service Center	Staff work day lunch	Food	\$ 59.32
Mastercard Service Center	Meeting In Lincoln	Travel Expenses	\$ 24.95
NE Association Of School Board	Legislative Issues Conference	Dues And Fees	\$ 55.00
NE Association Of School Board	NAEP Conference RB	Dues and Fees	\$ 85.00
NE Association Of School Board	17-18 Dues	NASB	\$ 3,946.00
North Central Public Power	Electricity	Electricity	\$ 4,245.93
North Central Public Power	Electricity	Electricity	\$ 71.70
NE Dept. of Health & Human Services	Commodities	Food	\$ 1,967.18
NETA	Reg Fee Kim Nelson	Travel Secondary	\$ 139.00
Ne Unemployment Compens	Unemployment	Unemployment Insurance	\$ 2,744.00
Niobrara Laundry Service	January Service	Technical Service	\$ 326.60
Norfolk Daily News	School subscription	Periodicals Secondary	\$ 135.00
Petals & More LLC	Roses for parents night	Activity Supplies	\$ 140.00
Perry, Guthery, Haase & Gessford, P.C., L.L.O	ESSA Foster care student proce	Board Dues and Fees	\$ 50.00
Don Pike Jr	Reimbursement for parking	Travel Expenses	\$ 34.00
Pitney Bowes Inc.	Postage Meter Rent	Rentals And Leases	\$ 186.00
Purchase Power	Postage	Postage	\$ 42.20
Pitsco Education	Balsa dragpak	Gen. Supplies Sec.	\$ 367.98
Quill Corporation	Post It notes	Supplies	\$ 41.97
Quill Corporation	Composition books for math	Supplies	\$ 35.79
Snowcap	16-17 Annual Subscription	Computer Software	\$ 350.00
Mary Snowdon	Sub 1/19	Travel Elementary	\$ 21.40
Mary Snowdon	Sub 2/14	Travel Secondary	\$ 21.40
Stadium Sports	Shooting Shirts	Activity Supplies	\$ 1,448.50
Stadium Sports	Slip not mats	Gen. Supplies Sec.	\$ 171.60
Stadium Sports	Holiday Tournament/Senior shr	Activity Supplies	\$ 150.00

Administrative Update Feb. 14, 2017

NWEA Data – Elem – 83 students tested all 83 students showed growth in a testing content area – Reading, Math, Language, Science

72 Elementary students and 10 staff went to the movie “Sing” in Lynch on Friday, Feb. 3rd.

High School MAP tests showed very significant growth in many core areas. Over 146 test scores were raised in grades 7-12 in the core tested areas.

Feb. 9th – P/T Conferences – 17 families attended– many community events and DPI

10 new families signed up for the POL – Portal system of reporting

Feb. 10th – AdvanceEd workday – Led by Kellen Conroy ESU 1 –

Data review – NWEA, NeSA, ACT data

Stakeholder, Staff, Student survey data reviewed

Steering Committee – met to review timeline and work still needed to be completed.

Feb. 14th – Girls districts versus Wausa @ Hartington Cedar Catholic

Feb. 15th – 16th – Dr. Troutman on site

Feb. 20th – No School President’s Day

Feb. 22nd – Dr. Kennedy on site

Feb. 23rd – No school PK – 6

15 - 5th and 6th grade students along with staff attending “Secrets of Service on the Job” in Norfolk provided by NE Extension. Students

Feb. 23rd – K-3 staff attending “Planting a Seed” Literacy Conference in Kearney

Feb. 24th – No school PK -6

District Summary Report

Aggregate by School

Term: Winter 2016-2017
District: Santee Community Schools
Grouping: None
Small Group Display: No

Mathematics

Santee ELE PK-6

MAP: Math 2-5 NE 2015

NE Academic Standards Mathematics: 2015

Term	Grade	Student Count	Mean RIT	Std Dev	Median	Goal Performance							
						Number		Algebra		Geometry		Data	
						Mean	Std Dev	Mean	Std Dev	Mean	Std Dev	Mean	Std Dev
Winter 2016-2017	2	16	182.6	10.2	184	184.2	10.3	180.3	13.0	180.9	11.2	184.7	10.7
Fall 2016-2017	2	14	161.3	6.9	161	161.7	7.7	158.7	12.1	160.5	8.6	164.2	8.8
Winter 2016-2017	3	8											
Fall 2016-2017	3	9											
Winter 2016-2017	4	9											
Fall 2016-2017	4	8											
Winter 2016-2017	5	15	205.9	10.3	211	203.8	7.7	205.1	12.6	208.2	11.5	206.7	14.7
Fall 2016-2017	5	16	198.8	10.6	198	200.7	9.7	197.2	12.6	199.4	10.5	198.7	13.6

