

Southeast Tech
FY22 Southeast Tech Salary Schedules
EXECUTIVE SUMMARY

Purpose:

To present the FY22 Southeast Tech Salary Schedules.

Southeast Tech last applied an across the board increase to salary schedules in FY19. The percentage increase applied in FY19 to the various schedules was 2.01%. Since that time, Southeast Tech has provided for instructor lane changes each year, step advancements for eligible employees in FY20, and a lump sum payment of \$1,000 per employee in FY21.

The FY22 salary package reflects a 3% increase applied to all lanes and steps of the Southeast Tech salary schedules. The FY22 salary package and FY222 budget also provides for lane and step advancement for those qualifying and eligible employees.

Southeast Tech employees are not represented by collective bargaining and the funding mechanism for the technical colleges differs from the K-12 system. Primary funding for Southeast Tech is provided by state funds through a distribution formula established by the South Dakota Board of Technical Education (SDBOTE) and tuition and fees charges to students. The SDBOTE approves the tuition rate annually. The Sioux Falls School Board approves the local fees charged to students at its annual meeting in July 2021.

The implementation of a 3% salary schedule adjustment will provide for a comparable level of compensation for similar positions within the Sioux Falls School District. An indexed analysis of the Southeast Tech and Sioux Falls School District FY22 salary schedules is provided in the following table.

Schedule	Ranges Compared	Southeast Index	SFSD Index
Administrative	C, E, G	100.00	105.54
Employment Contract	I, K, L, N, O, P	100.00	105.80
Classified Staff	B, C, E, F, G, H, I, J, K	100.00	103.25

Administrative Recommendation to School Board:

Approve the FY22 Southeast Tech Salary Schedules.

Administrator Salary Schedule - 12 Month

Step	A	B	C	D	E	F	G	H
1	133,688	123,010	118,232	113,456	108,959	105,027	98,282	91,341
2	138,367	127,316	122,371	117,428	112,773	108,702	101,721	94,537
3	143,211	131,773	126,654	121,538	116,720	112,507	105,283	97,846
4	148,196	136,359	131,064	125,769	120,783	116,423	108,948	101,252
5	153,383	141,131	135,650	130,171	125,011	120,498	112,761	104,795

Instructor Salary Schedule - 186 Day

Step	1	2	3	4	5	6	7	8
1	41,487	43,147	44,807	46,466	48,125	49,785	51,445	53,103
2	42,732	44,442	46,151	47,860	49,570	51,278	52,989	54,698
3	43,977	45,737	47,495	49,255	51,013	52,773	54,533	56,289
4	45,222	47,031	48,839	50,649	52,457	54,266	56,075	57,883
5	46,466	48,326	50,182	52,042	53,901	55,760	57,619	59,476
6	47,710	49,620	51,528	53,437	55,344	57,252	59,162	61,070
7	50,201	50,913	52,872	54,830	56,789	58,746	60,706	62,662
8	48,955	52,208	54,217	56,224	58,232	60,239	62,249	64,256
9	51,445	53,503	55,560	57,619	59,676	61,733	63,791	65,848
10	52,688	54,798	56,904	59,012	61,121	63,227	65,334	67,443

Instructor Salary Schedule - 206 Day

Step	1	2	3	4	5	6	7	8
1	45,948	47,787	49,625	51,462	53,301	55,138	56,976	58,816
2	47,328	49,221	51,114	53,007	54,901	56,794	58,686	60,580
3	48,706	50,655	52,604	54,551	56,498	58,448	60,396	62,343
4	50,085	52,088	54,091	56,095	58,098	60,102	62,105	64,109
5	51,462	53,521	55,580	57,639	59,696	61,755	63,814	65,873
6	52,841	54,956	57,069	59,182	61,296	63,410	65,524	67,636
7	55,599	56,388	58,558	60,726	62,895	65,064	67,234	69,402
8	54,221	57,823	60,046	62,270	64,494	66,719	68,943	71,166
9	56,976	59,256	61,535	63,814	66,093	68,372	70,651	72,931
10	58,355	60,689	63,023	65,358	67,691	70,026	72,361	74,695

Southeast Tech FY22 Salary Schedules (continued)

