

EXHIBIT 1
DATE 3.21.05
SR. 383

1. Teachers in the state of Montana receive a one time stipend of \$3000 to recognize their accreditation by the National Board of Professional Teaching Standards. Members of the Montana Speech Hearing and Language Association support that stipend and value these teachers as skilled colleagues. Certification for speech Language Pathologists by the American Speech Hearing and Language Association is equally as rigorous. Speech Language Pathologists are not teachers and are not eligible for NBPT accreditation. Therefore it is only fair and equitable that speech-language pathologists and audiologists employed by the public schools who have earned that Certification receive a similar stipend.
2. Speech-Language pathology services are the most common form of special education service in the state of Montana. Because of our unique education and experience we are able to offer vital educational services to children who have significant disabilities as well as children who only have difficulty communicating. Communication skills are vital to all children.
3. As many of you know Montana lost its only training facility for speech-language pathologists and audiologists in 1989. When long distances, large caseloads and relatively low pay are added to this factor it is easy to understand why we are facing a crucial shortage of speech-language pathologists and audiologists. This stipend will be a very important recruiting tool. When this is passed Montana will be the sixteenth state to have such a stipend.

Side-By-Side Comparison Overview

As of December 31, 2003

	National Board for Professional Teaching Standards (NBPTS or the National Board)	American Speech-Language-Hearing Association (ASHA)
<i>Organization's Definition</i>	NBPTS is a non-profit, independent organization dedicated to establishing high and rigorous standards for what accomplished teachers should know and be able to do.	ASHA is the certification, scientific and professional organization of speech-language and hearing professionals. ASHA's certification requirements identify the highest qualified providers in the nation.
<i>Year Established</i>	Established in 1987, the first certificates were issued in 1993.	Established in 1925, the organization has been certifying individuals since 1952.
<i>Number of Certificate Holders (As of March 1999)</i>	There were 32,134 certificate holders as of December 2003. (Source: NBPTS Web site) Currently, individuals are certified in 24 areas.	As of June 2003, there were 110,709 individuals certified in audiology, speech-language pathology, or both. Of the total, 11,233 were certified in audiology (awarded the CCC-A), 90,873 were certified in speech-language pathology (awarded the CCC-SLP), and 1,371 were dually certified (awarded the CCC-A/SLP designation).
<i>Certification Requirements</i>	Certification is offered on a voluntary basis to teachers with at least three years of teaching experience.	Certification is voluntary for professionals with a master's or doctoral degree. Requirements include two exams and a clinical fellowship.
<i>Certification and Salary Supplement Efforts</i>	As of May 2003, 32 states had approved a plan whereby teachers who had received NBPTS certification would be entitled to a salary adjustment (supplement), either annually or as a one-time stipend. The salary supplements vary in states from a one-time \$2,500 bonus to an increase of \$7,500 per year for the life of the certificate (ten years). Other states offer annual salary increases ranging from 5% to 12%. Select local school districts also recognize NPBTS certification with salary supplements independent of any state incentives.	Mississippi lawmakers enacted a pay supplement for CCC-holders of \$6,000 per year during their 1999 legislative session.