MAP: Math 6+ NE 2015

NE Academic Standards Mathematics: 2015

Term	Grade	Student Count	Mean RIT	Std Dev	Median	Goal Performance							
						Number		Algebra		Geometry		Data	
						Mean	Std Dev	Mean	Std Dev	Mean	Std Dev	Mean	Std Dev
Winter 2016-2017	6	13	205.0	7.9	206	209.2	10.9	202.9	10.3	204.0	10.1	203.5	8.5
Fall 2016-2017	6	12	202.5	9.8	205	203.1	11.2	202.2	10.1	201.5	12.1	203.0	12.2

MAP: Math Primary Grades NE 2015

NE Academic Standards Mathematics: 2015

Term	Grade	Student Count	Mean RIT	Std Dev	Median	Goal Performance							
						Number		Algebra		Geometry		Data	
						Mean	Std Dev	Mean	Std Dev	Mean	Std Dev	Mean	Std Dev
Winter 2016-2017	0	15	141.9	7.8	142	138.7	11.1	146.1	9.3	139.3	8.8	143.2	10.0
Fall 2016-2017	0	14	135.3	12.8	134	130.2	11.7	133.1	15.7	140.0	15.0	137.2	15.4
Winter 2016-2017	1	6											
Fall 2016-2017	1	6											

Explanatory Notes

Due to statistical unreliability, summary data for groups of less than 10 are not shown.

A goal mean shown with **bold italic** represents performance that might be an area of concern. A goal mean shown with **bold underline** represents an area of relatively strong performance.

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District Summary Report

Aggregate by School

Term: Winter 2016-2017
 District: Santee Community Schools
 Grouping: None
 Small Group Display: No

Language Usage

Santee ELE PK-6

MAP: Language 2-12 NE 2014
 NE English Language Arts K-12: 2014

Term	Grade	Student Count	Mean RTT	Std Dev	Median	Goal Performance							
						Use Conventions Appropriate for Grade Level		Apply the Writing Process		Compose Sentences; Develop Coherent Paragraphs		Write in Multiple Modes Across Disciplines	
						Mean	Std Dev	Mean	Std Dev	Mean	Std Dev	Mean	Std Dev
Winter 2016-2017	2	16	179.6	8.4	181	179.0	11.9	179.3	8.8	179.9	12.4	181.2	7.3
Fall 2016-2017	2	14	162.9	8.6	161	161.8	11.3	161.8	7.5	159.8	12.6	<u>167.6</u>	9.9
Winter 2016-2017	3	8											
Fall 2016-2017	3	9											
Winter 2016-2017	4	8											
Fall 2016-2017	4	8											
Winter 2016-2017	5	15	202.8	7.8	202	206.3	8.3	200.5	12.3	200.2	8.7	204.3	9.2
Fall 2016-2017	5	16	194.2	10.4	196	<u>199.4</u>	11.2	<u>188.9</u>	15.2	196.3	10.2	192.0	11.9
Winter 2016-2017	6	12	205.9	9.0	208	<u>210.8</u>	10.8	202.9	7.9	205.3	10.4	205.4	12.9
Fall 2016-2017	6	12	198.8	7.2	200	202.3	8.6	198.3	9.1	197.7	9.2	196.8	9.8

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District Summary Report

Aggregate by School

Term: Winter 2016-2017
District: Santee Community Schools
Grouping: None
Small Group Display: No

