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IP

2003 HOUSE EDUCATION

HB 1295

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2003 HOUSE STANDING COMMITTEE MINUTES  
 BILL/RESOLUTION NO. HB 1295  
 House Education Committee

Conference Committee

Hearing Date January 21, 2003

Tape Number	Side A	Side B	Meter #
1	x		2115- end
2		x	00-1700
Committee Clerk Signature <i>Linda Guehrner</i>			

Minutes: **Chairman Kelsch** opened hearing on HB 1295

**Dan Huffman, Assistant Superintendent of the Fargo School District, See Attached**

**Testimony**

What we are asking to develop is a meaningful report that is manageable for us.

**(2640) Mark Lemer, West Fargo School District Business Manager**

we are here today to talk to you about the reporting process for teacher compensation. The green handout, is a little different spin to HB1295. What I am proposing you today is to keep much of what you have in place, but to make the reporting process much easier. The current reporting process has 134 independent pieces of information relating to the salaries and benefits of staff. So we are required to break down the information, Initially when we looked at the legislation from last session we though it would be 8 or 9 pieces of information. What I am suggesting you today is that we try to meld the intent from last session with HB1295. In the amendments in front of you we are suggesting we should continue to collect some of this information, Example: collecting total compensation for summer school, total compensation for extended days. Those

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*10/2/03*  
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Page 2  
House Education Committee  
Bill/Resolution Number HB1295  
Hearing Date January 21, 2003

were in the last sessions bill. We are also suggesting that other compensation pay be collected, However, instead of breaking it down into 40 pieces of individual information, reported as a total. We can recognize the need to reduce the reporting burden to make it easier for school districts to comply.

Handout - a sample of a report with the reduced size, compared it to a ream of paper for Department of Public Instruction report.

**(3320) Rep. Haas** On this handout that you gave us, the other benefit category includes what?

**Lemer:** unemployment tax, Workers compensation, disability insurance, life insurance, vision, dental, social security tax, other benefits.

**Chairman Kelsch:** I really appreciate the information that we received. When I saw the report, I found it to be a valuable tool. You complained about all the work that you had to do and still have time to do this report.

**Lemer:** If I had 15 min this summer working on this report, and then summarized to get that report you would have not heard from me.

**Chairman Kelsch** The question is once you have that report, and you have it all imputed, most of the things stay the same and if something changes during the year the majority is there.

**Lemer** the process is the same each year. This report is not what they have been hired to do, this is the actual total compensation. Next year I will have to do the same, extract the information out of the payroll system, all changes have to reflect in this report.

You can't get this report from the Department of Public Instruction system. I had to develop this report from a record writing tool so that I could get it in a way that made sense to me. So I won't have to redo this that is correct, but the Department of Public Instruction report will have to be.

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10/2/03  
Date

Page 3  
House Education Committee  
Bill/Resolution Number HB1295  
Hearing Date January 21, 2003

(3888) **Rep. Sitte** One piece of information missing on the green sheet is the FTE?

**Lemer:** you are correct and that could be put in.

**OPPOSITION:**

**Dr. Kermit Lindstrom, Chairman of the ND Education Fact Finding Commission**

**See Attached Testimony**

**Rep. Hawken:** What information do you need that is not on this schedule? ( held up the one the Lemer handed out)

**Lindstrom:** I have not seen that report. (passed to him) It might work But I think you need to be very careful here. there is stuff going on out there in the fringe benefit world that is remarkable. We have double systems of retirement, very unique health systems, and if you pay for the wrong one you will never know about it. I think the Chairman Kelsch makes a good point, we have got the system in place, why not keep it for awhile. I think this business about worrying whether or not people who are paid to work have to work, is not very important.

**Rep Hawken:** So when you have done your fact finding, then you get on each school districts 144 cells. The problem is it can't be printed. So if you wanted to know my salary as a teacher, it can not be printed, because it doesn't fit on the reporting thing. Whereas if you had something like this would give you information you could use.

**Lindstrom:** Perhaps. But I still would do what I continue to do is visit the folks at Department of Public Instruction to collect information prior to going into the fact finding mission.

**Rep Hawken:** Hypothetically, would you do a fact finding in West Fargo. Do you not have the ability to look at exactly what they pay in benefits. Is that something that is available?

Page 4  
House Education Committee  
Bill/Resolution Number HB1295  
Hearing Date January 21, 2003

**Lindstrom:** Yes it is available, but they are sometimes very reluctant about giving it. The other thing that we never know, prior to this bill, was what happened after we left. This bill will now tell you year by year if our decisions made any sense.

**Rep. Hawken:** I think we are talking about apples and oranges.

**Chairman Kelsch** When you go on fact finding, didn't you go in a copy of just the school district information.

**Lindstrom:(5042)** Prior to any fact finding hearing, I have a visit with Department of Public Instruction, finance division, I request considerable more data then what is here. But this base data, may need a little fixing up, but let us not go back to the system where everybody was in the dark. That is just not good business. You have to have facts and reliable information in order to make decisions. Proceed with this cautiously. Look hard at what needs to be changed, I think you are gutting to much of it.

**(5215) Dr. David Arson, Department of Public Instruction, See Attached Testimony.**

I would like to address a couple of comments made to clarify at the end of this presentation.

Refereed to page 2, yes there is a lot of the data cells, But if it doesn't apply, don't fill it out.

I would like to address a question that Rep. Haas brought up regarding benefits. What I found was other benefit category had a lot of administrator annuities stuck in there. Every one of these cells were occupied with numbers when the filed report was put together. By the way January 2, a little less than two weeks ago, I have not yet had a chance to put it on the web for public access. It should be available within the next two weeks. The second page that I handed out, I used with the group that assisted me. I would like to point out that the law, c. and f. was any other and to itemize it. That is what I tried to give you. If you look at the report it was not put together

Page 5  
House Education Committee  
Bill/Resolution Number HB1295  
Hearing Date January 21, 2003

arbitrarily. We followed very closely with the TFFR reporting by districts currently, and the top category is compensation, TFFR retirement, TFFR non reportable. Because retirement is not paid on. The items on the bottom came right out of the TFFR handbook. If I may, I would like to talk about a couple of items to clear them up. In part of the preparation I did speak with Software Unlimited RBA. If the school district has a contract they provide any changes to accommodate data requirements Department of Public Instruction provides at no charge. Black Mountain of MT, business software to school districts. When we proceeded, we offered a download process, so that when a school district or anybody, access the report they may download a spreadsheet to access the information. They can cut and manipulate the data. To have an exportable version that allows you to go through the data and look inside it to see what is there. Was my option. Why? Planning. Any one can export information, teachers, school boards, administrators have now called me to get information for negotiations.

(6000) Software comments. I put the report out there on July 1, If they pushed the right button, it would have rolled all that information out. And they would have just been able to enter it in. Next year as the software is updated, they just punch the button to a spreadsheet and they enter the information.

**Rep. Sitte :** Do they all have this software that makes it this easy?

**Larson:** I was told of 220 districts, approx. 150 districts have RDA Software. at no cost if they have a contract.

**Chairman Kelsch** What about the fiscal note?

**Larson:** That is the cost to undo what is in place. We currently have an online recording system, which allows districts to go online to enter reports.

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10/3/03  
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Page 6  
House Education Committee  
Bill/Resolution Number HB1295  
Hearing Date January 21, 2003

**Flip tape**

**Rep. Hawken:** Obviously there is a communication problem, because if it were that easy I don't believe we would have people here trying to change this. I don't think anyone doesn't want to report, I totally agree with you that we need information. But you keep mentioning cut and paste. Isn't that what you are saying is easy, would it not make sense to have all the business managers come in and show them how to punch that button so that they can get a report that you can use.

**Larson:** I agree and that is why last summer I spent a whole week traveling the state to do training. To address concerns of business managers and to provide the training. And To discuss these very issues to allow them to question me how this was done and I did it to show them on line, the exports and they cut and paste data. Done between August 10-16,2002.

**Rep. Hawken:** So now they can all print a report that gives them all of this information?

**Larson:** Yes but, it gives them one step further, rather than just a paper, they can select data, and put it in a report they want.

**Rep. Hawken:** Can they get a single page or a couple pages exactly what is on this form, by just pressing a button.

**Larson:** For an entire district. Yes.

**Chairman Kelsch** Because each of the cell add up, condensing them down?

**Larson:** Yes.

**Rep. Jon Nelson** 150 some school districts that are part of the contract

**Larson:** Between 150-170 that is my understanding.

**Rep. Jon Nelson** Why is there a lag between total compliance.



Page 7  
House Education Committee  
Bill/Resolution Number HB1295  
Hearing Date January 21, 2003

**Larson:** the contractors told me that they require 1 year to put all the changes in place to export the data. We went on line July 1, and report was due on September 11. So the year will be up this fall.

**Rep. Jon Nelson** So you would anticipate then by this fall, that all schools would comply.

**Larson:** I would hope so they are all paying for it in their contract.

**Rep. Jon Nelson** So one of the reasons why a school district would choose not to take part in this is because would not have enough staff or burdensome to them?

**Larson:** I would think the same thing, however I spend a lot of time on the phone helping people through this process, guiding them.

**Rep. Mueller** Have you looked at the report the Lemer presented.

**Larson:** No I have not.

**Rep. Mueller** It might be worthwhile to take a look at that and make some comparisons. To make some determinations as how significance might be lost in that kind of reporting form?

**Larson:** What I went through putting this together. I did have an ad hoc advisory committee helping me on this. Think it would generalize and an realizing that there were 220 districts no two alike. And what would I want if I was in your chair on accountability. And that was the way I approached this. And I did my best to put those data cells together. What did I find. That we have multiple people doing multiple jobs, sharing positions between school districts, administrators are not just administrators or vice versa. How do you account for that. I had to develop a process. I couldn't generalize, a lot of information would be lost.

**Rep. Williams** There are approx. 220 districts, how many participate. I'm just curious if some chose not to participate. If there is a communication problems and they chose not to participate.

Page 8  
House Education Committee  
Bill/Resolution Number HB1295  
Hearing Date January 21, 2003

**Larson:** At the sites we trained at plus business managers conference in Minot, School board association in Dickinson the number is over 900 people to 1000.

**Rep. Williams** I'm asking about the districts, not the number of people.

**Larson:** no, I don't have that information.

**Nancy Sand, NDEA**

I'm in opposition for the exclusion of administration information. I don't understand why they are being exempt. I have not seen the suggested amendments.

Compensation collection. NDEA and the School Board Association for years cooperated on the annual salary and benefits survey. Gave the information to business managers. When the legislature last session put the particular plan into place, I thought oh good that is going to save me lots of hours. It didn't. I was not able to get the information. It doesn't mean that we can't change the historical reporting. But I don't have access to them. So consequently I have sent out two our local association asking their business managers to help us complete another salary and benefits survey. I have mixed feeling about the detail required. No matter who collects the information, we all want to collect it our own way. The particular collection has not helped me in any way.

**Rep. Haas** Dr. Larson said that this is available on the web, don't you have access to that?

**Sand:** You have to have a password for it.

**Larson:** It will be on the web in 2 weeks. Then you can download a spreadsheet that will give you direct access to the information.

**Rep. Haas** Can you manipulate that data before you download it.

**Larson:** yes you can

Page 9

House Education Committee  
Bill/Resolution Number HB1295  
Hearing Date January 21, 2003

**Rep. Sitte** (to Larson) If it is as easy as training, can you sit down with Lemer and come back in an hour.?

**Larson:** It is a tall order for today, I'm not sure what their contractor will come up with as an interface.

**Chairman Kelsch** A subcommittee to work on this will be Rep. Hawken, Vice Chair Johnson Rep. Mueller . To work with Dr. Lindstrom, Lemer, Dr. Larson and come up with a solution that meets everyone's needs. Also there will need to be a new fiscal note.

Close (1700)

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2003 HOUSE STANDING COMMITTEE MINUTES  
BILL/RESOLUTION NO. HB 1295  
House Education Committee

Conference Committee

Hearing Date January 22, 2003

Tape Number	Side A	Side B	Meter #
1		x	1360-3500
Committee Clerk Signature <i>Linda Guenther</i>			

Minutes: **Chairman Kelsch** called for committee work on HB 1295

Rep Hawken: presented the amendment to the committee to think about this before it is voted on next week.

There are two major changes: the report that is currently requested has four different categories for each item. That is where we ran into the problem. the one column going down are Day, FTE, salary- CO-curriculum salary, extended teacher contract salary, summer-other, benefit package- teacher retirement, health, ss, vision, dental, life insurance, long-term disability, annuity, and other.

Other could include if they are given a car, very few items fall into this other location.

Rep. Haas you left the administrative in, right/

**Hawken:** yes

**Rep. Jon Nelson** They are part of the process?

**Chairman Kelsch** yes, the original to them out the amendment put them back in.

**Rep. Haas** Are they separate from teachers?

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Page 2  
House Education Committee  
Bill/Resolution Number HB1295  
Hearing Date January 22, 2003

**Hawken:** You can sort if you want to

**Rep. Jon Nelson** Are they coded differently?

**Rep. Haas:** Page 2/3. It doesn't have a code in there because it was deleted, class code, need to go back in.

**Chairman Kelsch** definition of the administrators, add class code for administrator, page 2, line 17 defines with no codes but the teachers have codes.

Rep. Haas the MIS03 codes

**Rep. Hunsakor** Hawkens in visiting with superintendents they talk about the duplication with this and the MIS03 report.

**Rep. Hawken:** we did discuss this. It is actually three reports also the claim report for this bill.

Down the line they think perhaps, there is some kind of DAC system that will pull all this information together. We did talk about it, at this point it can't be, but in the future the hope is to bring it all together.

**Chairman Kelsch** three reports on line

**Hawken:** If this happens, then there ability to do a little more of that increases greatly.

**Rep. Williams** How much is this going to cut down?

**Hawkens:** about ¼ of the amount of time/effort.

**Rep. Williams** When they got together with you, how difficult was it to mesh these tow reports.

**Rep. Hawken:** referee/ compromised and hopefully we have it solved.

**Chairman Kelsch** the issue here should be, we requested the information, and Department of Public Instruction took it to the nth degree. They created 144 cells of information and now down to 15/16 cells.

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Page 3  
House Education Committee  
Bill/Resolution Number HB1295  
Hearing Date January 22, 2003

**Rep. Williams** Hopefully in the future Department of Public Instruction works closer with locals and legislature to do this. This is not productive. Then need to talk with the groups before you impact the group.

**Chairman Kelsch** Department of Public Instruction over interprets what we asked for them to do

**Hawken:** It is done.

**Rep. Jon Nelson** This is more than one occurrence, we need to make our requests more specific.

**Rep. Mueller** Comment about the report. The report that we had was 144 cells, we are having 96% of the information reported in 8 categories, what did you need the other 100 and some for. With 15/16 we certainly should be covering the lion's share of information.

**Rep. Sitte** A feeling that I have had growing inside. As we look at NCLB, we need to consider another view. We have not yet looked at the overall umbrella and I don't know if there is another association's booklet out there that we could view.

**Rep. Haas** Dr. Matthew's gave us an great objective overview the other day.

**Chairman Kelsch** We have only a couple of the bills, the senate has some.

**Chairman Kelsch** Thank you to the subcommittee. This was an emotional situation that we now have a workable compromise. I know that both of those bills were very emotionally and it was difficult to throw you into that but I also felt that you would be able to work through it. We need to work with our counterparts in the senate so that since we went through all this extra effort, they don't undo it. End of committee work.

2003 HOUSE STANDING COMMITTEE MINUTES  
 BILL/RESOLUTION NO. HB 1295  
 House Education Committee

Conference Committee

Hearing Date February 3, 2003

Tape Number	Side A	Side B	Meter #
2	x		4871-5930
Committee Clerk Signature <i>Linda Fuchter</i>			

Minutes: **Chairman Kelsch** opened HB 1295 committee work.

**Rep Hawken:** Introduced amendments and reviewed. It does two things, it changes the number that will be returned by the school districts. And it adds the classification for administrators.

**Rep. Jon Nelson** A new fiscal note?

**Rep Hawken:** It will be able to be handled within the department.

**Rep Hawken:** I did share this with the Senate and a number of Superintendents.

**Chairman Kelsch** The way this is written you still have to identify each teacher separately, line by line in each category.

**Rep Hawken** moved to accept the amendments, Rep. Jon Nelson second

**Rep. Mueller** Part of this says on page 2 #4, Was a concern to some.

Passed by voice vote on 30515.0101 amendment

**Rep. Mueller** motioned a DO PASS as amended, Vice Chair Johnson seconded, Passed 14-0-0,

Carrier will be Hawken.

Closed work on 1295.

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**FISCAL NOTE**  
Requested by Legislative Council  
04/17/2003

Amendment to: HB 1295

1A. **State fiscal effect:** Identify the state fiscal effect and the fiscal effect on agency appropriations compared to funding levels and appropriations anticipated under current law.

	2001-2003 Biennium		2003-2005 Biennium		2005-2007 Biennium	
	General Fund	Other Funds	General Fund	Other Funds	General Fund	Other Funds
Revenues	\$0	\$0	\$0	\$0	\$0	\$0
Expenditures	\$0	\$0	\$10,900	\$0	\$0	\$0
Appropriations	\$0	\$0	\$0	\$0	\$0	\$0

1B. **County, city, and school district fiscal effect:** Identify the fiscal effect on the appropriate political subdivision.

2001-2003 Biennium			2003-2005 Biennium			2005-2007 Biennium		
Counties	Cities	School Districts	Counties	Cities	School Districts	Counties	Cities	School Districts
\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0

2. **Narrative:** Identify the aspects of the measure which cause fiscal impact and include any comments relevant to your analysis.

The original development contract cost for the Employee Compensation Report with Nexus Innovations, Inc., February 15, 2002, was \$18,800.00. This included complete web-enabling interface that allows several hundred simultaneous users to access and submit electronic reports to NDDPI, dynamically created screen, establishing connectivity with the NDDPI Online Reporting System (ORS) web pages and design a Export/Import (down and up loadable spreadsheet) user interface, 90-day programming warranty and technical consultation for programming changes.

To comply with the amendment to HB 1295, NDDPI estimates software re-programming costs of the existing Online Reporting System Employee Compensation Report of \$9,400.00. This would include contractor provided re-programming of existing web-based online reporting software as described below, Export/Import Comma Separated Value user spreadsheet interface, warranty and technical assistance (NDDPI staff can not accomplish the required work).

System Description: The NDDPI Online Reporting System (ORS) is a 3-tier Enterprise Level Data Collection system designed to accomodate several hundred electronic users simultaneously.

Tier One Software: Microsoft Active Server Pages.

Tier Two Software: Visual Basic 6.DLL is running within Microsoft COM Plus along with Windows 2000. Running verifications and valldations.

Tier Three Software: Sequel 2000 Server Data Base.

An additional \$1,500 will be required for telephone, postage, travel, and training expenses for school district, special education unit, and vo-tech center staff training statewide prior to the 2003-2004 and 2004-2005 school years beginning.

3. **State fiscal effect detail:** For information shown under state fiscal effect in 1A, please:

A. **Revenues:** Explain the revenue amounts. Provide detail, when appropriate, for each revenue type and fund affected and any amounts included in the executive budget.

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**B. Expenditures:** Explain the expenditure amounts. Provide detail, when appropriate, for each agency, line item, and fund affected and the number of FTE positions affected.

**C. Appropriations:** Explain the appropriation amounts. Provide detail, when appropriate, of the effect on the biennial appropriation for each agency and fund affected and any amounts included in the executive budget. Indicate the relationship between the amounts shown for expenditures and appropriations.

<b>Name:</b>	David Larson	<b>Agency:</b>	Public Instruction
<b>Phone Number:</b>	328-2371	<b>Date Prepared:</b>	04/17/2003

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2001-2003 Biennium			2003-2005 Biennium			2005-2007 Biennium		
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\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0

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**C. Appropriations:** Explain the appropriation amounts. Provide detail, when appropriate, of the effect on the biennial appropriation for each agency and fund affected and any amounts included in the executive budget. Indicate the relationship between the amounts shown for expenditures and appropriations.

<b>Name:</b>	Dave Larson	<b>Agency:</b>	Public Instruction
<b>Phone Number:</b>	328-2371	<b>Date Prepared:</b>	04/03/2003

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**FISCAL NOTE**  
 Requested by Legislative Council  
 02/06/2003

Amendment to: HB 1295

**1A. State fiscal effect:** Identify the state fiscal effect and the fiscal effect on agency appropriations compared to funding levels and appropriations anticipated under current law.

	2001-2003 Biennium		2003-2005 Biennium		2005-2007 Biennium	
	General Fund	Other Funds	General Fund	Other Funds	General Fund	Other Funds
Revenues	\$0	\$0	\$0	\$0	\$0	\$0
Expenditures	\$0	\$0	\$10,900	\$0	\$0	\$0
Appropriations	\$0	\$0	\$0	\$0	\$0	\$0

**1B. County, city, and school district fiscal effect:** Identify the fiscal effect on the appropriate political subdivision.

2001-2003 Biennium			2003-2005 Biennium			2005-2007 Biennium		
Counties	Cities	School Districts	Counties	Cities	School Districts	Counties	Cities	School Districts
\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0

**2. Narrative:** Identify the aspects of the measure which cause fiscal impact and include any comments relevant to your analysis.

The original development contract cost for the Employee Compensation Report with Nexus Innovations, Inc., February 15, 2002, was \$18,800.00. This included complete web-enabling interface that allows several hundred simultaneous users to access and submit electronic reports to NDDPI, dynamically created screen, establishing connectivity with the NDDPI Online Reporting System (ORS) web pages and design a Export/Import (down and up loadable spreadsheet) user interface, 90-day programming warranty and technical consultation for programming changes.

To comply with the amendment to HB 1295, NDDPI estimates software re-programming costs of the existing Online Reporting System Employee Compensation Report of \$9,400.00. This would include contractor provided re-programming of existing web-based online reporting software as described below, Export/Import Comma Separated Value user spreadsheet interface, warranty and technical assistance (NDDPI staff can not accomplish the required work).

**System Description:** The NDDPI Online Reporting System (ORS) is a 3-tier Enterprise Level Data Collection system designed to accomodate several hundred electronic users simultaneously.

**Tier One Software:** Microsoft Active Server Pages.

**Tier Two Software:** Visual Basic 6.DLL is running within Microsoft COM Plus along with Windows 2000. Running verifications and validations.

**Tier Three Software:** Sequel 2000 Server Data Base.

An additional \$1,500 will be required for telephone, postage, travel, and training expenses for school district, special education unit, and vo-tech center staff training statewide prior to the 2003-2004 and 2004-2005 school years beginning.

**3. State fiscal effect detail:** For information shown under state fiscal effect in 1A, please:

**A. Revenues:** Explain the revenue amounts. Provide detail, when appropriate, for each revenue type and fund affected and any amounts included in the executive budget.

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 Operator's Signature

10/3/03  
 Date

**B. Expenditures:** Explain the expenditure amounts. Provide detail, when appropriate, for each agency, line item, and fund affected and the number of FTE positions affected.

**C. Appropriations:** Explain the appropriation amounts. Provide detail, when appropriate, of the effect on the biennial appropriation for each agency and fund affected and any amounts included in the executive budget. Indicate the relationship between the amounts shown for expenditures and appropriations.

<b>Name:</b>	David Larson	<b>Agency:</b>	Public Instruction
<b>Phone Number:</b>	328-2371	<b>Date Prepared:</b>	02/07/2003

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10/3/03  
Date

**FISCAL NOTE**  
Requested by Legislative Council  
01/23/2003

**REVISION**

Bill/Resolution No.: HB 1295

1A. **State fiscal effect:** Identify the state fiscal effect and the fiscal effect on agency appropriations compared to funding levels and appropriations anticipated under current law.

	2001-2003 Biennium		2003-2005 Biennium		2005-2007 Biennium	
	General Fund	Other Funds	General Fund	Other Funds	General Fund	Other Funds
Revenues	\$0	\$0	\$0	\$0	\$0	\$0
Expenditures	\$0	\$0	\$25,000	\$0	\$0	\$0
Appropriations	\$0	\$0	\$0	\$0	\$0	\$0

1B. **County, city, and school district fiscal effect:** Identify the fiscal effect on the appropriate political subdivision.

2001-2003 Biennium			2003-2005 Biennium			2005-2007 Biennium		
Counties	Cities	School Districts	Counties	Cities	School Districts	Counties	Cities	School Districts
\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0

2. **Narrative:** Identify the aspects of the measure which cause fiscal impact and include any comments relevant to your analysis.

Existing software re-programming contract cost of \$23,500 associated with the re-design of the Department of Public Instruction's Online Reporting System (ORS) to comply with the bill. Costs would include contractor provided re-programming of existing web-based online report software, a 90-day programming warranty, and technical consultation for programming changes. An additional \$1,500 will be required for associated staff telephone, postage, travel, and training expenses prior to the 2003-2004 and 2004-2005 school years beginning.

3. **State fiscal effect detail:** For information shown under state fiscal effect in 1A, please:

A. **Revenues:** Explain the revenue amounts. Provide detail, when appropriate, for each revenue type and fund affected and any amounts included in the executive budget.

B. **Expenditures:** Explain the expenditure amounts. Provide detail, when appropriate, for each agency, line item, and fund affected and the number of FTE positions affected.

C. **Appropriations:** Explain the appropriation amounts. Provide detail, when appropriate, of the effect on the biennial appropriation for each agency and fund affected and any amounts included in the executive budget. Indicate the relationship between the amounts shown for expenditures and appropriations.

<b>Name:</b>	David Larson	<b>Agency:</b>	Public Instruction
<b>Phone Number:</b>	328-2371	<b>Date Prepared:</b>	01/16/2003

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Lu Costa Rickford 10/2/03  
Operator's Signature Date

**FISCAL NOTE**  
 Requested by Legislative Council  
 01/23/2003

**REVISION**

Bill/Resolution No.: HB 1295

1A. **State fiscal effect:** Identify the state fiscal effect and the fiscal effect on agency appropriations compared to funding levels and appropriations anticipated under current law.

	2001-2003 Biennium		2003-2005 Biennium		2005-2007 Biennium	
	General Fund	Other Funds	General Fund	Other Funds	General Fund	Other Funds
Revenues	\$0	\$0	\$0	\$0	\$0	\$0
Expenditures	\$0	\$0	\$0	\$0	\$0	\$0
Appropriations	\$0	\$0	\$0	\$0	\$0	\$0

1B. **County, city, and school district fiscal effect:** Identify the fiscal effect on the appropriate political subdivision.

2001-2003 Biennium			2003-2005 Biennium			2005-2007 Biennium		
Counties	Cities	School Districts	Counties	Cities	School Districts	Counties	Cities	School Districts
\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0

2. **Narrative:** Identify the aspects of the measure which cause fiscal impact and include any comments relevant to your analysis.

Existing software re-programming contract cost of \$23,500 associated with the re-design of the Department of Public Instruction's Online Reporting System (ORS) to comply with the bill. Costs would include contractor provided re-programming of existing web-based online report software, a 90-day programming warranty, and technical consultation for programming changes. An additional \$1,500 will be required for associated staff telephone, postage, travel, and training expenses prior to the 2003-2004 and 2004-2005 school years beginning.

3. **State fiscal effect detail:** For information shown under state fiscal effect in 1A, please:

A. **Revenues:** Explain the revenue amounts. Provide detail, when appropriate, for each revenue type and fund affected and any amounts included in the executive budget.

B. **Expenditures:** Explain the expenditure amounts. Provide detail, when appropriate, for each agency, line item, and fund affected and the number of FTE positions affected.

C. **Appropriations:** Explain the appropriation amounts. Provide detail, when appropriate, of the effect on the biennial appropriation for each agency and fund affected and any amounts included in the executive budget. Indicate the relationship between the amounts shown for expenditures and appropriations.

<b>Name:</b>	David Larson	<b>Agency:</b>	Public Instruction
<b>Phone Number:</b>	328-2371	<b>Date Prepared:</b>	01/16/2003

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10/2/03  
 Date

**FISCAL NOTE**  
Requested by Legislative Council  
01/14/2003

Bill/Resolution No.: HB 1295

1A. **State fiscal effect:** Identify the state fiscal effect and the fiscal effect on agency appropriations compared to funding levels and appropriations anticipated under current law.

	2001-2003 Biennium		2003-2005 Biennium		2005-2007 Biennium	
	General Fund	Other Funds	General Fund	Other Funds	General Fund	Other Funds
Revenues	\$0	\$0	\$25,000	\$0	\$0	\$0
Expenditures	\$0	\$0	\$25,000	\$0	\$0	\$0
Appropriations	\$0	\$0	\$0	\$0	\$0	\$0

1B. **County, city, and school district fiscal effect:** Identify the fiscal effect on the appropriate political subdivision.

2001-2003 Biennium			2003-2005 Biennium			2005-2007 Biennium		
Counties	Cities	School Districts	Counties	Cities	School Districts	Counties	Cities	School Districts
\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0

2. **Narrative:** Identify the aspects of the measure which cause fiscal impact and include any comments relevant to your analysis.

Existing software re-programming contract cost of \$23,500 associated with the re-design of the Department of Public Instruction's Online Reporting System (ORS) to comply with the bill. Costs would include contractor provided re-programming of existing web-based online report software, a 90-day programming warranty, and technical consultation for programming changes. An additional \$1,500 will be required for associated staff telephone, postage, travel, and training expenses prior to the 2003-2004 and 2004-2005 school years beginning.

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<b>Name:</b>	David Larson	<b>Agency:</b>	Public Instruction
<b>Phone Number:</b>	328-2371	<b>Date Prepared:</b>	01/16/2003

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*La Costa Rickford*  
Operator's Signature

10/2/03  
Date



30515.0101  
Title.0200

Prepared by the Legislative Council staff for  
Representative Hawken  
January 29, 2003

VR  
2/3/02  
1083

HOUSE AMENDMENTS TO HOUSE BILL NO. 1295 EDU 2-04-03

Page 1, line 8, overstrike "the following information"

Page 1, line 9, after "to" insert "each teacher and class of", remove the overstrike over "~~and with respect to~~" and insert immediately thereafter "each administrator and class of", and remove the overstrike over "~~administrators~~" and insert immediately thereafter ", the total amount paid or provided as"

Page 1, line 10, overstrike "a. The total amount of", remove "salaries paid to teachers", and overstrike the period

Page 1, line 11, overstrike "b. The total amount of compensation"

Page 1, line 12, remove "paid to or provided to teachers for duties beyond"

Page 1, remove line 13

Page 1, line 14, remove "subdivision b of subsection 4" and overstrike the period

Page 1, line 15, overstrike "c."

