

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

The twenty-fourth meeting of the Education and Cultural Resources Committee was called to order by Chairman Jack Sands, on March 16, 1987, at 1:00 p.m. in Room 312-D of the State Capitol.

ROLL CALL: All members were present except Reps. Daily, Lory and Schye who were excused.

CONSIDERATION OF HOUSE BILL NO. 302:

SENATOR GREG JERGESON, Senate District No. 8, sponsor of the bill, stated the purpose of the bill as originally introduced and as amended several times is to find some means of putting a limit on the kinds of costs that school districts are faced with, where they have youths who have been confined to correctional institutions.

PROPOSERS:

BRUCE MOERER, representing the Montana School Boards Association, explained that the bill addressed the situation where the school district in Havre had received a youth court order instructing them to pay \$48 (which was the educational cost) of the \$150 fee for the placement of a youth in the special program in Minneapolis. He noted the average cost of educating a student in Havre was \$15-20 per day.

Mr. Moerer stated the committee was looking at a bill that would allow a school district to pay the educational cost of a student who had been placed in an out-of-state institution by a court order on the basis of what it would cost to educate the student in-state.

BOB STOCKTON, representing the OPI, stated that high school tuition, if it is outside the county of residence, is paid by the county equalization fund or the 17 mills, which means that if monies from that fund are used to pay for tuition, the state must make up any monies lost there because it comes out of the state equalization. He noted in this kind of placement there is no control, there is no negotiated price, and the institution to whom the child is confined decides what they want to charge. Mr. Stockton explained his primary concern was the way the court order was issued and that there was absolutely no way the Havre school district could comply as there is no mechanism in the law to pay in the manner the court ordered.

FRED ANDERSON, School Administrators of Montana, said he would like to go on record in support of the bill for the reasons stated. He noted the tendency of courts to frequently seek out-of-state help or assistance for youth in trouble and thus putting the school district in the position of having no control or no ability to pre-plan for those expenditures.

OPPONENTS:

JOHN MADSEN, representing the SRS, spoke in opposition to HB # 302 because it limits the school districts responsibility for tuition costs for education for children required to attend high school outside of their district of residence and outside of the State of Montana. He stated that if you limit the school district's responsibility and shift the rest of that cost, the court will order that cost to come from the SRS foster care budget.

Mr. Madsen then suggested that judges should have to give notice if they are going to order a school district to pay educational costs in an out-of-state institution, and allow the school district to argue its case. He also suggested that the school districts in the states where the children are being sent cap the limits of those facilities.

CHAIRMAN SANDS advised Mr. Madsen if he had those amendments the committee would appreciate copies of them. Mr. Madsen responded he did not have them but would be glad to work with the committee to draft them.

QUESTIONS FROM THE COMMITTEE:

In response to a question from REP. WILLIAMS, BOB Stockton said it was his understanding that the child in question was sent to an out-of-state institution merely because it had been recommended to the judge rather than sending him to an institution such as the new one in Billings or to Yellowstone Boys Ranch.

REP. SWYSGOOD asked Bruce Moerer to comment on the proposed amendment by SRS. Mr. Moerer replied that although there is a concern that this type of order was entered into without notice to the school, it still does not address the issue of who pays the bill.

In response to a question from REP. EUDAILY, concerning the sending school receiving foundation money, BOB STOCKTON explained that once a child is taken out of a school district and moved elsewhere the school district would not receive

one dime of ANB or foundation program monies.

REP. EUDAILY asked Mr. Madsen, although he could appreciate the need for the notification of the school district, how would that help the school district if their budget has already been set for the year. Mr. Madsen replied that the SRS's budget is already set, and they don't have any money to pay for education. He said if that burden is shifted, the SRS will have to come back to the legislature and ask for an appropriation. REP. EUDAILY then stated that the SRS had the authority to do that, but the Havre school district would have to eat it.

REP. KEENAN questioned if the bill would propose that high schools would no longer have to pay for educational services if a child had been placed in a particular program somewhere. Mr. Stockton explained it would be exactly as it is now. If the child got permission to attend school outside the county, the payment of that tuition would be handled in exactly the same way -- the way it is handled with North and South Dakota and Wyoming and also other counties within the state.

In response to a question by REP. WILLIAMS, Bob Stockton replied that the county superintendent pays for the students placed out of the equalization money.

REP. PHILLIPS asked Mr. Madsen how many kids fall into the category of being placed out of state. Mr. Madsen reviewed the number of children who have been placed out of state.

SENATOR JERGESON closed by commenting that Mr. Madsen from SRS had suggested that SRS ought not to be responsible for the education costs of those children. However, the real problem arises in how you determine what are appropriate education costs and what are correctional costs, and this bill would set up a mechanism to determine that. He noted the bill was one way to help protect the budgets of the schools in Montana and encouraged the committee to give it a do pass recommendation. He said he would appreciate REP. WILLIAMS carrying the bill if it did pass.

CONSIDERATION OF HOUSE BILL NO. 344:

SENATOR BOB BROWN, Senate District No. 2, sponsor of the bill, said it was a bill that would create a certification standards and practices advisory council allocated to the board of public education, and provide for a special revenue fund to finance the board. He briefly reviewed the bill; Section 1)

the definitions which are operationally defined in the bill; Section 2) establishes an advisory council to the board of education; Section 3) establishes the rules for the council; Section 4) enumerates the duties of the council, the recommendations that the council would make to the board of public education; Section 5) increased the amount of each person applying for the issuance or renewal of a teacher or specialist certificate. He noted the last thing the committee should be aware of was the language in the bill made it an appropriation bill, so in order to comply with the rules, that language was amended out in the senate. However he would leave an amendment with the chairman which restores the language in the bill.

PROPOSERS:

ERIC FEAVER, President, Montana Education Association, exclaimed that SB 344 was a bill that was a long term objective of the MEA and teacher's in general around the state to bring greater empowerment to teacher's, greater ownership, greater control of those who should enter into the practice of teaching. He pointed out that the bill does not provide teacher's direct say in who should teach, it is not the autonomous teachers certification licensing board that had been proposed in the past. He said it is only advisory in nature, which does not compel the board of public education to accept nor to reject any of the advice it receives from this council.

Mr. Feaver stated he thought the advisory council could be funded entirely out of the \$5 license fee as had originally been proposed, rather than the \$6 as the bill currently reads.

TERRY MINNOW, represent the Montana Federation of Teachers, said in the interest of time and other bills she would just register her support of the concept of the bill.

CLAUDETTE MORTON, Executive Secretary of the Board of Public Education read her prepared statement in support of the bill as amended, see EXHIBIT NO. 1.

OPPOSERS:

JESS LONG, School Administrators of Montana, stated he would stand opposed to SB 344. He said you are looking at another bureaucracy and if there is going to be an increased cost in supporting that council that would seem to be flying in the face of what needs to be done in the terms of education. He noted there are already many opportunities for the input of information and for solving problems with the state board of

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public education other than the creation of this kind of a council. He said SB 232 was a joint effort of all of the educational community members addressing the revocation, denial and suspension of teachers certificates. He also said he had had the opportunity to talk with executive directors in Idaho, Iowa and Oregon and in every case those kinds of councils were virtually do nothing councils.

Mr. Long remarked that the thrust of this legislation was probably prompted by the Carnegie Report, which was a report dominated by teacher organizations, and as a result they suggested a national certification advisory council. He asked the committee to do not pass SB # 344.

QUESTIONS FROM THE COMMITTEE:

REP. WILLIAMS commented to Eric Feaver that it looked like putting the fox to guard the henhouse door. But that his question really was why there was such an imbalance of teachers on the council. If they were going to create a council, why not have it a little more equalized. Mr. Feaver responded first that he would be delighted to propose legislation that would allow the fox to guard the chicken coop. Because quite frankly, he thought if the foxes were in charge of their profession, there would be no reason whatsoever to expect them to allow other foxes in that shouldn't be there.

Mr. Feaver went on to say he thought it would be a tremendous step forward for the state to create a completely autonomous certification board dominated by teachers.

A question and answer period followed concerning the issue of the dominance of teachers versus administrators on the council; the wording on the proposed amendment raising the fee "not to exceed \$6 per year"; the amount allocated for travel of the advisory council and the amount the council members would get paid, if any.

REP. EUDAILY questioned Claudette Morton about figures in the fiscal note concerning travel expenses. Ms. Morton referred to the revised pink copy in her explanations. CHAIRMAN SANDS advised the committee he would get revised fiscal notes.

A question and answer period followed regarding whether the council is really needed and the nominating procedure for council members.

