

MICROFILM DIVIDER

OMB/RECORDS MANAGEMENT DIVISION
SFN 2053 (2/85) 5M



ROLL NUMBER

DESCRIPTION

2238

2001 SENATE EDUCATION

SB 2238

2001 SENATE STANDING COMMITTEE MINUTES

BILL/RESOLUTION NO. SB 2238

Senate Education Committee

Conference Committee

Hearing Date 02-07-01

Tape Number	Side A	Side B	Meter #
1	x		0 - 41.0
Committee Clerk Signature <i>Sandra Johnson</i>			

Minutes: CHAIRMAN FREBORG called the Senate Education Committee to order.

Roll call was taken with all members present.

CHAIRMAN FREBORG called the hearing on SB 2238 relating to administrative duties of school principals.

Testimony in support of SB 2238:

SENATOR FREBORG stated this bill relaxes some of the criteria the state has pertaining to principals. There are several similar bills in the legislature, so he would not be opposed to having this bill put to rest.

Testimony in opposition to SB 2238:

LARRY KLUNDT, Ex. Dir. Of the ND Council of Educational Leaders, distributed prepared testimony and Elementary, Secondary, and Superintendent's credential statute. (see attached). He believes it is important for principals to have the background and training to do the job in that particular school. A Masters degree is not necessarily needed. This bill does not require

additional training in administration, therefore the individual cannot be held accountable. We should be continuing standards not loosening them.

DAVID HANSON, Elementary Administrator, Wyndmere Public Schools, feels this would be a step backward for North Dakota. (see attached testimony).

RICK DIEGLE, Edgely High School Principal, feels it is difficult to be an elementary principal if you have no training as such. He feels the teachers would have to do the scheduling and discipline and the secretary would have to do some of the administrative duties. If an individual is doing both (elementary and secondary principal) there are time constraints. When he did this, he feels he was not in the hallway enough.

GARY GRONBERG, DPI, presented the committee with what the rules are according to NDCC. (see attached). He further stated there is no place in current law that states a district has to have a full-time administrator. There are, however, time assignments based on the number of students.

SENATOR FREBORG asked what happens if a school can't find a principal two years in a row?

MR. GRONBERG wondered if there isn't someone on the faculty who could take on the duties and begin the accreditation process.

LINDA EDWARDS, Dir. Of Professional Dev. For the ND Education Assoc., feels the credibility of the administrator is at risk. (see attached testimony). SENATOR KELSH asked why there is a shortage of administrators. She feels it is 1. Stress, 2. Workload, 3. Time commitment.

LARRY KLUNDT, NDCEL, presented the committee with a matrix showing ND Public School District Administrator FTE's, Salaries, and Administrative Salary per Pupil (2000 - 2001). (see attached).

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Senate Education Committee
Bill/Resolution Number SB 238
Hearing Date 02-07-01

RICK HEIDT, retired Asst. Principal Bismarck HS, feels the biggest constraint in being an administrator is time. Stress also plays a large role. He feels administrators work on a 12-month salary schedule and when prorated with teachers who work a 9-month salary schedule, it is not that much different.

No further testimony.

The hearing on SB 2238 was closed.

SENATOR KELSH moved a DO NOT PASS. Seconded by SENATOR CHRISTENSON.

Roll Call Vote: 6 YES. 0 NO. 1 Absent. Motion Carried.

Carrier: SENATOR COOK

REPORT OF STANDING COMMITTEE (410)
February 7, 2001 12:23 p.m.

Module No: SR-22-2575
Carrier: Cook
Insert LC: . Title: .

REPORT OF STANDING COMMITTEE

SB 2238: Education Committee (Sen. Freborg, Chairman) recommends DO NOT PASS
(6 YEAS, 0 NAYS, 1 ABSENT AND NOT VOTING). SB 2238 was placed on the
Eleventh order on the calendar.

2001 TESTIMONY

SB 2238

**Testimony for SB 2238 in the
Senate Education Committee for the
North Dakota Council of Educational Leaders**

Mr. Chairman and members of the committee, I am Larry Klundt and I am the Executive Director of the North Dakota Council of Educational Leaders (NDCEL). We are in opposition to this bill. The reason that we oppose this bill is that it completely disregards the professional training that is necessary for successful leadership in the elementary or secondary schools in North Dakota.

Under current rules for the principalship in North Dakota elementary schools, the principal must have an elementary principal's credential. This credential basically requires that the principal have a teaching license that allows him/her to teach at the elementary level, three years of experience as a teacher, and the completion of educational leadership courses that eventually leads to a master's degree or twenty semester hours aligned with a master's degree. The same is true for the secondary principal's credential, i.e., be a secondary teacher, have three years experience as a teacher, and complete courses in educational leadership that eventually results in a master's degree. We believe that these rules make sense and have helped elevate the level of quality in our public schools and the level of their accomplishments to the point where other states wish they could perform like North Dakota schools. Lowering our standards will not help us to continue to be leaders in quality education.

The training that secondary and elementary principals receive, after their initial training as a teacher, is similar until they specialize in the elementary or secondary principalship, curriculum, and culture. If a person is to be successful as an

educational leader in the elementary or secondary school, he/she must have knowledge and experience in the organization, instruction, and developmental needs of the students they serve. Without the proper training, they will not be able to provide the leadership that teachers and others need to provide the best learning experiences and environment for their students.

This isn't to say that a person with an elementary background and the proper training in the secondary area couldn't be successful at the secondary level and vice versa. The problem is, this bill does not require additional training—it simply allows a person to be the principal at a level for which they are untrained, generally have no experience, and have very little knowledge. With this type of arrangement, how could anyone expect to hold them accountable for the results of their students?

Mr. Chairman and members of the Committee, we should not lower our standards as a matter of convenience at the expense of quality leadership in our schools. Sometimes rules, regulations, and statutes are necessary to protect our children from our own good intentions. We respectfully request that you give SB 2238 a Do Not Pass recommendation.

Thank you for the opportunity to testify today and I will be happy to answer any questions.

CO

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NEXT FIGURE

CHAPTER 67-11-02
Elementary Principal's Credential

Section

- 67-11-02-01 Credentials Required
- 67-11-02-02 Issuing Agency
- 67-11-02-03 Types of Credentials
- 67-11-02-04 Approval for Educational Administration Programs
- 67-11-02-05 Credential Standards
- 67-11-02-06 Application Process
- 67-11-02-07 Renewal Requirements
- 67-11-02-08 Reconsideration
- 67-11-02-09 Extension of the Elementary Principal Credential

67-11-02-01. Credentials required. The principal of an accredited North Dakota elementary school must hold the North Dakota elementary principal's provisional credential, level II professional credential, or level I professional credential.

History: Effective February 1, 2000.

General Authority: NDCC 15.1-02-04, 15.1-02-11, 28-32-02

Law Implemented: NDCC 15.1-02-04, 15.1-02-11

67-11-02-02. Issuing agency. The North Dakota elementary principal's credential issuing agency address is:

Superintendent of Public Instruction
Department of Public Instruction
600 East Boulevard Avenue, Dept. 201
Bismarck, ND 58505-0440

History: Effective February 1, 2000.

General Authority: NDCC 15.1-02-04, 15.1-02-11, 28-32-02

Law Implemented: NDCC 15.1-02-04, 15.1-02-11

67-11-02-03. Types of credentials.

1. A provisional credential is:
 - a. Issued as the initial credential and is valid for two years and is not renewable;
 - b. Issued upon satisfying the standards identified in subsections 1 and 2 of section 67-11-02-05; and
 - c. Issued upon completion of eight semester hours of coursework in educational leadership from a state-approved program in educational administration.

2. A level II professional credential is:
 - a. Issued for a five-year period with renewal available for principals serving elementary schools in the enrollment category one hundred or fewer students; and
 - b. Issued upon satisfying standards identified in subsections 1, 2, and 3 of section 67-11-02-05.
3. A level I professional credential is:
 - a. Issued for a five-year period with renewal available; and
 - b. Issued upon satisfying credential standards identified in subsections 1, 2, and 4 of section 67-11-02-05.

History: Effective February 1, 2000; amended effective May 16, 2000.

General Authority: NDCC 15.1-02-04, 15.1-02-11, 28-32-02

Law Implemented: NDCC 15.1-02-04, 15.1-02-11

67-11-02-04. Approval for educational administration programs. Whenever this chapter refers to a "state-approved program", it refers to the process by which the education standards and practices board in concert with the department of public instruction shall supervise a system of program approval at those colleges within the state of North Dakota which provide educational administration programs. Educational administration programs from other state or private colleges which meet state standards for program approval are listed in the manual on certification and preparation of education personnel in the United States and Canada published by the national association of state directors of teacher education & certification.

