

**MISSOURI STATE BOARD OF EDUCATION AGENDA ITEM: December 18, 2019**

**CONSIDERATION OF LEGISLATIVE PRIORITIES**

<b>STATUTORY AUTHORITY:</b>  Section 161.092, RSMo	<input type="checkbox"/> Consent Item <input checked="" type="checkbox"/> Action Item <input type="checkbox"/> Report Item
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**STRATEGIC PRIORITY**

Access, Opportunity, Equity – Provide all students access to a broad range of high-quality educational opportunities from early learning into post-high school engagement.

Teachers and Leaders – Prepare, develop and support educators to ensure an effective teacher in every classroom and an effective leader in every school.

Efficiency and Effectiveness – Create an internal environment of continuous improvement, effective programming and efficient business operations.

**SUMMARY**

Board priorities for the 2020 legislative session will be discussed.

**PRESENTER**

Michael Harris, Chief of Governmental Affairs, will participate in the presentation and discussion of this agenda item.

**RECOMMENDATION**

The Department recommends the State Board of Education approve the legislative priorities for the board and department in preparation for the upcoming 2020 Regular Session of the Missouri General Assembly.

### Early Learning

The State Board of Education supports access to voluntary high-quality early learning opportunities for all Missouri children. We support phasing in a plan to allow Local Education Agencies (LEAs) to count 100 percent of 4-5 year olds in early learning programs in their calculation of Average Daily Attendance (ADA) in the foundation formula.

- **Important for Children:** Children are born learning, and measurable achievement gaps are evident as early as infancy. Environments in which children spend their earliest years hold the potential to shape their long-term success in meaningful ways.
- **Research Supports:** The earliest years in life represent a unique development window during which the fundamental architecture of the brain is wired, largely in response to relationships and interactions with family members and early childhood teachers<sup>1</sup>.
- **Return on Investment:** For every \$1 spent on high-quality birth-to-five programs for disadvantaged children, taxpayers can expect a 13 percent per annum return on investment. These returns come in the form of both immediate and long-term savings across the education and social service landscapes (reductions in retention, special education, welfare supports, and incarceration) and increases in the child's future employment and tax-paying ability<sup>2</sup>.

### Teacher Recruitment & Retention

The State Board of Education supports raising the minimum teacher salary from its current \$25,000 per year to \$32,000 per year.

- **48<sup>th</sup> in the Nation:** The Missouri average starting teacher salary is \$32,400 which ranks 48<sup>th</sup> in the United States.
- **Last in the Region:** Minimum salaries in border states range from \$32,000 to nearly \$36,000, placing Missouri last in the region. Missouri last took action on increasing teacher salary 14 years ago.
- **Minimum Salary:** An increase to \$32,000 would impact roughly three percent (2,300) of Missouri teachers at a cost of \$4.4 million.

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<sup>1</sup> Center on the Developing Child. Brain Architecture. Harvard University. (<https://developingchild.harvard.edu/science/key-concepts/brain-architecture/>)

<sup>2</sup> 13% ROI Research Toolkit (<https://heckmanequation.org/resource/13-roi-toolbox/>)

The State Board of Education suggests both the House and Senate create a Joint Interim Committee to study teacher compensation and strategies to move Missouri to the median of all states in average teacher compensation. In addition, we suggest this committee work closely with education organizations and the Department of Elementary and Secondary Education (DESE) to study alternatives to the traditional salary schedule, such as, incentive pay, health benefit design, tenure and differential pay based on subject area and geography.

- **All Teachers:** A minimum salary increase would impact roughly three percent of Missouri teachers and overall salary increase would impact the remaining 97 percent.
- **Recruitment Challenge:** Teachers in Missouri earn 26.5 percent less than other college graduates earn in wages<sup>3</sup>.
- **Teachers Matter:** The classroom teacher is the number one school-level factor that impacts student achievement<sup>4</sup>.

The State Board of Education recommends the House and Senate create a Joint Interim Committee to study the growing violence in school settings and violence directed against teachers. The committee should work closely with the statewide education organizations and DESE to understand practical solutions to this issue. In addition, the committee should look at the efficacy of legislation and solutions from other states when making recommendations for Missouri.

- **Teacher Safety and Retention:** Eighty percent of teachers responding to a recent MSTTA survey reported having experienced or witnessed a form of violence from either students or parents and over one-fourth said they have considered leaving the profession as a result of safety concerns<sup>5</sup>.
- **Recruitment Challenge:** Student survey data collected by DESE indicates that one of the reasons students today are not interested in being a teacher is due to the treatment they see their teachers receive.

### **Workforce Development**

The State Board of Education suggests that students in Missouri high schools be required to focus on an area of concentration related to a career field or achieving success in higher education.

- **Focus:** Students have many choices as they pursue their interests and expand their experiences. The selection of an area of concentration can provide students the opportunity to see the relevance of their coursework towards their desired career or major.
- **Relevance:** When students are motivated by the relevancy of their learning, their attendance improves, their behavior improves, and they are more open to instruction and mentoring by teachers and others who can help them reach their goals.

The State Board of Education supports requiring the use of an integrated advising system that connects career advising with academic support consistently across secondary and postsecondary institutions, and is informed by employers' current and anticipated needs.

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<sup>3</sup> Economic Policy Institute: Teacher Wage and Compensation Penalties (<https://www.epi.org/files/pdf/165729.pdf>)

<sup>4</sup> John Hattie's List of Factors related to Student Achievement (<https://www.visiblelearningplus.com/>)

<sup>5</sup> MSTTA School Safety Study (<https://www.msta.org/stories/school-safety-survey-results/>)

- **Awareness and Knowledge:** An integrated advising system is a “roadmap” to help students develop the awareness, knowledge, attitudes, and skills to create their own meaningful pathways to be success-ready graduates.
- **Connections to Workforce:** This requirement will assist students and families in the exploration of career, academic and multiple post-secondary opportunities to include direct access to the workforce, military, tech school/area career centers, vocational training, apprenticeships, two-year colleges, and four-year colleges.

### Funding

The State Board of Education supports continued full funding of the foundation formula.

- **State Commitment:** Fully funding schools demonstrates the state’s commitment to education and the importance of an educated workforce for workforce development, business attraction, and the overall economic strength of our state.

The State Board of Education supports phasing in full funding of the school transportation funding formula over the next three fiscal years.

- **Transportation Requirement:** State law ([Section 167.231, RSMo](#)) requires school districts to transport all students living more than three and one-half miles from school and that the state ([Section 163.161 RSMo](#)) provide transportation aid to school districts in an amount not to exceed 75 percent of all allowable costs for transporting students.
- **Current Funding:** In FY 2020, state transportation aid to school districts was underfunded by approximately \$193.5 million. Phasing in this funding will take \$65 million per year for three years.

The State Board of Education also suggests legislation to incent school districts to share educational costs.

- **Resource Sharing:** This may include incentives to share superintendents and other key personnel.
- **Regional Approach:** Regional centers, new and/or existing, may assist with support services, such as procurement, information technology, risk management, health insurance, accounting, facility maintenance, and transportation.
- **DESE-Informed:** DESE will study the impact of new and existing cost saving practices and programs. DESE will provide information to the legislature on ways cost saving practices can lead to a redirection of funding into the classroom and improved overall efficiencies.