

2023 HOUSE EDUCATION

HB 1187

2023 HOUSE STANDING COMMITTEE MINUTES

Education Committee
Coteau AB Room, State Capitol

HB 1187
1/17/2023

Relating to the authority of a school district to pay signing bonuses

Chairman Heinert opened the hearing at 10:10 AM

Members present: Chairman Heinert, Vice Chairman Schreiber-Beck, Representatives Conmy, Dyk, Hauck, Heilman, Hager, Hoverson, Jonas, Longmuir, Marschall, Murphy, Novak, and Timmons.

Discussion Topics:

- Employer flexibility
- Negotiation contract

Representative Scott Louser- Bill Sponsor, introduced the bill
Dr. Aimee Copas, Executive Director, ND CEL- #13692
Alexis Baxley, Executive Director, ND School Boards Association- #13722

Chairman Heinert closed the hearing at 10:27 AM.

Kathleen Davis, Committee Clerk
By Bev Monroe

2023 HOUSE STANDING COMMITTEE MINUTES

Education Committee
Coteau AB Room, State Capitol

HB 1187
1/17/2023

Relating to the authority of a school district to pay signing bonuses

Chairman Heinert opened the hearing at 3:38 PM.

Members present: Chairman Heinert, Vice Chairman Schreiber-Beck, Representatives Conmy, Dyk, Hauck, Heilman, Hager, Hoverson, Jonas, Longmuir, Marschall, Murphy, Novak, and Timmons.

Discussion Topics:

- Committee Action

Rep. Longmuir moved a DO PASS on HB 1187. Seconded by **Rep. Novak**.

Discussion over bill.

Roll Call Vote:

Representatives	Vote
Representative Pat D. Heinert	Y
Representative Cynthia Schreiber-Beck	Y
Representative Liz Conmy	Y
Representative Scott Dyk	Y
Representative LaurieBeth Hager	Y
Representative Dori Hauck	Y
Representative Matt Heilman	Y
Representative Jeff A. Hoverson	Y
Representative Jim Jonas	Y
Representative Donald W. Longmuir	Y
Representative Andrew Marschall	Y
Representative Eric James Murphy	Y
Representative Anna S. Novak	Y
Representative Kelby Timmons	Y

14-0-0 Motion Carries. Bill carried by **Rep. Timmons**.

Chairman Heinert closed the hearing at 3:41 PM.

Kathleen Davis, Committee Clerk by Bev Monroe

REPORT OF STANDING COMMITTEE

HB 1187: Education Committee (Rep. Heinert, Chairman) recommends **DO PASS** (14 YEAS, 0 NAYS, 0 ABSENT AND NOT VOTING). HB 1187 was placed on the Eleventh order on the calendar.

2023 SENATE EDUCATION

HB 1187

2023 SENATE STANDING COMMITTEE MINUTES

Education Committee
Room JW216, State Capitol

HB 1187
3/6/2023

Relating to authority of a school district to pay signing bonuses.

2:45 PM Chair Elkin opened the hearing. Present: Chair Elkin, Vice Chair Beard, Sen Axtman, Sen Conley, Sen Lemm, and Sen Wobbema.

Discussion Topics:

- Employer flexibility
- Restrictions
- Incentives
- Five-year span

Rep Louser, Dist 5, bill sponsor, testified in support with no written testimony.

Dr. Aimee Copas, Dir ND Council Education Leaders testified in support #22100.

Mark Vollmer, Supt Minot and Air Base Schools, testified in support with no written testimony.

Mike Heilmann, Dir Small Organized Schools, testified in support #22338.

Alexis Baxley, ND School Boards, testified in support with no written testimony.

Kristin Baesler, Supt Dept Public Instruction answered a question from Chair Elkin.

3:05 PM Chair Elkin closed the hearing.

Pam Dever, Committee Clerk

2023 SENATE STANDING COMMITTEE MINUTES

Education Committee
Room JW216, State Capitol

HB 1187
3/8/2023

Relating to authority of a school district to pay signing bonuses.
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9:58 AM Chair Elkin opened committee work. Present: Chair Elkin, Vice Chair Beard, Sen Axtman, Sen Conley, Sen Lemm, and Sen Wobbema.

Discussion Topics:

- Committee action

Sen Conley moved a DO PASS.

Sen Wobbema seconded the motion.

Senators	Vote
Senator Jay Elkin	Y
Senator Todd Beard	Y
Senator Michelle Axtman	AB
Senator Cole Conley	Y
Senator Randy D. Lemm	Y
Senator Michael A. Wobbema	Y

VOTE: YES – 5 NO – 0 Absent – 1 Motion PASSED

Sen Elkin will carry the bill.

10:00 AM Chair Elkin adjourned the meeting.

Pam Dever, Committee Clerk

REPORT OF STANDING COMMITTEE

HB 1187: Education Committee (Sen. Elkin, Chairman) recommends **DO PASS** (5 YEAS, 0 NAYS, 1 ABSENT AND NOT VOTING). HB 1187 was placed on the Fourteenth order on the calendar. This bill does not affect workforce development.

TESTIMONY

HB 1187



1 **HB 1187**

2 **Testimony in support**

3 Chairman Heinert and members of the House Education Committee. For the record
4 my name is Dr. Aimee Copas – I am here representing the North Dakota Council
5 Leaders supporting all the school administrators and school leaders in K12 across the
6 state. I come to you with support and a suggested amendment to HB 1187 regarding
7 Bonus Payments.

