

2020-2021 Minnesota Substitute Compensation Report

Source survey: “**2020-2021 Minnesota School Substitute Compensation Survey**”

Dates of data collection: **6/10/20 – 6/30/20**

of participating districts: **144**

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The 2020-2021 Minnesota Substitute Compensation Report shows wage information for daily substitute teachers and paraprofessionals in public schools from across Minnesota. Practices related to long-term assignment as well as use of staffing agencies is included. All data are based on responses provided in a survey to school administrators. The final pages of this report show more detailed information about the responding districts, including the count of responses from each region in the state.

Notes from the author:

This annual report is provided to Minnesota school administrators to raise awareness of how substitute educators are paid and around the state. The information provided here is as-is and without guarantee of accuracy. This report shows aggregate data as submitted by respondents. In a few cases where a reported value was far outside of the norm, I did additional research to correct or omit the response.

The term “district” is used throughout this report for simplicity. It to refer to the organization identified by the respondents. Among the respondents are independent districts, intermediate districts, charter schools, and service cooperatives.

Additional remarks:

This annual report is shorter than that from prior years owing to the uncertainty regarding school operations entering the 2020-2021 school year. Out of respect for administrators’ time, the set of questions was kept to a minimum.

An addendum to this version will be produced based on a second data collection period in September 2020. This second period is intended to capture changes in policy resulting from start-of-year planning.

If you want to review individual district data or a comparative peer-group report, request a copy by emailing me: chris@mnaspa.org.

Chris Hoehn
Coordinator
Minnesota Association of School Personnel Administrators
July 8, 2020

Release History

7/8/2020	Initial release
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Contents

Substitute Teaching	3
Daily Substitute Teaching Observations	3
Substitute Paraprofessionals	5
Daily Substitute Paraprofessional Observations.....	5
Daily Substitute Teacher Pay Rates.....	6
Substitute Paraprofessional Pay Rates	7
Daily Substitute Paraprofessional Pay, Visual Charts	9
Daily Substitute Paraprofessional Pay Rates by Region.....	10
About the Survey	19

Tables

Table 1: Full-day for daily substitute teacher assignments, by region, size, and employment relationship.....	6
Table 2: Daily paraprofessional substitute pay rates by assignment type, and by region and size	7

Charts/Figures

Figure 1: Number of consecutive days at which a single assignment can be converted to long-term	3
Figure 2: Employment method of daily teaching substitutes by region.....	4
Figure 3: Employment method of daily teaching substitutes by size	4
Figure 4: Employment method of daily paraprofessional substitutes by region	5
Figure 5: Employment method of daily paraprofessional substitutes by size.....	5
Figure 6: Hourly pay range for daily substitute paraprofessionals, by type, statewide	9
Figure 7: Hourly pay ranges for para subs, Region 1 - Southeast	10
Figure 8: Hourly pay ranges for para subs, Region 2 - South central.....	11
Figure 9: Hourly pay ranges for para subs, Region 3 – Southwest	12
Figure 10: Hourly pay ranges for para subs, Region 4 - Lakes Country	13
Figure 11: Hourly pay ranges for para subs, Region 5 - Central Lakes.....	14
Figure 12: Hourly pay ranges for para subs, Region 6 - North Central	15
Figure 13: Hourly pay ranges for para subs, Region 7 - Arrowhead	16
Figure 14: Hourly pay ranges for para subs, Region 8 - Northwest	17
Figure 15: Hourly pay ranges for para subs, Region 9 - Metro	18

Substitute Teaching

Daily Substitute Teaching Observations

1. Daily substitute teacher pay rates.

The statewide average substitute teacher pay for a full day is \$123.87. 75% of reporting districts pay more than \$117 per day. 25% pay more than \$129 per day.

For a detailed breakdown by region and district size, see the section “Daily Substitute Teacher Pay Rates”.

2. Long-Term substitute assignment definition.

In nearly half (48%) of districts, a daily sub in a single assignment for 30 or more consecutive days can “convert” to a long-term assignment. The median number of days is 20. Of those districts with a policy to convert to a long-term assignment in 10 or fewer consecutive days, 75% (18 of 24) trigger the change at 10 days.

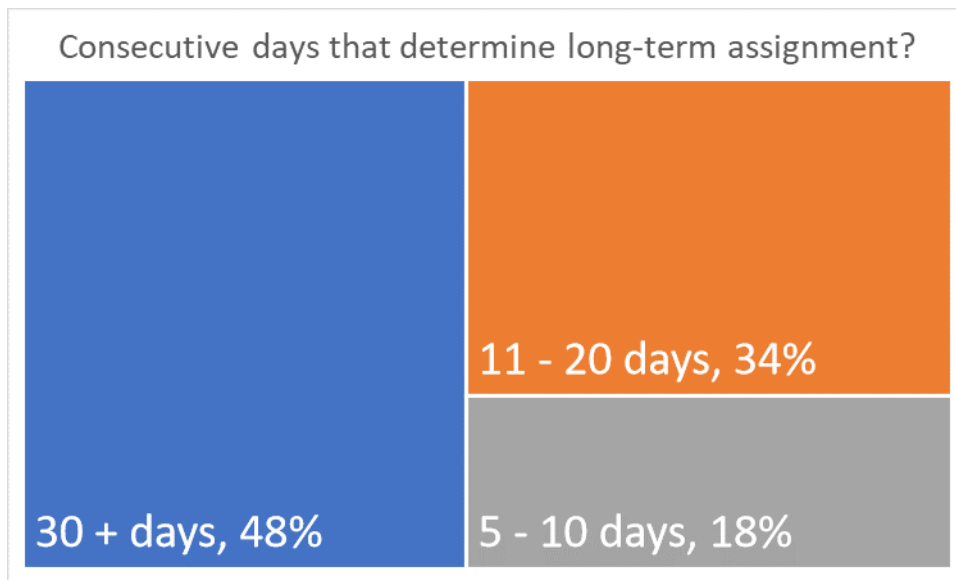


Figure 1: Number of consecutive days at which a single assignment can be converted to long-term

3. How do you employ daily substitutes for teaching positions?

- a. Directly employing daily teaching substitutes within the district remains the most prevalent practice across all variations of district size and geographic region. Statewide, 72% of districts directly employ their daily teaching subs. The balance of districts use the agency Teachers On Call to staff daily teaching substitutes.
- b. Daily teaching sub pay rates are about the same among agency and non-agency districts. Results from the 19-20 report showed a disparity between agency and non-agency districts in the lowest-paying quartile. In 20-21 this disparity is corrected by a 5.5% increase in the 1st quartile pay rate among districts that directly employ subs (n=100, increase from \$110.75 to \$116.85). That is, 75% of responding districts pay at least \$116.85 per day in 20-21; in 19-20, the 1st quartile rate was \$110.75 per day.
- c. Districts of all size and in most regions of the state contract with Teachers On Call for daily teaching substitutes.

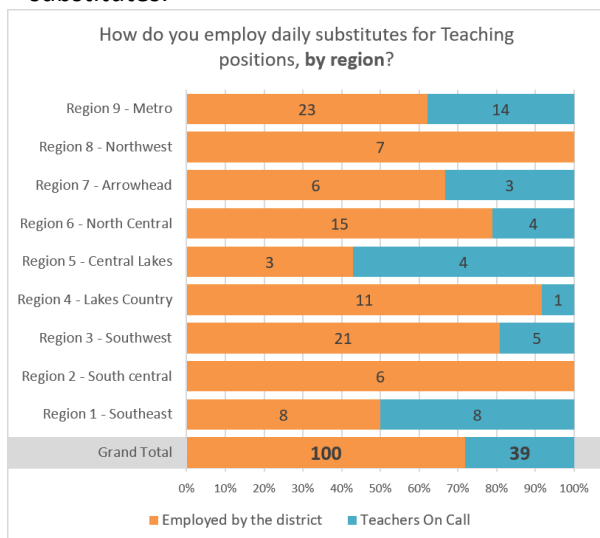


Figure 2: Employment method of daily teaching substitutes by region

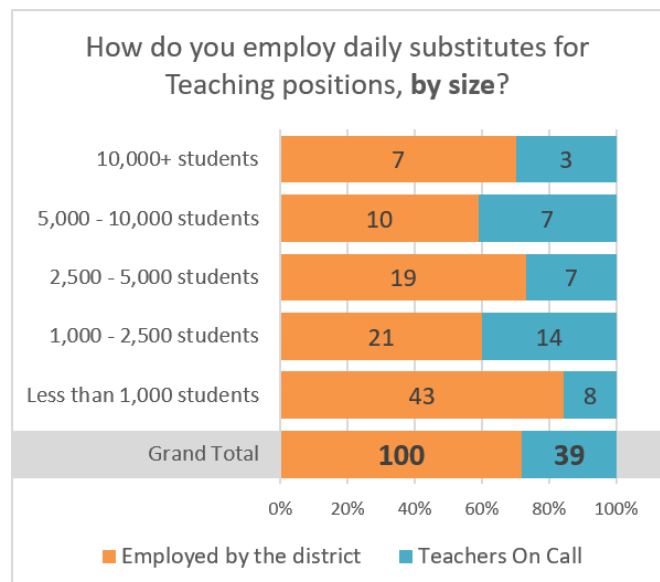


Figure 3: Employment method of daily teaching substitutes by size

Substitute Paraprofessionals

Daily Substitute Paraprofessional Observations

4. Daily substitute paraprofessional pay rates.

The statewide average starting pay for *general education* para subs is \$13.31/hr; average top pay is \$14.27/hr. For *special education* para subs, the statewide average starting pay is \$13.47/hr, and average top pay is \$14.46/hr. For *health/LPN* subs, the statewide average starting pay is \$15.44/hr, and average top pay is \$16.19/hr.

