

1 State of Arkansas *As Engrossed: H12/16/03 H12/29/03* Call Item 4
2 84th General Assembly **A Bill**
3 Second Extraordinary Session, 2003 HOUSE BILL 1040
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*
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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

15 **Subtitle**

16 AN ACT TO PROVIDE EXTRAORDINARY
17 INCENTIVES FOR TEACHER RECRUITMENT AND
18 RETENTION IN HIGH-POVERTY 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:

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

27 (a) For purposes of this section:

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

30 (2) "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 with the
33 exception of physical education, art, and music; and

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



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)(1)(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 district;

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

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
10 school district situated in a high-poverty area.

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.

14 (4)(A) If the reimbursement is approved, the department shall
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.

18 (B) Allowable expenses shall include:

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

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;

24 (iv) Meals; and

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
29 school district which has executed a contract for employment with the
30 teacher, or within the boundaries of the area designated by the state board
31 as a high-poverty area for the teacher to be eligible for reimbursement for
32 moving expenses.

33 (e) To be reimbursed under this section, teachers and
34 other certified staff shall reside within the State of Arkansas.

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36 /s/ Elliott, et al