

Isanti Community School
Board of Education Regular Meeting
Tuesday, August 2, 2022

I. Opening the Meeting

I.A. Call to Order

I.B. Nebraska Open Meetings Law

I.C. Publication of Meeting

I.D. Roll Call

II. Public Comment

III. Approval of the Consent Agenda

Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

III.A. Minutes of the July 11, 2022 Committee of the Whole meeting and Regular meeting of the Board

III.B. Treasurer Report

III.C. Outstanding Payables

III.D. Resignation of Amanda Beeson Kindergarden Teacher

III.E. Policy 5035 and 5045 student discipline and student fees

IV. Reports

IV.A. Superintendent and Progress Plan Update
First Reading of Policies
5036...Lockers
5037..Student internet and computer access
5039 ..Fundraising
5040 ..Work permits

5041..Student Government
5042..Bulletin Boards
5043...School-sponsored Publication

IV.B. Elementary Principal and Secondary Principal

IV.C. Committee Reports

V. **Discussion Items**

- Open House for our School
- Board Retreat Agenda
- Coaches Handbook

VI.

VII. **Action Items**

Approve the Santee Education Association as their Negotiating Agent for the 2022-2023 School year

VII.A. Jessica Crossman Administrative Contract

VIII. Approve the contract of Miranda Furher as our Kindergarden Teacher and Early Childhood Director.....A
Move from the Stem Position

IX. **Adjourn**

*Closed Session: If, during the course of the meeting discussion of any item on the agenda should be held in closed meeting, the board will conduct a closed meeting in accordance with the Nebraska Open Meetings Law.

Monday, July 11, 2022 @ 5:30 PM Central

Isanti Community School

Sherri Henry: Absent

Stacy Johnson: Present

Anita LaPointe: Absent

Steve Moose: Present

LindaRae Starlin: Present

Dewayne Wabasha: Present

Present: 4, Absent: 2.

I. Opening the Meeting

Absent: Sherri Henry, Anita LaPointe, **Present:** Stacy Johnson, Steve Moose, LindaRae Starlin, Dewayne Wabasha. Present: 4, Absent: 2.

I.A. Call to Order

I.B. Nebraska Open Meetings Law

I.C. Publication of Meeting

I.D. Roll Call

II. Public Comment

III. Approval of the Consent Agenda

Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

It was moved by Stacy Johnson and seconded by Dewayne Wabasha to to approve consent agenda.

Roll call vote: Passed

Sherri Henry: Absent, Anita LaPointe: Absent, Stacy Johnson: Yea, Steve Moose: Yea, LindaRae Starlin: Yea, Dewayne Wabasha: Yea
Yea: 4, Nay: 0, Absent: 2

III.A. Minutes of the June 6, 2022 Committee of the Whole meeting and Regular meeting of the Board

III.B. Treasurer Report

III.C. Outstanding Payables

III.D. Approve the review of board policies: 5035 Student Discipline; 5045 Student Fees

III.E. Personnel

It was moved by Stacy Johnson and seconded by LindaRae Starlin to to approve hire of personnel with the withdrawing application of Tim Cliff.

Roll call vote: Passed

Sherri Henry: Absent, Anita LaPointe: Absent, Stacy Johnson: Yea, Steve Moose: Yea, LindaRae Starlin: Yea, Dewayne Wabasha: Yea
Yea: 4, Nay: 0, Absent: 2

III.E.1. Approve New Hires: Jeff Currin, BA Step 1; Tim Foster, MA 36; Tim Cliff, MA Step 19; John Brazell, Business Manager; New Position- Director of Cultural Education - Redwing Thomas MA +9

IV. Reports

IV.A. Superintendent and Progress Plan Update

IV.B. Elementary Principal and Secondary Principal

IV.C. Committee Reports

V. Discussion Items

V.A. Upcoming events: Tuesday, August 2nd, Isanti School Board and Santee Sioux Nation Tribal Council are invited to our Beginning of the year kickoff "My One Word" at the Ohiya Casino. On Wednesday, August 3rd is our Open House, Back to School Barbeque with community-parents and there will be activities for students.

VI. Action Items

VI.A. Contract Update - David Mroczek, add vacation, sick leave to current contract

It was moved by Stacy Johnson and seconded by LindaRae Starlin to accept amendment of contract of adding 20 days of vacation and 10 days of sick leave.

Roll call vote: Passed

Sherri Henry: Absent, Anita LaPointe: Absent, Stacy Johnson: Yea, Steve Moose: Yea, LindaRae Starlin: Yea, Dewayne Wabasha: Yea
Yea: 4, Nay: 0, Absent: 2

VI.B. Substitue Pay \$150.00 plus mileage

It was moved by LindaRae Starlin and seconded by Dewayne Wabasha to \$200 per day for substitute.

Roll call vote: Passed

Sherri Henry: Absent, Anita LaPointe: Absent, Stacy Johnson: Yea, Steve Moose: Yea, LindaRae Starlin: Yea, Dewayne Wabasha: Yea
Yea: 4, Nay: 0, Absent: 2

VI.C. Transportation - Drivers for Bus/Van Pay Scale

It was moved by LindaRae Starlin and seconded by Dewayne Wabasha to for two bus drivers .50 (50 cents) pay raise for Melvin and Don Pike.

Roll call vote: Passed

Sherri Henry: Absent, Anita LaPointe: Absent, Stacy Johnson: Yea, Steve Moose: Yea, LindaRae Starlin: Yea, Dewayne Wabasha: Yea
Yea: 4, Nay: 0, Absent: 2

VI.D. Student Handbook

It was moved by Stacy Johnson and seconded by Dewayne Wabasha to approve 2022-2023 changes to student handbook as presented.

Roll call vote: Passed

Sherri Henry: Absent, Anita LaPointe: Absent, Stacy Johnson: Yea, Steve Moose: Yea, LindaRae Starlin: Yea, Dewayne Wabasha: Yea
Yea: 4, Nay: 0, Absent: 2

VI.E. RTEC Student Training Proposal for 2022-23

It was moved by Stacy Johnson and seconded by Dewayne Wabasha to to approve RTEC Invoice for the 2022-2023 school year.

Roll call vote: Passed

Sherri Henry: Absent, Anita LaPointe: Absent, Stacy Johnson: Yea, Steve Moose: Yea, LindaRae Starlin: Yea, Dewayne Wabasha: Yea
Yea: 4, Nay: 0, Absent: 2

VI.F. Remove Wade Adler and Clarence T. Chessmore as signers and online access on all Isanti Community Schools accounts

It was moved by Stacy Johnson and seconded by LindaRae Starlin to remove Wade Adler and Clarence T. Chessmore as a signers on all Isanti Community Schools accounts and remove ACH/online access..