Page 1, line 23, remove "The total amount of benefits paid to"

Page 1, line 24, remove "teachers."

HOUSE AMENDMENTS TO HB 1295 EDU 2-04-03

Page 2, replace lines 1 through 3 with:

- "a. Base salary.
- b. Compensation for an extended contract.
- c. Compensation for cocurricular activities.
- d. Any other compensation.
- e. Health insurance benefits.
- f. Dental insurance benefits.
- g. Vision insurance benefits.
- h. Life insurance benefits.
- i. Long-term disability insurance benefits.
- j. Supplemental retirement plan contributions.
- k. Retirement contributions and assessments, including individual shares if paid by the district.
- l. Social security contributions.

Page No. 1

30515.0101

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Operator's Signature

10/3/03  
Date

2003

m. Any other benefits.

Page 2, line 4, after "2." insert "In addition to the requirements of subsection 1, each school district shall also indicate:

- a. Whether each individual teacher and administrator is employed on a full-time or a part-time basis.
- b. The number of days used to determine the base salary of each individual employed as a teacher or as an administrator.

3." and remove the overstrike over the overstruck colon

Page 2, line 5, remove the overstrike over "~~a. Compile the information required by~~", after "4" insert "this section", and remove the overstrike over "~~in a manner that allows for~~"

Page 2, line 6, remove the overstrike over "~~accurate comparisons~~"

Page 2, line 10, after the overstruck period insert "; and"

Page 2, line 11, remove the overstrike over "~~b. Forward~~" and remove "forward"

Page 2, line 13, overstrike "3." and insert immediately thereafter:

"4. The superintendent of public instruction may not expand the reporting requirements provided in this section.

5."

Page 2, line 17, overstrike "4." and insert immediately thereafter "6."

Page 2, line 18, overstrike "means" and insert immediately thereafter "includes" and after "individual" insert "who is"

Page 2, line 19, overstrike "includes a" and insert immediately thereafter "who is classified by the superintendent of public instruction as:

- (1) A class 67" and overstrike ", an" and insert immediately thereafter ";
- (2) A class 66"

Page 2, line 20, overstrike the first ", a" and insert immediately thereafter ";

- (3) A class 53", overstrike ", an" and insert immediately thereafter ";
- (4) A class 05", and overstrike the second ", a" and insert immediately thereafter ";
- (5) A class 29 director, including a"

Page 2, line 21, overstrike the first comma and insert immediately thereafter "and" and overstrike ", and any" and insert immediately thereafter ";

- (6) A class 04 assistant director; and
- (7) Any"

Page 2, line 27, overstrike "of July 1, 2001, as"

Renumber accordingly

303

Page No. 3

30515.0101

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10/2/03  
Date

Date: 2/3/03  
Roll Call Vote #: 1/2

2003 HOUSE STANDING COMMITTEE ROLL CALL VOTES  
BILL/RESOLUTION NO. 1295

House HOUSE EDUCATION Committee

Check here for Conference Committee

Legislative Council Amendment Number Do Pass  
30515, 0101 / as amended

Action Taken

Motion Made By A Hawken/Mueller Seconded By A Nelson/Johnson

Representatives	Yes	N	Representatives	Yes	No
Chairman Kelsch	✓				
Rep. Johnson	✓				
Rep. Nelson	✓				
Rep. Haas	✓				
Rep. Hawken	✓				
Rep. Herbel	✓				
Rep. Meier	✓				
Rep. Norland	✓				
Rep. Sitte	✓				
Rep. Hanson	✓				
Rep. Hunsakor	✓				
Rep. Mueller	✓				
Rep. Solberg	✓				
Rep. Williams	✓				

Total (Yes) 14 No 0

Absent 0

Floor Assignment ~~Herbel~~ Hawken

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

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La Costa Rickford  
Operator's Signature

10/2/03  
Date

REPORT OF STANDING COMMITTEE (410)  
February 4, 2003 3:43 p.m.

Module No: HR-21-1649  
Carrier: Hawken  
insert LC: 30515.0101 Title: .0200

**REPORT OF STANDING COMMITTEE**

**HB 1295: Education Committee (Rep. R. Kelsch, Chairman) recommends AMENDMENTS AS FOLLOWS and when so amended, recommends DO PASS (14 YEAS, 0 NAYS, 0 ABSENT AND NOT VOTING). HB 1295 was placed on the Sixth order on the calendar.**

Page 1, line 8, overstrike "the following information"

Page 1, line 9, after "to" insert "each teacher and class of", remove the overstrike over "~~and with respect to~~" and insert immediately thereafter "each administrator and class of", and remove the overstrike over "~~administrators~~" and insert immediately thereafter "the total amount paid or provided as"

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Page 2, replace lines 1 through 3 with:

- "a. Base salary.
- b. Compensation for an extended contract.
- c. Compensation for cocurricular activities.
- d. Any other compensation.
- e. Health insurance benefits.
- f. Dental insurance benefits.
- g. Vision insurance benefits.
- h. Life insurance benefits.
- i. Long-term disability insurance benefits.
- j. Supplemental retirement plan contributions.
- k. Retirement contributions and assessments, including individual shares if paid by the district.
- l. Social security contributions.

m. Any other benefits.

Page 2, line 4, after "2." Insert "In addition to the requirements of subsection 1, each school district shall also indicate:

a. Whether each individual teacher and administrator is employed on a full-time or a part-time basis.

b. The number of days used to determine the base salary of each individual employed as a teacher or as an administrator.

3. and remove the overstrike over the overstruck colon

Page 2, line 5, remove the overstrike over "~~a. Compile the information required by~~", after "4" insert "this section", and remove the overstrike over "~~in a manner that allows for~~"

Page 2, line 6, remove the overstrike over "~~accurate comparisons~~"

Page 2, line 10, after the overstruck period insert "; and"

Page 2, line 11, remove the overstrike over "~~b. Forward~~" and remove "forward"

Page 2, line 13, overstrike "3." and insert immediately thereafter:

"4. The superintendent of public instruction may not expand the reporting requirements provided in this section.

5."

Page 2, line 17, overstrike "4." and insert immediately thereafter "6."

Page 2, line 18, overstrike "means" and insert immediately thereafter "includes" and after "individual" insert "who is"

Page 2, line 19, overstrike "includes a" and insert immediately thereafter "who is classified by the superintendent of public instruction as:

(1) A class 67" and overstrike ", an" and insert immediately thereafter ";

(2) A class 66"

Page 2, line 20, overstrike the first ", a" and insert immediately thereafter ";

(3) A class 53", overstrike ", an" and insert immediately thereafter ";

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(5) A class 29 director, including a"

Page 2, line 21, overstrike the first comma and insert immediately thereafter "and" and overstrike ", and any" and insert immediately thereafter ";

(6) A class 04 assistant director; and

REPORT OF STANDING COMMITTEE (410)  
February 4, 2003 3:43 p.m.

Module No: HR-21-1649  
Carrier: Hawken  
Insert LC: 30515.0101 Title: .0200

(7) Any"

Page 2, line 27, overstrike "of July 1, 2001, as"  
Renumber accordingly

(2) DESK, (3) COMM

Page No. 3

HR-21-1649

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10/3/03  
Date

2003 SENATE EDUCATION  
HB 1295

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Date



2003 SENATE STANDING COMMITTEE MINUTES

BILL/RESOLUTION NO. Engrossed HB 1295

Senate Education Committee

Conference Committee

Hearing Date 3-05-03

Tape Number	Side A	Side B	Meter #
1	x		15.1 - end
1		x	0 - 20.6
Committee Clerk Signature <i>Andrea Johnson</i>			

Minutes: CHAIRMAN FREBORG called the committee to order. Roll Call was taken with al  
(6) members present.

CHAIRMAN FREBORG opened the hearing on Engrossed HB 1295 which relates to school  
district employee compensation reports.

**Testimony in support of Engrossed HB 1295:**

REPRESENTATIVE HAWKIN, Dist. 46, stated this bill comes from many school districts. The  
reason is in the last session, the legislature asked DPI for information on teacher compensation.  
What was required was probably more than the legislature anticipated. This bill brings into line  
the information that the legislature wants and allows the school districts to be able to provide it to  
them in a fair and equitable method. There were 144 cells required on the previous report form  
and this bill brings that down to 16 cells, a much more streamlined version.

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*La Costa Rickford*  
Operator's Signature

*10/3/03*  
Date

Page 2  
Senate Education Committee  
Bill/Resolution Number Engrossed HB 1295  
Hearing Date 3-5-03

DAN HUFFMAN, Asst. Superintendent for the Fargo School Dist., stated this is a more manageable reporting system. He is not opposed to reporting, but he would like it to be useful and manageable.

SENATOR LEE asked if a category can be added and MR. HUFFMAN said yes. He stated that it was hard to pull up specific information from the old reporting form of 144 cells. The new version would be much more user friendly. SENATOR LEE asked what "full time" (FTE) is and what designates part time. MR. HUFFMAN stated that "part time" is anything less than 100% of the contract. (in West Fargo, full time is 190 days)

SENATOR FLAKOLL asked what kind of time was involved in compiling the information for the original report (144 cells). MR. HUFFMAN replied that they had 5 different people performing different parts of the process, with differing amounts of time, over a 10 day period. Some of the information that was being asked for was information that they don't record in their system. SENATOR FLAKOLL asked if the information was public. MR. HUFFMAN stated they feel it is. However, social security numbers are used and they don't think that should be public.

SENATOR CHRISTENSON asked how this got so out of hand. MR. HUFFMAN stated that in working with DPI they had limited input and there didn't seem to be much room for compromise or streamlining of the report.. After the last session, they felt there was going to be eight fields of information. They just want a system that is useful and manageable.

MARK LEMER, Business Manager for West Fargo School District, presented testimony in support of the bill. (see attached). He presented a letter from the software company that provides accounting software for many ND school districts. (see attached) He also presented an employee

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10/2/03  
Date

Page 3  
Senate Education Committee  
Bill/Resolution Number Engrossed HB 1295  
Hearing Date 3-5-03

compensation report summary for the West Fargo School District reflecting the changes that would happen with the passage of this bill. (see Exhibit A) He stated that cells can be added if there is a field that needs to be reported that is not on the form.

SENATOR COOK asked if the engrossed bill includes all school personnel. MR. LEMER replied it only includes teachers and administration. SENATOR COOK asked about the Finance Fact Book and if it reports all of the total salaries that are paid by a particular school district.

MR. LEMER replied yes, but they are not identifiable back to an individual teacher for purposes of determining if they received an adequate raise to meet the requirements of the teacher comp. section. He stated some of the columns will not match dollar for dollar and explained why. (meter #30.8). He stated the issue is at what level the legislature wants accountability.

SENATOR FLAKOLL stated that sometimes there is non-monetary compensation. How is that reported. MR. LEMER stated it won't show up unless it is reportable to the IRS. SENATOR FLAKOLL stated it would be interesting to report how many years an individual was in the profession and their level of education. MR. LEMER stated it could be linked to this through the individual's social security number.

There was discussion on the category "other salary". "Other" is payment for summer school, curriculum writing, bonuses, stipends for chairing committees, etc. The legislature needs to pick the categories they want reported.

MR. LEMER suggests that they keep the benefits together in one category.

KERMIT LIDSTROM, Chairman ND Fact Finding Commission, supports this bill but with additions. He feels the first bill was missing too many categories. He feels the engrossed bill is better, but he would like more reporting and more categories added. He feels the data is needed

Page 4  
Senate Education Committee  
Bill/Resolution Number Engrossed HB 1295  
Hearing Date 3-5-03

so those involved in the education profession will be able to make decisions. He stated you must "follow the dollars" in reporting so there is no false reporting or "hiding" of monies for tax purposes or shelters.

DR. LARSON, DPI, presented testimony showing comparisons of the first bill and the engrossed bill and the report from last legislature. (see Exhibit B). He stated that of the 126 cells items, the school districts are given the option which cells to fill out. The 126 cells have been down sized to 30 cells. The biggest concern is data integrity. Printability is a concern. He stated it is mainly downloadable rather than printable to protect the integrity of an individual. Many people use this report; boards, administrators, state agencies, OMB and state schools, to name a few. He is considering a printable version but still has a concern with protecting the integrity of an individual. He stated the "bonus" issue is included with several other items. He would use caution with the line item "other". As to "summer school salary", some districts don't hire their own FTE's. His suggestions are to compress all TFFR(employer paid) and he would consolidate the report and then it would carry forward.

SENATOR FLAKOLL stated they need to add the number of years worked and the level of education for FTE's. DR. LARSON stated that data is already collected. SENATOR FLAKOLL asked if the state can use the person's SS# to access the data. DR. LARSON stated yes and no. The SS# links the federal data base, especially for a criminal background check. However, they only need a number, not necessarily the SS#. It could be a person's driver's license number. SENATOR COOK asked to what degree are the SS#'s on public records. Also, how would we correct that. Dr. LARSON stated that SS#'s are used because that is how they track money on which taxes are paid. SENATOR COOK stated the main issue is trust, and how do we build

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Ja Costa Richardson  
Operator's Signature

10/3/03  
Date

Page 5  
Senate Education Committee  
Bill/Resolution Number Engrossed HB 1295  
Hearing Date 3-5-03

trust among the entities involved. (this was in reference to the additional language on page 2 of the engrossed bill, line 28 where it says, "the superintendent of public instruction may not expand the reporting requirements provided in this section") DR. LARSON replied it would not change from his attachment on page 4, with 30 cells.

GLORIA LOKKEN, NDEA President, stated their support for this. They would consider the changes Dr. Larson proposes. They would like a compressed form and the use of the information from past years (that which is carried forward).

**There was no opposing testimony.**

**The hearing was closed.**

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10/2/03  
Date

2003 SENATE STANDING COMMITTEE MINUTES

BILL/RESOLUTION NO. Eng. HB 1295

Senate Education Committee

Conference Committee

Hearing Date 3-10-03

Tape Number	Side A	Side B	Meter #
1	x		25.0 - 29.9
2	x		32.0 - 36.4
Committee Clerk Signature <i>Sandra Johnson</i>			

Minutes: CHAIRMAN FREBORG called the committee to order with all members present.

Discussion on adding cells to the report from DPI, Dr. Larson.

SENATOR FLAKOLL stated one addition could be the number of contracting days in a district.

SENATOR COOK has a concern on the enabling legislation that was passed last session by which this resulted. Those who were involved in setting the reporting process up did not feel they had enough input. There is also language in the bill that only the legislature can change the reporting mechanism. In reviewing Dr. Larson's testimony, it showed that his first thought for reporting, with a limited number of cells, would have produced no problems. SENATOR COOK feels there apparently was not a lot of give and take in the process of setting this reporting system up. It does state on pg. 2 of the engrossed bill that the "superintendent of public instruction may not expand the reporting requirements provided in this section".

Committee Adjourned.

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*10/3/03*  
Date

Page 2

Senate Education Committee

Bill/Resolution Number Eng. HB 1295

Hearing Date 3-10-03

Tape 2, Side A, 32.0 - 36.4

SENATOR FREBORG called the committee to order.

SENATOR FREBORG would like a cell added for dues if they are paid by the school board. He explained why. In some cases the dues are increased to a high level because the board will not pay any other expenses but dues. Then the organization to whom the dues are paid will reimburse the board for a portion or all of the expenses. He would ask the committee to consider adding a column for dues.

The committee was adjourned.

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Operator's Signature

10/3/03  
Date

2003 SENATE STANDING COMMITTEE MINUTES

BILL/RESOLUTION NO. Engrossed HB 1295

Senate Education Committee

Conference Committee

Hearing Date 3-12-03

Tape Number	Side A	Side B	Meter #
2	x		2.8 - 18.0
2		x	51.0 - end
3	x		0 - 10.0

Committee Clerk Signature *Andrea Johnson*

Minutes: CHAIRMAN FREBORG called the committee to order with all members present.

SENATOR FREBORG would like to see "dues" as a cell on the report if they are paid by the district. The reason is that dues are sometimes set high for different organizations and then the district is reimbursed for the expenses incurred by their people.

SENATOR COOK stated that Dr. Larson would like Section 4 on page 2 removed. Senator Cook also would like a cell for "dues". He stated that he had been told that if only the 29 cells that were originally to be in the report had been done, there would not be a problem.

SENATOR TAYLOR and SENATOR COOK asked about adding cells by the superintendent.

This legislation states the superintendent can not add cells or expand the report. What if something comes up that would need to be added to the report. It would not be good if that had to wait for two years, until the next session.

SENATOR FLAKOLL asked if they could cap the number of cells to maybe 33. With what Dr. Larson is proposing there would be 30 cells.



Page 2  
Senate Education Committee  
Bill/Resolution Number Eng. HB 1295  
Hearing Date 3-12-03

SENATOR FREBORG and SENATOR COOK are to have an amendment drawn up with the recommended changes from Dr. Larson, and would also like to know what the report would look like.

The committee was adjourned.

**Tape 2, Side B, 51.0 - end; Tape 3, Side A, 1 - 10.0**

DR. LARSON, DPI, brought the committee examples of what the new report would be like and what the current report is. (see attached) This shows the 32 cell configuration versus the 126 cells. He stated that if the cells were not used, there was no reason to worry about the cell. The additions are 1. number of contract days during fiscal year (this will tell if the district has gone into an extended contract, how many days, etc), 2. normal contract based salary for a normal year and an extended year, (provides the breakout for what an employee is being paid for a normal year and what is an extended contract) 3. signing/retention bonus, 4. other bonus, grants, stipends, consortium work. He also consolidated TFFR and contributions are only those employer paid. Also the dues are employer paid only and other benefits would include annuities. SENATOR COOK asked about the privacy issue with the SS # of the employee on the form. DR. LARSON stated only those with approval from their administration can access this form and get the information from it. He would like to use another number other than SS # but that would have to come through ESPB. To insure privacy, passwords can be changed periodically. He further stated they have a secure web site that is encrypted. Only one person per district can control the access and has the responsibility for access to the site. The control is at the local level. Also, his computer is linked to this and he will know if anyone accesses information from the site. He stated he would be happy to make any other adjustments wanted by the committee.

*La Costa Rickford*  
Operator's Signature

*10/3/03*  
Date

2003 SENATE STANDING COMMITTEE MINUTES

BILL/RESOLUTION NO. Engrossed HB 1295

Senate Education Committee

Conference Committee

Hearing Date 3-17-03

Tape Number	Side A	Side B	Meter #
2	x		21.8 - 30.0

Committee Clerk Signature *Anders Johnson*

Minutes: CHAIRMAN FREBORG called the committee to order with all members present.

There was discussion on the bill. SENATOR COOK feels lines 28 and 29 on page 2 of the engrossed bill should be left in. There is still the feeling that if something comes up and a cell needed to be added, the superintendent should be able to add.

The committee looked over Dr. Larson's printout of what the report will look like. He made the changes the committee had suggested.

There is still a concern about the SS # appearing on the report and SENATOR COOK said there will be legislation forthcoming that will address this.

Donnette Odenbach, the intern for the committee, drew up amendments as per committee wishes and the committee is to review them.

Committee Adjourned.

2003 SENATE STANDING COMMITTEE MINUTES

BILL/RESOLUTION NO. Engrossed HB 1295

Senate Education Committee

Conference Committee

Hearing Date 3-25-03

Tape Number	Side A	Side B	Meter #
1		x	3.3 - 30.5
Committee Clerk Signature <i>Andrea Johnson</i>			

Minutes: CHAIRMAN FREBORG called the committee to order with all members present.

REPRESENTATIVE HAWKIN, Dist. 46, answered questions from the committee. She stated this bill was put in so the legislature would have all the information asked for in the last session.

They want to make the form simple and still provide the information.

SENATOR COOK asked if Kermit Lidstrom testified in the House. REP. HAWKIN stated yes and he was okay with what the House had done as far as the amendments.

SENATOR COOK stated everyone agrees that the report should be simple but still have the necessary data.

The committee reviewed the computer report that Dr. Larson has done (see attached) and checked to see if the committee's recommendations were in the report. They are in Dr. Larson's report, but are not reflected in the proposed amendment.

There was more discussion on the proposal to eliminate "The superintendent of public instruction may not expand the reporting requirements provided in this section."

*La Costa Rickford*  
Operator's Signature

*10/3/03*  
Date

Page 2  
Senate Education Committee  
Bill/Resolution Number Eng. HB 1295  
Hearing Date 3-25-03

DR. LARSON further explained his report to the committee and answered their questions. He stated if the committee would adopt the amendments, that would create the report he has proposed to the committee.

DONNETTE ODENBACH, the Intern, is to draft amendments reflecting the committee's wishes and also to produce a re-engrossed bill for the committee to review.

Committee Adjourned.

La Costa Rickford  
Operator's Signature

10/2/03  
Date

2003 SENATE STANDING COMMITTEE MINUTES

BILL/RESOLUTION NO. Engrossed HB 1295

Senate Education Committee

Conference Committee

Hearing Date 3-26-03

Tape Number	Side A	Side B	Meter #
1	x		0 - 11.8
1		x	4.9 - 20.0
Committee Clerk Signature <i>Audie Johnson</i>			

Minutes: CHAIRMAN FREBORG called the committee to order with all members present.

DANETTE ODENBACH, Intern, presented the committee with the amendments they had requested and a copy of how the engrossed bill will look when complete.(see attached)

DR. LARSON, DPI, stated that page 2, line 10 and 11, contradict page 1, lines 18 - 30 in the engrossed bill.

SENATOR FLAKOLL asked if we should list all categories in the bill that the committee wants.

DR. LARSON stated either that or remove page 2, lines 10 and 11. (The superintendent of public instruction may not expand the reporting). He feels that is telling the department they may not collect any data other than that listed in what is explicitly named in lines 18 - 30. Therefore they cannot do what the committee wants.

SENATOR FLAKOLL stated he is more comfortable listing the categories on the proposed report in legislation. He wants the computer generated report to be what the committee wants

Page 2

Senate Education Committee

Bill/Resolution Number Eng. HB 1295

Hearing Date 3-26-03

with the categories spelled out in legislation, so there is no mistake. (see attached Web Page Dialog, 3-25-03).

SENATOR FREBORG stated we need new proposed amendments to address all the concerns of the committee. SENATOR COOK asked them to define "dues" and create a cell for them. (direct payment or reimbursement.).

SENATOR TAYLOR stated that lines 18 - 30 will be replaced with the cell by itself accounting what is on the spreadsheet, 34 cells.

Danette Odenbach, Intern, to draft new amendments and present to committee.

Committee Adjourned.

**Tape 1, Side B, 4.9 - 20.0**

Donette Odenbach, Intern, presented the new proposed amendments and the proposed engrossed bill.

SENATOR FLAKOLL asked if what the amendment states will produce the spreadsheet the committee wants. Discussion on if it will increase the number of cells because of all the subsections. DONETTE ODENBACH, Intern, stated that the subsections just clarify what should be in the cells and there are only 33 cells

ANITA THOMAS, Legislative Council, stated she had talked with Dr. Larson and the report or spreadsheet will include what was asked for in the last legislative session, and will be in an abbreviated form.

**SENATOR FLAKOLL moved to adopt the proposed amendment (3/26/03) to Engrossed HB 1295 with 33 cells and totals, not including the name, etc. Seconded by SENATOR CHRISTENSON.**

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Operator's Signature

10/3/03  
Date

Page 3

Senate Education Committee

Bill/Resolution Number Eng. HB 1295

Hearing Date 3-26-03

Roll Call Vote: 6 YES. 0 NO. 0 Absent. Amendment Adopted.

SENATOR FLAKOLL moved a DO PASS AS AMENDED. Seconded by SENATOR  
CHRISTENSON.

Roll Call Vote: 6 YES. 0 NO. 0 Absent. Motion Carried.

Carrier: SENATOR FLAKOLL

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10/2/03  
Date

JC3  
3-27-03  
1013

PROPOSED AMENDMENTS TO ENGROSSED HOUSE BILL NO. 1295

Page 1, replace lines 23 and 24 with:

- "a. Total number of contract days employed during fiscal year.
- b. Normal year contract base salary:
  - (1) 401(a);
  - (2) 401(k);
  - (3) 403(b);
  - (4) 414(h); and
  - (5) 457.
- c. Extended year contract base salary:
  - (1) 401(a);
  - (2) 401(k);
  - (3) 403(b);
  - (4) 414(h); and
  - (5) 457.
- d. Extracurricular activities:
  - (1) Advisor;
  - (2) Athletics; and
  - (3) Music.
- e. In-staff subbing and workload adjustment.
- f. In-service:
  - (1) Workshops; and
  - (2) Conference, not expense reimbursement.
- g. Signing and retention bonus.
- h. Other bonus, grant, stipends, and consortium work.
- i. Miscellaneous compensation:
  - (1) Chaperone; and
  - (2) After school programs.

La Costa Rickford  
Operator's Signature

10/3/03  
Date



- 2 of 3
- j. Other category A salary, not listed above.
  - k. Perfect attendance and unused sick, personal, and vacation days.
  - l. In lieu pay:
    - (1) Housing allowance;
    - (2) Transportation expenses; and
    - (3) All other in lieu payments.
  - m. Contract buyout:
    - (1) Reduction in force;
    - (2) Severance; and
    - (3) Early retirement pay.
  - n. Salary in lieu of previous employer-provided fringe benefits.
  - o. Training, technical, and professional development reimbursement.
  - p. Tuition reimbursement or loan forgiveness payment.
  - q. Referee, bus driver, and janitorial payments.
  - r. Other category B salary, not listed above.
  - s. Federal Insurance Contributions Act tax, social security, and medicare.
  - t. Insurance:
    - (1) Unemployment;
    - (2) Workers compensation;
    - (3) Disability;
    - (4) Life;
    - (5) Health;
    - (6) Vision;
    - (7) Dental;
    - (8) Cancer;
    - (9) Long-term care; and
    - (10) Other insurance not listed above.
  - u. Dues or membership fees paid by employer:
    - (1) Direct payment; and
    - (2) Reimbursement.

- v. Teacher fund for retirement contribution paid by employer.
- w. Other benefits not listed above."

3 of 3

Page 2, remove lines 1 through 18

Page 2, line 19, replace "3." with "2." and overstrike the colon

Page 2, line 20, overstrike "a. Compile the information required by", remove "this section" and overstrike "in a manner"

Page 2, line 21, overstrike "that allows for accurate comparisons"

Page 2, line 25, remove "; and"

Page 2, line 26, overstrike "b. Forward" and insert immediately thereafter "forward"

Page 2, line 28, remove the overstrike over "3." and remove "4."

Page 2, line 30, replace "5." with "4."

Page 3, line 3, replace "6." with "5."

Renumber accordingly



Date: 3/26/03  
Roll Call Vote #: 2

2003 SENATE STANDING COMMITTEE ROLL CALL VOTES  
BILL/RESOLUTION NO. Eng. 1295

Senate EDUCATION Committee

Check here for Conference Committee

Legislative Council Amendment Number \_\_\_\_\_

Action Taken Do Pass as Amended

Motion Made By Sen. Flakoll Seconded By Sen. Christenson

Senators	Yes	No	Senators	Yes	No
LAYTON FREBORG, CHAIR.	✓		LINDA CHRISTENSON	✓	
GARY A. LEE, V. CHAIR.	✓		RYAN M. TAYLOR	✓	
DWIGHT COOK	✓				
TIM FLAKOLL	✓				

Total (Yes) 6 No 0

Absent 0

Floor Assignment Sen. Flakoll

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

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Lu Costa Rickford 10/2/03  
Operator's Signature Date

REPORT OF STANDING COMMITTEE (410)  
March 27, 2003 9:40 a.m.

Module No: SR-55-5887  
Carrier: Flakoll  
Insert LC: 30515.0201 Title: .0300

**REPORT OF STANDING COMMITTEE**  
HB 1295, as engrossed: Education Committee (Sen. Freborg, Chairman) recommends  
**AMENDMENTS AS FOLLOWS** and when so amended, recommends **DO PASS**  
(6 YEAS, 0 NAYS, 0 ABSENT AND NOT VOTING). Engrossed HB 1295 was placed  
on the Sixth order on the calendar.

Page 1, replace lines 23 and 24 with:

- "a. Total number of contract days employed during fiscal year.
- b. Normal year contract base salary:
  - (1) 401(a):
  - (2) 401(k):
  - (3) 403(b):
  - (4) 414(h): and
  - (5) 457.
- c. Extended year contract base salary:
  - (1) 401(a):
  - (2) 401(k):
  - (3) 403(b):
  - (4) 414(h): and
  - (5) 457.
- d. Extracurricular activities:
  - (1) Advisor:
  - (2) Athletics: and
  - (3) Music.
- e. In-staff subbing and workload adjustment.
- f. In-service:
  - (1) Workshops: and
  - (2) Conference, not expense reimbursement.
- g. Signing and retention bonus.
- h. Other bonus, grant, stipends, and consortium work.
- i. Miscellaneous compensation:
  - (1) Chaperone: and

(2) DESK, (3) COMM

Page No. 1

SR-55-5887

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Operator's Signature

10/3/03  
Date

REPORT OF STANDING COMMITTEE (410)  
March 27, 2003 9:40 a.m.

Module No: SR-55-5887  
Carrier: Flakoll  
Insert LC: 30515.0201 Title: .0300

- (2) After school programs.
- i. Other category A salary, not listed above.
- k. Perfect attendance and unused sick, personal, and vacation days.
- l. In lieu pay:
  - (1) Housing allowance;
  - (2) Transportation expenses; and
  - (3) All other in lieu payments.
- m. Contract buyout:
  - (1) Reduction in force;
  - (2) Severance; and
  - (3) Early retirement pay.
- n. Salary in lieu of previous employer-provided fringe benefits.
- o. Training, technical, and professional development reimbursement.
- p. Tuition reimbursement or loan forgiveness payment.
- q. Referee, bus driver, and janitorial payments.
- r. Other category B salary, not listed above.
- s. Federal Insurance Contributions Act tax, social security, and medicare.
- t. Insurance:
  - (1) Unemployment;
  - (2) Workers compensation;
  - (3) Disability;
  - (4) Life;
  - (5) Health;
  - (6) Vision;
  - (7) Dental;
  - (8) Cancer;
  - (9) Long-term care; and
  - (10) Other insurance not listed above.

