

# 2017/2018 Negotiations

- New Funding Formula
  - Based on a **target statewide average salary of \$48,500.00**
    1. Target student-to teacher ratio based on student enrollment
    2. Total instructional need
    3. Non-instructional costs: Operating costs, salaries and benefits of non-instructional staff (admin, counselors, librarians)

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Total need for state aid (local effort applied against total need)
  - **We must meet 2 things in FY 2017**
    1. **Total Teacher Compensation**
    2. **Average Teacher Compensation**
- Future FY Requirements
  - FY 2018: No Accountability
  - FY 2019, 2020, 2021: Must maintain **Average Teacher Compensation** as reported in FY 2017
- Target teacher salary
  - FY 2017: \$45,500.00
  - FY 2018: \$48,645.50 (.3% increase)
  - Our FY 2017 Average Teacher Salary: **\$40,370.72**
- Target teacher benefits
  - FY 2017: \$14,065.00
  - FY 2018: \$14,107.50
  - Our FY 2017 Average Teacher Benefits: **\$14,390.05**
- Target Average Teacher Compensation
  - **FY 2017: \$55,226.00**
  - Our FY 2017 Average Teacher Compensation: **\$54,760.77**
- Target Total Teacher Compensation
  - **FY 2017: \$804,571.00**
  - Our FY 2017 Total Teacher Compensation: **\$794,031.19**

~~780~~ 780-10000

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PERCENTAGE OF SALARY

Avg Annual Benefits	14,390.05
\$	

Avg TOTAL Teacher Salary/Benefits

\$54,760.77

Fy17 - Needed bonus ~ \$500 to teachers + Health Care

Optimal 1

Calculation of benefits

Employee Name	Proposed Increase	2016-2017 Base Salary	2016-2017 Actual Salary	Monthly Salary	FICA	Retirement	Workman's Comp	Insurance payment	Insurance supplemental life	Total Monthly Benefits	Total Annual Benefits	Total Contract
Angie Aman	1	\$ 35,000.00	\$ 35,500.00	2,958.33	\$ 226.31	\$ 177.50	\$ 13.02	\$ 700.00	\$ 0.98	\$ 1,117.81	\$ 13,413.71	\$ 48,913.71
Nina DeRoschey	1	\$ 35,000.00	\$ 41,020.00	3,418.33	\$ 261.50	\$ 205.10	\$ 15.04	\$ 700.00	\$ 0.98	\$ 1,182.62	\$ 14,191.48	\$ 55,211.48
Michèle Eisenbeiz	1	\$ 35,000.00	\$ 43,362.00	3,613.50	\$ 276.43	\$ 216.81	\$ 15.90	\$ 700.00	\$ 0.98	\$ 1,210.12	\$ 14,521.47	\$ 57,883.47
Michael Paw	1	\$ 35,000.00	\$ 41,746.00	3,478.83	\$ 266.13	\$ 208.73	\$ 15.31	\$ 700.00	\$ 0.98	\$ 1,191.15	\$ 14,293.77	\$ 56,039.77
Bernita Flannery	1	\$ 35,000.00	\$ 47,127.20	\$ 3,927.27	\$ 300.44	\$ 235.64	\$ 17.28	\$ 700.00	\$ 0.98	\$ 1,254.33	\$ 15,051.98	\$ 62,179.18
David Hetrick	1	\$ 35,000.00	\$ 41,992.00	\$ 3,491.83	\$ 267.13	\$ 209.51	\$ 15.36	\$ 700.00	\$ 0.98	\$ 1,192.98	\$ 14,315.75	\$ 56,217.75
Brinley Lam	1	\$ 35,000.00	\$ 37,100.00	\$ 3,091.67	\$ 236.51	\$ 185.50	\$ 13.60	\$ 700.00	\$ 0.98	\$ 1,136.60	\$ 13,639.15	\$ 50,739.15
Jaqueline Malsam	1	\$ 35,000.00	\$ 46,565.20	\$ 3,880.43	\$ 296.85	\$ 232.83	\$ 17.07	\$ 700.00	\$ 0.98	\$ 1,247.73	\$ 14,972.80	\$ 61,538.00
Angela Preszler	1	\$ 35,000.00	\$ 43,518.00	\$ 3,626.50	\$ 277.43	\$ 217.59	\$ 15.96	\$ 700.00	\$ 0.98	\$ 1,211.95	\$ 14,543.45	\$ 58,061.45
Clara Richardt	1	\$ 35,000.00	\$ 40,030.00	\$ 3,335.83	\$ 255.19	\$ 200.15	\$ 14.68	\$ 700.00	\$ 0.98	\$ 1,171.00	\$ 14,051.99	\$ 54,081.99
Julienne Rosales	1	\$ 35,000.00	\$ 38,620.00	\$ 3,218.33	\$ 246.20	\$ 193.10	\$ 14.16	\$ 700.00	\$ 0.98	\$ 1,154.44	\$ 13,853.32	\$ 52,473.32
Amy Schumacher	1	\$ 35,000.00	\$ 38,620.00	\$ 3,218.33	\$ 246.20	\$ 193.10	\$ 14.16	\$ 700.00	\$ 0.98	\$ 1,154.44	\$ 13,853.32	\$ 52,473.32
Annida Sines	1	\$ 35,000.00	\$ 38,100.00	\$ 3,175.00	\$ 242.89	\$ 190.50	\$ 13.97	\$ 700.00	\$ 0.98	\$ 1,148.34	\$ 13,780.05	\$ 51,880.05
Stephanie Smit	1	\$ 35,000.00	\$ 39,420.00	\$ 3,285.00	\$ 251.30	\$ 197.10	\$ 14.45	\$ 700.00	\$ 0.98	\$ 1,163.84	\$ 13,966.04	\$ 53,386.04
Tracy Trisdel	0.5	\$ 35,000.00	\$ 19,995.00	\$ 1,666.25	\$ 127.47	\$ 99.98	\$ 7.33	\$ 700.00	\$ 0.98	\$ 935.75	\$ 11,229.06	\$ 31,224.06
Heather Fleck	0.08	\$ 42,000.00	\$ 3,500.00	\$ 291.67	\$ 22.31	\$ 17.50	\$ -	\$ -	\$ -	\$ 39.81	\$ 477.75	\$ 3,977.75

