

FIRST ENGROSSMENT

ENGROSSED HOUSE BILL NO. 1510

Introduced by

Representatives Schreiber-Beck, Conmy, Hanson, Longmuir, McLeod, Novak, Swiontek,
Hager, Richter

Senators Davison, Hogan, Rummel

1 A BILL for an Act to create and enact a new section to chapter 15.1-18.2 and a new section to
2 chapter 50-06 of the North Dakota Century Code, relating to financial planning resources for
3 new teachers and on-site child care for teachers; to provide for a legislative management study;
4 and to provide an appropriation.

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

6 **SECTION 1.** A new section to chapter 15.1-18.2 of the North Dakota Century Code is
7 created and enacted as follows:

8 **New teacher resource - Financial planning.**

- 9 1. The Bank of North Dakota and teachers' fund for retirement board shall submit to the
10 superintendent of public instruction, in the manner prescribed by the superintendent of
11 public instruction:
- 12 a. Information on the framework of a teacher salary matrix;
 - 13 b. Comparisons between insurance plans available for teachers;
 - 14 c. Description of benefits in teacher contracts; and
 - 15 d. Information about Internal Revenue Code section 457 deferred compensation
16 plans, teachers' fund for retirement plans, and other benefits available to
17 teachers.
- 18 2. The superintendent of public instruction shall compile the information under
19 subsection 1 into a report and distribute the report to the teacher preparation
20 programs, administrators, including superintendents, business managers, and building

1 principals, and school districts for the benefit of educating new and recently hired
2 teachers.

3 **SECTION 2.** A new section to chapter 50-06 of the North Dakota Century Code is created
4 and enacted as follows:

5 **On-site child care for kindergarten through grade twelve teachers - Rules.**

- 6 1. A school district may provide child care services or allow child care providers to
7 provide child care services for the children of teachers in a building located on school
8 premises.
9 2. The department, in cooperation with education stakeholders invited by the department,
10 shall review and revise rules under chapter 28-32 to implement this section by July 1,
11 2026.

12 **SECTION 3. LEGISLATIVE MANAGEMENT STUDY - HEALTH INSURANCE POOL FOR**
13 **SCHOOL DISTRICT EMPLOYEES.** During the 2025-26 interim, the legislative management
14 shall consider studying the feasibility of, impact of, and process for creating a health insurance
15 pool for school district employees. The study must include a cost-benefit analysis of
16 implementing a health insurance pool, a review of health insurance pool plan designs and
17 administrative structures, and a comparative analysis of similar approaches adopted by other
18 states for school district employees. The study also must include an analysis of the impact a
19 health insurance pool would have on teacher salaries and a review of compensation structures
20 that maximize lifetime earnings. The legislative management shall report its findings and
21 recommendations, together with any legislation required to implement the recommendations, to
22 the seventieth legislative assembly.

23 **SECTION 4. APPROPRIATION - DEPARTMENT OF PUBLIC INSTRUCTION - TEACHER**
24 **RETENTION PROGRAM.** There is appropriated out of any moneys in the foundation aid
25 stabilization fund in the state treasury, not otherwise appropriated, the sum of \$2,000,000, or so
26 much of the sum as may be necessary, to the department of public instruction for the purpose of
27 providing a statewide teacher retention program to support district leaders, including building
28 principals and classroom teachers, to improve employee satisfaction and work environments,
29 for the biennium beginning July 1, 2025, and ending June 30, 2027.

30 **SECTION 5. APPROPRIATION - DEPARTMENT OF PUBLIC INSTRUCTION - TEACHER**
31 **SUPPORT.** There is appropriated out of any moneys in the general fund in the state treasury,

Sixty-ninth
Legislative Assembly

- 1 not otherwise appropriated, the sum of \$2,000,000, or so much of the sum as may be
- 2 necessary, to the department of public instruction for the purpose of providing funding for the
- 3 teacher support program operated by the education standards and practices board, including
- 4 supports and resources for all first, second, and third year teachers, for the biennium beginning
- 5 July 1, 2025, and ending June 30, 2027.