(2) DESK, (3) COMM

Page No. 2

SR-55-5887

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Date

REPORT OF STANDING COMMITTEE (410)  
March 27, 2003 9:40 a.m.

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- u. Dues or membership fees paid by employer:
  - (1) Direct payment; and
  - (2) Reimbursement.
- v. Teacher fund for retirement contribution paid by employer.
- w. Other benefits not listed above."

Page 2, remove lines 1 through 18

Page 2, line 19, replace "3." with "2." and overstrike the colon

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Renumber accordingly

2003 HOUSE EDUCATION

CONFERENCE COMMITTEE

HB 1295

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10/2/03  
Date



2003 HOUSE STANDING COMMITTEE MINUTES  
BILL/RESOLUTION NO. HB 1295  
House Education Committee

Conference Committee

Hearing Date April 9, 2003

Tape Number	Side A	Side B	Meter #
1	x		430-3888
Committee Clerk Signature <i>Linda Guentner</i>			

**Rep. Hawken:** called the conference committee to order and clerk took the roll.

**Rep. Hawken:** What do we want on our teacher compensation report. What information do we want to see.

**Sen. Flakoll:** reviewed printout of cells that the Senate did on this bill. See Attached

**Rep. Hawken:** don't understand why we have the 401K in the base salary section, to me that is a benefit.

**Rep. Mueller** did you just tell me that you are looking for is the total or are you asking that we have them broken down.

**Sen. Flakoll:** we wanted a composite number of those 5 categories, they are listed so that there is no confusion.

**Rep. Hawken:** Why would we put them in salaries and not benefits

**Flakoll:** My understanding is hat you have salary and then fringes **Rep. Hawken** so it can go under 'other' Every one agrees to that.

**Rep. Jon Nelson** I'm still confused as to why the Senate broke this down to as many categories, was there part of the report that caused you to need this information. We saw it as needing to

Page 2  
House Education Committee  
Bill/Resolution Number HB 1295  
Hearing Date April 9, 2003

make this a lot less work in the reporting instead of more cells. Why do we need this detail. The purpose of this report is to gather compensation information for us.

**Flakoll:** to better understand what was in the major categories. And so that people knew what to include in the category.

**Rep. Jon Nelson** did you want them all to have there own cell.

**Flakoll:** so that people knew where to put the information, listing for each cell.

**Hawken:** number of contract days needs to be in here, the Senate took that out. Compensation category B. What are we not covering under A that needs to go into B.

**Flakoll** Consolidation certainly but we need to know the referee pay, bus driving pay.

**Hawken:** could we not put that in the instruction booklet, what all goes into each line, just like taxes booklet.

**Christenson:** What about the subs who are covering for teachers who are gone, or maybe even a teacher who has there own class and for some reason teaches over x number of hours they get addition hours compensated for. Discussion followed on subbing pay.

**Flakoll:** to small a number of cells will be more confusing where the information goes into, a few more cells gives more direction.

**Rep. Jon Nelson** requested a spread sheet from Dr. Larson on both versions so that they can compare. House version accomplishes 95% of the information gathered in 6 cells, the Senate version is 95% of the information in 32 cells.

**Hawken:** made the request and will meet next week to agree on number of cells.

Closed conference committee work.

2003 HOUSE STANDING COMMITTEE MINUTES  
BILL/RESOLUTION NO. HB 1295  
House Education Committee

Conference Committee

Hearing Date April 14, 2003

Tape Number	Side A	Side B	Meter #
1	x		00-end
Committee Clerk Signature <i>Hinda Freestier</i>			

**Rep Hawken** called the committee to order, the clerk took the roll.

Additional handouts, a run on the house version and the senate version.

My perspective on this would be to start with the house version and add what the Senate wants to keep from their list.

**Flakoll:** how many did the house start with and what did we finish with, number wise.

**Hawken:** some concerns on the salary section. Base salary and compensation for extended contract and CO-curricular activities, and other.

**Flakoll:** the house said other, the senate listed them out.

**Flakoll:** any other compensation can include, may be defined out in the worksheet that comes in the directions.

**Lee:** housing allowance and transportation?

**Hawken:** it is not considered base salary. This is our report and what are the things that we want to know? Any that we want to know we have to make sure it is in there.

**Hawken:** Contract buy out is not used much at all., in lieu of pay, signing bonuses put insurance's together,

Page 2  
House Education Committee  
Bill/Resolution Number HB 1295  
Hearing Date April 14 2003

**Rep. Jon Nelson** what about in staff subbing? **Hawken:** can be put that in with other?

**Christenson:** subbing is going to be more important as we get into highly qualified teacher and

NCLB. **Hawken:** Yes lets take a look at that **Hawken:** insurance's and benefits

**Rep. Jon Nelson** why do we have the break out on all of them?

**Flakoll:** During the testimony it was stated that we should have vision, dental and health in one and then other. So that they can be compared between school districts. **Hawken:** no problem

**Rep. Mueller** seems to me to have health insurance by itself and then the others in other.

**Hawken** put dental, vision, and cancer on one line. Okay

**Hawken:** unemployment, workers compensation, and disability they are not compensation, it is something that the employer pays on everyone. That is why we did not have it in our version

**Flakoll** how many cells do we have now **Hawken:** 16 **Flakoll:** the number of contracted days included? **Hawken:** is that is the FTE the first category.

**Hawken:** so we have base salary, compensation for extended contract, CO-curricular, any other, contract buyout, in lieu of pay, signing bonuses, in staff subbing, other compensation, health, (dental, vision, cancer), (life and long term care), FICA, retirement and TFFR, dues, other

**Hawken:** the current law has only six items, read the items and then reread what we have.

**Sen. Christenson** moved that the Senate recede from the Senate amendments and adopt the amendments, **Rep. Jon Nelson** seconded the motion. roll vote: 6-0-0 passed.

30515.0202  
Title.0400

Adopted by the Education Conference  
Committee

April 14, 2003

**Conference Committee Amendments to Engrossed HB 1295 - 04/16/2003** That the Senate recede from its amendments as printed on pages 1224-1226 of the House Journal and pages 1068-1070 of the Senate Journal and that Engrossed House Bill No. 1295 be amended as follows:

Page 1, line 8, overstrike "provide" and insert immediately thereafter "report" and remove the overstrike over "~~the following information~~"

Page 1, line 10, remove "the total amount paid or provided as"

Page 1, replace line 23 and 24 with:

- a. The number of days each was employed during the preceding school year.
- b. The base salaries.
- c. The amount of compensation provided for extended contracts.
- d. The amount of compensation provided for cocurricular activities.
- e. The amount expended for contract buyouts.
- f. The amount of compensation provided in lieu of salaries.
- g. The amount paid for signing bonuses.
- h. The amount of compensation provided for substitute teaching and workload adjustment.
- i. The amount of compensation provided for any other purposes.
- j. The amount expended for health insurance benefits.
- k. The amount expended for dental, vision, and cancer insurance benefits.
- l. The amount expended for life and long-term disability insurance benefits.
- m. The amount of retirement contributions and assessments, including individual shares if paid by the district.
- n. The district's share of Federal Insurance Contributions Act taxes.
- o. The amount of dues or membership fees paid by the district.
- p. Any other benefits provided by the district."

**Conference Committee Amendments to Engrossed HB 1295 - 04/16/2003**

Page 2, remove lines 1 through 12

Page 2, line 15, remove "individual"

Page 2, line 17, remove "individual"

Page 2, line 18, remove "employed as a" and replace "or as an" with "and"

Page 2, line 29, replace "provided in" with "of"

Renumber accordingly

2 of 2

30515.0202

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Lu Costa Rickford  
Operator's Signature

10/3/03  
Date

REPORT OF CONFERENCE COMMITTEE  
(ACCEDE/RECEDE) - 420

07398

(Bill Number) HB 1295 (, as (re)engrossed):

4-9-03 10:30  
4-14-03 1:30

Your Conference Committee

For the Senate:

Sen Flakoll PP  $\frac{Y}{\checkmark} = \frac{N}{\checkmark}$   
Sen Lee PP  $\checkmark$   
Sen ~~Christenson~~ Christenson PP  $\checkmark$

For the House:

Rep Hawken PP  $\frac{Y}{\checkmark} = \frac{N}{\checkmark}$   
Rep Nelson PP  $\checkmark$   
Rep Mueller PP  $\checkmark$

recommends that the SENATE HOUSE (ACCEDE to) RECEDE from) the Senate House amendments on (SJ/HJ) page(s) \_\_\_\_\_

passes  
6-0

and place \_\_\_\_\_ on the Seventh order.

, adopt (further) amendments as follows, and place HB 1295 on the Seventh order:

having been unable to agree, recommends that the committee be discharged and a new committee be appointed.

((Re)Engrossed) \_\_\_\_\_ was placed on the Seventh order of business on the calendar.

DATE: 4/14/03

CARRIER: Rep Hawken

LC NO. \_\_\_\_\_ of amendment.

LC NO. \_\_\_\_\_ of engrossment

Emergency clause added or deleted \_\_\_\_\_

Statement of purpose of amendment \_\_\_\_\_

(1) LC (2) LC (3) DESK (4) COMM.

Christenson  
Nelson

Sal Costa Rickford  
Operator's Signature

10/2/03  
Date

REPORT OF CONFERENCE COMMITTEE (420)  
April 16, 2003 1:53 p.m.

Module No: HR-69-7805

Insert LC: 30515.0202

**REPORT OF CONFERENCE COMMITTEE**

**HB 1295, as engrossed:** Your conference committee (Sens. Flakoll, G. Lee, Christenson and Reps. Hawken, Nelson, Mueller) recommends that the **SENATE RECEDE** from the Senate amendments on HJ pages 1224-1226, adopt amendments as follows, and place HB 1295 on the Seventh order:

That the Senate recede from its amendments as printed on pages 1224-1226 of the House Journal and pages 1068-1070 of the Senate Journal and that Engrossed House Bill No. 1295 be amended as follows:

Page 1, line 8, overstrike "provide" and insert immediately thereafter "report" and remove the overstrike over "~~the following information~~"

Page 1, line 10, remove "the total amount paid or provided as"

Page 1, replace line 23 and 24 with:

- a. The number of days each was employed during the preceding school year.
- b. The base salaries.
- c. The amount of compensation provided for extended contracts.
- d. The amount of compensation provided for cocurricular activities.
- e. The amount expended for contract buyouts.
- f. The amount of compensation provided in lieu of salaries.
- g. The amount paid for signing bonuses.
- h. The amount of compensation provided for substitute teaching and workload adjustment.
- i. The amount of compensation provided for any other purposes.
- j. The amount expended for health insurance benefits.
- k. The amount expended for dental, vision, and cancer insurance benefits.
- l. The amount expended for life and long-term disability insurance benefits.
- m. The amount of retirement contributions and assessments, including individual shares if paid by the district.
- n. The district's share of Federal Insurance Contributions Act taxes.
- o. The amount of dues or membership fees paid by the district.
- p. Any other benefits provided by the district."

Page 2, remove lines 1 through 12

Page 2, line 15, remove "individual"

(2) DESK, (2) COMM

Page No. 1

HR-69-7805

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La Costa Rickford  
Operator's Signature

10/2/03  
Date



**REPORT OF CONFERENCE COMMITTEE (420)**  
April 16, 2003 1:53 p.m.

**Module No: HR-69-7805**

**Insert LC: 30515.0202**

Page 2, line 17, remove "individual"

Page 2, line 18, remove "employed as a" and replace "or as an" with "and"

Page 2, line 29, replace "provided in" with "of"

Renumber accordingly

Engrossed HB 1295 was placed on the Seventh order of business on the calendar.

(2) DESK, (2) COMM

Page No. 2

HR-69-7805

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10/3/03  
Date

2003 TESTIMONY

HB 1295

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10/3/03  
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58<sup>th</sup> North Dakota Legislative Assembly  
House Education Committee  
HB 1295

HB 1295 changes the reporting requirements for teacher compensation. The current process required districts to report 144 fields of information on each teacher. That requirement asked districts to report information in a manner and in a form that did not exist in the data as it was stored by most districts. Most of these reporting requirements had to be addressed at the time the report was completed, not at the time(s) teachers were paid.

As such, this report required our district to commit many hours (100+ hours) by several people to the completion of the report. The 144 field report that results from the extra work is so massive that the data contained in it is meaningless at the local level. It did not provide a process that allowed the local district to verify what was reported, or to check totals.

The language contained in the proposed change would still provide legislators with the information necessary to determine what a teacher is paid to be a teacher, and what a teacher also receives as other pay and benefits from a school district. At the same time, it should reduce the time necessary to complete the report to a reasonable level for local school districts.

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10/3/03  
Date

West Fargo District #6  
Employee Compensation Data for 2001-2002 School Year

Plant #	SSN	FTE	Days	Base Salary	Extended Day Base	Extended Year Base	Co-Curricular	Inservice	Other Salary	TFFR	Health	Other Benefits	Total Salary	Total Benefits	Total Comp
9315		1.00	187	44,213.00	0.00	0.00	2,325.00	0.00	0.00	7,820.00	4,971.00	4,160.00	46,538.00	16,951.00	63,489.00
2752		1.00	185	39,641.00	0.00	0.00	0.00	0.00	0.00	6,661.00	1,914.00	3,670.00	39,641.00	12,245.00	51,886.00
5090		0.50	187	14,818.00	0.00	0.00	0.00	0.00	2,754.00	2,952.00	1,755.00	1,276.00	17,572.00	5,983.00	23,555.00
9315		1.00	187	39,559.00	0.00	0.00	0.00	0.00	20.00	6,650.00	4,971.00	3,414.00	39,579.00	15,035.00	54,614.00
2100		0.20	187	5,677.00	0.00	0.00	0.00	0.00	111.00	972.00	0.00	516.00	5,788.00	1,488.00	7,276.00
9315		1.00	187	27,966.00	0.00	0.00	260.00	0.00	645.00	4,851.00	0.00	2,509.00	28,871.00	7,360.00	36,231.00
9315		1.00	187	31,722.00	0.00	2,280.00	0.00	0.00	380.00	5,777.00	3,368.00	3,211.00	34,382.00	12,356.00	46,738.00
3500		1.00	191	35,479.00	0.00	0.00	0.00	280.00	1,010.00	6,178.00	0.00	2,961.00	36,769.00	9,139.00	45,908.00
9315		1.00	187	40,300.00	0.00	0.00	0.00	0.00	780.00	6,902.00	1,914.00	3,827.00	41,080.00	12,643.00	53,723.00
9315		1.00	220	55,834.00	0.00	0.00	0.00	0.00	4,628.00	10,159.00	3,368.00	6,826.00	60,462.00	20,353.00	80,815.00
9315		1.00	187	31,722.00	0.00	0.00	111.00	0.00	180.00	5,379.00	4,971.00	2,648.00	32,013.00	12,998.00	45,011.00
5090		1.00	187	31,931.00	0.00	1,710.00	5,897.00	210.00	180.00	6,709.00	1,914.00	3,598.00	39,928.00	12,221.00	52,149.00
2752		1.00	187	22,957.00	0.00	540.00	0.00	47.00	35.00	3,871.00	1,450.00	2,307.00	23,579.00	7,628.00	31,207.00
8054		1.00	187	40,300.00	0.00	0.00	0.00	0.00	140.00	6,795.00	3,368.00	3,748.00	40,440.00	13,911.00	54,351.00
2752		1.00	187	40,300.00	0.00	0.00	0.00	0.00	696.00	6,888.00	0.00	3,308.00	47,996.00	10,196.00	58,192.00
3738		0.50	187	13,030.00	0.00	0.00	0.00	0.00	474.00	2,269.00	0.00	1,286.00	13,504.00	3,555.00	17,059.00
2752		1.00	186	37,365.00	0.00	0.00	0.00	0.00	12.00	6,280.00	3,368.00	3,334.00	37,377.00	12,982.00	50,359.00
5090		1.00	187	25,088.00	0.00	0.00	25.00	0.00	551.00	4,480.00	0.00	2,305.00	26,664.00	6,785.00	33,449.00
9350		1.00	187	28,638.00	0.00	0.00	0.00	0.00	50.00	4,820.00	0.00	2,385.00	28,688.00	7,205.00	35,893.00
9315		1.00	187	22,957.00	0.00	0.00	2,515.00	0.00	133.00	4,302.00	1,611.00	2,502.00	25,605.00	8,415.00	34,020.00
9350		0.50	187	30,523.00	0.00	1,445.00	0.00	76.00	55.00	5,150.00	3,766.00	2,789.00	32,099.00	11,705.00	43,804.00
5090		1.00	187	40,300.00	0.00	0.00	4,838.00	0.00	626.00	7,689.00	3,368.00	4,088.00	45,764.00	15,145.00	60,909.00
2752		1.00	187	45,288.00	0.00	1,159.00	0.00	100.00	340.00	7,878.00	4,971.00	4,191.00	46,887.00	17,040.00	63,927.00
9315		1.00	187	35,813.00	0.00	117.00	0.00	0.00	795.00	6,171.00	4,971.00	3,066.00	36,725.00	14,208.00	50,933.00
9350		0.50	187	15,966.00	0.00	0.00	0.00	0.00	93.00	2,698.00	0.00	1,177.00	16,059.00	3,875.00	19,934.00
5071		1.00	187	35,168.00	0.00	0.00	0.00	100.00	50.00	5,934.00	4,971.00	2,934.00	35,318.00	13,819.00	49,137.00
5090		1.00	225	59,918.00	0.00	0.00	0.00	0.00	0.00	10,068.00	4,971.00	6,527.00	59,918.00	21,566.00	81,484.00
5090		1.00	187	27,966.00	0.00	0.00	370.00	0.00	215.00	4,797.00	1,611.00	2,745.00	28,551.00	9,153.00	37,704.00
9315		0.71	187	18,634.00	0.00	0.00	0.00	0.00	20.00	3,134.00	2,405.00	1,828.00	18,654.00	7,367.00	26,021.00
5071		1.00	171	21,671.00	0.00	0.00	0.00	80.00	0.00	3,655.00	4,971.00	2,190.00	21,751.00	10,816.00	32,567.00
3738		1.00	187	31,305.00	0.00	1,098.00	0.00	0.00	0.00	5,444.00	4,971.00	3,036.00	32,403.00	13,451.00	45,854.00
9315		1.00	187	31,096.00	0.00	1,159.00	200.00	0.00	340.00	5,511.00	4,971.00	3,069.00	32,795.00	13,551.00	46,346.00
5090		1.00	187	38,787.00	0.00	140.00	0.00	28.00	375.00	6,608.00	3,368.00	3,623.00	39,330.00	13,599.00	52,929.00
3738		1.00	185	25,189.00	0.00	0.00	0.00	80.00	80.00	4,259.00	1,914.00	2,573.00	25,349.00	8,746.00	34,095.00
9315		1.00	187	22,957.00	0.00	437.00	2,475.00	0.00	237.00	4,373.00	1,611.00	2,545.00	26,106.00	8,529.00	34,635.00
5071		0.94	187	21,580.00	0.00	0.00	0.00	0.00	1,730.00	3,917.00	3,933.00	1,941.00	23,310.00	9,791.00	33,101.00
2752		1.00	184	39,633.00	0.00	0.00	0.00	79.00	140.00	6,684.00	0.00	3,701.00	39,852.00	10,385.00	50,237.00
5090		1.00	187	40,300.00	0.00	0.00	3,239.00	0.00	160.00	7,342.00	4,971.00	3,942.00	47,699.00	16,255.00	59,954.00
9315		1.00	183	33,903.00	0.00	0.00	0.00	0.00	885.00	5,845.00	4,971.00	3,283.00	34,788.00	14,099.00	48,887.00
9315		1.00	187	24,209.00	0.00	0.00	0.00	0.00	160.00	4,094.00	4,971.00	2,446.00	24,369.00	11,511.00	35,880.00
5090		1.00	187	36,105.00	0.00	77.00	0.00	35.00	380.00	6,149.00	4,971.00	3,371.00	36,597.00	14,491.00	51,088.00
9315		1.00	187	24,835.00	0.00	0.00	0.00	0.00	300.00	4,684.00	1,914.00	2,770.00	27,881.00	9,368.00	37,249.00
8054		1.00	191	34,609.00	0.00	932.00	0.00	17.00	521.00	6,062.00	4,971.00	3,321.00	36,079.00	14,354.00	50,433.00
8054		1.00	187	48,314.00	0.00	0.00	0.00	80.00	756.00	8,259.00	4,971.00	4,328.00	49,150.00	17,558.00	66,708.00

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Operator's Signature

J. Costa

10/13/03  
Date

J

Plant #	FTF	Days	Base Salary	Extended Day Base	Extended Year Base	Co-Curricular	Inservice	Other Salary	TFFR	Health	Other Benefits	Total Salary	Total Benefits	Total Comp
8054	1.00	184	47,410.00	0.00	0.00	16.00	0.00	0.00	7,969.00	4,971.00	4,242.00	47,426.00	17,182.00	64,608.00
3500	1.00	220	67,903.00	0.00	0.00	0.00	0.00	0.00	11,409.00	4,971.00	8,299.00	67,903.00	24,679.00	92,582.00
2752	1.00	186	37,780.00	0.00	0.00	0.00	80.00	646.00	6,470.00	4,971.00	3,525.00	38,506.00	14,966.00	53,472.00
9315	1.00	187	37,566.00	0.00	0.00	897.00	0.00	565.00	6,557.00	3,368.00	3,500.00	39,028.00	13,425.00	52,453.00
9315	1.00	187	42,335.00	0.00	0.00	3,616.00	0.00	485.00	7,802.00	837.00	4,201.00	46,436.00	12,840.00	59,276.00
9315	1.00	187	33,392.00	0.00	0.00	800.00	0.00	350.00	5,803.00	4,971.00	2,949.00	34,542.00	13,723.00	48,265.00
9315	1.00	187	38,610.00	0.00	0.00	0.00	210.00	939.00	6,681.00	1,914.00	3,721.00	39,759.00	12,316.00	52,075.00
5071	1.00	187	24,835.00	0.00	0.00	1,809.00	0.00	0.00	4,477.00	1,914.00	2,674.00	26,644.00	9,065.00	35,709.00
2752	1.00	187	28,307.00	0.00	2,280.00	0.00	0.00	245.00	5,180.00	4,971.00	2,963.00	30,832.00	13,114.00	43,946.00
2752	1.00	187	24,835.00	0.00	0.00	3,280.00	0.00	0.00	4,724.00	3,155.00	2,710.00	28,115.00	10,589.00	38,704.00
9315	1.00	240	103,700.00	0.00	0.00	0.00	0.00	0.00	17,424.00	1,914.00	12,607.00	103,700.00	31,945.00	135,645.00
5071	1.00	187	24,371.00	0.00	558.00	2,413.00	0.00	626.00	4,700.00	1,914.00	2,775.00	27,968.00	9,389.00	37,357.00
5071	1.00	187	43,410.00	0.00	1,098.00	0.00	100.00	60.00	7,505.00	4,971.00	4,026.00	44,668.00	16,502.00	61,170.00
2752	0.50	187	20,150.00	0.00	0.00	0.00	0.00	447.00	3,461.00	0.00	1,739.00	20,597.00	5,200.00	25,797.00
9315	1.00	187	23,583.00	0.00	0.00	0.00	70.00	202.00	4,008.00	1,611.00	2,374.00	23,855.00	7,993.00	31,848.00
2752	1.00	173	21,238.00	0.00	0.00	0.00	0.00	0.00	3,568.00	1,450.00	2,127.00	21,238.00	7,145.00	28,383.00
9315	0.50	187	16,696.00	0.00	0.00	0.00	35.00	357.00	0.00	0.00	1,463.00	17,088.00	1,463.00	18,551.00
2752	1.00	185	29,318.00	0.00	0.00	0.00	0.00	0.00	4,926.00	4,971.00	2,796.00	29,318.00	12,693.00	42,011.00
8054	1.00	187	40,300.00	0.00	0.00	0.00	0.00	650.00	6,880.00	3,368.00	3,742.00	40,950.00	13,990.00	54,940.00
8054	1.00	187	45,288.00	0.00	0.00	0.00	0.00	437.00	7,683.00	4,971.00	4,101.00	45,725.00	16,755.00	62,480.00
2752	1.00	187	39,559.00	0.00	0.00	0.00	0.00	32.00	6,652.00	0.00	3,619.00	39,591.00	10,271.00	49,862.00
9350	1.00	187	35,062.00	0.00	232.00	0.00	507.00	701.00	6,133.00	3,368.00	3,300.00	36,502.00	12,801.00	49,303.00
3738	0.50	184	14,234.00	0.00	0.00	0.00	0.00	348.00	2,450.00	2,486.00	856.00	14,582.00	5,792.00	20,374.00
3738	1.00	175	26,600.00	0.00	0.00	0.00	206.00	695.00	4,621.00	4,971.00	2,647.00	27,501.00	12,239.00	39,740.00
3500	1.00	187	39,444.00	0.00	1,098.00	16.00	18.00	150.00	6,842.00	1,914.00	3,797.00	40,726.00	12,553.00	53,279.00
9315	1.00	187	31,722.00	0.00	170.00	0.00	0.00	114.00	5,378.00	4,971.00	3,032.00	32,006.00	13,381.00	45,387.00
9315	1.00	185	35,306.00	0.00	0.00	7,880.00	0.00	75.00	7,269.00	1,914.00	3,981.00	43,261.00	13,164.00	56,425.00
5071	1.00	187	40,905.00	0.00	0.00	0.00	0.00	650.00	6,982.00	4,971.00	3,769.00	41,555.00	15,722.00	57,277.00
9315	1.00	187	35,479.00	0.00	1,140.00	113.00	0.00	585.00	6,270.00	1,914.00	3,330.00	37,317.00	11,514.00	48,831.00
5090	1.00	187	30,053.00	0.00	140.00	0.00	58.00	122.00	5,104.00	4,184.00	2,686.00	30,373.00	11,974.00	42,347.00
2752	1.00	187	27,757.00	0.00	0.00	0.00	135.00	60.00	4,697.00	3,368.00	2,720.00	27,952.00	10,785.00	38,737.00
3500	1.00	187	30,679.00	0.00	0.00	16.00	0.00	1,046.00	5,333.00	1,914.00	2,670.00	31,741.00	9,917.00	41,658.00
9315	1.00	187	23,583.00	0.00	558.00	573.00	35.00	20.00	4,162.00	4,714.00	2,378.00	24,769.00	11,254.00	36,023.00
5071	1.00	187	36,314.00	0.00	0.00	0.00	120.00	686.00	6,237.00	1,914.00	3,423.00	37,120.00	11,574.00	48,694.00
8054	1.00	184	42,098.00	0.00	0.00	0.00	0.00	0.00	7,073.00	1,914.00	3,914.00	42,098.00	12,901.00	54,999.00
5090	1.00	187	46,091.00	0.00	0.00	400.00	140.00	767.00	7,964.00	4,971.00	4,182.00	47,398.00	17,124.00	64,522.00
3738	1.00	187	25,461.00	0.00	1,159.00	0.00	0.00	1,957.00	4,802.00	4,971.00	2,675.00	28,577.00	12,448.00	41,025.00
9315	1.00	195	37,566.00	0.00	402.00	0.00	6.00	1,607.00	6,651.00	4,971.00	3,599.00	39,581.00	15,221.00	54,802.00
8054	1.00	186	24,080.00	0.00	0.00	0.00	0.00	0.00	4,046.00	4,971.00	2,379.00	24,080.00	11,396.00	35,476.00
5090	1.00	187	27,776.00	0.00	0.00	3,544.00	0.00	390.00	5,328.00	2,398.00	3,073.00	31,710.00	10,799.00	42,509.00
5090	1.00	184	25,053.00	0.00	0.00	80.00	0.00	0.00	4,223.00	4,971.00	2,473.00	25,133.00	11,667.00	36,800.00
5071	1.00	179	26,742.00	0.00	0.00	0.00	100.00	40.00	4,517.00	2,281.00	2,691.00	26,882.00	9,489.00	36,371.00
8054	1.00	187	45,288.00	0.00	0.00	96.00	0.00	0.00	7,626.00	1,914.00	4,172.00	45,384.00	13,712.00	59,096.00
8054	1.00	187	48,249.00	0.00	0.00	0.00	0.00	0.00	8,107.00	1,914.00	4,402.00	48,249.00	14,423.00	62,672.00
9315	1.00	187	48,314.00	0.00	2,280.00	208.00	0.00	2,636.00	8,979.00	4,971.00	4,702.00	53,438.00	18,652.00	72,090.00
2100	1.00	187	40,300.00	0.00	0.00	0.00	0.00	520.00	6,859.00	4,971.00	3,710.00	40,820.00	15,540.00	56,360.00
9315	1.00	186	40,084.00	0.00	3,420.00	0.00	0.00	40.00	7,317.00	1,914.00	4,018.00	43,544.00	13,249.00	56,793.00
5071	1.00	187	40,279.00	0.00	176.00	0.00	0.00	0.00	6,797.00	1,914.00	3,742.00	40,455.00	12,453.00	52,908.00

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*Shelby R. Rickard*  
Operator's Signature  
10/13/03  
Date

