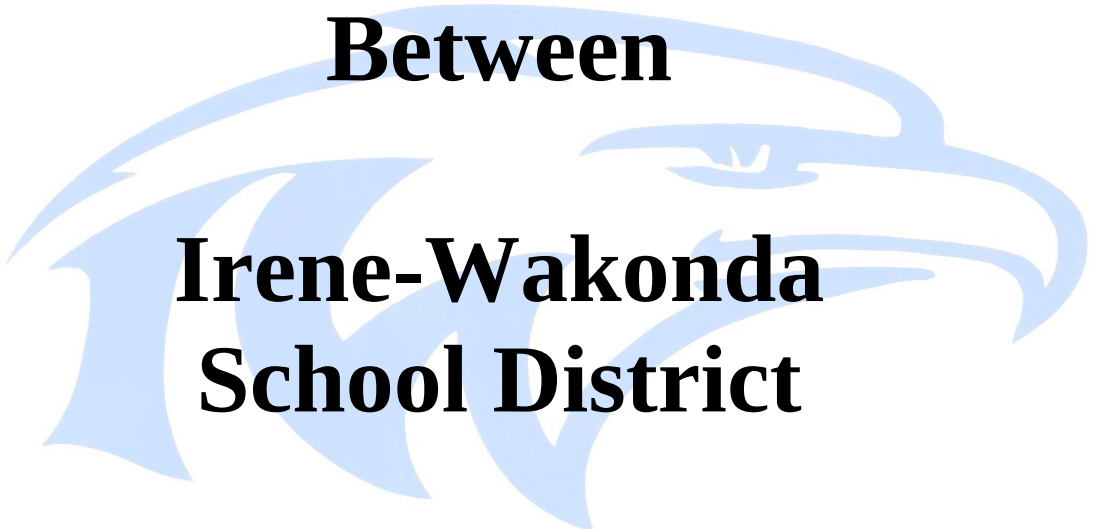


**2026 – 2027
Negotiated Agreement**

Between



**Irene-Wakonda
School District**

And

**Irene-Wakonda
Education Association**

Table of Contents

Recognition	1
Parties.....	1
Negotiation.....	1
Health Insurance.....	2
Personal Leave.....	2
Sick Leave.....	3
Bereavement.....	4
Professional Leave.....	4
Jury Duty.....	4
Sabbatical Leave.....	4
Political Leave.....	5
Military Leave.....	5
Salary Agreement.....	5
Bonuses.....	6
Extra Duty Pay Schedule.....	6
Class Advisors.....	7
Other Sports.....	8
Other Activities.....	8
Longevity Pay.....	8
Reduction in Force.....	8
In-House Subbing.....	9
Lunch Duty.....	9
Staff In-Service.....	9
EAGLE Fridays.....	9

Ticket Sellers/Takers.....	9
Calendar Representative.....	9
Calendar Requirements.....	9
School Day.....	10
Evaluation Policy.....	10
Dues.....	11
Liquidated Damages.....	12
Employee Rights.....	12
Rights of Representative.....	12
Personnel File.....	12
Discipline.....	12
Effects of Agreement.....	13
Individual Contracts.....	13
Terms of Agreement.....	13
Witness & Signatures.....	13

Recognition and Parties

Recognition:

The School Board hereby recognizes the Irene-Wakonda Education Association as the sole and exclusive representative of all certified personnel except administration. Such recognition shall be continuous from year to year unless challenged according to provisions pursuant to SDCL 3-18.

Parties:

This agreement is entered into between the School Board of Irene-Wakonda District 13-3, Irene, South Dakota hereinafter called the "Board" and the SDEA/NEA Irene-Wakonda Education Association hereinafter called the "Association". The term "teacher" when used hereinafter shall refer to all employees represented by the Association in the bargaining unit as above defined.

