

2015 HOUSE EDUCATION

HB 1466

2015 HOUSE STANDING COMMITTEE MINUTES

Education Committee Pioneer Room, State Capitol

HB 1466
2/4/2015
23231

- ☐ Subcommittee
☐ Conference Committee

Committee Clerk Signature

Donna Whetham

Explanation or reason for introduction of bill/resolution:

To create a school district administrator compensation review commission; and to provide for a legislative management report.

Attachment # 1,2.

Minutes:

Chairman Nathe: opened the hearing on HB 1466.

Vice Chairman Schatz: introduced HB 1466. (2:00- 6:11) (See Attachment #1). This bill is for both K-12 and Higher Education and would review administrator compensation. The teachers are ranked as 47th in the nation for pay. The administrators are 19th in the nation for compensation. My feeling about schools is that the most important paid person there is the classroom teacher.

Chairman Nathe: This review commission would be looking at both school district administrators and administrators in Higher Education what would that all include?

Vice Chairman Schatz: When this was drawn up they wanted to cover all of administration and they felt that phrase would do that?

Chairman Nathe: We would know the compensation for both those because it is public knowledge correct?

Vice Chairman Schatz: We don't have an official number of comparison to the other 49 states and us. That is what I am searching for, a comparison, both college and K-12.

Chairman Nathe: The commission would find the comparison between us and the other 49 states?

Vice Chairman Schatz: Yes, but that is not the only comparison. The statistics I have given you. (See Attachment #1). It shows the current assistant superintendent average salary is \$172,000 dollars.

Rep. Hunskor: I understand about getting comparisons, but how will we use that information? Are you thinking of overpaid, underpaid and for future salaries?

Vice Chairman Schatz: It would be for the next legislative session, where we can say here is an area where we are overdoing it. Maybe we would increase the teacher's pay and decrease the administrative pay, or maybe we have too many administrators compared to number of students. There are many factors here not just the pay, it is also the numbers.

Chairman Nathe: The school board sets the pay, do you want to use this information to set wages?

Vice Chairman Schatz: Possibly, we are the legislature and we decide what money goes out and often times how and where it goes.

Rep Dennis Johnson: According to your comments you are assuming they are being paid too much before the study is done?

Vice Chairman Schatz: I am. (See Attachment #1, page 4) Shows teachers salaries and administrators. If it proves me wrong, ok. Do we need to study these things? I think we do.

Rep Dennis Johnson: On your bill concerning your legislative appointees, you talk about the majority leaders making appointments they can choose, one from each party or both from the same party. It doesn't specify?

Vice Chairman Schatz: It does not. I am assuming they will make it as fair as they can.

Rep. Koppleman: It would appear that the data of what the superintendents are making is part of your charts?

Vice Chairman Schatz: Yes, it came from DPI website and you can research this further and the website is listed there.

Rep. Koppleman: Do you think the average is a little deceiving, since the teachers have 27 steps between the lowest paid and highest pay and the steps for an administrator is only 10?

Vice Chairman Schatz: I believe administrative salaries are different district to district. We need some hard neutral facts on this that is why it would be good to have a commission.

Rep. Rohr: Would the report indicate their educational background and their responsibilities as well relative to their salary?

Vice Chairman Schatz: I guess it would, I am looking at administrators. I wanted some comparisons made and that is what I am looking for.

Rep. Olson: It looks like teachers had a 36% between 13 and 5, which is 4.5% per year, slightly higher than average inflation I am sure. Assistant superintendent was a 59% increase or 7.4% per year which does exceed inflation quite a bit. There may be some merit to this.

Rep. Kelsh: Would this commission serve without compensation?

Vice Chairman Schatz: I am assuming there will be some pay.

Rep. Hunsakor: Have other states done this?

Vice Chairman Schatz: No I have not checked with other states.

Rep. Meier: This would be for assistant superintendents as well?

Vice Chairman Schatz: This would be for all administrative staff.

Chairman Nathe: Any other support for HB 1466? None. Any opposition for HB 1466?

Aimee Copas: Executive Director for NDCEL. In opposition to HB 1466. (18:00-22:00). (See Attachment #2).

Rep. Kelsh: Were you surprised that elementary principals were about \$6500 dollars higher than secondary principals?

Aimee Copas: There are a number of things that work into that, we have many class b schools, so some of our secondary principals are also functioning as secondary teachers with an additional salary piece on top of that. That rarely ever happens at the elementary level and it kind of skews that number.

Rep. Kelsh: Then on table 12, is there a superintendent with a bachelor's degree that would be at \$43,922 or is that including all school personal?

Aimee Copas: That actually on full time personal by salary level at the school. So it would include our teachers as well. We do have a number of doctorate level teachers that have a pretty nice salary, which they well deserve.

Rep. Schreiber Beck: When Representative Schatz was he looking was he looking at a national level? Is a comparison available?

Aimee Copas: I have to believe that information is out there. The national superintendents association does do a ranking by state of superintendents. I could dig into that and see what is out there.

Rep. Meier: Do you know how many areas require the superintendents to have their doctorate?

Aimee Copas: Class A schools have it listed as a preferred requirement . It is difficult with the smaller schools to afford that.

Rep. Meier: If they require a doctorate, if that superintendent does not have one, the school district could pay for them to get one.

Aimee Copas: That is a school boards decision to make that a part of the negotiated agreement.

Rep. Rohr: Do these charts come of the DPI website?

Aimee Copas: It is on the DPI website.

Rep. Rohr: My concern here is this is not pure data here. I don't know if we can make conclusions if the data is not identified, the outliers.

Aimee Copas: On this website you will find the exact survey they compiled. So all of these are aggregate information pulled together from the final sheet. It comes from the exact survey and the questions are there as well. Since they all come from the same survey there is some validity.

Rep. Rohr: The comparisons are not apples to apples because these have different job responsibilities. I do not trust this data.

Aimee Copas: We could certainly pull out, there are a number ways to manipulate data, but I don't believe it has been asked for DPI to pull those pieces out before. What we have is information from every school administrator with regard to what they do and what they get paid.

Rep. Olson: No degree is listed higher on page 6, than with a Bachelor's degree.

Aimee Copas: Full time personal can include anybody and you might know a janitor the most important person in your building, and many make very good pay which they deserve and do not have a degree.

Rep. Olson: Would NDCEL contract to do this or is there another way this could be done?

Aimee Copas: I could take it to the focus group. I don't know if they would have the time during the school year. I wouldn't have the time to do it. I would love to try to help.

Vice Chairman Schatz: You are a lobbyist, correct?

Aimee Copas: Yes I am for NDCEL.

Vice Chairman Schatz: In your lobby the organizations include superintendents, principals, athletic directors, what were the other ones?

Aimee Copas: Career and Tech Ed directors, technology coordinators, business managers, county superintendents, school secretaries.

Vice Chairman Schatz: Do they all have the same voting power? Do you have a board? Do you have a set of bylaws I can look at?

Aimee Copas: Absolutley.

Chairman Nathe: What does this have to do with the bill?

Vice Chairman Schatz: I am just trying to decide if she is a lobbyist and if this is a union representing the administrators, there is going to be decidedly slanted testimony.

Chairman Nathe: That is what it is when we get people up to the podium.

Vice Chairman Schatz: I just want to clarify this that is what we are.

Aimee Copas: I provided for you DPI information not NDCEL information. We are an association that supports professional development for administrators. This is a part of our job, but we don't represent any certain union. Our information is on our website NDCEL.org.

Chairman Nathe: Any other opposition to HB 1466? Closed the hearing on HB1466.

2015 HOUSE STANDING COMMITTEE MINUTES

Education Committee
Pioneer Room, State Capitol

HB 1466
2/10/2015
23557

☐ Subcommittee
☐ Conference Committee

Committee Clerk Signature

Donna Whetham

Explanation or reason for introduction of bill/resolution:

To create a school district administrator compensation review commission; and to provide for a legislative management report.

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Minutes:

Chairman Nathe: reopened HB 1466. This bill has a review commission looking at administrator compensation.

Rep. Mock: Have there been any amendments to this bill?

Vice Chairman Schatz: I have none.

Rep. Mock: For consistency purposes I would like the committee to amend line 7 and 9 where there are Two members of the house of representative appointed by "the majority leader" I would like that to be appointed by the "Chairman of the Legislative Management". **I make a Motion to change line 7 and 9 and it would read " appointed by Chairman of Legistlative management."**

Rep. Kelsh: Seconded.

Vice Chairman Schatz: Are you then saying only members of the Legislative Management can be on this committee?

Rep. Mock: No. There are many commissions and boards whose members are selected by Legislative Management, but it is open to all 141 members of the House and the Senate. It is more for consistency purposes.

Vice Chairman Schatz: Don't the majority leaders appoint other people to commissions and boards. It is not just the Chairman.

Rep. Mock: There may be instances where the leaders do. I also believe a lot of those are chosen when they are selected by the majority and minority leader. When there is no party affiliation then it would be the Chairman Legislative Management. At least it would be up to the interim and for better balance of all standing and interim committees.

Vice Chairman Schatz: I am not quite sure how I feel about that. I am not totally opposed to it. I can go either way on it I guess.

Voice Vote to amend. Ayes. Motion Carried.

Rep. Meier: After looking at some of the salaries in my district I think this is a good idea. I
Moved Do Pass as amended on HB 1466.

Rep. Mock: seconded.

Vice Chairman Schatz: There are some things we haven't talked about in this committee. The retirement contributions and retirement benefits are very interesting in comparing teachers to administrators. Also fringe benefits you and I are not aware of. These are things we don't come in contact with every day and I think we should examine.

Rep. Schreiber Beck: You had earlier eluded to looking at this nationally. I am looking for that directive in the bill and I am not finding it.

Vice Chairman Schatz: Section 3 says a commission will provide a statewide comparative report. By that it will be comparing it between the states.

Rep. Schreiber Beck: But it should be nationwide because statewide will be within the state, on line fourteen.

Vice Chairman Schatz: I would be agreeable with adding nationwide to line fourteen.

Rep. Meier: withdrew Do Pass as Amended on HB 1466.

Rep. Mock: withdrew second.

Rep. Meier: I make a motion to amend line 14 to include nationwide.

Vice Chairman Schatz: seconded.

Chairman Nathe: On line 14 to have statewide and nationwide comparative report.

Rep. Schreiber Beck: What cost would this bill entail?

Chairman Nathe: That is something that I think Legislative Management would decide on.

Voice vote: All ayes. Motion carried to amend.

Rep. Meier: Do Pass as Amended on HB 1466.

Rep. Mock: seconded

Rep. Kelsh: Just what kind of comparison, what do you hope to see come out of this report?

Vice Chairman Schatz: I do want to compare us In a serious way to South Dakota. It is our sister state and we have a lot of similarities. I do want to have an independent doing it someone who is not affiliated with our administrative associations.

Rep. D. Johnson: What do we do with this study if we find we are lower, will we have to mandate to raise our salaries?

Vice Chairman Schatz: When you have a study you come up with some conclusions. We would make recommendations to school boards if we find that we are too high or too low. The point is to find out where we stand nationwide. We might not make any changes.

Rep. D. Johnson: I would think the marketplace would determine if you can get a superintendent. Would we have performance bonuses to attract superintendents in ND if we mandate their level of salaries?

Vice Chairman Schatz: One of the things is qualifications. Are we setting our bar too high as for how many classes you have to have. I think SD got rid of the education requirement for a time. Any business man could come in and manage the school. I don't know how that worked. I know every state has their qualifications. I also know any time we raise mill levy's I know the superintendents are involved with the budgets. Is there a correlation, are we spending too much?

Rep. Schreiber Beck: Does this remove local control.

Vice Chairman Schatz: I don't believe it does.

Rep. Mock: This just provides information. We would not set compensation rates. Would we have any say in what the compensation is?

Vice Chairman Schatz: I guess that is up to us once we find out the information. Currently we don't have anything.

Chairman Nathe: We had the Hay report, a couple of interims ago, that took a look at public employee salaries and compared us to 14 or 15 states. That came back to bite us because we were a lot lower. I would caution us to make sure we want to compare it. I think this is something that is left up to the districts. I appreciate what Vice Chairman Schatz wants to get too.

Rep. Hunsakor: The school board wants the best people they can get, sometimes they have to pay more. Would the end result of this hamper those local negotiations between the board and the superintendent. That concerns me.

Rep. Olson: Do you want to include the qualifications as a line item because it is not in the bill?

Chairman Nathe: Legislative management could add that in the guidelines too, if they want to. But that is up to Vice Chairman Schatz.

Vice Chairman Schatz: I think it says comparative report and that should cover something.

Rep. Kelsh: When you say independent study does that mean we hire someone independently or do you consider Legislative Management to be an independent.

Vice Chairman Schatz: I consider Legislative council to be independent and they have analysis ability.

Rep. Kelsh: Would we get out of state people in that have knowledge in the area, because I can envision, the superintendents, the school boards, teachers will be there, who will stand up for the state of North Dakota if we say these people are making way too much money. Are we really going to learn much?

Chairman Nathe: It would be the Lieutenant Governor that would make sure the areas are covered.

Rep. Meier: When I look at this bill I see the benefits. It would be nice to know what other states are doing. This would be a tool in the tool box for the districts too.

Rep. Kelsh: If the Lieutenant Governor will be able to bring some people in will there be a fiscal note on this bill?

Chairman Nathe: That would be up to Legislative Management. They have the possibility to ask for some funds.

A Roll Call Vote was taken. Yes: 7 No: 6 Absent: 0. Motion Carried.

Rep. Mock: will carry the bill.

February 10, 2015

8/2/10/15

PROPOSED AMENDMENTS TO HOUSE BILL NO. 1466

Page 1, line 7, remove "majority leader"

Page 1, line 8, replace "of the house of representatives" with "chairman of the legislative management"

Page 1, line 9, replace "majority leader of the senate" with "chairman of the legislative management"

Page 1, line 14, after "statewide" insert "and nationwide"

Renumber accordingly

Date: 2-10-15
Roll Call Vote #: 1

2015 HOUSE STANDING COMMITTEE
ROLL CALL VOTES
BILL/RESOLUTION NO. 1466

House Education Committee

☐ Subcommittee

Amendment LC# or Description: amend line 7+9

Recommendation: ☒ Adopt Amendment
☐ Do Pass ☐ Do Not Pass ☐ Without Committee Recommendation
☐ As Amended ☐ Rerefer to Appropriations
☐ Place on Consent Calendar
Other Actions: ☐ Reconsider ☐ _____

Motion Made By Rep Mock Seconded By Rep Kelsh

Representatives	Yes	No	Representatives	Yes	No
Chairman Nathe			Rep. Hunskor		
Vice Chairman Schatz			Rep. Kelsh		
Rep. Dennis Johnson			Rep. Mock		
Rep. B. Koppelman					
Rep. Looysen					
Rep. Meier					
Rep. Olson					
Rep. Rohr					
Rep. Schreiber Beck					
Rep. Zubke					

Total (Yes) No _____

Absent _____

Floor Assignment _____

If the vote is on an amendment, briefly indicate intent:

change line 7+9 to
Chairman of Legislative Management

Motion Carried.

Date: 2/10/15
Roll Call Vote #: 2

2015 HOUSE STANDING COMMITTEE
ROLL CALL VOTES
BILL/RESOLUTION NO. 1466

House Education Committee

☐ Subcommittee

Amendment LC# or Description: Amend to add nationwide

Recommendation: ☒ Adopt Amendment
☐ Do Pass ☐ Do Not Pass ☐ Without Committee Recommendation
☐ As Amended ☐ Rerefer to Appropriations
☐ Place on Consent Calendar
Other Actions: ☐ Reconsider ☐

Motion Made By Rep Muir Seconded By Rep Schatz

Representatives	Yes	No	Representatives	Yes	No
Chairman Nathe			Rep. Hunskor		
Vice Chairman Schatz			Rep. Kelsh		
Rep. Dennis Johnson			Rep. Mock		
Rep. B. Koppelman					
Rep. Looyen					
Rep. Meier					
Rep. Olson					
Rep. Rohr					
Rep. Schreiber Beck					
Rep. Zubke					

Total (Yes) No

Absent

Floor Assignment

If the vote is on an amendment, briefly indicate intent:

Statewide and nationwide
on line 14.

Motion Carried

Date: 2/10/15
Roll Call Vote #: 3

2015 HOUSE STANDING COMMITTEE
ROLL CALL VOTES
BILL/RESOLUTION NO. 1466

House Education Committee

☐ Subcommittee

Amendment LC# or Description: 15.0856-01001

Recommendation: ☐ Adopt Amendment
☒ Do Pass ☐ Do Not Pass ☐ Without Committee Recommendation
☒ As Amended ☐ Rerefer to Appropriations
☐ Place on Consent Calendar
Other Actions: ☐ Reconsider ☐ _____

Motion Made By Rep. Meier Seconded By Rep. Mock

Representatives	Yes	No	Representatives	Yes	No
Chairman Nathe		✓	Rep. Hunskor		✓
Vice Chairman Schatz	✓		Rep. Kelsh		✓
Rep. Dennis Johnson		✓	Rep. Mock	✓	
Rep. B. Koppelman	✓				
Rep. Looysen		✓			
Rep. Meier	✓				
Rep. Olson	✓				
Rep. Rohr	✓				
Rep. Schreiber Beck		✓			
Rep. Zubke	✓				

Total (Yes) 7 No 6

Absent 0

Floor Assignment Rep. Mock

If the vote is on an amendment, briefly indicate intent:

REPORT OF STANDING COMMITTEE

HB 1466: Education Committee (Rep. Nathe, Chairman) recommends **AMENDMENTS AS FOLLOWS** and when so amended, recommends **DO PASS** (7 YEAS, 6 NAYS, 0 ABSENT AND NOT VOTING). HB 1466 was placed on the Sixth order on the calendar.

Page 1, line 7, remove "majority leader"

Page 1, line 8, replace "of the house of representatives" with "chairman of the legislative management"

Page 1, line 9, replace "majority leader of the senate" with "chairman of the legislative management"

Page 1, line 14, after "statewide" insert "and nationwide"

Renumber accordingly

2015 SENATE EDUCATION

HB 1466

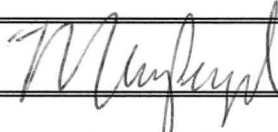
2015 SENATE STANDING COMMITTEE MINUTES

Education Committee
Missouri River Room, State Capitol

HB 1466
3/17/2015
Job # 24956 (29:41)

☐ Subcommittee
☐ Conference Committee

Committee Clerk Signature



Explanation or reason for introduction of bill/resolution:

INITIAL HEARING

to create a school district administrator compensation review commission and provide for a legislative report

Minutes:

3 Attachments

Chairman Flakoll called the committee to order at 10:15am with all committee members present.

Mike Schatz, District 36 Representative (see attachment #1)

Representative Schatz: The reason for this bill is for an independent investigation in the school and college administrators' compensation.

Section one talks about two members of the House appointed by the Chairman of Legislative Management, two members of the Senate with the Lieutenant Governor to serve as a chairman of this commission. Their objective would be to review the compensation paid to K12 and college administrators to make a state-wide and nation-wide comparison.

