

2/25/98

Referred To: Appropriations

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SENATE FILE **2323**
BY COMMITTEE ON EDUCATION

(SUCCESSOR TO SSB 2196)

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

A BILL FOR

1 An Act relating to the licensing and employment of practitioners
2 and the school districts employing them, making
3 appropriations, and including retroactive applicability and
4 effective date provisions.

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

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S.F. 2323

1 Section 1. DEPARTMENT OF EDUCATION. There is appropriated
2 from the general fund of the state to the department of
3 education for the fiscal year beginning July 1, 1998, and
4 ending June 30, 1999, the following amount, or so much thereof
5 as is necessary, to be used for the purpose designated:

6 1. For frontier school and extended year school planning
7 grants as provided in section 256.22, if enacted:
8 \$ 500,000

9 2. For beginning teacher induction program grants as
10 provided in chapter 256E, if enacted:
11 \$ 180,000

12 It is the intent of the general assembly that grants
13 awarded using moneys appropriated under this section shall
14 provide support to a minimum of 100 teams of mentors and
15 beginning teachers.

16 3. For the establishment and implementation of a
17 practitioner recognition award pilot program as provided in
18 section 279.59, if enacted:
19 \$ 1,000,000

20 By January 15, 1999, the department of education shall
21 prepare and submit a proposal for a program for leadership
22 development of practitioners and school board members to the
23 chairpersons and ranking members of the house and senate
24 standing education committees and of the joint subcommittee on
25 education appropriations.

26 4. To the board of educational examiners, for purposes of
27 developing and implementing a multi-level voluntary para-
28 educator licensing system in accordance with section 272.12,
29 if enacted:
30 \$ 25,000

31 Sec. 2. NEW SECTION. 256.22 FRONTIER SCHOOL AND EXTENDED
32 YEAR SCHOOL PLANNING GRANT PROGRAM.

33 1. Subject to an appropriation of sufficient funds by the
34 general assembly, the department shall establish a frontier
35 school and extended year school planning grant program to

1 provide for the allocation of grants to school districts, or a
2 collaboration of school districts, to provide technical
3 assistance for investigating the possibility of converting an
4 existing school within a district to a frontier school or to
5 an extended school year. A district that wants to participate
6 in the program shall submit to the department a written
7 request for a planning grant by September 1, 1998. The school
8 district or collaboration of school districts shall agree to
9 appoint a frontier school planning committee composed of
10 parents, guardians, teachers, administrators, and individuals
11 representing business, and the local community. The school
12 district or collaboration shall also indicate in its request
13 its intention to use any grant moneys received under this
14 section to examine, at a minimum, all of the following:

- 15 a. Mission and instructional focus of the school.
- 16 b. Organizational structure and management of the school.
- 17 c. Impact on labor agreements and contracts on the success
18 of the school.
- 19 d. Roles and responsibilities of all involved
20 constituencies.
- 21 e. Arrangements for special needs students.
- 22 f. Connection of the school to the district.
- 23 g. Facility and operation costs.
- 24 h. Application of the school within current law and the
25 need to apply for waivers or exemptions from one or more of
26 the minimum education standards contained in section 256.11
27 and rules adopted by the state board of education.
- 28 i. Measurement of results including student achievement
29 results.

30 2. Grant moneys shall be distributed to qualifying school
31 districts by the department no later than October 15, 1998.
32 Grant amounts shall be distributed as determined by the
33 department. However, a grant awarded to a school district
34 under the provisions of this section shall not exceed twenty-
35 five thousand dollars.

1 3. For purposes of this section, "frontier school" means a
2 school that is nonsectarian in its program, admission
3 policies, employment practices, and all other operations. The
4 school is a public school and is part of the state's system of
5 public education. The primary focus of a frontier school
6 shall be to provide a comprehensive program of instruction for
7 at least one grade or age group from five through eighteen
8 years of age. Frontier schools may be designed to allow
9 significant autonomy to the schools. However, frontier
10 schools shall be accountable for significant results.

11 4. By February 15, 1999, a school district or
12 collaboration of districts receiving moneys under this section
13 shall submit an interim report to the department describing
14 the planning activities conducted by the school district or
15 the collaboration and providing preliminary conclusions. The
16 school district or collaboration shall submit a final report
17 by June 1, 1999, to the department. The department shall
18 summarize the school district reports in a final report to the
19 chairpersons and ranking members of the house and senate
20 standing education committees by January 1, 2000.

21 Sec. 3. NEW SECTION. 256.24 MATHEMATICS PILOT PROGRAMS.

22 1. The Iowa mathematics and science coalition shall
23 administer a two-year mathematics pilot program to help
24 teachers become aware of possibilities for mathematics
25 instruction other than traditional approaches and discuss
26 these approaches with other teachers, employ new problem-
27 centered approaches, develop routines that create an
28 environment that promotes problem solving and student
29 autonomy, and integrate new approaches to teaching mathematics
30 in the regular mathematics curriculum.

31 2. The Iowa mathematics and science coalition shall locate
32 the pilot programs in at least three public school districts,
33 one located in a large school district, one located in a
34 medium-sized school district, and one located in a small
35 school district. In the case of a large school district, the

1 district may apply for one or more secondary schools in the
2 district provided that the middle and elementary schools
3 within the secondary school attendance area are represented in
4 the application. Districts participating in this program
5 shall require all teachers employed by the district who teach
6 mathematics to participate in the pilot program. However, in
7 the case of a large district, only teachers employed to teach
8 mathematics in the secondary schools in the district shall be
9 required to participate in the pilot program. For purposes of
10 this section, a large school district is a district with an
11 actual enrollment of five thousand or more pupils; a medium-
12 sized school district is a district with an actual enrollment
13 that is greater than one thousand one hundred ninety-nine
14 pupils, but less than five thousand pupils; and a small school
15 district is a district with an actual enrollment of one
16 thousand one hundred ninety-nine or fewer pupils.

17 3. Funds appropriated for purposes of this section may be
18 used for administrative costs of the program and shall be used
19 to provide partial financial assistance to a participating
20 school district. The portion of the program costs for which a
21 district does not receive financial assistance pursuant to the
22 section shall be paid by the district. However, the district
23 may use phase III funds to pay this portion of the program
24 costs.

25 4. There is appropriated from the general fund of the
26 state to the department of education for allocation to the
27 Iowa mathematics and science coalition for each fiscal year of
28 the fiscal period beginning July 1, 1998, and ending June 30,
29 2000, the sum of fifty thousand dollars for the mathematics
30 pilot program.

31 Sec. 4. NEW SECTION. 256.44 NATIONAL BOARD CERTIFICATION
32 AWARD.

33 1. A teacher, as defined in section 272.1, who registers
34 for a national board for professional teaching standards
35 certificate and is employed by a school district in Iowa shall

1 be eligible for a registration award as provided in subsection
2 2 and upon achievement of a national board for professional
3 teaching standards certificate is eligible for an annual award
4 as provided in subsection 3.

5 2. To receive a partial registration award of one thousand
6 dollars, the teacher shall submit documentation as required by
7 the department. A teacher must apply to the department within
8 one year of registration under this subsection. A teacher
9 shall receive a final registration award of one thousand
10 dollars if the teacher notifies the department of the
11 teacher's certification achievement within one year of
12 achieving certification and submits any documentation
13 requested by the department.

14 3. To receive a two thousand dollar annual award for
15 achieving certification by the national board of professional
16 teaching standards, a teacher shall apply to the department
17 within one year of eligibility. Payment for awards shall be
18 made only upon departmental approval of an application or
19 recertification of eligibility. A nonrenewable term of
20 eligibility shall be for five years or for the years the
21 certificate is valid, whichever time period is shorter. In
22 order to continue receipt of payments, a recipient shall
23 annually recertify eligibility.

24 4. A national board for professional teaching standards
25 certification fund is established in the office of treasurer
26 of state to be administered by the department. Moneys
27 appropriated by the general assembly for deposit in the fund
28 shall be paid as follows:

29 a. Upon receipt of award documentation as provided in
30 subsection 2.

31 b. On January 15 to teachers whose applications and
32 recertifications for rewards as provided in subsection 3 are
33 approved by the department.

34 The treasurer of state shall act as custodian of the fund
35 and may invest the moneys deposited in the fund. The income

1 from any investment shall be credited to and deposited in the
2 fund. The director of revenue and finance shall issue
3 warrants upon the fund pursuant to the order of the department
4 and such warrants shall be paid from the fund by the treasurer
5 of state. Notwithstanding section 8.33, unencumbered or
6 unobligated moneys remaining in the fund on June 30 of the
7 fiscal year for which the funds were appropriated shall not
8 revert but shall be available for expenditure for the
9 following fiscal year for the purposes of this section.

10 5. There is appropriated from the general fund of the
11 state to the office of treasurer of state for the fiscal year
12 beginning July 1, 1998, and each succeeding year, the sum of
13 two hundred fifty thousand dollars for deposit in the national
14 board for professional teaching standards certification fund
15 established and administered pursuant to this section.

16 Sec. 5. NEW SECTION. 256D.1 LEGISLATIVE FINDINGS AND
17 INTENT.

18 The general assembly finds that it is in the best interest
19 of the state to encourage and fund early education programs
20 focused on kindergarten through grade three in the public
21 school districts. The goal of these programs is to improve
22 student achievement in the basic educational subject matters
23 of reading, language arts, and mathematics, and to accomplish
24 proficiency in those subjects by grade four. Toward that
25 goal, it is the intent of this chapter to establish and fund
26 an early education improvement program.

27 Sec. 6. NEW SECTION. 256D.2 EARLY EDUCATION IMPROVEMENT
28 PROGRAM APPROPRIATION.

29 1. There is appropriated from the general fund of the
30 state to the department of education for the fiscal year
31 beginning July 1, 1998, and for each succeeding fiscal year,
32 the sum of nine million dollars for the early education
33 improvement program.

34 2. For each fiscal year for which moneys are appropriated
35 in subsection 1, the amount of moneys allocated to school

1 districts shall be in the proportion that the basic enrollment
2 of a district bears to the sum of the basic enrollments of all
3 school districts in the state for the budget year. However, a
4 district shall not receive less than ten thousand dollars in a
5 fiscal year. The Iowa braille and sight saving school, the
6 state school for the deaf, and the Price laboratory school at
7 the university of northern Iowa shall annually certify their
8 basic enrollments to the department of education by October 1.

9 3. For each year for which an appropriation is made to the
10 early education improvement program, the department of
11 education shall notify the department of revenue and finance
12 of the amount to be paid to each school district based upon
13 the distribution plan set forth for the appropriation made
14 pursuant to this section. The allocation to each school
15 district under this section shall be made in one payment on or
16 about October 15 of the fiscal year for which the
17 appropriation is made, taking into consideration the relative
18 budget and cash position of the state resources.

19 4. Moneys received under this section shall not be
20 commingled with state aid payments made under section 257.16
21 to a school district and shall be accounted for by the school
22 district separately from state aid payments.

23 5. Payments made to school districts under this section
24 are miscellaneous income for purposes of chapter 257 and are
25 considered encumbered. Each school district shall maintain a
26 separate listing within their budgets for payments received
27 and expenditures made pursuant to this section.

28 6. Moneys received under this section shall not be used
29 for payment of any collective bargaining agreement or
30 arbitrator's decision negotiated or awarded under chapter 20.

31 7. For purposes of this chapter, "school district" means a
32 public school district, the Iowa braille and sight saving
33 school, the state school for the deaf, and the Price
34 laboratory school at the university of northern Iowa.

35 Sec. 7. NEW SECTION. 256D.3 EARLY EDUCATION IMPROVEMENT

1 PROGRAM -- REPORTS.

2 1. Progress, as determined by school districts through
3 appropriate assessments, for children enrolled in kindergarten
4 through grade three in attaining or surpassing student
5 achievement goals as established under the accreditation
6 process in chapter 256, and an accounting of the use of the
7 moneys received by the school districts in accordance with
8 this chapter, shall be submitted in an annual report to the
9 department of education by September 1 in the fiscal year
10 beginning July 1, 1999, and in each succeeding year. Each
11 school district shall also certify, in the annual report to
12 the department, that the school districts used the moneys
13 received under this chapter to supplement, and not to
14 supplant, the moneys otherwise received and used by the school
15 district for kindergarten through grade three education
16 purposes.

17 2. Progress, as determined individually by the Iowa
18 braille and sight saving school, the state school for the
19 deaf, and the Price laboratory school at the university of
20 northern Iowa, including the progress of children enrolled in
21 kindergarten through grade three in attaining or surpassing
22 student achievement goals, and an accounting of the use of the
23 moneys received by the school districts in accordance with
24 this chapter, shall be submitted in an annual report to the
25 state board of regents and the department of education by
26 September 1 in the fiscal year beginning July 1, 1999, and in
27 each succeeding year. Each school district shall also
28 certify, in the annual report to the board of regents and the
29 department, that the school districts used the moneys received
30 under this chapter to supplement, and not to supplant, the
31 moneys otherwise received and used by the school districts for
32 kindergarten through grade three education purposes.

33 3. The department shall submit, to the chairpersons and
34 ranking members of the house and senate education committees
35 by January 1, 2000, a report describing the ways in which the

1 school districts are making use of the moneys received under
2 this chapter, and including the school districts, if any, that
3 used moneys received under this chapter to supplant funds the
4 school district was already receiving for kindergarten through
5 grade three education purposes.

6 4. The department shall submit, to the chairpersons and
7 ranking members of the house and senate education committees
8 by January 1, 2002, a report describing school district
9 progress on attaining or surpassing student achievement goals.

