



CENTER FOR DISTANCE EDUCATION WORKFORCE

The North Dakota Center for Distance Education (CDE), under the Department of Career and Technical Education, offers year-round, asynchronous and online education to North Dakota students in grades K-12 and awards diplomas. Its mission is to ensure that North Dakota students, regardless of location, have access to educational opportunities. Many of the courses delivered by CDE afford opportunities that would not otherwise be available to many students due to the size of their local school districts, teacher shortages, or students' own scheduling challenges.


WHAT HAPPENS IF WE CAN'T DO OUR JOB...



If CDE loses teachers, it may limit the types of courses offered to North Dakota students or place caps on enrollments, limiting how many students can benefit from the educational services provided by CDE.



If CDE loses technology support staff, our teachers and students will lose the vital troubleshooting support needed to deliver and take courses online and/or be unable to leverage the technology tools in our learning management system to their total capacity.



If CDE loses administrative staff, the overall continuity of operations is substantially disrupted, impacting the quality of its services due to a lapse in oversight of critical areas.

CURRENT AGENCY TEAM MEMBER STATS

28

full-time team members

.5

number of vacancies

\$65k

average annual salary

45

average age

10

average years of service

3

retirement-eligible

HOW WE COMPARE TO **CURRENT** NATIONAL AVERAGES

STAFFING

Nt'l Public School Student-to-Staff Ratio

7.6:1

MN, MT, & SD Average Student-to-Staff Ratio

7:1

CDE Student-to-Staff Ratio

58:1

SALARY

Nt'l Teacher Average

\$65,090

MN, MT, SD Teacher Average

\$53,985

CDE All Staff Average

\$65,724*

* CDE average is of all staff salaries, including administration. Nt'l and regional averages comprise only teacher salaries.

OTHER

Nt'l Hourly Pay for Education Sector

\$32.24

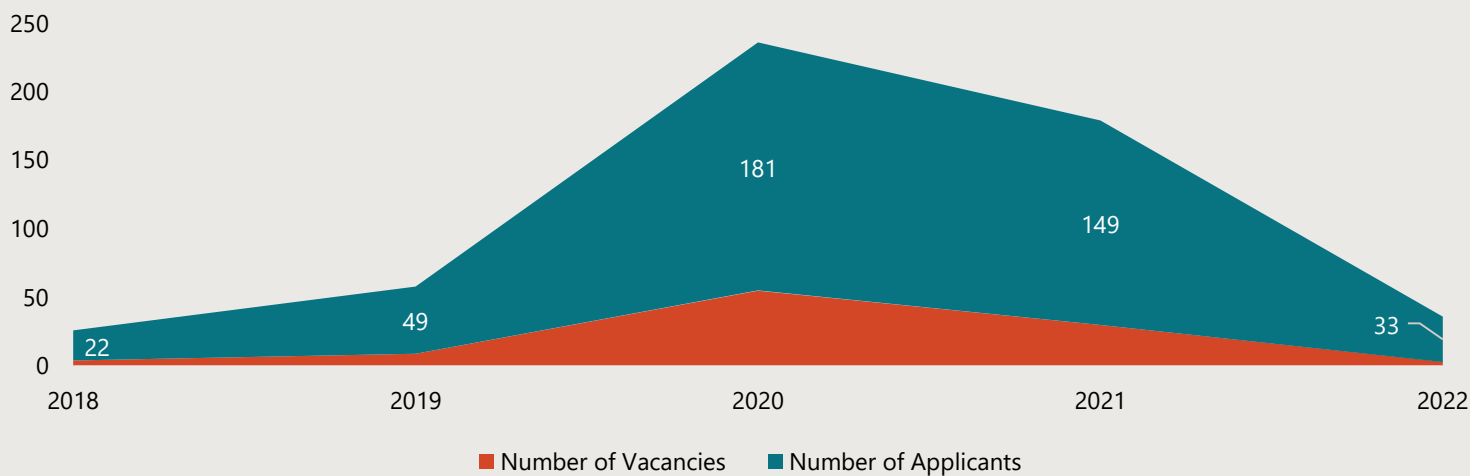
CDE Average Adjunct Hourly Pay

\$25.77

NORTH DAKOTA CENTER FOR DISTANCE EDUCATION

POSITION APPLICANTS – LAST 5 YEARS

CDE Applicant Pool Trends



COST OF TURNOVER

\$34K

per team member

Figured with 51% of annual salary.

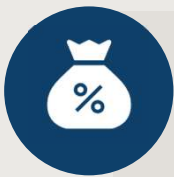
Based on a 60-day training period with three weeks of time invested by human resources, two weeks by administration, and at least one week by technical support. This amount also includes the cost of equipment and supplies.

WORKFORCE COMPETITION



Competition

NDCDE is in direct competition with local school districts, which in turn, are in competition with the general business industry for teachers. Teacher shortages have dominated headlines for several years.



LEA v. CDE Salary

NDCDE's average teacher wage is \$58,900 compared to the statewide average of \$56,000. Our education administrators average \$75,672 and work year-round. LEA administrators average \$112,735.



LEA V. CDE WORKDAYS

According to DPI salary data, teachers in local districts average 187 workdays per year and receive pay for extended contracts and additional duties. NDCDE teachers work year-round and do not receive additional compensation for duties beyond their regular teaching loads.

INDUSTRY OUTLOOK: According to the Bureau of Labor Statistics *Occupational Outlook Handbook*, the number of high school teaching jobs is projected to grow 5% between 2021-31, with 77,900 openings projected per year. The number of elementary positions is projected to grow 4% during this same period, with an estimated 120,300 openings per year. Most of these openings will be due to teachers transitioning into positions outside the educational sector due to working conditions and higher pay in other industries.