

PO Box 273
501 East 3rd Street
White River, SD 57579
605-259-3311
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White River School District

November 1, 2017

School Finance Accountability Board
Department of Education
800 Governor's Dr.
Pierre, SD 57579

To Whom It May Concern

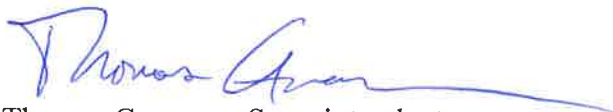
This is being submitted on behalf of the White River School District as documentation to request a waiver of SDCL 13-13-73.6. It was our intent to use 100% of the district's increase in local need by budgeting all of the funds towards teacher salaries/benefits. The WRSD missed the Average Teacher Compensation target by 1.3%. We are basing our waiver request on the following as per the reasons listed within the regulations:

- 1) Retirement of a Teacher- We had a teacher retire that was at the top of our salary schedule and the new hire's salary was significantly less based on experience. Also, the new hire declined our insurance benefit.
- 3) Change in Budgeted Costs for Benefits- Two other new teachers and one returning teacher declined our insurance benefit.
- 4) An Unanticipated Change in Teacher FTE- We budgeted for and advertised for a high school math position on the ASBSD Teacher Placement website and in the Mellette County News for 2016-17 but we were not able to fill the position with a qualified applicant. The position is still included in our 2017-18 budget but the position remains open.

Although the percent of the raise is not a consideration for a waiver our teachers received an 11.4% raise, 2.6% higher than the state average of 8.8%. In hindsight we would've met the Average Teacher Compensation criteria if just one of the following would've occurred: 1) if the three new hires would've accepted our insurance benefit, 2) if we could've filled the math position, or 3) if we would've been able to hire new staff with similar experience as the retirees/resignees. All three of those situations were unforeseeable at the time.

Attached is the documentation supporting our request for a waiver. Thank you for your time and consideration in this matter.

Sincerely



Thomas Cameron, Superintendent

WHITE RIVER SCHOOL DISTRICT

SCHOOL FINANCE ACCOUNTABILITY SUMMARY

WRSD was short about \$21,000 (\$710 per FTE) in expended salary and benefits for 16-17.

Retiree , Unanticipated Change in Benefits and FTE				TOTAL SALARY/ BENEFITS	DIFFERENCE NOT EXPENDED
Resignation	Norris Elem.			\$48,072	
New Hire	(declined health insurance benefit)			\$43,379	\$4,693
Resignation	HS Social Studies			\$51,059	
New Hire	(declined health insurance benefit)			\$43,928	\$7,131
Retiree	HS SPED			\$56,721	
New Hire	(declined health insurance benefit)			\$47,589	\$9,132
Returning Employee	(declined health insurance benefit)			\$6,470	\$6,470
	Total difference in compensation				\$27,426

Open position	HS Math	\$49,758
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Administrator's and Classified Increase in Compensation

Administrators received an average of about 3% (some were higher for market value adjustments).

Classified staff received .75/hr raise, 6.6% avg. and 5.2% insurance increase for a total of 11.8%.

Position	15-16 Salary	16-17 Salary	Increase	% Increase
Supt.	\$90,000	\$92,500	\$2,500	2.78%
Bus. Mngr.	\$46,350	\$50,000	\$3,650	7.87%
Elem. Principal	\$62,000	\$64,000	\$2,000	3.23%
Norris Principal/SPED Dir.	\$52,000	\$60,000	\$8,000	15.38%
(SPED Director was added to duties in 2017)				
MS Principal	\$66,000	\$68,000	\$2,000	3.03%
HS Principal	\$58,000	\$60,000	\$2,000	3.45%
Network Adm.	\$46,000	\$49,000	\$3,000	6.52%
Total Increases			\$23,150	

17-18 Information:

Certified staff received a \$1000 raise and \$240 increase to insurance for 3.0% average increase in 17-18.

Classified staff received a 2% raise and 4.1% increase in insurance benefit for a 6.1% total increase.

