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To Whom it May Concern:

I am writing this response in opposition to HB 1251. I have been an educator in North Dakota for the past 26 years. In that time I've worked at 4 different school districts. One of those districts I left because of low pay.

HB 1251 looks to be a "fix" for upping teacher pay by reducing Superintendent pay. While an outside quick glance at Superintendent pay may look high, it's a job not many would want. In most school districts there are not pay scales for administrator pay, like there are in the big schools. Between retirements and Covid, the Superintendent position was not one that many people are waiting in line to get. In fact, last year I know of two districts that did not get a single applicant for their open position the first times they were listed. The simple rule of supply and demand is; if there is low supply then demand is high and therefore compensation is also going to be high.

By passing this legislation you are taking away local control to be able to attract a quality applicant. Some small towns aren't very desirable to live in, and therefore harder to attract applicants. The Superintendent job is not an easy job. Any job that works with a board is inherently more difficult. I should know, I was a Superintendent for two years before going back to being a High School Principal. Attracting teachers to North Dakota is a real issue we are facing, but teacher working conditions in our state are much greater than other states. I believe we need to advertise in other states the great reasons to work in North Dakota. Instead we are creating a bigger issue while trying to solve the first one. Nobody in their right mind would want to be the Superintendent of three different districts, with three different boards and try to make all parties included, happy! When that job goes unfilled the duties will trickle down and make all levels below unhappy. Either that or we will end up paying the principals in those three districts a higher salary and thus not solving anything. Even if they are filled there will be a trickle down of duties.

Your heart is in the right place, you just need to start working with educators on possible fixes for teacher salaries instead of sticking the government nose into things that should stay local control. HB 1251 is a bill that will drive educators to other states that don't have such nonsense legislation. The trickle-down affect of this bill would create more problems than it would solve. Thanks for listening.

Sincerely,

Adam Hill
High School Principal
North Sargent High School

EQUAL OPPORTUNITY EMPLOYER