

**MINUTES – Board Meeting**  
**Thursday, April 11, 2024**  
Pioneer Room, State Capitol

The Education Standards and Practices Board (ESPB) meeting was called to order at 8:08am by Board Chair Cory Steiner. Board members present were Jenny Bladow, Siri Coleman, Amber Fridley, Deb Follman, Dustin Hager, Evan Kritzberger, Kathy Lentz, Angela Nagel, Patti Stedman, Cory Steiner, and Superintendent Kirsten Baesler.

Also present were ESPB Executive Director Rebecca Pitkin, Mari Riehl, and Amy Bigelow from ESPB, Allyson Hicks and Mark Openshaw from Office of Attorney General, Dr. Kelli Odden from Mayville State University, Dr. Stay Duffield from NDSU, Amy Flicek from NDUnited, Nathan Svihovec and Carolyn Laird from Department of Labor, and other online and in-person guests.

Introductions were held.

**Motion to Include Additional Agenda Items** – Additions to the agenda include a disability waiver for Sarah Beck, cases for Brent Lloyd, Eric Knudson, Nneka Nwaokeafor, John Vetter, and Ryan Baron. Discussion on teaching authorization. Dustin Hager made a motion to approve the agenda with amendments. Motion seconded by Evan Kritzberger. Board members who voted in favor were Jenny Bladow, Siri Coleman, Amber Fridley, Deb Follman, Dustin Hager, Evan Kritzberger, Kathy Lentz, Angela Nagel, Patti Stedman, and Cory Steiner. None opposed. Motion carried.

**Motion to Ratify March Licensure List** – Kathy Lentz made a motion to ratify the March licensure list. Motion seconded by Siri Coleman. Board members who voted in favor were Jenny Bladow, Siri Coleman, Amber Fridley, Deb Follman, Dustin Hager, Evan Kritzberger, Kathy Lentz, Angela Nagel, Patti Stedman, and Cory Steiner. None opposed. Motion carried.

**Administrative Subcommittee** – Called to order by Administrative Subcommittee Chair Cory Steiner. Reviewed by Administrative Subcommittee of the Education Standards and Practices Board. Administrative Subcommittee members present were Deb Follman, Amber Fridley, Dustin Hager, Kathy Lentz, Patti Stedman, and Cory Steiner.

**Slade, Jay** – At the March 2024 meeting the subcommittee voted to initiate a Request for Inquiry to Mr. Slade. A response has been received. Patti Stedman stated she found this case to be a little complicated.

Kathy Lentz made a motion to dismiss. Seconded by Amber Fridley. Kathy feels based on the information Mr. Slade had at the time, it appears he followed procedure. Amber said based on the Request for Inquiry the subcommittee had questioned previously if a 960 had been filed. Based on the information available at the time, it doesn't appear that a 960 needed to be filed. Patti agreed.

Attorney Allyson Hicks told the subcommittee if there are newly discovered facts that vastly change things this case could come back to the board. The subcommittee needs to weigh those options. The standard for disciplinary cases is to determine if there is reasonable cause to believe there was violation of laws and rules. It is not the same

standard as criminal court. This case was initiated after it was seen in the media. It seems the districts legal counsel would have been involved. Administrative Subcommittee members who voted in favor of dismissing the case were Deb Follman, Amber Fridley, Dustin Hager, Kathy Lentz, Patti Stedman, and Cory Steiner. None opposed. Motion carried.

**Heger, Katie** – A Request for Inquiry was initiated by the board after a teacher at the school where Ms. Heger is principal had been teaching all year on an interim substitute license. The previous superintendent, who is no longer with the district, had entered a person on the MIS03 who wasn't actually teaching there. The teacher who was teaching all year on an interim substitute license now has an alternate access license. Deb Follman made a motion to dismiss. Seconded by Kathy Lentz. Deb doesn't believe Ms. Heger did anything incorrect and is now trying to clean up a situation. Administrative Subcommittee members who voted in favor of dismissing the case were Deb Follman, Amber Fridley, Dustin Hager, Kathy Lentz, Patti Stedman, and Cory Steiner. None opposed. Motion carried.