PERCENTAGE OF SALARY

TOTALS	14.58	\$ 567,000.00	\$ 596,125.40	\$ 49,677.12	\$ 3,800.30	\$ 2,980.63	\$ 217.30	\$ 10,500.00	\$ 14.70	\$ 17,512.92	\$ 210,155.07	\$ 866,280.47
ANNUAL				\$ 596,125.40			\$ 2,607.55					

Avg teacher salary \$ 40,886.52

Avg TOTAL Teacher Salary/Benefits \$ 55,300.44

Avg Annual Benefits \$ 14,413.93

456,220

180,451

Need bonus N \$ 600 to teachers

Optimist 2

804,784.18

Calculation of benefits

Int'ng Base \$	Proposed Increase	2016-2017 Base Salary	2016-2017 Actual Salary	Monthly Salary	FICA	Retirement	Workdays Comp	Insurance premium	Insurance supplemental life	Total Monthly Benefits	Total Annual Benefits	Total Contract
Augie Annan	1	\$ 35,000.00	\$ 35,650.00	\$ 2,970.83	\$ 227.27	\$ 178.25	\$ 13.07	\$ 700.00	\$ 0.98	\$ 1,119.57	\$ 13,434.85	\$ 49,084.85
Nina DeRouchey	1	\$ 35,000.00	\$ 41,170.00	\$ 3,430.83	\$ 262.46	\$ 205.85	\$ 15.10	\$ 700.00	\$ 0.98	\$ 1,184.38	\$ 14,212.61	\$ 55,382.61
Michelle Eisenbar	1	\$ 35,000.00	\$ 43,312.00	\$ 3,609.33	\$ 277.39	\$ 217.56	\$ 15.95	\$ 700.00	\$ 0.98	\$ 1,211.88	\$ 14,542.60	\$ 58,054.60
Michael Faw	1	\$ 35,000.00	\$ 41,896.00	\$ 3,491.33	\$ 267.09	\$ 209.48	\$ 15.36	\$ 700.00	\$ 0.98	\$ 1,192.91	\$ 14,314.91	\$ 56,210.91
Bernita Flannery	1	\$ 35,000.00	\$ 42,727.20	\$ 3,559.77	\$ 268.08	\$ 210.26	\$ 15.42	\$ 700.00	\$ 0.98	\$ 1,256.09	\$ 15,073.12	\$ 62,350.32
David Henick	1	\$ 35,000.00	\$ 42,152.00	\$ 3,504.33	\$ 268.08	\$ 210.26	\$ 15.42	\$ 700.00	\$ 0.98	\$ 1,256.09	\$ 15,073.12	\$ 62,350.32
Britney Linn	1	\$ 35,000.00	\$ 37,250.00	\$ 3,104.17	\$ 237.47	\$ 186.25	\$ 13.66	\$ 700.00	\$ 0.98	\$ 1,194.74	\$ 14,336.89	\$ 56,388.89
Jacqueline Malsam	1	\$ 35,000.00	\$ 46,715.20	\$ 3,892.93	\$ 297.81	\$ 233.58	\$ 17.13	\$ 700.00	\$ 0.98	\$ 1,338.36	\$ 13,660.29	\$ 50,910.29
Angela Prosser	1	\$ 35,000.00	\$ 43,668.00	\$ 3,639.00	\$ 278.38	\$ 218.34	\$ 16.01	\$ 700.00	\$ 0.98	\$ 1,249.49	\$ 14,993.93	\$ 61,709.13
Chad Rehndt	1	\$ 35,000.00	\$ 40,180.00	\$ 3,348.33	\$ 256.15	\$ 200.90	\$ 14.73	\$ 700.00	\$ 0.98	\$ 1,213.72	\$ 14,564.58	\$ 58,232.58
Julene Rosales	1	\$ 35,000.00	\$ 38,770.00	\$ 3,230.83	\$ 247.16	\$ 193.85	\$ 14.22	\$ 700.00	\$ 0.98	\$ 1,172.76	\$ 14,073.12	\$ 54,253.12
Any Schumacher	1	\$ 35,000.00	\$ 38,770.00	\$ 3,230.83	\$ 247.16	\$ 193.85	\$ 14.22	\$ 700.00	\$ 0.98	\$ 1,172.76	\$ 14,073.12	\$ 54,253.12
Aminda Simoes	1	\$ 35,000.00	\$ 38,250.00	\$ 3,187.50	\$ 243.84	\$ 191.25	\$ 14.03	\$ 700.00	\$ 0.98	\$ 1,156.20	\$ 13,874.45	\$ 52,644.45
Stephanie Smith	1	\$ 35,000.00	\$ 39,570.00	\$ 3,297.50	\$ 252.26	\$ 197.85	\$ 14.51	\$ 700.00	\$ 0.98	\$ 1,150.10	\$ 13,801.19	\$ 52,051.19
Tracy Treichel	0.5	\$ 35,000.00	\$ 20,070.00	\$ 1,672.50	\$ 127.95	\$ 100.35	\$ 7.36	\$ 700.00	\$ 0.98	\$ 936.64	\$ 11,239.62	\$ 31,309.62

