

**Glen Ullin School Board Retreat
Glen Ullin Public School
October 21, 2025
6:30 PM**

Agenda

- 1. Call to Order**
- 2. Roll Call**
- 3. Short/Long Term Risks to the District (Building a Moate Around Our Community and School)**
 - a. Filling Staffing Needs: Retention and Recruitment**
 - b. Enrollment**
 - c. Capacity**
- 4. Discuss Board Notification Process**
- 5. Record's Clean-Up**
- 6. Be Legendary Goals and Guardrails**
- 7. Other Needs of the District**

- 8. Adjourn**

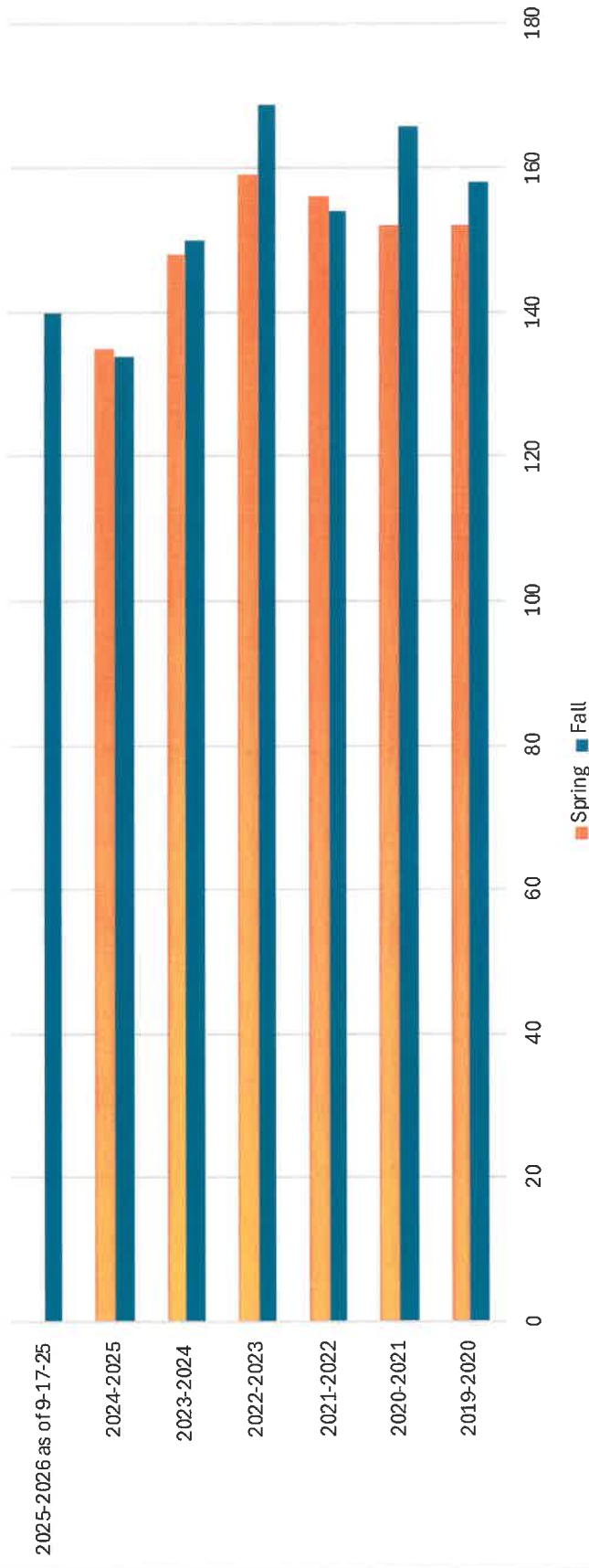
6 Year PK-12 Enrollment Chart

	Fall	Spring	Gain/Loss	Year to Year Gain/ Loss
2019-2020	158	152	-6	N/A
2020-2021	166	152	-14	0
2021-2022	154	156	2	4
2022-2023	169	159	-10	3
2023-2024	150	148	-2	-11
2024-2025	134	135	1	-13
2025-2026 as of 9-17-25	140			As of today: 5

7 Year Net Enrollment Gain/Loss

-12

6 Year Enrollment Trend



Capacity Building

1. **Teacher Leadership Team:** Collaborative Decision Making: Big campus instructional decisions should come from this level.
2. **Standard Operating Processes and Procedures:** Principal/Teacher/Staff lead this process to develop handbooks fully aligned with School Board policy and the negotiated agreement. Critical work for smooth operations of a district. Consistency in application of process and procedure is the key until it becomes habit and institutional knowledge. Handbooks are staff work but should be reviewed for alignment with School Board policy so in the end should be approved by the Board.
3. **Department Head Leadership:** Decision making is best made at the lowest level possible in a high functioning organization. Decision making is a skill that comes from experience and practice. A Supt's job is to facilitate and supervise decision making at dept. levels. It is slow to develop and can be laboring. It requires patience and repetition. It also requires grace and forgiveness to allow for trial and error to build confidence in your leaders you are training up. But that grace and patience pay dividends once established and is a powerful engine for a highly effective organization. Key point of emphasis: There is no instant gratification in this process. The desire for immediate change or results is where this process breaks down in an organization's development, and this usually comes from Supt's, Parents and School Boards unrealistic expectations. We need to be mindful to support our leader's as they grow, but it we also need to be mindful to be good supervisors and present to support them.
 - Food Service
 - Maintenance and Transportation
 - Business Office
 - Lead Teachers at Elementary and High School
 - Activities
4. **Recruitment and Retention:** We need to first keep our great staff. Then we need to bring in the best possible candidates to fill open positions when they occur. This is not an aspirational goal. It has to become a clear and concise practice. And it does not occur in a vacuum:
 - We must be prepared to actively recruit candidates. This is real work and time consuming. Proactive recruitment of student teachers is the most effective method right now. Think of it as recruiting athletes for college athletics. Only a small handful of admin. are doing this right now. Those of us who do are filling our needs, but as more schools catch on to this, the more competitive it will become. It also starts in the early fall, not in the traditional hiring season in the Spring. Waiting for candidates to come to us is a failing practice for a small school, only large school districts have this luxury.