History: Effective February 1, 2000.

General Authority: NDCC 15.1-02-04, 15.1-02-11, 28-32-02

Law Implemented: NDCC 15.1-02-04, 15.1-02-11

67-11-02-05. Credential standards. The documentation on each standard must be verified within the department before any credential will be issued.

1. The applicant must hold a valid North Dakota teaching license issued by the education standards and practices board in accordance with North Dakota Century Code sections 15-36-01 and 15-38-18 and North Dakota Administrative Code title 67.1 allowing the individual to teach at the elementary level.
2. The applicant must have at least three years of teaching or administrative experience or a combination thereof in elementary schools:
 - a. Equal to full-time equivalency, that is to equal at least five and one-half hours for a one hundred eighty-day school term.
 - b. Positions must have been stated on a professional contract.

b. A master's degree with a major certifiable by the education standards and practices board. Twenty semester hours of credit that includes courses specific to the elementary level contained within a master's degree in educational administration from a state-approved program. Course preparation is as follows:

- (1) Leadership, planning, and organizational behavior in education;
- (2) Educational law and organizational structure of education;
- (3) Personnel, supervision, and staff development;
- (4) Curriculum, instruction, and learning theory;
- (5) Policy and educational finance;
- (6) Administration of the elementary school; and
- (7) Elementary school curriculum.

History: Effective February 1, 2000; amended effective May 16, 2000.

General Authority: NDCC 15.1-02-04, 15.1-02-11, 28-32-02

Law Implemented: NDCC 15.1-02-04, 15.1-02-11

67-11-02-06. Application process. The application process to obtain a credential under this chapter requires submission of:

1. An application form provided by the department of public instruction including name, social security number, date, address, telephone number, teaching certificate type and number, employment information, academic preparation, and references;
2. A photocopy of official transcripts;
3. A letter of verification for applicants attending a North Dakota College with an approved program, attesting to the completion of the academic standard required for the level of credential requested. Applicants providing a photocopy of official transcripts from an approved college in another state will have the academic standard verification made by the department of public instruction; and
4. A letter of recommendation signed by a supervisor or employer who has firsthand knowledge of the individual's professional work, experience, and service.

History: Effective February 1, 2000.

General Authority: NDCC 15.1-02-04, 15.1-02-11, 28-32-02

Law Implemented: NDCC 15.1-02-04, 15.1-02-11

67-11-02-07. Renewal requirements. To renew the level I and level II professional credentials, an individual must:

1. Submit one of the following:
 - a. A photocopy of official transcripts of eight semester hours of graduate work in education, of which four semester hours are in the area of educational administration; or
 - b. A photocopy of official transcripts of four semester hours of graduate work in education and verification of attendance or participation in at least six educational conferences or workshops from the listing in this subdivision. The verification must be a signed statement by the conference or workshop sponsors, employer, or a school district business manager. Acceptable conferences or workshops are:
 - (1) North Dakota association of elementary principals state and area conferences or workshops;
 - (2) National association of elementary principals regional and national conferences or workshops;
 - (3) North Dakota association of school administrators state and area conferences or workshops;
 - (4) North central association annual and regional conferences or workshops;
 - (5) North Dakota council of educational leaders state and area conferences or workshops;
 - (6) North Dakota education association state and area conferences or workshops; or
 - (7) Department of public instruction annual conference or workshops; and
2. Submit a letter of recommendation signed by a supervisor or employer who has firsthand knowledge of the individual's professional work, experience, and service.

History: Effective February 1, 2000; amended effective May 16, 2000.

General Authority: NDCC 15.1-02-04, 15.1-02-11, 28-32-02

Law Implemented: NDCC 15.1-02-04, 15.1-02-11

67-11-02-08. Reconsideration. If issuance or renewal of any credential under this chapter is denied, the denial must be in writing and must state all reasons for denial and the applicant must be notified of the opportunity for reconsideration. If an application for issuance or renewal of any credential under this chapter is denied, the applicant may request a reconsideration of the decision. A request for reconsideration must be submitted to the superintendent of public instruction within three weeks of the date of mailing by the department of public instruction. Late requests will not be considered. The reconsideration request must state:

1. The facts, law, or rule the applicant believes was erroneously interpreted or applied; and
2. The applicant's arguments on how the facts, law, or rule should have been applied, giving specific reasons and thorough analysis.

The superintendent of public instruction shall issue a final written response on the reconsideration request within three weeks after receiving a complete reconsideration request.

History: Effective February 1, 2000.

General Authority: NDCC 15.1-02-04, 15.1-02-11, 28-32-02

Law Implemented: NDCC 15.1-02-04, 15.1-02-11

67-11-02-09. Extension of the elementary principal credential. For the initial implementation of this chapter, an exception has been included for those individuals who are contracted to a district as of February 1, 2000, and are serving with an elementary principal credential. The following criteria for extension will apply:

1. Elementary principal credentials issued or renewed prior to July 1, 1999, are extendable only for continuing employment at the individual's present district.
2. To extend an elementary principal's credential under this section, the individual must submit the information required in subsections 1 and 2 of section 67-11-02-07.

History: Effective May 16, 2000.

General Authority: NDCC 15.1-02-04, 15.1-02-11, 28-32-02

Law Implemented: NDCC 15.1-02-04, 15.1-02-11

CHAPTER 67-11-06

SECONDARY PRINCIPAL'S CREDENTIAL

Section

67-11-06-01	Credentials Required
67-11-06-02	Issuing Agency
67-11-06-03	Types of Credentials
67-11-06-04	Approval for Educational Administration Programs
67-11-06-05	Credential Standards
67-11-06-06	Application Process
67-11-06-07	Renewal Requirements
67-11-06-08	Reconsideration
67-11-06-09	Extension of the Secondary Principal Credential

67-11-06-01. *Credentials required.* The secondary principal of an accredited North Dakota school must hold the North Dakota secondary principal's provisional or professional credential.

History: Effective February 1, 2000.

General Authority: NDCC 15.1-02-04, 15.1-02-11, 28-32-02

Law Implemented: NDCC 15.1-02-04, 15.1-02-11

67-11-06-02. *Issuing agency.* The North Dakota secondary principal's credential issuing agency address is:

*Superintendent of Public Instruction
Department of Public Instruction
600 East Boulevard Avenue, Dept. 201
Bismarck, ND 58505-0440*

History: Effective February 1, 2000.

General Authority: NDCC 15.1-02-04, 15.1-02-11, 28-32-02

Law Implemented: NDCC 15.1-02-04, 15.1-02-11

67-11-06-03. *Types of credentials.*

1. A provisional credential is:

- a. Issued as the initial credential and is valid for two years and is not renewable;
- b. Issued upon satisfying the standards identified in sections 1 and 2 of section 67-11-06-05; and

- c. Issued to a person enrolled in a state-approved program in educational leadership and who has completed eight semester hours of coursework in that area.
2. A level II professional credential is:
 - a. Issued for a five-year period with renewal available only for principals serving secondary schools in the enrollment category one hundred or fewer students; and
 - b. Issued upon satisfying standards identified in subsections 1, 2, and 3 of section 67-11-06-05.
 3. A level I professional credential is:
 - a. Issued for a five year period with renewal available; and
 - b. Issued upon satisfying credential standards identified in subsections 1, 2, and 4 of section 67-11-06-05.

History: Effective February 1, 2000; amended effective May 16, 2000.

General Authority: NDCC 15.1-02-04, 15.1-02-11, 28-32-02

Law Implemented: NDCC 15.1-02-04, 15.1-02-11

67-11-06-04. Approval for educational administration programs. Whenever this chapter refers to "state approved program," it refers to the process by which the education standards and practices board in concert with the department of public instruction shall supervise a system of program approval at those colleges within the state of North Dakota which provide educational administration programs. Educational administration programs from other state or private colleges which meet state standards for program approval are listed in the manual on certification and preparation of education personnel in the United States and Canada published by the national association of state directors of teacher education and certification.

History: Effective February 1, 2000.