Roll call vote: Passed

Sherri Henry: Absent, Anita LaPointe: Absent, Stacy Johnson: Yea, Steve Moose: Yea, LindaRae Starlin: Yea, Dewayne Wabasha: Yea
Yea: 4, Nay: 0, Absent: 2

VI.G. Authorized signers for Isanti Community School accounts for Farmers and Merchants State Bank:

It was moved by Stacy Johnson and seconded by LindaRae Starlin to authorize the following as signers on all Isanti Community School Accounts at Farmers and Merchants State bank: Dewayne Wabasha, Lindarae Starlin, Anita LaPointe, Sherri Henry, Stacy Johnson, Steve Moose, David J. Mroczek, Dawn Hefner..

Roll call vote: Passed

Sherri Henry: Absent, Anita LaPointe: Absent, Stacy Johnson: Yea, Steve Moose: Yea, LindaRae Starlin: Yea, Dewayne Wabasha: Yea
Yea: 4, Nay: 0, Absent: 2

VI.H. Authorize Approver of Federal and State Grants and Funds.

It was moved by Dewayne Wabasha and seconded by Stacy Johnson to David J. Mroczek as approver of Federal and State Grants..

Roll call vote: Passed

Sherri Henry: Absent, Anita LaPointe: Absent, Stacy Johnson: Yea, Steve Moose: Yea, LindaRae Starlin: Yea, Dewayne Wabasha: Yea
Yea: 4, Nay: 0, Absent: 2

VII. Adjourn

*Closed Session: If, during the course of the meeting discussion of any item on the agenda should be held in closed meeting, the board will conduct a closed meeting in accordance with the Nebraska Open Meetings Law.

It was moved by Stacy Johnson and seconded by LindaRae Starlin to adjourn at 8:21 p.m.

Roll call vote: Passed

Sherri Henry: Absent, Anita LaPointe: Absent, Stacy Johnson: Yea, Steve Moose: Yea, LindaRae Starlin: Yea, Dewayne Wabasha: Yea
Yea: 4, Nay: 0, Absent: 2

Santee Community Schools

Vendor Invoice Report

[Cycle Name]: "FY21-22"; Created On: 8/2/2022 9:27:11 AM

Due Date	Payment Vendor	Invoice(s)	Invoice Total
08/02/2022	LINDARAE STARLIN	Board Retreat 8-4	\$128.63
08/02/2022	Stacy Johnson	Board Retreat 8-4	\$128.63
08/02/2022	DeWayne Wabasha	Board Retreat 8-4	\$128.63
08/02/2022	Anita LaPointe	Board Retreat 8-4	\$128.63
08/02/2022	Mroczek, David J	Board Retreat 8-4; Phone	\$228.63
08/02/2022	Dawn Hefner	Board Retreat 8-4	\$128.63
08/02/2022	Brazell, John T	Board Retreat 8-4 contract milea	\$436.13
08/02/2022	Crossman, Jessica	Board Retreat 8-4	\$128.63
08/01/2022	Special Ts And More	10665	\$1,087.00
08/01/2022	North Central Public Power	August statement 2022	\$4,733.17
08/01/2022	Tangeman Plumbing	870 and 874	\$1,611.94
08/01/2022	NE Association Of School Board	47073	\$1,241.72
08/01/2022	Great Plains Communications	august statement 2022	\$609.27
08/01/2022	Pitney Bowes Inc.	3316062768	\$164.55
08/01/2022	Quill Corporation	26446998 and 26437940	\$26.39
07/31/2022	Amazon Corporate Line	4375545884448	\$428.58
07/31/2022	Amazon Corporate Line	735574638876	\$271.15
07/31/2022	Amazon Corporate Line	573373447393	\$204.86
07/31/2022	Amazon Corporate Line	699579934736	\$3,399.99
07/31/2022	Amazon Corporate Line	7664575855965	\$3,399.99
07/31/2022	Amazon Corporate Line	746896387849	\$790.63
07/31/2022	Amazon Corporate Line	579779676746	\$460.90
07/31/2022	Amazon Corporate Line	436799586349	\$3,399.99
07/31/2022	Amazon Corporate Line	555537683666	\$3,999.99
07/31/2022	Amazon Corporate Line	844799845699	\$3,399.99
07/31/2022	Amazon Corporate Line	467798765685	\$3,399.99
07/31/2022	Amazon Corporate Line	584955374986	\$3,399.99
07/31/2022	Amazon Corporate Line	697936569988	\$3,399.99
07/31/2022	Amazon Corporate Line	483939988638	\$615.42
07/31/2022	Amazon Corporate Line	544546679796	\$354.84
07/31/2022	Amazon Corporate Line	779847786387	\$191.38
07/31/2022	Amazon Corporate Line	635493498775	\$782.76
07/31/2022	Amazon Corporate Line	569449443877	\$34.08
07/31/2022	Amazon Corporate Line	449498886364	\$1,272.16
07/31/2022	Amazon Corporate Line	966683355866	\$3,196.41
07/31/2022	Amazon Corporate Line	659847745563	\$3,840.23
07/31/2022	Amazon Corporate Line	447837464947	\$809.52
07/31/2022	Amazon Corporate Line	949389495979	\$317.89
07/31/2022	Amazon Corporate Line	444356939869	\$839.99
07/31/2022	Amazon Corporate Line	548649468368	\$119.94

07/31/2022	Amazon Corporate Line	433993363866	\$129.75
07/31/2022	Amazon Corporate Line	449675985859	\$60.43
07/31/2022	Amazon Corporate Line	453634748547	\$72.19
07/31/2022	Amazon Corporate Line	549893897669	\$55.96
07/31/2022	Amazon Corporate Line	493475355443	\$695.00
07/31/2022	Bomgaars	2346364;2361870;2362503	\$1,682.44
07/31/2022	Century Business Products Inc	629661	\$143.53
07/31/2022	Clarks Rental Inc	744413	\$315.00
07/31/2022	Crofton Journal	61323	\$30.73
07/31/2022	Ecolab Pest Elimination	7299549	\$163.11
07/31/2022	Eakes Office Plus	852071-1&2	\$47.00
07/31/2022	Eakes Office Plus	8532978-0 &1	\$284.97
07/31/2022	Eakes Office Plus	8531155-0 &1;8532449-0	\$2,416.73
07/31/2022	Hefner Hardware	043494/1	\$47.31
07/31/2022	Kuchar Electric	7407;7408;7409	\$1,860.30
07/31/2022	Lindsay Water Conditioning	68612 &68657	\$3,739.45
07/31/2022	Lakeshore Learning Materials	245974071322	\$3,222.76
07/31/2022	Lakeshore Learning Materials	247443072022	\$2,668.39
07/31/2022	Lakeshore Learning Materials	246067071322	\$1,009.56
07/31/2022	Lakeshore Learning Materials	24622707822	\$881.90
07/31/2022	Lakeshore Learning Materials	245998071322	\$936.19
07/31/2022	Hometown Leasing	Sept Payment 2022	\$137.86
07/31/2022	Menards-Yankton	4380;3992;3927	\$2,498.74
07/31/2022	National Indian Impacted Schools Association	22-23 membership dueses	\$1,500.00
07/31/2022	Ohiya Casino & Bingo	150761266	\$3,120.00
07/31/2022	Pease General Store	26401 & 26628	\$23.31
07/31/2022	Quill Corporation	22-23 school supplies	\$8,535.24
07/31/2022	Seesaw Learning, Inc	2021-56211	\$618.75
07/31/2022	School Mate	IN000573288	\$85.00
07/31/2022	Yankton Daily Press and Dakotan	10010	\$29.07
07/31/2022	Egan Supply Co.	355466	\$3,077.55
07/31/2022	Dawn Hefner	Furniture for teacherages	\$70.00
			\$93,399.46

