



MISSOURI HOUSE OF REPRESENTATIVES  
**WITNESS APPEARANCE FORM**

BILL NUMBER: <b>HB 439</b>		DATE: <b>2/23/2021</b>
COMMITTEE: <b>Emerging Issues</b>		
<b>TESTIFYING:</b> <input checked="" type="checkbox"/> IN SUPPORT OF <input type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
<b>WITNESS NAME</b>		
<b>BUSINESS/ORGANIZATION:</b>		
WITNESS NAME: <b>MATT TEETER</b>		PHONE NUMBER: <b>417-306-8495</b>
BUSINESS/ORGANIZATION NAME: <b>WILLARD PUBLIC SCHOOLS</b>		TITLE:
ADDRESS: <b>500 KIME</b>		
CITY: <b>WILLARD</b>		STATE: <b>MO</b>
		ZIP: <b>65781</b>
EMAIL: <b>mattteeter@willardschools.net</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/23/2021 1:07 PM</b>

**THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.**

Teacher shortage is a real issue in our state. Especially for our rural schools. This bill provides local control to make decisions to benefit students in those communities. It provides an opportunity for a district to hire someone within the community that will also potentially stay longer in the community and support learning. In many small communities the turnover rate is significant and has a direct impact on student learning. This bill is voluntary and provides the local district control over their decisions regarding what's in the best interest of their students. Some critics may say that it lowers standards. It would lower the standard on certification but not necessarily the quality of the individual being hired and their willingness to learn and grow in the system. Many districts have a robust program to support new teachers and will help develop the teacher with a plan to help them be successful. There is certainly a significant incentive for the district to make sure that that individual is successful as student learning is at stake.



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<b>WITNESS NAME</b>		
<b>INDIVIDUAL:</b>		
WITNESS NAME: <b>ARNIE C. AC "HONEST-ABE" DIENOFF-STATE PUBLIC ADVO</b>		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE:      ZIP:
EMAIL: <b>arniedienoff@yahoo.com</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/23/2021 3:59 PM</b>
<b>THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.</b>		

**I am very opposed to this Bill and taking away responsibilities from the Missouri Department of Elementary and Secondary Education. This is so wrong and leads to abuses on many fronts. Deny this Bill!**



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<b>WITNESS NAME</b>		
<b>INDIVIDUAL:</b>		
WITNESS NAME: <b>DR. JENNICE MCCAFFERTY-WRIGHT</b>		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE:      ZIP:
EMAIL: <b>jennice.wright@yahoo.com</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/22/2021 7:48 PM</b>

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Dear Committee:I am a student of rural schools, taught for eight years in a rural Missouri school, am a parent of two daughters who are graduates of a rural Missouri school district, and have been teaching the teachers for seven years in our state’s two largest producers of Missouri educators.Grounded in my lived experiences in poverty, rural education, and teacher preparation, I oppose House Bill 439. I have seen first-hand the challenges of recruiting and keeping talented educators in rural communities. When I taught in Callaway county, every year I witnessed an annual cycle of new teachers entering, growing their talents, and then leaving within a year or two for higher-paying districts in Missouri or other states. This impacted administrators and veteran teachers who carried a heavy mentoring load and our students who needed experienced educators with sustained ties and commitments to their communities. These students and communities are worthy of our BEST—This includes well-trained educators who at the very least meet the minimum state and federal standards for teacher preparation. As a teacher educator, it pains me to report that many of my most talented teacher candidates enter our college of education with strategic plans to teach in neighboring, higher paying states. Teacher candidates make these plans considering their future incomes, ability to pay student loans, and responsibilities to provide for their families. Districts in neighboring states recognize the excellence of our talented, young educators and regularly attend teacher career fairs and recruitment events in Missouri. There is something upside down and wrong with telling districts that are struggling to pay and retain certified teachers that the solution to their problem is to change their standards. There is something upside down and wrong with telling talented, young Missouri teachers that they can earn more in neighboring states while we place those who cannot qualify for state certification in our classrooms. Therefore I oppose House Bill 438. We know that there are better solutions to Missouri’s teacher vacancy problems. It would be my pleasure to work with legislators to create solutions that respond to our communities’ needs, that elevate the importance of well-prepared educators, and that keep Missouri’s talented certified teachers at the head of our classrooms and in our communities. Sincerely, Dr. Jennice McCafferty-Wright



