

SECOND REGULAR SESSION
HOUSE COMMITTEE SUBSTITUTE FOR
HOUSE BILL NO. 1447
102ND GENERAL ASSEMBLY

3246H.03C

DANA RADEMAN MILLER, Chief Clerk

AN ACT

To repeal sections 163.172, 168.021, 168.110, 168.400, 168.500, and 173.232, RSMo, and to enact in lieu thereof six new sections relating to teacher recruitment and retention.

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

Section A. Sections 163.172, 168.021, 168.110, 168.400, 168.500, and 173.232, RSMo, are repealed and six new sections enacted in lieu thereof, to be known as sections 163.172, 168.021, 168.110, 168.400, 168.500, and 173.232, to read as follows: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 salary shall be twenty-four thousand dollars. Beginning in the school year 2006-07, for any full-time teacher with a master's degree in an academic teaching field and at least ten years' teaching experience in a public school or combination of public schools, the minimum salary shall be thirty thousand dollars; in the 2007-08 school year such minimum salary shall be thirty-one thousand dollars; in the 2008-09 school year such minimum salary shall be thirty-two thousand dollars; and in the 2009-10

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.

18 school year **and in each subsequent school year through the 2024-25 school year**, such
19 minimum salary shall be thirty-three thousand dollars.

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

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

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

26 **(c) In the 2027-28 school year, forty-six thousand dollars.**

27 **2. (1) As used in this subsection, "CPI" means the Consumer Price Index for All**
28 **Urban Consumers for the United States as reported by the Bureau of Labor Statistics,**
29 **or its successor index.**

30 **(2) In the 2028-29 school year and in all subsequent school years, the minimum**
31 **salaries identified in subdivision (2) of subsection 1 of this section and in paragraph (c)**
32 **of subdivision (4) of subsection 1 of this section shall be adjusted annually by the**
33 **percentage increase in inflation as described in subdivision (3) of this subsection.**

34 **(3) If the CPI report for January of a given year indicates that inflation**
35 **increased over the previous twelve months by at least one percent, the department of**
36 **elementary and secondary education shall increase the minimum salaries described in**
37 **subdivision (2) of this subsection by the same percentage increase in inflation, except**
38 **that no minimum salary increase shall exceed three percent.**

39 **(4) The state board of education shall publish such minimum salaries annually in**
40 **February beginning in calendar year 2026. Modifications to the minimum salaries shall**
41 **take effect on July first of each calendar year.**

42 ~~[2. Beginning with the budget requests for fiscal year 1991,]~~ **3. The commissioner of**
43 **education shall present to the appropriate committees of the general assembly information on**
44 **the average Missouri teacher's salary, regional average salary data, and national average**
45 **salary data.**

46 ~~[3-]~~ **4. All school salary information shall be public information.**

47 ~~[4-]~~ **5. As used in this section, the term "salary" shall be defined as the salary figure**
48 **which appears on the teacher's contract and as determined by the local school district's basic**
49 **salary schedule and does not include supplements for extra duties.**

50 ~~[5-]~~ **6. The minimum salary for any fully certificated teacher employed on a less than**
51 **full-time basis by a school district, state school for the severely handicapped, the Missouri**
52 **School for the Deaf, or the Missouri School for the Blind shall be prorated to reflect the**
53 **amounts provided in subsection 1 of this section.**

54 **7. (1) There is hereby created in the state treasury the "Teacher Baseline Salary**
55 **Grant Fund", which shall consist of moneys appropriated under subsection 8 of this**
56 **section. The state treasurer shall be custodian of the fund. In accordance with sections**
57 **30.170 and 30.180, the state treasurer may approve disbursements. The fund shall be a**
58 **dedicated fund and, upon appropriation, moneys in this fund shall be used solely to**
59 **increase minimum teacher's salaries as provided in this section.**

60 **(2) Notwithstanding the provisions of section 33.080 to the contrary, any moneys**
61 **remaining in the fund at the end of the biennium shall not revert to the credit of the**
62 **general revenue fund.**

63 **(3) The state treasurer shall invest moneys in the fund in the same manner as**
64 **other funds are invested. Any interest and moneys earned on such investments shall be**
65 **credited to the fund.**

66 **8. (1) There is hereby created the "Teacher Baseline Salary Grant" program.**
67 **The general assembly may appropriate amounts to the teacher baseline salary grant**
68 **fund created in subsection 7 of this section. The total amount appropriated to such fund**
69 **shall not exceed the amount necessary to assist each school district in increasing**
70 **minimum teacher's salaries to the minimum amount as required under this section.**

71 **(2) Subject to the appropriation of moneys to the teacher baseline salary grant**
72 **fund, each school district may apply to the department of elementary and secondary**
73 **education for a grant of moneys from the teacher baseline salary grant fund to assist**
74 **such district in increasing minimum teacher's salaries as required under this section.**

