

23-24 Settlement Information - These are list with the most recent settlements on the top

Local	Base Salary	Salary Increase	Insurance	Leave	Added items	Date
Deuel	\$45,000	7% across the board	Pay \$700 of the \$715 premium for single coverage and provide \$1015 for family coverage		Increase the amount in lane changes by \$200  Middle school coach .65 on the extra duty schedule	
DeSmet	\$47,900	The district will give a \$3,900 raise to all certified staff. (This is slightly above 7% and is based on the salary of our highest 175-day contract.)			-Adjust liquidated damage amounts (breaking a contract) to: On or before June 1st - \$1,000 On or before July 1st - \$2,000 On or before August 1st - \$3,000 After August 1st - \$5,000  Severance incentive: Any employee, who is in or beyond their 20 years of service to the district, shall be eligible for an incentive payment in the sum of \$1,000 if they inform the administration in writing by February 1st that they will be retiring from the district at the end of that specific school term.	4/13
NESC		8%	Insurance rates increased.	Maternity Leave 8 weeks (used to be 6)	Special Olympics coaches have 5 days added to their contract if	4/6

			Will contribute \$55.60/mo. to HSA	Five paid days (prorated by FTE) will be allowed for bereavement for each death of a close family member (defined as parent, spouse, child, or step-child). Employees may use available sick leave to extend bereavement for close family members by another five days (prorated by FTE). Two paid days (prorated by FTE) will be allowed for bereavement for each death of a grandparent or grandchild. Employees may not access the sick leave bank for bereavement leave.	coaching outside the contract year	
Lake Preston	\$44,000	6.5%	\$900 toward Family Ins \$776.50 Individual Ins+ \$60/mo toward HSA		-Head Competitive Cheer 10% -Competitive Cheer 6% -Ticket taking \$15.00/hour -Evaluation will follow SDCL and align evaluation form with SDCL	
Arlington	\$45,500.	5.5% raise	Insurance increased by 4%. They will continue to pay the \$1000 deductible for single coverage.	Personal leave - Teachers that have earned their 4th personal day after 10 years of service or 5th personal day after 20 years of service will no longer have to pay for the substitute. \$125/day	Decrease 2 contract days from 178 to 176. The Feb. and Mar in-service days have been removed. Added an after-school supervisor and an assistant all-school play director were added to the extra duty pay schedule. Dropped FCCLA advisor position on extra duty schedule Clarification on JH coaching. There will be a head coach, assistant coach, and the third position will either be contracted as an assistant with JH or Junior High only. Position will be determined prior to the start of the season. Coaching experience - If a teacher has coaching experience in one sport but takes on a new sport, they will be given half of their years of experience towards their new sport.	4/4/22

					Make-up Snow Day Procedure: Days 1-5 extend the calendar 5 days Days 6 plus: Use the scheduled No School dates on the school calendar with the requirement to give a two-week prior notice when no school days are added back into the calendar.	
Waverly-South Shore	\$45,000	-5% increase across the board -2% of 22-23 salary as a bonus -longevity bonus paid in November. \$1,500 0-4 yrs \$2,000 5-9 yrs \$2,500 10+ yrs	The district covers full single at the highest deductible	Added 1 sick day (11/yr) able to bank up to 65	Extra Duty pay increase 10%	4/4/
Milbank	-An increase of \$2500 to the base	6 - 6.5% per employee for the coming year. -An increase of \$2500 to each step -in addition to the \$2500 each step to spread out the amount per step as follows: Years 1 – 10 will be \$475 incremental steps Years 11+ will be \$750 incremental steps	Maintain employee coverage of single health insurance. Approved – Falls Plan \$2500 deductible - \$805 single		Increase the Special Olympics position on the Co-Curricular Assignment Schedule to 4%  Add the position of Strength and Conditioning Coach to the Co-Curricular Assignments Schedule. Add the Concession Stand Manager to the Co-Curricular Assignments Schedule. Approved – subject to Milbank Booster Club plan.  Extra Weeks Staff member's assigned extra duties prior to, or at the conclusion of a school term, shall receive extra compensation according to the following formula: The salary base of each teacher so assigned will be decided on the BA/BS	4/4/2023

		(These increases will need to be carried out over several years – several steps were increased on the new salary schedule)			<p>salary tract to a maximum of seventeen (17) steps</p> <p>Bulldogs for Better Living Bonus: \$200 per staff member annually with the criteria to be set annually by the Wellness Committee.</p> <p>Severance incentive: Any employee shall be eligible for an incentive payment in the sum of \$500 if they inform the administration in writing by February 1st that they will be retiring from the district at the end of that specific school term.</p> <p>No one will be granted the Monday and/or Tuesday of Thanksgiving week off. This agreement was made when Wednesday was added to the holiday days. No exceptions.</p> <p>Addition of a sample Charlotte Danielson worksheet for evaluations added to the Master Agreement per State requirement.</p>	
Castlewood	The base will not be greater than any second-year teacher	<p>\$4000 across-the-board raise</p> <p>\$3500 one-time thank you payment to be paid in September 2023</p>	If an employee chose the high-deductible plan \$41.30 will go into an HSA. (Last year was \$44.84)		<p>-Fine Arts extracurricular stipends adjusted to be in line with athletics stipends that have similar seasons, practice schedules, &amp; # participants</p> <p>-Bonus for Extra/Late assignments: July 1-31 \$500 After August 1 \$1,000 One-time payments</p>	3/21
Estelline	\$43,000 activities stipend will go up based on this	<p>8.5% across the board</p> <p>+\$500 signing bonus</p>	\$735 towards district insurance - moving to NPIP insurance pool. Offerings of \$1000,	NA		3/21

		\$2000, and \$4000			
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