

107TH CONGRESS  
1ST SESSION

# S. 648

To provide signing and mastery bonuses and mentoring programs for math and science teachers.

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IN THE SENATE OF THE UNITED STATES

MARCH 29, 2001

Mr. SCHUMER introduced the following bill; which was read twice and referred to the Committee on Health, Education, Labor, and Pensions

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## A BILL

To provide signing and mastery bonuses and mentoring programs for math and science teachers.

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. SIGNING AND MASTERY BONUSES FOR TEACH-**  
4 **ERS IN MATH AND SCIENCE.**

5 Title II of the Elementary and Secondary Education  
6 Act of 1965 (20 U.S.C. 6601 et seq.) is amended—

7 (1) by redesignating part E as part G;

8 (2) by redesignating sections 2401 and 2402 as  
9 sections 2601 and 2602, respectively; and

1 (3) by inserting after part D the following new  
 2 part:

3 **“PART E—SIGNING AND MASTERY BONUSES FOR**  
 4 **TEACHERS IN MATH AND SCIENCE**

5 **“SEC. 2401. SIGNING BONUSES FOR TEACHERS IN MATH**  
 6 **AND SCIENCE.**

7 “(a) GRANTS TO STATE EDUCATIONAL AGENCIES.—

8 “(1) AUTHORITY TO AWARD GRANTS.—The  
 9 Secretary shall award grants to State educational  
 10 agencies to enable the agencies to assist local edu-  
 11 cational agencies to provide signing bonuses to mid-  
 12 dle or secondary school math or science teachers who  
 13 agree to teach in a school in a high-need area during  
 14 the 4-school year period that begins on the date on  
 15 which the teacher is hired.

16 “(2) CRITERIA.—In order to receive a grant  
 17 under this section, a State educational agency shall  
 18 submit to the Secretary, for the Secretary’s ap-  
 19 proval, a list of criteria for awarding the signing bo-  
 20 nuses described in paragraph (1). Such criteria shall  
 21 require that—

22 “(A) an individual receiving such a signing  
 23 bonus have obtained licensing or certification to  
 24 teach other than temporary or emergency li-  
 25 censing or certification; and

1                   “(B) an individual receiving such a  
2                   bonus—

3                   “(i) have an academic major or minor  
4                   in the academic subject in which the indi-  
5                   vidual intends to teach; or

6                   “(ii) a work-related concentration in  
7                   the academic subject in which the indi-  
8                   vidual intends to teach.

9                   “(3) PEER REVIEW BOARD.—In order to receive  
10                  a grant under this section, a State educational agen-  
11                  cy shall establish a peer review board to review cri-  
12                  teria for providing signing bonuses under the grant.

13                  “(4) APPLICATION.—In order to receive a grant  
14                  under this section, a State educational agency shall  
15                  submit an application to the Secretary at such time,  
16                  in such manner, and accompanied by such informa-  
17                  tion as the Secretary may require.

18                  “(b) GRANTS TO LOCAL EDUCATIONAL AGENCIES.—

19                  “(1) AUTHORITY TO AWARD GRANTS.—A State  
20                  educational agency that receives a grant under sub-  
21                  section (a) shall use the funds made available  
22                  through the grant to award grants to local edu-  
23                  cational agencies to provide the bonuses described in  
24                  subsection (a).

1           “(2) USE OF FUNDS.—A local educational  
 2           agency that receives a grant under paragraph (1)  
 3           shall use the funds made available through the grant  
 4           to provide, during the 4-school year period described  
 5           in subsection (a)(1), a signing bonus in the amount  
 6           of \$5,000 for each such year, for the hiring of a  
 7           middle or secondary school math or science teacher  
 8           who is eligible for an award based on the criteria in  
 9           subsection (a)(2).

10           “(3) APPLICATION.—In order to receive a grant  
 11           under this subsection, a local educational agency  
 12           shall submit an application to the State educational  
 13           agency at such time, in such manner, and accom-  
 14           panied by such information as the State educational  
 15           agency may require.

16           “(c) AUTHORIZATION OF APPROPRIATIONS.—There  
 17           is authorized to be appropriated to carry out this section,  
 18           \$100,000,000 for each of fiscal years 2002 through 2006.

19           “(d) DEFINITION OF ‘HIGH-NEED AREA’.—In this  
 20           section, the term ‘high-need area’ means an area, as deter-  
 21           mined by the local educational agency, in which—

22           “(1) not less than 30 percent of the children  
 23           served by the local educational agency are children  
 24           eligible to be counted under section 1124(c)(2); and

25           “(2) the middle and secondary schools—

1           “(A) have a higher percentage of  
2           uncertified or unlicensed math and science  
3           teachers than the corresponding percentage for  
4           the State; or

5           “(B) have a higher percentage of math and  
6           science teachers not trained in math and  
7           science than the corresponding percentage for  
8           the State.