168.021. 1. Certificates of license to teach in the public schools of the state shall be
2 granted as follows:

3 (1) By the state board, under rules and regulations prescribed by it:

4 (a) Upon the basis of college credit;

5 (b) Upon the basis of examination;

6 (2) By the state board, under rules and regulations prescribed by the state board with
7 advice from the advisory council established by section 168.015 to any individual who
8 presents to the state board a valid doctoral degree from an accredited institution of higher
9 education accredited by a regional accrediting association such as North Central Association.
10 Such certificate shall be limited to the major area of postgraduate study of the holder, shall be
11 issued only after successful completion of the examination required for graduation pursuant
12 to rules adopted by the state board of education, and shall be restricted to those certificates
13 established pursuant to subdivision (2) of subsection 3 of this section;

14 (3) By the state board, which shall issue the professional certificate classification in
15 both the general and specialized areas most closely aligned with the current areas of

16 certification approved by the state board, commensurate with the years of teaching experience
17 of the applicant, and based upon the following criteria:

18 (a) Recommendation of a state-approved baccalaureate-level teacher preparation
19 program;

20 (b) a. Successful attainment of the Missouri qualifying score on the exit assessment
21 for teachers or administrators designated by the state board of education;

22 b. (i) Applicants who have not successfully achieved a qualifying score on the
23 designated examinations will be issued a two-year nonrenewable provisional certificate;

24 (ii) During the two-year nonrenewable provisional certification, an individual teacher
25 may gain full professional certification by:

26 i. Achieving a qualifying score on the designated exam; or

27 ii. Successfully achieving an acceptable score on the state-approved teacher
28 evaluation system from seven walk-through evaluations, two formative evaluations, and one
29 summative evaluation for each of the two probationary years and being offered a third
30 contract by the employing district. For any applicant who has a change in job status because
31 of a reduction in the workforce or a change in life circumstances, the scores required under
32 this item may be scores achieved in any school district during the two-year nonrenewable
33 provisional certification period; and

34 (iii) The employing school district shall recommend to the department of elementary
35 and secondary education that the individual teacher be awarded a full professional
36 certification by the state board under rules prescribed by the state board; and

37 (c) Upon completion of a background check as prescribed in section 168.133 and
38 possession of a valid teaching certificate in the state from which the applicant's teacher
39 preparation program was completed;

40 (4) By the state board, under rules prescribed by it, on the basis of a relevant
41 bachelor's degree, or higher degree, and a passing score for the designated exit examination,
42 for individuals whose academic degree and professional experience are suitable to provide a
43 basis for instruction solely in the subject matter of banking or financial responsibility, at the
44 discretion of the state board. Such certificate shall be limited to the major area of study of the
45 holder and shall be restricted to those certificates established under subdivision (2) of
46 subsection 3 of this section. Holders of certificates granted under this subdivision shall be
47 exempt from the teacher tenure act under sections 168.102 to 168.130 and each school district
48 shall have the decision-making authority on whether to hire the holders of such certificates;

49 (5) By the state board, under rules and regulations prescribed by it, on the basis of
50 certification by the American Board for Certification of Teacher Excellence (ABCTE) and
51 verification of ability to work with children as demonstrated by sixty contact hours in any one
52 of the following areas as validated by the school principal: sixty contact hours in the

53 classroom, of which at least forty-five must be teaching; sixty contact hours as a substitute
54 teacher, with at least thirty consecutive hours in the same classroom; sixty contact hours of
55 teaching in a private school; or sixty contact hours of teaching as a paraprofessional, for an
56 initial four-year ABCTE certificate of license to teach, except that such certificate shall not be
57 granted for the areas of early childhood education, or special education. For certification in
58 the area of elementary education, ninety contact hours in the classroom shall be required, of
59 which at least thirty shall be in an elementary classroom. Upon the completion of the
60 following requirements, an applicant shall be eligible to apply for a career continuous
61 professional certificate under subdivision (3) of subsection 3 of this section:

62 (a) Completion of thirty contact hours of professional development within four years,
63 which may include hours spent in class in an appropriate college curriculum;

64 (b) Validated completion of two years of the mentoring program of the American
65 Board for Certification of Teacher Excellence or a district mentoring program approved by
66 the state board of education;

67 (c) Attainment of a successful performance-based teacher evaluation; and

68 (d) Participation in a beginning teacher assistance program; ~~[or]~~

69 (6) (a) By the state board, under rules and regulations prescribed by the board, which
70 shall issue an initial visiting scholars certificate at the discretion of the board, based on the
71 following criteria:

72 a. Verification from the hiring school district that the applicant will be employed as
73 part of a business-education partnership initiative designed to build career pathways systems
74 or employed as part of an initiative designed to fill vacant positions in hard-to-staff public
75 schools or hard-to-fill subject areas for students in a grade or grades not lower than the ninth
76 grade for which the applicant's academic degree or professional experience qualifies the
77 applicant;

78 b. Appropriate and relevant bachelor's degree or higher, occupational license, or
79 industry-recognized credential;

80 c. Completion of the application for a one-year visiting scholars certificate; and

81 d. Completion of a background check as prescribed under section 168.133.

