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ALASKA STATE LEGISLATURE



Interim:
600 East Railroad Avenue
Wasilla, Alaska 99654
(907) 376-3370
(907) 376-3157 Fax

Session:
State Capitol
Juneau, Alaska 99801-1182
(907) 465-6600
(907) 465-3805 Fax

SENATE HEALTH, EDUCATION AND SOCIAL SERVICES COMMITTEE SENATOR LYDA GREEN, CHAIR

To: Senate HESS Members

From: Aurora Hauke, Committee Aide

Date: March 19, 2001

Subject: SB 86 TEACHER EMPLOYMENT & SUBJECT EXPERTISE

Please find attached additional testimony for SB 86 TEACHER EMPLOYMENT & SUBJECT EXPERTISE, which was heard on Monday, March 19, 2001.

SENATOR LOREN LEMAN, VICE-CHAIR
SENATOR JERRY WARD, SENATOR GARY WILKEN, SENATOR BETTYE DAVIS



Alaska State Legislature

Please enter into the record my testimony to the Senate - HESS
committee name
committee on SB 86, dated 3-19-01
bill/subject

As a teacher at Leonhard Seppala High School, in Nome, I am concerned that Senate Bill 86 will lessen the importance of teacher education and certification. Allowing a person to teach merely because he or she has work experience under estimates the importance of teaching methodology, student teaching, and other required practices. A person's wealth of practical and applied knowledge does not mean he or she can develop appropriate lessons, create a positive learning environment, or be all the things a teacher must be.

Signed: Michael J. Jones

Testifier

Self

Representing (Optional)

P.O. Box 1393, Nome, AK 99762

Address

907-443-2482

Phone No.

If the state's objective regarding education is to improve upon schools' excellence, it seems more appropriate to tighten the requirements of teacher ~~certification~~ - not make them less restrictive. If the state and legislature is concerned about real and potential teacher shortages, we must look at why teachers are leaving Alaska and why students in our universities are not choosing to become teachers. We must evaluate working conditions, expectations, salaries, benefits, and other incentives.

Michael Jones

FISCAL NOTE

STATE OF ALASKA
2001 LEGISLATIVE SESSION

Fiscal Note Number: _____
 Bill Version: SB 86
 () Publish Date: _____

Revision Date/Time (Note if correction): _____ Dept. Affected: Education & Early Development
 Title: An Act relating to employment of teachers who BRU: Teaching & Learning Support
have subject-matter expertise Component: Teacher Certification
 Sponsor: Senator Kelly
 Requester: Senate HESS Component Number: 1240

Expenditures/Revenues (Thousands of Dollars)

Note: Amounts do not include inflation unless otherwise noted below.

OPERATING EXPENDITURES	FY 2002	FY 2003	FY 2004	FY 2005	FY 2006	FY 2007
Personal Services						
Travel						
Contractual						
Supplies						
Equipment						
Land & Structures						
Grants & Claims						
Miscellaneous						
TOTAL OPERATING	0.0	0.0	0.0	0.0	0.0	0.0

CAPITAL EXPENDITURES						
-----------------------------	--	--	--	--	--	--

CHANGE IN REVENUES ()						
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FUND SOURCE (Thousands of Dollars)

1002 Federal Receipts						
1003 GF Match						
1004 GF						
1005 GF/Program Receipts						
1037 GF/Mental Health						
Other (Specify Type)						
TOTAL	0.0	0.0	0.0	0.0	0.0	0.0

Estimate of any current year (FY2001) cost: 0.0

Check this box (X) if funding for this bill is included in the Governor's FY 2002 budget proposal:

POSITIONS

Full-time						
Part-time						
Temporary						

ANALYSIS: (Attach a separate page if necessary)

This bill adds a new section, 14.20.015, that allows for exceptions from some teacher certification requirements for persons hired as subject matter expert teachers. Someone hired as a subject-matter teacher must still meet specific criteria: must have at least a baccalaureate degree, must have majored in the subject matter that person will be teaching, must have at least five years of work experience in that subject matter, must pay the fees required for criminal background check and certification, and may be required by a district to complete a competency examination.

This is a zero fiscal note for the department.

