



Teacher Salary Study Committee



Senator Setzler
Senator Matthews
Senator Hayes
Senator Bryant

Representative Allison
Representative Anthony
Representative Bingham
Representative Stringer

Proviso 70.29 in the FY 2012-13 General Appropriations bill established the Teacher Salary Study Committee. This proviso states:

70.29. (LEG: Teacher Salary Study Committee) There is created the Joint Teacher Salary Study Committee. The committee shall examine the current teacher salary schedule; its relationship to the Education Finance Act, the Education Improvement Act and its relationship to a district's ability to hire and retain quality teachers. The committee will examine potential changes to the salary schedule that may include a pay for performance model, step increases, frozen salary schedules, National Board Certification Incentive, or anything else related to teacher salaries. The committee shall be composed of eight members, which shall be appointed as follows: The committee shall consist of eight members as follows: one member of the Senate appointed by the Chairman of the Senate Finance Committee; one member of the Senate appointed by the Chairman of the Senate Education Committee; one member of the House of Representatives appointed by the Chairman of the House Ways and Means Committee; one member of the House of Representatives appointed by the Chairman of the House Education and Public Works Committee; two members of the Senate to be appointed by the President Pro Tempore of the Senate and two members of the House of Representatives to be appointed by the Speaker of the House. The members shall elect a chairman at the first meeting of the committee. No later than December 1, 2012, the committee shall prepare and deliver a report and recommendation to the Chairman of the Senate Finance Committee, the Chairman of the House Ways and Means Committee, the Chairman of the Senate Education Committee, and the Chairman of House Education and Public Works Committee. Staff will be provided by the House Ways and Means Committee and Senate Finance Committee. Members of the study committee shall serve without compensation for per diem, mileage, and subsistence.

Per this proviso the following members were appointed. Senators Setzler, Matthews, Hayes and Bryant from the Senate. Representatives Allison, Anthony, Bingham and Stringer from the House of Representatives.

After several meetings of the Study Committee, no formal recommendations were made for the committee as a whole. However, the Committee did receive testimony from the Education Oversight Committee recommending simplification of the allocation formula for teacher salary supplements. In the FY 2012-13 Appropriations Act \$77 million of EIA dollars is allocated for teacher salaries. In addition to this amount, the General Assembly allocated another \$48 million



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in additional EIA dollars to pay for a 2% pay raise for teachers. \$10 million of this \$48 million was funded with non-recurring dollars. This additional \$48 million for the 2% teacher pay raise is allocated to districts based on the professional certified staff listing for each district. In laymen's terms, this money is allocated based on the number of teachers in each school district based on the teachers' years of experience and educational attainment.

The EOC recommended simplification of the allocation of these separate teacher salary dollars by rolling up these two teacher salary funds into just one fund. Beginning in Fiscal Year 2013-14 the EOC recommends amending the allocation formula for EIA teacher salary supplements to include the additional funds appropriated last year for legislatively mandated teacher salary increases such as Fiscal Year 2012-13 teacher salary supplement state share (2% salary increase). This recommendation would roll up the \$77 million currently appropriated for teacher salaries and the \$48 million allocated to pay for the teacher's 2% pay raise into one fund to distribute back to the school districts.

The Education Oversight Committee brought forth three options for allocating this new teacher salary line to the districts. The first suggestion was to allocate the EIA teacher salary supplement funds based on average daily membership (student counts). The second suggestion was to allocate the EIA teacher salary supplement funds based on the percentage of each district's state share of the Education Finance Act (EFA). The third suggestion was to allocate the EIA teacher salary supplement funds based on weighted pupil units (WPU's).

The teacher salary study committee did not come up with a recommendation on the allocation method to use. The study committee did agree to recommend the rolling up of the EIA teacher salary support dollars and the annualization of the \$10 million nonrecurring dollars.

The State Department of Education (SDE) also presented information on the Statewide Minimum Salary Schedule and discussed the history of how it came to be in its present form. SDE then went on to present information on what all the school district's had done in relation to step increases during FY 2010-11 and FY 2011-12. During these two fiscal years, the General Assembly granted school districts the flexibility to suspend step increases if the school district chose to do so. Some school districts granted steps both years, some suspended steps for both years and some give steps one year and suspended steps the other year. Based on information presented by SDE, it was projected to cost \$67 million to put all teachers on the proper step on the teacher salary schedule. The teacher salary study committee recognized that during these tough budget times, it would be very difficult to come up with the projected \$67 million it would



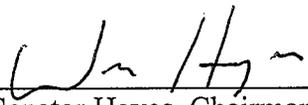
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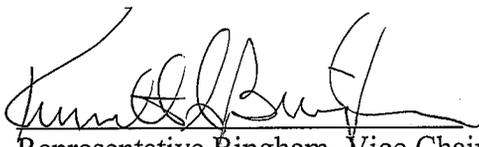
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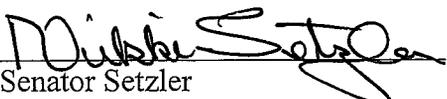
take to bring everyone up to the proper steps if the local school districts had chosen to suspend the steps. The Education Oversight Committee discussed an idea to possibly offer pay bands for the teacher salary schedule. Offering some pay ranges would allow for the possibility of paying some teachers more money within the salary schedule. Pay ranges would allow for the possibility of paying teachers in hard to fill subject areas more money as well. The teacher salary study committee was interested in this concept about pay ranges and felt it was something that should be explored more in the future.



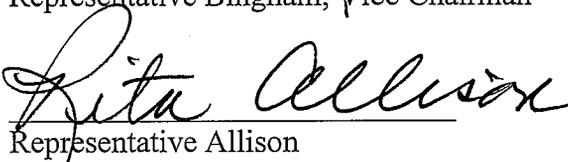
Senator Hayes, Chairman



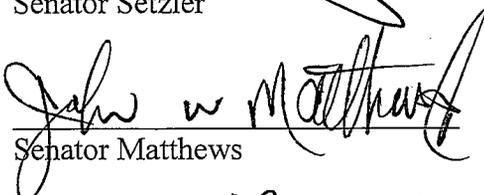
Representative Bingham, Vice Chairman



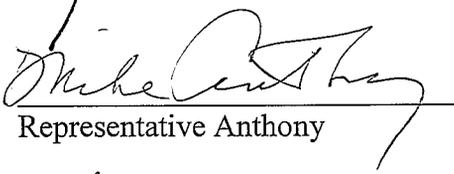
Senator Setzler



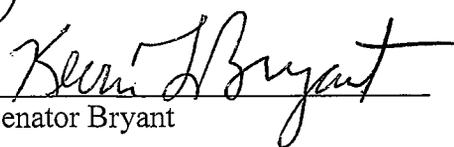
Representative Allison



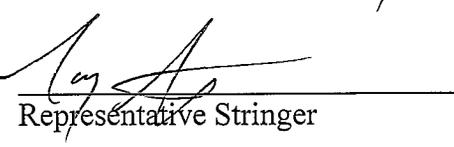
Senator Matthews



Representative Anthony



Senator Bryant



Representative Stringer