

**HOUSE** \_\_\_\_\_ **AMENDMENT NO.** \_\_\_\_\_

**Offered By**

1 AMEND House Bill No. 2245, Page 6, Section 163.031, Line 183, by inserting immediately after  
2 all of said line the following:

3 "168.500. 1. For the purpose of providing career pay, which shall be a salary supplement,  
4 for public school teachers, which for the purpose of sections 168.500 to 168.515 shall include  
5 classroom teachers, librarians, guidance counselors and certificated teachers who hold positions as  
6 school psychological examiners, parents as teachers educators, school psychologists, special  
7 education diagnosticians and speech pathologists, and are on the district salary schedule, there is  
8 hereby created and established a career advancement program which shall be known as the  
9 "Missouri Career Development and Teacher Excellence Plan", hereinafter known as the "career  
10 plan or program". Participation by local school districts in the career advancement program  
11 established under this section shall be voluntary. The career advancement program is a matching  
12 fund program [of variable match rates]. The general assembly [shall] may make an annual  
13 appropriation to the excellence in education fund established under section 160.268, RSMo, for  
14 the purpose of providing the state's portion for the career advancement program. The "Career  
15 Ladder Forward Funding Fund" is hereby established in the state treasury. Beginning with fiscal  
16 year 1998 and until the career ladder forward funding fund is terminated pursuant to this  
17 subsection, the general assembly [shall] may appropriate funds to the career ladder forward  
18 funding fund. Notwithstanding the provisions of section 33.080, RSMo, to the contrary, moneys  
19 in the fund shall not be transferred to the credit of the general revenue fund at the end of the  
20 biennium. All interest or other gain received from investment of moneys in the fund shall be  
21 credited to the fund. All funds deposited in the fund shall be maintained in the fund until such  
22 time as the balance in the fund at the end of the fiscal year is equal to or greater than the  
23 appropriation for the career ladder program for the following year, at which time all such revenues  
24 shall be used to fund, in advance, the career ladder program for such following year and the career  
25 ladder forwarding funding fund shall thereafter be terminated.

26 2. The department of elementary and secondary education, at the direction of the  
27 commissioner of education, shall study and develop model career plans which shall be made  
28 available to the local school districts. These state model career plans shall:

- 29 (1) Contain three steps or stages of career advancement;

1 (2) Contain a detailed procedure for the admission of teachers to the career program;  
2 (3) Contain specific criteria for career step qualifications and attainment. These criteria  
3 shall clearly describe the minimum number of professional responsibilities required of the teacher  
4 at each stage of the plan and shall include reference to classroom performance evaluations  
5 performed pursuant to section 168.128;

6 (4) Be consistent with the teacher certification process recommended by the Missouri  
7 advisory council of certification for educators and adopted by the department of elementary and  
8 secondary education;

9 (5) Provide that public school teachers in Missouri shall become eligible to apply for  
10 admission to the career plans adopted under sections 168.500 to 168.515 after five years of public  
11 school teaching in Missouri. All teachers seeking admission to any career plan shall, as a  
12 minimum, meet the requirements necessary to obtain the first renewable professional certificate as  
13 provided in section 168.021;

14 (6) Provide procedures for appealing decisions made under career plans established under  
15 sections 168.500 to 168.515.

16 3. The commissioner of education shall cause the department of elementary and secondary  
17 education to establish guidelines for all career plans established under this section, and criteria  
18 that must be met by any school district which seeks funding for its career plan.

19 4. A participating local school district may have the option of implementing a career plan  
20 developed by the department of elementary and secondary education or a local plan which has  
21 been developed with advice from teachers employed by the district and which has met with the  
22 approval of the department of elementary and secondary education. In approving local career  
23 plans, the department of elementary and secondary education may consider provisions in the plan  
24 of the local district for recognition of teacher mobility from one district to another within this  
25 state.

26 5. The career plans of local school districts shall not discriminate on the basis of race, sex,  
27 religion, national origin, color, creed, or age. Participation in the career plan of a local school  
28 district is optional, and any teacher who declines to participate shall not be penalized in any way.

29 6. In order to receive funds under this section, a school district which is not subject to  
30 section 162.920, RSMo, must have a total levy for operating purposes which is in excess of the  
31 amount allowed in section 11(b) of article X of the Missouri Constitution; and a school district  
32 which is subject to section 162.920, RSMo, must have a total levy for operating purposes which is  
33 equal to or in excess of twenty-five cents on each hundred dollars of assessed valuation.

34 7. The commissioner of education shall cause the department of elementary and secondary  
35 education to regard a speech pathologist who holds both a valid certificate of license to teach and  
36 a certificate of clinical competence to have fulfilled the standards required to be placed on stage

1 III of the career program, provided that such speech pathologist has been employed by a public  
2 school in Missouri for at least five years and is approved for placement at such stage III by the  
3 local school district.

4 8. Beginning in fiscal year 2012, the state portion of career ladder payments shall only be  
5 made available to local school districts if the general assembly makes an appropriation for such  
6 program. Payments authorized under sections 168.500 to 168.515 shall only be made available in  
7 a year for which a state appropriation is made. Any state appropriation shall be made  
8 prospectively in relation to the year in which work under the program is performed.

