

HCS HB 1151 -- TEACHER SALARY INCENTIVES

SPONSOR: Cunningham (86)

COMMITTEE ACTION: Voted "do pass" by the Committee on Elementary and Secondary Education by a vote of 10 to 5.

This substitute gives school districts the right to use hiring incentives and create salary schedule modifications, which can include credit for all prior years of service in another district, to attract and retain teachers. Teachers must be certificated in subject areas that have a demonstrated teacher shortage. Districts can also grant incentives or modifications to teachers with demonstrated or measurable qualities or credentials that are suited to a district's academic needs. Teachers may be required to teach in the district offering the incentive for up to three years.

FISCAL NOTE: No impact on state funds in FY 2007, FY 2008, and FY 2009.

PROPONENTS: Supporters say that in the absence of clear legislative guidance on the matter, school districts wanting to offer incentives may operate under the threat of litigation. The bill is not about merit pay, but provides flexibility for districts to attract and retain teachers, who should be subject to the same rules of supply and demand as any other profession.

Testifying for the bill were Representative Icet; Missouri Association of School Administrators; and Missouri School Boards' Association.

OPPONENTS: Those who oppose the bill say that it provides flexibility but does not ensure fairness. Teachers work on a collegial system, not a competitive one.

Testifying against the bill were Missouri National Education Association; and Missouri State Teachers Association.

Becky DeNeve, Senior Legislative Analyst