

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
January 8, 2024
5:30 p.m.



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

January 10	Early Release
January 15	Martin Luther King Holiday – No School
January 22	Board of Education Meeting – 5:30pm – IPC
January 26	Earliest Date to Begin Circulating or File Nomination Petitions for School Board Election
February 7	Early Release
February 12	Board of Education Meeting – 5:30pm – IPC
February 16	No School
February 19	President’s Day – No School
February 23	5:00pm–Deadline for Filing Nominating Petitions for School Board Election
February 26	Board of Education Meeting – 5:30pm – IPC
April 9	School Board Election
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) The following High School Students will begin working at Washington 4-5 Center: Green Ta Bah (11 gr), Kaiden Caudell (12 gr), Camdyn Fuchs (9 gr), Thuy An Lam (11 gr), Naw Paw Lay Htoo (11 gr), December Lwin (11 gr), Moo Chri Paw (11 gr), Tha Cho Gay (11 gr), Christian Hoek (12 gr), Johnson Min (10 gr), Teh Soe (10 gr), Kerri Soto Torres (9 gr) / Student Workers - \$14.70 per hour
 - 2) Madyson Schroder/Substitute Teacher - \$160 per day/Substitute Para-Educator - \$20.69 per hour

- 3) Eh Gay/ Substitute Food Service - \$20.04 per hour
- 4) Steve Peters/Assistant Girls Wrestling Coach - \$6,490 per year
- 5) Lacie Sutton/Substitute Teacher - \$160 per day/Substitute
Para-Educator - \$20.69 per hour
- 6) Whitney Easton/Head Competitive Dance Coach - \$6,679 per year
- 7) Whitney Reimer/Transferring from Co-Assistant to Assistant Competitive
Dance - \$4,746 per year
- 8) Madison Perry/Substitute Teacher - \$160 per day/Substitute
Para-Educator - \$20.69 per hour
- 9) Mason Wheeler/Volunteer Wrestling Coach
- 10) James Cutshaw/Interim Principal - \$7,057 per year
- e) **Resignations for Board Approval**
 - 1) Benjamin Halbkat/Marching Band Assistant/3 years
 - 2) Regina Klabenes/SLPA/3 years (end of school year)
 - 3) Whitney Easton/Co-Assistant Dance Coach/1 year
 - 4) Alexis Harmdierks/SPED Para Educator/4 years (end of December)
 - 5) Mike Postma/Agricultural Education Teacher, HS/28 years (end of school year)
 - 6) Rose Noack/Food Service, Buchanan/2 years (end of January)
- f) **Contracts for Board Approval**
 - 1)
- g) **Set 2023 Combined City/School Election Date** – April 9, 2024
- h) **Combined Election Agreement with City of Huron** for 2024
- i) **Intent to Apply for Grant Funding**

Group Applying	Preschool Partnership Program
Contact Person	Jolene Konechne
Name of Award	WINGS Foundation
Name of Funder	WINGS
Amount to be Requested	\$4,000
Project Focus	Tuition assistance for preschool-aged children who have been identified through HeadStart, HSD, or DSS
- j) **Advertising Agreement Renewal – Huron Arena:**
Carr Chiropractic Clinic – 2024 & 2025
- k) **Advertising Agreement Renewal – Tiger Stadium:**
Carr Chiropractic Clinic – 2024 & 2025

(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:

- **Steve Charron (Official XCC/TR)** for receiving a National Officiating Award from the National Federation of High Schools. This award exemplifies the highest standards of ethical conduct and moral character.
- **Huron School District Foundation** announced \$220,000 has been pledged to the foundation in the first year of formation

Thank You to:

- **Our Board Members - January is School Board Appreciation Month**

- **the 153rd National Guard Engineer Unit** for their HUGE bag of various age-appropriate toys for Buchanan K-1 Center
- **Kindernook** for their donation of socks, underwear, sweatpants, sweatshirts and hats. The staff at Buchanan are overwhelmed with gratitude for their donation.
- **the Grandparents of the Wipf boys**, who are both students at Buchanan K-1 Center, for their tremendous donation of coats, hats and gloves
- **Mike & Barb Hall** for their Thrivent Community Impact Card donation of \$250 for supplies at Madison 2-3 Center

10. REPORTS TO THE BOARD

- a) **Presentation of the 2022-2023 Audit Report – ELO CPA's & Advisors, Rebecca Odegard**

11. NEW BUSINESS

- a) **Approve the 2022-2023 Audit Report**

12. REPORTS TO THE BOARD:

- a) **High School Report – Anthony Sorto (12 gr) One-Act Play**
- b) **Good News Report – CTE Program**
- c) **Linda Pietz, Director of Curriculum**
- d) **LAN Report – Tim VanBerkum**
- e) **Business Manager's Report**
- f) **Superintendent's Report**

13. OLD BUSINESS

- a)

14. NEW BUSINESS

- a) **Business Manager Contract Approval – 2024-2025 and 2025-2026**
- b) **Superintendent Contract Approval – 2024-2025 and 2025-2026**
- c) **Governing Board Annual Review Questionnaire – Tax Exempt Bond Post-Issuance Compliance-General**
- d) **Governing Board Annual Review Questionnaire – Tax Advantage Bond Post-Issuance Compliance-General**
- e) **Policy GCBD-2 Professional Staff Leaves/Absences (Sick Leave/Administrators) – introduction**
- f) **Calendar – School Start Date for 2024-2025**

15. EXECUTIVE SESSION

1-25-2 Executive or closed meetings may be held for the sole purposes of:

(3) Consulting with legal counsel or reviewing communications from legal counsel about proposed or pending litigation or contractual matters

(4) Preparing for contract negotiations or negotiating with employees or employee representatives

16. ADJOURNMENT



Employment Contract
HURON PUBLIC SCHOOLS #2-2

REVISED EMPLOYMENT CONTRACT
Huron School District No. 2-2, Huron, South Dakota

James Cutshaw, Sr

01/03/2024

YOU ARE HEREBY OFFICIALLY NOTIFIED, that you have been elected as an **Teacher/Interim Principal** at Buchanan K-1 Center in the Huron School District No. 2-2, whose address is City of Huron on the annual salary basis of **\$77,023** 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 **01/03/2024** 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 employment 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. Employees 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 employee and the Board of Education.

ED.S

Base Contract: \$68,932

Interim Principal: \$7,057 additional earnings

97 Contract Days (90 class days, 5 work days, 1 conference day, 1 teacher check out day)

MS Oral Interp - 50% \$1,034 Step 1

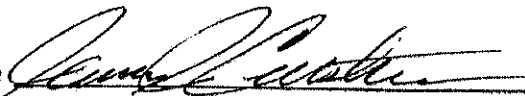
Total Contract: \$77,023

Administrative health insurance rate at a cost of \$76.30 per month will begin January 3, 2024 and end May 31, 2024. At that time, health insurance rate will transition back to Certified Staff rate.

***CONTRACT MUST BE SIGNED AND RETURNED TO THE SUPERINTENDENT'S OFFICE BY 01/04/2025

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 contract 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."