- We must vet and hire staff that share our values. Board, Admin and Staff should be part of all hiring committees. A good candidate is interviewing us as much as we are interviewing them. The more professional and technical the interview is the more we confirm they want to be in our organization. Half-assed interviews repel good candidates and attract poor candidates.
- We must be prepared to be supportive and patient with the staff we hire. If they do not have all the skill sets we require, we must be prepared to invest in high quality professional development.
- We must be prepared to invest in strategies that enhance recruitment and retention.
- Out of the box practices like paying student teachers, modular schedules where practical, school culture initiatives, advanced professional development opportunities are intrinsic drivers that need to be prioritized. One size fit all does not support recruitment with young people right now. Economic opportunities abound in ND and this is a buyer's market.
- School culture and appreciation activities must be authentic and meaningful. No pizza party "bonuses" or \$1.00 "We appreciate You" key chains. It must be a combined daily affirmation of authentic Thank You's and gratitude. Appreciation gifts, swag and "bonuses" should be high quality. Don't buy the \$5.00 T-Shirt that fits poorly, spend \$30.00 on the Nike collared coach's shirt like the coaches get. Don't buy the cheap Vista Print coffee cup, get them a Yeti Tumbler with the school logo. Make people feel like they belong to something. Often times the most powerful gift has no cost to the organization, it is a handwritten and personalized thank you note.
- Compensation/Negotiated Agreement Planning and Mindset: This is an opportunity, not an ugly task that everyone wishes they could avoid. Look at negotiations as an investment opportunity in your students, staff, school and community. Both sides should bring ideas to discuss in good faith that enhance student outcomes and staff retention rather than see negotiations as a necessary evil that causes angst and consternation. Great schools build powerful relationships between the board and staff through negotiations that enhance schools rather than generate mistrust and drive a wedge between stakeholders.
- Last, retention of great staff must also not be overlooked. They are your organizational backbone.

Capacity is the key to building a strong organization and building capacity is a deliberate process not an aspirational goal.

Records Clean Out Project Cost Estimate

Staff Resources

Est. Hourly Rate	\$20.00/Hr
Est. Number of Hours Months	400 Hours
Est. Time Span	3-4 Months

Payroll Staff Cost	\$ 8,000.00
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FICA	\$ 612.00
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W/C	\$ 16.00
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Est. Total Staff Cost	\$ 8,628.00
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Records Disposal 1 - 4 x 6 pallet	\$ 400.00	W/Records Keeper LLC in Bismarck
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Est. Total Project Cost	\$ 9,028.00
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EXHIBIT

DESCRIPTOR CODE: ABCD-E1

Disclaimer: The retention schedule below is not all inclusive. Specific questions concerning record retention should be referred to the district's legal counsel or accountant appropriate. This document should not be considered as legal advice and is not intended as a substitute for the advice of your board's legal counsel.

RECORDS RETENTION SCHEDULE

Type of Report	Description	Retention Period	Destruction/Preservation Method
Accounts Payable	Check Stubs; Check Register; Cancelled Checks; Duplicate Deposit Slips; Financial Software Reports Posting Checks; Invoices and Billings; Journal Entries	6 Years After CFY (Note: Monthly Reports Containing Information That Will be Printed on a Year-End Report May be Destroyed 5 Years After CFY)	Shred Documents with Account Numbers; Recycle Remaining Documents
Accounts Payable	Property	Keep Records Until the Period of Limitations Expires for the Year In Which You Dispose of the Property	Shred Documents with Account Numbers; Recycle Remaining Documents
Accounts Receivable	Billing Records; Journal Entries; Receipt Books; Records of Delinquent Accounts/Collections; Records of Local, State, Federal, and Grant Funds Received; Revenue Report	5 Years After CFY	Shred Documents with Account Numbers; Recycle Remaining Documents
Audit Reports	External Independent & State Auditor Reports; Internal Audit Reports Documentation of Auditing or Review Procedures Applied, Evidence Obtained, and Conclusions Reached	5 Years After CFY	Send to State Archives
Bank Records	ACH Notices; Annual Interest Statements (1099-INT); Bank Account Agreements/Signature Card Copies; Bank Loan Agreements; Bank Reconciliations; Bank Statements for All Funds; Certificates of Deposit; Deposit Books; Pledged Collateral/Letters of Credit - Current & Expired; Savings Books	5 Years After CFY	Shred
Benefit Records (Excluding Leaves)	403b Annuity Billings/Payment Confirmation	5 Years After Separation	Shred
Benefit Records (Excluding Leaves)	Certificates of Insurance	6 Years After Final Action	Shred
Benefit Records (Excluding Leaves)	Benefit Bills (e.g., BCBS, AFLAC, Etc.)	6 Years After Plan Year	Shred
Benefit Records (Excluding Leaves)	COBRA Forms	6 Years After Final Action	Shred
Benefit Records (Excluding Leaves)	COBRA Payments	7 Years After Final Action	Shred
Benefit Records (Excluding Leaves)	Flex Benefit, 125/Cafeteria Plan Application Form	5 Years After Separation	Shred
Benefit Records (Excluding Leaves)	Flex Benefit, 125/Cafeteria Plan Billings	6 Years After Plan's Termination	Shred