5035 Student Discipline

Administrative and teaching personnel may take actions regarding student behavior, other than those specifically provided in this policy and the Student Discipline Act, which are reasonably necessary to aid the student, further school purposes, or prevent interference with the educational process. Such actions may include, but need not be limited to, counseling of students, parent conferences, rearrangement of schedules, requirements that a student remain in school after regular hours to do additional work, restriction of extracurricular activity, or requirements that a student receive counseling, psychological evaluation, or psychiatric evaluation upon the written consent of a parent or guardian to such counseling or evaluation. Disciplinary consequences may also include in-school suspension, Saturday School, and any other consequence authorized by law. District administrators may develop building-specific protocols for the imposition of student discipline.

In this policy, references to "Principal" shall include building principals, the principal's designee, or other appropriate school district administrators.

Any statement, notice, recommendation, determination, or similar action specified in this policy shall be effectively given at the time written evidence thereof is delivered personally to or upon receipt of certified or registered mail or upon actual knowledge by a student or his or her parent or guardian.

Any student who is suspended or expelled from school pursuant to this policy may not participate in any school activity during the duration of that exclusion including adjacent school holidays and weekends. The student activity eligibility of a student who is mandatorily reassigned shall be determined on a case-by-case basis by the principal of the building to which the student is reassigned.

Short-Term Suspension

The Principal may exclude students from school or any school function for a period of up to five school days (short-term suspension) on the following grounds:

1. Conduct constituting grounds for expulsion as hereinafter set forth; or,
2. Other violations of rules and standards of behavior adopted by the Board of Education or the administrative or teaching staff of the school, that occur on or off school grounds, if such conduct interferes

with school purposes or there is a connection between such conduct and school.

The following process applies to short-term suspension:

1. The Principal shall make a reasonable investigation of the facts and circumstances. Short-term suspension shall be imposed only after a determination that the suspension is necessary to help any student, to further school purposes, or to prevent an interference with school purposes.
2. Prior to commencement of the short-term suspension, the student will be given oral or written notice of the charges against the student. The student will be advised of what he or she is accused of having done, be given an explanation of the evidence the authorities have, and be given an opportunity to explain the student's version of the facts.
3. Within 24 hours or such additional time as is reasonably necessary following the suspension, the Principal will send a written statement to the student, and the student's parent or guardian, describing the student's conduct, misconduct or violation of the rule or standard and the reasons for the action taken. An opportunity will be given to the student, and the student's parent or guardian, to have a conference with the Principal ordering the short-term suspension before or at the time the student returns to school. The Principal shall determine who, in addition to the parent or guardian, is to attend the conference.
4. Students who are short-term suspended will be given the opportunity to complete classwork, including but not limited to examinations, under the following conditions: student or parent/guardian request work to be completed.

Emergency Exclusion

Students may be emergency excluded from school pursuant to the board's separate policy on emergency exclusion or state law.

Weapons and/or Firearms

Students may be disciplined for the possession of weapons and/or firearms pursuant to the board's separate policy on weapons and firearms or state law.

Long-Term Suspension

Students may be excluded by the Principal from school or any school function for a period of more than five school days but less than twenty school days (long-term suspension) for any conduct constituting grounds for expulsion as hereinafter set forth. The process for long-term suspension is set forth below.

Expulsion

1. **Meaning of Expulsion.** Expulsion means exclusion from attendance in all schools, grounds and activities of or within the system for a period not to exceed the remainder of the semester in which it took effect unless the misconduct occurred (a) within ten school days prior to the end of the first semester, in which case the expulsion shall remain in effect through the second semester, or (b) within ten school days prior to the end of the second semester, in which case the expulsion shall remain in effect for summer school and the first semester of the following school year, or (c) unless the expulsion is for conduct specified in these rules or in law as permitting or requiring a longer removal, in which case the expulsion shall remain in effect for the period specified therein. Such action may be modified or terminated by the school district at any time during the expulsion period.
2. **Summer Review.** Any expulsion that will remain in effect during the first semester of the following school year will be automatically scheduled for review before the beginning of the school year. The review will be conducted by the hearing officer who conducted the initial expulsion hearing, or a hearing officer appointed by the Superintendent in the event no hearing was previously held or the initial hearing officer is no longer available or willing to serve, after the hearing officer has given notice of the review to the student and the student's parent or guardian. This review shall be limited to newly discovered evidence or evidence of changes in the student's circumstances occurring since the original hearing. This review may lead to a recommendation by the hearing officer that the student be readmitted for the upcoming school year. If the school board or board of education or a committee of such board took the final action to expel the student, the student may be readmitted only by action of the board. Otherwise the student may be readmitted by action of the Superintendent.
3. **Suspension of Enforcement of an Expulsion:** Enforcement of an expulsion action may be suspended (i.e., "stayed") for a period of not more than one full semester in addition to the balance of the semester in which the expulsion takes effect, and as a condition of such

suspended action, the student may be assigned to a school, class, or program/plan and to such other consequences which the school district deems appropriate.

4. **Alternative School or Pre-expulsion Procedures.** The school shall either provide an alternative school, class or educational program for expelled students or shall follow the pre-expulsion procedures outlined in NEB. REV. STAT. 79-266.

