

FIRST REGULAR SESSION
HOUSE COMMITTEE SUBSTITUTE FOR
HOUSE BILL NO. 712
103RD GENERAL ASSEMBLY

1832H.03C

JOSEPH ENGLER, Chief Clerk

AN ACT

To repeal sections 160.518, 160.522, 160.2700, 160.2705, 160.2710, 163.045, 163.172, 168.036, and 173.232, RSMo, and to enact in lieu thereof ten new sections relating to elementary and secondary education.

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

Section A. Sections 160.518, 160.522, 160.2700, 160.2705, 160.2710, 163.045, 2 163.172, 168.036, and 173.232, RSMo, are repealed and ten new sections enacted in lieu 3 thereof, to be known as sections 160.518, 160.522, 160.2700, 160.2705, 160.2710, 163.045, 4 163.172, 167.167, 168.036, and 173.232, to read as follows:

160.518. 1. **(1)** Consistent with the provisions contained in section 160.526, the state 2 board of education shall develop, modify, and revise, as necessary, a statewide assessment 3 system that provides maximum flexibility for local school districts to determine the degree to 4 which students in the public schools of the state are proficient in the knowledge, skills, and 5 competencies adopted by such board pursuant to section 160.514.

6 **(2) (a)** The statewide assessment system shall assess problem solving, analytical 7 ability, evaluation, creativity, and application ability in the different content areas and shall be 8 performance-based to identify what students know, as well as what they are able to do, and 9 shall enable teachers to evaluate actual academic performance.

10 **(b)** The statewide assessment system shall neither promote nor prohibit rote 11 memorization and shall not include existing versions of tests approved for use pursuant to the 12 provisions of section 160.257, nor enhanced versions of such tests.

13 **(3)** After the state board of education adopts and implements academic performance 14 standards as required under section 161.855, the state board of education shall develop and

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.

15 adopt a standardized assessment instrument under this section based on the academic
16 performance standards adopted under section 161.855.

17 **(4)** The statewide assessment system shall measure, where appropriate by grade level,
18 a student's knowledge of academic subjects including, but not limited to, reading skills,
19 writing skills, mathematics skills, world and American history, forms of government,
20 geography and science.

21 2. The statewide assessment system shall only permit the academic performance of
22 students in each school in the state to be tracked against prior academic performance in the
23 same school.

24 3. **(1)** The state board of education shall suggest, but not mandate, criteria for a
25 school to demonstrate that its students learn the knowledge, skills and competencies at
26 exemplary levels worthy of imitation by students in other schools in the state and nation.

27 **(2)** Exemplary levels shall be measured by the statewide assessment system
28 developed pursuant to subsection 1 of this section, or until said statewide assessment system
29 is available, by indicators approved for such use by the state board of education.

30 **(3)** The provisions of other law to the contrary notwithstanding, the commissioner of
31 education may, upon request of the school district, present a plan for the waiver of rules and
32 regulations to any such school, to be known as "Outstanding Schools Waivers", consistent
33 with the provisions of subsection 4 of this section.

34 4. **(1)** For any school that meets the criteria established by the state board of
35 education for three successive school years pursuant to the provisions of subsection 3 of this
36 section, by August first following the third such school year, the commissioner of education
37 shall present a plan to the superintendent of the school district in which such school is located
38 for the waiver of rules and regulations to promote flexibility in the operations of the school
39 and to enhance and encourage efficiency in the delivery of instructional services.

40 **(2)** The provisions of other law to the contrary notwithstanding, the plan presented to
41 the superintendent shall provide a summary waiver, with no conditions, for the pupil testing
42 requirements pursuant to section 160.257, in the school.

43 **(3)** Further, the provisions of other law to the contrary notwithstanding, the plan shall
44 detail a means for the waiver of requirements otherwise imposed on the school related to the
45 authority of the state board of education to classify school districts pursuant to subdivision (9)
46 of section 161.092 and such other rules and regulations as determined by the commissioner of
47 education, excepting such waivers shall be confined to the school and not other schools in the
48 district unless such other schools meet the criteria established by the state board of education
49 consistent with subsection 3 of this section and the waivers shall not include the requirements
50 contained in this section and section 160.514.

