

Mission: Lifelong learners will be inspired and developed through effective teaching in a safe and caring environment.
Vision: Respect – Pride – Excellence for All



AGENDA
BOARD OF EDUCATION – REGULAR MEETING
Instructional Planning Center/Huron Arena
September 12, 2022
5:30 p.m.



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

September 30	Homecoming – Early Release
October 5	Early Release
October 10	Native American Day – No School
October 11	Board of Education Meeting (Tuesday) – 5:30pm – IPC
October 24	Board of Education Meeting – 5:30pm - IPC
6. **Community Input on Items Not on the Agenda**
 - o See Policy BFB – **Public Participation at Board Meetings** – for more information
7. **Conflict Disclosure and Consideration of Waivers** – The School Board will review the disclosures and determine if the transactions or the terms of the contracts are fair, reasonable, and not contrary to the public interest.
 - a)
8. **CONSENT AGENDA**

The superintendent recommends approval of the following:

 - a) **Approval and/or Corrections of Minutes of Previous Meetings**
 - b) **Approval and/or Corrections of the Financial Report**
 - c) **Consideration and Approval of the Bills**
 - d) **New Hires to the District**

Classified personnel and substitute teachers must be approved in order to be covered by our workmen's compensation plan.

 - 1) Kendra Peterson/Special Education Para – Madison/\$19.34 per hour
 - 2) Eh Kwa Lar Htoo/Special Education Para-Madison/\$19.16 per hour
 - 3) Vanessa Cardona/Study Hall Monitor-High School/\$19.16 per hour
 - 4) Tully Bartel/MS Dish Room Assistant-Middle School/\$18.61 per hour
 - 5) Kennedy Sammons/Winter Sideline Cheer Coach/\$2,686 per year
 - e) **Resignations for Board Approval**
 - 1) Robert Brooks/SPED Paraprofessional-Buchanan 5 years
 - f) **Contracts for Board Approval**
 - 1) Heather Sieh/Revised Contract/\$60,283 per year
 - 2) Tyler VanWyhe/Language Arts Teacher –Middle School/\$50,763 per year
 - 3) Kyle Johnson/Revised Contract-Earned MS/+\$1500/\$63,625 per year
 - 4) Kelsey Small/Revised Contract-Earned MS/+\$1500/\$54,610 per year
 - 5) Lexi Heinz/Revised Contract-Earned MS/+\$1500/\$54,411 per year
 - 6) Christian Small/Revised Contract-Earned MS/+\$1500/\$54,600 per year

g) **Request for Approval of Open Enrollment**

The administration has received open enrollment request #OE-2022-15 for Board approval.

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

9. **CELEBRATE SUCCESSES IN THE DISTRICT**

Congratulations to:

a) **Our Staff and Students** for the completion of the first month of school

Thank You to:

- **Huron Regional Medical Center Employees** for the donation of 150 boxes of facial tissues to be distributed to attendance centers
- **Bill Sunderman** for the donation of a 1982 Jaguar car to the CTE Automotive classes. The plan is the students will try to get the car fixed up and then the school can sell it with the proceeds going towards the CTE programs
- **Rudy's Towing** for towing the 1982 Jaguar to the CTE Center for no charge
- **K-Club Members** for taking time out of their holiday weekend to volunteer at the Kiwanis Pancake House at the State Fair
- **Farmers and Merchant's Bank** for providing Back to School donuts
- **M&J Bouncy House Rental and MS Parent Advisory** for providing inflatables at the Middle School Open House
- **American Band and Trust** for the donation of school supplies to Washington 4-5 Center
- **Walmart** for the donation of school supplies to Washington 4-5 Center and Buchanan K-1 Center
- **Jolene Konechne, Kelly Christopherson, Matt Busch, John Halbkat and staff** for organizing the CTE Open House Thursday, September 1st. Also, thank you to the community members for attending and showing continued support to the district
- **Huron Area Education Federal Credit Union** for the snacks and water that were donated to the Buchanan K-1 Center Staff
- **American Family Insurance** for the school supplies for Buchanan K-1 Center staff

10. **REPORTS TO THE BOARD**

- a) **Business Manager's Report**
- b) **Superintendent's Report**

11. **OLD BUSINESS**

- a) **Policy GCE - Part-Time & Substitute Professional Staff Employment**
(Substitute Teacher)/Wages – 2nd Reading
- b) **Huron School District Certified Staff Recruitment Incentive**– 2nd Reading

12. **NEW BUSINESS**

- a) **Mileage Rate Increase** - The school district follows the State mileage reimbursement rates. On August 23, the SD Legislature's Rules Review Committee approved an increase in reimbursement rates for mileage. Effective September 12, 2022, the reimbursement rate for mileage will be \$0.51 per mile up from \$0.42 per mile. If a private vehicle is used when a school vehicle is available, the reimbursement rate will be \$0.28 per mile up from \$0.18 per mile.

