

## SUPPORTING INFORMATION

### HB 1048: Benchmark Teacher Salary

The following spreadsheets outline the status of school districts, organized by legislative district, in reference to the DOE bill on teacher salary. Examples and considerations have been provided as a guideline to this data, and a glossary of terms can be found at the end of this packet.

#### Equation:

To understand the total dollar amount that each school district needs to infuse into teacher salaries by 2028\*, use the following equation:

$$\text{Difference} \times \text{Total FTE} = \$\text{Total}$$

School District Name	FY2023				
	Actual Average Teacher Salary	Benchmark	Difference	Total FTE	% of FY23 Benchmark
Baltic AD-1	\$51,003	\$52,100	(\$1,097)	37.87	99.61%

#### Examples:

- Aberdeen: Aberdeen has 303.33 FTE and is behind its benchmark by \$1,057 per teacher. This places them at 98.08% of their benchmark, meaning they would need to infuse \$320,620 into teacher salaries but, given that they are at 98%, they have until 2028\* to meet their evolving benchmark, according to the bill. For reference, Aberdeen receives a total of \$29,239,965 for state aid to general education, of which \$17,298,191 are general funds from the state.
- Clark: Clark has 36.25 FTE and is behind its benchmark by \$1,640 per teacher. This places them at 96.77% of their benchmark, meaning they would need to infuse \$59,450 into teacher salaries but, given they are at almost 97%, they have until 2027 to reach 98% of their evolving benchmark and until 2028 to reach 100%, according to the bill. For reference, Clark receives a total of \$3,377,639 for state aid to general education, of which \$1,151,619 are general funds from the state.

#### Considerations:

Are some districts farther behind than these two? Yes, and some already meet their benchmark. Those farther behind will have time to make up the differences and those particularly far behind will work with the Department of Education to develop corrective action plans, if the districts so choose, or develop a strategy for meeting their benchmark on their own.

One important reminder: There is no financial penalty, such as there was under the former accountability model, for failing to meet benchmarks or the lowered percentages of the benchmarks over the next several years. As long as a district is making meaningful, sincere progress toward meeting benchmarks, there are no penalties. Were a district to flat out refuse to address the situation, then it could become an accreditation issue.

\*The benchmark will evolve each year based on the percentage adjusted in the target teacher salary as adopted annually by the Legislature. Districts have until FY 2028 to meet 100% of their benchmark and must meet or exceed 100% of their benchmark every year after.

## District 1

School District Name			FY2023		
	Actual Average Teacher Salary	Benchmark	Difference	Total FTE	% of FY23 Benchmark
	Aberdeen 06-1	\$53,986	\$55,043	(1,057)	303.33
Big Stone City 25-1	\$44,395	\$46,281	(1,886)	8.80	95.92%
Britton-Hecla 45-4	\$49,998	\$51,201	(1,203)	33.88	97.65%
Florence 14-1	\$51,550	\$51,453	97	20.21	100.19%
Frederick Area 06-2	\$46,917	\$48,450	(1,533)	18.13	96.84%
Groton Area 06-6	\$52,768	\$52,526	242	41.28	100.46%
Langford Area 45-5	\$50,226	\$51,252	(1,026)	20.51	98.00%
Milbank 25-4	\$53,901	\$53,200	701	73.36	101.32%
Northwestern Area 56-7	\$52,807	\$49,975	2,832	20.75	105.67%
Rosholt 54-4	\$50,726	\$51,899	(1,173)	20.51	97.74%
Sisseton 54-2	\$51,964	\$51,844	120	69.01	100.23%
Summit 54-6	\$43,460	\$45,347	(1,887)	17.23	95.84%
Warner 06-5	\$49,332	\$50,986	(1,654)	23.00	96.76%
Waubay 18-3	\$46,316	\$48,423	(2,107)	17.93	95.65%
Webster Area 18-5	\$48,815	\$50,542	(1,727)	33.43	96.58%
Wilmot 54-7	\$46,073	\$46,082	(9)	17.20	99.98%

## District 2

School District Name	FY2023				
	Actual Average Teacher Salary	Benchmark	Difference	Total FTE	% of FY23 Benchmark
	Baltic 49-1	\$51,993	\$52,199	(206)	37.87
Brandon Valley 49-2	\$59,661	\$57,007	2,654	284.30	104.66%
Chester Area 39-1	\$54,481	\$53,856	625	35.55	101.16%
Dell Rapids 49-3	\$49,083	\$51,497	(2,414)	68.62	95.31%
Garretson 49-4	\$50,947	\$48,585	2,362	33.74	104.86%
Lennox 41-4	\$51,661	\$49,085	2,576	75.15	105.25%
Montrose 43-2	\$51,426	\$51,669	(243)	19.37	99.53%
Parker 60-4	\$48,778	\$48,478	300	33.21	100.62%
Sioux Falls 49-5	\$56,932	\$58,702	(1,770)	1,660.20	96.98%
Tea Area 41-5	\$52,537	\$51,184	1,353	139.36	102.64%
Tri-Valley 49-6	\$51,349	\$54,041	(2,692)	68.62	95.02%
West Central 49-7	\$53,000	\$55,145	(2,145)	92.92	96.11%

### District 3

School District Name			FY2023			
	Actual Average Teacher Salary	Benchmark	Difference	Total FTE	% of FY23 Benchmark	
Aberdeen 06-1	\$53,986	\$55,043	(1,057)	303.33	98.08%	
Britton-Hecla 45-4	\$49,998	\$51,201	(1,203)	33.88	97.65%	
Frederick Area 06-2	\$46,917	\$48,450	(1,533)	18.13	96.84%	
Groton Area 06-6	\$52,768	\$52,526	242	41.28	100.46%	
Langford Area 45-5	\$50,226	\$51,252	(1,026)	20.51	98.00%	
Northwestern Area 56-7	\$52,807	\$49,975	2,832	20.75	105.67%	
Warner 06-5	\$49,332	\$50,986	(1,654)	23.00	96.76%	