51 **(4)** Any waiver provided to any school as outlined in this subsection shall be void on
52 June thirtieth of any school year in which the school fails to meet the criteria established by
53 the state board of education consistent with subsection 3 of this section.

54 5. The score on any assessment test developed pursuant to this section or this chapter
55 of any student for whom English is a second language shall not be counted until such time as
56 such student has been educated for three full school years in a school in this state, or in any
57 other state, in which English is the primary language.

58 6. **(1) (a)** The state board of education shall identify or, if necessary, establish one or
59 more developmentally appropriate alternate assessments for students who receive special
60 educational services, as that term is defined pursuant to section 162.675.

61 **(b)** In the development of such alternate assessments, the state board shall establish
62 an advisory panel consisting of a majority of active special education teachers residing in
63 Missouri and other education professionals as appropriate to research available assessment
64 options.

65 **(c)** The advisory panel shall attempt to identify preexisting developmentally
66 appropriate alternate assessments but shall, if necessary, develop alternate assessments and
67 recommend one or more alternate assessments for adoption by the state board.

68 **(d)** The state board shall consider the recommendations of the advisory council in
69 establishing such alternate assessment or assessments.

70 **(2)** Any student who receives special educational services, as that term is defined
71 pursuant to section 162.675, shall be assessed by an alternate assessment established pursuant
72 to this subsection upon a determination by the student's individualized education program
73 team that such alternate assessment is more appropriate to assess the student's knowledge,
74 skills and competencies than the assessment developed pursuant to subsection 1 of this
75 section.

76 **(3)** The alternate assessment shall evaluate the student's independent living skills,
77 which include how effectively the student addresses common life demands and how well the
78 student meets standards for personal independence expected for someone in the student's age
79 group, sociocultural background, and community setting.

80 7. The state board of education shall also develop recommendations regarding
81 alternate assessments for any military dependent who relocates to Missouri after the
82 commencement of a school term, in order to accommodate such student while ensuring that
83 he or she is proficient in the knowledge, skills, and competencies adopted under section
84 160.514.

85 **8. (1) As used in this subsection, the following terms mean:**

86 **(a) "Department", the department of elementary and secondary education;**

87 (b) "Grade-level equivalence", a metric developed for grades three to eight and
88 used by the department to show a student's proximity to doing grade-level work;

89 (c) "Parent", a parent, guardian, custodian, or other person with authority to
90 act on behalf of a student.

91 (2) Grade-level equivalence, as developed and used under this subsection, shall
92 consist of a student's knowledge of academic subjects by grade level and performance-
93 level descriptors indicating whether such student is ready for the next grade or level of
94 education. Such performance-level descriptors shall consist of the following:

95 (a) Advanced, which shall indicate that such student:

96 a. Demonstrates superior performance on challenging grade-level subject
97 matter;

98 b. Is above such student's current grade or level of education; and

99 c. Is ready for, at a minimum, the next grade or level of education;

100 (b) Proficient, which shall indicate that such student:

101 a. Demonstrates mastery over all appropriate grade-level standards and has
102 introductory-level knowledge for the next grade or level of education;

103 b. May be above such student's current grade or level of education in some
104 areas; and

105 c. Is ready for the next grade or level of education;

106 (c) Grade level, which shall indicate that such student:

107 a. Demonstrates mastery over appropriate grade-level subject matter;

108 b. Is at such student's current grade or level of education; and

109 c. May be ready, with appropriate reinforcement, for the next grade or level of
110 education;

111 (d) Basic, which shall indicate that such student:

112 a. Demonstrates partial mastery of the essential knowledge and skills
113 appropriate to such student's grade or level of education;

114 b. May not be at such student's current grade or level of education; and

115 c. May not be ready, without appropriate remediation, for the next grade or level
116 of education; and

117 (e) Below basic, which shall indicate that such student:

118 a. Has failed to perform, at a minimum, at the limited knowledge level necessary
119 for such student's grade or level of education;

120 b. Is not at such student's current grade or level of education; and

121 c. Has been determined to be at the specific lower grade or level of education
122 measured by and listed in such student's statewide assessment score.

