

House _____ Amendment NO. _____

Offered By _____

1 AMEND House Committee Substitute for Senate Substitute for Senate Committee Substitute for
2 Senate Bill Nos. 411 & 230, Page 39, Section 167.790, Line 82, 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 _____

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

(1) The salary schedule adopted by the district;

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

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

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

(5) Any other relevant information required by the department.

168.781. 1. This section shall be known and may be cited as the "Teacher Bill of Rights".

2. As used in this section, the term "parent" means a parent, guardian, or other person having control or custody of a child.

3. (1) The general assembly hereby recognizes that:

(a) Teachers have a profound effect on Missouri children, second only to parents;

(b) Considering the years of education and continuous updating of knowledge that teachers undertake and achieve, it is important and necessary for the success of society in this state that teachers be given the respect such teachers have earned and deserve;

(c) Teachers should not be viewed as responsible for all of society's ills but as individuals who are trying to cope with problems not of such teachers' own creation; and

(d) Teachers deal with societal changes and dysfunction that may exist in the homes of the children teachers are charged with serving.

(2) The general assembly hereby declares that it is the public policy of this state that respecting the authority of teachers in public schools is essential to creating an environment conducive to learning, effective instruction in the classroom, and proper administration of public schools.

4. To maintain and protect the authority of teachers in public schools, each teacher has the following rights under this section:

(1) To be free from physical abuse from a student or a parent of a student, and to be protected from oral, written, or electronically generated abuse from any student or parent. Such abuse is grounds for the suspension of the student as provided in chapter 167 and subsequent abuse may result in expulsion of the student;

(2) To be evaluated for competency by an administrator pursuant to board policy. If such evaluation becomes harassment, such teacher has the right to mediation of grievances by a committee of such teacher's peers and another administrator;

(3) To exercise the freedom of speech, religion, and the expression of such teacher's opinions through the media as is guaranteed by the Constitution of the United States;

1 (4) To be treated with civility and respect as a professional and to be free from any
2 requirement by school administration to perform tasks unrelated to such teacher's employment and
3 that are onerous or result in an undue burden on such teacher;

4 (5) To be given classroom preparation time each day during the regular classroom hours;

5 (6) To be free from coercion to participate in or promote a political, social, religious, or
6 moral position that violates such teacher's personal religious convictions or engage in political or
7 social activism during school hours as schools should be free from such activist activities;

8 (7) To teach protected by official immunity and to be entitled to a defense and indemnity,
9 provided at the expense of the teacher's employing school district, to all claims arising from the
10 performance of such teacher's duties as provided by state law;

11 (8) To have such teacher's professional judgment and discretion respected by school and
12 school district administrators in any disciplinary action taken by such teacher in accordance with
13 state law and policies or procedures adopted by such teacher's school board;

14 (9) To be afforded all rights any other individual in such teacher's local community has
15 without making such teacher's classroom a hostile environment to students of different
16 philosophical, religious, or moral persuasion;

17 (10) To teach in a safe, secure, and orderly environment that is conducive to learning and
18 free from recognized dangers or hazards that are causing or likely to cause serious injury, as
19 provided by state law;

20 (11) To intervene for the protection of pupils in incidents of school violence and be entitled
21 to all defenses to criminal charges available to the intervenor pursuant to chapter 563; and

22 (12) If such teacher is a beginning teacher, to receive leadership and support in accordance
23 with state law including, but not limited to, the assignment of a qualified, experienced mentor who
24 commits to helping such teacher become a competent, confident professional in the classroom and
25 who offers support and assistance as needed to help such teacher meet performance standards and
26 professional expectations.

27 5. No political subdivision of this state shall establish policies that prevent a teacher from
28 exercising the rights listed in this section or in any other provision of law.

29 6. No provision of this section shall be construed to supersede any other state law, any
30 regulation or policy adopted by the department of elementary and secondary education or the state
31 board of education, or any political subdivision's order, ordinance, or policy relating to the discipline
32 of students.

33 7. Teachers, school administrators, parents, and students shall be fully informed of the rights
34 conferred upon teachers under this section. Each school district shall provide a copy of this section
35 to each teacher at the beginning of each school year. Each school district shall post the rights listed
36 in this section in a prominent place in each school and administrative building the school district
37 operates and provide a copy to a parent of each student who attends a school in such school district
38 in a form and manner approved by the school board. Each school district and school under such

- 1 school board's jurisdiction that maintains a website shall post the rights listed in this section on such
- 2 school district's or school's website."; and
- 3
- 4 Further amend said bill by amending the title, enacting clause, and intersectional references
- 5 accordingly.