Negotiations:

- A. The parties agree to enter into negotiations pursuant to SDCL 3-18.
- B. Neither party in any negotiations shall have any control over the selection of the negotiating or representative of the other party. The parties mutually pledge that their representatives will be authorized to make proposals and consider proposals in the course of negotiations.
- C. Either party may utilize the services of outside consultants, and may call upon professional and legal representatives for advice during the negotiations.
- D. Negotiation sessions shall be held at times and locations mutually acceptable to both parties. Prior to adjournment the time, location, and agenda of the next session shall be determined by mutual agreement.
- E. Upon tentative agreement between the parties, the items of agreement shall be reduced to writing and signed by both parties' chairman and witnessed by the parties present at the negotiation session. A copy shall be submitted to the Board and the Association for ratification.
- F. Should a subsequent Agreement not be in effect on July 1 due to the parties not having concluded the negotiations process, this Agreement shall be in effect until such time as a subsequent contract is approved by the parties or the implementation of contract terms pursuant to SDCL 3-18-8.2.
- G. Any article, section, or clause which shall be found by a court of competent jurisdiction to be illegal in which case only that article, section, or clause shall be deleted.

Health Insurance

Each employee and his/her immediate family members shall be covered by a health insurance program if the employee so desires and qualifies for the policy according to the insurance company. For employees employed prior to the 2021 – 2022 school year, the board agrees to pay \$ 1485 of a family plan and 100% of a single plan as long as it is the insurance of the board's choice for 12 months. For employees starting employment with the 2021 – 2022 school year or beyond, the board agrees to pay 100% of a single plan as long as it is the insurance of the board's choice for 12 months (the employees may use the premium provided for the single plan towards a family plan). With the approval of the insurance company, any certified staff member who decides to take early retirement (55-65) and draws teacher retirement can be kept on the Irene-Wakonda School Group Health Insurance plan until the individual is eligible for Medicare (age 65) as long as the individual retiree makes full payment of the insurance premium before the monthly due date of the premium.

Personal Leave

Employees shall be granted three (3) days of personal leave per year, allowing for (1) paid personal leave day to be carried over to the next school year not exceeding more than (4) paid personal leave days in any given school year. The first two (2) days of personal leave are with full pay. The third day is leave with the cost of the substitute pay deducted whether a substitute is hired or not. *An exception to this is for teachers with service to the District for 20 years or longer will have the 3rd personal day as a paid personal leave day.

At the end of the school year, each certified staff member will be paid \$100 for paid personal leave days not used that year.

Personal leave will be granted in increments of not less than ½ day. If an employee arrives after 10:00 AM or leaves before 2:00 PM, a half day will be deducted from the personal leave. Request for leave shall be one week in advance, except in the case of an emergency, in which case the advance notice requirement will be waived. Personal leave can be taken before or after the designated vacation days as approved on the school calendar at the discretion of the superintendent and/or Board of Education. Teachers may not take more than one day of personal leave in the month of May, and this day will be treated as a third day of personal leave and a substitute's pay will be deducted whether a substitute is hired or not, and the employee shall lose the \$100 as if using one of the first two days. The superintendent may override this May policy upon a verified emergency. In all other cases, once the personal leave is used by an employee, there will be a reduction in pay based on the amount of work time missed.

Personal leave will not be allowed if it places an undue hardship upon the school district. This is left to the discretion of the superintendent.

Sick Leave

All full time employees shall be granted ten (10) days sick leave per year. Unused days accumulate to a maximum of sixty (60) days. No person accumulates or draws full sick leave pay for more than sixty (60) days in any one school year.

Sick leave is for the illness or disability of the employee or to take care of sick members of the Immediate Family or Extended Family. (see definition below). While ten (10) days of sick leave are allotted each year, only four (4) days shall be used to care for sick family members. If an employee arrives at school after 10:00 AM or leaves before 2:00 PM, a half day will be deducted from the sick leave. If an employee is sick on his/her scheduled Eagle Friday a half day will be deducted from sick leave.

