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HSB 201

EDUCATION

SUCCESSFUL

SF/HF 672

HOUSE FILE _____

BY (PROPOSED COMMITTEE ON

EDUCATION BILL BY

CHAIRPERSON GRUNDBERG)

Passed House, Date _____

Passed Senate, Date _____

Vote: Ayes _____ Nays _____

Vote: Ayes _____ Nays _____

Approved _____

A BILL FOR

1 An Act relating to the establishment of a student achievement and
2 teacher quality program.

3 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

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1 Section 1. INTENT. It is the intent of the general
2 assembly to create a student achievement program that
3 acknowledges that outstanding teachers are a key component in
4 student success. This Act establishes a student achievement
5 and teacher quality program that includes a career path for
6 teachers, with compensation levels that strengthen Iowa's
7 ability to attract and retain quality teachers. This Act also
8 establishes a team-based variable pay plan that rewards
9 teachers when student achievement reaches or exceeds academic
10 performance goals. The total comprehensive education
11 improvement plan set forth in this Act also includes
12 provisions for beginning teacher mentoring and induction
13 programs and for professional development designed to directly
14 improve teacher skills and knowledge.

15 Sec. 2. NEW SECTION. 284.1 STUDENT ACHIEVEMENT AND
16 TEACHER QUALITY PROGRAM.

17 A student achievement and teacher quality program is
18 established to promote high student achievement. The program
19 shall consist of the following four major elements:

20 1. Mentoring and induction programs that provide support
21 for beginning teachers in accordance with sections 284.5 and
22 284.6.

23 2. Career paths with compensation levels that strengthen
24 Iowa's ability to recruit and retain teachers.

25 3. Professional development designed to directly support
26 best teaching practices.

27 4. Team-based variable pay that provides additional
28 compensation when student performance improves.

29 Sec. 3. NEW SECTION. 284.2 DEFINITIONS.

30 As used in this chapter, unless the context otherwise
31 requires:

32 1. "Beginning teacher" means, except as provided in
33 section 272.28, an individual serving under a provisional, or
34 a conditional license as defined in section 272.1, subsection
35 3A, issued by the board of educational examiners under chapter

1 272, who is assuming a position as a classroom teacher.

2 2. "Classroom teacher" means an individual who holds a
3 valid practitioner's license and who is employed under a
4 teaching contract with a school district or area education
5 agency in this state to provide classroom instruction to
6 students.

7 3. "Department" means the department of education.

8 4. "Director" means the director of the department of
9 education.

10 5. "Evaluator" means a practitioner who successfully
11 completes an evaluator training program pursuant to section
12 284.10.

13 6. "Mentor" means an individual employed by a school
14 district or area education agency as a classroom teacher who
15 holds a valid practitioner's license issued under chapter 272.
16 The individual must have a record of four years of successful
17 teaching practice, must be employed as a classroom teacher on
18 a nonprobationary basis, and must demonstrate professional
19 commitment to both the improvement of teaching and learning
20 and the development of beginning teachers.

21 7. "School board" means the board of directors of a school
22 district or a collaboration of boards of directors of school
23 districts.

24 8. "State board" means the state board of education.

25 9. "Teacher" means an individual holding a practitioner's
26 license issued under chapter 272, who is employed as a
27 teacher, librarian, media specialist, or counselor in a
28 nonadministrative position by a school district or area
29 education agency pursuant to a contract issued by a board of
30 directors under section 279.13. A teacher may be employed in
31 both an administrative and a nonadministrative position by a
32 board of directors and shall be considered a part-time teacher
33 for the portion of time that the teacher is employed in a
34 nonadministrative position. "Teacher" includes a licensed
35 individual employed on a less than full-time basis by a school

1 district through a contract between the school district and an
2 institution of higher education with a practitioner
3 preparation program in which the licensed teacher is enrolled.

4 Sec. 4. NEW SECTION. 284.3 IOWA TEACHING STANDARDS.

5 1. For purposes of this chapter and for developing teacher
6 evaluation criteria under chapter 279, the Iowa teaching
7 standards are as follows:

8 a. Content knowledge.

9 b. Planning and preparation for instruction.

10 c. Instructional delivery.

11 d. Monitoring student learning.

12 e. Classroom management.

13 f. Professional responsibilities.

14 2. A school board has the responsibility to adopt core
15 knowledge and skill components based upon the standards
16 established in this section and the models developed pursuant
17 to section 256.9, subsection 51, for purposes of creating a
18 professional development program, teacher evaluations under
19 chapter 279, and for performance review, advancement, and
20 licensure of teachers in accordance with chapter 272 and this
21 chapter. Faculty shall be involved in developing the core
22 knowledge and skill components adopted by the school board.

23 Sec. 5. NEW SECTION. 284.4 PARTICIPATION.

24 It is the intent of the general assembly that all school
25 districts participate in the student achievement and teacher
26 quality program. A school district is eligible to receive
27 moneys appropriated for purposes specified in this chapter if
28 the school board applies to the department to participate in
29 the student achievement and teacher quality program and
30 submits a written statement declaring the school district's
31 commitment to do all of the following:

32 1. Commit and expend local moneys to improve student
33 achievement and teacher quality.

34 2. Implement a beginning teacher mentoring and induction
35 program as provided in this chapter.

1 3. Provide two more contract days than provided in the
 2 school year beginning July 1, 2001, and two more contract days
 3 than provided in the school year beginning July 1, 2002, and
 4 to remain at no less than that number of contract days for
 5 each succeeding school year, to provide additional time for
 6 teachers to engage in research-based professional development
 7 that aligns with student learning and teacher development
 8 needs in order to achieve attendance center and districtwide
 9 student achievement goals outlined in the district
 10 comprehensive school improvement plan. The department shall
 11 provide school districts with strategies for restructuring the
 12 school calendar to provide for the most effective professional
 13 development.

14 4. Adopt teacher career paths based upon demonstrated
 15 knowledge and skills in accordance with this chapter.

16 5. Adopt a team-based variable pay plan, based upon a
 17 statewide model. The pay plan shall reward attendance level
 18 success.

19 Sec. 6. NEW SECTION. 284.5 BEGINNING TEACHER MENTORING
 20 AND INDUCTION PROGRAM ESTABLISHED.

21 1. The department shall coordinate a beginning teacher
 22 mentoring and induction program to promote excellence in
 23 teaching, build a supportive environment within school
 24 districts, increase the retention of promising beginning
 25 teachers, and promote the personal and professional well-being
 26 of teachers. By July 1, 2002, a school board shall provide
 27 for an approved two-year beginning teacher mentoring and
 28 induction program.

29 2. The state board shall adopt rules providing for an
 30 approval process for beginning teacher mentoring and induction
 31 program plans submitted in accordance with section 284.6. The
 32 department may disapprove a plan submitted by a school board
 33 if the plan does not meet the minimum criteria set forth in
 34 section 284.6. However, if the department disapproves the
 35 plan, the department shall provide the school board with

1 recommendations for plan improvements and allow the school
2 district to resubmit the plan for consideration. It is the
3 intent of the general assembly that the department approve
4 plans that incorporate local innovation and take into
5 consideration local needs.

6 Sec. 7. NEW SECTION. 284.6 BEGINNING TEACHER MENTORING
7 AND INDUCTION PROGRAM PLANS.

8 1. Each participating school district shall develop and
9 submit to the department a beginning teacher mentoring and
10 induction program plan which shall, at a minimum, provide the
11 process for the selection of and the number of mentors; the
12 mentor training process; the timetable by which the plan shall
13 be implemented; placement of mentors and beginning teachers;
14 release time for mentors and beginning teachers for planning,
15 demonstration, observation, feedback, and workshops;
16 additional compensation for mentors; the process for
17 dissolving mentor and beginning teacher partnerships; the
18 programs utilized to train mentors and evaluators; and the
19 process for measuring the results of the program.

20 2. Prior to the start of each school year, the school
21 district shall prepare, in consultation with a mentor and
22 beginning teacher, that teacher's mentoring and induction
23 program plan and shall inform the teacher of the criteria upon
24 which the teacher will be evaluated.

25 Sec. 8. NEW SECTION. 284.7 TEACHER CAREER DEVELOPMENT.

26 1. The department shall coordinate a statewide network of
27 professional development programs that, at a minimum, shall:

28 a. Support individual teacher improvement based upon the
29 Iowa teaching standards.

30 b. Align with district and attendance center student
31 achievement goals as outlined in the district's comprehensive
32 school improvement plan.

33 c. Provide teachers with research-based strategies in
34 teaching, learning, and leadership.

35 d. Contain an evaluation component to determine the

1 changes in teacher instructional practices that impact on
2 student learning.

3 2. The state board shall prescribe standards and
4 procedures for the approval of professional development
5 programs and providers. Professional development offered
6 under this chapter may be provided by an approved public or
7 private entity.

8 3. A participating school district shall establish and
9 maintain a district teacher career development plan that is
10 linked to the Iowa teaching standards, the core knowledge and
11 skill components adopted by the school board, and the
12 comprehensive school improvement plan submitted to the
13 department in accordance with section 256.7, subsection 21.
14 In addition, at a minimum, the district teacher career
15 development plan shall:

16 a. Focus teaching practices on the academic indicators and
17 goals specified in the comprehensive school improvement plan.

18 b. Provide a comprehensive professional development plan
19 for teachers that meets the needs of the district and the
20 individual teachers.

21 4. The school district shall provide access by teachers to
22 professional development, through public and private providers
23 approved by the state board, that meets the criteria set forth
24 in subsection 1.

25 5. In cooperation with the teacher's supervisor, the
26 teacher employed by a participating school district shall
27 develop an individual teacher career development plan. The
28 individual plan shall be based, at a minimum, on the Iowa
29 teaching standards, the needs of the teacher, the students,
30 the attendance center, and the school district as outlined in
31 the comprehensive school improvement plan. The individual
32 plan shall be reviewed at the teacher's annual evaluation.

33 Sec. 9. NEW SECTION. 284.8 IOWA TEACHER CAREER PATH.

34 To promote continuous improvement in Iowa's quality
35 teaching workforce and to give Iowa teachers the opportunity

1 for career recognition that reflects the various roles
2 teachers play as educational leaders, an Iowa teacher career
3 path is established for teachers employed by participating
4 school districts.

5 1. PROVISIONAL TEACHER. A provisional teacher is a
6 teacher who meets the following requirements:

7 a. Successfully completed an approved practitioner
8 preparation program as defined in section 272.1.

9 b. Holds a provisional teacher license issued by the board
10 of educational examiners.

11 c. Participates in the beginning teacher mentoring and
12 induction program as provided in this chapter.

13 2. CAREER I TEACHER. A career I teacher is a teacher who
14 meets the following requirements:

15 a. Successfully completed the beginning teacher mentoring
16 and induction program as provided in this chapter.

17 b. Is evaluated by the school district as demonstrating
18 the competencies of a career teacher.

19 c. Holds a career teacher license issued by the board of
20 educational examiners.

21 d. Participates in teacher career development as set forth
22 in this chapter and demonstrates continuous improvement in
23 teaching.

24 3. CAREER II TEACHER. A career II teacher is a teacher
25 who meets the requirements of subsection 2, paragraphs "a",
26 "c", and "d", and who has met endorsement requirements
27 established by the school district that employs the teacher,
28 and who is evaluated by the school district as demonstrating
29 the competencies of a career II teacher.

30 4. ADVANCED TEACHER. An advanced teacher is a teacher who
31 meets the following requirements:

32 a. Is evaluated by the school district as demonstrating
33 the competencies of an advanced teacher.

34 b. Successfully completed the comprehensive evaluation to
35 be classified as an advanced teacher.

1 c. Holds an advanced teacher license from the board of
2 educational examiners.

3 d. Participates in teacher career development as outlined
4 in this chapter and demonstrates continuous improvement in
5 teaching.

6 e. Possesses the skills and qualifications to assume
7 leadership roles.

8 Sec. 10. NEW SECTION. 284.9 EVALUATION REQUIREMENTS --
9 PANEL.

10 1. a. The principal at an attendance center shall
11 annually evaluate the teachers employed at the attendance
12 center. The principal may designate another evaluator to
13 conduct the annual evaluation of a teacher. The evaluation
14 shall include classroom observation of the teacher and may
15 include supporting documentation from other supervisors,
16 parents, and students.

17 b. A teacher may be comprehensively evaluated for purposes
18 of performance review, advancement, or licensure. A teacher
19 shall be comprehensively evaluated at least once every five
20 years or each time advancement to a higher career path level
21 is contemplated. Comprehensive evaluations shall be conducted
22 by the principal of the attendance center that employs the
23 teacher or by another evaluator designated by the principal or
24 by the principal's designee and one additional evaluator
25 chosen from a pool of evaluators available to the school
26 district. A school district may collaborate with one or more
27 other school districts and with one or more area education
28 agencies to establish a pool of evaluators.

29 c. If a comprehensive evaluation conducted for a teacher
30 does not include a recommendation for advancement, a
31 comprehensive evaluation shall be conducted for the teacher no
32 sooner than one year from the date of the last comprehensive
33 evaluation.

34 2. The director, in consultation with representatives of
35 classroom teachers, national board-certified teachers,

1 administrators, school board members, the two largest
2 organizations representing teachers in the state, and
3 institutions of higher education, shall appoint a review panel
4 consisting of seven individuals knowledgeable in making a
5 determination of whether the evidence submitted by a teacher
6 demonstrates that a teacher has superior teaching skills. A
7 panel member shall serve a three-year term with the terms of
8 panel members staggered. A panel member may serve two terms
9 on a review panel. A panel shall convene as necessary and the
10 department of education shall provide staff support for the
11 review panels. The purpose of the panel is to perform random
12 audits of the comprehensive evaluations conducted by
13 evaluators throughout the state.

14 3. The state board shall adopt rules to administer this
15 section.

16 Sec. 11. NEW SECTION. 284.10 EVALUATOR TRAINING PROGRAM.

17 1. The department shall establish an evaluator training
18 program to improve the skills of school district evaluators in
19 making employment decisions, making recommendations for
20 licensure, and moving teachers through a career path as
21 established under this chapter. The department shall consult
22 with persons representing classroom teachers, national board-
23 certified teachers, administrators, school boards, higher
24 education institutions with approved practitioner and
25 administrator preparation programs, the two largest
26 organizations representing teachers in this state, and with
27 persons from the private sector knowledgeable in employment
28 evaluation and evaluator training in order to develop
29 standards and requirements for the program. Evaluator
30 training programs offered pursuant to this chapter may be
31 provided by an approved public or private entity.

32 2. A practitioner licensed under chapter 272 who conducts
33 evaluations of teachers for purposes of this chapter shall
34 complete the evaluator training program. Upon successful
35 completion, the provider shall provide evidence to the board

1 of educational examiners that the practitioner is qualified to
2 conduct evaluations for employment, make recommendations for
3 licensure, and make recommendations that a teacher is
4 qualified to advance from one career path level to the next
5 career path level pursuant to this chapter. Certification by
6 the board of educational examiners is for a period of five
7 years and may be renewed.

8 3. Effective until July 1, 2004, a school district shall
9 pay an award, from moneys allocated pursuant to section
10 284.14, subsection 2, paragraph "c", in the amount of one
11 thousand dollars to each individual who is licensed as a
12 practitioner under chapter 272 on or after July 1, 2001, and
13 who has been certified in accordance with this section. By
14 July 1 annually, the school district shall notify the
15 department of education of the number of individuals who have
16 achieved certification in accordance with this section, and
17 shall submit any documentation requested by the department.

