

Report: Teacher Compensation Prior Year/Current Year Comparison

From 2016 to 2017

District Number: 12002

District Name: Clark 12-2

<u>Last Name</u>	<u>FTE</u>	FY16	<u>FTE</u>	FY17
		<u>Total Compensation</u>		<u>Total Compensation</u>
Andersen-Mjoun, Stacy	1.00	\$45,521		
Bartels, Lola	1.00	\$52,383	1.00	\$58,458
Baule, Megan	1.00	\$42,593		
Boehnke, Joan	1.00	\$54,320	1.00	\$60,334
Brown Jr, John	1.00	\$53,083		
Duenwald, Dan	0.50	\$30,850		
Enstad, Sara	1.00	\$44,719	1.00	\$49,072
Flora, Christina	1.00	\$45,829	1.00	\$51,936
Glanzer, Desiree	1.00	\$42,653	1.00	\$47,767
Hagstrom, Stephanie	1.00	\$44,737	1.00	\$49,855
Hoogheem, Sara	1.00	\$48,883	1.00	\$58,948
Huber, Joel	1.00	\$47,527	1.00	\$53,567
Janisch, Gregory	1.00	\$60,587	1.00	\$67,286
Janisch, Kristin	0.50	\$26,189	0.50	\$29,975
Jans, Jessica	1.00	\$53,881	1.00	\$59,900
Jenkins, Todd	1.00	\$51,850	1.00	\$58,201
Jesser, James	1.00	\$53,648	1.00	\$59,714
Juntunen, Colleen	1.00	\$39,868	1.00	\$49,949
Kallemeyn, Corrine	1.00	\$45,171	1.00	\$50,476
Kolden, Betsy	1.00	\$44,270	1.00	\$50,323
Larsen, Ryan	1.00	\$38,912	1.00	\$50,447
Lee, Christopher	1.00	\$45,971	1.00	\$52,741
Mcdonnell, Tera			1.00	\$52,878
Mohr, Claire	1.00	\$40,180	1.00	\$45,214
Nesheim, Jerome	1.00	\$49,375	1.00	\$56,394
Nesheim, Melissa	1.00	\$52,045	1.00	\$58,024
Olson, Melissa	1.00	\$40,413	1.00	\$45,527
Paulson, Tammie	1.00	\$53,295	1.00	\$59,320
Rusher, Tammy	1.00	\$50,350	1.00	\$56,371
Schmit, Susan	1.00	\$51,668	1.00	\$57,650

9/26/2017

		FY16		FY17
<u>Last Name</u>	<u>FTE</u>	<u>Total Compensation</u>	<u>FTE</u>	<u>Total Compensation</u>
Sprouse, Tamara	1.00	\$52,529	1.00	\$58,572
Weiseler, Taylor	1.00	\$39,300	1.00	\$46,123
Whalen, Kay	1.00	\$52,098	1.00	\$58,187
Wientjes, Cindy	1.00	\$46,581	1.00	\$51,727
Wookey, Elizabeth	1.00	\$39,234	1.00	\$44,352
 Total FTE/Compensation:	33.00	\$1,580,513	30.50	\$1,649,288
Average Compensation:		\$47,894		\$54,075

