

Kimball School District #7-2

Teacher Compensation/Accountability #1

Explanation

to School Finance Accountability Board (SFAB)

on November 16, 2017

prepared by Eileen L Kroupa, Business Manager



Report: Teacher Compensation
Prior Year/Current Year Comparison

From 2016 to 2017

District Number: 07002

District Name: Kimball 07-2

Last Name	SSN	FTE	ORIGINAL Total Compensation 2016	CORRECTED FTE 2016	CORRECTED SALARY 2016	FTE	Total Compensation	
Biskeborn, Jenna	[Redacted]	1.00	\$41,029	1.00	\$41,029	1.00	\$48,009	
Bohlender, Dawn		1.00	\$47,287	1.00	\$47,287			
Bosworth, Delesa		1.00	\$53,026	1.00	\$53,026	1.00	\$60,009	
Bowman, Nichole		1.00	\$42,737	1.00	\$42,737			
Deffenbaugh, Sarah		1.00	\$51,635	1.00	\$51,635	1.00	\$58,618	
Dykstra, Matthew		1.00	\$47,187	1.00	\$47,187			
Dykstra, Tacey				0.00	\$0	1.00	\$49,307	
Gillogly, Drew		1.00	\$42,626	1.00	\$42,626	0.40	\$19,980	\$29,628 Annual Change
Goodall, Katie		1.00	\$47,286	1.00	\$47,286	1.00	\$54,266	
Heinemann, Christopher		1.00	\$40,460	1.00	\$40,460	1.00	\$47,440	
Jackson, Lisa	[Redacted]	1.00	\$55,966	1.00	\$55,966	1.00	\$62,881	
Jones, Chayna		1.00	\$39,613	1.00	\$39,613	1.00	\$51,971	
Kelsey, Rita		1.00	\$48,027	1.00	\$48,027	1.00	\$54,939	
Konechne, Patricia		1.00	\$57,150	1.00	\$57,150	1.00	\$64,066	
Konechne, Thomas		0.87	\$38,734	0.87	\$38,734	1.00	\$51,157	
Lang, Karen		0.81	\$36,367	0.81	\$36,367	0.75	\$41,976	
Larson, Lisa		1.00	\$53,040	1.00	\$53,040	1.00	\$60,025	
Mccord, Stephanie		0.60	\$27,317	0.50	\$22,764	0.50	\$26,277	
Mcglumphy, Erin		1.00	\$47,226	1.00	\$47,226			
Miller, Kamden		1.00	\$48,613	1.00	\$48,613	1.00	\$55,596	
Nielsen, Tacey	[Redacted]	1.00	\$48,026	1.00	\$48,026			
Olson, Kendra		1.00	\$45,680	1.00	\$45,680	1.00	\$52,660	
Oorlog, Jenna				0.00	\$0	1.00	\$47,664	
Pulse, Nicole		1.00	\$49,755	1.00	\$49,755	1.00	\$56,740	
Rasmussen, Rebecca				0.00	\$0	1.00	\$53,182	
Stoneback, Ronald		1.00	\$50,081	1.00	\$50,081			
Suelflow, Susan		1.00	\$46,058	1.00	\$46,058	1.00	\$53,639	
Taylor, Dale		1.00	\$50,082	1.00	\$50,082	1.00	\$56,081	
Thury, Kelsey				0.00	\$0	1.00	\$46,341	
Truman, Jessamy		1.00	\$50,646	1.00	\$50,646	1.00	\$52,408	
Vanderheiden, Dawn	[Redacted]			0.00	\$0	1.00	\$54,198	
Walsh, Tracey				0.00	\$0	1.00	\$52,269	
Whetham, Alyssa		1.00	\$43,535	1.00	\$43,535	1.00	\$55,752	
Whitlatch, Sarah		1.00	\$47,039	1.00	\$47,039			
Woodard, Molly						1.00	\$51,561	
Total FTE/Compensation:		27.28	\$1,296,228	27.18	\$1,291,675	26.65	\$1,439,012	\$147,337 District Increase
							\$1,468,347	Target Total Compensation

ORIGINAL Average Compensation FY2016
CORRECTED Avg Compensation 2016

\$47,516
\$47,523

\$52,476 Target Average Compensation

\$29,335

Average TC 2017

\$53,996.70

Accountability #1	\$176,672	Required \$ Increase
Accountability #2	10.42%	Required % Increase in Avg Compensation

