

LEGISLATIVE COMMITTEE MINUTES

SB140

Bill as Introduced

SB 140-FN - AS INTRODUCED

2023 SESSION

23-0934
10/04

SENATE BILL

140-FN

AN ACT

relative to establishing a program for the recruitment of educators.

SPONSORS:

Sen. Carson, Dist 14; Sen. Innis, Dist 7; Sen. Watters, Dist 4; Sen. Ricciardi, Dist 9

COMMITTEE:

Education

ANALYSIS

This bill establishes a program in the department of education to provide stipends or grants to students to reduce the financial barriers to entering the educator workforce.

Explanation:

Matter added to current law appears in ***bold italics***.

Matter removed from current law appears [~~in brackets and struck through.~~]

Matter which is either (a) all new or (b) repealed and reenacted appears in regular type.

STATE OF NEW HAMPSHIRE

In the Year of Our Lord Two Thousand Twenty Three

AN ACT relative to establishing a program for the recruitment of educators.

Be it Enacted by the Senate and House of Representatives in General Court convened:

1 1 New Section; Department of Education; Higher Education; Recruitment of Educators. Amend.
2 RSA 21-N by inserting after section 8-b the following new section:

3 21-N:8-c Recruitment of Educators in New Hampshire.

4 I. In this section:

5 (a) "Academic residency" means participation in an approved educator preparation
6 program field-based experience under the supervision of a cooperating teacher or mentor.

7 (b) "Approved program" means an approved professional educator preparation program
8 by the state board of education.

9 (c) "Educator" means a teacher or certified paraprofessional.

10 (d) "Eligible student" means a student who is enrolled in an approved program of
11 preparation and eligible for financial assistance because the student's expected family contribution
12 does not exceed 200 percent of the maximum federal Pell-eligible expected family contribution.

13 (e) "Candidate" means an educator candidate who is participating in an academic
14 residency and placed in a school or community-based setting.

15 II. There is established an educator recruitment grant program administered by the
16 department of education. Stipends or grants shall be awarded for the purpose of reducing the
17 financial barriers to entering the educator workforce while eligible students gain clinical teaching
18 experience either through a student teaching program or pre-educator preparation program. The
19 program shall:

20 (a) Provide grants to New Hampshire institutions of higher education that fund
21 programs designed to increase participation in the educator workforce.

22 (b) Provide grants to fund stipends for candidates during their clinical experience while
23 engaging in education career pathway programs designed to culminate in licensure as an educator.

24 (c) Stipends for a student teaching program shall be \$500 per week for not more than 16
25 weeks.

26 III. The higher education commission shall adopt any rules and guidelines to implement and
27 administer the program.

28 IV. In order to qualify to participate in the stipend program, a student must be an eligible
29 student and placed as student teacher in a public school or community agency as a candidate
30 working toward an initial teaching certificate.

SB 140-FN - AS INTRODUCED

- Page 2 -

1 V. The department shall report annually to the chairs of the senate education committee
2 and the house education committee, on:

3 (a) The number of students served by the program.

4 (b) The amounts of stipends received each year.

5 (c) The reported number of hours each eligible student works a second job to earn
6 income.

7 VI. If the amount appropriated to the department for use in the educator recruitment grant
8 program in a state fiscal year is insufficient to fully fund the stipends and grants for the total
9 number of eligible students for that state fiscal year, the department shall reduce the amount
10 distributed to each approved program of preparation by the same percentage that the deficit bears to
11 the amount required to fully fund the total number of eligible students who qualify for the stipend
12 program.

13 2 Appropriation; Department of Education; Educator Recruitment Grant Program. The sum of
14 \$5,000,000 for the biennium ending June 30, 2025 is appropriated to the department of education for
15 the purpose of funding the grants and stipends under RSA 21-N:8-c. The source of funds shall be
16 any remaining state American Rescue Plan (ARPA) Act or Elementary and Secondary School
17 Emergency Relief Fund (ESSER) funds or otherwise state general funds. The governor is authorized
18 to draw a warrant for said sum out of any money in the treasury not otherwise appropriated.

19 3 Effective Date. This act shall take effect July 1, 2023.

LBA
23-0934
1/10/23

**SB 140-FN- FISCAL NOTE
AS INTRODUCED**

AN ACT relative to establishing a program for the recruitment of educators.

