

MINUTES OF THE MEETING  
EDUCATION AND CULTURAL RESOURCES COMMITTEE  
50TH LEGISLATIVE SESSION  
HOUSE OF REPRESENTATIVES

The sixteenth meeting of the Education and Cultural Resources Committee was called to order on February 18, 1987 by Chairman Jack Sands, at 1:00 p.m. in Room 312-D of the State Capitol.

ROLL CALL: All members were present.

CONSIDERATION OF HOUSE JOINT RESOLUTION NO. 26:

REP. CAL WINSLOW, House District No. 89, sponsor of the resolution, stated that HJR # 26 was a resolution to initiate the "Big Sky State Games". He said it is an effort to try and develop on a nation wide movement hosting three day amateur multi-sport festivals. He noted the first one was held in Billings last year and had tremendous involvement. He felt it was very important that events such as this that bring about enthusiasm and pride in the State of Montana be encouraged.

PROPOSERS:

TOM OSBOURNE, Executive Director of the Big Sky State Games. Mr. Osbourne stated that 3,522 athletes from 106 cities from across the State of Montana participated in the state games last summer. He said it is a program that is supported and recognized by the United States Olympic Committee and encouraged the committee's support. See EXHIBIT # 1.

OPPOSERS: None.

REP. WINSLOW closed by reiterating the voluntary effort that was put into this program by all of the people who participated, the corporations that were involved, and the overall participation from people from all over the State of Montana. He said with proper encouragement and support this event will become bigger and bigger as it has in other states.

CONSIDERATION OF HOUSE BILL NO. 710:

REP. PAUL PISTORIA, House District No. 36, sponsor of the bill, stated his bill concerned the controversy over the Montana High School Association. He noted that there was a bill passed to do away with the Montana High School Association in 1974 but that Governor Judge vetoed it. He then handed out a resolution, see EXHIBIT # 2, which explains his reasons for introducing the bill.

PROPONENTS:

MARTHA ONISHUK, representing the League of Women Voters, read her prepared statement in support of HB # 710. See EXHIBIT # 3. She concluded her statements by saying the LWV's new education position promotes "efficient and equitable financing of public education". She said she supported HB # 710 as a start of fiscal responsibility in education. She also submitted a copy of the M.H.S.A. budget. See EXHIBIT # 5.

NANCY DEDEN, a parent from Missoula, rose in support of HB # 710. A copy of her testimony is attached as EXHIBIT # 6.

SANDY CHANEY, representing the Women's Lobbyist Fund, read her prepared statement, see EXHIBIT # 6, in support of HB # 710. She closed her statement by saying the MHSA receives public money and influences the organization and development of high school interscholastic programs and HB # 710 outlines a fair method of finally evaluating the procedures and decisions of the MHSA.

OPPONENTS:

DAN FRIEND, Executive Secretary of the Montana High School Association, stated he was neither a proponent nor an opponent of the bill, that his purpose was to speak to the committee concerning some clarifications and to answer any questions. He stated that any time an organization deals with rules or with legislation it is controversial. He addressed the preamble on line 17 - the WHEREAS the MHSA received public money, and stated that up until this year the MHSA had been financed 4% on a dues structure from the schools, and of the other 96% - 80% of that had come from basketball tournaments. He noted that a proposal had been passed to change the procedure of financial sources so that 80% of the funding will come through dues from the schools and 20% will come by virtue of the officials dues and miscellaneous income. See EXHIBIT # 7. He then noted that a copy of the MHSA policy is on the inside front cover of the MHSA handbook. See EXHIBIT # 8. Mr. Friend then gave an in depth explanation of the various points in HB # 710.

QUESTIONS FROM THE COMMITTEE:

A question and answer period was held regarding changing the by laws of the MHSA on the voting requirements between

Education and Cultural  
Resources Committee  
February 18, 1987  
Page Three

class AA and class C schools; the fact that MHSA didn't hold open meetings until the League of Women Voters brought suit against them and the suggestion of turning over the activities of the MHSA to the local school boards.

REP. PISTORIA closed by saying the MHSA did try to do some improving at their convention in Missoula but that they admitted the controversies and that is why the study is needed.

CONSIDERATION OF HOUSE BILL NO. 725:

REP. BILL STRIZICH, House District No. 41, sponsor of the bill, stated the bill was introduced on behalf of the missing persons information program of the department of justice. He said the bill will provide for improving the cooperation between the school systems around the state and law enforcement in the area of missing children. He said there is a problem especially in noncustodial family members. Rep. Strizich noted that members of the justice department would speak to the contents and effects of the bill and will also offer clarifying amendments of which he supports.

PROPOSERS:

BILL ERWIN, representing the Montana Department of Justice. He handed out a fact sheet, see EXHIBIT # 9, which explains the main points of the legislation. He said the bill compliments the Montana missing children act. He then reviewed EXHIBIT # 9 in detail, and pointed out that point No. 5 would include religious and private schools, which he felt was an important part of the legislation because if a non-custodial parent abducted his child he would try to get him into a school that was not in the school district or under OPI control. Mr. Erwin stated there would be no cost to state government with the legislation and would take a minimal effort to administer, and he believed it would serve a worthwhile purpose in alleviating the missing children problem.

JULIE BURK, representing the Montana Education Association, said that abduction, child abuse and exploitation are increasingly common problems and that MEA had established its child advocacy committee to deal with these issues. She said that she was in support of the bill.

DON WALDRON, representing the School Administrators of Montana, rose in support of the bill. He said that SAM

Education and Cultural  
Resources Committee  
February 18, 1987  
Page Four

would do anything they could to cooperate in this regard.

FRITZ BEHR, Administrator of the law enforcement services division of the Montana Department of Justice, spoke in favor of the bill. He stated he had some amendments he would like to propose, 1) on page 2, line 2 and line 15, to strike the word "or" and insert the word "and"; on page 2, line 18, in subsection 5 after the word "necessary" to insert the words "for a local law enforcement agency"; 3) page 2, to follow line 21, subsection 5, to add the words "a knowing violation of this subsection constitute a violation of 45-7-303 subsection 2a of the Montana Codes Annotated".

OPPONENTS: None.

QUESTIONS FROM THE COMMITTEE:

REP SWYSGOOD asked by including non-public and private religious schools in the legislation if the bill was not getting into some grounds that might be unconstitutional? Mr. Behr replied that he personally did not see a constitutional problem.

REP. PHILLIPS asked why it was necessary to provide a certified copy of a birth certificate or a certified transcript or similar student record from the previous school in order to prove identity. He noted that those certified copies are charged for. Mr. Behr explained that a non-custodial parent could take a child and enroll him in a school and not legally be able to prove the child's identity without a certified copy of some form of identification.

REP. MERCER noted there wasn't a hardship placed on the parents as REP. PHILLIPS was concerned as it was the responsibility of the receiving school district to send for the records of the student, and not the parent.

REP. STIZICH closed by thanking the committee for their kind attention.

CONSIDERATION OF HOUSE BILL NO. 250:

REP. TOM JONES, House District No. 4, sponsor of the bill, stated that HB # 250 is an act to reform the status of tenure. He noted after several attempts to get the bill drafted properly, he enlisted the assistance of Superintendent Ed Argenbright, who will explain the bill to the committee. See EXHIBIT # 10.

Education and Cultural  
Resources Committee  
February 18, 1987  
Page Five

PROPONENTS:

ED ARGENBRIGHT, Montana Superintendent of Schools. Mr. Argenbright stated when Rep. Jones asked for advice on HB # 250 his initial inclination was to avoid the issue, but after discussions and serious reflection, he felt the time was right to consider the state's quality schools and how to maintain that quality.

Mr. Argenbright said that the system of economic security, job protection and academic freedom for teachers and all administrators except district superintendents, has evolved over the past 70 plus years and is now in need of reform. He stated he beleived reforming tenure would do much to help regain the stature Montana teacher's deserve and need. Tenure is now working against Montana teachers; since it extends to administrators, the old concept of promote from within is gone for tenured teachers. A teacher has great difficulty moving into an administrative position within his or her own district, because tenure would include higher salary even if the teacher were moved back into the classroom. The morale of teachers has been shaken when an administrator moves back to the classroom at the administrative salary, it is not fair. In periods of declining resources, this bill will allow the option of saving jobs or reducing staff. The current system allows only reduced staff, only fewer teachers.

Mr. Argenbright noted that this bill will not return to the old days when a teacher who kept a board members child after school ended up being fired. He said the good cause and due process clauses within the bill are adequate to protect the job security of teachers in Montana. He noted the bill is patterned after the New Mexico statute and the due process was developed in Senator Mazurek's interim study committee. He said the bill would work, and for quality schools, he urged the committee's support.

RICK BARTOS, Attorney for the State Superintendent of Public Instruction Office. Mr. Bartos stated that he had helped REP. JONES develop a very comprehensive revision of the tenure laws that maintain the essential elements that are presently in the system. The good cause, due process requirements are maintained in the revised tenure law.

Mr. Bartos then addressed three cases that recently came down from the Montana Supreme Court which he believes has extended the tenure intent way beyond that what the legislature had originally intended.

SANDRA WHITNEY, representing the Montana Taxpayers Association, stated she would oppose the bill as it was introduced; however, with the redraft, the Montana Taxpayers can support the measure. She said she would not be repetitious, that the arguments had already been made for the bill, but that she would simply ask for the committee's serious consideration.

BRUCE MOERER, representing the Montana School Boards Association, stated he would support the revision of HB # 250. That it still protects teachers with more than three consecutive years experience, it provides that termination can only be for good cause, and it provides for due process in the event of a termination. He said it does deal with two problems that the Montana School Boards Association has been running into more and more frequently, given the economic times, 1) when an administrative position is terminated and an administrator is moved back into the classroom, the law requires that the administrator who is now a teacher, be paid at the administrators salary and receive increases in the future that the administrators receive in the future. 2) the bill allows for wages to be bargained down. He said the wood products industry, the Columbia Falls aluminum plant, the smelter in East Helena, the private sector, are collectively bargaining wages down in certain cases in order to save jobs. He noted the tenure law in the State of Montana does not allow a bargaining down of teachers salaries, and that this law would address that problem, and he recommended the committee support HB # 250 as it has been amended.

FRANK THOMAS, Kalispell, stated he believed that HB # 250 is the beginning to the solution of the problems that face Montana education today. He said the administrators have been unable to get rid of teacher who have not been producing to the best of their ability or not acting in the best interest of society. The word tenure has grown to mean a guarantee of a job at a salary no less than last years wages. He said it hamstring the administration and it hamstring school boards. He noted in the free enterprise system, the people who run businesses find that it is necessary sometimes in economic conditions similar to what Montana is facing today, to reduce salaries and get rid of people who are non-productive. That is not possible with the present law. Therefore, it would be in the best interest of the people to support HB # 250 and help Montana education.

Education and Cultural  
Resources Committee  
February 18, 1987  
Page Seven

ELINOR COLLINS, representing the Montana County Superintendents of Schools Association, stated she felt she could support the bill because it does include the good cause and due process procedure. She recommended a do pass on the bill.

OPPONENTS:

ERIC FEAVER, President, Montana Education Association, handed out a copy of a letter he had sent to the committee on February 13, see EXHIBIT # 11, in opposition to the bill. Mr. Feaver stated there is no evidence anywhere that public schooling in Montana is failing its citizens; they are getting what they are paying for. And the reason for the high quality education is because there are deeply committed teachers and administrators who everyday practice their profession for the benefit of Montana's children. He said an attack on their tenure in the circumstances that are faced today in Montana is nothing more than a blatant, bald faced attack on teacher's morale and their capacity to deliver the excellent quality education that they are already delivering.

Mr. Feaver noted that tenure was first established in 1913 in Montana, and the reason for its establishment was in order to attract and retain competent professionals in the classroom. The legislature determined that teachers must be guaranteed some sort of stability to salary and position and academic freedom. He said there have been many attempts to change tenure in recent years. There were two bills introduced in 1985 regarding tenure, one of them was to change the hearings process so that a teacher who is to be recommended for non-renewal of a tenured status would have the hearing before the employer, the board of trustees, acted. Until 1985, a board of trustees non-renewed a tenured teacher and then provided the teacher a hearing and presumably would reconsider its act. He said the legislature passed that bill, which he supported. The other bill that was introduced would have overturned the SORLIE decision by denying to principals, administrators and supervisors, who were moved from that position into a classroom, comparable or the same salary. That bill failed. He said both of those bills were the result of a 1984 legislative interim study on tenure.