## District 4

School District Name			FY2023		
	Actual Average Teacher Salary	Benchmark	Difference	Total FTE	% of FY23 Benchmark
	Arlington 38-1	\$50,364	\$50,013	351	22.25
Big Stone City 25-1	\$44,395	\$46,281	(1,886)	8.80	95.92%
Castlewood 28-1	\$49,751	\$51,459	(1,708)	19.20	96.68%
Clark 12-2	\$49,091	\$50,731	(1,640)	36.25	96.77%
Deubrook Area 05-6	\$47,900	\$51,298	(3,398)	30.57	93.38%
Deuel 19-4	\$49,745	\$51,695	(1,950)	38.58	96.23%
Doland 56-2	\$49,936	\$50,655	(719)	16.50	98.58%
Estelline 28-2	\$50,268	\$52,641	(2,373)	22.84	95.49%
Florence 14-1	\$51,550	\$51,453	97	20.21	100.19%
Hamlin 28-3	\$51,491	\$50,881	610	52.18	101.20%
Henry 14-2	\$48,724	\$52,291	(3,567)	15.51	93.18%
Milbank 25-4	\$53,901	\$53,200	701	73.36	101.32%
Rosholt 54-4	\$50,726	\$51,899	(1,173)	20.51	97.74%
Sisseton 54-2	\$51,964	\$51,844	120	69.01	100.23%
Summit 54-6	\$43,460	\$45,347	(1,887)	17.23	95.84%
Watertown 14-4	\$54,454	\$58,129	(3,675)	240.02	93.68%
Waubay 18-3	\$46,316	\$48,423	(2,107)	17.93	95.65%
Waverly 14-5	\$49,296	\$51,158	(1,862)	19.60	96.36%
Webster Area 18-5	\$48,815	\$50,542	(1,727)	33.43	96.58%
Willow Lake 12-3	\$50,833	\$50,267	566	25.11	101.13%
Wilmot 54-7	\$46,073	\$46,082	(9)	17.20	99.98%

## District 5

			FY2023			
School District Name	Actual Average Teacher Salary	Benchmark	Difference	Total FTE	% of FY23 Benchmark	
Castlewood 28-1	\$49,751	\$51,459	(1,708)	19.20	96.68%	
Florence 14-1	\$51,550	\$51,453	97	20.21	100.19%	
Hamlin 28-3	\$51,491	\$50,881	610	52.18	101.20%	
Henry 14-2	\$48,724	\$52,291	(3,567)	15.51	93.18%	
Waverly 14-5	\$49,296	\$51,158	(1,862)	19.60	96.36%	
Webster Area 18-5	\$48,815	\$50,542	(1,727)	33.43	96.58%	

## District 6

			FY2023		
School District Name	Actual Average Teacher Salary	Benchmark	Difference	Total FTE	% of FY23 Benchmark
Alcester-Hudson 61-1	\$47,104	\$47,216	(112)	27.50	99.763%
Beresford 61-2	\$52,088	\$53,273	(1,185)	47.61	97.776%
Canton 41-1	\$50,919	\$50,736	183	61.84	100.361%
Centerville 60-1	\$47,360	\$49,101	(1,741)	20.60	96.454%
Harrisburg 41-2	\$55,475	\$50,978	4,497	430.92	108.821%
Lennox 41-4	\$51,661	\$49,085	2,576	75.15	105.248%
Sioux Falls 49-5	\$56,932	\$58,702	(1,770)	1,660.20	96.985%
Tea Area 41-5	\$52,537	\$51,184	1,353	139.36	102.643%

## District 7

School District Name			FY2023		
	Actual Average Teacher Salary	Benchmark	Difference	Total FTE	% of FY23 Benchmark
Alcester-Hudson 61-1	\$47,104	\$47,216	(112)	27.50	99.76%
Beresford 61-2	\$52,088	\$53,273	(1,185)	47.61	97.78%
Canton 41-1	\$50,919	\$50,736	183	61.84	100.36%
Centerville 60-1	\$47,360	\$49,101	(1,741)	20.60	96.45%
Harrisburg 41-2	\$55,475	\$50,978	4,497	430.92	108.82%
Lennox 41-4	\$51,661	\$49,085	2,576	75.15	105.25%
Sioux Falls 49-5	\$56,932	\$58,702	(1,770)	1,660.20	96.98%
Tea Area 41-5	\$52,537	\$51,184	1,353	139.36	102.64%



## District 8

School District Name			FY2023		
	Actual Average Teacher Salary	Benchmark	Difference	Total FTE	% of FY23 Benchmark
Arlington 38-1	\$50,364	\$50,013	351	22.25	100.70%
Brookings 05-1	\$54,318	\$53,303	1,015	235.27	101.90%
Chester Area 39-1	\$54,481	\$53,856	625	35.55	101.16%
Colman-Egan 50-5	\$46,480	\$46,100	380	19.40	100.82%
De Smet 38-2	\$49,743	\$50,276	(533)	23.30	98.94%
Deubrook Area 05-6	\$47,900	\$51,298	(3,398)	30.57	93.38%
Elkton 05-3	\$44,846	\$48,225	(3,379)	32.37	92.99%
Estelline 28-2	\$50,268	\$52,641	(2,373)	22.84	95.49%
Hamlin 28-3	\$51,491	\$50,881	610	52.18	101.20%
Hanson 30-1	\$47,289	\$47,318	(29)	30.12	99.94%
Howard 48-3	\$47,249	\$49,590	(2,341)	27.59	95.28%
Iroquois 02-3	\$49,958	\$50,403	(445)	19.18	99.12%
Lake Preston 38-3	\$45,472	\$47,386	(1,914)	19.23	95.96%
Madison Central 39-2	\$54,328	\$55,488	(1,160)	83.34	97.91%
McCook Central 43-7	\$49,535	\$50,890	(1,355)	30.47	97.34%
Oldham-Ramona 39-5	\$45,529	\$45,103	426	18.05	100.94%
Rutland 39-4	\$46,848	\$40,887	5,961	20.49	114.58%
Sanborn Central 55-5	\$47,161	\$46,851	310	21.00	100.66%
Sioux Valley 05-5	\$50,193	\$53,656	(3,463)	46.39	93.55%
Willow Lake 12-3	\$50,833	\$50,267	566	25.11	101.13%

