



NDSA-15-2223

## **A Resolution in Opposition to the Removal of the Civil Service Defined Benefit System**

**WHEREAS**, the North Dakota Student Association (NDSA) represents the voice of North Dakota's 45,000 public college and university students; and,

**WHEREAS**, the purpose of NDSA is to represent all students enrolled in the North Dakota University System (NDUS) and advocate on issues of higher education in support of access, affordability, quality, and the student experience; and,

**WHEREAS**, HB-1040 would change the state employees' retirement plans, which includes public teachers and NDUS staff and faculty, from a defined benefit system to defined contribution; and,

**WHEREAS**, the state of North Dakota is currently facing a teacher shortage which will be further exacerbated by the removal of a defined benefit system; and,

**WHEREAS**, defined benefit systems help reduce turnover and increase the quality of education in the state by retaining current educators and maintaining competitiveness by drawing new educators to the state; and,

**WHEREAS**, the quality and affordability of education in North Dakota draws skilled workers to the state from neighboring regions and works to keep students in North Dakota for years; and,

**WHEREAS**, switching the teacher retirement plans from a defined benefit system to a defined contribution system could negatively impact the quality and quantity of higher education professionals and future educators in North Dakota; so,

**THEREFORE, BE IT RESOLVED**, the NDSA opposes the passage of HB-1040 by the North Dakota legislature.

*Approved by the North Dakota Student Association General Assembly  
Saturday, January 21<sup>st</sup>, 2023*