

REENGROSSED House Bill No. 1510

Amended version 25.1177.03001

Introduction and Testimony in Support

March 19, 2025, 9AM

Senate Education Committee

Chair: Senator Beard

I am before you to introduce an amended version of reengrossed house bill 1510. This bill is a result of the Teacher Retention and Recruitment Task Force initiated by former Governor Burgum. Although I was not a member of the task force, a Fargo resident questioned me about the results of the task force, and in pursuing a response, learned there had not been a bill written to address the task force recommendations to improve teacher retention and recruitment. Thus, I offered to work with Maria Neset from the governor's office who had served with others on the task force. Maria is present and will provide further information and details on sections one through three of the amended version that was provided.

I can speak to section four. The proposed study in section 4 was not a recommendation of the task force but having served on the workforce development council when reviewing occupational licensing requirements, I thought it pertinent to include investigating the feasibility of adopting an interstate teacher mobility compact, teacher licensure reciprocity or universal licensing to improve teacher recruitment. If the study is selected by legislative management, a requirement is to include input from representatives of the workforce development council.

This concludes my testimony. Thank you for your time and please favorably consider the amended version of HB1510.

Respectfully submitted by Cynthia Schreiber-Beck, District 25 Representative

Sixty-ninth
Legislative Assembly
of North Dakota

**PROPOSED AMENDMENTS TO
SECOND ENGROSSMENT**

REENGROSSED HOUSE BILL NO. 1510

Introduced by

Representatives Schreiber-Beck, Conmy, Hanson, Longmuir, McLeod, Novak, Swiontek,
Hager, Richter

Senators Davison, Hogan, Rummel

1 A BILL for an Act to create and enact a new section to chapter 15.1-18.2 and a new section to
2 chapter 50-06 of the North Dakota Century Code, relating to financial planning resources for
3 new teachers and ~~on-site~~onsite child care for teachers; and to provide for a legislative
4 management study.

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

6 **SECTION 1.** A new section to chapter 15.1-18.2 of the North Dakota Century Code is
7 created and enacted as follows:

8 **New teacher resource - Financial planning.**

9 1. ~~The Bank of North Dakota and~~ teachers' fund for retirement board shall submit to the
10 superintendent of public instruction, in the manner prescribed by the superintendent of
11 public instruction:

12 ~~a. Information on the framework of a teacher salary matrix;~~

13 ~~b. Comparisons between insurance plans available for teachers;~~

14 ~~c. Description of benefits in teacher contracts; and~~

15 ~~d. Information about Internal Revenue Code section 457 deferred compensation~~
16 ~~plans, teachers' fund for retirement plans, and other benefits available to~~

17 ~~teachers, resources related to maximizing earning potential for teachers. The~~

18 ~~teachers' fund for retirement board directly shall communicate with and distribute~~

19 ~~resources to its members, teacher mentor programs, educator preparation~~

1 programs, and school district administrators to inform new and recently hired
2 teachers.

3 2. The superintendent of public instruction shall compile the information under
4 subsection 1 into a report and distribute the report to the teacher preparation
5 programs; administrators, including superintendents, business managers, and
6 building principals; and school districts for the benefit of educating new and recently
7 hired teachers.

8 **SECTION 2.** A new section to chapter 50-06 of the North Dakota Century Code is created
9 and enacted as follows:

10 **On-site Onsite child care for kindergarten through grade twelve teachers in school**
11 **settings - Rules.**

12 1. A school district may provide child care services or allow child care providers to
13 provide deliver child care services for the children of teachers in a building located on
14 school premises.

15 2. The department, in cooperation with education stakeholders invited by the department,
16 shall review and revise rules under chapter 28-32 to implement this section by July 1,
17 2026.

18 **SECTION 3. LEGISLATIVE MANAGEMENT STUDY - HEALTH INSURANCE POOL FOR**
19 **SCHOOL DISTRICT EMPLOYEES.** During the 2025-26 interim, the legislative management
20 shall consider studying the feasibility of, impact of, and process for creating a health insurance
21 pool for school district employees. The study must include a cost-benefit analysis of
22 implementing a health insurance pool, a review of health insurance pool plan designs and
23 administrative structures, and a comparative analysis of similar approaches adopted by other
24 states for school district employees. The study also must include an analysis of the impact a
25 health insurance pool would have on teacher salaries and a review of compensation structures
26 that maximize lifetime earnings. The legislative management shall report its findings and
27 recommendations, together with any legislation required to implement the recommendations, to
28 the seventieth legislative assembly.

29 **SECTION 4. LEGISLATIVE MANAGEMENT STUDY - TEACHER LICENSING AND**
30 **RECRUITMENT.** During the 2025-26 interim, the legislative management shall consider
31 studying the feasibility of adopting the interstate teacher mobility compact, teacher licensure

1 reciprocity, and universal licensing to improve teacher recruitment. The study must include input
2 from representatives of the workforce development council. The legislative management shall
3 report its findings and recommendations, together with any legislation required to implement the
4 recommendations, to the seventieth legislative assembly.