**Sando, Jean** – A Request for Inquiry was filed by board after a teacher was teaching all school year without a valid license at the school where Ms. Sando is principal. Patti Stedman made a motion to dismiss case for Ms. Sando. Seconded by Kathy Lentz. Patti thinks it is another case of different people taking different roles and there may be another administrator with additional information who this teacher reports to. Kathy agreed. Administrative Subcommittee members who voted in favor of dismissing the case were Deb Follman, Amber Fridley, Dustin Hager, Kathy Lentz, Patti Stedman, and Cory Steiner. None opposed. Motion carried.

Cory Steiner asked how it can determined where the disconnect happened. Becky said a licensure subcommittee met this morning and has developed some guidelines they may recommend to the board regarding situations where individuals are teaching without a license.

Cory Steiner made a motion to issue Request for Inquiries to Ms. Caspers and Mr. Kading at Oak Grove related to Erin Torpey teaching without a license. Seconded by Amber Fridley. Kathy Lentz feels like if a new teacher is hired and the administration tells them they are ok to begin teaching without a license, a new teacher will feel led to believe that's ok. At the last meeting Ms. Torpey was issued a letter regarding the importance of teaching with a valid license. Board members who voted in favor of issuing Ms. Caspers and Mr. Kading Requests for Inquiry were Deb Follman, Amber Fridley, Dustin Hager, Kathy Lentz, Patti Stedman, and Cory Steiner. None opposed. Motion carried.

**Baron, Ryan** – Attorney Allyson Hicks provided an update on this case. Mr. Baron is wanting to voluntarily surrender his license. This is still considered disciplinary action, but isn't considered a revocation, though it would still be recorded in the NASDTEC

Clearinghouse. Revocation follows a strong legal process, and a license can automatically be denied if someone applies in another state if they've previously had a license revoked elsewhere but cannot automatically be denied if voluntarily relinquished.

Allyson said a settlement agreement can be issued for Mr. Baron to voluntarily surrender his license, but it can also include language stating if he's found guilty of any facts related to the case, regardless of state or federal charges, his license would automatically become revoked under NDCC 15.1-13-26. Allyson has drafted this settlement agreement and sent to Mr. Baron's attorney. She is looking for a motion from the subcommittee to approve the drafted settlement agreement. Kathy Lentz made a motion to accept Allyson's recommendation for that settlement agreement. Seconded by Deb Follman. Administrative Subcommittee members who voted in favor of dismissing the case were Deb Follman, Amber Fridley, Dustin Hager, Kathy Lentz, Patti Stedman, and Cory Steiner. None opposed. Motion carried.

The administrative subcommittee section of the meeting adjourned at 8:38am.

Allyson Hicks provided update to the board on pending cases.

## **CASES**

**Vetter, John** – At the March 1, 2024, special meeting Mr. Vetter's license was suspended immediately. He was originally charged in state court and has now been charged in federal court. Allyson will draft a new settlement agreement where it will apply regardless of jurisdiction, whether state or federal. Allyson would like permission to amend Mr. Vetter's settlement agreement to include federal case and to add a catch-all clause. Evan Kritzberger made a motion to allow Allyson Hicks and the Office of Attorney General to amend the settlement agreement as outlined. Motion seconded by Angela Nagel. Board members who voted in favor were Jenny Bladow, Siri Coleman, Amber Fridley, Deb Follman, Dustin Hager, Evan Kritzberger, Kathy Lentz, Angela Nagel, Patti Stedman, and Cory Steiner. None opposed. Motion carried.

**Arndt, Cynthia** – Teaching without a valid license. Evan Kritzberger made motion to issue Ms. Arndt a \$100 fine with a reminder letter about the importance of having a valid license. Seconded by Siri Coleman. Evan wants to be sure the board is being consistent with cases like this. Board members who voted in favor were Jenny Bladow, Siri Coleman, Amber Fridley, Deb Follman, Dustin Hager, Evan Kritzberger, Kathy Lentz, Angela Nagel, Patti Stedman, and Cory Steiner. None opposed. Motion carried.

