

SENATE BILL NO. 2320

Introduced by

Senators Bakke, Nelson, Oehlke

Representatives Delmore, Potter, Wall

1 A BILL for an Act to amend and reenact sections 15.1-16-01, 15.1-16-07, 15.1-16-08,
2 15.1-16-10, 15.1-16-11, 15.1-16-12, 15.1-16-16, 15.1-16-17, and 15.1-16-19 of the North
3 Dakota Century Code, relating to representation and negotiation for school district employees
4 other than teachers and administrators.

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

6 **SECTION 1. AMENDMENT.** Section 15.1-16-01 of the North Dakota Century Code is
7 amended and reenacted as follows:

8 **15.1-16-01. Definitions.** As used in this chapter:

- 9 1. "Administrator" means an individual who is employed by the board of a public
10 school district primarily for administration of a school or schools of the district and
11 who devotes at least fifty percent of the individual's time in any one year to the
12 duties of administration of the school or schools of the district.
- 13 2. "Negotiating unit" means:
- 14 a. A group of administrators having common interests, common problems, a
15 common employer, or a history of common representation, which warrants
16 that group being represented by a single representative organization in
17 negotiations with the board of a school district; or
- 18 b. A group of teachers having common interests, common problems, a common
19 employer, or a history of common representation, which warrants that group
20 being represented by a single representative organization in negotiations with
21 the board of a school district; or
- 22 c. Any group of individuals, other than those listed in subdivisions a and b,
23 employed by a school district and having common interests, common
24 problems, a common employer, or a history of common representation, which

1 warrants that group being represented by a single representative organization
2 in negotiations with the board of a school district.

3 3. "Representative organization" means an organization authorized by a negotiating
4 unit to represent the members of the unit in negotiations with a school board.

5 4. "Strike" means any concerted work stoppage, slowdown, or withholding of
6 contracted services.

7 5. "Teacher" means a public school employee licensed to teach by the education
8 standards and practices board or approved to teach by the education standards
9 and practices board and employed primarily as a classroom teacher.

10 **SECTION 2. AMENDMENT.** Section 15.1-16-07 of the North Dakota Century Code is
11 amended and reenacted as follows:

12 **15.1-16-07. Representative organizations - Participation.**

13 1. An individual employed as a teacher may form, join, and participate in the activities
14 of a representative organization of the individual's choosing for the purpose of
15 representation on matters of employer-employee relations.

16 2. An individual employed as an administrator may form, join, and participate in the
17 activities of a representative organization of the individual's choosing for the
18 purpose of representation on matters of employer-employee relations.

19 3. Any individual referenced in subdivision c of subsection 2 of section 15.1-16-01
20 may form, join, and participate in the activities of a representative organization of
21 the individual's choosing for the purpose of representation on matters of
22 employer-employee relations.

23 4. Any individual employed as a teacher or as an administrator may refuse to join or
24 participate in the activities of a representative organization.

25 **SECTION 3. AMENDMENT.** Section 15.1-16-08 of the North Dakota Century Code is
26 amended and reenacted as follows:

27 **15.1-16-08. Representative organization - Negotiating unit - Right to negotiate.** A
28 representative organization has the right to represent a negotiating unit in matters of employee
29 relations with the board of a school district. Any teacher ~~or~~ administrator, or individual
30 referenced in subdivision c of subsection 2 of section 15.1-16-01 has the right to present the
31 individual's views directly to the board.

1 **SECTION 4. AMENDMENT.** Section 15.1-16-10 of the North Dakota Century Code is
2 amended and reenacted as follows:

3 **15.1-16-10. Negotiating unit - Formation.** A Any group of teachers or a group of,
4 administrators, or individuals referenced in subdivision c of subsection 2 of section 15.1-16-01
5 employed by the board of a public school district may form a negotiating unit by filing with the
6 board a description of the job groupings or positions that constitute the negotiating unit. Upon
7 receipt of the description, the board shall accept or reject the proposed negotiating unit. If the
8 board accepts the negotiating unit, the teachers ~~or the,~~ administrators, or individuals referenced
9 in subdivision c of subsection 2 of section 15.1-16-01 within the unit may designate or select a
10 representative organization as provided for in section 15.1-16-11.

