

MINUTES

MONTANA HOUSE OF REPRESENTATIVES 53rd LEGISLATURE - SPECIAL SESSION

COMMITTEE ON EDUCATION & CULTURAL RESOURCES

Call to Order: By **CHAIRMAN H.S. "SONNY" HANSON**, on December 13, 1993, at 1:00 P.M.

ROLL CALL

Members Present:

Rep. Sonny Hanson, Chairman (R)
Rep. Alvin Ellis, Vice Chairman (R)
Rep. Ray Brandewie (R)
Rep. Fritz Daily (D)
Rep. Ervin Davis (D)
Rep. Ed Dolezal (D)
Rep. Dan Harrington (D)
Rep. Jack Herron (R)
Rep. Bob Gervais (D)
Rep. Bea McCarthy (D)
Rep. Scott McCulloch (D)
Rep. Norm Mills (R)
Rep. Bill Rehbein (R)
Rep. Sam Rose (R)
Rep. Dick Simpkins (R)
Rep. Wilbur Spring (R)
Rep. Norm Wallin (R)
Rep. Diana Wyatt (D)

Members Excused: None.

Members Absent: None.

Staff Present: Andrea Merrill, Legislative Council
Claudia Johnson, Committee Secretary

Please Note: These are summary minutes. Testimony and discussion are paraphrased and condensed.

Committee Business Summary:

Hearing: HJR 7, HB 76, and HB 80
Executive Action: HJR 7, HB 76, HB 80, HB 69, and HB 72

HEARING ON HJR 7

REP. DAVE WANZENRIED, District 7, Kalispell, stated the joint resolution of the Senate and the House of Representatives of the State of Montana requests an interim study of school district

insurance purchasing practices, including the purchase of Workers' Compensation coverage, property and casualty coverage, and employee group health insurance; and requiring a report of the findings of the study to the 54th Legislature.

PROPOSERS:

Bob Anderson, Montana School Boards Association, said that MSBA had been involved with the cities and counties regarding workers' compensation. They are reviewing programs for property and casualty insurance. He also supplied a letter from **Howard R. Bailey, Director of Services, Montana School Services Foundation (MSSF)**, which states that private and non-profit insurance providers in the state, offer their expertise and assistance in the proposed study. The goal of MSSF has always been to help public school districts in Montana acquire needed insurance coverage at the lowest possible cost to the taxpayer. **EXHIBIT 1**

Bill Campbell, Montana Education Association, supports the concept of this bill. It is a major concern to the association because the insurance dollars are taking a big cut out of everyone's pocket.

John Malee, Montana Federation of Teachers, said he supports HJR 7.

OPPOSERS:

None.

QUESTIONS:

REP. SIMPKINS asked why the Office of Public Instruction (OPI) cannot do the work of this resolution.

REP. WANZENRIED said that, while the school foundation program does have an insurance program, a lot of the districts do not know there is insurance available.

REP. SPRING asked whether the School Boards Association has ever addressed this.

Mr. Anderson said they have addressed some parts of the situation. Getting all districts to participate in the program has been difficult. Maybe school districts would take more of an interest in some of these programs. He said it took a lot of effort to organize the workers' compensation program that is now statewide. The majority of districts do belong to this program.

REP. WANZENRIED closed urging support on HJR 7.

EXECUTIVE ACTION ON HJR 7

Motion: REP. MCCARTHY MOVED HJR 7 DO PASS.

Discussion: REP. ROSE said he did not want to act on the bill until there was further information on it.

Motion/Vote: REP. SIMPKINS MADE A SUBSTITUTE MOTION THAT HJR 7 DO NOT PASS. Motion carried 12 - 6 with REPS. WYATT, DOLEZAL, McCULLOCH, HERRON, MCCARTHY, and DAVIS voting no.

Motion/Vote: REP. SIMPKINS MOVED HJR 7 BE TABLED. Motion carried 12 - 6 with REPS. WYATT, DOLEZAL, McCULLOCH, HERRON, MCCARTHY, and DAVIS voting no.

HEARING ON HB 76

REP. RAY BRANDEWIE, District 49, Bigfork, outlined HB 76 which requires voter approval for the over-base budget of a school district if the budget exceeds the previous year's General Fund budget or the previous year's General Fund budget PER-ANB; limiting the over-base budget of a district to 104% of the previous year's General Fund budget or 104% of the previous year's General Fund budget PER-ANB; clarifying the voter approval requirements for a school district General Fund budget that exceeds the base amount in part; limiting the referral of the requests for voter approval to twice a year; and providing an immediate effective date and an applicability date.

PROPOSERS:

Walt Dupea, a resident of Bigfork, supports the idea of not having elections time after time.

OPPOSERS:

Bob Anderson stated his opposition to this bill because of local control for the members, trustees, and taxpayers, district by district. There is a bargaining process for mill levy support. To further reduce the limit to two times the amount will be difficult in some communities. The concept of vote control is supported.

Don Waldron stated his understanding of some local problems that brought about this type of bill, but he feels the voters should make their own decisions. In some cases when there is talk about what will be eliminated because of a levy failure, people want another chance to vote.

John Malee, Montana Federation of Teachers, stated his opposition to this bill.

Loren Frazier, School Administrators of Montana, said there was a

time when there was a limit of three elections. School Administrators of Montana have not received any complaints from the public about the number of elections.

QUESTIONS:

REP. DOLEZAL said that school boards do not have to call for multiple elections; they may stop with one vote if they choose. He then asked if citizens have the power to exert pressure on the school boards to tell them to stop this extra voting. He asked **Mr. Dupea** if he believed in local control, and he questioned why the state should control what local people could do.

