

1999 SENATE EDUCATION

SB 2123

1999 SENATE STANDING COMMITTEE MINUTES

BILL/RESOLUTION NO. SB2123

Senate Education Committee

Conference Committee

Hearing Date February 1, 1999

Tape Number	Side A	Side B	Meter #
1		x	5168-end
2	x		0-1983
2 Defective Tapes		x	2256-4201
Committee Clerk Signature <i>Linda Christman</i>			

Minutes:

Opened hearing on SB2123.

Testimony in Favor:

SENATOR KELSH , no written testimony. We are losing our teachers. To maintain rural and all schools we need a pool to attract teachers. If we continue to roll over we will never catch up.

SENATOR FREBORG : Unfortunately we didn't attach an amendment.

SENATOR KELSH : Hope to remedy that.

Testimony in Favor:

Ron Torgeson, ND Council of Educational Leaders, No written but urged a DO PASS.

SENATOR COOK : First year of biennium salary increases went up 5 ½ million.

Testimony in Favor:

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Senate Education Committee

Bill/Resolution Number SB2123

Date February 1, 1999

Max Laird, President of NDEA. Testimony attached. Lengthy discussion over distributed materials. Urged a DO PASS.

Testimony in Favor: Dean Bard, ND Small Organized Schools, No Written, Urged a DO PASS.

Closed hearing on SB2123.

SENATOR KELSH : After listening to testimony we know the biggest problem is attracting and retention of good teachers. Pool is getting smaller. Ignored what is happening to teacher's salaries and think it is time to take a stand.

SENATOR FREBORG : 12 million included in the Governor's budget was included in foundation aid for the coming biennium. If we should pass this bill we either are only going to have 10 million left for the next biennium or we are going to have to cut somebody's program to find 12 million.

SENATOR FREBORG : Do you really believe we should be setting teacher's salaries.

SENATOR KELSH : We just continue to ignore what they are saying out there.

SENATOR WANZEK : Feel local districts should set that, we should make every effort possible to get as much money as we can in the foundation aid and hope the schools are smart enough to reward good people and try and keep them.

SENATOR COOK : Firm believer that by addressing retirement program and making it portable, 100% portable, their share and employers share, as early age as possible and that would cause teachers salaries to go up.

SENATOR REDLIN : Except there will be 12 million less.

SENATOR COOK : Move a DO NOT PASS on SB2123.

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Senate Education Committee

Bill/Resolution Number SB2123

Date February 1, 1999

SENATOR WANZEK : 2nd

Vote 4 Yes 3 NO

CARRIER: SENATOR FREBORG

FISCAL NOTE

(Return original and 10 copies)

Bill/Resolution No.: SB 2123

Amendment to: _____

Requested by Legislative Council

Date of Request: 12-30-98

1. Please estimate the fiscal impact (in dollar amounts) of the above measure for state general or special funds, counties, cities, and school districts.

Narrative:

This bill authorizes the distribution of any funds appropriated for foundation aid and transportation for the 1997-99 biennium remaining after the April 1, 1999 payment. The distribution must be made on the basis of the average daily membership of each school district during the 1997-98 school year. Districts must use 60% of the amount distributed for supplemental salary payments to professional staff.

As of January 1999, the Department is projecting a remaining balance of \$12,377,464. The average daily membership for the 1997-98 school year is 111,810.70. This results in an additional payment of \$110.70

2. **State** fiscal effect in dollar amounts:

1997-99 Biennium		1999-2001 Biennium		2001-03 Biennium	
General Fund	Special Fund	General Fund	Special Funds	General Fund	Special Funds

Revenues:

Expenditures: 12,377,464

3. What, if any, is the effect of this measure on the appropriation for your agency or department:

- a. For rest of 1997-99 biennium: None (the amount is anticipated turnback)
- b. For the 1999-2001 biennium: 0
- c. For the 2001-03 biennium: 0

4. **County, City, and School District** fiscal effect in dollar amounts:

1997-99 Biennium			1999-2001 Biennium			2001-03 Biennium		
Counties	Cities	School Districts	Counties	Cities	School Districts	Counties	Cities	School Districts
		12,377,464			0			0

*Additional space is needed
if the amount is not stated*

Signed *Jerry Coleman*

Typed Name Jerry Coleman

Date Prepared: 01-06-99

Department ND Dept of Public Instruction

Phone Number 328-4051

Date: 2/1/99
Roll Call Vote #: _____

1999 SENATE STANDING COMMITTEE ROLL CALL VOTES
BILL/RESOLUTION NO. SB 2123

Senate EDUCATION _____ Committee

Subcommittee on _____
or
 Conference Committee

Legislative Council Amendment Number _____

Action Taken Move Do Not Pass on SB2123

Motion Made By Cook Seconded By Wanzek

Senators	Yes	No	Senators	Yes	No
Senator Freborg, Chairman	✓				
Senator Cook, Vice Chairman	✓				
Senator Flakoll	✓				
Senator Wanzek	✓				
Senator Kelsh		✓			
Senator O'Connell		✓			
Senator Redlin		✓			

Total (Yes) 4 No 3

Absent _____

Floor Assignment Freborg

If the vote is on an amendment, briefly indicate intent:

REPORT OF STANDING COMMITTEE (410)
February 1, 1999 5:38 p.m.

Module No: SR-20-1632
Carrier: Freborg
Insert LC: . Title: .

REPORT OF STANDING COMMITTEE

SB 2123: Education Committee (Sen. Freborg, Chairman) recommends DO NOT PASS
(4 YEAS, 3 NAYS, 0 ABSENT AND NOT VOTING). SB 2123 was placed on the
Eleventh order on the calendar.

1999 TESTIMONY

SB 2123

Poll Shows Educators Deserve More Money

According to a recent UND Bureau of Governmental Affairs statewide poll, 72.2 percent of state residents polled agree with the NDEA's position that North Dakota average teacher salaries are too low.

NDEA President Max Laird said that when asked the question, what do you think about the average salaries paid teachers in North Dakota, respondents overwhelmingly were in favor of increasing teachers' salaries. The responses to teachers' salaries were: 1.6 percent said too high, 16.4 percent said about right, 72.2 percent said too low and 9.8 percent said they didn't know. "Research also has confirmed that the most significant influence on student achievement is the quality of the classroom teacher. If we continue to shortchange and lose our educators, what's going to happen to our kids?"

According to Laird other polling questions and responses also showed favorable responses to public schools and the kids of North Dakota.

Respondents were asked if they would favor a proposal in the legislature to in-

crease teachers' salaries if it meant an increase in taxes. 59.4 percent favored such a proposal with 31.4 percent against and 9.2 percent not knowing.

Another question asked was whether leftover money appropriated for schools should be kept for schools or should go back to the state's general fund? 84.4 percent of those polled said to keep the money for schools, 13.4 percent said it should go back to the general fund and 2.2 percent said they didn't care.

When asked if the school year should be longer so students would spend more time in classes, respondents answered 71.2 percent against lengthening the school year, 25.4 percent said it should be lengthened and 3.4 percent said they didn't know.

"NDEA is addressing this concern by sponsoring legislation that will address the concerns generated from the passage last session of SB2173—which changed the number of hours in a school day," said Laird. "Because of a number of flexibility and safety issues arising from SB2173, we are asking the Legislature to approve a bill that allows flexibility in the use of manda-

tory attendance time for one-third of a day for four days of the 173 student contact days."

What do you think about the present level of state spending on K-12 public schools in North Dakota? 32.8 percent said spending was about right, 4.2 percent said too high, 43.6 percent said too low, and 19.4 percent said they didn't know.

When questioned as to whether public tax money be made available to help parents pay for private or parochial schools, 62.7 percent of those polled said no, 30.9 percent said yes, and 6.4 percent said they didn't care.

"A surprising part of the poll was that only about half of the people had children or grandchildren attending a K through 12 public school in North Dakota," said Laird.

"Our citizens think public education is a top priority, and hopefully the 1999 Legislature will start listening to its constituents," said Laird.

The poll was conducted by telephone among a random sampling of 500 North Dakota households ages 18 and above with a 4.5-point error margin.

Compaq Offers Grant Program

K-12 teachers in each state, in the District of Columbia and in Department of Defense schools, who can demonstrate successful use of computer technology in their classrooms are eligible to win a Compaq computer for their classrooms.

There will be more than 100 winners—two in each state, DC, and Department of Defense schools overseas. The program offers applicants whose classroom projects rely on computer technology the chance to win a Compaq computer for their classrooms. They must submit an application on-line to share information about their projects.

The deadline for submitting applications is Feb. 15, 1999. The applications are available only via the web at Compaq's education site: <http://www.compaq.com/education/k12>

Testimony on SB 2123
Max Laird, NDEA President

I am here to urge your support on SB 2123. This bill is an opportunity to say to the entire state of North Dakota that kids come first. This is also an opportunity to say to every teacher in the state that 'WE CARE.'

There are many ways to give accolades to people, but the accolade teachers want to hear today is "we are prepared to compensate you for what you do for our kids." Although North Dakota teachers turn out the best product in the nation, they are the lowest paid. Isn't it about time the state showed them some respect for the product they turn out by increasing their salaries? The situation in our state is getting serious. Statistics show that large numbers of teachers throughout our state are reaching retirement age. We are beginning to see shortages in both the numbers and quality of people wanting to teach in North Dakota. In a very short time, the state won't be able to find teachers. Ask yourself the question: Why would anyone want to teach in North Dakota when across the border they can make almost \$10,000 more?

All teachers really want to do is teach, care about kids and be respected for what they do. SB 2123 would start giving North Dakota teachers some recognition for what they do for our kids.

Let's look for a minute at the three sections of this legislation before you.

Section one of this bill suggests that the excess funds in the foundation aid program be returned to schools and redistributes the money. Prior to 1995, language existed that said excess money must be distributed, in 1997 there was no language, but the money was redistributed and dedicated to technology. In 1999, legislation has already been proposed to insure the distribution of excess funds in future bienniums.

The foundation aid program is very complex, and the public has a hard time understanding it. When the legislature says \$40 million dollars in foundation aid is available, the public believes that figure. But, you and I know better. When we are asked, "Did schools get every dollar they were promised or deserved in the last biennium?" We have to answer "no." There is still \$12 million dollars left in the total appropriation that is yet unencumbered. To move it to the next biennium says very little to schools, kids, teachers and communities. SB 2123 would move that \$12 million dollars in foundation aid back to the schools and help them survive now.

Please see attached documents...

Section two of the bill asks that 60 percent of the excess \$12 million be allocated to compensate staff. Here are some of the reasons it is time for North Dakota to start addressing the issue of teacher salary increases:

*Recruiting and retaining teachers is becoming difficult. Nationwide salaries went up 3.4 percent over the last year. North Dakota teachers salaries barely made a 2 percent gain. So, we still remain at the bottom of the heap.

*Reducing our high standards is not an answer. It would only hurt the kids of North Dakota.

*While nearly 80 percent of school budgets go to compensate teachers, we're only asking for 60 percent of the \$12 million to go towards salaries.

Section 3 of the bill allows for both the school and staff to determine the allocation of the leftover dollars.

If we address the issue of recruitment and retention legislation now, we have the potential of improving our state's economy overall. New teachers will stay here and raise families, while senior teachers will retire here and add to our economy.

Rumors are flying throughout the media that the excess \$12 million in foundation aid is moot, but we would like to ask that you take under consideration how important a good public education is to the kids of our state. Remember, excess funds were returned to the schools in the past, they will be returned to the schools in the future, so why can't they be returned to the schools now?

This bill requires a 2/3 vote of this Legislature, but we believe that it is of such importance to kids and the future of quality public education in our state that you will vote "Do Pass" on this issue.

North Dakota Education Association

Summary Benchmark Statistics

	Mean	Median	Low	High
BA Minimum	\$18,128	\$18,000	\$14,800	\$23,200
BA Mid	\$20,639	\$20,591	\$14,800	\$27,900
BA Maximum	\$23,058	\$22,475	\$14,800	\$33,500
MA Minimum	\$15,734	\$19,855	\$0	\$27,000
MA Mid	\$17,991	\$22,435	\$0	\$31,200
MA Maximum	\$23,227	\$28,588	\$0	\$41,804
Non-Doc Max	\$29,454	\$29,940	\$14,800	\$47,145
Schedule Max	\$29,466	\$29,940	\$14,800	\$47,145

