

**2025-2026
NEGOTIATED AGREEMENT**

TEA AREA SCHOOL DISTRICT #41-5

and

TEA EDUCATION ASSOCIATION

Table of Contents

Article I – Negotiated Agreement.....	4
Article II – Statement of Recognition	5
Article III	
A. Specific Teacher Contracts.....	5
B. Summer Contract.....	6
C. Extended Contract.....	6
Article IV – Association Rights.....	6
Article V – Teacher Work Day	
A. Teacher Work Day	7
B. Lunch Duty.....	7
C. Noon Recess Duty.....	7
D. Deviation of Teacher Workday	7
E. Study Committee and Curriculum Work.....	7
F. Meetings/Activities Beyond School Day	7
G. In-District Travel Allotment	7
H. In-District Travel Reimbursement	7
Article VI	
A. Salary Placement.....	8
B. Pay Schedule.....	9
C. Activity/Coaching Pay.....	10
D. Extra Duty Pay.....	12
E. Horizontal Growth	13
F. Professional Dues	13
G. Professional Growth/Educational Incentive-National Certification	13
H. Payment Options	14
I. Insurance	14
J. Dental Insurance	14
K. Fringe Benefits.....	15
L. Sick Leave.....	15
M. Unused Sick Leave Payment	16
N. Short Term Disability	16
O. Family Medical Hardship	16
P. Federal Family Medical Leave Act.....	17
Q. Parental Leave	17
R. Personal Leave.....	17
S. Unpaid Time Off.....	18
T. Professional Leave	18
U. Sabbatical Leave	18
V. Bereavement Leave	18
W. Legislative Leave of Absence	18
X. Association Leave.....	19
Y. Civic Leave	19
Z. Jury Duty	19
AA. District Committees	19
AB. Complimentary Activity Pass	19
AC. Activity Leave	19
AD. Transitional Return to Work.....	19
Article VII – Grievance Procedure	20
Article VIII	
A. Professional Transfer Policy	22

B. Involuntary Transfer/Reassignment Policy.....	22
Article IX – Tea Area District Evaluation of Teacher Performance	
A. Purposes.....	22
B. Philosophy of Educator Evaluations	23
C. Areas of Evaluation	23
D. Conduct of Evaluations for Employment Recommendations	23
E. Frequency of Evaluations for Educators Not Under Continuing Contract	24
F. Frequency of Evaluations for Educators Under Continuing Contract	24
G. Observation Conference.....	24
H. Observations	24
I. Evaluation Ratings	24
J. Evaluation Response	25
K. Plan of Assistance	25
L. Definition of Terms	25
Article X – Personnel Records.....	26
Article XI – Violence Policy	27
Article XII – School Calendar.....	27
Article XIII – Job Sharing	27
Article XIV – Staff Reduction Policy	
A. Staff Reduction in Force Procedures	28
B. Recall Policy	28
Article XV – Declaration.....	29

FORMS

Certified Staff Advancement on Salary Schedule Request Form	30
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Article I
Negotiated Agreement

The terms and conditions set forth in this agreement represent the full and complete understanding on all items negotiated. If any item, section or clause of this agreement is held to be invalid by operation of the law the remainder of agreements shall remain in full force and effect from the effective date of September 1, 2025 – August 31, 2026.

If a successor agreement has not been reached by such date, the parties agree that the terms and conditions of employment as represented herein shall continue in effect until the adoption of a successor agreement or until the completion of impasse procedure according of SDCL 3-18-8.1 and 3-18-8.2.

DocuSigned by:

Adam Larson

Tea Education Association/Chief Negotiator

4/1/2025
Date

Signed by:

Jason Bennett
Tea Area Board of Education, President

4/2/2025
Date

Article II
Statement of Recognition

The Tea Area School District 41-5 Board of Education recognizes the Tea Education Association/SDEA/NEA as the exclusive representative of all certified staff for the purpose of meeting and negotiating with respect to grievance procedures, rates of pay, wages and hours of employment and other conditions of employment pursuant to South Dakota Codified Law (SDCL) 3-18.

Article III

A. Specific Teacher Contracts

The school board shall issue teacher contracts, which specify exactly what grades or what subject area each teacher is required to teach.

1. A separate contract will be issued for each extra-curricular duty the teacher is expected to teach/coach.
2. When an emergency arises, the administration and board shall have the power to make necessary adjustments in assignments, providing the teacher is informed at the earliest possible date.
 - a. An emergency is defined as a sharp change in class size, tragedy to an instructor occurs or some completely unexpected situation occurs which causes a readjustment in classes. This situation can be declared if there is a teacher resignation after contracts have been signed.
 - b. Possible activity assignments shall be indicated on a separate contract. Assignments will be considered final when and only when all positions have been filled.
3. Liquidated damages will be assessed in the following amounts for termination of contract:

Date	Current Employee Liquidated Damages
After April 15 th or at the conclusion of Negotiations whichever is later	\$1000.00
After June 1 st	\$1,500.00
After July 1 st	\$2,000.00
After August 1 st	\$2,500.00
During School Year	\$3,000.00

Date	New Hire Liquidated Damages
Upon signing contract	\$1,500.00
After July 1 st	\$2,500.00
During School Year	\$3,000.00

Paid leave (sick, personal, etc.) will be prorated to the date of termination.

If the certified staff member terminates his/her contract and the district has paid for training that occurred during the summer of contract termination; the certified staff member will be responsible for reimbursing the district for the cost of the training and any wages paid by the district in association with said training.

4. Retirement/Resignation Notification Bonus. Certified staff who are planning to leave the district at the end of the year may receive a bonus based on an early notification date. Staff members who notify the district on or before December 20th of their intention to retire/resign at the end of the current school year will receive a \$500 bonus. Staff members who notify the district after December 20th but on or before Feb. 1st of their intention to retire/resign at the end of the current school year will receive a \$250 bonus. This bonus does not apply to extra duty assignments/contracts. The bonus will be paid in the final June extra duty payroll upon presentation of an extra duty pay request form to the business office.

B. Summer Contracts

Compensation for certified staff hired to fulfill summer duties will be paid at a per diem rate. Existing program activities currently contracted on a yearly and/or school year basis are not included in the compensation for summer employment.

Staff members who are required by administration to work during the summer on duties substantially equivalent to their school year duties will be issued summer contracts (i.e. ESY, counselors, etc.). The specific number of days must be stated on the contract. The schedule of days to be worked will be provided to and approved by the superintendent. Compensation will be paid at a per diem rate. Existing program activities currently contracted on a yearly and/or school year basis are not included in the compensation for summer employment.

Certified staff members assigned to teach AP or Honors courses that have a summer student contact requirement may submit a request to the superintendent for consideration of a summer contract. All requests must be submitted in writing by June 1st and include the number of student contact hours required. The schedule of days to be worked will be provided to and approved by the superintendent. Compensation will be paid at a per diem rate.

C. Extended Contract

Contracts for teaching beyond 181 days will be determined by the following formula: salary divided by 181 days multiplied by the durations of contract in days = extended contract salary.

Article IV Association Rights

- A. The Tea Education Association (T.E.A.) shall be granted one (1) hour of time during the August staff in-service meeting and one (1) hour of time during the January or February in-service (provided one is held). The Superintendent shall schedule the time.
- B. The T.E.A. may use district facilities and equipment when approved by the Superintendent.
- C. A copy of the Negotiated Agreement in PDF format will be sent to the president of T.E.A.
- D. Upon request from T.E.A., the district will facilitate the delivery of a data collection notice to each certified staff member twice each year. This request may be electronic or on paper and staff members will be instructed to reply directly to T.E.A.

Article V **Teacher Work Day**

A. Teacher Work Day

1. Certified staff will have the option to choose one of the following work schedules – 7:40am to 3:40pm or 8:00am to 4:00pm. The certified staff member will complete and sign a form at the fall in-service meeting declaring which option they will follow for the school year. Certified staff will be available for meetings (IEP, staff meetings, professional development) before and after school from 7:30am to 4:00pm regardless of the work schedule chosen and without additional cost to the district.
2. Special activities requiring additional time shall not be included or considered part of A above, but shall be in addition to the minimum day as set out above.
3. Adjustments are at the discretion of the superintendent.
4. On days preceding a non-work day, teachers may leave at 3:40pm regardless of which work schedule is chosen. Teachers will be required to stay on these days if the superintendent finds it necessary.

