

North Dakota Department of Public Instruction

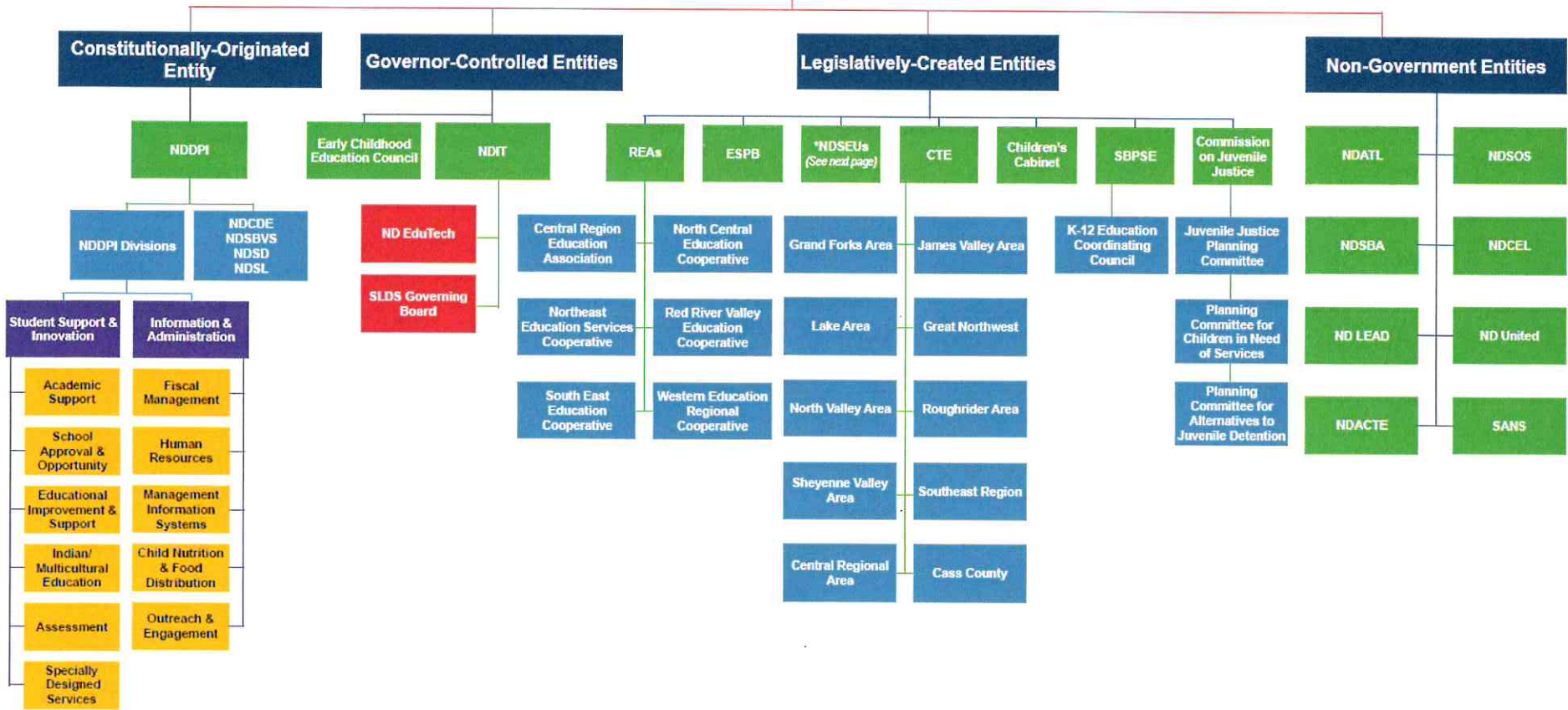
Senate Appropriations: Education & Environment