BA = Bachelor of Arts degree

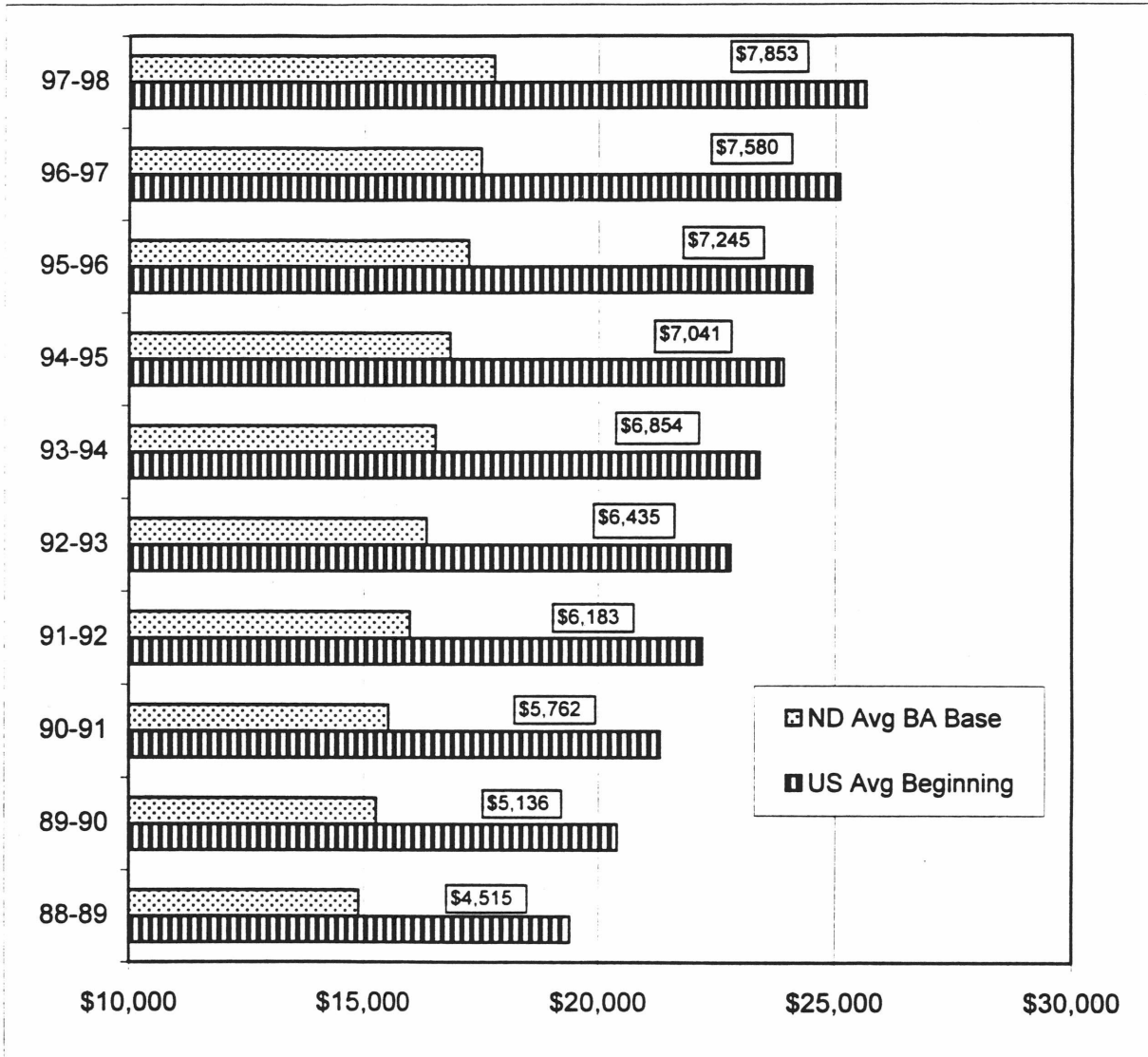
MA = Master's degree

AVERAGE BEGINNING SALARY COMPARISON ND vs US

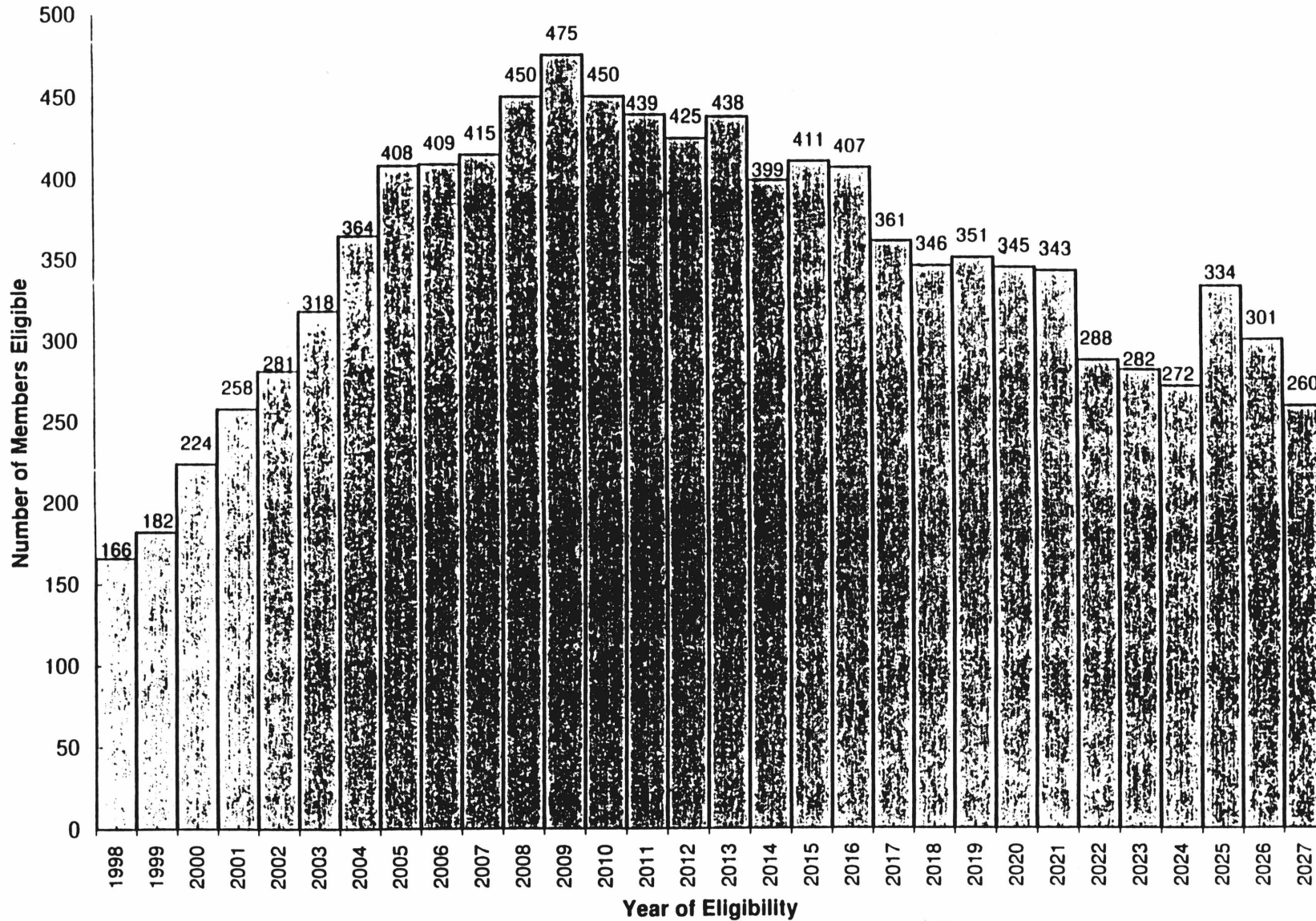
	US Avg Beginning	ND Avg BA Base	\$ Difference	% ND of US
88-89	\$19,400	\$14,885	\$4,515	76.7%
89-90	\$20,400	\$15,264	\$5,136	74.8%
90-91	\$21,300	\$15,538	\$5,762	72.9%
91-92	\$22,200	\$16,017	\$6,183	72.1%
92-93	\$22,800	\$16,365	\$6,435	71.8%
93-94	\$23,400	\$16,546	\$6,854	70.7%
94-95	\$23,900	\$16,859	\$7,041	70.5%
95-96	\$24,500	\$17,255	\$7,245	70.4%
96-97	\$25,100	\$17,520	\$7,580	69.8%
97-98	\$25,650	\$17,797	\$7,853	69.4%
98-99				
99-00				

Source for ND Avg.: Analysis of Salary Schedules in North Dakota Schools, NDEA

Source for US Avg.: National Education Association



TFFR Member Retirement Eligibility Profile (as of July 1 of each year)



- Notes**
- 1) Data taken from current active and inactive vested member population of 10,402 members for the 30 year period from 1998 through 2027.
 - 2) **Eligible to retire** is when members reach Rule of 85 or age 65, whichever occurs first.
 - 3) Through 1997 fiscal year, 405 members were eligible to retire, but have not yet retired.
 - 4) After 2027 fiscal year, 341 members will be eligible to retire.

1998-99 BASE SALARY REPORT

District	97-98 Base	98-99 Base	98-99 Rank	\$ Increase	% Increase
Grand Forks	\$20,375	\$23,000	1	\$2,625	12.88%
Belcourt	\$22,000	\$22,500	2	\$500	2.27%
Bismarck	\$22,142	\$22,142	3	\$0	0.00%
Kulm	\$20,500	\$21,115	4	\$615	3.00%
Neché	\$20,450	\$21,000	5	\$550	2.69%
Hebron	\$20,400	\$20,800	6	\$400	1.96%
Mandaree	\$20,800	\$20,800	7	\$0	0.00%
Beulah	\$20,100	\$20,400	8	\$300	1.49%
Minto	\$20,000	\$20,300	9	\$300	1.50%
Cavalier	\$20,150	\$20,250	10	\$100	0.50%
Hillsboro	\$19,500	\$20,200	11	\$700	3.59%
North Central 65 (Rogers)	\$19,500	\$20,100	12	\$600	3.08%
Emerado	\$19,528	\$20,016	13	\$488	2.50%
Oliver-Mercer Sp Ed	\$19,825	\$20,000	14	\$175	0.88%
Hazen	\$19,600	\$19,800	15	\$200	1.02%
Strasburg	\$18,300	\$19,800	16	\$1,500	8.20%
McKenzie Co	\$19,550	\$19,790	17	\$240	1.23%
Carrington	\$19,650	\$19,750	18	\$100	0.51%
May-Port CG	\$19,600	\$19,700	19	\$100	0.51%
Fargo	\$19,225	\$19,625	20	\$400	2.08%
Drayton	\$18,900	\$19,600	21	\$700	3.70%
Center	\$19,580	\$19,580	22	\$0	0.00%
Manvel	\$19,000	\$19,570	23	\$570	3.00%
Glen Ullin	\$19,340	\$19,533	24	\$193	1.00%
Larimore	\$19,200	\$19,500	25	\$300	1.56%
Maple Valley	\$18,500	\$19,500	26	\$1,000	5.41%
Minot	\$19,100	\$19,450	27	\$350	1.83%
Jamestown	\$19,050	\$19,400	28	\$350	1.84%
Dunseith	\$19,360	\$19,360	29	\$0	0.00%
Langdon	\$18,250	\$19,350	30	\$1,100	6.03%
Edmore	\$19,100	\$19,300	31	\$200	1.05%
Mandan	\$18,775	\$19,300	32	\$525	2.80%
Park River	\$18,700	\$19,200	33	\$500	2.67%
Central Cass	\$18,625	\$19,184	34	\$559	3.00%
Dodge	\$18,900	\$19,100	35	\$200	1.06%
Valley	\$18,600	\$19,050	36	\$450	2.42%
ECCFEC Sp Ed	\$18,400	\$19,000	37	\$600	3.26%
Pembina	\$18,000	\$19,000	38	\$1,000	5.56%
Upper Valley Sp Ed	\$18,100	\$19,000	39	\$900	4.97%
Walhalla	\$18,500	\$19,000	40	\$500	2.70%
New Rockford	\$18,600	\$18,975	41	\$375	2.02%
Rural Cass Co Sp Ed	\$18,975	\$18,975	42	\$0	0.00%
Richland	\$18,800	\$18,950	43	\$150	0.80%
ND YCC	\$18,760	\$18,940	44	\$180	0.96%
Nesson	\$17,900	\$18,900	45	\$1,000	5.59%
Velva	\$17,900	\$18,900	46	\$1,000	5.59%
Washburn	\$18,000	\$18,900	47	\$900	5.00%

District	97-98 Base	98-99 Base	98-99 Rank	\$ Increase	% Increase
Rolette	\$17,450	\$18,050	99	\$600	3.44%
Berthold	\$18,000	\$18,000	100	\$0	0.00%
Bowbells	\$18,000	\$18,000	101	\$0	0.00%
Bowdon	\$17,760	\$18,000	102	\$240	1.35%
Burke Central	\$17,500	\$18,000	103	\$500	2.86%
Divide Co	\$17,800	\$18,000	104	\$200	1.12%
Fairmount	\$17,125	\$18,000	105	\$875	5.11%
Fordville	\$18,000	\$18,000	106	\$0	0.00%
Grenora	\$17,800	\$18,000	107	\$200	1.12%
Hatton	\$17,750	\$18,000	108	\$250	1.41%
Lankin	\$18,000	\$18,000	109	\$0	0.00%
Maddock	\$17,500	\$18,000	110	\$500	2.86%
Mapleton	\$18,000	\$18,000	111	\$0	0.00%
McClusky	\$18,000	\$18,000	112	\$0	0.00%
New Town	\$17,800	\$18,000	113	\$200	1.12%
Souris Valley Sp Ed	\$17,330	\$18,000	114	\$670	3.87%
Stanley	\$17,400	\$18,000	115	\$600	3.45%
Twin Buttes	\$18,000	\$18,000	116	\$0	0.00%
Williston	\$16,925	\$18,000	117	\$1,075	6.35%
WilMac Sp Ed	\$16,925	\$18,000	118	\$1,075	6.35%
Wishek	\$17,775	\$18,000	119	\$225	1.27%
Wolford	\$18,000	\$18,000	120	\$0	0.00%
Zeeland	\$18,000	\$18,000	121	\$0	0.00%
Max	\$17,097	\$17,952	122	\$855	5.00%
Devils Lake	\$17,650	\$17,950	123	\$300	1.70%
Lake Region Sp Ed	\$17,650	\$17,950	124	\$300	1.70%
Sheyenne Valley Sp Ed	\$17,500	\$17,950	125	\$450	2.57%
Bottineau	\$17,000	\$17,900	126	\$900	5.29%
Fessenden	\$17,900	\$17,900	127	\$0	0.00%
Leeds	\$17,500	\$17,900	128	\$400	2.29%
Lidgerwood	\$17,600	\$17,900	129	\$300	1.70%
Milton	\$17,400	\$17,900	130	\$500	2.87%
Osnabrock	\$17,400	\$17,900	131	\$500	2.87%
Peace Garden Sp Ed	\$17,000	\$17,900	132	\$900	5.29%
Pettibone-Tuttle	\$17,400	\$17,900	133	\$500	2.87%
Regent	\$17,700	\$17,900	134	\$200	1.13%
Steele-Dawson	\$17,900	\$17,900	135	\$0	0.00%
Valley City	\$17,500	\$17,900	136	\$400	2.29%
Flasher	\$17,750	\$17,850	137	\$100	0.56%
Montpelier	\$17,500	\$17,850	138	\$350	2.00%
Northwood	\$17,650	\$17,850	139	\$200	1.13%
GST Sp Ed	\$17,300	\$17,800	140	\$500	2.89%
Mott	\$17,500	\$17,800	141	\$300	1.71%
Oakes	\$17,800	\$17,800	142	\$0	0.00%
Pingree-Buchanan	\$17,600	\$17,800	143	\$200	1.14%
Roosevelt	\$17,600	\$17,800	144	\$200	1.14%
South Heart	\$17,600	\$17,800	145	\$200	1.14%
Wildrose-Alamo	\$17,300	\$17,800	146	\$500	2.89%
Wing	\$17,800	\$17,800	147	\$0	0.00%
Menoken	\$16,900	\$17,775	148	\$875	5.18%
Mohall	\$17,700	\$17,700	149	\$0	0.00%

District	97-98 Base	98-99 Base	98-99 Rank	\$ Increase	% Increase
Reeder	\$16,600	\$16,600	201	\$0	0.00%
Sawyer	\$16,500	\$16,600	202	\$100	0.61%
Lone Tree	\$16,590	\$16,590	203	\$0	0.00%
Granville	\$16,261	\$16,586	204	\$325	2.00%
Sterling	\$16,075	\$16,557	205	\$482	3.00%
Garrison	\$16,200	\$16,500	206	\$300	1.85%
North Shore	\$16,500	\$16,500	207	\$0	0.00%
Baldwin	\$16,450	\$16,450	208	\$0	0.00%
Sheyenne	\$16,350	\$16,450	209	\$100	0.61%
Minnewaukan	\$16,400	\$16,400	210	\$0	0.00%
Upham	\$16,200	\$16,400	211	\$200	1.23%
White Shield	\$16,300	\$16,300	212	\$0	0.00%
Spiritwood	\$16,250	\$16,250	213	\$0	0.00%
Sykeston	\$16,000	\$16,250	214	\$250	1.56%
Westhope	\$16,250	\$16,250	215	\$0	0.00%
Bell	\$15,600	\$16,000	216	\$400	2.56%
Central Elementary	\$16,000	\$16,000	217	\$0	0.00%
Pleasant Valley	\$16,000	\$16,000	218	\$0	0.00%
Plaza	\$15,600	\$15,900	219	\$300	1.92%
Oriska	\$15,720	\$15,720	220	\$0	0.00%
Sherwood	\$15,700	\$15,700	221	\$0	0.00%
Lansford	\$15,300	\$15,300	222	\$0	0.00%
Sims	\$15,100	\$15,100	223	\$0	0.00%
Driscoll	\$14,700	\$15,000	224	\$300	2.04%

1997-98 Average Base

\$17,797 (249 educational units)

1998-99 Average Base

\$18,115 (224 units included in this list)

\$ Increase

\$318

% Increase

1.79%

11/25/98

research2/98-99avebase.xls

NEA MEMBERSHIP STUDY 1995

Annual Contract Annual	Nat'l Status	LA	MT	ND	NE	SD
Less than \$20,000	3	14	8	17	11	7
\$20,000-24,999	12	33	19	21	17	32
\$25,000-29,999	19	28	15	27	24	30
\$30,000-34,999	19	21	29	25	26	18
\$35,000-39,999	15	4	18	8	12	7
\$40,000-44,999	14	1	11	3	9	6
\$45,000-49,999	9	0	1	0	2	1
\$50,000 or more	9	0	0	0	1	—

— Less than one-half of one percent

Note: All numbers are percentages.

29 states have 0-1% of teachers earning less than \$20,000.

NORTH DAKOTA TEACHER AVERAGE SALARY

Year	Avg. Salary	% Increase
1994-95	\$26,327	
1995-96	26,969	2.44%
1996-97	27,711	2.75%
1997-98	28,230	1.87%

FUND GROUP I ENDING BALANCES

6-30-93	96,779,493
6-30-94	94,034,103
6-30-95	97,611,971
6-30-96	103,533,589
6-30-97	109,064,627
6-30-98	

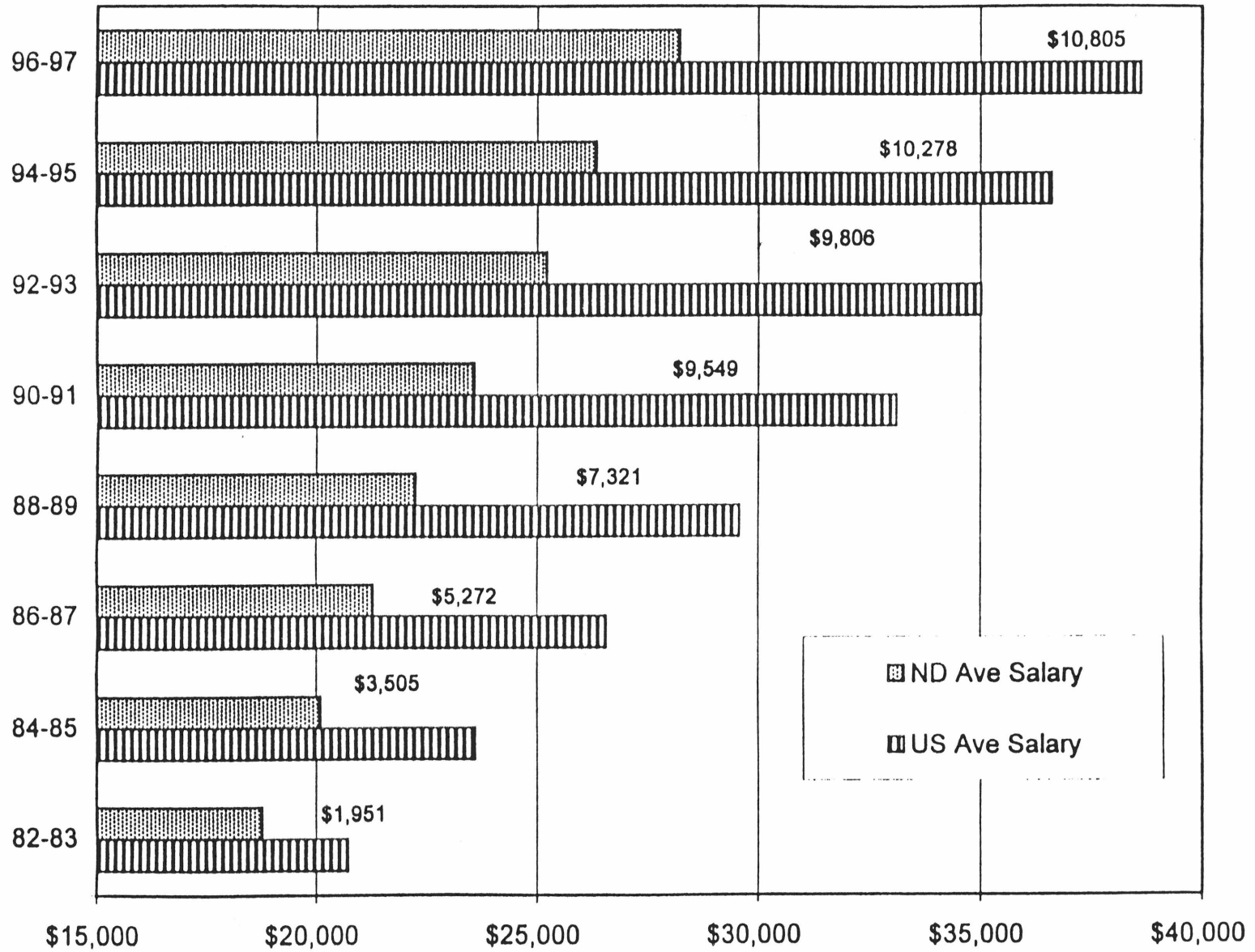
Interim Funds as reported by DPI

ND/US SALARY GAP 1981-82 to 1997-98

Year	ND Avg Salary	Rank	US Avg Salary	Dollar Difference	% ND Avg of US Avg
81-82	\$17,686	30	\$19,157	\$1,471	92.3%
82-83	\$18,774	30	\$20,725	\$1,951	90.6%
83-84	\$19,260	35	\$21,935	\$2,675	87.8%
84-85	\$20,090	40	\$23,595	\$3,505	85.1%
85-86	\$20,816	43	\$25,201	\$4,385	82.6%
86-87	\$21,284	46	\$26,556	\$5,272	80.1%
87-88	\$21,660	46	\$28,029	\$6,369	77.3%
88-89	\$22,249	48	\$29,570	\$7,321	75.2%
89-90	\$23,016	48	\$31,361	\$8,345	73.4%
90-91	\$23,574	50	\$33,123	\$9,549	71.2%
91-92	\$24,495	49	\$34,054	\$9,559	71.9%
92-93	\$25,211	49	\$35,017	\$9,806	72.0%
93-94	\$25,506	49	\$35,756	\$10,250	71.3%
94-95	\$26,327	50	\$36,605	\$10,278	71.9%
95-96	\$26,969	49	\$37,702	\$10,733	71.5%
96-97	\$27,711	50	\$38,611	\$10,805	71.9%
97-98	\$28,213				