10 Sec. 8. NEW SECTION. 256D.4 EARLY EDUCATION IMPROVEMENT
11 PROGRAM EXPENDITURES.

12 School districts shall expend funds received pursuant to
13 section 256D.2 to support education practices, programs, or
14 assistance for kindergarten through grade three that may
15 include, but are not limited to, the following: reducing
16 adult to student ratios through the hiring of teachers and
17 adult teaching assistants; reading instruction in phonics;
18 volunteer coordinator programs; implementation of
19 instructional programs designed to improve student achievement
20 in the areas of reading, language arts, and mathematics;
21 parental involvement programs; and contributions toward
22 implementation of an extended school day or year program.

23 Sec. 9. NEW SECTION. 256E.1 BEGINNING TEACHER INDUCTION
24 PROGRAM ESTABLISHED -- GRANTS.

25 If the general assembly appropriates moneys for purposes of
26 teacher induction, the department of education shall
27 coordinate a beginning teacher induction program to promote
28 excellence in teaching, build a supportive environment within
29 school districts, to increase the retention of promising
30 beginning teachers, and promote the personal and professional
31 well-being of teachers. The department of education shall
32 develop a process for awarding beginning teacher induction
33 grants to school districts, and shall adopt rules relating to
34 the equitable distribution of grants to school districts to
35 reflect diversity geographically and by population.

1 Sec. 10. NEW SECTION. 256E.2 DEFINITIONS.

2 As used in this chapter, unless the context otherwise
3 requires:

4 1. "Beginning teacher" means an individual serving under
5 an initial provisional or conditional license, issued by the
6 board under chapter 272, who is assuming a position as a
7 classroom teacher.

8 2. "Board of directors" means the board of directors of a
9 school district or a collaboration of boards of directors of
10 school districts.

11 3. "Classroom teacher" means an individual who holds a
12 valid practitioner's license and who is employed by a school
13 district under sections 279.13 through 279.19 in a school
14 district in this state or area education agency to provide
15 instruction to students.

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

17 5. "Director" means the director of the department of
18 education.

19 6. "District facilitator" means a licensed professional
20 pursuant to chapter 272 who is appointed by the board of
21 directors, or a collaboration of districts, to serve as the
22 liaison between the board of directors and the department for
23 the beginning teacher induction program.

24 7. "Mentor" means an individual employed by a school
25 district or area education agency as a classroom teacher and
26 who holds a valid license to teach issued under chapter 272.

27 Sec. 11. NEW SECTION. 256E.3 DISTRICT PLAN.

28 1. A board of directors of a school district or the boards
29 of directors of a collaboration of school districts
30 participating in the beginning teacher induction program shall
31 appoint a district facilitator, whose duties shall include,
32 but are not limited to, overseeing the development of a plan
33 for meeting the goals of the program as set forth in section
34 256E.1, and composing a district committee pursuant to
35 subsection 2.

1 2. The membership of the district committee composed by
2 the district facilitator shall include, but is not limited to,
3 licensed practitioners and an area education agency staff
4 development professional.

5 3. The district committee shall adopt a plan and written
6 procedures for an induction program consistent with this
7 chapter. The plan and the written procedures shall, at a
8 minimum, provide the process for the selection of and the
9 number of mentors; the mentor training process; the timetable
10 by which the plan shall be implemented; placement of mentors
11 and beginning teachers; the minimum amount of contact time
12 between mentors and beginning teachers; the minimum amount of
13 release time for mentors and beginning teachers for meetings
14 for planning, demonstration, observation, feedback, and
15 workshops; the process for dissolving mentoring partnerships;
16 and the process for measuring the results of the program. The
17 district committee shall recommend to the board of directors
18 or boards of directors of a collaboration the names of
19 classroom teachers eligible to be mentors.

20 4. The district facilitator shall submit the plan, and the
21 proposed costs of implementing the plan, to the board of
22 directors or boards of directors of a collaboration, which
23 shall consider the plan and, once approved, submit the plan
24 and a reasonable cost proposal to the department of education,
25 which shall award grants as equitably as possible based on the
26 geographic and population diversity of the school districts
27 submitting plans. Grants may be awarded in subsequent years
28 based upon the most recent plan on file with the department.

29 5. The district committee is encouraged to work with area
30 education agencies and postsecondary institutions in the
31 preparation and implementation of a plan.

32 Sec. 12. NEW SECTION. 256E.4 BEGINNING TEACHER AND
33 MENTOR SELECTION AND PLACEMENT.

34 1. To be eligible to be a mentor, a licensed practitioner
35 shall, at a minimum, be employed by a school district as a

1 classroom teacher, have a record of at least five years of
2 effective practice, have been employed for one full year in
3 the district on a nonprobationary basis, and demonstrate
4 professional commitment to the improvement of teaching and
5 learning, and the development of beginning teachers.

6 2. The district facilitator shall position beginning
7 teachers in a manner that provides the greatest opportunity to
8 participate with the largest number of mentors.

9 Sec. 13. NEW SECTION. 256E.5 BEGINNING TEACHER INDUCTION
10 STATE SUBSIDY -- FUND.

11 1. A teacher who is enrolled as a mentor in an approved
12 beginning teacher induction program shall be eligible for an
13 award of five hundred dollars per semester of participation in
14 the program, which shall be paid from moneys received pursuant
15 to this section by the school district employing the mentor.

16 2. Moneys received by a school district pursuant to this
17 chapter shall be expended to provide mentors with awards in
18 accordance with subsection 1, to implement the plan, to pay
19 the costs of the employer's share of contributions to federal
20 social security and the Iowa public employees' retirement
21 system or a pension and annuity retirement system established
22 under chapter 294, for such amounts paid by the district.

23 3. Moneys received by a school district under this chapter
24 are miscellaneous income for purposes of chapter 257 or are
25 considered encumbered. Each local school district shall
26 maintain a separate listing within their budget for payments
27 received and expenditures made pursuant to this section.

28 4. Moneys received for purposes of this chapter shall not
29 be used for payment of any collective bargaining agreement or
30 arbitrator's decision negotiated or awarded under chapter 20.

31 5. A beginning teacher induction fund is established in
32 the office of the treasurer of state to be administered by the
33 department. Moneys appropriated by the general assembly for
34 deposit in the fund shall be used to provide funding to school
35 districts pursuant to the requirements of this section.

1 6. Notwithstanding section 8.33, unencumbered or
2 unobligated funds remaining on June 30 of the fiscal year for
3 which the funds were appropriated shall not revert but shall
4 be available for expenditure in the following fiscal year for
5 the purposes of this section.

6 Sec. 14. NEW SECTION. 256E.6 REPORTS.

7 The board of directors of a school district or a
8 collaboration of school districts implementing an approved
9 beginning teacher induction program as provided in this
10 chapter shall submit an assessment of the program's results by
11 July 1 of the fiscal year succeeding the year in which the
12 board or the collaboration of districts received moneys under
13 this chapter. The department shall annually report the
14 statewide results of the program to the chairpersons and the
15 ranking members of the house and senate education committees
16 by January 1.

17 Sec. 15. Section 257.20, subsection 2, Code 1997, is
18 amended by adding the following new paragraph:

19 NEW PARAGRAPH. c. If the department of education prorates
20 the amount of the instructional support state aid paid to each
21 district pursuant to this subsection, the board of directors
22 shall be authorized to call an election in the manner provided
23 in section 257.18 to impose an additional instructional
24 support property tax, or a combination of an additional
25 instructional support property tax and an additional
26 instructional support income surtax, in an amount calculated
27 by the department of management to equal the difference
28 between what the district would be entitled to receive if the
29 instructional support levy were fully funded pursuant to
30 subsection 1, and the amount of the prorated state aid
31 calculated pursuant to paragraph "b".

32 The additional voter-approved taxing authority pursuant to
33 this paragraph shall be granted for each budget year in which
34 a prorated state aid payment is received, for a period not to
35 exceed the duration of the underlying instructional support

1 program. However, the amount of additional voter-approved
2 instructional support property tax and voter-approved
3 additional instructional support income surtax, if imposed,
4 may be determined by the board of directors in a different
5 proportion than for the instructional support property tax and
6 instructional support income surtax imposed for the underlying
7 instructional support program. Certification procedures
8 regarding imposition of additional instructional support
9 property tax or additional voter-approved instructional
10 support income surtax shall be as provided in sections 257.19
11 and 257.25. The payments shall be calculated, paid, and
12 deposited at the same time and in the same manner as provided
13 in sections 257.21 through 257.26.

14 Sec. 16. NEW SECTION. 268.6 TEACHER INTERNSHIP PILOT
15 PROGRAM.

16 1. The university of northern Iowa shall design and
17 implement a teacher internship pilot program to permit the
18 integration of theoretical and practical learning. The
19 university shall develop the program in consultation with the
20 state board of education and the board of educational
21 examiners.

22 2. The teacher internship pilot program implemented by the
23 university shall include all of the following:

24 a. Student interns enrolled in the program shall complete
25 a one-year teaching experience conducted in a collaborating
26 school district. A student intern shall be an employee of the
27 participating school district. The amount of money a school
28 district shall pay to a student intern shall be negotiated by
29 the school district and the university in consultation with
30 the department of education.

31 b. Application of the best teaching practices in diverse
32 settings and in responding to diverse student needs under the
33 supervision of selected district teachers and university
34 personnel.

35 c. Seminars and special projects designed to meet student

1 intern needs.

2 d. Collaboration and support from a participating school
3 district relating to supervision and assessment of the student
4 intern's performance.

5 e. Collaboration and support from the university in
6 developing rigorous graduate coursework and in matters
7 relating to supervision, instruction, and evaluation of the
8 student intern in conjunction with personnel employed by the
9 participating school district.

10 3. Student interns who enroll in the program shall receive
11 graduate credit for successful completion of teacher
12 internship program coursework. The successful completion of a
13 one-year teacher internship under the program shall be
14 recognized as the equivalent of one year of teaching
15 experience.

16 4. A teacher who is employed by a school district and who
17 acts as a clinical supervisor for the teacher internship pilot
18 program shall be eligible for a stipend of one thousand
19 dollars per semester of participation in the program. The
20 stipend and the costs of the employer's share of contributions
21 to federal social security and the Iowa public employees'
22 retirement system established under chapter 294, for such
23 amounts by the district, shall be paid from moneys received by
24 the participating school district from moneys allocated to the
25 university of northern Iowa pursuant to this section.

26 5. Moneys received by a school district under this section
27 shall not be commingled with state aid payments made under
28 section 257.16 to a school district and shall be accounted for
29 by the school district separately from state aid payments.

30 6. Payments made to school districts under this section
31 are miscellaneous income for purposes of chapter 257 and are
32 considered encumbered. A school district shall maintain a
33 separate budget listing for payments received and expenditures
34 made pursuant to this section.

35 7. Moneys received by a school district under this section

1 shall not be used for payment of any collective bargaining
2 agreement or arbitrator's decision negotiated or awarded under
3 chapter 20.

4 8. Annually on or by January 15, the university of
5 northern Iowa shall submit a report describing activities
6 associated with the program to the chairpersons and ranking
7 members of the standing house and senate education committees.

8 9. a. There is appropriated from the general fund of the
9 state to the state board of regents for the fiscal year
10 beginning July 1, 1998, and ending June 30, 1999, the sum of
11 two hundred twenty thousand dollars for the teacher internship
12 pilot program at the university of northern Iowa.

13 b. There is appropriated from the general fund of the
14 state to the state board of regents for each fiscal year of
15 the fiscal period beginning July 1, 2000, and ending June 30,
16 2002, the sum of five hundred seventy-five thousand dollars
17 for the teacher internship pilot program at the university of
18 northern Iowa.

19 10. This section is repealed on July 1, 2002.

20 Sec. 17. Section 272.1, Code 1997, is amended by adding
21 the following new subsection:

22 NEW SUBSECTION. 4A. "Para-educator" means a person who is
23 licensed to assist a teacher in the performance of
24 instructional tasks to support and assist classroom
25 instruction and related school activities.

26 Sec. 18. NEW SECTION. 272.12 PARA-EDUCATOR LICENSES.

27 1. The board of educational examiners shall adopt rules
28 pursuant to chapter 17A relating to a multi-level voluntary
29 licensing system ranging from para-educator generalist to
30 para-educator specialist. The rules shall outline the
31 instructional and other school activity tasks the individuals
32 licensed under this section may perform. The board shall
33 determine whether an applicant is qualified to perform the
34 duties for which a para-educator license is sought.

35 2. Applicants for a para-educator license as a generalist

1 must hold a high school diploma from an accredited secondary
2 school or a high school equivalency diploma issued in
3 accordance with chapter 259A. The applicant must also have
4 completed additional in-service training in at least all of
5 the following areas:

- 6 a. Behavior management.
- 7 b. Ethical responsibilities and behavior.
- 8 c. Exceptional child and at-risk child behavior.
- 9 d. Collaboration skills and interpersonal relations.
- 10 e. Child and youth development.

11 3. Applicants for a para-educator license as a specialist
12 must meet the requirements of subsection 2 and additional
13 requirements as prescribed by rule.

14 4. A public school district, area education agency,
15 community college, institution of higher education under the
16 state board of regents, or an accredited private institution
17 as defined in section 261.9, subsection 1, with a program
18 approved by the state board of education, may train and
19 recommend individuals for board licensure.

20 5. Applicants shall be disqualified for any of the
21 following reasons:

- 22 a. The applicant is less than eighteen years of age.
- 23 b. The applicant has a record of founded child abuse.
- 24 c. The applicant has been convicted of a felony.
- 25 d. The applicant's application is fraudulent.
- 26 e. The applicant's license or certification from another
27 state is suspended or revoked.
- 28 f. The applicant fails to meet board standards for
29 application for an initial or renewed license.