One of the reasons why I am introducing this is because I can never find this information and it frustrates me. This is something that could give us some information that would help the state. Some of the things they would look at would be the contract days, the number of days they were working, the base pay, bonuses, benefits, retirements, dues and fees and direct or indirect compensation.

I like to compare with South Dakota. South Dakota has a larger population which has more kids in school and I feel that they do not spend as much money as we do.

They didn't have the superintendents' information a month ago, and the last page is the updated version. This is basic information that the Department of Public Instruction provides.

I have never been an administrator, but to me the most important person in a school is an effective classroom teacher. Therefore we need to look at a comparison in salaries. I would like an independent study. That is why this commission would be an independent and unbiased. It would be research done by Legislative Council and the legislators themselves.

Vice Chairman Rust: You said South Dakota spends less than we do?

Representative Schatz: I thought they did but I have not done the research; I would like to retract that statement.

Vice Chairman Rust: If that is the case, I was wondering if that is a good or bad thing.

Representative Schatz: I suppose I was comparing the test scores to perhaps the per pupil payments, I'm not sure.

Chairman Flakoll: South Dakota also pays their legislators pretty poorly.

Vice Chairman Rust: I believe that they are below North Dakota in teacher salaries as well.

Representative Schatz: Yes, I believe so.

Senator Davison: What are we looking for that we don't already know? Don't our boards have the ability to control those salaries?

Representative Schatz: I think we are going to have changes in our educational funding coming up in the next session. There may need to be some cuts and recommendations as to what the priorities are. I think a commission with some recommendations would be beneficial. There is quite a variety of things that could be studied.

Senator Davison: Give an example?

Representative Schatz: Retirement. The last time I had a bill up about retirement and administrators, it stated that you could be a teacher for 30 years and then an assistant superintendent. You have your degree and move up, then finish out your teaching career for 3 years. Then you would retire on the 3 year salary of an assistant superintendent, and as you can see from the chart it is quite high. You haven't paid into the fund at that rate, but you would be drawing out. That is something that they might investigate to find out if that is something that should be changed.

Chairman Flakoll: Big districts like Fargo and Bismarck skew the statistics because in some cases, you have principals who make more than administrators. How do we work through that?

Representative Schatz: Something that has baffled me about education is that no one will apply if you don't have enough money out there, and I do not believe that. If you have a position open, you will get plenty of applications. Some say they are not quality applications, but if they are qualified for the job, how do you know they are not quality until they are out there doing it? I think we are paying them too much.

(14:40) **Larry Skogen**, Interim Chancellor of the NDUS (*see attachment #2*)

Vice Chairman Rust: How did the state University presidents' rank compared to national?

Skogen: I don't know if there is a 1-50 ranking. We used NACUBO (the National Association of College and University Business Officers) and they do a national study in order to rank colleges relative to the budgets with the number of students they have and whether they are multi-campus or single-campus. They take all of that information and provide a range. The board sets the ranges of salaries for presidents. We have 11 differing presidents, so I am not sure that would be easy to come up with a 1-50 rank.

Senator Schaible: If we look for a president and limit the salary to 80%, could you find candidates?

Skogen: Right now all of the presidents are not sitting at 100% of market. There are presidents at 80% and they were viable candidates when hired.

Senator Schaible: What is market based on?

Skogen: It is based on those factors that I just discussed- the size of the institution, the number of students, the size of the budget, whether it is a single or multi campus, whether it is research or liberal arts or whether it is a community college.

Senator Schaible: If we are looking for a president, you would have a market value?

Skogen: Absolutely and the board would approve the range within that market. All of this information is readily available such as how salaries are set and the surveys that are done.

Chairman Flakoll: Does the NDUS publish that?

Skogen: The board approves the ranges every year at a board meeting, so it is part of the agenda that goes out and available to everybody.

Senator Marcellais: The school boards have to report annually on salaries. Does the higher education require that in their policies, that salaries of all of the staff are published?

Skogen: Yes, they are published. You can go to any one of the libraries in the institutions and go through the budget book that lists every employee by name.

(21:15) **Bob Marthaller**, Department of Public Instruction, called to the podium

Chairman Flakoll: Sometimes the school districts don't always apply their information in a timely fashion. Are we still having a challenge with that?

Marthaller: In general, yes there are always a small number of school districts that continue to be late. Eventually it all gets here, but it is still difficult.

Senator Marcellais: Is there some way we can penalize these districts that are not reporting on time in order to get them to report?

Marthaller: Certainly there is a way to do that, however it has been the position of the legislators not to impose reductions and foundation aid as an example because the people you are penalizing are generally the students.

Senator Marcellais: Why not penalize the superintendent or business manager as part of their evaluations and deduct their pay then?

Marthaller: I suspect that a local school district could make that part of their administrator evaluation process and in impact in some way their salary.

Chairman Flakoll: At one time we could go in and see by district all 364 teachers in Jamestown for example and their range of compensation, salary and benefits. Can you still do that with your data system?

Marthaller: I am not sure. I suspect that with the administrator compensation, we could do that. I don't know if we could do that by teacher. I haven't seen that as being readily available. We are trying to revise our website. I do believe that you can see the administrator by district information.

Vice Chairman Rust: Are most of your calls on teachers or administrator shortages?

Marthaller: Most if not all of the calls are related to teacher shortages particularly as we administer the unfillable positions that the state superintendent has to review and then approve.

Vice Chairman Rust: It is possible that it may be another organization that would get those calls.

Senator Marcellais: Are they elementary, middle or high school teachers that you get calls on the most?

Marthaller: I would say primarily secondary teachers, high school Science, Math, English as an example.

Chairman Flakoll closed the hearing on HB 1466.

Testimony in opposition from **Dr. Aimee Copas**, Executive Director for NDCEL, received separate from hearing (*See attachment #3*)

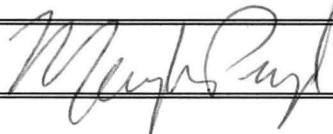
2015 SENATE STANDING COMMITTEE MINUTES

Education Committee
Missouri River Room, State Capitol

HB 1466
3/17/2015
Job # 25008 (4:28)

☐ Subcommittee
☐ Conference Committee

Committee Clerk Signature



Explanation or reason for introduction of bill/resolution:

COMMITTEE ACTION

Minutes:

No attachments

Senator Schaible motions for a DO NOT PASS to engrossed HB 1466.

Senator Davison seconds the motion.

Senator Schaible: I understand the frustration in the salaries but quite frankly, they are set by the local level and based on what you can afford and the competition you have with these positions. All of this information is already available. The frustration with this bill is that it believes that we are overpaying our administration compared to our instructors. Whether that is true or not, it is the situations that we have that dictate that with the local control. I do not see this as another commission; it's unnecessary and I will be voting against it.

Chairman Flakoll: There is some disaggregation of positions which makes these salary evaluations difficult to compare one to another.

Senator Oban: I would like to go on record as saying that if we were to establish some sort of commission to study pay, it should be figuring out how to bring our teachers up further instead of focusing on how to bring administration at schools down.

Vice Chairman Rust: I would wonder what we would do with the results of the study. I'm not sure there is an end in mind for this study.

Chairman Flakoll: I agree, it is vague.

A vote was taken: 6 yays, 0 nays, 0 absent
The motions carries.

Senator Oban will carry the bill.

**2015 SENATE EDUCATION COMMITTEE
ROLL CALL VOTES
BILL/RESOLUTION NO. 1466**

Senate Education Committee

☐ Subcommittee

Amendment LC# or Description: _____

Recommendation: ☐ Adopt Amendment
☐ Do Pass ☒ Do Not Pass ☐ Without Committee Recommendation
☐ As Amended ☐ Rerefer to Appropriations
☐ Place on Consent Calendar
Other Actions: ☐ Reconsider ☐ _____

Motion Made By Senator Schaible Seconded By Senator Davison

Senators	Yes	No	Senators	Yes	No
Chairman Flakoll	X		Senator Marcellais	X	
Vice Chairman Rust	X		Senator Oban	X	
Senator Davison	X				
Senator Schaible	X				

Total (Yes) 6 No 0

Absent 0

Floor Assignment Senator Oban

If the vote is on an amendment, briefly indicate intent:

REPORT OF STANDING COMMITTEE

**HB 1466, as engrossed: Education Committee (Sen. Flakoll, Chairman) recommends
DO NOT PASS (6 YEAS, 0 NAYS, 0 ABSENT AND NOT VOTING).**
Engrossed HB 1466 was placed on the Fourteenth order on the calendar.

2015 TESTIMONY

HB 1466

<http://www.dpi.state.nd.us/finance/comp/index.shtm>

In order to keep

Administrator's salaries high,

Property taxes have

To be raised

Not lowered.

2013-14

P1_Desc	FTEs	DaysEmployed	Min_Base	Avg_Base	Max_Base	Min_Sal	Avg_Sal	Max_Sal	Min_Comp	Avg_Comp
Assistant Director	5	197	55,999	70,344	88,485	61,764	74,147	93,826	76,670	99,162
Assistant Principal	62	217	49,868	87,264	108,655	49,955	90,116	119,905	65,575	117,829
Assistant, Administrative Assistant, or Deputy Superintendent	12	245	70,000	126,768	153,272	70,318	136,486	225,242	89,766	172,256
Director	42	229	21,329	85,247	123,650	22,442	87,278	124,715	29,960	114,439
Principal	317	212	27,083	78,562	127,422	27,293	81,689	134,722	32,039	110,148
School Counselor	2	209	54,000	56,005	58,010	58,010	58,267	58,523	82,514	87,991

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ADMINISTRATIVE POSITION : 2011 - 2012

Position	FTEs	AvgDaysEmployed	Min_Base	Avg_Base	Max_Base	Min_Sal	Avg_Sal	Max_Sal	Min_Comp	Avg_Comp
Assistant Director	6.00	210.33	52,473	75,213	113,383	58,173	78,317	113,383	71,468	102,153
Assistant Principal	61.00	216.00	49,300	85,489	106,007	51,088	88,568	113,935	65,062	113,261
Assistant, Administrative Assistant, or Deputy Superintendent	12.00	248.58	78,000	126,796	145,880	78,000	130,785	161,074	96,577	162,081
Director	43.00	229.07	31,270	85,696	122,245	31,505	87,749	123,616	41,818	113,629
Principal	336.00	210.69	37,300	75,495	123,070	41,434	78,499	129,800	59,068	103,523
Superintendent of Schools	125.00	240.24	40,000	89,948	203,000	46,500	93,624	257,376	61,747	122,026

North Dakota 2011-2013 Teacher / Administrator Compensation Summary

Full-time ADMINISTRATOR Average Compensation (school years 2010-2011 through 2012-2013)		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 TFR	Employer FICA	Dues Fees	Other Benefits	Total Compensation
Questions		A		C							D								E
2011	Statewide Administrator	572	220	\$78,286	\$463	\$1,015	\$12	\$172	\$1	\$202	\$1,284	\$7,905	\$354	\$176	\$10,008	\$5,909	\$211	\$518	\$106,516
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
11 to 13 Change		-3	0	5,707	-99	-26	-12	-28	10	44	301	576	-74	-21	3,370	410	1	-57	10,102
2011	Superintendent	126	243	\$86,674	\$386	\$846	\$0	\$449	\$0	\$144	\$1,328	\$8,131	\$220	\$126	\$11,960	\$6,410	\$316	\$925	\$117,915
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
11 to 13 Change		0	-2	6,109	117	96	0	-61	0	109	454	568	-65	-8	3,700	380	70	-265	11,204
2011	Principal	327	210	\$72,733	\$302	\$1,387	\$22	\$128	\$2	\$232	\$977	\$8,038	\$336	\$164	\$9,320	\$5,533	\$224	\$397	\$99,795
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
11 to 13 Change		-10	2	5,829	43	-133	-22	-23	0	51	161	641	-73	-18	3,451	465	-32	13	10,353
2011	Director / Asst. Director	52	225	\$80,000	\$1,129	\$183	\$0	\$0	\$0	\$85	\$2,645	\$7,271	\$395	\$252	\$9,873	\$6,139	\$61	\$542	\$108,575
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
11 to 13 Change		-5	0	3,662	-616	-59	0	0	21	52	-1,221	316	-48	-42	2,123	139	-10	-78	4,239
2011	Assistant Superintendent	11	247	\$120,361	\$127	\$16	\$0	\$0	\$0	\$0	\$3,332	\$7,656	\$710	\$363	\$12,653	\$8,353	\$59	\$582	\$154,212
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
11 to 13 Change		1	-2	6,407	-127	-16	0	0	0	0	6,386	992	-194	-73	4,395	349	15	-90	18,044
2011	Assistant Principal	56	219	\$81,989	\$1,023	\$187	\$0	\$0	\$0	\$303	\$1,309	\$7,259	\$650	\$246	\$9,242	\$6,282	\$73	\$280	\$108,843
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
11 to 13 Change		6	-2	5,275	-862	150	0	0	81	-129	790	236	-130	-31	3,180	349	19	58	8,986
Full-time TEACHER Average Compensation (school years 2009-2010 through 2011-2012)		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 TFR	Employer FICA	Dues Fees	Other Benefits	Total Compensation
2011	Statewide Teacher	8,320	186	\$44,747	\$633	\$1,279	\$6	\$63	\$12	\$326	\$666	\$5,370	\$250	\$125	\$5,637	\$3,450	\$4	\$199	\$62,767
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
11 to 13 Change		242	0	2,523	-159	278	1	1	3	-76	19	625	-16	-15	1,988	191	1	-12	5,352

North Dakota 2004-2005 Teacher / Administrator Compensation Summary

Full-time ADMINISTRATOR Average Compensation (school years 2002-2003 through 2004-2005)		Total FTE's	Total Days Employed	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 TFR	Employer FICA	Dues Fees	Other Benefits	Total Compensation
Questions		A			C								D							E
2003	Total Administrators	554	226	215	\$56,764	\$358	\$605	\$38	\$160	\$0	\$110	\$578	\$4,436	\$159	\$118	\$6,039	\$4,274	\$217	\$393	\$74,464
2004	Total Administrators	558	224	236	\$59,852	\$448	\$652	\$0	\$133	\$13	\$113	\$548	\$4,945	\$178	\$129	\$6,331	\$4,551	\$234	\$440	\$78,567
2005	Total Administrators	549	219	214	\$60,838	\$505	\$713	\$11	\$142	\$9	\$135	\$470	\$5,174	\$188	\$122	\$6,555	\$4,584	\$263	\$449	\$80,156
	03 to 05 Change	-5	-7	-1	\$4,074	\$147	\$108	-\$27	-\$18	\$9	\$25	-\$108	\$738	\$29	\$4	\$516	\$310	\$46	\$56	\$5,692
2003	Superintendent	131	254	236	\$61,666	\$313	\$351	\$0	\$332	\$0	\$87	\$715	\$4,656	\$150	\$93	\$6,921	\$4,583	\$327	\$719	\$81,150
2004	Superintendent	129	254	245	\$66,660	\$624	\$400	\$0	\$434	\$19	\$92	\$442	\$5,169	\$167	\$114	\$7,284	\$4,946	\$383	\$897	\$87,634
2005	Superintendent	118	247	240	\$69,342	\$684	\$403	\$0	\$285	\$0	\$154	\$514	\$5,660	\$155	\$107	\$7,638	\$5,008	\$480	\$741	\$91,171
	03 to 05 Change	-13	-7	4	\$7,676	\$371	\$52	\$0	-\$47	\$0	\$67	-\$201	\$1,004	\$5	\$14	\$717	\$425	\$153	\$22	\$10,021
2003	Principal	337	216	205	\$53,381	\$384	\$793	\$63	\$134	\$0	\$132	\$441	\$4,406	\$149	\$115	\$5,702	\$4,053	\$223	\$303	\$70,483
2004	Principal	336	213	206	\$55,853	\$410	\$817	\$0	\$54	\$7	\$136	\$553	\$4,972	\$165	\$123	\$6,000	\$4,293	\$226	\$291	\$73,901
2005	Principal	336	209	203	\$56,502	\$489	\$915	\$17	\$131	\$7	\$159	\$451	\$5,215	\$178	\$113	\$6,220	\$4,320	\$235	\$374	\$75,328
	03 to 05 Change	-1	-7	-2	\$3,121	\$105	\$122	-\$46	-\$3	\$7	\$27	\$10	\$809	\$29	-\$2	\$518	\$267	\$12	\$71	\$4,845
2003	Director	32	231	222	\$57,589	\$219	\$269	\$0	\$0	\$0	\$2	\$1,017	\$3,932	\$213	\$133	\$6,104	\$4,376	\$13	\$227	\$74,317
2004	Director	36	226	226	\$62,492	\$86	\$472	\$0	\$2	\$69	\$20	\$870	\$4,464	\$255	\$158	\$6,486	\$4,770	\$49	\$347	\$80,539
2005	Director	30	230	230	\$65,629	\$81	\$574	\$0	\$0	\$78	\$0	\$606	\$4,772	\$300	\$162	\$7,077	\$5,042	\$160	\$421	\$84,903
	03 to 05 Change	-2	-1	8	\$8,040	-\$138	\$305	\$0	\$0	\$78	-\$2	-\$411	\$840	\$87	\$29	\$973	\$666	\$147	\$194	\$10,587
2003	Assistant Superintendent	11	242	242	\$85,329	\$545	\$0	\$0	\$0	\$0	\$0	\$371	\$3,901	\$203	\$236	\$7,408	\$6,264	\$59	\$507	\$105,065
2004	Assistant Superintendent	11	242	242	\$88,584	\$376	\$0	\$0	\$0	\$0	\$0	\$361	\$4,259	\$204	\$242	\$7,569	\$6,674	\$50	\$560	\$108,880
2005	Assistant Superintendent	13	231	231	\$88,391	\$77	\$0	\$0	\$32	\$0	\$0	\$312	\$3,991	\$189	\$254	\$7,983	\$6,429	\$31	\$555	\$108,244
	03 to 05 Change	2	-11	-11	\$3,062	-\$468	\$0	\$0	\$32	\$0	\$0	-\$59	\$90	-\$14	\$18	\$575	\$165	-\$28	\$48	\$3,179
2003	Assistant Principal	43	213	213	\$57,793	\$357	\$326	\$0	\$0	\$0	\$115	\$975	\$4,531	\$220	\$163	\$5,428	\$4,382	\$37	\$202	\$74,741
2004	Assistant Principal	42	213	214	\$63,008	\$545	\$437	\$0	\$0	\$0	\$108	\$588	\$4,728	\$238	\$168	\$5,697	\$4,787	\$65	\$312	\$80,682
2005	Assistant Principal	48	212	211	\$62,050	\$596	\$322	\$0	\$0	\$0	\$48	\$457	\$4,421	\$265	\$160	\$5,732	\$4,777	\$75	\$273	\$79,176
	03 to 05 Change	5	-1	-2	\$4,257	\$239	-\$4	\$0	\$0	\$0	-\$67	-\$518	-\$110	\$45	-\$3	\$304	\$395	\$38	\$71	\$4,435
Full-time TEACHER Average Compensation (school years 2002-2003 through 2004-2005)		Total FTE's	Total Days Employed	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 TFR	Employer FICA	Dues Fees	Other Benefits	Total Compensation
2003	Total Teachers	7,949	191	182	\$34,633	\$395	\$955	\$1	\$55	\$4	\$110	\$476	\$3,238	\$141	\$87	\$3,728	\$2,660	\$10	\$149	\$46,824
2004	Total Teachers	7,899	189	184	\$35,725	\$431	\$972	\$5	\$31	\$13	\$189	\$534	\$3,501	\$152	\$93	\$3,892	\$2,774	\$11	\$175	\$48,498
2005	Total Teachers	7,944	186	184	\$36,625	\$483	\$1,011	\$8	\$55	\$9	\$233	\$537	\$3,753	\$165	\$89	\$4,004	\$2,849	\$9	\$173	\$50,003
	03 to 05 Change	-5	-5	2	\$1,992	\$88	\$56	\$7	\$0	\$5	\$123	\$61	\$515	\$24	\$2	\$276	\$189	-\$1	\$24	\$3,179