March 10, 2025



Organizational Structure

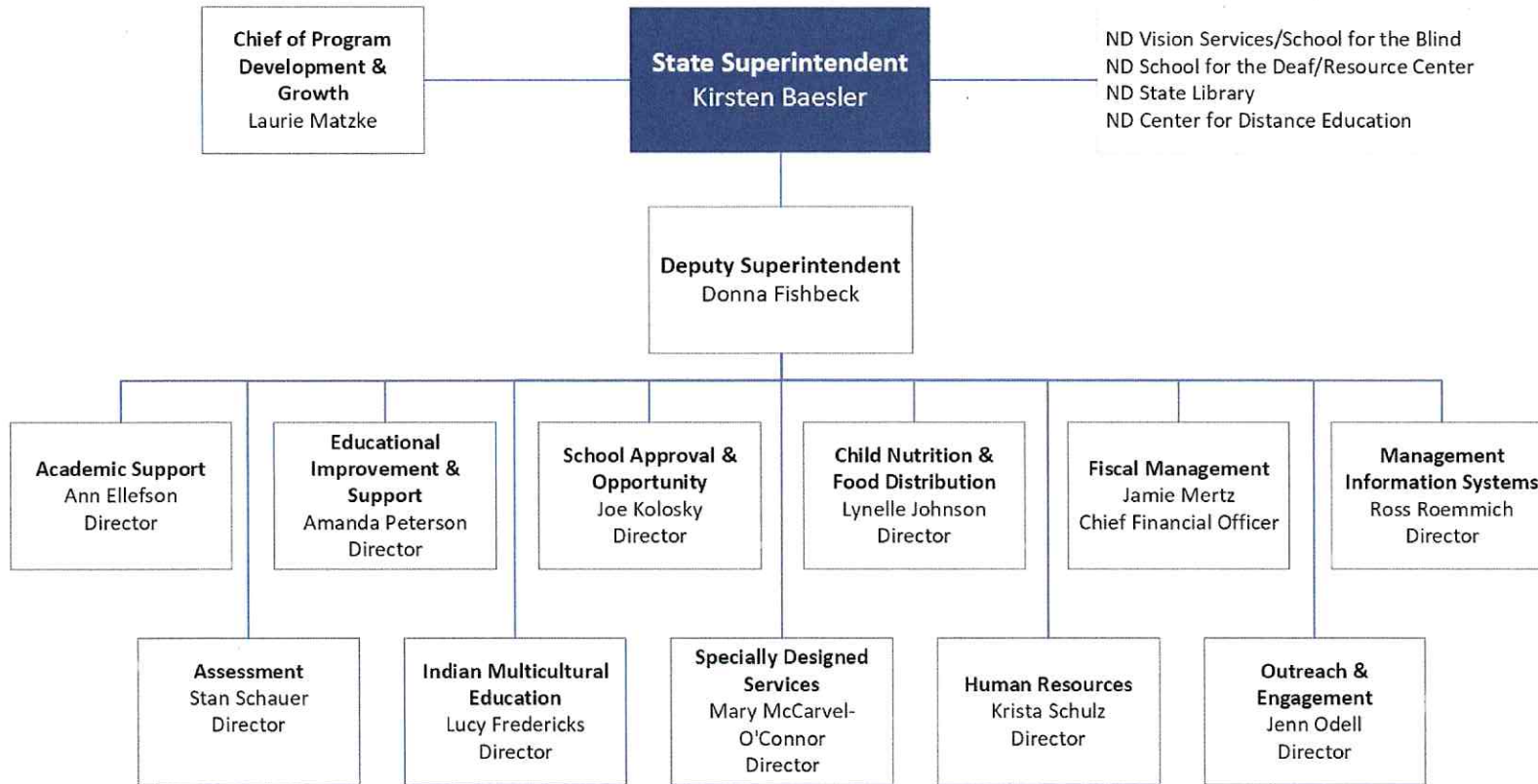
Division of ND Educational Authority
*as of October 1, 2024



CDE: Center for Distance Education
 CTE: Career and Technical Education
 ESPB: Education Standards and Practices Board
 ITD: Information Technology Department
 NDATL: North Dakota Association of Technology Leaders
 NDCEL: North Dakota Council of Educational Leaders

NDDPI: North Dakota Department of Public Instruction
 ND LEAD: North Dakota Leadership and Educational Administration Development
 NDSBA: North Dakota School Boards Association
 NDSBVS: North Dakota School for the Blind/Vision Services
 NDSEU: North Dakota Special Education Units

NDSL: North Dakota State Library
 NDSOS: North Dakota Small Organized Schools
 REA: Regional Education Association
 SANS: SysAdmin Audit Network Security
 SBPSE: State Board of Public School Education
 NDACTE: North Dakota Association of Colleges for Teacher Education