State Aid increase in 17-18 was 0.2%.

Report: Teacher Compensation Prior Year/Current Year Comparison

From 2016 to 2017

District Number: 47001

District Name: White River 47-1

Last Name	FTE	FY16	FTE	FY17
		Total Compensation		Total Compensation
Anders, John	1.00	\$50,299	1.00	\$55,812
Anderson, Curtis	1.00	\$48,072		
Arrow, Charlene	1.00	\$44,168	1.00	\$49,657
Astleford, Michele	1.00	\$53,394	1.00	\$60,501
Beardt, Michael	0.99	\$47,350	0.99	\$52,857
Bork, Trisha	1.00	\$43,696	1.00	\$49,176
Bouman, Jared	1.00	\$46,055	1.00	\$51,561
Burnette, Gina	1.00	\$43,640	1.00	\$49,117
Cady, Gayle	0.88	\$60,549	0.33	\$25,792
Cameron, Alice	0.99	\$53,226	1.00	\$52,198
Cameron, Amy	1.00	\$45,873	1.00	\$51,348
Cameron, Emily	1.00	\$43,640	1.00	\$50,831
Carda, Paul	1.00	\$48,509	1.00	\$54,836
Casselberry, Sara	1.00	\$44,168	1.00	\$45,185
Earl, Kayla	1.00	\$43,696	1.00	\$49,217
Egleston, Ardeth	1.00	\$49,341	1.00	\$54,737
Face, Korinne	1.00	\$45,582	1.00	\$52,486
Foley, Tammie			1.00	\$51,046
Green, Kent	1.00	\$48,134	1.00	\$53,043
Gross, John	0.98	\$56,152	0.98	\$61,627
Grothe, Jennifer	1.00	\$44,464	1.00	\$49,026
Heyduk, Karla	1.00	\$37,647	1.00	\$43,092
Hill, Amanda	1.00	\$45,471	1.00	\$50,595
Holt, Frankie	1.00	\$50,589	1.00	\$56,083
Krogman, Leigh	1.00	\$55,099	1.00	\$60,514
Krogman, Louie			1.00	\$43,928
Krogman, Troy	1.00	\$47,532	1.00	\$53,986
Leboeuf, John	1.00	\$58,401	1.00	\$63,642
Mallory, Karla			1.00	\$56,578
Mcgowan, Lorna	1.00	\$56,721		

<u>Last Name</u>	<u>FTE</u>	<u>FY16</u>	<u>FTE</u>	<u>FY17</u>
		<u>Total Compensation</u>		<u>Total Compensation</u>
Newbold, Koleene	1.00	\$45,674		
O'Brien, Wendy			1.00	\$43,379
Penney, Cassey	1.00	\$42,361	1.00	\$49,007
Provost, Maria			1.00	\$47,589
Rogers, Heather	1.00	\$44,168	1.00	\$49,706
Sayler, Corey	1.00	\$48,765	1.00	\$54,274
Schubert, Mindi	1.00	\$46,168		
Schwartz, Helen	1.00	\$46,151	1.00	\$51,629
Simonds, Sandra	1.00	\$45,866	1.00	\$51,301
Stroup, Jacqueline			1.00	\$55,076
Sykora, Kati Jo	1.00	\$46,526	1.00	\$52,003
Trumbo, Doreen			1.00	\$50,447
Tucker, Skye	1.00	\$45,376	1.00	\$50,743
Tucker, Theresa	1.00	\$57,264	1.00	\$63,198
Twite, Stacy	1.00	\$51,133	1.00	\$56,516
Twite, Steven	1.00	\$55,281	1.00	\$60,650
Vanderwalker, Brenda	0.50	\$22,260		
Wain, Lema	0.99	\$51,059		
Yackley, Kristine			1.00	\$52,956
Zens, Deb	1.00	\$50,299	1.00	\$55,774
Total FTE/Compensation:	41.33	\$2,009,819	43.30	\$2,292,719
Average Compensation:		\$48,629		\$52,950

