

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 87th General Assembly
3 Regular Session, 2009

As Engrossed: S3/26/09

A Bill

SENATE BILL 838

4
5 By: Senator Bryles
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For An Act To Be Entitled

9 AN ACT TO AMEND TITLE 6 CONCERNING THE ARKANSAS
10 REWARDING EXCELLENCE IN ACHIEVEMENT PROGRAM; AND
11 FOR OTHER PURPOSES.
12

Subtitle

13 TO AMEND TITLE 6 CONCERNING THE ARKANSAS
14 REWARDING EXCELLENCE IN ACHIEVEMENT
15 PROGRAM.
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19 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:
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21 *SECTION 1. Arkansas Code § 6-15-2602 is amended to read as follows:*
22 *6-15-2602. Legislative intent.*

23 *It is the intent of the General Assembly to provide a pilot program*
24 *affording public school districts and public charter schools the opportunity*
25 *to develop teacher ~~compensation~~ incentive bonus plans tailored to the public*
26 *school district's or public charter school's needs to accomplish the*
27 *following:*

28 *(1) Provide incentives that will encourage teachers to improve*
29 *their knowledge and instructional skills in order to improve student*
30 *learning;*

31 *(2) Recruit and retain highly qualified teachers;*

32 *(3) Encourage highly qualified teachers to undertake challenging*
33 *assignments;*

34 *(4) Support teachers' roles in improving students' educational*
35 *achievements; and*

36 *(5) Inform policymakers regarding the potential of a*



1 *restructured teacher professional pay system to improve student achievement*
 2 *across the state.*

3
 4 *SECTION 2. Arkansas Code § 6-15-2603 is amended to read as follows:*
 5 *6-15-2603. Definitions.*

6 *As used in this subchapter:*

7 (1)(A) *“Knowledge and skill base portion of bonus compensation”*
 8 *means that portion of a teacher’s bonus compensation under a Rewarding*
 9 *Excellence in Achievement plan that considers, but is not limited to, ~~input~~*
 10 *factors such as ~~years of experience and degree levels~~ teacher evaluations, as*
 11 *set forth in a Rewarding Excellence in Achievement plan.*

12 (B) *This portion shall represent ~~forty up to twenty~~*
 13 *percent ~~(40%)~~ (20%) ~~to sixty percent (60%)~~ of the teacher’s ~~total~~ bonus*
 14 *compensation.*

15 (2) *“Local board” means a board of directors exercising the*
 16 *control and management of a public school district.*

17 (3)(A) *“Performance portion of bonus compensation” means that*
 18 *portion of a teacher’s bonus compensation under a Rewarding Excellence in*
 19 *Achievement plan that considers, without limitation, output factors such as*
 20 *~~teacher evaluations and student performance in the teacher’s class or in the~~*
 21 *teacher’s school, as set forth in a Rewarding Excellence in Achievement plan.*

22 (B) *This portion shall represent ~~forty percent (40%) to~~*
 23 *~~sixty percent (60%)~~ no less than eight percent (80%) of the teacher ~~total~~*
 24 *bonus compensation.*

25 (4) *“Rewarding Excellence in Achievement plan” means an*
 26 *alternative plan for teacher compensation developed by a public school,*
 27 *public school district, or public charter school and selected by the State*
 28 *Board of Education to participate in the Rewarding Excellence in Achievement*
 29 *Program pursuant to this subchapter.*

30
 31 *SECTION 3. Arkansas Code § 6-15-2605(d) concerning the application*
 32 *procedure is repealed.*

33 ~~*(d) The application procedure shall provide for a phase in process,*~~
 34 ~~*beginning with a planning phase for a twelve month minimum period, to allow*~~
 35 ~~*applicants access to resources that would allow sufficient research of best*~~
 36 ~~*practices and to garner community and staff support in submitting a Rewarding*~~

1 ~~Excellence in Achievement plan.~~

2
3 SECTION 4. Arkansas Code § 6-15-2606(a)(4) and (5) concerning
4 determination of bonus compensation is amended to read as follows:

5 (4) Describe how the ~~forty percent (40%) to sixty percent (60%)~~
6 eighty percent (80%) or greater performance portion of ~~compensation~~ the bonus
7 will be determined;

8 (5) Describe how the ~~forty percent (40%) to sixty percent (60%)~~
9 twenty percent (20%) or less knowledge and skill base portion of ~~compensation~~
10 the bonus will be determined;

11
12 SECTION 5. Arkansas Code § 6-15-2606(b) and (c) concerning achievement
13 plans is amended to read as follows:

14 (b) Rewarding Excellence in Achievement plans approved for
15 participation in the Rewarding Excellence in Achievement Program may include
16 provisions regarding the bonus compensation for administrators and other
17 staff members.

18 (c) ~~Compensation increases~~ Increases for the performance portion of
19 bonus compensation, ~~forty percent (40%) to sixty percent (60%) of the~~
20 ~~teacher's total compensation,~~ eighty percent (80%) or greater under the
21 Rewarding Excellence in Achievement plan shall include:

22 (1)(A) Achievement gains of students in each teacher's class on
23 student scores under the statewide assessment program described in § 6-15-
24 433.

25 (B) Locally selected and Department of Education-approved
26 standardized assessment outcomes for students in each teacher's class may
27 also be included;

28 (2) Achievement gains of students on a school-wide basis under
29 the statewide assessment program described in § 6-15-433. Locally selected
30 and Department of Education-approved standardized assessment outcomes may
31 also be included; and

32 (3) ~~The remaining percentage of the performance~~ Increases for
33 the knowledge and skills portion of bonus compensation ~~of the teacher's total~~
34 ~~compensation~~ shall be based on an objective teacher evaluation program that
35 includes:

36 (A) An individual objective teacher evaluation conducted

1 *by the school principal that is aligned with the comprehensive school*
2 *improvement plan and professional development plan described in § 6-15-2607;*
3 *and*

4 *(B) ~~Peer~~ If applicable, peer objective evaluations using*
5 *multiple criteria conducted by locally selected and periodically trained*
6 *evaluators that understand teaching and learning and that include provisions*
7 *for integrated ongoing site-based professional development activities to*
8 *improve instructional skills and learning that are aligned with student needs*
9 *under § 6-15-2009.*

10 */s/ Bryles*

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