

284.11 Market factor teacher incentives.

1. The general assembly finds that Iowa school districts need to be more competitive in recruiting and retaining talented professionals into the teaching profession. To ensure that school districts in all areas of the state have the ability to attract highly qualified teachers, it is the intent of the general assembly to encourage school districts to provide incentives for traditionally hard-to-staff schools and subject-area shortages. This section provides for state assistance to allow school districts to add a market factor incentive paid by the school districts.

2. A school district shall be paid annually, from moneys allocated for market factor incentives pursuant to section 284.13, subsection 1, paragraph "f", an amount of state assistance to create market factor incentives for classroom teachers in the school district. Market factor incentives may include but are not limited to salaries, educational opportunities and support, moving expenses, and housing expenses for the recruitment and retention needs of the school district in such areas as hard-to-staff schools and subject-area shortages, improving the racial or ethnic diversity on local teaching staffs, funding to prepare a teacher to attain a license or endorsement in a shortage area, or funds to support educational support personnel in pursuing a license in a shortage area. The teacher quality committee established pursuant to section 284.4, subsection 1, paragraph "c", shall make recommendations to the school board and the certified bargaining representative regarding the expenditures of market factor incentives.

3. The allocations to each school district shall be made in one payment on or about October 15 of the fiscal year for which the appropriation is made, taking into consideration the relative budget and cash position of the state resources. Moneys received under this section shall not be commingled with state aid payments made under section 257.16 to a school district and shall be accounted for by the local school district separately from state aid payments. Payments made to school districts under this section are miscellaneous income for purposes of chapter 257. A school district shall maintain a separate listing within its budget for payments received and expenditures made pursuant to this section. A school district shall certify to the department of education how the school district allocated the funds and how the moneys received under this section were used.

4. The department shall include market factor incentives when reporting in the annual condition of education report on the use of funds allocated for purposes of this section. The department shall review the use and effectiveness of the use of funds allocated for purposes of this section and shall submit its findings and recommendations in a report to the general assembly by January 15, 2008. It is the intent of the general assembly to reevaluate the fiscal year allocations made pursuant to section 284.13, subsection 1, paragraph "f", subparagraphs (2) and (3), based upon this report.

2001 Acts, ch 161, §12; 2001 Acts, ch 177, §9, 10, 15; 2003 Acts, ch 44, §58; 2003 Acts, ch 108, §50; 2003 Acts, ch 180, §50; 2006 Acts, ch 1182, §24; 2007 Acts, ch 108, §33