Prepared by: Barbara Thompson, Deputy Director Phone 465-8727
 Division: Teaching & Learning Support Date/Time 3/15/01 12:00 AM
 Approved by: Bruce Johnson, Deputy Commissioner of Education Date 3/16/01
 Agency: Department of Education & Early Development

For distribution information, call the Governor's Legislative Office

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SENATE HEALTH, EDUCATION AND SOCIAL SERVICES COMMITTEE SENATOR LYDA GREEN, CHAIR

To: Senate HESS Members

From: Aurora Hauke, Committee Aide

Date: March 16, 2001

Subject: SB 86 TEACHER EMPLOYMENT & SUBJECT EXPERTISE

Please find attached testimony for SB 86 TEACHER EMPLOYMENT & SUBJECT EXPERTISE.

Thank you.

SENATOR LOREN LEMAN, VICE-CHAIR
SENATOR JERRY WARD, SENATOR GARY WILKEN, SENATOR BETTYE DAVIS

March 15, 2001

Neal Lacy
1800 Red Fox Dr
Wasilla, Alaska 99654
re: SB 86

Dear Senator,

My name is Neal Lacy and I am a teacher. I have taught marine mechanics and small engines at Wasilla High School for 11 years. Prior to this I taught marine mechanics at Mat-Su College for five years. In 1989, the Department of Education flew me to Juneau to write the curriculum for outboard mechanics for the state. They recognized me as an "expert in my field."

A limited certificate is for teachers that possess skills and experience for which there is no college program. Marine mechanics, drafting, nursing, construction trades, ROTC, automotive service, native studies, sign language are some of them. In my case, I obtained a limited vocational certificate when I taught snowmobile repair to students from the Summer Educational Enhancement project with the Lower Yukon School District. I qualified for this certificate because of my skills, college teaching experience and 12 years of industry experience.

SB 86 is important. It gives schools a chance to hire talented business professionals who are technically up to date, can improve our vocational education, and produce a first class work force. It also corrects a serious flaw in the teacher certification system.

The A certified teachers and limited certified teachers do the same work (grading, school duties, curriculum development and discipline) but limited certified teachers can never achieve tenure. This might not seem like much, but in the teaching profession, it's everything. It annoys me to know the teaching establishment thinks less of me just because I don't have a bachelors degree and have not been through a college teaching program. During my years teaching at the Mat-Su College many teachers, principals and superintendents took my class for credit to retain their certificates. This hardly seems fair. I have taught the teachers. During 11 years of being a public high school teacher, I have been evaluated just like an A certified teacher and have met those standards year after year. I as well as my fellow limited certified teachers deserve tenure.

Over the years of researching the problem I have found two major problems. First, the Commissioner of Education, Shirley Holloway, is vehemently opposed to any teacher who has not gone through a college teaching program. In dealing with the teacher shortage, this is not "thinking outside the box." Second, my own union, NEA, looks down on me like subhuman scum and believes we infect the teaching pool because we can think on our feet.

In conclusion, passing this bill is the right thing to do. It puts good people in the class which is good for our kids. The fact that Shirley Holloway and NEA is against it means it must be the right thing to do.

Sincerely from a good teacher,

Neal Lacy



**SENATE COMMITTEE REPORT
First Committee of Referral**

DATE: 2/13/01

FURTHER: Finance

Date of 5-Day Notice: 03/16/01
(in accordance with Uniform Rule 23)

DATE TURNED
IN TO OFFICE: 04/10/01

Health, Education and Social Services Committee considered

SENATE BILL NO. 86

"An Act relating to employment of teachers who have subject-matter expertise; and providing for an effective date."

and recommends:

- be replaced with CS SB 86 (HES)
- adopt previous CS ()
- attached amendment(s)
- adopt Letter of Intent by Committee
- further referral to Committee

- Senate Bill:**
 same title
 new title
House Bill:
 same title
 technical title
 new: SCR #

NEW FISCAL NOTE(S):

Department	Date	Fiscal	Zero	FN#
Education & Early Development	3/16/01		X	

PREVIOUS FISCAL NOTE(S):

Department	Date	Fiscal	Zero	FN#

APPROPRIATION - no fiscal note

SIGNATURES AND RECOMMENDATIONS:	DO PASS	DO NOT PASS	No REC	AMEND
<i>George W. ...</i>	✓			
<i>Andrew D. ...</i>	✓			
<i>...</i>	✓			
<i>George Davis</i>			✓	
CHAIR: <i>Lynda ...</i>	✓			

22-LS0539L
Cramer
3/8/01

CS FOR SENATE BILL NO. 86()

IN THE LEGISLATURE OF THE STATE OF ALASKA

TWENTY-SECOND LEGISLATURE - FIRST SESSION

BY

**Offered:
Referred:**

Sponsor(s): SENATORS KELLY, Donley, Taylor

A BILL

FOR AN ACT ENTITLED

1 "An Act relating to employment of teachers who have subject-matter expertise; and
2 providing for an effective date."