5

Plant #	Rate	FTE	Days	Base Salary	Extended Day Base	Extended Year Base	Co-Curricular	Inservice	Other Salary	TIFR	Health	Other Benefits	Total Salary	Total Benefits	Total Comp
9350		1.00	187	38,401.00	0.00	0.00	0.00	0.00	280.00	6,500.00	1,914.00	3,580.00	38,681.00	11,994.00	50,675.00
9315		1.00	187	32,677.00	0.00	0.00	0.00	0.00	502.00	5,575.00	4,971.00	3,103.00	33,179.00	13,649.00	46,828.00
5071		1.00	187	22,957.00	0.00	0.00	0.00	100.00	167.00	3,902.00	0.00	2,347.00	23,224.00	6,249.00	29,473.00
5071		1.00	187	32,140.00	0.00	1,659.00	159.00	0.00	210.00	5,741.00	4,971.00	3,233.00	34,168.00	13,945.00	48,113.00
5071		1.00	187	22,957.00	0.00	540.00	0.00	0.00	199.00	3,981.00	1,611.00	2,339.00	23,696.00	7,931.00	31,627.00
2100		0.92	187	25,921.00	0.00	0.00	0.00	35.00	58.00	4,371.00	3,842.00	2,128.00	26,014.00	10,641.00	36,655.00
5071		0.70	187	25,949.00	0.00	0.00	0.00	0.00	4,806.00	5,167.00	0.00	2,536.00	30,742.00	7,703.00	38,445.00
5071		1.00	187	45,726.00	0.00	1,006.00	113.00	60.00	1,038.00	8,056.00	4,971.00	4,274.00	47,943.00	17,301.00	65,244.00
9315		1.00	186	40,894.00	0.00	0.00	0.00	0.00	242.00	6,912.00	1,914.00	3,833.00	41,136.00	12,659.00	53,795.00
5090		1.00	187	26,276.00	0.00	0.00	0.00	58.00	107.00	4,443.00	3,368.00	2,585.00	26,441.00	10,396.00	36,837.00
8054		1.00	184	22,589.00	0.00	540.00	0.00	170.00	447.00	3,990.00	1,611.00	2,359.00	23,746.00	7,960.00	31,706.00
5071		1.00	187	23,583.00	0.00	0.00	0.00	80.00	217.00	4,012.00	1,914.00	2,456.00	23,880.00	8,382.00	32,262.00
2752		1.00	176	27,363.00	0.00	0.00	0.00	0.00	225.00	4,635.00	2,403.00	2,746.00	27,588.00	9,784.00	37,372.00
8054		1.00	187	23,583.00	0.00	0.00	0.00	0.00	21.00	3,966.00	1,914.00	2,438.00	23,604.00	8,318.00	31,922.00
9315		1.00	80	11,012.00	0.00	1,080.00	56.00	0.00	665.00	2,152.00	947.00	1,313.00	12,813.00	4,412.00	17,225.00
5071		1.00	187	23,583.00	0.00	0.00	0.00	0.00	117.00	3,982.00	1,611.00	2,359.00	23,700.00	7,952.00	31,652.00
2752		1.00	187	24,209.00	0.00	0.00	0.00	0.00	2,614.00	4,507.00	2,223.00	2,419.00	26,823.00	9,149.00	35,972.00
5090		1.00	187	23,583.00	0.00	0.00	1,260.00	76.00	136.00	4,210.00	1,914.00	2,549.00	25,055.00	8,673.00	33,728.00
9315		1.00	187	26,714.00	0.00	0.00	0.00	0.00	0.00	4,488.00	1,914.00	2,687.00	26,714.00	9,089.00	35,803.00
9315		0.50	187	11,479.00	0.00	0.00	0.00	0.00	428.00	2,001.00	806.00	966.00	11,907.00	3,773.00	15,680.00
8054		1.00	187	24,835.00	0.00	0.00	0.00	0.00	626.00	4,278.00	533.00	2,610.00	25,461.00	7,421.00	32,882.00
9315		1.00	187	29,009.00	0.00	0.00	2,973.00	0.00	387.00	5,439.00	1,914.00	3,127.00	32,369.00	10,480.00	42,849.00
9315		1.00	187	40,300.00	0.00	0.00	1,415.00	0.00	20.00	7,012.00	4,971.00	3,780.00	41,735.00	15,763.00	57,498.00
9315		1.00	187	30,053.00	0.00	1,140.00	52.00	0.00	845.00	5,393.00	4,971.00	2,947.00	32,090.00	13,311.00	45,401.00
9315		1.00	187	48,314.00	0.00	1,098.00	0.00	0.00	996.00	8,469.00	4,971.00	4,393.00	50,408.00	17,833.00	68,241.00
3738		1.00	187	40,300.00	0.00	1,044.00	0.00	80.00	40.00	6,967.00	1,914.00	3,846.00	41,464.00	12,727.00	54,191.00
9315		1.00	187	48,314.00	0.00	1,140.00	0.00	0.00	20.00	8,313.00	4,971.00	4,293.00	49,474.00	17,577.00	67,051.00
5090		1.00	187	40,300.00	0.00	0.00	0.00	0.00	140.00	6,795.00	1,914.00	3,775.00	40,440.00	12,484.00	52,924.00
9350		1.00	187	46,091.00	0.00	0.00	0.00	280.00	900.00	7,942.00	0.00	4,262.00	47,271.00	12,204.00	59,475.00
2100		1.00	187	40,300.00	0.00	0.00	56.00	35.00	550.00	6,880.00	4,971.00	3,764.00	40,941.00	15,615.00	56,556.00
9315		1.00	187	40,300.00	0.00	1,140.00	0.00	0.00	220.00	7,000.00	3,201.00	3,847.00	41,660.00	14,048.00	55,708.00
2100		1.00	240	67,903.00	0.00	0.00	0.00	0.00	6,173.00	12,447.00	4,487.00	8,885.00	74,076.00	25,819.00	99,895.00
9315		1.00	192	49,606.00	0.00	0.00	0.00	0.00	694.00	8,452.00	1,914.00	4,563.00	50,300.00	14,929.00	65,229.00
8054		1.00	181	38,899.00	0.00	0.00	0.00	0.00	0.00	6,536.00	3,587.00	3,604.00	38,899.00	13,727.00	52,626.00
9315		1.00	187	43,618.00	0.00	0.00	417.00	210.00	0.00	7,434.00	4,971.00	4,028.00	44,245.00	16,433.00	60,678.00
9315		1.00	240	79,511.00	0.00	0.00	0.00	0.00	20.00	13,363.00	4,971.00	9,231.00	79,531.00	27,565.00	107,096.00
2752		1.00	187	40,300.00	0.00	0.00	0.00	0.00	0.00	6,771.00	4,971.00	3,670.00	40,300.00	15,412.00	55,712.00
9350		1.00	187	40,300.00	0.00	0.00	0.00	0.00	65.00	6,782.00	4,971.00	3,576.00	40,365.00	15,329.00	55,694.00
9350		1.00	187	36,314.00	0.00	0.00	0.00	80.00	385.00	6,180.00	1,914.00	3,433.00	36,779.00	11,527.00	48,306.00
5071		1.00	187	42,784.00	0.00	0.00	224.00	60.00	300.00	7,287.00	4,971.00	3,959.00	43,368.00	16,217.00	59,585.00
9315		1.00	187	27,340.00	0.00	1,080.00	0.00	0.00	292.00	4,824.00	1,611.00	2,683.00	28,712.00	9,118.00	37,830.00
9315		1.00	187	48,314.00	0.00	0.00	0.00	0.00	3,230.00	8,660.00	0.00	4,201.00	51,544.00	12,861.00	64,405.00
9350		1.00	186	45,845.00	0.00	0.00	0.00	100.00	145.00	7,744.00	4,971.00	4,057.00	46,090.00	16,772.00	62,862.00
5090		1.00	187	24,835.00	0.00	2,300.00	0.00	0.00	564.00	4,653.00	1,914.00	2,752.00	27,699.00	9,319.00	37,018.00
5090		1.00	187	32,975.00	0.00	0.00	1,373.00	0.00	1,710.00	6,059.00	0.00	3,082.00	36,058.00	9,141.00	45,199.00
5090		1.00	195	36,940.00	0.00	67.00	0.00	70.00	1,790.00	6,530.00	4,971.00	3,483.00	38,867.00	14,984.00	53,851.00
9315		1.00	184	39,653.00	0.00	0.00	0.00	0.00	20.00	6,666.00	4,971.00	3,503.00	39,673.00	15,140.00	54,813.00
3738		1.00	187	27,340.00	0.00	324.00	0.00	100.00	305.00	4,716.00	4,971.00	2,693.00	28,069.00	12,380.00	40,449.00

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Operator's Signature: *Shelby Rickford*  
Date: *10/2/03*

Plant #	SSN	FTE	Days	Base Salary	Extended Day Base	Extended Year Base	Co-Curricular	Inservice	Other Salary	TFPR	Health	Other Benefits	Total Salary	Total Benefits	Total Comp
2752		1.00	187	45,288.00	0.00	1,650.00	0.00	60.00	245.00	7,938.00	4,769.00	4,159.00	47,243.00	16,866.00	64,109.00
5090		1.00	187	48,314.00	0.00	0.00	0.00	0.00	260.00	8,162.00	3,368.00	4,365.00	48,574.00	15,895.00	64,469.00
9350		1.00	187	40,279.00	0.00	1,683.00	0.00	0.00	9,398.00	8,630.00	2,144.00	4,489.00	51,360.00	15,263.00	66,623.00
5071		1.00	185	38,372.00	0.00	882.00	0.00	0.00	0.00	6,595.00	4,971.00	3,297.00	39,254.00	14,863.00	54,117.00
5090		1.00	187	48,314.00	0.00	0.00	80.00	0.00	572.00	8,227.00	4,971.00	4,259.00	48,966.00	17,457.00	66,423.00
9315		1.00	195	40,300.00	0.00	6,465.00	0.00	0.00	2,044.00	8,201.00	0.00	3,966.00	48,809.00	12,167.00	60,976.00
8054		1.00	187	48,314.00	0.00	0.00	0.00	70.00	235.00	8,169.00	4,971.00	4,315.00	48,619.00	17,455.00	66,074.00
9350		1.00	187	48,314.00	0.00	0.00	0.00	35.00	35.00	8,129.00	4,971.00	4,136.00	48,384.00	17,236.00	65,620.00
5071		1.00	187	38,401.00	0.00	0.00	0.00	0.00	29.00	6,457.00	3,368.00	3,301.00	38,430.00	13,126.00	51,556.00
5090		1.00	187	48,314.00	0.00	0.00	113.00	0.00	40.00	8,143.00	4,971.00	4,622.00	48,467.00	17,736.00	66,203.00
2752		1.00	187	36,731.00	0.00	1,080.00	0.00	60.00	791.00	6,496.00	3,622.00	3,556.00	38,662.00	13,674.00	52,336.00
8054		1.00	187	48,314.00	0.00	1,159.00	0.00	100.00	50.00	8,338.00	3,368.00	4,433.00	49,623.00	16,139.00	65,762.00
2100		1.00	187	48,314.00	0.00	0.00	0.00	0.00	520.00	8,205.00	4,971.00	4,198.00	48,834.00	17,374.00	66,208.00
5071		1.00	187	37,983.00	0.00	0.00	0.00	88.00	1,476.00	6,633.00	1,914.00	3,702.00	39,547.00	12,249.00	51,796.00
3500		1.00	187	39,444.00	0.00	0.00	33.00	20.00	333.00	6,692.00	4,971.00	3,689.00	39,830.00	15,352.00	55,182.00
9350		1.00	187	39,909.00	0.00	0.00	0.00	0.00	65.00	6,717.00	4,971.00	3,644.00	39,974.00	15,332.00	55,306.00
9350		1.00	220	67,303.00	0.00	0.00	0.00	0.00	0.00	11,308.00	3,368.00	7,154.00	67,303.00	21,830.00	89,133.00
9350		1.00	187	40,300.00	0.00	0.00	0.00	70.00	535.00	6,873.00	4,971.00	3,716.00	40,905.00	15,560.00	56,465.00
9315		1.00	187	48,314.00	0.00	29.00	0.00	0.00	2,141.00	8,483.00	1,914.00	4,536.00	50,484.00	14,933.00	65,417.00
8054		1.00	187	36,541.00	0.00	540.00	0.00	80.00	721.00	6,365.00	4,971.00	3,473.00	37,882.00	14,809.00	52,691.00
9350		1.00	187	46,091.00	0.00	0.00	0.00	109.00	711.00	7,882.00	4,971.00	4,207.00	46,911.00	17,060.00	63,971.00
9350		1.00	187	48,314.00	0.00	0.00	16.00	80.00	105.00	8,151.00	4,971.00	4,247.00	48,515.00	17,369.00	65,884.00
2752		1.00	186	40,084.00	0.00	0.00	111.00	0.00	15.00	6,756.00	1,914.00	3,752.00	40,210.00	12,422.00	52,632.00
9315		1.00	187	40,070.00	0.00	0.00	0.00	0.00	626.00	6,838.00	1,914.00	3,786.00	40,696.00	12,538.00	53,234.00
2752		1.00	186	38,476.00	0.00	0.00	0.00	0.00	313.00	6,517.00	4,971.00	3,516.00	38,789.00	15,004.00	53,793.00
9315		1.00	240	83,740.00	0.00	0.00	0.00	0.00	0.00	14,070.00	4,971.00	10,710.00	83,740.00	29,751.00	113,491.00
9350		1.00	194	41,114.00	0.00	0.00	0.00	70.00	2,195.00	7,289.00	1,914.00	4,005.00	43,379.00	13,208.00	56,587.00
5071		1.00	187	48,314.00	0.00	1,098.00	0.00	100.00	696.00	8,435.00	4,971.00	3,794.00	50,208.00	17,200.00	67,408.00
5090		1.00	187	35,413.00	0.00	0.00	111.00	70.00	494.00	6,030.00	4,971.00	3,253.00	36,088.00	14,254.00	50,342.00
3738		1.00	187	46,864.00	0.00	0.00	495.00	0.00	0.00	7,957.00	4,971.00	4,246.00	47,359.00	17,174.00	64,533.00
3738		1.00	187	40,300.00	0.00	0.00	0.00	37.00	79.00	6,791.00	1,914.00	3,626.00	40,416.00	12,331.00	52,747.00
2752		1.00	187	48,314.00	0.00	1,541.00	0.00	0.00	140.00	8,400.00	4,971.00	4,315.00	49,995.00	17,686.00	67,681.00
8054		1.00	187	45,288.00	0.00	0.00	0.00	100.00	60.00	7,636.00	4,971.00	3,989.00	45,448.00	16,596.00	62,044.00
9315		1.00	185	47,908.00	0.00	0.00	113.00	0.00	403.00	8,149.00	3,368.00	4,235.00	48,501.00	15,752.00	64,253.00
5090		1.00	187	38,787.00	0.00	3,325.00	6,325.00	0.00	215.00	8,175.00	4,971.00	4,306.00	48,652.00	17,452.00	66,104.00
2100		0.66	187	26,598.00	0.00	1,140.00	0.00	70.00	1,316.00	4,894.00	0.00	2,293.00	29,124.00	7,187.00	36,311.00
9315		1.00	197	42,455.00	0.00	1,425.00	1,491.00	210.00	120.00	7,679.00	4,971.00	4,136.00	45,701.00	16,786.00	62,487.00
9315		1.00	187	30,053.00	0.00	0.00	0.00	0.00	498.00	5,122.00	4,184.00	2,863.00	30,551.00	12,169.00	42,720.00
3738		0.80	187	28,973.00	0.00	0.00	0.00	0.00	0.00	4,868.00	0.00	2,410.00	28,973.00	7,278.00	36,251.00
5090		1.00	187	34,436.00	0.00	140.00	0.00	18.00	1,078.00	5,994.00	3,368.00	3,319.00	35,672.00	12,681.00	48,353.00
5090		1.00	187	34,436.00	0.00	0.00	1,326.00	0.00	100.00	6,026.00	3,368.00	3,343.00	35,862.00	12,737.00	48,599.00
9315		1.00	225	65,281.00	0.00	0.00	0.00	0.00	12.00	10,971.00	4,971.00	7,705.00	65,293.00	23,547.00	88,940.00
2752		1.00	187	40,300.00	0.00	0.00	0.00	380.00	685.00	6,950.00	4,971.00	3,752.00	41,365.00	15,673.00	57,038.00
8054		1.00	187	35,479.00	0.00	0.00	0.00	0.00	30.00	5,966.00	4,184.00	3,272.00	35,509.00	13,422.00	48,931.00
8054		1.00	187	25,879.00	0.00	540.00	0.00	155.00	210.00	4,500.00	1,914.00	2,574.00	26,784.00	8,988.00	35,772.00
8054		1.00	187	24,627.00	0.00	0.00	110.00	130.00	50.00	4,187.00	1,914.00	2,541.00	24,917.00	8,642.00	33,559.00
5090		1.00	187	34,644.00	0.00	0.00	80.00	0.00	805.00	5,970.00	4,971.00	3,015.00	35,529.00	13,956.00	49,485.00
9315		1.00	187	33,601.00	0.00	0.00	80.00	0.00	443.00	5,734.00	0.00	3,030.00	34,124.00	8,764.00	42,888.00

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*Melissa Rickford*  
Operator's Signature  
10/3/03  
Date

5



Plan #	FTE	Days	Base Salary	Extended Day Base	Extended Year Base	Co-Curricular	Inservice	Other Salary	TFFR	Health	Other Benefits	Total Salary	Total Benefits	Total Comp
9315	1.00	187	29,635.00	0.00	0.00	2,781.00	0.00	200.00	5,480.00	4,971.00	2,584.00	32,616.00	13,035.00	45,651.00
9315	1.00	186	26,302.00	0.00	0.00	0.00	0.00	200.00	4,453.00	4,971.00	2,614.00	26,502.00	12,038.00	38,540.00
5090	1.00	187	41,949.00	0.00	1,159.00	250.00	0.00	866.00	7,430.00	1,914.00	4,074.00	44,224.00	13,418.00	57,642.00
5090	1.00	186	38,196.00	0.00	0.00	2,008.00	0.00	260.00	6,799.00	4,971.00	3,676.00	40,464.00	15,446.00	55,910.00
9315	1.00	187	37,983.00	0.00	0.00	417.00	560.00	0.00	6,546.00	4,971.00	3,561.00	38,960.00	15,078.00	54,038.00
9315	1.00	187	36,314.00	0.00	0.00	5,566.00	210.00	60.00	7,082.00	0.00	3,313.00	42,150.00	10,395.00	52,545.00
5071	1.00	187	44,453.00	0.00	0.00	32.00	20.00	140.00	7,501.00	3,368.00	3,731.00	44,645.00	14,600.00	59,245.00
9315	1.00	187	31,305.00	0.00	0.00	5,609.00	0.00	80.00	6,215.00	0.00	3,504.00	36,994.00	9,719.00	46,713.00
9350	1.00	187	37,983.00	0.00	0.00	0.00	0.00	0.00	6,382.00	3,368.00	3,443.00	37,983.00	13,193.00	51,176.00
9315	1.00	187	36,008.00	0.00	500.00	1,370.00	35.00	1,289.00	6,587.00	1,914.00	3,672.00	39,202.00	12,173.00	51,375.00
5090	1.00	187	35,062.00	0.00	0.00	2,394.00	0.00	240.00	6,368.00	0.00	3,162.00	37,896.00	9,530.00	47,426.00
9315	1.00	187	34,853.00	0.00	1,080.00	2,704.00	0.00	1,546.00	6,751.00	4,971.00	3,648.00	40,183.00	15,370.00	55,553.00
9315	1.00	187	30,192.00	0.00	0.00	1,449.00	0.00	60.00	5,326.00	4,971.00	2,980.00	31,701.00	13,277.00	44,978.00
5090	1.00	187	34,853.00	0.00	0.00	0.00	0.00	280.00	5,903.00	0.00	3,132.00	35,133.00	9,035.00	44,168.00
9315	1.00	187	27,340.00	0.00	0.00	7,462.00	0.00	0.00	5,848.00	0.00	2,855.00	34,802.00	8,703.00	43,505.00
9315	1.00	192	42,213.00	0.00	0.00	0.00	0.00	35.00	7,099.00	4,971.00	3,825.00	42,248.00	15,895.00	58,143.00
5090	1.00	187	31,722.00	0.00	0.00	0.00	0.00	240.00	5,370.00	0.00	2,312.00	31,962.00	7,682.00	39,644.00
5071	1.00	187	37,566.00	0.00	0.00	128.00	280.00	3,756.00	7,011.00	4,971.00	3,771.00	41,730.00	15,753.00	57,483.00
9315	1.00	183	32,690.00	0.00	0.00	0.00	0.00	1,552.00	5,753.00	3,427.00	2,727.00	34,242.00	11,907.00	46,149.00
2100	1.00	187	28,383.00	0.00	0.00	0.00	105.00	259.00	4,830.00	4,971.00	2,459.00	28,747.00	12,260.00	41,007.00
9315	1.00	187	24,835.00	0.00	1,080.00	417.00	0.00	290.00	4,473.00	2,226.00	2,660.00	26,622.00	9,359.00	35,981.00
3738	1.00	187	41,114.00	0.00	0.00	16.00	147.00	70.00	6,947.00	0.00	3,869.00	41,347.00	10,816.00	52,163.00
8054	1.00	187	23,583.00	0.00	0.00	0.00	0.00	0.00	3,963.00	1,914.00	2,378.00	23,583.00	8,255.00	31,838.00
9350	1.00	187	27,683.00	0.00	0.00	80.00	0.00	280.00	4,712.00	1,914.00	2,706.00	28,043.00	9,332.00	37,375.00
2752	1.00	187	24,209.00	0.00	0.00	0.00	190.00	60.00	4,110.00	3,368.00	2,285.00	24,459.00	9,763.00	34,222.00
5090	1.00	186	34,875.00	0.00	0.00	2,257.00	0.00	600.00	6,339.00	4,971.00	3,404.00	37,732.00	14,714.00	52,446.00
2752	1.00	187	38,610.00	0.00	0.00	0.00	100.00	1,005.00	6,673.00	4,971.00	3,203.00	39,715.00	14,847.00	54,562.00
5090	1.00	187	27,131.00	0.00	140.00	0.00	0.00	443.00	4,657.00	3,368.00	2,697.00	27,714.00	10,722.00	38,436.00
2100	1.00	187	24,835.00	0.00	1,140.00	0.00	35.00	620.00	4,475.00	0.00	2,327.00	26,630.00	6,802.00	33,432.00
9315	1.00	187	30,679.00	0.00	0.00	0.00	0.00	573.00	5,251.00	3,368.00	3,025.00	31,252.00	11,644.00	42,896.00
8054	1.00	184	33,025.00	0.00	0.00	0.00	0.00	0.00	5,549.00	4,971.00	3,103.00	33,025.00	13,623.00	46,648.00
9315	0.20	181	6,019.00	0.00	0.00	0.00	70.00	0.00	1,023.00	0.00	540.00	6,089.00	1,563.00	7,652.00
5090	1.00	161	20,304.00	0.00	0.00	0.00	35.00	370.00	3,480.00	1,450.00	2,082.00	20,709.00	7,012.00	27,721.00
5071	1.00	174	22,257.00	0.00	1,080.00	0.00	95.00	55.00	3,946.00	2,783.00	2,406.00	23,487.00	9,135.00	32,622.00
9315	1.00	187	26,088.00	0.00	1,140.00	4,767.00	0.00	880.00	5,525.00	2,943.00	3,114.00	32,875.00	11,582.00	44,457.00
5090	0.43	187	11,089.00	0.00	0.00	0.00	0.00	5,916.00	2,857.00	0.00	1,575.00	17,005.00	4,432.00	21,437.00
2100	1.00	187	26,714.00	0.00	0.00	0.00	35.00	1,380.00	4,726.00	4,971.00	2,693.00	28,129.00	12,390.00	40,519.00
9315	1.00	187	27,340.00	0.00	0.00	2,320.00	0.00	20.00	4,987.00	0.00	2,942.00	29,680.00	7,929.00	37,609.00
9315	1.00	187	30,054.00	0.00	0.00	0.00	0.00	829.00	5,189.00	0.00	2,984.00	30,883.00	8,173.00	39,056.00
9350	1.00	187	25,461.00	0.00	0.00	64.00	0.00	906.00	4,441.00	4,971.00	2,518.00	26,431.00	11,930.00	38,361.00
5071	1.00	187	24,209.00	0.00	1,026.00	0.00	135.00	3,110.00	4,785.00	2,159.00	2,804.00	28,480.00	9,748.00	38,228.00
9315	1.00	187	22,957.00	0.00	2,160.00	958.00	0.00	177.00	4,411.00	1,914.00	2,633.00	26,252.00	8,958.00	35,210.00
8054	1.00	187	23,583.00	0.00	0.00	0.00	135.00	245.00	4,027.00	4,487.00	2,360.00	23,963.00	10,874.00	34,837.00
9315	1.00	187	22,957.00	0.00	0.00	417.00	0.00	93.00	3,943.00	4,184.00	2,296.00	23,467.00	10,423.00	33,890.00
2752	1.00	220	67,903.00	0.00	0.00	0.00	0.00	0.00	11,409.00	1,914.00	8,509.00	67,903.00	21,832.00	89,735.00
5090	1.00	182	36,241.00	0.00	0.00	4,499.00	0.00	160.00	6,872.00	1,914.00	3,746.00	40,900.00	12,532.00	53,432.00
2100	1.00	187	48,314.00	0.00	0.00	0.00	0.00	1,056.00	8,187.00	4,971.00	4,396.00	49,370.00	17,554.00	66,924.00
5090	1.00	187	35,479.00	0.00	0.00	0.00	0.00	480.00	6,042.00	4,487.00	3,376.00	35,959.00	13,905.00	49,864.00

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*Richard*  
Operator's signature  
10/2/03  
Date



Plant #	Srv	FTE	Days	Base Salary	Extended Day Base	Extended Year Base	Co-Curricular	Inservice	Other Salary	TFR	Health	Other Benefits	Total Salary	Total Benefits	Total Comp
9315		1.00	187	40,300.00	0.00	0.00	2,371.00	0.00	0.00	7,169.00	4,971.00	4,307.00	42,671.00	16,447.00	59,118.00
5090		1.00	187	37,149.00	0.00	0.00	140.00	0.00	20.00	6,269.00	4,971.00	3,442.00	37,309.00	14,682.00	51,991.00
8054		1.00	187	45,288.00	0.00	0.00	208.00	9.00	626.00	7,751.00	4,971.00	3,894.00	46,131.00	16,616.00	62,747.00
9315		1.00	187	39,559.00	0.00	2,280.00	56.00	0.00	783.00	7,171.00	4,971.00	3,851.00	42,678.00	15,993.00	58,671.00
5071		1.00	186	40,084.00	0.00	0.00	66.00	18.00	0.00	6,749.00	1,914.00	3,750.00	40,168.00	12,413.00	52,581.00
5071		1.00	187	45,288.00	0.00	0.00	129.00	0.00	70.00	7,643.00	0.00	3,689.00	45,487.00	11,332.00	56,819.00
9315		1.00	197	35,896.00	0.00	384.00	0.00	0.00	1,920.00	6,419.00	4,184.00	3,495.00	38,290.00	14,098.00	52,298.00
5090		1.00	187	38,610.00	0.00	0.00	853.00	0.00	1,188.00	6,831.00	0.00	3,760.00	40,651.00	10,591.00	51,242.00
9350		1.00	183	37,233.00	0.00	0.00	0.00	80.00	330.00	6,325.00	4,971.00	3,502.00	37,643.00	14,798.00	52,441.00
5071		1.00	187	32,766.00	0.00	0.00	0.00	0.00	0.00	5,505.00	4,184.00	3,070.00	32,766.00	12,759.00	45,525.00
5071		0.50	187	12,418.00	0.00	0.00	0.00	0.00	373.00	2,149.00	0.00	1,272.00	12,791.00	3,421.00	16,212.00
3738		0.80	187	27,047.00	0.00	0.00	0.00	9.00	891.00	4,696.00	0.00	2,323.00	27,947.00	7,019.00	34,966.00
9315		1.00	187	43,618.00	0.00	0.00	0.00	0.00	966.00	7,491.00	4,971.00	4,009.00	44,584.00	16,471.00	61,055.00
9315		1.00	187	36,314.00	0.00	1,140.00	6,562.00	0.00	340.00	7,454.00	1,914.00	4,066.00	44,356.00	13,434.00	57,790.00
5090		1.00	187	45,288.00	0.00	0.00	756.00	0.00	1,221.00	7,941.00	1,914.00	4,320.00	47,265.00	14,175.00	61,440.00
8054		1.00	185	47,797.00	0.00	360.00	0.00	80.00	390.00	8,170.00	3,368.00	4,309.00	48,627.00	15,847.00	64,474.00
5090		1.00	192	49,606.00	0.00	0.00	0.00	0.00	41.00	8,342.00	4,971.00	4,390.00	49,647.00	17,703.00	67,350.00
9350		1.00	187	37,149.00	0.00	0.00	822.00	0.00	495.00	6,463.00	0.00	3,588.00	38,466.00	10,051.00	48,517.00
2752		0.50	187	20,150.00	0.00	0.00	0.00	0.00	358.00	3,446.00	2,486.00	1,764.00	20,508.00	7,696.00	28,204.00
5090		1.00	202	45,726.00	0.00	2,455.00	0.00	0.00	3,703.00	8,718.00	2,526.00	4,610.00	51,884.00	15,854.00	67,738.00
8054		1.00	187	40,300.00	0.00	0.00	719.00	70.00	900.00	7,055.00	1,914.00	3,896.00	41,989.00	12,865.00	54,854.00
9315		1.00	187	34,436.00	0.00	0.00	0.00	210.00	0.00	5,821.00	4,971.00	3,229.00	34,646.00	14,021.00	48,667.00
8054		1.00	187	48,314.00	0.00	0.00	96.00	100.00	410.00	8,220.00	3,368.00	4,264.00	48,920.00	15,852.00	64,772.00
9315		1.00	230	66,483.00	0.00	0.00	0.00	0.00	20.00	11,174.00	4,971.00	7,482.00	66,503.00	23,627.00	90,130.00
9315		1.00	187	48,314.00	0.00	0.00	8,564.00	0.00	770.00	9,687.00	4,971.00	5,082.00	57,648.00	19,740.00	77,388.00
2100		1.00	187	40,300.00	0.00	0.00	96.00	35.00	550.00	6,886.00	4,971.00	3,723.00	40,981.00	15,580.00	56,561.00
9315		1.00	195	42,575.00	0.00	455.00	0.00	70.00	1,366.00	7,471.00	1,914.00	4,094.00	44,466.00	13,479.00	57,945.00
5071		1.00	220	67,903.00	0.00	0.00	0.00	0.00	0.00	11,409.00	4,971.00	7,585.00	67,903.00	23,965.00	91,868.00
8054		1.00	187	48,314.00	0.00	0.00	96.00	80.00	1,051.00	8,324.00	4,971.00	4,358.00	49,541.00	17,653.00	67,194.00
2752		1.00	187	45,288.00	0.00	1,159.00	0.00	100.00	956.00	7,982.00	1,914.00	4,325.00	47,503.00	14,221.00	61,724.00
9350		0.86	187	29,701.00	0.00	0.00	0.00	0.00	0.00	4,990.00	4,286.00	2,703.00	29,701.00	11,979.00	41,680.00
9315		1.00	187	36,731.00	0.00	0.00	3,621.00	0.00	0.00	6,780.00	3,368.00	3,663.00	40,352.00	13,811.00	54,163.00
8054		1.00	187	48,314.00	0.00	0.00	96.00	0.00	626.00	8,239.00	4,971.00	4,158.00	49,036.00	17,368.00	66,404.00
8054		1.00	187	40,300.00	0.00	0.00	0.00	80.00	780.00	6,916.00	1,914.00	3,836.00	41,160.00	12,666.00	53,826.00
9315		1.00	187	45,288.00	0.00	0.00	0.00	140.00	80.00	7,646.00	3,368.00	4,151.00	45,508.00	15,165.00	60,673.00
9315		1.00	187	35,479.00	0.00	0.00	0.00	0.00	840.00	6,102.00	0.00	2,994.00	36,319.00	9,096.00	45,415.00
9350		1.00	187	40,300.00	0.00	0.00	0.00	0.00	40.00	6,778.00	1,914.00	3,725.00	40,340.00	12,417.00	52,757.00
9315		1.00	187	29,635.00	0.00	1,800.00	1,976.00	0.00	110.00	5,633.00	4,971.00	3,163.00	33,521.00	13,767.00	47,288.00
3500		1.00	187	34,644.00	0.00	0.00	0.00	20.00	1,089.00	6,007.00	4,971.00	3,049.00	35,753.00	14,027.00	49,780.00
8054		1.00	187	37,983.00	0.00	0.00	0.00	80.00	0.00	6,395.00	4,971.00	3,461.00	38,063.00	14,827.00	52,890.00
5071		1.00	187	33,713.00	0.00	1,064.00	0.00	70.00	691.00	5,971.00	1,914.00	3,382.00	35,538.00	11,267.00	46,805.00
9315		1.00	185	37,314.00	0.00	1,391.00	0.00	0.00	1,093.00	6,687.00	4,971.00	3,626.00	39,798.00	15,284.00	55,082.00
2752		1.00	187	45,288.00	0.00	0.00	0.00	0.00	0.00	7,609.00	3,368.00	3,817.00	45,288.00	14,794.00	60,082.00
9315		1.00	187	38,787.00	0.00	1,811.00	208.00	0.00	230.00	6,896.00	3,368.00	3,754.00	41,036.00	14,018.00	55,054.00
2752		1.00	187	34,644.00	0.00	1,949.00	80.00	17.00	140.00	6,189.00	4,971.00	3,386.00	36,830.00	14,546.00	51,376.00
9315		1.00	187	34,542.00	0.00	0.00	0.00	0.00	909.00	5,956.00	4,971.00	3,208.00	35,451.00	14,135.00	49,586.00
9315		1.00	187	31,722.00	0.00	1,140.00	9,263.00	0.00	0.00	7,079.00	1,914.00	3,883.00	42,125.00	12,876.00	55,001.00
9315		1.00	187	32,140.00	0.00	1,140.00	350.00	0.00	530.00	5,739.00	4,971.00	3,175.00	34,160.00	13,885.00	48,045.00

