

Highmore-Harrold School District

415 Iowa Ave. South
PO Box 416
Highmore, SD 57345-0416
Phone: 605-852-2275—Fax: 605-852-2295

TEACHER ACCOUNTABILITY BOARD

RE: Salary and Benefits Accountability Figures

MUSIC TEACHER

1. Melissa Todd's Salary/Benefits FY 2016

- a. Salary = \$34,680
- b. SDRS = $34,680 \times 6\% = \$2,080$
- c. SS/Med = $34,680 \times 7.65\% = \$2,653$
- d. Health Ins. = $580.80 \times 12 \text{ months} = \$6,966$

Total Salary/Benefits = \$46,379

2. Kayla Kaltenbach's Salary/Benefits FY 2017

- a. Salary = \$19,551
- b. SDRS = $19,551 \times 6\% = \$1,173$
- c. SS/Med = $19,551 \times 7.65\% = \$1,495$
- d. Health Insurance Benefit was declined

Total Salary/Benefits = \$22,219

DIFFERENCE IN MUSIC POSITION OPENING: \$24,160

3. Chelsey Poeppel science teacher dropped the health insurance benefit upon marrying in October of FY 2017. Health Insurance benefit = \$613 @ month x 10 months = \$6,130.

TOTAL ACCOUNTABILITY AMOUNT = $\$24,160 + \$6,130 = \$30,290$

Tomorrow's Success Starts Here Today!

NCA Accredited

Report: Teacher Compensation Prior Year/Current Year Comparison

From 2016 to 2017

District Number: 34002

District Name: Highmore-Harrold 34-2

<u>Last Name</u>	<u>FTE</u>	<u>FY16</u>	<u>FTE</u>	<u>FY17</u>
		<u>Total Compensation</u>		<u>Total Compensation</u>
Baloun, Rhonda	1.00	\$46,118	1.00	\$54,168
Bergeson, Brita	0.64	\$24,150	0.32	\$11,068
Bonnichsen, Morgan	1.00	\$45,322	1.00	\$52,918
Brown, Leslie	1.00	\$55,402	1.00	\$61,703
Brummel, Megan	0.50	\$23,063	1.00	\$50,202
Clement, Jan	1.00	\$54,358	1.00	\$61,953
Domke, Crystal	1.00	\$46,926	1.00	\$53,518
Hyde, Shelby	1.00	\$44,186	1.00	\$51,782
Jones, Kenneth	1.00	\$49,118	1.00	\$67,431
Kaltenbach, Kayla			0.50	\$22,219
Knox, Jacqueline	1.00	\$42,424	0.90	\$43,091
Kroeplin, Alana	1.00	\$46,391	1.00	\$53,986
Lamont, Chantrel	1.00	\$52,766	1.00	\$60,362
Larson, Janna	1.00	\$52,540	1.00	\$59,133
Liechti, Brent	1.00	\$45,322	1.00	\$52,918
Marso, Brian	1.00	\$50,823	1.00	\$58,419
Miller, Jackie	1.00	\$49,971	1.00	\$50,052
Mullen, Patrick	0.50	\$25,065		
Olson, Renae	0.99	\$50,096	0.99	\$57,691
Poeppel, Chelsey	0.99	\$43,334	0.99	\$50,929
Pratt, Janie	1.00	\$46,876	1.00	\$54,926
Ring, Michael	0.75	\$52,812	0.75	\$60,408
Schmidt, Jory	0.50	\$24,137	0.50	\$29,312
Tibbs-Husted, Vickie	1.00	\$50,380	1.00	\$57,975
Todd, Melissa	1.00	\$46,788		
Trefz, Heather	1.00	\$48,380	1.00	\$55,975
Wheelhouse, Evelyn	1.00	\$59,914	1.00	\$67,509
Wortman, Mary	1.00	\$53,698	1.00	\$61,294

<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:	24.87	\$1,230,360	23.95	\$1,360,942
Average Compensation:		\$49,472		\$56,824

Report: District Teacher Compensation

Fiscal Year: 2017

District Number: 34002

District Name: Highmore-Harrold 34-2

This report includes a listing of all teacher compensation data for your district.
Only teachers with complete (all data columns have a value >0) data will be listed.