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SENATOR BROWN closed by remarking the cost of the bill would be mainly borne by teachers and that perhaps the figure in the bill was too high. He noted the bill establishes a statutory mechanism where teachers and other educators can have direct advisory input into the board of public education on standards and matters that pertain directly to the education profession.

CONSIDERATION OF HOUSE BILL NO. 870:

REP. HAL HARPER, House District No. 44, sponsor of HB #HB # 870 stated that it was an appropriation bill for \$67,400, which was the approximate difference between what teachers in Mountain View and Pine Hills Schools are being paid as compared to their counterparts, in the public schools system that totally surrounds them. He remarked this bill brings to the attention of this committee and the legislature this problem and presses them for some solution to that problem. It says to those teachers we appreciate them and the important job they are doing and would like to see them receive pay equitable to their counterparts.

PROPOSERS:

ERIC FEAVER, President, Montana Education Association, handed out a report, "SALARY INFORMATION FOR INSTITUTION SCHOOLS" see EXHIBIT NO. 2, and submitted a further report, EXHIBIT NO. 3 to the Chairman. He reviewed the handout briefly beginning on page 2, the Montana salary schedule averages. Mr. Feaver exclaimed that graphic illustration clearly demonstrates the inequity that exists in having our teachers at Pine Hills and Mountain View tied to the state pay matrix as opposed to something that reflects the market value of their almost 11,000 colleagues in the state of Montana. He urged the committee to give a do pass recommendation.

FRED ANDERSON, President of the School Administrators of Montana said he would like to address this bill from the perspective of someone who is a member of the Miles City school system. He remarked that the services given to students was diminished over a long term because of the difficulty in recruiting and retaining teachers. He suggested if they could improve the quality of educational programs at Pine Hills and Mountain View Schools that the long term savings to the state would be far in excess of the cost of the bill. He recommended a do pass.

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KEN PLATT, President of the Mountain View School Administration Association read his prepared statement in support of HB # 870, see EXHIBIT NO. 4.

JACK OBERWEISER, Mathematics and computer science teacher at Mountain View School rose in support of the bill. A copy of his testimony is attached as EXHIBIT NO. 5.

TONI TYSON, Home economics teacher at Mountain View School rose in support of the bill, see EXHIBIT NO. 6.

MARY NAGEL, Lewis and Clark County Extension Agent, read her prepared statement in support of HB # 870, see EXHIBIT NO. 7.

BARBARA SULLIVAN, foster grandparent at the Mountain View School, rose in support of the legislation.

BETTY JEAN WOOD, representing the Montana Division of the American Association of University Women, read her prepared statement in support of the bill. A copy of her testimony is attached as EXHIBIT NO. 8.

OPPONENTS:

ROD SUNSTED, Chief Negotiator for the Executive Branch of State Government in Collective Bargaining. Mr. Sunsted read his prepared statement in opposition to the bill. See EXHIBIT NO. 9.

CURT CHISHOLM, Deputy Director for the Department of Institutions, stated he felt uncomfortable standing in opposition to a bill which would give a substantial salary increase to two groups of very dedicated employees, so that is not what he was opposed to. However, what he was opposing was the fact that the bill did not recognize four other groups of teachers who were paid against the same salary matrix. If this bill were passed giving this kind of parity to local school districts salaries, it would only affect the teachers at Pine Hills and Mountain View Schools but would exclude the teachers at the Montana Developmental Center in Boulder, Montana State Hospital, Montana State Prison and Swan River Youth Forest Camp. It would immediately create an inequity within the department that would be very difficult to manage and would be basically unfair.

Mr. Chisholm remarked that most importantly the bill creates a situation where it places a salary setting authority outside of state government and especially outside of the legislative process. The salaries would be set based on actions of the

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school boards in Helena and Miles City to determine the salaries of these individuals

QUESTIONS FROM THE COMMITTEE:

A question and answer period followed regarding whether the bill would allow teachers two pay raises within one year; changing the effective date from "upon passage and approval" to July 1, 1987; and the number of certified teachers who would receive pay raises if all the state institutions were included in the bill.

REP. HARPER closed by answering a question of REP. EUDAILY'S that the schedules he was referring to on page 2, line 9 apply to the state wide matrix and not to the teachers so there are not two increases, but only one. He reiterated this bill was an important matter and he would be pleased to accept the committee's favorable consideration.

CONSIDERATION OF HOUSE BILL NO. 871:

REP. MILLER, House District No. 34, sponsor of the bill, stated the bill is to bring up the teacher's salary at the school for the Deaf and Blind in Great Falls equivalent to the school teachers in the Great Falls public school system.

PROPONENTS:

TERRY MINNOW, representing the Montana Federation of Teachers, rose in strong support of both HB# 870 and HB # 871 and said she would support addressing the pay differential of all the teachers who are state employees in the state.

CLAUDETTE MORTON, Executive Secretary of the Board of Public Education reviewed her prepared testimony in support of HB # 871, see EXHIBIT NO. 10.

FRED ANDERSON, representing the School Administrators of Montana, said he would like to go on record in favor of the bill.

BOB DEMING, Superintendent, Montana School for the Deaf and Blind, read his prepared statement in support of the bill, see EXHIBIT NO. 11.

LUCILLE KRAJACICH, Principal, Montana School for the Deaf and Blind rose in support of HB # 871. A copy of her testimony is attached as EXHIBIT # 12.

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SANDY RICHIE, primary level teacher at the Montana School for the Deaf and Blind and President of the Montana Federation of Teachers rose in support of HB # 871. A copy of her testimony is attached as EXHIBIT NO. 13.

ROBERT LE MIEUX, Teacher at the MSDB presented his testimony in sign language with the aid of an interpreter in support of HB # 871, see EXHIBIT NO. 14.

OPPONENTS:

ROD SUNSTED, Chief Negotiator for the Executive Branch of State Government in Collective Bargaining, stated he rose in opposition to HB # 871 for the same reasons he gave in his written testimony opposing HB # 870, see EXHIBIT NO. 9.

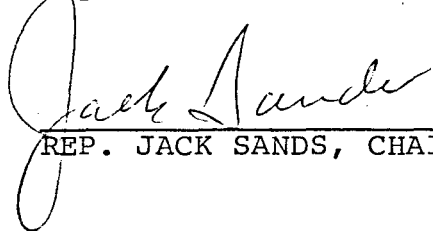
QUESTIONS FROM THE COMMITTEE:

REP. WILLIAMS asked Rep. Miller if he had the same salary schedule that the committee had, to which he replied that he did.

REP. MILLER closed by remarking he knew young people who had gone into the teaching profession to teach the deaf and the blind, and did not want to go into the public school system but were forced to because of the disparity between the salaries of the school systems. He said he would appreciate the committee moving the bill out and down into appropriations in order to try and get those teachers a little more money.

ADJOURNMENT:

There being no further business to come before the committee the meeting adjourned at 3:04 p.m.

A handwritten signature in cursive script, reading "Jack Sands", written over a horizontal line.

REP. JACK SANDS, CHAIRMAN

DAILY ROLL CALL

EDUCATION AND CULTURAL RESOURCES COMMITTEE

50th LEGISLATIVE SESSION -- 1987

Date MARCH 16, 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		



Board of Public Education

EXHIBIT #1
DATE 3-16-87
SB # 344

TESTIMONY TO THE HOUSE EDUCATION COMMITTEE
ON MARCH 16, 1987

IN SUPPORT OF SB344 - CREATE CERTIFICATION STANDARDS
AND PRACTICES COUNCIL TO BOARD OF PUBLIC EDUCATION

Claudette Morton
Executive Secretary

By Claudette Morton, Executive Secretary
Board of Public Education

BOARD MEMBERS
EX OFFICIO MEMBERS:

Ted Schwinden, Governor
Ed Enbright, Superintendent
of Public Instruction
Carol Krause, Commissioner
of Higher Education

APPOINTED MEMBERS:

Ted Hazelbaker, Chairman
Dillon
Alan Nicholson, Vice Chairman
Helena
James Graham
Ismay
Sara Sally Listerud
Wolf
Arthur "Rocky" Schauer
Libby
Bill Thomas
Greene
Thomas A. Thompson
Brookings

The Board of Public Education supports SB344 as amended and with the additional amendment presented by the sponsor. The amendment will assure that the additional funds support the advisory council itself.

The Board of Public Education makes an effort to seek professional and public comment and views before making any significant decisions. The creation of a formal advisory council for certification standards is certainly consistent with past practices, formalizes that practice and provides the necessary support so that the council can be representative of all Montana's educational professionals and not just those who happen to be in Helena or can afford to come to Board meetings.

