



# NORTH DAKOTA DEPARTMENT OF PUBLIC INSTRUCTION

## WHO WE ARE: 82.5 Team Members

Executive Leadership  
**3**

Office Leadership/Directors  
**10**

Education Program Administrators  
**34.50**

Management Information Systems  
**7**

Administrative Services  
*(Fiscal, Human Resources, Outreach & Engagement)*  
**16**

Education Program Administrative Support  
**12**

## NDDPI SALARY RANGES

In 2020, the Office of Management and Budget (OMB) implemented a broadband paygrade system, consolidating multiple paygrades. In response, the North Dakota Department of Public Instruction (NDDPI) recognized the need to better reflect the various levels of program administration within our office. To address this, NDDPI divided the State of North Dakota's pay ranges into two levels per paygrade. This approach ensures our salary structure appropriately aligns with a more accurate Market Policy Point (MPP).

The MPP represents a 100% compa-ratio of the pay range. In consideration of available funding, NDDPI hires new employees within an 85%–88% compa-ratio of the salary range. Subsequent salary increases are determined through legislative appropriations.

With the equity funds allocated in 2023, NDDPI raised the agency's average compa-ratio to 95.7%. This allowed us to acknowledge the contributions of longstanding team members and reward high performers. Despite this progress, NDDPI remains the 16th lowest-paid agency out of the 53 state agencies managed under OMB's compensation system.

## UPCOMING HIRING AND RETENTION CONCERNS

- Retaining highly qualified staff when the 2023-24 school district salary data highlights significantly higher wages for education-related positions.
- Attracting and hiring qualified team members with lower hiring rates than those offered in the broader field.
- Leveraging our current team to take on additional state or federal initiatives without compensation for increased responsibilities.
- Preparing for an upcoming retirement eligibility of 22% of our team in the 2025-2027 biennium.





# NORTH DAKOTA DEPARTMENT OF PUBLIC INSTRUCTION

## HOW WE COMPARE

**STAFFING**  
(Last 10 years)

ND School District Industry Increase  
**+13.4%**

NDDPI Decrease  
**-13.5%**

**SALARY**

2023-2024  
ND Largest Ten School Districts  
Average Daily Salaries  
*(Bismarck, Dickinson, Fargo, Grand Forks,  
Jamestown, Mandan, McKenzie County,  
Minot, West Fargo, & Williston Basin)*

