

# House Bill 4112

Sponsored by Representative NEARMAN; Representatives BARRETO, BENTZ, WHISNANT, WHITSETT, Senator KNOPP (Pre-session 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

1  
2 Relating to compensation for teachers; creating new provisions; amending ORS 332.505; and pre-  
3 scribing an effective date.

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

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

6 332.505. (1) As used in this section:

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

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

13 (2) A district school board may:

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

19 (b) Employ personnel, including teachers and administrators, necessary to carry out the duties  
20 and powers of the board and fix the duties, terms and conditions of employment and the compen-  
21 sation.

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

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

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

27 **(C) The criteria for a teacher to receive the compensation, which must include consid-**  
28 **eration of:**

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

30 **(ii) Whether the teacher is assigned to an underperforming school, as determined by the**  
31 **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.

1 (d) Employ instructional assistants and intern teachers subject to the rules of the State Board  
2 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.

7 **SECTION 2. The amendments to ORS 332.505 by section 1 of this 2016 Act apply to col-  
8 lective bargaining agreements entered into or renewed on or after the effective date of this  
9 2016 Act.**

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

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