

August 6, 2012

Dear School Board members,

First of all, I wanted to tell you how effective and educational the presentations on bullying and gang activities were at our substitute in service meeting on August 2nd. The information was so impressive that I would like to have the police officers that spoke, to come to our neighborhood watch group and give it again to us. I am also going to encourage the City Council and Mayor to promote this information as a community safety awareness program.

I also appreciated the information in the letter the substitutes received last Saturday August 3, stating that you want us to have complete and accurate information, and that you value and appreciate us as substitutes. Because we also feel that having quality teaching in the classroom is important, we have been working these past weeks to have more representation for the substitutes during salary negotiations each year, and to have the substitutes included in the same pay rate plan as other employees in the district.

There were two pieces of information that were not accurate in the letter that was sent out on August 3, and we have every confidence that you will get the corrected material out to the substitutes in the same expedient manner that you have demonstrated thus far. The first error was the Harrisburg Sub. Pay rate. . I have enclosed the official pay rate from the Harrisburg district. (Item #1) This was the information that we distributed to the Substitutes on August 2nd. The second error was the spelling of my name Theresa Stehly. (Item #2)

I want to invite you to attend the city council meeting on Tuesday Aug. 7th at the Carnegie Town Hall. I will be speaking about the School Board and some issues that affect our community. All of our elected officials must always work to ensure that we foster a spirit of open, caring and transparent government. The Media also plays a very important part in ensuring the public that all activity that concerns our tax dollars and governmental policy is full of integrity and honesty.

Lastly I am requesting some information:

-Please send me an audio copy of the taped interview I had with Asst.Superintendent Sue Simons on Wed. August 1st.

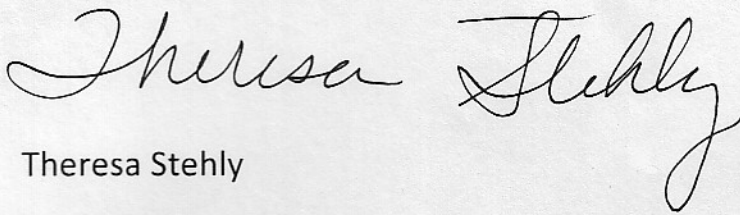
-Please send me a copy of your plan to pay for training for inexperienced non-teaching substitute candidates to become substitute teachers.

--Please send me verification about whether some retired teachers have been mandated in their retirement packages to do substitute teaching.

--Please send me the information about which School Board members will be up for re-election this spring.

--Please send me information on how much the School Board is paid, and how often you are paid.

Thank You for serving the public and working to do what is best for all of us.



Theresa Stehly

Cc: KSFY

KELO

KDLT

ARGUS LEADER

Southdacola.com



Instructional Planning Center

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Douglas C. Morrison, President
Julie A. Westra, Vice President
Kent Alberty, Member
Kate Parker, Member
Todd Thoelke, Member

Dr. Pamela J. Homan, Superintendent

MEMORANDUM

DATE: August 3, 2012

TO: Substitutes Attending August 2, 2012 Mandatory Training Session

FROM: Sue Simons, Asst. Superintendent HR/Legal Services *Sue Simons*

RE: Information

Thank you for attending the inservice on Thursday, August 2nd. I hope you found the presentations informative and helpful.

#2 The evening after the inservice, Keloland TV aired a story regarding substitutes. During this story Ms. Teresa Stehly is heard to state "they don't want you to have this" to an individual entering a District parking lot as she was handing that person a document. We believe that you have the right to know that was a false and misleading statement. The fact is that persons are not allowed to distribute information on school property unless they meet the requirements of District policies, including the District's distribution policy.

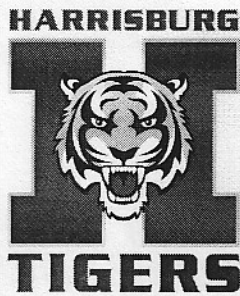
The District, in fact, does want our employees to have access to information and does its best to facilitate dissemination of information to you. In this case, the topic was substitute teacher salaries. Each year the District gathers data relating to substitute pay in neighboring South Dakota districts as well as Rapid City. Each year this information, such as what is summarized on the enclosed document, is reviewed during the budget process to determine whether or not to include a salary increase in the budget. This year (12-13), as every year, similar information will be reviewed at the time of the budget process which begins in early November.

#1 #2 Because we value and appreciate our substitute teachers, we wanted you to have complete and accurate information. Thank you for all you do for the District.

Sub Teacher pay by District:

School District	Noncertified	Certified	Long Term	Notes
Sioux Falls	90	90	132.50	\$25 bonus paid for each 5 days worked in a row
Baltic	80	90		+\$10/day if accumulate 10 days in Baltic School
Brandon Valley	85	85	95	Long-term after 15 consecutive days
Canton	95	95	105	After 10 days
Dell Rapids	90/95/100	90		\$90 1-10; \$95 11-30; \$100 31+ (non-consecutive)
Harrisburg	95	95	110	After 10 consecutive days
Lennox	90-100	100-110	90-100	Training required for these rates. 10/40/40+
Tea	75/85	100		+\$5 after 15 days; +\$10 after 30 days
Rapid City	65	80		

#1
Wrong
info.



HARRISBURG SCHOOL DISTRICT 41-2

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Jim Holbeck, Superintendent Extension 3002 jim.holbeck@k12.sd.us
 Jennifer Koehler, Business Manager Extension 3003 jennifer.koehler@k12.sd.us

The July 09, 2012 regular school board meeting was called to order at 7:19 p.m. by Superintendent Holbeck. Board members present were Jan Oleson, Josh Sisson, Juanita Schmunk, Marlon Jones, and Michelle Schirado.

July Mtg Action Items (B):

Board Member Salary	\$75.00
Custodian of Financial Accts	Jennifer Koehler
Users of Holbeck Facsimile	BO Assistant, Shawna VanVoorst & Jennifer Koehler
Users of Koehler Facsimile	BO Assistant & Shawna VanVoorst
Signatures-General Checks	Jennifer Koehler, Board Chairperson, & Jim Holbeck
Signatures-T&A Checks	Jennifer Koehler, BO Assistant, Shawna VanVoorst
Imprest Amount	\$10,000.00
# 1 Substitute Pay	\$100/day-first 10 nonconsecutive days; \$120/day after 10
Substitute Classified Pay	Grade A: \$9.50; B: \$10.35; C: \$10.75; D: \$11.00; E: \$11.25; Bus \$36/Rt
Summer Classified Work Pay	\$10.00, \$.50 for each subsequent year
Summer School/Dr Ed/Coach	\$19.00

Special Ed Summer Services Prorated Contract Amount

Reimbursement Rates for Meals:	
Student (state activities)	\$4, \$5, \$7
Adult (in state)	\$5, \$9, \$12
Adult (out of state)	\$8, \$11, \$17
Mileage	\$.45/mile

School Lunch Prices	Breakfast	1.25/1.75 (students/adults)
	Lunch K-5	2.40
	Lunch 6-8	2.60
	Lunch 9-12	2.85
	Lunch Adult	3.35
	Milk	.40;
	Seconds	1.10

Admission Prices	K-12 \$3.00;	Adult \$5.00
Activity Ticket Prices	Tiger Nation to continue to sell at the same rates.	

Action 05-13 Motion by Oleson seconded by Sisson to approve the above Action Items. Motion carried 5-0.