

State of Arkansas
85th General Assembly
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A Bill

HOUSE BILL 2859

By: Representative Bond

For An Act To Be Entitled

AN ACT TO ALLOW A TEACHER THE OPPORTUNITY TO
CHOOSE THE CURRENT TEACHER SALARY SYSTEM OR A
KNOWLEDGE- AND SKILLS-BASED TEACHER COMPENSATION
SALARY SYSTEM; AND FOR OTHER PURPOSES.

Subtitle

AN ACT TO ALLOW A TEACHER THE
OPPORTUNITY TO CHOOSE THE CURRENT
TEACHER SALARY SYSTEM OR A KNOWLEDGE-
AND SKILLS-BASED TEACHER COMPENSATION
SALARY SYSTEM.

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

SECTION 1. Arkansas Code §§ 6-17-2404 and 6-17-2405 are repealed.

~~6-17-2404. Knowledge-based and skills-based pay.~~

~~(a) The Department of Education shall prepare a study on a knowledge-based and skills-based teacher pay system and shall submit the study and recommendations to the Governor, the House Committee on Education, and the Senate Committee on Education not later than January 1, 2005.~~

~~(b) The study shall include, but not be limited to, a salary schedule, transition provisions, proposed amendments to existing law, and other provisions necessary to implement the system.~~

~~6-17-2405. Future adjustments of the compensation system.~~

~~Each biennium, the House Interim Committee on Education and the Senate~~



~~Interim Committee on Education shall analyze the compensation levels provided in this subchapter, review relevant data, and make recommendations to the General Assembly for any adjustments to the compensation levels as needed to further the objective provided in § 6-17-2402.~~

SECTION 2. Arkansas Code Title 6, Chapter 17 is amended to add an additional subchapter to read as follows:

6-17-2501. Title.

This subchapter shall be known and may be cited as the "Optional Knowledge- and Skills-Based Teacher Compensation Program".

6-17-2502. Legislative intent.

The intent of this subchapter is for the State of Arkansas to create an additional teacher compensation system that:

- (1) Provides choices for teaches;
- (2) Drives improvements in student academic achievement;
- (3) Attracts and retains the best teachers possible;
- (4) Provides teachers with meaningful and rewarding opportunities for advancement in the profession based on the acquisition of skills that enhance instructional excellence and student learning, taking on leadership roles, and making exceptional professional contributions;
- (5) Motivates and provides financial incentives for teacher efforts and performance that leads directly to improved student achievement;
- (6) Encourages and rewards teachers individually for increasing their knowledge, skills, and competencies and rewards teachers collectively for improving student performance;
- (7) Promotes a sense of ownership for student results and a commitment to perform in a manner that promotes student achievement;
- (8) Promotes professional collegial cooperation;
- (9) Causes teachers to have a keen understanding of what is expected of them and the priorities of the state; and
- (10) Will be affordable, somewhat predictable, and in keeping with the state's educational and fiscal objectives.

6-17-2503. Definitions.

As used in this subchapter:

1 (1) "Basic contract" means a teacher employment contract for a
 2 number of days that does not exceed the number of days in the school year
 3 required by the State Board of Education for accreditation for the school
 4 year in which the contract is effective;

5 (2) "Knowledge- and skills-based pay system" is the compensation
 6 system established in § 6-17-2504; and

7 (3) "Teacher" means:

8 (A) An individual who is required to hold a teaching
 9 license from the Department of Education and who is engaged directly in
 10 instruction with students in a classroom setting for more than seventy
 11 percent (70%) of the individual's contracted time;

12 (B) A guidance counselor; or

13 (C) A librarian.

14
 15 6-17-2504. Knowledge- and skills-based pay.

16 (a)(1) In school year 2006-2007 and each school year thereafter, each
 17 school district shall have in place two (2) salary systems and schedules, as
 18 follows:

19 (A) One salary schedule shall be as required under § 6-17-
 20 2403; and

21 (B) An additional knowledge-and skills-based pay system
 22 salary schedule.

23 (2)(A) The school district shall provided written notice to all
 24 teachers currently employed by a school district and all new teachers hired
 25 by the school district informing the teachers of his or her right to choose
 26 between the two (2) compensation systems.

27 (B) No teacher shall be required to participate in the
 28 knowledge- and skills-based pay system.

29 (C) Each contract year, all teachers shall have the
 30 opportunity to participate in the knowledge- and skills-based teacher
 31 compensation salary system under § 6-17-2504.

32 (D) A teacher choosing to participate in the knowledge-
 33 and skills-based teacher compensation salary system under § 6-17-2504 must
 34 continue under the knowledge- and skills-based pay system for no less than
 35 two (2) years.