Mr. Feaver stated in his capacity as the spokesperson for the vast majority of teachers in the state, that they are willing to deal on the issue of tenure, but do not feel that HB # 250 as amended is the deal they would accept.

Education and Cultural  
Resources Committee  
February 18, 1987  
Page Eight

Mr. Feaver submitted that the MEA would be delighted to sit down with the OPI, MFT, MSBA, SAM, and any other affected parties who felt they were involved in the tenure issue and deal with it together, and bring something to the 1989 legislature.

He said that those organizations had recently come together and agreed that all entry level teachers in the State of Montana should be tested. That there should be a modification of the rules that deal with teacher certification, revocation and suspension, particularly the rules that deal with alleged immorality of teachers in the classroom. He noted there is ample precedent that the parties in the education community can deal with the very tough issues that face public education and come to a common agreement that would be better than HB # 250.

Mr. Feaver further stated that the bill makes it clearly evident that the issue is no longer the competence of teachers in the classroom, but that the issue is money. He said if the bill were to pass, the issue of money would get very complex, because those teachers who already have tenure and who will receive their tenure this spring have a property right to the salary they now enjoy. Also if the bill were to pass there would be three classifications of teachers, those who are probationary, those who will have taught at least three consecutive years in any one school district (who are not tenured but are called something similar to that), and those who are tenured and have earned a property right to the salary they are now receiving. He suggested the possibility of litigation would be great.

Mr. Feaver then handed out EXHIBIT # 12, proposed amendments which he reviewed in detail. He concluded his testimony by requesting the committee table HB # 250.

MIKE DAHLEM, representing the Montana Federation of Teachers, stated there are three major problems with the bill. 1) It takes away job security and salary protection which have long been afforded to tenured teachers, and offers them nothing in return, 2) that it will be used by school districts to impose wage reductions from teachers and will lead to strikes, 3) that there is a constitutionally protected property right and if the intent of the bill is to wipe out that right, there will be mass litigation from those teachers currently enjoying tenure. He asked that the committee kill the bill.

JUDI FENTON, representing the Montana Association of Elementary School Principals, rose in opposition to the bill.



Ms. Fenton stated she felt the present tenure system is working adequately and in light of the most recent research on effective schools, which points out that the principal is the key agent for change in a school, and in the most vital position to affect positive change as it relates to effective education for students, and is the very person who is directly responsible for the overall improvement of student academic growth, the bill is inappropriate.

FRED RANNEY, Elementary Principal, Belgrade, said he has a question about the term "good cause" in the bill and asked if anyone could define it. He also supported Ms. Fenton's testimony.

QUESTIONS FROM THE COMMITTEE:

In response to a question by REP. HARRINGTON, MR. ARGENBRIGHT said his testimony was to the fact that educators, including himself, must be willing to change, or things are going to be changed for them. And that when he said, educators must rid ourselves of the mistaken notion that once we get tenure we can retire in the job, that is a mistaken notion held by a number of people not in the educational profession. He said the public perception is being fostered by a few who are protected by tenure.

Mr. Argenbright stated he was not in any way inferring that Montana teachers are not doing the job because the U. S. Secretary of Education chart had just come out and Montana teachers are again right at the top.

REP. HARRINGTON asked Mr. Argenbright to respond to the issue of collective bargaining and teachers right of salary that was addressed in the bill. Mr. Argenbright replied in regard to the question of economic security, that right now should there be a decline in financial support for a school district, there is no option but to have fewer teachers and larger class sizes. He noted he was not saying that that wasn't the best option, but it is the only option right now, and should school districts run into that circumstance, he believes teachers and school boards, with their bargaining abilities, should have another option.

CHAIRMAN SANDS asked Rick Bartos what the definition of "good cause" was and if teachers have a property right to tenure. Mr. Bartos responded that "good cause" has been defined by a number of cases through the Montana Supreme Court, and that all of those cases can define the parameters of "good cause" and it is the intent of HB # 250 to

to adopt the "good cause" definition. He said in regard to the question of whether teachers have a property right to tenure, that as long as the legislature maintains the statute in protecting tenure they do maintain a property right. But if the legislature chooses by legislative enactment to take away the status of tenure, the status of the property right is taken away, it is a statutory created right and not a constitutionally created right.

REP. KEENAN asked Mr. Argenbright to clarify his statement that because of the fiscal crunch the state faces, there needs to be some options, 1) if HB # 250 passes, that the options to the communities are the same number of teachers at less pay or 2) if the bill does not pass, it would mean fewer teachers and larger classloads. Mr. Argenbright replied that the potential exists in terms of quality education, that rather than increasing the number of students in each room, they could maintain the same number of rooms at a lower salary level and would then be able to maintain lower class sizes.

REP. KEENAN then asked Mr. Argenbright what the average salary for teachers in Montana was. Mr. Argenbright responded it was around \$22,000. She then inquired if he knew what the average salary was for teachers in the nation. Mr. Argenbright stated it was around \$24,000, which was behind in terms of paying teachers salaries, but the capital amount of effort that is being contributed by Montanan's ranks third in the nation. He said the biggest reason for that is because Montana's per capita income is just over \$10,000 which makes Montana a very poor state.

REP. KEENAN asked Mr. Argenbright if he didn't feel this bill would put Montana even further behind and just proliferate the problem of young students not choosing to make a career out of teaching. Mr. Argenbright replied he felt that teachers would be held in much higher regard if they were not protected by a tenure statute that is over 70 years old. He said he believed in the long term it would enhance the stature of the profession and would be a beneficial move.

A question and answer period was held regarding the difficulty a school district has in discharging a tenured teacher and the lengthy procedure that must be followed, and the fact if an administrator, who makes \$40,000 a year is moved back into a \$20,000 teaching position, he still would draw the administrative salary along with the increments he would have received as an administrator.

REP. PHILLIPS stated he felt the basic issue was boiling down to a salary issue, that the system reminds him of a bumper jack in the up position, and the little lever has fallen off, so it can be jacked up but it can't go down. He noted that public opinion out on the street, was the fact that 44% of the voters in the State of Montana said they wanted to cut off property taxes, which is the major source of school funding. He asked Eric Feaver if he had any solution or suggestions if someone was able to get it passed to cut off property taxes.

Mr. Feaver responded that all the teachers who are tenured, and all the administrators who are of themselves tenured as teachers, that the promise of having the same salaries from one year to the next is not bankrupting the state. He said to expect teachers to take a cut in salary is not going to make solvent the current fiscal situation in the State of Montana. And that academic freedom is an issue here; it is not just a money issue.

REP. JONES closed by saying the bill basically removes the word "tenure" from the statutes along with a few other changes that he was in favor of. He noted that Mr. Feaver was correct in stating that tenure was instigated in 1913; however, the reason he gave was wrong; it was caused to be enacted by a bunch of rabble-rousing professors from the University of Montana to protect their own jobs, and that was true. He said he had conducted polls in District No. 4 in 1984 and 1986 which showed both times that 75% of the people, including several teachers who were working at the time, would like to get rid of tenure.

REP. JONES continued by saying the tenure law was established at the same time as Model T Fords, and they were pretty effective for those days. However they have been improved, and we have Lincoln Continentals now. He said it is time the MEA upgraded their system and that tenure got upgraded along with it. This bill, if enacted would return some of the authority to the school boards in the State of Montana. He said at the present time it seems like the tail is wagging the dog.

#### CONSIDERATION OF HOUSE BILL NO. 619:

REP. LEO GIACOMETTO, House District 24, sponsor of the bill, stated the bill would allow a school district to invest their money wisely. He said a lot of the smaller counties in Montana only have one bank, which leaves little competition for the reserve funds of those schools. The bill

Education and Cultural  
Resources Committee  
February 18, 1987  
Page Twelve

strikes the words "county and adjoining county" and inserts the word "state". He said it still leaves the restrictions of who the school district can invest with, but it gives more opportunity to get competition out there to receive the top dollar for the school districts funds.

PROPONENTS:

BRUCE MOERER, representing the Montana School Boards Association, rose in support of the HB # 619. He said the bill would give trustees more flexibility to invest their funds and to maximize the interest rates and the returns they will receive from those invested funds. He urged the committee's support of the bill.

GILE MITCHELL, representing the OPI, stated he would like to go on record in support of the bill.

OPPONENTS: None.

QUESTIONS FROM THE COMMITTEE: None.

REP. GIACOMETTO closed by commenting he hoped the committee would act favorably on the bill.

CONSIDERATION OF HOUSE BILL NO. 356:

REP. HARRINGTON, House District No. 68, sponsor of the bill, stated the bill made two very basic changes in the tenure law. It would merely change the date that all tenured teachers must be notified from the 1st of April to the 15th of April; and all non-tenured teachers from the 15th of April to the 30th of April. He said this additional 15 day extension gives the board of trustees time to make decisions after a mill levy as to whether teachers should be reduced in size.

PROPONENTS:

BRUCE MOERER, representing the Montana School Boards Association, urged the committee to support HB # 356. He noted that although it was only a change of two weeks, it was a very important two weeks in the school budgeting process, and in the school voted levy process, and in the notification of teacher re-election process.

DON WALDRON, representing the School Administrators of Montana, stated he supported the bill for the reasons already stated, and that it would simplify his job.

Education and Cultural  
Resources Committee  
February 18, 1987  
Page Thirteen

GILE MITCHELL, representing the OPI, said the date change would benefit board members in renewing teacher contracts and urged the committee's passage of the bill.

OPPONENTS:

ERIC FEAVER, President, Montana Education Association, simply stated he was opposed.

QUESTIONS FROM THE COMMITTEE:

REP. WILLIAMS asked Eric Feaver why he was opposed. Mr. Feaver replied that although the bill would not do great damage to the current situation there was no testimony given that guaranteed that school districts are going to be in a better condition April 15th than they are April 1st regarding tenured teachers. Many school districts are now delaying their first mill levy until after that time and in legislative years recently, and probably also this year, there is no guarantee that school districts are going to know much until May or June.

REP. HARRINGTON closed by stating the change in the bill is not large and is very clear and should be passed.

At this point in the meeting CHAIRMAN SANDS asked what the committee's pleasure was regarding the scheduling of executive action. It was decided to meet the next evening, February 19th, upon adjournment.

CONSIDERATION OF HOUSE BILL NO. 764:

REP. DENNIS NATHE, House District No. 19, sponsor of the bill, stated the bill before the committee would put the educational system in Montana in compliance with the constitution. He said the bill merely sets into motion a procedure whereby the children in the State of Montana will receive an equal education by providing a method for testing those children to see that that has been achieved. He then reviewed the bill.

PROPOSERS:

DON GARRITY, Helena, an attorney representing the Commissioners of Sheridan County who intervened as defendants in the education funding law suit. Mr. Garrity said it was his view that the underfunded law suit will narrow down to the question of whether the State of Montana is providing equal educational opportunity in accordance with

Education and Cultural  
Resources Committee  
February 18, 1987  
Page Fourteen

the provisions of Article 10, Section 1 of the constitution. Mr. Garrity said he thought the State of Montana was going to have to develop standard curriculums for the schools in order to provide equal educational opportunity.

OPPONENTS:

ERIC FEAVER, President of the Montana Education Association. Mr. Feaver stated if he thought that HB # 764 had a chance of passing he would give his elongated opinion of the legislation, but instead he would just summarize it into pieces. He said if the bill were to pass it would cause a dramatic change in the face of public education in Montana. It would be the absolute end of local control. It would be an extremely expensive proposition creating state bureaucracies both in the board of public education and the office of public instruction such has never been seen. He said the whole issues in this legislation belong more appropriately before the board of public education.

CLAUDETTE MORTON, Executive Secretary to the Board of Public Education, rose in strong opposition to the bill. A copy of her testimony is attached as EXHIBIT # 13.

