

Southeast Area Cooperative

Classified Salary and Benefits

2020-2021

1. The minimum hiring wage for a classified position is \$10.50 per hour for the 2020-2021 service year.
2. Health/dental insurance is a benefit for classified employees working 30 hours or more per week on a regular basis (9-months or 12-months). The health/dental insurance benefit rate as established by the Southeast Area Cooperative Association of Professional Services (SACAPS) Benefits Group is used.
3. Full time classified employees working on a 12-month employment agreement will earn 14 days of sick leave per year, cumulative to 90 sick leave days. Classified employees working less than 30 clock hours per week on a 12-month employment agreement will receive sick leave prorated (based on 14 days per year).
4. Classified employees working 30 clock hours or more per week on a regular basis (9 months) will earn 10 sick leave days per year, cumulative to 90 days and/or employees working less than 30 hours per week on a regular basis (9-months) will receive sick leave pro rata (based on 10 days per year).
5. Classified employees (9-month or 12-month) who have been employed with the Southeast Area Cooperative for 15 consecutive years or more upon retirement at a minimum age of 55 may cash in up to 10 unused sick days at a rate of \$100.00 per day. Classified employees (prorated for part time employees) are granted two (2) personal days at the beginning of each school year. At the end of each school year, each eligible staff member may EITHER cash out up to two (2) unused personal days at \$125 per day, or those days may be carried over to the next school year to accumulate to no more than four (4) personal days.
6. Classified employees working 20 clock hours or more per week on a regular basis (12-months or 9-months) will be a part of the State Retirement System as provided for in South Dakota Law.