

Approved May 1, 1990
Date

MINUTES OF THE SENATE COMMITTEE ON EDUCATION

The meeting was called to order by VICE-CHAIRMAN SHEILA FRAHM at
Chairperson

1:30 a.m./p.m. on Monday, February 26, 1990 in room 123-S of the Capitol.

All members were present except:

Committee staff present:

Mr. Ben Barrett, Legislative Research Department
Ms. Avis Swartzman, Revisor of Statutes
Mr. Dale Dennis, Assistant Commissioner of Education
Mrs. Millie Randell, Committee Secretary

Conferees appearing before the committee:

SCR 1630 - Urging school districts to establish business-education partnerships (D. Kerr et al.)

Proponents:

Senator Dave Kerr, co-sponsor of SCR 1630
Mr. Jim Bauersfeld, President, Bauersfeld's, Inc.
Mr. Jim Edwards, Director of Chamber and Association Relations, Kansas Chamber of Commerce and Industry
Mr. Onan Burnett, Director of Governmental Affairs, USD 501, Topeka
Ms. Denise Apt, Education Aide for Governor Hayden (written testimony only)
Mr. Jim Menze, Director of Secondary Curriculum, USD 308, Hutchinson (written testimony only)

SB 559 - Kansas teaching experience act (Walker)

Proponents:

Senator Doug Walker, sponsor of SB 559
Mr. Craig Grant, Director of Political Action, Kansas-National Education Association

Opponents:

Mr. Charles Chuck Stuart, Legislative Liaison, United School Administrators of Kansas
Mr. Norman Wilks, Labor Relations Specialist, Kansas Association of School Boards

After calling the meeting to order, Vice-Chairman Sheila Frahm referred Committee attention to SCR 1630, a resolution urging school districts to establish business-education partnerships. She called upon Senator Kerr, co-sponsor of the resolution, to review the provisions for the Committee.

Senator Kerr explained that SCR 1630 recognizes the rapidly changing and increasingly competitive world market and encourages businesses and schools to respond by drawing closer together through alliances or partnerships. He called attention to the ramifications posed by an impending unification of the European market and of East and West Germany to emphasize this need. Senator Kerr informed members that a number of schools throughout Kansas already have begun establishing such partnerships, and he cited Hutchinson Public Schools as one example. Senator Kerr felt that increased cooperation between schools and business will not only make students more aware of what is expected of them, but it also will increase students' interests and help to prevent student dropouts.

Senator Kerr, with the Vice-Chairman's permission, yielded the floor to Mr. Jim Bauersfeld, president of Bauersfeld's, Inc., to describe a program which his company has established with the Topeka area schools. Vice-Chairman Frahm welcomed Mr. Bauersfeld to the Committee.

Mr. Bauersfeld distributed "Partners in Education" brochures (Attachment 1) to the Committee and described these as being self-explanatory of the program

CONTINUATION SHEET

MINUTES OF THE SENATE COMMITTEE ON EDUCATION,

room 123-S, Statehouse, at 1:30 ~~xxx~~ p.m. on Monday, February 26, 19 90

which his company, with the cooperation of the Topeka area schools, has initiated. He said that all elementary and secondary schools in the Topeka area are eligible to save cash register tapes from purchases made from his company's grocery stores for cash contributions equal to one percent of the value of all register tapes submitted (excluding tax). He explained how the program might be implemented in a school. He said the purpose of the monetary contribution is intended to meet the needs of each particular school, and the company has no input as to how the money will be spent, although it does have an interest in the outcome.

Mr. Jim Edwards, representing the Kansas Chamber of Commerce and Industry, testified in support of SCR 1630. (Attachment 2) Mr. Edwards emphasized that the product of education must fit the need in today's economy. Mr. Edwards described several business-education programs in existence in Kansas. He described the Student Alert program which calls students' attention to businesses and business needs. He said he presently is compiling a list of the various types of programs available. Responding to a question, Mr. Edwards explained that there are many programs in existence which do not deal with the monetary aspect.

Mr. Onan Burnett, representing USD 501, presented testimony in support of SCR 1630 on behalf of other school organizations, also, as listed on his testimony found in Attachment 3.

Ms. Helen Stephens, USD 229, who was in attendance, described a program established between the Hallmark Corporation and schools in the Kansas City metropolitan area whereby students' learning experiences familiarize them with what an actual day in the business world might entail.