Once an employee has accumulated 40 days or more and is absent more than the 40 or more accumulated days of sick leave due to a medical enforced absence (bereavement leave after the use of the forty or more days will result in a reduction in the employee's salary), deduction will be made equal to the amount of a substitute's pay whether a substitute is hired or not. This provision will terminate at the end of the contract year and cannot be taken in conjunction with another leave. A medical enforced absence is one for which the employee uses at least the forty or more days of accumulative sick leave in one medical situation such as cancer, heart attack, stroke, etc. In all other cases, once the sick leave is used by an employee, there will be a reduction in pay based on the amount of work time missed. *An exception to this is with maternity leave and if the employee has not accumulated sick leave equivalent to 30 days, an employee may have an additional 9 days of leave up to the 30 days leave that will result in a deduction in pay equal to the amount of the hired substitute's pay.

Each contract year, certified employees will be reimbursed at the end of the year up to \$250 for sick days not used less \$25 for each day used during the contract year. If ten (10) days are used by the employee, reimbursement will be zero (0).

Days Missed	Dollars
0	\$250
1	\$225
2	\$200
3	\$175
4	\$150
5	\$125
6	\$100
7	\$75
8	\$50
9	\$25
10	\$0

Bereavement

The following definitions apply to both Bereavement Leave and Sick Leave.

- a. Immediate Family is defined as: spouse, domestic partner, child, parent and parent-in-laws
- b. Extended Family is defined as: grandparent(s), brother, sister and in-laws
- c. Close Associated Family for (Bereavement only) is defined as: friend, neighbor, other extended family members.

Employees will be allowed up to five (5) days of funeral leave for the death of an Immediate Family member, and up to three (3) days of funeral leave for the death of an Extended Family member, with one (1) day of funeral leave for the death of a Close Associated Family member. Request of additional days may be granted by the Superintendent and will be deducted from the employee's sick leave.

Professional Leave

Any teacher wanting reimbursement for covering mileage, motel, and meals for professional leave should make a request to the administration with the option of making the request to the school board.

Jury Leave

Jury duty shall be authorized. Regular pay, less jury duty pay from the court, shall be allowed.

Permissive Leave

Two (2) days of permissive leave may be granted with full daily pay deducted. At the discretion of the superintendent additional days may be granted.

Sabbatical Leave

Employees who desire a semester or an entire year of leave in connection with schoolwork or activities shall file a written request of such desire with the superintendent. If the request is for the entire year or the first semester, the written request must be submitted no later than March 1. If the request is for the second semester, the request must be submitted no later than October 1.

The request must be approved by the principal and authorized by the superintendent. The leave shall not be granted if a suitable and qualified replacement cannot be obtained. The employee is not entitled to any fringe benefits while on extended professional leave.

Political Leave

Any full-time employee shall be allowed political leave at the discretion of the board if there is a qualified substitute available and the absence of the employee would not seriously hinder the ongoing program of the school.

Political leave shall be defined as leave that would occur when an employee is elected to public office which would meet during part or all of the school year. Pay would be deducted for the time missed at the daily rate of the contracted salary, and the employee shall pay fringe benefit costs.

Military Leave

Employees who are members of the Ready Reserves shall be allowed a minimum of fifteen (15) days of leave for either active duty for training.

For annual training, the employee shall pay the cost of the substitute. In case of Presidential recall, regular pay from the school district shall be prorated on the percentage of the year completed. Regular pay will resume when the employee returns to work. All employee benefits remain in force during this period. In both of the above cases, a copy of military orders shall be presented and kept on file.

Salary Agreement

Staff members who are new to the district will be offered the option of taking their first year's salary over a 13-month period for the initial contract year, with their first paycheck being issued on August 15th.

For 2026– 2027 school year, all certified staff will receive an increase of \$ 1,000 in salary.

The hiring base for 2026– 2027 will be set at \$47,420.

Step	BA	BA+10	BA+20	BA+36	MA	MA+10
1	47,420	47,920	48,420	48,920	49,920	50,420
2	47,870					
3	48,320					
4	48,770					
5	49,220					
6	49,670					
7	50,120					
8	50,570					
9	51,020					
10	51,470					
11	51,920					
12	52,370					

The above BA lane is for Activity Schedule only, but all activity salaries for the 2026– 2027 school year are based on these amounts.