36 (b) The knowledge- and skills-based teacher compensation salary system

shall be adopted by each school district and have at least the following levels of compensation for the basic contract:

<u>Skill Level</u>	<u>Step Within Level</u>	<u>Salary</u>	<u>Percent Step</u>
<u>Entry</u>	<u>1</u>	<u>\$27,500</u>	<u>0%</u>
	<u>2</u>	<u>28,050</u>	<u>2%</u>
	<u>3</u>	<u>28,611</u>	<u>2%</u>
<u>Emerging Career</u>	<u>1</u>	<u>31,329</u>	<u>9.5%</u>
	<u>2</u>	<u>31,955</u>	<u>2%</u>
	<u>3</u>	<u>32,595</u>	<u>2%</u>
<u>Career</u>	<u>1</u>	<u>35,692</u>	<u>9.5%</u>
	<u>2</u>	<u>36,405</u>	<u>2%</u>
	<u>3</u>	<u>37,133</u>	<u>2%</u>
	<u>4</u>	<u>37,876</u>	<u>2%</u>
<u>Master</u>	<u>1</u>	<u>41,474</u>	<u>9.5%</u>
	<u>2</u>	<u>42,304</u>	<u>2%</u>
	<u>3</u>	<u>43,149</u>	<u>2%</u>
	<u>4</u>	<u>44,012</u>	<u>2%</u>
<u>Arkansas Fellow</u>	<u>1</u>	<u>48,194</u>	<u>9.5%</u>

(2) For purposes of the knowledge- and skills-based pay system, when a teacher moves from one (1) school district to another, the teacher shall be placed in an equivalent position in terms of skill level and steps within the level on the salary schedule of the school district where the teacher moves.

(c)(1) No person without a standard teaching license issued by the State Board of Education may advance from entry skill level to emerging career skill level.

(2) For a person to advance from emerging career skill level to each successive skill level, that person must demonstrate sufficient increase in knowledge and skills and the ability to use those knowledge and skills to advance student achievement, in accordance with rules promulgated by the State Board of Education.

(3) If a person no longer demonstrates sufficient knowledge and skills commensurate with his or her designated skill level, as well as the ability to use those skills to advance student achievement, then that person will be given one (1) year to increase his or her knowledge and skills to meet the designated skill level. If the person fails to sufficiently

1 increase his or her knowledge and skills, then the person's designated skill
2 level shall be lowered to the appropriate skill level.

3 (4) A person must remain in the emerging career skill level for
4 at least one (1) year before requesting promotion to the career skill level.
5 A person must spend at least three (3) years in the career skill level before
6 attempting to be promoted to the master skill level.

7 (5) The Arkansas fellow skill level is reserved for teachers who
8 achieve and apply extraordinary expertise in the classroom.

9 (d)(1) Any person who has reached the highest step-within-level
10 without advancing to the next skill level shall continue to receive increases
11 in teacher pay equal to two percent (2%) per year.

12 (2) If the person then advances to the next skill level, the
13 person's compensation shall increase by nine and one-half percent (9.5%) and
14 shall continue to increase by two percent (2%) each school year thereafter.

15
16 6-17-2505. Compensation system transition.

17 (a)(1) Before July 1, 2005, the State Board of Education shall
18 promulgate rules to implement all aspects of the knowledge- and skills-based
19 pay system in § 6-17-2504.

20 (2) The state board shall work in cooperation with the House
21 Interim Committee on Education and the Senate Interim Committee on Education
22 and any subcommittees created by those committees while creating the rules.

23 (b) During the 2005-2006 school year, the Department of Education
24 shall pilot and evaluate the knowledge- and skills-based pay system under §
25 6-17-2504 in a limited number of school districts.

26 (c) During the 2005-2006 school year, the department shall determine
27 when each school district shall assess its teachers for placement within the
28 knowledge- and skills-based pay system under § 6-17-2504.

29
30 6-17-2506. Monitoring and assessment of the compensation system.

31 (a) The State Board of Education shall promulgate rules establishing a
32 system for the monitoring and assessment of the implementation and
33 continuation of the knowledge- and skills-based pay system and the school-
34 based performance awards.

35 (b) The Director of the Department of Education shall establish a unit
36 within the Department of Education that is charged with the monitoring,

1 training, and assessment duties required by this subchapter.

2
3 6-17-2507. Future adjustments of the compensation system.

4 Each biennium, the House Interim Committee on Education and the Senate
5 Interim Committee on Education shall analyze the compensation levels provided
6 in this subchapter, review relevant data, and make recommendations to the
7 General Assembly for any adjustments to the compensation levels as needed to
8 further the objectives provided in § 6-17-2502.