<u>Last Name</u>	<u>First Name</u>	<u>FTE</u>	<u>Contract</u> <u>Salary</u>	<u>Total Benefit</u> <u>Cost</u>	<u>Total</u> <u>Compensation</u>
Baloun	Rhonda	1.00	\$40,650	\$13,518	\$54,168
Bergeson	Brita	0.32	\$9,738	\$1,330	\$11,068
Bonnichsen	Morgan	1.00	\$39,550	\$13,368	\$52,918
Brown	Leslie	1.00	\$47,280	\$14,423	\$61,703
Brummel	Megan	1.00	\$39,800	\$10,402	\$50,202
Clement	Jan	1.00	\$47,500	\$14,453	\$61,953
Domke	Crystal	1.00	\$47,090	\$6,428	\$53,518
Hyde	Shelby	1.00	\$38,550	\$13,232	\$51,782
Jones	Kenneth	1.00	\$52,320	\$15,111	\$67,431
Kaltenbach	Kayla	0.50	\$19,550	\$2,669	\$22,219
Knox	Jacqueline	0.90	\$37,915	\$5,176	\$43,091
Kroeplin	Alana	1.00	\$40,490	\$13,496	\$53,986
LaMont	Chantrel	1.00	\$46,100	\$14,262	\$60,362
Larson	Janna	1.00	\$52,030	\$7,103	\$59,133
Liechti	Brent	1.00	\$39,550	\$13,368	\$52,918
Marso	Brian	1.00	\$44,390	\$14,029	\$58,419
Miller	Jackie	1.00	\$44,040	\$6,012	\$50,052
Olson	Renae	0.99	\$43,750	\$13,941	\$57,691
Poeppel	Chelsey	0.99	\$37,800	\$13,129	\$50,929
Pratt	Janie	1.00	\$41,317	\$13,609	\$54,926
Ring	Michael	0.75	\$46,140	\$14,268	\$60,408
Schmidt	Jory	0.50	\$22,285	\$7,027	\$29,312
Tibbs-Husted	Vickie	1.00	\$44,000	\$13,975	\$57,975
Trefz	Heather	1.00	\$42,240	\$13,735	\$55,975
Wheelhouse	Evelyn	1.00	\$52,389	\$15,120	\$67,509
Wortman	Mary	1.00	\$46,920	\$14,374	\$61,294

Last Name

First Name

FTE

Contract
Salary

Total Benefit
Cost

Total
Compensation

Record Count:	26
Average Salary:	\$44,400
Average Compensation:	\$56,824
Total FTE:	23.95
Total Salary:	\$1,063,384
Total Benefits:	\$297,558
Total Compensation:	\$1,360,942

Melissa Todd
PO Box 14
Highmore, SD 57345

16 May 2016

Chip Sundberg
Superintendent
Highmore-Harrold School District

Dear Chip & School Board Members,

I submit this, my letter of resignation as the 4-12 music teacher with the Highmore-Harrold School District. I have thoroughly enjoyed my 10 years with the district and I wish the best for the program and school in the future.

Sincerely,

A handwritten signature in cursive script that reads "Melissa Todd". The signature is written in dark ink and is positioned below the word "Sincerely,".

Melissa Todd

AVERAGE SALARY CLASSROOM TEACHER, BASED ON FTE

School Year 2016-2017

Position Code	*Total Position FTE	Total Instructional Position Salary
34002 Highmore-Harrold 34-2		
Baloun, Rhonda Kay	***-***-8280	
20220 Elementary School Teacher	1.00	\$40,650
Bergeson, Brita	***-***-3855	
20300 Middle School / JH Teacher	0.16	\$4,869
66666 Position Based on Non-Authorized	0.16	\$4,869
Bonnichsen, Morgan Fay	***-***-3781	
20220 Elementary School Teacher	1.00	\$39,550
Brown, Leslie Joellen	***-***-0002	
20220 Elementary School Teacher	1.00	\$47,280
Brummel, Megan	***-***-5120	
20400 High School Teacher	1.00	\$39,800
Clement, Jan Marie	***-***-3654	
21801 Special Education Teacher, K-8	1.00	\$47,500
Domke, Crystal Kaye	***-***-1970	
20220 Elementary School Teacher	1.00	\$47,090
Hyde, Shelby	***-***-8931	
20220 Elementary School Teacher	0.25	\$9,638
20300 Middle School / JH Teacher	0.25	\$9,638
20400 High School Teacher	0.50	\$19,275
Jones, Kenneth John	***-***-6093	
20300 Middle School / JH Teacher	0.14	\$7,325
20400 High School Teacher	0.86	\$44,995
Kaltenbach, Kayla Joyce	***-***-3887	
20300 Middle School / JH Teacher	0.53	\$10,362
20400 High School Teacher	0.47	\$9,189
Knox, Jacqueline E	***-***-1737	
20300 Middle School / JH Teacher	0.20	\$8,426
20400 High School Teacher	0.70	\$29,489
Kroeplin, Alana Mae	***-***-3453	