Record Administrator Key: AD = Athletic Director, Admin = Administrator, BM = Business Manager, HR = Human Resources Manager, S = Superintendent, P = Principal

EXHIBIT

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RECORDS RETENTION SCHEDULE

Type of Report	Description	Retention Period	Destruction/Preservation Method
Benefit Records (Excluding Leaves)	Insurance Applications (Medical, Vision, AFLAC, Dental, Etc.)	5 Years After Separation	Shred
Benefit Records (Excluding Leaves)	Insurance Monthly Statements	6 Years from Date Paid	Shred
Benefit Records (Excluding Leaves)	Leave Balance Reports (Also see Leave Records Section)	3 Years From Date of Creation	Shred
Benefit Records (Excluding Leaves)	PERS Defined Benefit Retirement Membership Application (SFN 2561)	1 Year After Separation	Contact PERS to Ensure Info is on File, Then Shred
Benefit Records (Excluding Leaves)	PERS Designation of Beneficiary or Group Retirement Plan (SFN 25060)	1 Year After Separation	Contact PERS to Ensure Info is on File, Then Shred
Benefit Records (Excluding Leaves)	PERS Monthly Report of Contributions	1 Year After Separation	Shred
Benefit Records (Excluding Leaves)	TFER Member Action Form (SFN 5098)	1 Year After Separation	Contract TFER to Ensure Info is on File, Then Shred
Benefit Records (Excluding Leaves)	TFER Member Certification (SFN 11732)	1 Year After CFY	Shred
Benefit Records (Excluding Leaves)	TFER Monthly Report of Contributions	5 Years After Creation	Contract TFER to Ensure Info is on File, Then Shred
Benefit Records (Excluding Leaves)	TFER Notice of Termination (SFN 17144)	5 Years After Separation	Contract TFER to Ensure Info is on File, Then Shred
Benefit Records (Excluding Leaves)	Waiver of Insurance	5 Years After Separation	Shred
Budget Records	Approved Annual Budget; Budget Hearing Notice; Budget Requests from Departments/Schools; Certificate of Levy; Tentative Proposed Budget; Working Papers, Taxable Valuation Forms from the County	10 Years for Date of Board Approval	Recycle
Construction Bond Records	Affidavit of Signatures; BND Commitment Letter; Bond Counsel Opinion; Bond Insurance documents; Bond Resolution/Results of Sale; Official Statement; Certificate of Debt Capacity; Certificate of Registrar; Closing Certificate; County Auditor's Certificate Rating Letter; Debt service Schedule; Distribution List; DTC Blanket Issuer Letter of Representations; Initial Resolution for the Issuance of Bonds; Resolution for Debt Limit Increase; IRS Form 8038-g; Notice of Election and Affidavit of Publication	6 Years After Date of Creation	Send to State Archives

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Type of Report	Description	Retention Period	Destruction/Preservation Method
Construction Bond Records	Notice of Sale and Affidavit of Publication; Paying agent Agreement; Resolution Calling Special Election; Resolution Canvassing Returns; Resolution Providing for the Sale of Bonds; Specimen Bonds r-1 & r-19; Tax Certificate; Underwriter's Certificate and Receipt	6 Years After Date of Creation	Send to State Archives
Election Records	Board Election Ballots, Including Absentee - 1 Copy of Official Ballot	PERMANENTLY	N/A
Election Records	Board Election Ballots, Including Absentee - Ballots Completed by Voters	Retain 22 Months	Shred
Election Records	Board Election Notices	45 Days After Election	Recycle
Election Records	Certificate of Election	Retain for 10 Years After CFY	Send to State Archives
Election Records	Election Official Oaths	45 Days After Election	Recycle
Election Records	Oath of Office	Retain for Entire Term of Office + 6 Years	Send to State Archives
Election Records	Petitions: Recall and Election	10 Years from Date Approved	Send to State Archives
Election Records	Poll Books	10 Years from Date of Election	Send to State Archives
Election Records	Statement of Interest (SFN 10172)	10 Years After CFY	Recycle
Employment Contracts & Rehiring Forms	Employee Work Agreement	6 Years After Separation	Shred
Employment Contracts & Rehiring Forms	Employment Contracts	6 Years After Separation	Shred
Employment Contracts & Rehiring Forms	Negotiated Agreements (Including Salary Schedules)	6 Years After Separation of Last Employee Covered by the Agreement (e.g. Last Teacher Hired in 1980 Retires in 2015 - Retain 1980 Negotiated Agreement Until 2021)	Recycle
Employment History	Dates of Employment, Pay Changes, Dates of Actions Taken Such as Transfers, Promotions, Disciplinary Measures, Etc.	50 Years After Separation	Shred
Employment History	Discrimination & Harassment Grievance Investigation Materials	Until Separation + 6 Years	Shred
Employment History	Complaints About Personal Investigation Report	Until Separation + 6 Years	Shred
End of Fiscal Year Fixed Asset Inventory	Annual Individual Staff Inventories Listing all Items; Fixed Asset Reports; Invoices of Assets Used in Updating Annual Report Listing Item; Cost and Serial Number	At Least 3 Years After CFY and Until the Period of Limitation Expires for the Year in Which You Dispose of the Property	Recycle

