

MINUTES OF THE HOUSE COMMITTEE ON EDUCATIONThe meeting was called to order by Representative Don Crumbaker at  
Chairperson1:30 ~~xxx~~ p.m. on April 10, 1985 in room 527-S of the Capitol.All members were present ~~except~~:

## Committee staff present:

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

## Conferees appearing before the committee:

Seantor Frank Gaines  
Connie Hubbell, State Board of Education  
Jacque Oakes, Kansas Association of School Boards, President  
Craig Grant, Kansas-National Education Association

The Chairman opened the hearing for SCR 1619 which requests the State Board of Education to make a comprehensive study of performance-based salary plans for public school employees and to develop and submit a model plan to the Governor and the 1986 Legislature.

Seantor Frank Gaines testified in support of SCR 1619. He stated that his bill, SB 196, would be amuch stronger address to the topic, but he supported the Resolution and would not push for his bill. He added that Senator Joe Harder is also a supporter of the Resolution. At the present we have a group of teachers that are underpaid and some are overpaid, this study would hopefully provide solutions for further addressing of these inadequacies. Although the State Board presently has a task force organized for this study, passage of this Resolution would officially notify them of Legislative approval and allow for financial support.

Connie Hubbell, State Board of Education, testified in support of SCR 1619. (ATTACHMENT 1) The analysis Mrs. Hubbell refers to it MERIT PAY FOR TEACHERS, An Analysis of State Policy Options prepared by Terry A. Astuto and David L. Clark. During questioning from the Committee, Mrs. Hubbell stated that there are 21 members on the current task force, including representatives from K-NEA, KASB, USA, three State Board members, and two Legislators.

Jacque Oakes, KASB President, testified in support of SCR 1619. She stated that they support the Resolution as it stands

Craig Grant, K-NEA, testified in support of SCR 1619. He stated that they support the study of career incentive plans, although they do not agree with what the problem areas are. Mr. Grant added that he would remind the Committee any worthwhile workable system will not be inexpensive.

This concluded the hearing for SCR 1619. The Chairman opened the meeting to action of the Resolution if the Committee so desired.

Representative Apt made a motion to recommend SCR 1619 favorable for adoption. Representative Pottorff seconded the motion.

Representative Leach made a substitute motion to conceptually amend SCR 1619 to add to the study group six House members and four Senate members, to represent the Committees on Assessment and Taxation, Education, and Ways and Means to be equally divided between political parties. Representative Hassler seconded the motion. On a voice vote, the question was declared lost, a division was called and showed six supporting the substitute motion.

Representative Hensley made a substitute motion to conceptually amend SCR 1619 to include in the study group two House members and two Senate members, the House members to be appointed one by the Speaker and one by the Minority Leader; the Senate members to be appointed one by the Senate President and one by the Minority Leader. Representative Ramirez seconded the motion. The question was declared lost by a voice vote, on division nine supported the motion and nine opposed the motion.

CONTINUATION SHEET

MINUTES OF THE HOUE COMMITTEE ON EDUCATION,  
room 527-S, Statehouse, at 1:30 ~~am~~/p.m. on April 10, 19 85

Representative Williams made a substitute motion to conceptually amend SCR 1619 by changing the words "requested" and "urged" to "directed", and replace the word "should" with "shall". Representative Polson seconded the motion. The question was declared lost by a voice vote.

The question was called for on the original motion to favorably recommend for adoption. The motion prevailed.

The Chairman noted to the Committee that a request was being drafted to the Coordinating Council with suggestions of topics for interim study. Those topics include supplemental teacher contracts (HB 2118), the Ad Hoc School Finance proposal (HB 2585), tax credit for tuition of private schools (HB 2435), and mandated preschool special education services (HB 2505).

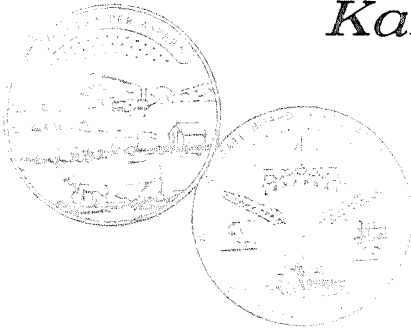
The meeting was adjourned at 2:35 p.m. No further meetings of the Committee are scheduled at this time.



# Kansas State Board of Education

Kansas State Education Building

120 East 10th Street Topeka, Kansas 66612



Kay M. Groneman  
District 1

Connie Hubbell  
District 4

Bill Musick  
District 6

Evelyn Whitcomb  
District 8

Kathleen White  
District 2

Ann L. Keener  
District 5

Theodore R. Von Fange  
District 7

Robert J. Clemons  
District 9

Dale Louis Carey  
District 3

April 10, 1985

Marion (Mick) Stevens  
District 10

TO: House Education Committee

FROM: Connie Hubbell, State Board of Education

SUBJECT: Senate Concurrent Resolution 1619

My name is Connie Hubbell, a member of the State Board of Education from Topeka.

The State Board of Education has spent considerable amount of time reviewing merit pay/career ladder programs for teachers. The State Board prepared information concerning some of the alternatives for implementing merit pay/career ladder salary plans that are being used across the country. As a result of the study, the State Board and Kansas State University conducted an analysis of state policy options concerning merit pay. A copy of that analysis is attached with this memorandum for your review. We would encourage you to read this publication and in particular to review the conclusions and implications at the end of the report. The State Board has adopted the following policy:

"The State Board recommends that local boards of education begin planning and developing career incentive plans that encourage good teachers to remain in the classroom. The development of a career incentive plan will require input and cooperation from teachers, administrators, and board members. Local boards, with the assistance of the State, should be prepared to implement such a plan during the 1988-89 school year."

The State Board is continuing their study on merit pay/career ladder salary plans. An advisory committee has been appointed to assist in that endeavor. We hope that the information that is received from the study will be of assistance to the Legislature, the Governor, and school officials.

In order for a study of this nature to be comprehensive, it would be very helpful if the State would appropriate approximately \$10,000 to take care of operating expenditures for conducting such a study. We are in the process of requesting a small federal grant for this purpose, but if the federal grant is unsuccessful, the \$10,000 would be essential for the success of this study.

ATTACHMENT 1

4-10-85  
House Education Committee