Mathematics

Santee Secondary 7th-12th

MAP: Math 6+ NE 2015

NE Academic Standards Mathematics: 2015

Goal Performance

Term	Grade	Student Count	Mean RIT	Std Dev	Median	Number		Algebra		Geometry		Data	
						Mean	Std Dev	Mean	Std Dev	Mean	Std Dev	Mean	Std Dev
Winter 2016-2017	7	10	213.6	9.1	215	213.9	7.2	212.9	12.7	215.0	9.5	213.3	10.3
Fall 2016-2017	7	11	209.7	8.8	211	211.6	10.7	208.5	9.3	209.5	9.9	208.9	11.2
Winter 2016-2017	8	8				210.2	9.6	209.1	11.7	207.3	14.6	205.0	14.9
Fall 2016-2017	8	10	207.8	11.6	209								
Winter 2016-2017	9	9				215.7	15.1	214.4	18.6	211.4	14.1	211.2	13.3
Fall 2016-2017	9	10	213.3	14.6	215	212.7	7.8	211.8	10.5	207.1	12.5	211.5	10.7
Winter 2016-2017	10	10	210.7	9.5	211	206.2	13.1	206.6	15.4	204.3	11.8	202.9	13.4
Fall 2016-2017	10	11	205.0	12.6	212	220.8	14.7	221.4	14.3	222.8	15.8	220.2	13.6
Winter 2016-2017	11	15	221.2	13.1	223	215.0	16.0	219.1	14.2	222.9	18.3	219.8	14.4
Fall 2016-2017	11	11	219.5	14.7	218	225.3	16.1	223.4	17.7	226.7	19.8	225.3	19.3
Winter 2016-2017	12	10	225.3	17.8	220	217.9	19.9	219.2	24.5	222.4	20.3	218.2	17.4
Fall 2016-2017	12	11	219.5	19.7	220								

Explanatory Notes

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District Summary Report

Aggregate by School



Term: Winter 2016-2017
 District: Santee Community Schools
 Grouping: None
 Small Group Display: No

Language Usage

Santee Secondary 7th-12th

MAP: Language 2-12 NE 2014
 NE English Language Arts K-12: 2014

Term	Grade	Student Count	Mean RT	Std Dev	Median	Goal Performance				Apply the Writing Process		Compose Sentences; Develop Coherent Paragraphs		Write in Multiple Modes Across Disciplines					
						Use Conventions Appropriate for Grade Level		Mean		Std Dev		Mean		Std Dev		Mean		Std Dev	
						Mean	Std Dev	Mean	Std Dev	Mean	Std Dev	Mean	Std Dev	Mean	Std Dev	Mean	Std Dev		
Winter 2016-2017	7	10	214.5	6.6	213	217.3	6.9	215.9	9.0	210.6	9.2	213.3	6.5						
Fall 2016-2017	7	11	204.6	11.4	206	207.7	13.4	204.7	9.5	201.1	15.5	204.3	16.9						
Winter 2016-2017	8	8																	
Fall 2016-2017	8	10	204.0	6.8	202	210.1	10.4	203.1	6.6	200.5	7.9	202.2	12.1						
Winter 2016-2017	9	9																	
Fall 2016-2017	9	10	211.4	7.5	213	211.4	10.1	209.6	10.3	213.3	6.9	212.1	10.3						
Winter 2016-2017	10	10	205.5	9.5	205	210.7	11.9	203.0	12.0	203.7	8.6	204.5	10.6						
Fall 2016-2017	10	12	202.0	10.3	203	205.9	12.1	200.8	9.3	200.7	12.1	200.3	10.5						
Winter 2016-2017	11	15	212.7	6.8	213	216.6	8.9	211.8	9.5	210.9	7.4	211.4	9.9						
Fall 2016-2017	11	11	205.3	11.7	208	209.5	11.1	202.8	14.5	205.1	14.5	203.9	10.9						
Winter 2016-2017	12	11	216.5	10.5	214	218.7	10.6	214.7	12.9	215.0	13.6	217.1	9.7						
Fall 2016-2017	12	13	209.3	15.5	208	216.2	13.2	207.2	16.6	208.6	18.7	205.9	19.3						

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Elementary Principal's Contract

between

Santee Community School

and

Cindy Nagel

Date: July _____, 2016

- (2) Long-term Disability Insurance;
- (3) \$10,000.00 Term Life Insurance Policy;
- (4) One non-Contract day per month (August through May) will be allowed for outside commitments. The Principal is also entitled to 3 days of personal leave during working days each year. Personal days will not accrue. For purposes of this section, the term working days exclude Saturdays, Sundays, or Legal Holidays. If the Principal is terminated for cause or resigns, all personal leave days will be forfeited. If the Principal is placed on long-term disability, the Principal will be paid the personal leave days;
- (5) Professional Dues for State and National Organizations *pre-approved by the Superintendent*;
- (6) Attendance at Professional Meetings at Local, State, and National levels *pre-approved by the Superintendent*.