See the section, “Substitute Paraprofessional Pay Rates” for detailed pay ranges and breakdown by para type (general ed, special ed, transportation, health/LPN), district region and size.

5. How do you employ daily paraprofessional substitutes?

- a. Districts of all size and in most regions of the state contract with the agency Teachers On Call for daily paraprofessional subs. As with substitute teachers, most districts directly employ their substitute paraprofessionals.
- b. Paraprofessional sub pay rates are about the same among agency and non-agency districts.
- c. Districts of all size and in most regions of the state contract with Teachers On Call for para subs.

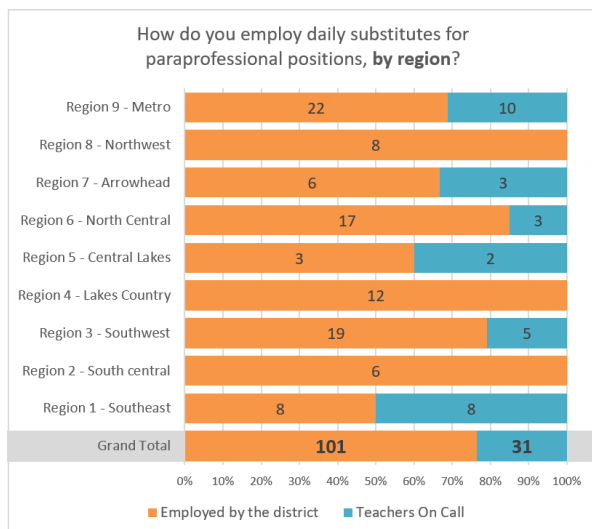


Figure 4: Employment method of daily paraprofessional substitutes by region

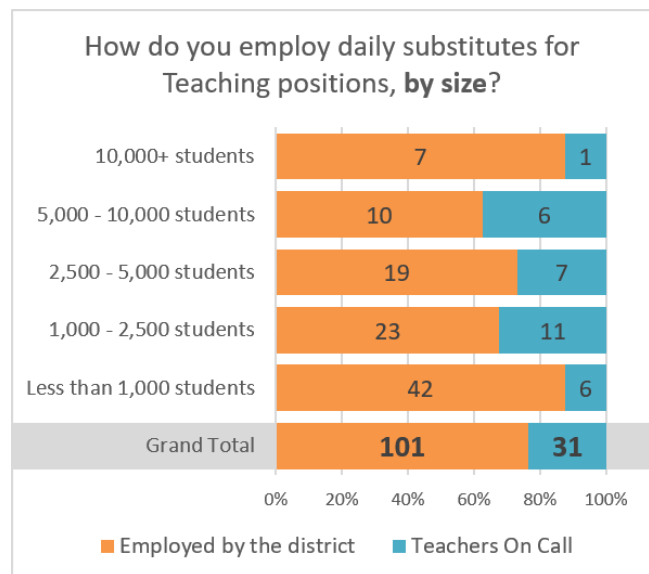


Figure 5: Employment method of daily paraprofessional substitutes by size

Daily Substitute Teacher Pay Rates

Table 1: Daily substitute teacher assignments, by region, size, and employment relationship. Left-hand side is 2020-2021 survey responses, right-hand side is 2019-2020 survey responses

Grouping	2020-2021 Daily Teaching Substitute, Full-Day rate							2019-2020 Daily Teaching Substitute, Full-Day rate						
	n	Min	Mean	Max	1 st Quartile	Median	3 rd Quartile	n	Min	Mean	Max	1 st Quartile	Median	3 rd Quartile
Statewide	144	100.00	123.87	191.85	116.75	121.28	129.02	148	90.00	122.31	165.00	114.25	120.00	130.00
Region 1 - Southeast	16	100.00	118.40	140.00	110.00	115.00	130.00	20	90.00	113.10	140.00	110.00	110.00	120.00
Region 2 - South central	7	115.00	127.14	135.00	125.00	130.00	130.00	10	110.00	122.33	130.00	120.84	125.00	125.00
Region 3 - Southwest	26	105.00	124.68	150.00	118.00	120.00	130.00	22	110.00	124.77	150.00	120.00	120.00	128.75
Region 4 - Lakes Country	13	100.00	112.38	126.00	105.00	110.00	118.00	8	105.00	112.63	125.00	110.00	110.00	113.75
Region 5 - Central Lakes	7	110.00	115.00	125.00	110.00	110.00	120.00	8	110.00	115.75	125.00	110.00	113.00	121.25
Region 6 - North Central	20	115.00	124.09	140.00	118.75	125.00	130.00	20	110.00	122.23	135.00	115.00	120.00	129.68
Region 7 - Arrowhead	10	105.00	113.50	125.00	106.25	112.50	120.00	13	100.00	111.15	125.00	105.00	110.00	120.00
Region 8 - Northwest	8	110.00	123.63	135.00	114.00	120.00	130.00	7	110.00	129.29	160.00	117.50	125.00	137.50
Region 9 - Metro	37	120.00	133.51	191.85	125.00	130.00	135.00	40	115.00	131.24	165.00	125.00	130.00	135.00
Less than 1,000 students	54	100.00	121.24	191.85	110.00	120.00	125.00	49	100.00	119.49	150.00	110.00	120.00	125.00
1,000 - 2,500 students	36	100.00	120.66	140.00	110.00	120.00	130.00	39	90.00	119.49	160.00	110.50	120.00	125.00
2,500 - 5,000 students	27	105.00	125.67	135.00	120.00	127.50	130.81	25	105.00	122.10	135.00	115.00	125.00	130.00
5,000 - 10,000 students	17	112.00	128.82	143.00	125.00	130.00	133.75	23	112.00	126.04	165.00	120.00	125.00	130.00
10,000+ students	10	130.00	136.00	145.00	132.50	135.00	137.50	12	130.00	136.26	160.00	130.00	135.00	136.25
Employed by the district	100	100.00	123.31	150.00	116.85	121.40	128.93	100	90.00	121.41	160.00	110.75	120.00	130.00
Teachers On Call	39	100.00	126.16	191.85	116.89	121.22	129.69	45	100.00	124.28	165.00	115.00	125.00	130.00

Column “n” is the number of values provided for that grouping. N-tile ranges are the n-tile minimum rate and n-tile maximum rate for the given grouping. Mean shows the average for the given grouping. Note: the districts represented in any grouping (n) differs between 19-20 and 20-21.

Examples:

- The average, statewide, full-day rate for a daily substitute teacher in 2020-2021 is \$123.8731, given the 144 responding districts.
- In the group of 17 districts having 5,000 – 10,000 students that responded in 2020-2021, the median full-day rate is \$130.
- In Region 1 – Southeast, the range of full-day rates for 2020-2021 is \$100 to \$140 among the 16 responding districts. In that region, the full-day rate in 75% of the responding districts is \$130 or less.

Substitute Paraprofessional Pay Rates

Table 2: Daily substitute paraprofessional pay rates by assignment type, and by region and size

