

**Pierre School District  
Teacher Compensation Accountability  
Total Teacher Compensation  
Unforeseen Events - Supporting Calculations**

Unforeseen Events Resulted in the Following Changes in Compensation in Fiscal Year 2017:

**1. Death of Hyrma Zakahi on February 7, 2017, resulting in payment of only 112 days of her 181 day contract**

Impact non-payment of 69 of 181 days of Hyrma Zakahi's total teaching contract of \$63,280	-\$24,124
Benefits not paid on behalf of Hyrma Zakahi (SDRS, Soc Sec, Medicare, health insurance, life ins)	-\$5,336
Additional compensation that would have been paid had Ms. Zakahi not passed away	<u>-\$29,460</u>
 Jennifer Hodges (certified teacher) hired to replace Hyrma Zakahi on February 24, 2017	 \$10,588
Benefits for Jennifer Hodges that would not have been paid had Ms. Zakahi not passed away	<u>\$810</u>
	\$11,398

<b>Net Impact Due to Death of Hyrma Zakahi on Total Teacher Compensation</b>	<b>-\$18,062</b>
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**2. Resignation of Rhona Nelson on February 10, 2017, resulting in payment of only 114 days of her 181 day contract**

Impact of reduction of 67 of 181 days of Rhona Nelson's Total Teaching Contract of \$39,235	-\$14,523
Benefits not paid on behalf of Rhona Nelson (SDRS, Soc Sec, Medicare, Health Insurance, Life)	<u>-\$4,025</u>

<b>Net Impact Due to Resignation of Rhona Nelson on Total Teacher Compensation</b>	<b>-\$18,548</b>
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<b>Total Reduction in Teacher Compensation Resulting from Unforeseen Events</b>	<b>-\$36,610</b>
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CONTRACT

May 2, 2016

STATE OF SOUTH DAKOTA  
County of Hughes

FILE  
COPY

This contract and agreement made and entered into this 2<sup>nd</sup> day of May, 2016, by and between the Board of Education of Pierre, County of Hughes and State of South Dakota, and Hyrma Zakahi, duly certificated teacher.

WITNESSETH: That the party noted above hereby contracts and agrees to act as a **TEACHER** in the schools of Pierre School District #32-2 of Pierre, South Dakota, for and during the school term of 181 days as scheduled by the Board of Education of the Pierre School District No. 32-2 commencing the 17<sup>th</sup> day of August, 2016, and will perform the duties as assigned according to the terms of this contract and according to the course of study, and the regulations of said Board of Education, and in accordance with the laws of the State of South Dakota, pertaining to teachers' contracts.

For which services the said Board of Education hereby agrees to make payment to Hyrma Zakahi the sum of \$75,750 in semi-monthly payments. It is further stipulated that this contract may be terminated only by the common consent of the contracting parties or by statutory provisions of the laws of South Dakota.

Failure to complete the terms of a teaching contract constitutes a financial damage to the school district. Because of the unique nature of each case it is impractical or extremely difficult to fix the actual damage. Therefore, the school district will assess the following amounts as liquidated damages: After execution of the contract up to & including June 1<sup>st</sup>, the sum of \$500; From June 2<sup>nd</sup> up to & including July 1<sup>st</sup>, the sum of \$750; From July 2<sup>nd</sup> & thereafter, the sum of \$1,000.

Signed, sealed and delivered to Pierre, South Dakota this 2 day of May, 2016.

Hyrma Zakahi  
TEACHER

BOARD OF EDUCATION OF THE PIERRE SCHOOL DISTRICT # 32-2, PIERRE, SD.

Dan Meyer  
Business Manager

Paul Turner  
Board President

Witnesseth:

- ♦ The certificated personnel policy handbook is considered part of this contract.

B56 - 35	\$63,280	112 days paid
Fall Play	\$4,180	
Spring Play	\$4,180	
One-Acts	\$4,110	
Total	\$75,750	

For this contract to be valid, it must be signed by said teacher and returned to the Superintendent of Schools by 12:00 pm, May 9<sup>th</sup>, 2016.

TEMPORARY CONTRACT

February 21, 2017

STATE OF SOUTH DAKOTA  
County of Hughes

FILE  
COPY

This contract and agreement made and entered into this 21st day of February, 2017, by and between the Board of Education of Pierre, County of Hughes and State of South Dakota, and Jennifer Hodges, duly certificated teacher.