Classified Compensation

5/4/2016

To Board of Education and Mr. Cameron:

The White River ESP accepts these items as negotiated for 2016-2017

1. Insurance cap- Increase from \$545 to \$625.
2. Each employee will receive 75 cents per hour raise. The new starting wage for new employees will be \$10.75 per hour.
75 cents is 6.6% avg. increase plus insurance increase is 5.2% avg., for a total increase of 11.8%.
3. Section 2: Personal Leave, Item B
The following was added: Starting in the 3rd year 9 month employees may use up to 16 hours per employment period.
Here is a chart to clarify the Personal Leave:

SECTION A	9 month	10 month	12 month
1 st year, 3 rd month	8 hours	8 hours	8 hours
1 st year, 6 th month		16 hours	16 hours
1 st year, 9 th month			24 hours

SECTION B	9 month	10 month	12 month
Starting in 2 nd year	8 hours	16 hours	24 hours
Starting in 3 rd year	16 hours	16 hours	24 hours
Starting in 4 th year	24 hours	24 hours	32 hours

4. Section 2: Overtime/Flextime
C. The minimum wage of \$7.25 per hour will be used for calculating the overtime weighted average for extra-curricular bus driving. An extra-curricular bus driver is defined as one who drives for an extra-curricular activity outside normal work hours. The weighted average rate of \$7.25 per hour shall begin after the end of a normal 8 hour work day. (Amended July 2009)

Proposed:

Item C- Change the minimum wage to \$8.50 and adjust all other amounts accordingly.

5. The board's intent is to pay a \$400 bonus (\$200 in Dec. and \$200 in June) outside of the negotiated salary.

WRESP Representative

Date:

BSSK Schmitt
5/4/16

Help Wanted

WHITE RIVER SCHOOL
DISTRICT 47-1
PO BOX 273
WHITE RIVER, SD 57579
(605) 259-3135 - PHONE
(605) 259-3133 - FAX

The White River School District 47-1 Board of Education is seeking applications for the following positions:

HELP WANTED

- 1 - HS Social Studies with/without Coaching
- 1 - HS Math with/without Coaching
- 1 - Elementary Special Education
- 1 - 7-Teen Director

Deadline to apply is May 15, 2015. Applicants must be able to pass a criminal background check. Applicant for the Para-Professional must have 48 college credit hours or be able to pass the praxis test. For further information and an application contact Tom Cameron, Superintendent, P.O. Box 273, White River, SD 57579, 259-3135.

White River School District is an equal employment opportunity employer.

2tc5/13

Help Wanted

The White River School District 47-1 Board of Education is seeking applications for the following positions:

- High School Math Teacher
- High School Special Education Teacher
- High School English Teacher with Yearbook Advisor
- High School Social Studies Teacher
- Community Liaison
- Elementary Paraprofessional
- Custodian/Bus Driver
- Football Cheer Coach
- Boys Basketball Cheer Coach
- Head Middle School Football Coach
- Assistant High School Volleyball Coach
- Middle School Girls Basketball Coach

Applicants must be able to pass a criminal background check. Teaching positions must have South Dakota State Certification. Classified positions must have 48 college credit hours or able to pass a praxis test. Coaching positions must be able to obtain certification. Positions close on July 1, 2016. For further information and an application contact Tom Cameron, Superintendent, P.O. Box 273, White River, SD 57579, 259-3135.

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Help Wanted

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DISTRICT 47-1
PO BOX 273
WHITE RIVER, SD 57579
(605) 259-3135

The White River School District 47-1 is seeking applications for the following positions:

HELP WANTED

- 1 - High School Math Teacher - Will begin in January 2017 and/or for the 2017-2018 school term.

Applicants must be able to pass a criminal background check. Teaching positions must have State Certification. Deadline to apply is December 16, 2016. For further information and an application contact Tom Cameron, Superintendent, P.O. Box 273, White River, SD 57579, 259-3135.

White River School District is an equal employment opportunity employer.