DON WALDRON, representing the School Administrators of Montana, said he does testing in 1-9 for local use, to measure individual gains, to develop their own curriculum and had sent those tests to the state, but nothing was ever done with them. He said the bill does not say what would be done with the tests and he was concerned about that. He urged the defeat of the bill.

BRUCE MOERER, representing the Montana School Boards Association, stated it had all been said, and urged the committee not to support HB # 764.

KATHIE HORESSI, representing the Montana Federation of Teachers said for reasons previously stated she would like to oppose the bill.

ELINOR COLLINS, representing the Montana Association of County Superintendent of Schools, rose in opposition to the bill.

GILE MITCHELL, representing the OPI, rose in opposition to the bill and asked the committee to defeat the measure.

JUDI FENTON, representing the Montana Association of Elementary School Principals, was opposed to the bill.

Education and Cultural  
Resources Committee  
February 18, 1987  
Page Fifteen

She said she had a few points she would like to make that hadn't been previously addressed, 1) it would be impossible to compare youngsters in low socio-economic areas with those in high socio-economic areas; or those children who have language barriers, native American children, etc. 2) Ms. Fenton stated that the current research on effective schooling defines the skills of the future in the 1990's as being 1) research skills, 2) productive thinking skills, 3) communication skills. None of those skills are addressed in the bill, so the bill can be considered to be regressive. She also stated she thought that teachers would be inclined to teach to the test.

QUESTIONS FROM THE COMMITTEE:

REP. WILLIAMS stated the committee could make it quite simple by making it a committee bill and entitling it the "THREE R's ACT", requiring reading, writing and arithmetic with no assessments. REP. NATHE inquired if that would be for all levels.

REP. NATHE closed by stating he was amazed, that everybody in Montana says the state has to have quality education, but how do they measure it. He asked if by default the State of Montana was going to allow the board of regents to dictate what is taught in the school system by imposing admission standards to the university system.

CONSIDERATION OF HOUSE BILL NO. 766:

REP. DENNIS NATHE, House District No. 19, sponsor of the bill, said it is a bill to establish a uniform pay schedule for teachers, etc. He said the legislature has appropriated money and created five distinct classes of educators in Montana, 1) the public school system, 2) the vo-tech centers, 3) the university system, 4) Montana School for the Deaf and Blind, and 5) Mountain View and Pine Hills Schools, and they are all paid differently.

PROPONENTS: None.

OPPONENTS:

CLAUDETTE MORTON, Executive Secretary to the Board of Public Education, read her prepared statement in opposition to HB # 766. See EXHIBIT # 14.

Education and Cultural  
Resources Committee  
February 18, 1987  
Page Sixteen

ERIC FEAVER, President, Montana Education Association, stated that HB # 766 violates the Montana constitution, Article 10, Section 8, regarding local control of trustees of their school districts. It conflicts with Montana codes, section 39, that pertains to collective bargaining, and it conflicts with the Montana codes, section 20, that deals with tenure statute. Mr. Feaver said that HB # 766 would be the fastest path he would know of to the destruction of Montana's public school system. He then referred to EXHIBIT # 15, a packet of teachers salaries on a national level, on a state level, and also a comparison of teachers salaries in Helena School District No. 1 and the Mountain View School for Girls, and in Miles City School District No. 1 compared to Pine Hills School for Boys. Mr. Feaver reviewed the salary schedules in depth, and concluded his testimony by stating that HB # 766 is a bad bill.

DON WALDRON, representing the School Administrators of Montana, stated that local people hire these teachers and it differs from one locality to another. He urged the committee to defeat the bill.

BRUCE MOERER, representing the Montana School Boards Association, rose in opposition to the bill.

KATHIE HORESSI, representing the Montana Federation of Teachers, also rose in opposition to HB # 766.

GILE MITCHELL, representing OPI, expressed his opposition to the bill.

ELINOR COLLINS, representing the Montana Association of County School Superintendents, stated she was adamantly opposed to the bill. She said that each local district has its own unique programs, curriculum and situation, and the duties of teachers and administrators vary considerably across Montana. She said the institutional pay scale is restrictive and unfair and she recommended a do not pass.

FRED RANNEY, Belgrade, stated if the bill would pass he would be concerned about the quality of education for his two children, that he wouldn't want teachers who would be willing to start at the salary level proposed in the bill to teach his children.



EDUCATION AND CULTURAL  
RESOURCES COMMITTEE  
February 18, 1987  
Page Seventeen

QUESTIONS FROM THE COMMITTEE:

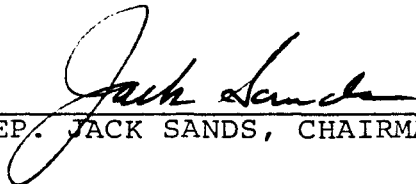
In response to a question by REP. LORY, REP. NATHE stated he had brought the issue before the legislature for three reasons, 1) because the underfunded schools court case before the Montana Supreme Court is going to cause them to look at a statewide pay scale, 2) to jolt the legislature because they have sat in isolated cases and created five different classes of educators in Montana, and 3) that everybody wants to talk local control, but he hopes the same people who talked local control on HB # 766 will also promote local control when it comes to spreading teachers retirement equalized across everyone in Montana.

REP. DAILY suggested the solution to the problem would be to raise the salary for the School for the Deaf and Blind. REP. NATHE replied that he had three other problems that he was laying before the committee with HB # 766 and he was doing it for a reason.

REP. NATHE closed by reviewing his reasons for introducing the legislation.

ADJOURNMENT:

There being no further business to come before the committee the meeting was adjourned at 3:40 p.m.

  
\_\_\_\_\_  
REP. JACK SANDS, CHAIRMAN

# DAILY ROLL CALL

## EDUCATION AND CULTURAL RESOURCES COMMITTEE

50th LEGISLATIVE SESSION -- 1987

Date FEB. 18, 1987

NAME	PRESENT	ABSENT	EXCUSED
REP. JACK SANDS, CHAIRMAN	X		
REP. RICHARD NELSON, VICE CHRMN.	X		
REP. FRITZ DAILY	X		
REP. RALPH EUDAILY	X		
REP. WILLIAM GLASER	X		
REP. DAN HARRINGTON	X		
REP. NANCY KEENAN	X		
REP. ROLAND KENNERLY	X		
REP. EARL LORY	X		
REP. JOHN MERCER	X		
REP. GERALD NISBET	X		
REP. JOHN PHILLIPS	X		
REP. TED SCHYE	X		
REP. BARRY STANG	X		
REP. TONIA STRATFORD	X		
REP. CHARLES SWYSGOOD	X		
REP. FRED THOMAS	X		
REP. MEL WILLIAMS	X		

# MONTANA'S AMATEUR SPORTS FESTIVAL

EXHIBIT #1

DATE 2-18-87

HJR # 26

## EVENTS

Backball

Bowling

Cycling

Racquetball

Shooting

Soccer

Softball

Swimming

Tennis

Track & Field

Volleyball

Wrestling



Big Sky  
State Games

July 18-20, 1986

Billings, Montana



First  
Banks



Official Sponsor

HOUSE BILL NO. 710

( Preamble )

For H.B. 710  
Mon. Feb. 16, 1987  
Paul K. Pistoria  
EXHIBIT #2  
DATE 2-18-87  
HB #710

WHEREAS, the Montana high school association supervises, controls, and regulates interscholastic activities of high schools in Montana; and

WHEREAS, the Montana high school association is a private, independent corporation that is not subject to regulation by the board of education, the office of public instruction, or any other state educational agency; and

WHEREAS, the Montana high school association receives public monies, but is not required to hold open public meetings and otherwise is not held accountable to the people; and

WHEREAS, there is no statutory basis for delegating the administration of interscholastic activities to the Montana high school association; and

WHEREAS, Article X, section 8, of the Montana Constitution, provides that the supervision and control of the schools must be vested in the school district trustees; and

WHEREAS, class AA-A high schools do not have fair voting representation in the meetings of the Montana high school association; and

WHEREAS, in recent years, there has been a pattern of overexpenditure by the Montana high school association, which indicates a lack of good financial management; and

WHEREAS, there has been growing public concern regarding the governance of high school interscholastic activities by the Montana high school association; and

WHEREAS, soundly conducted interscholastic activities aid young people in the development of sportsmanship, physical and mental ability, self-discipline, and other worthy traits; and

WHEREAS, interscholastic activities are an integral part of the educational process for the children of this state.

NOW, THEREFORE, the Legislature of the State of Montana finds it appropriate to establish a select committee on the Montana high school association.

DATE 2-18-87

5855 Pinewood Lane # 170  
Missoula, Mt. 59803  
Feb. 18, 1987

Support of HB 710, A Legislative Interim  
Study of the Montana High School Association

I'm Martha Onishuk. The League of Women Voters has long supported an open government system that is representative, accountable and responsive. Opportunities for citizen participation in governmental decision making is essential to open government. For these aims to be met, changes are necessary in the Montana High school Association. The interim study in HB 710 will help the Legislature make changes.

For the last four years, I've observed meetings of the MHSA. This non-governmental association controls extracurricular activities--athletics, speech and drama, and music--of 183 public and private high schools in Montana. Local school boards can join educational associations (20-1-211 MCA). There is no law giving the MHSA rule making authority. The MHSA sets seasons, writes eligibility rules, schedules district and state tournaments, and approves officials for these activities without rule-making authority.

Under the Administrative Procedures Act, the Board of Public Education must publish proposed rules (accreditation standards) in the state Register and schedule hearings at which public comment is encouraged. The MHSA is not under the APA. The MHSA votes on any rule or bylaw changes at their annual meeting in January. Each member school has one vote regardless of the school's enrollment. Local school boards may chose to have public discussion on the proposed rules directing the vote of their administrator. This is the only place at which the public might comment.

Between annual meetings, the business of the MHSA is handled by the Executive Director and the five-member board. Each of the four classes--AA, A, B, and C-- elects one administrator, and the Montana School Boards Association appoints one member. This is the smallest board in the United States. No public, state governmental or minority members belong to the board.

The public high school budget statewide is about \$300 Millions. According to OPI, about 10% of the local school budgets are spent on extracurricular activities. This means that \$20-30 MILLIONS are spent at the local level to participate in these very important extracurricular of high school students--the other half of education.

The Office of Public Instruction, the State Superintendent, and the Board of Public Education have traditionally had a "hands-off" policy toward MHSA, although the Board did pass a broad accreditation standard requiring equality of opportunity, including extracurricular activities. There is not fiscal oversight. The Legislative Auditor cannot look at or audit their books.

Each member school pays dues of \$200 per activity. Of the \$460,000 administrative budget of MHSA, the local schools will contribute \$396,000 in 1987-88. The source is state school foundation funds and local voted levies. As a "private association", the MHSA escapes

EXHIBIT \_\_\_\_\_

DATE \_\_\_\_\_

HB \_\_\_\_\_

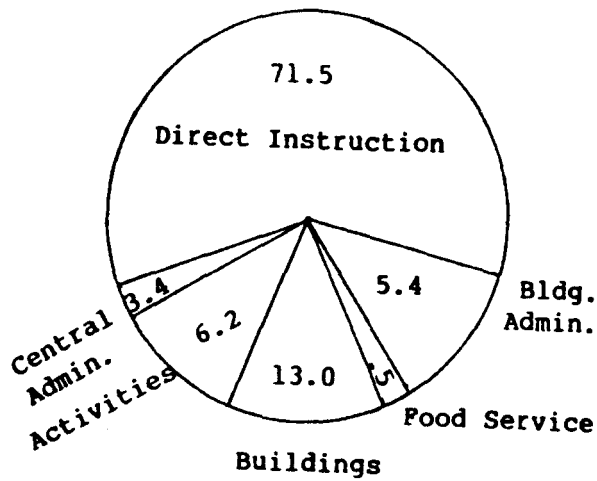
2. LWV Testimony in support of HB 710.

scrutiny of the Legislature, OPI, or the Board of Public Education. With funding so tight for our schools, it is essential that all public money be accounted for.

The LWV's new education position promotes "efficient and equitable financing of public education." We support HB 710 as a start of fiscal responsibility in education by the Legislature.

