

MINUTES OF THE HOUSE COMMITTEE ON EDUCATION

The meeting was called to order by Representative Don Crumbaker at
Chairperson

3:30 a.m./p.m. on February 21, 1984 in room 519-S of the Capitol.

All members were present ~~except~~

Committee staff present:

Avis Swartzman, Revisor of Statutes' Office
Ben Barrett, Legislative Research
Dale Dennis, State Department of Education
Judy Crapser, Secretary to the Committee

Conferees appearing before the committee:

Representative Marvin Barkis
Craig Grant, Kansas-National Education Association
John Koepke, Kansas Association of School Boards
Representative Lee Hamm
Darrell Brant, Isabelle resident
Richard Funk, Kansas Association of School Boards
Representative Lloyd Polson
Jim Weixelman, Baileyvill USD #451
Larry Geil, Flint Hills USD #492
Onan Burnett, Topeka USD #501
Merle Cales, Macksville USD #351
Representative Vernon Williams
Jim Edwards, Kansas Chamber of Commerce and Industry

The minutes of February 14 and February 15, 1984 were approved as written.

The Chairman opened this day's hearings by recognizing Representative Marvin Barkis who presented HB 2838. This legislation creates a new school district temporary special revenue fund and authorizes the transfer of monies to that fund. (ATTACHMENT I, II, III)

Craig Grant, Kansas-National Education Association, offered testimony in support of HB 2838. (ATTACHMENT IV)

John Koepke, Executive Director of Kansas Association of School Boards, testified in opposition of HB 2838. He stated KASB feels the provisions in this bill would impact the concept of school district equalization adversely. As this bill offers no new revenue, it leaves the school districts with small capital outlay funds at a distinct disadvantage. These districts use excess money for funding mandated programs. Mr. Koepke suggested this is a short-term fix when a long term commitment is what is required.

This concluded the hearing for HB 2838. The Chairman called for hearings on HB 2869 which affects transportation provisions of school districts through the state board of education.

Representative Lee Hamm presented HB 2869. (ATTACHMENT V) The attached map points out the area of Representative Hamm's concern. (ATTACHMENT VI)

Darrell Brant, resident of Isabelle, testified in support of HB 2869. (ATTACHMENT VII)

Dr. Richard Funk, Assistant Executive Director of Kansas Association of School Boards, offered testimony in opposition of HB 2869. (ATTACHMENT VIII)

This concluded the hearing for HB 2869. The Chairman turned to the hearing for HB 2972.

Representative Lloyd Polson presented HB 2972 which addressed how school teachers should be paid. He stated this was not a merit pay plan, but an effort to help eliminate the "dead wood". (ATTACHMENT IX) He further added that students are being wasted with the present status quo and the state needs to make some changes to tap their potential.

Jim Weixelman, Superintendent of Baileyville USD #451, testified in support of HB 2972. He stated this bill provides a tangible form of motivation for below average teachers to improve their teaching skills. At present, there are problems of mediocrity because of

Unless specifically noted, the individual remarks recorded herein have not been transcribed verbatim. Individual remarks as reported herein have not been submitted to the individuals appearing before the committee for editing or corrections.

CONTINUATION SHEET

MINUTES OF THE HOUSE COMMITTEE ON EDUCATION,
room 519-S, Statehouse, at 3:30 ~~am~~/p.m. on February 21, 19 84

of being tied to a salary scale regardless of performance.

Dr. Richard Funk, Kansas Association of School Boards, testified in support of HB 2972.
(ATTACHMENT X)

Larry Geil, Superintendent at Flint Hills USD #492, testified in support of HB 2972.
(ATTACHMENT XI)

Onan Burnett, Topeka USD #501, testified in support of HB 2972. (ATTACHMENTS XII, XIII)

Craig Grant, Kansas-National Education Association, testified in opposition of HB 2972.
(ATTACHMENT XIV)

Merle Cales, Superintendent at Macksville USD #351, testified in support of HB 2972.
He stated his concern that quality education should be of the highest priority. The
present methods seem inadequate for that long term goal. He felt a method of renewal is
desired at this time and this legislation would be quite satisfactory.

The Chairman turned the hearings to HB 2844. Representative Vernon Williams presented
HB 2844 which offers measurable objectives pay plans for improved performance, a bonus
pay plan. This proposal is ment to inspire a team effort at the building level. Adoption
of this plan would be permissive with detail and implementation left up to the local
school district. This would be an addition to salary in a lump sum at the end of the
school year.

Jim Edwards, Kansas Chamber of Commerce and Industry, testified in support of HB 2844.
(ATTACHMENT XV)

Dr. Richard Funk, Kansas Association of School Boards, testified in support of HB 2844.
(ATTACHMENT XVI)

Craig Grant, Kansas-National Education Association, testified in opposition of HB 2844.
(ATTACHMENT XVII)

The meeting was adjourned by the Chairman at 5:38 p.m.

The next meeting of the Committee will be February 22, 1984 at 3:30 p.m.

