



# North Dakota House of Representatives

STATE CAPITOL  
600 EAST BOULEVARD  
BISMARCK, ND 58505-0360



## **Representative Anna S. Novak**

District 33  
1139 Elbowoods Drive  
Hazen, ND 58545-4923  
[anovak@ndlegis.gov](mailto:anovak@ndlegis.gov)

## **COMMITTEES:**

Education  
Energy and Natural Resources

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Mr. Chairman, members of the committee - sFor the record, my name is Anna Novak, Representative from District 33. I sponsored HB1259, which came from a field-based recommendation as a result of it not being clear in law.

Schools have always dealt with issues where they've had short-term positions. Whether these positions are for a short period or are funded by grants, these positions are needed for varying reasons, such as short-term grants awarded or Covid funding. There are many rational reasons why offering a regular contract for a limited scope position isn't in the best interest of the school or for the individual agreeing to do the work.

Currently, districts run into issues with these positions with continuing contract law, which is also known as teacher tenure, and that can make it difficult to end those positions in a graceful fashion. During COVID, this put even more stress on schools that wanted to hire additional staff to support their students but were challenged with ongoing continuing contract costs. In the end, many could not make that choice fiscally.

This bill very easily and clearly creates a way for schools to be able to hire individuals for short-term positions. If the contract clearly indicates that the employment is limited in nature and includes with it no continuing contract rights – because both parties very clearly understand the language in the contract – offering such a contract would be permissible. And truly, this has been in practice for quite some time. This adjustment will simply clear up any grey area in the law.

With that, I will stand for questions.