Grounds for Long-Term Suspension, Expulsion or Mandatory Reassignment:

The following conduct constitutes grounds for long-term suspension, expulsion, or mandatory reassignment, subject to the procedural provisions of the Student Discipline Act, NEB. REV. STAT. § 79-254 through 79-296, when such activity occurs on school grounds, in a vehicle owned, leased, or contracted by a school being used for a school purpose or in a vehicle being driven for a school purpose by a school employee or by his or her designee, or at a school-sponsored activity or athletic event:

1. Use of violence, force, coercion, threat, intimidation, or similar conduct in a manner that constitutes a substantial interference with school purposes;
2. Willfully causing or attempting to cause substantial damage to property, stealing or attempting to steal property of substantial value, or repeated damage or theft involving property;
3. Causing or attempting to cause personal injury to a school employee, to a school volunteer, or to any student. Personal injury caused by accident, self-defense, or other action undertaken on the reasonable belief that it was necessary to protect some other person shall not constitute a violation of this subdivision;
4. Threatening or intimidating any student for the purpose of or with the intent of obtaining money or anything of value from such student;
5. Knowingly possessing, handling, or transmitting any object or material that is ordinarily or generally considered a weapon (*see also board policy on weapons and firearms*);
6. Engaging in the unlawful possession, selling, dispensing, or use of a controlled substance or an imitation controlled substance, as defined in section 28-401, a substance represented to be a controlled substance, or alcoholic liquor as defined in section 53-103.02 or being under the influence of a controlled substance or alcoholic liquor (*note: the term "under the influence" for school purposes has a less strict meaning than it does under criminal law; for school purposes, the term means any level of impairment and includes even the odor of alcohol on the*

- breath or person of a student; also, it includes being impaired by reason of the abuse of any material used as a stimulant);*
7. Public indecency as defined in section 28-806, except that this prohibition shall apply only to students at least twelve years of age but less than nineteen years of age;
 8. Engaging in bullying as defined in section 79-2,137 and in these policies;
 9. Sexually assaulting or attempting to sexually assault any person if a complaint has been filed by a prosecutor in a court of competent jurisdiction alleging that the student has sexually assaulted or attempted to sexually assault any person, including sexual assaults or attempted sexual assaults which occur off school grounds not at a school function, activity, or event. For purposes of this subdivision, sexual assault means sexual assault in the first degree as defined in section 28-319, sexual assault in the second degree as defined in section 28-320, sexual assault of a child in the second or third degree as defined in section 28-320.01, or sexual assault of a child in the first degree as defined in section 28-319.01, as such sections now provide or may hereafter from time to time be amended;
 10. Engaging in any other activity forbidden by the laws of the State of Nebraska which activity constitutes a danger to other students or interferes with school purposes; or
 11. A repeated violation of any of the following rules if such violations constitute a substantial interference with school purposes:
 - a. The use of language, written or oral, or conduct, including gestures, which is profane or abusive to students or staff members. Profane or abusive language or conduct includes, but is not limited to, that which is commonly understood and intended to be derogatory toward a group or individual based upon race, gender, national origin, or religion;
 - b. Dressing or grooming in a manner which violates the school district's dress code and/or is dangerous to the student's health and safety, a danger to the health and safety of others, or which is disruptive, distracting or indecent to the extent that it interferes with the learning and educational process;
 - c. Violating school bus rules as set by the school district or district staff;
 - d. Possessing, using, selling, or dispensing tobacco, drug paraphernalia, an electronic nicotine delivery system, or a tobacco imitation substance or packaging, regardless of form, including cigars, cigarettes, chewing tobacco, and any other form of tobacco, tobacco derivative product or imitation or electronic cigarettes, vapor pens, etc.;
 - e. Possessing, using, selling, or dispensing any drug paraphernalia or imitation of a controlled substance regardless of whether the

- actual substance possessed is a controlled substance by Nebraska law;
- f. Possession of pornography;
 - g. Sexting or the possession of sexting images (a combination of sex and texting - the act of sending sexually explicit messages or photos electronically);
 - h. Engaging in hazing, defined as any activity expected of someone joining a group, team, or activity that humiliates, degrades or risks emotional and/or physical harm, regardless of the person's willingness to participate. Hazing activities are generally considered to be: physically abusive, hazardous, and/or sexually violating and include but are not limited to the following: personal servitude; sleep deprivation and restrictions on personal hygiene; yelling, swearing and insulting new members/rookies; being forced to wear embarrassing or humiliating attire in public; consumption of vile substances or smearing of such on one's skin; branding; physical beatings; binge drinking and drinking games; sexual simulation and sexual assault;
 - i. Bullying which shall include cyber-bullying, defined as the use of the internet, including but not limited to social networking sites such as Facebook, cell phones or other devices to send, post or text message images and material intended to hurt or embarrass another person. This may include, but is not limited to; continuing to send e-mail to someone who has said they want no further contact with the sender; sending or posting threats, sexual remarks or pejorative labels (i.e., hate speech); ganging up on victims by making them the subject of ridicule in forums, and posting false statements as fact intended to humiliate the victim; disclosure of personal data, such as the victim's real name, address, or school at websites or forums; posing as the identity of the victim for the purpose of publishing material in their name that defames or ridicules them; sending threatening and harassing text, instant messages or emails to the victims; and posting or sending rumors or gossip to instigate others to dislike and gang up on the target;
 - j. Violation of the district's computer acceptable computer use policy are subject to discipline, up to and including expulsion;
 - k. Knowingly possessing, handling, or transmitting any object or material that is ordinarily or generally considered a simulated or "look-a-like" weapon;
 - l. Using any object to simulate possession of a weapon; and
 - m. Any other violation of a rule or regulation established by a school district staff member pursuant to authority delegated by the board.

Due Process Afforded to Students Facing Long-term Suspension or Expulsion

The following procedures shall be followed regarding any long-term suspension, expulsion or mandatory reassignment

1. On the date of the decision to discipline, the Principal shall file with the Superintendent a written charge and a summary of the evidence supporting such charge.
2. The Principal shall serve the student and the student's parents or guardian with a written notice by registered or certified mail or personal service within two school days of the date of the decision to recommend long-term suspension or expulsion. The notice shall include the following:
 - a. The rule or standard of conduct allegedly violated and the acts of the student alleged to constitute a cause for long-term suspension, expulsion, or mandatory reassignment, including a summary of the evidence to be presented against the student;
 - b. The penalty, if any, which the principal has recommended in the charge and any other penalty to which the student may be subject;
 - c. A statement that, before long-term suspension, expulsion, or mandatory reassignment for disciplinary purposes can be invoked, the student has a right to a hearing, upon request, on the specified charges;
 - d. A description of the hearing procedures provided by the act, along with procedures for appealing any decision rendered at the hearing;
 - e. A statement that the principal, legal counsel for the school, the student, the student's parent, or the student's representative or guardian has the right (i) to examine the student's academic and disciplinary records and any affidavits to be used at the hearing concerning the alleged misconduct and (ii) to know the identity of the witnesses to appear at the hearing and the substance of their testimony; and
 - f. A form on which the student, the student's parent, or the student's guardian may request a hearing, to be signed by such

parties and delivered to the principal or superintendent in person or by registered or certified mail.