**Skauge, Abbie** – Teaching without a valid license. Before discussion began Evan Kritzberger disclosed that he has a limited connection with Oak Grove and has family members that attend that school. He does not know this individual. He prefers to defer to remainder of the Board. Jenny Bladow made motion to allow Evan Kritzberger to

participate in discussion and voting on this case. Motion seconded by Angela Nagel. Board members who voted in favor were Jenny Bladow, Siri Coleman, Amber Fridley, Deb Follman, Dustin Hager, Kathy Lentz, Angela Nagel, Patti Stedman, and Cory Steiner. None opposed. Motion carried.

Siri Coleman made a motion to fine Ms. Skauge \$100 with a letter reminding her of the obligation to hold a valid license. Seconded by Jenny Bladow. Board members who voted in favor were Jenny Bladow, Siri Coleman, Amber Fridley, Deb Follman, Dustin Hager, Evan Kritzberger, Kathy Lentz, Angela Nagel, Patti Stedman, and Cory Steiner. None opposed. Motion carried.

**Shell Track, Jordan** – Teaching without a valid license from October 2023 until February 2024. Mr. Shell Track's response received yesterday and has been provided to the Board. Deb Follman made a motion to fine Mr. Shell Track \$100 with letter about the obligation to hold a valid license. Seconded by Siri Coleman. Board members who voted in favor were Jenny Bladow, Siri Coleman, Amber Fridley, Deb Follman, Dustin Hager, Evan Kritzberger, Kathy Lentz, Angela Nagel, Patti Stedman, and Cory Steiner. None opposed. Motion carried.

**Krebs, Isaiah** – Teaching without a valid license from October 2023 until February 2024. Angela Nagel motioned to fine \$100 Mr. Krebs and to send a letter about the importance of holding a valid license. Board members who voted yes were Jenny Bladow, Siri Coleman, Amber Fridley, Deb Follman, Dustin Hager, Evan Kritzberger, Kathy Lentz, Angela Nagel, Patti Stedman, and Cory Steiner. None opposed. Motion carried.

**Lloyd, Brent** – Board initiated a Request for Inquiry after it was learned that he resigned from Grand Forks Public Schools due to substance use issues at school during the school day and it was seen in the media. Board members stated they have previously reviewed cases where an individual brought alcohol to school and that did result in disciplinary action. Other cases where the board determined the consequence of losing a job was enough of a consequence. Allyson said the board has a variety of options including ethics training, requiring a chemical dependency evaluation, NASDTEC courses, or other rehabilitative options at the person's expense.

Cory Steiner made motion to issue Mr. Lloyd a settlement agreement to suspend his license until June 30, 2024, for being in violation of Administrative Code 67.1-03-01-02(3). Require Mr. Lloyd to complete the NASDTEC ethics course, a chemical dependency evaluation with follow-up of recommendations, a letter of reprimand, and require him to self-disclose any additional incidences during the license period, all at applicant's expense. If Mr. Lloyd completes all requirements before June 30, his license could be reinstated earlier. Motion seconded by Kathy Lentz. Cory's rationale is that Mr. Lloyd was at school intoxicated, not outside of school. Kathy agrees that since this occurred in school it has the possibility to impact students. Board members who voted

yes were Jenny Bladow, Siri Coleman, Amber Fridley, Deb Follman, Dustin Hager, Evan Kritzberger, Kathy Lentz, Angela Nagel, Patti Stedman, and Cory Steiner. None opposed. Motion carried.

**Knudson, Eric** – Before discussion on this case began, Amber Fridley disclosed that Mr. Knudson is her sister-in-law's step-son, so she is going to recuse herself from this case.

Kathy Lentz said based on the Request for Inquiry and response provided, she would like more evidence. Cory Steiner said in reading the transcript of the interview with the student, he has concerns about transparency and leading questions. There were references to Snapchat and that it was turned over to local authorities. Becky did reach out to the police department, and they've stated they have no record, however that's not to say there hasn't been a complaint filed.

Allyson said under Administrative Code 67.1-01-01-02 (4,f,2) the board does have the option to ask for additional information. They can reach out to the person who filed the Request for Inquiry, witness names provided, more information from Mr. Knudson's personnel file, ect. The statement from Bishop Ryan is that they did a "thorough investigation", but no further information on what that included. An interview provided was with one student.

