

AGREEMENT

Between

**THE DUPREE SCHOOL BOARD OF
THE DUPREE SCHOOL DISTRICT 64-2**

And

**THE DUPREE
EDUCATION ASSOCIATION**

July 1, 2024 - June 30, 2025

ARTICLE I: RECOGNITION

Pursuant to the provisions of the SDCL 3-18, the School Board of the Dupree School District #64-2, Dupree, South Dakota, hereinafter referred to as the "Board", recognized Dupree Education Association, hereinafter referred to as the "Association", as the sole and exclusive representative for all regularly employed certificated personnel, except for the Administration, for the 2024-25 school year.

ARTICLE II: EMPLOYEE AND ASSOCIATION RIGHTS

2.1 Right of Representation: When a certified employee appears before the Board on a non-renewal hearing, they shall have the privileges of SDCL 13-43-10.1.

2.2 Meetings, Notices, and General Information: On approval of the Superintendent of Schools, the association may be granted the right to the following:

- A. The use of school building for meetings.
- B. The use of employee mailboxes, inter-school mail, and school bulletin boards and e-mail for the purpose of internal and external communication.
- C. The uses of school equipment, e.g., computers, fax machine and copy machine.

ARTICLE III: EMPLOYEE COMPENSATION AND FRINGE BENEFITS

3.1 Definitions - Degreed: shall mean; a valid Bachelor's, Master's or Doctorate degree from any accredited College or University.

3.2 Full Experience Credit - Each new hire certified employee shall be awarded for their actual years of certified teaching experience outside the district if they meet the following qualifications.

- A. You must have at least a Bachelor's Degree.
- B. Teachers holding a current teaching certificate which has been in continual force for the past eight years.

3.3 Graduate Credit Reimbursement - The District will reimburse certified teaching staff up to \$100.00 per transcript credit, up to 6 credit hours, every five years, effective September 1, 2024. Receipt of purchase and copy of transcript is required for reimbursement.

3.4 School Year - Salary Schedule - The salary shall be as set forth in Appendix A, which is attached to and incorporated in this agreement.

All staff members that reach the bottom of the BA+45, MA, MA+15 and MA+30 will be given a step (valued at \$400.00) for each year of experience beyond the bottom, salary is cumulative.

3.5 Payroll Installments- Prior to September 15th, each certified employee shall elect to be paid on either a 10 month or 12 month basis. Upon termination, those employees who had elected 12 months, if they so request, will receive their July and August checks in June.

3.6 Supplemental Jobs - Payroll Procedures- For payroll purposes, supplemental pay shall be added to the employee's salary and shall be paid in the paycheck for that pay period.

3.7 Insurance- The School District shall provide medical/dental benefits up to \$350.00 per month or the cost of single health insurance per month, whichever is greater, for all certified employees and their families.

Certified teaching staff members who participate in the family medical insurance plan will receive \$200.00 per month to be applied toward the cost of the family plan. Certified teaching staff members married to each other will have the option of the following medical benefits: \$700.00 per month or two units of single (health) insurance towards family insurance, whichever is greater, each member will also receive an additional \$200.00 per month to be applied toward the cost of the family medical insurance plan. Married employees also have the right to receive single insurance benefits.

Should any certified employee be declared uninsurable by the insurance carrier, and be able to obtain coverage from another company, the school district shall reimburse the certified employee for the coverage from the other insurance company in an amount equal to what the school district pays for primary coverage.

Should any certified employee decline the primary coverage, he or she shall not be given any compensation for not taking the primary coverage.

3.8 Compensated Absence Pay- Upon termination of employment with the District, all certified employees will be paid the amount set forth in Article IV, Leave, for each day of accumulated discretionary leave to the maximum of 45 days. If written request from contract is submitted to the board by the certified employee on or before July 1 of the ensuing school term, the board will require no forfeiture of employees earned benefits. A certified employee will forfeit all earned benefits for the current school term should he/she not complete the contractual obligations for the same.

3.9 Unused Leave Days – On or before June 5th, employees must report the days of unused leave that they want for reimbursement. Pay to certified employee for unused leave days shall be figured at the amount set under the section entitled Leave in Article IV. A teacher will forfeit the pay if he/she does not report unused leave days on or before June 5 and those days will be carried over to the next school year to a maximum of 30 days.

ARTICLE IV: LEAVE

4.1 Discretionary Leave- Each degreed-certified employee shall be entitled to 15 days discretionary leave each year, with a maximum cumulative limit of thirty days. Discretionary leave shall be interpreted to mean days absent from work that the employee may use for any reason. Discretionary leave shall include days used for personal leave, sick leave, emergency leave, business leave and parental leave.

