

Hello Chairman Nathe, Representative Richter, and Members of the House Appropriations Education and Environment Committee,

For the record, my name is Donna Sorensen. I have the pleasure of serving as the Superintendent of the North Dakota School for the Deaf/Resource Center (NDSD/RC). I am providing written testimony related to HB 1013 and the budget requests related to NDSD/RC. Budgetary information was compiled by NDSD/RC Business Manager, Diane Frelich.

Information was requested by Representative Richter and the committee related to teacher salaries, paraprofessional salaries, and any additional requests that NDSD/RC would like the committee to consider.

The 23-25 Report of Teacher Salary is a document compiled by the Human Resources Management Services (HRMS) related to contracted teachers employed by state agencies. On page 2, you will find the teacher salary schedule showing steps (years of experience) and degrees/education. This schedule is based on a 187-day calendar. NDSD/RC uses this schedule to create a schedule based on our number of contracted days ranging from 180-200 days. The NDSD/RC Teacher Lane & Step 24-25 shows salaries specific to our teacher based on education and years of experience.

The NDDPI Salary Ranges 2024-2025 shows salary ranges at the various grade levels. Paraprofessionals fall in the Grade 104 level. These Grade levels are based on a full year/12 months employment and our paraprofessionals work 9 months and have benefits for 12 months. Those calculations specific to NDSD/RC paraprofessionals are listed on the NDSD/RC Paraprofessional and Teacher Comparison, which is also attached.

In addition to the requests outlined in our testimony on January 16, 2025, I would like to request an additional \$10,000 for Professional Development. In the current biennium, staff have engaged in Conscious Discipline, Crisis Prevention and Intervention, and Fairview Learning. Staff have attended regional and national conferences including the Midwest Conference on Deaf Education, Early Hearing Detection and Intervention (EHDI), Conference for Educational Administrators of Schools and programs for the Deaf (CEASD), Language First's Freeing the Butterfly conference, American Society of Deaf Children's annual conference, and many conferences related to hearing loss in adults and senior citizens. As a small state, staff at NDSD/RC are the experts on deafhood and deafness in the state. To continue our professional growth, staff must leave the state. Our original thought was to reprioritize some parts of our budget. After questions from the committee and relooking at our budget, an additional \$10,000 would support NDSD/RC staff in continuing to maintain and grow skills in working with Deaf and Hard of Hearing individuals and those with hearing loss.

Thank you for your consideration of these requests and your continued support of our agency.

**ND School for the Deaf/Resource Center**

Comparison of Paraprofessional Classified Position with a Teacher of the Deaf Non-Classified Position

Based on 187 School Calendar

New Hire

	Annual Salary	Hourly Salary	Retirement Employee Contribution	Retirement Employer Contribution	Employer Paid Health Insurance	Employer Paid EAP	Employer Paid Life Insurance	Annual Leave Accrued	Sick Leave Accrued
<b>Teacher</b> Non-Classified/Contract BA/BS Step 0 BA/BS	\$ 45,467	\$ 30.39	4%	16.75%	\$ 19,716.96	\$ 18.48	\$ 3.36	48 hours	80 hours
				\$ 7,615.72					
<b>Paraprofessional</b> Classified Grade 104	\$ 31,192	\$ 20.85	3%	13.26%	\$ 19,716.96	\$ 18.48	\$ 3.36	72 hours	72 hours
				\$ 4,136.06					

The above amounts are based on initial hire, 9 months of work, and benefit totals of what the employee would earn for 12-month period.

Teachers are hired based on their degree (lane) and years of service (step) credited up to three years per the Combined Schools Advisory Committee (CSAC) teacher policy manual.

Superintendent may request exemption from State Superintendent to exceed the three year max.

Paraprofessionals are typically hired at the minimum quartile.



**TEACHER SALARY STUDY REPORT**  
Conducted by Human Resource Management Services  
July 2022

**Purpose & Scope of Study**

This study was conducted at the request of the Superintendent of Public Instruction (DPI) and the Director of the Division of Juvenile Services, Department of Corrections & Rehabilitation, to make a comparison of public-school teacher salaries and benefits with teacher salaries and benefits at North Dakota School for the Deaf (NDSB), North Dakota School for the Blind (NDSB), and the Youth Correctional Center (YCC). The resulting product is a Composite Salary Schedule recommendation for the next biennial budget.