February 1, 1984

SUMMARY OF PROPOSAL

The bill would create a new school district "temporary special revenue fund." This fund would be in existence for two school years — 1984-85 and 1985-86. Money deposited therein could be used for any operating expense of the district or for the purpose of reducing school district general fund property taxes.

The bill amends the capital outlay and supplemental capital outlay statutes to permit school districts to deposit any interest earned on inactive money in such funds in the new temporary special revenue fund or in any of the following special funds of the district: transportation, special education, food service, driver training, adult education, adult supplementary education, vocational education and bilingual education. (Presently, the laws require that such interest be deposited in such capital outlay fund). This flexibility regarding the use of interest generated by a capital outlay fund is a permanent change. It does not sunset after two years as does the temporary special revenue fund.

There are two other important features of the bill. First, the bill authorizes the transfer of money from the following school district funds to the temporary special revenue fund: transportation, special education, food service, driver training, adult education, adult supplementary education, vocational education, bilingual education and capital outlay. The only limit on the amount of the transfer from any of these school district funds to the temporary special revenue fund is that such transfers may not exceed the total amount transferred from the school district general fund to such fund from the 1973-74 school year to the present time.

Second, the bill authorizes school districts to deposit any miscellaneous revenue (principally interest) to the temporary special revenue fund. (The present law allows such money to be deposited in the following funds: special education, vocational education, driver training, food service, transportation, capital outlay, adult education, adult supplementary education and bilingual education.)



TOPEKA

HOUSE OF
REPRESENTATIVES

TESTIMONY BEFORE

HOUSE EDUCATION COMMITTEE

ON HB 2838

February 21, 1984

REPRESENTATIVE, FIFTEENTH DISTRICT
MIAMI COUNTY
ROUTE 2, BOX 150
LOUISBURG, KS 66053MARVIN WM. BARKIS
MINORITY LEADER
ROOM 327-S, CAPITOL BLDG.
TOPEKA, KANSAS 66612
(913) 296-7651

Most Kansans agree that education is among the highest priorities that this Legislature must address.

At the root of the problem is the question of school finance. Where will the dollars come from? And how will we improve the mechanisms by which we distribute and spend education dollars?

Several proposals have taken steps in the right direction.

Modest increases in state aid and modest additional budget authority at the local level have been proposed. The Senate has heard two proposals suggesting that additional dollars should be earmarked for teacher pay. We agree with these intents. There is also growing sentiment that additional local control is needed.

I will tell you today that we cannot solve all of the state's school finance problems in this Legislative Session or perhaps the next. We must develop a set of long range goals for financing schools. This will take time, and it will require bi-partisan cooperation; but we can begin today. The proposal of the House Democrats identifies available dollars and corrects a glaring deficiency in the laws under which schools have been budgeting and managing their funds. It is a proposal that we believe is worthy of serious bi-partisan consideration.

House Democrats agree that additional dollars are needed, and that additional local authority is needed. Our proposal would allow school districts to maximize the use of existing dollars. We propose to relax existing restrictions on transfers and on the use of interest earned on school district funds.

Our proposal is summarized as follows:

(see handout "Summary of Proposal")

If enacted, our proposal will provide immediate authority for school administrators, patrons and teachers to manage their way through the immediate problems that face their districts.

1. We give them unprecedented flexibility to utilize existing dollars.
2. We ensure that the uses of those existing dollars are decided at home, rather than by legislative orders.
3. We focus on the management of money rather than on the raising of additional money.

It is important to note the 2-year sunset on portions of this bill serves notice that this is indeed a short-term proposal.

We stand here today offering not only this proposal, but a commitment.

We as House Democrats are committed to assisting local school boards in working through the short-term crises that face our system of public education.

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February 21, 1984

We further commit to a long-term bi-partisan effort to address the problems of school finance:

1. The use of property taxes as a major funding source for schools.
2. The mix of revenue sources from which we provide state aid to schools; and
3. The methods by which citizens, boards and teachers plan for, budget and spend education dollars.

We urge the leadership in both the House and Senate to join us in this effort.

HANDOUT

TESTIMONY BY REP. MARVIN BARKIS

February 21, 1984

Interest Earnings - Capital Outlay

The provision of HB 2838 that makes the most dollars available to school districts is the provision allowing districts to utilize capital outlay interest earnings for general fund purposes, making approximately \$10 million available dependent upon the amounts in capital outlay funds.

Capital Outlay-State Totals - Unencumbered Balance

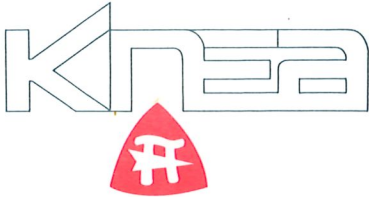
July 1, 1982	July 1, 1983
\$107.42 million	\$112.01 million

In each of the above referenced years, approximately \$10 million in interest earnings could have been utilized for general fund had it not been for the current statutory constraints.

The following table shows available capital outlay dollars in certain selected districts.

