

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

Name of School District: Highmore-Harrold 34-2

School Year: 2017

FY2016 Total Teacher Compensation:	\$1,230,360		
FY2016 Average Teacher Compensation:	\$49,472		
FY2017 Total Teacher Compensation:	\$1,360,942	Difference Total TC:	\$130,582
FY2017 Average Teacher Compensation:	\$56,824	Difference Avg TC:	\$7,352
FY2017 Total Teacher Compensation Accountability:	\$1,388,198	Difference Accountability #1	(\$27,256)
FY2017 Average Teacher Compensation Accountability:	\$54,756	Difference Accountability #2	\$2,068

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.

1. Copy of teacher compensation report for certified music teacher who left the system after FY 2016. Melissa Todd: Salary and benefits = \$46,379
2. Copy of teacher compensation report for certified music teacher hired in December for 2nd semester FY 2017, Kayla Kaltenbach: salary and benefits = \$22,219 (Kayla declined to take the health insurance benefit.
3. Copies of Todd and Kaltenbach's contracts.
4. Health insurance invoices for October and November showing employee dropping the insurance benefit after marrying in October 2016. -\$613 x 10 months = \$6130.

Please explain the reason(s) for this request:

Highmore-Harrold School District lost our music teacher when she left the District after the FY 2016. We were unable to fill the position until December 2016 for the 2nd semester.
We had a science teacher who got married in October 2016 and dropped her health insurance benefit with us to be on her husband's plan.

Contact Person:

Quinton Cermak

Title:

Superintendent

Date:

10/11/17

Signature:

[Signature]

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: _____