123 **(3) (a) Such grade-level equivalence shall be determined at the same time each**
124 **student's academic performance is measured by the statewide assessment system**
125 **developed under this section; and**

126 **(b) Such grade-level equivalence shall be provided at the same time such**
127 **student's statewide assessment score is reported to such student or such student's**
128 **parent.**

129 **(4) (a) Data related to grade-level equivalence shall be searchable on a building-**
130 **by-building, school-by-school, district-by-district, and statewide basis on the**
131 **department's school accountability report card developed under section 160.522;**

132 **(b) Data related to grade-level equivalence shall display the percentage of**
133 **students whose performance-level descriptor is grade level or above on a building-by-**
134 **building, school-by-school, district-by-district, and statewide basis; and**

135 **(c) No data related to grade-level equivalence shall be disclosed in any form that**
136 **allows the personal identification of any student to any individual or entity except such**
137 **student or such student's parent.**

138 **(5) The provisions of subsection 2 of 160.514 shall not apply to the development**
139 **of the grade-level equivalence metric.**

140 **(6) The department may choose a third-party nonprofit entity to develop the**
141 **grade-level equivalence metric.**

160.522. 1. The department of elementary and secondary education shall produce or
2 cause to be produced, at least annually, a school accountability report card for each public
3 school district, each public school building in a school district, and each charter school in the
4 state. The report card shall be designed to satisfy state and federal requirements for the
5 disclosure of statistics about students, staff, finances, academic achievement, and other
6 indicators. The purpose of the report card shall be to provide educational statistics and
7 accountability information for parents, taxpayers, school personnel, legislators, and the print
8 and broadcast news media in a standardized, easily accessible form.

9 **(1)** The department of elementary and secondary education shall develop a
10 standard form for the school accountability report card.

11 **(2)** The information reported shall include, but not be limited to, the ~~district's~~
12 **following information reported by each school district or charter school:**

13 **(a) The most recent accreditation rating**[5];

14 **(b) Enrollment**[5];

15 **(c) Rates of pupil attendance**[5];

16 **(d) High school dropout rate and graduation rate**[5];

17 **(e) The number and rate of suspensions of ten days or longer and expulsions of pupils**
18 **[5];**

- 19 **(f)** The district **or charter school** ratio of students to administrators and students to
20 classroom teachers[~~5~~];
- 21 **(g)** The average years of experience of professional staff and advanced degrees
22 earned[~~5~~];
- 23 **(h)** Student achievement **and grade-level equivalence data** as measured through the
24 **statewide** assessment system developed pursuant to section 160.518[~~5~~];
- 25 **(i)** Student scores on the ACT, along with the percentage of graduates taking the test
26 [~~5~~];
- 27 **(j)** Average teachers' and administrators' salaries compared to the state averages[~~5~~];
- 28 **(k)** Average per-pupil current expenditures for the district **or charter school** as a
29 whole and by attendance center as reported to the department of elementary and secondary
30 education[~~5~~];
- 31 **(l)** The adjusted tax rate of the district[~~5~~] **or charter school**;
- 32 **(m)** **The** assessed valuation of the district[~~5~~,~~percent~~];
- 33 **(n)** **The percentage** of the district **or charter school** operating budget received from
34 state, federal, and local sources[~~5~~];
- 35 **(o)** The [~~percent~~] **percentage** of students eligible for free or reduced-price lunch[~~5~~];
- 36 **(p)** Data on the [~~percent~~] **percentage** of students continuing their education in
37 postsecondary programs[~~5~~];
- 38 **(q)** Information about the job placement rate for students who complete district **or**
39 **charter school** vocational education programs[~~5~~];
- 40 **(r)** Whether the school district **or charter school** currently has a state-approved
41 gifted education program[~~5~~]; and
- 42 **(s)** The percentage and number of students who are currently being served in the
43 district's **or charter school's** state-approved gifted education program.
- 44 3. The report card shall permit the disclosure of data on a school-by-school basis, but
45 the reporting shall not be personally identifiable to any student or education professional in
46 the state.
- 47 4. The report card shall identify each school or attendance center that has been
48 identified as a priority school under sections 160.720 and 161.092. The report also shall
49 identify attendance centers that have been categorized under federal law as needing
50 improvement or requiring specific school improvement strategies.
- 51 5. The report card shall not limit or discourage other methods of public reporting and
52 accountability by local school districts. Districts shall provide information included in the
53 report card to parents, community members, the print and broadcast news media, and
54 legislators by December first annually or as soon thereafter as the information is available to
55 the district, giving preference to methods that incorporate the reporting into substantive