Employee Signature 
Date 1/2/2024

Chairman of School District Board Signature _____
Date _____

Business Manager of School District Signature _____
Date _____



Benjamin Halbkat

Huron High School

PO Box 949

801 18th St. SW

Huron, SD 57350

P: (605) 353-7800

benjamin.halbkat@k12.sd.us

Dear James,

Please accept this letter as notification of resignation as Marching Band Woodwind Technician. Thank you for the opportunity to be involved with the Huron High School Marching Band. It was a privilege to be part of this group for the past 5 years. I wish you, the staff, and the entire band all the best in the future shows, and know that I will continue to support you all from the sidelines.

Sincerely,

Benjamin Halbkat

12-13-23

Regina Klabenes

Regina.Klabenes@k12.sd.us

December 15th, 2023

Dear, Huron School District

Please accept this letter as formal notification of my resignation from my position as Speech Therapy Assistant at Madison school. My last day at Madison will be the last day of the semester.

I want to take this time to thank you for the experience and opportunities that I have gained from Huron Schools. I am grateful for all the help along the way.

Thank you for everything.

Sincerely,

Regina Klabenes

12/19/23

Whitney Easton

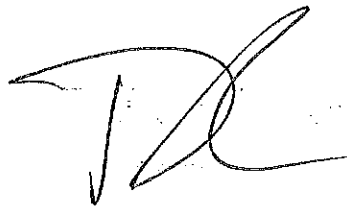
605-350-6096

Whitney.Easton@k12.sd.us

To whom it may concern:

Please accept this letter as my formal resignation from co-assistant dance coach to accept the Head Dance coach position. Thank you for the opportunity!

Regards,
Whitney Easton

A handwritten signature in black ink, appearing to be 'WE' or 'Whitney Easton' in a stylized, cursive script.

12-19-23

4:43
◀ Outlook

■ LTE 73

← Alexis Harmdierks- Sped pa...

Alexis Harmdierks- Sped para Buchanan K-1
December 15th, 2023

I, Alexis Harmdierks have decided to resign from my position with the Huron School District. My last day of work will be the 22nd of December 2023. I want to thank you for the opportunity to work for this district. It is time to make a change that will benefit my family. I have enjoyed working with everyone at Buchanan. It was a pleasure to work with the Huron School District.

Sincerely,
Alexis Harmdierks

Dr. Steinhoff and School Board,

Please accept this as my intent to retire at the conclusion of the 2023-2024 School Year. When I sit down and look back at my career, I can hardly believe I have been in Huron for 28 years. The time has flown by.

I am grateful for the opportunity I had in teaching the Agriculture Students at HHS. I hope that I have helped some of them to achieve their goals and dreams.

I want to thank all of the Administration that I have had the pleasure of working for over these 28 years. I also want to thank the teachers that I have worked along side through out the years.

Sincerely,

**Mike Postma
HHS Ag. Education Teacher/FFA Advisor**

December 29, 2023

To: Amanda Reilly or who it may concern,

Please accept this as my letter of resignation effective Jan. 31, 2024.

Thank you for the opportunity to work for Food Service and especially
Buchanan K-1 Center with all the littles.

With kind regards,

Rose Noack

COMBINED ELECTION AGREEMENT

This agreement is entered into between the City of Huron and Huron School District 2-2; both political subdivisions of the State of South Dakota, for the purpose of conducting a combined election as provided under the provisions of SDCL 9-13-37, 13-7-10.3 and 12-2-5.

EFFECTIVE DATE: This agreement shall become effective on the date that all parties have signed the agreement.

PURPOSE: It is the purpose of this agreement for the parties to conduct their individually required elections in one combined election. The combined election will be held on April 9, 2024 which is the date of the regular city/school election. Elections are being combined to save tax dollars on the cost of individually conducted elections and to encourage a better voter turnout for all entities.

COST SHARING: The parties to this agreement shall share the costs of the combined election as set forth herein.

Each Governmental entity shall publish its own required notices, except where they may by law be jointly published. The cost of jointly published notices shall be shared proportionately by ballot issue and/or candidate.

Salaries and expenses of election boards within the city shall be shared equally by the parties. If any of the parties of this agreement are not required to have an election, only those costs of the joint action, if any, to the point of withdrawal will be shared. The remainder of the election costs will be borne by the remaining party conducting the election.

The cost of all jointly used materials (ballots, poll books, etc.) will be shared equally. Each entity will pay the cost of its individually used materials and supplies.

Data processing costs (setup, test run, ballot count) incurred shall be shared proportionately by ballot issue and/or candidate.

BALLOTS AND ABSENTEE BALLOTS: It is agreed that there will be one ballot used for the combined election. Absentee ballots shall be available at the city office or the office of the school district. Protective measures will be taken so no voter can vote absentee more than once.

CANVASSING THE VOTE: It is agreed that the City of Huron and the Huron School District shall each canvass the ballots according to the governing laws of each party.

The City Finance Director and the School Business Manager are directed to cooperate in any manner that will accomplish the purpose and intent of this agreement in order to facilitate this combined election in the most efficient and economical manner.

CITY OF HURON

HURON SCHOOL DISTRICT 2-2

Gary Harrington, Mayor

Garret Bischoff, School Board President

Date

Date

ATTEST:

Paullyn Carey, Finance Director

Kelly Christopherson, Business Manager

Date

Date



SCHOOL DISTRICT

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

INTENT TO APPLY FOR GRANT FUNDING

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

Date: 12/20/23 Contact Person: Jolene Konechne

Group Applying: Preschool Partnership Program

Name of Grant/Award: WINGS Foundation

Name of Funder: WINGS Contact Person: Dawn Mutchelknaus

Amount to be Requested: \$4,000 Funder's Submission Due Date: March 15, 2024

Project Focus: Tuition assistance for preschool-aged children who have been identified through HeadStart, HSD, or DSS.

How awarded amount received? xx Full amount up front Reimbursement

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

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

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

Please note:

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

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

Signature: Jolene Konechne 12/20/2023
Building/Department Administrator Date

Signature: Linda J Pietz 12/21/23
Linda J Pietz, Director of Curriculum, Instruction & Assessment Date

Signature: Kelly Christopherson 12-21-23
Kelly Christopherson, Business Manager Date

Presented to School Board:

TIGER STADIUM ADVERTISING AGREEMENT RENEWAL

This advertising agreement renewal is made and entered into this 14 day of December, 2022~~3~~, by and among CARR CHIROPRACTIC CLINIC ("Advertiser"), and HURON SCHOOL DISTRICT 2-2, ("Owner").

WHEREAS, Advertiser and Owner have entered into the Advertising Agreement for Tiger Stadium dated May 21, 2010 (as amended, the "Advertising Agreement") (a copy of the "Advertising Agreement" is attached); and

WHEREAS, the parties desire to extend and modify the Advertising Agreement as set forth herein.