## District 9

School District Name			FY2023		
	Actual Average Teacher Salary	Benchmark	Difference	Total FTE	% of FY23 Benchmark
Baltic 49-1	\$51,993	\$52,199	(206)	37.87	99.61%
Brandon Valley 49-2	\$59,661	\$57,007	2,654	284.30	104.66%
Chester Area 39-1	\$54,481	\$53,856	625	35.55	101.16%
Dell Rapids 49-3	\$49,083	\$51,497	(2,414)	68.62	95.31%
Garretson 49-4	\$50,947	\$48,585	2,362	33.74	104.86%
Lennox 41-4	\$51,661	\$49,085	2,576	75.15	105.25%
Montrose 43-2	\$51,426	\$51,669	(243)	19.37	99.53%
Parker 60-4	\$48,778	\$48,478	300	33.21	100.62%
Sioux Falls 49-5	\$56,932	\$58,702	(1,770)	1,660.20	96.98%
Tea Area 41-5	\$52,537	\$51,184	1,353	139.36	102.64%
Tri-Valley 49-6	\$51,349	\$54,041	(2,692)	68.62	95.02%
West Central 49-7	\$53,000	\$55,145	(2,145)	92.92	96.11%

## District 10

School District Name			FY2023		
	Actual Average Teacher Salary	Benchmark	Difference	Total FTE	% of FY23 Benchmark
Baltic 49-1	\$51,993	\$52,199	(206)	37.87	99.61%
Brandon Valley 49-2	\$59,661	\$57,007	2,654	284.30	104.66%
Chester Area 39-1	\$54,481	\$53,856	625	35.55	101.16%
Dell Rapids 49-3	\$49,083	\$51,497	(2,414)	68.62	95.31%
Garretson 49-4	\$50,947	\$48,585	2,362	33.74	104.86%
Lennox 41-4	\$51,661	\$49,085	2,576	75.15	105.25%
Montrose 43-2	\$51,426	\$51,669	(243)	19.37	99.53%
Parker 60-4	\$48,778	\$48,478	300	33.21	100.62%
Sioux Falls 49-5	\$56,932	\$58,702	(1,770)	1,660.20	96.98%
Tea Area 41-5	\$52,537	\$51,184	1,353	139.36	102.64%
Tri-Valley 49-6	\$51,349	\$54,041	(2,692)	68.62	95.02%
West Central 49-7	\$53,000	\$55,145	(2,145)	92.92	96.11%

## District 11

School District Name			FY2023			
	Actual Average Teacher Salary	Benchmark	Difference	Total FTE	% of FY23 Benchmark	
Baltic 49-1	\$51,993	\$52,199	(206)	37.87	99.61%	
Brandon Valley 49-2	\$59,661	\$57,007	2,654	284.30	104.66%	
Chester Area 39-1	\$54,481	\$53,856	625	35.55	101.16%	
Dell Rapids 49-3	\$49,083	\$51,497	(2,414)	68.62	95.31%	
Garretson 49-4	\$50,947	\$48,585	2,362	33.74	104.86%	
Lennox 41-4	\$51,661	\$49,085	2,576	75.15	105.25%	
Montrose 43-2	\$51,426	\$51,669	(243)	19.37	99.53%	
Parker 60-4	\$48,778	\$48,478	300	33.21	100.62%	
Sioux Falls 49-5	\$56,932	\$58,702	(1,770)	1,660.20	96.98%	
Tea Area 41-5	\$52,537	\$51,184	1,353	139.36	102.64%	
Tri-Valley 49-6	\$51,349	\$54,041	(2,692)	68.62	95.02%	
West Central 49-7	\$53,000	\$55,145	(2,145)	92.92	96.11%	

## District 12

School District Name			FY2023		
	Actual Average Teacher Salary	Benchmark	Difference	Total FTE	% of FY23 Benchmark
Alcester-Hudson 61-1	\$47,104	\$47,216	(112)	27.50	99.76%
Baltic 49-1	\$51,993	\$52,199	(206)	37.87	99.61%
Beresford 61-2	\$52,088	\$53,273	(1,185)	47.61	97.78%
Brandon Valley 49-2	\$59,661	\$57,007	2,654	284.30	104.66%
Canton 41-1	\$50,919	\$50,736	183	61.84	100.36%
Centerville 60-1	\$47,360	\$49,101	(1,741)	20.60	96.45%
Chester Area 39-1	\$54,481	\$53,856	625	35.55	101.16%
Dell Rapids 49-3	\$49,083	\$51,497	(2,414)	68.62	95.31%
Garretson 49-4	\$50,947	\$48,585	2,362	33.74	104.86%
Harrisburg 41-2	\$55,475	\$50,978	4,497	430.92	108.82%
Lennox 41-4	\$51,661	\$49,085	2,576	75.15	105.25%
Montrose 43-2	\$51,426	\$51,669	(243)	19.37	99.53%
Parker 60-4	\$48,778	\$48,478	300	33.21	100.62%
Sioux Falls 49-5	\$56,932	\$58,702	(1,770)	1,660.20	96.98%
Tea Area 41-5	\$52,537	\$51,184	1,353	139.36	102.64%
Tri-Valley 49-6	\$51,349	\$54,041	(2,692)	68.62	95.02%
West Central 49-7	\$53,000	\$55,145	(2,145)	92.92	96.11%

## District 13

School District Name			FY2023		
	Actual Average Teacher Salary	Benchmark	Difference	Total FTE	% of FY23 Benchmark
Alcester-Hudson 61-1	\$47,104	\$47,216	(112)	27.50	99.76%
Baltic 49-1	\$51,993	\$52,199	(206)	37.87	99.61%
Beresford 61-2	\$52,088	\$53,273	(1,185)	47.61	97.78%
Brandon Valley 49-2	\$59,661	\$57,007	2,654	284.30	104.66%
Canton 41-1	\$50,919	\$50,736	183	61.84	100.36%
Centerville 60-1	\$47,360	\$49,101	(1,741)	20.60	96.45%
Chester Area 39-1	\$54,481	\$53,856	625	35.55	101.16%
Chester Area 39-1	\$54,481	\$53,856	625	35.55	101.16%
Dell Rapids 49-3	\$49,083	\$51,497	(2,414)	68.62	95.31%
Garretson 49-4	\$50,947	\$48,585	2,362	33.74	104.86%
Harrisburg 41-2	\$55,475	\$50,978	4,497	430.92	108.82%
Lennox 41-4	\$51,661	\$49,085	2,576	75.15	105.25%
Montrose 43-2	\$51,426	\$51,669	(243)	19.37	99.53%
Parker 60-4	\$48,778	\$48,478	300	33.21	100.62%
Sioux Falls 49-5	\$56,932	\$58,702	(1,770)	1,660.20	96.98%
Tea Area 41-5	\$52,537	\$51,184	1,353	139.36	102.64%
Tri-Valley 49-6	\$51,349	\$54,041	(2,692)	68.62	95.02%
West Central 49-7	\$53,000	\$55,145	(2,145)	92.92	96.11%

