

FIRST REGULAR SESSION

# HOUSE BILL NO. 190

102ND GENERAL ASSEMBLY

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INTRODUCED BY REPRESENTATIVE LEWIS (6).

0408H.011

DANA RADEMAN MILLER, Chief Clerk

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## AN ACT

To repeal section 168.110, RSMo, and to enact in lieu thereof one new section relating to differentiated teacher pay.

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

Section A. Section 168.110, RSMo, is repealed and one new section enacted in lieu thereof, to be known as section 168.110, to read as follows:

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

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

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

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

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

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

**3. The board of education of a school district may include differentiated placement of teachers on the salary schedule to increase compensation in order to recruit and retain teachers in hard-to-staff subject areas or hard-to-staff schools. The board may annually review its hard-to-staff subject areas and hard-to-staff schools. No**

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 **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.**

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