General Authority: NDCC 15.1-02-04, 15.1-02-11, 28-32-02

Law Implemented: NDCC 15.1-02-04, 15.1-02-11

- 67-11-06-05. Credential standards.** The documentation on each standard must be verified within the department before any credential will be issued.
1. An applicant must hold a valid North Dakota teaching license issued by the education standards and practices board in accordance with North Dakota Century Code sections 15-36-01 and 15-38-18 and North Dakota Administrative Code title 67.1 allowing the individual to teach at the secondary level.
 2. An applicant must have at least three years of teaching or administrative experience or a combination thereof in secondary schools:

- a. Equal to full-time equivalency, that is to equal at least six hours for a one hundred and eighty-day school term.
 - b. Positions must have been stated on a professional contract.
 - c. Teaching is defined as being assigned as a regular classroom teacher, music teacher, art teacher, counselor, physical education teacher, basic skills or remedial reading teacher, special education teacher, or library media specialist, or any combination of these assignments in a secondary school. Administrative experience is defined as being assigned the duties of principal of a senior high, junior high, or middle school that includes any combination of grades seven through twelve of an approved school or as a superintendent or central office administrator of an approved kindergarten through grade twelve school.
3. The level II credential requires twenty semester hours of graduate credit taken in a master's degree program from a state-approved program in educational administration. Course preparation for the credential is as follows:
- a. Leadership, planning, and organizational behavior in education.
 - b. Educational law and organizational structure of education.
 - c. Personnel, supervision, and staff development.
 - d. Curriculum, instruction, and learning theory.
 - e. Policy and educational finance.
 - f. Administration of the secondary school.
 - g. Secondary school curriculum.
4. The level I credential requires one of the following:
- a. A master's degree in educational administration from a state-approved program. Course preparation must be from the following:
 - (1) Theory and practice of leadership and administration;
 - (2) Legal and political foundations of education;
 - (3) Supervision and staff development;
 - (4) Statistics, research, analysis, and writing;
 - (5) Educational foundations, curriculum, and instruction;
 - (6) Information systems for management and instruction;
 - (7) Administration of the secondary school; and

(8) Secondary school curriculum; or

b. A master's degree with a major certifiable by the education standards and practices board in addition to twenty semester hours of credit that includes courses specific to the secondary level contained within a master's degree in educational administration from a state-approved program. Course preparation is as follows:

- (1) Leadership, planning, and organizational behavior in education;
- (2) Educational law and organizational structure of education;
- (3) Personnel, supervision, and staff development;
- (4) Curriculum, instruction, and learning theory;
- (5) Policy and educational finance;
- (6) Administration of the secondary school; and
- (7) Secondary school curriculum.

History: Effective February 1, 2000; amended effective May 16, 2000.

General Authority: NDCC 15.1-02-04, 15.1-02-11, 28-32-02

Law Implemented: NDCC 15.1-02-04, 15.1-02-11

67-11-06-06. *Application process.* The application process to obtain a credential under this chapter is:

1. An application form provided by the department of public instruction must be submitted, including the applicant's name, social security number, date, address, telephone number, teaching certificate type and number, employment information, academic preparation, and references;
2. A photocopy of official transcripts must be provided;
3. A letter of verification must be provided for applicants attending a North Dakota college with an approved program, attesting to the completion of the academic standard required for the level of the credential requested. Applicants providing a photocopy of official transcripts from an approved college in another state must have the academic standard verification made by the department of public instruction; and
4. A letter of recommendation must be provided signed by a supervisor or employer who has firsthand knowledge of the individual's professional work, experience, and service.

History: Effective February 1, 2000.
General Authority: NDCC 15.1-02-04, 15.1-02-11, 28-32-02
Law Implemented: NDCC 15.1-02-04, 15.1-02-11

67-11-06-07. *Renewal requirements.* To renew the level I and level II professional credentials, an individual shall:

1. Submit one of the following:
 - a. A photocopy of official transcripts of eight semester hours of graduate work in education, of which four semester hours are in the area of educational administration; or
 - b. A photocopy of official transcripts of four semester hours of graduate work in education and verification of attendance or participation in at least six educational conferences or workshops from the listing in this subdivision. The verification must be a signed statement by the conference or workshop sponsors, employer, or a school district business manager. Acceptable conferences or workshops are:
 - (1) North Dakota association of secondary school principals state and area conferences or workshops;
 - (2) National association of secondary school principals regional and national conferences or workshops;
 - (3) North Dakota council of educational leaders state and area conferences or workshops;
 - (4) American association of school administrators regional and national conferences or workshops;
 - (5) North central association annual or regional conferences or workshops; and
 - (6) Department of public instruction conferences or workshops; and
2. Submit a letter of recommendation signed by a supervisor or employer who has firsthand knowledge of the individual's professional work, experience, and service.

History: Effective February 1, 2000; amended effective May 16, 2000.
General Authority: NDCC 15.1-02-04, 15.1-02-11, 28-32-02
Law Implemented: NDCC 15.1-02-04, 15.1-02-11

67-11-06-08. Reconsideration. If issuance or renewal of any credential under this chapter is denied, the denial must be in writing and must state all reasons for denial and the applicant must be notified of the opportunity for reconsideration. If an application for issuance or renewal of any credential under this chapter is denied, the applicant may request a reconsideration of the decision. A request for reconsideration must be submitted to the superintendent of public instruction within three weeks of the date of mailing by the department of public instruction. Late requests will not be considered. The reconsideration request must state the following:

1. The facts, law, or rule the applicant believes was erroneously interpreted or applied; and
2. The applicant's arguments on how the facts, law, or rule should have been applied, giving specific reasons and thorough analysis.

The superintendent of public instruction shall issue a final written response on the reconsideration request within three weeks after receiving a complete reconsideration request.

History: Effective February 1, 2000.
General Authority: NDCC 15.1-02-04, 15.1-02-11, 28-32-02
Law Implemented: NDCC 15.1-02-04, 15.1-02-11

67-11-06-09 Extension of the secondary principal credential. For the initial implementation of this chapter an exception has been included for those individuals who are contracted to a district as of February 1, 2000, and are serving with a secondary principal credential. The following criteria for extension will apply:

1. Secondary principal credentials issued or renewed prior to July 1, 1999, are extendable only for continuing employment at the individual's present district.
2. To extend a secondary principal's credential under this section, the individual must submit the information required in subsections 1 and 2 of section 67-11-06-07.

History: Effective February 1, 2000; amended effective May 16, 2000.
General Authority: NDCC 15.1-02-04, 15.1-02-11, 28-32-02
Law Implemented: NDCC 15.1-02-04, 15.1-02-11

CHAPTER 67-11-07

SUPERINTENDENT'S CREDENTIAL

Section	
67-11-07-01	Credentials Required
67-11-07-02	Issuing Agency
67-11-07-03	Types of Credentials
67-11-07-04	Approval for Educational Administration Programs
67-11-07-05	Credential Standards
67-11-07-06	Application Process
67-11-07-07	Renewal Requirements
67-11-07-08	Reconsideration

67-11-07-01. *Credentials required* The superintendent of an accredited North Dakota school must hold the North Dakota superintendent's provisional or professional credential.

History: Effective February 1, 2000.

General Authority: NDCC 15.1-02-04, 15.1-02-11, 28-32-02

Law Implemented: NDCC 15.1-02-04, 15.1-02-11

67-11-07-02. *Issuing agency.* The North Dakota superintendent's credential issuing agency address is:

Superintendent of Public Instruction
Department of Public Instruction
600 East Boulevard Avenue, Dept. 201
Bismarck, ND 58503-0440

History: Effective February 1, 2000.

General Authority: NDCC 15.1-02-04, 15.1-02-11, 28-32-02

Law Implemented: NDCC 15.1-02-04, 15.1-02-11

67-11-07-03. *Types of credentials.*

1. The provisional credential is:

a. Issued for two years as a nonrenewable credential; and

- b. Issued to those who have a level I principal's credential but lack the coursework or the experience, or both, necessary for the professional credential as identified in section 67-11-07-05.

2. The professional credential is:

- a. Issued for five years with renewal available; and
- b. Issued upon satisfying standards identified in section 67-11-07-05.

History: Effective February 1, 2000; amended effective May 16, 2000.

General Authority: NDCC 15.1-02-04, 15.1-02-11, 28-32-02

Law Implemented: NDCC 15.1-02-04, 15.1-02-11

67-11-07-04. Approval for educational administration programs. Whenever this chapter refers to a "state-approved program," it refers to the process by which the education standards and practices board in concert with the department of public instruction shall supervise a system of program approval at those colleges within the state of North Dakota which provide educational administration programs. Educational administration programs from other state or private colleges which meet state standards for program approval are listed in the manual on certification and preparation of education personnel in the United States and Canada published by the national association of state directors of teacher education and certification.

History: Effective February 1, 2000.