Co	Dist	DistrictName	FTEs	DaysEmployed	Min_Base	Avg_Base	Max_Base	Min_Sal	Avg_Sal	Max_Sal	Min_Comp	Avg_Comp	Max_Comp
01	013	Hettinger 13	3.00	208.67	47,500	57,593	64,174	56,125	64,152	75,047	87,588	97,064	112,203
02	002	Valley City 2	5.00	241.00	87,360	103,107	139,371	88,110	104,532	139,371	120,918	143,021	192,709
02	007	Barnes County North 7	3.00	207.33	62,000	78,939	104,818	62,000	78,939	104,818	82,417	104,154	138,157
02	046	Litchville-Marion 46	2.00	220.00	50,000	69,567	89,134	51,310	70,535	89,760	68,488	94,576	120,664
03	005	Minnewaukan 5	1.00	190.00	85,056	85,056	85,056	107,136	107,136	107,136	149,369	149,369	149,369
03	006	Leeds 6	2.00	184.00	63,000	80,625	98,250	63,000	81,309	99,617	82,936	101,068	119,200
03	009	Maddock 9	1.00	200.00	85,000	85,000	85,000	90,241	90,241	90,241	136,215	136,215	136,215
03	029	Warwick 29	3.00	201.33	45,700	68,394	90,000	54,325	71,873	90,000	75,823	105,417	132,194
03	030	Ft Totten 30	4.00	235.00	52,000	64,753	83,200	52,185	64,830	83,200	65,275	87,704	115,725
04	001	Billings Co 1	1.00	213.00	63,358	63,358	63,358	63,358	63,358	63,358	90,605	90,605	90,605
05	001	Bottineau 1	3.00	226.67	72,000	79,333	92,000	74,309	80,536	92,050	102,845	112,985	132,177
05	017	Westhope 17	1.00	240.00	60,000	60,000	60,000	70,019	70,019	70,019	109,442	109,442	109,442
05	054	Newburg-United 54	1.00	202.00	52,300	52,300	52,300	60,267	60,267	60,267	92,006	92,006	92,006
06	001	Bowman Co 1	4.00	215.75	21,329	64,275	98,769	22,442	66,059	100,774	29,960	95,527	142,856
06	033	Scranton 33	2.00	221.50	57,361	70,216	83,070	72,033	78,456	84,879	109,302	119,033	128,763
07	014	Bowbells 14	1.00	250.00	65,000	65,000	65,000	67,975	67,975	67,975	95,794	95,794	95,794
07	027	Powers Lake 27	1.00	240.00	79,500	79,500	79,500	80,056	80,056	80,056	95,195	95,195	95,195
07	036	Burke Central 36	1.00	200.00	69,800	69,800	69,800	83,215	83,215	83,215	91,013	91,013	91,013
08	001	Bismarck 1	35.00	237.00	49,868	106,819	195,700	49,955	107,487	199,300	65,575	134,064	241,299
08	028	Wing 28	1.00	240.00	63,200	63,200	63,200	68,308	68,308	68,308	94,366	94,366	94,366
09	001	Fargo 1	40.00	236.13	60,426	105,525	170,000	64,405	114,788	225,242	86,705	144,991	265,208
09	002	Kindred 2	3.00	174.00	84,500	92,833	107,000	90,261	101,296	120,762	106,444	119,449	142,589
09	006	West Fargo 6	27.00	225.81	64,833	98,247	166,360	65,173	99,382	166,360	93,294	141,291	231,033
09	007	Mapleton 7	1.00	200.00	78,695	78,695	78,695	78,695	78,695	78,695	104,581	104,581	104,581
09	017	Central Cass 17	4.00	231.25	63,559	82,564	106,000	63,729	83,252	106,000	105,851	133,357	166,276
09	080	Page 80	2.00	221.00	55,000	69,000	83,000	55,615	70,577	85,539	88,760	107,144	125,528
09	097	Northern Cass 97	3.00	220.00	61,000	80,667	120,000	61,000	82,834	122,740	95,199	117,780	158,040
10	019	Munich 19	1.00	220.00	65,346	65,346	65,346	65,908	65,908	65,908	92,529	92,529	92,529
10	023	Langdon Area 23	3.00	216.33	74,300	85,183	104,750	76,450	88,489	110,893	94,070	111,910	142,257
11	040	Ellendale 40	3.00	233.33	62,700	77,100	95,000	62,700	81,322	99,469	82,746	106,501	130,802
11	041	Oakes 41	3.00	218.00	77,061	89,297	113,029	80,576	98,244	119,129	101,483	122,486	147,290
12	001	Divide County 1	3.00	221.33	60,000	70,833	86,000	60,280	70,927	86,000	76,722	91,959	108,865
13	016	Killdeer 16	3.00	218.00	69,600	83,867	100,500	70,727	89,928	106,049	106,258	133,670	157,486
13	019	Halliday 19	1.00	220.00	70,000	70,000	70,000	70,000	70,000	70,000	88,303	88,303	88,303
13	037	Twin Buttes 37	1.00	240.00	60,000	60,000	60,000	61,690	61,690	61,690	88,002	88,002	88,002
14	002	New Rockford-Sheyenne 2	1.00	203.00	61,500	61,500	61,500	62,500	62,500	62,500	98,006	98,006	98,006
15	006	Hazelton-Moffit-Braddock 6	2.00	191.00	32,360	48,680	65,000	32,552	48,788	65,024	47,077	65,519	83,960
15	015	Strasburg 15	2.00	273.00	52,200	57,100	62,000	57,943	60,728	63,512	77,052	79,160	81,267
15	036	Linton 36	2.00	235.00	59,668	69,926	80,183	61,467	71,393	81,319	88,926	98,979	109,031
16	049	Carrington 49	3.00	224.00	74,092	85,201	103,507	74,581	86,324	105,907	112,282	124,411	143,566
17	003	Beach 3	3.00	217.67	62,323	72,746	85,000	62,857	75,467	85,315	103,260	121,030	134,888
18	001	Grand Forks 1	32.00	228.56	43,750	103,426	213,150	49,964	104,640	214,690	65,996	130,688	260,601
18	044	Larimore 44	2.00	212.50	64,500	67,250	70,000	66,145	68,073	70,000	93,212	95,444	97,675
18	061	Thompson 61	2.00	201.00	66,500	71,750	77,000	77,061	81,070	85,078	97,424	105,883	114,341
18	127	Emerado 127	1.00	240.00	57,500	57,500	57,500	72,951	72,951	72,951	91,636	91,636	91,636

Co	Dist	DistrictName	FTEs	DaysEmployed	Min_Base	Avg_Base	Max_Base	Min_Sal	Avg_Sal	Max_Sal	Min_Comp	Avg_Comp	Max_Comp
18	128	Midway 128	2.00	220.00	62,500	83,250	104,000	63,525	86,263	109,000	90,045	110,282	130,518
18	129	Northwood 129	2.00	204.00	62,694	62,694	62,694	63,839	65,932	68,025	97,765	100,593	103,420
19	018	Roosevelt 18	1.00	200.00	53,040	53,040	53,040	56,433	56,433	56,433	85,942	85,942	85,942
19	049	Elgin-New Leipzig 49	2.00	222.00	57,382	73,787	90,191	63,330	76,761	90,191	101,437	117,861	134,285
20	007	Midkota 7	1.00	182.00	92,500	92,500	92,500	95,800	95,800	95,800	109,389	109,389	109,389
20	018	Griggs County Central 18	3.00	211.00	75,000	85,000	102,000	75,000	85,000	102,000	112,458	122,498	138,669
21	001	Mott-Regent 1	2.00	203.00	67,154	68,577	70,000	67,154	68,685	70,216	93,135	94,552	95,969
21	009	New England 9	2.00	220.00	40,300	59,550	78,800	56,943	67,960	78,976	79,836	93,679	107,522
22	001	Kidder County 1	3.00	213.33	58,200	69,567	88,500	58,200	69,730	88,500	81,287	94,295	116,216
23	003	Edgeley 3	3.00	226.67	62,400	74,419	84,901	66,016	81,425	89,299	89,696	106,824	116,124
23	007	Kulm 7	1.00	182.00	57,000	57,000	57,000	59,976	59,976	59,976	71,149	71,149	71,149
23	008	LaMoure 8	3.00	182.00	58,000	68,667	83,200	61,927	71,401	87,477	84,313	95,544	117,362
24	002	Napoleon 2	2.00	220.00	58,300	69,114	79,927	58,300	69,114	79,927	68,666	88,656	108,646
24	056	Gackle-Streeter 56	1.00	240.00	70,000	70,000	70,000	70,000	70,000	70,000	87,412	87,412	87,412
25	001	Velva 1	2.00	202.00	61,793	67,372	72,950	61,948	72,174	82,399	95,611	106,504	117,396
25	014	Anamoose 14	2.00	230.00	48,000	70,500	93,000	56,171	74,736	93,300	87,671	111,946	136,221
25	057	Drake 57	1.00	192.00	57,000	57,000	57,000	63,566	63,566	63,566	89,062	89,062	89,062
25	060	TGU 60	4.00	212.50	68,050	82,127	109,999	72,238	84,951	109,999	103,060	121,027	159,989
26	004	Zeeland 4	1.00	242.00	59,886	59,886	59,886	60,566	60,566	60,566	69,904	69,904	69,904
26	009	Ashley 9	2.00	221.00	53,000	65,650	78,300	59,906	71,191	82,475	87,273	98,281	109,288
26	019	Wishek 19	2.00	192.00	53,582	65,011	76,440	60,135	68,704	77,273	81,839	90,412	98,985
27	001	McKenzie Co 1	4.00	215.75	70,000	92,500	115,000	70,020	92,505	115,000	105,295	136,905	168,723
27	002	Alexander 2	1.00	220.00	81,000	81,000	81,000	81,000	81,000	81,000	101,704	101,704	101,704
27	014	Yellowstone 14	1.00	207.00	54,000	54,000	54,000	59,000	59,000	59,000	71,153	71,153	71,153
27	036	Mandaree 36	3.00	233.33	50,000	74,688	105,199	56,329	94,604	147,473	74,166	114,683	168,432
28	001	Wilton 1	2.00	230.00	59,000	67,500	76,000	65,776	73,596	81,415	91,870	97,125	102,379
28	004	Washburn 4	3.00	213.33	51,270	71,743	91,795	51,270	73,191	92,417	75,600	101,541	124,334
28	008	Underwood 8	3.00	209.33	42,250	53,417	62,500	47,787	57,565	62,775	61,047	83,799	95,505
28	050	Max 50	2.00	220.00	55,566	70,283	85,000	63,353	74,177	85,000	80,887	93,342	105,796
28	051	Garrison 51	3.00	220.00	56,160	70,040	93,640	56,310	70,562	93,640	77,665	101,292	133,090
28	072	Turtle Lake-Mercer 72	2.00	221.00	59,000	70,600	82,200	64,855	74,050	83,245	91,619	102,426	113,233
28	085	White Shield 85	4.00	201.50	46,981	52,663	65,039	46,981	58,200	78,432	67,970	82,571	110,845
29	003	Hazen 3	3.00	220.00	65,000	72,828	81,094	84,726	100,057	118,490	113,304	127,300	140,447
29	027	Beulah 27	5.00	215.20	42,771	81,694	111,000	48,914	84,136	111,000	68,575	112,260	144,777
30	001	Mandan 1	15.00	185.00	55,999	93,881	145,000	61,764	95,658	145,000	76,670	124,664	184,431
30	013	Hebron 13	3.00	222.00	50,122	58,115	70,800	63,382	68,138	73,951	82,591	88,190	95,136
30	039	Flasher 39	1.00	240.00	68,500	68,500	68,500	69,528	69,528	69,528	101,768	101,768	101,768
30	048	Glen Ullin 48	2.00	211.00	53,000	60,750	68,500	53,350	60,996	68,642	76,580	85,633	94,686
30	049	New Salem-Almont 49	2.00	220.50	60,000	76,650	93,300	60,280	79,302	98,323	80,091	110,717	141,342
31	001	New Town 1	7.00	214.57	52,000	64,079	94,414	54,028	69,849	102,767	70,146	93,057	139,460
31	002	Stanley 2	3.00	224.67	73,400	81,350	95,000	75,899	86,625	99,802	91,521	105,485	119,147
31	003	Parshall 3	3.00	182.00	71,618	83,428	92,400	71,816	85,042	92,400	90,748	108,382	121,280
32	001	Dakota Prairie 1	3.00	184.00	52,500	78,085	100,755	54,002	78,765	100,782	91,723	126,536	157,300
32	066	Lakota 66	2.00	246.50	64,470	83,285	102,100	68,536	93,826	119,115	100,764	133,719	166,673
33	001	Center-Stanton 1	3.00	220.00	54,000	66,148	87,600	57,920	69,422	91,823	92,523	101,743	119,238

Co	Dist	DistrictName	FTEs	DaysEmployed	Min_Base	Avg_Base	Max_Base	Min_Sal	Avg_Sal	Max_Sal	Min_Comp	Avg_Comp	Max_Comp
34	006	Cavalier 6	3.00	226.67	63,581	74,572	85,000	74,531	78,755	86,175	96,877	103,964	112,226
34	100	North Border 100	4.00	183.00	55,400	69,744	91,225	55,400	78,439	118,176	77,990	101,299	135,975
34	118	Valley-Edinburg 118	3.00	222.00	60,330	71,910	92,400	66,500	77,226	92,400	89,882	104,221	125,891
35	001	Wolford 1	1.00	180.00	62,241	62,241	62,241	66,541	66,541	66,541	88,196	88,196	88,196
35	005	Rugby 5	3.00	182.00	68,000	77,667	95,000	68,050	77,683	95,000	105,797	119,238	143,395
36	001	Devils Lake 1	7.00	184.00	72,220	86,096	125,000	72,236	86,129	125,089	99,627	117,907	168,474
36	002	Edmore 2	2.00	236.50	45,000	70,000	95,000	48,381	74,003	99,624	64,175	90,928	117,681
36	044	Starkweather 44	2.00	220.00	80,000	81,267	82,533	81,113	85,035	88,957	102,178	111,123	120,067
37	019	Lisbon 19	3.00	216.00	73,158	92,447	118,482	83,732	97,191	119,332	123,252	138,650	167,675
37	024	Enderlin Area 24	3.00	213.33	63,030	71,900	82,500	76,678	79,888	83,343	105,746	110,144	114,409
38	001	Mohall-Lansford-Sherwood 1	3.00	220.00	57,454	69,699	90,675	63,418	74,487	90,675	96,400	109,194	133,706
38	026	Glenburn 26	3.00	215.33	55,750	65,167	84,000	55,920	68,780	88,652	80,933	105,152	139,144
39	008	Hankinson 8	3.00	200.00	62,541	69,847	80,000	63,244	70,503	80,535	81,773	91,508	107,011
39	018	Fairmount 18	1.00	202.00	56,500	56,500	56,500	60,800	60,800	60,800	95,279	95,279	95,279
39	028	Lidgerwood 28	2.00	230.00	71,817	75,195	78,573	79,623	83,584	87,544	118,072	123,340	128,607
39	037	Wahpeton 37	6.00	216.67	67,650	79,979	113,568	68,694	80,324	113,568	95,661	114,764	163,654
39	042	Wyndmere 42	2.00	230.00	62,464	73,512	84,560	70,099	79,697	89,294	98,787	110,123	121,458
39	044	Richland 44	3.00	213.33	56,540	66,893	84,000	60,764	69,772	87,575	85,353	101,935	127,720
40	001	Dunseith 1	4.00	260.00	54,446	63,793	74,929	60,941	74,247	91,949	84,798	100,628	122,595
40	003	St John 3	2.00	215.00	50,343	63,503	76,663	59,318	71,950	84,581	65,035	96,094	127,153
40	004	Mt Pleasant 4	3.00	213.33	50,000	62,167	84,000	55,190	66,688	84,000	71,429	82,850	99,508
40	007	Belcourt 7	10.00	243.00	70,638	92,430	128,315	70,658	94,158	139,255	103,762	129,827	177,546
40	029	Rolette 29	2.00	282.50	54,500	63,250	72,000	60,080	66,840	73,600	93,366	96,810	100,254
41	002	Milnor 2	3.00	213.33	55,720	73,485	94,886	63,105	77,047	96,396	95,909	116,577	143,651
41	003	North Sargent 3	3.00	216.00	55,200	65,400	78,000	56,800	68,634	78,000	88,156	100,877	115,831
41	006	Sargent Central 6	3.00	213.33	53,500	68,417	89,551	54,159	68,870	89,551	69,124	92,451	120,170
42	016	Goodrich 16	1.00	300.00	69,000	69,000	69,000	69,000	69,000	69,000	96,827	96,827	96,827
42	019	McClusky 19	1.00	200.00	59,000	59,000	59,000	64,312	64,312	64,312	94,712	94,712	94,712
43	003	Solen 3	2.00	231.50	53,500	62,150	70,800	68,443	70,354	72,265	95,216	101,587	107,958
43	004	Ft Yates 4	2.00	237.50	67,000	68,500	70,000	67,946	69,132	70,318	86,958	88,362	89,766
45	001	Dickinson 1	13.00	219.85	86,151	104,344	158,485	86,151	104,696	158,485	102,197	130,370	195,225
45	009	South Heart 9	3.00	211.33	39,800	60,267	79,000	40,933	61,571	80,479	57,098	85,063	109,224
45	013	Belfield 13	1.00	202.00	62,600	62,600	62,600	66,352	66,352	66,352	85,174	85,174	85,174
45	034	Richardton-Taylor 34	3.00	223.33	60,000	67,333	81,000	60,180	75,904	93,581	93,572	107,005	129,517
46	010	Hope 10	1.00	220.00	72,623	72,623	72,623	77,067	77,067	77,067	115,965	115,965	115,965
46	019	Finley-Sharon 19	2.00	240.00	48,059	63,857	79,655	55,208	72,034	88,859	70,662	100,422	130,181
47	001	Jamestown 1	12.00	184.00	73,175	88,572	133,126	73,175	88,594	133,126	99,577	115,863	161,282
47	003	Medina 3	1.00	240.00	95,000	95,000	95,000	111,689	111,689	111,689	131,979	131,979	131,979
47	010	Pingree-Buchanan 10	1.00	200.00	65,000	65,000	65,000	65,075	65,075	65,075	88,702	88,702	88,702
47	014	Montpelier 14	2.00	221.50	62,000	68,500	75,000	62,330	68,764	75,198	86,974	90,740	94,505
48	010	North Star 10	2.00	220.00	66,000	74,500	83,000	67,500	81,201	94,902	95,540	108,548	121,556
49	003	Central Valley 3	1.00	200.00	82,672	82,672	82,672	82,894	82,894	82,894	124,801	124,801	124,801
49	007	Hatton Eielson 7	2.00	216.50	67,200	82,600	98,000	68,092	83,809	99,526	103,853	118,167	132,480
49	009	Hillsboro 9	3.00	217.33	77,539	91,653	110,770	77,927	94,142	110,770	93,232	113,195	133,046
49	014	May-Port CG 14	3.00	220.00	77,700	86,900	105,300	77,700	89,670	110,333	99,629	117,143	148,369

