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MEMORANDUM

To: Chairman Highland and members of the House Education Committee
From: Tamera Lawrence, Assistant Revisor of Statutes
Date: January 19, 2016
Subject: Merit Pay for Teachers Statutes

Kansas does not have a statute specifically providing for a teacher merit pay program that would tie a teacher's compensation to classroom performance. If a district in Kansas wanted to provide for such merit compensation, it could be done at the local district level. The professional negotiations act (K.S.A. 72-5423), requires compensation be negotiated. Kansas law does, however, promote teacher's professional improvement primarily in two statutory programs: (1) the mentor teacher program and (2) the education professional development act.

Mentor Teacher Program

The mentor teacher program (K.S.A. 72-1412 et seq.) allows a local board of education to provide probationary teachers with professional support and continuous assistance of an on-site mentor teacher. Mentor teachers are selected by the board of education on the basis of having demonstrated exemplary teaching ability as indicated by criteria established by the state board of education and participation in and successful completion of a training program. Districts with mentor teacher programs could apply for a grant from the state that would provide an annual stipend up to \$1,000 for mentor teachers above their regular salary. This program has not received state funding since FY 2012.

Education Professional Development

The education professional development act was enacted to promote continuous professional development, diversification in academic foundations or subject knowledge, improvement in job effectiveness, enhancement of skills and techniques, and competent on-the-job performance of all certificated school personnel (K.S.A. 72-9601 et seq.). Under this act, local school boards are required to establish a professional development program and may apply for state aid for part of the cost of maintaining such program. The state board is responsible for approving such programs and for the allocation and distribution of any available state aid to local districts. This program has not received state funding since FY 2009.