

1 State of Arkansas *As Engrossed: H12/16/03 H12/29/03 H1/6/04* Call Item 4

2 84th General Assembly **A Bill**

3 Second Extraordinary Session, 2003 HOUSE BILL 1040

4

5 By: Representatives Elliott, *Chesterfield, Clemons, Dobbins, Eason, Goss, Green, House, C. Johnson, J.*

6 *Johnson, Jones, Ledbetter, Lendall, Penix, Thomas, White*

7 By: Senators *Wilkins, Bryles, Steele, Brown, Higginbotham, Broadway*

8

9

10 **For An Act To Be Entitled**

11 AN ACT TO PROVIDE EXTRAORDINARY INCENTIVES FOR
12 TEACHER RECRUITMENT AND RETENTION IN *HIGH-*
13 *PRIORITY* DISTRICTS; AND FOR OTHER PURPOSES.

14

15 **Subtitle**

16 AN ACT TO PROVIDE EXTRAORDINARY
17 INCENTIVES FOR TEACHER RECRUITMENT AND
18 RETENTION IN *HIGH-PRIORITY* DISTRICTS.

19

20

21 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:

22

23 SECTION 1. Arkansas Code Title 6, Chapter 17, Subchapter 8 is amended
24 to add an additional section to read as follows:

25 6-17-811. Incentives for teacher and other certified staff recruitment
26 and retention in high-priority districts.

27 (a)(1) For purposes of this section:

28 (A) "Other certified staff" means those certified personnel who
29 work full-time for one (1) or more school districts;

30 (B) "Teachers" means those certified personnel who spend seventy
31 percent (70%) of their time interacting with students in a classroom setting
32 teaching all grade level or subject matter appropriate classes; and

33 (C) "High-priority area" means an area of the state in which
34 seventy-five percent (75%) or more of public school students are eligible for
35 the free or reduced-price lunch program under the National School Lunch Act;
36 and



1 (D) "Previous year" means the school year immediately preceding
2 the present school year.

3 (2) The State Board of Education shall promulgate rules to
4 determine high-priority areas of the state.

5 (b) Beginning in the 2004-2005 school year, a teacher licensed by the
6 state board who teaches or other certified staff who work in a school in a
7 high-priority area shall receive in addition to all other salary and
8 benefits:

9 (1)(A) For new teachers and other new certified staff, a one-
10 time signing bonus to be paid as follows:

11 (i) Four thousand dollars (\$4,000) at the time a
12 teacher not currently employed by the district signs a new contract to teach
13 in a high-priority area; and

14 (ii) Two thousand dollars (\$2,000) at the beginning
15 of each of the next three (3) subsequent years if the teacher continues
16 teaching in the same high-priority area.

17 (B)(i) If a teacher has received bonus pay under
18 subdivision (b)(1)(A) of this section and leaves the high-priority area
19 before the end of the four-year bonus pay period, the teacher shall pay back
20 the amount of the bonus received in the previous year.

21 (ii) If the teacher leaves the district during the
22 school year, the teacher shall pay back the previous year's bonus and the
23 current year's bonus.

24 (2) For all teachers and other certified staff, five (5) days of
25 paid vacation to be awarded at the end of each school year if the teacher or
26 other certified staff member finishes the school year in the same district;

27 (3) Fully-paid health and dental insurance for the teacher,
28 other certified staff, and their immediate family members; and

29 (4)(A) A monthly allowance at the federal Internal Revenue
30 Service reimbursement rate for travel, as in effect on January 1, 2004, to
31 pay for two-way travel from the teacher's residence to a high-priority area
32 school at which the teacher is employed.

33 (B) Reimbursement shall be paid under subdivision
34 (b)(4)(A) of this section only to teachers and other certified staff for two-
35 way travel of at least forty (40) miles but not to exceed fifty (50) miles.

36 (c) The Department of Education shall promulgate rules to implement

1 the bonus pay program established by subsection (b) of this section.

2 (d) The school board of any school district in a high-priority area
3 may reimburse at the federal Internal Revenue Service reimbursement rate for
4 travel, as in effect on January 1, 2004, any person who interviews for
5 employment as a licensed teacher with the district, for the mileage and other
6 actual expenses incurred by the person in the course of travel to and from
7 the interview.

8 (e)(1) The state board shall promulgate rules to reimburse state-
9 licensed teachers for the expense of moving if the employment necessitates
10 the relocation of the teacher to a high-priority area.

11 (2) The expense reimbursement shall be allowed for both in-state
12 and out-of-state teachers who enter into a contract for employment in a
13 school district situated in a high-priority area.

14 (3) To be eligible for the reimbursement, the teacher shall
15 apply to the local district, and the district shall obtain approval from the
16 Department of Education for reimbursement before the relocation occurs.

17 (4)(A) If the reimbursement is approved, the department shall
18 provide funds to the school district to reimburse the teacher in an amount
19 not to exceed two thousand dollars (\$2,000) for the documented actual
20 expenses incurred in the course of relocating.

21 (B) Allowable expenses shall include:

22 (i) The expense of any professional moving company
23 or persons employed to assist with the move;

24 (ii) Rented moving vehicles or equipment;

25 (iii) Mileage in the amount authorized for state
26 employees if the teacher used a personal vehicle or vehicles for the move;

27 (iv) Meals; and

28 (v) Other expenses associated with the relocation in
29 accordance with the department's established rules and regulations.

30 (5)(A) Nothing in this subsection (e) requires the actual
31 residence to which the teacher relocates to be within the boundaries of the
32 school district which has executed a contract for employment with the
33 teacher, or within the boundaries of the area designated by the state board
34 as a high-priority area for the teacher to be eligible for reimbursement for
35 moving expenses.

36 (f) To be reimbursed under this section, teachers and

1 other certified staff shall reside within the State of Arkansas.

2 (g) The department shall:

3 (1)(A) Monitor the implementation of the incentive program
4 established by this section; and

5 (B) Collect data to be used to evaluate the incentive
6 program's effectiveness; and

7 (2) Before August 31, 2008, submit to the House and Senate
8 Interim Committees on Education a comprehensive evaluation of the incentive
9 program established by this section.

10

11 /s/ Elliott, et al

12

13

14

15

16

17

18

19

20

21

22

23

24

25

26

27

28

29

30

31

32

33

34

35

36