

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

Name of School District: Plankinton 01-1

School Year: 2017

FY2016 Total Teacher Compensation:	\$1,081,396		
FY2016 Average Teacher Compensation:	\$47,223		
FY2017 Total Teacher Compensation:	\$1,237,931	Difference Total TC:	\$156,535
FY2017 Average Teacher Compensation:	\$53,428	Difference Avg TC:	\$6,205
FY2017 Total Teacher Compensation Accountability:	\$1,291,817	Difference Accountability #1	(\$53,886)
FY2017 Average Teacher Compensation Accountability:	\$52,499	Difference Accountability #2	\$929

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.

Teacher Compensation Prior Year/Current Year Comparison
Monthly Cash Balance Survey - FY2017
District Fund Summary - General Fund FY2017
Proof of Advertising for K-12 Vocal Music Instructor
Projected costs for Salaries/Benefits for School Support Staff, Administration, Classified Staff

Please explain the reason(s) for this request:

Our FY2017 Accountability Targets based upon the Fall 2015 SAFE Count showed the Plankinton School District as having a calculated formula funding increase of \$247,554.00 with \$210,421.00 for the target 85% of Increased Need for Teacher Compensation. In 2015-16 our full time vocal/5 & 6 band teacher was Molly Woodard. We purchased .60 FTE band teacher, Brett Jacobson, from the Mt. Vernon School District. Brett verbally notified us in February 2016 that he would be resigning from Mt. Vernon School. We decided to increase our FTE by 1.0 and hire our own band teacher and also have them teach 7 & 8 Gr. English and/or Math as well. We hired Russell Garry in February 2016 as a 1.0 FTE for band/7 & 8 English/and or Math. We withheld approximately \$51,000.00 to cover this position as allowed per #1 - FY2017 Total Teacher Compensation. We also withheld \$9,845.48 to increase Mercia Schroeder from .8 to 1.0 FTE and \$12,418.52 to increase Carrie Tobin from .6 to .8 FTE.

In April 2016 Molly Woodard resigned (effective at the conclusion of 2015-16) as vocal/5 & 6 band teacher to teach at a different district.

Beginning in April 2016 we started advertising for a full time vocal teacher in the South Dakota Mail (our legal newspaper) and S.D. Teacher Placement. In May 2017 we advertised for a full time vocal teacher in the Statewide Classifieds. In July 2016 we advertised for a full time vocal teacher on KELOLAND Employment. The beginning of August 2016, Supt. Randall was contacted by Susan Almjdeld in regard to the vocal teacher position. She was interviewed and offered a contract. By then it was close to the beginning of the 2016-17 school year. Susan decided she didn't want to leave her current school district in the lurch so she didn't accept our offer.

The beginning of May 2016 we settled negotiations giving every teacher a \$5,350.00 increase in salary which exceeded the #2 - FY2017 Average Teacher Compensation Accountability by \$929 each. Due to the fact that we were not able to fill the vocal music position we did not meet the #1 - FY2017 Total Teacher Compensation Accountability. We had to amend Russell Garry's contract to have him teach both band and vocal in 2016-17.

In December 2016 we hired Susan Almjdeld to be our full time vocal teacher for the 2017-18 school year thus fulfilling our initial intention of increasing our FTE. In April 2017 Russell Garry resigned as our band teacher (effective at the conclusion of the 2016-17 school year) to accept a teaching position at a different district. By then we were in financial difficulty. The board approved the RIF of an elementary position and the RIF of the music position currently held by Russell Garry. Supt. Randall notified Susan Almjdeld that she would have to teach both band and vocal during the 2017-18 school year.

Susan Almjdeld did not want to teach both band and vocal so she resigned in June 2017. Supt. Randall then advertised in the South Dakota Mail and on the S.D. Teacher Placement site for a full time band and vocal teacher. We did have two applicants and hired Rachel Erpelding in July 2017 to be our band and vocal teacher for the 2017-18 school year.

In the spring of 2016 we had no way of knowing that our enrollment would decline by 11 students. Our preschool class size was comparable to our graduating senior class. We had several families move away from the district over the summer. Due to this circumstance we are actually submitting our Request for Waiver based upon Declining Student Enrollment. We only received an increase in funding of \$93,812.00 rather than the projected Formula Funding Increase of \$247,554.00. The salary increase of \$5,350.00 given to each teacher cost us \$146,728.30 so we deficit spent (\$52,916.30) just on teacher salaries/benefits.

We gave the same raise (\$5,350.00) as the teachers received to our pre-school teacher (.50) and our guidance counselor costing us a total of \$9,120.42 for salaries/benefits.

We gave the same raise (\$5,350.00) as the teachers received to our administration costing us a total of \$21,089.13 for salaries/benefits.

We gave our classified staff an increase of \$1.25/hour costing us \$34,868.80 for salaries/benefits.

The increases for salaries/benefits for school support staff, administration and classified staff cost us a total of \$65,078.35 with no additional funding.

As you can see from the copy of our Monthly Cash Balance Survey for FY2017 our General Fund cash balance decreased by \$99,274. I also enclosed a copy of our District Fund Summary for the General Fund FY2017 which shows a change in our Fund Balance of (\$203,192).

We have an opt out of \$175,000 which runs through taxes payable 2020.

For FY2017-18 we did RIF two FTE teaching positions. We also budgeted an Operating Transfer In of \$75,000.00 from Capital Outlay to the General Fund. Our Student Count for FY2017-18 is 262 so we decreased by 9 students.

We were happy to give a large salary increase to our teachers but without the funding to pay for the increase, it has really put a financial burden on our district.

We respectfully request a waiver on the #1 - FY2017 Total Teacher Compensation due to declining enrollment.

Contact Person: Joan Swanson

Title: Business Manager

Date: 11-1-17

Signature: Joan Swanson

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: _____