> 19,551

*NOTE: In instances when you have a .99 or 1.01 full-time equivalency (FTE) reported here, it might be a result of rounding in the calculation of FTE. Please check to make sure the FTE appears as 1.00 FTE on individual's personnel record form screen.

AVERAGE SALARY CLASSROOM TEACHER, BASED ON FTE

School Year 2016-2017

Position Code	*Total Position FTE	Total Instructional Position Salary
34002 Highmore-Harrold 34-2		
20300 Middle School / JH Teacher	0.13	\$5,264
20400 High School Teacher	0.87	\$35,226
LaMont, Chantrel A.	***_***-4116	
21400 Kindergarten Teacher	1.00	\$46,100
Larson, Janna Marie	***_***-9599	
20220 Elementary School Teacher	1.00	\$52,030
Liechti, Brent Michael	***_***-7455	
20400 High School Teacher	1.00	\$39,550
Marso, Brian Denis	***_***-0177	
20220 Elementary School Teacher	0.87	\$38,619
20400 High School Teacher	0.13	\$5,771
Miller, Jackie Lynn	***_***-4260	
20220 Elementary School Teacher	1.00	\$44,040
Olson, Renae Dawn	***_***-3848	
20220 Elementary School Teacher	0.99	\$43,750
Poeppel, Chelsey Rae	***_***-1876	
20400 High School Teacher	0.99	\$37,800
Pratt, Janie Marie	***_***-1171	
20601 Special Education Teacher, K-12	1.00	\$41,317
Ring, Michael Leon	***_***-9943	
20400 High School Teacher	0.75	\$46,140
Schmidt, Jory Mitchell	***_***-9443	
20300 Middle School / JH Teacher	0.16	\$7,131
20400 High School Teacher	0.34	\$15,154
Tibbs-Husted, Vickie Ann	***_***-7982	
20300 Middle School / JH Teacher	0.66	\$29,040
20400 High School Teacher	0.34	\$14,960
Trefz, Heather Y	***_***-1692	
20601 Special Education Teacher, K-12	1.00	\$42,240

**NOTE: In instances when you have a .99 or 1.01 full-time equivalency (FTE) reported here, it might be a result of rounding in the calculation of FTE. Please check to make sure the FTE appears as 1.00 FTE on individual's personnel record form screen.*

AVERAGE SALARY CLASSROOM TEACHER, BASED ON FTE

School Year 2015-2016

Position Code	*Total Position FTE	Total Instructional Position Salary
34002 Highmore-Harrold		
20220 Elementary School Teacher	1.00	\$46,230
Liechti, Brent Michael ***-***-7455		
20400 High School Teacher	1.00	\$33,750
Marso, Brian Denis ***-***-0177		
20220 Elementary School Teacher	0.87	\$33,573
20400 High School Teacher	0.13	\$5,017
Miller, Jackie Lynn ***-***-4260		
20220 Elementary School Teacher	1.00	\$37,840
Mullen, Patrick David ***-***-6788		
20400 High School Teacher	1.00	\$19,000
Olson, Renae Dawn ***-***-3848		
20220 Elementary School Teacher	0.99	\$37,950
Poeppel, Chelsey Rae ***-***-1876		
20400 High School Teacher	0.99	\$32,000
Pratt, Janie Marie ***-***-1171		
20601 Special Education Teacher, K-12	1.00	\$35,117
Ring, Michael Leon ***-***-9943		
20400 High School Teacher	0.75	\$40,340
Schmidt, Jory Mitchell ***-***-9443		
20400 High School Teacher	0.50	\$19,335
Tibbs-Husted, Vickie Ann ***-***-7982		
20300 Middle School / JH Teacher	0.66	\$25,212
20400 High School Teacher	0.34	\$12,988
Todd, Melissa Elizabeth ***-***-9355		
20220 Elementary School Teacher	0.86	\$30,134
20300 Middle School / JH Teacher	0.04	\$1,402
20400 High School Teacher	0.10	\$3,504
Trefz, Heather Yvette ***-***-1692		
20601 Special Education Teacher, K-12	1.00	\$36,440

*NOTE: In instances when you have a .99 or 1.01 full-time equivalency (FTE) reported here, it might be a result of rounding in the calculation of FTE. Please check to make sure the FTE appears as 1.00 FTE on individual's personnel record form screen.

