

House _____ Amendment NO. _____

Offered By _____

1 AMEND House Committee Substitute for Senate Bill No. 323, Page 11, Section 161.097, Line 38,
2 by inserting after all of the said section and line the following:

3
4 "161.214. 1. As used in this section, the following terms mean:

5 (1) "Board", the state board of education;

6 (2) "Department", the department of elementary and secondary education;

7 (3) "School innovation team", a group of natural persons representing:

8 (a) A single elementary or secondary school;

9 (b) A group of two or more elementary or secondary schools within the same school district
10 that share common interests, such as geographical location or educational focus, or that sequentially
11 serve classes of students as they progress through elementary and secondary education;

12 (c) A group of two or more elementary or secondary schools not within the same school
13 district that share common interests, such as geographical location or educational focus, or that
14 sequentially serve classes of students as they progress through elementary and secondary education;

15 (d) A single school district; or

16 (e) A group of two or more school districts that share common interests, such as
17 geographical location or educational focus, or that sequentially serve classes of students as they
18 progress through elementary and secondary education;

19 (4) "School innovation waiver", a waiver granted by the board to a single school, group of
20 schools, single school district, or group of school districts under this section, in which the school,
21 group of schools, school district, or group of school districts is exempt from a specific requirement
22 imposed by chapter 160, 161, 162, 167, 170, or 171, or any regulations promulgated under such
23 chapters by the board or the department. Any school innovation waiver granted to a school district
24 or group of school districts shall apply to every elementary and secondary school within the school
25 district or group of school districts unless the plan specifically provides otherwise.

26 2. Any school innovation team seeking a school innovation waiver may submit a plan to the
27 board for one or more of the following purposes:

28 (1) Improving student readiness for employment, higher education, vocational training,
29 technical training, or any other form of career and job training;

30 (2) Increasing the compensation of teachers; or

31 (3) Improving the recruitment, retention, training, preparation, or professional development
32 of teachers.

33 3. Any plan for a school innovation waiver shall:

34 (1) Identify the specific provision of law for which a waiver is being requested and provide
35 an explanation for why the specific provision of law inhibits the ability of the school or school
36 district to accomplish the goal stated in the plan;

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1 (2) Demonstrate that the intent of the specific provision of law can be addressed in a more
 2 effective, efficient, or economical manner and that the waiver or modification is necessary to
 3 implement the plan;

4 (3) Include measurable annual performance targets and goals for the implementation of the
 5 plan;

6 (4) Specify the innovations to be pursued in meeting one or more of the goals listed in
 7 subsection 2 of this section;

8 (5) Demonstrate parental, school employee, and community and business support for, and
 9 engagement with, the plan; and

10 (6) Be approved by at least the minimum number of people required to be on the school
 11 innovation team prior to submitting the plan for approval.

12 4. (1) In evaluating a plan submitted by a school innovation team under subsection 2 of this
 13 section, the board shall consider whether the plan will:

14 (a) Improve the preparation, counseling, and overall readiness of students for postsecondary
 15 life;

16 (b) Increase teacher salaries in a financially sustainable and prudent manner; or

17 (c) Increase the attractiveness of the teaching profession for prospective teachers and active
 18 teachers alike.

19 (2) The board may approve any plan submitted under subsection 2 of this section if the
 20 board determines that:

21 (a) The plan successfully demonstrates the ability to address the intent of the provision of
 22 law to be waived in a more effective, efficient, or economical manner;

23 (b) The waivers or modifications are demonstrated to be necessary to stimulate or improve
 24 student readiness for postsecondary life, increase teacher salaries, or increase the attractiveness of
 25 the teaching profession for prospective teachers and active teachers;

26 (c) The plan has demonstrated sufficient participation from among the teachers, principal,
 27 superintendent, faculty, school board, parents, and the community at large; and

28 (d) The plan is based upon sound educational practices, does not endanger the health and
 29 safety of students or staff, and does not compromise equal opportunity for learning.

30 (3) The board may propose modifications to the plan in cooperation with the school
 31 innovation team.

