

bulletin



OCTOBER 2021

Excellence in North Dakota public education through local school board governance ■ VOL XLVI ISSUE 10

Bret Dockter Announced as ND Teacher of the Year for 2022

Governor Doug Burgum and State Superintendent Kirsten Baesler announced Monday, September 27, that Bret Dockter, a social studies, science and mathematics teacher at Harvey's Hanson Elementary School and football coach at Harvey High School, is the North Dakota Teacher of the Year for 2022.

Dockter "understands that students learn better and are more successful when they see themselves as part of something larger, as members of a team or project team," Burgum said. "He encourages students to apply what they learn in the classroom in their lives outside of school, and he encourages relationship building in his community."

"Mr. Dockter's goal every day when he walks through the classroom door is to provide a safe environment where his students thrive academically and socially," Baesler said. "He is willing to adapt and change his teaching methods to fit the moment, and make sure his students are learning as much as they can."

Dockter has been an educator for 23 years, 11 at which he holds his current position in Harvey. He describes the town as being the perfect place to teach and raise a family. His dedication to the town and his career is prevalent in his strive to continuously learn, and most impor-



Governor Burgum and State Superintendent Baesler present North Dakota Teacher of the Year for 2022 to Bret Dockter. Picture Credit: NDDPI.

tantly learn from his students.

"I think early on in my career, I thought I needed all the answers, and I had all the answers. It is clear now that I never did," he said. "I learned much more from (his students) than they have learned from me ... They have challenged me to not become stagnant, but

rather give all that I have, because they deserve the best."

Four finalists were selected for the 2022 honor: Dockter; Heather Eil, a first grade teacher at Minot's John Hoeven Elementary School; Shari Jerde, a teacher of business education and family and consumer sciences at Grand Forks' Community High School; Matthew Nielson, a science teacher at Valley City Junior/Senior High School. Each finalist attended the celebration where they were honored.

Congratulations to Mr. Dockter, the 2022 ND TOY finalists, and each of their school districts!



Annual Convention Registration

Registration for the 2021 NDSBA Annual Convention is still open. Registration is available online only at www.ndsba.org.

Reminder: North Dakota Century Code § 15.1-09-32 requires new school board members to attend an in-service training workshop hosted by the North Dakota School Boards Association or its

designee within one year of assuming office. NDSBA will host a seminar for new board members on October 28, 2021. Registration for the New Member Seminar is available at www.ndsba.org.



Legal Spotlight Introducing: NDSBA Legal Direct

by Amy De Kok, NDSBA Legal Counsel

On November 1st, in addition to the benefits our members receive from legal services through their membership, NDSBA Legal Counsel may be retained to provide direct legal assistance to member school districts on a fee-for-services basis. There continues to be a demand for direct, customized legal services for public school districts. NDSBA is in a unique position to provide these services to our members at below-market rates through our new fee-based program, **NDSBA Legal Direct**. Member districts may receive the following fee-based legal services through NDSBA Legal Direct:

• **General legal counsel and advice:** NDSBA Legal Counsel may provide direct legal advice and counseling to our member districts on the day-to-day legal issues and situations that arise in school operations. Member districts may receive this direct assistance under a below-market annual subscription or an hourly fee arrangement.

• **Contract review:** NDSBA Legal Counsel may be retained to draft, review and/or modify contracts member districts enter into with vendors or other third-party service providers. Contract drafting and review will be billed at a below-market hourly rate.

• **Negotiated Agreement review:** NDSBA Legal Counsel may be retained to review district Negotiated Agreements. At a member district's request staff will provide a written analysis of the Negotiated Agreement. This service is provided on a flat fee basis.

• **Customized policy drafting:** NDSBA Legal Counsel may assist member districts to customize school board policies and related regulations to tailor them to districts' needs. This service is billed at a below-market hourly rate basis.

• **Customized training:** NDSBA Legal Counsel is able to provide training and professional development to school boards and/or their staff through specially designed seminars and in-service training in areas such as student rights and discipline, personnel issues, anti-bullying programs, special education, weapons and threat assessment, discrimination and harassment prevention, complaint handling, equal opportunity, ADA, FMLA, FLSA, FERPA and student

records, open records and meetings, staff evaluations, and similar law-related topics.

NDSBA Legal Direct is meant to supplement, not supplant, the services provided to our members by our experienced Legal Affiliates. NDSBA will continue to encourage our member districts who are already regularly represented by district legal counsel to work with and seek assistance from their existing counsel. We will also continue to provide referrals to our Legal Affiliates as appropriate.

