

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 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 follows:

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)(1)(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:

