

**FISCAL NOTE**  
**HOUSE BILL NO. 1179**  
**LC# 25.0633.01000**  
**01/20/2025**  
**Revised - 01/20/2025**

## 1 - State Fiscal Effect

*Identify the state fiscal effect and the fiscal effect on agency appropriations compared to funding levels and appropriations anticipated under current law.*

	2023-2025 Biennium		2025-2027 Biennium		2027-2029 Biennium	
	General Fund	Other Funds	General Fund	Other Funds	General Fund	Other Funds
Revenues						
Expenditures			\$200,662	\$453,740	\$200,662	\$453,740
Appropriations						

## 2 - County, City, School District, and Township Fiscal Effect

*Identify the fiscal effect on the appropriate political subdivision.*

	2023-2025 Biennium	2025-2027 Biennium	2027-2029 Biennium
Counties			
Cities			
School Districts			
Townships			

## 3 - Bill and Fiscal Impact Summary

*Provide a brief summary of the measure, including description of the provisions having fiscal impact (limited to 300 characters).*

HB1179 requires North Dakota University System institutions to provide faculty members with a 12-month contract at least 24 days of paid time off each calendar year, carryover of 30 days, balance payout to faculty member upon termination. Requires 54 days be granted for not enacting this provision.

## 4 - Fiscal Impact Sections Detail

*Identify and provide a brief description of the sections of the measure which have fiscal impact. Include any assumptions and comments relevant to the analysis.*

Estimated fiscal impact for HB1179 includes the cost to the NDUS institutions not currently providing this benefit of 24 days of paid time off and applies only to faculty that terminate or leave during the year. There is no fiscal impact for faculty that do not terminate as their 12-month contract covers the paid time off, only upon termination is there a fiscal impact to payout the accrued leave. The fiscal note calculation below in section 6 applies each institutions

faculty turnover rate to the gross impact of the additional 24 days for the two years. The actual cost would increase if faculty bank their leave up to the maximum 30 hours and then leave the institution in a subsequent year as this increases the number of days paid out upon termination.

The fiscal impact of \$654,402 is based on a NDUS systemwide query of faculty that have 12-month contracts and the estimated general fund allocation is based on institution budget allocations submitted for the 2025-27 budget request.

## 5 - Revenues Detail

*For information shown under state fiscal effect in 1 or 2, please explain the revenue amounts. Provide detail, when appropriate, for each revenue type and fund affected and any amounts included in the executive budget.*

N/A

## 6 - Expenditures Detail

*For information shown under state fiscal effect in 1 or 2, please explain the expenditure amounts. Provide detail, when appropriate, for each agency, line item, and fund affected and the number of FTE positions affected.*

Estimated fiscal impact for HB1179 includes the cost to the NDUS institutions not currently providing this benefit of 24 days of paid time off and applies only to faculty that terminate or leave during the year. There is no fiscal impact for faculty that do not terminate as their 12-month contract covers the paid time off, only upon termination is there a fiscal impact to payout the accrued leave. The calculation below applies each institutions faculty turnover rate to the gross impact of the additional 24 days for the two years. Below is a chart of the estimated costs of HB1179 by institution and fund source for the 2025-27 biennium:

HB1179 Fiscal Impact - 2025-27 Biennium(24 days of leave for each year of biennium)

-----	Biennial Amount	-----	Turnover Rate	-----	Biennial Cost	-----	General Fund	-----	Special Funds
Lake Region State College	\$238,077	-----	9.2%	-----	\$21,903	-----	\$10,884	-----	\$11,019
Minot State University	126,569	-----	17.9%	-----	22,694	-----	10,792	-----	11,902
ND State College of Science	69,671	-----	12.6%	-----	8,786	-----	4,179	-----	4,607
University of North Dakota	6,702,420	-----	8.5%	-----	569,035	-----	157,539	-----	411,496
Valley City State University	43,287	-----	24.2%	-----	10,458	-----	6,170	-----	4,288
Williston State College	71,753	-----	30.0%	-----	21,526	-----	11,098	-----	10,428
Grand Total	\$7,251,776	-----		-----	\$654,402	-----	\$200,662	-----	\$453,740

The fiscal impact of \$654,402 is based on a NDUS systemwide query of faculty that have 12-month contracts and the estimated general fund allocation is based on institution budget allocations submitted for the 2025-27 budget request.

## 7 - Appropriations Detail

*For information shown under state fiscal effect in 1 or 2, please explain the appropriation amounts. Provide detail, when appropriate, for each agency and fund affected. Explain the relationship between the amounts shown for expenditures and appropriations. Indicate whether the appropriation or a part of the appropriation is included in the executive budget or relates to a continuing appropriation.*

N/A

## Contact Information

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