Grouping	Type	n	Starting Rate (\$/hr)			Top Rate (\$/hr)			Quartile Ranges, Starting to Top Rate		
			Min	Mean	Max	Min	Mean	Max	1 st Quartile	Median	3 rd Quartile
Statewide	General Ed Para	130	10.00	13.31	18.75	10.00	14.27	23.42	12.25 - 12.62	13.15 - 13.50	14.32 - 15.71
Statewide	Health Para	111	10.00	15.45	30.00	10.00	16.34	30.34	12.50 - 13.00	14.50 - 15.15	17.03 - 18.74
Statewide	Special Ed Para	134	10.20	13.47	18.75	10.45	14.46	23.42	12.25 - 12.62	13.35 - 13.80	14.65 - 15.98
Statewide	Transportation Para	110	10.00	13.67	21.50	10.00	14.52	22.72	12.49 - 12.73	13.49 - 14.00	14.80 - 16.00
Region 9 - Metro	General Ed Para	33	11.00	14.23	18.75	11.00	15.38	23.42	13.25 - 13.35	14.00 - 14.75	14.85 - 16.50
Region 9 - Metro	Health Para	29	11.75	17.91	25.91	11.75	19.30	30.34	15.00 - 16.00	17.68 - 19.21	20.65 - 22.00
Region 9 - Metro	Special Ed Para	33	12.00	14.69	18.75	12.00	16.05	23.42	13.50 - 14.00	14.00 - 15.26	15.63 - 17.03
Region 9 - Metro	Transportation Para	26	11.00	14.35	18.57	11.00	15.52	20.94	13.44 - 13.62	14.00 - 14.80	15.05 - 16.86
Region 8 - Northwest	General Ed Para	7	11.50	13.44	15.07	12.50	13.80	15.07	12.50 - 12.88	13.25 - 14.00	14.64 - 14.64
Region 8 - Northwest	Health Para	5	11.50	16.41	30.00	12.50	16.61	30.00	12.50 - 12.50	13.25 - 13.25	14.78 - 14.78
Region 8 - Northwest	Special Ed Para	8	11.50	13.33	15.07	12.50	14.58	18.00	12.50 - 13.06	12.88 - 14.64	14.57 - 15.30
Region 8 - Northwest	Transportation Para	8	12.34	14.58	20.00	12.34	15.02	20.00	12.50 - 14.00	14.64 - 14.89	15.00 - 15.25
Region 7 - Arrowhead	General Ed Para	7	11.27	13.37	16.00	11.27	13.37	16.00	12.60 - 12.60	13.00 - 13.00	14.07 - 14.07
Region 7 - Arrowhead	Health Para	7	13.00	15.03	17.00	13.00	15.03	17.00	13.64 - 13.64	15.00 - 15.00	16.46 - 16.46
Region 7 - Arrowhead	Special Ed Para	9	11.27	13.70	17.66	11.27	13.70	17.66	12.25 - 12.25	13.00 - 13.00	15.00 - 15.00
Region 7 - Arrowhead	Transportation Para	6	11.27	12.89	15.00	11.27	12.89	15.00	12.24 - 12.24	12.98 - 12.98	13.11 - 13.11
Region 6 - North Central	General Ed Para	20	11.50	13.49	17.91	11.50	14.52	22.72	12.36 - 12.69	13.09 - 13.43	14.06 - 15.24
Region 6 - North Central	Health Para	19	11.50	14.27	18.40	11.50	15.06	21.00	12.45 - 12.75	14.50 - 15.00	15.53 - 16.22
Region 6 - North Central	Special Ed Para	20	11.50	13.50	15.98	11.50	14.16	19.92	12.47 - 12.69	13.38 - 13.59	14.42 - 15.03
Region 6 - North Central	Transportation Para	19	11.50	13.69	17.91	11.50	14.63	22.72	12.45 - 12.63	13.25 - 13.69	14.88 - 15.31
Region 5 - Central Lakes	General Ed Para	6	11.25	12.85	15.45	11.25	14.25	21.80	11.31 - 11.31	12.33 - 12.33	14.16 - 15.70
Region 5 - Central Lakes	Health Para	5	11.25	16.86	23.73	11.25	18.32	23.73	14.50 - 16.00	16.00 - 18.81	18.81 - 21.80
Region 5 - Central Lakes	Special Ed Para	6	11.25	12.85	15.45	11.25	14.25	21.80	11.31 - 11.31	12.33 - 12.33	14.16 - 15.70
Region 5 - Central Lakes	Transportation Para	4	11.25	15.34	21.50	11.25	15.61	21.50	12.68 - 12.68	14.30 - 14.85	16.96 - 17.79
Region 4 - Lakes Country	General Ed Para	13	10.50	13.22	15.35	10.50	13.69	15.95	12.61 - 12.80	13.00 - 13.80	14.30 - 14.56
Region 4 - Lakes Country	Health Para	9	11.50	14.52	20.00	12.00	14.62	20.00	13.65 - 13.65	14.30 - 14.30	14.56 - 14.56
Region 4 - Lakes Country	Special Ed Para	13	10.50	13.21	15.35	10.50	13.46	16.45	12.61 - 12.61	13.65 - 13.65	14.30 - 14.50
Region 4 - Lakes Country	Transportation Para	9	11.50	14.35	16.23	12.00	14.45	16.23	13.80 - 13.80	14.56 - 14.56	15.35 - 15.63

Column “n” is the number of values provided for that grouping. N-tile ranges are the n-tile minimum rate and n-tile maximum rate for the given grouping. Mean minimum and maximum rates show the average for the given grouping.

Table 2: Daily substitute paraprofessional pay rates by assignment type, and by region and size, cont.

Grouping	Type	n	Minimum Rate (\$/hr)			Maximum Rate (\$/hr)			Quartile Ranges, Starting to Top Rate		
			Min	Mean	Max	Min	Mean	Max	1 st Quartile	Median	3 rd Quartile
Region 3 - Southwest	General Ed Para	23	10.20	12.71	16.11	11.00	14.28	19.50	12.00 - 12.14	12.48 - 13.25	13.36 - 16.32
Region 3 - Southwest	Health Para	19	10.20	14.04	25.00	11.00	15.37	25.00	11.85 - 12.06	12.48 - 13.30	15.21 - 17.86
Region 3 - Southwest	Special Ed Para	23	10.20	12.77	16.11	11.00	14.53	19.50	12.00 - 12.38	12.48 - 13.30	13.36 - 16.32
Region 3 - Southwest	Transportation Para	21	10.20	12.78	16.11	11.00	14.24	19.50	12.00 - 12.02	12.48 - 13.25	13.37 - 16.11
Region 2 - South central	General Ed Para	6	10.25	11.88	13.49	11.40	12.54	13.49	10.95 - 12.13	11.95 - 12.67	12.75 - 12.96
Region 2 - South central	Health Para	5	10.25	13.25	20.29	11.40	14.04	20.29	10.80 - 12.00	11.40 - 13.00	13.49 - 13.49
Region 2 - South central	Special Ed Para	6	10.25	11.88	13.49	11.40	12.54	13.49	10.95 - 12.13	11.95 - 12.67	12.75 - 12.96
Region 2 - South central	Transportation Para	5	10.80	12.20	13.49	11.40	12.44	13.49	11.40 - 12.00	12.50 - 12.50	12.83 - 12.83
Region 1 - Southeast	General Ed Para	15	10.00	12.70	15.87	10.00	13.32	16.95	11.90 - 12.15	12.50 - 13.50	13.55 - 14.40
Region 1 - Southeast	Health Para	13	10.00	14.57	24.99	10.00	14.92	28.05	11.60 - 12.10	13.50 - 13.50	14.50 - 15.50
Region 1 - Southeast	Special Ed Para	16	10.45	12.92	15.87	10.45	13.42	17.57	11.45 - 11.83	13.25 - 13.50	13.91 - 14.46
Region 1 - Southeast	Transportation Para	12	10.00	13.07	15.87	10.00	13.74	17.57	12.28 - 12.40	13.25 - 13.55	14.02 - 15.22
Less than 1,000 students	General Ed Para	47	10.20	12.64	16.11	10.45	13.47	19.00	11.55 - 12.01	12.50 - 13.00	13.25 - 14.75
Less than 1,000 students	Health Para	38	10.20	13.68	30.00	10.45	14.42	30.00	11.53 - 12.01	12.50 - 13.00	14.23 - 15.94
Less than 1,000 students	Special Ed Para	48	10.20	12.62	16.11	10.45	13.52	19.00	11.50 - 12.00	12.50 - 12.98	13.25 - 15.02
Less than 1,000 students	Transportation Para	41	10.20	13.17	20.00	10.45	13.85	20.00	12.00 - 12.02	12.95 - 13.14	14.50 - 15.63
1,000 - 2,500 students	General Ed Para	33	10.00	13.37	17.19	10.00	14.70	21.80	12.39 - 12.75	13.37 - 13.69	14.22 - 16.43
1,000 - 2,500 students	Health Para	30	10.00	15.40	25.00	10.00	16.49	28.05	13.33 - 13.33	14.67 - 15.39	16.81 - 19.13
1,000 - 2,500 students	Special Ed Para	35	10.50	13.72	17.66	10.50	15.07	21.80	12.69 - 12.79	13.50 - 13.79	14.75 - 17.53
1,000 - 2,500 students	Transportation Para	28	10.00	13.76	21.50	10.00	14.98	21.50	12.72 - 12.72	13.40 - 13.74	14.60 - 17.51
2,500 - 5,000 students	General Ed Para	25	11.00	13.43	17.04	11.00	14.44	23.42	12.25 - 13.25	13.50 - 14.00	14.00 - 15.00
2,500 - 5,000 students	Health Para	23	11.52	16.08	22.81	11.75	17.01	30.34	13.90 - 14.48	15.00 - 15.50	18.13 - 18.81
2,500 - 5,000 students	Special Ed Para	26	10.50	13.72	17.29	10.50	14.70	23.42	12.98 - 13.50	13.90 - 14.03	14.22 - 15.00
2,500 - 5,000 students	Transportation Para	21	11.00	13.50	15.99	11.00	14.02	17.77	12.92 - 13.25	13.50 - 14.00	14.05 - 15.00
5,000 - 10,000 students	General Ed Para	16	12.50	14.05	18.75	12.50	14.49	20.40	12.94 - 12.94	13.27 - 13.27	15.09 - 15.73
5,000 - 10,000 students	Health Para	14	12.50	18.07	25.91	12.50	18.79	25.91	15.26 - 15.95	17.50 - 18.20	20.56 - 21.66
5,000 - 10,000 students	Special Ed Para	16	12.50	14.33	18.75	12.50	15.03	21.80	13.00 - 13.38	14.25 - 14.55	15.26 - 15.73
5,000 - 10,000 students	Transportation Para	13	12.50	14.55	18.57	12.50	15.00	20.15	13.00 - 13.00	14.59 - 14.59	15.13 - 16.23
10,000+ students	General Ed Para	9	13.25	14.89	17.91	13.25	15.98	22.72	14.00 - 14.36	14.75 - 14.80	15.00 - 15.92
10,000+ students	Health Para	6	14.00	18.39	22.30	15.05	19.40	23.30	15.54 - 17.51	18.50 - 19.53	21.50 - 21.50
10,000+ students	Special Ed Para	9	13.25	14.77	17.03	13.25	15.33	19.05	14.00 - 14.00	14.75 - 15.00	15.50 - 15.92
10,000+ students	Transportation Para	7	13.25	15.16	17.91	13.25	17.27	22.72	13.85 - 15.71	14.82 - 16.49	16.21 - 18.51

