

SENATE BILL NO. 1014

102ND GENERAL ASSEMBLY

INTRODUCED BY SENATOR ARTHUR.

4196S.02I

KRISTINA MARTIN, Secretary

AN ACT

To repeal sections 163.172 and 168.500, RSMo, and to enact in lieu thereof two new sections relating to compensation of public school teachers.

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

Section A. Sections 163.172 and 168.500, RSMo, are repealed and two new sections enacted in lieu thereof, to be known as sections 163.172 and 168.500, to read as follows:

163.172. 1. **(1)** In school year 1994-95 and thereafter until school year 2006-07, the minimum teacher's salary shall be eighteen thousand dollars. Beginning in school year 2006-07, the minimum teacher's salary shall be twenty-two thousand dollars; in school year 2007-08, the minimum teacher's salary shall be twenty-three thousand dollars; in school year 2008-09, the minimum teacher's salary shall be twenty-four thousand dollars; in school year 2009-10 and **[thereafter]** in each subsequent school year through the 2024-25 school year, the minimum teacher's salary shall be twenty-five thousand dollars.

(2) For the 2025-26 school year and in all subsequent school years, the minimum teacher's salary shall be thirty-eight thousand dollars.

(3) Beginning in the school year 1996-97 until school year 2006-07, for any full-time teacher with a master's degree and at least ten years' teaching experience in a public school or combination of public schools, the minimum

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

19 salary shall be twenty-four thousand dollars. Beginning in
20 the school year 2006-07, for any full-time teacher with a
21 master's degree in an academic teaching field and at least
22 ten years' teaching experience in a public school or
23 combination of public schools, the minimum salary shall be
24 thirty thousand dollars; in the 2007-08 school year such
25 minimum salary shall be thirty-one thousand dollars; in the
26 2008-09 school year such minimum salary shall be thirty-two
27 thousand dollars; and in the 2009-10 school year **and in each**
28 **subsequent school year through the 2024-25 school year**, such
29 minimum salary shall be thirty-three thousand dollars.

30 **(4) For the 2025-26 school year and in all subsequent**
31 **school years, the minimum teacher's salary for any full-time**
32 **teacher with a master's degree in an academic teaching field**
33 **directly related to the teacher's assignment and at least**
34 **ten years' teaching experience in a public school or**
35 **combination of public schools shall be as follows:**

36 **(a) In the 2025-26 school year, forty-four thousand**
37 **dollars;**

38 **(b) In the 2026-27 school year, forty-five thousand**
39 **dollars; and**

40 **(c) In the 2027-28 school year and in all subsequent**
41 **school years, forty-six thousand dollars.**

42 2. [Beginning with the budget requests for fiscal year
43 1991, the commissioner of education shall present to the
44 appropriate committees of the general assembly information
45 on the average Missouri teacher's salary, regional average
46 salary data, and national average salary data] **By the**
47 **fifteenth of November each year, the commissioner of**
48 **education shall present to the joint committee on education**
49 **information concerning:**

50 (1) The average Missouri teacher's salary, regional
51 average salary data, and national average salary data;

52 (2) An assessment of whether the state's teacher
53 salaries are competitive with other states of similar
54 economies and school-age populations; and

55 (3) Labor shortages impacting schools' ability to fill
56 positions vital to providing an adequate education to
57 students, including classroom teachers for difficult to fill
58 academic areas, substitute teachers, and school counselors.

59 The joint committee on education shall, no later than
60 January first each year, issue a report to the house budget
61 committee and the senate appropriations committee that
62 includes the joint committee's recommendation for the amount
63 of funds that should be appropriated in order to adequately
64 fund public school teachers' salaries.

65 3. All school salary information shall be public
66 information.

67 4. As used in this section, the term "salary" shall be
68 defined as the salary figure which appears on the teacher's
69 contract and as determined by the local school district's
70 basic salary schedule and does not include supplements for
71 extra duties.

72 5. The minimum salary for any fully certificated
73 teacher employed on a less than full-time basis by a school
74 district, state school for the severely handicapped, the
75 Missouri School for the Deaf, or the Missouri School for the
76 Blind shall be prorated to reflect the amounts provided in
77 subsection 1 of this section.

