

Stricken language would be deleted from and underlined language would be added to present law.
Act 44 of the 2nd Extraordinary Session

1 State of Arkansas

As Engrossed: S12/31/03 S1/8/04

Call Item 4

2 84th General Assembly

A Bill

3 Second Extraordinary Session, 2003

SENATE BILL 46

4

5 By: Senators Bisbee, Bryles, Wilkins, J. Jeffress, *Baker, Broadway, Madison*

6 By: Representatives Mahony, Seawel, Anderson, *Agee, Dangeau, Edwards, House, C. Johnson, Penix,*

7 *White*

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10 For An Act To Be Entitled

11 AN ACT TO IMPROVE SCHOOL PERFORMANCE BY CREATING
12 THE MASTER SCHOOL PRINCIPAL PROGRAM; AND FOR
13 OTHER PURPOSES.

14

15

Subtitle

16

AN ACT TO IMPROVE SCHOOL PERFORMANCE BY
17 CREATING THE MASTER SCHOOL PRINCIPAL
18 PROGRAM.

19

20

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

22

23 SECTION 1. For purposes of this act:

24 (1) "Incentive bonus" means a bonus paid to master principals
25 serving as a principal of any public school in the state;

26 (2) "High-need school salary bonus" means an annual bonus to
27 master principals serving as a principal of a public school in phase two (2)
28 or phase three (3) school improvement status or located in a school district
29 in academic distress; and

30 (3) "Hold-back longevity bonus" means a portion of the high-need
31 school salary bonus held back to be paid at the end of three (3) years and
32 five (5) years of serving as a principal of the same public school in phase
33 two (2) or phase three (3) school improvement status or located in a school
34 district in academic distress.

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36 SECTION 2. (a) There is created the Master School Principal Program



1 to provide training programs and opportunities to expand the knowledge base
2 and leadership skills of public school principals.

3 (b) The program shall be administered by the Arkansas Leadership
4 Academy.

5 (c) The program shall consist of no less than a three-phase process
6 developed by the Arkansas Leadership Academy and approved by the State Board
7 of Education, including:

8 (1) Phase one (1), which shall expand the knowledge base and
9 leadership skills of the principal;

10 (2) Phase two (2), which shall require the principal to apply
11 strategies and to collect evidence of improvement in student learning and
12 school processes; and

13 (3) Phase three (3), which shall require the principal to
14 publicly demonstrate the ability and skills that lead to sustained academic
15 improvement in a school and a school district.

16 (d) A school principal successfully completing the program shall be
17 designated as a master school principal by the Arkansas Leadership Academy.

18 (e)(1) The Department of Education and the Arkansas Leadership Academy
19 shall:

20 (A) Develop criteria for selection of candidates for the
21 process;

22 (B) Review and modify, as deemed appropriate, the program
23 performance areas; and

24 (C)(i) Develop a rigorous assessment process based on the
25 performance areas.

26 (ii) The assessment shall include, but shall not be
27 limited to, demonstrable, performance-based evidence of the performance
28 areas.

29 (2) The number of school principals participating each year may
30 be determined by the amount of funding available for the program.

31
32 SECTION 3. (a) The Arkansas Department of Education shall promulgate
33 rules and regulations for the nine thousand dollar (\$9,000) yearly incentive
34 bonus provided under this section for principals receiving master school
35 principal status.

36 (b) The Department of Education shall pay a yearly incentive bonus of

1 nine thousand dollars (\$9,000) for every school year for no more than five
2 (5) years to any building-level principal who:

3 (1) Receives a master school principal designation from the
4 Arkansas Leadership Academy; and

5 (2) Is, at the time of receiving the bonus, employed full-time
6 as a building-level principal in an Arkansas public school district.

7
8 SECTION 4. (a) The Arkansas Department of Education shall promulgate
9 rules and regulations for an additional high-need school salary bonus,
10 including a hold-back longevity bonus, for principals receiving master school
11 principal status and serving as a principal of a public school in phase two
12 (2) or phase three (3) school improvement status or located in a school
13 district in academic distress.

14 (b)(1) The department shall pay a high-need school salary bonus of
15 twenty-five thousand dollars (\$25,000) for every school year for no more than
16 five (5) years to any building-level principal who:

17 (A) Receives a master school principal designation from
18 the Arkansas Leadership Academy; and

19 (B) Is, at the time of receiving the (\$25,000) bonus,
20 employed full-time as a building-level principal in an Arkansas public school
21 district that is or was:

22 (i) A public school in phase two (2) or phase three
23 (3) school improvement status at the time the master school principal began
24 his or her employment as a master school principal of the school; or

25 (ii) A public school located in a school district in
26 academic distress at the time the master school principal began his or her
27 employment as a master school principal of the school.

28 (2) The high-need school salary bonus under subdivision (b)(1)
29 of this section shall be paid as follows:

30 (A) Twenty-thousand dollars (\$20,000) for each school
31 year; and

32 (B) An additional five thousand dollars (\$5,000) to be set
33 aside for each qualifying school year to be paid as follows:

34 (i) A fifteen thousand dollar (\$15,000) hold-back
35 longevity bonus at the end of three (3) consecutive school years as a master
36 school principal in the same school; and

1 (ii) A ten thousand dollar (\$10,000) hold-back
2 longevity bonus at the end of five (5) consecutive school years as a master
3 school principal in the same school.

4 (3) The high-need school salary bonus with the hold-back
5 longevity bonus payable under this section shall be paid in addition to the
6 five-year incentive bonus allowed under Section 3 of this act, if the master
7 principal is within the time frame for eligibility for the five-year
8 incentive bonus.

9 (c) No person shall receive either a yearly incentive bonus, a salary
10 bonus, or a longevity bonus, regardless of the person's past participation in
11 the Master School Principal Program, if the person leaves the full-time
12 employment as a principal of an Arkansas public school district.

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14 /s/ Bisbee

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17 APPROVED: 1/20/2004
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