



TEACHER COMPENSATION LEGISLATION 2008-2011

<u>ALASKA</u>	
<p style="text-align: center;"><u>AK H 215</u></p> <p>Student Counts and Teachers Salaries</p> <p style="text-align: center;">2009</p>	<p>Provides for the temporary suspension of the operation of school experience factors applicable to salary scale provisions for teachers.</p> <p>Allows schools to use greater financial incentives to attract experienced, out-of-state teachers for hard-to-fill positions.</p>
<u>ALABAMA</u>	
<p style="text-align: center;"><u>AL S 271</u></p> <p>K-12 Instructional Days</p> <p style="text-align: center;">2011</p>	<p>Relates to K-12 instructional days.</p> <p>Allows a local board of education, upon approval of the State Superintendent of Education, to make up canceled instructional days due to weather or other extenuating circumstances by adjusting the hours of actual instruction.</p> <p>Also relevant to teachers' salaries and fringe benefits</p>
<u>ARIZONA</u>	
<p style="text-align: center;"><u>AZ SB 1617</u></p> <p>K-12 Education and Budget Reconciliation</p> <p style="text-align: center;">2011</p>	<p>Relates to K-12 education, relates to 2011-2012 budget reconciliation, provides for charter schools and financing, establishes the department of education information technology fund, relates to online instruction, school day and hours and graduation requirements.</p> <p>Provides that school districts may establish energy and water savings accounts that consist of a designated pool of capital investment monies to fund energy or water saving projects in school facilities.</p> <p>Eliminates scheduled, but not yet implemented, compensation increases to teachers based on performance.</p>

<p><u>AZ H 2001 b</u> Arizona Commerce Authority Establishment 2011</p>	<p>Establishes the Commerce Authority, transfers duties to the Authority, including duties relating to certain tax incentives, makes technical changes concerning guaranteed energy cost savings contracts, makes changes concerning property tax classifications, including enterprise zone property.</p> <p>Also relevant to teachers' salaries and performance based compensation. The board of directors shall employ a chief executive officer and prescribe the terms and conditions of the chief executive officer's employment. The chief executive officer serves at the pleasure of the board under the terms of a performance based contract.</p>
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<p><u>AZ SB 1263</u> Schools and Administrative Tasks Reduction 2011</p>	<p>Relates to administration of school districts and charter schools.</p> <p>Provides an exemption to academic competitions conducted by school districts or charter schools that award cash, prizes or scholarships to participants.</p> <p>Relates to an accommodation school; provides that a charter school may be a university or community college; provides that each applicant for a charter school must submit the Social Security number of each individual, officer, member, director and partner for a background check.</p> <p>School leadership: Changes current law to requires that up to 20 percent of a school district superintendent's salary to be classified as performance pay. Current law requires at least 20% of the superintendent's compensation and benefits to be classified as performance pay.</p>
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<p><u>AZ HB 2211</u> Education Budget Reconciliation 2008</p>	<p>Relates to gaming and video lottery devices, distribution from the State Lottery Fund, Lottery Commission employee wages, financing of post secondary education and public and charter schools, calculating actual utility costs and the actual revenue control limit for a school district.</p> <p>Teacher performance pay and career ladders, creation of the University Capital Improvement Lease-to-Own Fund, student financial aid, college savings plans, and school district tax levies. The bill provides monies regarding teacher pay for performance.</p>
<p><u>ARKANSAS</u></p>	
<p><u>AR SB 980</u></p>	<p>Provides additional incentives for teacher recruitment and retention in high-priority school districts.</p>

<p>Teacher Recruitment</p> <p>2009</p>	<p>Increases teacher signing bonuses, equalizes teacher salaries between high-priority school districts and higher paying surrounding school districts.</p>
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<p><u>AR HB 1862</u></p> <p>Bonuses for Teacher and Principals</p> <p>2009</p>	<p>Provides bonuses for individuals who have worked for a minimum number of years with a national board certification as a classroom teacher, building-level principal, or assistant principal in a public school district, employed full time as a teacher in an accredited teacher preparation program at a state-supported institution of higher education.</p> <p>Provides only teachers who hold such certification on or after a specified date shall be eligible for a bonus, provides bonuses are not retroactive.</p>
<p><u>CALIFORNIA</u></p>	
<p><u>CA SB 1660</u></p> <p>Teachers: Compensation</p> <p>2007</p>	<p>Authorizes a school district to use funds received pursuant to the professional development block grant to compensate new and existing mathematics, science and special education teachers in schools ranking in deciles 1, 2, or 3 of the Academic Performance Index in a manner separate from the uniform allowance for years of training and years of service.</p> <p>Requires a school district to submit an annual report on the amount of funds used to compensate such teachers.</p>
<p><u>FLORIDA</u></p>	
<p><u>FL SB 736</u></p> <p>Student Success Act</p> <p>2011</p>	<p>Repeals existing language related to local salary schedules. Directs local boards to establish a grandfathered salary schedule for all employees hired before July 1, 2014. By July 2014, requires local boards to adopt a performance salary schedule that provides annual salary adjustments for instructional personnel and administrators based on performance.</p> <p>Employees must be compensated based on performance after they have received a performance evaluation as revised through this legislation. Establishes salary adjustments for highly effective or effective performance. Provides an employee receiving a rating other than highly effective or effective will not receive an annual salary adjustment for that year. Also directs local boards to provides for salary supplements for assignment to a Title I or low-performing school, certification and teaching in a critical teacher shortage area, or assignment of additional academic responsibilities.</p> <p>Provides that if budget constraints in any given year limit a local board's</p>

