



# bulletin



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## Common Core State Standards

On June 2, 2010, the National Governors Association and the Council of Chief State School Officers released the Common Core Standards in English Language Arts (ELA) and mathematics. Since 2010, 47 states (including North Dakota) and the District of Columbia have fully adopted the Common Core State Standards (CCSS) for ELA and math. Common Core State Standards are a new set of K-12 education benchmarks designed to better prepare students for college and careers after high school. They describe the knowledge and skills students will need when they graduate--whether they choose college or career.

Common standards help ensure that students are receiving a high quality education consistently, from school to school and state to state, and provide a greater opportunity to share experiences and best practices within and across states to improve ability to serve needs of students. Previously, each state had its own set of academic standards. As a result, what students were expected to learn varied widely from state to state and there was a great deal of inconsistency and broad learning gaps occurring among students in our mobile and transient nation.

The CCSS provide a clear set of shared goals and expectations across the nation for what knowledge and skills our students need to succeed. Standards do not tell teachers how to teach; rather, they help teachers determine the knowledge and skills their students should have when the coursework is complete. Standards also help students and parents set clear and realistic goals for success. Local teachers, principals, superintendents, and others will decide how standards are met. Teachers will continue to devise lesson plans and tailor instruction to individual needs of students in their classrooms. Local teachers, principals, superintendents, and school boards will continue to make decisions about curriculum and how their school systems operate.

CCSS have been built from the best and highest state standards in the country. They are evidence-based, aligned with college and work expectations, include rigorous content and skills, and are influenced by other top performing countries. They were developed in consultation with teachers and parents from across the country to be realistic and practical for the classroom.

With implementation of new

standards, states are also required to adopt new assessment benchmarks to measure student achievement. Formal assessment of these new standards is expected to begin during the 2014-15 school year, which means instruction on new standards should already have begun in most classrooms across the nation. Like adoption of CCSS, states will have responsibility to develop a common assessment system based on the CCSS. New assessment models have yet to be determined, but the final decision for that will be made by individual state education agencies. Some states plan to work together to create a common, universal assessment system based on the CCSS. Other states are choosing to work independently or through two consortiums, Partnership for Assessment of Readiness for College and Careers (PARCC) and Smarter Balance, to develop the assessment. North Dakota has not yet made a decision which assessment model to use.

If not already occurring, school districts should be preparing teachers with professional development for classroom instruction geared toward CCSS during the 2013-14 school year to prepare students for the new common standards and assessment.

### NDSBA Attorney Now Full-Time: Increased Legal Services

NDSBA Attorney Annette Bendish began working full-time for NDSBA on December 3 in order to offer more comprehensive legal services to our members. The NDSBA Legal Services Program is an integral part of membership in NDSBA. No separate fee is charged to member school districts for this service. NDSBA members are welcome to contact Legal Counsel Annette Bendish to

obtain information regarding general requirements of laws and regulations. Topics include personnel matters, open meetings and open records, student discipline, conflict of interest, negotiations, bid requirements, and parliamentary procedure. She can be reached at the NDSBA office at 1-800-932-8791 or [annette.bendish@ndsba.org](mailto:annette.bendish@ndsba.org) during normal business hours.

# Governor Dalrymple Outlines Executive Budget

Governor Jack Dalrymple outlined his executive budget for state legislators who were convened at the Capitol for organizational meetings on December 5. Dalrymple unveiled a \$12.8 billion budget for the 2013-15 biennium with \$549 million of that dedicated to K-12 school funding.

In his remarks, Dalrymple said, "The state's solid fiscal footing and projected surpluses give North Dakota an unprecedented opportunity to invest in itself." He continued, "We've worked hard for our prosperity and now it's time to put our prosperity to work for us."

The Governor's budget proposes K-12 state school aid funding increases of \$73.6 million in per student payments and \$53.5 million for the cost of projected student enrollment growth. Also included is \$27.7 million necessary to continue payment levels and formula changes enacted by the 2011 legislature, \$17 million for rapid enrollment grants for school districts experiencing rapid growth, and \$5 million in additional transportation funds. In the last biennium, property taxes were reduced by \$342 million through a reduction of about 75 mills

in school district levies. For the 2013-15 biennium the Governor recommends providing additional tax relief of \$372 million to residents by lowering property taxes in an average school district by an additional 60 mills. Governor Dalrymple is proposing total property tax relief for the biennium be made a permanent part of the school funding formula.

