

**MINUTES OF SCHOOL BOARD MEETING**

**DECEMBER 1, 2016**

A SPECIAL MEETING OF THE SCHOOL BOARD OF SPEARFISH SCHOOL DISTRICT 40-2, LAWRENCE COUNTY, SOUTH DAKOTA, WAS HELD AT THE ADMINISTRATIVE OFFICE BUILDING ON THE 1st DAY OF DECEMBER, 2016. THE FOLLOWING MEMBERS WERE PRESENT: President Jeff Sleep, Vice President Amy Cermak, Nancy Hall, Mitch Hopewell and Mistie Caldwell. School administrators present were: Easton and Crosswait. Also in attendance were Lester Nies, Kris Hayes, Leesa Haugland, Kathy Ewing and Beth Bentley.

All motions were passed by unanimous vote unless stated otherwise.

President Sleep called the meeting to order at 5:00 p.m.

President Sleep led everyone in the Pledge of Allegiance.

Motion was made by Hall, seconded by Hopewell and carried to approve the agenda.

Motion was made by Hall, seconded by Caldwell and carried to approve a Memorandum of Understanding with Action for the Betterment of the Community. Abstained: Cermak

Motion was made by Cermak, seconded by Hopewell and carried to move into executive session. SDCL: 1-25-2(3) Consulting with legal counsel or reviewing communications with legal counsel about proposed or pending litigation or contractual matters. 5:05 p.m.

The Board came out of executive session, the regular meeting resumed. 6:15 p.m. The following discussion by the Board members involved the Voluntary Separation Incentive Policy No. 4450, and modifications to that policy that have received a first reading by the Board. The proposed modifications resulted from District policy committee meetings and their recommendation to the Board.

Board members Mistie Caldwell and Nancy Hall, who are on the policy committee, informed the other Board members of their policy committee meetings and group meetings they attended concerning the voluntary separation policy and the proposed changes. The proposed changes are due to the recent legislative activity and the lack of funding and eventual termination of the pension fund. They both thought there was good discussion and a nice cross section of individuals representing a variety of viewpoints concerning the process, student achievement, stability of the district and proceeding within the available resources.

All Board members agreed the decision was difficult and not without heartburn but thought the Board and policy committee followed protocol, considered ramifications for the entire school district but reached a consensus in the end.

Motion was made by Hopewell, seconded by Cermak and carried to adjourn the meeting. 6:35 p.m.

Jeff Sleep, Board President \_\_\_\_\_

Craig Crosswait, Business Manager \_\_\_\_\_