

1 A CONCURRENT RESOLUTION directing the Legislative Research Commission
2 to examine issues affecting school district employment.

3 WHEREAS, through committee hearings and testimony, the General Assembly has
4 taken notice of the reports of teacher shortages in the Commonwealth's classrooms; and

5 WHEREAS, an assortment of data must be collected and analyzed in order to
6 examine the multitude of causes and factors impacting the workforce of public schools;

7 NOW, THEREFORE,

8 *Be it resolved by the House of Representatives of the General Assembly of the*
9 *Commonwealth of Kentucky, the Senate concurring therein:*

10 ➔Section 1. The Legislative Research Commission is hereby directed to conduct
11 a project to assess factors that may contribute to teacher shortages in the classroom by
12 collecting and reviewing data and providing analysis that includes:

13 (1) Surveys of current teachers and teachers who have retired since July 1, 2019, to
14 measure:

15 (a) Attitudes towards the teaching profession and how those attitudes relate to
16 teacher recruitment and retention; and

17 (b) Current issues in the teaching environment including:

18 1. Student discipline;

19 2. Difficulties in the work environment;

20 3. Support from school and district administrators; and

21 4. Support from parents and guardians;

22 (2) Surveys of school superintendents to solicit any strategies the district is
23 implementing to address changing district population sizes and the resulting
24 changes in state funding received by the district from the Support Education
25 Excellence in Kentucky (SEEK) fund;

26 (3) Surveys of school superintendents to identify what incentives or salary adjustments
27 are being used to recruit or retain teachers in high demand positions and how

1 effective those incentives have been;

2 (4) Data identifying districts with falling enrollment, those districts' changes in average
3 daily attendance from the 2018-2019 to the 2022-2023 school year, and the changes
4 in SEEK distributions to those districts from the 2019-2020 to the 2023-2024
5 school years; and

6 (5) Data and analysis outlining teacher compensation that:

7 (a) Includes the various forms of benefits provided, including the most recent
8 retirement benefit program, that allows for comparisons at different stages of
9 career; and

10 (b) Provides comparisons:

- 11 1. Of different regions of the state;
- 12 2. With competing careers; and
- 13 3. With teachers of neighboring states.

14 ➔Section 2. The project shall be conducted by the Office of Education
15 Accountability with assistance provided by the Office of the Chief Economist and the
16 Office of Budget Review as needed. Pursuant to KRS 7.410(2)(d), the project shall be in
17 addition to and designed to supplement the 2023 Research Agenda approved by the
18 Education Assessment and Accountability Review Subcommittee. The Office of
19 Education Accountability shall solicit any advice on the scope and methods of the project
20 from the Education Assessment and Accountability Review Subcommittee or the co-
21 chairs of the subcommittee.

22 ➔Section 3. As necessary, the Office of Education Accountability, as an office of
23 the Legislative Research Commission, shall request the assistance of the Kentucky
24 Department of Education, local school districts, the Kentucky Center for Statistics, the
25 Teachers' Retirement System, the Kentucky Retired Teachers Association, or any other
26 entity that would be able to assist in obtaining data and responses for the project.

27 ➔Section 4. A written report encompassing the entirety of the project shall be

1 submitted by the Office of Education Accountability to the Interim Joint Committee on
2 Education and the Interim Joint Committee on Appropriations and Revenue by December
3 1, 2023.

4 ➔Section 5. Provisions of this Resolution to the contrary notwithstanding, the
5 Legislative Research Commission shall have the authority to alternatively assign the
6 issues identified herein to an interim joint committee or subcommittee thereof and to
7 designate a study completion date.