

PROFESSIONAL STAFF CONTRACTS AND COMPENSATION

If individual contracts are required by law to be issued during negotiations, mediation, declaration of impasse, fact-finding, and/or before agreement has been reached between the board and the recognized negotiating unit, the contracts will be issued under the conditions of the existing negotiated agreement(s), with a rider stating that upon completion of negotiations, the provisions of each individual contract will be adjusted to comply with the terms and conditions of the completed and adopted negotiations.

The board will annually review and set salaries for the superintendent and other staff employees who are not members of a recognized collective bargaining unit. Regularly employed administrative staff will be compensated based on a negotiated process. Regularly employed instructional staff members will be compensated on the basis of salary schedules established through negotiations with the Todd County Education Association. Regularly employed support personnel will be compensated on the basis of salary schedules established through negotiations with the Todd County Educational Support Personnel organization.

To provide fair and equitable employment, a professional staff person will not be employed by the board until a written contract is signed by the professional staff person, the board president, and the business manager.

For professional staff, a written contract will confirm person's employment and the salary for the ensuing year. It will also specify the number of days of employment and any additional compensation for services rendered.

Contracts may be issued covering any period of years, not to exceed three. In such cases for instructional and administrative staff requiring certification, the certificate which will remain valid without renewal during the period of the extended contract.

Supplemental contracts for extracurricular and special assignments will be offered on an annual basis. Performance under a supplemental contract will not affect a staff person's employment relationship with the board.

LEGAL REFS.: SDCL 13-43-4 through 13-43-7

CONTRACT REFS.: Teachers' Master Agreement
Administrators' Handbook
ESP Handbook

ADOPTED: April 18, 1983
REVISED: March 14, 1994
REVIEWED: August 24, 2015
REVISED: January 26, 2016