FISCAL IMPACT: State County Local None

STATE:	Estimated Increase / (Decrease)			
	FY 2023	FY 2024	FY 2025	FY 2026
Appropriation	\$0	\$5,000,000	\$0	\$0
Revenue	\$0	\$0	\$0	\$0
Expenditures	\$0	Up to \$5,000,000		\$0
Funding Source:	<input checked="" type="checkbox"/> General <input type="checkbox"/> Education <input type="checkbox"/> Highway <input checked="" type="checkbox"/> Other - American Rescue Plan (ARPA) Funds / Elementary and Secondary Emergency Relief Funds (ESSER)			

METHODOLOGY:

This bill establishes an educator recruitment grant program, to be administered by the Department of Education, and appropriates \$5,000,000 in remaining American Rescue Plan (ARPA) or Elementary and Secondary School Emergency Relief Fund (ESSER) funds, or general funds if federal funds are not available. The Department states it is unable to estimate what the true cost will be as it is not known how many student educators would qualify for the stipend (up to \$8,000 per eligible student educator). The Department is unaware as to how much in ARPA or ESSER funds are available, therefore this bill's impact on state general funds is indeterminable (will not exceed \$5,000,000). All expenditures are assumed to occur in either FY 2024 or FY 2025.

AGENCIES CONTACTED:

Department of Education

SB 140-FN - AS INTRODUCED

2023 SESSION

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SENATE BILL

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Sen. Carson, Dist 14; Sen. Innis, Dist 7; Sen. Watters, Dist 4; Sen. Ricciardi, Dist 9

COMMITTEE:

Education

OTY 5-0 CONSENT

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AGENCIES CONTACTED:

Department of Education

Committee Minutes

SENATE CALENDAR NOTICE

Education

Sen Ruth Ward, Chair
 Sen Carrie Gendreau, Vice Chair
 Sen Timothy Lang, Member
 Sen Suzanne Prentiss, Member
 Sen Donovan Fenton, Member

Date: January 25, 2023

HEARINGS

	Tuesday	01/31/2023
	(Day)	(Date)
Education		Legislative Office Building 101 9:00 a.m.
(Name of Committee)		(Place) (Time)
9:00 a.m. SB 140-FN		relative to establishing a program for the recruitment of educators.
9:15 a.m. SB 141-FN		relative to administration of the education freedom accounts program.
9:30 a.m. SB 151-FN		relative to mental health education.
9:45 a.m. SB 152-FN		relative to New Hampshire workforce training programs.

Sponsors:

SB 140-FN

Sen. Carson	Sen. Innis	Sen. Watters	Sen. Ricciardi
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SB 141-FN

Sen. Altschiller	Sen. Watters	Sen. Fenton	Sen. Rosenwald
Sen. Perkins Kwoka	Sen. Soucy	Sen. Whitley	Sen. Chandley
Sen. D'Allesandro	Sen. Prentiss	Rep. Malloy	Rep. Maggiore
Rep. Grote	Rep. Balboni	Rep. Knab	

SB 151-FN

Sen. Watters	Sen. Chandley	Sen. Fenton	Sen. Whitley
Sen. D'Allesandro	Sen. Rosenwald	Sen. Avard	Sen. Perkins Kwoka
Sen. Soucy	Sen. Lang	Sen. Altschiller	Sen. Prentiss
Sen. Pearl	Rep. McMahon	Rep. Schapiro	Rep. Cornell

SB 152-FN

Sen. Watters	Sen. Soucy	Sen. Perkins Kwoka	Sen. Rosenwald
Sen. D'Allesandro	Sen. Bradley	Sen. Whitley	Sen. Fenton
Sen. Altschiller	Sen. Carson	Sen. Avard	Sen. Chandley
Rep. Cordelli	Rep. Goley		

EXECUTIVE SESSION MAY FOLLOW

Peter Mulvey 271-4063

Ruth Ward
Chairman

Senate Education Committee
Peter Mulvey 271-4063

SB 140-FN, relative to establishing a program for the recruitment of educators.

Hearing Date: January 31, 2023

Time Opened: 9:00 a.m.

Time Closed: 9:26 a.m.

Members of the Committee Present: Senators Ward, Gendreau, Lang, Prentiss and Fenton

Members of the Committee Absent : None

Bill Analysis: This bill establishes a program in the department of education to provide stipends or grants to students to reduce the financial barriers to entering the educator workforce.

Sponsors:

Sen. Carson

Sen. Innis

Sen. Watters

Sen. Ricciardi

Who supports the bill: In total, 112 individuals signed in support of SB140-FN. Contact legislative aide Pete D. Mulvey (peter.mulvey@leg.state.nh.us) for the complete sign-in sheet.

Who opposes the bill: None.

Who is neutral on the bill: None.

Summary of testimony presented:

Senator Sharon Carson

Senate Majority Leader, NH's 14th District

- Sen. Carson is seeking to establish a program under the Department of Education (DoE) to provide stipends and grants to students in order to reduce financial barriers of entry for the educational workforce.
- Sen. Carson reported that the state has a shortage of educators in K-12 programs.
- The legislature ought to remove barriers of enter for this industry to remedy this shortage, according to Sen. Carson.

