

1 State of Arkansas
2 84th General Assembly
3 Second Extraordinary Session, 2003
4

As Engrossed: H1/21/04
A Bill

Call Item 4

HOUSE BILL 1127

5 By: Representative Mahony
6
7

For An Act To Be Entitled

9 AN ACT TO CREATE A TASK FORCE ON TEACHER
10 COMPENSATION; TO PILOT AND IMPLEMENT A PROGRAM
11 FOR TEACHER COMPENSATION REFORM; AND FOR OTHER
12 PURPOSES.

Subtitle

15 AN ACT TO CREATE A TASK FORCE ON TEACHER
16 COMPENSATION AND TO PILOT AND IMPLEMENT
17 A PROGRAM FOR TEACHER COMPENSATION
18 REFORM.
19
20

21 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:
22

23 SECTION 1. (a) The General Assembly recognizes the mandate of the
24 Arkansas Supreme Court and the recommendation of the Joint Committee on
25 Educational Adequacy to create a new system of teacher compensation that will
26 reflect the educational needs of the students in Arkansas.

27 (b) The General Assembly also recognizes that in order to create a new
28 teacher compensation system, a pilot program must be developed and monitored.

29 (c) The General Assembly further recognizes that, while any study
30 performed is an integral component towards satisfying the requirements
31 imposed by the Arkansas Supreme Court's decision in the Lake View case, the
32 General Assembly is ultimately responsible for making the final determination
33 of what satisfies the constitutional requirements.
34

35 SECTION 2. (a)(1) There is created a task force to be known as the
36 Task Force on Teacher Compensation.



1 (2) The work of the task force will result in a new office
2 within the Arkansas Department of Education, called the Arkansas Teacher
3 Excellence Initiative.

4 (3) The on-going mission of Arkansas Teacher Excellence
5 Initiative will be to monitor and assure that the school-based performance
6 award and knowledge and skill-based pay programs continue to achieve their
7 mission and objectives, ultimately leading to adequate education and improved
8 student learning and achievement.

9 (b)(1) The task force shall consist of sixteen (16) members to be
10 appointed by the Director of the Department of Education as follows:

11 (A) Two (2) members of the Arkansas Education Association;

12 (B) Two (2) members of the Arkansas Association of
13 Educational Administrators;

14 (C) Two (2) members of the Arkansas School Boards
15 Association;

16 (D) Two (2) members of the Arkansas State Chamber of
17 Commerce;

18 (E) Two (2) members who are representative of rural
19 schools;

20 (F) Two (2) members of the Arkansas Parent Teacher
21 Association;

22 (G) Two (2) teachers who have received a Milken Educator
23 Award;

24 (H) One (1) member of the Arkansas Association of
25 Professional Educators; and

26 (I) The director or his proxy in a nonvoting ex officio
27 capacity.

28 (2) To the extent practicable, the director shall appoint to the
29 task force authorized by this act those individuals who were appointed to the
30 Ad Hoc Subcommittee of Educational Stakeholders created by the Joint
31 Committee on Educational Adequacy created by Act 94 of 2003.

32 (c) The interim chair of the task force shall be appointed by the
33 director until the task force elects its own officers.

34 (d) If a vacancy occurs in an appointed position for any reason, the
35 vacancy shall be filled in the same manner as the original appointment.

36 (e)(1) The task force shall meet upon call of the chair of the task

1 force.

2 (2) Eight (8) members of the task force shall constitute a
3 quorum for the purpose of transacting business.

4 (3) A quorum is required for any action of the task force.

5 (f) The mission of the task force is to implement the recommendations
6 in the Reports and Recommendations of the Joint Committee on Educational
7 Adequacy of the Arkansas General Assembly, September 1, 2003, by assuring
8 that teachers acquire and use the knowledge and skills that will lead to
9 improved student learning and achievement.

