

2026-2027
NEGOTIATED AGREEMENT
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ARTICLE I
RECOGNITION

Pursuant to the provisions of SDCL 3-18 the Board of Education of School District #35-2 of Jackson County, South Dakota hereinafter referred to as the "Board", recognizes the Kadoka Area Education Association, hereinafter referred to as the "Association", as the sole and exclusive representative of all certificated employees, with the exception of the Superintendent, Business Manager, Principals and Network Administrator.

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, ticket takers, and sound system set up person 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 and live ticket assistants up to 2 people shall be paid at a rate of \$25 per game/match for varsity and junior varsity and at a rate of \$20 for middle school 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 until the end of halftime in basketball and football, and through the second (2nd) 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 \$830.00 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.

ARTICLE III RETIREMENT

RETIREMENT

1. A teacher who has taught in the Kadoka Area School District a minimum of twenty (20) years is eligible for early retirement.
2. The early retirement payment shall be sixty (60) percent of the teacher's current contract salary exclusive of any extra duty pay.
3. The cash payment and all remaining monies owed to the teacher shall be payable in one payment by June 30th of the retirement year.
4. A teacher electing early retirement must notify the superintendent of the intent to make this election by June 30th of the year preceding the early retirement for budgetary purposes and written resignation prior to January 1 of the year in which the retirement will occur. Intent does not mean the teacher will elect to retire.
5. In the event that an employee who has given official written resignation prior to January 1 should die before the benefit under the plan has been paid, the unpaid benefit shall be paid to the employee's estate.
6. If a person elects to take early retirement before the age of 55, it is payable in one lump sum to the retiree. After the age of 55, the money will go into the South Dakota Retirement System to be disbursed.

ARTICLE IV GRIEVANCE PROCEDURE

A. DEFINITIONS

1. A "grievance" is a complaint by an employee, or a group of employees based upon an alleged violation, misinterpretation or inequitable application of any existing policies rules or regulations of the school district as they apply to conditions of employment or of any of the provisions of this agreement. The absence of or disagreement with existing policy, rules or regulations is not a "grievance" and may be subject to annual negotiation under the negotiations policy.
2. The term "teacher", except where otherwise indicated, is considered to apply to any certificated professional employee not classified as administrative personnel. The term "teacher" may include a group of teachers who are similarly affected by a grievance.
3. An "aggrieved person" is the person or persons making the claim.
4. A "party in interest" is the person or persons making the claim and any person or persons who might be required to take action or against whom action might be taken in order to resolve the problem.
5. The term "days" when used in this policy shall, except where otherwise indicated, mean working school days.
6. Association shall mean any association of employees.
7. The Board shall mean the Board of Education of the Kadoka Area School District.

B. PURPOSE

1. The purpose of this procedure is to secure, at the lowest possible administrative level, equitable solutions to the problems which may arise affecting the welfare or working conditions of the teacher.
2. All parties agree that these proceedings shall be kept as informal and confidential as may be appropriate at any level of the procedure.
3. Nothing herein contained shall be construed as limiting the right of any teacher having a problem to discuss it informally with any appropriate representative of the association at any time.
4. Any employee or group of employees has the right at any time to present any grievance to such persons or board through such channels as are designated for that purpose.

C. TIME LIMITS

1. Since it is important that grievances be processed as rapidly as possible, the number of days indicated as each level should be considered as maximum, and every effort should be made to expedite the process. The time limits specified may, however, be extended by mutual agreement in writing.
2. In the event a grievance is filed at such time that it cannot be processed by the end of the school year, the time limits set forth herein will be reduced so that the grievance procedure may be completed prior to the end of the school year or as soon thereafter as it is practicable.
3. It is required that a teacher file a grievance within 30 calendar days after the teacher knew or should have known of alleged violation.

D. INFORMAL PROCEDURES

1. If a teacher has a grievance, he should first discuss the matter with his principal, administrator, supervisor, or superintendent to whom he is directly responsible in an effort to resolve the problem informally.
2. If, after such discussion, the teacher is not satisfied with the disposition of the matter, he shall have the right to have the association assist him in further efforts to resolve the problem informally with the principal or other appropriate administrator or supervisor.

E. FORMAL PROCEDURES

1. Level One: School Principal
 - a. If an aggrieved person is not satisfied with the disposition of his problem through informal procedures, he may submit his claim as a formal written grievance to his principal.
 - b. The principal shall within four (4) days render his decision and its rationale in writing to the aggrieved person.
 - c. A teacher who is not directly responsible to a building principal may submit his formal written grievance claim to the administrator to whom he is directly responsible. Said administrator shall carry out the aforementioned responsibility of the principal.