Ms. Connie Hubbell, Chairman, State Board of Education, who was in attendance, confirmed endorsement of the concept of SCR 1630 by the State Board of Education. She said the resolution would increase visibility of the concept, make schools aware that such partnerships are in existence, and, thereby, encourage districts to form partnerships.

Written testimony only (Attachment 4) in support of SCR 1630 was submitted by Ms. Denise Apt, Education Aide for Governor Hayden; and Mr. Jim Menze, Director of Secondary Curriculum, USD 308, Hutchinson (Attachment 5).

Following Committee discussion, Vice-Chairman Frahm announced that the hearing on SCR 1630 is concluded.

Vice-Chairman Frahm requested the Committee to turn its attention to SB 559, relating to the Kansas teaching experience act, and called upon Senator Doug Walker, sponsor of the bill, to review its provisions.

Senator Walker explained that SB 559 is intended to rectify situations whereby two teachers working in the same building with identical years of teaching experience, are not given similar credit on the salary schedule for their similar years of teaching experience. (Attachment 6)

A representative of the Kansas-National Education Association, Mr. Craig Grant, affirmed his support for SB 559, explaining that many times teachers cannot change school districts in Kansas without losing a great deal of money through their placement on the salary schedule. (Attachment 7)

Mr. Chuck Stuart, Legislative Liaison, United School Administrators of Kansas, expressed opposition to SB 559. He cited examples of teaching experience whereby an evaluation of the teacher's position on the salary schedule should be negotiated between the teacher and the board's representative. (Attachment 8)

CONTINUATION SHEET

MINUTES OF THE SENATE COMMITTEE ON EDUCATION,
room 123-S, Statehouse, at 1:30 ~~xx~~ p.m. on Monday, February 26, 19 90

Mr. Norman Wilks, Labor Relations Specialist, Kansas Association of School Boards, expressed opposition to SB 559, as noted in his testimony found in Attachment 9.

Following testimony by Mr. Wilks, Vice-Chairman Frahm announced that the hearing on SB 559 was concluded, and she adjourned the meeting.

SENATE EDUCATION COMMITTEE

TIME: 1:30 p.m. PLACE: 123-S DATE: Monday, February 26, 1990

GUEST LIST

<u>NAME</u>	<u>ADDRESS</u>	<u>ORGANIZATION</u>
Jennifer Spauld	1003 West 4th Coffeyville (KS)	Girl-Scout
Courtney Hansen	604 W 10th Coffeyville KS.	Girl Scouts
Ramona Killen	504 N. Willow Coffeyville 65	Girl-Scout
Neale Hill	Topeka	KACC
Helen Stephens	-	USD #229
Craig Grant	Topeka	H-NEA
Chuck Stewart	Topeka	USA
Chris Burnett	Topeka	USD 587#
Lesley Rojcey	Paola	S Q E
Norm Wilks	Topeka	KASB
Linda Claster	Topeka	KOHL
Connie Shull	Topeka	S. Bd of Ed.
Jim Edwards	Topeka	KCC
Jeff Wagoner	Topeka	leg.

Partners In Education

JMBauersfeld's

AND
TOPEKA AREA SCHOOLS



JMBauersfeld's

Return to:

JM Bauersfeld's Partners in Education
4015 SW 10th
Topeka, KS 66604

N O W
J M BAUERSFELD'S register tapes are worth money to your school!

What is Partners in Education?

Partners in education is an exciting new program through which we can all work together to generate new funds to improve the education of our children. At J.M.B.'s, we believe that quality education is the best way to ensure a bright future for our community and our nation. We estimate that Partners in Education will result in J.M. Bauersfeld's donating thousands of dollars to the Topeka Areas Schools during the 1989-1990 school year.

What can schools do with this money?

Each school establishes its own goal for the program and priorities for spending the money. Here is an opportunity for your school to purchase computers and software, laboratory equipment, library and reference materials, musical instruments, athletic equipment or other learning materials. All that we ask is that the funds either directly or indirectly contribute to the education of children in our area.

How can my school get its share of the money?

It's easy. All elementary and secondary schools in the Topeka area are eligible. Save your register tapes from purchases at

J.M. Bauersfeld's. Each month, J.M. Bauersfeld's will send a cash contribution equal to one percent of the value of all register tapes submitted (excluding tax). It's that simple!