13. **6:00 P.M. – Board Goals Work Session**

14. **ADJOURNMENT**

Robert Brooks
1304 Kansas Ave. SE
Huron SD, 57350
9/7/22

Dr. Kraig Steinhoff
Superintendent
Huron School District

Dear Dr. Steinhoff:

It is bittersweet circumstances that cause me to write this but please accept this as my formal resignation from Special Education Paraprofessional for the Huron School District. This to be effective September 22, 2022.

I very much enjoyed my job and the role I have played in students' education over the years. This position has offered me many opportunities that I have been grateful for and training that provided me the skills to do what I hope was an adequate job every day.

I will be pursuing a career in the field I have been passionate about for over half my life.

Sincerely,

Robert Brooks
Special Education Paraprofessional

Revised

PROFESSIONAL SERVICE CONTRACT
Huron School District No. 2-2, Huron, South Dakota

Heather Sieh

August 25, 2022

YOU ARE HEREBY OFFICIALLY NOTIFIED, that you have been elected as a Counselor in the Huron School District No. 2-2, whose address is City of Huron on the annual salary basis of \$ 60283 for the school term, or the remaining part thereof, of the designated number of teaching days, inclusive of days arranged for pre-school planning, beginning 8/12/2022 and subject to the calendar, or modifications of the same, as adopted by the Board of Education. The salary is to be paid the twentieth day of each of the twelve calendar months.

Your election is subject to the school laws of the State of South Dakota and to the salary schedule and contractual elements rules and regulations of the Board of Education of the Huron School District No. 2-2, which are hereby by reference, incorporated in and made a part of this contract as though set forth herein at length, subject to the right of said Board to terminate the contract for cause, to be determined upon by the Board, and subject to your right to resign upon giving thirty (30) days notice thereof, in writing to said Board within 15 days of issuance of contract.

It is further contracted and agreed that your failure to complete the term of service prescribed herein for any cause, including but not limited to dismissal or resignation, constitutes a financial damage to the Huron School District No. 2-2 and that from the nature of the case it might be impractical or difficult to fix the actual damage. **THEREFORE**, it is understood and agreed that your failure to complete the term provided herein shall result in the following liquidated damages: failures occurring May 15 through May 31 for the ensuing year, damages shall be assessed at \$250.00. For breaking a contract June 1 through June 10, damages shall be assessed at \$500.00, for breaking of a contract June 11 through June 20, \$750.00 and for breaking of a contract June 21 through June 30, \$1,000.00. For breaking a contract July 1 through July 31, damages shall be assessed at \$2,000.00 and breaking of contract August 1 and for the duration of the first semester, damages shall be assessed at \$3,000.00. Damages will be assessed at \$1,500.00 for breaking of a contract anytime during the 2nd semester. The Board reserves the right to request the Department of Education to suspend the employee's certification for one year in lieu of monetary damages in accordance with SDCL 13-42-9. Professional Service providers who are not full-time employees of the district shall be assessed damages at a percentage which matches their percent of employment.

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

This agreement becomes a binding contract when signed by the Professional Service provider and the Board of Education.

MS

Hired 2015 w/MA 5 years experience (4 years Family Serv Spec/1 year youth care spec). The above salary includes \$1023 (ES-4) 50% MS Play, 50% Var Ass't Girls' Tennis \$1580 (ES-0) and 50% MS Girls' Tennis \$1264 (ES-0).