WITNESSETH: That the party noted above hereby contracts and agrees to act as a TEMPORARY TEACHER in the schools of Pierre School District #32-2 of Pierre, South Dakota, for and during the remaining school term for 2016-17 as scheduled by the Board of Education of the Pierre School District No. 32-2 commencing the 24<sup>th</sup> day of February, 2017, and will perform the duties as assigned according to the terms of this contract and according to the course of study, and the regulations of said Board of Education, and in accordance with the laws of the State of South Dakota, pertaining to teachers' contracts.

For which services the said Board of Education hereby agrees to make payment to Jennifer Hodges the sum of \$14,228 in semi-monthly payments. It is further stipulated that this contract may be terminated only by the common consent of the contracting parties or by statutory provisions of the laws of South Dakota.

Signed, sealed and delivered to Pierre, South Dakota this 22 day of February, 2017.

Jennifer Hodges  
TEACHER

BOARD OF EDUCATION OF THE PIERRE SCHOOL DISTRICT # 32-2, PIERRE, SD.

Dana Mayer  
Business Manager

Alan Kidder  
Board President

Witnesseth:

- ♦ That the above stated salary shall be adjusted according to verification of credits and teaching experience to be accepted for purposes of hiring schedule placement.
- ♦ That this temporary contract will not be renewed for the ensuing school year.
- ♦ That due to the temporary nature of this contract, no employee benefits will be applicable to this contract.

B - 0

\$10,588

Spring Play

\$3,640

Total

\$14,228

For this contract to be valid, it must be signed by said teacher and returned to the Superintendent of Schools by 4:00pm, February 22<sup>nd</sup>, 2017.



AMENDED CONTRACT

September 23, 2016

STATE OF SOUTH DAKOTA

County of Hughes

This contract and agreement made and entered into this 23rd day of September, 2016, by and between the Board of Education of Pierre, County of Hughes and State of South Dakota, and Rhona Nelson, duly certificated teacher.

WITNESSETH: That the party noted above hereby contracts and agrees to act as a TEACHER in the schools of Pierre School District #32-2 of Pierre, South Dakota, for and during the school term of 181 days as scheduled by the Board of Education of the Pierre School District No. 32-2 commencing the 19th day of August, 2016, and will perform the duties as assigned according to the terms of this contract and according to the course of study, and the regulations of said Board of Education, and in accordance with the laws of the State of South Dakota, pertaining to teachers' contracts.

For which services the said Board of Education hereby agrees to make payment to Rhona Nelson the sum of \$39,235 in semi-monthly payments. It is further stipulated that this contract may be terminated only by the common consent of the contracting parties or by statutory provisions of the laws of South Dakota.

Failure to complete the terms of a teaching contract constitutes a financial damage to the school district. Because of the unique nature of each case it is impractical or extremely difficult to fix the actual damage. Therefore, the school district will assess the following amounts as liquidated damages: After execution of the contract up to & including June 1st, the sum of \$500; From June 2nd up to & including July 1st, the sum of \$750; From July 2nd & thereafter, the sum of \$1,000.

Signed, sealed and delivered to Pierre, South Dakota this 23 day of September, 2016.

Rhona Nelson  
TEACHER

BOARD OF EDUCATION OF THE PIERRE SCHOOL DISTRICT # 32-2, PIERRE, SD.

Jane Mayer  
Business Manager

Cari Leidholt  
Board President

Witnesseth:

- ♦ The certificated personnel policy handbook is considered part of this contract.

B8 - 2

\$39,235 114 Days paid

Total

\$39,235

For this contract to be valid, it must be signed by said teacher and returned to the Superintendent of Schools by 12pm on September 28, 2016.

## Notice of Claim Payment

Claim Number	Social Security or Certificate Number	Date of Death	Date Reported	Name of Insured
21703005008	*****4323	02-07-2017	03-09-2017	ZAKAHI, HYRMA S

Date: 03-17-2017

PIERRE SCHOOL DISTRICT #32-2  
 ATTN: DEBRA BOLLINGER  
 211 S POPLAR AVE  
 PIERRE, SD

57501

MAR 20 2017

1 CHECK(S) PRODUCED

Name of Employer: PIERRE SCHOOL DISTRICT #32-2

Name of Payee	Amount
WALTER R ZAKAHI	10,041.64

**Important:**

United States Social Security benefits may also be payable. For information regarding possible benefits we suggest that the claimant communicate with the nearest office of the Social Security Administration.