56 official communications such as student report cards. The school district shall provide a
57 printed copy of the district-level or school-level report card to any patron upon request and
58 shall make reasonable efforts to supply businesses such as, but not limited to, real estate and
59 employment firms with copies or other information about the reports so that parents and
60 businesses from outside the district who may be contemplating relocation have access.

61 6. For purposes of completing and distributing the annual report card as prescribed in
62 this section, a school district may include the data from a charter school located within such
63 school district, provided the local board of education or special administrative board for such
64 district and the charter school reach mutual agreement for the inclusion of the data from the
65 charter ~~[schools]~~ **school** and the terms of such agreement are approved by the state board of
66 education. The charter school shall not be required to be a part of the local educational agency
67 of such school district and may maintain a separate local educational agency status.

160.2700. For purposes of sections 160.2700 to 160.2725, "adult high school" means
2 a school that:

3 (1) Is for individuals who do not have a high school diploma and who are ~~[twenty-~~
4 ~~one]~~ **eighteen** years of age or older;

5 (2) Offers an industry certification program or programs and a high school diploma in
6 a manner that allows students to earn a diploma at the same time that they earn an industry
7 certification;

8 (3) Offers child care for children of enrolled students attending the school; and

9 (4) Is not eligible to receive funding under section 160.415 or 163.031.

160.2705. 1. The department of social services shall authorize Missouri-based
2 nonprofit organizations meeting the criteria of this section to establish and operate up to five
3 adult high schools, with:

4 (1) One adult high school to be located in a city not within a county;

5 (2) One adult high school to be located in a county of the third classification without a
6 township form of government and with more than forty-one thousand but fewer than forty-
7 five thousand inhabitants or a county contiguous to that county;

8 (3) One adult high school to be located in a county of the first classification with
9 more than two hundred sixty thousand but fewer than three hundred thousand inhabitants or a
10 county contiguous to that county;

11 (4) One adult high school to be located in a county of the first classification with
12 more than one hundred fifty thousand but fewer than two hundred thousand inhabitants; and

13 (5) One adult high school to be located in a county with more than seven hundred
14 thousand but fewer than eight hundred thousand inhabitants, or a contiguous county.

15 2. The department of social services shall administer funding to adult high schools
16 subject to appropriations. The department shall be responsible for granting and maintaining

17 authorization for adult high schools. For adult high schools in operation prior to January 1,
18 2023, the department shall maintain authorization for the nonprofit organization to operate the
19 schools, subject to compliance with this section. No more than one organization shall be
20 authorized to operate an adult high school at each location described in subsection 1 of this
21 section. An organization may establish satellite campuses for any adult high school it is
22 authorized to operate. The department shall administer funding for satellite campuses subject
23 to appropriations.