2. Level Two: Superintendent of Schools
 - a. If the aggrieved person is not satisfied with the disposition of his grievance at Level One, or if no decision has been rendered within four (4) days after presentation of the grievance in writing, he may file the formal written grievance with the Superintendent within four (4) days.
 - b. Within eight (8) days after receiving the grievance the Superintendent shall meet with the aggrieved person.
3. Level Three: Board of Education
 - a. If the aggrieved person is not satisfied with the disposition of his grievance at Level Two, or if no decision has been rendered within three (3) days after he has first met with the Superintendent, he may file the grievance with the Board.
 - b. After receiving the written appeal, the Board will arrange a hearing with the aggrieved person within eight (8) days after receiving the written grievance.
4. Level Four: Arbitration
 - a. If the aggrieved person is not satisfied with the disposition of the grievance at Level Three, or if no written decision has been rendered within eight (8) days after he has met with the Board, he may appeal the grievance to the Commissioner of Labor and Management, who shall conduct an investigation and shall issue an order covering the points raised, which order shall be binding on the employee and the governing body subject to appeal as provided by law.

F. RIGHTS OF PARTICIPATION

1. No reprisals of any kind shall be taken by any party against a participant in the grievance procedure by reason of such participation.
2. All parties in interest may be represented at all levels of the formal grievance procedure by persons of their own choosing.
3. When a grievant is not represented by the Association, the Association shall have the right to be present and to state its views at all stages of the formal procedure.

G. MISCELLANEOUS

1. If, in the judgment of the Association, a grievance affects a group or class of teachers, the Association may submit such grievance in writing to the superintendent directly, and the processing of such grievance shall begin at Level Two, except that the informal procedures must be complied with in all cases.
2. Decisions rendered at all levels of the formal grievance procedure shall be in writing setting forth the decision and its rationale.
3. All documents, communication and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants.
4. Forms for filing and processing grievance and other necessary documents shall be prepared by the superintendent and made available through building principals and the Association so as to facilitate operation of the grievance procedure.
5. The sole remedy available to any teacher for any alleged breach of this policy or any alleged violation of his right hereunder shall be pursuant to the foregoing grievance

and arbitration procedure provided, however, that nothing contained herein shall deprive any teacher, administrator or board of any legal right.

6. If a grievant initiates an action in a duly constituted court of law, this procedural policy shall not be available unless directed otherwise by said court.

ARTICLE V

LEAVE

A. PAID TIME OFF (PTO) LEAVE

1. The person is entitled to twelve (12) days PTO leave per year plus an accumulated total up to sixty (60) days to their personal sick bank. PTO leave shall accumulate at a rate of 1.34 days per month. PTO leave for less than full time employees will be prorated according to contract time.
2. After the use of nine (9) days PTO days the employee may use their personal sick bank. Three (3) day will be reserved for non-sick events and if not used roll over into their sick bank at the end of the year.
3. If a teacher fails to complete the term of the contract, any deductions for days used in excess of days earned, will be deducted at the time of employment termination.
4. PTO leave may not ordinarily be taken during the first or last week of school or immediately before or after a vacation period.
5. The Superintendent may grant leave without pay.
6. After PTO leave has been exhausted, the school may request a reason or documentation for the use of days from your personal sick bank.

B. SICK LEAVE REQUEST

1. Sick leave may be taken for illness or disability of the staff; illness of a member of the immediate family (spouses, children, or any person living with the teacher for whom the teacher is responsible) that requires attention, serious illness of a close family member (parent, brother, sister, grandparent, or any relative for whom the teacher is responsible) or death of any member of the immediate or close family.
2. Illness or disability due to pregnancy or childbirth will be treated as sick leave.
3. If a staff member is unable to work because of the member's accident or illness of anyone who is defined under Article A, Number 2 except for non-family members, the member is entitled to request sick leave from the KAEA executive board. The member must draw first from his personal sick leave and personal leave accumulation and entitlement until the source is exhausted. He shall file a written request for any additional days. The members request shall be for no more than twelve (12) days. If needed the member may submit a further request for any additional days up to a maximum of twenty-four (24) days. These requests must be approved by the executive board of KAEA.
4. In order to take advantage of the sick leave request, the member will be required to present documentation as to the necessity of being able to request days, if requested by the KAEA Executive Board. A letter of request will be submitted to the KAEA Board, and the request will then be sent out to the staff members. The first

twelve (12) days to be given to the individual that requested the days will be taken. There will be a total of three (3) notices sent out per request. A one (1) month cut-off date for days submitted per request.