AVERAGE SALARY CLASSROOM TEACHER, BASED ON FTE

School Year 2015-2016

Position Code	*Total Position FTE	Total Instructional Position Salary
34002 Highmore-Harrold		
Baloun, Rhonda Kay	***_***-8280	
20220 Elementary School Teacher	1.00	\$34,450
Bergeson, Brita	***_***-3855	
20300 Middle School / JH Teacher	0.32	\$10,625
66666 Position Based on Non-Authorized	0.32	\$10,625
Bonnichsen, Morgan Fay	***_***-3781	
20220 Elementary School Teacher	1.00	\$33,750
Brown, Leslie Joellen	***_***-0002	
20220 Elementary School Teacher	1.00	\$42,619
Clement, Jan Marie	***_***-3654	
21801 Special Education Teacher, K-8	1.00	\$41,700
Domke, Crystal Kaye	***_***-1970	
20220 Elementary School Teacher	1.00	\$41,290
Hyde, Shelby Marie	***_***-8931	
20220 Elementary School Teacher	0.25	\$8,188
20300 Middle School / JH Teacher	0.25	\$8,188
20400 High School Teacher	0.50	\$16,375
Jones, Kenneth John	***_***-6093	
20300 Middle School / JH Teacher	0.14	\$5,193
20400 High School Teacher	0.86	\$31,897
Knox, Jacqueline E	***_***-1737	
20300 Middle School / JH Teacher	0.20	\$7,469
20400 High School Teacher	0.80	\$29,876
Kroeplin, Alana Mae	***_***-3453	
20300 Middle School / JH Teacher	0.13	\$4,465
20400 High School Teacher	0.88	\$30,225
LaMont, Chantrel A.	***_***-4116	
21400 Kindergarten Teacher	1.00	\$40,300
Larson, Janna Marie	***_***-9599	

**NOTE: In instances when you have a .99 or 1.01 full-time equivalency (FTE) reported here, it might be a result of rounding in the calculation of FTE. Please check to make sure the FTE appears as 1.00 FTE on individual's personnel record form screen.*

SANFORD HEALTH PLAN

PO Box 91110
Sioux Falls, SD 57109-1110

Invoice Number: 04295-041
Invoice Date: 11/1/2016
Payment Due Date: 12/1/2016
Invoice From: 12/1/2016
Invoice To: 12/31/2016

SI = 1496.50
S3 = 1867.61
SP = 7606.63

GF = 27922.45

HIGHMORE HARROLD SCHOOL
PO BOX 416
415 IOWA ST
HIGHMORE, SD 57345

Previous Balance: \$41,327.63
Amount Paid: (\$41,327.63)
Adjustments: \$0.00
Premium: \$38,883.19
Amount Due: \$38,883.19

Customer ID: 000260

Account ID: 4295

Subscriber ID	Subscriber Name	Coverage Eff	Size	Type	From	Thru	Rate	Tot Prem
20016106401	BEASTROM, DIANE P	1/1/2013	1	S	12/1/2016	12/31/2016	\$813.88	\$813.88
20036809401	CERMAK, QUINTON J	9/1/2013	5	F	12/1/2016	12/31/2016	\$2,038.22	\$2,038.22
20000659001	CHILSON, MARK J	1/1/2013	2	F	12/1/2016	12/31/2016	\$2,038.22	\$2,038.22
50002484001	FARSTVEET, JENNIFER J	7/1/2016	2	F	12/1/2016	12/31/2016	\$2,038.22	\$2,038.22
40000117701	HAGUE, KELLY J	1/1/2013	1	S	12/1/2016	12/31/2016	\$813.88	\$813.88
20018153701	INGLE, DEBRA L	1/1/2013	1	S	12/1/2016	12/31/2016	\$813.88	\$813.88
20013463801	KROEPLIN, ALANA M	1/1/2013	1	S	12/1/2016	12/31/2016	\$813.88	\$813.88
20013462701	TIBBS HUSTED, VICKIE	7/1/2014	5	F	12/1/2016	12/31/2016	\$2,038.22	\$2,038.22
50013717801	VANDERVORST, GRANT L	9/1/2016	5	F	12/1/2016	12/31/2016	\$2,038.22	\$2,038.22
20000660901	WHEELHOUSE, EVELYN A	1/1/2013	1	S	12/1/2016	12/31/2016	\$813.88	\$813.88
Group 0002600001			Total Sub/Mbrs		10 / 24			\$14,260.50

