

## **Testimony on House Bill 2034**

**February 4, 2015**

Kansas National Education Association

Kansas Association of School Boards

Kansas School Superintendents Association

United School Administrators/Kansas

Thank you for the opportunity to appear today to talk about House Bill 2034. We represent the Kansas National Education Association, Kansas Association of School Boards, Kansas School Superintendents Association, and United School Administrators-Kansas.

We rise together in opposition to House Bill 2034.

At the conclusion of the 2013 legislative session, following long and often contentious debates on a number of collective bargaining bills, our organizations were charged with working together to craft recommended changes to the professional negotiations act.

Over the past 18 months, our leaders have taken that challenge seriously, meeting on a regular basis, and seeking consensus on how to make collective bargaining more effective, more efficient, more focused, and less contentious.

We finalized our agreements on January 21.

The bill before you today is quite different from our recommendations and so we stand here in opposition.

We urge this committee to instead consider legislation enacting our proposed changes to collective bargaining.

We have had conversations about the agreement with Rep. Marvin KleeB who initially asked us to take on this task, with Representatives Highland, Lunn, Macheers, and Barker, and with the members of the Senate Education Committee.

A bill has been drafted that encompasses our agreement and has been introduced in the Senate Education Committee. We would hope that this committee would introduce and enact the same bill.

The agreement includes the following changes:

### **Proposed Changes to the PNA**

Developed by Representatives from KNEA, USA Kansas, KSSA and KASB

1. Both sides agree to negotiate compensation every year. Compensation includes salary and wages, supplemental contract salaries, and pay for overtime.

2. Each side could then submit up to five items from the list of thirty mandatorily negotiable items. The negotiations team would be required to negotiate all of those five. This makes the maximum number of mandatory items to be negotiated in any given year between five (if both sides noticed the same items) and ten (if both sides noticed five different items).
3. All other items would then be considered permissive. If both sides agree to negotiate them, they could be discussed. This would include any leftover items from the current mandatory list of thirty, or any other item the two sides want to negotiate that might currently be considered permissive.
4. Joint training for members of the negotiations team will be mandatory. Content and format for will determined by the local negotiations team.
5. The notification date will be changed from February 1 to March 31.
6. The impasse date will be changed from June 1 to July 31.
7. KNEA and KASB agree to have their legal staff work on common model language for disciplinary procedures that could be included in future contracts. (Ready for implementation 2016-2017.)
8. KNEA and KASB agree to have their legal staff work on common model language for wearing apparel that could be included in future contracts. (Ready for implementation 2016-2017.)
9. All new or merged entities created after the effective date of these changes shall not be limited to the restrictions agreed to by the parties and presented to the Legislature for approval during the 2015 legislative session.
10. All parties agree to support this and only this change to the PNA language during the 2015 Legislative Session.
11. This agreement takes effect upon adoption by each group's governing board.
12. If adopted into law, the new process would be effective July 1, 2015.

We urge this committee to consider legislation enacting the collaborative agreement reached by our four organizations. To that end, we ask that you reject House Bill 2034 and introduce a separate bill drafted to enact our recommendations.