9   **“SEC. 2402. MASTERY BONUSES FOR TEACHERS IN MATH**  
10           **AND SCIENCE.**

11       “(a) GRANTS TO STATE EDUCATIONAL AGENCIES.—

12           “(1) AUTHORITY TO AWARD GRANTS.—The  
13       Secretary shall award grants to State educational  
14       agencies to enable the agencies to assist local edu-  
15       cational agencies to provide mastery bonuses to sup-  
16       plement the salaries of middle or secondary school  
17       math or science teachers who pass an advanced com-  
18       petency exam in math and science that is approved  
19       by the National Academy of Sciences and agree to  
20       teach during the 5-school year period that begins  
21       during or after the date on which the State edu-  
22       cational agency determines that the teacher has  
23       passed the advanced competency exam.

24           “(2) CRITERIA.—In order to receive a grant  
25       under this section, a State educational agency shall

1 submit to the Secretary, for the Secretary's ap-  
 2 proval, a list of criteria for awarding the mastery bo-  
 3 nuses described in paragraph (1). Such criteria shall  
 4 require that—

5 “(A) an individual receiving such a bonus  
 6 have obtained licensing or certification to teach  
 7 other than temporary or emergency licensing or  
 8 certification; and

9 “(B) an individual receiving such a bonus  
 10 have an academic or work-related concentration  
 11 in the academic subject in which the individual  
 12 intends to teach.

13 “(3) PEER REVIEW BOARD.—In order to receive  
 14 a grant under this section, a State educational agen-  
 15 cy shall establish a peer review board to review cri-  
 16 teria for providing mastery bonuses under the grant.

17 “(4) APPLICATION.—In order to receive a grant  
 18 under this section, a State educational agency shall  
 19 submit an application to the Secretary at such time,  
 20 in such manner, and accompanied by such informa-  
 21 tion as the Secretary may require.

22 “(b) GRANTS TO LOCAL EDUCATIONAL AGENCIES.—

23 “(1) AUTHORITY TO AWARD GRANTS.—A State  
 24 educational agency that receives a grant under sub-  
 25 section (a) shall use the funds made available

1 through the grant to award grants to local edu-  
2 cational agencies to provide the mastery bonuses de-  
3 scribed in subsection (a).

4 “(2) USE OF FUNDS.—A local educational  
5 agency that receives a grant under paragraph (1)  
6 shall use the funds made available through the grant  
7 to provide—

8 “(A) a middle or secondary school math or  
9 science teacher who passes an advanced com-  
10 petency exam and teaches during the 5-school  
11 year period described in subsection (a)(1) with  
12 an additional \$4,000 each such year; and

13 “(B) a middle or secondary school math or  
14 science teacher who passes an advanced com-  
15 petency exam and agrees to teach in a high-  
16 need area (as defined in section 2401(d) during  
17 the 5-school year period described in subsection  
18 (a)(1) with an additional \$5,000 each such  
19 year.

20 “(3) APPLICATION.—In order to receive a grant  
21 under this subsection, a local educational agency  
22 shall submit an application to the State educational  
23 agency at such time, in such manner, and accom-  
24 panied by such information as the State educational  
25 agency may require.

1       “(c) AUTHORIZATION OF APPROPRIATIONS.—There  
 2 is authorized to be appropriated to carry out this section,  
 3 \$100,000,000 for each of fiscal years 2002 through  
 4 2006.”.

5       **SEC. 2. MENTOR TEACHER PROGRAMS FOR MATH AND**  
 6                               **SCIENCE TEACHERS.**

7       Title II of the Elementary and Secondary Education  
 8 Act of 1965 (20 U.S.C. 6601 et seq.), as amended in sec-  
 9 tion 1, is further amended by inserting after part E the  
 10 following:

11               **“PART F—MENTOR TEACHER PROGRAM**

12       **“SEC. 2501. PURPOSES.**

13       “The purposes of this part are to give local edu-  
 14 cational agencies the resources to establish mentor teacher  
 15 programs to enable experienced teachers to train, support,  
 16 and mentor novice teachers.

17       **“SEC. 2502. DEFINITIONS.**

18       “In this part:

19               “(1) BOARD CERTIFIED.—The term ‘board cer-  
 20 tified’ means successful completion of all require-  
 21 ments to be certified by the National Board for Pro-  
 22 fessional Teaching Standards in the academic sub-  
 23 ject in which a teacher is teaching.

24               “(2) MENTOR TEACHER.—The term ‘mentor  
 25 teacher’ means a teacher who—



1 “(A) is fully certified or licensed;

2 “(B) has demonstrated mastery of peda-  
3 gogical and subject matter skills (such as by be-  
4 coming board certified); and

5 “(C) has provided evidence of superior  
6 teaching abilities and interpersonal relationship  
7 characteristics.

8 “(3) NOVICE TEACHER.—The term ‘novice  
9 teacher’ means a teacher who—

10 “(A) has been teaching not more than 3  
11 years at a public elementary school or sec-  
12 ondary school; and

13 “(B) is a math or science teacher.

