

**MINUTES OF THE
EDUCATION SUBCOMMITTEE ON TEACHER SHORTAGES,
QUALITY, AND COMPENSATION**

Thursday, September 27, 2007 – 9:00 a.m. – Room W125 House Building

Members Present:

Sen. Howard A. Stephenson, Senate Chair
Rep. Gregory H. Hughes, House Chair
Sen. Patricia W. Jones
Sen. Mark B. Madsen
Rep. Craig A. Frank
Rep. James R. Gowans
Rep. Bradley G. Last

Members Absent:

Rep. Merlynn T. Newbold
Rep. LaWanna "Lou" Shurtliff

Staff Present:

Ms. Constance C. Steffen, Policy Analyst
Mr. Dee S Larsen, Associate General Counsel
Ms. Glenda S. Whitney, Legislative Secretary

Note: A list of others present, a copy of related materials, and an audio recording of the meeting can be found at www.le.utah.gov.

1. Committee Business

Sen. Stephenson called the meeting to order at 9:17 a.m. Rep. Newbold and Rep. Shurtliff were excused from attending the meeting.

Chair Stephenson noted that the Subcommittee was created to discuss and develop proposals addressing the issues of teacher shortages, quality, and compensation for presentation to the Education Interim Committee at its November 14, 2007 meeting.

2. Alternative Compensation Systems

Ms. Steffen distributed a copy and gave a slide presentation on "Alternative Compensation Systems for Teachers." She described alternative compensation systems for teachers adopted in different states and school districts.

Ms. Amber Schwartz, Director of Teaching and Learning, UEA (Utah Education Association), commented on the Denver ProComp program and expressed interest in working with the Legislature.

Rep. Ronda Menlove responded to subcommittee members' questions regarding funding issues and compensation.

3. Proposals Addressing Teacher Shortages, Quality, or Compensation

Staff distributed a handout, "Recommendations of the Special Task Force on Teacher Shortages - March 2007."

Rep. Ron Bigelow briefed the Subcommittee on a proposal to recruit more teachers to the fields of math and science and to encourage keeping good teachers in the classroom. The proposal provides an optional extended-year contract for secondary teachers in certain fields, including math and science. The teachers would get additional compensation for the additional work that could include summer courses, student camps, and remedial classes. Rep. Bigelow noted a bill to implement the proposal is being drafted.

State Superintendent Patti Harrington commented on a four-year pilot program used at the Provo School District thirteen years ago. It was a program that gave teachers an option to extend contracts for

additional compensation and offered students opportunities to earn credit and enhance their learning. She noted the program was successful but ran out of funding. She will provide the Subcommittee with the data and research from the pilot program.

Mr. Vik Arnold, Director of Government Relations, UEA, discussed the reasons why math and science teachers leave after the first five years of teaching. He supported increasing and improving mentoring programs for new math and science teachers. He said there is a need for a tool to retain teachers already teaching and to recruit new math and science teachers by providing additional options, like teaching summer courses, for additional compensation. He suggested adopting Rep. Bigelow's proposal as a pilot program.

Rep. Menlove suggested grooming children at an earlier age to learn to love math and science at the elementary and secondary levels.

Dr. Darrell White, Board of Regents, distributed and commented on the handout, "Ensuring High Quality Teachers in Utah," that Supt. Harrington reviewed later in the meeting. He noted that Rep. Bigelow's proposal closely parallels a joint Public and Higher Education proposal to create STEM (Science, Technology, Engineering, and Math) Centers /USTAR (Utah Science, Technology and Research Initiatives) High Schools. He said the joint proposal is an effort to enrich the benefits of a teaching career in Utah by providing opportunities to math and science teachers to educate pupils in summer sessions in addition to their regular nine-month contracts.

At the request of Chair Stephenson, staff distributed a handout "Trimester Proposal - K-16 Alliance Task Force, January 3, 2007" for the Subcommittee to review.

Ms. Debra Roberts, Utah State Board of Education, commented on the trimester proposal and questioned where the savings would come from and whether the trimester proposal would be effective in all forty districts in the state.

Ms. Sydnee Dickson, Director, Educator Quality and Licensing, USOE (Utah State Office of Education), commented on professional development for teachers.

Rep. Menlove presented an overview of three proposals. She introduced Ms. Jan Pace, Davis School District, who discussed her experience as a paraeducator. Rep. Menlove distributed and gave an overview of the first proposal, "Paraeducator-to-Teacher Incentive Loan Program." She explained the program and noted the purpose is to: 1) to increase the number of highly qualified special education teachers; 2) create an incentive for paraeducators to become teachers; and 3) create a recruitment and retention incentive for schools to use when hiring and retaining paraeducators. She suggested looking at this proposal as a pipeline to address teacher shortages.

Rep. Menlove distributed and reviewed a second proposed program, "Extended Year for Special Educators." She explained its purpose is to: 1) increase compensation for special education personnel to enhance the likelihood that personnel will be retained; and 2) address the burden of paperwork and meetings related to the special education IEP process.

Dr. Marilyn Likins, Co-Director, Department of Special Education, Utah State University, commented on working with children with emotional behaviors.

Rep. Menlove distributed and reviewed a third proposed program, "Teacher Re-Licensure Initiative." She explained its purpose is to streamline and simplify the teacher re-licensure process to create a user-friendly and simplified process to renew an existing Utah teaching license.

The Subcommittee recessed for lunch at 12:26 p.m. and reconvened at 1:19 p.m.

Supt. Harrington, Ms. Dickson and Dr. White, reviewed the handout distributed earlier, "Ensuring High Quality Teachers in Utah," which describes a joint proposal of Public and Higher Education to alleviate an immediate statewide teacher shortage. The proposal includes training teachers throughout the state, in their own communities, and in areas of critical shortage, and providing teacher education to both traditional and non-traditional students.

Ms. Dickson also distributed the handout, "Performance-Pay for Teachers - Designing a System that Students Deserve," for the Subcommittee to review.

4. Discussion and Plan for Next Meeting

Chair Stephenson indicated that the next meeting of the Subcommittee was scheduled for November 6, 2007 at 9:00 a.m.

5. Other Items / Adjourn

MOTION: Rep. Frank moved to adjourn the meeting. The motion passed unanimously.

Chair Stephenson adjourned the meeting at 2:41p.m.