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Type of Report	Description	Retention Period	Destruction/Preservation Method
Federal Grant Records	Accounts Payable Records Specific to Federal Grants; Action Taken on Federal & State Grants Awarded to the District; Annual Monitoring Documents; Annual Parent Meeting Minutes; Annual Review Meeting Minutes; Approved Budget; Assurance of Time; Audit Report; Bid Documents; Consolidated Application; Contracts; Correspondence; filing Guidelines; Inventory; Letter of Intent; Mid-Year/Final Financial Reports; Professional Development Program Approvals; Progress Report; Project Approval Letters; Records of Money Spent as Approved by the Appropriate Grantor; Reimbursement Requests; Request for Funds	5 Years After Submission of Final Expenditure Report, Including Any Carryover Funds, OR the Last Audit, Monitoring Litigation Activity - Whichever is Later.	Shred
Financial Reports	Account Inquiry Report; Balance Sheet Report; Bank Reconciliation Report; Cash Receipt Listing; Check Registers; Entry File Report; Expenditure Summary Report; Fund Balance Recap; Manual Journal Entry Listing; Outstanding Check Listing; Revenue Summary Report; Trial Balance Report	5 Years After CFY	Shred Documents with Account Numbers; Recycle Remaining Documents
Financial Reports	Business Manager's Financial Reports	10 Years After CFY	Shred
Hiring	Applications and Resumes (Hires and Non-Hires)	6 Years After Last Action	Shred
Hiring	Cover Letters	6 Years After Hiring Decision	Recycle or Shred if it Contains SS#
Hiring	Criminal History Records	6 Years After Hiring Decision (if Not Hired)	Shred
Hiring	Criminal History Records	6 Years After Separation if Hired	Shred
Hiring	Credit Checks	2 Years After Selection Process	Shred
Hiring	Driver's License Copy	1 Year After Date of Termination	Shred
Hiring	Employment Contracts	6 Years After Separation	Shred
Hiring	Job Advertisement/Announcement	6 Years After Hiring Decision	Recycle
Hiring	Job Application	6 Years After Hiring Decision	Shred
Hiring	Job Description	6 Years After Separation	Recycle
Hiring	Job Service New Hire Report	1 Year After Submission	Shred
Hiring	I-9	4 Years After CFY or 3 Years After Separation (Whichever is Longer)	Shred
Hiring	Interview Notes	6 Years After Hiring Decision	Shred
Hiring	Interview Questions	6 Years After Hiring Decision	Recycle
Hiring	Offer of Employment	6 Years After Separation	Shred
Hiring	Orientation Checklist	6 Years After Separation	Recycle
Hiring	Reference Check Information/Notes (e.g. Verification of Employment)	6 Years After Decision to Hire	Shred
Hiring	Reference Letters/Checks	6 Years After Decision to Hire	Shred
Hiring	Rejection of Employment Letter	6 Years After Issuing	Shred
Hiring	Resumes	6 Years After Decision to Hire	Shred
Principal	Administrative Records	6 Years After Decision to Hire	Shred

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RECORDS RETENTION SCHEDULE

Type of Report	Description	Retention Period	Destruction/Preservation Method
Hiring	Social Security Card Copy	1 Year After Separation	Shred
Hiring	Social Security Verification	5 Years After Separation	Shred
Home Schooled Student Records	Statement of Intent	CFY + 4 Years	Shred
Insurance & Surety Bonds	Automobile Liability Records; General Liability Records; Property Insurance Records; Copy of Claims; Claims Correspondence; Claims Payments	6 Years After Last Action	Shred
Insurance & Surety Bonds	Employee Bonds	While Active and at Least 5 Years After Expired	Shred
Leave Records	Conference/Seminar Registration Information	CFY + 4 Years	Recycle
Leave Records	FMLA Forms	5 Years After Separation	Shred
Leave Records	Leave Balance Reports	3 Years From Date of Creation	Shred
Leave Records	Leave Request Forms - Including Sick Bank, but Other Than FMLA	5 Years After Separation	Shred
Leave Records	Travel Authorization Request/Approval Form	CFY + 4 Years	Shred
Leave Records	Travel Reimbursements Log/Reports	CFY + 4 Years	Shred
Licenses & Academic Records	Academic Records/Transcripts	Until Update - Destroy Upon Separation	Shred
Licenses & Academic Records	Teacher License (Copy)	Until Updated and 1 Year After Separation	Shred
Medical, Drug Testing, & WSI Records	Drug Testing	7 Years After Separation	Shred
Medical, Drug Testing, & WSI Records	Certificate of Fitness for Duty (Bus Drivers)	Until New Certificate is Received; Upon Separation Retain Final Certificate for 6 Years	Shred
Medical, Drug Testing, & WSI Records	Medical Release to Return to Work	6 Years After Separation	Shred
Medical, Drug Testing, & WSI Records	Medical Records	6 Years After Separation	Shred
Medical, Drug Testing, & WSI Records	Physical Exam Records	Until Updated or 6 Years After Separation	Shred
Medical, Drug Testing, & WSI Records	WSI Annual Report	CFY + 2 Years	Shred
Medical, Drug Testing, & WSI Records	WSI Claims	4 Years After Final Action	Shred
Meeting Records	Board Minutes	PERMANENTLY	N/A
Meeting Records	Committee Meeting Minutes	Retain for 10 Years, After CFY	Send to State Archives
Meeting Records	Executive Session Tapes if NOT related to Negotiations, Nonrenewal, Discharge, or Expulsion	6 Months	Destroy
Meeting Records	Executive Session Tapes if related to Negotiations, Nonrenewal, Discharge, or Expulsion	5 Years	Destroy