Organizational Structure

83 NDDPI Employees

- Administration (2)
- Academic Support (6)
- Assessment (5)
- Child Nutrition and Food Distribution (12)
- Education Improvement and Support (9)
- Fiscal Management (11)
- Human Resources (4)
- Indian and Multicultural Education (4)
- Management Information Systems (8)
- Outreach and Engagement (3)
- Program Development & Growth (2)
- School Approval and Opportunity (6)
- Specially Designed Services (11)

A photograph of a classroom scene, overlaid with a semi-transparent blue filter. A teacher is standing at the front of the room, facing a group of students seated at desks. The text "ND State School Superintendent" is centered over the image in white. At the top of the page, there are three horizontal bars: a yellow one on the left, a blue one in the middle, and a red one on the right.

ND State School Superintendent



Authority of the State Superintendent

- The North Dakota Constitution specifies that the “powers and duties” of the superintendent of public instruction “must be prescribed by law.” The office has only the authority that is granted by the Legislature.
- NDCC 15.1-02 outlines the duties of the superintendent of public instruction.

Examples of the State Superintendent's Duties

- Supervise elementary and secondary education
- Develop academic content standards
- Oversee the administration of student assessments
- Oversee annual updates for the statewide PK-12 Strategic Vision
- Oversee the approval for operation of public and non-public schools

State Superintendent Board & Committee Assignments

- The ND Legislature has required membership or representation from the state superintendent on over 40 boards, councils, or committees.
- These include:
 - Teachers Fund for Retirement
 - Education Standards and Practices Board
 - The Board of University and School Lands
 - State Board of Public School Education and its subsidiary board, the Board of Career and Technical Education



Audit Findings



Audit Results

- **Conclusion:** no errors, internal control weaknesses, or potential violations of law were identified.

Audit Report for the Biennium Ended June 30, 2023, p. 4 (refer to binder)



Biennium Accomplishments



Biennium Accomplishments

- Greater Math
- Science of Reading
- Network for Personalized Learning
- ND A+/Aligned Interim Assessment
- Updated ND Tribal History Textbooks
- ND FIRST
- Braided Funding Document
- Summer EBT
- K-12 Data Modernization
- Apprenticeship Programs
- Choice Ready
- Be Legendary School Board Training

A photograph of a classroom scene, overlaid with a blue tint. The image shows a teacher standing at the front of the room, facing a group of students seated at desks. The students are looking towards the teacher. The word "Staffing" is written in large, white, sans-serif font across the center of the image.

Staffing

NDDPI Staffing

Current Allocated FTE (2023-2025 Biennium)	Requested FTE (2025-2027 Biennium)
86.25 <i>(No change from 2021-2023 biennium)</i>	86.25

Filled FTE	82.5
Vacant FTE	3.75

FTE Funding Pool Overview

Transferred Funds to FTE Funding Pool

State	\$295,820.00
Federal	\$493,995.00
Total	\$789,815.00

Eligible Funds to Request from FTE Funding Pool (70%)

State	\$207,074.00
Federal	\$345,796.00
Total	\$552,870.00

FTE Funding Pool Data: July 2023 Vacancies

July 1, 2023 Vacancies
Total Vacancies: 8.75 FTE

Status	Position Number	FTE	Classification	Hire Date	FTE Funding Pool General Funds	FTE Funding Pool Federal Funds	Total FTE Funding Pool Funds Received
Filled	00001314	1	Website Communications Specialist	7/10/2023	151,200.00	16,800.00	168,000.00
Filled	00001296	1	Assistant Director	7/17/2023	52,874.00	152,751.00	205,625.00
Filled	00001250	1	Administrative Assistant III	7/25/2023	-	-	-
Filled	00001288	1	Special Education Regional Coordinator	8/1/2023	3,000.00	176,245.00	179,245.00
Filled	00001290	1	Programmer Analyst II	8/1/2023	-	-	-
Filled	00001342	1	Systems Integration Specialist	9/1/2024	-	-	-
Filled	00001297	1	Program Administrator	10/1/2024	-	-	-
Unfilled	00001327	1	Admin Assistant III	N/A	N/A	N/A	N/A
Unfilled	00030161	0.5	Administrative Assistant	N/A	N/A	N/A	N/A
Unfilled	00001333	0.25	Office Assistant	N/A	N/A	N/A	N/A
					207,074.00	345,796.00	552,870.00