50009226001	BALOUN, RHONDA	9/1/2015	1	S	12/1/2016	12/31/2016	\$745.75	\$745.75
20028788701	BECKER, SCARLET	1/1/2013	1	S	12/1/2016	12/31/2016	\$745.75	\$745.75
50009343001	BONNICHSEN, MORGAN F	9/1/2015	1	S	12/1/2016	12/31/2016	\$745.75	\$745.75
20000658401	BROWN, LESLIE	7/1/2016	1	S	12/1/2016	12/31/2016	\$745.75	\$745.75
20000659101	CLEMENT, JAN	1/1/2013	3	F	12/1/2016	12/31/2016	\$1,867.61	\$1,867.61
20016703201	HILLMER, DAWN	7/1/2014	1	S	12/1/2016	12/31/2016	\$745.75	\$745.75
20033695101	HIRSCH, KYRA D	7/1/2016	4	F	12/1/2016	12/31/2016	\$1,867.61	\$1,867.61
50000067301	HYDE, SHELBY M	9/1/2013	1	S	12/1/2016	12/31/2016	\$745.75	\$745.75
10028200901	JONES, KENNETH J	7/1/2014	1	S	12/1/2016	12/31/2016	\$745.75	\$745.75
20000659601	KRICK, MARILYN A	1/1/2013	1	S	12/1/2016	12/31/2016	\$745.75	\$745.75
20000659801	LAMONT, CHANTREL A	7/1/2014	4	F	12/1/2016	12/31/2016	\$1,867.61	\$1,867.61
20025993601	LIECHTI, BRENT M	1/1/2013	1	S	12/1/2016	12/31/2016	\$745.75	\$745.75
20028284101	MARSO, BRIAN	1/1/2013	1	S	12/1/2016	12/31/2016	\$745.75	\$745.75
20036809301	MCCAULEY, SAMIE	9/1/2013	1	S	12/1/2016	12/31/2016	\$745.75	\$745.75
50005968901	MCGOWAN, CHRISTINE P	9/1/2015	1	S	12/1/2016	12/31/2016	\$745.75	\$745.75
20000660101	NEMEC, DIANE L	1/1/2013	1	S	12/1/2016	12/31/2016	\$745.75	\$745.75
20000660301	NEMEC, KATHRYN M	1/1/2013	1	S	12/1/2016	12/31/2016	\$745.75	\$745.75
20000660201	OLSON, RENAE	1/1/2013	1	S	12/1/2016	12/31/2016	\$745.75	\$745.75
20000905501	PRATT, JANIE M	7/1/2015	1	S	12/1/2016	12/31/2016	\$745.75	\$745.75
20000868501	RING, MICHAEL L	1/1/2013	1	S	12/1/2016	12/31/2016	\$745.75	\$745.75
20023706401	ROBERTS, SUSAN M	1/1/2013	1	S	12/1/2016	12/31/2016	\$745.75	\$745.75

SANFORD HEALTH PLAN

PO Box 91110
Sioux Falls, SD 57109-1110

Invoice Number: 04295-040
Invoice Date: 10/1/2016
Payment Due Date: 11/1/2016
Invoice From: 11/1/2016
Invoice To: 11/30/2016

51 = 1491.50
53 = 1867.61
SP = 7601.63

48 = 30,344.89

HIGHMORE HARROLD SCHOOL
PO BOX 416
415 IOWA ST
HIGHMORE, SD 57345

Previous Balance: \$42,857.15
Amount Paid: (\$41,226.59)
Adjustments: \$0.00
Premium: \$39,697.07
Amount Due: \$41,327.63

