

**Employee Compensation Report  
EDUCATION COMMITTEE  
(05-19-16)  
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Department of Public Instruction**

Mr. Chairman and members of the committee:

My name is Don Kaiser and I am a Research Analyst for the Department of Public Instruction. I am here to provide information on the 2014-2015 Employee Compensation Report.

The information provided to you represents a summary of the 2014-2015 Employee Compensation Report. This information includes data from school years 2011-2012 to 2014-2015 for comparison purposes. The information also describes the methodology used to derive the results.

# North Dakota 2012-2015 Teacher / Administrator Compensation Summary

<b>Full-time ADMINISTRATOR Average Compensation (school years 2011-2012 through 2014-2015)</b>		Total FTE's	Days Employed Base Salary	Base Salary	Extended Contracts	Co-Curricular	Contract Buy Out	Comp In Lieu	Signing Bonus	Substitute Workload	Other Salary	Health Insurance	Dental, Vision, Cancer Insurance	Life, Long Term Disability Insurance	Employer TFFR	Employer FICA	Dues Fees	Other Benefits	Total Compensation
2012	Statewide Administrator	583	220	\$81,445	\$382	\$1,025	\$0	\$145	\$1	\$203	\$1,351	\$8,260	\$382	\$174	\$10,275	\$6,136	\$186	\$482	\$110,447
2013	Statewide Administrator	569	220	\$83,993	\$364	\$989	\$0	\$144	\$11	\$246	\$1,585	\$8,481	\$280	\$155	\$13,378	\$6,319	\$212	\$461	\$116,618
2014	Statewide Administrator	595	220	\$86,375	\$441	\$960	\$35	\$180	\$13	\$269	\$1,588	\$9,292	\$358	\$145	\$14,180	\$6,355	\$169	\$687	\$121,047
2015	Statewide Administrator	598	220	\$90,783	\$362	\$967	\$67	\$126	\$3	\$117	\$1,699	\$10,195	\$410	\$178	\$17,599	\$6,830	\$164	\$667	\$130,167
2011-2012 to 2014-2015 Change		15	0	9,338	-20	-58	67	-19	2	-86	348	1,935	28	4	7,324	694	-22	185	19,720
2012	Superintendent	124	240	\$90,076	\$450	\$908	\$0	\$418	\$0	\$116	\$1,807	\$8,329	\$292	\$130	\$11,924	\$6,638	\$324	\$729	\$122,141
2013	Superintendent	126	241	\$92,783	\$503	\$942	\$0	\$388	\$0	\$253	\$1,782	\$8,699	\$155	\$118	\$15,660	\$6,790	\$386	\$660	\$129,119
2014	Superintendent	131	239	\$94,406	\$733	\$840	\$67	\$435	\$8	\$355	\$2,034	\$9,364	\$200	\$109	\$16,673	\$6,908	\$273	\$914	\$133,319
2015	Superintendent	134	240	\$99,486	\$385	\$928	\$224	\$389	\$2	\$147	\$2,231	\$10,569	\$311	\$111	\$20,135	\$7,108	\$309	\$880	\$143,215
2011-2012 to 2014-2015 Change		10	0	9,410	-65	20	224	-29	2	31	424	2,240	19	-19	8,211	470	-15	151	21,074
2012	Principal	329	211	\$75,773	\$392	\$1,289	\$0	\$100	\$2	\$156	\$1,015	\$8,402	\$361	\$164	\$9,709	\$5,772	\$187	\$446	\$103,768
2013	Principal	317	212	\$78,562	\$345	\$1,254	\$0	\$105	\$2	\$283	\$1,138	\$8,679	\$263	\$146	\$12,771	\$5,998	\$192	\$410	\$110,148
2014	Principal	344	212	\$80,902	\$368	\$1,227	\$28	\$145	\$13	\$254	\$1,257	\$9,603	\$360	\$141	\$13,409	\$5,985	\$163	\$657	\$114,512
2015	Principal	339	212	\$85,145	\$324	\$1,055	\$29	\$69	\$4	\$119	\$1,403	\$10,511	\$399	\$194	\$16,771	\$6,570	\$162	\$707	\$123,462
2011-2012 to 2014-2015 Change		10	1	9,372	-68	-234	29	-31	2	-37	388	2,109	38	30	7,062	798	-25	261	19,694
2012	Director / Asst. Director	49	227	\$84,412	\$448	\$370	\$0	\$0	\$0	\$68	\$1,296	\$7,949	\$386	\$227	\$10,245	\$6,360	\$34	\$431	\$112,226
2013	Director / Asst. Director	47	225	\$83,662	\$513	\$124	\$0	\$0	\$21	\$137	\$1,424	\$7,587	\$347	\$210	\$11,996	\$6,278	\$51	\$464	\$112,814
2014	Director / Asst. Director	41	223	\$88,185	\$580	\$263	\$51	\$0	\$49	\$117	\$1,474	\$8,422	\$347	\$191	\$13,523	\$6,612	\$59	\$437	\$120,310
2015	Director / Asst. Director	43	225	\$90,579	\$1,081	\$830	\$0	\$0	\$0	\$50	\$1,096	\$8,561	\$332	\$199	\$17,420	\$6,880	\$10	\$320	\$127,358
2011-2012 to 2014-2015 Change		-6	-2	6,167	633	460	0	0	0	-18	-200	612	-54	-28	7,175	520	-24	-111	15,132
2012	Assistant Superintendent	12	249	\$126,796	\$0	\$0	\$0	\$0	\$0	\$0	\$3,989	\$8,057	\$651	\$350	\$13,112	\$8,525	\$74	\$528	\$162,082
2013	Assistant Superintendent	12	245	\$126,768	\$0	\$0	\$0	\$0	\$0	\$0	\$9,718	\$8,648	\$516	\$290	\$17,048	\$8,702	\$74	\$492	\$172,256
2014	Assistant Superintendent	13	243	\$132,407	\$122	\$0	\$0	\$0	\$0	\$0	\$3,659	\$8,757	\$733	\$250	\$18,847	\$8,472	\$77	\$950	\$174,274
2015	Assistant Superintendent	12	248	\$144,647	\$0	\$0	\$0	\$0	\$0	\$0	\$3,686	\$9,444	\$737	\$304	\$24,921	\$9,652	\$0	\$500	\$193,891
2011-2012 to 2014-2015 Change		0	-1	17,851	0	0	0	0	0	0	-303	1,387	86	-46	11,809	1,127	-74	-28	31,809
2012	Assistant Principal	61	216	\$85,489	\$263	\$356	\$0	\$0	\$0	\$676	\$1,783	\$7,437	\$666	\$254	\$9,491	\$6,565	\$25	\$254	\$113,259
2013	Assistant Principal	62	217	\$87,264	\$161	\$337	\$0	\$0	\$81	\$174	\$2,099	\$7,495	\$520	\$215	\$12,422	\$6,631	\$92	\$338	\$117,829
2014	Assistant Principal	62	217	\$87,264	\$161	\$337	\$0	\$0	\$81	\$174	\$2,099	\$7,495	\$520	\$215	\$12,422	\$6,631	\$92	\$338	\$117,829
2015	Assistant Principal	70	216	\$92,318	\$121	\$867	\$0	\$0	\$0	\$115	\$2,139	\$9,083	\$638	\$196	\$15,611	\$7,038	\$18	\$305	\$128,449
2011-2012 to 2014-2015 Change		9	0	6,829	-142	511	0	0	0	-561	356	1,646	-28	-58	6,120	473	-7	51	15,190

