

# Jones County School District 37-3

PO Box 109 • Murdo, SD 57559

**Grades K-6**

305 Jefferson Ave.  
Phone: 605-669-2297  
Fax: 605-669-3248

**Grades 7-12**

404 Jackson Ave.  
Phone: 605-669-2258  
Fax: 605-669-2904

October 24, 2017

South Dakota Department of Education  
800 Governors Drive  
Pierre, SD 57501

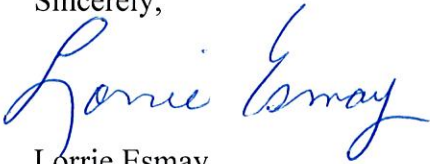
Dear School Finance Accountability Board,

Please consider Jones County School District for a waiver for not meeting Accountability #1 as required by SDCL 13-13-73.6.

Included in our application are spreadsheets showing actual 2017 teacher compensation and another showing what it would have looked like when a teacher retired with fifty plus years and a first year teacher. Also included is the required Teacher Compensation Prior Year/Current Year Comparison. In addition, we also had a teacher go from full time to .57 as seen by the spreadsheet.

Due to our circumstances I thank you for considering us for a waiver.

Sincerely,



Lorrie Esmay  
Superintendent

[lorrie.esmay@k12.sd.us](mailto:lorrie.esmay@k12.sd.us)

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Due to our circumstances I thank you for considering us for a waiver.

Sincerely,

Lorrie Esmay  
Superintendent  
[lorrie.esmay@k12.sd.us](mailto:lorrie.esmay@k12.sd.us)

## Report: Teacher Compensation Prior Year/Current Year Comparison

From 2016 to 2017

District Number: 37003

District Name: Jones County 37-3

<u>Last Name</u>	<u>FTE</u>	<u>FY16 Total Compensation</u>	<u>FTE</u>	<u>FY17 Total Compensation</u>
Aman, Sharon	1.00	\$45,119	1.00	\$54,495
Ball, Beverly	1.00	\$48,565	0.57	\$33,132
Barnes, Nicole			1.00	\$48,660
Borah, Christina	1.00	\$39,382	1.00	\$48,104
Brost, Christy	1.00	\$44,976	1.00	\$54,241
Comp, Rose	1.00	\$46,647	1.00	\$56,179
Daum, Jane	1.00	\$40,903	1.00	\$55,767
Dowling, Bonnie	1.00	\$38,459	1.00	\$47,415
Drayer, Jeanette	1.00	\$38,467	1.00	\$47,423
Iversen, Sophie	0.57	\$20,210	0.57	\$27,760
Kinsley, Teri	1.00	\$39,277	1.00	\$48,233
Long, Nicole	0.57	\$22,496		
Lutz, Loren	0.26	\$12,347		
Macarthur, Kenton	1.00	\$38,746	1.00	\$48,000
Miller, Carmen	1.00	\$48,499	1.00	\$58,077
Nash, Kelcy	0.43	\$6,060		
Newbold, Koleene			1.00	\$55,822
Peters, Margie	1.00	\$57,760		
Saunders, Olivia			1.00	\$48,077
Stewart, Andrew	1.00	\$38,746	1.00	\$48,030
Stewart, Holly	1.00	\$38,746	1.00	\$48,030
Venard, Deborah	1.00	\$39,174	1.00	\$48,130
Venard, Katie	1.00	\$39,360	1.00	\$48,551
Willert, Debra	1.00	\$44,186		
<b>Total FTE/Compensation:</b>	<b>18.83</b>	<b>\$788,125</b>	<b>18.14</b>	<b>\$924,126</b>
<b>Average Compensation:</b>		<b>\$41,855</b>		<b>\$50,944</b>



