

A Bill

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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, Higginbothom, Broadway*

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For An Act To Be Entitled

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

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Subtitle

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

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

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

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

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

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

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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

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

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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 districts 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 district 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 district; 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 district.

17 (B)(i) If a teacher has received bonus pay under
18 subdivision (b)(1)(A) of this section and leaves the high-priority district
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)(A) For all teachers and other certified staff not newly
25 signed to work in the district, a two thousand dollar (\$2,000) retention
26 bonus at the beginning of the school year.

27 (B) If the teacher leaves the district during the school
28 year, the teacher shall pay back the previous year's bonus and the current
29 year's bonus; and

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

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

1 (c) The Department of Education shall promulgate rules to implement
2 the bonus pay program established by subsection (b) of this section.

3 (d) The department shall:

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

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

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

11 (e) By August 31, 2008, the House and Senate Interim Committees on
12 Education shall determine whether to recommend the continuation of the
13 incentive program.

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15 /s/ Elliott, et al
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