

Doland School District #56-2 Teacher Compensation

## Negotiations

**March 10, 2017-** \$200.00 for full time contracted employees

\$200.00 for signing contract. If they break contract then re-pay \$200.

**April 6, 2016** -added \$4,000.00 to full time certified hiring guide.

Teachers who have taught with the Doland School for 1 to 2 years: \$5,000.00

Teachers who have taught with the Doland School for 3 to 9 years: \$6,000.00

Teachers who have taught with the Doland School for 10 years or more: 7,000.00

**April 1, 2015-** offered a two year package (*but open up negotiation due to new law*)

2015-2016 the first year would be a 10% raise to all full-time certified staff

The board will increase the hiring guide \$2,800.00

**March 13, 2014-**added a 4% (four percent) raise

The board will increase the hiring guide by \$1,500.00

**April 3, 2013-** added \$1,800.00 to full time certified

The board will increase the hiring guide of \$1,500.00

**March 20, 2012-**added \$800.00 to full time certified

The board increase the hiring guide \$400.00

# Non Teaching Staff

2016 Compensation		2017 Compensation		
Superintendent	\$ 82,981.47 *	\$ 82,981.47	*whole contract	
Principal	\$ 50,000.00 *	\$ 56,300.00	*whole contract	
Technology Admin.	\$ 45,765.53 *	\$ 51,462.41	*whole contract	
Business Manager	\$ 44,639.32	\$ 51,335.22		
Head Custodian	\$ 15.00	\$ 16.50		
Custdian	\$ 10.00	\$ 11.00		
Food Service	\$ 20,484.66	\$ 22,533.12		
Part time Cook	\$ 11.34	\$ 12.47		
Para Professionals				
SB	\$ 10.92	\$ 12.01		
GM	\$ 12.05	Resigned		
MT	\$ 12.05	\$ 13.26		
JH	\$ 14.24	\$ 15.66		
AR	\$ 11.48	\$ 12.63		
KR	\$ 12.02	\$ 15.00		
KM	\$ 10.92	\$ 12.01		
LW	\$ 13.65	\$ 15.02		
DW	\$ 10.92	\$ 12.01		
Bus Driver	\$ 75.00	\$ 82.50		
Mid Bus	\$ 45.00	\$ 45.00		
Suburban Route	\$ 30.00	\$ 30.00		
Superintendent, Prinicipal, and Technology Administration all have teaching assignments.				
This sheet shows ALL the contract amount.				

## Doland School District Fall Enrollment

2017	(15 new students)	174.00
2016		170.00
2015	(added Hillside High School 20 students)	179.00
2014		167.00
2013		167.00
2012		158.00
2011		158.00

## General Fund Revenues and Expenditures

	Revenue	Expenditures	
2017	\$1,545,817.88	\$1,719,701.18	(\$173,883.30)
2016	\$1,442,092.00	\$1,480,826.00	(\$38,734.00)

## FTE and Average Compensation

	FTE	Total Compensation	Average Teacher Compensation
2017	20.26	\$1,128,916.00	\$55,721.00
2016	21.29	\$1,034,836.00	\$48,607.00

## Staff resigned between 2016 and 2017

Emily Mason (music teacher) Board of Education accepted resignation February 17, 2016

Katie Hansen (preschool-certified elementary teacher) Board of Education accepted resignation March 14, 2016

Taylor Spraw (Camrose Colony Elementary) Board of Education accepted resignation March 14, 2016

David Souhrada (middle school math and physical education) Board of Education accepted resignation March 30, 2016

Tyler Snaza (Math) Board of Education accepted resignation March 30, 2016

Sarah Lambert (Ag Education) Board of Education accepted resignation March 30, 2016



# Teacher Enrollment Change Form for Insurance

One of the Doland School District staff who was employed for the past six years and taken the insurance benefits for those six years. At the end of open enrollment month of September, she dropped her coverage of (12 months x \$500= \$6,000.00).

