

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

Name of School District: Herreid 10-1

School Year: 2017

FY2016 Total Teacher Compensation:	\$604,048		
FY2016 Average Teacher Compensation:	\$46,430		
FY2017 Total Teacher Compensation:	\$701,816	Difference Total TC:	\$97,768
FY2017 Average Teacher Compensation:	\$53,944	Difference Avg TC:	\$7,514
FY2017 Total Teacher Compensation Accountability:	\$716,963	Difference Accountability #1	(\$15,147)
FY2017 Average Teacher Compensation Accountability:	\$54,053	Difference Accountability #2	(\$109)

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.

a spreadsheet which shows calculations used to make the initial adjustments to salaries and benefits
a spreadsheet which shows more accurate figures reflecting salaries and benefits
FY Accountability Calculator
FY 17 Accountability Targets
Compensation Prior/Current Comparison
FY 16 Teacher Compensation from Annual Report
FY 17 Teacher Compensation from Annual Report.

Please explain the reason(s) for this request:

When the teacher compensation legislation was passed our past district administrator calculated salary increases based on the compensation requirements. He made the calculations assuming he was following the guidelines, unfortunately he used incorrect figures and his calculations caused the district to be in a shortfall. Reasons for this are incorrect current salary figures were used to begin calculations, staff members have chosen to discontinue insurance benefits through the district and declining enrollment. I believe FY 16 compensation reports submitted may have had some errors and were not noticed which resulted in FY 17 comparisons to be skewed. We are hopeful that some explanation through the enclosed documents helps to clarify any shortcomings. We in good faith attempted to meet the compensation targets. We believed we met the original calculated targets and going forward our intent is to meet the compensation targets. We will seek guidance from SD DOE to ensure that we have correct calculations moving forward.

Contact Person:

Colleen Rueb

Title:

Business Manager

Date:

10-31-17

Signature:

Colleen Rueb

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: _____