



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 1648		DATE: 1/10/2024
COMMITTEE: Government Efficiency and Downsizing		
TESTIFYING: <input checked="" type="checkbox"/> IN SUPPORT OF <input type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
REGISTERED LOBBYIST:		
WITNESS NAME: GARRETT WEBB		PHONE NUMBER: 219-229-1104
REPRESENTING: ARMSE - ACTIVE & RETIRED MISSOURI STATE EMPLOYEES		TITLE:
ADDRESS: 710A SOULARD		
CITY: ST. LOUIS		STATE: MO
		ZIP: 63104
EMAIL:	ATTENDANCE:	SUBMIT DATE: 1/10/2024 12:00 AM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.		



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WITNESS NAME		
REGISTERED LOBBYIST:		
WITNESS NAME: STACEY PREIS		PHONE NUMBER: 573-864-2817
REPRESENTING: ALIGNED		TITLE:
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CITY: COLUMBIA		STATE: MO
		ZIP: 65203
EMAIL: stacey.preis@gmail.com	ATTENDANCE: In-Person	SUBMIT DATE: 1/8/2024 12:12 PM

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Aligned supports HB 1648, specifically the provision that allows for differentiated teacher pay on the local district salary schedule. 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.



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WITNESS NAME		
REGISTERED LOBBYIST:		
WITNESS NAME: OTTO FAJEN		PHONE NUMBER: 573-634-3202
REPRESENTING: MISSOURI NEA		TITLE: LEGISLATIVE DIRECTOR
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CITY: JEFFERSON CITY		STATE: MO
		ZIP: 65101
EMAIL: otto.fajen@mnea.org	ATTENDANCE: Written	SUBMIT DATE: 1/9/2024 9:14 PM

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The Association appreciates the opportunity to provide comments on HB 1648. The bill allows state agencies and school districts to offer financial incentives for employee retention and to reward "exceptional employment achievement". The bill also includes language from HB 1447 (Ed Lewis) to allow school districts to identify hard-to-staff schools and hard-to-staff subject areas and designate a higher placement on the salary schedule when hiring such teachers. The Association believes that any professional compensation plan should: provide professional beginning salaries with a path for growth through a strong salary schedule, recognize and reward educators who attain and can demonstrate knowledge and skills that improve their professional proficiency, recognize and compensate improved teacher practice that is a factor in student learning and other student outcomes, provide an outline for career growth for educators who want to seek additional responsibility without leaving the classroom or work site, and compensate all education employees on par with the salary, professional growth opportunities and career earnings of comparably prepared professionals. The Association also believes that any alternative pay plan should be considered only after a district or education institution has, over time, implemented a strong salary schedule. The Association is concerned that the new section 168.093 in the bill allows for differentiated pay or incentives without requiring districts to first establish a strong salary schedule. The Association further believes that professional salary schedules should not be based upon ranking of individuals according to the results of performance-based evaluations, student test scores or ranking by any other subjective method. Unilaterally imposed merit pay programs should not be used to increase the salary of selected education professionals. For these reasons, the Association opposes the bill and suggests that section 168.093 be removed from the bill, if the bill is approved by the committee. On behalf of the Association, I thank the committee for its consideration on this bill.



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WITNESS NAME			
REGISTERED LOBBYIST:			
WITNESS NAME: RON BERRY		PHONE NUMBER: 660-537-2239	
REPRESENTING: AMERICAN FEDERATION OF TEACHERS - MISSOURI, SEIU HEALTHCARE WORKERS		TITLE:	
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EMAIL:	ATTENDANCE:	SUBMIT DATE: 1/10/2024 12:00 AM	
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