

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

Subtitle of Senate Bill No. 54

"THE ARKANSAS TEACHER COMPENSATION EQUITY ACT."

Amendment No. 1 to Senate Bill No. 54.

Amend Senate Bill No. 54 as originally introduced:

Page 1, delete lines 25 through 36 in their entirety and substitute

"(a) As used in this section:

(1) "Certified employee" means a person employed by a public school who is required to hold a license issued by the Arkansas Department of Education;

(2) "Classified employee" means a person employed by a public school district under a written annual contract who is not required to have a teaching certificate issued by the Arkansas Department of Education as a condition of employment; and

(3) "Incentive" means a salary amount that is in addition to the amount paid in accordance with a public school district's salary schedule for additional responsibilities, mastery of new knowledge and skills, advanced career opportunities, increased student achievement, attracting highly qualified teachers, and professional development exceeding state minimums.

(b) A public school district may offer or participate in an incentive or pay-for-performance program to its certified employees, classified employees, or both employee groups if:

(1) The program is implemented district-wide or on a school-by-school basis;

(2) Every certified or classified employee is eligible to participate in the program;

(3)(A) The program from the beginning is a collaborative effort between the participating school board, administrators, teachers, classified employees, association representatives, and the community.

(B) The school board, administrators, teachers, and classified employees shall each approve a show of interest resolution in the program by at least seventy-five percent (75%).

(C) All of the above groups including the community shall be involved in the design, implementation, and evaluation of the program.

(D) The programs' personnel policies shall be promulgated in accordance with § 6-17-201, et. seq., and §6-17-2301, et.seq., except to the extent that those personnel policies are negotiable in any school district that recognizes an organization representing a majority of teachers.

(4)(A) The program uses a variety of objective criteria that are



credible, clear, specific, measurable indicators of student achievement, and generally accepted best practices to determine rewards; and

(B) No more than fifty percent (50%) of the program's eligibility requirements or incentives shall be related to annual increases in test scores;

(5)(A)(i) The program establishes a clear and flexible system of incentives.

(ii) The incentive system may not be arbitrary.

(B) The incentives shall be at least five percent (5%) to ten percent (10%) of the base salary and receivable in one year;

(6) The program has an established and ongoing support system for the participants with the necessary financial and administrative resources to successfully carry the program through;

(7) The program is aligned and linked to each school's Arkansas Comprehensive School Improvement Plan;

(8) The program is part of a larger set of reforms rather than an isolated approach to improving performance or rewarding certain certified or classified employees; and

(9) Each group identified in subdivision (a)(3)(B) approves the finalized program by:

(A) At least a seventy percent (70%) majority; or

(B) Another percentage previously agreed upon in writing between a school board and an organization representing a majority of the teachers.

(c) The Arkansas Department of Education shall promulgate the rules necessary for the proper implementation of this act."

AND

Page 2, delete lines 1 through 14 in their entirety

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

By: Senator J. Jeffress

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GLG173

Secretary