2tc12/14

HS Math Position

Began Advertising in May '15
And continued thru the summer.

Continued to Advertise during
the 16-17 school year.

(7)

White River School District 47-1
Regular School Board Meeting
Monday, August 8, 2016

17-031 Motion by Antoine seconded by B Schmidt to approve the following Fuel Bids from the Country Pride Cooperative – Propane for the period of September 1, 2016 through August 31, 2017 (Year Bid); #2 Fuel Oil, #1 Fuel Oil, #2 Clear Highway Diesel, Premium Clear Highway Diesel, Winter Blend Highway Diesel, #1 Clear Highway Diesel, Unleaded Gas 87 Octane w/10% Ethanol and Premium Unleaded Gas 91 Octane for the period of September 1, 2016 through November 30, 2016 (Quarter Bid); and Gillen's Station for Unleaded Fuel for the period of September 1, 2016 through August 31, 2017.

Under Information and Discussion, the Board received an update on projects, the In-Service agenda and breakfast, Northern Plains Insurance Pool, ASBSD Board Training, city carnival request and Stamford Road closing.

17-032 Motion by B Schmidt seconded by O Schmidt to adjourn into executive session as per SDCL 1-25-2 for student, personnel, legal and negotiation matters at 9:35 PM.

Chairman Lehman declared the session ended at 9:55 PM.

17-033 Motion by Krogman seconded by Antoine to approve the publishing of all the salaries for FY 2016-2017.

CERTIFIED STAFF

John Anders BA \$42,960.00; Charlene Arrow BA \$37,565.00; Michele Astleford BS \$44,205.00; Michael Beardt BA \$40,470.00; Trisha Bork BA \$37,150.00; Jared Bouman BA \$39,225.00; Gina Burnette BA \$37,100.00; Alice Cameron BA+15 \$45,535.00; Amy Cameron MA \$39,065.00; Emily Cameron BA \$37,100.00; Paul Carda BA+15 \$41,385.00 Rural School Stipend \$750.00; Sara Casselberry BA \$37,565.00; Kayla Earl BA \$37,150.00; Kendra Earll BA Nurse \$45,065.00; Ardeth Egleston BS+15 \$41,800.00; Jesse Engel BA \$35,000.00 Rural School Stipend \$750.00; Korrine Face BS \$38,810.00 Rural School Stipend \$750.00; Tammie Foley BA \$38,775.00; Kent Green BA+15 \$40,555.00; John Gross BA+30 \$48,110.00; Jennifer Grothe \$37,000.00; Kayla Heyduk BA \$37,525.00; Amanda Hill BA \$38,395.00; Frankie Holt BA+30 \$43,215.00; Casey Krogman MA \$38,475.00; Leigh Krogman BS+45 \$45,705.00; Louie Krogman BA \$38,275.00; Troy Krogman BA \$40,885.00; John LeBoeuf MA \$48,610.00; Karla Mallory BA +30 \$42,675.00 Rural School Stipend \$750.00; Wendy O'Brien BA \$37,000.00 Rural School Stipend \$750.00; Cassey Penney BA \$37,000.00; Maria Provost MA \$41,475.00; Heather Rogers BA \$37,565.00; Corey Saylor BA \$41,715.00; Helen Schwarting BA+15 \$39,310.00; Sandra Simonds MA \$39,025.00; Jacqueline Stroup MA \$42,325.00; Kati Jo Sykora BA \$39,640.00; Doreen Trumbo BA \$38,250.00; Skye Tucker BA \$37,150.00; Tracy Tucker BS+15 \$47,610.00; Stacy Twite BA+15 \$42,215.00; Steve Twite BS \$45,865.00; Brenda Vanderwalker BA \$37,980.00; Lindsay Veflin MA \$38,500.00; Deb Zens BA \$42,960.00; Kristine Yackley BA \$40,475.00.