Principal

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RECORDS RETENTION SCHEDULE

Type of Report	Description	Retention Period	Destruction/Preservation Method
Meeting Records	Meeting Agendas	Retain for 10 Years After CFY	Send to State Archives
Meeting Records	Meeting Packets	Retain for 10 Years After CFY	Send to State Archives
Operational Documents & Agreements	Accreditation Reports	6 Years After CFY	Shred
Operational Documents & Agreements	Annexation, Reorganization, and Dissolution Committee Material	PERMANENTLY	N/A, File Copy with Co. Supt. & State Archives
Operational Documents & Agreements	Annexation, Reorganization, and Dissolution Plans/Agreements	PERMANENTLY	N/A, File Copy with Co. Supt. & State Archives
Operational Documents & Agreements	Asbestos Reports	PERMANENTLY	N/A
Operational Documents & Agreements	Board Members and Board Officers List	PERMANENTLY	N/A
Operational Documents & Agreements	Budgets (Proposed & Approved), Budget Hearing Notice, Budget Requests from Departments/Schools, Certificate of Levy, Working Papers	10 Years for Date of Board Approval	Recycle
Operational Documents & Agreements	Census Reports	PERMANENTLY	N/A, File Copy with State Archives
Operational Documents & Agreements	Certificates of Compliance	CFY + 4 Years	Recycle
Operational Documents & Agreements	Contracts with Vendors, Leases, Bids	6 Years After Termination	Recycle
Operational Documents & Agreements	Co-op Agreements	Life of Agreement + 6 Years	Recycle
Operational Documents & Agreements	Curriculum Guides	Until Superseded or 5 Years, Whichever is Greater	Recycle
Operational Documents & Agreements	Foundation Aid Reports	10 Years After CFY	Recycle
Operational Documents & Agreements	Joint Powers Agreements	PERMANENTLY	N/A
Operational Documents & Agreements	MIS01, MIS02, MIS03, PER02	CFY + 4 Years	Recycle
Operational Documents & Agreements	Open Records Requests	CFY + 4 Years	Recycle
Operational Documents & Agreements	Policies	6 Years from Date Rescinded	Recycle
Operational Documents & Agreements	Property Titles, Abstracts, Deeds, Easements	PERMANENTLY	N/A

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Type of Report	Description	Retention Period	Destruction/Preservation Method
Operational Documents & Agreements	Pupil Membership Reports	PERMANENTLY	N/A
Operational Documents & Agreements	Transportation Aid Reports	10 Years After CFY	Recycle
Operational Documents & Agreements	Transportation Reports for the District	CFY + 4 Years	Recycle
Operational Documents & Agreements	School Calendars	CFY + 4 Years	Recycle
Operational Documents & Agreements	School District Status Sheet	CFY + 4 Years	Recycle
Operational Documents & Agreements	Security Plans/Emergency Response Guides that have Expired	5 Years After Adoption of New Plan	Shred
Operational Documents & Agreements	Tax Exempt Certification	Until Superseded	Shred
Operational Documents & Agreements	Tuition and Transportation Agreements	CFY + 4 Years	Shred
Operational Documents & Agreements	Work Study Program Agreements	CFY + 4 Years	Shred
Payroll Records	941 Federal Tax Form/EFTPS	5 Years After Separation of all Employees on Report	Shred
Payroll Records	1099's	13 Years After CFY	Shred
Payroll Records	Annual Payroll Report (for Annual Financial Report)	PERMANENTLY	N/A
Payroll Records	Child Support Enforcement Report	5 Years After Separation	Shred
Payroll Records	Deductions Register (By Deduction and by Employee)	5 Years After Separation	Shred
Payroll Records	Direct Deposit Information and Authorization Forms	Duration of Employment or Until New Authorization Form are Provided	Shred
Payroll Records	Employee Lifetime Wages Report	6 Years After Separation	Shred
Payroll Records	Garnishments	5 Years After Separation	Shred
Payroll Records	Pay Period Entries for Taxable Reimbursement	5 Years After Date Created	Shred
Payroll Records	Payroll of Remaining Leave Upon Separation	5 Years After Separation	Recycle
Payroll Records	Payroll Registers	5 Years After All Employees Listed Have Separated Employment	Recycle
Payroll Records	Payroll Register Totals	5 Years After Created	Shred
Payroll Records	Payroll Schedules	5 Years After Separation of Last Employee Covered by the Schedule (e.g., Last Employee Hired in 1980 Retires in 2015 - Retain 1980 Payroll Schedule Until 2020)	Recycle

