

HOUSE _____ **AMENDMENT NO.** _____

Offered By

1 AMEND House Committee Substitute for House Bill Nos. 2040 & 2430, Section 163.172, Page
2 21, Line 1 to Page 22, Line 26, by deleting all of said lines and inserting in lieu thereof the
3 following:
4 "163.172. 1. [In school year 1994-95 and thereafter until school year 2006-07, the minimum
5 teacher's salary shall be eighteen thousand dollars. Beginning in school year 2006-07, the
6 minimum teacher's salary shall be twenty-two thousand dollars; in school year 2007-08, the
7 minimum teacher's salary shall be twenty-three thousand dollars; in school year 2008-09, the
8 minimum teacher's salary shall be twenty-four thousand dollars; in school year 2009-10 and
9 thereafter, the minimum teacher's salary shall be twenty-five thousand dollars. Beginning in the
10 school year 1996-97 until school year 2006-07, for any full-time teacher with a master's degree
11 and at least ten years' teaching experience in a public school or combination of public schools, the
12 minimum salary shall be twenty-four thousand dollars. Beginning in the school year 2006-07, for
13 any full-time teacher with a master's degree in an academic teaching field and at least ten years'
14 teaching experience in a public school or combination of public schools, the minimum salary shall
15 be thirty thousand dollars; in the 2007-08 school year such minimum salary shall be thirty-one
16 thousand dollars; in the 2008-09 school year such minimum salary shall be thirty-two thousand
17 dollars; and in the 2009-10 school year such minimum salary shall be thirty-three thousand
18 dollars.

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1 2. Beginning with the budget requests for fiscal year 1991,] As used in this section, the
2 following terms mean:

3 (1) "Full-time", a teacher working under school district contract or for a state school for
4 the severely handicapped, state school for the deaf, or state school for the blind for all school days
5 and hours eligible for attendance of students;

6 (2) "Minimum salary supplement", the difference between the school district's salary
7 schedule and the minimum salary set out in subdivision (1) of subsection 4 of this section, based
8 on years of teaching experience and the most advanced academic degree held by the teacher;

9 (3) "Regular school term", a minimum of one hundred seventy-four days and one
10 thousand forty-four hours of pupil attendance possible for students;

11 (4) "Salary", the salary amount which appears on the teacher's contract for the regular
12 school term. Such term does not include supplements for extra duties, summer school, career
13 ladder, or extensions of the contract year. The minimum salary supplement shall be included in
14 the calculation of "final average salary" under subdivision (8) of section 169.010, RSMo;

15 (5) "Teacher", all certificated school district personnel who are eligible for tenure and are
16 paid pursuant to the school district teacher salary schedule, including but not limited to teachers,
17 librarians, counselors, and career education instructors.

18 2. Beginning with the 2008-2009 school year, the general assembly shall make an annual
19 appropriation to the minimum salary fund for teachers established in subsection 3 of this section
20 for the purpose of paying public school teacher minimum salary supplements in those districts
21 meeting the qualifications established in subsection 4 of this section. A participating school
22 district shall be responsible only for the contracted amount of a teacher's salary. If the
23 appropriation of the general assembly is insufficient to pay the total cost of all salary supplements,
24 the minimum salary amounts of subsection 4 of this section shall be prorated until the amount
25 appropriated is sufficient to make the payments to all participating school districts.

26 3. There is hereby created in the state treasury the "Minimum Salary Fund for Teachers"
27 to fund the minimum teacher salaries provided for in this section. The state treasurer shall be
28 custodian of the fund. In accordance with sections 30.170 and 30.180, RSMo, the state treasurer

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1 may approve disbursements. Upon appropriation, money in the fund shall be used solely for the
2 administration of this section. Notwithstanding the provisions of section 33.080, RSMo, to the
3 contrary, any moneys remaining in the fund at the end of the biennium shall not revert to the credit
4 of the general revenue fund. The state treasurer shall invest moneys in the fund in the same
5 manner as other funds are invested. Any interest and moneys earned on such investments shall be
6 credited to the fund.

