

SECOND REGULAR SESSION

# HOUSE BILL NO. 2078

## 103RD GENERAL ASSEMBLY

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INTRODUCED BY REPRESENTATIVE KEATHLEY.

4288H.01I

JOSEPH ENGLER, Chief Clerk

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### AN ACT

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

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*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 known as section 168.186, to read as follows:

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

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

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

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

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

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

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

a. Superintendent;

b. Assistant Superintendent;

c. Director;

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 2027-28 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 2027-28 school year, at least eighty-eight percent of the total  
39 compensation shall be expended on compensation of teachers; and  
40 (2) For the 2028-29 school year and each subsequent year, the percentage  
41 described in subdivision (1) of this section shall increase by at least one percentage point  
42 each 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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