

# Negotiation Agreement



Kimball School District #7-2  
2025-2026

The foregoing hiring schedule is hereby adopted by the Board of Education, Kimball School District #7-2 subject to the following conditions:

- a. The schedule shall apply to part-time or full-time professional teaching employees of the district holding valid four-year teaching certificates.
- b. All future employees of the district holding a four-year certificate shall be employed as far as possible in conformity with the salary schedule with a maximum of ten years' experience to be determined at time of initial employment.

The board retains the right to hire new teachers above the hiring schedule if it deems necessary to secure qualified personnel.

- c. The Board reserves the right to deviate from the schedule in the re-employment of those employees not fully qualified in their teaching areas and not seeking professional advancement, or those not receiving unqualified recommendations for reemployment. Notice and an opportunity to request a hearing shall be given to those employees affected by this paragraph.
- d. To advance across the pay schedule, hours credited for this purpose must be either graduate hours, or undergraduate hours in an area of need approved by the Superintendent/CEO. Area of need is defined as a subject area or other area deemed by the Board to be essential for the maintaining of a program or state accreditation. An example of this would be the Board asking a teacher to go back to school and take additional course work in an area outside their area of certification. Graduate hours must be in the teacher's area of certification.

If a teacher develops and receives approval from the Superintendent/CEO, and Board to take course work under an individual plan for professional development, said hours will count towards moving across the pay schedule. This plan must include the following elements: (a) a description of courses to be taken, (b) a proposed time sequence in which the courses will be taken, (c) the institution or institutions from which said courses will be taken, (d) the intent or purpose of taking these courses, that is, what benefit is expected to accrue to the teachers, students, and the district, (e) a signed statement indicating that the teacher is aware that these hours will apply only until the teacher reaches the BA + 30 scale and will not qualify the teacher to advance beyond that level, and (f) if anticipated lane change will take place prior to the next contract year, the teacher must inform the Superintendent/CEO in writing prior to May 1 of potential change as per the professional development plan or graduate program. All lane change requests must be submitted to the Business Manager no later than August 31 or the closest working day.

- e. In the event of a projected decrease from the previous school year of 10% or more in any of the following areas the provisions of the schedule shall be applicable only upon Board actions:
  - 1. The assessed value of property in the school district.
  - 2. The taxable value of property in the district.
  - 3. The allowable mill levies.
  - 4. Federal aid to the district.
  - 5. State aid to the district.
  - 6. Tax collections and payment to the district.
- f. The Board shall study the mileage paid to employees and board members annually and take such action as is required. The new rate will go into effect July 1 of the subsequent year.
- g. Teachers in the secondary school will normally have five instructional periods assigned plus up to two study halls and one prep period. When necessary, teachers will be assigned six instructional periods, in which case, they will have two prep periods. School-wide teachers (hereby known as “specials teachers”) will receive a full prep period each day.

The standard instructional day for all teachers, as per the Department of Education’s standards for elementary instruction, is 330 minutes per day.

- h. Early dismissal of instructors will be based upon their involvement in the activity at hand - coaching, ticket taking, etc. Please check with the principal beforehand so he/she can relay any telephone messages, etc.

## **LEAVE POLICY**

The School District leave policy is as follows:

1. Each full-time employee shall be granted sick leave for personal illness to a maximum of 12 days per year cumulative to 72 days. Sick days may be used for the purpose of family illness to a maximum of 6 days per year. Family here is defined as a dependent child in your care.

Emergency family sick leave shall be approved upon request to a maximum of 5 days per year cumulative to 24 days for family members or others for whom you have legal custodial care. Family is defined as parents, children, siblings, spouse, and significant other. This is to be applied for when critical circumstances make it necessary. For example, when a spouse is undergoing tests that prevent him/her from driving home after the procedure, or when other life-threatening circumstances may exist.

Family illness and emergency family sick leave days shall be inclusive within the twelve days given per year.

For the sick days accumulated after 72 days, \$40/day will be rewarded to those individuals for each day of unused sick leave over the 72 days, providing the employee has not used more than 5 days of sick leave during the school year, and will be paid to those individuals upon the completion of the school year.

For those individuals leaving after 10 years and up to nineteen years of employment with the district, \$10/day for each day of unused sick leave will be paid to the employee; and for those leaving after 20 years of employment with the district, \$20/day for each day of unused sick leave will be paid to the employee.

2. Extended Maternity/Paternity Leave: If you have less than 30 accumulated sick days at the time of birth, you may apply for 10 paid days of maternity or paternity leave, separate from your sick leave, with administrative approval.
3. Each full-time employee will be allowed three (3) days per year personal leave. Employees may be paid up to two days: \$125 for one unused full personal day or \$300 for two unused full personal days upon the completion of the school year. An employee may choose to carry over one unused full personal day to the next school year. Personal leave shall be granted upon request in accordance with the policy handbook. Any employee seeking to use four personal days consecutively must have prior approval from the Superintendent.
4. Personnel will be allowed two (2) days per year for professional leave, which shall not accumulate.
5. Each full-time employee will be allowed four (4) days per year for the purpose of attending funerals. Funeral leave shall not accumulate.
6. For situations not covered by sick, personal, professional, or funeral leave policies, the Superintendent may grant additional days of leave without pay. The Superintendent will be immune from grievances that may be a result of his (her) decision to grant or deny discretionary leave. All discretionary leave must be pre-approved by the Superintendent.