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

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

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

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

Signatures

Date: July 14, 2016

Cindy Nagel
Cindy Nagel, Principal

Date: July 14, 2016

Carol R Rempp
Carol Rempp, Superintendent,
Santee Community School

Date: July 14, 2016

[Signature]
Board Member,
Santee Community School

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

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

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

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

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

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

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

Builds a Winning Team (1-5%)

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

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



Secondary Principal's Contract

between

Santee Community School

and

Tony Hoffman

Date: July ____, 2016

- (3) \$10,000.00 Term Life Insurance Policy;
- (4) Ten sick days during working days each year. Unused sick days are permitted to accrue, and will roll over each year into a Sick Leave Bank not to exceed 30 days (including unused vacation days from the 2015-16 Contract which will be deemed "sick days" for purposes of the Sick Leave Bank). Any banked days above 30 will be forfeited. The Principal is also entitled to 3 days of personal leave during working days each year. Personal days will not accrue. For purposes of this section, "working days" exclude Saturdays, Sundays, and Legal Holidays. If the Principal is terminated for cause or resigns, all unused sick and personal leave days are forfeited. If the Principal is placed on long-term disability, the Principal will be paid the personal leave days.
- (5) Professional Dues for State and National Organizations *pre-approved by the Superintendent;*
- (6) Attendance at Professional Meetings at Local, State, and National levels *pre-approved by the Superintendent.*

4. **Duty of Loyalty.** The Principal affirms that the Principal is not, and will not be, under a contractual obligation with another School District or any other person or business, during the term of this Contract. The Principal will be under a duty of loyalty to the School,

- F. Physical or mental incapacity;
- G. Failure to give evidence of professional growth; or
- H. Failure to effectively perform the duties and responsibilities set forth in Exhibit "A".

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

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

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

PreK-6 Elementary Principal Santee Community Schools Job Description

Position Summary

The PreK-6 Elementary Principal for Santee Community Schools is responsible for providing support to the PreK-6 teachers and staff in order to improve instruction, school operations and student performance. The PreK-6 Principal ensures the effective operation and instructional efficiency of the PreK-6 school by developing, managing, evaluating, and supporting all resources essential to increasing student achievement. The PreK-6 Principal reports progress to and is evaluated by the Santee Community Schools' Superintendent. The PreK-6 Principal pursues opportunities to increase the instructional capacity of classroom teachers as well as ensures the implementation of the Santee Community Schools' Progress Plan.

Duties and Responsibilities

Provides support and guidance to PreK- 6 Teachers and Students (26-30%)

- Establishes a professional learning culture through a solid foundation of shared mission, vision, virtues, goals and action steps of the Progress Plan to ensure that procedures and schedules are implemented to carry out the total school program
- Ensures that the Progress Plan is followed and reviewed throughout the school year
- Defines the responsibilities and accountability of staff members
- Supervises, trains, and evaluates the performance of PreK-6 teachers and staff
- Implements student orientation and registration activities for PreK-6 students
- Provides professional development and other activities to PreK-6 teachers and staff which facilitates their professional growth and enhances the quality of the instructional program
- Lead and facilitate the transformation of the school into a results-oriented collaborative learning community
- Establishes, implements and evaluates procedures used to carry out the daily routine of the school
- Defines and disseminates information about school disciplinary policies and procedures to parents, students, staff, and community

Supervises curriculum and instructional programs of school (26-30%)

- Directs and monitors the development of the PreK-6 instructional program to ensure instructional objectives for a given subject and/or classroom are developed, along with detailed curriculum pacing guides; and involves the faculty and others in the development of specific curricular objectives to meet the needs of the school program based on student achievement data
- Evaluates classroom implementation of state content standards and lesson planning/delivery frameworks
- Establishes and maintains an effective learning climate in the school
- Evaluates and reports student progress in the instructional program by means that include the maintaining of up-to-date student data
- Assigns classes within established guidelines to meet the individual needs of students
- Supports all dimensions of the PreK-6 special education program in the school to ensure the program supplements regular classroom instruction and is in compliance with federal, state, and local mandates and guidelines
- Supports the Student Support Team process to ensure appropriate and timely interventions for students and subsequent referrals for other services if needed
- Attends special events held to recognize student achievement as well as school-sponsored activities
- Ensures implementation of federal, state, and local mandated programs
- Builds instructional coherence within the PreK-6 classrooms
- Conducts classroom observations and coaches PreK-6 teachers weekly to improve their instruction
- Supervises and evaluates the performance of the PreK-6 school staff through observation formulas derived for the state of Nebraska and discusses teachers'/staff performance with teachers within 24 hours after the observation