Source: NEA Rankings of the States
NDEA Analysis of Salary Schedules

ND/US SALARY GAP 1982-83 to 1996-97



**1996-97 TEACHER AVERAGE SALARIES
NEA 1996-97 ESTIMATES OF SCHOOL STATISTICS**

(* Estimate)

1	ALASKA	\$50,647 *	26	HAWAII	\$35,842
2	CONNECTICUT	\$50,426	27	KANSAS	\$35,837
3	NEW YORK	\$49,560	28	MISSOURI	\$34,342 *
4	NEW JERSEY	\$49,349 *	29	KENTUCKY	\$33,950 *
5	PENNSYLVANIA	\$47,429	30	FLORIDA	\$33,881
6	DIST. OF COLUMBIA	\$45,012 *	31	MAINE	\$33,800 *
7	MICHIGAN	\$44,251 *	32	TENNESSEE	\$33,789
8	MASSACHUSETTS	\$43,806	33	ARIZONA	\$33,350 *
9	CALIFORNIA	\$43,474 *	34	IOWA	\$33,275
10	RHODE ISLAND	\$43,019 *	35	WEST VIRGINIA	\$33,159
11	ILLINOIS	\$42,679	36	SOUTH CAROLINA	\$32,659
12	DELAWARE	\$41,436	37	TEXAS	\$32,644
13	MARYLAND	\$41,148	38	ALABAMA	\$32,549
14	OREGON	\$40,900	39	IDAHO	\$31,818
15	WISCONSIN	\$38,950 *	40	NEBRASKA	\$31,768
16	OHIO	\$38,831	41	UTAH	\$31,750
17	INDIANA	\$38,575	42	WYOMING	\$31,721
	US	\$38,516 *	43	NORTH CAROLINA	\$31,225 *
18	MINNESOTA	\$37,975 *	44	ARKANSAS	\$29,975 *
19	WASHINGTON	\$37,860	45	MONTANA	\$29,950 *
20	NEVADA	\$37,340	46	NEW MEXICO	\$29,715
21	VERMONT	\$37,200 *	47	OKLAHOMA	\$29,270
22	NEW HAMPSHIRE	\$36,867 *	48	LOUISIANA	\$28,347
23	COLORADO	\$36,175 *	49	MISSISSIPPI	\$27,720
24	VIRGINIA	\$36,089 *	50	NORTH DAKOTA	\$27,711
25	GEORGIA	\$36,042	51	SOUTH DAKOTA	\$26,764

	A	B	C	D	E	F	G	H	I
1	ANALYSIS OF 1997-98 FOUNDATION AID APPROPRIATION								
2	01/05/99	55th LEGISLATIVE APPROPRIATION*			*	AMOUNTS DISTRIBUTED BY		DPI **	
3		1997-98	1998-99	TOTAL	*	1997-98	1998-99	TOTAL	VARIANCE
4	ESTIMATED PUPIL UNITS	125,691	125,585		*	121314	119025		FROM
5	PUPIL PAYMENT	\$1,954	\$2,032		*	\$1,954	\$2,032		APPROP.
6	ENTITLEMENT	\$245,600,214	\$255,188,720	\$500,788,934	*	\$237,047,556	\$241,858,800	\$478,906,356	\$21,882,578
7	ADD				*				
8	ST. CHILD PLACEMENT	\$397,606	\$400,000	\$797,606	*	\$617,990	\$642,709	\$1,260,699	-\$463,093
9	EXCESS COST REIMB.				*	\$816,103	\$848,747	\$1,664,850	-\$1,664,850
10	SUMMER SCHOOL				*	\$3,365,660	\$3,846,118	\$7,211,778	-\$7,211,778
11	HOME BASED INSTRUCTION				*	\$341,100	\$330,556	\$671,656	-\$671,656
12	LIMITED ENGLISH PROF.	\$150,000	\$150,000	\$300,000	*	\$119,352	\$135,000	\$254,352	\$45,648
13	TRANSFER TO ND YCC				*	\$446,100	\$796,100	\$1,242,200	-\$1,242,200
14	TOTAL PUPIL PAYMENTS	\$246,147,820	\$255,738,720	\$501,886,540	*	\$242,753,861	\$248,458,030	\$491,211,891	\$10,674,649
15	SUBTRACT:				*				
16	MILL DEDUCT	\$36,149,300	\$36,149,300	\$72,298,601	*	\$35,429,288	\$36,767,986	\$72,197,274	-\$101,327
17	EXCESS FUND BALANCE				*				
18	NET EST. ST. PUPIL PAY	\$209,998,520	\$219,589,420	\$429,587,939	*	\$207,324,573	\$211,690,044	\$419,014,617	\$10,573,322
19	TRANSPORTATION PAY	\$18,384,160	\$18,384,160	\$36,768,320	*	\$17,882,508	\$17,902,647	\$35,785,155	\$983,165
20	PRIOR YEAR ADJUSTMENTS				*	-\$771,520	-\$691,462		\$1,462,982
21	OTHER ADJUSTMENTS/PAYMENTS				*	\$86,436	\$526,882		-\$613,318
22					*				
23	TOTAL FOUNDATION AID	\$228,382,680	\$237,973,580	\$466,356,259	*	\$224,521,997	\$229,428,111	\$453,950,108	\$12,406,151
24					*				
25	TAX. VALUATION 1996-97	\$1,107,165,252			*				
26	TAX. VALUATION 1997-98	\$1,148,999,564			*				
27					*				
28	*SOURCE: ANALYSIS OF 55TH LEGISLATIVE ASSEMBLY CHANGES TO				*	**SOURCE: DEPARTMENT OF PUBIC INSTRUCTION FOUNDATION AID			
29	RECOMMENDED APPROPRIATIONS IN THE EXECUTIVE BUDGET 1997-1999				*	STATUS REPORT JANUARY 5, 1999. Re. Jerry Coleman			
30	BIENNIUM. LEGISLATIVE COUNCIL, MAY 1997.				*				
31					*				
32	PREPARED BY DR. RONALD TORGESON								
33	NORTH DAKOTA COUNCIL OF EDUCATION LEADERS								
34									
35									
36									

1997-98 AVERAGE SALARIES IN RANK ORDER

<u>RANK</u>	<u>AVERAGE</u>	<u>DISTRICT</u>
1	\$33,365	Grand Forks
2	\$32,781	Fargo
3	\$32,751	Souris Valley Special Ed
4	\$32,617	Cavalier
5	\$32,164	Beulah
6	\$31,947	West Fargo
7	\$31,769	McKenzie County
8	\$31,501	Dickinson
9	\$30,939	Mlnot
10	\$30,379	Lake Region Special Ed
11	\$30,284	Mapleton
12	\$30,261	Bismarck
13	\$30,049	Belcourt
14	\$29,905	GST Special Ed
15	\$29,765	Valley City
16	\$29,545	Hazen
17	\$29,440	Minto
18	\$29,257	Grafton
19	\$29,117	Langdon
20	\$29,025	Wimbledon-Courtenay
21	\$28,968	Oliver/Mercer Special Ed
22	\$28,666	May-Port CG
23	\$28,400	Hillsboro
24	\$28,339	Williston
25	\$28,243	New England
26	\$28,196	Velva
27	\$27,973	Rugby

<u>RANK</u>	<u>AVERAGE</u>	<u>DISTRICT</u>
28	\$27,960	St John
29	\$27,900	West River Special Ed
30	\$27,900	Bowman
31	\$27,774	ND School For The Blind
32	\$27,757	Harvey
33	\$27,734	Oakes
34	\$27,654	Wahpeton
35	\$27,631	Drayton
36	\$27,600	Dakota Prairie
37	\$27,537	WilMac Special Ed
38	\$27,448	Divide County
39	\$27,325	Larimore
40	\$27,308	Mott
41	\$27,297	Billings County
42	\$27,260	Bottineau
43	\$27,133	Pembina
44	\$27,088	North Central 65fs
45	\$27,030	Central Valley
46	\$26,944	New 8
47	\$26,936	Neché
48	\$26,826	Kulm
49	\$26,757	ND School For The Deaf
50	\$26,749	Devils Lake
51	\$26,735	Edmore
52	\$26,666	Nash
53	\$26,656	Starkweather
54	\$26,624	Mohall
55	\$26,624	Kindred

<u>RANK</u>	<u>AVERAGE</u>	<u>DISTRICT</u>
56	\$26,620	Glen Ullin
57	\$26,562	Center
58	\$26,540	Maple Valley
59	\$26,519	Valley
60	\$26,509	Valley City Voc Ed
61	\$26,475	Richland Voc Ed
62	\$26,437	ND Youth Correction Center
63	\$26,407	North Shore
64	\$26,400	Twin Buttes
65	\$26,397	ECCFEC Special Ed
66	\$26,325	Peace Garden Special Ed
67	\$26,307	Sheyenne Valley Special Ed
68	\$26,192	Central Cass
69	\$26,139	Parshall
70	\$26,134	Montefiore
71	\$26,088	Leeds
72	\$26,065	Hankinson
73	\$26,000	New Rockford
74	\$26,000	Kenmare
75	\$25,979	Ellendale
76	\$25,956	South Heart
77	\$25,892	Hebron
78	\$25,834	Wyndmere
79	\$25,620	Litchville
80	\$25,542	Steele-Dawson
81	\$25,540	Park River
82	\$25,427	Lidgerwood
83	\$25,423	Northern Cas.

1997-98 AVERAGE SALARIES IN RANK ORDER

<u>RANK</u>	<u>AVERAGE</u>	<u>DISTRICT</u>
84	\$25,394	Maddock
85	\$25,390	Dickey Lamoure Special Ed
86	\$25,318	Lisbon
87	\$25,285	Stanton
88	\$25,283	Dunseith
89	\$25,240	Dodge
90	\$25,228	Lakota
91	\$25,122	New Salem
92	\$25,115	Griggs Co
93	\$25,113	Washburn
94	\$25,022	Rural Cass Special Ed
95	\$25,012	Midway
96	\$24,997	Garrison
97	\$24,977	Sargent Central
98	\$24,963	Stanley
99	\$24,962	Fessenden
100	\$24,891	Edinburg
101	\$24,890	Milnor
102	\$24,875	Thompson
103	\$24,866	Linton
104	\$24,858	Walhalla
105	\$24,840	Hatton
106	\$24,827	Apple Creek
107	\$24,820	LaMoure
108	\$24,808	Northwood
109	\$24,807	Napoleon
110	\$24,698	Southern
111	\$24,677	McClusky

<u>RANK</u>	<u>AVERAGE</u>	<u>DISTRICT</u>
112	\$24,636	Tioga
113	\$24,565	Belfield
114	\$24,555	Wing
115	\$24,518	Berthold
116	\$24,500	Munich
117	\$24,460	Granville
118	\$24,297	Burke Central
119	\$24,296	Mandaree
120	\$24,290	Killdeer
121	\$24,257	St Thomas
122	\$24,257	Richardton
123	\$24,121	Richland
124	\$24,098	Verona
125	\$24,033	Marion
126	\$24,000	Nedrose
127	\$23,993	New Town
128	\$23,966	Wishek
129	\$23,958	White Shield
130	\$23,944	Midkota
131	\$23,913	Hettinger
132	\$23,890	Manvel
133	\$23,872	Upper Valley Special Ed
134	\$23,853	Enderlin
135	\$23,803	Lone Tree
136	\$23,800	Eight Mile
137	\$23,768	Carrington
138	\$23,742	Emerado
139	\$23,700	Osnabrock

<u>RANK</u>	<u>AVERAGE</u>	<u>DISTRICT</u>
140	\$23,619	Beach
141	\$23,570	Fordville
142	\$23,529	United
143	\$23,467	Scranton
144	\$23,457	Tuttle-Pettibone
145	\$23,334	Nesson
146	\$23,330	North Valley Voc Ed
147	\$23,280	South Prairie
148	\$23,189	Anamoose
149	\$23,160	Adams
150	\$23,156	Underwood
151	\$23,128	Page
152	\$23,053	Turtle Lake-Mercer
153	\$23,033	East Central
154	\$23,022	Bowbells
155	\$23,000	Fairmount
156	\$22,957	Milton
157	\$22,925	Ashley
158	\$22,900	Fort Totten
159	\$22,815	Bell
160	\$22,800	Finley-Sharon
161	\$22,760	North Sargent
162	\$22,733	Grenora
163	\$22,699	Strasburg
164	\$22,622	Minnewaukan
165	\$22,591	Gackle-Streeter
166	\$22,580	Plaza
167	\$22,550	Regent

1997-98 AVERAGE SALARIES IN RANK ORDER

<u>RANK</u>	<u>AVERAGE</u>	<u>DISTRICT</u>
168	\$22,515	Taylor
169	\$22,500	Solen
170	\$22,453	Montpelier
171	\$22,412	Rolette
172	\$22,370	Willow City
173	\$22,360	Hazelton Moffit Braddock
174	\$22,347	Hope
175	\$22,295	Burleigh County Special Ed
176	\$22,275	Sheets
177	\$22,273	Drake
178	\$22,208	Warwick
179	\$22,143	Elgin
180	\$22,052	Alexander
181	\$22,040	Newport
182	\$22,022	Sawyer
183	\$21,958	Yellowstone
184	\$21,800	Sykeston
185	\$21,781	Medina
186	\$21,779	Sheldon
187	\$21,750	Reeder
188	\$21,703	Wolford
189	\$21,681	West Central
190	\$21,675	Central Elementary
191	\$21,567	South Valley Special Ed
192	\$21,496	Pingree-Buchanan
193	\$21,463	Border Central
194	\$21,357	Rhame
195	\$21,312	Roosevelt

<u>RANK</u>	<u>AVERAGE</u>	<u>DISTRICT</u>
196	\$21,306	Glenburn
197	\$21,255	Lankin
198	\$21,193	Surrey
199	\$21,186	North Central 28
200	\$21,185	Max
201	\$21,126	Upham
202	\$21,109	Halliday
203	\$21,038	Zeeland
204	\$21,000	Sweet Briar
205	\$20,981	Southeast Area Voc Ed
206	\$20,969	Mount Pleasant
207	\$20,914	Golden Valley
208	\$20,889	Goodrich
209	\$20,800	Fort Ransom
210	\$20,746	Oberon
211	\$20,737	Sherwood
212	\$20,645	Tappen
213	\$20,640	Selfridge
214	\$20,639	Pettibone-Tuttle
215	\$20,627	New Leipzig
216	\$20,365	Oriska
217	\$20,288	Edgeley
218	\$20,219	Powers Lake
219	\$19,889	Newburg-United
220	\$19,849	Flasher
221	\$19,760	Bowdon
222	\$19,700	Wildrose-Alamo
223	\$19,600	Westhope