30 6. Qualifications or criteria for the granting or
31 revocation of a license or the determination of an
32 individual's professional standing shall not include
33 membership or nonmembership in any teachers' organization.

34 Sec. 19. NEW SECTION. 279.12A EVALUATION CRITERIA AND
35 PROCEDURES.

1 A board of directors of a school district shall establish
2 evaluation procedures and evaluation criteria for all
3 personnel. If an exclusive bargaining representative has been
4 certified, a school board shall negotiate in good faith with
5 respect to evaluation procedures pursuant to chapter 20.
6 However, the determination of the substantive criteria for
7 evaluations and the standards of performance expected of
8 district personnel shall be reserved as an exclusive
9 management right of the school board, and shall not be subject
10 to mandatory negotiations in accordance with section 20.9.
11 The determination of the substantive criteria for evaluations
12 and standards of performance as established by the board is
13 final. Objections to the use or content of an evaluation in a
14 teacher termination proceeding shall be brought before the
15 school board in the hearing held in accordance with section
16 279.16 and shall not be subject to grievance procedures
17 negotiated in accordance with section 20.18.

18 Sec. 20. NEW SECTION. 279.14A PRACTITIONER PERFORMANCE
19 IMPROVEMENT PROGRAM.

20 1. The department of education shall establish and
21 implement a voluntary practitioner performance improvement
22 program that shall provide technical assistance to teachers
23 and administrators from each public school district and area
24 education agency. The department shall consult with the Iowa
25 state education association, the Iowa association of school
26 boards, the school administrators of Iowa, and, as
27 practicable, other entities providing similar programs, in
28 developing the program. The program shall do the following:

29 a. At a minimum, the program shall provide administrators
30 with training, including but not limited to, seminars and
31 written materials, relating to the areas of employment
32 policies and procedures, employment documentation, performance
33 evaluations, corrective performance techniques, discipline,
34 termination, and support by qualified individuals for
35 implementation of the program. Training received by an

1 administrator in accordance with this section shall apply
2 toward an administrator's evaluator approval renewal. The
3 program shall not be used to provide consultation or
4 assistance on specific employment situations.

5 b. The program shall include the establishment and
6 implementation of a regional system to provide technical
7 assistance to teachers and administrators who are performing
8 inadequately.

9 2. The department shall submit an annual report to the
10 chairpersons and ranking members of the house and senate
11 standing education committees summarizing program activities
12 and describing the department's plans for improving or
13 changing the program.

14 3. There is appropriated from the general fund of the
15 state to the department of education for each fiscal year the
16 sum of three hundred thousand dollars for purposes of the
17 practitioner performance improvement program.

18 Of the funds appropriated, the sum of two hundred thousand
19 dollars shall be used for purposes of subsection 1, paragraph
20 "a", and the sum of one hundred thousand dollars shall be used
21 for purposes of subsection 1, paragraph "b".

22 Sec. 21. Section 279.19, unnumbered paragraph 2, Code
23 1997, is amended to read as follows:

24 In the case of the termination of a probationary teacher's
25 contract, the provisions of sections 279.15 and 279.16 shall
26 apply. However, notwithstanding any provision to the
27 contrary, the grievance procedures of section 20.18 shall not
28 apply in the case of the termination of the contract of a
29 teacher serving a probationary period.

30 Sec. 22. Section 279.46, Code 1997, is amended to read as
31 follows:

32 279.46 RETIREMENT INCENTIVES -- TAX.

33 The board of directors of a school district may adopt a
34 program for payment of a monetary bonus, continuation of
35 health or medical insurance coverage, or other incentives for

1 encouraging its employees to retire before the normal
2 retirement date as defined in chapter 97B. The program is
3 available only to employees between ~~forty-nine~~ fifty-five and
4 sixty-five years of age who notify the board of directors
5 prior to ~~March~~ April 1 of the fiscal year that they intend to
6 retire not later than the next following June 30. However,
7 the age at which employees shall be designated eligible for
8 the program, within the age range of fifty-five to sixty-five
9 years of age, shall be at the discretion of the board. An
10 employee retiring under this section shall apply for a
11 retirement allowance under chapter 97B or chapter 294. If The
12 board may include in the district management levy an amount to
13 pay the total estimated accumulated cost to a the school
14 district of the health or medical insurance coverage, bonus,
15 or other incentives for employees who retire under this
16 section does-not-exceed-the-estimated-savings-in-salaries-and
17 benefits-for-employees-who-replace-the-employees-who-retire
18 under-the-program, the board may include in the district
19 management levy an amount to pay the costs of the program
20 provided in this section.

21 Sec. 23. NEW SECTION. 279.59 PRACTITIONER RECOGNITION
22 AWARD PILOT PROGRAM.

23 1. Subject to an appropriation of sufficient funds by the
24 general assembly, the department shall design and implement a
25 practitioner recognition award pilot program for recognizing
26 superior teaching and learning and rewarding excellence in
27 teaching practices and results, or for administrative
28 leadership.

29 2. The practitioner recognition award pilot program
30 implemented by the department shall include, but shall not be
31 limited to, all of the following:

32 a. A nomination procedure that permits nominations to be
33 made by the practitioner, other practitioners, or parents.

34 b. Award distribution to individuals or to nominated teams
35 of practitioners.

1 c. Award eligibility based upon completion of one full
2 school year in the district as a licensed practitioner, a
3 satisfactory or higher ranking on a performance evaluation by
4 the practitioner's administrator or a recommendation from the
5 board of directors of the district, and certification that the
6 practitioner improved student achievement in the year of award
7 eligibility. Eligibility may be for more than one year, if
8 appropriate.

9 d. Voluntary participation by a nominee.

10 e. Use of objective methods for measuring improvement in
11 student achievement. Multiple measurement and assessment
12 tools may be used. However, if a standard, objective method
13 for measuring improvement in a subject area is unavailable,
14 the practitioner or the school district may request approval
15 from the director of education to use an alternative,
16 objective method for measuring improvement in student
17 achievement. The director's decision shall be final.

18 3. The department shall determine the minimum criteria
19 necessary for eligibility in the program, and shall utilize
20 and distribute to school districts a weighting system for
21 criteria evaluation that ranks the criteria in the following
22 order of priority: improvement in student achievement,
23 practitioner advancement through education or professional
24 designation achievement, practitioner participation as a
25 member or leader of a team, initiative in student achievement,
26 and community involvement.

27 4. To nominate an individual for an award, an individual
28 shall submit a one-page application and report, on a form
29 designed and distributed to school districts by the department
30 of education, to a local school district coordinator who shall
31 be designated by the board of directors of the school
32 district. The form shall be completed by the practitioner,
33 two colleagues, and three parents selected by the
34 practitioner. The district coordinator shall tabulate the
35 totals of all nominations according to the minimum criteria

1 determined by the department under subsection 3. The district
2 may judge a nominee by criteria in addition to the criteria
3 established by the department.

4 5. The ranked list of nominees shall be submitted to the
5 board of directors of the school district for review and
6 approval. The board of directors shall be responsible for
7 determining the number of awards and the amount of the awards
8 based upon the moneys received by the school district pursuant
9 to section 279.60. The board of directors shall also consult
10 with practitioners to plan appropriate recognition events
11 within the district for presentation of the awards.

12 Sec. 24. NEW SECTION. 279.60 PRACTITIONER RECOGNITION
13 AWARD -- FUNDING.

14 1. Subject to an appropriation of sufficient funds by the
15 general assembly, and the establishment of a practitioner
16 recognition award pilot program, by September 15, each school
17 district willing to participate in the practitioner
18 recognition award pilot program shall notify the department of
19 education of the intent to participate in the program.

20 2. From the moneys appropriated for purposes of this
21 program, the amount of moneys allocated to school districts
22 that have notified the department of the intent to participate
23 in the program shall be in the proportion that the basic
24 enrollment of a district bears to the sum of the basic
25 enrollments of all school districts in the state for the
26 budget year that are willing to participate in the program.
27 If the Iowa braille and sight saving school, the state school
28 for the deaf, and the Price laboratory school at the
29 university of northern Iowa notify the department of the
30 intent to participate, they shall annually certify their basic
31 enrollments to the department of education by October 1.
32 However, the amount of an award to a school district shall not
33 exceed the sum of one hundred thousand dollars.

34 3. For each year in which an appropriation is made to the
35 practitioner recognition award pilot program, the department

1 of education shall notify the department of revenue and
2 finance of the amount to be paid to each school district based
3 upon the distribution plan set forth for the appropriation
4 made pursuant to this section. The allocation to each school
5 district under this section shall be made in one payment on or
6 about January 15 of the fiscal year in which the appropriation
7 is made, taking into consideration the relative budget and
8 cash position of the state resources.

9 4. Moneys received under this section shall not be
10 commingled with state aid payments made under sections 257.16
11 to a school district and shall be accounted for by the local
12 school district separately from state aid payments.

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

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

21 7. For purposes of this section, "school district" means a
22 school district, the Iowa braille and sight saving school, the
23 state school for the deaf, and the Price laboratory school at
24 the university of northern Iowa.

25 8. Awards to practitioners under this program shall not be
26 built into the base pay for the practitioner, but shall be
27 included in the calculation to determine pension contributions
28 in the year in which the award is received.

29 Sec. 25. Section 294A.5, Code 1997, is amended to read as
30 follows:

31 294A.5. MINIMUM SALARY SUPPLEMENT.

32 1. For the school year beginning July 1, ~~1987~~ 1998, and
33 succeeding school years, the minimum annual salary paid to a
34 full-time teacher as regular compensation shall be eighteen
35 twenty-one thousand dollars.

1 2. The minimum salary supplement shall be the sum of the
2 following, as applicable:

3 a. For the school year beginning July 1, 1987 1998, for
4 phase I, each school district and area education agency shall
5 certify to the department of education by the third Friday in
6 September the names of all teachers employed by the district
7 or area education agency whose regular compensation is less
8 than eighteen twenty-one thousand dollars per year for that
9 year and the amounts needed as minimum salary supplements.
10 The minimum salary supplement for each eligible teacher is the
11 total of the difference between eighteen twenty-one thousand
12 dollars and the teacher's regular compensation plus the amount
13 required to pay the employer's share of the federal social
14 security and Iowa public employees' retirement system, or a
15 pension and annuity retirement system established under
16 chapter 294, payments on the additional salary moneys.

17 However, for purposes of this paragraph, a teacher's regular
18 compensation for the school year beginning July 1, 1998, shall
19 not be lower than twenty-one thousand dollars.

20 b. The total minimum salary supplement paid to a school
21 district under phase I for the school year beginning July 1,
22 1997.

23 Sec. 26. Section 294A.6, unnumbered paragraph 1, Code
24 1997, is amended to read as follows:

25 1. For the school year beginning July 1, 1987 1998, the
26 department of education shall notify the department of revenue
27 and finance of the total minimum salary supplement, as
28 described in section 294A.5, subsection 2, paragraphs "a" and
29 "b", to be paid to each school district and area education
30 agency under phase I and the department of revenue and finance
31 shall make the payments. For school years after the school
32 year beginning July 1, 1987 1998, if a school district or area
33 education agency reduces the number of its full-time
34 equivalent teachers below the number employed during the
35 school year beginning July 1, 1987 1998, the department of

1 revenue and finance shall reduce the total minimum salary
2 supplement payable to that school district or area education
3 agency so that the amount paid is equal to the ratio of the
4 number of full-time equivalent teachers employed in the school
5 district or area education agency for that school year divided
6 by the number of full-time equivalent teachers employed in the
7 school district or area education agency for the school year
8 beginning July 1, ~~1987~~ 1998, and multiplying that fraction by
9 the total minimum salary supplement paid to that school
10 district or area education agency for the school year
11 beginning July 1, ~~1987~~ 1998.

12 Sec. 27. Section 294A.25, subsection 1, Code Supplement
13 1997, is amended to read as follows:

14 1. For the fiscal year beginning July 1, ~~1990~~ 1998, and
15 for each succeeding year, there is appropriated from the
16 general fund of the state to the department of education the
17 amount of ~~ninety-two~~ eighty-one million ~~one~~ four hundred
18 seventy-six thousand ~~eighty-five~~ six hundred ~~sixty-six~~ dollars
19 to be used to improve teacher salaries. ~~For each fiscal year~~
20 ~~in the fiscal period commencing July 1, 1991, and ending June~~
21 ~~30, 1993, there is appropriated an amount equal to the amount~~
22 ~~appropriated for the fiscal year beginning July 1, 1990, plus~~
23 ~~an amount sufficient to pay the costs of the additional~~
24 ~~funding provided for school districts and area education~~
25 ~~agencies under sections 294A.9 and 294A.14. For each fiscal~~
26 ~~year beginning on or after July 1, 1995, there is appropriated~~
27 ~~the sum which was appropriated for the previous fiscal year,~~
28 ~~including supplemental payments. The moneys shall be~~
29 distributed as provided in this section.

30 Sec. 28. Section 294A.25, subsection 7, Code Supplement
31 1997, is amended to read as follows:

32 7. Commencing with the fiscal year beginning July 1, 1990,
33 the amount of ~~sixty~~ seventy-five thousand dollars for the
34 ambassador to education program under section ~~256.43~~ 256.45.

35 Sec. 29. CURRENT NATIONAL BOARD CERTIFICATE HOLDERS. In

1 order to receive payment under section 256.44, as enacted by
2 this Act, a teacher who by July 1, 1998, meets the
3 qualifications for an award under section 256.44, shall apply
4 to the department for payment under section 256.44 by June 30,
5 1999.