General Authority: NDCC 15.1-02-04, 15.1-02-11, 28-32-02

Law Implemented: NDCC 15.1-02-04, 15.1-02-11

67-11-07-05. Credential standards. The applicant must fulfill all the following standards to obtain a credential under this chapter. The applicant must:

1. Hold a valid North Dakota teaching certificate during the life of the credential, issued by the education standards and practices board in accordance with North Dakota Century Code sections 15-36-01 and 15-38-18 and North Dakota Administrative Code title 67.1;
2. Have at least three years of teaching experience, verified in a letter of recommendation by a supervisor or employer who has firsthand knowledge of the individual's professional work;
3. Have at least two years of administrative experience comprised of at least half time as an elementary or secondary principal, a central office administrator, or an administrator of an approved school with a twelve-year program. This experience is to be

verified by a supervisor or employer who has firsthand knowledge of the individual's professional work; and

4. Have completed the requirements for the level I elementary or secondary principal credential and eight additional hours of coursework specific to the superintendency from the following content areas:
 - a. Field-based experience in the superintendency;
 - b. Seminar in the superintendency;
 - c. Advanced school law;
 - d. Advanced revenue, finance, and business management;
 - e. Facilities and facilities planning;
 - f. Policy, politics, and community relations; and
 - g. Personnel administration.

History: Effective February 1, 2000; amended effective May 16, 2000.

General Authority: NDCC 15.1-02-04, 15.1-02-11, 28-32-02

Law Implemented: NDCC 15.1-02-04, 15.1-02-11

67-11-07-06. *Application process.* The application process to obtain a credential under this chapter is:

1. **Provisional credential.** The applicant must submit:
 - a. A completed application form provided by the department of public instruction, including the applicant's name, social security number, date, address, telephone number, teaching certificate type and number, employment information, academic preparation, and references;
 - b. A photocopy of official transcripts;
 - c. A letter of verification for applicants attending a North Dakota college with an approved program, attesting to the completion of the academic standard required for the level of the credential requested. Applicants providing a photocopy of official transcripts from an approved college in another state will have the academic standard verification made by the department of public instruction; and

d. A letter of recommendation signed by a supervisor or employer who has firsthand knowledge of the individual's professional work, experience, and service.

2. **Professional credential.** The applicant must submit:

- a. Verification of graduate coursework by presenting a photocopy of official transcripts. Also accepted is verification of successful course completion or documentation pending transcript. If transcripts do not arrive, the credential will be revoked; and
- b. A letter of recommendation signed by a supervisor or employer verifying years of experience in teaching and administration required in section 67-11-07-05.

History: Effective February 1, 2000; amended effective May 16, 2000.

General Authority: NDCC 15.1-02-04, 15.1-02-11, 28-32-02

Law Implemented: NDCC 15.1-02-04, 15.1-02-11

67-11-07-07. *Renewal requirements.* The applicant for renewal of a credential issued under this chapter must:

1. Fulfill one of the following:

- a. Provide a photocopy of official transcripts showing satisfactory completion of at least eight semester hours of graduate work in education, of which four semester hours are in the area of educational administration; or
- b. Provide a photocopy of official transcripts showing completion of at least four semester hours of graduate work and verification of attendance or participation in at least six administrative educational conferences or workshops from the listing in this subdivision. The verification must be a signed statement by the conference or workshop sponsors, the employer, or a school district business manager. Acceptable conferences or workshops are:
 - (1) North Dakota association of school administrators state and area conferences or workshops;
 - (2) American association of school administrators regional and national conferences or workshops;
 - (3) North central association annual or regional conferences or workshops;

- (4) Department of public instruction conferences or workshops; and
 - (5) North Dakota council of educational leaders conferences or workshops; and
2. Provide a letter of recommendation signed by a supervisor or employer who has firsthand knowledge of the individual's professional work, experience, and service.

History: Effective February 1, 2000.

General Authority: NDCC 15.1-02-04, 15.1-02-11, 28-32-02

Law Implemented: NDCC 15.1-02-04, 15.1-02-11

67-11-07-08 *Reconsideration.* If issuance or renewal of any credential under this chapter is denied, the denial must be in writing and must state all reasons for denial and notify the applicant of the opportunity for reconsideration. If an application for issuance or renewal of any credential under this chapter is denied, the applicant may request a reconsideration of the decision. A request for reconsideration must be submitted to the superintendent of public instruction within three weeks of the date of mailing by the department of public instruction. Late requests will not be considered. The reconsideration request must state the following:

1. The facts, law, or rule the applicant believes was erroneously interpreted or applied; and
2. The applicant's arguments on how the facts, law, or rule should have been applied, giving specific reasons and thorough analysis.

The superintendent of public instruction will issue a final written response on the reconsideration request within three weeks after receiving a complete reconsideration request.

History: Effective February 1, 2000.

General Authority: NDCC 15.1-02-04, 15.1-02-11, 28-32-02

Law Implemented: NDCC 15.1-02-04, 15.1-02-11

Senate Bill 2238

Senate Hearing Room

2.7.01

9:00AM

David Hanson

Rationale against Senate Bill 2238

A) Developmental Differences

A part of the elementary administrator's preparation comes from being an elementary instructor first. Through this hands on preparation I was given the opportunity to better understand the wide spread developmental differences of today's elementary student.

• Learning Environment:

One important aspect of the elementary principal's duties lies in assisting the classroom instructor in creating a **learning environment** that is effective for each of the different developmental age groups. This includes everything from setting up appropriate discipline plans to the physical make up of the room.

• Behavioral Intervention:

Another aspect of the developmental differences comes in the handling of **inappropriate behaviors**. The approach used to handle similar inappropriate behaviors is based upon the developmental level of the students one is dealing with as well as the experience one has gained from working with the different age groups. Working towards changing inappropriate behavior involves more than just punishment. Understanding the developmental differences allows me to better help those students change their behaviors.

• Academic Intervention:

One of the most demanding and important roles the elementary administrator holds is that of **dealing with the special needs student**. At no time is the background of understanding developmental differences put to use more, than in the leading of academic interventions. To be able to be the leader of the special needs team, one must have the knowledge and background that understands the different levels of elementary age students.

B) Curricular Differences

Elementary Administrators need to have a good understanding of all of the curricular areas. Having been elementary instructor's, it is likely that we were required to teach many if not all of the required subjects. This hands on experience is invaluable as we lead our classroom instructor's in their professional growth. This experience is also very important when working towards the writing of curriculums as well as curricular adoptions.

C) Scheduling

Elementary and High School scheduling is not as much alike as one might think. The High School administrator is responsible for scheduling all of the classes. Making sure that each grade has an opportunity to take the classes that are required as well as those that are electives. Only part of the elementary is scheduled with the remainder being set up by the classroom instructor themselves. Assisting the elementary instructor in setting up this daily schedule is a very important part of the elementary administrators role. The background of having set up these schedules as an elementary teacher is an invaluable asset when assisting classroom instructor's with their schedules.

D) Observation

As the elementary administrator in my school, I am visible in the classroom. This is important for a couple of reasons. First of all this allows me to see first hand where each child is at in their education. It also allows me to see first hand the level of competency of each classroom instructor. This allows for more meaningful evaluation as well as opportunity for professional growth. Elementary students and instructor's need to be observed, evaluated, and assisted by the administrator with the background to help them.

Respectfully Submitted



David M. Hanson
Elementary Administrator
Wyndmere Public Schools

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Guy Gronberg

2. For the evaluation of the total program, the school must have a written plan that must be reviewed and revised at least once every five years and a copy which is submitted to the department. The written plan must identify:
 - a. The goals for the evaluation; and
 - b. The procedures and methods to be used which include the instruments, people involved, timeline, and how the findings will be analyzed.
3. The school must have a written school improvement plan. The written school improvement plan must evaluate school improvement and must include the improvement goals, activities, timeline, persons responsible, and evaluation. The plan must be reviewed and revised at least once every five years and submitted to the department.
4. The school shall:
 - a. Conduct an annual review of the written school improvement plan;
 - b. Revise the plan as necessary; and
 - c. Submit a progress report on the biennial accreditation report.

History: Effective January 1, 2000.

General Authority: NDCC 15-21-04.1, 15-45-02

Law Implemented: NDCC 15-21-04.1, 15-45-02

67-19-01-16. Administration - Superintendent qualifications and time assignments.

1. Qualifications:
 - a. Public high school district, parochial or private high school must employ a superintendent who has an administrative credential, AD01 or AD02.
 - b. Graded elementary district, parochial or private elementary school may employ a superintendent. If so employed, the superintendent must have an administrative credential, AD01 or AD02.
2. Time assignments for superintendents based on school enrollment for all grades.
 - a. Enrollment two hundred fifty or fewer. A superintendent must devote a minimum of one-half of the instructional day

to functions of the superintendency (180 minutes per day or 900 minutes per week).

