

House _____ Amendment NO. _____

Offered By

1 AMEND House Committee Substitute for Senate Bill No. 1363, Page 11, second occurrence of
2 Section 58.200, Line 10, by inserting after said section and line the following:

3
4 "105.1750. 1. Except as provided under subsection 2 of this section, personnel payments
5 made to a public employee by a public employer, as such terms are defined in section 105.055, to
6 encourage retention or exceptional employment achievement, established by formally adopted
7 policy or contract at least one year prior to the applicable employment achievement, shall not be
8 considered a bonus in violation of Article III, Section 39 of the Constitution of Missouri. The
9 retention or achievement payments may include, but are not limited to, payments that do not exceed
10 twenty percent of base wages or salary, to be awarded on completion of the retention period or
11 exceptional performance in question and not more frequent than annually. Payments for exceptional
12 employment achievement shall be made according to specific, written criteria predetermined and
13 approved by the public employer in writing at least one year prior to the exceptional employment
14 achievement.

15 2. The provisions of this section shall not apply to any public employee holding a position
16 of employment for which the salary is set by statute."; and

17
18 Further amend said bill, Page 15, Section 140.190, Line 36, by inserting after said section and line
19 the following:

20
21 "168.093. 1. A contract between a school district and any individual school district
22 employee may include a provision specifying that the school district may offer and award the school
23 district employee payments for exceptional employment achievement or to encourage retention of
24 such school district employee under section 105.1750.

25 2. Each school district providing payments to encourage retention or for exceptional
26 employment achievement shall adopt a written policy describing specific predetermined criteria
27 approved by the school board at least one year prior to the exceptional employment achievement.

28 168.110. 1. As used in this section, the following terms mean:

29 (1) "Hard-to-staff schools", attendance centers where the percentage of certificated positions
30 in the attendance center that were left vacant or were filled with a teacher not fully qualified in the

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1 prior academic year exceeds five percent as reported to the department of elementary and secondary
 2 education;

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

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

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

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

11 3. The board of education of a school district may include differentiated placement of
 12 teachers on the salary schedule to increase compensation in order to recruit and retain teachers in
 13 hard-to-staff subject areas or hard-to-staff schools. The board may annually review its hard-to-staff
 14 subject areas or hard-to-staff schools. No modifications to the identification of hard-to-staff subject
 15 areas or hard-to-staff schools, or both, for the purpose of placement on the salary schedule shall
 16 result in the demotion of a teacher in the salary schedule.

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

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

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

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

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

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

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

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

34
 35 Further amend said bill by amending the title, enacting clause, and intersectional references
 36 accordingly.