

SECOND REGULAR SESSION

SENATE BILL NO. 1092

94TH GENERAL ASSEMBLY

INTRODUCED BY SENATOR ENGLER.

Read 1st time February 6, 2008, and ordered printed.

TERRY L. SPIELER, Secretary.

4953S.011

AN ACT

To repeal section 163.172, RSMo, and to enact in lieu thereof one new section relating to teacher compensation.

Be it enacted by the General Assembly of the State of Missouri, as follows:

Section A. Section 163.172, RSMo, is repealed and one new section
2 enacted in lieu thereof, to be known as section 163.172, to read as follows:

163.172. 1. [In school year 1994-95 and thereafter until school year
2 2006-07, the minimum teacher's salary shall be eighteen thousand
3 dollars. Beginning in school year 2006-07, the minimum teacher's salary shall
4 be twenty-two thousand dollars; in school year 2007-08, the minimum teacher's
5 salary shall be twenty-three thousand dollars; in school year 2008-09, the
6 minimum teacher's salary shall be twenty-four thousand dollars; in school year
7 2009-10 and thereafter, the minimum teacher's salary shall be twenty-five
8 thousand dollars. Beginning in the school year 1996-97 until school year 2006-07,
9 for any full-time teacher with a master's degree and at least ten years' teaching
10 experience in a public school or combination of public schools, the minimum
11 salary shall be twenty-four thousand dollars. Beginning in the school year
12 2006-07, for any full-time teacher with a master's degree in an academic teaching
13 field and at least ten years' teaching experience in a public school or combination
14 of public schools, the minimum salary shall be thirty thousand dollars; in the
15 2007-08 school year such minimum salary shall be thirty-one thousand dollars;
16 in the 2008-09 school year such minimum salary shall be thirty-two thousand
17 dollars; and in the 2009-10 school year such minimum salary shall be thirty-three
18 thousand dollars.

19 2. Beginning with the budget requests for fiscal year 1991,] **As used in**

EXPLANATION—Matter enclosed in bold-faced brackets [thus] in this bill is not enacted and is intended to be omitted in the law.

20 this section, the following terms shall mean:

21 (1) "Full-time", a teacher working under school district contract
22 or for a state school for the severely handicapped, state school for the
23 deaf, or state school for the blind for all school days and hours eligible
24 for attendance of students;

25 (2) "Minimum salary supplement", the difference between the
26 school district's salary schedule and the minimum salary set out in
27 subdivision (1) of subsection 4 of this section, based on years of
28 teaching experience and the most advanced academic degree held by
29 the teacher;

30 (3) "Regular school term", a minimum of one hundred seventy-
31 four days and one thousand forty-four hours of pupil attendance
32 possible for students;

33 (4) "Salary", the salary amount which appears on the teacher's
34 contract for the regular school term. Such term does not include
35 supplements for extra duties, summer school, career ladder, or
36 extensions of the contract year. The minimum salary supplement shall
37 be included in the calculation of "final average salary" under
38 subdivision (8) of section 169.010, RSMo;

39 (5) "Teacher", all certificated school district personnel who are
40 eligible for tenure and are paid pursuant to the school district teacher
41 salary schedule, including but not limited to teachers, librarians,
42 counselors, and career education instructors.

43 2. There is hereby established the Minimum Salary for Teachers
44 Program. Beginning with the 2008-2009 school year, the general
45 assembly shall make an annual appropriation to the minimum salary
46 fund for teachers established in subsection 3 of this section for the
47 purpose of paying public school teacher minimum salary supplements
48 in those districts meeting the qualifications established in subsection
49 4 of this section. A participating school district shall be responsible
50 only for the contracted amount of a teacher's salary. If the
51 appropriation of the general assembly is insufficient to pay the total
52 cost of all salary supplements, the minimum salary amounts of
53 subsection 4 of this section shall be prorated until the amount
54 appropriated is sufficient to make the payments to all participating
55 school districts.