<u>RANK</u>	<u>AVERAGE</u>	<u>DISTRICT</u>
224	\$19,500	Spiritwood
225	\$19,500	Earl
226	\$19,434	Sheyenne
227	\$19,300	Union
228	\$19,250	Horse Creek
229	\$19,200	Marmarth
230	\$19,100	Pleasant Valley
231	\$19,000	Bowljine Butte
232	\$18,350	Little Heart
233	\$18,299	Butte
234	\$18,185	Menoken
235	\$18,125	Sims
236	\$18,000	Sterling
237	\$18,000	Mantador
238	\$18,000	Eureka
239	\$17,975	Bakker
240	\$17,969	Naughton
241	\$17,950	Kensal
242	\$17,750	McKenzie
243	\$17,561	Robinson
244	\$17,500	Regan
245	\$17,400	Driscoll
246	\$17,000	Salund
247	\$16,855	Lansford
248	\$16,650	Baldwin
249	\$16,500	Manning

COUNTIES WITH 50 HIGHEST 1996-97 TEACHER AVERAGE SALARIES

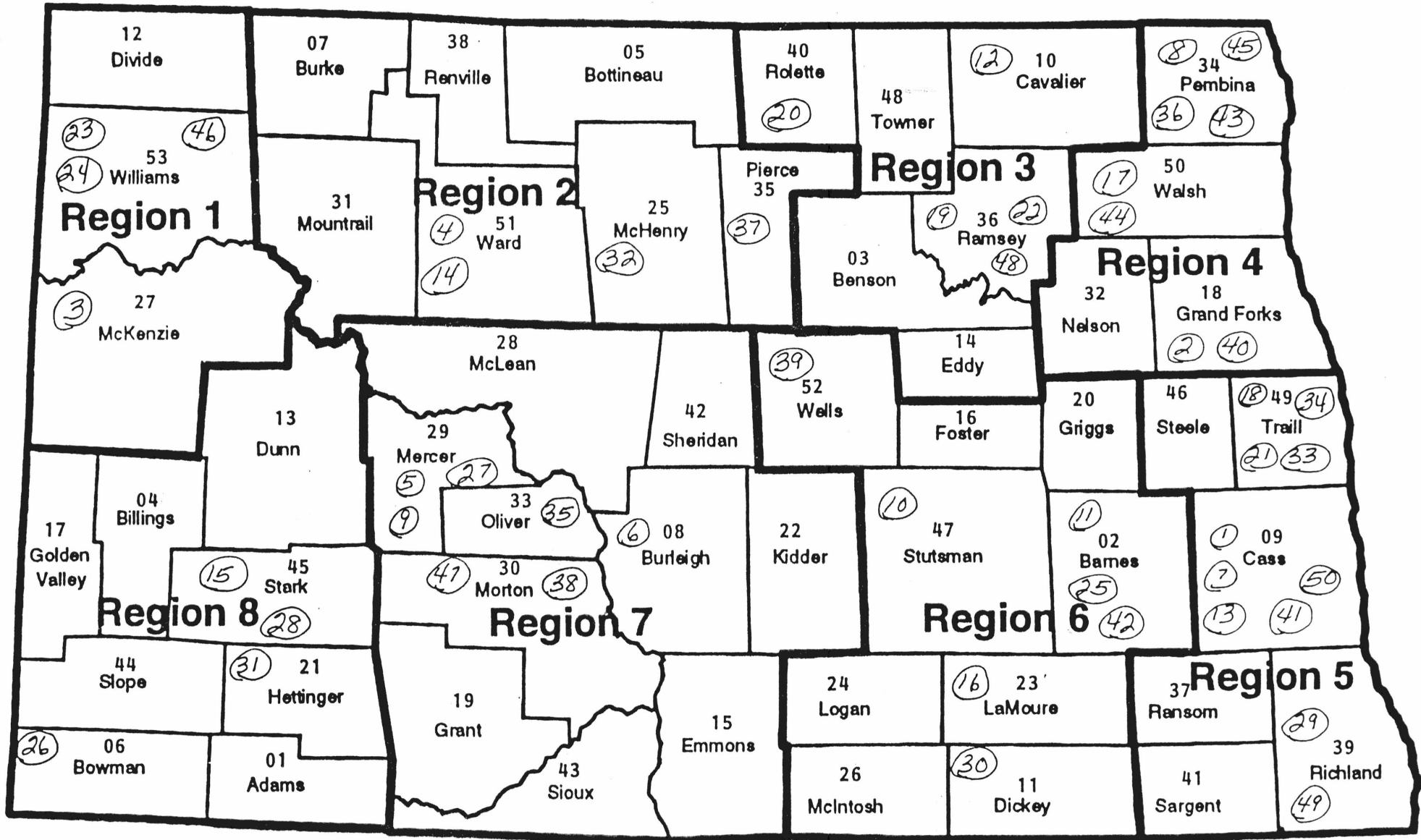


FIGURE 2.3 PROJECTED INCREASES IN PUBLIC SCHOOL ENROLLMENT, 1994-2002

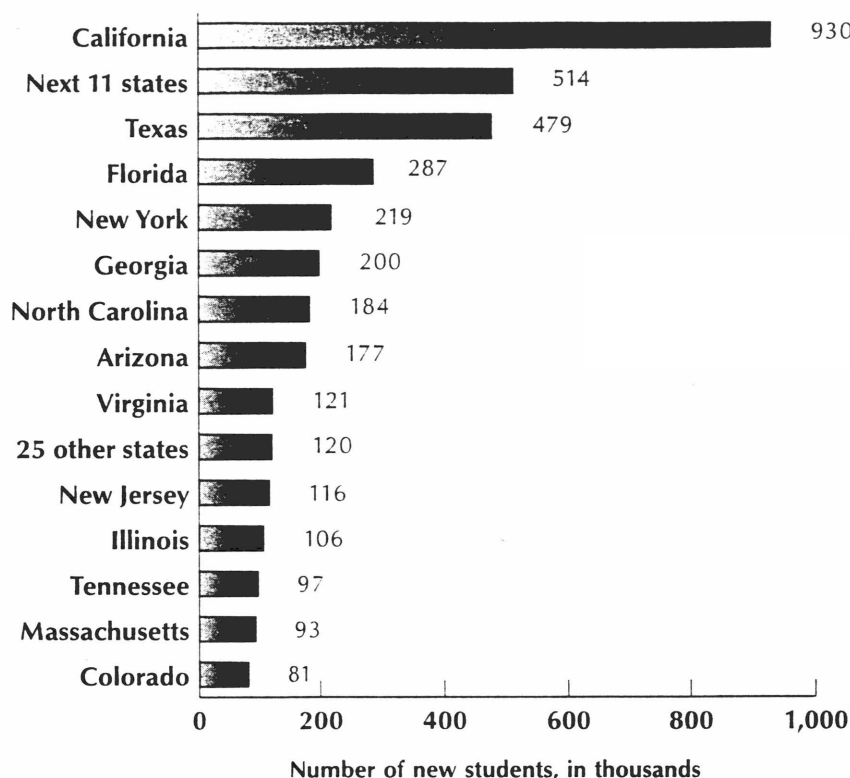


TABLE 2.3 PROJECTED PERCENTAGE CHANGE IN PUBLIC SCHOOL ENROLLMENT, 1994-2002

Rank	State	%	Rank	State	%	Rank	State	%
1	Nevada	31.5	18	Utah	9.3	34	Vermont	2.9
2	Arizona	24.0	19	Alaska	8.7	35	Kansas	2.6
3	California	17.2		United States	8.6	36	Montana	1.8
4	Hawaii	16.3	20	Rhode Island	8.2	37	Michigan	1.4
5	North Carolina	15.9	21	New York	7.9	38	Minnesota	0.6
6	Georgia	15.7	22	Washington	7.6	39	Nebraska	0.3
7	Idaho	14.6	23	New Hampshire	7.4	40	Wisconsin	0.3
8	New Mexico	13.8	24	South Carolina	6.0	41	Kentucky	0.3
9	Florida	13.6	25	Alabama	5.8	42	Ohio	0.2
10	Delaware	13.1	26	Illinois	5.5	43	South Dakota	0.0
11	Texas	13.0	27	Oregon	5.4	44	Wyoming	0.0
12	Colorado	12.6	28	Indiana	5.3	45	Louisiana	-0.9
13	Virginia	11.4	29	Connecticut	4.7	46	Oklahoma	-1.1
14	Tennessee	11.0	30	Mississippi	3.8	47	Iowa	-4.0
15	Massachusetts	10.4	31	Arkansas	3.6	48	Maine	-4.7
16	New Jersey	9.9	32	Missouri	3.0	49	North Dakota	-5.0
17	Maryland	9.7	33	Pennsylvania	2.9	50	West Virginia	-6.4

SALARY SCHEDULE - BA BASE SALARIES

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Year	Base	% Increase	\$ Increase
1995-96	\$17,225		
1996-97	\$17,520	1.5%	\$265
1997-98	\$17,797	1.6%	\$277
*1997-98 Low	\$14,700		

SALARY SCHEDULE - MA BASE SALARIES

Year	Base	% Increase	\$ Increase
1995-96	\$19,420		
1996-97	\$19,822	2.1%	\$402
1997-98	\$20,121	1.6%	\$299
*1997-98 Low	\$16,100		

1998-99 SALARY BENEFIT

DISTRICT	BA		MA	
	MIN/MAX	RANK	MIN/MAX	RANK
ADAMS	\$17,600 \$22,400	160/232 125/222	\$19,300 \$27,700	146/191 125/166
ALEXANDER	\$17,400 \$28,750	181/232 16/222	\$18,175 \$29,525	181/191 100/166
ANAMOOSE	\$17,500 \$20,300	168/232 198/222	\$19,100 \$28,125	152/191 118/166
APPLE CREEK	\$23,200	<i>Lowest salary in the district</i>		
ASHLEY	\$18,150 \$22,950	95/232 109/222	\$20,150 \$31,750	109/191 60/166
BAKKER	\$14,800	232/232		
BALDWIN	\$16,450 \$19,250	215/232 218/222/		
BEACH	\$18,500 \$23,600	70/232 92/222	\$21,200 \$29,700	54/191 98/166
BELCOURT	\$22,500 \$30,100	2/232 8/222	\$25,600 \$36,500	3/191 12/166
BELFIELD	\$17,000 \$20,250	200/232 202/222	\$20,000 \$30,250	117/191 85/166
BELL	\$16,000 \$21,760	224/232 150/222		
BERTHOLD	\$18,000 \$20,100	105/232 206/222	\$20,500 \$28,600	90/191 110/166
BEULAH	\$20,400 \$27,285	8/232 37/222	\$23,430 \$38,505	9/191 7/166
BILLINGS CO	\$18,200 \$28,100	92/232 26/222	\$20,200 \$30,100	106/191 87/166
BISBEE-EGELAND	\$17,600 \$20,750	161/232 187/222	\$19,600 \$26,250	135/191 143/166
BISMARCK	\$22,142 \$28,386	3/232 23/222	\$26,128 \$41,804	2/191 1/166
BORDER CENTRAL	\$17,500	169/232		
BOTTINEAU	\$17,900 \$23,700	131/232 89/222	\$20,615 \$29,990	83/191 91/166
BOWBELLS	\$18,000 \$23,250	106/232 104/222	\$19,600 \$25,975	136/191 145/166

K STATISTICS IN RANK ORDER

DISTRICT	BA		MA	
	MIN/MAX	RANK	MIN/MAX	RANK
BOWDON	\$18,000 \$21,600	107/232 155/222	\$19,600 \$25,200	137/191 151/166
BOWLINE BUTTE	\$19,500	<i>Lowest salary in the district</i>		
BOWMAN	\$17,650 \$21,250	158/232 164/222	\$18,800 \$28,400	167/191 113/166
BURKE CENTRAL	\$18,000 \$22,000	108/232 142/222	\$19,800 \$26,200	127/191 144/166
BURLEIGH CO SP ED	\$18,600 \$24,775	65/232 72/222	\$20,225 \$26,600	104/191 141/166
BUTTE	\$17,500 \$19,300	170/232 217/222	\$18,700 \$22,300	171/191 162/166
CARRINGTON	\$19,750 \$21,500	18/232 156/222	\$21,975 \$32,575	35/191 47/166
CAVALIER	\$20,250 \$27,075	10/232 42/222	\$22,234 \$36,934	27/191 11/166
CENTER	\$19,580	21/232		
CENTRAL CASS	\$19,184 \$26,684	33/232 44/222	\$21,484 \$36,484	49/191 13/166
CENTRAL ELEM	\$17,500 \$20,300	171/232 199/222		
CENTRAL VALLEY	\$18,500 \$30,500	71/232 5/222	\$21,000 \$33,600	64/191 35/166
DAKOTA PRAIRIE	\$18,700 \$24,460	59/232 78/222		
DEVILS LAKE	\$17,950 \$25,150	128/232 62/222	\$21,200 \$38,600	55/191 6/166
DICKEY-LAMOURE SP ED	\$18,500 \$20,325	72/232 197/222	\$20,600 \$28,850	85/191 107/166
DICKINSON	\$17,600 \$25,837	162/232 52/222	\$21,032 \$32,683	63/191 45/166
DIVIDE CO	\$18,000 \$21,500	109/232 157/222	\$21,000 \$34,200	65/191 29/166
DODGE	\$19,100 \$20,000	35/232 208/222	\$21,200 \$30,300	56/191 84/166
DRAKE	\$18,325 \$22,325	86/232 130/222	\$19,925 \$28,325	122/191 56

1998-99 SALARY BENCHMARK STATISTICS IN RANK ORDER

DISTRICT	BA MIN/MAX	RANK	MA MIN/MAX	RANK	DISTRICT	BA MIN/MAX	RANK	MA MIN/MAX	RANK
DRAYTON	\$19,600 \$21,200	20/232 174/222	\$22,000 \$34,000	34/191 31/166	FORDVILLE	\$18,000 \$21,240	111/232 170/222	\$20,000 \$26,840	118/191 137/166
DRISCOLL	\$15,000 \$19,050	231/232 219/222	\$16,400 \$22,250	191/191 163/166	FT RANSOM	\$18,150	<i>Lowest salary in the district</i>		
DUNSEITH	\$19,360 \$23,860	28/232 87/222	\$24,360 \$30,860	5/191 71/166	FT TOTTEN	\$18,500 \$25,000	73/232 66/222	\$21,500 \$30,000	48/191 90/166
EARL	\$20,000	<i>Lowest salary in the district</i>			FT YATES	\$18,250 \$22,750	90/232 116/222	\$19,850 \$29,350	125/191 102/166
ECCFEC SP ED	\$19,000 \$21,125	37/232 176/222	\$21,000 \$29,750	66/191 96/166	GACKLE-STREETER	\$18,500 \$21,700	74/232 153/222		
EDGELEY	\$18,580 \$22,580	68/232 120/222	\$20,430 \$24,430	94/191 157/166	GARRISON	\$16,500 \$20,000	213/232 209/222	\$18,900 \$32,650	162/191 46/166
EDINBURG	\$17,300 \$22,500	186/232 122/222	\$19,300 \$28,900	147/191 105/166	GLEN ULLIN	\$19,533 \$21,908	23/232 146/222	\$22,583 \$30,658	19/191 75/166
EDMORE	\$19,300 \$24,250	30/232 82/222			GLENBURN	\$18,100 \$22,600	99/232 118/222	\$19,890 \$27,990	124/191 121/166
EIGHT MILE	\$18,100 \$25,575	98/232 54/222	\$19,492 \$31,939	141/191 55/166	GOLDEN VALLEY	\$18,000 \$20,000	112/232 210/222	\$20,700 \$26,700	76/191 139/166
ELGIN-NEW LEIPZIG	\$17,612 \$21,112	159/232 178/222	\$20,254 \$25,804	101/191 147/166	GOODRICH	\$16,900 \$20,650	204/232 193/222	\$17,900 \$21,650	183/191 166/166
ELLEDALE	\$18,400 \$24,800	84/232 71/222	\$20,200 \$33,400	107/191 36/166	GRAND FORKS	\$23,000 \$33,500	1/232 1/222	\$27,000 \$41,700	1/191 2/166
EMERADO	\$20,016 \$23,496	113/232 93/222	\$21,816 \$30,516	40/191 78/166	GRANVILLE	\$16,586 \$21,230	211/232 172/222	\$20,567 \$28,197	88/191 117/166
ENDERLIN	\$18,700 \$23,200	60/232 106/222	\$20,450 \$31,416	93/191 64/166	GRENORA	\$18,000 \$24,000	113/232 85/222		
EUREKA	\$16,000	<i>Lowest salary in the district</i>			GRIGGS CO CENTRAL	\$17,200 \$20,760	192/232 186/222	\$20,800 \$34,150	75/191 30/166
FAIRMOUNT	\$18,000 \$22,875	110/232 111/222			GST SP ED	\$17,800 \$21,475	147/232 158/222	\$22,350 \$32,325	22/191 48/166
FARGO	\$18,412 \$27,986	82/232 30/222	\$22,647 \$41,611	16/191 3/166	HALLIDAY	\$18,850 \$24,025	49/232 84/222		
FESSENDEN	\$17,900 \$24,500	132/232 77/222	\$19,820 \$28,620	126/191 108/166	HANKINSON	\$18,500 \$22,600	75/232 119/222		
FINLEY-SHARON	\$17,000 \$24,650	201/232 75/222	\$19,000 \$26,650	158/191 140/166	HARVEY	\$17,000 \$25,240	202/232 61/222	\$18,780 \$31,752	169/191 59/166
FISHER	\$17,850 \$20,955	144/232 182/222	\$20,150 \$27,050	110/191 133/166					

