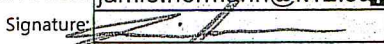


**Request for Waiver - Teacher Compensation Accountabilities**  
SDCL 13-13-73.6

Name of School District: **Kadoka Area School District 35-2**

School Year: **2016-2017**

Contact Person: **Jamie Hermann**  
Phone Number: **605 837 2172**  
Date: **10-18-2017**

Title: **Superintendent**  
Email Address: **jamie.hermann@k12.sd**  
Signature: 

FY2016 Total Teacher Compensation: \$ **1,884,003**  
FY2016 Average Teacher Compensation: \$ **50,878**

FY2017 Total Teacher Compensation: \$ **2,213,611**  
FY2017 Average Teacher Compensation: \$ **55,065**

FY2017 Total Teacher Compensation Accountability \$ **166,223**  
FY2017 Average Teacher Compensation Accountability \$ **4,311**

Difference Total TC: \$ **329,608**  
Difference Avg TC: \$ **4,187**

Difference Accountability #1 \$ **NA**  
Difference Accountability #2 \$ **124**

**Check the appropriate accountability:**

Request to Waive Accountability #1: Total Expenditures for Teacher Compensation

Request to Waive Accountability #2: Average Teacher Compensation

|                                     |
|-------------------------------------|
| <input type="checkbox"/>            |
| <input checked="" type="checkbox"/> |

Please list all documents provided to the board supporting this request\*:

\* Districts must submit Teacher Compensation Report (as reported for Annual Report)

Average teacher compensation accountability spreadsheet.

Please explain the reason(s) for this request:

Health inc is offered to all certified staff. At the time of negotiations our music teacher took the health in benifit (12 months @ \$685). A teacher to replace her was hired and elected not to take the district health inc.  
When she declined the district health inc that decreased the average teacher compensation.  
Our district has also had a declining enrollment for the past three years.

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 Circumstance.

**School Finance/Accountability Board Action**

Approved ☐

Denied ☐

Date:

**Appropriations Committee Action**

Approved ☐

Denied ☐

Date: