1 2	State of Arkansas As Engrossed: H12/16/03 H12/29/03 H1/6/04 H1/14/04 H1/22/04 Call Item 4 84th General Assembly $ABill$
3	Second Extraordinary Session, 2003 HOUSE BILL 1040
4	Second Extraordinary Session, 2005
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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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.
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15	Subtitle
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:
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 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



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 work in any high-priority district to be paid as
11	<u>follows:</u>
12	(i) Four thousand dollars (\$4,000) at the time a
13	teacher not currently employed by the district signs a new contract to teach
14	in a high-priority district; and
15	(ii) Three thousand dollars (\$3,000) at the
16	beginning of each of the next two (2) subsequent years if the teacher
17	continues teaching in the same high-priority district.
18	(B)(i) If a teacher has received bonus pay under
19	subdivision (b)(l)(A) of this section and leaves the high-priority district
20	before the end of the four-year bonus pay period, the teacher shall pay back
21	the amount of the bonus received in the previous year.
22	(ii) If the teacher leaves the district during the
23	school year, the teacher shall pay back the previous year's bonus and the
24	current year's bonus.
25	(2)(A) For all teachers and other certified staff not newly
26	signed to work in the district, a two thousand dollar (\$2,000) retention
27	bonus at the beginning of each of the next two (2) subsequent years if the
28	teacher continues to work in a high-priority district.
29	(B)(i) If a teacher has received bonus pay under
30	subdivision (b)(2)(A) of this section and leaves the high-priority district
31	before the end of the four-year bonus pay period, the teacher shall pay back
32	the amount of the bonus received in the previous year.
33	(ii) If the teacher leaves the district during the
34	school year, the teacher shall pay back the previous year's bonus and the
35	current year's bonus.
36	(c) The department shall:

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1	(1)(A) Monitor the implementation of the incentive program
2	established by this section; and
3	(B) Collect data to be used to evaluate the incentive
4	program's effectiveness; and
5	(2) Before September 30, 2006, submit to the House and Senate
6	Interim Committees on Education a comprehensive evaluation of the incentive
7	program established by this section.
8	(d) By October 15, 2006, the House and Senate Interim Committees on
9	Education shall determine whether to recommend the continuation of the
10	incentive program.
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12	/s/ Elliott, et al
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