I will be happy to try to respond to any questions regarding SB344. The Board does ask the committee concurrence in giving SB344 a do pass recommendation.

EXHIBIT #2
DATE 3.16.87
HB #870
Eric Feener

SALARY INFORMATION FOR INSTITUTION SCHOOLS

PREPARED BY
MONTANA EDUCATION ASSOCIATION
1987

MONTANA SALARY
SCHEDULE AVERAGES +
(MEANS) 1986-87

Class	# of Teachers	Average BA Base	Average MA Base	Average MA/10 Years
Statewide	9165	\$15,474	\$17,269	\$23,780
1st	5191	\$15,772	\$17,834	\$24,884
2nd	3216	\$15,447	\$17,171	\$23,911
3rd	758	\$15,419	\$17,231	\$23,166

COMPOSITE SCHEDULES +

QUARTER HOURS

1986-87

TOTAL TEACHERS: 9,165
MA+15 MA+30

Statewide (1st-3rd Class
Districts)

NO.	BA	BA+15	BA+30	BA+45	MA	MA+15	MA+30
1	142	142	142	80	137	72	38
2	15,474	15,999	16,528	16,950	17,269	17,822	18,482
3	16,050	16,616	17,181	17,624	17,976	18,585	19,294
4	16,619	17,227	17,834	18,283	18,679	19,351	20,116
5	17,213	17,868	18,509	19,176	19,409	20,149	20,992
6	17,807	18,509	19,190	19,671	20,148	20,955	21,860
7	18,385	19,148	19,868	20,360	20,894	21,758	22,716
8	18,957	19,766	20,533	21,039	21,616	22,572	23,570
9	19,520	20,397	21,203	21,712	22,351	23,348	24,404
10	20,051	21,012	21,860	22,386	23,066	24,128	25,234
11	20,535	21,606	22,519	23,060	23,780	24,909	26,066
12	20,988	22,163	23,170	23,731	24,490	25,690	26,898
13	21,144	22,614	23,735	24,324	25,148	26,443	27,690
14	21,211	22,827	24,219	24,879	25,775	27,176	28,482
15	21,247	22,916	24,480	25,394	26,340	27,858	29,309
16	21,258	22,957	24,611	25,731	26,817	28,493	30,033
17	21,268	22,971	24,656	25,934	27,186	29,161	30,699
18	21,272	22,974	24,667	25,983	27,311	29,168	30,966
19	21,276	22,978	24,672	26,003	27,371	29,275	31,064
20	21,278	22,981	24,674	26,003	27,381	29,284	31,088
21	21,281	22,984	24,677	26,003	27,391	29,285	31,088
21	21,283	22,987	24,680	26,003	27,395	29,287	31,088

ADDENDUM A

STATE OF MONTANA

05/03/85

ANNUAL HOURS = 2080

DEPARTMENT OF ADMINISTRATION

NOTE: DOES NOT INCLUDE
INSURANCE

PAY-MATRIX= TEACHERS

PERSONNEL DIVISION

1986 -- 1987

TERM = NINE MONTH

MATRIX TYPE= ANNUAL

EDUCATION							
EXP	PAYROLL	BA	BA+1	BA+2	BA+3	MA	MA+1
	STEP						
0	> 1	13,212	13,656	14,112	14,335	14,557	15,013
1	2	13,735	14,230	14,726	14,974	15,222	15,717
2	3	14,256	14,804	15,338	15,614	15,887	16,423
3	4	14,779	15,379	15,952	16,253	16,553	17,127
4	5	15,300	15,952	16,565	16,891	17,219	17,833
5	6	15,823	16,527	17,180	17,532	17,885	18,538
6	7	16,343	17,100	17,792	18,171	18,549	19,241
7	8	16,866	17,675	18,407	18,812	19,216	19,946
8	9	17,387	18,248	19,020	19,450	19,882	20,651
9	10	17,910	18,824	19,634	20,089	20,546	21,356
10	11	18,433	19,397	20,246	20,729	21,212	22,060
11	12	18,433	19,397	20,246	20,729	21,212	22,060
12	13	18,433	19,397	20,246	20,729	21,212	22,060 >

As per H.B. 375, Section 2-18-303(3)(iii): "The compensation of each teacher on the first day of the first pay period in July, 1986, shall be that amount which corresponds to his level of academic achievement and the step occupied on June 30, 1985.

STATE: MONTANA

KEY= 276666668607

DISTRICT: PINE HILLS (STATE SCHOOL)

EFFECTIVE 7/85		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	15,932	16,253	16,553	17,127	
5	15,300	15,952	16,565	16,891	17,219	17,833	
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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 7/85		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	15,932	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	

ATE: MONTANA

KEY= 270090228607

DISTRICT: MILES CITY DIST #1

EFFECTIVE 7/86		NO. OF TEACHERS:			ENROLLMENT:	
STEP	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	23,550
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

TATE: MONTANA

KEY= 270250158607

DISTRICT: HELENA DIST #1

EFFECTIVE 7/86		NO. OF TEACHERS:			ENROLLMENT:		
STEP	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

CHANGES IN AMOUNT OF SALARY SCHEDULES 276676678607 OVER 270250158607
FOR SCHOOL DIST.MOUNTAIN VIEW SCHOOL (STATE)
AND SCHOOL DIST.HELENA DIST #1
(COMPUTATION WAS MADE ON THE SAME STEP LEVEL OF TWO SCHEDULES.)

STEP	BA	BA+10	BA+20	BA+30	MA	MA+10
1	-2,168	-2,244	-2,328	-2,625	-2,943	-3,017
2	-2,265	-2,350	-2,434	-2,776	-3,108	-3,203
3	-2,354	-2,456	-2,552	-2,916	-3,273	-3,387
4	-2,451	-2,551	-2,658	-3,067	-3,437	-3,573
5	-2,540	-2,658	-2,765	-3,209	-3,611	-3,757
6	-2,637	-2,763	-2,880	-3,358	-3,775	-3,952
7	-2,727	-2,860	-2,988	-3,499	-3,941	-4,139
8	-2,824	-2,965	-3,093	-3,648	-4,104	-4,324
9	-2,913	-3,072	-3,200	-3,790	-4,268	-4,509
10	-3,010	-3,166	-3,316	-3,931	-4,434	-4,694
11	-3,097	-3,273	-3,424	-4,081	-4,598	-4,890
12	-3,097	-3,953	-4,144	-4,861	-5,429	-5,780
13	-3,097	-3,953	-4,874	-5,651	-6,258	-6,670
14	-3,097	-3,953	-4,874	-6,431	-7,088	-7,560
15	-3,097	-3,953	-4,874	-6,431	-7,918	-8,450
16	-3,097	-3,953	-4,874	-6,431	-8,748	-9,350
17	-3,097	-3,953	-4,874	-6,431	-9,578	-10,240

CHANGES IN AMOUNT OF SALARY SCHEDULES 276666668607 OVER 270090228607
 FOR SCHOOL DIST.PINE HILLS (STATE SCHOOL)
 AND SCHOOL DIST.MILES CITY DIST #1
 (COMPUTATION WAS MADE ON THE SAME STEP LEVEL OF TWO SCHEDULES.)

STEP	EA	EA+10	EA+20	EA+30	MA	MA+10
1	-1,416	-1,504	-1,588	-1,645	-1,683	-1,757
2	-1,525	-1,610	-1,714	-1,776	-1,808	-1,893
3	-1,634	-1,726	-1,852	-1,916	-1,933	-2,037
4	-1,741	-1,841	-1,988	-2,047	-2,057	-2,183
5	-1,850	-1,958	-2,115	-2,169	-2,181	-2,327
6	-1,957	-2,063	-2,250	-2,318	-2,305	-2,472
7	-2,057	-2,180	-2,378	-2,459	-2,431	-2,619
8	-2,164	-2,295	-2,513	-2,588	-2,554	-2,764
9	-2,273	-2,412	-2,650	-2,730	-2,678	-2,899
10	-2,380	-2,526	-2,776	-2,861	-2,804	-3,044
11	-2,487	-2,633	-2,914	-3,001	-2,928	-3,190
12	-2,487	-3,323	-3,664	-3,781	-3,718	-4,040
13	-2,487	-3,323	-4,404	-4,551	-4,508	-4,890
14	-2,487	-3,323	-5,154	-5,331	-5,298	-5,740
15	-2,487	-3,323	-5,894	-6,101	-6,088	-6,590
16	-2,487	-3,323	-5,894	-6,101	-6,878	-7,430