Agency Biennium Turnover

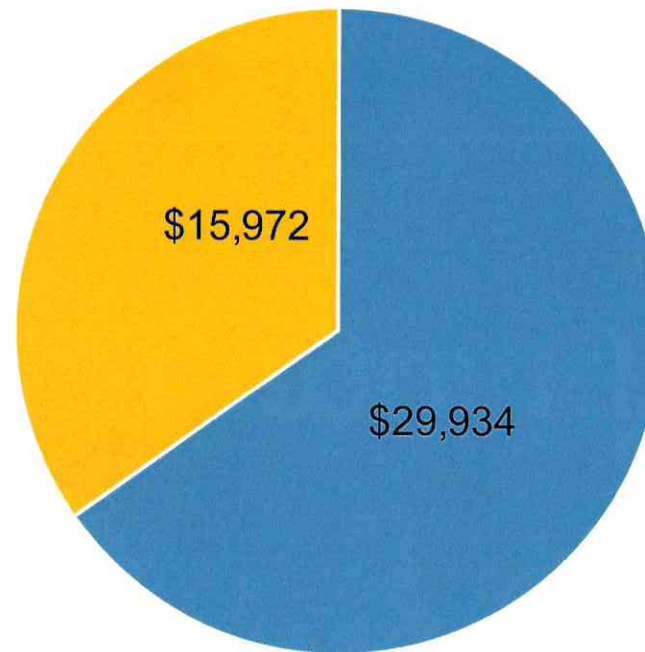
2023-2025 Turnover Rate

7.3%

Month	Total FTE Vacancies	Number of New FTE Vacancies from Prior Month	Number of Filled FTE Vacancies from Prior Month
July 1, 2023	8.75	-	-
August 1, 2023	4.75	1	5
September 1, 2023	4.75	0	0
October 1, 2023	5.75	1	0
November 1, 2023	4.75	0	1
December 1, 2023	4.75	1	1
January 1, 2024	4.75	0	0
February 1, 2024	4.75	0	0
March 1, 2024	4.75	0	0
April 1, 2024	5.75	1	0
May 1, 2024	6.75	1	0
June 1, 2024	4.75	0	2
July 1, 2024	4.75	0	0
August 1, 2024	5.75	1	0
September 1, 2024	5.75	1	1
October 1, 2024	4.75	0	1
November 1, 2024	3.75	0	1
December 1, 2024	3.75	0	0
January 1, 2025	3.75	0	0
February 1, 2025	4.75	1	0
March 1, 2025	3.75	0	1

Vacant Position General Fund Savings: \$150,578

Use of Vacant Position Savings: \$45,906



■ Leave Payouts ■ Temporary Increases

A photograph of a classroom scene, overlaid with a blue tint. The image shows a teacher standing at the front of the room, facing a group of students seated at desks. The students are looking towards the teacher. The word "Funding" is centered in white text over the image.

Funding

K-12 Funding 2025-27 Budget Request

	<u>2023-25 Appropriation</u>	<u>Base Budget</u>	<u>Agency Request</u>
Salaries and wages	\$ 20,517,635	\$ 19,964,765	\$ 22,805,360,
Operating expenses	34,900,858	32,793,320	47,872,460
Integrated formula payments	2,299,674,851	2,299,674,851	2,299,674,851
Grants - special education	24,000,000	24,000,000	24,000,000
Grants - transportation	58,100,000	58,100,000	58,100,000
COVID relief funds	179,715,410	-	-
Grants - state program grants	24,512,000	17,205,000	26,616,027
Grants - passthrough grants	9,907,113	3,569,000	5,535,000
Grants - federal grants	311,486,676	382,738,893	412,444,602
K-12 data management	5,775,000	5,775,000	5,775,000
Reporting system rewrite	9,780,703	-	-
National board certification	176,290	176,290	376,290
	<u>\$ 2,978,546,536</u>	<u>\$ 2,843,997,119</u>	<u>\$ 2,902,999,590</u>
General funds	\$ 1,729,027,519	\$ 1,728,750,445	\$ 1,752,268,031
Federal funds	529,432,290	418,377,649	451,396,534
Special funds	<u>720,086,727</u>	<u>696,869,025</u>	<u>699,335,025</u>
	<u>\$ 2,978,546,536</u>	<u>\$ 2,843,997,119</u>	<u>\$ 2,902,999,590</u>