*****CONTRACT MUST BE SIGNED & RETURNED TO THE SUPERINTENDENT'S OFFICE BY WEDNESDAY, AUG 31, 2022*****

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

ATTEST:

.....
Business Manager of the School District

By
Chairman of School District Board

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

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

Witness my hand this 26th day of August, 2022

Witness: [Signature]

Print Name: Heather Sieh

Sign here: [Signature]

Professional Service Provider

Revised

TEACHER'S CONTRACT

Huron School District No. 2-2, Huron, South Dakota

Tyler VanWyhe

August 29, 2022

YOU ARE HEREBY OFFICIALLY NOTIFIED, that you have been elected as a **Teacher** in the Huron School District No. 2-2, whose address is City of Huron on the annual salary basis of \$ 50763 for the school term, or the remaining part thereof, of the designated number of teaching days, inclusive of days arranged for pre-school planning, beginning **8/26/2022** and subject to the calendar, or modifications of the same, as adopted by the Board of Education. The salary is to be paid the twentieth day of each of the twelve calendar months.

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

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

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

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

MS

Hired 2022-2023 W/MA and 0 years of teaching experience. Received Sub Pay pending certification. The above contract is pro-rated to August 26, 2022 or 170.5 days. Starting salary (\$53,740) decreased by \$2,977 (10 days X \$297.73). Required New Teacher Inservice days were attended in August 2022.

Agreeing to this contract includes the following: Teachers new to the District are expected to work an additional 5 days beginning August 8. During this time, the teacher will receive appropriate training in District programs, and will have time to become adequately prepared for the new school year.

CONTRACT MUST BE SIGNED & RETURNED TO THE SUPERINTENDENT'S OFFICE BY WEDNESDAY SEPT 7, 2022

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

ATTEST:

.....
Business Manager of the School District

By
Chairman of School District Board

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

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

Witness my hand this 31 day of Aug. 2022

Witness: [Signature]

Print Name: Tyler VanWyhe

Sign here: [Signature]
Teacher

Revised

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

Kyle Johnson

September 6, 2022

YOU ARE HEREBY OFFICIALLY NOTIFIED, that you have been elected as a **Teacher** in the Huron School District No. 2-2, whose address is City of Huron on the annual salary basis of \$ **63625** for the school term, or the remaining part thereof, of the designated number of teaching days, inclusive of days arranged for pre-school planning, beginning **8/12/2022** and subject to the calendar, or modifications of the same, as adopted by the Board of Education. The salary is to be paid the twentieth day of each of the twelve calendar months.

Your election is subject to the school laws of the State of South Dakota and to the salary schedule and contractual elements rules and regulations of the Board of Education of the Huron School District No. 2-2, which are hereby by reference, incorporated in and made a part of this contract as though set forth herein at length, subject to the right of said Board to terminate the contract for cause, to be determined upon by the Board, and subject to your right to resign upon giving thirty (30) days notice thereof, in writing to said Board within 15 days of issuance of contract.

It is further contracted and agreed that your failure to complete the term of teaching prescribed herein for any cause, including but not limited to dismissal or resignation, constitutes a financial damage to the Huron School District No. 2-2 and that from the nature of the case it might be impractical or difficult to fix the actual damage. **THEREFORE**, it is understood and agreed that your failure to complete the term provided herein shall result in the following liquidated damages: failures occurring May 15 through May 31 for the ensuing year, damages shall be assessed at \$250.00. For breaking a contract June 1 through June 10, damages shall be assessed at \$500.00, for breaking of a contract June 11 through June 20, \$750.00 and for breaking of a contract June 21 through June 30, \$1000.00. For breaking a contract July 1 through July 31, damages shall be assessed at \$2,000.00 and breaking of contract August 1 and for the duration of the first semester, damages shall be assessed at \$3,000.00. Damages will be assessed at \$1,500.00 for breaking of a contract anytime during the 2nd semester. The Board reserves the right to request the Department of Education to suspend the employee's certification for one year in lieu of monetary damages in accordance with SDCL 13-42-9. Teachers who are not full-time employees of the district shall be assessed damages at a percentage which matches their percent of employment.