FL SB 736

ability to fully fund all adopted salary schedules, the performance salary schedule may not be reduced on the basis of total cost or the value of individual awards in a manner that is proportionally greater than reductions to any other salary schedules adopted by the district. Existing legislation defines "critical teacher shortage area" as math, science and career education; this legislation directs the state board to identify critical teacher shortage areas.

Requires instructional personnel on annual contract as of July 2014 to be placed on the performance salary schedule. Permits instructional personnel on continuing contract or professional service contract to opt into the performance salary schedule if the employee relinquishes such contract and agrees to be employed on an annual contract. Directs districts, in developing the grandfathered salary schedule for instructional staff, to base a portion of each employee's compensation on performance, and to provide differentiated pay for both instructional personnel and school administrators based on district-determined factors, including additional responsibilities, school demographics, critical shortage areas and level of job performance difficulties.

Prohibits local boards from using advanced degrees in setting a salary schedule for instructional staff or administrators, unless the advanced degree is held in the individual's area of certification and is only a salary supplement. Requires that a superintendent's primary consideration in recommending an individual for a promotion be the individual's demonstrated effectiveness.

Exempts a Race to the Top district from specified salary schedule and performance pay provisions for the 2011-12 school year and annually thereafter based on annual approval by the state board, provided specified criteria are met.

GEORGIA

GA HB 923

Salary Schedules for
Certificated Personnel

2009
(enacted 2010)

Allows an educator, regardless of whether or not he/she is in a leadership position, to be placed on the salary schedule based on the leadership degree if the educator possessed (1) A master's level leadership degree prior to July 1, 2012; (2) An education specialist level leadership degree prior to July 1, 2013; or (3) A doctoral level leadership degree prior to July 1, 2014, as long as he/she was enrolled in such leadership preparation program on or before April 2009.

<p><u>GA HB 455</u> Elementary and Secondary Education 2009</p>	<p>Adds provision that an educator's placement on the salary schedule cannot be based on a leadership degree earned on or after July 1, 2010, unless the educator is employed in a leadership position as defined by the state board.</p> <p>Requires the educator to be placed on the salary schedule position attributable to the educator without regard to the leadership degree.</p> <p>Specifies these provisions do not apply to an educator who possessed a leadership degree prior to July 1, 2010, regardless of whether or not he or she is in a leadership position.</p>
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<p><u>GA HB 118</u> Supplemental Appropriations 2009</p>	<p>Appropriates \$22,670,811 from the Non Quality Basic Education Formula Grants Appropriation to fund specific initiatives, including: the Georgia Special Needs Scholarship, children in residential education facilities, compensation for high performance principals, grants for migrant education, low incidence special education, and one-time projects for local education boards.</p> <p>Provides funding for science teachers and other STEM related activities.</p> <p>Includes appropriations related to teacher induction, compensation, certification, and recruitment.</p>
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<p><u>GA HB 280</u> Quality Basic Education Act 2009</p>	<p>Relates to employment under the Quality Basic Education Act, provides for additional compensation for teachers in mathematics or science under certain conditions, provides standards for mathematics and science endorsements, provides for salary steps, removes the sunset provision from the Master Teacher Program, provides for related matters, repeals conflicting laws.</p>
<p><u>IDAHO</u></p>	
<p><u>ID SB 1110</u> Education 2011</p>	<p>Adds to existing law relating to education to provide provisions relating to pay for performance; provides provisions relating to pay for performance, hard to fill positions, leadership awards and to provide for distribution of moneys; provides that nothing in this act shall prevent the legislature from adjusting components of certain funding formulas pursuant to the needs of public schools and the constitutional requirement that the state maintain a balanced budget.</p> <p>Institutes a pay for performance compensation system to reward teachers</p>

