

2016-17 Teacher Accountability Information

At the end of the 2015-16 school year, we had three teachers retire with a combined 86 years of experience with the Willow Lake School District. Of those retired teachers, two were considered FTE's of 1 each in the funding formula; the other retiree was not in the formula (librarian). With their retirements, we shifted some staff members around; absorbed one position no longer needed and hired two new teachers. We were able to fill the retirements of the 1st grade teacher and librarian with current certified staff members. We advertised for a music teacher and a social studies teacher (our 2015-16 social studies teacher replaced the retiring librarian). With the re-structuring of staff, we were able to get our average FTE of 24.87 (2015-16 school year), down to 23.95 for the 2016-17 school year.

Our certified staff received a \$5,200 raise in salary and a \$2,040 increase in health insurance benefits for the 2016-17 school year. In May of 2017, our school health insurance pool went from a fully insured to a self-insured insurance pool. With this change, our district went from offering two deductibles to four deductibles. We also added in H.S.A and Flex benefits (with some of those benefits being employer contributions). Also, the life insurance premium changed from \$1.90/month to \$1.20/month. All these changes were effective July 1, 2017. With these changes, we had eight staff members make changes to their health benefits. I have included a spreadsheet showing the salary and benefit increases for staff members that returned to our school district for the 2016-17 school year.

Of our two, new staff members hired for the 2016-17 school, one declined the health insurance benefit.

I have also included a spreadsheet showing what the school year would have looked like financially had the 1st grade teacher and music teacher not retire. Also, we would not have advertised for a social studies teacher (as she would have stayed in that position, not going to the library). The retirement of the librarian would have been filled within by our technology coordinator who had those credentials and the school district would have advertised for a new technology coordinator.

FY 2017 Average Teacher Salary Information - Reported for Teacher Accountability

Name	Position	FY 2016 Salary	FY 17 Salary \$5200	Reportable Salary for Accountability	FICA (7.65%)	Retirement (6%)	Health Ins. (\$750/mo.)	Flex/\$4/m HSA/\$2/m \$500 to FLEX (41.67/11 mo., 41.63/1 mo.)	Life Ins. (\$1.90/mo. Sept-May) (\$1.20 June - Aug.)	Work Comp Factor	FTE
