

SECOND REGULAR SESSION
HOUSE COMMITTEE SUBSTITUTE FOR
HOUSE BILL NO. 1770
101ST GENERAL ASSEMBLY

4069H.04C

DANA RADEMAN MILLER, Chief Clerk

AN ACT

To repeal sections 163.172, 168.021, 168.110, 168.500, and 168.515, RSMo, and to enact in lieu thereof six new sections relating to school employee 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, 168.500, and 168.515, RSMo, are
2 repealed and six new sections enacted in lieu thereof, to be known as sections 143.1400,
3 163.172, 168.021, 168.110, 168.500, and 168.515, to read as follows:

143.1400. 1. As used in this section, the following terms mean:

2 **(1) "Paraprofessional", any person who:**

3 **(a) Is not a teacher;**

4 **(b) Possesses, at a minimum, sixty hours of college credit or has passed the**
5 **Paraprofessional or ParaPro Assessment; and**

6 **(c) Is employed in this state in a position that works under the direct supervision**
7 **of an appropriately certified teacher to provide classroom instructional assistance for**
8 **any kindergarten program or any grade or grades from one through twelve, regardless**
9 **of whether such person is employed at a public, private, or charter school;**

10 **(2) "Teacher", any person who:**

11 **(a) Meets all applicable requirements under the laws of this state to hold a**
12 **certificate of license to teach including, but not limited to, any applicable requirements**
13 **provided under section 168.021; and**

14 **(b) Is employed in this state as a teacher of any preschool program, kindergarten**
15 **program, or any grade or grades from one through twelve, regardless of whether such**
16 **person is employed at a public, private, or charter school.**

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 **2. For all tax years beginning on or after January 1, 2023, for purposes of**
18 **calculating the Missouri taxable income as required under section 143.011, a percentage**
19 **of the income received by any taxpayer as salary or compensation for such taxpayer's**
20 **services as a teacher or paraprofessional, to the extent that such income is included in**
21 **the taxpayer's federal adjusted gross income, may be deducted from the taxpayer's**
22 **Missouri adjusted gross income to determine such taxpayer's Missouri taxable income.**
23 **Such income shall be deducted as follows:**

24 **(1) For the tax year beginning January 1, 2023, twenty-five percent of such**
25 **income;**

26 **(2) For the tax year beginning January 1, 2024, fifty percent of such income;**

27 **(3) For the tax year beginning January 1, 2025, seventy-five percent of such**
28 **income; and**

29 **(4) For all tax years beginning on or after January 1, 2026, one hundred percent**
30 **of such income.**

31 **3. The department of revenue shall promulgate all rules and regulations**
32 **necessary for the administration of the provisions of this section. Any rule or portion of**
33 **a rule, as that term is defined in section 536.010, that is created under the authority**
34 **delegated in this section shall become effective only if it complies with and is subject to**
35 **all of the provisions of chapter 536 and, if applicable, section 536.028. This section and**
36 **chapter 536 are nonseverable, and if any of the powers vested with the general assembly**
37 **under chapter 536 to review, to delay the effective date, or to disapprove and annul a**
38 **rule are subsequently held unconstitutional, then the grant of rulemaking authority and**
39 **any rule proposed or adopted after August 28, 2022, shall be invalid and void.**

40 **4. Under section 23.253 of the Missouri sunset act:**

41 **(1) The provisions of this section shall automatically sunset six years after the**
42 **effective date of this section unless reauthorized by an act of the general assembly;**

43 **(2) If the provisions of this section are reauthorized, such provisions shall**
44 **automatically sunset twelve years after the effective date of their reauthorization; and**

45 **(3) This section shall terminate on September first of the calendar year**
46 **immediately following the calendar year in which the provisions of this section are**
47 **sunset.**

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

2 **(1) "CPI", the Consumer Price Index for All Urban Consumers for the United**
3 **States as reported by the Bureau of Labor Statistics, or its successor index;**

4 **(2) "CPI for the preceding calendar year", the average of the CPI as of the close**
5 **of the twelve-month period ending on August thirty-first of such calendar year;**

6 **(3) "Percentage increase in inflation", the percentage, if any, by which the CPI**
7 **for the preceding calendar year exceeds the CPI for the twelve-month period beginning**
8 **September 1, 2023, and ending August 31, 2024.**

9 **2. (1) (a)** In school year 1994-95 and thereafter until school year 2006-07, the
10 minimum teacher's salary shall be eighteen thousand dollars.