B. Lunch Duty. Certified teachers will be on a daily or weekly lunch duty rotation set at the discretion of the administration. On the days or weeks that certified teachers do not have lunch duty, the certified teachers will have duty free lunch.

C. Recess Duty. Certified teachers will be on a daily or weekly recess rotation set at the discretion of the administration.

D. Deviation of Teacher Workday. In the event that a teacher has an appointment that cannot be scheduled outside school hours, the teacher may sign out of her/his respective building no earlier than when the individual's student responsibilities end. The teacher shall make up the time prior to the appointment or within one week.

E. Study Committee and Curriculum Work. Teachers serving outside the duty day on District-level study committees, curriculum review committees or groups revising and/or writing curriculum materials shall be paid \$20.00/hour in increments of no less than 15 minutes. Committee members will be paid upon successful completion of the project as approved by the administration. Weekly staff meetings are not to be included.

F. Meetings/Activities beyond School Day. When a teacher participates in a meeting or activity outside the duty day at the request of the principal or District administrator, the teacher shall be paid \$20.00/hour in increments of no less than 15 minutes. Payment for all meetings/activities beyond the school day shall be made in the last payroll of the month upon submission of a voucher authorized by the supervising administrator received in the business office by the 10th day of the month following the month that the meeting/activity was completed (example: voucher for meeting completed on September 18th is due in the business office not later than October 10th to be paid at the end of October.)

G. In-District Travel Time Allotment. Certified staff who have teaching assignments that require travel between the City of Tea and Frontier Elementary School during the school day will be allowed a thirty minute travel block. This travel block will be made a part of the staff member's schedule and will not be considered part of the lunch or prep period.

H. In-District Travel Reimbursement. Certified staff who have teaching assignments that require travel between the City of Tea and Frontier Elementary School during the school day will be compensated at the rate of \$4.00 per trip. Reimbursement requests must be submitted to the supervising administrator at the completion of each semester and will be paid following the next qualifying school board meeting.

Article VI

A. Salary Placement

For the 2025-2026 school year, a 1.25% increase will be added to the base salary (Step 1 / Lane B) on the Pay Schedule. Staff member salaries will be determined by their placement on the Pay Schedule or their previous year's salary plus \$676, whichever is greater. Staff members in a designated hard-to-hire position will receive their placement on the pay schedule plus \$2,000 or their previous year's salary plus \$676, whichever is greater. Part-time staff salaries will be prorated to time worked.

No teachers new to the TASD will be placed at a step higher than a present teacher with equal experience and education. All teaching experience must be from a fully accredited school and the experience must have been obtained after the person obtained his/her Bachelor's Degree for teaching. Placement on the pay schedule will be based on education related degree earned only.

Contract Days: Certified staff teachers who were employed during the 2024-2025 school year - contract for the 2025-2026 school year shall be for 181 days, consisting of in-service days, parent/teacher conference days, and 173 student contact days. Certified staff teachers who are new to the district – contract for 2025-2026 school year shall be for up to 186 days, which shall be new hire orientation, in-service days, parent/teacher conference days, and 173 student contact days.

New Hire In-Service Days – New certified staff who are required to attend an additional three to five days of extra contract/in-service will be compensated for each day with an additional sick day added to their bank.

All certified teachers will be paid over a twelve (12) month period on the 15th day of the month and the last day of the month. In the event that payday falls on a weekend or holiday, payroll will be issued on the business office workday preceding the weekend or holiday.

If the Board of Education is unable to fill a hard to hire vacant position, the Board of Education reserves the right to hire a new teacher by offering an additional \$2000 above his/her step level for teachers coming in, after notification to the T.E.A.

After the retiring staff member complies with all procedures set forth by the State of South Dakota and the South Dakota Retirement System, the retiring staff member must reapply for the desired position. The retiring staff member shall start at the base salary with all the benefits of a first year teacher.

If the staff member is rehired, he/she shall start at the base salary plus their educational lane up through BA+24 with all the benefits of a first year teacher.

Advanced Degree Incentive: For all employees hired after July 1, 2010, all BA lanes will have a salary cap of current base salary plus lane movement multiplied by 1.3. (Example: base salary for BA step 1 is \$30,000. $\$30,000 \times 1.3 = \$39,000$. The cap for that lane & step will be \$39,000.)

B. Pay Schedule

Step/Lane	B	B+12	B+24	M	M+12	M+24	Specialist
1	\$54,793	\$55,293	\$55,793	\$58,293	\$58,893	\$59,493	\$61,993
2	\$54,903	\$55,404	\$55,905	\$58,410	\$59,011	\$59,612	\$62,117
3	\$55,013	\$55,515	\$56,017	\$58,527	\$59,129	\$59,732	\$62,242
4	\$55,123	\$55,626	\$56,129	\$58,644	\$59,248	\$59,851	\$62,366
5	\$55,233	\$55,737	\$56,241	\$58,761	\$59,366	\$59,971	\$62,491
6	\$55,413	\$55,918	\$56,424	\$58,952	\$59,559	\$60,166	\$62,694
7	\$55,593	\$56,100	\$56,607	\$59,144	\$59,753	\$60,361	\$62,898
8	\$55,773	\$56,282	\$56,791	\$59,336	\$59,947	\$60,557	\$63,102
9	\$55,955	\$56,465	\$56,976	\$59,529	\$60,142	\$60,754	\$63,307
10	\$56,137	\$56,649	\$57,161	\$59,722	\$60,337	\$60,952	\$63,513
11	\$56,389	\$56,904	\$57,418	\$59,991	\$60,609	\$61,226	\$63,799
12	\$56,643	\$57,160	\$57,677	\$60,261	\$60,881	\$61,502	\$64,086
13	\$56,898	\$57,417	\$57,936	\$60,532	\$61,155	\$61,778	\$64,374
14	\$57,154	\$57,675	\$58,197	\$60,805	\$61,430	\$62,056	\$64,664
15	\$57,411	\$57,935	\$58,459	\$61,078	\$61,707	\$62,336	\$64,955
16	\$57,741	\$58,268	\$58,795	\$61,429	\$62,062	\$62,694	\$65,328
17	\$58,073	\$58,603	\$59,133	\$61,783	\$62,419	\$63,054	\$65,704
18	\$58,407	\$58,940	\$59,473	\$62,138	\$62,777	\$63,417	\$66,082
19	\$58,743	\$59,279	\$59,815	\$62,495	\$63,138	\$63,782	\$66,462
20	\$59,081	\$59,620	\$60,159	\$62,855	\$63,501	\$64,148	\$66,844
21	\$59,494	\$60,037	\$60,580	\$63,294	\$63,946	\$64,597	\$67,312
22	\$59,911	\$60,457	\$61,004	\$63,738	\$64,394	\$65,050	\$67,783
23	\$60,330	\$60,881	\$61,431	\$64,184	\$64,844	\$65,505	\$68,258
24	\$60,752	\$61,307	\$61,861	\$64,633	\$65,298	\$65,964	\$68,735
25	\$61,178	\$61,736	\$62,294	\$65,085	\$65,755	\$66,425	\$69,217
26	\$61,682	\$62,245	\$62,808	\$65,622	\$66,298	\$66,973	\$69,788
27	\$62,191	\$62,759	\$63,326	\$66,164	\$66,845	\$67,526	\$70,363
28	\$62,704	\$63,277	\$63,849	\$66,710	\$67,396	\$68,083	\$70,944
29	\$63,222	\$63,799	\$64,375	\$67,260	\$67,952	\$68,645	\$71,529
30	\$63,743	\$64,325	\$64,907	\$67,815	\$68,513	\$69,211	\$72,119
31	\$64,349	\$64,936	\$65,523	\$68,459	\$69,164	\$69,868	\$72,804
32	\$64,960	\$65,553	\$66,146	\$69,109	\$69,821	\$70,532	\$73,496
33	\$65,577	\$66,176	\$66,774	\$69,766	\$70,484	\$71,202	\$74,194
34	\$66,200	\$66,804	\$67,408	\$70,429	\$71,154	\$71,879	\$74,899
35	\$66,829	\$67,439	\$68,049	\$71,098	\$71,830	\$72,561	\$75,611
36	\$67,464	\$68,080	\$68,695	\$71,773	\$72,512	\$73,251	\$76,329
37	\$68,105	\$68,726	\$69,348	\$72,455	\$73,201	\$73,947	\$77,054
38	\$68,752	\$69,379	\$70,007	\$73,143	\$73,896	\$74,649	\$77,786
39	\$69,405	\$70,038	\$70,672	\$73,838	\$74,598	\$75,358	\$78,525
40	\$70,064	\$70,704	\$71,343	\$74,540	\$75,307	\$76,074	\$79,271