82 (b) The initial visiting scholars certificate shall certify the holder of such certificate to
83 teach for one year. An applicant shall be eligible to renew an initial visiting scholars
84 certificate a maximum of two times, based upon the completion of the requirements listed
85 under subparagraphs a., b., and d. of paragraph (a) of this subdivision; completion of
86 professional development required by the school district and school; and attainment of a
87 satisfactory performance-based teacher evaluation; **or**

88 **(7) By the state board, which shall issue an additional professional subject-area**
89 **certification for specific content knowledge or for a specialty area to a certificate holder**
90 **who:**

91 **(a) Applies for an additional professional subject-area certification;**

92 **(b) Successfully achieves an acceptable score on the state-approved teacher**
93 **evaluation system from seven walk-through evaluations, two formative evaluations, and**
94 **one summative evaluation of the applicant teaching specific content knowledge or the**
95 **specialty area for which the additional professional subject-area certification is sought;**

96 **(c) Receives a recommendation from the applicant's employing school district**
97 **that the applicant be awarded an additional professional subject area-certification by**
98 **the state board under rules prescribed by the state board; and**

99 **(d) Completes a background check as prescribed in section 168.133.**

100 2. All valid teaching certificates issued pursuant to law or state board policies and
101 regulations prior to September 1, 1988, shall be exempt from the professional development
102 requirements of this section and shall continue in effect until they expire, are revoked or
103 suspended, as provided by law. When such certificates are required to be renewed, the state
104 board or its designee shall grant to each holder of such a certificate the certificate most nearly
105 equivalent to the one so held. Anyone who holds, as of August 28, 2003, a valid PC-I, PC-II,
106 or continuous professional certificate shall, upon expiration of such person's current
107 certificate, be issued the appropriate level of certificate based upon the classification system
108 established pursuant to subsection 3 of this section.

109 3. (1) Certificates of license to teach in the public schools of the state shall be based
110 upon minimum requirements prescribed by the state board of education which shall include
111 completion of a background check as prescribed in section 168.133. The state board shall
112 provide for the following levels of professional certification: an initial professional certificate
113 and a career continuous professional certificate.

114 (2) The initial professional certificate shall be issued upon completion of
115 requirements established by the state board of education and shall be valid based upon
116 verification of actual teaching within a specified time period established by the state board of
117 education. The state board shall require holders of the four-year initial professional certificate
118 to:

119 (a) Participate in a mentoring program approved and provided by the district for a
120 minimum of two years;

121 (b) Complete thirty contact hours of professional development, which may include
122 hours spent in class in an appropriate college curriculum, or for holders of a certificate under
123 subdivision (4) of subsection 1 of this section, an amount of professional development in

124 proportion to the certificate holder's hours in the classroom, if the certificate holder is
125 employed less than full time; and

126 (c) Participate in a beginning teacher assistance program.

127 (3) (a) The career continuous professional certificate shall be issued upon
128 verification of completion of four years of teaching under the initial professional certificate
129 and upon verification of the completion of the requirements articulated in paragraphs (a) to
130 (c) of subdivision (2) of this subsection or paragraphs (a) to (d) of subdivision (5) of
131 subsection 1 of this section.

132 (b) The career continuous professional certificate shall be continuous based upon
133 verification of actual employment in an educational position as provided for in state board
134 guidelines and completion of fifteen contact hours of professional development per year
135 which may include hours spent in class in an appropriate college curriculum. Should the
136 possessor of a valid career continuous professional certificate fail, in any given year, to meet
137 the fifteen-hour professional development requirement, the possessor may, within two years,
138 make up the missing hours. In order to make up for missing hours, the possessor shall first
139 complete the fifteen-hour requirement for the current year and then may count hours in excess
140 of the current year requirement as make-up hours. Should the possessor fail to make up the
141 missing hours within two years, the certificate shall become inactive. In order to reactivate
142 the certificate, the possessor shall complete twenty-four contact hours of professional
143 development which may include hours spent in the classroom in an appropriate college
144 curriculum within the six months prior to or after reactivating the possessor's certificate. The
145 requirements of this paragraph shall be monitored and verified by the local school district
146 which employs the holder of the career continuous professional certificate.

147 (c) A holder of a career continuous professional certificate shall be exempt from the
148 professional development contact hour requirements of paragraph (b) of this subdivision if
149 such teacher has a local professional development plan in place within such teacher's school
150 district and meets two of the three following criteria:

151 a. Has ten years of teaching experience as defined by the state board of education;

152 b. Possesses a master's degree; or

153 c. Obtains a rigorous national certification as approved by the state board of
154 education.

