

**SENATE BILL NO. 2197**

Introduced by

Senators Wardner, Freborg, Grindberg

Representatives Meier, Nelson

1 A BILL for an Act to create and enact a new section to chapter 15.1-09 of the North Dakota  
2 Century Code, relating to the payment of retention incentives by school boards; and to declare  
3 an emergency.

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

5 **SECTION 1.** A new section to chapter 15.1-09 of the North Dakota Century Code is  
6 created and enacted as follows:

7 **School board authority - Payment of retention incentives.**

- 8 1. The board of a school district may offer and, upon the signing of an employment  
9 contract by both parties, pay a retention incentive to an individual who:
- 10 a. Is licensed to teach by the education standards and practices board;
- 11 b. Is currently under contract with the district as a classroom teacher; and
- 12 c. Has a position defined as "difficult to fill" by the education standards and  
13 practices board.
- 14 2. The board may pay the retention incentive authorized by subsection 1 in:
- 15 a. One lump sum at the time the individual signs a contract of employment; or
- 16 b. Installments over a period of time not to exceed three years.
- 17 3. A retention incentive paid under this section:
- 18 a. Is in addition to any amount payable under a negotiated teachers' contract;
- 19 b. May not be included in the district's negotiated salary schedule; and
- 20 c. May not be included as salary for continuing contract purposes.

21 **SECTION 2. EMERGENCY.** This Act is declared to be an emergency measure.