

FIRST REGULAR SESSION

HOUSE BILL NO. 341

103RD GENERAL ASSEMBLY

INTRODUCED BY REPRESENTATIVE KEATHLEY.

1271H.011

DANA RADEMAN MILLER, Chief Clerk

AN ACT

To amend chapter 168, RSMo, by adding thereto one new section relating to school administrator and teacher pay.

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

Section A. Chapter 168, RSMo, is amended by adding thereto one new section, to be
2 known as section 168.186, to read as follows:

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

2 **(1) "Administrative staff", an employee of a school district who fulfills one or**
3 **more of the following:**

4 **(a) Maintains a primary job function in an administrative position that may**
5 **include supervisory authority;**

6 **(b) Is employed part time or full time for supervisory and administrative work;**

7 **(c) Maintains a job classification that is included on the school administrators'**
8 **position schedule of the school district for purposes of chapter 169;**

9 **(d) Provides services for which a school administrator's certification or other**
10 **certification beyond that required under section 168.021 is required by the school**
11 **district; or**

12 **(e) Maintains one or more of the following titles or another substantially similar**
13 **title:**

14 **a. Superintendent;**

15 **b. Assistant Superintendent;**

16 **c. Director;**

17 **d. Principal;**

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.

18 e. **Coordinator;**

19 f. **Assistant Principal;**

20 g. **Administrative Assistant; or**

21 h. **Administrator Liaison;**

22 (2) **"Teacher", an employee who:**

23 (a) **Possesses a certificate of license to teach in the public schools of this state**
24 **under chapter 168; and**

25 (b) **Is employed part time or full time by a school district to teach pupils who are**
26 **in preschool, kindergarten, or grade one to grade twelve during regularly scheduled**
27 **instructional time;**

28 (3) **"Total compensation", as calculated for the most recently completed full**
29 **school year, all amounts of any salary, wages, and fringe benefits provided by a school**
30 **district to administrative staff and teachers providing services in a classroom, as**
31 **applicable, except that "total compensation" shall not include any additional salary,**
32 **wages, or other monetary compensation provided by a school district to a school**
33 **district's teacher for service performed on behalf of a school district as a coach, advisor,**
34 **sponsor, or other similar service.**

35 2. **Notwithstanding any other provision of law to the contrary, beginning in the**
36 **2026-27 school year, the combined amount of the total compensation provided by a**
37 **school district to its administrative staff and teachers shall be distributed as follows:**

38 (1) **For the 2026-27 school year, at least eighty-eight percent of the total**
39 **compensation shall be expended on compensation of teachers; and**

40 (2) **For the 2027-28 school year and each subsequent year, the percentage**
41 **described in subdivision (1) of this section shall increase by one percentage point each**
42 **school year until the amount of total compensation expended on compensation of**
43 **teachers is at least ninety-five percent of the total compensation.**

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