

2025 Proposed Resolutions

For Consideration of the Assembly of Delegates

All additions are underlined and highlighted yellow; Deletions are ~~struck-through and highlighted blue~~

A-16: Safe Schools

MSTA supports:

1. Requiring students involved in a school safety incident to undergo a mental health or medical evaluation by a licensed professional prior to returning to school or participating in district activities

Rationale: Requiring a licensed mental health or medical evaluation before students return after a school safety incident protects the well-being of the student and the broader school community. It also reduces the likelihood of repeated disruptive incidents, allowing teachers to focus on instruction, improving the learning environment for all students.

A-21: Artificial Intelligence in Education

MSTA supports:

1. Ethical, responsible, and transparent use of artificial intelligence (AI) in public education to enhance teaching and learning
2. Professional development and training for educators in the effective and equitable use of AI tools and resources
3. Local control in the adoption and implementation of AI technologies, with input from educators, parents, students, and community stakeholders
4. Policies that protect student and educator data privacy and security in all uses of AI
5. Equitable access to AI technologies and resources for all students and educators, regardless of district size or location

MSTA opposes:

1. Use of AI as a replacement for education staff or as the sole measure of teacher effectiveness or student achievement
2. The sole use of AI in the creation of district-adopted curriculum

Rationale: The use of Artificial Intelligence (AI) in all sectors of the US economy continues to expand. These proposed resolutions give clear direction to the association to only support AI use in education that is used ethically and transparently, with educators properly trained to apply it effectively and equitably. By supporting local control and community input, these resolutions will clearly outline MSTAs support for district-level decision-making with input from the broad school community. Policies that support strong safeguards for data privacy and equitable access prevent misuse and ensure that all students, regardless of location or resources benefit from AI advancements. The use of AI must enhance—not undermine—the professional expertise and human connection that education professionals provide.

C-2: Written Personnel Policies

MSTA supports:

5. Allowing ~~unused sick leave~~ accrued leave benefits to accumulate without limit

Rationale: Allowing unused leave benefits to roll over honors employees earned benefits and supports long-term health, family responsibilities, and overall job satisfaction. Preserving leave from year to year further recognizes these earned benefits and reinforces respect for employee's well-being. At a time when the corporate world is increasingly moving away from this practice, it is important to maintain and protect it in our schools.

C-5: Security of Position

MSTA supports:

12. Local school districts allowing teacher tenure to be transferable within Missouri districts provided the teacher was not terminated from their previous position and completes a probationary period of 1 year and not more than 3 years as determined by the district

Rationale: This resolution provides experienced teachers with continuity and job security while maintaining high standards of performance. Allowing tenure to transfer within Missouri districts, ensure that effective educators are not unfairly penalized for relocating. Increased teacher mobility allows for more natural salary growth and professional opportunities. This policy promotes teacher retention, attracts qualified professionals, and upholds accountability by requiring a probationary period to assess performance in a new district.

C-7: Fringe Benefits

MSTA supports:

8. Allowing employees to utilize leave benefits without requiring documentation or explanation, unless required by law

Rationale: Employees are professionals who should be entrusted to use their earned leave benefits, Personal Time Off (PTO), sick, bereavement, and personal days responsibly. Excessive documentation requirements for routine absences create unnecessary stress and signal mistrust when the employer's role is not to micromanage but to support and respect employees.

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C-8: Teaching Assignments

MSTA supports:

- 10. Ensuring that planning periods, duty-free lunch, and designated collaboration time remain uninterrupted
- 11. When coverage is unavoidable, districts providing compensatory time or a stipend at a locally negotiated rate

MSTA opposes:

- 3. State mandates that require additional professional development or assignments that are unrelated to classroom instruction without compensation to employees from additional state dollars

Rationale: Education employees should be compensated for the work that they perform. Employers should not mandate additional trainings that exceed contractual PD allocations, require completion outside the duty day, diminish planning time, or duplicate prior content without negotiated compensation. When the Missouri legislature adds additional responsibilities to public education, there should be direct funding tied to all aspects of training, assignments, and future commitments.

C-10: Retirement and Social Security

MSTA opposes:

- 1. The Social Security Windfall Elimination Provision (WEP)
- 2. The Social Security Government Pension Offset (GPO)

Rationale: The Social Security Fairness Act was passed by the US Congress in January 2025 and signed by the president removing these harmful provisions.

C-11: Retirement-Benefit Improvements

MSTA supports:

- 8. The 2.55 factor for 31 or more years of service, if actuarially sound

Rationale: The legislature reinstated the 2.55 factor into law without a sunset on this provision.

D-2: Professional Teacher Recruitment

MSTA opposes:

- 1. Changes to Federal Public Service Loan Forgiveness or Teacher Loan Forgiveness that would make it more difficult for public school employees to obtain federal student loan forgiveness.

Rationale: Student loan forgiveness is a recruitment and retention tool for public employees and changes to the program that make it more difficult to achieve forgiveness could result in fewer people choosing to work in public schools.