- A similar law was passed in the Colorado legislature last year, aiding students in residential teaching programs.
- Programs of this variety ensure we have the very best professionals.
- Sen. Carson stated this legislation was brought forward on behalf of educators, believing this will help supply the educational field with the proper staff to deliver quality services for our children.
- Sen. Carson urged the committee to look favorably on the legislation and our educators.
- Sen. Gendreau asked Sen. Carson if the program is strictly for public schools or if it is inclusive to those seeking employment in private educational facilities.
 - Sen. Carson indicated her belief that all prospective educators would be eligible; private, charter, public, etc.
- Sen. Lang requested that the term '*clinical experience*' from line 22 of SB140-FN to be defined for the committee.
 - Sen. Carson articulated that this term describes student teaching.
- Sen. Lang asked a follow up regarding section 4 of page 2, asking if grants will be pro-rated on the amount of funds and applicants.
 - Sen. Carson deferred her answer to the DoE.

Ms. Megan Tuttle

President of NEA New Hampshire

Middle school social-studies teacher

- Ms. Tuttle confirmed the educator shortage in NH and across the country firsthand, pointing to various state programs seeking to lower costs for education-oriented career pathways.
- Ms. Tuttle reiterated that the committee studying teacher shortages contemplated educator stipends, like those instituted in Colorado.
- Ms. Tuttle, referring to Sen. Lang's previous question regarding clinical experience, stated there are multiple types of programs, ranging from a semester's length to a full academic year.
- Ms. Tuttle clarified that not all student teachers are traditional college aged young adults- many are transitioning into teaching from other industries, requiring certification later in life, nonetheless.
- Ms. Tuttle attested that the last three student teachers she worked alongside were of a more mature age, meaning they had to surrender their employment and income in order to complete these full-time certification programs.

- Ms. Tuttle informed the committee that average rent in Manchester was \$1,487 for a single-bedroom apartment, and \$1,700 for a two-bedroom apartment. According to Ms. Tuttle this speaks to the burden assumed by prospective educators and highlights the necessity for assistance.
- Ms. Tuttle concluded her testimony by proclaiming her belief that this program will greatly improve educator recruitment and retention in the Granite State.

Irv Richardson

Coordinator for public education and schools support for NEA NH

- Mr. Richardson indicated that the intention of SB140-FN is to reduce burdens and make the teaching field more attractive.
- Mr. Richardson detailed findings that revealed greater residential teaching experience is critical towards competency as an educator, and confidence in the role.
- Mr. Richardson conceded that this finding was quite obvious, however reiterated that financial burdens will divert students' attention and resources from those very programs- instead being redirected towards living expenses and making ends meet.
- Mr. Richardson noted that during student teaching, those participating work with the teacher and students for 35-50 hours weekly, without any semblance of remuneration.
- Candidates who receive financial aid as a result of this legislation can dedicate the entirety of their energy and attention towards their clinical programs, producing the positive outcomes initially described in Mr. Richardson's testimony.
- According to the DoE, in 2018-2019, 580 candidates graduated from educational prep programs.
- Mr. Richardson estimated that if these figures were to remain consistent, there would be over 1,000 candidates licensed over a two-year period.
- Mr. Richardson stated that 69% of all undergrads at UNH receive some sort of financial aid.
- Mr. Richardson, accounting for UNH's figure of 69% of students being on financial aid, indicated that if the same proportion of student teachers are similarly receiving aid, this prospective program will need to be pro-rated in order to be sustainable and widely accessible.
- Mr. Richardson implored the committee to ensure that this grant cannot adversely affect a student teacher's ability to receive financial aid elsewhere.

- Sen. Prentiss asked about the eligibility standards for candidates; seeking a definition for a '*community agency*' in reference to page 1, section 4, line 29 of SB140-FN.
 - Ms. Tuttle claimed this is in reference to any place where you would need a certification. Included but not limited to early childhood care, easterseals, etc.
- Sen. Lang asked what professional/pre-educator prep programs entail.
 - Mr. Richardson responded by stating that these are DOE approved programs. These are the licensing tracks at Colleges and Universities developed in compliance with DOE guidelines.

Steve Appleby

Director of Educator Support for Higher Education, DOE

- Mr. Appleby revealed that the definition of educator, as written in SB140-FN, excludes reading/ writing specialists, librarians, math specialists and other auxiliary or supplementary educators.
- According to Mr. Appleby, they would not be eligible for this grant or program, imploring the committee to consider such.
- Mr. Appleby projected that the \$5m fund would finance 555 student teachers over two years.
- According to the federal title two report, 580 gain initial licensure annually, however some are out of state, and some would not be eligible for the program therefor it is certainly viable.
- Referring to Sen. Lang's question from earlier, Mr. Appleby affirmed that the State Board of Education approves colleges for these educator prep-programs.
- The Bureau of Educator Credentialing does not do an in-depth review for teaching applications for those applying from these institutions and approved programs.
- The State Board approves these programs following intense review, ensuring required pedagogy and content are in-place.
- Mr. Richardson stated that there are 12 institutions currently approved in the State of NH.
- Sen. Lang asked if the professional educator prep programs cover those who don't have teaching degrees, such as an individual with a 4-year degree other than education.
 - Mr. Appleby said the programs are constructed to accommodate both the traditional student, and the established professional who may be

transitioning, seeking more of a certification course to fill gaps in pedagogy.

