

Stricken language would be deleted from and underlined language would be added to present law.
Act 44 of the 2nd Extraordinary Session

State of Arkansas

As Engrossed: S12/31/03 S1/8/04

Call Item 4

84th General Assembly

A Bill

Second Extraordinary Session, 2003

SENATE BILL 46

By: Senators Bisbee, Bryles, Wilkins, J. Jeffress, *Baker, Broadway, Madison*

By: Representatives Mahony, Seawel, Anderson, *Agee, Dangeau, Edwards, House, C. Johnson, Penix, White*

For An Act To Be Entitled

AN ACT TO IMPROVE SCHOOL PERFORMANCE BY
CREATING THE MASTER SCHOOL PRINCIPAL PROGRAM;
AND FOR OTHER PURPOSES.

Subtitle

AN ACT TO IMPROVE SCHOOL PERFORMANCE BY
CREATING THE MASTER SCHOOL PRINCIPAL
PROGRAM.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:

SECTION 1. For purposes of this act:

(1) "Incentive bonus" means a bonus paid to master principals serving as a principal of any public school in the state;

(2) "High-need school salary bonus" means an annual bonus to master principals serving as a principal of a public school in phase two (2) or phase three (3) school improvement status or located in a school district in academic distress; and

(3) "Hold-back longevity bonus" means a portion of the high-need school salary bonus held back to be paid at the end of three (3) years and five (5) years of serving as a principal of the same public school in phase two (2) or phase three (3) school improvement status or located in a school district in academic distress.

SECTION 2. (a) There is created the Master School Principal Program to provide training programs and opportunities to expand the knowledge base and leadership skills of public school principals.

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(b) The program shall be administered by the Arkansas Leadership Academy.

(c) The program shall consist of no less than a three-phase process developed by the Arkansas Leadership Academy and approved by the State Board of Education, including:

(1) Phase one (1), which shall expand the knowledge base and leadership skills of the principal;

(2) Phase two (2), which shall require the principal to apply strategies and to collect evidence of improvement in student learning and school processes; and

(3) Phase three (3), which shall require the principal to publicly demonstrate the ability and skills that lead to sustained academic improvement in a school and a school district.

(d) A school principal successfully completing the program shall be designated as a master school principal by the Arkansas Leadership Academy.

(e)(1) The Department of Education and the Arkansas Leadership Academy shall:

(A) Develop criteria for selection of candidates for the process;

(B) Review and modify, as deemed appropriate, the program performance areas; and

(C)(i) Develop a rigorous assessment process based on the performance areas.

(ii) The assessment shall include, but shall not be limited to, demonstrable, performance-based evidence of the performance areas.

(2) The number of school principals participating each year may be determined by the amount of funding available for the program.

SECTION 3. (a) The Arkansas Department of Education shall promulgate rules and regulations for the nine thousand dollar (\$9,000) yearly incentive bonus provided under this section for principals receiving master school principal status.

(b) The Department of Education shall pay a yearly incentive bonus of nine thousand dollars (\$9,000) for every school year for no more than five (5) years to any building-level principal who:

(1) Receives a master school principal designation from the Arkansas Leadership Academy; and

(2) Is, at the time of receiving the bonus, employed full-time as a building-level principal in an Arkansas public school district.

SECTION 4. (a) The Arkansas Department of Education shall promulgate rules and regulations for an additional high-need school salary bonus, including a hold-back longevity bonus, for principals receiving master school principal status and serving as a principal of a public school in phase two (2) or phase three (3) school improvement status or located in a school district in academic distress.

(b)(1) The department shall pay a high-need school salary bonus of twenty-five thousand dollars

(\$25,000) for every school year for no more than five (5) years to any building-level principal who:

(A) Receives a master school principal designation from the Arkansas Leadership Academy; and

(B) Is, at the time of receiving the (\$25,000) bonus, employed full-time as a building-level principal in an Arkansas public school district that is or was:

(i) A public school in phase two (2) or phase three (3) school improvement status at the time the master school principal began his or her employment as a master school principal of the school; or

(ii) A public school located in a school district in academic distress at the time the master school principal began his or her employment as a master school principal of the school.

(2) The high-need school salary bonus under subdivision (b)(1) of this section shall be paid as follows:

(A) Twenty-thousand dollars (\$20,000) for each school year; and

(B) An additional five thousand dollars (\$5,000) to be set aside for each qualifying school year to be paid as follows:

(i) A fifteen thousand dollar (\$15,000) hold-back longevity bonus at the end of three (3) consecutive school years as a master school principal in the same school; and

(ii) A ten thousand dollar (\$10,000) hold-back longevity bonus at the end of five (5) consecutive school years as a master school principal in the same school.

(3) The high-need school salary bonus with the hold-back longevity bonus payable under this section shall be paid in addition to the five-year incentive bonus allowed under Section 3 of this act, if the master principal is within the time frame for eligibility for the five-year incentive bonus.

(c) No person shall receive either a yearly incentive bonus, a salary bonus, or a longevity bonus, regardless of the person's past participation in the Master School Principal Program, if the person leaves the full-time employment as a principal of an Arkansas public school district.

/s/ Bisbee

APPROVED: 1/20/2004