## What YR2017 Teacher Compensation would have been with Retired Teacher

Instructional Staff	Salary	Insurance		FICA SS 6.2%		Retirement		Total Benefits		Total	FTE
Sharon Aman	42,960.00	6,141.00	14.3%	2,816.65	7.65%	2,577.60	6%	11,535.00	21.17%	54,495.00	1
Bev Ball	44,040.00	8,743.00	19.9%	2,700.22	7.65%	2,642.40	6%	14,086.00	42.51%	33,132.00	0.57
Christina Borah	39,560.00	3,404.00	8.6%	2,765.93	7.65%	2,373.60	6%	8,544.00	17.76%	48,104.00	1
Christy Brost	43,320.00	5,423.00	12.5%	2,899.12	7.65%	2,599.20	6%	10,921.00	20.13%	54,241.00	1
Rose Comp	42,630.00	8,370.00	19.6%	2,620.89	7.65%	2,557.80	6%	13,549.00	24.12%	56,179.00	1
Jane Daum	43,870.00	6,398.00	14.6%	2,866.61	7.65%	2,632.20	6%	11,897.00	21.33%	55,767.00	1
Bonnie Dowling	41,720.00	-	0.0%	3,191.58	7.65%	2,503.20	6%	5,695.00	12.01%	47,415.00	1
Jeanette Drayer	41,727.00	-	0.0%	3,192.12	7.65%	2,503.62	6%	5,696.00	12.01%	47,423.00	1
Sophie Iversen	22,285.00	2,634.00	11.8%	1,503.30	7.65%	1,337.10	6%	5,474.00	19.72%	27,759.00	0.57
Teri Kinsley	42,440.00	-	0.0%	3,246.66	7.65%	2,546.40	6%	5,793.00	12.01%	48,233.00	1
Nicole Barnes	39,360.00	4,253.00	10.8%	2,685.69	7.65%	2,361.60	6%	9,300.00	19.11%	48,660.00	1
Kenton MacArthur	39,200.00	3,735.00	9.5%	2,713.07	7.65%	2,352.00	6%	8,800.00	18.33%	48,000.00	1
Carmen Miller	43,680.00	9,133.00	20.9%	2,642.85	7.65%	2,620.80	6%	14,397.00	24.79%	58,077.00	1
Andrew Stewart	39,200.00	3,767.00	9.6%	2,710.62	7.65%	2,352.00	6%	8,830.00	18.38%	48,030.00	1
Holly Stewart	39,200.00	3,767.00	9.6%	2,710.62	7.65%	2,352.00	6%	8,830.00	18.38%	48,030.00	1
Deb Venard	42,349.00	-	0.0%	3,239.70	7.65%	2,540.94	6%	5,781.00	12.01%	48,130.00	1
Katie Venard	39,400.00	4,085.00	10.4%	2,701.60	7.65%	2,364.00	6%	9,151.00	18.85%	48,551.00	1
Kolene Newbold	40,800.00	10,236.00	25.1%	2,338.15	7.65%	2,448.00	6%	15,022.00	26.91%	55,822.00	1
Olivia Saunders				-		-		-		-	
MARGIE PETERS	49,910.00	10,535.00	21.1%	3,012.19	7.65%	2,994.60	6%	16,542.00	24.89%	66,452.00	1
	758,714.00	90,624.00	11.9%	52,557.57	7.65%	43,664.46	6%	189,843.00	20.14%	942,500.00	18.14
								Accountability Goal:		935,315.00	
\$7880 YR 16-17 Increase in Teachers Salary								Difference:		7,185.00	
			Average Teacher Compensation=			\$ 51,957.00					
Accountability Goal:						47,573.00					
Difference: \$						4,384.00					