11 **(b)** Beginning in school year 2006-07, the minimum teacher's salary shall be twenty-
12 two thousand dollars; in school year 2007-08, the minimum teacher's salary shall be twenty-
13 three thousand dollars; in school year 2008-09, the minimum teacher's salary shall be twenty-
14 four thousand dollars; in school year 2009-10 and thereafter, **except as provided under**
15 **paragraphs (c) to (g) of this subdivision**, the minimum teacher's salary shall be twenty-five
16 thousand dollars.

17 **(c) In the 2023-24 school year, the minimum teacher's salary shall be twenty-**
18 **eight thousand dollars.**

19 **(d) In the 2024-25 school year, the minimum teacher's salary shall be twenty-**
20 **nine thousand dollars.**

21 **(e) In the 2025-26 school year, the minimum teacher's salary shall be thirty**
22 **thousand dollars.**

23 **(f) In the 2026-27 school year, the minimum teacher's salary shall be thirty-one**
24 **thousand dollars.**

25 **(g) In the 2027-28 school year and in all subsequent school years, the minimum**
26 **teacher's salary shall be thirty-two thousand dollars.**

27 **(2) (a)** Beginning in the school year 1996-97 until school year 2006-07, for any full-
28 time teacher with a master's degree and at least ten years' teaching experience in a public
29 school or combination of public schools, the minimum salary shall be twenty-four thousand
30 dollars.

31 **(b)** Beginning in the school year 2006-07, for any full-time teacher with a master's
32 degree in an academic teaching field and at least ten years' teaching experience in a public
33 school or combination of public schools, the minimum salary shall be thirty thousand dollars;
34 in the 2007-08 school year such minimum salary shall be thirty-one thousand dollars; in the
35 2008-09 school year such minimum salary shall be thirty-two thousand dollars; and in the
36 2009-10 school year **and subsequent years, except as provided under paragraphs (c) and**
37 **(d) of this subdivision**, such minimum salary shall be thirty-three thousand dollars.

38 **(c) In the 2023-24 school year, for any full-time teacher with a master's degree in**
39 **an academic teaching field directly related to the teacher's assignment and at least ten**
40 **years' teaching experience in a public school or combination of public schools, the**
41 **minimum teacher's salary shall be thirty-six thousand dollars.**

42 **(d) In the 2024-25 school year, for any full-time teacher with a master's degree in**
43 **an academic teaching field directly related to the teacher's assignment and at least ten**
44 **years' teaching experience in a public school or combination of public schools, the**
45 **minimum teacher's salary shall be thirty-seven thousand dollars.**

46 **(e) In the 2025-26 school year, for any full-time teacher with a master's degree in**
47 **an academic teaching field directly related to the teacher's assignment and at least ten**
48 **years' teaching experience in a public school or combination of public schools, the**
49 **minimum teacher's salary shall be thirty-eight thousand dollars.**

50 **(f) In the 2026-27 school year, for any full-time teacher with a master's degree in**
51 **an academic teaching field directly related to the teacher's assignment and at least ten**
52 **years' teaching experience in a public school or combination of public schools, the**
53 **minimum teacher's salary shall be thirty-nine thousand dollars.**

54 **(g) In the 2027-28 school year, for any full-time teacher with a master's degree in**
55 **an academic teaching field directly related to the teacher's assignment and at least ten**
56 **years' teaching experience in a public school or combination of public schools, the**
57 **minimum teacher's salary shall be forty thousand dollars.**

58 **3. In the 2028-29 school year and in all subsequent school years, the minimum**
59 **salaries identified in paragraph (g) of subdivision (1) and paragraph (g) of subdivision**
60 **(2) of subsection 2 of this section shall be adjusted annually by the percentage increase**
61 **in inflation. The state board of education shall publish such minimum salaries annually**
62 **beginning on or after January 1, 2028. Modifications to the minimum shall take effect**
63 **on July first of each calendar year.**

64 ~~[2. Beginning with the budget requests for fiscal year 1991,]~~ **4. The commissioner of**
65 **education shall present to the appropriate committees of the general assembly information on**
66 **the average Missouri teacher's salary, regional average salary data, and national average**
67 **salary data.**