Le: 8870

EXHIBIT # 3
DATE 3-16-84
HB # 870
Eric FEAUER

ID: 2/6666668607		NAME - PINE HILLS		NO. OF STEPS: 11		NO. OF LANES: 06		OPTION: UPDATE	
S/L		1	2	3	4	5	6	S. TOT.	G. TOT.
1	5.00	0.00	0.00	0.00	0.00	0.00	0.00	5.00	5.00
2	1.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00	1.00
3	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4	0.00	1.00	0.00	0.00	0.00	0.00	0.00	1.00	1.00
5	0.00	0.00	0.00	0.00	0.00	0.00	1.00	1.00	1.00
6	0.00	0.00	0.00	1.00	0.00	0.00	1.00	2.00	2.00
7	1.00	0.00	0.00	1.00	0.00	0.00	0.00	2.00	2.00
8	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
9	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
11	0.00	1.00	0.00	0.00	0.00	0.00	1.00	2.00	2.00

S.T	7.00	2.00	0.00	0.00	0.00	0.00	3.00	14.00	
G.T	7.00	2.00	2.00	0.00	0.00	0.00	3.00		14.00

STATE: MONTANA

DISTRICT: PINE HILLS (STATE SCHOOL)

EFFECTIVE 7/86

STEP	BA	BA+10	BA+20
1	13,212	13,656	14,112
2	13,735	14,230	14,726
3	14,256	14,804	15,338
4	14,779	15,379	15,952
5	15,300	15,952	16,565
6	15,823	16,527	17,180
7	16,343	17,100	17,792
8	16,866	17,675	18,407
9	17,387	18,248	19,020
10	17,910	18,824	19,634
11	18,433	19,397	20,246

KEY= 276666668607

ENROLLMENT:	
BA+30	MA+10
14,335	14,557
14,974	15,222
15,614	15,887
16,253	16,553
16,891	17,219
17,532	17,885
18,171	18,549
18,812	19,216
19,450	19,882
20,089	20,546
20,729	21,212
	22,060

COST ANALYSIS OF CLASSROOM TEACHERS SALARY SCHEDULE -- TEG KEY: 27666668607

S.D.KEY: 27666668607 -- PINE HILLS (STATE SCHOOL)

STP/LN	1	2	3	4	5
1	66,060	0	0	0	0
2	13,735	0	0	0	0
3	0	0	0	0	0
4	0	15,379	0	0	0
5	0	0	0	0	0
6	0	0	17,180	0	0
7	16,343	0	17,792	0	0
8	0	0	0	0	0
9	0	0	0	0	0
10	0	0	0	0	0
11	0	19,397	0	0	0
TOTAL COST --		34,776	34,972	0	0
MEAN SALARY --		13,734	17,486	0	0
AVERAGE AMOUNT OF INCREMENT FOR EACH LANE --		574	613	639	666
	522				

COST ANALYSIS OF CLASSROOM TEACHERS SALARY SCHEDULE -- TEG KEY: 27666668607

S.D.KEY: 27666668607 -- PINE HILLS (STATE SCHOOL)

STP/LN	6	TOTAL
1	0	66,060
2	0	13,735
3	0	0
4	0	15,379
5	17,833	17,833
6	18,538	35,718
7	0	34,135
8	0	0
9	0	0
10	0	0
11	22,060	41,457
TOTAL COST --		224,317

MEAN SALARY --	58,431
AVERAGE AMOUNT OF INCREMENT FOR EACH LANE --	16,023
	19,477
	705

COST OF INCREMENT FOR NEXT YEAR IF NO CHANGE IN SCHEDULE: 6,867 3.1%

ID: 270090228607 NO. OF STEPS: 16 NO. OF LANES: 06 OPTION: ADD

NAME - MILES CITY DIST #1

S/L	1	2	3	4	5	6	S.TOT.	G.TOT.
1	5.00	0.00	0.00	0.00	0.00	0.00	5.00	5.00
2	1.00	0.00	0.00	0.00	0.00	0.00	1.00	1.00
3	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4	0.00	1.00	0.00	0.00	0.00	0.00	1.00	1.00
5	0.00	0.00	0.00	0.00	0.00	1.00	1.00	1.00
6	0.00	0.00	1.00	0.00	0.00	1.00	2.00	2.00
7	1.00	0.00	1.00	0.00	0.00	0.00	2.00	2.00
8	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
9	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
11	0.00	1.00	0.00	0.00	0.00	1.00	2.00	2.00
12	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
15	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
S.T	7.00	2.00	2.00	0.00	0.00	3.00	14.00	
G.T	7.00	2.00	2.00	0.00	0.00	3.00		14.00

STATE: MONTANA

DISTRICT: NILES CITY DIST #1

EFFECTIVE 7/86

KEY= 270090228607

NO. OF TEACHERS:

ENROLLMENT:

STEP	BA	BA+10	BA+20	150	MA	MA+10
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	23,550
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

COST ANALYSIS OF CLASSROOM TEACHERS SALARY SCHEDULE - TEG KEY: 270090228607

S.D.KEY: 270090228607 - MILES CITY DIST #1

STP/LN	1	2	3	4	5
1	73,150	0	0	0	0
2	15,260	0	0	0	0
3	0	0	0	0	0
4	0	17,220	0	0	0
5	0	0	0	0	0
6	0	0	19,430	0	0
7	18,400	0	20,170	0	0
8	0	0	0	0	0
9	0	0	0	0	0
10	0	0	0	0	0
11	0	22,030	0	0	0
12	0	0	0	0	0
13	0	0	0	0	0
14	0	0	0	0	0
15	0	0	0	0	0
16	0	0	0	0	0

TOTAL COST -					
106,810	39,250	39,600	0	0	0
MEAN SALARY -					
15,259	19,625	19,800	0	0	0
AVERAGE AMOUNT OF INCREMENT FOR EACH LANE -					
629	687	746	.775	790	0

COST ANALYSIS OF CLASSROOM TEACHERS SALARY SCHEDULE - TEG KEY: 270090228607

S.D.KEY:270090228607 - MILES CITY DIST #1

STP/LN	6	TOTAL
1	0	73,150
2	0	15,260
3	0	0
4	0	17,220
5	20,160	20,160
6	21,010	40,440
7	0	38,570
8	0	0
9	0	0
10	0	0
11	25,250	47,280
12	0	0
13	0	0
14	0	0
15	0	0
16	0	0

TOTAL COST -

66,420

MEAN SALARY -

22,140

AVERAGE AMOUNT OF INCREMENT FOR EACH LANE -

848

COST OF INCREMENT FOR NEXT YEAR IF NO CHANGE IN SCHEDULE:

9,830

3.9%

252,050
- 224,312
27,763
87.55
9,830
88.59
37,593

ID: 276676678607

NAME - MOUNTAIN VIEW

S/L	NO. OF STEPS: 11						NO. OF LANES: 06		OPTION: UPDATE	
	1	2	3	4	5	6			S.TOT.	G.TOT.
1	1.50	0.50	1.00	0.00	0.50	0.00			3.50	3.50
2	0.00	0.50	0.00	0.00	0.66	0.00			1.16	1.16
3	0.66	0.00	0.00	0.00	0.00	0.00			0.66	0.66
4	0.00	0.00	0.00	0.00	0.00	0.00			0.00	0.00
5	0.00	0.00	0.00	0.00	1.00	0.00			1.00	1.00
6	0.00	0.00	0.00	0.00	0.00	0.00			0.00	0.00
7	0.00	0.00	0.00	0.00	0.00	0.00			0.00	0.00
8	0.00	0.00	0.00	0.00	0.00	0.00			0.00	0.00
9	0.00	0.00	0.00	0.00	0.00	0.00			0.00	0.00
10	0.00	1.00	0.00	0.00	0.00	0.00			1.00	1.00
11	0.00	0.00	0.00	0.00	0.00	0.00			0.00	0.00

S.T	2.16	2.00	1.00	0.00	2.16	0.00	7.32	
G.T	2.16	2.00	1.00	0.00	2.16	0.00	7.32	

STATE: MONTANA

DISTRICT: MOUNTAIN VIEW SCHOOL (STATE)

KEY= 276676678607

EFFECTIVE 7/86 NO. OF TEACHERS:

STEP	BA	BA+10	BA+20	BA+30	ENROLLMENT:	MA	MA+10
1	13,212	13,656	14,112	14,335	14,557	15,013	15,717
2	13,735	14,230	14,726	14,974	15,222	15,717	16,423
3	14,256	14,804	15,338	15,614	15,887	16,423	17,127
4	14,779	15,379	15,952	16,253	16,553	17,127	17,833
5	15,300	15,952	16,565	16,891	17,219	17,833	18,538
6	15,823	16,527	17,180	17,532	17,885	18,538	19,241
7	16,343	17,100	17,792	18,171	18,549	19,241	19,946
8	16,866	17,675	18,407	18,812	19,216	19,946	20,651
9	17,387	18,248	19,020	19,450	19,882	20,651	21,356
10	17,910	18,824	19,634	20,089	20,546	21,356	22,060
11	18,433	19,397	20,246	20,729	21,212	22,060	

COST ANALYSIS OF CLASSROOM TEACHERS SALARY SCHEDULE - TEG KEY: 276676678607

S.D.KEY:276676678607 - MOUNTAIN VIEW SCHOOL (STATE)

STP/LN	1	2	3	4	5
1	19,818	6,828	14,112	0	7,279
2	0	7,115	0	0	10,047
3	9,409	0	0	0	0
4	0	0	0	0	0
5	0	0	0	0	17,219
6	0	0	0	0	0
7	0	0	0	0	0
8	0	0	0	0	0
9	0	0	0	0	0
10	0	18,824	0	0	0
11	0	0	0	0	0
TOTAL COST -	29,227	32,767	14,112	0	34,545
MEAN SALARY -	13,531	16,384	14,112	0	15,993
AVERAGE AMOUNT OF INCREMENT FOR EACH LANE -	522	574	613	639	666

COST ANALYSIS OF CLASSROOM TEACHERS SALARY SCHEDULE - TEG KEY: 276676678607

S.D.KEY:276676678607 - MOUNTAIN VIEW SCHOOL (STATE)

STP/LN	6	TOTAL
1	0	48,037
2	0	17,162
3	0	9,409
4	0	0
5	0	17,219
6	0	0
7	0	0
8	0	0
9	0	0
10	0	18,824
11	0	0
TOTAL COST -	0	110,651
MEAN SALARY -	0	15,116
AVERAGE AMOUNT OF INCREMENT FOR EACH LANE -	705	

COST OF INCREMENT FOR NEXT YEAR IF NO CHANGE IN SCHEDULE: 4,327 3.9%

ID: 270250158607

NAME - HELENA DIST #1

NO. OF STEPS: 17

NO. OF LANES: 07

OPTION: ADD

S/L	1	2	3	4	5	6	7	S.TOT.	G.TOT.
1	1.50	0.50	1.00	0.00	0.50	0.00	0.00	3.50	3.50
2	0.00	0.50	0.00	0.00	0.66	0.00	0.00	1.16	1.16
3	0.66	0.00	0.00	0.00	0.00	0.00	0.00	0.66	0.66
4	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
5	0.00	0.00	0.00	0.00	1.00	0.00	0.00	1.00	1.00
6	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
7	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
8	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
9	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
10	0.00	1.00	0.00	0.00	0.00	0.00	0.00	1.00	1.00
11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
12	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
15	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
S.T	2.16	2.00	1.00	0.00	2.16	0.00	0.00	7.32	7.32
G.T	2.16	2.00	1.00	0.00	2.16	0.00	0.00		

STATE: MONTANA

KEY= 270250158607

DISTRICT: HELENA DIST #1
EFFECTIVE 7/86

STEP	NO. OF		TEACHERS:		ENROLLMENT:	
	BA	BA+10	BA+20	BA+30	MA	MA+20
1	15,380	15,900	16,440	16,960	17,500	18,030
2	16,000	16,580	17,160	17,750	18,330	18,920
3	16,610	17,260	17,890	18,530	19,160	19,810
4	17,230	17,930	18,610	19,320	19,990	20,700
5	17,840	18,610	19,330	20,100	20,830	21,590
6	18,460	19,290	20,060	20,890	21,660	22,490
7	19,070	19,960	20,780	21,670	22,490	23,380
8	19,690	20,640	21,500	22,460	23,320	24,270
9	20,300	21,320	22,220	23,240	24,150	25,160
10	20,920	21,990	22,950	24,020	24,980	26,050
11	21,530	22,670	23,670	24,810	25,810	26,950
12	...	23,350	24,390	25,590	26,640	27,840
13	...	...	25,120	26,380	27,470	28,730
14	...	...	...	27,160	28,300	29,620
15	...	...	...	...	29,130	30,510
16	...	...	...	...	29,960	31,410
17	...	...	...	...	30,790	32,300

ATTAINMENT LEVEL 4; CAREER INCREMENTS BEGIN. 17 YRS

COST ANALYSIS OF CLASSROOM TEACHERS SALARY SCHEDULE - TEG KEY: 270250158607

S.D.KEY:270250158607 - HELENA DIST #1

STP/LN	1	2	3	4	5	6
1	23,070	7,950	16,440	0	8,750	0
2	0	8,290	0	0	12,098	0
3	10,963	0	0	0	0	0
4	0	0	0	0	0	0
5	0	0	0	0	20,830	0
6	0	0	0	0	0	0
7	0	0	0	0	0	0
8	0	0	0	0	0	0
9	0	0	0	0	0	0
10	0	21,990	0	0	0	0
11	0	0	0	0	0	0
12	0	0	0	0	0	0
13	0	0	0	0	0	0
14	0	0	0	0	0	0
15	0	0	0	0	0	0
16	0	0	0	0	0	0
17	0	0	0	0	0	0

TOTAL COST -						
34,033	38,230	16,440	0	41,678	0	
MEAN SALARY -						
15,756	19,115	16,440	0	19,295	0	
AVERAGE AMOUNT OF INCREMENT FOR EACH LANE -						
615	677	723	785	831	892	

2321004-55
57011

COST ANALYSIS OF CLASSROOM TEACHERS SALARY SCHEDULE -- TEG KEY: 270250158607

S.D. KEY: 270250158607 - HELENA DIST #1

STP/LN 7 TOTAL

1	0	56,210
2	0	20,388
3	0	10,963
4	0	0
5	0	20,830
6	0	0
7	0	0
8	0	0
9	0	0
10	0	21,990
11	0	0
12	0	0
13	0	0
14	0	0
15	0	0
16	0	0
17	0	0

TOTAL COST --

0 130,381

MEAN SALARY --

0 17,812

AVERAGE AMOUNT OF INCREMENT FOR EACH LANE --

938

COST OF INCREMENT FOR NEXT YEAR IF NO CHANGE IN SCHEDULE:

5,212 4.0%

130,381
- 110,651

19,729
87-88
48-89 5,212

Total 24,941

March 16, 1987

House Education Committee
Capitol Station
Helena, MT 59601

Members of the Education Committee:

As President of the Mountain View School Education Association it is of great concern that this testimonial be submitted to this committee and that I ask you to pass House Bill 870 out of committee.

The teachers of Pine Hills and Mountain View Schools are drastically underpaid as evidenced by the "MVS-PHS Fact Sheet". Personally, I am a 5-year veteran of science teaching at Mountain View School and only receive \$.40 an hour more than a teacher's aide with only a high school diploma. We, as teachers have not moved on the experience pay matrix since 1981. Since then a number of teachers have been hired and have received greater pay than veteran MVS teachers, because their outside teaching experience was accepted.

All teachers at the state institution schools have identical training and education as all other teachers, but continue to receive limited benefits and lower pay. We also need to continue to recertify by paying for and taking continuing education courses through the university system, but continue to receive less pay.

In addition, these institutional teachers teach a variety of subjects in their curriculum to a variety of ever changing students. About 4 to 6 different topics or courses, are taught by each teacher on an individualized basis to students with emotional and behavioral problems. Also, on the average, each student is 2 years below their grade level and require additional tutoring. Good, qualified teachers are difficult to attract to these schools just because of the type of students and additional work loads brought forth by individualized instruction, behavior problems, and grade differences in each student.

These student's lives and educational experience can be turned toward the positive if quality educators can be found and retained. The low pay has caused a teacher turnover rate at these schools that is unbelievable. For example, within the past 10 years there have been 6 English, 4 Math and 5 P.E. positions and since 1984 4 different Art teachers. Salary increases will make a difference!

It is my contention that these student's lives need to be stabilized and that they need a chance with education. For many of these students, the state educational institutions are where

they will find this stabilization. Quality educators can and do make a tremendous difference to the futures of these students. However, quality education will not be provided to these girls and boys if the teachers are not retained by equal salaries with public school educators. There will continue to be a high turnover rate with a great loss of quality education to the students who really need it. We can turn around some of those lives now before the state will need to continue to pay for welfare and housing in other institutional settings.