4/21/16 Negotiated agreement

Certified Staff	Assignment	Contract	Ins	S/Mc/retiremer	4500 increase	465 ins	ss.mc,ret
Jans, Jessica	Title 1	43,360.50	4,980.00	5,918.70	47,860.50	5,580.00	6,532.96
Rusher, Tammy	k-3 Hillcrest/Title	40,337.00	4,980.00	5,506.00	44,837.00	5,580.00	6,120.25
Whalen, Kay	Kindergarten	41,530.00	4,980.00	5,668.84	46,030.00	5,580.00	6,283.10
Hagstrom, Stephanie	Kindergarten	39,416.50		5,380.35	43,916.50		5,994.60
Larsen, Ryan	Second Grade	34,280.00		4,679.22	38,780.00	5,580.00	5,293.47
Weiseler, Taylor	First Grade	34,580.00		4,720.17	39,080.00		5,334.42
Nesheim, Melissa	Second Grade	41,841.12	4,980.00	5,711.31	46,341.12	5,580.00	6,325.56
Wientjes, Cindy	Third Grade	41,178.06		5,620.80	45,678.06		6,235.06
Lee, Chris	Fourth Grade	40,628.94		5,545.85	45,128.94		6,160.10
Kolden, Betsy	4-8 Hillcrest	34,780.00	4,980.00	4,747.47	39,280.00	5,580.00	5,361.72
Glanzer, Desiree	K-2, Silver Lake	37,530.00		5,122.84	42,030.00		5,737.10
Jesser, James	3-5, Silver Lake	42,887.28	4,980.00	5,854.11	47,387.28	5,580.00	6,468.36
Juntunen, Colleen	6-8, Silver Lake	35,080.00		4,788.42	39,580.00		5,402.67
Boehnke, Joan	K-4, Fordham	44,292.97	4,980.00	6,059.64	48,792.97	5,580.00	6,660.24
Enstad, Sara	5-8, Fordham	35,080.00	4,980.00	4,788.42	39,580.00	5,580.00	5,402.67
Huber, Joel	MS Math	41,936.40		5,724.31	46,436.40		6,338.57
Mohr, Claire	MS SS	35,280.00		4,815.72	39,780.00		5,429.97
Olson, Melissa	MS Language/SS	35,597.52		4,859.06	40,097.52		5,473.31
Baule, Megan	English	37,580.00		5,129.67	42,080.00		5,743.92
Wookey, Elizabeth	Science/Spanish	34,580.00		4,720.17	39,080.00		5,334.42
Jenkins, Todd	Social Studies	41,936.40	4,980.00	5,724.31	46,436.40	5,580.00	6,338.57
Nesheim, Jerome	Business	39,178.06	4,980.00	5,347.80	43,678.06	5,580.00	5,962.06
Kallemeyne, Corrine	.5 English/PE	39,430.00		5,382.19	43,930.00		5,996.45
Sprouse, Tamara	Math	41,936.40	4,980.00	5,724.31	46,436.40	5,580.00	6,338.57
Paulson, Tammie	FACS	42,777.26	4,980.00	5,839.09	47,277.26	5,580.00	6,453.35
Janisch, Greg- 195 days	Agriculture Ed	49,042.16	4,980.00	6,694.25	53,542.16	5,580.00	7,308.50
Bartels, Lola	Instrumental	41,565.08	4,980.00	5,673.63	46,065.08	5,580.00	6,287.88
Andersen, Stacy	Vocal	40,159.39		5,481.75	44,659.39		6,096.01
John Brown	Part time Science	42,466.85	4,980.00	5,796.72	23,483.42	5,580.00	3,123.58
Kristin Janisch	Part time Art	18,298.76	4,980.00	2,497.78	20,548.76	5,580.00	2,723.00
Dan Duenwald	Part time Auto						
Paul Streff	Part time Geometry/P4	18,742.55		2,558.35	20,992.55		2,783.58
		1,187,309.20	79,680.00	162,081.25	1,298,825.77	94,860.00	177,044.00
New Money Salary	111,516.57						
New Money Ins	15,180.00						
New Money Benefits	14,962.75						
Total New Money	141,659.32						
Flora, Christina	Special Ed	36,026.00	4,980.00	4,917.54	40,526.00	5,580.00	5,531.80
Hoogheem, Sara	Special Ed	43,050.34		5,876.37	47,550.34		6,490.62
Schmit, Susan	Special Ed	41,936.40	4,980.00	5,724.31	46,436.40	5,580.00	6,338.57
		121,012.74	9,960.00	16,518.22	134,512.74	11,160.00	18,360.99
Special Ed increase							
Salary	13,500.00						
Insurance	1,200.00						
Benefits	1,842.77						
	16,542.77						

Ben fund total Compensation 1,570,729.77

SPED total comp. 164,033.73

total Comp.
1,734,763.50

October 12, 2017

As President of the Clark Teacher Association and Chief Negotiator for the CTE, in the spring of 2016 during negotiations, I did not then or do not feel now that the Clark School District and administration tried to deceive us in any way from the funding we were supposed to receive for salaries and benefits.

As a negotiating team, we diligently did our homework. We worked with the Accountability Calculator provided by the DOE, we ran the numbers and came up with the same numbers the schools' negotiated team did. So at the time of negotiating, all of the numbers lined up and we knew we had met the states accountability regulations.

Respectfully

A handwritten signature in black ink, appearing to read "Jerome Nesheim", followed by a long horizontal line extending to the right.

Jerome Nesheim

Information about Mr. Brown to the Accountability Board

In the summer of 2013, Mr. Brown was driving a bus of volleyball players to a camp where he was in an accident with students traveling in a car resulting in a fatality. John tried to avoid the head-on collision; however, was unable to get the bus out of the line of the on-coming car. Following this horrible event, Mr. Brown received a neck injury that has been hindering his health since 2013. Health impairments included: severe neck pains causing numbness to his shoulders and extremities; his neck was almost immobile by the end of a work day in addition to the psychological effect that the student fatality has been on him. He has had several different physicians and various treatments to deal with complications from the accident with little to no relief from the treatments. Though he remained a full time teacher until the year 2015, his injuries prevented him from performing his teaching duties to his fullest capacity. With that being said, he regretfully resigned his duties as middle school science teacher and applied for early retirement through the South Dakota Retirement System. Knowing we may not be successful in finding a middle school science teacher, we had to get creative to fill the position. We asked John if there would be any way possible for him to teach part of the day to help us with our dilemma. As a 30 year science teacher in this district, we knew our students would receive quality education under his guidance. John agreed to "try" to help us out providing he was allowed to leave and rest when necessary, and this is when he came back and help the district in our time of need. Though it remains difficult for him on his half day employment (he works until noon), he has been faithful in helping our district until we find a full time science teacher. Throughout all the changes to his retirement decisions and his disabilities hindered from this accident, John failed to recertify his teaching credentials. He is now working on his letter in intent and teacher recertification.

John is one of those people who gives much time and talent to the students and our school, and retiring was a very difficult decision on his part. We humbly ask that you honor our hardship medical request for this very unusual and life changing series of events.

Respectfully,



Luanne Warren


Clark Superintendent

Accountability Board

The following documentation will describe or explain the following;

1. Describe Mr. Brown's accident and how it led to his early retirement.
2. Explain why he was re – hired as a part – time science teacher.
3. Provide documentation of our district's process we have used the past 16 years to deal with non – certified staff members.
4. Explain the coding used on Mr. Brown's plan of intent which should prove there was no plan to deceive our teaching staff or accountability board in any way.

Respectfully



Jerry Hartley

I was apprised of Mr. Brown's lapsed certificate on October 6, 2017. I believe this was the day school board members and administrators were informed our school needed to apply for a waiver through the newly created accountability board. After further investigation, this is what we found.

