



## 2021-22 SALARY AND BENEFITS FOR ADMINISTRATORS

### I. SALARY

SWMS Principal	\$87,088	
SBHS Principal	\$99,496	
Stagebarn MS Principal	\$87,088	
Special Services Director	\$92,633	+\$30,000
Director of Activities	\$84,396	
Curriculum/Technology Director	\$89,286	
Assistant High School Principal	\$80,000	
Piedmont Valley Elementary Principal	\$86,831	
Whitewood/Rural Principal	\$68,614	
Sturgis Elementary Principal	\$86,831	
Assistant SWMS/SES Principal	\$66,503	
Assistant SBMS/PVE Principal	\$63,945	
Assistant Special Education Director	\$69,396	+\$30,000

### II. DUE PROCESS RIGHTS

An administrator in or beyond his or her fifth consecutive term of employment with the District in his or her current position shall have the same due process rights as a teacher who is in or beyond his or her fourth consecutive term of employment pursuant to SDCL 13-43-6.1, SDCL 13-43.6.2, and SDCL 13-43-6.3, except that notice of nonrenewal shall be given on or before February 1, as is set forth in Article III below.

The parties agree that as used in this Section II, "position" refers to the actual role and job duties of an administrator (for instance, Assistant Principal is not the same position as Principal). However, if an administrator changes building but does not change actual role and job duties, he or she will be deemed to be in the "same position" for the purposes of this Section II.

The parties agree this Section shall sunset in two years; therefore, this Section II shall terminate and become void as of the last day of the 2023-24 District school year unless agreed otherwise by the parties. Further, the parties agree this Section II does not and shall not apply to the Superintendent.

### III. CONTRACT OFFER

Administrators will be notified no later than February 1 of the Board's intent to renew or not renew their contract. A contract will be renewed unless such notice is given on or before February 1.

IV. TERMS OF CONTRACT

The provision of this contract shall be effective as of July 1, 2021, and shall continue in effect through June 30, 2022, for all administrators. If terms of a successor contract are not arrived at, the terms of this contract shall remain in effect until a successor contract is established.

V. HEALTH INSURANCE

Administrators shall be provided up to \$1,363.00 for the cost towards the district sponsored full family health benefits included in the district's health insurance package or shall be provided the full cost of the district sponsored single health insurance package.

VI. RETIREMENT PAY

An administrator, upon final retirement from the administrative profession and who is eligible for the South Dakota Retirement System, shall receive as retirement pay the number of days of unused sick leave times \$100.00. The payment will be made on the regularly scheduled payroll in July following the retirement to the South Dakota Retirement System Special Pay Plan. Currently employed administrators who have completed a total of ten years of full-time experience (or equivalent part-time experience) in the District as a teacher or administrator, but less than five years as an administrator, shall receive a retirement pay benefit equivalent to the sick leave reimbursement given to teachers who retire. The retirement pay benefit shall not apply to any administrator whose contract is not renewed after the due process procedures specified in Article II have been followed.

VII. SICK LEAVE

Administrators shall receive the same sick leave benefits as the teachers. Administrators may participate in the voluntary Sick Leave Bank.

VIII. FAMILY AND MEDICAL LEAVE

Administrators shall receive Family and Medical Leave Act benefits.

IX. PERSONAL AND BEREAVEMENT LEAVE

Administrators shall receive five (5) days of personal, and two days of bereavement leave benefits. Additional days may be allowed at the discretion of the superintendent.

X. UNUSED SICK/PERSONAL LEAVE

On an annual basis, an administrator's unused personal days will be rolled into his/her accumulated sick leave. As an alternative, an administrator may annually request

reimbursement for unused personal days at a rate of a \$100 per day. Said request must be made by June 1 of the current school year.

XI. SURVIVOR BENEFITS

In the event that an administrator dies while in contractual service to the district, an administrator, who has ten (10) years of service as an administrator in the district, will be considered retired and all retirement benefits accrued at the time of death shall be paid to the administrator's surviving spouse or other designated beneficiary in accordance with the established pay-out schedule.

XII. PART-TIME ADMINISTRATOR BENEFITS

Persons who work at least half time as administrators and full time in the District shall be entitled to full-time benefits extended to administrators but shall not receive teaching benefits.

XIII. PROFESSIONAL DUES

The District shall pay up to a total of \$800 per year toward the dues required for membership in the administrator's professional organizations, upon approval of the superintendent.

XIV. NATIONAL CONFERENCES/PROFESSIONAL DEVELOPMENT

Administrators shall be allocated \$2,500 for expenses to attend national conferences every other year. A rotation system will be established to determine which administrators receive this allocation. Attendance to a national conference shall require superintendent approval.

XV. LIQUIDATED DAMAGES

If the administrator request to be released from his/her individual contract prior to its terminal date, and the School Board agrees to the release, the School District may withhold monies due the administrator or collect from the administrator the sum of five hundred dollars (\$500.00) as liquidated damages if such termination occurs after June 1<sup>st</sup>, one thousand dollars (\$1,000.00) after June 15<sup>th</sup>, two thousand dollars (\$2,000.00) after July 1<sup>st</sup>, three thousand dollars (\$3,000.00) after August 1<sup>st</sup>.