3. When a notice of intent to discipline a student by long-term suspension, expulsion, or mandatory reassignment is filed with the superintendent, the student may be suspended by the principal until the date the long-term suspension, expulsion, or mandatory reassignment takes effect if no hearing is requested or, if a hearing is requested, the date the hearing examiner makes the report of his or her findings and a recommendation of the action to be taken to the superintendent, if the principal determines that the student must be suspended immediately to prevent or substantially reduce the risk of (a) interference with an educational function or school purpose or (b) a personal injury to the student himself or herself, other students, school employees, or school volunteers.
4. Nothing in this policy shall preclude the student, student's parents, guardian or representative from discussing and settling the matter with appropriate school personnel prior to the hearing stage.
5. If a hearing is requested within five days after receipt of the notice, the Superintendent shall appoint a hearing officer who shall follow the "hearing procedures" outlined below.
6. If a hearing is requested more than five school days following the receipt of the written notice, but not more than thirty calendar days after receipt, the Superintendent shall appoint a hearing officer who shall follow the "hearing procedures" outlined below, except that the time constraints set forth may differ as provided by law and this policy. The student shall be entitled to a hearing but the consequence imposed may continue in effect pending final determination.
7. If a request for hearing is not received within thirty calendar days following the mailing or delivery of the written notice, the student shall not be entitled to a hearing.

In the event a hearing is requested, the hearing, hearing procedures, the student's rights and any appeals or judicial review permitted by law shall be governed by the applicable provisions of the Nebraska Student Discipline Act (NEB. REV. STAT. § 79-254 to 79-294). The school district will provide parents with copies of the relevant statutes upon request.

Reporting Requirement to Law Enforcement

Violations of this section will result in a report to law enforcement if:

1. The violation includes possession of a firearm;
2. The violation results in child abuse;
3. It is a violation of the Nebraska Criminal Code that the administration believes cannot be adequately addressed solely by discipline from the school district;
4. It is a violation of the Nebraska Criminal Code that endangers the health and welfare of staff or students;
5. It is a violation of the Nebraska Criminal Code that interferes with school purposes;
6. The report is required or requested by law enforcement or the county attorney.

Adopted on: _____

Revised on: _____

Reviewed on: _____

5045 Student Fees

The school district shall provide free instruction in accordance with the Nebraska State Constitution and the Nebraska statutes. The district also provides activities, programs, and services that extend beyond the minimum level of constitutionally required free instruction. Under the Public Elementary and Secondary Student Fee Authorization Act, the district is permitted to charge students fees for these activities or to require students to provide specialized equipment and attire for certain purposes. This policy is subject to further interpretation or guidance by administrative or board regulations. Students are encouraged to contact their building administration, their teachers or their coaches, and sponsors for further specifics.

A. Definitions.

- 1.** "Students" means students, their parents, guardians or other legal representatives.
- 2.** "Extracurricular activities" means student activities or organizations that (1) are supervised or administered by the district; (2) do not count toward graduation or advancement between grades; and (3) are not otherwise required by the district.
- 3.** "Post-secondary education costs" means tuition and other fees associated with obtaining credit from a post-secondary educational institution.

B. Listing of Fees Charged by this District.

1. Guidelines for Clothing Required for Specified Courses and Activities.

Students are responsible for complying with the district's grooming and attire guidelines and for furnishing all clothing required for any special programs, courses or activities in which they participate. The teacher, coach, or sponsor of the activity will provide students with written guidelines that detail any special clothing requirements and explain why the special clothing is required for the specific program, course or activity.

2. Safety Equipment and Attire.

The district will provide students with all safety equipment and attire that is required by law. Building administrators will assure that (a) such equipment is available in the appropriate classes and areas of the school buildings, (b) teachers are directed to instruct students in the use of such devices, and (c) students use the devices as required. Students are responsible for using the devices safely and as instructed.

3. Personal or Consumable Items.

The district does provide students with personal or consumable items for participation in courses and activities including, but not limited to, pencils, paper, pens, erasers and notebooks. Students who wish to supply their own personal or consumable items may do so, as long as those items comply with the requirements of the district. The district will provide students with facilities, equipment, materials and supplies, including books. Students are responsible for the careful and appropriate use of such property. Students will be charged for damage to school property caused by the student and will be held responsible for the reasonable replacement cost of any school property that they lose.

4. Materials Required for Course Projects.

The district will provide students with the materials necessary to complete all basic curricular projects. In courses where students choose to produce a project that requires materials beyond the basic materials provided by the district, the students will furnish the materials, purchase the materials from the school, or purchase the materials from an outside vendor with an order form provided by the school.

5. Technological Devices

The district will provide students with the technological devices necessary to complete all basic curricular projects.

6. Extracurricular Activities.

The district may charge students a fee to participate in extracurricular activities to cover the district's reasonable costs in offering such activities. The district may require students to furnish specialized equipment and clothing that is required for participation in extracurricular activities, or may

charge a reasonable fee for the use of district-owned equipment or attire. Attached to this policy is a list of the fees charged for particular activities. The coach or sponsor will provide students with additional written guidelines detailing the fees charged, the equipment and/or clothing required, or the usage fee charged. The guidelines will explain the reasons that fees, equipment and/or clothing are required for the activity.

The following list details the maximum dollar amount of all extracurricular activities fees and the specifications for any equipment or attire required for participation in extracurricular activities:

- Student Activity Card: \$____
 - Covers admission to all extracurricular events
- Student Participation Fee: \$____
 - Required of all students who participate in athletics and/or other extracurricular activities
- Future Business Leaders of America: \$____
- DECA: \$____
- National Honor Society: \$____
- Cheerleading, Drill Team, Flag Corps: \$____
 - Students must purchase uniforms and shoes selected by the sponsor and/or student group. The maximum dollar amount charged by the school district for these items will be: \$____
- Football: \$____
 - Students must provide their own football shoes, undergarments, and mouthguards
- Golf: \$____
 - Students must provide their own golf shoes, undergarments, and clubs
- Softball and Baseball: \$____
 - Students must provide their own shoes, gloves, and undergarments
- Track, Volleyball, and Wrestling: \$____
 - Students must provide their own shoes and undergarments
- Future Farmers of America: \$____
 - Students must purchase their own jackets and pay dues
- Rifle and Trap Teams: \$____
 - Students must provide their own weapons and ammunition
- Science Club: \$____
- FCCLA: \$____
- Spanish Club: \$____

7. Post-Secondary Education Costs.

Some students enroll in postsecondary courses while still enrolled in the district's high school. As a general rule, students must pay all costs associated with such post-secondary courses. However, for a course in which students receive high school credit or a course being taken as part of an approved accelerated or differentiated curriculum program, the district shall offer the course without charge for tuition, transportation, books, or other fees. Students who chose to apply for post-secondary education credit for these courses must pay tuition and all other fees associated with obtaining credits from a post-secondary educational institution.