Now, therefore, for good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the parties agree as follows:

1. Renewal/Extension of Term. Effective as of the date hereof, the Term set forth in the Advertising Agreement shall be extended to run for 1 (one) year from and after January 1, 2024, and ending on December 31, 2024 Or December 31, 2025.
2. Advertising Fees. Effective as of the date hereof, the Advertising Fees for such extended term shall be \$1,500 (one thousand five hundred dollars), payable in advance in accordance with the attached Payment Schedule.
3. Ratification. Except as expressly modified hereby, the remaining terms and conditions of the Advertising Agreement are hereby ratified and confirmed, and shall remain in full force and effect.

Advertiser Initial MC

Owner Initial _____

PAYMENT SCHEDULE

Agreement year 2024-2025: For services rendered January 1, 2024 to December 31, 2024.

Agreement year 2025-2026: For services rendered January 1, 2025 to December 31, 2025.

Please Select Renewal Option:

_____Renewing Tiger Stadium Only for 2024 for \$1,500

_____Renewing Tiger Stadium & Huron Arena for 2024 for \$2,250 (Huron Arena) and \$1,350 (Tiger Stadium)

~~_____~~Renewing Tiger Stadium for 2024 and 2025 for \$2,125 per year (Huron Arena) and \$1,275 per year (Tiger Stadium)

Tiger Stadium Payment Schedule for 2024

Payment #1. _____ Payment Due on or Before _____

Payment #2. _____ Payment Due on or Before _____

Payment #3. _____ Payment Due on or Before _____

Payment #4. _____ Payment Due on or Before _____

Tiger Stadium Payment Schedule for 2025

Payment #1. _____ Payment Due on or Before _____

Payment #2. _____ Payment Due on or Before _____

Payment #3. _____ Payment Due on or Before _____

Payment #4. _____ Payment Due on or Before _____

**ADVERTISER ACKNOWLEDGES AND WILL ABIDE BY THE
PAYMENT SCHEDULE.**

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed by their duly authorized representatives on the date first above written.

Advertiser Initial *AK*

Owner Initial _____

ADVERTISER: Carr Chiropractic Clinic

By Kathryn Carr
[authorized signature only]

Kathryn Carr
[print or type name clearly]

Title Admin

Dated 12/20/23

Address: 2065 Campbell dr.

City, State, Zip: Huron MI 49350

Phone: 605-352-5244

Fax: 605-352-9776

Email Address: _____

OWNER: Huron School District 2-2

By _____
Huron Board of Education

Board Approved _____

HURON SCHOOL DISTRICT
Huron, South Dakota
BUSINESS MANAGER'S CONTRACT

THIS AGREEMENT made and entered into this **8th day of January 2024**, by and between the **Huron School District #2-2**, hereinafter referred to as District, and **Kelly Christopherson**, hereinafter referred to as Business Manager.

1) **Term.**

The District hereby employs Business Manager, and Business Manager hereby accepts such employment to undertake and fulfill the duties and obligations of Business Manager of the Huron School District for a term of two (2) years commencing on July 1, 2024 and continuing until June 30, 2026.

2) **Certification.**

Business Manager shall provide appropriate credentials – preferably C.P.A.

3) **Duties.**

Business Manager shall be responsible for all matters outlined in his job description.

4) **Outside Activities.**

Business Manager may serve as a consultant to other districts or educational agencies, lecture, engage in writing activities and speaking engagements, and engage in other activities which are of a short-term duration at his discretion. Business Manager may, at his option, continue to draw a salary while engaged in outside activities as described above. In such cases, honoraria paid to Business Manager in connection with these activities shall be transferred to the District. If Business Manager chooses to use vacation leave to perform outside activities, he shall retain any honoraria paid. In no case will the District be responsible for any expenses attendant to the performance of such outside activities.

5) **Compensation.**

District shall pay Business Manager at an annual base salary rate of **\$153,898 for the 2023-24 year. The salary for 2024-25 will be determined as early as December 31, of 2023, and as late as April 1, 2024. In no event shall the salary be less than that paid for the previous year.** Said compensation shall be paid to Business Manager in installments of 1/12 of the annual salary on the 20th of each month for services rendered during the current month.

6) **Professional Liability.**

The District agrees that it shall defend, hold harmless, and indemnify Business Manager from any and all demands, claims, suits, actions, and legal proceedings brought against the Business Manager in his individual capacity, or in the capacity as agent and employee of the District, provided the incident arose while Business Manager was acting within the scope of employment and excluding criminal litigation, and as such, liability coverage is within the authority of the school board to provide under state law. Except that, in no case, will individual board members be considered personally liable for indemnifying the Business Manager against such demands, claims, suits, actions, and legal proceedings.

If, in the good faith opinion of Business Manager, conflict exists as regards the defense to such claim between the legal position of the Business Manager and the legal position of the District, the Business Manager may engage counsel in which event the District shall indemnify the Business Manager for the cost of legal defense as permitted by state law. The District shall not, however, be required to pay any costs of any legal proceedings in the event the District and the Business Manager have adverse interests in such litigation.

7) **Evaluation.**

The Superintendent of Schools shall evaluate and assess, in writing, the performance of Business Manager as is stated in Board Policy. In the event that the Superintendent determines that the performance of the Business Manager is unsatisfactory, in any respect, it shall describe, in writing, in reasonable detail, specific instances of unsatisfactory performance. The evaluation shall include recommendations as to areas of improvement in all instances where the Superintendent deems performance to be unsatisfactory. A copy of the written evaluation shall be delivered to the Business Manager. Business Manager shall have the right to make a written reaction or response to the evaluation. This response shall become a permanent attachment to the Business Manager's personnel file.

8) **Vacation and Other Benefits.**

Business Manager shall receive twenty-two (22) days of vacation annually for 2024-25, and twenty-five (25) days of vacation for 2025-26, exclusive of legal holidays and shall be entitled to sixteen (16) days of sick leave annually as set out in Board policy. Vacation shall be taken subject to the approval of the Superintendent and within 12 months of the year in which it is earned and shall not be cumulative. **Vacation earned within the previous school year or current school year will be paid out as a severance at the end of employment, as per policy for all 12-month employees.** Earned sick leave shall be cumulative to a maximum of one hundred-fifty (150) days or as otherwise provided by Board Policy. **Cumulative sick leave and pay-out will follow administrative policy.**

9) **Expenses.**

The District shall pay or reimburse Business Manager for all reasonable expenses incurred by Business Manager in the continuing performance of his duties under this employment agreement. However, notwithstanding the foregoing, any claimed expenses in excess of **seven hundred-fifty dollars (\$750)** shall be approved by the Superintendent before being incurred by Business Manager.

10) **Hospitalization.**

The District shall pay the cost – less 10% of single premium per month - of family hospitalization and major medical insurance for the Business Manager during the term of this agreement in accordance with the basic insurance coverage provided to certificated members of the professional staff. No additional compensation shall be provided in lieu of family hospitalization and major medical insurance for members of his immediate family during the term of this agreement.