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Operator's Signature *Melissa Rickford*  
Date *10/3/03*

Plant #	FTE	Days	Base Salary	Extended Day Base	Extended Year Base	Co-Curricular	Inservice	Other Salary	TFFR	Health	Other Benefits	Total Salary	Total Benefits	Total Comp
8054	1.00	220	68,153.00	0.00	0.00	0.00	0.00	0.00	11,451.00	4,971.00	7,933.00	68,153.00	24,355.00	92,508.00
8054	1.00	231	48,314.00	0.00	0.00	0.00	0.00	15,944.00	10,796.00	4,971.00	5,461.00	64,258.00	21,228.00	85,486.00
9350	1.00	187	34,436.00	0.00	0.00	111.00	120.00	725.00	5,947.00	3,368.00	3,301.00	35,392.00	12,616.00	48,008.00
5071	1.00	187	46,091.00	0.00	0.00	50.00	0.00	626.00	7,858.00	4,971.00	4,702.00	46,767.00	17,531.00	64,298.00
9315	1.00	187	34,436.00	0.00	2,280.00	7,467.00	70.00	840.00	7,577.00	3,138.00	4,100.00	45,093.00	14,815.00	59,908.00
2752	1.00	187	39,559.00	0.00	0.00	0.00	0.00	0.00	6,647.00	3,368.00	3,636.00	39,559.00	13,651.00	53,210.00
9315	0.71	187	21,017.00	0.00	0.00	0.00	0.00	80.00	3,545.00	0.00	1,780.00	21,097.00	5,325.00	26,422.00
2100	1.00	187	40,070.00	0.00	0.00	0.00	0.00	120.00	6,753.00	4,971.00	3,622.00	40,190.00	15,346.00	55,536.00
5090	1.00	235	73,897.00	0.00	0.00	0.00	0.00	0.00	12,416.00	4,971.00	8,152.00	73,897.00	25,539.00	99,436.00
5090	1.00	187	37,955.00	0.00	1,140.00	1,456.00	0.00	287.00	6,362.00	3,368.00	3,726.00	40,838.00	13,956.00	54,794.00
9315	0.57	187	13,475.00	0.00	2,292.00	260.00	0.00	276.00	2,740.00	0.00	1,390.00	16,303.00	4,130.00	20,433.00
5071	1.00	189	39,444.00	0.00	1,055.00	0.00	18.00	443.00	6,882.00	4,971.00	3,773.00	40,960.00	15,626.00	56,586.00
9315	1.00	187	46,864.00	0.00	0.00	4,018.00	210.00	1,100.00	8,769.00	4,971.00	4,524.00	52,192.00	18,264.00	70,456.00
9315	1.00	187	34,436.00	0.00	0.00	6,250.00	0.00	686.00	6,952.00	4,971.00	3,789.00	41,372.00	15,712.00	57,084.00
9350	1.00	187	36,105.00	0.00	0.00	0.00	0.00	710.00	6,186.00	3,368.00	3,170.00	36,815.00	12,724.00	49,539.00
5090	1.00	187	31,305.00	0.00	1,080.00	4,691.00	0.00	190.00	6,246.00	3,942.00	3,452.00	37,176.00	13,640.00	50,816.00
5090	1.00	187	40,300.00	0.00	0.00	685.00	0.00	666.00	6,998.00	4,971.00	3,518.00	41,651.00	15,487.00	57,138.00
2752	1.00	137	21,480.00	0.00	0.00	0.00	0.00	437.00	3,683.00	4,971.00	2,203.00	21,917.00	10,857.00	32,774.00
9315	1.00	187	34,436.00	0.00	0.00	0.00	0.00	60.00	5,796.00	4,971.00	3,724.00	34,496.00	14,491.00	48,987.00
5090	1.00	187	38,787.00	0.00	0.00	3,998.00	0.00	140.00	7,213.00	3,368.00	3,571.00	42,925.00	14,152.00	57,077.00
9350	1.00	187	43,618.00	0.00	0.00	96.00	0.00	30.00	7,350.00	0.00	3,588.00	43,744.00	10,938.00	54,682.00
9315	1.00	187	35,896.00	0.00	0.00	780.00	0.00	558.00	6,256.00	4,971.00	3,425.00	37,234.00	14,652.00	51,886.00
5090	0.71	187	16,396.00	0.00	0.00	0.00	0.00	368.00	2,817.00	0.00	1,430.00	16,764.00	4,247.00	21,011.00
5090	1.00	187	29,009.00	0.00	140.00	24.00	0.00	93.00	4,918.00	4,971.00	2,792.00	29,266.00	12,681.00	41,947.00
2100	1.00	187	25,850.00	0.00	1,302.00	9.00	0.00	620.00	4,666.00	1,914.00	2,764.00	27,772.00	9,344.00	37,116.00
2752	1.00	185	24,569.00	0.00	0.00	0.00	100.00	30.00	4,150.00	0.00	2,550.00	24,699.00	6,700.00	31,399.00
9315	1.00	187	32,766.00	0.00	0.00	3,600.00	0.00	69.00	6,122.00	0.00	3,394.00	36,435.00	9,516.00	45,951.00
9315	1.00	187	37,566.00	0.00	0.00	111.00	0.00	961.00	6,492.00	0.00	3,256.00	38,638.00	9,748.00	48,386.00
8054	1.00	187	38,239.00	0.00	0.00	0.00	10.00	0.00	6,427.00	4,971.00	3,406.00	38,249.00	14,804.00	53,053.00
5090	0.57	187	19,677.00	0.00	0.00	1,456.00	100.00	181.00	3,598.00	1,094.00	2,191.00	21,414.00	6,883.00	28,297.00
9315	1.00	180	26,453.00	0.00	140.00	24.00	0.00	866.00	4,618.00	4,971.00	2,645.00	27,483.00	12,234.00	39,717.00
5071	1.00	187	30,679.00	0.00	273.00	56.00	69.00	3,190.00	5,758.00	4,971.00	2,921.00	34,267.00	13,650.00	47,917.00
9315	1.00	187	30,262.00	0.00	2,127.00	223.00	0.00	340.00	5,536.00	4,971.00	3,131.00	32,952.00	13,638.00	46,590.00
9315	1.00	200	30,053.00	0.00	0.00	0.00	0.00	922.00	5,204.00	4,971.00	2,619.00	30,975.00	12,794.00	43,769.00
9315	1.00	187	34,124.00	0.00	1,140.00	113.00	0.00	320.00	5,998.00	4,971.00	3,086.00	35,697.00	14,055.00	49,752.00
5090	1.00	187	36,314.00	0.00	0.00	0.00	0.00	360.00	6,162.00	4,971.00	3,105.00	36,574.00	14,238.00	50,812.00
2752	1.00	187	38,787.00	0.00	1,843.00	32.00	28.00	122.00	6,858.00	4,971.00	3,705.00	40,812.00	15,534.00	56,346.00
2752	1.00	187	31,096.00	0.00	0.00	11.00	100.00	80.00	5,274.00	4,971.00	2,900.00	31,387.00	13,145.00	44,532.00
2752	1.00	187	36,986.00	0.00	0.00	117.00	0.00	626.00	6,339.00	4,971.00	3,464.00	37,729.00	14,774.00	52,503.00
8054	1.00	165	25,596.00	0.00	0.00	0.00	222.00	236.00	4,340.00	0.00	2,571.00	26,054.00	6,911.00	32,965.00
5090	1.00	187	27,131.00	0.00	1,140.00	4,571.00	0.00	756.00	5,645.00	1,914.00	3,205.00	33,598.00	10,764.00	44,362.00
3500	1.00	187	29,348.00	0.00	0.00	0.00	10.00	45.00	4,940.00	1,667.00	2,608.00	29,403.00	9,215.00	38,618.00
5090	1.00	187	26,714.00	0.00	0.00	2,822.00	0.00	210.00	4,998.00	2,092.00	2,592.00	29,746.00	9,682.00	39,428.00
2752	1.00	187	36,314.00	0.00	0.00	0.00	100.00	340.00	6,176.00	4,971.00	3,435.00	36,754.00	14,582.00	51,336.00
9315	1.00	187	35,479.00	0.00	0.00	1,067.00	210.00	350.00	6,235.00	4,971.00	3,811.00	37,106.00	15,017.00	52,123.00
8054	1.00	187	24,209.00	0.00	0.00	0.00	280.00	665.00	4,226.00	4,971.00	2,133.00	25,154.00	11,330.00	36,484.00
9315	1.00	197	40,279.00	0.00	431.00	0.00	0.00	2,780.00	7,307.00	4,971.00	3,918.00	43,490.00	16,196.00	59,686.00
9315	1.00	187	35,479.00	0.00	0.00	7,092.00	0.00	700.00	7,271.00	1,914.00	3,982.00	43,271.00	13,167.00	56,438.00

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Operator's Signature *Richard*  
Date *10/2/03*

*Handwritten mark*

Plant #	SSN	FTE	Days	Base Salary	Extended Day Base	Extended Year Base	Co-Curricular	Inservice	Other Salary	TIFR	Health	Other Benefits	Total Salary	Total Benefits	Total Comp
9315		1.00	212	61,158.00	0.00	0.00	0.00	0.00	2,112.00	10,630.00	3,368.00	7,059.00	63,270.00	21,057.00	84,327.00
3500		1.00	187	33,809.00	0.00	0.00	0.00	40.00	170.00	5,716.00	4,971.00	3,169.00	34,019.00	13,856.00	47,875.00
5071		1.00	187	24,684.00	0.00	1,080.00	32.00	0.00	223.00	4,372.00	4,971.00	2,527.00	26,019.00	11,870.00	37,889.00
2752		1.00	187	39,909.00	0.00	0.00	117.00	0.00	823.00	6,864.00	3,368.00	3,733.00	40,849.00	13,965.00	54,814.00
8054		1.00	185	25,602.00	0.00	0.00	0.00	100.00	60.00	4,329.00	4,971.00	2,398.00	25,762.00	11,698.00	37,460.00
8054		1.00	183	35,128.00	0.00	0.00	80.00	0.00	12.00	5,918.00	4,971.00	3,322.00	35,220.00	14,211.00	49,431.00
3500		1.00	184	36,553.00	0.00	0.00	0.00	0.00	0.00	6,142.00	3,368.00	3,293.00	36,553.00	12,803.00	49,356.00
9315		1.00	187	23,583.00	0.00	0.00	469.00	38.00	60.00	4,058.00	2,281.00	2,471.00	24,150.00	8,810.00	32,960.00
5090		1.00	187	36,314.00	0.00	0.00	4,114.00	0.00	120.00	6,813.00	4,971.00	3,577.00	40,548.00	15,361.00	55,909.00
3738		1.00	187	26,505.00	0.00	0.00	0.00	0.00	12.00	4,455.00	4,184.00	2,550.00	26,517.00	11,189.00	37,706.00
2752		1.00	187	31,846.00	0.00	0.00	0.00	80.00	400.00	5,432.00	1,914.00	3,132.00	32,326.00	10,478.00	42,804.00
5090		1.00	187	36,314.00	0.00	1,140.00	1,749.00	0.00	270.00	6,633.00	1,914.00	3,692.00	39,473.00	12,239.00	51,712.00
9350		1.00	187	30,888.00	0.00	0.00	64.00	88.00	344.00	5,261.00	2,835.00	2,906.00	31,384.00	11,002.00	42,386.00
2752		1.00	187	34,853.00	0.00	0.00	0.00	70.00	163.00	5,884.00	1,611.00	3,270.00	35,086.00	10,765.00	45,851.00
9315		1.00	187	25,101.00	0.00	0.00	677.00	35.00	180.00	4,368.00	4,004.00	2,527.00	25,993.00	10,901.00	36,894.00
5090		1.00	187	24,209.00	0.00	1,080.00	0.00	0.00	300.00	4,300.00	0.00	2,242.00	25,589.00	6,542.00	32,131.00
9350		1.00	187	39,236.00	0.00	0.00	64.00	70.00	1,061.00	6,793.00	1,914.00	3,774.00	40,431.00	12,481.00	52,912.00
9315		1.00	187	23,583.00	0.00	0.00	6,493.00	0.00	280.00	5,101.00	1,611.00	2,878.00	30,356.00	9,590.00	39,946.00
9350		1.00	158	20,964.00	0.00	0.00	0.00	60.00	30.00	3,537.00	3,138.00	2,078.00	21,054.00	8,753.00	29,807.00
5090		1.00	187	29,635.00	0.00	0.00	1,433.00	0.00	1,060.00	5,399.00	4,971.00	2,555.00	32,128.00	12,925.00	45,053.00
3738		1.00	187	34,436.00	0.00	2,000.00	16.00	55.00	5,898.00	7,125.00	4,971.00	3,859.00	42,405.00	15,955.00	58,360.00
9315		1.00	187	30,262.00	0.00	2,182.00	0.00	140.00	1,136.00	5,666.00	0.00	2,780.00	33,720.00	8,446.00	42,166.00
9315		1.00	187	24,835.00	0.00	1,080.00	2,624.00	0.00	20.00	4,798.00	1,914.00	2,823.00	28,559.00	9,535.00	38,094.00
2752		1.00	187	24,209.00	0.00	1,699.00	0.00	28.00	170.00	4,387.00	1,914.00	2,621.00	26,106.00	8,922.00	35,028.00
9350		1.00	187	23,583.00	0.00	1,080.00	150.00	0.00	3,246.00	4,714.00	3,368.00	2,702.00	28,059.00	10,784.00	38,843.00
5071		1.00	182	25,593.00	0.00	912.00	0.00	40.00	315.00	4,513.00	3,176.00	2,519.00	26,860.00	10,208.00	37,068.00
3738		1.00	187	46,864.00	0.00	0.00	0.00	80.00	35.00	7,894.00	4,971.00	4,203.00	46,979.00	17,068.00	64,047.00
9315		1.00	185	29,869.00	0.00	0.00	0.00	0.00	392.00	5,085.00	4,971.00	2,871.00	30,261.00	12,927.00	43,188.00
2752		1.00	187	44,453.00	0.00	0.00	0.00	0.00	525.00	7,557.00	0.00	3,549.00	44,978.00	11,106.00	56,084.00
3500		0.50	173	13,998.00	0.00	0.00	0.00	0.00	229.00	2,390.00	0.00	1,218.00	14,227.00	3,608.00	17,835.00
8054		1.00	187	40,540.00	0.00	0.00	0.00	100.00	330.00	6,884.00	4,971.00	3,778.00	40,770.00	15,633.00	56,603.00
9315		1.00	187	28,592.00	0.00	0.00	5,678.00	140.00	100.00	5,798.00	3,368.00	3,215.00	34,510.00	12,381.00	46,891.00
2752		1.00	176	30,607.00	0.00	0.00	701.00	70.00	0.00	5,273.00	3,773.00	2,682.00	31,378.00	11,728.00	43,106.00
2100		1.00	187	33,392.00	0.00	0.00	0.00	0.00	520.00	5,698.00	4,971.00	2,841.00	33,912.00	13,510.00	47,422.00
5090		0.79	187	22,629.00	0.00	0.00	0.00	70.00	1,656.00	4,093.00	0.00	2,317.00	24,355.00	6,410.00	30,765.00
9350		1.00	187	22,957.00	0.00	0.00	80.00	70.00	12.00	3,884.00	1,611.00	2,315.00	23,119.00	7,810.00	30,929.00
9350		0.50	187	19,668.00	0.00	0.00	0.00	0.00	71.00	3,316.00	0.00	1,731.00	19,739.00	5,047.00	24,786.00
9315		1.00	186	41,725.00	0.00	0.00	469.00	0.00	0.00	7,090.00	4,971.00	3,821.00	42,194.00	15,882.00	58,076.00
9315		0.50	187	12,418.00	0.00	0.00	0.00	70.00	387.00	2,163.00	957.00	1,230.00	12,875.00	4,350.00	17,225.00
9350		1.00	185	39,869.00	0.00	0.00	0.00	120.00	45.00	6,727.00	4,487.00	3,650.00	40,034.00	14,864.00	54,898.00
9315		1.00	220	66,128.00	0.00	0.00	0.00	0.00	0.00	11,111.00	4,971.00	7,522.00	66,128.00	23,604.00	89,732.00
		361.07		13,209,600.00	0.00	120,329.00	230,924.00	13,404.00	223,565.00	2,314,892.00	1,184,516.00	1,283,416.00	13,797,822.00	4,782,824.00	18,580,646.00
District Averages				36,584.60	0.00	333.26	639.55	37.12	619.17	6,411.20	3,280.57	3,554.48	38,213.70	13,246.25	51,459.96

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Operator's Signature: *Shirley Rickford*  
Date: *10/14/03*

*JP*

**15.1-02-13. School district employee compensation report.**

1. Before September eleventh of each year, beginning in 2002, each school district shall provide the following information to the superintendent of public instruction, with respect to teachers and with respect to administrators:
  - a. The total amount of base salary.
  - b. The total amount of compensation paid for teaching during summer school.
  - c. The total amount of compensation paid for teaching in an extended day.
  - b d. The total amount of compensation reportable as gross income under the Internal Revenue Code.
  - e e. A The total amount of any other compensation paid or provided to or on behalf of individuals employed as teachers and as administrators.
  - d f. H The total amount of any health insurance benefits paid to or on behalf of individuals employed as teachers and as administrators.
  - e g. R The total amount of and retirement contributions and assessments paid on behalf of individuals employed as teachers and as administrators, and including individual shares if paid by the district.
  - f h. A The total amount of any other benefits paid or provided to or on behalf of individuals employed as teachers and as administrators.
2. The superintendent of public instruction shall:
  - a. ~~G~~ compile the information required by subsection 1 in a manner that allows for accurate comparisons based on:
    - (1) ~~Full-time versus part-time personnel;~~
    - (2) ~~A normal schoolday versus an extended schoolday; and~~
    - (3) ~~A regular school calendar of approximately one hundred eighty days versus an extended school year.~~
  - b. ~~F~~ shall forward a copy of the compiled information to the governor and the chairman of the legislative council. The superintendent of public instruction shall not require any additional salary or benefit data other than that specified in subsection 1.
3. If any school district fails without good cause to provide the information required by this section on or before September tenth and in the manner directed by the superintendent of public instruction, the superintendent shall withhold all state aid until the information is received.
4. For purposes of this section:
  - a. "Administrator" means an individual employed by a school district in an administrative position and includes a school district superintendent, an assistant or associate superintendent, a principal, an assistant principal, a special education director, a vocational education director, and any other individual whose position requires an administrator's credential.
  - b. "Teacher" means an individual, other than an administrator, who is licensed to teach by the education standards and practices board or approved to teach by the education standards and practices board and who is employed by the board of a school district in a position classified by the superintendent of public instruction as of July 1, 2001, as:
    - (1) A class 22 coordinator;
    - (2) A class 37 guidance counselor or school counselor;
    - (3) A class 38 guidance counselor designate;
    - (4) A class 40 instructional programmer;
    - (5) A class 41 library media specialist;
    - (6) A class 56 pupil personnel service provider;
    - (7) A class 59 school psychologist;
    - (8) A class 62 speech-language pathologist;
    - (9) A class 68 supervisor;
    - (10) A class 70 teacher or special education teacher; or
    - (11) A class 72 tutor in training.

Madam Chairman,

Thank you for this opportunity to  
testify. - I am opposed to  
Houder Bill 1295.

All the money used to support  
our public schools comes from  
"public sources"

Specifically:	43%	Local
	42%	State
	12%	Federal
	3%	County & Other

North Dakota has always  
insisted on open disclosure  
and public access to public finances

### Purpose

Disclosure and public scrutiny  
have served to insure that  
corruption and cheating can  
be prevented and/or discovered  
and punished.

House Bill 1295, as drafted, is a  
subversive attempt to play  
"hide and seek" with public funds.

Why? Perhaps its because some  
special interest group  
is embarrassed by the  
data that Dr. Larson has  
presented to us.

or --- it just could  
be that there are some  
who have found that  
complying with the law  
causes them to do more  
work than they like.

Clearly someone wishes to  
bamboozle this distinguished  
committee into gutting a  
very important and critical  
component of the Century  
Code.

R

This Bill should be marked  
up with red ink; that reads  
DO NOT PASS!

you are being asked to eviscerate  
a law which, for the first  
time allows Education Decision  
makers to "follow the money"

prior to this law --- we  
had only a vague notion  
of where the money, for  
compensation of teachers,  
and other school staff was  
being spent

It was a mystery!

The public did not know  
what was going on, because  
the facts were being hidden  
from the press



School Boards - These wonderful  
underpaid, and overworked  
volunteer citizens were being  
asked to make teacher  
compensation decisions based  
on paper and often inaccurate  
data.

The Legislature was no better  
off - you to were often  
in the quandary of  
wondering what had  
happened to the millions  
you had appropriated for  
public school operations.

As you are asking "what portion of  
these millions was being  
used for teacher compensation?"

and to answer the question,  
with unbiased clarity you  
wisely passed the

"School District Employee  
Compensation Act"



Im here today speaking officially  
as the Chairman of the  
North Dakota Education Fact  
Finding Commission.

The Commissions Charge is,  
to assist School Boards and  
Teachers when they are  
at impasse concerning  
Teacher Compensation.

Until the current law was  
enacted we were "in  
the dark"

Please understand -- no two of  
the 200+ master teacher contracts  
in ND are alike. We could  
not ascertain, in a rational  
manner, how teacher  
compensation compared from  
one district to the next.

We tried -- we created a  
simplified procedure for  
collecting comparative  
data

But it was always a struggle  
School Business managers  
were sometimes uncooperative  
and, on occasion, unpleasant  
They would come around, of  
course, when we threatened a  
subpoena.

However, our best effort was  
primitive compared to Dr.  
Larson's magnificent work.  
He has cast sunlight  
on the murky waters of  
teacher compensation.

### In Summary

1. House Bill 1295 obstructs  
the public's "right to  
know"
2. House Bill 1295 is intended  
to keep the Legislature,  
D.P.I. and the Governor  
"in the dark" about how  
appropriated school funds  
are being allocated

3. House Bill 1295 "keeps secret" from School Boards the very critical data that they need to make rational decisions concerning the compensation for teachers and other staff.

4. and finally --- House Bill 1295 would severely compromise the activities and responsibilities of the North Dakota Education Cost Finding Commission.

There is a standard management rule that says, "good decisions are made using dependable data and reliable facts"

This Bill, if passed, will force educational decision makers, at all levels, to make critical compensation decisions and funding decisions in a factual way.

## 2002 School Year Employee Compensation Report Overview and Data Collection

David Larson Ph.D., NDDPI, 701.328.2371, dl Larson@state.nd.us

Pursuant to ND Century Code Chapter 15.1-02-13, the ND Department of Public Instruction collected School District, Special Education Unit and Vocational Technical Education Center administrator and teacher Employee Compensation data for all full and part-time personnel. Additionally, data was collected by normal and extended school year and school day.

The ND Department of Public Instruction provided an online reporting system (ORS) data entry tool whereby School Districts, Special Education Units, and Vocational and Technical Education Centers submitted an "Employee Compensation Report" for each employed teacher and administrator. The ORS linked the district, unit, center and plant-reported MIS03 data from the 2001-2002 school years with the report offering data integrity and reducing data entry time.

The Employee Compensation Report was available for completion on the secure website at <https://www.dpi.state.nd.us/ors>. A user ID and password was required.

The Entry of the appropriate employee compensation and benefit data followed two simple statements:

**"If the majority of activities occur during the normal school year (NSY) or extended school year (ESY) that is where the reported data goes."**

**"If the majority of activities occur during the normal school day (NSD) or extended school day (ESD) that is where the reported data goes."**

**Example:** the district football coach's contract starts in early August, about 3 weeks before the NSY starts. However, the majority of the coaching activities occur during the NSY / ESD, therefore, that is where the compensation data should be entered for that compensated activity.

An optional function as provided whereby a district / unit / center (DUC) could export or download all data in the report to a exported comma-delimited text file (spreadsheet), enter the data and import this text file back into the NDDPI ORS. Noteworthy is that this data will be consistent from district to district and available for future planning or merger discussions.

*La Costa Rickford*  
Operator's Signature

*10/3/03*  
Date

Employee Compensation Details -- Web Page Dialog

District/Unit/Center (DUC)

Employee Compensation Report (End of School Year)

Save

Help

Cancel

TEST, TEST M - 501999999

CO # 99

Dist # 999

Plant # 9999

FTE 1.00

Major Assign Teacher 100 %  
 Other Assign [Select Assignment] 0 %  
 Other Assign [Select Assignment] 0 %

Normal School Year (180+ days)  
 Normal School Extended School Normal School  
 Day Day Day

Total

# Base Contract Days Employed in Category	0	0	0	0	0
<b>COMPENSATION - Category A Salary</b>					
Contract Base (incl 401(a), (k), 403(b), 414(h) or 457)	0	0	0	0	0
Extracurricular Activities / Advisor / Athletics / Music	0	0	0	0	0
In-staff subbing / Work Load Adjustment	0	0	0	0	0
In-service / workshops / confer (not exp. reimbursements)	0	0	0	0	0
Bonus, Grants, Stipends, Consortium Work	0	0	0	0	0
Misc Comp (Chaperone, after school programs)	0	0	0	0	0
Other Category A Salary, not listed above	0	0	0	0	0
<b>COMPENSATION - Category B Salary</b>					
Perfect Attendance, Unused Sick, Personal & Vacation Lv	0	0	0	0	0
In Lieu Pay (Housing allowance, transportation exp, etc.)	0	0	0	0	0
Contr Buy Out / RIF / Severance / Early Retirement Pay	0	0	0	0	0
Salary in lieu of prev employer-provided fringe benefits	0	0	0	0	0
Ing / Tech / Prof Dev Reimbursement (IRS Reportable)	0	0	0	0	0
Tuition Reimbursement / Loan Forgiveness Payment	0	0	0	0	0
Referee / Bus driver / Janitorial Pay	0	0	0	0	0
Other Category B Salary, not listed above	0	0	0	0	0
<b>Total Salary</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>EMPLOYER PAID BENEFITS</b>					
FICA Tax (Social Security + Medicare)	0	0	0	0	0
<b>Insurance, Retirement and Cash Payments in Lieu</b>					
Unemployment Insurance	0	0	0	0	0
Workers Compensation Insurance	0	0	0	0	0
Disability Insurance	0	0	0	0	0
Life Insurance/	0	0	0	0	0
Health Insurance	0	0	0	0	0
Vision Insurance	0	0	0	0	0
Dental Insurance	0	0	0	0	0
Cancer Insurance	0	0	0	0	0
Long-term Care Insurance	0	0	0	0	0
Other Insurance	0	0	0	0	0
TFR Employer share--7.75%	0	0	0	0	0
TFR Employee share paid by Emp--Model 1	0	0	0	0	0
TFR Employee share paid by Emp--Model 2 (1-7.75%)	0	0	0	0	0
TFR Employee share paid by Emp--Model 3-Fixed Dollar	0	0	0	0	0
Other benefits	0	0	0	0	0
<b>Total Benefits</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>TOTAL COMPENSATION</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

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*La Costa Rickford*  
 Operator's Signature

10/2/03  
 Date

## District/Unit/Center (DUC) Employee (teacher and administrator) Compensation Report

**Background:** ND Century Code Chapter 15.1-02-13 reads that before September 11 of each school year, beginning in 2002, each school district shall provide...with respect to teachers and administrators (report): base salary, all reportable gross salary, other compensation, health benefits, retirement contributions and any other benefits provided.