18 4. The department shall establish statewide
19 recommendations for the number of evaluators each district
20 should have available based on the enrollment of the district.
21 A school district may collaborate with other school districts
22 to meet the recommended number of evaluators.

23 5. By July 1, 2002, a higher education institution
24 approved by the state board to provide an administrator
25 preparation program shall incorporate the evaluator training
26 program into the program offered by the institution.

27 6. Beginning July 1, 2004, the board of educational
28 examiners shall require certification as a condition of
29 issuing or renewing an administrator's license.

30 Sec. 12. NEW SECTION. 284.11 CAREER PATH COMPENSATION.

31 1. A participating school district shall use funding
32 allocated under section 284.14, subsection 3, to do the
33 following:

34 a. Raise the district's minimum salary for a first-year
35 beginning teacher by at least one thousand dollars above the

1 salary paid to beginning teachers in the previous fiscal year.
2 However, a district is not required to raise the minimum
3 salary if the district's average beginning teacher salary is
4 twenty-five thousand dollars or more.

5 b. Raise the salary of a second-year beginning teacher by
6 at least one thousand dollars above the salary paid to a
7 first-year beginning teacher in the previous fiscal year.
8 However, a district is not required to raise the salary of a
9 second-year beginning teacher as provided in this subsection
10 if the district's average beginning teacher salary is twenty-
11 six thousand dollars or more.

12 c. Provide a two thousand dollar difference between the
13 maximum beginning teacher salary and the minimum career I
14 teacher salary. After receiving a salary as a career I
15 teacher for five years, a career I teacher shall not be
16 eligible for a cost-of-living increase negotiated pursuant to
17 chapter 20 until the teacher successfully advances to the
18 level of career II teacher.

19 d. Establish, not later than July 1, 2002, or one fiscal
20 year after becoming a participating district, a minimum salary
21 for an advanced teacher that is at least fifteen thousand
22 dollars greater than the minimum career I teacher salary.

23 2. A teacher employed in a participating district shall
24 not receive less compensation in that participating district
25 than the teacher received in the school year starting July 1,
26 2001, due to implementation of this chapter.

27 Sec. 13. NEW SECTION. 284.12 TEAM-BASED VARIABLE PAY FOR
28 STUDENT ACHIEVEMENT.

29 1. The state shall, by July 1, 2003, develop and implement
30 a team-based variable pay plan that will utilize valid and
31 reliable assessments to accurately measure the growth in
32 performance of Iowa students. The pay plan shall do the
33 following:

34 a. Focus on student performance in kindergarten through
35 grade twelve with the emphasis at the elementary and middle

1 school level placed on student performance in the core
2 courses, including but not limited to reading and mathematics.

3 b. Provide for incentive awards to those school attendance
4 centers that achieve annual performance standards.

5 2. A school district shall use moneys appropriated for
6 purposes of this section to provide a cash award to all of the
7 licensed practitioners at an attendance center that meets or
8 exceeds annual standards of performance. The school district
9 may extend cash awards to other staff employed at the
10 attendance center. The cash award shall not be included
11 within an employee's base pay.

12 3. A performance fund is established in the office of the
13 treasurer of state under the control of the department.
14 Notwithstanding section 8.33, moneys in the fund shall not
15 revert and shall be available for expenditure for purposes of
16 team-based variable pay in accordance with this section.

17 4. Moneys received under this section by a school district
18 shall not be used for payment of any collective bargaining
19 agreement or arbitrator's decision negotiated or awarded under
20 chapter 20.

21 Sec. 14. NEW SECTION. 284.13 REPORT.

22 1. The department shall annually report the statewide
23 progress on the following:

- 24 a. Beginning teacher mentoring and induction program.
- 25 b. Improvement in teacher compensation.
- 26 c. Evaluator training program.
- 27 d. Changes and improvements in the evaluation of teachers
28 under the Iowa teaching standards.
- 29 e. Team-based variable pay for student achievement.
- 30 f. Impact on attracting and retaining teachers in the
31 profession.

32 2. The report shall be made available to the chairpersons
33 and ranking members of the senate and house committees on
34 education, the state board, and school districts by January 1.
35 School districts shall provide information as required by the

1 department for the compilation of the report and for
2 accounting and auditing purposes.

3 3. The department of education shall annually submit to
4 the chairpersons and ranking members of the senate and house
5 committees on education the findings of the review panel
6 created pursuant to section 284.9.

7 4. The board of educational examiners shall compile
8 statistical information from the results of the examinations
9 administered pursuant to section 272.2, subsection 16. The
10 information compiled shall identify the practitioner
11 preparation programs from which the applicants graduated, but
12 shall not identify applicants individually. The statistical
13 information compiled by the board pursuant to this subsection
14 is a public record. The board shall submit a review of the
15 statistical information to the chairpersons and ranking
16 members of the senate and house education committees and the
17 state board by December 1, 2003.

18 Sec. 15. NEW SECTION. 284.14 STATE PROGRAM ALLOCATION.

19 1. For the fiscal years beginning on or after July 1,
20 2001, the department shall deposit not less than fifteen
21 percent of any moneys appropriated for purposes of this
22 chapter into the performance fund established in section
23 284.12. It is the intent of the general assembly that the
24 percentage of funds provided for purposes of team-based
25 variable pay shall increase annually until the level of thirty
26 percent is reached. Commencing with the fiscal year beginning
27 July 1, 2002, for each fiscal year in which moneys are
28 appropriated by the general assembly for purposes of team-
29 based variable pay pursuant to section 284.12, the amount of
30 moneys allocated to school districts shall be in the
31 proportion that the basic enrollment of a school district
32 bears to the sum of the basic enrollments of all school
33 districts in the state for the budget year.

34 2. Except as provided in subsection 1, for each fiscal
35 year in which moneys are appropriated by the general assembly

1 for purposes of the student achievement and teacher quality
2 program, the moneys shall be allocated as follows:

3 a. For the fiscal year beginning July 1, 2001, and ending
4 June 30, 2002, to the department of education, the amount of
5 one million nine hundred thousand dollars for the issuance of
6 national board certification awards in accordance with section
7 256.44.

8 b. For the fiscal year beginning July 1, 2001, and ending
9 June 30, 2002, an amount up to two million four hundred
10 thousand dollars, and for the fiscal year beginning July 1,
11 2002, and ending June 30, 2003, an amount up to four million
12 seven hundred thousand dollars, to the department of education
13 for distribution to school districts for purposes of the
14 beginning teacher mentoring and induction programs, based upon
15 the proportion that the number of beginning teachers employed
16 by a school district during the fiscal year in which moneys
17 are appropriated for the program bears to the total number of
18 beginning teachers employed by all school districts in the
19 state during the fiscal year. Moneys received by a school
20 district pursuant to this paragraph shall be expended to
21 provide each mentor with an award of five hundred dollars per
22 semester, at a minimum, for participation in the school
23 district's beginning teacher mentoring and induction program;
24 to implement the plan; and to pay any applicable costs of the
25 employer's share of contributions to federal social security
26 and the Iowa public employees' retirement system or a pension
27 and annuity retirement system established under chapter 294,
28 for such amounts paid by the district.

29 c. For the fiscal year beginning July 1, 2001, and ending
30 June 30, 2002, up to one million five hundred thousand dollars
31 to the department of education for purposes of establishing
32 the evaluator training program, including but not limited to
33 the development of criteria models; an evaluation process; the
34 training of providers; development of a provider approval
35 process; training materials and costs; awards for

1 practitioners under section 284.10, subsection 3, and to pay
2 any applicable costs of the employer's share of contributions
3 to federal social security and the Iowa public employees'
4 retirement system or a pension and annuity retirement system
5 established under chapter 294, for such amounts paid by the
6 district; and for subsidies to school districts for training
7 costs. Moneys distributed to school districts for the
8 purposes of evaluator training programs shall be distributed
9 based upon the proportion that the number of administrators
10 employed by a school district during the fiscal year in which
11 moneys are appropriated for the program bears to the total
12 number of administrators employed by all school districts in
13 the state during the fiscal year.

14 d. For the fiscal year beginning July 1, 2001, and ending
15 June 30, 2002, up to one million dollars to the department of
16 education for purposes of implementing the professional
17 development program requirements of section 284.7, and the
18 review panel requirements of section 284.9.

19 e. For each fiscal year in the fiscal period beginning
20 July 1, 2001, and ending June 30, 2003, up to five hundred
21 thousand dollars to the board of educational examiners for the
22 fees and costs incurred in administering the Praxis II
23 examination in accordance with section 272.2, subsection 16.

24 3. For the fiscal year beginning July 1, 2001, and ending
25 June 30, 2002, the amount of moneys remaining after
26 distribution as provided in subsection 2, shall be allocated
27 to school districts in accordance with the following formula:

28 a. Fifty percent of the allocation shall be in the
29 proportion that the basic enrollment of a school district
30 bears to the sum of the basic enrollments of all school
31 districts in the state for the budget year.

32 b. Fifty percent of the allocation shall be based upon the
33 proportion that the number of full-time equivalent teachers
34 employed by a school district bears to the sum of the number
35 of full-time equivalent teachers who are employed by all

1 school districts in the state for the base year.

2 4. If a school district does not choose to participate in
3 the student achievement and teacher quality program during the
4 school year beginning July 1, 2001, the amount of moneys to be
5 allocated to the school district pursuant to subsection 3
6 shall be held for the school district by the department until
7 June 30, 2003, or until the school district participates in
8 the program, whichever occurs earlier. Notwithstanding
9 section 8.33, unencumbered or unobligated funds remaining on
10 June 30, 2002, shall not revert but shall be available for
11 expenditure for the following fiscal year for the purposes of
12 this chapter.

13 5. Moneys received by a school district under this chapter
14 are miscellaneous income for purposes of chapter 257 or are
15 considered encumbered. A school district shall maintain a
16 separate listing within its budget for payments received and
17 expenditures made pursuant to this section.

18 Sec. 16. Section 256.7, Code 2001, is amended by adding
19 the following new subsection:

20 NEW SUBSECTION. 25. Prescribe standards and procedures
21 for the approval of a nontraditional practitioner preparation
22 instruction program to be offered by practitioner preparation
23 institutions in this state in accordance with section 272.2,
24 subsection 13.

25 Sec. 17. Section 256.9, Code 2001, is amended by adding
26 the following new subsections:

27 NEW SUBSECTION. 51. Develop models of core knowledge and
28 skill components, based upon the Iowa teaching standards, for
29 the evaluation, the advancement, and for teacher career
30 development purposes pursuant to chapter 284. The components
31 shall further define the characteristics of quality teaching
32 as established by the Iowa teaching standards.

33 NEW SUBSECTION. 52. Establish an evaluator training
34 program to train evaluators on the process and procedures and
35 content of an evaluation based upon the Iowa teaching

1 standards.

2 Sec. 18. Section 256.16, Code 2001, is amended by adding
3 the following new subsection:

4 NEW SUBSECTION. 3. Pursuant to section 256.7, subsection
5 25, the state board shall adopt rules for higher education
6 institutions providing practitioner preparation to develop and
7 offer a nontraditional practitioner preparation instruction
8 program for persons preparing to teach at the secondary level
9 that, at a minimum, meets the requirements established
10 pursuant to section 256.7, subsection 25. The program shall
11 include coursework in education theory, instructional methods,
12 classroom management, and practice teaching. The program
13 shall consist of two twelve-week courses of study, the first
14 of which a student shall successfully complete prior to
15 receiving a conditional license pursuant to section 272.2,
16 subsection 13, paragraphs "a" and "b". Prior to licensure as
17 an administrator or a provisional teacher, a student shall
18 successfully complete the second twelve-week course of study
19 in accordance with section 272.2, subsection 13. The
20 institution that delivers the coursework to a practitioner
21 pursuant to this subsection shall, in consultation with the
22 practitioner's evaluator at the school district or accredited
23 nonpublic school of employment, submit to the board of
24 educational examiners a comprehensive evaluation of the
25 practitioner's performance by July 1 following the
26 practitioner's year of employment under a conditional license.

27 Sec. 19. Section 272.1, Code 2001, is amended by adding
28 the following new subsection:

29 NEW SUBSECTION. 3A. "Conditional license" means the
30 authority that is given to allow a person to legally serve as
31 a practitioner on a temporary basis while the person completes
32 a nontraditional practitioner preparation program.

33 Sec. 20. Section 272.2, subsection 1, Code 2001, is
34 amended to read as follows:

35 1. a. License practitioners, who do not hold or receive a

1 license from another professional licensing board, and
 2 ~~professional development programs, except for programs~~
 3 ~~developed and offered by practitioner preparation institutions~~
 4 ~~or area education agencies and approved by the state board of~~
 5 education. Licensing authority includes the authority to
 6 establish criteria for the licenses, ~~including but not limited~~
 7 ~~to~~ establish issuance and renewal requirements, ~~creation of~~
 8 create application and renewal forms, ~~creation of~~ create
 9 licenses that authorize different instructional functions or
 10 specialties, ~~development of~~ develop a code of professional
 11 rights and responsibilities, practice, and ethics, and the
 12 ~~authority to~~ develop any other classifications, distinctions,
 13 and procedures which may be necessary to exercise licensing
 14 duties in this chapter. A code of professional rights and
 15 responsibilities, practice, and ethics shall address but not
 16 be limited to the ~~habitual~~ failure of a practitioner to
 17 fulfill contractual obligations under section 279.13.

18 b. License teachers employed by a school district as
 19 provided in paragraph "a" and in accordance with the
 20 requirements of section 284.8, as provisional, career, and
 21 advanced teachers. A school district shall submit in a timely
 22 manner, on forms provided by the board, evidence that a
 23 teacher employed by the district has met the career path
 24 requirements of section 284.8. A license issued to a career
 25 or advanced teacher, pursuant to this paragraph, shall be
 26 valid for five years.

27 c. Notwithstanding section 272.28, subsection 1, a teacher
 28 shall be licensed in accordance with rules adopted pursuant to
 29 chapter 272, Code 2001, if the teacher successfully completes
 30 a beginning teacher mentoring program approved pursuant to
 31 chapter 256E on or before June 30, 2002, or is employed by a
 32 school district that does not offer a beginning teacher
 33 mentoring and induction program approved in accordance with
 34 this chapter during the school year beginning July 1, 2001.

35 d. Notwithstanding section 272.28, subsection 1, a teacher

1 shall be licensed as a career teacher if the teacher meets the
2 licensing requirements of chapter 272 and, prior to July 1,
3 2003, successfully completes a two-year beginning teacher
4 mentoring and induction program approved pursuant to this
5 chapter.

6 Sec. 21. Section 272.2, subsection 13, Code 2001, is
7 amended to read as follows:

8 13. Adopt rules to provide for nontraditional preparation
9 and licensing options for licensing persons who hold, at a
10 minimum, a bachelor's degree from an accredited college or
11 university, but who do not meet other requirements for
12 licensure. At a minimum, the rules shall provide for the
13 following:

14 a. An individual who possesses at least a master's degree
15 in business administration, public administration, or a
16 comparable degree or who possesses at least a bachelor's
17 degree from an accredited postsecondary institution, and life
18 experience equivalent to a master's degree in a management
19 field as determined by rule, and who has been employed for at
20 least ten consecutive years in a management position, may be
21 issued a one-year, nonrenewable conditional administrator's
22 license if the individual successfully completes an evaluator
23 training program pursuant to section 284.10, and a twelve-
24 week, nontraditional practitioner preparation instruction
25 program, in accordance with section 256.7, subsection 25. An
26 individual may be issued an administrator's license if the
27 individual successfully completes one year of employment as an
28 administrator under a conditional license and successfully
29 completes the second twelve-week course of study set forth in
30 section 256.16, subsection 3.

