

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

Name of School District: New Underwood 51-3

School Year: 2017

| | | | |
|---|-------------|------------------------------|-------------|
| FY2016 Total Teacher Compensation: | \$1,059,022 | | |
| FY2016 Average Teacher Compensation: | \$51,837 | | |
| FY2017 Total Teacher Compensation: | \$1,097,308 | Difference Total TC: | \$38,286 |
| FY2017 Average Teacher Compensation: | \$56,446 | Difference Avg TC: | \$4,609 |
| FY2017 Total Teacher Compensation Accountability: | \$1,222,836 | Difference Accountability #1 | (\$125,528) |
| FY2017 Average Teacher Compensation Accountability: | \$57,592 | Difference Accountability #2 | (\$1,146) |

Check the appropriate accountability:

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

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Request to Waive Accountability #2: Average Teacher Compensation

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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. Teacher year comparison prior year and current year comparison (retirement of a teacher) #2
2. Information on increases of salary and benefits for teachers spring 2016
3. Information on increases of salary and benefits for teachers fall 2016
4. Information on increases of salary and benefits for teachers total compensation
5. Information on increases of salary and benefits for school support specialists
6. Information on increases of salary and benefits for classified staff
7. Information on increases of salary and benefits for administration
8. School board minutes with the motions approving the increases in pay April 25 and December 7 (2 pages)
9. Verification of fall enrollment forms for declining student enrollment (declining enrollment) #2 (2 pages)
10. The state aid accountability calculator with 231 students spring (declining enrollment) #2
11. The state aid accountability calculator with 246 students fall (declining enrollment) #2
12. The state aid accountability calculator with 258 students projected enrollment (declining enrollment) #2
13. Teacher compensation report with the amount that the teachers who left would have received if they stayed and the amount the new teachers were paid. (three teachers resigning #5)
14. Declining general fund fund balance sheet
15. Monthly cash balance surveys
16. Capital Outlay flexibility increased usage for general fund expenditures (7 pages)

Please explain the reason(s) for this request:

1. We had a teacher that retired in the spring of 2016. To become more efficient, and in keeping with the language of the law, the school district elected not to fill the position to decrease our total staff number. This retired teacher's salary from the previous year was used to increase salaries for our staff for the 2016-2017 school year.

2. The information on the salary increases for the certified staff, school support specialists, classified staff, and administration has been included. The documents show the average percentage raise for each category of staff.

3. Based on the declining enrollment figures we both met and exceeded the accountability standards for 246 students. The student enrollment figures in the fall determined the revenue that was paid to the New Underwood School District based on our verified child enrollment count in September of 2016. The figures used can be found on page 13 of the documents provided.

4. The spring negotiation projections of enrollment showed that we would have 231 students based on our graduating senior class and the kindergarten students that would be enrolling in the fall of 2016. To stay competitive with surrounding districts, we used the salary of the retired teacher to raise teacher salaries. When the district received the final verification of our fall 2016 student enrollment numbers, the school board reopened negotiations to pay out the additional amount of funding for our 246 students to our teaching staff. This additional funding allowed us to increase our teacher salaries to stay competitive with other surrounding districts without the utilization of the retired teacher's salary.

5. The district had three teachers that resigned. The positions were filled by teachers with less experience and education than the teachers that were replaced.

6. The school district has been deficit spending in our general fund. The school district is currently below the 30% threshold required by the state. The district has elected to use capital outlay flexibility to offset general fund expenditures and stay competitive with teacher salaries across the state.

7. The current amount of staff to student ratio based on the accountability formula for the New Underwood School District is 12.28 students per teacher. The New Underwood School District decided to reduce deficit spending and during the 2017-2018 school year, the district had a reduction in force of three staff members. The reduction in staff currently puts the student to teacher ratio at 14.3 students per teacher based on 237 students and the school district employing 16.54 certified teachers.

Contact Person:

George Seiler

Title:

Superintendent

Date:

10-26-2017

Signature:

George Seiler

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: _____