6 Sec. 30. INITIAL YEAR.

7 1. The board of directors of a school district, or the
8 boards of directors of a collaboration, determined to
9 participate in the beginning teacher induction program in
10 fiscal year 1998-1999, shall submit the plan required under
11 section 256E.3, if enacted in this Act, to the department of
12 education by October 15, 1998.

13 2. By January 15, 1999, the department of education shall
14 award grants as provided in accordance with section 256E.3, if
15 enacted in this Act.

16 Sec. 31. APPLICABILITY. Section 19 of this Act, relating
17 to evaluation criteria, takes effect July 1, 1998, for
18 collective bargaining agreements or contracts entered into on
19 or after July 1, 1998, between teachers and the boards of
20 directors of school districts.

21 Sec. 32. EFFECTIVE DATE AND RETROACTIVE APPLICABILITY.
22 The section of this Act that amends section 279.46, being
23 deemed of immediate importance, takes effect upon enactment
24 and applies retroactively to retirement incentive programs in
25 existence on December 31, 1996.

26 EXPLANATION

27 This bill relates to teachers contracts and the
28 establishment of evaluation criteria, frontier schools, a
29 beginning teachers induction program, a practitioner
30 recognition award pilot program, mathematics pilot programs,
31 awards to teachers for national board certification, an early
32 education improvement program, instructional support state
33 aid, a teacher internship pilot program at the university of
34 northern Iowa, para-educator licenses, a practitioner
35 performance improvement program, and an increase in the

1 minimum teachers' salary.

2 Code section 256.22: Establishes a frontier and extended
3 year school planning grant program to provide for the
4 allocation of grants to school districts, or a collaboration
5 of school districts, ready to investigate the possibility of
6 converting of an existing school within a district to a
7 frontier or to an extended school year. The bill defines a
8 "frontier school" to mean a school that is nonsectarian in its
9 program, admission policies, employment practices, and all
10 other operations. The school is a public school and shall not
11 charge admission or tuition. The primary focus of a frontier
12 school shall be to provide a comprehensive program of
13 instruction for at least one grade or age group from five
14 through 18 years of age. The school district or collaboration
15 of school districts shall agree to appoint a frontier school
16 planning committee composed of parents, teachers,
17 administrators, and individuals representing business, and the
18 local community. The bill describes the issues a planning
19 grant must be used to examine.

20 The bill appropriates \$500,000 from the general fund of the
21 state to the department of education for grant awards, the
22 amounts of which shall be determined by the department.
23 However, a grant awarded to a school district under the
24 provisions of this section shall not exceed \$25,000.

25 Code section 256.24: Appropriates \$50,000 from the general
26 fund of the state to the department of education for each of
27 the next two years and directs the Iowa mathematics and
28 science coalition to administer a two-year mathematics pilot
29 program to help teachers become aware of possibilities for
30 mathematics instruction other than traditional approaches.
31 The pilot programs shall be located in at least three public
32 schools districts, one located in a large school district, one
33 located in a medium-sized school district, and one located in
34 a small school district.

35 Code section 256.44: Provides for a \$2,000 registration

1 award and an annual payment of \$2,000 for up to five years to
2 each teacher employed by a school district in Iowa who holds a
3 national board for professional teaching standards
4 certificate. Individuals must provide certification as
5 required by the department of education and apply to the
6 department within one year of achieving certification. The
7 bill also establishes a national board for professional
8 teaching standards certification fund to be administered by
9 the department of education and appropriates \$250,000 annually
10 to the fund.

11 New Code chapter 256D: Establishes an early education
12 improvement program, focused on kindergarten through grade
13 three, with an annual appropriation of \$9 million from the
14 state general fund to the department of education.

15 The general assembly finds, according to the bill, that it
16 is in the best interest of the state to encourage and fund
17 early education programs in public school districts. The bill
18 defines the goals of an eligible early education improvement
19 program and lists the components of early education practices
20 and programs for which state funding may be expended.

21 The bill provides for a per pupil annual distribution of
22 the funds appropriated, but stipulates that a school district
23 shall receive no less than \$10,000. The bill defines the term
24 "school district" to include public school districts, the Iowa
25 braille and sight saving school, the state school for the
26 deaf, and the Price laboratory school at the university of
27 northern Iowa.

28 The bill requires that school districts report to the
29 appropriate state agencies progress made in attaining or
30 surpassing student achievement goals. The bill also requires
31 the department of education to submit to the chairpersons and
32 ranking members of the house and senate committees on
33 education reports describing the ways school districts are
34 using early education moneys, whether any are using the moneys
35 to supplant other funding, and describing district progress on

1 attaining or surpassing student achievement goals.

2 New Code chapter 256E: Creates a beginning teacher
3 induction program to promote excellence in teaching, build a
4 supportive environment in school districts to increase the
5 retention of promising beginning teachers, and promote the
6 personal and professional well-being of teachers. The bill
7 appropriates \$180,000 for the first year of the program,
8 fiscal year 1998-1999.

9 The bill directs the department of education to develop a
10 process to be used in awarding beginning teacher grants.

11 A teacher serving as a mentor under the program is eligible
12 for an award of \$500 per semester of participation. Moneys
13 received by a district shall be expended for awards to
14 mentors, for the costs of the employer's share of
15 contributions to federal social security and the Iowa public
16 employees' retirement system or a pension and annuity
17 retirement system established under chapter 294, for such
18 amounts paid by the districts.

19 The bill establishes a beginning teacher induction fund in
20 the office of the treasurer of state to be administered by the
21 department of education.

22 A school district shall appoint a district facilitator who
23 acts as a liaison between the board and the department of
24 education who shall appoint a district committee. The
25 district committee membership shall include, but is not
26 limited to, licensed teachers and an area education agency
27 staff development professional. The district committee must
28 adopt a plan and written procedures for a mentor program which
29 shall, at a minimum, address the application, mentor
30 selection, and mentor training processes; the timetable for
31 plan implementation; placement; minimum release time;
32 measurement of results; and dissolving mentoring partnerships.
33 District committees are encouraged to collaborate with area
34 education agencies and postsecondary institutions in the
35 preparation of plans. The district committee shall recommend

1 to the board of directors the names of classroom teachers
2 eligible to be mentors.

3 The board of directors shall submit the plan and a
4 reasonable cost proposal to the department, which shall award
5 grants to school districts, selecting from the school
6 districts submitting plans based solely upon equitability and
7 geographic and population diversity.

8 The bill also requires that a licensed teacher, to be
9 eligible to be a mentor, be employed by a school district as a
10 classroom teacher, have a record of at least five years of
11 effective practice, have been employed for one full year in
12 the district on a nonprobationary basis, and demonstrate
13 professional commitment to the improvement of teaching and
14 learning, and the development of beginning teachers.

15 Code section 257.20: Permits school districts receiving a
16 prorated instructional support state aid payment to call an
17 election to receive voter-approval for additional taxing
18 authority to fully fund the instructional support program.

19 The bill provides that the board of directors of a school
20 district shall be authorized to call an election in the manner
21 provided in Code section 257.18 to impose an additional voter-
22 approved instructional support property tax, or a combination
23 of an additional voter-approved instructional support property
24 tax and an additional voter-approved instructional support
25 income surtax, in an amount calculated by the department of
26 management to equal the difference between what the district
27 would be entitled to receive if the instructional support levy
28 were fully funded pursuant to Code section 257.20, subsection
29 1, and the amount of the prorated state aid calculated
30 pursuant to Code section 257.20, subsection 2, paragraph "b".

31 The bill provides that the additional voter-approved taxing
32 authority shall be granted for each budget year in which a
33 prorated state aid payment is received, for a period not to
34 exceed the duration of the underlying instructional support
35 program, and that the amount of additional voter-approved

1 instructional support property tax and additional voter-
2 approved instructional support income surtax, if imposed, may
3 be determined by the board of directors in a different
4 proportion than the underlying instructional support property
5 tax and income surtax amounts. The bill provides that
6 certification procedures regarding imposition of the
7 additional voter-approved tax shall be as provided in Code
8 sections 257.19 and 257.25, and that the payments shall be
9 calculated, paid, and deposited as provided in Code sections
10 257.21 through 257.26.

11 New Code section 268.6: Establishes a teacher internship
12 pilot program at the university of northern Iowa. The bill
13 appropriates \$220,000 from the general fund of the state to
14 the state board of regents to support the program in the 1998-
15 1999 fiscal year, and \$575,000 for each of the next two years.

16 The bill directs the university to design and implement an
17 internship pilot program to continue the professional growth
18 of beginning practitioners. The university must submit the
19 program to the state board of education for approval.

20 The program, as described in the bill, will provide student
21 interns with graduate credit for the successful completion of
22 coursework and requires student interns enrolled in the
23 program to complete a one-year teaching experience in a
24 collaborating school district.

25 The university is required to apply the best teaching
26 practices in diverse settings and in responding to diverse
27 student needs under the supervision of selected school
28 district teachers and university personnel; provide seminars
29 and special projects designed to meet student intern needs;
30 develop rigorous graduate coursework and to collaborate with
31 and support participating school districts in matters relating
32 to supervision, instruction, and evaluation of the student
33 intern in conjunction with personnel employed by the
34 participating school district.

35 School districts participating in the program are required

1 to collaborate with the university and provide support
2 relating to supervision and assessment of the student intern's
3 performance.

4 From moneys appropriated for purposes of the program, the
5 university shall pay teachers employed by school districts
6 participating in the program as clinical supervisors a stipend
7 of \$1,000 per semester.

8 The bill also requires annual reporting by the university,
9 to describe the activities associated with the program to the
10 chairpersons and ranking members of the standing house and
11 senate education committees.

12 Code section 272.1 and new Code section 272.12: Require
13 the board of educational examiners to adopt rules relating to
14 a multi-level voluntary licensing system for para-educators,
15 which the bill defines as a person who is licensed to assist a
16 teacher in the performance of instructional tasks to support
17 and assist classroom instruction and related school
18 activities. The bill appropriates \$25,000 to the board for
19 developing and implementing the system.

20 A school district, area education agency, community
21 college, regents university, or accredited private university,
22 with programs approved by the state board of education, may
23 train and recommend individuals for board licensure.

24 The bill lists a number of reasons why an applicant shall
25 be disqualified from being issued or holding a license.

26 Code section 279.12A: Provides that a school board shall
27 negotiate with respect to evaluation procedures but the
28 board's substantive evaluation criteria are final,
29 notwithstanding the scope of negotiations as provided for in
30 the collective bargaining chapter, Code chapter 20.
31 Objections to the use or content of an evaluation in a teacher
32 termination proceeding is not subject to the grievance
33 procedures of Code section 20.18.

34 New Code section 279.14A: Provides for the establishment
35 and implementation, within the department of education, of a

1 voluntary practitioner performance improvement program to
2 provide technical assistance to teachers and administrators
3 from each public school district and area education agency.
4 Administrators will be assisted in the areas of employee
5 performance evaluation and termination. The department is
6 also required to consult with the Iowa state education
7 association, the Iowa association of school boards, the school
8 administrators of Iowa and others in developing the program.
9 The bill appropriates \$300,000 for the program.

10 An annual report summarizing program activities and
11 describing the department's plans for improving or changing
12 the program is required to be submitted to the chairpersons
13 and ranking members of the house and senate standing education
14 committees by the department.

15 Code section 279.19, unnumbered paragraph 2: Denies the
16 application of the grievance procedures of Code chapter 20,
17 the public employment relations Act governing collective
18 bargaining, to a probationary teacher whose contract is
19 terminated.

20 Code section 279.46: Makes changes affecting the
21 retirement incentive programs school districts may offer to
22 employees and pay for through the district management levy.
23 Currently, districts can pay for the program through the
24 district management levy if the program is offered to
25 employees between the ages of 59 and 65 and if the total
26 estimated accumulated program cost to the school district does
27 not exceed the estimated savings. Under the bill, the age
28 limit is reduced to age 55, and a district may include in the
29 district management levy an amount to pay the total estimated
30 accumulated program cost to the district, whether or not the
31 cost exceeds savings. Under the bill, this provision takes
32 effect upon enactment and applies retroactively to retirement
33 incentive programs in existence on December 31, 1996.

34 Code sections 279.59 and 279.60: Provide for the
35 establishment and implementation of a practitioner recognition

1 award pilot program for recognizing superior teaching and
2 learning and rewarding excellence in teaching practices and
3 results, or for administrative leadership. The bill
4 appropriates \$1,000,000 to the department of education for the
5 program for fiscal year 1998-1999.

6 The program is to include a nomination procedure that
7 permits nominations to be made by the practitioner, other
8 practitioners, or parents; award distribution to individuals
9 or to nominated teams of practitioners; award eligibility
10 based upon completion of one full school year in the district
11 as a licensed practitioner, a satisfactory or higher ranking
12 on a performance evaluation by the practitioner's
13 administrator, or a recommendation from the board of directors
14 of the district; eligibility for more than one year, if
15 applicable; voluntary participation by a nominee; and use of
16 objective methods for measuring improvement in student
17 achievement.

18 The department shall determine the minimum criteria
19 necessary for eligibility in the program based upon a
20 weighting system for criteria evaluation.

21 The board of directors of the school district is
22 responsible for determining the number of awards and the
23 amount of the awards based upon the moneys received by the
24 school district.

25 To receive program moneys, a school district must notify
26 the department of its intent to participate in the program by
27 September 15. The bill provides for the moneys to be divided
28 on a per pupil basis among the school districts that have
29 indicated their intent to participate. The Iowa braille and
30 sight saving school, the state school for the deaf, and the
31 Price laboratory school at the university of northern Iowa are
32 considered school districts under the bill and are therefore
33 eligible to participate if they notify the department of the
34 intent to participate.

