

**HOUSE BILL NO. 1179**

Introduced by

Representatives Murphy, Conmy, Hager, Jonas, Longmuir, Richter, Schreiber-Beck

Senator Cleary

1 A BILL for an Act to create and enact a new section to chapter 15-10 of the North Dakota  
2 Century Code, relating to paid time off for faculty at public institutions of higher education.

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

4 **SECTION 1.** A new section to chapter 15-10 of the North Dakota Century Code is created  
5 and enacted as follows:

6 **Public institutions of higher education - Faculty - Paid time off.**

- 7 1. An institution of higher education under the control and subject to the administration of  
8 the state board of higher education shall:
- 9 a. Provide to a faculty member appointed to at least a twelve-month term of  
10 employment twenty-four days of paid time off each calendar year.
- 11 b. Implement a system to record and track paid time off accrual and use for faculty.
- 12 2. A faculty member shall use or forfeit paid time off exceeding a balance of thirty days  
13 before December thirty-first of each calendar year.
- 14 3. Upon a faculty member's termination of employment at an institution of higher  
15 education, the institution shall pay the faculty member an amount equal to the faculty  
16 member's accrued paid time off at the faculty member's rate of pay, but not more than  
17 fifty-four days of paid time off may be paid.
- 18 4. If an institution of higher education does not provide faculty members appointed to at  
19 least a twelve-month term of employment paid time off on August 1, 2025, the  
20 institution must grant fifty-four days of paid time off to the faculty members on  
21 January 1, 2026.