Please vote yes on House Bill 870 so that the excellent teaching staff at Mountain View School can continue to stabilize and provide quality education to these students.

Thank you.

A handwritten signature in cursive script, appearing to read "Ken Platt".

Ken Platt, President
Mountain View School Ed. Assn.

MOUNTAIN VIEW/PINE HILLS SCHOOLS FACT SHEET

Helena School District's base salary is \$15,380.

Miles City District's base salary is \$14,630.

Mountain View/Pine Hills Schools base salary is \$13,212

This is a difference of \$1,418 to \$2168 a year at the base.

Helena School District's salary at experience level of 11 is \$26,950.

Miles City District's salary at experience level of 11 is \$25,250.

Mountain View/Pine Hills Schools highest salary level is \$22,060.

This is a difference of \$3190 to \$4890 a year at the highest levels.

We are not gaining experience levels on the pay matrix as our salaries have been frozen.

The average amount of money we are losing each year from not moving up on the experience levels of the pay matrix is \$1152.

The average teaching salary in the U.S. is \$25,260.

The average teaching salary in Montana is \$22,500.

The average teaching salary at Mountain View/Pine Hills Schools is \$13,210.

The average state base teaching salary of 1st-3rd class districts in Montana is \$15,430.

At Mountain View/Pine Hills Schools it is \$13,210.

Working 25 years in the Helena District you will make an average of \$642,500.

Working 25 years at Mountain View/Pine Hills Schools you will make an average of \$485,770.

Not only will you spend your teaching career with less money, you will retire to an equally low pension.

*Most of this information can be verified from the MEA Montana Teacher Salary Schedule.

Dear Members of the House Committee on Education:

My name is Jack Oberweiser. I am a mathematics and computer science teacher at Mountain View School. I taught at Mountain View from 1978 to 1981, when I left the school to open and direct the Last Chance Youth Home, a group home for teens. I recently returned to Mountain View from the University of Montana where I received a Master's Degree in Teaching of Mathematics.

Almost all of my professional career has been spent in the service of underprivileged kids. I have been foster parent to over 30 Montana youth; I taught two years at the Montana Children's Center before its closure; I have been a counselor at the Deaconess Home for children.

I love working with kids, particularly kids with problems. I was extremely fortunate in growing up with a loving and caring family, and feel the obligation to pass along some of the human compassion and good will with which I've been blessed.

Teaching kids with special needs and problems is hard work, but is extremely rewarding. We who enter the teaching profession have no illusions about our potential earnings. Teaching is a low paying job, compared with other professional positions. When our chosen career does not allow us to make ends meet, however, the discouragement that results often leads to disillusionment and the search for new employment.

Mountain View School has lost 40 good teachers over the last 10 years. Although stress and other factors contribute to this turnover, low salaries are most often cited as reasons for leaving. Our pay scale is considerably below that of the local schools, and nearly at the bottom of the list of all Montana

schools. It is not difficult to find a school in Montana that pays its teachers more than Mountain View School. Of the 5 present full time teachers at the school, 3 of us hold at least another part time job.

Yet, in polling our present teachers, we find that we'd all like to stay. We're not just putting in time, waiting for openings in the public school system. Our students are our kind of people. They provide us with a unique challenge, a difficult task, but one worthy of our profession, and one we meet each day with dedication, optimism, and a sense of humor. We measure our success in subtle attitude changes, in gradual, less hostile approaches to the learning process, in trust relationships built slowly and steadily, with youth who have seldom, if ever, trusted an adult. Our kids have been failures in the regular school system; we try to renew in them feelings of selfworth, teaching them to believe in themselves and in their ability to succeed. We're not better than public school teachers, but we are different, we are special.

Just as those who work with handicapped youth, or the developmentally disabled have a special talent for bringing the best out of kids in difficult situations, so do we who work with delinquent kids have a special empathy with them that allows us to look beyond surface rough spots, jagged edges, and find some real strengths on which to build and educate.

In fairness to my family, I will be looking this spring for another teaching job. I don't want to. I enjoy what I am doing.

We're not asking for extra pay, only to be paid on the same

scale as other teachers in the Helena area with comparable education and experience. We urge you to support House Bill 870.

Thank you, for myself, on behalf of the other teachers at Mountain View School, and especially on behalf of the girls at Mountain View, whose education is the responsibility of all of us.

Sincerely yours,

A handwritten signature in cursive script, reading "Jack Oberweiser".

Jack Oberweiser

Teacher, Mountain View School

Testimony given by Toni Tyson-Home Economics teacher, Mountain View School.

Profile of a Mountain View Student

There are no average students at Mountain View. Teachers there are required to have the same amount of education, preparation as others, yet work under harder situations.

The Mountain View population consists of girls who have been adjudicated as juvenile delinquent. The student is emotionally disturbed, has very serious social problems, and is behind in school due to truancy and deprivation. Our students suffer from low self esteem, drug and alcohol addiction and other addictive disorders, anorexia and bulimia to mention a few.

Remember, these children did not get this way with Disneyland moms and dads. They have suffered mental, emotional, physical and sexual abuse. I am not suggesting that each child has all of these problems, but as high as 90% do.

Our task as teachers is to give these girls an education so they can get along. We hope to change them from losers to winners. Christa McAuliffe said it all when she said: "I touch the future, I teach."

Our salary inequity is not a cause heralded by newspapers or voiced by frightened mothers across the land. We have no natural advocacy. Nonetheless, it is a grave injustice dealing with professionals who care and whose touch can make a difference.

Testimony given by Toni Tyson-Home Economics Teacher, Mountain View School

Profile of a Mountain View Teacher

1. We are teaching disadvantaged students of which many have psychological disorders and learning disabilities.
2. 70% of the students we receive are two (2) or more years below grade level.
3. We have individualized classes. A teacher may have 5-6 different preparations for each class period in order to enable each student to receive maximum benefit from that class.
4. Student populations are always changing because of casework sessions, doctor appointments, runaways, family therapy, evaluations, releases, discipline, jobs etc. Entry and exit to an institution is disruptive and time consuming. Students also attend outpatient treatment centers like Shodair.
5. We write weekly reports on each student, reports on 45-day evaluations, interdisciplinary reports, and 90 day progress reports.
6. We attend two (2) teachers' meetings per week to meet with the Director of Education, staff psychologists, and caseworkers to discuss treatment plans for individual students. Houseparents and guidance counselors are also involved in these meetings to get a campus-wide look at the individual's performance.

EXHIBIT # 7
DATE 3-16-84
HB # 870

WITNESS STATEMENT

NAME Marychal BILL NO. 870
ADDRESS 916 7th & Jansen DATE March 16
WHOM DO YOU REPRESENT? Myself
SUPPORT OPPOSE AMEND

PLEASE LEAVE PREPARED STATEMENT WITH SECRETARY.

Comments:

As a taxpayer & wife of a state worker I stand a real chance of being effected by this bill through an increase in taxes and another freeze on my husbands wages because this bill about money. A small amount of money by comparison to other state expenditures but still money. However I feel this would be a good expenditure. As a former home. Ec. teacher at Mountain View I feel by not compensating these teachers with a fair wage you as legislators are providing a poor quality education for the kids at these institution schools.

My 1st contract had been in a class B school 3 yrs. previously. You may ask why I took the position at such a low wage. At the time it was the best position in my field. But like field. But like many other teachers when another position came along I had to leave Mountain View based on the economics of supporting my family. Think of your own children, how well do you think they would do if they had 2 math, 2 art, 2 business and

that with the fact that many of these students have special problems in school and with personal relationships.

Please give these kids a chance at a good education and a better life by supporting and encouraging their teachers to stay with a fair wage. Thank you for your support and consideration on bill 870..



AMERICAN ASSOCIATION of UNIVERSITY WOMEN

MONTANA DIVISION

EXHIBIT # 8
DATE 3-16-87
HB # 870

16 March 1987

OFFICERS

President
Mary Gibson
Kalispell
Vice President
Program
Claudette Morton
Helena
Vice President
Membership
Linda Kormann
Polson
Secretary
Jane Lopp
Kalispell
Treasurer
Mary Lou Jenkins
Millsall

HOUSE EDUCATIONAL and CULTURAL RESOURCES COMMITTEE
Jack Sands, chairman

Mr. Chairman and members of the committee:

The promotion of quality education has been a priority of the American Association of University Women for over a century. This includes working for quality teachers.

We believe that HB870 sponsored by Hal Harper will indeed promote quality education.

