



**KANSAS ASSOCIATION  
OF SCHOOL BOARDS**

Serving Educational Leaders, Inspiring Student Success

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**Testimony on SB 469 - Recertification of professional employees' organizations under the  
professional negotiations act**

before the  
**Senate Committee on Commerce**

by:

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**Also Representing:  
Kansas National Education Association,  
Kansas School Superintendents Association and  
United School Administrators of Kansas**

**March 9, 2016**

Madam Chair, Members of the Committee:

Thank you for the opportunity to comments on **SB 469**. I have been asked to speak on behalf of all four organizations in opposition to this measure.

More than two years ago, our organizations were asked by the Chairman of the House Commerce, Labor and Economic Development Committee to see if we could reach agreement on changes to the Professional Negotiations Act (PNA) that would address a number of concerns by our various members.

After extensive negotiations, all groups agreed to support a bill which the 2015 Legislature passed in HB 2353 by large margins. This bill represented the first substantial changes in board and teacher negotiations in decades. It was a process in which all sides compromised. Contingent upon reaching agreement was that all groups would support only those changes reached by consensus, and would oppose any additional changes in the PNA. As a result, we appear today in joint opposition to this bill.

Regarding the specific policy in SB 469: over many months of internal discussion our organizations heard a number of concerns about board and teacher negotiations that were addressed in last year's bill. The issue of certification of the professional employees' organization was not addressed because it simply never came up as a problem. Speaking only for KASB, I can say that over more than a 18 months of

regional discussion, membership surveys and discussion among our Legislative Committee members and Board of Directors, the issue raised by SB 469 was never raised as a concern of school board members or administrators.

There are already procedures in current law to challenge the designed teacher representative and require an election to determine majority support.

Requiring an annual vote seems to all of us to be an unnecessary waste of time and resources when school districts and teachers are dealing with an array of other issues. The processes set out in SB 469 would create extreme instability in employee-employer relations. Not only would teachers be continually challenged in working with their representative organization but administrators and school boards would never know who will be their point of contact when dealing with personnel issues and contract negotiations. Simply said, SB 469 could potentially make the negotiations process more difficult for both teachers and school districts.

Further, this requirement for annual recertification essentially would turn bargaining into a year round continuous process. The changes we agreed to last year were intended to make the process more efficient by shortening timelines and limiting topics. This bill would undo the changes we proposed that streamline the process.

As representatives of school boards, school superintendents, administrators, and teachers, we ask that you provide us with the tools to establish positive employee-employer relations. Together we agreed to make the process better and we think it is working. Please listen to the voices of those of us who do this work on a daily basis. We ask that you reject SB 469.

Thank you for your consideration.