

HB 1648 -- PUBLIC EMPLOYEE INCENTIVES

SPONSOR: Black

In order to encourage retention or exceptional employment achievement, this bill provides for personnel payments to be made according to specific, written criteria, predetermined and approved by the department director in writing, at least one year prior to the exceptional employment achievement. The payments authorized by the bill shall not exceed 20% of the employee's base wages or salary and are awarded upon the completion of the retention period in question and not more frequently than annually. The payments indicated in the bill are not considered a bonus in violation of Article III, Section 39 of the Missouri Constitution. These provisions shall not apply to any public employee whose salary is set by statute.

This bill allows school districts to adopt written policies describing criteria, to be approved by their school boards, allowing exceptional employment achievement payments in contracts between school districts and individual district employees.

This bill also allows the board of education of a school district to include differentiated placement of teachers on the salary schedule to increase compensation for teachers in hard-to-staff subject areas or hard-to-staff schools, as defined in the bill. Each school district that includes differentiated placement of teachers on the district salary schedule shall submit an annual report to the Department of Elementary and Secondary Education. The contents of the report are specified in the bill

This bill is the same as HCS HB 471 (2023).