Incremental

Experience	Increase
Year 1-5	0.00200
Year 6-10	0.00325
Year 11-15	0.00450
Year 16-20	0.00575
Year 21-25	0.00700
Year 26-30	0.00825
Year 31-40	0.00950

C. Activity/Coaching Pay

For current certified staff members, activity/coaching contracts will be paid over 12 months on the same payment schedule as the staff member's certified employment contract.

Activity/coaching pay will be issued by payroll electronic funds transfer (EFT) as part of the certified staff member's regular payroll. Lay individuals will be paid by EFT in installments during the activity/coaching assignment.

If a staff member who is receiving compensation for an extracurricular coach or advisor position misses fourteen (14) consecutive days of practice/coaching/extra duty responsibilities, the staff member will be placed on leave without pay for the extracurricular position. The staff member will be compensated for the time spent from the start of the extracurricular position during the course of the school year or activity season to the start of the leave of absence. Upon return, the staff member will be compensated for the extracurricular duty for the remainder of the assignment.

A replacement will be hired, if possible, for the period of the absences of the staff member on leave from the extra pay – extra work position. The replacement will receive the rate of pay commensurate with their experience in the district.

New hires may be awarded up to 20 years of experience based on the hiring schedule.

Activity Pay Schedule		
Tier	Percent	FY25 Base Pay
1	100%	\$6,060
2	95%	\$5,757
3	90%	\$5,454
4	85%	\$5,151
5	80%	\$4,848
6	75%	\$4,545
7	70%	\$4,242
8	65%	\$3,939
9	60%	\$3,636
10	55%	\$3,333
11	50%	\$3,030
12	45%	\$2,727
13	40%	\$2,424
14	35%	\$2,121
15	30%	\$1,818
16	25%	\$1,515
17	20%	\$1,212
18	15%	\$909
19	10%	\$606
20	5%	\$303

*1.5% increase per year of experience

Varsity Head Coach

Tier 1 14-16 wks
 Tier 2 11-13 wks
 Tier 3 8-10 wks

HS Asst Coach

JV +5 steps
 9th/10th +6 steps

MS Head Coach

Tier 10 9-12 wks
 Tier 11 6-8 wks

MS Asst Coach

Asst +2 steps

Positions on the Activity Pay Schedule are identified as SDHSAA-sanctioned activities, CTSO, District activity management positions, and District-sponsored major events.

Activity	Level	Tier
Basketball	Head	1
	JV	6
	10 th	7
	9 th	7
	Head MS	10
	Asst MS	12
Football	Head	1
	JV	6
	9 th	7
	Head MS	10
	Asst MS	12
Soccer	Head	2
	JV	7
	9 th	8
	Head MS	11
Volleyball	Head	1
	JV	6
	10 th	7
	9 th	7
	Asst MS	13
Wrestling	Head	1
	JV	6
	9 th	7
	Head MS	10
	Asst MS	12
Track	Head	2
	JV	7
	Head MS	11
	Asst MS	13
Cross Country	Head	3
	JV	8
	Head MS	11
Golf	Head	3
	JV	8
Softball	Head	3
	JV	8
Same Season Multiple Team Head Coach	HS (steps below head coach)	+10
Competitive Cheer	Head	9
Competitive Dance	Head	9
Football Sideline Cheer	Head	12
	JV	15
Basketball Sideline Cheer	Head	10
Strength & Conditioning		1
MS Game Manager		9
Concessions Manager		1
Instrumental Music	Summer Lessons	6
	HS	1
	Asst Marching	14
	Flags Marching	16
	Drumline	17

	Marching	
MS	14	
Elem/Inter	17	
Vocal Music	HS	6
	MS	16
	Elem/Inter	19
Oral Interp	HS	8
	MS	16
Debate		8
Yearbook	HS	11
Newspaper	HS	15
Drama	HS	11
	MS	11
	Asst	14
One Act Play	HS	14
	Asst	18
Streaming Advisor		1
Student Council	HS	11
	MS	17
Quiz Bowl	HS	16
	MS	18
FCCLA		14
HOSA		16
FBLA/DECA		16
FFA	HS	12
	MS	16
Skills USA		16
Educators Rising		16
Visual Arts		20
Esports		16
National Honor Society		16
Tri-M		20
SADD		20
Prom	Head	16
	Asst.	18
Homecoming Advisor		18

Please complete the request form to have additions to pay schedule or tier adjustments considered. The form will be made available on the District website. All tier adjustments must be submitted to Human Resources by March 1st for consideration during negotiations.

**Extra duties related to HS instrumental include but are not limited to the following: pep band, marching band (required to march during Homecoming and Teapot Days parades as well as selected competitions); jazz band; drum line; concerts; contests; All-State Band; All-State Orchestra*

***Extra Duties related to HS Vocal include but are not limited to the following: concerts; contests; All-State Chorus; Honors Choir.*

D. Extra Duty Pay

Payment for all hourly duties including night duties on the Extra Duty Pay Schedule and class covers shall be made in the last payroll of the month upon submission of a voucher authorized by Activities Director or administrator received in the business office by the 10th day of the month following the month that the extra duty was completed (example: voucher completed on September 18th is due in the business office no later than October 10th). Extra duty completed for athletic contests (tickets, bookkeeper, clock, announcer, crowd control, referee, etc.) will be submitted by the 10th day of the month following the completion of the season by the Activities Director. Payment for those duties will be issued in the next end of the month payroll.

Accumulated extra duty pay will be issued by payroll electronic funds transfer (EFT), but invoiced separately from regular payroll, on the last pay period of the month indicated in the previous paragraph. Extra duty pay requests must be authorized by the supervising administrator and be received in the business office no later than the 10th of the month. Late submissions may be withheld by the district until the next scheduled extra duty pay period.

Football Ticket Taker / Seller	\$30 per night/event
Ticket Taker / Seller (All other events)	\$40 per night/event
Ticket Taker/Seller (Double Header)	\$60 per double header
Crowd Control	\$30 per night/event
Quiz Bowl Reader	\$30 per night/event

Staff driving students to and from activities in school vehicle more than 20 miles away	\$25 per trip
(An activity is defined as an event or practice that has been scheduled, and the student transportation has been coordinated and approved by the transportation director and activities director or other administrator.)	

Staff driving students to and from activities in CDL level school bus	
Under 20 miles	\$25 per trip
Over 20 miles	\$50 per trip
(An activity is defined as an event or practice that has been scheduled, and the student transportation has been coordinated and approved by the transportation director and activities director or other administrator.)	
Covering classes for absent teacher (1/4 hour increments)	\$22 per hour
Concert Supervision	\$25 per night
Prom Supervision	\$60 per night
Bus Route Monitor (student supervision during bus route)	\$30 per bus route
New Teacher Mentor	\$250 per year per assignment

Driver Education

	Years 1-3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9+
Class	\$750	\$775	\$775	\$775	\$800	\$800	\$800
Driving (per student)	\$150	\$155	\$160	\$165	\$170	\$175	\$180

Driving Bonus: At the completion of the contract year (Sept. 1 to Aug. 31), instructors will receive a bonus corresponding to the number of student driving assignments completed that year.