## Actual YR 2017 Teacher Compensation

Instructional Staff 21	Salary	Insurance		FICA SS 6.2%		Retirement		Total Benefits		Total	FTE
Sharon Aman	42,960.00	6,141.00	14.3%	2,816.65	7.65%	2,577.60	6%	11,535.00	21.17%	54,495.00	1
Bev Ball	25,103.00	4,983.51	19.9%	1,539.14	7.65%	1,506.18	6%	8,029.00	24.23%	33,132.00	0.57
Christina Borah	39,560.00	3,404.00	8.6%	2,765.93	7.65%	2,373.60	6%	8,544.00	17.76%	48,104.00	1
Christy Brost	43,320.00	5,423.00	12.5%	2,899.12	7.65%	2,599.20	6%	10,921.00	20.13%	54,241.00	1
Rose Comp	42,630.00	8,370.00	19.6%	2,620.89	7.65%	2,557.80	6%	13,549.00	24.12%	56,179.00	1
Jane Daum	43,870.00	6,398.00	14.6%	2,866.61	7.65%	2,632.20	6%	11,897.00	21.33%	55,767.00	1
Bonnie Dowling	41,720.00	-	0.0%	3,191.58	7.65%	2,503.20	6%	5,695.00	12.01%	47,415.00	1
Jeanette Drayer	41,727.00	-	0.0%	3,192.12	7.65%	2,503.62	6%	5,696.00	12.01%	47,423.00	1
Sophie Iversen	22,285.00	2,634.00	11.8%	1,503.30	7.65%	1,337.10	6%	5,474.00	19.72%	27,760.00	0.57
Teri Kinsley	42,440.00	-	0.0%	3,246.66	7.65%	2,546.40	6%	5,793.00	12.01%	48,233.00	1
Nicole Barnes	39,360.00	4,253.00	10.8%	2,685.69	7.65%	2,361.60	6%	9,300.00	19.11%	48,660.00	1
Kenton MacArthur	39,200.00	3,735.00	9.5%	2,713.07	7.65%	2,352.00	6%	8,800.00	18.33%	48,000.00	1
Carmen Miller	43,680.00	9,133.00	20.9%	2,642.85	7.65%	2,620.80	6%	14,397.00	24.79%	58,077.00	1
Andrew Stewart	39,200.00	3,767.00	9.6%	2,710.62	7.65%	2,352.00	6%	8,830.00	18.38%	48,030.00	1
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Deb Venard	42,349.00	-	0.0%	3,239.70	7.65%	2,540.94	6%	5,781.00	12.01%	48,130.00	1
Katie Venard	39,400.00	4,085.00	10.4%	2,701.60	7.65%	2,364.00	6%	9,151.00	18.85%	48,551.00	1
Kolene Newbold	40,800.00	10,236.00	25.1%	2,338.15	7.65%	2,448.00	6%	15,022.00	26.91%	55,822.00	1
Oliva Saunders	39,000.00	4,064.00	10.4%	2,672.60	7.65%	2,340.00	6%	9,077.00	18.88%	48,077.00	1
	<b>747,804.00</b>	<b>80,393.51</b>	<b>10.8%</b>	<b>51,056.90</b>	<b>7.65%</b>	<b>44,868.24</b>	<b>6%</b>	<b>176,321.00</b>	<b>19.08%</b>	<b>924,126.00</b>	<b>18.14</b>
								<b>Accountability Goal:</b>		<b>935,315.00</b>	
								<b>Difference:</b>		<b>(11,189.00)</b>	
<b>\$7880 YR 16-17 Increase in Teachers Salary</b>											
				Average Teacher Salary=		\$ 41,224.00					
				Average Teacher Compensation=		\$ 50,944.00					
				<b>Accountability Goal:</b>		<b>47,573.00</b>					
				<b>Difference: \$</b>		<b>3,371.00</b>					

Replaced Retired Teacher

	FY 2016	
	FTE	Total Compensation
Total FTE/Compensation:	18.83	788,125.00
Average Compensation:		41,855.00

	FY 2017	
	FTE	Total Compensation
	18.14	924,126.00
		50,944.00

	Increase from FY16 to FY17	
	FTE	Total Compensation
	-0.69	136,001.00
		9,089.00



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October 27, 2017

South Dakota Department of Education  
800 Governors Drive  
Pierre, SD 57501

Dear School Finance Accountability Board,

Enclosed you will find the additional supporting documentation for our waiver:

Increases in Compensation to other staff  
Expected Expenditure on Teacher Compensation

Also included is what 2017 teacher compensation would have been if FTE stayed as expected.

Thank you for your assistance with this waiver. I appreciate your assistance and consideration.

Sincerely,



Lorrie Esmay  
Superintendent  
[lorrie.esmay@k12.sd.us](mailto:lorrie.esmay@k12.sd.us)