How does my school register?

Your school simply completes a card which identifies its coordinator and at least one item it plans to purchase through the program. Now your school is ready to start making money by turning in register tapes.

What does this mean for my school?

Your school has a great opportunity to earn substantial money. Together, as partners, we can make a difference for our children.

SIGN UP NOW!



JMBauersfeld's

**AND
TOPEKA AREA SCHOOLS**

For Office Use Only

**School Registration Card
J.M. Bauersfeld's Parters in Education**

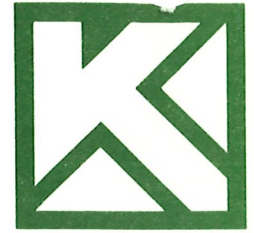
Fill out this card and mail to JM Bauersfeld's Partners in Education Office. Please Print.

School Name _____ District _____
School Address _____
City _____ State _____ Zip Code _____
Principal's Name _____ Day Phone _____
School Enrollment _____ School Phone _____
What We Hope to Purchase for Our School _____

LEGISLATIVE TESTIMONY

Kansas Chamber of Commerce and Industry

500 Bank IV 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

SCR 1630

February 26, 1990

KANSAS CHAMBER OF COMMERCE AND INDUSTRY

Testimony Before the
Senate Education Committee

by

Jim Edwards
Director of Chamber and Association Relations

Mr. Chairman and members of the Committee:

I am Jim Edwards and I appear before you today representing KCCI. KCCI has gone on record in support of SCR 1630.

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 which includes 200 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. KCCI receives no government funding.

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.

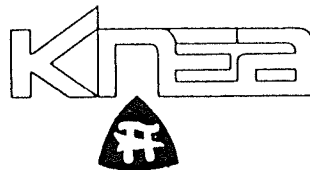
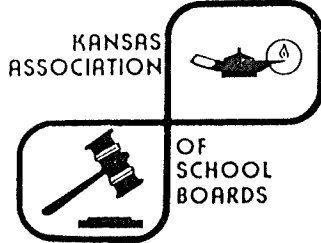
A school is very similar to a business in that they are producing a product which will be used by some other entity in the future. In the case of schools, their end product is students who will find their way into the job market or an institution of

Education
2/26/90
Attachment 2

higher education after their graduation. Just as businesses must continually keep track of their markets, schools must do likewise.

An effective way for business to be involved in this process is for partnerships to be formed between schools and business. SCR 1630 would assist in fostering these types of networks and therefore we urge its passage.

Thank you for the opportunity to appear before you today and I would stand for questions.



Joint Testimony on SCR 1630

before the
Senate Education Committee
February 26, 1990

Presented By

United School Administrators
Kansas Association of School Boards
Kansas-National Education Association
Schools for Quality Education
Schools for Equal Education in Kansas
Blue Valley USD 229
Wichita USD 259
Topeka USD 501
Shawnee Mission USD 512

Thank you, Mr. Chairman. I am Onan Burnett and I represent USD 501. Today, however, my testimony represents the joint testimony of the school districts and organizations listed above. We appreciate this opportunity to visit with the committee about SCR 1630.

Business involvement in education is an important element in school improvement in any district. Schools need the support of the business community and can benefit from the expertise that businesses can provide. Just a positive attitude by the business community can be passed on to the workers which bring that home and can be passed on to the students. Attendance at parent-teacher conferences, parent volunteering for school activities, and parent encouragement to do homework (all important items) are usually enhanced when there is a good business education partnership.

Our organizations encourage the legislature to pass SCR 1630 and add its endorsement to business-education partnerships in our state. Thank you for listening to our thoughts.

Education
2/26/90
Attachment 3

STATE OF KANSAS



OFFICE OF THE GOVERNOR

State Capitol
Topeka 66612-1590
(913) 296-3232

Mike Hayden *Governor*

TESTIMONY ON SCR 1630

Denise C. Apt

Governor's Aide to Education

Mr. Chairman, members of the Committee. I appreciate the opportunity to submit testimony on SCR 1630 on behalf of the governor.

The governor commends the authors of SCR 1630 and whole heartedly endorses the concept of SCR 1630.

Business and education partnerships are extremely important to Kansas, both from an education and economic development standpoint.