31 b. An individual who possesses at least a bachelor's
32 degree from an accredited postsecondary institution, and who
33 has been employed for at least five consecutive years in an
34 area requiring knowledge and practical application of the
35 individual's postsecondary academic background, may be issued

1 a one-year, nonrenewable conditional license to teach at the
 2 secondary level in the field or subject area for which the
 3 degree was issued if the individual successfully completes a
 4 twelve-week, nontraditional practitioner preparation
 5 instruction program, in accordance with section 256.7,
 6 subsection 25. An individual may be issued a provisional
 7 license to teach at the secondary level in the field or
 8 subject area for which the degree was issued if the individual
 9 successfully completes one year of teaching under a
 10 conditional license and successfully completes the second
 11 twelve-week course of study set forth in section 256.16,
 12 subsection 3. A person issued a conditional or provisional
 13 teaching license pursuant to this paragraph shall successfully
 14 complete, at a minimum, a two-year beginning teacher mentoring
 15 and induction program in accordance with sections 284.5 and
 16 284.6.

17 Sec. 22. Section 272.2, Code 2001, is amended by adding
 18 the following new subsections:

19 NEW SUBSECTION. 16. a. Administer the Praxis II
 20 examination for knowledge of pedagogies and for not more than
 21 one content area in which the applicant intends to teach to
 22 each applicant for a provisional license prior to issuance of
 23 the license. Examination fees for the examination required
 24 under this subsection shall be paid from moneys appropriated
 25 to the board for this purpose. Cost incurred for additional
 26 content area examinations shall be paid by the applicant.

27 b. This subsection is repealed effective June 30, 2003.

28 NEW SUBSECTION. 17. Certify practitioners who are
 29 licensed pursuant to this chapter and who have successfully
 30 completed an evaluator training program in accordance with
 31 section 284.10. Certification authority includes, but is not
 32 limited to, issuance and renewal requirements, creation of
 33 application and renewal forms, and to the establishment,
 34 collection, and refunding of fees for a certificate.

35 Sec. 23. NEW SECTION. 272.28 MENTORING AND INDUCTION

1 REQUIREMENT.

2 1. Effective July 1, 2003, requirements for teacher
3 licensure beyond a provisional license shall include
4 successful completion of a beginning teacher mentoring and
5 induction program approved by the state board of education.

6 2. A teacher from an accredited nonpublic school or
7 another state or country is exempt from the requirement of
8 subsection 1 if the teacher can document two years of
9 successful teaching experience within the past four years and
10 meet or exceed the requirements contained in rules adopted
11 under this chapter for endorsement and licensure.

12 Sec. 24. Section 279.14, subsection 2, Code 2001, is
13 amended to read as follows:

14 2. The determination of standards of performance expected
15 of school district personnel and of evaluation criteria
16 pursuant to section 284.3 shall be reserved as an exclusive
17 management right of the school board and shall not be subject
18 to mandatory negotiations under chapter 20. Notwithstanding
19 chapter 20, objections to the procedures, use, or content of
20 an evaluation in a teacher termination proceeding brought
21 before the school board in a hearing held in accordance with
22 section 279.16 or 279.27 shall not be subject to the grievance
23 procedures negotiated in accordance with chapter 20. A school
24 district shall not be obligated to process any evaluation
25 grievance after service of a notice and recommendation to
26 terminate an individual's continuing teaching contract in
27 accordance with chapter 279.

28 Sec. 25. Section 279.19, unnumbered paragraphs 1 and 2,
29 Code 2001, are amended to read as follows:

30 The first three two consecutive years of employment of a
31 teacher in the same school district are a probationary period.
32 However, if the teacher has successfully completed a
33 probationary period of employment for another school district
34 located in Iowa, the probationary period in the current
35 district of employment shall not exceed one year. A board of

1 directors may waive the probationary period for any teacher
2 who previously has served a probationary period in another
3 school district and the board may extend the probationary
4 period for an additional year with the consent of the teacher.

5 In the case of the termination of a probationary teacher's
6 contract, the provisions of sections 279.15 and 279.16 shall
7 apply.

8 Sec. 26. LEGISLATIVE IMPLEMENTATION COMMITTEE. The
9 legislative council is requested to establish a two-year
10 legislative implementation committee to conduct a
11 comprehensive study of team-based variable pay and make
12 recommendations for the implementation of a team-based
13 variable pay plan component of the student achievement and
14 teacher quality program. The legislative council is also
15 requested to authorize up to \$75,000 for the expenses of the
16 committee.

17 The committee shall establish the manner in which standards
18 of performance are to be determined, the level of expected
19 growth, the development of a student academic database, the
20 timeline and procedure for the collection of student
21 achievement data, identification of the structures of a team
22 for purposes of equitable operation of the plan, and a
23 timeline for implementation of the plan.

24 The committee shall recommend a means of evaluation
25 designed to determine the effect of the student achievement
26 and teacher quality plan on raising student achievement. The
27 committee shall submit preliminary recommendations to the
28 general assembly by December 15, 2001, and shall make its
29 final recommendations to the general assembly by December 15,
30 2002.

31 The committee shall be composed of six members representing
32 both political parties and both houses of the general
33 assembly. Three members shall be appointed by the president
34 of the senate, after consultation with the majority leader of
35 the senate and the minority leader of the senate. The

1 remaining three members shall be appointed by the speaker of
2 the house of representatives after consultation with the
3 majority and minority leaders of the house of representatives.

4 Sec. 27. Chapter 256E, Code 2001, is repealed.

5 Sec. 28. Section 272.33, Code 2001, is repealed effective
6 July 1, 2002.

7 Sec. 29. STATE MANDATE FUNDING SPECIFIED. In accordance
8 with section 25B.2, subsection 3, the state cost of requiring
9 compliance with any state mandate included in this Act shall
10 be paid by a school district from state school foundation aid
11 received by the school district under section 257.16. This
12 specification of the payment of the state cost shall be deemed
13 to meet all the state funding-related requirements of section
14 25B.2, subsection 3, and no additional state funding shall be
15 necessary for the full implementation of this Act by and
16 enforcement of this Act against all affected school districts.

17 EXPLANATION

18 This bill establishes a student achievement and teacher
19 quality program to improve student achievement and teacher
20 quality in Iowa. The program has four major elements:
21 providing teachers with a career path, a team-based variable
22 pay plan that rewards teachers when student performance
23 improves, professional development designed to support best
24 teaching practices, and beginning teacher mentoring and
25 induction programs.

26 SCHOOL DISTRICT RESPONSIBILITIES. A school district is
27 eligible for state program assistance only if the district
28 applies to the department of education and agrees to commit
29 and expend local moneys, implement a beginning teacher
30 mentoring and induction program, provide more contract days
31 for professional development, adopt teacher career paths, and
32 to adopt a team-based variable pay plan, once a statewide
33 model is established, to reward attendance center success in
34 improving student achievement.

35 The bill requires a school district to establish and

1 maintain a district teacher career development plan linked to
 2 Iowa's teaching standards, the core knowledge and skill
 3 components its school board adopts, and the district's
 4 comprehensive school improvement plan. The district plan is
 5 to focus teaching practices on the indicators and goals
 6 specified in the comprehensive school improvement plan and
 7 focus on an individual teacher's professional development
 8 plan. The district must provide access to staff development.
 9 The bill reduces a teacher's required probationary period to
 10 two years.

11 MENTORING AND INDUCTION. The bill repeals Code chapter
 12 256E but provides for the statewide expansion of the program
 13 it established. The bill extends the one-year program to two
 14 years and requires that all school districts provide a
 15 mentoring and induction program for beginning teachers by July
 16 1, 2002.

17 The bill provides for the development of the mentoring and
 18 induction plan by the school district. The mentoring and
 19 induction plan, under the bill, must identify the programs
 20 utilized to train mentors and evaluators.

21 The bill allows beginning teachers who complete a one-year
 22 program prior to July 1, 2002, to be licensed as a regular
 23 teacher. The bill also provides that those who successfully
 24 complete a program prior to July 1, 2003, will be licensed as
 25 career teachers.

26 STATE BOARD AND DEPARTMENT DUTIES. The bill directs the
 27 department of education to establish an evaluation training
 28 program and models of core teaching knowledge and skills. The
 29 department must also provide school districts with strategies
 30 for restructuring the school day for professional development
 31 purposes.

32 Each school district must also prepare an individual
 33 mentoring and induction program plan for each beginning
 34 teacher and inform the beginning teacher of its evaluation
 35 criteria.

1 The bill provides that the person who evaluates each
2 beginning teacher against the core teaching knowledge and
3 skills standards must successfully complete evaluator
4 training. The bill directs the department to approve
5 providers of evaluator training. Providers can include an
6 approved public or private entity.

7 STATEWIDE TEACHING STANDARDS. The bill establishes
8 teaching standards, but allows the school districts to enhance
9 the evaluation models developed by the department, with the
10 involvement of faculty.

11 LICENSURE. Under the bill, licensure beyond a provisional
12 license is tied to successful completion of a mentoring and
13 induction program for teachers applying for licensure beyond a
14 provisional license on or after July 1, 2003. The bill
15 exempts teachers from accredited nonpublic schools and other
16 states or countries who can document three recent years of
17 successful teaching experience. The bill requires that the
18 board of educational examiners administer a Praxis II
19 examination to all provisional license applicants. The fees
20 and costs of the basic examination are to be paid from moneys
21 appropriated by the general assembly for that purpose.

22 The bill also directs the board of educational examiners to
23 prescribe standards and procedures for two 12-week courses and
24 a nontraditional licensing option for persons who have at
25 least a bachelor's degree but who have not met the board's
26 other licensing requirements. The bill repeals language
27 relating to an evaluator license issued by the board.

28 CAREER DEVELOPMENT PLANNING/CAREER PATH. Each teacher,
29 with the cooperation of the teacher's supervisor, must develop
30 an individual teacher career development plan based upon the
31 Iowa teaching standards, the needs of the teacher, students,
32 the attendance center, and the school district as described in
33 the district's comprehensive school improvement plan.

34 The bill also sets forth the requirements a teacher must
35 meet along a career path as a beginning, career I, career II,

1 and advanced teacher. The bill directs the board of
2 educational examiners to license teachers at the beginning,
3 career, and advanced levels when a district submits evidence
4 that the teacher has met the requirements.

5 The bill also provides for the establishment of a regional
6 review panel charged with determining whether a teacher
7 demonstrates superior teaching skills.

8 EVALUATION REQUIREMENTS. The bill requires the principal
9 at an attendance center to annually evaluate the teachers
10 employed at the attendance center. A teacher shall be
11 comprehensively evaluated at least once every five years or
12 each time advancement to a higher career path level is
13 contemplated. Comprehensive evaluations must be conducted by
14 the principal or the principal's designee, or by the designee
15 and one additional evaluator chosen from a pool of evaluators
16 available to the school district. School district and area
17 education agencies may collaborate to establish a pool of
18 evaluators. If a teacher is not recommended for advancement,
19 a comprehensive evaluation shall be conducted no sooner than
20 one year from the date of the last comprehensive evaluation.
21 The bill also provides for the establishment of a review panel
22 to perform audits of the comprehensive evaluations conducted
23 statewide.

24 CAREER PATH COMPENSATION. The bill provides that a first-
25 year beginning teacher must be paid \$1,000 more than the
26 previous year's beginning teacher salary, that a second-year
27 beginning teacher will receive another \$1,000 increase in
28 salary, up to limits of \$25,000 and \$26,000, respectively, and
29 that a career teacher will earn a salary at least \$2,000
30 higher than that paid a beginning teacher. Advanced teachers
31 earn \$15,000 more than the minimum career teacher salary.
32 However, no teacher shall receive less under the bill than the
33 teacher receives for the 2001-2002 school year.

34 VARIABLE PAY TEAM-BASED PLAN. The bill requires that the
35 state develop and implement, by July 1, 2003, a team-based

1 variable pay plan. The bill permits a participating school
2 district to use any state moneys appropriated for the program
3 to provide a cash award to all of the licensed practitioners
4 employed at an attendance center that has demonstrated
5 exceptional improvement in student achievement. Other staff
6 may also receive a cash award.

7 REPORT. The bill requires the department to report
8 statewide program progress to the senate and house education
9 committees, the state board, and the school districts
10 annually.

11 PROGRAM ALLOCATION FORMULA. The bill provides for the
12 allocation of any moneys the general assembly would
13 appropriate for purposes set forth in the bill. At least 15
14 percent of any moneys appropriated by the general assembly for
15 purposes of the program are to be used for cash awards under
16 the team-based variable pay plan. Those moneys are to be
17 distributed on a per pupil basis. For FY 2001-2002 and each
18 succeeding fiscal year, \$1.9 million is allocated to the
19 department of education for national board certification
20 awards. For FY 2001-2002, up to \$2.4 million and for FY 2002-
21 2003, up to \$4.7 million is allocated to the department for
22 beginning teacher mentoring and induction programs. For FY
23 2001-2002, up to \$1.5 million is allocated to the department
24 for establishment of an evaluator training program, and \$1
25 million for implementation of the professional development
26 program and the review panel requirements. For FY 2001-2002,
27 up to \$500,000 is allocated to the board of educational
28 examiners for administration of the Praxis II examination to
29 provisional license applicants. Fifty percent of the
30 remaining moneys appropriated by the general assembly for the
31 program are to be allocated on the basis of the number of
32 teachers employed, and the other 50 percent based on
33 enrollment. If a school district chooses not to participate
34 in the first year of the program, its allocations for career
35 path purposes and team-based pay will carry over and be

1 available for allocation to the school district in FY 2002-
2 2003.

3 LEGISLATIVE IMPLEMENTATION COMMITTEE. The bill requests
4 that the legislative council establish a two-year legislative
5 implementation committee to conduct a comprehensive study of
6 team-based variable pay.

7 STATE MANDATE. The bill may include a state mandate as
8 defined in Code section 25B.3. The bill requires that the
9 state cost of any state mandate included in the bill be paid
10 by a school district from state school foundation aid received
11 by the school district under Code section 257.16. The
12 specification is deemed to constitute state compliance with
13 any state mandate funding-related requirements of Code section
14 25B.2. The inclusion of this specification is intended to
15 reinstate the requirement of political subdivisions to comply
16 with any state mandates included in the bill.

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WITHDRAWN

4/5/01 Unfinished Business Calendar
Substituted for leaf SF 476
(p. 1926) 5/7/01

MAR 20 2001
Place On Calendar

HOUSE FILE 672
BY COMMITTEE ON EDUCATION

(SUCCESSOR TO HSB 201)

Passed House, Date _____ Passed Senate, Date _____
Vote: Ayes _____ Nays _____ Vote: Ayes _____ Nays _____
Approved _____

A BILL FOR

1 An Act relating to the establishment of a student achievement and
2 teacher quality program.

3 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

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HF 672

S.F. _____ H.F. 672

1 Section 1. INTENT. It is the intent of the general
 2 assembly to create a student achievement program that
 3 acknowledges that outstanding teachers are a key component in
 4 student success. This Act establishes a student achievement
 5 and teacher quality program that includes a career path for
 6 teachers, with compensation levels that strengthen Iowa's
 7 ability to attract and retain quality teachers. This Act also
 8 establishes a team-based variable pay plan that rewards
 9 teachers when student achievement reaches or exceeds academic
 10 performance goals. The total comprehensive education
 11 improvement plan set forth in this Act also includes
 12 provisions for beginning teacher mentoring and induction
 13 programs and for professional development designed to directly
 14 improve teacher skills and knowledge.