- Less than 20 students = \$0 bonus
- if 20-24 students = \$500 bonus
- if 25-29 students = \$750 bonus
- if 30+ students = \$1000 bonus

E. Horizontal Growth

1. All college course work must contribute directly to the improvement of skills needed to perform the employee's specific duties for the Tea Area School District 41-5. The area of study must be in the field of education or course of study taught.
2. All work must be taken at an accredited college or university.
3. Staff who anticipate horizontal movement must submit the completed request form to the District Office by March 1 of the year preceding movement. Complete transcripts of all credits earned must be filed by September 10 with the District office.
4. The superintendent must approve all courses used for horizontal movement in advance. Requests for approval must be made on forms provided by the district and must be submitted prior to registration for the course. The superintendent will act upon the requests within ten (10) calendar days of receipt. The superintendent may approve courses that are: 1) part of an approved graduate degree program, or 2) related to the teacher's teaching or area of certification, or 3) that will directly benefit the district.
5. When staff's salary is advanced, credit hours earned will be evaluated by the superintendent. Original placement will require that all hours beyond the BA be evaluated.
6. Graduate Hours – Hours over the BA or BS degree must be on the graduate level and either in education or in the teacher's teaching area. These hours are to be evaluated by the superintendent.

Horizontal Growth:

BA+12	\$ 500
BA+24	\$ 500
MA	\$ 2500
MA+12	\$ 600
MA+24	\$ 600
Specialist	\$ 2500

F. Professional Dues

The board agrees to pay up to \$50 toward professional membership dues for one organization per certified staff member. The district will reimburse the certified staff member after the teacher submits documentation verifying the payment of dues. All requests must be approved by the building administrator or supervisor. Membership must be to a specific professional organization (Coaches Association, NCTM, SDCTM, SDCTE, NCTE, etc.). This is not for membership to general educational associations such as T.E.A., S.D.E.A., N.E.A., etc.

G. Professional Growth/Educational Incentive-National Certification:

The teacher must apply **IN ADVANCE** by no later than September 10 and establish written criteria as determined by the National Certification Board.

As per SDCL 13-42-26 Certification by National Board for Professional Teaching Standards – Reimbursement for fees – Stipend for certified teachers – Adoption of rules.

"The Department of Education and Cultural Affairs shall establish a program to reimburse public school teachers for the application and processing fee for the National Board for Professional Teaching Standards certification process. The reimbursement shall include any federal funds that may be available through a candidate subsidy program. The reimbursement shall be paid upon receipt of documentation that the teacher successfully completed all certification requirements and was awarded the credential.

In addition to the reimbursement provided pursuant to this section, a teacher who teaches in a public school and who has obtained certification by the National Board for Professional Teaching

Standards shall receive a payment of two thousand dollars per year for five years. The stipend shall be paid as follows:

- (1) One thousand dollars from the Department of Education and Cultural Affairs as per state funding;
- (2) One thousand dollars from the school district where the teacher is employed.

Addendum I: Certified Staff Advancement for Salary Request Form

H. Payment Options

1. A certified teacher in the Tea Area School District will receive his/her contract wage in twenty-four (24) equal monthly installments. Installments will be paid in September through August, inclusively. Payroll deductions will be prorated based on twenty-four (24) installments.
2. A certified teacher who is employed after the start of the school year shall receive equal payments prorated from the first full month after employment has begun through August.
3. The district reserves the right to pay all compensation by electronic funds transfer. Employees need to ensure that accurate information is timely provided to the district on personal bank account information. The district is not responsible if the employee fails to provide information in time for financial transactions or provides inaccurate information. Employees are allowed only one direct deposit account at a time.

I. Insurance

The Tea Area School District Board of Education will adopt a health insurance plan selected by the Tea Area Board of Education. All information relevant to benefits available is explained in the booklet provided to each certified employee.

1. Premium:

The District shall provide, for each full time certified employee, the following benefit by plan selection:

Single – 90% not to exceed \$630
Employee + Children – 60% not to exceed \$725
Employee + Spouse – 60% not to exceed \$825
Family – 60% not to exceed \$1185
2 Employee Household – Employee + Spouse – 95% not to exceed \$1310
2 Employee Household – Family – 80% not to exceed \$1575

In addition, benefits shall not change during the current year unless by the mutual agreement of the Tea Area Board of Education and the Tea Education Association.

2. Annuities:

Tax sheltered annuities (TSA) or 403B plans will no longer be offered to any employee as of September 1, 2008. Current employees receiving the \$1200 stipend will continue to receive it unless their insurance election changes. The \$1200 will be split equally based on the number of pay periods elected by the employee and will be prorated for employees working less than full time.

J. Dental Insurance

The District contribution for Dental Insurance premium will be the cost of a single coverage premium.

K. Fringe Benefits

Fringe benefits (insurance, disability, leave, etc.) will be offered to employees working at least 30 hours per week.

In the event that there are increases in medical premiums, said increases will be withheld from staff member paychecks as per policy with the June paycheck.

L. Sick Leave

1. Certified employees shall be granted ten (10) days of sick leave each year. Employees who meet the requirements set forth may elect to transition those days as stated below.

Sick days will accumulate with any unused sick leave from previous years.

Returning certified employees who have carried over 30 or more days of sick leave from the previous year may choose from one of the following options:

- a. Ten additional sick days will be added to any unused sick leave from previous years.
- b. Five additional sick days and one additional personal day will be added to leave from previous year. This option cannot be in excess of the maximum of five personal days allowed per year.
- c. Zero additional sick days and two additional personal days will be added to leave from the previous year. This option cannot be in excess of the maximum of five personal days allowed per year.

Please note that staff members must notify the business office in writing by September 1st of the qualifying school year or the standard election of ten sick days will be automatically given.

2. Sick leave can accumulate to a maximum of fifty (50) days.
3. In the extra duty payroll at the end of June, certified staff members will receive compensation of \$50 per day for each day accumulated over the fifty (50) day limit.
4. Certified staff members who have reached their 20th continuous year of service to the District and meet the requirements listed below may elect to convert sick days into an additional personal day.
 - The staff member must have a minimum of 35 days of sick leave accumulated at the end of the previous school year.
 - The staff member may elect to convert 5 days of accumulated sick leave to one personal day for the following year.
 - This option cannot be in excess of the maximum of five personal days allowed per year.
 - The staff member must notify the business office in writing by September 1st of the qualifying school year.
5. A certified employee may use accumulated sick leave for care of an ill family member. "Family" shall be defined as spouse, parent, child, sibling, grandparent, grandchild, and corresponding step-family and in-laws, and persons for whom you can provide written proof from a medical professional that you are the primary caregiver.
6. A certified employee's absence in excess of two (2) consecutive days will be credited as sick leave only upon the presentation of a physician's written statement, if requested by the administration, that the illness was of sufficient seriousness to prevent the certified employee from working and the period of time must be so specified.
7. In those circumstances in which a certified employee has an unanticipated family emergency for which there is no other available leave, the certified employee may submit a request to the Superintendent for up to two days of unused sick leave for such emergency. In considering the request, the Superintendent shall consider factors including but not limited to the availability of other paid or unpaid leave, the severity of the emergency, whether the need for leave was foreseeable, and the needs of the District; however, the approval of such request shall be in the sole discretion of the Superintendent.

After a certified employee has been granted leave for the number of days allowed for sick leave under the sick leave provisions in the schedule, deductions will be made from the certified employee's salary for each day of absence due to illness or other granted leave. The amount of the deduction will be determined by dividing the contract salary by the number of contracted days of the certified employee.

M. Unused Sick Leave Bonus

Certified staff who do not use any sick leave during the course of the entire school year may choose one of the following bonuses:

1. \$110 payment to be paid in the June Extra Duty Payroll
2. One additional personal day the following school year. This bonus day is not subject to the five day personal leave cap but cannot be carried over to a subsequent year.

Please note that staff members must notify the business office in writing by June 5th or the standard election of the \$110 payment will be automatically given.

N. Short Term Disability

The District will adopt short term disability coverage selected by the Board of Education. Coverage will be provided for each full-time certified employee. Coverage will be for employee only.