- Once again, Sen. Lang asked about the possibility for pro-ration of funds in reference to section 6 of SB140-FN.
 - Mr. Appleby indicated that from his understanding, in the event there are insufficient funds for the fiscal year, benefits will be pro-rated to ensure continual assistance for participants.

Senator Donovan Fenton

NH's 10th District, delivering testimony on behalf of former Sen. Jay Kahn

- Sen. Jay Kahn is in support of SB140-FN.
- As chair of the committee studying teacher shortages in the fall, Sen. Kahn corroborated findings which stated that the need for qualified educators and support staff is overwhelming.
- According to the study committee's conclusions, the number of students in education majors have declined significantly.
- Further, Sen. Kahn observed that the rate of retirees increased radically during pandemic.
- According to Sen. Kahn, costs balloon in student's senior year thanks to forgone income, costs of registering for exams and credentials, in addition to other living expenses.
- Sen. Kahn noted that other states experiencing enrollment decline have instituted payments for student teachers.
- Sen. Kahn pointed to the importance of paid internships for professional development and recruitment in other sectors as evidence for the viability of extending these programs to the educational sector.
- Sen. Kahn urged the committee to vote OTP on SB140-FN because the bill directly addresses many of the barriers to the educational field recorded by his study committee last year.
- Sen. Kahn suggested several changes to be made to SB140-FN to accelerate the delivery of funds:
 - 1.) **Section 1. I (d)**; change definition of eligible student to '*a student enrolled in an approved program of preparation and completing their field-based experience in a NH school*'.
 - 2.) **Section 1.II (b)**; '*provide grants to fund stipends for first certificate candidates*'.

- According to senator Kahn, this will enable associate degree paraprofessionals, bachelor teachers and master's degree specialists to afford certification.
- 3.) **Section 1. III;** replace with *'the DoE shall determine a percentage distribution of appropriated funds based upon 2023-2024 eligible students placed as student teachers in NH schools by an institution of higher education authorized to offer NH DoE certification programs'*.
- Senator Kahn is under the belief this provision will avoid additional rule making that would delay the appropriations taking effect.
- 4.) **Section 2 Appropriation;** Add *'these funds shall be non-lapsing, so institutions of higher education have the option of putting the funds into effect in the 23-24, 24-25 or 25-26 academic years'*.

Speakers

Senate Education Committee SIGN-IN SHEET

Date: Tuesday, January 31st, 2023. **Time:** 9:00 A.M.

SB 140 -FN AN ACT relative to establishing a program for the recruitment of educators

Name/Representing (please print neatly)

	Support	Neutral	Oppose	Speaking?	Yes	No
✓ Sen. Carson (SD-14)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		<input checked="" type="checkbox"/>	<input type="checkbox"/>
Irv Richardson +	Support	Neutral	Oppose	Speaking?	Yes	No
✓ Megan Tuttle NEA-NH	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		<input checked="" type="checkbox"/>	<input type="checkbox"/>
✓ Steve Appleby NHED	Support	Neutral	Oppose	Speaking?	Yes	No
Jerry Freew NH SAA	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	<input checked="" type="checkbox"/>
Barrett M. Christina NH SBA	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Speaking?	Yes	No
	Support	Neutral	Oppose	Speaking?	Yes	No
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>
	Support	Neutral	Oppose	Speaking?	Yes	No
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>
	Support	Neutral	Oppose	Speaking?	Yes	No
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	Support	Neutral	Oppose	Speaking?	Yes	No
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	Support	Neutral	Oppose	Speaking?	Yes	No
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	Support	Neutral	Oppose	Speaking?	Yes	No
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Senate Remote Testify

