

FIRST REGULAR SESSION

# HOUSE BILL NO. 29

## 91ST GENERAL ASSEMBLY

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INTRODUCED BY REPRESENTATIVES WILSON (42), BOYKINS AND CURLS (Co-sponsors).

Pre-filed December 1, 2000, and 1000 copies ordered printed.

ANNE C. WALKER, Chief Clerk

0199L.011

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### AN ACT

To repeal section 161.098, RSMo 2000, relating to retention and recruitment of teachers, and to enact in lieu thereof two new sections relating to the same subject.

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

Section A. Section 161.098, RSMo 2000, is repealed and two new sections enacted in lieu thereof, to be known as sections 161.098 and 168.700, to read as follows:

161.098. **1.** Beginning December 15, 1999, and annually by that date in each following year, the state board of education shall report to the general assembly on the retention and recruitment of teachers in the state's schools. The report shall include, but not be limited to, information on the numbers of teachers entering and leaving employment in the public schools of the state, analysis of the issues affecting teacher recruitment, including the need for identifying African-American and other minority students, including males, who show potential or interest in becoming a teacher, recruiting such students as prospective teachers, and methods for providing financial aid to such students, and suggestions for meeting predicted needs of numbers of teachers and in areas of certification.

**2. Subject to appropriation, the department of elementary and secondary education shall provide grants to assist local public school districts to implement innovative programs designed to assist new teachers. Programs may include, but are not limited to, programs providing release time and additional pay to experienced teachers who will act as mentors to new teachers, programs providing new teachers with full pay but less than a full teaching load so that new teachers spend time in the classrooms of experienced teachers and programs providing resources for collegial interaction among new teachers and experienced teachers. The department shall require school districts receiving grants pursuant to this section to demonstrate improved retention of new teachers.**

19           **3. The state board of education shall promulgate rules for the administration of the**  
20 **grant program created in this section. No rule or portion of a rule promulgated pursuant**  
21 **to this section shall take effect unless it has been promulgated pursuant to chapter 536,**  
22 **RSMo.**

**168.700. 1. The department of elementary and secondary education shall adopt a**  
2 **"Mentor Teacher Incentive Reward Program". This program shall encourage teachers**  
3 **to:**

4           **(1) Voluntarily apply for and achieve teacher certification by the National Board**  
5 **for Professional Teaching Standards, pursuant to this section; and**

6           **(2) Voluntarily act as mentors or advisers for new teachers pursuant to any grant**  
7 **program developed pursuant to section 161.098, RSMo, or pursuant to any mentor**  
8 **program possessing elements substantially similar to those described in section 161.098,**  
9 **RSMo, provided that such program has been approved for bonuses by the department.**

10           **2. Teachers may apply for bonuses from the program pursuant to subsection 4 of**  
11 **this section and pursuant to other criteria promulgated by the department consistent with**  
12 **this section, on forms promulgated by the department for bonus applications. The costs**  
13 **of the bonuses paid by the program to teachers shall be paid from the mentor teacher**  
14 **incentive reward program fund created pursuant to subsection 3 of this section.**

15           **3. The general assembly shall make an annual appropriation to the "Mentor**  
16 **Teacher Incentive Reward Program Fund", which is hereby created in the state treasury**  
17 **for the sole purpose of funding salary bonuses pursuant to this section. The fund shall be**  
18 **administered by the department and shall consist of moneys appropriated annually by the**  
19 **general assembly from general revenue to such fund, any moneys paid into the state**  
20 **treasury and required by law to be credited to such fund and any gifts, donations, bequests**  
21 **and other moneys received by the fund. The fund shall be kept separate and apart from**  
22 **all other moneys in the state treasury and shall be paid out by the state treasurer pursuant**  
23 **to chapter 33, RSMo. All interest earned on the fund shall be credited to the fund.**  
24 **Notwithstanding the provisions of section 33.080, RSMo, to the contrary, moneys in the**  
25 **fund at the end of the biennium shall not be transferred to the credit of the general revenue**  
26 **fund.**

27           **4. For any school year beginning after the achievement of the national certification**  
28 **described in subsection 1 of this section, or for any school year in which any teacher**  
29 **participates in an approved mentoring program pursuant to this section, the department**  
30 **shall, pursuant to this section, pay a bonus to any teacher so certified or so participating.**  
31 **Any teacher seeking the bonus established pursuant to this subsection shall submit a copy**

32 of either his or her national certification, or a letter from the principal of his or her school  
33 certifying participation in the approved mentoring program, as the case may be, to the  
34 department. The bonus paid pursuant to this subsection may be paid from the fund in a  
35 lump sum at the beginning of the fiscal year to a school district in the amount necessary  
36 to cover all of the bonuses owed to teachers in the district, to be held by the district for a  
37 pro rata disbursement to be included in such teachers' paychecks; or such bonus may be  
38 paid from the fund to such teachers in whatever other manner that the department may  
39 by rule provide. The amount of the bonus shall be one thousand dollars for each nationally  
40 certified teacher and one thousand dollars for each participant in a certified mentoring  
41 program. Teachers may receive both bonuses.

42       **5. The department of elementary and secondary education shall promulgate rules**  
43 **for the enforcement of this section. No rule or portion of a rule promulgated pursuant to**  
44 **this section shall take effect unless such rule has been promulgated pursuant to chapter**  
45 **536, RSMo.**