The budget also includes funding for other recommendations proposed by the Department of Public Instruction (DPI) such as \$500,000 to support the rollout of the Common Core Standards instruction and \$400,000 for the new principal and teacher evaluation process. Gearing Up for Kindergarten received an additional \$190,000, North Central Council of School Televisions received an additional \$50,000 and NDSBA's Atlantik-Brucke Program was funded again at \$105,000.

Dalrymple concluded, "I believe we have produced a budget for the people of North Dakota that is appropriate for a very special time in our state's history. Our strategy for tax relief—funding our priorities with an emphasis on infrastructure and setting aside adequate reserves—has put us in a great position to manage the growth of our state for years to come."

The executive budget is considered a recommendation to the legislature. Even though the Governor and majority of both chambers are Republican, there are divergent views on spending levels and funding priorities. As always, final budget details will be worked out during the Session.



Gov. Dalrymple

## 2013 NEGOTIATIONS SEMINAR

The annual NDSBA Negotiations Seminar will be held on February 8-9, 2013, at the Ramkota Hotel. Early bird sessions on Thursday, February 7, will address nonrenewal of teachers and superintendent selection and evaluation.

Presenters include Ron Wilson, North American Association of Educational Negotiators; Ken Babcock, Lincoln School District Business Manager, Lincoln, Nebraska; Fay Kopp, TFFR; Mark Lemer, West Fargo School District Business Manager; Steve Hall, Kindred superintendent; Dean Rummel, Fact Finding Commission; NDSBA Legal Counsel Annette Bendish; and NDSBA Director of Policy Services Alyssa Martin.

Tentative schedule is as follows:

### THURSDAY, FEBRUARY 7 TEACHER NONRENEWAL 2:00-4:00 p.m.

- Evaluation of licensed personnel
- Nonrenewal procedures
- Performance nonrenewals
- First-year teacher nonrenewals
- RIF nonrenewals
- Resignation and contract breach

### SUPERINTENDENT SELECTION AND EVALUATION 7:00-8:30 p.m.

- Superintendent search – finding the right person for the job
- Interviewing, writing job descriptions, hiring
- Issuing contracts
- Evaluation process
- Drafting improvement plans
- Nonrenewal

### FRIDAY, FEBRUARY 8 NEGOTIATIONS SEMINAR

8:30 a.m.-4:45 p.m. (lunch included)

- Mistakes in Bargaining
- Nuts and Bolts of Negotiations
- Erosion of Board Authority
- Strategy
- Health Care Issues
- "Compensation" and the 70 Percent Rule
- Teachers' Fund for Retirement (TFFR)
- Costing the Package

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## bulletin

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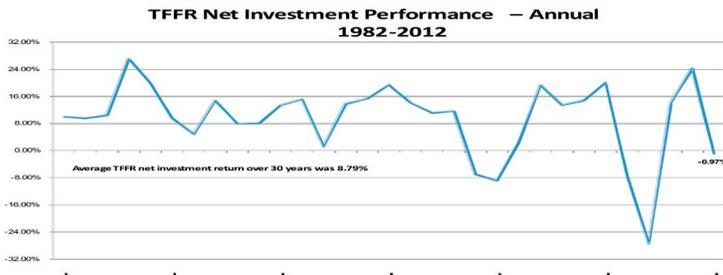
# NDTFFR Funding Recovery – 2012 Update

By: Fay Kopp, NDRIO Interim Executive Director - NDTFFR  
Chief Retirement Officer

The stock market saw its largest collapse since the Great Depression in 2008-09. Like other investors, the TFFR pension plan experienced significant investment losses which reduced the assets available to pay benefits in the future.

Pension funding is a long-term project. The chart below shows TFFR's annual investment performance over the last 30 years. TFFR has a sound investment program, with well diversified assets, a professionally managed portfolio, and a long-term investment strategy. However, the last decade has been a very challenging period in the financial markets. TFFR's average net investment return was about 6% over the last 10 years, 7% over the last 20 years, and nearly 9% over the last 30 years.

TFFR's long-term investment return assumption is 8%. Last year's return of 24% was a better-than-average return, and this year's 1% is unfortunately a worse-than-average return, but it is the investment performance over the long term that affects TFFR's financial fitness. As noted, TFFR has a long-time horizon and has exceeded the 8% return assumption over the past 30 years. While no one knows what the investment markets will hold for the future, we do expect it to be challenging and volatile in the short term.



## Funding Recovery Plan Approved in 2011

The TFFR funding recovery plan (HB1134), which was approved by the 2011 Legislature, includes a combination of incremental increases to teacher and school district retirement contribution rates, as well as benefit modifications for some current and all future employees as summarized below. It will take shared sacrifice and plenty of patience as the provisions of the funding recovery plan go into effect. These changes are expected to gradually improve TFFR's funding status and long-term financial sustainability.