MISSOULA COUNTY HIGH SCHOOLS  
BUDGET 1986-87

WHERE THE MONEY GOES

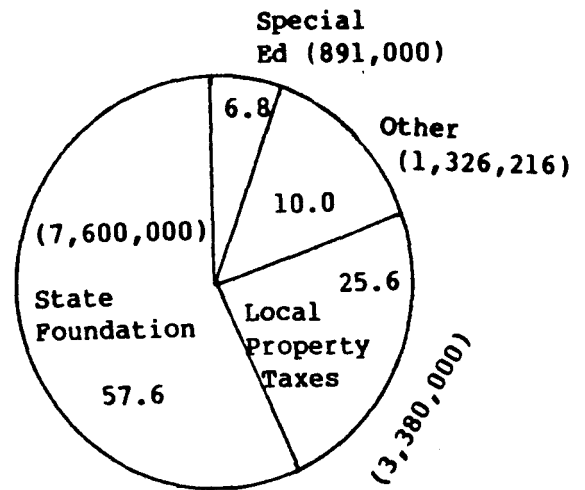


High School Budget		% of Budget
Instruction	\$ 9,433,686	71.5
Buildings	1,712,420	13.0
Operation Maintenance Alterations		
Activities	825,700	6.2
(*Doesn't include salaries & travel)		
School Building Administration	718,000	5.4
Central Admin. & Business Office	447,610	3.4
Food Service	59,800	.5
Total	\$13,197,216	100.0

VO-TECH CENTER

Balance not covered by Vo Tech State Funds & Carry-over \$ 677,000

WHERE WE GET THE MONEY



High School Budget		% of Budget
State Foundation Program (ANB)	\$ 7,600,000	57.6
State Special Education Funds	891,000	6.8
Other Revenue	1,326,216	10.0
Motor Vehicle Tax, Tuition, Interest, Reserve, Fed. Aid		
* Local Money Needed in 1986-87 (approved annually by voters with Mill Levy)	3,380,000	25.6
Total	\$13,197,216	100.0

VO-TECH CENTER

\* Local Money Needed in 1986-87 (approved annually by voters with Mill Levy) \$ 677,000



8.5% Reduction

MONTANA HIGH SCHOOL ASSOCIATION  
PROPOSED GENERAL BUDGET  
July 1, 1987 - June 30, 1988

EXHIBIT #4  
DATE 2-18-87  
HB #710

REVENUE	PROJECTED 1986-87	PROJECTED 1987-88
1. Membership Dues-----	\$ 20,500.00	\$ 20,500.00 (100,000.)
2. Interest-----	20,000.00	10,000.00
3. MOA - Officials' Dues-----	40,000.00	40,000.00
4. Miscellaneous-----	10,000.00	10,000.00
5. Playoffs/Tournaments-----	420,325.00	387,500.00 (308,000.)
TOTAL REVENUE-----	\$ 511,325.00	\$ 468,000.00
EXPENDITURES	APPROVED 1986-87	PROPOSED 1987-88
1. SALARIES-----	\$ 179,325.00	\$ 179,325.00
2. SUPPLIES		
A. Athletics-----	\$ 18,750.00	\$ 14,000.00
B. Music-----	3,750.00	2,500.00
C. Speech-----	1,000.00	750.00
D. MHSA Handbooks-----	8,350.00	6,600.00
E. General Office-----	12,750.00	12,750.00
F. Montana Officials' Association-----	2,250.00	2,250.00
TOTAL SUPPLIES-----	\$ 47,350.00	\$ 38,350.00
3. BOARD OF DIRECTORS-----	\$ 24,000.00	\$ 18,000.00
4. OFFICE STAFF-----	\$ 27,000.00	\$ 24,000.00
5. POSTAGE/EXPRESS-----	\$ 12,800.00	\$ 12,800.00
6. TELEPHONE-----	\$ 14,100.00	\$ 14,500.00
7. CONTRACTED SERVICES-----	\$ 5,500.00	\$ 2,000.00
8. COMMITTEES		
A. Music-----	\$ 2,250.00	\$ 2,250.00
B. Forensic and Drama-----	850.00	850.00
C. Interschool Activities-----	600.00	600.00
D. Athletic-----	1,500.00	1,200.00
E. MOA District Delegates-----	4,000.00	3,000.00
F. Special-----	5,000.00	1,500.00
G. National Federation-----	1,850.00	-----
TOTAL COMMITTEES-----	\$ 16,050.00	\$ 9,400.00
9. AWARDS-----	\$ 40,000.00	\$ 40,000.00

(over)

EXPENDITURES (continued)

10. OTHER EXPENSES

	APPROVED 1986-87	PROPOSED 1987-88
A. Audit and Legal-----	\$ 20,000.00	\$ 25,000.00
B. Films-----	1,000.00	500.00
C. Federation Dues-----	2,100.00	500.00
D. Equipment Maintenance & Rental-----	12,200.00	12,100.00
E. Miscellaneous-----	3,000.00	3,000.00
F. Pension Plan Administration-----	3,350.00	3,875.00
G. Automobile Operation-----	8,500.00	8,500.00
H. Meeting Facilities-----	2,800.00	500.00
I. Public Relations/Special Programs-----	5,000.00	1,500.00
J. Workshops/Special Clinics/Clinicians-----	3,500.00	1,500.00
TOTAL OTHER EXPENSES-----	\$ 61,450.00	\$ 56,975.00

11. BUILDING OCCUPANCY

A. Custodian's Salary-----	\$ 7,800.00	\$ 7,800.00
B. Utilities-----	4,400.00	4,400.00
C. Janitorial Supplies & Repairs-----	500.00	500.00
D. Taxes-----	1,100.00	-----
E. Maintenance-----	5,000.00	1,500.00
F. Insurance-----	2,250.00	2,250.00
TOTAL BUILDING OCCUPANCY-----	\$ 21,050.00	\$ 16,450.00

12. EMPLOYEE BENEFITS

A. Health Insurance-----	\$ 11,400.00	\$ 11,400.00
B. Retirement Fund-----	17,800.00	17,800.00
C. Social Security Taxes-----	12,200.00	12,200.00
D. Workman's Compensation-----	1,200.00	1,000.00
E. Employee Benefit Contingency-----	8,200.00	8,200.00
F. Unemployment Tax-----	-----	100.00
TOTAL EMPLOYEE BENEFITS-----	\$ 50,300.00	\$ 50,700.00

13. CAPITAL OUTLAY-----

\$ 11,900.00      \$ 5,000.00

TOTAL BUDGET-----

\$ 511,325.00      \$ 468,000.00

February 19, 1987

Nancy Deden  
210 Westview Dr.  
Missoula, MT 59803

EX-101  
DATE #5 2-18-87  
HB #710

I am here to testify in favor of HB 710. The Montana High School Association governs what is called "The other Half of Education." That is extra-curricular activities. It has a great many powers and responsibilities within our public High Schools. There are rules and regulations that MHSA has developed, they determine playing schedules for athletics and seasons for speech and drama and assist in our music competitions.

In the area of athletics, they determine eligibility of students and have the power to control this eligibility based on their rules and interpretations.

The state of Montana through school law 20-1-211:

- (2) The board of trustees of any county or district high school or of any school district may by resolution adopted by a majority of the entire board make their district a member of any state association of school districts or school district trustees or any other strictly educational association and authorize the payment of dues to such association and the necessary traveling expenses of employees or members of said board to attend meetings of such association or other meetings called for the express purpose of considering educational matters.

allows the MHSA to exist within our state as an educational association.

I don't know if any of the Educational Associations were ever intended to grow as large and powerful as they have become. MHSA has the ability to fine our schools in dollars and take away their ability to compete within the state extra-curricular activities. Nowhere in school law did the State of Montana put any checks or balances on MHSA or any other association. That is why I am in favor of this study.

For the past 10 years or so I have attended the MHSA Board of Directors meetings. The High School Association has been embroiled in many controversies. In all these controversies our schools and students are involved.

- 1) The Title IX litigation for Sex Equality.
- 2) The Open Meeting litigation with the League of Women Voters.
- 3) Two Eagle litigation on discrimination.
- 4) The "AA" schools issue of equal voting power within the organization.

Now one of the main items on everyone's agenda is fiscal responsibility and MHSA has problems there. In their Annual Meeting this January 26 & 27 MHSA reported they would be \$50,000 short on their budget come June 30, 1987 and they had already made a loan of \$20,000 to tide them over. They are trying to implement cuts to lessen the damage.

In the last few years the MHSA budget has been discussed many times with some schools and dissatisfaction is apparent. At this last Annual Meeting of the Association the Montana Public High Schools voted to assume the expenses of the MHSA and fund them through a dues and activity payment. The voted MHSA budget was \$468,000. This will mean large increases in dues for our schools and the end result might mean cutting activities for the students.

Again there are no checks and balances, the Fox is Watching the Hen House. I feel a study would help clear up many issues and give some direction for the future for Montana Activities, THE OTHER HALF OF EDUCATION.

# WOMEN'S LOBBYIST FUND

Box 1099  
Helena, MT 59624  
449-7917



EXHIBIT #6

DATE 2 18-87

HB #710

February 18, 1987

Mr. Chairman and members of the committee:

My name is Sandy Chaney. I am representing the Women's Lobbyist Fund, a coalition of 39 women's organizations representing over 6,500 individuals across the state. The Women's Lobbyist Fund supports HB 710. This bill is a fair response to the many criticisms that have been directed at the Montana High School Association.

One such criticism has been the reluctance of MHSA to encourage public attendance at its meetings. A bill has already passed through the Senate which would require the Association to abide by the open meeting law. We see this as a positive step. House Bill 710 goes even farther in the right direction. Women's Lobbyist Fund views this bill to be an encouraging sign that long-standing resentments and disagreements might finally be resolved and that past undesirable decisions and actions of the MHSA be corrected.

In the past, the MHSA has resisted the Lobbyist Fund's efforts to promote educational equity. Since 1983 we have worked to promote equality of opportunity for both young women and men. Section 7, paragraph (e) of the bill provides that the select committee will thoroughly evaluate matters of sex equity. Maybe as a result of this examination, others will share our concern for advancing progress in educational equity.

The MHSA receives public money and influences the organization and development of high school interscholastic programs. These activities are critical in the development of our state's young women and men. The MHSA has a very important responsibility. It must be responsible in upholding its obligations. House Bill 710 outlines a fair method of finally evaluating the procedures and decisions of the MHSA. The Women's Lobbyist Fund supports this bill. We ask the committee to give it a "do pass" recommendation.



# COLSTRIP PUBLIC SCHOOLS

EXHIBIT #7  
DATE 2/18/87  
HB #710

November 19, 1986

Colstrip High school proposes the following:

Amend the By-Laws (page 15) to read:

## Section (2) Dues

- 2.1 The annual membership dues shall be according to the following schedule:

For each individual MHSA activity in which it participates a school will pay \$200.00.

- 2.2 Annual dues are payable on or before July 1 of each year of membership. Any schools failing to pay the annual dues on or before July 1 of each year of membership shall become ineligible from that date until such dues are paid, and shall be required to pay a penalty of \$50.00 in addition to the regular dues before reinstatement.

- 2.3 Distribution of Net Profit (NEW)

Any net profit, after allowable expenses and charges above have been deducted, is to be divided as follows:

Football: (All Classifications)

All profits from all inter-district (divisional and state) playoffs will be divided equally between the schools participating in the football program in that particular classification.

Colstrip High School Proposal  
MHSA Dues Proposal  
page 2

2.3 Distribution of Net Profit (NEW)  
(continued)

All Other Athletic Playoffs:

District: All profits to be divided equally between those teams participating in the District Tournament.

Divisional: All profits to be divided equally between those teams participating in the Division.

State: All profits to be divided equally between all teams in this particular Class (AA, A, B, C) participating in that activity in the State.

Track:

MHSA office retains profits from State meets.

This deletes the following sections:

Page 81-82: Distribution of Net Profit

Page 99 - 18 (a) (e)

Page 160, delete:

"Any remaining profits, after maximum team expenses have been paid, will be paid to MHSA."

RATIONALE

1. The MHSA budget would be funded up-front and not dependent upon tournament profits. Each of us deals with school budgets in this manner and it would be fiscally responsible to have the Association handled in the same manner.

