

Salary Guides, Negotiated Agreements, and Payday Schedules

The Board believes that all employees should be adequately compensated. Every reasonable effort will be made within the limitations of the fiscal resources of the district to achieve this goal.

It is the Board's intent to provide:

- Sufficiently broad salary ranges for all administrative and supervisory positions to permit adequate compensation on the basis of both the responsibility involved and the performance of the individual.
- Maximum salaries for administrators and supervisors which can be earned only by way of continuing outstanding performance.
- Competitive salaries for all workers in all work classifications within the district.

All provisions of any agreement negotiated with any recognized employee organization shall have the force of Board Policy.

Revised: July 12, 2010

All district employees will be paid for their services in twelve equal monthly payments. Payday shall be on the 15th of each month or the last working day prior to the 15th, beginning the first month of school or, for those hired after school starts, the first month after employment commences. Extra duty staff will be paid on the 15th of the month following the month in which the activity ends, or as part of their regular paycheck. Any changes made to the plan will be subject to a 20% penalty.

Legal References: SDCL 6-1-10

Approved: June 9, 2008

Revised: July 12, 2010; November 9, 2015