155 4. Policies and procedures shall be established by which a teacher who was not
156 retained due to a reduction in force may retain the current level of certification. There shall
157 also be established policies and procedures allowing a teacher who has not been employed in
158 an educational position for three years or more to reactivate the teacher's last level of
159 certification by completing twenty-four contact hours of professional development which

160 may include hours spent in the classroom in an appropriate college curriculum within the six
161 months prior to or after reactivating the teacher's certificate.

162 5. The state board shall, upon completion of a background check as prescribed in
163 section 168.133, issue a professional certificate classification in the areas most closely
164 aligned with an applicant's current areas of certification, commensurate with the years of
165 teaching experience of the applicant, to any person who is hired to teach in a public school in
166 this state and who possesses a valid teaching certificate from another state or certification
167 under subdivision (4) of subsection 1 of this section, provided that the certificate holder shall
168 annually complete the state board's requirements for such level of certification, and shall
169 establish policies by which residents of states other than the state of Missouri may be assessed
170 a fee for a certificate of license to teach in the public schools of Missouri. Such fee shall be in
171 an amount sufficient to recover any or all costs associated with the issuing of a certificate of
172 license to teach. The board shall promulgate rules to authorize the issuance of a provisional
173 certificate of license, which shall be valid for three years and shall allow the holder to assume
174 classroom duties pending the completion of a criminal background check under section
175 168.133, for any applicant who:

176 (1) Is the spouse of a member of the Armed Forces stationed in Missouri;

177 (2) Relocated from another state within one year of the date of application;

178 (3) Underwent a criminal background check in order to be issued a teaching
179 certificate of license from another state; and

180 (4) Otherwise qualifies under this section.

181 6. The state board may assess to holders of an initial professional certificate a fee, to
182 be deposited into the excellence in education fund established pursuant to section 160.268, for
183 the issuance of the career continuous professional certificate. However, such fee shall not
184 exceed the combined costs of issuance and any criminal background check required as a
185 condition of issuance. Applicants for the initial ABCTE certificate shall be responsible for
186 any fees associated with the program leading to the issuance of the certificate, but nothing in
187 this section shall prohibit a district from developing a policy that permits fee reimbursement.

188 7. Any member of the public school retirement system of Missouri who entered
189 covered employment with ten or more years of educational experience in another state or
190 states and held a certificate issued by another state and subsequently worked in a school
191 district covered by the public school retirement system of Missouri for ten or more years who
192 later became certificated in Missouri shall have that certificate dated back to the member's
193 original date of employment in a Missouri public school.

194 8. Within thirty days of receiving an application from a spouse of an active duty
195 member of the Armed Forces of the United States who has been transferred or is scheduled to
196 be transferred to the state of Missouri, or who has been transferred or is scheduled to be

197 transferred to an adjacent state and is or will be domiciled in the state of Missouri, or has
198 moved to the state of Missouri on a permanent change-of-station basis and has successfully
199 completed the background check described under subsection 5 of this section and section
200 168.133, the state board shall issue to such applicant a full certificate of license to teach,
201 provided that the applicant has paid all necessary fees and has otherwise met all requirements
202 to be issued such a certificate.

168.110. 1. As used in this section, the following terms mean:

2 (1) "Hard-to-staff schools", attendance centers where the percentage of
3 certificated positions in the attendance center that were left vacant or were filled with
4 a teacher not fully qualified in the prior academic year exceeds ten percent as reported
5 to the department of elementary and secondary education;

6 (2) "Hard-to-staff subject areas", content areas for which positions were left
7 vacant or were filled with a teacher not fully qualified in the prior academic year as
8 reported to the department of elementary and secondary education.

9 2. The board of education of a school district may modify an indefinite contract
10 annually on or before the fifteenth day of May in the following particulars:

11 (1) Determination of the date of beginning and length of the next school year;

12 (2) Fixing the amount of annual compensation for the following school year as
13 provided by the salary schedule adopted by the board of education applicable to all teachers.

14 3. The board of education of a school district may include differentiated
15 placement of teachers on the salary schedule to increase compensation in order to
16 recruit and retain teachers in hard-to-staff subject areas or hard-to-staff schools. The
17 board may annually review its hard-to-staff subject areas and hard-to-staff schools. No
18 modifications to the identification of hard-to-staff subject areas or hard-to-staff schools,
19 or both, for the purpose of placement on the salary schedule shall result in the demotion
20 of a teacher in the salary schedule.

21 4. Any salary schedule that includes differentiated placement of teachers on the
22 salary schedule under subsection 3 of this section for hard-to-staff subject areas or
23 hard-to-staff schools, or both, shall be set prior to approval by such board of education.

24 5. The modifications shall be effective at the beginning of the next school year. All
25 teachers affected by the modification shall be furnished written copies of the modifications
26 within thirty days after their adoption by the board of education.