Co	Dist	DistrictName	FTEs	DaysEmployed	Min_Base	Avg_Base	Max_Base	Min_Sal	Avg_Sal	Max_Sal	Min_Comp	Avg_Comp	Max_Comp
50	003	Grafton 3	5.00	227.40	53,560	84,302	132,575	53,560	84,302	132,575	78,005	115,604	177,558
50	005	Fordville-Lankin 5	1.00	240.00	80,863	80,863	80,863	80,863	80,863	80,863	103,697	103,697	103,697
50	020	Minto 20	2.00	210.00	55,000	57,925	60,850	75,973	78,180	80,386	88,977	92,018	95,058
50	078	Park River 78	3.00	217.33	66,771	81,690	106,300	67,200	83,738	106,300	93,690	115,547	144,090
51	001	Minot 1	31.00	225.61	64,510	99,351	170,825	64,510	99,351	170,825	83,287	125,635	207,569
51	007	United 7	3.00	213.33	56,000	77,333	95,000	56,150	77,550	95,000	78,795	107,829	130,745
51	016	Sawyer 16	1.00	182.00	27,083	27,083	27,083	27,293	27,293	27,293	32,039	32,039	32,039
51	028	Kenmare 28	3.00	221.33	65,950	75,783	92,070	74,595	83,035	94,320	96,167	105,694	119,016
51	041	Surrey 41	3.00	213.33	62,108	74,440	95,470	62,108	74,440	95,470	84,873	100,968	128,637
51	070	South Prairie 70	1.00	230.00	78,400	78,400	78,400	82,491	82,491	82,491	107,241	107,241	107,241
51	161	Lewis and Clark 161	4.00	212.25	58,010	71,105	89,300	58,010	79,258	113,627	82,514	110,848	159,668
52	025	Fessenden-Bowdon 25	2.00	220.00	53,000	59,000	65,000	56,200	67,275	78,350	79,579	96,227	112,875
52	038	Harvey 38	2.00	232.50	57,000	69,800	82,600	61,293	71,947	82,600	89,085	106,965	124,845
53	001	Williston 1	12.00	225.50	68,250	100,020	150,608	68,836	102,233	153,908	95,024	145,119	217,761
53	002	Nesson 2	3.00	214.67	52,000	63,762	70,000	53,656	66,831	76,760	64,559	88,364	102,052
53	006	Eight Mile 6	2.00	290.00	57,000	61,000	65,000	57,235	61,118	65,000	77,091	85,137	93,183
53	008	New 8	1.00	240.00	70,000	70,000	70,000	70,000	70,000	70,000	98,175	98,175	98,175
53	015	Tioga 15	3.00	220.00	69,550	77,592	91,000	76,405	81,383	91,000	97,487	103,381	114,768
53	099	Grenora 99	2.00	220.00	53,500	61,675	69,850	53,500	64,075	74,650	67,737	84,467	101,196

HB 1466 – Administrator Compensation Review

#2

HB 1466

2/4/15

For the record, my name is Aimee Copas – Executive Director for NDCEL.

Chairman Nathe, members of the committee, I stand before you today in opposition to HB 1466. This opposition is in no way to diminish school district transparency. Rather, we believe that this is an unnecessary expenditure of public funds and time to conduct a study of data that is already readily available.

For K12 schools, this information is readily available and is updated annually by NDDPI. I've provided the most recent data for you today. Additionally it can be found at the following web link:

<http://www.dpi.state.nd.us/finance/comp/index.shtm>

Included in this information is information by district as well as state averages broken down in a number of different ways. We are confident that similar information should be available for the higher education institutions through the NDUS.

Further, for K12 schools, the decision for local administrator compensation is a decision of the locally elected school board and considering we are a state that at its core puts tremendous value on local decision making and local control, those local decisions should be respected.

For these reasons, we respectfully request that you recommend a DO NOT PASS of HB 1466.

Table 13
Average Salary by Major Assignment for Full-time Personnel 2012-13

Assignment

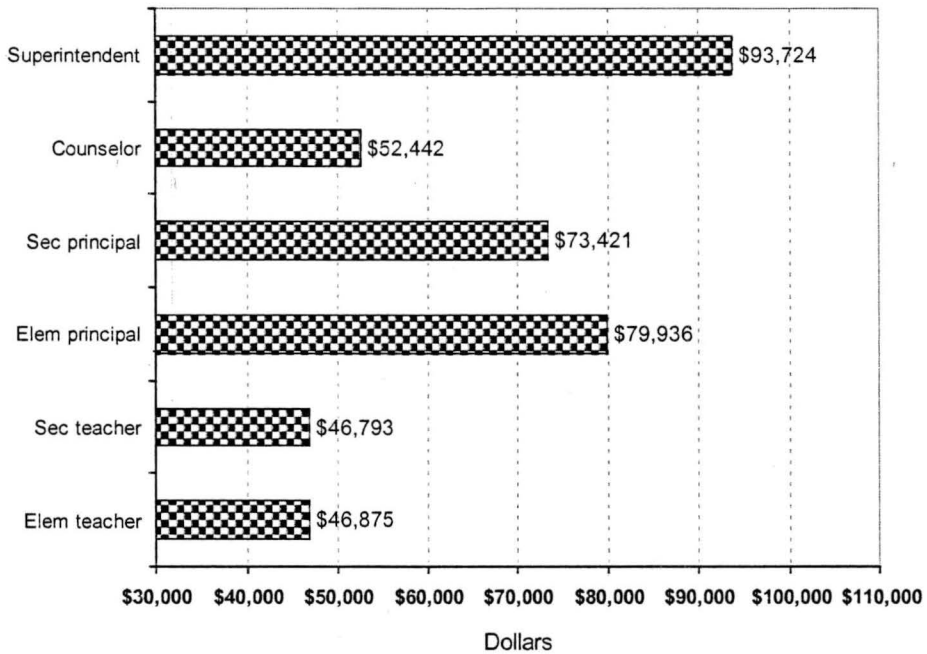


Table 14
Average Salary by Type of School District for Full-time Personnel 2012-13

Type of District

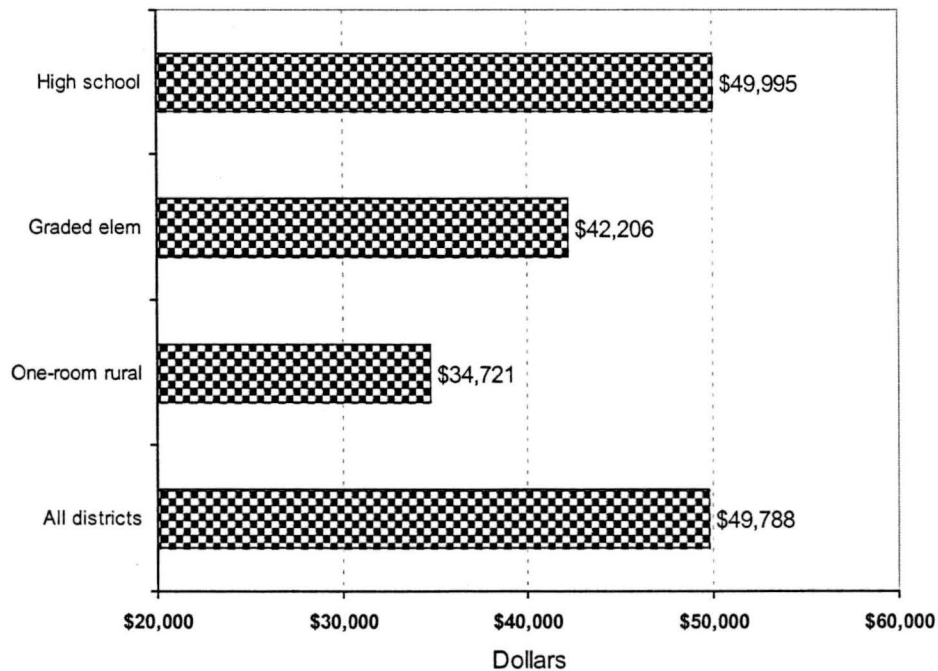


Table 11
New or Reentered Full-time Instructional Personnel by
Type of Previous Year's Employment 2012-13

Type of Employment (2011-12)

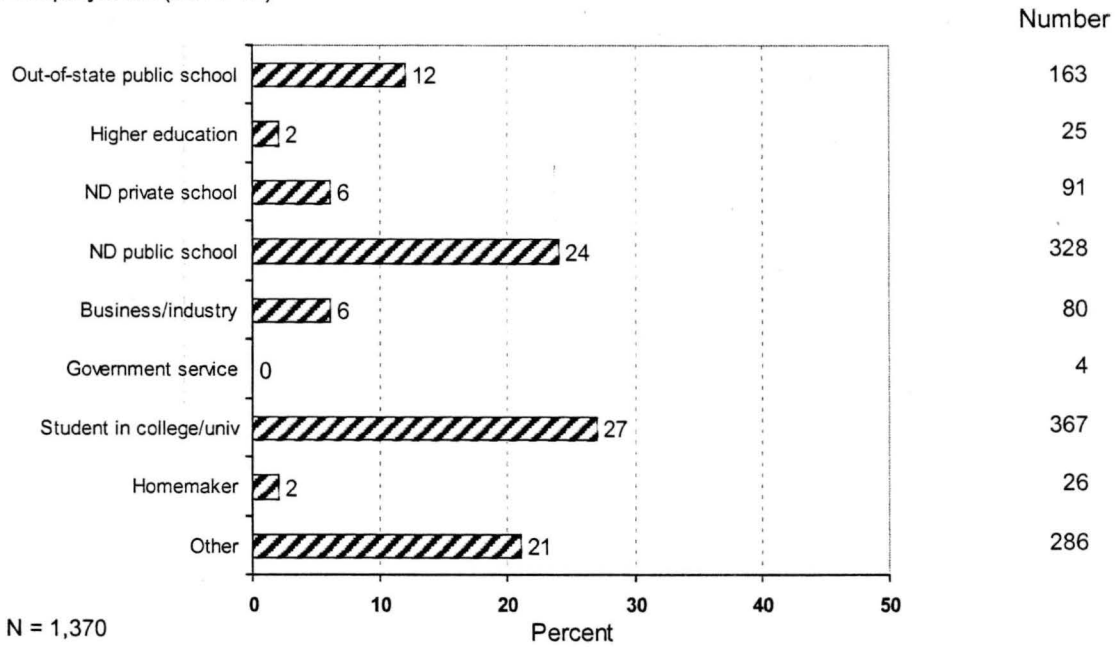
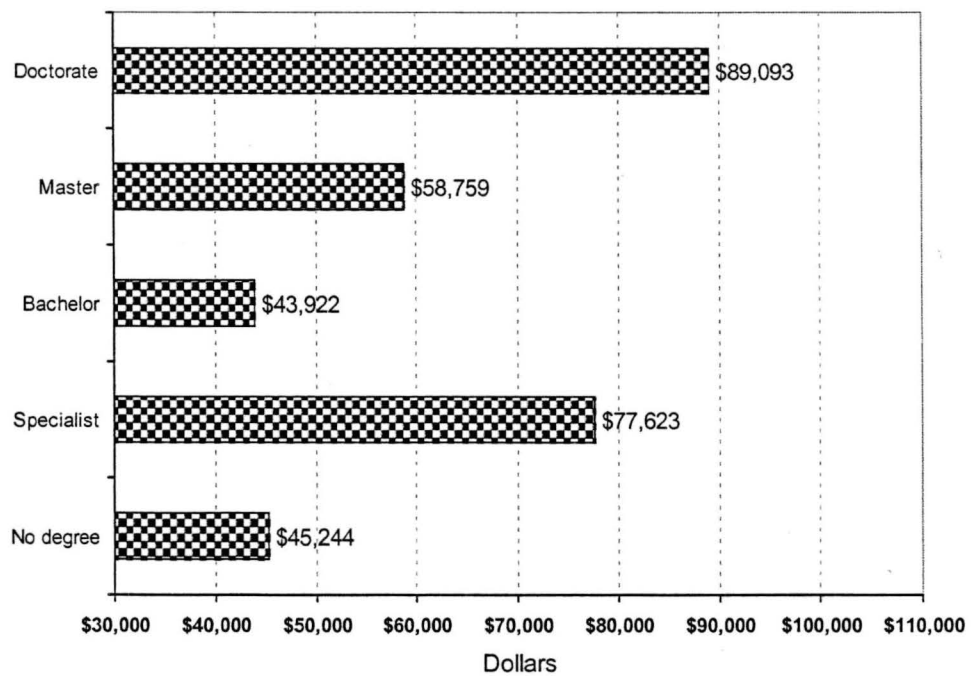


Table 12
Average Salary by Level of Education for Full-time Personnel 2012-13

Degree



North Dakota 2011-2013 Teacher / Administrator Compensation Summary

Full-time ADMINISTRATOR Average Compensation (school years 2010-2011 through 2012-2013)		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 TFR	Employer FICA	Dues Fees	Other Benefits	Total Compensation
Questions		A		C								D							E
2011	Statewide Administrator	572	220	\$78,286	\$463	\$1,015	\$12	\$172	\$1	\$202	\$1,284	\$7,905	\$354	\$176	\$10,008	\$5,909	\$211	\$518	\$106,516
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
11 to 13 Change		-3	0	5,707	-99	-26	-12	-28	10	44	301	576	-74	-21	3,370	410	1	-57	10,102
2011	Superintendent	126	243	\$86,674	\$386	\$846	\$0	\$449	\$0	\$144	\$1,328	\$8,131	\$220	\$126	\$11,960	\$6,410	\$316	\$925	\$117,915
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
11 to 13 Change		0	-2	6,109	117	96	0	-61	0	109	454	568	-65	-8	3,700	380	70	-265	11,204
2011	Principal	327	210	\$72,733	\$302	\$1,387	\$22	\$128	\$2	\$232	\$977	\$8,038	\$336	\$164	\$9,320	\$5,533	\$224	\$397	\$99,795
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
11 to 13 Change		-10	2	5,829	43	-133	-22	-23	0	51	161	641	-73	-18	3,451	465	-32	13	10,353
2011	Director / Asst. Director	52	225	\$80,000	\$1,129	\$183	\$0	\$0	\$0	\$85	\$2,645	\$7,271	\$395	\$252	\$9,873	\$6,139	\$61	\$542	\$108,575
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
11 to 13 Change		-5	0	3,662	-616	-59	0	0	21	52	-1,221	316	-48	-42	2,123	139	-10	-78	4,239
2011	Assistant Superintendent	11	247	\$120,361	\$127	\$16	\$0	\$0	\$0	\$0	\$3,332	\$7,656	\$710	\$363	\$12,653	\$8,353	\$59	\$582	\$154,212
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
11 to 13 Change		1	-2	6,407	-127	-16	0	0	0	0	6,386	992	-194	-73	4,395	349	15	-90	18,044
2011	Assistant Principal	56	219	\$81,989	\$1,023	\$187	\$0	\$0	\$0	\$303	\$1,309	\$7,259	\$650	\$246	\$9,242	\$6,282	\$73	\$280	\$108,843
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
11 to 13 Change		6	-2	5,275	-862	150	0	0	81	-129	790	236	-130	-31	3,180	349	19	58	8,986
Full-time TEACHER Average Compensation (school years 2009-2010 through 2011-2012)		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 TFR	Employer FICA	Dues Fees	Other Benefits	Total Compensation
2011	Statewide Teacher	8,320	186	\$44,747	\$633	\$1,279	\$6	\$63	\$12	\$326	\$666	\$5,370	\$250	\$125	\$5,637	\$3,450	\$4	\$199	\$62,767
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
11 to 13 Change		242	0	2,523	-159	278	1	1	3	-76	19	625	-16	-15	1,988	191	1	-12	5,352

P1_Desc	FTEs	DaysEmployed	Min_Base	Avg_Base	Max_Base	Min_Sal	Avg_Sal	Max_Sal	Min_Comp	Avg_Comp
Assistant Director	5	197	55,999	70,344	88,485	61,764	74,147	93,826	76,670	99,162
Assistant Principal	62	217	49,868	87,264	108,655	49,955	90,116	119,905	65,575	117,829
Assistant, Administrative Assistant, or Deputy Superintendent	12	245	70,000	126,768	153,272	70,318	136,486	225,242	89,766	172,256
Director	42	229	21,329	85,247	123,650	22,442	87,278	124,715	29,960	114,439
Principal	317	212	27,083	78,562	127,422	27,293	81,689	134,722	32,039	110,148
School Counselor	2	209	54,000	56,005	58,010	58,010	58,267	58,523	82,514	87,991

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P1_Desc	SumOfFTEs	AvgOfDaysEmployed	Min_Base	Avg_Base	Max_Base	Min_Sal	Avg_Sal	Max_Sal	Min_Comp	Avg_Comp
Assistant Principal	3	202	52,775	71,189	87,002	53,092	73,081	92,362	62,936	94,868
Career Advisor	3	185	38,350	45,433	56,350	38,350	47,325	56,468	51,022	58,118
Coordinator	106	202	28,875	60,615	116,784	31,290	64,631	116,784	40,929	85,452
Instructional Coach	30	189	34,225	54,981	75,523	36,421	59,847	81,008	49,257	80,302
Instructional Programmer	1	187	50,755	50,755	50,755	56,404	56,404	56,404	77,945	77,945
Library Media Specialist	167	187	5,871	49,573	97,427	5,871	52,086	97,427	8,287	70,789
Principal	15	200	42,840	56,270	78,902	45,629	59,985	79,202	61,475	80,332
School Counselor	282	188	19,184	51,726	75,180	19,184	54,877	86,374	22,767	73,837
School Psychologist	16	188	42,345	54,262	71,642	44,540	55,533	71,802	55,721	76,235
Special Education Consultant K-12	12	184	34,700	46,203	75,180	35,860	48,873	79,090	49,299	66,718
Speech-Language Pathologist	166	187	32,530	54,548	81,706	32,550	55,989	86,766	44,319	75,038
Student Performance Strategist	73	186	9,000	49,763	77,858	11,267	51,810	82,733	13,258	70,857