2023-25 One-Time Funding

- Science Experiment Grants – \$5,500,000
- Statewide Teacher Retention Program – \$2,300,000
- Statewide Reading Tool – \$1,600,000
- Be Legendary School Board Training Grants – \$1,500,000
- Science of Reading – \$1,000,000
- Reading Learning Program – \$558,000
- Dyslexia Training Program – \$279,000
- Regional Education Association Grants – \$70,000

Agency Fees

- **GED – \$6,400 collected in 2021-23 biennium**
 - \$10 – Duplicate Certificate
 - \$2 – Transcript

Encumbered ESSER Funds – 2026

- Parshall Public Schools – \$372,352
- Reading Tool – \$746,403
- NDCDE – \$552,746
- KnowledgeWorks – \$219,290
- Science of Reading – \$264,824
- Native American EU – \$187,500
- Dual Credit – \$165,843
- High Impact Tutoring – \$113,350
- ACT Tutoring – \$90,000
- Other – \$330,702



Requested Changes

2025-27 Funding Requests

^funded

~partially funded

*not funded

- **Salaries & Wages**

- \$1,023,497* – Salary Equity Increases; General Fund 39%/Other Funds 61%

- **Agency Operating**

- \$150,000^ – Summer EBT Administration; General Fund
- \$650,000^ – ND History and Tribal Textbook Printing; General Fund; One-Time
- \$1,350,000^ – Federal Comprehensive Literacy Administration; Federal Fund; One-Time
- \$6,000,000~ – School Improvement Contract; General Fund
- \$2,500,000~ – School Food Processing Program; Special Fund
- \$1,500,000~ – ND FIRST Implementation; General Fund
- \$2,729,140* – USED Maintenance of Equity Finding; General Fund; One-Time

26

2025-27 Funding Requests – cont'd

^funded

~partially funded

*not funded

• Grants – Program Grants

- \$2,300,000[^] – Teacher Retention Program (Vital Network); General Fund
- \$1,500,000[^] – Be Legendary Board Training; General Fund
- \$1,000,000[^] – Science of Reading; General Fund
- \$300,000[^] – Native American Essential Understandings; General Fund; One-Time
- \$300,000[^] – Indians into STEM; General Fund
- \$300,000[^] – Dyslexia Identification Training; General Fund; One-Time
- \$500,000* – Adult Education IET Grants; Funding Change
- \$500,000* – Superintendent Grant Pool; Funding Change
 - \$1,536,027~ – Leveraging the Senior Year
 - \$50,000~ – Building Tomorrow's Leaders
 - \$150,000~ – Family Engagement
- \$200,000* – National Board Certification Cohort Program

2025-27 Funding Requests – cont'd

^funded

~partially funded

*not funded

- **Grants – Other Grants (Federal Funds)**

- \$27,000,000[^] – Federal Comprehensive Literacy Grant; Federal Fund; One-Time
- \$2,705,709[^] – Local Food for Schools and Child Care Providers Cooperative Agreement Program; Federal Fund; One-Time

Additional Sections Requested

^included

~partially included

*not included

- **Carry forward of unexpended funds for:**
 - ESSER[^]
 - State Automated Reporting System (STARS update)[^]
 - Leveraging the Senior Year^{*}
- **FTE Position Adjustment^{*}**
 - Included in Governor Burgum's version of HB1013
- **Change PowerSchool to K-12 Data Management System[~]**

