

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

**Name of School District:** Rosholt 54-4

**School Year:** 2017

FY2016 Total Teacher Compensation:	\$1,106,734		
FY2016 Average Teacher Compensation:	\$52,082		
FY2017 Total Teacher Compensation:	\$1,267,363	Difference Total TC:	\$160,629
FY2017 Average Teacher Compensation:	\$59,923	Difference Avg TC:	\$7,841
FY2017 Total Teacher Compensation Accountability:	\$1,270,932	Difference Accountability #1	(\$3,569)
FY2017 Average Teacher Compensation Accountability:	\$58,632	Difference Accountability #2	\$1,291

**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.

Here is a list of documents supporting our request:

1. Teacher Compensation Prior Year current Year Comparison
2. Rosholt School District Anticipated Salaries for FY17 worksheet
3. Example of ads attempting to hire a Science Teacher
4. Letter from DOE indicating missed Accountability.
5. *Non-teaching Compensation Comparison*

**Please explain the reason(s) for this request:**

The Rosholt School District missed the total teacher compensation target for FY17 in the amount of \$3,569. Had we been able to hire a science teacher, even at beginning teacher salary, Rosholt School would have fulfilled the accountability requirement of teacher compensation.

We have enclosed a copy of the anticipated salaries we had at the time contracts were issued. It reflects that "Total Teacher Compensation" would have been \$1,328,115.37 well over the "Target Total Compensation FY2017 of \$1,270,932. In our effort to meet this goal, we increased our teacher salaries by over 12%.

We advertised on ASBSD and Edpost, Minnesota's statewide educator job board, for several weeks. Ads were also ran in local area newspapers. Quite often leads for teachers come into the district office by community members. All leads were pursued to no avail.

Contact Person: Teresa Appel Title: Superintendent  
Date: 10-31-17 Signature: Teresa Appel

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

<b>School Finance/Accountability Board Action</b>	
Approved	_____
Denied	_____
Date:	_____
<b>Appropriations Committee Action</b>	
Approved	_____
Denied	_____
Date:	_____