56 3. There is hereby created in the state treasury the "Minimum

57 **Salary Fund for Teachers" to fund the minimum teacher salaries**
 58 **provided for in this section. The state treasurer shall be custodian of**
 59 **the fund. In accordance with sections 30.170 and 30.180, RSMo, the**
 60 **state treasurer may approve disbursements from the fund. Upon**
 61 **appropriation, money in the fund shall be used solely for the**
 62 **administration of this section. Notwithstanding the provisions of**
 63 **section 33.080, RSMo, to the contrary, any moneys remaining in the**
 64 **fund at the end of the biennium shall not revert to the credit of the**
 65 **general revenue fund. The state treasurer shall invest moneys in the**
 66 **fund in the same manner as other funds are invested. Any interest and**
 67 **moneys earned on such investments shall be credited to the fund.**

68 **4. To make application and qualify to begin receiving funds**
 69 **under subsection 1 of this section, a school district shall:**

70 **(1) Regardless of where a teacher is placed on a local salary**
 71 **schedule, recognize all years of teacher experience, including but not**
 72 **limited to employment in out-of-state schools, private schools, and**
 73 **public charter schools:**

74	Years of Experience	Bachelors	Masters
75	1-3	\$31,000	\$33,000
76	4-6	\$32,500	\$34,500
77	7-9	\$34,000	\$36,000
78	10-12	\$35,500	\$37,500
79	13-15	\$37,000	\$39,000
80	16-18	\$38,500	\$40,500
81	19-21	\$40,000	\$42,000
82	22-24	\$41,500	\$43,500
83	25-27	\$43,000	\$45,000
84	28+	\$44,500	\$46,500

85 **(2) Be subject to a local effort requirement. The local effort shall**
 86 **be calculated based on the percentage of expenditures from the**
 87 **teachers and incidental funds attributable to the base salary,**
 88 **retirement, and health care costs of the teachers covered under the**
 89 **minimum salary supplement program. A district may vary from its**
 90 **local effort percentage based on its combined unrestricted fund balance**
 91 **as of June thirtieth of the previous year as follows:**

92	Fund Balance	Variance Allowed
93	75% or more	1%

94	74-50%	1.5%
95	50-30%	2%
96	30-20%	2.5%
97	20-15%	3%
98	15-10%	4%
99	Less than 10%	5%

100 **The department of elementary and secondary education shall deduct,**
 101 **in the next fiscal year, a corresponding dollar amount of the minimum**
 102 **salary supplement for a district that varies more than the allowable**
 103 **percentage from its local effort percentage.**

104 **5. Future increases in minimum salaries established under**
 105 **subsection 4 of this section shall be contingent upon decreases in total**
 106 **state payments to all districts made under subsection 4 of this section.**
 107 **In the second fiscal year following the fiscal year in which the state**
 108 **cost of funding the minimum salary for teachers program is eighty-five**
 109 **percent or less of the full funding cost for the first school year of the**
 110 **state funding of minimum salaries for teachers under subsection 4 of**
 111 **this section, the value of each level of minimum salary shall be**
 112 **increased by five hundred dollars.**

113 **6. The commissioner of education shall present to the appropriate**
 114 **committees of the general assembly information on the average Missouri teacher's**
 115 **salary, regional average salary data, and national average salary data.**

116 **[3.] 7. All school salary information shall be public information.**

117 **[4. As used in this section, the term "salary" shall be defined as the salary**
 118 **figure which appears on the teacher's contract and as determined by the local**
 119 **school district's basic salary schedule and does not include supplements for extra**
 120 **duties.**

121 **5. The minimum salary for any fully certificated teacher employed on a**
 122 **less than full-time basis by a school district, state school for the severely**
 123 **handicapped, the Missouri School for the Deaf, or the Missouri School for the**
 124 **Blind shall be prorated to reflect the amounts provided in subsection 1 of this**
 125 **section.]**

126 **8. The state board of education shall issue rules and regulations**
 127 **as necessary for the efficient and effective implementation of this**
 128 **section. Any rule or portion of a rule, as that term is defined in section**
 129 **536.010, RSMo, that is created under the authority delegated in this**

130 section shall become effective only if it complies with and is subject to
131 all of the provisions of chapter 536, RSMo, and, if applicable, section
132 536.028, RSMo. This section and chapter 536, RSMo, are nonseverable
133 and if any of the powers vested with the general assembly pursuant to
134 chapter 536, RSMo, to review, to delay the effective date, or to
135 disapprove and annul a rule are subsequently held unconstitutional,
136 then the grant of rulemaking authority and any rule proposed or
137 adopted after August 28, 2008, shall be invalid and void.

138 9. Pursuant to section 23.253, RSMo, of the Missouri sunset act:

139 (1) The provisions of the new program authorized under this
140 section shall sunset automatically six years after the effective date of
141 this section unless reauthorized by an act of the general assembly; and

142 (2) If such program is reauthorized, the program authorized
143 under this section shall sunset automatically twelve years after the
144 effective date of the reauthorization of this section; and

145 (3) This section shall terminate on September first of the
146 calendar year immediately following the calendar year in which the
147 program authorized under this section is sunset.

Bill
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