



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 1447		DATE: 2/7/2024
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: 2/7/2024 11:23 PM
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I Support this Bill and its intention to raise Teacher Salary and Retain Teachers. There is a Huge Shortage in Our public Schools that will last over a Decade.



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WITNESS NAME			
REGISTERED LOBBYIST:			
WITNESS NAME: BRANDT SHIELDS		PHONE NUMBER: 573-638-7501	
REPRESENTING: MISSOURI SCHOOL BOARDS ASSOCIATION		TITLE:	
ADDRESS: 2105 I-70 DRIVE SOUTHWEST			
CITY: COLUMBIA		STATE: MO	ZIP: 65203
EMAIL:	ATTENDANCE:	SUBMIT DATE: 2/7/2024 12:00 AM	
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REGISTERED LOBBYIST:		
WITNESS NAME: DEAN JOHNSON		PHONE NUMBER: 816-550-4370
REPRESENTING: QUALITY SCHOOLS COALITION		TITLE:
ADDRESS: 1100 MAIN STREET, 4TH STREET		
CITY: KANSAS CITY		STATE: MO
		ZIP: 64105
EMAIL:	ATTENDANCE:	SUBMIT DATE: 2/7/2024 12:00 AM
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REGISTERED LOBBYIST:			
WITNESS NAME: MICHAEL HARRIS		PHONE NUMBER: 615-202-3579	
REPRESENTING: MISSOURI STATE TEACHERS ASSOCIATION		TITLE: GOVERNMENTAL RELATIONS MANAGER	
ADDRESS: 407 S SIXTH ST			
CITY: COLUMBIA		STATE: MO	ZIP: 65205
EMAIL: mharris@msta.org	ATTENDANCE: In-Person	SUBMIT DATE: 2/7/2024 7:47 AM	
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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
EMAIL:	ATTENDANCE:	SUBMIT DATE: 2/7/2024 12:00 AM
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WITNESS NAME			
BUSINESS/ORGANIZATION:			
WITNESS NAME: PERRY GORRELL		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME: DEPARTMENT OF ELEMENTARY AND SECONDARY EDUCATION		TITLE: INTERIM LEGISLATIVE LIAISON	
ADDRESS: 205 JEFFERSON STREET			
CITY: JEFFERSON CITY		STATE: MO	ZIP: 65102
EMAIL:	ATTENDANCE:	SUBMIT DATE: 2/7/2024 12:00 AM	
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REGISTERED LOBBYIST:			
WITNESS NAME: STACEY PREIS		PHONE NUMBER: 573-864-2817	
REPRESENTING: ALIGNED		TITLE: POLICY CONSULTANT	
ADDRESS: 1436 COACHLAMP CT			
CITY: COLUMBIA		STATE: MO	ZIP: 65203
EMAIL: stacey@preisconsulting.com	ATTENDANCE: In-Person	SUBMIT DATE: 2/5/2024 4:48 PM	

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Aligned appreciates Representative Lewis’s leadership on this initiative and supports this legislation. 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 persists. School leaders need every opportunity to appeal to qualified candidates. Access to highly effective teachers is not equally distributed throughout the state. The Teacher Recruitment and Retention State Scholarship Program targets inequities in students’ access to highly effective teachers and directs states resources to where they can be most impactful. In the highest poverty schools in Missouri, 24.1% of teachers are less than fully qualified. Compare that to the lowest poverty schools, where only 5.5% are less than fully qualified. In addition, Aligned supports the provision in HB 1447 that allows for differentiated teacher pay on the local salary schedule. The practice of compensating teachers by a “step and lane” salary schedule has been in place since the early 20th century and remains the most common method of determining compensation in public preK-12 education. This schedule awards increases based on years of experience and earning graduate credit hours and degrees. All teachers at the same step and lane on the schedule—regardless of grade level, content area, or professional experience outside of the classroom—are not factored in. This is unlike other professions such as medicine, law, engineering, and higher education where different areas of specialization see varying salary levels. Differentiated pay gives school leaders an additional resource to address staffing shortages by allowing them to be responsive to supply and demand in the teacher labor market. A student with high aptitude in science who is entering college today can compare average salaries in Missouri and find the average secondary science teacher salary at \$56,270 and the average microbiologist salary of \$80,230. Some of the highest shortage areas are in special education. For example, in December 2023, DESE reported that 611 FTE teaching Mild/Moderate Cross Categorical K-12 special education were inappropriately certified. Aligned supports the recruitment and retention of highly effective teachers for all students. Addressing teacher shortages requires a multi-pronged approach that includes the Teacher Recruitment and Retention State Scholarship and differentiated teacher pay.



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WITNESS NAME			
REGISTERED LOBBYIST:			
WITNESS NAME: STEVEN R. CARROLL		PHONE NUMBER: 573-761-5952	
REPRESENTING: MISSOURI RETIRED TEACHERS ASSOCIATION		TITLE:	
ADDRESS: 215 EAST CAPITOL AVENUE			
CITY: JEFFERSON CITY		STATE: MO	ZIP: 65101
EMAIL:	ATTENDANCE:	SUBMIT DATE: 2/7/2024 12:00 AM	

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INDIVIDUAL:			
WITNESS NAME: JERE HOCHMAN		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL: Jhstlny@gmail.com		ATTENDANCE: Written	SUBMIT DATE: 2/7/2024 11:55 AM

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PLEASE CONSIDER THE FOLLOWING AND AMEND:PLEASE CONSIDER THE FOLLOWING AND AMEND:THIS WILL ATTRACT TEACHERS (being treated as professionals and compensated for it) and keep teachers. 1. Incentive / Compensation (State!) for PROFESSIONAL DEVELOPMENT in THREE STAGES. First - year long "routine" professional development tied to state standards and district strategy. Second - Action research, collaborative research with colleagues, innovation. 3. Third should be similar to a rigorous 1-year version of a Masters Degree. Immersions into content expertise, innovation. THIRD STAGE should be an additional step on salary schedule so it's LIFETIME compensation. 2. Get serious about the State CAREER LADDER plan (bad term as it isn't / shouldn't be a "ladder"NOTE - these are NOT BONUSES (not allowed) - they are compensation for WORK.3. Required questions on survey to teachers in CSIP PROCESS. Do they have a voice in professional development? Is their development serious work? Do teachers understand "WHY?" the school has a particular development topic and did they have a voice in that (ex. why a new reading curriculum). Were administrators and persons accountable for implementation in attendance. AND ACTUALLY USE THIS IN SCHOOL IMPROVEMENT ACCOUNTABILITY SCORING



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WITNESS NAME			
INDIVIDUAL:			
WITNESS NAME: JOHN T. GRADY		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
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