Principal

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RECORDS RETENTION SCHEDULE

Type of Report	Description	Retention Period	Destruction/Preservation Method
Payroll Records	State Income Tax Quarterly Reports	13 Years After CFY	Shred
Payroll Records	Tax Deduction Register	13 Years After CFY	Shred
Payroll Records	Timecards	6 Years After Separation	Recycle
Payroll Records	Timecard Reports	5 Years Created	Shred
Payroll Records	Travel Reimbursement	CFY + 4 Years	Shred
Payroll Records	Union Dues List	5 Years From Date Created	Shred If it Contains Confidential Info; Otherwise Recycle
Payroll Records	Verification of Wages to Employees	6 Years After Separation	Shred
Payroll Records	Voluntary Salary Deduction/Reduction Agreements	5 Years After Separation	Shred
Payroll Records	W-2 Forms	13 Years After CFY	Shred
Payroll Records	W-4 Forms	13 Years After CFY	Shred
Payroll Records	W-9 Forms	13 Years After CFY	Shred
Payroll Records	Wage and Batch Totals Listing Deductions	CFY + 4 Years	Shred
Performance Records	Awards/Honors Records	6 Years After Separation	Shred
Performance Records	Classroom Observations Notes	2 School Years. If Used for Purposes of Nonrenewal - Retain for 6 Years After Separation	Recycle
Performance Records	Evaluations (Superintendent and staff)	6 Years After Separation	Shred
Performance Records	Handbook Receipt Verification	6 Years After Separation	Recycle
Performance Records	Improvement Plans	6 Years After Separation	Shred
Performance Records	Nonrenewal Notices	6 Years After Separation	Recycle
Performance Records	Pre-Observation Teacher Forms	2 School Years. If Used for Purposes of Nonrenewal - Retain for 6 Years After Separation	Shred
Performance Records	Professional Development Verification	6 Years After Separation	Shred
Performance Records	Training Records	6 Years After Separation	Shred
Performance Records	Warning/Write Ups	6 Years After Separation	Shred
Purchasing & P-Card Records	Requisition Forms; Purchase Orders; Bid Notices; Monthly Detail of Charges; Receipts to Support the Detail of Charges; Vendor Invoices	5 Years After CFY	Shred
Purchasing & P-Card Records	Purchasing Contracts	Any Contract Entered into Should be Retained for the Life of the Contract + 6 Years.	Shred Documents with Account Numbers; Recycle Remaining Documents
Purchasing & P-Card Records	P-Card Holder Employee Agreement	Duration of Employment + 5 Years; If the Agreement is Updated & Signed Annually, the Old Copy May be Discarded	Shred Documents with Account Numbers; Recycle Remaining Documents

Principal

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RECORDS RETENTION SCHEDULE

Type of Report	Description	Retention Period	Destruction/Preservation Method
School Nutrition Program	Annual USDA Commodity Purchase; Expenditures; Meal Payment Receipts; Reimbursement Claim Reports; Reimbursement Payment Reports; USDA Food Invoices	5 Years from Date Created for All Records Showing Expenditures/Revenues	Shred
School Nutrition Program	Monthly Meal Count Reports (to Confirm Claims); Program Rates; Food Vendor Bids; Free & Reduced Meal Applications	CFY + 3 Years	Shred
Separation & Unemployment Records	COBRA Forms	6 Years After Final Action	Shred
Separation & Unemployment Records	COBRA Payments	6 Years After Final Action	Shred
Separation & Unemployment Records	Early Retirement Agreement	6 Years After Final Payment Made Under Agreement	Shred
Separation & Unemployment Records	Employee Contract Information Form	Duration of Recall Rights for RIF'd Teacher; 1 Year After Updated or Separation	Shred
Separation & Unemployment Records	Exit Checklist	6 Years After Separation	Shred
Separation & Unemployment Records	Exit Interview Form	6 Years After Separation	Shred
Separation & Unemployment Records	Letter of Resignation	6 Years After Separation	Shred
Separation & Unemployment Records	Nonrenewal Notices	6 Years After Separation	Recycle
Separation & Unemployment Records	Payout of Remaining Leave Upon Separation	5 Years After Separation	Recycle
Separation & Unemployment Records	PERS Defined Benefit Retirement Membership Application (SFN 2561)	1 Year After Separation	Contact PERS to Ensure Info is on File, Then Shred
Separation & Unemployment Records	PERS Designation of Beneficiary or Group Retirement Plan (SFN 25060)	1 Year After Separation	Contact PERS to Ensure Info is on File, Then Shred
Separation & Unemployment Records	PERS Monthly Report of Contributions	1 Year After Separation	Shred
Separation & Unemployment Records	TFR Member Action Form (SFN 5098)	1 Year After Separation	Contact TFR to Ensure Info is on File, Then Shred
Separation & Unemployment Records	TFR Member Certification (SFN 11732)	1 Year After CFY	Shred
Separation & Unemployment Records	TFR Monthly Report of Contributions	5 Years After Creation	Contact TFR to Ensure Info is on File, Then Shred