If the deceased insured was named as beneficiary on any other insurance policies, a new beneficiary should be designated without delay.

Group	Sub Code	Pay Point	Amount	Account Title
5985979	0001	0001	10,000.00	Basic Life - 9011
5985979	0001	0001	41.64	Basic Life Interest- 9019
			10,041.64	Check Payment Method - 9990
<b>Total</b>			10,041.64	

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**IF A CHECK WAS ENCLOSED-PLEASE NOTE THE FOLLOWING INSTRUCTIONS:**

- Please deliver the check to the payee unless the payee is represented by an attorney. In such case, deliver the check to the attorney.
- If the check cannot be delivered immediately, please notify the Insurance Company.
- If an assignment or notice of an assignment has been received since the claim was submitted, return the check with assignment or notice immediately.

To: Dr Glodt, Superintendent

From: Rhona Nelson

RE: Resignation

Dr. Glodt,

This letter is to inform you that I will be resigning my 7<sup>th</sup> grade teaching position, effective immediately.

A handwritten signature in black ink that reads "Rhona Nelson". The signature is written in a cursive style with a long horizontal flourish at the end.

Rhona Nelson

2-10-2017

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

From 2016 to 2017

District Number: 32002

District Name: Pierre 32-2

<u>Last Name</u>	<u>FTE</u>	FY16	<u>FTE</u>	FY17
		<u>Total Compensation</u>		<u>Total Compensation</u>
Albright, Sheila	1.00	\$47,492	1.00	\$54,043
Allen, Jennifer	1.00	\$52,968	1.00	\$59,963
Allen, Renee	1.00	\$41,691	1.00	\$47,544
Armstrong, Hope	1.00	\$59,326	1.00	\$67,212
Bahe, Lisa	1.00	\$53,691		
Baker, Tina	1.00	\$42,289	1.00	\$48,639
Barnett, Fern	1.00	\$64,793	1.00	\$73,444
Bartel, Andrea	1.00	\$43,393	1.00	\$49,615
Bauck, Rodd	1.00	\$45,918	1.00	\$51,926
Becker, Terry	1.00	\$54,986	1.00	\$62,631
Benham, Tiffany	1.00	\$42,027	1.00	\$48,255
Bierle, Kim	1.00	\$61,144	1.00	\$69,284
Blake, Mackenzie	1.00	\$47,434	1.00	\$53,654
Blanchette, Mary	1.00	\$47,542	1.00	\$55,758
Blemaster, Karla	1.00	\$64,741	1.00	\$73,384
Block, Mackenzie	1.00	\$43,393	1.00	\$49,047
Boddicker, Angela	1.00	\$53,919	1.00	\$62,278
Bogenhagen, Leslie	1.00	\$42,836	1.00	\$50,554
Bogue, Jessica			1.00	\$49,047
Bohls, Todd	1.00	\$59,571	1.00	\$67,490
Bonhorst, Bryan			1.00	\$54,389
Boone, Ashley	1.00	\$46,545	1.00	\$52,642
Bowman, Nichole			1.00	\$50,858
Bradley, Kristine	1.00	\$71,681	1.00	\$81,296
Brandt, Kelly	1.00	\$54,967	1.00	\$62,564
Briggs, Melodie	1.00	\$56,636	1.00	\$64,770
Carr, Jessica	1.00	\$41,201	1.00	\$46,949
Christopherson, Karen	1.00	\$54,854	1.00	\$62,113
Clark, Sheila	1.00	\$50,351		
Clarke, Andrea	1.00	\$53,552	1.00	\$60,629