1998-99 SALARY BENEFIT

STATISTICS IN RANK ORDER

DISTRICT	BA		MA	
	MIN/MAX	RANK	MIN/MAX	RANK
HATTON	\$18,000	114/232	\$20,907	70/191
	\$21,011	181/222	\$28,220	115/166
HAZELTON-MOFFIT-BRADDOCK	\$17,500	172/232	\$20,000	119/191
	\$20,425	196/222	\$26,825	138/166
HAZEN	\$19,800	15/232	\$22,900	14/191
	\$25,040	65/222	\$35,499	19/166
HEBRON	\$20,800	6/232	\$23,650	6/191
	\$23,325	100/222	\$31,875	56/166
HETTINGER	\$17,500	173/232	\$19,300	148/191
	\$22,450	124/222	\$30,400	81/166
HILLSBORO	\$20,200	11/232	\$23,575	7/191
	\$26,450	46/222	\$35,950	16/166
HOPE	\$18,750	57/232	\$21,450	50/191
	\$22,350	129/222	\$29,900	94/166
HORSE CREEK	\$21,000	<i>Lowest salary in the district</i>		
JAMESTOWN	\$19,400	27/232	\$21,340	52/191
	\$32,010	3/222	\$35,890	17/166
KENMARE	\$17,675	157/232	\$20,225	105/191
	\$24,815	70/222	\$28,895	106/166
KENSAL	\$17,250	189/232	\$19,250	149/191
	\$24,668	74/222	\$27,358	129/166
KILLDEER	\$18,100	100/232	\$20,300	99/191
KINDRED	\$18,700	61/232	\$21,692	43/191
	\$27,115	40/222	\$32,912	43/166
KULM	\$21,115	4/232	\$22,615	18/191
	\$24,865	68/222	\$28,615	109/166
LAKE REGION SP ED	\$17,950	129/232	\$21,200	57/191
	\$25,150	63/222	\$38,600	6/166
LAKOTA	\$18,500	76/232	\$20,500	91/191
	\$21,300	160/222	\$28,100	120/166
LAMOURE	\$18,100	101/232		
	\$23,175	108/222		
LANGDON	\$19,350	29/232	\$22,175	28/191
	\$27,850	33/222	\$32,175	51/166
LINCOLN	\$18,000	115/232	\$20,000	120/191
	\$21,240	171/222	\$26,840	137/166

DISTRICT	BA		MA	
	MIN/MAX	RANK	MIN/MAX	RANK
LANSFORD	\$15,300	229/232		
	\$17,185	222/222		
LARIMORE	\$19,500	24/232	\$22,340	24/191
	\$26,130	48/222	\$33,050	40/166
LEEDS	\$17,900	133/232	\$20,400	95/191
	\$22,400	126/222	\$30,950	70/166
LIDGERWOOD	\$17,900	134/232		
	\$20,762	185/222		
LINTON	\$17,500	174/232	\$19,050	154/191
	\$28,750	17/222	\$31,800	58/166
LISBON	\$18,150	96/232	\$20,400	96/191
	\$25,350	58/222	\$30,690	74/166
LITCHVILLE	\$17,600	163/232	\$20,000	121/191
	\$24,600	76/222	\$27,000	134/166
LITTLE HEART	\$15,000	<i>Lowest salary in the district</i>		
LONE TREE	\$16,590	210/232		
	\$24,290	81/222		
MADDOCK	\$18,000	116/232	\$20,625	82/191
	\$24,000	86/222	\$29,625	99/166
MANDAN	\$19,300	31/232	\$21,616	44/191
	\$27,946	32/222	\$36,392	14/166
MANDAREE	\$20,800	7/232	\$22,800	15/191
	\$29,200	12/222	\$33,600	35/166
MANNING	\$15,450	<i>Lowest salary in the district</i>		
MANTADOR	\$18,200	93/232		
	\$20,750	188/222		
MANVEL	\$19,570	22/232	\$21,970	36/191
	\$28,570	21/222	\$36,970	10/166
MAPLE VALLEY	\$19,500	25/232	\$20,700	77/191
	\$23,350	97/222	\$29,950	92/166
MAPLETON	\$18,000	117/232	\$20,880	73/191
	\$22,320	131/222	\$33,120	37/166
MARION	\$17,600	164/232	\$19,400	143/191
	\$22,100	139/222	\$26,900	135/166
MARMARTH	\$18,720	<i>Lowest salary in the district</i>		

1998-99 SALARY BENCHMARK STATISTICS IN RANK ORDER

DISTRICT	BA MIN/MAX	RANK	MA MIN/MAX	RANK
MAX	\$17,952	127/232	\$20,077	114/191
	\$22,202	136/222	\$29,852	95/166
MAY-PORT CG	\$19,700	19/232	\$25,300	4/191
	\$26,570	45/222	\$36,292	15/166
MCCLUSKY	\$18,000	118/232	\$19,512	140/191
	\$28,602	19/222	\$30,114	86/166
MCKENZIE	\$17,750	<i>Lowest salary in the district</i>		
MCKENZIE CO	\$19,790	17/232	\$23,502	8/191
	\$27,090	41/222	\$39,612	5/166
MEDINA	\$18,500	77/232		
	\$20,625	194/222		
MENOKEN	\$17,775	154/232		
	\$24,425	79/222		
MIDKOTA	\$18,225	91/232	\$20,700	78/191
	\$20,065	207/222	\$30,360	82/166
MIDWAY	\$18,850	50/232	\$22,350	23/191
	\$22,850	113/222	\$31,950	53/166
MILNOR	\$18,840	52/232	\$22,340	25/191
	\$21,290	163/222	\$31,090	68/166
MILTON	\$17,900	135/232	\$18,900	163/191
	\$22,300	132/222	\$24,900	153/166
MINNEWAUKAN	\$16,400	217/232	\$17,800	184/191
	\$20,250	203/222	\$23,750	159/166
MINOT	\$19,450	26/232	\$22,368	21/191
	\$28,786	15/222	\$35,432	20/166
MINTO	\$20,300	9/232		
	\$25,550	55/222		
MOHALL	\$17,700	155/232		
MONTEFIORE	\$17,000	203/232	\$18,900	164/191
	\$22,355	128/222	\$30,800	72/166
MONTPELIER	\$17,850	145/232		
	\$21,750	151/222		
MOTT	\$17,800	148/232		
MT PLEASANT	\$17,350	185/232	\$18,750	170/191
	\$21,750	152/222	\$28,525	112/166

DISTRICT	BA MIN/MAX	RANK	MA MIN/MAX	RANK
MUNICH	\$18,800	53/232	\$20,600	86/191
	\$29,425	9/222	\$31,225	65/166
NAPOLEON	\$17,900	136/232	\$20,900	71/191
	\$22,850	114/222	\$30,350	83/166
NASH	\$18,750	58/232		
	\$27,850	34/222		
NAUGHTON	\$19,500	<i>Lowest salary in the district</i>		
ND SCHOOL FOR THE BLIND	\$18,760	56/232	\$21,850	39/191
	\$28,810	14/222	\$34,580	27/166
ND SCHOOL FOR THE DEAF	\$18,796	55/232	\$21,596	47/191
	\$26,796	43/222	\$33,096	38/166
ND YOUTH CORRECTION CENTER	\$18,940	44/232	\$21,965	37/191
	\$29,140	13/222	\$34,885	24/166
NECHE	\$21,000	5/232	\$23,400	10/191
	\$33,000	2/222	\$35,400	21/166
NEDROSE	\$18,850	51/232	\$22,175	29/191
	\$20,725	190/222	\$29,300	103/166
NESSON	\$18,900	45/232	\$23,275	12/191
	\$22,900	110/222	\$30,025	89/166
NEW 8	\$17,500	175/232	\$20,950	69/191
	\$22,675	117/222	\$33,025	41/166
NEW ENGLAND	\$18,675	63/232	\$23,343	11/191
	\$22,275	135/222	\$34,343	28/166
NEW ROCKFORD	\$18,975	41/232	\$22,125	31/191
	\$23,475	94/222	\$32,925	42/166
NEW SALEM	\$18,100	102/232	\$19,600	138/191
	\$22,200	137/222	\$30,410	80/166
NEW TOWN	\$18,000	119/232	\$21,300	53/191
	\$21,850	148/222	\$31,750	60/166
NEWBURG-UNITED	\$17,050	199/232	\$19,800	128/191
	\$24,200	83/222	\$30,250	85/166
NEWPORT	\$17,500	176/232	\$20,500	92/191
	\$21,250	165/222	\$31,000	69/166
NORTH SARGENT	\$18,860	48/232	\$21,410	51/191
	\$22,860	112/222	\$28,210	116/166

1998-99 SALARY BENEFIT

STATISTICS IN RANK ORDER

DISTRICT	BA		MA	
	MIN/MAX	RANK	MIN/MAX	RANK
NORTH CENTRAL 28	\$17,300	187/232		
	\$21,300	161/222		
NORTH CENTRAL 65	\$20,100	12/232	\$23,100	13/191
	\$25,050	64/222	\$37,025	9/166
NORTH SHORE	\$16,500	214/232	\$18,500	175/191
	\$22,200	138/222	\$33,950	32/166
NORTH VALLEY VOC	\$16,700	206/232	\$18,400	179/191
	\$28,200	25/222	\$29,900	94/166
NORTHERN CASS	\$18,625	64/232	\$22,075	32/191
	\$23,725	88/222	\$32,275	50/166
NORTHWOOD	\$17,850	146/232	\$19,350	145/191
	\$23,350	98/222	\$27,350	130/166
OAKES	\$17,800	149/232		
	\$30,125	7/222		
OBERON	\$16,200	<i>Lowest salary in the district</i>		
OLIVER-MERCER SP ED	\$20,000	14/232	\$22,265	26/191
	\$28,700	18/222	\$35,315	22/166
ORISKA	\$15,720	227/232	\$17,320	190/191
	\$19,320	216/222	\$23,620	160/166
OSNABROOK	\$17,900	137/232	\$18,900	165/191
	\$22,300	133/222	\$24,900	153/166
PAGE	\$19,125	134/232	\$21,185	59/191
	\$22,295	134/222	\$31,125	67/166
PARK RIVER	\$19,200	32/232	\$21,000	67/191
	\$30,900	4/222	\$32,700	44/166
PARSHALL	\$17,180	196/232	\$19,030	156/191
	\$22,030	141/222	\$31,870	57/166
PEACE GARDEN SP ED	\$17,900	138/232	\$20,615	84/191
	\$23,700	90/222	\$29,990	91/166
PEMBINA	\$19,000	38/232	\$21,700	42/191
	\$28,450	22/222	\$31,150	66/166
PETTIBONE-TUTTLE	\$17,900	139/232		
	\$22,100	140/222		
PINGREE-BUCHANAN	\$17,800	150/232	\$19,450	142/191
	\$23,400	96/222	\$25,050	152/166

DISTRICT	BA		MIN	RANK
	MIN/MAX	RANK		
PLAZA	\$15,900	226/232	\$17,400	189/191
	\$25,350	59/222	\$26,850	136/166
PLEASANT VALLEY	\$16,000	225/232		
	\$20,500	195/222		
POWERS LAKE	\$17,100	197/232	\$18,600	173/191
	\$19,650	213/222	\$27,525	126/166
REEDER	\$16,600	208/232	\$17,650	187/191
	\$19,750	212/222	\$21,850	164/166
REGAN	\$16,000	<i>Lowest salary in the district</i>		
REGENT	\$17,900	140/232	\$20,900	72/191
	\$20,300	200/222	\$27,300	131/166
RHAME	\$17,250	190/232	\$18,500	176/191
	\$21,250	166/222	\$26,500	142/166
RICHARDTON	\$17,450	179/232	\$20,850	74/191
	\$19,575	215/222	\$31,475	62/166
RICHLAND	\$18,950	43/232	\$22,150	30/191
	\$26,160	47/222	\$35,540	18/166
RICHLAND VOC	\$18,150	97/232	\$21,050	62/191
	\$23,650	91/222	\$30,800	72/166
ROBINSON	\$17,500	177/232	\$19,375	144/191
	\$21,250	167/222	\$25,750	148/166
ROLETTE	\$18,050	104/232	\$20,050	115/191
	\$23,300	102/222	\$27,400	128/166
ROOSEVELT	\$17,800	151/232	\$20,400	97/191
	\$21,300	162/222	\$23,900	158/166
RUGBY	\$17,200	193/232	\$18,700	172/191
	\$27,200	39/222	\$40,900	4/166
RURAL CASS SP ED	\$18,975	42/232	\$21,135	60/191
	\$23,340	99/222	\$30,540	77/166
SALUND	\$18,000	<i>Lowest salary in the district</i>		
SARGENT CENTRAL	\$18,450	81/232		
	\$20,700	191/222		
SAWYER	\$16,600	209/232	\$17,800	185/191
	\$23,450	95/222	\$29,930	93/166

1998-99 SALARY BENCHMARK STATISTICS IN RANK ORDER

DISTRICT	BA MIN/MAX	RANK	MA MIN/MAX	RANK	DISTRICT	BA MIN/MAX	RANK	MA MIN/MAX	RANK
SCRANTON.....	\$17,400	182/232	\$18,900	166/191	STANTON.....	\$17,500	178/232	\$19,248	150/191
	\$21,900	147/222	\$27,000	134/166		\$28,000	29/222	\$29,748	97/166
SELFRIDGE.....	\$17,600	165/232	\$18,800	168/191	STARKWEATHER.....	\$18,600	67/232	\$20,200	108/191
	\$24,400	80/222	\$25,600	149/166		\$25,400	57/222	\$28,600	110/166
SHEETS.....	\$22,500	<i>Lowest salary in the district</i>			STEELE-DAWSON.....	\$17,900	142/232	\$20,300	100/191
						\$22,400	127/222	\$31,800	58/166
SHELDON.....	\$17,400	183/232	\$18,600	174/191	STERLING.....	\$16,557	212/232		
	\$21,950	144/222	\$24,550	155/166		\$21,656	154/222		
SHERWOOD.....	\$15,700	228/232	\$17,700	186/191	STRASBURG.....	\$19,800	16/232	\$21,900	38/191
	\$22,000	143/222	\$27,500	127/166		\$26,100	49/222	\$29,250	104/166
SHEYENNE.....	\$16,450	216/232	\$18,450	177/191	SURREY.....	\$17,300	188/232	\$19,100	153/191
	\$19,600	214/222	\$23,350	161/166		\$21,800	149/222	\$26,600	141/166
SHEYENNE VALLEY SP ED.....	\$17,950	130/232	\$20,650	81/191	SWEET BRIAR.....	\$17,500	<i>Lowest salary in the district</i>		
	\$25,848	51/222	\$30,702	73/166					
SIMS.....	\$15,100	230/232			SYKESTON.....	\$16,250	220/232		
						\$17,750	221/222		
SOLEN.....	\$17,250	191/232	\$18,050	182/191	TAPPEN.....	\$17,550	167/232	\$19,550	139/191
	\$21,250	168/222	\$24,450	156/166		\$21,150	175/222	\$24,750	154/166
SOURIS VALLEY SP ED.....	\$18,000	120/232	\$20,700	79/191	TAYLOR.....	\$17,600	166/232	\$19,700	132/191
	\$27,240	38/222	\$33,080	39/166		\$20,800	183/222	\$26,900	135/166
SOUTH HEART.....	\$17,900	141/232			THOMPSON.....	\$18,500	78/232	\$20,250	102/191
	\$23,300	103/222							
SOUTH PRAIRIE.....	\$18,300	87/232	\$19,900	123/191	TIOGA.....	\$18,500	79/232	\$20,120	111/191
	\$20,300	201/222	\$27,900	123/166		\$27,340	35/222	\$31,560	61/166
SOUTH VALLEY SP ED.....	\$17,400	184/232	\$19,040	155/191	TURTLE LAKE-MERCER.....	\$18,300	88/232	\$19,700	133/191
	\$23,315	101/222	\$27,950	122/166		\$23,250	105/222	\$30,050	88/166
SOUTHEAST AREA VOC.....	\$18,600	66/232			TUTTLE-PETTIBONE.....	\$17,700	156/232		
	\$29,260	10/222				\$20,750	189/222		
SOUTHERN.....	\$17,200	194/232	\$19,000	159/191	TWIN BUTTES.....	\$18,000	122/232	\$21,750	41/191
	\$21,950	145/222	\$29,750	96/166		\$25,500	56/222	\$37,500	8/166
SPIRITWOOD.....	\$16,250	219/232			UNDERWOOD.....	\$16,850	205/232	\$19,000	160/191
	\$28,600	20/222				\$20,690	192/222	\$28,120	119/166
ST JOHN.....	\$18,400	85/232			UNION.....	\$19,500	<i>Lowest salary in the district</i>		
	\$22,800	115/222							
ST THOMAS.....	\$18,100	103/232	\$20,600	87/191	UNITED.....	\$17,100	198/232	\$19,152	151/191
	\$22,500	123/222	\$32,040	52/166		\$21,204	173/222	\$29,412	101/166
WILEY.....	\$18,000	121/232	\$19,800	129/191	UPHAM.....	\$16,200	222/232	\$18,450	178/191
	\$25,000	67/222	\$30,300	84/166		\$18,250	220/222	\$27,880	124/166

