

*Reprinted*

FEB 2 1990

HOUSE FILE 2271  
BY COMMITTEE ON EDUCATION

Place On Calendar

(SUCCESSOR TO HF 2087)

Passed House, Date 2/14/90 (p. 433) Passed Senate, Date \_\_\_\_\_  
Vote: Ayes 96 Nays 0 Vote: Ayes \_\_\_\_\_ Nays \_\_\_\_\_  
Approved April 4, 1990

**A BILL FOR**

5184 1 An Act relating to phase III performance-based pay plans.  
2 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

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HF 2271

50967 1 Section 1. Section 294A.14, unnumbered paragraphs 2, 4,  
 2 and 5, Code Supplement 1989, are amended to read as follows:  
 3 Notwithstanding the amount per pupil of the payments  
 4 specified in this section, for the fiscal year beginning July  
 5 1, 1991, and each succeeding fiscal year, if a school  
 6 district's or area education agency's approved phase III plan  
 7 for a fiscal year contains a component that includes a  
 8 performance-based pay plan which provides for salary increases  
 5107 9 for teachers who demonstrate superior performance in  
 5109 10 completing assigned duties or by participating in innovative  
 11 education programs or comprehensive school transformation  
 12 programs, the per pupil amount upon which the phase III moneys  
 13 are based shall be increased by an amount equal to the product  
 14 of the state percent of growth calculated under section 257.8  
 15 and the per pupil amount for the previous fiscal year.

5088 16 A plan shall be developed using the procedure specified  
 17 under section 294A.15. The plan shall provide for the  
 18 establishment of a performance-based pay plan, a supplemental  
 19 pay plan, or a combination of the two pay plans and shall  
 20 include a budget for the cost of implementing the plan. In  
 21 addition to the costs of providing additional salary for  
 5107 22 teachers and the amount required to pay the employers' share  
 23 of the federal social security and Iowa public employees'  
 24 retirement system, or a pension and annuity retirement system  
 25 established under chapter 294, and payments on the additional  
 26 salary, the budget may include costs associated with providing  
 27 specialized or general training. Up to five percent of moneys  
 28 received under phase III may be used for payment of salaries  
 5096, 5094 29 of unlicensed support staff who are directly involved in  
 30 implementing the plan. Moneys received under phase III shall  
 31 not be used to employ additional employees of a school  
 32 district, except that phase III moneys may be used to employ  
 33 substitute teachers, part-time teachers, and other employees  
 34 needed to implement plans that provide innovative staffing  
 35 patterns or that require that a teacher employed on a full-

1 time basis be absent from the classroom for specified periods  
2 for fulfilling other instructional duties. However, all  
3 teachers employed are eligible to receive additional salary  
4 under an approved plan.

5 For the purpose of this section, a performance-based pay  
6 plan shall provide for salary increases for teachers who  
7 demonstrate superior performance in completing assigned duties  
8 or by participating in innovative education programs or  
9 comprehensive school transformation programs including, but  
10 not limited to, site-based decision-making or building-based  
11 goal-oriented compensation mechanisms. The plan shall include  
12 the method used to determine superior performance of a  
13 teacher. For school districts, the plan may include  
14 assessments of specific teaching behavior, assessments of  
15 student performance, assessments of other characteristics  
16 associated with effective teaching, assessments of  
17 characteristics associated with comprehensive school  
18 transformation programs, or a combination of these criteria.

19 Sec. 2. Section 294A.16, unnumbered paragraph 1, Code  
20 Supplement 1989, is amended to read as follows:

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

28 EXPLANATION

29 This bill permits up to five percent of moneys granted for  
30 an approved phase III plan to be used for salaries of  
31 unlicensed school support personnel who are directly involved  
32 in implementation of a phase III plan.

33 The bill changes the criteria for performance-based pay  
34 plan salary increases to include demonstration of superior  
35 performance by participation in innovative education programs

1 or comprehensive school transformation programs.

2 The bill requires plans to be submitted to the department  
3 of education by school districts and area education agencies  
4 not later than March 15.

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**HOUSE FILE 2271  
FISCAL NOTE**

A fiscal note for House File 2271 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 2271 is a bill which makes modifications to Phase III of the Education Excellence Program.

Section 1 adds language which specifies what is to be included in a performance-based pay plan, for the purposes of granting allowable growth for the following year. It allows for up to 5% of the funds to be used for the salaries of unlicensed support staff who are directly involved in the implementation of the plan. It also provides a definition of a performance-based pay plan.

Section 2 changes the date that area education agencies and local school districts must submit their plan, from July 1 to March 15.

Assumptions Used:

The enrollment will remain constant at 482,208 for the local education agencies (LEA) and 529,026 for the area education agencies (AEA).

