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

Name of School District: Willow Lake 12-3   **School Year:** 2017

FY2016 Total Teacher Compensation:	$1,300,259		
FY2016 Average Teacher Compensation:	$52,282		
FY2017 Total Teacher Compensation:	$1,392,875	Difference Total TC:	$92,616
FY2017 Average Teacher Compensation:	$58,158	Difference Avg TC:	$5,876
FY2017 Total Teacher Compensation Accountability:	$1,432,012	Difference Accountability #1	($39,137)
FY2017 Average Teacher Compensation Accountability:	$57,738	Difference Accountability #2	$420

Check the appropriate accountability:

Request to Waive Accountability #1: Total Expenditures for Teacher Compensation   [X]

Request to Waive Accountability #2: Average Teacher Compensation   [ ]

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.

> I am providing two spreadsheets. The first spreadsheet shows the breakdown of salary and benefits reported for FY 2017. The second spreadsheet shows information had two teachers not retired and had returned for the 2016-17 school year.

Please explain the reason(s) for this request:

> The reason for our request is we did meet average teacher compensation, but we did not meet total compensation. We had two teachers retire that had a combined 58 years of experience with the Willow Lake School District. They were replaced by two, first year teachers. Had they stayed, we would have meet total compensation for the 16-17 school year. I have included a spreadsheet showing what they would have made had they been here.

Contact Person: _Melissa A. Burke_   Title: _Business Manager_

Date: _10·17·17_   Signature: _Melissa A. Burke_

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) Changes that cound not be reasonably anticipated by the district.