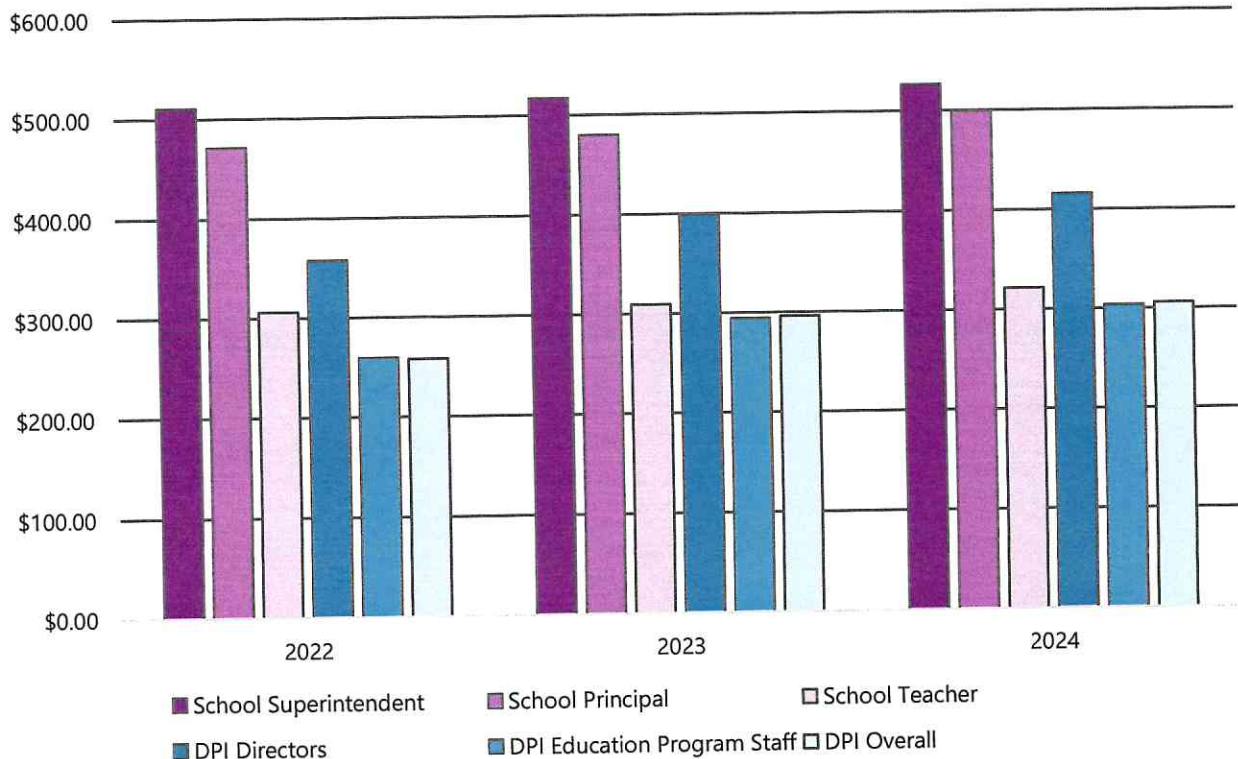
**Teachers: \$340**  
**Assistant Principals: \$515**  
**Principals: \$609**  
**Superintendents: \$894**

2025  
Average NDDPI Daily Salaries

**NDDPI Overall: \$306**

**Program Administrators: \$302**  
**Directors: \$418**

## ALL ND SCHOOL DISTRICTS / AGENCY SALARY COMPARISON





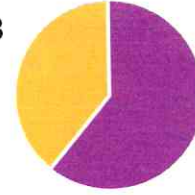


# NORTH DAKOTA DEPARTMENT OF PUBLIC INSTRUCTION

## REQUEST FOR ADDITIONAL SALARY FUNDING

**Requested \$1,023,497**

**\$399,163.83**  
(39%)



**\$624,333.17**  
(61%)

■ Federal ■ State

## DISTRIBUTION OF ADDITIONAL SALARY FUNDING

The NDDPI team is composed of high-performing professionals who consistently deliver exceptional results and are highly marketable across multiple industries. To retain top talent and remain competitive in the market, we are requesting additional equity increases for key team members and high performers.

The salary equity increase proposal would be distributed as follows:

Job Titles	Percentage Distributed	Federal	State
Education Program Administrators	51.0%	\$422,250.00	\$99,759.00
Education Directors	17.3%	\$97,480.00	\$79,470.00
Administration- <i>Fiscal, HR, Outreach &amp; Engagement</i>	15.0%	\$30,460.00	\$123,190.00
Management Information Systems	9.6%	\$24,628.00	\$73,790.00
Education Program Administrative Support	5.9%	\$48,270.00	\$11,650.00
Executive Leadership	1.2%	\$1,245.17	\$11,304.83
<b>Total</b>	<b>100.0%</b>	<b>\$624,333.17</b>	<b>\$399,163.83</b>
		<b>\$1,023,497.00</b>	

## HOW WE COMPARE AFTER ADDITIONAL SALARY FUNDING

**SALARY**

2023-2024  
ND Largest Ten School Districts  
Average Daily Salaries

**Teachers: \$340**  
**Assistant Principals: \$515**  
**Principals: \$609**  
**Superintendents: \$894**

2025  
Average NDDPI Daily Salaries

**NDDPI Overall: \$328**

**Program Administrators: \$325**  
**Directors: \$452**



**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.

