

TEACHER COMPENSATION REVIEW BOARD
Minutes

Date: August 20th, 2025

Location: MacKay Conference Room #1 and online, State Library, 800 Governors Drive, Pierre, SD

Call to order and roll call: Meeting was called to order by Chair Graves at 10:00 am.

Present:

Dr. Joseph Graves
Dr. David De Jong
Rep. Eric Emery - Zoom
Sen. Taffy Howard - Zoom
Rep. Logan Manhart - Zoom
Rep. Tesa Schwans
Sen. Jamie Smith - absent
Sen. Curt Voight
Dr. Tonia Warzecha

Department of Education staff:

Kristin Berger, Amanda LaCroix, Cody Stoeser, Laura Scheibe, Joe Moran

Marzano Research staff:

Caitlyn Graf – Zoom

Adoption of agenda:

Motion to approve: Voight, 2nd by Schwans
All in Favor – Yes
Motion Carried

Approval of minutes:

Motion to approve: Schwans, 2nd by Howard
All in Favor – Yes
Motion Carried

Open meeting annual review:

Amanda LaCroix presented the required open meeting annual review.

Board discussion on recommendations:

Dr Graves brought forth the recommendations and opened each one up for discussion and a roll call vote.

Representative Emery brought forth a 6th recommendation; Recalibrate K-12 school funding formula by increasing the state's share of educational funding using general funds from the previous year's surplus and dedicated state revenue to raise the target salary to a more competitive level while reducing reliance on local property taxes.

The results were:

Recommendation 1: Leave unchanged the current metrics for minimum teacher salary and average teacher compensation, enacted during the 2024 legislative session. Those metrics appear to be creating positive changes for teacher pay in South Dakota and their effects should be allowed to continue at this time.

Motion by Howard, 2nd by Schwans

All Aye

Motion passed.

Recommendation 2: Because of the continuing, though tapering, shortage of K-12 teachers and the impact that teachers leaving the profession before retirement have on it, encourage the Department of Education to expand professional development opportunities to productively address student behavior.

Motion by Schwans, 2nd by Voight

All Aye

Motion passed.

Recommendation 3: Request the Department of Education to collect one-time data on the amount of class/instructional time spent on extracurricular and athletics programs for both students and teachers.

Motion by Voight, 2nd by Howard

5 Aye - 3 Nay

Motion passed.

Recommendation 4: As attracting and retaining great teachers to South Dakota schools involves both financial and school culture solutions, direct the South Dakota Department of Education to draft a brief white paper on best practices on the presence of smart phones in schools.

Motion by Voight, 2nd by Manhart

All Aye
Motion passed.

Recommendation 5: Direct the Department of Education to review research on the effect of student to teacher ratios on student achievement and teacher job satisfaction and bring forth any recommendations it feels might be beneficial.

Motion by Schwans, 2nd by Howard
3 Aye - 5 Nay
Motion failed.

Recommendation 6: Recalibrate K-12 school funding formula by increasing the state's share of educational funding using general funds from the previous year's surplus and dedicated state revenue to raise the target salary to a more competitive level while reducing reliance on local property taxes.

Motion by Emery, No 2nd
Motion failed.

Approval of Board Report:

Motion to approve by Howard, 2nd by Schwans.
7 Aye – 1 Nay
Motion passed.

Public comment: None

Adjournment:

Motion to adjourn by Voight, 2nd by Emery .
Motion carried.
Time: 11:43 am

Prepared by Kristin Berger August 20, 2025