Customer ID: 000260

Account ID: 4295

Subscriber ID	Subscriber Name	Coverage Eff	Size	Type	From	Thru	Rate	Tot Prem
20016106401	BEASTROM, DIANE P	1/1/2013	1	S	11/1/2016	11/30/2016	\$813.88	\$813.88
20036809401	CERMAK, QUINTON J	9/1/2013	5	F	11/1/2016	11/30/2016	\$2,038.22	\$2,038.22
20000659001	CHILSON, MARK J	1/1/2013	2	F	11/1/2016	11/30/2016	\$2,038.22	\$2,038.22
50002484001	FARSTVEET, JENNIFER J	7/1/2016	2	F	11/1/2016	11/30/2016	\$2,038.22	\$2,038.22
40000117701	HAGUE, KELLY J	1/1/2013	1	S	11/1/2016	11/30/2016	\$813.88	\$813.88
20018153701	INGLE, DEBRA L	1/1/2013	1	S	11/1/2016	11/30/2016	\$813.88	\$813.88
20013463801	KROEPLIN, ALANA M	1/1/2013	1	S	11/1/2016	11/30/2016	\$813.88	\$813.88
50002557701	POEPPPEL, CHELSEY R	9/1/2014	1	S	11/1/2016	11/30/2016	\$813.88	\$813.88
20013462701	TIBBS HUSTED, VICKIE	7/1/2014	5	F	11/1/2016	11/30/2016	\$2,038.22	\$2,038.22
50013717801	VANDERVORST, GRANT L	9/1/2016	5	F	11/1/2016	11/30/2016	\$2,038.22	\$2,038.22
20000660901	WHEELHOUSE, EVELYN A	1/1/2013	1	S	11/1/2016	11/30/2016	\$813.88	\$813.88
Group 0002600001			Total Sub/Mbrs		11 / 25		\$15,074.38	
50009226001	BALOUN, RHONDA	9/1/2015	1	S	11/1/2016	11/30/2016	\$745.75	\$745.75
20028788701	BECKER, SCARLET	1/1/2013	1	S	11/1/2016	11/30/2016	\$745.75	\$745.75
50009343001	BONNICHSEN, MORGAN F	9/1/2015	1	S	11/1/2016	11/30/2016	\$745.75	\$745.75
20000658401	BROWN, LESLIE	7/1/2016	1	S	11/1/2016	11/30/2016	\$745.75	\$745.75
20000659101	CLEMENT, JAN	1/1/2013	3	F	11/1/2016	11/30/2016	\$1,867.61	\$1,867.61
20016703201	HILLMER, DAWN	7/1/2014	1	S	11/1/2016	11/30/2016	\$745.75	\$745.75
20033695101	HIRSCH, KYRA D	7/1/2016	4	F	11/1/2016	11/30/2016	\$1,867.61	\$1,867.61
50000067301	HYDE, SHELBY M	9/1/2013	1	S	11/1/2016	11/30/2016	\$745.75	\$745.75
10028200901	JONES, KENNETH J	7/1/2014	1	S	11/1/2016	11/30/2016	\$745.75	\$745.75
20000659601	KRICK, MARILYN A	1/1/2013	1	S	11/1/2016	11/30/2016	\$745.75	\$745.75
20000659801	LAMONT, CHANTREL A	7/1/2014	4	F	11/1/2016	11/30/2016	\$1,867.61	\$1,867.61
20025993601	LIECHTI, BRENT M	1/1/2013	1	S	11/1/2016	11/30/2016	\$745.75	\$745.75
20028284101	MARSO, BRIAN	1/1/2013	1	S	11/1/2016	11/30/2016	\$745.75	\$745.75
20036809301	MCCAULEY, SAMIE	9/1/2013	1	S	11/1/2016	11/30/2016	\$745.75	\$745.75
50005968901	MCGOWAN, CHRISTINE P	9/1/2015	1	S	11/1/2016	11/30/2016	\$745.75	\$745.75
20000660101	NEMEC, DIANE L	1/1/2013	1	S	11/1/2016	11/30/2016	\$745.75	\$745.75
20000660301	NEMEC, KATHRYN M	1/1/2013	1	S	11/1/2016	11/30/2016	\$745.75	\$745.75
20000660201	OLSON, RENAE	1/1/2013	1	S	11/1/2016	11/30/2016	\$745.75	\$745.75
20000905501	PRATT, JANIE M	7/1/2015	1	S	11/1/2016	11/30/2016	\$745.75	\$745.75
20000868501	RING, MICHAEL L	1/1/2013	1	S	11/1/2016	11/30/2016	\$745.75	\$745.75