<p><u>ID SB 1110</u></p>	<p>and administrators on a school wide basis for student achievement as determined by academic growth. Local districts will reward schools based on growth as determined at the local level. Teachers may also be rewarded for teaching in hard to fill positions and for taking on leadership roles such as mentoring, creating curriculum, grant writing and obtaining National Board Certification.</p>
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<p><u>ID HB 336</u></p> <p>Educational Staff Pay for Performance</p> <p>2011</p>	<p>Amends Section 1 of Senate Bill No. 1110 relating to pay for performance, hard to fill positions and leadership awards.</p> <p>Provides an opportunity for local school districts to consider additional criteria in setting factors used for leadership and hard to fill bonuses.</p>
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<p><u>ID SB 1184</u></p> <p>Public School Technology and Online Courses</p> <p>2011</p>	<p>No full-time instructional staff member shall be paid less than \$30,000. After the base and minimum salaries established pursuant to this subsection have reached the amounts that were in effect in fiscal year 2009, all further increases to these base and minimum salaries shall be allocated such that the percentage increase in the minimum salary is one and one-half (1.5) times the percentage increase in the base salary.</p>
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<p><u>ID SB 1410</u></p> <p>Public School Foundation Program</p> <p>2008</p>	<p>Provides that under Idaho Code teachers receive an additional salary multiplier for each year that they teach in an accredited public school. Chapter 158</p>
<p><u>ILLINOIS</u></p>	
<p><u>IL SB 783</u></p> <p>FY 2008 Budget Implementation Act</p> <p>2008</p>	<p>Creates a salary incentive program for hard-to-staff schools to provide categorical funding for monetary incentives and bonuses for teachers and school administrators who are employed by school districts designated as hard-to-staff by the State Board of Education. Certified principals in hard to staff school will receive an annual payment of \$5,000</p>
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IL SB 2687

Teaching Excellence Program

2008

Revises the Teaching Excellence Program. Provides an annual payment of \$3,000 to a teacher or counselor who holds both a Master Certificate and a corresponding certificate issued by the National Board for Professional Teaching Standards. Creates a \$1,000 incentive for an active teacher or counselor who has a Master Certificate and agrees to provide at least 30 hours of mentoring during that year to teachers or counselors, as applicable. Creates similar incentive for a retired teacher or counselor who holds a Master Certificate and a current corresponding certificate issued by the National Board for Professional Teaching Standards.

Provides an additional \$1,000 to an eligible active or retired teacher or counselor who agrees to provide an additional 30 hours of mentoring during that year, for a total of 60 hours of mentoring and \$2,000.

Provides an additional \$2,000 to an eligible active or retired teacher or counselor who agrees to provide an additional 30 hours of mentoring in schools on academic early warning status or in schools in which 50% or more of the students receive free or reduced lunch for a total of 60 hours of mentoring and \$4,000. Provides that mentoring under these provisions may include providing high quality professional development for new and experienced teachers or school counselors and/or assisting National Board for Professional Teaching Standards (NBPTS) candidates through the NBPTS certification process.

Specifies and prioritizes Master Certificate incentives if funds are available. Provides that if funds remain after all incentives and bonuses have been expended, up to \$250,000 must be used for the continuation of an appropriate electronic system to process Master Certificates and various payments. Revises the membership of the state P- 20 Council.

IOWA

IA SB 445

Teacher Compensation

2009

Amends existing policy and adds new section (284.3) on single salary system. S.F. 445 incorporates Phase II (general salary increases) of the Educational Excellence Program into individual salary schedules and repeals the Educational Excellence Program including elimination of the Educational Excellence Phase I (minimum annual salaries) appropriation and the Phase II set-aside appropriations.

From the fiscal note: Beginning in FY 2010, Educational Excellence Program Phase II allocations totaling \$41.2 million to school districts and area education agencies (AEAs) will be rolled into the school aid formula and funded on a per pupil basis as part of the teacher salary supplement. The remaining General Fund standing appropriation to Educational Excellence Phase I for FY 2010 is estimated at \$13.5 million and the Phase

	<p>II set-aside is estimated at approximately \$760,000. The estimated fiscal impact of Senate File 445 will be a reduction in General Fund expenditures in FY 2010 of \$14.3 million compared to the current law estimate for FY 2010.</p>