## Enrollment Change Form

P.O. Box 91110  
Sioux Falls, SD 57109  
(605) 328-6800 • 1-800 752-5863  
Fax (605) 328-6812  
sanfordhealthplan.com

**SANFORD**  
HEALTH PLAN

Employer Name: Doland School District #56-2 Division Number: 000208  
Employee Name: Tricia McCloud Member ID #: 9002699001  
Employee current address: 106 Shaw Street N, Doland SD Date of Birth: 11/2/1996

**Change Request (All changes must be requested within 31 days of the date of event)**  
Effective Date of Change: 9/30/2016 \*Coverage will typically begin the first day of the month following the date of event. Coverage will typically end the last day of the month following the date of event.

### Involuntary Cancellation Request – Cobra Continuation rights will be offered by Sanford Health Plan

- ☐ Employment ended. Last day worked: \_\_\_\_\_  
☐ Reduction in hours causing the employee to lose benefits  
☐ Leave of absence causing the employee to lose benefits  
☐ Lay-off causing the employee to lose benefits  
☐ Divorce or legal separation. Spouse Name: \_\_\_\_\_ Date of divorce: \_\_\_\_\_  
Address of Spouse: \_\_\_\_\_  
☐ Dependent is no longer eligible for coverage (must specify reason): \_\_\_\_\_  
☐ Death of covered employee  
☐ Retirement: Retiree benefits are not available or employee is not eligible.  
☐ Military Leave/USERRA

### Voluntary Cancellation Request – Cobra Continuation rights will not be offered by Sanford Health Plan

- ☐ Reduction in hours allowing employee to voluntarily cancel benefits  
☐ Leave of absence allowing employee to voluntarily cancel benefits  
☐ Death of covered dependent: Name: \_\_\_\_\_ Date of Death: \_\_\_\_\_  
☐ Employee's entitlement to Medicare  
☐ Voluntary coverage cancellation of dependent or spouse (must specify reason): \_\_\_\_\_  
☒ List all dependents to be removed from policy:  
☒ Voluntary coverage cancellation of employee and all dependents (must specify reason): move to spouse's insurance

### Other Policy Change Requests

- ☐ Retirement: Employee is eligible for retirement benefits and is to remain on the policy as a retiree.  
☐ Change in Deductible/Benefit Package Type from: \_\_\_\_\_ to: \_\_\_\_\_  
Note: Deductibles can only be changed during Open Enrollment or during a separate qualified life event which must be specified.  
☐ Name Change from: \_\_\_\_\_ to: \_\_\_\_\_  
☐ Change of Address: \_\_\_\_\_  
☐ Other Change: \_\_\_\_\_  
☐ Addition of Spouse (must specify reason): \_\_\_\_\_  
☐ Addition of Dependent (must specify reason): \_\_\_\_\_  
If the dependent is age 19-25, are they currently employed? ☐ Yes ☐ No. If yes, is dependent eligible for health insurance coverage through his/her own employment or spouse's employment? (Regardless of whether or not (s)he enrolled in the group health plan.)  
☐ Yes ☐ No

Last Name	First/M.I.	Address (if different)	Birth Date*	Gender (M/F)	Social Security #	Relation

1. \*For South Dakota and Iowa Employees only: If child is age of 26 or older, please attach proof of full-time student status.  
School Name: \_\_\_\_\_  
2. Has anyone listed above had previous health insurance coverage in the past 63 days? ☐ Yes ☐ No  
If yes, please complete information below or attach a Certificate of Creditable Coverage. If requested information is missing or incomplete, an assumption will be made that no prior creditable coverage existed and a pre-existing limitation may apply.

3. Covered Individuals Insurance Company Effective Date Cancellation Date  
Will anyone listed above be insured on another health insurance policy besides this one? ☐ Yes ☐ No If Yes, list:

Covered Individuals Policy Holder Effective Date Insurance Company

Employee Signature: Tricia McCloud Date: 9-23-16

Employer Signature: [Signature] Date: 9-23-16

HP-0048 09/10

White: Health Plan

Yellow: Employer

Pink: Employee

## FY2017 ACCOUNTABILITY CALCULATOR

Doland

Click in cell D1, then click on dropdown

Target Student to Teacher Ratio	District Size	Teacher Ratio Range
Minimum Student Teacher Ratio	200	12
Maximum Student Teacher Ratio	600	15

## Fall 2015 SAFE Count for Accountability Only

<b>Formula Number of Certified Instructional Staff FTE:</b>	
State Aid Fall Enrollment Count	179
X Target Student/Certified Instructional Staff FTE Ratio	12.00
Formula Number of Certified Instructional Staff FTE	14.92