11) **Termination of Employment Contract.**

This employment contract may be terminated by:

- a) Mutual written agreement of the parties,
- b) Resignation of the Business Manager,
- c) Disability of the Business Manager.

In the event of disability by illness or incapacity, after the Business Manager's sick leave has been exhausted, the compensation shall be reinstated after Business Manager has returned to employment and undertaken the full discharge of his duties. The District may terminate this contract by written notice at any time after the Business Manager has exhausted any accumulated sick leave and such other leave as may be available and has been absent from his employment for whatever cause for an additional continuous period of thirty days. All obligations of the District shall cease upon such termination. If a question exists concerning the capacity of Business Manager to return to his duties, the District may require the Business Manager to submit to a medical examination, to be performed by a licensed physician (M.D. or D.O.). The District and the Business Manager shall mutually agree upon the physician who shall conduct the examination. The examination shall be done at the expense of the District. The physician shall limit his report to

the issue of whether the Business Manager has a continuing disability which prohibits him from performing the duties of a Business Manager.

12) **Discharge for Cause.**

Discharge for cause shall constitute conduct which is seriously prejudicial to the District, including, but not limited to, neglect of duty or breach of contract. Notice of recommendation from Superintendent to discharge for cause shall be given in writing and the Business Manager shall be entitled to appear before the Board to discuss such causes. If Business Manager chooses to be accompanied by legal counsel at such meeting, he shall bear any costs therein involved. Such meeting shall be conducted in closed, executive session unless specifically prohibited by state law. Business Manager shall be provided a written decision describing the results of the meeting.

13) **Retention Stipend.**

The Business Manager is entitled to 80% of his (2024-25) Contract as an earned retention bonus at the completion of that contract. This amount will be provided to the Business Manager if he formally resigns prior to December 31, 2024. The Business Manager is entitled to 80% of his (2025-26) Contract as an earned retention bonus at the completion of that contract year. This amount will be provided to the Business Manager if he formally resigns prior to December 31, 2025. The retention bonus will be provided to his beneficiaries if he dies in office any time he is serving the district – through the end of this two-year contract.

Liquidated Damages –

- The retention stipend will be reduced to 75% if notification is received during January of any year; to 73% if notification is received during February of any year; to 70% if notification is received between March 1 and March 15 of any year; and to 65% if notification is received after March 15 of any year.
- The retention stipend will be reduced to 65% regardless of the time frame if the Business Manager accepts a public school Business Manager position in another district prior to completion of this two-year contract or if the Business Manager does not complete any full year of employment due to taking another position or assignment.
- The retention stipend will be null and void if the Business Manager does not complete the full term for any contract year without any of the aforementioned reasons.

Exception – There will be no liquidated damages if the late retirement or incomplete contract year is due to the Business Manager being unable to complete his last full year of employment due to serious health/medical problems or disability. The Business Manager would receive the full retention stipend.

(14) **Savings Clause.**

If, during the term of this contract, it is found that a specific clause of the contract is illegal in federal or state law, the remainder of the contract not affected by such a ruling, shall remain in force. Any item regarding employment of Business Manager not specifically addressed in this contract will be subject to general administrative guidelines as per Board Policy.

IN WITNESS WHEREOF, DISTRICT has caused this employment contract to be approved in its behalf by a duly authorized officer and the **BUSINESS MANAGER** has approved this employment contract effective on the day and year above specified.

Business Manager

President of the Board

Date

Business Manager

WITNESS: _____

HURON SCHOOL DISTRICT
Huron, South Dakota
SUPERINTENDENT'S CONTRACT

THIS AGREEMENT made and entered into this 8th day of January 2024, by and between the **Huron School District #2-2**, hereinafter referred to as District, and **Kraig Steinhoff**, hereinafter referred to as Superintendent.

- 1) **Term.**
The District hereby employs Superintendent, and Superintendent hereby accepts such employment to undertake and fulfill the duties and obligations of Superintendent of Schools of the Huron School District for a term of two (2) years commencing on July 1, 2024 and continuing until June 30, 2026.
- 2) **Certification.**
Superintendent shall hold a valid certificate issued by the State of South Dakota.
- 3) **Duties.**
Superintendent shall be responsible for all matters outlined in his job description.
- 4) **Outside Activities.**
Superintendent may serve as a consultant to other districts or educational agencies, lecture, engage in writing activities and speaking engagements, and engage in other activities which are of a short-term duration at his discretion. Superintendent may, at his option, continue to draw a salary while engaged in outside activities as described above. In such cases, honoraria paid to Superintendent in connection with these activities shall be transferred to the District. If Superintendent chooses to use vacation leave to perform outside activities, he shall retain any honoraria paid. In no case will the District be responsible for any expenses attendant to the performance of such outside activities.
- 5) **Compensation.**
District shall pay Superintendent at an annual base salary rate of **\$193,367 for the 2023-24 year. The salary for 2024-25 will be determined as early as December 31, 2023, and as late as April 1, 2024. In no event shall the 2024-25 salary be less than that paid for the 2023-24 year.** Said compensation shall be paid to Superintendent in installments of 1/12 of the annual salary on the 20th of each month for services rendered during the current month.
- 6) **Professional Liability.**
The District agrees that it shall defend, hold harmless, and indemnify Superintendent from any and all demands, claims, suits, actions, and legal proceedings brought against the superintendent in his individual capacity, or in the capacity as agent and employee of the District, provided the incident arose while Superintendent was acting within the scope of employment and excluding criminal litigation, and as such, liability coverage is within the authority of the school board to provide under state law. Except that, in no case, will individual board members be considered personally liable for indemnifying the superintendent against such demands, claims, suits, actions, and legal proceedings.
If, in the good faith opinion of Superintendent, conflict exists as regards the defense to such claim between the legal position of the superintendent and the legal position of the District, the superintendent may engage counsel in which event the District shall indemnify the superintendent for the cost of legal defense as permitted by state law. The District shall not, however, be required to pay any costs of any legal proceedings in the event the District and the superintendent have adverse interests in such litigation.
- 7) **Evaluation.**
The Board shall evaluate and assess, in writing, the performance of Superintendent as is stated in Board Policy. In the event that the Board determines that the performance of the superintendent is

unsatisfactory, in any respect, it shall describe, in writing, in reasonable detail, specific instances of unsatisfactory performance. The evaluation shall include recommendations as to areas of improvement in all instances where the Board deems performance to be unsatisfactory. A copy of the written evaluation shall be delivered to the superintendent. Superintendent shall have the right to make a written reaction or response to the evaluation. This response shall become a permanent attachment to the superintendent's personnel file. Within 30 days of the delivery of the written evaluation to the superintendent, the Board shall meet to discuss the evaluation.