<p><u>IA HB 2679</u></p> <p>College Student Aid 2008</p>	<p>Requires disposition of Teacher Quality Funding to be negotiated as part of a whole-grade sharing agreement.</p> <p>Repeals language that included licensed teachers employed part-time by a district under an agreement with a practitioner preparation program in Teacher Quality funding. Increases the minimum salary for a beginning teacher by \$1,500 to \$28,000. Increases the minimum salary for a career teacher by \$2,500 to \$30,000.</p> <p>Allocates \$28.5 million for Professional Development for FY 2009, an increase of \$8.5 million compared to FY 2008. Includes new sub-allocations of \$8.5 million for professional development related to the core curriculum and \$915,000 to implement a statewide early childhood professional development system.</p> <p>Allocates \$335,000 for Pay for Performance Implementation Projects for FY 2009. This is a decrease of \$2.2 million compared to the original FY 2009 allocation enacted in 2007. This amount is sufficient to fund the implementation phase of the three projects that received development grants in FY 2008.</p>
<p><u>KENTUCKY</u></p>	
<p><u>KY SB 89</u></p> <p>National Board Certified Teachers</p> <p>2010</p>	<p>Provides salary supplements to national board-certified teachers employed in Kentucky Tech schools operated by the Education and Workforce Development Cabinet.</p> <p>Specifies that the state-employed teacher's base salary shall be considered in the calculation for contributions to the Teachers' Retirement System.</p>
<p><u>MAINE</u></p>	
<p><u>ME SB 458 (LD 1277)</u></p> <p>Teacher Tenure</p> <p>2009</p>	<p>Revises permissible grounds for discharge or demotion of a teacher on continuing tenure, the discontinuance or reduction of performance-based compensation, a reduction in personnel, including a reduction in workweeks or workdays; redefines “demote” to mean loss of at least 30 days of compensation or a minimum 15-day unpaid suspension, provides the procedures of a governing board upon criminal charges being filed against a teacher; relates to granting a leave of absence because of physical or</p>

	mental disability; relates to the reinstatement of teachers granted such leave.

<u>ME HB 367 (LD 522)</u> Teacher Salaries 2009	Establishes the Study Commission Regarding Teachers' Salaries; clarifies that the scope of the study commission review is teacher compensation, salaries and benefits; includes an examination of alternatives to the existing method of recognizing the costs of teachers' salaries based on education and experience, collective bargaining alternatives in determining salaries and benefits at the school administrative unit level and other relevant factors.
<u>MICHIGAN</u>	
<u>MI HB 4626</u> Teacher Tenure 2011	Revises permissible grounds for discharge or demotion of a teacher on continuing tenure, the discontinuance or reduction of performance-based compensation, a reduction in personnel, including a reduction in workweeks or workdays; redefines “demote” to mean loss of at least 30 days of compensation or a minimum 15-day unpaid suspension, provides the procedures of a governing board upon criminal charges being filed against a teacher; relates to granting a leave of absence because of physical or mental disability; relates to the reinstatement of teachers granted such leave.
<u>MINNESOTA</u>	
<u>MN HB 2</u> Education 2009	<p>Provides for policy and funding for family, adult, and prekindergarten through grade 12 education including general education, school assessments, student discipline, special programs, a state reading corps program, facilities and technology, charter schools, home-schooled students, libraries, nutrition, accounting, pupil transportation, vehicles and drivers, school finance system changes, school district levies, provides for advisory groups, requires reports, appropriates money.</p> <p>This bill creates the P-20 education partnership. The partnership is established to create a seamless system of education that maximizes achievements of all students, from early childhood through elementary, secondary, and postsecondary education, while promoting the efficient use of financial and human resources. The partnership is directed to develop recommendations to the governor and the legislature designed to maximize the achievement of all P-20 students while promoting the efficient use of state resources, thereby helping the state realize the maximum value for its investment. These recommendations may include, but are not limited to, strategies, policies, or other actions focused on: (1) improving the quality of and access to education at all points from preschool through graduate</p>