Attached you will find an October 11, 2016 PRF copy of Mr. Brown's plan of intent documents. The first document lists 03159 which is High School Physical Science that Mr. Brown did not teach. The retirement box was marked, saved, reported and never revisited. The second document, 53239 General Science was also marked as retirement, saved, reported and never revisited and hence no follow up through email as was done with the previous three staff members.

There was no ill will, intent or any reason whatsoever to deceive.

School Year: 2017 ▼

District #: 12002

District Name: Clark 12-2 ▼

**DE04 Personnel Data
Collection****Production****Actions****District Information**[Qualified Staff by Assi](#)[District/School Informa](#)[Staffing - Teacher/Adn](#)[Plan of Intent](#)[Classified Staffing](#)[Paraprofessionals](#)[Bus Drivers](#)[Contracted Services](#)[Vacancy](#)[Assurance Statement](#)**Reports**[Contacts](#)[Close](#)**Plan of Intent**

Original Save Date: 10/13/2016

SSN: ***-**-3898
Name: Brown Jr ,John
School: Clark Middle School - 03
Assignment: 53239 General Science

- ☐ Temporary Assignment (Check ONLY when a staff person has resigned and the position is temporarily filled.)
☒ Retirement
☐ DOE Waiver for SD Innovation Lab Schools
☐ Other Approved DOE Waiver

Comments

Save

Cancel

Because of the earlier timeline for the release of the Report Card, the highly qualified calculation is now completed in June. If a teacher is required to pass a Praxis Exam in order to become highly qualified this should be completed prior to June. If the required Praxis Exam has not been passed by June 1st the class taught will be counted as not highly qualified on the Report Card.

School Year: 2017 ▼

District #: 12002

District Name: Clark 12-2 ▼

**DE04 Personnel Data
Collection****Production****Actions****District Information**[Qualified Staff by Assi](#)[District/School Informa](#)[Staffing - Teacher/Adm](#)[Plan of Intent](#)[Classified Staffing](#)[Paraprofessionals](#)[Bus Drivers](#)[Contracted Services](#)[Vacancy](#)[Assurance Statement](#)**Reports****Contacts****Close****Plan of Intent**

Original Save Date: 10/13/2016

SSN: ***-**-3898
Name: Brown Jr ,John
School: Clark High School - 01
Assignment: 03159 Physical Science

- ☐ Temporary Assignment (Check ONLY when a staff person has resigned and the position is temporarily filled.)
☒ Retirement
☐ DOE Waiver for SD Innovation Lab Schools
☐ Other Approved DOE Waiver

Comments

Save

Cancel

Because of the earlier timeline for the release of the Report Card, the highly qualified calculation is now completed in June. If a teacher is required to pass a Praxis Exam in order to become highly qualified this should be completed prior to June. If the required Praxis Exam has not been passed by June 1st the class taught will be counted as not highly qualified on the Report Card.

Office of Educator Certification

PRINT ALL INFORMATION IN BLUE OR BLACK INK!

Hardship Modification Request

Part 1 – Applicant Information

Last 4 digits of SSN	3898	-	
Last Name	BROWN	First Name, MI	John
Telephone Number	605 532-3605	Email Address	john.BROWN@K12.SD.US

Part 2 – Hardship Information

Upload or Email completed form to certification@state.sd.us

Describe the hardship that has prevented you from meeting the requirements for renewal:

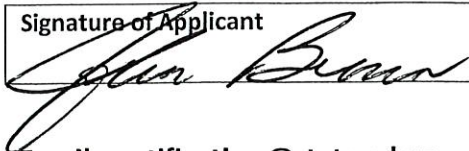
SEE ATTACHMENT

What renewal requirements have you completed? (Please submit documentation for verification.)

NONE

I understand that I am applying for a one year hardship modification, according to ARSD 24:28:03:05, to extend the expiration date of my current certificate. I will submit evidence that I have made a good faith effort to meet the renewal requirements.

Signature of Applicant



Date

10/17/2017

Email: certification@state.sd.us

Mailing Address: Department of Education, Certification Office, 800 Governors Drive, Pierre, SD 57501

While traveling home from another successful day of volleyball team camp, an experience that has forever changed my life took place. While driving the team bus with 21 student athletes and my assistant coach as passengers, we were struck head on by a vehicle that was rear ended and thrown into my driving lane. Since that summer day of July 22nd of 2013, I have continued to experience excruciating pain in my upper torso, throughout my neck and shoulders and into the cranial region. It has also been an emotional rollercoaster as daily events that occur continue to remind me of that horrifying event.

I was diagnosed with severe whiplash of the 3rd and 4th cervical vertebra. On a daily basis, my neck region will develop a burning sensation and then continue to bleed out through my shoulders and up and down my spinal area. As the day progresses, the burning and pain increases with any activity that I partake in. Working hard with my doctors, school administrators and my family, we have tried everything possible to reach a full recovery. In the end, all treatments have been short term fixes and it has come down to just learning to manage the pain as each day goes by.

The information that I feared to hear came after my spine surgeon examined my x-rays and told me the news. The good news was that surgery was not recommended. The doctor told my family that he could realign my vertebra, but that would not fix my problem. It could possibly do more damage to the neck. The bad news is, there is no fix. He went on to say there is a tremendous amount of nerve damage and the plan was to keep me as comfortable and pain free as possible. I was totally devastated and the challenge was on.