The district met accountability #2
Target Average TC for 2017 = \$52,476
District Average TC in 2017 = \$53,997

District did NOT meet accountability #1:
Target Total Compensation must be > \$176,672
District Total Compensation increase = \$147,337
Miss target by \$29,335
Reduction in Salary due to Military Activation = \$29,628

Report: Teacher Compensation Prior Year/Current Year Comparison

From 2016 to 2017

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District Name: Kimball 07-2

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Truman, Jessamy	1.00	\$50,646	1.00	\$52,408	

Request for Waiver – Teacher Compensation Accountabilities

Two items for your consideration:

1. PS/Jr Kindergarten –

- a. FY 2017 Total Teacher Compensation Accountability - target - \$1,472,900
- b. Seeking to correct the 2016 Total Compensation Report - Stephanie McCord, a .6 FTE employee, teaches Junior Kindergarten and preschool.
- c. On the 2016-17 Personnel Record Forms within the school accreditation report, the .6 FTE was reported as the Junior Kindergarten teaching assignment, which we had done since 2015-2016 when the JK program began.
- d. I received a call from Jantina Nelson-Stastny in May 2017 noting that our teacher should also have a preschool assignment. Thus her time as a JK teacher should be .5 FTE.
- e. That reduction of salary and benefits from \$27,317 (.6 FTE) to \$22,764 (.5 FTE) is \$4553.
- f. Therefore I believe there should be a deduction of \$4553 from the \$1,472,900 FY 2017 Total Teacher Compensation Accountability bringing the adjusted target FY 2017 total teacher compensation accountability to \$1,468,347.
- g. Also I would like to corrected the FY 2017 salary and benefit information. Please see the chart on the next page. The \$200/FTE target money is now correctly reported.

Stephanie McCord

Jr Kindergarten/Preschool Teacher

**FY 2017 Corrected
data****Reported**

FY 2017 contract - .6 FTE	\$27,063.00
Social Security, Medicare	\$2,070.00
SD Retirement	\$1,623.00
Dental Insurance	\$480.00
Worker's Comp insurance .49%	<u>\$132.60</u>
	\$31,369.00

1/6 (\$31,369) x 5

.5 contract	\$26,140.80
Plus \$200 (target) x .6 FTE	120.00
SS, Medicare, SD RS	<u>16.96</u>
	\$26,277.76

Salary	\$22,672.50
Benefits	<u>\$3,605.26</u>
	\$26,277.76

FY 2017 contract	\$27,063.00
Plus \$200 target x .6 FTE	<u>\$120.00</u>
	\$27,183.00

Divided by 6 times 5	\$22,652.50
SS, Medicare, SDRS, Ins	<u>\$3,683.05</u>
	\$26,335.55

2. **Military leave –**

- a. Teacher Drew Gillogly was on military activation from November 23, 2016 through May 4, 2017. In February 2017, I called Jantina regarding an employee on leave for military duty and its effect upon the accountability. I did receive a call back Jantina and Travis regarding this particular item. An adjustment to the FTE and salary were OK'd to be made to reflect his time actually in the classroom and salary to be earned.
- b. He has a 175 teaching contract and was present for 71 days or .4 FTE. His teaching contract issued and signed in April 2016 with a salary of \$43,262.00 plus benefits or \$49,607.53. Over the year he was paid on his teaching salary with benefits \$19,979.97, a difference of \$29,627.56.
- c. A certified long-term substitute and a non-certified substitute for the LT sub were hired to fill those days when Mr Gillogly was away. The amount of \$12,919.34 was paid in salary and benefits (SS, Medicare) to those substitutes.
- d. A slight correction needs to be made for the FY 2017 data please see the chart on the following page. The \$200 target money was paid in full to Drew.

Drew Gillogly**2017 Corrected data****Reported**

K-12 Technology Teacher

FY 2017 contract	\$43,262.00
Social Security, Medicare	3309.54
SD Retirement	2595.72
Worker's Comp insurance .49%	<u>211.98</u>
	\$49,379.24

.4 FTE Salary	\$19,751.69
Plus \$200 (target)	\$200.00
SS, Medicare, SD RS	<u>\$28.28</u>
	\$19,979.97

FY 2017 contract	\$43,262.00
Plus \$200 target	\$200.00
SS, Medicare, SDRS	<u>\$6,145.53</u>
	\$49,607.53

.4 FTE salary	\$19,843.01
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The \$200 was given in full to Mr Gillogly, not at .4 FTE.
The corrected data shows the full \$200 received.