7. Up to a one-year leave of absence without pay of fringe benefits granted, by the Board, to teachers who have completed five years or more as an employee of the Kimball School District.

The purpose of the leave shall be to further one's education or for travel and other purposes which shall be a benefit to the school district. A committee consisting of three Board members, three teachers, the Superintendent, and the teacher's Principal shall be established for the purpose of screening applicants for such leave prior to being considered by the Board. A detailed proposal must be presented to the committee by the applicant no later than February 1 of the year preceding the year which leave is desired. Before the leave of absence will be considered by the Board, the application must receive at least six favorable votes from the screening committee. Final approval of the leave of absence shall rest with the Board of Education. Sick leave shall not interfere with the teacher's seniority, salary, benefits, compensation, and other benefits accrued prior to leave. The Board shall make every effort to reinstate the teacher to his original position or a similar position with equal status or salary. No credit on the salary schedule will be given for time spent on leave. If the teacher should not accept re-employment by May 15 of the leave year, the teacher's contract will not be renewed and all rights under this policy will be terminated.

8. Part-time employees shall receive a pro-rated share of leave balances based upon their part-time FTE. This shall apply to all sick leave, personal leave, professional leave and funeral leave.

### **SICK LEAVE BANK**

A sick leave bank will be established by those staff members who wish to donate up to one day of his/her sick leave days into this bank. The employee may use it for himself/herself and/or family member including spouse and/or dependent child.

The days from this bank would be used for catastrophic reasons, such as cancer, severe accident or a major operation. Times the bank would not be used would be for regular doctor visits for preventive or annual checkups or when a child is sick for a couple of days. A committee consisting of the Superintendent/CEO, a board member, the principal, and two teachers would determine discretion on the use of these days. Days being donated will be on a voluntary basis by staff members.

The sick leave bank may be used if an employee's current sick leave is exhausted. Sick leave bank days may accumulate up to 10 days maximum. The Business Manager shall keep track of the sick leave bank days - both donated and those used.

## **HIRING SCHEDULE**

2025-2026 Base Pay \$49,500

Base	Step	Lane
49,500	200	900

	BA	BA+15	BA+30	MA	MA+15	MA+30	EDS
1	49,500	50,400	51,300	52,200	53,100	54,000	54,900

**\*2016-2017** Hiring base increased from \$34,300 to \$40,200 Current teachers will receive a \$5900 raise due to the new school funding formula requirements, \*In April 2017 negotiations were opened in order to add \$200 in salary (plus benefits) for each of the 27.4 FTEs to meet the accountability target as set by the state of SD legislature in 2016.

**2017-2018** Hiring base increased from \$40,200 to \$40,500 Current teachers will receive a .8% increase on salary and \$20/month added to health insurance benefit

**2018-2019** Hiring base increased from \$40,500 to \$41,000. Current teachers receive a 1.25% increase on salary and \$20/month added to the health insurance benefit. Teachers in the 1<sup>st</sup> year of teaching in 2017-2018 shall receive an additional \$100.

**2019-2020** Hiring base increased from \$41,000 to \$42,025. Current teachers receive a 2.5% increase on salary and \$50/month added to health insurance benefit. Teachers in the 1<sup>st</sup> or 2<sup>nd</sup> year of teaching shall receive either 1 or 2 steps respectively.

**2020-2021** Hiring base increased from \$42,025 to \$42,866. Current teachers receive a 2% increase on salary. Current teachers who completed their first year of teaching shall receive one step to provide separation from the hiring base.

**2021-2022** Hiring base increased from \$42,866 to \$44,000. Current teachers receive a 2.4% increase on salary. Current teachers who completed their first or second year of teaching shall receive one step to provide separation from the hiring. \$76/month is added to the health insurance benefit.

**2022-2023** Hiring base increased from \$44,000 to \$46,000. Current teachers receive a 5% increase on salary. \$50/month is added to the health insurance benefit.

**2023-2024** Hiring base increased from \$46,000 to \$47,500. Current teachers receive a 5% increase on salary. \$49/month is added to the health insurance benefit. One time only signing bonus of \$300 for returning certified teachers to be paid in September of the 2023-2024 school year. This amount will be repaid if the contract is not fulfilled.

**2024-2025** Hiring base increased from \$47,500 to 48,500. Current teachers with 20+ years of experience at Kimball School will receive a 4% increase on salary. Current teachers with 10 to 19 years of experience at Kimball School will receive a 3.5% increase on salary. Current teachers with 1 to 9 years of experience at Kimball School will receive a 2.5% increase on salary.