1998-99 SALARY BENCH/ K STATISTICS IN RANK ORDER

DISTRICT	BA		MA	
	MIN/MAX	RANK	MIN/MAX	RANK
UPPER VALLEY SP ED.....	\$19,000	39/232	\$21,200	58/191
	\$24,850	69/222	\$30,650	76/166
VALLEY.....	\$19,050	36/232	\$22,550	20/191
	\$30,450	6/222	\$33,950	32/166
VALLEY CITY.....	\$17,900	143/232	\$19,690	134/191
	\$28,282	24/222	\$33,652	34/166
VALLEY CITY VOC.....	\$18,500	80/232	\$20,350	98/191
	\$29,230	11/222	\$34,780	25/166
VELVA.....	\$18,900	46/232	\$21,100	61/191
	\$25,885	50/222	\$33,800	33/166
VERONA.....	\$18,200	94/232		
	\$25,350	60/222		
WAHPETON.....	\$17,440	180/232	\$20,250	103/191
	\$27,313	36/222	\$31,455	63/166
WALHALLA.....	\$19,000	40/232	\$21,000	68/191
	\$20,800	184/222	\$30,450	79/166
WARWICK.....	\$16,700	207/232	\$18,300	180/191
	\$21,100	179/222	\$27,100	132/166
WASHBURN.....	\$18,900	47/232	\$20,100	112/191
	\$25,595	53/222	\$31,945	54/166
WEST FARGO.....	\$18,412	83/232	\$22,647	17/191
	\$27,986	31/222	\$41,611	3/166
WEST RIVER SP ED.....	\$18,700	62/232	\$20,700	80/191
	\$24,700	73/222	\$29,700	98/166
WESTHOPE.....	\$16,250	221/232	\$17,450	188/191
	\$21,250	169/222	\$25,450	150/166
WHITE SHIELD.....	\$16,300	218/232		
WILDROSE-ALAMO.....	\$17,800	152/232	\$19,800	130/191
	\$20,200	204/222	\$26,600	141/166
WILLISTON.....	\$18,000	123/232	\$21,600	45/191
	\$28,050	27/222	\$35,200	23/166
WILLOW CITY.....	\$16,150	223/232	\$19,720	131/191
	\$21,070	180/222	\$25,870	146/166
WILMAC SP ED.....	\$18,000	124/232	\$21,600	46/191
	\$28,050	28/222	\$35,200	23/166

DISTRICT	BA		MA	
	MIN/MAX	RANK	MIN/MAX	RANK
WIMBLEDON-COURTENAY.....	\$18,800	54/232	\$22,055	33/191
	\$21,125	177/222	\$32,285	49/166
WING.....	\$17,800	153/232	\$20,100	113/191
	\$20,200	205/222	\$27,700	125/166
WISHEK.....	\$18,000	125/232	\$20,505	89/191
	\$21,450	159/222	\$34,680	26/166
WOLFORD.....	\$18,000	126/232		
	\$23,200	107/222		
WYNDMERE.....	\$18,525	69/232	\$20,025	116/191
	\$22,575	121/222	\$28,575	111/166
YELLOWSTONE.....	\$17,192	195/232	\$19,027	157/191
	\$19,992	211/222	\$21,827	165/166
ZEELAND.....	\$18,300	89/232	\$18,950	161/191

SB 2/23

Larry Klundt

From: Linda Zimmerman [zimmerma@sendit.nodak.edu]
Sent: Thursday, January 28, 1999 10:42 AM
To: 'lklundt@sendit.nodak.edu'
Subject: RE: Teacher Shortages

In the Walhalla High School we had two applicants for the HS science position. One had just graduated and the other still had her student teaching to do. Before a contract could be offered to the one who had graduated, he signed with another school. So, we had to talk a retired science teacher into subbing until the second applicant did her student teaching and was certified.

We had to shut down our VoAg program for two years because a teacher was not available.

One of the biggest reasons for the shortage of teachers esp. in science, computers, math, English, & Library is salary opportunities---why teach for a starting salary of \$18,000 when a corporation will offer you a starting salary of \$25,000 or \$30,000?

From: Larry Klundt[SMTP:lklundt@sendit.nodak.edu]
Sent: Wednesday, January 27, 1999 2:45 PM
To: SDT-EDLEAD@LISTSERV.NODAK.EDU
Subject: Teacher Shortages

Dear Subscribers:

We are getting some questions about the difficulty in hiring teachers around ND. Please send me some of your stories about teacher shortages when you tried to hire teachers for this year. I am interested in the number of applications you received, the critical areas, if you still have vacant positions and why you think you didn't get applications.

Thanks for your help.

Larry A. Klundt
Executive Director
North Dakota Council of Educational Leaders
1720 Burmt Boat Drive
Bismarck, ND 58501

Phone: 701-258-3022
Fax: 701-258-9826
E-mail: lklundt@sendit.nodak.edu

"Serving Educational Leaders in North Dakota"

Larry Klundt

From: Gary Quintus [Windows/haag/Quintus] on behalf of Gary Quintus
[gquintus@sendit.nodak.edu]
Sent: Thursday, January 28, 1999 8:37 AM
To: 'lklundt@sendit.nodak.edu'
Subject: RE: Teacher Shortages

From: Larry Klundt[SMTP:lklundt@sendit.nodak.edu]
Sent: Wednesday, January 27, 1999 1:45 PM
To: SDT-EDLEAD@LISTSERV.NODAK.EDU
Subject: Teacher Shortages

Dear Subscribers:

We are getting some questions about the difficulty in hiring teachers around ND. Please send me some of your stories about teacher shortages when you tried to hire teachers for this year. I am interested in the number of applications you received, the critical areas, if you still have vacant positions and why you think you didn't get applications.

Thanks for your help.

Larry A. Klundt
Executive Director
North Dakota Council of Educational Leaders
1720 Burnt Boat Drive
Bismarck, ND 58501

Phone: 701-258-3022
Fax: 701-258-9826
E-mail: lklundt@sendit.nodak.edu

"Serving Educational Leaders in North Dakota"

Larry,

We at Richardton-Taylor were looking for an upper-level math teacher last spring and only got two applicants. From visiting with other administrators, we weren't the only system looking for math people and only getting a few applicants (or none at all. It would seem that they just aren't out there. In some cases, the college students with a mathematics background are opting out of the field of education, perhaps due to the salaries they can earn in another field.

Larry Klundt

From: Mike Bitz [mbitz@sendit.nodak.edu]
Sent: Thursday, January 28, 1999 7:38 AM
To: lklundt@sendit.nodak.edu
Subject: Re: Teacher Shortages

Larry-

Last year, although we opened it up in March, we had one applicant for our Industrial Technology (shop) opening. He actually didn't even apply. I heard about him through the grapevine and I called him. We needed to go off our salary schedule to hire him. - North Sargent

Also last year we had 4 applications for our Business Education opening. By the time I called our applicants 2 had already accepted other positions. One had been released from his previous position. That left us with only one choice. - North Sargent

Finally, two year ago we hired a Music Teacher. We had zero applicants. I heard about a recent college graduate and I called her and was able to convince her to take the job. But there again we only had one choice. - Milnor

It is very frustrating to feel like you have no options when filling a position. We have an over abundance of elementary education applicants and a shortage in most of the secondary fields.

Mike Bitz, Superintendent

Milnor PSD #2	North Sargent PSD #3
PO Box 369	PO Box 289
Milnor, ND 58060	Gwinner, ND 58040
Phone: 701.427.5237	701.678.2492
Fax: 701.427.5304	701.678.2311
www.milnor.k12.nd.us	www.northsargent.k12.nd.us

"Important principles may and must be inflexible"

Abraham Lincoln

Larry Klundt

From: Patrick N. Feist [pfeist@sendit.nodak.edu]
Sent: Thursday, January 28, 1999 12:02 AM
To: 'Larry Klundt'
Subject: Teacher Shortages

Hi Larry,

The Glen Ullin School District experience the reality of teacher shortages during this past year in the following areas:

1. Science - Our Science teacher with a composite science teacher resigned in June 1998. During the 2nd week of August I received two applications. One applicant was a current graduate from DSU but needed to live in Dickinson. The other applicant was a former Glen Ullin Science Teacher that taught in Ohio but took a leave of absence to go to the Peace Corps. Because of some health issues, he was unable to go the Peace Corps. We hire the experienced teacher for one year. I have advertised for the science position which will be open during 1999-2000 since January 11th. I have not received one application. After contacting the state colleges/universities, I have determined that there may be 4 graduates that are not employed. These graduates want to remain around the Grand Forks area. Science teachers that are able to teach Biology, Physics, and Chemistry are almost impossible to find.

2. Music - Our Canadian Music teacher was denied a Visa or HB1 Working Permit at the end of the last school term. Therefore, we tried to find a teacher for this position with no avail. We started school with a Substitute teacher. In October, we again were able to receive a HB1 status for our Canadian Music Teacher. The shortages are real and non-citizens need to be hired so that the position may be filled.

3. EMH/TMH Instructor - We advertised this position for 2 months and received one acceptable applicant. This instructor will work on her Generalist Degree so that our seven disabled students may be taught by one teacher.

Secondary Teachers and Specialists in Special Education are in short supply.

Let me know if you need anything else I can do to help convince the legislators that there is a shortage of teachers.

Pat Feist
[Pfeist@sendit.nodak.edu](mailto:pfeist@sendit.nodak.edu)
348-3590

Larry Klundt

From: Les Anderson [leanders@sendit.nodak.edu]
Sent: Wednesday, January 27, 1999 6:13 PM
To: lklundt@sendit.nodak.edu
Subject: Re: Teacher Shortages

Larry,

We had an 8th Grade Social Studies opening at the end of the first semester. We had a number of applications, but only one applicant (who did not currently have a teaching position) was fully qualified. We hired a teacher from South Prairie, after I got permission from South Prairie's school board. The one qualified applicant then took the position at South Prairie.

At the district level we could not get a teacher to take the Technology Education position at Central Campus. We had to enrolled the students in different classes for the first semester. We did get a teacher from California for the second semester, he is not fully qualified.

We also had some problems hiring Special Education teachers, but I don't know the specifics.

Another topic!! Did the NDCEL approve moving the NDASC money into the organizaton? I will be in San Antonio at our executive director's meeting February 6- 8, 1999, and will not make it to the mid-winter conference. When I get back I would like to come to Bismarck and set up the account for NDASC.

Les

Larry Klundt wrote:

>

> Dear Subscribers:

>

> We are getting some questions about the difficulty in
> hiring teachers around ND. Please send me some of your
> stories about teacher shortages when you tried to hire
> teachers for this year. I am interested in the number of
> applications you received, the critical areas, if you still
> have vacant positions and why you think you didn't get
> applications.

>

Larry Klundt

From: Bradley N. Webster [bwebbek@daktel.com]
Sent: Wednesday, January 27, 1999 4:44 PM
To: lklundt@sendit.nodak.edu
Subject: Re: Teacher Shortages

Larry,

When I signed on in July I was to be both the superintendent and high school principal. However, Tappen had a computer teaching vacancy with another teaching field. The only applicant was a young man seeking a computer teacher/principal position. The position was listed for over 4 months.

Fortunately he has proven talented in both areas.

This particular area is difficult to fill for obvious reasons: I cannot pay what individuals with computers can work in the private sector.

Secondly, housing. Tappen has 85% of their staff commuting from Jamestown, Bismarck, Steele, Napoleon and Wishek. That means additional costs for the applicant.

A further note---I will be in search of a music teacher for next year. The last opening in this area at Tappen offered few applicants and a retired administrator came out of retirement to teach music for us a maximum of 90 days a year. Our program has suffered with the limited time set aside for music. Others speak of problems finding fulltime music teachers....the chances for anything less seem dim.

Brad Webster
Superintendent
Tappen Public School
Tappen, ND

Larry Klundt

From: Jack Fuller [fuller@sendit.nodak.edu]
Sent: Wednesday, January 27, 1999 4:39 AM
To: lklundt@sendit.nodak.edu
Subject: Re: Teacher Shortages

Larry, Have not had to much difficulty hiring here in the Valley, however finding "sub teachers" is getting tougher every year. They want more long term jobs or more notice than just an early morning call that a teacher is sick. Don't know if pay is the whole issue either, we pay \$65 per day. Some are loyal others very selective.

Larry Klundt

From: Bruce Schumacher [schumach@sendit.nodak.edu]
Sent: Wednesday, January 27, 1999 4:00 PM
To: lklundt@sendit.nodak.edu
Subject: Re: Teacher Shortages

Larry,

You may recall Fairmount's difficulty finding a science teacher. We had one applicant, who was universally NOT recommended by his former employers around the state. I happen to know one ND school did hire him. We finally ended up changing the schedule, dropping some classes, and hiring a person who had done well, but will not be able to meet our needs next year as those classes must return. Frankly, I have NO plan for next year. I anticipate being unable to find any more applicants than we had this year.

Money is not the only answer because many Minnesota schools where salaries are much higher also failed to fill science teaching vacancies. I'm not sure what the answer is. Money would help.

Bruce

Larry Klundt

From: Mark Vollmer [mvollmer@sendit.nodak.edu]
Sent: Wednesday, January 27, 1999 4:01 PM
To: lklundt@sendit.sendit.nodak.edu
Subject: Re: Teacher Shortages

Responding To: Larry Klundt <lklundt@sendit.nodak.edu>
Original Date: Wed, 27 Jan 1999 14:45:40 -0600

>

> Dear Subscribers:

>

> We are getting some questions about the difficulty in
> hiring teachers around ND. Please send me some of your
> stories about teacher shortages when you tried to hire
> teachers for this year. I am interested in the number of
> applications you received, the critical areas, if you still
> have vacant positions and why you think you didn't get
> applications.

>

Larry -

Math and Science seem to be the hardest to fill. We had a math opening this school year. Received 3 applicants. We were lucky to hire a fantastic teacher!! I heard of many neighboring districts who had a very difficult time with these areas also.

Spanish and alternative languages are also difficult to fill, and of course, any area in special education is tough.

It seems there are fewer education majors today. 6 years ago, our district had an opening . . . there were many, many applicants. Even for an elementary opening for the 1998-1999 school year, we received less than 15!

Hope this helps -

Mark Vollmer, Principal
Willow City High School

> Thanks for your help.

> *****

> *****

> Larry A. Klundt
> Executive Director
> North Dakota Council of Educational Leaders
> 1720 Burnt Boat Drive
> Bismarck, ND 58501
>
> Phone: 701-258-3022

Larry Klundt

From: Martin F. Schock [schock@sendit.nodak.edu]
Sent: Wednesday, January 27, 1999 3:57 PM
To: Larry Klundt
Subject: Re: Teacher Shortages

Larry,

We were advertising for a Vo. Ag. teacher for a couple months this summer. Ours had already signed his contract, got a job offer in his hometown after that. The board said they would not release him unless we found a replacement. We had one applicant for that position. After interviewing and checking references, we could not offer him a contract. It would have been disaster. That is the only applicant we had. I contacted others that I had heard wanted to move to the western part of the state, however, none wanted to move. They were settled into their situation and wanted to stay where they were. One was hired by the state Ag Dept. and had no interest in teaching. We did, however, give our Vo. Ag. teacher a 12 month contract. OUCH!

We also filled a math position, junior high and high school. We had seven applicants for that one, some that were not qualified, three I believe, while others were comparing this salary, base of \$17,612.25 plus \$3261 in fringe benefits to what they could get in the private sector. Some asked, "Where's Elgin?"

We have had some situations in the past in science where we have had to hire above the salary schedule to get them to sign on. Not a good situation with other staff members.

I can only envision this situation getting worse. The gap in salaries between the public school and the private sector is getting worse and will only heighten the problem.

Good Luck!

Martin F. Schock, Superintendent
Elgin/New Leipzig Public School

Larry Klundt

From: John Gengler [jgengler@sendit.nodak.edu]
Sent: Wednesday, January 27, 1999 8:27 PM
To: 'Larry Klundt'
Subject: RE: Teacher Shortages

Larry, if you get much on this will you share it with all? When the legislative committees here from people, it's always a limited few. Maybe a detailed list of every school with every vacancy and some list of the minimal number of applicants for many positions would be more impressive. Whether it generates enough interest to do something about it financially is another question. Two years ago when we hired an instrumental music teacher, we had two applicants and hired the one who drives from Beulah every day.

From: Larry Klundt [SMTP:lklundt@sendit.nodak.edu]
Sent: Wednesday, January 27, 1999 9:46 AM
To: SDT-EDLEAD@LISTSERV.NODAK.EDU
Subject: Teacher Shortages

Dear Subscribers:

We are getting some questions about the difficulty in hiring teachers around ND. Please send me some of your stories about teacher shortages when you tried to hire teachers for this year. I am interested in the number of applications you received, the critical areas, if you still have vacant positions and why you think you didn't get applications.

Thanks for your help.

Larry A. Klundt
Executive Director
North Dakota Council of Educational Leaders
1720 Burnt Boat Drive
Bismarck, ND 58501

Phone: 701-258-3022
Fax: 701-258-9826
E-mail: lklundt@sendit.nodak.edu

"Serving Educational Leaders in North Dakota"

Larry Klundt

From: Jon Kringen [jkringen@sendit.nodak.edu]
Sent: Wednesday, January 27, 1999 3:25 PM
To: lklundt@sendit.nodak.edu
Subject: Re: Teacher Shortages

Larry,

We have had several problem areas in Enderlin; Music, Business, Social Studies, and coaching.