<b>Formula Certified Instructional Staff Salary/Benefit Need:</b>	
Target Certified Instructional Staff Salary	\$ 48,500
X Target Certified Instructional Staff Benefits %	29%
Target Certified Instructional Staff Salaries + Benefits	\$ 62,565
Need based on Certified Instructional Staff Salaries/Benefits	\$ 933,261

<b>Overhead Costs</b>	
X % of Overhead Costs	31.0%
State Aid Share for Non-Teacher Expenses	\$ 289,311

<b>State Aid Total Need</b>	\$ 1,222,572
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The new legislation created two separate requirements for the use of the general fund increase in FY2017. Districts must comply with both of the below requirements.

1. A district must expend at least 85% of the increase in general state aid need on teacher salaries and benefits (see cell E31)
- AND
2. A district must increase the district average teacher salary and benefits in FY2017 by at least 85% of the total percentage increase (see cell E34).

A district that fails to comply with these requirements will have its FY2018 state aid to general education funding decreased by an amount equal to fifty percent of the new money. However, the law created a School Finance Accountability board that can recommend waivers for school districts with good documentation of a just cause for failing to meet the requirements.

Count of LEP students scoring (composite) less than 4.0 on Language Acquisition Assessment (taken 2/2015)

<b>LEP Adjustment</b>	
Number of Eligible LEP Students	15.00
X LEP Weight	25%
Weighted LEP Student Count	3.75
LEP Adjustment Teachers	0.31

<b>Calculation for LEP Teacher Salary/Benefit Need:</b>	
Target Certified Instructional Staff Salary	\$ 48,500
X Target Certified Instructional Staff Benefits %	29%
Target Certified Instructional Staff Salaries + Benefits	\$ 62,565
Need based on Certified Instructional Staff Salaries/Benefits	\$ 19,551.56

<b>Overhead Costs</b>	
X % of Overhead Costs	31%
State Aid Share for Non-Teacher Expenses	\$ 6,061

<b>State Aid Total Need</b>	\$ 25,613
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<b>TOTAL STATE AID NEED</b>	\$ 1,248,185
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FY2016 Pension Revenues	\$ 79,843
Adjusted State Aid Need (adjusted for Pension Revenues)	\$ 1,168,342
FY2016 General State Need (including LEP adjustment)	\$ 1,042,938
FY2017 New Money	\$ 125,404

<b>Target 85% of Increased Need for Teacher Compensation</b>	\$ 106,593
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Percentage Increase of New Funding for FY2017 (over base year FY2016)	12.02%
Mandatory Increase in Average Salaries and Benefit (85% of % Increase)	10.22%

FY2016 Average Teacher Salary & Benefits	\$0
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<b>Target Average Teacher Compensation for FY2017</b>	\$0
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**Note:** Districts with very high other revenue collections may choose to opt out of the new formula and choose the alternative local need calculation. The district will still be required to meet the above accountabilities.

Each district must enter here their FY2016 Average Teacher Salary & Benefit amount.



## Hillside Colony Elementary Declining Enrollment

Hillside Colony Elementary K-8:

Enrollment:

- 2013-14 – 39 students
- 2014-15 – 35 students
- 2015-16 – 34 students
- 2016-17 – 31 students
- 2017-18 – 26 students
- 2018-19 – 22 students

According to school board policy when Hillside went to 3 teachers in 2010-11 the board of education would review keeping 3 teachers when they got to 35 students or less.

A decision was made early in the 2014-15 school year that Hillside would remain at 3 teachers for the 2015-16 school year unless if one of the 3 teachers left the district. For the 2014-15 and 2015-16 school year the Hillside Colony remained at 3 teachers with NO additional Title services or para-professional help (except for special education services).

The plan was made early in the 2014-15 school year that if Hillside had not moved to less than 3 teachers by the 2016-17 school year that the change would be made for the 2016-17 school year since they were continuing to decline in enrollment.



At 7:20 p.m. Chairperson Lyren declared the executive session over and the Board of Education in regular session.

Action 10-087: Motion by Tschetter, 2<sup>nd</sup> by Stahl, to advertise for a part time custodian. All ayes.

