

# Teacher Compensation Accountability Request for Waiver



School District:

Elk Mountain 16-2

Penalty Fiscal Year:

2026

FY2024 Average Teacher Compensation

\$65,733

Percent Change in Target Teacher Salary (FY2024 to FY2025)

4.00%

FY2025 District Target Average Teacher Compensation

\$68,362

FY2025 District Minimum Required Average Teacher Compensation for Compliance

\$66,311

FY2025 Average Teacher Compensation

\$66,210

Average Teacher Compensation Shortfall

(\$101)

Estimated FY2026 General State Aid Allocation

\$0

Please explain the reason(s) for this request and attach supporting documentation:

I strive to keep the board informed of the state's recommended teacher compensation increases. The Board works hard to find the funds and make increases in compensation under an already tight budget while meeting the needs of the students. The district met accountability, even though the district does not participate in state aid. The issue at hand that dropped us out of compliance is very simple. We have individual staff members that serve multiple positions. For example, Lisa Pitts and Jenny Pederson's positions reflect more than strictly teaching. Lisa is a full-time teacher. Her other part-time position above serving as a full-time teacher is District Superintendent. As an administrator she is responsible for IT management, curriculum director, principal, grant writer, Title programs, and supervises of all contract positions and negotiations. Since she can only be recorded in the PRF as a 1.0 FTE, we (myself, Lisa, and help from DOE) have to calculate an FTE based on time allocation between duties. We do reach out to the state to figure out how to best reflect all of this while meeting your requirements. We hope that meeting with the panel will provide us with more guidance of how to navigate this situation.

Thank you. Shaun Pitts, Business Manager.

The School Finance & Accountability Board shall consider the following factors in determining whether to recommend a waiver: (1) Fiscal impact due to teacher retirement;  
(2) Fiscal impact due to declining student enrollment;  
(3) Fiscal impact due to changes in benefit expenditures such as changes in family status and health insurance;  
(4) Effects of unexpected teacher resignations; and  
(5) Any unforeseen or extenuating circumstances affecting the school district's ability to meet its accountability targets as documented by the school district.

Superintendent Name:

*Shaun D. Pitts*

Date:

11/5/2025

Superintendent Signature:

**Report: District Teacher Compensation**

**Fiscal Year: 2025**

**District Number: 16002**

**District Name: Elk Mountain 16-2**

This report includes a listing of all teacher compensation data for your district.  
Only teachers with complete (all data columns have a value > 0) data will be listed.

|                       |           |
|-----------------------|-----------|
| Record Count:         | 3         |
| Average Salary:       | \$57,920  |
| Average Compensation: | \$66,210  |
| Total FTE:            | 2.72      |
| Total Salary:         | \$157,543 |
| Total Benefits:       | \$22,549  |
| Total Compensation:   | \$180,092 |

Report: District Teacher Compensation

Fiscal Year: 2025

District Number: 16002

District Name: Elk Mountain 16-2

This report includes a listing of all teacher compensation data for your district.  
Only teachers with complete (all data columns have a value > 0) data will be listed.

| <u>Last Name</u> | <u>First Name</u> | <u>FTE</u> | <u>Contract</u><br><u>Salary</u> | <u>Total Benefit</u><br><u>Cost</u> | <u>Total Compensation</u> |
|------------------|-------------------|------------|----------------------------------|-------------------------------------|---------------------------|
| Arp              | Gina              | 1.00       | \$46,200                         | \$6,306                             | \$52,506                  |
| Pederson         | Jennifer          | 0.87       | \$46,110                         | \$7,234                             | \$53,344                  |
| Richardson       | Lisa              | 0.85       | \$65,233                         | \$9,009                             | \$74,242                  |