- b. Enrollment two hundred fifty-one through four hundred. A superintendent must devote a minimum of two-thirds of the instructional day to functions of the superintendency (240 minutes per day or 1200 minutes per week).
 - c. Enrollment four hundred one or more. A superintendent must devote full time to functions of the superintendency (360 minutes per day or 1800 minutes per week), of which a maximum of one-sixth of the instructional day may be devoted to instructional activities.
3. With the approval of the department, two or more school districts or a consortium of schools may share a superintendent if the superintendent is:
- a. Assigned to full-time administration and supervision; and
 - b. Has an administrative credential, AD01 or AD02.

History: Effective January 1, 2000.

General Authority: NDCC 15-21-04.1, 15-45-02

Law Implemented: NDCC 15-21-02, 15-21-04.1

67-19-01-17. Qualifications of an administrative assistant or assistant superintendent. An administrative assistant or assistant superintendent must have an administrative credential, AD01 or AD02, or a master's degree in the assigned area.

History: Effective January 1, 2000.

General Authority: NDCC 15-21-04.1, 15-45-02

Law Implemented: NDCC 15-21-04.1, 15-45-02

67-19-01-18. Administration - Secondary school principal qualifications and time assignments.

1. A secondary school principal administering a school with enrollments in grades seven through twelve, eight through twelve, nine through twelve, or ten through twelve must have the following qualifications within the person's enrollment classification:
 - a. Enrollment one hundred or fewer. A secondary school principal must have a secondary principal's credential, SP03.
 - b. Enrollment one hundred one through two hundred fifty. A secondary school principal must have a secondary principal's credential, SP02.

- c. Enrollment two hundred fifty-one or more. A secondary school principal must have a secondary principal's credential, SP01.
 2. The time assignment for the secondary school principal within the person's enrollment classification must be as follows:
 - a. Enrollment one hundred or fewer. A secondary school principal must devote a minimum of one-third of the instructional day to the principalship (120 minutes per day or 600 minutes per week), of which at least one-half of that time must include activities related to providing building level instructional leadership.
 - b. Enrollment one hundred one through two hundred fifty. A secondary school principal must devote a minimum of one-half of the instructional day to the principalship (180 minutes per day or 900 minutes per week), of which at least one-half of that time must include activities related to providing building level instructional leadership.
 - c. Enrollment two hundred fifty-one or more. A secondary school principal must devote a minimum of full time to the principalship (360 minutes per day or 1800 minutes per week). At least one-half of that time must include activities related to providing building level instructional leadership and a maximum of one-sixth of the instructional day may be devoted to instructional activities.
 3. Time assignments for shared secondary school principal.
 - a. The time assignments for a secondary principal serving two schools or employed in a school that has a shared superintendent must be as follows according to enrollment category:
 - (1) Enrollment ninety-nine or fewer. A secondary school principal must devote a minimum of one-third of the instructional day to the principalship (120 minutes per day or 600 minutes per week), of which at least one-half of that time must include activities related to providing building level instructional leadership.
 - (2) Enrollment one hundred through two hundred fifty. A secondary school principal must devote a minimum of two-thirds time of the instructional day to the principalship (240 minutes per day or 1200 minutes per week).
 - (3) Enrollment two hundred fifty-one or more. A secondary school principal must devote a minimum of

full time to the principalship (360 minutes per day or 1800 minutes per week).

4. Secondary school assistant principal administering a school with enrollments in grades seven through twelve, eight through twelve, nine through twelve, or ten through twelve.

- a. Qualifications by enrollment category:

- (1) Enrollment two hundred fifty-one through five hundred. A secondary school assistant principal must have a secondary principal's credential, SP02.
- (2) Enrollment five hundred one or more. A secondary school assistant principal must have a secondary principal's credential, SP01.

- b. Time assignments by enrollment category:

- (1) Enrollment five hundred one through seven hundred fifty. A secondary school assistant principal must devote a minimum of one-half of the instructional day to the assistant principalship (180 minutes per day or 900 minutes per week).
- (2) Enrollment seven hundred fifty-one or more. A secondary school assistant principal must devote full time to the assistant principalship (360 minutes per day or 1800 minutes per week), of which at least one-half of that time must include activities related to providing building level instructional leadership. A maximum of one-sixth of the instructional day may be devoted to instructional activities.

History: Effective January 1, 2000.

General Authority: NDCC 15-21-04.1, 15-45-02

Law Implemented: NDCC 15-21-04.1, 15-45-02

67-19-01-19. Administration - Middle level and junior high school principal and assistant principal - Qualifications and time assignments.

1. Qualifications by enrollment categories are as follows:

- a. Enrollment one hundred or fewer. A middle level or junior high school principal must have an elementary or a secondary principal's credential, EP03 or SP03.
- b. Enrollment one hundred one through two hundred fifty. A middle level or junior high school principal must have an elementary or a secondary principal's credential, EP02 or SP02.

- c. Enrollment two hundred fifty-one or more. A middle level or junior high school principal must have an elementary or a secondary principal's credential, EP01 or SP01.
 2. Time assignments by enrollment categories are as follows:
 - a. Enrollment one hundred or fewer. A middle level or junior high school principal must devote a minimum of one-third of the instructional day to the principalship (120 minutes per day or 600 minutes per week), of which at least one-half of that time must include activities related to providing building level instructional leadership.
 - b. Enrollment one hundred one through two hundred fifty. A middle level or junior high school principal must devote a minimum of one-half of the instructional day to the principalship (180 minutes per day or 900 minutes per week), of which at least one-half of that time must include activities related to providing building level instructional leadership.
 - c. Enrollment two hundred fifty-one or more. A middle level or junior high school principal must devote full time to the principalship (360 minutes per day or 1800 minutes per week), of which at least one-half of that time must include activities related to providing building level instructional leadership. A maximum of one-sixth of the instructional day may be devoted to instructional activities.
 3. A middle level or junior high school assistant principal must have an elementary or a secondary principal's credential, EP01 or SP01.
 4. Time assignments by enrollment categories are as follows:
 - a. Enrollment five hundred through seven hundred fifty. A middle level or junior high school assistant principal must devote a minimum of one-half of the instructional day to the assistant principalship (180 minutes per day or 900 minutes per week).
 - b. Enrollment seven hundred fifty-one or more. A middle level or junior high school assistant principal must devote full time to the assistant principalship (360 minutes per day or 1800 minutes per week), of which at least one-half of that time must include activities related to providing building level instructional

leadership. A maximum of one-sixth of the instructional day may be devoted to instructional activities.

History: Effective January 1, 2000.
General Authority: NDCC 15-21-04.1, 15-45-02
Law Implemented: NDCC 15-21-04.1, 15-45-02

67-19-01-20. Administration - Elementary school principal qualifications and time assignments.

1. Qualifications by enrollment categories are as follows:
 - a. Enrollment twenty-four or fewer. An elementary school principal must have a North Dakota educator's professional license with a major, minor, or an endorsement in elementary education.
 - b. Enrollment twenty-five through one hundred. An elementary school principal must have an elementary principal's credential, EP03.
 - c. Enrollment one hundred one through two hundred fifty. An elementary school principal must have an elementary principal's credential, EP02.
 - d. Enrollment two hundred fifty-one or more. An elementary school principal must have an elementary principal's credential, EP01.
2. Time assignments are calculated by multiplying the number of full-time equivalent licensed personnel by the minimum time allotment, which is fifteen minutes. If the principal is also teaching, that time would not be included in the calculation. Time assignments by enrollment categories are as follows:
 - a. Enrollment twenty-four or fewer. Time should be provided for the performance of administrative duties.
 - b. Enrollment twenty-five or more:
 - (1) For one school. Twelve minutes per day per full-time equivalent licensed person.
 - (2) For two schools or another assignment. Fifteen minutes per day per full-time equivalent licensed person.

3. The elementary school principal must devote one-half of the time assigned as principal to activities related to providing building level instructional leadership.

History: Effective January 1, 2000.
General Authority: NDCC 15-21-04.1, 15-45-02
Law Implemented: NDCC 15-21-04.1, 15-45-02

67-19-01-21. Administration - Shared elementary school principal - Elementary school principal qualifications and time assignments. The time assignments for the elementary school principal serving two schools or employed in a school that has a shared superintendent must be fifteen minutes per day per full-time equivalent licensed person.

History: Effective January 1, 2000.
General Authority: NDCC 15-21-04.1, 15-45-02
Law Implemented: NDCC 15-21-04.1, 15-45-02

67-19-01-22. Administration - Assistant elementary school principal - Elementary school principal qualifications and time assignments.

1. An assistant elementary school principal must have an elementary principal's credential applicable to the next lower enrollment category by the date of issuance of the classification letter for the following school year.
2. Time assignments are as follows:
 - a. If a principal serves in more than one building or has another assignment other than teaching, there must be an assistant principal assigned in that building. Time devoted to the functions of the assistant principal is not regulated but must be commensurate with the assigned duties and documented to correspond to assigned duties.
 - b. For a school with an enrollment of six hundred or more, an elementary school assistant principal must devote one-half of the instructional day to the principalship (180 minutes per day), of which at least one-half of that time must include activities related to providing building level instructional leadership.

