

# bulletin



JUNE 2024

Excellence in North Dakota public education through local school board governance

VOL XLIX ISSUE 6

## 2024 Summer Reading Grants

Article from NDDPI

Summer learning loss, commonly referred to as the “Summer Slide,” is the phenomenon through which a student loses achievement gains (most notably in reading and math) made during the school year. The loss of academic skills has the potential to compound over the course of a child’s K-12 journey. Younger students and low-income students are the most prone to summer learning loss.

The COVID-19 pandemic exacerbated the already-existing problem. As a result, the North Dakota Department of Public Instruction is dedicating resources to provide North Dakota students with increased summer literacy opportunities.

North Dakota public libraries and schools that participate in summer reading challenges or other engagement activities, including the annual College SAVE Summer Reading Champions Campaign, are eligible to be considered for grants awarded as reimbursements. At the end of the challenge/engagement period (but no later than August 5),

participating entities must complete and submit a “Summary of Engagement” form to NDDPI. Applicants will be able to provide an overview of any unfinished plans/initiatives that will take place after the application deadline. NOTE: Grantees must have an active *sam.gov* unique entity identifier (UEI) to apply for and receive funds.

- Applicants will be notified of their award status by August 16.
- Grant awards are not guaranteed for each applicant.
- Award amounts are subject to DPI discretion and availability of funds.
- Funds may be used specifically to cover the costs of public and school library resource materials.
- Grant recipients must submit a signed grant award and supporting documentation (receipts for resource materials) to receive grants (as reimbursement).
- Funds must be expended by September 30 and requests for reimbursement must be submitted by December 13.

Go to <https://www.nd.gov/dpi/2024-summer-reading-grants> or contact [jodell@nd.gov](mailto:jodell@nd.gov) for more information.



**NDSBA DUES STATEMENTS** have been sent to district business managers. School districts in North

Dakota have long benefited from the support, training, information, and legislative advocacy provided by the NDSBA. When public school boards join together, they make a difference in their own effectiveness and overall support for public education.

**NDSBA INFORMATION FORMS** will be sent to district business managers in June. The information collected through the forms is vital to ensure: (1) all **NEW** board members, superintendents and business managers receive NDSBA correspondence as soon as they are a member of the board or district; (2) we have the **correct** board president, board members, superintendent, and business manager; (3) email addresses, mailing addresses, and phone numbers for current board members and staff are up to date; and (4) we have the correct number of years board members have served so we may utilize the information for our awards program and association educational components.

**POLICY SERVICES RENEWAL INVOICES**, along with an explanation of the different types of services available, will also be emailed to each district’s Policy Services contact at the end of June. Districts will also receive an email requesting their school’s contact information and the individuals they would like to receive future Policy Services correspondence. Your Policy Services membership will ensure you have the latest policy updates.

**Keep your school district up to date by submitting payments promptly.**

## ELECTIONS TIPS: New School Board Members Oaths

Elected school board members are required to take an oath of office before beginning their duties. The North Dakota Secretary of State has an oath of office form that can be used by school districts. Once the oath of office is taken, it is filed with the school district’s business manager. A school board member’s term begins at the board’s annual meeting in July following the school district’s election.

More information about school board elections statutes, including oaths of office, can be found at North Dakota Century Code Ch. 15.1-09.





# Legal Spotlight

## Recent Federal Final Rules Affecting Schools

By Lexie Bergstrom, NDSBA Staff Attorney

Recently, several federal agencies have announced final rules that will affect public schools. In last month's bulletin, NDSBA provided an overview of the Department of Education's 2024 amendments to its Title IX Rule. Below are three other final rules announced by federal agencies that will also take effect this year.

### DEPARTMENT OF LABOR – OVERTIME

The U.S. Department of Labor announced a final rule that will expand overtime protections for lower-paid salaried workers. This final rule increases the salary thresholds required to exempt a salaried bona fide executive, administrative or professional employee from federal overtime pay requirements. Starting July 1, most salaried workers who earn less than \$844 per week will

become eligible for overtime pay. Subsequently, on Jan. 1, 2025, most salaried workers who make less than \$1,128 per week will become eligible for overtime pay. As these changes occur, job duties will continue to determine overtime exemption status for most salaried employees. The rule will also increase the total annual compensation requirement for highly compensated employees (who are not entitled to overtime pay under the Fair Labor Standards Act (FLSA) if certain requirements are met) from \$107,432 per year to \$132,964 per year on July 1, and then set it equal to \$151,164 per year on Jan. 1, 2025. Starting July 1, 2027, these earnings thresholds will be updated every three years to keep pace with changes in worker salaries. Additionally, a set earning threshold schedule will allow employers to adapt more easily because they'll know when salary updates will happen and how they'll be calculated.

According to the department, the final rule will restore and extend the right to overtime pay to many salaried workers, including workers who historically were entitled to overtime pay under the FLSA because of their lower pay or the type of work they performed. While teachers and school administrators are exempt from this rule, it does raise the minimum salary threshold for non-teaching worker exemptions. Districts should review their employee classifications in light of

these rule changes.

### EQUAL EMPLOYMENT OPPORTUNITY COMMISSION – PREGNANCY

The U.S. Equal Employment Opportunity Commission (EEOC), the federal agency charged with enforcing federal laws prohibiting discrimination in the workplace, issued a final rule to implement the Pregnant Workers Fairness Act (PWFA). Under the PWFA, most employers with 15 or more employees must provide reasonable accommodations to an employee or applicant for employment for their known limitations related to pregnancy, childbirth or other related medical conditions. The final rule clarifies an employer's obligations under the PWFA.

The final rule provides that certain accommodations are per se reasonable, and employers should grant those accommodations in almost every circumstance. Those accommodations include additional restroom breaks, food and drink breaks, access to water and other drinks, and sitting and standing. The final rule also proposes other reasonable accommodations, which are not per se reasonable, and they include job restructuring, the modification of work schedules, paid leave, and job reassignments.

Additionally, the final rule addresses other aspects of the PWFA, including when certain medical conditions are covered and when an employer's obligation to accommodate is triggered. It also indicates that verbal

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#### EDITOR

Taylor Lassiter

#### PUBLISHER

North Dakota School Boards Association  
1224 West Owens Avenue  
Bismarck, ND 58501

TELEPHONE 1-800-932-8791

LOCAL 701-255-4127

FAX 701-258-7992

WEBSITE [www.ndsba.org](http://www.ndsba.org)

TWITTER @ndsba

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2024 NDSBA ANNUAL CONVENTION

## NDSBA Requesting Clinic Proposals

NDSBA is accepting proposals for 2024 NDSBA Annual Convention clinic sessions. The proposal submission form can be found at [www.ndsba.org](http://www.ndsba.org) under QUICK CLICKS.

Please consider sharing unique or successful things happening in your district or suggesting a speaker or topic you would like to see.

**The submission deadline has been extended to June 21.**

conversations with direct superiors can trigger an employer's statutory obligation to provide reasonable accommodation. This final rule will go into effect on June 18.

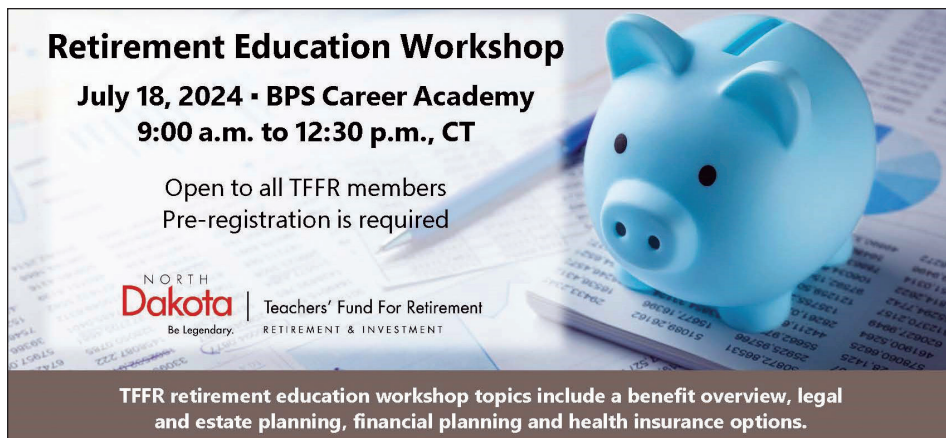
#### DEPARTMENT OF AGRICULTURE – NUTRITION

The U.S. Department of Agriculture's (USDA) Food and Nutrition Service (FNS) published the final rule Child Nutrition Programs: Meal Patterns Consistent With the 2020-2025 Dietary Guidelines for Americans. This rule

gradually phases in added sugars limits for the school lunch and breakfast programs, and updates total sugars limits for breakfast cereals and yogurt to added sugars limits. The final rule also implements a single sodium reduction in the school lunch and breakfast programs. A study will be conducted on potential associations between sodium reduction and student participation. The final rule addresses a variety of other school meal requirements, including establishing

long-term milk and whole grain requirements. Finally, the rule includes provisions that strengthen Buy American requirements (the Buy American Act is a law that requires the U.S. government to prefer U.S.-made products in its purchases). While the final rule is effective July 1, the USDA will gradually phase in required changes over time.

