

SENATE AMENDMENT

Bill No. CS/CS/HBs 63 & 77 and 891, 995, 2009 and 2135, 2nd Eng.
Amendment No.

	<u>Senate</u>	CHAMBER ACTION	<u>House</u>
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11	Senator Cowin moved the following amendment:		
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13	Senate Amendment (with title amendment)		
14	On page 144, between lines 16 and 17,		
15			
16	insert:		
17	Section 65. <u>There is created the Subject Area Teacher</u>		
18	<u>Recruitment and Retention Program for areas of critical state</u>		
19	<u>concern.--</u>		
20	<u>(1) In any year in which the Legislature appropriates</u>		
21	<u>funds for the program, full-time middle and high school</u>		
22	<u>teachers in the following areas may be eligible for a bonus</u>		
23	<u>from the Subject Area Teacher Recruitment and Retention</u>		
24	<u>Program:</u>		
25	<u>(a) Foreign language.</u>		
26	<u>(b) Science.</u>		
27	<u>(c) Mathematics.</u>		
28	<u>(d) Computer science.</u>		
29	<u>(e) Exceptional student education.</u>		
30	<u>(2) The Department of Education shall allocate funds</u>		
31	<u>to each school district based on each district's total</u>		

Bill No. CS/CS/HBs 63 & 77 and 891, 995, 2009 and 2135, 2nd Eng.
Amendment No. ____

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 66. (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

Bill No. CS/CS/HBs 63 & 77 and 891, 995, 2009 and 2135, 2nd Eng.
Amendment No. ____

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

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

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

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

28 (3) A principal may not select a teacher for the
29 program who is already employed at a school in any year in
30 which it receives a grade of "F," unless the teacher is
31 nationally certified or has been selected as district or state

Bill No. CS/CS/HBs 63 & 77 and 891, 995, 2009 and 2135, 2nd Eng.
Amendment No. ____

1 Teacher of the Year. However, if a school improves its grade
2 from an "F" to a "C" or better, all teachers assigned to the
3 school may receive a bonus of an amount provided in the plan.
4 For purposes of allocating funds provided by Specific
5 Appropriation 110B in the Conference Report on House Bill
6 2145, General Appropriations Act FY 2000-2001, the term
7 "outstanding teacher" applies to a teacher who is currently
8 assigned to a school with performance grade designation "F"
9 only if the teacher has been named Teacher of the Year or is
10 nationally certified.

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

24 Section 67. (1) There is created the Public School
25 Equipment Matching Grants Program to provide equipment for
26 low-performing schools.

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

Bill No. CS/CS/HBs 63 & 77 and 891, 995, 2009 and 2135, 2nd Eng.
Amendment No. ____

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

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

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11 (Redesignate subsequent sections.)

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

15 And the title is amended as follows:

16 On page 11, line 21, following the semicolon

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18 insert:

19 creating the Teacher Recruitment and Retention
20 Program for areas of critical state concern;
21 identifying the areas of critical state
22 concern; providing eligibility criteria for
23 teachers; providing for allocation of funds;
24 providing for use of funds for employment
25 incentives; requiring certain agreements for
26 receipt of a retention bonus; requiring exit
27 interviews and a report, as a condition for
28 receiving funds from the program; creating the
29 Teacher Recruitment Program for low-performing
30 schools; requiring a school district with a
31 school in grade category "D" or "F" to submit

SENATE AMENDMENT

Bill No. CS/CS/HBs 63 & 77 and 891, 995, 2009 and 2135, 2nd Eng.

Amendment No. ____

1 to the Department of Education a plan for
2 recruitment of certain teachers to failing
3 schools; requiring a salary bonus or increase
4 for selected teachers; authorizing principals
5 to determine eligible teachers; requiring
6 performance criteria to be submitted to and
7 reviewed by the district school board;
8 requiring review of a principal's
9 administration of the program; creating the
10 Public School Equipment Matching Grants Program
11 for failing schools; authorizing state matching
12 of certain amounts of private donations;
13 requiring a school board to certify the receipt
14 of certain contributions;

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