

Sixty-first  
Legislative Assembly  
of North Dakota

ENGROSSED SENATE BILL NO. 2357

Introduced by

Senators Flakoll, Freborg, J. Lee

Representatives Clark, R. Kelsch, Thoreson

1 A BILL for an Act to amend and reenact section 15.1-15-08 of the North Dakota Century Code,  
2 relating to discharge for cause.

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

4 **SECTION 1. AMENDMENT.** Section 15.1-15-08 of the North Dakota Century Code is  
5 amended and reenacted as follows:

6 **15.1-15-08. Discharge for cause - Hearing.**

- 7 1. If the board of a school district contemplates the discharge for cause of an  
8 individual employed as a teacher, a principal, or as an assistant or associate  
9 superintendent, ~~prior to~~ before the expiration of the individual's contract, the board  
10 shall ~~provide written notice to the individual at least ten days prior to the discharge~~  
11 ~~date. The notice must:~~
- 12 a. ~~State the date and time at which the board will conduct a special hearing to~~  
13 ~~address charges against the individual; and~~
- 14 b. ~~State that the individual may demand a list of the charges.~~
- 15 2. ~~If the individual demands~~ petition the director of the office of administrative  
16 hearings for appointment of an administrative law judge to preside over the  
17 hearing. The administrative law judge shall set the time and place of the hearing,  
18 direct the board to publish notice of the hearing, and direct the board to provide to  
19 the individual a list of charges under subsection 1, the board shall furnish the list to  
20 the individual at least five days before the hearing.
- 21 3. ~~If the individual notifies the board in writing at least two days before the hearing~~  
22 ~~that the individual intends to contest the charges, the board shall produce evidence~~  
23 ~~of the charges at the hearing, together with witnesses who are subject to~~  
24 ~~cross examination by the individual or by a representative of the individual.~~

Sixty-first  
Legislative Assembly

- 1           4. ~~If a witness is a minor and if it is the wish of the witness or the witness's parent, the~~  
2           ~~witness may be accompanied by legal counsel and a parent.~~
- 3           5. ~~At the hearing, the individual may produce evidence and witnesses to refute any~~  
4           ~~charges. Any witnesses produced by the individual are subject to~~  
5           ~~cross-examination.~~
- 6       6- 2. ~~The~~ Except as otherwise provided in this section, the hearing must be conducted  
7           in accordance with chapter 28-32.
- 8       7- 3. Unless otherwise agreed to by the board and the individual, the administrative law  
9           judge shall close the hearing ~~must be conducted as an executive session of the~~  
10          ~~board, except that:~~
- 11          a. ~~The individual may invite to the hearing any two representatives and the~~  
12          ~~individual's spouse or one other family member; and~~
- 13          b. ~~The board may invite to the hearing any two representatives, the school~~  
14          ~~business manager, and the school district superintendent, except for the~~  
15          ~~parties, their legal representatives, witnesses, three invitees requested by the~~  
16          ~~individual, and three invitees requested by the board.~~
- 17       8- 4. The individual subject to the discharge may request one continuance. If a  
18          continuance is requested, the ~~board of the school district~~ administrative law judge  
19          shall grant the continuance not in excess of seven days. Upon a showing of good  
20          cause by the individual, the ~~board~~ administrative law judge may grant a  
21          continuance in excess of seven days.
- 22       9- 5. No cause of action for libel or slander may be brought regarding any  
23          communication made in an executive session of the board held for the purposes  
24          provided in this section.
- 25          6. At the conclusion of the hearing, the administrative law judge shall provide all  
26          ~~evidence presented at the hearing to the board in order that the board may make a~~  
27          ~~determination regarding the discharge.~~
- 28          7. A determination of the board under this section may be appealed to the district  
29          ~~court.~~
- 30          8. All costs of the services provided by the administrative law judge, including  
31          ~~reimbursement for expenses, are the responsibility of the board.~~