

SENATE BILL NO. 955

102ND GENERAL ASSEMBLY

INTRODUCED BY SENATOR ESLINGER.

4091S.02I

KRISTINA MARTIN, Secretary

AN ACT

To repeal sections 163.172, 168.110, 168.400, 168.500, and 173.232, RSMo, and to enact in lieu thereof five new sections relating to teacher recruitment and retention.

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

Section A. Sections 163.172, 168.110, 168.400, 168.500, and 173.232, RSMo, are repealed and five new sections enacted in lieu thereof, to be known as sections 163.172, 168.110, 168.400, 168.500, and 173.232, to read as follows:

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

(1) "CPI", the Consumer Price Index for All Urban Consumers for the United States as reported by the Bureau of Labor Statistics, or its successor index;

(2) "CPI for the preceding calendar year", the average of the CPI as of the close of the twelve-month period ending on August thirty-first of such calendar year;

(3) "Percentage increase in inflation", the percentage, if any, by which the CPI for the preceding calendar year exceeds the CPI for the twelve-month period beginning September 1, 2025, and ending August 31, 2026.

2. (1) In school year 1994-95 and thereafter until school year 2006-07, the minimum teacher's salary shall be eighteen thousand dollars. Beginning in school year 2006-07, the minimum teacher's salary shall be twenty-two thousand dollars; in school year 2007-08, the minimum

EXPLANATION-Matter enclosed in bold-faced brackets [thus] in this bill is not enacted and is intended to be omitted in the law.

18 teacher's salary shall be twenty-three thousand dollars; in
19 school year 2008-09, the minimum teacher's salary shall be
20 twenty-four thousand dollars; in school year 2009-10 and
21 [thereafter] **in each subsequent school year through the 2024-**
22 **25 school year**, the minimum teacher's salary shall be twenty-
23 five thousand dollars.

24 **(2) For the 2025-26 school year and in all subsequent**
25 **school years, the minimum teacher's salary shall be thirty-**
26 **eight thousand dollars.**

27 **(3)** Beginning in the school year 1996-97 until school
28 year 2006-07, for any full-time teacher with a master's
29 degree and at least ten years' teaching experience in a
30 public school or combination of public schools, the minimum
31 salary shall be twenty-four thousand dollars. Beginning in
32 the school year 2006-07, for any full-time teacher with a
33 master's degree in an academic teaching field and at least
34 ten years' teaching experience in a public school or
35 combination of public schools, the minimum salary shall be
36 thirty thousand dollars; in the 2007-08 school year such
37 minimum salary shall be thirty-one thousand dollars; in the
38 2008-09 school year such minimum salary shall be thirty-two
39 thousand dollars; and in the 2009-10 school year **and in each**
40 **subsequent school year through the 2024-25 school year**, such
41 minimum salary shall be thirty-three thousand dollars.

42 **(4) For the 2025-26 school year and in all subsequent**
43 **school years, the minimum teacher's salary for any full-time**
44 **teacher with a master's degree in an academic teaching field**
45 **directly related to the teacher's assignment and at least**
46 **ten years' teaching experience in a public school or**
47 **combination of public schools shall be as follows:**

48 **(a) In the 2025-26 school year, forty-four thousand**
49 **dollars;**

50 (b) In the 2026-27 school year, forty-five thousand
51 dollars;

52 (c) In the 2027-28 school year, forty-six thousand
53 dollars;

54 (d) In the 2028-29 school year, forty-seven thousand
55 dollars; and

56 (e) For the 2029-30 school year and in all subsequent
57 school years, forty-eight thousand dollars.

58 3. (1) In the 2026-27 school year and in all
59 subsequent school years, the minimum salary identified in
60 subdivision (2) of subsection 2 of this section shall be
61 adjusted annually by the percentage increase in inflation.

62 (2) In the 2030-31 school year and all subsequent
63 school years, the minimum salary identified in paragraph (e)
64 of subdivision (4) of subsection 2 of this section shall be
65 adjusted annually by the percentage increase in inflation.