24 3. On or before January 1, 2024, the department of social services shall select an
25 eligible Missouri-based nonprofit organization to operate in a location described in
26 subdivision (5) of subsection 1 of this section. An eligible organization shall:

27 (1) Demonstrate the ability to establish, within twenty-one months of the receipt of
28 the authorization, an adult high school offering high school diplomas, an industry certification
29 program or programs, and child care for children of the students attending the high schools;

30 (2) Demonstrate the ability to commit at least five hundred thousand dollars for the
31 purpose of establishing the necessary infrastructure at the adult high school;

32 (3) Demonstrate substantial and positive experience in providing services, including
33 industry certifications and job placement services, to adults [~~twenty-one~~] **eighteen** years of
34 age or older whose educational and training opportunities have been limited by educational
35 disadvantages, disabilities, homelessness, criminal history, or similar circumstances;

36 (4) Establish a partnership with a state-supported postsecondary education institution
37 or more than one such partnership, if a partnership or partnerships are necessary in order to
38 meet the requirements for an adult high school;

39 (5) Establish a comprehensive plan that sets forth how the adult high schools will help
40 address the need for a sufficiently trained workforce in the surrounding region for each adult
41 high school;

42 (6) Establish partnerships and strategies for engaging the community and business
43 leaders in carrying out the goals of each adult high school;

44 (7) Establish the ability to meet quality standards through certified teachers and
45 programs that support each student in such student's goal to find a more rewarding job;

46 (8) Establish a plan for assisting students in overcoming barriers to educational
47 success including, but not limited to, educational disadvantages, homelessness, criminal
48 history, disability, including learning disability such as dyslexia, and similar circumstances;

49 (9) Establish a process for determining outcomes of the adult high school, including
50 outcomes related to a student's ability to find a more rewarding job through the attainment of
51 a high school diploma and job training and certification; and

52 (10) Limit the administrative fee to no more than ten percent.

53 4. (1) The department of elementary and secondary education shall establish
54 academic requirements for students to obtain high school diplomas.

55 (2) Requirements for a high school diploma shall be based on an adult student's prior
56 high school achievement and the remaining credits and coursework that would be necessary
57 for the student to receive a high school diploma if such student were in a traditional high
58 school setting. The adult student shall meet the requirements with the same level of academic
59 rigor as would otherwise be necessary to attain such credits.

60 (3) The adult high school authorized under this section shall award high school
61 diplomas to students who successfully meet the established academic requirements. The
62 adult high school authorized under this section shall confer the diploma as though the student
63 earned the diploma at a traditional high school. The diploma shall have no differentiating
64 marks, titles, or other symbols.

65 (4) Students at adult high schools may complete required coursework at their own
66 pace and as available through the adult high school. They shall not be required to satisfy any
67 specific number of class minutes. The adult high school may also make classes available to
68 students online as may be appropriate. However, students shall not complete the majority of
69 instruction of the school's curriculum online or through remote instruction. For the purposes
70 of this subsection, synchronous instruction connecting students to a live class conducted in a
71 Missouri adult high school shall be treated the same as in-person instruction.

72 (5) The department of elementary and secondary education shall not create additional
73 regulations or burdens on the adult high school or the students attending the adult high
74 schools beyond certifying necessary credits and ensuring that students have sufficiently
75 mastered the subject matter to make them eligible for credit.

76 5. An adult high school shall be deemed a secondary school system for the purposes
77 of subdivision ~~[(15)]~~ **(16)** of subsection 1 of section 210.211.

160.2710. 1. Any person who is ~~[twenty-one]~~ **eighteen** years of age or older may
2 enroll in an adult high school if he or she has not earned a high school diploma.

3 2. An adult high school shall give a preference in admission to those students who
4 receive any local, state, or federal assistance in which a person or family is required not to
5 exceed a certain income level in order to qualify for the assistance.

6 **3. For the purposes of compiling and tracking dropout rates of a local education**
7 **agency by the department of elementary and secondary education, a student**
8 **transferring from a local education agency to an adult high school shall be**
9 **considered a transfer student and not a dropout student from the local education**
10 **agency.**

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:**

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.

**167.167. Each school district shall prohibit, in name and practice, any zero-
2 tolerance disciplinary policy or practice of discipline that results in an automatic
3 disciplinary consequence against a pupil without the discretion to modify such
4 disciplinary consequence on a case-by-case basis, such as automatic detention,
5 suspension, or expulsion or the automatic imposition of other disciplinary measures.**

168.036. 1. In addition to granting certificates of license to teach in public schools of
2 the state under section 168.021, the state board of education shall grant substitute teacher

3 certificates as provided in this section to any individual seeking to substitute teach in any
4 public school in this state.

