



1 **Testimony In Support**

2 **HB 1259 – Short Term/Grant Funded positions**

3 Chairman Heinert and members of the House Education committee, my name is Dr.  
4 Aimee Copas, and I am the Executive Director for the North Dakota Council of  
5 Educational Leaders representing school leaders across North Dakota.

6 Schools in North Dakota have always dealt with issues where they have had short term  
7 positions. Whether these positions are short in tenure or are grant funded positions  
8 created and needed for varying instances (short term grants awarded, COVID Funding)  
9 there is a myriad of rational reasons why offering a regular contract for a limited scope  
10 position isn't in the best interest of the school district or for the individual agreeing to  
11 do that work. In the past, schools have often written short term contracts and ensured  
12 that both parties were aware – it worked well. However recently this practice was  
13 challenged, so it was recommended to get rid of any grey area and make it clear in law.

14  
15 Currently districts run into issues with these positions with continuing contract law  
16 (familarly understood as teacher tenure) and have limited ways to end those positions  
17 in a graceful fashion. During COVID this put even more duress on schools who  
18 wanted to hire additional staff to support students but were challenged with ongoing  
19 continuing contract costs and ultimately could not make that choice fiscally. Districts  
20 often write for limited duration grants and the ability to hire staff for those grants and  
21 to be fiscally responsible is appropriate. It is an employer right that exists in most all  
22 other industries in North Dakota.

23 This bill very easily and cleanly creates a pathway for schools to be able to hire  
24 individuals for short term positions and it bears tremendous logic. If the contract

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- 1 clearly indicates that the employment is limited in nature and includes with it no
- 2 continuing contract rights (both the parties very clearly understand that language in
- 3 the contract) offering such a contract would be permissible.
- 4 We ask that you consider this testimony as you discuss the bill.

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