O. Family Medical Hardship

Individual employees may voluntarily donate sick leave hours directly to another employee who is experiencing extreme hardship related to the serious health condition of a spouse, child, step-child, or parent. The situation must qualify as a serious medical condition pursuant to IRS guidelines: "a major illness or other medical condition that requires a prolonged absence from work (40 hours), including intermittent absences that are related to the same illness or condition".

Recipient: To be eligible to receive donations, employee must meet the following requirements:

- Must be a benefit eligible employee working at least 30 hours per week.
- Must have exhausted all available paid leave options.
- Must have a spouse, child, step-child, or parent with a qualifying serious medical condition.
- May not be used for employee medical condition. (Benefit eligible employees are covered under district provided short term disability policy.)
- Must complete the Sick Leave Direct Donation: Recipient Form (available from Human Resources) and provide required medical certification. Completed form should be submitted to Human Resources.
- Maximum number of donated days that an employee can receive per school year is 30 days.

After a request is received, the superintendent will review the application and determine if the situation meets the requirements for consideration. Information on qualifying applications, with factors relating to the need, will be provided to T.E.A. who will communicate the request to the certified staff.

Donor: To be eligible to donate, employee must meet the following requirements:

- Must be in the same employee classification (Certified, Classified, Administration/Support Services).
- Must have at least 10 days of sick leave in their account.
- Must complete the Sick Leave Direct Donation: Donor Form and return to Human Resources within 10 days of request notification.

- May donate one or two days per approved hardship request.
- May not donate more than 6 days total per school year.

If after the first notification has been sent, donated days are not sufficient to meet the request, an additional request for days may be communicated by T.E.A. Donated days are non-returnable. Donors will be selected on a first come basis until donations meet the recipient's requested number of days. All information on the origin of donated days will be kept confidential. Human Resources will keep T.E.A. informed as to the amount of time donated and the leave status of recipient.

P. Federal Family Medical Leave Act

The Tea Area School District #41-5 shall abide by and comply with all applicable provisions of the Federal Family Medical Leave Act and amendments thereto and provide said benefits to the certified staff. The district administrative offices shall maintain and distribute, upon written request, the current regulations as instituted by federal statute(s).

Q. Parental Leave

Parental leave shall be available to teachers after a child's birth for up to six (6) calendar weeks from the date of delivery. Parental leave shall be taken from available accrued sick/personal leave. Vacation days and school cancellation days will not be deducted from sick/personal leave but are counted as part of the six calendar weeks.

If possible, the teacher should notify the principal at least two (2) weeks in advance of parental leave absence.

In the event of a caesarean delivery, the certified staff member will have the possibility of utilizing a maximum of eight calendar weeks of paid sick/personal leave, with the same stipulations as stated above for the six calendar week terms.

In the case of adoption of an infant under the age of 60 months, the parental leave will be the same as for a natural birth child of those parents.

For all parental leave stated above, the district will authorize additional unpaid leave in accordance with the district approved FMLA policy.

R. Personal Leave

The Tea Area School District #41-5 shall provide two (2) days of personal leave subject to the following conditions:

1. Granted upon approval of the administration for requests made ten (10) calendar days in advance.
2. Will not be granted if fifteen (15) or more staff members requiring substitutes are gone on any one day.
3. Personal leave may be used to extend a vacation or holiday period.
4. Personal leave may not be used during the first or last week of the school year.
5. Exceptions may be granted by the superintendent.
6. Returning staff members who do not use all of their personal leave may elect to transition up to two days of unused personal leave in one of the following ways. The staff member must notify the business office on or before May 15 of the current year as to their option choice or option "a" will be used as the standard election.
 - a. Two personal days may be carried over to the next school year.
 - b. One personal day may be carried over to the next school year and one day may be transferred into the staff member's sick leave.

- c. Two personal days may be transferred into the staff member's sick leave.
- d. Certified staff may elect to receive payment of \$110 per day for up to two (2) personal days.

S. Unpaid Time Off

Unpaid time off is discouraged except in cases of extreme need or for the purposes of the Family Medical Leave Act. Exceptions may be granted at the discretion of the superintendent.

Unpaid time off is subject to the following provisions:

- 1. May only be used for unforeseen circumstances.
- 2. Cannot be used before or in lieu of any available paid leave.
- 3. May not be used to extend a school break or holiday period. Exceptions may be granted at the discretion of the Superintendent; however, no exceptions will be granted if it causes an employee to exceed three days of unpaid time over a two year period.
- 4. May not be used during the first or last week of the school year.
- 5. Must be used in half day or full day increments.
- 6. Will have salary deductions taken from the next payroll.

Excessive or repeated unpaid time off may result in disciplinary action up to and including termination of employment.

T. Professional Leave

Each certified teacher is entitled to professional leave subject to their immediate supervisor's approval, who will then forward to the superintendent for approval. Professional leave requests must be made five (5) calendar days in advance and leave is not accumulative.

U. Sabbatical Leave

Unpaid sabbatical leave shall be granted to a certified teacher, after their fourth (4th) consecutive contract in the district, to further education. The certified teacher would return to the certified teacher's former teaching position, taking up vertically on the salary level where the teacher left off, but allowing horizontal movement. The certified teacher shall continue to be under group insurance coverage subject to full payment of monthly premiums during the leave by the certified teacher. This leave shall be granted in increments of one year or could be a short-term leave varying from four (4) to nine (9) weeks. The one (1) year increment and the short-term increment could each be used once in a ten-year (10) period. If a short-term sabbatical is requested, then approval is contingent upon obtaining a qualified replacement for the duration of the sabbatical.

V. Bereavement Leave

- 1. Bereavement leave is defined as paid leave that is available to employee at the time of death or funeral of a member of the employee's immediate family as defined below or other person close to the employee.
- 2. A total of five (5) days shall be allowed, per death, in the teacher's family. "Family" shall be defined as spouse, parent, child, sibling, grandparent, grandchild, and corresponding step-family and in-laws, and persons for whom you can provide written proof from a medical professional that you are the primary caregiver.
- 3. Leave for a maximum of three (3) days per work year shall be allowed to attend the funeral of other persons close to the teacher.

W. Legislative Leave of Absence

The board shall grant a leave of absence, without pay, to any certified teacher who is elected to state legislature. This shall be effective for all workdays that the state legislature is in session.

Lobbying efforts: No more than three (3) certified teachers district-wide will be allowed to take leave on any one day subject to classroom substitutes available. A maximum of twenty (20) teacher days will be allowed for lobbying efforts. Any one teacher will be limited to one (1) day leave per year for lobbying efforts.

X. Association Leave

The district will grant up to a total of six (6) days for association leave for officers to use for association business if classroom substitutes are available. The leave may be taken in increments of not less than one-half (1/2) day. The leave is not accumulative. A written request must be submitted to the superintendent for approval five (5) calendar days in advance.

Y. Civic Leave

A certified teacher may be excused for civic responsibilities in which the teacher has leadership responsibilities. A written request must be submitted to the superintendent for approval five (5) calendar days in advance. Not over two (2) days shall be granted to any teacher for this purpose in any year. These days are not accumulative.

Z. Jury Duty

Certified teachers may serve on jury duty and the deduction for his/her absence shall be the amount of the fee received for the jury duty, or the employee may submit the jury reimbursement to the District and no deduction shall be made from the employee's salary.

AA. District Committees

Certified teachers who serve on district committees shall be allowed to leave at the close of the student day on the days the committee is meeting.

AB. Complimentary Activity Pass

One complimentary staff activity pass will be issued per family to all certified staff members. This pass would allow admission to the staff member, their spouse, and K-12 children (custodial or non-custodial). The district will provide ticket takers with a list of staff members and eligible family members, which will enable family members to gain admittance upon request (and proving identity to the ticket taker, if necessary). The certified staff member will be responsible for ensuring that the district activities director has an accurate listing of eligible family.