PERCENTAGE OF SALARY

TOTALS	14.5	\$	\$25,000.00	\$	\$91,800.40	\$	\$9,566.70	\$	3,791.85	\$	2,974.00	\$	218.09	\$	10,500.00	\$	14.70	\$	17,498.65	\$	209,983.78	\$	804,784.18
ANNUAL																							

Avg teacher salary \$ 41,020.72

Avg TOTAL Teacher Salary/Benefits \$ 55,502.36

Avg Annual Benefits \$ 14,481.64

\$ 55,502.36

Typo w/ Based on proposed requirements of \$20,000 base & \$5,000 rate.  
 177

# Calculation of Benefits

	FTE	Proposed Incentive	2017-2018 Base Salary	2017-2018 Actual Salary	Monthly Salary	FICA	Retirement	Workers Comp	Insurance Premium	Insurance supplemental life	Total Monthly Benefits	Total Annual Benefits	Total Contract
Angie Anon	1	\$ 1,500.00	\$ 36,000.00	\$ 36,000.00	\$ 3,001.67	\$ 232.69	\$ 187.50	\$ 13.38	\$ 700.00	\$ 0.98	\$ 1,129.55	\$ 13,554.61	\$ 50,054.61
Heather Beck	1	\$ -	\$ 36,000.00	\$ 42,000.00	\$ 3,500.00	\$ 267.75	\$ 210.00	\$ 15.40	\$ 700.00	\$ 0.98	\$ 1,194.13	\$ 14,329.56	\$ 56,329.56
Spencer Coffey	1	\$ -	\$ 36,000.00	\$ 48,000.00	\$ 4,000.00	\$ 306.00	\$ 240.00	\$ 17.60	\$ 700.00	\$ 0.98	\$ 1,264.58	\$ 15,174.96	\$ 63,174.96
Nina DeRosechey	1	\$ 1,500.00	\$ 36,000.00	\$ 42,020.00	\$ 3,501.67	\$ 267.88	\$ 210.10	\$ 15.41	\$ 700.00	\$ 0.98	\$ 1,194.36	\$ 14,332.38	\$ 56,352.38
Michelle Eisenbesz	1	\$ 1,500.00	\$ 36,000.00	\$ 44,362.00	\$ 3,696.83	\$ 282.81	\$ 221.81	\$ 16.27	\$ 700.00	\$ 0.98	\$ 1,221.86	\$ 14,662.37	\$ 59,024.37
Michael Faw	1	\$ 1,500.00	\$ 36,000.00	\$ 42,746.00	\$ 3,562.17	\$ 272.51	\$ 213.73	\$ 15.67	\$ 700.00	\$ 0.98	\$ 1,202.89	\$ 14,434.67	\$ 57,180.67
Bernita Flannery	1	\$ 1,500.00	\$ 36,000.00	\$ 48,127.20	\$ 4,010.60	\$ 306.81	\$ 240.64	\$ 17.65	\$ 700.00	\$ 0.98	\$ 1,266.07	\$ 15,192.88	\$ 63,320.08
David J Betts	1	\$ 1,500.00	\$ 36,000.00	\$ 47,565.20	\$ 3,963.77	\$ 272.86	\$ 214.01	\$ 15.69	\$ 700.00	\$ 0.98	\$ 1,203.55	\$ 14,442.56	\$ 57,244.56
Jacqueline Malsam	1	\$ 1,500.00	\$ 36,000.00	\$ 40,500.00	\$ 3,375.00	\$ 258.19	\$ 237.83	\$ 17.44	\$ 700.00	\$ 0.98	\$ 1,259.47	\$ 15,111.70	\$ 62,678.90
Karri Malsam	1	\$ 1,000.00	\$ 36,000.00	\$ 44,518.00	\$ 3,709.83	\$ 283.80	\$ 202.50	\$ 14.85	\$ 700.00	\$ 0.98	\$ 1,176.52	\$ 14,118.21	\$ 54,618.21
Angela Preszler	1	\$ 1,500.00	\$ 36,000.00	\$ 41,030.00	\$ 3,419.17	\$ 261.57	\$ 205.15	\$ 15.04	\$ 700.00	\$ 0.98	\$ 1,182.74	\$ 14,192.89	\$ 55,222.89
Chandler Preszler	1	\$ 1,000.00	\$ 36,000.00	\$ 41,030.00	\$ 3,419.17	\$ 261.57	\$ 205.15	\$ 15.04	\$ 700.00	\$ 0.98	\$ 1,182.74	\$ 14,192.89	\$ 55,222.89
Clad Richard	1	\$ 1,500.00	\$ 36,000.00	\$ 39,020.00	\$ 3,251.67	\$ 252.58	\$ 198.10	\$ 14.53	\$ 700.00	\$ 0.98	\$ 1,166.18	\$ 13,994.22	\$ 53,614.22
Ann Schumacher	1	\$ 1,500.00	\$ 36,000.00	\$ 39,100.00	\$ 3,258.33	\$ 249.26	\$ 195.50	\$ 14.34	\$ 700.00	\$ 0.98	\$ 1,160.08	\$ 13,920.95	\$ 53,020.95
Anastasia Simoes	1	\$ 1,500.00	\$ 36,000.00	\$ 40,990.00	\$ 3,415.83	\$ 261.31	\$ 204.95	\$ 15.03	\$ 700.00	\$ 0.98	\$ 1,182.27	\$ 14,187.25	\$ 55,177.25
Tracy Treichel	1	\$ 1,500.00	\$ 36,000.00	\$ 40,500.00	\$ 3,375.00	\$ 258.19	\$ 202.50	\$ 14.85	\$ 700.00	\$ 0.98	\$ 1,176.52	\$ 14,118.21	\$ 54,618.21
Craig Ullman	1	\$ 1,000.00	\$ 36,000.00	\$ 40,500.00	\$ 3,375.00	\$ 258.19	\$ 202.50	\$ 14.85	\$ 700.00	\$ 0.98	\$ 1,176.52	\$ 14,118.21	\$ 54,618.21

