Purpose: SDEA realizes that local negotiations teams are often sitting across the bargaining table from business managers, superintendents, school attorneys, and the Board Members who construct and pass the school budgets. SDEA will provide the information necessary to prepare its local bargaining teams for financial conversations with those on the other side of the bargaining table through this toolkit and support from its UniServ Directors. Contact the UniServ Director from your unit to schedule a bargaining consultation.

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**Preparation Toolkit**

**Plains Unit**
Sandy Arsenault
(605) 200-2283

**SEE Unit**
Philip Moore
(605) 220-1920

**EGI Unit**
LouAnn Jensen
(605) 220-1688

**Western Unit**
Eric Herold
(605) 220-1247

**Eastern Prairie Unit**
Grace Gill
(605) 222-2689

**Fund Balances**
Provides a look at the trends of each of the larger funds in your district over the last seven years.

- **General Fund**
- **Capital Outlay Fund**
- **Special Education Fund**

**Monthly Fund Balances**
Per the 2016 law changes, districts are subject to reserve caps based on the lowest monthly fund balances which are found below. See the accountability section below for information on the calculation.

<table>
<thead>
<tr>
<th>Year</th>
<th>General Fund</th>
<th>Capital Outlay Fund</th>
<th>Special Education Fund</th>
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<td>2021</td>
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<tr>
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**South Dakota Compensation Survey**
SDEA and the School Administrators of South Dakota maintain a database of compensation by district. The information is voluntarily reported by business managers, resulting in gaps in data from some districts. This tool is best used for comparison of benefits which are not reported by the Department of Education. [https://compensation.sasd.org/login.aspx](https://compensation.sasd.org/login.aspx)

**District Profile**
Provides a snapshot of your district including your teacher salary, student teacher ratio, number of FTEs, and ending fund balances and expenditures. For your district's information visit: [Statistical Digest](https://compensation.sasd.org/login.aspx)

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**What are my bargaining rights?**

**Mandatory v Non Mandatory Subjects of Negotiation:**

- **Mandatory Items of Negotiation:**
  - Items that a district must negotiate with a bargaining agent over in order to determine terms and conditions around that subject.
  - Non mandatory items of negotiation: Items that a district must negotiate with a bargaining agent over in order to determine terms and conditions around that subject. Non mandatory items of negotiation: Items that a district may choose to determine conditions around through bargaining, but are not required by law to do so.

Bargaining statute is vague on the definition of, “other conditions of employment.” South Dakota case law better elaborates on specific items such as RIF policy and school calendar. Additionally, case law gives a test that helps determine if a subject is mandatorily negotiable. Find more information here: [Legal Law Resources](https://compensation.sasd.org/login.aspx)

Rapid City Education Association vs. the Rapid City School District (1985)
Establishing a business-like, proof-of-test to determine if a particular issue constituted a condition of employment on which the school districts must negotiate. According to that test, a subject is a negotiable condition of employment if:

1. It intimately and directly affects the work and welfare of public employees, and
2. It has not been pre-empted by statute or regulation, and
3. It is a matter on which negotiated agreement would not significantly interfere with the exercise of inherent management prerogatives pertaining to the determination of government policy.

To provide extra, specialized support to fit the needs of your local bargaining team, please take advantage of the additional tools below. Click the icons below to find additional resources you and your local team can use to prepare for negotiations in each area.