## District 14

School District Name	FY2022		FY2023		
	Actual Average Teacher Salary	Benchmark	Difference	Total FTE	% of FY23 Benchmark
Baltic 49-1	\$51,993	\$52,199	(206)	37.87	99.61%
Brandon Valley 49-2	\$59,661	\$57,007	2,654	284.30	104.66%
Chester Area 39-1	\$54,481	\$53,856	625	35.55	101.16%
Dell Rapids 49-3	\$49,083	\$51,497	(2,414)	68.62	95.31%
Garretson 49-4	\$50,947	\$48,585	2,362	33.74	104.86%
Lennox 41-4	\$51,661	\$49,085	2,576	75.15	105.25%
Montrose 43-2	\$51,426	\$51,669	(243)	19.37	99.53%
Parker 60-4	\$48,778	\$48,478	300	33.21	100.62%
Sioux Falls 49-5	\$56,932	\$58,702	(1,770)	1,660.20	96.98%
Tea Area 41-5	\$52,537	\$51,184	1,353	139.36	102.64%
Tri-Valley 49-6	\$51,349	\$54,041	(2,692)	68.62	95.02%
West Central 49-7	\$53,000	\$55,145	(2,145)	92.92	96.11%

## District 15

School District Name			FY2023		
	Actual Average Teacher Salary	Benchmark	Difference	Total FTE	% of FY23 Benchmark
Baltic 49-1	\$51,993	\$52,199	(206)	37.87	99.61%
Brandon Valley 49-2	\$59,661	\$57,007	2,654	284.30	104.66%
Dell Rapids 49-3	\$49,083	\$51,497	(2,414)	68.62	95.31%
Garretson 49-4	\$50,947	\$48,585	2,362	33.74	104.86%
Montrose 43-2	\$51,426	\$51,669	(243)	19.37	99.53%
Parker 60-4	\$48,778	\$48,478	300	33.21	100.62%
Tri-Valley 49-6	\$51,349	\$54,041	(2,692)	68.62	95.02%
West Central 49-7	\$53,000	\$55,145	(2,145)	92.92	96.11%
Lennox 41-4	\$51,661	\$49,085	2,576	75.15	105.25%
Sioux Falls 49-5	\$56,932	\$58,702	(1,770)	1,660.20	96.98%
Tea Area 41-5	\$52,537	\$51,184	1,353	139.36	102.64%
Chester Area 39-1	\$54,481	\$53,856	625	35.55	101.16%



## District 16

School District Name			FY2023		
	Actual Average Teacher Salary	Benchmark	Difference	Total FTE	% of FY23 Benchmark
Alcester-Hudson 61-1	\$47,104	\$47,216	(112)	27.50	99.76%
Beresford 61-2	\$52,088	\$53,273	(1,185)	47.61	97.78%
Canton 41-1	\$50,919	\$50,736	183	61.84	100.36%
Centerville 60-1	\$47,360	\$49,101	(1,741)	20.60	96.45%
Dakota Valley 61-8	\$55,593	\$56,830	(1,237)	89.86	97.82%
Elk Point-Jefferson 61-7	\$50,387	\$49,841	546	48.00	101.10%
Freeman 33-1	\$49,236	\$49,437	(201)	30.89	99.59%
Harrisburg 41-2	\$55,475	\$50,978	4,497	430.92	108.82%
Irene-Wakonda 13-3	\$46,931	\$47,645	(714)	24.36	98.50%
Lennox 41-4	\$51,661	\$49,085	2,576	75.15	105.25%
Marion 60-3	\$46,564	\$46,211	353	20.12	100.76%
Menno 33-2	\$48,732	\$48,086	646	28.20	101.34%
Parker 60-4	\$48,778	\$48,478	300	33.21	100.62%
Tea Area 41-5	\$52,537	\$51,184	1,353	139.36	102.64%
Viborg-Hurley 60-6	\$46,727	\$46,990	(263)	27.50	99.44%

## District 17

School District Name			FY2023		
	Actual Average Teacher Salary	Benchmark	Difference	Total FTE	% of FY23 Benchmark
Alcester-Hudson 61-1	\$47,104	\$47,216	(112)	27.50	99.76%
Beresford 61-2	\$52,088	\$53,273	(1,185)	47.61	97.78%
Centerville 60-1	\$47,360	\$49,101	(1,741)	20.60	96.45%
Dakota Valley 61-8	\$55,593	\$56,830	(1,237)	89.86	97.82%
Elk Point-Jefferson 61-7	\$50,387	\$49,841	546	48.00	101.10%
Gayville-Volin 63-1	\$47,253	\$47,342	(89)	19.99	99.81%
Irene-Wakonda 13-3	\$46,931	\$47,645	(714)	24.36	98.50%
Vermillion 13-1	\$49,642	\$50,654	(1,012)	97.47	98.00%

## District 18

School District Name			FY2023		
	Actual Average Teacher Salary	Benchmark	Difference	Total FTE	% of FY23 Benchmark
Beresford 61-2	\$52,088	\$53,273	(1,185)	47.61	97.78%
Centerville 60-1	\$47,360	\$49,101	(1,741)	20.60	96.45%
Gayville-Volin 63-1	\$47,253	\$47,342	(89)	19.99	99.81%
Irene-Wakonda 13-3	\$46,931	\$47,645	(714)	24.36	98.50%
Menno 33-2	\$48,732	\$48,086	646	28.20	101.34%
Scotland 04-3	\$46,313	\$46,603	(290)	22.50	99.38%
Vermillion 13-1	\$49,642	\$50,654	(1,012)	97.47	98.00%
Viborg-Hurley 60-6	\$46,727	\$46,990	(263)	27.50	99.44%
Yankton 63-3	\$55,452	\$57,661	(2,209)	177.80	96.17%

