

Bill No. CS for SB 50

Amendment No. ____

<u>Senate</u>	CHAMBER ACTION	<u>House</u>
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Senator Sullivan moved the following amendment:

Senate Amendment (with title amendment)
Delete everything after the enacting clause

and insert:

Section 1. There is created the Subject Area Teacher Recruitment and Retention Program for areas of critical state concern.--

(1) In any year in which the Legislature appropriates funds for the program, full-time middle and high school teachers in the following areas may be eligible for a bonus from the Subject Area Teacher Recruitment and Retention Program:

- (a) Foreign language.
- (b) Science.
- (c) Mathematics.
- (d) Computer science.
- (e) Exceptional student education.

(2) The Department of Education shall allocate funds to each school district based on each district's total

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1 proportion of the state total number of teachers in these
2 areas of critical state concern.

3 (3) For the recruitment segment of the program,
4 district and school officials shall use funds provided as an
5 incentive for employment.

6 (a) Newly employed classroom teachers qualified and
7 assigned to teach in an area of critical state concern are
8 eligible for a bonus of up to \$1,200 from the program.

9 (b) The school district may define purposes for the
10 funds, such as payment of moving expenses for a newly employed
11 teacher or purchase of a computer for the teacher's use.

12 (4) For the retention segment of the program, a
13 teacher qualified and assigned to teach in an area of critical
14 state concern is eligible for a bonus of up to \$1,200.

15 (a) To receive a bonus, a teacher must have received a
16 favorable performance appraisal for the previous school year
17 and must agree to maintain employment as a classroom teacher
18 in an area of critical state concern for the 2000-2001 school
19 year.

20 (b) To receive funds for the program, a school
21 district must require an exit interview with every teacher who
22 leaves the district's employment and must report the results
23 of the interviews to the Department of Education every 6
24 months.

25 (c) The Department of Education shall annually
26 summarize and forward the results of the exit interviews to
27 the Governor and the Legislature.

28 Section 2. (1) There is created the Teacher
29 Recruitment Program to encourage the transfer of teachers with
30 demonstrated teaching mastery to failing schools.

31 (2) By July 1 of each year, each school district that

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1 contains a school in grade category "D" or "F" shall develop a
2 plan that authorizes principals of schools in those categories
3 to recruit master teachers as provided by the program.

4 (a) The plan must provide for an annual salary bonus,
5 or it must give evidence of contract negotiations that provide
6 an addition to the salary of teachers recruited for the
7 program. The plan must state the amount of the bonus or salary
8 addition and the maximum number of years a teacher may be
9 eligible for the annual bonus, which must be at least \$1,000.
10 If the plan authorizes a teacher to earn a bonus for more than
11 1 year, a teacher may be eligible for a bonus for teaching at
12 a school graded "C" or better, provided that the teacher was
13 recruited to the school when the grade was "D" or "F."

14 (b) The plan must authorize the school principal to
15 determine which teachers meet the performance requirements for
16 the program; however, the principal must supply performance
17 data to support the recruitment of each teacher. The district
18 school board shall review the performance data and approve
19 each selection. If the Legislature appropriates funds for
20 bonus payments in an appropriations act, they must be made no
21 later than October 1 of the year in which they are
22 appropriated.

23 (c) The plan must describe the action the school
24 district will take to make it possible for teachers to
25 transfer into and out of the school.

26 (3) A principal may not select a teacher for the
27 program who is already employed at a school in any year in
28 which it receives a grade of "F," unless the teacher is
29 nationally certified or has been selected as district or state
30 Teacher of the Year. However, if a school improves its grade
31 from an "F" to a "C" or better, all teachers assigned to the

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1 school may receive a bonus of an amount provided in the plan.

2 (4) The district school board shall evaluate the
3 principal's performance in administering the program and shall
4 consider the performance of students and faculty in its
5 evaluation. If the school fails to improve its grade in the
6 year following implementation of the program, the school
7 district shall recommend corrective action and submit the
8 recommendation to the State Board of Education for approval.
9 This recommendation must include a statement of how well the
10 principal used the recruitment program to the advantage of the
11 school and whether the principal should be retained. It must
12 describe the measures taken by the district to facilitate the
13 transfer of teachers recruited for the program by the
14 principal.

15 Section 3. (1) There is created the Public School
16 Equipment Matching Grants Program to provide equipment for
17 low-performing schools.

18 (2) A school is eligible for the program if it is
19 graded "F" in any year. The amount of each grant is equal to
20 the private contribution made to an eligible school, but the
21 maximum amount that any qualifying school may receive from the
22 program is \$50,000.

23 (3) In-kind contributions may qualify for state match
24 at a value equal to one-half of the fair market value of the
25 in-kind contribution.

26 (4) Before any funds provided for the program may be
27 released to any district for any school, the district school
28 board must, through formal action taken in a public board
29 meeting, certify to the Commissioner of Education that private
30 cash or in-kind contributions have been received by the school
31 seeking a matching grant.

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1 Section 4. This act shall take effect July 1, 2000.

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4 ===== T I T L E A M E N D M E N T =====

5 And the title is amended as follows:

6 Delete everything before the enacting clause

7

8 and insert:

9

 A bill to be entitled

10 An act relating to education; creating the
11 Teacher Recruitment and Retention Program for
12 areas of critical state concern; identifying
13 the areas of critical state concern; providing
14 eligibility criteria for teachers; providing
15 for allocation of funds; providing for use of
16 funds for employment incentives; requiring
17 certain agreements for receipt of a retention
18 bonus; requiring exit interviews and a report,
19 as a condition for receiving funds from the
20 program; creating the Teacher Recruitment
21 Program for low-performing schools; requiring a
22 school district with a school in grade category
23 "D" or "F" to submit to the Department of
24 Education a plan for recruitment of certain
25 teachers to failing schools; requiring a salary
26 bonus or increase for selected teachers;
27 authorizing principals to determine eligible
28 teachers; requiring performance criteria to be
29 submitted to and reviewed by the district
30 school board; requiring review of a principal's
31 administration of the program; creating the

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Public School Equipment Matching Grants Program
for failing schools; authorizing state matching
of certain amounts of private donations;
requiring a school board to certify the receipt
of certain contributions; providing an
effective date.