## PERCENTAGE OF SALARY

17	\$ 612,000.00	\$ 716,380.40	\$ 59,698.37	\$ 4,556.93	\$ 3,581.90	\$ 282.67	\$ 11,900.00	\$ 16.66	\$ 20,328.16	\$ 243,937.92	\$ 960,318.32
TOTALS											
ANNUAL											

Avg teacher salary  
 \$ 42,140.02

Avg Annual Benefits  
 \$ 14,349.29

Avg TOTAL Teacher Salary/Benefits  
 \$ 56,489.31



**Edmunds Central School District #22-5**  
**Special Board of Education Minutes**  
**April 21, 2017**

The special meeting of the Edmunds Central School District #22-5 Board of Education was called to order by Chairman Fischer at 12:00 p.m. on Friday, April 21, 2017 in the office of the Superintendent with the following members present: Fischer, Hauck, Bukaske and Haerter. Absent: Secker. Guests Present: Superintendent Fox and Business Manager Hinz.

Motion by Bukaske, seconded by Haerter to amend the agenda to change item number three to "approve the amendment to 2016/2017 negotiations for a \$500.00 increase in each current instructional staff member's salary". Motion carried.

Motion by Hauck, seconded by Haerter to approve the amendment to 2016/2017 negotiations for a \$500.00 increase in each current instructional staff member's salary. Motion carried.

Motion by Bukaske, seconded by Hauck to offer the following contracts: Heather Beck for Special Education Teacher (1 month for 2016/2017 school year) and Mike Faw for 2017 Driver's Education Teacher. Motion carried.

Motion by Bukaske, seconded by Haerter to offer instructional contracts for the 2017/2018 school year contingent on union approval of offer from 4/19/2017. Motion carried.

Motion by Haerter, seconded by Hauck to adjourn at 12:49 p.m.

Robert Fischer, Chairman \_\_\_\_\_

Shauna Hinz, Business Manager \_\_\_\_\_

**From:** Leiferman, Bobbi  
**Sent:** Friday, August 18, 2017 2:56 PM  
**To:** Hinz, Shauna  
**Subject:** Edmunds Central Annual Report

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On the Teacher Compensation submission, I have questions on 3 teachers...

Angie Aman – Non-Certified educator? Non-Certified educators can't be counted for the Teacher Compensation data submission. She will have to be removed. I'll remove your TC sign off, so that can be corrected.

Heather Beck – was employed full time at another district??

Juliene Rosales – Was on PRF as a non-certified educator, however on Teacher 411 shows she has a certificate. I talked with the certification office and it appears that when the PRF record was created an invalid SSN was encoded. So, for TC data, it is fine, but someone from the district needs to contact Jane Cronin in the Teacher Certification office to get her social security number and records straightened out on PRF/Certification. Jane's number is 605-773-6898.

Let me know on the corrections,  
Thanks  
Bobbi

Bobbi Leiferman  
Office of State Aid & School Finance  
SD Dept of Education  
(P) – 605-773-5407  
(F) – 605-773-6139  
Bobbi.Leiferman@state.sd.us



800 Governors Drive  
Pierre, SD 57501-2235

T 605.773.3134  
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[www.doe.sd.gov](http://www.doe.sd.gov)

October 2, 2017

Karen Fox  
Edmunds Central 22-5  
PO Box 317  
Roscoe, SD 57471-0317

Dear Superintendent Fox:

This letter serves as notice that Edmunds Central 22-5 School District has submitted financial data via the annual report indicating that the district has failed to meet one or both teacher compensation accountabilities required by SDCL 13-13-73.6.

