

**15.1-09-33.1. School board authority - Payment of signing bonuses.**

1. The board of a school district may offer a signing bonus to an individual who:
  - a. Is licensed by the education standards and practices board or approved by the education standards and practices board;
  - b. Has signed a contract of employment in the district; and
  - c. Has never been employed in the newly assigned role by the board of a school ~~the~~ district.
2. The board may pay to the individual the signing bonus authorized by subsection 1 in:
  - a. One lump sum upon the individual signing a contract of employment; or
  - b. Installments over a period of time not to exceed five years from the date the individual signed a contract of employment.
3. A signing bonus paid under this section:
  - a. Is in addition to any amount payable under a negotiated teachers' contract.
  - b. May not be included in the district's negotiated salary schedule.
  - c. May not be included as salary for continuing contract purposes.
  - d. May not be paid until the individual is licensed and qualified for the newly assigned role by the education standards and practices board.
  - e. May not be used for an individual employed the prior year in the same role by another school district in the state until the individual has been employed in the district for two years.