Revised June 22, 2016

2016/17 Calendar

Cindy Nagel
Elementary Principal
210 Day Contract
Revised June 28, 2016

2016

July - 14 days						
Su	Mo	Tu	We	Th	Fr	Sa
						2
3	4			7	8	9
10				14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

August - 22 days						
Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

September - 20 days						
Su	Mo	Tu	We	Th	Fr	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29		

October - 19 days						
Su	Mo	Tu	We	Th	Fr	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

November - 18 days						
Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29				

December - 15 days						
Su	Mo	Tu	We	Th	Fr	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21		23	24
25	26	27	28	29	30	31

2017

January - 18 days						
Su	Mo	Tu	We	Th	Fr	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

February - 18 days						
Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27					

March - 22 days						
Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

April - 17 days						
Su	Mo	Tu	We	Th	Fr	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27		29
30						

May - 21 days						
Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

June - 6 days						
Su	Mo	Tu	We	Th	Fr	Sa
				1	2	3
4	5	6	7	8		10
11						17
18						24
25						

Federal Holidays 2016/17

Jul 4	Independence Day	Nov 24	Thanksgiving Day	Jan 2	New Year's Day (obs)
Sep 5	Labor Day	Dec 25	Christmas Day	Jan 16	Martin Luther King Day
Oct 10	Columbus Day	Dec 26	Christmas Day (observed)	Feb 20	Presidents' Day
Nov 11	Veterans Day (School)	Jan 1	New Year's Day	May 29	Memorial Day



February 9, 2017

Santee Community Schools
206 E Frazier Ave E
Niobrara, NE 68760
ATTN: Ruth Bathke

RE: ERV Replacement for Gym Locker Rooms
Santee, NE

Dear Ms. Bathke:

We propose to furnish materials and labor to complete the following scope of work for the above referenced project. The items that are included are as follows:

- Remove and dispose of existing ERV unit that serves the gym locker rooms.
- Furnish and install new ERV unit to replace existing unit.
- Furnish and install controls to tie unit into existing control system.
- 1 year parts and labor warranty.
- State and local taxes.

Base Proposal: Eighty-Two Thousand One Hundred Dollars \$82,100.00

Not Included in Proposal:

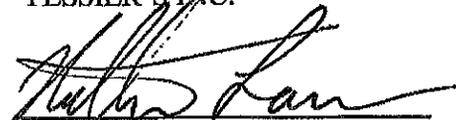
1. Electrical power wiring/disconnects
2. Excise Tax
3. Performance / Payment Bond
4. Premium time (overtime, nights, weekends, holidays)
5. Temporary heating, cooling, ventilation and associated filter changes

Above pricing is reviewable after 30 days.

Thank you for considering Tessier's for this project. If you have any questions about this proposal, please feel free to give us a call.

Sincerely,

TESSIER'S INC.



Nathan Larson, E.I.T.
Project Manager

MAIN OFFICE:
218 EAST FIRST AVENUE
P.O. BOX 1200
MITCHELL, SD 57301-7200
605/996-7548
FAX 605/996-3131

DIVISIONS:
700 WEST CHEROKEE
P.O. BOX 112
SIOUX FALLS, SD 57101-0112
605/336-3175
FAX 605/334-9620

4310 PENDLETON DRIVE
P.O. BOX 2861
RAPID CITY, SD 57709-9616
605/341-1940
FAX 605/341-2414

Dependable Service Since 1919

Santee Community School

NOTICE OF BOARD MEETING & Work Session

The Santee Community School Board of Education shall conduct a Work Session and Regular Scheduled Board Meeting on

**Tuesday, February 14, 2017 at 5 PM
Work Session will be begin at 5:00 with
Regular Meeting to follow.**

At the Santee Community School Library.
Copies of Agenda on file in the
Superintendent's Office.

COPIES POSTED: Santee Community School
Santee Sioux Tribal Office
Lakeview
Santee Health Clinic
Santee Housing
Santee Sioux Nation Grocery Store

DATE POSTED: February 10, 2017



Santee Community School
206 Frazier Ave. East
Niobrara, NE 68760-7213
402-857-2741

Santee Community School
Knox County School District 0505
MINUTES of Rescheduled Regular Board of Education Meeting
Thursday January 12, 2017
Santee Community School Library, Santee, NE

DeWayne Wabasha read the School Board Oath of Office and was seated on the Santee Community School Board of Education.