5. KAEA and the Board realize that there may be an emergency type situation that may require a larger number of days to be requested. The member shall submit a written explanation of the need and submit documentation as to the request (i.e. doctor's statement, etc.). The request will be acted upon by the executive board of KAEA.
6. This program will be administered by the executive board of KAEA.
7. All acted upon requests shall be given by the KAEA executive board to the business manager for proper payment.
8. Donations to a sick leave request may be used out of your personal sick bank.

C. HEALTHY PERSON REWARD

1. A certified teacher who leaves the system after two years and who has not been terminated by the Board of Education or who has not resigned in lieu of a termination shall be paid for unused sick leave at a rate of \$50.00 per day, not to exceed sixty (60) days.
2. If a certified teacher has accrued more than sixty (60) sick leave days by the end of the school year, then that teacher will be allowed to cash in the extra days (above 60) at a rate of \$125.00 per day. The certified teacher will be required to request payment by filling out a voucher on or before June 1 of that school year.

D. PROFESSIONAL LEAVE

1. If leave is mandatory or required by superintendent, this will be considered a workday and will not be counted as PTO.
2. Staff may attend 1 conference per school year, up to 2 school days, that will not be counted as PTO leave.

E. SCHOOL ACTIVITY LEAVE

1. School activity leave is leave for a coach/advisor who is required to be absent from school for such an activity during the regularly scheduled school day. This leave must be approved by the superintendent.

F. STATE COMPETITION LEAVE

1. If any Kadoka team through previous competition qualifies for a state competition, staff members who wish to attend may do so under the following schedule: one day for each state competition. This leave is non accumulative.
2. Attendance at state competition, other than school participation, will be granted if:
 - 1) approved by the superintendent;
 - 2) a substitute can be found;
 - 3) PTO is used.

G. LIQUIDATED DAMAGES

Any certified teacher who signs his/her contract and resigns prior to the completion of that contract shall be subject to liquidated damages according to the following schedule:

Signing to June 1. . . .	\$1,000.00
June 1 through June 30. . .	\$1,500.00
July 1 through July 31. . .	\$2,000.00
August 1 and later.	\$3,000.00

The board and KAEA recognize that emergency situations are exceptions to this forfeiture. If there is an emergency situation, the teacher goes to the board and presents the case. The board will then make its decision if an emergency exists.

ARTICLE VI STAFF REDUCTION

Whenever in the judgment of the board it is advisable to reduce the number of teachers in the district, the following procedure will be utilized:

1. The board will use reasonable efforts to communicate the situation confronting the district so as to allow the staff a reasonable opportunity, not to exceed 8 days from the date of communication, to present possible alternatives such as early retirement, normal attrition, part time contract, substitute teaching, and/or other alternatives which could accomplish the same goals. It shall be understood that the board shall not be bound by the staff recommendations.
2. Positions held by persons not fully certified for their current teaching assignment will be open if the position is needed and will be available for a continuing contract teacher who is fully certified for the position and has been notified that their position has been eliminated.
3. If a position of a teacher is terminated due to staff reduction, the Board will determine which teacher or teachers are to be released using the following criteria, as applicable. This criterion is not necessarily in the order of importance.
 - a. Student needs
 - b. Financial condition of the district
 - c. Certification
 - d. Qualifications
 - e. Longevity
 - f. Federal mandates
 - g. Recommendations of the administration
 - h. Community service/activities
 - i. Extracurricular service to the district.
4. In making staff reductions involving professional staff members on continuing contract status, the Board will follow the provisions of state law.

Article VII

RECALL

For the purposes of this policy, notification of lay off by reduction in force will be pursuant to state law. The effective date of lay off by reduction in force shall be June 30.

If a vacancy, in the position for which the laid off teacher(s) qualifies, occurs during the first fiscal year subsequent to the layoff, re-employment shall be extended to the teacher(s) in reverse order of lay off. If more than one staff member has the same recall date and is qualified for the open position, the board, in the selection process, may consider among other things recommendation of administrative staff, qualifications, years of service, and educational background.

A recalled teacher shall retain: 1) his/her position on the salary schedule not to include time spent on lay off; 2) previously accumulated sick leave benefits.