Policy
MILITARY LEAVE

Descriptor Code: GCBDD

Pursuant to the Uniformed Services Employment and Reemployment Rights Act (USERRA), the Superintendent shall grant military leave to employees for voluntary or involuntary service in the uniformed services of the United States, upon receipt of the required notice. Benefits shall be maintained for these employees as required by law and/or collective bargaining agreements. A service member who returns to the District for work following a period of active military duty must be reinstated to the same or similar position and at the same rate of pay unless otherwise provided by law.

Time spent in active military service shall be counted in the same manner as regular employment for purposes of seniority or District service unless otherwise provided in a collective bargaining agreement.

The District will not discriminate in hiring, reemployment, promotion or benefits based upon membership or service in the uniformed services. The Superintendent may enact rules to implement this policy.

All requests for military leave will be submitted to the Superintendent in writing accompanied by copies of the proper documentation showing the necessity for the military leave request.

Unless otherwise impossible, all requests for military leave will be submitted at least one full month in advance of the date military service is to begin. Persons returning from military leave are asked to give notice of intent to return to the Superintendent, in writing, at least one full month in advance of the return date.

Periods of Entitlement for all reserve components:

1. **Differential Pay:** If the military pay is less than the pay with the Kimball School District the employee is eligible for differential pay. The employee must provide military pay vouchers or other documentation and the Kimball School District will determine the difference between the military pay and the pay of the Kimball School District. Differential pay is made from the same source of funds as the employee's salary.
2. **Scheduled Unit Assemblies:** Regularly scheduled unit assemblies usually occur on weekends and are referred to as "drills". If an employee is required to leave on a workday, the employee may be allowed to use military leave with pay or other eligible paid leave. This military leave with pay is included in the 15 days allowed each federal fiscal year (October 1 to September 30) for training.
3. **Additional Periods of Entitlement:** Military leave with pay shall be granted for infrequent special activities in the interest of the state when so authorized by the Governor or his designee. This leave is in addition to the 15 days allowed for military training.

The Kimball School may request that the employee submit a copy of the orders or other appropriate documentation of required military duty.

Kimball School Supporting Data

1. A worksheet dated 4.20.16 with anticipated expenditures to meet accountabilities exceeding the target by \$1227.
2. A worksheet with FY Accountability Targets – in order to meet the target difference of \$5289 due to changes in salaries/benefits due to four resignations and four new hires from FY 16 to FY 17. An increase of \$200/FTE (plus benefits) was paid to the teachers in June 2017 and became part of their ongoing salaries as per board action in a good faith effort to meet the accountabilities. (May 2017 information to BOE)
3. Documentation from the negotiation agreement as to the additional \$200/FTE.
4. Negotiation summaries for the past three years and current year including: Administration, School Counselor, Classified staff raises, Classified staff listing/wages
5. Teacher Negotiation summary for the past three years and current year including: beginning base pay, rank in base pay, average teacher pay, raises given on the base and to the teacher. Kimball School has been consistently in the top 15% of beginning base pay.
6. Fund balance information/history is another worksheet
7. Copies of contracts for Drew Gillogly who was away on military leave and Stephanie McCord, the Jr Kindergarten/Preschool teacher.
8. Nearly \$4000 was paid on teacher salaries for in-house substitute pay, unused sick leave, and unused personal leave. Teachers with extra-duty contracts also received an increase.
9. Kimball School has four teachers enlisted in the active military. We already know that one teacher will be serving military duty nearly the first two months of the 2018-2019 school year.
10. Kimball School has been deficit spending has been as follows:
FY 2014 - (\$67,116); FY 2015 - (\$36,474); FY 2016 – (\$3674); FY 2017 – (\$3217)
11. Upon the receipt of the letter and the press release re: schools missing the target, further information was provided to the Board of Education at its October meeting, to the staff, and to those patrons that had inquired. People understood after learning about the military activation.