## Projected Teacher Compensation for YR 2016-2017

Instructional Staff	Salary	Insurance		FICA SS 6.2%		Retirement		Total Benefits		Total	FTE
Sharon Aman	42,960.00	6,141.00	14.3%	2,816.65	7.65%	2,577.60	6%	11,535.00	21.17%	54,495.00	1
Bev Ball	44,040.00	8,743.00	19.9%	2,700.22	7.65%	2,642.40	6%	14,086.00	24.23%	58,126.00	1.00
Christina Borah	39,560.00	3,404.00	8.6%	2,765.93	7.65%	2,373.60	6%	8,544.00	17.76%	48,104.00	1
Christy Brost	43,320.00	5,423.00	12.5%	2,899.12	7.65%	2,599.20	6%	10,921.00	20.13%	54,241.00	1
Rose Comp	42,630.00	8,370.00	19.6%	2,620.89	7.65%	2,557.80	6%	13,549.00	24.12%	56,179.00	1
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Bonnie Dowling	41,720.00	-	0.0%	3,191.58	7.65%	2,503.20	6%	5,695.00	12.01%	47,415.00	1
Jeanette Drayer	41,727.00	-	0.0%	3,192.12	7.65%	2,503.62	6%	5,696.00	12.01%	47,423.00	1
Sophie Iversen	22,285.00	2,634.00	11.8%	1,503.30	7.65%	1,337.10	6%	5,474.00	19.72%	27,760.00	0.57
Teri Kinsley	42,440.00	-	0.0%	3,246.66	7.65%	2,546.40	6%	5,793.00	12.01%	48,233.00	1
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Deb Venard	42,349.00	-	0.0%	3,239.70	7.65%	2,540.94	6%	5,781.00	12.01%	48,130.00	1
Katie Venard	39,400.00	4,085.00	10.4%	2,701.60	7.65%	2,364.00	6%	9,151.00	18.85%	48,551.00	1
Kolene Newbold	40,800.00	10,236.00	25.1%	2,338.15	7.65%	2,448.00	6%	15,022.00	26.91%	55,822.00	1
Oliva Saunders	39,000.00	4,064.00	10.4%	2,672.60	7.65%	2,340.00	6%	9,077.00	18.88%	48,077.00	1
Jed McNaughton	40,440.00	4,949.00	12.2%	2,715.06	7.65%	2,426.40	6%	10,090.00	19.97%	50,530.00	1
	<b>788,244.00</b>	<b>84,153.00</b>	<b>10.7%</b>	<b>52,217.98</b>	<b>7.65%</b>	<b>46,004.46</b>	<b>6%</b>	<b>192,468.00</b>	<b>19.25%</b>	<b>999,650.00</b>	<b>19.57</b>
\$7880 16-17				avg salary =		\$ 40,278.00					
				avg salary w/ benefits=		\$ 51,081.00					



# What YR2017 Teacher Compensation would have been if FTE stayed as expected

Instructional Staff 21	Salary	Insurance		FICA SS 6.2%		Retirement		Total Benefits		Total	FTE
Sharon Aman	42,960.00	6,141.00	14.3%	2,816.65	7.65%	2,577.60	6%	11,535.00	21.17%	54,495.00	1
Bev Ball	44,040.00	8,743.00	19.9%	2,700.22	7.65%	2,642.40	6%	14,086.00	24.23%	58,126.00	1.00
Christina Borah	39,560.00	3,404.00	8.6%	2,765.93	7.65%	2,373.60	6%	8,544.00	17.76%	48,104.00	1
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Kolene Newbold	40,800.00	10,236.00	25.1%	2,338.15	7.65%	2,448.00	6%	15,022.00	26.91%	55,822.00	1
Oliva Saunders	39,000.00	4,064.00	10.4%	2,672.60	7.65%	2,340.00	6%	9,077.00	18.88%	48,077.00	1
	766,741.00	84,153.00	11.0%	52,217.98	7.65%	46,004.46	6%	182,378.00	19.22%	949,120.00	18.57
								Accountability Goal:		935,315.00	
\$7880 YR 16-17 Increase in Teachers Salary								Difference:		13,805.00	
				Average Teacher Salary=		\$ 42,268.00					
			Average Teacher Compensation=			\$ 52,322.00					
Accountability Goal:						47,573.00					
Difference:						\$ 4,749.00					

Changed from 1 FTE to .57 - unexpected

Replaced Retired Teacher



## TOTAL COMPENSATION COMPARISON / NON-TEACHING POSITIONS

	YR 2016	YR2017	DIFFERENCE
ADMINISTRATION	215,152.00	208,786.00	(6,366.00)
SCHOOL SUPPORT SPECIALISTS	52,862.00	62,322.00	9,460.00
CLASSIFIED STAFF	324,646.00	347,001.00	22,355.00