Education Committee Testify List for Bill SB140 on 2023-01-31

Support: 108 Oppose: 0

<u>Name</u>	<u>Title</u>	<u>Representing</u>	<u>Position</u>
Richardson, Irv	A Member of the Public	Myself	Support
Jillson, Tracey	A Member of the Public	Myself	Support
Ferner, David	A Member of the Public	Myself	Support
Roos-Unger, Ellen	A Member of the Public	Myself	Support
Burnap, Linda	A Member of the Public	Myself	Support
Duffy, Carol	A Member of the Public	Myself	Support
Till, Mary	A Member of the Public	Myself	Support
Hill, Bonnie	A Member of the Public	Myself	Support
Chamberlin, Marion	A Member of the Public	Myself	Support
Lehmenkuler, Robert	A Member of the Public	Myself	Support
carr, d	A Member of the Public	Myself	Support
Davis, Tod	A Member of the Public	Myself	Support
Lewis, Elizabeth	A Member of the Public	Myself	Support
Field, Bryan	A Member of the Public	Myself	Support
Vitchkoski, Kimberly	A Member of the Public	Myself	Support
Brockway, Robert	A Member of the Public	Myself	Support
Loftus, Judy	A Member of the Public	Myself	Support
Sherman, Sue	A Member of the Public	Myself	Support
Field, Linda	A Member of the Public	Myself	Support
Lowen, Rosalind	A Member of the Public	Myself	Support
Reynolds, Cathryn	A Member of the Public	Myself	Support
Sinclair, Jill	A Member of the Public	Myself	Support
Sinclair, Robert	A Member of the Public	Myself	Support
Tougher, Robert	A Member of the Public	Myself	Support
Crompton, Misty	A Member of the Public	Myself	Support
Moore, Susan	A Member of the Public	Myself	Support
Feyler, Carrie	A Member of the Public	Myself	Support
Fogarty, Sean	A Member of the Public	Myself	Support
Anton, Leslie	A Member of the Public	Myself	Support
Marcy, Henry	A Member of the Public	Myself	Support
Merrigan, Sarah	A Member of the Public	Myself	Support
Duval, Vincent	A Member of the Public	Myself	Support
Bracy, Sue	A Member of the Public	Myself	Support
Richman, Susan	A Member of the Public	Myself	Support
Bryce, Barbara	A Member of the Public	Myself	Support
Messner, Katherine	A Member of the Public	Myself	Support
Mulvey, Michael	A Member of the Public	Myself	Support
Rabun, Don	A Member of the Public	Myself	Support
Coffin, Meredith	A Member of the Public	Myself	Support
Campbell, Karolyn	A Member of the Public	Myself	Support
Erickson, Amy	A Member of the Public	Myself	Support
Schcopner Torres, Aubrey	A Member of the Public	Myself	Support
Warwick, Brian	A Member of the Public	Myself	Support
Warwick, Ashley	A Member of the Public	Myself	Support
Bregani, Olivia	A Member of the Public	Myself	Support
Conway, Deirdre	A Member of the Public	Myself	Support
Brophy, Catherine	A Member of the Public	Myself	Support

Coughlin, Elizabeth	A Member of the Public	Myself	Support
Coon, Kate	A Member of the Public	Myself	Support
Cote, Lois	A Member of the Public	Myself	Support
Torpey, Jeanne	A Member of the Public	Myself	Support
Symonds, Coleen	A Member of the Public	Myself	Support
Manseau, Joline	A Member of the Public	Myself	Support
Langill, Audrey	A Member of the Public	Myself	Support
Innis, Senator Dan	An Elected Official	Myself	Support
Watters, Senator David	An Elected Official	Myself	Support
Termini, Marcella	A Member of the Public	Myself	Support
Monsein, Marilyn	A Member of the Public	Myself	Support
Marcaurette, Tamara	A Member of the Public	Myself	Support
Jones, Andrew	A Member of the Public	Myself	Support
Devore, Gary	A Member of the Public	Myself	Support
Brennan, Nancy	A Member of the Public	Myself	Support
Gala Grano, Nicolette	A Member of the Public	Myself	Support
Hastbacka, Kendra	A Member of the Public	Myself	Support
Damon, Claudia	A Member of the Public	Myself	Support
Liscord, Barbara	A Member of the Public	Myself	Support
Ackerson, Judith	A Member of the Public	Myself	Support
Ackerson, Kenneth	A Member of the Public	Myself	Support
Martin, Patricia	A Member of the Public	Myself	Support
Denton, Melissa	A Member of the Public	Myself	Support
Brennan, Arthur	A Member of the Public	Myself	Support
Eaton, Melissa	A Member of the Public	Myself	Support
Merrick, Debra	A Member of the Public	Myself	Support
Minihan, Jeremiah	A Member of the Public	Myself	Support
Mastromarino, Arvilla	A Member of the Public	Myself	Support
Magnifico, Alecia	A Member of the Public	Myself	Support
Kenison, Audrey	A Member of the Public	Myself	Support
Vergara, Alexandra	A Member of the Public	Myself	Support
Drury, Trevor	A Member of the Public	Myself	Support
Cronin, Thomas	State Agency Staff	The University System of New Hampshire	Support
st.martin, tom	A Member of the Public	Myself	Support
Corell, Elizabeth	A Member of the Public	Myself	Support
Douville, Raye Ellen	A Member of the Public	Myself	Support
Greenberg, Elizabeth	A Member of the Public	Myself	Support
Thomas, A	A Member of the Public	Myself	Support
Cutler, Christopher	A Member of the Public	Myself	Support
Bishop, Nancy	A Member of the Public	Myself	Support
Cevasco, Karin	A Member of the Public	Myself	Support
Hinebauch, Mel	A Member of the Public	Myself	Support
Johnson, Judith	A Member of the Public	Myself	Support
Ricciardi, Denise	An Elected Official	Myself	Support
Reed, Barbara	A Member of the Public	Myself	Support
Brackett, Glenn	A Lobbyist	New Hampshire AFL-CIO	Support
Raff, Alan	A Member of the Public	Myself	Support
Howes, Debrah	A Lobbyist	American Federation of Teachers - NH	Support
Taubman, Peter	A Member of the Public	Myself	Support
Clifford, Virginia	A Member of the Public	Myself	Support
White, Tim	A Member of the Public	Myself	Support
Englund, Alfrieda	An Elected Official	Myself	Support
Fyfe, Charlotte	A Member of the Public	Myself	Support
Snyder, Linda Lea	A Member of the Public	Myself	Support
Greenwood, Nancy	A Member of the Public	Myself	Support
Rettew, Annie	A Member of the Public	Myself	Support