11 **SECTION 5. AMENDMENT.** Section 15.1-16-11 of the North Dakota Century Code is
12 amended and reenacted as follows:

13 **15.1-16-11. Representative organization - Selection.**

- 14 1. a. If an organization is interested in representing a group of teachers ~~or,~~ a group
15 of administrators, or a group of individuals referenced in subdivision c of
16 subsection 2 of section 15.1-16-01, the organization may file with the board of
17 a school district a petition asserting that the organization represents a majority
18 of the teachers ~~or the,~~ administrators, or individuals referenced in
19 subdivision c of subsection 2 of section 15.1-16-01 included within a
20 negotiating unit.
- 21 b. The petition must be accompanied by evidence substantiating the assertion
22 contained in it.
- 23 c. Within ten days after receiving the petition, the board of the school district
24 shall post notice of its intent to consider the petition in each school wherein
25 the members of the negotiating unit are employed.
- 26 d. No sooner than ten nor later than twenty days after posting the notice of intent
27 to consider the petition, the board shall investigate the petition, determine the
28 question of representation, and post notice of its determination in each school
29 wherein the members of the negotiating unit are employed.

- 1 e. If the petition is not contested, the board shall recognize the petitioner as the
2 representative organization of the negotiating unit, unless it finds in good faith
3 that there is a reasonable doubt the representation exists.
- 4 2. If any organization has an interest in representing a group of teachers or a group
5 of administrators, or a group of individuals referenced in subdivision c of
6 subsection 2 of section 15.1-16-01 and wishes to contest the claim of
7 representation made in the petition under subsection 1, the contesting organization
8 must file with the board of the school district a petition containing a written
9 statement of contest together with substantiating evidence, within ten days from
10 the date on which the board posted the notice of intent to consider the original
11 petition.
- 12 3. If the board of a school district fails to make and post notice of its determination or
13 if the board's determination has been contested, the board shall call an election to
14 determine the question of representation not sooner than twenty nor later than
15 thirty days after the posting of the notice of intent to consider the original petition.
- 16 4. If the board of a school district receives a petition that is signed by at least
17 twenty-five percent of the members of the negotiating unit and which calls for an
18 election to determine the question of representation, the board shall call the
19 election.
- 20 5. The election must be conducted in the manner agreed to by the interested parties.
21 If the interested parties cannot reach an agreement, the election must be
22 conducted in the manner determined by the education factfinding commission
23 under its rules.
- 24 6. Once a representative organization has been selected, its authority to represent
25 the negotiating unit continues for at least one year from the date of the selection.

26 **SECTION 6. AMENDMENT.** Section 15.1-16-12 of the North Dakota Century Code is
27 amended and reenacted as follows:

28 **15.1-16-12. Representative organization - Payroll deduction - Dues.**

- 29 1. If an individual who is employed as a teacher, and who is a member of a
30 representative organization as defined in this chapter, signs a petition requesting

1 that dues for the representative organization be deducted from the individual's
2 regular paycheck, the board of the school district shall comply with the petition.

3 2. If an individual who is referenced in subdivision c of subsection 2 of section
4 15.1-16-01 is a member of a representative organization and if that individual signs
5 a petition requesting that dues for the representative organization be deducted
6 from the individual's regular paycheck, the board of the school district shall comply
7 with the petition.

8 3. Nothing in this section may be interpreted to mean that the dues of a nonmember
9 must be deducted in that manner.

10 **SECTION 7. AMENDMENT.** Section 15.1-16-16 of the North Dakota Century Code is
11 amended and reenacted as follows:

12 **15.1-16-16. Participation in a strike - Prohibition.** Teachers ~~and~~, administrators, ~~and~~
13 individuals referenced in subdivision c of subsection 2 of section 15.1-16-01 employed by
14 school districts may not participate in a strike. The board of a school district may withhold some
15 or all the wages otherwise due a teacher ~~or~~, an administrator ~~who~~, or an individual referenced
16 in subdivision c of subsection 2 of section 15.1-16-01 if the teacher, administrator, or
17 referenced individual elects to participate in a strike in violation of this section.

18 **SECTION 8. AMENDMENT.** Section 15.1-16-17 of the North Dakota Century Code is
19 amended and reenacted as follows:

20 **15.1-16-17. Discrimination - Prohibition.** Neither the board of a school district nor
21 any administrator employed by the district may discriminate against any ~~individual employed as~~
22 a teacher ~~or~~, administrator, or individual referenced in subdivision c of subsection 2 of section
23 15.1-16-01 because the teacher, administrator, or referenced individual exercises rights
24 available under this chapter.

25 **SECTION 9. AMENDMENT.** Section 15.1-16-19 of the North Dakota Century Code is
26 amended and reenacted as follows:

27 **15.1-16-19. Sick leave - Accumulation.**

28 1. The board of a school district shall allow a teacher to:

29 ~~4.~~ a. Use at least ten days of sick leave each school year without a loss of
30 compensation; and

