

HCS HB 385 -- TEACHER SALARY INCENTIVES

SPONSOR: Cunningham (86)

COMMITTEE ACTION: Voted "do pass" by the Committee on Education by a vote of 15 to 8.

This substitute gives school districts the right to include hiring incentives and other forms of salary schedule modifications to attract and retain teachers who are certificated in subject areas that have a teacher shortage as identified by the Department of Elementary and Secondary Education and teachers who have demonstrated ability or potential to improve learning in districts that are unaccredited, provisionally accredited, or have schools identified as academically deficient. Teachers may be required to teach in the district offering the incentive for up to three years.

FISCAL NOTE: No impact on state funds.

PROPOSERS: Supporters say that districts need every tool they can get to attract and retain good teachers. The bill gives a safe harbor to districts that want to offer incentives.

Testifying for the bill were Representative Icet; Cooperating School Districts of Greater St. Louis; Missouri State Teachers Association; Missouri Council of School Administrators; Missouri School Board Association; and Missouri Association of Rural Educators.

OPPOSERS: Those who oppose the bill say that incentives that result in differential treatment of teachers can destroy working relationships in schools; incentives need to be equitably applied.

Testifying against the bill was Missouri National Education Association.

Becky DeNeve, Senior Legislative Analyst