

FIRST REGULAR SESSION

HOUSE BILL NO. 1268

102ND GENERAL ASSEMBLY

INTRODUCED BY REPRESENTATIVE STEINHOFF.

2237H.011

DANA RADEMAN MILLER, Chief Clerk

AN ACT

To amend chapter 168, RSMo, by adding thereto one new section relating to school district employee incentives.

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

Section A. Chapter 168, RSMo, is amended by adding thereto one new section, to be known as section 168.093, to read as follows:

168.093. 1. An original, modified, or subsequent contract between a school district and any individual school district employee may include a provision specifying that such school district may offer and award such school district employee with monetary incentives to aid the recruitment or encourage the retention of such school district employee.

2. Each school district providing monetary incentives under this section shall adopt a written policy describing how the school district accomplishes the following:

(1) The establishment of monetary incentives for school district employee recruitment and retention purposes based on the salary schedule to which each school district employee is assigned;

(2) The assignment of each school district employee to a distinct salary schedule; and

(3) The notification provided to each school district employee that each school district employee on a distinct salary schedule is eligible for the same incentives as other school district employees on the same salary schedule, subject to indexing under subsection 3 of this section.

EXPLANATION — Matter enclosed in bold-faced brackets [thus] in the above bill is not enacted and is intended to be omitted from the law. Matter in bold-face type in the above bill is proposed language.

17 **3. If a school district has adopted an indexed salary schedule, the amount of the**
18 **incentives offered or awarded to each school district employee in such school district**
19 **may be indexed in the same way and by the same index factor as such school district**
20 **employee salaries are indexed under such salary schedule.**

21 **4. The amount of monetary incentives offered or awarded to school district**
22 **employees based on salary schedule placement under this section and which school**
23 **district employees are assigned to each salary schedule adopted by the school district**
24 **may be subject to negotiations in any collective bargaining process for school district**
25 **employee contracts.**

26 **5. No incentive offered or awarded under this section shall be construed to be a**
27 **bonus in violation of subdivision (3) of Article III, Section 39 of the Constitution of**
28 **Missouri.**

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