68 ~~[3.]~~ **5. All school salary information shall be public information.**

69 ~~[4.]~~ **6. As used in this section, the term "salary" shall be defined as the salary figure**
70 **which appears on the teacher's contract and as determined by the local school district's basic**
71 **salary schedule and does not include supplements for extra duties.**

72 ~~[5.]~~ **7. The minimum salary for any fully certificated teacher employed on a less than**
73 **full-time basis by a school district, state school for the severely handicapped, the Missouri**
74 **School for the Deaf, or the Missouri School for the Blind shall be prorated to reflect the**
75 **amounts provided in subsection [H] 2 of 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**
25 **teacher 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**
29 **one summative evaluation for each of the two probationary years and being offered a**
30 **third contract by the employing district. For any applicant who has a change in job**
31 **status because of a reduction in the workforce or a change in life circumstances, the**
32 **scores required under this item may be scores achieved in any school district during the**
33 **two-year nonrenewable provisional certification period; and**

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

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

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

50 (5) By the state board, under rules and regulations prescribed by it, on the basis of
51 certification by the American Board for Certification of Teacher Excellence (ABCTE) and
52 verification of ability to work with children as demonstrated by sixty contact hours in any one
53 of the following areas as validated by the school principal: sixty contact hours in the
54 classroom, of which at least forty-five must be teaching; sixty contact hours as a substitute
55 teacher, with at least thirty consecutive hours in the same classroom; sixty contact hours of
56 teaching in a private school; or sixty contact hours of teaching as a paraprofessional, for an
57 initial four-year ABCTE certificate of license to teach, except that such certificate shall not be
58 granted for the areas of early childhood education, or special education. For certification in
59 the area of elementary education, ninety contact hours in the classroom shall be required, of
60 which at least thirty shall be in an elementary classroom. Upon the completion of the
61 **following** requirements [~~listed in paragraphs (a), (b), (c), and (d) of this subdivision~~], an
62 applicant shall be eligible to apply for a career continuous professional certificate under
63 subdivision (3) of subsection 3 of this section:

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

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

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

70 (d) Participation in a beginning teacher assistance program; or

71 (6) **(a)** By the state board, under rules and regulations prescribed by [~~it~~] **the board**,
72 which shall issue an initial visiting scholars certificate at the discretion of the board, based on
73 the following criteria:

74 [~~(a)~~] **a.** Verification from the hiring school district that the applicant will be
75 employed as part of a business-education partnership initiative designed to build career
76 pathways systems **or employed as part of an initiative designed to fill vacant positions in**
77 **hard-to-staff public schools or hard-to-fill subject areas** for students in a grade or grades

78 not lower than the ninth grade for which the applicant's academic degree or professional
79 experience qualifies ~~him or her~~ **the applicant**;

80 ~~(b)~~ **b.** Appropriate and relevant bachelor's degree or higher, occupational license, or
81 industry-recognized credential;

82 ~~(c)~~ **c.** Completion of the application for a one-year visiting scholars certificate; and

83 ~~(d)~~ **d.** Completion of a background check as prescribed under section 168.133.

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

90 2. All valid teaching certificates issued pursuant to law or state board policies and
91 regulations prior to September 1, 1988, shall be exempt from the professional development
92 requirements of this section and shall continue in effect until they expire, are revoked or
93 suspended, as provided by law. When such certificates are required to be renewed, the state
94 board or its designee shall grant to each holder of such a certificate the certificate most nearly
95 equivalent to the one so held. Anyone who holds, as of August 28, 2003, a valid PC-I, PC-II,
96 or continuous professional certificate shall, upon expiration of ~~his or her~~ **such person's**
97 current certificate, be issued the appropriate level of certificate based upon the classification
98 system established pursuant to subsection 3 of this section.

99 3. (1) Certificates of license to teach in the public schools of the state shall be based
100 upon minimum requirements prescribed by the state board of education which shall include
101 completion of a background check as prescribed in section 168.133. The state board shall
102 provide for the following levels of professional certification: an initial professional certificate
103 and a career continuous professional certificate.