Salary schedules and benefit information was gathered from the following public-school districts:

- Bismarck
- Fargo
- Mandan
- West Fargo
- Grand Forks
- Minot
- Dickinson (benefit information only)

**Salary Schedule**

The 2023-2025 Composite Salary Schedule was created using the 2022-2023 salary information from the public-school districts listed above.

The average percent of increases from 2021-2022 to 2022-2023 for all districts ranged from 0% - 4.1%.

The composite salary increase for all steps and all lanes for the six districts is 2.24%. Only one school district uses the MA+60/EDD lane.

**HRMS recommends that the attached 2023-2025 Composite Salary Schedule be adopted.**

During the analysis of the school districts included in this study we found that four of the six school districts have 25-27 steps, only one has 20 (as we currently do). Based on that we are recommending that we add four steps to our schedule increasing it from 20 to 24 steps to better align with what most of the districts do.

When doing our market analysis, we use lane one-step one as the starting point that all other salaries are based on. The average annual salary increase in our study at lane 1 Step 1 is 2.58%.

The 2023-2025 Composite Salary Schedule attempts to match the market throughout the biennium so the schedule covers two years, which don't begin until 2023. Trying to anticipate market salaries for teachers two years into the future is difficult, and our feeling is that matching the annual increase of 2.58% would be too conservative (remember, 2.58 is the increase from 21-22 to 22-23 and we are planning for 23-24 through 24-25). HRMS recommends a 3.0% increase across all lanes for the planning period.

The 2023-2025 Composite Salary Schedule below is based on a 3.0% increase at Lane 1 Step 1 and every lane thereafter. The schedule is based on 187 days.

Step	BA/BS	BA/BS+15	BA/BS+30	BA/BS+45	BA/BS+60 MA/MS	MA/MS+ 15	MA/MS+ 30	MA/MS +45	MA/MS+ 60/EDD
0	45467	46497	47527	48557	49613	50849	52085	53321	54557
1	46214	47244	48274	49304	50540	51776	53012	54248	55484
2	46961	47991	49021	50051	51467	52703	53939	55175	56411
3	47708	48738	49768	50798	52394	53630	54866	56102	57338
4	48454	49484	50514	51544	53321	54557	55793	57029	58265
5	49201	50231	51261	52291	54248	55484	56720	57956	59192
6	49948	50978	52008	53038	55175	56411	57647	58883	60119
7	50695	51725	52755	53785	56102	57338	58574	59810	61046
8	51441	52471	53501	54531	57029	58265	59501	60737	61973
9	52188	53218	54248	55278	57956	59192	60428	61664	62900
10	52935	53965	54995	56025	58883	60119	61355	62591	63827
11	53682	54712	55742	56772	59810	61046	62282	63518	64754
12	54428	55458	56488	57621	60840	62076	63518	64754	65990
13	55175	56205	57235	58471	61870	63106	64754	65990	67226
14	55922	56952	57982	59321	62900	64136	65990	67226	68462
15	56669	57699	58729	60171	63930	65166	67226	68462	69698
16	57415	58445	59475	61020	64960	66196	68462	69698	70934
17	58162	59192	60222	61870	65990	67226	69698	70934	72170
18	58909	59939	60969	62720	67020	68256	70934	72170	73406
19	59656	60686	61716	63570	68050	69286	72170	73406	74642
20	60402	61432	62462	64419	69080	70316	73406	74642	75878
21	61149	62179	63209	65269	70110	71346	74642	75878	77114
22	61896	62926	63956	66119	71140	72376	75878	77114	78350
23	62643	63673	64703	66969	72170	73406	77114	78350	79586
24	63389	64419	65449	67818	73200	74436	78350	79586	80822

**HRMS recommends that teachers who reach the max Step in their appropriate Lane receive no additional increase in salary, with exception to the biennium schedule change.** The recommendation remains consistent with most of the surveyed public-school districts.

## **Benefits**

A table of Teacher Benefit Survey Information is **provided on the following page**. The survey results reflect what is in place at the present time for the 2022-2023 school year. The purpose of this information is only to show the various benefits that are provided by the school districts surveyed, not to compare the value or quality of one district's benefits to those of another.

Questions pertaining to this document, or the study may be directed to Chad Kourajian (328-1016) or Lynn Hart (328-4739) at Human Resource Management Services.

