

**SALARY AGREEMENT
BETWEEN THE
BELLE FOURCHE SCHOOL DISTRICT NO. 9-1
AND THE
BELLE FOURCHE EDUCATION ASSOCIATION
2023-2024**

DURATION - The provisions of this salary agreement shall be effective July 1, 2023 and shall terminate on June 30, 2024. When a new agreement is adopted, it shall be fully retroactive to June 30, 2024.

SALARY PLAN

As per Article III of the Negotiated Agreement, the District and Association agree to the following salary plan for the 2023-2024 school year: (See Exhibit "A")

EXHIBIT "A"

Salary Plan

July 1, 2023- June 2024

Returning teachers, for the 2023-24 school year, will receive a 6.5% salary increase according to their individual pro-rated full time equivalency. Teachers on a plan of assistance will not be given a salary increase.

In reference to Article III. F. Educational Advancement: Teachers currently on staff will receive additional salary increases upon attaining sufficient coursework at specific interval categories as follows: (ie. Masters degree will include the increments of BA+15, BA+30, BA+45 and BA+60)

BA+15 credits	\$1,000
BA+30 credits	\$1,000
BA+45 credits	\$1,100
BA+60 credits	\$1,100
Masters degree	\$1,100
MA+15 credits	\$1,100
MA+30 credits	\$1,100
MA+45 credits	\$1,100

New teachers employed by the Belle Fourche School District will be placed according to the Belle Fourche School District Hiring Guideline. The Board reserves the right to hire incoming personnel off the hiring guideline under extenuating circumstances. The hiring guideline will be negotiated annually between the Board and the Belle Fourche Education Association. See Exhibit "B" which is attached hereto and by reference incorporated herein.

The Employee's share of deductions (i.e. social security/Medicare and retirement) shall be deducted from all raises/stipends.

Teachers will be compensated \$25.00 per hour when covering another staff member's class.

EXTRACURRICULAR SALARY SCHEDULE

As per Article III. B. of the Negotiated Agreement, all extracurricular supervisors, as assigned by the Board of Education will receive the following compensation for the 2023-24 school year: See Exhibit "C" which is attached hereto and by reference incorporated herein. The formula for computation of the extracurricular positions for fiscal year 2023-24 are included and made part of this agreement.

GROUP HEALTH COVERAGE

As per Article III. C. Group Health Coverage of the Negotiated Agreement, the District shall pay \$608.00 per month toward the single plan and \$1,134.00 per month toward the family plan.

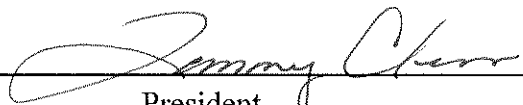
GROUP DENTAL INSURANCE


The District shall pay an amount equal to the single rate per month per certified staff for Group Dental Insurance as per Article III. D. of the Negotiated Agreement.

IN WITNESS WHEREOF, the parties have hereunto set their hand on the 10th day of April, 2023.

ATTEST:


BELLE FOURCHE SCHOOL DISTRICT NO. 9-1

By: 
President

By: 
Business Manager

BELLE FOURCHE EDUCATION ASSOCIATION

By: 
President

By: 
Attest

**BELLE FOURCHE SCHOOL DISTRICT 9-1
EXTRA CURRICULAR SALARY SCHEDULE
2023-24
EXHIBIT "C"**

<u>CODE</u>	<u>POSITION</u>	<u>BASE</u>
10	Head HS Football/Head HS Basketball/Head HS Track/Head HS Wrestling/ Head HS Volleyball/Head HS Cross-Country/Head HS Soccer/ HS Strength and Conditioning/FFA/Special Olympics/MS Activities Coordinator	2550
9	HS Yearbook/Extra H.S. Band Functions/HS Student Council Advisor	2295
8	Asst. HS Football/Asst. HS Basketball/Asst. HS Cross-Country/ Asst. HS Wrestling/Asst. HS Volleyball/Asst. HS Track/Asst. HS Soccer/ Asst. Special Olympics	2040
8	Competitive Dance/Competitive Cheer	2040
7	HS Cheerleaders	1785
6	9th Basketball/9th Volleyball/9th Football/Head MS Track	1530
5	MS Football/MS Basketball/MS Track/MS Volleyball/MS Wrestling/ MS Cross Country/Asst. HS Student Council Advisor	1275
5	Head Girls Golf/Head Boys Golf	1275
5	Drill Team	1275
5	HS Musical Director/Extra HS Chorus Function	1275
4	Asst. MS Football/MS Play	1020
4	Variety Show/School Play/Oral Interpretation	1020
4	FCCLA Sponsor/Newspaper/FBLA	1020
3	Assistant Directors/HS Musical	765
3	MS Asst. Coaches/MS Cheerleaders/MS Dance Team	765
2	One-Act Plays/MS Performing Arts	510
2	HS Knowledge Bowl/MS Knowledge Bowl	510
2	Extra MS Band & Chorus Functions	510

UN-CODED SPONSORS

Freshmen Class Sponsor - 250	Middle School Student Council - 500
Sophomore Class Sponsor - 1225	MS Math/Science Club Advisor - 500
Junior Class Sponsor - 1225	HS Math/Science Club Advisor - 500
Senior Class Sponsor - 1225	MS Science Fair Advisor - 500
Honor Society - 1200	HS Spanish Club Advisor - 500

SALARY SCHEDULE FORMULAS FOR EXTRA CURRICULAR - 2023-24

1. BASE = CODE times 255
2. SALARY = YEARS IN PROGRAM times 255 + BASE
3. MAXIMUM SALARY = TWO (2) times BASE

EXPERIENCE CREDIT *

1. Code 10 -- Up to ten (10) years
2. Codes 8 & 9 -- Up to eight (8) years
3. Codes 3-7 -- Up to six (6) years
4. Code 2 -- Up to two (2) years

* Is not retroactive but based on level when hired.

BELLE FOURCHE SCHOOL DISTRICT 9-1**HIRING GUIDELINE****2023-2024****Exhibit "B"**

STEPS	BA	BA +15	BA +30	BA +45	BA +60	MA	MA +15	MA +30	MA +45
8	44,550	45,800	47,050	48,400	49,500	50,600	51,700	52,800	53,900
7	44,400	45,600	46,800	48,100	49,200	50,300	51,400	52,500	53,600
6	44,250	45,400	46,550	47,800	48,900	50,000	51,100	52,200	53,300
5	44,100	45,200	46,300	47,500	48,600	49,700	50,800	51,900	53,000
4	43,950	45,000	46,050	47,200	48,300	49,400	50,500	51,600	52,700
3	43,800	44,800	45,800	46,900	48,000	49,100	50,200	51,300	52,400
2	43,650	44,650	45,650	46,750	47,850	48,950	50,050	51,150	52,250
1	43,500	44,500	45,500	46,600	47,700	48,800	49,900	51,000	52,100