27 6. Each school district that includes differentiated placement of teachers on the
28 district salary schedule shall annually provide to the department of elementary and
29 secondary education a report containing the following information:

30 (1) The salary schedule adopted by the district;

31 **(2) The number of positions filled by differentiated placement of teachers for**
32 **hard-to-staff subject areas;**

33 **(3) The number of positions filled with differentiated placement of teachers for**
34 **hard-to-staff schools;**

35 **(4) The number of steps and additional compensation that teachers with**
36 **differentiated placement received for the school year; and**

37 **(5) Any other relevant information required by the department.**

168.400. 1. Sections 168.400 to 168.415 shall be known and may be cited as the
2 "Missouri Professional Teacher and Administrator Act". This section shall become effective
3 September 1, 1988, and shall establish programs for the following public school personnel:

4 (1) The preservice teacher or student in training;

5 (2) The beginning teacher;

6 (3) The practicing teacher; and

7 (4) The administrator.

8 2. ~~Preservice teacher programs established under this section shall include, but need~~
9 ~~not be limited to, the following provisions:~~

10 ~~(1) A program of entry level testing of all prospective teacher education students~~
11 ~~shall be established at all colleges and universities offering approved teacher education~~
12 ~~programs and, with the advice of the advisory council as provided in section 168.015, shall be~~
13 ~~administered by the commissioner of education, who shall cause the department of~~
14 ~~elementary and secondary education to develop or select such tests to establish abilities~~
15 ~~necessary to receive a satisfactory rating, and to establish procedures for the administering of~~
16 ~~the test;~~

17 ~~(2) The entry level tests developed under this subsection shall include, but need not~~
18 ~~be limited to, an examination of basic oral and written communication skills and of basic~~
19 ~~mathematics skills, and may include both oral and written examinations;~~

20 ~~(3) Each prospective teacher education student shall be required to obtain a~~
21 ~~satisfactory rating prior to admission into the approved teacher education program;~~

22 **(4)** The department of elementary and secondary education, with the advice of the
23 advisory council as provided in section 168.015, shall establish and monitor exit requirements
24 from approved teacher education programs which shall be met by all preservice teacher
25 education students seeking certification in Missouri, and specific criteria for a preservice
26 teacher assessment that all candidates for certification shall meet. The preservice teacher
27 assessment established under this ~~[subdivision]~~ **subsection** shall include, but need not be
28 limited to, classroom achievement, practice teaching evaluation and observation, successful
29 participation in assessment centers, interviews, tests and other evaluation measures. The
30 department of elementary and secondary education shall promulgate rules to allow all

31 preservice teacher education students who have been employed for at least two years as
32 teacher assistants to utilize their teacher assistant experience to bypass the practice teaching
33 evaluation and observation process. These rules shall allow the certified teacher working
34 with the teacher assistant to observe and evaluate the teacher assistant's practice teaching. No
35 rule or portion of a rule promulgated pursuant to the authority of this section shall become
36 effective unless it has been promulgated pursuant to chapter 536. The preservice teacher
37 assessment shall be reviewed by the certifying authority prior to issuance of a certificate. An
38 unsatisfactory assessment shall result in the nonissuance of a certificate. Persons who are
39 aggrieved by the nonissuance of a certificate may appeal such nonissuance in the manner
40 provided in section 168.071. Any costs associated with ~~[the entry level tests or]~~ the exit
41 requirements established under this subsection shall be borne by each institution and costs
42 defrayal included in the incidental fees charged to the student.

43 3. Each approved teacher education program shall require the faculty teaching
44 preservice teacher education courses to further their professional development through direct
45 personal involvement in the public schools in grades kindergarten through twelve on a
46 periodic basis. As used in this subsection, the term "faculty" shall include, but need not be
47 limited to, full- and part-time classroom instructors, and supervisors of practice teaching at
48 institutions offering an approved teacher education program.

49 4. Beginning teacher assistance programs established under this section shall include,
50 but need not be limited to, the following provisions:

51 (1) Such programs shall require each school district to provide a plan of professional
52 development for the first two years of teaching for any teacher who does not have prior
53 teaching experience. The professional development plan shall include assistance from a
54 professional development committee, which is hereby established in each school district,
55 which committee shall work with beginning teachers and experienced teachers in identifying
56 instructional concerns and remedies; serve as a confidential consultant upon a teacher's
57 request; assess faculty needs and develop in-service opportunities for school staff; and present
58 to the proper authority faculty suggestions, ideas and recommendations pertaining to
59 classroom instruction within the school district. The members of each professional
60 development committee shall be selected by the teachers employed by the school district in
61 question. The professional development plan may include guidance from a district-
62 designated faculty member employed at a grade level comparable to the instructional grade
63 level of the beginning teacher, and such other forms of assistance which the school district
64 may choose to offer. The professional development committee may apply to the state board
65 of education for a grant, which shall be in addition to any state aid provided to the committee
66 for activities identified in this subdivision. The grant thus awarded shall be used by the
67 committee to provide in-service training to the teachers of the district on teaching children

68 identified as at risk of failing in school as defined in section 167.273. The department of
69 elementary and secondary education shall provide resource materials and assist the committee
70 if such assistance is requested;

71 (2) Such programs shall include assistance from the teacher education program which
72 provided the teacher's training if such training was provided in a Missouri college or
73 university. Such assistance from the college or university may include retraining, internships,
74 counseling, and in-service training.