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

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

BS+15

Hired 2016-2017 w/BS and no formal teaching experience. The above salary includes \$5359 (ES-3) for Head Coach Boys' Golf and \$3350 (ES-3) for Ass't Coach Girls' Golf. BS+15 Earned July 2021 + \$1500. Earned MS Degree 8/2022 +\$1500

*****CONTRACT MUST BE SIGNED AND RETURNED TO THE SUPERINTENDENT'S OFFICE BY THURSDAY, SEPT 8, 2022*****

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

ATTEST:

.....
Business Manager of the School District

By
Chairman of School District Board

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

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

Print Name: Kyle Johnson

Witness my hand this day of 2022

Sign here: [Signature]
Teacher

Witness:

Revised

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

Kelsey Small

September 6, 2022

YOU ARE HEREBY OFFICIALLY NOTIFIED, that you have been elected as a Teacher in the Huron School District No. 2-2, whose address is City of Huron on the annual salary basis of \$ 54610 for the school term, or the remaining part thereof, of the designated number of teaching days, inclusive of days arranged for pre-school planning, beginning 8/12/2022 and subject to the calendar, or modifications of the same, as adopted by the Board of Education. The salary is to be paid the twentieth day of each of the twelve calendar months.

Your election is subject to the school laws of the State of South Dakota and to the salary schedule and contractual elements rules and regulations of the Board of Education of the Huron School District No. 2-2, which are hereby by reference, incorporated in and made a part of this contract as though set forth herein at length, subject to the right of said Board to terminate the contract for cause, to be determined upon by the Board, and subject to your right to resign upon giving thirty (30) days notice thereof, in writing to said Board within 15 days of issuance of contract.

It is further contracted and agreed that your failure to complete the term of teaching prescribed herein for any cause, including but not limited to dismissal or resignation, constitutes a financial damage to the Huron School District No. 2-2 and that from the nature of the case it might be impractical or difficult to fix the actual damage. THEREFORE, it is understood and agreed that your failure to complete the term provided herein shall result in the following liquidated damages: failures occurring May 15 through May 31 for the ensuing year, damages shall be assessed at \$250.00. For breaking a contract June 1 through June 10, damages shall be assessed at \$500.00, for breaking of a contract June 11 through June 20, \$750.00 and for breaking of a contract June 21 through June 30, \$1000.00. For breaking a contract July 1 through July 31, damages shall be assessed at \$2,000.00 and breaking of contract August 1 and for the duration of the first semester, damages shall be assessed at \$3,000.00. Damages will be assessed at \$1,500.00 for breaking of a contract anytime during the 2nd semester. The Board reserves the right to request the Department of Education to suspend the employee's certification for one year in lieu of monetary damages in accordance with SDCL 13-42-9. Teachers who are not full-time employees of the district shall be assessed damages at a percentage which matches their percent of employment.

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

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

BS+15

Hired 2018-2019 w/BS and no formal teaching experience. Earned +15 hours - Spring 2022 +\$1,500. Earned MS Degree 8/2022 +\$1,500

*****CONTRACT MUST BE SIGNED AND RETURNED TO THE SUPERINTENDENT'S OFFICE BY THURSDAY, SEPT 8, 2022*****

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

ATTEST:

..... By
Business Manager of the School District Chairman of School District Board

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

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

Witness my hand this 7 day of September 2022

Witness: Sirina Lundblad

Print Name: Kelsey Small

Sign here: Kelsey Small

Teacher

Revised

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

Lexi Heinz

September 6, 2022

YOU ARE HEREBY OFFICIALLY NOTIFIED, that you have been elected as a Teacher in the Huron School District No. 2-2, whose address is City of Huron on the annual salary basis of \$ 54411 for the school term, or the remaining part thereof, of the designated number of teaching days, inclusive of days arranged for pre-school planning, beginning 8/12/2022 and subject to the calendar, or modifications of the same, as adopted by the Board of Education. The salary is to be paid the twentieth day of each of the twelve calendar months.

Your election is subject to the school laws of the State of South Dakota and to the salary schedule and contractual elements rules and regulations of the Board of Education of the Huron School District No. 2-2, which are hereby by reference, incorporated in and made a part of this contract as though set forth herein at length, subject to the right of said Board to terminate the contract for cause, to be determined upon by the Board, and subject to your right to resign upon giving thirty (30) days notice thereof, in writing to said Board within 15 days of issuance of contract.