UNENCUMBERED CAPITAL OUTLAY FUNDS

<u>USD#</u>	<u>7/1/82</u>	<u>7/1/83</u>
Basehor-Linwood, 458	\$877,000	\$1.20 million
Buhler, 313	518,000	611,000
Chanute, 413	332,000	444,000
Emporia, 253	425,000	868,000
Goodland, 352	781,000	1 million
Hays, 489	848,000	1.03 million
Iola, 257	189,000	261,000
Kansas City, 500	10.49 million	11.94 million
Lawrence, 497	1.73 million	1.97 million
Leavenworth, 453	861,000	813,000
Morris County, 417	1.04 million	214,000
Ness City, 303	81,000	145,229
Oswego, 504	95,000	240,000
Parsons, 503	67,000	158,000
Seaman (Topeka), 345	2.53 million	2.25 million
Shawnee Heights (Topeka), 450	289,000	245,000
Shawnee Mission, 512	4.99 million	3.76 million
Topeka, 501	2.53 million	2.25 million
Vermillion, 380	203,000	154,000
Wichita, 259	10.08 million	8.42 million



Craig Grant Testimony Before
House Education Committee
February 21, 1984

Thank you, Mr. Chairman. Members of the committee, my name is Craig Grant and I represent Kansas-NEA. I appreciate the chance to speak as a proponent of HB 2838.

Since the beginning of the session, and even before that time, Kansas-NEA has been talking to you and your colleagues about a chance--a chance for teachers to negotiate for additional moneys to enhance their salaries. We asked for legislators to look for creative methods in a lean year to find dollars to bring Kansas' salaries up to a fair and equitable level. It is this fairness in relation to other states' salaries for teachers that we have been calling for during the past years. It is the lack of equity with similarly prepared occupations which has both driven teachers out of the profession and kept our best and brightest students from entering the teaching field. Further, it is the fairness and equity with respect to the important role that teachers play in shaping the future of this country--which rests in the classrooms today--that must be addressed.

Kansas-NEA sees HB 2838 as one chance. It mandates nothing, but gives teachers the opportunity to discuss the priority of salaries with an additional funding source--a source which already exists and which would require no additional taxes to fund. Each district is probably different; each district would have different funds from which to draw to establish the temporary revenue fund; however, I believe that each district has some funds available to transfer to the fund.

Admittedly, the fund is only a temporary answer to the funding sources. It expires in 1986. Kansas-NEA hopes and believes that this legislature will come to grips with the entire problem of adequate funding of our schools and specifically of teacher salaries by that time. We realize that the temporary fund will not be earmarked for salaries; however, the use of this

fund will be part of discussions and could be used either to enhance salaries directly or to free other funds within the general fund to pay teachers.

HB 2838 is one answer to our request. It gives us a chance. It provides us that chance without raising taxes. It gives flexibility to districts to deal with the serious problem of teachers' salaries with already existing funds. This concept may help Kansas' teachers receive a fair and equitable salary. For these reasons, Mr. Chairman and members of the committee, Kansas-NEA would ask that you report HB 2838 favorably for passage.

Thank you, Mr. Chairman and members of the committee, for listening to the concerns of teachers.



TOPEKA

HOUSE OF
REPRESENTATIVES

February 21, 1984

LEE HAMM
REPRESENTATIVE, 108TH DISTRICT
CLARK, COMANCHE, KIOWA,
AND PRATT COUNTIES
R.R. 1
PRATT, KANSAS 67124

COMMITTEE ASSIGNMENTS
RANKING MINORITY MEMBER:
AGRICULTURE AND LIVESTOCK
MEMBER: WAYS AND MEANS

TESTIMONY - House Education Committee

Mr. Chairman and members of the Committee; we have a problem which I am sure is not unique, but, is a real one and needs to be addressed in some way.

Because of the way unification of our schools took place many people find themselves in school districts not of their own choosing; because of the closing of attendance centers after unification took place. Ideally, the problem needs to be handled through property transfers or the drawing of new district lines; that is not going to happen. This method has been explored and turned down.

