

Missouri NEA State Board Report

*Notes from December 3, 2019 meeting of the Missouri State Board of Education
Missouri Department of Elementary and Secondary Education
Jefferson Building, Jefferson City, MO*

“The time has come for Missouri to take a meaningful step for teacher compensation.”

DESE staff convened the Missouri Teacher Table to make recommendations on ways to improve teacher recruitment and retention. This group identified improving salary as a top priority. Participants agreed that any salary proposal must address both adequacy and equity for all teachers. Dr. Paul Katnik, asst. commissioner, presented the group’s proposal.

- Increase salary of all teachers. \$4,000 increase for 70,433 teachers = \$322, 583,140.
- Increase the minimum teacher salary to \$32,000 and tie it to inflation. Current minimum is \$25,000.
- Adjust all teachers to earn at least the new minimum. After \$4,000 increase, 246 teachers would still make less than \$32,000. This requires an additional \$277,675. The average Missouri teacher salary would be \$54,126 (current average is \$48,293). Our approximate national ranking would be 26th.
- Provide incentives for hard-to-staff areas through an Innovation and Equity Fund. \$75,000,000 for incentives based on content (special education, math, science, foreign language, ELL, or other shortage) or type of school (high minority, high poverty, rural). The Teacher Table did not recommend a specific form for these incentives, which could include scholarships or loan forgiveness.

Following the presentation, board members engaged in spirited and wide-ranging debate. They scheduled a conference call to continue discussion as part of setting the state board’s legislative priorities. The Missouri General Assembly controls the state budget. Tax reductions passed by our Missouri legislature resulted in reduction of state funds available for education. Missouri’s eight border states have all had some teacher salary action in the past two years. The last state-wide action on teacher salary in Missouri was in 2005. See the complete proposal at <https://dese.mo.gov/sites/default/files/GA12-19.pdf>.

At the January state board meeting, Katnik will share Teacher Table non-salary recommendations. The Teacher Table included 18 teachers and 17 representatives of education associations and stakeholder groups. Ann Jarrett, MNEA teaching and learning director, and many Missouri NEA members have a seat at the Teacher Table.

Perkins V – proposed new state plan for career and technical education in Missouri

The Strengthening Career and Technical Education for the 21st Century Act (Perkins V) provides \$23 million in federal funding to Missouri to increase the quality of technical education. The Perkins act applies to both K-12 and post-secondary institutions. The new Perkins plan increases stakeholder involvement, requires a Comprehensive Local Needs Assessment (CLNA) every two years, enhances efforts to serve special populations, and encourages innovation. The report to the state board can be found at: <https://dese.mo.gov/sites/default/files/PerkinsVUpdateDec2019.pdf>

DESE staff will hold the following public hearings on Missouri’s Perkins plan, each starting at 6 p.m.:

- January 7: Jefferson City, Governor’s Office Building, Room 470
- January 8: Macon Area Career and Technical Education Center, MACTEC Commons
- January 9: Kansas City – Metropolitan Community College – BTC, Room 248/249
- January 14: St. Louis Community College – Corporate College, Room 219-Multipurpose Room
- January 15: Cape Girardeau Career & Technology Center, Cape Girardeau, Room 112
- January 21: Springfield – Ozarks Technical Community College, Information Commons West, Room 108 B&C

No changes made to Missouri districts' accreditation status.

All school districts retained the classification status approved in March 2019 – no new districts became provisionally accredited and no provisionally accredited districts gained full accreditation. There are no unaccredited districts in the state. Provisionally accredited districts are: Gilman City, Hayti, Hickman Mills, Kansas City, Middle Grove, Naylor, Normandy, and Riverview Gardens. Board members asked questions and discussed the report. The complete report for all districts can be found at: <https://dese.mo.gov/sites/default/files/ClassificationDec2019.pdf>

Public comments now open for changes to Missouri's ESSA plan.

The Every Student Succeeds Act was signed into law in December 2015 and Missouri's ESSA plan was approved in January 2018. Because of changes to state law and feedback from a variety of stakeholders, DESE staff propose several changes to the plan:

- Improving Basic Programs – Modifications are made to the identification of Comprehensive, Level I and II Targeted schools, and clear exit criteria is added. These schools will continue to receive support from improvement grants, Missouri Leadership Development System, regional school improvement teams, and improvement specialists.
- Student Support and Academic Enrichment - School safety, social-emotional programming, and workforce readiness are added to state focus activities.
- 21st Century grants – Rubrics to measure grant objectives are added.
- McKinney-Vento –Due process procedures for families are modified.

Missouri's long-term ESSA goal remains in place: 70% of students will be proficient and advanced in English language arts and math by 2030. The proposed changes in each ESSA area can be found at <https://dese.mo.gov/sites/default/files/ESSADec2019.pdf>. Public comments will be received through December 31, 2019.

Building level per-pupil expenditure data available after Dec. 12.

The Every Student Succeeds Act requires that site-based student expenditures be reported to ensure that students have equitable access to resources and opportunities. The reports will include revenues and expenditures recorded by building and location (pre-kindergarten programs are excluded) using the September enrollment counts. The building-level expenditures will be available to the public at www.dese.mo.gov after Dec. 12.

In other business, the board:

- Discussed possible board priorities for the upcoming legislative session: full funding of the formula, transportation fund increases, teacher pay increases, increase to Parents As Teachers, supporting educator recruitment, and supporting safe schools. The board will meet by conference call on Dec. 18 to finish this discussion and set priorities.
- Received a report from the Office of Adult Learning and Rehabilitation Services on the partnership between vocational rehabilitation and the University of Missouri to provide pre-employment transition services for eligible students with disabilities between the ages of 16-21.
- Received a report on internal DESE activities for the next phase of the Show-Me Success Plan and its vision, mission, core values, goals, and communication plan.
- Approved standards for district-provided and district-contracted pre-K programs.

The next meeting of the Missouri State Board of Education will be on January 9, 2020. If you have any questions or suggestions, please contact Rebeka McIntosh or Ann Jarrett at 800-392-0236. Details of state board agenda items can be found at <http://dese.mo.gov/state-board-education/agendas-minutes>.

Respectfully submitted,
Rebeka McIntosh, MNEA vice president
Ann Jarrett, MNEA teaching and learning director

Rebeka.McIntosh@mnea.org
Ann.Jarrett@mnea.org