8) **Vacation and Other Benefits.**

Superintendent shall receive **twenty (20)** days of vacation annually, exclusive of legal holidays and shall be entitled to **sixteen (16)** days of sick leave annually as set out in Board policy. Vacation shall be taken subject to the approval of the Board and within 12 months of the year in which it is earned and shall not be cumulative. **Vacation earned within the previous school year or current school year will be paid out as a severance at the end of employment, as per policy for all 12-month employees.** Earned sick leave shall be cumulative to a maximum of **one hundred-fifty (150)** days or as otherwise provided by Board Policy. **Cumulative sick leave and pay-out will follow administrative policy.**

9) **Expenses.**

The District shall pay or reimburse Superintendent for all reasonable expenses incurred by Superintendent in the continuing performance of his duties under this employment agreement. However, notwithstanding the foregoing, any claimed expenses in excess of **seven hundred-fifty dollars (\$750)** shall be approved by the board before being incurred by Superintendent.

10) **Hospitalization.**

The District shall pay the cost – less 10% of single premium per month - of "family" "two-party" or "single" hospitalization and major medical insurance for the Superintendent during the term of this agreement in accordance with the basic insurance coverage provided to certificated members of the professional staff. No additional compensation shall be provided in lieu of family hospitalization and major medical insurance for members of his immediate family during the term of this agreement. If the need arises for hospitalization and major medical insurance for members of his immediate family not covered by hospitalization or major medical insurance, that hospitalization and major medical insurance shall be implemented at District expense.

11) **Termination of Employment Contract.**

This employment contract may be terminated by:

- a) Mutual written agreement of the parties,
- b) Resignation of the superintendent,
- c) Disability of the superintendent.

In the event of disability by illness or incapacity, after the superintendent's sick leave has been exhausted, the compensation shall be reinstated after Superintendent has returned to employment and undertaken the full discharge of his duties. The District may terminate this contract by written notice at any time after the superintendent has exhausted any accumulated sick leave and such other leave as may be available and has been absent from his employment for whatever cause for an additional continuous period of thirty days. All obligations of the District shall cease upon such termination. If a question exists concerning the capacity of Superintendent to return to his duties, the District may require the superintendent to submit to a medical examination, to be performed by a licensed physician (M.D. or D.O.). The District and the superintendent shall mutually agree upon the physician who shall conduct the examination. The examination shall be done at the expense of the District. The physician shall limit his report to the issue of whether the superintendent has a continuing disability which prohibits him from performing the duties of a superintendent.

12) **Discharge for Cause.**

Discharge for cause shall constitute conduct which is seriously prejudicial to the District, including, but not limited to, neglect of duty or breach of contract. Notice of discharge for cause shall be given in writing and the superintendent shall be entitled to appear before the Board to discuss such causes. If Superintendent chooses to be accompanied by legal counsel at such meeting, he shall bear any costs therein involved. Such meeting shall be conducted in closed, executive session unless specifically prohibited by state law. Superintendent shall be provided a written decision describing the results of the meeting.

13) **Retention Stipend.**

If employed for 15 or more consecutive years and reaching the minimum of 60 years of age, the superintendent is entitled to 80% of the final contract as an earned retention bonus. This amount will be provided to the superintendent if he formally resigns prior to December 31 of any year of the contract following 15 consecutive years of service. The maximum amount of the retention stipend is 80% of the contract during the year he/she turns 64. That amount becomes fixed as a retention bonus in any year the superintendent gives notice of intended resignation prior to December 31. The bonus will be provided to his beneficiaries if he dies in office any time he is serving the district during or after the 15th consecutive year of service.

Liquidated Damages –

- The retention stipend will be reduced to 75% if notification is received during January of any year; to 73% if notification is received during February of any year; to 70% if notification is received between March 1 and March 15 of any year; and to 65% if notification is received after March 15 of any year following 15 consecutive years of service to the district.
- The retention stipend following 15 consecutive years of service will be reduced to 65% regardless of the time frame if the superintendent does not complete any full year of employment due to taking another position or assignment.
- The retention stipend after 15 consecutive years of service will be null and void if the superintendent does not complete the full term for any contract year without any of the aforementioned reasons.

Exception – Following 15 years of consecutive service there will be no liquidated damages if the late retirement or incomplete contract year is due to the superintendent being unable to complete his last full year of employment due to serious health/medical problems or disability. The superintendent would receive the full retention stipend.

(14) **Savings Clause.**

If, during the term of this contract, it is found that a specific clause of the contract is illegal in federal or state law, the remainder of the contract not affected by such a ruling, shall remain in force.

Any item regarding employment of Superintendent not specifically addressed in this contract will be subject to general administrative guidelines as per Board Policy.

IN WITNESS WHEREOF, DISTRICT has caused this employment contract to be approved in its behalf by a duly authorized officer and the **SUPERINTENDENT** has approved this employment contract effective on the day and year above specified.

Superintendent

President of the Board

Date

Business Manager

WITNESS: _____

GOVERNING BOARD ANNUAL REVIEW QUESTIONNAIRE

Tax-Exempt Bond Post-Issuance Compliance-General

- 1) Do we have written procedures or guidelines to ensure that the governmental bond financing in which we either as issuer or user of the proceeds remains in compliance with federal tax requirements after the bonds are issued?

Yes ☒ No ☐

- 2) Do we track the proper and timely use of bond proceeds and bond-financed property?

Yes ☒ No ☐

If the answer is No, briefly describe who tracks bond proceeds and the bond financed property.

- 3) Who is primarily responsible for post-issuance compliance?

	Name & Title and responsibility
<input type="checkbox"/> Board Member	
<input type="checkbox"/> Management	
<input checked="" type="checkbox"/> Official	Kelly Christopherson, Business Manager
<input type="checkbox"/> Staff	
<input type="checkbox"/> Other	
<input type="checkbox"/> None	

- 4) Who is secondarily responsible for monitoring post-issuance compliance of bond financings?

	Name & Title and responsibility
<input type="checkbox"/> Board Member	

<input type="checkbox"/> Management	
<input checked="" type="checkbox"/> Official	<i>Kraig Steinhoff</i> Superintendent
<input type="checkbox"/> Staff	
<input type="checkbox"/> Other	
<input type="checkbox"/> None	

If the answer is none, we need to assign duties immediately.

5) Who is responsible for filing 8038G, 8038T or any other required filing?

	Name & Title and responsibility
<input type="checkbox"/> Board Member	
<input type="checkbox"/> Management	
<input checked="" type="checkbox"/> Official	Kelly Christopherson, Business Manager
<input type="checkbox"/> Staff	
<input type="checkbox"/> Other	
<input type="checkbox"/> None	

If the answer is none, we need to assign duties immediately.

6) Do we provide training or educational resources to personnel that are responsible for ensuring compliance with the post-issuance private use limitations for bond-refinanced property?

Yes ☒ No ☐

7) Do we know about the following options for voluntarily correcting failures to comply with post-issuance compliance requirements?

Yes ☒ No ☐

8) Do we understand remedial actions described under section 1.141-12 of the income tax regulations?

Yes ☒ No ☐

9) Do we know what a closing agreement under Tax-Exempt Bonds Voluntary Closing Agreement Program described into Notice 2001-60?

Yes ☒ No ☐

GENERAL RECORDKEEPING

10) Do we retain records pertaining to our tax-exempt bonds must be retained for the life of the bond plus three years.

