

Recruitment and Retention of Highly Qualified Staff		Agency/Program #: 5113-04-11
		Division: _____
		Program: Education Program
Agency Name:	Montana School for the Deaf and Blind	
Agency Contact:	_____	Enter Phone #
LFC Contact:	Senator Wanzenried, Senator Schmidt	
LFD Liaison:	Kris Wilkinson	444-5834
OBPP Liaison:	Nancy Hall	444-4899

Program or Project Description:

The 2007 Legislature appropriated funds to the Montana School for the Deaf and the Blind to assist the school in hiring and retaining highly qualified teachers, support staff, and interpreters.

Appropriation, Expenditure and Source					Approp & Expenditure numbers are as of April 15, 2008
Fund Name:	2008		2009		
	Approp.	Expended	Approp.	Expended	
General Fund	213,857	159,773	265,050	0	
State Special					
Federal Funds					
Total:	\$213,857	\$159,773	\$265,050	\$0	

Legislative Goal(s):

Recruitment and Retention of Highly Qualified Staff: - MSDB will successfully recruit and fill all professional staff vacancies with applicants who meet the minimum qualifications of each position within 3 months of the vacancy announcement and will provide compensation, benefits, mentoring and professional growth opportunities sufficient to retain professional staff beyond 3 years of initial date of hire.

Legislative Performance Measures:

1. Number of qualified applicants based on job requirements advertised – quantitative
2. Number of applications received – quantitative
3. Turn over rate by position/program area – quantitative
4. A. Number vacancies and length of time positions remain vacant – quantitative
 B. Vacancy savings assessment compared to actual vacancy savings generated in Education Program
 Number of positions and length of time positions held vacant in the Education Program to generate required savings.
 Gain in percent of market to the Great Falls Public Schools if the Education Program were exempted from vacancy savings allowing the school to apply additional funds to licensed professional staff salaries

2009 Biennium Significant Milestones:

		Completion Dates	
		Target	Actual
1	Increase salaries to 92% of market with Great Falls Public Schools for fiscal years 2008 and 2009 - 2 year collective bargaining agreement with MEA/MFT	7/21/2007	2/22/2008
2	Increase from FY07 to FY08 the entry salary for teacher's and support staff with BA degrees by 5% and entry salary for teacher's and support staff with MA degrees by 15%.	7/21/2007	2/22/2008
3	Refer to the attached spreadsheet for the number of qualified applicants; number of applications received; number of vacancies and length of time vacant		
4			
5			

Agency Performance Goals:

The school's long-term goal is to maintain a salary schedule for highly qualified staff that is competitive with the Great Falls Public Schools (GFPS). With the funding provided by the 2007 legislature the school was able to close the salary gap with the GFPS to an average of 92 percent of market in each year of the 2009 biennium. The negotiated contract with MEA/MFT also includes a 5 percent increase from FY07 to FY08 in the entry salary for BA level degrees and a 15 percent increase in the entry salary for MA level degrees.

The 2007 legislature authorized six new positions: four outreach positions; guidance counselor; and consulting audiologist. Three outreach consultants serving hearing impaired students were hired at the start of the 2007-2008 school year. The guidance counselor position was also filled at the start of the current school year. Contracts have been offered and accepted for the 2008-2009 school year for the outreach consultant serving visually impaired students and the consulting audiologist. Without the retention and recruitment funds supported by the Governor and the 2007 legislature the school would not have been able to fill these positions.

Montana School for the Deaf & Blind

Professional Position Status as of 04/25/2008

Position #	Position	FTE	Y/N	From	To	Applicants	Applicants	Note
51300314	Teacher -	HI 0.73	Y	7/1/2007	8/22/2007	4	1	Position filled on 8/22/07 - Elementary HI Teacher
51300322	Teacher -	HI 0.37	N	7/1/2007		0	0	Position intentionally left vacant
51300350	Teacher -	HI 0.73	N	7/1/2007		0	0	Position advertised spring 2008 to fill 2008-2009 school yr.
51304002	Outreach Consultant - VI	0.25	Y	7/1/2007	3/1/2008	1	1	Position filled, part time outreach consultant in Bozeman
51304003	Outreach Consultant - VI	0.77	Y	7/1/2007	3/14/2008	10	7	Position filled on 3/14 - Whitefish/Kalispell area
51304006	Outreach - Audiologist	0.77	Y	7/1/2007	7/1/2008	1	1	Position filled with Audiologist for School Year 08-09
51304007	Outreach Consultant - HI	0.77	Y	7/1/2007	8/22/2007	6	3	Filled with consultant based out of Helena
51304008	Outreach Consultant - HI	0.77	Y	7/1/2007	8/22/2007	6	3	Filled with consultant based out of Missoula
51304009	Outreach Consultant - HI	0.77	Y	7/1/2007	8/22/2007	6	3	Filled with consultant based out Shell, WY
51304010	Outreach Consultant - VI	0.77	Y	7/1/2007	7/19/2008	10	7	Position filled based out of Billings for 08-09 School Yr
51304013	Guidance Counselor	0.73	Y	7/1/2007		2	1	Position filled at start of 2007-2008 school year

New positions authorized by 2007 Legislature highlighted in bold.

LFD Narrative:

LFD ASSESSMENT: On-Track

DATA RELEVANCE: The information reported in the Agency Performance section relates to the legislative goals and performance measures.

APPROPRIATION STATUS: Appropriation and expenditure data were provided

COMMENTS/ISSUES: MSDB is on track to have all new positions authorized by the legislature filled for the 2009 school year. They have attained the percentage of the Great Falls School District salaries. The workgroup may wish to discuss the effect of implementing the changes on February 22 rather than 7/21/2007 as targeted. The workgroup may wish to dismiss this goal from further review.

OPTIONS:

- 1) Dismiss from further review
- 2) Review again in October 2008
- 3) Request additional information
- 4) Upgrade or downgrade the rating

Version	Date	Author
	5/20/2008	

Change Description