

**House File 2440 - Introduced**

HOUSE FILE 2440  
BY COMMITTEE ON EDUCATION

(SUCCESSOR TO HF 620)

**A BILL FOR**

1 An Act establishing market factor teacher incentives for school  
2 district attendance centers located in areas that have high  
3 rates of crime.  
4 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

1 Section 1. NEW SECTION. 284.11 Market factor teacher  
2 incentives — legislative intent.

3 1. The general assembly finds that Iowa school districts  
4 need to be more competitive in recruiting and retaining  
5 talented professionals into the teaching profession. To ensure  
6 that school districts with attendance centers located in areas  
7 that have high rates of crime have the ability to attract  
8 highly qualified teachers, it is the intent of the general  
9 assembly to encourage school districts to provide incentives  
10 for these hard-to-staff attendance centers. If moneys are  
11 appropriated for such purpose, this section provides for state  
12 assistance to allow school districts to add a market factor  
13 incentive paid by the school districts.

14 2. A school district with one or more attendance centers  
15 that the department, in collaboration with the division of  
16 criminal and juvenile justice and planning of the department  
17 of human rights, has determined are located in an area or  
18 areas that have high rates of crime shall be paid annually,  
19 if the general assembly appropriates moneys for purposes  
20 of market factor incentives, an amount of state assistance  
21 to create market factor incentives for classroom teachers  
22 in the school district. If the general assembly does not  
23 appropriate moneys sufficient for purposes of market factor  
24 teacher incentives, the board of directors of a school district  
25 is encouraged to determine an appropriate revenue source to  
26 support market factor teacher incentives. Market factor  
27 incentives may include but are not limited to salaries,  
28 educational opportunities and support, moving expenses, and  
29 housing expenses for the recruitment and retention needs of  
30 the school district in the hard-to-staff attendance centers,  
31 improving the racial or ethnic diversity on local teaching  
32 staffs, funding to prepare a teacher to attain a license or  
33 endorsement in a shortage area, or funds to support educational  
34 support personnel in pursuing a license in a shortage area.  
35 The teacher quality committee established pursuant to section

1 284.4, subsection 1, paragraph "c", shall make recommendations  
2 to the school board and the certified bargaining representative  
3 regarding the awarding of market factor incentives.

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

19 4. The department shall include market factor incentives  
20 when reporting in the annual condition of education report on  
21 the use of funds allocated for purposes of this section. The  
22 department shall review the use and effectiveness of the use of  
23 funds allocated for purposes of this section and shall submit  
24 its findings and recommendations in a report to the general  
25 assembly by January 15, 2011, and each succeeding fiscal year  
26 following a fiscal year in which funds were appropriated for  
27 purposes of this section. It is the intent of the general  
28 assembly to appropriate funds in future fiscal years for  
29 purposes of this section based upon the department's findings  
30 and recommendations.

31 5. Market factor teacher incentives shall not be utilized to  
32 displace a teacher or to alter teaching assignments without the  
33 approval of the affected teachers.

34

EXPLANATION

35 This bill establishes market factor teacher incentives

1 for school district attendance centers located in areas  
2 that have high rates of crime. If the general assembly  
3 does not appropriate sufficient funds for incentives, the  
4 bill encourages school districts to determine an appropriate  
5 revenue source to support incentives. Incentives may include  
6 educational opportunities and support, moving expenses, and  
7 housing expenses; and funding to prepare education personnel to  
8 attain a license or endorsement in a shortage area.

9       Incentives cannot be used to displace a teacher or to alter  
10 teaching assignments without the approval of the affected  
11 teachers.

12       The bill requires the teacher quality committee to make  
13 recommendations to the school board and collective bargaining  
14 representative regarding the awarding of market factor  
15 incentives. The bill also requires the department to submit  
16 a report on the use and effectiveness of the funds allocated  
17 for incentives, and states a legislative intent to reevaluate  
18 future appropriations for the incentives based on the report.