**2025-2026** Hiring base increased from \$48,500 to \$49,500 Current teachers received a 3% increase

## **EXTRA-DUTY PAY SCHEDULE**

Each salary is tied to the current base salary  
2025-2026 base salary is \$49,500

Position	% of base	2025-2026
See KWL Coop extra-duty pay schedule for head and assistant coaching positions for football, volleyball, basketball, wrestling, track, golf, & cross country and cheer advisor		
Little Kids Wrestling	4.40	2178
Vocal	5.32	2633
Instrumental Music	8.80	4356
Summer Instrumental Music	4.39	2173
Drama	3.50	1733
Drama - musical	4.40	2178
Oral Interpretation	3.50	1733
Yearbook	5.11	2529
FCCLA	5.11	2529
Student Council	5.11	2529
Prom Advisor	3.95	1955
National Honor Society	1.74	861
Title I Director	6.19	3064
Driver's Education (30 classroom hours, 6 hours driving/student)	\$42.13/hour	\$42.13/hour

## **EXTRA-DUTY LONGEVITY PAY**

For Coaches and Advisors with an extra-duty assignment, longevity pay will be rewarded for those with the following experience:

6-10 years	2% increase over base assignment pay
11-15 years	3% increase over base assignment pay
16-20 years	4% increase over base assignment pay
21 years of more	5% increase over base assignment pay

## **KWL COOP EXTRA-DUTY PAY SCHEDULE**

(Each Salary is tied to the average current base salary of both schools)

2025-2026 Average base salary is **\$47,532**      Kimball - \$49,500      White Lake - \$45,563

Position	% of base	2025-2026
Head – Football, Volleyball, Cross Country, Basketball, Wrestling, Track, and Golf	10.257	\$4,875
Assistant – Football, Volleyball, Cross Country, Basketball, Wrestling, Track, and Golf	6.8	\$3,232
Cheerleader Advisor	Flat fee	\$2,500
5/6 coaches	Flat fee	\$500

## **EXTRA-DUTY LONGEVITY PAY**

For Coaches and Advisors with an extra-duty assignment, longevity pay will be rewarded for those with the following experience:

6-10 years	2% increase over base assignment pay
11-15 years	3% increase over base assignment pay
16-20 years	4% increase over base assignment pay
21 years of more	5% increase over base assignment pay



## **INSURANCE POLICIES**

1. HEALTH (Insurance coverage begins for new teachers on September 1<sup>st</sup>).
  - A. COMPANY – WELL MARK/or company of the board's choosing
  - B. BOARD CONTRIBUTIONS – up to \$700/month toward premium for the 2025-2026 school year
  - C. The health insurance benefit shall apply to those who meet the minimum 30 hours/week requirement.
  - D. Two employees that are spouses will be allowed to combine their insurance benefits, as long as both employees are covered by policy.
2. DENTAL
  - A. COMPANY – DELTA DENTAL/or company of the board's choosing
  - B. BOARD CONTRIBUTIONS – up to \$40/month toward premium
3. PART-TIME EMPLOYEE
  - A. The insurance benefit for a part-time employee shall be the same as a full-time employee.

An employee may, if they wish, use their dental insurance allotment toward their health insurance premium. It is the responsibility of the employee to notify the Business Manager by August 20 if this option is chosen.

### **OTHER PROVISIONS**

1. **CONTRACT PAYMENT:** Payment shall be made over a twelve month period.
2. **EXTRA-CURRICULAR:** Payment for a seasonal activity will be made throughout the season or as a lump sum upon completion of the activity and if not completed payment will be prorated. Payment for a year round activity will be paid over the course of the employee's contract, either nine or twelve months, and if not completed, payment will be prorated.
3. **SUBSTITUTE TEACHER:** In the event that a substitute teacher is not hired for a class period, the teacher covering the said class shall be paid the sum of \$25.00 per class period/subject. Teachers will fill out a substitute form and submit substitute time to the business manager upon completion of the semester.
4. **SATURDAY SCHOOL MONITOR:** The monitor (teacher) of Saturday school shall be paid \$25.00 per hour. Teachers will fill out a substitute form and submit substitute time to the Business Manager upon completion of the semester.
5. **TUITION ASSISTANCE:** The Board will pay up to \$1,500.00 for tuition reimbursement for courses taken in an enrolled Master's degree program. This assistance can be earned in increments of \$500.00 for each 10 credits completed as per a transcript from the university.
6. **SNOW DAYS:** The first two (2) snow days of the school year will count as contract days.
7. **LUNCH DUTY:** The monitor (teacher) of Lunch Duty shall be reimbursed at the established rate for school lunch set at the July School Board meeting. Teachers will fill out a Lunch Duty form and submit lunch duty meals ate at the school to the Business Manager upon completion of the semester.

### Agreement

The negotiated agreement was adopted by the undersigned association and Board of Education by mutual agreement and signed by both parties.

KEA ASSOCIATION

Lisa M. Jackson

Lisa Jackson, President

Tracey Walsh

Tracey Walsh, Head Negotiator

5/7/25

Date

BOARD OF EDUCATION

Lisa Pazour

Lisa Pazour, President

Hillary Leiferman

Hillary Leiferman, Head Negotiator

5-13-25

Date