104 (2) The initial professional certificate shall be issued upon completion of
105 requirements established by the state board of education and shall be valid based upon
106 verification of actual teaching within a specified time period established by the state board of
107 education. The state board shall require holders of the four-year initial professional certificate
108 to:

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

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

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

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

117 (3) (a) The career continuous professional certificate shall be issued upon
118 verification of completion of four years of teaching under the initial professional certificate
119 and upon verification of the completion of the requirements articulated in paragraphs (a)~~], (b),~~
120 ~~and] to~~ (c) of subdivision (2) of this subsection or paragraphs (a)~~], (b), (c), and] to~~ (d) of
121 subdivision (5) of subsection 1 of this section.

122 (b) The career continuous professional certificate shall be continuous based upon
123 verification of actual employment in an educational position as provided for in state board
124 guidelines and completion of fifteen contact hours of professional development per year
125 which may include hours spent in class in an appropriate college curriculum. Should the
126 possessor of a valid career continuous professional certificate fail, in any given year, to meet
127 the fifteen-hour professional development requirement, the possessor may, within two years,
128 make up the missing hours. In order to make up for missing hours, the possessor shall first
129 complete the fifteen-hour requirement for the current year and then may count hours in excess
130 of the current year requirement as make-up hours. Should the possessor fail to make up the
131 missing hours within two years, the certificate shall become inactive. In order to reactivate
132 the certificate, the possessor shall complete twenty-four contact hours of professional
133 development which may include hours spent in the classroom in an appropriate college
134 curriculum within the six months prior to or after reactivating ~~[his or her]~~ **the possessor's**
135 certificate. The requirements of this paragraph shall be monitored and verified by the local
136 school district which employs the holder of the career continuous professional certificate.

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

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

142 b. Possesses a master's degree; or

143 c. Obtains a rigorous national certification as approved by the state board of
144 education.

145 4. Policies and procedures shall be established by which a teacher who was not
146 retained due to a reduction in force may retain the current level of certification. There shall
147 also be established policies and procedures allowing a teacher who has not been employed in
148 an educational position for three years or more to reactivate ~~[his or her]~~ **the teacher's** last
149 level of certification by completing twenty-four contact hours of professional development

150 which may include hours spent in the classroom in an appropriate college curriculum within
151 the six months prior to or after reactivating ~~[his or her]~~ **the teacher's** certificate.

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

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

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

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

170 (4) Otherwise qualifies under this section.

171 6. The state board may assess to holders of an initial professional certificate a fee, to
172 be deposited into the excellence in education ~~[revolving]~~ fund established pursuant to section
173 160.268, for the issuance of the career continuous professional certificate. However, such fee
174 shall not exceed the combined costs of issuance and any criminal background check required
175 as a condition of issuance. Applicants for the initial ABCTE certificate shall be responsible
176 for any fees associated with the program leading to the issuance of the certificate, but nothing
177 in this section shall prohibit a district from developing a policy that permits fee
178 reimbursement.

179 7. Any member of the public school retirement system of Missouri who entered
180 covered employment with ten or more years of educational experience in another state or
181 states and held a certificate issued by another state and subsequently worked in a school
182 district covered by the public school retirement system of Missouri for ten or more years who
183 later became certificated in Missouri shall have that certificate dated back to ~~[his or her]~~ **the**
184 **member's** original date of employment in a Missouri public school.

185 8. Within thirty days of receiving an application from a spouse of an active duty
186 member of the Armed Forces of the United States who has been transferred or is scheduled to

187 be transferred to the state of Missouri, or who has been transferred or is scheduled to be
188 transferred to an adjacent state and is or will be domiciled in the state of Missouri, or has
189 moved to the state of Missouri on a permanent change-of-station basis and has successfully
190 completed the background check described under subsection 5 of this section and section
191 168.133, the state board shall issue to such applicant a full certificate of license to teach,
192 provided that the applicant has paid all necessary fees and has otherwise met all requirements
193 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 five 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.

