



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2344		DATE: 1/23/2024	
COMMITTEE: Special Committee on Education Reform			
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: 1/23/2024 11:37 PM

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

I am in Support of this Bill and Intent. We NEED to focus in on the raising the Salary of Teachers across our State Educational System. Superintendent Salaries are Off-The-Charts!



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WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: JENNIFER OLSON		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: jennylynnwarren@gmail.com	ATTENDANCE: Written	SUBMIT DATE: 1/23/2024 12:13 PM

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I am writing in opposition to the proposed legislation. While this legislation may seek to put a cap on Superintendent salaries, I do not believe it will have the desired effect in practice.



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WITNESS NAME		
BUSINESS/ORGANIZATION:		
WITNESS NAME: MISSOURI COUNCIL OF SCHOOL ADMINISTRATORS		PHONE NUMBER: 573-638-4825
BUSINESS/ORGANIZATION NAME: MISSOURI COUNCIL OF SCHOOL ADMINISTRATORS		TITLE:
ADDRESS: 3550 AMAZONAS DR		
CITY: JEFFERSON CITY	STATE: MO	ZIP: 65109
EMAIL: mcsa@mcsa.org	ATTENDANCE: Written	SUBMIT DATE: 1/23/2024 10:42 AM

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

Members of the Committee, below you will find testimony from the Missouri Council of School Administrators regarding HB 2344, a bill opposed by the organization. Decisions regarding compensation are best left to local communities to determine the appropriate compensation to provide to teachers, principals, and central office administrators. While there may be a tendency to link superintendent salaries to teacher salaries. However, there is no correlation between the two job positions to justify the link in compensation. School boards compensate the superintendent for an entirely different skill set and job responsibilities than a teacher. In the private sector, this would be equivalent to capping the CEO's compensation based on a factor of the compensation set for the frontline workers (software engineer, sales force, accountant, etc.). It is no secret that Missouri is currently experiencing a teacher shortage crisis, while that aspect has received most of the publicity, these same sorts of shortages exist with central office positions as well. Specifically, regarding superintendents, we have seen an immense amount of turnover within the profession over the last five years. According to our data, since August of 2018 there have been 509 superintendent vacancies within the state of Missouri. Of those vacancies, 350 of those vacancies were filled with first-year superintendents. Additionally, we have seen fewer and fewer candidates applying for positions, if this trend continues school districts should be given the flexibility to respond in-kind to recruit the best candidates to their district. To our knowledge, there is only one state in the country that has removed a local board's ability to set compensation structure for superintendents. That state, New Jersey, as a result saw a mass exodus of their best and brightest administrators to other states. This frequently left school districts with vacancies, interim leaders, and shorter tenures. As a result of the turmoil this caused at the local level, the state repealed their limits in 2019. With Missouri already experiencing significant turnover in the profession, we would urge the committee to avoid making the same mistake. <https://www.northjersey.com/story/news/new-jersey/2019/07/24/chris-christie-nj-superintendent-salary-cap-actually-save-money/1781087001/> Additionally, if HB 2344 were to pass, this could be at a significant cost to school district budgets. A minor increase to the teacher salary base can have a \$1M + impact on a school district's annual budget and the few thousand dollars the district may save on the superintendent's compensation is de minimis compared to the amount necessary to raise teachers' salaries. Furthermore, if the bill were to pass, we may see school districts attempt to respond by collapsing their salary schedules to meet the parameters laid out, this risks a devastating impact to retention of our most experienced seasoned teachers as they would see less compensation as steps are taken out of the upper levels of the schedule. While we appreciate the committee's interest in attempting to focus resources on the classroom, we believe this approach will have a detrimental effect on the recruitment of quality leaders, force our best school leaders out of the profession/state, and risk damaging school district budgets or reducing compensation for our most experienced

teachers.



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WITNESS NAME			
REGISTERED LOBBYIST:			
WITNESS NAME: STEVEN R. CARROLL		PHONE NUMBER: 573-761-5952	
REPRESENTING: COOP SCHOOL DISTRICTS OF KANSAS CITY		TITLE:	
ADDRESS: 215 EAST CAPITOL AVENUE			
CITY: JEFFERSON CITY		STATE: MO	ZIP: 65101
EMAIL:	ATTENDANCE:	SUBMIT DATE: 1/23/2024 12:00 AM	
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