REP. BRANDEWIE said that school districts can hold the number of elections to one.

Mr. Dupea said he knew that a person has the right to vote against school board members and he did believe in local control.

REP. BRANDEWIE closed stating that many schools took advantage of the situation and raised taxes. He said that he introduced this legislation so that maybe school board members would get in touch with other people in the community. He said he did not see any problems with two votes.

EXECUTIVE ACTION ON HB 76

Motion: **REP. ELLIS** MOVED 76 DO PASS.

Discussion: **REP. DOLEZAL** said it seems strange with all of the emphasis that has been placed on the education community, this legislation says the public can vote but they can't vote very much. This takes away from local control. This is too much too late.

REP. SPRING said he does not support this motion. If the superintendent can do his job with one vote let him do it.

REP. DAILY said he can't imagine that anyone doesn't have their mind made up on this issue.

Vote: Roll call vote was taken. Motion carried 10 - 8 with **REPS. WYATT, DAILY, DAVIS, DOLEZAL, HARRINGTON, GERVAIS, MCCARTHY,** and **McCULLOCH** voting no. **EXHIBIT 2**

HEARING ON HB 80

REP. ALVIN ELLIS, District 84, Red Lodge, said this bill mandates that until a new agreement is reached, a school district employee must receive the same salary and benefits after expiration of a collective bargaining agreement as the employee received before expiration of the agreement.

PROPOSERS:

Bob Anderson presented a fact sheet on this bill showing that most teachers get a raise in salary every year regardless of the financial condition of the school district or its taxpayers even before the union contract is negotiated. This automatic raise scheme for teachers will cost districts 13% on their teacher payroll. This bill would not reduce any teacher salaries it would only make annual increases a subject for negotiation.

EXHIBIT 3

Sharon Eisenberg, Chairman of the Board of Trustees, Conrad Public Schools, urged the committee to pass this bill. She also stated that she was told by one of the teachers in Conrad that she might not be re-elected to the school board if she testified in favor of this bill. Teachers need to accept the fact that automatic pay raises are a thing of the past; Montana taxpayers cannot afford automatic pay raises and she said she does not know any other group of employees who expect or who receive automatic pay raises each year. **EXHIBIT 4**

Loren Frazier stated that administrators should support this bill. If the public is going to be told that budgets are being frozen, there should be mechanisms to truly freeze budgets.

Don Waldron said this legislation is necessary.

OPPOSERS:

Phil Campbell, Montana Education Association, said this bill would not solve the budget problems. It has nothing to do with state monies. This is not about a body ordering school districts to pay teachers an automatic raise. This bill is a misconception. It is wrong to say that schools pay teachers more money automatically. If a district did not want to give step increases beyond the expiration of the contract, they could have bargained it into the contract; this would say that step with lanes will not grow beyond the expiration of the contract when contracts without that phrase expire, those conditions must continue because they cannot be unilaterally changed. That is what the issue is about.

John Malee, Montana Federation of Teachers, said this bill is a bad idea; but beyond that, it is hard to see how it fits into the call. It won't affect the state budget. This bill will effect the bargaining process. It would change the balance of power between the teachers, schools and boards. When teachers go to work for a school district, they have the expectation that years of experience and additional education will be worth more to their employer. School teachers and children will bear the greatest burden of the chain reaction. There will be fewer teachers teaching more children and at the end of the process they will carry most of the burden.

QUESTIONS:

REP. HARRINGTON asked **Mr. Anderson** if he believed this bill is a unilateral change in the collective bargaining agreement. He also asked if it is an attempt to eliminate collective bargaining. Passage of this legislation, he believed would tell districts that they do not need to settle with their teachers.

Mr. Anderson said the Billings school district went through a very long struggle 1975 to remove this provision from the contract. It does not serve in the best interests of anyone and did not preserve the idea of collective bargaining. This is not meant to eliminate collective bargaining or collective gaining; but to react to severe situations with the kind of cuts being made. It stems from the legislature's inability to deal with the budget when the majority of teachers salaries are automatically increased. What was happening in these districts is that there is an automatic increase ranging from 1%-4%. Those steps and lanes need to come to the table and be negotiated and not passed on automatically.

REP. MCCULLOCH said that education costs in the neighborhood of \$1,500, when the time comes to move across-the-lane, the teachers salaries are frozen. He added it is already clear that members of the School Board Association are going to be laying off teachers.

Ms. Eisenberg said the purpose of lanes is to encourage teachers to go back to school and get more education. She said that lanes always cost something.

REP. MCCULLOCH then questioned collective bargaining for school administrators. The Billings administrators are on a salary schedule similar to what **Mr. Anderson** handed out. Steps are given for experience. He asked for clarification of whether administrators would also be frozen to wherever they stand until the agreement is finished.

Mr. Frazier stated that administrators salaries may be frozen anytime the trustees want to do so. Administrators really do not have a negotiated agreement because they do not have a legal negotiating bargaining unit. If the trustees say they are getting zero raises, they have the power to do that regardless of step-lanes.

REP. DAILY asked if **Mr. Frazier** had a bargaining agreement which was different from any other collective bargaining unit in the state.

REP. MCCULLOCH asked why, if this bill does not save the state any money, is it before the legislature.

REP. ELLIS said that the bill will provide a 5% decrease in not only state funding for schools, but also spending authorization

which mandates that districts will end up with a 4% or 5% decrease with the vote from a levy. This merely allows schools to address the problem; it will not save the state any money.