3 **BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF ALASKA:**

4 * **Section 1.** The uncodified law of the State of Alaska is amended by adding a new section
5 to read:

6 **PURPOSE AND LEGISLATIVE INTENT.** (a) It is the purpose of this Act to
7 increase

8 (1) the options available to local school districts to improve the quality of
9 instruction offered to their students; and

10 (2) the flexibility of local school districts in the way they provide instruction
11 in subject areas that the local school district finds to be a local priority or a special need.

12 (b) It is the specific intent of this Act to place authority for regulating subject-matter
13 expert teachers with local school boards and regional educational attendance areas and to limit
14 the authority of the state Board of Education and Early Development with respect to subject-

1 matter expert teachers only to the duties specifically given to the board in this Act.

2 * **Sec. 2.** AS 14.20.010 is amended to read:

3 **Sec. 14.20.010. Teacher certificate required.** Except as provided in
4 AS 14.20.015, a [A] person may not be employed as a teacher in the public schools of
5 the state unless that person possesses a valid teacher certificate. However, [EXCEPT
6 THAT] a person who has made application to the department for a teacher certificate
7 or renewal of a teacher certificate that has not been acted upon by the department may
8 be employed as a teacher in the public schools of the state until the department has
9 taken action on the application, but in no case may employment without a certificate
10 last longer than three months.

11 * **Sec. 3.** AS 14.20 is amended by adding a new section to read:

12 **Sec. 14.20.015. Exception from certification requirement for subject-**
13 **matter expert teachers.** (a) A school district or regional educational attendance area
14 in the state may employ a person as a subject-matter expert teacher if the person

15 (1) has received at least a baccalaureate degree from an institution of
16 higher education accredited by a recognized regional accrediting association or
17 approved by the commissioner and

18 (A) majored in the subject that the person will be teaching; or

19 (B) has at least five years' work experience in the subject
20 matter that the person will be teaching;

21 (2) has submitted fingerprints to the department to be used for a
22 criminal history background check and has been found by the department to be
23 suitable for employment as a teacher under AS 14.20.020(f); and

24 (3) pays the fee required by the department under AS 14.20.020(c) to
25 defray the cost of the criminal history background check; the amount may not exceed
26 the fee required for application for an initial regular certificate.

27 (b) Before a school district or regional educational attendance area determines
28 whether to hire a person as a subject-matter expert teacher under this section, the
29 school district or regional educational attendance area shall administer a competency
30 examination.

31 (c) A person who is employed as a subject-matter expert teacher under this

1 section may only be employed to teach subjects in which the person has satisfied the
2 education or experience requirements set out in (a)(1) of this section. A teacher
3 employed under this section is subject to nonretention for the following school year
4 even if the teacher has tenure if the school district or regional educational attendance
5 area removes from its curriculum the subject that the subject-matter expert teacher is
6 employed to teach or significantly reduces the number of classes offered in the
7 subject.

8 (d) A school district or regional educational attendance area that employs a
9 subject-matter expert teacher shall provide a mentor who is a tenured teacher for the
10 subject-matter expert teacher for at least the first year of the subject-matter expert
11 teacher's employment in the school district or regional educational attendance area.

12 (e) A person who is employed by a school district or regional educational
13 attendance area under this section is considered to be a certificated teacher or a
14 certificated employee for all purposes.

15 (f) In this section, a "subject-matter expert teacher" is a teacher qualified to
16 teach under (a) of this section.