1. Definition of Training Lane-a \$500 credit will be given to movement to the following lanes: BA+10, BA +20, BA +36, MA+10, and \$1,000 for MA.
 - a. BA lane shall apply to all employees possessing a Bachelors Degree from an accredited college or university and holding a valid South Dakota Teaching Certificate.
 - b. BA+10, BA+20, BA+36 lanes shall apply to all highly qualified teachers possessing appropriate graduate semester credit hours in their teaching assignment beyond a Bachelors Degree from an accredited college or university and holding a valid South Dakota Teaching Certificate (graduate hours are as of July 1, 1991)
 - c. MA lane shall apply to all employees possessing a Masters Degree from an accredited college or university. The degree shall be in the area of the teaching assignment. The employee shall possess a valid South Dakota Teaching Certificate.
 - d. MA+10 lane shall apply to all employees possessing appropriate graduate semester credit hours in the teaching assignment beyond the Masters Degree from an accredited college or university and holding a valid South Dakota Teaching Certificate.
2. Staff members who wish to advance on the salary lane by completing additional graduate credit must notify the Business Office by May 30th (necessary of budgeting).
 - a. Graduate credit must be in the teacher's field of certification or teaching assignment unless prior approval is given by the Superintendent.
 - b. Only graduate level transcripts will count toward salary advancement.
 - c. CEU credits for re-certification do not count toward salary advancement.
 - d. An official transcript for salary advancement must submitted to the Superintendent by September 1st of the contract year.
3. Credit for Experience-Employees new to the district shall be allowed a maximum of fifteen (15) years of experience. Years of outside experience shall be a full year teaching term of approximately one hundred and eighty (180) days. An inexperienced/highly qualified teacher will be brought in at the base, others will be placed with a teacher with the appropriate experience.

Bonuses

A \$350 Christmas bonus will be given during the pay period in November.

Extra-Duty Pay Schedule

For the 2025 – 2026 school year, all extracurricular salaries are based upon the above schedule with one step given from the previous year.

The employee will be credited with the number of years of experience in the activity to the same experience on the BA lane of the salary schedule. New employees are allowed a maximum of twelve (12) years experience.

If the Board assigns an employee to coach or direct an activity that is generally held by a head and an assistant, the pay for that position is to be negotiated between that person and the board.

Basketball % of Base

Head Boys	10%
Head Girls	10%
Assistant Boys	8%
Assistant Girls	8%
JH Boys	5%
JH Girls	5%
5&6 BB	5%
5&6 GBB	5%

Football

Head	10%
Assistant	7.5%
Junior High	5%
Field Maintenance	3%

Track

Head	10.5%
Assistant	7.5%
Assistant(JH)	5%

Volleyball

Head	10%
Assistant	8%
Junior High	5%

Plays and Declam

School Play	5.5%
One Act Play	3.5%
Oral Interp(HS/JH)	4.5%

Music

Vocal (HS)	4.5%
Vocal (Elem)	2.5%
Band (HS)	8.5%
Band (Elem)	2.5%

Class Advisors

7 th Grade	.5%
8 th Grade	.5%
9 th Grade	.5%
10 th Grade	.5%
11 th Grade (Prom)	3%
12 th Grade	2%

Other Sports

Athletic Director	10.5%
Golf	7.5%
Assistant Golf	3.5%
Cross Country	7.5%
Cheerleader	7.5%
Dance Team	3%

Other Activities

Yearbook	6%
Student Council	6%
Drivers Ed	\$20.00 per driving hour
FCCLA	6.5%
Math Counts	3.5%
BEE Club	3.5%

Longevity Policy

After twenty-two (22) full years of continued employment with the Irene-Wakonda School District, a certified person leaving the system with a recommendation to be rehired by their respective supervisor, will receive \$4,500 longevity pay.

Reduction In Force Policy

It is hereby recognized that it is within the discretion of the Board of Education to reduce the educational program and curriculum and teacher staff whenever conditions warrant. In order to promote an orderly reduction in personnel when the educational program and curriculum and staff are curtailed, the following procedure will be used:

1. Teachers not holding a regular South Dakota certification will be laid off first, provided there are fully qualified, fully certified teachers within the system to replace and perform all of the needed duties of the laid off teachers.
2. The recommendations of the administrative staff based upon the relevant needs of the district with student needs in mind will be considered. This will include prioritization and elimination of programs.
3. When these reductions are necessary, the Board of Education will determine which teachers are to be released using the following criteria, not necessarily listed in order of importance:
 - a. Certified to teach the needed courses or grade levels remaining.
 - b. Experience in a similar position.
 - c. Professional development.
 - d. Years of service to the district.