My therapy began with pain killers, cold and heat packs and eventually led to acupuncture and physical therapy. Every treatment was just a short term fix. It would boost my moral for a short period of time and then the pain would be back and seemed to get worse and worse as time progressed. Full days of teaching were just getting to difficult. The pain would begin early in the day and continue throughout the afternoon. Severe headaches and extreme pain from the shoulders down the middle of my back were a daily occurrence. I also had to stop doing all activities; from coaching volleyball and basketball to riding bike, golfing, bowling, just to name a few. The worst time for me today is the winter months. The cold weather irritates my upper torso more than anything else. So, my only answer to assist in my full recovery was to retire from doing what I have loved to do for over 30 years.

I approached my administration with the news and they felt as bad as I did. These people have been in my corner from day one. Their hearts have always been in the right place. The administration and school board have been so compassionate and tremendously concerned with my health from day one. They have bent over backwards for me during my road to recovery. Due to the dwindling number of teachers in the science field, the administration approached me about working halftime. I was totally surprised but extremely honored. This is just one of many examples as to what these fine people do for their educators and students. At that point in time, I was willing to try anything. With that being said and the excitement of possibly working with students again on a part time basis, I completely forgot to renew my certificate by the October 1 deadline.

Today I am still trying to manage my pain levels on a daily basis. From sleepless nights, to excruciating pains throughout the day. Every day is a new challenge. What has benefited me the most is my ability to go home at 12:15 and lay down for an hour or more and allow the burning to bleed out. I can't tell you enough how much I appreciate the compassion and support that I have received from my administration and school board. These are quality people doing exactly what they are intended to do by going above and beyond to assist their staff and students to become the best people they can become.

This situation has filled me with regret and my hope is you will respectfully grant the Clark School District a waiver to avoid any financial penalty.

Attached you will find a PRF copy and three emails of communication between the school and staff members asking for information the DOE needed to complete their plan of intent. The plans were completed by each staff member and all three were filed and accepted by the DOE.

This is the process the Clark School District has used and followed the past 16 years when dealing with non – certified staff members.

Hartley, Jerry

From: Hartley, Jerry
Sent: Thursday, October 13, 2016 8:32 AM
To: Kolden, Betsy
Cc: Warren, Luanne
Subject: Plan of intent

I'm filling out the school's personal record form and one section is for non – qualified staff. I need to send the state your plan for completion..Please get that to me by Monday..Thank you

SSN: ***-**-5547
Name: Kolden, Betsy
School: 05 Hillcrest Colony Elementary - 05
Assignment: 51033 Language Arts, Grade 5

This individual was on a plan-of-intent for this assignment last year. You may be on a plan-of-intent for the same assignment for two consecutive years. The plan-of-intent must be completed prior to next year or this individual will not be allowed to teach this assignment (ARSD 24:43:02:08).

Temporary Assignment (Check ONLY when a staff person has resigned and the position is temporarily filled.)

Retirement

DOE Waiver for SD Innovation Lab Schools

Other Approved DOE Waiver

Plan of Action

Reason Individual was Hired

Comments

***-**-5547	Kolden, Betsy	51033 Language Arts, Grade 5	05 Hillcrest Colony Elementary - 05	Required				
	***-**-5547	Kolden, Betsy	51034 Language Arts, Grade 6	05 Hillcrest Colony Elementary - 05	Required			
	***-**-5547	Kolden, Betsy	51035 Language Arts, Grade 7	05 Hillcrest Colony Elementary - 05	Required			

***_**-5547	Kolden, Betsy	51036 Language Arts, Grade 8	05 Hillcrest Colony Elementary - 05	Required					
***_**-5547	Kolden, Betsy	52035 Math, Grade 5	05 Hillcrest Colony Elementary - 05	Required					
***_**-5547	Kolden, Betsy	52036 Math, Grade 6	05 Hillcrest Colony Elementary - 05	Required					
***_**-5547	Kolden, Betsy	52037 Math, Grade 7	05 Hillcrest Colony Elementary - 05	Required					
***_**-5547	Kolden, Betsy	52038 Math, Grade 8	05 Hillcrest Colony Elementary - 05	Required					
***_**-5547	Kolden, Betsy	53235 General Science, Grade 5	05 Hillcrest Colony Elementary - 05	Required					
***_**-5547	Kolden, Betsy	53236 General Science, Grade 6	05 Hillcrest Colony Elementary - 05	Required					
***_**-5547	Kolden, Betsy	53237 General Science, Grade 7	05 Hillcrest Colony Elementary - 05	Required					
***_**-5547	Kolden, Betsy	53238 General Science, Grade 8	05 Hillcrest Colony Elementary - 05	Required					
***_**-5547	Kolden, Betsy	54435 Social Science, Grade 5	05 Hillcrest Colony Elementary - 05	Required					
***_**-5547	Kolden, Betsy	54436 Social Science, Grade 6	05 Hillcrest Colony Elementary - 05	Required					
***_**-5547	Kolden, Betsy	54437 Social Science, Grade 7	05 Hillcrest Colony Elementary - 05	Required					
***_**-5547	Kolden, Betsy	54438 Social Science, Grade 8	05 Hillcrest Colony Elementary - 05	Required					

Hartley, Jerry

From: Hartley, Jerry
Sent: Thursday, October 13, 2016 8:35 AM
To: Kallemeyn, Corrine
Cc: Warren, Luanne
Subject: Highly qualified status

I'm completing the school's Personal record form and need your plan for completion by Monday...Thank you

SSN: ***-**-7345
Name: Kallemeyn, Corrine
School: 01 Clark High School - 01
Assignment: 01151 Speech I

This individual has been on a plan-of-intent for this assignment for three or more consecutive years. You will need to request a waiver from the Department of Education. For more information about the waiver process, go to <http://doe.sd.gov/oatq/adminrulewaivers.aspx> . You will not be allowed to sign your assurance statement until the waiver process has been completed (ARSD 24:43:02:08).