Notice of recall shall be sent by certified mail to the address furnished by the staff member to the Superintendent. Time period of notice of recall sent shall commence on the day the notice is mailed.

Recall privileges cease when a staff member resigns.

Recall privileges cease, if upon recall notice, the staff member fails to respond within twenty calendar days of the date of the mailing of the notice.

Recall privileges will not apply to teachers under contract with another school district unless the recall is for a position for the school year immediately following the layoff year.

ARTICLE VIII

PERSONNEL FILES

1. All evaluations and information relating to each teacher's employment status shall be maintained in a single file in the superintendent's office.
2. The teacher has the right to reproduce any of the contents of the file at his expense at any time during normal school office hours.
3. The teacher will be given a copy of items being added to the file that relate to the teacher's ongoing evaluation and/or employment status
4. The teacher has the right to submit for inclusion in the file a response to any material contained in the file.
5. Any incident, which has not been reduced to writing within ten school days of the administration learning of the incident, may not be added to the file.
6. Any material in a teacher's file, which is more than four years old, will be removed from the file if requested in writing by the teacher, and approved in writing by the superintendent and the board of education.
7. A principal may retain copies of pertinent materials from the file.
8. Access to the file is restricted to the individual teacher, superintendent, principals and board members while in executive session.
9. Teacher evaluations should be completed, discussed with the teacher, signed by the teacher and administrator, and placed in the file within ten school days.
10. Signing by the teacher does not imply agreement with the evaluation, but only indicates that a conference was held and the above was discussed.

**ARTICLE IX
MISCELLANEOUS**

A. WORKDAY

1. Teachers are ordinarily required to be on duty 30 minutes before and 20 minutes after school per policy handbook.
2. It is understood that occasionally these duties may necessitate a longer workday than 8 1/2 hours. An example of this is the professional obligation of attending a faculty meeting.
3. Employees shall be permitted to wear jeans as part of their regular professional attire, provided the overall appearance remains neat, clean, and appropriate for the educational setting.

B. TRANSFERS

1. When a vacancy occurs within the Kadoka Area School District, the vacancy shall be made known to all staff members by the Superintendent using e-mail within three (3) school days of Board action. Any staff member wishing to transfer within the district to the vacant position shall notify the Superintendent within three (3) school days of the Superintendent's notification to the staff.
2. The teacher who applies for the vacant position shall do so in writing and must date the application. The teacher will be assured of consideration for the position. For purposes of this article, the term "consideration" shall mean that the teacher will be granted an interview.
3. Any teacher involuntarily transferred after the issuance of teaching contracts for the following year who decides to resign shall not be assessed the liquidated damages.

C. ACCOUNTABILITY

1. If the school district does not meet accountability and there is a need to reopen negotiations after the negotiated agreement has been signed, both parties KASD School Board and KAEA mutually agree to reopen negotiations for salary only.

ARTICLE X

APPENDIX A
HIRING SCHEDULE
2026-2027

ARTICLE X
APPENDICES

	Index	BA	Index	BA + 10	Index	BA + 20	Index	MA	Index	MA + 10
1	0	48,336	500	48,836	500	49,336	500	49,836	500	50,336
2	500	48,836	500	49,336	500	49,836	500	50,336	500	50,836
3	500	49,336	500	49,836	500	50,336	500	50,836	500	51,336
4	500	49,836	500	50,336	500	50,836	500	51,336	500	51,836
5	500	50,336	500	50,836	500	51,336	500	51,836	500	52,336
6	500	50,836	500	51,336	500	51,836	500	52,336	500	52,836
7	500	51,336	500	51,836	500	52,336	500	52,836	500	53,336
8	500	51,836	500	52,336	500	52,836	500	53,336	500	53,836

