

FIRST REGULAR SESSION

# HOUSE BILL NO. 427

## 91ST GENERAL ASSEMBLY

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INTRODUCED BY REPRESENTATIVES HAMPTON AND KELLY (36) (Co-sponsors).

Read 1<sup>st</sup> time January 18, 2001, and 1000 copies ordered printed.

TED WEDEL, Chief Clerk

1169L.011

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### AN ACT

To repeal section 163.172, RSMo 2000, relating to minimum teacher's salary supplements, and to enact in lieu thereof one new section 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Section A. Section 163.172, RSMo 2000, is repealed and one new section enacted in lieu thereof, to be known as section 163.172, to read as follows:

163.172. 1. In school year 1994-95 and thereafter, the minimum teacher's salary shall be eighteen thousand dollars. Beginning in the school year 1996-97, for any full-time teacher with a master's degree and at least ten years teaching experience in a public school or combination of public schools, the minimum salary shall be twenty-four thousand dollars.

2. Beginning with the budget requests for fiscal year 1991, the commissioner of education shall present to the appropriate committees of the general assembly information on the average Missouri teacher's salary, regional average salary data, and national average salary data **and a history of the cost to the state for the minimum salary for teachers program.**

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

(1) "Full-time", a teacher working under school district contract for all school days and hours eligible for attendance of students;

(2) "Master's degree or its equivalent", at a minimum, a bachelor's degree plus at least thirty-two additional hours of course work which results in at least one additional certification;

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

EXPLANATION — Matter enclosed in bold faced brackets [thus] in this bill is not enacted and is intended to be omitted in the law.

17           **(4) "Salary", the salary and minimum salary supplement amounts which appear**  
18 **on the teacher's contract for the regular school term. Such term does not include**  
19 **supplements for extra duties, summer school, career ladder, or extensions of the contract**  
20 **year;**

21           **(5) "Teacher", all certificated school district personnel paid pursuant to the school**  
22 **district teacher salary schedule.**

23           **[3.] 4. All school district employee salary and personnel policy** information shall be  
24 public information.

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

28           5. The minimum salary for any fully certificated teacher employed on a less than  
29 full-time basis by a school district, state school for the severely handicapped, the Missouri  
30 School for the Deaf, or the Missouri School for the Blind shall be prorated to reflect the amounts  
31 provided in subsections 1 and [2] **10** of this section.

32           [6. Beginning with the 1996-97 school year, the general assembly shall make an annual  
33 appropriation to the excellence in education fund established in section 160.268, RSMo, for the  
34 purpose of fulfilling the minimum salary requirements for public school teachers in those  
35 districts meeting the qualifications established in subsection 7 of this section. The appropriation  
36 shall be sufficient to ensure that all qualifying districts are able to comply with the minimum  
37 salary requirements of this section. The department of elementary and secondary education shall  
38 determine, prior to each school year, those districts which shall be eligible to receive funds in  
39 this subsection during the school year. A qualifying district shall be eligible to receive funds  
40 appropriated in this subsection only during the first three years following the district's qualifying  
41 for such funds.

42           7. To qualify to begin receiving funds in subsection 6 of this section, a school district  
43 shall meet all of the following criteria:

44           (1) A portion of the real property of the district shall have been removed from the tax  
45 rolls due to the impact of state or federal government action;

46           (2) The district shall have received no more state aid on a per pupil basis for each of the  
47 last three school years, exclusive of categorical funding, than the district received for the 1992-93  
48 school year;

49           (3) The salaries paid to all teachers in the district for the school year prior to qualification  
50 shall be totally compacted at the eighteen thousand dollar per year minimum established in this  
51 section;

52           (4) The district shall have in its employ for the school year prior to qualification one or

53 more teachers with a master's degree and at least ten years' teaching experience in a public school  
54 or a combination of public schools;

55 (5) The district shall be financially distressed or have a history of deficit spending which,  
56 if continued, will cause the district to become financially distressed within three years;

57 (6) The district had an enrollment of no greater than four hundred pupils for the  
58 preceding school year; and

59 (7) The district shall have levied an operating levy for school purposes of not less than  
60 two dollars seventy-five cents per one hundred dollars of assessed valuation for the previous year  
61 and shall continue to levy at no less than that rate.

62 8. For any school year in which a school district receives funds pursuant to subsections  
63 6 and 7 of this section, such school district shall continue to expend on teacher salaries no less  
64 than the amount it expended on teacher salaries in the school year immediately prior to the  
65 school year in which it first receives such funds.

66 9. No school district receiving funds pursuant to subsections 6 and 7 of this section shall  
67 receive additional funds pursuant to subsection 6 of this section by virtue of the annexation of  
68 another school district to such school district during or after the school year immediately prior  
69 to the school year in which the annexing district first receives such funds; nor shall any school  
70 district annexed to a school district receiving funds pursuant to subsections 6 and 7 of this  
71 section also receive funds pursuant to subsection 6 of this section by virtue of such annexation  
72 if such annexation occurred during or after the school year immediately prior to the school year  
73 in which the annexing school district first receives such funds.]