66 (3) The state board of education shall publish such
67 minimum salaries annually beginning on or after January 1,
68 2026. Modifications to the minimum shall take effect on
69 July first of each calendar year.

70 [2. Beginning with the budget requests for fiscal year
71 1991,]

72 4. The commissioner of education shall present to the
73 appropriate committees of the general assembly information
74 on the average Missouri teacher's salary, regional average
75 salary data, and national average salary data.

76 [3.] 5. All school salary information shall be public
77 information.

78 [4.] 6. As used in this section, the term "salary"
79 shall be defined as the salary figure which appears on the
80 teacher's contract and as determined by the local school

81 district's basic salary schedule and does not include
82 supplements for extra duties.

83 [5.] 7. The minimum salary for any fully certificated
84 teacher employed on a less than full-time basis by a school
85 district, state school for the severely handicapped, the
86 Missouri School for the Deaf, or the Missouri School for the
87 Blind shall be prorated to reflect the amounts provided in
88 subsection [1] 2 of this section.

89 8. (1) There is hereby created in the state treasury
90 the "Teacher Baseline Salary Grant Fund", which shall
91 consist of moneys appropriated under subsection 9 of this
92 section. The state treasurer shall be custodian of the
93 fund. In accordance with sections 30.170 and 30.180, the
94 state treasurer may approve disbursements. The fund shall
95 be a dedicated fund and, upon appropriation, moneys in this
96 fund shall be used solely to increase minimum teacher's
97 salaries as provided in this section.

98 (2) Notwithstanding the provisions of section 33.080
99 to the contrary, any moneys remaining in the fund at the end
100 of the biennium shall not revert to the credit of the
101 general revenue fund.

102 (3) The state treasurer shall invest moneys in the
103 fund in the same manner as other funds are invested. Any
104 interest and moneys earned on such investments shall be
105 credited to the fund.

106 9. (1) There is hereby created the "Teacher Baseline
107 Salary Grant" program. The general assembly may appropriate
108 amounts to the teacher baseline salary grant fund created in
109 subsection 8 of this section. The total amount appropriated
110 to such fund shall not exceed the amount necessary to assist
111 each school district in increasing minimum teacher's

112 salaries to the minimum amount as required under this
113 section.

114 (2) For the 2025-26, 2026-27, and 2027-28 school
115 years, and subject to the appropriation of moneys to the
116 teacher baseline salary grant fund, each school district may
117 apply to the department of elementary and secondary
118 education for a grant of moneys from the teacher baseline
119 salary grant fund to assist such district in increasing
120 minimum teacher's salaries as required under this section.

121 (3) Moneys granted to a school district under this
122 subsection shall not exceed seventy percent of the amount
123 necessary for such district to increase minimum teacher's
124 salaries as required under this section. The remaining
125 thirty percent of the amount necessary for such district to
126 increase minimum teacher's salaries as required under this
127 section shall be allocated by such district from local
128 effort moneys received as calculated under this chapter.

129 (4) No grant shall be made from the teacher baseline
130 salary grant fund after June 30, 2028.

131 10. Subsections 8 and 9 of this section shall expire
132 on December 31, 2028.

168.110. 1. As used in this section, the following
2 terms mean:

3 (1) "Hard-to-staff schools", attendance centers where
4 the percentage of certificated positions in the attendance
5 center that were left vacant or were filled with a teacher
6 not fully qualified in the prior academic year exceeds five
7 percent as reported to the department of elementary and
8 secondary education;

9 (2) "Hard-to-staff subject areas", content areas for
10 which positions were left vacant or were filled with a
11 teacher not fully qualified in the prior academic year as

12 **reported to the department of elementary and secondary**
13 **education.**

14 **2.** The board of education of a school district may
15 modify an indefinite contract annually on or before the
16 fifteenth day of May in the following particulars:

17 (1) Determination of the date of beginning and length
18 of the next school year;

19 (2) Fixing the amount of annual compensation for the
20 following school year as provided by the salary schedule
21 adopted by the board of education applicable to all
22 teachers.