BRANCH PRESIDENTS

Billings
Iva Martin
Bozeman
Marcia Wysocki
Butte
Joanne Cortese
Cut Bank
Nancy Harvey
Billie Wallace
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Ingrid Joy Kaushagen
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Virginia Egli
Great Falls
Shirley Johnson
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Helena
Kathleen Harrington
Kalispell
Jan Super
Lewistown
Diane Oldenburg
Miles City
Jean Viertel
Missoula
Janice Frizzell
Northern (Havre)
Jo Martin
Park County
Loraine Eyman
Polson
Polly Walker
Barbara Weid

Thank you,

Betty Jean Wood
(State) Legislative chairman

DEPARTMENT OF ADMINISTRATION
STATE PERSONNEL DIVISION



FRED SCHWINDEN, GOVERNOR

ROOM 130, MITCHELL BUILDING

STATE OF MONTANA

(406) 444-3871

HELENA, MONTANA 59620

Mr. Chairman, Members of the committee, my name is Rod Sundsted, and I am the Chief Negotiator for the Executive Branch of State Government in Collective Bargaining.

I appear before you today in opposition to House Bills 870 and 871.

There is no question that the State compensates teachers less than the public school districts. However, even given that fact, I believe there are a number of reasons, besides the obvious economic impact, for not passing these bills.

1. The House has already passed a pay freeze bill for all State employees. It seems unfair to freeze all employees' salaries while giving one select profession increases exceeding 20%.
2. Teachers are not unique in being paid less than their counterparts outside of State government. The State is considerably behind the market when it comes to all professional occupations. The results of the State Employee Salary and Benefit Survey show that the State is 20% or more behind the market for Architects, Engineers, Hydrologists, Biologists, Geologists, Dentists, Pharmacists and many more professional occupations.
3. These bills would result in another inequity because they provide a new increased matrix for teachers at Pine Hills, Mountain View and the Montana School for the Deaf and Blind while teachers at Montana State Hospital, Montana Developmental Center and Montana State Prison would continue at the present salaries.

I would also like to point out that the State teachers at Pine Hills and Mountain View recently filed suit in District Court asking for paid vacation leave and holiday pay. The District Court granted their request and it has now been appealed to the Montana Supreme Court. Should these bills pass, it is very possible that the State teachers would receive the increased pay and then also receive the additional benefits of vacation and holiday pay that no other school teachers receive. These benefits would provide approximately \$2,000 additionally to each teacher.

I ask that you not pass House Bills 870 and 871.



Board of Public Education

EXHIBIT # 10
DATE 3-16-87
HB # 871

BOARD MEMBERS

EX OFFICIO MEMBERS:

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

APPOINTED MEMBERS:

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

TESTIMONY TO THE HOUSE EDUCATION COMMITTEE
ON MARCH 16, 1987

Claudette Morton
Executive Secretary

IN SUPPORT OF HB871 -- AN ACT REQUIRING THE
BOARD OF PUBLIC EDUCATION TO PRESCRIBE A SALARY SCHEDULE
FOR THE PROFESSIONAL FACULTY AND STAFF OF THE MONTANA
SCHOOL FOR THE DEAF AND BLIND THAT IS EQUAL TO THE
SALARY SCHEDULE FOR TEACHERS AND STAFF OF THE LARGEST
SCHOOL DISTRICT IN CASCADE COUNTY

By Claudette Morton, Executive Secretary
Board of Public Education

The Board of Public Education supports HB871. The School for the Deaf and Blind provides unique services to the students of Montana and requires expertise far beyond the level generally acceptable in public schools. Yet, because it serves all the children of the state of Montana, its salary schedule has been determined by the legislative appropriations process. In reality, the professional staff at the School for the Deaf and Blind has been underpaid and continue to be underpaid to a greater degree every biennium.

According to a recent report from the Department of Education, Montana ranks 31st in teacher salaries. If we were to use the salary schedule on which the teachers from the School for the Deaf and Blind are on Montana would rank 51st. HB871 is an effort to correct this great disparity and to recognize the professionals at the School for the Deaf and Blind at a more appropriate level. Therefore, the Board of Public Education urges the committee's support for HB871.

COPY

TESTIMONY BEFORE THE EDUCATION AND CULTURAL RESOURCES COMMITTEE OF THE
50TH LEGISLATURE ON MARCH 16, 1987.

EXHIBIT # 11
DATE 3-16-87
HB #871

MR. CHAIRMAN AND MEMBERS OF THE COMMITTEE:

FOR THE RECORD, I AM BOB DEMING, SUPERINTENDENT, MONTANA SCHOOL FOR
THE DEAF AND THE BLIND IN GREAT FALLS.

I FEEL TODAY THAT I AM IN A NEVER ENDING PROCESS, THAT IS GOING BACK
TO OCTOBER 1984 BEFORE THE BOARD OF PUBLIC EDUCATION WITH A PROPOSAL
FOR EQUAL PAYMENT OF PROFESSIONAL FACULTY AND STAFF AT OUR SCHOOL.
THE BOARD APPROVED THE CONCEPT AND A BILL WAS DRAFTED TO DO THIS. THE
BILL DIED IN COMMITTEE ON A MOTION TO TABLE IN 1985. THEREFORE, I AM
IN SUPPORT OF HB-871 TO PROVIDE FOR EQUAL PAY FOR OUR PROFESSIONAL
STAFF WITH THE LARGEST SCHOOL DISTRICT IN THE COUNTY WHERE OUR SCHOOL
IS LOCATED.

PLEASE NOTE THE ATTACHED DATA WHICH INDICATES WE ARE NOT LEADERS IN
THIS ATTEMPT. THE STATE OF INDIANA IS ONE EXAMPLE OF HAVING EQUITY
PAY FOR EACH EDUCATIONAL INSTITUTION IN STATE GOVERNMENT.

OUR STAFF CAN AND HAVE GONE TO THE LOCAL SCHOOL DISTRICT FOR \$5,000
PAY INCREASE. WE ARE HAVING DIFFICULTY IN RECRUITING MANDATED STAFF,
FOR EXAMPLE SPEECH THERAPY, BECAUSE OUR SALARY SCHEDULE WILL NOT
COMPETE WITH EITHER THE PRIVATE OR PUBLIC SECTOR.

I URGE YOUR COMPLETE AND UNWAVERING SUPPORT OF EQUITY PAY FOR OUR
PROFESSIONAL FACULTY AND STAFF THROUGH HB-871.

Bob Deming
3-16-87

COPY

October 15, 1984

ITEM 108-400-P1084

Superintendent's Report

That the Board accept, discuss and place on file this report from the Superintendent, Montana School for the Deaf and the Blind.

EXPLANATION:

On Monday, September 24, 1984, the Board of Trustees, Great Falls Public Schools, passed a motion allowing Dr. Ray Beck to seek discretionary funds of \$25,000, to fund a teacher of the visually impaired for the Great Falls area. The District will be the fiscal agent, our school will house and supervise this position. The teacher will work directly with ten (10) students in Great Falls, four (4) of whom are braille students. Once the grant is made, selection of this teacher will occur.

It seems the time is right, to pursue with this Legislature, equal payment of professional faculty and staff at this agency, to the salary schedule of the school district in the county where we are located. The State of Indiana has law in place. (Attached) Advantages are: (1) recruitment of staff; (2) diminishing time in negotiations; (3) equity of pay for our professionals with those across the street; (4) budget process for salaries, clear and concise.

Disadvantages are: (1) our union becomes a small part of the larger GFEA; (2) lack of local control (agency) of salaries; (3) 9 to 15% increases in the first year (to catch up).

My trip to Washington D.C. for Special Schools of the Future was great. I was able to meet with all the kids from Montana, both collectively and individually. I carried messages both ways from parents to students and from students back to parents. I intervened with one prep student, but not successfully, she withdrew from Gallaudet and will enter Seattle Community College in January. Her rationale, "culture shock"!!

COPY⁸

- (2) Indiana School for the Blind.
- (3) Silvercrest Children's Development Center.
- (4) Indiana State Hospital for Chest Diseases.
- (5) Indiana Soldiers' and Sailors' Children's Home.
- (6) Indiana Veterans' Home.

(b) All the powers and duties heretofore granted by law to the respective boards of trustees of the above-named institutions are hereby preserved, transferred to and conferred upon the administrative unit for special institutions. All the powers and duties incident to the administration of the above-named institutions which were conferred upon the commissioner of medical institutions by chapter 197 [repealed] of the acts of the Indiana General Assembly of 1953 are hereby preserved, transferred to and conferred upon the administrative unit for special institutions and the state health commissioner.