The payment per student will remain constant at \$82.66 for LEA students, and \$3.85 for the AEA students.

Under current law, 75% of the plans will be eligible for allowable growth for FY 1992, and 80% will be eligible for FY 1993. Under proposed law, all of the plans (100%) will be eligible for allowable growth for both FY 1992 and FY 1993.

All districts would use 5% of the funds for unlicensed staff.

Fiscal Estimate:

This bill would have no fiscal effect in FY 1991.

	(dollars in thousands)					
	Fiscal Year 1992			Fiscal Year 1993		
	Current Law	Proposed Law	Increase (Decrease)	Current Law	Proposed Law	Increase (Decrease)
<u>EXPENDITURES</u>						
For Teachers	\$ 43,369	\$ 41,697	\$ (1,672)	\$ 45,104	\$ 43,782	\$ (1,322)
For Unlicensed Staff	0	2,195	2,195	0	2,304	2,304
Total	\$ 43,369	\$ 43,892	\$ 523	\$ 45,104	\$ 46,086	\$ 982

(LSB 7652hv, CRH)

FILED FEBRUARY 6, 1990

BY DENNIS PROUTY, FISCAL DIRECTOR

HOUSE FILE 2271

H-5096

1 Amend House File 2271 as follows:

2 1. Page 1, by inserting before line 1, the  
3 following:

4 "Section 1. Section 262.75, Code 1989, is amended  
5 to read as follows:

6 262.75 INCENTIVES FOR COOPERATING TEACHERS.

7 A cooperating teacher incentive program is  
8 established to encourage experienced teachers to serve  
9 as cooperating teachers for student teachers enrolled  
10 in the institutions of higher education under the  
11 control of the board. An individual who submits  
12 evidence to an institution that the individual has  
13 satisfactorily served as a cooperating teacher for a  
14 student teacher from any of the institutions of higher  
15 education under the control of the board for the  
16 duration of the student teaching experience shall  
17 receive from the institution either a monetary  
18 recompense of no less than two hundred fifty dollars  
19 or a reduction in tuition for graduate hours of  
20 coursework equivalent to the value of the monetary  
21 recompense, rounded to the nearest whole credit hour.  
22 If, because of a policy adopted by the board of  
23 directors employing the teacher, the amount of the  
24 monetary recompense is not made available to the  
25 teacher for the teacher's own personal use or the  
26 salary paid to the cooperating teacher by the  
27 employing board is correspondingly reduced, the  
28 institution shall grant the teacher the reduction in  
29 tuition pursuant to this section in lieu of the  
30 monetary recompense."

31 2. Page 1, by striking line 1, and inserting the  
32 following:

33 "Sec. \_\_\_\_ . Section 294A.14, unnumbered paragraphs  
34 2, 4, 5, 9, and 10,".

35 3. Page 1, line 2, by striking the word and  
36 figure "and 5,".

37 4. Page 2, by inserting after line 18, the  
38 following:

39 "For the purpose of this section, a supplemental  
40 pay plan in a school district shall provide for the  
41 payment of additional salary to teachers who  
42 participate in either additional instructional work  
43 assignments or specialized training during the regular  
44 school day or during an extended school day, school  
45 week, or school year. A supplemental pay plan in an  
46 area education agency shall provide for the payment of  
47 additional salary to teachers who participate in  
48 either additional work assignments or improvement of  
49 instruction activities with school districts during  
50 the regular school day or during an extended school

1 day, school week, or school year. A cooperating  
 2 teacher shall receive additional salary of no less  
 3 than five hundred dollars for service as a cooperating  
 4 teacher under a supplemental pay plan and shall be  
 5 permitted to participate in other additional work  
 6 assignments under the plan. Compensation for service  
 7 as a cooperating teacher under a supplemental pay plan  
 8 shall not be in lieu of incentives received under  
 9 section 262.75.

10 For school districts, additional instructional work  
 11 assignments may include but are not limited to general  
 12 curriculum planning and development, vertical  
 13 articulation of curriculum, horizontal curriculum  
 14 coordination, development of educational measurement  
 15 practices for the school district, attendance at  
 16 workshops and other programs, for service as  
 17 cooperating teachers for student teachers, development  
 18 of plans for assisting beginning teachers during their  
 19 first year of teaching, attendance at summer staff  
 20 development programs, development of staff development  
 21 programs for other teachers to be presented during the  
 22 school year, and other plans locally determined in the  
 23 manner specified in section 294A.15 and approved by  
 24 the department of education under section 294A.16 that  
 25 are of equal importance or more appropriately meet the  
 26 educational needs of the school district."

27 5. By renumbering as necessary.