<u>Last Name</u>	<u>FTE</u>	<u>FY16</u>	<u>FTE</u>	<u>FY17</u>
		<u>Total Compensation</u>		<u>Total Compensation</u>
Coppess, Lisa	1.00	\$61,099	1.00	\$69,234
Cordell-Kramer, Patricia	1.00	\$62,119	1.00	\$70,395
Coverdale, Chelsey	1.00	\$41,434		
Crawford, Melissa	1.00	\$44,794	1.00	\$50,966
Cronin, Kirby	1.00	\$49,075	1.00	\$51,938
Cronin Hill, Cherie	1.00	\$60,253		
Cruser, Melody	1.00	\$40,861	1.00	\$46,561
Davis, Kimberley	1.00	\$58,376	1.00	\$66,810
Deal, Megan	1.00	\$46,161	1.00	\$52,203
Deboer, Heather	1.00	\$46,100	1.00	\$52,134
Deboer, Scott	1.00	\$46,545	1.00	\$53,267
Delzer, Jeanne			1.00	\$57,400
Dempewolf, Andrew	1.00	\$41,158	1.00	\$48,047
Dix, Kelly	1.00	\$50,466	1.00	\$57,433
Dykstra, Jeff	1.00	\$62,962		
Englund, Allison	1.00	\$45,097	1.00	\$50,990
Falk, Kyle	1.00	\$43,393	1.00	\$49,047
Fiechtner, Cindy	1.00	\$58,567	1.00	\$66,347
Frankenhoff, Adriann			1.00	\$44,618
Frederick, Kesiah	1.00	\$54,824	1.00	\$62,079
Gaetze, Pamela	1.00	\$56,840	1.00	\$64,377
Gibson, Vasthi	1.00	\$49,316	1.00	\$56,200
Giese, Ashley	1.00	\$46,063		
Gilkerson, Abby	1.00	\$40,662		
Gill, Robert	1.00	\$63,653		
Gloe, Lori			1.00	\$58,935
Goodman, Sadie			1.00	\$44,212
Green, Brittany	1.00	\$41,438	1.00	\$47,711
Gronwald, Aaron			1.00	\$44,618
Guthrie, Lynne	1.00	\$67,997	1.00	\$77,096
Haberman, Laura	1.00	\$52,772	1.00	\$60,176
Hamblin, Taylor	1.00	\$39,157	1.00	\$56,724
Hanson, Betty	1.00	\$62,119		
Hanten, Kay	1.00	\$61,272	1.00	\$69,430
Harford, Denise	1.00	\$60,323	1.00	\$68,973
Heasley, Travis			1.00	\$45,460
Heckenlaible, Shelby	1.00	\$41,142	1.00	\$47,686
Heilman, Dionne	1.00	\$46,442	1.00	\$52,845



<u>Last Name</u>	<u>FTE</u>	FY16	<u>FTE</u>	FY17
		<u>Total Compensation</u>		<u>Total Compensation</u>
Hepper, Deborah	1.00	\$59,031		
Hesla, Scott	1.00	\$44,397	1.00	\$50,193
Hieb, Joel	1.00	\$56,958	1.00	\$64,511
Hodges, Jennifer			0.28	\$11,398
Hoff, Courtney	1.00	\$43,393	1.00	\$49,047
Homan, Tova	1.00	\$49,957	1.00	\$58,065
Hunter, Guy	1.00	\$56,007	1.00	\$63,427
Hyde, Sarah	1.00	\$47,598	1.00	\$53,841
Hylle, Susanne	1.00	\$64,803	1.00	\$74,138
Ingram, Sheila	1.00	\$53,606	1.00	\$60,692
Isburg, Leslie	1.00	\$40,389	1.00	\$45,945
Jeffries, Julie	1.00	\$59,660	1.00	\$67,592
Jensen, Justin	1.00	\$43,393		
Johnson, Austin			1.00	\$49,047
Johnson, Roger	1.00	\$61,408		
Johnson, Teresa	1.00	\$50,688	1.00	\$57,685
Jorgenson, Ronald			1.00	\$44,618
Joy, Jalynn	1.00	\$40,472		
Joy- Schmitz, Jalynn			1.00	\$46,155
Kalda, John	1.00	\$45,246	1.00	\$51,597
Kappes, Justin	1.00	\$45,990	1.00	\$52,025
Kenworthy, Debra	1.00	\$60,323	1.00	\$68,973
Kerr, James	1.00	\$43,393		
Keyes, Jr., James	1.00	\$53,911	1.00	\$61,477
Kippley, Wade	1.00	\$44,529		
Kirkpatrick, Melissa			1.00	\$52,172
Kjerstad, Krysia	1.00	\$39,964	1.00	\$46,028
Knofczynski, Deeann			1.00	\$48,758
Kokesh, Jill	1.00	\$49,871	1.00	\$56,432
Kraft, Kathryn	1.00	\$67,865	1.00	\$76,946
Kringel, Chad	1.00	\$50,922	1.00	\$57,631
Krueger, Tessa	1.00	\$41,036	1.00	\$47,138
Kurth, Harvey	1.00	\$75,460	1.00	\$85,605
Larson, Ashley			1.00	\$52,092
Larson, Lisa	1.00	\$55,654	1.00	\$63,822
Lehman, Joseph	1.00	\$53,552	1.00	\$60,629
Lehman, Renae			0.42	\$25,464
Lewis, Shawn	1.00	\$43,441	1.00	\$54,375