It is further contracted and agreed that your failure to complete the term of teaching prescribed herein for any cause, including but not limited to dismissal or resignation, constitutes a financial damage to the Huron School District No. 2-2 and that from the nature of the case it might be impractical or difficult to fix the actual damage. THEREFORE, it is understood and agreed that your failure to complete the term provided herein shall result in the following liquidated damages: failures occurring May 15 through May 31 for the ensuing year, damages shall be assessed at \$250.00. For breaking a contract June 1 through June 10, damages shall be assessed at \$500.00, for breaking of a contract June 11 through June 20, \$750.00 and for breaking of a contract June 21 through June 30, \$1000.00. For breaking a contract July 1 through July 31, damages shall be assessed at \$2,000.00 and breaking of contract August 1 and for the duration of the first semester, damages shall be assessed at \$3,000.00. Damages will be assessed at \$1,500.00 for breaking of a contract anytime during the 2nd semester. The Board reserves the right to request the Department of Education to suspend the employee's certification for one year in lieu of monetary damages in accordance with SDCL 13-42-9. Teachers who are not full-time employees of the district shall be assessed damages at a percentage which matches their percent of employment.

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

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

BS+15

Hired 2020-2021 W/BS with no formal teaching experience. BS+15 (+ \$1,500) earned July 2021. Earned MS Degree Aug 2022 (+\$1500)

*****CONTRACT MUST BE SIGNED AND RETURNED TO THE SUPERINTENDENT'S OFFICE BY THURSDAY, SEPT 8, 2022*****

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

ATTEST:

..... By
Business Manager of the School District Chairman of School District Board

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

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

Witness my hand this 7th day of September 2022

Witness: Sydney Kirby

Print Name: Lexi Heinz

Sign here: Lexi Heinz

Teacher

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

Christian Small

September 6, 2022

YOU ARE HEREBY OFFICIALLY NOTIFIED, that you have been elected as a **Teacher** in the Huron School District No. 2-2, whose address is City of Huron on the annual salary basis of \$ **54600** for the school term, or the remaining part thereof, of the designated number of teaching days, inclusive of days arranged for pre-school planning, beginning **8/12/2022** and subject to the calendar, or modifications of the same, as adopted by the Board of Education. The salary is to be paid the twentieth day of each of the twelve calendar months.

Your election is subject to the school laws of the State of South Dakota and to the salary schedule and contractual elements rules and regulations of the Board of Education of the Huron School District No. 2-2, which are hereby by reference, incorporated in and made a part of this contract as though set forth herein at length, subject to the right of said Board to terminate the contract for cause, to be determined upon by the Board, and subject to your right to resign upon giving thirty (30) days notice thereof, in writing to said Board within 15 days of issuance of contract.

It is further contracted and agreed that your failure to complete the term of teaching prescribed herein for any cause, including but not limited to dismissal or resignation, constitutes a financial damage to the Huron School District No. 2-2 and that from the nature of the case it might be impractical or difficult to fix the actual damage. **THEREFORE**, it is understood and agreed that your failure to complete the term provided herein shall result in the following liquidated damages: failures occurring May 15 through May 31 for the ensuing year, damages shall be assessed at \$250.00. For breaking a contract June 1 through June 10, damages shall be assessed at \$500.00, for breaking of a contract June 11 through June 20, \$750.00 and for breaking of a contract June 21 through June 30, \$1000.00. For breaking a contract July 1 through July 31, damages shall be assessed at \$2,000.00 and breaking of contract August 1 and for the duration of the first semester, damages shall be assessed at \$3,000.00. Damages will be assessed at \$1,500.00 for breaking of a contract anytime during the 2nd semester. The Board reserves the right to request the Department of Education to suspend the employee's certification for one year in lieu of monetary damages in accordance with SDCL 13-42-9. Teachers who are not full-time employees of the district shall be assessed damages at a percentage which matches their percent of employment.

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

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

BS+15

Hired 2019-2020 - BS - No formal teaching experience. Earned BS+15 in Jan. 2022 +\$1,500. Earned MS Degree 8/2022 +\$1500

CONTRACT MUST BE SIGNED AND RETURNED TO THE SUPERINTENDENT'S OFFICE BY THURSDAY, SEPT 8, 2022

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

ATTEST:

.....
Business Manager of the School District

By
Chairman of School District Board

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

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


Witness my hand this 7 day of Sept, 2022

Witness: Sarah Blue

Print Name: Christian Small

Sign here: Christian Small

Teacher

	Huron School District #2-2	Code: GCE
	Policies and Regulations	Part-Time & Substitute Professional Staff Employment (Substitute Teachers)

Part-Time and Substitute Professional Staff Employment (Substitute Teachers)

Responsibilities

1. At the beginning of each school year, the superintendent's office will furnish each building principal with a list of qualified substitute teachers.
2. Substitute teacher handbooks define duties and responsibilities of certified personnel; and, as such, are not enumerated here.