School	Health		Retirement		Life Ins.		Vision		Dental		EAP	Sick Days/ Yr	ST/LT Disability	Funeral Days	Personal Days/Yr	Other Leave*
	Dist	Emp	Dist	Emp	Offered	Coverage	Dist	Emp	Dist	Emp						
State of ND	100% all levels	0%	12.26% <sup>(8)</sup>	3%	Yes	\$7,000	0%	100%	\$0	100%	Yes	10	No	3	4	Yes
Bismarck	100%/100%/68% <sup>(6)</sup>	0%/0%/32% <sup>(6)</sup>	12.75%	11.75%	Yes	\$50,000	\$17	\$10.5	\$27/\$52 <sup>(5)</sup>	\$17/\$60 <sup>(5)</sup>	Yes	12-14 <sup>(2)</sup>	Yes	<sup>(7)</sup>	2-5 <sup>(3)</sup>	Yes
Dickinson	80% all levels	20%	16.25%	8.25%	Yes	\$50,000	0%	100%	80%	20%	Yes	13 <sup>(10)</sup>	Yes	No	0	No
Fargo	73%/67%/63% <sup>(6)</sup>	27%/33%/37%	12.75%	11.75%	Yes	\$25,000	100%	0%	60	40%	Yes	12	yes	5	3	Yes
Grand Forks	78% all levels	22%	12.75%	11.75%	Yes	\$15,000	0%	100%	0	100%	Yes	20	yes	No	2	Yes
Mandan	72% all levels	28%	12.75%	11.75%	Yes	\$50,000	100%	0%	0%	100%	Yes	10-12 <sup>(2)</sup>	Yes	5	3	Yes
Minot	95.3/94.5/89.3% <sup>(6)</sup>	4.7/5.5/10.7% <sup>(6)</sup>	12.75%	11.75%	Yes	\$10,000	0%	100%	0	100%	Yes	10	No	5	2-3	Yes
West Fargo	83.85%/83.85%/73.75% <sup>(6)</sup>	16.15%/16.15%/26.5% <sup>(6)</sup>	24.50%	0.00%	Yes	\$25,000	100% <sup>(4)</sup>	0%	100% <sup>(4)</sup>	0%	Yes	10	Yes	5	2--4	Yes

\*Educational Training, Professional Growth, Child care, Political Activity, Absence Due to Necessity, Adoption, Catastrophic/Emergency, jury duty, sabbatical, asso

- (1) Information was not included in the school district contract
- (2) Information is based on contract length (9-12 months)
- (3) based on years of experience
- (4) Single coverage
- (5) Single/Family
- (6) Single/Single plus Dependent/Family
- (7) Deducted from sick leave
- (8) Includes 7.12% employer contribution, 4% employee contribution (paid by the state), and 1.14% employer health insurance credit contribution
- (9) One day for every month of work
- (10) Combined all leave except annual leave in 13 days PTO