REP. ELLIS closed on the bill by saying that school districts in Montana have been placed in a very tight situation. This legislation will not interject the legislature into collective bargaining but will promote collective bargaining.

EXECUTIVE ACTION ON HB 80

Motion: REP. ELLIS MOVED HB 80 DO PASS.

Discussion: REP. HARRINGTON said this bill was the most union busting, anti-labor, contract busting, anti-collective bargaining bill that he had seen. HB 80 is nothing more than a contracting, breaking piece of legislation.

REP. DOLEZAL said the people who are voting yes on this bill and think this is going to improve teacher and school board relations, they are wrong.

Vote: Roll call vote was taken. Motion carried 10 - 8 with REPS. WYATT, DAILY, DAVIS, DOLEZAL, HARRINGTON, GERVAIS, MCCARTHY and MCCULLOCH voting no. EXHIBIT 5

EXECUTIVE ACTION ON HB 69

Motion/Vote: REP. BRANDEWIE MOVED HB 69 DO PASS AND MOVED TO ADOPT THE AMENDMENTS. Motion carried 17 - 1 with REP. SIMPKINS voting no.

Motion/Vote: REP. BRANDEWIE MOVED HB 69 DO PASS AS AMENDED. Motion carried 17 - 1 with REP. SIMPKINS voting no.

EXECUTIVE ACTION ON HB 72

Motion/Vote: REP. BRANDEWIE MOVED HB 72 DO PASS AND MOVED TO ADOPT THE AMENDMENTS. Motion carried unanimously. EXHIBIT 6

REP. DOLEZAL discussed the comments which were made on the bill. He suggested that Section 2 on pages 3 and 4 be removed in its entirety.

REP. SIMPKINS said the entire concept of the bill is that the committee is technically not that interested in the environmental impact of a species or sub-species only when it effects the economic value of the land to the schools. It is concern with money being held up to the schools. Therefore, if this is taken to court, the court case should be on the basis of the economic impact over the long term. They cannot prove that doing nothing

would be more beneficial than doing something.


Motion/Vote: REP. HARRINGTON MOVED TO ADOPT REP. DOLEZAL'S AMENDMENT TO ELIMINATE SECTION 2, PAGES 3 AND 4. Roll call vote was taken. Motion failed 8 - 10 with REPS. WYATT, DAILY, DAVIS, DOLEZAL, HARRINGTON, GERVAIS, MCCARTHY and MCCULLOCH voting yes. EXHIBIT 7

Motion/Vote: REP. BRANDEWIE MOVED HB 72 DO PASS AS AMENDED. Roll call vote was taken. Motion carried 10 - 8 with REPS. WYATT, DAILY, DAVIS, DOLEZAL, HARRINGTON, GERVAIS, MCCARTHY and MCCULLOCH voting no. EXHIBIT 8

ADJOURNMENT

Adjournment: 8:00 P.M.


H.S. "SONNY" HANSON, Chairman


Claudia Johnson, Secretary

HSH/cj

HOUSE OF REPRESENTATIVES
EDUCATION AND CULTURAL RESOURCE COMMITTEE

ROLL CALL

DATE 12-13-93

NAME	AYE	NO
REP. H.S. "SONNY" HANSON, CHAIRMAN	✓	
REP. ALVIN ELLIS, VICE CHAIRMAN	✓	
REP. DIANA WYATT, VICE CHAIR	✓	
REP. RAY BRANDEWIE	✓	
REP. FRITZ DAILY	✓	
REP. ERVIN DAVIS	✓	
REP. ED DOLEZAL	✓	
REP. DAN HARRINGTON	✓	
REP. JACK HERRON	✓	
REP. BOB GERVAIS	✓	
REP. BEA McCARTHY	✓	
REP. SCOTT McCULLOCH	✓	
REP. NORM MILLS	✓	
REP. BILL REHBEIN	✓	
REP. SAM ROSE	✓	
REP. DICK SIMPKINS	✓	
REP. WILBUR SPRING	✓	
REP. NORM WALLIN		

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CS-11



Montana School Services Foundation

EXHIBIT 1
DATE 12-13-93

SB. EDUCATION

HJR 7

Howard R. Bailey, LL.B., CIC

Director of Services
Administrator,
Montana Unified School Trust
Montana Schools Group
Workers' Compensation
MSBA Endorsed School Boards
Legal Liability Insurance
Office (406) 442-0557

MEMORANDUM

TO: Representative Sonny Hanson, Chairman,
House Education and Cultural Resources Committee

FROM: Howard R. Bailey, MSSF Director of Services

DATE: December 13, 1993

RE: House Joint Resolution 7

The Montana School Services Foundation, Inc. (MSSF) is a not-for-profit foundation that was established to develop and administer insurance related programs for public school districts in Montana. MSSF appears today in support of House Joint Resolution 7, introduced by Representative Wanzenried.

HJR 7 is a request to assign to the Joint Interim Subcommittee on School Revenue a study of school district insurance practices that includes the following: a review of how school districts obtain property and casualty coverage, employee health group insurance, and other insurance needs; the extent to which districts currently cooperate to secure all types of insurance coverage including available incentives for pooling that may be offered by the insurance industry; the feasibility of establishing a statewide or regional approach to bidding, pooling, or self-insurance for insurance coverage; and the potential for savings on administration of insurance programs and for the provision of effective risk management programs to reduce the severity and frequency of losses.

HJR7 goes on to request that private and not-for-profit insurance providers in the state offer their expertise and assistance to accomplish the goals of this study. MSSF is currently successfully administering three separate insurance programs for public schools in Montana.

