

SECOND REGULAR SESSION

# SENATE BILL NO. 1506

102ND GENERAL ASSEMBLY

INTRODUCED BY SENATOR BLACK.

5988S.01H

KRISTINA MARTIN, Secretary

## AN ACT

To repeal section 168.500, RSMo, and to enact in lieu thereof one new section relating to the career ladder program.

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

Section A. Section 168.500, RSMo, is repealed and one new  
2 section enacted in lieu thereof, to be known as section 168.500,  
3 to read as follows:

168.500. 1. For the purpose of providing career pay,  
2 which shall be a salary supplement, for public school  
3 teachers, which for the purpose of sections 168.500 to  
4 168.515 shall include classroom teachers, librarians, school  
5 counselors, **whether certificated or uncertificated, special**  
6 **education process coordinators**, and certificated teachers  
7 who hold positions as school psychological examiners,  
8 parents as teachers educators, school psychologists, special  
9 education diagnosticians and speech pathologists, and are on  
10 the district salary schedule, there is hereby created and  
11 established a career advancement program which shall be  
12 known as the "Missouri Career Development and Teacher  
13 Excellence Plan", hereinafter known as the "career plan or  
14 program". Participation by local school districts in the  
15 career advancement program established under this section  
16 shall be voluntary. The career advancement program is a  
17 matching fund program. The general assembly may make an  
18 annual appropriation to the excellence in education fund

19 established under section 160.268 for the purpose of  
20 providing the state's portion for the career advancement  
21 program. The "Career Ladder Forward Funding Fund" is hereby  
22 established in the state treasury. Beginning with fiscal  
23 year 1998 and until the career ladder forward funding fund  
24 is terminated pursuant to this subsection, the general  
25 assembly may appropriate funds to the career ladder forward  
26 funding fund. Notwithstanding the provisions of section  
27 33.080 to the contrary, moneys in the fund shall not be  
28 transferred to the credit of the general revenue fund at the  
29 end of the biennium. All interest or other gain received  
30 from investment of moneys in the fund shall be credited to  
31 the fund. All funds deposited in the fund shall be  
32 maintained in the fund until such time as the balance in the  
33 fund at the end of the fiscal year is equal to or greater  
34 than the appropriation for the career ladder program for the  
35 following year, at which time all such revenues shall be  
36 used to fund, in advance, the career ladder program for such  
37 following year and the career ladder forward funding fund  
38 shall thereafter be terminated.

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

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

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

48 (3) Contain specific criteria for career step  
49 qualifications and attainment. These criteria shall clearly  
50 describe the minimum number of professional responsibilities

51 required of the teacher at each stage of the plan and shall  
52 include reference to classroom performance evaluations  
53 performed pursuant to section 168.128. The criteria may  
54 include, but shall not be limited to, teacher externships as  
55 provided in section 168.025;

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

60 (5) Provide that public school teachers in Missouri  
61 shall become eligible to apply for admission to the career  
62 plans adopted under sections 168.500 to 168.515 after two  
63 years of public school teaching in Missouri. All teachers  
64 seeking admission to any career plan shall, as a minimum,  
65 meet the requirements necessary to obtain the first  
66 renewable professional certificate as provided in section  
67 168.021;

68 (6) Provide procedures for appealing decisions made  
69 under career plans established under sections 168.500 to  
70 168.515.

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

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

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

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

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

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

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

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

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

113           7. In order to receive funds under this section, a  
114 school district which is not subject to section 162.920 must

115 have a total levy for operating purposes which is in excess  
116 of the amount allowed in Section 11(b) of Article X of the  
117 Missouri Constitution; and a school district which is  
118 subject to section 162.920 must have a total levy for  
119 operating purposes which is equal to or in excess of twenty-  
120 five cents on each hundred dollars of assessed valuation.

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

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

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

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