23 **3.** The board of education of a school district may
24 **include differentiated placement of teachers on the salary**
25 **schedule to increase compensation in order to recruit and**
26 **retain teachers in hard-to-staff subject areas or hard-to-**
27 **staff schools. The board may annually review its hard-to-**
28 **staff subject areas and hard-to-staff schools. No**
29 **modifications to the identification of hard-to-staff subject**
30 **areas or hard-to-staff schools, or both, for the purpose of**
31 **placement on the salary schedule shall result in the**
32 **demotion of a teacher in the salary schedule.**

33 **4.** Any salary schedule that includes differentiated
34 placement of teachers on the salary schedule under
35 subsection 3 of this section for hard-to-staff subject areas
36 or hard-to-staff schools, or both, shall be set prior to
37 approval by such board of education.

38 **5.** The modifications shall be effective at the
39 beginning of the next school year. All teachers affected by
40 the modification shall be furnished written copies of the
41 modifications within thirty days after their adoption by the
42 board of education.

43 6. Each school district that includes differentiated
44 placement of teachers on the district salary schedule shall
45 annually provide to the department of elementary and
46 secondary education a report containing the following
47 information:

- 48 (1) The salary schedule adopted by the district;
49 (2) The number of positions filled by differentiated
50 placement of teachers for hard-to-staff subject areas;
51 (3) The number of positions filled with differentiated
52 placement of teachers for hard-to-staff schools;
53 (4) The number of steps and additional compensation
54 that teachers with differentiated placement received for the
55 school year; and
56 (5) Any other relevant information required by the
57 department.

168.400. 1. Sections 168.400 to 168.415 shall be
2 known and may be cited as the "Missouri Professional Teacher
3 and Administrator Act". This section shall become effective
4 September 1, 1988, and shall establish programs for the
5 following public school personnel:

- 6 (1) The preservice teacher or student in training;
7 (2) The beginning teacher;
8 (3) The practicing teacher; and
9 (4) The administrator.

10 2. [Preservice teacher programs established under this
11 section shall include, but need not be limited to, the
12 following provisions:

- 13 (1) A program of entry-level testing of all
14 prospective teacher education students shall be established
15 at all colleges and universities offering approved teacher
16 education programs and, with the advice of the advisory
17 council as provided in section 168.015, shall be

18 administered by the commissioner of education, who shall
19 cause the department of elementary and secondary education
20 to develop or select such tests to establish abilities
21 necessary to receive a satisfactory rating, and to establish
22 procedures for the administering of the test;

23 (2) The entry-level tests developed under this
24 subsection shall include, but need not be limited to, an
25 examination of basic oral and written communication skills
26 and of basic mathematics skills, and may include both oral
27 and written examinations;

28 (3) Each prospective teacher education student shall
29 be required to obtain a satisfactory rating prior to
30 admission into the approved teacher education program;

31 (4)] The department of elementary and secondary
32 education, with the advice of the advisory council as
33 provided in section 168.015, shall establish and monitor
34 exit requirements from approved teacher education programs
35 which shall be met by all preservice teacher education
36 students seeking certification in Missouri, and specific
37 criteria for a preservice teacher assessment that all
38 candidates for certification shall meet. The preservice
39 teacher assessment established under this [subdivision]
40 **subsection** shall include, but need not be limited to,
41 classroom achievement, practice teaching evaluation and
42 observation, successful participation in assessment centers,
43 interviews, tests and other evaluation measures. The
44 department of elementary and secondary education shall
45 promulgate rules to allow all preservice teacher education
46 students who have been employed for at least two years as
47 teacher assistants to utilize their teacher assistant
48 experience to bypass the practice teaching evaluation and
49 observation process. These rules shall allow the certified

50 teacher working with the teacher assistant to observe and
51 evaluate the teacher assistant's practice teaching. No rule
52 or portion of a rule promulgated pursuant to the authority
53 of this section shall become effective unless it has been
54 promulgated pursuant to chapter 536. The preservice teacher
55 assessment shall be reviewed by the certifying authority
56 prior to issuance of a certificate. An unsatisfactory
57 assessment shall result in the nonissuance of a
58 certificate. Persons who are aggrieved by the nonissuance
59 of a certificate may appeal such nonissuance in the manner
60 provided in section 168.071. Any costs associated with [the
61 entry-level tests or] the exit requirements established
62 under this subsection shall be borne by each institution and
63 costs defrayal included in the incidental fees charged to
64 the student.