5 2. (1) The state board shall not grant a certificate of license to teach under this section
6 to any individual who has not completed a background check as required under section
7 168.021.

8 (2) The state board may refuse to issue or renew, suspend, or revoke any certificate
9 sought or issued under this section in the same manner and for the same reasons as under
10 section 168.071.

11 3. The state board may grant a certificate under this section to any individual who has
12 completed:

13 (1) At least thirty-six semester hours at an accredited institution of higher education;
14 or

15 (2) The twenty-hour online training program required in this section and who
16 possesses a high school diploma or the equivalent thereof.

17 4. The department of elementary and secondary education shall develop and maintain
18 an online training program for individuals, which shall consist of twenty hours of training
19 related to subjects appropriate for substitute teachers as determined by the department.

20 5. The state board may grant a certificate under this section to any highly qualified
21 individual with expertise in a technical or business field or with experience in the Armed
22 Forces of the United States who has completed the background check required in this section
23 but does not meet any of the qualifications under subdivision (1) or (2) of subsection 3 of this
24 section if the superintendent of the school district in which the individual seeks to substitute
25 teach sponsors such individual and the school board of the school district in which the
26 individual seeks to substitute teach votes to approve such individual to substitute teach.

27 6. (1) Notwithstanding any other provisions to contrary, beginning on June 30, 2022,
28 and ending on June 30, ~~2025~~ **2030**, any person who is retired and currently receiving a
29 retirement allowance under sections 169.010 to 169.141 or sections 169.600 to 169.715, other
30 than for disability, may be employed to substitute teach on a part-time or temporary substitute
31 basis by an employer included in the retirement system without a discontinuance of the
32 person's retirement allowance. Such a person shall not contribute to the retirement system, or
33 to the public school retirement system established by sections 169.010 to 169.141 or to the
34 public education employee retirement system established by sections 169.600 to 169.715,
35 because of earnings during such period of employment.

36 (2) In addition to the conditions set forth in subdivision 1 of this subsection, any
37 person retired and currently receiving a retirement allowance under sections 169.010 to
38 169.141, other than for disability, who is employed by a third party or is performing work as
39 an independent contractor may be employed to substitute teach on a part-time or temporary

40 substitute basis, if such person is performing work for an employer included in the retirement
41 system without a discontinuance of the person's retirement allowance.

42 (3) If a person is employed pursuant to this subsection on a regular, full-time basis the
43 person shall not be entitled to receive the person's retirement allowance for any month during
44 which the person is so employed. The retirement system may require the employer, the third-
45 party employer, the independent contractor, and the retiree subject to this subsection to
46 provide documentation showing compliance with this subsection. If such documentation is
47 not provided, the retirement system may deem the retiree to have exceeded the limitations
48 provided in this subsection.

49 7. A certificate granted under this section shall be valid for four years. A certificate
50 granted under this section shall expire at the end of any calendar year in which the individual
51 fails to substitute teach for at least five days or forty hours of in-seat instruction.

52 8. (1) An individual to whom the state board grants a certificate under this section
53 may be a substitute teacher in a public school in the state if the school district agrees to
54 employ the individual as a substitute teacher and such individual has completed a background
55 check as required in subsection 10 of this section.

56 (2) No individual to whom the state board grants a certificate under this section and
57 who is under twenty years of age shall be a substitute teacher in grades nine to twelve.

58 9. Each school district may develop an orientation for individuals to whom the state
59 board grants a certificate under this section for such individuals employed by the school
60 district and may require such individuals to complete such orientation. Such orientation shall
61 contain at least two hours of subjects appropriate for substitute teachers and shall contain
62 instruction on the school district's best practices for classroom management.