**Proposal Concept:** Development shall provide an on-line data entry tool for school districts, special education units and vocational-technical education centers (DUC's) to submit "School District Employee (teacher and administrator) Compensation Report" for the school year recently concluded.

**Key Points:**

- 1) The report will import individual, site and position data from submitted MIS03 reports of the just concluded school year. This will offer data integrity and make it easy to operate. This data will include: Plant ID, Last, First Names, MI, SSN, FTE, Major/other/other Assignments with %, Number of Contract days.

2) Data collection will include (also see attached draft data elements):

1. Each school district shall provide compensation report data on all teachers and administrators (see CC Chapter 15.1-02-13.4 (a) and (b)) before September eleventh of each year consisting of:

- A. Total amount of base salary.
- B. Total amount of compensation reportable as gross income under IRS Code.
- C. Any other compensation paid or provided.
- D. Health insurance benefits paid.
- E. Retirement (TFFR or other) contributions including shares if paid by the district.
- F. Any other benefits paid or provided

2. The above data will be compiled in a manner allowing accurate comparison based on:

- A. Full-time verses part-time personnel.
- B. Normal school day versus extended school day
- C. Regular school calendar (approx 180 days) verses extended school year.

**Definitions:** "Compensation" includes all salaries, benefits, commissions, memberships, the provision of housing, the provision of vehicles, and any other payments, in lieu of payments, or services, reportable as gross income under the Internal Revenue Code.

“Administrator” means an individual employed by a school district in an administrative position and included a school district superintendent, an assistant or associate superintendent, a principal, an assistant principal, special education director, a vocational education director, and any other individual whose position requires an administrator’s credential.

“Teacher” means an individual, other than an administrator, who is licensed to teach by the education standards and practices board or approved to teach by the education standards and practices board and who is employed by the board of a school district in a position classified by the superintendent of public instruction as of July 1, 2001 as:

Classed groups

- Class 22 coordinator
- Class 37 guidance counselor or school counselor
- Class 38 guidance counselors designate
- Class 40 instructional programmer
- Class 41 library media specialist
- Class 56 pupil personnel service provider
- Class 59 school psychologist
- Class 62 speech-language pathologist
- Class 68 supervisor
- Class 70 teacher or special education teacher
- Class 72 tutor

Ad hawk  
Advisory  
Group:

Joe Sykora, Jamestown, 252-1950, [jsykora@sendit.nodak.edu](mailto:jsykora@sendit.nodak.edu)  
Edwin Gerhardt, Bismarck, 221-3715, [ed\\_gerhardt@educ8.org](mailto:ed_gerhardt@educ8.org)  
Dean Kreitinger, Grand Forks, 746-2200, [dean\\_kreitinger@fc.grand-forks.k12.nd.us](mailto:dean_kreitinger@fc.grand-forks.k12.nd.us)  
Mark Lemer, West Fargo, 356-2002, [lerner@west-fargo.k12.nd.us](mailto:lerner@west-fargo.k12.nd.us)  
Don Bradley, Beulah, 873-2261, [dbradley@sendit.nodak.edu](mailto:dbradley@sendit.nodak.edu)  
Rick Jabcobson, Wyndmere, 439-2287, [rjacobs@sendit.nodak.edu](mailto:rjacobs@sendit.nodak.edu)  
Lori Dahl, Dakota Prairie, McVile, 262-4413, [lodahl@sendit.nodak.edu](mailto:lodahl@sendit.nodak.edu)

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Lu Costa Rickford  
Operator's Signature

10/2/03  
Date

Testimony on House Bill 1295  
Presented by Mark Lemer, Business Manager, West Fargo Schools  
March 5, 2003

Senator Freborg and members of the Senate Education Committee, I am here today to support the provisions contained in HB 1295.

During the 2001 legislative session, the provisions of the Teacher Compensation Program were written into law. The purpose of these provisions was to provide additional compensation to teachers and to provide mechanisms for school districts to report information to the Department of Public Instruction, the Legislature, and the Governor regarding compensation increases.

The Employee Compensation Report was one of the new reporting mechanisms that was developed to verify that school districts were actually using state funding in an acceptable fashion by making increases in teacher's salary and benefit packages.

The legislation that became codified into N.D.C.C. Section 15.1-02-13 appeared to be a reasonable request that proposed to collect base salary, other salary, health insurance, retirement contributions, and other benefits. Actually, it had appeared to be a very simple list.

Unfortunately, this simple list began to grow as the Department of Public Instruction designed the actual reporting document that school districts were to use. The final report collected 132 pieces of salary and benefit data on every

Page 1



teacher in every school district. *144 total with non compensation items*

The amount of work that was required to complete the reports was quite significant. It is not something that our payroll systems were capable of tracking and preparing. Needless to say, the process resulted in much of the report being completed manually. As an example, our systems track Social Security as a total. For this report, we had to manually split this total into 4 separate amounts.

With the proposed changes in HB 1295, the Employee Compensation Report becomes a more manageable task while still reporting the information that is necessary to ensure compliance with the Teacher Compensation Program.

I am attaching a letter that was sent to Representative RaeAnn Kelsch and the House Education Committee from Software Unlimited, the largest vendor for school accounting software in North Dakota. They are supportive of the changes proposed in HB 1295 because these changes will make the process of developing a reporting tool for schools more realistic and cost effective.

I have also included a copy of the Employee Compensation Report of the West Fargo School District for the 2001-2002 school year, re-compiled to reflect the changes in HB 1295. This 10-page report would replace the 376-page report that was completed last summer.

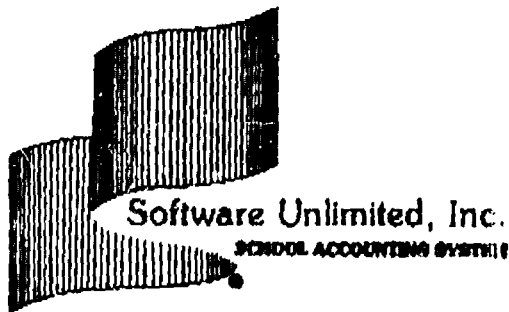
I urge you to give HB 1295 a "Do Pass" recommendation. If you have any questions, I will be happy to answer them.

Page 2

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*La Costa Rickford*  
Operator's Signature

*10/3/03*  
Date



February 3, 2003

Rep. RaeAnn Kelsch  
Chairman  
House Education Committee

Dear Rep. Kelsch;

Software Unlimited, Inc. is a vendor that provides accounting software (AP/PR/GL) for approximately 130 school districts and special education units in North Dakota. It has come to our attention that all districts were required to submit the North Dakota Teachers Compensation Report by September 2002.

Because this new requirement was not communicated to us, we were unable to assist our districts in preparing the 2002 report. We have corresponded with them and they are aware of the necessary changes they will have to make to assist us in getting a report generated for 2003 year-end. Although it is possible to produce the current report, it is not practical. It would require substantial programming changes on the software side as well as manual calculation on the user end. At this point, there is nothing in the software that tracks deductions/benefits broken down by type of pay.

*for 2002-2003  
will still be a  
manual process*

During a conversation with Mark Lerner from West Fargo School District we discussed the fact that a proposal has been submitted to change the filing requirements. In our opinion, it would be extremely beneficial to adopt a policy similar to what is being proposed. From a programming perspective, having the system report the 4 basic salary categories along with a total for each benefit category would be more realistic and cost effective for school districts and development staff.

As a software vendor with a substantial number of districts in your state, we would like to maintain our positive working relationship and sincerely hope that we can continue to provide the means for the districts to report all necessary data. If you would like to talk with me further about this topic, please call or e-mail me at (605) 361-2073 pjd@su-inc.com.

Sincerely,

*Pam Derheim*  
Pam Derheim  
CEO

617 W. Algonquin, Suite 201 Sioux Falls, S.D. 57104 (800) 756-0035, Ext 0 (605) 361-2073 Fax (605) 361-3443  
Web Site: www.su-inc.com

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*La Costa Rickford*  
Operator's Signature

*10/3/03*  
Date

*Exhibit A*  
West Fargo School District Employee Compensation Report Summary - as of June 30, 2002

SSN	LastName	FirstName	MI	FTE	Position Code	Days	Base Salary	Extended Contract	Co-curr. Salary	Other Comp.	Health Insurance	Dental Insurance	Vision Insurance	Life Insurance	Disability Insurance	Supp. Retirement	Teachers' Retirement	Social Security	Other Benefits	Total Comp.
				0.43	70	187	11,089	0	0	5,916	0	155	0	35	34	0	2,857	1,282	69	21,437
				1.00	70	187	39,444	0	33	353	4,971	362	118	35	122	0	6,692	2,979	73	55,182
				1.00	70	187	35,062	0	0	1,440	3,368	362	118	35	109	0	6,133	2,604	72	49,303
				1.00	70	187	34,436	0	16	7,953	4,971	362	118	35	107	0	7,125	3,163	74	58,360
				1.00	70	187	26,276	0	0	165	3,368	362	118	32	81	0	4,443	1,922	70	36,837
				1.00	70	187	48,314	0	96	510	3,368	362	118	35	150	0	8,220	3,524	75	64,772
				1.00	70	187	28,592	0	5,678	240	3,368	362	118	35	89	0	5,798	2,539	72	46,891
				1.00	70	187	39,909	0	0	65	4,971	362	118	35	124	0	6,717	2,932	73	55,306
				1.00	70	187	36,314	0	6,562	1,480	1,914	362	118	35	113	0	7,454	3,364	74	57,790
				1.00	70	187	34,436	0	0	60	4,971	724	236	35	107	0	5,796	2,550	72	48,987
				1.00	70	187	38,610	0	0	1,105	4,971	362	118	35	120	0	6,673	2,495	73	54,562
				1.00	70	187	38,610	0	0	1,149	1,914	362	118	35	120	0	6,681	3,013	73	52,075
				1.00	70	187	36,314	0	5,565	270	0	0	0	35	113	0	7,082	3,091	74	52,545
				1.00	70	187	40,300	2,155	1,491	1,755	4,971	362	118	35	132	0	7,679	3,415	74	62,487
				1.00	70	158	20,964	0	0	90	3,138	362	118	35	65	0	3,537	1,429	69	29,807
				1.00	70	187	40,300	0	0	65	4,971	362	118	35	125	0	6,782	2,863	73	55,694
				1.00	70	187	28,383	0	0	364	4,971	362	118	35	88	0	4,830	1,785	71	41,007
				1.00	70	187	29,635	0	781	200	4,971	362	118	35	92	0	5,480	1,905	72	45,651
				1.00	70	187	35,855	0	780	558	4,971	362	118	35	111	0	6,256	2,726	73	51,886
				1.00	53	220	67,903	0	0	0	4,971	362	118	71	210	2,500	11,409	4,959	79	92,582
				1.00	70	184	39,653	0	0	20	4,971	362	113	35	123	0	6,666	2,792	73	54,813
				1.00	70	187	32,766	0	0	0	4,184	362	118	35	102	0	5,505	2,381	72	45,525
				1.00	59	187	39,027	417	0	1,516	4,971	362	118	35	122	0	6,882	3,063	73	56,586
				1.00	70	187	45,288	0	0	437	4,971	362	118	35	140	0	7,683	3,172	74	62,480
				1.00	70	184	39,633	0	0	219	0	362	118	35	123	0	6,684	2,990	73	50,237
				1.00	62	187	37,983	0	0	1,564	1,914	362	118	35	118	0	6,633	2,996	73	51,796
				1.00	70	176	30,607	0	701	70	3,773	362	118	35	95	0	5,273	2,001	71	43,106
				1.00	29	220	66,128	0	0	0	4,971	362	118	71	205	1,750	11,111	4,937	79	89,732
				1.00	70	187	24,209	0	0	1,897	1,914	362	118	35	75	0	4,387	1,961	70	35,028
				1.00	62	187	40,300	0	0	605	4,971	362	118	35	125	0	6,873	3,003	73	56,465
				1.00	70	182	25,593	0	0	1,267	1,176	362	118	35	79	0	4,513	1,855	70	37,068
				1.00	70	187	48,314	0	0	70	4,971	362	118	35	150	0	8,129	3,396	75	65,620
				1.00	70	187	36,008	0	1,370	1,824	1,914	362	118	35	112	0	6,587	2,972	73	51,475
				1.00	70	187	23,583	0	0	21	1,914	362	118	35	73	0	3,960	1,780	70	31,422
				1.00	70	187	31,090	0	111	180	4,971	362	118	35	90	0	5,274	2,218	71	44,512
				1.00	70	187	45,288	0	129	70	0	0	118	35	140	0	7,643	3,322	74	56,819
				0.66	70	187	26,598	0	0	2,526	0	0	80	35	82	0	4,814	2,025	71	36,311
				1.00	70	187	40,300	0	0	140	1,914	362	118	32	125	0	6,715	3,063	73	52,924

The micrographic images on this film are accurate reproductions of records delivered to Modern Information Systems for microfilming and were filmed in the regular course of business. The photographic process meets standards of the American National Standards Institute (ANSI) for archival microfilm. NOTICE: If the filmed image above is less legible than this Notice, it is due to the quality of the document being filmed.

Operator's Signature: Angela Rickard Date: 10/3/02

8

West Fargo School District Employee Compensation Report Summary - as of June 30, 2002

SSN	LastName	FirstName	MI	FTE	Position Code	Days	Base Salary	Extended Contract	Co-curr. Salary	Other Comp.	Health Insurance	Dental Insurance	Vision Insurance	Life Insurance	Disability Insurance	Supp. Retirement	Teachers' Retirement	Social Security	Other Benefits	Total Comp.
				1.00	70	187	34,736	743	0	1,290	0	0	118	35	110	0	6,178	2,625	73	45,908
				1.00	70	187	35,479	0	1,067	560	4,971	724	118	35	110	0	6,235	2,751	73	52,123
				1.00	70	187	28,307	0	0	2,525	4,971	362	118	35	88	0	5,180	2,288	72	43,946
				1.00	70	187	34,853	0	2,704	2,626	4,971	362	118	35	108	0	6,751	2,951	74	55,553
				1.00	70	187	43,618	0	96	30	0	0	0	35	135	0	7,350	3,344	74	54,682
				1.00	70	187	48,314	0	113	40	4,971	724	236	35	150	0	8,143	3,402	75	66,203
				1.00	70	187	41,114	0	16	217	0	362	118	35	127	0	6,947	3,153	74	52,163
				1.00	70	180	26,453	0	24	1,006	4,971	362	118	35	82	0	4,618	1,977	71	39,717
				1.00	70	187	25,879	0		905	1,914	362	118	35	80	0	4,500	1,909	70	35,772
				1.00	70	184	47,410	0	16	0	4,971	362	118	35	147	0	7,969	3,505	75	64,608
				0.20	37	187	5,677	0	0	111	0	0	0	35	18	0	972	440	23	7,276
				1.00	70	187	34,436	0	0	1,236	3,368	362	118	35	107	0	5,994	2,625	72	48,353
				1.00	70	187	29,009	0	2,973	387	1,914	362	118	35	90	0	5,439	2,450	72	42,849
				1.00	22	137	40,279	0	0	11,081	2,144	362	118	35	125	0	8,630	3,774	75	66,623
				1.00	37	187	33,713	0	0	1,825	1,914	362	118	35	105	0	5,971	2,690	72	46,805
				1.00	70	185	37,314	0	0	2,484	4,971	362	118	35	116	0	6,687	2,922	73	55,082
				1.00	70	187	39,559	0	0	32	0	362	0	35	123	0	6,652	3,026	73	49,862
				1.00	53	220	55,834	0	0	4,628	3,368	362	118	71	173	1,500	10,159	4,524	78	86,815
				0.50	70	187	16,696	0	0	392	0	0	0	35	52	0	0	1,307	69	18,551
				1.00	70	186	38,476	0	0	313	4,971	362	118	35	119	0	6,517	2,809	73	53,793
				1.00	62	187	44,453	0	0	525	0	0	0	35	138	0	7,557	3,302	74	56,084
				1.00	70	187	46,091	0	50	626	4,971	724	236	35	143	0	7,858	3,489	75	64,298
				1.00	70	186	37,365	0	0	12	3,368	362	118	35	116	0	6,280	2,630	73	50,359
				1.00	70	187	36,731	0	0	1,931	3,622	362	118	35	114	0	6,496	2,854	73	52,336
				1.00	70	186	38,196	0	2,008	260	4,971	362	118	35	118	0	6,799	2,970	73	55,910
				1.00	70	187	35,413	0	111	564	4,971	362	118	32	110	0	6,030	2,559	72	50,342
				1.00	70	187	32,140	0	350	1,670	4,971	362	118	35	100	0	5,739	2,488	72	48,045
				1.00	70	187	22,957	0	417	93	4,184	304	98	27	71	0	3,942	1,726	70	33,890
				1.00	70	171	21,671	0	0	80	4,971	362	118	35	67	0	3,655	1,538	70	32,567
				1.00	70	187	24,835	0	0	626	533	362	118	35	77	0	4,278	1,948	70	32,882
				1.00	70	187	22,957	0	80	82	1,611	304	98	30	71	0	3,884	1,742	70	30,929
				1.00	70	187	40,300	0	0	860	1,914	362	118	35	125	0	6,916	3,122	74	53,826
				1.00	67	240	103,700	0	0	0	1,914	362	118	71	321	5,000	17,424	6,649	86	135,645
				1.00	70	187	48,249	0	0	0	1,914	362	118	35	150	0	8,107	3,662	75	62,672
				1.00	70	187	43,618	0	0	966	4,971	362	118	35	135	0	7,491	3,285	74	61,053
				1.00	37	187	35,479	0	0	30	4,184	362	118	35	110	0	5,966	2,575	72	48,911
				1.00	53	240	79,511	0	0	20	4,971	362	118	71	246	2,500	13,363	5,853	81	107,096
				1.00	70	187	37,149	0	140	20	4,971	362	118	35	115	0	6,269	2,739	73	51,991

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Operator's Signature

*Maesta Richard*

10/2/02  
Date

8

West Fargo School District Employee Compensation Report Summary - as of June 30, 2002

SSN	LastName	FirstName	MI	FTE	Position Code	Days	Base Salary	Extended Contract	Co-curr. Salary	Other Comp.	Health Insurance	Dental Insurance	Vision Insurance	Life Insurance	Disability Insurance	Supp. Retirement	Teachers' Retirement	Social Security	Other Benefits	Total Comp.
				1.00	70	187	31,722	0	111	180	4,971	362	118	35	98	0	5,379	1,963	72	45,011
				1.00	62	187	48,314	0	0	1,681	4,971	362	118	35	150	0	8,400	3,575	75	67,681
				1.00	70	186	37,780	0	0	726	4,971	362	118	35	117	0	6,470	2,820	73	53,472
				1.00	70	187	46,091	0	400	907	4,971	362	118	35	143	0	7,964	3,456	75	64,522
				0.50	70	187	20,150	0	0	358	2,486	362	59	35	62	0	3,446	1,177	69	28,204
				1.00	70	187	37,955	0	1,456	1,427	3,368	362	118	35	118	0	6,862	3,020	73	54,794
				1.00	70	187	46,864	0	4,018	1,310	4,971	362	118	35	145	0	8,769	3,788	76	70,456
				1.00	70	187	34,436	0	0	210	4,971	362	118	35	107	0	5,821	2,535	72	48,667
				1.00	41	187	48,314	1,292	0	41	4,971	362	118	35	154	0	8,342	3,646	75	67,350
				1.00	70	187	43,618	0	417	210	4,971	362	118	35	135	0	7,434	3,304	74	60,678
				1.00	70	186	40,084	0	0	3,460	1,914	362	118	35	124	0	7,317	3,305	74	56,793
				1.00	66	240	83,740	0	0	0	4,971	362	118	71	260	3,750	14,070	6,067	82	113,491
				1.00	70	187	38,787	0	0	543	3,368	362	118	35	120	0	6,608	2,915	73	52,929
				1.00	37	187	34,074	1,822	0	2,304	4,184	362	118	35	111	0	6,419	2,796	73	52,298
				1.00	70	187	48,314	0	0	2,094	4,971	362	118	35	150	0	8,469	3,653	75	68,241
				1.00	70	187	27,340	0	0	729	4,971	362	118	35	85	0	4,716	2,022	71	40,449
				1.00	70	187	36,314	0	0	360	4,971	362	118	35	113	0	6,162	2,404	73	50,912
				1.00	70	187	24,835	0	3,280	0	3,155	362	98	35	77	0	4,724	2,067	71	38,704
				1.00	70	187	22,957	0	0	739	1,611	304	98	9	71	0	3,981	1,787	70	31,627
				1.00	70	187	48,314	0	96	626	4,971	362	118	35	150	0	8,239	3,418	75	66,404
				1.00	70	187	46,091	0	0	820	4,971	362	118	35	143	0	7,882	3,474	75	63,971
				1.00	70	186	45,845	0	0	245	4,971	362	118	35	142	0	7,744	3,325	75	62,862
				1.00	70	187	23,583	0	0	380	4,487	362	118	35	73	0	4,027	1,702	70	34,837
				1.00	37	187	36,025	1,541	0	2,015	4,971	362	118	35	116	0	6,651	2,895	73	54,302
				1.00	70	187	36,314	0	0	465	1,914	362	118	35	113	0	6,180	2,732	73	48,306
				1.00	70	187	37,983	0	0	0	3,368	362	118	35	118	0	6,382	2,737	73	51,176
				1.00	37	187	40,828	1,747	0	1,891	1,914	362	118	35	132	0	7,471	3,373	74	57,945
				1.00	70	185	47,908	0	113	480	3,368	362	118	35	149	0	8,149	3,496	75	64,253
				1.00	70	187	43,410	0	0	1,258	4,971	362	118	35	135	0	7,505	3,302	74	61,170
				0.50	70	184	14,234	0	0	348	2,486	181	59	35	44	0	2,450	478	59	20,374
				1.00	70	187	35,168	0	0	150	4,971	362	118	35	109	0	5,934	2,238	72	49,157
				1.00	70	187	40,300	0	4,838	626	3,368	362	118	35	125	0	7,689	3,374	74	60,909
				1.00	70	187	24,371	0	2,413	1,154	1,914	362	118	35	76	0	4,700	2,114	70	37,357
				1.00	70	187	31,096	0	200	1,499	4,971	362	118	35	96	0	5,511	2,186	72	46,346
				0.50	70	187	15,966	0	0	93	0	0	0	35	49	0	2,698	1,079	64	19,934
				1.00	37	187	35,425	1,515	0	1,927	4,971	362	118	35	115	0	6,530	2,300	73	53,851
				1.00	70	187	40,300	0	0	0	4,971	362	118	35	125	0	6,771	2,957	73	55,712
				1.00	70	182	36,241	0	4,499	160	1,914	362	118	35	112	0	6,872	3,045	74	53,432

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Operator's Signature

*Shelba Rickard*

10/3/03  
Date

*SP*

West Fargo School District Employee Compensation Report Summary - as of June 30, 2002

SSN	LastName	FirstName	MI	FTE	Position Code	Days	Base Salary	Extended Contract	Co-curr. Salary	Other Comp.	Health Insurance	Dental Insurance	Vision Insurance	Life Insurance	Disability Insurance	Supp. Retirement	Teachers' Retirement	Social Security	Other Benefits	Total Comp.
				1.00	70	187	33,392	0	800	350	4,971	362	118	35	104	0	5,803	2,258	72	48,265
				0.50	70	187	12,418	0	0	457	957	181	59	35	38	0	2,163	865	52	17,225
				1.00	70	187	40,300	0	96	585	4,971	362	118	35	125	0	6,886	3,010	73	56,561
				1.00	22	187	42,331	3,395	0	6,158	2,526	362	118	35	142	0	8,718	3,877	76	67,738
				0.86	70	187	29,701	0	0	0	4,286	312	102	35	92	0	4,990	2,091	71	41,680
				1.00	70	187	34,436	0	7,467	3,190	3,138	362	118	35	107	0	7,577	3,404	74	59,908
				1.00	70	187	40,300	0	1,415	20	4,971	362	118	35	125	0	7,012	3,067	73	57,498
				1.00	70	187	45,288	0	756	1,221	1,914	362	118	35	140	0	7,941	3,590	75	61,440
				1.00	70	187	35,479	0	0	840	0	0	0	35	110	0	6,102	2,776	73	45,415
				1.00	70	187	24,835	0	0	1,795	0	0	118	35	77	0	4,475	2,027	70	33,432
				1.00	70	187	34,436	0	6,250	686	4,971	362	118	35	107	0	6,952	3,094	73	57,084
				1.00	41	165	25,596	0	0	458	0	304	98	30	79	0	4,340	1,990	70	32,965
				1.00	70	187	23,583	0	0	117	1,611	304	98	30	73	0	3,982	1,784	70	31,652
				1.00	37	187	39,631	1,483	0	2,265	1,914	362	118	35	127	0	7,289	3,289	74	56,587
				1.00	70	187	23,583	0	0	297	1,914	362	118	35	73	0	4,012	1,798	70	32,262
				1.00	70	185	39,869	0	0	165	4,487	362	118	35	124	0	6,727	2,938	73	54,898
				1.00	70	187	22,957	0	0	267	0	304	98	30	71	0	3,902	1,774	70	29,473
				1.00	70	187	30,262	0	0	3,458	0	0	0	35	94	0	5,666	2,579	72	42,166
				1.00	5	212	61,158	0	0	2,112	3,368	362	118	71	190	1,500	10,630	4,740	78	84,327
				1.00	70	187	29,009	0	24	233	4,971	362	118	35	90	0	4,918	2,116	71	41,947
				1.00	37	187	38,234	2,045	0	3,211	4,971	362	118	35	125	0	7,307	3,204	74	59,686
				1.00	53	240	67,903	0	0	6,173	4,487	362	118	71	210	2,500	12,447	5,544	80	99,895
				1.00	70	187	26,505	0	0	12	4,184	304	98	35	82	0	4,455	1,961	70	37,706
				1.00	70	187	48,314	0	0	3,230	0	0	0	35	150	0	8,660	3,940	76	64,405
				1.00	70	187	24,835	0	417	1,370	2,226	362	118	35	77	0	4,473	1,998	70	35,981
				1.00	70	187	36,314	0	4,114	120	4,971	362	118	35	113	0	6,813	2,875	74	55,909
				1.00	70	187	48,314	0	96	1,131	4,971	362	118	35	150	0	8,324	3,618	75	67,194
				1.00	62	187	35,813	0	0	912	4,971	362	118	35	111	0	6,171	2,368	72	50,933
				1.00	22	231	48,314	0	0	15,944	4,971	362	118	35	150	0	10,796	4,717	79	85,486
				1.00	70	187	40,300	0	685	666	4,971	362	118	35	125	0	6,998	2,804	74	57,138
				1.00	70	187	44,453	0	32	160	3,368	0	118	35	138	0	7,501	3,366	74	59,243
				1.00	70	187	22,957	0	0	622	1,450	274	88	27	71	0	3,871	1,777	70	31,207
				0.92	70	187	25,921	0	0	93	3,842	280	90	30	80	0	4,371	1,878	70	36,653
				1.00	70	186	40,084	0	111	15	1,914	362	118	35	124	0	6,756	3,040	74	52,643
				1.00	70	187	38,610	0	853	1,188	0	362	118	35	120	0	6,841	3,052	73	51,242
				1.00	70	187	45,288	0	0	220	3,368	362	118	35	140	0	7,646	3,422	74	60,674
				0.94	70	187	21,580	0	0	1,730	3,933	0	92	30	67	0	3,917	1,682	70	33,103
				1.00	70	187	23,583	0	0	272	1,611	304	98	30	73	0	4,008	1,799	70	31,843

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Operator's Signature

*Ma Costa Rickford*

10/13/03  
Date

*J*

West Fargo School District Employee Compensation Report Summary - as of June 30, 2002

SSN	LastName	FirstName	MI	FTE	Position Code	Days	Base Salary	Extended Contract	Co-curr. Salary	Other Comp.	Health Insurance	Dental Insurance	Vision Insurance	Life Insurance	Disability Insurance	Supp. Retirement	Teachers' Retirement	Social Security	Other Benefits	Total Comp.
				1.00	70	187	36,314	0	0	806	1,914	362	118	35	113	0	6,237	2,722	73	48,694
				1.00	70	187	38,787	0	208	2,041	3,368	362	118	35	120	0	6,896	3,046	73	55,054
				1.00	70	187	32,677	0	0	502	4,971	362	118	35	101	0	5,575	2,415	72	46,828
				1.00	70	187	35,479	0	7,092	700	1,914	362	118	35	110	0	7,271	3,284	73	56,438
				1.00	70	187	27,966	0	260	645	0	0	118	35	87	0	4,851	2,198	71	36,231
				1.00	37	187	34,853	0	0	233	1,611	304	98	30	108	0	5,884	2,658	72	45,851
				1.00	70	187	42,784	0	224	360	4,971	362	118	35	133	0	7,287	3,237	74	59,585
				1.00	62	187	40,070	0	0	120	4,971	362	118	35	124	0	6,753	2,910	73	55,536
				1.00	70	187	38,372	0	0	882	4,971	362	118	35	119	0	6,595	2,590	73	54,117
				1.00	59	187	31,722	0	0	284	4,971	362	118	35	98	0	5,378	2,347	72	45,387
				1.00	70	183	37,233	0	0	410	4,971	362	118	35	115	0	6,325	2,799	73	52,441
				1.00	53	220	67,903	0	0	0	4,971	362	118	71	210	1,750	11,409	4,995	79	91,868
				1.00	70	187	39,559	0	0	0	3,368	362	118	35	123	0	6,647	2,925	73	53,210
				1.00	70	187	22,957	0	2,475	674	1,611	304	98	30	71	0	4,373	1,971	71	34,635
				1.00	70	187	36,314	0	0	440	4,971	362	118	35	113	0	6,176	2,734	73	51,336
				1.00	70	187	26,714	0	0	1,415	4,971	362	118	35	83	0	4,726	2,024	71	40,519
				1.00	70	187	34,542	0	0	909	4,971	362	118	35	107	0	5,956	2,514	72	49,586
				1.00	70	187	30,053	0	0	320	4,184	304	98	30	93	0	5,104	2,090	71	42,347
				0.80	37	187	27,047	0	0	500	0	0	0	30	84	0	4,696	2,138	71	34,966
				1.00	70	187	30,192	0	1,449	60	4,971	362	118	35	94	0	5,326	2,300	71	44,978
				1.00	70	187	40,279	0	0	176	1,914	362	118	35	125	0	6,797	3,029	73	52,908
				1.00	70	187	34,853	0	0	280	0	362	118	35	108	0	5,903	2,437	72	44,168
				1.00	70	187	45,288	0	0	160	4,971	362	118	35	140	0	7,636	3,260	74	62,044
				1.00	70	80	11,012	0	56	1,745	947	179	59	18	34	0	2,152	972	51	17,225
				1.00	70	187	31,722	0	9,263	1,140	1,914	362	118	35	98	0	7,079	3,196	74	55,001
				1.00	29	225	65,281	0	0	12	4,971	362	118	71	202	2,000	10,971	4,873	79	88,940
				1.00	70	187	40,540	0	0	430	4,971	362	118	35	126	0	6,884	3,064	73	56,603
				1.00	70	187	42,335	0	3,616	485	837	362	118	35	131	0	7,802	3,480	75	59,276
				1.00	70	187	27,131	0	0	583	3,368	362	118	35	84	0	4,657	2,027	71	38,436
				1.00	70	187	32,140	0	159	1,869	4,971	362	118	35	100	0	5,741	2,546	72	48,113
				1.00	70	187	30,679	0	0	573	3,368	362	118	35	95	0	5,251	2,344	71	42,894
				1.00	70	184	22,589	0	0	1,157	1,611	304	98	27	70	0	3,990	1,790	70	31,704
				1.00	70	185	25,189	0	0	160	1,914	362	118	35	78	0	4,259	1,910	70	34,045
				1.00	70	187	48,314	0	80	572	4,971	362	118	35	150	0	8,227	3,519	75	66,423
				1.00	53	215	73,897	0	0	0	4,971	362	118	71	229	1,750	12,416	5,542	80	99,466
				1.00	70	187	46,091	0	0	1,180	0	362	118	35	143	0	7,942	3,529	75	59,475
				1.00	70	187	33,392	0	0	520	4,971	362	118	35	104	0	5,698	2,150	72	47,422
				1.00	53	220	67,903	0	0	0	1,914	362	118	71	210	2,500	11,409	5,169	79	89,745

The micrographic images on this film are accurate reproductions of records delivered to Modern Information Systems for microfilming and were filmed in the regular course of business. The photographic process meets standards of the American National Standards Institute (ANSI) for archival microfilm. NOTICE: If the filmed image above is less legible than this Notice, it is due to the quality of the document being filmed.