15 Sec. 2. NEW SECTION. 284.1 STUDENT ACHIEVEMENT AND
 16 TEACHER QUALITY PROGRAM.

17 A student achievement and teacher quality program is
 18 established to promote high student achievement. The program
 19 shall consist of the following four major elements:

- 20 1. Mentoring and induction programs that provide support
 21 for beginning teachers in accordance with sections 284.5 and
 22 284.6.
- 23 2. Career paths with compensation levels that strengthen
 24 Iowa's ability to recruit and retain teachers.
- 25 3. Professional development designed to directly support
 26 best teaching practices.
- 27 4. Team-based variable pay that provides additional
 28 compensation when student performance improves.

29 Sec. 3. NEW SECTION. 284.2 DEFINITIONS.

30 As used in this chapter, unless the context otherwise
 31 requires:

- 32 1. "Beginning teacher" means, except as provided in
 33 section 272.28, an individual serving under a provisional, or
 34 a conditional license as defined in section 272.1, subsection
 35 3A, issued by the board of educational examiners under chapter

1 272, who is assuming a position as a classroom teacher.

2 2. "Classroom teacher" means an individual who holds a
3 valid practitioner's license and who is employed under a
4 teaching contract with a school district or area education
5 agency in this state to provide classroom instruction to
6 students.

7 3. "Department" means the department of education.

8 4. "Director" means the director of the department of
9 education.

10 5. "Evaluator" means a practitioner who successfully
11 completes an evaluator training program pursuant to section
12 284.10.

13 6. "Mentor" means an individual employed by a school
14 district or area education agency as a classroom teacher who
15 holds a valid practitioner's license issued under chapter 272.
16 The individual must have a record of four years of successful
17 teaching practice, must be employed as a classroom teacher on
18 a nonprobationary basis, and must demonstrate professional
19 commitment to both the improvement of teaching and learning
20 and the development of beginning teachers.

21 7. "School board" means the board of directors of a school
22 district or a collaboration of boards of directors of school
23 districts.

24 8. "State board" means the state board of education.

25 9. "Teacher" means an individual holding a practitioner's
26 license issued under chapter 272, who is employed as a
27 teacher, librarian, media specialist, or counselor in a
28 nonadministrative position by a school district or area
29 education agency pursuant to a contract issued by a board of
30 directors under section 279.13. A teacher may be employed in
31 both an administrative and a nonadministrative position by a
32 board of directors and shall be considered a part-time teacher
33 for the portion of time that the teacher is employed in a
34 nonadministrative position. "Teacher" includes a licensed
35 individual employed on a less than full-time basis by a school

1 district through a contract between the school district and an
2 institution of higher education with a practitioner
3 preparation program in which the licensed teacher is enrolled.

4 Sec. 4. NEW SECTION. 284.3 IOWA TEACHING STANDARDS.

5 1. For purposes of this chapter and for developing teacher
6 evaluation criteria under chapter 279, the Iowa teaching
7 standards are as follows:

- 8 a. Content knowledge.
- 9 b. Planning and preparation for instruction.
- 10 c. Instructional delivery.
- 11 d. Monitoring student learning.
- 12 e. Classroom management.
- 13 f. Professional responsibilities.

14 2. A school board has the responsibility to adopt core
15 knowledge and skill components based upon the standards
16 established in this section and the models developed pursuant
17 to section 256.9, subsection 51, for purposes of creating a
18 professional development program, teacher evaluations under
19 chapter 279, and for performance review, advancement, and
20 licensure of teachers in accordance with chapter 272 and this
21 chapter. Faculty shall be involved in developing the core
22 knowledge and skill components adopted by the school board.

23 Sec. 5. NEW SECTION. 284.4 PARTICIPATION.

24 It is the intent of the general assembly that all school
25 districts participate in the student achievement and teacher
26 quality program. A school district is eligible to receive
27 moneys appropriated for purposes specified in this chapter if
28 the school board applies to the department to participate in
29 the student achievement and teacher quality program and
30 submits a written statement declaring the school district's
31 commitment to do all of the following:

- 32 1. Commit and expend local moneys to improve student
33 achievement and teacher quality.
- 34 2. Implement a beginning teacher mentoring and induction
35 program as provided in this chapter.

1 3. Provide two more contract days than provided in the
2 school year beginning July 1, 2001, and two more contract days
3 than provided in the school year beginning July 1, 2002, and
4 to remain at no less than that number of contract days for
5 each succeeding school year, to provide additional time for
6 teachers to engage in research-based professional development
7 that aligns with student learning and teacher development
8 needs in order to achieve attendance center and districtwide
9 student achievement goals outlined in the district
10 comprehensive school improvement plan. The department shall
11 provide school districts with strategies for restructuring the
12 school calendar to provide for the most effective professional
13 development.

14 4. Adopt teacher career paths based upon demonstrated
15 knowledge and skills in accordance with this chapter.

16 5. Adopt a team-based variable pay plan, based upon a
17 statewide model. The pay plan shall reward attendance center
18 success.

19 Sec. 6. NEW SECTION. 284.5 BEGINNING TEACHER MENTORING
20 AND INDUCTION PROGRAM ESTABLISHED.

21 1. The department shall coordinate a beginning teacher
22 mentoring and induction program to promote excellence in
23 teaching, build a supportive environment within school
24 districts, increase the retention of promising beginning
25 teachers, and promote the personal and professional well-being
26 of teachers. By July 1, 2002, a school board shall provide
27 for an approved two-year beginning teacher mentoring and
28 induction program.

29 2. The state board shall adopt rules providing for an
30 approval process for beginning teacher mentoring and induction
31 program plans submitted in accordance with section 284.6. The
32 department may disapprove a plan submitted by a school board
33 if the plan does not meet the minimum criteria set forth in
34 section 284.6. However, if the department disapproves the
35 plan, the department shall provide the school board with

1 recommendations for plan improvements and allow the school
2 district to resubmit the plan for consideration. It is the
3 intent of the general assembly that the department approve
4 plans that incorporate local innovation and take into
5 consideration local needs.

6 Sec. 7. NEW SECTION. 284.6 BEGINNING TEACHER MENTORING
7 AND INDUCTION PROGRAM PLANS.

8 1. Each participating school district shall develop and
9 submit to the department a beginning teacher mentoring and
10 induction program plan which shall, at a minimum, provide the
11 process for the selection of and the number of mentors; the
12 mentor training process; the timetable by which the plan shall
13 be implemented; placement of mentors and beginning teachers;
14 release time for mentors and beginning teachers for planning,
15 demonstration, observation, feedback, and workshops;
16 additional compensation for mentors; the process for
17 dissolving mentor and beginning teacher partnerships; the
18 programs utilized to train mentors and evaluators; and the
19 process for measuring the results of the program.

20 2. Prior to the start of each school year, the school
21 district shall prepare, in consultation with a mentor and
22 beginning teacher, that teacher's mentoring and induction
23 program plan and shall inform the teacher of the criteria upon
24 which the teacher will be evaluated.

25 Sec. 8. NEW SECTION. 284.7 TEACHER CAREER DEVELOPMENT.

26 1. The department shall coordinate a statewide network of
27 professional development programs that, at a minimum, shall:

28 a. Support individual teacher improvement based upon the
29 Iowa teaching standards.

30 b. Align with district and attendance center student
31 achievement goals as outlined in the district's comprehensive
32 school improvement plan.

33 c. Provide teachers with research-based strategies in
34 teaching, learning, and leadership.

35 d. Contain an evaluation component to determine the

1 changes in teacher instructional practices that impact on
2 student learning.

3 2. The state board shall prescribe standards and
4 procedures for the approval of professional development
5 programs and providers. Professional development offered
6 under this chapter may be provided by an approved public or
7 private entity.

8 3. A participating school district shall establish and
9 maintain a district teacher career development plan that is
10 linked to the Iowa teaching standards, the core knowledge and
11 skill components adopted by the school board, and the
12 comprehensive school improvement plan submitted to the
13 department in accordance with section 256.7, subsection 21.
14 In addition, at a minimum, the district teacher career
15 development plan shall:

- 16 a. Focus teaching practices on the academic indicators and
- 17 goals specified in the comprehensive school improvement plan.
- 18 b. Provide a comprehensive professional development plan
- 19 for teachers that meets the needs of the district and the
- 20 individual teachers.

21 4. The school district shall provide access by teachers to
22 professional development, through public and private providers
23 approved by the state board, that meets the criteria set forth
24 in subsection 1.

25 5. In cooperation with the teacher's supervisor, the
26 teacher employed by a participating school district shall
27 develop an individual teacher career development plan. The
28 individual plan shall be based, at a minimum, on the Iowa
29 teaching standards, the needs of the teacher, the students,
30 the attendance center, and the school district as outlined in
31 the comprehensive school improvement plan. The individual
32 plan shall be reviewed at the teacher's annual evaluation.

33 Sec. 9. NEW SECTION. 284.8 IOWA TEACHER CAREER PATH.

34 To promote continuous improvement in Iowa's quality
35 teaching workforce and to give Iowa teachers the opportunity

1 for career recognition that reflects the various roles
2 teachers play as educational leaders, an Iowa teacher career
3 path is established for teachers employed by participating
4 school districts.

5 1. PROVISIONAL TEACHER. A provisional teacher is a
6 teacher who meets the following requirements:

7 a. Successfully completed an approved practitioner
8 preparation program as defined in section 272.1.

9 b. Holds a provisional teacher license issued by the board
10 of educational examiners.

11 c. Participates in the beginning teacher mentoring and
12 induction program as provided in this chapter.

13 2. CAREER I TEACHER. A career I teacher is a teacher who
14 meets the following requirements:

15 a. Successfully completed the beginning teacher mentoring
16 and induction program as provided in this chapter.

17 b. Is evaluated by the school district as demonstrating
18 the competencies of a career I teacher.

19 c. Holds a career teacher license issued by the board of
20 educational examiners.

21 d. Participates in teacher career development as set forth
22 in this chapter and demonstrates continuous improvement in
23 teaching.

24 3. CAREER II TEACHER. A career II teacher is a teacher
25 who meets the requirements of subsection 2, paragraphs "a",
26 "c", and "d", and who has met endorsement requirements
27 established by the school district that employs the teacher,
28 and who is evaluated by the school district as demonstrating
29 the competencies of a career II teacher.

30 4. ADVANCED TEACHER. An advanced teacher is a teacher who
31 meets the following requirements:

32 a. Is evaluated by the school district as demonstrating
33 the competencies of an advanced teacher.

34 b. Holds an advanced teacher license from the board of
35 educational examiners.

1 e. Participates in teacher career development as outlined
2 in this chapter and demonstrates continuous improvement in
3 teaching.

4 d. Possesses the skills and qualifications to assume
5 leadership roles.

6 Sec. 10. NEW SECTION. 284.9 EVALUATION REQUIREMENTS --
7 PANEL.

8 1. a. The principal at an attendance center shall
9 annually evaluate the teachers employed at the attendance
10 center. The principal may designate another evaluator to
11 conduct the annual evaluation of a teacher. The evaluation
12 shall include classroom observation of the teacher and may
13 include supporting documentation from other supervisors,
14 parents, and students.

15 b. A teacher may be comprehensively evaluated for purposes
16 of performance review, advancement, or licensure. A teacher
17 shall be comprehensively evaluated at least once every five
18 years or each time advancement to a higher career path level
19 is contemplated. Comprehensive evaluations shall be conducted
20 by the principal of the attendance center that employs the
21 teacher or by another evaluator designated by the principal or
22 by the principal's designee and one additional evaluator
23 chosen from a pool of evaluators available to the school
24 district. A school district may collaborate with one or more
25 other school districts and with one or more area education
26 agencies to establish a pool of evaluators.

27 c. If a comprehensive evaluation conducted for a teacher
28 does not include a recommendation for advancement, a
29 comprehensive evaluation shall be conducted for the teacher no
30 sooner than one year from the date of the last comprehensive
31 evaluation.

32 2. The director, in consultation with representatives of
33 classroom teachers, national board-certified teachers,
34 administrators, school board members, the two largest
35 organizations representing teachers in the state, and

1 institutions of higher education, shall appoint a review panel
2 consisting of seven individuals knowledgeable in making a
3 determination of whether the evidence submitted by a teacher
4 demonstrates that a teacher has superior teaching skills. A
5 panel member shall serve a three-year term with the terms of
6 panel members staggered. A panel member may serve two terms
7 on a review panel. A panel shall convene as necessary and the
8 department of education shall provide staff support for the
9 review panels. The purpose of the panel is to perform random
10 audits of the comprehensive evaluations conducted by
11 evaluators throughout the state.

12 3. The state board shall adopt rules to administer this
13 section.

14 Sec. 11. NEW SECTION. 284.10 EVALUATOR TRAINING PROGRAM.

15 1. The department shall establish an evaluator training
16 program to improve the skills of school district evaluators in
17 making employment decisions, making recommendations for
18 licensure, and moving teachers through a career path as
19 established under this chapter. The department shall consult
20 with persons representing classroom teachers, national board-
21 certified teachers, administrators, school boards, higher
22 education institutions with approved practitioner and
23 administrator preparation programs, the two largest
24 organizations representing teachers in this state, and with
25 persons from the private sector knowledgeable in employment
26 evaluation and evaluator training in order to develop
27 standards and requirements for the program. Evaluator
28 training programs offered pursuant to this chapter may be
29 provided by an approved public or private entity.

30 2. A practitioner licensed under chapter 272 who conducts
31 evaluations of teachers for purposes of this chapter shall
32 complete the evaluator training program. Upon successful
33 completion, the provider shall provide evidence to the board
34 of educational examiners that the practitioner is qualified to
35 conduct evaluations for employment, make recommendations for

1 licensure, and make recommendations that a teacher is
2 qualified to advance from one career path level to the next
3 career path level pursuant to this chapter. Certification by
4 the board of educational examiners is for a period of five
5 years and may be renewed.

6 3. Effective until July 1, 2004, a school district shall
7 pay an award, from moneys allocated pursuant to section
8 284.14, subsection 2, paragraph "c", in the amount of one
9 thousand dollars to each individual who is licensed as a
10 practitioner under chapter 272 on or after July 1, 2001, and
11 who has been certified in accordance with this section. By
12 July 1 annually, the school district shall notify the
13 department of education of the number of individuals who have
14 achieved certification in accordance with this section, and
15 shall submit any documentation requested by the department.

16 4. The department shall establish statewide
17 recommendations for the number of evaluators each district
18 should have available based on the enrollment of the district.
19 A school district may collaborate with other school districts
20 to meet the recommended number of evaluators.

21 5. By July 1, 2002, a higher education institution
22 approved by the state board to provide an administrator
23 preparation program shall incorporate the evaluator training
24 program into the program offered by the institution.

25 6. Beginning July 1, 2004, the board of educational
26 examiners shall require certification as a condition of
27 issuing or renewing an administrator's license.

28 Sec. 12. NEW SECTION. 284.11 CAREER PATH COMPENSATION.

29 1. A participating school district shall use funding
30 allocated under section 284.14, subsection 3, to do the
31 following:

32 a. Raise the district's minimum salary for a first-year
33 beginning teacher by at least one thousand dollars above the
34 salary paid to beginning teachers in the previous fiscal year.
35 However, a district is not required to raise the minimum

1 salary if the district's average beginning teacher salary is
2 twenty-five thousand dollars or more.