The January 11, 2016 regular meeting was called to order at 5:12 PM by Board President Steve Moose.

Roll call of members: Present were Stacy Johnson, Steve Moose, Donnie Pike Jr., and DeWayne Wabasha. Absent was Rosella Whipple and Cindy Whipple.

There was a quorum to conduct business.

The meeting notice was posted as per board policy and all board members had prior knowledge of the meeting.

The presiding officer informed everyone in attendance the open meetings law was posted on the north wall.

Public comment was taken. Mrs. Megan Winckler addressed the Board concerning her resignation. She thanked the Board for the opportunity given to her and shared that there was wonderful staff on board supporting kids.

It was moved by Pike and seconded by Wabasha to move Item A. "Personnel with possible closed session. Possible action will be taken" to the top of the agenda. Roll call vote to approve moving agenda item A: Moose, YES; Pike, YES; R. Whipple, ABSENT; Wabasha, YES; C. Whipple, ABSENT; Johnson, YES. Motion carried, 4 YES, 0 NO 2 ABSENT.

It was moved by Pike and seconded by Johnson to move into closed session to review a personnel matter related to the Superintendent in order to protect reputation at 5:16 M.

Roll call vote: Pike, YES; R. Whipple, ABSENT; Wabasha, YES; C. Whipple, ABSENT; Johnson, YES; Moose, YES.

Motion carried, 4 YES 0 NO 2 ABSENT.

Attorney Bressman reminded Ms. Rempp that she could make a request to have the matter discussed in open session if she so chose. She gave the Board permission to proceed with closed session.

It was moved by Pike and seconded by Johnson to come out of closed session at 5:44 PM.

Roll call vote: Moose, YES; Pike, YES; R. Whipple, ABSENT; Wabasha, YES; C. Whipple, ABSENT; Johnson, YES.

Motion carried, 4 YES 0 NO 2 ABSENT.

It was moved by Pike and seconded by Johnson that our legal counsel send the Superintendent written notice of our intent to cancel her contract, and that she be placed on paid administrative leave effective immediately.

Roll call vote: Pike, YES; R. Whipple, ABSENT; Wabasha, YES; C. Whipple, ABSENT; Johnson, YES.

Motion carried 4 YES 0 NO 2 ABSENT.

President Moose explained the annual organization of the board process. He turned the floor to Mr. Charles Bressman to take nominations for Board President.

Pike nominated Steve Moose for President. Johnson seconded the nomination. No other nominations were made.

Roll call vote to approve Steve Moose as President: R. Whipple, ABSENT; Wabasha, YES; C. Whipple, ABSENT; Johnson, YES; Moose, ABSTAIN; Pike, YES. 3 YES 0 NO 2 ABSENT 1 ABSTAIN

Steve Moose was elected as Board President.

The meeting was turned over to President Moose. Moose then took nominations for Board Vice President.

Johnson nominated Don Pike for Vice President. Moose seconded the nomination.

Roll call vote to approve Don Pike as Vice President: Johnson, YES; Moose, YES; Pike, ABSTAIN; R. Whipple, ABSENT; Wabasha, YES; C. Whipple, YES

Motion carried, 3 YES, 0 NO, 1 ABSTAIN, 2 ABSENT

Don Pike was elected as Board Vice President

President Moose opened the floor for nominations for Board Treasurer.

Moose nominated DeWayne Wabasha for Treasurer. Pike seconded the nomination. No other nominations were made.

Roll call vote to approve DeWayne Wabasha as Treasurer: Wabasha: ABSTAIN; C. Whipple: ABSENT Johnson, YES; Moose, YES; Pike: YES; R. Whipple: ABSENT.

Motion carried, 3 YES, 0 NO, 1 ABSTAIN, 2 ABSENT

DeWayne Wabasha was elected as Board Treasurer.

President Moose opened the floor for nomination for Board Secretary.

Pike nominated Stacy Johnson for Secretary. Moose seconded the nomination. No other nominations were made.

Roll call vote to approve Stacy Johnson as Secretary: Pike, YES; R. Whipple, ABSENT; Wabasha, ABSTAIN; C. Whipple, ABSENT; Johnson, YES; Moose, YES.

