



HOUSE BILL 840: Teacher Bonuses.

**This Bill Analysis
reflects the contents
of the bill as it was
presented in
committee.**

2017-2018 General Assembly

Committee:	House Education - K-12. If favorable, re-refer to Appropriations	Date:	April 26, 2017
Introduced by:	Reps. Blackwell, Johnson	Prepared by:	Drupti Chauhan
Analysis of:	PCS to First Edition H840-CSRQ-6		Committee Counsel

OVERVIEW: House Bill 840 would provide for bonuses for certain teachers who, but for no longer teaching certain grades or courses, would receive bonuses based on student outcomes on advanced placement and international baccalaureate exams; approved industry certifications and credentials; or student growth in 3rd grade reading. It would also reimburse local school administrative units (LEAs) if they had paid the bonuses.

The Proposed Committee Substitute would eliminate the bonuses for the teachers that did not continue to teach students earning approved industry certifications or credentials. It would also eliminate bonuses for the other teachers if they had chosen not to teach 3rd grade or advanced placement and international baccalaureate courses the next year in the same LEA. It also uses the term "bonus substitute" rather than just bonus.

Third Grade Reading Teacher Performance Pilot program

CURRENT LAW: S.L. 2016-94, Sec. 9.7 established the Third Grade Reading Teacher Performance Pilot program to provide bonuses to qualifying licensed third grade teachers with student growth index scores from the previous school year for third grade reading who remained employed teaching third grade in the same local school administrative unit at least from the school year the data was collected until the corresponding school year when the bonus was paid. The program established 2 bonuses:

- Bonus 1 – Top 25% in State: Licensed third grade teachers in the top 25% of teachers in the State according to the student growth index score for third grade reading from the prior year would receive Bonus 1.
- Bonus 2 – Top 25% in LEA: Licensed third grade teachers in the top 25% of teachers in their respective local school administrative unit (LEA) according to the student growth index score for third grade reading from the prior year would receive Bonus 2.
- Teachers are eligible to receive both bonuses.

BILL ANALYSIS: Section 2(a) and (b) of the PCS for HB 840 would provide a bonus substitute to otherwise qualifying teachers who no longer taught third grade (the restriction) but remained teaching at the same school, unless that teacher refused to continue teaching third grade in the year the bonus was paid. The bonuses would be as follows:

- A teacher who remains teaching at the same school and would have been eligible for Bonus 1 but for the restriction would receive a bonus of \$3,500.

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- A teacher who remains teaching at the same school and would have been eligible for Bonus 2 but for the restriction would receive a bonus of \$3,500.

Advanced Placement/International Baccalaureate Teacher Bonus Pilot Program

CURRENT LAW: S.L. 2016-94, Sec. 8.8 established the Advanced Placement/International Baccalaureate Teacher Bonus Pilot Program to provide bonuses to qualifying licensed teachers of Advanced Placement and International Baccalaureate advanced courses for each student taught who received a certain score on the advanced course examination. The bonus is \$50 per student, up to \$2,000. To receive the bonus, the teacher must remain employed teaching advanced courses in the same local school administrative unit at least from the school year the data was collected until the corresponding school year when the bonus was paid.

BILL ANALYSIS: Section 2(c) of the PCS for HB 840 would provide a bonus substitute to otherwise qualifying teachers who no longer taught advanced courses (the restriction) but remained teaching at the same school, unless that teacher refused to continue teaching the advanced course in the year the bonus was paid. The bonus would be the amount the teacher would have been eligible for under S.L. 2016-94, Sec. 8.8, not to exceed \$2,000.

Reimbursement

Section 3 - If a LEA paid a teacher an amount in lieu of the amount the teacher would have received but for the restriction under the Bonus Pilot Programs in the 2016 Budget, the Department of Public Instruction must reimburse the LEA for the amount paid, up to \$3,500 for each third grade bonus and up to \$2,000 for each advanced course bonus.

EFFECTIVE DATE: House Bill 840 would become effective when the bill becomes law.