Liberman, sheryl	A Member of the Public	Myself	Support
Hilbert, Laura	A Member of the Public	Myself	Support
Furey, Nathaniel	A Member of the Public	Myself	Support
Tulk, Joan	A Member of the Public	Myself	Support
Billingham, Carla	A Member of the Public	Myself	Support

Testimony

A Memo
from
Dr. Jay Kahn

January 31, 2023

Dear Chairwomen Ward,

I am writing in support of Senator Carson's SB 140, relative to establishing a program for the recruitment of educators. Over this past fall, I chaired the Committee to Study New Hampshire Teacher Shortages and Recruitment Incentives, with which you are intimately familiar as a member. The Study Committee aggressively approached the topic and arrived at some early conclusions to address the need for qualified educators and support staff to fill vacancies.

Several observations relate directly to the SB 140 legislation:

1. The number of students in education majors has declined significantly over the past 10 years.
2. NH school superintendents feel the tightening labor market and say this is the toughest hiring cycle they've ever experienced.
3. The rate of retirees has moved upward during the pandemic.
4. Education majors face higher costs and lower returns. Entering salaries are lower than most degree required professions. And the cost in a student's senior year are significantly higher than for other students due to several background checks prior to employment, credentialing exams and forgone income in a student's senior year when student teaching hours and preparation consume one's days.

Other states facing the same education preparation costs and enrollment declines have begun paying student teachers. Paid internships have become an important incentive for many fields looking to attract college graduates. This isn't the case for education students in NH.

SB 140 directly addresses barriers to attracting more NH college graduates into NH school classrooms. For these reasons the Senate Education should recommend Ought to Pass on SB140.

Several changes will accelerate placing the appropriated funds toward its intended purpose.

Section 1. I. (d) Change the definition to Eligible student means a student enrolled in an approved program of preparation and completing their field-based experience in a NH school.

Section 1. II (b) Provide grants to fund stipends for first certification candidates This will enable associate degree paraprofessionals, bachelor degree teacher candidates and master degree specialists to afford taking 16 weeks to complete their practicums.

Section 1. III, replace with The Department of Education shall determine a percentage distribution of appropriated funds based upon 2023-2024 "eligible students" placed as student teachers in NH schools by an Institution of Higher Education authorized to offer NH Department of Education certificate programs. This distribution method is specific and won't require

additional rule making which would delay putting the appropriation into effect during the next academic and appropriation year.

Section 2 Appropriation: Add a sentence at the end. These funds shall be non-lapsing so Institution of Higher Education have the option of putting the funds into effect in the 23-24, 24-25 or 25-26 academic years. If the Institution feels funds are best used to incentivize students into student teaching requires a longer lead time, they need not hastily spend the funds.

I regret I am unable to deliver these comments and suggestions in person and greatly appreciate Sen. Fenton bringing my comments to the Committee's hearing. I will be glad to provide further assistance to the prime sponsor or the committee if so needed.

Thank you for your consideration.

