



Lyman School District 42-1

Serving the Communities of Kennebec, Lower Brule, Presho, Reliance and Vivian

P.O. Box 1000

Presho, South Dakota 57568-1000

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To: Teacher Compensation Accountability Review Board

Re: Failure to meet requirements on Accountability #1 Total Teacher Compensation


Date: October 13, 2017

Dear Board Members,

It has come to my attention that the Lyman School District Failed to meet the standards put forth on total teacher compensation. Herein lies the district's explanation as to why this was not met for the Funding Year 2017.

During the 2015-2016 and 2016-2017 school year, Lyman School District hired an individual to teach in areas in which he was not certified. The hire was due to no qualified candidates applying for the position. A plan of intent was set forth in order for this individual to take the Praxis Test and classes in order to meet all of the requirements (See Plan of Intent). The person's failure to comply with the plan of intent and his poor performance led to a non-renewal notice for the following school year 2017-2018. Because the plan of intent was not followed through the Department of Education did not count him for Funding Year 2016. As a result the Lyman School District had an unanticipated change in teacher FTE. See attached spreadsheet and number of full time FTE in FY16 was 38.79 teachers to 38.35 teachers in FY17 which is a difference of .44 FTE. Attached are the letters of evidence from the Lyman School District.

Under ARSD please consider the district's request to waive the accountability due to: An unanticipated change in teacher FTE and/or Un-Foreseen or Extenuating Circumstances.

Rob Davis 
Superintendent
Lyman School District 42-1

Communities united in empowering students to build a foundation for life.

Lyman 42-1

Missed Accountability #1: A school district's total teacher compensation must increase by eighty-five percent of the increase in state aid to general education funding that the school district received for fiscal year 2017. (SDCL 13-13-73.6)

Total Compensation FY2016	Target Total Compensation FY2017	Reported Total Compensation FY2017
\$2,221,342	\$2,321,356	\$2,308,756

Financial Penalty to FY18 State Aid: \$58,832

The following presents the next steps for submitting an application for a waiver to avoid the financial penalty:

- i. Fill out waiver application found in the Annual Financial Report program. Waiver application must be printed and postmarked by Friday, November 3rd, 2017. Please send to the Department of Education at

South Dakota Department of Education
Attn: Kathryn Blumhardt
800 Governors Drive
Pierre, SD 57501

Include all supporting documentation with sensitive information redacted to be reviewed with your waiver application. Sensitive information includes, but is not limited to, personally identifiable student information, social security numbers, and bank account information. For further information see <http://doe.sd.gov/accountabilityboard/>.

- ii. The School Finance Accountability Board (SFAB) will meet on Thursday, November 16th, 2017 and Friday, November 17th, 2017 to consider the waiver applications. School districts will have an opportunity to present testimony and supporting documentation at this meeting. The recommendations of the School Finance Accountability Board will be forwarded to the Joint Committee for Appropriations for final action. Further information regarding specific presentation times will follow after the waiver applications have been received by the Department of Education.
- iii. If the appeal is denied, notice of the decision will be delivered to the school district within five business days of the meeting. The school district may appeal the board's decision to the secretary of education within 15 days of the notice of denial. The secretary will issue a decision within 30 days of receipt of the appeal. (ARSD 24:44:01:08, 24:44:01:09)

April 12, 2016

Anthony Callahan
P.O. Box 248
Kennebec, SD 57544

Dear Mr. Callahan:

At this time I am notifying you of non-renewal of your current contract for the 2016-17 school year. The Board of Education made a motion at their regularly scheduled meeting on April 11th to support the non-renewal following SDCL 13-43-6.3.

This non-renewal does not exclude you from being considered as a candidate for any advertised full-time position that may become available at a later date. It is my intent to offer you a part-time position for 2016-17 teaching in the area of mathematics with two sections of geometry and a prep period and I will have that contract for your review before the end of this week.

Acknowledgment of Non-Renewal

Employee Signature

Superintendent Signature

Plan of Intent

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SSN: ***-**-0957
Name: Callahan, Anthony
School: Lyman High School - 01
Assignment: 02072 Geometry

Plan of Action

Lapsed Certificate

Reason Individual was Hired

No qualified applicants applied

Comments

Because of the earlier timeline for the release of the Report Card, the highly qualified calculation is now completed in June. If a teacher is required to pass a Praxis Exam in order to become highly qualified this should be completed prior to June. If the required Praxis Exam has not been passed by June 1st the class taught will be counted as not highly qualified on the Report Card.

