

Sixty-ninth  
Legislative Assembly  
of North Dakota

## PROPOSED AMENDMENTS TO

### 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.~~ for an  
3 Act to provide for a legislative management study regarding paid time off for the faculty at an  
4 institution of higher education.

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

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

8 ~~Public institutions of higher education - Faculty - Paid time off.~~

9 ~~1. An institution of higher education under the control and subject to the administration of~~  
10 ~~the state board of higher education shall:~~

11 ~~a. Provide to a faculty member appointed to at least a twelve-month term of~~  
12 ~~employment twenty-four days of paid time off each calendar year.~~

13 ~~b. Implement a system to record and track paid time off accrual and use for faculty.~~

14 ~~2. A faculty member shall use or forfeit paid time off exceeding a balance of thirty days~~  
15 ~~before December thirty-first of each calendar year.~~

16 ~~3. Upon a faculty member's termination of employment at an institution of higher~~  
17 ~~education, the institution shall pay the faculty member an amount equal to the faculty~~  
18 ~~member's accrued paid time off at the faculty member's rate of pay, but not more than~~  
19 ~~fifty-four days of paid time off may be paid.~~

1 ~~4. If an institution of higher education does not provide faculty members appointed to at~~  
2 ~~least a twelve-month term of employment paid time off on August 1, 2025, the~~  
3 ~~institution must grant fifty-four days of paid time off to the faculty members on~~  
4 ~~January 1, 2026.~~

5 **SECTION 1. LEGISLATIVE MANAGEMENT STUDY - PAID TIME OFF FOR FACULTY OF**  
6 **AN INSTITUTION OF HIGHER EDUCATION.** During the 2025-26 interim, the legislative  
7 management shall consider studying requiring each institution of higher education to provide  
8 paid time off to faculty members appointed to at least a twelve-month term of employment. The  
9 study must include a comprehensive review of in-state and out-of-state leave policies for  
10 institutions of higher education. The legislative management shall report its findings and  
11 recommendations, together with any legislation necessary to implement the recommendations,  
12 to the seventieth legislative assembly.