History: Effective January 1, 2000.
General Authority: NDCC 15-21-04.1, 15-45-02
Law Implemented: NDCC 15-21-04.1, 15-45-02

Testimony for SB 2238
Senate Education Committee
By Linda Edwards, Director of Professional Development
North Dakota Education Association

Mr. Chair and Members of the Senate Education Committee, I am Linda Edwards, Director of Professional Development for the North Dakota Education Association speaking in opposition to Senate Bill 2238.

I would like to offer a viewpoint from the perspective as classroom teacher with twenty-five years of experience and working with five different principals. As a classroom teacher I have always held high instructional leadership expectations for a principal. I assumed he/she would have a deep understanding of the professional culture of the educational environment, have a clear comprehension of the relevant curriculum and content standards for the corresponding grade levels, and experience to offer needed expertise on child development. I expected a leadership style that moved beyond a narrow managerial view of their role to a more holistic, values-led approach guided by personal experience and research.

This type of leadership is based on trust, and trust is grounded in a shared understanding about what is working and what isn't, how practice might be improved, and steady progress towards the school vision and mission. Credibility must be in place for the school culture to grow and challenge itself or effect change.

The skills and dispositions of an effective principal include convening and facilitating educational dialogue, posing inquiry questions, mentoring, and inviting researched best teaching practices. If a principal displays no expertise on these basic elements, the his/her credibility would be in serious jeopardy.

In order to be the instructional leader, the principal must be viewed as knowledgeable and experienced in the corresponding grade level. A principal who can't talk the language of elementary curriculum and standards, child development, or effective teaching practices again will lose the credibility and trust of the staff.

Leadership is a complex, interactive framework, with a deep understanding of the environment of the school. The link between credible expertise, trust, and leadership skills is paramount.

I encourage your opposition to this bill.

Mike Branderburg

ND Public School District Administrator FTEs, Salaries, and Administrative Salary per Pupil (2000-2001)

2/2/2001

	District	Supr FTEs	Princ FTEs	Total Admin FTEs	Supr Salary	Princ Salary	Total Admin Salary	Total Pupil	Admin Salary per Pupil
1	13 Hettinger 13	1.00	3.00	4.00	69,023	137,665	196,678	406	484.43
2	2 Valley City 2	0.00	4.00	4.00	0	208,244	208,244	1260	(165.27)
2	13 Oriska 13	1.00	1.00	2.00	42,100	23,902	66,002	61	1082.00
2	52 Litchville 52	1.00	1.00	2.00	56,100	36,665	92,765	99	937.02
2	65 N Central 65	1.00	2.00	3.00	58,633	92,020	150,653	190	792.91
2	82 Wimbledon-Courtenay 82	1.00	2.00	3.00	71,000	84,500	155,500	176	883.52
3	5 Minnewaukan 5	0.50	2.00	2.50	25,066	66,098	91,164	148	615.97
3	6 Leeds 6	1.00	2.00	3.00	70,280	85,489	155,769	202	771.13
3	9 Maddock 9	0.49	3.00	3.49	26,800	105,108	131,908	233	566.13
3	16 Oberon 16	0.00	1.00	1.00	0	33,561	33,561	43	780.49
3	29 Warwick 29	0.50	2.00	2.50	9,000	82,250	91,250	229	398.47
3	30 Ft Totten 30	1.00	1.00	2.00	63,654	50,661	114,315	164	697.04
4	1 Billings Co 1	0.00	3.00	3.00	0	92,850	92,850	79	1175.32
5	1 Bottineau 1	1.00	2.00	3.00	69,340	103,365	172,705	801	215.61
5	13 Willow City 13	0.50	1.09	1.59	27,500	36,300	63,800	86	741.86
5	17 Westhope 17	1.00	2.00	3.00	60,000	90,600	150,600	167	901.80
5	35 Lansford 35	0.00	1.00	1.00	0	40,100	40,100	37	1083.78
5	54 Newburg-United 54	1.00	2.00	3.00	46,500	83,200	129,700	85	1525.88
6	1 Bowman 1	1.00	2.00	3.00	55,000	94,936	149,936	445	336.93
6	17 Rhame 17	0.00	2.00	2.00	0	54,278	54,278	96	565.40
6	33 Scranton 33	1.00	2.00	3.00	52,000	68,250	120,250	198	607.32
7	14 Bowbells 14	1.00	2.00	3.00	51,500	84,512	136,012	114	(1193.09)
7	27 Powers Lake 27	0.50	2.00	2.50	34,000	69,545	103,545	128	808.95
8	36 Burke Central 36	1.00	1.50	2.50	54,998	63,724	118,722	114	1041.42
8	1 Bismarck 1	3.00	32.00	35.00	264,437	1,865,170	2,129,607	10476	203.28
8	2 Regan 2	0.00	1.00	1.00	0	25,000	25,000	15	1666.67
8	25 Naughton 25	0.00	1.00	1.00	0	22,750	22,750	5	4550.00
8	28 Wing 28	1.00	2.00	3.00	39,700	61,530	101,230	75	1349.73
8	29 Baldwin 29	0.00	1.00	1.00	0	18,450	18,450	14	1317.86
8	33 Menoken 33	0.00	1.00	1.00	0	28,000	28,000	34	823.53
8	34 McKenzie 34	0.00	1.00	1.00	0	21,500	21,500	6	3583.33
8	35 Sterling 35	0.00	1.00	1.00	0	25,340	25,340	37	684.86
8	36 Driscoll 36	1.00	2.00	3.00	30,000	56,500	86,500	19	4552.63
8	39 Apple Creek 39	0.00	1.00	1.00	0	30,750	30,750	45	683.33
8	45 Manning 45	0.00	1.00	1.00	0	27,000	27,000	12	2250.00
9	1 Fargo 1	3.00	33.00	36.00	282,728	1,930,041	2,212,769	11382	194.41
9	2 Kindred 2	1.00	3.00	4.00	75,500	149,800	225,300	726	310.33
9	4 Maple Valley 4	1.00	2.00	3.00	55,000	85,920	140,920	212	664.72
9	6 West Fargo 6	3.00	12.00	15.00	256,300	758,183	1,014,483	5025	201.89
9	7 Mapleton 7	0.00	1.00	1.00	0	51,422	51,422	111	463.26
9	17 Central Cass 17	1.00	3.00	4.00	68,534	166,502	235,036	826	284.55
9	80 Page 80	1.00	2.00	3.00	0	45,000	45,000	148	304.05
9	97 Northern Cass 97	1.00	4.00	5.00	61,100	186,000	247,100	485	509.48
10	1 Osabrock 1	0.00	1.00	1.00	0	28,850	28,850	19	1518.42
10	14 Border Central 14	1.00	1.00	2.00	49,000	49,000	98,000	32	3062.50
10	19 Munich 19	0.00	1.00	1.00	0	32,775	32,775	155	211.45
10	23 Langdon 23	1.00	3.00	4.00	60,000	139,000	199,000	589	337.86
10	30 Milton 30	1.00	1.00	2.00	46,613	46,613	93,226	32	2913.31
10	40 Ellendale 40	1.00	2.00	3.00	54,539	84,354	138,893	390	356.14
10	41 Oakes 41	1.00	2.00	3.00	65,301	89,468	154,769	555	278.86
12	1 Divide County 1	1.00	2.00	3.00	60,000	108,500	168,500	332	507.53