Anderson, Diane (.70)	Title/Preschool	\$40,076	\$45,276	\$31,693	2,424.53	1,901.59	6,300.00	0.00	\$14.49	\$174.31	0.7
Anderson, Lukas	HS Science	\$34,000	\$39,200	\$39,200	2,998.80	2,352.00	8,783.85	256.68	\$20.70	\$215.60	1
Bastian, Emily	HS Sped	\$35,400	\$40,600	\$40,600	3,105.90	2,436.00	9,000.00	8.00	\$20.70	\$223.30	1
Bratland, Kim (.25)	Library/Soc. Sci	\$43,702	\$48,902	\$12,226	935.25	733.53	2,243.47	22.84	\$5.18	\$67.24	0.25
Bratland-Bruns, Tracy	Kindergarten	\$46,576	\$51,776	\$51,776	3,960.86	3,106.56	9,000.00	0.00	\$20.70	\$284.77	1
Edleman, Kayla	2 nd	\$34,000	\$39,200	\$39,200	2,998.80	2,352.00	8,783.85	256.68	\$20.70	\$215.60	1
Josh Friez	Band/Music	\$0	\$38,200	\$38,200	2,922.30	2,292.00	9,000.00	0.00	\$20.70	\$210.10	1
Flemming, Robin	Mayfield	\$34,700	\$39,900	\$39,900	3,052.35	2,394.00	9,000.00	0.00	\$20.70	\$219.45	1
Fryslie, Jamie	HS English	\$35,540	\$40,740	\$40,740	3,116.61	2,444.40	8,250.00	0.00	\$20.70	\$224.07	1
Giles, Lacey	JH Teacher	\$33,300	\$38,500	\$38,500	2,945.25	2,310.00	9,000.00	0.00	\$20.70	\$211.75	1
Harding, Cassandra	Lower Collins	\$36,800	\$42,000	\$42,000	3,213.00	2,520.00	9,000.00	0.00	\$20.70	\$231.00	1
Hasler, Chris	Upper Collins	\$43,884	\$49,084	\$49,084	3,754.93	2,945.04	9,000.00	0.00	\$20.70	\$269.96	1
Hovde, Cheryl	HS Bus.	\$45,366	\$50,566	\$50,566	3,868.30	3,033.96	8,973.87	91.34	\$20.70	\$278.11	1
Hovde, Lori	5 th	\$44,734	\$49,934	\$49,934	3,819.95	2,996.04	9,000.00	0.00	\$20.70	\$274.64	1
Kannegieter, Christina	HS Math	\$43,172	\$48,372	\$48,372	3,700.46	2,902.32	8,783.85	256.68	\$20.70	\$266.05	1
Koenig, Emily	Title	\$36,968	\$42,168	\$42,168	3,225.85	2,530.08	9,000.00	0.00	\$20.70	\$231.92	1
Konechne, Ashley	3 rd	\$34,700	\$39,900	\$39,900	3,052.35	2,394.00	9,000.00	0.00	\$20.70	\$219.45	1
Lewis, Pauline	Shamrock	\$36,716	\$41,916	\$41,916	3,206.57	2,514.96	8,250.00	0.00	\$20.70	\$230.54	1
Seivert, Lynnea	JH Teacher	\$34,000	\$39,200	\$39,200	2,998.80	2,352.00	8,783.85	256.68	\$20.70	\$215.60	1
Serna, Hector	Alt. H.S. Teacher	\$0	\$0	\$0	0.00	0.00	0.00	0.00	\$0.00	\$0.00	0
Stevens, Eric	MS Math/PE	\$34,700	\$39,900	\$39,900	3,052.35	2,394.00	8,973.87	91.34	\$20.70	\$219.45	1
Stevens, Nichol	1st	\$44,734	\$49,934	\$49,934	3,819.95	2,996.04	8,973.87	91.34	\$20.70	\$274.64	1
Tellinghuisen, Lindsey	4 th	\$39,992	\$45,192	\$45,192	3,457.19	2,711.52	9,000.00	0.00	\$20.70	\$248.56	1
Tonak, Dan	HS Ag	\$44,174	\$49,374	\$49,374	3,777.11	2,962.44	9,000.00	0.00	\$20.70	\$271.56	1
Vig, Tara	El. Sped.	\$43,142	\$49,462	\$49,462	3,783.84	2,967.72	0.00	0.00	\$20.70	\$272.04	1
Chase Lettau	JH/HS Soc. Sci.	\$0	\$38,200	\$38,200	2,922.30	2,292.00	0.00	0.00	\$20.70	\$210.10	1