Daily Substitute Paraprofessional Pay, Visual Charts

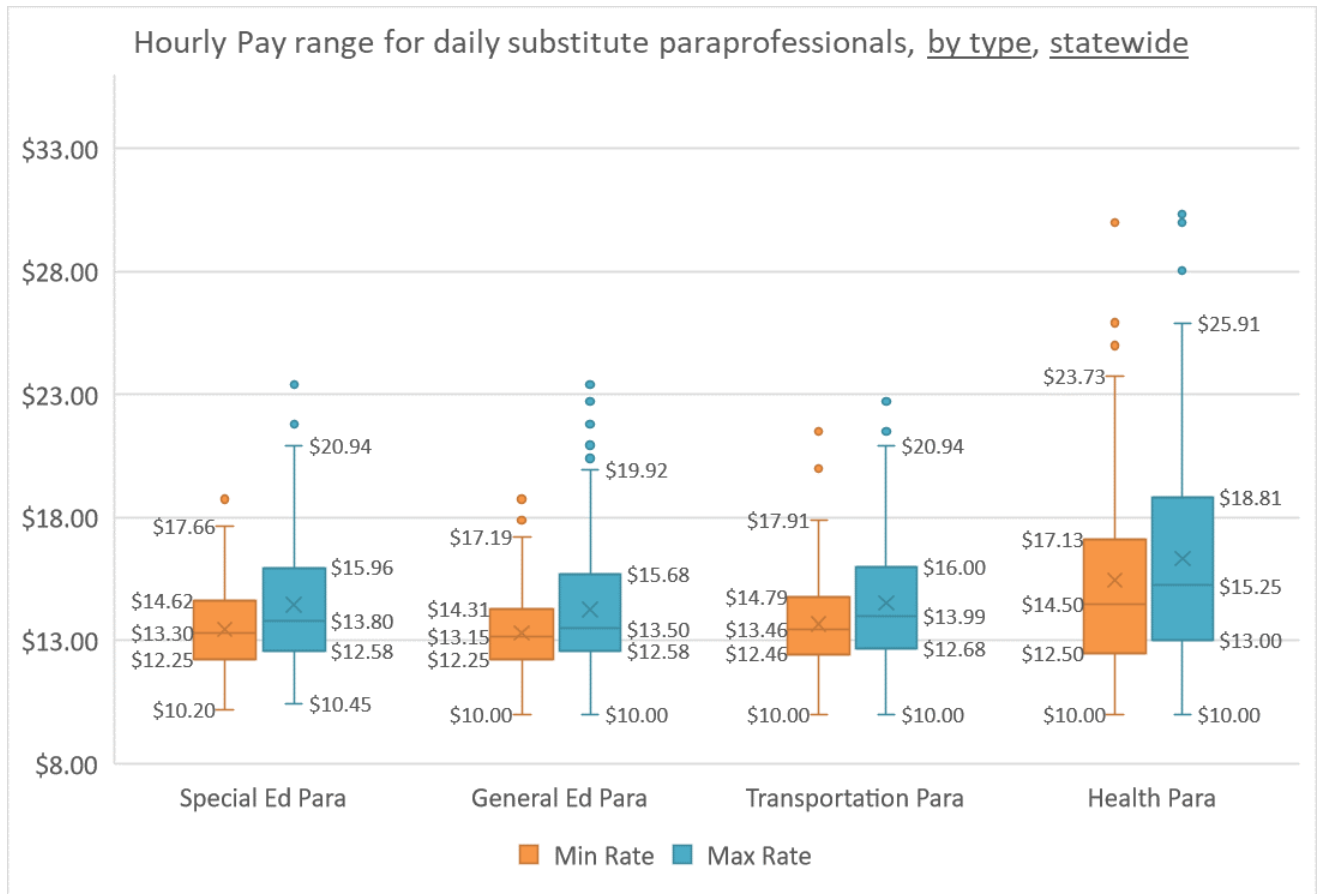


Figure 6: Hourly pay range for daily substitute paraprofessionals, by type, statewide

Notes on reading the box-and-whisker charts for para pay ranges:

Each of the charts show two series of data for each grouping: the effective range of minimum (“starting”) and maximum (“top”) hourly rate. For example, the range of starting pay for general education para subs is \$10.00/hr to \$17.19/hr, and the range of top-pay for general education para subs is \$10.00/hr to \$19.92/hr. One can say, then, that the range of rates paid to general education paras is \$10.00 to \$19.92/hr. This is the minimum starting rate to the maximum top rate.

Considering the solid-colored boxes: the bottom bound show the first quartile cutoff, upper bound shows the third quartile cutoff. For example, the starting hourly rate for health/LPN para subs has a third quartile value of \$17.13/hr: this means that the 75% of respondents have a starting pay no more than \$17.13/hr (or, 25% of respondents pay more than \$17.13/hr).

Within each box, the “x” is the mean value, the horizontal line is the median value (i.e., 2nd quartile or midpoint). Dots are outlier values, greater/less than 1.5 times the largest/smallest quartile cutoff.

Daily Substitute Paraprofessional Pay Rates by Region

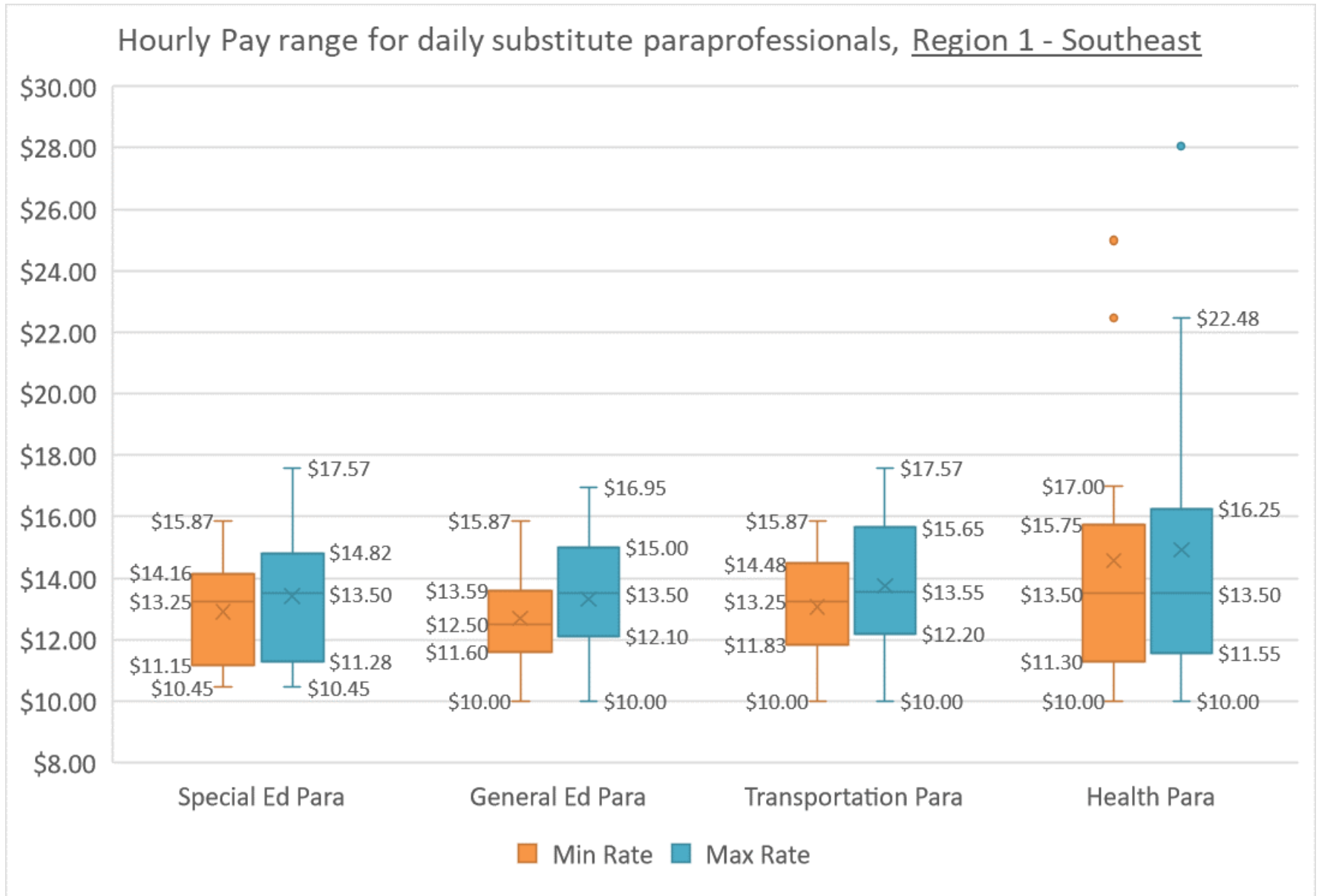


Figure 7: Hourly pay ranges for para subs, Region 1 - Southeast

Hourly Pay range for daily substitute paraprofessionals, Region 2 - South central