### Contribution Rate Increases

RATES	Employer	Member	Total	Increase
7/1/10	8.75%	7.75%	16.5%	--
7/1/12	10.75%	9.75%	20.5%	+4%
7/1/14	12.75%	11.75%	24.5%	+4%

Note: Increased contribution rates will be in effect until TFFR reaches 90% funded ratio; then rates will be reduced to 7.75% for members and 7.75% for employers. Member contributions are also required on re-employed retirees.

## Benefit Changes

- Raise retirement eligibility age for unreduced benefits for non-grandfathered employees. Grandfathered Tier 1 employees within 10 years of retirement will retain current retirement eligibility provisions (Rule of 85). Non-grandfathered Tier 1, Tier 2, and future employees will have to work or defer until age 60 with Rule of 90 or age 65 to be eligible for unreduced benefits.
- Increase reduction factor for early reduced benefits from 6% to 8% for non-grandfathered employees.
- Tighten disability retirement eligibility and benefit calculation.

2011 legislation marked a joint effort by the TFFR Board, member and employer stakeholder groups, and the legislature to address long-term sustainability of the TFFR trust fund. These actions are expected to get TFFR back on track to being adequately funded. This is important because:

- A financially strong TFFR plan with competitive benefits is an important tool used by North Dakota school districts to attract and retain quality educators.
- TFFR provides lifetime financial security to over 7,000 retired educators and over 10,000 more future retirees.
- Pension benefits received by retirees are spent in the state and local community and, consequently, provide economic impact.

The TFFR Board does not plan to submit any 2013 legislative changes that would impact benefits or contributions since long-term funding improvement legislation was approved in 2011.

For more information, please visit TFFR's website for newsletters, presentations, and legislative information at [www.nd.gov/rio](http://www.nd.gov/rio). As always, feel free to call or email me to discuss your questions or concerns (1-800-952-2970) or [fkopp@nd.gov](mailto:fkopp@nd.gov).

## ■ 2013 NEGOTIATIONS SEMINAR *Continued from page 2*

**SATURDAY, FEBRUARY 9**

NEGOTIATIONS SEMINAR (cont'd)

8:30-noon

- Negotiations Components
- Drafting Leave Language
- Impasse Flow Chart
- Preparation for Impasse
- Fact Finding Commission
- Legislative Issues

Registration forms will be mailed to superintendents and business managers. Registration information is also available on the NDSBA website ([www.ndsba.org](http://www.ndsba.org)).

Call the Ramkota Hotel to make your sleeping room reservations (701-258-7700). Registration deadline for the lower preregistration fee is **Monday, January 28**.

# Time of Transition for the North Dakota Department of Public Instruction

After serving 28 years as state superintendent, the nation's longest serving Chief State School Officer, Dr. Wayne G. Sanstead decided earlier this year not to run for reelection. The North Dakota Department of Public Instruction hosted a retirement party on December 4, 2012, to honor his 46 years of legislative and executive branch leadership as an elected official.

North Dakota voters elected Kirsten Baesler the new state superintendent in November's general election. She will assume her responsibilities on January 1, 2013.



*Sanstead*



*Baesler*

Congratulations to Kirsten and best wishes to Dr. Sanstead and his wife Mary Jane upon retirement from public service.



## superintendent vacancies

### **Oakes School District**

Contact: Jon Martinson  
(701)255-4127

e-mail: [Jon.Martinson@ndsba.org](mailto:Jon.Martinson@ndsba.org)

Deadline: February 15, 2013

Position begins: July 1, 2013

### **Sawyer School District**

Contact: Patti Syverson, Business  
Manager 701-624-5167

e-mail: [patti.j.syverson@sendit.nodak.edu](mailto:patti.j.syverson@sendit.nodak.edu)

Positions: Superintendent  
Elementary Principal  
High School Principal

Deadline: Open

Positions begin: Immediately

Would consider hiring all position on an interim basis.

Season's  
Greetings



Alyssa, Annette, Jon,  
Julie, Kirsten and Linnae

## Book Rooms for 2014 NDSBA Convention

NDSBA's 2014 Annual Convention will begin October 23 with the Law Seminar and New Member Seminar. Regular convention activities will be October 24-25.

The Ramkota will begin taking room reservations for the 2014 Annual Convention on **January 1, 2013**. Call the Ramkota at (701)258-7700 for room reservations. Secure your rooms early!