Full-time TEACHER Average Compensation (School years 2011-2012 through 2014-2015)		Total FTE's	Days Employed Base Salary	Base Salary	Extended Contracts	Co-Curricular	Contract Buy Out	Comp In Lieu	Signing Bonus	Substitute Workload	Other Salary	Health Insurance	Dental, Vision, Cancer Insurance	Life, Long Term Disability Insurance	Employer TFFR	Employer FICA	Dues Fees	Other Benefits	Total Compensation
2012	Statewide Teacher	8,383	186	\$46,134	\$593	\$1,359	\$9	\$50	\$12	\$351	\$666	\$5,781	\$250	\$121	\$5,875	\$3,562	\$4	\$186	\$64,953
2013	Statewide Teacher	8,562	186	\$47,270	\$474	\$1,557	\$7	\$64	\$15	\$250	\$685	\$5,995	\$234	\$110	\$7,625	\$3,641	\$5	\$187	\$68,119
2014	Statewide Teacher	8,587	186	\$48,466	\$459	\$1,619	\$6	\$70	\$17	\$223	\$747	\$6,267	\$242	\$115	\$7,944	\$3,631	\$5	\$282	\$70,093
2015	Statewide Teacher	8,735	186	\$50,040	\$466	\$1,594	\$12	\$55	\$16	\$244	\$909	\$6,756	\$257	\$103	\$9,844	\$3,834	\$6	\$204	\$74,340
2011-2012 to 2014-2015 Change		352	0	3,906	-127	235	3	5	4	-107	243	975	7	-18	3,969	272	2	18	9,387

