

Request for Waiver - Teacher Compensation Accountabilities
SDCL 13-13-73.6

Name of School District: Clark 12-2

School Year: 2017

FY2016 Total Teacher Compensation:	\$1,580,513		
FY2016 Average Teacher Compensation:	\$47,894		
FY2017 Total Teacher Compensation:	\$1,649,288	Difference Total TC:	\$68,775
FY2017 Average Teacher Compensation:	\$54,075	Difference Avg TC:	\$6,181
FY2017 Total Teacher Compensation Accountability:	\$1,718,144	Difference Accountability #1	(\$68,856)
FY2017 Average Teacher Compensation Accountability:	\$51,140	Difference Accountability #2	\$2,935

Check the appropriate accountability:

Request to Waive Accountability #1: Total Expenditures for Teacher Compensation

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Request to Waive Accountability #2: Average Teacher Compensation

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Please list all documents provided to the board supporting this request*:

* Documentation must include a copy of the report: Teacher Compensation Prior Year Current Year Comparison.

We missed accountability #1 and did not meet total expenditures for teacher compensation. We missed it by \$68,856. I have included the breakdown of our certified staff as of when we negotiated on 04/21/2016.

Please explain the reason(s) for this request:

When we met on 04/20/2016, an increase of \$4,500 to salary and \$50.00 to insurance benefit was negotiated. With these increases, we spent \$1,734,763.50 which would have met the accountability requirements. At the end of the school year, Megan Baule, English teacher gave her resignation. With some juggling around, we absorbed our English curriculum amongst our current staff; therefore, we did not replace her position which accounts for \$47,824.00. This improved our student teacher ratio with our declining enrollment. Through conversations with Travis Jordan following Megan Baule's resignation, it was considered a change in FTE that we could rectify in the 2017-2018 negotiations, which we did. John Brown was a full time middle school Science teacher and a 30 year veteran of our school. He resigned following the 2015-2016 school year due to health complications from a school related accident which prohibited him from full time employment. Looking at our options, we had to get creative, we then asked him to come back part time as we wanted an excellent teacher in the classroom. Through all this, he neglected to renew his certification. After I submitted my teacher compensation this summer, I received a call from DOE stating he was not certified and his salary and benefits could not be included. His salary and benefits accounts for \$32,187.00. He is currently working on recertification which he let lapse due to his medical condition. As you can see, the combination of these 2 salaries, \$80,011.00, were more than enough to meet the shortfall. We respectfully ask that these waiver requests be granted due to unforeseen circumstances. Thank you!

Contact Person:

Mary Nelson

Title:

Business Manager

Date:

10/23/17

Signature:

Mary Nelson

As per ARSD the board may consider a request to waive an accountability due to:

- 1) Retirement of a Teacher; or
- 2) Declining Student Enrollment; or
- 3) Change in Budgeted Costs for Benefits; or
- 4) An Unanticipated Change in Teacher FTE; or
- 5) Any Un-Foreseen or Extenuating Circumstances

School Finance/Accountability Board Action

Approved _____
Denied _____
Date: _____

Appropriations Committee Action

Approved _____
Denied _____
Date: _____