MSSF administers the Montana Schools Group Workers Compensation Risk Retention Program which is a "pooled" program to provide workers compensation coverage for the participating school districts. This program also includes an active risk management program. There are currently 188

member groups in the program representing over 230 individual school districts and \$400 million in payroll. MSSF also administers the Montana Unified School Trust, a pooled health care benefit plan for school districts and related entities. There are currently 67 members and the program provides pooled health, dental and vision to approximately 5,500 employees and their dependents. This program is jointly sponsored by the Montana Education Association, the Montana School Boards Association and the School Administrators of Montana.

In addition, MSSF administers a school board errors and omissions insurance program for school districts in the state. No other organization in the state has the extensive experience of MSSF in the area of school district insurance coverages. MSSF is currently gathering information from Montana school districts in regard to a potential pooled program for liability and/or property and liability insurance coverages.

Our experience indicates that it is in the best interests of public school districts to join with other districts in forming and creating pooled programs for the purposes of:

1. Developing effective risk management programs to reduce the amount and frequency of their losses;
2. Sharing some portion, or all, of their losses;
3. Jointly purchasing insurance;
4. Jointly issuing bonds or notes to fund a self-insurance or deductible insurance reserve program;
5. Using administrative and other services jointly when related to any of the above purposes.

As noted, House Joint Resolution 7 requests private and not-for-profit insurance providers in the state offer their expertise and assistance in the proposed study. With our experience and expertise, MSSF is uniquely qualified to provide meaningful assistance to the committee. The goal of MSSF has always been to help public school districts in Montana acquire needed insurance coverages at the lowest possible cost to the taxpayer. We welcome a legislative study of this area and look forward to working with the Joint Interim Subcommittee on School Revenue on this issue.

EXHIBIT 2
DATE 12-13-93
HB 76

HOUSE OF REPRESENTATIVES
EDUCATION AND CULTURAL RESOURCE COMMITTEE

ROLL CALL VOTE

BILL NO. HB 76

DATE 12-13-93

Rep Ellis Moved HB 76 DP

NAME	AYE	NO
REP. H.S. "SONNY" HANSON, CHAIRMAN	✓	
REP. ALVIN ELLIS, VICE CHAIRMAN	✓	
REP. DIANA WYATT, VICE CHAIR		✓
REP. RAY BRANDEWIE	✓	
REP. FRITZ DAILY		✓
REP. ERVIN DAVIS		✓
REP. ED DOLEZAL		✓
REP. DAN HARRINGTON		✓
REP. JACK HERRON	✓	
REP. BOB GERVAIS		✓
REP. BEA MCCARTHY		✓
REP. SCOTT McCULLOCH		✓
REP. NORM MILLS	✓	
REP. BILL REHBEIN	✓	
REP. SAM ROSE	✓	
REP. DICK SIMPKINS	✓	
REP. WILBUR SPRING	✓	
REP. NORM WALLIN	✓	
	10	8

FACT SHEET - HOUSE BILL 80

1. Most teachers get a raise every year no matter the financial condition of their school district or their district's taxpayers.
2. Many teachers get this annual raise even before their union contract is negotiated.
3. The legislature is proposing to cut school finances by as much as \$26 million, possibly up to \$44 million. This automatic raise scheme for teachers will cost districts 1-3% on their teacher payroll which constitutes the lion's share of district budgets.
4. In Bozeman a teacher in the MA+45 column with eight years of service will get a 3.9% increase unless the District can negotiate a freeze. In West Valley District near Kalispell a teacher with a bachelors degree and eight years experience is guaranteed 3.5% unless the Board can negotiate a freeze.
5. This bill would not reduce any teacher salaries, it would only make annual increases a subject for negotiation.
6. In 1983 the Board of Personnel Appeals reversed one of its own Hearing Examiners and required the Forsyth School District to increase teacher salaries even though union negotiations had not resulted in an agreement to do so. In 1985 the Supreme Court refused to address the merits of the District's position declaring that the matter was moot.

BOZEMAN DIST #7
EFFECTIVE 7/92

STEPS	BA	BA+15	BA+30	BA+45	MA	MA+15	MA+30	MA+45
1	18,750 1.0000	19,313 1.0300	19,875 1.0600	20,438 1.0900	21,375 1.1400	22,313 1.1900	23,250 1.2400	24,188 1.2900
2	18,938 1.0100	19,500 1.0400	20,063 1.0700	20,625 1.1000	21,563 1.1500	22,500 1.2000	23,438 1.2500	24,375 1.3000
3	19,125 1.0200	19,688 1.0500	20,250 1.0800	20,813 1.1100	21,750 1.1600	22,688 1.2100	23,625 1.2600	24,563 1.3100
4	19,688 1.0500	20,250 1.0800	21,000 1.1200	21,563 1.1500	22,500 1.2000	23,625 1.2600	24,563 1.3100	25,500 1.3600
5	20,438 1.0900	21,188 1.1300	21,938 1.1700	22,500 1.2000	23,625 1.2600	24,750 1.3200	25,688 1.3700	26,625 1.4200
6	21,000 1.1200	21,938 1.1700	22,875 1.2200	23,438 1.2500	24,750 1.3200	25,688 1.3700	26,813 1.4300	27,750 1.4800
7	21,563 1.1500	22,688 1.2100	23,625 1.2600	24,375 1.3000	25,688 1.3700	26,813 1.4300	27,938 1.4900	28,875 1.5400
8	22,125 1.1800	23,250 1.2400	24,375 1.3000	25,313 1.3500	26,625 1.4200	27,750 1.4800	28,875 1.5400	30,000 1.6000
9	22,688 1.2100	23,813 1.2700	25,125 1.3400	26,250 1.4000	27,563 1.4700	28,688 1.5300	29,813 1.5900	30,938 1.6500
10	23,250 1.2400	24,375 1.3000	25,875 1.3800	27,188 1.4500	28,313 1.5100	29,625 1.5800	30,750 1.6400	31,875 1.7000
11	23,813 1.2700	24,938 1.3300	26,625 1.4200	28,125 1.5000	29,063 1.5500	30,375 1.6200	31,688 1.6900	32,813 1.7500
12	...	25,500 1.3600	27,188 1.4500	28,875 1.5400	29,813 1.5900	31,125 1.6600	32,438 1.7300	33,750 1.8000
13	...	...	27,563 1.4700	29,625 1.5800	30,563 1.6300	31,875 1.7000	33,188 1.7700	34,500 1.8400
14	...	...	...	30,375 1.6200	31,313 1.6700	32,625 1.7400	33,938 1.8100	35,250 1.8800
15	...	...	...	...	32,063 1.7100	33,375 1.7800	34,688 1.8500	36,000 1.9200
16	...	...	...	...	32,813 1.7500	34,125 1.8200	35,438 1.8900	36,750 1.9600
17	...	...	...	...	33,188 1.7700	34,500 1.8400	35,813 1.9100	37,125 1.9800
18	...	...	...	...	33,563 1.7900	34,875 1.8600	36,188 1.9300	37,500 2.0000