SDCL 13-13-73.6 states in part:

"For each school district, the district's increase in average teacher compensation from fiscal year 2016 to 2017 shall be equal to at least eighty-five percent of the district's increase in local need, as defined in subdivision (2), from fiscal year 2016 to fiscal year 2017 and, notwithstanding any negotiated agreement, at least eighty-five percent of the increase in state aid to general education funding the school district receives for fiscal year 2017 less the amount of revenue generated in fiscal year 2016 pursuant to § 13-10-6 shall be used to increase instructional salaries and benefits for certified instructional staff."

Edmunds Central 22-5 School District has not met the total teacher compensation target amount. The penalty for not meeting the targets required by SDCL 13-13-73.6 is a decrease in the state aid to general education funding to the district in fiscal year 2018 equal to fifty percent of the increase in total need pursuant to SDCL 13-13-10.1, which is the increase in state funding from fiscal year 2016 to fiscal year 2017. The district can appeal this financial penalty by applying for a waiver pursuant to ARSD 24:44:01:07.

Please see included document for additional district-specific information, timeline of upcoming deadlines, and instructions for completing the waiver application.



Sincerely,

A handwritten signature in dark ink, appearing to be 'DM', is enclosed within a large, loopy oval flourish that extends to the right.

Tamara Darnall  
Director, Office of Finance and Management  
Department of Education

cc: Shauna Hinz, Business Manager  
Elli Haerter, School Board President

## Edmunds Central 22-5

**Missed Accountability #1:** A school district's total teacher compensation must increase by eighty-five percent of the increase in state aid to general education funding that the school district received for fiscal year 2017. (SDCL 13-13-73.6)

Total Compensation FY2016	Target Total Compensation FY2017	Reported Total Compensation FY2017
\$721,263	\$804,571	\$757,365

### Financial Penalty to FY18 State Aid: \$49,005

The following presents the next steps for submitting an application for a waiver to avoid the financial penalty:

- i. Fill out waiver application found in the Annual Financial Report program. Waiver application must be printed and postmarked by Friday, November 3<sup>rd</sup>, 2017. Please send to the Department of Education at

South Dakota Department of Education  
Attn: Kathryn Blumhardt  
800 Governors Drive  
Pierre, SD 57501

Include all supporting documentation with sensitive information redacted to be reviewed with your waiver application. Sensitive information includes, but is not limited to, personally identifiable student information, social security numbers, and bank account information. For further information see <http://doe.sd.gov/accountabilityboard/>.

- ii. The School Finance Accountability Board (SFAB) will meet on Thursday, November 16<sup>th</sup>, 2017 and Friday, November 17<sup>th</sup>, 2017 to consider the waiver applications. School districts will have an opportunity to present testimony and supporting documentation at this meeting. The recommendations of the School Finance Accountability Board will be forwarded to the Joint Committee for Appropriations for final action. Further information regarding specific presentation times will follow after the waiver applications have been received by the Department of Education.
- iii. If the appeal is denied, notice of the decision will be delivered to the school district within five business days of the meeting. The school district may appeal the board's decision to the secretary of education within 15 days of the notice of denial. The secretary will issue a decision within 30 days of receipt of the appeal. (ARSD 24:44:01:08, 24:44:01:09)

# Report: Teacher Compensation Prior Year/Current Year Comparison

From 2016 to 2017

District Number: 22005

District Name: Edmunds Central 22-5

<u>Last Name</u>	<u>FTE</u>	<u>FY16 Total Compensation</u>	<u>FTE</u>	<u>FY17 Total Compensation</u>
Beck, Heather			0.08	\$3,978
Derouche, Nina	1.00	\$47,378	1.00	\$55,211
Eisenbeisz, Michele	1.00	\$50,949	1.00	\$57,883
Faw, Mike	1.00	\$50,022	1.00	\$56,040
Flannery, Bernita	1.00	\$55,652	1.00	\$62,179
Heinz, Amy	1.00	\$48,989		
Hettick, David	1.00	\$50,262	1.00	\$56,218
Linn, Britney	1.00	\$44,511	1.00	\$50,739
Malsam, Jacqueline	1.00	\$54,589	1.00	\$61,538
Malsam, Sandra	1.00	\$57,734		
Mcquarie, Amanda	1.00	\$45,878		
Preszler, Angela	1.00	\$51,126	1.00	\$58,061
Richardt, Chad	1.00	\$48,071	1.00	\$54,082
Rosales, Juliene			1.00	\$52,473
Schumacher, Amy	1.00	\$46,469	1.00	\$52,473
Simes, Amanda			1.00	\$51,880
Smit, Stephanie			1.00	\$53,386
Stenvig, Annie	1.00	\$46,005		
Treichel, Tracy	0.50	\$23,628	0.50	\$31,224
Total FTE/Compensation:	14.50	\$721,263	13.58	\$757,365
Average Compensation:		\$49,742		\$55,771

10/26/2017

### Calculation of benefits

Total Contract

PERCENTAGE OF SALARY

Avg TOTAL Teacher Salary/Benefits







## Edmunds Central School District #22-5

<http://ech.s.k12.sd.us>

\$804,571 Target Total Compensation FY2017

\$757,365 Reported Total Compensation FY2017

\$ 47,306 Difference

\$ 48,913.7 Salary Paid to Non-Certified Educator that we counted toward Total Teacher Compensation