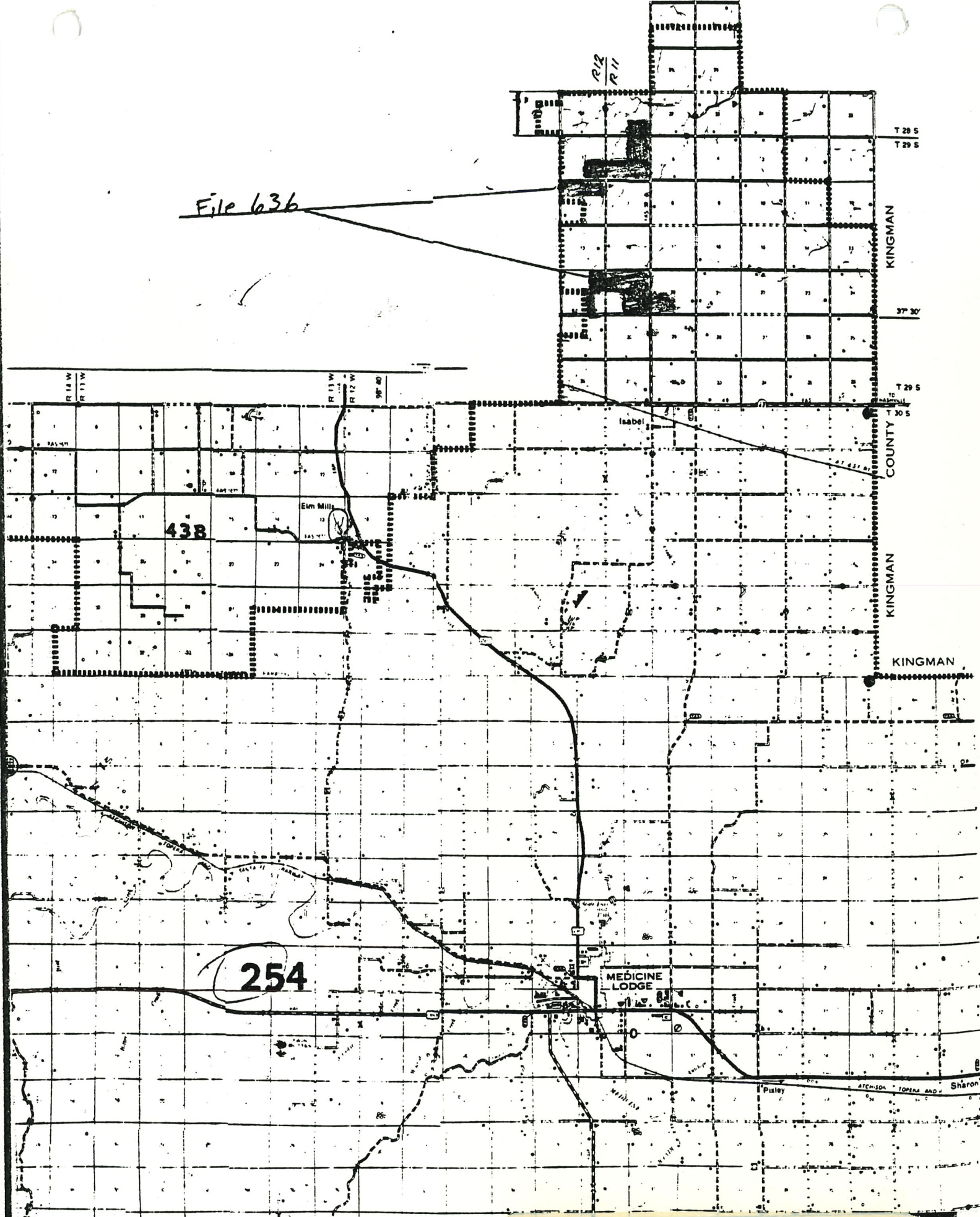
There is no reason in this day and age that parents and children need to be put out and inconvenienced because of some petty hang-up a school board has of not making any concessions so far as allowing another bus to pick up children when they know these children are going somewhere else to school anyway.

This Bill is only a means to try to address that problem through the wisdom of the State Board.

Respectfully submitted,

Lee Hamm, Representative

File 636



I am Darrel Brant from Isabel, Kansas in the southeast corner of Pratt County. We live in a unique area in that four school districts are within a few miles of our farm. They are Cunningham (332), Pratt (382) Skyline (438) and Medicine Lodge (254) that one we actually live in. This is where our problem arises; our children attend Skyline without bus service. When our son started kindergarten, he was allowed bus service. Then the next year the school boards began arguing over the issue and the bus service was stopped.

There are 14 children in this area now attending Skyline without bus service; most are 6th grade or younger, including several pre-school age children. You can see this is going to be a continuing problem for several years. Parents have set up their own ways of transporting the children into the Skyline District to meet the bus. This creates many problems of communication, daily interruptions and extra expense. For the most part, these parents live in Pratt County where Skyline is located. Pratt is our main shopping center, county seat and ASC (Agriculture & Soil Conservation) offices. It is 17 miles from home while Medicine Lodge is 23 miles and we do very little business in Medicine Lodge.

We have attempted, in past years, to transfer into the Skyline District without success. We have met with both school boards on many occasions without any favorable results. We like the Skyline schools for several reasons:

1. It is closer and is a country type school.
2. During bad weather the whole school closes so that the country children are not instantly behind.
3. Many of the teachers are our neighbors and acquaintances.
4. Many of the children attend 4-H together.

As you can see we have tried several different approaches to getting bus service. We feel there has to be a better method of

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of allowing parents living close to several districts to have a choice of where to send their children and to have all the services of the district they choose.

Respectfully submitted,

A handwritten signature in cursive script that reads "Darrel Brant". The letters are fluid and connected, with a prominent loop at the end of the word "Brant".

Darrel Brant
Isabel, Kansas

KANSAS
ASSOCIATION



OF
SCHOOL
BOARDS



5401 S. W. 7th Avenue Topeka, Kansas 66606
913-273-3600

TESTIMONY ON H.B. 2869

by

Richard Funk, Assistant Executive Director
Kansas Association of School Boards

February 21, 1984
House Education Committee

Mr. Chairman and members of the committee:

Thank you for allowing me the opportunity to appear before you today representing 300 of the 305 school districts in the state of Kansas. I appear as an opponent to H.B. 2869.