<p><u>MN HB 2</u></p>	<p>education, (2) improving preparation for, and transitions to, postsecondary education and work, and (3) ensuring educator quality by creating rigorous standards for teacher recruitment, teacher preparation, induction and mentoring of beginning teachers, and continuous professional development for career teachers.</p> <p>Contains provisions regarding teacher compensation, licensure, preparation, recruitment and induction. Alternative compensation rural district application assistance. Makes districts in the rural equity region eligible for assistance in developing Q-Comp applications with specific compensation program components. Requires the commissioner to provide technical assistance to rural districts or groups of rural districts.</p>
<p><u>MISSISSIPPI</u></p>	
<p><u>MS SB 2176</u></p> <p>Teacher Salary Experience Increments</p> <p>2008</p>	<p>Increases and authorizes annual experience salary increments for teachers for up to 35 years of experience for all certificate levels, to be phased-in over a two-year period.</p> <p>Commits state funding for mentor teachers that provide services to beginning teachers in all grades. Authorizes school districts affected by Hurricane Katrina to borrow funds and issue promissory notes to the Federal Government under the community disaster loan program.</p>
<p><u>NEBRASKA</u></p>	
<p><u>NE L 1014</u></p> <p>Teacher Performance Pay</p> <p>2009 (enacted 2010)</p>	<p>Provides for teacher performance pay, provides that data shall be collected annually from each school district to determine whether at least seventy-five percent of the districts have included a system for distributing apportionment funds attributable to income from solar or wind energy leases on school lands for teacher performance pay, requires school districts to use a portion of certain funds for teacher performance pay if the minimum seventy-five percent threshold is met.</p>
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<p><u>NE L 397</u></p> <p>Labor</p> <p>2011</p>	<p>Amends existing law concerning the criteria for establishing wages and conditions of employment. Establishes an acceptable wage range of between 98 percent and 102 percent of the average. Wage rates will not change if they fall within the range. If wage rates fall outside the range they must either increase to 98 percent or decrease to 102 percent. In times of recession the range at the low end is lowered to 95 percent. Specifies that retirement and health benefits be included in wage rate determinations.</p> <p>Creates a collective bargaining time-line.</p>

<u>NEVADA</u>	
<p><u>NV A 229</u></p> <p>Performance of Public Schools</p> <p>2011</p>	<p>Expands the requirements of the annual reports of accountability to include a reporting of the number and percentages of administrators, teachers, and other staff for each elementary school, middle school or junior high school and high school and for each school district in the state.</p> <p>Requires the board of trustees of each school district to: (1) establish a program of performance pay and enhanced compensation for the recruitment and retention of licenses teachers and administrators; and (2) implement the program commencing with the 2014-15 school year.</p> <p>A board of trustees of a school district that determines a reduction in the existing workforce of the licensed educational personnel in the school district is necessary must not base the decision to lay off a teacher or an administrator solely on the seniority of the teacher or administrator and my consider other factors.</p>
<u>OHIO</u>	
<p><u>OH HB 153</u></p> <p>Biennial Appropriations</p> <p>2011</p>	<p>Establishes a new program to pay \$50 per student stipends to certain classroom teachers in school districts, community schools, and STEM schools for each student enrolled in classes that have achieved more than a standard year of value-added growth.</p> <p>Creates the Teacher Incentive Payment Program Fund, Fund 5KG0, to consist of moneys specifically appropriated for the new incentive payment program; includes provision that requires school districts, community schools, and STEM schools receiving Race to the Top money to pay teachers according to a performance-based schedule; requires that teachers' salary schedules provide for annual adjustments based on evaluations.</p>

<p><u>OH SB 5</u></p> <p>Revision of Collective Bargaining Law</p> <p>2011</p>	<p>Public employee pay: Does away with salary schedules and replaces with salary "ranges." Requires performance-based pay for teachers and nonteaching school employees. Requires a school board to measure performance by considering the level of license the teacher holds, whether the teacher is a "highly qualified teacher," the value-added measure the board uses to determine the performance of the students assigned to the teacher's classroom, the results of the teacher's performance evaluations or peer reviews (see Section 3317.13).</p> <p>Public employee benefits: Caps vacation leave at 7.7 hours per biweekly pay period. Reduces sick leave accrual for most public employees from 4.6</p>

OH SB 5

hours to 3.1 hours per biweekly pay period. Limits public employer contributions toward health care benefit costs to 85%. Requires health care benefits provided to management level employees to be the same as any health care benefits provided to other employees of the same public employer. Requires boards of education to adopt policies to provide leave with pay for school employees not covered by a collective bargaining agreement, and abolishes statutorily provided leave for teachers and nonteaching school employees. Abolishes continuing contracts for teachers, except for those continuing contracts in existence prior to the effective date of the bill and revises the law relating to limited contracts. Prohibits a public employer from paying employee contributions to the five public employee retirement systems. Requires health care benefits provided through a jointly administered trust fund to be the same as the health care benefits provided to other public employees.

OKLAHOMA

OK SB 2033

Race to the Top

2009
(enacted 2010)

Beginning with the 2012-13 school year, a school district may implement an incentive pay plan that rewards teachers and leaders who are increasing student and school achievement growth.

School leader effectiveness will be measured using the Oklahoma Teacher and Leader Effectiveness Evaluation System (TLE). Individual school leaders incentive pay awards will be based on achieving either a "superior" or "highly effective" rating under TLE and grade level, subject area, or school level performance success.