17 * Sec. 4. AS 14.20.030(b) is amended to read:

18 (b) The commissioner or the Professional Teaching Practices Commission
19 shall revoke for life the certificate of a person who has been convicted of a crime, or
20 an attempt, solicitation, or conspiracy to commit a crime, involving a minor under
21 AS 11.41.410 - 11.41.460 or a law or ordinance in another jurisdiction with elements
22 similar to an offense described in this subsection. In the case of a subject-matter
23 expert teacher who has been so convicted, the commissioner shall revoke for life
24 the finding under AS 14.20.015(a)(2) that the person is suitable for employment
25 as a teacher under AS 14.20.020(f).

26 * Sec. 5. AS 14.20.177(d) is amended to read:

27 (d) For purposes of this section, a tenured teacher is considered qualified for a
28 position if [THE POSITION IS IN]

29 (1) the position is in grades K - 8 and the teacher has an elementary
30 endorsement;

31 (2) the position is in an established middle school and the teacher has

1 (A) an elementary endorsement;
2 (B) a middle school endorsement; or
3 (C) a secondary certificate with a subject area endorsement in
4 the area of assignment in which the teacher filling the position will spend at
5 least 40 percent of the teacher's time or the teacher has, within the five years
6 immediately preceding the last date on which the teacher performed teaching
7 services in the district before being laid off, received an evaluation stating that
8 the teacher's performance in the subject or subjects meets the district
9 performance standards; [OR]

10 (3) the position is in grades 9 - 12 and the teacher has an endorsement
11 for each subject area in which the teacher filling the position will spend at least 40
12 percent of the teacher's time or the teacher has, within the five years immediately
13 preceding the last date on which the teacher performed teaching services in the district
14 before being laid off, received an evaluation stating that the teacher's performance in
15 the subject or subjects meets the district performance standards; or

16 (4) the teacher is a subject-matter expert teacher employed under
17 AS 14.20.015 and is employed to teach in a position in which the teacher has
18 subject-matter expertise.

19 * Sec. 6. This Act takes effect July 1, 2001.

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Interim:
119 N. Cushman
Fairbanks, AK 99701
Phone: (907) 456-8161

Senator Pete Kelly
District P

CSSB 86 ()

“An Act relating to employment of teachers who have subject-matter expertise; and providing for an effective date.”

Alaska is facing a shortage of competent teachers that can provide a quality education for our youth. Senate Bill 86 expands the application pool by including those with subject matter experience and expertise to obtain a teaching certificate.

Under this legislation, local school districts have the authority to hire persons holding at least a baccalaureate degree from an accredited institution. Applicants must have at least five years work experience in the subject matter the person will be teaching. SB 86 also allows educators ^{with comparable} ~~having been retired~~ ^{who have} or laid off the opportunity to return to the classroom within five years of the last time teaching services were performed.

SB 86 requires subject matter teachers to enroll in a local mentoring program. This allows new educators to become familiar with the process during the first year of employment.

SB 86 also requires subject matter teachers to submit fingerprints and pay fees for a criminal history background check so that the department can deem applicants suitable for employment.

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CSSB 86 () Sectional Analysis

“An Act relating to employment of teachers who have subject-matter expertise; and providing for an effective date.”

* Section 1.

This section gives the purpose and legislative intent of the bill. It is the purpose of (a) this act to increase (1) the options available to local school districts to improve the quality of instruction offered to the students. Also, the legislation gives school districts the (2) flexibility in the way they provide instruction in subject areas that are considered a local priority or special need.

(b) The intent of the Act is to regulate subject matter educators by use of local school boards and regional educational attendance areas limiting the authority of the Board of Education and Early Development.

* Sec. 2. AS 14.20.010 is amended to read:

14.20.010 amends current statute stating that all persons wishing to be employed as a teacher in the State of Alaska must make an application for certification to the department. At that time a person may teach for up to three months or until the department has acted upon the application. The bill changes the language to include the subject matter instructors in AS 14.20.015.

* Sec. 3. AS 14.20 is amended by adding a new section to read:

This section outlines the requirements for subject matter teachers to receive exemption from state certification. (a) A school district or regional educational attendance area in Alaska may employ teachers with subject matter experience if:

(1) the person has received at least a baccalaureate degree from an accredited institution or approved by the Commissioner and (A) ~~majorred in the subject the person will be tenching.~~ (B) ~~or has at least five years' work~~ experience in the subject matter. (2) The person wishing to teach must submit fingerprints to the department to be used for a criminal history background check. The department will deem the person suitable for employment under AS 14.20.020 (f). (3) Applicants must pay a fee to the department under AS 20.020 (c) that covers the criminal history background check, which does not exceed the fee required for the initial regular certificate.