By SHOULTZ of Black Hawk

H-5096 FILED FEBRUARY 7, 1990

*Revised not germane 2/19 (p. 430)*

HOUSE FILE 2271

H-5086

1 Amend House File 2271 as follows:

- 2 1. Page 1, line 29, by inserting after the word
- 3 "staff" the following: "building administrators, or
- 4 area education agency division directors or
- 5 supervisors".

By SHEARER of Louisa

H-5086 FILED FEBRUARY 6, 1990

*w/d 2/19 (p. 432)*

HOUSE FILE 2271

H-5088

1 Amend House File 2271 as follows:

- 2 1. Page 1, by striking lines 27 through 30, and
- 3 inserting the following: "specialized or general
- 4 training. Moneys received under phase III shall".

By GRONINGA of Cerro Gordo

H-5088 FILED FEBRUARY 6, 1990

*Adopted 2/19 (p. 432)*

HOUSE FILE 2271

H-5094

1 Amend House File 2271 as follows:

- 2 1. Page 1, line 29, by inserting after the word
- 3 "staff" the following: "and all other licensed
- 4 personnel".

By MAULSBY of Calhoun

*Lo... 2/19 (p. 432)*

HOUSE FILE 2271  
AMENDMENT H-5128 TO HOUSE FILE 2171  
FISCAL NOTE

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A fiscal note for Amendment H-5128 to House File 2271 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.

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Amendment H-51228 amends House File 2271 as follows:

Section one adds intent language stating that the fundamental changes in the educational system must come from the school site, and that plans submitted under the Phase III Program must be a part of a district's effort to meet its identified goals.

Section two deletes language allowing a combination of a performance-based pay plan or supplemental pay plan to be submitted under Phase III, and substitutes the term "comprehensive school transformation program."

Sections three, four and five delete language which include the participation in innovative education program, or comprehensive school transformation plan as what Phase III plans should include.

Section six adds language which defines a comprehensive school transformation plan.

Fiscal Effect:

The amendment has no FY 1991 fiscal effect.

This amendment deletes language in House File 2271 which would have resulted in additional Phase III plans being approved, and therefore eligible for an inflationary increase in FY 1992. Therefore this amendment eliminates the original fiscal effect of House File 2271 of \$523,000 in FY 1992, and \$982,000 in FY 1993.

Source: Department of Education

(LSB 7652hv.2, CRH)

FILED FEBRUARY 15, 1990

BY DENNIS PROUTY, FISCAL DIRECTOR



HOUSE FILE 2271

S-5488

1 Amend House File 2271, as amended, passed, and  
2 reprinted by the House, as follows:  
3 1. Page 2, line 32, by inserting after the word  
4 "criteria." the following: "Notwithstanding section  
5 279.19A, a teacher, who has been issued an  
6 extracurricular contract for interscholastic athletics  
7 and who wishes to participate in a performance-based  
8 pay plan instead of continuing the extracurricular  
9 contract, may resign from the contract to participate  
10 in the performance-based pay plan, and shall not be  
11 required to perform duties under the extracurricular  
12 contract for more than one additional school year."

By LARRY MURPHY  
WALLY HORN

S-5488 FILED MARCH 14, 1990

LOST (p. 1072)

HOUSE FILE 2271

S-5542

1 Amend House File 2271, as amended, passed, and  
2 reprinted by the House, as follows:  
3 1. Page 2, line 1, by inserting after the word  
4 "year." the following: "A performance-based pay plan  
5 shall not be designed to cause the exclusion of the  
6 participation of a teacher due to the teacher's bona  
7 fide religious belief, physical disability, or  
8 membership or nonmembership in a labor organization."  
9 2. Page 3, line 8, by inserting after the word  
10 "relationships." the following: "A comprehensive  
11 school transformation plan shall not exclude the  
12 participation of a teacher due to the teacher's bona  
13 fide religious belief, physical disability, or  
14 membership or nonmembership in a labor organization."

By RAY TAYLOR

S-5542 FILED MARCH 16, 1990

*Printed not germane 3/23 (p 1281)*

En. Ed. 7/22 Do Pass 2/19/90

HOUSE FILE 2271  
BY COMMITTEE ON EDUCATION

(SUCCESSOR TO HF 2087)

(As Amended and Passed by the House February 19, 1990)

Passed House, Date 2/19/90 (p. 433) Passed Senate, Date 3/23/90 (p. 1381)  
Vote: Ayes 76 Nays 0 Vote: Ayes 39 Nays 1  
Approved April 4, 1990

**A BILL FOR**

\* 1 An Act relating to phase III pay plans.

