

MICROFILM DIVIDER

OMB/RECORDS MANAGEMENT DIVISION

SFN 2053 (2/85) 5M



ROLL NUMBER

DESCRIPTION

1372

2007 HOUSE EDUCATION

HB 1372

2007 HOUSE STANDING COMMITTEE MINUTES

Bill/Resolution No. HB 1372

House Education Committee

Check here for Conference Committee

Hearing Date: 30 January 2007

Recorder Job Number: 2266

Committee Clerk Signature

Jan Prindle

Minutes

Chairman Kelsch opened the hearing of HB 1372.

Representative Lisa Wolf, District 3, introduced the bill. **(Testimony Attached.)** She described how the mentoring program would work and how it would assist new teachers.

Representative Hunskor: I come from a very small school and I've found that new teachers would share with the experienced staff members and they would help them. Perhaps that's not true in a school the size of Minot or Dickenson.

Representative Wolf: I had a mentor in the Minot School District and my mentor would say to me "Hey, Lisa, you okay? Okay, great." That was what was involved in the mentoring. When I became more involved in mentoring, we met on a daily basis, we went over things, she would observe me in my classroom, and if I was having discipline problems she would help. In a larger district it doesn't work that well.

Representative Wall: Do you have any idea how school districts in the state have mentoring programs where the district pays the mentor.

Representative Wolf: I don't. Some of the people sitting behind me can tell you that.

Representative Herbel: Grafton has a mentoring program but it is without pay. They ask master teachers to serve as mentors and it has worked out quite well. I served as a mentor for several years while I was teaching. There are schools that are doing this.

Senator JoNell Bakke, District 43, spoke in favor of the bill. **(Testimony Attached.)**

Representative Mueller: What was the role of administration with regard to mentoring in your school?

Senator Bakke: How it came to be in Grand Forks is that NDEA brought in some national teachers and they asked each school district to send a team. My district sent me and three other individuals. NDEA paid for all of it except for the kits that school district bought. When we came back from that we met with our administration and we were pretty fired up about the potential for this program. Our administration said why don't you come up with a plan and present it to us. That is exactly what we did. About that time the ESPB has started a mentoring program at the state level. NDEA said there is no reason for the duplication of services, why don't we turn this over to you as it seems to be a little better match for you. The state did that. Our organization was supportive in continuing involvement. My district now pays me a stipend to coordinate the program. Each teacher who serves as a mentor gets a stipend of \$400 per year. If they go through the state program, they get the state stipend and if they go through the district program, they get the district stipend. We have had over 200 mentee/mentor relationships and I've only had one pair that didn't get along.

Janet Welk, executive director of the Education Standards and Practices Board, testified in favor of the bill. **(Testimony Attached.)** Our office could absorb the additional duties.

Representative Mueller: Then we do not need the salary and benefits of the consultant?

Welk: That would be correct.

Chairman Kelsch: Then we could reduce the appropriations. That has got to be first!

Nick Whitman, executive director of NDEA, testified in favor of the bill. NDEA believes in mentoring so much that it put its own money into a program in 2001. That was later put into the state mentoring program. I would hope this bill would revive that program and provide support for new teachers as they begin their teaching career.

Representative Haas: Would your organization be agreeable to assist funding this program perhaps to a matching level.

Whitman: If we have some advance notice, that could be possible. We do not have a line item dedicated to this and probably would not have one for the first year. To work in a partnership down the road, that could be accomplished.

There was no Opposition to HB 1372.

Hearing Closed.

2007 HOUSE STANDING COMMITTEE MINUTES

Bill/Resolution No. **HB 1372**

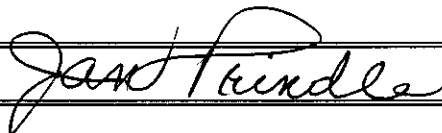
House Education Committee

Check here for Conference Committee

Hearing Date: **31 January 2007**

Recorder Job Number: **2484**

Committee Clerk Signature



Minutes

Chairman Kelsch opened discussion of HB 1372. I think we can reduce this by half?