35 Code sections 294A.5; 294A.6, unnumbered paragraph 1; and

1 294A.25, subsection 1: Increase the minimum annual teachers'
2 salary from \$18,000 to \$21,000. The bill also provides for
3 the payment of a minimum salary supplement to school
4 districts. The bill also appropriates \$81,476,666 annually to
5 pay for increased teachers' salaries.

6 Code section 294A.25, subsection 7: Increases the amount
7 of educational excellence moneys to the ambassador to
8 education program from \$60,000 to \$75,000.

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SSB 2196
Education

SENATE FILE SE HF 2323
BY (PROPOSED COMMITTEE ON
EDUCATION BILL BY
CHAIRPERSON REDFERN)

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

A BILL FOR

1 An Act relating to the licensing and employment of practitioners
2 and the school districts employing them, making
3 appropriations, and providing for applicability.

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

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1 ~~Section 172~~

1 Section 172 DEPARTMENT OF EDUCATION. There is appropriated
2 from the general fund of the state to the department of
3 education for the fiscal year beginning July 1, 1998, and
4 ending June 30, 1999, the following amount, or so much thereof
5 as is necessary, to be used for the purpose designated:

6 1. For frontier school and extended year school planning
7 grants as provided in section 256.22, if enacted:

8 \$ 500,000

9 2. For beginning teacher induction program grants as
10 provided in chapter 256E, if enacted:

11 \$ 180,000

12 It is the intent of the general assembly that grants
13 awarded using moneys appropriated under this section shall
14 provide support to a minimum of 100 teams of mentors and
15 beginning teachers.

16 3. For the establishment and implementation of a
17 practitioner recognition award pilot program as provided in
18 section 279.59, if enacted:

19 \$ 1,000,000

20 By January 15, 1999, the department of education shall
21 prepare and submit a proposal for a program for leadership
22 development of practitioners and school board members to the
23 chairpersons and ranking members of the house and senate
24 standing education committees and of the joint subcommittee on
25 education appropriations.

26 4. To the board of educational examiners, for purposes of
27 developing and implementing a multi-level voluntary para-
28 educator licensing system in accordance with section 272.12,
29 if enacted:

30 \$ 25,000

31 Sec. 2. NEW SECTION. 256.22 FRONTIER SCHOOL AND EXTENDED
32 YEAR SCHOOL PLANNING GRANT PROGRAM.

33 1. Subject to an appropriation of sufficient funds by the
34 general assembly, the department shall establish a frontier
35 school and extended year school planning grant program to

1 provide for the allocation of grants to school districts, or a
 2 collaboration of school districts, to provide technical
 3 assistance for investigating the possibility of converting an
 4 existing school within a district to a frontier school or to
 5 an extended school year. A district that wants to participate
 6 in the program shall submit to the department a written
 7 request for a planning grant by September 1, 1998. The school
 8 district or collaboration of school districts shall agree to
 9 appoint a frontier school planning committee composed of
 10 parents, guardians, teachers, administrators, and individuals
 11 representing business, and the local community. The school
 12 district or collaboration shall also indicate in its request
 13 its intention to use any grant moneys received under this
 14 section to examine, at a minimum, all of the following:

- 15 a. Mission and instructional focus of the school.
- 16 b. Organizational structure and management of the school.
- 17 c. Impact on labor agreements and contracts on the success
18 of the school.
- 19 d. Roles and responsibilities of all involved
20 constituencies.
- 21 e. Arrangements for special needs students.
- 22 f. Connection of the school to the district.
- 23 g. Facility and operation costs.
- 24 h. Application of the school within current law and the
25 need to apply for waivers or exemptions from one or more of
26 the minimum education standards contained in section 256.11
27 and rules adopted by the state board of education.
- 28 i. Measurement of results including student achievement
29 results.

30 2. Grant moneys shall be distributed to qualifying school
31 districts by the department no later than October 15, 1998.
32 Grant amounts shall be distributed as determined by the
33 department. However, a grant awarded to a school district
34 under the provisions of this section shall not exceed twenty-
35 five thousand dollars.

1 3. For purposes of this section, "frontier school" means a
2 school that is nonsectarian in its program, admission
3 policies, employment practices, and all other operations. The
4 school is a public school and is part of the state's system of
5 public education. The primary focus of a frontier school
6 shall be to provide a comprehensive program of instruction for
7 at least one grade or age group from five through eighteen
8 years of age. Frontier schools may be designed to allow
9 significant autonomy to the schools. However, frontier
10 schools shall be accountable for significant results.

11 4. By February 15, 1999, a school district or
12 collaboration of districts receiving moneys under this section
13 shall submit an interim report to the department describing
14 the planning activities conducted by the school district or
15 the collaboration and providing preliminary conclusions. The
16 school district or collaboration shall submit a final report
17 by June 1, 1999, to the department. The department shall
18 summarize the school district reports in a final report to the
19 chairpersons and ranking members of the house and senate
20 standing education committees by January 1, 2000.

21 Sec. 3. NEW SECTION. 256.24 MATHEMATICS PILOT PROGRAMS.

22 1. The Iowa mathematics and science coalition shall
23 administer a two-year mathematics pilot program to help
24 teachers become aware of possibilities for mathematics
25 instruction other than traditional approaches and discuss
26 these approaches with other teachers, employ new problem-
27 centered approaches, develop routines that create an
28 environment that promotes problem solving and student
29 autonomy, and integrate new approaches to teaching mathematics
30 in the regular mathematics curriculum.

31 2. The Iowa mathematics and science coalition shall locate
32 the pilot programs in at least three public school districts,
33 one located in a large school district, one located in a
34 medium-sized school district, and one located in a small
35 school district. In the case of a large school district, the

1 district may apply for one or more secondary schools in the
 2 district provided that the middle and elementary schools
 3 within the secondary school attendance area are represented in
 4 the application. Districts participating in this program
 5 shall require all teachers employed by the district who teach
 6 mathematics to participate in the pilot program. However, in
 7 the case of a large district, only teachers employed to teach
 8 mathematics in the secondary schools in the district shall be
 9 required to participate in the pilot program. For purposes of
 10 this section, a large school district is a district with an
 11 actual enrollment of five thousand or more pupils; a medium-
 12 sized school district is a district with an actual enrollment
 13 that is greater than one thousand one hundred ninety-nine
 14 pupils, but less than five thousand pupils; and a small school
 15 district is a district with an actual enrollment of one
 16 thousand one hundred ninety-nine or fewer pupils.

17 3. Funds appropriated for purposes of this section may be
 18 used for administrative costs of the program and shall be used
 19 to provide partial financial assistance to a participating
 20 school district. The portion of the program costs for which a
 21 district does not receive financial assistance pursuant to the
 22 section shall be paid by the district. However, the district
 23 may use phase III funds to pay this portion of the program
 24 costs.

25 4. There is appropriated from the general fund of the
 26 state to the department of education for allocation to the
 27 Iowa mathematics and science coalition for each fiscal year of
 28 the fiscal period beginning July 1, 1998, and ending June 30,
 29 2000, the sum of fifty thousand dollars for the mathematics
 30 pilot program.

31 Sec. 4. NEW SECTION. 256.44 NATIONAL BOARD CERTIFICATION
 32 AWARD.

33 1. A teacher, as defined in section 272.1, who registers
 34 for a national board for professional teaching standards
 35 certificate and is employed by a school district in Iowa shall

1 be eligible for a registration award as provided in subsection
2 2 and upon achievement of a national board for professional
3 teaching standards certificate is eligible for an annual award
4 as provided in subsection 3.

5 2. To receive a partial registration award of one thousand
6 dollars, the teacher shall submit documentation as required by
7 the department. A teacher must apply to the department within
8 one year of registration under this subsection. A teacher
9 shall receive a final registration award of one thousand
10 dollars if the teacher notifies the department of the
11 teacher's certification achievement within one year of
12 achieving certification and submits any documentation
13 requested by the department.

14 3. To receive a two thousand dollar annual award for
15 achieving certification by the national board of professional
16 teaching standards, a teacher shall apply to the department
17 within one year of eligibility. Payment for awards shall be
18 made only upon departmental approval of an application or
19 recertification of eligibility. A nonrenewable term of
20 eligibility shall be for five years or for the years the
21 certificate is valid, whichever time period is shorter. In
22 order to continue receipt of payments, a recipient shall
23 annually recertify eligibility.

24 4. A national board for professional teaching standards
25 certification fund is established in the office of treasurer
26 of state to be administered by the department. Moneys
27 appropriated by the general assembly for deposit in the fund
28 shall be paid as follows:

29 a. Upon receipt of award documentation as provided in
30 subsection 2.

31 b. On January 15 to teachers whose applications and
32 recertifications for rewards as provided in subsection 3 are
33 approved by the department.

34 The treasurer of state shall act as custodian of the fund
35 and may invest the moneys deposited in the fund. The income

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1 from any investment shall be credited to and deposited in the
2 fund. The director of revenue and finance shall issue
3 warrants upon the fund pursuant to the order of the department
4 and such warrants shall be paid from the fund by the treasurer
5 of state. Notwithstanding section 8.33, unencumbered or
6 unobligated moneys remaining in the fund on June 30 of the
7 fiscal year for which the funds were appropriated shall not
8 revert but shall be available for expenditure for the
9 following fiscal year for the purposes of this section.

10 5. There is appropriated from the general fund of the
11 state to the office of treasurer of state for the fiscal year
12 beginning July 1, 1998, and each succeeding year, the sum of
13 two hundred fifty thousand dollars for deposit in the national
14 board for professional teaching standards certification fund
15 established and administered pursuant to this section.

16 Sec. 5. NEW SECTION. 256D.1 LEGISLATIVE FINDINGS AND
17 INTENT.

18 The general assembly finds that it is in the best interest
19 of the state to encourage and fund early education programs
20 focused on kindergarten through grade three in the public
21 school districts. The goal of these programs is to improve
22 student achievement in the basic educational subject matters
23 of reading, language arts, and mathematics, and to accomplish
24 proficiency in those subjects by grade four. Toward that
25 goal, it is the intent of this chapter to establish and fund
26 an early education improvement program.

27 Sec. 6. NEW SECTION. 256D.2 EARLY EDUCATION IMPROVEMENT
28 PROGRAM APPROPRIATION.

29 1. There is appropriated from the general fund of the
30 state to the department of education for the fiscal year
31 beginning July 1, 1998, and for each succeeding fiscal year,
32 the sum of nine million dollars for the early education
33 improvement program.

34 2. For each fiscal year for which moneys are appropriated
35 in subsection 1, the amount of moneys allocated to school

1 districts shall be in the proportion that the basic enrollment
2 of a district bears to the sum of the basic enrollments of all
3 school districts in the state for the budget year. However, a
4 district shall not receive less than ten thousand dollars in a
5 fiscal year. The Iowa braille and sight saving school, the
6 state school for the deaf, and the Price laboratory school at
7 the university of northern Iowa shall annually certify their
8 basic enrollments to the department of education by October 1.

9 3. For each year for which an appropriation is made to the
10 early education improvement program, the department of
11 education shall notify the department of revenue and finance
12 of the amount to be paid to each school district based upon
13 the distribution plan set forth for the appropriation made
14 pursuant to this section. The allocation to each school
15 district under this section shall be made in one payment on or
16 about October 15 of the fiscal year for which the
17 appropriation is made, taking into consideration the relative
18 budget and cash position of the state resources.

19 4. Moneys received under this section shall not be
20 commingled with state aid payments made under section 257.16
21 to a school district and shall be accounted for by the school
22 district separately from state aid payments.

23 5. Payments made to school districts under this section
24 are miscellaneous income for purposes of chapter 257 and are
25 considered encumbered. Each school district shall maintain a
26 separate listing within their budgets for payments received
27 and expenditures made pursuant to this section.

28 6. Moneys received under this section shall not be used
29 for payment of any collective bargaining agreement or
30 arbitrator's decision negotiated or awarded under chapter 20.

31 7. For purposes of this chapter, "school district" means a
32 public school district, the Iowa braille and sight saving
33 school, the state school for the deaf, and the Price
34 laboratory school at the university of northern Iowa.

35 Sec. 7. NEW SECTION. 256D.3 EARLY EDUCATION IMPROVEMENT

1 PROGRAM -- REPORTS.

2 1. Progress, as determined by school districts through
 3 appropriate assessments, for children enrolled in kindergarten
 4 through grade three in attaining or surpassing student
 5 achievement goals as established under the accreditation
 6 process in chapter 256, and an accounting of the use of the
 7 moneys received by the school districts in accordance with
 8 this chapter, shall be submitted in an annual report to the
 9 department of education by September 1 in the fiscal year
 10 beginning July 1, 1999, and in each succeeding year. Each
 11 school district shall also certify, in the annual report to
 12 the department, that the school districts used the moneys
 13 received under this chapter to supplement, and not to
 14 supplant, the moneys otherwise received and used by the school
 15 district for kindergarten through grade three education
 16 purposes.

17 2. Progress, as determined individually by the Iowa
 18 braille and sight saving school, the state school for the
 19 deaf, and the Price laboratory school at the university of
 20 northern Iowa, including the progress of children enrolled in
 21 kindergarten through grade three in attaining or surpassing
 22 student achievement goals, and an accounting of the use of the
 23 moneys received by the school districts in accordance with
 24 this chapter, shall be submitted in an annual report to the
 25 state board of regents and the department of education by
 26 September 1 in the fiscal year beginning July 1, 1999, and in
 27 each succeeding year. Each school district shall also
 28 certify, in the annual report to the board of regents and the
 29 department, that the school districts used the moneys received
 30 under this chapter to supplement, and not to supplant, the
 31 moneys otherwise received and used by the school districts for
 32 kindergarten through grade three education purposes.