78 6. (1) There is hereby created in the state treasury
79 the "Teacher Baseline Salary Grant Fund", which shall
80 consist of moneys appropriated under subsection 7 of this

81 section. The state treasurer shall be custodian of the
82 fund. In accordance with sections 30.170 and 30.180, the
83 state treasurer may approve disbursements. The fund shall
84 be a dedicated fund and, upon appropriation, moneys in this
85 fund shall be used solely to increase minimum teacher's
86 salaries as provided in this section.

87 (2) Notwithstanding the provisions of section 33.080
88 to the contrary, any moneys remaining in the fund at the end
89 of the biennium shall not revert to the credit of the
90 general revenue fund.

91 (3) The state treasurer shall invest moneys in the
92 fund in the same manner as other funds are invested. Any
93 interest and moneys earned on such investments shall be
94 credited to the fund.

95 7. (1) There is hereby created the "Teacher Baseline
96 Salary Grant" program. The general assembly may appropriate
97 amounts to the teacher baseline salary grant fund created in
98 subsection 6 of this section. The total amount appropriated
99 to such fund shall not exceed the amount necessary to assist
100 each school district in increasing minimum teacher's
101 salaries to the minimum amount as required under this
102 section.

103 (2) For the 2025-26, 2026-27, and 2027-28 school years
104 and subject to the appropriation of moneys to the teacher
105 baseline salary grant fund, each school district may apply
106 to the department of elementary and secondary education for
107 a grant of moneys from the teacher baseline salary grant
108 fund to assist such district in increasing minimum teacher's
109 salaries as required under this section.

110 (3) Moneys granted to a school district under this
111 subsection shall not exceed seventy percent of the amount
112 necessary for such district to increase minimum teacher's

113 salaries as required under this section. The remaining
114 thirty percent of the amount necessary for such district to
115 increase minimum teacher's salaries as required under this
116 section shall be allocated by such district from local
117 effort moneys received as calculated under this chapter.

118 (4) No grant shall be made from the teacher baseline
119 salary grant fund after June 30, 2028.

120 8. Subsections 6 and 7 of this section shall expire on
121 December 31, 2028.

168.500. 1. For the purpose of providing career pay,
2 which shall be a salary supplement, for public school
3 teachers, which for the purpose of sections 168.500 to
4 168.515 shall include classroom teachers, librarians, school
5 counselors and certificated teachers who hold positions as
6 school psychological examiners, parents as teachers
7 educators, school psychologists, special education
8 diagnosticians and speech pathologists, and are on the
9 district salary schedule, there is hereby created and
10 established a career advancement program which shall be
11 known as the "Missouri Career Development and Teacher
12 Excellence Plan", hereinafter known as the "career plan or
13 program". Participation by local school districts in the
14 career advancement program established under this section
15 shall be voluntary. The career advancement program is a
16 matching fund program. The general assembly may make an
17 annual appropriation to the excellence in education fund
18 established under section 160.268 for the purpose of
19 providing the state's portion for the career advancement
20 program. The "Career Ladder Forward Funding Fund" is hereby
21 established in the state treasury. Beginning with fiscal
22 year 1998 and until the career ladder forward funding fund
23 is terminated pursuant to this subsection, the general

24 assembly may appropriate funds to the career ladder forward
25 funding fund. Notwithstanding the provisions of section
26 33.080 to the contrary, moneys in the fund shall not be
27 transferred to the credit of the general revenue fund at the
28 end of the biennium. All interest or other gain received
29 from investment of moneys in the fund shall be credited to
30 the fund. All funds deposited in the fund shall be
31 maintained in the fund until such time as the balance in the
32 fund at the end of the fiscal year is equal to or greater
33 than the appropriation for the career ladder program for the
34 following year, at which time all such revenues shall be
35 used to fund, in advance, the career ladder program for such
36 following year and the career ladder forward funding fund
37 shall thereafter be terminated.

38 2. The department of elementary and secondary
39 education, at the direction of the commissioner of
40 education, shall study and develop model career plans which
41 shall be made available to the local school districts.