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**
33 **be 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 [~~five~~] **two**
39 years of public school teaching in Missouri. All teachers seeking admission to any career
40 plan shall, as a minimum, meet the requirements necessary to obtain the first renewable
41 professional certificate as provided in section 168.021;

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

44 3. **School district career plans shall recognize additional responsibilities and**
45 **volunteer efforts by teachers in formulating criteria for career ladder admission and**
46 **stage achievement. Such additional responsibilities and volunteer efforts shall be**
47 **required to occur outside of compensated hours and may include, but shall not be**
48 **limited to:**

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

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

52 (3) **Receiving additional teacher training or certification outside of that offered**
53 **by the school district;**

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

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

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

62 [4-] 5. A participating local school district may have the option of implementing a
63 career plan developed by the department of elementary and secondary education or a local
64 plan which has been developed with advice from teachers employed by the district and which
65 has met with the approval of the department of elementary and secondary education. In
66 approving local career plans, the department of elementary and secondary education may
67 consider provisions in the plan of the local district for recognition of teacher mobility from
68 one district to another within this state.

69 [5-] 6. The career plans of local school districts shall not discriminate on the basis of
70 race, sex, religion, national origin, color, creed, or age. Participation in the career plan of a
71 local school district is optional, and any teacher who declines to participate shall not be
72 penalized in any way.

73 [6-] 7. In order to receive funds under this section, a school district which is not
74 subject to section 162.920 must have a total levy for operating purposes which is in excess of
75 the amount allowed in Section 11(b) of Article X of the Missouri Constitution; and a school
76 district which is subject to section 162.920 must have a total levy for operating purposes
77 which is equal to or in excess of twenty-five cents on each hundred dollars of assessed
78 valuation.

79 ~~[7-]~~ **8.** The commissioner of education shall cause the department of elementary and
80 secondary education to regard a speech pathologist who holds both a valid certificate of
81 license to teach and a certificate of clinical competence to have fulfilled the standards
82 required to be placed on stage III of the career program, provided that such speech pathologist
83 has been employed by a public school in Missouri for at least ~~[five]~~ **two** years and is approved
84 for placement at such stage III by the local school district.

85 ~~[8-]~~ **9.** Beginning in fiscal year 2012, the state portion of career ladder payments shall
86 only be made available to local school districts if the general assembly makes an
87 appropriation for such program. Payments authorized under sections 168.500 to 168.515
88 shall only be made available in a year for which a state appropriation is made. Any state
89 appropriation shall be made prospectively in relation to the year in which work under the
90 program is performed.

91 ~~[9-]~~ **10.** Nothing in this section shall be construed to prohibit a local school district
92 from funding the program for its teachers for work performed in years for which no state
93 appropriation is made available.

 168.515. 1. Each teacher selected to participate in a career plan established under
2 sections 168.500 to 168.515, who meets the requirements of such plan, may receive a salary
3 supplement, the state's share of which shall be distributed under section 163.031, equal to the
4 following amounts applied to the career ladder entitlement of section 163.031:

5 (1) Career stage I teachers may receive up to an additional one thousand five hundred
6 dollars per school year;

7 (2) Career stage II teachers may receive up to an additional three thousand dollars per
8 school year;

9 (3) Career stage III teachers may receive up to an additional five thousand dollars per
10 school year. All teachers within each stage within the same school district shall receive equal
11 salary supplements.

12 2. The state may make payments pursuant to section 163.031 to the local school
13 district for the purpose of providing funding to the local school district for the payment of any
14 salary supplements provided for in this section, subject to the availability of funds as
15 appropriated each year and distributed on a matching basis where the percentage of state
16 funding shall be ~~[forty]~~ **sixty** percent and the percentage of local funding shall be ~~[sixty]~~ **forty**
17 percent.

18 3. Not less than every fourth year, beginning with calendar year 1988, the general
19 assembly, through the joint committee established under section 160.254, shall review the
20 amount of the career pay provided for in this section to determine if any increases are
21 necessary to reflect the increases in the cost of living which have occurred since the salary
22 supplements were last reviewed or set.

23 4. To participate in the salary supplement program established under this section, a
24 school district may submit to the voters of the district a proposition to increase taxes for this
25 purpose. If a school district's current tax rate ceiling is at or above the rate from which an
26 increase would require a two-thirds majority, the school board may submit to the voters of the
27 district a proposition to reduce or eliminate the amount of the levy reduction resulting from
28 section 164.013. If a majority of the voters voting thereon vote in favor of the proposition,
29 the board may certify that seventy-five percent of the revenue generated from this source shall
30 be used to implement the salary supplement program established under this section.

31 5. In no case shall a school district use state funds received under this section nor
32 local revenue generated from a tax established under subsection 4 of this section to comply
33 with the minimum salary requirements for teachers established pursuant to section 163.172.

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