3 b. Raise the salary of a second-year beginning teacher by
4 at least one thousand dollars above the salary paid to a
5 first-year beginning teacher in the previous fiscal year.
6 However, a district is not required to raise the salary of a
7 second-year beginning teacher as provided in this subsection
8 if the district's average beginning teacher salary is twenty-
9 six thousand dollars or more.

10 c. Provide a two thousand dollar difference between the
11 maximum beginning teacher salary and the minimum career I
12 teacher salary. After receiving a salary as a career I
13 teacher for five years, a career I teacher shall not be
14 eligible for a cost-of-living increase negotiated pursuant to
15 chapter 20 until the teacher successfully advances to the
16 level of career II teacher.

17 d. Establish, not later than July 1, 2002, or one fiscal
18 year after becoming a participating district, a minimum salary
19 for an advanced teacher that is at least fifteen thousand
20 dollars greater than the minimum career I teacher salary.

21 2. A teacher employed in a participating district shall
22 not receive less compensation in that participating district
23 than the teacher received in the school year starting July 1,
24 2001, due to implementation of this chapter.

25 Sec. 13. NEW SECTION. 284.12 TEAM-BASED VARIABLE PAY FOR
26 STUDENT ACHIEVEMENT.

27 1. The state shall, by July 1, 2003, develop and implement
28 a team-based variable pay plan that will utilize valid and
29 reliable assessments to accurately measure the growth in
30 performance of Iowa students. The pay plan shall do the
31 following:

32 a. Focus on student performance in kindergarten through
33 grade twelve with the emphasis at the elementary and middle
34 school level placed on student performance in the core
35 courses, including but not limited to reading and mathematics.

1 b. Provide for incentive awards to those school attendance
2 centers that achieve annual performance standards.

3 2. A school district shall use moneys appropriated for
4 purposes of this section to provide a cash award to all of the
5 licensed practitioners at an attendance center that meets or
6 exceeds annual standards of performance. The school district
7 may extend cash awards to other staff employed at the
8 attendance center. The cash award shall not be included
9 within an employee's base pay.

10 3. A performance fund is established in the office of the
11 treasurer of state under the control of the department.
12 Notwithstanding section 8.33, moneys in the fund shall not
13 revert and shall be available for expenditure for purposes of
14 team-based variable pay in accordance with this section.

15 4. Moneys received under this section by a school district
16 shall not be used for payment of any collective bargaining
17 agreement or arbitrator's decision negotiated or awarded under
18 chapter 20.

19 Sec. 14. NEW SECTION. 284.13 REPORT.

- 20 1. The department shall annually report the statewide
21 progress on the following:
- 22 a. Beginning teacher mentoring and induction program.
 - 23 b. Improvement in teacher compensation.
 - 24 c. Evaluator training program.
 - 25 d. Changes and improvements in the evaluation of teachers
26 under the Iowa teaching standards.
 - 27 e. Team-based variable pay for student achievement.
 - 28 f. Impact on attracting and retaining teachers in the
29 profession.

30 2. The report shall be made available to the chairpersons
31 and ranking members of the senate and house committees on
32 education, the state board, and school districts by January 1.
33 School districts shall provide information as required by the
34 department for the compilation of the report and for
35 accounting and auditing purposes.

1 3. The department of education shall annually submit to
2 the chairpersons and ranking members of the senate and house
3 committees on education the findings of the review panel
4 created pursuant to section 284.9.

5 4. The board of educational examiners shall compile
6 statistical information from the results of the examinations
7 administered pursuant to section 272.2, subsection 16. The
8 information compiled shall identify the practitioner
9 preparation programs from which the applicants graduated, but
10 shall not identify applicants individually. The statistical
11 information compiled by the board pursuant to this subsection
12 is a public record. The board shall submit a review of the
13 statistical information to the chairpersons and ranking
14 members of the senate and house education committees and the
15 state board by December 1, 2003.

16 Sec. 15. NEW SECTION. 284.14 STATE PROGRAM ALLOCATION.

17 1. For the fiscal years beginning on or after July 1,
18 2001, the department shall deposit not less than fifteen
19 percent of any moneys appropriated for purposes of this
20 chapter into the performance fund established in section
21 284.12. It is the intent of the general assembly that the
22 percentage of funds provided for purposes of team-based
23 variable pay shall increase annually until the level of thirty
24 percent is reached. Commencing with the fiscal year beginning
25 July 1, 2002, for each fiscal year in which moneys are
26 appropriated by the general assembly for purposes of team-
27 based variable pay pursuant to section 284.12, the amount of
28 moneys allocated to school districts shall be in the
29 proportion that the basic enrollment of a school district
30 bears to the sum of the basic enrollments of all school
31 districts in the state for the budget year.

32 2. Except as provided in subsection 1, for each fiscal
33 year in which moneys are appropriated by the general assembly
34 for purposes of the student achievement and teacher quality
35 program, the moneys shall be allocated as follows:

1 a. For the fiscal year beginning July 1, 2001, and ending
2 June 30, 2002, to the department of education, the amount of
3 one million nine hundred thousand dollars for the issuance of
4 national board certification awards in accordance with section
5 256.44.

6 b. For the fiscal year beginning July 1, 2001, and ending
7 June 30, 2002, an amount up to two million four hundred
8 thousand dollars, and for the fiscal year beginning July 1,
9 2002, and ending June 30, 2003, an amount up to four million
10 seven hundred thousand dollars, to the department of education
11 for distribution to school districts for purposes of the
12 beginning teacher mentoring and induction programs, based upon
13 the proportion that the number of beginning teachers employed
14 by a school district during the fiscal year in which moneys
15 are appropriated for the program bears to the total number of
16 beginning teachers employed by all school districts in the
17 state during the fiscal year. A participating school district
18 shall receive five hundred dollars per beginning teacher
19 participating in the program, per semester, at a minimum.
20 Moneys received by a school district in accordance with this
21 paragraph shall be expended to implement the program and to
22 pay any applicable costs of the employer's share of
23 contributions to federal social security and the Iowa public
24 employees' retirement system or a pension and annuity
25 retirement system established under chapter 294, for such
26 amounts paid by the district.

27 c. For the fiscal year beginning July 1, 2001, and ending
28 June 30, 2002, up to one million five hundred thousand dollars
29 to the department of education for purposes of establishing
30 the evaluator training program, including but not limited to
31 the development of criteria models; an evaluation process; the
32 training of providers; development of a provider approval
33 process; training materials and costs; awards for
34 practitioners under section 284.10, subsection 3, and to pay
35 any applicable costs of the employer's share of contributions

1 to federal social security and the Iowa public employees'
2 retirement system or a pension and annuity retirement system
3 established under chapter 294, for such amounts paid by the
4 district; and for subsidies to school districts for training
5 costs. Moneys distributed to school districts for the
6 purposes of evaluator training programs shall be distributed
7 based upon the proportion that the number of administrators
8 employed by a school district during the fiscal year in which
9 moneys are appropriated for the program bears to the total
10 number of administrators employed by all school districts in
11 the state during the fiscal year.

12 d. For the fiscal year beginning July 1, 2001, and ending
13 June 30, 2002, up to one million dollars to the department of
14 education for purposes of implementing the professional
15 development program requirements of section 284.7, and the
16 review panel requirements of section 284.9.

17 e. For each fiscal year in the fiscal period beginning
18 July 1, 2001, and ending June 30, 2003, up to five hundred
19 thousand dollars to the board of educational examiners for the
20 fees and costs incurred in administering the Praxis II
21 examination in accordance with section 272.2, subsection 16.

22 3. For the fiscal year beginning July 1, 2001, and ending
23 June 30, 2002, the amount of moneys remaining after
24 distribution as provided in subsection 2, shall be allocated
25 to school districts in accordance with the following formula:

26 a. Fifty percent of the allocation shall be in the
27 proportion that the basic enrollment of a school district
28 bears to the sum of the basic enrollments of all school
29 districts in the state for the budget year.

30 b. Fifty percent of the allocation shall be based upon the
31 proportion that the number of full-time equivalent teachers
32 employed by a school district and the number of full-time
33 equivalent classroom teachers employed by the area education
34 agency that serves the school district bears to the sum of the
35 number of full-time equivalent teachers who are employed by

1 all school districts and the number of full-time equivalent
2 classroom teachers employed by all area education agencies in
3 the state for the base year.

4 4. If a school district does not choose to participate in
5 the student achievement and teacher quality program during the
6 school year beginning July 1, 2001, the amount of moneys to be
7 allocated to the school district pursuant to subsection 3
8 shall be held for the school district by the department until
9 June 30, 2003, or until the school district participates in
10 the program, whichever occurs earlier. Notwithstanding
11 section 8.33, unencumbered or unobligated funds remaining on
12 June 30, 2002, shall not revert but shall be available for
13 expenditure for the following fiscal year for the purposes of
14 this chapter.

15 5. Moneys received by a school district under this chapter
16 are miscellaneous income for purposes of chapter 257 or are
17 considered encumbered. A school district shall maintain a
18 separate listing within its budget for payments received and
19 expenditures made pursuant to this section.

20 Sec. 16. Section 256.9, Code 2001, is amended by adding
21 the following new subsections:

22 NEW SUBSECTION. 51. Develop models of core knowledge and
23 skill components, based upon the Iowa teaching standards, for
24 the evaluation, the advancement, and for teacher career
25 development purposes pursuant to chapter 284. The components
26 shall further define the characteristics of quality teaching
27 as established by the Iowa teaching standards.

28 NEW SUBSECTION. 52. Establish an evaluator training
29 program to train evaluators on the process and procedures and
30 content of an evaluation based upon the Iowa teaching
31 standards.

32 Sec. 17. Section 272.2, subsection 1, Code 2001, is
33 amended to read as follows:

34 1. a. License practitioners, who do not hold or receive a
35 license from another professional licensing board, and

1 ~~professional-development-programs,-except-for-programs~~
2 ~~developed-and-offered-by-practitioner-preparation-institutions~~
3 ~~or-area-education-agencies-and-approved-by-the-state-board-of~~
4 ~~education.~~ Licensing authority includes the authority to
5 establish criteria for the licenses, ~~including-but-not-limited~~
6 ~~to,~~ establish issuance and renewal requirements, ~~creation-of~~
7 create application and renewal forms, ~~creation-of~~ create
8 licenses that authorize different instructional functions or
9 specialties, ~~development-of~~ develop a code of professional
10 rights and responsibilities, practice, and ethics, and the
11 ~~authority-to~~ develop any other classifications, distinctions,
12 and procedures which may be necessary to exercise licensing
13 duties in this chapter. A code of professional rights and
14 responsibilities, practice, and ethics shall address but not
15 be limited to the ~~habitual~~ failure of a practitioner to
16 fulfill contractual obligations under section 279.13.

17 b. License teachers employed by a school district as
18 provided in paragraph "a" and in accordance with the
19 requirements of section 284.8, as provisional, career, and
20 advanced teachers. A school district shall submit in a timely
21 manner, on forms provided by the board, evidence that a
22 teacher employed by the district has met the career path
23 requirements of section 284.8. A license issued to a career
24 or advanced teacher, pursuant to this paragraph, shall be
25 valid for five years.

26 c. Notwithstanding section 272.28, subsection 1, a teacher
27 shall be licensed in accordance with rules adopted pursuant to
28 chapter 272, Code 2001, if the teacher successfully completes
29 a beginning teacher mentoring program approved pursuant to
30 chapter 256E on or before June 30, 2002, or is employed by a
31 school district that does not offer a beginning teacher
32 mentoring and induction program approved in accordance with
33 this chapter during the school year beginning July 1, 2001.

34 d. Notwithstanding section 272.28, subsection 1, a teacher
35 shall be licensed as a career teacher if the teacher meets the

1 licensing requirements of chapter 272 and, prior to July 1,
2 2003, successfully completes a two-year beginning teacher
3 mentoring and induction program approved pursuant to this
4 chapter.

5 Sec. 18. Section 272.2, Code 2001, is amended by adding
6 the following new subsections:

7 NEW SUBSECTION. 16. a. Administer the Praxis II
8 examination for knowledge of pedagogies and for not more than
9 one content area in which the applicant intends to teach to
10 each applicant for a provisional license prior to issuance of
11 the license. Examination fees for the examination required
12 under this subsection shall be paid from moneys appropriated
13 to the board for this purpose. Costs incurred for additional
14 content area examinations shall be paid by the applicant.

15 b. This subsection is repealed effective June 30, 2003.

16 NEW SUBSECTION. 17. Certify practitioners who are
17 licensed pursuant to this chapter and who have successfully
18 completed an evaluator training program in accordance with
19 section 284.10. Certification authority includes, but is not
20 limited to, issuance and renewal requirements, creation of
21 application and renewal forms, and to the establishment,
22 collection, and refunding of fees for a certificate.

23 Sec. 19. NEW SECTION. 272.28 MENTORING AND INDUCTION
24 REQUIREMENT.

25 1. Effective July 1, 2003, requirements for teacher
26 licensure beyond a provisional license shall include
27 successful completion of a beginning teacher mentoring and
28 induction program approved by the state board of education.

29 2. A teacher from an accredited nonpublic school or
30 another state or country is exempt from the requirement of
31 subsection 1 if the teacher can document two years of
32 successful teaching experience within the past four years and
33 meet or exceed the requirements contained in rules adopted
34 under this chapter for endorsement and licensure.

35 Sec. 20. Section 279.14, subsection 2, Code 2001, is

1 amended to read as follows:

2 2. The determination of standards of performance expected
3 of school district personnel and of evaluation criteria
4 pursuant to section 284.3 shall be reserved as an exclusive
5 management right of the school board and shall not be subject
6 to mandatory negotiations under chapter 20. Notwithstanding
7 chapter 20, objections to the procedures, use, or content of
8 an evaluation in a teacher termination proceeding brought
9 before the school board in a hearing held in accordance with
10 section 279.16 or 279.27 shall not be subject to the grievance
11 procedures negotiated in accordance with chapter 20. A school
12 district shall not be obligated to process any evaluation
13 grievance after service of a notice and recommendation to
14 terminate an individual's continuing teaching contract in
15 accordance with chapter 279.

16 Sec. 21. LEGISLATIVE IMPLEMENTATION COMMITTEE. The
17 legislative council is requested to establish a two-year
18 legislative implementation committee to conduct a
19 comprehensive study of team-based variable pay and make
20 recommendations for the implementation of a team-based
21 variable pay plan component of the student achievement and
22 teacher quality program. The legislative council is also
23 requested to authorize up to \$75,000 for the expenses of the
24 committee.

25 The committee shall establish the manner in which standards
26 of performance are to be determined, the level of expected
27 growth, the development of a student academic database, the
28 timeline and procedure for the collection of student
29 achievement data, identification of the structures of a team
30 for purposes of equitable operation of the plan, and a
31 timeline for implementation of the plan.

32 The committee shall recommend a means of evaluation
33 designed to determine the effect of the student achievement
34 and teacher quality plan on raising student achievement. The
35 committee shall submit preliminary recommendations to the

1 general assembly by December 15, 2001, and shall make its
2 final recommendations to the general assembly by December 15,
3 2002.

4 The committee shall be composed of six members representing
5 both political parties and both houses of the general
6 assembly. Three members shall be appointed by the president
7 of the senate, after consultation with the majority leader of
8 the senate and the minority leader of the senate. The
9 remaining three members shall be appointed by the speaker of
10 the house of representatives after consultation with the
11 majority and minority leaders of the house of representatives.