Accountabilities required to be met

*Target 85% of increased need for teacher compensation \$176,672

\$176,672/ 26.475 FTE = \$6673.16 13.97% increase

Percentage increase of new funding for FY 2017 (over base year FY 2016) 12.26%

*Mandatory increase in average salaries and benefits (85% of % increase) 10.42%

FY 2016 average teacher salary and benefits		\$47,586.57		\$1,259,862.32
	x 10.42%	\$4,958.52	x 10.42%	\$131,277.65
		\$6,673.16		\$176,672
		per employee		for 26.475 FTE

TARGET

<u>2015-16 Base</u>	<u>\$34,300</u>	<u>2016-17</u>	<u>\$40,200</u>
Raise	\$5,550.00		\$5,900.00
SS, Med, Ret, WC (14.09%)	\$774.95		831.31
Ins - \$30/mo (\$360)	\$360.00		
	\$6,684.96 x 26.475		\$6,731.31 x 26.475
	\$176,984.31		\$178,211.43

exceeds target by \$1227.12

ELK 4.20.16

FY 17 Accountability Targets

1. FY 17 Target Average Teacher Compensation - \$52,469

a. Met the target - \$53,562

2. FY Target Total Teacher Compensation - \$1,472,900

a. FY 17 - Total Salary - \$1,210,420

b. FY 17 - Total Benefits - \$ 257,191

Total \$1,467,611

Difference - \$5289.00

3. Changes in salaries/benefits from FY 16 to FY 17

a. Bowman/Thury

b. Dykstra/Gillogly

c. Stoneback/Woodard

d. Konechne from .87 to 1.0 (not AD)

e. McGlumphy/Walsh

4. If both are not met, the penalty is a reduction in FY 18 state aid equal to half of the new money a district received in FY 2017. Penalty about \$100,000.

5. Suggest - $27.4 \text{ FTE teachers} / \$5289.00 = \$ 193.02/\text{FTE}$

**** $\$200 \times 13.65\% = \$227.30 \times 27.4 \text{ FTEs} = \6228.02 - target met**

May 2017

HIRING SCHEDULE

***2017-2018 – Base Pay - \$40,500**

Base	Step	Lane
40,500	200	900

	BA	BA + 15	BA + 30	MA	MA + 15	MA + 30	EDS
1	40,500	41,400	42,300	43,200	44,100	45,000	45,900

2007- 2008

Implementation of the Hiring Schedule - \$900 lane change for approved credit hours honored each year

Base increase from 2006-2007 is 3% of that year's base of \$27,600 or \$828.00. Current teachers will receive a 3.2608% increase based upon their 2006-2007 salary.

2008-2009

Hiring base increased from \$28,500 to \$29,600 Current teachers received an \$1100 raise

2009-2010

Hiring base increased from \$29,600 to \$30,500 Current teachers received a 3% increase

2010-2011

Hiring base increased from \$30,500 to \$31,100 Current teachers received a \$600 increase

2011-2012

Hiring base increased from \$31,100 to \$31,750 Current teachers received a \$650 increase

2012-2013

Hiring base increased from \$31,750 to \$32,100 Current teachers received an \$800 increase

2013-2014

Hiring base increased from \$32,100 to \$33,000 Current teachers received a 3% increase
Additionally – teachers in their 1st or 2nd year of teaching in 2012-2013 shall receive a \$200 step


2014-2015

Hiring base increased from \$33,000 to \$33,500 Current teachers received a 4% increase

2015-2016

Hiring base increased from \$33,500 to \$34,300 Current teachers will receive \$800 plus a 1% increase

***2016-2017**

 Hiring base increased from \$34,300 to \$40,200 Current teachers will receive a \$5900 raise due to the new school funding formula requirements. * In April 2017 negotiations were opened in order to add \$200 in salary (plus benefits) for each of the 27.4 FTEs to meet the accountability target as set by the state of SD legislature in 2016.

2017-2018

Hiring base increased from \$40,200 to \$40,500 Current teachers will receive a .8% increase on salary and \$20/month added to health insurance benefit