## District 19

School District Name			FY2023		
	Actual Average Teacher Salary	Benchmark	Difference	Total FTE	% of FY23 Benchmark
Avon 04-1	\$47,527	\$50,256	(2,729)	21.81	94.57%
Bon Homme 04-2	\$47,151	\$45,616	1,535	47.43	103.37%
Bridgewater-Emery 30-3	\$48,556	\$46,080	2,476	29.72	105.37%
Canistota 43-1	\$50,727	\$51,549	(822)	20.60	98.41%
Centerville 60-1	\$47,360	\$49,101	(1,741)	20.60	96.45%
Ethan 17-1	\$50,346	\$49,329	1,017	19.98	102.06%
Freeman 33-1	\$49,236	\$49,437	(201)	30.89	99.59%
Hanson 30-1	\$47,289	\$47,318	(29)	30.12	99.94%
Howard 48-3	\$47,249	\$49,590	(2,341)	27.59	95.28%
Irene-Wakonda 13-3	\$46,931	\$47,645	(714)	24.36	98.50%
Lennox 41-4	\$51,661	\$49,085	2,576	75.15	105.25%
Madison Central 39-2	\$54,328	\$55,488	(1,160)	83.34	97.91%
McCook Central 43-7	\$49,535	\$50,890	(1,355)	30.47	97.34%
Menno 33-2	\$48,732	\$48,086	646	28.20	101.34%
Mitchell 17-2	\$55,932	\$59,059	(3,127)	179.06	94.71%
Montrose 43-2	\$51,426	\$51,669	(243)	19.37	99.53%
Parker 60-4	\$48,778	\$48,478	300	33.21	100.62%
Parkston 33-3	\$50,170	\$51,258	(1,088)	45.24	97.88%
Scotland 04-3	\$46,313	\$46,603	(290)	22.50	99.38%
Tripp-Delmont 33-5	\$47,872	\$42,554	5,318	16.81	112.50%
Viborg-Hurley 60-6	\$46,727	\$46,990	(263)	27.50	99.44%
West Central 49-7	\$53,000	\$55,145	(2,145)	92.92	96.11%

## District 20

School District Name			FY2023		
	Actual Average Teacher Salary	Benchmark	Difference	Total FTE	% of FY23 Benchmark
Ethan 17-1	\$50,346	\$49,329	1,017	19.98	102.06%
Hanson 30-1	\$47,289	\$47,318	(29)	30.12	99.94%
Howard 48-3	\$47,249	\$49,590	(2,341)	27.59	95.28%
Huron 02-2	\$56,525	\$55,837	688	178.63	101.23%
Kimball 07-2	\$50,777	\$51,130	(353)	29.80	99.31%
McCook Central 43-7	\$49,535	\$50,890	(1,355)	30.47	97.34%
Miller 29-4	\$48,115	\$45,232	2,883	39.00	106.37%
Mitchell 17-2	\$55,932	\$59,059	(3,127)	179.06	94.71%
Mount Vernon 17-3	\$48,971	\$50,756	(1,785)	19.60	96.48%
Oldham-Ramona 39-5	\$45,529	\$45,103	426	18.05	100.94%
Rutland 39-4	\$46,848	\$40,887	5,961	20.49	114.58%
Sanborn Central 55-5	\$47,161	\$46,851	310	21.00	100.66%
Wessington Springs 36-2	\$45,610	\$47,993	(2,383)	24.89	95.03%
Woonsocket 55-4	\$44,625	\$46,190	(1,565)	18.70	96.61%

## District 21

School District Name			FY2023			
	Actual Average Teacher Salary	Benchmark	Difference	Total FTE	% of FY23 Benchmark	
Andes Central 11-1	\$56,555	\$52,119	4,436	33.00	108.51%	
Armour 21-1	\$46,165	\$46,620	(455)	20.92	99.02%	
Avon 04-1	\$47,527	\$50,256	(2,729)	21.81	94.57%	
Burke 26-2	\$54,196	\$55,178	(982)	21.66	98.22%	
Colome Consolidated 59-3	\$46,419	\$47,177	(758)	20.19	98.39%	
Corsica-Stickney 21-3	\$48,014	\$50,340	(2,326)	21.61	95.38%	
Gregory 26-4	\$50,684	\$48,372	2,312	33.00	104.78%	
Kimball 07-2	\$50,777	\$51,130	(353)	29.80	99.31%	
Mount Vernon 17-3	\$48,971	\$50,756	(1,785)	19.60	96.48%	
Parkston 33-3	\$50,170	\$51,258	(1,088)	45.24	97.88%	
Plankinton 01-1	\$49,542	\$49,903	(361)	22.40	99.28%	
Platte-Geddes 11-5	\$50,246	\$53,809	(3,563)	43.30	93.38%	
South Central 26-5	\$52,042	\$49,386	2,656	6.57	105.38%	
Tripp-Delmont 33-5	\$47,872	\$42,554	5,318	16.81	112.50%	
Wagner Community 11-4	\$55,375	\$53,078	2,297	69.20	104.33%	
Wessington Springs 36-2	\$45,610	\$47,993	(2,383)	24.89	95.03%	
White Lake 01-3	\$45,731	\$48,904	(3,173)	12.89	93.51%	
Winner 59-2	\$51,179	\$50,621	558	54.20	101.10%	