Jay Kahn
Former State Senator

Cc: Senator Carson
Senator Fenton
Peter Mulvey

Voting Sheets

Senate Education Committee
EXECUTIVE SESSION RECORD
2023-2024 Session

Bill # SB 140

Hearing date:

Executive Session date: 3/7/23

Motion of: OT p Vote: 5-0

Committee Member	Present	Made by	Second	Yes	No
Sen. Ward, Chair	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sen. Gendreau, Vice Chair	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sen. Lang	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sen. Prentiss	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sen. Fenton	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Motion of: CONSENT Vote: 5-0

Committee Member	Present	Made by	Second	Yes	No
Sen. Ward, Chair	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sen. Gendreau, Vice Chair	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sen. Lang	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sen. Prentiss	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sen. Fenton	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Motion of: _____ Vote: _____

Committee Member	Present	Made by	Second	Yes	No
Sen. Ward, Chair	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sen. Gendreau, Vice Chair	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sen. Lang	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sen. Prentiss	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sen. Fenton	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Reported out by: Sen. Lang Sen. Gendreau

Notes: _____

Senate Finance Committee

EXECUTIVE SESSION

Bill # SB 140-Fnl

Hearing date: N/A

Executive session date: 03/21/23

Motion of: OTF

VOTE: 7-0

<u>Made by</u> Gray <input type="checkbox"/>	<u>Seconded</u> Gray <input type="checkbox"/>	<u>Reported</u> Gray <input checked="" type="checkbox"/>
<u>Senator:</u> Innis <input type="checkbox"/>	<u>by Senator:</u> Innis <input type="checkbox"/>	<u>by Senator:</u> Innis <input type="checkbox"/>
Bradley <input type="checkbox"/>	Bradley <input type="checkbox"/>	Bradley <input type="checkbox"/>
Birdsell <input checked="" type="checkbox"/>	Birdsell <input type="checkbox"/>	Birdsell <input type="checkbox"/>
Pearl <input type="checkbox"/>	Pearl <input type="checkbox"/>	Pearl <input type="checkbox"/>
D'Allesandro <input type="checkbox"/>	D'Allesandro <input type="checkbox"/>	D'Allesandro <input type="checkbox"/>
Rosenwald <input type="checkbox"/>	Rosenwald <input checked="" type="checkbox"/>	Rosenwald <input type="checkbox"/>

Motion of: _____ VOTE: _____

<u>Made by</u> Gray <input type="checkbox"/>	<u>Seconded</u> Gray <input type="checkbox"/>	<u>Reported</u> Gray <input type="checkbox"/>
<u>Senator:</u> Innis <input type="checkbox"/>	<u>by Senator:</u> Innis <input type="checkbox"/>	<u>by Senator:</u> Innis <input type="checkbox"/>
Bradley <input type="checkbox"/>	Bradley <input type="checkbox"/>	Bradley <input type="checkbox"/>
Birdsell <input type="checkbox"/>	Birdsell <input type="checkbox"/>	Birdsell <input type="checkbox"/>
Pearl <input type="checkbox"/>	Pearl <input type="checkbox"/>	Pearl <input type="checkbox"/>
D'Allesandro <input type="checkbox"/>	D'Allesandro <input type="checkbox"/>	D'Allesandro <input type="checkbox"/>
Rosenwald <input type="checkbox"/>	Rosenwald <input type="checkbox"/>	Rosenwald <input type="checkbox"/>

<u>Committee Member</u>	<u>Present</u>	<u>Yes</u>	<u>No</u>	<u>Reported out by</u>
Senator Gray, Chairman	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Senator Innis, Vice-Chair	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Senator Bradley	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Senator Birdsell	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Senator Pearl	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Senator D'Allesandro	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Senator Rosenwald	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Amendments: _____

Notes: _____

Committee Report

STATE OF NEW HAMPSHIRE

SENATE

REPORT OF THE COMMITTEE
FOR THE CONSENT CALENDAR

Tuesday, March 7, 2023

THE COMMITTEE ON Education

to which was referred **SB 140-FN**

AN ACT

relative to establishing a program for the
recruitment of educators.

Having considered the same, the committee recommends that the Bill

OUGHT TO PASS

BY A VOTE OF: 5-0

Senator Carrie Gendreau
For the Committee

This legislation would establish a state program for the recruitment of educators and paraprofessionals. The program would provide financial assistance; specifically, stipends for student teachers and grants for higher education institutions. Eligibility is determined by placement as a student teacher, or as a candidate working towards an initial certificate. The program would be administered by the higher education commission.

Peter Mulvey 271-4063

FOR THE CONSENT CALENDAR

EDUCATION

SB 140-FN, relative to establishing a program for the recruitment of educators.

Ought to Pass, Vote 5-0.

Senator Carrie Gendreau for the committee.

This legislation would establish a state program for the recruitment of educators and paraprofessionals. The program would provide financial assistance; specifically, stipends for student teachers and grants for higher education institutions. Eligibility is determined by placement as a student teacher, or as a candidate working towards an initial certificate. The program would be administered by the higher education commission.

Docket of SB140

Bill Title: relative to establishing a program for the recruitment of educators.

