

Commission To Strengthen the Adequacy and Equity of
Certain Cost Components of the School Funding Formula

Meeting
Burton Cross Office Building
111 Sewall St., Augusta, ME
Education and Cultural Affairs Committee Room 202

October 20, 2014

MINUTES

- I. Call to Order
 - a. Rep. Hubbell called the meeting to order at 9:42 a.m.

- II. Roll Call - Co-chair Sen. Rebecca Millett, Co-chair Rep. Brian Hubbell, Jill Adams, Charles Betit, Kim Buckheit, Kathryn Colfer, Jude Cyr, Rep. Mattie Daughtry, Jim Grant, Martha Harris, Daniel Higgins, Rep. Beth Turner, Jim Rier.
ABSENT - Sen. Brian Langley.
 - a. Also present – Maine DOE staff Suzan Beaudoin, Jennifer Pooler; Maine Education Policy Research Institute staff Dr. David Silvernail, Jim Stone, Erika Stump.

- III. Consideration of the Minutes of July 25, 2014 –
Motion by Sen. Millett, seconded by Dan Higgins to accept the Minutes of July 25, 2014 as written. Voted unanimously by those present.

- IV. Review Program Report as directed by section 6 of Resolve Chapter 114
 - a. Current status of the Work Plan
 - i. Various stages on Items 1, 2, and 3.
 1. Item 1 – Low returns on Early Childhood survey – if they have a program, what does it cost? Those who don't have a program – Do they have space? Cost to create space (36 responses so far). The longer reporting out on this item can be pushed off, the better data we will receive.
 2. Item 2 - Cleaned up the data, have first run of information, will have info on summer schools nationally and in Maine for report out.
 3. Item 3 – Professional development time – both personal and collaborative professional development time are being surveyed – survey to teachers – criteria for effective professional development – how much time meets “effective” criteria.

4. Item 3 – Instructions Coaches – had to go out to school districts for this information; not many responses as of yet (only about 50 responses).
- ii. Will present items 4 -7 today.
- iii. Reminder to Superintendents to complete surveys in last week's Commissioner's Update
- iv. Rep. Hubbell requested MSSA (Dan Higgins) to remind Superintendents of the importance of completing the surveys in a timely fashion

b. Discuss in detail –

- i. Item 4 – Regional cost adjustment for teacher salaries

Paragraphs A & B

Calculation of EPS Salary and Labor Market Adjustment (p. 2)

Salary matrixes - Experience and Education level (p. 3 top)

Graphic distribution of Maine Dept. of Labor 35 Labor Market Areas (LMA) (p. 5)

How Regional Adjustment Calculated (p. 6)

Table showing 35 LMAs 2004-05 (current) proposed 2013-14 (p. 7)

Graphic distribution of Salary indices for 35 LMAs 2013-14 (p. 8)

LMA Regional Adjustment Ranges 2013-14 (p. 9)

US Dept. of Labor 31 LMAs (p. 10) – made them larger and in some cases crossing state lines

Table showing 31 LMA Regional Adjustment Calculated Change 2004-05 to 2013-14 (p. 11)

Graphic distribution of Salary indices for 31 LMAs 2013-14 (p. 12)

Table showing Regional Adjustment Coefficients Comparison to State Averages by LMA 2013-14 staff data (p. 13)

Table showing Regional Adjustment Simulation 1 (p. 14) 2004-05 vs 2013-14 data by LMA

Table showing Regional Adjustment Simulation 2 (p. 15) 2013-14 data vs Floor by LMA

Table showing Regional Adjustment Simulation 3 (p. 16) 2013-14 data vs between 0.95 and 1.05 by LMA

Table showing Regional Adjustment Simulation 4 (p. 17) 2013-14 data vs No Adjustment by LMA

*Which SAU is in which LMA – if a district is cross cutting – used LMA where most of the students reside; some are very small so they are combined with other LMAs to compute adjustment

*An adjustment is made based on the level of education and experience in the different LMA

*Each LMA is divided by state average teacher salary yielding the regional adjustment – average salary adjustment has grown between 2004-05 and 2013-14

*Some type of dynamic happening locally driving the numbers down

*Think about this information between now and our next meeting - be weighing this to ask if there is sufficient information to make decisions

*How often was LMA reviewed? Not updated since 04-05; 3 year review cycle recommended when it was implemented.

Paragraph C

Minimum Teacher Salary

Table 1 showing where Maine stands – average teacher salary (p. 2)

Table 2 showing where Maine stands – average starting teacher salary (p. 3)

Table 3 showing where Maine stands among Northeast states and US – average teacher salary (p. 4 top)

Table 4 showing where Maine stands among Northeast states and US – average starting teacher salary (p.4 bottom)

9 states have minimum teacher salary (p. 5)

15 states have mandated state salary schedule (p. 5)

3 states have policy guidelines for salary schedules (p. 5)

Literature review (p. 6)

Performance-based pay for educators

Many state models across the nation have been started and abandoned within a few years (p. 7)

Maine Schools of Excellence – Maine model pilot since 2010 (p. 8)

Evidence from national and international research (p. 9)

Recruiting and Retaining Teacher in Hard-to-Staff Schools

20+ states offer some type of incentive for teaching in hard-to-staff positions (p. 10)

Blaine House Scholars Program – Maine model (p. 10)

National research re: Recruiting and Retaining Teacher in Hard-to-Staff Schools (p. 11)

Evidence from Maine - Highly Qualified Teacher Rates (p. 12)

Evidence from Maine – National Board Certified Teachers (p. 13)

- ii. Item 5 – Debt service for locally approved school construction projects in the required local share of school funding
Handouts showing a sample of SAU proposed Articles for expenditures and revenues and specific Articles related to Minor Capital Improvements and Major Capital Debt were explained.
- iii. Item 6 – Special education allocation for minimum subsidy receivers
Handout - History of Minimum Special Education Adjustments
Handout – RSU 28 (Camden/Rockport K-8) ED 279
*How would you increase the minimum special education adjustment percentage in an equitable way?

- iv. Item 7 – State contributions to fund the cost of the unfunded actuarial liability for retired teachers
 - Handout – States Contribution to Retired Teacher Funding
 - Handout – Education Funding Law Implementation chart
 - *Unfunded Actuarial Liability (UAL) – (\$147,283,723) amount state is required to put into teacher retirement to keep it on track; will be reduced over the next 10-12 years; peaked within the last 2-3 years
 - *What was the original definition of the 55%? Was UAL included when 55% was first put forward?

v. Other

- *Do districts with fewer teachers with masters degrees and less experience have a lower per-pupil cost?
- *Professional Development – why not survey the principals instead of the teachers? Concerned about the quality of data for the Commission to consider.

vi. Next meetings – all meetings will be held in the Education and Cultural Affairs Committee Room 202 of the Burton Cross Office Building, 111 Sewall Street, Augusta, ME.

- a. November 6 – ½ day
 - Item 2 of Work Plan
- b. November 14 – ½ day
 - Item 3 of Work Plan
- c. November 25 – full-day
 - Item 1 of Work Plan
- d. December 4 - full-day

vii. Meeting ended at 2:10 p.m.

Respectfully submitted by Jennifer Pooler
Approved: November 6, 2014