Kimball School District

<u>Position</u>	<u>2014-15</u>	<u>2015-16</u>	<u>2016-17</u>	<u>2017-18</u>
<u>Administration</u>				
Superintendent - 2 persons over 4 years	74,000	77,000	80,000	82,500
Business Manager	54,000	55,600	62,000	62,000
MS/HS Principal - 2 persons over 4 years	56,000	57,000	60,000	62,500
<u>School Support Specialist</u>				
Counselor	42,961	44,191	51,000	51,610
<u>Classified staff raises</u>				
*All are paid an hourly rate				
FY 15 to FY 16 - \$.50/hr				
FY 16 to FY 17 - 10%				
FY 17 to FY 18 - .8%				
Head Cook - 2 persons over 4 years	15.60	16.10	17.71	13.00
Assistant Cook - 2 persons over 4 years	13.52	14.02	15.42	12.00
Kitchen Helper - 2 persons over 4 years	9.00	10.50	11.55	10.50
Head Custodian	16.67	17.17	18.89	19.04
Custodian	15.13	15.63	17.42	17.56
Bus Drivers - route	20.50	21.00	21.00	21.17
activities	11.56	12.06	12.25	12.35
Secretary	12.85	13.35	14.69	14.81
Librarian (.5 FTE) - 3 persons over 4 years	12.50/10.00	10.50	11.55/11.00	11.09
Para-professional 1	12.63	13.13	14.44	14.56
Para-professional 2	13.74	14.24	15.66	15.79
Para-professional 3	11.30	11.80	12.98	13.08
Para-professional 4 (retired May 2015)	13.74	na	na	na
Para-professional 5 (new in Fall 2015)	na	10.50	11.55	11.64

Kimball School District

<u>Teachers</u>	<u>2014-15</u>	<u>2015-16</u>	<u>2016-17</u>	<u>2017-18</u>
Beginning base pay	33,500	34,300	40,200	40,500
Rank in SD	19	21	15	7 of 58 reporting (as of 11/1/17)
Average teacher pay	39,031	39,508	44,887	45,429
Raises given - on base	\$500 on base	\$800 on base	\$5900 on base	\$300 on base
Teacher raise given	4%	\$800 + 1%	\$6100 (13.97% increase plus the \$200)	.8%

Kimball School District

Fund Balance history

<u>Fiscal Year</u>	<u>Fund Balance June 30th</u>	<u>Expenditures</u>	<u>%</u>
FY 2011	922,489	2,095,364	44.03%
FY 2012	894,513	1,898,377	47.12%
FY 2013	875,108	1,989,209	43.99%
FY 2014	764,853	2,175,149	35.16%
FY 2015	751,771	2,149,995	34.97%
FY 2016	731,768	2,215,910	33.02%
FY 2017	715,550	2,462,538	29.05%

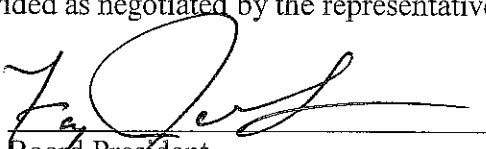
KIMBALL SCHOOL DISTRICT #7-2

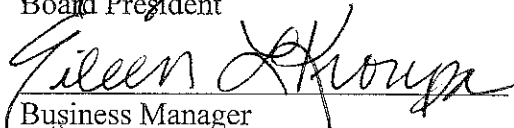
THIS AGREEMENT entered into this 14th day of April, 2015 between the BOARD OF EDUCATION, KIMBALL SCHOOL DISTRICT #7-2, hereinafter referred to as the "Board" and **DREW GILLOGLY** hereinafter referred to as the "Teacher", a person in good standing and with proper qualifications under the laws of the State of South Dakota, and the holder of a valid South Dakota Teachers Certificate,

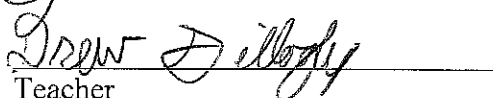
WITNESSETH:

1. That the Board hereby employs the Teacher to teach in the public school of the District under the Supervision and direction of the Superintendent of Schools, or other official designated by the Board commencing in August 2015, for a period of 175 days.
2. In consideration of the services performed by the Teacher, the school district hereby agrees to pay the gross sum of \$37,362.00 minus such withholdings as are provided by law and those mutually agreed upon by the parties, to be paid in the form of a school district check properly drawn and presented to the Teacher beginning September, 2015.
3. That the Teacher agrees to perform the duties of the Teacher's employment to the best of the Teacher's ability, including assigned activities that may be prescribed from time to time by the Superintendent and Principal and agrees not to engage in any other labor, study, or activity which will in any way interfere with the Teacher's efficiency during the terms of this contract.
4. That the Teacher is primarily employed to teach in his area of certification and other duties as assigned in the Kimball School District #7-2.
5. That it is understood that the laws of the State of South Dakota and the rules and regulations of the Board which pertain hereto are made a part of this contract, the same as if expressly set forth herein.
6. Resignation from employment after the date of this contract may subject the Teacher to the following compensatory damages: Prior to June 1st, \$500.00; for a resignation from June 1st to June 30th, \$750.00; for a resignation from July 1st to July 31st, \$1000.00. A resignation after July 31st will not be accepted, except on a showing of extreme hardship and payment of \$2000.00 compensatory damages.
7. That if this contract is not signed or returned to the Superintendent on or before Tuesday, April 21, 2015 the position will be considered vacant.
8. Insurance, benefits, and dues will be provided as negotiated by the representatives of the parties.