AC. Activity Leave

1. A certified teacher may request eight (8) hours tournament leave per year for attendance at state events, (i.e. chorus, band, volleyball, basketball, football, track, cross country, etc.) in which a Tea Area School District student family member is participating and is a Tea Area School District sponsored middle school event or an event sponsored by the South Dakota High School Activities Association. Activity leave may be granted by the superintendent at their discretion in such or similar circumstances.
2. A certified teacher may request eight (8) hours regular season leave per year for attendance at regular season events, (i.e. chorus, band, volleyball, basketball, football, track, cross country, etc.) in which a Tea Area School District student family member is participating and is a Tea Area School District sponsored middle school event or an event sponsored by the South Dakota High School Activities Association. Activity leave may be granted by the superintendent at their discretion in such or similar circumstances.

AD. Transitional Return to Work

The Tea Area School District is committed to assisting employees injured on the job to return to productive employ as soon as possible. The administration and employee's medical professional shall develop guidelines that will determine appropriate job duties and schedules for injured

employees. Human Resources will be responsible for communications with the injured employee concerning their job assignments. Human Resources in coordination with the employee's supervisor will manage the transitional duty program. The employee's ability to return to work in any capacity will be monitored by the attending physician and the worker's compensation insurance company handling the claim. The failure of the injured employee to follow all stipulations of the transitional duty program may cause the removal of that employee from the program and affect worker's compensation benefits.

Article VII
Grievance Procedure

1. DEFINITION

The word "grievance" as used in the Agreement shall mean a complaint by a certified teacher, group of certified teachers or the Association based upon an alleged violation, misinterpretation or inequitable application of any existing agreements, contracts, policies, rules or regulations of the Tea Area School District.

The term "certified teacher" is to mean any certified professional employee not classified as administrative personnel.

2. PRINCIPLES

- a. The purpose of this procedure is to secure at the lowest possible administrative level equitable solutions to the problems, which may arise affecting the welfare or working conditions of certified teachers.
- b. All parties agree that these proceedings shall be kept as informal and confidential as may be appropriate at any level of this procedure.
- c. Nothing herein contained shall be construed as limiting the right of a certified teacher having a problem to discuss the matter informally with any appropriate member of the administration or with any appropriate representative of the association at any time.
- d. Any certified teacher or group of certified teachers has the right at any time to present any grievance to such persons or board through such channels as are hereby designated for that purpose.
- e. All written and printed matter dealing with the processing of a grievance will be filed separately from the personnel files of the certified teacher and shall not be used in any evaluation or disciplinary action.

3. INFORMAL LEVEL

Whenever any certified teacher(s) has a grievance, the certified teacher or certified teachers) shall meet on an informal basis with the principal, administrator or supervisor to whom the certified teacher (or certified teachers is directly responsible within thirty (30) calendar days after the employees, through the use of reasonable diligence, should have had knowledge of the occurrence that gave rise to the grievance.

4. FORMAL LEVEL

- a. **IMMEDIATE SUPERVISOR.** If the grievance remains unresolved at the informal level, the grievant/association may present the grievance within thirty (30) calendar days to the immediate supervisor in writing. The immediate supervisor shall set a meeting date as soon as possible, but in any event, no later than ten (10) working days after the grievance has been

filed. Within ten (10) working days after the meeting, the immediate supervisor shall serve a written decision and the reasons therefore upon the party and parties involved and the association.

b. **SUPERINTENDENT OF SCHOOLS.** If the grievance is not resolved by the immediate supervisor, the grievant may refer the grievance to the superintendent within ten (10) working days of the immediate supervisor's written disposition of the grievance. The superintendent shall arrange with the grievant for a meeting to take place as soon as possible, but not later than ten (10) working days after receipt of said disposition. Within ten (10) working days) after the meeting, the grievant/association shall be provided with the superintendent's written response, including the reasons for the decision.

c. **SCHOOL BOARD.** Within ten (10) working days after receipt of the above disposition, the grievant may, if the grievance remains unresolved, appeal to the school board. The board shall hold a formal hearing within fifteen (15) working days and service a written disposition of the matter on the party or parties and the T.E.A. within fifteen (15) working days after the hearing.

d. **DIVISION OF LABOR AND MANAGEMENT RELATIONS.** The grievant may, if the grievance remains unresolved after the board hearing, appeal in writing on forms prescribed by the division, and the division shall conduct a formal hearing and issue a binding order covering the points raised. The appeal to the State Department of Labor must be filed within thirty (30) working days of the date of the written board decision.

5. TIME LIMITS

- a. Since it is important the grievances be processed as rapidly as possible, the number of working days indicated at each level should be considered at maximum, and every effort should be made to expedite the process. The time limits specified may, be extended by mutual written agreement.
- b. In the event a grievance is filed at such a time that it cannot be processed by the end of the school year, the time limits set forth herein may be reduced by mutual agreement, so that the grievance procedure may be completed prior to the end of the school year or as soon thereafter as is practical.
- c. Unless mutually agreed, if the certified teacher fails to appeal within the time limits established, the grievance shall be considered void. Likewise, if the employer fails to respond within the time limits, the grievance shall be considered resolved based upon the requested remedy.

6. CLASS GRIEVANCE

Class grievance involving one or more certified teachers or one or more supervisors, and grievances involving an administrator above the building level may be initially filed by the Association as provided in the FORMAT LEVEL of this article.

7. REPRESENTATION

Nothing in the Negotiated Agreement shall deny or restrict the grievant the right to have grievances adjusted with or without the involvement of the T.E.A. at all levels provided that the adjustment of the grievance is not inconsistent with this Negotiated Agreement and provided the T.E.A. representative has been given an opportunity to be present at all levels, if requested by the grievant or the T.E.A.

8. GRIEVANCE WITHDRAWAL

A grievance may be withdrawn at any level without establishing precedent.

9. DAYS DEFINED

The terms "days" when used in this Article shall mean calendar days except for Saturdays, Sundays, legal holidays and vacation days. Summer break is not considered vacation days.

10. WAIVER OF STEPS

In the event the requested remedy is beyond the power of the immediate supervisor to grant, the grievance may be filed initially with the superintendent as provided in FORMAL LEVEL B of this Article.

Article VIII

A. Professional Transfer Policy

1. The superintendent or designee shall post on the website and by email to staff, a list of all existing certified vacancies. Jobs will be simultaneously posted internally and externally. From the date of posting, there will be a five (5) day internal candidate review period. If, at the end of the internal review period, no transfers are requested or if no transfers are approved, the District will review external candidates.
2. A certified teacher who desires a transfer to the positions available should submit an internal application through the online district application program.
3. Criteria for approval of a certified teacher transfer request will be made upon the best interests of the school district as determined by the superintendent. Overall district seniority will be considered.

B. Involuntary Transfer/Reassignment Policy

1. In the determination of involuntary transfers and reassignments, the following criteria shall be considered:
 - a. Volunteers shall be considered for all positions where involuntary transfers might be made.
 - b. Individual qualifications and experience.
2. An involuntary transfer or reassignment shall be made only after a meeting between the certified teacher and the principal(s) involved. At this meeting the certified teacher shall be notified of the reason or reasons for the transfer or reassignments.
3. If, at this meeting, the certified teacher objects to the transfer or reassignment, the certified teacher may appeal in writing to the superintendent.
4. The superintendent or the superintendent's designated representative shall meet with the certified teacher to discuss an appeal to an involuntary transfer or reassignment. At the certified teacher's option, a representative of the association may be present at this meeting.
5. Certified teachers being involuntarily transferred or reassigned because of the realignment or redistribution of the school populations shall have preference over teachers seeking voluntary transfers or reassignments in regard to choice among those positions, which are vacant.

Article IX ***Tea Area District Evaluation of Teacher Performance***

A. Purposes

The Tea Area Board of Education has the responsibility for establishing the professional duties and responsibilities of employees. The Board receives guidance in this responsibility from South Dakota law, rules and regulations of the South Dakota State Department of Education, educator training institutions, educational administrators, and professional literature. However, it is the Board's sole responsibility and prerogative, with the legal limits established by State law, to determine the duties and responsibilities of employees.