Motion carried, 3 YES, 0 NO, 1 ABSTAIN, 2 ABSENT

Stacy Johnson was elected as Secretary.

It was moved by Johnson and seconded by Pike to retain Charlie Bressman as the Board's legal counsel.

Roll call vote taken: Pike, YES; R. Whipple, ABSENT; Wabasha, YES; C. Whipple, ABSENT; Moose, YES; Johnson, YES.

Motion carried, 4 YES, 0 NO, 2 ABSENT.

It was moved by Pike and seconded by Wabasha to retain Wells Fargo and Farmer's and Merchant's State Bank as the districts official banks.

Roll call vote taken: R. Whipple, ABSENT; Wabasha, YES; C. Whipple, ABSENT; Moose, YES; Johnson, YES; Pike, YES.

Motion carried 4 YES 0 NO 2 ABSENT.

It was moved by Pike and seconded by Johnson to approve the consent agenda consisting of the minutes of the December regular, the January finance report and January expenditures.

Roll call vote: Johnson, YES; Moose, YES; Pike, YES; R. Whipple, ABSENT; Wabasha, YES; C. Whipple, YES.

Motion carried 4 YES 0 NO 2 ABSENT.

During the reports section of the agenda the following motion was made:

It was moved by Pike and seconded by Johnson to move into closed session at 6:00 PM.

Roll call vote: R. Whipple, ABSENT; Wabasha, YES; Pike, YES; C. Whipple, ABSENT; Johnson, YES; Moose, YES

Motion carried 4 YES 0 NO 2 ABSENT.

It was moved by Johnson and seconded by Pike to come out of closed session at 6:15 PM.

Roll call vote: Johnson, YES; Pike, YES; Wabasha, YES; Moose, YES; R. Whipple, ABSENT; C. Whipple, ABSENT

Motion carried 4 YES 0 NO 2 ABSENT.

The Hearing for Indian Policies and Procedures was opened for public comment. No comment was given. The Hearing for Indian Policies and Procedures was closed.

It was moved by Johnson and seconded by Pike to approve the Indian Policies and Procedures as presented.

Roll call vote: Pike, YES; R. Whipple, ABSENT; Wabasha, YES; C. Whipple, ABSENT; Johnson, YES; Moose, YES.

Motion carried 4 YES 0 NO 2 ABSENT.

It was moved by Wabasha and seconded by Pike to approve the resignation of Lizzie Swalley for the 2017-2018 school year.

Roll call vote: R. Whipple, ABSENT; Wabasha YES; C. Whipple, ABSENT; Johnson, YES; Moose, YES; Pike, YES.

Motion carried, 4 YES 0 NO 2 ABSENT.

It was moved by Johnson and seconded by Pike to approve the resignation of Megan Winckler for the 2017-2018 school year.

Roll call vote: Wabasha, YES; C. Whipple, ABSENT; Johnson, YES; Moose, YES; Pike, YES; R. Whipple, ABSENT.

Motion carried, 4 YES 0 NO 2 ABSENT.

It was moved by Pike and seconded by Johnson to authorize and add DeWayne Wabasha to all bank signature cards with Wells Fargo and Farmer's and Merchant's State Bank.

Roll call vote: Wabasha, ABSTAIN; C. Whipple, ABSENT; Johnson, YES; Moose, YES; Pike, YES; R. Whipple, ABSENT.

Motion carried, 3 YES 0 NO 2 ABSENT 1 ABSENTION.

Discussion was held about the 2017-2018 ESU 1 Special Education Contract in reference to the number of students attending Tower School, transportation and the meaning of the contract.

It was moved by Pike and seconded by Johnson to approve the 2017-2018 ESU 1 Special Education contract.

Roll call vote: C. Whipple, ABSENT; Johnson, YES; Moose, YES; Pike, YES; R. Whipple, ABSENT; Wabasha, YES.

Motion carried, 4 YES 0 NO 2 ABSENT.

It was moved by Pike and seconded by Johnson to adjourn the meeting.

Roll call vote: R. Whipple, ABSENT; Wabasha, YES; C. Whipple, ABSENT; Johnson, YES; Moose, YES; Pike, YES.

Motion carried, 4 YES 0 NO 2 ABSENT.

President Moose adjourned the meeting at 6:30 PM.