Today there exists and hopefully will continue to exist a healthy respect between local boards regarding each others boundaries and students. Currently, there are in practice many cooperative agreements and arrangements between local boards across the state. These agreements range from special education to transportation of a district's students into a nonresident district.

H.B. 2869 would force upon local boards a "final determination" rendered by the state board of education into an arena in which they clearly should have no interest. H.B. 2869 would take away the decision-making power of local boards and transfer that to the state board.

There may be many reasons why one district would refuse another districts request to enter into its district for the sole purpose of transporting its students to the nonresident district. We must respect those decisions. I urge you to report unfavorably H.B. 2869.

I would be glad to answer any questions that you may have.

SOLOMON UNIFIED SCHOOL DISTRICT NO. 393

BOARD MEMBERS

CLETA ROBERTS
IG POON MULLEN PRES
JANET F. NK. VICE PRES
LARRY ENHAUS
RAY RICE
ED LANCE
MARVIN COSSAART

SOLOMON - 67480 - KANSAS

JOE L. GRAY - SUPT.

November 7, 1983

ROBERT VEACH
HIGH SCHOOL PRINCIPAL
JOE WIGGINS
GRADE SCHOOL PRINCIPAL
JUANN WALKER
CLERK
BARBARA MYTON
TREASURER

Governor John Carlin
State Capital Building
Topeka, Kansas 66612

*This talks about some court
cases teachers have won.
If you would like a copy,
please advise.*

Dear Governor Carlin,

I am sending a commentary taken from Education Week for your review.

Please understand I do not expect you to make big changes in our educational system even if you could, but I really feel it is time we tell it like it is.

We have just spent a vast amount of money on a study called "A Nation At Risk", which decided a longer school year, more home work, increased units required to graduate (to mention a few) would improve education in these United States.

I felt at the time the report avoided the big issue and I have not changed my mind. If the money and time used in courts was channeled into the education of students, we could make a marked improvement in education immediately.

Let's face the facts once. We have a large number of inferior teachers in our schools that are border line and work just enough to avoid dismissal. Many of these teachers are only teaching because School Boards and Administrators don't want to spend time and money in courts to remove them, and probably lose the case anyway.

We may face a reduction in staff here at Solomon for the school year 1984-85. Will we keep the best and release the less efficient? This probably won't happen because of the anticipated results.

ATTACHMENT IX (2-21-84) HOUSE EDUCATION

SOLOMON UNIFIED SCHOOL DISTRICT NO. 393

BOARD MEMBERS

CLETA ROBERTS
J.G. "Dode" MULLEN, PRES.
JANET FINK, VICE PRES.
LARRY EINHAUS
MAY RICE
ED LANCE
MARVIN COSSAART

SOLOMON - 67480 - KANSAS

JOE L. GRAY - SUPT.

ROBERT VEACH
HIGH SCHOOL PRINCIPAL
JOE WIGGINS
GRADE SCHOOL PRINCIPAL
JOANN WALKER
CLERK
BARBARA MYTON
TREASURER

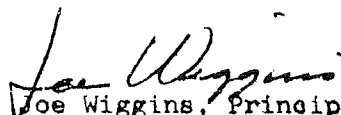
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I realize the teacher tenure law in its present form is not the only problem in education today, but I feel it is a big factor that is never mentioned.

Our school district is no different than others in the state of Kansas. We have instructors that are good to outstanding regardless of tenure, pay, or teaching conditions. We also have those who spend their teaching time worrying about grievance committees, arrival and departure times, and release time from the classroom to mention a few. Negotiations cover areas such as more sick leave, more personal leave, more extra duty pay, but seldom address issues for improvement of curriculum and education in general.

Allow us to keep the best people in the education business, pay those people what they are worth and we will see an immediate improvement in education.

It is time to tell it like it is!


Joe Wiggins, Principal
Solomon Elementary School
Solomon, Kansas 67480

ENC:
JW:kc

KANSAS
ASSOCIATION



OF
SCHOOL
BOARDS

5401 S. W. 7th Avenue Topeka, Kansas 66606
913-273-3600

TESTIMONY ON H.B. 2972

by

Richard Funk, Assistant Executive Director
Kansas Association of School Boards

February 21, 1984
House Education Committee

Mr. Chairman and members of the Committee:

Thank you for allowing me to appear before you today representing 300 of the 305 school districts in the state of Kansas. I appear before you as a proponent to H.B. 2972.

We feel as most others do that unsatisfactory performances should not be rewarded. We support H.B. 2972 since we feel that it may provide an alternative for districts to follow in the areas of administrator and teacher evaluation. Boards would have three alternatives for personnel evaluated unsatisfactorily: termination, nonrenewal, or no base salary increase. It is known that this procedure is followed in private business and even our state agencies.