65 3. Each approved teacher education program shall
66 require the faculty teaching preservice teacher education
67 courses to further their professional development through
68 direct personal involvement in the public schools in grades
69 kindergarten through twelve on a periodic basis. As used in
70 this subsection, the term "faculty" shall include, but need
71 not be limited to, full- and part-time classroom
72 instructors, and supervisors of practice teaching at
73 institutions offering an approved teacher education program.

74 4. Beginning teacher assistance programs established
75 under this section shall include, but need not be limited
76 to, the following provisions:

77 (1) Such programs shall require each school district
78 to provide a plan of professional development for the first
79 two years of teaching for any teacher who does not have
80 prior teaching experience. The professional development
81 plan shall include assistance from a professional

82 development committee, which is hereby established in each
83 school district, which committee shall work with beginning
84 teachers and experienced teachers in identifying
85 instructional concerns and remedies; serve as a confidential
86 consultant upon a teacher's request; assess faculty needs
87 and develop in-service opportunities for school staff; and
88 present to the proper authority faculty suggestions, ideas
89 and recommendations pertaining to classroom instruction
90 within the school district. The members of each
91 professional development committee shall be selected by the
92 teachers employed by the school district in question. The
93 professional development plan may include guidance from a
94 district-designated faculty member employed at a grade level
95 comparable to the instructional grade level of the beginning
96 teacher, and such other forms of assistance which the school
97 district may choose to offer. The professional development
98 committee may apply to the state board of education for a
99 grant, which shall be in addition to any state aid provided
100 to the committee for activities identified in this
101 subdivision. The grant thus awarded shall be used by the
102 committee to provide in-service training to the teachers of
103 the district on teaching children identified as at risk of
104 failing in school as defined in section 167.273. The
105 department of elementary and secondary education shall
106 provide resource materials and assist the committee if such
107 assistance is requested;

108 (2) Such programs shall include assistance from the
109 teacher education program which provided the teacher's
110 training if such training was provided in a Missouri college
111 or university. Such assistance from the college or
112 university may include retraining, internships, counseling,
113 and in-service training.

114 5. The practicing teacher assistance programs
115 established under this section shall include, but need not
116 be limited to, programs of professional development and
117 improvement as provided for experienced teachers by the
118 professional development committee established under
119 subsection 4 of this section, and in-service opportunities
120 as provided by the local school district for all practicing
121 teachers.

122 6. (1) The administrator assistance programs
123 established under this section shall include, but shall not
124 be limited to, programs of professional development and
125 improvement for superintendents, principals, assistant
126 principals, and other school district personnel charged with
127 administrative duties.

128 (2) Establishment of programs by local districts and
129 organizations for the training of school board members are
130 encouraged and recommended.

168.500. 1. For the purpose of providing career pay,
2 which shall be a salary supplement, for public school
3 teachers, which for the purpose of sections 168.500 to
4 168.515 shall include classroom teachers, librarians, school
5 counselors and certificated teachers who hold positions as
6 school psychological examiners, parents as teachers
7 educators, school psychologists, special education
8 diagnosticians and speech pathologists, and are on the
9 district salary schedule, there is hereby created and
10 established a career advancement program which shall be
11 known as the "Missouri Career Development and Teacher
12 Excellence Plan", hereinafter known as the "career plan or
13 program". Participation by local school districts in the
14 career advancement program established under this section
15 shall be voluntary. The career advancement program is a

