

FIRST REGULAR SESSION

HOUSE BILL NO. 607

103RD GENERAL ASSEMBLY

INTRODUCED BY REPRESENTATIVE LEWIS.

0419H.02I

DANA RADEMAN MILLER, Chief Clerk

AN ACT

To repeal sections 163.045 and 163.172, RSMo, and to enact in lieu thereof two new sections relating to salaries for teachers.

Be it enacted by the General Assembly of the state of Missouri, as follows:

Section A. Sections 163.045 and 163.172, RSMo, are repealed and two new sections
2 enacted in lieu thereof, to be known as sections 163.045 and 163.172, to read as follows:

163.045. 1. **(1)** Notwithstanding any provision of law to the contrary, in addition to
2 all funds distributed to school districts pursuant to the provisions of section 163.031, the
3 department of elementary and secondary education shall, after rendering all calculations
4 required pursuant to the provisions of such section, remit an amount equal to one percent for
5 fiscal years 2026 and 2027, or two percent for fiscal year 2028 and all subsequent fiscal years,
6 of each district's preceding year's annual state aid entitlement as calculated in June in
7 accordance with the provisions of such section for any district with a preceding year school
8 term that provided for one hundred sixty-nine school days or more. For districts in which one
9 or more charter schools operate, and for all charter schools located therein, the department
10 shall, after rendering all calculations required pursuant to the provisions of section 163.031
11 and section 160.415, remit an amount equal to one percent for fiscal years 2026 and 2027, or
12 two percent for fiscal year 2028 and all subsequent fiscal years, of each district's and charter
13 school's preceding year's annual state aid entitlement as calculated in June, prior to any
14 required adjustment pursuant to subsections 4 and 15 of section 160.415, for any district or
15 charter school with a preceding year school term that provided for one hundred sixty-nine
16 school days or more.

EXPLANATION — Matter enclosed in bold-faced brackets **[thus]** in the above bill is not enacted and is intended to be omitted from the law. Matter in **bold-face** type in the above bill is proposed language.

17 **(2) This subsection shall not be construed to prohibit the distribution of**
18 **additional moneys under subdivision (1) of this subsection to a school district that:**

19 **(a) Prepares an annual calendar for the district's school term under section**
20 **171.031 that establishes a school term of at least one hundred sixty-nine school days;**
21 **and**

22 **(b) Is in session for fewer than one hundred sixty-nine school days in such school**
23 **term because of:**

24 **a. Inclement weather, as provided under section 171.033; or**

25 **b. An authorized reduction of the required number of hours or days under**
26 **subsection 2 of section 160.041.**

27 2. Any funds received as provided in this section shall be used by school districts and
28 charter schools exclusively to increase teacher salaries. Any school district or charter school
29 that receives funds as provided in this section but fails to utilize such funds solely to increase
30 teacher salaries shall have an amount equal to the amount of such funds received withheld
31 from such district's or charter school's state aid payments pursuant to the provisions of section
32 163.031 or 160.415.

163.172. 1. (1) In school year 1994-95 and thereafter until school year 2006-07, the
2 minimum teacher's salary shall be eighteen thousand dollars. Beginning in school year 2006-
3 07, the minimum teacher's salary shall be twenty-two thousand dollars; in school year 2007-
4 08, the minimum teacher's salary shall be twenty-three thousand dollars; in school year 2008-
5 09, the minimum teacher's salary shall be twenty-four thousand dollars; in school year 2009-
6 10 and in each subsequent school year through the 2024-25 school year, the minimum
7 teacher's salary shall be twenty-five thousand dollars.

8 (2) For the 2025-26 school year and in all subsequent school years, the minimum
9 teacher's salary shall be forty thousand dollars.

10 (3) Beginning in the school year 1996-97 until school year 2006-07, for any full-time
11 teacher with a master's degree and at least ten years' teaching experience in a public school or
12 combination of public schools, the minimum salary shall be twenty-four thousand dollars.
13 Beginning in the school year 2006-07, for any full-time teacher with a master's degree in an
14 academic teaching field and at least ten years' teaching experience in a public school or
15 combination of public schools, the minimum salary shall be thirty thousand dollars; in the
16 2007-08 school year such minimum salary shall be thirty-one thousand dollars; in the 2008-
17 09 school year such minimum salary shall be thirty-two thousand dollars; and in the 2009-10
18 school year and in each subsequent school year through the 2024-25 school year, such
19 minimum salary shall be thirty-three thousand dollars.