32 5. Any waiver granted under this section shall be effective for a period of no longer than
 33 three school years beginning the school year following the school year in which the waiver is
 34 approved. Any waiver may be renewed. No more than one school innovation waiver shall be in
 35 effect with respect to any one elementary or secondary school at one time.

36 6. This section shall not be construed to allow the board to authorize the waiver of any
 37 statutory requirements relating to school start date, teacher certification, teacher tenure, or any
 38 requirement imposed by federal law.

39 7. The board may promulgate rules implementing the provisions of this section. Any rule or
 40 portion of a rule, as that term is defined in section 536.010, that is created under the authority
 41 delegated in this section shall become effective only if it complies with and is subject to all of the
 42 provisions of chapter 536 and, if applicable, section 536.028. This section and chapter 536 are
 43 nonseverable, and if any of the powers vested with the general assembly pursuant to chapter 536 to
 44 review, to delay the effective date, or to disapprove and annul a rule are subsequently held
 45 unconstitutional, then the grant of rulemaking authority and any rule proposed or adopted after
 46 August 28, 2021, shall be invalid and void."; and

47
 48 Further amend said bill, Page 12, Section 162.974, Line 11, by inserting after all of said section and
 49 line the following:

1
2 "162.1250. 1. School districts shall receive state school funding under sections 163.031,
3 163.043, and 163.087 for resident students who are enrolled in the school district and who are taking
4 a virtual course or full-time virtual program offered by the school district. The school district may
5 offer instruction in a virtual setting using technology, intranet, and internet methods of
6 communications that could take place outside of the regular school district facility. The school
7 district may develop a virtual program for any grade level, kindergarten through twelfth grade, with
8 the courses available in accordance with district policy to any resident student of the district who is
9 enrolled in the school district. Nothing in this section shall preclude a private, parochial, or home
10 school student residing within a school district offering virtual courses or virtual programs from
11 enrolling in the school district in accordance with the combined enrollment provisions of section
12 167.031 for the purposes of participating in the virtual courses or virtual programs.

13 2. Charter schools shall receive state school funding under section 160.415 for students
14 enrolled in the charter school who are completing a virtual course or full-time virtual program
15 offered by the charter school. Charter schools may offer instruction in a virtual setting using
16 technology, intranet, and internet methods of communications. The charter school may develop a
17 virtual program for any grade level, kindergarten through twelfth grade, with the courses available
18 in accordance with school policy and the charter school's charter to any student enrolled in the
19 charter school.

20 3. For purposes of calculation and distribution of state school funding, attendance of a
21 student enrolled in a district or charter school virtual class shall equal, upon course completion,
22 ~~[ninety-four]~~ ninety-five percent of the hours of attendance possible for such class delivered in the
23 nonvirtual program in the student's resident district or charter school. Course completion shall be
24 calculated in two increments, fifty percent completion and one hundred percent completion, based
25 on the student's completion of defined assignments and assessments, with distribution of state
26 funding to a school district or charter school at each increment equal to forty-seven and one-half
27 percent of hours of attendance possible for such course delivered in the nonvirtual program in a
28 student's school district of residence or charter school.

29 4. When courses are purchased from an outside vendor, the district or charter school shall
30 ensure that they are aligned with the show-me curriculum standards and comply with state
31 requirements for teacher certification. The state board of education reserves the right to request
32 information and materials sufficient to evaluate the online course. Online classes should be
33 considered like any other class offered by the school district or charter school.

34 5. Any school district or charter school that offers instruction in a virtual setting, develops a
35 virtual course or courses, or develops a virtual program of instruction shall ensure that the following
36 standards are satisfied:

37 (1) The virtual course or virtual program utilizes appropriate content-specific tools and
38 software;

39 (2) Orientation training is available for teachers, instructors, and students as needed;

40 (3) Privacy policies are stated and made available to teachers, instructors, and students;

41 (4) Academic integrity and internet etiquette expectations regarding lesson activities,
42 discussions, electronic communications, and plagiarism are stated to teachers, instructors, and
43 students prior to the beginning of the virtual course or virtual program;

44 (5) Computer system requirements, including hardware, web browser, and software, are
45 specified to participants;

46 (6) The virtual course or virtual program architecture, software, and hardware permit the
47 online teacher or instructor to add content, activities, and assessments to extend learning
48 opportunities;

