

ASSEMBLY BILL NO. 461—COMMITTEE ON WAYS AND MEANS

MARCH 28, 2005

Referred to Committee on Ways and Means

SUMMARY—Makes appropriation to Department of Education for programs of performance pay and enhanced compensation for recruitment, retention and mentoring of teachers. (BDR S-1391)

FISCAL NOTE: Effect on Local Government: No.
Effect on the State: Contains Appropriation not included in Executive Budget.

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EXPLANATION – Matter in ***bolded italics*** is new; matter between brackets **[omitted material]** is material to be omitted.

AN ACT relating to education; making an appropriation to the Department of Education for distribution to school districts that adopt programs of performance pay and enhanced compensation for the recruitment, retention and mentoring of teachers; and providing other matters properly relating thereto.

THE PEOPLE OF THE STATE OF NEVADA, REPRESENTED IN
SENATE AND ASSEMBLY, DO ENACT AS FOLLOWS:

- 1 **Section 1.** 1. There is hereby appropriated from the State
2 General Fund to the Department of Education the sum of
3 \$10,000,000 for grants of money to school districts that adopt a
4 program of performance pay and enhanced compensation for the
5 recruitment, retention and mentoring of teachers pursuant to this
6 section.
7 2. To receive a grant of money, the board of trustees of a
8 school district may submit an application to the Department of
9 Education that:
10 (a) Sets forth a program of performance pay and enhanced
11 compensation for the recruitment, retention and mentoring of
12 teachers adopted by the school district and negotiated pursuant to



chapter 288 of NRS, which includes one or more of the following components:

(1) Skills-based pay pursuant to which teachers develop certain skills verified through licensure, certification or some other method.

(2) A "career ladder" program, pursuant to which teachers who perform at or above specified standards receive an increase in compensation. Each step requires additional growth, professional development, expertise and additional responsibilities, including, without limitation, mentoring.

(3) Market-based pay, pursuant to which one-time bonuses are paid to retain teachers who provide instruction in high-need subject areas such as mathematics, science and special education and to retain teachers who teach in at-risk schools.

(b) Includes the amount of money necessary to pay the enhanced compensation pursuant to the program.

(c) Includes the number of teachers who are estimated to be eligible for enhanced compensation pursuant to the program.

3. To the extent money is available from the appropriation made by subsection 1, the Department of Education shall provide grants of money to school districts with approved applications based upon the amount of money that is necessary to carry out each program. If an insufficient amount of money is available to pay for each program, the money from the appropriation must be distributed pro rata based upon the number of teachers who are estimated to be eligible to participate in the program in each school district with an approved application.

Sec. 2. Any remaining balance of the appropriation made by section 1 of this act must not be committed for expenditure after June 30, 2007, and must be reverted to the State General Fund on or before September 21, 2007.

Sec. 3. This act becomes effective on July 1, 2005.