74 **6. Beginning with the 2002-2003 school year, for districts choosing to participate**  
75 **in the program receiving funds pursuant to subsection 7 of this section, the minimum**  
76 **salary for a full-time teacher shall be at least twenty-five thousand dollars, the minimum**  
77 **salary for the full-time teacher with at least five years of previous experience shall be at**  
78 **least thirty thousand dollars, the minimum salary for a full-time teacher with at least**  
79 **nineteen years of previous experience or a full-time teacher with at least a master's degree**  
80 **or its equivalent and at least ten years previous experience shall be at least thirty-five**  
81 **thousand dollars, the minimum salary for a full-time teacher with at least a master's degree**  
82 **or its equivalent and at least nineteen years of previous experience shall be at least forty**  
83 **thousand dollars, and the minimum salary for a full-time teacher with at least a master's**  
84 **degree or its equivalent and at least twenty-nine years of previous experience shall be at**  
85 **least forty-five thousand dollars.**

86 **7. Beginning with the 2002-2003 school year, the general assembly shall make an**  
87 **annual appropriation to the excellence in education fund established in section 160.268,**  
88 **RSMo, for the purpose of paying public school teacher minimum salary supplements in**

89 those districts meeting the qualifications established in subsection 8 of this section and  
90 seeking to receive payments pursuant to this subsection. If the appropriation of the  
91 general assembly is insufficient to pay the total cost of all salary supplements, the minimum  
92 salary amounts of subsection 6 of this section shall be prorated until the amount  
93 appropriated is sufficient to make the payments to all participating school districts.

94 8. To make application and qualify to begin receiving funds pursuant to subsection  
95 7 of this section, a school district shall meet all of the following criteria:

96 (1) Levy a tax rate in the current year in incidental and teachers funds totaling no  
97 less than the operating levy for school purposes for the 1999-2000 school year after all  
98 reductions and rollbacks, excluding reductions to the district tax rate ceiling as required  
99 by article X, section 22 of the Missouri constitution;

100 (2) Make no increase in any voluntary tax rate rollback for operations compared  
101 to the 1999 property tax year;

102 (3) Make no transfer of revenue or balance from either incidental or teachers funds  
103 to either debt service or capital projects funds in excess of statutory authority;

104 (4) Employ all teachers in accordance with district policy with at least one teacher  
105 paid according to the district's salary schedule at less than the minimum salary as specified  
106 in subsection 6 of this section;

107 (5) Make no reduction in any salary amount in the district's teacher salary schedule  
108 compared to the district's 1999-2000 teacher salary schedule unless the district is  
109 financially stressed as identified by the department of elementary and secondary  
110 education;

111 (6) Beginning with school year 2002-2003, determine the salary of any teacher who  
112 is a new employee to a school district by placement on the district's salary schedule using  
113 all of the teacher's previous years of public school teaching experience; and

114 (7) Beginning with school year 2002-2003, for any school district which is not  
115 financially stressed, pay each returning teacher a salary for the regular school term which  
116 is no less than the salary paid that teacher during the previous school term on a full-time  
117 employee equivalent basis.

118 9. Reductions or penalties to state aid payments to school districts pursuant to  
119 subsection 7 of this section paying minimum salary supplements to teachers shall occur  
120 under the following conditions:

121 (1) Annually the amount by which total supplemental assignment and extra duty  
122 salaries, not including career ladder supplements, paid teachers by a district exceed eight  
123 and one-half percent of total salaries for the regular school term plus minimum salary  
124 supplements shall be subtracted from state payments made the following year pursuant to

125 subsection 7 of this section;

126 (2) The amount of end-of-year fund balance in incidental and teachers funds  
127 combined in excess of the greater of fifteen percent of expenditures in these funds or the  
128 1999-2000 end-of-year fund balance in these funds shall be subtracted the following year  
129 from state payments paid pursuant to subsection 7 of this section and if necessary from  
130 state aid paid pursuant to section 163.031.

131 10. Future increases in minimum salaries established pursuant to subsection 6 of  
132 this section for teachers shall be contingent upon decreases in total state payments to all  
133 districts made pursuant to subsection 7 of this section. The second fiscal year following a  
134 fiscal year in which state cost of funding the minimum salary program pursuant to  
135 subsection 7 of this section is eighty-five percent or less of the full funding cost for the first  
136 school year of the state funding of minimum salaries for teachers pursuant to subsection  
137 7 of this section, the value of each level of minimum salary provided in subsection 6 of this  
138 section shall be increased by one thousand dollars.

139 11. Expenditures related to state minimum salary revenue received by a district  
140 shall not be used to determine compliance with any other provisions of law including  
141 compliance with section 165.016, RSMo.

142 12. The state board of education shall issue rules and regulations as necessary for  
143 the efficient and effective implementation of this section. All such rules shall be  
144 promulgated pursuant to chapter 536, RSMo.

145 13. State minimum salary supplements paid pursuant to subsection 7 of this section  
146 may be funded from any increases in state revenues from taxation of riverboat gaming  
147 operations, including boarding fees and lottery proceeds, compared to the amount of these  
148 revenues appointed in fiscal year 2001 and any other funds appropriated for that purpose.