2. Though there is a disparity in the total amount of dues per classification, it could be justified by the services recovered by these schools.

3. All tournament profits to be returned to the schools.

4. The escalating costs of ticket prices for tournaments could be stopped or even reduced.

HB 725

AN ACT TO IMPROVE THE PROCEDURE FOR LOCATING MISSING CHILDREN BY REQUIRING A SCHOOL DISTRICT TO REQUEST PROOF OF IDENTITY AND SCHOOL RECORDS FOR A CHILD WHO ENROLLS IN A SCHOOL DISTRICT.

- Schools provide a unique setting for child protection efforts.
- School enrollment procedures are often inadequate to assist in the location of missing children. Not all school systems require that school records be transferred when a child withdraws or enrolls in a new school.
- Adequate school records are essential to continued quality education for every child. They are also a potentially significant control on the missing children problem, particularly in cases of family abductions.
- Many states have mandated by law or by regulation that any new student should have appropriate records from parents or previous schools.
- In 1986, 171 Montana children (17 and under) were reported missing to law enforcement agencies and entered into the National Crime Information Center Missing Person File. Monthly average was 18 in 1986. Nearly all (95% to 98%) of the missing children were runaways or abductions by non-custodial parent. The remaining percentages are stranger/foul play abductions or juvenile wants.
- Main points of this legislation:
  1. Require proof of identity for first time enrollments.
  2. Require appropriate school records for transferring students.
  3. Require notification after 60 days if no proof of identity or school records. Notification is to the Montana Missing Children Program and a local law enforcement agency.
  4. School records of missing children are flagged in case future requests are received from another school district.
  5. Includes non-public private and religious schools.

EXHIBIT # 8  
DATE 2-18-87  
HB #710

# Montana High School Association



**OFFICIAL HANDBOOK**  
**1986-1987**



# Montana High School Association

## 1986-87 – Approved Dates for Interscholastic Activities – 1986-87

August 18	First Date for Football Practice
August 18	First Date for Girls' Basketball Practice
September 1	Deadline for Registration for Speech and Drama
September 1	Labor Day
September 5	First Date for any Football Game (if required practices are held)
September 5	First Date for any Girls' Basketball Game (if required practices are held)
October 16-17	All-State Band, Orchestra and Chorus Festival
October 16-17	Montana School Boards Association Convention
October 16-17	Teachers' Convention
October 17	First Date for any Interscholastic Speech and Drama Meet
October 18	State Cross Country Meet
October 31-November 1	First Round Football Playoffs - Class A
November 1	First Round Football Playoffs - Classes B & C
November 6	First Date for Wrestling Practice
November 7-8	Interdivisional Football Playoff - Class A
November 8	Quarter Final Football Playoffs - Classes B & C
November 14-15	First Round Football Playoffs - Class AA
November 14-15	State Championship Football Game - Class A
November 15	Semi-final Football Playoffs - Classes B & C
November 17	First Date for Boys' Basketball Practice
November 17-22	Girls' District Basketball Tournaments - Classes B & C
November 17-22	Girls' Divisional Basketball Tournaments - Classes AA & A
November 21-22	State Championship Football Game - Class AA
November 22	State Championship Football Games - Classes B & C
November 27	Thanksgiving
November 28	First Date for any Wrestling Matches (if required practices are held)
December 1	Last Date for Requesting Reclassification
December 4-6	Girls' Divisional Basketball Tournaments - Classes B & C
December 4-6	Girls' State Basketball Tournaments - Classes AA & A
December 5	First Date for any Boys' Basketball Games (if required practices are held)
December 8	First Date for Volleyball Practice
December 11-13	Girls' State Basketball Tournaments - Classes B & C
January 2	First Date for any Volleyball matches (if required practices are held)
January 16-17	Divisional Speech and Drama Meets - Class A-B-C
January 23-24	State Speech and Drama Meets - Classes AA & A-B-C
January 26-27	MHSA Annual Meeting
January 30-31	State Swim Meet
January 30-31	District Wrestling Tournaments - Class A
January 30-31	Divisional Wrestling Tournaments - Class B-C
February 6-7	State Gymnastics Meet
February 6-7	State Wrestling Tournaments - Classes AA, A, & B-C
February 9-14	Boys' District Basketball Tournaments - Class B
February 9-14	Boys' Divisional Basketball Tournaments - Class A
February 16-21	Boys' District Basketball Tournaments - Class C
February 16-21	Boys' Divisional Basketball Tournament - Class AA - Western Division
February 19-21	Boys' Divisional Basketball Tournaments - Class B
February 23-28	Boys' Divisional Basketball Tournament - Class AA - Eastern Division
February 26-28	Boys' Divisional Basketball Tournaments - Class C
February 26-28	Boys' State Basketball Tournament - Class A
February 27-28	Divisional Volleyball Tournaments - Classes AA & B
March 5-7	Boys' State Basketball Tournaments - Classes AA & B
March 6-7	Divisional Volleyball Tournaments - Classes A & C
March 12-14	Boys' State Basketball Tournament - Class C
March 13-14	State Volleyball Tournaments - Classes AA, A, & B
March 16	First Date for Softball Practice
March 20-21	State Volleyball Tournament - Class C
April 3	First Date for any Girls' Softball Game (if required practices are held)
April 3-4	District Music Festivals - District 1-2-4-8-10-11
April 6-8	U of M Days - Miscoula
April 10-11	District Music Festivals - Districts 5-6-7-9-12-13
April 17	Good Friday
April 19	Easter
April 23-25	High School Week - Bozeman
May 1	Last Date to Request New Activity Assignment
May 1-2	State Solo and Ensemble Festivals
May 4-9	Boys' and Girls' District Track Meets - Classes B & C
May 4-9	Boys' and Girls' Divisional Tennis Meets - Class AA
May 11-16	Boys' and Girls' Divisional Track Meets - Classes AA-B, A-C
May 11-16	Boys' and Girls' Divisional Tennis Meets - Class A-B-C
May 11-16	Girls' Divisional Softball Tournaments (if applicable)
May 15-16	Boys' and Girls' State Golf Meets - Classes AA, A, & B-C
May 15-16	Boys' and Girls' State Tennis Meet - Class AA
May 22-23	Boys' and Girls' State Track Meets - Classes AA, A, B, & C
May 22-23	Boys' and Girls' State Tennis Meet - Class A-B-C
May 22-23	Girls' State Softball Tournament

FACT SHEET

EXHIBIT 4  
DATE 2-18-87  
HB #725

HB 725

AN ACT TO IMPROVE THE PROCEDURE FOR LOCATING MISSING CHILDREN BY REQUIRING A SCHOOL DISTRICT TO REQUEST PROOF OF IDENTITY AND SCHOOL RECORDS FOR A CHILD WHO ENROLLS IN A SCHOOL DISTRICT.

- Schools provide a unique setting for child protection efforts.
- School enrollment procedures are often inadequate to assist in the location of missing children. Not all school systems require that school records be transferred when a child withdraws or enrolls in a new school.
- Adequate school records are essential to continued quality education for every child. They are also a potentially significant control on the missing children problem, particularly in cases of family abductions.
- Many states have mandated by law or by regulation that any new student should have appropriate records from parents or previous schools.
- In 1986, 171 Montana children (17 and under) were reported missing to law enforcement agencies and entered into the National Crime Information Center Missing Person File. Monthly average was 18 in 1986. Nearly all (95% to 98%) of the missing children were runaways or abductions by non-custodial parent. The remaining percentages are stranger/foul play abductions or juvenile wants.
- Main points of this legislation:
  1. Require proof of identity for first time enrollments.
  2. Require appropriate school records for transferring students.
  3. Require notification after 60 days if no proof of identity or school records. Notification is to the Montana Missing Children Program and a local law enforcement agency.
  4. School records of missing children are flagged in case future requests are received from another school district.
  5. Includes non-public private and religious schools.

EXHIBIT #10  
DATE 2-18-87  
HB #250

HOUSE BILL NO. 250

A BILL FOR AN ACT ENTITLED: "AN ACT TO REFORM THE STATUS OF TENURE, TO PROVIDE TEACHERS WHO HAVE BEEN EMPLOYED IN THE SAME SCHOOL DISTRICT FOR THREE CONSECUTIVE YEARS AND WHO IS RECOMMENDED FOR NONRENEWAL OF CONTRACT FOR THE ENSUING SCHOOL YEAR WITH THE RIGHT TO GOOD CAUSE NONRENEWAL, THAT IS NOT LEGALLY IMPERMISSIBLE AND THE RIGHT TO A HEARING PRIOR TO DETERMINATION OF NONRENEWAL AMENDING SECTIONS 20-7-456; 20-4-204; 20-4-205; AND 20-4-206 AND REPEALING SECTIONS 20-4-203."

20-4-203. **Teacher tenure.** Whenever a teacher has been elected by the offer and acceptance of a contract for the fourth consecutive year of employment by a district in a position requiring teacher certification except as a district superintendent or specialist, the teacher shall be deemed to be reelected from year to year thereafter as a tenure teacher at the same salary and in the same or a comparable position of employment as that provided by the last executed contract with such teacher unless the trustees resolve by majority vote of their membership to terminate the services of the teacher in accordance with the provisions of 20-4-204.

20-4-204. **Termination of tenure teacher services.**

The board of trustees may resolve by majority vote of their membership to terminate the services of a teacher employed in the same school district for at least three consecutive years in accordance with this section.

(1) (a) The following persons may make a recommendation in writing to the trustees of the district for termination of the services of a tenure teacher who has been employed for at least three consecutive years in the same district;

(i) a district superintendent;

(ii) in a district without a district superintendent, a principal;

(iii) in a district without a district superintendent or a principal, the county superintendent or a trustee of the district.

(b) The recommendation must state clearly and explicitly the specific reason or reasons leading to the recommendation for termination. The trustees may refuse to reemploy a teacher who has been employed by the same school district for at least three consecutive years if its decision is for good cause and is not legally impermissible.

As used in this section:

(1) "legally impermissible" means:

(a) a decision that was made in retaliation for a teacher's exercise of protected speech;

(b) a decision that was made because a teacher was a member of a professional organization or engaged on his own time in political activities;

(c) a decision that was made in violation of a teacher's first amendment constitutional rights or civil rights.

(2) Whenever the trustees of a district receive a recommendation for termination, the trustees shall, before April 15 of the current school fiscal year, notify the teacher of the recommendation for termination and of the teacher's right to a hearing on the recommendation. The notification must be delivered by certified letter or by personal notification for which a signed receipt is returned. The notification must include:

(a) the statement of the reason or reasons that led to the recommendation for termination; and

(b) A printed copy of this section for the teacher's information.

(3) The teacher may, in writing, waive the right to a hearing. Unless the teacher waives the right to a hearing, the trustees shall set a hearing date, giving consideration to the convenience of the teacher, not less than 10 days or more than 20 days from receipt of the notice of recommendation for termination.

(4) The trustees shall:

(a) conduct the hearing on the recommendation at a regularly scheduled or special meeting of the board of trustees and in accordance with 2-3-203; and

(b) resolve at the conclusion of the hearing to terminate the teacher or to reject the recommendation for termination.

(5) The ~~tenure~~ teacher who has been employed for at least three consecutive years in the same district may appeal a decision to terminate to the county superintendent who may appoint a qualified attorney at law as legal adviser who shall

assist the superintendent in preparing findings of fact and conclusions of law.

(6) Subsequently, either the teacher or the trustees may appeal to the superintendent of public instruction under the provision for the appeal of controversies in this title.

20-4-205 amended to read as follows:

20-4-205. Notification of ~~tenure~~ teacher reelection -- acceptance. (1) The trustees shall provide written notice by April 15 to all ~~tenure~~ teachers who have been reelected. Any ~~tenure~~ teacher who does not receive notice of reelection or termination shall be automatically reelected for the ensuing school fiscal year.

(2) Any ~~tenure~~ teacher who receives notification of his reelection for the ensuing school fiscal year shall provide the trustees with his written acceptance of the conditions of such reelection within 20 days after the receipt of the notice of reelection, and failure to so notify the trustees within 20 days shall constitute conclusive evidence of his nonacceptance of the tendered position.