49 (7) The virtual course or virtual program makes resources available by alternative means,

1 including but not limited to, video and podcasts;

2 (8) Resources and notes are available for teachers and instructors in addition to assessment
3 and assignment answers and explanations;

4 (9) Technical support and course management are available to the virtual course or virtual
5 program teacher and school coordinator;

6 (10) The virtual course or virtual program includes assignments, projects, and assessments
7 that are aligned with students' different visual, auditory, and hands-on learning styles;

8 (11) The virtual course or virtual program demonstrates the ability to effectively use and
9 incorporate subject-specific and developmentally appropriate software in an online learning module;
10 and

11 (12) The virtual course or virtual program arranges media and content to help transfer
12 knowledge most effectively in the online environment.

13 6. Any special school district shall count any student's completion of a virtual course or
14 program in the same manner as the district counts completion of any other course or program for
15 credit.

16 7. A school district or charter school may contract with multiple providers of virtual courses
17 or virtual programs, provided they meet the criteria for virtual courses or virtual programs under this
18 section.

19 163.018. 1. (1) (a) Notwithstanding the definition of average daily attendance in
20 subdivision (2) of section 163.011 to the contrary, pupils between the ages of three and five who are
21 eligible for free and reduced price lunch and attend an early childhood education program shall be
22 included in the district's or charter school's calculation of average daily attendance if the program is:

23 ~~[(a) That is]~~ a. Operated by and in a district or by a charter school that has declared itself as
24 a local educational agency providing full-day kindergarten and that meets standards established by
25 the state board of education; or

26 ~~[(b) That is]~~ b. Under contract with a district or charter school that has declared itself as a
27 local educational agency and that meets standards established by the state board of education[;
28 ~~shall be included in the district's or charter school's calculation of average daily attendance].~~

29 (b) The total number of such pupils included in the district's or charter school's calculation
30 of average daily attendance shall not exceed four percent of the total number of pupils who are
31 eligible for free and reduced price lunch between the ages of five and eighteen who are included in
32 the district's or charter school's calculation of average daily attendance.

33 (2) If a pupil described under subdivision (1) of this subsection leaves an early childhood
34 education program during the school year, a district or charter school shall be allowed to fill the
35 vacant enrollment spot with another pupil between the ages of three and five who is eligible for free
36 and reduced price lunch without affecting the district's or charter school's calculation of average
37 daily attendance.

38 (3) Notwithstanding the definition of average daily attendance in subdivision (2) of section
39 163.011 to the contrary, beginning with the 2021-22 school year, the attendance included in the
40 average daily attendance of a district or charter school shall include the attendance hours of pupils
41 who attend a half-day early childhood education program of the district or charter school in the
42 current year. This subdivision shall apply only to a district or charter school that did not offer an
43 early childhood education program during the 2020-21 school year.

44 2. (1) In establishing standards for any early childhood education program that is under
45 contract with a district or charter school that has declared itself as a local educational agency, the
46 state board of education shall consider:

47 ~~[(1)]~~ (a) Whether a program offers full-day and full-year programming;

48 ~~[(2)]~~ (b) Whether a program has teacher-to-child ratios consistent with reasonable standards
49 set by early childhood education program accrediting agencies;

1 ~~[(3)]~~ (c) Whether a program offers professional development supports for educators and the
2 type of supports offered;

3 ~~[(4)]~~ (d) Whether a program uses appropriately credentialed educators;

4 ~~[(5)]~~ (e) Whether a program uses an early childhood education curriculum that has been
5 approved by the department of elementary and secondary education and whether the curriculum is
6 developmentally appropriate; and

7 ~~[(6)]~~ (f) Any other factor that the state board of education determines to be significant in
8 ensuring that children achieve high levels of kindergarten readiness.

9 (2) The state board of education shall require that staff members of any early childhood
10 education program that is under contract with a district or charter school that has declared itself as a
11 local educational agency undergo background checks as described in section 168.133.