It can be expected that the professional duties and responsibilities of employees, for which they are held accountable through an identified process of supervision and evaluation, will change over

time. Such changes may result from changes in law, changes in rules and regulations established by the State Board of Education, development of new educational techniques, development of new instructional equipment, or changes in the educational philosophy adapted by the Board. This implies that changes in knowledge, skills, and attitudes of employees will be necessary over time. This is called professional growth of employees.

The Educator Performance process is to promote professional growth in major areas of responsibilities and duties. Responsibilities and duties are defined in a list of criteria. The criteria were selected to relate to high priority needs and goals of the school district. Data collection procedures and standards of performance are established for each criterion. The emphasis is on gathering valid and reliable data to make an assessment of strengths and weaknesses of the complete performance of the employee.

Throughout the school year, staff development activities are conducted both in the school district and through individual efforts of the staff. College courses, seminars, workshops and conferences are means by which instructional skills are enhanced. It is expected that certified and classified staff will be lifelong learners.

B. Philosophy of Educator Evaluations

Educator evaluation is a key element in improving the quality of education within the school system. It is the goal of the Tea Area School District to have an open systematic and effective evaluation tool. The evaluation process should be periodically updated and improved. The Tea Area School District recognizes the following basic purposes of educator evaluation:

We believe that the evaluation process should:

1. Recognize there is no single model educator;
2. Focus on improvement, self-discipline, personal and professional growth;
3. Identify individual in-service needs;
4. Deal effectively with marginal and unsatisfactory performance;
5. Be a collaborative effort between educator and evaluator;
6. Provide due process; and
7. Recognize contributions and excellence.

C. Areas of Evaluation

Classroom teachers and other teaching specialists employed by the school district shall be evaluated on Charlotte Danielson's four domains within the Framework for Teaching:

- a. Domain 1: Planning and Preparation
- b. Domain 2: The Classroom Environment
- c. Domain 3: Instruction
- d. Domain 4: Professional Responsibilities

D. Conduct of Evaluations for Employment Recommendations

1. The areas of evaluation must be stated in writing
2. Prior to the evaluation period, the evaluatee shall be informed of the evaluation procedure, and shall be informed of the person or persons who will conduct the evaluation.
3. The formal evaluation must be in writing and must be signed by the evaluator and the evaluatee. The signature of the evaluatee does not denote agreement with the evaluation but does denote that the evaluation was done and that the evaluatee had the opportunity to view the evaluation.
4. The evaluatee must receive a copy of the written evaluation.
5. If the evaluatee disagrees with any part of the evaluation, the evaluatee may attach a demurral statement to the evaluation. The demurral statement must be attached to the evaluation with

fifteen (15) working days of the post-observation/annual conference unless the time period is extended by mutual consent of the evaluatee and the evaluator.

E. Frequency of Evaluations for Educators Not under Continuing Contract

1. All educators in their first three (3) full terms of employment within the district shall be formally evaluated at least once each semester.
2. Evaluations should be flexible and ongoing and shall occur throughout the school year.
3. Any evaluatee or evaluator may request additional evaluations, as found desirable in the best interests of the evaluatee or the school district.
4. In order that there is not conflict of interest in the supervision and evaluation of employees, at no time may any administrator be responsible for the supervision and/or evaluation of the employee who is related to him/her within the third degree of consanguinity or his/her spouse.

F. Frequency of Evaluations for Educators under Continuing Contract

1. All educators beyond their first three (3) full terms of employment within the district are under continuing contract and shall be evaluated with a Professional Growth Plan or formal evaluation. Professional Growth shall be defined as goals designed to enhance the classroom environment.

Professional Growth Plan

- The principal and staff member shall mutually agree upon Professional Growth Plan by October 30th of each year. The goal will be stated. The teacher will establish and describe how the goal will improve student learning. The teacher will outline methods/strategies used, content standard addressed by the goal and resources/support needed. The teacher will have indicators of progress towards the goal. A goal will be reasonable, attainable and measurable. The goal will include a time frame.
- On or before January 15, a midterm conference will be held to discuss progress toward the Professional Growth Plan.
- All Professional Growth Plans shall be completed and a final conference/evaluation by the principal and evaluatee shall be held on or before April 10.

Every third year, at a minimum, a continuing contract teacher shall be formally evaluated. The district reserves the right to conduct a formal evaluation process on teachers under continuing contract at any point deemed necessary by the administration.

G. Observation Conference

1. The evaluator will hold a conference with the evaluatee to present the formal written evaluation.
2. At the post-observation conference the evaluator shall discuss the classes and activities observed, what was viewed, what was not viewed and what could be done to improve the lesson.

H. Observations

1. The evaluator may make as many observations as he/she deems necessary during each semester of the school year. Classroom observations may be made without advance notice to the educator.
2. The evaluator shall share a written summary of the observation with the evaluatee and include both positive feedback and concerns, if applicable.

I. Evaluation Ratings

1. The summative evaluation of the educator's job performance will be based upon the school district's established criteria and will be in writing.
2. Evaluation ratings will be:
 - Unsatisfactory: As defined by the Danielson rubric for each component

- Basic: As defined by the Danielson rubric for each component
- Proficient: As defined by the Danielson rubric for each component
- Distinguished: As defined by the Danielson rubric for each component

J. Evaluation Response

1. The educator shall receive his/her written copy of the evaluation from during a conference with the evaluator.
2. The evaluator and evaluatee shall sign the evaluation form. The evaluatee's signature does not indicate either agreement or disagreement, only that the conference has taken place and the evaluatee has read the evaluation form.
3. The evaluatee has the right to make a written demurral statement concerning any part of the evaluation results. Such written demurral statement shall become part of the individual's evaluation record and will be included in his/her personnel file.
4. Any written statement by the evaluatee shall be provided not more than fifteen (15) teaching days following the conference, unless the time period is extended by mutual consent of the evaluatee and the evaluator.
5. The evaluatee may respond in writing to a formal evaluation in any or all of the following ways:
 - a. Request additional observations with mutual agreement which shall not be unreasonably withheld;
 - b. Request the joint setting of instructional goals.
 - c. Request the confidential assistance of other administrators or educational professionals mutually agreed upon by the evaluatee;
 - d. Request no remediation;
 - e. Submit a demurral statement.

K. Plan of Assistance

A written plan of assistance shall consist of:

- a. A list of the deficiencies;
- b. A list of specific objectives or outcomes that the evaluatee will be expected to carry out to affect the required improvements;
- c. A commitment by the evaluatee to specific positive actions to be taken to correct the deficiencies;
- d. A specific description of the types of assistance to be offered by the evaluator;
- e. A timeline for the completion of the plan of assistance.
- f. A statement of who will be involved in both the improvement process and the evaluation of results.
- g. There shall be opportunity for input by the teacher; however, final determination of the plan resides in the hands of the building principal or supervisor.

L. Definition of Terms

1. Educator -any person, exclusive of administrators, charged with responsibility in the field of education and certified by the state Office of Policy and Accountability as a teacher or other education specialist within the school district.
2. Evaluatee – the educator being evaluated.
3. Evaluation – a systematic continuous process to assess objectively the professional performance of the educator.
4. Evaluator – the administrator doing the evaluation.
5. Educator Performance Evaluation – The formal system of educator appraisal for the educator's effectiveness in producing learning.
6. Visitation – Whenever supervisory personnel enter educator work areas for purposes other than educator evaluation. This may or may not include feedback.

7. Formative Observation – Whenever supervisor personnel enter the educator's work area for purposes of gathering data about the educator's performance. This observation will include feedback.
8. Summative Evaluation – The final appraisal of the educator's performance, based upon previously gathered data.
9. Indicators – Examples of educator behaviors which are observed and will support the criterion. Not all indicators need be observed.
10. Plan of Assistance – A written plan directed to helping professional improvement in specifically identified areas of deficiency. A plan will be implemented for an educator for any criterion that is determined "Does Not Meet District Standard". A play may be implemented for an educator for any standard that is determined to be "Needs Improvement to Meet District Standard". Continuation of contract is dependent upon successful completion of the plan.
11. Educator Summative Evaluation – This is based on administrative observations, feedback to the educator, and conferences. It is understood that this constitutes the formative/supervisory process and the report is the summative process.

