

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

Name of School District: Wall 51-5

School Year: 2017

FY2016 Total Teacher Compensation:	\$1,211,665		
FY2016 Average Teacher Compensation:	\$52,842		
FY2017 Total Teacher Compensation:	\$1,411,633	Difference Total TC:	\$199,968
FY2017 Average Teacher Compensation:	\$62,656	Difference Avg TC:	\$9,814
FY2017 Total Teacher Compensation Accountability:	\$1,420,932	Difference Accountability #1	(\$9,299)
FY2017 Average Teacher Compensation Accountability:	\$60,534	Difference Accountability #2	\$2,122

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
- Teacher Compensation Appeals Waiver Spreadsheet
- Teacher Compensation Appeals Waiver Detail

Please explain the reason(s) for this request:

- FY17 total compensation for Kent Anderson (Teacher A) needs to be corrected to reflect .73 of his total compensation equaling \$46,892.28.
 - o The full FTE was listed at \$64,236, however, only .73 FTE is teacher pay for Mr. Anderson. This equates to a decreased amount of \$17,344 for WSD total teacher compensation.
 - o However, if we would have kept him at .86 FTE we would have expected the compensation to increase by \$7,178
- Teacher B went from family health insurance coverage (FY16) to single health insurance coverage (FY17). This saved the district \$3,429 for that teacher's total compensation.
- WSD rural teacher (Teacher C) left the position and new teacher was hired. The new teacher's compensation was \$2,273 more than the previous teacher's total compensation.
- Veteran teacher (Teacher D) retired. WSD hired a replacement from within school district which was a newer, less experienced teacher. The district saved \$21,078.
- Veteran teacher (Teacher E) retired. Her teaching portion of her FTE was .8 FTE
 - o Replacement from within the district by another veteran teacher, with a full FTE. This position's compensation increased by \$13,850.
- First grade went from 2 full FTE teachers to 1 full FTE teacher because FY17's class size decreased.
 - o This saved the district \$51,971 (Teacher F)
- HS Spanish/MS Teacher (Teacher G) resigned from the district. Position was opened and advertised and unable to be filled. Loss of this position saved the district \$51,189
- WSD hired 1 FTE SPED teacher (Teacher H) with \$47,201 total compensation
- .5 FTE SPED position (Teacher I) was added to the district which increased teacher compensation by \$38,394
- WSD used the estimated 85% of New Money (\$199,968) entirely to increase teachers' salary. This totaled \$8,600 salary increase per teacher, when including payroll taxes and retirement that was a \$9,774 compensation increase per teacher

Contact Person:

Cooper Carnas

Title:

Superintendent

Date:

10-19-17

Signature:

Cooper Carnas