12 Sec. 22. Chapter 256E, Code 2001, is repealed.

13 Sec. 23. Section 272.33, Code 2001, is repealed effective
14 July 1, 2002.

15 Sec. 24. STATE MANDATE FUNDING SPECIFIED. In accordance
16 with section 25B.2, subsection 3, the state cost of requiring
17 compliance with any state mandate included in this Act shall
18 be paid by a school district from state school foundation aid
19 received by the school district under section 257.16. This
20 specification of the payment of the state cost shall be deemed
21 to meet all the state funding-related requirements of section
22 25B.2, subsection 3, and no additional state funding shall be
23 necessary for the full implementation of this Act by and
24 enforcement of this Act against all affected school districts.

25 EXPLANATION

26 This bill establishes a student achievement and teacher
27 quality program to improve student achievement and teacher
28 quality in Iowa. The program has four major elements:
29 providing teachers with a career path, a team-based variable
30 pay plan that rewards teachers when student performance
31 improves, professional development designed to support best
32 teaching practices, and beginning teacher mentoring and
33 induction programs.

34 SCHOOL DISTRICT RESPONSIBILITIES. A school district is
35 eligible for state program assistance only if the district

1 applies to the department of education and agrees to commit
2 and expend local moneys, implement a beginning teacher
3 mentoring and induction program, provide more contract days
4 for professional development, adopt teacher career paths, and
5 to adopt a team-based variable pay plan, once a statewide
6 model is established, to reward attendance center success in
7 improving student achievement.

8 The bill requires a school district to establish and
9 maintain a district teacher career development plan linked to
10 Iowa's teaching standards, the core knowledge and skill
11 components its school board adopts, and the district's
12 comprehensive school improvement plan. The district plan is
13 to focus teaching practices on the indicators and goals
14 specified in the comprehensive school improvement plan and
15 focus on an individual teacher's professional development
16 plan. The district must provide access to staff development.

17 MENTORING AND INDUCTION. The bill repeals Code chapter
18 256E but provides for the statewide expansion of the program
19 it established. The bill extends the one-year program to two
20 years and requires that all school districts provide a
21 mentoring and induction program for beginning teachers by July
22 1, 2002.

23 The bill provides for the development of the mentoring and
24 induction plan by the school district. The mentoring and
25 induction plan, under the bill, must identify the programs
26 utilized to train mentors and evaluators.

27 The bill allows beginning teachers who complete a one-year
28 program prior to July 1, 2002, to be licensed as a regular
29 teacher. The bill also provides that those who successfully
30 complete a program prior to July 1, 2003, will be licensed as
31 career teachers.

32 STATE BOARD AND DEPARTMENT DUTIES. The bill directs the
33 department of education to establish an evaluation training
34 program and models of core teaching knowledge and skills. The
35 department must also provide school districts with strategies

1 for restructuring the school day for professional development
2 purposes.

3 Each school district must also prepare an individual
4 mentoring and induction program plan for each beginning
5 teacher and inform the beginning teacher of its evaluation
6 criteria.

7 The bill provides that the person who evaluates each
8 beginning teacher against the core teaching knowledge and
9 skills standards must successfully complete evaluator
10 training. The bill directs the department to approve
11 providers of evaluator training. Providers can include an
12 approved public or private entity.

13 STATEWIDE TEACHING STANDARDS. The bill establishes
14 teaching standards, but provides school districts with the
15 responsibility of adopting core knowledge and skill components
16 based on the standards and the models developed by the
17 department, with the involvement of faculty.

18 LICENSURE. Under the bill, licensure beyond a provisional
19 license is tied to successful completion of a mentoring and
20 induction program for teachers applying for licensure beyond a
21 provisional license on or after July 1, 2003. The bill
22 exempts teachers from accredited nonpublic schools and other
23 states or countries who can document three recent years of
24 successful teaching experience. The bill requires that the
25 board of educational examiners administer a Praxis II
26 examination to all provisional license applicants. The fees
27 and costs of the basic examination are to be paid from moneys
28 appropriated by the general assembly for that purpose.

29 CAREER DEVELOPMENT PLANNING/CAREER PATH. Each teacher,
30 with the cooperation of the teacher's supervisor, must develop
31 an individual teacher career development plan based upon the
32 Iowa teaching standards, the needs of the teacher, students,
33 the attendance center, and the school district as described in
34 the district's comprehensive school improvement plan.

35 The bill also sets forth the requirements a teacher must

1 meet along a career path as a beginning, career I, career II,
2 and advanced teacher. The bill directs the board of
3 educational examiners to license teachers at the beginning,
4 career, and advanced levels when a district submits evidence
5 that the teacher has met the requirements.

6 The bill also provides for the establishment of a review
7 panel charged with performing random audits of the
8 comprehensive evaluations performed throughout the state.

9 EVALUATION REQUIREMENTS. The bill requires the principal
10 at an attendance center to annually evaluate the teachers
11 employed at the attendance center. A teacher shall be
12 comprehensively evaluated at least once every five years or
13 each time advancement to a higher career path level is
14 contemplated. Comprehensive evaluations must be conducted by
15 the principal or the principal's designee, or by the designee
16 and one additional evaluator chosen from a pool of evaluators
17 available to the school district. School district and area
18 education agencies may collaborate to establish a pool of
19 evaluators. If a teacher is not recommended for advancement,
20 a comprehensive evaluation shall be conducted no sooner than
21 one year from the date of the last comprehensive evaluation.
22 The bill also provides for the establishment of a review panel
23 to perform audits of the comprehensive evaluations conducted
24 statewide.

25 CAREER PATH COMPENSATION. The bill provides that a first-
26 year beginning teacher must be paid \$1,000 more than the
27 previous year's beginning teacher salary, that a second-year
28 beginning teacher will receive another \$1,000 increase in
29 salary, up to limits of \$25,000 and \$26,000, respectively, and
30 that a career teacher will earn a salary at least \$2,000
31 higher than that paid a beginning teacher. Advanced teachers
32 earn \$15,000 more than the minimum career teacher salary.
33 However, no teacher shall receive less under the bill than the
34 teacher receives for the 2001-2002 school year.

35 VARIABLE PAY TEAM-BASED PLAN. The bill requires that the

1 state develop and implement, by July 1, 2003, a team-based
2 variable pay plan. The bill permits a participating school
3 district to use any state moneys appropriated for the program
4 to provide a cash award to all of the licensed practitioners
5 employed at an attendance center that has demonstrated
6 exceptional improvement in student achievement. Other staff
7 may also receive a cash award.

8 REPORT. The bill requires the department to report
9 statewide program progress to the senate and house education
10 committees, the state board, and the school districts
11 annually.

12 PROGRAM ALLOCATION FORMULA. The bill provides for the
13 allocation of any moneys the general assembly would
14 appropriate for purposes set forth in the bill. At least 15
15 percent of any moneys appropriated by the general assembly for
16 purposes of the program are to be used for cash awards under
17 the team-based variable pay plan. Those moneys are to be
18 distributed on a per pupil basis. For FY 2001-2002 and each
19 succeeding fiscal year, \$1.9 million is allocated to the
20 department of education for national board certification
21 awards. For FY 2001-2002, up to \$2.4 million and for FY 2002-
22 2003, up to \$4.7 million is allocated to the department for
23 beginning teacher mentoring and induction programs. For FY
24 2001-2002, up to \$1.5 million is allocated to the department
25 for establishment of an evaluator training program, and \$1
26 million for implementation of the professional development
27 program and the review panel requirements. For FY 2001-2002,
28 up to \$500,000 is allocated to the board of educational
29 examiners for administration of the Praxis II examination to
30 provisional license applicants. Fifty percent of the
31 remaining moneys appropriated by the general assembly for the
32 program are to be allocated on the basis of the number of
33 teachers employed, and the other 50 percent based on
34 enrollment. If a school district chooses not to participate
35 in the first year of the program, its allocations for career

1 path purposes and team-based pay will carry over and be
2 available for allocation to the school district in FY 2002-
3 2003.

4 LEGISLATIVE IMPLEMENTATION COMMITTEE. The bill requests
5 that the legislative council establish a two-year legislative
6 implementation committee to conduct a comprehensive study of
7 team-based variable pay.

8 STATE MANDATE. The bill may include a state mandate as
9 defined in Code section 25B.3. The bill requires that the
10 state cost of any state mandate included in the bill be paid
11 by a school district from state school foundation aid received
12 by the school district under Code section 257.16. The
13 specification is deemed to constitute state compliance with
14 any state mandate funding-related requirements of Code section
15 25B.2. The inclusion of this specification is intended to
16 reinstate the requirement of political subdivisions to comply
17 with any state mandates included in the bill.

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**HOUSE FILE 672
FISCAL NOTE**

A fiscal note for **House File 672** is hereby submitted pursuant to Joint Rule 17. Data used in developing this fiscal note is available from the Legislative Fiscal Bureau to members of the Legislature upon request.

House File 672 establishes a student achievement and teacher quality program. This Bill allocates State aid in FY 2002 for implementation of this program.

ASSUMPTIONS

1. Fifteen percent of funds appropriated for this program are provided for the team-based variable pay portion of the Bill. The FY 2002 cost is \$6.0 million.
2. In FY 2002, \$1.9 million is allocated for the issuance of national board certification awards.
3. In FY 2002, \$2.4 million is allocated to the Department of Education for the beginning teacher mentoring program portion of the Bill.
4. For FY 2002, \$1.5 million is allocated to the Department of Education for the purposes of establishing an evaluator training program.
5. For FY 2002, \$1.0 million is allocated to the Department of Education for implementation of the professional development program requirements in the Bill.
6. For FY 2002, \$500,000 is allocated to the Board of Educational Examiners for fees and costs incurred in administering the Praxis II examination.
7. For FY 2002, \$26.7 million is allocated to school districts for implementation of qualifying teacher pay increases as indicated in Section 12 of the Bill.

FISCAL IMPACT

The allocation amounts in House File 672 total \$40.0 million for FY 2002, however, House File 672 does not contain an appropriation for this purpose.

SOURCE

Department of Education

(LSB 2003hv, SLS)

FILED MARCH 21, 2001

BY DENNIS PROUTY, FISCAL DIRECTOR

HOUSE FILE 672

H-1901

1 Amend House File 672 as follows:

2 1. By striking everything after the enacting
3 clause and inserting the following:

4 "Section 1. APPROPRIATION OF MONEYS DEPOSITED IN
5 THE TEACHER COMPENSATION REFORM AND STUDENT
6 ACHIEVEMENT SAVINGS ACCOUNT FUND. Moneys deposited in
7 the teacher compensation reform and student
8 achievement savings account fund created in section
9 12.90, as of July 1, 2001, if House File 413 is
10 enacted by the Seventy-ninth General Assembly, 2001
11 Session, are appropriated to the department of
12 education for distribution to school districts as
13 provided in this section. Moneys appropriated in this
14 section shall be allocated to school districts in the
15 proportion that the basic enrollment of a school
16 district bears to the sum of the basic enrollments of
17 all school districts in the state for the budget year.
18 A school district shall expend funds received pursuant
19 to this section for purposes of implementing teacher
20 compensation reform and student achievement measures
21 pursuant to the provisions of a collective bargaining
22 agreement negotiated under the provisions of chapter
23 20.

24 Sec. 2. ALLOCATION AND USE OF PHASE I MONEYS.
25 Notwithstanding the provisions of chapter 294A, moneys
26 appropriated and allocated in an amount to meet the
27 minimum salary requirements of chapter 294A for
28 purposes of phase I for the fiscal year beginning July
29 1, 2001, and ending June 30, 2002, shall be allocated
30 to school districts in the proportion that the basic
31 enrollment of a school district bears to the sum of
32 the basic enrollments of all school districts in the
33 state for the budget year. A school district shall
34 expend funds received pursuant to this section for
35 purposes of implementing teacher compensation reform
36 measures pursuant to the provisions of a collective
37 bargaining agreement negotiated under the provisions
38 of chapter 20."

39 2. Title page, by striking lines 1 and 2 and
40 inserting the following: "An Act relating to and
41 making appropriations of moneys for purposes of
42 teacher compensation reform and student achievement."

By CONNORS of Polk

H-1901 FILED MAY 2, 2001

w/d 5/7/01 (p. 1909)

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1 Amend House File 672 as follows:

2 1. By striking everything after the enacting
3 clause, and inserting the following:

4 "Section 1. INTENT. It is the intent of the
5 general assembly to create a student achievement and
6 teacher quality program that acknowledges that
7 outstanding teachers are a key component in student
8 success. The program's goals are to enhance student
9 achievement and to redesign compensation strategies
10 and teachers' professional development. Such
11 compensation strategies are designed to attract and
12 retain high performing teachers, to reward teachers
13 for improving their skills and knowledge in a manner
14 that translates into better student learning, and to
15 reward the staff of school attendance centers for
16 improvement in student achievement.

17 Sec. 2. NEW SECTION. 284.1 STUDENT ACHIEVEMENT
18 AND TEACHER QUALITY PROGRAM.

19 A student achievement and teacher quality program
20 is established to promote high student achievement.
21 The program shall consist of the following four major
22 elements:

23 1. Mentoring and induction programs that provide
24 support for beginning teachers in accordance with
25 sections 284.5 and 284.6.

26 2. Career paths with compensation levels that
27 strengthen Iowa's ability to recruit and retain
28 teachers.

29 3. Professional development designed to directly
30 support best teaching practices.

31 4. Team-based variable pay that provides
32 additional compensation when student performance
33 improves.

34 Sec. 3. NEW SECTION. 284.2 DEFINITIONS.

35 As used in this chapter, unless the context
36 otherwise requires:

37 1. "Beginning teacher" means an individual serving
38 under an initial provisional license, issued by the
39 board of educational examiners under chapter 272, who
40 is assuming a position as a classroom teacher.

41 2. "Classroom teacher" means an individual who
42 holds a valid practitioner's license and who is
43 employed under a teaching contract with a school
44 district or area education agency in this state to
45 provide classroom instruction to students.

46 3. "Comprehensive evaluation" means a summative
47 evaluation of a teacher conducted by an evaluator for
48 purposes of performance review, or recommendation for
49 licensure based upon models developed pursuant to
50 section 256.9, subsection 51, and to determine whether

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1 the teacher's practice meets the school district
2 expectations for a career, career II, or advanced
3 level.

4 4. "Department" means the department of education.

5 5. "Director" means the director of the department
6 of education.

7 6. "Evaluator" means an administrator or other
8 practitioner who successfully completes an evaluator
9 training program pursuant to section 284.10.

10 7. "Mentor" means an individual employed by a
11 school district or area education agency as a
12 classroom teacher who holds a valid license issued
13 under chapter 272. The individual must have a record
14 of four years of successful teaching practice, must be
15 employed as a classroom teacher on a nonprobationary
16 basis, and must demonstrate professional commitment to
17 both the improvement of teaching and learning and the
18 development of beginning teachers.

19 8. "School board" means the board of directors of
20 a school district or a collaboration of boards of
21 directors of school districts.

22 9. "State board" means the state board of
23 education.

24 10. "Teacher" means an individual holding a
25 practitioner's license issued under chapter 272, who
26 is employed as a teacher, librarian, media specialist,
27 or counselor in a nonadministrative position by a
28 school district or area education agency pursuant to a
29 contract issued by a board of directors under section
30 279.13. A teacher may be employed in both an
31 administrative and a nonadministrative position by a
32 board of directors and shall be considered a part-time
33 teacher for the portion of time that the teacher is
34 employed in a nonadministrative position. "Teacher"
35 includes a licensed individual employed on a less than
36 full-time basis by a school district through a
37 contract between the school district and an
38 institution of higher education with a practitioner
39 preparation program in which the licensed teacher is
40 enrolled.