14.20.015 (b) requires that before a school district employs a subject matter teacher, a competency examination shall be taken on at least the particular subject matter to be taught.

14.20.015 (c) requires that those subject matter teachers who have met the requirements in (a)(1) of this section may only teach in their area of experience and expertise. Also, subject matter teachers are subject to non-retention for the following school year even if the teacher has tenure ^{and} or if the curriculum is removed from the local school district.) - this does not make sense

14.20.015 (d) establishes a mentor program for subject matter teachers. The mentor program is required for the first year of teacher employment. ~~A tenured educator in the local school district must mentor the subject matter teacher.~~
an experienced

14.20.015 (e) states that a person employed by a local school district or regional educational attendance area is considered to be a certified teacher or a certified employee for all purposes. (f) in this section refers to a "subject-matter expert teacher" is qualified to teach under (a) of this section.

* **Sec. 4.** AS 14.20.030 (b) is amended to read:

The Commissioner or Professional Teaching Practices Commission shall revoke a teaching certificate for life if a teacher is convicted of a crime, or an attempt, solicitation, or conspiracy to commit a crime involving a minor. This is defined under AS 11.41.410-11.41.460. This includes those subject matter teachers under AS 14.20.015 (a)(2).

* **Sec. 5.** AS 14.20.177(d) is amended to read:

This section (d) makes minor changes to current statute that outlines whether a person qualifies for tenure with certain classifications of teaching endorsements. (1) requires that a teacher have an elementary endorsement when teaching K-8. (2)(3) requires a teacher to have (A) an elementary endorsement; (B) a middle school endorsement; or (C) a secondary certificate with a subject area endorsement when teaching at a level middle school or higher. This section also pertains to those teachers coming off retirement and lay off status. Teacher's coming off retirement and lay off status must have the above endorsements (A)(B)(C) and have practiced within five years time proceeding the last date in the classroom.

(why?)

14.20.177(d)(4) inserts new language that defines a subject matter teacher is employed to teach in a position in which the teacher has subject matter expertise under AS 14.20.015.

* **Sec. 6.**

This establishes an effective date on the bill. This legislation would become effective July 1, 2001.

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14.20.015 (c) requires that those subject matter teachers who have met the requirements in (a)(1) of this section may only teach in their area of experience and expertise. Also, subject matter teachers are subject to non-retention for the following school year even if the teacher has tenure or if the curriculum is removed from the local school district.

14.20.015 (d) establishes a mentor program for subject matter teachers. The mentor program is required for the first year of teacher employment. A tenured educator in the local school district must mentor the subject matter teacher.

14.20.015 (e) states that a person employed by a local school district or regional educational attendance area is considered to be a certified teacher or a certified employee for all purposes. (f) in this section refers to a "subject-matter expert teacher" is qualified to teach under (a) of this section.

