



HB 106 – Teacher Recruitment; Lump Sum Payment

Sectional Analysis

“An Act authorizing lump sum payments for certain teachers as retention and recruitment incentives; and providing for an effective date.”

Section 1:

Amends uncodified law by adding a new section that establishes a program that would pay certificated full-time teachers with a lump sum payment on, or around, July 1, 2024, July 1, 2025, and July 1, 2026. The payment of the lump sum appropriation is contingent on appropriations made for this purpose in the relevant fiscal years (FY2025, FY2026, and FY2027). The bill limits the payment to full-time teachers assigned to a classroom teaching assignment and specifically excludes temporary, substitute, or assistant teachers. To be eligible for payment, a teacher must occupy a teaching position for the entire school year immediately preceding the date of payment.

In addition, to be eligible for payment, teachers would be required to submit an application and school districts would be responsible for certifying the applications. The Department of Education and Early Development (DEED) would develop the application and it would be due no later than the last day of school for the eligible school year. Once the application and certification requirements are met, DEED would grant school districts funding to pay the retention and recruitment incentive as a lump sum payment to eligible teachers.

The bill also considers all lump sum payments compensation for the purposes of the Teachers' Retirement System (TRS).

Finally, DEED may adopt regulations necessary to carry out the purposes of this bill.

Section 2:

This bill is effective on July 1, 2023.