Operator's Signature

*Richard*

10/2/02  
Date

5

West Fargo School District Employee Compensation Report Summary - as of June 30, 2002

SSN	LastName	FirstName	MI	FTE	Position Code	Days	Base Salary	Extended Contract	Co-curr. Salary	Other Comp.	Health Insurance	Dental Insurance	Vision Insurance	Life Insurance	Disability Insurance	Supp. Retirement	Teachers' Retirement	Social Security	Other Benefits	Total Comp.
				1.00	70	186	40,084	0	66	18	1,914	362	118	35	124	0	6,749	3,038	73	52,581
				1.00	53	220	68,153	0	0	0	4,971	362	118	71	211	2,000	11,451	5,092	79	92,508
				1.00	70	187	24,835	0	2,746	300	1,914	362	118	35	77	0	4,684	2,107	71	37,249
				1.00	70	187	40,300	0	0	1,065	4,971	362	118	35	125	0	6,950	3,038	74	57,038
				0.50	70	187	12,418	0	0	373	0	210	20	35	38	0	2,149	917	52	16,212
				1.00	70	187	23,583	0	1,260	212	1,914	362	118	35	73	0	4,210	1,891	70	33,728
				1.00	70	187	23,583	0	469	98	2,281	362	118	35	73	0	4,058	1,813	70	32,960
				1.00	70	187	40,300	0	0	696	0	0	0	35	125	0	6,888	3,075	73	51,192
				1.00	70	187	48,314	0	8,564	770	4,971	362	118	35	150	0	9,687	4,340	77	77,388
				1.00	70	187	23,583	0	6,493	280	1,611	304	98	35	73	0	5,101	2,297	71	39,946
				1.00	70	187	24,209	0	0	250	3,368	362	118	35	75	0	4,110	1,625	70	34,222
				1.00	70	187	27,757	0	0	195	3,368	362	118	35	86	0	4,697	2,048	71	38,717
				1.00	70	187	40,300	0	0	520	4,971	362	118	35	125	0	6,859	2,997	73	56,360
				1.00	62	187	40,300	0	0	140	3,368	362	118	35	125	0	6,795	3,035	73	54,351
				1.00	70	187	45,288	0	0	1,955	4,769	362	118	35	140	0	7,938	3,430	74	64,109
				0.50	70	187	20,150	0	0	447	0	0	0	35	6	0	3,461	1,573	69	25,797
				1.00	70	187	48,314	0	0	260	3,368	362	118	35	150	0	8,162	3,625	75	64,469
				1.00	70	187	45,288	0	0	2,215	1,914	362	118	35	140	0	7,982	3,595	75	61,724
				1.00	70	187	48,314	0	0	520	4,971	362	118	35	150	0	8,205	3,458	75	66,208
				1.00	70	187	23,583	0	0	0	1,914	304	118	35	73	0	3,963	1,778	70	31,838
				1.00	70	187	40,300	0	0	40	1,914	362	118	35	125	0	6,778	3,012	73	52,757
				1.00	70	187	48,314	0	0	1,056	4,971	362	118	32	150	0	8,187	3,659	75	66,924
				1.00	70	187	39,909	0	117	823	3,368	362	118	35	124	0	6,864	3,021	73	54,814
				1.00	70	187	30,262	0	223	2,467	4,971	362	118	35	94	0	5,536	2,451	71	46,590
				1.00	70	187	35,062	0	2,594	240	0	362	118	35	109	0	6,368	2,465	73	47,426
				1.00	70	187	37,566	0	111	961	0	362	118	35	116	0	6,492	2,552	73	48,386
				1.00	70	187	32,766	0	3,600	69	0	304	98	30	102	0	6,122	2,787	73	45,951
				1.00	70	187	37,149	0	822	495	0	362	118	35	115	0	6,463	2,885	73	48,517
				0.50	70	187	30,523	0	0	1,576	3,766	274	88	27	95	0	5,150	2,234	71	43,804
				1.00	70	187	48,314	0	0	305	4,971	362	118	35	150	0	8,169	3,575	75	66,074
				1.00	70	187	38,239	0	0	10	4,971	362	118	35	119	0	6,427	2,699	73	53,053
				1.00	70	187	45,288	0	0	1,599	4,971	362	118	35	140	0	7,878	3,462	74	63,927
				1.00	70	187	48,314	0	208	4,916	4,971	362	118	35	150	0	8,979	3,962	75	72,090
				1.00	70	187	35,479	0	113	1,725	1,914	362	118	35	110	0	6,270	2,633	72	48,833
				1.00	70	187	34,644	0	80	805	4,971	362	118	35	107	0	5,970	2,321	72	49,483
				1.00	70	187	37,983	0	0	80	4,971	362	118	35	118	0	6,395	2,755	73	52,890
				1.00	70	187	25,101	0	677	215	4,004	319	103	32	78	0	4,368	1,927	70	36,894
				1.00	70	187	31,305	0	5,609	80	0	362	118	35	97	0	6,215	2,820	72	44,713

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Operator's Signature

*Deborah Richard*

10/3/02  
Date

*JP*



West Fargo School District Employee Compensation Report Summary - as of June 30, 2002

SSN	LastName	FirstName	MI	FTE	Position Code	Days	Base Salary	Extended Contract	Co-curr. Salary	Other Comp.	Health Insurance	Dental Insurance	Vision Insurance	Life insurance	Disability Insurance	Supp. Retirement	Teachers' Retirement	Social Security	Other Benefits	Total Comp.
				0.71	70	187	16,396	0	0	368	0	0	0	30	51	0	2,817	1,282	67	21,011
				1.00	70	173	21,238	0	0	0	1,450	274	88	27	66	0	3,568	1,603	69	28,383
				1.00	62	184	33,025	0	0	0	4,971	362	118	35	102	0	5,549	2,414	72	46,648
				1.00	70	187	22,957	0	2,515	133	1,611	304	98	27	71	0	4,302	1,931	71	34,020
				1.00	70	187	31,722	0	0	240	0	0	0	35	98	0	5,370	2,107	72	39,644
				0.50	62	173	13,998	0	0	229	0	0	0	30	43	0	2,390	1,088	57	17,835
				0.57	70	187	13,475	0	260	2,568	0	0	0	35	42	0	2,740	1,247	66	20,433
				1.00	70	187	26,088	0	4,767	2,020	2,943	362	118	35	81	0	5,525	2,446	72	44,457
				1.00	70	184	25,053	0	80	0	4,971	362	118	35	78	0	4,223	1,810	70	36,800
				1.00	70	187	30,053	0	0	498	4,184	304	98	27	93	0	5,122	2,270	71	42,720
				1.00	70	187	34,644	0	0	1,109	4,971	362	118	35	107	0	6,007	2,355	72	49,780
				1.00	70	187	27,340	0	2,320	20	0	362	118	35	85	0	4,987	2,271	71	37,609
				1.00	70	187	39,559	0	56	3,063	4,971	362	118	35	12	0	7,171	3,139	74	58,671
				1.00	70	187	28,638	0	0	50	0	0	0	30	89	0	4,820	2,195	71	35,893
				1.00	62	187	38,401	0	0	280	1,914	362	118	35	119	0	6,500	2,873	73	50,675
				1.00	70	187	35,479	0	0	480	4,487	362	118	32	110	0	6,042	2,682	72	49,864
				1.00	70	184	36,553	0	0	0	3,368	362	118	35	113	0	6,142	2,592	73	49,356
				1.00	70	187	25,461	0	64	906	4,971	362	118	35	79	0	4,441	1,854	70	38,361
				1.00	70	187	38,787	0	3,998	140	3,368	362	118	35	120	0	7,213	2,862	74	57,077
				1.00	70	187	44,213	0	2,325	0	4,971	362	118	35	137	0	7,820	3,434	74	63,489
				1.00	70	187	48,314	0	0	1,160	4,971	362	118	32	150	0	8,313	3,556	75	67,051
				1.00	70	187	24,835	0	2,624	1,100	1,914	362	118	35	77	0	4,798	2,160	71	38,094
				1.00	70	187	39,559	0	0	20	4,971	362	118	35	123	0	6,650	2,703	73	54,614
				1.00	70	187	39,236	0	64	1,131	1,914	362	118	35	122	0	6,793	3,064	73	52,912
				1.00	70	187	45,726	0	113	2,104	4,971	362	118	35	142	0	8,056	3,542	75	65,244
				1.00	70	187	37,983	0	417	560	4,971	362	118	35	118	0	6,546	2,855	73	54,038
				0.50	62	187	19,668	0	0	71	0	0	73	30	61	0	3,316	1,498	69	24,786
				1.00	70	187	40,300	0	0	1,360	3,201	362	118	35	125	0	7,000	3,134	73	55,708
				1.00	70	175	26,600	0	0	901	4,971	362	118	35	82	0	4,621	1,979	71	39,740
				1.00	70	183	33,903	0	0	885	4,971	362	118	35	105	0	5,845	2,591	72	48,887
				1.00	70	187	24,209	0	0	945	4,971	362	118	35	75	0	4,226	1,473	70	36,484
				1.00	5	230	66,483	0	0	20	4,971	362	118	71	206	1,750	11,174	4,896	79	90,130
				1.00	70	187	37,566	0	128	4,036	4,971	362	118	35	116	0	7,011	3,066	74	57,484
				1.00	70	187	38,787	0	32	1,993	4,971	362	118	35	120	0	6,858	2,997	73	56,446
				1.00	70	187	40,300	0	719	970	1,914	362	118	35	125	0	7,055	3,183	73	54,854
				1.00	70	187	31,805	0	0	1,098	4,971	362	118	35	97	0	5,444	2,353	71	45,854
				1.00	70	187	29,615	0	1,976	1,910	4,971	362	118	35	92	0	5,611	2,485	71	47,388
				1.00	70	187	32,975	0	1,373	1,710	0	0	118	35	102	0	6,059	2,755	72	45,199

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Operator's Signature

*Julie A. Rickard*

10/2/02

Date

JP

West Fargo School District Employee Compensation Report Summary - as of June 30, 2002

SSN	LastName	FirstName	MI	FTE	Position Code	Days	Base Salary	Extended Contract	Co-curr. Salary	Other Comp.	Health Insurance	Dental Insurance	Vision Insurance	Life Insurance	Disability Insurance	Supp. Retirement	Teachers' Retirement	Social Security	Other Benefits	Total Comp.
				1.00	70	187	48,314	0	16	185	4,971	362	118	35	150	0	8,151	3,507	75	65,884
				1.00	70	187	34,124	0	113	1,460	4,971	362	118	35	106	0	5,998	2,393	72	49,752
				1.00	70	187	36,986	0	117	626	4,571	362	118	35	115	0	6,339	2,761	73	52,503
				1.00	70	187	24,835	0	1,809	0	1,914	362	118	35	77	0	4,477	2,012	70	35,709
				1.00	70	187	48,314	0	0	2,170	1,914	362	118	35	150	0	8,483	3,796	75	65,417
				1.00	70	187	41,949	0	250	2,025	1,914	362	118	35	130	0	7,430	3,355	74	57,642
				1.00	70	187	40,070	0	0	626	1,914	362	118	35	124	0	6,838	3,074	73	53,234
				1.00	70	187	48,314	0	0	1,309	3,368	362	118	35	150	0	8,338	3,693	75	65,762
				1.00	70	187	24,209	0	0	160	4,971	362	118	35	75	0	4,094	1,786	70	35,880
				1.00	70	187	24,209	0	0	1,380	0	0	116	35	75	0	4,300	1,946	70	32,131
				1.00	70	187	34,436	0	111	845	3,368	362	118	35	107	0	5,947	2,607	72	48,008
				1.00	70	187	23,583	0	150	4,326	3,368	362	118	35	73	0	4,714	2,043	71	38,843
				0.71	70	187	21,017	0	0	80	0	0	0	35	65	0	3,545	1,611	69	26,422
				1.00	70	187	34,436	0	1,326	100	3,368	362	118	35	107	0	6,026	2,649	72	48,599
				1.00	70	187	24,627	0	110	180	1,914	362	118	35	76	0	4,187	1,880	70	33,559
				1.00	70	187	31,722	0	0	2,660	3,368	362	118	35	98	0	5,777	2,526	72	46,738
				1.00	70	187	30,053	0	52	1,985	4,971	362	118	35	93	0	5,393	2,268	71	45,401
				1.00	70	185	35,306	0	7,880	75	1,914	362	118	35	109	0	7,269	3,283	74	56,425
				1.00	70	187	24,835	0	0	2,864	1,914	362	118	35	77	0	4,653	2,090	70	37,018
				1.00	70	187	40,300	0	0	650	3,368	362	118	35	125	0	6,880	3,029	73	54,940
				1.00	70	187	27,340	0	7,462	0	0	0	0	35	85	0	5,848	2,662	73	43,505
				0.50	70	187	11,479	0	0	428	806	0	49	30	36	0	2,001	804	47	15,680
				1.00	70	187	45,288	0	0	0	3,368	362	118	35	140	0	7,609	3,088	74	60,082
				1.00	70	161	20,304	0	0	405	1,450	274	88	27	63	0	3,480	1,561	69	27,721
				1.00	70	187	46,864	0	495	0	4,971	362	118	35	145	0	7,957	3,511	75	64,533
				1.00	70	187	39,444	0	16	1,266	1,914	362	118	35	122	0	6,842	3,087	73	53,279
				1.00	70	187	25,461	0	0	3,116	4,971	362	118	35	79	0	4,802	2,010	71	41,025
				1.00	70	187	29,348	0	0	55	1,667	362	118	35	91	0	4,940	1,931	71	38,618
				1.00	70	184	42,098	0	0	0	1,914	362	118	35	131	0	7,073	3,144	74	54,999
				1.00	70	187	27,776	0	3,544	390	2,398	362	118	35	86	0	5,328	2,400	72	42,509
				1.00	70	187	45,288	0	208	635	4,971	362	118	35	140	0	7,751	3,164	75	62,747
				1.00	37	187	36,105	0	0	492	4,971	362	118	35	112	0	6,149	2,672	72	51,088
				1.00	70	187	33,809	0	0	210	4,971	362	118	35	105	0	5,716	2,477	72	47,875
				1.00	70	137	21,480	0	0	437	4,971	362	118	35	67	0	3,683	1,551	70	32,774
				1.00	70	181	38,899	0	0	0	3,587	362	118	35	121	0	6,516	2,895	73	52,626
				1.00	70	187	27,966	0	370	215	1,611	304	98	30	87	0	4,797	2,155	71	37,714
				1.00	59	187	33,884	725	0	1,470	4,971	362	118	35	107	0	6,062	2,627	72	50,441
				1.00	70	187	36,105	0	0	710	3,368	362	118	35	112	0	6,186	2,570	73	49,514

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Operator's Signature

*Wanda Rickard*

10/2/02  
Date

West Fargo School District Employee Compensation Report Summary - as of June 30, 2002

SSN	LastName	FirstName	MI	FTE	Position Code	Days	Base Salary	Extended Contract	Co-curr. Salary	Other Comp.	Health Insurance	Dental Insurance	Vision Insurance	Life Insurance	Disability Insurance	Supp. Retirement	Teachers' Retirement	Social Security	Other Benefits	Total Comp.
				1.00	70	187	34,644	0	80	2,106	4,971	362	118	35	107	0	6,189	2,692	72	51,376
				0.57	70	187	19,677	0	1,456	281	1,094	362	118	35	61	0	3,598	1,546	69	28,297
				1.00	70	187	25,850	0	0	1,922	1,914	362	118	35	80	0	4,666	2,099	70	37,116
				1.00	70	187	26,714	0	0	0	1,914	362	118	35	83	0	4,488	2,018	71	35,803
				1.00	70	187	24,684	0	32	1,303	4,971	362	118	35	77	0	4,372	1,865	70	37,889
				1.00	70	185	29,869	0	0	392	4,971	362	118	35	93	0	5,085	2,192	71	43,188
				0.80	70	187	28,973	0	0	0	0	0	0	35	90	0	4,868	2,214	71	36,251
				1.00	70	186	40,894	0	0	242	1,914	362	118	35	127	0	6,912	3,118	73	53,795
				1.00	70	187	38,787	0	6,325	3,540	4,971	362	118	35	120	0	8,175	3,596	75	66,104
				1.00	5	225	59,918	0	0	0	4,971	362	118	71	186	1,500	10,068	4,213	77	81,484
				1.00	70	187	36,541	0	0	1,341	4,971	362	118	35	113	0	6,365	2,772	73	52,691
				0.79	70	187	22,629	0	0	1,726	0	285	0	35	70	0	4,093	1,857	70	30,765
				1.00	70	187	36,731	0	3,621	0	3,368	362	118	35	114	0	6,780	2,960	74	54,163
				1.00	70	187	27,683	0	80	280	1,914	362	118	35	86	0	4,712	2,034	71	37,375
				1.00	70	186	41,725	0	469	0	4,971	362	118	35	129	0	7,090	3,103	74	58,076
				1.00	70	187	30,679	0	16	1,046	1,914	362	118	35	95	0	5,333	1,988	72	41,658
				1.00	70	187	40,300	0	0	1,164	1,914	362	118	35	125	0	6,967	3,133	73	54,191
				1.00	70	187	36,314	0	1,749	1,410	1,914	362	118	35	113	0	6,633	2,991	73	51,712
				1.00	70	185	24,569	0	0	130	0	362	118	35	76	0	4,150	1,889	70	31,399
				1.00	41	187	48,314	1,292	0	694	1,914	362	118	35	154	0	8,452	3,819	75	65,229
				1.00	70	185	47,797	0	0	830	3,368	362	118	35	148	0	8,170	3,571	75	64,474
				1.00	70	186	24,080	0	0	0	4,971	362	118	35	75	0	4,046	1,719	70	35,476
				1.00	70	187	38,401	0	0	29	3,368	362	118	35	119	0	6,457	2,594	73	51,556
				1.00	22	187	38,647	1,653	0	8,509	0	0	0	35	125	0	8,201	3,731	75	60,976
				1.00	70	187	40,300	0	2,371	0	4,971	724	236	35	125	0	7,169	3,114	73	59,118
				0.71	70	187	18,634	0	0	20	2,405	259	84	35	58	0	3,134	1,323	69	26,021
				1.00	70	187	40,300	0	0	116	1,914	362	118	35	125	0	6,791	2,913	73	52,747
				1.00	70	187	26,714	0	2,822	210	2,092	152	49	35	83	0	4,998	2,201	72	39,428
				1.00	70	187	24,209	0	0	2,614	2,223	304	0	0	75	0	4,507	1,969	71	35,972
				0.20	37	181	6,019	0	0	70	0	0	0	32	19	0	1,023	465	24	7,652
				1.00	70	186	26,302	0	0	200	4,971	362	118	35	82	0	4,453	1,947	70	38,540
				1.00	70	187	26,088	0	25	551	0	362	118	35	81	0	4,480	1,639	70	33,449
				1.00	70	187	30,679	0	56	3,532	4,971	362	118	35	95	0	5,758	2,239	72	47,917
				1.00	70	187	40,300	0	0	780	1,914	362	118	35	125	0	6,902	3,114	73	53,724
				1.00	70	183	35,128	0	80	12	4,971	362	118	35	109	0	5,918	2,626	72	49,431
				1.00	70	187	30,054	0	0	829	0	362	118	35	93	0	5,189	2,305	71	39,056
				1.00	70	187	31,931	0	5,897	2,100	1,914	362	0	35	99	0	6,709	3,029	73	52,149
				1.00	70	187	37,566	0	897	565	3,368	362	118	35	116	0	6,557	2,796	73	52,453

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Operator's Signature: *Shelby St. Richard*  
 Date: *10/23/02*

West Fargo School District Employee Compensation Report Summary - as of June 30, 2002

SSN	LastName	FirstName	MI	FTE	Position Code	Days	Base Salary	Extended Contract	Co-curr. Salary	Other Comp.	Health Insurance	Dental Insurance	Vision Insurance	Life Insurance	Disability Insurance	Supp. Retirement	Teachers' Retirement	Social Security	Other Benefits	Total Comp.
				1.00	70	187	48,314	0	0	836	4,971	362	118	35	150	0	8,259	3,588	75	66,708
				1.00	70	187	29,635	0	1,433	1,060	4,971	362	0	35	92	0	5,399	1,995	71	45,053
				1.00	70	185	39,641	0	0	0	1,914	362	118	35	123	0	6,661	2,959	73	51,886
				1.00	70	185	29,318	0	0	0	4,971	362	118	35	91	0	4,926	2,119	71	42,011
				1.00	70	187	33,601	0	80	443	0	362	118	35	104	0	5,734	2,339	72	42,888
				1.00	70	187	46,864	0	0	115	4,971	362	118	35	145	0	7,894	3,468	75	64,047
				1.00	70	187	24,209	0	0	4,271	2,155	362	118	35	75	0	4,785	2,143	71	38,228
				1.00	70	187	27,340	0	0	1,372	1,611	304	98	30	85	0	4,824	2,095	71	37,830
				1.00	22	187	41,114	1,099	0	35	4,971	362	118	35	131	0	7,099	3,105	74	58,143
				1.00	70	185	25,602	0	0	160	4,971	362	118	35	79	0	4,329	1,734	70	37,460
				0.50	70	187	13,030	0	0	474	0	58	69	35	40	0	2,269	1,029	55	17,059
				1.00	70	187	31,846	0	0	480	1,914	362	118	35	99	0	5,432	2,446	72	42,804
				1.00	70	187	45,288	0	96	0	1,914	362	118	35	140	0	7,626	3,443	74	59,096
				1.00	70	187	23,583	0	573	613	4,714	362	118	35	73	0	4,162	1,720	70	36,023
				0.70	70	187	25,949	0	0	4,800	0	0	0	35	80	0	5,167	2,350	71	38,452
				1.00	70	186	34,875	0	2,257	600	4,971	362	118	35	108	0	6,339	2,709	72	52,446
				1.00	70	187	30,888	0	64	432	2,835	304	98	30	96	0	5,261	2,307	71	42,386
				1.00	70	187	40,300	0	56	585	4,971	362	118	35	125	0	6,880	3,051	73	56,556
				0.50	70	187	14,818	0	0	2,754	1,755	0	0	30	46	0	2,952	1,131	69	23,555
				1.00	70	187	48,314	0	0	1,894	4,971	362	118	35	150	0	8,435	3,054	75	67,408
				1.00	70	187	40,300	0	3,239	160	4,971	362	118	35	125	0	7,342	3,228	74	59,954
				1.00	70	174	22,257	0	0	1,230	2,783	362	118	35	69	0	3,946	1,752	70	32,622
				1.00	70	179	26,742	0	0	140	2,281	362	118	35	83	0	4,517	2,022	71	36,371
				1.00	70	187	40,905	0	0	650	4,971	362	118	35	127	0	6,982	3,053	74	57,277
				1.00	70	187	27,131	0	4,571	1,896	1,914	362	118	35	84	0	5,645	2,534	72	44,362
				1.00	41	176	27,363	0	0	225	2,403	362	118	35	85	0	4,635	2,075	71	37,372
				1.00	70	187	31,305	0	4,691	1,180	3,942	362	118	35	97	0	6,246	2,768	72	50,816
				1.00	70	183	32,690	0	0	1,552	3,427	362	118	62	101	0	5,753	2,012	72	46,149
				1.00	53	220	67,303	0	0	0	3,368	362	118	71	209	1,500	11,308	4,815	79	89,133
				1.00	70	187	22,957	0	958	2,337	1,914	362	118	30	71	0	4,411	1,982	70	35,210
				1.00	22	187	28,100	1,953	0	922	4,971	0	118	35	93	0	5,204	2,302	71	43,769
TOTALS							13,184,723	24,877	230,924	357,298	1,184,516	120,461	39,701	13,382	40,955	35,750	2,314,892	1,006,300	26,867	18,580,646

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Operator's Signature

*Christa Richard*

10/14/03  
Date

Exhibit B

**Employee Compensation Details -- Web Page Dialog**

District/Unit/Center (DUC)  
 Employee Compensation Report (End of School Year)  
 TEST, TEST M - 501999999 CO # 99 Dist # 999 Plant # 9999 FTE 1.00

Save Help Cancel

Major Assign Teacher 100 %  
 Other Assign [Select Assignment] 0 %  
 Other Assign [Select Assignment] 0 %

Fiscal Year Contract Days? \_\_\_\_\_  
 Normal School Extension \_\_\_\_\_  
 Day \_\_\_\_\_ Extend Year Days? \_\_\_\_\_

# Base Contract Days Employed in Category \_\_\_\_\_

**COMPENSATION - Category A Salary**

Contract Base (Incl 401(a), (k), 403(b), 414(k) or 457) → Base Salary 0  
 Extracurricular Activities / Advisor / Athletics / Music → Extended Contract 0  
 In-staff subbing / Work Load Adjustment → Co-Curricular 0  
 In-service / workshops / confer (not exp. reimbursements) 0  
 Bonus, Grants, Stipends, Consortium Work 0  
 Misc Comp (Chaperone, after school programs) 0  
 Other Category A Salary, not listed above → Other Compensation 0

**COMPENSATION - Category B Salary**

Perfect Attendance, Unused Sick, Personal & Vacation Lv 0  
 In Lieu Pay (Housing allowance, transportation exp, etc.) 0  
 Contr Buy Out / RIF / Severance / Early Retirement Pay 0  
 Salary in lieu of prev employer-provided fringe benefits 0  
 Tag / Tech / Prof Dev Reimbursement (IRS Reportable) 0  
 Tuition Reimbursement / Loan Forgiveness Payment 0  
 Reimburse / Bus driver / Janitorial Pay 0  
 Other Category B Salary, not listed above 0

**Total Salary** 0

**EMPLOYER PAID BENEFITS**

FICA Tax (Social Security + Medicare) 0  
 Insurance, Retirement and Cash Payments in Lieu  
 Unemployment Insurance 0  
 Workers Compensation Insurance 0  
 Disability Insurance → Social Security Contribution 0  
 Life Insurance → Life Insurance 0  
 Health Insurance → Health Insurance 0  
 Vision Insurance → Vision Insurance 0  
 Dental Insurance → Dental Insurance 0  
 Cancer Insurance → Long-term Disability 0  
 Long-term Care Insurance → Supplemental Retirement Plans 0  
 Other Insurance → Retirement contribution 0

IFFR Employer share--7.75% 0  
 IFFR Employee share paid by Emp--Model 1 0  
 IFFR Employee share paid by Emp--Model 2 (1-7.75%) → Total Other Benefits 0  
 IFFR Employee share paid by Emp--Model 3-Fixed Dollar 0  
 Other benefits 0

**Total Benefits** 0

**TOTAL COMPENSATION** 0

Underlined  
Green = data  
collected  
Red = data  
not collected

Main issue—  
you get what  
you ask for.

What data  
will  
extended  
contract  
collect?

What about  
all this  
data?

Which  
one?

Add  
Annuities

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*Kal Costa* *Wickford* 10/2/03  
 Operator's Signature Date

Exhibit B

January 27, 2003

To: Honorable Kathy Hawken  
From: David Larson, NDPI  
Subject: ORS Software and contractor

Per your request the following information is provided regarding the NDDPI Online Reporting System—Employee Compensation Report.

Contractor: Nexus Innovations  
Address: 1110 College Drive, Suite 206  
Bismarck, ND 58501  
Telephone: 701-258-7072  
FAX: 701-258-7699  
Programmer: Mike Pomarleau

System Description: The NDDPI Online Reporting System (ORS) is a 3-tier Enterprise Level Data Collection system designed to accommodate several hundred electronic user simultaneously.

