



1 Testimony in opposition HB 1251

2 Chairman Heinert and members of the House Education Committee – for the record my
3 name is Dr. Aimee Copas and I serve as the Executive Director for the North Dakota
4 Council of Educational Leaders serving our K12 school leaders and directors.

5 You’ve all heard a lot of testimony today about why K12 employees do not believe this
6 bill is good for North Dakota. I get to play cleanup now and will share some data pieces
7 with you to put a bow on this testimony so that you can walk away with a few more
8 things to think about before committee work and a floor vote on this bill. I’ll also be
9 happy to take questions.

10 1. **Schools may not have all chosen to create efficiencies by sharing across**
11 **borders, but their boards HAVE created internal efficiencies.** Of the 71
12 superintendents who would be affected, over 50 of them are currently employed
13 in a combo role. They are already Superintendent/Principal and sometimes more
14 than that (athletic director, Title IX duties, bus driver, teachers, substitute
15 teachers, transportation director, facility director, food services director, Cognia
16 lead etc.). At minimum they are doing the job of two sometimes three. Other
17 employees in a small school often do the work of more than one person. The
18 extra duties these individuals do speak to the workload of most administrators in
19 a class B school. We often say the best preparation for becoming a class A sup is
20 to work class B first. In class B you wear every single hat.

21 [Click Here to See Survey](#)

22 2. **132 of ND’s 168 districts are impacted,** another 4 schools are right on the edge

23 [Click Here to See Schools Impacted](#)

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for all students in North Dakota.*

Executive Director: Aimee Copas-----Government Lead and Special Projects: Kevin Hoferz



3. **Administration numbers are incredibly low.** Of the K12 employees they only make up 4.7%. As a ratio of management to employee that is so low that we might question as to whether more administrators rather than less would help teachers feel more supported.

20-21 Teacher/Administrator Compensation report through NDDPI (Found here: <https://www.nd.gov/dpi/districtschools/finance-operations/finance/teacher-compensation>) Shows:

- i. Teachers: 9613 (FTE)
- ii. Administrators (Including Superintendents, Assistant Superintendents, Principals, Assistant Principals and Directors) 696 (FTE)
- iii. Only 4.7% of employees (Supervisor/Teacher Ratio). ****This does not include supervised ancillary staff.**
- iv. Provided by NDDPI: Ancillary Staff: 4050 (FTE) (, Cooks, Janitors, Bus Drivers, etc.) Plus, Paraprofessionals: 4666 (MISO Report)
- v. 110,000 kids
 - 1. Parents of all those kids

4. **The disparity in pay may not be quite as large as one might think.** From NDDPI compensation report...When you take a teacher’s 9-month contract and extrapolate it to a 12-month contract to mirror a superintendent the numbers are somewhat different. “Most” administrators come to the profession after becoming an experienced teacher and their leadership experience lends to the profession. Most administrators have a healthy teaching career in their background.

	Position	Average Annual Salary	Average Hourly Rate	Difference in pay	Difference in Hourly Rate	
	Average Supt	\$ 118,743.82	\$ 57.09	\$ 16,579.61	\$ 7.97	Experience Teacher difference
				\$ 31,869.20	\$ 21.79	Mid range difference
				\$ 63,374.52	\$ 30.47	1st year range difference
Extrapolating teacher salary to 12 month contract	Experienced Teacher	\$ 102,164.21	\$ 49.12			
	Mid Range Teacher	\$73,130.80	\$ 35.30			
	New Teacher	\$55,369.30	\$26.62			
				Difference from Teachers.		
	Average Principal	\$102,326	\$49.20	\$ 162.00	\$ 0.08	Experienced Teacher difference
				\$29,196	\$ 13.90	Mid range difference
	Average Principal			\$ 46,957.00	\$ 22.58	1st year range difference

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