We would like to recommend that some thought be given to a mechanism by which those personnel doing the evaluation receive additional training in the areas of supervision, evaluation and remediation.

I will be happy to answer any questions you may have.

ATTACHMENT X

(2-21-84)
HOUSE EDUCATION

BOARD MEMBERS

JOE COPE
LYLE GRAY
VENETTIA MADDUX
FRANK MYERS
CHAD PATTON
EUGENE SHANNON
DAVID SUNDGREN

**FLINTHILLS
Unified District 492**

LARRY L. GEIL, Superintendent

Phone (316)476-2215

Rosalia, Kansas 67132

CHARLES HENNEN
High School Principal
(316)476-2215

STEVEN TERRY
Rosalia Grade Principal
(316)476-2218

STEVEN TERRY
Cassoday Grade Principal
(316)735-4428

HOUSE EDUCATION COMMITTEE

February 21, 1984

House Bill No. 2972

Never in the history of education has public pressure for accountability and the rewarding of excellent teachers been greater. Under present salary schedules all teachers are rewarded equally. Boards of education are beginning to feel pressure from the general public because of this equal rewarding of all teachers regardless of their evaluations.

Under Kansas tenure law a below standard or unsatisfactory teacher may remain in the school district while being given a chance to improve. Therefore, school districts find themselves in the position of increasing the salaries of the below standard or unsatisfactory teachers because of standardized salary schedules and the teacher tenure law,

This bill will curtail the practice of rewarding below standard or unsatisfactory teachers and for these reasons we would urge this committee to report this bill favorably to the House of Representatives.



Larry L. Geil
Superintendent

ARTICLE XXI
MONITORING

All monitoring or observation of the work performance of a teacher shall be conducted openly. There shall be no monitoring of the lounges and workrooms with electronic devices, audio systems or similar devices without the knowledge of the teachers.

ARTICLE XXII
EVALUATION PROCEDURE

It is understood that an evaluator may make oral suggestions or criticism with regard to a professional employee's performance at any time during the duty year in an effort to assist them improve their performance. However, the formal evaluator's responsibility may be assigned by the Board or the Superintendent of Schools and shall include but not be limited to the following:

1. An orientation to familiarize all professional employees with the evaluation procedures established by the Board, and its purpose, during the first two weeks of the school year. Said orientation may be in written form.
2. Professional employees with less than two (2) years consecutive service from their last date of hire, shall be formally evaluated at least once each semester, before the fortieth (40th) school day of the semester, unless they have not been employed for the entire semester.
3. Professional employees with two (2) but less than five (5) years service shall be formally evaluated at least once each contract year, not later than February 15.
4. Professional employees with more than four (4) years service shall be evaluated at least once in every three (3) years, not later than February 15 of the school year in which the employee is evaluated.
5. Each formal evaluation must be preceded by two (2) separate classroom observations, if applicable. If not applicable, the observations shall be at any time during the performance of the regular duty assignment, and each shall be for a continuous period of not less than fifteen (15) minutes as recorded by the evaluator prior to completing the formal written evaluation. It is further understood that the evaluator may rely on additional observations during the performance of the employee's duty assignment. This is not intended to require the professional employee to have knowledge of the specific periods during which they have been observed for evaluation purposes by the evaluator.
6. Each professional employee shall be given an opportunity to confer with the evaluator at the time he/she receives a copy of the written formal evaluation.
7. If a professional employee receives an evaluation marked, "nonrenewal" or "probational renewal" a copy of the evaluation with attachments will be forwarded to the Area Director. Thereafter the evaluator and the professional employee shall meet as soon as possible, at a time mutually agreeable, provided the professional employee makes a request for such a meeting, in writing. If the evaluation is marked "nonrenewal" the evaluator shall explain the reasons for such recommendation during the meeting. In the event the evaluation is marked "probational renewal," and if the professional employee requests a meeting, in writing, both the professional employee and the evaluator shall make an effort to agree on the manner in which improvement will be made by the professional employee. This agreement shall be reduced to writing, initialed by each and attached to the evaluation. Failing agreement each shall attach, in writing, what, in their opinion, they believe will result in the professional employee's improvement.
It is understood that an employee need not receive a probational renewal evaluation prior to a nonrenewal evaluation.
8. Any professional employee receiving an evaluation marked "probational renewal" as provided in this Article, may within five (5) school days thereafter request a review of the evaluation by the Superintendent or his/her designee. Said request shall be in writing and may include a request for a conference. The Superintendent or his/her designee shall thereafter arrange a conference if one is requested within ten (10) school days or within a mutually agreeable time after the request for review is received.

The Superintendent shall review any "probational renewal" evaluation and he/she shall make the final determination whether said probational renewal is for cause. In this event, the Superintendent or his/her designee shall give said professional employee official written notice that the salary increase included herein is forfeited, but it shall be restored to the salary level to which it would have been if said professional employee had not been placed on probation at the beginning of the next school year, provided said professional employee received an evaluation marked, "recommended renewal of contract," as provided in this Article.