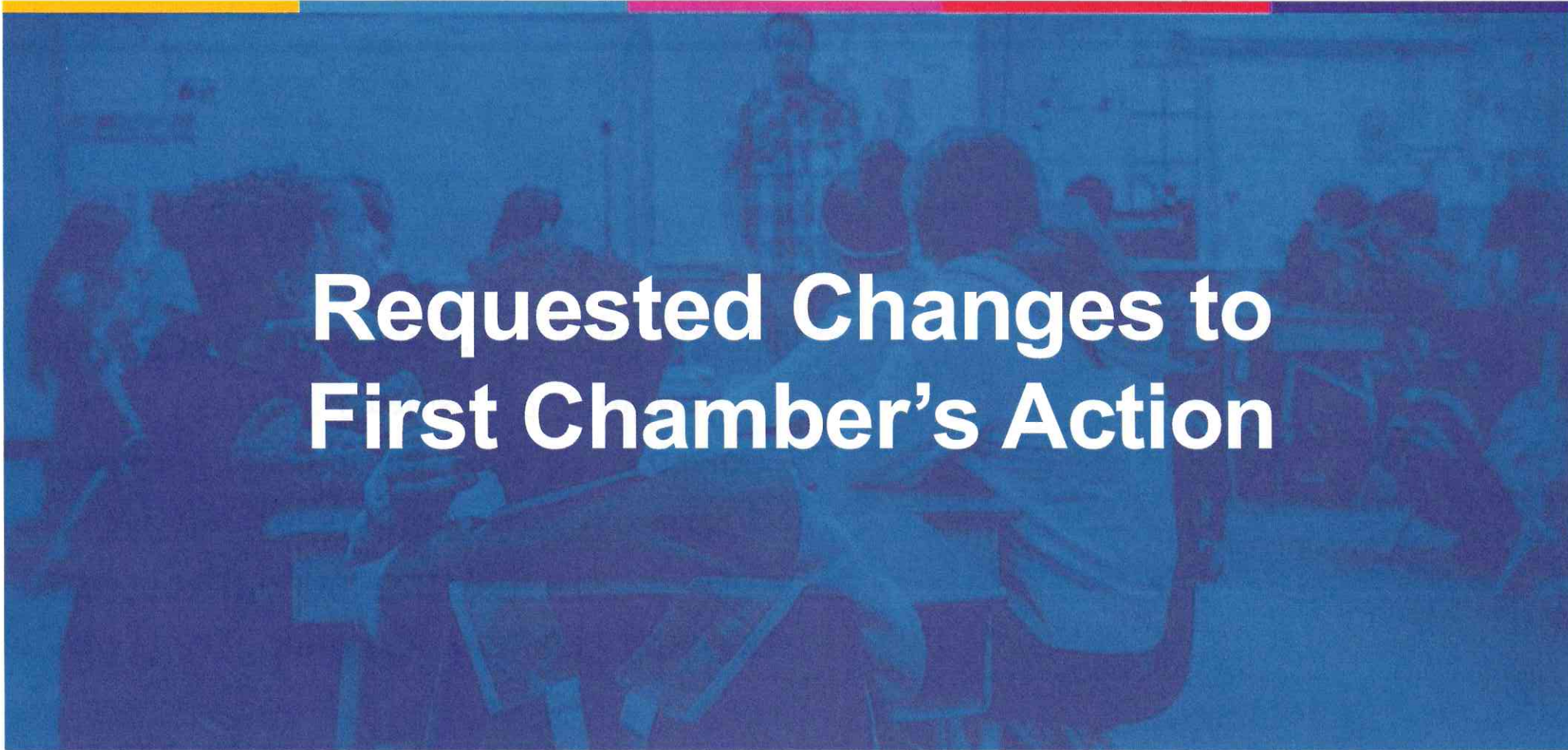
A photograph of a classroom scene, overlaid with a blue tint. The image shows a teacher standing at the front of the room, facing a group of students seated at desks. The students are looking towards the teacher. The text "Budgetary Impact of Upcoming Bills" is centered over the image in a large, white, sans-serif font.

Budgetary Impact of Upcoming Bills



Potential Significant Fiscal Impact from Other Bills

- HB1130 (Foundation Aid): \$12.5 million
- HB1168 (Foundation Aid): \$120.7 million
- HB1214 (Transportation): \$10 million
- HB1369 (Foundation Aid): \$175 million
- SB2213 (Math Grants): \$1.2 million
- HB2234 (Choice Ready Grants): \$2 million