(c) Each of the above-named institutions shall be under the administrative control of a superintendent who shall have the powers, duties and qualifications provided by law for each of said respective superintendents or as may be otherwise prescribed or delegated by the state health commissioner in so far as they are not in conflict with the provisions of this chapter. Each of said superintendents shall be appointed by the state health commissioner subject to the approval of the governor. A superintendent may be removed only for cause; and removal shall be made by the state health commissioner subject to the approval of the governor. The superintendent of any of the above-named institutions shall be administratively responsible to the state health commissioner.

(d) The state health commissioner shall annually review the salary schedules of the largest school system of the county of location of each educational institution placed under the control of the administrative unit for special institutions to determine the salary schedule of that school system. He shall then prescribe, subject to approval by the personnel department and the state budget agency, a salary schedule for each of these educational institutions, using a daily rate of pay for each teacher, which must be equal to that of the largest school system in the county of location. The commissioner shall prescribe the terms of the annual contract awarded to licensed teachers for payment under this schedule. The commissioner shall so advise the budget agency and the governor of his action. Hours of work for all teachers shall be set in accordance with IC 4-15-2.

(e) The superintendent of any of the above-named institutions shall receive a salary in an amount to be fixed by the state health commissioner subject to the approval of the governor and the state budget agency. [Acts 1961, ch. 117, § 5; 1963 (Spec. Sess.), ch. 22, § 1; 1976, P.L. 44, § 20; 1982, P.L. 92, § 2.]

Compiler's Notes. The Indiana State Hospital for Chest Diseases referred to in paragraph (a)(4) was abolished and all powers, duties and functions terminated, June 30, 1987, or on the date when all bonds, indebtedness and lease agreements outstanding on

June 30, 1987, are retired, by 4-26-3-26.

The veterans' home referred to in paragraph (a)(6), which was formerly to be abolished pursuant to 4-26-3-16, is not to be abolished pursuant to 4-26-3-16.3.

Chapter 197 of the Acts of 1953 referred to

SCHOOL FOR THE DEAF AND THE BLIND

EXHIBIT # 12
DATE 3-16-87
HB # 871



STATE OF MONTANA

100 CENTRAL AVENUE

GREAT FALLS MONTANA 59401

(406) 453-1401

TED SCHWINDEN, GOVERNOR

TO: EDUCATIONAL AND CULTURAL RESOURCES COMMITTEE
FROM: Lucille M. Krajacich, Principal-M.S.D.B.
RE: HB-871
DATE: March 16, 1987

As the Principal of the Montana School for the Deaf and the Blind, the inequity in pay becomes extremely obvious to me as I attempt each year to retain and/or replace staff members. The Board of Public Education and the Office of Public Instruction have recently instructed us to find a Speech Therapist for the current school year and, if this is not possible, then to be certain that that position is filled for the 1987-88 school year. It continues to be difficult, as in past years, to attract staff to that particular position because of the salary that M.S.D.B. offers and the rate of pay that can be obtained in the private sector or in other school settings. The entry level salary for this position is approximately \$8.17/hr, while the current private practice rate is between \$25 and \$35/half-hour.

In the field of Physical Therapy, our therapist makes a salary of \$15,636/year compared to the \$22,500 that she would make for the same amount of time employed outside our agency.

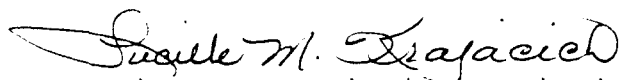
With regard to teaching staff, attractive salary offers continue to lure qualified staff to other positions. In June of 1985, a teacher of the deaf employed by M.S.D.B. at a salary of \$16,274, left our school for a position in the Great Falls public schools. His first year in that system, he made \$20,476 as compared to the \$16,518 he would have made at M.S.D.B. for a difference of \$3,958. In the current school year, his contracted salary is \$21,841 as compared to the \$17,014 he would make had he remained at M.S.D.B., for a difference of \$4,827. That is a difference of \$8,785 for the two years--an amount that cannot be ignored when considering the cost of buying a house or raising a family.

That same school year, MSDB also lost the services of another staff member in the Department for the Hearing Impaired. She had obtained employment in a large department store in the Seattle area at a salary that exceeded her MSDB teaching salary.

I bring these facts to your attention not to try to convince you that salaries should be equalized between state agencies and the private sector, but rather to point out to you the difficulties that MSDB and indeed, all state agencies, have in attracting and retaining qualified staff.

I urge you to act favorably on this resolution and to consider legislation of this nature for other state educational facilities as well.

If I can provide you with any other information or answer any questions, I would be happy to do so.

A handwritten signature in cursive script, reading "Lucille M. Krajacich". The signature is written in dark ink and is positioned above the printed name.

Lucille M. Krajacich, Principal-M.S.D.B.

EXHIBIT # 13

DATE 3-16-87

HB # 871

Mr. Chairman, members of the committee.

My name is Sandy Ritchie. I am a primary level teacher at MSDB and president of the MFT local there.

I am urging your support for HB 871.

We feel the present salary schedule at MSDB is grossly unfair and inadequate. The more than \$5,000 difference between my salary and that of a teaching peer from the public schools in Great Falls means I am being financially penalized because I work for the State.

The teachers at MSDB have received their special education training for the deaf or blind children outside of Montana since there are no such training programs within the state. The cost of such an education is in excess of that which other teachers incur. The teachers also have a Montana teaching certificate. Which means they could cross the street and teach in a public school but public school teachers could not do the same.

Please vote yes on HB 871.

Thank you for your consideration.

Mr. Chairman and members of the Committee:

My name is Robert LeMieux. I am a teacher of the deaf at MSDB. Also, I am the proud father of two deaf daughters who were graduated from the MSDB some years ago. I am here today representing the Montana Federation of Teachers at MSDB.

I support HB 871.

During my twenty-five years of teaching I have seen a steadily increasing disparity in the MSDB salary schedule as compared with the salary schedule of the largest school district in Cascade County. Indeed, it becomes more difficult for the MSDB to catch up with the present salary schedule which has easily attracted some professional employees from the MSDB in recent years.

When HB 871 is passed, it will eliminate the disparity over salary schedule, and also it will benefit the MSDB very much in recruiting qualified professional employees thereafter.

Please vote to give your full support to HB 871. That will boost employee's morale, spirit and eagerness.

Thank you for your consideration.

VISITORS' REGISTER

EDUCATION AND CULTURAL RESOURCES COMMITTEE

BILL NO. HOUSE BILL NO. 870

DATE MARCH 16, 1987

SPONSOR REP. HARPER

NAME (please print)	RESIDENCE	SUPPORT	OPPOSE
Eric Leaver	MEA	✓	
Don Jandel-Harper	MEA	✓	
Fred Anderson	SAM	✓	
Toni Tyson	Helena	✓	
Ken Platt	MV School	✓	
Jack Oberweiser	MV School	✓	
Mary Nagel	Helena	✓	
Richard Sullivan	M.V. School	✓	
ROD SANDSTED	ADMINISTRATION		✓
B.T. Woods	Am. Assoc. University Women	✓	
Blair Holt	Dillon	✓	
Dwight Holt	Slem	✓	
Danny Murren	MFT	✓	

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. 871

DATE MARCH 16, 1987

SPONSOR REP. MILLER

NAME (please print)	RESIDENCE	SUPPORT	OPPOSE
Bob Deming	GT. FALLS	✓	
Bob LeMieux	gt. falls	✓	
Fred Anderson	5A77	✓	
Claudette Morton	Bd of Public Ed	✓	
Leo Sundsted	ADMINISTRATION		✓
Sophie Ritchie	Butte, Mont.	✓	
Bobbi Layh	MSDB	✓	
Ken Platt	MO3	✓	
Sandy Ritchie	Great Falls	✓	
Jerry Murren	MET	✓	

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PLEASE LEAVE PREPARED STATEMENT WITH SECRETARY.

VISITORS' REGISTER

EDUCATION AND CULTURAL RESOURCES COMMITTEE

BILL NO. SENATE BILL #302

DATE MARCH 16, 1987

SPONSOR SENATOR JERGESON

NAME (please print)	REPRESENTING	SUPPORT	OPPOSE
Eric Fearon	MEA	✓	
Jon Jandel Hagedorn	MEW	✓	
James W. Long	S.A.M.	✓	
Fred Andersson	SAM	✓	
Bruce W. Moore	MSBA	✓	
John Anderson	SRS		X
Bob Dahl	O.P.	X	
Robbie Taylor	MSDB	X	
Sophie Ritchie	MSDB	✓	

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EDUCATION AND CULTURAL RESOURCES COMMITTEE

DATE MARCH 16, 1987

SPONSOR SENATOR BROWN

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