9. Whenever an evaluation is made pursuant to this section, the written document shall be presented to the professional employee and said professional employee shall acknowledge such presentation by his/her signature thereon. At any time within two (2) weeks after such presentation the professional employee may respond in writing to the evaluator, who shall initial it verifying date of receipt with a copy to be sent to the Personnel Department. (19)

THE TOPEKA PUBLIC SCHOOLS
 UNIFIED SCHOOL DISTRICT NO. 501
 TOPEKA, KANSAS

GENERAL EVALUATION SUMMARY

Name _____ School _____
 Assignment _____ Date _____

All of the following areas were considered in this evaluation:

I. Professional Skills

- A. Subject Matter Knowledge.
- B. Planning and Organizing.
- C. Classroom Management and Control.
- D. Teaching Techniques.
- E. Use of Teaching Aids/Resources/Special Services.
- F. Motivation of Students.
- G. Resourcefulness and Attention to Details.

Comments by Evaluator: _____

I. Interpersonal Relationships

- A. Fosters Mutual Respect with Students, Parents, Staff, and Community.
- B. Communicating Individual and Group Contacts.
- C. Maintaining Positive and Reasonable Expectations Regarding Behavior, Achievement, Cooperation, and Responsibility as Related to Students, Parents, Staff, and Community.
- D. Willingness to Go Beyond Normal Expectations in Involvements with Students, Parents, Staff, and Community.
- E. Involvement of Students, Parents, Staff, and Community in the Educational Program.

Comments by Evaluator: _____

III. Personal Characteristics

- A. Maintains Appearance Appropriate to the Occasion in Contacts with Students, Parents, Staff, and Community.
- B. Voice and Speech Effective in Communicating with Students, Parents, Staff, and Community.
- C. Attitude Toward Students, Parents, Staff, and Community.
- D. Habits and Mannerisms with Students, Parents, Staff, and Community.
- E. Emotional Maturity Displayed in Contacts with Students, Parents, Staff, and Community.
- F. Physical Competency Reflected in Performance with Students, Parents, Staff, and Community.
- G. Punctuality and Attendance Appropriate for Assignment.

Comments by Evaluator: _____

Additional Comments by Evaluator (if any): _____

Comments by Teacher (if any): _____

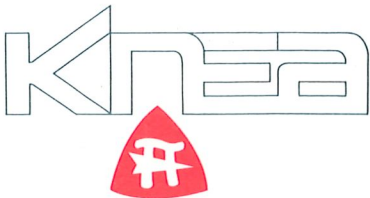
RECOMMENDATIONS FOR NEXT YEAR (Not to be completed for the first semester evaluation of teachers being evaluated two times per year.)

- a. Renew Contract
- b. Probationary Renewal
- c. Non-renewal

THE EVALUATION PROCESS HAS BEEN FOLLOWED. (The teacher's signature does not necessarily imply agreement with the content.)

Teacher _____ Date _____
 Evaluator _____ Date _____
 Principal _____ Date _____

Distribution:
 Original - Personnel Office
 1 copy - Education Division
 1 copy - Principal
 1 copy - Teacher



Craig Grant Testimony Before
House Education Committee
February 21, 1984

Thank you, Mr. Chairman. Members of the committee, my name is Craig Grant and I represent Kansas-NEA. I appreciate the opportunity to speak to you about HB 2972.

HB 2972 provides for a freezing of a person's salary placement if that person has a below standard or unsatisfactory evaluation. An individual would only be eligible for a raise the next year if the evaluation would become satisfactory. Such a proposal is not one that is new to me. It is one that I saw proposed by school boards during negotiations for the last fourteen years I have been negotiating contracts in Kansas. In fact, I even tentatively agreed to proposals similar to that before you today in negotiations. However, Kansas-NEA must oppose HB 2972 for basically three reasons.

Kansas-NEA believes that teacher compensation and the ramifications surrounding it are definitely "terms and conditions of employment" and, as such, should be negotiated at the local level. There is usually a "quid pro quo" which accompanies acceptance of such a proposal. This proposal should be negotiated by the local districts if they feel that there is a problem.

Second, Kansas-NEA believes that the evaluation systems which are in place presently, including the training provided to the administrators, are inadequate for the plan to work statewide. Kansas-NEA wants the appraisal systems to work well; however, when the ones in place now cannot identify adequately the poor teacher for assistance or even for nonrenewal, we are basing a new system on a totally inadequate procedure which is now in place.

Third, Kansas-NEA believes that if a person does have a poor evaluation, that person, along with the administrator, should work extremely hard to overcome the deficiencies. Faced with a possible nonrenewal the next year, the teacher should not have to worry additionally about being able to pay bills and keep food on the table. This additional worry of a salary freeze

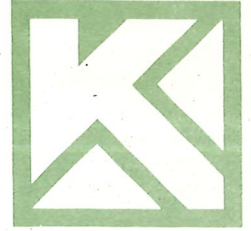
may very well have the effect of lessening the effort to improve the teaching performance.