Last Name	First Name	Total Teacher Compensation				Contract	
		FTE FY16	Salary FY16	Total Benefit Cost FY16	FY16	FTE FY17	Salary FY17
Arnoldy	Lorna	0.5	\$18,694	\$6,249	\$24,943	0.5	\$19,616
Bacon	Beth	1	\$50,034	\$14,290	\$64,324	1	\$52,668
Birgen	Carol	1	\$48,804	\$14,116	\$62,920	0.56	\$29,268
Callahan	Anthony	1	\$35,576	\$12,242	\$47,818		
Carson	Marchelle	1	\$39,502	\$12,797	\$52,299	1	\$44,076
Catoe	Walker					1	\$37,400
Collins	Nikki	1	\$36,656	\$12,394	\$49,050	1	\$38,840
Comp	Amber	1	\$40,929	\$13,000	\$53,929	1	\$43,364
Drew	Justine	1	\$37,368	\$12,495	\$49,863	1	\$39,588
Engel	Jennifer	1	\$37,728	\$12,546	\$50,274		
Eriksen	Marty	1	\$53,167	\$14,733	\$67,900	1	\$55,746
Farnik	Michaela	1	\$35,576	\$12,242	\$47,818		
Hamiel	Chyree	1	\$43,660	\$13,387	\$57,047		
Herman	Keith	1	\$52,000	\$14,568	\$66,568	1	\$54,634
Hills	Callie	1	\$44,457	\$13,499	\$57,956	1	\$46,946
Hupp	Amanda	1	\$36,296	\$12,344	\$48,640	1	\$38,480
Johnson	Darcy	1	\$40,188	\$12,894	\$53,082	1	\$42,048
Johnson	Chad	1	\$41,665	\$13,104	\$54,769	1	\$43,580
Juhnke	Sandra	1	\$49,207	\$14,172	\$63,379	1	\$51,732
Kieffer	Michael	1	\$40,188	\$12,894	\$53,082	1	\$42,048
LaMie	Kimberly	1	\$35,936	\$12,292	\$48,228		
Larson	Charley	1	\$41,665	\$13,104	\$54,769	1	\$43,580
Larson	Sarah	1	\$43,142	\$13,313	\$56,455	1	\$45,112
Lebeda	Kymberly	1	\$51,229	\$14,459	\$65,688	1	\$53,754
Linderman	Patrice	1	\$43,142	\$13,313	\$56,455	1	\$45,112
Lintvedt	Dawn	1	\$46,917	\$13,848	\$60,765	1	\$49,406
McManus	Jessica	1	\$45,687	\$13,674	\$59,361	1	\$48,176
McNaughton	Jed	1	\$39,066	\$12,376	\$51,442		
Mertens	Beth	1	\$41,092	\$13,024	\$54,116	1	\$43,472
Milton	Joel	1	\$51,229	\$14,459	\$65,688	1	\$53,754
Mohr	Gayle	1	\$54,631	\$14,941	\$69,572	1	\$57,265
Muirhead	Julie	0.29	\$14,107	\$4,086	\$18,193	0.29	\$14,856
Muirhead	David	1	\$54,631	\$14,941	\$69,572	1	\$57,265
Perry	Denise	1	\$52,443	\$14,632	\$67,075	1	\$54,968
Resick	Kayla					1	\$37,760
Samco	Heidi	1	\$47,164	\$13,883	\$61,047	1	\$49,708
Smith	Debra	1	\$43,142	\$13,313	\$56,455	1	\$45,112
Terca	Jordi					1	\$38,120
Terca	Kylie					1	\$38,840
Thiry	Natasha	1	\$43,142	\$13,313	\$56,455	1	\$45,112
Tschudy	Scott	1	\$47,689	\$13,957	\$61,646	1	\$50,214
Uthe	Shauni					1	\$37,400
Uthe	Michael	1	\$35,576	\$12,242	\$47,818	1	\$37,760

Total Benefit Cost FY17	Total Teacher Compensation FY17
\$10,316	\$29,932
\$14,999	\$67,667
\$11,683	\$40,951
\$13,782	\$57,858
\$12,836	\$50,236
\$13,040	\$51,880
\$13,681	\$57,045
\$13,146	\$52,734
\$15,435	\$71,181
\$15,278	\$69,912
\$14,188	\$61,134
\$12,989	\$51,469
\$13,494	\$55,542
\$13,711	\$57,291
\$14,866	\$66,598
\$13,494	\$55,542
\$13,711	\$57,291
\$13,928	\$59,040
\$15,153	\$68,907
\$13,928	\$59,040
\$14,537	\$63,943
\$14,363	\$62,539
\$13,696	\$57,168
\$15,153	\$68,907
\$15,650	\$72,915
\$9,641	\$24,497
\$15,650	\$72,915
\$15,325	\$70,293
\$12,887	\$50,647
\$14,580	\$64,288
\$13,928	\$59,040
\$12,938	\$51,058
\$13,040	\$51,880
\$13,928	\$59,040
\$14,651	\$64,865
\$12,836	\$50,236
\$12,887	\$50,647