			Sub	Pr	Adm	Sub	Pr	Adm	Sub	Pr	Adm	Sub	Pr	Adm
			Rate	Rate	Rate	Salary	Salary	Salary	Salary	Salary	Salary	Salary	Salary	Salary
13	8	Dodge 8	0.00	1.00	1.00	0	42,501	42,501	51	833.35				
14	16	Killdeer 16	0.95	2.00	2.95	60,300	78,686	138,986	364	381.83				
19		Halliday 19	1.00	3.00	4.00	50,000	127,750	177,750	93	1911.29				
37		Twin Buttes 37	0.00	1.00	1.00	0	45,000	45,000	49	918.37				
14	1	New Rockford 1	1.00	3.00	4.00	68,850	111,450	180,300	373	483.38				
14	12	Shenandoah 12	0.00	3.00	3.00	0	86,420	86,420	145	596.00				
15	6	Hazleton-Moffit-Braddock 6	1.00	1.00	2.00	61,080	61,080	122,160	161	758.76				
15	10	Bakker 10	0.00	0.00	0.00	0	0	0	10	0.00				
15	12	Union 12	0.00	1.00	1.00	0	20,600	20,600	5	4120.00				
15	15	Strasburg 15	1.00	2.00	3.00	60,000	81,543	141,543	233	607.48				
15	36	Linton 36	1.00	3.00	4.00	55,650	128,760	184,410	375	491.76				
16	10	Carrington 10	1.00	2.00	3.00	65,030	89,000	154,030	706	218.17				
17	3	Beach 3	1.00	2.00	3.00	62,000	80,000	142,000	392	362.24				
17	6	Lone Tree 6	0.00	0.50	0.50	0	18,100	18,100	55	329.09				
18	1	Grand Forks 1	3.00	27.00	30.00	331,225	1,755,528	2,086,753	8351	249.88				
18	44	Larimore 44	1.00	3.00	4.00	60,000	134,500	194,500	583	333.62				
18	61	Thompson 61	1.00	3.00	4.00	61,200	113,140	174,340	518	336.56				
18	125	Marvel 125	0.00	1.00	1.00	0	70,001	70,001	192	364.59				
18	127	Emerado 127	0.00	1.00	1.00	0	40,700	40,700	116	350.86				
18	128	Midway 128	1.00	2.00	3.00	48,000	79,397	127,397	328	388.41				
18	129	Northwood 129	1.00	2.00	3.00	54,000	74,715	128,715	359	358.54				
19	18	Roosevelt 18	1.00	3.00	4.00	41,000	112,054	153,054	141	1085.49				
19	49	Elgin-New Leipzig 49	1.00	4.00	5.00	55,500	133,687	189,187	248	762.85				
20	7	Midkota 7	1.00	2.00	3.00	58,500	89,418	147,918	210	704.37				
20	18	Griggs County Central 18	1.00	2.00	3.00	58,000	81,500	139,500	355	392.96				
21	6	Mott 6	1.00	2.00	3.00	46,000	73,650	119,650	235	509.15				
9		New England 9	0.50	2.00	2.50	35,000	92,619	127,619	230	554.87				
14		Regent 14	1.00	2.00	3.00	56,700	87,700	144,400	98	1473.47				
11		Pettibone-Tuttle 11	0.00	0.00	0.00	0	0	0	24	0.00				
14		Robinson 14	0.00	1.00	1.00	0	30,000	30,000	14	2142.86				
20		Tuttle-Pettibone 20	1.00	1.00	2.00	44,000	32,000	76,000	75	1013.33				
26		Steele-Dawson 26	1.00	3.00	4.00	54,000	110,000	164,000	263	623.57				
28		Tapscott 28	1.00	1.50	2.50	52,000	64,575	116,575	121	963.43				
3		Edgeley 3	1.00	4.00	5.00	50,000	136,000	186,000	271	686.35				
7		Kulm 7	1.00	2.00	3.00	34,000	81,638	115,638	157	736.55				
8		LaMoure 8	1.00	3.00	4.00	53,000	109,600	162,600	396	410.61				
9		Marion 9	0.00	1.00	1.00	0	40,768	40,768	109	374.02				
11		Verona 11	0.50	2.00	2.50	16,750	83,407	100,157	72	1391.07				
2		Napoleon 2	1.00	2.00	3.00	57,500	92,000	149,500	266	562.03				
56		Gackle-Streeter 56	1.00	2.00	3.00	62,000	104,300	166,300	176	944.89				
1		Velva 1	1.00	2.00	3.00	56,511	100,587	157,098	467	336.40				
4		Newport 4	1.00	2.00	3.00	47,345	72,215	119,560	202	591.88				
14		Anamoose 14	1.00	2.00	3.00	41,500	71,494	112,994	96	1177.02				
25		Granville 25	1.00	2.00	3.00	43,245	71,245	114,490	142	806.27				
29		Upham 29	1.00	2.00	3.00	38,500	68,550	107,050	67	1597.76				
57		Drake 57	1.00	3.00	4.00	53,261	135,055	188,316	152	1238.92				
4		Zeeland 4	1.00	2.00	3.00	40,392	52,400	92,792	65	1427.57				
9		Ashley 9	1.00	2.00	3.00	52,000	60,000	112,000	203	551.72				
19		Wishek 19	1.00	2.00	3.00	42,000	73,526	115,526	264	437.60				
1		McKenzie Co 1	1.00	2.00	3.00	59,700	100,400	160,100	657	243.68				
2		Alexander 2	1.00	2.00	3.00	54,000	83,990	137,990	105	1314.19				
14		Yellowstone 14	0.00	1.00	1.00	0	32,000	32,000	82	390.24				
18		Earl 18	0.00	0.00	0.00	0	0	0	10	0.00				

			Sub	Rank	Total	Sub	Final	Total		
			Rate	Pay	Pay	Salary	Salary	Salary		
27	19	Bowline Butte 19	0.00	0.00	0.00	0	0	0	2	0.00
	32	Horse Creek 32	0.00	0.00	0.00	0	0	0	4	0.00
	36	Mandaree 36	1.00	3.00	4.00	64,636	123,400	188,036	232	810.50
28	1	Montefiore 1	1.00	2.00	3.00	62,600	79,600	142,100	233	609.87
28	4	Washburn 4	1.00	2.00	3.00	62,400	91,600	153,900	409	376.28
28	8	Underwood 8	1.00	4.00	5.00	60,600	168,420	229,020	273	838.90
28	50	Max 50	1.00	2.00	3.00	51,140	84,748	135,888	168	808.86
28	51	Garrison 51	1.00	1.86	2.86	51,913	78,718	130,029	362	360.85
28	72	Turtle Lake-Mercer 72	0.50	2.00	2.50	31,326	71,060	102,386	207	494.61
28	85	White Shield 85	1.00	2.00	3.00	60,000	110,000	170,000	164	1036.59
29	3	Hazen 3	1.00	3.00	4.00	76,538	152,165	228,703	808	283.05
29	20	Golden Valley 20	1.00	1.00	2.00	41,600	41,600	83,200	71	1171.83
29	22	Stanton 22	1.00	2.00	3.00	52,330	83,280	135,610	93	1458.17
29	27	Baulah 27	1.00	4.00	5.00	70,050	215,956	286,006	1021	280.12
30	1	Mandan 1	1.00	11.00	12.00	87,000	546,011	633,011	3495	181.12
30	4	Little Heart 4	0.00	1.00	1.00	0	26,150	26,150	28	933.93
30	7	New Salem 7	1.00	3.00	4.00	55,500	111,300	166,800	397	420.15
30	8	Sims 8	0.00	1.00	1.00	0	29,631	29,631	35	846.60
30	13	Hebron 13	1.00	2.00	3.00	51,500	73,120	124,620	196	635.82
30	17	Sweet Briar 17	0.00	1.00	1.00	0	18,200	18,200	7	2600.00
30	39	Flasher 39	1.00	2.00	3.00	50,000	69,342	119,342	251	475.47
30	48	Glen Ullin 48	1.00	2.00	3.00	50,662	75,293	125,955	235	535.98
31	1	New Town 1	1.00	4.00	5.00	62,000	192,768	254,768	745	341.97
31	2	Stanley 2	1.00	2.00	3.00	50,000	85,600	135,500	425	318.82
31	3	Parshall 3	1.00	2.00	3.00	52,000	78,000	130,000	328	396.34
	137	Plaza 137	1.00	1.00	2.00	31,000	31,000	62,000	24	2583.33
	1	Dakota Prairie 1	1.00	4.00	5.00	58,946	185,309	244,255	399	612.17
	66	Lakota 66	1.00	3.00	4.00	64,823	107,000	171,823	295	582.45
33	18	Center 18	1.00	2.00	3.00	62,100	70,972	133,072	282	471.89
34	1	Pembina 1	1.00	2.00	3.00	58,000	84,985	142,985	156	916.57
34	6	Cavaller 6	1.00	3.00	4.00	69,000	138,375	207,375	633	327.61
34	12	Valley 12	1.00	2.00	3.00	48,705	82,469	131,174	164	799.84
34	19	Drayton 19	1.00	3.00	4.00	45,640	125,122	170,762	248	688.56
34	27	Walhalla 27	1.00	3.00	4.00	55,000	128,000	183,000	301	607.97
34	43	St Thomas 43	0.50	2.00	2.50	24,000	78,542	102,542	124	826.95
34	55	Neché 55	0.00	1.00	1.00	0	38,300	38,300	121	316.53
35	1	Wolford 1	0.00	2.00	2.00	0	65,100	65,100	66	986.36
35	5	Rugby 5	1.00	3.00	4.00	66,837	158,800	225,637	665	339.30
36	1	Devils Lake 1	1.00	6.00	7.00	76,350	312,575	388,925	2010	193.50
36	2	Edmore 2	1.00	2.00	3.00	56,890	69,647	136,537	113	1208.29
36	44	Starkweather 44	1.00	2.00	3.00	49,700	84,000	133,700	121	1104.96
37	2	Sheldon 2	0.00	0.62	0.62	0	30,750	30,750	44	698.86
37	6	Ft Ransom 6	0.00	0.00	0.00	0	0	0	24	0.00
37	10	Salund 10	0.00	1.00	1.00	0	19,000	19,000	6	3166.67
37	19	Lisbon 19	1.00	3.00	4.00	66,749	134,220	200,969	690	291.26
37	22	Enderlin 22	1.00	3.00	4.00	60,500	123,200	183,700	352	521.88
38	2	Sherwood 2	1.00	3.00	4.00	53,000	120,607	173,607	130	1335.44
38	9	Mohall 9	1.00	2.00	3.00	59,415	66,900	126,315	269	469.57
38	26	Glenburn 26	1.00	2.00	3.00	40,000	76,565	116,565	320	364.27
39	5	Mantador 5	0.00	0.60	0.60	0	20,500	20,500	22	931.82
	8	Hankinson 8	1.00	2.00	3.00	57,800	83,950	141,750	318	445.75
	18	Fairmount 18	1.00	2.00	3.00	49,440	63,366	112,806	134	841.84
	28	Lidgerwood 28	1.00	2.00	3.00	44,300	72,500	116,800	251	465.34