DOE Waiver Granted (DOE use only)

Temporary Assignment (Check ONLY when a staff person has resigned and the position is temporarily filled.)

Retirement

DOE Waiver for SD Innovation Lab Schools

Other Approved DOE Waiver

Plan of Action

Reason Individual was Hired

Comments

***-**-7345	Kallemeyn, Corrine	01151 Speech I	01 Clark High School - 01	Required			
***-**-7345	Kallemeyn, Corrine	58001 Physical Education (Elem/MS)	02 Clark Elementary - 02	Required			

Hartley, Jerry

From: Hartley, Jerry
Sent: Thursday, October 13, 2016 8:37 AM
To: Wookey, Elizabeth
Cc: Warren, Luanne
Subject: Highly qualified status

I'm completing the school's personal record form and need your plan to complete the following areas...I will need it by Monday..

This individual has been on a plan-of-intent for this assignment for three or more consecutive years. You will need to request a waiver from the Department of Education. For more information about the waiver process, go to <http://doe.sd.gov/oatq/adminrulewaivers.aspx> . You will not be allowed to sign your assurance statement until the waiver process has been completed (ARSD 24:43:02:08).

DOE Waiver Granted (DOE use only)

Temporary Assignment (Check ONLY when a staff person has resigned and the position is temporarily filled.)

Retirement

DOE Waiver for SD Innovation Lab Schools

Other Approved DOE Waiver

Plan of Action

Reason Individual was Hired

Comments

***-**-2545	Wookey, Elizabeth	03101 Chemistry	01 Clark High School - 01	Required			
		***-**-2545	Wookey, Elizabeth	03159 Physical Science	01 Clark High School - 01	Required	

School Year: 2017 ▼

District #: 12002

District Name: Clark 12-2 ▼

Original Save Date: 10/17/2016

**DE04 Personnel Data
Collection****Production****Actions****District Information**[Qualified Staff by Assi](#)[District/School Informa](#)[Staffing - Teacher/Adn](#)[Plan of Intent](#)[Classified Staffing](#)[Paraprofessionals](#)[Bus Drivers](#)[Contracted Services](#)[Vacancy](#)[Assurance Statement](#)**Reports****Contacts****Close****Plan of Intent**

SSN: ***-**-5547
Name: Kolden ,Betsy
School: Hillcrest Colony Elementary - 05
Assignment: 53235 General Science, Grade 5

This individual was on a plan-of-intent for this assignment last year. You may be on a plan-of-intent for the same assignment for two consecutive years. The plan-of-intent must be completed prior to next year or this individual will not be allowed to teach this assignment (ARSD 24:43:02:08).

- ☐ Temporary Assignment (Check ONLY when a staff person has resigned and the position is temporarily filled.)
☐ Retirement
☐ DOE Waiver for SD Innovation Lab Schools
☐ Other Approved DOE Waiver

Plan of Action

Will Take Praxis Exam ▼

Praxis Test

5440 Middle School Science ▼

Test Date

After May 1 (reason in comment box) ▼

Reason Individual was Hired

Enrolled in Alternative Route to Certification Program ▼

Comments

School Year: 2017 ▼

District #: 12002

District Name: Clark 12-2 ▼

Original Save Date: 10/17/2016

Plan of Intent

DE04 Personnel Data
Collection

Production

Actions

District Information

[Qualified Staff by Assi](#)[District/School Informa](#)[Staffing - Teacher/Adn](#)[Plan of Intent](#)[Classified Staffing](#)[Paraprofessionals](#)[Bus Drivers](#)[Contracted Services](#)[Vacancy](#)[Assurance Statement](#)

SSN: ***-**-7345
Name: Kallemeyn ,Corrine
School: Clark High School - 01
Assignment: 01151 Speech I

This individual has been on a plan-of-intent for this assignment for three or more consecutive years. You will need to request a waiver from the Department of Education. For more information about the waiver process, go to <http://doe.sd.gov/oatq/adminrulewaivers.aspx> . You will not be allowed to sign your assurance statement until the waiver process has been completed (ARSD 24:43:02:08).

☒ DOE Waiver Granted (DOE use only)☐ Temporary Assignment (Check ONLY when a staff person has resigned and the position is temporarily filled.)☐ Retirement☐ DOE Waiver for SD Innovation Lab Schools☐ Other Approved DOE Waiver

Plan of Action

Will Take Praxis Exam ▼

Praxis Test

5221 Speech Communication: Content Knowledge ▼

Test Date

After May 1 (reason in comment box) ▼

Reason Individual was Hired

Working toward endorsement ▼

Comments

Reports

Contacts

Close

School Year: 2017 ▼

District #: 12002

District Name: Clark 12-2 ▼

Original Save Date: 10/17/2016

**DE04 Personnel Data
Collection****Production****Actions****District Information**[Qualified Staff by Assi](#)[District/School Informa](#)[Staffing - Teacher/Adm](#)[Plan of Intent](#)[Classified Staffing](#)[Paraprofessionals](#)[Bus Drivers](#)[Contracted Services](#)[Vacancy](#)[Assurance Statement](#)**Reports****Contacts****Close****Plan of Intent**

SSN: ***-**-7345
Name: Kallemeyn ,Corrine
School: Clark Elementary - 02
Assignment: 58001 Physical Education (Elem/MS)

This individual was on a plan-of-intent for this assignment last year. You may be on a plan-of-intent for the same assignment for two consecutive years. The plan-of-intent must be completed prior to next year or this individual will not be allowed to teach this assignment (ARSD 24:43:02:08).