8. Transportation Costs.

The district will charge students reasonable fees for transportation services provided by the district to the extent permitted by federal and state statutes and regulations.

The maximum dollar amount of the transportation fee charged by this district shall be \$_____.

9. Copies of Student Files or Records.

The district will charge a fee for making copies of a student's files or records for the parents or guardians of such student. The Superintendent or the Superintendent's designee shall establish a schedule of student record fees. Parents of students have the right to inspect and review the students' files or records without the payment of a fee, and the district shall not charge a fee to search for or retrieve any student's files or records.

The district will charge a fee of \$.25 per page for reproduction of student records.

10. Participation in Before-and-After-School or Pre-Kindergarten Services.

The district will charge reasonable fees for participation in before-and-after school or pre-kindergarten services offered by the district pursuant to statute.

The maximum dollar amount charged by the district for these services shall be \$3.00/hour

11. Participation in Summer School or Night School.

The district will charge reasonable fees for participation in summer school or night school and may charge reasonable fees for correspondence courses.

12. Charges for Food Consumed by Students.

The district will charge for items that students purchase from the district's breakfast and lunch programs. The fees charged for these items will be set according to applicable federal and state statutes and regulations. The district will charge students for the cost of food, beverages, and the like that students purchase from a school store, vending machine, booster club or from similar sources. Students may be required to bring money or food for field trip lunches and similar activities.

The maximum dollar amount charged by the district for the breakfast and lunch programs is as follows:

- Breakfast Program – Grades K-8
 - Regular Price \$2.00
 - Reduced Price \$.50
- Breakfast Program – Grades 9-12
 - Regular Price \$2.00
 - Reduced Price \$.50
- Lunch Program – Grades K-8
 - Regular Price \$3.25
 - Reduced Price \$1.65
- Lunch Program – Grades 9-12
 - Regular Price \$3.25
 - Reduced Price \$1.65

13. Charges for Musical Extracurricular Activities.

All students will under this policy will be provided, at no charge, the use of a musical instrument in optional music courses that are not extracurricular activities.

14. Contributions for Junior and Senior Class Extracurricular Activities.

Students are eligible to participate in a number of unique extracurricular activities during their last two years in high school, including prom, various senior recognitions, and graduation. In order to fund these

extracurricular activities, the school district will ask each student to make a contribution to their class's fund. This contribution is completely voluntary. Students who chose not to contribute to the class fund are still eligible to participate in the extra activities.

C. Waiver Policy.

Students who qualify for free or reduced-price lunches under United States Department of Agriculture child nutrition programs shall be provided a fee waiver or be provided the necessary materials or equipment without charge for (1) participation in extracurricular activities, (2) materials for course projects, and (3) the use of a musical instrument in optional music courses that are not extracurricular activities. Actual participation in the free or reduced-price lunch program is not required to qualify for the waivers provided in this section. The district is not obligated to provide any particular type or quality of equipment or other material to eligible students. Students who wish to be considered for waiver of a particular fee must submit a completed fee waiver application to their building principal.

D. Distribution of Policy.

This policy will be published in the Student Handbook or its equivalent that will be provided to students at no cost.

E. Voluntary Contributions to Defray Costs.

The district will, when appropriate, request donations of money, materials, equipment or attire from parents, guardians and other members of the community to defray the costs of providing certain services and activities to students. These requests are not requirements and staff members of the district are directed to clearly communicate that fact to students, parents and patrons.

F. Fund-Raising Activities

Students may be permitted or required to engage in fund-raising activities to support various curricular and extracurricular activities in which they participate. Students who decline to participate in fund-raising activities are not eligible under this policy for waiver of the costs or fees which the fund-raising activity was meant to defray.

G. Student Fee Fund.

The school board hereby establishes a Student Fee Fund. The Student Fee Fund shall be a separate school district fund that will not be funded by tax revenue, and that will serve as a depository for all monies collected from students for (1) participation in extracurricular activities, (2) post-secondary education costs, and (3) summer school or night school courses. Monies in the Student Fee Fund shall be expended only for the purposes for which they were collected from students.

Adopted on: _____

Revised on: _____

Reviewed on: _____

FOREWORD:

It is the purpose of this handbook to acquaint the coaches employed by Santee with major athletic policy procedures. It is not meant to cover every set of circumstances, but to be a broad outline for all to follow.

GOALS:

1. The athletes will have fun and display positive sportsmanship.
2. The athletes will learn how to compete, succeed, and fail.
3. The athletes will learn more about the sport in which they're participating.

EQUIPMENT:

The activities department tries to furnish the student with as much of the equipment needed as is feasible. We are confident that we have good equipment and in the case of contact sports, our athletes are well protected. The sponsor/coach will check out all equipment at the beginning of the activity. The student will be responsible for this equipment and should be prepared to pay for the cost of replacement if it is not checked back in at the end of the activity or when the student is no longer using them. **All collections for the lost equipment will be handled by the head coach/sponsor in conjunction with the Athletic Director.** At no time should the athlete wear equipment belonging to the school except for practices and contests unless the activity sponsor and Athletic Director give permission. Also, at no time should the athlete "trade" equipment with another participant. **It is the head coaches' responsibility to inform the AD that a uniform/equipment has been lost, stolen, or damaged and the coaches' responsibility to see that the item (s) are paid for. Game Jerseys are to be collected after games by the coaching staff.**

PRE-PRACTICE AND PRE-GAME REQUIREMENTS FOR ATHLETES:

1. Return an updated physical, signed by a physician to the main office.
2. Return NSAA Student and Parent Consent Form signed by student participant and parent/guardian to the main office
3. Return "Nebraska Code LB 260, Brain Injury Policy" signed by student participant and parent/guardian to the AD.

TRANSPORTATION:

Students are expected to ride to and from contest with the team. An athlete may ride home from a contest with a parent or parent designee by written request by the parent to the coach or sponsor in charge or Administrator before or at the event. The coach/sponsor must witness the athlete leaving with his/her parent or parent designee from the contest.

COACHES AND SPONSORS MEETING:

Prior to the sport/activity you are coaching or sponsoring, a meeting must be held with the AD. All head coaches and sponsors are required to attend all sport or extracurricular meetings that relate to their sport or activity. This includes, but is not limited to, NSAA Rules Meetings, NVC Meetings, or sport specific meetings.

INVENTORY:

Fill out the inventory sheet. Do not forget to add items that you ordered at the start of the school year.