4-16-15
Date returned


Board President


Business Manager


Teacher

KIMBALL SCHOOL DISTRICT #7-2

THIS AGREEMENT entered into this 13th day of April, 2016 between the BOARD OF EDUCATION, KIMBALL SCHOOL DISTRICT #7-2, hereinafter referred to as the "Board" and **DREW GILLOGLY** hereinafter referred to as the "Teacher", a person in good standing and with proper qualifications under the laws of the State of South Dakota, and the holder of a valid South Dakota Teachers Certificate,

WITNESSETH:

1. That the Board hereby employs the Teacher to teach in the public school of the District under the Supervision and direction of the Superintendent of Schools, or other official designated by the Board commencing in August 2016, for a period of 175 days in session.

2. In consideration of the services performed by the Teacher, the school district hereby agrees to pay the gross sum of \$37,362.00 (subject to the 2016-17 negotiation agreement) minus such withholdings as are provided by law and those mutually agreed upon by the parties, to be paid in the form of a school district check properly drawn and presented to the Teacher beginning September, 2016.

3. That the Teacher agrees to perform the duties of the Teacher's employment to the best of the Teacher's ability, including assigned activities that may be prescribed from time to time by the Superintendent and Principal and agrees not to engage in any other labor, study, or activity which will in any way interfere with the Teacher's efficiency during the terms of this contract.

4. That the Teacher is primarily employed in his area of certification and other duties as assigned in the Kimball School District #7-2.

5. That it is understood that the laws of the State of South Dakota and the rules and regulations of the Board which pertain hereto are made a part of this contract, the same as if expressly set forth herein.

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7. That if this contract is not signed or returned to the Superintendent on or before Wednesday, April 20, 2016 the position will be considered vacant.

8. Insurance, benefits, and dues will be provided as negotiated by the representatives of the parties.

4/20/16
Date returned

Brent Liefmann
Board President

Green Krouse
Business Manager

Drew Gillogly
Teacher

KIMBALL SCHOOL DISTRICT #7-2

April 22, 2016

In accordance to the provisions of the contract that you were issued and have signed, and now that negotiations are complete, the salary on your contract should read as follows:

Name: **DREW GILLOGLY**

Position: K-12 Computer

Salary: \$43,262.00

COPY

Lane: MA

Total years of teaching experience (including current year): 2

1st year in Kimball: 2014-15

Drew Gillogly
EMPLOYEE

U. Kroun
BUSINESS MANAGER

Please return by Wednesday, April 27, 2016

KIMBALL SCHOOL DISTRICT #7-2

THIS AGREEMENT entered into this 15th day of April, 2015 between the BOARD OF EDUCATION, KIMBALL SCHOOL DISTRICT #7-2, hereinafter referred to as the "Board" and **STEPHANIE McCORD** hereinafter referred to as the "Teacher", a person in good standing and with proper qualifications under the laws of the State of South Dakota, and the holder of a valid South Dakota Teachers Certificate,

WITNESSETH:

1. That the Board hereby employs the Teacher to teach in the public school of the District under the Supervision and direction of the Superintendent of Schools, or other official designated by the Board commencing on or about September 1, 2015, for a period of 105 days. This is a .6 FTE position.

2. In consideration of the services performed by the Teacher, the school district hereby agrees to pay the gross sum of \$23,043.00 minus such withholdings as are provided by law and those mutually agreed upon by the parties, to be paid in the form of a school district check properly drawn and presented to the Teacher beginning September, 2015. ~~\$23,043~~ 4 addnl steps as per next agreement 4 x \$200/

3. That the Teacher agrees to perform the duties of the Teacher's employment to the best of the Teacher's ability, including assigned activities that may be prescribed from time to time by the Superintendent and Principal and agrees not to engage in any other labor, study, or activity which will in any way interfere with the Teacher's efficiency during the terms of this contract. 6/25/15
4.6 =
\$480.00

4. That the Teacher is primarily employed to teach Preschool and other duties as assigned in the Kimball School District #7-2. \$23,523.00
GML


5. That it is understood that the laws of the State of South Dakota and the rules and regulations of the Board which pertain hereto are made a part of this contract the same as if expressly set forth herein.

