

## **SUPPORT STAFF SALARY SCHEDULES**

Support staff salary schedules are determined through an agreement, entered into between the board and the Todd County Educational Support Personnel Association, pursuant to and in compliance with SDCL 3-18-1 through 3-18-17 to provide for the terms of rate of pay, wages, hours of employment, or other conditions of employment for all support staff personnel during the duration of the agreement.

Pursuant to the provisions of SDCL 3-18, the board recognizes the Todd County Educational Support Personnel Association as the sole and exclusive representative for all full and part-time paraprofessional and classified personnel and all other classifications of educational support personnel.

The board agrees not to negotiate with any other employees' organization, individual employee, or group of employees with regard to negotiable items, unless otherwise provided for in this agreement or unless mutually agreed to by the parties during the term of the agreement. No consultation with employees shall occur to circumvent the authority of the Association.

Pursuant to SDCL 3-18-2 this recognition shall be continuous until question by the board, by labor or employee organization(s), or by employees.

ADOPTED: March 14, 1994

REVIEWED: August 24, 2015