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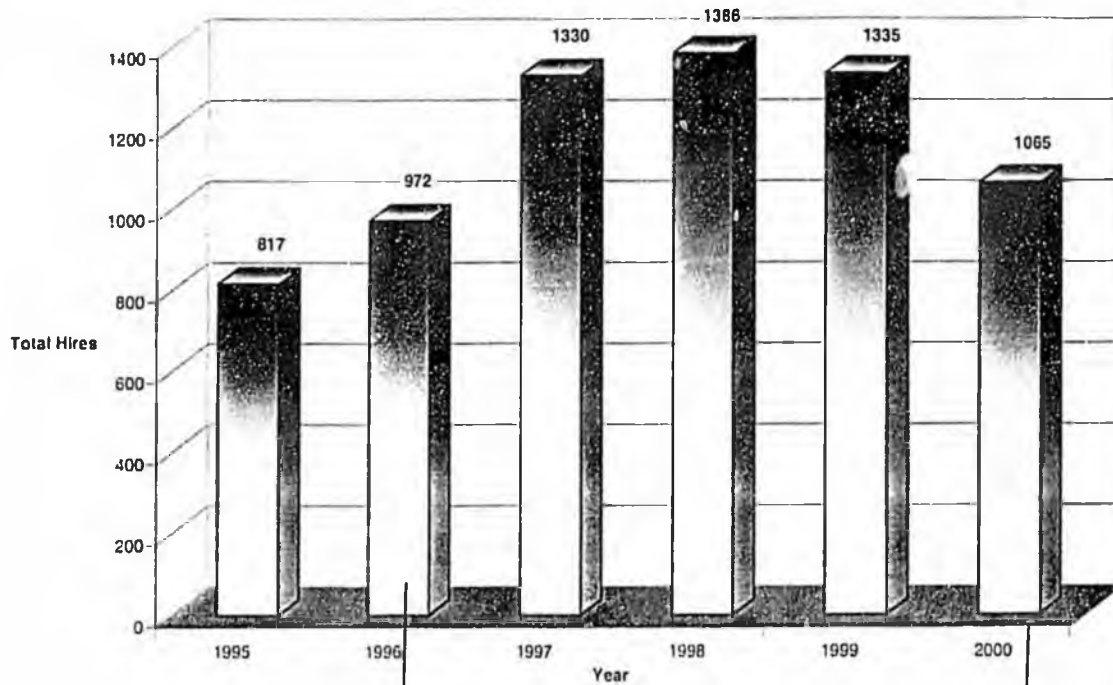
This section (d) makes minor changes to current statute that outlines whether a person qualifies for tenure with certain classifications of teaching endorsements. (1) requires that a teacher have an elementary endorsement when teaching K-8. (2)(3) requires a teacher to have (A) an elementary endorsement; (B) a middle school endorsement; or (C) a secondary certificate with a subject area endorsement when teaching at a level middle school or higher. This section also pertains to those teachers coming off retirement and lay off status. Teacher's coming off retirement and lay off status must have the above endorsements (A)(B)(C) and have practiced within five years time proceeding the last date in the classroom.

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Total Hires - Six Year Overview

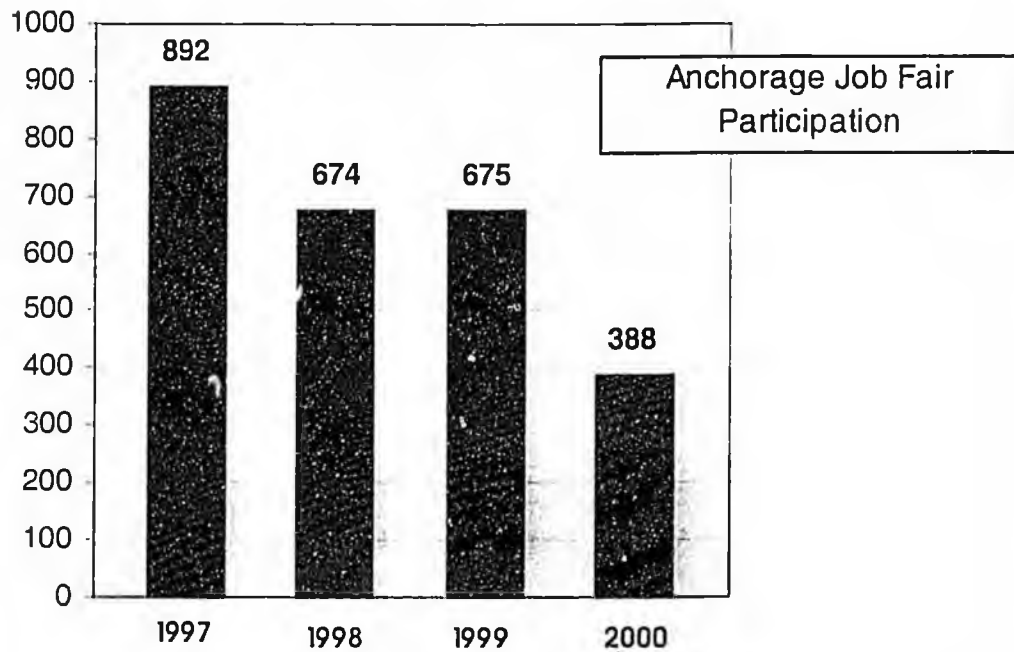


Just a few years ago it seemed everyone wanted to teach in Alaska, now that has changed as the Lower 48 has increased reciprocity and lessened the red tap on certification requirements. In addition adding higher salaries and signing bonuses has drawn many teachers to the Lower 48.