75 5. The practicing teacher assistance programs established under this section shall
76 include, but need not be limited to, programs of professional development and improvement
77 as provided for experienced teachers by the professional development committee established
78 under subsection 4 of this section, and in-service opportunities as provided by the local school
79 district for all practicing teachers.

80 6. (1) The administrator assistance programs established under this section shall
81 include, but shall not be limited to, programs of professional development and improvement
82 for superintendents, principals, assistant principals, and other school district personnel
83 charged with administrative duties.

84 (2) Establishment of programs by local districts and organizations for the training of
85 school board members are encouraged and recommended.

168.500. 1. For the purpose of providing career pay, which shall be a salary
2 supplement, for public school teachers, which for the purpose of sections 168.500 to 168.515
3 shall include classroom teachers, librarians, school counselors and certificated teachers who
4 hold positions as school psychological examiners, parents as teachers educators, school
5 psychologists, special education diagnosticians and speech pathologists, and are on the
6 district salary schedule, there is hereby created and established a career advancement program
7 which shall be known as the "Missouri Career Development and Teacher Excellence Plan",
8 hereinafter known as the "career plan or program". Participation by local school districts in
9 the career advancement program established under this section shall be voluntary. The career
10 advancement program is a matching fund program. The general assembly may make an
11 annual appropriation to the excellence in education fund established under section 160.268
12 for the purpose of providing the state's portion for the career advancement program. The
13 "Career Ladder Forward Funding Fund" is hereby established in the state treasury. Beginning
14 with fiscal year 1998 and until the career ladder forward funding fund is terminated pursuant
15 to this subsection, the general assembly may appropriate funds to the career ladder forward
16 funding fund. Notwithstanding the provisions of section 33.080 to the contrary, moneys in
17 the fund shall not be transferred to the credit of the general revenue fund at the end of the
18 biennium. All interest or other gain received from investment of moneys in the fund shall be
19 credited to the fund. All funds deposited in the fund shall be maintained in the fund until such

20 time as the balance in the fund at the end of the fiscal year is equal to or greater than the
21 appropriation for the career ladder program for the following year, at which time all such
22 revenues shall be used to fund, in advance, the career ladder program for such following year
23 and the career ladder forward funding fund shall thereafter be terminated.

24 2. The department of elementary and secondary education, at the direction of the
25 commissioner of education, shall study and develop model career plans which shall be made
26 available to the local school districts. These state model career plans shall:

27 (1) Contain three steps or stages of career advancement;

28 (2) Contain a detailed procedure for the admission of teachers to the career program;

29 (3) Contain specific criteria for career step qualifications and attainment. These
30 criteria shall clearly describe the minimum number of professional responsibilities required of
31 the teacher at each stage of the plan and shall include reference to classroom performance
32 evaluations performed pursuant to section 168.128. The criteria may include, but shall not be
33 limited to, teacher externships as provided in section 168.025;

34 (4) Be consistent with the teacher certification process recommended by the Missouri
35 advisory council of certification for educators and adopted by the department of elementary
36 and secondary education;

37 (5) Provide that public school teachers in Missouri shall become eligible to apply for
38 admission to the career plans adopted under sections 168.500 to 168.515 after two years of
39 public school teaching in Missouri, **except that such two-year requirement shall not apply**
40 **to any member of the Armed Forces of the United States or such member's spouse who**
41 **has teaching experience in another state and who has transferred to this state.** All
42 teachers seeking admission to any career plan shall, as a minimum, meet the requirements
43 necessary to obtain the first renewable professional certificate as provided in section 168.021;

44 (6) Provide procedures for appealing decisions made under career plans established
45 under sections 168.500 to 168.515.

46 3. School district career plans shall recognize additional responsibilities and volunteer
47 efforts by teachers in formulating criteria for career ladder admission and stage achievement.
48 Such additional responsibilities and volunteer efforts [~~shall be required to occur outside of~~
49 ~~compensated hours and~~] **outside of the duties that require a teaching certificate under**
50 **section 168.021** may include, but shall not be limited to:

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

53 (2) Serving as a mentor for students **or teachers**, whether in a formal or informal
54 capacity;

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

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

58 (5) Assisting students with postsecondary education preparation including, but not
59 limited to, teaching an ACT or SAT preparation course or assisting students with completing
60 college or career school admission or financial assistance applications.