Co	Dist	DistrictName	FTEs	DaysEmployed	Min_Base	Avg_Base	Max_Base	Min_Sal	Avg_Sal	Max_Sal	Min_Comp	Avg_Comp	Max_Comp
01	013	Hettinger 13	3.00	208.67	47,500	57,593	64,174	56,125	64,152	75,047	87,588	97,064	112,203
02	002	Valley City 2	5.00	241.00	87,360	103,107	139,371	88,110	104,532	139,371	120,918	143,021	192,709
02	007	Barnes County North 7	3.00	207.33	62,000	78,939	104,818	62,000	78,939	104,818	82,417	104,154	138,157
02	046	Litchville-Marion 46	2.00	220.00	50,000	69,567	89,134	51,310	70,535	89,760	68,488	94,576	120,664
03	005	Minnewaukan 5	1.00	190.00	85,056	85,056	85,056	107,136	107,136	107,136	149,369	149,369	149,369
03	006	Leeds 6	2.00	184.00	63,000	80,625	98,250	63,000	81,309	99,617	82,936	101,068	119,200
03	009	Maddock 9	1.00	200.00	85,000	85,000	85,000	90,241	90,241	90,241	136,215	136,215	136,215
03	029	Warwick 29	3.00	201.33	45,700	68,394	90,000	54,325	71,873	90,000	75,823	105,417	132,194
03	030	Ft Totten 30	4.00	235.00	52,000	64,753	83,200	52,185	64,830	83,200	65,275	87,704	115,725
04	001	Billings Co 1	1.00	213.00	63,358	63,358	63,358	63,358	63,358	63,358	90,605	90,605	90,605
05	001	Bottineau 1	3.00	226.67	72,000	79,333	92,000	74,309	80,536	92,050	102,845	112,985	132,177
05	017	Westhope 17	1.00	240.00	60,000	60,000	60,000	70,019	70,019	70,019	109,442	109,442	109,442
05	054	Newburg-United 54	1.00	202.00	52,300	52,300	52,300	60,267	60,267	60,267	92,006	92,006	92,006
06	001	Bowman Co 1	4.00	215.75	21,329	64,275	98,769	22,442	66,059	100,774	29,960	95,527	142,856
06	033	Scranton 33	2.00	221.50	57,361	70,216	83,070	72,033	78,456	84,879	109,302	119,033	128,763
07	014	Bowbells 14	1.00	250.00	65,000	65,000	65,000	67,975	67,975	67,975	95,794	95,794	95,794
07	027	Powers Lake 27	1.00	240.00	79,500	79,500	79,500	80,056	80,056	80,056	95,195	95,195	95,195
07	036	Burke Central 36	1.00	200.00	69,800	69,800	69,800	83,215	83,215	83,215	91,013	91,013	91,013
08	001	Bismarck 1	35.00	237.00	49,868	106,819	195,700	49,955	107,487	199,300	65,575	134,064	241,299
08	028	Wing 28	1.00	240.00	63,200	63,200	63,200	68,308	68,308	68,308	94,366	94,366	94,366
09	001	Fargo 1	40.00	236.13	60,426	105,525	170,000	64,405	114,788	225,242	86,705	144,991	265,208
09	002	Kindred 2	3.00	174.00	84,500	92,833	107,000	90,261	101,296	120,762	106,444	119,449	142,589
09	006	West Fargo 6	27.00	225.81	64,833	98,247	166,360	65,173	99,382	166,360	93,294	141,291	231,033
09	007	Mapleton 7	1.00	200.00	78,695	78,695	78,695	78,695	78,695	78,695	104,581	104,581	104,581
09	017	Central Cass 17	4.00	231.25	63,559	82,564	106,000	63,729	83,252	106,000	105,851	133,357	166,276
09	080	Page 80	2.00	221.00	55,000	69,000	83,000	55,615	70,577	85,539	88,760	107,144	125,528
09	097	Northern Cass 97	3.00	220.00	61,000	80,667	120,000	61,000	82,834	122,740	95,199	117,780	158,040
10	019	Munich 19	1.00	220.00	65,346	65,346	65,346	65,908	65,908	65,908	92,529	92,529	92,529
10	023	Langdon Area 23	3.00	216.33	74,300	85,183	104,750	76,450	88,489	110,893	94,070	111,910	142,257
11	040	Ellendale 40	3.00	233.33	62,700	77,100	95,000	62,700	81,322	99,469	82,746	106,501	130,802
11	041	Oakes 41	3.00	218.00	77,061	89,297	113,029	80,576	98,244	119,129	101,483	122,486	147,290
12	001	Divide County 1	3.00	221.33	60,000	70,833	86,000	60,280	70,927	86,000	76,722	91,959	108,865
13	016	Killdeer 16	3.00	218.00	69,600	83,867	100,500	70,727	89,928	106,049	106,258	133,670	157,486
13	019	Halliday 19	1.00	220.00	70,000	70,000	70,000	70,000	70,000	70,000	88,303	88,303	88,303
13	037	Twin Buttes 37	1.00	240.00	60,000	60,000	60,000	61,690	61,690	61,690	88,002	88,002	88,002
14	002	New Rockford-Sheyenne 2	1.00	203.00	61,500	61,500	61,500	62,500	62,500	62,500	98,006	98,006	98,006
15	006	Hazleton-Moffit-Braddock 6	2.00	191.00	32,360	48,680	65,000	32,552	48,788	65,024	47,077	65,519	83,960
15	015	Strasburg 15	2.00	273.00	52,200	57,100	62,000	57,943	60,728	63,512	77,052	79,160	81,267
15	036	Linton 36	2.00	235.00	59,668	69,926	80,183	61,467	71,393	81,319	88,926	98,979	109,031
16	049	Carrington 49	3.00	224.00	74,092	85,201	103,507	74,581	86,324	105,907	112,282	124,411	143,566
17	003	Beach 3	3.00	217.67	62,323	72,746	85,000	62,857	75,467	85,315	103,260	121,030	134,888
18	001	Grand Forks 1	32.00	228.56	43,750	103,426	213,150	49,964	104,640	214,690	65,996	130,688	260,601
18	044	Larimore 44	2.00	212.50	64,500	67,250	70,000	66,145	68,073	70,000	93,212	95,444	97,675
18	061	Thompson 61	2.00	201.00	66,500	71,750	77,000	77,061	81,070	85,078	97,424	105,883	114,341
18	127	Emerado 127	1.00	240.00	57,500	57,500	57,500	72,951	72,951	72,951	91,636	91,636	91,636

Co	Dist	DistrictName	FTEs	DaysEmployed	Min_Base	Avg_Base	Max_Base	Min_Sal	Avg_Sal	Max_Sal	Min_Comp	Avg_Comp	Max_Comp
18	128	Midway 128	2.00	220.00	62,500	83,250	104,000	63,525	86,263	109,000	90,045	110,282	130,518
18	129	Northwood 129	2.00	204.00	62,694	62,694	62,694	63,839	65,932	68,025	97,765	100,593	103,420
19	018	Roosevelt 18	1.00	200.00	53,040	53,040	53,040	56,433	56,433	56,433	85,942	85,942	85,942
19	049	Elgin-New Leipzig 49	2.00	222.00	57,382	73,787	90,191	63,330	76,761	90,191	101,437	117,861	134,285
20	007	Midkota 7	1.00	182.00	92,500	92,500	92,500	95,800	95,800	95,800	109,389	109,389	109,389
20	018	Griggs County Central 18	3.00	211.00	75,000	85,000	102,000	75,000	85,000	102,000	112,458	122,498	138,669
21	001	Mott-Regent 1	2.00	203.00	67,154	68,577	70,000	67,154	68,685	70,216	93,135	94,552	95,969
21	009	New England 9	2.00	220.00	40,300	59,550	78,800	56,943	67,960	78,976	79,836	93,679	107,522
22	001	Kidder County 1	3.00	213.33	58,200	69,567	88,500	58,200	69,730	88,500	81,287	94,295	116,216
23	003	Edgeley 3	3.00	226.67	62,400	74,419	84,901	66,016	81,425	89,299	89,696	106,824	116,124
23	007	Kulm 7	1.00	182.00	57,000	57,000	57,000	59,976	59,976	59,976	71,149	71,149	71,149
23	008	LaMoure 8	3.00	182.00	58,000	68,667	83,200	61,927	71,401	87,477	84,313	95,544	117,362
24	002	Napoleon 2	2.00	220.00	58,300	69,114	79,927	58,300	69,114	79,927	68,666	88,656	108,646
24	056	Gackle-Streeter 56	1.00	240.00	70,000	70,000	70,000	70,000	70,000	70,000	87,412	87,412	87,412
25	001	Velva 1	2.00	202.00	61,793	67,372	72,950	61,948	72,174	82,399	95,611	106,504	117,396
25	014	Anamoose 14	2.00	230.00	48,000	70,500	93,000	56,171	74,736	93,300	87,671	111,946	136,221
25	057	Drake 57	1.00	192.00	57,000	57,000	57,000	63,566	63,566	63,566	89,062	89,062	89,062
25	060	TGU 60	4.00	212.50	68,050	82,127	109,999	72,238	84,951	109,999	103,060	121,027	159,989
26	004	Zeeland 4	1.00	242.00	59,886	59,886	59,886	60,566	60,566	60,566	69,904	69,904	69,904
26	009	Ashley 9	2.00	221.00	53,000	65,650	78,300	59,906	71,191	82,475	87,273	98,281	109,288
26	019	Wishek 19	2.00	192.00	53,582	65,011	76,440	60,135	68,704	77,273	81,839	90,412	98,985
27	001	McKenzie Co 1	4.00	215.75	70,000	92,500	115,000	70,020	92,505	115,000	105,295	136,905	168,723
27	002	Alexander 2	1.00	220.00	81,000	81,000	81,000	81,000	81,000	81,000	101,704	101,704	101,704
27	014	Yellowstone 14	1.00	207.00	54,000	54,000	54,000	59,000	59,000	59,000	71,153	71,153	71,153
27	036	Mandaree 36	3.00	233.33	50,000	74,688	105,199	56,329	94,604	147,473	74,166	114,683	168,432
28	001	Wilton 1	2.00	230.00	59,000	67,500	76,000	65,776	73,596	81,415	91,870	97,125	102,379
28	004	Washburn 4	3.00	213.33	51,270	71,743	91,795	51,270	73,191	92,417	75,600	101,541	124,334
28	008	Underwood 8	3.00	209.33	42,250	53,417	62,500	47,787	57,565	62,775	61,047	83,799	95,505
28	050	Max 50	2.00	220.00	55,566	70,283	85,000	63,353	74,177	85,000	80,887	93,342	105,796
28	051	Garrison 51	3.00	220.00	56,160	70,040	93,640	56,310	70,562	93,640	77,665	101,292	133,090
28	072	Turtle Lake-Mercer 72	2.00	221.00	59,000	70,600	82,200	64,855	74,050	83,245	91,619	102,426	113,233
28	085	White Shield 85	4.00	201.50	46,981	52,663	65,039	46,981	58,200	78,432	67,970	82,571	110,845
29	003	Hazen 3	3.00	220.00	65,000	72,828	81,094	84,726	100,057	118,490	113,304	127,300	140,447
29	027	Beulah 27	5.00	215.20	42,771	81,694	111,000	48,914	84,136	111,000	68,575	112,260	144,777
30	001	Mandan 1	15.00	185.00	55,999	93,881	145,000	61,764	95,658	145,000	76,670	124,664	184,431
30	013	Hebron 13	3.00	222.00	50,122	58,115	70,800	63,382	68,138	73,951	82,591	88,190	95,136
30	039	Flasher 39	1.00	240.00	68,500	68,500	68,500	69,528	69,528	69,528	101,768	101,768	101,768
30	048	Glen Ullin 48	2.00	211.00	53,000	60,750	68,500	53,350	60,996	68,642	76,580	85,633	94,686
30	049	New Salem-Almont 49	2.00	220.50	60,000	76,650	93,300	60,280	79,302	98,323	80,091	110,717	141,342
31	001	New Town 1	7.00	214.57	52,000	64,079	94,414	54,028	69,849	102,767	70,146	93,057	139,460
31	002	Stanley 2	3.00	224.67	73,400	81,350	95,000	75,899	86,625	99,802	91,521	105,485	119,147
31	003	Parshall 3	3.00	182.00	71,618	83,428	92,400	71,816	85,042	92,400	90,748	108,382	121,280
32	001	Dakota Prairie 1	3.00	184.00	52,500	78,085	100,755	54,002	78,765	100,782	91,723	126,536	157,300
32	066	Lakota 66	2.00	246.50	64,470	83,285	102,100	68,536	93,826	119,115	100,764	133,719	166,673
33	001	Center-Stanton 1	3.00	220.00	54,000	66,148	87,600	57,920	69,422	91,823	92,523	101,743	119,238

Co	Dist	DistrictName	FTEs	DaysEmployed	Min_Base	Avg_Base	Max_Base	Min_Sal	Avg_Sal	Max_Sal	Min_Comp	Avg_Comp	Max_Comp
34	006	Cavalier 6	3.00	226.67	63,581	74,572	85,000	74,531	78,755	86,175	96,877	103,964	112,226
34	100	North Border 100	4.00	183.00	55,400	69,744	91,225	55,400	78,439	118,176	77,990	101,299	135,975
34	118	Valley-Edinburg 118	3.00	222.00	60,330	71,910	92,400	66,500	77,226	92,400	89,882	104,221	125,891
35	001	Wolford 1	1.00	180.00	62,241	62,241	62,241	66,541	66,541	66,541	88,196	88,196	88,196
35	005	Rugby 5	3.00	182.00	68,000	77,667	95,000	68,050	77,683	95,000	105,797	119,238	143,395
36	001	Devils Lake 1	7.00	184.00	72,220	86,096	125,000	72,236	86,129	125,089	99,627	117,907	168,474
36	002	Edmore 2	2.00	236.50	45,000	70,000	95,000	48,381	74,003	99,624	64,175	90,928	117,681
36	044	Starkweather 44	2.00	220.00	80,000	81,267	82,533	81,113	85,035	88,957	102,178	111,123	120,067
37	019	Lisbon 19	3.00	216.00	73,158	92,447	118,482	83,732	97,191	119,332	123,252	138,650	167,675
37	024	Enderlin Area 24	3.00	213.33	63,030	71,900	82,500	76,678	79,888	83,343	105,746	110,144	114,409
38	001	Mohall-Lansford-Sherwood 1	3.00	220.00	57,454	69,699	90,675	63,418	74,487	90,675	96,400	109,194	133,706
38	026	Glenburn 26	3.00	215.33	55,750	65,167	84,000	55,920	68,780	88,652	80,933	105,152	139,144
39	008	Hankinson 8	3.00	200.00	62,541	69,847	80,000	63,244	70,503	80,535	81,773	91,508	107,011
39	018	Fairmount 18	1.00	202.00	56,500	56,500	56,500	60,800	60,800	60,800	95,279	95,279	95,279
39	028	Lidgerwood 28	2.00	230.00	71,817	75,195	78,573	79,623	83,584	87,544	118,072	123,340	128,607
39	037	Wahpeton 37	6.00	216.67	67,650	79,979	113,568	68,694	80,324	113,568	95,661	114,764	163,654
39	042	Wyndmere 42	2.00	230.00	62,464	73,512	84,560	70,099	79,697	89,294	98,787	110,123	121,458
39	044	Richland 44	3.00	213.33	56,540	66,893	84,000	60,764	69,772	87,575	85,353	101,935	127,720
40	001	Dunseith 1	4.00	260.00	54,446	63,793	74,929	60,941	74,247	91,949	84,798	100,628	122,595
40	003	St John 3	2.00	215.00	50,343	63,503	76,663	59,318	71,950	84,581	65,035	96,094	127,153
40	004	Mt Pleasant 4	3.00	213.33	50,000	62,167	84,000	55,190	66,688	84,000	71,429	82,850	99,508
40	007	Belcourt 7	10.00	243.00	70,638	92,430	128,315	70,658	94,158	139,255	103,762	129,827	177,546
40	029	Rolette 29	2.00	282.50	54,500	63,250	72,000	60,080	66,840	73,600	93,366	96,810	100,254
41	002	Milnor 2	3.00	213.33	55,720	73,485	94,886	63,105	77,047	96,396	95,909	116,577	143,651
41	003	North Sargent 3	3.00	216.00	55,200	65,400	78,000	56,800	68,634	78,000	88,156	100,877	115,831
41	006	Sargent Central 6	3.00	213.33	53,500	68,417	89,551	54,159	68,870	89,551	69,124	92,451	120,170
42	016	Goodrich 16	1.00	300.00	69,000	69,000	69,000	69,000	69,000	69,000	96,827	96,827	96,827
42	019	McClusky 19	1.00	200.00	59,000	59,000	59,000	64,312	64,312	64,312	94,712	94,712	94,712
43	003	Solen 3	2.00	231.50	53,500	62,150	70,800	68,443	70,354	72,265	95,216	101,587	107,958
43	004	Ft Yates 4	2.00	237.50	67,000	68,500	70,000	67,946	69,132	70,318	86,958	88,362	89,766
45	001	Dickinson 1	13.00	219.85	86,151	104,344	158,485	86,151	104,696	158,485	102,197	130,370	195,225
45	009	South Heart 9	3.00	211.33	39,800	60,267	79,000	40,933	61,571	80,479	57,098	85,063	109,224
45	013	Belfield 13	1.00	202.00	62,600	62,600	62,600	66,352	66,352	66,352	85,174	85,174	85,174
45	034	Richardton-Taylor 34	3.00	223.33	60,000	67,333	81,000	60,180	75,904	93,581	93,572	107,005	129,517
46	010	Hope 10	1.00	220.00	72,623	72,623	72,623	77,067	77,067	77,067	115,965	115,965	115,965
46	019	Finley-Sharon 19	2.00	240.00	48,059	63,857	79,655	55,208	72,034	88,859	70,662	100,422	130,181
47	001	Jamestown 1	12.00	184.00	73,175	88,572	133,126	73,175	88,594	133,126	99,577	115,863	161,282
47	003	Medina 3	1.00	240.00	95,000	95,000	95,000	111,689	111,689	111,689	131,979	131,979	131,979
47	010	Pingree-Buchanan 10	1.00	200.00	65,000	65,000	65,000	65,075	65,075	65,075	88,702	88,702	88,702
47	014	Montpelier 14	2.00	221.50	62,000	68,500	75,000	62,330	68,764	75,198	86,974	90,740	94,505
48	010	North Star 10	2.00	220.00	66,000	74,500	83,000	67,500	81,201	94,902	95,540	108,548	121,556
49	003	Central Valley 3	1.00	200.00	82,672	82,672	82,672	82,894	82,894	82,894	124,801	124,801	124,801
49	007	Hatton Eielson 7	2.00	216.50	67,200	82,600	98,000	68,092	83,809	99,526	103,853	118,167	132,480
49	009	Hillsboro 9	3.00	217.33	77,539	91,653	110,770	77,927	94,142	110,770	93,232	113,195	133,046
49	014	May-Port CG 14	3.00	220.00	77,700	86,900	105,300	77,700	89,670	110,333	99,629	117,143	148,369

Co	Dist	DistrictName	FTEs	DaysEmployed	Min_Base	Avg_Base	Max_Base	Min_Sal	Avg_Sal	Max_Sal	Min_Comp	Avg_Comp	Max_Comp
50	003	Grafton 3	5.00	227.40	53,560	84,302	132,575	53,560	84,302	132,575	78,005	115,604	177,558
50	005	Fordville-Lankin 5	1.00	240.00	80,863	80,863	80,863	80,863	80,863	80,863	103,697	103,697	103,697
50	020	Minto 20	2.00	210.00	55,000	57,925	60,850	75,973	78,180	80,386	88,977	92,018	95,058
50	078	Park River 78	3.00	217.33	66,771	81,690	106,300	67,200	83,738	106,300	93,690	115,547	144,090
51	001	Minot 1	31.00	225.61	64,510	99,351	170,825	64,510	99,351	170,825	83,287	125,635	207,569
51	007	United 7	3.00	213.33	56,000	77,333	95,000	56,150	77,550	95,000	78,795	107,829	130,745
51	016	Sawyer 16	1.00	182.00	27,083	27,083	27,083	27,293	27,293	27,293	32,039	32,039	32,039
51	028	Kenmare 28	3.00	221.33	65,950	75,783	92,070	74,595	83,035	94,320	96,167	105,694	119,016
51	041	Surrey 41	3.00	213.33	62,108	74,440	95,470	62,108	74,440	95,470	84,873	100,968	128,637
51	070	South Prairie 70	1.00	230.00	78,400	78,400	78,400	82,491	82,491	82,491	107,241	107,241	107,241
51	161	Lewis and Clark 161	4.00	212.25	58,010	71,105	89,300	58,010	79,258	113,627	82,514	110,848	159,668
52	025	Fessenden-Bowdon 25	2.00	220.00	53,000	59,000	65,000	56,200	67,275	78,350	79,579	96,227	112,875
52	038	Harvey 38	2.00	232.50	57,000	69,800	82,600	61,293	71,947	82,600	89,085	106,965	124,845
53	001	Williston 1	12.00	225.50	68,250	100,020	150,608	68,836	102,233	153,908	95,024	145,119	217,761
53	002	Nesson 2	3.00	214.67	52,000	63,762	70,000	53,656	66,831	76,760	64,559	88,364	102,052
53	006	Eight Mile 6	2.00	290.00	57,000	61,000	65,000	57,235	61,118	65,000	77,091	85,137	93,183
53	008	New 8	1.00	240.00	70,000	70,000	70,000	70,000	70,000	70,000	98,175	98,175	98,175
53	015	Tioga 15	3.00	220.00	69,550	77,592	91,000	76,405	81,383	91,000	97,487	103,381	114,768
53	099	Grenora 99	2.00	220.00	53,500	61,675	69,850	53,500	64,075	74,650	67,737	84,467	101,196

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19	001	Personnel 8	3	1200	53836	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
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[illegible]

Schatz, Mike A.

