

MAINE STATE LEGISLATURE

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L.D. 2327

DATE: 4-7-00

(Filing No. H-1097)

EDUCATION AND CULTURAL AFFAIRS

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STATE OF MAINE
HOUSE OF REPRESENTATIVES
119TH LEGISLATURE
SECOND REGULAR SESSION

COMMITTEE AMENDMENT "A" to H.P. 1658, L.D. 2327, "Resolve, to Establish a Commission to Study Teacher Recruitment and Retention"

Amend the resolve by striking out the title and substituting the following:

'Resolve, to Establish a Commission to Study Kindergarten-to-grade-12 Educator Recruitment and Retention'

Further amend the resolve by striking out everything after the title and before the summary and inserting in its place the following:

Sec. 1. Commission established. Resolved: That the Commission to Study Kindergarten-to-grade-12 Educator Recruitment and Retention, referred to in this resolve as the "commission," is established; and be it further

Sec. 2. Commission membership. Resolved: That the commission consists of the following 14 members:

1. The Commissioner of Education or the commissioner's designee;

2. The Commissioner of Labor or the commissioner's designee from the Division of Labor Market Information Services;

3. Three members representing teachers who are public school teachers in the State, appointed by the Maine Education Association;

4. One member representing superintendents in the State, appointed by the Maine School Superintendents Association;

COMMITTEE AMENDMENT

H. S.

COMMITTEE AMENDMENT "A" to H.P. 1658, L.D. 2327

2 5. One member representing school principals in the State,
appointed by the Maine Principals Association;

4
6 6. One member representing school boards in the State,
appointed by the Maine School Boards Association;

8 7. One member representing the National Commission on
Teaching and America's Future or the Maine Leadership Consortium
10 Steering Committee on the National Commission on Teaching and
12 America's Future, appointed by the chair of the Maine Leadership
Consortium's National Commission on Teaching and America's Future
Steering Committee;

14
16 8. One member representing postsecondary education
18 institutions in the State involved in teacher preparation and
professional development programs, appointed by the Chancellor of
the University of Maine System;

20 9. One member representing the State Board of Education,
appointed by the State Board of Education;

22
24 10. One member representing businesses in the State,
appointed by Maine State Chamber of Commerce;

26 11. One member representing the Maine Municipal
28 Association, appointed by Maine Municipal Association; and

30 12. One member representing parents of public school
students in the State, appointed by the Maine Parent Teachers
32 Association; and be it further

34 **Sec. 3. Chair. Resolved:** That the commission shall elect a
chair from among its members at the first commission meeting; and
be it further

36
38 **Sec. 4. Appointments; meetings. Resolved:** That all
appointments must be made no later than 30 days following the
effective date of this resolve. The Executive Director of the
40 Legislative Council must be notified by all appointing
authorities once the selections have been made. When the
42 appointment of all members has been completed, the Chair of the
Legislative Council shall call and convene the first meeting of
44 the commission no later than 15 days after the final member is
appointed; and be it further

46
48 **Sec. 5. Duties. Resolved:** That the commission shall study
teacher supply and its alignment with hiring needs, hiring
practices, teacher salaries and benefits and comparability with
50 competing careers, assignments of new teachers, supervisory and

COMMITTEE AMENDMENT

R. 48.

COMMITTEE AMENDMENT "A" to H.P. 1658, L.D. 2327

support systems provided new teachers and attractiveness of the profession. The commission shall also study the causes of administrator shortages in the State.

The commission shall also study and report to the Legislature its findings on:

1. The causes of teacher shortages in the State;
2. The persistence of new teachers in positions for which they are hired and the reasons for any attrition;
3. The types and numbers of new teachers Maine schools will need to hire during the next decade;
4. The specific reasons why experienced teachers are leaving the profession or retiring early;
5. The types of financial incentives, including loan forgiveness, that may lead to the recruitment and retention of teachers;
6. The conditions and practices that lead to the recruitment and retention of an adequate supply of highly qualified teachers at the kindergarten-to-grade-12 level;
7. Recommendations of both local-level and state-level actions to achieve those conditions and practices; and
8. The causes of administrator shortages in the State, the types and numbers of new administrators that Maine schools will need to hire during the next decade and recommendations of both local-level and state-level actions to recruit and retain these new administrators; and be it further

Sec. 6. Staff assistance; research assistance. Resolved: That, upon approval of the Legislative Council, the commission shall contract with a consultant to provide the staffing assistance and research services necessary to assist the commission in accomplishing its duties; and be it further

Sec. 7. Reimbursement. Resolved: That the members of the commission are entitled to reimbursement for travel and other necessary expenses, upon application to the Legislative Council; and be it further

Sec. 8. Report. Resolved: That the commission shall submit its report, together with any necessary implementing legislation, to the joint standing committee of the Legislature having jurisdiction over education and cultural affairs during

the First Regular Session of the 120th Legislature no later than January 15, 2001. If the commission requires a limited extension of time to conclude its work, it may apply to the Legislative Council, which may grant the extension; and be it further

Sec. 9. Appropriation. Resolved: That the following funds are appropriated from the General Fund to carry out the purposes of this resolve.

2000-01

LEGISLATURE

Commission to Study Kindergarten-to-Grade-12 Educator Recruitment and Retention

All Other \$38,200

Provides funds for the expenses of eligible members of the Commission to Study Kindergarten-to-Grade-12 Educator Recruitment and Retention, to contract for staffing assistance and research services and to print the required report.'

Further amend the resolve by inserting at the end before the summary the following:

FISCAL NOTE

2000-01

APPROPRIATIONS/ALLOCATIONS

General Fund \$38,200

This resolve includes a General Fund appropriation of \$38,200 in fiscal year 2000-01 for the expenses of eligible members of the Commission to Study Kindergarten-to-Grade-12 Educator Recruitment and Retention and to contract with a consultant to provide staffing assistance and research services and to print the required report.

The additional costs associated with issuing the contract and processing payments related to the commission can be absorbed by the Legislature utilizing existing budgeted resources.

2 The Department of Education, the State Board of Education,
the Department of Labor and the University of Maine System will
4 incur some minor additional costs to serve as members of the
commission. These costs can be absorbed within the existing
6 budgeted resources of the respective agencies.'

8 **SUMMARY**

10 This amendment makes the following changes to the resolve:

12 1. It changes the title of the resolve to align with the
additional duties of addressing administrator shortages in the
14 State;

16 2. It increases the commission membership total to 14
members by adding 5 new members;

18 3. It clarifies the convening process for the commission
20 and the appointment process for the commission chair;

22 4. It adds 3 new duties to the commission charge, including
the duty of addressing administrator shortages in the State and
24 the duty of studying financial incentives for the recruitment and
retention of teachers;

26 5. It allows the commission to request that consulting
28 services be provided to provide staffing assistance and research
services for this commission;

30 6. It clarifies that the commission shall submit its
32 report, together with any necessary implementing legislation, to
the joint standing committee of the Legislature having
34 jurisdiction over education and cultural affairs during the First
Regular Session of the 120th Legislature; and

36 7. It adds an appropriation section and a fiscal note to
38 the resolve.