The American Federation of Teachers at <http://www.aft.org/> has some excellent data on salaries and cost of living.

Don't let this number fool you. 88.7 vacancies went unfilled at the start of the school year. Of those 88.7 vacancies 60.2 of them were in Special Education areas.

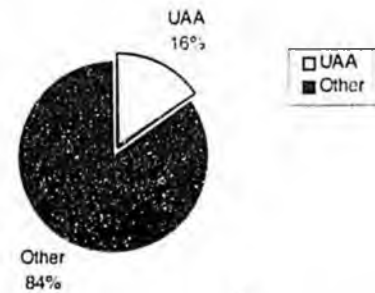
ATP Job Fair Attendance 1997-2000



The April Job Fair, once considered the 7th largest event in the state, has seen the impact of the teachers shortage. District could spend four full days interviewing candidates, now we see them snagging them up before they doors even open.

We expect 400 applicants this year.

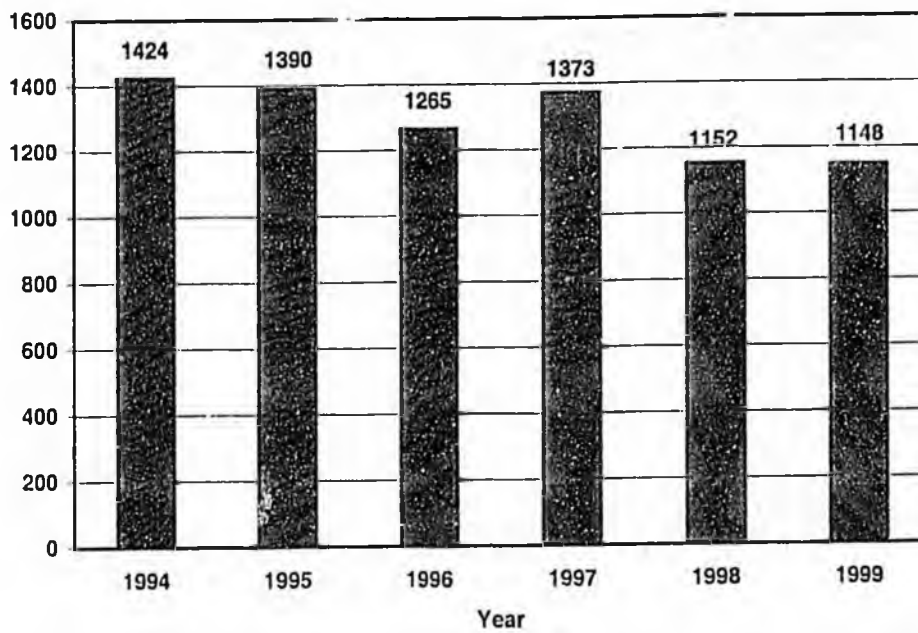
Special Education



Special Education is one of the highest demand areas, as you can see the UAA system just doesn't have the capacity to meet the needs of the state.