Kathy Lentz made motion to request additional information from the school district and police department regarding investigations. Motion seconded by Siri Coleman. Board members would like the investigative report, personnel file regarding disciplinary action or inappropriate behavior, documentation of a police report if any, and information from witnesses. Allyson and Becky will work together to see what information is available to provide to the Board. Dustin Hager agrees that substantiated information from witnesses would be important and there is not enough information to act on at this time. Board members who voted in favor were Jenny Bladow, Siri Coleman, Deb Follman, Dustin Hager, Evan Kritzberger, Kathy Lentz, Angela Nagel, Patti Stedman, and Cory Steiner. None opposed. Motion carried.

**Nwaokefor, Nneka** – Board initiated Request for Inquiry in March after notification was received from Grand Forks Public Schools that Ms. Nwaokefor was discharged for cause.

Angela Nagel said after reading through the materials she noticed that Ms. Nwaokefor said that she's from a different country, and Angela does know working with students is different in different countries and it doesn't come from ill intent. It appears the amount of time she was employed in the district in her own classroom was a very short period of time. Siri Coleman wondered if the teaching assistant was the one reporting it, there would be some information on that included from the district. Information provided states CPS interviewed students and found no cause.

Jenny Bladow made a motion to dismiss. Seconded by Deb Follman. Jenny feels Ms. Nwaokeafor did a good job explaining cultural differences and wonders if there was enough education provided by her employer to set her up for success in this role. Evan Kritzberger agrees and would be interested to see how she was onboarded through the district. From her perspective, it seems like she was setting up good classroom culture and procedures. Cory pointed out the district had a non-renewal hearing, and the vote was unanimous to discharge. There would have been legal council involved with that. He is worried about asking what a district did to onboard the teacher, then every time there is an occurrence it's the district's responsibility due to how they onboarded the teacher.

Allyson Hicks reminded the board they need to determine if there was a violation of laws or rules and if so, what was that violation. That violation should guide the boards action. District's standard is different, as they don't look at violation of laws or rules. Siri asked if this could come back if there are findings of abuse or neglect with DHS, yes, it would need to be a substantially different. Evan asked Becky to remind the board what is included in the NASDTEC ethics course – responsibilities to profession, student, community, ect.

Board members who voted in favor of dismissing the case were Jenny Bladow, Siri Coleman, Amber Fridley, Deb Follman, Kathy Lentz, and Patti Stedman. Dustin Hager, Evan Kritzberger, Angela Nagel, and Cory Steiner voted no. Motion carried.

**Aboutaleb, Ashley** – Ms. Aboutaleb's file is being reviewed after she self-disclosed background offenses on her application for an interim substitute license. Siri Coleman made a motion to grant with requirement that she self-disclose any future offenses. Seconded by Kathy Lentz. Siri appreciated Ms. Aboutaleb's explanation about how she's continued to be on right track since her charges occurred in 2007. Kathy agreed. Board members who voted in favor were Jenny Bladow, Siri Coleman, Amber Fridley, Deb Follman, Dustin Hager, Evan Kritzberger, Kathy Lentz, Angela Nagel, Patti Stedman, and Cory Steiner. None opposed. Motion carried.

**Passariello-Binegar, Pamela** – Ms. Passariello-Binegar's file was reviewed after she self-disclosed background offenses on her application for an interim substitute license. Evan Kritzberger made a motion to grant her license with requirement to self-disclose any future offenses. Seconded by Angela Nagel. In Ms. Passariello-Binegar's letter she documents the positive actions taken since her charges occurred. Board members who voted in favor were Jenny Bladow, Siri Coleman, Amber Fridley, Deb Follman, Dustin Hager, Evan Kritzberger, Kathy Lentz, Angela Nagel, Patti Stedman, and Cory Steiner. None opposed. Motion carried.

**Vorachek, Sydney** – Jenny Bladow disclosed that she read in the materials that Ms. Vorachek was a UND student. Jenny did not know Ms. Vorachek or interact with her in any way. She does feel like she can be unbiased. Allyson asked if she knows this

individual. She does not. Allyson said UND is a very large campus, so if Jenny has no knowledge of this individual and can be unbiased, she does not feel it rises to the level of needing conflict of interest disclosure.

Siri Coleman made a motion to issue a settlement agreement to grant a license with stipulations that Ms. Vorachek follows ongoing case requirements from Minnesota and discloses any further offenses. Seconded by Deb Follman. Both Siri and Deb feel it's important to be sure she follows up on all court requirements since her DUI charge is recent and there are still outstanding stipulations set forth by the courts.

