

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

Call Item 4

A Bill

SENATE BILL 89

5 By: Senators Steele, Wilkins, Bryles, Brown, Higginbothom, Broadway
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For An Act To Be Entitled

9 AN ACT TO PROVIDE EXTRAORDINARY INCENTIVES FOR
10 TEACHER RECRUITMENT AND RETENTION IN HIGH-
11 PRIORITY DISTRICTS WITH AN AVERAGE DAILY
12 MEMBERSHIP OF ONE THOUSAND (1,000) OR FEWER; AND
13 FOR OTHER PURPOSES.
14

Subtitle

15 AN ACT TO PROVIDE EXTRAORDINARY
16 INCENTIVES FOR TEACHER RECRUITMENT AND
17 RETENTION IN HIGH-PRIORITY DISTRICTS
18 WITH AN AVERAGE DAILY MEMBERSHIP OF ONE
19 THOUSAND (1,000) OR FEWER.
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23 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:
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25 SECTION 1. Arkansas Code Title 6, Chapter 17, Subchapter 8 is amended
26 to add an additional section to read as follows:

27 6-17-811. Incentives for teacher recruitment and retention in high-
28 priority districts.

29 (a)(1) For purposes of this section:

30 (A) "Teachers" means those certified personnel who spend
31 seventy percent (70%) of their time interacting with students in a classroom
32 setting teaching all grade-level or subject-matter appropriate classes;

33 (B) "High-priority district" means a district of one
34 thousand (1,000) or fewer students in which eighty percent (80%) or more of
35 public school students are eligible for the free or reduced-price lunch
36 program under the National School Lunch Act and have a three-quarter average



1 daily membership of one thousand (1,000) or fewer for the 2003-2004 school
2 year; and

3 (C) "Previous year" means the school year immediately
4 preceding the present school year.

5 (2) The State Board of Education shall promulgate rules to
6 determine high-priority districts of the state.

7 (b) Beginning in the 2004-2005 school year, a teacher licensed by the
8 state board who teaches in a school in a high-priority district shall receive
9 in addition to all other salary and benefits:

10 (1)(A) For new teachers a one-time signing bonus to work in any
11 high-priority district to be paid as 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 three-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; and

25 (2)(A) For all teachers not newly signed to work in the
26 district, a two thousand dollar (\$2,000) retention bonus at the beginning of
27 each of the next two (2) subsequent years if the teacher continues to work in
28 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 three-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:

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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