20 (4) For the 2025-26 school year and in all subsequent school years, the minimum
21 teacher's salary for any full-time teacher with a master's degree ~~in an academic teaching field~~

22 ~~directly related to the teacher's assignment]~~ and at least ten years' teaching experience in a
23 public school or combination of public schools shall be as follows:

24 (a) In the 2025-26 school year, forty-six thousand dollars;

25 (b) In the 2026-27 school year, forty-seven thousand dollars; and

26 (c) In the 2027-28, **2028-29, and 2029-30** school ~~[year]~~ **years**, forty-eight thousand
27 dollars.

28 2. (1) As used in this subsection, "CPI" means the Consumer Price Index for All
29 Urban Consumers for the United States as reported by the Bureau of Labor Statistics, or its
30 successor index.

31 (2) In the ~~[2028-29]~~ **2030-31** school year and in all subsequent school years **through**
32 **the 2034-35 school year**, the minimum salaries identified in subdivision (2) of subsection 1
33 of this section and in paragraph (c) of subdivision (4) of subsection 1 of this section shall be
34 adjusted annually by the percentage increase in inflation as described in subdivision (3) of
35 this subsection.

36 (3) If the CPI report for January of a given year indicates that inflation increased over
37 the previous twelve months by at least one percent, the department of elementary and
38 secondary education shall increase the minimum salaries described in subdivision (2) of this
39 subsection by the same percentage increase in inflation, except that no minimum salary
40 increase shall exceed three percent.

41 (4) The state board of education shall publish such minimum salaries annually in
42 February beginning in calendar year 2026. Modifications to the minimum salaries shall take
43 effect on July first of each calendar year.

44 3. The commissioner of education shall present to the appropriate committees of the
45 general assembly information on the average Missouri teacher's salary, regional average
46 salary data, and national average salary data.

47 4. All school salary information shall be public information.

48 5. As used in this section, the term "salary" shall be defined as the salary figure which
49 appears on the teacher's contract and as determined by the local school district's basic salary
50 schedule and does not include supplements for extra duties.

51 6. The minimum salary for any fully certificated teacher employed on a less than full-
52 time basis by a school district, state school for the severely handicapped, the Missouri School
53 for the Deaf, or the Missouri School for the Blind shall be prorated to reflect the amounts
54 provided in subsection 1 of this section.

55 7. (1) There is hereby created in the state treasury the "Teacher Baseline Salary Grant
56 Fund", which shall consist of moneys appropriated under subsection 8 of this section. The
57 state treasurer shall be custodian of the fund. In accordance with sections 30.170 and 30.180,
58 the state treasurer may approve disbursements. The fund shall be a dedicated fund and, upon

59 appropriation, moneys in this fund shall be used solely to increase minimum teacher's salaries
60 as provided in this section.

61 (2) Notwithstanding the provisions of section 33.080 to the contrary, any moneys
62 remaining in the fund at the end of the biennium shall not revert to the credit of the general
63 revenue fund.

64 (3) The state treasurer shall invest moneys in the fund in the same manner as other
65 funds are invested. Any interest and moneys earned on such investments shall be credited to
66 the fund.

67 8. (1) There is hereby created the "Teacher Baseline Salary Grant" program. The
68 general assembly may appropriate amounts to the teacher baseline salary grant fund created in
69 subsection 7 of this section. The total amount appropriated to such fund shall not exceed the
70 amount necessary to assist each school district in increasing minimum teacher's salaries to the
71 minimum amount as required under this section.

72 (2) Subject to the appropriation of moneys to the teacher baseline salary grant fund,
73 each school district may apply to the department of elementary and secondary education for a
74 grant of moneys from the teacher baseline salary grant fund to assist such district in
75 increasing minimum teacher's salaries as required under this section.

76 (3) **(a) Except as otherwise provided under paragraph (b) of this subdivision, in**
77 **the 2030-31 school year and all subsequent school years, moneys granted to a school**
78 **district under this subsection shall not exceed fifty percent of the amount necessary for**
79 **such district to increase minimum teacher's salaries as required under this section.**
80 **Such school district shall allocate the remaining fifty percent of the amount necessary**
81 **for such district to increase minimum teacher's salaries as required under this section**
82 **from moneys distributed from the classroom trust fund to such school district under**
83 **section 163.043.**

84 **(b) A school district shall not be subject to the matching grant limitations and**
85 **requirements under paragraph (a) of this subdivision if such school district uses one**
86 **hundred percent of the moneys distributed from the classroom trust fund to such school**
87 **district under section 163.043 in the school year for which the school district applies for**
88 **a grant under this section to increase minimum teacher's salaries as required under this**
89 **section.**

90 (4) **(a) The teacher baseline salary grant program established in this subsection**
91 **shall expire on June 30, 2035, unless reauthorized by the general assembly.**

92 **(b) No moneys shall be granted from the teacher baseline salary grant fund**
93 **under this section on or after July 1, 2035, unless reauthorized by the general assembly.**

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