



# North Dakota Small Organized Schools

Mr. Michael Heilman  
Executive Director  
3144 Hampton Street  
Bismarck, ND 58504  
[mheilmanndsos@gmail.com](mailto:mheilmanndsos@gmail.com)  
701-527-4621

Mr. Brandt Dick  
President  
1929 N. Washington Steet. Ste.A  
Bismarck, ND 58501  
[Brandt.Dick@k12.nd.us](mailto:Brandt.Dick@k12.nd.us)  
701-415-0441

Mr. Steven Heim  
Vice-President  
PO Box 256  
Drake, ND 58736  
[Steve.heim@k12.nd.us](mailto:Steve.heim@k12.nd.us)  
701-465-3732

SB 2258 Testimony in Support  
Senate Education Committee  
Senator Elkin – Chairperson  
January 23, 2023

Senator Elkin and members of the Senate Education Committee, my name is Michael Heilman. I am the Executive Director of the North Dakota Small Organized Schools (NDSOS). I represent 150-member school districts of the North Dakota Small Organized Schools. NDSOS stands in support SB 2258.

SB 2258 provides another avenue for our schools to put qualified teachers in our classrooms. Most schools are advertising and hiring teachers for the following year in the spring and early summer. The provisions within the bill related to critical shortage area and delaying the use of this bill’s provisions until after August should ensure that qualified, new to the field educators, have a priority before returning a retired teacher to the classroom.

The teacher shortage is real in large and small schools and the pool of qualified teachers continues to shrink. Teachers moving from smaller schools to larger school is not new. What is new, is large schools finding it difficult to fill position and the smaller schools pool of eligible teachers to fill open positions has gone from a small number to no candidates in many cases. We understand that this may not be the final version of this bill or others like it but, NDSOS supports this effort and others that are designed to mitigate the teacher shortage issue.

North Dakota Small Organized Schools supports a do pass recommendation for SB 2258. Thank you, Chairman Elkin and members of the committee. I will stand for questions.

Mr. Michael Heilman – Executive Director  
North Dakota Small Organized Schools  
[mheilmanndsos@gmail.com](mailto:mheilmanndsos@gmail.com)  
701.527.4621

---

## Board of Directors

### Region 1

Mr. Tim Holte, Supt. Stanley  
Mr. John Gruenberg, Supt. Powers Lake

### Region 2

Mr. Jeff Hagler, Supt. North Star  
Mr. Steven Heim, Anamoose & Drake

### Region 3

Dr. Frank Schill, Supt. Edmore  
Mr. David Wheeler, Supt. Manvel

### Region 4

Mr. Brian Christopherson, Supt. New Salem  
Dr. Kelly Peters, Supt. Richardton-Taylor

### Region 5

Mr. Rick Diegel, Supt. Kidder Co.  
Mr. Brandt Dick, Supt. Burleigh County

### Region 6

Mr. Mitch Carlson, Supt. LaMoure  
Dr. Steven Johnson, Supt. Lisbon

**The mission of NDSOS is to provide leadership for the small/rural schools in North Dakota and to support legislation favorable to their philosophy while opposing legislation that is harmful.**