Official Docket of SB140.:

Date	Body	Description
1/19/2023	S	Introduced 01/19/2023 and Referred to Education; SJ 5
1/25/2023	S	Hearing: 01/31/2023, Room 101, LOB, 09:00 am; SC 8
3/7/2023	S	Committee Report: Ought to Pass, 03/16/2023; Vote 5-0; CC; SC 13
3/16/2023	S	Ought to Pass: MA, VV; Refer to Finance Rule 4-5; 03/16/2023; SJ 10
3/22/2023	S	Committee Report: Ought to Pass, 03/30/2023; SC 15
3/30/2023	S	Ought to Pass: MA, VV; 03/30/2023; SJ 12
3/30/2023	S	Sen. Gray Moved Laid on Table, MA, VV; 03/30/2023; SJ 12
3/30/2023	S	Pending Motion OT3rdg; 03/30/2023; SJ 12

NH House

NH Senate

Docket of SB140		
01/19/2023	S	Introduced 01/19/2023 and Referred to Education; SJ 5
01/25/2023	S	Hearing: 01/31/2023, Room 101, LOB, 09:00 am; SC 8
03/07/2023	S	Committee Report: Ought to Pass, 03/16/2023; Vote 5-0; CC; SC 13
03/16/2023	S	Ought to Pass: MA, VV; Refer to Finance Rule 4-5; 03/16/2023; SJ 10
03/22/2023	S	Committee Report: Ought to Pass, 03/30/2023; SC 15
03/30/2023	S	Ought to Pass: MA, VV; 03/30/2023; SJ 12
03/30/2023	S	Sen. Gray Moved Laid on Table, MA, VV; 03/30/2023; SJ 12
03/30/2023	S	Pending Motion OT3rdg; 03/30/2023; SJ 12

Other Referrals

Senate Inventory Checklist for Archives

Bill Number: SB140-FN

Senate Committee: FINANCE-2ND Comm
BILL

Please include all documents in the order listed below and indicate the documents which have been included with an "X" beside

Final docket found on Bill Status

Bill Hearing Documents: {Legislative Aides}

- Bill version as it came to the committee
- All Calendar Notices
- Hearing Sign-up sheet(s)
- Prepared testimony, presentations, & other submissions handed in at the public hearing
- Hearing Report
- Revised/Amended Fiscal Notes provided by the Senate Clerk's Office

Committee Action Documents: {Legislative Aides}

All amendments considered in committee (including those not adopted):

- amendment # _____ - amendment # _____
- amendment # _____ - amendment # _____
- Executive Session Sheet
- Committee Report

Floor Action Documents: {Clerk's Office}

All floor amendments considered by the body during session (only if they are offered to the senate):

- amendment # _____ - amendment # _____
- amendment # _____ - amendment # _____

Post Floor Action: (if applicable) {Clerk's Office}

- Committee of Conference Report (if signed off by all members. Include any new language proposed by the committee of conference):
- Enrolled Bill Amendment(s)
- Governor's Veto Message

All available versions of the bill: {Clerk's Office}

- as amended by the senate as amended by the house
- final version

Completed Committee Report File Delivered to the Senate Clerk's Office By:

Debra A. Martore
Committee Aide

07/17/23
Date

Senate Clerk's Office AM PR

Senate Inventory Checklist for Archives

Bill Number: SB 140

Senate Committee: EDUCATION

Please include all documents in the order listed below and indicate the documents which have been included with an "X" beside

Final docket found on Bill Status

Bill Hearing Documents: {Legislative Aides}

- Bill version as it came to the committee
- All Calendar Notices
- Hearing Sign-up sheet(s)
- Prepared testimony, presentations, & other submissions handed in at the public hearing
- Hearing Report
- Revised/Amended Fiscal Notes provided by the Senate Clerk's Office

Committee Action Documents: {Legislative Aides}

All amendments considered in committee (including those not adopted):

___ - amendment # _____ ___ - amendment # _____
 ___ - amendment # _____ ___ - amendment # _____

- Executive Session Sheet
- Committee Report

Floor Action Documents: {Clerk's Office}

All floor amendments considered by the body during session (only if they are offered to the senate):

___ - amendment # _____ ___ - amendment # _____
 ___ - amendment # _____ ___ - amendment # _____

Post Floor Action: (if applicable) {Clerk's Office}

- Committee of Conference Report (if signed off by all members. Include any new language proposed by the committee of conference):
- Enrolled Bill Amendment(s)
- Governor's Veto Message

All available versions of the bill: {Clerk's Office}

___ as amended by the senate ___ as amended by the house
 ___ final version

Completed Committee Report File Delivered to the Senate Clerk's Office By:


 Committee Aide

8-3-23
 Date

Senate Clerk's Office AK