12 3. This section shall not require school attendance beyond that mandated under section
13 167.031 and shall not change or amend the provisions of sections 160.051, 160.053, 160.054, and
14 160.055 relating to kindergarten attendance."; and

15
16 Further amend said bill, Page 19, Section 167.645, Line 177, by inserting after all of said section
17 and line the following:

18
19 "167.903. 1. Each student prior to ~~[his or her]~~ the student's ninth grade year at a public
20 school, including a charter school, ~~[may]~~ shall develop with help from the student's parent or
21 guardian and the school's guidance counselors ~~[a personal]~~ an individual career and academic plan
22 [of study], which shall be reviewed ~~[regularly, as needed]~~ annually by school personnel and the
23 student's parent or guardian and updated based upon the needs of the student. Each plan shall
24 present a sequence of courses and experiences that conclude with the student reaching ~~[his or her]~~
25 the student's postsecondary goals, with implementation of the plan ~~[of study]~~ transferring to the
26 program of postsecondary education or training upon the student's high school graduation. The plan
27 shall include, but not be limited to:

28 (1) Requirements for graduation from the school district or charter school;

29 (2) Career or postsecondary goals;

30 (3) Coursework or program of study related to career and postsecondary goals, which shall
31 include, if relevant, opportunities that the district or school may not directly offer;

32 (4) Grade-appropriate and career-related experiences, as outlined in the grade-level
33 expectations of the Missouri comprehensive guidance program; and

34 (5) Student assessments, interest inventories, or academic results needed to develop, review,
35 and revise the personal plan of study, which shall include, if relevant, assessments, inventories, or
36 academic results that the school district or charter school may not offer.

37 2. Each school district shall adopt a policy to permit the waiver of the requirements of this
38 section for any student with a disability if recommended by the student's IEP committee. For
39 purposes of this subsection, "IEP" means individualized education program.

40 3. Each student prior to the completion of the second semester of the student's twelfth-grade
41 year shall include, as part of the student's individual career and academic plan, a declaration of the
42 student's postsecondary plans including, but not limited to, the following:

43 (1) Confirmation of employment upon graduation;

44 (2) Acceptance to an institution of higher education, whether a two-year institution or a
45 four-year institution;

46 (3) Acceptance to participate in a vocational, technical, or other training program designed
47 to prepare the student for employment; or

48 (4) Commitment to enlist in the Armed Forces of the United States.

49 167.907. 1. No pupil shall receive a certificate of graduation from any public school or

1 charter school unless the pupil has completed and submitted the Free Application for Federal
 2 Student Aid, as maintained by the United States Department of Education.

3 2. A student shall be exempt from the requirement to complete or submit the Free
 4 Application for Federal Student Aid under subsection 1 of this section if such student submits to the
 5 student's school:

6 (1) Written confirmation of a commitment to enlist in the Armed Forces of the United
 7 States; or

8 (2) A written document or form, signed by the student's parent or guardian, attesting that the
 9 student understands what the application is and has chosen not to file such application.

10 3. A student shall be exempt from the requirement to complete or submit the Free
 11 Application for Federal Student Aid under subsection 1 of this section if such student is unable to
 12 complete the application because of extenuating circumstances.

13 4. This section shall become effective on July 1, 2022.

14 167.908. 1. The department of higher education and workforce development shall, by rule,
 15 establish a procedure for providing the means and capability for high school students enrolled in
 16 career and technical education programs described in section 170.029 to complete an application for
 17 aid through the Employment and Training Administration of the United States Department of Labor
 18 under the federal Workforce Innovation and Opportunity Act. The department shall work with
 19 school districts that deliver career and technical education programs to educate students on the value
 20 of the aid that is available to them through the federal Workforce Innovation and Opportunity Act.

21 2. To accomplish the purposes of subsection 1 of this section, the department shall ensure
 22 that the following percentages of all department of elementary and secondary education area career
 23 centers that deliver career and technical education programs have the means and capability for
 24 students at such schools to complete an application for aid through the Employment and Training
 25 Administration of the United States Department of Labor under the federal Workforce Innovation
 26 and Opportunity Act:

27 (1) For the 2021-22 school year, fifty percent;

28 (2) For the 2022-23 school year, seventy percent;

29 (3) For the 2023-24 school year, ninety percent; and

30 (4) For the 2024-25 school year and every school year thereafter, one hundred percent.