33 3. The department shall submit, to the chairpersons and
 34 ranking members of the house and senate education committees
 35 by January 1, 2000, a report describing the ways in which the

1 school districts are making use of the moneys received under
2 this chapter, and including the school districts, if any, that
3 used moneys received under this chapter to supplant funds the
4 school district was already receiving for kindergarten through
5 grade three education purposes.

6 4. The department shall submit, to the chairpersons and
7 ranking members of the house and senate education committees
8 by January 1, 2002, a report describing school district
9 progress on attaining or surpassing student achievement goals.

10 Sec. 8. NEW SECTION. 256D.4 EARLY EDUCATION IMPROVEMENT
11 PROGRAM EXPENDITURES.

12 School districts shall expend funds received pursuant to
13 section 256D.2 to support education practices, programs, or
14 assistance for kindergarten through grade three that may
15 include, but are not limited to, the following: reducing
16 adult to student ratios through the hiring of teachers and
17 adult teaching assistants; reading instruction in phonics;
18 volunteer coordinator programs; implementation of
19 instructional programs designed to improve student achievement
20 in the areas of reading, language arts, and mathematics;
21 parental involvement programs; and contributions toward
22 implementation of an extended school day or year program.

23 Sec. 9. NEW SECTION. 256E.1 BEGINNING TEACHER INDUCTION
24 PROGRAM ESTABLISHED -- GRANTS.

25 If the general assembly appropriates moneys for purposes of
26 teacher induction, the department of education shall
27 coordinate a beginning teacher induction program to promote
28 excellence in teaching, build a supportive environment within
29 school districts, to increase the retention of promising
30 beginning teachers, and promote the personal and professional
31 well-being of teachers. The department of education shall
32 develop a process for awarding beginning teacher induction
33 grants to school districts, and shall adopt rules relating to
34 the equitable distribution of grants to school districts to
35 reflect diversity geographically and by population.

1 Sec. 10. NEW SECTION. 256E.2 DEFINITIONS.

2 As used in this chapter, unless the context otherwise
3 requires:

4 1. "Beginning teacher" means an individual serving under
5 an initial provisional or conditional license, issued by the
6 board under chapter 272, who is assuming a position as a
7 classroom teacher.

8 2. "Board of directors" means the board of directors of a
9 school district or a collaboration of boards of directors of
10 school districts.

11 3. "Classroom teacher" means an individual who holds a
12 valid practitioner's license and who is employed by a school
13 district under sections 279.13 through 279.19 in a school
14 district in this state or area education agency to provide
15 instruction to students.

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

17 5. "Director" means the director of the department of
18 education.

19 6. "District facilitator" means a licensed professional
20 pursuant to chapter 272 who is appointed by the board of
21 directors, or a collaboration of districts, to serve as the
22 liaison between the board of directors and the department for
23 the beginning teacher induction program.

24 7. "Mentor" means an individual employed by a school
25 district or area education agency as a classroom teacher and
26 who holds a valid license to teach issued under chapter 272.

27 Sec. 11. NEW SECTION. 256E.3 DISTRICT PLAN.

28 1. A board of directors of a school district or the boards
29 of directors of a collaboration of school districts
30 participating in the beginning teacher induction program shall
31 appoint a district facilitator, whose duties shall include,
32 but are not limited to, overseeing the development of a plan
33 for meeting the goals of the program as set forth in section
34 256E.1, and composing a district committee pursuant to
35 subsection 2.

1 2. The membership of the district committee composed by
2 the district facilitator shall include, but is not limited to,
3 licensed practitioners and an area education agency staff
4 development professional.

5 3. The district committee shall adopt a plan and written
6 procedures for an induction program consistent with this
7 chapter. The plan and the written procedures shall, at a
8 minimum, provide the process for the selection of and the
9 number of mentors; the mentor training process; the timetable
10 by which the plan shall be implemented; placement of mentors
11 and beginning teachers; the minimum amount of contact time
12 between mentors and beginning teachers; the minimum amount of
13 release time for mentors and beginning teachers for meetings
14 for planning, demonstration, observation, feedback, and
15 workshops; the process for dissolving mentoring partnerships;
16 and the process for measuring the results of the program. The
17 district committee shall recommend to the board of directors
18 or boards of directors of a collaboration the names of
19 classroom teachers eligible to be mentors.

20 4. The district facilitator shall submit the plan, and the
21 proposed costs of implementing the plan, to the board of
22 directors or boards of directors of a collaboration, which
23 shall consider the plan and, once approved, submit the plan
24 and a reasonable cost proposal to the department of education,
25 which shall award grants as equitably as possible based on the
26 geographic and population diversity of the school districts
27 submitting plans. Grants may be awarded in subsequent years
28 based upon the most recent plan on file with the department.

29 5. The district committee is encouraged to work with area
30 education agencies and postsecondary institutions in the
31 preparation and implementation of a plan.

32 Sec. 12. NEW SECTION. 256E.4 BEGINNING TEACHER AND
33 MENTOR SELECTION AND PLACEMENT.

34 1. To be eligible to be a mentor, a licensed practitioner
35 shall, at a minimum, be employed by a school district as a

1 classroom teacher, have a record of at least five years of
2 effective practice, have been employed for one full year in
3 the district on a nonprobationary basis, and demonstrate
4 professional commitment to the improvement of teaching and
5 learning, and the development of beginning teachers.

6 2. The district facilitator shall position beginning
7 teachers in a manner that provides the greatest opportunity to
8 participate with the largest number of mentors.

9 Sec. 13. NEW SECTION. 256E.5 BEGINNING TEACHER INDUCTION
10 STATE SUBSIDY -- FUND.

11 1. A teacher who is enrolled as a mentor in an approved
12 beginning teacher induction program shall be eligible for an
13 award of five hundred dollars per semester of participation in
14 the program, which shall be paid from moneys received pursuant
15 to this section by the school district employing the mentor.

16 2. Moneys received by a school district pursuant to this
17 chapter shall be expended to provide mentors with awards in
18 accordance with subsection 1, to implement the plan, to pay
19 the costs of the employer's share of contributions to federal
20 social security and the Iowa public employees' retirement
21 system or a pension and annuity retirement system established
22 under chapter 294, for such amounts paid by the district.

23 3. Moneys received by a school district under this chapter
24 are miscellaneous income for purposes of chapter 257 or are
25 considered encumbered. Each local school district shall
26 maintain a separate listing within their budget for payments
27 received and expenditures made pursuant to this section.

28 4. Moneys received for purposes of this chapter shall not
29 be used for payment of any collective bargaining agreement or
30 arbitrator's decision negotiated or awarded under chapter 20.

31 5. A beginning teacher induction fund is established in
32 the office of the treasurer of state to be administered by the
33 department. Moneys appropriated by the general assembly for
34 deposit in the fund shall be used to provide funding to school
35 districts pursuant to the requirements of this section.

1 6. Notwithstanding section 8.33, unencumbered or
2 unobligated funds remaining on June 30 of the fiscal year for
3 which the funds were appropriated shall not revert but shall
4 be available for expenditure in the following fiscal year for
5 the purposes of this section.

6 Sec. 14. NEW SECTION. 256E.6 REPORTS.

7 The board of directors of a school district or a
8 collaboration of school districts implementing an approved
9 beginning teacher induction program as provided in this
10 chapter shall submit an assessment of the program's results by
11 July 1 of the fiscal year succeeding the year in which the
12 board or the collaboration of districts received moneys under
13 this chapter. The department shall annually report the
14 statewide results of the program to the chairpersons and the
15 ranking members of the house and senate education committees
16 by January 1.

17 Sec. 15. Section 257.20, subsection 2, Code 1997, is
18 amended by adding the following new paragraph:

19 NEW PARAGRAPH. c. If the department of education prorates
20 the amount of the instructional support state aid paid to each
21 district pursuant to this subsection, the board of directors
22 shall be authorized to call an election in the manner provided
23 in section 257.18 to impose an additional instructional
24 support property tax, or a combination of an additional
25 instructional support property tax and an additional
26 instructional support income surtax, in an amount calculated
27 by the department of management to equal the difference
28 between what the district would be entitled to receive if the
29 instructional support levy were fully funded pursuant to
30 subsection 1, and the amount of the prorated state aid
31 calculated pursuant to paragraph "b".

32 The additional voter-approved taxing authority pursuant to
33 this paragraph shall be granted for each budget year in which
34 a prorated state aid payment is received, for a period not to
35 exceed the duration of the underlying instructional support

1 program. However, the amount of additional voter-approved
 2 instructional support property tax and voter-approved
 3 additional instructional support income surtax, if imposed,
 4 may be determined by the board of directors in a different
 5 proportion than for the instructional support property tax and
 6 instructional support income surtax imposed for the underlying
 7 instructional support program. Certification procedures
 8 regarding imposition of additional instructional support
 9 property tax or additional voter-approved instructional
 10 support income surtax shall be as provided in sections 257.19
 11 and 257.25. The payments shall be calculated, paid, and
 12 deposited at the same time and in the same manner as provided
 13 in sections 257.21 through 257.26.

14 Sec. 16. NEW SECTION. 268.6 TEACHER INTERNSHIP PILOT
 15 PROGRAM.

16 1. The university of northern Iowa shall design and
 17 implement a teacher internship pilot program to permit the
 18 integration of theoretical and practical learning. The
 19 university shall develop the program in consultation with the
 20 state board of education and the board of educational
 21 examiners.

22 2. The teacher internship pilot program implemented by the
 23 university shall include all of the following:

24 a. Student interns enrolled in the program shall complete
 25 a one-year teaching experience conducted in a collaborating
 26 school district. A student intern shall be an employee of the
 27 participating school district. The amount of money a school
 28 district shall pay to a student intern shall be negotiated by
 29 the school district and the university in consultation with
 30 the department of education.

31 b. Application of the best teaching practices in diverse
 32 settings and in responding to diverse student needs under the
 33 supervision of selected district teachers and university
 34 personnel.

35 c. Seminars and special projects designed to meet student

1 intern needs.

2 d. Collaboration and support from a participating school
3 district relating to supervision and assessment of the student
4 intern's performance.

5 e. Collaboration and support from the university in
6 developing rigorous graduate coursework and in matters
7 relating to supervision, instruction, and evaluation of the
8 student intern in conjunction with personnel employed by the
9 participating school district.

10 3. Student interns who enroll in the program shall receive
11 graduate credit for successful completion of teacher
12 internship program coursework. The successful completion of a
13 one-year teacher internship under the program shall be
14 recognized as the equivalent of one year of teaching
15 experience.

16 4. A teacher who is employed by a school district and who
17 acts as a clinical supervisor for the teacher internship pilot
18 program shall be eligible for a stipend of one thousand
19 dollars per semester of participation in the program. The
20 stipend and the costs of the employer's share of contributions
21 to federal social security and the Iowa public employees'
22 retirement system established under chapter 294, for such
23 amounts by the district, shall be paid from moneys received by
24 the participating school district from moneys allocated to the
25 university of northern Iowa pursuant to this section.

26 5. Moneys received by a school district under this section
27 shall not be commingled with state aid payments made under
28 section 257.16 to a school district and shall be accounted for
29 by the school district separately from state aid payments.

30 6. Payments made to school districts under this section
31 are miscellaneous income for purposes of chapter 257 and are
32 considered encumbered. A school district shall maintain a
33 separate budget listing for payments received and expenditures
34 made pursuant to this section.

35 7. Moneys received by a school district under this section

1 shall not be used for payment of any collective bargaining
2 agreement or arbitrator's decision negotiated or awarded under
3 chapter 20.

4 8. Annually on or by January 15, the university of
5 northern Iowa shall submit a report describing activities
6 associated with the program to the chairpersons and ranking
7 members of the standing house and senate education committees.

8 9. a. There is appropriated from the general fund of the
9 state to the state board of regents for the fiscal year
10 beginning July 1, 1998, and ending June 30, 1999, the sum of
11 two hundred twenty thousand dollars for the teacher internship
12 pilot program at the university of northern Iowa.

13 b. There is appropriated from the general fund of the
14 state to the state board of regents for each fiscal year of
15 the fiscal period beginning July 1, 2000, and ending June 30,
16 2002, the sum of five hundred seventy-five thousand dollars
17 for the teacher internship pilot program at the university of
18 northern Iowa.

19 10. This section is repealed on July 1, 2002.

20 Sec. 17. Section 272.1, Code 1997, is amended by adding
21 the following new subsection:

22 NEW SUBSECTION. 4A. "Para-educator" means a person who is
23 licensed to assist a teacher in the performance of
24 instructional tasks to support and assist classroom
25 instruction and related school activities.

26 Sec. 18. NEW SECTION. 272.12 PARA-EDUCATOR LICENSES.

27 1. The board of educational examiners shall adopt rules
28 pursuant to chapter 17A relating to a multi-level voluntary
29 licensing system ranging from para-educator generalist to
30 para-educator specialist. The rules shall outline the
31 instructional and other school activity tasks the individuals
32 licensed under this section may perform. The board shall
33 determine whether an applicant is qualified to perform the
34 duties for which a para-educator license is sought.

35 2. Applicants for a para-educator license as a generalist

1 must hold a high school diploma from an accredited secondary
2 school or a high school equivalency diploma issued in
3 accordance with chapter 259A. The applicant must also have
4 completed additional in-service training in at least all of
5 the following areas:

- 6 a. Behavior management.
- 7 b. Ethical responsibilities and behavior.
- 8 c. Exceptional child and at-risk child behavior.
- 9 d. Collaboration skills and interpersonal relations.
- 10 e. Child and youth development.