Representative Mueller: It was the salary and benefits of the consultants which is \$100.0 to \$125.0.

Vice Chairman Meier: I move to amend the bill to reduce the appropriation on line 5 from \$250.0 to \$150.0.

Representative Haas: I second.

A voice was taken: The amendment was accepted.

Representative Myxter: I move a Do Pass as Amended and Rerefer to Appropriations.

Representative Wall: I second.

Representative Johnson: How many schools have in place some sort of mentoring program now? This doesn't address all schools.

Representative Wall: There were two programs going on that aided mentoring. The funds went away. Some districts have mentoring programs, but the mentors do not get formally trained to take it back to their districts and apply it. Now it's an informal process. This bill would set up a trainer to begin formal training.

Representative Johnson: How long did that continue?

Representative Wall: I would guess it ended 2 or 3 years ago. There was federal subsidy for that program.

Chairman Kelsch: The Teacher Quality Enhancement grant provided the funding.

Is this the type of program that the JPAs can provide? Does it necessarily have to be in each school district? This is important for the rural districts as they may need mentoring most.

Maybe they are a young person living in a low population area with not a lot social activities.

Representative Mueller: Can we do this through JPAs with the language as it is in the bill.

Chairman Kelsch: Probably not.

Representative Herbel: Where do we find qualified people? Every school district should have one. How will this program be run?

Representative Johnson: This would provide for only 10 schools to participate.

Representative Haas: We had a statewide mentoring program before the grant ran out. I think they would just be reinstating the same program they had. We are not breaking new ground here. I think there is value in a structured mentoring program and we should do it.

We can't just put money in for two years. We have to be committed to this and keep funding it over the long term particularly in light of the fact that we are having more and more difficulty finding good teachers, keeping good teachers and making sure they succeed.

Representative Hunskor: Our district does it. We just thought it was our job.

Representative Mueller: We need to make changes for the JPA structures that exist.

This mentions only 10 schools.

Chairman Kelsch: There should be a study of this project. Could this be done through the JPA? The ESPB said they could provide the coordinator. My concern is that this is for only 10 school districts. Perhaps we can draft it into a HCR to provide a study. We also need to address this in the adequacy study.

Representative Johnson: It would be a good thing to address this in SB 2200.

Page 3

House Education Committee

Bill/Resolution No **HB 1372**

Hearing Date: **31 Jan 07**

A roll call vote was taken on the motion to Do Pass as Amended and Rerefer to

Appropriations. Yes: 6, No: 7: Absent: 0. The motion failed.

The committee agree that this was a good program but needed to be handled in a different way. They discussed changing this bill to a study resolution and consulted with Anita Thomas of Legislative Council to draft the amendment.

2007 HOUSE STANDING COMMITTEE MINUTES

Bill/Resolution No. **HB 1372**

House Education Committee

Check here for Conference Committee

Hearing Date: **1 February 07 2637**

Recorder Job Number:

Committee Clerk Signature

Jan Prindle

Minutes

Chairman Kelsh opened discussion of HB 1372. You all have copies of the amendment.

Representative Hanson: I move the amendment.

Representative Herbel: I second.

Chairman Kelsch: We have the amendment before us. I believe it takes all the considerations that we had and discussed yesterday into consideration and puts together a nice study.

Representative Hanson: Is this an automatic study or do they have to select it?

Chairman Kelsch: They will have to select it. If it's not selected as a study, it will be something that is looked at because I think this is extremely important and will be looked at during the adequacy discussion. It is good for us to have something like this and that we understand the value of it. We want to make sure it reaches out to some of those school districts that I think need this. We have a motion for the amendment in front of us, **all those in favor say Aye.**

The amendment was accepted by a voice vote. We now have amended HB 1372 before us. What are the wishes of the committee?

Vice Chairman Meier: I move a **Do Pass as Amended on 1372.**

Representative Karls: I second.

Representative Mueller: We did not make any reference to the Joint Powers people.