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

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House Amendments \_\_\_\_\_  
Deleted Language \*

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

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

22 Sec. 2. Section 294A.14, unnumbered paragraphs 2, 4, and  
23 5, Code Supplement 1989, are amended to read as follows:

24 Notwithstanding the amount per pupil of the payments  
25 specified in this section, for the fiscal year beginning July  
26 1, 1991, and each succeeding fiscal year, if a school  
27 district's or area education agency's approved phase III plan  
28 for a fiscal year contains a component that includes a  
29 performance-based pay plan which provides for salary increases  
30 for teachers who demonstrate superior performance in  
31 completing assigned duties or by participating in innovative  
32 education programs or comprehensive school transformation  
33 programs, the per pupil amount upon which the phase III moneys  
34 are based shall be increased by an amount equal to the product  
35 of the state percent of growth calculated under section 257.8

1 and the per pupil amount for the previous fiscal year.  
2 A plan shall be developed using the procedure specified  
3 under section 294A.15. The plan shall provide for the  
4 establishment of a performance-based pay plan, a supplemental  
5 pay plan, or a combination of the two pay plans, or  
6 comprehensive school transformation programs, and shall  
7 include a budget for the cost of implementing the plan. In  
8 addition to the costs of providing additional salary for  
9 teachers and the amount required to pay the employers' share  
10 of the federal social security and Iowa public employees'  
11 retirement system, or a pension and annuity retirement system  
12 established under chapter 294, and payments on the additional  
13 salary, the budget may include costs associated with providing  
14 specialized or general training. Moneys received under phase  
15 III shall not be used to employ additional employees of a  
16 school district, except that phase III moneys may be used to  
17 employ substitute teachers, part-time teachers, and other  
18 employees needed to implement plans that provide innovative  
19 staffing patterns or that require that a teacher employed on a  
20 full-time basis be absent from the classroom for specified  
21 periods for fulfilling other instructional duties. However,  
22 all teachers employed are eligible to receive additional  
23 salary under an approved plan.

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

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

35 NEW UNNUMBERED PARAGRAPH. For purposes of this section, a

1 comprehensive school transformation plan shall include, but is  
2 not limited to, providing salary increases to teachers who  
3 implement site-based decision making, building-based goal-  
4 oriented compensation mechanisms, or approved innovative  
5 educational programs, who focus on student outcomes, who  
6 direct accountability for student achievement, accountability  
7 for organizational success, and who work to expand community  
8 or business relationships.

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

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

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## HOUSE FILE 2271

5128

Amend House File 2271 as follows:

1. Page 1, by inserting before line 1, the following:

"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."

2. Page 1, line 19, by striking the words "or a combination of the two pay plans" and inserting the following: "or a combination of the two pay plans, or comprehensive school transformation programs,".

3. Page 2, line 7, by striking the word "duties" and inserting the following: "duties."

4. Page 2, by striking lines 8 through 11, and inserting the following: "The plan shall include".

5. Page 2, by striking lines 16 through 18, and inserting the following: "associated with effective teaching, or a combination of these criteria."

6. Page 2, by inserting after line 18, the following:

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

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,

H-5128

Page 2

- 1 who direct accountability for student achievement,
- 2 accountability for organizational success, and who
- 3 work to expand community or business relationships."
- 4 7. By renumbering as necessary.

By WISE of Lee

H-5128 FILED FEBRUARY 9, 1990

*Adopted 2/19 (p. 431)*

HOUSE FILE 2271

H-5107

1 Amend House File 2271 as follows:

- 2 1. Page 1, line 9, by inserting after the word
- 3 "teachers" the following: "and other licensed
- 4 personnel".
- 5 2. Page 1, line 22, by inserting after the word
- 6 "teachers" the following: "and other licensed
- 7 personnel".

By BENNETT of Ida

H-5107 FILED FEBRUARY 8, 1990

*Loss 2/19 (p. 132)*

HOUSE FILE 2271

H-5109

1 Amend House File 2271 as follows:

- 2 1. Page 1, line 10, by striking the words
- 3 "participating in" and inserting the following:
- 4 "implementing approved".
- 5 2. Page 2, line 8, by striking the words
- 6 "participating in" and inserting the following:
- 7 "implementing approved".

By WISE of Lee

H-5109 FILED FEBRUARY 8, 1990

*w/loss 2/19 (p. 432)*

HOUSE FILE 2271

H-5184

1 Amend House File 2271 as follows:

- 2 1. Title page, line 1, by striking the words
- 3 "performance-based".

By WISE of Lee

H-5184 FILED FEBRUARY 19, 1990

ADOPTED BY UNANIMOUS CONSENT (p. 432)

HOUSE FILE 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:

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.

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DONALD D. AVENSON  
Speaker of the House

---

JO ANN ZIMMERMAN  
President of the Senate

I hereby certify that this bill originated in the House and is known as House File 2271, Seventy-third General Assembly.

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JOSEPH O'HERN  
Chief Clerk of the House

Approved April 14, 1990

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TERRY E. BRANSTAD  
Governor