APPENDIX B
EXTRA CURRICULAR SCHEDULE
2026-2027

EC Contracts Based on 2025-2026 Base Salary: \$ 45,600

POSITION	Years 1-4 %	Years 5-9 %	Years 10-14 %	Years 15+ %
Head BBB	10.0%	11.0%	12.0%	13.0%
Asst. BBB	7.0%	8.0%	9.0%	10.0%
MS BBB	3.5%	4.0%	4.5%	5.0%
Head GBB	10.0%	11.0%	12.0%	13.0%
Asst. GBB	7.0%	8.0%	9.0%	10.0%
MS GBB	3.5%	4.0%	4.5%	5.0%
Head Football	10.0%	11.0%	12.0%	13.0%
Asst. Football	7.0%	8.0%	9.0%	10.0%
MS Football	3.5%	4.0%	4.5%	5.0%
Head Track	10.0%	11.0%	12.0%	13.0%
Asst. Track	7.0%	8.0%	9.0%	10.0%
Asst. Track	7.0%	8.0%	9.0%	10.0%
MS Track	3.5%	4.0%	4.5%	5.0%
Head Volleyball	10.0%	11.0%	12.0%	13.0%
Asst. Volleyball	7.0%	8.0%	9.0%	10.0%
MS Volleyball	3.5%	4.0%	4.5%	5.0%
Head Cross Country	6.0%	7.0%	8.0%	9.0%
Elem Basketball	2.0%	2.5%	3.0%	3.5%
Football Cheer Coach	2.0%	2.5%	3.0%	3.5%
Basketball Cheer Coach	3.0%	3.5%	4.0%	4.5%
Head Tumbling Coach	2.0%	2.5%	3.0%	3.5%
Jr. Class Advisor (Concessions)	6.0%	7.0%	8.0%	9.0%
Asst. Jr. Class Advisor (Concessions)	3.5%	4.0%	4.5%	5.0%
Prom Advisor	2.0%	2.5%	3.0%	3.5%
Yearbook Advisor	5.5%	6.0%	6.5%	7.0%
Band Extracurricular	4.5%	5%	5.5%	6%
Chorus Extracurricular	2.0%	2.5%	3.0%	3.5%
All School Christmas Musical	3.0%	3.5%	4.0%	4.5%
Asst. Christmas Musical	1.0%	1.5%	2.0%	2.5%
All School Spring Musical	3.0%	3.5%	4.0%	4.5%
Asst. Spring Musical	1.0%	1.5%	2.0%	2.5%
One-Act Play Advisor	3.0%	3.5%	4.0%	4.5%
Ag Advisor	6.0%	7.0%	8.0%	9.0%
MS Concession Advisor	3.0%	3.5%	4.0%	4.5%
Stu. Co. Advisor	2.0%	2.5%	3.0%	3.5%
Oral Interp. Advisor	3.0%	3.5%	4.0%	4.5%
HOSA Advisor	2.0%	2.5%	3.0%	3.5%
NHS Advisor	2.0%	2.5%	3.0%	3.5%
Video Producer	10.0%	11.0%	12.0%	13.0%

***6% and Above in Year 1 = 1 % increase per lane change**

***5.5% and Below in Year 1 = 0.5% increase per lane change**

***Change in Position or a Gap in Position Would Restart Contract Years**

APPENDIX C
EXTRA CURRICULAR CONTRACT
2026-2027

EXTRA CURRICULAR CONTRACT 2026-2027
 KADOKA AREA SCHOOL DISTRICT #35-2
 PO BOX 99
 KADOKA, SD 57543-0099

It is hereby agreed by and between the Board of Education of the Kadoka Area School District #35-2 of Jackson County, South Dakota, and «NAME» that «PRONOUN» is employed for the position of «POSITION» for the 2026-2027 year in the Kadoka Area School District.

It is agreed that said employee will be remunerated at the rate of «SALARY» to be paid, minus such withholdings as is provided by law. This contract will be null and void if the activity is cancelled. If the season begins but is postponed or shortened due to an emergency beyond both parties control, the contract will be paid in full.

One payment upon completion of the activity. It is the responsibility of the employee to submit a voucher to the business office to be paid upon completion of the activity. This voucher will be signed by the Activities Director on completion of the activity. Then the voucher can be submitted for payment in accordance of the payroll calendar deadlines established by the business office for payment.

To be accepted, this contract must be in the hands of the School Board on or before «DATE_DUE».

Dated this day of _____ for the _____ school year.

Foregoing appointment is hereby accepted upon all of the terms and conditions therein stated.

 EMPLOYEE

 CHAIRMAN, BOARD OF EDUCATION

 BUSINESS MANAGER

 DATE

**ARTICLE XI
AGREEMENT**

This document will remain in effect from July 1, 2026, to June 30, 2027.

The foregoing agreement represents the matters that have been negotiated between the Board of Education, Kadoka Area School District 35-2, Kadoka, South Dakota, and the Kadoka Area Education Association, effective for the 2026-2027 school year.

Board Negotiator

Date agreed to

Association Negotiator

Date agreed to