63 10. Beginning January 1, 2023, any substitute teacher may, at the time such substitute
64 teacher submits the fingerprints and information required for the background check required
65 under section 168.021, designate up to five school districts to which such substitute teacher
66 has submitted an application for substitute teaching to receive the results of the substitute
67 teacher's criminal history background check and fingerprint collection. The total amount of
68 any fees for disseminating such results to up to five school districts under this subsection shall
69 not exceed fifty dollars.

70 11. The state board may exercise the board's authority under chapter 161 to
71 promulgate all necessary rules and regulations necessary for the administration of this section.

173.232. 1. There is hereby established the "Teacher Recruitment and Retention
2 State Scholarship Program", which shall be administered by the department of elementary
3 and secondary education. The program shall, upon appropriation, provide scholarships,
4 subject to the eligibility criteria enumerated in this section, for eligible students who enter a

5 teacher education program and make a commitment to teach as a condition of receiving such
6 scholarship.

7 2. **(1)** Subject to appropriation, each year the department of elementary and
8 secondary education shall make available to eligible students scholarships for up to two years
9 in an amount that encompasses up to one hundred percent of the total cost of eligible students'
10 tuition costs **and educational costs** related to teacher preparation at a four-year college or
11 university located in Missouri, except that no amount granted for tuition shall exceed the
12 amount of tuition charged a Missouri resident at the University of Missouri-Columbia for
13 attendance. Such amount shall be paid by funds appropriated to the department.

14 **(2)** The maximum number of scholarships made available or the maximum amount
15 awarded annually under this section shall be as follows:

16 ~~[(1)]~~ **(a)** For academic years ending before July 1, 2025, two hundred scholarships or
17 a maximum awarded amount of one million two hundred thousand dollars;

18 ~~[(2)]~~ **(b)** For the 2025-26 academic year, four hundred scholarships or a maximum
19 awarded amount of two million four hundred thousand dollars;

20 ~~[(3)]~~ **(c)** For the 2026-27 academic year, four hundred forty scholarships or a
21 maximum awarded amount of two million six hundred thousand dollars;

22 ~~[(4)]~~ **(d)** For the 2027-28 academic year, four hundred eighty scholarships or a
23 maximum awarded amount of two million eight hundred thousand dollars;

24 ~~[(5)]~~ **(e)** For the 2028-29 academic year, five hundred twenty scholarships or a
25 maximum awarded amount of three million dollars;

26 ~~[(6)]~~ **(f)** For the 2029-30 academic year, five hundred sixty scholarships or a
27 maximum awarded amount of three million two hundred thousand dollars; and

28 ~~[(7)]~~ **(g)** For the 2030-31 academic year and all subsequent academic years, six
29 hundred scholarships or a maximum awarded amount of three million four hundred thousand
30 dollars.

31 **(3) (a)** **If the number of scholarships or the maximum awarded amount in a**
32 **given academic year does not meet or exceed the limits listed in subdivision (2) of this**
33 **subsection, the department shall use such remaining moneys to award additional**
34 **scholarships for tuition costs and educational costs related to teacher preparation at a**
35 **four-year college or university located in Missouri to students who are in such students'**
36 **final semester of a state-approved baccalaureate-level teacher preparation program and**
37 **are student teaching.**

38 **(b)** **The department shall determine the amount of each scholarship awarded**
39 **under this subdivision based on an equal distribution of such remaining moneys among**
40 **all students eligible under this subdivision.**

41 **(c) No amount granted for tuition and under this subdivision shall exceed the**
42 **amount of tuition charged a Missouri resident at the University of Missouri-Columbia**
43 **for attendance for one semester.**

44 3. As used in this section, the following terms mean:

45 (1) "Eligible student", an individual who:

46 (a) Is a United States citizen and a Missouri resident;

47 (b) Enters and makes a commitment to pursue a teacher education program approved
48 by the department of elementary and secondary education and offered by a four-year college
49 or university located in Missouri;

50 (c) Signs an agreement with the department of elementary and secondary education in
51 which the recipient agrees to teach in a Missouri public school that is a hard-to-staff school or
52 to teach at least one hard-to-staff subject area in a Missouri public school that offers classes in
53 hard-to-staff subject areas, or both, for two years for every one year the recipient received the
54 scholarship;