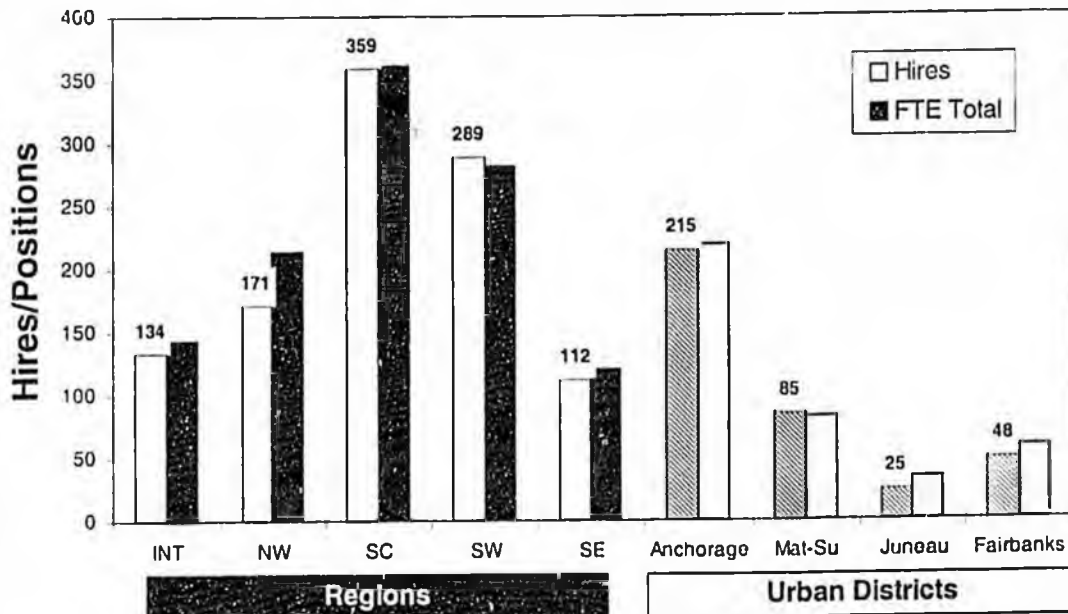
This graph only indicates the number of teachers produced, not the number of teachers placed. It is assumed to be below 10% as many teachers in the program are teaching on waivers.

ATP Registrant Pool 1994-1999



This graph indicates the number of teachers/principals who registered with our services. FY 2000 was less than 900.

Positions Filled By Region





Public School Funding Formula *Educational Adequacy*

FY2002 budget will require \$10.5 million less than the FY2001 foundation formula budget due to increases in required local contribution and federal impact aid funds for a drop in state aid for education of approximately \$29.7 million for the two years. However, the legislature did approve a one-time appropriation in FY2001 of \$6.2 million for Learning Opportunity Grants. The last shift to municipal districts results in

Teachers

Recruitment of qualified and experienced teachers continues to become more difficult in Alaska as it is for much of the United States. Many states and outside school districts offer incentives as: signing bonus, down payment on a home, mortgage subsidy, and student loan repayment programs. (*See examples of teacher incentives offered in other states.*) These are examples of the recruiting techniques used beyond the annual salary to entice teachers to sign contracts. Due to limited resources, Alaska school districts continue to struggle to be competitive with other states and outside school districts when recruiting teachers.

From FY99 to FY2000 the average teacher salary in Alaska increased less than 1%. This reflects the smallest increase in average teacher salary in the nation from FY99 to FY2000. For the ten-year period from FY90 to FY2000, the average teacher salary stated in constant dollars decreased 11.7% and is the largest decrease in the nation for this time period. (*See National Education Association attachment.*)

Demand for teachers in Alaska has already exceeded supply, leaving unfilled positions across the state in math, special education, and speech pathology. For the 1999-2000 school year, 2,335 new teachers were hired in Alaska. On the first day of school 84 teaching positions were still unfilled, and some remained unfilled for up to

22-LS0539\L.1
Cramer
4/4/01

AMENDMENT

OFFERED IN THE SENATE

BY SENATOR KELLY

TO: CSSB 86(), Draft Version "L"

1 Page 2, line 23:

2 Delete "and"

3

4 Page 2, line 26, following "certificate":

5 Insert "; and

6 (4) completed, within the two years before beginning to teach as a
7 subject-matter expert teacher, the six-week introductory course to prepare subject-
8 matter expert teachers for the classroom"

9

10 Page 2, following line 30:

11 Insert a new subsection to read:

12 "(c) The department shall establish the requirements for a six-week
13 introduction to teaching course for persons interested in becoming subject-matter
14 expert teachers. A school district or regional educational attendance area may not
15 employ a person as a subject-matter expert teacher under this section unless the person
16 has successfully completed the course within the two years immediately preceding the
17 person's initial hire by the school district or regional educational attendance area or
18 unless the person has been employed as a subject-matter expert teacher in another
19 school district or regional educational attendance area immediately preceding
20 employment in the school district or regional educational attendance area."

21

22 Reletter the following subsections accordingly.

23

24 Page 3, line 11, following ".":

25 Insert "At the end of the subject-matter expert teacher's first year of teaching, the

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1 mentor, the teacher, and the principal of the school in which the subject-matter expert teacher
2 is teaching shall meet for an evaluation of the strengths and weaknesses of the teacher's
3 performance as a teacher during the past year."