The governor made reference to these partnerships in the State of the State, and I quote:

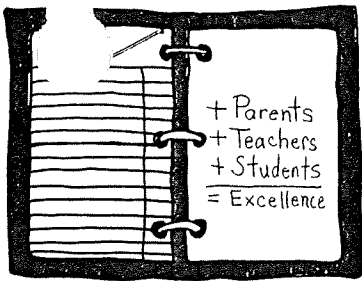
"The Governor's Conference on Education, the first in recent history, has set the stage for Kansans to make the appropriate choices for education. The Wichita conference hosted 250 leaders from the fields of education, business, industry and agriculture to discuss the status of education and problems which need to be addressed.

Education
2/26/90
Attachment 4

One idea discussed at great length at the conference, and which I strongly endorse, concerns the potential for partnership between business and education. There already exist many such partnerships in Kansas, but my goal is to have such a partnership in place in every school district and every school within five years.

To promote this goal, I propose a Second Annual Governor's Conference on Education, to be held in 1990 to address partnerships between business, agriculture and education. I also will restructure my Public School Advisory Committee to include members of the business and agricultural communities. I believe that when leaders with different interests sit down to talk, common goals may be achieved."

Again, thank you for the opportunity to submit testimony. I would ask on behalf of the governor for favorable passage of SCR 1630.



Hutchinson Public Schools

USD 308 ADMINISTRATION C R
1520 NORTH PLUM, BOX 1908
HUTCHINSON, KANSAS 67504-1908
TELEPHONE (316) 665-4427

JAMES L. MENZE
DIRECTOR OF SECONDARY CURRICULUM

TO: Senator Dave Kerr

FROM: Jim Menze

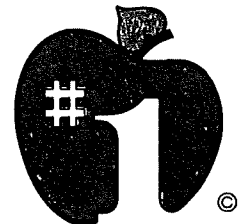
DATE: February 21, 1990

SUBJECT: Senate Resolution 1630

The Hutchinson Public Schools has been involved in a school business partnership with area businesses for the past three years. During this time, the schools have been able to use resource persons from businesses to broaden the education and provide a different viewpoint as to the importance of the different types of subject matter that students receive during the school day. This has been done with guest speakers from the businesses to explain to students the different types of work that is involved in their business and the education needed for that particular job. The businesses not only provide personnel for seminars within our schools, but they have also provided resources and materials to help students better understand the need for education in business. As a result of this partnership, the businesses have been able to learn from the schools the different problems the schools may have in knowing what to prepare the students for in the job market. This not only opens up communications both ways, but also provides a broader base of support for the schools in our community.

I wholeheartedly support Senate Resolution 1630 as a base to begin the process of unifying our businesses and our schools within our state. This could not come at a more critical time with schools losing their support because of accusations of not preparing students for the job market and being unresponsive to the needs of the community. One of the most important ways a school district or any other organization can identify the needs of its community and its businesses is by physically coming into contact with the people within those businesses. This resolution points out that need in a way in which to accomplish the much needed contact.

Education
2/26/90
Attachment 5



Your public schools... There's no better place to learn.

AN EQUAL OPPORTUNITY EMPLOYER

STATE OF KANSAS



TOPEKA

SENATE CHAMBER

SENATE EDUCATION COMMITTEE

COMMITTEE ASSIGNMENTS

MEMBER. CONFIRMATIONS
EDUCATION
ENERGY AND NATURAL RESOURCES
FEDERAL AND STATE AFFAIRS
PUBLIC HEALTH AND WELFARE

DOUG WALKER
SENATOR, 12TH DISTRICT
MIAMI, BOURBON, LINN,
ANDERSON, ALLEN AND
NEOSHO COUNTIES
212 FIRST
OSAWATOMIE, KANSAS 66064
(913) 755-4192 (HOME)
(913) 296-7380 (STATE CAPITOL)

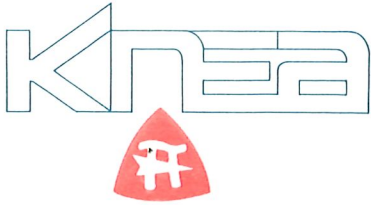
SB 559

February 26, 1990

SB 559 would require that certified teachers in school districts, vocational-technical schools or community colleges be given credit for all years of Kansas teaching experience when their placement on the salary schedule is being determined. Many districts in the state already do this and for those districts this bill would have no effect. A few districts, in an attempt to reduce employee costs, routinely give new teachers credit for only a portion of their actual Kansas teaching experience and place them lower on the salary schedule.