SUPERVISION:

Coaches and sponsors must remain in the building until ALL student participants have left the building. Doors are not to be propped open and all doors should be checked to make sure they are secure. Coaches and sponsors must be in close proximity of their students. Locker room supervision is a must.

MEDICAL SUPPLIES:

The appropriated medical supplies for each sport should be available for immediate use during every practice and home and away contest. It is the responsibility of all head coaches and sponsors, to ensure all medical supplies is readily available for an illness or injury, which may occur during a practice or contest. Medical kits are to be in the area of the team. Ice should be in the area of the team.

PARENT MEETINGS:

All head coaches and sponsors are required to schedule and conduct at least one parental meeting prior to the first scheduled contest. Required to take attendance.

COACHES/SPONSORS REQUIREMENTS:

1. Possess a valid Nebraska Teaching Certificate or Nebraska Administrative and Supervisory Certificate and have a written contract of employment as a coach or sponsor with the school in which he/she is to perform these duties.
2. Individuals who possess a Provisional Trades Certificate and/or Special Services Certificate endorsed in coaching may be employed by a school district in NSAA activities.
3. Complete NFHS Concussion in Sports, Heat Illness Prevention and Sudden Cardiac Arrest Training courses at least once every three years.

CODE OF ETHIC FOR SANTEE ATHLETES PARTICIPATING DURING A GAME:

If an athlete receives a major infraction during a contest (e.g. unsportsmanlike conduct, technical foul, etc.), the athlete is out for a minimum of a half.

PRACTICES:

1. No practices may be held on snow days (this includes open-gyms).
2. Mandatory – Taking and recording attendance at every practice and presenting that information to the AD weekly. **Must attend six practices prior to first athletic event and before every other game a minimum of 50% of practices.** If injured, still need to attend practice. Practice is essential to the athletic program and the growth of each participant. In the event a participant is unable to attend a practice or contests the participant should contact the coach or sponsor in advance. On the day of a contest, performance or other activity (can include practice), be in attendance prior to 9:00 am and be a full-time student. Exceptions may be made for extenuating circumstances, such as doctor/dentist appointments or family emergencies. The exception must be approved in advance by the Principal.

EMERGENCY PROCEDURE PLAN:

The head coach must have an Emergency Procedure Plan and given to the AD. The athletes emergency information and consent to treat form should be with you. Someone should go with the injured athlete. Complete the appropriate injury report form as soon as possible and given to the AD.

RESPONSIBILITY OF COACHES:

1. All equipment, supplies and uniforms are to be checked in and stored in the equipment room within 7 days after the conclusion of the sport season.
2. A written practice schedule should be followed each day. The schedule should be distributed to all assistant coaches.
3. Report stats to Max Preps.

EXPECTATIONS:

1. Be an outstanding teacher.
2. Have great knowledge of the sport.
3. Communicate effectively.
4. Teach morals, ethics and a team concept.
5. Discipline the athletes fairly and consistently.
6. Reflect a positive, enthusiastic attitude.
7. Be patient and understanding.
8. Have a sense of humor.
9. Develop school and team spirit.
10. Display positive sportsmanship.

Term of Employment: The length of the contract shall be determined by the length of the athletic season or the misconduct of a coach not following the policies/rules of the school.

COACHES SIGNATURE/DATE:

Signature does not indicate agreement with the preceding statements/policies. It does mean that the individual has gone over the material and had the opportunity to discuss any items of concern with the Athletic Director.

Coaches Signature/Date _____

POSITION	YEAR 1	YEAR 2	YEAR 3	YEAR 4	YEAR 5	YEAR 6
Athletics						
Athletic Director	8.0%	8.5%	9.0%	9.5%	10.0%	10.5%
Head Golf	8.5%	9.0%	9.5%	10.0%	10.5%	11.0%
Head Football	9.5%	10.0%	10.5%	11.0%	11.5%	12.0%
Asst. Football	5.5%	6.0%	6.5%	7.0%	7.5%	8.0%
Head Volleyball	9.5%	10.0%	10.5%	11.0%	11.5%	12.0%
Asst. Volleyball	5.5%	6.0%	6.5%	7.0%	7.5%	8.0%
Head Basketball	9.5%	10.0%	10.5%	11.0%	11.5%	12.0%
Asst. Basketball	5.5%	6.0%	6.5%	7.0%	7.5%	8.0%
Head Track	8.5%	9.0%	9.5%	10.0%	10.5%	11.0%
Asst. Track	5.0%	5.5%	6.0%	6.5%	7.0%	7.5%
JH FB/BB/VB	5.0%	5.5%	6.0%	6.5%	7.0%	7.5%
JH Track	4.0%	4.5%	5.0%	5.5%	6.0%	6.5%
H.S. Cross Cour	8.5%	9.0%	9.5%	10.0%	10.5%	11.0%
JH Cross Count	4.0%	4.5%	5.0%	5.5%	6.0%	6.5%
Class Sponsors						
Senior Class	2.0%					
Jr. Class	2.0%					
Sophomore Clas	1.5%					
Freshman Class	1.5%					
7th Grade Spons	1.5%					
8th Grade Spons	1.5%					
Extra Curricular Activities						
Culture Club	8.0%	8.5%	9.0%	9.5%	10.0%	10.5%
Music	6.5%	7.0%	7.5%	8.0%	8.5%	9.0%
Cheerleading	3.5%	4.0%	4.5%	5.0%	5.5%	6.0%
Drama	4.5%	5.0%	5.5%	6.0%	6.5%	7.0%
Speech	3.0%	3.5%	4.0%	4.5%	5.0%	5.5%
Tech Support	6.0%					
Student Council	2.0%					
Yearbook Spons	8.0%					
Skills USA	3.0%					
Prom	4.0%					
SAT Coordinator	4.0%					
SAT Coordinator	4.0%					
Concession Star	4.0%					
FFA	8.0%					
FCCLA	8.0%					
Current Base \$		40,720.00				