55 (d) Maintains a cumulative grade point average of at least two and one-half on a four-
56 point scale or equivalent; and

57 (e) For scholarships awarded for any academic year beginning after June 30, 2025,
58 has made a good faith effort to first secure all available federal sources of grant funding that
59 could be applied to the total cost of such student's eligible tuition and fees as described in
60 subsection 2 of this section;

61 (2) "Hard-to-staff schools", attendance centers where the percentage of certificated
62 positions in the attendance center that were left vacant or were filled with a teacher not fully
63 qualified in the prior academic year exceeds ten percent as reported to the department of
64 elementary and secondary education;

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

68 4. If the number of applicants exceeds the number of scholarships or revenues
69 available, the department of elementary and secondary education may consider the financial
70 needs of the applicant.

71 5. The scholarships provided in this section shall be available to eligible students who
72 meet at least one of the following:

73 (1) Have successfully completed two years at a community college with a minimum
74 of forty-eight credit hours and a grade point average of at least two and one-half on a four-
75 point scale or the equivalent;

76 (2) Have been awarded an associate degree or the equivalent;

77 (3) Have successfully completed five semesters at a four-year college or university
78 with a minimum of sixty credit hours and a grade point average of at least two and one-half
79 on a four-point scale or the equivalent; or

80 (4) Have completed their baccalaureate degree.

81 6. (1) Every eligible student receiving scholarships under this section shall teach in
82 an elementary or secondary public school in Missouri as provided in paragraph (c) of
83 subdivision (1) of subsection 3 of this section. The student shall teach for a period of two
84 years for every one year such student received a scholarship under this section; otherwise, the
85 scholarship shall be treated as a loan to the eligible student. Interest shall be charged on the
86 unpaid balance of the amount received from the date the eligible student ceases to teach until
87 the amount received is paid back to the state. The interest rate shall be adjusted annually and
88 shall be equal to one percentage point over the prevailing United States prime rate in effect on
89 January first of such year.

90 (2) In order to provide for the servicing of such loans, the department of elementary
91 and secondary education ~~may~~ **shall** sell such loans to the higher education loan authority of
92 the state of Missouri created pursuant to sections 173.350 to 173.445. For each year the
93 student teaches, up to eight years, one-eighth of the amount received pursuant to this section
94 shall be applied against the total amount received and shall not be subject to the repayment
95 requirement of this section ~~]; provided that twenty-five percent of such amount, not subject to~~
96 ~~repayment, shall be repaid by the local school district to the department].~~

97 (3) The department of elementary and secondary education shall have the power to
98 and shall defer interest and principal payments under certain circumstances, which shall
99 include, but need not be limited to, the enrollment in a graduate program or service in any
100 branch of the Armed Forces of the United States.

101 7. There is hereby established in the state treasury a fund to be known as the "Teacher
102 Recruitment and Retention State Scholarship Program Fund", which shall consist of all
103 moneys that may be appropriated to it by the general assembly, and in addition may include
104 any gifts, contributions, grants, or bequests received from federal, state, private, or other
105 sources. The fund shall be administered by the department of elementary and secondary
106 education. Notwithstanding the provisions of section 33.080 to the contrary, moneys in the
107 fund shall not be transferred to the credit of the general revenue fund at the end of the
108 biennium. Interest and moneys earned on the fund shall be credited to the fund. Moneys in
109 the fund shall be used solely for the purpose of awarding scholarships under the provisions of
110 this section.

111 8. An individual who has qualified as an eligible student under this section shall
112 continue to qualify as an eligible student for purposes of paragraph (c) of subdivision (1) of
113 subsection 3 of this section as long as such individual remains employed by the school district

114 in which such individual agrees to teach regardless of whether such individual's employing
115 school no longer qualifies as a hard-to-staff school, such class taught by such individual no
116 longer qualifies as a hard-to-staff subject area, or such individual's position within the school
117 district changes.

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