- ☐ Temporary Assignment (Check ONLY when a staff person has resigned and the position is temporarily filled.)
☐ Retirement
☐ DOE Waiver for SD Innovation Lab Schools
☐ Other Approved DOE Waiver

Plan of Action

Will Take Praxis Exam ▼

Praxis Test

5091 Physical Education: Content Knowledge ▼

Test Date

After May 1 (reason in comment box) ▼

Reason Individual was Hired

No qualified applicants applied ▼

Comments

School Year: 2017 ▼

District #: 12002

District Name: Clark 12-2 ▼

Original Save Date: 10/17/2016

**DE04 Personnel Data
Collection****Production****Actions****District Information**[Qualified Staff by Assi](#)[District/School Informa](#)[Staffing - Teacher/Adn](#)[Plan of Intent](#)[Classified Staffing](#)[Paraprofessionals](#)[Bus Drivers](#)[Contracted Services](#)[Vacancy](#)[Assurance Statement](#)**Reports****Contacts****Close****Plan of Intent**

SSN: ***-**-2545
Name: Wookey ,Elizabeth
School: Clark High School - 01
Assignment: 03101 Chemistry

This individual has been on a plan-of-intent for this assignment for three or more consecutive years. You will need to request a waiver from the Department of Education. For more information about the waiver process, go to <http://doe.sd.gov/oatq/adminrulewaivers.aspx> . You will not be allowed to sign your assurance statement until the waiver process has been completed (ARSD 24:43:02:08).

☒ DOE Waiver Granted (DOE use only)☐ Temporary Assignment (Check ONLY when a staff person has resigned and the position is temporarily filled.)☐ Retirement☐ DOE Waiver for SD Innovation Lab Schools☐ Other Approved DOE Waiver**Plan of Action**

Choose: ▼

Reason Individual was Hired

Enrolled in Alternative Route to Certification Program ▼

Comments

School Year: 2017 ▼

District #: 12002

District Name: Clark 12-2 ▼

Original Save Date: 10/17/2016

**DE04 Personnel Data
Collection****Production****Actions****District Information**[Qualified Staff by Assi](#)[District/School Informa](#)[Staffing - Teacher/Adm](#)[Plan of Intent](#)[Classified Staffing](#)[Paraprofessionals](#)[Bus Drivers](#)[Contracted Services](#)[Vacancy](#)[Assurance Statement](#)**Reports**[Contacts](#)[Close](#)**Plan of Intent**

SSN: ***-**-2545
Name: Wookey ,Elizabeth
School: Clark High School - 01
Assignment: 03159 Physical Science

This individual has been on a plan-of-intent for this assignment for three or more consecutive years. You will need to request a waiver from the Department of Education. For more information about the waiver process, go to <http://doe.sd.gov/oatq/adminrulewaivers.aspx> . You will not be allowed to sign your assurance statement until the waiver process has been completed (ARSD 24:43:02:08).

- ☒ **DOE Waiver Granted (DOE use only)**
- ☐ **Temporary Assignment (Check ONLY when a staff person has resigned and the position is temporarily filled.)**
- ☐ **Retirement**
- ☐ **DOE Waiver for SD Innovation Lab Schools**
- ☐ **Other Approved DOE Waiver**

Plan of Action

Choose: ▼

Reason Individual was Hired

Enrolled in Alternative Route to Certification Program ▼

Comments

SSN: ***-**-3898
Name: Brown Jr, John
School: 03 Clark Middle School - 03
Assignment: 03239 Grades 5-8 General Science

This individual was on a plan-of-intent for this assignment last year. You may be on a plan-of-intent for the same assignment for two consecutive years. The plan-of-intent must be completed prior to next year or this individual will not be allowed to teach this assignment (ARSD 24:43:02:08).

- ☐ Temporary Assignment (Check ONLY when a staff person has resigned and the position is temporarily filled.)
- ☐ Retirement
- ☐ DOE Waiver for SD Innovation Lab Schools
- ☐ Other Approved DOE Waiver

This individual has a certificate that has lapsed. The Department may issue a one year certificate allowing the applicant to complete the requirements of the lapsed certificate. We encourage you to communicate this to the staff person with the lapsed certificate.

Plan of Action

Completion
Date

Mr. Brown intends to apply for a Hardship

Modification request

5/15/2018

Reason Individual was Hired

No qualified applicants applied ▼

Comments

Save

Delete

CORRECTIVE ACTION STEPS:

The following steps have been put in place by the Clark School District regarding accountability:

1. Business manager and superintendent will continue to provide financial information to negotiators before teacher negotiations begins for transparency of funds used in accordance to the accountability stipulations.
2. ALL certified staff members have been informed at an October in-service of the importance of recertification with a renewal date sheet. (See following sheet) Staff members are encouraged to remind fellow colleagues of upcoming renewals. This renewal sheet is posted in all administrative offices and with our administrative assistance.
3. Staff members working on a plan of intent must keep administration informed of their progress toward an endorsement or professional preparation.
4. Renewal certificates must be presented to the immediate administrator, and then given to the superintendent to be placed in individual employee permanent record folder.
5. A PRF binder has been created by the administrator responsible of staff information. This binder will go to the business manager to be approved and then the superintendent for approval before sent to the state department.

