

CHAPTER 1141**PHASE III TEACHER PAY PLANS***H.F. 2271*

AN ACT relating to phase III pay plans.

Be It Enacted by the General Assembly of the State of Iowa:

Section 1. Section 294A.12, unnumbered paragraph 2, Code 1989, is amended to read as follows:

It is the intent of the general assembly that school districts and area education agencies incorporate into their planning for performance-based pay plans and supplemental pay plans, implementation of recommendations from recently issued national and state reports relating to the requirements of the educational system for meeting future educational needs, especially as they relate to the preparation, working conditions, and responsibilities of teachers, including but not limited to assistance to new teachers, development of teachers as instructional leaders in their schools and school districts, using teachers for evaluation and diagnosis of other teachers' techniques, and the implementation of sabbatical leaves. It is further the intent of the general assembly that real and fundamental change in the educational system must emerge from the school site if the education system is to remain relevant and that plans funded in this program must be an integral part of a comprehensive school district or area education agency effort toward meeting identified district or agency goals or needs.

Sec. 2. Section 294A.14, unnumbered paragraphs 2, 4, and 5,* Code Supplement 1989, are amended to read as follows:

Notwithstanding the amount per pupil of the payments specified in this section, for the fiscal year beginning July 1, 1991, and each succeeding fiscal year, if a school district's or area education agency's approved phase III plan for a fiscal year contains a component that includes a performance-based pay plan which provides for salary increases for teachers who demonstrate superior performance in completing assigned duties or by participating in innovative education programs or comprehensive school transformation programs, the per pupil amount upon which the phase III moneys are based shall be increased by an amount equal to the product of the state percent of growth calculated under section 257.8 and the per pupil amount for the previous fiscal year.

A plan shall be developed using the procedure specified under section 294A.15. The plan shall provide for the establishment of a performance-based pay plan, a supplemental pay plan, ~~or~~ a combination of the two pay plans, or comprehensive school transformation programs, and shall include a budget for the cost of implementing the plan. In addition to the costs of providing additional salary for teachers and the amount required to pay the employers' share of the federal social security and Iowa public employees' retirement system, or a pension and annuity retirement system established under chapter 294, and payments on the additional salary, the budget may include costs associated with providing specialized or general training. Moneys received under phase III shall not be used to employ additional employees of a school district, except that phase III moneys may be used to employ substitute teachers, part-time teachers, and other employees needed to implement plans that provide innovative staffing patterns or that require that a teacher employed on a full-time basis be absent from the classroom for specified periods for fulfilling other instructional duties. However, all teachers employed are eligible to receive additional salary under an approved plan.

For the purpose of this section, a performance-based pay plan shall provide for salary increases for teachers who demonstrate superior performance in completing assigned duties. The plan shall include the method used to determine superior performance of a teacher. For school districts, the plan may include assessments of specific teaching behavior, assessments of student performance, assessments of other characteristics associated with effective teaching, or a combination of these criteria.

Sec. 3. Section 294A.14, Code Supplement 1989, is amended by adding the following new unnumbered paragraph:

*Amendments to unnumbered paragraph 5 stricken before passage of Act; no change in text

NEW UNNUMBERED PARAGRAPH. For purposes of this section, a comprehensive school transformation plan shall include, but is not limited to, providing salary increases to teachers who implement site-based decision making, building-based goal-oriented compensation mechanisms, or approved innovative educational programs, who focus on student outcomes, who direct accountability for student achievement, accountability for organizational success, and who work to expand community or business relationships.

Sec. 4. Section 294A.16, unnumbered paragraph 1, Code Supplement 1989, is amended to read as follows:

A plan adopted by the board of directors of a school district or area education agency shall be submitted to the department of education not later than ~~July 1~~ March 15 of a school year for that school year for a school district; and ~~not later than September 1~~ of a school year for that school year for an area education agency. Amendments to multiple year plans may be submitted annually.

Approved April 4, 1990

CHAPTER 1142

HUNTING LAW VIOLATIONS

H.F. 2355

AN ACT relating to civil damages and license revocation for illegal taking of certain animals.

Be It Enacted by the General Assembly of the State of Iowa:

Section 1. Section 109.130, subsection 1, Code 1989, is amended to read as follows:

1. For each elk, antelope, buffalo, or moose, ~~one~~ two thousand five hundred dollars.

Sec. 2. Section 110.21, Code 1989, is amended by adding the following new unnumbered paragraph:

NEW UNNUMBERED PARAGRAPH. In addition to other civil and criminal penalties imposed for illegally taking or possessing an elk, antelope, buffalo, or moose, the court shall revoke the hunting license of a violator. The violator shall not be allowed to procure a hunting license for the next two calendar years.

Approved April 4, 1990