Five days of unused leave may be cashed in annually at the end of the school term at the rate of 1/175 of 2/3 of BA Base Salary. Days must be reported to the Business Manager in writing by June 5th or those days will be carried over to the next school year.

When an employee has accumulated their maximum thirty days leave, the employee shall have the option of taking the leave days in excess of thirty days or receiving pay for those days at the rate of 1/175 of 2/3 of BA Base Salary currently in effect.

Upon termination of employment with the District a teacher will be paid 1/175 of 2/3 of BA Base Salary for each day of accumulated discretionary leave to the maximum of 45 days.

Under emergency conditions, the immediate supervisor must be notified, otherwise, employees must arrange their leave with the Principal a minimum of 3 days prior to leave period requested. Except for sick leave, the number of staff persons granted leave at the same time will be at the discretion of the administration.

The cost of any succeeding days will be 1/175th of employee's salary per day.

4.2 Leave of Absence- A certified employee with five or more years of continuous service with the Dupree School District may be granted an academic leave of absence not to exceed one academic year. This leave of absence shall be subject to school board approval. The returning teacher shall continue the position previously held. Said teacher shall remain in the employment of the Dupree School District for a period of no less than one year. The teacher shall retain all accumulated leave and placement on the salary schedule as teacher held upon application for said leave of absence.

Application for leave of absence shall be made in writing prior to April 1, preceding the year for which such leave is requested. Notification of the Board's decision on the leave will be thirty calendar days after date of application. This leave of absence is granted without pay and any other benefits. The number of leaves of absence during any one school year will be decided in the best interest of the district. The Board may revoke the agreement should the teacher fail to follow the intended plan. The teacher taking the leave of absence has the option to remain on the school's group insurance, paying their own insurance.

ARTICLE V: WORKING HOURS

5.1 School Day: The standard school day for teacher shall be from 7:30 a.m. until 4 p.m. Monday – Thursday. Friday hours are 7:30 a.m. until 2:15 p.m. All teachers shall remain in the building until 4 p.m. Monday – Thursday. Teachers may leave at 2:15 p.m. on Fridays.

5.2 Duty Free Lunch: All teachers shall have duty free lunch.

5.3 School Dismissal: When school is dismissed or called off for reasons of inclement weather or holidays, teachers are dismissed after students have left the building.

5.4 Ticket Takers: Each teacher will volunteer to take tickets at one event each year, in exchange for a yearly athletic pass.

ARTICLE VI: EFFECT OF AGREEMENT

6.1 Complete Understanding- The terms and conditions set forth in this agreement represent the full and complete understanding between the parties. The terms and conditions may be modified only through the written mutual consent of the parties.

6.2 Individual Contracts- The terms and conditions of this agreement shall be reflected individual contracts or employment contracts.

6.3 Savings Clause- Should any article, section, or clause of this Agreement be declared illegal by a court of competent jurisdiction, then that article, section, or clause shall be deleted from this Agreement to the extent that it violates the law. The remaining articles, sections, and clauses shall remain in full force and effect.

6.4 Date of Agreement This negotiated agreement between the teachers of the Dupree School District and the Dupree Board of Education, dated May 13, 2024 shall supersede and make null and void all other negotiated agreements between the teachers and the Dupree Board of Education adopted prior to the above date.

6.5 Copies of the Agreement- It shall be the responsibility of the association to prepare and print copies of this Agreement. The association shall provide each member of the bargaining unit a copy of this agreement.

6.6 Authorized Signatures

In witness thereof, this agreement is signed at Dupree, South Dakota on this 13th day of May 2024.