Action 10-088: Motion by Schneider, 2<sup>nd</sup> by Stahl, to advertise for the 2010-2011 school year for a teaching position at Hillside Colony. The Board of Education will review the position of the third teacher at Hillside Colony based on enrollment of thirty-five students or less. All ayes

The board will have special board meeting on Wednesday, January 20, 2010 at 5:30 p.m.

The next regular meeting will be Monday, February 8, 2010, at 5:30 p.m.

Action 10-089: Motion by Noethlich, 2<sup>nd</sup> by Stahl, at 7:25 p.m. to adjourn. All ayes.

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Dwight Lyren  
Board Chairperson

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Dates

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Elisabeth J. Lewis  
Business Manager

Published once at the total cost of \$ .

## Projections

## 2016-2017 Salaries

*No work comp in*

		6.20%	1.45%	6%					
		social sec	medicare	retire	wc	health	total cost	Benefits total	
Coats, Shelley .5FTE	\$ 21,462.00	\$ 1,330.64	\$ 311.20	\$ 1,287.72	\$ 302.00	\$ 3,000.00	\$ 27,693.56	\$	6,231.56
Wieseler, Jeremy .50 FTE	\$ 23,000.00	\$ 1,426.00	\$ 333.50	\$ 1,380.00	\$ 302.00	\$ 3,000.00	\$ 29,441.50	\$	6,441.50
Hulscher, James .26 FTE	\$ 11,750.00	\$ 728.50	\$ 170.38	\$ 705.00	\$ 302.00	\$ -	\$ 13,655.88	\$	1,905.88
Rasmussen, Kern .60 FTE	\$ 12,960.00	\$ 803.52	\$ 187.92	\$ 777.60				\$	1,769.04
Kirchgasler, Katie	\$ 37,200.00	\$ 2,306.40	\$ 539.40	\$ 2,232.00	\$ 302.00	\$ 6,000.00	\$ 48,579.80	\$	11,379.80
Hanten, Christine	\$ 58,479.00	\$ 3,625.70	\$ 847.95	\$ 3,508.74	\$ 302.00	\$ 6,000.00	\$ 72,763.38	\$	14,284.38
Geary, Brianna	\$ 41,742.00	\$ 2,588.00	\$ 605.26	\$ 2,504.52	\$ 302.00	\$ 6,000.00	\$ 53,741.78	\$	11,999.78
Stallman, Tracy	\$ 43,961.00	\$ 2,725.58	\$ 637.43	\$ 2,637.66	\$ 302.00	\$ 6,000.00	\$ 56,263.68	\$	12,302.68
DesLauriers, Ann	\$ 55,362.40	\$ 3,432.47	\$ 802.75	\$ 3,321.74	\$ 302.00	\$ 6,000.00	\$ 69,221.37	\$	13,858.97
Johnson, Amanda	\$ 42,808.00	\$ 2,654.10	\$ 620.72	\$ 2,568.48	\$ 302.00	\$ 6,000.00	\$ 54,953.29	\$	12,145.29
Shottenkirk, Christina	\$ 48,155.00	\$ 2,985.61	\$ 698.25	\$ 2,889.30	\$ 302.00	\$ 6,000.00	\$ 61,030.16	\$	12,875.16
Hulscher, Jaclyn	\$ 41,092.00	\$ 2,547.70	\$ 595.83	\$ 2,465.52	\$ 302.00	\$ -	\$ 47,003.06	\$	5,911.06
Ulrich, Megan	\$ 40,748.80	\$ 2,526.43	\$ 590.86	\$ 2,444.93	\$ 302.00	\$ 6,000.00	\$ 52,613.01	\$	11,864.21
McCloud, Tricia	\$ 41,349.60	\$ 2,563.68	\$ 599.57	\$ 2,480.98	\$ 302.00	\$ 6,000.00	\$ 53,295.82	\$	11,946.22
Olson, Kimberly	\$ 45,114.00	\$ 2,797.07	\$ 654.15	\$ 2,706.84	\$ 302.00	\$ 6,000.00	\$ 57,574.06	\$	12,460.06
Trautner, Pamela	\$ 40,748.00	\$ 2,526.38	\$ 590.85	\$ 2,444.88	\$ 302.00	\$ 6,000.00	\$ 52,612.10	\$	11,864.10
Lyren, Kathryn	\$ 44,123.60	\$ 2,735.66	\$ 639.79	\$ 2,647.42	\$ 302.00	\$ 6,000.00	\$ 56,448.47	\$	12,324.87
Satter, Betty	\$ 58,479.80	\$ 3,625.75	\$ 847.96	\$ 3,508.79	\$ 302.00	\$ 6,000.00	\$ 72,764.29	\$	14,284.49
Glanzer, Taya	\$ 38,440.00	\$ 2,383.28	\$ 557.38	\$ 2,306.40	\$ 302.00	\$ 6,000.00	\$ 49,989.06	\$	11,549.06
Arthurs, Crystal	\$ 37,000.00	\$ 2,294.00	\$ 536.50	\$ 2,220.00	\$ 302.00	\$ 6,000.00	\$ 48,352.50	\$	11,352.50
Butterfield, Ariana	\$ 37,200.00	\$ 2,306.40	\$ 539.40	\$ 2,232.00	\$ 302.00	\$ 6,000.00	\$ 48,579.80	\$	11,379.80
Knox, Melissa	\$ 47,926.40	\$ 2,971.44	\$ 694.93	\$ 2,875.58	\$ 302.00	\$ 6,000.00	\$ 60,770.35	\$	12,843.95
Coats, Bailey	\$ 37,200.00	\$ 2,306.40	\$ 539.40	\$ 2,232.00	\$ 302.00	\$ 6,000.00	\$ 48,579.80	\$	11,379.80
	\$ 906,301.60								
18.86 Employees	\$ 48,054.17						\$ 1,135,926.73		
							\$ 60,229.41		