In House Subbing

Teachers who substitute during their preparation periods in classes for absent teachers will be paid \$25 for each fifty (50) or fifty-seven (57) minute class period. Lesser amounts of time will be prorated. Payments will be made on a monthly basis.

Lunch Duty

Teacher who is on lunchroom duty will receive a paid lunch each day they are the lunchroom supervisor. No more than one teacher per day per lunchroom session will be eligible for this benefit.

Staff In-Service

There are three (3) full day and four (4) one-half ($\frac{1}{2}$) day of in-services for the purpose of working on curriculum/professional development or for staff meetings. The one-half ($\frac{1}{2}$) day of in-services will be from 8:00 to 12:00.

EAGLE Fridays

There are twenty (20) EAGLE Fridays. Teachers will be allowed four (4) EAGLE Fridays off per year, with the ability to earn an additional day through requirements established by the wellness committee.

Ticket Sellers/Takers

Certified staff personnel will receive complimentary activity tickets for themselves, their spouses, and their children in grades PK-12, in return for taking tickets during the school year at various events. Staff will also be paid \$25 for their second time taking tickets. This will be assigned by the administration. Staff members who volunteer for ticket selling or ticket taking, at weekend basketball or volleyball tournaments or jamboree's will receive a stipend of \$ 60 per time slot at these events.

Calendar Representation

IWEA can select two (2) members (one from each building) to be appointed to the calendar committee. The school board will make the final decision on the calendar.

Calendar Requirements

Teachers are contracted for one hundred and eighty (180) days. The school calendar shall include one hundred and fifty-four (154) instructional days, three (3) full day teacher in-service days, four (4) one-half ($\frac{1}{2}$) day teacher in-service days, four (4) one-half ($\frac{1}{2}$) parent-teacher conference days, and twenty (20) one-half ($\frac{1}{2}$) day EAGLE Fridays.

School Day

Teachers have two options for their school day hours: 7:45 am – 4:15 pm or 7:30 am – 4:00 pm. Teachers will inform their respective principals at the beginning of the year on which option they will follow.

Evaluation Policy – South Dakota Teacher Effectiveness Model

- A. Notification: Within two weeks of the beginning of the school term of the beginning of employment, an administrator shall acquaint each teacher with the evaluation procedure, standards, and instrument and advise each teacher as to the designated administrator who will formally observe and evaluate the teacher's performance. The purpose of the orientation is to achieve mutual understanding of the evaluation system. No formal observation shall take place until such orientation has been completed.
- B. Purpose: The primary purpose of the evaluation is to assist the teacher on improvement of performance. If the teacher fails or refuses to accept recommendations and/or fails to make satisfactory progress in area marked Level 1(Unsatisfactory), the evaluation may be used as evidence for non-renewal procedures or termination.
- C. Frequency: Teachers new to the Irene-Wakonda School District shall have a formal observation each semester for the first three full years of employment and annually thereafter. This schedule is a minimum and more frequent formal observations may be deemed necessary by the administration. At least two weeks shall occur between formal observations.
- D. Formal Observation Procedures: All formal observations shall be conducted with the knowledge of the teacher, although observations do not need to be announced in advance. The observation shall be of significant length to determine the basis for the evaluation, more than one observation may be necessary.
- E. Informal or Walk-Through Observations Procedures: Informal or walk-through observations may occur at any time during the teacher's workday or during an assigned activity.
- F. Teacher Effectiveness Rating: A teacher will receive a summative teacher effectiveness rating following the last evaluation.
- G. Teachers Response: If a teacher wishes to respond in writing to an evaluation, the teacher shall do so within five days of receiving their summative teacher effectiveness rating. The teacher's response shall be signed by both the teacher and evaluator, dated, and placed in the teachers personnel file. The teacher shall also receive a copy of the response.
- H. Remediation: For those components of the South Dakota Framework for Teaching marked as Level 1(Unsatisfactory) on the summative teacher effectiveness rating form, the evaluator shall provide the teacher with assistance in helping the teacher perform at a Level 2(Basic). Such assistance shall be noted in writing, dated, signed by both the teacher and evaluator, and copies retained by both parties.
- I. Personnel File Review: The contents of the teachers personnel file shall be made available to the teacher under the supervision of an administrator during regular working hours. A reasonable number of copies of anything in the file can be made by the employee without additional cost to the employee.
- J. Completion: All regularly scheduled evaluations shall be completed before the midterm of the fourth quarter.