10 (g) Specifically, the task force shall:

11 (1) Review the opinion of the Arkansas Supreme Court in the
12 matter of Lake View School District No. 25 of Phillips County, Arkansas, et
13 al., vs. Governor Mike Huckabee, et al. issued on November 21, 2002, and use
14 the opinion and other legal precedent cited by the court in the task force's
15 deliberations;

16 (2) Review the Reports and Recommendations of the Joint
17 Committee on Educational Adequacy of the Arkansas General Assembly, September
18 1, 2003;

19 (3) Develop and implement a school-based performance award
20 program;

21 (4) Develop, pilot, and implement a knowledge and skills-based
22 pay program;

23 (5) Develop, pilot, and implement an assessment process to
24 assess teacher knowledge and skills that will be used to place teachers in
25 performance categories in the knowledge and skill-based pay program; and

26 (6) Align all professional development programs around the
27 acquisition and deployment of teacher knowledge and skills that will yield
28 continuous improvement in student learning and achievement.

29 (h)(1) The task force will accomplish the following milestones with
30 respect to school-based performance awards the first year, which shall be
31 January 2004 through August 2004:

32 (A) Develop a school-based performance award program;

33 (B) Adapt the current measuring performance honors program
34 to the school-based performance award program; and

35 (C) Develop the school-based performance award program for
36 implementation beginning in the 2004-2005 school year.

1 (2) The task force, in cooperation with the Department of
2 Education, will accomplish the following milestones with respect to
3 knowledge and skill-based pay program in the first year which shall be
4 January 2004 through August 2004:

5 (A) Establish a vision for instruction;

6 (B) Identify standards and rubrics for assessing teacher
7 knowledge and skills;

8 (C) Tailor such standards and rubrics;

9 (D) Define the assessment process;

10 (E) Pretest the assessment process;

11 (F) Conduct financial analyses to determine costs of the
12 knowledge and skill-based pay program;

13 (G) Develop administrative guidelines for the knowledge
14 and skill-based pay program; and

15 (H) Establish the adders for subject area shortages and
16 geographical shortages recommended in the Reports and Recommendations of
17 the Joint Committee on Educational Adequacy of the Arkansas General
18 Assembly, September 1, 2003.

19 (3)(A) The task force, in cooperation with the Department of
20 Education, will accomplish the following milestones with respect to
21 school-based performance award program the second year which shall be
22 September 2004 through August 2005:

23 (i) Implement the school-based performance award
24 program;

25 (ii) Conduct a formative evaluation of the school-
26 based performance award program; and

27 (iii) Modify the school-based performance award
28 program if necessary. Evaluation and revision of the school-based
29 performance award program on an on-going basis will be the responsibility
30 of the Department.

31 (B) The task force, in cooperation with the Department of
32 Education, will accomplish the following milestones with respect to the
33 knowledge and skill-based pay program in the second year which shall be
34 September 2004 through August 2005:

35 (i) Conduct a knowledge and skill-based pay pilot
36 program and a formative evaluation of that pilot program;

1 (ii) Analyze formative evaluation data with regard
2 to the pilot program; and

3 (iii) Debrief on the pilot program findings and
4 revise the knowledge and skill-based pay program accordingly.

5 (4) The task force, in cooperation with the Department of
6 Education, will accomplish the following milestones with respect to knowledge
7 and skill-based pay program in the third year which shall be September 2005
8 through August 2006:

9 (A) Implement the knowledge and skill-based pay program;

10 (B) Conduct a formative evaluation of the implementation;
11 and

12 (C) Recommend any changes in the knowledge and skill-based
13 pay program. Evaluation and revision of the knowledge and skill based pay
14 program on an on-going basis will be the responsibility of the Department of
15 Education.

16 (i)(1) The task force shall report its findings and recommendations on
17 three (3) occasions:

18 (A) On August 1, 2004, the task force shall give an
19 interim report to the House Interim Committee on Education and the Senate
20 Interim Committee on Education;

21 (B) On December 31, 2004, the task force shall give a
22 report and recommendations to the House Interim Committee on Education and
23 the Senate Interim Committee on Education that shall include any new
24 legislation that the task force believes should be considered by the Eighty
25 Fifth General Assembly; and

26 (C) On August 1, 2004, the task force shall submit its
27 final report and recommendations to the House Interim Committee on Education
28 and the Senate Interim Committee on Education.

29 (2) The report shall include for each recommendation, proposed
30 implementation schedules with timelines, specific steps, agencies and persons
31 responsible, and resources needed.

32 (3) Where feasible, all plans, measures, and initiatives shall
33 be proposed as recommendations for legislation or regulation.

34 (j) The Department of Education, the Department of Workforce
35 Education, and the Department of Higher Education shall provide the task
36 force with assistance as requested by the task force.