20-4-206. Keep entire section with amendments.

20-4-206. Notification of ~~nontenure~~ teacher who has not been employed for at least three consecutive years in the same district reelection -- acceptance -- termination and statement of reason.

The board of trustees may resolve by majority vote of their membership to terminate the services of a teacher who has not been employed in the same school district for at least three consecutive years in accordance with this section.

(1) The trustees shall provide written notice by April 15 to all ~~nontenure~~ teachers not employed in the same school district for at least three consecutive years who have been reelected. Any ~~nontenure~~ teacher not employed in the same school

district for at least three consecutive years who does not receive notice of reelection or termination shall be automatically reelected for the ensuing school fiscal year.

(2) Any ~~nontenure~~ teacher not employed in the same school district for at least three consecutive years who receives notification of his reelection for the ensuing school fiscal year shall provide the trustees with his written acceptance of the conditions of such reelection within 20 days after the receipt of the notice of reelection. Failure to so notify the trustees within 20 days may be considered nonacceptance of the tendered position.

(3) When the trustees notify a ~~nontenure~~ teacher not employed in the same school district for at least three consecutive years of termination, the teacher may within 10 days after receipt of such notice make written request of the trustees for a statement in writing of the reasons for termination of employment. Within 10 days after receipt of the request, the trustees shall furnish such statement to the teacher.

(4) The provisions of this section shall not apply to cases in which a ~~nontenure~~ teacher not employed in the same school district for at least three consecutive years is terminated when the financial condition of the school district requires a reduction in the number of teachers employed and the reason for the termination is to reduce the number of teachers employed.

20-7-456 amended to read as follows:

20-7-456. ~~Tenure of teachers employed by cooperatives.~~ (1) Teachers who have tenure rights with a district and are employed by a cooperative of which their district is a member do not lose their tenure with the district.

(2) Nontenured teachers employed by a cooperative acquire tenure with a cooperative in the same manner as prescribed in 20-4-203, and the provisions of 20-4-204 through 20-4-207 are applicable to teachers employed by a cooperative.

(3) Tenure for a teacher employed by a cooperative is

acquired only with the cooperative and not with a member school district or a cooperative.

(4) For the purposes of tenure to a teacher employed by a cooperative, special education cooperative contract renewals may not be used to limit the teacher's progress toward tenure status.

20-7-456. 1. Teachers who have been employed by the same school district or the same cooperative for a least three consecutive years shall be notified of reelection or termination as provided for in sections 20-4-204; 20-4-205; 20-4-207 MCA.

2. Teachers who have not been employed in the same school district or the same cooperative for at least three consecutive years shall be notified of reelection or termination as provided for in sections 20-4-205; 20-4-206 MCA.





Montana Education Association 1232 East Sixth Avenue • Helena • Montana 59601 • 406-442-4250

EXHIBIT # 11  
DATE 2-18-87  
HB # 250

February 13, 1987

TO: Members of the House Education Committee  
FROM: Eric Reaver, President, Montana Education Association  
RE: House Bill 250, Representative Tom Jones

Wednesday, February 18, 1987, you will hear House Bill 250, sponsored by Representative Tom Jones, and proposed amendments drafted in part or in whole by the Office of Public Instruction. House Bill 250 as amended would eliminate teacher and administrator tenure.

Teacher tenure became law in Montana in 1913, seventy-four years ago! At that time the legislature determined that good teachers could not be procured and retained without the promise of permanence, income security and academic freedom to teach. Hence, tenure.

Call it what you want, the reasons for tenure still exist today.

On behalf of our 7,500 teacher members and the 9,000 bargaining unit members we represent by law, I urge you to table House Bill 250. I cannot think of a more inappropriate time than now to threaten teachers and administrators with the loss of tenure and their accrued rights to salary, position, and academic freedom. As we encounter salary freezes, reductions in force, elimination of programs and services, increases in class size, and school closures, eliminating tenure will dramatically and adversely affect teacher and administrator morale in every school district in this state.

If tenure truly is a major issue in need of study and reform, the MEA would be delighted to sit down with Representative Jones, the Office of Public Instruction, MSBA, SAM, PTA, MFT and any other affected parties to the issue to discuss informally and in detail problems and solutions. And we would be delighted to prepare for the 1989 Legislature reports on our joint discussions and any recommendations we might be able to make.

Thank you.

EF/gg

cc: Representative Tom Jones  
Superintendent Ed Argenbright  
Ted Hazelbaker, Chairperson, Board of Public Education  
Jesse Long, Executive Secretary, SAM  
Bob Anderson, Executive Director, MSBA  
Jim McGarvey, Executive Secretary, MFT  
Marilyn Taylor, President, PTA  
Members, Montana Senate Education Committee



EXHIBIT #12  
DATE 2-18-87  
HB # 250

Montana Education Association 1232 East Sixth Avenue • Helena • Montana 59601 • 406-442-4250

Proposed Amendments to House Bill 250 As Amended

1. Retain 20-4-203
2. Retitle 20-4-203 - Delete "Teacher Tenure." Substitute "Reelection of Teacher."
3. Line 6, 20-4-203 - Delete "as a tenured teacher"
4. Line 25, 20-4-204 as amended - Delete "protected speech." Substitute "academic freedom"
5. Line 27, 20-4-204 as amended - Add "and/or labor organization" after "professional"
6. Line 28, 20-4-204 as amended - Add "professional and labor" after "political"
7. Line 30, 20-4-204 as amended - Delete "first amendment." Substitute Montana and United States."



# Board of Public Education

TESTIMONY TO THE HOUSE EDUCATION COMMITTEE  
ON FEBRUARY 18, 1987

IN OPPOSITION OF HB764 - EQUALITY AND UNIFORMITY  
IN PUBLIC SCHOOLS

Claudette Morton  
Executive Secretary

## BOARD MEMBERS

### EX OFFICIO MEMBERS:

Ted Schwinden, Governor

Ed Argenbright, Superintendent  
of Public Instruction

Carrol Krause, Commissioner  
of Higher Education

### APPOINTED MEMBERS:

Ted Hazelbaker, Chairman  
Dillon

Alan Nicholson, Vice-Chairman  
Helena

James Graham  
Ismay

Sarah "Sally" Listerud  
Wolf Point

Arthur "Rocky" Schauer  
Libby

Bill Thomas  
Great Falls

Thomas A. Thompson  
Browning

By Claudette Morton, Executive Secretary  
Board of Public Education

The Board of Public Education rises in strong opposition to HB764. It is amazing that the sponsor and the bill drafters could create a short title for this bill, "the Equal Education Act", which sounds so good and then write such onerous legislation. The short version of this title in the bill listing is perhaps more appropriate, "Equality and Uniformity in the Public Schools." It is obviously the intent of the supporters of this legislation to determine equality by bringing all students to a minimum of uniform education. This bill, again, flies in the face of our state Constitution, which speaks to quality education and says nothing about uniformity. In fact, it says Montana's education system "will develop the full educational potential of each person." (Article X, Section 1) It also ignores Section 8 of Article X, which states that the supervision and control of schools in each school district is vested in a Board of Trustees.

I would like to address some of the specific problems this bill presents. First of all, with regard to the student testing parts, this bill is educationally and economically

unsound. Professionals with knowledge of testing practices know that it is impractical to test first graders and that, in fact, very few test companies have developed achievement tests beginning at the first grade. Secondly, it is not economical to test all children in the state every year, grades 1-9. I have found in my research, no other state which tests every child every year for nine years.

Third, there is a serious flaw when children are tested in grades 1-9 in reading, writing and mathematics and all of a sudden in grade 11 a competency test is administered in, not only those areas, but in history, government and science as well. This proposed law does allow the Board to determine the level of performance on the assessment instruments, but it does require a child to perform satisfactorily in all of the areas in order to receive a diploma. While it provides for some remediation within the last year of school there is a serious legal question that it denies students due process. Other states with competency tests have found that students must have ample opportunity, that is years in school, before they can be held accountable to a test which is supposed to measure what they have learned. Also, educationally unsound in this bill is the fact that the Board of Public Education must determine the test instrument immediately and put them in place but then will have two years to develop a proposed uniform curriculum which is to be reported to the next legislature and which may or may not be adopted by the schools. It is educationally unsound to decide a test and then develop the curriculum. Let me ask you a couple of questions from a student competency test: What American President is known for his literary talents? (Ulysses S. Grant) Who is the author of the "Great Stone Face." (Nathaniel Hawthorne) It is questionable whether these two

questions provide factual information which we all use every day. These two questions were part of the eighth grade competency test in Montana, which was given to all rural students through the 1940s. As we face the 21st century and the very complex world that it represents, we must be very careful in expectations of our students. Simple machine scored, factual tests will not measure the educated person of the next century.

In the Board's testimony of HB766 we ~~have already~~ addressed the problems of uniform pay schedules for all teachers, administrators and employees of the public schools so, in the interest of time, I will not review that here. However, with regard to the testing of education professionals, the Board of Public Education examined teacher testing beginning three years ago. After research and discussion with colleges and other states, we determined that while a pre-certification test was appropriate, a test of those currently in the field was not. You should know that in addition to those initially applying for a Montana teaching certificate, educators with lapsed certificates must take the test, those who are adding administrative endorsements and, after 1991, those who move to a Class 1 certificate (that is those who get a Master's Degree but continue to work as classroom teachers), must also take the test. The Board of Public Education feels that its implementation of the pre-certification test is appropriate but a test of all educators is not.

This bill reduces education to its lowest base and is entirely unacceptable to the Board of Public Education. The Board of Public Education's major concern is quality of education for all of Montana's children. Equality without quality is not an acceptable alternative. This committee has passed on an accreditation study and a student assessment bill, both of which allow the Board to work toward equality with quality and to carry out the mandates of the Montana Constitution. We urge the committee not to pass HB764.



# Board of Public Education

EXHIBIT #14  
DATE 2-18-87  
HB #766

Claudette Morton  
Executive Secretary

**BOARD MEMBERS**  
**EX OFFICIO MEMBERS:**

Ted Schwinden, Governor  
Ed Argenbright, Superintendent  
of Public Instruction  
Carrol Krause, Commissioner  
of Higher Education

**APPOINTED MEMBERS:**

Ted Hazelbaker, Chairman  
Dillon  
Alan Nicholson, Vice-Chairman  
Helena  
James Graham  
Ismay  
Sarah "Sally" Listerud  
Wolf Point  
Arthur "Rocky" Schauer  
Libby  
Bill Thomas  
Great Falls  
Thomas A. Thompson  
Browning

TESTIMONY TO THE HOUSE EDUCATION COMMITTEE  
ON FEBRUARY 18, 1987  
IN OPPOSITION TO HB766 - ESTABLISHMENT OF UNIFORM  
TEACHER AND ADMINISTRATORS SALARIES FOR  
PUBLIC SCHOOLS

By Claudette Morton, Executive Secretary  
Board of Public Education

The Board of Public Education rises in opposition to HB766. It is difficult to decide which part of this bill is the worst. First, the premise that the State of Montana can set salaries for Montana educators is extremely questionable. The Constitution recognizes the authority of local school boards and nowhere have public school employees been defined as state employees.

It is interesting to note that in all the states where educational reform has taken place additional money, not less, has been added to educator's salaries. Montana currently ranks 31st in teacher salaries according to the latest "report card" from the Department of Education. If this law were to pass Montana would rank 51st.

Many states are currently facing teacher shortages. Montana is experiencing some shortages in specific subject areas and localities. If this legislation were to pass there would be no reason for our current professionals to stay in Montana nor no way for us to attract any professionals to replace the disseminated ranks. The Board of Public Education urges the House Education Committee to give this bill a do not pass.

# GAIN IN STATE AVERAGE TEACHER SALARIES 1985-86 COMPARED TO 1984-85

ERIC  
FEAUER

STATE	1984-85	1985-86	85-86 RANK	\$ GAIN	% GAIN	GAIN RANK
ALABAMA	\$20,295	\$22,934	27	2,639	13.0	4
ALASKA	39,751	41,640	1	1,889	4.3	44
ARIZONA	23,380	24,680	21	1,300	5.8	30
ARKANSAS	18,696	19,538	48	842	4.5	42
CALIFORNIA	27,293	29,750	4	2,457	9.0	7
COLORADO	24,454	25,900	15	1,446	5.9	29
CONNECTICUT	24,468	26,610	12	2,142	8.8	9
DELAWARE	22,924	24,260	25	1,336	7.4	15
FLORIDA	20,836	22,296	33	1,460	7.0	19
GEORGIA	20,610	22,080	34	1,470	7.1	16
HAWAII	24,628	25,845	17	1,217	4.9	40
IDAHO	20,033	20,969	40	936	4.7	41
ILLINOIS	25,477	27,190	8	1,713	6.7	23
INDIANA	22,853	24,333	24	1,480	6.5	24
IOWA	20,934	21,960	35	1,026	3.6	46
KANSAS	21,121	22,768	28	1,647	7.8	13
KENTUCKY	20,230	20,940	41	710	3.5	48
LOUISIANA	19,490	20,460	43	970	5.0	39
MAINE	18,330	19,583	47	1,253	6.8	22
MARYLAND	25,861	27,186	9	1,325	5.1	37
MASSACHUSETTS	24,618	25,849	16	1,231	5.0	38
MICHIGAN	28,595	30,168	3	1,573	5.5	35
MINNESOTA	25,450	26,970	10	1,520	6.0	28
MISSISSIPPI	15,923	18,443	49	2,520	15.8	1
MISSOURI	20,452	21,884	36	1,432	7.0	20
MONTANA	21,705	22,492	31	787	3.6	47
NEBRASKA	19,848	20,939	42	1,091	5.5	34
NEVADA	22,520	25,620	19	3,100	13.8	2
NEW HAMPSHIRE	18,577	20,148	46	1,571	8.5	10
NEW JERSEY	24,830	28,216	6	3,386	13.6	3
NEW MEXICO	21,811	22,526	30	711	3.3	49
NEW YORK	28,213	30,200	2	1,987	7.0	21
NORTH CAROLINA	20,812	22,594	29	1,782	8.0	12
NORTH DAKOTA	20,090	20,816	44	762	3.6	45
OHIO	22,878	24,500	22	1,622	7.1	17
OKLAHOMA	19,019	21,419	39	2,400	12.6	5
OREGON	24,378	25,788	18	1,410	5.8	31
PENNSYLVANIA	24,192	26,009	14	1,817	7.5	14
RHODE ISLAND	27,693	29,470	5	1,777	6.4	26
SOUTH CAROLINA	20,143	21,428	38	1,285	6.4	27
SOUTH DAKOTA	17,356	18,095	50	739	4.3	43
TENNESSEE	20,474	21,800	37	1,326	6.5	23
TEXAS	22,610	24,419	23	1,809	8.0	11
UTAH	21,170	22,341	32	1,171	5.5	33
VERMONT	18,996	20,325	45	1,329	7.0	18
VIRGINIA	21,272	23,382	26	2,110	9.9	6
WASHINGTON	25,505	26,015	13	510	2.0	50
WEST VIRGINIA	19,563	20,625	42	1,062	5.4	36
WISCONSIN	24,577	26,800	11	2,233	9.0	8
WYOMING	26,398	27,876	7	1,478	5.6	32
U.S. AVERAGE	\$23.534	\$25.257	20	1.723	7.3	

COMPOSITE SCHEDULE FOR 156 STATEWIDE 1985-86 SALARY SCHEDULES

	BA	BA+15	BA+30	MA	MA+15	MA+30
NO.	156	154	153	148	75	39
1	15,103	15,627	16,140	16,642	17,344	17,961
2	15,674	16,227	16,774	17,324	18,056	18,719
3	16,234	16,827	17,410	18,209	18,773	19,501
4	16,809	17,447	18,066	18,920	19,533	20,331
5	17,375	18,061	18,715	19,625	20,264	21,133
6	17,927	18,663	19,354	20,320	21,042	21,933
7	18,483	19,264	19,996	21,017	21,809	22,771
8	19,041	19,873	20,644	21,726	22,561	23,576
9	19,550	20,472	21,278	22,424	23,310	24,417
10	20,021	21,041	21,906	23,106	24,060	25,232
11	20,457	21,576	22,529	23,784	24,800	25,051
12	20,602	21,993	23,055	24,400	25,531	26,855
13	20,684	22,195	23,524	24,996	26,255	27,648
14	20,723	22,262	23,759	25,517	26,926	28,436
15	20,743	22,326	23,891	25,968	27,543	29,162
16	20,759	22,344	23,947	26,332	28,016	29,828
17	20,765	22,350	23,964	26,450	28,226	30,095
18	20,765	22,350	23,970	26,503	28,321	30,176
19	20,765	22,350	23,970	26,509	28,355	30,198
20	20,765	22,350	23,970	26,509	28,356	30,198
21	20,765	22,350	23,970	26,510	28,357	30,198



COMPARISON OF STATE SCHOOLS' SALARY SCHEDULES WITH STATEWIDE COMPOSITE

Computation was made on the same step level and shows amount of salary needed to bring state school salaries up to statewide composite level (1985-86)

STEP	BA	BA+10	BA+20	MA	MA+10
1	-2,168	-2,257	-2,323	-2,589	-2,646
2	-2,226	-2,294	-2,354	-2,618	-2,665
3	-2,276	-2,332	-2,390	-2,652	-2,696
4	-2,338	-2,390	-2,447	-2,709	-2,760
5	-2,393	-2,440	-2,492	-2,762	-2,819
6	-2,433	-2,478	-2,529	-2,804	-2,866
7	-2,479	-2,517	-2,571	-2,850	-2,964
8	-2,524	-2,567	-2,617	-2,905	-3,024
9	-2,522	-2,579	-2,649	-2,950	-3,082
10	-2,481	-2,604	-2,676	-2,981	-3,142
11	-2,404	-2,577	-2,698	-3,006	-3,191
12	-2,549	-2,994	-3,224	-3,622	-3,922
13	-2,631	-3,196	-3,693	-4,218	-4,646
14	-2,670	-3,283	-3,928	-4,739	-5,317
15	-2,690	-3,327	-4,060	-5,190	-5,934
16	-2,706	-3,345	-4,116	-5,554	-6,407
17	-2,712	-3,351	-4,133	-5,672	-6,617
18	-2,712	-3,351	-4,139	-5,725	-6,712
19	-2,712	-3,351	-4,139	-5,731	-6,746
20	-2,712	-3,351	-4,139	-5,731	-6,747
21	-2,712	-3,351	-4,139	-5,732	-6,748

STATE: MONTANA KEY= 276666668607

DISTRICT: PINE HILLS (STATE SCHOOL)

EFFECTIVE 7/86		NO. OF TEACHERS:			15	ENROLLMENT:	
STEP	BA	BA+15	BA+30	BA+45	MA	MA+15	
1	13,212	13,656	14,112	14,335	14,557	15,013	
2	13,735	14,230	14,726	14,974	15,222	15,717	
3	14,256	14,804	15,338	15,614	15,887	16,423	
4	14,779	15,379	15,952	16,253	16,553	17,127	
5	15,300	15,952	16,565	16,891	17,219	17,833	
6	15,823	16,527	17,180	17,532	17,885	18,538	
7	16,343	17,100	17,792	18,171	18,549	19,241	
8	16,866	17,675	18,407	18,812	19,216	19,946	
9	17,387	18,248	19,020	19,450	19,882	20,651	
10	17,910	18,824	19,634	20,089	20,546	21,356	
11	18,433	19,397	20,246	20,729	21,212	22,060	

STATE: MONTANA KEY= 276676678607

DISTRICT: MOUNTAIN VIEW SCHOOL (STATE)

EFFECTIVE 7/86		NO. OF TEACHERS:			13	ENROLLMENT:	
STEP	BA	BA+15	BA+30	BA+45	MA	MA+15	
1	13,212	13,656	14,112	14,335	14,557	15,013	
2	13,735	14,230	14,726	14,974	15,222	15,717	
3	14,256	14,804	15,338	15,614	15,887	16,423	
4	14,779	15,379	15,952	16,253	16,553	17,127	
5	15,300	15,952	16,565	16,891	17,219	17,833	
6	15,823	16,527	17,180	17,532	17,885	18,538	
7	16,343	17,100	17,792	18,171	18,549	19,241	
8	16,866	17,675	18,407	18,812	19,216	19,946	
9	17,387	18,248	19,020	19,450	19,882	20,651	
10	17,910	18,824	19,634	20,089	20,546	21,356	
11	18,433	19,397	20,246	20,729	21,212	22,060	

ERIC  
FGT / info on \$ provided  
at 10/17 state school  
meeting in Bozeman  
Tom B.

#15-E

DATE 2-18-87

HB # 250

STATE: MONTANA

KEY= 270090228607

DISTRICT: MILES CITY DIST #1

STEP	EFFECTIVE 7/86	BA	BA+15	BA+30	BA+45	MA	MA+15
1	14,630	15,160	15,700	15,980	16,240	16,770	
2	15,260	15,840	16,440	16,750	17,030	17,610	
3	15,890	16,530	17,190	17,530	17,820	18,460	
4	16,520	17,220	17,940	18,300	18,610	19,310	
5	17,150	17,910	18,680	19,080	19,400	20,160	
6	17,780	18,590	19,430	19,850	20,190	21,010	
7	18,400	19,280	20,170	20,630	20,980	21,860	
8	19,030	19,970	20,920	21,400	21,770	22,710	
9	19,660	20,660	21,670	22,180	22,560	23,530	
10	20,290	21,350	22,410	22,950	23,350	24,400	
11	20,920	22,030	23,160	23,730	24,140	25,250	
12	...	22,720	23,910	24,510	24,930	26,100	
13	...	...	24,650	25,280	25,720	26,950	
14	...	...	25,400	26,060	26,510	27,800	
15	...	...	26,140	26,830	27,300	28,650	
16	...	...	...	...	28,090	29,490	

ATTAINMENT LEVEL 4.5

STATE: MONTANA

KEY= 270250158607

DISTRICT: HELENA DIST #1

STEP	EFFECTIVE 7/86	BA	BA+15	BA+30	BA+45	MA	MA+15	MA+30
1	15,380	15,900	16,440	16,960	17,500	18,030	18,550	
2	16,000	16,580	17,160	17,750	18,330	18,920	19,490	
3	16,610	17,260	17,890	18,530	19,160	19,810	20,430	
4	17,230	17,930	18,610	19,320	19,990	20,700	21,360	
5	17,840	18,610	19,330	20,100	20,830	21,590	22,300	
6	18,460	19,290	20,060	20,890	21,660	22,490	23,240	
7	19,070	19,960	20,780	21,670	22,490	23,380	24,180	
8	19,690	20,640	21,500	22,460	23,320	24,270	25,120	
9	20,300	21,320	22,220	23,240	24,150	25,160	26,050	
10	20,920	21,990	22,950	24,020	24,980	26,050	26,990	
11	21,530	22,670	23,670	24,810	25,810	26,950	27,930	
12	...	23,350	24,390	25,590	26,640	27,840	28,870	
13	...	...	25,120	26,380	27,470	28,730	29,810	
14	...	...	...	27,160	28,300	29,620	30,750	
15	...	...	...	...	29,130	30,510	31,680	
16	...	...	...	...	29,960	31,410	32,620	
17	...	...	...	...	30,790	32,300	33,560	

ATTAINMENT LEVEL 4; CAREER INCREMENTS BEGIN, 17 YRS

\*\*\* POTENTIAL EARNINGS \*\*\*

DATE 2-18-87

HB # 250

KEY: 270250155407 DISTRICT: HELENA DIST #1

STEP	LANE	CUM SAL	STEP	LANE	CUM SAL	STEP	LANE	CUM SAL
1	100	15,380	16		351,810	31		
2		31,380	17	210	384,110	32		
3		47,990	18		416,410	33		
4		65,220	19		448,710	34		
5	110	83,830	20		481,010	35		
6		103,120	21		513,310	36		
7		123,080	22		545,610	37		
8		143,720	23		577,910	38		
9	120	165,940	24		610,210	39		
10		186,890	25		642,510	40		
11		212,360	26			41		
12		236,950	27			42		
13	200	264,420	28			43		
14		292,720	29			44		
15		321,850	30			45		