Tier One Software: Microsoft Active Server Pages.

Tier Two Software: Visual Basic 6. DLL is running within Microsoft COM Plus alone with Windows 2000. Running verifications and validations.

Tier Three Software: Sequel 2000 Server Data Base.

2

La Costa Rickford  
Operator's Signature

10/2/03  
Date

Exhibit B-

Employee Compensation Details -- Web Page Dialog					
District/Unit/Center (DUC)		Save	Help	Cancel	
Employee Compensation Report (End of School Year)					
TEST, TEST M - 501999999		CO # 99	Dist # 999	Plant # 9999	FTE 1.00
Major Assign	Teacher	100	%		
Other Assign	[Select Assignment]	0	%		
Other Assign	[Select Assignment]	0	%		
		Normal School Year (180+ days)	Extended School Year (summer)		
		Normal School	Extended School	Normal School	Extended School
		Day	Day	Day	Day
					Total
# Base Contract Days Employed in Category		1	0	44	0
<b>COMPENSATION - Category A Salary</b>					
Contract Base (incl 401(a), (a), 403(b), 414(a) or 457)		2	0	33	0
Extracurricular Activities / Advisor / Athletics / Music		3	0	34	0
In-staff coaching / Work Load Adjustment		4	0	35	0
In-service / workshops / confer (not exp. reimbursements)		5	0	36	0
Bonus, Grants, Stipends, Consortium Work		6	0	37	0
Miss Comp (Chaperone, after school programs)		7	0	38	0
Other Category A Salary, not listed above		8	0	39	0
<b>COMPENSATION - Category B Salary</b>					
Partial Attendance, Unused Sick, Personal & Vacation L		9	0	40	0
In-Lieu Pay (Housing allowance, transportation exp, etc.)		10	0	41	0
Cont. Pay Out / RIF / Severance / Early Retirement Pay		11	0	42	0
Salary in lieu of prev employer-provided fringe benefit		12	0	43	0
Tag / Task / Prof Dev Reimbursement (IRS Reportable)		13	0	44	0
Tuition Reimbursement / Loan Forgiveness Payment		14	0	45	0
Refuse / Bus driver / Janitorial Pay		15	0	46	0
Other Category B Salary, not listed above		16	0	47	0
Total Salary		AUTO	0	AUTO	0
<b>EMPLOYER PAID BENEFITS</b>					
FICA Tax (Social Security + Medicare)		17	0	48	0
<b>Insurance, Retirement and Cash Payments in Lieu</b>					
Life Insurance		18	0	49	0
Western Compensation Insurance		19	0	50	0
Disability Insurance		20	0	51	0
Life Insurance		21	0	52	0
Health Insurance		22	0	53	0
Vision Insurance		23	0	54	0
Dental Insurance		24	0	55	0
Cancer Insurance		25	0	56	0
Long-term Care Insurance		26	0	57	0
Other Insurance		27	0	58	0
TFR Employer share--7.75%		28	0	59	0
TFR Employee share paid by Emp--Model 1		29	0	60	0
TFR Employee share paid by Emp--Model 2 (1-7.75%)		30	0	61	0
TFR Employee share paid by Emp--Model 3-Fixed Dollar		31	0	62	0
Other benefits		32	0	63	0
Total Benefits		AUTO	0	AUTO	0
<b>TOTAL COMPENSATION</b>		AUTO	0	AUTO	0

3

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*La Costa Rickford*  
Operator's Signature

10/3/03  
Date

Exhibit B

Employee Compensation Details - Web Page Dialog

Print Page Save Help Cancel

Dist#999 Plat#9999 FTE 1.00

CO#99

TEST, TEST M - 501999999

Major Assign: Teacher 100 %

Other Assign: [Select Assignment] 0 %

Other Assign: [Select Assignment] 0 %

Contract Days Employed DURING FISCAL Year	1	0
COMPENSATION - Category A Salary	2.5	0
Contract Base (incl. 401(k), 457, 403(b), 414(b) or 457)	2	0
Extra-curricular Activities / Athletics / Music	3	0
Staffing / Work Load Adjustment	4	0
Services / Workshops / Seminars (incl. exp. reimbursements)	5	0
Stipend, Grants, Supplies, Conventions, Work	6	0
Travel (Compensation, educational programs)	7	0
Other Category A Salary not listed above	8	0
COMPENSATION - Category B Salary	9	0
Travel Allowance, Unpaid Sick, Personal & Vacation L	10	0
In Lieu Pay (Housing allowance, transportation exp, etc)	11	0
Senior Buy Out / RIF / Severance / Early Retirement Pay	12	0
Salary in lieu of any employer-provided fringe benefits	13	0
Tag / Tech / Prof Dev Reimbursement (RS Reportable)	14	0
Union Reimbursement / Loan Forgiveness Payment	15	0
Lease / Bus driver / Journalist Pay	16	0
Other Category B Salary not listed above	Auto	0
Total Salary	Auto	0

EMPLOYER PAID BENEFITS

SSA Tax (Social Security + Medicare)	17	0
Insurance, Retirement and Cash Payments in Lieu	18	0
Unemployment Insurance	19	0
Workers Compensation Insurance	20	0
Disability Insurance	21	0
Life Insurance	22	0
Health Insurance	23	0
Long Term Care Insurance	24	0
Other Insurance	25	0
Auto Insurance	26	0
Other Insurance	27	0
Total of EMPLOYER PAID BENEFITS (ANNUITIES)	28	0
Total Benefits	Auto	0
TOTAL COMPENSATION	Auto	0

Normal  
 excluded  
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4

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Operator's Signature LuCosta Rickford Date 10/2/03





30515.0200

FIRST ENGROSSMENT

Ep B

Fifty-eighth  
Legislative Assembly  
of North Dakota

ENGROSSED HOUSE BILL NO. 1295

Introduced by

Representatives Hawken, Delmore, Haas, N. Johnson

Senators J. Lee, Wardner

1 A BILL for an Act to amend and reenact section 15.1-02-13 of the North Dakota Century Code,  
2 relating to school district employee compensation reports.

3 BE IT ENACTED BY THE LEGISLATIVE ASSEMBLY OF NORTH DAKOTA:

4 SECTION 1. AMENDMENT. Section 15.1-02-13 of the North Dakota Century Code is  
5 amended and reenacted as follows:

6 15.1-02-13. School district employee compensation report.

7 1. Before September eleventh of each year, beginning in 2002, each school district  
8 shall provide the following information to the superintendent of public instruction,  
9 with respect to each teacher and class of teachers and with respect to each  
10 administrator and class of administrators, the total amount paid or provided as:

- 11 a. ~~The total amount of base salary.~~
- 12 b. ~~The total amount of compensation reportable as gross income under the~~
- 13 ~~Internal Revenue Code.~~
- 14 c. ~~Any other compensation paid or provided to or on behalf of individuals~~
- 15 ~~employed as teachers and as administrators.~~
- 16 d. ~~Health insurance benefits paid to or on behalf of individuals employed as~~
- 17 ~~teachers and as administrators.~~
- 18 e. ~~Retirement contributions and assessments paid on behalf of individuals~~
- 19 ~~employed as teachers and as administrators, and including individual shares~~
- 20 ~~if paid by the district.~~
- 21 f. ~~Any other benefits paid or provided to or on behalf of individuals employed as~~
- 22 ~~teachers and as administrators.~~

Leave  
in

Add

- 23 a. ~~Base salary.~~ **G. TOTAL NUMBER OF CONTRACT DAYS EMPLOYED DURING**
- 24 b. ~~Compensation for an extended contract.~~ **FISCAL YEAR.**

h

La Costa Rickford  
Operator's Signature

10/2/03  
Date

EP

EP B

Fifty-eighth  
Legislative Assembly

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- ~~a. Compensation for extracurricular activities.~~
- ~~d. Any other compensation.~~
- ~~e. Health insurance benefits.~~
- ~~f. Dental insurance benefits.~~
- ~~g. Vision insurance benefits.~~
- ~~h. Life insurance benefits.~~
- ~~i. Long term disability insurance benefits.~~
- ~~j. Supplemental retirement plan contributions.~~
- ~~k. Retirement contributions and assessments, including individual shares if paid by the district.~~
- ~~l. Social security contributions.~~
- ~~m. Any other benefits.~~
- ~~2. In addition to the requirements of subsection 1, each school district shall also indicate:
 
  - ~~a. Whether each individual teacher and administrator is employed on a full time or a part time basis.~~
  - ~~b. The number of days used to determine the base salary of each individual employed as a teacher or as an administrator.~~~~
- 3. The superintendent of public instruction shall:
  - ~~a. Compile the information required by subsection 1 this section in a manner that allows for accurate comparisons based on:
 
    - ~~(1) Full time versus part time personnel;~~
    - ~~(2) A normal schoolday versus an extended schoolday; and~~
    - ~~(3) A regular school calendar of approximately one hundred eighty days versus an extended school year; and~~~~
  - b. Forward a copy of the compiled information to the governor and the chairman of the legislative council.
- ~~4. The superintendent of public instruction may not expand the reporting requirements provided in this section.~~
- 5. If any school district fails without good cause to provide the information required by this section on or before September tenth and in the manner directed by the

ALL AVAILABLE FROM MISSOURI DISTRICTS MAY UPDATE ON CURRENT APPLICATION

This created issue

6

Lu Costa Rickford  
Operator's Signature

10/3/03  
Date

Fifty-eighth  
Legislative Assembly

EB

- 1 superintendent of public instruction, the superintendent shall withhold all state aid  
2 until the information is received.
- 3 4. 6. For purposes of this section:
- 4 a. "Administrator" ~~means~~ includes an individual who is employed by a school  
5 district in an administrative position and ~~includes a~~ who is classified by the  
6 superintendent of public instruction as:
- 7 (1) A class 67 school district superintendent,~~an~~;
  - 8 (2) A class 66 assistant or associate superintendent,~~a~~;
  - 9 (3) A class 53 principal,~~an~~;
  - 10 (4) A class 05 assistant principal,~~a~~;
  - 11 (5) A class 29 director, including a special education director, and a  
12 vocational education director,~~and any~~;
  - 13 (6) A class 04 assistant director; and
  - 14 (7) Any other individual whose position requires an administrator's  
15 credential.
- 16 b. "Teacher" means an individual, other than an administrator, who is licensed to  
17 teach by the education standards and practices board or approved to teach  
18 by the education standards and practices board and who is employed by the  
19 board of a school district in a position classified by the superintendent of  
20 public instruction as ~~of July 1, 2001,~~ as:
- 21 (1) A class 22 coordinator;
  - 22 (2) A class 37 guidance counselor or school counselor;
  - 23 (3) A class 38 guidance counselor designate;
  - 24 (4) A class 40 instructional programmer;
  - 25 (5) A class 41 library media specialist;
  - 26 (6) A class 56 pupil personnel service provider;
  - 27 (7) A class 59 school psychologist;
  - 28 (8) A class 62 speech-language pathologist;
  - 29 (9) A class 68 supervisor;
  - 30 (10) A class 70 teacher or special education teacher; or
  - 31 (11) A class 72 tutor in training.

7

La Costa Rickford  
Operator's Signature

10/3/03  
Date

Dr. Larson *Cap B*

Proposed Amendments to

ENGROSSED HOUSE BILL NO. 1295

Page 1, remove overstrike on lines 11 through 22

Page 1, after line 22 insert:

g. Total number of contract days employed during fiscal year.

Page 1, overstrike lines 23 through 24

Page 2, overstrike lines 1 through 18

Page 2, line 19, replace "3." with "2."

Page 2, overstrike lines 20 through 25

Page 2, line 26 replace "b." with "a."

Page 2, line 28 remove overstrike on "3." and overstrike "The superintendent of public instruction may not expand the reporting."

Page 2, remove line 29

Page 2, replace "4." with "3."

Page 3, line 3, remove overstrike on "4." and remove "6."

*leave in*

Current

3-12-03

(1295)

Employee Compensation Details - Web Page Dialog

Employee Compensation Report (End of School Year)

TEST, TEST M - 501999999 CO # 99 Dist # 999 Plant # 9999 FTE 1.00

Major Assign: Teacher 100 %  
 Other Assign: [Select Assignment] 0 %  
 Other Assign: [Select Assignment] 0 %

	Normal School Year (180+ days)	Normal School	Extended School	Normal School	Total
	Day	Day	Day	Day	
<b>Base Contract Days Employed in Category</b>	0	0	0	0	0
<b>COMPENSATION - Category A Salary</b>					
Contract Base (incl 401(a), (k), 457(b), 414(A) or 457)	0	0	0	0	0
Extracurricular Activities / Advisor / Athletics / Music	0	0	0	0	0
Grading / proctoring / Work Load Adjustment	0	0	0	0	0
In-service / workshops / confer (not exp. reimbursements)	0	0	0	0	0
Release, Concess, Stipends, Consortium Work	0	0	0	0	0
State Comp (Charter, after school programs)	0	0	0	0	0
Other Category A Salary, not listed above	0	0	0	0	0
<b>COMPENSATION - Category B Salary</b>					
Family Allowance, Unpaid Sick, Personal & Vacation In Lieu Pay (Housing allowance, transportation exp, etc.)	0	0	0	0	0
Contract Buy Out / RIF / Severance / Early Retirement Pay	0	0	0	0	0
Cost of living or other employer-provided fringe benefits	0	0	0	0	0
Contract Buy Out / RIF / Severance (IRS Reportable)	0	0	0	0	0
Contract Buy Out / RIF / Severance Payment	0	0	0	0	0
Contract Buy Out / RIF / Severance Payment	0	0	0	0	0
Contract Buy Out / RIF / Severance Payment	0	0	0	0	0
<b>Total Salary</b>	0	0	0	0	0
<b>EMPLOYER PAID BENEFITS</b>					
Health Insurance (Medical)	0	0	0	0	0
<b>Insurance, Retirement and Cash Payments in Lieu</b>					
Employment Insurance	0	0	0	0	0
Health Insurance - Life Insurance	0	0	0	0	0
Health Insurance - Disability Insurance	0	0	0	0	0
Life Insurance	0	0	0	0	0
Life Insurance - Term Insurance	0	0	0	0	0
Life Insurance - Whole Insurance	0	0	0	0	0
Life Insurance - Other Insurance	0	0	0	0	0
Life Insurance - Core Insurance	0	0	0	0	0
Life Insurance - Other Insurance	0	0	0	0	0
TFR Employee share - 7.75%	0	0	0	0	0
TFR Employee share paid by Emp - Model 1	0	0	0	0	0
TFR Employee share paid by Emp - Model 2 (1-7.75%)	0	0	0	0	0
TFR Employee share paid by Emp - Model 3 - Fixed Dollar	0	0	0	0	0
Other Benefits	0	0	0	0	0
<b>Total Benefits</b>	0	0	0	0	0
<b>TOTAL COMPENSATION</b>	0	0	0	0	0

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*La Costa Rickford*  
 Operator's Signature

10/3/03  
 Date



3/25/03

Proposed Amendments to

ENGROSSED HOUSE BILL NO. 1295

Page 1, remove overstrike on lines 11 through 22

Page 1, after line 22 insert:

g. Total number of contract days employed during fiscal year.

Page 1, remove lines 23 through 24

Page 2, remove lines 1 through 18

Page 2, line 19, replace "3." with "2."

Page 2, line 20, overstrike "Compile the information required by", remove "this section" and overstrike "in a manner"

Page 2, line 21, overstrike "that allows for accurate comparisons"

Page 2, line 25, remove "; and"

Page 2, line 26 overstrike "b."



3/25/03

1 30515.0200 **FIRST ENGROSSMENT**

2 Fifty-eighth

3 Legislative Assembly **ENGROSSED HOUSE BILL NO. 1295**  
4 of North Dakota

5 Introduced by

6 Representatives Hawken, Delmore, Haas, N. Johnson  
7 Senators J. Lee, Wardner

8 A BILL for an Act to amend and reenact section 15.1-02-13 of the North Dakota Century Code,  
9 relating to school district employee compensation reports.

10 **BE IT ENACTED BY THE LEGISLATIVE ASSEMBLY OF NORTH DAKOTA:**

11 **SECTION 1. AMENDMENT.** Section 15.1-02-13 of the North Dakota Century Code is  
12 amended and reenacted as follows:

13 **15.1-02-13. School district employee compensation report.**

14 1. Before September eleventh of each year, ~~beginning in 2002~~, each school district  
15 shall provide ~~the following information~~ to the superintendent of public instruction,  
16 with respect to each teacher and class of teachers and with respect to each  
17 administrator and class of administrators, the total amount paid or provided as:

- 18 a. The total amount of base salary.
- 19 b. The total amount of compensation reportable as gross income under the  
20 Internal Revenue Code.
- 21 c. Any other compensation paid or provided to or on behalf of individuals  
22 employed as teachers and as administrators.
- 23 d. Health insurance benefits paid to or on behalf of individuals employed as  
24 teachers and as administrators.
- 25 e. Retirement contributions and assessments paid on behalf of individuals  
26 employed as teachers and as administrators, and including individual shares  
27 if paid by the district.
- 28 f. Any other benefits paid or provided to or on behalf of individuals employed as  
29 teachers and as administrators.
- 30 g. Total number of contract days employed during fiscal year.

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Operator's Signature

10/3/03  
Date

3/25/03

1        2 The superintendent of public instruction shall:

2            a. ~~Compile the information required by subsection 1 in a manner~~  
3            ~~that allows for accurate comparisons based on:~~

4                    (1) ~~Full-time versus part-time personnel;~~

5                    (2) ~~A normal schoolday versus an extended schoolday; and~~

6                    (3) ~~A regular school calendar of approximately one hundred eighty days~~  
7                    ~~versus an extended school year.~~

8            b. Forward a copy of the compiled information to the governor and the chairman  
9            of the legislative council.

10        ~~3. 4. The superintendent of public instruction may not expand the reporting~~  
11        ~~requirements provided in this section.~~

12        5. If any school district fails without good cause to provide the information required by  
13        this section on or before September tenth and in the manner directed by the  
14        superintendent of public instruction, the superintendent shall withhold all state aid  
15        until the information is received.

16        4. 6. For purposes of this section:

17            a. "Administrator" ~~means~~ includes an individual who is employed by a school  
18            district in an administrative position and ~~includes a~~ who is classified by the  
19            superintendent of public instruction as:

20                    (1) A class 67 school district superintendent; and

21                    (2) A class 66 assistant or associate superintendent; and

22                    (3) A class 53 principal; and

23                    (4) A class 05 assistant principal; and

24                    (5) A class 29 director, including a special education director; and a  
25                    vocational education director; and any;

26                    (6) A class 04 assistant director; and

27                    (7) Any other individual whose position requires an administrator's  
28                    credential.

29            b. "Teacher" means an individual, other than an administrator, who is licensed to  
30            teach by the education standards and practices board or approved to teach  
31            by the education standards and practices board and who is employed by the

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board of a school district in a position classified by the superintendent of public instruction as of July 1, 2001, as:

- (1) A class 22 coordinator;
- (2) A class 37 guidance counselor or school counselor;
- (3) A class 38 guidance counselor designate;
- (4) A class 40 instructional programmer;
- (5) A class 41 library media specialist;
- (6) A class 56 pupil personnel service provider;
- (7) A class 59 school psychologist;
- (8) A class 62 speech-language pathologist;
- (9) A class 68 supervisor;
- (10) A class 70 teacher or special education teacher; or
- (11) A class 72 tutor in training.

Page No. 3

30515.

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10/3/03  
Date

Proposed 3/25/03

(1295)

**Employee Compensation Details -- Web Page Dialog**

Dept/Unit/Center (DUC) \_\_\_\_\_

Compensation Report (End of School Year)

TEST, TEST M - 501999999      CO # 99      Dist # 999      Plant # 9999      FTE 1.00

Base Assign: Teacher      100      %

Class Assign: [Select Assignment]      0      %

Other Assign: [Select Assignment]      0      %

EMPLOYER PAID BENEFITS	
COMPENSATION - Category A Salary	0
FICA Tax (Social Security - Medicare)	0
Insurance, Retirement and Cash Payments in Lieu	0
Unemployment Insurance	0
Workers Compensation Insurance	0
Disability Insurance	0
Life Insurance	0
Health Insurance	0
Vision Insurance	0
Dental Insurance	0
Long Term Care Insurance	0
Other Insurance	0
COMPENSATION - Category B Salary	0
Allowances: Housing Allowance, Personal & Vacation Pay	0
Pay: Pay (Housing allowance, transportation exp, etc)	0
Pay: Pay (Sick Leave / Early Retirement Pay)	0
Pay: Pay (Other employer-provided fringe benefits)	0
Pay: Pay (Reimbursement (IRS Reportable))	0
Pay: Pay (Other) (Over Payment)	0
Pay: Pay (Other) (Unusual Pay)	0
Pay: Pay (Category B Salary, not listed above)	0
Total Salary	0
Total Benefits	0
<b>TOTAL COMPENSATION</b>	<b>0</b>

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Operator's Signature

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Date

3/26/03

Proposed Amendments to

ENGROSSED HOUSE BILL NO. 1295

Page 1, line 11, remove overstrike on "a." and insert immediately thereafter "Total number of contract days employed during fiscal year"

Page 1, line 12, remove overstrike on "b." and insert immediately thereafter "Normal year contract base salary"

Page 1, after line 13 insert:

- (1) 401(a)
- (2) 401(k)
- (3) 403(b)
- (4) 414(h)
- (5) 457

Page 1, line 14, remove overstrike on "e." and insert immediately thereafter "Extended year contract base salary"

Page 1, after line 15 insert:

- (1) 401(a)
- (2) 401(k)
- (3) 403(b)
- (4) 414(h)
- (5) 457

Page 1, line 16, remove overstrike on "d." and insert immediately thereafter "Extracurricular activities"

Page 1, after line 17 insert:

- (1) Advisor
- (2) Athletics
- (3) Music

Page 1, line 18, remove overstrike on "e." and insert immediately thereafter "In-staff subbing and workload adjustment"

Page 1, line 21, remove overstrike on "f." and insert immediately thereafter "In-service"

Page 1, after line 22 insert:

- (1) Workshops
- (2) Conference (not expense reimbursements)

Page 1, remove line 23 through 24 and insert immediately thereafter:

3/26/03

- "g. Signing and retention bonus
- h. Other bonus, grant, stipends, consortium work
- i. Miscellaneous compensation
  - (1) Chaperone
  - (2) After school programs
- j. Other category A salary, not listed above
- k. Perfect attendance, unused sick, personal and vacation days
- l. In lieu pay
  - (1) Housing allowance
  - (2) Transportation expenses
  - (3) All other in lieu payments
- m. Contract buyout
  - (1) Reduction in force
  - (2) Severance
  - (3) Early retirement pay
- n. Salary in lieu of previous employer-provided fringe benefits
- o. Training, technical, professional development reimbursement
- p. Tuition reimbursement, loan forgiveness payment
- q. Referee, bus driver, janitorial payments
- r. Other category B salary, not listed above
- s. Fica tax, social security and medicare
- t. Insurance
  - (1) Unemployment
  - (2) Workers compensation
  - (3) Disability
  - (4) Life
  - (5) Health
  - (6) Vision
  - (7) Dental
  - (8) Cancer
  - (9) Long term care
  - (10) Other insurance not listed above
- u. Dues or membership fees, paid by employer
  - (1) Direct payment

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Date

3/26/03

(2) Reimbursement

- v. Teacher fund for retirement contribution, paid by employer
- w. Other benefits not listed above

Page 2, remove lines 1 through 18

Page 2, line 19, replace "3." with "2."

Page 2, line 20, overstrike "Compile the information required by", remove "this section" and overstrike "in a manner"

Page 2, line 21, overstrike "that allows for accurate comparisons"

Page 2, line 25, remove "; and"

Page 2, line 25, overstrike "b."

La Costa Rickford  
Operator's Signature

10/3/03  
Date

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3/26/03

1 30515.0200 **FIRST ENGROSSMENT**

2 Fifty-eighth

3 Legislative Assembly **ENGROSSED HOUSE BILL NO. 1295**  
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5 Introduced by

6 Representatives Hawken, Delmore, Haas, N. Johnson  
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8 A BILL for an Act to amend and reenact section 15.1-02-13 of the North Dakota Century Code,  
9 relating to school district employee compensation reports.

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15 shall provide ~~the following information~~ to the superintendent of public instruction,  
16 with respect to each teacher and class of teachers and with respect to each  
17 administrator and class of administrators, the total amount paid or provided as:

18 a. Total number of contract days employed during fiscal year.

19 b. Normal year contract base salary.

20 (1) 401(a)

21 (2) 401(k)

22 (3) 403(b)

23 (4) 414(h)

24 (5) 457

25 c. Extended year contract base salary.

26 (1) 401(a)

27 (2) 401(k)

28 (3) 403(b)

29 (4) 414(h)

30 (5) 457

31 d. Extracurricular activities

32 (1) Advisor

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10/3/03  
Date



3/26/03

- 1 (2) Athletics
- 2 (3) Music
- 3 e. In-staff subbing and workload adjustment
- 4 f. In-service
- 5 (1) Workshops
- 6 (2) Conference (not expense reimbursements)
- 7 g. Signing and retention bonus
- 8 h. Other bonus, grant, stipends, consortium work
- 9 i. Miscellaneous compensation
- 10 (1) Chaperone
- 11 (2) After school programs
- 12 j. Other category A salary, not listed above
- 13 k. Perfect attendance, unused sick, personal and vacation days
- 14 l. In lieu pay
- 15 (1) Housing allowance
- 16 (2) Transportation expenses
- 17 (3) All other in lieu payments
- 18 m. Contract buyout
- 19 (1) Reduction in force
- 20 (2) Severance
- 21 (3) Early retirement pay
- 22 n. Salary in lieu of previous employer-provided fringe benefits
- 23 o. Training, technical, professional development reimbursement
- 24 p. Tuition reimbursement, loan forgiveness payment
- 25 q. Referee, bus driver, janitorial payments
- 26 r. Other category B salary, not listed above
- 27 s. Fica tax, social security and medicare
- 28 t. Insurance
- 29 (1) Unemployment
- 30 (2) Workers compensation
- 31 (3) Disability
- 32 (4) Life
- 33 (5) Health
- 34 (6) Vision

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- (7) Dental
- (8) Cancer
- (9) Long term care
- (10) Other insurance not listed above

u. Dues or membership fees, paid by employer

- (1) Direct payment
- (2) Reimbursement

v. Teacher fund for retirement contribution, paid by employer

w. Other benefits not listed above

2. The superintendent of public instruction shall:

a. ~~Compile the information required by subsection 1 in a manner that allows for accurate comparisons based on:~~

- ~~(1) Full-time versus part-time personnel;~~
- ~~(2) A normal schoolday versus an extended schoolday; and~~
- ~~(3) A regular school calendar of approximately one hundred eighty days versus an extended school year;~~

b. Forward a copy of the compiled information to the governor and the chairman of the legislative council.

~~3. 4. The superintendent of public instruction may not expand the reporting requirements provided in this section.~~

5. If any school district fails without good cause to provide the information required by this section on or before September tenth and in the manner directed by the superintendent of public instruction, the superintendent shall withhold all state aid until the information is received.

4: 6. For purposes of this section:

a. "Administrator" ~~means~~ includes an individual who is employed by a school district in an administrative position and ~~includes a~~ who is classified by the superintendent of public instruction as:

- (1) A class 67 school district superintendent, ~~an;~~
- (2) A class 66 assistant or associate superintendent, ~~a;~~
- (3) A class 53 principal, ~~an;~~
- (4) A class 05 assistant principal, ~~a;~~
- (5) A class 29 director, including a special education director, and a vocational education director, ~~and any;~~

La Costa Rickford  
Operator's Signature

10/2/03  
Date



"Mark Lemer"  
 <LEMER@west-fargo.k  
 12.nd.us>

To: <galee@state.nd.us>, <khawken@state.nd.us>,  
 <tflakoll@state.nd.us>

cc:

Subject: More Info on Teacher Compensation Reporting (HB 1295)

04/11/2003 07:40 AM

Representative Hawken, Senator Flakoll, and Senator Lee:  
 I have a few more thoughts that relate to the current version of HB  
 1295.

The language that was added to the "Normal Year Contract Base Salary"  
 and "Extended Year Contract Base Salary" will result in artificially  
 inflated amounts being reported due to the inclusion of amounts  
 previously reported as benefits being included in base salary.

For example, since 414(h) plans like Teachers' Retirement are now  
 listed as base salary, districts that pay both sides of TFFR would get  
 to claim the district amount as salary and as a benefit (reporting it  
 twice).

The same is true for districts that make a contribution to a 403(b)  
 plan would get to claim that amount as salary and as a benefit. (We  
 currently make a contribution like this for administrators and are  
 considering doing the same for teachers and support staff).

For teachers who are retiring and getting an early retirement incentive  
 under a 401(a) plan, this amount would also be allowable as a part of  
 salary. This year, our early retirement payment will total \$232,715 for  
 7 teachers. The amounts will range from \$24,258 to \$41,400. A  
 considerable amount to be included in a teacher's salary.

Here's an example of what would be reportable for one of these retiring  
 teachers (this is an actual teacher from our district):

Contract Salary:		\$51,751
Early Retirement - under 401(a):	41,400	
TFFR paid by district - 7.75%	4,010	
Total		97,161

This is obviously going to result in a reported salary that is far  
 greater than the contract that we issued to the teacher in the amount of  
 \$51,751.

While most teachers would not qualify for the 401(a) plan except for  
 their final year, all of our teachers would qualify for the 414(h) TFFR  
 amount plus any matching plan that the district would develop under a  
 403(b) plan.

There was no question about what to report as "Contract Salary" before.

It was very simply the amount that was included on the teachers  
 contract as salary. Why are we trying to include all of these other  
 types of payments as salary, which will just confuse the issue for  
 everyone. I would not want our public to think that a teachers "salary"  
 was \$97,161. We would have a public relations nightmare.

If you want to collect the 30+ data elements that came across from the  
 Senate, I can live with that (I would prefer that there were fewer,  
 however). This other extraneous language is just going to confuse and  
 complicate the reporting.

Feel free to contact me with any questions.

Thanks much.

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