

## HOUSE BILL NO. HB0072

Teacher merit pay.

Sponsored by: Representative(s) Madden and Teeters and  
Senator(s) Coe and Landen

A BILL

for

1 AN ACT relating to education; creating a special committee  
2 to develop recommendations regarding a teacher merit pay  
3 plan; requiring a report; providing appropriations;  
4 providing for contingent repeal of the committee and  
5 transfer of the committee's functions; and providing for an  
6 effective date.

7

8 *Be It Enacted by the Legislature of the State of Wyoming:*

9

10 **Section 1.**

11

12 (a) There is created a committee to develop  
13 recommendations regarding a merit pay plan for teachers as  
14 specified in this section.

15

1           (b) The committee shall consist of the senate  
2 education committee chairman, one (1) additional senator  
3 appointed by the president of the senate, the house  
4 education committee chairman, one (1) additional  
5 representative appointed by the speaker of the house, one  
6 (1) member of a school board, one (1) school administrator,  
7 one (1) parent and one (1) teacher. The nonlegislative  
8 members shall be appointed by the governor. The  
9 legislative members shall receive salary and reimbursement  
10 for per diem and travel expenses incurred in the  
11 performance of their duties on the committee, as provided  
12 in W.S. 28-5-101. The committee shall be staffed by the  
13 legislative service office.

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15           (c) In developing recommendations under this section,  
16 the committee shall consider various merit pay  
17 methodologies including merit-based salary schedules,  
18 bonuses, incentive pay and differential staffing.

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20           (d) The recommendation required under subsection (a)  
21 of this section shall include:

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1           (i) Criteria for the measurement of teacher  
2 performance, including special education teacher  
3 performance;

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5           (ii) Whether a merit pay plan should be  
6 implemented;

7  
8           (iii) Recommendations on whether the merit pay  
9 plan should be mandatory or optional, provided that if  
10 optional a district not participating in the plan would not  
11 receive any appropriation intended for use for teacher  
12 salaries under the merit pay plan;

13  
14           (iv) Any necessary statutory changes to  
15 implement the merit pay plan.

16  
17           (e) The committee may, with the approval of  
18 management council, contract with private sector  
19 consultants with expertise in human resource optimization,  
20 the use of merit based compensation and the establishment  
21 of objective evaluation systems to drive excellence to  
22 assist the committee with developing recommendations under  
23 this section.

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1           (f) The committee shall report recommendations  
2 developed under this section to the joint education interim  
3 committee not later than November 1, 2011.

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5           **Section 2.**

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7           (a) There is appropriated fifty thousand dollars  
8 (\$50,000.00) from the school foundation account to the  
9 legislative service office to contract with private sector  
10 consultants as provided in subsection 1(e) of this act.

11

12           (b) There is appropriated ten thousand dollars  
13 (\$10,000.00) from the general fund to the legislative  
14 service office for the salary, per diem and travel for the  
15 legislative members of the special committee.

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17           (c) Any unexpended, unobligated funds remaining from  
18 these appropriations shall revert as provided by law on  
19 June 30, 2012.

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21           **Section 3.**

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23           (a) If 2011 Senate File 70 is enacted into law:

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1           (i) The committee created by this act shall not  
2 be formed and the duties of the committee shall be assumed  
3 by the select committee on education accountability  
4 established by Senate File 70;

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6           (ii) The select committee may seek advice from  
7 the advisory committee created by Senate File 70 as it  
8 determines appropriate in carrying out its duties under  
9 this act;

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11           (iii) The appropriation in subsection 2(b) of  
12 this act may be expended for salaries, per diem and travel  
13 of the select committee members in the performance of their  
14 duties;

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16           (iv) The appropriation in subsection 2(a) of  
17 this act may be expended by the select committee to  
18 contract with private sector consultants as provided in  
19 subsection 1(e) of this act.

20

1           **Section 4.** This act is effective immediately upon  
2 completion of all acts necessary for a bill to become law  
3 as provided by Article 4, Section 8 of the Wyoming  
4 Constitution.

5

6

(END)