Dues

Dues Deduction:

The Board shall deduct from authorized employee's pay over the contract period, the current dues of the Association, provided that the Board has an employee-executed authorization for continuing dues deductions, the amount of which shall annually be certified by the Association. Dues deduction certification shall be submitted to the business manager on or before September 1 of the current year. If a teacher resigns during a contract, the Board reserves the right to deduct all amounts due the District before the dues for the Association can be deducted from the final paycheck. If the last check is not sufficient to cover the balance of the dues owed, it will be the responsibility of the Association to collect said dues. All dues deducted by the business manager shall be remitted to the Association, together with a roster of said deductions, no later than five (5) days after such deductions are made.

DUES AUTHORIZATION FORM

Name _____

Social Security Number _____

Address _____

School _____

I hereby authorize the School Board of the Irene-Wakonda School District to deduct from my earnings and properly transmit to the Association an amount sufficient to provide for payment of yearly membership dues (as certified by the Association to the Board) in installments as directed below. I understand that the Board will discontinue such deductions for any school year only if I notify the Association and the district's business office in writing to do so between July 15th and August 15th of the school year.

In the event I leave the employment of the district prior to full payment of the authorized amount, any unpaid balance shall be deducted from the final check. If funds are not sufficient, the school district will not be responsible.

Please deduct in: ☐ 12 Equal Installments

Employee Signature

Date

Liquidated Damages

A teacher who requests to be released from a signed contract will, in the event the resignation or request for release is accepted or approved by the school board, be responsible for liquidated damages to the school district according to the following schedule:

- Contract return deadline through May 15th - \$2,000
- May 16th through June 30th - \$3,000
- After July 1st - \$4,000

When damages are paid, the teacher shall be released from his/her position. The assessing of these liquidated damages shall be the sole remedy utilized by the district relating to contract action.

The above liquidated damages shall not be assessed if the release request is due to personal illness, family illness, or the transfer of a spouse (a spouse's own decision to change employment and/or job location is not considered involuntary).

Employee Rights

Right of Representation:

When an employee is required to appear before the Board or the Administration concerning matters that may affect the employee's employment status, the employee shall be entitled to have a representative present. Further, when an employee is required to appear before the Board, the employee shall be advised in writing of the reasons for the requirement no later than forty-eight (48) hours prior to the appearance before the Board.

Personnel File:

Each employee shall have the right, to review the contents of said employee's file and place there-in written reactions to any of its contents. The employee shall have a right to make copies of any item in the file and to be accompanied by a representative of the Association during the review of the file. No materials derogatory to the teacher's conduct, service, character, personality and performance shall be placed in the teacher's personal file unless the teacher has had the opportunity to read the material. The material shall be signed and dated by the teacher indicating that he/she has read it. The teacher shall have the right to respond to any material placed in his/her file, such response shall be signed and dated by employee when changed.

Discipline:

No employee will be disciplined without just cause.

Effect of Agreement

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

Individual Contracts: The terms and conditions of this agreement shall be reflected in individual contracts.

Terms of Agreement: The provisions of this agreement shall be effective for the approximate dates of July 1, 2026 through June 30, 2027.

In witness thereof:

Irene-Wakonda Education Association

Irene-Wakonda School Board

Landra Knodel, _____ Date _____
Negotiation Representative

Mike Logue	Date
School Board President	

Chris Sayler
Negotiation Representative

Brian Spurrell
Negotiation Chairman

Date _____