

DRAFT

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FOR AN ACT ENTITLED, An Act to allow schools to recruit teachers through payment of a signing bonus, payment for moving expenses, payment of college loans, and retain teachers by matching a salary offered by another school to a current teacher.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF SOUTH DAKOTA:

Section 1. Notwithstanding any other provision of law to the contrary, a school board of a school district may offer and, upon the signing of the contract by both parties, pay a signing bonus, moving expense or college loan payment.

Section 2. The board may pay to the individual the signing bonus moving expense or college loan payment authorized by Section 1:

- a. in one lump sum upon the successful completion of the first year of employment within the school district; or
- b. in installments over a period of time not to exceed three years from the date the individual signed a contract of employment upon such terms and conditions as may be mutually agreed upon by the school district and individual.

Section 3. A signing bonus, moving expense, or college loan payment paid under this section; and

- a. is in addition to any amount payable under a negotiated teachers' contract; and
- b. may not be negotiated with the teachers' recognized bargaining representative.

Section 4. Notwithstanding any other provision in SDCL Ch. 3-18, in an effort to retain a currently employed teacher after the current employee has been offered a teaching position in another school district in this state or any other state, a school district may offer the currently employed teacher salary equal to that offered by another school district and without being required to negotiate collectively with the employee designated representative with respect to the salary offered. If accepted by the current teacher, any future salary increases will be the same amount of increase received by other teachers.