NOTE- 100 110 120 200 210

NOT FOUND, USING PREVIOUS CODE

\*\*\* POTENTIAL EARNINGS \*\*\*

KEY: 276676678607 DISTRICT: MOUNTAIN VIEW SCHOOL (STATE)

STEP	LANE	CUM SAL	STEP	LANE	CUM SAL	STEP	LANE	CUM SAL
1	100	13,212	16		287,230	31		
2		26,947	17	210	309,290	32		
3		41,203	18		331,350	33		
4		55,982	19		353,410	34		
5	110	71,934	20		375,470	35		
6		88,461	21		397,530	36		
7		105,561	22		419,590	37		
8		123,236	23		441,650	38		
9	120	142,256	24		463,710	39		
10		161,890	25		485,770	40		
11		182,136	26			41		
12		202,382	27			42		
13	200	223,594	28			43		
14		244,806	29			44		
15		266,018	30			45		

NOTE- 100 110 120 200 210

NOT FOUND, USING PREVIOUS CODE

*reduced to reflect no steps*

EXHIBIT # 15-GDATE 2-18-87HB #250

1986-1987

## \* \* \* P O T E N T I A L   E A R N I N G S \* \* \*

KEY: 270090228607   DISTRICT: MILES CITY DIST #1

STEP	LANE	CUM SAL	STEP	LANE	CUM SAL	STEP	LANE	CUM SAL
1	100	14,630	16		336,820	31		
2		29,890	17	210	366,310	32		
3		45,780	18		395,800	33		
4		62,300	19		425,290	34		
5	110	80,210	20		454,780	35		
6		98,800	21		484,270	36		
7		118,080	22		513,760	37		
8		138,050	23		543,250	38		
9	120	159,720	24		572,740	39		
10		182,130	25		<u>602,230</u>	40		
11		205,290	26			41		
12		229,200	27			42		
13	200	254,920	28			43		
14		281,430	29			44		
15		308,730	30			45		

NOTE- 100 110 120 200 210

NOT FOUND, USING PREVIOUS CODE

## \* \* \* P O T E N T I A L   E A R N I N G S \* \* \*

KEY: 27666668607   DISTRICT: PINE HILLS (STATE SCHOOL)

STEP	LANE	CUM SAL	STEP	LANE	CUM SAL	STEP	LANE	CUM SAL
1	100	13,212	16		287,230	31		
2		26,947	17	210	309,290	32		
3		41,203	18		331,350	33		
4		55,982	19		353,410	34		
5	110	71,934	20		375,470	35		
6		88,461	21		397,530	36		
7		105,561	22		419,590	37		
8		123,236	23		441,650	38		
9	120	142,256	24		463,710	39		
10		161,890	25		<u>485,770</u>	40		
11		182,136	26			41		
12		202,382	27			42		
13	200	223,594	28			43		
14		244,806	29			44		
15		266,018	30			45		

NOTE- 100 110 120 200 210

NOT FOUND, USING PREVIOUS CODE

*Reduce  
to reflect no  
steps*

HB 233

EXHIBIT #12-H  
DATE 2-18-84  
HB #250

1 25,240 26,458 27,538 28,145 28,754 29,834  
 2 25,937 27,223 28,355 28,999 29,643 30,773  
 3 (b)(2) The 9-month pay schedule for institutional teachers for fiscal year-1987 years 1988 and

4 1989 is as follows:

5 Annual Hours -- 1480

6 Pay Matrix -- Teachers

7 Term -- Nine Months

8 Education Level

9 YEARS OF

10 EXPERIENCE

11 (Step) (Grade 1) (Grade 2) (Grade 3) (Grade 4) (Grade 5) (Grade 6)

12 0

13 1

14 2

15 3

16 4

17 5

18 6

19 7

20 8

21 9

22 10

23

24

25

26

27

28

29

30

31

32

33

34

35

36

37

38

39

40

41

42

43

44

45

46

47

48

49

50

51

52

53

54

55

56

57

58

59

60

61

62

63

64

65

66

67

68

69

70

71

72

73

74

75

76

77

78

79

80

81

82

83

84

85

86

87

88

89

90

91

92

93

94

95

96

97

98

99

100

101

102

103

104

105

106

107

108

109

110

111

112

113

114

115

116

117

118

119

120

121

122

123

124

125

126

127

128

129

130

131

132

133

134

135

136

137

138

139

140

141

142

143

144

145

146

147

148

149

150

151

152

153

154

155

156

157

158

159

160

161

162

163

164

165

166

167

168

169

170

171

172

173

174

175

176

177

178

179

180

181

182

183

184

185

186

187

188

189

190

191

192

193

194

195

196

197

198

199

200

201

202

203

204

205

206

207

208

209

210

211

212

213

214

215

216

217

218

219

220

221

222

223

224

225

226

227

228

229

230

231

232

233

234

235

236

237

238

239

240

241

242

243

244

245

246

247

248

249

250

251

252

253

254

255

256

257

258

259

260

261

262

263

264

265

266

267

268

269

270

271

272

273

274

275

276

277

278

279

280

281

282

283

284

285

286

287

288

289

290

291

292

293

294

295

296

297

298

299

300

301

302

303

304

305

306

## EDUCATION AND CULTURAL RESOURCES COMMITTEE

SPONSOR REP. WINSLOW

IF YOU CARE TO WRITE COMMENTS, ASK SECRETARY FOR WITNESS STATEMENT FORM.

CS-33

## EDUCATION AND CULTURAL RESOURCES COMMITTEE

DATE February 18, 1987

[illegible]

PLEASE LEAVE PREPARED STATEMENT WITH SECRETARY.



## VISITORS' REGISTER

EDUCATION AND CULTURAL RESOURCES COMMITTEE

BILL NO. HOUSE BILL # 356

DATE February 18, 1987

SPONSOR REP. HARRINGTON

NAME (please print)	REPRESENTING	SUPPORT	OPPOSE
Mike Darnell	MFT	X	
Don Wallray	School Admin, S.A.M.	V	
Gile Mitchell	O P I	V	
Bruce W. Moerer	BSBA	X	
Elinor Collins	mt. Assoc Co. Sch Supts	X	
James W. Lenz	SAM	X	
Debi Fenton	MAESP	X	
Harvey D. Curtis	Belgrade	X	
Fred J. Ramsey	"	X	
Janice Markeson		X	

IF YOU CARE TO WRITE COMMENTS, ASK SECRETARY FOR WITNESS STATEMENT FORM.

PLEASE LEAVE PREPARED STATEMENT WITH SECRETARY.

## VISITORS' REGISTER

EDUCATION AND CULTURAL RESOURCES COMMITTEE

BILL NO. HOUSE BILL NO. 725

DATE FEBRUARY 18, 1987

SPONSOR REP. STRIZICH

NAME (please print)	REPRESENTING	SUPPORT	OPPOSE
Bill Erwin	Montana Dept of Justice	✓	
Julie Burk	MEA	✓	
FRITZ O. BEHR	MT. DEPT. OF JUSTICE	✓	
Don Waldron	School Admin	✓	
Eri Jean	MEA	✓	
Jess W Long	S.A.M.	✓	
Edi Fenton	MEAF	X	
Harry R. Eiston	Belgrade	X	
Fred Ramsey	"	X	
Donne Hartman	MEA	X	

IF YOU CARE TO WRITE COMMENTS, ASK SECRETARY FOR WITNESS STATEMENT FORM

PLEASE LEAVE PREPARED STATEMENT WITH SECRETARY.

## VISITORS' REGISTER

EDUCATION AND CULTURAL RESOURCES COMMITTEE

BILL NO. HOUSE BILL NO. 710

DATE FEBRUARY 18, 1987

SPONSOR REP. PISTORIA

NAME (please print)	REPRESENTING	SUPPORT	OPPOSE
Martha Gresham	MT LNU	X	
Nancy Heder	Parent of Daughter	X	
Beverly Henry	Parent	X	
Sandy Chaney	Women's Lobbyist Fund	X	
Jackie Arndt	Women's Lobbyist Fund	✓	
Therese Arndt	Women's Lobbyist Fund	X	
Jamie Markeson		X	

IF YOU CARE TO WRITE COMMENTS, ASK SECRETARY FOR WITNESS STATEMENT FORM.

PLEASE LEAVE PREPARED STATEMENT WITH SECRETARY.

## VISITORS' REGISTER

EDUCATION AND CULTURAL RESOURCES COMMITTEE

BILL NO. HOUSE BILL # 250

DATE February 18, 1987

SPONSOR REP. JONES

NAME (please print)	REPRESENTING	SUPPORT	OPPOSE
Mike Danlem	MFT		X
Anders Whitney	New Toy	X	
Bruce W. Moerer	BSBA	X	
Elinor Collins	mt. Assoc Co. Supt. Schools	X	
Eric Flemer	MSA		
Jesse W. Long	SAM		
Geoff Fenton	MAESP		X
Shirley Schell	Xell Co.	X	
Ed Bengtson	Supt of Public Inst.	X	
Kirk Baross	S O P I	X	
FRANK Tolomits	SKLF	X	
Harvey D. Erickson	Belgrade		V
Fred J. Ramsey	B "		X
Judy Hay	Self	X	
Boyd Hinds	Fairview		
Mike Hartman	MEFA		X
James Zink	Associated Students MSCL		
Gene Christensen	O P I	X	
<del>James Zink</del> KATHIE HURF JSI	MFT		X

IF YOU CARE TO WRITE COMMENTS, ASK SECRETARY FOR WITNESS STATEMENT FORM.

PLEASE LEAVE PREPARED STATEMENT WITH SECRETARY.

## EDUCATION AND CULTURAL RESOURCES COMMITTEE

DATE \_\_\_\_\_

[illegible]

PLEASE LEAVE PREPARED STATEMENT WITH SECRETARY.

## VISITORS' REGISTER

EDUCATION AND CULTURAL RESOURCES COMMITTEE

BILL NO. HOUSE BILL NO. 764

DATE FEBRUARY 18, 1987

SPONSOR REP. NATHE

NAME (please print)	REPRESENTING	SUPPORT	OPPOSE
Elinor Collins	MT. ASSOC. Co School Supt's		X
Don Waldron	School Admin		X
Mike Dahlem	MFT		X
Claudette Morton	Board of Public Ed		X
Bruce W. Moore	MSB		X
Eric Gann	MEA		✓
Joe W. Long	S.A.M.		✓
Ogden Fenton	MAESP		X
Harry D. Evans	Belgrade		X
Frank Ramsey	"		X
DON GARRITY	Helena	✓	
Alma Hartman	MEA		X
BS Wood	AAUW		X
KATHIE HORSJI	MFT		X

IF YOU CARE TO WRITE COMMENTS, ASK SECRETARY FOR WITNESS STATEMENT FORM.

PLEASE LEAVE PREPARED STATEMENT WITH SECRETARY.

## VISITORS' REGISTER

EDUCATION AND CULTURAL RESOURCES COMMITTEE

BILL NO. \_\_\_\_\_ HOUSE BILL NO. 766 DATE FEBRUARY 18, 1987

SPONSOR \_\_\_\_\_ REP. NATHE \_\_\_\_\_

NAME (please print)	REPRESENTING	SUPPORT	OPPOSE
Elinor Collins	Mt. Assoc County Sch. Supt's		X
Don Waldron	School Admin. S.A.M.		X
Mike Dahlem	MFT		X
Claydell Worlon	Bd of Public Ed		X
Bruce W. Moerer	MSBA		X
Eric Frou	MEA		✓
James W. Long	S.A.M.		✓
Pauli Sutton	MAESP		X
Harry D. Embis	Bdgrads		X
Ernie Ranney	"		X
W. Angell	Bayesian	X	
Alvin Hartman	MEA		X
Jennie Markusen			X
BS Wood	AAUW		X
KATHE HORESSI	MET		X

IF YOU CARE TO WRITE COMMENTS, ASK SECRETARY FOR WITNESS STATEMENT FORM.

PLEASE LEAVE PREPARED STATEMENT WITH SECRETARY.