Rep Phil Schatz

2-13-15

From: Mike Schatz <mikeschatz52@yahoo.com>
Sent: Thursday, February 12, 2015 6:27 AM
To: Schatz, Mike A.
Subject: Re: sd figures

#1

3/17/15

HB 1466

Thanks Richard

Sent from my iPhone

On Feb 11, 2015, at 10:58 AM, Schatz, Mike A. <mischatz@nd.gov> wrote:

<http://www.dpi.state.nd.us/finance/comp/index.shtm>

an interesting comparison

From: Mikulski, Richard M.
Sent: Wednesday, February 11, 2015 8:15 AM
To: Schatz, Mike A.
Cc: Aull, Kylah E.
Subject: RE: sd figures

Representative Schatz,

The "Statistical Profile" page of the South Dakota Department of Education appears to be the SD equivalent page to the link you sent. <http://doe.sd.gov/ofm/statdigest.aspx>

Their website is less navigable than ours.

Average teacher salaries are found under "I. Statewide Data, Staff Information - Teaching Positions" <http://doe.sd.gov/ofm/documents/14Teachin.pdf>

Average administrative salaries are under "I. Statewide Data, Staff Information - Administrative Positions" <http://doe.sd.gov/ofm/documents/14StaffAd.pdf>

Salaries and funding for all districts are listed in a few places, including:

- Under the general "A Statistical Profile of Education in South Dakota" section (in 2014, Teacher salaries are column DY).
- "III. AVERAGE DISTRICT PROFILES" section, which also allows you to look at salaries based on district size.

Please let me know if this is what you are looking for, or if you require additional information.

Best,
Richard

Dr. Richard Mikulski, MLS PhD
Reference Librarian
North Dakota Legislative Council
Bismarck, ND 58505
rmikulski@nd.gov
(701) 328-4243

South Dakota

2013-2014 STAFF INFORMATION - SCHOOL DISTRICT MANAGEMENT

		ETHNICITY						
		Asian	Black	Hispanic	Native American	White	Multi Race	Total
ALL Management Staff	Certified	1.00	0.00	1.00	18.00	486.56	4.90	511.46
	Non-Authorized	0.00	0.00	0.00	1.00	15.69	0.00	16.69
	Non-Certified	0.00	0.00	0.00	0.00	3.94	1.00	4.94
Total		1.00	0.00	1.00	19.00	506.19	5.90	533.09

				AVG SALARY, By Enrollment			AVG YRS OF EXPERIENCE, By Enrollment		
		FTE	Average Full-Time Salary	0-200	201-600	Over 601	0-200	201-600	Over 601
Superintendent & Assistant CEO CEO	Certified	114.19	\$88,679	\$69,138	\$80,260	\$108,836	14	15	20
	Non-Authorized	4.17	\$69,135	\$64,153	\$73,310	\$92,500	5	5	37
	Non-Certified	2.20	\$94,234	\$60,000	\$110,314	\$85,000	13	20	7
High School Principal & Assistant Building Manager Building Manager	Certified	129.19	\$74,333	\$60,131	\$63,146	\$80,792	11	9	11
	Non-Authorized	6.56	\$55,202	\$53,100	\$40,415	\$66,344	5	3	2
	Non-Certified	2.24	\$49,715	\$60,000	\$54,640	\$42,000	13	3	7
Mid/Jr.High Principal & Assistant Building Manager Building Manager	Certified	93.60	\$71,013	\$62,320	\$61,795	\$74,414	14	9	11
	Non-Authorized	2.30	\$48,960	\$47,943	\$40,025	\$70,518	4	3	2
	Non-Certified	0.20	\$60,000	\$60,000	\$0	\$0	13		
Elementary Principal & Assistant Building Manager Building Manager	Certified	174.48	\$70,554	\$55,502	\$58,859	\$76,310	10	8	13
	Non-Authorized	3.66	\$52,408	\$49,569	\$53,692	\$0	3	3	
	Non-Certified	0.30	\$60,000	\$60,000	\$0	\$0	13		

Certified: Person who is fully certified through the Department of Education (DOE)

Non-Authorized: Person holding an active certificate but is not authorized for one or more current assignments.

Non-Certified (CEO, Building Manager): Person who does not hold an active certificate.

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ND. Ad. Position 2013-14

P1_Desc	FTEs	DaysEmployed	Min_Base	Avg_Base	Max_Base	Min_Sal	Avg_Sal	Max_Sal	Min_Comp	Avg_Comp
Assistant Director	5	197	55,999	70,344	88,485	61,764	74,147	93,826	76,670	99,162
Assistant Principal	62	217	49,868	87,264	108,655	49,955	90,116	119,905	65,575	117,829
Assistant, Administrative Assistant, or Deputy Superintendent	12	245	70,000	126,768	153,272	70,318	136,486	225,242	89,766	172,256
Director	42	229	21,329	85,247	123,650	22,442	87,278	124,715	29,960	114,439
Principal	317	212	27,083	78,562	127,422	27,293	81,689	134,722	32,039	110,148
School Counselor	2	209	54,000	56,005	58,010	58,010	58,267	58,523	82,514	87,991

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N.D.

ADMINISTRATOR BY POSITION : 2011 - 2012

Position	FTEs	AvgDaysEmployed	Min_Base	Avg_Base	Max_Base	Min_Sal	Avg_Sal	Max_Sal	Min_Comp	Avg_Comp
Assistant Director	6.00	210.33	52,473	75,213	113,383	58,173	78,317	113,383	71,468	102,153
Assistant Principal	61.00	216.00	49,300	85,489	106,007	51,088	88,568	113,935	65,062	113,261
Assistant, Administrative Assistant, or Deputy Superintendent	12.00	248.58	78,000	126,796	145,880	78,000	130,785	161,074	96,577	162,081
Director	43.00	229.07	31,270	85,696	122,245	31,505	87,749	123,616	41,818	113,629
Principal	336.00	210.69	37,300	75,495	123,070	41,434	78,499	129,800	59,068	103,523
Superintendent of Schools	125.00	240.24	40,000	89,948	203,000	46,500	93,624	257,376	61,747	122,026

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The executive branch

The Senate will be the first chamber to consider pay for the state's executive branch elected officials. North Dakotans elect 10 statewide officeholders, including the lieutenant governor, who campaigns on the same ticket as the governor. Their pay is addressed in a series of bills (SB2001 – 2010) that gives them an across-the-board 8.16 percent pay increase over the two years of the 2015-2017 biennium.

	Current	After June 2016	
Governor	\$125,331.00	\$135,556.00	8.16%
Lt. Governor	\$97,296.00	\$105,234.00	8.16%
Sec. of State	\$99,698.00	\$107,833.00	8.16%
Attorney General	\$147,996.00	\$160,072.00	8.16%
Auditor	\$99,698.00	\$107,833.00	8.16%
Treasurer	\$94,148.00	\$101,830.00	8.16%
Tax Commissioner	\$108,202.00	\$117,031.00	8.16%
Public Service Commission	\$102,418.00	\$110,775.00	8.16%
Ag Commisioner	\$102,418.00	\$110,775.00	8.16%
Insurance Commissioner	\$99,698.00	\$107,833.00	8.16%

Currently five of 10 statewide elected officials enjoy a six-figure salary, but the proposed legislation would move all them into six-figure territory.

Attorney General Wayne Stenehjem is now the highest-paid elected official and would remain so in the new biennium with his salary moving above \$160,000 per year.

State Treasurer Kelly Schmidt would remain the lowest paid statewide official at \$101,830 per year after 2016.

NAEP State Comparisons

[Analyze Data](#) | [Sample Questions](#) | [State Comparisons](#) | [State Profiles](#) | [District Profiles](#)

Continue by following steps 6 and 7. Select options to print or download the table below.


[Choose New Variables](#)
[Reset to Default](#)
6 Jurisdiction

Select a target state or jurisdiction from the list in Jurisdiction column. Your choice will be highlighted. Note: if you do not choose a state or jurisdiction, the default is National public.

7 Sort

Sort by jurisdiction or scale score. Select the map icon to see a jurisdiction map. Note: you must select a column in order to view cross-state significant differences.

[Printer-friendly](#)
[Save](#)
[Export to Excel](#)

Average Mathematics scale score sorted by race/ethnicity used to report trends, school-reported, grade 8 public schools: By jurisdiction

Order	Jurisdiction	Cross-state significant difference	Number of Jurisdictions Significantly			All students			White			Black			White - Black difference		
			higher	different	lower	2011	2013	Change	2011	2013	Change	2011	2013	Change	2011	2013	Change
						Scale Score	Scale Score	Scale Score	Scale Score	Scale Score	Scale Score	Scale Score	Scale Score	Scale Score	Scale Score	Scale Score	Scale Score
N/A	National public					283	284	1	293	293	1	262	263	1	31	30	0
N/A	Alabama					269	269	0	280	280	-1	250	250	0	30	29	-1
N/A	Alaska					283	282	-2	296	294	-1	273	270	-3	23	25	2
N/A	Arizona					279	280	1	294	294	0	269	266	-3	25	28	3
N/A	Arkansas					279	278	-1	287	286	-2	257	255	-2	30	31	0
N/A	California					273	276	3	290	291	1	254	256	4	36	33	-3
N/A	Colorado					292	290	-2	302	300	-2	270	260	-10	32	40	8
N/A	Connecticut					287	285	-2	297	297	0	262	260	-2	35	36	1
N/A	Delaware					283	282	0	294	293	0	266	264	-1	28	29	1
N/A	District of Columbia					260	265	5	319	317	-1	256	261	5	63	56	-6
N/A	DoDEA					288	290	3	295	296	1	274	276	2	21	20	-1
N/A	Florida					278	281	3	287	291	4	258	264	5	29	27	-2
N/A	Georgia					278	279	1	291	292	1	262	262	0	29	29	0
N/A	Hawaii					278	281	4	290	290	0	277	+	+	13	+	+
N/A	Idaho					287	286	0	291	291	0	+	+	+	+	+	+
N/A	Illinois					283	285	2	294	296	2	260	260	0	33	35	2
N/A	Indiana					285	288	3	290	293	3	264	265	1	26	28	2
N/A	Iowa					285	285	0	288	289	1	258	255	-3	30	34	4
N/A	Kansas					290	290	0	295	295	0	269	268	-1	26	27	1
N/A	Kentucky					282	281	-1	284	283	-1	261	260	0	24	23	-1
N/A	Louisiana					273	273	0	283	285	2	259	259	0	24	25	2
N/A	Maine					289	289	0	290	290	0	265	262	-3	25	28	3
N/A	Maryland					288	287	-1	303	299	-4	267	268	1	36	30	-6
N/A	Massachusetts					299	301	2	304	307	3	275	277	2	29	30	1
N/A	Michigan					280	280	0	286	287	1	250	251	1	36	36	0
N/A	Minnesota					295	295	0	302	301	0	266	260	-6	35	41	6
N/A	Mississippi					269	271	2	283	285	1	255	255	0	29	30	1
N/A	Missouri					282	283	1	288	288	1	254	260	6	33	28	-5
N/A	Montana					293	289	-4	297	293	-3	+	+	+	+	+	+
N/A	Nebraska					283	285	2	290	292	2	255	250	-4	35	42	6
N/A	Nevada					278	278	0	292	289	-3	259	263	4	33	26	-7
N/A	New Hampshire					292	296	4	293	297	4	+	+	+	+	+	+
N/A	New Jersey					294	296	2	304	303	-1	272	274	3	33	29	-4
N/A	New Mexico					274	273	-2	290	289	0	265	258	-7	24	31	7
N/A	New York					280	282	1	291	294	3	264	262	-3	26	32	6
N/A	North Carolina					286	286	-1	296	296	0	267	268	1	29	28	-1
N/A	North Dakota					292	291	-1	296	294	-2	+	272	+	+	23	+
N/A	Ohio					289	290	1	295	294	-1	263	267	4	33	27	-5
N/A	Oklahoma					279	276	-4	286	281	-6	262	256	-7	24	25	1
N/A	Oregon					283	284	1	287	290	2	263	+	+	24	+	+
N/A	Pennsylvania					286	290	4	294	297	3	257	262	5	37	35	-2
N/A	Rhode Island					283	284	1	292	294	2	256	263	6	35	31	-5
N/A	South Carolina					281	280	-1	293	292	-1	263	261	-2	30	31	1
N/A	South Dakota					291	287	-3	295	294	-2	270	254	-15	26	39	13
N/A	Tennessee					274	278	4	281	284	3	252	257	4	28	27	-1
N/A	Texas					290	288	-2	304	300	-4	277	273	-4	27	28	1

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North Dakota 2011-2013 Teacher / Administrator Compensation Summary

Full-time ADMINISTRATOR Average Compensation (school years 2010-2011 through 2012-2013)		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 TFR	Employer FICA	Dues Fees	Other Benefits	Total Compensation
Questions		A		C								D							E
2011	Statewide Administrator	572	220	\$78,286	\$463	\$1,015	\$12	\$172	\$1	\$202	\$1,284	\$7,905	\$354	\$176	\$10,008	\$5,909	\$211	\$518	\$106,516
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
	11 to 13 Change	-3	0	5,707	-99	-26	-12	-28	10	44	301	576	-74	-21	3,370	410	1	-57	10,102
2011	Superintendent	126	243	\$86,674	\$386	\$846	\$0	\$449	\$0	\$144	\$1,328	\$8,131	\$220	\$126	\$11,960	\$6,410	\$316	\$925	\$117,915
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
	11 to 13 Change	0	-2	6,109	117	96	0	-61	0	109	454	568	-65	-8	3,700	380	70	-265	11,204
2011	Principal	327	210	\$72,733	\$302	\$1,387	\$22	\$128	\$2	\$232	\$977	\$8,038	\$336	\$164	\$9,320	\$5,533	\$224	\$397	\$99,795
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
	11 to 13 Change	-10	2	5,829	43	-133	-22	-23	0	51	161	641	-73	-18	3,451	465	-32	13	10,353
2011	Director / Asst. Director	52	225	\$80,000	\$1,129	\$183	\$0	\$0	\$0	\$85	\$2,645	\$7,271	\$395	\$252	\$9,873	\$6,139	\$61	\$542	\$108,575
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
	11 to 13 Change	-5	0	3,662	-616	-59	0	0	21	52	-1,221	316	-48	-42	2,123	139	-10	-78	4,239
2011	Assistant Superintendent	11	247	\$120,361	\$127	\$16	\$0	\$0	\$0	\$0	\$3,332	\$7,656	\$710	\$363	\$12,653	\$8,353	\$59	\$582	\$154,212
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
	11 to 13 Change	1	-2	6,407	-127	-16	0	0	0	0	6,386	992	-194	-73	4,395	349	15	-90	18,044
2011	Assistant Principal	56	219	\$81,989	\$1,023	\$187	\$0	\$0	\$0	\$303	\$1,309	\$7,259	\$650	\$246	\$9,242	\$6,282	\$73	\$280	\$108,843
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
	11 to 13 Change	6	-2	5,275	-882	150	0	0	81	-129	790	236	-130	-31	3,180	349	19	58	8,986
Full-time TEACHER Average Compensation (school years 2009-2010 through 2011-2012)		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 TFR	Employer FICA	Dues Fees	Other Benefits	Total Compensation
2011	Statewide Teacher	8,320	186	\$44,747	\$633	\$1,279	\$6	\$63	\$12	\$326	\$666	\$5,370	\$250	\$125	\$5,637	\$3,450	\$4	\$199	\$62,767
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
	11 to 13 Change	242	0	2,523	-159	278	1	1	3	-76	19	625	-16	-15	1,988	191	1	-12	5,352

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P1_Desc	FTEs	Days Employed	Min_Base	Avg_Base	Max_Base	Min_Sal	Avg_Sal	Max_Sal	Min_Comp	Avg_Comp
Assistant Director	3	197	58,582	65,309	70,638	64,040	69,590	74,072	79,073	93,330
Assistant Principal	65	214	41,776	88,862	116,852	54,008	91,901	117,371	66,553	120,544
Assistant, Administrative Assistant, or Deputy Superintendent	13	243	80,000	132,407	157,297	82,476	136,187	173,064	112,831	174,274
Director	38	226	40,500	89,991	126,995	43,661	92,388	127,448	56,544	122,441
Principal	345	212	35,000	80,908	133,808	36,864	84,204	142,111	63,412	114,562
Superintendent of Schools	131	239	9,500	94,406	217,413	13,278	98,878	218,953	34,922	133,320

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HB 1466

Senate Education

March 17, 2015

Larry C. Skogen, Interim Chancellor

701.328.2974 | larry.skogen@ndus.edu

Chairman Flakoll and members of the Committee. I'm Larry Skogen, Interim Chancellor of the North Dakota University System, and I'm here to testify in opposition of HB 1466.