42 These state model career plans shall:

- 43 (1) Contain three steps or stages of career
44 advancement;
- 45 (2) Contain a detailed procedure for the admission of
46 teachers to the career program;
- 47 (3) Contain specific criteria for career step
48 qualifications and attainment. These criteria shall clearly
49 describe the minimum number of professional responsibilities
50 required of the teacher at each stage of the plan and shall
51 include reference to classroom performance evaluations
52 performed pursuant to section 168.128. The criteria may
53 include, but shall not be limited to, teacher externships as
54 provided in section 168.025;

55 (4) Be consistent with the teacher certification
56 process recommended by the Missouri advisory council of
57 certification for educators and adopted by the department of
58 elementary and secondary education;

59 (5) Provide that public school teachers in Missouri
60 shall become eligible to apply for admission to the career
61 plans adopted under sections 168.500 to 168.515 after two
62 years of public school teaching in Missouri. All teachers
63 seeking admission to any career plan shall, as a minimum,
64 meet the requirements necessary to obtain the first
65 renewable professional certificate as provided in section
66 168.021;

67 (6) Provide procedures for appealing decisions made
68 under career plans established under sections 168.500 to
69 168.515.

70 3. School district career plans shall recognize
71 additional responsibilities and volunteer efforts by
72 teachers in formulating criteria for career ladder admission
73 and stage achievement. Such additional responsibilities and
74 volunteer efforts [shall be required to occur outside of
75 compensated hours and] may include, but shall not be limited
76 to:

77 (1) Serving as a coach, supervisor, or organizer for
78 any extracurricular activity for which the teacher does not
79 already receive additional compensation;

80 (2) Serving as a mentor for students, whether in a
81 formal or informal capacity;

82 (3) Receiving additional teacher training or
83 certification outside of that offered by the school district;

84 (4) Serving as a tutor or providing additional
85 learning opportunities to students; and

86 (5) Assisting students with postsecondary education
87 preparation including, but not limited to, teaching an ACT
88 or SAT preparation course or assisting students with
89 completing college or career school admission or financial
90 assistance applications.

91 4. The commissioner of education shall cause the
92 department of elementary and secondary education to
93 establish guidelines for all career plans established under
94 this section, and criteria that must be met by any school
95 district which seeks funding for its career plan.

96 5. A participating local school district may have the
97 option of implementing a career plan developed by the
98 department of elementary and secondary education or a local
99 plan which has been developed with advice from teachers
100 employed by the district and which has met with the approval
101 of the department of elementary and secondary education. In
102 approving local career plans, the department of elementary
103 and secondary education may consider provisions in the plan
104 of the local district for recognition of teacher mobility
105 from one district to another within this state.

106 6. The career plans of local school districts shall
107 not discriminate on the basis of race, sex, religion,
108 national origin, color, creed, or age. Participation in the
109 career plan of a local school district is optional, and any
110 teacher who declines to participate shall not be penalized
111 in any way.

112 7. In order to receive funds under this section, a
113 school district which is not subject to section 162.920 must
114 have a total levy for operating purposes which is in excess
115 of the amount allowed in Section 11(b) of Article X of the
116 Missouri Constitution; and a school district which is
117 subject to section 162.920 must have a total levy for

118 operating purposes which is equal to or in excess of twenty-
119 five cents on each hundred dollars of assessed valuation.

120 8. The commissioner of education shall cause the
121 department of elementary and secondary education to regard a
122 speech pathologist who holds both a valid certificate of
123 license to teach and a certificate of clinical competence to
124 have fulfilled the standards required to be placed on stage
125 III of the career program, provided that such speech
126 pathologist has been employed by a public school in Missouri
127 for at least two years and is approved for placement at such
128 stage III by the local school district.

129 9. Beginning in fiscal year 2012, the state portion of
130 career ladder payments shall only be made available to local
131 school districts if the general assembly makes an
132 appropriation for such program. Payments authorized under
133 sections 168.500 to 168.515 shall only be made available in
134 a year for which a state appropriation is made. Any state
135 appropriation shall be made prospectively in relation to the
136 year in which work under the program is performed.

137 10. Nothing in this section shall be construed to
138 prohibit a local school district from funding the program
139 for its teachers for work performed in years for which no
140 state appropriation is made available.

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