POSITION	YEAR 1	YEAR 2	YEAR 3	YEAR 4	YEAR 5	YEAR 6
Athletics						
Athletic Director	\$ 3,257.60	\$ 3,461.20	\$ 3,664.80	\$ 3,868.40	\$ 4,072.00	\$ 4,275.60
Assistant Athletic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Head Golf	\$ 3,461.20	\$ 3,664.80	\$ 3,868.40	\$ 4,072.00	\$ 4,275.60	\$ 4,479.20
Head Football	\$ 3,868.40	\$ 4,072.00	\$ 4,275.60	\$ 4,479.20	\$ 4,682.80	\$ 4,886.40
Asst. Football	\$ 2,239.60	\$ 2,443.20	\$ 2,646.80	\$ 2,850.40	\$ 3,054.00	\$ 3,257.60
Head Volleyball	\$ 3,868.40	\$ 4,072.00	\$ 4,275.60	\$ 4,479.20	\$ 4,682.80	\$ 4,886.40
Asst. Volleyball	\$ 2,239.60	\$ 2,443.20	\$ 2,646.80	\$ 2,850.40	\$ 3,054.00	\$ 3,257.60
Head Basketball	\$ 3,868.40	\$ 4,072.00	\$ 4,275.60	\$ 4,479.20	\$ 4,682.80	\$ 4,886.40
Asst. Basketball	\$ 2,239.60	\$ 2,443.20	\$ 2,646.80	\$ 2,850.40	\$ 3,054.00	\$ 3,257.60
Head Track	\$ 3,461.20	\$ 3,664.80	\$ 3,868.40	\$ 4,072.00	\$ 4,275.60	\$ 4,479.20
Asst. Track	\$ 2,036.00	\$ 2,239.60	\$ 2,443.20	\$ 2,646.80	\$ 2,850.40	\$ 3,054.00
JH FB/BB/VB	\$ 2,036.00	\$ 2,239.60	\$ 2,443.20	\$ 2,646.80	\$ 2,850.40	\$ 3,054.00
JH Track	\$ 1,628.80	\$ 1,832.40	\$ 2,036.00	\$ 2,239.60	\$ 2,443.20	\$ 2,646.80
H.S. Cross Country	\$ 3,461.20	\$ 3,664.80	\$ 3,868.40	\$ 4,072.00	\$ 4,275.60	\$ 4,479.20
JH Cross Country	\$ 1,628.80	\$ 1,832.40	\$ 2,036.00	\$ 2,239.60	\$ 2,443.20	\$ 2,646.80
Class Sponsors						
Senior Class	\$ 814.40					
Jr. Class/Concess	\$ 814.40					
Sophomore Class	\$ 610.80					
Freshman Class	\$ 610.80					
7th Grade Sponsor	\$ 610.80					
8th Grade Sponsor	\$ 610.80					
Extra Curricular A						
Culture Club	\$ 3,257.60	\$ 3,461.20	\$ 3,664.80	\$ 3,868.40	\$ 4,072.00	\$ 4,275.60
Music	\$ 2,646.80	\$ 2,850.40	\$ 3,054.00	\$ 3,257.60	\$ 3,461.20	\$ 3,664.80
Cheerleading	\$ 1,425.20	\$ 1,628.80	\$ 1,832.40	\$ 2,036.00	\$ 2,239.60	\$ 2,443.20
Drama	\$ 1,832.40	\$ 2,036.00	\$ 2,239.60	\$ 2,443.20	\$ 2,646.80	\$ 2,850.40
Speech	\$ 1,221.60	\$ 1,425.20	\$ 1,628.80	\$ 1,832.40	\$ 2,036.00	\$ 2,239.60
Tech Support	\$ 2,443.20					
Student Council	\$ 814.40					
Yearbook Sponsor	\$ 3,257.60					
Skills USA	\$ 1,221.60					
Prom	\$ 1,628.80					
HAL Coordinator	\$ 1,628.80					
SAT Coordinator	\$ 1,628.80					
Teacher Mentor	\$ 1,628.80					
District Assessment	\$ 3,257.60					
FCCLA	\$ 3,257.60					



BACK TO SCHOOL OPEN HOUSE

Come enjoy a grill out, bounce houses,
parachute drop, tropical snow, and see your
classrooms at our open house

August 3rd from 5:00 - 7:00pm

*****HS students may pick up/change their
schedules at this time as well**



July 25, 2022

Santee Community School
Board of Education
206 E Frazier Ave.
Niobrara, NE 68760

Dear Santee Community School Board Negotiations Committee:

The Santee Education Association requests that the school board of the Santee Community School take action to recognize Santee Education Association as the exclusive bargaining agent for the district's non-supervisory certificated staff for the 2022-23 contract year.

Please direct your response to the undersigned.

Best regards,

Dr. Calvin Krogman
President, Santee Education Association

TEACHER'S CONTRACT

ISANTI COMMUNITY SCHOOLS

THIS CONTRACT made by and between the School District of Isanti, No. C-5 in the county of Knox, in the State of Nebraska, hereinafter referred to as "District" and **Miranda Fuhrer** legally qualified teacher, hereinafter referred to as 'Teacher.'

WITNESSETH: That the Board of Education of the District hereby agrees to employ the Teacher above named in the schools of the district for a school year, which shall begin on or about August 2, 2022, and end on or about June 15, 2023, and shall consist of 185 days of service and the Teacher hereby agrees to accept such employment at a salary of **\$40,720** and under the following conditions.

VIZ: CONTINGENT UPON ADEQUATE IMPACT AID FUNDS
SALARY AND BENEFITS TO BE DETERMINED BY MASTER CONTRACT
BA Step 1

FIRST: The salary of the Teacher shall be payable in 26 equal installments. The first installment shall be payable on September 4, 2022 and the remaining installments shall be payable on every other Friday thereafter.

SECOND: The Teacher hereby agrees to be governed by the policies of the Board of Education of the District and that the teaching duties to be performed by him/her under this contract shall be subject to assignment of the Superintendent of the District with the approval of the Board of Education of the District; and further agrees to devote full time, during days of school to his/her position in all respects, to diligently and faithfully perform the assigned duties as Teacher to the best of his/her professional ability.

THIRD: In addition to the teacher duties set forth herein, the Teacher may be assigned such "extra duty" assignments as defined from time to time by the parties of this agreement which shall be upon such terms and conditions and at such additional stated rate of compensation as the Teacher and the District may from time to time agree upon.

FOURTH: This contract may be cancelled or amended by a majority of the members of the school board during the school year for any of the following reasons: (a) upon cancellation, termination, revocation or suspension of the teacher's certificate by the State Board of Education; (b) breach of any of the material provisions of this contract; (c) for any reason set forth in this contract; (d) incompetency; (e) neglect of duty; (f) unprofessional conduct; (g) insubordination; (h) immorality, or (i) physical or mental incapacity. Cancellation or amendment under this contract shall be governed by applicable state statute.

FIFTH: That upon termination of this contract for just cause, or upon the release of the Teacher from this contract, the compensation paid or to be paid hereunder shall be an amount which bears the same ratio to the yearly salary herein specified as the number of days of service to the date of such termination bears to 185 days of service. Any unearned fractional

2023 shall constitute a rejection by the Teacher of the offer of employment.

(Teacher Signature) _____ (Date)

Executed _____

Attest _____
(Secretary) _____ (Date)

Executed _____

School District of Santee
No. C-5 County of Knox _____

(Superintendent of Schools)