Addendum to Kayla Kaltenbach's 2016-17 Contract:

It is further agreed that the party of the first part will receive a salary adjustment. Party of the first part will be paid \$1,300.00. Total for the contract shall read:

SY = \$18,250.00

Salary Adjustment = \$1,300.00

Golf Advisor = 2,712.00

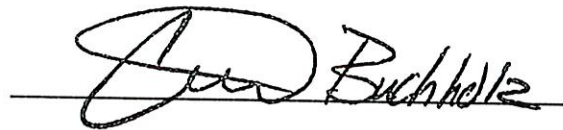
Band Advisor (.5) = 961.00

Vocal Advisor (.5) = \$961.00

Total: \$24,184.00



Employee Signature



Board President



Business Manager

TEACHER'S CONTRACT

STATE OF SOUTH DAKOTA)
) SS.
COUNTY OF HYDE)

HIGHMORE-HARROLD SCHOOL DISTRICT 34-2

With

Melissa Todd TEACHER

THIS AGREEMENT, executed in duplicate this 9th day of March 2015, by and between Melissa Todd, party of the first part, and HIGHMORE-HARROLD SCHOOL DISTRICT 34-2 of HYDE COUNTY, SOUTH DAKOTA, party of the second part, WITNESSETH:

1. That the party of the first part hereby certifies that she is the holder of K-12 certificate, Number 68011-1 that expires July 2016 and that she is a citizen of the United States of America, and is duly qualified to teach in the schools of the party of the second part and that such certificate duly qualifies party of the first part to teach the subjects and grades and to fill the position covered by this contract.
2. That the party of the first part for and in consideration of the payment of the sum of \$38,598.00 to be paid in twelve monthly payments, payable on or before the 20th day of each month as consideration for the performance of this entire contract, contracts and agrees to teach in the public schools of the said district for the full 2015-2016 school term, beginning on or about August 15, 2015 with such vacation intervals as shall be determined upon and directed by the said party of the second part; and payments to be made in warrants of the second party drawn on its treasury, to be received and accepted at the face value thereof.
3. It is agreed that the part of the first part shall be under the authority of the Board of Education and superintendent, and perform such duties as are assigned by the party of the second part and its officers and designated representatives including teaching prescribed courses as assigned and assisting in extra-curricular activities, and That all provisions relative to duties of teachers set forth in the statutory laws of South Dakota shall be fully and completely performed by the party of the first part, and such party shall maintain all qualifications required thereby.
4. It is agreed that it would be impractical or extremely difficult to fix actual damage in the event of a breach hereof by the party of the first part, and that it shall be presumed that the amount of damage from any such breach be as provided for in the negotiated agreement adopted by the School District which provision is incorporated herein by reference and made a part hereof as if set forth in full and that such amounts may be deducted from any amounts due or owing at the time of the breach or subsequently becoming due from the party of the second part unto the party of the first part.
5. It is further agreed that in the event of the rescission of this Contract, made at the request of the party of the first part, that the amounts set forth herein before as liquidated damages in the event of a breach hereof by such party of the first part shall be retained by the party of the second part as compensation for such agreement to rescind, unless specifically agreed otherwise in writing, and signed by a majority of the members of the school board of the party of the second part. However, this provision shall in no way be considered as making it obligatory upon the Highmore-Harrold School District 34-2 to rescind the contract upon request.
6. It is further agreed that if, due to circumstances beyond the control of the party of the first part, party of the first part is unable to complete her contractual obligations set forth herein, then such party shall be paid the pro rata amount of the entire salary provided for under the Contract as such time bears to the time contracted to teach to the time actually taught.
7. It is further agreed:
that the party of the first part will be instrumental instructor and vocal director for the Highmore-Harrold School District. It is further agreed that the party of the first part and party of the second part are bound by the negotiated agreement and all articles contained therein. Party of the first part will be band director, \$1,779.00; and vocal director, \$1,779.00.

SY 10	= 35,040.00
Band	= 1,779.00
Vocal	= 1,779.00
Total	= 38,598.00

8. This contract must be signed by the teacher and returned to the office of the School Superintendent on or before March 9, 2015.