We had 6 applicants for the music position of which we felt 2 who qualified; we were fortunate in being able to hire our top choice.

Business was a different story, we had perhaps 8-10 applicants and interviewed four of which one was dismissed 5 minutes into the interview. We offered the job to 2 of the 3 left and were turned down. We wound up using a teacher on emergency certification along with one teacher and myself teaching an additional class. We hope to be able to hire a new teacher next year.

Social Studies has been a real surprise to me. We have had difficulty attracting what we feel are top candidates, much less fully qualified people. Personally, our hires in this area have been compromises; not first choice quality.

Our School Board has made the attraction, hiring, and retention of top quality teachers a priority for our school. We are taking several steps along these lines.

Hope this helps.

Larry Klundt

From: Jack Maus [maus@sendit.nodak.edu]
Sent: Wednesday, January 27, 1999 3:12 PM
To: lklundt@sendit.sendit.nodak.edu
Subject: RE: Teacher Shortages

Science - 3 applicants, no one qualified for Physics, now receive from Northwood (teacher travels to Hatton 1 period)
Music - 3 applicants, got lucky and got a really good one.
English - 12 applicants, hired one with no experience

A real shortage except for Elementary and even there the numbers of applicants are down.

-----Original Message-----

From: Educational Leaders [mailto:SDT-EDLEAD@LISTSERV.NODAK.EDU] On Behalf Of Larry Klundt
Sent: Wednesday, January 27, 1999 2:46 PM
To: SDT-EDLEAD@LISTSERV.NODAK.EDU
Subject: Teacher Shortages

Dear Subscribers:

We are getting some questions about the difficulty in hiring teachers around ND. Please send me some of your stories about teacher shortages when you tried to hire teachers for this year. I am interested in the number of applications you received, the critical areas, if you still have vacant positions and why you think you didn't get applications.

Thanks for your help.

Larry A. Klundt
Executive Director
North Dakota Council of Educational Leaders
1720 Burnt Boat Drive
Bismarck, ND 58501

Phone: 701-258-3022
Fax: 701-258-9826
E-mail: lklundt@sendit.nodak.edu

"Serving Educational Leaders in North Dakota"

Larry Klundt

From: Art Conklin [conklin@mail.oakes.k12.nd.us]
Sent: Wednesday, January 27, 1999 3:03 PM
To: lklundt@sendit.nodak.edu
Subject: Re: Teacher Shortages

I listed an opening for a secondary math teacher last year to start the 98-99 school year. Did not get one applicant that was qualified. That is had a math major or minor. Covered internally and will try again this spring.

I hired an instruemntal music teacher for the 97-98 school year. I had 4 applicants and 3 pulled their applications prior to interviews. I hired the only remaining applicant.

Art

Art Conklin, Superintendent conklin@sendit.nodak.edu
Oakes Public Schools conklin@mail.oakes.k12.nd.us

804 Main Ave Voice: 701-742-3234

Oakes, ND 58474 Fax: 701-742-2812

Larry Klundt

From: Deb Syvertson [dsyverts@ndak.net]
Sent: Wednesday, January 27, 1999 7:57 PM
To: lklundt@sendit.sendit.nodak.edu
Subject: Teacher Vacancies

Hi Larry,

In Willow City this summer, we had a math position open for grades 7-12. We had three applicants. One was offered a job in Bottineau and the other was nearing retirement and suffering severe burnout. If we would have had to have hired this applicant, we would have had a live body in the classroom, but not much learning going on. We were fortunate to have hired the third applicant who had recently moved to the area when she got married this summer. She is doing an excellent job of turning our math program around. We also had a vacancy for a part-time LD teacher which I filled on the day before school started. I conducted the interview via phone (I did know this person already) and we were able to hire her if we could juggle our schedules to match her son's kindergarten one. In order to fill vacancies, we have had to be flexible and attend church on a regular basis because we need all the help we can get!

Hope this helps.

Deb Syvertson, Superintendent
Willow City Public School

PS

After attending the superintendent's conference this week, I think we need more women superintendents. I was indeed part of a minority out there. Keep up the good work with the lobbying efforts and let me know if I can be any more help.

Larry Klundt

From: Jerry Lydeen [jlydeen@pioneer.state.nd.us]
Sent: Friday, January 29, 1999 9:22 AM
To: lklundt@sendit.sendit.nodak.edu
Cc: Mel Olson
Subject: SHORTAGE OF BUSINESS & OFFICE TECHNOLOGY POSITIONS

35 positions for Business & Office Technology instructors were reported through the ND Teacher Placement Service from May 15 until August 31, 1998. Only 13 teachers were graduated from the 5 Universities offering Business Education teacher preparation.

At Enderlin the superintendent is teaching a business education class and a local CPA (without any teaching qualifications) was granted an emergency credential by the Education & Practices Standards Board to teach accounting. At Lisbon, the program was cut dramatically, because a second teacher could not be found. Several schools have already posted a vacant position notice to try to fill the vacancy for the Fall of 1999.

Several Business teachers are retiring this year and several have found positions in industry as Technology and Computer specialists. The salary difference between Fargo/West Fargo and Moorhead, Minnesota is \$8,000 as one instructor found out to his delight recently.

Small towns and especially Indian Reservation schools are desperate for Business Teachers. Housing is a problem and many teachers refuse to travel 50 to 60 miles to work in Reservation schools.

Many Business Education teacher graduates are "place bound" because their spouse is employed in agriculture, or in another field and employment opportunities do not exist for the two wage earners required by families today. For further clarification, contact Jerry Lydeen, Supervisor of Business & Office Technology, State Board for Vocational and Technical Education at 328-2286 or jlydeen@pioneer.state.nd.us

Larry Klundt

From: Dale E Hogue [hogue@sendit.nodak.edu]
Sent: Thursday, January 28, 1999 1:03 PM
To: lklundt@sendit.sendit.nodak.edu
Subject: Teacher Shortage

--

Music has been the difficult position to fill for Fessenden and Bowdon. Other positions open have been elementary and we have had well qualified applicants for positions.

1997-98 Year: I filled music position 6 days before the year was to begin. I had 4 applications, offered contracts to two who declined.

1998-99 Year: Began music search in May. Had 6 applicants. 2 withdrew, 3 declined contracts to accept higher paying positions.

1997-98 Year: Needed to hire teachers to for junior high classes. Applicants who were recent graduates had elementary degrees and were certified K-8. However, they did not always have the appropriate coursework for certification in specific areas (math, science, English, social studies) needed to teach 7th and 8th grade students.

Larry Klundt

From: Dennis Steele [dsteele@pioneer.state.nd.us]
Sent: Thursday, January 28, 1999 10:08 AM
To: 'lklundt@sendit.nodak.edu'
Subject: Counselor Shortage

We are finding it very difficult to find fully qualified counselors willing to work in rural North Dakota. As a result we have loosened our standards and become very flexible. We definitely want the most qualified personnel available. This is critical when counselor's deal with crises counseling issues (pregnancy, suicide, death, drug/alcohol abuse).

Over the years I've lost many of my best counselor's to major cities or out of state. Minnesota pulls a lot of counselor's because of the salary differential. By moving to Minnesota the people I've worked with have increased their salary \$7,000 to \$17,000.

Larry Klundt

From: Jim Stenehjem [Jim_Stenehjem@fc.grand-forks.k12.nd.us]
Sent: Wednesday, January 27, 1999 8:47 PM
To: lklundt@sendit.sendit.nodak.edu
Subject: Teacher Shortage

Dear Larry,

Kim Slotsve told me you wanted stories about the difficulty in hiring new teachers. Last summer when I moved to Red River High School I needed to hire teachers in math, Spanish, and tech ed. I was hiring at the end of June and July. I had one candidate to interview in Tech Ed, one candidate in Spanish, and two candidates in math. I offered the Tech Ed person a job, I understand that they are offering signing bonuses in Minnesota and Wisconsin of \$5,000 to \$10,000 to sign in Tech Ed. We were pleased when a teacher moved from East Grand Forks to Red River and took a \$5,000 pay cut to teach Spanish. I had interviewed two candidates in math, but only one had a North Dakota teaching certificate and I knew that I would not be able to get the other teacher certified before school started, so I hired the teacher with the North Dakota certificate.

We are a large school district, yet had the smallest candidate pool I have ever had in my twenty years as a high school principal. The shortage of teachers is truly here. It has been common for me to lose teachers to other states over the last five years, and it has been a common experience to interview multiple candidates for positions in the past, but lose the best candidates to smaller schools in Minnesota where they will make more money. Last summer was the first time I was faced with such a limited candidate pool.

Good luck.

Jim

Jim Stenehjem
701-746-2400 Ext 350
Red River High School
Grand Forks, ND 58201
Jim_Stenehjem@fc.grand-forks.k12.nd.us

Larry Klundt

From: Bob Toso [rtoso@sendit.nodak.edu]
Sent: Wednesday, January 27, 1999 3:00 PM
To: Larry Klundt
Subject: Teacher shortage

Larry,

Here at Valley City, we have been trying to hire an industrial education teacher for two years. Last year we did not get an application. I suspect that next year we will be asking our remaining person to teach an overload and then we will drop some electives. (We are filling in this year with a part time retired teacher, but he will not be back next year.)

Two years ago we advertised for a full time PE teacher and a boys basketball coach. We had the outstanding basketball player in the state returning. I thought we would need to beat away perspective coaches with a bat, but we had a little over twenty apps and most of them were not qualified. We had a very difficult time finding four qualified candidates for interviews.

I can also tell you that my oldest daughter is graduating in secondary ed with a major in math and a minor in computers and she is not considering ND. She is looking at Alaska because they will pay loans. If Minnesota goes that route, she will look in that area, too. As our teachers in the secondary retire in the next few years, I don't know what we will do to entice excellent teachers to apply. I am very concerned. Let me know what else we can do to help.

Bob

Larry Klundt

From: Jay Diede [diiede@4eyes.net]
Sent: Thursday, January 28, 1999 11:05 AM
To: lklundt@sendit.nodak.edu
Subject: Re: Teacher Shortages

Larry:

We've been advertising off & on for a music position the past two years with almost no response. Our best candidate this past year, a ND native, a ND graduate (secondary and college), wanted to stay but couldn't pass up the \$8,000 to \$9,000 more that she was offered in Minnesota.

Jay

SB 2123



North Dakota Legislative Council

STATE CAPITOL, 600 EAST BOULEVARD, BISMARCK, ND 58505-0360 (701) 328-2916 TTY 1-800-366-6886

GARY J. NELSON
State Senator
Chairman

JOHN D. OLSRUD
Director

JAY E. BURINGRUD
Assistant Director

CHESTER E. NELSON, Jr.
Legislative Budget
Analyst & Auditor

JOHN WALSTAD
Code Revisor

December 15, 1998

Honorable Joe Kroeber
State Representative
1210 Seventh Avenue SE
Jamestown, ND 58401-5618

Dear Representative Kroeber:

Enclosed please find a document from the Department of Public Instruction entitled *Historical Per Pupil Expenditure, Pupil Payment, Tuition Apportionment and Mill Deduct Data*. The document will allow you to compare the per student payments set forth in statute with the amounts actually paid to school districts over a 25-year period.

We contacted Department of Public Instruction personnel regarding contingent payments that were made in recent years. We were provided with the following information:

- During the 1987-89 biennium, there was a shortfall of funds and consequently no contingent payment was made.
- During the 1989-91 biennium, there was also a shortfall of funds and consequently no contingent payment was made. However, during the 1991 legislative session, emergency legislation (1991 S.L., ch. 52) was passed which provided for a \$7 million supplemental per student payment.
- During the 1991-93 biennium, there was a shortfall of funds and consequently no contingent payment was made.
- During the 1993-95 biennium, there was a surplus of foundation aid funds. Section 13 of 1993 Session Laws, Chapter 3, had provided for the contingent disbursement of funds remaining at the end of the biennium and, consequently, school districts received an additional \$5.67 million.
- During the 1995-97 biennium, there was a surplus of foundation aid funds. Language providing for the contingent per student distribution of such funds had not been enacted during the 1995 legislative session. However, in Section 6 of 1997 Session Laws, Chapter 13, the approximately \$5 million in surplus funds were set aside for technology reimbursement payments to school districts.
- The 1997-99 biennium is expected to have a \$12 million surplus of foundation aid funds.

We hope this information assists you.

Sincerely,

L. Anita Thomas
Counsel

LAT/LMM
Enc.

Historical Per Pupil Expenditure, Pupil Payment, Tuition Apportionment and Mill Deduct Data.

School Year	Actual Per Pupil Expenditures	Statutory Per Pupil Payment	Actual Per				Local Share Mill Levy Deduct	Taxable Value	ADM	Mill Deduct/ADM	Net Per Pupil and Tuition Apportionment	Net Percent from Pupil and Tuition
			Actual Per Pupil Payment	Tuition Apportionment	Pupil Payment and Tuition Apportionment							
1973-74	831	540	540	31	571	0.020	658,235,947	138,076	(92)	479	58%	
1974-75	938	540	540	42	582	0.020	671,209,499	133,625	(99)	483	52%	
1975-76	1,097	640	640	38	678	0.020	714,225,794	132,737	(101)	577	53%	
1976-77	1,212	690	690	47	737	0.020	735,673,642	130,121	(110)	627	52%	
1977-78	1,376	775	775	47	822	0.020	775,281,443	126,254	(117)	705	51%	
1978-79	1,544	850	850	53	903	0.020	803,767,456	122,126	(127)	776	50%	
1979-80	1,741	903	903	80	983	0.020	830,442,532	118,574	(136)	847	49%	
1980-81	1,957	970	970	106	1,076	0.020	869,904,028	117,313	(142)	934	48%	
1981-82	2,392	1,425	1,425	98	1,523	0.020	917,920,637	117,185	(148)	1,375	57%	
1982-83	2,477	1,591	1,591	158	1,511	0.020	938,686,969	117,320	(156)	1,355	55%	
1983-84	2,577	1,400	1,400	176	1,576	0.020	951,779,114	117,444	(160)	1,416	55%	
1984-85	2,851	1,350	1,350	202	1,552	0.020	998,380,663	118,090	(161)	1,391	49%	
1985-86	2,960	1,425	1,425	209	1,634	0.020	980,108,754	118,024	(169)	1,465	49%	
1986-87	2,949	1,455	1,367	216	1,583	0.020	976,761,047	117,981	(166)	1,417	48%	
1987-88	3,041	1,400	1,400	215	1,615	0.020	973,962,097	118,376	(165)	1,450	48%	
1988-89	3,213	1,412	1,385	206	1,591	0.020	962,760,380	118,536	(164)	1,427	44%	
1989-90	3,427	1,525	1,411	199	1,610	0.021	962,760,380	118,097	(171)	1,439	42%	
1990-91	3,425	1,540	1,480	198	1,678	0.022	956,278,185	118,883	(178)	1,500	44%	
1991-92	3,676	1,552	1,552	197	1,749	0.022	943,144,462	119,509	(176)	1,573	43%	
1992-93	3,701	1,608	1,547	198	1,745	0.022	941,390,009	119,955	(173)	1,572	42%	
1993-94	3,772	1,570	1,570	198	1,768	0.023	958,547,588	120,411	(180)	1,588	42%	
1994-95	3,850	1,636	1,682	198	1,880	0.024	995,155,293	120,440	(191)	1,689	44%	
1995-96	4,016	1,757	1,757	207	1,964	0.028	1,030,810,153	120,538	(231)	1,732	43%	
1996-97	4,223	1,862	1,862	209	2,071	0.032	1,107,165,252	119,895	(275)	1,796	43%	
1997-98		1,954				0.032	1,148,999,564					
1998-99		2,032				0.032						

The schedule shows the relationship of net state per pupil aid (base student payment plus tuition apportionment minus the mill deduct per student) to the total cost of education per pupil. It does not consider all state aid for schools (e.g., transportation, summer school or special education).

Source: Summary of Facts; School Finance Facts, the North Dakota Century Code and Session Law

Actual Per Pupil Expenditures - Includes regular, federal, special education, vocational education, administration and plant operation costs divided by total average daily membership (finance ADM - 120,538 for 1995-96). This is the standard educational cost per student calculation.

Statutory Per Pupil Payment - The per student payment rate specified in the North Dakota Century Code 15-40.1-06.

Actual Per Pupil Payment - The actual per student payment rate made for the school year (foundation aid is paid on weighted pupil units - 122,612 for 1995-96).

Tuition Apportionment - The payment rate used to distribute tuition apportionment funds (6-17 public and private school age census is the basis for the tuition apportionment distribution - 120,966 for 1995-96.)

Actual Per Pupil Payment and Tuition Apportionment - Actual Per Pupil Payment *plus* Tuition Apportionment.

Local Share Mill Levy Deduct - The local mill levy deduct specified in the North Dakota Century Code 15-40.1-06.

Taxable Value - The taxable property valuation for the local school district. Taxable value listed is the taxable value used for the local property tax. Taxable value used for the foundation aid mill deduct is one year behind the taxable for the local property tax.