Submitted respectfully by,



Luanne Warren

Clark Superintendent

Teacher certificate renewal dates

[illegible]

[illegible]

Proceedings
May 9, 2016

The school board of Clark School District #12-2 convened in regular session in the library on Monday, May 9, 2016 at 5:30pm. The following members were in attendance, Shannon Huber, Bob Steffen, Trudi Gaikowski & Todd Fjelland. Also in attendance: Luanne Warren-Superintendent Business Manager- Mary Nelson, Jerry Hartley-Principal, Courier Reporter- Bill Krikac, and Jerome Nesheim, Melissa Nesheim, Stephanie Hagstrom, Brenda Jenkins and Marilyn Steiger.

2016-141

President Steffen called the meeting to order at 5:30pm. With all members saying the Pledge of Allegiance.

2016-142

Moved by Gaikowski and seconded by Huber to approve agenda. All in favor.

2016-143

Moved by Fjelland and seconded by Gaikowski to approve the minutes from April 11, 2016 regular board meeting. All in favor.

2016-144

Moved by Huber and seconded by Gaikowski to approve the minutes from April 20, 2016 special board meeting(certified negotiations). All in favor.

2016-145

Moved by Huber and seconded by Fjelland to approve the financial reports for the month of April 2016. All in favor.

2016-146

Moved by Huber and seconded by Gaikowski to approve the claim list presented for payment. All in favor.

2016-147

Moved by Gaikowski and seconded Huber to approve the preliminary budget for 2016-2017 school year. All in favor.

2016-148

Moved by Huber and seconded by Fjelland to replace Amy Sass, past board member with Nathan Luvaas to fulfill the board seat for 2016-2017 school year. All on favor.

2016-149

Moved by Fjelland and seconded by Huber to cast a vote for Jim Aisenbrey for Division IV representative on the SDHSAA Board of Directors. All in favor.

2016-150

Moved by Huber and seconded by Gaikowski to cast a yes vote for 2016 Amendment No. 1(60% plurality) proposed by the SDHAA. All in favor.

2016-151

Moved by Gaikowski and seconded by Huber to amend the 2016-2017 school calendar from 177 to 180 school days, this includes two built in snow days. All in favor.

2016-152

Moved by Fjelland and seconded by Huber to accept a 2016-2017 contract with SILDL(Long distance learning/e-rate consortium). All in favor.

2016-153

Moved by Fjelland and seconded by Huber to approve the contract for 2016-2017 school year between the Clark School District and the South Dakota Department of Health. All in favor.

2016-154

Moved by Gaikowski and seconded by Huber accept the negotiated package between the Clark School District and certified staff for 2016-2017 school year. Increase of \$4500 to salary and additional \$50.00 to monthly insurance. All in favor.

2016-155

Moved by Huber and seconded by Fjelland to accept letters of resignation from the following effective at the end of the 2015-2016 school year. All in favor.

Megan Baule – High School AP English teacher/Spanish
Nancy Steffen – High School cook
Brenda Jongbloed – Silver Lake aid (retiring)
Taylor Wieseler – girls basketball coach

Chris Lee – JH boys basketball coach
Jerome Nesheim – JH football coach
Todd Jenkins – Assistant track coach
Ryan Larsen – JV wrestling coach

2016-156

Moved by Gaikowski and seconded by Fjelland to accept the contract amendments from the following for the 2016-2017 school year. All in favor.

Chris Lee – Master's degree(lane change)
Jerome Nesheim – assistant football coach
Ryan Larsen – head wrestling coach
Kristin Janisch – all school play

2016-157

Moved by Huber and seconded by Gaikowski to go into executive session for the purpose of classified negotiations SDCL 1.25.2.4. at 6:12pm. All in favor.

Open session resumed at 6:39pm.

2016-158

Moved by Huber and seconded by Gaikowski to offer contracts to classified staff members with .75 raise to their hourly pay for full time staff and .50 for part time staff for the 2016-2017 school year. Increase monthly insurance contribution to 410.00 for all classified staff. All in favor.

2016-159

Moved by Fjelland and seconded by Huber to go into executive session for the purpose of administrative negotiations SDCL 1.25.2.4 at 6:40pm. All in favor.

Open session resumed at 8:20

2016-160

Moved by Gaikowski and seconded by Huber to offer salaries and benefits to the administrative team as follows:

Mary Nelson increase of \$4000.00 with 675.00 paid monthly towards insurance premium.
Jerry Hartley increase of \$4500.00 with 800.00 paid monthly towards insurance premium.
Luanne Warren increase of \$5000.00 with full single paid monthly for insurance premium.

2016-161

Moved by Fjelland and seconded by Gaikowski to adjourn the May 9, 2016 regular meeting at 8:21pm. All in favor.

ATTEST

Board Chairperson, Robert Steffen

Mary Nelson
Business Manager

Clark School District Corrective Actions from the November 16, 2017,
Accountability Hearing in Pierre.

According to the information from the state, there was a difference of \$68,856 from what the state provided the school district and what was actually spent on salaries during the 2016-2017 school year. The difference was based on absorbing one teacher's salary due to late resignation and a half time teacher's failure to get recertified.