16 matching fund program. The general assembly may make an
17 annual appropriation to the excellence in education fund
18 established under section 160.268 for the purpose of
19 providing the state's portion for the career advancement
20 program. The "Career Ladder Forward Funding Fund" is hereby
21 established in the state treasury. Beginning with fiscal
22 year 1998 and until the career ladder forward funding fund
23 is terminated pursuant to this subsection, the general
24 assembly may appropriate funds to the career ladder forward
25 funding fund. Notwithstanding the provisions of section
26 33.080 to the contrary, moneys in the fund shall not be
27 transferred to the credit of the general revenue fund at the
28 end of the biennium. All interest or other gain received
29 from investment of moneys in the fund shall be credited to
30 the fund. All funds deposited in the fund shall be
31 maintained in the fund until such time as the balance in the
32 fund at the end of the fiscal year is equal to or greater
33 than the appropriation for the career ladder program for the
34 following year, at which time all such revenues shall be
35 used to fund, in advance, the career ladder program for such
36 following year and the career ladder forward funding fund
37 shall thereafter be terminated.

38 2. The department of elementary and secondary
39 education, at the direction of the commissioner of
40 education, shall study and develop model career plans which
41 shall be made available to the local school districts.
42 These state model career plans shall:

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

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

47 (3) Contain specific criteria for career step
48 qualifications and attainment. These criteria shall clearly
49 describe the minimum number of professional responsibilities
50 required of the teacher at each stage of the plan and shall
51 include reference to classroom performance evaluations
52 performed pursuant to section 168.128. The criteria may
53 include, but shall not be limited to, teacher externships as
54 provided in section 168.025;

55 (4) Be consistent with the teacher certification
56 process recommended by the Missouri advisory council of
57 certification for educators and adopted by the department of
58 elementary and secondary education;

59 (5) Provide that public school teachers in Missouri
60 shall become eligible to apply for admission to the career
61 plans adopted under sections 168.500 to 168.515 after two
62 years of public school teaching in Missouri. All teachers
63 seeking admission to any career plan shall, as a minimum,
64 meet the requirements necessary to obtain the first
65 renewable professional certificate as provided in section
66 168.021;

67 (6) Provide procedures for appealing decisions made
68 under career plans established under sections 168.500 to
69 168.515.

70 3. School district career plans shall recognize
71 additional responsibilities and volunteer efforts by
72 teachers in formulating criteria for career ladder admission
73 and stage achievement. Such additional responsibilities and
74 volunteer efforts [shall be required to occur outside of
75 compensated hours and] **outside of the duties that require a**
76 **teaching certificate under section 168.021** may include, but
77 shall not be limited to:

78 (1) Serving as a coach, supervisor, or organizer for
79 any extracurricular activity for which the teacher does not
80 already receive additional compensation;

81 (2) Serving as a mentor for students, whether in a
82 formal or informal capacity;

83 (3) Receiving additional teacher training or
84 certification outside of that offered by the school district;

85 (4) Serving as a tutor or providing additional
86 learning opportunities to students; and

87 (5) Assisting students with postsecondary education
88 preparation including, but not limited to, teaching an ACT
89 or SAT preparation course or assisting students with
90 completing college or career school admission or financial
91 assistance applications.

92 4. The commissioner of education shall cause the
93 department of elementary and secondary education to
94 establish guidelines for all career plans established under
95 this section, and criteria that must be met by any school
96 district which seeks funding for its career plan.

97 5. A participating local school district may have the
98 option of implementing a career plan developed by the
99 department of elementary and secondary education or a local
100 plan which has been developed with advice from teachers
101 employed by the district and which has met with the approval
102 of the department of elementary and secondary education. In
103 approving local career plans, the department of elementary
104 and secondary education may consider provisions in the plan
105 of the local district for recognition of teacher mobility
106 from one district to another within this state.

107 6. The career plans of local school districts shall
108 not discriminate on the basis of race, sex, religion,
109 national origin, color, creed, or age. Participation in the

110 career plan of a local school district is optional, and any
111 teacher who declines to participate shall not be penalized
112 in any way.

