

Stricken language would be deleted from and underlined language would be added to the law as it existed prior to this session of the General Assembly.

1 State of Arkansas  
2 86th General Assembly  
3 Regular Session, 2007

# A Bill

HOUSE BILL 2759

4  
5 By: Representative J. Johnson  
6 By: Senator J. Jeffress

## For An Act To Be Entitled

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9  
10 AN ACT TO AMEND ARKANSAS CODE § 6-17-204  
11 CONCERNING INCORPORATING PUBLIC SCHOOL DISTRICT  
12 PERSONNEL POLICIES INTO TEACHER CONTRACTS; AND  
13 FOR OTHER PURPOSES.

## Subtitle

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16 AN ACT TO AMEND ARKANSAS CODE § 6-17-204  
17 CONCERNING INCORPORATING PUBLIC SCHOOL  
18 DISTRICT PERSONNEL POLICIES INTO TEACHER  
19 CONTRACTS.

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

23  
24 SECTION 1. Arkansas Code § 6-17-204 is amended to read as follows:  
25 6-17-204. Incorporation into teachers' contracts.

26 (a) The personnel policies of all school districts shall be considered  
27 to be incorporated as terms of the certified personnel contracts and shall be  
28 binding upon the certified personnel and the district.

29 (b)(1) Any changes or additions to the personnel policies shall not be  
30 considered a part of certified personnel contracts until the next fiscal year  
31 if the changes or additions are:-

32 (A) Changing or adding to personnel policies established  
33 as provided by § 6-17-201 et seq.;

34 (B) Made within a period of time beginning after the first  
35 date of student attendance for the school year and before the earlier of:

36 (i) Ten (10) days before the last day of student



1 attendance in the school district for the school year; or

2 (ii) The date contracts are issued by the school  
3 district to licensed personnel.

4 (2)(A) Any changes or additions to the personnel policies may  
5 take effect before the next fiscal year only if the changes or additions are  
6 approved by a majority of the certified personnel employed by the district  
7 voting by secret ballot.

8 (B) The voting and counting shall be conducted by the  
9 personnel policy committee.

10 (3) All changes or additions to the personnel policies or new  
11 personnel policies shall be made in accordance with this subchapter.

12 ~~(c)(1)(A) A district may adopt a uniform policy, in accordance with~~  
13 ~~this subchapter, limiting the number of past years' experience for which all~~  
14 ~~newly employed certified personnel will receive credit on the salary~~  
15 ~~schedule.~~

16 ~~(B) The policy shall be written so that a prospective~~  
17 ~~certified employee can determine his or her placement on the salary schedule.~~

18 ~~(2)(c)(1)~~ A school district shall adopt, in accordance with this  
19 subchapter, a supplement to the salary schedule for those certified staff  
20 employed longer than the period covered by the salary schedule and for duties  
21 in addition to certified employees' regular teaching assignments.

22 ~~(3)(2)~~ Compensation policies approved by the personnel policy  
23 committee shall not apply to the chief administrator who is charged with  
24 administration of salary policy for all employees.

25 ~~(4)(3)~~ No certified person may waive payment according to the  
26 salary schedule.

27 ~~(d) Under the provisions of The Educator's Compensation Act of 2001, §~~  
28 ~~6-17-2101 et seq., § 6-5-307(a), and § 6-20-412, no school district shall be~~  
29 ~~prohibited from paying certified staff additional salary increases as a~~  
30 ~~supplement to the salary schedule even though the certified staff is not~~  
31 ~~employed an additional time period longer than the period covered by the~~  
32 ~~salary schedule or required to perform duties in addition to the certified~~  
33 ~~employees' regular teaching assignments.~~

34 (d) Any changes or additions to the personnel policies that would  
35 result in a reduction in salary or a reduction of any increase in salary to  
36 which the school district has committed shall take effect only upon

1 compliance with the provisions of this section and under the Teacher Fair  
2 Dismissal Act of 1983, § 6-17-1501 et seq.

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5 SECTION 2. Arkansas Code § 6-13-620(4)(C), concerning contracts for  
6 public school employees, is amended to read as follows:

7 (C)(i)(a) Contracts issued to existing licensed personnel  
8 of the school district for the next school year shall be issued to all  
9 existing licensed personnel at the same time.

10 (b) Contracts issued to newly employed licensed  
11 personnel for the next school year shall be issued after contracts are issued  
12 under subdivision (4)(C)(i)(a) of this section.

13 (ii) A contract is considered issued when the  
14 contract is:

15 (a) Made pursuant to Arkansas law;

16 (b) Signed by the president and secretary of  
17 the school district board of directors; and

18 (c) Presented to the licensed employee for his  
19 or her signature.

20 ~~(C)(D)~~ The issuing of annual contracts to personnel other  
21 than substitute teachers employed on a daily basis and teachers shall be in  
22 writing and shall recite the duration of employment, specific duties, and  
23 annual salary;