Upon decisions made at the accountability board review, it is our understanding that the salary of the teacher who didn't recertify \$32,187 was deducted from the \$68,856 as this teacher was granted a Hardship Waiver from the state department. This brought our total amount that needed to be accounted for to \$36,669.

As stated at the accountability hearing, we spent the money during the negotiations process for the 2017-2018 school year as our teachers' received an extra \$1,000 in salary and an additional \$1440 toward insurance benefits. The \$2440 of offered benefits to the staff took care of absorbing the loss of a teacher concluding the 2016-2017 school year, plus accounted for the cost of living raise provided by the state for this current school year. Please see attached benefit sheet.

If you have further questions of these actions, please do not hesitate to contact Mary Nelson, Clark School District Business Manager.

Respectfully submitted,

Luanne Warren

Clark Superintendent.

2018

2017

Salary Ins

Certified Staff	Assignment	Contract	Ins	S/Mc/retiremer	1000 increase	585.00	ss.mc,ret
Jans, Jessica	Title 1	47,860.50	5,580.00	6,532.96	48,860.50	7,034.40	6,669.46
Rusher, Tammy	k-3 Hillcrest/Title	44,837.00	5,580.00	6,120.25	45,837.00	7,034.40	6,256.75
Whalen, Kay	K-2 Silver Lake	46,030.00	5,580.00	6,283.10	47,530.00	7,034.40	6,487.85
Hagstrom, Stephanie	Kindergarten	43,916.50		5,994.60	44,916.50	14.40	6,131.10
Larsen, Ryan	Second Grade	38,780.00	5,580.00	5,293.47	39,780.00	7,034.40	5,429.97
Weiseler, Taylor	First Grade	39,080.00		5,334.42	40,080.00	7,034.40	5,470.92
Nesheim, Melissa	Second Grade	46,341.12	5,580.00	6,325.56	47,341.12	7,034.40	6,462.06
Wientjes, Cindy	Third Grade	45,678.06		6,235.06	46,678.06	14.40	6,371.56
Chris Lee	Fourth Grade	46,128.94		6,296.60			0.00
Bohnet, Bobbi	Fourth Grade				43,230.00	7,034.40	5,900.90
Kolden, Betsy	4-8 Hillcrest	39,280.00	5,580.00	5,361.72	40,280.00	7,034.40	5,498.22
Glanzer, Desiree	5-8 Fordham	42,030.00		5,737.10			0.00
Jesser, James	3-5, Silver Lake	47,387.28	5,580.00	6,468.36			
Julie Grund	3-5, Silver Lake				40,630.00	14.40	5,546.00
Juntunen, Colleen	6-8, Silver Lake	39,580.00	5,580.00	5,402.67	40,580.00	7,034.40	5,539.17
Boehnke, Joan	K-4, Fordham	48,792.97	5,880.00	6,660.24	49,792.97	7,034.40	6,796.74
Enstad, Sara	5-8, Fordham	39,580.00	5,580.00	5,402.67			
Ehrke, Greg	5-8, Fordham				46,030.00	7,034.40	6,283.10
Huber, Joel	MS Math	46,436.40		6,338.57	47,436.40	14.40	6,475.07
Mohr, Claire	MS SS	39,780.00		5,429.97	40,780.00	14.40	5,566.47
Olson, Melissa	MS Language/SS	40,097.52		5,473.31	41,097.52	14.40	5,609.81
							0.00
Wookey, Elizabeth	Science/Spanish	39,080.00		5,334.42	40,080.00	14.40	5,470.92
Jenkins, Todd	Social Studies	46,436.40	5,580.00	6,338.57	47,436.40	7,034.40	6,475.07
Nesheim, Jerome	Business	43,678.06	5,580.00	5,962.06	44,678.06	7,034.40	6,098.56
Kallemeyne, Corrine	.5 English/PE	43,930.00		5,996.45	44,930.00	14.40	6,132.95
Sprouse, Tamara	Math	46,436.40	5,580.00	6,338.57	47,436.40	7,034.40	6,475.07
Paulson, Tammie	FACS	47,277.26	5,580.00	6,453.35	48,277.26	7,034.40	6,589.85
Janisch, Greg- 195 days	Agriculture Ed	53,542.16	5,580.00	7,308.50	55,152.94	7,034.40	7,528.38
Bartels, Lola	Instrumental	46,065.08	5,580.00	6,287.88	47,065.08	7,034.40	6,424.38
McDonnell, Tera	Vocal	42,280.00	5,580.00	5,771.22			0.00
Nelson, Amy	Vocal	42,280.00	5,580.00	5,771.22	40,630.00	14.40	5,546.00
John Brown	Part time Science	23,483.42	5,580.00	3,123.58	23,983.42	7,034.40	3,273.74
Kristin Janisch	Part time Art	20,548.76	5,580.00	2,723.00	21,048.76	7,034.40	2,873.16

1,276,653.83

111,900.00

174,099.45

1,211,598.39

133,783.20

165,383.18

0.00

2017 Salaries
+ benefits2018 Salaries
+ benefits

Flora, Christina	Special Ed	40,526.00	5,580.00	5,531.80	41,526.00	7,034.40	5,668.30
Hoogheem, Sara	Special Ed	47,550.34	5,580.00	6,490.62	48,550.34	7,034.40	6,627.12
Schmit, Susan	Special Ed	46,436.40	5,580.00	6,338.57	47,436.40	7,034.40	6,475.07
		134,512.74	16,740.00	18,360.99	137,512.74	21,103.20	18,770.49