Dustin Hager asked if the board has ever granted a license for an abbreviated amount of time, so it can be reviewed earlier. It has, but the settlement agreement also covers this and if Ms. Vorachek wouldn't comply there would be further disciplinary action. Board members who voted in favor were Jenny Bladow, Siri Coleman, Amber Fridley, Deb Follman, Dustin Hager, Evan Kritzberger, Kathy Lentz, Angela Nagel, Patti Stedman, and Cory Steiner. None opposed. Motion carried.

**Cales, Brett** – Mr. Cales has applied for an Other State Educator License and disclosed on his application that he has a pending license suspension in Maryland due to breach of contract. Mr. Cales is very open about his breach of contract. He currently holds a valid license in Pennsylvania. Allyson clarified this isn't a decision to issue disciplinary action, it's an approval or denial. There are only five situations where a board can deny a license under Administrative Rule 67.1-02-02-06 and one is that a person has had a license revoked or suspended in another state.

Patti Stedman made a motion to grant a license to Mr. Cales. Seconded by Evan Kritzberger. Patti said she made her motion based on the fact that he's been teaching in another state for a year. If Maryland does suspend, then a Request for Inquiry can be filed and it can be dealt with at that time. She doesn't feel breach of contract rises to the level of license denial. Board members who voted in favor were Jenny Bladow, Siri Coleman, Amber Fridley, Deb Follman, Dustin Hager, Evan Kritzberger, Kathy Lentz, Angela Nagel, Patti Stedman, and Cory Steiner. None opposed. Motion carried.

**Gourneau, John** – Board initiated Request for Inquiry. The board was notified of an investigation by the FBI, but they did not find any information that rose to the level of federal law and the case was sent to the local prosecutor. The BIA said it wasn't a federal crime they would be able to charge and it was referred to tribal police. Becky did call police and did not receive any information. Mr. Gourneau currently holds a teaching permit. In order for his permit to be renewed a school district would need to submit a written request for renewal.

Kathy Lentz made a motion to request information from the Belcourt school district about their investigation, including disciplinary action from Mr. Gourneau's personnel file. Seconded by Angela Nagel. Both said they are uncomfortable making a decision based solely on the information the board has received. Board members who voted yes

were Jenny Bladow, Siri Coleman, Amber Fridley, Deb Follman, Dustin Hager, Evan Kritzberger, Kathy Lentz, Angela Nagel, Patti Stedman, and Cory Steiner. None opposed. Motion carried.

**Hurley, Erin** – Ms. Hurley's file was reviewed after a Request for Inquiry was received from Wilmac Special Education Unit. This was investigated by CPS and outcome has been received from DPI. DPI reported that Wilkinson Elementary school was found guilty of child abuse/neglect. This action is against the school, but due to the action of the administrator and teacher because they broke established district policy. This is public record.

Kathy Lentz said as she read this case she wondered where the support of the administrator was in all of this. Evan Kritzberger said reading the complaint he was confused about if the Request for Inquiry was filed due to the actions, or Ms. Hurley's non-compliance after she was placed on administrative leave. Angela Nagel said as a special education teacher and a big part of her job is working with students with behaviors. She feels the actions of this teacher were not ok. All districts have restraint/seclusion policies and it's a teacher's responsibility to be aware of these policies. Teachers have to sign off on them every year.

The board needs to decide if there was a violation of laws and rules, and if there was, what would they like to see happen with a settlement agreement.

Kathy asked what happens when CPS finds the school guilty of child abuse/neglect. Best practice is to establish a corrective action plan that has clear policy/procedure so it doesn't happen again. Every teacher is then required to have additional training. She also asked about timeline and if proper paperwork was filed. It doesn't appear it was.