It would not be unusual for two teachers working in the same building with identical years of actual teaching experience to be given credit for different years of teaching on the salary schedule. This bill is an attempt to rectify this situation and prevent it from happening in the future. If a teacher has five or ten years Kansas teaching experience, then that teacher should be given credit for five or ten years Kansas teaching experience when employed.

Education
2/26/90
Attachment 6



Craig Grant Testimony Before The
Senate Education Committee
Monday, February 26, 1990

Thank you, Mr. Chairman. I am Craig Grant and I represent Kansas-NEA. I appreciate this opportunity to visit with the committee about SB 559.

Throughout one's working lifetime, one has opportunities to make changes in one's career. In the teaching field, one is limited in those choices if they truly want to continue working with children. Moving to the administrative field, where the salaries are much higher, is not preferable for many teachers. And frankly, we want most of our good teachers staying in the classroom.

After fifteen years in the classroom, the ability for teachers to make changes is diminished greatly. Sometimes to keep fresh, it is beneficial to "change scenery." What we are finding is that after that 15 or 20 years, teachers cannot move districts without losing a great deal of money on the salary schedule. Many districts allow five to ten years of experience credit, but few allow full credit for teaching experience. SB 559 would mandate acceptance of teaching experience for work in Kansas for future transfers in our state. This might create more teacher mobility and might expose the students to different styles and expertise if we have a more mobile teaching staff. Kansas-NEA supports SB 559 and has included it in our legislative program for the 1990 session. Thank you for listening to our concerns.

Education
2/26/90
Attachment 7



SB 559

Testimony presented before the Senate Education Committee
by Charles L. "Chuck" Stuart, Legislative Liaison
United School Administrators of Kansas

February 26, 1990

Mister Chairman and members of the committee:

United School Administrators of Kansas is opposed to SB 559.

Salary schedule placement of an experienced teacher should not be set by state law. State mandated experience credit as set forth in SB 559 would in our opinion place some experienced candidates at a decided disadvantage.

An experienced teacher candidate applying for a position in the district for the first time, or one seeking re-employment following an extended leave of absence should be evaluated by the appropriate district administrators. Following such evaluation the teacher's position on the salary schedule should be negotiated by the teacher and the board's representative.

The ability to negotiate such placement is essential if the best possible hiring practices are to be maintained. To say that all experience is the same regardless of when or where that experience occurred is simply not accurate. School demographics, individual class size, and other factors simply must be considered. Likewise, ignoring a four to five year gap in teaching service would be to ignore the advances made in recent years in teacher preparation and in-service. SB 559 would force both the teacher and the school district into making decisions they might not otherwise make.

We believe SB 559 violates the right of the teacher and the Board of Education to accurately assess a particular employment situation and is therefore not in the best interest of public education. We urge the committee to reject SB 559.

CLS/ed

Education
2/26/90
Attachment 8



TESTIMONY ON SENATE BILL NO. 559
BEFORE THE SENATE EDUCATION COMMITTEE

By

NORMAN D. WILKS, LABOR RELATIONS SPECIALIST
Kansas Association of School Boards

February 26, 1990

Mr. Chairman and members of the committee, the Kansas Association of School Boards, which represents 302 of 304 unified school district boards of education, would like to express its opposition to S.B. 559.

The salary placement for incoming teachers is currently mandatorily negotiable according to K.S.A. 72-5413(1). The topic is certainly included under salary and wages and in most districts is a topic for contract negotiations. This issue should continue to be negotiated by the parties.

To mandate full credit for all prior teaching experience to all teachers returning to employment may have a tremendous increase in salary costs for the district. In addition, it is entirely possible that a majority of available funds for salary increases could be consumed to pay for all prior credit to existing staff.

Mandated recognition of all prior experience removes any opportunity to recognize the differences of experience, as well as the current nature of that experience.

Negotiating the number of years of prior experience allowed for salary schedule placement is the appropriate way to determine placement. Incoming teachers certainly have knowledge of their placement on the salary schedule at the time of accepting employment.

For the reasons stated above, we remain opposed to the passage of S.B. 559.