In addition to individual teacher and leader incentive pay plans, districts may develop and implement incentive pay systems for teaching in critical shortage subject areas, teachers and leaders who work in low-performing schools, teaching in subjects areas of Science, Technology, Engineering and Math (STEM), or teachers and leaders who work in hard-to-staff schools or districts.

Amends code relating to evaluation. By the 2013-14 school year, minimum criteria developed by the SBOE must be revised and based upon the TLE developed by the SBOE. Provides that all certified personnel be evaluated by a principal, assistant principal, or other trained certified individual designated by the school district board of education. All individuals designated by the school district board of education to conduct the personnel evaluations are required to participate in training conducted by the SDOE or by the school district using guidelines and materials developed by the SDOE prior to conducting evaluations. TLE ratings are to be used as the primary basis when a school district is determining retention or reassignment of teachers and leaders.

<u>SOUTH CAROLINA</u>	
<p><u>SC HJR 4838</u></p> <p>Local School District</p> <p>2009 (enacted 2010)</p>	<p>Provides that a local school district may pay teachers based on the years of experience the teacher possessed in fiscal year 2009-2010 without negative impact to their experience credit; Provides that school districts may not pay district or school administrators more than they received in fiscal year 2009-2010; Requires districts to pay teachers and school and district administrators for changes in their education level.</p>

<p><u>SC SB 1363</u></p> <p>Certified Teachers Pay</p> <p>2009 (enacted 2010)</p>	<p>Provides salary supplements for teachers who obtain National Board Certification. Increases pay for teachers certified by the National Board for Professional Teaching Standards, provides that teachers receiving certification prior to July 1, 2010, shall receive a pay increase the life of the certification, provides that teachers receiving certification on or after July 1, 2010, shall receive a pay increase only for the initial ten years of the certification, provides that only teachers who apply for certification prior to a specified date may receive a loan for the application fee.</p>

<p><u>SC HB 4662</u></p> <p>Education Accountability Act</p> <p>2007 (enacted 2008)</p>	<p>For schools or districts designated as "at risk" (changed from "unsatisfactory"), teacher specialists may be assigned to work across grade levels and subject areas. Such teachers will receive their salary and a supplement equal to 50% of the current southeastern average teacher salary. Specialists are limited to three years in one school unless exceptions are made. Principal specialists, will receive their salary and a supplement equal to 1.25 times the supplement amount calculated for teachers. They may be employed as a component of the technical assistance strategy for two years and may continue for a third year if requested by the local board, the external review team or the state board. Modifies other provisions related to technical assistance – including allowing schools to use technical assistance funds to provide homework centers.</p>

<p><u>SC H 4800</u></p> <p>State Government Expenses and Funds</p> <p>2007 (enacted 2008)</p>	<p>Public school classroom teachers or classroom teachers who work with classroom teachers who are certified by the State Board of Education and who have been certified by the National Board for Professional Teaching Standards shall be paid a \$7,500 salary supplement in the year of achieving certification. The Center for Educator Recruitment, Retention, and Advancement (CERRA-South Carolina) shall develop guidelines and administer the programs whereby teachers who are United States citizens</p>

or permanent resident aliens, and who are applying to the National Board for Professional Teaching Standards for certification may receive a loan equal to the amount of the application fee. The Department of Education, working with and through the South Carolina After-school Alliance, will provide \$250,000 to produce a model of voluntary quality standards for out-of-school time programs, develop a directory of technical assistance, and identify gaps of service.

SOUTH DAKOTA

SD SB 187

Teacher Salaries
2008

Creates the Teacher Compensation Assistance Program Advisory Council.

Revises the General Education State Aid Formula for purposes of increasing teachers' salaries; revises provisions related to payments of additional funds to consolidating school districts.

SD HB 1044

Teacher Compensation Assistance Program
2008

Revises provisions regarding the teacher compensation assistance program, provides for grants.

TEXAS

TX HB 709

Teacher Stipend Awards
2009

Relates to the award of stipends to nationally certified classroom teachers to who improve student achievement under the educator excellence awards program.

TX HB 3646

Public School Finance
2009

Relates to public school finance, financial literacy instruction, charter school funding, professional staff salaries, educator excellence awards, teacher mentoring, special education grants, career education, virtual schools, instructor qualifications, alternative educators, electronic course fees, school tax revenue, student allotments, school bonds and school repairs.

