

House _____ Amendment NO. _____

Offered By

1 AMEND House Committee Substitute for Senate Substitute No. 2 for Senate Committee Substitute
2 for Senate Bill Nos. 4, 42 & 89, Page 18, Section 163.161, Line 43, by inserting after all of the said
3 section and line the following:
4

5 "168.110. 1. As used in this section, the following terms mean:

6 (1) "Hard-to-staff schools", attendance centers where the percentage of certificated positions
7 in the attendance center that were left vacant or were filled with a teacher not fully qualified in the
8 prior academic year exceeds five percent as reported to the department of elementary and secondary
9 education;

10 (2) "Hard-to-staff subject areas", content areas for which positions were left vacant or were
11 filled with a teacher not fully qualified in the prior academic year as reported to the department of
12 elementary and secondary education.

13 2. The board of education of a school district may modify an indefinite contract annually on
14 or before the fifteenth day of May in the following particulars:

15 (1) Determination of the date of beginning and length of the next school year;

16 (2) Fixing the amount of annual compensation for the following school year as provided by
17 the salary schedule adopted by the board of education applicable to all teachers.

18 3. The board of education of a school district may include differentiated placement of
19 teachers on the salary schedule to increase compensation in order to recruit and retain teachers in
20 hard-to-staff subject areas or hard-to-staff schools. The board may annually review its hard-to-staff
21 subject areas and hard-to-staff schools. No modifications to the identification of hard-to-staff
22 subject areas or hard-to-staff schools, or both, for the purpose of placement on the salary schedule
23 shall result in the demotion of a teacher in the salary schedule.

24 4. Any salary schedule that includes differentiated placement of teachers on the salary
25 schedule under subsection 3 of this section for hard-to-staff subject areas or hard-to-staff schools, or
26 both, shall be set prior to approval by such board of education.

27 5. The modifications shall be effective at the beginning of the next school year. All teachers
28 affected by the modification shall be furnished written copies of the modifications within thirty days
29 after their adoption by the board of education.

Action Taken _____ Date _____

1 6. Each school district that includes differentiated placement of teachers on the district
2 salary schedule shall annually provide to the department of elementary and secondary education a
3 report containing the following information:

4 (1) The salary schedule adopted by the district;

5 (2) The number of positions filled by differentiated placement of teachers for hard-to-staff
6 subject areas;

7 (3) The number of positions filled with differentiated placement of teachers for hard-to-staff
8 schools;

9 (4) The number of steps and additional compensation that teachers with differentiated
10 placement received for the school year; and

11 (5) Any other relevant information required by the department."; and

12
13 Further amend said bill by amending the title, enacting clause, and intersectional references
14 accordingly.