8
9 Schools find themselves in an interesting situation. K12 public education...if you
10 considered it as a singular entity, public education is the largest employer in North
11 Dakota. Legislative investment in public education is truly an investment in workforce.
12 There are an inordinate number of restrictions on the entities when considering them
13 from a business operations standpoint and as an employer.

14
15 Private industry is provided the ability to incentivize and recruit individuals into harder
16 to fill positions. They can reward employees for taking on additional work or tasks at
17 their discretion. Schools have limited ability to do some of those same things, thereby
18 making them an employer that finds themselves in a corner when it comes to
19 competing with private industry for workers. Couple that with a shortage of
20 employees in several areas whether it is a specific teacher opening, areas where support
21 staff are needed, etc., increased employer flexibility in today’s working world is of
22 paramount importance to your largest employer in the state.

23
24 What this bill does is loosens the current restriction in place in law within the
25 authority of school boards to offer signing bonuses. By “signing” we simply mean the

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for all students in North Dakota.*

Executive Director: Aimee Copas-----Government Lead and Special Projects: Kevin Hoherz



1 agreement via contract to complete said work via employment. These amendments
2 would allow for a school to offer to a current employee a signing bonus when they take
3 on a new role within a district. The amount of time that is available to stretch that
4 bonus out is also lengthened from 3 to 5 years. This is a great benefit to smaller
5 schools as well as they grapple with small staffs and the need to incentivize to get staff
6 members to backfill needed positions and work in the district.

7

8 Protections are in place in this bill which are important. Some of these protections are:

- 9 • Bonus is not subject to being included in salary for continued contracting
- 10 • Is not included in the district salary schedule
- 11 • To prevent poaching from neighboring school districts, that employee must have
12 been in that district for 2 years before being deemed eligible for that bonus.

13 Example of how this might be used (this list is not exhaustive):

- 14 • Current employee in building willing to take coursework to become certified in a
15 critical shortage area in that district – bonus to incentivize said adjustment and
16 effort.
- 17 • Current employee in building willing or volunteering to take on other role in
18 building in an area of need that is additional to their current workload. Bonus
19 to incentivize.

20 We ask that you consider this testimony as you discuss and vote on this bill.



NDSBA
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BOARDS ASSOCIATION

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HB 1187
House Education
January 17, 2023
Testimony of Alexis Baxley

Good afternoon, Chairman Heinert, and members of the House Education Committee. My name is Alexis Baxley, and I serve as the executive director of the North Dakota School Boards Association. NDSBA represents the elected school boards of all 170 public school districts and several special education units in North Dakota.

I am here today in support of HB 1187. As you all know very well, we are facing a significant workforce shortage in North Dakota. Education has not been immune to that shortage; my districts are looking for bus drivers, teachers, custodians, counselors and more on a near constant basis. In addition to the challenges presented by such a shortage, public school districts also have to work within a significant number of restrictions when it comes to employing teachers. This restricts our ability to be as creative as private industry when it comes to attracting and retaining talent.

While we do currently have the ability to offer sign-on bonuses, the criteria for individuals to be eligible to receive such a bonus treats all teaching positions as a single role and does not include critical positions like school psychologists. The changes in this bill will allow local school boards to determine its most-needed positions, differentiate teaching positions based on grade-level or subject matter, and incentivize those positions that are most urgent. The new language will allow us to incentivize some of our best employees into the positions we most need them.

I encourage you to give this bill a do-pass recommendation, and I will stand for any questions.



1 **HB 1187**

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4 representing the North Dakota Council Leaders supporting all the school
5 administrators and school leaders in K12 across the state. I come to you with support
6 and a suggested amendment to HB 1187 regarding Bonus Payments.

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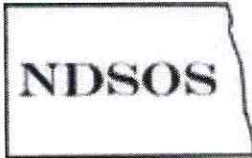
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17 building in an area of need that is additional to their current workload. Bonus
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19 We ask that you consider this testimony as you discuss and vote on this bill.



North Dakota Small Organized Schools

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SB 1187 Testimony in Support
Senate Education Committee
Senator Elkin – Chairperson
March 7, 2023

Chairman Elkin and members of the Senate Education Committee, my name is Michael Heilman. I am the Executive Director of the North Dakota Small Organized Schools (NDSOS). I represent 150-member school districts of the North Dakota Small Organized Schools. NDSOS stands in support SB 1187.

SB 1187 provides school districts with the opportunity to incentivize teachers to join their district or to look at a shortage area within their existing district. The provision in the bill that delays the bonus to be paid until the teacher is in the district for two years make the bill much more palatable for smaller schools. Our smaller schools are often filling positions that have been created by teachers leaving to work in a larger community and school district.

The teacher shortage is real in large and small schools and the pool of qualified teachers continues to shrink. Teachers moving from smaller schools to larger school is not new. What is new, is large schools finding it difficult to fill position and the smaller schools pool of eligible teachers to fill open positions has gone from a small number to no candidates in many cases. Providing school districts with the ability to incentivize teachers through bonuses to join or to move to a shortage area will help recruit and retain teachers in our classrooms.

North Dakota Small Organized Schools supports a do pass recommendation for SB 1187. Thank you, Chairman and members of the committee.

Mr. Michael Heilman – Executive Director
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Board of Directors

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Mr. Tim Holte, Supt. Stanley
Mr. John Gruenberg, Supt. Powers Lake

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Dr. Steven Johnson, Supt. Lisbon

The mission of NDSOS is to provide leadership for the small/rural schools in North Dakota and to support legislation favorable to their philosophy while opposing legislation that is harmful.