Chairman Kelsch: We had specifically mentioned that and Anita (Thomas, LC) assured me that it was

in there because it says: “. . . desirability of supporting teacher mentoring programs in urban and rural school districts and the most effective and efficient ways. . .” That includes looking at the Joint Powers because that would be effective and efficient and that language was better because in some cases it may be more effective for the school district to provide and in some it would be more efficient for the JPAs.

Representative Herbel: When we get the study usually they will ask for suggestions for the next meeting and that might be the time we can look at JPAs and what input they can have and bring them to the table.

Chairman Kelsch: Right. We want to look at all the options including how the ESPB could be involved by perhaps having a general coordinator and moving it that way as well.

A roll call vote was taken: Yes: 12, No: 0, Absent: 1 (Haas)

Representative Hanson will carry the bill.

Date: 31 Jan 07
Roll Call Vote #: 1

2007 HOUSE STANDING COMMITTEE ROLL CALL VOTES

BILL/RESOLUTION NO. 1372

House Education Committee

Check here for Conference Committee

Legislative Council Amendment Number _____

Action Taken Reduce line 5 to \$150.0

Motion Made By Meier Seconded By Haas

Representatives	Yes	No	Representatives	Yes	No
Chairman Kelsch			Rep Hanson		
V Chairman Meier			Rep Hunskor		
Rep Haas			Rep Mueller		
Rep Herbel			Rep Myxter		
Rep Johnson			Rep Solberg		
Rep Karls					
Rep Sukat					
Rep Wall					

Total Yes 13 No _____

Absent _____

Floor Assignment Carried

If the vote is on an amendment, briefly indicate intent:

Reduce \$ amount on line 5 to \$150.0

Date: 31 Jan 07
 Roll Call Vote #: 2

2007 HOUSE STANDING COMMITTEE ROLL CALL VOTES

BILL/RESOLUTION NO. 1372

House Education Committee

Check here for Conference Committee

Legislative Council Amendment Number _____

Action Taken Resolved as amended & re-referred to Appropriations

Motion Made By Myxter Seconded By Stall

Representatives	Yes	No	Representatives	Yes	No
Chairman Kelsch		✓	Rep Hanson	✓	
V Chairman Meier		✓	Rep Hunskor	✓	
Rep Haas		✓	Rep Mueller	✓	
Rep Herbel		✓	Rep Myxter	✓	
Rep Johnson		✓	Rep Solberg	✓	
Rep Karls		✓			
Rep Sukat		✓			
Rep Wall	✓				

Total Yes 6 No 7

Absent 0

Floor Assignment _____

If the vote is on an amendment, briefly indicate intent:

Fails

Date: 31 Jan 07
Roll Call Vote #: 3

2007 HOUSE STANDING COMMITTEE ROLL CALL VOTES

BILL/RESOLUTION NO. 1372

House Education Committee

Check here for Conference Committee

Legislative Council Amendment Number _____

Action Taken do not pass as amended

Motion Made By Herbel Seconded By Sukat

Representatives	Yes	No	Representatives	Yes	No
Chairman Kelsch			Rep Hanson		
V Chairman Meier			Rep Hunsakor		
Rep Haas			Rep Mueller		
Rep Herbel			Rep Myxter		
Rep Johnson			Rep Solberg		
Rep Karls					
Rep Sukat					
Rep Wall					

Total Yes _____ No _____

Absent _____

Floor Assignment _____

If the vote is on an amendment, briefly indicate intent:

Date: 1 Feb 02
Roll Call Vote #: 1

2007 HOUSE STANDING COMMITTEE ROLL CALL VOTES

BILL/RESOLUTION NO. 1372

House Education Committee

Check here for Conference Committee

Legislative Council Amendment Number 70655.0102

Action Taken Amend per attached

Motion Made By Hanson Seconded By Herbel

Representatives	Yes	No	Representatives	Yes	No
Chairman Kelsch			Rep Hanson		
V Chairman Meier			Rep Hunskor		
Rep Haas			Rep Mueller		
Rep Herbel			Rep Myxter		
Rep Johnson			Rep Solberg		
Rep Karls					
Rep Sukat					
Rep Wall					

Total Yes _____ No _____

Absent _____

Floor Assignment _____

If the vote is on an amendment, briefly indicate intent:

Date: 1 Feb 02
Roll Call Vote #: 2

2007 HOUSE STANDING COMMITTEE ROLL CALL VOTES

BILL/RESOLUTION NO. 1372

House Education Committee

Check here for Conference Committee

Legislative Council Amendment Number 70655.0102

Action Taken Do Pass as Amended

Motion Made By Meier Seconded By Karls

Representatives	Yes	No	Representatives	Yes	No
Chairman Kelsch	✓		Rep Hanson	✓	
V Chairman Meier	✓		Rep Hunsakor	✓	
Rep Haas	0		Rep Mueller	✓	
Rep Herbel	✓		Rep Myxter	✓	
Rep Johnson	✓		Rep Solberg	✓	
Rep Karls	✓				
Rep Sukat	✓				
Rep Wall	✓				

Total Yes 12 No 0

Absent 1 (Haas)

Floor Assignment Hanson

If the vote is on an amendment, briefly indicate intent:

REPORT OF STANDING COMMITTEE

HB 1372: Education Committee (Rep. R. Kelsch, Chairman) recommends AMENDMENTS AS FOLLOWS and when so amended, recommends **DO PASS** (12 YEAS, 0 NAYS, 1 ABSENT AND NOT VOTING). HB 1372 was placed on the Sixth order on the calendar.

Page 1, line 1, after "A BILL" replace the remainder of the bill with "for an Act relating to a legislative council study of teacher mentoring programs.

BE IT ENACTED BY THE LEGISLATIVE ASSEMBLY OF NORTH DAKOTA:

SECTION 1. TEACHER MENTORING - LEGISLATIVE COUNCIL STUDY.

The legislative council shall consider studying during the 2007-08 interim the feasibility and desirability of supporting teacher mentoring programs in urban and rural school districts and the most effective and efficient ways teacher mentoring programs could be implemented and delivered, including consideration of the identification and preparation of mentors and the styles, strategies, and professional development needs that would assist novice teachers in surviving, thriving, and ultimately deciding to consider teaching as a lifelong career. If the legislative council conducts the study of teacher mentoring, the legislative council shall report its findings and recommendations, together with any legislation required to implement the recommendations, to the sixty-first legislative assembly."

Renumber accordingly

2007 SENATE EDUCATION

HB 1372

2007 SENATE STANDING COMMITTEE MINUTES

Bill/Resolution No. 1372

Senate Education Committee

Check here for Conference Committee

Hearing Date: February 27, 2007

Recorder Job Number: 4026,

Committee Clerk Signature

Minutes:

Chairman Freborg opened the hearing on HB 1372, a bill relating to a legislative council study of teacher mentoring programs. All members were present.

Representative Wolf introduced the bill. This is not like the original bill. The original bill asked for a two year mentoring program. It was killed and hog housed in the House. The amendment asks for a study. She distributed three amendments for the committee to consider. One amendment asks for a "shall study", one adds a mentoring program for \$25,000 and the third amendment does both. There is not mentoring program now. Grand Forks has a mentoring program. She has been involved in two mentoring programs. The first was in Minot, her mentor was a teacher in her department who would ask occasionally how she was doing; it was not much of a program. Later she was involved with a true mentoring program that was very helpful. She can still turn to that mentor when she needs to.

Senator Bakke testified in favor of the bill. (Written testimony attached). We don't need another study of mentoring. ESPB spent a lot of time with a federal grant and proved mentoring was needed. There is a strong need in the state. We are having trouble recruiting and retaining teachers and a mentoring program would help. Don't let it die because we don't hear about it for 2 or 3 years.

Chairman Freborg reminded the committee we are talking about the bill.

Senator Taylor asked if the initial bill had an appropriation.

Senator Bakke said it asked for \$250,000 originally and that was dropped to \$125,000 at the hearing.

Mary Wahl, North Dakota Council of Educational Leaders said she supports the study.

