

SECOND REGULAR SESSION

HOUSE BILL NO. 2289

100TH GENERAL ASSEMBLY

INTRODUCED BY REPRESENTATIVE RUTH.

5130H.011

DANA RADEMAN MILLER, Chief Clerk

AN ACT

To repeal section 168.500, RSMo, and to enact in lieu thereof one new section relating to career plans for teachers.

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

Section A. Section 168.500, RSMo, is repealed and one new section enacted in lieu thereof, to be known as section 168.500, to read as follows:

168.500. 1. For the purpose of providing career pay, which shall be a salary supplement, for public school teachers, which for the purpose of sections 168.500 to 168.515 shall include classroom teachers, librarians, school counselors and certificated teachers who hold positions as school psychological examiners, parents as teachers educators, school psychologists, special education diagnosticians and speech pathologists, and are on the district salary schedule, there is hereby created and established a career advancement program which shall be known as the "Missouri Career Development and Teacher Excellence Plan", hereinafter known as the "career plan or program". Participation by local school districts in the career advancement program established under this section shall be voluntary. The career advancement program is a matching fund program. The general assembly may make an annual appropriation to the excellence in education fund established under section 160.268 for the purpose of providing the state's portion for the career advancement program. The "Career Ladder Forward Funding Fund" is hereby established in the state treasury. Beginning with fiscal year 1998 and until the career ladder forward funding fund is terminated pursuant to this subsection, the general assembly may appropriate funds to the career ladder forward funding fund. Notwithstanding the provisions of section 33.080 to the contrary, moneys in the fund shall not be transferred to the credit of the general revenue fund at the end of the biennium. All interest or other gain received from

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 investment of moneys in the fund shall be credited to the fund. All funds deposited in the fund
19 shall be maintained in the fund until such time as the balance in the fund at the end of the fiscal
20 year is equal to or greater than the appropriation for the career ladder program for the following
21 year, at which time all such revenues shall be used to fund, in advance, the career ladder program
22 for such following year and the career ladder forward funding fund shall thereafter be terminated.

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

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

27 (2) Contain a detailed procedure for the admission of teachers to the career program;

28 (3) Contain specific criteria for career step qualifications and attainment. These criteria
29 shall clearly describe the minimum number of professional responsibilities required of the
30 teacher at each stage of the plan and shall include reference to classroom performance
31 evaluations performed pursuant to section 168.128. **The criteria may include, but shall not**
32 **be limited to, teacher externships as provided in section 168.025;**

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

36 (5) Provide that public school teachers in Missouri shall become eligible to apply for
37 admission to the career plans adopted under sections 168.500 to 168.515 after ~~[five]~~ **two** years
38 of public school teaching in Missouri~~]. All teachers seeking admission to any career plan shall,~~
39 ~~as a minimum, meet the requirements necessary to obtain the first renewable professional~~
40 ~~certificate as provided in section 168.021]~~ **and successful completion of the approved**
41 **mentoring program required in section 168.021 and described in section 161.375;**

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

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

47 4. A participating local school district may have the option of implementing a career plan
48 developed by the department of elementary and secondary education or a local plan which has
49 been developed with advice from teachers employed by the district and which has met with the
50 approval of the department of elementary and secondary education. In approving local career
51 plans, the department of elementary and secondary education may consider provisions in the plan
52 of the local district for recognition of teacher mobility from one district to another within this
53 state.

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

58 6. In order to receive funds under this section, a school district which is not subject to
59 section 162.920 must have a total levy for operating purposes which is in excess of the amount
60 allowed in Section 11(b) of Article X of the Missouri Constitution; and a school district which
61 is subject to section 162.920 must have a total levy for operating purposes which is equal to or
62 in excess of twenty-five cents on each hundred dollars of assessed valuation.

63 7. The commissioner of education shall cause the department of elementary and
64 secondary education to regard a speech pathologist who holds both a valid certificate of license
65 to teach and a certificate of clinical competence to have fulfilled the standards required to be
66 placed on stage III of the career program, provided that such speech pathologist has been
67 employed by a public school in Missouri for at least [~~five~~] **two** years and is approved for
68 placement at such stage III by the local school district.

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

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

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