

FIRST REGULAR SESSION  
HOUSE COMMITTEE SUBSTITUTE FOR  
**HOUSE BILL NO. 607**  
**103RD GENERAL ASSEMBLY**

0419H.03C

JOSEPH ENGLER, Chief Clerk

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**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.

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*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Section A. Sections 163.045 and 163.172, RSMo, are repealed and two new sections  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.

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:**

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.

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 school year, forty-eight thousand dollars.

27 2. (1) As used in this subsection, "CPI" means the Consumer Price Index for All  
28 Urban Consumers for the United States as reported by the Bureau of Labor Statistics, or its  
29 successor index.

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

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

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

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

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

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

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

53 7. (1) There is hereby created in the state treasury the "Teacher Baseline Salary Grant  
54 Fund", which shall consist of moneys appropriated under subsection 8 of this section. The  
55 state treasurer shall be custodian of the fund. In accordance with sections 30.170 and 30.180,  
56 the state treasurer may approve disbursements. The fund shall be a dedicated fund and, upon  
57 appropriation, moneys in this fund shall be used solely to increase minimum teacher's salaries  
58 as provided in this section.

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

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

65           8. (1) There is hereby created the "Teacher Baseline Salary Grant" program. The  
66 general assembly may appropriate amounts to the teacher baseline salary grant fund created in  
67 subsection 7 of this section. The total amount appropriated to such fund shall not exceed the  
68 amount necessary to assist each school district in increasing minimum teacher's salaries to the  
69 minimum amount as required under this section.

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

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