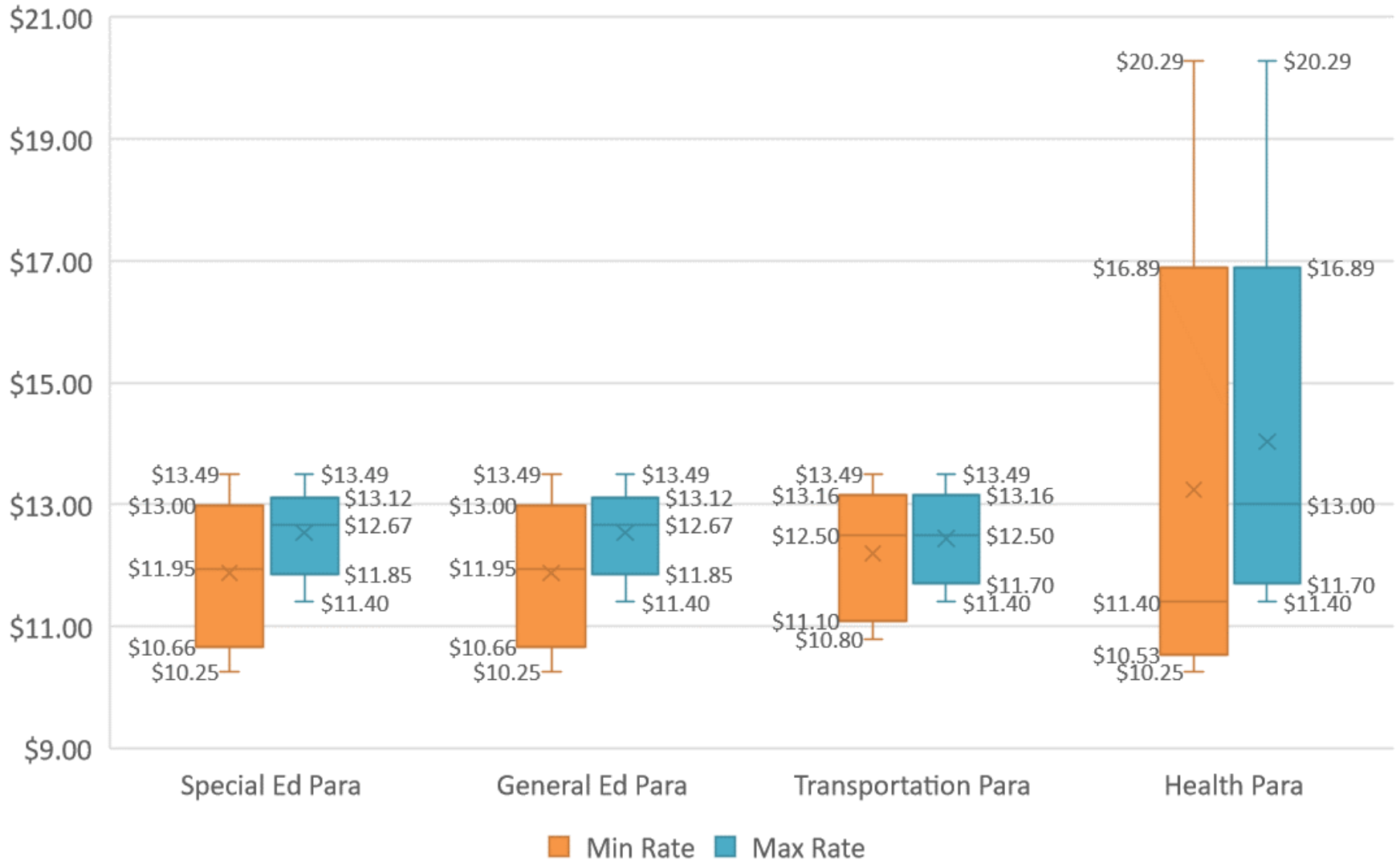


Figure 8: Hourly pay ranges for para subs, Region 2 - South central

Hourly Pay range for daily substitute paraprofessionals, Region 3 - Southwest

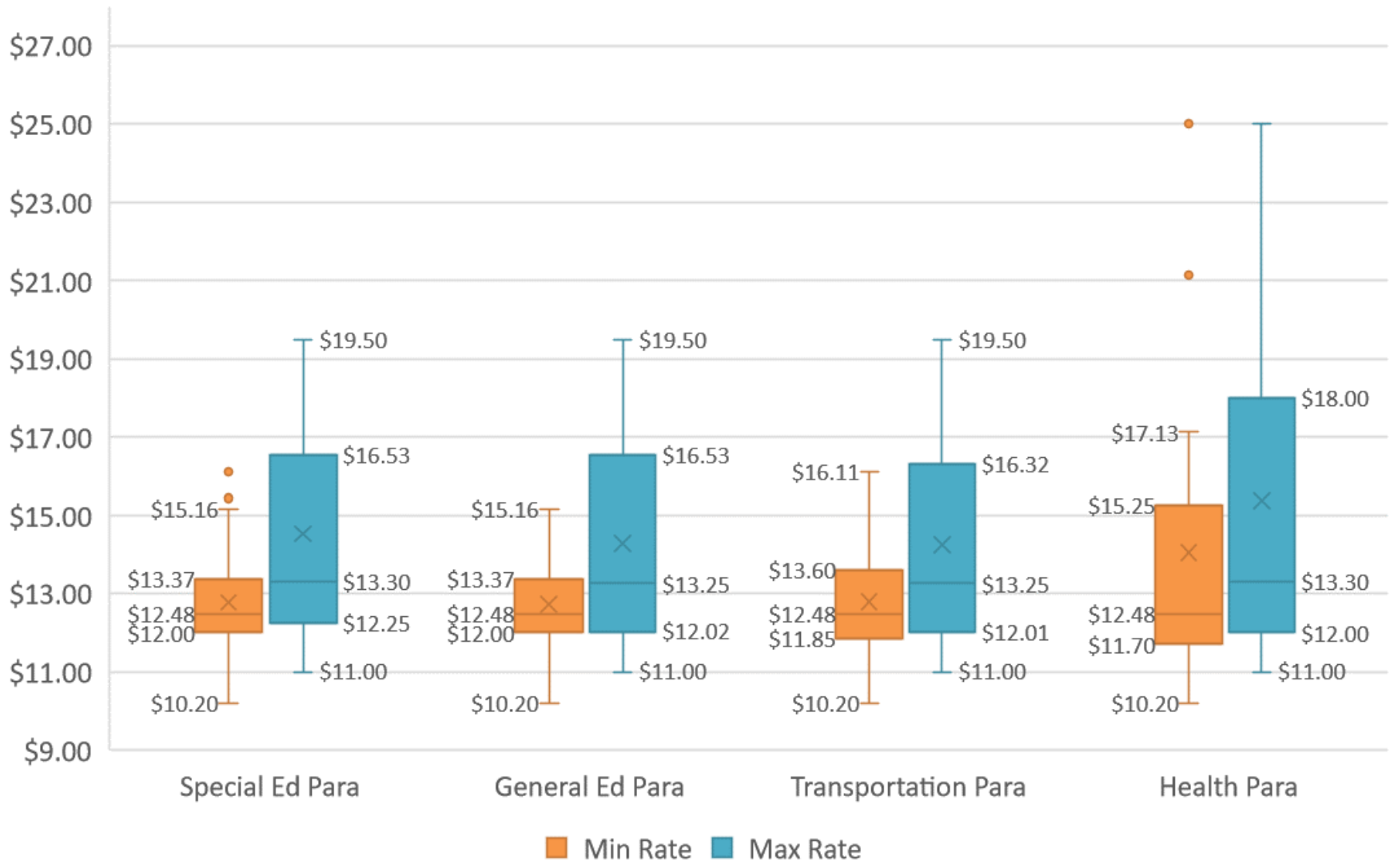


Figure 9: Hourly pay ranges for para subs, Region 3 – Southwest

Hourly Pay range for daily substitute paraprofessionals, Region 4 - Lakes Country