Preschool	\$	
CANS	#REF!	
SPED	\$	110,186.16
	#REF!	

# 2016 to 2017 Compensation Report

## Report: Teacher Compensation Prior Year/Current Year Comparison

From 2016 to 2017

District Number: 56002

District Name: Doland 56-2

Last Name	FTE	FY16	FTE	FY17
		Total Compensation		Total Compensation
Butterfield, Ariana			1.00	\$48,579
Coats, Shelley	0.84	\$41,829	0.50	\$27,693
Deslauriers, Ann	1.00	\$56,287	1.00	\$69,221
Eikamp, Jaclyn	1.00	\$39,626		
Geary, Brianna			1.00	\$53,741
Glanzer, Taya	1.00	\$42,809	1.00	\$49,739
Gruenwald, Crystal			1.00	\$48,352
Hanten, Christine	1.00	\$64,183	1.00	\$72,763
Hulscher, Jaclyn			1.00	\$46,475
Hulscher, James			0.26	\$13,656
Hurlbert, Bailey			1.00	\$48,579
Johnson, Amanda	1.00	\$47,505	1.00	\$54,953
Kirchgasler, Katie			1.00	\$48,580
Knox, Melissa	1.00	\$52,193	1.00	\$60,770
Lambert, Sarah	0.95	\$46,613		
Lyren, Kathryn	1.00	\$48,889	1.00	\$56,221
Mason, Emily	1.00	\$45,074		
Mccloud, Tricia	1.00	\$45,643	1.00	\$47,296
Olson, Kimberly	1.00	\$49,765	1.00	\$57,574
Satter, Betty	1.00	\$64,154	1.00	\$72,764
Shottenkirk, Christina	1.00	\$52,116	1.00	\$61,030
Snaza, Tyler	1.00	\$39,800		
Souhrada, David	1.00	\$45,367		
Spraw, Tayler	1.00	\$43,195		
Stallman, Tracy	1.00	\$48,006	1.00	\$56,264
Trautner, Pamela	1.00	\$45,363	1.00	\$52,612
Ulrich, Megan	1.00	\$45,143	1.00	\$52,613
Wieseler, Jeremy	0.50	\$25,766	0.50	\$29,441
Woods, Brianna	1.00	\$45,530		

10/17/2017

<u>Last Name</u>	<u>FTE</u>	<u>FY16</u> <u>Total Compensation</u>	<u>FTE</u>	<u>FY17</u> <u>Total Compensation</u>
Total FTE/Compensation:	21.29	\$1,034,836	20.26	\$1,128,916
Average Compensation:		\$48,607		\$55,721

10/17/2017