Rich Kluin 367-5692

Instructor Salary Schedule - 226 Day

Step	1	2	3	4	5	6	7	8
1	50,410	52,425	54,442	56,460	58,475	60,491	62,507	64,524
2	51,923	53,999	56,075	58,153	60,230	62,306	64,383	66,460
3	53,435	55,573	57,708	59,847	61,984	64,121	66,258	68,396
4	54,947	57,145	59,342	61,541	63,738	65,935	68,134	70,331
5	56,460	58,719	60,975	63,234	65,492	67,751	70,009	72,267
6	57,971	60,291	62,608	64,929	67,247	69,565	71,884	74,203
7	60,995	61,863	64,242	66,622	69,000	71,379	73,759	76,138
8	59,483	63,436	65,875	68,315	70,754	73,194	75,634	78,074
9	62,507	65,009	67,509	70,010	72,509	75,009	77,509	80,010
10	64,020	66,582	69,141	71,703	74,263	76,824	79,385	81,945

Employment Contract Salary Schedule - 210 Day

Step	A	B	C	D	E	F	G	H	I	J
1	21,060	24,008	26,991	30,521	34,263	38,147	41,995	46,125	51,526	55,569
2	21,290	24,269	27,285	30,854	34,637	38,563	42,453	46,629	52,090	56,176
3	21,519	24,532	27,580	31,188	35,011	38,980	42,911	47,132	52,652	56,782
4	21,750	24,794	27,874	31,521	35,385	39,396	43,371	47,636	53,214	57,389
5	21,980	25,056	28,170	31,854	35,760	39,813	43,829	48,140	53,777	57,996
6	22,209	25,318	28,465	32,187	36,134	40,229	44,287	48,643	54,340	58,603
7	22,670	25,581	28,759	32,521	36,508	40,646	44,746	49,147	54,903	59,210
8	22,439	25,842	29,054	32,854	36,882	41,062	45,205	49,651	55,465	59,817
9	22,899	26,105	29,348	33,187	37,257	41,479	45,663	50,154	56,028	60,423
10	23,129	26,366	29,643	33,521	37,631	41,896	46,122	50,658	56,591	61,030
11	23,359	26,629	29,937	33,854	38,004	42,312	46,580	51,162	57,153	61,637
12	23,590	26,891	30,233	34,187	38,378	42,729	47,039	51,665	57,716	62,243
13	23,819	27,153	30,528	34,520	38,753	43,145	47,498	52,169	58,279	62,850
14	24,049	27,415	30,822	34,854	39,127	43,561	47,956	52,673	58,841	63,458
15	24,279	27,678	31,117	35,187	39,501	43,978	48,415	53,176	59,404	64,064
16	24,509	27,939	31,411	35,520	39,875	44,395	48,873	53,680	59,966	64,671

Employment Contract Salary Schedule - 220 Day

Step	A	B	C	D	E	F	G	H	I	J
1	22,062	25,151	28,276	31,975	35,895	39,963	43,994	48,322	53,981	58,215
2	22,303	25,425	28,585	32,324	36,286	40,399	44,475	48,849	54,570	58,851
3	22,544	25,700	28,893	32,673	36,679	40,836	44,955	49,377	55,159	59,486
4	22,785	25,975	29,202	33,021	37,070	41,273	45,436	49,905	55,748	60,122
5	23,026	26,249	29,511	33,370	37,463	41,708	45,916	50,432	56,338	60,758
6	23,267	26,524	29,820	33,720	37,854	42,145	46,397	50,960	56,928	61,394
7	23,749	26,798	30,128	34,069	38,246	42,582	46,877	51,487	57,517	62,029
8	23,508	27,073	30,437	34,418	38,639	43,017	47,357	52,015	58,107	62,665
9	23,989	27,348	30,746	34,767	39,030	43,454	47,838	52,543	58,696	63,300
10	24,230	27,622	31,055	35,116	39,423	43,891	48,318	53,070	59,285	63,937
11	24,471	27,897	31,363	35,465	39,814	44,327	48,799	53,599	59,874	64,572
12	24,712	28,172	31,672	35,815	40,207	44,763	49,279	54,126	60,465	65,208
13	24,953	28,446	31,981	36,164	40,598	45,200	49,759	54,653	61,054	65,843
14	25,194	28,721	32,290	36,513	40,990	45,636	50,240	55,181	61,643	66,479
15	25,435	28,996	32,599	36,862	41,382	46,072	50,720	55,709	62,233	67,114
16	25,676	29,270	32,907	37,211	41,774	46,509	51,201	56,236	62,822	67,751