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RECORDS RETENTION SCHEDULE

Type of Report	Description	Retention Period	Destruction/Preservation Method
Separation & Unemployment Records	TFR Notice of Termination (SFN 17144)	5 Years After Separation	Contract TFR to Ensure Info is on File, Then Shred
Separation & Unemployment Records	Unemployment Quarterly Reports	5 Years From Date Created	Shred
Special Education Student Records	Student's Name, Address, Phone Number, Grades, Attendance Record, Classes Attended, Grade Level Completed, Year Completed, Career Certifications, and Standardized Test Scores	PERMANENTLY	N/A
Special Education Student Records	Personally identifiable information in Special Education Records - The District must inform the Parents when Personally identifiable information is collected, Maintained, or Used Under 34 C.F.R. § 300.624 is no longer needed to provide Educational Services to the Child. The Information must be Destroyed at the Request of the Parents	Accordance with Law	Shred
Student Records	Activity Trip Permission Slips	1 Calendar Year in Student's Educational Record	Recycle
Student Records	Attendance Records (Except Special Education Students), Disciplinary Records, Extracurricular Records, Parent Consent Forms, Transfer Notices, Certificates of Immunizations, Honors/Awards, Medical Records not Created by the School, and Accident Reports	Until the Child Turns 21 if the Child Only Attended Elementary School in the District Until the Child Turns 27 if the Child Attended Middle/High School in the District	Shred
Student Records	Bullying Reports	6 Years After Student Turned 18 or Graduates from High School - Whichever is Later	Shred
Student Records	Concussion Documentation, Return to Play Authorization	7 Years After Student's Enrollment or 6 Years After a Student Turns 18 - Whichever is Later	Shred
Student Records	Discrimination & Harassment Grievance Investigation Materials	At Least 6 Years after Leaving the District	Shred
Student Records	Expulsion Hearing and all Introduced Evidence for the Hearing	At least 6 Years after the Expelled Student Reaches 18.	Shred
Student Records	FERPA Directory Information Opt-Out Request - Collect Each Year the Child is a Student	After Graduation, the Most Recent Opt-Out Request Must Remain with the Record for its Duration.	Shred
Student Records	FERPA Record of Access - The District Must Maintain a Record of Each Request for Access to, and Each Disclosure of Personally identifiable information from the Education Records of Each Student, as well as the Names of State and Local Educational Authorities, and Federal Officials and Agencies Listed in §99.31(a)(3).	Maintain this with the Educational Records of the Student for as long as the Records are Maintained	Shred

Record Administrator Key: AD = Athletic Director, Admin = Administrator, BM = Business Manager, HR = Human Resources Manager, S = Superintendent, P = Principal

EXHIBIT

DESCRIPTOR CODE: ABCD-E1

RECORDS RETENTION SCHEDULE

Type of Report	Description	Retention Period	Destruction/Preservation Method
Student Records	Juvenile Court Records, Law Enforcement Records, Records of School Law Enforcement Unit	Destroy when a Student is 18 or no Longer Attends School	Shred
Student Records	Medicaid Records used for Medicaid Reimbursement	CPY + 5 Years	Shred
Student Records	Medical Records Created by the School & Counselor's Records	On or After the Student's 21st Birthday or on or After the 10th Anniversary of the Date on Which the Student was Treated	Shred
Student Records	Permanent Record - Defined as the Student's Name, Address, Phone Number, Grades, Grade Level Completed, Career Certificates, Drop Out Records, and Standardized Test Scores	PERMANENTLY	N/A
Student Records	PowerSchool Records	PERMANENTLY	N/A
Student Records	Search of Student and Student's Personal Property Report	Place Report in Student's Educational Record and Destroy 6 Years After Student Turns 18	Shred
Student Records	Suspension of Student (Either in School or Dismissal from Classes, Buildings, or Grounds)	Place Report in Student's Educational Record and Destroy 6 Years After Student Turns 18	Shred
Training Records	New Board Member Training Verification	Term of Office + 6 Years	Recycle
Training Records	Board Member Service Award Tracking	1 Year After Awarded	Offer to Board Member, Then Recycle

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Glen Ullin Public School Theory of Action

Possible Theory of Action to Consider

If we engage stakeholders in the process of improving student outcomes; align curriculum with state standards and provide resources to support these practices; ensure customized educational plans based on student strengths, interests and needs; then we will achieve the Board's Goals.

Glen Ullin Public School Be Legendary Student Outcome Goals

Goal 1: Glen Ullin Public School will increase the percentage of students who are proficient or above in Grades 3-8 and 10 ELA as measured by the ND A+ English Language Arts from 47% in Spring 2024 to 72% in Spring 2029.

Goal 2: Glen Ullin Public School will increase the percentage of students who are proficient or above in Grades 3-8 and 10 Math as measured by the ND A+ Math from 58% in Spring 2024 to 72% in Spring 2029.

Goal 3: Glen Ullin Public School Will Increase the number of seniors graduating Choice Ready from 62% in Spring 2024 to 90% in Spring 2029

Glen Ullin Public School Be Legendary Superintendent Guard Rails

1. Superintendent shall not operate without effective and professional teachers who are engaged
2. Superintendent shall not operate without an efficient and effective system to engage families and community stakeholders in student learning
3. Superintendent shall not operate without ensuring the district's resources are allocated efficiently based on student need.
4. Superintendent shall not operate without ensuring curriculum materials and lesson plans are aligned to the state standards.