Options include dismissal, a letter of reprimand, education, monetary fines, suspension, revocation, or other sanctions. Deb Follman made a motion to revoke Ms. Hurley's license for being in violation of NDCC 15.1-13-25(1)(c), NDCC 15.1-13-25(1)(j), NDAC 67.1-03-01-02(3) and NDAC 67.1-03-01-02(4). Seconded by Evan Kritzberger. Deb said the board has discussed a lot of things. It's apparent this was not a one-time thing, and it's not something that should be happening. She knows special education teachers are needed but knows the events that occurred are not ok. Evan said educators make difficult decisions every day. At the end of the day, they are responsible for what happens in buildings and are responsible for their own actions. Board members who voted yes were Jenny Bladow, Amber Fridley, Deb Follman, Dustin Hager, Evan Kritzberger, Patti Stedman, and Cory Steiner. Those who voted no were Siri Coleman, Kathy Lentz, and Angela Nagel. Motion carried.

**Licensure Grade Spans, Dr. Kelli Odden** – Becky has invited Dr. Kelli Odden from Mayville State to speak about early childhood licensure. Dr. Odden is a part of the national early childhood organization, as well as an instructor at Mayville State in early



childhood education.

At this time, elementary education is grades 1-8 and an endorsement is required to teach kindergarten. If someone is an early childhood major they are required to have two different placements – one in PreK/K and one in grades 1-3. In the apprenticeship model, this isn't the best thing to do to remove a student teacher from their classroom so they can student teach in a different setting. There have been discussions on the possibility of making elementary education a K-8 license.

There is a group that is meeting and looking at kindergarten (bridge). Mayville is looking to make adjustments to their program so individuals who want to teach kindergarten don't need to be taken out of the classroom for separate placement, and including coursework for elementary education majors.

Board had discussion on options people have for adding kindergarten, including the plan-on-file, Praxis test, or completing a minor. Dr. Odden's focus would be for elementary teachers going forward, not for those who are already licensed. Mayville State is proposing that they attach a practicum to K methods course, 8 weeks of coursework and 8 weeks of practicum. The board will consider this information going forward.

**Senate Bill 2249 Board Report** – Department of Labor report. Nathan Svihovec, Carolyn Laird from Department of Labor attended the meeting to get clarification on some questions they have. They stated the background of the study is to see if individuals are licensed in another state if they are able to come to North Dakota and become licensed and work here. Goal was to get individuals licensed within 3 days. The original bill was to take effect in August 2023 but was turned into a study. This area has been studied multiple times before. The bulk of the information was gathered in a 53-question report completed by ESPB staff. They attended the meeting today to clarify some things from that response. A final report will be provided to the board for review to ensure accuracy. Nathan believes that if a board is doing well, it's important to report that as well. Staff and board members provided additional clarification about answers provided on the Department of Labor questionnaire.

**Dr. Stacy Duffield Qualtrics** – Dr. Stacy Duffield from NDSU presented information on the NDACTE Common Metrics study. The study yields valid and reliable data that universities can use as part of their accreditation. Part of this presentation is a funding request for \$3000. A student worker is hired each year to compile and clean data, then provided to EPPs. This funding covers the student worker. Data results from the Transition to Teaching and Administrators surveys were shared. The Common Metrics study has been made an open source product where individuals can download and use the tool.

Jenny Bladow left the meeting at 1pm.

**Policy/Rules** – Licensure subcommittee reviewed ideas that were drafted by the office for different situations where people are teaching without a license, including offering settlement agreements for fines if individuals are teaching without a license in certain situations. If this moves forward, the board will need to ratify all the settlement agreements issued each month, similar to how the licensure report is ratified. Evan made a motion to approve board the licensure subcommittee's recommendation for policy related to teaching without a license. Seconded by Kathy Lentz. Board members who voted yes were Siri Coleman, Amber Fridley, Deb Follman, Dustin Hager, Evan Kritzberger, Kathy Lentz, Angela Nagel, Patti Stedman, and Cory Steiner. None opposed. Motion carried.

Dustin Hager asked about license expiration dates and how that is determined. Staff provided background information on license expiration dates and intent behind it.

**March Meeting Minutes, Special Meeting Minutes, License, and Financial Reports**

– The March 2024 financial report showed \$66,696.65 in total income received, \$87,490.28 in total expenses, with a net income of minus \$20,793.63. The March 2024 licensure report documented 777 items issued. This number includes background checks, endorsements, late fees, and application fees.

Becky reminded the board the budget is typically in a deficit this time of year, and it generally evens itself out.