31 168.021. 1. Certificates of license to teach in the public schools of the state shall be granted
 32 as follows:

33 (1) By the state board, under rules and regulations prescribed by it:

34 (a) Upon the basis of college credit;

35 (b) Upon the basis of examination;

36 (2) By the state board, under rules and regulations prescribed by the state board with advice
 37 from the advisory council established by section 168.015 to any individual who presents to the state
 38 board a valid doctoral degree from an accredited institution of higher education accredited by a
 39 regional accrediting association such as North Central Association. Such certificate shall be limited
 40 to the major area of postgraduate study of the holder, shall be issued only after successful
 41 completion of the examination required for graduation pursuant to rules adopted by the state board
 42 of education, and shall be restricted to those certificates established pursuant to subdivision (2) of
 43 subsection 3 of this section;

44 (3) By the state board, which shall issue the professional certificate classification in both the
 45 general and specialized areas most closely aligned with the current areas of certification approved
 46 by the state board, commensurate with the years of teaching experience of the applicant, and based
 47 upon the following criteria:

48 (a) Recommendation of a state-approved baccalaureate-level teacher preparation program;

49 (b) a. Successful attainment of the Missouri qualifying score on the exit assessment for

1 teachers or administrators designated by the state board of education[-] ;

2 b. (i) Applicants who have not successfully achieved a qualifying score on the designated
3 examinations will be issued a two-year nonrenewable provisional certificate;

4 (ii) During the two-year nonrenewable provisional certification, an individual teacher may
5 gain full professional certification by:

6 i. Achieving a qualifying score on the designated exam; or

7 ii. Successfully achieving an acceptable score on the state-approved teacher evaluation
8 system from seven walk-through evaluations, two formative evaluations, and one summative
9 evaluation for each of the two probationary years and being offered a third contract by the
10 employing district. For any applicant who has a change in job status because of a reduction in the
11 workforce or a change in life circumstances, the scores required under this item may be scores
12 achieved in any school district during the two-year nonrenewable provisional certification period;

13 (iii) The employing school district shall recommend to the department of elementary and
14 secondary education that the individual teacher be awarded a full professional certification by the
15 state board under rules prescribed by the state board; and

16 (c) Upon completion of a background check as prescribed in section 168.133 and possession
17 of a valid teaching certificate in the state from which the applicant's teacher preparation program
18 was completed;

19 (4) By the state board, under rules prescribed by it, on the basis of a relevant bachelor's
20 degree, or higher degree, and a passing score for the designated exit examination, for individuals
21 whose academic degree and professional experience are suitable to provide a basis for instruction
22 solely in the subject matter of banking or financial responsibility, at the discretion of the state board.
23 Such certificate shall be limited to the major area of study of the holder and shall be restricted to
24 those certificates established under subdivision (2) of subsection 3 of this section. Holders of
25 certificates granted under this subdivision shall be exempt from the teacher tenure act under sections
26 168.102 to 168.130 and each school district shall have the decision-making authority on whether to
27 hire the holders of such certificates;

28 (5) By the state board, under rules and regulations prescribed by it, on the basis of
29 certification by the American Board for Certification of Teacher Excellence (ABCTE) and
30 verification of ability to work with children as demonstrated by sixty contact hours in any one of the
31 following areas as validated by the school principal: sixty contact hours in the classroom, of which
32 at least forty-five must be teaching; sixty contact hours as a substitute teacher, with at least thirty
33 consecutive hours in the same classroom; sixty contact hours of teaching in a private school; or sixty
34 contact hours of teaching as a paraprofessional, for an initial four-year ABCTE certificate of license
35 to teach, except that such certificate shall not be granted for the areas of early childhood education,
36 or special education. For certification in the area of elementary education, ninety contact hours in
37 the classroom shall be required, of which at least thirty shall be in an elementary classroom. Upon
38 the completion of the following requirements [listed in paragraphs (a), (b), (c), and (d) of this
39 subdivision], an applicant shall be eligible to apply for a career continuous professional certificate
40 under subdivision (3) of subsection 3 of this section:

41 (a) Completion of thirty contact hours of professional development within four years, which
42 may include hours spent in class in an appropriate college curriculum;

43 (b) Validated completion of two years of the mentoring program of the American Board for
44 Certification of Teacher Excellence or a district mentoring program approved by the state board of
45 education;

46 (c) Attainment of a successful performance-based teacher evaluation; and

47 (d) Participation in a beginning teacher assistance program; or

48 (6) (a) By the state board, under rules and regulations prescribed by [it] the board, which
49 shall issue an initial visiting scholars certificate at the discretion of the board, based on the following

criteria:

~~[(a)]~~ a. Verification from the hiring school district that the applicant will be employed ~~[as part of a business-education partnership initiative designed]~~ to build career pathways systems or employed as part of an initiative designed to fill vacant positions in hard-to-staff public schools or hard-to-fill subject areas for students in a grade or grades not lower than the ninth grade for which the applicant's academic degree or professional experience qualifies ~~[him or her]~~ the applicant;

~~[(b)]~~ b. Appropriate and relevant bachelor's degree or higher, occupational license, or industry-recognized credential;

~~[(c)]~~ c. Completion of the application for a one-year visiting scholars certificate; and

~~[(d)]~~ d. Completion of a background check as prescribed under section 168.133.

(b) The initial visiting scholars certificate shall certify the holder of such certificate to teach for one year. An applicant shall be eligible to renew an initial visiting scholars certificate a maximum of ~~[two]~~ four times, based upon the completion of the requirements listed under ~~[paragraphs (a), (b), and (d)]~~ subparagraphs a., b., and d. of paragraph (a) of this subdivision; completion of professional development required by the school district and school; and attainment of a satisfactory performance-based teacher evaluation.

2. All valid teaching certificates issued pursuant to law or state board policies and regulations prior to September 1, 1988, shall be exempt from the professional development requirements of this section and shall continue in effect until they expire, are revoked or suspended, as provided by law. When such certificates are required to be renewed, the state board or its designee shall grant to each holder of such a certificate the certificate most nearly equivalent to the one so held. Anyone who holds, as of August 28, 2003, a valid PC-I, PC-II, or continuous professional certificate shall, upon expiration of ~~[his or her]~~ the person's current certificate, be issued the appropriate level of certificate based upon the classification system established pursuant to subsection 3 of this section.

3. (1) Certificates of license to teach in the public schools of the state shall be based upon minimum requirements prescribed by the state board of education which shall include completion of a background check as prescribed in section 168.133. The state board shall provide for the following levels of professional certification: an initial professional certificate and a career continuous professional certificate.

(2) The initial professional certificate shall be issued upon completion of requirements established by the state board of education and shall be valid based upon verification of actual teaching within a specified time period established by the state board of education. The state board shall require holders of the four-year initial professional certificate to:

(a) Participate in a mentoring program approved and provided by the district for a minimum of two years;

(b) Complete thirty contact hours of professional development, which may include hours spent in class in an appropriate college curriculum, or for holders of a certificate under subdivision (4) of subsection 1 of this section, an amount of professional development in proportion to the certificate holder's hours in the classroom, if the certificate holder is employed less than full time; and

(c) Participate in a beginning teacher assistance program.

(3) (a) The career continuous professional certificate shall be issued upon verification of completion of four years of teaching under the initial professional certificate and upon verification of the completion of the requirements articulated in paragraphs (a)~~[(b), (c), and]~~ to (c) of subdivision (2) of this subsection or paragraphs (a)~~[(b), (c), and]~~ to (d) of subdivision (5) of subsection 1 of this section.

(b) The career continuous professional certificate shall be continuous based upon verification of actual employment in an educational position as provided for in state board

guidelines and completion of fifteen contact hours of professional development per year which may include hours spent in class in an appropriate college curriculum. ~~[Should]~~ If the possessor of a valid career continuous professional certificate ~~[fail]~~ fails, in any given year, to meet the fifteen-hour professional development requirement, the possessor may, within two years, make up the missing hours. In order to make up for missing hours, the possessor shall first complete the fifteen-hour requirement for the current year and then may count hours in excess of the current year requirement as make-up hours. ~~[Should]~~ If the possessor ~~[fail]~~ fails to make up the missing hours within two years, the certificate shall become inactive. In order to reactivate the certificate, the possessor shall complete twenty-four contact hours of professional development which may include hours spent in the classroom in an appropriate college curriculum within the six months prior to or after reactivating ~~[his or her]~~ the possessor's certificate. The requirements of this paragraph shall be monitored and verified by the local school district ~~[which]~~ that employs the holder of the career continuous professional certificate.

