



MODEL LEGISLATION

THE SCHOOL RECOGNITION PROGRAM

Section 1. {Findings and Intent} The Legislature finds that there is a need for a performance incentive program for outstanding faculty and staff in highly productive schools. The Legislature further finds that performance-based incentives are commonplace in the private sector and should be infused into the public sector as a reward for productivity.

Section 2. {Basic Elements of the School Recognition Program}

(A) The School Recognition Program is created to provide financial awards to public schools that:

- (1) Sustain high performance by earning a school grade of “A,” making excellent progress; or
- (2) Demonstrate exemplary performance by improving at least one letter grade or by improving more than one letter grade and sustaining the improvement the following school year.
- (3) All public schools, including charter schools, that earn a school grade are eligible to participate in the program.
- (4) All selected schools shall receive financial awards depending on the availability of funds appropriated and the number and size of schools selected to receive an award. Funds must be distributed to the school’s fiscal agent and placed in the school’s account and must be used for purposes listed in Section 3 as determined jointly by the school’s staff. If school staff cannot reach agreement by November 1, the awards will be distributed by the school principal pursuant to subsection (B).

(B) School recognition awards must be used for the following:

- (1) Nonrecurring bonuses to the faculty and staff;
- (2) Nonrecurring expenditures for educational equipment or materials to assist in maintaining and improving student performance; or
- (3) Temporary personnel for the school to assist in maintaining and improving student performance.
- (4) Notwithstanding statutory provisions to the contrary, incentive awards are not subject to collective bargaining.