

HB 214 -- Performance-Based Teacher Salaries

Sponsor: Cunningham (86)

This bill creates the Teacher Choice Compensation Package, which will make salary stipends available to teachers who qualify based on measurable superior performance. The stipends will be offered in \$5,000 increments, up to \$15,000, but not to exceed 50% of the teacher's base pay. Stipends may be prorated if there is not enough money generated by the boarding fee increase. To qualify for a stipend, beginning in school year 2008-2009, a teacher must opt out of his or her permanent contract and meet criteria derived from students' scores on a value-added test instrument; from a list of tests and target scores developed by the Department of Elementary and Secondary Education; and from evaluations by principals, parents, and students. Test scores will be given more weight than evaluations, and the level of score required must take into account classroom demographics. Teachers will qualify annually in October, with the payment delivered as a lump sum in the following January.