NDSBA Legal Direct will not cover all legal services potentially needed by school districts and expressly excludes the following services: litigation matters; nonrenewal and discharge for cause hearings; matters that may be covered by insurance (NDRIF) or assigned to insurance counsel; matters where another member school district is adverse to the district requesting assistance; matters outside the expertise of NDSBA Legal Counsel; and matters where the member district is already represented by legal counsel on the matter. In situations where NDSBA Legal Counsel cannot provide direct legal assistance, we will refer the district to appropriate counsel.

Please contact our office for more information regarding NDSBA Legal Direct.

The *Bulletin* is the official newsletter of the North Dakota School Boards Association. It is published twelve times each year and is mailed as third class mail from New Salem, North Dakota.

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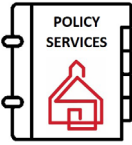
NDSBA Seeks Student Artwork

NDSBA is seeking holiday-themed student artwork to be featured on our holiday cards. Artwork should be landscape-oriented and 5.5x4.75 inches. The student whose artwork is chosen will be recognized in the December issue of the *Bulletin* and receive a \$50 Barnes & Noble gift card. NDSBA will also make a \$200 donation to the student's classroom.

Artwork can be submitted in two ways:

1. Original artwork can be mailed to NDSBA, 1224 West Owens Ave., Bismarck ND 58501.
2. High quality scans (300 dpi or greater) of original artwork can be emailed to taylor.lassiter@ndsba.org.

All submissions should include the name and grade of the student, the name of the student's teacher, and the school district. Artwork must be received in the NDSBA office **by November 5**.



Top Ten Policy Reminders

The primary role of the school board is to develop effective board policies, which provides

direction for the operations of the district and delegates authority to the superintendent for their administration. There are many steps the board and administration must take to properly adopt and effectively implement policy. With this process comes questions. To minimize potential missteps, Policy Services has put together the top ten things that school boards must remember when developing policy:

1. The school board and/or their minutes should never refer to themselves as the Board of Education.
2. The board minutes should accurately reflect the changes made to policy.
3. The board should never approve

administrative regulations and exhibits.

4. The board should have a designated policy committee.

5. The board should review policy at each meeting.

6. The board should evaluate current policies at least every three years.

7. The board should always compare current policies with new policies prior to taking action.

8. Policy Services cannot review the district's unique policies.

9. NDSBA policy templates should never be used or shared without our permission.

10. A policy may not be required for every process.

This article has been condensed from its original version. The full article can be viewed in the October 2021 *Policy Ponderings*.

ND TSS Mentoring Program Reopening

Thanks to additional funding, the North Dakota Teacher Support System (ND TSS) is now able to provide mentors for every first-year teacher in the state.

If you know a first year teacher OR a teacher who was not able to be in the program last year and is in his/her 2nd year, go to <https://form.jotform.com/212643770001141> to register.

The ND TSS Mentoring Program provides:

- New Mentor training (online)
- Administrator training (online)
- Online class for first-year teachers
- Webinars for mentors
- A structured program for all participants

- Stipends for mentors (\$1600 per year upon completion of all activities)
- Substitute teacher reimbursement (up to \$500)

New mentors will be expected to work through 15 hours of online blended course work in October. All of the training requirements can be found on the ND TSS website.

Information about ND TSS can be found at <https://www.nd.gov/espb/welcome-north-dakota-teacher-support-system>. ND TSS Materials and resources for administrators to use can be found at <https://www.nd.gov/espb/administrators>.



BoardBook Premier

BoardBook Premier is available to North Dakota school districts, political subdivisions, and businesses. BoardBook Premier is a paperless meeting and document storage program designed by school boards and is the new standard in board agenda preparation and decision making. Visit www.ndsba.org for more information.

2021 NDSBA Annual Convention Final Schedule Available

We are excited to be back in person for the 2021 NDSBA Annual Convention! You can view the final schedule overview at <https://www.ndsba.org/wp/index.php/ndsba-events/annual-convention/>.

Convention information is also found on the webpage. If you have any questions, please contact Taylor at taylor.lassiter@ndsba.org.

Superintendent Evaluations

North Dakota law requires that school boards complete a formative evaluation of superintendents **ON OR BEFORE NOVEMBER 15** [NDCC § 15.1-14-03]. This evaluation must take place at an open public meeting. One purpose of the November evaluation is to highlight areas of performance in need of improvement and provide an improvement plan a timeline for expected enhance performance. The law regarding superintendent evaluations states that if the superintendent is found to be unsatisfactory in any area, the board shall detail its findings in the report and make recommendations. This process allows opportunity for professional growth before the superintendent's formal evaluation, which must be complete **ON OR BEFORE MARCH 15, 2022**. A sample evaluation form is available on NDSBA's website and www.ndsba.org under RESOURCES.