Mentoring is huge. She has a daughter who is a teacher in Oregon. There was a story recently in the newspaper in Oregon that said mentoring can help retain teachers. National statistics show 1 in 3 teachers quit after the first 3 years and 1 in 2 in the first 5 years. She is concerned about getting teachers. We must do everything to retain them, help them grow and get comfortable in the classroom.

Vivian Schafer, former supervisor of student teachers at the University of Mary, testified in favor of the bill. The teachers who were mentored were much happier and were looking forward to their next year of teaching.

Janet Welk, ESPB, testified in opposition to the bill. She is not in favor of another study. We need mentoring. This fall after analyzing their federal grant program, they considered requiring mentoring as a part of licensure; they feel that strongly about it. The larger districts have programs; they don't want to place a financial burden on the smaller districts. They decided to wait 2 years and see if the JPAs could come up with a solution. As our teachers reach retirement, we know we will need more teachers.

Senator Taylor asked about the federal program.

Ms. Welk said it was a teacher quality grant; the goal was to train mentors and provide stipends.

Senator Taylor said if there are existing programs in the larger districts, is this needed more in the small districts? If you are going to feel lonely, you are going to feel really lonely in a small district.

Ms. Weld agreed.

Senator Bakke said there is value in the program.

Ms. Welk said ESPB could administer a program with no additional cost. The mentors are trained, everything is ready to go, they are waiting for dollars.

Senator Flakoll said we had talked about our nationally certified teachers being mentors.

Ms. Welk said they are mentors, they mentor the teachers seeking national certification. There are 200 – 250 trained mentors now. We are waiting for dollars to provide to schools for start up.

Leann Nelson, NDEA, testified in opposition to the bill. There have already been studies. Mentoring would help with teacher retention.

Bev Nielson, North Dakota School Boards Association, testified in opposition to the bill. They have a resolution supporting mentoring but they are opposed to the bill as it is now. They supported \$125,000 on the other side. We spend huge amounts on things that are less effective. At the very least, continue the pilot program.

Chairman Freborg closed the hearing on HB 1372.

Chairman Freborg asked for a copy of the original bill.

Chairman Freborg asked if Senator Bakke does not want the bill.

Senator Bakke said not as it stands.

Chairman Freborg said we have amendments to consider.

Senator Bakke said she would prefer 70655.0202 to make it just an appropriation for teacher mentoring. There is no need to study it. Section 2 would become the bill.

Senator Bakke moved the Bakke amendment, just section 2 of 70655.0202, seconded by Senator Taylor.

Chairman Freborg asked if an amendment similar to this was tried in the House?

Senator Bakke said not to her knowledge.

Senator Flakoll said we could be looking at 5 districts in two years because of the cap of \$5000 per districts. Is there any provision in terms of school size or diversity.

Senator Bakke said she would leave that up to the discretion of ESPB to select areas of the strongest needs, JPAs could be interested as well.

Senator Taylor said we can leave it up to their discretion. He assumes they would not replicate. We would be looking at schools without a mentoring program, likely small districts.

We don't need to spell it out.

Senator Flakoll said it would require a 1:1 match from the school district. Would the dollars go to staffing?

Senator Bakke said there is a text that would have to be provided. They would need to hire trainers and provide a stipend to the teachers doing the mentoring.

Senator Flakoll asked if this would be off schedule for some?

Senator Bakke said it would be additional duties.

Senator Flakoll said it would not be in the contract.

Senator Bakke said it would be extra curricular and paid as such.

Senator Flakoll asked about the pending threat of lawsuit.

Senator Bakke said she is not aware of it. There is no problem in Grand Forks in paying stipends to teachers.

Senator Flakoll said in Fargo, there has been a threat of a lawsuit.

Senator Taylor said \$5000 would be used to train 20 mentors, he doesn't think it will go to court.

Senator Bakke said one trainer will train 20 teachers to be mentors. In Grand Forks the first year of mentoring is required for new teachers, the second optional with 80% choosing to participate in the second year.

The motion passed 5-0-0.

Chairman Freborg asked that the amendment be prepared before the committee acts on the bill.

Chairman Freborg closed discussion of HB 1372.