41 Sec. 4. NEW SECTION. 284.3 IOWA TEACHING
42 STANDARDS.

43 1. For purposes of this chapter and for developing
44 teacher evaluation criteria under chapter 279, the
45 Iowa teaching standards are as follows:

46 a. Demonstrates ability to enhance academic
47 performance in the classroom.

48 b. Demonstrates competence in content knowledge
49 appropriate to the teaching position.

50 c. Demonstrates competence in planning and

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1 preparing for instruction.

2 d. Uses strategies to deliver instruction that
3 meets the multiple learning needs of students,
4 including the use of technology for curriculum
5 integration.

6 e. Uses a variety of methods to monitor student
7 learning.

8 f. Demonstrates competence in classroom
9 management.

10 g. Engages in professional growth.

11 h. Fulfills professional responsibilities
12 established by the school district.

13 2. The school board and faculty shall collaborate
14 to further define good teaching by enhancing the Iowa
15 teaching standards in the following manner:

16 a. For purposes of comprehensive evaluations for
17 beginning teachers, including the comprehensive
18 evaluation required for the beginning teacher to
19 progress to career teacher, the criteria shall be
20 based upon the model developed pursuant to section
21 256.9, subsection 51, and established pursuant to
22 chapter 20.

23 b. For purposes of comprehensive evaluations for
24 teachers other than beginning teachers, the school
25 board shall convene the members of the school board
26 and representatives of the faculty, elected by the
27 faculty, to establish criteria based upon the model
28 developed pursuant to section 256.9, subsection 51.
29 If the parties are unable to reach agreement annually
30 by July 1, however, the model criteria shall become
31 the school district's criteria.

32 Sec. 5. NEW SECTION. 284.4 PARTICIPATION.

33 1. A school district is eligible to receive moneys
34 appropriated for purposes specified in this chapter if
35 the school board applies to the department to
36 participate in the student achievement and teacher
37 quality program and submits a written statement
38 declaring the school district's willingness to do all
39 of the following:

40 a. Commit and expend local moneys to improve
41 student achievement and teacher quality.

42 b. Implement a beginning teacher mentoring and
43 induction program as provided in this chapter.

44 c. Provide, beginning in the second year of
45 participation, the equivalent of two or more contract
46 days, outside of instruction time, than provided in
47 the school year preceding the first year of
48 participation, to provide additional time for teacher
49 career development that aligns with student learning
50 and teacher development needs, including the

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1 integration of technology into curriculum development,
2 in order to achieve attendance center and districtwide
3 student achievement goals outlined in the district
4 comprehensive school improvement plan. School
5 districts are encouraged to develop strategies for
6 restructuring the school calendar to provide for the
7 most effective professional development. A school
8 district that provides the equivalent of ten or more
9 contract days for career development is exempt from
10 this paragraph.

11 d. Adopt a teacher career development program in
12 accordance with this chapter.

13 e. Adopt a teacher evaluation plan that, at
14 minimum, requires a comprehensive evaluation of
15 teachers in the participating district at least every
16 five years based upon the Iowa teaching standards and
17 requires administrators to complete evaluator training
18 in accordance with section 284.10.

19 f. Adopt teacher career paths based upon
20 demonstrated knowledge and skills in accordance with
21 this chapter.

22 g. Adopt a team-based variable pay plan that
23 rewards attendance center success upon the
24 implementation of a statewide variable pay plan.

25 2. By July 1, 2003, each school district shall
26 participate in the student achievement and teacher
27 quality program.

28 Sec. 6. NEW SECTION. 284.5 BEGINNING TEACHER
29 MENTORING AND INDUCTION PROGRAM.

30 1. A beginning teacher mentoring and induction
31 program is created to promote excellence in teaching,
32 enhance student achievement, build a supportive
33 environment within school districts, increase the
34 retention of promising beginning teachers, and promote
35 the personal and professional well-being of classroom
36 teachers. Prior to the completion of the 2001-2002
37 school year, a school district shall, at a minimum,
38 provide an approved beginning teacher mentoring and
39 induction program for all classroom teachers who are
40 beginning teachers.

41 2. The state board shall adopt rules to administer
42 this section.

43 3. Notwithstanding subsection 1, a school district
44 may provide a beginning teacher mentoring and
45 induction program for all classroom teachers who are
46 beginning teachers in the school years beginning July
47 1, 2001, and July 1, 2002.

48 4. Each participating school district shall
49 develop an initial beginning teacher mentoring and
50 induction plan. The plan shall be included in the

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1 school district's comprehensive school improvement
2 plan submitted pursuant to section 256.7, subsection
3 21. The beginning teacher induction plan shall, at a
4 minimum, provide for a two-year sequence of induction
5 program content and activities to support the Iowa
6 teaching standards and beginning teacher professional
7 and personal needs; mentor training that includes, at
8 a minimum, skills of classroom demonstration and
9 coaching, and district expectations for beginning
10 teacher competence on Iowa teaching standards;
11 placement of mentors and beginning teachers; the
12 process for dissolving mentor and beginning teacher
13 partnerships; district organizational support for
14 released time for mentors and beginning teachers to
15 plan, provide demonstration of classroom practices,
16 observe teaching, and provide feedback; structure for
17 mentor selection and assignment of mentors to
18 beginning teachers; a district facilitator; and
19 program evaluation.

20 5. Upon completion of the program, the beginning
21 teacher shall be comprehensively evaluated to
22 determine if the teacher meets expectations to move to
23 the career level. The school district shall recommend
24 a beginning teacher who has successfully completed the
25 program for an educational license. A school district
26 may offer a teacher a third year of participation in
27 the program if, after conducting a comprehensive
28 evaluation, the school district determines that the
29 teacher is likely to successfully complete the
30 mentoring and induction program by the end of the
31 third year of eligibility. A teacher granted a third
32 year of eligibility shall develop a teacher's
33 mentoring and induction program plan in accordance
34 with this chapter and shall undergo a comprehensive
35 evaluation at the end of the third year. The board of
36 educational examiners shall grant a one-year extension
37 of the beginning teacher's provisional license upon
38 notification by the school district that the teacher
39 will participate in a third year of the school
40 district's program.

41 Sec. 7. NEW SECTION. 284.6 TEACHER CAREER
42 DEVELOPMENT.

43 1. The department shall coordinate a statewide
44 network of career development for Iowa teachers. A
45 participating school district or career development
46 provider that offers a career development program in
47 accordance with section 256.9, subsection 51, shall
48 demonstrate that the program contains the following:
49 a. Support that meets the career development needs
50 of individual teachers and is aligned with the Iowa

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1 teaching standards.

2 b. Research-based instructional strategies aligned
3 with the school district's student achievement needs
4 and the long-range improvement goals established by
5 the district.

6 c. Instructional improvement components including
7 student achievement data, analysis, theory, classroom
8 demonstration and practice, technology integration,
9 observation, reflection, and peer coaching.

10 d. An evaluation component that documents the
11 improvement in instructional practice and the effect
12 on student learning.

13 2. The department shall identify models of career
14 development practices that produce evidence of the
15 link between teacher training and improved student
16 learning.

17 3. A participating school district shall
18 incorporate a district career development plan into
19 the district's comprehensive school improvement plan
20 submitted to the department in accordance with section
21 256.7, subsection 21. The district career development
22 plan shall include a description of the means by which
23 the school district will provide access to all
24 teachers in the district to career development
25 programs or offerings that meet the requirements of
26 subsection 1. The plan shall align all career
27 development with the school district's long-range
28 student learning goals and the Iowa teaching
29 standards. The plan shall indicate the school
30 district's approved career development provider or
31 providers.

32 4. In cooperation with the teacher's supervisor,
33 the teacher employed by a participating school
34 district shall develop an individual teacher career
35 development plan. The individual plan shall be based,
36 at minimum, on the needs of the teacher, the Iowa
37 teaching standards, and the student achievement goals
38 of the attendance center and the school district as
39 outlined in the comprehensive school improvement plan.
40 The individual plan shall be reviewed by the teacher
41 and the teacher's supervisor at the teacher's annual
42 review, and shall be modified as necessary to reflect
43 the individual teacher's and the school district's
44 needs and the individual's progress in the plan.

45 5. School districts, a consortium of school
46 districts, area education agencies, higher education
47 institutions, and other public or private entities
48 including professional associations may be approved by
49 the state board to provide teacher career development.
50 The career development program or offering shall, at

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1 minimum, meet the requirements of subsection 1. The
2 state board shall adopt rules for the approval of
3 career development providers and standards for the
4 district career development plan.

5 Sec. 8. NEW SECTION. 284.7 IOWA TEACHER CAREER
6 PATH.

7 To promote continuous improvement in Iowa's quality
8 teaching workforce and to give Iowa teachers the
9 opportunity for career recognition that reflects the
10 various roles teachers play as educational leaders, an
11 Iowa teacher career path is established for teachers
12 employed by participating school districts. A
13 participating school district shall raise teacher
14 salaries to meet the requirements of this section.
15 The Iowa teacher career path and salary minimums are
16 as follows:

17 1. Effective July 1, 2001, the following career
18 path levels are established and shall be implemented
19 in accordance with this chapter:

20 a. BEGINNING TEACHER.

21 (1) A beginning teacher is a teacher who meets the
22 following requirements:

23 (a) Has successfully completed an approved
24 practitioner preparation program as defined in section
25 272.1.

26 (b) Holds a provisional teacher license issued by
27 the board of educational examiners.

28 (c) Participates in the beginning teacher
29 mentoring and induction program as provided in this
30 chapter.

31 (2) The participating district shall increase the
32 district's minimum salary for a first-year beginning
33 teacher by at least one thousand five hundred dollars
34 per year above the minimum salary paid to a first-year
35 beginning teacher in the previous year unless the
36 minimum salary for a first-year beginning teacher
37 exceeds twenty-eight thousand dollars.

38 b. CAREER TEACHER.

39 (1) A career teacher is a teacher who meets the
40 following requirements:

41 (a) Has successfully completed the beginning
42 teacher mentoring and induction program and has
43 successfully completed a comprehensive evaluation as
44 provided in this chapter.

45 (b) Is reviewed by the school district as
46 demonstrating the competencies of a career teacher.

47 (c) Holds a valid license issued by the board of
48 educational examiners.

49 (d) Participates in teacher career development as
50 set forth in this chapter and demonstrates continuous

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1 improvement in teaching.

2 (3) The participating district shall provide a two
3 thousand dollar difference between the average
4 beginning teacher salary and the minimum career
5 teacher salary, unless the school district has a
6 minimum career teacher salary that exceeds thirty
7 thousand dollars.

8 2. It is the intent of the general assembly to
9 establish and require the implementation of and
10 provide for the implementation of the following
11 additional career path levels by July 1, 2003:

12 a. CAREER II TEACHER.

13 (1) A career II teacher is a teacher who meets the
14 requirements of subsection 1, paragraph "b", has met
15 the requirements established by the school district
16 that employs the teacher, and is evaluated by the
17 school district as demonstrating the competencies of a
18 career II teacher. The teacher shall have
19 successfully completed a comprehensive evaluation in
20 order to be classified as a career II teacher.

21 (2) It is the intent of the general assembly that
22 the participating district shall establish a minimum
23 salary for a career II teacher that is at least five
24 thousand dollars greater than the minimum career
25 teacher salary. It is further intended that the
26 district shall adopt a plan that facilitates the
27 transition of a career teacher to a career II level.

28 b. ADVANCED TEACHER.

29 (1) An advanced teacher is a teacher who meets the
30 following requirements:

31 (a) Receives the recommendation of the review
32 panel that the teacher possesses superior teaching
33 skills and that the teacher should be classified as an
34 advanced teacher.

35 (b) Holds a valid license from the board of
36 educational examiners.

37 (c) Participates in teacher career development as
38 outlined in this chapter and demonstrates continuous
39 improvement in teaching.

40 (d) Possesses the skills and qualifications to
41 assume leadership roles.

42 (2) It is the intent of the general assembly that
43 the participating district shall establish a minimum
44 salary for an advanced teacher that is at least
45 thirteen thousand five hundred dollars greater than
46 the minimum career teacher salary. In conjunction
47 with the development of the review panel pursuant to
48 section 284.9, the department shall make
49 recommendations to the general assembly by January 1,
50 2002, regarding the appropriate district-to-district

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1 recognition for advanced teachers and methods that
2 facilitate the transition of a teacher to the advanced
3 level.

4 3. A teacher shall be promoted one level at a time
5 and a teacher promoted to the next career level shall
6 remain at that level for at least one year before
7 requesting promotion to the next career level.

8 4. If a comprehensive evaluation for a teacher is
9 conducted in the fifth year of the teacher's status at
10 the career level, and indicates that the teacher's
11 practice no longer meets the standards for that level,
12 a comprehensive evaluation shall be conducted in the
13 next following school year. If the comprehensive
14 evaluation establishes that the teacher's practice
15 fails to meet the standards for that level, the
16 teacher shall be ineligible for any additional pay
17 increase other than a cost of living increase.

18 5. A teacher employed in a participating district
19 shall not receive less compensation in that
20 participating district than the teacher received in
21 the school year starting July 1, 2001, due to
22 implementation of this chapter. A teacher who
23 achieves national board for professional teaching
24 standards certification and meets the requirements of
25 section 256.44 shall continue to receive the award as
26 specified in section 256.44 in addition to the
27 compensation set forth in this section.

28 Sec. 9. NEW SECTION. 284.8 EVALUATION
29 REQUIREMENTS FOR CAREER, CAREER II, AND ADVANCED
30 TEACHERS.

31 1. A teacher's supervisor shall annually review
32 the teacher for purposes of continuous improvement
33 unless the teacher has been comprehensively reviewed
34 during the same school year. The supervisor may
35 designate another certified evaluator to conduct the
36 annual review of a teacher. The review shall include
37 classroom observation of the teacher and should
38 include supporting documentation from other
39 supervisors, parents, and students.

40 2. In addition to evaluations agreed upon under
41 chapter 20, a teacher shall be comprehensively
42 evaluated based on the provisions of section 284.3 at
43 least once every five years. Comprehensive
44 evaluations shall be conducted by an administrator or
45 the administrator's designee certified pursuant to
46 section 284.10. The evaluation shall include, at
47 minimum, classroom observation of the teacher, the
48 teacher's progress and implementation of the teacher's
49 individual career development plan; should include
50 supporting documentation from other supervisors,

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1 teachers, parents, and students; and may include video
2 portfolios as evidence of teaching practices. A
3 teacher may be comprehensively evaluated for purposes
4 of performance review or recommendation for licensure,
5 and shall be comprehensively evaluated for advancement
6 in the career path established pursuant to section
7 284.7.

8 3. If a teacher is denied advancement based upon a
9 comprehensive evaluation, the teacher may appeal the
10 decision to an adjudicator under the process
11 established under section 279.17. However, the
12 decision of the adjudicator is final. If a district
13 does not recommend a teacher for continued employment
14 or licensure based upon a comprehensive evaluation,
15 the provisions of sections 279.14, 279.17, and 279.18
16 shall apply. A teacher may file one cause of action
17 objecting to the contents or procedures of a
18 comprehensive evaluation and the objections shall not
19 be subject to the grievance procedures negotiated in
20 accordance with chapter 20.

21 4. This section applies only to career, career II,
22 and advanced teachers.

