

FIRST REGULAR SESSION

# HOUSE BILL NO. 531

## 94TH GENERAL ASSEMBLY

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INTRODUCED BY REPRESENTATIVES SMITH (150) (Sponsor), DAY, DUSENBERG, WALLACE,  
SATER, FLOOK, MUNZLINGER, SCHOELLER, SANDER, RUZICKA, AULL,  
BROWN (50) AND ROBINSON (Co-sponsors).

Read 1st time January 23, 2007 and copies ordered printed.

D. ADAM CRUMBLISS, Chief Clerk

1394L.01I

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### AN ACT

To repeal section 168.515, RSMo, and to enact in lieu thereof one new section relating to the career ladder program.

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

Section A. Section 168.515, RSMo, is repealed and one new section enacted in lieu thereof, to be known as section 168.515, to read as follows:

168.515. 1. Each teacher selected to participate in a career plan established under sections 168.500 to 168.515, who meets the requirements of such plan, shall receive a salary supplement, the state's share of which shall be distributed under section 163.031, RSMo, equal to the following amounts applied to the career ladder entitlement of section 163.031, RSMo:

(1) Career stage I teachers may receive up to an additional one thousand five hundred dollars per school year **through the procedure delineated in subsections 3 and 4 of this section and an additional five hundred dollars per school year to be funded entirely by state moneys not subject to the local funding requirements of subsections 3 and 4 of this section;**

(2) Career stage II teachers may receive up to an additional three thousand dollars per school year **through the procedure delineated in subsections 3 and 4 of this section and an additional five hundred dollars per school year to be funded entirely by state moneys not subject to the local funding requirements of subsections 3 and 4 of this section;**

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.

14 (3) Career stage III teachers may receive up to an additional five thousand dollars per  
 15 school year **through the procedure delineated in subsections 3 and 4 of this section and an**  
 16 **additional five hundred dollars per school year to be funded entirely by state moneys not**  
 17 **subject to the local funding requirements of subsections 3 and 4 of this section.**

18 All teachers within each stage within the same school district shall receive equal salary  
 19 supplements.

20 2. The state shall make payments pursuant to section 163.031, RSMo, to the local school  
 21 district for the purpose of reimbursing the local school district for the payment of any salary  
 22 supplements provided for in this section, subject to the availability of funds as appropriated each  
 23 year and distributed on a variable match formula which shall be based on assessed valuation of  
 24 the district for the second preceding school year.

25 3. In distributing these matching funds, school districts shall be ranked by the assessed  
 26 valuation for the second preceding school year per weighted average daily attendance from the  
 27 highest to the lowest and divided into three groups. Group one shall contain the highest  
 28 twenty-five percent of all public school districts, groups two and three combined shall contain  
 29 the remaining seventy-five percent of all public school districts. The districts in groups two and  
 30 three shall be rank-ordered from largest to smallest based on enrollment as of the last Wednesday  
 31 in September during the second preceding school year, group two shall contain twenty-five  
 32 percent of all public school districts that are larger on the enrollment-based rank-ordered list and  
 33 group three shall contain the remaining fifty percent of all public school districts. Pursuant to  
 34 subsection 4 of this section, districts in group one shall receive forty percent state funding and  
 35 shall contribute sixty percent local funding, group two shall receive fifty percent state funding  
 36 and shall contribute fifty percent local funding and group three shall receive sixty percent state  
 37 funding and shall contribute forty percent local funding.

38 4. The incremental groups are as follows:

39		Percentage	Percentage	Percentage
40	Group	of Districts	of State Funding	of Local Funding
41	1	25%	40%	60%
42	2	25%	50%	50%
43	3	50%	60%	40%

44 5. Beginning in the 1996-97 school year, any school district in any group which  
 45 participated in the career ladder program in 1995-96 and paid less than the local funding  
 46 percentage required by subsection 4 of this section shall increase its local share of career ladder  
 47 costs by five percentage points from the preceding year until the district pays the percentage  
 48 share of cost required by subsection 4 of this section, and in no case shall the local funding  
 49 percentage be increased by a greater amount for any year. For any district, the state payment

50 shall not exceed the local payment times the state percentage share divided by the local  
51 percentage share. Except as provided in subsection 10 of this section, any district not  
52 participating in the 1995-96 school year or any district which interrupts its career ladder program  
53 for any subsequent year shall enter the program on the cost-sharing basis required by subsection  
54 4 of this section.

55         6. Not less than every fourth year, beginning with calendar year 1988, the general  
56 assembly, through the joint committee established under section 160.254, RSMo, shall review  
57 the amount of the career pay provided for in this section to determine if any increases are  
58 necessary to reflect the increases in the cost of living which have occurred since the salary  
59 supplements were last reviewed or set.

60         7. To participate in the salary supplement program established under this section, a  
61 school district may submit to the voters of the district a proposition to increase taxes for this  
62 purpose. If a school district's current tax rate ceiling is at or above the rate from which an  
63 increase would require a two-thirds majority, the school board may submit to the voters of the  
64 district a proposition to reduce or eliminate the amount of the levy reduction resulting from  
65 section 164.013, RSMo. If a majority of the voters voting thereon vote in favor of the  
66 proposition, the board may certify that seventy-five percent of the revenue generated from this  
67 source shall be used to implement the salary supplement program established under this section.

68         8. In no case shall a school district use state funds received under this section nor local  
69 revenue generated from a tax established under subsection 7 of this section to comply with the  
70 minimum salary requirements for teachers established pursuant to section 163.172, RSMo.

71         9. Beginning in the 1996-97 school year, for any teacher who participated in the career  
72 program in the 1995-96 school year, continues to participate in the program thereafter, and  
73 remains qualified to receive career pay pursuant to section 168.510, the state's share of the  
74 teacher's salary supplement shall continue to be the percentage paid by the state in the 1995-96  
75 school year, notwithstanding any provisions of subsection 4 of this section to the contrary, and  
76 the state shall continue to pay such percentage of the teacher's salary supplement until any of the  
77 following occurs:

78             (1) The teacher ceases his or her participation in the program; or

79             (2) The teacher suspends his or her participation in the program for any school year after  
80 the 1995-96 school year. If the teacher later resumes participation in the program, the state  
81 funding shall be subject to the provisions of subsection 4 of this section.

82         10. Any school district that participated in the career ladder program prior to the 2001-02  
83 school year but ceased its participation at any time from July 1, 2001, to July 1, 2005, may  
84 resume participation in the program no later than July 1, 2006, at the same matching level,

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85 pursuant to subsections 4 and 5 of this section, for which the district qualified during its last year  
86 of participation.

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