



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 190		DATE: 2/1/2023	
COMMITTEE: Elementary and Secondary Education			
TESTIFYING: <input checked="" type="checkbox"/> IN SUPPORT OF <input type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
WITNESS NAME			
INDIVIDUAL:			
WITNESS NAME: ARNIE C. "HONEST-ABE" DIENOFF-STATE PUBLIC ADVOCATE		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL: arniedienoff@yahoo.com	ATTENDANCE: Written		SUBMIT DATE: 2/1/2023 11:19 PM

THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.

I am in Support of Higher Pay Rates, Steps and Wages for Specialty Positions that are difficult to fill



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WITNESS NAME			
REGISTERED LOBBYIST:			
WITNESS NAME: BRANDT SHIELDS		PHONE NUMBER: 573-638-7501	
REPRESENTING: MISSOURI SCHOOL BOARDS ASSOCIATION		TITLE:	
ADDRESS: 2100 I-70 DRIVE SOUTHWEST			
CITY: COLUMBIA		STATE: MO	ZIP: 65203
EMAIL:	ATTENDANCE:	SUBMIT DATE: 2/1/2023 12:00 AM	
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WITNESS NAME			
REGISTERED LOBBYIST:			
WITNESS NAME: CHRIS ROEPE		PHONE NUMBER:	
REPRESENTING: KANSAS CITY PUBLIC SCHOOL DISTRICT		TITLE:	
ADDRESS: 205 E. CAPITOL AVE			
CITY: JEFFERSON CITY		STATE: MO	ZIP: 65101
EMAIL:	ATTENDANCE:	SUBMIT DATE: 2/1/2023 12:00 AM	
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WITNESS NAME			
INDIVIDUAL:			
WITNESS NAME: KENDAL WILLIAMS		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL: kwilliams@clarksburg.k12.mo.us	ATTENDANCE: Written		SUBMIT DATE: 1/31/2023 2:53 PM
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I see this bill as a helpful driving force to help persuade individuals into going into high needs subject areas (SPED, Math, Science). This could be a tool that would make current students in education programs at their respective colleges chose a different path from say Elementary Education to a high needs subject, and help bridge the gap and lower those high needs areas in our state. As a current educator who is certified in both Math and Science, I would be able to leverage my needs and the districts into one singular contract talk that would benefit us both.



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WITNESS NAME			
REGISTERED LOBBYIST:			
WITNESS NAME: STACEY PREIS		PHONE NUMBER: 573-864-2817	
REPRESENTING: ALIGNED		TITLE:	
ADDRESS: 1436 COACHLAMP CT			
CITY: COLUMBIA		STATE: MO	ZIP: 65203
EMAIL: stacey@preisconsulting.com	ATTENDANCE: In-Person		SUBMIT DATE: 1/30/2023 1:47 PM

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PreK-12 education is facing critical teacher shortages, and teacher preparation programs are not graduating enough candidates to meet the demand. As enrollments in traditional teacher preparation programs continue to decline, the need to recruit and retain highly effective teachers remains. School leaders need every opportunity to appeal to qualified candidates.



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WITNESS NAME			
INDIVIDUAL:			
WITNESS NAME: DAVA-LEIGH BRUSH		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL: dems22blue@gmail.com	ATTENDANCE: In-Person		SUBMIT DATE: 2/1/2023 8:31 AM

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In spirit, this is a good idea. In reality, it has challenges. If a building is hard to staff, can a person on staff and move to get more money? Are co-curricular, extra duties considered hard to fill? Though anti-discrimination laws exist, they are not always applied so safeguards are needed.



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WITNESS NAME			
INDIVIDUAL:			
WITNESS NAME: JERE HOCHMAN		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL: Jhstlnty@gmail.com	ATTENDANCE: Written		SUBMIT DATE: 1/31/2023 12:47 AM
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Differentiated pay WORKS but not the way it is written in this bill. If you are serious about attracting teachers to high-need subjects and high-turnover schools, I offer the following: 1) STOP DISRESPECTING TEACHERS. 2) DEVELOP A SYSTEMIC, MUTLI-FACETED STRATEGIES APPROACH TO RETAINING TEACHERS - NOT JUST COMPENSATION3) Whatever is developed must be available to all teachers in some manner. Hearing after hearing teachers hear about them "grooming" children, trying to make kids feel guilty, and more. They hear legislators denying their students' and their history. They hear comments about "LGBTQ" as if it is a disease. They never hear legislators telling the angry misinformed mobs at Board meetings to knock it off. They look the other way when privatizers and think tanks describe them as failing. Teachers do not teach to get rich. Hokey, but it is a mission. But they deserve to be able to support a family and have a life. 49th in the country?! The only differentiated pay that works is when it is available to everyone. If bonuses are only available to math and science teachers, but not long time serving English and Elementary teachers, that is not fair . Example of what works - applying to work in a high-needs, low-performing school. Beginners or veterans can apply. Pay for getting additional CERTIFICATION IN HIGH NEEDS AREAS, Pay for professional development pathways, pay for National Board Certification (Missouri used to), fund the Career Ladder program that once had promise. Loan forgiveness. Housing support. Tuition support for Masters Degrees. AND - leadership development and principals who support teachers (a significant factor in teacher satisfaction).



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WITNESS NAME			
INDIVIDUAL:			
WITNESS NAME: KORTNIE HUDDLESTON		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL: kortniehuddleston@gmail.com	ATTENDANCE: Written		SUBMIT DATE: 1/31/2023 8:05 PM
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I oppose this bill that allows for differentiated teacher salaries. Salary schedules are based on years of service and level of education so everyone who has the same credentials and experience makes the same salary. It is fair and transparent. Adding differentiated salary schedules for "hard to staff" subjects and schools destroys that fairness and transparency and would lead to in-fighting among staff. How are "hard to staff" subjects and schools identified. It's my opinion this will only serve as a means to discriminate among teachers and lead to pay inequality.



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WITNESS NAME			
INDIVIDUAL:			
WITNESS NAME: MICHAEL DREYER		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL: mdreyer93@gmail.com	ATTENDANCE: Written		SUBMIT DATE: 1/31/2023 8:04 PM
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As the son of an elementary school teacher and brother of a high school teacher, I oppose this bill that allows for differentiated teacher salaries. Salary schedules are based on years of service and level of education so everyone who has the same credentials and experience makes the same salary. It is fair and transparent. Adding differentiated salary schedules for "hard to staff" subjects and schools destroys that fairness and transparency and would lead to in-fighting among staff. How are "hard to staff" subjects and schools identified. It's my opinion this will only serve as a means to discriminate among teachers and lead to pay inequality.



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WITNESS NAME			
REGISTERED LOBBYIST:			
WITNESS NAME: MIKE WOOD		PHONE NUMBER: 800-392-0532	
REPRESENTING: MISSOURI STATE TEACHERS ASSOCIATION		TITLE:	
ADDRESS: P.O. BOX 458			
CITY: COLUMBIA		STATE: MO	ZIP: 65201
EMAIL:	ATTENDANCE:	SUBMIT DATE: 2/1/2023 12:00 AM	
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WITNESS NAME			
INDIVIDUAL:			
WITNESS NAME: NANCY COPENHAVER		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
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WITNESS NAME			
REGISTERED LOBBYIST:			
WITNESS NAME: OTTO FAJEN		PHONE NUMBER: 573-634-3202	
REPRESENTING: MISSOURI NEA		TITLE:	
ADDRESS: 1810 EAST ELM STREET			
CITY: JEFFERSON CITY		STATE: MO	ZIP: 65101
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