Article X ***Personnel Records***

- A. Each teacher shall have the right, upon request, to review the contents of his/her personnel file. When scheduling the appointment to review his/her file, the teacher will notify the district in writing of the identity (and title, if applicable) of anyone the teacher wishes to review the file. A representative of the Superintendent shall be present at such review.
- B. Only authorized persons shall be permitted to examine the teacher's personnel file. The teacher, the principal(s) of the building(s) or program(s) where the teacher is assigned or is being considered for transfer, the Superintendent, the Business Office staff charged with maintenance of the file, and any persons authorized by the teacher in accordance with (1) above.
- C. Other than for routine file maintenance, a written record shall be maintained in the file of the persons having access to the file and the hours and day of such examination.
- D. No material derogatory to the teacher's conduct, service, character or personality shall be placed in the teacher's file unless the teacher has had the opportunity to read the material. The teacher shall be given the opportunity to sign the material indicating that he/she has read it. If the teacher refuses to sign the material when presented, the administrator and a witness will sign it indicating that the teacher refused to sign.
- E. If the teacher takes exception to any statement in the file, he/she may prepare a demurral statement. Such demurral must be received in the Superintendent's office not later than fifteen (15) working days after the evaluation to which the teacher objects has been signed by the teacher or fifteen (15) working days after the teacher has become aware of the presence of a document to which the teacher objects. The Superintendent shall review the demurral and attach it to the appropriate file document. The evaluator shall be informed of the demurral. The teacher shall have the right, upon request, to receive a copy of any document or other material in the file.
- F. A teacher shall have the right to request the removal from the file of any material he/she believes to be obsolete, to refer to corrected deficiencies, to be unfounded, or to be otherwise inappropriate. Such material shall be reviewed by the teacher or a representative of the teacher

and by the Superintendent or representative of the Superintendent. If, after the file review, the teacher wishes to remove something from his/her file, the teacher may submit the questionable material to the superintendent for review with a written explanation as to why the material should be removed. Disputes over the retention of said material may be processed through the grievance procedure, commencing at the formal level, section 4b.

- G. A personnel file for each teacher shall be maintained in the District office. A building principal or other supervisor who maintains a file on a teacher shall make known the existence of the file to the teacher. These files shall be confidential and access to the files shall be as determined in Item 2. The teacher shall have the right to inspect the contents of any files pertaining to him/her.
- H. Final evaluation of a teacher upon termination of his/her employment shall be concluded prior to severance and no derogatory documents and/or other derogatory materials shall be placed in the personnel file of such teacher after severance except in accordance with procedures set forth in this policy.

Article XI ***Violence Policy***

Any employee injured and unable to accomplish their duties as a result of violent acts under course of employment shall be provided salary and benefits for up to 12 months, and medical costs as per the school district's insurance policy guidelines. No deductions from accumulated leaves will be made.

Article XII

A. School Calendar

A copy of the school calendar will be maintained on the school district website (teaschools.k12.sd.us).

B. Tobacco Use on School Grounds

Employees are not to use tobacco or any nicotine delivery device on school property or in school vehicles at any time.

Article XIII

A. Job Sharing

Job sharing may be proposed by certified teachers of the school district by filing a detailed plan prior to March 1st. The principal and the superintendent must approve the job-sharing plan. Benefits for certified teachers sharing a position shall be subject to Section VI.K. The full position must exist within one building, and only one team is allowed per primary/elementary (PreK-5, middle (6-8) and high school (9-12). Certified teachers in the specialties area (i.e., speech, Title I, music, special education, etc.) may also apply. These applications will be handled in the same manner as regular classroom teacher applications. The positions must be shared daily or on alternate days of the week, whatever is deemed in the best interests of students.

Certified teachers wishing to leave job sharing and return to a full-time position must notify the superintendent in writing prior to May 1. This request should only be submitted if a full-time position is available in the district. If for any reason, a job-sharing position loses one of the

participants during the year, the other teacher will assume a full-time position. Certified teachers in job-sharing will not lose previously earned seniority.

- This can include teachers that are on the Tea Area School District's substitute list.

Please follow steps 1-4 listed below for processing job-sharing applications. The application can be denied or rejected at any time during the application process by the principal, superintendent or board of education:

1. Certified Teachers – Complete the application form and give to your immediate supervisor no later than March 1 of the year preceding the request of job sharing.
2. Principal - Review the application, note comments, and, if approved, sign and forward to the superintendent.
3. Superintendent - Review the application, note comments, and if approved, sign and forward to the school board no later than the second school board meeting in March.
4. School Board - Act on the request for job sharing and forward to the Business Office. Notify certified teachers involved.

Article XIV ***Staff Reduction Policy***

A. Staff Reduction in Force Procedures

When, in the sole, exclusive and final judgment of the board, upon the recommendation by the administration, a reduction in certified teachers is deemed necessary, the administration shall attempt to accomplish same by attrition if said attrition occurs before April 15. In the event, reduction in certified teachers cannot be adequately accomplished by attrition and given the necessity to hire and/or maintain the most competent and qualified certified teachers available, the following will be done:

1. Positions held by persons with less than full certification for their current teaching assignment (defined as a holder of an Authority to Act-a substitute or limited certificate) shall be deemed open if the position is desired, as set forth in writing, by a continuing-contracted certified teacher who has been notified that his/her position has been reduced.
2. In the event that a full-time and fully certified teacher's position is terminated due to staff reduction, the following criteria, not necessarily in order of priority, may be utilized by the board of education or its designee to determine which certified teacher shall be reduced: a) professional preparation, b) certification, c) evaluations, d) accreditation standards, e) student needs, f) community priorities, g) department/school/curriculum need, and h) longevity.

RECALL POLICY

1. If the administration is contemplating the layoff of any certified employee covered by this contract for the following year, the administration shall notify the certified employee pursuant to state law.
2. Any certified employee not rehired under this provision will be placed on a tentative certificated candidate list for a period of one (1) year. Entry on this list will ensure consideration for any position for which the former certified employee is qualified to teach.
3. A certified employee recalled shall have all benefits, to which he/she was entitled at the time of termination, restored effective on the date a new contract begins, following recall.
4. The certified employee will be placed at the salary level for the certified employee's position according to the certified employee's experience and education at the time his/her employment

was terminated. No experience shall be allowed during the certified employee's termination because of reduction in force.

- * The above policy applies only to full-time certified teachers and former full-time certified teachers who have been reduced to part-time status at the direction of the board of education.

Article XV

Should any part of this agreement be declared illegal, all other portions will remain in force.

CERTIFIED STAFF ADVANCEMENT ON SALARY SCHEDULE Request Form

Name _____ Grade _____

School Site _____ Subject _____

Application for lane advancement from _____ to _____. (Example B+12 to B+24)

A new form is necessary for each horizontal movement of twelve (12) hours on the salary schedule.

After the completion of each step, a copy of the document will be sent to the teacher.

Step 1 – Complete Course List

All college course work must contribute directly to the improvement of skills needed to perform the employee's specific duties for the Tea Area School District. Please list all courses in the special section located on the back of this form.

Note: If enrolled in an approved masters program, please attach the approved course listing provided by the college or university and the teacher will automatically have an approved course listing for advancement.

Step 2 – Course Approval

The superintendent must approve all courses used for horizontal movement in advance.

I request approval of the courses specified.

Submitted by _____ Date _____

Principal Approval _____ Date _____

Superintendent Approval _____ Date _____

Step 3 – Lane Change Request

Staff who anticipate horizontal movement must notify the District Office by March 1st of the year preceding movement.

I request a lane change from _____ to _____ upon completion of the last course listed in the special section located on the back of this document.

Submitted by _____ Date _____

Principal Approval _____ Date _____

Superintendent Approval _____ Date _____

Step 4 – Lane Change Approval

Complete official transcripts of all credits earned must be filed by September 10th in the District Office.

Verification of course completion has been received and reviewed by the district office. The following lane change is hereby approved.

_____ to _____ for the _____ school year.

Superintendent Approval _____ Date _____