14 **“SEC. 2503. PROGRAM AUTHORIZED.**

15 “(a) AUTHORITY.—

16 “(1) IN GENERAL.—The Secretary is authorized  
17 to award grants, on a competitive basis, to eligible  
18 local educational agencies to develop and implement  
19 mentor teacher programs as described in subsection  
20 (e).

21 “(2) DURATION.—The Secretary shall award  
22 grants under this subsection for periods of not more  
23 than 5 years.

1       “(b) ELIGIBLE LOCAL EDUCATIONAL AGENCIES.—

2 To be eligible to receive a grant under subsection (a) for  
3 a fiscal year, a local educational agency shall—

4           “(1) be a local educational agency that has re-  
5 ceived a grant under section 2401 (relating to sign-  
6 ing bonuses) for the fiscal year; and

7           “(2) agree to use the funds made available  
8 through the grant to develop and implement the  
9 mentor teacher programs in schools served by teach-  
10 ers who have received signing bonuses under section  
11 2401 for the fiscal year.

12       “(c) GEOGRAPHIC DISTRIBUTION.—To the maximum  
13 extent practicable, the Secretary shall award the grants  
14 so that the grants are distributed among the local edu-  
15 cational agencies with higher percentages of novice teach-  
16 ers, or lower percentages of certified or licensed teachers,  
17 than the corresponding percentages for the States in  
18 which the agencies are located.

19       “(d) AMOUNT.—The amount of each grant shall be  
20 determined based on—

21           “(1) the total amount appropriated for a fiscal  
22 year under section 2508 and made available to carry  
23 out this part; and

24           “(2) the extent of the concentration of novice  
25 teachers in the school district involved.

1 “(e) AUTHORIZED ACTIVITIES.—

2 “(1) ALLOCATION BY ACTIVITY.—A local edu-  
3 cational agency that receives a grant under sub-  
4 section (a) for a mentor teacher program shall use—

5 “(A) not less than 75 percent of the funds  
6 made available through the grant to pay for the  
7 Federal share of the cost of obtaining the serv-  
8 ices of the mentor teachers; and

9 “(B) not more than 25 percent of the  
10 funds to pay for other costs related to the de-  
11 velopment and implementation of the mentor  
12 teacher program.

13 “(2) TRAINING.—The mentor teacher program  
14 shall provide training to novice teachers on effective  
15 teaching techniques (including techniques relating to  
16 class discipline and curriculum development)  
17 through observation, instruction, coaching, and men-  
18 toring by mentor teachers.

19 “(3) FEDERAL SHARE.—

20 “(A) IN GENERAL.—The Federal share of  
21 the cost described in paragraph (1)(A) is 75  
22 percent.

23 “(B) NON-FEDERAL SHARE.—The non-  
24 Federal share of the cost may be provided from

1 State sources in cash or in kind, fairly evalu-  
2 ated, including plant, equipment, and services.

3 “(f) SUPPLEMENT, NOT SUPPLANT.—Funds appro-  
4 priated pursuant to the authority of this part shall be used  
5 to supplement and not supplant other Federal, State, and  
6 local public funds expended to provide services for eligible  
7 individuals.

8 **“SEC. 2504. APPLICATIONS.**

9 “A local educational agency desiring a grant under  
10 section 2503 shall submit an application to the Secretary  
11 at such time, in such manner, and accompanied by such  
12 information as the Secretary may reasonably require.

13 **“SEC. 2505. PAYMENTS.**

14 “(a) IN GENERAL.—Grant payments shall be made  
15 under this part on an annual basis.

16 “(b) ADMINISTRATIVE COSTS.—Each local edu-  
17 cational agency that receives a grant under section 2503  
18 shall use not more than 2 percent of the amount awarded  
19 under the grant for administrative costs.

20 “(c) DENIAL OF GRANT.—If the Secretary deter-  
21 mines that a local educational agency has failed to make  
22 substantial progress in attaining such performance objec-  
23 tives and goals as the Secretary may require the agency  
24 to establish, such an agency shall not be eligible for a  
25 grant payment under this part in the next succeeding year.

1   **“SEC. 2506. REPORTS.**

2           “The Secretary shall prepare and submit to the Com-  
3   mittee on Health, Education, Labor, and Pensions of the  
4   Senate and the Committee on Education and the Work-  
5   force of the House of Representatives a report of program  
6   activities funded under this part.

7   **“SEC. 2507. MATCHING REQUIREMENT.**

8           “The Secretary may not award a grant to a local edu-  
9   cational agency under section 2503 unless the local edu-  
10   cational agency agrees that, with respect to costs to be  
11   incurred by the agency in carrying out activities for which  
12   the grant was awarded, the agency shall provide (directly  
13   or through donations from public or private entities) in  
14   non-Federal contributions an amount equal to 25 percent  
15   of the amount of the grant awarded to the agency.

16   **“SEC. 2508. AUTHORIZATION OF APPROPRIATIONS.**

17           “There is authorized to be appropriated to carry out  
18   this part \$50,000,000 for each of fiscal years 2002  
19   through 2006.”.