Possible Supt. Guardrails to Consider to Replace Guardrail 1, 2, 4 and Keep Current Guardrail 3

1. The Superintendent will not allow the student attendance rate to drop below 95%. Tied to Goals 1 and 2
2. The Superintendent will not allow any 9-12 students to go without an updated rolling graduation plan reviewed annually. Tied to Goals 1, 2, and 3
3. 4. The Superintendent shall not allow teachers to go without lesson plans aligned to the state standards. Tied to Goals 1 and 2

Glen Ullin Public School Be Legendary School Board Guard Rails

1. Board members shall not engage in conduct that contradicts the district's values of professionalism, respect, and ethical leadership, ensuring they set a positive example for students, staff, and the community in pursuit of the district's mission.
2. The board shall not operate without challenging student outcome goals, neglect to prioritize the goals, or make decisions that don't align with the superintendent's strategic plan to achieve the goals.
3. Board members shall not come to board meetings unprepared.
4. Board members shall not address stakeholder concerns outside of the superintendent's communication plan.
5. Board members shall not act as individuals when addressing district matters, and board decisions shall not be made except by the board as a whole.

TEACHER AND ADMINISTRATOR

EVALUATION, CONTRACT, AND NONRENEWAL DEADLINES

Note: Administrator is defined as principal, assistant superintendent, and associate superintendent. It excludes the superintendent. See reverse side for superintendent evaluations, contract, and nonrenewal deadlines.

EVALUATIONS OF TEACHERS AND ADMINISTRATORS	
First three years individual holds the position: Two evaluations must be conducted on or before December 15 and April 15.	
Fourth year or more individual holds the position: One evaluation must be conducted on or before April 15. <i>NDCC 15.1-15-01(2)</i>	
TEACHERS AND ADMINISTRATOR CONTRACT ISSUANCE & RENEWAL	
Offering contracts to teachers and administrators currently employed	No earlier than March 1 and no later than May 1. Provide at least 14 calendar days to return contracts. <i>NDCC 15.1-15-04(2)</i>
Offering contracts to newly hired teachers and administrators	No deadline in law. Give new hires a reasonable timeframe to consider offer and return the contract (e.g., 10 days).
Contract issuance during negotiations	Issuance suspended until negotiations are complete. <i>NDCC 15.1-15-04(4)</i>
NONRENEWAL DEADLINES FOR TEACHERS AND ADMINISTRATORS	
Notice of contemplated nonrenewal	Must be in writing and no earlier than March 1 and no later than April 15. <i>NDCC 15.1-15-05(1)</i>
Nonrenewal hearing deadline	No later than April 21. <i>NDCC 15.1-15-05(2)(b)</i>
Notice of nonrenewal decision	In writing and no later than May 1. <i>NDCC 15.1-15-06(10)</i>
EXCEPTIONS TO NONRENEWAL DEADLINES FOR PROBATIONARY TEACHERS AND ADMINISTRATORS IN POSITIONS FOR LESS THAN TWO YEARS	
Probationary teacher (an individual teaching in your district for less than two years)	After April evaluation is complete, the board meets with the teacher in executive session to discuss reasons for contemplated nonrenewal. Notice of Nonrenewal must be provided no earlier than April 15 and no later than May 1. <i>NDCC 15.1-15-02(4)</i>
Administrators employed in that position by a district for less than two years	Provide written notice of nonrenewal decision before May 1. Board shall meet with administrator in executive session to convey reasons for nonrenewal if requested. <i>NDCC 15.1-15-05.1(1)</i>

SUPERINTENDENT

EVALUATION, CONTRACT, AND NONRENEWAL DEADLINES

SUPERINTENDENT EVALUATIONS	
<i>NDCC 15.1-14-03(1)</i> requires that each school board conduct two evaluations:	
- On or before November 15 - On or before March 15	
SUPERINTENDENT CONTRACT ISSUANCE & RENEWAL	
Contract duration	No more than three years. <i>NDCC 15.1-09-33(25)</i>
Renewal deadline	Automatically renews for one year unless board provides notice of contemplated nonrenewal on or before April 15 or superintendent provides written resignation on or before June 1. <i>NDCC 15.1-14-11</i>
Offering contract to newly hired superintendent	No deadline in law. Ensure contract of former superintendent has been terminated before issuance. Give new hire a reasonable timeframe to consider offer and return a contract (e.g., 10 days).
NONRENEWAL DEADLINES FOR SUPERINTENDENT WITH A DISTRICT LESS THAN TWO YEARS (count only years employed as superintendent)	
Notice of nonrenewal	Provide written notice of nonrenewal decision before May 1. Board shall meet with superintendent in executive session to convey reason for nonrenewal if requested. <i>NDCC 15.1-14-12(1)</i>
NONRENEWAL DEADLINES FOR SUPERINTENDENT WITH A DISTRICT TWO OR MORE YEARS	
Notice of contemplated nonrenewal	In writing and on or before April 15. <i>NDCC 15.1-14-09(1)</i>
Nonrenewal hearing deadline	On or before April 21. <i>NDCC 15.1-14-09(1)(b)</i>
Notice of nonrenewal decision	In writing and no later than May 1. <i>NDCC 15.1-14-10(8)</i>
Questions? Contact NDSBA at 800-932-8791	