7 4. To make application and qualify to begin receiving funds under subsection 1 of this
8 section, a school district shall:

9 (1) Regardless of where a teacher is placed on a local salary schedule, recognize all years
10 of teacher experience, including but not limited to employment in out-of-state schools, private
11 schools, and public charter schools:

<u>Years of Experience</u>	<u>Bachelor's</u>	<u>Master's</u>
<u>1-3</u>	<u>\$31,000</u>	<u>\$33,000</u>
<u>4-6</u>	<u>\$32,500</u>	<u>\$34,500</u>
<u>7-9</u>	<u>\$34,000</u>	<u>\$36,000</u>
<u>10-12</u>	<u>\$35,500</u>	<u>\$37,500</u>
<u>13-15</u>	<u>\$37,000</u>	<u>\$39,000</u>
<u>16-18</u>	<u>\$38,500</u>	<u>\$40,500</u>
<u>19-21</u>	<u>\$40,000</u>	<u>\$42,000</u>
<u>22-24</u>	<u>\$41,500</u>	<u>\$43,500</u>
<u>25-27</u>	<u>\$43,000</u>	<u>\$45,000</u>
<u>28+</u>	<u>\$44,500</u>	<u>\$46,500</u>

23 (2) Be subject to a local effort requirement. The local effort shall be calculated based on
24 the percentage of expenditures from the teachers and incidental funds attributable to the base

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1 salary, retirement, and health care costs of the teachers covered under the minimum salary
2 supplement program. A district may vary from its local effort percentage based on its combined
3 unrestricted fund balance as of June thirtieth of the previous year, as follows:

4 Fund Balance Variance Allowed

5 75% or more 1%

6 74-50% 1.5%

7 50-30% 2%

8 30-20% 2.5%

9 20-15% 3%

10 15-10% 4%

11 Less than 10% 5%

12

13 The department shall deduct, in the next fiscal year, a corresponding dollar amount of the
14 minimum salary supplement for a district that varies more than the allowable percentage from its
15 local effort percentage.

16 5. Future increases in minimum salaries established under subsection 4 of this section
17 shall be contingent upon decreases in total state payments to all districts made under subsection 4
18 of this section. The second fiscal year following the fiscal year in which the state cost of funding
19 the minimum salary program is eighty-five percent or less of the full funding cost for the first
20 school year of the state funding of minimum salaries for teachers under subsection 4 of this
21 section, the value of the base level of minimum salary, represented by the one-to-three year
22 bracket amount, shall be increased by five hundred dollars.

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1 _____ 6. The commissioner of education shall present to the appropriate committees of the
2 general assembly information on the average Missouri teacher's salary, regional average salary
3 data, and national average salary data.

4 [3.] 7. All school salary information shall be public information.

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

8 5. The minimum salary for any fully certificated teacher employed on a less than full-time
9 basis by a school district, state school for the severely handicapped, the Missouri School for the
10 Deaf, or the Missouri School for the Blind shall be prorated to reflect the amounts provided in
11 subsection 1 of this section.]

12 8. The state board of education shall issue rules and regulations as necessary for the
13 efficient and effective implementation of this section. Any rule or portion of a rule, as that term is
14 defined in section 536.010, RSMo, that is created under the authority delegated in this section
15 shall become effective only if it complies with and is subject to all of the provisions of chapter
16 536, RSMo, and, if applicable, section 536.028, RSMo. This section and chapter 536, RSMo, are
17 nonseverable and if any of the powers vested with the general assembly pursuant to chapter 536,
18 RSMo, to review, to delay the effective date, or to disapprove and annul a rule are subsequently
19 held unconstitutional, then the grant of rulemaking authority and any rule proposed or adopted
20 after August 28, 2008, shall be invalid and void." ; and

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22 Further amend said bill, Page 61, Section 1, Line 3, by adding after all of said line the following:

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1 "Section B. Because immediate action is necessary to synchronize the requirements of
2 Sections 163.172, 169.070, and 169.670 of section A of this act with the school calendar and state
3 fiscal year, Sections 163.172, 169.070, and 169.670 of section A of this act is deemed necessary
4 for the immediate preservation of the public health, welfare, peace, and safety, and is hereby
5 declared to be an emergency act within the meaning of the constitution, and Sections 163.172,
6 169.070, and 169.670 of section A of this act shall be in full force and effect upon its passage and
7 approval." ; and

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10 Further amend said bill by amending the title, enacting clause, and intersectional references
11 accordingly.

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