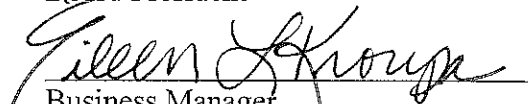
6. Resignation from employment after the date of this contract may subject the Teacher to the following compensatory damages: Prior to June 1st, \$500.00; for a resignation from June 1st to June 30th, \$750.00; for a resignation from July 1st to July 31st, \$1000.00. A resignation after July 31st will not be accepted, except on a showing of extreme hardship and payment of \$2000.00 compensatory damages.

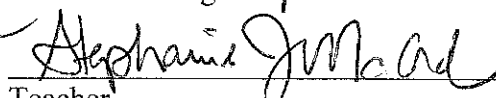
7. That if this contract is not signed or returned to the Superintendent on or before Wednesday, April 22, 2015 the position will be considered vacant.

8. Insurance, benefits, and dues will be provided as negotiated by the representatives of the parties.

April 22, 2015
Date returned


Board President


Business Manager


Teacher

KIMBALL SCHOOL DISTRICT #7-2

THIS AGREEMENT entered into this 13th day of April, 2016 between the BOARD OF EDUCATION, KIMBALL SCHOOL DISTRICT #7-2, hereinafter referred to as the "Board" and **STEPHANIE McCORD** hereinafter referred to as the "Teacher", a person in good standing and with proper qualifications under the laws of the State of South Dakota, and the holder of a valid South Dakota Teachers Certificate,

WITNESSETH:

1. That the Board hereby employs the Teacher to teach in the public school of the District under the Supervision and direction of the Superintendent of Schools, or other official designated by the Board commencing in August 2016, for a period of 175 days in session. This is a .6 FTE position.
2. In consideration of the services performed by the Teacher, the school district hereby agrees to pay the gross sum of \$23,523.00 (subject to the 2016-17 negotiation agreement) minus such withholdings as are provided by law and those mutually agreed upon by the parties, to be paid in the form of a school district check properly drawn and presented to the Teacher beginning September, 2016.
3. That the Teacher agrees to perform the duties of the Teacher's employment to the best of the Teacher's ability, including assigned activities that may be prescribed from time to time by the Superintendent and Principal and agrees not to engage in any other labor, study, or activity which will in any way interfere with the Teacher's efficiency during the terms of this contract.
4. That the Teacher is primarily employed in her area of certification and other duties as assigned in the Kimball School District #7-2.
5. That it is understood that the laws of the State of South Dakota and the rules and regulations of the Board which pertain hereto are made a part of this contract, the same as if expressly set forth herein.
6. Resignation from employment after the date of this contract may subject the Teacher to the following compensatory damages: Prior to June 1st, \$500.00; for a resignation from June 1st to June 30th, \$750.00; for a resignation from July 1st to July 31st, \$1000.00. A resignation after July 31st will not be accepted, except on a showing of extreme hardship and payment of \$2000.00 compensatory damages.
7. That if this contract is not signed or returned to the Superintendent on or before Wednesday, April 20, 2016 the position will be considered vacant.
8. Insurance, benefits, and dues will be provided as negotiated by the representatives of the parties.

4-20-16
Date returned

Brent Liefman
Board President
Julien Krouz
Business Manager
Stephanie McCord
Teacher

KIMBALL SCHOOL DISTRICT #7-2

April 22, 2016

In accordance to the provisions of the contract that you were issued and have signed, and now that negotiations are complete, the salary on your contract should read as follows:

Name: **STEPHANIE McCORD**

Position: Preschool/Junior Kindergarten

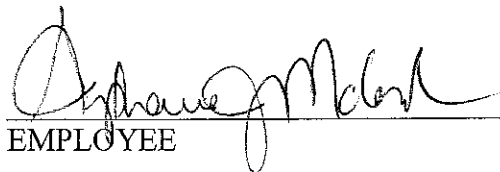
Salary: \$27,063.00

copy

Lane: BA + 30

Total years of teaching experience (including current year): 18 20

1st year in Kimball: 2013-14


EMPLOYEE


BUSINESS MANAGER

Please return by Wednesday, April 27, 2016