## District 22

School District Name			FY2023		
	Actual Average Teacher Salary	Benchmark	Difference	Total FTE	% of FY23 Benchmark
Clark 12-2	\$49,091	\$50,731	(1,640)	36.25	96.77%
Doland 56-2	\$49,936	\$50,655	(719)	16.50	98.58%
Groton Area 06-6	\$52,768	\$52,526	242	41.28	100.46%
Hamlin 28-3	\$51,491	\$50,881	610	52.18	101.20%
Henry 14-2	\$48,724	\$52,291	(3,567)	15.51	93.18%
Hitchcock-Tulare 56-6	\$47,843	\$50,875	(3,032)	24.66	94.04%
Huron 02-2	\$56,525	\$55,837	688	178.63	101.23%
Iroquois 02-3	\$49,958	\$50,403	(445)	19.18	99.12%
Miller 29-4	\$48,115	\$45,232	2,883	39.00	106.37%
Northwestern Area 56-7	\$52,807	\$49,975	2,832	20.75	105.67%
Redfield 56-4	\$48,636	\$51,434	(2,798)	47.00	94.56%
Webster Area 18-5	\$48,815	\$50,542	(1,727)	33.43	96.58%
Wessington Springs 36-2	\$45,610	\$47,993	(2,383)	24.89	95.03%
Willow Lake 12-3	\$50,833	\$50,267	566	25.11	101.13%
Wolsey-Wessington 02-6	\$48,675	\$47,658	1,017	23.50	102.13%

## District 23

School District Name			FY2023		
	Actual Average Teacher Salary	Benchmark	Difference	Total FTE	% of FY23 Benchmark
Aberdeen 06-1	\$53,986	\$55,043	(1,057)	303.33	98.08%
Bowdle 22-1	\$42,697	\$45,605	(2,908)	13.97	93.62%
Britton-Hecla 45-4	\$49,998	\$51,201	(1,203)	33.88	97.65%
Edmunds Central 22-5	\$46,812	\$47,459	(647)	16.45	98.64%
Eureka 44-1	\$44,746	\$46,287	(1,541)	19.59	96.67%
Faulton Area 24-4	\$48,713	\$45,670	3,043	33.69	106.66%
Frederick Area 06-2	\$46,917	\$48,450	(1,533)	18.13	96.84%
Gettysburg 53-1	\$45,078	\$46,192	(1,114)	22.33	97.59%
Groton Area 06-6	\$52,768	\$52,526	242	41.28	100.46%
Herreid 10-1	\$47,955	\$51,155	(3,200)	13.97	93.74%
Hoven 53-2	\$43,564	\$42,063	1,501	15.09	103.57%
Ipswich Public 22-6	\$48,703	\$49,186	(483)	35.07	99.02%
Langford Area 45-5	\$50,226	\$51,252	(1,026)	20.51	98.00%
Leola 44-2	\$47,736	\$47,305	431	22.02	100.91%
Mobridge-Pollock 62-6	\$51,665	\$54,287	(2,622)	47.70	95.17%
Northwestern Area 56-7	\$52,807	\$49,975	2,832	20.75	105.67%
Redfield 56-4	\$48,636	\$51,434	(2,798)	47.00	94.56%
Selby Area 62-5	\$48,459	\$48,915	(456)	16.77	99.07%
Warner 06-5	\$49,332	\$50,986	(1,654)	23.00	96.76%



## District 24

School District Name			FY2023		
	Actual Average Teacher Salary	Benchmark	Difference	Total FTE	% of FY23 Benchmark
Agar-Blunt-Onida 58-3	\$48,501	\$48,925	(424)	25.99	99.13%
Faulkton Area 24-4	\$48,713	\$45,670	3,043	33.69	106.66%
Haakon 27-1	\$48,998	\$50,620	(1,622)	22.00	96.80%
Highmore-Harrold 34-2	\$46,315	\$51,042	(4,727)	22.17	90.74%
Kadoka Area 35-2	\$48,620	\$48,400	220	33.56	100.45%
Miller 29-4	\$48,115	\$45,232	2,883	39.00	106.37%
Pierre 32-2	\$55,458	\$54,376	1,082	172.67	101.99%
Stanley County 57-1	\$49,807	\$47,414	2,393	33.70	105.05%

## District 25

School District Name			FY2023		
	Actual Average Teacher Salary	Benchmark	Difference	Total FTE	% of FY23 Benchmark
Baltic 49-1	\$51,993	\$52,199	(206)	37.87	99.61%
Brandon Valley 49-2	\$59,661	\$57,007	2,654	284.30	104.66%
Brookings 05-1	\$54,318	\$53,303	1,015	235.27	101.90%
Chester Area 39-1	\$54,481	\$53,856	625	35.55	101.16%
Colman-Egan 50-5	\$46,480	\$46,100	380	19.40	100.82%
Dell Rapids 49-3	\$49,083	\$51,497	(2,414)	68.62	95.31%
Elkton 05-3	\$44,846	\$48,225	(3,379)	32.37	92.99%
Flandreau 50-3	\$45,118	\$45,722	(604)	62.62	98.68%
Garretson 49-4	\$50,947	\$48,585	2,362	33.74	104.86%
Lennox 41-4	\$51,661	\$49,085	2,576	75.15	105.25%
Montrose 43-2	\$51,426	\$51,669	(243)	19.37	99.53%
Oldham-Ramona 39-5	\$45,529	\$45,103	426	18.05	100.94%
Parker 60-4	\$48,778	\$48,478	300	33.21	100.62%
Rutland 39-4	\$46,848	\$40,887	5,961	20.49	114.58%
Sioux Falls 49-5	\$56,932	\$58,702	(1,770)	1,660.20	96.98%
Tea Area 41-5	\$52,537	\$51,184	1,353	139.36	102.64%
Tri-Valley 49-6	\$51,349	\$54,041	(2,692)	68.62	95.02%
West Central 49-7	\$53,000	\$55,145	(2,145)	92.92	96.11%

## District 26

School District Name			FY2023			
	Actual Average Teacher Salary	Benchmark	Difference	Total FTE	% of FY23 Benchmark	
Chamberlain 07-1	\$50,313	\$51,550	(1,237)	76.05	97.60%	
Colome Consolidated 59-3	\$46,419	\$47,177	(758)	20.19	98.39%	
Kimball 07-2	\$50,777	\$51,130	(353)	29.80	99.31%	
Lyman 42-1	\$50,070	\$52,705	(2,635)	33.98	95.00%	
Miller 29-4	\$48,115	\$45,232	2,883	39.00	106.37%	
Todd County 66-1	\$57,126	\$53,889	3,237	164.93	106.01%	
Wessington Springs 36-2	\$45,610	\$47,993	(2,383)	24.89	95.03%	
White Lake 01-3	\$45,731	\$48,904	(3,173)	12.89	93.51%	
White River 47-1	\$48,854	\$47,097	1,757	41.35	103.73%	