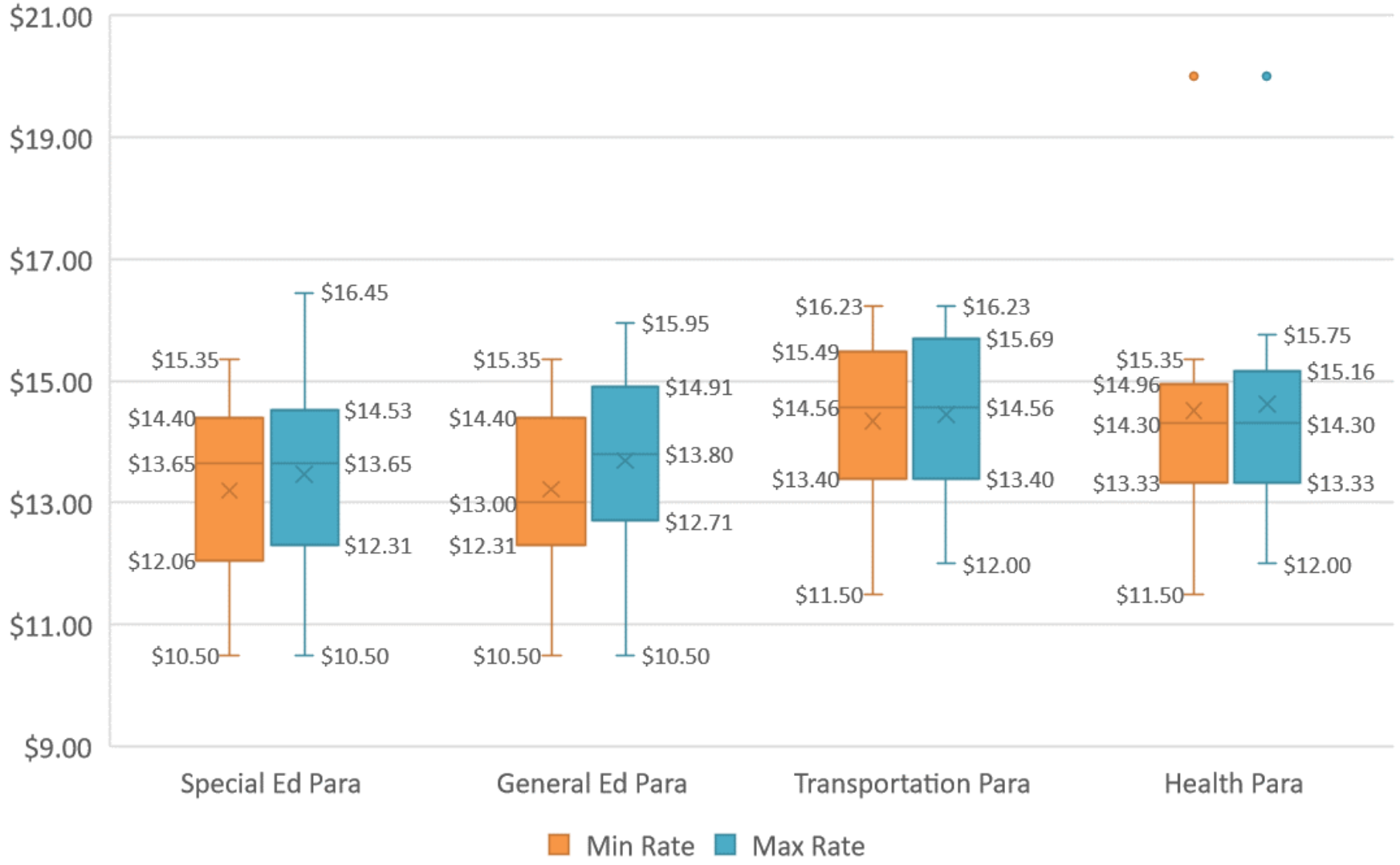


Figure 10: Hourly pay ranges for para subs, Region 4 - Lakes Country

Hourly Pay range for daily substitute paraprofessionals, Region 5 - Central Lakes



Figure 11: Hourly pay ranges for para subs, Region 5 - Central Lakes

Hourly Pay range for daily substitute paraprofessionals, Region 6 - North Central

