

## HB 2430 -- Educational Personnel Compensation and Benefits

Sponsor: Holsman

This bill changes the laws regarding teacher incentives and retirement benefits for certain teachers and educational personnel. In its main provisions, the bill establishes:

- (1) A retention award for certificated teachers earning less than \$60,000 in districts that qualify for a small school grant and are accredited without provision. Beginning August 28, 2009, and upon appropriations, award amounts will be \$2,500 for five years' service, \$5,000 for 10 years, and \$10,000 for 20 years;
- (2) A recruitment award of \$7,500 for math or science and \$5,000 for other subjects for teachers who become employed by districts with provisional or unaccredited status or districts that qualify for a small school grant;
- (3) An accreditation improvement award of \$2,500 for teachers who are employed by a district that achieves accreditation without provision;
- (4) A one-time award to certificated teachers earning less than \$60,000 in districts that qualify for a small school grant and are accredited without provision as of August 28, 2008. Upon appropriations, award amounts will be \$5,000 for 10 years' service and an additional \$5,000 for 20 years; and
- (5) A pilot project funded by an annual appropriation of \$15 million from Fiscal Year 2010 to Fiscal Year 2015 to recognize excellence in teachers and school-based administrators in districts where teachers vote to participate. The bill establishes a procedure by which districts prepare an assessment plan and an award plan that will lead to awards of 5% to 10% of the district's average teacher salary, based on both student and teacher performance according to criteria specified in the bill. The professional practices component will be weighted up to 60% of the total.

The first four awards are not subject to state income tax and will not be used in calculating final average salary for retirement. The annual teacher recruitment and retention report will include information on the efficacy of the first four incentives, and the Joint Committee on Education will review the impact of the pilot project during Fiscal Year 2012 and in Fiscal Year 2014 and make recommendations about the continuation of the program prior to the scheduled end of the project.

For the period between January 1, 2009, and January 1, 2014,

teachers and nonteacher educational personnel who are 75 years of age and whose cost-of-living increases are capped will receive an additional monthly payment of \$5 multiplied by his or her years of service for teachers and \$3 multiplied by his or her years of service for nonteachers.

The provisions of the bill regarding the pilot project will expire six years from the effective date.