

**2025-2026
Negotiated Agreement
between
Burke School District
26-2
And the Burke Education Association**

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NEGOTIATED AGREEMENT

2024-2025

Article I: Recognitions and Negotiations

Pursuant to the provision of SDCL 3-18, the School Board of the School District 26-2, Burke, South Dakota, hereinafter referred to as the "Board," recognizes the Burke Education Association, hereinafter referred to as the "Association," as the sole and exclusive representative for all certified personnel to include school counselors and technology coordinator, hereinafter referred to as "Teachers," except the Superintendent, Business Manager and Principal.

The Term "Teacher," when used hereinafter, shall refer to all employees represented by the Association in the bargaining unit as defined above.

The Board agrees not to negotiate with any other employees' organization, individual employee, or group of employees regarding grievance procedures, rates of pay, wages, hours of employment, or other conditions of employment as they apply to teachers. Those rights granted to the Association by this agreement shall not be granted to other organizations unless challenged pursuant to SDCL 3-18-5

Negotiations Ground Rules 2025-26 Contract Period

Ground Rules cannot be changed unless agreed to by both the District Superintendent and the head of the bargaining unit. If any changes are proposed, the Superintendent will notify the School Board President. These rules will be agreed upon prior to the start of negotiations. The parties agree to enter into negotiations pursuant to SDCL 3-18.

Article II: Employee Compensation

2.1 Salaries

- A. The Burke School District does not have a salary schedule for professional staff. **The Board/Association will update the district hiring schedule at the completion of the current year negotiations.** Professional staff, and each staff member will be hired at a salary level that is commensurate with, but not limited to, the staff member's educational training, prior experience, and experience in the district. The hiring guide will remain in effect until changed or modified by the completion of the current year negotiations.
- B. Professional staff raises will be determined by the board through the collective bargaining process and can be either a flat dollar amount for all staff or a percentage raise. Lane advancements for continued education are denoted on the district hiring guide and will be applied individually to staff members' contracts on an individual basis as per district policy for lane advancement. Once a staff member is hired, his or her subsequent salaries will be based upon the negotiated raise applied to his or her current salary. Any other conditions negotiated between the staff and the board to allow recognition of years of service beyond the hiring guide will be applied on a best fit interpretation by the administration and approved by the board. See Appendix 1. (Burke School District Certified Teacher Hiring Schedule).
- C. For the 2024-2025 contract year:
 - Certified Staff Salary Increase 7.25%
 - Base Salary increased \$4500.00 New base salary \$49,000

Master's Degree BA to MA lane change on the hiring schedule from \$1000 to \$2000,
Masters lanes to MA+12, MA+24, MA+36

2.2 Salary Schedule Lane Changes

A. The School District encourages professional development with the use of additional lanes of the salary schedule rewarding those who take graduate credit. When a staff member wishes to submit additional graduate credit that will result in a lane change for the following contract year, the staff member must notify the business office in writing by May 1st. Additionally, a request for approval of graduate hours form must be completed and turned into the business office for approval by the Superintendent of Schools. These forms are available in the business office and as an appendix to this document.

2.3 Longevity Stipend

2.4 National Board Certification?

2.5 In House Substitute

Article III: Fringe Benefits

3.1 Insurance

3.2 Leave Buy Back

3.3 Tuition Reimbursement

3.4 SDHSAA/FFA Association Dues/Testing Fees for 1 head/1 assistant

3.5 Free Lunch for teachers

Article IV: Leave Policy for Certified Personnel

4.1 Sick Leave

A. 10 sick days = 1 personal day (30 days banked)

4.2 Sick Leave Bank FMLA

4.3 Personal Leave

- A. Lost personal day = certified sub pay
- B. Personal Leave Bank No restrictions on when can take

4.4 Bereavement Leave

4.5 Funeral Leave

4.6 Professional Leave

4.7 Jury Duty Leave

4.8 Military Leave

Article V: Employment Conditions

5.1 Contracted Days

5.2 Teacher Hours

5.3 Contract Resignation

- A. Liquidated damages

5.4 Employee Rights

5.5 Ticket Taking Duties

5.6 Nursing Mothers

Article VI: Reduction in Force

Article VII: Grievance Policy and Procedure

Article VIII: Appendix

8.1 Hiring Schedule

8.2 Extra Duty Schedule

8.3 Lane Change

8.4 Grievance Forms