\$1,097,496

Lane Change	TOTAL Instruct. Salary	\$1,047,236.70	23.95
1st yr. Teacher	FICA	\$80,113.61	
No longer in formula	Retirement	\$62,834.20	
Declined Health Ins.	Health Ins.	\$195,100.48	
Change in Health Ins. at May Enrollment	Flex/H.S.A Benefits	\$1,331.58	
Enrolled in New Flex or H.S.A Benefit Option	Life Ins.	\$495.77	
Replaced Retired Staff Member from 15-16, who was not apart of teacher accountability	Work Comp. Ins.	\$5,759.80	
	Total Salary & Benefits	\$1,392,872.13	(not met)
	Total Salary & Benefits Divided by FTE	\$1,392,872.13	
		23.95	

The two, 1st year teachers ended up replacing two teachers with a combined 58 years of experience at the Willow Lake School District.

FY 2017 Ave. Teacher Salary

\$58,157.50 (met)

Returning Staff Members from the 2015-16 school year to the 2016-17 school year

(Those marked with * are a FTE change from the 2015-16 school year)

Staff Member	Amount of Raise for FY 2017	Raise Amount Reportable for Accountability	FICA (7.65%)	Retirement (6%)	Health Ins.	Life Ins.	Work Comp Factor	
* Anderson, Diane (.70)	5200	3,640.00	278.46	218.40	1,428.00	14.49	18.20	5,597.55
Anderson, Lukas	5200	5,200.00	397.80	312.00	2,080.53	20.70	26.00	8,037.03
Bastian, Emily	5200	5,200.00	397.80	312.00	2,040.00	20.70	26.00	7,996.50
* Bratland, Kim (.25)	5200	1,300.00	99.45	78.00	526.30	5.18	6.50	2,015.43
Bratland-Bruns, Tracy	5200	5,200.00	397.80	312.00	2,040.00	20.70	26.00	7,996.50
Edleman, Kayla	5200	5,200.00	397.80	312.00	2,080.53	20.70	26.00	8,037.03
Flemming, Robin	5200	5,200.00	397.80	312.00	2,040.00	20.70	26.00	7,996.50
Fryslie, Jamie	5200	5,200.00	397.80	312.00	2,040.00	20.70	26.00	7,996.50
Giles, Lacey	5200	5,200.00	397.80	312.00	2,040.00	20.70	26.00	7,996.50
Harding, Cassandra	5200	5,200.00	397.80	312.00	2,040.00	20.70	26.00	7,996.50
Hasler, Chris	5200	5,200.00	397.80	312.00	2,040.00	20.70	26.00	7,996.50
Hovde, Cheryl	5200	5,200.00	397.80	312.00	2,105.21	20.70	26.00	8,061.71
Hovde, Lori	5200	5,200.00	397.80	312.00	2,040.00	20.70	26.00	7,996.50
Kannegieter, Christina	5200	5,200.00	397.80	312.00	2,080.53	20.70	26.00	8,037.03
Koenig, Emily	5200	5,200.00	397.80	312.00	2,040.00	20.70	26.00	7,996.50
Konechne, Ashley	5200	5,200.00	397.80	312.00	2,040.00	20.70	26.00	7,996.50
Lewis, Pauline	5200	5,200.00	397.80	312.00	2,040.00	20.70	26.00	7,996.50
Seivert, Lynnea	5200	5,200.00	397.80	312.00	2,080.53	20.70	26.00	8,037.03
* Stevens, Eric	5200	5,200.00	397.80	312.00	2,105.21	20.70	26.00	8,061.71
Stevens, Nichol	5200	5,200.00	397.80	312.00	2,105.21	20.70	26.00	8,061.71
Tellinghuisen, Lindsey	5200	5,200.00	397.80	312.00	2,040.00	20.70	26.00	7,996.50
Tonak, Dan	5200	5,200.00	397.80	312.00	2,040.00	20.70	26.00	7,996.50
* Vig, Tara (lane chg)	5820	5,820.00	445.23	349.20	0.00	20.70	29.10	6,664.23
21.95								
114760 8,779.14 6,885.60 43,112.05 454.37 573.80								174,564.96

* Those that had a change in FTE from the 2015-16 school year.

Change in health insurance benefits at enrollment time. Includes the changing of health insurance deductibles offered, the addition of H.S.A plans and Flexible Spending Plans. Life Insurance Premiums changed from \$1.90/month to \$1.20/month, effective 7-1-17.

employer contributions

FY 2017 Average Teacher Salary Information (Had Retired Teachers Not Left)