Kansas-NEA understands and can appreciate the reasoning behind HB 2972. However, we must respectfully disagree with the concept for the reasons outlined above. We believe that the bill will not accomplish the goal proposed. Therefore, we ask that the committee report HB 2972 unfavorably for passage.

Thank you, Mr. Chairman and members of the committee, for listening to the concerns of teachers.

LEGISLATIVE TESTIMONY

Kansas Chamber of Commerce and Industry



500 First National Tower One Townsite Plaza Topeka, KS 66603-3460 (913) 357-6321

A consolidation of the
Kansas State Chamber
of Commerce,
Associated Industries
of Kansas,
Kansas Retail Council

HB 2844

February 21, 1984

KANSAS CHAMBER OF COMMERCE AND INDUSTRY

Testimony Before the HOUSE EDUCATION COMMITTEE

Mr. Chairman and Members of the Committee:

My name is Jim Edwards, Director of Public Affairs for the Kansas Chamber of Commerce and Industry, and I am here today to present our position on HB 2844.

The Kansas Chamber of Commerce and Industry (KCCI) is a statewide organization dedicated to the promotion of economic growth and job creation within Kansas, and to the protection and support of the private competitive enterprise system.

KCCI is comprised of more than 3,000 businesses plus 215 local and regional chambers of commerce and trade organizations which represent over 161,000 business men and women. The organization represents both large and small employers in Kansas, with 55% of KCCI's members having less than 25 employees, and 86% having less than 100 employees.

The KCCI Board of Directors establishes policies through the work of hundreds of the organization's members who make up its various committees. These policies are the guiding principles of the organization and translate into views such as those expressed here.

KCCI believes that the Kansas educational system is one of the finest and in order for it to continue to provide the students with an education that is meaningful, while

assuring those that pay for the schooling and adequate return, certain steps must be taken. One of these steps would be the enhancement of Kansas elementary and secondary classroom teachers' salaries using performance based increases. This should assist in the retention and recognition of superior teachers.

We therefore support the concept of HB 2844 in addressing merit pay. While there are no easy, one-step answers to merit pay, it is evident to most that teachers' salaries need to be addressed and using a performance-based system of increases would be fair to all parties.



TESTIMONY ON H.B. 2844

by

Richard Funk, Assistant Executive Director
Kansas Association of School Boards

February 21, 1984
House Education Committee

Mr. Chairman and members of the committee:

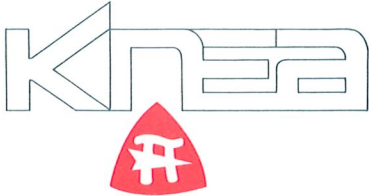
Thank you for giving me the opportunity to appear before you today representing 300 of the 305 school districts in the state of Kansas. I appear as a proponent to H.B. 2844.

We feel that H.B. 2844 has many positive concepts incorporated within it. Specifically, we would endorse:

- evaluation by measurable objectives
- permissible and not mandatory programs
- programs outside of the professional negotiations law
- an evaluation procedure for this act after two years.

We do feel that consideration should be given to the funding mechanism for the improved performance of measurable objectives pay plan. It is not specifically stated where the state board would receive the money necessary to fund this program.

I will be happy to answer any questions that you may have.



Craig Grant Testimony Before
House Education Committee
February 21, 1984

Thank you, Mr. Chairman. Members of the committee, my name is Craig Grant and I represent Kansas-NEA. I appreciate the opportunity to speak to you on HB 2844.

HB 2844 is an attempt to make "measurable objectives" the criteria for awarding bonus pay to the employees of a particular building who meet such objectives. The amount of pay is determined by the number of objectives met. Kansas-NEA has asked for innovative ideas to be put forward and this plan is certainly one; however, we must oppose HB 2844 for three basic reasons.

Kansas-NEA believes that before merit systems or career ladder concepts are adopted in this state base salary compensation must be improved. We must do so much to improve our standing with respect to salaries that little can be accomplished on bonus pay plans such as this one. One time bonuses which will be funded or possibly not funded each year by the legislature will provide little incentive for districts to use to attract and retain quality teachers. Base compensation is so important as to negate the possibility of this concept this year.

Second, Kansas-NEA believes that any compensation plan must be part of the negotiations process. We believe that there must be input into development of any plan by the staff to be affected if the plan is to be workable. We object to lines 83 through 85 and 93 through 99 of HB 2844 which provides no input from the teachers for such a plan.

Third, it seems to me that a ^{Some} high majority of the 15 "measurable objectives" relate only to secondary schools. Specifically, items 1, 6, 9, 12, 13 and 15 appear to be secondary school objectives. If that is true, it would be difficult, if not impossible, for elementary schools to demonstrate achievement in either eight or twelve of the objectives. Kansas-NEA believes that

continued

elementary grades have as important a function as the secondary schools, but would have a much harder time qualifying under HB 2844.

Kansas-NEA appreciates the intent of the author and supporters of HB 2844. However, for the reasons outlined above, we would ask that the committee report HB 2844 unfavorably for passage.

Thank you, Mr. Chairman and members of the committee, for listening to the concerns of teachers.