2007 SENATE STANDING COMMITTEE MINUTES

Bill/Resolution No. 1372

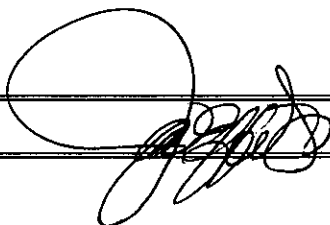
Senate Education Committee

Check here for Conference Committee

Hearing Date: February 28, 2007

Recorder Job Number: 4112

Committee Clerk Signature



Minutes:

Chairman Freborg opened the discussion on HB 1372.

Senator Bakke distributed an amendment.

Chairman Freborg asked if it was the same amendment we passed.

Senator Bakke said yes.

Senator Flakoll asked if the legislative intent is to spread the money over two years.

Senator Bakke said yes.

Senator Flakoll asked if there is a cap per year.

Senator Bakke said Janet Welk wanted \$50,000 but the committee agreed to \$25,000 so that is what is on the amendment. She did have the intern draft an amendment with \$50,000 if the committee would prefer.

Chairman Freborg said there is a better chance of survival if we stay with \$25,000.

Senator Bakke moved a Do Pass As Amended and Rerefer to Appropriations on HB 1372, seconded by Senator Gary Lee.

The motion passed 5 – 0 – 0. Senator Bakke will carry the bill.

PROPOSED AMENDMENTS TO ENGROSSED HOUSE BILL NO. 1372

Page 1, line 1, after "programs" insert "; to provide for teacher mentoring grants; and to provide an appropriation"

Page 1, line 4, replace "consider studying" with "study"

Page 1, line 9, replace "If the" with "The"

Page 1, line 10, remove "legislative council conducts the study of teacher mentoring, the"

Page 1, after line 12, insert:

"SECTION 2. APPROPRIATION - TEACHER MENTORING GRANTS.

1. There is appropriated out of any moneys in the general fund in the state treasury, not otherwise appropriated, the sum of \$25,000, or so much of the sum as may be necessary, to the education standards and practices board for the purpose of providing matching grants for teacher mentoring programs, for the biennium beginning July 1, 2007, and ending June 30, 2009.
2. During the 2008-09 school year, the education standards and practices board shall award up to five matching grants to school districts for the establishment of teacher mentoring programs. Each program must include training for one district coordinator and for as many as twenty individual mentors. District coordinators and mentors must have held a teaching license for at least five years and must have been employed as a teacher by the school district during the preceding three school years. Individuals being mentored must be first-year, second-year, or third-year teachers.
3. The matching grants provided for in subsection 2 may not exceed \$5,000 per school district."

Renumber accordingly

PROPOSED AMENDMENTS TO ENGROSSED HOUSE BILL NO. 1372

Page 1, line 1, after "programs" insert "; to provide for teacher mentoring grants; and to provide an appropriation"

Page 1, after line 12, insert:

"SECTION 2. APPROPRIATION - TEACHER MENTORING GRANTS.

1. There is appropriated out of any moneys in the general fund in the state treasury, not otherwise appropriated, the sum of \$25,000, or so much of the sum as may be necessary, to the education standards and practices board for the purpose of providing matching grants for teacher mentoring programs, for the biennium beginning July 1, 2007, and ending June 30, 2009.
2. During the 2008-09 school year, the education standards and practices board shall award up to five matching grants to school districts for the establishment of teacher mentoring programs. Each program must include training for one district coordinator and for as many as twenty individual mentors. District coordinators and mentors must have held a teaching license for at least five years and must have been employed as a teacher by the school district during the preceding three school years. Individuals being mentored must be first-year, second-year, or third-year teachers.
3. The matching grants provided for in subsection 2 may not exceed \$5,000 per school district."

Renumber accordingly

PROPOSED AMENDMENTS TO ENGROSSED HOUSE BILL NO. 1372

Page 1, line 4, replace "consider studying" with "study"

Page 1, line 9, replace "If the" with "The"

Page 1, line 10, remove "legislative council conducts the study of teacher mentoring, the"

Renumber accordingly

Rep Wolf 2/21/07