<u>Last Name</u>	<u>FTE</u>	FY16	<u>FTE</u>	FY17
		<u>Total Compensation</u>		<u>Total Compensation</u>
Linn, Jill	1.00	\$49,539	1.00	\$56,376
Livermont, Kimberly	1.00	\$54,854	1.00	\$62,113
Ludwig, Ashleigh	1.00	\$39,904	1.00	\$45,508
Mack, Shannon	1.00	\$44,529	1.00	\$50,343
Magilke, Bridgette	1.00	\$65,735		
McGinnis, Cathrine	1.00	\$47,188	1.00	\$54,617
Mehlhaff, Terri	1.00	\$47,635		
Meier, Mallory	1.00	\$40,472	1.00	\$46,155
Meland, Jordan			1.00	\$52,151
Merrill, Michele	1.00	\$46,122	1.00	\$52,481
Merrill, Tami	1.00	\$67,930	1.00	\$77,020
Mickelson, Edward	1.00	\$77,294	1.00	\$87,689
Morford, Kaleigh			1.00	\$49,047
Morris, Jamie	1.00	\$58,877		
Mosteller, Katrina	1.00	\$46,169	1.00	\$54,779
Naasz, Carissa	1.00	\$42,291	1.00	\$48,228
Nedrebo, Jennifer	1.00	\$50,861	1.00	\$58,242
Nelson, Rhona	1.00	\$43,393	0.62	\$30,896
Neu, Alexa	1.00	\$43,393	1.00	\$49,047
Neu, Scott	1.00	\$45,539		
Nielsen, Sheryl	1.00	\$68,860	1.00	\$78,081
Nihiser, Robin	1.00	\$57,663	1.00	\$65,315
Norwick, Katherine	1.00	\$45,445	1.00	\$51,709
Noyes, Ann	1.00	\$54,587	1.00	\$61,809
Nystrom, Martha	1.00	\$63,660	1.00	\$72,152
Oligmueller, Susan	1.00	\$62,781	1.00	\$71,151
Olson, Katherine	1.00	\$46,377	1.00	\$54,779
Overweg, Denise	1.00	\$54,587	1.00	\$61,809
Oxford, Erin			1.00	\$53,643
Parlman, Robert	1.00	\$66,116	1.00	\$74,952
Pauli, Nicole	1.00	\$43,393	1.00	\$49,445
Peppel, Bria	1.00	\$48,426	1.00	\$55,347
Perry, Justine	1.00	\$47,029	1.00	\$54,386
Peterson, Julie			1.00	\$55,347
Poppinga, Jayson	1.00	\$53,938		
Poppinga, Shannon	1.00	\$45,687		
Postma, Brianna	1.00	\$38,768	1.00	\$52,256
Preston, Erin			1.00	\$53,074

