



ERC Subcommittee on Recruitment, Retention and Compensation Update

September 17, 2015

Chair Pam Williams of Appling County stated that the goals of today's subcommittee meeting were to finalize their recommendations, dividing each of them amongst committee members to write the rationale for each recommendation and decide how the changes get made, i.e., the legislature, State Board of Education, or by other state agencies.

TRS Report

The meeting opened with a report from Representative Mike Dudgeon (R-Johns Creek) on the Teachers Retirement System of Georgia or TRS (of which the commission was also to bring forth a recommendation). He reported that:

- Several years ago 80% of private sector businesses offered a defined benefit retirement plan; now only 25% of the private sector offers such a plan
- \$1.9 billion earnings to TRS last year
- \$66 billion earned in assets
- TRS is funded at 80%
- Retirees health insurance is seen as a bigger burden on the system than retirement
- Is current retirement plan still good enough to recruit teachers
- What will plan look like in 2045
- Only 28% of teachers ever get to the retirement threshold
- 20% of teachers in other states are not covered under a defined benefit plan
- A matter of time until federal debt issue trickles down to the states impacting retirement plans
- Over the long-term can the current plan sustain itself? Is it feasible
- Other options should be looked at for new teachers – look at TRS allocations
- Make small changes to TRS now. Wouldn't this be better than waiting until major changes are required? We want to keep the system fiscally sound

Committee's recommendation to the full commission will be that the General Assembly continues to study the TRS issue and not propose changes at this time. It should be made clear though that in any future changes, current members of TRS should have the option

to remain under the current plan and allow those new to the system other options. The committee also wants to include a statement in its report applauding TRS for sound investing and keeping the system whole.

Committee's Recommendations

The committee has narrowed its recommendations to approximately 13 items. Below is a brief description of each. More details on the committee's report will be posted on the [ERC](#) website.

Recruitment\Retention

1. Investigate serviceable cancelable loans

- Required to teach in Georgia
- Recruiting with cancelable loan caveat could possibly draw students into teaching for a minimum number of years

2. Full-year clinical teaching model

- Change "student teaching" wording to teacher candidate, teacher intern, or some other phrase

3. State based pay for training student teachers

- Educators compensated for mentoring future teachers
- Supplemental pay
- Place master teachers with developing interns
- Wording to show partnership between the university and school

4. State reimbursement for GACE exam [the committee agreed to drop this item because the cost is unknown]

5. Minimum full-time entry level teacher salary raised to \$40,000 (cost needs to be determined – tabled until determined)

6. SBOE should continue to develop strong mentoring programs. Districts can apply for induction grants.

[Note: The committee is calling numbers 7, 8, 9, and 11 as their guiding principles in an effort to complete their charge of addressing the three "three bucket" items.]

7. House Education and Senate Education & Youth Committees should work to protect planning time for teachers
8. SBOE should establish a normal curricula cycle—more consistency
9. Education committees should make every effort to minimize introducing new legislation that puts more on the backs of educators—more thoughtful in making new rules
10. Flexibility for fewer evaluations relative to TKES & LKES for teachers with a baseline of good evaluations
11. Identified models include a career progression
12. Recommend no changes to TRS
13. New Compensation Model (based on outcome of Funding Formula Committee):
 - Current teachers grandfathered in to Teaching & Experience model (those who are currently pursuing a higher degree will also be grandfathered into the current Teaching & Experience model); new plan for new hires
 - Districts funded on basis of average teacher salaries of the state with a hold harmless provision
 - Current evaluation system must be sound enough to sustain changes in compensation models
 - Student weights
 - No change to five mills
 - Sparsity grants
 - RESA's and Charter system funding
 - Drop reference to specific courses like science and math and allow reimbursement for all subjects that lead to student outcomes

Five compensation models will be recommended for approval and school districts allowed to choose the plan best suited for them. Provisions will be made for districts outside of models that can show the impact of their model.

As a sidebar, Chair Pam Williams said that she must, on behalf of teachers, make a comment about the SLO's (nonstandard testing) that they look very different from one district to another, that there should be more uniformity of SLO assessments and more consistency across the state. The effort should be made to make it a more level playing field.

Chair Williams also voiced concern about the much talked about teacher shortage. She believes that there should be a media campaign to promote teaching and the great things about being a teacher. At the next meeting, she would like for her committee to consider a plan to promote the teaching career.

The committee will now take the 13 approved-items listed above and each member will be assigned or choose the ones to which they will write the rationale giving examples of how it will work and agency head or body responsible for moving it forward.

Next Scheduled Meeting: Tuesday, October 13, 8:30 a.m., DECAL (Suite 854)