## District 26A

School District Name			FY2023		
	Actual Average Teacher Salary	Benchmark	Difference	Total FTE	% of FY23 Benchmark
Colome Consolidated 59-3	\$46,419	\$47,177	(758)	20.19	98.39%
Jones County 37-3	\$45,258	\$47,392	(2,134)	16.12	95.50%
Kadoka Area 35-2	\$48,620	\$48,400	220	33.56	100.45%
Todd County 66-1	\$57,126	\$53,889	3,237	164.93	106.01%
White River 47-1	\$48,854	\$47,097	1,757	41.35	103.73%

## District 26B

School District Name			FY2023		
	Actual Average Teacher Salary	Benchmark	Difference	Total FTE	% of FY23 Benchmark
Chamberlain 07-1	\$50,313	\$51,550	(1,237)	76.05	97.60%
Jones County 37-3	\$45,258	\$47,392	(2,134)	16.12	95.50%
Kadoka Area 35-2	\$48,620	\$48,400	220	33.56	100.45%
Kimball 07-2	\$50,777	\$51,130	(353)	29.80	99.31%
Lyman 42-1	\$50,070	\$52,705	(2,635)	33.98	95.00%
Miller 29-4	\$48,115	\$45,232	2,883	39.00	106.37%
Platte-Geddes 11-5	\$50,246	\$53,809	(3,563)	43.30	93.38%
Wessington Springs 36-2	\$45,610	\$47,993	(2,383)	24.89	95.03%
Willow Lake 12-3	\$50,833	\$50,267	566	25.11	101.13%

## District 27

School District Name			FY2023		
	Actual Average Teacher Salary	Benchmark	Difference	Total FTE	% of FY23 Benchmark
Bennett County 03-1	\$50,198	\$51,040	(842)	40.28	98.35%
Douglas 51-1	\$60,835	\$62,947	(2,112)	181.52	96.64%
Haakon 27-1	\$48,998	\$50,620	(1,622)	22.00	96.80%
Hill City 51-2	\$50,473	\$53,719	(3,246)	35.34	93.96%
New Underwood 51-3	\$46,446	\$49,504	(3,058)	18.96	93.82%
Oglala Lakota County 65-1	\$62,715	\$61,632	1,083	110.88	101.76%
Rapid City Area 51-4	\$52,621	\$59,016	(6,395)	803.76	89.16%
Wall 51-5	\$49,640	\$54,140	(4,500)	23.65	91.69%

## District 28

School District Name			FY2023		
	Actual Average Teacher Salary	Benchmark	Difference	Total FTE	% of FY23 Benchmark
Belle Fourche 09-1	\$48,480	\$50,263	(1,783)	102.50	96.45%
Bison 52-1	\$50,453	\$53,862	(3,409)	15.36	93.67%
Dupree 64-2	\$58,846	\$56,074	2,772	30.02	104.94%
Eagle Butte 20-1	\$61,108	\$60,363	745	47.37	101.23%
Faith 46-2	\$46,224	\$46,255	(31)	14.04	99.93%
Harding County 31-1	\$45,747	\$50,920	(5,173)	22.50	89.84%
Lemmon 52-4	\$50,829	\$55,599	(4,770)	23.40	91.42%
McIntosh 15-1	\$53,880	\$54,601	(721)	19.20	98.68%
McIntosh 15-1	\$53,880	\$54,601	(721)	19.20	98.68%
McLaughlin 15-2	\$53,755	\$49,505	4,250	42.16	108.58%
Newell 09-2	\$42,688	\$45,267	(2,579)	21.93	94.30%
Smee 15-3	\$52,865	\$53,595	(730)	17.34	98.64%
Spearfish 40-2	\$53,733	\$53,968	(235)	166.44	99.56%
Timber Lake 20-3	\$55,108	\$51,958	3,150	35.87	106.06%

## District 28A

School District Name			FY2023			
	Actual Average Teacher Salary	Benchmark	Difference	Total FTE	% of FY23 Benchmark	
Bison 52-1	\$50,453	\$53,862	(3,409)	15.36	93.67%	
Dupree 64-2	\$58,846	\$56,074	2,772	30.02	104.94%	
Eagle Butte 20-1	\$61,108	\$60,363	745	47.37	101.23%	
Faith 46-2	\$46,224	\$46,255	(31)	14.04	99.93%	
Lemmon 52-4	\$50,829	\$55,599	(4,770)	23.40	91.42%	
McIntosh 15-1	\$53,880	\$54,601	(721)	19.20	98.68%	
McLaughlin 15-2	\$53,755	\$49,505	4,250	42.16	108.58%	
Smee 15-3	\$52,865	\$53,595	(730)	17.34	98.64%	
Timber Lake 20-3	\$55,108	\$51,958	3,150	35.87	106.06%	



## District 28B

School District Name			FY2023			
	Actual Average Teacher Salary	Benchmark	Difference	Total FTE	% of FY23 Benchmark	
Belle Fourche 09-1	\$48,480	\$50,263	(1,783)	102.50	96.45%	
Bison 52-1	\$50,453	\$53,862	(3,409)	15.36	93.67%	
Faith 46-2	\$46,224	\$46,255	(31)	14.04	99.93%	
Harding County 31-1	\$45,747	\$50,920	(5,173)	22.50	89.84%	
Lemmon 52-4	\$50,829	\$55,599	(4,770)	23.40	91.42%	
Newell 09-2	\$42,688	\$45,267	(2,579)	21.93	94.30%	
Spearfish 40-2	\$53,733	\$53,968	(235)	166.44	99.56%	

## District 29

School District Name			FY2023			
	Actual Average Teacher Salary	Benchmark	Difference	Total FTE	% of FY23 Benchmark	
Douglas 51-1	\$60,835	\$62,947	(2,112)	181.52	96.64%	
Faith 46-2	\$46,224	\$46,255	(31)	14.04	99.93%	
Meade 46-1	\$51,805	\$53,626	(1,821)	210.67	96.60%	
Newell 09-2	\$42,688	\$45,267	(2,579)	21.93	94.30%	
Rapid City Area 51-4	\$52,621	\$59,016	(6,395)	803.76	89.16%	