	<p>The bill requires a local awards plan under the educator excellence program to notify eligible teachers and principals of the specific criteria and any formulas on which the awards will be based before the start of the period on which the awards will be based, eliminates existing stipends for teachers with postgraduate degrees, and repeals the awards for student achievement program.</p>
<u>UTAH</u>	
<p style="text-align: center;"><u>UT SB 281</u></p> <p>Use of Minimum School Program Nonlapsing Balances</p> <p style="text-align: center;">2008</p>	<p>Provides funds for one-time \$1,000 signing bonuses for new educators (including teachers returning to education after one or more years of interrupted service) hired to begin teaching in the 2008-2009 school year. Provides funds for one-time performance-based compensation during the 2008-2009 school year.</p> <p>Provides that, to receive an allocation for one-time performance-based compensation, a school district or charter school must receive approval of the district or school's written performance-based compensation plan submitted to the state board of education.</p> <p>Provides that the plan must provide specific information about how the education entity intends to spend its allocation, including:</p> <ol style="list-style-type: none"> (1) Who is eligible for the performance-based compensation (2) Criteria for awarding performance-based compensation (3) The instruments or assessments that may be used to measure or evaluate performance (4) The amount of performance-based compensation that may be awarded (5) Whether the performance-based compensation will be based on individual, team, or school-based performance, or a combination thereof. <p>Requires an education entity that awards performance-based compensation from the appropriation to report to the executive appropriations committee by June 30, 2009 on the amounts awarded and the number of employees receiving awards.</p>

<p style="text-align: center;"><u>UT SB 2</u></p> <p>Minimum School Program Budget Amendments</p> <p style="text-align: center;">2008</p>	<p>Provides funding for certain education programs, modifies provisions related to the funding of charter schools. Beginning in the 2009-10 school year, an annual increase in charter school enrollment capacity equal to 1.4% of total school district enrollment as of October 1 of the previous school year. Modifies the positions that qualify for educator salary adjustments and increases the salary adjustments for those positions. SB 2 encourages parent and educator involvement in completion of the financial and economic literacy. SB 2 also calls for opportunities to coordinate high school and post-secondary math and science education</p>

UT SB 2

Beginning in fiscal year 2008-2009, provides an annual salary supplement of \$4,100 for a full-time teacher and a partial salary supplement for a part-time teacher who teaches one or more courses of a secondary school level mathematics course, integrated science in grade 7 or 8, chemistry or physics, and who holds the appropriate endorsement for the assigned course, has a qualifying educational background, and is either a new employee or received a satisfactory rating or above on the teacher's most recent evaluation.

This bill also eliminates school administrators from being eligible to receive an education salary adjustment to attract and retain high skilled and dedicated educators. Supersedes HB 1, changing the funding amount for summer career and technical education agriculture programs to \$1,154,458. Provides competitive grants to launch the Utah Science Technology and Research Initiative (USTAR) Centers Program, which will provide STEM education during the summer. Money appropriated for the English Language Learner Family Literacy Centers Program shall be used by school districts and charter schools to pay for costs of English Language Learner Family Literacy Centers as provided in this section

VIRGINIA

VA HB 29

Budget Bill

2009

Appropriates a total of \$1,226,878 over two years from the general fund for salary incentives for 10 principals each year for a period of three years; Includes appropriation of \$75,000 the first year and \$75,000 the second year from the general fund for incentive grants for Virginia teachers seeking certification from the National Board for Professional Teaching Standards.

The General Assembly intends for the Department of Education to provide bonuses from state funds to classroom teachers in Virginia's public schools who hold certification from the National Board of Professional Teaching Standards.

VA HB 1500

Budget Bill
Amendments

2011

\$3 million in state funding to create the Virginia Performance-Pay Incentives, awards teachers with up to \$5,000 of performance pay

WASHINGTON	
<p><u>WA SB 6657</u></p> <p>Teacher Salary Bonuses for Certification</p> <p>2007 (enacted 2008)</p>	<p>Includes salary bonuses for individuals certified by the National Board for Professional Teaching Standards as earnable compensation for purposes of calculating retirement benefits.</p>

<p><u>WA HB 2343</u></p> <p>Education Programs</p> <p>2009</p>	<p>Makes any inflationary adjustments to bonuses for national board certified teachers subject to the provisions of the operating budget.</p>

<p><u>WA HB 2363</u></p> <p>Suspension of Cost of Living Increases</p> <p>2009</p>	<p>For the 2009-11 biennium, suspends Initiative 732 cost-of-living adjustments for school district employees. Requires that state salary allocations be adjusted in future years such that, by the 2014-2015 school year, salary rates are what they would have been if I-732 COLAs had not been suspended during the 2009-11 biennium.</p>