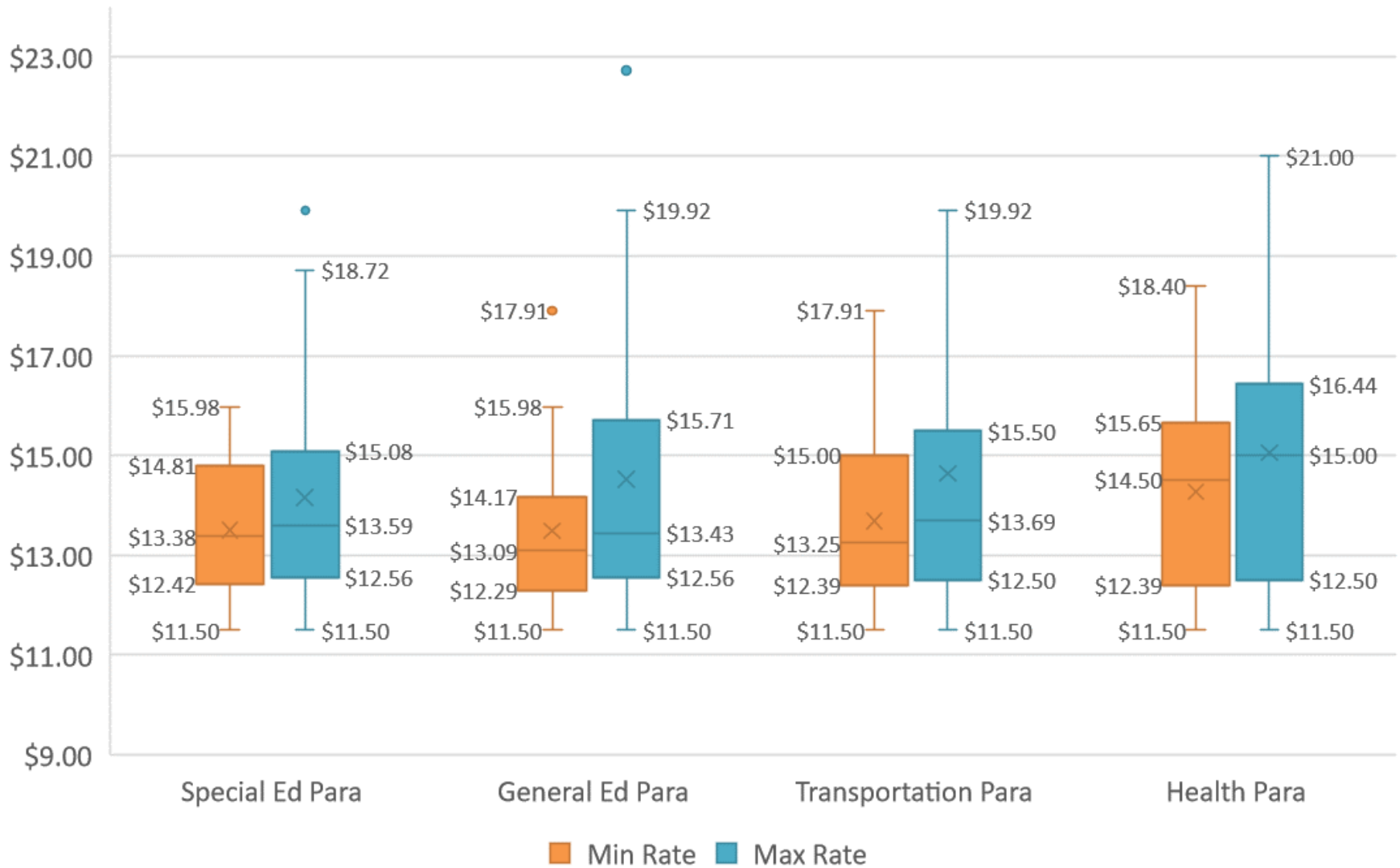


Figure 12: Hourly pay ranges for para subs, Region 6 - North Central

Hourly Pay range for daily substitute paraprofessionals, Region 7 - Arrowhead

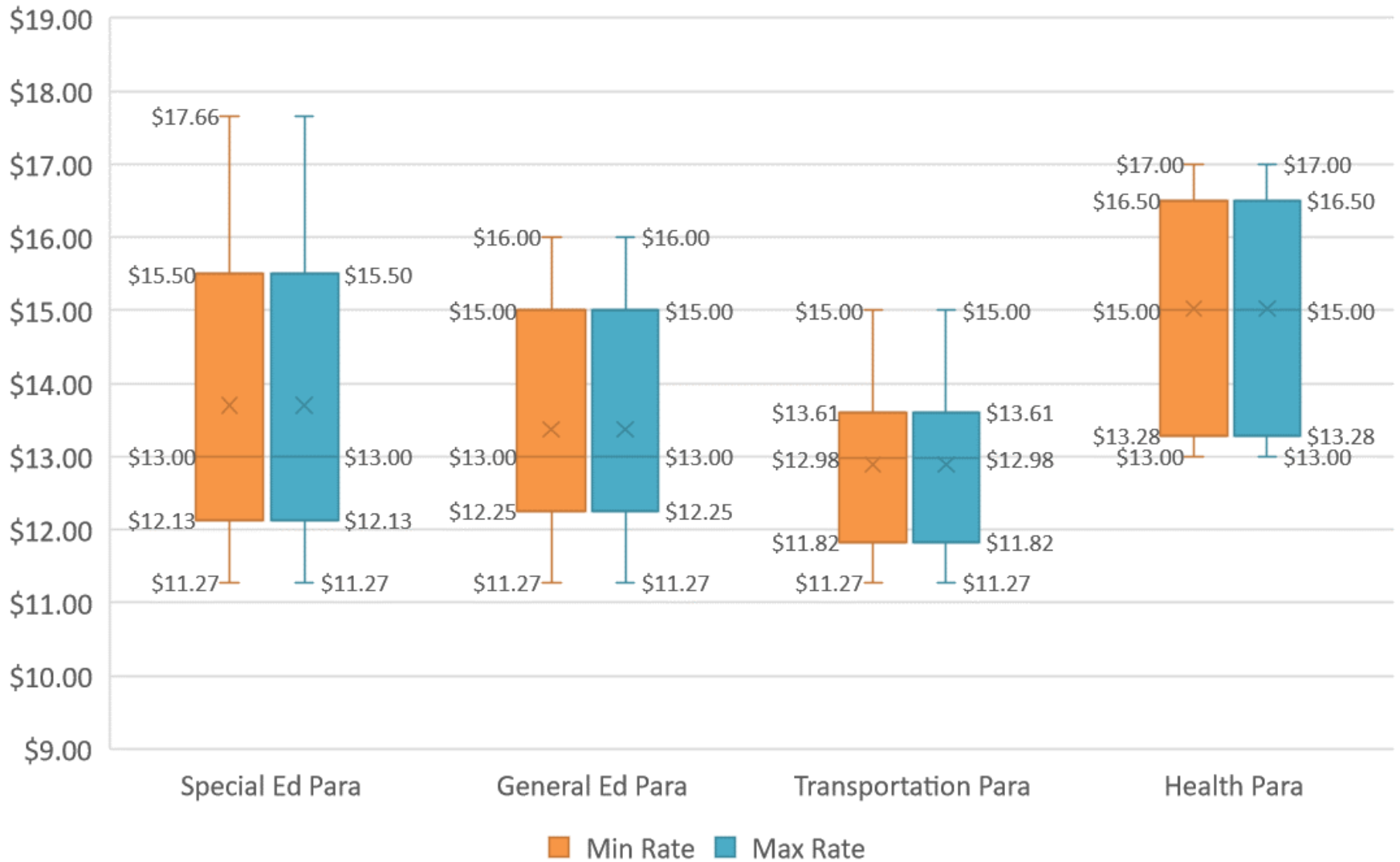


Figure 13: Hourly pay ranges for para subs, Region 7 - Arrowhead

Hourly Pay range for daily substitute paraprofessionals, Region 8 - Northwest

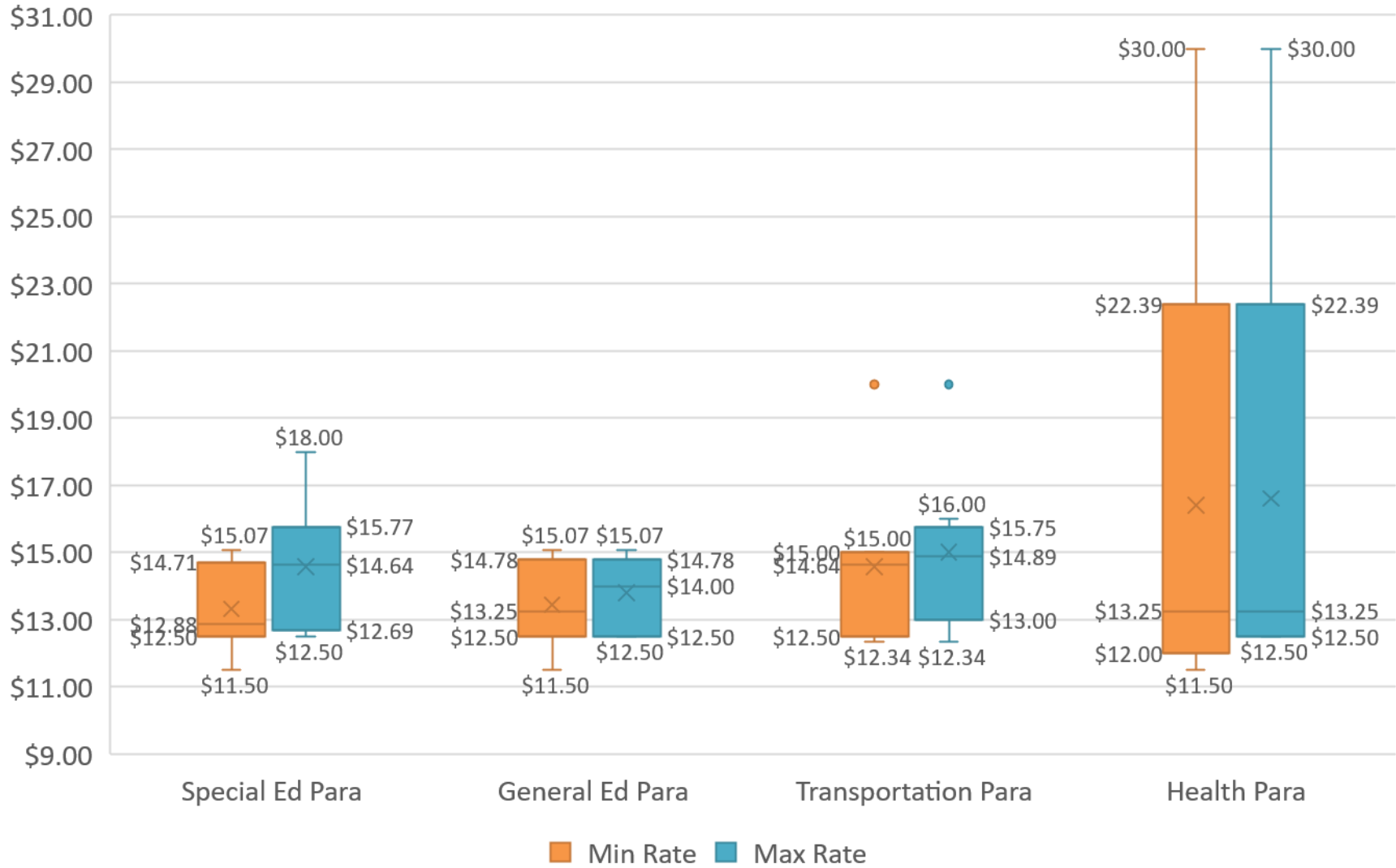


Figure 14: Hourly pay ranges for para subs, Region 8 - Northwest

Hourly Pay range for daily substitute paraprofessionals, Region 9 - Metro

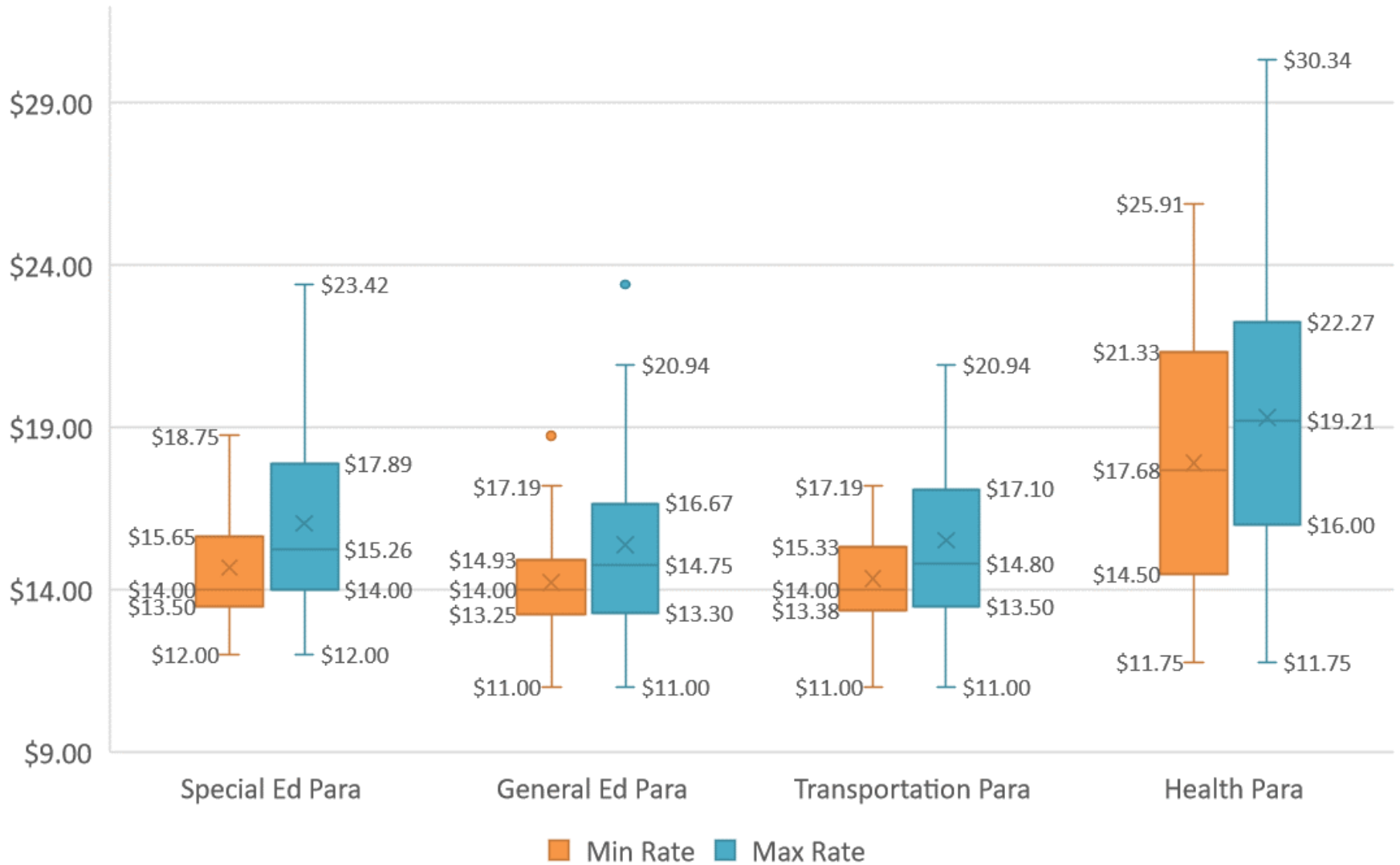


Figure 15: Hourly pay ranges for para subs, Region 9 - Metro

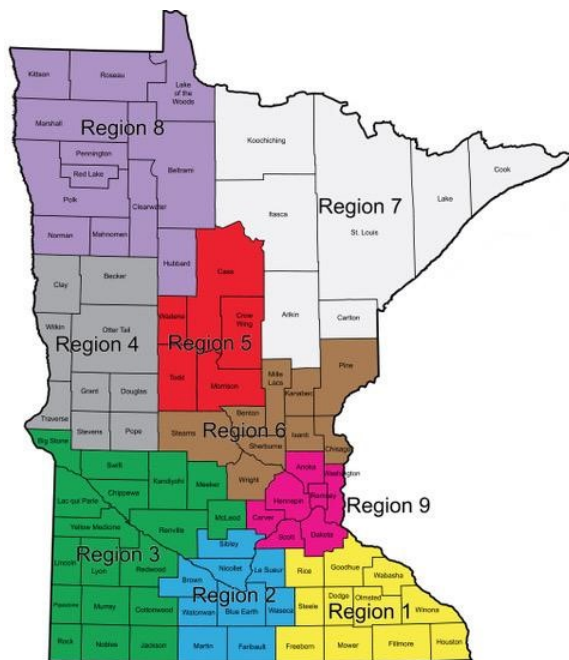
About the Survey

The survey was conducted online between the dates of 6/10/20 and 6/30/20 with potential respondents being invited by email on June 10, and June 22. The audience of potential respondents was a set contacts from of 337 public schools in Minnesota. Primary contacts were Human Resources officers, Superintendents, and Charter School Directors.

Survey responses were anonymously submitted with respondents providing identifying information, including district name and number, as part of the submission. No information about individual respondents was requested.

158 responses were submitted by individuals. Of those, 8 were redundant and 6 contained no data incomplete. 144 unique organizations are represented in the results. The organizational breakdown is:

<u>Organization Type</u>	<u>Number of responses</u>
Independent District	139
Intermediate District	3
Service Cooperative	1
Charter School	1



Responses by geographic Region

<u>Region</u>	<u>Number of responses</u>
Region 1 - Southeast	16
Region 2 - South central	7
Region 3 - Southwest	26
Region 4 - Lakes Country	13
Region 5 - Central Lakes	7
Region 6 - North Central	20
Region 7 - Arrowhead	10
Region 8 - Northwest	8
Region 9 - Metro	37

Responses by organization size:

<u>Size</u>	<u>Number of responses</u>
Less than 1,000 students	54
1,000 - 2,500 students	36
2,500 - 5,000 students	27
5,000 - 10,000 students	17
10,000+ students	10

Participating Organizations by region:

Region 1 - Southeast

- Albert Lea Public School District
- Austin Public School District
- Byron Public School District
- Dover-Eyota Public School District
- Fillmore Central
- Goodhue Public School District
- Houston Public School District
- Kasson-Mantorville School District
- Lake City Public School District
- Northfield Public School District
- Owatonna Public School District
- Red Wing Public School District
- Rushford-Peterson Public Schools
- Stewartville Public School District
- Wabasha-Kellogg Public School Dist.
- Winona Area Public School District

Region 2 - South central

- Blue Earth Area Public School
- G.F.W.
- Le Sueur-Henderson School District
- Mankato Public School District
- Martin County West School District
- New Ulm Public School District
- Tri-City United School District

Region 3 - Southwest

- A.C.G.C. Public School District
- Adrian Public School District
- Bird Island-Olivia-Lake Lillian Public School District
- Canby Public School District
- Edgerton Public School District
- Ellsworth Public School District
- Glencoe-Silver Lake School District
- Heron Lake-Okabena School District
- Hills-Beaver Creek School District
- Hutchinson Public School District
- Kerkhoven-Murdock-Sunburg
- Lakeview School District
- Luverne Public School District
- Marshall Public School District
- Minneota Public School District
- Montevideo Public School District
- Murray County Central School Dist.

- Ortonville Public Schools
- Pipestone Area School District
- Redwood Area School District
