

# 2004 SESSION

INTRODUCED

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## HOUSE BILL NO. 1163

Offered January 14, 2004

Prefiled January 14, 2004

*A BILL to amend and reenact § 22.1-289.1 of the Code of Virginia, relating to merit-based pay for public school teachers.*

\_\_\_\_\_  
Patron—Frederick

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Referred to Committee on Education

### **Be it enacted by the General Assembly of Virginia:**

#### **1. That § 22.1-289.1 of the Code of Virginia is amended and reenacted as follows:**

§ 22.1-289.1. Teacher compensation; biennial review required; merit-based compensation.

A. It is a goal of the Commonwealth that its public school teachers be compensated at a rate that is competitive in order to attract and keep ~~competent~~ *high-quality* teachers. The Director of Human Resource Management shall conduct a biennial review of the compensation of teachers and other occupations requiring similar education and training. The results of these reviews shall be reported to the Governor, the General Assembly and the Board of Education by June 1 of each odd-numbered year beginning with 1989. ~~However, a preliminary report shall be submitted by the Director of Human Resource Management by December 15, 1987.~~

B. *Consistent with the employment policies and practices required by § 22.1-295 that promote the employment and retention of the highest quality instructional personnel, school boards shall develop and implement teacher compensation practices that recognize and reward instructional excellence. Such practices shall include, but shall not be limited to, (i) consideration of the results of the annual performance evaluations for probationary teachers required by § 22.1-303 and (ii) procedures for the adjustment of compensation for teachers who have achieved continuing contract status that are consistent with the evaluation procedures required by § 22.1-295 and that recognize student academic progress and instructional excellence. In no case shall such compensation, recognition, and rewards be based solely on seniority and educational background, but shall be based primarily on performance.*

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