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<b>WITNESS NAME</b>		
<b>INDIVIDUAL:</b>		
WITNESS NAME: <b>ELIZABETH KING</b>		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE:      ZIP:
EMAIL: <b>ekk5029@gmail.com</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/22/2021 7:27 PM</b>
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We will not solve the overarching issue of our teacher shortage by reducing the level of preparation that educators receive. Certified teachers are more prepared for the complexities of teaching and are better able to support student learning, compared to noncertified teachers. It is well-documented that effective teachers who demonstrate specialized pedagogical knowledge have positive outcomes for the children they teach, across age groups. It is better for the children in Missouri - our children and grandchildren - to employ effective teachers. Not only do highly qualified teachers support student learning – they support districts’ bottom lines. Employing unqualified teachers will likely increase teacher turnover, as teachers are 25% more likely to leave their jobs if they have not been trained in teacher preparation programs. Without the knowledge and skills necessary to succeed in this profession, unprepared teachers are more likely to leave the field. High turnover rates create hiring inefficiency for districts as well as budgetary concerns tied to continued hiring processes. Re-hiring and re-training teachers is costly. Inviting unqualified teachers into the workforce is not the solution. This bill will reduce the institutional and instructional effectiveness thus hindering the learning of students and the skill development of our citizens of Missouri. Engaging community members into education could be a fantastic idea; however, this should be in addition to, not in place of professionals who are highly trained in classroom management, thus more likely to increase student learning, and less likely to leave the position. Expertise in content is helpful, but expertise alone does not constitute a teacher. This bill does not provide long-term solutions to the teacher shortage, and instead risks student learning, teacher well-being, and district efficiency.



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<b>BUSINESS/ORGANIZATION:</b>		
WITNESS NAME: <b>JIM KREIDER</b>		PHONE NUMBER: <b>417-849-5185</b>
BUSINESS/ORGANIZATION NAME: <b>MISSOURI RETIRED TEACHERS ASSOCIATION</b>		TITLE: <b>EXECUTIVE DIRECTOR MRTA</b>
ADDRESS: <b>3030 DUPONT CIRCLE</b>		
CITY: <b>JEFFERSON CITY</b>		STATE: <b>MO</b>
		ZIP: <b>65109</b>
EMAIL: <b>mrtadirectorkreider@mrta.org</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/23/2021 10:15 AM</b>

**THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.**

**MRTA-Missouri Retired Teachers Association opposes HB 439 for several reasons. This legislation will have a significant cost to the Public School Retirement System. Taking the 29% contribution from teachers and the school districts of 25% of the teachers in this state could bankrupt the system, or put teachers into the Social Security system resulting in lower benefits, and/or could reduce current pension benefits/COLAs of retired teachers. Also our children deserve an experienced well trained teacher work force. An associate degree does not provide this level of experience or expertise.**



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<b>WITNESS NAME</b>			
<b>REGISTERED LOBBYIST:</b>			
WITNESS NAME: <b>MARIA WALDEN</b>		PHONE NUMBER: <b>573-638-1084</b>	
REPRESENTING: <b>PUBLIC SCHOOL RETIREMENT SYSTEM; PUBLIC EDUCATION EMPLOYEE RETIREMENT SYSTEM</b>		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL:	ATTENDANCE:		SUBMIT DATE: <b>2/23/2021 12:00 AM</b>
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<b>WITNESS NAME</b>			
<b>REGISTERED LOBBYIST:</b>			
WITNESS NAME: <b>MIKE WOOD</b>		PHONE NUMBER: <b>800-392-0532</b>	
REPRESENTING: <b>MISSOURI STATE TEACHERS ASSOCIATION</b>		TITLE:	
ADDRESS: <b>P.O. BOX 458</b>			
CITY: <b>COLUMBIA</b>		STATE: <b>MO</b>	ZIP: <b>65205</b>
EMAIL:	ATTENDANCE:	SUBMIT DATE: <b>2/23/2021 12:00 AM</b>	
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<b>REGISTERED LOBBYIST:</b>		
WITNESS NAME: <b>OTTO FAJEN</b>		PHONE NUMBER: <b>573-634-3202</b>
REPRESENTING: <b>MISSOURI NATIONAL EDUCATION ASSOCIATION</b>		TITLE:
ADDRESS: <b>1810 EAST ELM STREET</b>		
CITY: <b>JEFFERSON CITY</b>		STATE: <b>MO</b>
		ZIP: <b>65101</b>
EMAIL:	ATTENDANCE:	SUBMIT DATE: <b>2/23/2021 12:00 AM</b>
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<b>BUSINESS/ORGANIZATION:</b>		
WITNESS NAME: <b>RYAN DEBOEF</b>		PHONE NUMBER: <b>417-836-8500</b>
BUSINESS/ORGANIZATION NAME: <b>MISSOURI STATE UNIVERSITY</b>		TITLE: <b>CHIEF OF STAFF</b>
ADDRESS: <b>901 S NATIONAL AVE, CARRINGTON 205</b>		
CITY: <b>SPRINGFIELD</b>		STATE: <b>MO</b>
		ZIP: <b>65897</b>
EMAIL: <b>ryandeboef@missouristate.edu</b>	ATTENDANCE: <b>In-Person</b>	SUBMIT DATE: <b>2/23/2021 3:02 PM</b>

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**MSU supports flexibility to meet the needs of school districts amid a statewide teacher shortage, however this bill goes too far by eliminating nearly all all state standards for training, testing, and competency for teachers. As the largest teacher preparatory institution in the state of Missouri, MSU respectfully opposes the bill.**