Employment Contract Salary Schedule - 12 Month

Step	A	B	C	D	E	F	G	H
1	24,168	27,551	30,975	35,027	39,321	43,778	48,194	52,934
2	24,432	27,852	31,314	35,409	39,750	44,255	48,719	53,512
3	24,696	28,153	31,651	35,791	40,180	44,733	49,246	54,090
4	24,960	28,454	31,989	36,174	40,609	45,211	49,772	54,668
5	25,224	28,755	32,328	36,556	41,039	45,689	50,298	55,247
6	25,488	29,056	32,666	36,938	41,468	46,168	50,825	55,824
7	26,015	29,357	33,004	37,322	41,897	46,646	51,351	56,402
8	25,752	29,657	33,343	37,704	42,326	47,124	51,877	56,980
9	26,280	29,958	33,680	38,086	42,756	47,602	52,404	57,558
10	26,544	30,259	34,019	38,469	43,185	48,080	52,930	58,136
11	26,807	30,560	34,357	38,851	43,615	48,558	53,456	58,715
12	27,071	30,860	34,695	39,233	44,044	49,036	53,983	59,292
13	27,336	31,161	35,034	39,616	44,474	49,514	54,509	59,870
14	27,599	31,462	35,372	39,998	44,902	49,993	55,035	60,448
15	27,863	31,764	35,711	40,381	45,332	50,470	55,562	61,026
16	28,127	32,064	36,048	40,764	45,761	50,948	56,088	61,605

Employment Contract Salary Schedule (continued) - 12 Month

Step	I	J	K	L	M	N	O
1	59,133	63,772	68,775	74,170	79,989	85,018	87,423
2	59,779	64,468	69,525	74,980	80,863	85,946	88,377
3	60,424	65,164	70,276	75,790	81,736	86,865	89,332
4	61,070	65,861	71,027	76,600	82,610	87,803	90,287
5	61,716	66,557	71,779	77,410	83,483	88,731	91,241
6	62,362	67,253	72,530	78,220	84,356	89,660	92,196
7	63,007	67,950	73,281	79,029	85,230	90,588	93,151
8	63,652	68,647	74,032	79,840	86,103	91,516	94,105
9	64,298	69,343	74,783	80,649	86,977	92,445	95,060
10	64,944	70,039	75,533	81,459	87,850	93,373	96,015
11	65,590	70,736	76,284	82,270	88,724	94,301	96,969
12	66,236	71,432	77,036	83,079	89,597	95,230	97,924
13	66,881	72,128	77,787	83,889	90,471	96,158	98,878
14	67,527	72,825	78,538	84,699	91,344	97,086	99,833
15	68,173	73,521	79,289	85,509	92,217	98,015	100,788
16	68,819	74,217	80,040	86,319	93,091	98,943	101,742

Employment Contract Salary Schedule – Non Exempt

Step	A	B	C	D	E	F	G	H	I	J
1	11.54	13.16	14.79	16.72	18.77	20.89	23.00	25.26	28.23	30.43
2	11.66	13.30	14.95	16.91	18.98	21.12	23.25	25.54	28.53	30.77
3	11.79	13.45	15.12	17.08	19.18	21.36	23.51	25.82	28.83	31.10
4	11.92	13.58	15.27	17.27	19.39	21.58	23.76	26.09	29.14	31.43
5	12.05	13.72	15.43	17.45	19.59	21.81	24.00	26.37	29.45	31.76
6	12.17	13.87	15.60	17.63	19.79	22.04	24.26	26.64	29.76	32.10
7	12.43	14.01	15.75	17.81	20.00	22.26	24.51	26.92	30.07	32.43
8	12.29	14.16	15.92	18.00	20.20	22.49	24.76	27.20	30.38	32.76
9	12.55	14.30	16.08	18.18	20.41	22.72	25.01	27.48	30.69	33.09
10	12.67	14.45	16.24	18.36	20.62	22.95	25.26	27.74	31.00	33.43
11	12.80	14.59	16.40	18.54	20.82	23.18	25.52	28.02	31.31	33.76
12	12.92	14.73	16.57	18.73	21.03	23.41	25.77	28.30	31.62	34.09
13	13.06	14.88	16.72	18.92	21.23	23.63	26.01	28.58	31.91	34.42
14	13.18	15.02	16.89	19.09	21.43	23.86	26.27	28.84	32.22	34.76
15	13.30	15.17	17.05	19.28	21.63	24.09	26.52	29.12	32.53	35.09
16	13.43	15.31	17.21	19.46	21.84	24.31	26.76	29.40	32.84	35.42