We oppose this commission because one wonders, "To what end?"

Clearly the constitutional authority of the State Board of Higher Education includes the hiring and firing of its employees, the setting of compensation and benefits, and establishing the conditions of employment. Regarding presidential salaries as an example, a few years ago the Board established its own study committee that reviewed such compensation on a national level and developed the current policy and procedures for these salaries. This process for setting salaries allows the Board to conduct national searches to bring the best-qualified individuals into our state to hold administration jobs.

Because filling these positions and setting the compensation and conditions of employment are clearly under the purview of the Board, I urge a Do Not Pass from this committee. Thank you for your time.

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#3

3/17/15

HB 1466 – Administrator Compensation Review

For the record, my name is Aimee Copas – Executive Director for NDCEL.

Chairman Nathe, members of the committee, I stand before you today in opposition to HB 1466. This opposition is in no way to diminish school district transparency. Rather, we believe that this is an unnecessary expenditure of public funds and time to conduct a study of data that is already readily available.

For K12 schools, this information is readily available and is updated annually by NDDPI. I've provided the most recent data for you today. Additionally it can be found at the following web link:

<http://www.dpi.state.nd.us/finance/comp/index.shtm>

Included in this information is information by district as well as state averages broken down in a number of different ways. We are confident that similar information should be available for the higher education institutions through the NDUS.

Further, for K12 schools, the decision for local administrator compensation is a decision of the locally elected school board and considering we are a state that at its core puts tremendous value on local decision making and local control, those local decisions should be respected.

For these reasons, we respectfully request that you recommend a DO NOT PASS of HB 1466.

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Table 13
Average Salary by Major Assignment for Full-time Personnel 2012-13

Assignment

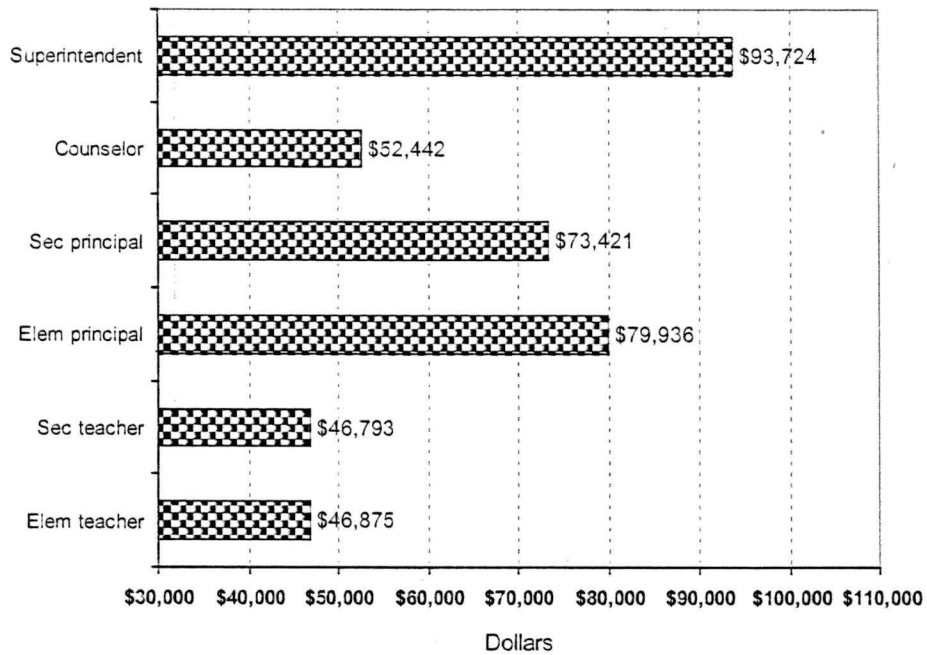


Table 14
Average Salary by Type of School District for Full-time Personnel 2012-13

Type of District

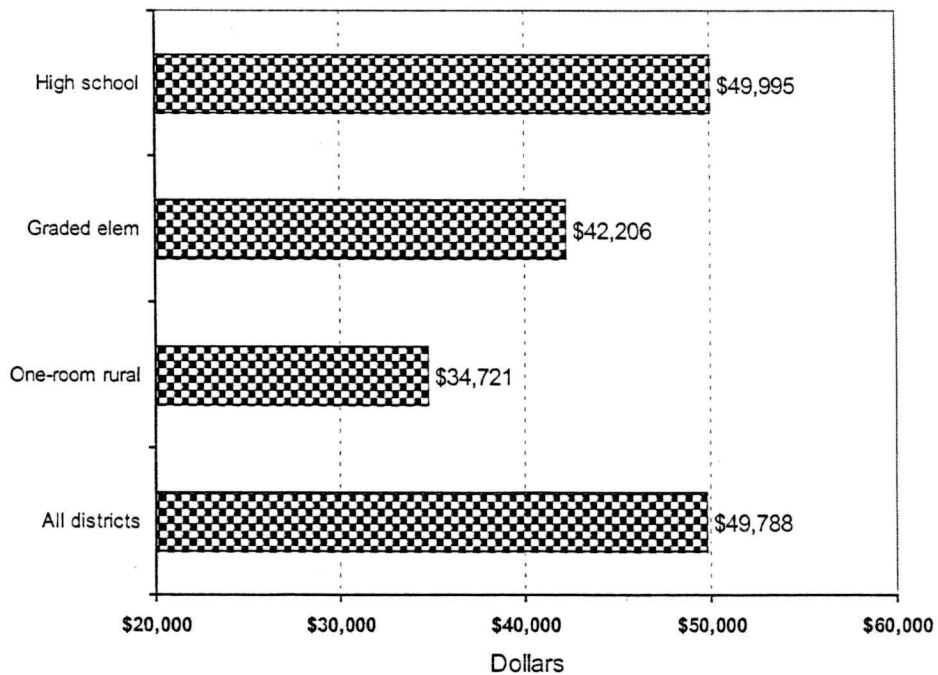


Table 11
New or Reentered Full-time Instructional Personnel by
Type of Previous Year's Employment 2012-13

Type of Employment (2011-12)

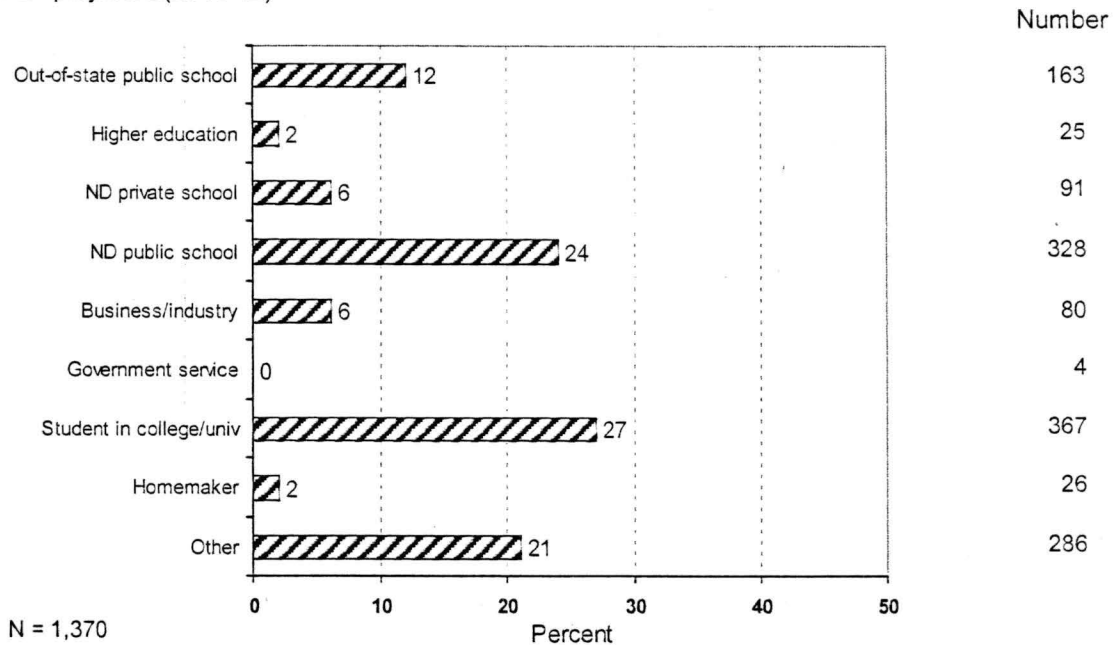
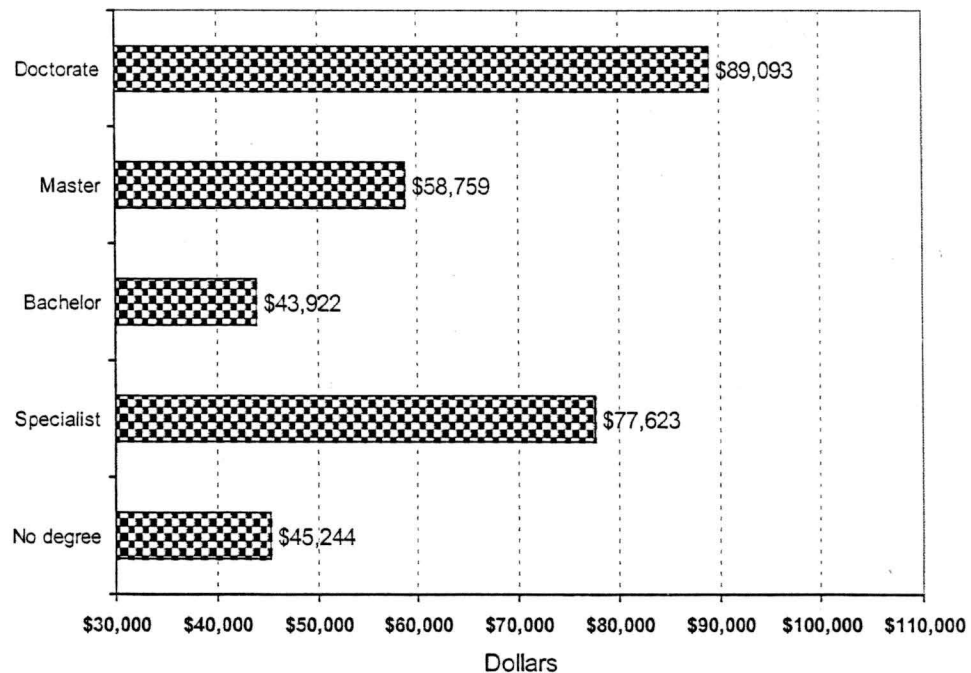


Table 12
Average Salary by Level of Education for Full-time Personnel 2012-13

Degree



North Dakota 2011-2013 Teacher / Administrator Compensation Summary

Full-time ADMINISTRATOR Average Compensation (school years 2010-2011 through 2012-2013)		Total FTEs	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 TFR	Employer FICA	Dues Fees	Other Benefits	Total Compensation
Questions		A		C								D							E
2011	Statewide Administrator	572	220	\$78,286	\$463	\$1,015	\$12	\$172	\$1	\$202	\$1,284	\$7,905	\$354	\$176	\$10,008	\$5,909	\$211	\$518	\$106,516
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
11 to 13 Change		-3	0	5,707	-99	-26	-12	-28	10	44	301	576	-74	-21	3,370	410	1	-57	10,102
2011	Superintendent	126	243	\$86,674	\$386	\$846	\$0	\$449	\$0	\$144	\$1,328	\$8,131	\$220	\$126	\$11,960	\$6,410	\$316	\$925	\$117,915
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
11 to 13 Change		0	-2	6,109	117	96	0	-61	0	109	454	568	-65	8	3,700	380	70	-265	11,204
2011	Principal	327	210	\$72,733	\$302	\$1,387	\$22	\$128	\$2	\$232	\$977	\$8,038	\$336	\$164	\$9,320	\$5,533	\$224	\$397	\$99,795
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
11 to 13 Change		-10	2	5,829	43	-133	-22	-23	0	51	161	641	-73	-18	3,451	465	-32	13	10,353
2011	Director / Asst. Director	52	225	\$80,000	\$1,129	\$183	\$0	\$0	\$0	\$85	\$2,645	\$7,271	\$395	\$252	\$9,873	\$6,139	\$61	\$542	\$108,575
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
11 to 13 Change		-5	0	3,662	-616	-59	0	0	21	52	-1,221	316	-48	-42	2,123	139	-10	-78	4,239
2011	Assistant Superintendent	11	247	\$120,361	\$127	\$16	\$0	\$0	\$0	\$0	\$3,332	\$7,656	\$710	\$363	\$12,653	\$8,353	\$59	\$582	\$154,212
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
11 to 13 Change		1	-2	6,407	-127	-16	0	0	0	0	6,386	992	-194	-73	4,395	349	15	-90	18,044
2011	Assistant Principal	56	219	\$81,989	\$1,023	\$187	\$0	\$0	\$0	\$303	\$1,309	\$7,259	\$650	\$246	\$9,242	\$6,282	\$73	\$280	\$108,843
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
11 to 13 Change		6	-2	5,275	-862	150	0	0	81	-129	790	236	-130	-31	3,180	349	19	58	8,986
Full-time TEACHER Average Compensation (school years 2009-2010 through 2011-2012)		Total FTEs	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 TFR	Employer FICA	Dues Fees	Other Benefits	Total Compensation
2011	Statewide Teacher	8,320	186	\$44,747	\$633	\$1,279	\$6	\$63	\$12	\$326	\$666	\$5,370	\$250	\$125	\$5,637	\$3,450	\$4	\$199	\$62,767
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
11 to 13 Change		242	0	2,523	-159	278	1	1	3	-76	19	625	-16	-15	1,988	191	1	-12	5,352

P1 Desc	FTE	Days Employed	Min Base	Avg Base	Max Base	Min Sal	Avg Sal	Max Sal	Min Comp	Avg Comp
Assistant Director	5	197	55,999	70,344	88,485	61,764	74,147	93,826	76,670	99,162
Assistant Principal	62	217	49,868	87,264	108,655	49,955	90,116	119,905	65,575	117,829
Assistant, Administrative Assistant, or Deputy Superintendent	12	245	70,000	126,768	153,272	70,318	136,486	225,242	89,766	172,256
Director	42	229	21,329	85,247	123,650	22,442	87,278	124,715	29,960	114,439
Principal	317	212	27,083	78,562	127,422	27,293	81,689	134,722	32,039	110,148
School Counselor	2	209	54,000	56,005	58,010	58,010	58,267	58,523	82,514	87,991

P1_Desc	SumOfFTEs	AvgOfDaysEmployed	Min_Base	Avg_Base	Max_Base	Min_Sal	Avg_Sal	Max_Sal	Min_Comp	Avg_Comp
Assistant Principal	3	202	52,775	71,189	87,002	53,092	73,081	92,362	62,936	94,868
Career Advisor	3	185	38,350	45,433	56,350	38,350	47,325	56,468	51,022	58,118
Coordinator	106	202	28,875	60,615	116,784	31,290	64,631	116,784	40,929	85,452
Instructional Coach	30	189	34,225	54,981	75,523	36,421	59,847	81,008	49,257	80,302
Instructional Programmer	1	187	50,755	50,755	50,755	56,404	56,404	56,404	77,945	77,945
Library Media Specialist	167	187	5,871	49,573	97,427	5,871	52,086	97,427	8,287	70,789
Principal	15	200	42,840	56,270	78,902	45,629	59,985	79,202	61,475	80,332
School Counselor	282	188	19,184	51,726	75,180	19,184	54,877	86,374	22,767	73,837
School Psychologist	16	188	42,345	54,262	71,642	44,540	55,533	71,802	55,721	76,235
Special Education Consultant K-12	12	184	34,700	46,203	75,180	35,860	48,873	79,090	49,299	66,718
Speech-Language Pathologist	166	187	32,530	54,548	81,706	32,550	55,989	86,766	44,319	75,038
Student Performance Strategist	73	186	9,000	49,763	77,858	11,267	51,810	82,733	13,258	70,857

