

QUALIFIED TEACHER AND STAFF COMPENSATION MARKET ANALYSIS

On or before June 20, 2005, persons at one or more of the units of the Montana University System are requested to submit bids through David Gibson, Associate Commissioner for Economic Development, Office of the Commissioner of Higher Education, to Greg Petesch, Director of Legal Services, Montana Legislative Services Division, on the following request for services on behalf of the Quality Schools Interim Committee:

Complete an economic analysis to provide the Quality Schools Interim Committee and its contractor, R.C. Wood and Associates, with data and a report of its findings and recommendations regarding the ranges of total compensation, with a focus on salaries, that are necessary to recruit quality teachers, administrators, and other staff to Montana's K-12 schools districts and that are necessary to retain those quality teachers, administrators, and staff once hired. The Quality Schools Interim Committee staff is currently compiling data on health insurance and retirement that will be provided to the MUS contractor for use in analyzing the issue of total compensation. The MUS analysis should include factors affecting the recruitment and retention of quality teachers, administrators, and staff that is being experienced by school districts within Montana, the competition for qualified teachers, administrators, and staff from schools districts in other states, and the competition from the private sector outside the teaching profession.

The MUS contractor is expected to be knowledgeable of the findings of fact and conclusions of law regarding teacher recruitment and retention by both the District Court and Montana Supreme Court in Columbia Falls Elementary School District v. Montana, 2005 MT 69, 326 Mont. 304, 109 P.3d 257 (2005). Upon request, the MUS contractor shall meet and work closely with the Quality Schools Interim Committee staff and consultant R.C. Wood and Associates. The contractor may be requested to provide progress reports to the Quality Schools Interim Committee and shall provide the Committee with a final written report of findings and recommendations on or before September 30, 2005.

The contract is effective from the date of signing and terminates on October 1, 2005.