

ARTICLE II SALARY & FRINGE BENEFITS

A. PLACEMENT

Teacher's compensation shall be determined on the basis of qualifications. The hiring schedule will begin with a "base salary" and showing increasing increments for educational qualifications the teachers have or accrue. Hiring schedule appears as Appendix "A".

Teachers entering the system without teaching experience will be placed the base of the schedule. A teacher with prior experience at other school systems is only entitled to have eight (8) such years taken into consideration for purposes of placement on the school's hiring schedule; for this purpose, a year of experience shall be defined as one year's full time employment experience by the teacher at an accredited educational institution; employment experience in this context means serving in the capacity of a certified: teacher, administrator, counselor, or librarian. However, if the Board is unable to fill an open position, the Board can utilize other common inducements such as payment of moving expenses and/or signing bonuses. Inducements will be considered on a case by case basis with the approval of the Board of Education. (Please refer to Board Policy Book—Moving Expenses/Signing Bonuses).

A teacher with a bachelor's degree with ten (10) additional semester hours shall be entitled to additional compensation, and a category for teachers with that additional training shall be provided for on the schedule; similarly, teachers with bachelor's degrees and twenty (20) additional semester hours shall be entitled to further additional compensation. A teacher with a master's degree with ten (10) additional semester hours shall be entitled to additional compensation, and a category for teachers with that additional training shall be provided for on the schedule. Teachers earning a master's degree shall be entitled to additional compensation only if that degree is in education and directly related to a certified teaching field. Categories for teachers with such qualifications shall be provided for on the schedule. Additional credit hours and master's degrees shall be those which are recognized by the State Board of Education for the purpose of renewal of the teacher's certificates; it shall be the responsibility of each teacher to provide the Superintendent with evidence of any additional credit hours or degrees to be considered for increased compensation, and such evidence must be submitted prior to the beginning of each school term.

Additions Training Compensation

\$500 for additional 10 hours

\$500 for additional 20 hours

\$500 for master's degree

\$500 for master's degree plus 10 hours

B. PAY OPTIONS

Employees shall be allowed the option of receiving their pay checks in equal installments over a ten or twelve-month period. Each employee shall sign a declaration of their pay option at the time they sign their contract.

C. PAY DATES

The pay dates for the ensuing contract year will be the 20th day of each month. If the 20th falls on a day that school is not in session, the pay date will be the last working day preceding the 20th of the month. Pay dates during the summer months will be on their given day.

D. PAYROLL DEDUCTION

The employee shall be allowed payroll deductions for KAEA/SDEA/NEA association dues and political action contributions. They shall also be allowed deductions for all options to the fringe benefit program, as outlined in this agreement, plus two other deductions of their choice. All notifications of deductions shall be accomplished on or before September 15th of the current year. Employees hired after the first day of school shall be given 30 calendar days for notification of their choice of payroll deductions.

E. EXTRA DUTY PAY

1. The Board shall pay the rate of \$25.00 for officiating a high school athletic contest below the varsity level.
2. Announcer and ticket takers at all varsity and junior varsity basketball and football games and volleyball matches shall be paid at a rate of \$20.00 per game/match. Timer, scorekeeper, shot clock operators, line judges, sound system set up person, and live ticket assistants up to 2 people at all varsity and junior varsity basketball and football games and volleyball matches shall be paid at a rate of \$20.00 per game/match. (Match is defined as best of 5 games for varsity, best of 3 games for junior varsity, and best of 3 games for the tournament). Ticket takers will take tickets through the 3rd quarter in basketball, until the beginning of the 3rd quarter in football, and through the third (3rd) set of the varsity match or the second (2nd) match of a triangular. Ticket takers will arrive 45 minutes prior to the start of the game for basketball and volleyball and 1 hour prior to the start of a football game.
3. Any teacher who agrees to supervise the weight room on a regularly scheduled basis will be compensated at the rate of \$15.00 per hour. The schedule is to be agreed upon by the supervisor of the weight room and principal or superintendent.
4. Extracurricular pay shall be added to the employee's salary and shall be paid at the conclusion of the extracurricular activity or shall be paid in the paycheck each pay period at the option of the employee. A separate check may be issued upon the specific request of the employee. Conclusion of the extracurricular activity is defined as: 1) the last game/meet has been completed and 2) all school owned equipment and uniforms have been turned in, inventoried and stored. The extracurricular check or the remaining portion of salary added to the employee's monthly salary will be withheld until these conditions are met and the activities director verifies that these duties have been completed. If a student fails to return equipment after one week following the equipment return deadline, the

coach/activity advisor may contact the administration for recommendations.
Extracurricular schedule appears as Appendix "B".

5. Supplemental contracts shall be issued for extracurricular assignments.
Supplemental contracts are a distinct and separate contract and will not affect the basic contract status. Extracurricular contract appears as Appendix "C".
6. Supplemental contracts shall be issued at the time basic contracts are issued except in extenuating circumstances.

F. INSURANCE

1. The board will pay a portion of the health premium equal to but not to exceed \$740.00 per month for the district's group health insurance plan.
2. The board shall pay up to \$32.00 for single dental insurance premium, \$48.00 for two party dental plan, and \$58.00 for full family dental insurance premium per month.
3. A five-member committee will be composed of three teachers chosen by KAEA and two representatives chosen by the Kadoka Area Board of Education. The committee will review the insurance coverage and carrier. The board agrees not to alter the coverage or change carrier without the recommendation of this committee.

G. CAFETERIA PLAN

1. The district will provide a cafeteria plan with categories to include premiums, unreimbursed medical expenses, and child-care.
2. The district will provide any administrative fees for the plan provided.

H. MILEAGE FOR DRIVING TO SCHOOL

1. This will be paid to teachers of the outlying schools.
2. The board will pay state rate for mileage from Kadoka to outlying schools' round trip up to a 35-mile radius from the respective school.
3. This mileage will be paid at the end of each month.
4. This mileage will be paid per one car, to each outlying school for days in session.
5. The Board will pay mileage for required staff meetings in Kadoka to teachers who work in outlying schools and live near those schools.
 - a. This mileage will be paid for each required staff meeting at the rate listed in item 2.
 - b. This mileage will be paid at the end of each month upon the filling out of a voucher.
 - c. This mileage will be paid for one car per outlying school.
 - d. No teacher will be paid for both items 1 and 5.
6. Any outlying teacher who chooses to use a school vehicle will have this amount added into the employees W-2.
 - a. \$3.00 per day round trip or \$1.50 one way, multiplied by the number of days the teacher utilized the commuting vehicle.
 - b. The commuting information will be included on all outlying teacher's contracts.
 - c. If a school district vehicle is provided to our teachers at our outlying school, whereas all teachers can fit (capacity) then no personal mileage will be paid.