Co	Dist	DistrictName	FTEs	DaysEmployed	Min_Base	Avg_Base	Max_Base	Min_Sal	Avg_Sal	Max_Sal	Min_Comp	Avg_Comp	Max_Comp
01	013	Hettinger 13	3.00	208.67	47,500	57,593	64,174	56,125	64,152	75,047	87,588	97,064	112,203
02	002	Valley City 2	5.00	241.00	87,360	103,107	139,371	88,110	104,532	139,371	120,918	143,021	192,709
02	007	Barnes County North 7	3.00	207.33	62,000	78,939	104,818	62,000	78,939	104,818	82,417	104,154	138,157
02	046	Litchville-Marion 46	2.00	220.00	50,000	69,567	89,134	51,310	70,535	89,760	68,488	94,576	120,664
03	005	Minnewaukan 5	1.00	190.00	85,056	85,056	85,056	107,136	107,136	107,136	149,369	149,369	149,369
03	006	Leeds 6	2.00	184.00	63,000	80,625	98,250	63,000	81,309	99,617	82,936	101,068	119,200
03	009	Maddock 9	1.00	200.00	85,000	85,000	85,000	90,241	90,241	90,241	136,215	136,215	136,215
03	029	Warwick 29	3.00	201.33	45,700	68,394	90,000	54,325	71,873	90,000	75,823	105,417	132,194
03	030	Ft Totten 30	4.00	235.00	52,000	64,753	83,200	52,185	64,830	83,200	65,275	87,704	115,725
04	001	Billings Co 1	1.00	213.00	63,358	63,358	63,358	63,358	63,358	63,358	90,605	90,605	90,605
05	001	Bottineau 1	3.00	226.67	72,000	79,333	92,000	74,309	80,536	92,050	102,845	112,985	132,177
05	017	Westhope 17	1.00	240.00	60,000	60,000	60,000	70,019	70,019	70,019	109,442	109,442	109,442
05	054	Newburg-United 54	1.00	202.00	52,300	52,300	52,300	60,267	60,267	60,267	92,006	92,006	92,006
06	001	Bowman Co 1	4.00	215.75	21,329	64,275	98,769	22,442	66,059	100,774	29,960	95,527	142,856
06	033	Scranton 33	2.00	221.50	57,361	70,216	83,070	72,033	78,456	84,879	109,302	119,033	128,763
07	014	Bowbells 14	1.00	250.00	65,000	65,000	65,000	67,975	67,975	67,975	95,794	95,794	95,794
07	027	Powers Lake 27	1.00	240.00	79,500	79,500	79,500	80,056	80,056	80,056	95,195	95,195	95,195
07	036	Burke Central 36	1.00	200.00	69,800	69,800	69,800	83,215	83,215	83,215	91,013	91,013	91,013
08	001	Bismarck 1	35.00	237.00	49,868	106,819	195,700	49,955	107,487	199,300	65,575	134,064	241,299
08	028	Wing 28	1.00	240.00	63,200	63,200	63,200	68,308	68,308	68,308	94,366	94,366	94,366
09	001	Fargo 1	40.00	236.13	60,426	105,525	170,000	64,405	114,788	225,242	86,705	144,991	265,208
09	002	Kindred 2	3.00	174.00	84,500	92,833	107,000	90,261	101,296	120,762	106,444	119,449	142,589
09	006	West Fargo 6	27.00	225.81	64,833	98,247	166,360	65,173	99,382	166,360	93,294	141,291	231,033
09	007	Mapleton 7	1.00	200.00	78,695	78,695	78,695	78,695	78,695	78,695	104,581	104,581	104,581
09	017	Central Cass 17	4.00	231.25	63,559	82,564	106,000	63,729	83,252	106,000	105,851	133,357	166,276
09	080	Page 80	2.00	221.00	55,000	69,000	83,000	55,615	70,577	85,539	88,760	107,144	125,528
09	097	Northern Cass 97	3.00	220.00	61,000	80,667	120,000	61,000	82,834	122,740	95,199	117,780	158,040
10	019	Munich 19	1.00	220.00	65,346	65,346	65,346	65,908	65,908	65,908	92,529	92,529	92,529
10	023	Langdon Area 23	3.00	216.33	74,300	85,183	104,750	76,450	88,489	110,893	94,070	111,910	142,257
11	040	Ellendale 40	3.00	233.33	62,700	77,100	95,000	62,700	81,322	99,469	82,746	106,501	130,802
11	041	Oakes 41	3.00	218.00	77,061	89,297	113,029	80,576	98,244	119,129	101,483	122,486	147,290
12	001	Divide County 1	3.00	221.33	60,000	70,833	86,000	60,280	70,927	86,000	76,722	91,959	108,865
13	016	Killdeer 16	3.00	218.00	69,600	83,867	100,500	70,727	89,928	106,049	106,258	133,670	157,486
13	019	Halliday 19	1.00	220.00	70,000	70,000	70,000	70,000	70,000	70,000	88,303	88,303	88,303
13	037	Twin Buttes 37	1.00	240.00	60,000	60,000	60,000	61,690	61,690	61,690	88,002	88,002	88,002
14	002	New Rockford-Sheyenne 2	1.00	203.00	61,500	61,500	61,500	62,500	62,500	62,500	98,006	98,006	98,006
15	006	Hazelton-Moffit-Braddock 6	2.00	191.00	32,360	48,680	65,000	32,552	48,788	65,024	47,077	65,519	83,960
15	015	Strasburg 15	2.00	273.00	52,200	57,100	62,000	57,943	60,728	63,512	77,052	79,160	81,267
15	036	Linton 36	2.00	235.00	59,668	69,926	80,183	61,467	71,393	81,319	88,926	98,979	109,031
16	049	Carrington 49	3.00	224.00	74,092	85,201	103,507	74,581	86,324	105,907	112,282	124,411	143,566
17	003	Beach 3	3.00	217.67	62,323	72,746	85,000	62,857	75,467	85,315	103,260	121,030	134,888
18	001	Grand Forks 1	32.00	228.56	43,750	103,426	213,150	49,964	104,640	214,690	65,996	130,688	260,601
18	044	Larimore 44	2.00	212.50	64,500	67,250	70,000	66,145	68,073	70,000	93,212	95,444	97,675
18	061	Thompson 61	2.00	201.00	66,500	71,750	77,000	77,061	81,070	85,078	97,424	105,883	114,341
18	127	Emerado 127	1.00	240.00	57,500	57,500	57,500	72,951	72,951	72,951	91,636	91,636	91,636

Co	Dist	DistrictName	FTEs	DaysEmployed	Min_Base	Avg_Base	Max_Base	Min_Sal	Avg_Sal	Max_Sal	Min_Comp	Avg_Comp	Max_Comp
18	128	Midway 128	2.00	220.00	62,500	83,250	104,000	63,525	86,263	109,000	90,045	110,282	130,518
18	129	Northwood 129	2.00	204.00	62,694	62,694	62,694	63,839	65,932	68,025	97,765	100,593	103,420
19	018	Roosevelt 18	1.00	200.00	53,040	53,040	53,040	56,433	56,433	56,433	85,942	85,942	85,942
19	049	Elgin-New Leipzig 49	2.00	222.00	57,382	73,787	90,191	63,330	76,761	90,191	101,437	117,861	134,285
20	007	Midkota 7	1.00	182.00	92,500	92,500	92,500	95,800	95,800	95,800	109,389	109,389	109,389
20	018	Griggs County Central 18	3.00	211.00	75,000	85,000	102,000	75,000	85,000	102,000	112,458	122,498	138,669
21	001	Mott-Regent 1	2.00	203.00	67,154	68,577	70,000	67,154	68,685	70,216	93,135	94,552	95,969
21	009	New England 9	2.00	220.00	40,300	59,550	78,800	56,943	67,960	78,976	79,836	93,679	107,522
22	001	Kidder County 1	3.00	213.33	58,200	69,567	88,500	58,200	69,730	88,500	81,287	94,295	116,216
23	003	Edgeley 3	3.00	226.67	62,400	74,419	84,901	66,016	81,425	89,299	89,696	106,824	116,124
23	007	Kulm 7	1.00	182.00	57,000	57,000	57,000	59,976	59,976	59,976	71,149	71,149	71,149
23	008	LaMoure 8	3.00	182.00	58,000	68,667	83,200	61,927	71,401	87,477	84,313	95,544	117,362
24	002	Napoleon 2	2.00	220.00	58,300	69,114	79,927	58,300	69,114	79,927	68,666	88,656	108,646
24	056	Gackle-Streeter 56	1.00	240.00	70,000	70,000	70,000	70,000	70,000	70,000	87,412	87,412	87,412
25	001	Velva 1	2.00	202.00	61,793	67,372	72,950	61,948	72,174	82,399	95,611	106,504	117,396
25	014	Anamoose 14	2.00	230.00	48,000	70,500	93,000	56,171	74,736	93,300	87,671	111,946	136,221
25	057	Drake 57	1.00	192.00	57,000	57,000	57,000	63,566	63,566	63,566	89,062	89,062	89,062
25	060	TGU 60	4.00	212.50	68,050	82,127	109,999	72,238	84,951	109,999	103,060	121,027	159,989
26	004	Zeeland 4	1.00	242.00	59,886	59,886	59,886	60,566	60,566	60,566	69,904	69,904	69,904
26	009	Ashley 9	2.00	221.00	53,000	65,650	78,300	59,906	71,191	82,475	87,273	98,281	109,288
26	019	Wishek 19	2.00	192.00	53,582	65,011	76,440	60,135	68,704	77,273	81,839	90,412	98,985
27	001	McKenzie Co 1	4.00	215.75	70,000	92,500	115,000	70,020	92,505	115,000	105,295	136,905	168,723
27	002	Alexander 2	1.00	220.00	81,000	81,000	81,000	81,000	81,000	81,000	101,704	101,704	101,704
27	014	Yellowstone 14	1.00	207.00	54,000	54,000	54,000	59,000	59,000	59,000	71,153	71,153	71,153
27	036	Mandaree 36	3.00	233.33	50,000	74,688	105,199	56,329	94,604	147,473	74,166	114,683	168,432
28	001	Wilton 1	2.00	230.00	59,000	67,500	76,000	65,776	73,596	81,415	91,870	97,125	102,379
28	004	Washburn 4	3.00	213.33	51,270	71,743	91,795	51,270	73,191	92,417	75,600	101,541	124,334
28	008	Underwood 8	3.00	209.33	42,250	53,417	62,500	47,787	57,565	62,775	61,047	83,799	95,505
28	050	Max 50	2.00	220.00	55,566	70,283	85,000	63,353	74,177	85,000	80,887	93,342	105,796
28	051	Garrison 51	3.00	220.00	56,160	70,040	93,640	56,310	70,562	93,640	77,665	101,292	133,090
28	072	Turtle Lake-Mercer 72	2.00	221.00	59,000	70,600	82,200	64,855	74,050	83,245	91,619	102,426	113,233
28	085	White Shield 85	4.00	201.50	46,981	52,663	65,039	46,981	58,200	78,432	67,970	82,571	110,845
29	003	Hazen 3	3.00	220.00	65,000	72,828	81,094	84,726	100,057	118,490	113,304	127,300	140,447
29	027	Beulah 27	5.00	215.20	42,771	81,694	111,000	48,914	84,136	111,000	68,575	112,260	144,777
30	001	Mandan 1	15.00	185.00	55,999	93,881	145,000	61,764	95,658	145,000	76,670	124,664	184,431
30	013	Hebron 13	3.00	222.00	50,122	58,115	70,800	63,382	68,138	73,951	82,591	88,190	95,136
30	039	Flasher 39	1.00	240.00	68,500	68,500	68,500	69,528	69,528	69,528	101,768	101,768	101,768
30	048	Glen Ullin 48	2.00	211.00	53,000	60,750	68,500	53,350	60,996	68,642	76,580	85,633	94,686
30	049	New Salem-Almont 49	2.00	220.50	60,000	76,650	93,300	60,280	79,302	98,323	80,091	110,717	141,342
31	001	New Town 1	7.00	214.57	52,000	64,079	94,414	54,028	69,849	102,767	70,146	93,057	139,460
31	002	Stanley 2	3.00	224.67	73,400	81,350	95,000	75,899	86,625	99,802	91,521	105,485	119,147
31	003	Parshall 3	3.00	182.00	71,618	83,428	92,400	71,816	85,042	92,400	90,748	108,382	121,280
32	001	Dakota Prairie 1	3.00	184.00	52,500	78,085	100,755	54,002	78,765	100,782	91,723	126,536	157,300
32	066	Lakota 66	2.00	246.50	64,470	83,285	102,100	68,536	93,826	119,115	100,764	133,719	166,673
33	001	Center-Stanton 1	3.00	220.00	54,000	66,148	87,600	57,920	69,422	91,823	92,523	101,743	119,238

Co	Dist	DistrictName	FTEs	DaysEmployed	Min_Base	Avg_Base	Max_Base	Min_Sal	Avg_Sal	Max_Sal	Min_Comp	Avg_Comp	Max_Comp
34	006	Cavalier 6	3.00	226.67	63,581	74,572	85,000	74,531	78,755	86,175	96,877	103,964	112,226
34	100	North Border 100	4.00	183.00	55,400	69,744	91,225	55,400	78,439	118,176	77,990	101,299	135,975
34	118	Valley-Edinburg 118	3.00	222.00	60,330	71,910	92,400	66,500	77,226	92,400	89,882	104,221	125,891
35	001	Wolford 1	1.00	180.00	62,241	62,241	62,241	66,541	66,541	66,541	88,196	88,196	88,196
35	005	Rugby 5	3.00	182.00	68,000	77,667	95,000	68,050	77,683	95,000	105,797	119,238	143,395
36	001	Devils Lake 1	7.00	184.00	72,220	86,096	125,000	72,236	86,129	125,089	99,627	117,907	168,474
36	002	Edmore 2	2.00	236.50	45,000	70,000	95,000	48,381	74,003	99,624	64,175	90,928	117,681
36	044	Starkweather 44	2.00	220.00	80,000	81,267	82,533	81,113	85,035	88,957	102,178	111,123	120,067
37	019	Lisbon 19	3.00	216.00	73,158	92,447	118,482	83,732	97,191	119,332	123,252	138,650	167,675
37	024	Enderlin Area 24	3.00	213.33	63,030	71,900	82,500	76,678	79,888	83,343	105,746	110,144	114,409
38	001	Mohall-Lansford-Sherwood 1	3.00	220.00	57,454	69,699	90,675	63,418	74,487	90,675	96,400	109,194	133,706
38	026	Glenburn 26	3.00	215.33	55,750	65,167	84,000	55,920	68,780	88,652	80,933	105,152	139,144
39	008	Hankinson 8	3.00	200.00	62,541	69,847	80,000	63,244	70,503	80,535	81,773	91,508	107,011
39	018	Fairmount 18	1.00	202.00	56,500	56,500	56,500	60,800	60,800	60,800	95,279	95,279	95,279
39	028	Lidgerwood 28	2.00	230.00	71,817	75,195	78,573	79,623	83,584	87,544	118,072	123,340	128,607
39	037	Wahpeton 37	6.00	216.67	67,650	79,979	113,568	68,694	80,324	113,568	95,661	114,764	163,654
39	042	Wyndmere 42	2.00	230.00	62,464	73,512	84,560	70,099	79,697	89,294	98,787	110,123	121,458
39	044	Richland 44	3.00	213.33	56,540	66,893	84,000	60,764	69,772	87,575	85,353	101,935	127,720
40	001	Dunseith 1	4.00	260.00	54,446	63,793	74,929	60,941	74,247	91,949	84,798	100,628	122,595
40	003	St John 3	2.00	215.00	50,343	63,503	76,663	59,318	71,950	84,581	65,035	96,094	127,153
40	004	Mt Pleasant 4	3.00	213.33	50,000	62,167	84,000	55,190	66,688	84,000	71,429	82,850	99,508
40	007	Belcourt 7	10.00	243.00	70,638	92,430	128,315	70,658	94,158	139,255	103,762	129,827	177,546
40	029	Rolette 29	2.00	282.50	54,500	63,250	72,000	60,080	66,840	73,600	93,366	96,810	100,254
41	002	Milnor 2	3.00	213.33	55,720	73,485	94,886	63,105	77,047	96,396	95,909	116,577	143,651
41	003	North Sargent 3	3.00	216.00	55,200	65,400	78,000	56,800	68,634	78,000	88,156	100,877	115,831
41	006	Sargent Central 6	3.00	213.33	53,500	68,417	89,551	54,159	68,870	89,551	69,124	92,451	120,170
42	016	Goodrich 16	1.00	300.00	69,000	69,000	69,000	69,000	69,000	69,000	96,827	96,827	96,827
42	019	McClusky 19	1.00	200.00	59,000	59,000	59,000	64,312	64,312	64,312	94,712	94,712	94,712
43	003	Solen 3	2.00	231.50	53,500	62,150	70,800	68,443	70,354	72,265	95,216	101,587	107,958
43	004	Ft Yates 4	2.00	237.50	67,000	68,500	70,000	67,946	69,132	70,318	86,958	88,362	89,766
45	001	Dickinson 1	13.00	219.85	86,151	104,344	158,485	86,151	104,696	158,485	102,197	130,370	195,225
45	009	South Heart 9	3.00	211.33	39,800	60,267	79,000	40,933	61,571	80,479	57,098	85,063	109,224
45	013	Belfield 13	1.00	202.00	62,600	62,600	62,600	66,352	66,352	66,352	85,174	85,174	85,174
45	034	Richardton-Taylor 34	3.00	223.33	60,000	67,333	81,000	60,180	75,904	93,581	93,572	107,005	129,517
46	010	Hope 10	1.00	220.00	72,623	72,623	72,623	77,067	77,067	77,067	115,965	115,965	115,965
46	019	Finley-Sharon 19	2.00	240.00	48,059	63,857	79,655	55,208	72,034	88,859	70,662	100,422	130,181
47	001	Jamestown 1	12.00	184.00	73,175	88,572	133,126	73,175	88,594	133,126	99,577	115,863	161,282
47	003	Medina 3	1.00	240.00	95,000	95,000	95,000	111,689	111,689	111,689	131,979	131,979	131,979
47	010	Pingree-Buchanan 10	1.00	200.00	65,000	65,000	65,000	65,075	65,075	65,075	88,702	88,702	88,702
47	014	Montpelier 14	2.00	221.50	62,000	68,500	75,000	62,330	68,764	75,198	86,974	90,740	94,505
48	010	North Star 10	2.00	220.00	66,000	74,500	83,000	67,500	81,201	94,902	95,540	108,548	121,556
49	003	Central Valley 3	1.00	200.00	82,672	82,672	82,672	82,894	82,894	82,894	124,801	124,801	124,801
49	007	Hatton Eielson 7	2.00	216.50	67,200	82,600	98,000	68,092	83,809	99,526	103,853	118,167	132,480
49	009	Hillsboro 9	3.00	217.33	77,539	91,653	110,770	77,927	94,142	110,770	93,232	113,195	133,046
49	014	May-Port CG 14	3.00	220.00	77,700	86,900	105,300	77,700	89,670	110,333	99,629	117,143	148,369

Co	Dist	DistrictName	FTEs	DaysEmployed	Min_Base	Avg_Base	Max_Base	Min_Sal	Avg_Sal	Max_Sal	Min_Comp	Avg_Comp	Max_Comp
50	003	Grafton 3	5.00	227.40	53,560	84,302	132,575	53,560	84,302	132,575	78,005	115,604	177,558
50	005	Fordville-Lankin 5	1.00	240.00	80,863	80,863	80,863	80,863	80,863	80,863	103,697	103,697	103,697
50	020	Minto 20	2.00	210.00	55,000	57,925	60,850	75,973	78,180	80,386	88,977	92,018	95,058
50	078	Park River 78	3.00	217.33	66,771	81,690	106,300	67,200	83,738	106,300	93,690	115,547	144,090
51	001	Minot 1	31.00	225.61	64,510	99,351	170,825	64,510	99,351	170,825	83,287	125,635	207,569
51	007	United 7	3.00	213.33	56,000	77,333	95,000	56,150	77,550	95,000	78,795	107,829	130,745
51	016	Sawyer 16	1.00	182.00	27,083	27,083	27,083	27,293	27,293	27,293	32,039	32,039	32,039
51	028	Kenmare 28	3.00	221.33	65,950	75,783	92,070	74,595	83,035	94,320	96,167	105,694	119,016
51	041	Surrey 41	3.00	213.33	62,108	74,440	95,470	62,108	74,440	95,470	84,873	100,968	128,637
51	070	South Prairie 70	1.00	230.00	78,400	78,400	78,400	82,491	82,491	82,491	107,241	107,241	107,241
51	161	Lewis and Clark 161	4.00	212.25	58,010	71,105	89,300	58,010	79,258	113,627	82,514	110,848	159,668
52	025	Fessenden-Bowdon 25	2.00	220.00	53,000	59,000	65,000	56,200	67,275	78,350	79,579	96,227	112,875
52	038	Harvey 38	2.00	232.50	57,000	69,800	82,600	61,293	71,947	82,600	89,085	106,965	124,845
53	001	Williston 1	12.00	225.50	68,250	100,020	150,608	68,836	102,233	153,908	95,024	145,119	217,761
53	002	Nesson 2	3.00	214.67	52,000	63,762	70,000	53,656	66,831	76,760	64,559	88,364	102,052
53	006	Eight Mile 6	2.00	290.00	57,000	61,000	65,000	57,235	61,118	65,000	77,091	85,137	93,183
53	008	New 8	1.00	240.00	70,000	70,000	70,000	70,000	70,000	70,000	98,175	98,175	98,175
53	015	Tioga 15	3.00	220.00	69,550	77,592	91,000	76,405	81,383	91,000	97,487	103,381	114,768
53	099	Grenora 99	2.00	220.00	53,500	61,675	69,850	53,500	64,075	74,650	67,737	84,467	101,196

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