

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

Name of School District: Faith 46-2

School Year: 2017

FY2016 Total Teacher Compensation:	\$680,902		
FY2016 Average Teacher Compensation:	\$39,541		
FY2017 Total Teacher Compensation:	\$785,898	Difference Total TC:	\$104,996
FY2017 Average Teacher Compensation:	\$48,874	Difference Avg TC:	\$9,333
FY2017 Total Teacher Compensation Accountability:	\$794,999	Difference Accountability #1	(\$9,101)
FY2017 Average Teacher Compensation Accountability:	\$43,646	Difference Accountability #2	\$5,228

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.

1. FY2017 Accountability Targets.
2. 2016-2017 Negotiations Information.
3. Signed Negotiated Agreement.
4. Minutes approving the Negotiated Agreement and the approval of certified contracts as well as the approval of administrative contracts and issuance of non-certified contracts.
5. Resignation letter.
6. Minutes approving the resignation.
7. Copies of email to advertise position, newspaper advertisement, newspaper billing of position.
8. Email requesting cancellation of district health insurance.
9. Signed Addendum to the 2016-2017 Negotiated Agreement.
10. Minutes approving addendum.
11. Email verifying reported Teacher Compensation amounts.
12. Teacher Compensations Prior Year/Current Year Comparison – with notes.
13. FY2017 Teacher Compensation Comparison – with notes.
14. FY2016 Teacher Compensation Comparison.

Please explain the reason(s) for this request:

Negotiations, including the 85% of additional state aid, for the 2016-2017 school year were completed in April and approved in May 2016. The enrollment in our district is steadily declining and therefore when our .71 FTE computer teacher decided not to return we did not fill his position.

In June, our 7th Grade teacher resigned. The position was advertised but was never able to be filled with a full 1.0 FTE. We re-arranged the schedules of our high school and remaining junior high teachers to cover the classes for both high school and junior high students the best we could, then hired one of our paraprofessionals as a .57 FTE.

In September 2016, we were notified by one of teachers that she would no longer be participating in the district's health insurance.

In November, Travis Jordan contacted us to verify the amounts submitted for Teacher Compensation and informed us that we would fall short of the required amount. After several phone calls and emails back and forth between Travis and the district, we took his recommendation and reopened negotiations in March 2017 in order to meet the Total Teacher Compensation amount. An addendum was attached to each of the certified contracts and a lump-sum payment of \$1,920.00 was made in May 2017.

During the entry of the teacher salaries and benefits in the annual report we noticed that our pre-school teacher was only listed as .75 FTE (because she is paid out of Title I for pre-school) rather than a 1.0 FTE. This resulted in a \$9,101 shortfall from the original \$794,999.00 and led to this waiver request.

To make a long story short, we felt we had met both accountabilities with the original negotiated amounts until the resignation of one teacher and the cancellation of group health insurance by another. Neither of which the district had any control over.

Throughout the research for this waiver however, we have come to the belief that we have indeed met both accountabilities. As shown on the FY2017 Accountability Targets, 85% of our increased need for teacher compensation is \$114,097 to reach a target total compensation of \$794,999. However, that figure is only the target IF we continue to have the same number of FTE's as the prior year. We didn't. We have 1.14 fewer FTE's in FY17 than in FY16 and we feel the "true" target should actually be the \$114,097, which we met.

We have included documentation to show the FY16 and FY17 FTE's; FY16 base salary, FY17 base salary and the FY17 addendum and the payroll taxes associated with each of these increases.

In the end, we believe that we actually spent \$147,581 while we were only required to spend \$114,097 - 110% of the total funding increase rather than the 85% required increase and we respectfully ask that you grant our waiver request.

Contact Person:

Amie Schauer

Title:

Business Manager

Date:

10-25-2017

Signature:

Amie Schauer

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: _____