Classified Staff Salary Schedule - Hourly

Step	A	C	D	F	G	I	J
1	11.96	12.48	13.62	14.22	15.29	15.97	17.31
2	12.10	12.62	13.77	14.37	15.45	16.15	17.49
3	12.23	12.76	13.91	14.53	15.62	16.32	17.68
4	12.35	12.89	14.05	14.68	15.79	16.50	17.88
5	12.49	13.02	14.22	14.84	15.96	16.66	18.06
6	12.62	13.17	14.36	14.99	16.11	16.85	18.25
7	12.88	13.30	14.51	15.15	16.29	17.02	18.44
8	12.76	13.44	14.66	15.30	16.45	17.19	18.63
9	13.00	13.57	14.81	15.45	16.62	17.37	18.81
10	13.15	13.71	14.95	15.61	16.79	17.54	19.01
11	13.27	13.85	15.09	15.77	16.96	17.71	19.19
12	13.41	13.98	15.26	15.92	17.12	17.89	19.39
13	13.53	14.12	15.40	16.07	17.30	18.06	19.57
14	13.67	14.26	15.55	16.24	17.45	18.24	19.76
15	13.80	14.38	15.70	16.39	17.62	18.41	19.96
16	13.92	14.52	15.85	16.54	17.79	18.59	20.14

Classified Staff Salary Schedule (continued) - Hourly

Step	K	L	M	N	O	P	Q
1	18.13	20.27	22.55	24.82	27.28	30.47	32.90
2	18.34	20.49	22.79	25.09	27.57	30.80	33.26
3	18.53	20.71	23.05	25.36	27.88	31.13	33.62
4	18.73	20.93	23.28	25.63	28.17	31.47	33.99
5	18.93	21.15	23.54	25.90	28.46	31.80	34.35
6	19.12	21.37	23.78	26.18	28.77	32.13	34.71
7	19.32	21.59	24.02	26.45	29.06	32.47	35.07
8	19.52	21.81	24.27	26.71	29.36	32.80	35.42
9	19.72	22.04	24.51	26.98	29.66	33.13	35.79
10	19.93	22.25	24.77	27.26	29.96	33.46	36.15
11	20.11	22.48	25.00	27.53	30.25	33.80	36.50
12	20.31	22.71	25.26	27.80	30.55	34.13	36.86
13	20.51	22.92	25.50	28.06	30.84	34.46	37.22
14	20.71	23.15	25.75	28.34	31.14	34.80	37.57
15	20.90	23.37	25.99	28.61	31.45	35.13	37.94
16	21.11	23.59	26.24	28.89	31.74	35.46	38.30

**Professional 2 Salary Schedule
- 12 Month**

Step	Y
1	64,339
2	65,647
3	66,954
4	68,261
5	69,569
6	70,876
7	72,183
8	73,490
9	74,798
10	76,105
11	77,412
12	78,720
13	80,027
14	81,334
15	82,642
16	83,950

**Professional 2 Salary Schedule
- 12 Month**

Step	X	Y	Z
1	11.91	12.74	13.48
2	12.07	12.89	13.65
3	12.21	13.04	13.82
4	12.35	13.21	13.98
5	12.50	13.36	14.16
6	12.66	13.53	14.33
7	12.82	13.70	14.51
8	12.97	13.87	14.69
9	13.14	14.03	14.87
10	13.29	14.21	15.04
11	13.46	14.38	15.24
12	13.63	14.56	15.42
13	13.80	14.74	15.61
14	13.96	14.92	15.81
15	14.14	15.10	16.00
16	14.31	15.30	16.20