**NDDPI Salary Ranges**  
July 1, 2024--June 30,2025

Grade	Monthly Salary Range					Annual Salary Range				
	Min	1st CP	MPP	3rd CP	Max	Min	1st CP	MPP	3rd CP	Max
<b>101</b>	<b>\$2,181</b>	<b>\$2,545</b>	<b>\$2,908</b>	<b>\$3,272</b>	<b>\$3,635</b>	<b>\$26,172</b>	<b>\$30,540</b>	<b>\$34,896</b>	<b>\$39,264</b>	<b>\$43,620</b>
101-1	\$2,181	\$2,463	\$2,745	\$3,027	\$3,309	\$26,172	\$29,556	\$32,940	\$36,324	\$39,708
101-2	\$2,377	\$2,691	\$3,006	\$3,320	\$3,635	\$28,518	\$32,294	\$36,069	\$39,845	\$43,620
<b>102</b>	<b>\$2,572</b>	<b>\$3,001</b>	<b>\$3,430</b>	<b>\$3,858</b>	<b>\$4,287</b>	<b>\$30,864</b>	<b>\$36,012</b>	<b>\$41,160</b>	<b>\$46,296</b>	<b>\$51,444</b>
102-1	\$2,572	\$2,919	\$3,267	\$3,614	\$3,961	\$30,864	\$35,031	\$39,198	\$43,365	\$47,532
102-2	\$2,806	\$3,176	\$3,546	\$3,917	\$4,287	\$33,666	\$38,111	\$42,555	\$47,000	\$51,444
<b>103</b>	<b>\$3,039</b>	<b>\$3,546</b>	<b>\$4,052</b>	<b>\$4,559</b>	<b>\$5,065</b>	<b>\$36,468</b>	<b>\$42,552</b>	<b>\$48,624</b>	<b>\$54,708</b>	<b>\$60,780</b>
103-1	\$3,039	\$3,448	\$3,858	\$4,267	\$4,676	\$36,468	\$41,379	\$46,290	\$51,201	\$56,112
103-2	\$3,327	\$3,761	\$4,196	\$4,630	\$5,065	\$39,918	\$45,134	\$50,349	\$55,565	\$60,780
<b>104</b>	<b>\$3,614</b>	<b>\$4,216</b>	<b>\$4,818</b>	<b>\$5,421</b>	<b>\$6,023</b>	<b>\$43,368</b>	<b>\$50,592</b>	<b>\$57,816</b>	<b>\$65,052</b>	<b>\$72,276</b>
104-1	\$3,614	\$4,097	\$4,579	\$5,062	\$5,544	\$43,368	\$49,158	\$54,948	\$60,738	\$66,528
104-2	\$3,951	\$4,469	\$4,987	\$5,505	\$6,023	\$47,412	\$53,628	\$59,844	\$66,060	\$72,276
<b>105</b>	<b>\$4,288</b>	<b>\$5,002</b>	<b>\$5,717</b>	<b>\$6,431</b>	<b>\$7,146</b>	<b>\$51,456</b>	<b>\$60,024</b>	<b>\$68,604</b>	<b>\$77,172</b>	<b>\$85,752</b>
105-1	\$4,288	\$4,862	\$5,436	\$6,010	\$6,585	\$51,456	\$58,346	\$65,235	\$72,125	\$79,014
105-2	\$4,704	\$5,315	\$5,925	\$6,536	\$7,146	\$56,448	\$63,774	\$71,100	\$78,426	\$85,752
<b>106</b>	<b>\$5,120</b>	<b>\$5,973</b>	<b>\$6,827</b>	<b>\$7,680</b>	<b>\$8,533</b>	<b>\$61,440</b>	<b>\$71,676</b>	<b>\$81,924</b>	<b>\$92,160</b>	<b>\$102,396</b>
106-1	\$5,120	\$5,800	\$6,480	\$7,160	\$7,840	\$61,440	\$69,599	\$77,757	\$85,916	\$94,074
106-2	\$5,623	\$6,350	\$7,078	\$7,805	\$8,533	\$67,470	\$76,202	\$84,933	\$93,665	\$102,396
<b>107</b>	<b>\$6,125</b>	<b>\$7,178</b>	<b>\$8,203</b>	<b>\$9,229</b>	<b>\$10,254</b>	<b>\$73,500</b>	<b>\$86,136</b>	<b>\$98,436</b>	<b>\$110,748</b>	<b>\$123,048</b>
107-1	\$6,125	\$6,942	\$7,759	\$8,576	\$9,394	\$73,500	\$83,306	\$93,111	\$102,917	\$112,722
107-2	\$6,743	\$7,620	\$8,498	\$9,376	\$10,254	\$80,910	\$91,445	\$101,979	\$112,514	\$123,048
<b>108</b>	<b>\$7,360</b>	<b>\$8,587</b>	<b>\$9,813</b>	<b>\$11,040</b>	<b>\$12,267</b>	<b>\$88,320</b>	<b>\$103,044</b>	<b>\$117,756</b>	<b>\$132,480</b>	<b>\$147,204</b>
108-1	\$7,360	\$8,335	\$9,310	\$10,285	\$11,261	\$88,320	\$100,022	\$111,723	\$123,425	\$135,126
108-2	\$8,072	\$9,121	\$10,170	\$11,218	\$12,267	\$96,864	\$109,449	\$122,034	\$134,619	\$147,204
<b>109</b>	<b>\$8,784</b>	<b>\$10,248</b>	<b>\$11,711</b>	<b>\$13,175</b>	<b>\$14,639</b>	<b>\$105,408</b>	<b>\$122,976</b>	<b>\$140,532</b>	<b>\$158,100</b>	<b>\$175,668</b>
109-1	\$8,784	\$9,951	\$11,119	\$12,286	\$13,453	\$105,408	\$119,415	\$133,422	\$147,429	\$161,436
109-2	\$9,638	\$10,888	\$12,138	\$13,389	\$14,639	\$115,650	\$130,655	\$145,659	\$160,664	\$175,668
<b>110</b>	<b>\$10,491</b>	<b>\$12,239</b>	<b>\$13,988</b>	<b>\$15,736</b>	<b>\$17,485</b>	<b>\$125,892</b>	<b>\$146,868</b>	<b>\$167,856</b>	<b>\$188,832</b>	<b>\$209,820</b>
110-1	\$10,491	\$11,884	\$13,277	\$14,669	\$16,062	\$125,892	\$142,605	\$159,318	\$176,031	\$192,744
110-2	\$11,345	\$12,880	\$14,415	\$15,950	\$17,485	\$136,134	\$154,556	\$172,977	\$191,399	\$209,820