+ \$1,707.71 Over the target



## Edmunds Central School District #22-5

<http://echs.k12.sd.us>

To: Teacher Compensation Accountability Review Board  
From: Karen K. Fox  
Date: October 25, 2017  
RE: Failure to meet requirements on Accountability #1 Total Teacher Compensation

Dear Board Members,

It has come to my attention that Edmunds Central School District failed to meet the standards put forth on total teacher compensation. Herein lies the district's explanation as to why this was not met for the Funding Year 2017. During the 2016-2017 school year Edmunds Central School District hired an individual to teach art who did not possess a teaching degree. The position was difficult to fill and was advertised in several publications such as the newspapers, ASBSD website, as well as attending job fairs. The person hired had an Associates Degree in graphic art and this was the closest we could find to a highly qualified teacher. In addition, this was the only person who applied for the vacancy. This was an oversight on our part and was brought to our attention via an email that we received from Bobbi Lieferman on August 17, 2017. We missed the mark by \$49,005 the exact amount of the teacher's salary and benefits.

To rectify the situation this teacher has since obtained an educator permit for the 2017-2018 school term. If you should have additional questions or concerns please feel free to contact me.

Thank you for the opportunity to explain the circumstances surrounding not meeting total teacher compensation at Edmunds Central School District.

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PO Box 317 | 105 1<sup>st</sup> Ave | Roscoe, SD 57471  
Phone: 1-605-287-4251 | Fax 1-605-287-4813

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

Name of School District: Edmunds Central 22-5

School Year: 2017

FY2016 Total Teacher Compensation:	\$721,263		
FY2016 Average Teacher Compensation:	\$49,742		
FY2017 Total Teacher Compensation:	\$757,365	Difference Total TC:	\$36,102
FY2017 Average Teacher Compensation:	\$55,771	Difference Avg TC:	\$6,029
FY2017 Total Teacher Compensation Accountability:	\$804,571	Difference Accountability #1	(\$47,206)
FY2017 Average Teacher Compensation Accountability:	\$55,226	Difference Accountability #2	\$545

Check the appropriate accountability:

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



Request to Waive Accountability #2: Average Teacher Compensation



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.

Please explain the reason(s) for this request:

Dear Board Members,

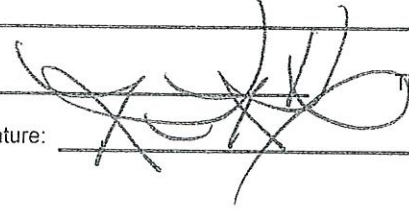
It has come to my attention that Edmunds Central School District failed to meet the standards put forth on total teacher compensation. Herein lies the district's explanation as to why this was not met for the Funding Year 2017. During the 2016-2017 school year Edmunds Central School District hired an individual to teach art who did not possess a teaching degree. The position was difficult to fill and was advertised in several publications such as the newspapers, ASBSD website, as well as attending job fairs. The person hired had an Associates Degree in graphic art and this was the closest we could find to a highly qualified teacher. In addition, this was the only person who applied for the vacancy. This was an oversight on our part and was brought to our attention via an email that we received from Bobbi Lieferman on August 17, 2017. We missed the mark by \$49,005 the exact amount of the teacher's salary and benefits.

To rectify the situation this teacher has since obtained an educator permit for the 2017-2018 school term. If you should have additional questions or concerns please feel free to contact me.

Thank you for the opportunity to explain the circumstances surrounding not meeting total teacher compensation at Edmunds Central School District.

Contact Person: Karen K. Fox

Date: 10/26/2017

Signature: 

Title: Superintendent

Blumhardt, Kathryn <Kathryn.Blumhardt@state.sd.us>  
Thu 11/2, 12:04 PM

Dear Superintendent Fox, <

This email serves as confirmation that the Department of Education has received your 2017 Teacher Compensation Accountability waiver request form and supporting documentation.

Since this is a new process we would like to offer each district our help to present a waiver to the board that fully supports and defends their request. However, please remember that the waiver requests are approved at the discretion of the School Finance Accountability Board. Any suggestions that we may provide are offered as a courtesy and are entirely optional. Checkmarks represent missing items.

Waiver form and supporting documentation is well done, we have no recommendations for your district

Required information is missing and must be included for your documentation to be complete:

- ✓ Teacher Compensation Prior Year/Current Year Comparison
- ✓ Increases in Compensation to other staff
- ✓ Expected Expenditure on Teacher Compensation

Districts may want to consider adding further documentation to support the waiver request, such as:

As a reminder, the School Finance Accountability Board will be meeting on November 16 and 17 to hear testimony from school districts. Any district that missed either teacher compensation accountability by one-half of one percent or less will not be expected to be present to provide testimony during the November SFAB meetings unless notified.

All of the districts that missed one or both accountability should have someone present at the meeting and he/she will have approximately 15-20 minutes to present their waiver request and supporting documents to the board. Electronic copies of supporting information sent to the Department of Education will be available at the meeting. Any additional presentation materials should be brought on a flash drive to be accessible to board members.

Contact Kathryn Blumhardt at (605) 773-3349 or [kathryn.blumhardt@state.sd.us](mailto:kathryn.blumhardt@state.sd.us) with questions.

Thank you.