11 3. Applicants for a para-educator license as a specialist
12 must meet the requirements of subsection 2 and additional
13 requirements as prescribed by rule.

14 4. A public school district, area education agency,
15 community college, institution of higher education under the
16 state board of regents, or an accredited private institution
17 as defined in section 261.9, subsection 1, with a program
18 approved by the state board of education, may train and
19 recommend individuals for board licensure.

20 5. Applicants shall be disqualified for any of the
21 following reasons:

- 22 a. The applicant is less than eighteen years of age.
- 23 b. The applicant has a record of founded child abuse.
- 24 c. The applicant has been convicted of a felony.
- 25 d. The applicant's application is fraudulent.
- 26 e. The applicant's license or certification from another
27 state is suspended or revoked.
- 28 f. The applicant fails to meet board standards for
29 application for an initial or renewed license.

30 6. Qualifications or criteria for the granting or
31 revocation of a license or the determination of an
32 individual's professional standing shall not include
33 membership or nonmembership in any teachers' organization.

34 Sec. 19. NEW SECTION. 279.12A EVALUATION CRITERIA AND
35 PROCEDURES.

1 A board of directors of a school district shall establish
 2 evaluation procedures and evaluation criteria for all
 3 personnel. If an exclusive bargaining representative has been
 4 certified, a school board shall negotiate in good faith with
 5 respect to evaluation procedures pursuant to chapter 20.
 6 However, the determination of the substantive criteria for
 7 evaluations and the standards of performance expected of
 8 district personnel shall be reserved as an exclusive
 9 management right of the school board, and shall not be subject
 10 to mandatory negotiations in accordance with section 20.9.
 11 The determination of the substantive criteria for evaluations
 12 and standards of performance as established by the board is
 13 final. Objections to the use or content of an evaluation in a
 14 teacher termination proceeding shall be brought before the
 15 school board in the hearing held in accordance with section
 16 279.16 and shall not be subject to grievance procedures
 17 negotiated in accordance with section 20.18.

18 Sec. 20. NEW SECTION. 279.14B PRACTITIONER PERFORMANCE
 19 IMPROVEMENT PROGRAM.

20 1. The department of education shall establish and
 21 implement a voluntary practitioner performance improvement
 22 program that shall provide technical assistance to teachers
 23 and administrators from each public school district and area
 24 education agency. The department shall consult with the Iowa
 25 state education association, the Iowa association of school
 26 boards, the school administrators of Iowa, and, as
 27 practicable, other entities providing similar programs, in
 28 developing the program. The program shall do the following:
 29 a. At a minimum, the program shall provide administrators
 30 with training, including but not limited to, seminars and
 31 written materials, relating to the areas of employment
 32 policies and procedures, employment documentation, performance
 33 evaluations, corrective performance techniques, discipline,
 34 termination, and support by qualified individuals for
 35 implementation of the program. Training received by an

1 administrator in accordance with this section shall apply
2 toward an administrator's evaluator approval renewal. The
3 program shall not be used to provide consultation or
4 assistance on specific employment situations.

5 b. The program shall include the establishment and
6 implementation of a regional system to provide technical
7 assistance to teachers and administrators who are performing
8 inadequately.

9 2. The department shall submit an annual report to the
10 chairpersons and ranking members of the house and senate
11 standing education committees summarizing program activities
12 and describing the department's plans for improving or
13 changing the program.

14 3. There is appropriated from the general fund of the
15 state to the department of education for each fiscal year the
16 sum of three hundred thousand dollars for purposes of the
17 practitioner performance improvement program.

18 Of the funds appropriated, the sum of two hundred thousand
19 dollars shall be used for purposes of subsection 1, paragraph
20 "a", and the sum of one hundred thousand dollars shall be used
21 for purposes of subsection 1, paragraph "b".

22 Sec. 21. Section 279.19, unnumbered paragraph 2, Code
23 1997, is amended to read as follows:

24 In the case of the termination of a probationary teacher's
25 contract, the provisions of sections 279.15 and 279.16 shall
26 apply. However, notwithstanding any provision to the
27 contrary, the grievance procedures of section 20.18 shall not
28 apply in the case of the termination of the contract of a
29 teacher serving a probationary period.

30 Sec. 22. NEW SECTION. 279.59 PRACTITIONER RECOGNITION
31 AWARD PILOT PROGRAM.

32 1. Subject to an appropriation of sufficient funds by the
33 general assembly, the department shall design and implement a
34 practitioner recognition award pilot program for recognizing
35 superior teaching and learning and rewarding excellence in

1 teaching practices and results, or for administrative
2 leadership.

3 2. The practitioner recognition award pilot program
4 implemented by the department shall include, but shall not be
5 limited to, all of the following:

6 a. A nomination procedure that permits nominations to be
7 made by the practitioner, other practitioners, or parents.

8 b. Award distribution to individuals or to nominated teams
9 of practitioners.

10 c. Award eligibility based upon completion of one full
11 school year in the district as a licensed practitioner, a
12 satisfactory or higher ranking on a performance evaluation by
13 the practitioner's administrator or a recommendation from the
14 board of directors of the district, and certification that the
15 practitioner improved student achievement in the year of award
16 eligibility. Eligibility may be for more than one year, if
17 appropriate.

18 d. Voluntary participation by a nominee.

19 e. Use of objective methods for measuring improvement in
20 student achievement. Multiple measurement and assessment
21 tools may be used. However, if a standard, objective method
22 for measuring improvement in a subject area is unavailable,
23 the practitioner or the school district may request approval
24 from the director of education to use an alternative,
25 objective method for measuring improvement in student
26 achievement. The director's decision shall be final.

27 3. The department shall determine the minimum criteria
28 necessary for eligibility in the program, and shall utilize
29 and distribute to school districts a weighting system for
30 criteria evaluation that ranks the criteria in the following
31 order of priority: improvement in student achievement,
32 practitioner advancement through education or professional
33 designation achievement, practitioner participation as a
34 member or leader of a team, initiative in student achievement,
35 and community involvement.

1 4. To nominate an individual for an award, an individual
2 shall submit a one-page application and report, on a form
3 designed and distributed to school districts by the department
4 of education, to a local school district coordinator who shall
5 be designated by the board of directors of the school
6 district. The form shall be completed by the practitioner,
7 two colleagues, and three parents selected by the
8 practitioner. The district coordinator shall tabulate the
9 totals of all nominations according to the minimum criteria
10 determined by the department under subsection 2. The district
11 may judge a nominee by criteria in addition to the criteria
12 established by the department.

13 5. The ranked list of nominees shall be submitted to the
14 board of directors of the school district for review and
15 approval. The board of directors shall be responsible for
16 determining the number of awards and the amount of the awards
17 based upon the moneys received by the school district pursuant
18 to section 279.60. The board of directors shall also consult
19 with practitioners to plan appropriate recognition events
20 within the district for presentation of the awards.

21 Sec. 23. NEW SECTION. 279.60 PRACTITIONER RECOGNITION
22 AWARD -- FUNDING.

23 1. Subject to an appropriation of sufficient funds by the
24 general assembly, and the establishment of a practitioner
25 recognition award pilot program, by September 15, each school
26 district willing to participate in the practitioner
27 recognition award pilot program shall notify the department of
28 education of the intent to participate in the program.

29 2. From the moneys appropriated for purposes of this
30 program, the amount of moneys allocated to school districts
31 that have notified the department of the intent to participate
32 in the program shall be in the proportion that the basic
33 enrollment of a district bears to the sum of the basic
34 enrollments of all school districts in the state for the
35 budget year that are willing to participate in the program.

1 If the Iowa braille and sight saving school, the state school
 2 for the deaf, and the Price laboratory school at the
 3 university of northern Iowa notify the department of the
 4 intent to participate, they shall annually certify their basic
 5 enrollments to the department of education by October 1.
 6 However, the amount of an award to a school district shall not
 7 exceed the sum of one hundred thousand dollars.

8 3. For each year in which an appropriation is made to the
 9 practitioner recognition award pilot program, the department
 10 of education shall notify the department of revenue and
 11 finance of the amount to be paid to each school district based
 12 upon the distribution plan set forth for the appropriation
 13 made pursuant to this section. The allocation to each school
 14 district under this section shall be made in one payment on or
 15 about January 15 of the fiscal year in which the appropriation
 16 is made, taking into consideration the relative budget and
 17 cash position of the state resources.

18 4. Moneys received under this section shall not be
 19 commingled with state aid payments made under sections 257.16
 20 to a school district and shall be accounted for by the local
 21 school district separately from state aid payments.

22 5. Payments made to school districts under this section
 23 are miscellaneous income for purposes of chapter 257 or are
 24 considered encumbered. Each local school district shall
 25 maintain a separate listing within their budget for payments
 26 received and expenditures made pursuant to this section.

27 6. Moneys received under this section shall not be used
 28 for payment of any collective bargaining agreement or
 29 arbitrator's decision negotiated or awarded under chapter 20.

30 7. For purposes of this section, "school district" means a
 31 school district, the Iowa braille and sight saving school, the
 32 state school for the deaf, and the Price laboratory school at
 33 the university of northern Iowa.

34 8. Awards to practitioners under this program shall not be
 35 built into the base pay for the practitioner, but shall be

1 included in the calculation to determine pension contributions
2 in the year in which the award is received.

3 Sec. 24. Section 294A.5, Code 1997, is amended to read as
4 follows:

5 294A.5 MINIMUM SALARY SUPPLEMENT.

6 1. For the school year beginning July 1, ~~1987~~ 1998, and
7 succeeding school years, the minimum annual salary paid to a
8 full-time teacher as regular compensation shall be ~~eighteen~~
9 twenty-one thousand dollars.

10 2. The minimum salary supplement shall be the sum of the
11 following, as applicable:

12 a. For the school year beginning July 1, ~~1987~~ 1998, for
13 phase I, each school district and area education agency shall
14 certify to the department of education by the third Friday in
15 September the names of all teachers employed by the district
16 or area education agency whose regular compensation is less
17 than ~~eighteen~~ twenty-one thousand dollars per year for that
18 year and the amounts needed as minimum salary supplements.
19 The minimum salary supplement for each eligible teacher is the
20 total of the difference between ~~eighteen~~ twenty-one thousand
21 dollars and the teacher's regular compensation plus the amount
22 required to pay the employer's share of the federal social
23 security and Iowa public employees' retirement system, or a
24 pension and annuity retirement system established under
25 chapter 294, payments on the additional salary moneys.
26 However, for purposes of this paragraph, a teacher's regular
27 compensation for the school year beginning July 1, 1998, shall
28 not be lower than twenty-one thousand dollars.

29 b. The total minimum salary supplement paid to a school
30 district under phase I for the school year beginning July 1,
31 1997.

32 Sec. 25. Section 294A.6, unnumbered paragraph 1, Code
33 1997, is amended to read as follows:

34 1. For the school year beginning July 1, ~~1987~~ 1998, the
35 department of education shall notify the department of revenue

1 and finance of the total minimum salary supplement, as
 2 described in section 294A.5, subsection 2, paragraphs "a" and
 3 "b", to be paid to each school district and area education
 4 agency under phase I and the department of revenue and finance
 5 shall make the payments. For school years after the school
 6 year beginning July 1, ~~1987~~ 1998, if a school district or area
 7 education agency reduces the number of its full-time
 8 equivalent teachers below the number employed during the
 9 school year beginning July 1, ~~1987~~ 1998, the department of
 10 revenue and finance shall reduce the total minimum salary
 11 supplement payable to that school district or area education
 12 agency so that the amount paid is equal to the ratio of the
 13 number of full-time equivalent teachers employed in the school
 14 district or area education agency for that school year divided
 15 by the number of full-time equivalent teachers employed in the
 16 school district or area education agency for the school year
 17 beginning July 1, ~~1987~~ 1998, and multiplying that fraction by
 18 the total minimum salary supplement paid to that school
 19 district or area education agency for the school year
 20 beginning July 1, ~~1987~~ 1998.

21 Sec. 26. Section 294A.25, subsection 1, Code Supplement
 22 1997, is amended to read as follows:

23 1. For the fiscal year beginning July 1, ~~1990~~ 1998, and
 24 for each succeeding year, there is appropriated from the
 25 general fund of the state to the department of education the
 26 amount of ninety-two eighty-one million one four hundred
 27 seventy-six thousand eighty-five six hundred sixty-six dollars
 28 to be used to improve teacher salaries. ~~For each fiscal year~~
 29 ~~in the fiscal period commencing July 1, 1991, and ending June~~
 30 ~~30, 1993, there is appropriated an amount equal to the amount~~
 31 ~~appropriated for the fiscal year beginning July 1, 1990, plus~~
 32 ~~an amount sufficient to pay the costs of the additional~~
 33 ~~funding provided for school districts and area education~~
 34 ~~agencies under sections 294A.9 and 294A.14. For each fiscal~~
 35 ~~year beginning on or after July 1, 1995, there is appropriated~~

1 ~~the sum which was appropriated for the previous fiscal year,~~
2 ~~including supplemental payments.~~ The moneys shall be
3 distributed as provided in this section.

4 Sec. 27. Section 294A.25, subsection 7, Code Supplement
5 1997, is amended to read as follows:

6 7. Commencing with the fiscal year beginning July 1, 1990,
7 the amount of sixty seventy-five thousand dollars for the
8 ambassador to education program under section 256.43.