**Information Technology Salary Ranges**  
July 1, 2024--June 30,2025

Grade	Monthly Salary Range					Annual Salary Range				
	Min	1st CP	MPP	3rd CP	Max	Min	1st CP	MPP	3rd CP	Max
<b>205</b>	<b>\$4,717</b>	<b>\$5,503</b>	<b>\$6,289</b>	<b>\$7,075</b>	<b>\$7,861</b>	<b>\$56,604</b>	<b>\$66,036</b>	<b>\$75,468</b>	<b>\$84,900</b>	<b>\$94,332</b>
205-1	\$4,717	\$5,349	\$5,980	\$6,612	\$7,243	\$56,604	\$64,182	\$71,760	\$79,338	\$86,916
205-2	\$5,175	\$5,846	\$6,518	\$7,189	\$7,861	\$62,094	\$70,154	\$78,213	\$86,273	\$94,332
<b>206</b>	<b>\$5,632</b>	<b>\$6,571</b>	<b>\$7,509</b>	<b>\$8,448</b>	<b>\$9,387</b>	<b>\$67,584</b>	<b>\$78,852</b>	<b>\$90,108</b>	<b>\$101,376</b>	<b>\$112,644</b>
206-1	\$5,632	\$6,380	\$7,128	\$7,876	\$8,624	\$67,584	\$76,560	\$85,536	\$94,512	\$103,488
206-2	\$6,200	\$6,997	\$7,794	\$8,590	\$9,387	\$74,400	\$83,961	\$93,522	\$103,083	\$112,644
<b>207</b>	<b>\$6,768</b>	<b>\$7,896</b>	<b>\$9,024</b>	<b>\$10,151</b>	<b>\$11,279</b>	<b>\$81,216</b>	<b>\$94,752</b>	<b>\$108,288</b>	<b>\$121,812</b>	<b>\$135,348</b>
207-1	\$6,768	\$7,659	\$8,551	\$9,442	\$10,333	\$81,216	\$91,911	\$102,606	\$113,301	\$123,996
207-2	\$7,432	\$8,394	\$9,356	\$10,317	\$11,279	\$89,184	\$100,725	\$112,266	\$123,807	\$135,348
<b>208</b>	<b>\$8,096</b>	<b>\$9,445</b>	<b>\$10,795</b>	<b>\$12,144</b>	<b>\$13,493</b>	<b>\$97,152</b>	<b>\$113,340</b>	<b>\$129,540</b>	<b>\$145,728</b>	<b>\$161,916</b>
208-1	\$8,096	\$9,169	\$10,241	\$11,314	\$12,386	\$97,152	\$110,022	\$122,892	\$135,762	\$148,632
208-2	\$8,879	\$10,033	\$11,186	\$12,340	\$13,493	\$106,548	\$120,390	\$134,232	\$148,074	\$161,916
<b>209</b>	<b>\$9,662</b>	<b>\$11,272</b>	<b>\$12,883</b>	<b>\$14,493</b>	<b>\$16,103</b>	<b>\$115,944</b>	<b>\$135,264</b>	<b>\$154,596</b>	<b>\$173,916</b>	<b>\$193,236</b>
209-1	\$9,662	\$10,946	\$12,230	\$13,514	\$14,798	\$115,944	\$131,352	\$146,760	\$162,168	\$177,576
209-2	\$10,601	\$11,977	\$13,352	\$14,728	\$16,103	\$127,212	\$143,718	\$160,224	\$176,730	\$193,236
<b>210</b>	<b>\$11,540</b>	<b>\$13,463</b>	<b>\$15,387</b>	<b>\$17,310</b>	<b>\$19,233</b>	<b>\$138,480</b>	<b>\$161,556</b>	<b>\$184,644</b>	<b>\$207,720</b>	<b>\$230,796</b>
210-1	\$11,540	\$13,072	\$14,604	\$16,136	\$17,668	\$138,480	\$156,864	\$175,248	\$193,632	\$212,016
210-2	\$12,479	\$14,168	\$15,856	\$17,545	\$19,233	\$149,748	\$170,010	\$190,272	\$210,534	\$230,796

State of ND implemented modified set of salary ranges for positions classified in Information Services (technology), Engineering, and Trade Services (skilled trades). DPI has incorporated this into the salary structure for salary ranges 205-210.