ADMINISTRATIVE STAFF

Kendra Becker Middle School Principal \$68,000.00; Dale Bernthal Network Administrator \$49,000.00; Gayle Cady Norris Principal/SPED Teacher \$60,000.00; Thomas Cameron Superintendent \$92,500.00; Cella Hermesen Elementary Principal \$64,000.00; Eldon Marshall Activities Director \$20,300.00; Kim Olson Business Manager \$50,000.00; Carol Rogers Administrative Assistant \$37,500.00; Peri Strain High School Principal \$60,000.00;

CLASSIFIED STAFF – HOURLY RATE

Ashley Bouman 9-Month Paraprofessional (Library) \$10.75; Bob Bouman Head Maintenance/Bus Driver \$20.80; Erin Brill 9-Month School Cook \$10.75; Jeff Bruce 9-Month Paraprofessional \$10.75; Crystal Charging Hawk 9-Month Community Counselor/Kitchen Aide/Paraprofessional \$12.35; August Chasing Horse 12-Month Custodian \$12.75; Terry Craven 9-Month Paraprofessional \$10.75; Terami Edwards 9-Month Paraprofessional \$10.75; Gabriel Ellendorf 9-Month Paraprofessional \$10.75; Jessa Ellendorf 9-Month Paraprofessional \$10.75; Dusti Good Shield 9-Month Paraprofessional \$10.75; Haley Gallant 9-Month Paraprofessional \$10.75; Margie Homan 10-Month School Secretary \$11.50; Penny Ivey 9-Month Norris Head Cook \$12.50; Cheryl Kingsolver 9-Month Paraprofessional \$10.75; Carla Krogman 9-Month Paraprofessional \$10.75; Kristan Krogman 9-Month Paraprofessional \$10.75; Richelle Krogman 9-Month Paraprofessional \$10.75; Criag Marshall 12-Month Custodian/Bus Driver \$11.75; Eldon Marshall 9-Month Title VII-Tutor \$15.05; Mariah Marshall 9-Month Community Liaison \$10.75; Deidra McBride 9-Month School Cook \$10.75; William Moran 12-Month Custodian/Bus Driver \$10.75; Bertha Morrison 10-Month School Norris Elementary Secretary \$15.40; Leroy Morrison 12-Month Custodian/Bus Driver \$15.60; Kay Piper 10-Month High School Secretary \$11.25; Candy Schmidt 9-Month Paraprofessional \$10.75; Roberta Schmidt 10-Month School Secretary \$11.90; Teresa Sherwood 9-Month School Cook \$14.55; Aaron Storms 9-Month Paraprofessional \$10.75; Gina Strain 9-Month Paraprofessional \$11.75 for Non-SLPA/\$17.25 for SLPA; Heather Taft 9-Month Paraprofessional \$10.75

The White River Board of Education met in regular session on Monday, August 10, 2015 at 6:30 p.m. in the Janklow room of the Community Events Center.

All motions are considered unanimous unless otherwise stated.

Members present were: Bill Hutchinson, Blake Lehman (arrived at 6:57 PM), Kenneth Risseeuw, John Egleston, Brandi Schmidt and Gina Adrian. Members Absent: Craig Marshall.

Other present: Tom Cameron, Kim Olson, Cella Hermesen, Kendra Becker, Gayle Cady, Peri Strain, Louann Krogman and John Gross.

16-021 Motion by Hutchinson seconded by Schmidt to approve the agenda for the meeting.

16-022 Motion by Adrian seconded by Schmidt to approve the minutes of July 13, 2015 School Board meeting.

16-023 Motion by Hutchinson seconded by Adrian to approve the monthly financial reports for July 2015.

16-024 Motion by Schmidt seconded by Hutchinson to authorize the payment of bills for July 2015.

Travel Reports were received from Louann Krogman.

16-025 Motion by Adrian seconded by Schmidt to approve the publishing of all the salaries for FY 2015-2016.