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ND Rural School Summit

October 27, 2021
State Capitol, Bismarck

2021 NDSBA Annual Convention

October 28-29, 2021
Ramkota Hotel, Bismarck

2022 Negotiations Seminar

February 3-4, 2022
BSC National Energy Center of
Excellence, Bismarck

2022 NSBA Annual Conference & Exposition

April 2-4, 2022
San Diego, CA

Human Resource Collaborative Conference

April 20-21, 2022
Ramkota Hotel, Bismarck

2022 NDSBA Annual Convention

October 27-28, 2022
Ramkota Hotel, Bismarck



THE 2021 NDSBA CANDIDATES

CANDIDATE FOR PRESIDENT



Karl Lembke – Bismarck

Karl Lembke graduated from Century High School, attended Bismarck State College and went on to graduate from the University of Mary with a Bachelor of Science Degree in Business Administration. He is married and has three children. His son Nick is in his final year at UND, daughter Kaia is a Junior at NDSU, and daughter Riley is freshman at UND.

Karl is an insurance agent with Vaaler Insurance. His past work experience includes medical and pharmaceutical sales, professional fundraising, and work as a lobbyist at the North Dakota State Legislature.

Karl was elected to the Bismarck School Board in 2014 and served as president in 2018 and 2020. Karl has attended the NDSBA convention every year since being elected on the school board and has attended and participated at the National Association of School Board convention. He currently serves as NDSBA's President.

Karl is active in his community and serves in multiple community organizations which includes serving on the Board for Bismarck-Mandan Chamber EDC, University of Mary Alumni Committee, Past Board Member ND Dietetic Practices Board, past member of Parent Advisory Committee at Century High School, Board Member of the Bismarck Baseball Boosters, and Century High School baseball, soccer and volleyball boosters. He serves as a member of the North Dakota K12 Coordination Council. Karl has been serving on the NDSBA board since 2016, was elected vice president in 2018 and president in 2020.

CANDIDATE FOR VICE PRESIDENT



Patti Stedman – West Fargo

Patti Stedman graduated in 1984 from Carrington High School and received a Bachelor of Science degree in Elementary Education from Minnesota State University Moorhead. She is a former Barb Norby Scholarship recipient and has been a regular participant at state and national school board conventions.

Patti was elected to the West Fargo School Board in 2008. She has also been an active member of various committees including planning development; governance; long-range facility; negotiations, including lead negotiator; and more. For the past 13 years, she has served on the board of directors for the South East Education Cooperative (SEEC) REA, Education Standards & Practices board (ESPB) and on the CTE board as president.

Patti has been married to her husband Brad for 30 years, and they have three children who previously attended West Fargo High School – Alyssa, Dustin and Kylie. She is currently self-employed and works with her husband in West Fargo.

Patti has been serving as NDSBA's Vice President since 2020 and prior to that as the Southeast Director since 2016.

CANDIDATE FOR NORTHEAST DIRECTOR



Steve Halldorson – Devils Lake

Steve Halldorson is beginning his 17th year as a member of the Devils Lake School Board, having been first elected in 2005. He had previously served as president for three years and vice president for four years. Currently, he is the president of his local Regional Education Association. Steve is completing his third year as NDSBA's Northeast Director. He has served on the Government Affairs, Credentials, and the Ballot Counting Committees.

Steve has served on numerous local organizations including Devils Lake Recreation Committee, Lake Region Skating Club, Blue Line Club, Middle School Exploratory Committee, and his children's Parent Teacher Organization. He is a member of the Knights of Columbus.

Steve is employed with Altru Health Systems as a facilities technician. He has been married to his wife, Donna, for 33 years. They have three adult children: Nicholas, Alex and Shana. They are proud grandparents to a grandson Aidan and a granddaughter Everette.

CANDIDATE FOR SOUTHWEST DIRECTOR



Lucas Greff – Mott/Regent

Lucas Greff has been on the Mott-Regent School Board for nine years. He has served as president and vice president and has served on the Policy, Building, and Curriculum and Finance Committees in that time. He has testified at the state legislature about the importance of state funded low interest loans to small school districts to build new and modernize existing structures to improve education.

He is currently serving as the president for the Roughrider Area Career and Technical Center (RACTC)--a role he has held the past six years.

Lucas grew up on his family farm and graduated from Regent Public School in 2000. He attended college at Valley City State and Dickinson State. He joined the North Dakota National Guard in 1999 and is currently a serving member.

Lucas has been married to Angela since 2003 and they have six children ranging from ages 14 to six months. He currently ranches on the family farm and is Active Duty Military for the National Guard out of Dickinson.