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

64 5. A participating local school district may have the option of implementing a career
65 plan developed by the department of elementary and secondary education or a local plan
66 which has been developed with advice from teachers employed by the district and which has
67 met with the approval of the department of elementary and secondary education. In
68 approving local career plans, the department of elementary and secondary education may
69 consider provisions in the plan of the local district for recognition of teacher mobility from
70 one district to another within this state.

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

75 7. In order to receive funds under this section, a school district which is not subject to
76 section 162.920 must have a total levy for operating purposes which is in excess of the
77 amount allowed in Section 11(b) of Article X of the Missouri Constitution; and a school
78 district which is subject to section 162.920 must have a total levy for operating purposes
79 which is equal to or in excess of twenty-five cents on each hundred dollars of assessed
80 valuation.

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

87 9. Beginning in fiscal year 2012, the state portion of career ladder payments shall
88 only be made available to local school districts if the general assembly makes an
89 appropriation for such program. Payments authorized under sections 168.500 to 168.515
90 shall only be made available in a year for which a state appropriation is made. Any state
91 appropriation shall be made prospectively in relation to the year in which work under the
92 program is performed.

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

173.232. 1. There is hereby established the "~~Urban Flight and Rural Needs~~ **Teacher
2 Recruitment and Retention State** Scholarship Program", which shall be administered by the
3 department of elementary and secondary education. The program shall, upon appropriation,
4 provide scholarships, subject to the eligibility criteria enumerated in this section, for eligible
5 students who enter a teacher education program and make a commitment to teach as a
6 condition of receiving such scholarship.

7 2. Subject to appropriation, each year the department of elementary and secondary
8 education shall make available to eligible students ~~[up to one hundred four year urban flight
9 and rural needs]~~ **scholarships for up to two years** in an amount that encompasses **up to one**
10 **hundred percent** of the total cost of eligible students' tuition ~~[and fees]~~ **costs related to**
11 **teacher preparation** at a four-year college or university located in Missouri, **except that no**
12 **amount granted for tuition shall exceed the amount of tuition charged a Missouri**
13 **resident at the University of Missouri-Columbia for attendance.** Such amount shall be
14 paid by funds appropriated to the department. **The maximum number of scholarships**
15 **made available or the maximum amount awarded annually under this section shall be as**
16 **follows:**

17 (1) **For academic years ending before July 1, 2025, two hundred scholarships or**
18 **a maximum awarded amount of one million two hundred thousand dollars;**

19 (2) **For the 2025-26 academic year, four hundred scholarships or a maximum**
20 **awarded amount of two million four hundred thousand dollars;**

21 (3) **For the 2026-27 academic year, four hundred forty scholarships or a**
22 **maximum awarded amount of two million six hundred thousand dollars;**

23 (4) **For the 2027-28 academic year, four hundred eighty scholarships or a**
24 **maximum awarded amount of two million eight hundred thousand dollars;**

25 (5) **For the 2028-29 academic year, five hundred twenty scholarships or a**
26 **maximum awarded amount of three million dollars;**

27 (6) **For the 2029-30 academic year, five hundred sixty scholarships or a**
28 **maximum awarded amount of three million two hundred thousand dollars; and**

29 (7) **For the 2030-31 academic year and all subsequent academic years, six**
30 **hundred scholarships or a maximum awarded amount of three million four hundred**
31 **thousand dollars.**

32 3. As used in this section, the ~~[term]~~ **following terms mean:**

33 (1) "Eligible student" ~~[shall mean]~~, an individual who:

34 ~~[(1)]~~ (a) Is a United States citizen ~~[and a Missouri resident who attended a Missouri~~
35 ~~high school];~~

36 ~~[(2)]~~ (b) Enters and makes a commitment to pursue a teacher education program
37 approved by the department of elementary and secondary education and offered by a four-
38 year college or university located in Missouri;

39 ~~[(3)]~~ (c) Signs an agreement with the department of elementary and secondary
40 education in which the recipient agrees to teach in a Missouri public school ~~[- the population~~
41 ~~of which includes a higher than average "at-risk student population", as such term shall be~~
42 ~~defined by the department of elementary and secondary education,]~~ **that is a hard-to-staff**
43 **school or to teach at least one hard-to-staff subject area in a Missouri public school that**
44 **offers classes in hard-to-staff subject areas, or both,** for two years for every one year the
45 recipient received the ~~[urban flight and rural needs]~~ scholarship;

46 ~~[(4)]~~ ~~Has graduated from high school with a cumulative grade point average of at least~~
47 ~~two and one half on a four point scale or equivalent;~~

48 ~~[(5)]~~ (d) Maintains a cumulative grade point average of at least two and one-half on a
49 four-point scale or equivalent; **and**