39	37	Wahpeton 37	1.00	3.00	4.00	76,230	154,517	230,747	1686	146.49
	42	Wyndmere 42	1.00	3.00	4.00	60,600	129,540	190,040	313	607.16
	44	Richland 44	1.00	2.00	3.00	54,000	93,000	147,000	320	459.38
	1	Dunselth 1	0.00	1.00	1.00	0	51,000	51,000	547	93.24
	3	St John 3	1.00	2.00	3.00	52,185	85,535	137,720	282	488.37
	4	Mt Pleasant 4	1.00	2.00	3.00	55,800	69,000	124,800	349	357.59
	7	Belcourt 7	1.50	8.00	9.50	110,288	454,120	564,408	1762	320.32
	29	Rolette 29	1.00	2.00	3.00	60,000	77,850	137,850	216	638.19
	2	Minor 2	1.00	4.00	5.00	56,980	164,930	221,890	337	658.43
	3	North Sargent 3	1.00	3.00	4.00	29,000	102,800	131,800	187	704.81
	6	Sargent Central 6	1.00	2.00	3.00	57,000	82,500	139,500	349	399.71
	16	Goodrich 16	1.00	2.00	3.00	42,900	67,250	110,150	62	1776.61
	19	McClusky 19	1.00	2.00	3.00	47,000	84,950	131,950	135	977.41
	3	Solen 3	1.00	2.00	3.00	70,000	0	70,000	195	358.97
	4	Ft Yates 4	1.00	2.00	3.00	55,000	93,000	148,000	192	770.83
	8	Selfridge 8	1.00	3.00	4.00	46,000	101,000	147,000	74	1986.49
	12	Marmarth 12	0.00	1.00	1.00	0	25,440	25,440	15	1696.00
	14	Sheets 14	0.00	1.00	1.00	0	22,950	22,950	9	2550.00
	32	Central Elem 32	0.00	1.00	1.00	0	24,700	24,700	11	2245.45
	1	Dickinson 1	3.00	11.00	14.00	209,030	606,713	815,743	2906	280.71
	3	Taylor 3	0.00	1.00	1.00	0	36,170	36,170	129	280.39
	4	Richardton 4	1.00	2.00	3.00	47,000	74,000	121,000	187	647.06
	9	S Heart 9	1.00	3.00	4.00	58,000	147,076	205,076	274	748.45
	13	Belfield 13	0.50	2.00	2.50	28,000	74,900	102,900	308	334.09
	10	Hope 10	0.00	1.00	1.00	0	42,200	42,200	154	274.03
	19	Finley-Sharon 19	1.00	2.00	3.00	54,700	97,000	151,700	181	838.12
	1	Jamestown 1	3.00	10.00	13.00	204,300	533,948	738,248	2671	276.39
	3	Medina 3	1.00	2.00	3.00	48,300	82,595	130,895	170	769.97
	10	Pingree-Buchanan 10	1.00	2.00	3.00	47,595	77,545	125,140	163	767.73
	14	Montpellier 14	0.00	3.00	3.00	0	110,000	110,000	121	909.09
	19	Kensal 19	1.00	1.00	2.00	42,850	41,000	83,850	93	901.61
	26	Spiritwood 26	0.00	1.00	1.00	0	40,600	40,600	14	2900.00
	2	Bisbee-Egeland 2	1.00	1.00	2.00	62,000	36,600	98,600	111	888.29
	8	Southern 8	0.00	2.00	2.00	0	84,640	84,640	308	274.81
	28	N Central 28	0.50	2.00	2.50	24,000	65,550	89,550	78	1148.08
	3	Central Valley 3	1.00	2.00	3.00	70,240	118,790	189,030	311	607.81
	7	Halton 7	1.00	2.00	3.00	53,692	80,345	134,037	270	496.43
	9	Hillsboro 9	1.00	2.00	3.00	60,610	115,444	176,054	476	369.86
	14	May-Port CG 14	1.00	4.00	5.00	69,705	194,300	264,005	664	397.60
	3	Grafton 3	1.00	5.00	6.00	71,000	262,717	333,717	1010	330.41
	20	Minto 20	0.67	2.00	2.67	37,965	89,745	127,710	260	491.19
	39	Lankin 39	0.00	1.00	1.00	0	33,400	33,400	63	530.16
	51	Nash 51	0.00	0.40	0.40	0	0	0	27	0.00
	78	Park River 78	1.00	3.00	4.00	65,000	148,300	213,300	454	469.82
	79	Fordville 79	1.00	1.00	2.00	43,000	31,500	74,500	97	768.04
	106	Edinburg 106	1.00	2.00	3.00	39,385	68,685	108,070	144	750.49
	128	Adams 128	1.00	1.31	2.31	52,667	60,467	113,134	113	1001.19
	1	Minot 1	2.00	28.00	30.00	169,204	1,483,638	1,652,842	7175	230.36
	4	Nedrose 4	0.00	1.00	1.00	0	50,000	50,000	248	201.61
	7	United 7	1.00	2.00	3.00	60,000	92,675	152,675	673	226.86
	10	Bell 10	0.00	1.00	1.00	0	38,000	38,000	129	294.57
	16	Sawyer 16	0.00	3.00	3.00	0	114,385	114,385	165	693.24
	19	Eureka 19	0.00	1.00	1.00	0	21,630	21,630	16	1351.88

51	28	Kenmare 28	1.00	2.00	3.00	58,255	78,255	134,510	364	369.53
51	41	Surrey 41	1.00	2.00	3.00	63,405	80,580	143,985	439	327.98
51	54	Berthold 54	1.00	2.00	3.00	42,400	78,450	120,850	215	562.09
51	70	S Prairie 70	0.00	1.00	1.00	0	42,500	42,500	138	312.50
51	158	N Shore 158	1.00	2.00	3.00	44,000	73,700	117,700	121	972.73
52	23	Bowdon 23	0.00	0.00	0.00	0	0	0	75	0.00
52	35	Pleasant Valley 35	0.00	1.00	1.00	0	26,625	26,625	25	1065.00
52	38	Harvey 38	1.00	2.00	3.00	59,328	99,826	159,154	556	286.25
52	39	Sykes 39	1.00	2.00	3.00	44,000	71,800	115,800	72	1608.33
52	40	Fessenden 40	1.00	3.00	4.00	48,000	95,635	143,635	197	729.11
53	1	Williston 1	1.00	7.00	8.00	73,000	345,350	418,350	2493	167.81
53	2	Nesson 2	1.00	2.00	3.00	50,000	75,578	125,578	198	634.23
53	6	Eight Mile 6	1.00	2.00	3.00	55,000	74,593	129,593	201	644.74
53	8	New 8	1.00	1.00	2.00	65,455	51,500	116,955	224	522.12
53	15	Tioga 15	1.00	2.00	3.00	61,850	91,455	153,305	311	492.94
53	91	Wildrose-Alamo 91	1.00	2.00	3.00	35,000	54,800	89,800	62	1448.39
53	99	Grenora 99	1.00	2.00	3.00	50,900	72,100	123,000	75	1640.00

Note:

The entire salary of administrators is included regardless of their FTE associated with administration. This avoids attempts to assign relative value to differing tasks.