9 Sec. 28. CURRENT NATIONAL BOARD CERTIFICATE HOLDERS. In
10 order to receive payment under section 256.44, as enacted by
11 this Act, a teacher who by July 1, 1998, meets the
12 qualifications for an award under section 256.44, shall apply
13 to the department for payment under section 256.44 by June 30,
14 1999.

15 Sec. 29. INITIAL YEAR.

16 1. The board of directors of a school district, or the
17 boards of directors of a collaboration, determined to
18 participate in the beginning teacher induction program in
19 fiscal year 1998-1999, shall submit the plan required under
20 section 256E.3, if enacted in this Act, to the department of
21 education by October 15, 1998.

22 2. By January 15, 1999, the department of education shall
23 award grants as provided in accordance with section 256E.3, if
24 enacted in this Act.

25 Sec. 30. APPLICABILITY. Section 20 of this Act, relating
26 to evaluation criteria, takes effect July 1, 1998, for
27 collective bargaining agreements or contracts entered into on
28 or after July 1, 1998, between teachers and the boards of
29 directors of school districts.

30 EXPLANATION

31 This bill relates to teachers contracts and the
32 establishment of evaluation criteria, frontier schools, a
33 beginning teachers induction program, a practitioner
34 recognition award pilot program, mathematics pilot programs,
35 awards to teachers for national board certification, an early

1 education improvement program, instructional support state
2 aid, a teacher internship pilot program at the university of
3 northern Iowa, para-educator licenses, a practitioner
4 performance improvement program, and an increase in the
5 minimum teachers' salary.

6 Code section 256.22: Establishes a frontier and extended
7 year school planning grant program to provide for the
8 allocation of grants to school districts, or a collaboration
9 of school districts, ready to investigate the possibility of
10 converting of an existing school within a district to a
11 frontier or to an extended school year. The bill defines a
12 "frontier school" to mean a school that is nonsectarian in its
13 program, admission policies, employment practices, and all
14 other operations. The school is a public school and shall not
15 charge admission or tuition. The primary focus of a frontier
16 school shall be to provide a comprehensive program of
17 instruction for at least one grade or age group from five
18 through 18 years of age. The school district or collaboration
19 of school districts shall agree to appoint a frontier school
20 planning committee composed of parents, teachers,
21 administrators, and individuals representing business, and the
22 local community. The bill describes the issues a planning
23 grant must be used to examine.

24 The bill appropriates \$500,000 from the general fund of the
25 state to the department of education for grant awards, the
26 amounts of which shall be determined by the department.
27 However, a grant awarded to a school district under the
28 provisions of this section shall not exceed \$25,000.

29 Code section 256.24: Appropriates \$50,000 from the general
30 fund of the state to the department of education for each of
31 the next two years and directs the Iowa mathematics and
32 science coalition to administer a two-year mathematics pilot
33 program to help teachers become aware of possibilities for
34 mathematics instruction other than traditional approaches.
35 The pilot programs shall be located in at least three public

1 schools districts, one located in a large school district, one
2 located in a medium-sized school district, and one located in
3 a small school district.

4 Code section 256.44: Provides for a \$2,000 registration
5 award and an annual payment of \$2,000 for up to five years to
6 each teacher employed by a school district in Iowa who holds a
7 national board for professional teaching standards
8 certificate. Individuals must provide certification as
9 required by the department of education and apply to the
10 department within one year of achieving certification. The
11 bill also establishes a national board for professional
12 teaching standards certification fund to be administered by
13 the department of education and appropriates \$250,000 annually
14 to the fund.

15 New Code chapter 256D: Establishes an early education
16 improvement program, focused on kindergarten through grade
17 three, with an annual appropriation of \$9 million from the
18 state general fund to the department of education.

19 The general assembly finds, according to the bill, that it
20 is in the best interest of the state to encourage and fund
21 early education programs in public school districts. The bill
22 defines the goals of an eligible early education improvement
23 program and lists the components of early education practices
24 and programs for which state funding may be expended.

25 The bill provides for a per pupil annual distribution of
26 the funds appropriated, but stipulates that a school district
27 shall receive no less than \$10,000. The bill defines the term
28 "school district" to include public school districts, the Iowa
29 braille and sight saving school, the state school for the
30 deaf, and the Price laboratory school at the university of
31 northern Iowa.

32 The bill requires that school districts report to the
33 appropriate state agencies progress made in attaining or
34 surpassing student achievement goals. The bill also requires
35 the department of education to submit to the chairpersons and

1 ranking members of the house and senate committees on
2 education reports describing the ways school districts are
3 using early education moneys, whether any are using the moneys
4 to supplant other funding, and describing district progress on
5 attaining or surpassing student achievement goals.

6 New Code chapter 256E: Creates a beginning teacher
7 induction program to promote excellence in teaching, build a
8 supportive environment in school districts to increase the
9 retention of promising beginning teachers, and promote the
10 personal and professional well-being of teachers. The bill
11 appropriates \$180,000 for the first year of the program,
12 fiscal year 1998-1999.

13 The bill directs the department of education to develop a
14 process to be used in awarding beginning teacher grants.

15 A teacher serving as a mentor under the program is eligible
16 for an award of \$500 per semester of participation. Moneys
17 received by a district shall be expended for awards to
18 mentors, for the costs of the employer's share of
19 contributions to federal social security and the Iowa public
20 employees' retirement system or a pension and annuity
21 retirement system established under chapter 294, for such
22 amounts paid by the districts.

23 The bill establishes a beginning teacher induction fund in
24 the office of the treasurer of state to be administered by the
25 department of education.

26 A school district shall appoint a district facilitator who
27 acts as a liaison between the board and the department of
28 education who shall appoint a district committee. The
29 district committee membership shall include, but is not
30 limited to, licensed teachers and an area education agency
31 staff development professional. The district committee must
32 adopt a plan and written procedures for a mentor program which
33 shall, at a minimum, address the application, mentor
34 selection, and mentor training processes; the timetable for
35 plan implementation; placement; minimum release time;

1 measurement of results; and dissolving mentoring partnerships.
2 District committees are encouraged to collaborate with area
3 education agencies and postsecondary institutions in the
4 preparation of plans. The district committee shall recommend
5 to the board of directors the names of classroom teachers
6 eligible to be mentors.

7 The board of directors shall submit the plan and a
8 reasonable cost proposal to the department, which shall award
9 grants to school districts, selecting from the school
10 districts submitting plans based solely upon equitability and
11 geographic and population diversity.

12 The bill also requires that a licensed teacher, to be
13 eligible to be a mentor, be employed by a school district as a
14 classroom teacher, have a record of at least five years of
15 effective practice, have been employed for one full year in
16 the district on a nonprobationary basis, and demonstrate
17 professional commitment to the improvement of teaching and
18 learning, and the development of beginning teachers.

19 Code section 257.20: Permits school districts receiving a
20 prorated instructional support state aid payment to call an
21 election to receive voter-approval for additional taxing
22 authority to fully fund the instructional support program.

23 The bill provides that the board of directors of a school
24 district shall be authorized to call an election in the manner
25 provided in Code section 257.18 to impose an additional voter-
26 approved instructional support property tax, or a combination
27 of an additional voter-approved instructional support property
28 tax and an additional voter-approved instructional support
29 income surtax, in an amount calculated by the department of
30 management to equal the difference between what the district
31 would be entitled to receive if the instructional support levy
32 were fully funded pursuant to Code section 257.20, subsection
33 1, and the amount of the prorated state aid calculated
34 pursuant to Code section 257.20, subsection 2, paragraph "b".

35 The bill provides that the additional voter-approved taxing

1 authority shall be granted for each budget year in which a
 2 prorated state aid payment is received, for a period not to
 3 exceed the duration of the underlying instructional support
 4 program, and that the amount of additional voter-approved
 5 instructional support property tax and additional voter-
 6 approved instructional support income surtax, if imposed, may
 7 be determined by the board of directors in a different
 8 proportion than the underlying instructional support property
 9 tax and income surtax amounts. The bill provides that
 10 certification procedures regarding imposition of the
 11 additional voter-approved tax shall be as provided in Code
 12 sections 257.19 and 257.25, and that the payments shall be
 13 calculated, paid, and deposited as provided in Code sections
 14 257.21 through 257.26.

15 New Code section 268.6: Establishes a teacher internship
 16 pilot program at the university of northern Iowa. The bill
 17 appropriates \$220,000 from the general fund of the state to
 18 the state board of regents to support the program in the 1998-
 19 1999 fiscal year, and \$575,000 for each of the next two years.

20 The bill directs the university to design and implement an
 21 internship pilot program to continue the professional growth
 22 of beginning practitioners. The university must submit the
 23 program to the state board of education for approval.

24 The program, as described in the bill, will provide student
 25 interns with graduate credit for the successful completion of
 26 coursework and requires student interns enrolled in the
 27 program to complete a one-year teaching experience in a
 28 collaborating school district.

29 The university is required to apply the best teaching
 30 practices in diverse settings and in responding to diverse
 31 student needs under the supervision of selected school
 32 district teachers and university personnel; provide seminars
 33 and special projects designed to meet student intern needs;
 34 develop rigorous graduate coursework and to collaborate with
 35 and support participating school districts in matters relating

1 to supervision, instruction, and evaluation of the student
2 intern in conjunction with personnel employed by the
3 participating school district.

4 School districts participating in the program are required
5 to collaborate with the university and provide support
6 relating to supervision and assessment of the student intern's
7 performance.

8 From moneys appropriated for purposes of the program, the
9 university shall pay teachers employed by school districts
10 participating in the program as clinical supervisors a stipend
11 of \$1,000 per semester.

12 The bill also requires annual reporting by the university,
13 to describe the activities associated with the program to the
14 chairpersons and ranking members of the standing house and
15 senate education committees.

16 Code section 272.1 and new Code section 272.12: Require
17 the board of educational examiners to adopt rules relating to
18 a multi-level voluntary licensing system for para-educators,
19 which the bill defines as a person who is licensed to assist a
20 teacher in the performance of instructional tasks to support
21 and assist classroom instruction and related school
22 activities. The bill appropriates \$25,000 to the board for
23 developing and implementing the system.

24 A school district, area education agency, community
25 college, regents university, or accredited private university,
26 with programs approved by the state board of education, may
27 train and recommend individuals for board licensure.

28 The bill lists a number of reasons why an applicant shall
29 be disqualified from being issued or holding a license.

30 Code section 279.12A: Provides that a school board shall
31 negotiate with respect to evaluation procedures but the
32 board's substantive evaluation criteria are final,
33 notwithstanding the scope of negotiations as provided for in
34 the collective bargaining chapter, Code chapter 20.

35 Objections to the use or content of an evaluation in a teacher

1 termination proceeding is not subject to the grievance
2 procedures of Code section 20.18.

3 New Code section 279.14B: Provides for the establishment
4 and implementation, within the department of education, of a
5 voluntary practitioner performance improvement program to
6 provide technical assistance to teachers and administrators
7 from each public school district and area education agency.
8 Administrators will be assisted in the areas of employee
9 performance evaluation and termination. The department is
10 also required to consult with the Iowa state education
11 association, the Iowa association of school boards, the school
12 administrators of Iowa and others in developing the program.
13 The bill appropriates \$300,000 for the program.

14 An annual report summarizing program activities and
15 describing the department's plans for improving or changing
16 the program is required to be submitted to the chairpersons
17 and ranking members of the house and senate standing education
18 committees by the department.

19 Code section 279.19, unnumbered paragraph 2: Denies the
20 application of the grievance procedures of Code chapter 20,
21 the public employment relations Act governing collective
22 bargaining, to a probationary teacher whose contract is
23 terminated.

24 Code sections 279.59 and 279.60: Provide for the
25 establishment and implementation of a practitioner recognition
26 award pilot program for recognizing superior teaching and
27 learning and rewarding excellence in teaching practices and
28 results, or for administrative leadership. The bill
29 appropriates \$1,000,000 to the department of education for the
30 program for fiscal year 1998-1999.

31 The program is to include a nomination procedure that
32 permits nominations to be made by the practitioner, other
33 practitioners, or parents; award distribution to individuals
34 or to nominated teams of practitioners; award eligibility
35 based upon completion of one full school year in the district

1 as a licensed practitioner, a satisfactory or higher ranking
2 on a performance evaluation by the practitioner's
3 administrator, or a recommendation from the board of directors
4 of the district; eligibility for more than one year, if
5 applicable; voluntary participation by a nominee; and use of
6 objective methods for measuring improvement in student
7 achievement.

8 The department shall determine the minimum criteria
9 necessary for eligibility in the program based upon a
10 weighting system for criteria evaluation.

11 The board of directors of the school district is
12 responsible for determining the number of awards and the
13 amount of the awards based upon the moneys received by the
14 school district.

15 To receive program moneys, a school district must notify
16 the department of its intent to participate in the program by
17 September 15. The bill provides for the moneys to be divided
18 on a per pupil basis among the school district that have
19 indicated their intent to participate. The Iowa braille and
20 sight saving school, the state school for the deaf, and the
21 Price laboratory school at the university of northern Iowa are
22 considered school districts under the bill and are therefore
23 eligible to participate if they notify the department of the
24 intent to participate.

25 Code sections 294A.5; 294A.6, unnumbered paragraph 1; and
26 294A.25, subsection 1: Increase the minimum annual teachers'
27 salary from \$18,000 to \$21,000. The bill also provides for
28 the payment of a minimum salary supplement to school
29 districts. The bill also appropriates \$81,476,666 annually to
30 pay for increased teachers' salaries.

31 Code section 294A.25, subsection 7: Increases the amount
32 of educational excellence moneys to the ambassador to
33 education program from \$60,000 to \$75,000.

34
35