113 7. In order to receive funds under this section, a
114 school district which is not subject to section 162.920 must
115 have a total levy for operating purposes which is in excess
116 of the amount allowed in Section 11(b) of Article X of the
117 Missouri Constitution; and a school district which is
118 subject to section 162.920 must have a total levy for
119 operating purposes which is equal to or in excess of twenty-
120 five cents on each hundred dollars of assessed valuation.

121 8. The commissioner of education shall cause the
122 department of elementary and secondary education to regard a
123 speech pathologist who holds both a valid certificate of
124 license to teach and a certificate of clinical competence to
125 have fulfilled the standards required to be placed on stage
126 III of the career program, provided that such speech
127 pathologist has been employed by a public school in Missouri
128 for at least two years and is approved for placement at such
129 stage III by the local school district.

130 9. Beginning in fiscal year 2012, the state portion of
131 career ladder payments shall only be made available to local
132 school districts if the general assembly makes an
133 appropriation for such program. Payments authorized under
134 sections 168.500 to 168.515 shall only be made available in
135 a year for which a state appropriation is made. Any state
136 appropriation shall be made prospectively in relation to the
137 year in which work under the program is performed.

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

173.232. 1. There is hereby established the "[Urban
2 Flight and Rural Needs] **Teacher Recruitment and Retention**
3 **State** Scholarship Program", which shall be administered by
4 the department of elementary and secondary education. The
5 program shall, upon appropriation, provide scholarships,
6 subject to the eligibility criteria enumerated in this
7 section, for eligible students who enter a teacher education
8 program and make a commitment to teach as a condition of
9 receiving such scholarship.

10 2. Subject to appropriation, each year the department
11 of elementary and secondary education shall make available
12 to eligible students [up to one hundred four-year urban
13 flight and rural needs] scholarships **for up to two years** in
14 an amount that encompasses one hundred percent of the total
15 cost of eligible students' tuition and fees at a four-year
16 college or university located in Missouri. Such amount
17 shall be paid by funds appropriated to the department. **The**
18 **maximum number of scholarships made available under this**
19 **section shall be as follows:**

20 (1) **For academic years ending before July 1, 2025, one**
21 **hundred;**

22 (2) **For the 2025-26 academic year, two hundred;**

23 (3) **For the 2026-27 academic year, two hundred twenty;**

24 (4) **For the 2027-28 academic year, two hundred forty;**

25 (5) **For the 2028-29 academic year, two hundred sixty;**

26 (6) **For the 2029-30 academic year, two hundred eighty;**

27 **and**

28 (7) **For the 2030-31 academic year and all subsequent**
29 **academic years, three hundred.**

30 3. As used in this section, the [term] **following terms**
31 **mean:**

32 (1) "Eligible student" [shall mean], an individual who:

33 [(1)] (a) Is a United States citizen and a Missouri
34 resident who attended a Missouri high school;

35 [(2)] (b) Enters and makes a commitment to pursue a
36 teacher education program approved by the department of
37 elementary and secondary education and offered by a four-
38 year college or university located in Missouri;

39 [(3)] (c) Signs an agreement with the department of
40 elementary and secondary education in which the recipient
41 agrees to teach in a Missouri public school[, the population
42 of which includes a higher-than-average "at-risk student
43 population", as such term shall be defined by the department
44 of elementary and secondary education,] **that is a hard-to-
45 staff school or to teach at least one hard-to-staff subject
46 area in a Missouri public school that offers classes in hard-
47 to-staff subject areas, or both,** for two years for every one
48 year the recipient received the [urban flight and rural
49 needs] scholarship;

50 [(4)] Has graduated from high school with a cumulative
51 grade point average of at least two and one-half on a four-
52 point scale or equivalent;

53 [(5)] (d) Maintains a cumulative grade point average of
54 at least two and one-half on a four-point scale or
55 equivalent; **and**

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

62 (2) **"Hard-to-staff schools", attendance centers where
63 the percentage of certificated positions in the attendance
64 center that were left vacant or were filled with a teacher**

65 not fully qualified in the prior academic year exceeds five
66 percent as reported to the department of elementary and
67 secondary education;

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

73 4. If the number of applicants exceeds the number of
74 scholarships or revenues available, the department of
75 elementary and secondary education may consider the
76 financial needs of the applicant.