Yes ☒ No ☐

Do we have a record of the location of our repository?

Yes ☒ No ☐

11) What medium or mediums do we use to maintain our bond records?

Paper ☒

Electronic media (CD, disks, tapes) ☐

Both paper and electronic ☐

12) Is there any correspondence between our organization and the Internal Revenue Service related to a significant change in our activities?

Yes ☐ No ☒

13) Do we maintain the following records?

a. Organizing documents (articles of incorporation, bylaws and amendments)?

Yes ☒ No ☐

b. Audited financial statements?

Yes ☒ No ☐

c. Bond transcripts, Official Statements and other offering documents of our bond financings?

Yes ☒ No ☐

d. Minutes and resolutions authorizing the issuance of our bond financings?

Yes ☒ No ☐

e. Certifications of the issue price of our bond financings?

Yes ☒ No ☐

f. Any former elections for bond financings (e.g., election to employ an accounting methodology other than specific tracing)?

Yes ☒ No ☐

g. Appraisals, demand surveys, or feasibility studies for bond-financed property?

Yes ☒ No ☐

☐

h. Documents related to government grants associated with construction, renovation or purchase of bond-financed facilities?

Yes ☒ No ☐

i. Publications, brochures, and newspaper articles for our bond financings?

Yes ☒ No ☐

j. Trustee statements for our bond financings?

Yes ☒ No ☐

k. Correspondence (letters, e-mails, faxes, etc.) for our bond financings?

Yes ☒ No ☐

l. Reports of any prior IRS examinations of our organization or bond financings?

Yes ☒ No ☐

INVESTMENTS AND ARBITRAGE COMPLIANCE

14) Do we maintain documentation of allocations of investments and investment earnings to our bond financing?

Yes ☒ No ☐

15) Do we maintain documentation for investments of our bond financing proceeds related to:

a. Investment contracts (e.g., guaranteed investment contracts)?

Yes ☒ No ☐

b. Credit enhancement transactions (e.g., bond insurance contracts)?

Yes ☒ No ☐

c. Financial derivatives (swaps, caps, etc.)?

Yes ☒ No ☐

d. Bidding of financial products?

Yes ☒ No ☐

16) Do we maintain copies of the following arbitrage-related documents for our bond financings:

a. Computations of bond yield?

Yes ☒ No ☐

b. Computation of rebate and yield reduction payments?

Yes ☒ No ☐

c. Form 8038-T, Arbitrage Rebate, Yield Reduction and Penalty in Lieu of Arbitrage Rebate?

Yes ☒ No ☐

d. Form 8038-R, Request for Recovery of Overpayments Under Arbitrage Rebate Provisions?

Yes ☒ No ☐

17) Do we have procedures or guidelines for monitoring instances where compliance with applicable yield restrictions requirements depends on subsequent reinvestment of bond proceeds in lower yielding investments?

Yes ☒ No ☐

18) Do we have specific procedures or guidelines for monitoring bond financings that we expect will comply with the arbitrage rules as a result of the application of a temporary period

exception (section 148 (c) and section 1.148-2(e)) or a spending exception (section 148(f)(4) and section 1.148-7 (c), (d), and (e))?

Yes ☒ No ☐

EXPENDITURES AND ASSETS

19) Do we maintain documentation of allocations of bond-financing proceeds to expenditures (e.g., allocation of bond proceeds to expenditures for the construction, renovation or purchase of facilities we own and use in the performance of our exempt purpose)?

Yes ☒ No ☐

20) Do we maintain documentation of allocations of bond-financing proceeds to bond issuance costs?

Yes ☒ No ☐

21) Do we maintain copies of requisitions, draw schedules, draw requests, invoices, bills and cancelled checks related to bond proceeds spent during the construction period?

Yes ☒ No ☐

22) Do we maintain copies of all contracts entered into for the construction, renovation or purchase of bond-financed facilities?

Yes ☒ No ☐

23) Do we maintain records of expenditure reimbursements incurred prior to issuing bonds for facilities financed with bond proceeds?

Yes ☒ No ☐

24) Do we maintain a list or schedule of all bond-financed facilities or equipment?

Yes ☒ No ☐

25) Do we maintain depreciation schedules for bond-financed depreciable property?

Yes ☒ No ☐

26) Do we maintain documentation that tracks our purchase and sale of bond-financed assets?

Yes ☒ No ☐

PRIVATE BUSINESS USE

27) Do we maintain records of all unrelated trade or business activities allocated to our bond-financed facilities?

Yes ☒ No ☐

28) Do we maintain records of trade or business activities by third parties that we allocate to our bond-financed facilities

Yes ☒ No ☐

29) Have we entered into any of the following arrangements for bond-financed property:

- Management and other service agreements? Yes ☐ No ☒
- Research contracts? Yes ☐ No ☒
- Naming rights contracts? Yes ☐ No ☒
- Ownership? Yes ☐ No ☒
- Leases? Yes ☐ No ☒
- Subleases? Yes ☐ No ☒
- Leasehold improvements contracts? Yes ☐ No ☒
- Joint venture arrangements? Yes ☐ No ☒
- Limited liability corporation arrangements? Yes ☐ No ☒
- Partnership arrangements? Yes ☐ No ☒

30) Do we maintain copies of the following agreements when entered into with respect to our bond-financed property:

- Management and other service agreements? Yes ☒ No ☐
- Research contracts? Yes ☒ No ☐
- Naming rights contracts? Yes ☒ No ☐
- Ownership? Yes ☒ No ☐
- Leases? Yes ☒ No ☐
- Subleases? Yes ☒ No ☐
- Leasehold improvements contracts? Yes ☒ No ☐

• Joint venture arrangements?

Yes ☒ No ☐

• Limited liability corporation
arrangements?

Yes ☒ No ☐

• Partnership arrangements?

Yes ☒ No ☐

This questionnaire was reviewed and answered by the Board at its meeting on

January 8, 2024

Chairman

GOVERNING BOARD ANNUAL REVIEW QUESTIONNAIRE

Tax-advantaged Bond Post-Issuance Compliance-General

- 1) Do we have written procedures or guidelines to ensure that the governmental bond financing in which we either as issuer or user of the proceeds remains in compliance with federal tax requirements after the bonds are issued?

Yes ☒ No ☐

- 2) Do we track the proper and timely use of bond proceeds and bond-financed property?

Yes ☒ No ☐

If the answer is No, briefly describe who tracks bond proceeds and the bond financed property.

- 3) Who is primarily responsible for post-issuance compliance?

	Name & Title and responsibility
<input type="checkbox"/> Board Member	
<input type="checkbox"/> Management	
<input checked="" type="checkbox"/> Official	Kelly Christopherson, Business Manager
<input type="checkbox"/> Staff	
<input type="checkbox"/> Other	
<input type="checkbox"/> None	

- 4) Who is secondarily responsible for monitoring post-issuance compliance of bond financings?