ADM - Average Daily Membership includes ALL students educated in the district for regular, special education, district supervised home school education and summer school programs. This ADM is referred to as finance ADM.

Mill Deduct/ADM - Local share mill levy deduct *multiplied by* taxable value [for foundation aid] *divided by* ADM.

Net Per Pupil and Tuition Apport Pmt - Actual Per Pupil Payment *plus* Tuition Apportionment *minus* Mill Deduct/ADM.

Net Percent from Pupil and Tuition - Net Per Pupil and Tuition Apportionment *divided by* Actual Per Pupil Expend.

\$12 million on 1997-98 ADM (sped)

ID	DNAME	5e sped ADM	\$	107.00
1003	REEDER 3	30.25		3,236.75
1013	HETTINGER 13	463.68		49,613.76
2002	VALLEY CITY 2	1,344.91		143,905.37
2013	ORISKA 13	89.91		9,620.37
2052	LITCHVILLE 52	99.65		10,662.55
2065	N CENTRAL 65	211.75		22,657.25
2082	WIMBLEDON COURTENAY	195.43		20,911.01
2727	SHEYENNE VALLEY SP E	-		-
3005	MINNEWAUKAN 5	131.93		14,116.51
3006	LEEDS 6	231.64		24,785.48
3009	MADDOCK 9	240.91		25,777.37
3016	OBERON 16	37.11		3,970.77
3029	WARWICK 29	225.12		24,087.84
3030	FT TOTTEN 30	175.09		18,734.63
3736	FT TOTTEN SP ED	-		-
4001	BILLINGS CO 1	101.55		10,865.85
5001	BOTTINEAU 1	801.94		85,807.58
5013	WILLOW CITY 13	106.85		11,432.95
5017	WESTHOPE 17	193.83		20,739.81
5035	LANSFORD 35	48.62		5,202.34
5054	NEWBURG UNITED 54	95.96		10,267.72
5726	PEACE GARDEN SP ED	-		-
6001	BOWMAN 1	457.47		48,949.29
6017	RHAME 17	133.25		14,257.75
6033	SCRANTON 33	168.40		18,018.80
7014	BOWBELLS 14	117.19		12,539.33
7027	POWERS LAKE 27	147.00		15,729.00
7036	BURKE CENTRAL 36	144.54		15,465.78
8001	BISMARCK 1	10,321.53		1,104,403.71
8002	REGAN 2	18.86		2,018.02
8025	NAUGHTON 25	12.50		1,337.50
8028	WING 28	88.89		9,511.23
8029	BALDWIN 29	14.00		1,498.00
8033	MENOKEN 33	41.00		4,387.00
8034	MCKENZIE 34	8.00		856.00
8035	STERLING 35	36.03		3,855.21
8036	DRISCOLL 36	45.27		4,843.89
8039	APPLE CREEK 39	43.24		4,626.68
8045	MANNING 45	16.00		1,712.00
8702	BURLEIGH CO SP ED	-		-
8711	BISMARCK SP ED	-		-
9001	FARGO 1	11,177.47		1,195,989.29
9002	KINDRED 2	671.57		71,857.99
9004	MAPLE VALLEY 4	256.66		27,462.62
9006	WEST FARGO 6	4,611.99		493,482.93
9007	MAPLETON 7	111.07		11,884.49
9017	CENTRAL CASS 17	749.88		80,237.16
9080	PAGE 80	153.79		16,455.53

ID	DNAME	5e sped ADM	\$	107.00
9097	NORTHERN CASS 97	410.63		43,937.41
9717	RURAL CASS SP ED	-		-
9730	FARGO SP ED	-		-
9734	WEST FARGO SP ED	-		-
10001	OSNABROCK 1	29.04		3,107.28
10014	BORDER CENTRAL 14	49.86		5,335.02
10019	MUNICH 19	157.00		16,799.00
10023	LANGDON 23	633.07		67,738.49
10030	MILTON 30	34.96		3,740.72
11040	ELLEDALE 40	400.70		42,874.90
11041	OAKES 41	531.59		56,880.13
12001	DIVIDE COUNTY 1	395.10		42,275.70
12738	DIVIDE CO SP ED	-		-
13008	DODGE 8	65.39		6,996.73
13016	KILLDEER 16	389.76		41,704.32
13019	HALLIDAY 19	111.60		11,941.20
13037	TWIN BUTTES 37	40.52		4,335.64
14001	NEW ROCKFORD 1	412.38		44,124.66
14012	SHEYENNE 12	162.66		17,404.62
14712	EAST CENTRAL SP ED	-		-
15006	HAZELTON MOFFIT BRAD	160.32		17,154.24
15010	BAKKER 10	15.00		1,605.00
15012	UNION 12	18.50		1,979.50
15015	STRASBURG 15	234.06		25,044.42
15036	LINTON 36	367.57		39,329.99
15722	EMMONS CO SP ED	-		-
16010	CARRINGTON 10	715.69		76,578.83
17003	BEACH 3	392.87		42,037.09
17006	LONE TREE 6	45.82		4,902.74
18001	GRAND FORKS 1	8,826.24		944,407.68
18044	LARIMORE 44	574.53		61,474.71
18061	THOMPSON 61	544.50		58,261.50
18125	MANVEL 125	196.33		21,007.31
18127	EMERADO 127	131.85		14,107.95
18128	MIDWAY 128	319.38		34,173.66
18129	NORTHWOOD 129	375.72		40,202.04
18140	GR FORKS AB 140	-		-
18733	GRAND FORKS SP ED	-		-
19018	ROOSEVELT 18	150.14		16,064.98
19049	ELGIN-NEW LEIPZIG 49	294.56		31,517.92
20007	MIDKOTA 7	249.46		26,692.22
20018	GRIGGS COUNTY CENTRA	403.31		43,154.17
21006	MOTT 6	245.31		26,248.17
21009	NEW ENGLAND 9	283.18		30,300.26
21014	REGENT 14	107.03		11,452.21
21709	SOUTHWEST SP ED	-		-
22011	PETTIBONE 11	52.94		5,664.58
22014	ROBINSON 14	30.38		3,250.66

ID	DNAME	5e sped ADM	\$	107.00
22020	TUTTLE 20	77.97		8,342.79
22026	STEELE 26	262.49		28,086.43
22028	TAPPEN 28	110.70		11,844.90
23003	EDGELEY 3	298.02		31,888.14
23007	KULM 7	171.08		18,305.56
23008	LAMOURE 8	382.41		40,917.87
23009	MARION 9	133.62		14,297.34
23011	VERONA 11	91.56		9,796.92
23724	DICKEY LAMOURE SP ED	-		-
24002	NAPOLEON 2	271.73		29,075.11
24056	GACKLE STREETER 56	212.36		22,722.52
24718	S CENTRAL PRAIRIE SP	-		-
25001	VELVA 1	457.01		48,900.07
25004	NEWPORT 4	218.19		23,346.33
25014	ANAMOOSE 14	107.56		11,508.92
25025	GRANVILLE 25	161.02		17,229.14
25029	UPHAM 29	76.58		8,194.06
25057	DRAKE 57	162.40		17,376.80
26004	ZEELAND 4	58.52		6,261.64
26009	ASHLEY 9	229.59		24,566.13
26019	WISHEK 19	286.02		30,604.14
27001	MCKENZIE CO 1	669.36		71,621.52
27002	ALEXANDER 2	125.46		13,424.22
27014	YELLOWSTONE 14	121.90		13,043.30
27018	EARL 18	7.00		749.00
27019	BOWLINE BUTTE 19	2.00		214.00
27032	HORSE CREEK 32	13.76		1,472.32
27036	MANDAREE 36	228.29		24,427.03
28001	MONTEFIORE 1	272.56		29,163.92
28004	WASHBURN 4	474.62		50,784.34
28008	UNDERWOOD 8	360.67		38,591.69
28050	MAX 50	172.84		18,493.88
28051	GARRISON 51	435.12		46,557.84
28062	BUTTE 62	53.57		5,731.99
28072	TURTLE LAKE MERCER 7	226.33		24,217.31
28085	WHITE SHIELD 85	156.74		16,771.18
29003	HAZEN 3	917.88		98,213.16
29020	GOLDEN VALLEY 20	74.34		7,954.38
29022	STANTON 22	107.30		11,481.10
29027	BEULAH 27	1,074.64		114,986.48
29715	OLIVER MERCER SP ED	-		-
30001	MANDAN 1	3,592.35		384,381.45
30004	LITTLE HEART 4	28.82		3,083.74
30007	NEW SALEM 7	367.73		39,347.11
30008	SIMS 8	39.08		4,181.56
30013	HEBRON 13	210.43		22,516.01
30017	SWEET BRIAR 1	13.50		1,444.50
30039	FLASHER 39	296.04		31,676.28

ID	DNAME	5e sped ADM	\$	107.00
30048	GLEN ULLIN 48	253.74		27,150.18
30725	MORTON SP ED	-		-
30800	ND YOUTH CORR CT	-		-
31001	NEW TOWN 1	727.09		77,798.63
31002	STANLEY 2	459.38		49,153.66
31003	PARSHALL 3	316.11		33,823.77
31137	PLAZA 137	75.49		8,077.43
31706	NORTHERN PLAINS SP E	-		-
32001	DAKOTA PRAIRIE 1	443.61		47,466.27
32066	LAKOTA 66	304.51		32,582.57
33018	CENTER 18	350.09		37,459.63
34001	PEMBINA 1	148.05		15,841.35
34006	CAVALIER 6	638.70		68,340.90
34012	VALLEY 12	171.44		18,344.08
34019	DRAYTON 19	244.70		26,182.90
34027	WALHALLA 27	352.53		37,720.71
34043	ST THOMAS 43	137.07		14,666.49
34055	NECHE 55	133.17		14,249.19
34707	PEMBINA SP ED	-		-
35001	WOLFORD 1	59.50		6,366.50
35005	RUGBY 5	755.67		80,856.69
36001	DEVILS LAKE 1	1,973.51		211,165.57
36002	EDMORE 2	143.12		15,313.84
36044	STARKWEATHER 44	132.66		14,194.62
36714	LAKE REGION SP ED	-		-
37002	SHELDON 2	56.11		6,003.77
37006	FT RANSOM 6	32.50		3,477.50
37010	SALUND 10	8.97		959.79
37019	LISBON 19	695.75		74,445.25
37022	ENDERLIN 22	392.38		41,984.66
38002	SHERWOOD 2	146.00		15,622.00
38009	MOHALL 9	305.94		32,735.58
38026	GLENBURN 26	285.01		30,496.07
39005	MANTADOR 5	25.00		2,675.00
39008	HANKINSON 8	365.67		39,126.69
39018	FAIRMOUNT 18	143.84		15,390.88
39028	LIDGERWOOD 28	271.35		29,034.45
39037	WAHPETON 37	1,624.86		173,860.02
39042	WYNDMERE 42	342.88		36,688.16
39044	RICHLAND 44	311.00		33,277.00
39728	SOUTH VALLEY SP ED	-		-
39737	WAHPETON SP ED	-		-
40001	DUNSEITH 1	734.17		78,556.19
40003	ST JOHN 3	279.38		29,893.66
40004	MT PLEASANT 4	371.12		39,709.84
40007	BELCOURT 7	1,785.96		191,097.72
40029	ROLETTE 29	234.47		25,088.29
40719	TURTLE MT SP ED	-		-

ID	DNAME	5e sped ADM	\$	107.00
41002	MILNOR 2	278.69		29,819.83
41003	N SARGENT 3	188.51		20,170.57
41006	SARGENT CENTRAL 6	351.28		37,586.96
42016	GOODRICH 16	68.68		7,348.76
42019	MCCLUSKY 19	153.23		16,395.61
43003	SOLEN 3	252.10		26,974.70
43004	FT YATES 4	222.75		23,834.25
43008	SELFRIDGE 8	118.10		12,636.70
44012	MARMARTH 12	31.17		3,335.19
44014	SHEETS 14	3.00		321.00
44032	CENTRAL ELEMENTARY 3	19.50		2,086.50
45001	DICKINSON 1	2,952.94		315,964.58
45003	TAYLOR 3	108.61		11,621.27
45004	RICHARDTON 4	181.33		19,402.31
45009	SOUTH HEART 9	297.19		31,799.33
45013	BELFIELD 13	347.35		37,166.45
45701	WEST RIVER SP ED	-		-
45735	DICKINSON SP ED	-		-
46010	HOPE 10	180.42		19,304.94
46019	FINLEY SHARON 19	171.29		18,328.03
47001	JAMESTOWN 1	2,758.72		295,183.04
47003	MEDINA 3	181.89		19,462.23
47010	PINGREE 10	134.14		14,352.98
47014	MONTPELIER 14	156.07		16,699.49
47019	KENSAL 19	91.10		9,747.70
47026	SPIRITWOOD 26	13.67		1,462.69
47721	BUFFALO VALLEY SP ED	-		-
48002	BISBEE-EGELAND 2	133.73		14,309.11
48008	SOUTHERN 8	326.93		34,981.51
48028	N CENTRAL 28	102.95		11,015.65
49003	CENTRAL VALLEY 3	313.71		33,566.97
49007	HATTON 7	272.69		29,177.83
49009	HILLSBORO 9	498.66		53,356.62
49014	MAY-PORT CG 14	690.39		73,871.73
49723	GRIGGS/STEELE/TRAIL	-		-
50003	GRAFTON 3	1,057.99		113,204.93
50020	MINTO 20	285.34		30,531.38
50039	LANKIN 39	76.11		8,143.77
50051	NASH 51	26.25		2,808.75
50078	PARK RIVER 78	485.66		51,965.62
50079	FORDVILLE 79	81.96		8,769.72
50106	EDINBURG 106	170.48		18,241.36
50128	ADAMS 128	112.71		12,059.97
50729	UPPER VALLEY SP ED	-		-
51001	MINOT 1	7,403.79		792,205.53
51004	NEDROSE 4	249.69		26,716.83
51007	UNITED 7	699.90		74,889.30
51010	BELL 10	147.45		15,777.15

ID	DNAME	5e sped ADM	\$	107.00
51016	SAWYER 16	190.71		20,405.97
51019	EUREKA 19	19.59		2,096.13
51028	KENMARE 28	391.44		41,884.08
51041	SURREY 41	449.67		48,114.69
51054	BERTHOLD 54	204.94		21,928.58
51070	S PRAIRIE 70	131.94		14,117.58
51158	N SHORE 158	107.09		11,458.63
51160	MINOT AFB 160	-		-
51708	SOURIS VAL SP ED	-		-
52023	BOWDON 23	94.80		10,143.60
52035	PLEASANT VALLEY 35	32.50		3,477.50
52038	HARVEY 38	597.07		63,886.49
52039	SYKES 39	86.21		9,224.47
52040	FESSENDEN 40	211.54		22,634.78
52705	LONETREE SP ED	-		-
53001	WILLISTON 1	2,673.46		286,060.22
53002	NESSON 2	237.93		25,458.51
53006	EIGHT MILE 6	192.04		20,548.28
53008	NEW 8	230.70		24,684.90
53015	TIOGA 15	388.23		41,540.61
53091	WILDROSE 91	73.00		7,811.00
53099	GRENORA 99	125.37		13,414.59
53720	WILMAC SP ED	-		-
99000	Total	111,810.69		11,963,743.83

Proposal would give extra funds to schools

■ Some lawmakers pushing for surpluses to go back to districts

DEENA WINTER, *Bismarck Tribune*

A movement is under way to ensure that future education funding surpluses go back to the state's school districts.

Lawmakers are debating what — if anything — to do with the anticipated \$12 million surplus that materialized this biennium

because there were fewer students in public schools than the state anticipated.

The amount of foundation aid to schools is tied to enrollment projections, and the number of students has dropped much more than expected in the past two years. So the \$466 million the 1997 Legislature appropriated was \$12 million more than needed.

The Senate Education Committee has passed an amendment that would allow the

superintendent of public instruction to monitor student enrollments at various intervals throughout the biennium and make adjustments in foundation aid payments if warranted. That means if lawmakers appropriate \$475 million to schools for foundation aid, that's what they would get. If there is a surplus, it would be distributed to the districts in a separate per-student payment.

The committee's chairman, Sen. Layton Freborg, R-Underwood, drafted the amendment. He said a similar amendment was tacked onto an omnibus bill during the 1995 session, but it was eliminated "by hook or by crook" during an appropriations confer-

ence committee in the wee hours of the session. He said nobody noticed until almost two years later.

"We are still investigating the situation and hoping that we don't find the culprit," Freborg said. Several senators complained about the disappearance of that so-called "Freborg Amendment."

"I think we lost it in the dead of night," said Sen. Ray Holmberg, R-Grand Forks. He said the surplus issue should be settled because "a cycle of claim and blame is beneath us."

"We have started each of the last few sessions on a controversial note — a spat, as it were, between legislators and elemen-

tary and secondary education leaders arguing over the question: Why won't you give schools the money they were promised?" Holmberg said.

He said the debate unfairly paints legislators as uncaring about schools. "This segues into an ongoing adversarial relationship between the legislative assembly and schools which lasts and lasts and lasts," Holmberg said. "This is unproductive, unpopular and unnecessary."

Some senators questioned whether the amendment would just end up "disappearing" again.

"To fool me again they'll have to stay up more than one night," Freborg said.

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