Name	Position	FY 2016 Salary	FY 17 Salary \$5200	Reportable Salary for Accountability	FICA (7.65%)	Retirement (6%)	Health Ins. (\$750/mo.)	Flex/\$4/m HSA/\$2/m \$500 to FLEX (\$1.67/11 mo., 41.63/1 mo.)	Life Ins. (\$1.90/mo. Sept.-May) (\$1.20 June - Aug.)	Work Comp Factor	FTE
Anderson, Diane	Title/PE	\$40,076	\$45,276	\$45,276	3,463.61	2,716.56	9,000.00	0.00	\$14.49	\$249.02	1
Anderson, Lukas	HS Science	\$34,000	\$39,200	\$39,200	2,998.80	2,352.00	8,783.85	256.68	\$20.70	\$215.60	1
Bastian, Emily	HS Sped	\$35,400	\$40,600	\$40,600	3,105.90	2,436.00	9,000.00	8.00	\$20.70	\$223.30	1
Bratland, Kim	Soc.Sci	\$43,702	\$48,902	\$48,902	3,741.00	2,934.12	8,973.87	91.34	\$20.70	\$268.96	1
Bratland-Bruns, Tracy	Elem. Reading	\$46,576	\$51,776	\$51,776	3,960.86	3,106.56	9,000.00	0.00	\$20.70	\$284.77	1
Edleman, Kayla	2 nd	\$34,000	\$39,200	\$39,200	2,998.80	2,352.00	8,783.85	256.68	\$20.70	\$215.60	1
Ehrke, Paul	Band/Music	\$46,274	\$51,474	\$51,474	3,937.76	3,088.44	9,000.00	0.00	\$20.70	\$283.11	1
Flemming, Robin	Mayfield	\$34,700	\$39,900	\$39,900	3,052.35	2,394.00	9,000.00	0.00	\$20.70	\$219.45	1
Fryslie, Jamie	HS English	\$35,540	\$40,740	\$40,740	3,116.61	2,444.40	8,250.00	0.00	\$20.70	\$224.07	1
Giles, Lacey	JH Teacher	\$33,300	\$38,500	\$38,500	2,945.25	2,310.00	9,000.00	0.00	\$20.70	\$211.75	1
Harding, Cassandra	Lower Collins	\$36,800	\$42,000	\$42,000	3,213.00	2,520.00	9,000.00	0.00	\$20.70	\$231.00	1
Hasler, Chris	Upper Collins	\$43,884	\$49,084	\$49,084	3,754.93	2,945.04	9,000.00	0.00	\$20.70	\$269.96	1
Hovde, Cheryl	HS Bus.	\$45,366	\$50,566	\$50,566	3,868.30	3,033.96	8,973.87	91.34	\$20.70	\$278.11	1
Hovde, Lori	5 th	\$44,734	\$49,934	\$49,934	3,819.95	2,996.04	9,000.00	0.00	\$20.70	\$274.64	1
Kannegieter, Christina	HS Math	\$43,172	\$48,372	\$48,372	3,700.46	2,902.32	8,783.85	256.68	\$20.70	\$266.05	1
Koenig, Emily	Title	\$36,968	\$42,168	\$42,168	3,225.85	2,530.08	9,000.00	0.00	\$20.70	\$231.92	1
Konechne, Ashley	3 rd	\$34,700	\$39,900	\$39,900	3,052.35	2,394.00	9,000.00	0.00	\$20.70	\$219.45	1
Lewis, Pauline	Shamrock	\$36,716	\$41,916	\$41,916	3,206.57	2,514.96	8,250.00	0.00	\$20.70	\$230.54	1
Seivert, Lynnea	JH Teacher	\$34,000	\$39,200	\$39,200	2,998.80	2,352.00	8,783.85	256.68	\$20.70	\$215.60	1
Serna, Hector	Alt. H.S. Teacher	\$0	\$0	\$0	0.00	0.00	0.00	0.00	\$0.00	\$0.00	0
Stevens, Eric	MS Math/PE	\$34,700	\$39,900	\$34,713	2,655.54	2,082.78	7,807.27	79.47	\$18.01	\$190.92	0.87
Stevens, Nichol	Kindergarten	\$44,734	\$49,934	\$49,934	3,819.95	2,996.04	8,973.87	91.34	\$20.70	\$274.64	1
Tellinghuisen, Lindsey	4 th	\$39,992	\$45,192	\$45,192	3,457.19	2,711.52	9,000.00	0.00	\$20.70	\$248.56	1
Tonak, Dan	HS Ag	\$44,174	\$49,374	\$49,374	3,777.11	2,962.44	9,000.00	0.00	\$20.70	\$271.56	1
Vig, Tara (.70)	El. Sped./PK	\$43,142	\$49,462	\$34,623	2,648.69	2,077.40	0.00	0.00	\$14.49	\$190.43	0.7
Warkenthien, Cindy	1st	\$46,123	\$51,323	\$51,323	3,926.21	3,079.38	9,000.00	0.00	\$20.70	\$282.28	1

\$1,123,893

Lane Change
No longer in formula
Change in Health Ins. at May Enrollment
Enrolled in New Flex or H.S.A Benefit Option
Staff-Had they stayed for 2016-17 school year

TOTAL Instruct. Salary	\$1,103,867.40
FICA	\$84,445.86
Retirement	\$66,232.04
Health Ins.	\$212,364.28
Flex/H.S.A Benefits	\$1,388.21
Life Ins.	\$502.39
Work Comp. Ins.	\$6,071.27
Total Salary & Benefits	\$1,474,871.44
Total Salary & Benefits Divided by FTE	\$1,474,871.44 / 23.95

FY 2017 Ave. Teacher Salary

\$61,581.27

24.57

Had 1st gr. + music teacher not retired, left staffing positions the same as 15-16 school year, with the exception of the blue highlighted cell.