ATTAINMENT LEVEL 4*, CAREER INCREMENTS

WEST VALLEY DIST #1
EFFECTIVE 7/92

STEPS	BA	BA+15	BA+30	BA+45	BA+60
1	19,001 1.0000	19,819 1.0431	20,619 1.0852	21,437 1.1282	22,237 1.1703
2	...	...	...	...	...
3	...	...	...	...	...
4	19,801 1.0421	20,689 1.0888	21,559 1.1346	22,446 1.1813	23,316 1.2271
5	20,602 1.0843	21,559 1.1346	22,498 1.1840	23,455 1.2344	24,395 1.2839
6	21,402 1.1264	22,429 1.1804	23,438 1.2335	24,464 1.2875	25,474 1.3407
7	22,202 1.1685	23,299 1.2262	24,377 1.2829	25,474 1.3407	26,552 1.3974
8	23,003 1.2106	24,169 1.2720	25,317 1.3324	26,483 1.3938	27,631 1.4542
9	23,803 1.2527	25,039 1.3178	26,257 1.3819	27,492 1.4469	28,710 1.5110
10	24,604 1.2949	25,909 1.3636	27,196 1.4313	28,501 1.5000	29,789 1.5678
11	25,404 1.3370	26,779 1.4093	28,136 1.4808	29,510 1.5531	30,868 1.6245
12	26,204 1.3791	27,649 1.4551	29,075 1.5302	30,520 1.6062	31,946 1.6813
13	...	28,519 1.5009	30,015 1.5797	31,529 1.6593	33,025 1.7381
14	...	...	30,955 1.6291	32,538 1.7124	34,104 1.7949
15	...	...	...	33,547 1.7655	35,183 1.8516
16	...	...	...	...	36,262 1.9084

ATTAINMENT LEVEL 5

BILLINGS DIST #2
EFFECTIVE 7/92

STEPS	BA	BA+15	BA+30	BA+45	MA	MA+15	MA+30	MA+45
1	19,530 1.0000	20,156 1.0321	20,766 1.0633	21,368 1.0941	22,139 1.1336	22,906 1.1729	23,700 1.2135	24,473 1.2531
2	19,783 1.0130	20,409 1.0450	21,019 1.0762	21,622 1.1071	22,392 1.1465	23,161 1.1859	23,954 1.2265	24,726 1.2661
3	20,401 1.0446	21,074 1.0791	21,722 1.1122	22,361 1.1450	23,171 1.1864	23,976 1.2276	24,817 1.2707	25,626 1.3121
4	21,019 1.0762	21,737 1.1130	22,424 1.1482	23,101 1.1828	23,949 1.2263	24,793 1.2695	25,679 1.3148	26,526 1.3582
5	21,637 1.1079	22,401 1.1470	23,127 1.1842	23,840 1.2207	24,726 1.2661	25,609 1.3113	26,542 1.3590	27,426 1.4043
6	22,255 1.1395	23,066 1.1811	23,829 1.2201	24,580 1.2586	25,505 1.3059	26,426 1.3531	27,404 1.4032	28,325 1.4503
7	22,873 1.1712	23,730 1.2151	24,532 1.2561	25,319 1.2964	26,283 1.3458	27,241 1.3948	28,266 1.4473	29,225 1.4964
8	23,491 1.2028	24,393 1.2490	25,234 1.2921	26,059 1.3343	27,060 1.3856	28,058 1.4367	29,129 1.4915	30,124 1.5424
9	24,108 1.2344	25,058 1.2831	25,936 1.3280	26,799 1.3722	27,838 1.4254	28,874 1.4784	29,992 1.5357	31,025 1.5886
10	24,726 1.2661	25,722 1.3171	26,639 1.3640	27,538 1.4100	28,616 1.4652	29,691 1.5203	30,855 1.5799	31,924 1.6346
11	25,344 1.2977	26,387 1.3511	27,341 1.3999	28,278 1.4479	29,394 1.5051	30,507 1.5621	31,717 1.6240	32,824 1.6807
12	...	...	...	...	...	...	...	...
13	...	...	...	...	...	...	...	...
14	25,962 1.3293	27,050 1.3850	28,044 1.4359	29,017 1.4858	30,172 1.5449	31,323 1.6038	32,579 1.6682	33,723 1.7267
15	26,582 1.3611	27,714 1.4190	28,746 1.4719	29,757 1.5237	30,950 1.5847	32,139 1.6456	33,442 1.7123	34,623 1.7728
16	27,326 1.3992	28,506 1.4596	29,449 1.5079	30,497 1.5615	31,728 1.6246	32,956 1.6875	34,304 1.7565	35,523 1.8189
17	27,508 1.4085	28,697 1.4694	30,284 1.5506	31,237 1.5994	32,506 1.6644	33,772 1.7292	35,166 1.8006	36,423 1.8650
18	27,691 1.4179	28,886 1.4791	29,587 1.0541	32,132 1.6453	33,445 1.7125	34,753 1.7795	36,029 1.8448	37,322 1.9110
19	27,873 1.4272	29,077 1.4888	30,890 1.5817	32,775 1.6782	34,114 1.7467	35,448 1.8151	37,799 1.9354	39,176 2.0059
20	28,430 1.4557	29,659 1.5186	31,507 1.6133	33,430 1.7117	34,795 1.7816	36,156 1.8513	38,555 1.9741	39,960 2.0461
21	29,567 1.5139	30,845 1.5794	32,767 1.6778	34,767 1.7802	36,187 1.8529	37,602 1.9253	40,097 2.0531	41,558 2.1279