Dupree Education Association

Kathy Olsen

Dupree School District 642

Leo Bakeberg

Medina Malko

Ernie Alspach

APPENDIX A: SALARY SCHEDULE

<p>Dupree School District No. 64-2 2024 - 2025 Salary Schedule</p>

Step	BA	BA+15	BA+30	BA+45	MA	MA+15	MA+30
0	53,960	54,960	55,960	56,460	56,960	57,960	58,960
1	54,360	55,360	56,360	56,860	57,360	58,360	59,360
2	54,760	55,760	56,760	57,260	57,760	58,760	59,760
3	55,160	56,160	57,160	57,660	58,160	59,160	60,160
4	55,560	56,560	57,560	58,060	58,560	59,560	60,560
5	55,960	56,960	57,960	58,460	58,960	59,960	60,960
6	56,360	57,360	58,360	58,860	59,360	60,360	61,360
7	56,760	57,760	58,760	59,260	59,760	60,760	61,760
8	57,160	58,160	59,160	59,660	60,160	61,160	62,160
9	57,560	58,560	59,560	60,060	60,560	61,560	62,560
10	57,960	58,960	59,960	60,460	60,960	61,960	62,960
11	58,360	59,360	60,360	60,860	61,360	62,360	63,360
12	58,760	59,760	60,760	61,260	61,760	62,760	63,760
13	59,160	60,160	61,160	61,660	62,160	63,160	64,160
14	59,560	60,560	61,560	62,060	62,560	63,560	64,560
15	59,960	60,960	61,960	62,460	62,960	63,960	64,960
16	60,360	61,360	62,360	62,860	63,360	64,360	65,360
17	60,760	61,760	62,760	63,260	63,760	64,760	65,760
18		62,160	63,160	63,660	64,160	65,160	66,160
19		62,560	63,560	64,060	64,560	65,560	66,560
20		62,960	63,960	64,460	64,960	65,960	66,960
21			64,360	64,860	65,360	66,360	67,360
22				65,260	65,760	66,760	67,760
23				65,660	66,160	67,160	68,160
24				66,060	66,560	67,560	68,560
25				66,460	66,960	67,960	68,960
26				66,860	67,360	68,360	69,360
27				67,260	67,760	68,760	69,760
28				67,660	68,160	69,160	70,160
29				68,060	68,560	69,560	70,560
30				68,460	68,960	69,960	71,052
31				68,860			

APPENDIX B: EXTRA DUTY SALARY 2024-25

WRESTLING:

Head	5,017.00
Assistant	3,295.00

BASKETBALL - BOYS:

Head Boys	5,017.00
Assistant Boys	3,295.00
7th & 8th Grade Boys	2,023.00
5th & 6th Grade Boys	2,023.00

BASKETBALL - GIRLS:

Head Girls	5,017.00
Assistant Girls	3,295.00
7th & 8th Grade Girls	2,023.00
5th & 6th Grade Girls	2,023.00

FOOTBALL:

Head	5,017.00
Assistant	3,295.00
Junior High	2,023.00

TRACK - BOYS & GIRLS:

Head	5,017.00
Assistant	3,295.00
Junior High	2,023.00

VOLLEYBALL:

Head	5,017.00
Assistant	3,295.00
Junior High	2,023.00

CHEERLEADING:

HS Boys BB	2,508.00
7th & 8th Grade BB	504.00
HS Football	2,508.00
7th & 8th Grade FB	532.00

CROSS COUNTRY:

Head	5,017.00
Junior High	2,023.00

CONDITIONING/STRENGTH:

FFA Advisor: 2,315.00

One Act Play Competition 1,102.00

Junior Class Advisor 5,040.00

Senior Class Advisor 718.00

Yearbook 2,290.00

Athletic Director 8,000.00

Student Council Advisor

High School 718.00

Elementary 718.00

National Honor Society 718.00

Destination Imagination 2,315.00

* Scholastic Coaches (up to 4 Teams) 858.00

* Up to 5 coaching activities

All activities must be performed outside of the school day before 7:30 a.m. or after 3:30 p.m.

Administration will set criteria and guidelines.

EXPLANATION OF EXTRA DUTY SALARY GUIDE

BOYS AND GIRLS GRADE BASKETBALL: The district will make an effort to hire one coach for the 5th & 6th grade team and one coach for the 7th & 8th grade team. Each coach will receive payment for the team they are coaching. Amount is set by negotiations.

JUNIOR CLASS: The Board knows that there are two advisors here and the advisors split the duties and compensation. The Board would like the advisors to notify the administration on how the duties and compensation will be split. The Board also feels that the students of the Junior Class should clean and scrub the concession stand properly. The Junior Class is not responsible for mopping the lobby area.

COACHES: The head coach has the overall responsibility to see that all areas of use by their sport is cleaned and maintained. This includes such things as picking up the locker room after each practice, sweeping the gym floor before and after the practice, seeing that the facility area is neat and orderly, and that athletes take off their cleats (football) or muddy running shoes (track) before entering the gym area.

ALL EXTRA DUTY SUPERVISORS: Extra duty supervisor shall not leave their students unsupervised. This includes before and after the extra duty activity.

SCHOOL COACHING: An extra duty contract will be issued for each extra-duty listing along with appropriate inventory lists (if available). The contract will be used prior to the beginning of the activity, or before assuming duties. One person may accept multiple contracts and receive total pay of contracts. "C" games are the responsibility of the assistant coach. If numbers are such there is not a "B".

Position for extra duty assignments will be advertised within the Dupree School System first so that all staff members, who are qualified or wish to work towards becoming qualified, may apply for those positions.

If unforeseen circumstances or emergency situations arise, which prevent completion of activity, such compensation of each situation will be reviewed by the school board and a respectful decision made based on the circumstances of the situation.

If two people wish to share a single duty listing, they must decide the split percentage to be put on the contracts/vouchers.