50 (e) **For scholarships awarded for any academic year beginning after June 30,**
51 **2025, has made a good faith effort to first secure all available federal sources of grant**
52 **funding that could be applied to the total cost of such student's eligible tuition and fees**
53 **as described in subsection 2 of this section;**

54 (2) **"Hard-to-staff schools", attendance centers where the percentage of**
55 **certificated positions in the attendance center that were left vacant or were filled with**
56 **a teacher not fully qualified in the prior academic year exceeds ten percent as reported**
57 **to the department of elementary and secondary education;**

58 (3) **"Hard-to-staff subject areas", content areas for which positions were left**
59 **vacant or were filled with a teacher not fully qualified in the prior academic year as**
60 **reported to the department of elementary and secondary education.**

61 4. If the number of applicants exceeds the number of scholarships or revenues
62 available, the department of elementary and secondary education may consider the financial
63 needs of the applicant.

64 5. The scholarships provided in this section shall be available to ~~[otherwise]~~ eligible
65 students who ~~[either]~~ **meet at least one of the following:**

66 (1) ~~[Are currently enrolled in a community college and make a commitment to pursue~~
67 ~~a teacher education program approved by the department of elementary and secondary~~
68 ~~education and offered by a four year college or university located in Missouri; or]~~ **Have**
69 **successfully completed two years at a community college with a minimum of forty-eight**

70 **credit hours and a grade point average of at least two and one-half on a four-point scale**
71 **or the equivalent;**

72 (2) **Have been awarded an associate degree or the equivalent;**

73 (3) **Have successfully completed five semesters at a four-year college or**
74 **university with a minimum of sixty credit hours and a grade point average of at least**
75 **two and one-half on a four-point scale or the equivalent; or**

76 (4) ~~Have completed their baccalaureate degree [and agree to enter a teacher education~~
77 ~~program and make a commitment to pursue a teacher education program approved by the~~
78 ~~department of elementary and secondary education and offered by a four-year college or~~
79 ~~university located in Missouri].~~

80 6. (1) Every eligible student receiving scholarships under this section shall teach in
81 an elementary or secondary public school in Missouri as provided in **paragraph (c) of**
82 ~~subdivision (3)]~~ (1) of subsection 3 of this section. The student shall teach for a period of
83 two years for every one year ~~[he or she]~~ **such student** received ~~[an urban flight and rural~~
84 ~~needs]~~ **a scholarship under this section**; otherwise, the scholarship shall be treated as a loan
85 to the eligible student~~], and interest at the rate of nine and one-half percent per year].~~ **Interest**
86 **shall be charged on the unpaid balance of the amount received from the date the eligible**
87 **student ceases to teach until the amount received is paid back to the state. The interest rate**
88 **shall be adjusted annually and shall be equal to one percentage point over the prevailing**
89 **United States prime rate in effect on January first of such year.**

90 (2) In order to provide for the servicing of such loans, the department of elementary
91 and secondary education may sell such loans to the higher education loan authority of the
92 state of Missouri created pursuant to sections 173.350 to 173.445. For each year the student
93 teaches, up to eight years, one-eighth of the amount received pursuant to this section shall be
94 applied against the total amount received and shall not be subject to the repayment
95 requirement of this section; provided that twenty-five percent of such amount, not subject to
96 repayment, shall be repaid by the local school district to the department.

97 (3) The department of elementary and secondary education shall have the power to
98 and shall defer interest and principal payments under certain circumstances, which shall
99 include, but need not be limited to, the enrollment in a graduate program or service in any
100 branch of the Armed Forces of the United States.

101 7. There is hereby established in the state treasury a fund to be known as the "~~Urban~~
102 ~~Flight and Rural Needs]~~ **Teacher Recruitment and Retention State Scholarship Program**
103 **Fund**", which shall consist of all moneys that may be appropriated to it by the general
104 assembly, and in addition may include any gifts, contributions, grants, or bequests received
105 from federal, state, private, or other sources. The fund shall be administered by the
106 department of elementary and secondary education. Notwithstanding the provisions of

107 section 33.080 to the contrary, moneys in the fund shall not be transferred to the credit of the
108 general revenue fund at the end of the biennium. Interest and moneys earned on the fund
109 shall be credited to the fund. Moneys in the fund shall be used solely for the purpose of
110 awarding scholarships under the provisions of this section.

111 **8. An individual who has qualified as an eligible student under this section shall**
112 **continue to qualify as an eligible student for purposes of paragraph (c) of subdivision (1)**
113 **of subsection 3 of this section as long as such individual remains employed by the school**
114 **district in which such individual agrees to teach regardless of whether such individual's**
115 **employing school no longer qualifies as a hard-to-staff school, such class taught by such**
116 **individual no longer qualifies as a hard-to-staff subject area, or such individual's**
117 **position within the school district changes.**

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