23 Sec. 10. NEW SECTION. 284.9 REVIEW PANEL.

24 1. A career II teacher seeking to receive an
25 advanced designation shall submit a portfolio of work
26 evidence aligned with the Iowa teaching standards to a
27 review panel established in accordance with subsection

28 2. A majority of the evidence in the portfolio shall
29 be classroom-based. The review panel shall evaluate
30 the career II teacher's portfolio to determine whether
31 the teacher demonstrates superior teaching skills and
32 shall make a recommendation to the board of
33 educational examiners whether or not the teacher shall
34 receive an advanced designation. The standards for
35 recommendation include, but are not limited to,
36 meeting the Iowa teaching standards at an advanced
37 level.

38 2. The department shall establish up to five
39 regional review panels consisting of five members per
40 panel. Each panel shall include, at a minimum, a
41 nationally board-certified teacher and a school
42 district administrator. Panel members shall be
43 appointed by the director and shall possess the
44 knowledge necessary to determine the quality of the
45 evidence submitted in an applicant's portfolio. Panel
46 members shall serve a staggered three-year term and
47 may be reappointed to a second term. The department
48 shall provide support and evaluation training for
49 panel members and convene panels as needed.

50 3. To assure fairness and consistency in the

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1 evaluation process, the review panels may perform
2 random audits of the comprehensive evaluations
3 conducted by evaluators throughout the state, and may
4 randomly review performance-based evaluation models
5 developed by school districts in accordance with
6 section 284.3, subsection 2. The review of the
7 evaluation models shall ensure that the model is at
8 least equivalent to the state model developed pursuant
9 to section 256.9, subsection 51.

10 4. A teacher who does not receive a recommendation
11 from a review panel may appeal that denial to an
12 administrative law judge located in the department of
13 inspections and appeals. The state shall not be
14 liable for a teacher's attorney fees, costs, or
15 damages that may result from an appeal of a review
16 panel's decision. The state board shall adopt rules
17 to administer this section.

18 Sec. 11. NEW SECTION. 284.10 EVALUATOR TRAINING
19 PROGRAM.

20 1. The department shall establish an evaluator
21 training program to improve the skills of school
22 district evaluators in making employment decisions,
23 making recommendations for licensure, and moving
24 teachers through a career path as established under
25 this chapter. The department shall consult with
26 persons representing teachers, national board-
27 certified teachers, administrators, school boards,
28 higher education institutions with approved
29 practitioner and administrator preparation programs,
30 and with persons from the private sector knowledgeable
31 in employment evaluation and evaluator training in
32 order to develop standards and requirements for the
33 program. Evaluator training programs offered pursuant
34 to this chapter may be provided by a public or private
35 entity. The department shall distribute a list of
36 evaluator training program providers to each school
37 district.

38 2. An administrator licensed under chapter 272 who
39 conducts evaluations of teachers for purposes of this
40 chapter shall complete the evaluator training program.
41 A practitioner licensed under chapter 272 who is not
42 an administrator may enroll in the evaluator training
43 program. Enrollment preference shall be given to
44 administrators. Upon successful completion, the
45 provider shall certify that the administrator or other
46 practitioner is qualified to conduct evaluations for
47 employment, make recommendations for licensure, and
48 make recommendations that a teacher is qualified to
49 advance from one career path level to the next career
50 path level pursuant to this chapter. Certification is

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1 for a period of five years and may be renewed.

2 3. Effective until July 1, 2004, a school district
3 shall pay the amount of one thousand dollars for each
4 individual who is licensed as a practitioner under
5 chapter 272 on or after July 1, 2001, and who has been
6 certified in accordance with this section. By October
7 1 annually, the school district shall notify the
8 department of education of the number of individuals
9 who have achieved certification in accordance with
10 this section, and shall submit any documentation
11 requested by the department.

12 4. By July 1, 2002, a higher education institution
13 approved by the state board to provide an
14 administrator preparation program shall incorporate
15 the evaluator training program into the program
16 offered by the institution.

17 5. Beginning July 1, 2002, the board of
18 educational examiners shall require certification as a
19 condition of issuing or renewing an administrator's
20 license.

21 6. By July 1, 2004, the director shall develop and
22 implement an evaluator training certification renewal
23 program for administrators and other practitioners who
24 need to renew a certificate issued pursuant to this
25 section.

26 Sec. 12. NEW SECTION. 284.11 PILOT PROGRAM FOR
27 TEAM-BASED VARIABLE PAY FOR STUDENT ACHIEVEMENT.

28 1. It is the intent of the general assembly to
29 develop and implement by July 1, 2003, a statewide
30 team-based variable pay program and approval process
31 to reward individual attendance centers for
32 improvement in student achievement. The department
33 shall develop and administer a pilot team-based
34 variable pay program. A pilot program is established
35 to give Iowa school districts with one or more
36 participating attendance centers the opportunity to
37 explore and demonstrate successful methods to
38 implement team-based variable pay. Each school
39 district approved by the department to participate in
40 the pilot program shall administer a valid and
41 reliable standardized assessment at the beginning and
42 end of the school year to demonstrate growth in
43 student achievement.

44 2. All licensed practitioners at a participating
45 attendance center that has demonstrated improvement in
46 student achievement as provided in this section shall
47 share in cash awards provided in accordance with this
48 section. The school district is encouraged to extend
49 cash awards to other staff employed at the attendance
50 center.

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1 3. The team-based pay plan shall be approved by
2 the local board.

3 4. A district electing to initiate a team-based
4 variable pay plan according to this section during the
5 school year beginning July 1, 2001, shall notify the
6 department of its election in writing no later than
7 August 1, 2001. The department shall certify the
8 school district plan by October 1, 2001.

9 5. The department shall annually report to the
10 legislative education accountability and oversight
11 committee the student achievement scores in
12 mathematics and reading at the fourth and eighth grade
13 levels on a district-by-district basis, as reported to
14 the local communities in accordance with section
15 256.7, subsection 21, paragraph "c".

16 Sec. 13. NEW SECTION. 284.12 REPORT.

17 1. The department shall annually report the
18 statewide progress on the following:

19 a. Improvement in teacher compensation.

20 b. Evaluator training program.

21 c. Team-based variable pay for student
22 achievement.

23 d. Changes and improvements in the evaluation of
24 teachers under the Iowa teaching standards.

25 2. The report shall be made available to the
26 chairpersons and ranking members of the senate and
27 house committees on education, the state board, the
28 governor, and school districts by January 1. School
29 districts shall provide information as required by the
30 department for the compilation of the report and for
31 accounting and auditing purposes.

32 3. The department shall provide for a
33 comprehensive independent evaluation of all components
34 of the student achievement and teacher quality program
35 and shall submit the results of the evaluation in the
36 report submitted pursuant to subsection 2 by January
37 1, 2007.

38 4. The board of educational examiners shall
39 compile statistical information from the results of
40 the examinations administered pursuant to section
41 272.2, subsection 16. The information compiled shall
42 identify the practitioner preparation programs from
43 which the applicants graduated, but shall not identify
44 applicants individually. The statistical information
45 compiled by the board pursuant to this subsection is a
46 public record. The board shall submit a review of the
47 statistical information to the chairpersons and
48 ranking members of the senate and house committees on
49 education and the state board by December 1, 2003.

50 5. In developing administrative rules for

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1 consideration by the state board, the department shall
2 consult with persons representing teachers,
3 administrators, school boards, approved practitioner
4 preparation institutions, other appropriate education
5 stakeholders, and the legislative education
6 accountability and oversight committee.

7 Sec. 14. Section 256.9, Code 2001, is amended by
8 adding the following new subsection:

9 NEW SUBSECTION. 51. Develop a core knowledge and
10 skill criteria model, based upon the Iowa teaching
11 standards, for the evaluation, the advancement, and
12 for teacher career development purposes pursuant to
13 chapter 284. The model criteria shall further define
14 the characteristics of quality teaching as established
15 by the Iowa teaching standards.

16 Sec. 15. Section 272.2, subsection 1, Code 2001,
17 is amended to read as follows:

18 1. a. License practitioners, who do not hold or
19 receive a license from another professional licensing
20 board, ~~and professional development programs, except~~
21 ~~for programs developed and offered by practitioner~~
22 ~~preparation institutions or area education agencies~~
23 ~~and approved by the state board of education.~~
24 Licensing authority includes the authority to
25 establish criteria for the licenses, ~~including but not~~
26 ~~limited to,~~ establish issuance and renewal
27 requirements, ~~creation of~~ create application and
28 renewal forms, ~~creation of~~ create licenses that
29 authorize different instructional functions or
30 specialties, ~~development of~~ develop a code of
31 professional rights and responsibilities, practice,
32 and ethics, and ~~the authority to~~ develop any other
33 classifications, distinctions, and procedures which
34 may be necessary to exercise licensing duties. A code
35 of professional rights and responsibilities, practice,
36 and ethics shall address but not be limited to the
37 habitual failure of a practitioner to fulfill
38 contractual obligations under section 279.13.

39 b. Notwithstanding section 272.28, subsection 1, a
40 teacher shall be licensed in accordance with rules
41 adopted pursuant to chapter 272, Code 2001, if the
42 teacher successfully completes a beginning teacher
43 mentoring program approved pursuant to chapter 256E on
44 or before June 30, 2002, or is employed by a school
45 district that does not offer a beginning teacher
46 mentoring and induction program approved in accordance
47 with this chapter during the school year beginning
48 July 1, 2001.

49 c. Notwithstanding section 272.28, subsection 1, a
50 teacher shall receive an educational license if the

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1 teacher meets the licensing requirements of this
2 chapter and, prior to July 1, 2003, successfully
3 completes a two-year beginning teacher mentoring and
4 induction program approved pursuant to this chapter.

5 Sec. 16. Section 272.2, Code 2001, is amended by
6 adding the following new subsection:

7 NEW SUBSECTION. 16. a. Administer the Praxis II
8 examination for knowledge of pedagogies and for not
9 more than one content area to each individual who is
10 applying for a provisional license prior to issuance
11 of the license.

12 b. Examination fees for the examination required
13 under this subsection shall be paid by the board.
14 Costs incurred for additional content area
15 examinations shall be paid by the applicant.

16 c. This subsection is repealed effective June 30,
17 2003.

18 Sec. 17. NEW SECTION. 272.28 MENTORING AND
19 INDUCTION REQUIREMENT.

20 1. Effective July 1, 2003, requirements for
21 teacher licensure beyond a provisional license shall
22 include successful completion of a beginning teacher
23 mentoring and induction program approved by the state
24 board of education.

25 2. A teacher from an accredited nonpublic school
26 or another state or country is exempt from the
27 requirement of subsection 1 if the teacher can
28 document three years of successful teaching experience
29 within the past five years and meet or exceed the
30 requirements contained in rules adopted under this
31 chapter for endorsement and licensure.

32 Sec. 18. Section 279.19, unnumbered paragraphs 1
33 and 2, Code 2001, are amended to read as follows:

34 The first ~~three~~ two consecutive years of employment
35 of a teacher in the same school district are a
36 probationary period. However, if the teacher has
37 successfully completed a probationary period of
38 employment for another school district located in
39 Iowa, the probationary period in the current district
40 of employment shall not exceed one year. A board of
41 directors may waive the probationary period for any
42 teacher who previously has served a probationary
43 period in another school district and the board may
44 extend the probationary period for an additional year
45 with the consent of the teacher.

46 Notwithstanding the two-year probationary period
47 otherwise provided for in this section, if a school
48 district offers a beginning teacher a third year of a
49 beginning teacher mentoring and induction program, and
50 the teacher accepts the school district's offer, the

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1 teacher's probationary period shall continue through
2 the teacher's third year of employment.

3 In the case of the termination of a probationary
4 teacher's contract, the provisions of sections 279.15
5 and 279.16 shall apply.

6 Sec. 19. Chapter 256E, Code 2001, is repealed.

7 Sec. 20. Section 272.33, Code 2001, is repealed
8 effective July 1, 2002.

9 Sec. 21. PRACTITIONER PREPARATION CREDIT TRANSFER
10 STUDY. The state board of regents shall conduct a
11 study of the transfer of credits between practitioner
12 preparation institutions, both in-state and out-of-
13 state, to determine whether the transfer of credits by
14 practitioner preparation institutions is fair and
15 consistent. The state board shall collect information
16 relating to the transfer and acceptance of credits
17 from a representative sample of in-state and out-of-
18 state practitioner preparation institutions. The
19 state board shall identify actions that may be taken
20 to improve the ability of a student to transfer
21 credits earned in one practitioner preparation
22 institution to another. The state board shall submit
23 its findings and recommendations in a report to the
24 senate and house of representatives standing
25 committees on education by December 1, 2001.

26 Sec. 22. LEGISLATIVE EDUCATION ACCOUNTABILITY AND
27 OVERSIGHT COMMITTEE. The legislative council is
28 requested to establish a two-year legislative
29 education accountability and oversight committee to
30 conduct a comprehensive study of team-based variable
31 pay and make recommendations for the implementation of
32 a team-based variable pay plan component of the
33 student achievement and teacher quality program.

34 The committee shall recommend the manner in which
35 standards of performance are to be determined, the
36 level of expected growth, the development of a student
37 academic database, the timeline and procedure for the
38 collection of student achievement data, identification
39 of the structures of a team for purposes of equitable
40 operation of the plan, and a timeline for
41 implementation of the plan. The committee shall
42 select an assessment model for use in accurately
43 measuring student achievement. The committee may
44 recommend additional measures and reviews for the
45 purpose of strengthening comprehensive school
46 improvement plans through the implementation of team-
47 based variable pay plans. The committee shall monitor
48 the progress of team-based variable pay pilot
49 programs.

50 The committee shall recommend a means of evaluation

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1 designed to determine the effect of the student
2 achievement and teacher quality plan on raising.
3 student achievement. The committee shall submit
4 preliminary recommendations to the general assembly by
5 December 15, 2001, and shall make its final
6 recommendations to the general assembly by December
7 15, 2002.

8 The committee shall be composed of six voting
9 members representing both political parties and both
10 houses of the general assembly. Three members shall
11 be appointed by the president of the senate, after
12 consultation with the majority leader of the senate
13 and the minority leader of the senate. The remaining
14 three members shall be appointed by the speaker of the
15 house of representatives after consultation with the
16 majority and minority leaders of the house of
17 representatives.

18 The committee shall also include the following ex
19 officio, nonvoting members:

20 1. The director of the department of education or
21 the director's designee.

22 2. One member who shall be appointed by the Iowa
23 association of school boards.

24 3. One member who shall be appointed by the school
25 administrators of Iowa.

26 4. Two members who shall be appointed
27 independently by the state's two largest professional
28 teachers associations.

29 5. One member who shall be appointed by the
30 governor to represent the office of the governor.

31 It is the intent of the general assembly that the
32 legislative education accountability and oversight
33 committee oversee the policies established pursuant to
34 this Act.

35 Sec. 23. STATE MANDATE FUNDING SPECIFIED. In
36 accordance with section 25B.2, subsection 3, the state
37 cost of requiring compliance with any state mandate
38 included in this Act shall be paid by a school
39 district from state school foundation aid received by
40 the school district under section 257.16. This
41 specification of the payment of the state cost shall
42 be deemed to meet all the state funding-related
43 requirements of section 25B.2, subsection 3, and no
44 additional state funding shall be necessary for the
45 full implementation of this Act by and enforcement of
46 this Act against all affected school districts."

By CARROLL of Poweshiek

H-1995 FILED MAY 4, 2001

Adopted 5/7/01 (p. 1926)