ATTAINMENT LEVEL 3*

Dillon Elementary School
SALARY INDEX**Schedule A**

Yrs. Exp.	B.A.	B.A.+15	B.A.+30	5th YR.	M.A.	M.A.+15	M.A.+30	6th YR.	PH.D.
0	1.00	1.025	1.05	1.075	1.125	1.15	1.175	1.20	1.25
1	1.05	1.075	1.10	1.125	1.175	1.20	1.225	1.25	1.30
2	1.10	1.125	1.15	1.175	1.225	1.25	1.275	1.30	1.35
3	1.15	1.175	1.20	1.225	1.275	1.30	1.325	1.35	1.40
4	1.20	1.225	1.25	1.275	1.325	1.35	1.375	1.40	1.45
5	1.25	1.275	1.30	1.325	1.375	1.40	1.425	1.45	1.50
6	1.30	1.325	1.35	1.375	1.425	1.45	1.475	1.50	1.55
7	1.35	1.375	1.40	1.425	1.475	1.50	1.525	1.55	1.60
8	1.40	1.425	1.45	1.475	1.525	1.55	1.575	1.60	1.65
9	1.45	1.475	1.50	1.525	1.575	1.60	1.625	1.65	1.70
10	1.50	1.525	1.55	1.575	1.625	1.65	1.675	1.70	1.75
11		1.575	1.60	1.625	1.675	1.70	1.725	1.75	1.80
12			1.65	1.675	1.725	1.75	1.775	1.80	1.85
13				1.725	1.775	1.80	1.825	1.85	1.90
14					1.825	1.85	1.875	1.90	1.95
15					1.875	1.90	1.925	1.95	2.00

**BASE SALARY INDEX FOR THE DILLON ELEMENTARY
SCHOOL DISTRICT #10**

5.00% < ---Vertical Index Factor
2.50% < ---Horizontal Index Factor
\$21,200 < ---Base Pay *94-95*
5.00% ---M.A. & Ph. D. Index Factor

Yrs	BA	BA+15	BA+30	5th Year	MA	MA+15	MA+30	6th Year	DOC
0	\$21,200	\$21,730	\$22,260	\$22,790	\$23,850	\$24,380	\$24,910	\$25,440	\$26,500
1	\$22,260	\$22,790	\$23,320	\$23,850	\$24,910	\$25,440	\$25,970	\$26,500	\$27,560
2	\$23,320	\$23,850	\$24,380	\$24,910	\$25,970	\$26,500	\$27,030	\$27,560	\$28,620
3	\$24,380	\$24,910	\$25,440	\$25,970	\$27,030	\$27,560	\$28,090	\$28,620	\$29,680
4	\$25,440	\$25,970	\$26,500	\$27,030	\$28,090	\$28,620	\$29,150	\$29,680	\$30,740
5	\$26,500	\$27,030	\$27,560	\$28,090	\$29,150	\$29,680	\$30,210	\$30,740	\$31,800
6	\$27,560	\$28,090	\$28,620	\$29,150	\$30,210	\$30,740	\$31,270	\$31,800	\$32,860
7	\$28,620	\$29,150	\$29,680	\$30,210	\$31,270	\$31,800	\$32,330	\$32,860	\$33,920
8	\$29,680	\$30,210	\$30,740	\$31,270	\$32,330	\$32,860	\$33,390	\$33,920	\$34,980
9	\$30,740	\$31,270	\$31,800	\$32,330	\$33,390	\$33,920	\$34,450	\$34,980	\$36,040
10	\$31,800	\$32,330	\$32,860	\$33,390	\$34,450	\$34,980	\$35,510	\$36,040	\$37,100
11		\$33,390	\$33,920	\$34,450	\$35,510	\$36,040	\$36,570	\$37,100	\$38,160
12			\$34,980	\$35,510	\$36,570	\$37,100	\$37,630	\$38,160	\$39,220
13				\$36,570	\$37,630	\$38,160	\$38,690	\$39,220	\$40,280
14					\$38,690	\$39,220	\$39,750	\$40,280	\$41,340
15					\$39,750	\$40,280	\$40,810	\$41,340	\$42,400

December 13, 1993

TESTIMONY BEFORE HOUSE EDUCATION COMMITTEE
HOUSE BILL 80

Mr. Chairman and Members of the Committee:

I am Sharon Eisenberg, Chairman of the Board of Trustees of Conrad Public Schools. I am also a self-employed CPA with a small practice in Conrad and a mother of three children. My husband farms 280 acres NW of Conrad. Our three children attend Conrad schools and are in kindergarten, third grade, and sixth grade.

