

State of Arkansas

77th General Assembly

Regular Session, 1989

A Bill

HOUSE BILL

1273

By: Representatives Cabe and Hutchinson

For An Act To Be Entitled

"AN ACT TO AUTHORIZE THE DEPARTMENT OF EDUCATION TO ESTABLISH AND FUND A PROGRAM TO DEVELOP MODEL PERFORMANCE-BASED PAY PLANS FOR IMPLEMENTATION IN THE PUBLIC SCHOOLS; TO REPEAL ACT 1061 OF 1985 AND ACT 15 OF THE FIRST EXTRAORDINARY SESSION OF 1985; AND FOR OTHER PURPOSES."

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

SECTION 1. Arkansas Code of 1987, 6-17-110, is hereby amended to read as follows:

"6-17-110. (A) The Department of Education shall establish and fund a program to develop model performance-based pay plans for implementation in the public schools. With funds appropriated by the General Assembly for this purpose during the 1989-91 biennium, the Department of Education shall fund at least three, but not more than six, pilot performance-based pay plans for teachers and principals. Funding shall not exceed \$150,000 per year for any project. In selecting the projects to be funded, the Department of Education should attempt to fund at least one pilot project in a small school district, at least one pilot project in a medium-sized school district, and at least one pilot project in a large school district. Model performance-based pay plans may include a plan which ties additional teacher compensation to additional job duties.

(B) In implementing this program, the Department of Education shall solicit proposals from school districts which desire to develop and implement performance-based pay plans. A school district which proposes to develop and submit to the Department of Education a district wide performance-based pay plan proposal shall secure agreement of a majority of the teaching personnel

employed by the district as a prerequisite to developing and submitting a proposal for funding. If a district is proposing to develop a performance-based pay plan for less than all the schools in the district, the district shall secure agreement of a majority of the teaching personnel working in each of the schools that would be affected by the proposed plan. In developing a proposed performance-based pay plan, a district shall involve teachers and parents.

(C) The Department of Education shall evaluate the results of the pilot programs it funds and, based on such evaluations, make recommendation to the State Board of Education for further expansion and implementation of performance-based pay plans in the public schools of this state.

(D) The Department of Education shall promulgate appropriate rules and regulations for the implementation of this program. In developing rules and regulations for the implementation of this program and in evaluating the pilot project, the Department of Education shall seek the advice of the Teacher Education, Evaluation, and Certification Commission."

SECTION 2. REPEALER. Act 1061 of 1985 and Act 15 of the First Extraordinary Session of 1985, presently codified as Arkansas Code of 1987, 6-17-110, are hereby repealed.

SECTION 3. All provisions of this Act of a general and permanent nature are amendatory to the Arkansas Code of 1987 Annotated and the Arkansas Code Revision Commission shall incorporate the same in the Code.