77 5. The scholarships provided in this section shall be
78 available to [otherwise] eligible students who [either] meet
79 at least one of the following:

80 (1) [Are currently enrolled in a community college and
81 make a commitment to pursue a teacher education program
82 approved by the department of elementary and secondary
83 education and offered by a four-year college or university
84 located in Missouri; or] **Have successfully completed two
85 years at a community college with a minimum of forty-eight
86 credit hours and a grade point average of at least two and
87 one-half on a four-point scale or the equivalent;**

88 (2) **Have been awarded an associate degree or the
89 equivalent; or**

90 (3) Have completed their baccalaureate degree [and
91 agree to enter a teacher education program and make a
92 commitment to pursue a teacher education program approved by
93 the department of elementary and secondary education and
94 offered by a four-year college or university located in
95 Missouri].

96 6. **(1)** Every eligible student receiving scholarships
97 under this section shall teach in an elementary or secondary
98 public school in Missouri as provided in **paragraph (c) of**
99 subdivision **[(3)] (1)** of subsection 3 of this section. The
100 student shall teach for a period of two years for every one
101 year **[he or she] such student** received **[an urban flight and**
102 **rural needs] a scholarship under this section;** otherwise,
103 the scholarship shall be treated as a loan to the eligible
104 student**[, and interest at the rate of nine and one-half**
105 **percent per year]**. **Interest** shall be charged on the unpaid
106 balance of the amount received from the date the eligible
107 student ceases to teach until the amount received is paid
108 back to the state. **The interest rate shall be adjusted**
109 **annually and shall be equal to one percentage point over the**
110 **prevailing United States prime rate in effect on January**
111 **first of such year.**

112 **(2)** In order to provide for the servicing of such
113 loans, the department of elementary and secondary education
114 may sell such loans to the higher education loan authority
115 of the state of Missouri created pursuant to sections
116 173.350 to 173.445. For each year the student teaches, up
117 to eight years, one-eighth of the amount received pursuant
118 to this section shall be applied against the total amount
119 received and shall not be subject to the repayment
120 requirement of this section; provided that twenty-five
121 percent of such amount, not subject to repayment, shall be
122 repaid by the local school district to the department.

123 **(3)** The department of elementary and secondary
124 education shall have the power to and shall defer interest
125 and principal payments under certain circumstances, which
126 shall include, but need not be limited to, the enrollment in

127 a graduate program or service in any branch of the Armed
128 Forces of the United States.

129 7. There is hereby established in the state treasury a
130 fund to be known as the "[Urban Flight and Rural Needs]
131 **Teacher Recruitment and Retention State** Scholarship Program
132 Fund", which shall consist of all moneys that may be
133 appropriated to it by the general assembly, and in addition
134 may include any gifts, contributions, grants, or bequests
135 received from federal, state, private, or other sources.
136 The fund shall be administered by the department of
137 elementary and secondary education. Notwithstanding the
138 provisions of section 33.080 to the contrary, moneys in the
139 fund shall not be transferred to the credit of the general
140 revenue fund at the end of the biennium. Interest and
141 moneys earned on the fund shall be credited to the fund.
142 Moneys in the fund shall be used solely for the purpose of
143 awarding scholarships under the provisions of this section.

144 8. **An individual who has qualified as an eligible**
145 **student under this section shall continue to qualify as an**
146 **eligible student for purposes of paragraph (c) of**
147 **subdivision (1) of subsection 3 of this section as long as**
148 **such individual remains employed by the school district in**
149 **which such individual agrees to teach regardless of whether**
150 **such individual's employing school no longer qualifies as a**
151 **hard-to-staff school, such class taught by such individual**
152 **no longer qualifies as a hard-to-staff subject area, or such**
153 **individual's position within the school district changes.**

✓