

ARKANSAS SENATE
86th General Assembly - Regular Session, 2007
Amendment Form

Subtitle of Senate Bill No. 774

"AN ACT TO PROVIDE INCENTIVES FOR TEACHER RECRUITMENT AND RETENTION
AND TO EQUALIZE TEACHER SALARIES IN HIGH-PRIORITY SCHOOL DISTRICTS
WITH SURROUNDING HIGHER PAYING SCHOOL DISTRICTS."

Amendment No. 5 to Senate Bill No. 774.

Amend Senate Bill No. 774 as engrossed, S3/26/07 (version: 03-26-2007 09:26)

Delete everything after the enacting clause and substitute the following:
"SECTION 1. Arkansas Code § 6-17-811 is amended to read as follows:
6-17-811. Incentives for teacher recruitment and retention in high-priority districts.

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

(A) "High-priority district" means a public school district of one thousand (1,000) or fewer students in which eighty percent (80%) or more of public school students are eligible for the free or reduced-price lunch program under the National School Lunch Act and have a three-quarter average daily membership of one thousand (1,000) or fewer for the ~~2003-2004~~ 2006-2007 school year;

(B) "Previous year" means the school year immediately preceding the present school year; and

(C)(i) "Teacher" or "teachers" means ~~those~~ certified personnel who spend seventy percent (70%) of their time working directly with students in a classroom setting teaching all grade-level or subject-matter appropriate classes.

(ii) "Teacher" or "teachers" includes guidance counselors and librarians.

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

(b) Beginning in the ~~2004-2005~~ 2007-2008 school year, a teacher licensed by the state board who teaches in a public school in a high-priority district shall receive in addition to all other salary and benefits:

(1)(A) For new teachers, a one-time signing bonus to work in any high-priority district to be paid as follows:

(i) ~~Four thousand dollars (\$4,000)~~ Five thousand dollars (\$5,000) at the time a teacher not currently employed by the district signs a new contract to teach in a high-priority district; and

(ii) ~~Three thousand dollars (\$3,000)~~ Four thousand



dollars (\$4,000) at the beginning of each of the next two (2) subsequent years if the teacher continues teaching in the same high-priority district.

(B)(i) If a teacher has received bonus pay under subdivision (b)(1)(A) of this section and leaves the high-priority district before the end of the three-year bonus pay period, the teacher shall pay back the amount of the bonus received in the previous year.

(ii) If the teacher leaves the high-priority district during the school year, the teacher shall pay back the previous year's bonus and the current year's bonus; and

(2)(A) For all teachers not newly signed to work in the high-priority district, a retention bonus of ~~two thousand dollars (\$2,000)~~ three thousand dollars (\$3,000) shall be paid:

(i) For the ~~2004-2005~~ 2007-2008 school year; and

(ii) At the beginning of each of the next two (2) subsequent years if the teacher continues to work in a high-priority district.

(B)(i) If a teacher has received bonus pay under subdivision ~~(b)(2)(A)~~ of this section and voluntarily leaves the high-priority district before the end of the three-year bonus pay period, the teacher shall pay back on a pro-rata basis the amount of the bonus received in the previous ~~years~~ year.

(ii) If the teacher voluntarily leaves the high-priority district during the school year, the teacher shall pay back the previous year's bonus and the current year's bonus.

(iii)(a) If a full-time-equivalent teacher is reassigned involuntarily to a position that is not eligible for bonus pay under this section or is dismissed involuntarily by a ~~school~~ high-priority district, the teacher shall not be required to repay the applicable bonus pay.

(b) The ~~school~~ high-priority district shall provide documentation to the Department of Education of the involuntary assignment or dismissal.

(iv) If a teacher qualified to receive bonus pay under this section leaves the high-priority district due to a serious medical emergency, the teacher shall not be obligated to repay the bonus if the teacher provides a written statement from a licensed physician stating that the teacher is unable to work and must terminate his or her employment.

(c) Any bonus pay awarded under this section to eligible full-time-equivalent teachers who do not work the entire school year shall be pro rated based on the portion of the school year that the eligible teacher was employed by the high-priority ~~school~~ district.

SECTION 2. EMERGENCY CLAUSE. It is found and determined by the General Assembly of the State of Arkansas that there are school districts in economically depressed and low property wealth areas of the state that face difficulties competing with surrounding, geographically close school districts with regard to teacher salaries, and that such condition makes it difficult for districts in such economically depressed and low property wealth areas to recruit and retain qualified teachers; that this act will provide assistance to those high-priority districts to assist them in recruiting and retaining such teachers; and that this act is immediately necessary to provide that assistance for the 2007-2008 school year.

Therefore, an emergency is declared to exist and this act being immediately necessary for the preservation of the public peace, health, and safety shall become effective on:

(1) The date of its approval by the Governor;

(2) If the bill is neither approved nor vetoed by the Governor, the expiration of the period of time during which the Governor may veto the bill; or

(3) If the bill is vetoed by the Governor and the veto is overridden, the date the last house overrides the veto."

The Amendment was read the first time, rules suspended and read the second time and _____

By: Senator Crumbly

CLR/CLR - 03-26-2007 10:31

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Secretary