



Sen. Frank C. Watson

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09500HB0471sam003

LRB095 06659 NHT 38775 a

1 AMENDMENT TO HOUSE BILL 471

2 AMENDMENT NO. _____. Amend House Bill 471, AS AMENDED,
3 with reference to page and line numbers of Senate Amendment No.
4 2, as follows:

5 on page 13, line 4, by deleting "2-3.144, 2-3.145,"; and

6 on page 13, line 5, after "10-20.40," by inserting
7 "10-20.41,"; and

8 by deleting line 3 on page 29 through line 9 on page 36; and

9 on page 39, immediately below line 13, by inserting the
10 following:

11 "(105 ILCS 5/10-20.41 new)

12 Sec. 10-20.41. Pay for performance.

13 (a) Beginning with all newly-negotiated collective

1 bargaining agreements entered into after the effective date of
2 this amendatory Act of the 95th General Assembly, a school
3 board and the exclusive bargaining representative, if any, may
4 include a performance-based teacher compensation plan in the
5 subject of its collective bargaining agreement. Nothing in this
6 Section shall preclude the school board and the exclusive
7 bargaining representative from agreeing to and implementing a
8 new performance-based teacher compensation plan prior to the
9 termination of the current collective bargaining agreement.

10 (b) The new teacher compensation plan bargained and agreed
11 to by the school board and the exclusive bargaining
12 representative under subsection (a) of this Section shall
13 provide certificated personnel with base salaries and shall
14 also provide that any increases in the compensation of
15 individual teachers or groups of teachers beyond base salaries
16 shall be pursuant, but not limited to, any of the following
17 elements:

18 (1) Superior teacher evaluations based on multiple
19 evaluations of their classroom teaching.

20 (2) Evaluation of a teacher's student classroom-level
21 achievement growth as measured using a value-added model.
22 "Value-added" means the improvement gains in student
23 achievement that are made each year based on pre-test and
24 post-test outcomes.

25 (3) Evaluation of school-level achievement growth as
26 measured using a value-added model. "Value-added" means

1 the improvement gains in student achievement that are made
2 each year based on pre-test and post-test outcomes.

3 (4) Demonstration of superior, outstanding performance
4 by an individual teacher or groups of teachers through the
5 meeting of unique and specific teaching practice
6 objectives defined and agreed to in advance in any given
7 school year.

8 (5) Preparation for meeting and contribution to the
9 broader needs of the school organization (e.g., curriculum
10 development, family liaison and community outreach,
11 implementation of a professional development program for
12 faculty, and participation in school management).

13 (c) A school board and exclusive bargaining representative
14 that initiate their own performance-based teacher compensation
15 program shall submit the new plan to the State Board of
16 Education for review not later than 150 days before the plan is
17 to become effective. If the plan does not conform to this
18 Section, the State Board of Education shall return the plan to
19 the school board and the exclusive bargaining representative
20 for modification. The school board and the exclusive bargaining
21 representative shall then have 30 days after the plan is
22 returned to them to submit a modified plan."