Kathy Lentz made a motion to approve the March minutes, special meeting minutes, license, and financial reports. Motion seconded by Amber Fridley. Board members who voted in favor were Siri Coleman, Amber Fridley, Deb Follman, Dustin Hager, Evan Kritzberger, Kathy Lentz, Angela Nagel, Patti Stedman, and Cory Steiner. None opposed. Motion carried.

**Disability Waivers –**

- **Sarah Beck** – Ms. Beck has submitted a request for waiver of her Elementary Education: Curriculum, Instruction, and Assessment Praxis II test. Evan made a motion to approve the request. Seconded by Siri Coleman. Board members who voted yes were Siri Coleman, Amber Fridley, Deb Follman, Dustin Hager, Evan Kritzberger, Kathy Lentz, Angela Nagel, and Cory Steiner. None opposed. Motion carried.
- **Kwade Keplin** – Ms. Keplin has submitted a request for waiver of her General Science Praxis II test. Angela Nagel made a motion to approve the request. Seconded by Amber Fridley. Board members who voted yes were Siri Coleman, Amber Fridley, Deb Follman, Dustin Hager, Evan Kritzberger, Kathy Lentz, Angela Nagel, and Cory Steiner. None opposed. Motion carried.

**Teacher Authorizations** – A number of people have reached out to Cory Steiner and asked to have the teaching authorization continue, including those who were originally against the idea of the teaching authorization. The emergency rule that was approved was valid for 2 years, so will continue until at least 2025. Becky has visited people who

hold a teaching authorization to gather feedback. In general, she found that for individuals on an authorization who had good support, the experience was very positive. The office already has requests coming in for Fall 2024. Amber Fridley shared that her daughter had a teacher on an authorization and had a very good experience. Cory hopes that Higher Ed continues to hold their standard and only recommend those who are truly ready.

**Director's Report and Report on Shortage Conference** – Becky shared things that ESPB has done in regard to reading competencies. Various board members attended teacher retention report meeting where TSS presented what they are doing in the field. Concerns about ongoing legislative funding. Data shows positive numbers in teacher retention for those who have been mentored. Becky has been asked to join a tribal PLC from other states.

An idea to help address the teacher shortage is to find out what other states are doing regarding higher education instructors coming back into teaching. Some states have an emeritus/adjunct license. ESPB is exploring this option for ND. It would be another pipeline for licensure. Will work with CTE on this also.

ESPB Assistant Director Mari Riehl attended Educator Shortage Summit in Arizona, which included participants from K-12, Higher Ed, and state agencies. Many conversations about recruitment and retention. North Dakota is doing a lot of good things and people wanted to hear what we are doing. Laurie Matzke from DPI shared about apprenticeships. It was obvious many states have entire recruitment and retention departments. Presentation by Educators Rising, a student organization for high school students interested in teaching. Hoping that eventually this can get started in ND. Discussions to incentivize teachers to stay in the classroom instead of moving out of classroom teacher positions (admin, instructional coaches, ect.)

### **Board Member Reports**

**NDACTE** – Jenny Bladow shared that NDACTE conference was last week at University of Mary. Malina Monaco from CAEP was here and did a breakout session at NDACTE conference.

**Association of Non-Public Schools** – Today at Light of Christ, several non-public school representatives met to talk about issues to prepare for the upcoming legislative session. Main ideas were teacher shortage, recruitment and retention, and getting qualified educators when they know the pay may not be as much as public schools. They recognize if they want to be taken seriously, they need to have properly licensed teachers and take advantage of the options available.

**Association of School Administrators** – A little concern with Republican conference in Fargo with Superintendent endorsement. Administrators have done a lot of work to form a good working relationship, and concern about that if there are changes going forward. Also concerns finding qualified teachers to have with students. Representatives from DPI, ESPB, and NDUnited have visited Arizona to learn about the Arizona State

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University team model. A grant is being written to establish a sustainable teacher leadership process. Deb Follman will be retiring at the end of this school year.

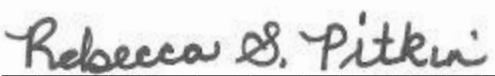
**School Boards Association** – Nothing to report.

**NDUnited** – Nothing to report.

**DPI** – Nothing to report.

Meeting adjourned at 1:48pm.

  
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Chair

  
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Secretary/Executive Director