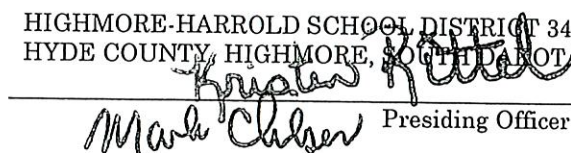
IN WITNESS WHEREOF, party of the first part has signed and party of the second part has caused this Contract to be executed by its officers as provided by law on the day and year first above written.


Teacher

Vacation Address:

Box 14 Highmore

HIGHMORE-HARROLD SCHOOL DISTRICT 34-2
HYDE COUNTY, HIGHMORE, SOUTH DAKOTA 57345


Presiding Officer

Business Manager

2016-17 contracts

HIGHMORE-HARROLD

NAME	2016-17	HEATH INS.	SS/SDRS	TOTAL COMP	nonqualifying
Baloun	\$40,650.00	\$ 7,356.00	\$5,548.73	\$53,554.73	
Beastrom - librarian	\$48,892.00	\$ 7,356.00	\$6,673.76	\$0.00	\$ 62,921.76
Bergeson - 3/4 Guidance	\$10,062.00	\$ -	\$1,373.46	\$11,435.46	\$ 44,269.00
Bonnichsen	\$39,550.00	\$ 7,356.00	\$5,398.58	\$52,304.58	
Brown	\$48,702.00	\$ 7,356.00	\$6,647.82	\$62,705.82	
Clement	\$47,500.00	\$ 7,356.00	\$6,483.75	\$61,339.75	
Domke	\$47,090.00	\$ -	\$6,427.79	\$52,040.34	
Hirsch -Speech ther.	\$38,550.00	\$ 7,356.00	\$5,262.08	\$0.00	\$ 51,168.08
Hyde	\$38,550.00	\$ 7,356.00	\$5,262.08	\$51,168.08	
Jones	\$51,320.00	\$ 7,356.00	\$7,005.18	\$65,681.18	
Knox	\$43,145.00	\$ -	\$5,889.29	\$49,034.29	
Kroeplin	\$40,490.00	\$ 7,356.00	\$5,526.89	\$53,372.89	
Lamont	\$46,100.00	\$ 7,356.00	\$6,292.65	\$59,748.65	
Larson	\$52,030.00	\$ -	\$7,102.10	\$59,132.10	
Liechti	\$39,550.00	\$ 7,356.00	\$5,398.58	\$52,304.58	
Marso	\$44,390.00	\$ 7,356.00	\$6,059.24	\$57,805.24	
Miller	\$44,040.00	\$ -	\$6,011.46	\$50,051.46	
Brummel	\$39,800.00	\$ 7,356.00	\$5,432.70	\$52,588.70	
Olson	\$43,750.00	\$ 7,356.00	\$5,971.88	\$57,077.88	
Poeppel	\$37,800.00	\$ 7,356.00	\$5,159.70	\$50,315.70	
Pratt	\$41,317.00	\$ 7,356.00	\$5,639.77	\$54,312.77	
Ring	\$46,140.00	\$ 7,356.00	\$6,298.11	\$59,794.11	
Schmidt 1/2	\$44,470.00	\$ 7,356.00	\$3,035.07	\$ 35,147.97	\$ 28,209.35
Tibbs	\$44,000.00	\$ 7,356.00	\$6,006.00	\$57,362.00	
Todd	\$41,140.00	\$ 7,356.00	\$5,615.61	\$54,111.61	
Trefz	\$42,240.00	\$ 7,356.00	\$5,765.76	\$55,083.30	
Webb- Pre-school	\$40,200.00	\$ 7,356.00	\$5,487.30	\$0.00	\$53,043.30
Wheelhouse	\$52,389.00	\$ 7,356.00	\$7,151.10	\$66,896.10	
Wortman	\$46,920.00	\$ 7,356.00	\$6,404.58	\$60,680.58	
Total	\$1,240,777.00	\$ 176,544.00	\$166,330.98	\$1,395,049.84	
Average	\$46,471.05			\$ 1,388,198.00	

STAFF HISTORICAL RAISES

Year	2017	2016	2015	2014
Classified @ HR	\$0.50	\$0.50	\$ 0.40	\$ 0.50
Health Ins. @ month	\$50.00	\$50.00	\$50	\$40
SUPERINTENDENT	\$72,400.00	\$72,000.00		
PRINCIPAL	\$60,000.00	\$58,500.00		
BUS. MANAGER	\$33,000.00	\$31,000.00		