I am here today to urge you to pass HB 80 which would eliminate automatic salary increases for teachers if their contract has expired. I would like you to know that I was told by a teacher in Conrad that I might not be reelected to the School Board if I testified in favor of this bill. I think that would be unfortunate, but teachers need to realize that when you are talking major cuts in state funding for education some of those cuts will be in teachers' salaries and positions. If we cannot freeze teachers' salaries through this bill and make any salary increase subject to negotiation, then the cuts in education across Montana will be even deeper to pay these automatic increases.

A 6.1% reduction in state funding for Conrad Schools will mean a reduction of \$94,000 in our elementary budget and \$68,000 in our high school budget. We had a lengthy Board meeting last week where we discussed some of the possible cuts we could make. We discussed everything from eliminating various teaching positions and increasing class sizes to eliminating some sports programs to closing a school building. Right now we don't know how we can cut this many dollars from our budgets, but we are not a very large district and the impact on the quality of education in Conrad will be severe. Our children are the ones who will suffer.

Now let me share with you our perspective on the steps and lanes issue. Steps and lanes cost our district between \$40,000 and \$63,000 per year. This is in addition to any other salary increase that our teachers are able to negotiate. As the law presently stands, this salary increase is automatic even if the contract has expired. We are stuck with this size of a salary increase each year even if we don't see how we can pay for it.

Back to budgets for a minute-If you add together the \$94,000 cut from our elementary budget, \$68,000 from our high school budget, and \$63,000 for steps and lanes for teachers the total is \$225,000 that Conrad Public Schools needs to make up either

-2-

through increased property taxes or through budget cuts. This would be about 28 mills in our school district or an increase in property taxes for schools of about 30%. I personally am very resistant to increasing property taxes. I think that our property taxes are too high already.

We need this bill so that we do not have to go to the bargaining table with \$63,000 already spent. I have been on our Teacher Negotiations Committee for three years. Two of those years I was lead negotiator for our district. Last year we had a proposal on the table to freeze the teachers' salary schedule. The Conrad Education Association thought this proposal was insulting and illegal. We finally withdrew the proposal after we realized that unless we were prepared to go to court we would never win this point. We came out a little better with the new funding formula than we had expected so the teachers got small raises and that was that.

Frankly, this year I said I wouldn't work on negotiations again. I got tired of being told that I didn't care about teachers. I care very much about teachers, but they need to accept the fact that automatic pay raises are a thing of the past. Montana taxpayers cannot afford automatic pay raises and I don't know any other group of employees in Conrad, Montana who expect or who receive automatic pay raises each year.

I urge you to pass this bill. Thank you for listening.

EXHIBIT 5
DATE 12-13-93
HB 80

HOUSE OF REPRESENTATIVES
EDUCATION AND CULTURAL RESOURCE COMMITTEE

ROLL CALL VOTE

BILL NO. HB 80

DATE 12-13-93

Rep. Ellis Moved HB 80 DP

NAME	AYE	NO
REP. H.S. "SONNY" HANSON, CHAIRMAN	✓	
REP. ALVIN ELLIS, VICE CHAIRMAN	✓	
REP. DIANA WYATT, VICE CHAIR		✓
REP. RAY BRANDEWIE	✓	
REP. FRITZ DAILY		✓
REP. ERVIN DAVIS		✓
REP. ED DOLEZAL		✓
REP. DAN HARRINGTON		✓
REP. JACK HERRON	✓	
REP. BOB GERVAIS		✓
REP. BEA McCARTHY		✓
REP. SCOTT McCULLOCH		✓
REP. NORM MILLS	✓	
REP. BILL REHBEIN	✓	
REP. SAM ROSE	✓	
REP. DICK SIMPKINS	✓	
REP. WILBUR SPRING	✓	
REP. NORM WALLIN	✓	
	10	8

HR:1993
wp:rlclvote.man
CS-11

EXHIBIT 6
DATE 12-13-93
HB 72

Amendments to House Bill No. 72
First Reading Copy

Requested by Rep. Brandewie
For the Committee on Education

Prepared by Paul Sihler
December 13, 1993

1. Page 2, following line 15.

Insert: "When adopting rules pursuant to [section 3], the department shall comply with administrative rules adopted under the Montana Environmental Policy Act for establishing categorical exclusions. In establishing criteria for determining when a salvage timber sale may and may not be categorically excluded from review under the Montana Environmental Policy Act, the department shall define the term "salvage timber" and consider significant impacts on the environment, including the impact on threatened and endangered species and the impact of road construction."