- Region 6 and 8-SW/WC Service Cooperative
- Round Lake-Brewster Public Schools
- RTR Public Schools
- Tracy Area Public School District
- Willmar Public School District
- Yellow Medicine East

Region 4 - Lakes Country

- Campbell-Tintah Public School Dist.
- Detroit Lakes Public School Dist.
- Dilworth-Glyndon-Felton
- Fergus Falls Public School District
- Frazee-Vergas Public School Dist.
- Hawley Public School District
- Herman-Norcross School District
- Lake Park Audubon School District
- Minnewaska School District
- Moorhead Public School District
- New York Mills Public School Dist.
- Rothsay Public School District
- Underwood Public School District

Region 5 - Central Lakes

- Bertha-Hewitt Public School District
- Crosby-Ironton Public School Dist.
- Little Falls Public School District
- Pequot Lakes Public Schools
- Pillager Public School District
- Pine River-Backus School District
- Royalton Public School District

Region 6 - North Central

- Albany Public School District
- Annandale Public School District
- Big Lake Public School District
- Buffalo-Hanover-Montrose Public Sch
- Cambridge-Isanti Public School Dist
- Chisago Lakes School District
- Delano Public School District
- Elk River Public School District
- Hinckley-Finlayson School District
- Kimball Public School District
- Maple Lake Public School District

- Monticello Public School District
- North Branch Public Schools
- Paynesville Public School District
- Rocori Public School District
- Rush City Public School District
- Sauk Centre Public School District
- Sauk Rapids-Rice Public Schools
- St. Cloud Public School District
- St. Michael-Albertville School Dist

Region 7 - Arrowhead

- Deer River Public School District
- Floodwood Public School District
- Grand Rapids Public School District
- Hermantown Public School District
- International Falls School District
- Mountain Iron-Buhl School District
- South Koochiching School District
- St. Louis County School District
- Virginia Public School District
- Willow River Public School District

Region 8 - Northwest

- Greenbush-Middle River School Dist.
- Lake of The Woods School District
- Marshall County Central Schools
- Nevis Public School District
- Red Lake County Central Public Schools
- Red Lake Falls Public School Dist.
- Roseau Public School District
- Thief River Falls School District

Region 9 - Metro

- Anoka-Hennepin Public School District
- Belle Plaine Public School District
- Bloomington Public School District
- Brooklyn Center School District
- Burnsville Public School District
- Centennial Public School District
- Columbia Heights Public School Dist
- Eastern Carver County Public School
- Eden Prairie Public School District
- Edina Public School District
- Farmington Public School District
- Forest Lake Public School District
- Hastings Public School District
- Hopkins Public School District

- Intermediate School District 287
- Lakes International Language Academy
- Mahtomedi Public School District
- Minnetonka Public School District
- Mounds View Public School District
- New Prague Area Schools
- Northeast Metro 916
- Osseo Public School District
- Prior Lake-Savage Area Schools
- Richfield Public School District
- Robbinsdale Public School District
- Rosemount-Apple Valley-Eagan
- Shakopee Public School District
- South St. Paul Public School Dist.
- South Washington County School Dist
- St. Anthony-New Brighton Schools
- St. Francis Public School District
- St. Louis Park Public School Dist.
- St. Paul Public School District
- Waconia Public School District
- Wayzata Public School District
- Westonka Public School District
- White Bear Lake School District