	Name & Title and responsibility
<input type="checkbox"/> Board Member	
<input type="checkbox"/> Management	
<input checked="" type="checkbox"/> Official	Kraig Steinhoff, Superintendent
<input type="checkbox"/> Staff	
<input type="checkbox"/> Other	
<input type="checkbox"/> None	

If the answer is none, we need to assign duties immediately.

- 5) Who is responsible for filing 8038B, 8038T or any other required filing?

	Name & Title and responsibility
<input type="checkbox"/> Board Member	
<input type="checkbox"/> Management	
<input checked="" type="checkbox"/> Official	Kelly Christopherson, Business Manager
<input type="checkbox"/> Staff	
<input type="checkbox"/> Other	
<input type="checkbox"/> None	

If the answer is none, we need to assign duties immediately.

- 6) Do we provide training or educational resources to personnel that are responsible for ensuring compliance with the post-issuance private use limitations for bond-refinanced property?

Yes ☒ No ☐

- 7) Do we know about the following options for voluntarily correcting failures to comply with post-issuance compliance requirements?

Yes ☒ No ☐

- 8) Do we understand remedial actions described under section 1.141-12 of the income tax regulations?

Yes ☒ No ☐

- 9) Do we know what a closing agreement under Bonds Voluntary Closing Agreement Program described into Notice 2008-31?

Yes ☒ No ☐

GENERAL RECORDKEEPING

- 10) Do we retain records pertaining to our tax-advantaged bonds must be retained for the life of the bond plus three years.

Yes ☒ No ☐

Do we have a record of the location of our repository?

Yes ☒ No ☐

- 11) What medium or mediums do we use to maintain our bond records?

Paper ☒

Electronic media (CD, disks, tapes) ☐

Both paper and electronic ☐

- 12) Is there any correspondence between our organization and the Internal Revenue Service related to a significant change in our activities?

Yes ☐ No ☒

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Yes ☒ No ☐

☐

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Yes ☒ No ☐

c. Bond transcripts, Official Statements and other offering documents of our bond financings?

Yes ☒ No ☐

d. Minutes and resolutions authorizing the issuance of our bond financings?

Yes ☒ No ☐

☐

e. Certifications of the issue price of our bond financings?

Yes ☒ No ☐

~~f. Any former elections for bond financings (e.g., election to employ an accounting methodology other than specific tracing)?~~

Yes ☒ No ☐

g. Appraisals, demand surveys, or feasibility studies for bond-financed property?

Yes ☒

No ☐

h. Documents related to government grants associated with construction, renovation or purchase of bond-financed facilities?

Yes ☒ No ☐

i. Publications, brochures, and newspaper articles for our bond financings?

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Yes ☒ No ☐

l. Reports of any prior IRS examinations of our organization or bond financings?

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Yes ☒ No ☐

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Yes ☒ No ☐

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Yes ☒ No ☐

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a. Computations of bond yield?

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b. Computation of rebate and yield reduction payments?

Yes ☒ No ☐

c. Form 8038-T, Arbitrage Rebate, Yield Reduction and Penalty in Lieu of Arbitrage Rebate?

Yes ☒ No ☐

d. Form 8038-R, Request for Recovery of Overpayments Under Arbitrage Rebate Provisions?

Yes ☒ No ☐

17) Do we have procedures or guidelines for monitoring instances where compliance with applicable yield restrictions requirements depends on subsequent reinvestment of bond proceeds in your yielding investments?

Yes ☒ No ☐

18) Do we have specific procedures or guidelines for monitoring bond financings that we expect will comply with the arbitrage rules as a result of the application of a temporary period exception (section 148 (c) and section 1.148-2(e)) or a spending exception (section 148(f)(4) and section 1.148-7 (c), (d), and (e))?

Yes ☒ No ☐

EXPENDITURES AND ASSETS

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Yes ☒ No ☐

20) Do we maintain documentation of allocations of bond-financing proceeds to bond issuance costs?

Yes ☒ No ☐

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Yes ☒ No ☐
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Yes ☒ No ☐

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Yes ☒ No ☐

PRIVATE BUSINESS USE

27) Do we maintain records of all unrelated trade or business activities allocated to our bond-financed facilities?

Yes ☒ No ☐

28) Do we maintain records of trade or business activities by third parties that we allocate to our bond-financed facilities

Yes ☒ No ☐

29) Have we entered into any of the following arrangements for bond-financed property:

• Management and other service agreements?

Yes ☐ No ☒

• Research contracts?

Yes ☐ No ☒

• Naming rights contracts?

Yes ☐ No ☒

• Ownership?

Yes ☐ No ☒

• Leases?

Yes ☐ No ☒

• Subleases?

Yes ☐ No ☒

• Leasehold improvements contracts?

Yes ☐ No ☒

• Joint venture arrangements?

Yes ☐ No ☒

• Limited liability corporation arrangements? Yes ☐ No ☒

• Partnership arrangements? Yes ☐ No ☒

30) Do we maintain copies of the following agreements when entered into with respect to our bond-financed property:

• Management and other service agreements? Yes ☒ No ☐

• Research contracts? Yes ☒ No ☐

• Naming rights contracts? Yes ☒ No ☐

• Ownership? Yes ☒ No ☐

• Leases? Yes ☒ No ☐

• Subleases? Yes ☒ No ☐

• Leasehold improvements contracts? Yes ☒ No ☐


• Joint venture arrangements? Yes ☒ No ☐

• Limited liability corporation arrangements? Yes ☒ No ☐

• Partnership arrangements? Yes ☒ No ☐

This questionnaire was reviewed and answered by the Board at its meeting on the
January 8, 2024.

President

	Huron School District #2-2	Code:
	Policies and Regulations	G CBD-2 Professional Staff Leaves/Absences (Sick Leave/Administrators)

Professional Staff Leaves/Absences **(Sick Leave/Administrators)**

- A. Administrators on a 260 day contract are allowed Sixteen (16) full days of sick leave each year for a cumulative to 150 days. Sick leave will accumulate at 1.33 days per month for a total of 16 days per year.
- B. Administrators on a 210 day contract are allowed twelve (12) full days of sick leave each year for a cumulative to 140 days. Sick leave will accumulate at 1 day per month for a total of 12 days per year.
- C. Contracted **administrators** with less than a full-time contract will earn sick leave on the same schedule as regular employees; however, sick leave will accumulate on the following basis:

75 to 100% contract	12 days accumulation per year
50 to 74% contract	8 days accumulation per year
49 to 0% contract	No accumulation
- D. Administrators may borrow sick leave from the normal yearly allowance. If the contract is terminated prior to the end of the year, the following procedure will prevail: all used, but non-accumulated, days will be deducted from the last pay check.
- E. Sick leave may be taken because of personal illness, injury, or on order of a physician to remain absent due to exposure to disease or to obtain the services of a medical professional that cannot be obtained during the non-school hours. After sick leave is exhausted, the board shall cease payment.
- F. If the disability or incapacity of the administrator to properly perform his/her duties should continue for ninety calendar days after he/she has exhausted all sick leave days, the board of education, at its option, may cancel and terminate this agreement and thereupon be released from all further obligations.
- G. After an absence from school due to sickness or illness, the administrator may be required to furnish proof of illness. This proof will be in the form of a doctor's certificate. The board of education, at its expense, may also request a physical examination of the administrator by a physician designated by the board. The decision of the school physician shall be final.
- H. Each administrator on a 260 day contract will be paid ~~\$60.00 (sixty dollars)~~ **.5 on day sub rate** per day for each day of earned accumulated sick leave that is eligible for carryover, a maximum of 150 days, when they end employment.
- I. Each administrator on a 210 day contract will be paid ~~\$60.00 (sixty dollars)~~ **.5 on day sub rate** per day for each day of earned accumulated sick leave that is eligible for carryover, a maximum of 140 days, when they end employment.
- J. Ending employment may be due to retirement or resignation. Accumulated sick leave will not be paid out if the administrator is terminated or if the administrator violates their contract. Contracted administrators with less than a full-time contract will be paid for each day on a percentage basis equal to the percent of their contract when they end employment.



Huron School District Academic Calendar 2024-2025 School Year

(PTC / OH / ER subject to change)

School Board Approved 02/13/2023

AUGUST 2024 (10)						
SUN	MON	TUES	WED	THUR	FRI	SAT
				1	2	3
4	+5++	+6	+7	+8	9	10
11	▲12▲▲	▲13	▲14	●15✓	16✓	17
18	19✓	20✓	21K	22	23	24
25	26	27	+28	▲29	▲30	31

+ New Teach Wkdays ++New teach lunch/sub in-service ▲Teach In-serve ▲▲ All Staff In-service 9:30-12:15 ● Aug 15 - 1st Day of School ✓ Kindergarten Screen K Aug 21 - Kindergarten 1st Day + Early Release # Elem Open House (K-1 4:00-5:00) (2-3 5:15-6:30) (4-5 6:45-8:00) *MS Open House 5-6:00

SEPTEMBER 2024 (20=30)						
SUN	MON	TUES	WED	THUR	FRI	SAT
1	▲2	3=	4	5	6	7
8	9	10	†6	7	8	9
15	16	12	13	14	15	16
22	23	19	20	21	22	23
29	30					

◆ State Fair (No School) Aug 30 thru Sep 2 = 1st Day of TAP × HS PT Conferences (5:30-8:30 pm) — Homecoming Parade † Early Release

OCTOBER 2024 (22=52)						
SUN	MON	TUES	WED	THUR	FRI	SAT
		1	†2	3	4	5
6	7	8	9	10	11	12
13	◆14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

◆ Native American Day † Early Release † 4-5 PT Conf (3:30-6:45) ** 2-3 PT Conf (3:30-6:45) ■ MS PT Conf (3:30 to 6:30)

NOVEMBER 2024 (17=69)						
SUN	MON	TUES	WED	THUR	FRI	SAT
					1	2
3	4	5	†6	7	8	9
10	◆11	12	13	14	15	16
17	18	19	20	23	24	25
24	25	26	◆27	◆28	◆29	30

† Early Release ◆ Vet Day ◆ Holiday Break × HS PT Conferences (5:30-8:30 pm) * K-1 PT Conf (3:30-6:45)

DECEMBER 2024 (15=84)						
SUN	MON	TUES	WED	THUR	FRI	SAT
1	2	3	4	5	6	7
8	9	10	†11	12	13	14
15	16	17	18	19	20	21
22	◆23	◆24	◆25	◆26	◆27	28
29	◆30	◆31				

† Early Release ◆ Holiday Break

ELEMENTARY/MIDDLE SCHOOL/HIGH SCHOOL

Quarter will end on date set at grade level.

End of 1st Semester - (84 days)

End of 2nd Semester - (90 days)

GRADUATION Sunday, May 18, 2025 2:00 p.m., Huron Arena

174	Student Contact Days
2	Conference Days
4	Teacher In-Service Days
.5	Teacher Check-out (1/2 day)
180.5	Total Teacher Days

JANUARY 2025 (20=104)						
SUN	MON	TUES	WED	THUR	FRI	SAT
			◆1	▲2	3	4
5	6	7	†8	9	10	11
12	13	14	15	16	17	18
19	◆20	21	22	23	24	25
26	27	28	29	30	31	

◆ New Year's Day Holiday ▲Teach In-serve † Early Release ◆ Martin Luther King Holiday × HS PT Conferences (5:30-8:30 pm)

FEBRUARY 2025 (18=122)						
SUN	MON	TUES	WED	THUR	FRI	SAT
						1
2	3	4	†5	6	7	8
9	10	11	12	13	14	15
16	◆17	18	19	20	21	22
23	24	25	26	27	28	

† Early Release ◆ Vacation ◆ Presidents' Day □ 4-5 PT Conf (3:30-6:45)

MARCH 2025 (19=141)						
SUN	MON	TUES	WED	THUR	FRI	SAT
						1
2	3	4	†5	6	7	8
9	10	11	12	13	◆14	15
16	17	18	19	20	◆21	22
23	24	25	26	27	28	29
30	31					

† Early Release ◆ Spring Break × HS PT Conferences (5:30-8:30 pm)

** 2-3 PT Conf (3:30-6:45) * K-1 PT Conf (3:30-6:45) ■ MS PT Conf (3:30 to 6:30)

APRIL 2025 (20=161)						
SUN	MON	TUES	WED	THUR	FRI	SAT
		1	†2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	◆18	19
20	◆21	22	23	24	25	26
27	28	29	30			

† Early Release ◆ Vacation

MAY 2025 (13=174)						
SUN	MON	TUES	WED	THUR	FRI	SAT
				1	2	3
4	5	6	†7	8	9	10
11	12	13	14	15	16	17
◆18	①19†	□20	21	22	23	24
25	◆26	27	28	29	30	31

† Early release ● Last day of classes ■ Baccalaureate = Last Day of TAP

◆ Graduation □ Teacher Checkout ◆ Memorial Day

Staff Development - Early Release Days

Aug 28 Sep 6 Oct 2 Nov 6 Dec 11

Jan 8 Feb 5 Mar 5 Apr 2 May 7

(Sep - Homecoming TBD, May 19 also Early Release)

MAKE-UP DAYS FOR SNOW

May 20, 21, 22, 23, 27, 28

CONFERENCES: (All to be determined by principals after calendar approved)

K & 1st Gr Center:

2nd & 3rd Gr Center:

4th & 5th Gr Center:

Middle School:

High School: Sep , Dec , Mar

I polled the large school superintendents regarding their first day of school next year. Below are the results.

ESD Schools

- Harrisburg 21 or 22
- Aberdeen 20
- Pierre 15 or 20
- Mitchell 15 or 19
- Brandon Valley 21
- Watertown 22
- Yankton 21
- Tea 19

Additional Large Schools

- Dakota Valley 19
- Sioux Falls 22
- Meade (Sturgis) 26
- Spearfish 29
- West Central 21
- Douglas 21