Bit Second Extraordinary Session, 2003 HOUSE BILL 104 By: Representatives Elliott, Chesterfield, Clemons, Eason, Goss, Green, House, C. Johnson, J. Johnson, Jones, Ledbetter, Lendall, Penix, Thomas, White By: Senators Wilkins, Bryles, Steele, Higginbothom, Broadway By: Point For An Act To Be Entitled II An ACT TO PROVIDE EXTRAORDINARY INCENTIVES FOR II An ACT TO PROVIDE EXTRAORDINARY INCENTIVES FOR II DISTRICTS; AND FOR OTHER PURPOSES. II Subtitle AN ACT TO PROVIDE EXTRAORDINARY INCENTIVES FOR TEACHER RECRUITMENT AND RETENTION IN HIGH-POVERTY II DISTRICTS; AND FOR OTHER PURPOSES. II AN ACT TO PROVIDE EXTRAORDINARY INCENTIVES FOR TEACHER RECRUITMENT AND RETENTION IN HIGH-POVERTY DISTRICTS. II RETENTION IN HIGH-POVERTY DISTRICTS. II SECTION 1. Arkansas Code Title 6, Chapter 17, Subchapter 8 is amended to add an additional section to read as follows: II G. II. Incentives for teacher and other certified staff recruitment II III recentives for teacher and other certified staff recruitment III III rece	1	State of Arkansas	As Engrossed: H12/16/03 H12/29/03 A Bill	Call Item 4	
4 5 By: Representatives Elliott, Chesterfield, Clemons, Eason, Goss, Green, House, C. Johnson, J. Johnson, 6 Jones, Ledbetter, Lendall, Penix, Thomas, White 7 By: Senators Wilkins, Bryles, Steele, Higginbothom, 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-POVERTY 13 DISTRICTS; AND FOR OTHER PURPOSES. 14 INCENTIVES FOR TEACHER RECRUITMENT AND 15 Subtitle 16 AN ACT TO PROVIDE EXTRAORDINARY 17 INCENTIVES FOR TEACHER RECRUITMENT AND 18 RETENTION IN HIGH-POVERTY DISTRICTS. 19 10 20 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS: 21 SECTION 1. Arkansas Code Title 6, Chapter 17, Subchapter 8 is amended 22 SECTION 1. Arkansas Code Title 6, Chapter 17, Subchapter 8 is amended 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	2	84th General Assembly			
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30 <u>(2) "Teachers" means those certified personnel who spend sevent</u>		<u>(1)</u> "Oth	er certified staff" means those cert	tified personnel who	
31 percent (70%) of their time interacting with students in a classroom setting		(2) "Teachers" means those certified personnel who spend seventy			
32 <u>teaching all grade level or subject matter appropriate classes with the</u>					
33 <u>exception of physical education, art, and music; and</u>					
		(3)(A) "High-poverty area" means an area of the state in which			
35 <u>seventy-five percent (75%) or more of public school students are eligible for</u> 36 the free or reduced-price lunch program under the National School Lunch Act;					



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1	and		
2	(4) "Previous year" means the school year immediately preceding		
3	the present school year.		
4	(2) The State Board of Education shall promulgate rules to		
5	determine high-poverty areas of the state.		
6	(b) Beginning in the 2004-2005 school year, a teacher licensed by the		
7	state board who teaches or other certified staff who work in a school in a		
8	high-poverty area shall receive in addition to all other salary and benefits:		
9	(1)(A) A signing bonus of ten thousand dollars (\$10,000) to be		
10	paid as follows:		
11	(i) Four thousand dollars (\$4,000) at the time the		
12	teacher signs a new contract to teach in a high-poverty area; and		
13	(ii) Two thousand dollars (\$2,000) at the beginning		
14	of each of the next three (3) subsequent years if the teacher continues		
15	teaching in the same high-poverty area.		
16	(B)(i) If a teacher has received bonus pay under		
17	subdivision (b)(l)(A) of this section and leaves the high-poverty area before		
18	the end of the four-year bonus pay period, the teacher shall pay back the		
19	amount of the bonus received in the previous year.		
20	(ii) If the teacher leaves the district during the		
21	school year, the teacher shall pay back the previous years' bonus and the		
22	current years' bonus.		
23	(2) Five (5) days of paid vacation to be awarded at the end of		
24	each school year if the teacher finishes the school year in the same		
25	<u>district;</u>		
26	(3) Fully-paid health and dental insurance for the teacher and		
27	the teacher's immediate family members; and		
28	(4)(A) A monthly allowance at the federal Internal Revenue		
29	Service reimbursement rate for travel, as in effect on January 1, 2004, to		
30	pay for two-way travel from the teacher's residence to a high-poverty area		
31	school at which the teacher is employed.		
32	(B) Reimbursement shall be paid under subdivision		
33	(b)(4)(A) of this section only to teachers and other certified staff for two-		
34	way travel of at least forty (40) miles but not to exceed fifty (50) miles.		
35	(c) The school board of any school district in a high-poverty area may		
36	reimburse at the federal Internal Revenue Service reimbursement rate for		

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1 travel, as in effect on January 1, 2004, any person who interviews for 2 employment as a licensed teacher with the district, for the mileage and other 3 actual expenses incurred by the person in the course of travel to and from 4 the interview.

5 (d)(1) The state board shall promulgate rules to reimburse state-6 licensed teachers for the expense of moving if the employment necessitates 7 the relocation of the teacher to a high-poverty area. 8 (2) The expense reimbursement shall be allowed for both in-state 9 and out-of-state teachers who enter into a contract for employment in a school district situated in a high-poverty area. 10 11 (3) To be eligible for the reimbursement, the teacher shall 12 apply to the local district, and the district shall obtain approval from the 13 Department of Education for reimbursement before the relocation occurs. (4)(A) If the reimbursement is approved, the department shall 14 15 provide funds to the school district to reimburse the teacher in an amount 16 not to exceed two thousand dollars (\$2,000) for the documented actual 17 expenses incurred in the course of relocating. (B) Allowable <u>expenses shall include:</u> 18 (i) The expense of any professional moving company 19 or persons employed to assist with the move; 20 21 (ii) Rented moving vehicles or equipment; 22 (iii) Mileage in the amount authorized for state 23 employees if the teacher used a personal vehicle or vehicles for the move; (iv) Meals; and 24 25 (v) Other expenses associated with the relocation in 26 accordance with the department's established rules and regulations. 27 (5)(A) Nothing in this subsection (d) requires the actual 28 residence to which the teacher relocates to be within the boundaries of the school district which has executed a contract for employment with the 29 30 teacher, or within the boundaries of the area designated by the state board as a high-poverty area for the teacher to be eligible for reimbursement for 31 32 moving expenses. 33 (e) To be reimbursed under this section, teachers and 34 other certified staff shall reside within the State of Arkansas. 35 /s/ Elliott, et al 36

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