\$14,870	\$66,628
\$12,836	\$50,236
\$13,522	\$55,764
	\$2,308,756

Wagner	Lorri	1	\$49,214	\$14,174	\$63,388	1	\$51,758
Weber	Amber					1	\$37,400
Willis	Britany	1	\$38,795	\$12,698	\$51,493	1	\$42,242
		38.79			\$2,221,342	38.35	

FY17 Total Teacher Compensation Accountability: **\$2,321,356**

Difference: **\$12,600**

.44 FTE Difference from FY16 to FY17

Classified Staff/Administration 2017-2018

Bus Drivers	16-17 Salary	1.5% Increase	17-18 Salary
Borah, Wayne	\$14,125	\$212	\$14,337
Eriksen, Carol	\$5,489	\$82	\$5,571
Eriksen, Marty	\$13,819	\$207	\$14,026
Henriksen, Pat	\$11,681	\$175	\$11,856
Herman, Keith	\$13,398	\$201	\$13,599
Hollenback, Brenda	\$10,979		\$1,150 (New Route FY18)
Johnson, Chad - NEW			\$10,320
Juhnke, Sandy	\$11,293	\$169	\$11,462
Langdeau, Jay	\$11,560	\$173	\$11,733
Rasmussen, Michael	\$5,489	\$82	\$5,571
Urban, Gary	\$14,387	\$216	\$14,603
Willinski, Shirley	\$13,500	\$203	\$13,703
Paraprofessionals			
Cole, Mandy	\$12,113		Resigned 5/17
Cropsey, Kimberly	\$14,317	\$215	\$14,532
Fanning, Maria	\$14,951		Resigned 5/17
Harmon, Tabatha	\$13,363	\$200	\$13,563
Hollenback, Brenda	\$14,317	\$215	\$14,532
Krogman, Kristen / Open	\$12,658	\$190	\$12,848
Martin, Layne - NEW			\$12,113
McPeak, Nancy	\$17,070	\$256	\$17,326
Ozane, Syndi	\$9,929	\$4,687	\$14,616 (PT to FT FY18)
Rockwood, Amanda	\$12,975	\$195	\$13,170
Schaefer, Amanda	\$12,113	\$2,805	\$14,918 (SLP Aid-FY18)
Schindler, Julie - NEW			\$12,113
Schweitzer, Kateri	\$12,658	\$190	\$12,848
Scott, Jill - Started 11/2016	\$7,554	\$1,350	\$8,904 (2/7 Comp Teacher FY18)
Thomas, Renee	\$3,985	\$60	\$4,045
Wagner, Renae	\$12,113	\$182	\$12,295
Willinski, Shirley	\$16,554	\$248	\$16,802
Administrative Aides:			
Collins, Christie	\$23,865	\$358	\$24,223
Eriksen, Carol	\$25,322	\$880	\$26,202 (Incl \$500 add'l duty)
Hullinger, Marsha	\$27,726	\$416	\$28,142
Custodial:			
Borah, Lee	\$25,646	\$385	\$26,031
Iwan, Marilyn	\$17,613	\$264	\$17,877
Lebeda, Larry	\$27,638	\$415	\$28,053
Rasmussen, Mike	\$36,597	\$549	\$37,146
Seachris, Monica	\$33,067	\$496	\$33,563
Sundall, Pat	\$13,215	\$198	\$13,413
School Lunch Program			
Caslin, Kathy	\$12,829	\$192	\$13,021
Hoffer, Nancy	\$22,784	\$342	\$23,126
Lengkeek, Sharon	\$15,260	\$229	\$15,489
Urban, Maxine	\$22,118	\$332	\$22,450
TOTALS FOR CLASSIFIED:	\$616,070	\$17,569	\$631,292

Principals:	16-17 Salary	2017 Increase	17-18 Salary
Boer, Jon	\$56,500	\$750	\$57,250
Lillebo, Rene	\$56,500	\$750	\$57,250
Business Manager:			
Uthe, Renelle	\$49,500	\$1,000	\$50,500
Counselors:			
Muirhead, Julie	\$36,370	\$486	\$36,370
Reuman, Brittany	\$44,076	\$684	\$44,760
TOTALS FOR ADMIN:	162,500	\$3,670	\$165,000

85% - Teachers Compensation and Benefits

15% - Classified/Administration Compensation