

# House Bill 4112

Sponsored by Representative NEARMAN; Representatives BARRETO, BENTZ, WHISNANT, WHITSETT, Senator KNOPP (Presession filed.)

## SUMMARY

The following summary is not prepared by the sponsors of the measure and is not a part of the body thereof subject to consideration by the Legislative Assembly. It is an editor's brief statement of the essential features of the measure **as introduced**.

Allows district school board to provide additional compensation to teachers.  
Takes effect July 1, 2016.

## A BILL FOR AN ACT

Relating to compensation for teachers; creating new provisions; amending ORS 332.505; and prescribing an effective date.

**Be It Enacted by the People of the State of Oregon:**

**SECTION 1.** ORS 332.505 is amended to read:

332.505. (1) As used in this section:

(a) "Instructional assistant" has the meaning given that term in ORS 342.120.

(b) "Intern teacher" means a regularly enrolled candidate of an approved educator preparation provider, as defined in ORS 342.120, who teaches under the supervision of the staff of the provider and of the employing district in order to acquire practical experience in teaching and for which the candidate receives both academic credit from the provider and financial compensation from the school district or education service district.

(2) A district school board may:

(a) Employ a superintendent of schools and necessary assistant superintendents for the district and fix the terms and conditions of employment and the compensation. The district school board shall not contract with a superintendent for more than a period of three years at a time. The contract shall automatically expire at the end of its term. [However,] The district school board may elect to issue a subsequent contract for an additional three years at any time.

(b) Employ personnel, including teachers and administrators, necessary to carry out the duties and powers of the board and fix the duties, terms and conditions of employment and the compensation.

(c) Compensate district employees in any form, which may include, but shall not be limited to, insurance, tuition reimbursement, [and] salaries **and additional compensation. For additional compensation, the district school board shall adopt a policy that identifies:**

(A) **Whether to award the compensation on a monthly or annual basis;**

(B) **The amount of the compensation; and**

(C) **The criteria for a teacher to receive the compensation, which must include consideration of:**

(i) **The effectiveness of the teacher, based on evaluations of the teacher; and**

(ii) **Whether the teacher is assigned to an underperforming school, as determined by the Department of Education.**

**NOTE:** Matter in **boldfaced** type in an amended section is new; matter [*italic and bracketed*] is existing law to be omitted. New sections are in **boldfaced** type.

(d) Employ instructional assistants and intern teachers subject to the rules of the State Board of Education.

3       (3) The district school board shall maintain written personnel policies and make the policies  
4 available for inspection by any school employee or member of the public.

5       (4) The superintendent of the school district shall cause each employee to be specifically in-  
6 formed of the existence and availability of the personnel policies.

**SECTION 2.** The amendments to ORS 332.505 by section 1 of this 2016 Act apply to collective bargaining agreements entered into or renewed on or after the effective date of this 2016 Act.

**10           SECTION 3. This 2016 Act takes effect July 1, 2016.**