<p><u>WA HB 2261</u></p> <p>States Education System</p> <p>2009</p>	<p>Section 601 establishes a technical working group to begin working on July 1, 2011 to develop an enhanced salary allocation model that is collaboratively designed and aligned with state expectations for educator development and certification. Technical working group is to make recommendations on: 1) reducing the number of tiers within the existing salary allocation model; 2) accounting for labor market adjustments; 3) accounting for different geographic regions of the state where districts may encounter difficulty recruiting and retaining teachers; 4) the role and type of bonuses available; 5) ways to accomplish salary equalization over a set number of years; and 6) initial fiscal estimates for implementation of the recommendations including a recognition that staff on the existing salary allocation model would have the option to grandfather in permanently to the existing schedule.</p>

<p><u>WA HB 1244</u></p> <p>2009-11 Biennial Operating Budget</p> <p>2009</p>	<p>For national board certified teachers, provides a bonus of \$5,000 per teacher beginning in the 2007-08 school year and adjusted for inflation in each school year thereafter in which cost of living adjustments are provided. Provides an additional \$5,000 bonus for national board teachers who work in high-poverty schools (defined as 70% FRL for elementary, 60% FRL for middle, and 50% FRL for high). National board certified teachers who become public school principals shall continue to receive this bonus for as long as they are principals and maintain the national board certification. Allows applicants for certification to receive a conditional loan to support their application activities, to be repaid from their first two years' bonus. Also includes appropriations related to teacher recruitment, compensation, mentoring, and professional development.</p>
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<p><u>WA HB 1132</u></p> <p>Compensation for Educational and Academic Employees</p> <p>2011</p>	<p>For the 2011-13 biennium, suspends Initiative 732 cost-of-living adjustments for school district employees.</p> <p>Removes provisions that require future salary allocations to be adjusted to what they would have been had previous suspensions not occurred.</p> <p>Makes the amount of any bonuses for national board certified teachers subject to the provisions of the operating budget.</p>
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<p><u>WA HB 1087</u></p> <p>2011-13 Biennial Operating Budget</p> <p>2011</p>	<p>For national board certified teachers, provides a bonus of \$5,090 per teacher. Provides an additional \$5,000 bonus for national board teachers who work in high-poverty schools (defined as 70% FRL for elementary, 60% FRL for middle, and 50% FRL for high). Allows applicants for certification to receive a conditional loan to support their application activities, to be repaid from their first two years' bonus. Removes the bonus for NBPTS teachers who become principals.</p>
<p><u>WEST VIRGINIA</u></p>	
<p><u>WV SB 573</u></p> <p>Public School Teachers Salaries Increase</p> <p>2008</p>	<p>Increasing minimum salaries of public school teachers and school service personnel; increases the salary increment for principals and assistant principals.</p> <p>From state fiscal analysis: "The purpose of this bill is to grant a \$1,600 annual salary increase to professional educators and a \$700 annual increase to service personnel (\$70/month), grant a \$400 salary supplement to classroom teachers starting at the first year and increase the salary supplement for classroom teachers with 20 or more years of service from</p>

\$600 to \$1,000."

WYOMING

WY HB 173

Teacher Shortage Loan
Repayment Program

2009

Relates to the Teacher Shortage Loan Repayment Program; expands loan program to specified teaching endorsements; excludes federal financial assistance as loan eligibility requirement for specified programs; specifies loan amount; adds reading and English as a second language to the list of courses that qualify for a loan recipient to teach in order to repay the loan without cash payment.

WY HB 236

School Finance
Instructional Facilitator
Program

2009

Relates to school finance; modifies required components of the Instructional Facilitator Supplemental Assistance Program; modifies district and Department of Education reporting requirements; provides additional financial resources to school districts for the employment of instructional facilitators and coaches for on-going instructional coaching and mentoring; resources are off-model and in addition to other state resources; 2009 Wyo. Sess. Laws, Ch. 208, Section 3 (SF 56) appropriates an additional \$3,756,000 for the program; see W.S. 21-13-335.

WY SB 41

Teacher Shortage Loan
Repayment Program

2010

Extends the termination date of the state teacher shortage loan repayment program until 2016.

WY SB 42

School Finance

2010

Relates to school finance; establishes and funding the supplemental assistance program for student enrichment instruction; establishes assistance criteria and imposing duties upon the Department of Education; imposes reporting requirements; provides an appropriation; provides for an effective date; provides an additional \$450,000 for the instructional facilitators program and provided for additional programmatic requirements

WY SB 2

State Treasurer Reports

2011

Calls for the continued study of National Board Certification and incentive payments.