(c) A holder of a career continuous professional certificate shall be exempt from the professional development contact hour requirements of paragraph (b) of this subdivision if such teacher has a local professional development plan in place within such teacher's school district and meets two of the three following criteria:

- a. Has ten years of teaching experience as defined by the state board of education;
 - b. Possesses a master's degree; or
 - c. Obtains a rigorous national certification as approved by the state board of education.
4. Policies and procedures shall be established by which a teacher who was not retained due to a reduction in force may retain the current level of certification. There shall also be established policies and procedures allowing a teacher who has not been employed in an educational position for three years or more to reactivate ~~[his or her]~~ the teacher's last level of certification by completing twenty-four contact hours of professional development which may include hours spent in the classroom in an appropriate college curriculum within the six months prior to or after reactivating ~~[his or her]~~ the teacher's certificate.

5. The state board shall, upon completion of a background check as prescribed in section 168.133, issue a professional certificate classification in the areas most closely aligned with an applicant's current areas of certification, commensurate with the years of teaching experience of the applicant, to any person who is hired to teach in a public school in this state and who possesses a valid teaching certificate from another state or certification under subdivision (4) of subsection 1 of this section, provided that the certificate holder shall annually complete the state board's requirements for such level of certification, and shall establish policies by which residents of states other than the state of Missouri may be assessed a fee for a certificate of license to teach in the public schools of Missouri. Such fee shall be in an amount sufficient to recover any or all costs associated with the issuing of a certificate of license to teach. The board shall promulgate rules to authorize the issuance of a provisional certificate of license, which shall be valid for three years and shall allow the holder to assume classroom duties pending the completion of a criminal background check under section 168.133, for any applicant who:

- (1) Is the spouse of a member of the Armed Forces stationed in Missouri;
- (2) Relocated from another state within one year of the date of application;
- (3) Underwent a criminal background check in order to be issued a teaching certificate of license from another state; and
- (4) Otherwise qualifies under this section.

6. The state board may assess to holders of an initial professional certificate a fee, to be deposited into the excellence in education revolving fund established pursuant to section 160.268, for the issuance of the career continuous professional certificate. However, such fee shall not exceed the combined costs of issuance and any criminal background check required as a condition

1 of issuance. Applicants for the initial ABCTE certificate shall be responsible for any fees associated
 2 with the program leading to the issuance of the certificate, but nothing in this section shall prohibit a
 3 district from developing a policy that permits fee reimbursement.

4 7. Any member of the public school retirement system of Missouri who entered covered
 5 employment with ten or more years of educational experience in another state or states and held a
 6 certificate issued by another state and subsequently worked in a school district covered by the public
 7 school retirement system of Missouri for ten or more years who later became certificated in
 8 Missouri shall have that certificate dated back to ~~[his or her]~~ the member's original date of
 9 employment in a Missouri public school.

10 8. Within thirty days of receiving an application from a spouse of an active duty member of
 11 the Armed Forces of the United States who has been transferred or is scheduled to be transferred to
 12 the state of Missouri, or who has been transferred or is scheduled to be transferred to an adjacent
 13 state and is or will be domiciled in the state of Missouri, or has moved to the state of Missouri on a
 14 permanent change-of-station basis and has successfully completed the background check described
 15 under subsection 5 of this section and section 168.133, the state board shall issue to such applicant a
 16 full certificate of license to teach, provided that the applicant has paid all necessary fees and has
 17 otherwise met all requirements to be issued such a certificate.