## District 30

School District Name			FY2023		
	Actual Average Teacher Salary	Benchmark	Difference	Total FTE	% of FY23 Benchmark
Custer 16-1	\$48,148	\$50,078	(1,930)	74.18	96.15%
Douglas 51-1	\$60,835	\$62,947	(2,112)	181.52	96.64%
Edgemont 23-1	\$48,987	\$48,947	40	15.72	100.08%
Elk Mountain 16-2	\$50,811	\$43,060	7,751	1.85	118.00%
Hill City 51-2	\$50,473	\$53,719	(3,246)	35.34	93.96%
Hot Springs 23-2	\$46,211	\$49,739	(3,528)	58.73	92.91%
New Underwood 51-3	\$46,446	\$49,504	(3,058)	18.96	93.82%
Oelrichs 23-3	\$48,384	\$49,879	(1,495)	15.24	97.00%
Rapid City Area 51-4	\$52,621	\$59,016	(6,395)	803.76	89.16%
Wall 51-5	\$49,640	\$54,140	(4,500)	23.65	91.69%

### District 31

School District Name			FY2023		
	Actual Average Teacher Salary	Benchmark	Difference	Total FTE	% of FY23 Benchmark
Belle Fourche 09-1	\$48,480	\$50,263	(1,783)	102.50	96.45%
Lead-Deadwood 40-1	\$53,869	\$52,764	1,105	63.50	102.09%
Meade 46-1	\$51,805	\$53,626	(1,821)	210.67	96.60%
Spearfish 40-2	\$53,733	\$53,968	(235)	166.44	99.56%

## District 32

School District Name			FY2023			
	Actual Average Teacher Salary	Benchmark	Difference	Total FTE	% of FY23 Benchmark	
Custer 16-1	\$48,148	\$50,078	(1,930)	74.18	96.15%	
Douglas 51-1	\$60,835	\$62,947	(2,112)	181.52	96.64%	
Hill City 51-2	\$50,473	\$53,719	(3,246)	35.34	93.96%	
New Underwood 51-3	\$46,446	\$49,504	(3,058)	18.96	93.82%	
Rapid City Area 51-4	\$52,621	\$59,016	(6,395)	803.76	89.16%	
Wall 51-5	\$49,640	\$54,140	(4,500)	23.65	91.69%	

### District 33

School District Name			FY2023		
	Actual Average Teacher Salary	Benchmark	Difference	Total FTE	% of FY23 Benchmark
Custer 16-1	\$48,148	\$50,078	(1,930)	74.18	96.15%
Douglas 51-1	\$60,835	\$62,947	(2,112)	181.52	96.64%
Faith 46-2	\$46,224	\$46,255	(31)	14.04	99.93%
Hill City 51-2	\$50,473	\$53,719	(3,246)	35.34	93.96%
Meade 46-1	\$51,805	\$53,626	(1,821)	210.67	96.60%
New Underwood 51-3	\$46,446	\$49,504	(3,058)	18.96	93.82%
Rapid City Area 51-4	\$52,621	\$59,016	(6,395)	803.76	89.16%
Wall 51-5	\$49,640	\$54,140	(4,500)	23.65	91.69%

### **District 34**

School District Name			FY2023		
	Actual Average Teacher Salary	Benchmark	Difference	Total FTE	% of FY23 Benchmark
Custer 16-1	\$48,148	\$50,078	(1,930)	74.18	96.15%
Douglas 51-1	\$60,835	\$62,947	(2,112)	181.52	96.64%
Hill City 51-2	\$50,473	\$53,719	(3,246)	35.34	93.96%
New Underwood 51-3	\$46,446	\$49,504	(3,058)	18.96	93.82%
Rapid City Area 51-4	\$52,621	\$59,016	(6,395)	803.76	89.16%
Wall 51-5	\$49,640	\$54,140	(4,500)	23.65	91.69%

## District 35

School District Name			FY2023		
	Actual Average Teacher Salary	Benchmark	Difference	Total FTE	% of FY23 Benchmark
Custer 16-1	\$48,148	\$50,078	(1,930)	74.18	96.15%
Douglas 51-1	\$60,835	\$62,947	(2,112)	181.52	96.64%
Hill City 51-2	\$50,473	\$53,719	(3,246)	35.34	93.96%
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Rapid City Area 51-4	\$52,621	\$59,016	(6,395)	803.76	89.16%
Wall 51-5	\$49,640	\$54,140	(4,500)	23.65	91.69%



## GLOSSARY OF TERMS:

<p><b>% of FY 23 Benchmark:</b></p>	<p>This is the percentage of benchmark that the average teacher salary constitutes. Anything at or about 100% means they already meet the benchmark. Anything below means they have some work to do. The bill, though, doesn't require that districts meet 100% right away. Year 1 requires 92%, year 2 95%, etc. and thus district have time to meet their benchmark if they have not already done so.</p>
<p><b>Actual Average Teacher Salary:</b></p>	<p>This number is arrived at by adding together all the base salaries (not including coaching or other extra duties) of a district's teachers, and dividing it by the number of teachers (and their FTEs). This information comes from teacher contracts and is provided by the districts to the DOE through the annual personnel record forms reporting process</p>
<p><b>Benchmark:</b></p>	<p>This number is calculated by using the 2017 average teacher salary of that specific district as a base, then increasing it by the same percentage as provided by the state in the school finance formula, cumulatively each year. By using each district's 2017 average as a base, the benchmark is specific to the district and based upon their salary history.</p>
<p><b>Difference:</b></p>	<p>This is the difference between the relevant year's (in this case, last school year) actual average teacher salary and the benchmark.</p>
<p><b>District Name:</b></p>	<p>These are school districts which have at least some property within a legislative district.</p>
<p><b>District Number:</b></p>	<p>All public school districts within South Dakota are assigned a number for purposes of identification. The first 1 or 2 digits are the county number. The rest reflect the enumeration of the district within the county. Thus, an 001 means that district is district 1.</p>
<p><b>Total FTE:</b></p>	<p>This is the full-time equivalency of a district's instructional staff. Most teachers are 1.0 but some might be 0.5, etc. Thus, the decimal points. These FTE include classroom teachers or anyone deemed to be engaged in actual instruction. It would not include, then, administrators, guidance counselors, instructional coaches, etc.</p>