**Kathryn Blumhardt**





## Edmunds Central School District #22-5

<http://ech.s.k12.sd.us>

To: Teacher Compensation Accountability Review Board  
From: Karen K. Fox  
Date: November 3, 2017  
RE: Requested additional information for failure to meet requirements on Accountability #1 Total Teacher Compensation

Dear Ms. Blumhardt and School Finance Accountability Board,

This response is in regard to the email that I received yesterday, November 2 at 12:04 pm. Your email indicated that the following information must be submitted to clarify our teacher compensation waiver request.

### **INFORMATION ON INCREASES IN COMPENSATION TO NON-TEACHING POSITIONS**

Administrative: -9% decrease - this % was gleaned via the PRF submittal comparing school years 15-16 to 16-17

School-Support Specialists: +5% raise

Classified Staff: +5% raise

### **INFORMATION ON PROJECTED EXPENDITURES FOR TEACHER COMPENSATION (AT THE TIME CONTRACTS WERE OFFERED.)**

Total Compensation FY 2016 - \$721,263

Total Target Compensation FY 2017 - \$804,571

Reported Total Compensation FY 2017 - \$757,365

I will also submitted this information via USPS thus, you will have a hard copy with my signature.

Once again, thank you for the opportunity to explain the circumstances for not meeting total teacher compensation at Edmunds Central School District.

PO Box 317 | 105 1<sup>st</sup> Ave | Roscoe, SD 57471  
Phone: 1-605-287-4251 | Fax 1-605-287-4813

## TEACHER'S CONTRACT

STATE OF SOUTH DAKOTA,

County of Edmunds

THIS AGREEMENT, executed in duplicate this 21<sup>st</sup> day of July, 2016, by and between **Angie Aman** party of the first part, and Edmunds Central School District #22-5 in Edmunds County, South Dakota, party of the second part.

WITNESSETH:

That party of the first part will provide party of the second part with alternative certificate number and will complete the requirements pursuant to state regulations; that such certificate will be presented to the school board as required by law; and that such certificate duly qualifies party of the first part of teach the subjects and grades and to fill the position covered by this contract.

That for and in consideration of the payment of the sum of \$ 35,000.00 to be paid in 12 monthly payment of \$ 2916.67 each, minus such withholding as is provided by law, to be paid in the form of a school warrant property drawn and signed by the business manager and the president of the school board and presented to party of the first part on the 20<sup>th</sup> day of each month in consideration for the performance of this contract; [arty of the first part agrees to teach in Edmunds Central School for the full period of **170** days that school is to be in session during the school term, for a period of one school fiscal year with such vacation intervals as shall be determined upon directly by the party of the second part.

It is agreed that failure of party of the first part to complete the services as herein provided would constitute a financial damage to the party of the second part and that from the nature of the case it would be impracticable or extremely difficult to fix the actual damage. Therefore, if party of the first part shall fail from any cause, including dismissal or resignation, to compete said contract, party of the first part shall be paid only the pro rata amount of the entire salary provided for under this contract that the time taught bears to the time contracted to teach.

Party of the first part agrees to perform the duties assigned by party of the second part in accordance with the rules governing teachers adopted by the party of the second part in accordance with the rules governing teachers adopted by the party of the second part, and in accordance with the provisions of the school laws of the state of South Dakota.

This contract shall be subject to the Official School Calendar adopted by the school board. The school board reserves the right to revise such calendar when such change is deemed necessary.

It is agreed that party of the first part will attend such preschool meetings, institutes, and teachers' professional meetings during this contract, and that party of the first part will be present at the school preceding the beginning of the teaching term and after the close of the teaching term for the

purpose of preparation for the beginning of the term and the proper closing of the term as directed by superintendent and/or board of education.

It is further agreed that party of the first part will teach such subjects as he/she is qualified to teach and perform such other duties as directed by the board of education and/or administration. Party of the first part will also be a class advisor.

SICK LEAVE: as per the negotiated agreement. The board also agrees to pay **\$700.00** per month towards the premium on the district's approved health and dental insurance plan and any remaining dollars may be applied to the insurance or annuities that are payroll deducted.

This agreement shall continue in full force and effect for the term specified herein, unless annulled by mutual consent of the contracting parties, or by operation of the law, or by the expiration or revocation of said Teacher's certificate.

IN WITNESS THEREOF, party of the first part has signed and party of the second part has caused this contract to be executed by its officers as provided by law on the day and year indicated above.

Edmunds Central School District No. 22-5, Edmunds County, Roscoe, South Dakota.

President:

Kathy Oakes

Teacher:

Angelina

Business Manager:

Shauna Ling

Vacation address of teacher: \_\_\_\_\_

To be accepted, this contract must be in the hands of the business manager on or before **August 8, 2016, by 4:00 P.M.**



Edmunds Central School District #22-5  
Regular Board of Education Minutes  
September 11, 2017

The regular meeting of the Edmunds Central School District #22-5 Board of Education was called to order by Chairperson Haerter at 7:04 p.m. on Monday, September 11, 2017 in the commons area board room with the following members present: Hauck, Bukaske and Haerter; members absent: Fischer and Secker. Guests Present: Superintendent Fox, Business Manager Hinz, AD Jennifer Heyne, David Hettick, Deputy Hardison, Kris Scherr, Steve Scherr, Bryan Scherr and Wendy Hoerner.

Motion by Hauck, seconded by Bukaske to adopt the agenda as presented. Motion carried.

No conflicts of interest were recognized.