## North Dakota 2015 Teacher / Administrator Compensation Summary \* (School Year 2014-2015)

The Employee Compensation data contained in these reports were electronically submitted by North Dakota school districts for the 2011-2012 (denoted "2012"), 2012-2013 (denoted "2013"), 2013-2014 (denoted "2014") and 2014-2015 (denoted "2015") school years using the Department of Public Instruction STARS - State Automated Reporting System. Employee Compensation Reports are due annually on September 10, as per NDCC 15.1-02-13. The Department of Public Instruction performs data analysis annually to answer the following five questions regarding Employee Compensation Report data. The following spreadsheets are labeled accordingly with uppercase letters A-E.

A) What are the minimum, maximum and average instructional salaries by school district; and what are the previous averages?

B) What are the base instructional salaries by school district?

C) What are the total instructional salaries by school district?

D) What are the total instructional benefits by school district?

E) What are the total compensation amounts for instructional employees by school district?

### 2015 Highlights:

Average Administrator base salary increased from \$81,445 to \$90,783 (\$9,338 or 10.3%) from 2012 to 2015.

Average Administrator Compensation increased from \$110,447 to \$130,167 (\$19,720 or 15.1%) from 2012 to 2015.

Average Teacher base salary increased from \$46,134 to \$50,040 (\$3,906 or 7.8 %) from 2012 to 2015.

Average Teacher total compensation increased \$64,953 to \$74,340 (\$9,387 or 12.6%) from 2012 to 2015.

Employee Counts: Full time administrators: 598 FTE's, Full Time Teachers: 8,735 FTE's

### \* Notes / Disclaimers:

The intent of this report is to describe compensation data for the 2014-2015 school year. These data are NOT intended to represent compensation amounts for the current school year (2015-2016).

The values presented in this report are summaries of compensation data submitted by North Dakota School Districts regarding teacher and administrator salaries. These data are presented without alterations or deletions and DPI assumes that Districts accurately and consistently report all compensation data.

Data presented here reflect only full-time (1.0 FTE's), District, licensed, employees that were employed for  $\geq 175$  days per school year. Data for the 2014-2015 Employee Compensation Reports were downloaded from the DPI SQL Server during Oct. 2015. 100% of expected Public School Districts in 2011-2012, 2012-2013, 2013-2014 and 2014-2015 have submitted reports. DPI has complied with NDCC 15.1-02-13.3 guidelines for Employee Compensation Reporting.

Salary/compensation comparisons are consistent across years.

Licensed staff employee compensation data are presented according to "Teacher " and "Administrator" categories defined in NDCC 15.1-02-13.6. "Teacher" positions include the following: Coordinator (22), Counselor (37), Instructional Programmer (40), Library Media Specialist (41), Pupil Personnel (56), Psychologist (59), Speech/Language Pathologist (62), Supervisor (68), and Teacher (70). "Administrator" positions include the following: Asst. Director (4), Asst. Superintendent (66), Asst. Principal (5), Director (29), Principal (53), and Superintendent (67).

All administrator (6) and teacher (9) positions (described by the position codes above) were selected from the SQL Server Employee Compensation Table based on the "Major Assignment" and "Other Assignment" data fields, and an assignment percentage ("Major Assignment Percentage" and "Other Assignment Percentage") of  $\geq .5$  (50%). Tertiary assignments and position codes other than those described above, were not considered. Other selection criteria were as follows: District number  $< 200$ , school year = 2015, FTE  $> .99$ , Days Employed  $\geq 175$ , and base salary  $> 5,000$ .