18 169.596. 1. Notwithstanding any other provision of this chapter to the contrary, a retired
 19 certificated teacher receiving a retirement benefit from the retirement system established pursuant to
 20 sections 169.010 to 169.141 may, without losing ~~[his or her]~~ such teacher's retirement benefit,
 21 ~~[teach]~~ be employed full time for up to ~~[two]~~ four years for a school district covered by such
 22 retirement system; provided that the school district has a shortage of certified teachers, as
 23 determined by the school district~~], and provided that no such retired certificated teacher shall be~~
 24 ~~employed as a superintendent. The total number of such retired certificated teachers shall not~~
 25 ~~exceed, at any one time, the lesser of ten percent of the total teacher staff for that school district, or~~
 26 ~~five certificated teachers].~~ A retired certificated teacher receiving a retirement benefit from the
 27 retirement system established under sections 169.010 to 169.141 may be employed full time for up
 28 to two years as a superintendent under this subsection only if such teacher meets the certification
 29 requirements for a superintendent and such teacher has been retired for at least twelve months prior
 30 to such employment unless such employment is immediately necessary due to death, disability, or
 31 termination for cause of the superintendent who held the position being filled.

32 2. Notwithstanding any other provision of this chapter to the contrary, a retired certificated
 33 teacher with creditable service, as defined in section 169.010, as a superintendent and who is
 34 receiving a retirement benefit from the retirement system established under sections 169.010 to
 35 169.141 may, without losing such teacher's retirement benefit, be employed full-time for up to four
 36 years for a school district covered by such retirement system if the school district has a shortage of
 37 certified teachers as determined by the school district. A retired certificated teacher with creditable
 38 service, as defined in section 169.010, as a superintendent and who is receiving a retirement benefit
 39 from the retirement system established under sections 169.010 to 169.141 may be employed full-
 40 time for up to two years as a superintendent under this subsection only if such teacher has been
 41 retired for at least twelve months prior to such employment unless such employment is immediately
 42 necessary due to death, disability, or termination for cause of the superintendent who held the
 43 position being filled.

44 3. Notwithstanding any other provision of this chapter to the contrary, a person receiving a
 45 retirement benefit from the retirement system established pursuant to sections 169.600 to 169.715
 46 may, without losing ~~[his or her]~~ such person's retirement benefit, be employed full time for up to
 47 ~~[two]~~ four years for a school district covered by such retirement system; provided that the school
 48 district has a shortage of noncertificated employees, as determined by the school district. ~~[The total~~
 49 ~~number of such retired noncertificated employees shall not exceed, at any one time, the lesser of ten~~

1 ~~percent of the total noncertificated staff for that school district, or five employees.]~~

2 4. The total number of retired members working for a school district under subsections 1
 3 and 2 of this section shall not exceed, at any one time, the lesser of:

4 (1) Ten percent of the total number of employees for that district; or

5 (2) Ten employees.

6 ~~[3.]~~ 5. The employer's contribution rate shall be paid by the hiring school district.

7 ~~[4.]~~ 6. In order to hire [teachers and noncertificated employees pursuant to] retired members
 8 under the provisions of this section, the school district shall:

9 (1) Show a good faith effort to fill positions with nonretired certificated teachers or
 10 nonretired noncertificated employees;

11 (2) Post the vacancy for at least one month;

12 (3) Have not offered early retirement incentives for either of the previous two years;

13 (4) Solicit applications through the local newspaper, other media, or teacher education
 14 programs;

15 (5) Determine there is an insufficient number of eligible applicants for the advertised
 16 position; and

17 (6) Declare a critical shortage of certificated teachers or noncertificated employees that is
 18 active for one year.

19 ~~[5.]~~ 7. Any person hired pursuant to this section shall be included in the State Directory of
 20 New Hires for purposes of income and eligibility verification pursuant to 42 U.S.C. Section 1320b-
 21 7, as amended."; and

22
 23 Further amend said bill, Page 26, Section 186.080, Line 44 by inserting after all of said section and
 24 line the following:

25
 26 "Section B. The repeal and reenactment of section 169.596 of this act shall become effective
 27 on January 1, 2022, and the repeal and reenactment of section 167.903 of this act shall become
 28 effective on July 1, 2022."; and

29
 30 Further amend said bill by amending the title, enacting clause, and intersectional references
 31 accordingly.