

103<sup>D</sup> CONGRESS  
1<sup>ST</sup> SESSION

# H. R. 2762

To authorize a program of supplementary grants to States to promote excellence by recognizing and rewarding experienced, effective teachers and enhance student performance.

---

## IN THE HOUSE OF REPRESENTATIVES

JULY 27, 1993

Mr. VOLKMER introduced the following bill; which was referred to the  
Committee on Education and Labor

---

## A BILL

To authorize a program of supplementary grants to States to promote excellence by recognizing and rewarding experienced, effective teachers and enhance student performance.

1       *Be it enacted by the Senate and House of Representa-*  
2       *tives of the United States of America in Congress assembled,*

3       **SECTION 1. SHORT TITLE**

4       This Act may be cited as the “Career Development  
5       and Teacher Excellence Plan”.

6       **SEC. 2. STATEMENT OF PURPOSE.**

7       The purpose of this Act is to authorize supplementary  
8       grants to States that—

1 (a) retain successful, motivated teachers in the  
2 classroom;

3 (b) enhance student achievement by recognizing  
4 and rewarding effective teaching; and

5 (c) provide a salary supplement for experienced  
6 teachers.

7 **SEC. 3. DEFINITIONS.**

8 For purposes of this Act the term “Career Develop-  
9 ment and Teacher Excellence Plan” means a process to  
10 provide supplemental pay and incentives for established,  
11 quality teachers. This process shall—

12 (a) contain steps or stages of career advance-  
13 ment;

14 (b) contain a detailed procedure for the admis-  
15 sion of teachers to the career program;

16 (c) contain specific criteria for career step  
17 qualifications and attainment, which criteria shall  
18 clearly describe the professional responsibilities ex-  
19 pected of the teacher at each stage of the plan and  
20 shall include reference to classroom performance  
21 evaluations;

22 (d) be consistent with the teacher certification  
23 process as required by the State Board of Edu-  
24 cation;

1           (e) provide that public school teachers shall be-  
2           come eligible to apply for admission to the career  
3           plans after five years of public school teaching.

4 **SEC. 4. PROGRAM AUTHORIZED.**

5           (a) GRANTS.—The Secretary is authorized to make  
6           supplementary grants to States who have approved career  
7           development programs.

8           (b) PARTICIPATION.—Participation by States in the  
9           Career Development and Teacher Excellence Plan shall be  
10          voluntary.

11          (c) STATE APPLICATION.—Each State which desires  
12          to receive a grant under this Act shall file an application  
13          with the Secretary. Such application shall be filed at such  
14          time, in such manner, and containing or accompanied by  
15          such information as the Secretary may require. Each such  
16          application shall describe the activities and services for  
17          which assistance is sought.

18 **SEC. 5. PAYMENT TO STATE OF FEDERAL SUPPLEMENT.**

19          (a) The Secretary shall pay to each State having an  
20          application approved under section 4 an amount equal to  
21          the amount each State provides for its Career Develop-  
22          ment and Teacher Excellence Plan.

23          (b) Funds provided under this part will supplement,  
24          not supplant, State and local funds made available for ac-  
25          tivities authorized under section 4.

1 **SEC. 6. AUTHORIZATION OF APPROPRIATIONS.**

2       There are authorized to be appropriated such sums

3 as may be necessary to carry out this Act.

○