9 9. Nothing in this section shall be construed to prohibit a local school district from  
10 funding the program for its teachers, for work performed in years for which no state appropriation  
11 is made available.

12 168.515. 1. Each teacher selected to participate in a career plan established under sections  
13 168.500 to 168.515, who meets the requirements of such plan, [shall] may receive a salary  
14 supplement, the state's share of which shall be distributed under section 163.031, RSMo, equal to  
15 the following amounts applied to the career ladder entitlement of section 163.031, RSMo:

16 (1) Career stage I teachers may receive up to an additional one thousand five hundred  
17 dollars per school year;

18 (2) Career stage II teachers may receive up to an additional three thousand dollars per  
19 school year;

20 (3) Career stage III teachers may receive up to an additional five thousand dollars per  
21 school year. All teachers within each stage within the same school district shall receive equal  
22 salary supplements.

23 2. The state [shall] may make payments pursuant to section 163.031, RSMo, to the local  
24 school district for the purpose of [reimbursing] providing funding to the local school district for  
25 the payment of any salary supplements provided for in this section, subject to the availability of  
26 funds as appropriated each year and distributed on a [variable match formula which shall]  
27 matching basis where the percentage of state funding shall be forty percent and the percentage of  
28 local funding shall be sixty percent. [be based on assessed valuation of the district for the second  
29 preceding school year.

30 3. In distributing these matching funds, school districts shall be ranked by the assessed  
31 valuation for the second preceding school year per weighted average daily attendance from the  
32 highest to the lowest and divided into three groups. Group one shall contain the highest  
33 twenty-five percent of all public school districts, groups two and three combined shall contain the  
34 remaining seventy-five percent of all public school districts. The districts in groups two and three  
35 shall be rank-ordered from largest to smallest based on enrollment as of the last Wednesday in  
36 September during the second preceding school year, group two shall contain twenty-five percent

1 of all public school districts that are larger on the enrollment-based rank-ordered list and group  
 2 three shall contain the remaining fifty percent of all public school districts. Pursuant to subsection  
 3 4 of this section, districts in group one shall receive forty percent state funding and shall  
 4 contribute sixty percent local funding, group two shall receive fifty percent state funding and shall  
 5 contribute fifty percent local funding and group three shall receive sixty percent state funding and  
 6 shall contribute forty percent local funding.

7 4. The incremental groups are as follows:

8	Percentage		Percentage
9		Percentage	
10	Group of Districts	of Local Funding	of State Funding
11			
12	1 25%	40%	60%
13	2 25%	50%	50%
14	3 50%	60%	40%

15 5. Beginning in the 1996-97 school year, any school district in any group which  
 16 participated in the career ladder program in 1995-96 and paid less than the local funding  
 17 percentage required by subsection 4 of this section shall increase its local share of career ladder  
 18 costs by five percentage points from the preceding year until the district pays the percentage share  
 19 of cost required by subsection 4 of this section, and in no case shall the local funding percentage  
 20 be increased by a greater amount for any year. For any district, the state payment shall not exceed  
 21 the local payment times the state percentage share divided by the local percentage share. Except  
 22 as provided in subsection 10 of this section, any district not participating in the 1995-96 school  
 23 year or any district which interrupts its career ladder program for any subsequent year shall enter  
 24 the program on the cost-sharing basis required by subsection 4 of this section.]

25 [6.] 3. Not less than every fourth year, beginning with calendar year 1988, the general  
 26 assembly, through the joint committee established under section 160.254, RSMo, shall review the  
 27 amount of the career pay provided for in this section to determine if any increases are necessary to  
 28 reflect the increases in the cost of living which have occurred since the salary supplements were  
 29 last reviewed or set.

30 [7.] 4. To participate in the salary supplement program established under this section, a  
 31 school district may submit to the voters of the district a proposition to increase taxes for this  
 32 purpose. If a school district's current tax rate ceiling is at or above the rate from which an increase  
 33 would require a two-thirds majority, the school board may submit to the voters of the district a  
 34 proposition to reduce or eliminate the amount of the levy reduction resulting from section  
 35 164.013, RSMo. If a majority of the voters voting thereon vote in favor of the proposition, the  
 36 board may certify that seventy-five percent of the revenue generated from this source shall be used

1 to implement the salary supplement program established under this section.

2 [8.] 5. In no case shall a school district use state funds received under this section nor  
3 local revenue generated from a tax established under subsection 7 of this section to comply with  
4 the minimum salary requirements for teachers established pursuant to section 163.172, RSMo.

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

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

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

16 10. Any school district that participated in the career ladder program prior to the 2001-02  
17 school year but ceased its participation at any time from July 1, 2001, to July 1, 2005, may resume  
18 participation in the program no later than July 1, 2006, at the same matching level, pursuant to  
19 subsections 4 and 5 of this section, for which the district qualified during its last year of  
20 participation.]” ; and

21  
22 Further amend said bill, Page 6, Section B, Line 5, by inserting after all of said line the following:

23 “Section C. The emergency clause contained in Section B of this act shall not apply to  
24 sections 168.500 and 168.515 of Section A of this act.” ; and

25  
26 Further amend said bill by amending the title, enacting clause, and intersectional references  
27 accordingly.