<u>Last Name</u>	<u>FTE</u>	FY16	<u>FTE</u>	FY17
		<u>Total Compensation</u>		<u>Total Compensation</u>
Pries, Sarah	1.00	\$44,529	1.00	\$50,343
Rans-Kennedy, Bobbi	1.00	\$43,393	1.00	\$49,047
Richey, Jacqueline	1.00	\$46,128	1.00	\$52,603
Rogers, Tom	1.00	\$54,381	1.00	\$62,200
Rounds, Kerry	1.00	\$43,293	1.00	\$51,926
Schilling, Lindsey	1.00	\$39,714	1.00	\$49,554
Schlekeway, Jeff	1.00	\$50,713	1.00	\$57,392
Schlekeway, Leanne	1.00	\$50,738	1.00	\$57,421
Schock, Kriste	1.00	\$58,171	1.00	\$66,295
Schoenhard, Alicia	1.00	\$46,612	1.00	\$53,494
Schuetzle, Samantha	1.00	\$43,393	1.00	\$49,047
Schwartz, Jay	1.00	\$50,383	1.00	\$57,338
Shaw, Amber	1.00	\$41,858	1.00	\$50,006
Smith, Mallory	1.00	\$43,373	1.00	\$49,438
Snyder, Dan	1.00	\$65,607	1.00	\$74,372
Spoehr, Adam	1.00	\$47,598	1.00	\$53,841
Starr, Gregory	1.00	\$45,918	1.00	\$53,593
Starr, Lisa	1.00	\$45,918	1.00	\$51,926
Staskewich, Christina	1.00	\$40,293	1.00	\$50,343
Steele, Steven			1.00	\$52,116
Steffen, Mary	1.00	\$46,632	1.00	\$52,739
Stluka, John	1.00	\$57,402	1.00	\$65,018
Stotts, Thomas			1.00	\$58,366
Stough, Kayla	1.00	\$44,529	1.00	\$50,343
Stout, Amber	1.00	\$50,431	1.00	\$58,540
Strand, Michelle			1.00	\$48,190
Strohman, Sarah	1.00	\$43,607	1.00	\$49,658
Swiden, Christopher	1.00	\$49,871	1.00	\$56,432
Swiden, Haylee	1.00	\$46,720	1.00	\$53,423
Talarico-Dowling, Donna	1.00	\$49,539	1.00	\$56,376
Terca, Jordi	1.00	\$39,157		
Tetzlaff, Christine	1.00	\$59,621	1.00	\$67,869
Thompson, Denise	1.00	\$57,353		
Thorson, Karley	1.00	\$43,393	1.00	\$49,047
Titze, Mary	1.00	\$55,629		
Todd, Stephanie			1.00	\$49,615
Tostenson, Justin			1.00	\$47,053
Townley, Kristi			1.00	\$44,780

<u>Last Name</u>	<u>FTE</u>	<u>FY16</u> <u>Total Compensation</u>	<u>FTE</u>	<u>FY17</u> <u>Total Compensation</u>
Ullmann, William	1.00	\$52,479	1.00	\$59,861
Ulmen, Cheryl	1.00	\$49,539	1.00	\$56,376
Vasilie, Michael			1.00	\$53,423
Venner, Bruce	1.00	\$51,550		
Venner, Mark			0.56	\$33,228
Vogt, Elizabeth	1.00	\$68,516	1.00	\$77,688
Weber, Laura	1.00	\$53,606	1.00	\$61,260
Weeldreyer, Paula	1.00	\$56,450	1.00	\$63,933
Willoughby, Julie	1.00	\$53,327	1.00	\$60,372
Winger, Michael	1.00	\$50,315	1.00	\$57,230
Yackley, Kristine	1.00	\$42,007		
Zakahi, Hyrma	1.00	\$67,713	0.62	\$47,312
Zander, Christie	1.00	\$72,700		
Zarecky, Kristi	1.00	\$47,952	1.00	\$54,245
Zuercher, Luann			0.56	\$31,345
<b>Total FTE/Compensation:</b>	<b>166.00</b>	<b>\$8,505,431</b>	<b>167.06</b>	<b>\$9,527,372</b>
<b>Average Compensation:</b>		<b>\$51,238</b>		<b>\$57,030</b>



**Pierre School District  
Additional Supporting Documentation  
As Requested By School Finance Accountability Board**

**1. Fiscal Year 2017 Increase in Compensation for Non-Teaching Positions:**

All Non-Teacher Certified Staff (listed below): 14% increase in contracts

Librarians

Counselors

Occupational Therapists

Speech Therapists

Physical Therapist

Psychologist

All Classified Staff: 10% increase in hourly rates of pay

All Administrative Staff: 5% increase in contracts

In addition, the district's contribution toward health insurance increased by \$35/month for all employees

**2. Projected Expenditures for Teacher Compensation at the Time Contracts Were Offered**

Average Contracts with a 14% increase: \$48,251

Average Benefits: \$10,167

Average Total Compensation: \$58,418

Total Teachers: 166

Total Projected FY 17 Compensation Before Adjustments: \$9,697,388

Projected Impact of Attrition: (\$93,288)

Plus: Projected Impact of Additional Salary Increases Due to Additional Credits Earned & Equivalency: \$38,000

**Total Projected Expenditures for Teacher Compensation At Time Contracts Were Offered: \$9,642,100**