Public Comment: Deputy Hardison presented the EZ child system to the board. The Edmunds County Sheriff's Department would like to purchase the \$2300.00 system and is asking the county schools and nursing homes to contribute \$500.00. The system will be used for children and senior citizens. A deputy will come into the participating schools and take photos and fingerprints of any students with permission slips signed by their parent/guardian. The information is given to the parent in case the child goes missing and is not stored on the system.

Jennifer Heyne presented her Athletic Director report. Fall sport results were passed around to the board. The scoreboard arrived in time for the second home game in the new gym. Edmunds Central was chosen at the 2018 YTC Volleyball Tournament host site. Homecoming is the first week of October. Ticket takers are in place for the FB game in Ipswich and EC will be responsible for paying the referees for that game as well. Heyne would like to publicly thank Cathy Mohr for her role in transporting the football players this season.

Business Manager Hinz presented her report. Hinz is waiting on Faulk county valuations before finalizing the FY18 budget. The date is set to approve the budget and pass the levies on September 27, 2017 at 7:00 p.m. The tanks have been delivered from Performance Oil for fuel and gas on Labor Day. We are leasing a 560 gallon gas tank and a 1000 gal fuel tank for \$100.00/year and another \$100.00/year for containment. There will be no penalty for early termination of the year lease. Boulder Colony has arranged a driver and the school will be providing a vehicle.

Motion by Hauck, seconded by Bukaske with motion carrying unanimously to approve the Consent Agenda including: approve August 2017 financial statement, approve payment of September 2017 bills and approve prior meeting minutes: August 9, 2017 special meeting and August 14, 2017 regular meeting.

**August 2017 Financial Statement Summary**

	General Fund	Capital Outlay	Special Education	Pension	Drivers Ed	Totals	Lunch	Trust & Agency
<b>ACCOUNT BALANCE:</b>								
Balance August 1	\$ 885,317.43	\$ 2,300,517.68	\$ 384,997.96	\$ 4,163.60	\$ 45.71	\$ 3,575,042.38	\$ 4,043.16	\$ 54,853.66
Receipts	\$ 54,859.81	\$ 23,552.92	\$ 8,895.98	\$ -	\$ -	\$ 87,308.71	\$ 111.50	\$ 1,125.43
Disbursements	\$ 96,790.86	\$ 500,091.90	\$ 13,522.16	\$ -	\$ -	\$ 610,404.92	\$ 2,699.50	\$ 9,670.75
Balance August 31	\$ 818,002.12	\$ 1,823,978.70	\$ 380,371.78	\$ 4,163.60	\$ 45.71	\$ 3,026,561.91	\$ 1,597.68	\$ 46,308.34
<b>AUGUST 2017 RECEIPTS:</b>								
Taxes	\$ 25,614.58	\$ 19,912.45	\$ 8,850.98	\$ -	\$ -	\$ 54,378.01		
Interest Earned	\$ 1,862.57	\$ -	\$ -	\$ -	\$ -	\$ 1,862.57		
% of Sales/Box Tops/Labels	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
Donations	\$ -	\$ 3,640.47	\$ -	\$ -	\$ -	\$ 3,640.47		
Other Local Revenue	\$ 25,000.00	\$ -	\$ -	\$ -	\$ -	\$ 25,000.00		
Co. Apportionment	\$ 1,841.68	\$ -	\$ -	\$ -	\$ -	\$ 1,841.68		
Medicaid	\$ 540.98	\$ -	\$ 45.00	\$ -	\$ -	\$ 585.98		
<b>TOTALS:</b>	<b>\$ 54,859.81</b>	<b>\$ 23,552.92</b>	<b>\$ 8,895.98</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 87,308.71</b>		



doors will be in by next week and the lockers for the elementary classrooms should be here this week. First Dakota is waiting on basins for the drain pipe on the west side of the street to complete the north parking lot. The south parking lot is set to be completed by homecoming week. On September 18 at the 8:15 am morning assembly, Ms. Fox will be presenting the Monsanto \$25,000 grant that EC received for the science dep't.

Motion by Bukaske, seconded by Hauck with motion carrying unanimously to go into executive session according to SDCL 1-25-2 (1) to discuss personnel matter and SDCL 1-25-2 (2) to discuss student matter at 8:40 p.m.

Chairperson Haerter declared executive session over at 9:35 p.m.

Motion by Bukaske, seconded by Hauck to rescind Angie Aman's 2017/2018 teaching contract due to lack of certification for her to perform her contract. A teaching contract will be offered if the Performing Artist/Permit is received by September 27, 2017. A Para-Professional contract is offered to Angie Aman. Motion carried.

Motion by Haerter, seconded by Hauck to adjourn at 9:36 p.m. Motion carried. The next regular meeting will be October 9, 2017 at 7:00 p.m.

Elli Haerter, Chairperson

\_\_\_\_\_

Shauna Hinz, Business Manager

\_\_\_\_\_

SOUTH DAKOTA  
EDUCATOR CERTIFICATE

A W A R D E D T O

**Angie Christine Aman**

**Certificate Status:** Active

**Educator Permit - Performing Artist**

Preparations: Performing Artist Educator Permit

Endorsements: Elementary Art Education  
Secondary Art Education



Certificate Number:  
80945

Date Issued:  
10/06/2017

Expiration:  
07/01/2018