2. Page 4, lines 9 through 11.

Strike: "providing" on line 9 through "feet" on line 11

Insert: "establishing the circumstances under which the sale of salvage timber not exceeding 500,000 board feet may be categorically excluded from review under the Montana Environmental Policy Act, Title 75, chapter 1, parts 1 through 3"

EXHIBIT 7
DATE 12-13-93
HB 72

HOUSE OF REPRESENTATIVES
EDUCATION AND CULTURAL RESOURCE COMMITTEE

ROLL CALL VOTE

BILL NO. HB 72

DATE 12-13-93

*Rep. Harrington Moved To Adopt Rep. Dolezal's
Conceptual Amendment.*

NAME	AYE	NO
REP. H.S. "SONNY" HANSON, CHAIRMAN		✓
REP. ALVIN ELLIS, VICE CHAIRMAN		✓
REP. DIANA WYATT, VICE CHAIR	✓	
REP. RAY BRANDEWIE		✓
REP. FRITZ DAILY	✓	
REP. ERVIN DAVIS	✓	
REP. ED DOLEZAL	✓	
REP. DAN HARRINGTON	✓	
REP. JACK HERRON		✓
REP. BOB GERVAIS	✓	
REP. BEA MCCARTHY	✓	
REP. SCOTT McCULLOCH	✓	
REP. NORM MILLS		✓
REP. BILL REHBEIN		✓
REP. SAM ROSE		✓
REP. DICK SIMPKINS		✓
REP. WILBUR SPRING		✓
REP. NORM WALLIN		✓
	8	10

EXHIBIT 8
DATE 12-13-93
HB 72

HOUSE OF REPRESENTATIVES
EDUCATION AND CULTURAL RESOURCE COMMITTEE

ROLL CALL VOTE

BILL NO. HB 72 DATE 12-13-93
Rep. Brandewie Moved HB 72 DPAA

NAME	AYE	NO
REP. H.S. "SONNY" HANSON, CHAIRMAN	✓	
REP. ALVIN ELLIS, VICE CHAIRMAN	✓	
REP. DIANA WYATT, VICE CHAIR		✓
REP. RAY BRANDEWIE	✓	
REP. FRITZ DAILY		✓
REP. ERVIN DAVIS		✓
REP. ED DOLEZAL		✓
REP. DAN HARRINGTON		✓
REP. JACK HERRON	✓	
REP. BOB GERVAIS		✓
REP. BEA MCCARTHY		✓
REP. SCOTT McCULLOCH		✓
REP. NORM MILLS	✓	
REP. BILL REHBEIN	✓	
REP. SAM ROSE	✓	
REP. DICK SIMPKINS	✓	
REP. WILBUR SPRING	✓	
REP. NORM WALLIN	✓	
	10	8



HOUSE STANDING COMMITTEE REPORT

December 14, 1993

Page 1 of 1

Mr. Speaker: We, the committee on Education and Cultural Resources report that House Bill 69 (first reading copy -- white) do pass as amended.

Signed: *S. Sony Hanson*
Sony Hanson, Chair

And, that such amendments read:

1. Page 27, line 22.
Strike: "and checks"

2. Page 28, line 18.
Following: "chapter 6."

Insert: "Deposits in excess of the amount insured by the FDIC or
NCUA must be made in accordance with the provisions of 17-6-
102."

-END-

Committee Vote:
Yes 17, No 1.

140901SC.Hcr

8-14-93
12/10



HOUSE STANDING COMMITTEE REPORT

December 14, 1993

Page 1 of 1

Mr. Speaker: We, the committee on Education and Cultural Resources report that House Bill 72 (first reading copy -- white) do pass as amended.

Signed: H. S. "Sonny" Hanson
Sonny Hanson, Chair

And, that such amendments read:

1. Page 2, following line 15.

Insert: "When adopting rules pursuant to [section 3], the department shall comply with administrative rules adopted under the Montana Environmental Policy Act for establishing categorical exclusions. In establishing criteria for determining when a salvage timber sale may and may not be categorically excluded from review under the Montana Environmental Policy Act, the department shall define the term "salvage timber" and consider significant impacts on the environment, including the impact on threatened and endangered species and the impact of road construction."

2. Page 4, lines 9 through 11.

Strike: "providing" on line 9 through "feet" on line 11

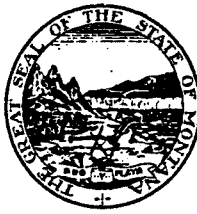
Insert: "establishing the circumstances under which the sale of salvage timber not exceeding 500,000 board feet may be categorically excluded from review under the Montana Environmental Policy Act, Title 75, chapter 1, parts 1 through 3"

-END-

Committee Vote:
Yes 10, No 8.

140856SC.Hcr

Handwritten: 12-14-93 9:10



HOUSE STANDING COMMITTEE REPORT

December 14, 1993

Page 1 of 1

Mr. Speaker: We, the committee on Education and Cultural Resources report that House Bill 76 (first reading copy -- white) do pass.

Signed: HS "Sonny" Hanson
Sonny Hanson, Chair

Committee Vote:
Yes 10, No 8.

140902SC.Hcr

12/14/93
12/14/93



HOUSE STANDING COMMITTEE REPORT

December 14, 1993

Page 1 of 1

Mr. Speaker: We, the committee on Education and Cultural Resources report that House Bill 80 (first reading copy -- white) do pass.

Signed: H S "Sonny" Hanson
Sonny Hanson, Chair

Committee Vote:
Yes 10, No 8.

140859SC.Hcr

8-14-93
9:15

HOUSE OF REPRESENTATIVES

VISITOR'S REGISTER

Education COMMITTEE BILL NO. HJR 7
 DATE 12-13-93 SPONSOR(S) D. Wangerried

PLEASE PRINT

PLEASE PRINT

PLEASE PRINT

NAME AND ADDRESS	REPRESENTING	BILL	OPPOSE	SUPPORT
Don Waldron	MSRA	HJR 7		✓
Bob Aronson	MSRA			✓

PLEASE LEAVE PREPARED TESTIMONY WITH SECRETARY. WITNESS STATEMENT FORMS ARE AVAILABLE IF YOU CARE TO SUBMIT WRITTEN TESTIMONY.