You can access each agency's website for more information regarding these regulations or contact NDSBA for further guidance.



**Retirement Education Workshop**  
**July 18, 2024 • BPS Career Academy**  
**9:00 a.m. to 12:30 p.m., CT**

Open to all TFFR members  
Pre-registration is required

**NORTH Dakota** | Teachers' Fund For Retirement  
Be Legendary. RETIREMENT & INVESTMENT

TFFR retirement education workshop topics include a benefit overview, legal and estate planning, financial planning and health insurance options.

## TFFR Retirement Education Workshop

On July 18, the North Dakota Retirement and Investment Office (RIO) will hold its annual TFFR Retirement Education Workshop. The workshops are beneficial to TFFR members within one to 10 years of retirement, providing attendees with essential information and guidance as they prepare for significant transition.

Pre-registration is required.

Registrants will receive, via secure email, a benefit estimate statement and an advanced copy of the workshop handouts. The workshop is free. To

register and view the agenda, visit [https://bit.ly/TFFR\\_REW24](https://bit.ly/TFFR_REW24).

If you are unable to attend the event, recordings from a prior workshop are available online at [https://bit.ly/TFFR\\_REW](https://bit.ly/TFFR_REW). If you prefer to attend a face-to-face event, RIO rotates the workshop locations. In July 2025, a workshop will be held in eastern North Dakota.

For more information, contact the North Dakota RIO's Retirement Services Division at 701-328-9885, 800-952-2970 or [rio@nd.gov](mailto:rio@nd.gov).

## 2024 NDSBA Board Member Service Awards

NDSBA recognizes board members for professional development on two levels: Veteran and Master Board Member. When a board member has earned 100 points, the individual is recognized as a veteran board member. When 200 points are earned, the designation is master board member. Recipients will be recognized at the NDSBA Annual Convention.

School district business managers

should maintain a record of points earned for each board member and record activities as they occur. A copy of a qualifying board member's points form must be received by the NDSBA office by Friday, September 20, for board members to be recognized at the 2024 Annual Convention. Forms are available under "Resources" on the NDSBA website. Also available on the webpage is a spreadsheet that may be

## Call For Standing Resolutions



NDSBA provides member boards legislative advocacy, serving as a voice for public schools and local control. The Association's total legislative platform is formed by both Standing Resolutions and Beliefs and Policies. Standing Resolutions are specifically legislative statements adopted by the Association's Delegate Assembly at the Annual Convention.

Any member board may submit a resolution for consideration. If your district wishes to submit a resolution, please use the format found on the NDSBA Annual Convention webpage. Please view current standing resolutions before submitting to ensure you are not duplicating a current resolution. Resolutions are automatically dropped after four years unless brought to the delegate assembly for reconsideration. Both standing resolutions and beliefs and policies are on the NDSBA website at <https://www.ndsba.org/wp/beliefs-and-policies/>.

Submit proposed resolutions by email to Taylor Lassiter at [taylor.lassiter@ndsba.org](mailto:taylor.lassiter@ndsba.org) by August 23, 2024.

useful to record board members' yearly activities.

When 100 or 200 points have accumulated, the form should be submitted to NDSBA, 1224 West Owens Avenue, Bismarck, N.D., 58501 or by email to [taylor.lassiter@ndsba.org](mailto:taylor.lassiter@ndsba.org).



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## Calling All Business Managers!

Whether you are a veteran business manager or new to the position, the North Dakota Association of School Business Managers (NDASBM) and North Dakota School Boards Association (NDSBA) look forward to bringing voluntary courses and training through the **North Dakota School Business Manager Certification Program (NDSBMCP)**. Application forms to enter the program and start courses this fall are available online at <https://www.ndsbmcp.org/wp-content/uploads/2024/05/Applicationform.docx>. For more information on the program, contact Patty VerDouw at 800-932-8791 or [patty.verdouw@ndsba.org](mailto:patty.verdouw@ndsba.org).



**2024 Governor's Summit on Innovative Education**  
June 17  
BSC National Energy Center of Excellence, Bismarck

**2024 North Dakota Indian Education Summit**  
July 18-19  
ND State Capitol, Bismarck

**2024 NDDPI & NDSBA Board Member Bootcamp**  
August 1  
Zoom

**2024 NDSBA Annual Convention**  
October 24-25  
Bismarck Event Center, Bismarck

**2025 NDSBA Negotiations Seminar**  
February 6-7, 2025  
BSC National Energy Center of Excellence, Bismarck

**2025 NDSBA Annual Convention**  
October 9-10, 2025  
Bismarck Event Center, Bismarck