

By Mr. Cox of Lowell, petition of John F. Cox for legislation to establish a career incentive pay program for public school educators. Education, Arts and Humanities.

The Commonwealth of Massachusetts

In the Year One Thousand Nine Hundred and Ninety-Two.

AN ACT TO PROVIDE FOR A CAREER INCENTIVE PLAN FOR PUBLIC SCHOOL EDUCATORS.

Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same, as follows:

1 Chapter 71 of the General Laws is hereby amended by adding
2 the following new Section: —

3 Section 40A. Career Incentive Pay Program.

4 There is hereby established a career incentive pay program
5 offering base salary increases to regular full-time, public school
6 educators in a city, town, regional school district, educational
7 collaborative or independent vocational school, as a reward for
8 furthering their education in the field of education, teaching,
9 curriculum, administrative or supervision, or some other course
10 of study not inconsistent with the purposes of this Section.

11 Career incentive base salary increases shall be predicated on the
12 accumulation of credit hours earned at an accredited institution
13 for each semester hour of graduate course work successfully
14 completed in an accredited program in the field of education,
15 teaching, curriculum, administration or supervision, or some
16 other course of study not inconsistent with the purposes of this
17 Section. All semester credits and degrees shall be earned in an
18 educational institution accredited by the New England
19 Association of Colleges and Secondary Schools. All credits earned
20 prior to the effective date of this Section, shall be deemed
21 acceptable provided they were earned within a field of study not
22 inconsistent with the purposes set forth above, and any salary

23 increases to be granted in accordance with this Section shall be
24 granted notwithstanding an educator's original date of
25 appointment to his or her position.

26 Base salary increases authorized by this Section shall be granted
27 in the following manner: using the rate of compensation which
28 would be paid for a Bachelor's Degree at the appropriate step level
29 of the educator, a three percent increase for the successful
30 completion of fifteen semester hours of credit beyond a Bachelor's
31 Degree, a twenty-five percent increase for a Master's Degree, a
32 twenty-eight percent increase for fifteen semester hours of credit
33 beyond a Master's Degree, a thirty-one percent increase for thirty
34 semester hours of credit beyond a Master's Degree, a thirty-four
35 percent increase for forty-eight semester hours of credit beyond
36 a Master's Degree, and a thirty-seven percent increase for a
37 Doctoral Degree.

38 The Superintendent of Schools or the Chief Executive Officer,
39 as the case may be, of every school district in the Commonwealth,
40 shall, on or before January 1st of each year, certify to the
41 Department of Education a list of all eligible educators employed
42 within such applicable school district and the amounts of monies
43 to be paid to such educators under this Section.

44 The Board of Education shall be empowered hereby to
45 investigate and ensure that all educators to be granted career
46 incentive pay increases each year are properly so entitled to such
47 increases and, further, that the credits claimed or credits earned
48 were obtained pursuant to this Section.

49 The Governor shall appropriate a sum of money within the state
50 budget each fiscal year, from any funding source deemed
51 appropriate, to pay the costs of career incentive pay increases, and
52 such monies shall be forwarded to the school committee of such
53 city, town, regional school district, educational collaborative or
54 independent vocational school upon the certification by the
55 Department of Education of the amounts to be paid to each such
56 educator so entitled.

57 Nothing in this Section shall be construed to limit the amount
58 of compensation currently paid to public school educators, and
59 all career salary incentive increases shall be paid in a manner to
60 be determined by the school committee in each city, town, regional
61 school district, educational collaborative or independent
62 vocational school.