CERTIFIED STAFF

John Anders BA \$38,460.00; Curtis Anderson BA \$36,500.00 Rural School Stipend \$750.00; Charlene Arrow BA \$33,065.00; Michele Astleford BS \$39,705.00; Michael Beardt BA \$35,970.00; Trisha Bork BA \$32,650.00; Jared Bouman BA \$34,725.00; Gina Burnette BA \$32,600.00; Alice Cameron BA+15 \$41,035.00; Amy Cameron MA \$34,565.00; Emily Cameron BA \$32,600.00; Paul Carda BA+15 \$36,885.00 Rural School Stipend \$750.00; Sara Casselberry BA \$33,065.00; Kayla Earl BA \$32,650.00; Kendra Earll BA Nurse \$40,565.00; Ardeth Egleston BS+15 \$37,300.00; Jesse Engel BA \$30,475.00 Rural School Stipend \$750.00; Korrine Face BS \$34,310.00 Rural School Stipend \$750.00; Kent Green BA+15 \$36,055.00; John Gross BA+30 \$43,610.00; Jennifer Grothe \$33,325.00; Kayla Heyduk BA \$33,025.00; Amanda Hill BA \$33,895.00; Frankie Holt BA+30 \$38,715.00; Casey Krogman MA \$33,975.00; Leigh Krogman BS+45 \$41,205.00; Louann Krogman MA \$41,205.00; Troy Krogman BA \$36,385.00; Lema Leader Charge BA+15 \$37,650.00; John LeBoeuf MA \$44,110.00; Lorna McGowan MA \$44,110.00; Koleene Newbold BA+15 \$35,640.00; Heather Rogers BA \$33,065.00; Corey Sayler BA \$37,215.00; Helen Schwarting BA+15 \$34,810.00; Sandra Simonds MA \$34,525.00; Kati Jo Sykora BA \$35,140.00; Doreen Trumbo BA \$33,750.00; Skye Tucker BA \$32,650.00; Tracy Tucker BS+15 \$43,110.00; Stacy Twite BA+15 \$37,715.00; Steve Twite BS \$41,365.00; Brenda Vanderwalker BA \$33,480.00; Tanner Willard BA \$33,325.00; Deb Zens BA \$38,460.00;

ADMINISTRATIVE STAFF

Kendra Becker Middle School Principal \$66,000.00; Gayle Cady Norris Principal/SPED Teacher \$52,000.00; Thomas Cameron Superintendent \$90,000.00; Cella Hermesen Elementary Principal \$62,000.00; Eldon Marshall Activities Director \$19,700.00; Kim Olson Business Manager \$46,350.00; Carol Rogers Administrative Assistant \$36,000.00; Peri Strain High School Principal \$58,000.00;

CLASSIFIED STAFF – HOURLY RATE

Dustin Bechtold 12-Month Custodian \$11.15; Andrea Beckwith 9-Month Paraprofessional \$10.50; Ashley Bouman 9-Month Paraprofessional (Library) \$10.00; Bob Bouman Head Maintenance/Bus Driver \$20.05; Jeff Bruce 9-Month Paraprofessional \$10.00; Crystal Charging Hawk 9-Month Community Counselor/Kitchen Aide/Paraprofessional \$11.60; August Chasing Horse 12-Month Custodian \$12.00; Terry Craven 9-Month Paraprofessional \$10.00; Gabriel Ellendorf 9-Month Paraprofessional \$10.00; Jessa Ellendorf 9-Month Paraprofessional \$10.00; Dusti Good Shield 9-Month Paraprofessional \$10.00; Brittney Gullickson 9-Month Paraprofessional \$10.00; Margie Homan 10-Month School Secretary \$10.75; Penny Ivey 9-Month Norris Head Cook \$11.75; Stan Knispel 12-Month Custodian/Bus Driver \$11.50; Carla Krogman 9-Month Paraprofessional \$10.00; Kristan Krogman 9-Month Paraprofessional \$10.00; Richelle Krogman 9-Month Paraprofessional \$10.00; Eldon Marshall 9-Month Title VII-Tutor \$14.30; Deidra McBride 9-Month School Cook \$10.00; Debbie Morgan 9-