Rate of Pay

1. The daily pay for substitute teachers is as follows:

✓ One through four days in the same calendar month	\$120 \$160 for each day worked in month
✓ Five through nine days in the same calendar month	\$135 \$175 for each day worked in month
✓ Ten through fourteen days in the same calendar month	\$155 \$195 for each day worked in month
✓ Fifteen or more days in the same calendar month	\$175 \$215 for each day worked in month

The superintendent of schools may deviate from this schedule as he/she deems necessary.

Substitute Teacher Training:

Prior to the start of each school year, each building principal will be responsible for planning and conducting in-service for substitute teachers. A summary of the in-service activities (i.e., in-service agenda) will be on file in each principal's office.



Huron School District Certified Staff Recruitment Incentive

The Why: Our District has encountered multiple years of unfilled certified positions. The lack of filling certified openings hurts the success of our students and adds an undue burden to our staff. We strive to recruit Huron High School (HHS) Students, HHS graduates, and Huron School District employees pursuing an education certification and desire to work, live, and thrive in Huron, South Dakota. This is not intended for administrative certifications.

The What: The Huron School District (HSD) seeks applicants that are Huron High School Students, HSD graduates pursuing certification in a K-12 education position, or are current HSD employees. The recruitment incentive provides a 0% forgivable loan of up to **\$2,500 (dollar amount to be determined by the Board of Education)** to defray the expenses of post-secondary education required to obtain a K-12 education certification in South Dakota and up to **\$7,500 (dollar amount to be determined by the Board of Education)** in student loan repayment.

The How: Interested applicants can apply for the recruitment incentive on the Huron School District Employment page [Click here to apply](#).

- Applications are accepted at any time and will be reviewed by the administrative team, who will review the application, consider the current and future teaching needs, and determine if the applicant warrants an interview. Applicants recommended by the administrative team will be reviewed by the superintendent and approved by the board of education. Once approved, the successful applicant will receive a \$2,500 loan from the Huron School District.
- The School District will forgive the loan in exchange for five years of successful teaching in the Huron School District. The loan will be reduced by 20% per year until it is paid in full upon the fifth year. If the applicant leaves the District before the end of five years or is terminated, the loan must be paid back in full to the Huron School District within thirty days of the last date of employment with the HSD.
- The School District will provide student loan repayment for five years starting with the first month of employment as a teacher at HSD. The repayment will be up to **\$125 (dollar amount to be determined by the Board of Education)** per month for the first 35 months and a balloon payment of \$3,125 on the 36th month.
- To be considered for the recruitment incentive, you must meet all of the following:
 - Agree in writing to work in the Huron School District for five years after completing your South Dakota education certification.

- Agree, through a promissory note, that failure to abide by the employment requirement above will result in the 0% note to be paid back in full to the HSD within 30 days.
- Agree, through a promissory note, that failure to abide by the employment requirement above will result in the student loan repayment ceasing by HSD within 30 days.
- Be actively pursuing an education degree and certification in the area approved in the application process.
- Be a U.S. citizen or lawful permanent resident.
- Have a minimum cumulative 2.8 GPA on a 4.0 scale.
- To maintain the recruitment incentive while pursuing the education certification, you must:
 - Maintain a minimum cumulative 2.8 GPA on a 4.0 scale
 - Be enrolled in coursework pursuing a South Dakota certification in K-12 education.
 - Make satisfactory academic progress and maintain predicted timeline towards certification.
 - Agree, through a promissory note, that failure to abide by the incentive requirements above will result in the 0% note to be paid back in full to the HSD within 30 days.
- To maintain the recruitment incentive while employed, you must:
 - Agree, through a promissory note, that failure to abide by the employment requirement above will result in the 0% note to be paid back in full to the HSD within 30 days.
 - Agree, through a promissory note, that failure to abide by the employment requirement above will result in the student loan repayment ceasing by HSD within 30 days.