Requested Changes to First Chamber's Action



Changes to House Passed HB1013

- Salary Equity Increase – Asked \$1,023,497; received \$0
- Adult Ed Increase – Asked \$500,000; received \$0
- National Board Cert Cohort Program – Asked \$200,000; received \$0
- School Improvement Contract– Asked \$6,000,000; received \$4,712,385
- ND FIRST – Asked \$1,500,000; received \$1,000,000
- Food Processing – Asked \$2,000,000; received \$2,000,000; requesting additional \$500,000
- School Lunch – With increase to 225% poverty level; need additional \$2,800,000
- Return to Grant Pool



NDDPI Salary Equity Request



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
101	\$2,181	\$2,545	\$2,908	\$3,272	\$3,635	\$26,172	\$30,540	\$34,896	\$39,264	\$43,620
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
102	\$2,572	\$3,001	\$3,430	\$3,858	\$4,287	\$30,864	\$36,012	\$41,160	\$46,296	\$51,444
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
103	\$3,039	\$3,546	\$4,052	\$4,559	\$5,065	\$36,468	\$42,552	\$48,624	\$54,708	\$60,780
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
104	\$3,614	\$4,216	\$4,818	\$5,421	\$6,023	\$43,368	\$50,592	\$57,816	\$65,052	\$72,276
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
105	\$4,288	\$5,002	\$5,717	\$6,431	\$7,146	\$51,456	\$60,024	\$68,604	\$77,172	\$85,752
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
106	\$5,120	\$5,973	\$6,827	\$7,680	\$8,533	\$61,440	\$71,676	\$81,924	\$92,160	\$102,396
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
107	\$6,125	\$7,178	\$8,203	\$9,229	\$10,254	\$73,500	\$86,136	\$98,436	\$110,748	\$123,048
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
108	\$7,360	\$8,587	\$9,813	\$11,040	\$12,267	\$88,320	\$103,044	\$117,756	\$132,480	\$147,204
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
109	\$8,784	\$10,248	\$11,711	\$13,175	\$14,639	\$105,408	\$122,976	\$140,532	\$158,100	\$175,668
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
110	\$10,491	\$12,239	\$13,988	\$15,736	\$17,485	\$125,892	\$146,868	\$167,856	\$188,832	\$209,820
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

Hiring Compa-Ratio: 85-88%

Average Compa-Ratio: 95.7%

16th lowest-paid agency out of 53 agencies managed under OMB's compensation system

Who We Are

Executive Leadership
2

Management Information
Systems
7

Office Leadership/Directors
12

Administrative Services
(Fiscal, Human Resources, Outreach &
Engagement)
15

Education Program
Administrators
34.50

Education Program
Administrative Support
12

Upcoming Hiring and Retention Concerns

- Retaining highly qualified staff when significantly lower wages for education-related positions.
- Attracting and hiring at lower hiring rates.
- Leveraging the current NDDPI team to take on additional state and federal initiatives.
- Preparing for upcoming retirement eligibility of 22% of the NDDPI team.

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

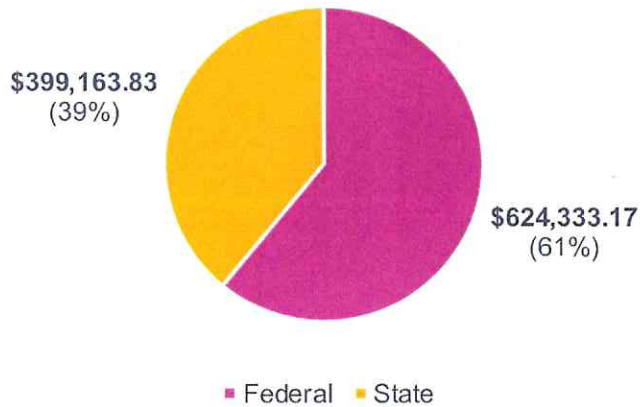
2025
Average NDDPI Daily Salaries

NDDPI Overall: \$306

Program Administrators: \$302
Directors: \$418

Request for Salary Equity Funding

Requested \$1,023,497



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 & 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
Total	100.0%	\$624,333.17	\$399,163.83
		\$1,023,497.00	

How We Compare After Equity Adjustments

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

A photograph of a classroom scene, overlaid with a blue tint. A teacher is standing at the front of the room, and several students are seated at desks, some looking towards the teacher. The word "QUESTIONS?" is written in large, white, bold, sans-serif capital letters across the center of the image.

QUESTIONS?

